



MASTER THESIS REVIEW

Type of review: supervisor's review
Author: Asiegbunam Anthonate Chiamaka
Title: Strategies for closing the gender pay gap Case of California, Luxembourg, and the Philippines.
Author of review: Ing. Mgr. Olga Angelovská, Ph.D.

1) Factual benefits of work and its added value

The author chose the topic of the gender pay gap for her thesis and compared the situation in three selected countries. The topic is relevant to the field of public and social policy. At the same time, it is a topic still relevant in the European region, so comparing examples in three world regions is beneficial. The author herself justifies the focus of her work well in the introductory section of the thesis (p.2-6).

2) Setting and answering research questions

In the abstract, the author states the main goal "to identify the key "actors" driving gender pay gap policies" (p. i). In the thesis, it makes only one of four objectives (p. 6-7), which she further decomposes into about three specific steps necessary to achieve them. Although the scope of the work is broad, the author met the challenge very well, and I consider the objectives to be met. All four research questions (p. 7) were answered well.

3) Structure of work

The thesis chapters are logically related and further elaborate on the topic. The text consists of an introduction, theoretical framework, research methodology, the historical context of policy for the gender pay gap, procedures and strategies to close the gender wage gap, summary of findings and final insights gained from the thesis.

4) The factual accuracy and convincing of the argumentation

The author offers a well-done description of the policy's historical context and the contemporary situation in the selected countries (i.e. Luxembourg, the Philippines and California). In some parts, the work could link the secondary and primary data analysis outputs. For example, in chapters 4.4 or 4.5, it would have been interesting to compare the findings from other research with the interviews conducted by the author. In contrast, Chapter



5 is based almost exclusively on the interview findings. The thesis would benefit if the two parts could be more closely linked. In places, the thesis looks as if the author presents the countries separately due to their sequential presentation. A summary at the end of the chapter would probably have helped to increase the synergy of the knowledge gained. For example, at the end of chapter 4.3, a table is presented without further commentary. The table summarises the information from the previous text, but again, it is broken down by countries. The author needs to offer additional information on what the individual findings imply for the topic.

However, I would like to acknowledge the great work that the author has done in her work. The description itself is well done, as well as the policy recommendation in chapter 6.3.

5) Sophistication and application of theoretical approaches

The author based her thesis on the Advocacy Coalition Framework. The concept is relevant to the topic. Generally, within the theoretical part, the author proved her ability to cope with relevant literature and to link the theory to her research theme and findings. Already in the theoretical part, she provides the operationalization of the theoretical framework to the three selected states (p. 14-16).

6) Methodological approach and application of particular methods and approaches

Interviews became the primary research approach. The qualitative approach is the appropriate one concerning the topic. I appreciate that the author succeeded in interviewing ten respondents from all three countries. In addition to interviews, the author also uses secondary data, including research studies, legislation or statistical data (see a list of main of them on page 23). The author remembered to state the study's limitations (p. 24-25).

7) Use of literature and data

The author based her work on relevant sources and data. I have no reservations.

8) Stylistic and text editing (quote, text layout, etc.).

The text fulfils all criteria laid on the academic work. The author demonstrates stylistic skills, the text is readable, and the citations conform to the standard. I have just a small comment on the missing titles of the chapters in the table of contents, which would make the reader's orientation at work easier. The work has a minimum of typos (e.g. p. 6 or

p. 14). The table on page 14 lacks a heading. Confusing is the repeated numbering of the tables from number one in each subchapter.

9) Question for defence (not obligatory)

1. If the author should name two important research results, what would it be?



2. Is there anything the author would do differently in the research if she should repeat it on the same topic?

I declare that I have read the result of the originality check of the text of the thesis in the system: [] Theses [X] Turnitin [] Ouriginal (Urkund) Comment on the result of the check: no reservations.

For the above reasons, I recommend the diploma thesis for the defence and to grade by "B".

Date 4th September 2023

Signature: