Economic Perspective on Non-economic Phenomena 5) Fertility and family policies

Tomáš Miklánek



EVROPSKÁ UNIE

Evropské strukturální a investiční fondy

Operační program Výzkum, vývoj a vzdělávání



Plan for today

When people got richer, families got smaller; and as families got smaller, people got richer

(The Economist, Oct 29th, 2009)

Plan for today

When people got richer, families got smaller; and as families got smaller, people got richer

(The Economist, Oct 29th, 2009)

- Fertility evidence and development
- Models of fertility
- Population control policies
- Family policies
- Review of family economics



Changes



Tomáš Miklánek

Economic Perspective on Non-economic Phenomena

Fertility rate represents the number of children an average woman is likely to have during her childbearing years, conventionally taken to be 15-49.

Fertility rate represents the number of children an average woman is likely to have during her childbearing years, conventionally taken to be 15-49.

• If there were no early deaths, the replacement rate would be 2.0.

Fertility rate represents the number of children an average woman is likely to have during her childbearing years, conventionally taken to be 15-49.

- If there were no early deaths, the replacement rate would be 2.0.
- In rich countries it is about 2.1.
- In poor ones it can go over 3.0.

Fertility rate represents the number of children an average woman is likely to have during her childbearing years, conventionally taken to be 15-49.

- If there were no early deaths, the replacement rate would be 2.0.
- In rich countries it is about 2.1.
- In poor ones it can go over 3.0.
- Global fertility is projected to fall from just over 2.5 births per woman in 2010-2015 to around 2.4 in 2025-2030 and 2.0 in 2095-2100 (*2017 UN World Population Prospects, Revision*)

Reflected in the projected population size



Source: United Nations, Department of Economic and Social Affairs, Population Division (2017). World Population Prospects: The 2017 Revision. New York: United Nations.

...by continents



Figure 3. Population by region: estimates, 1950-2015, and medium-variant projection, 2015-2100

Source: United Nations, Department of Economic and Social Affairs, Population Division (2017). World Population Prospects: The 2017 Revision. New York: United Nations.

Economic Perspective on Non-economic Phenomena

• In the 1970s only 24 countries had fertility rates of 2.1 or less.

- In the 1970s only 24 countries had fertility rates of 2.1 or less.
- Now there are over 70 such countries, and in every continent.

- In the 1970s only 24 countries had fertility rates of 2.1 or less.
- Now there are over 70 such countries, and in every continent.
- Drop in fertility rate from 5 to 2
 - Britain: 1800 -> 1930 (130 years)
 - South Korea: 1965 -> 1985 (20 years)

- In the 1970s only 24 countries had fertility rates of 2.1 or less.
- Now there are over 70 such countries, and in every continent.
- Drop in fertility rate from 5 to 2
 - Britain: 1800 -> 1930 (130 years)
 - South Korea: 1965 -> 1985 (20 years)
- Interesting story in Iran: After the clerical revolution in the fertility rose to 7 in 1984, then by 2006 it fell to 1.9.

Link between GDP and fertility



Link between GDP and fertility



- Fertility starts to drop at an annual income per person of \$1,000-2,000 and falls until it hits the replacement level at an income per head of \$4,000-10,000 a year.
- Video

- Data source: Demographic and Health Surveys programme
- Comparison between desired number of children and the actual fertility rate.

- Data source: Demographic and Health Surveys programme
- Comparison between desired number of children and the actual fertility rate.
- Brazil: The wanted fertility rate in 1996, was 1.8; the actual fertility rate then was 2.5.

- Data source: Demographic and Health Surveys programme
- Comparison between desired number of children and the actual fertility rate.
- Brazil: The wanted fertility rate in 1996, was 1.8; the actual fertility rate then was 2.5.
- India: The wanted rate in 2006 was 1.9, the actual one, 2.7.

- Data source: Demographic and Health Surveys programme
- Comparison between desired number of children and the actual fertility rate.
- Brazil: The wanted fertility rate in 1996, was 1.8; the actual fertility rate then was 2.5.
- India: The wanted rate in 2006 was 1.9, the actual one, 2.7.
- Ghana: The wanted rate in 2003 were 3.7, and the actual one, 4.4.

Consequences related to the demographic transition

• More rapid economic growth

Consequences related to the demographic transition

- More rapid economic growth
 - if a larger fraction of the population is of working age, output per capita increases.
 - working age people tend to save more than non working age people -> increase in savings -> increase in investments
 - with small family size, both public and private (family) investment into education can rise
 - per capita public and private expenditures on child health care -> better learners and workers
 - greater labor force participation of women

Consequences arising after the demographic transition

Consequences arising after the demographic transition

- labor force shortages
- pressure on the pension systems and health care systems
- reduced pressure on infrastructure, education

Fertility data Models of fertility Population control policies Review of family economics

Approaches to fertility

1. Demographic transition theory

Approaches to fertility

- 1. Demographic transition theory
- 2. Institutionalist and ideational perspectives

Approaches to fertility

- 1. Demographic transition theory
- 2. Institutionalist and ideational perspectives
- 3. Economic models

• Captures the process of socioeconomic modernization during the 19th and early 20th century

- Captures the process of socioeconomic modernization during the 19th and early 20th century
- Mortality dropped rather promptly in response to external changes because mankind had always coveted health.

- Captures the process of socioeconomic modernization during the 19th and early 20th century
- Mortality dropped rather promptly in response to external changes because mankind had always coveted health.
- The decline of fertility, awaited the gradual obsolescence of age-old social and economic institutions.

- Captures the process of socioeconomic modernization during the 19th and early 20th century
- Mortality dropped rather promptly in response to external changes because mankind had always coveted health.
- The decline of fertility, awaited the gradual obsolescence of age-old social and economic institutions.
- The new ideal of the small family arose typically in the urban industrial society.

Institutionalist and ideational perspectives

Institutions

- Institutional differences are important.
- Fertility transition followed linguistic and cultural boundaries Lesthaeghe (1980).
- Diffussion of "fertility control as an innovation" affects the change in fertility rates (Cleland and Wilson 1987).

Institutionalist and ideational perspectives

Institutions

- Institutional differences are important.
- Fertility transition followed linguistic and cultural boundaries Lesthaeghe (1980).
- Diffussion of "fertility control as an innovation" affects the change in fertility rates (Cleland and Wilson 1987).

Ideational theories

• Differences in religious beliefs, individualism and secularism explain variations in fertility level

Economic models - common features

- The traditional money income budget constraint is replaced by a time budget constraint.
 - considerable attention is devoted to the allocation of time between market labor supply and non-market activities

Economic models - common features

- The traditional money income budget constraint is replaced by a time budget constraint.
 - considerable attention is devoted to the allocation of time between market labor supply and non-market activities
- Demographic and economic behaviors depend on the household stocks of human and physical capital.
 - differences across individuals in their relative advantages of engaging in specific market
Economic models - common features

- The traditional money income budget constraint is replaced by a time budget constraint.
 - considerable attention is devoted to the allocation of time between market labor supply and non-market activities
- Demographic and economic behaviors depend on the household stocks of human and physical capital.
 - differences across individuals in their relative advantages of engaging in specific market
- Many models for the demand for children incorporate an explicit life-cycle perspective.
 - choices of individuals about human capital accumulation, marriage, saving, etc., are therefore considered as interrelated decisions

• Parents are assumed to maximize lifetime utility, which depends

- Parents are assumed to maximize lifetime utility, which depends
 - the number of children (child quantity)
 - the education and health of the children (child quality)
 - the leisure activities of the husband and wife
 - other consumption goods

- Parents are assumed to maximize lifetime utility, which depends
 - the number of children (child quantity)
 - the education and health of the children (child quality)
 - the leisure activities of the husband and wife
 - other consumption goods
- The allocation of each individual's time is usually mutually exclusive and subject to an overall time budget constraint.

- Parents are assumed to maximize lifetime utility, which depends
 - the number of children (child quantity)
 - the education and health of the children (child quality)
 - the leisure activities of the husband and wife
 - other consumption goods
- The allocation of each individual's time is usually mutually exclusive and subject to an overall time budget constraint.
- Market income is equal to lifetime wage rate, received by each member of the family, times their market labor supply.

Becker (1960)

• Unitary approach

Becker (1960)

- Unitary approach
- For most parents, children are a source of psychic income or satisfaction, and, in the economist's terminology, children would be considered a consumption good.

Becker (1960)

• Unitary approach

- For most parents, children are a source of psychic income or satisfaction, and, in the economist's terminology, children would be considered a consumption good.
- "Demand for children" depends on
 - 1. Tastes
 - 2. Quality of children
 - 3. Income
 - 4. Cost

Tastes

 Children are assumed to provide "utility" -> set of indifference curves

- Children are assumed to provide "utility" -> set of indifference curves
- The shape of the indifference curves is determined by the relative preference for children, or, in other words, by "tastes."

- Children are assumed to provide "utility" -> set of indifference curves
- The shape of the indifference curves is determined by the relative preference for children, or, in other words, by "tastes."
- Tastes may, be determined by a family's religion, race, age etc.

- Children are assumed to provide "utility" -> set of indifference curves
- The shape of the indifference curves is determined by the relative preference for children, or, in other words, by "tastes."
- Tastes may, be determined by a family's religion, race, age etc. Quality of the children
 - Need to determine how much to spend on the children.
 - separate bedrooms, private vs. public schools, music lessons

- Children are assumed to provide "utility" -> set of indifference curves
- The shape of the indifference curves is determined by the relative preference for children, or, in other words, by "tastes."
- Tastes may, be determined by a family's religion, race, age etc. Quality of the children
 - Need to determine how much to spend on the children.
 - separate bedrooms, private vs. public schools, music lessons
 - If more is voluntarily spent on one child than on another, it is because the parents obtain additional utility from the additional expenditure.

Income

• It is likely that a rise in long-run income would increase the amount spent on children.

Income

- It is likely that a rise in long-run income would increase the amount spent on children.
- Most of the increased expenditures on children would consist of an increase in the quality of children.

Income

- It is likely that a rise in long-run income would increase the amount spent on children.
- Most of the increased expenditures on children would consist of an increase in the quality of children.

Cost

- Net cost of children can be computed
 - It equals the present value of expected outlays plus the imputed value of the parents' services, minus the present value of the expected money return plus the imputed value of the child's services.

• For example England and Folbre (2002) or Bergstrom (1997)

- For example England and Folbre (2002) or Bergstrom (1997)
- What would be outcome of the bargaining power for mothers ?

- For example England and Folbre (2002) or Bergstrom (1997)
- What would be outcome of the bargaining power for mothers ?
 - Primary care givers (usually mothers) usually have less bargaining power than parents whose contributions simply take the form of financial support.

- For example England and Folbre (2002) or Bergstrom (1997)
- What would be outcome of the bargaining power for mothers ?
 - Primary care givers (usually mothers) usually have less bargaining power than parents whose contributions simply take the form of financial support.
- McDonald (2000) argues that an increase in gender equity—and thus more gender-equal bargaining power within families—is a precondition of a rise in fertility from very low levels in developed countries.

Doepke, Kindermann (2016)

- For a birth to take place, the parents should first agree on wanting a child.
- Babies are likely to arrive only if both parents desire one, and there are many couples who disagree on having babies.
- The distribution of the burden of child care between mothers and fathers turns out to be a key determinant of fertility.
- Policy that lowers the child care burden specifically on mothers can be more than twice as effective at increasing the fertility rate compared to a general child subsidy.

Disagreement over having a baby across countries



Impact of fertility intentions on probability of birth

| | Whole Sample | By Number of Children | | |
|---------------|--------------|-----------------------|----------|-----------|
| | | n = 0 | n = 1 | $n \ge 2$ |
| SHE YES/HE NO | 0.115*** | 0.026 | 0.160*** | 0.082** |
| | (0.024) | (0.042) | (0.052) | (0.032) |
| SHE NO/HE YES | 0.061*** | 0.030 | 0.020 | 0.024 |
| | (0.017) | (0.037) | (0.032) | (0.022) |
| AGREE | 0.350*** | 0.266*** | 0.325*** | 0.340*** |
| | (0.015) | (0.029) | (0.026) | (0.038) |
| Constant | 0.055*** | 0.124*** | 0.109*** | 0.033*** |
| | (0.004) | (0.019) | (0.011) | (0.003) |
| Observations | 6577 | 1227 | 1608 | 3742 |
| R^2 | 0.167 | 0.081 | 0.128 | 0.115 |

Notes: Robust standard errors in parentheses. *: p < 0.10, **: p < 0.05, ***: p < 0.01. Each column is a linear regression of a binary variable indicating whether a child was born between Wave 1 and Wave 2 (i.e., within three years after Wave 1) on stated fertility intentions in Wave 1. Countries included (i.e., all countries where data from both waves are available) are Bulgaria, Czech Republic, France, and Germany.

Disagreement over fertility and men's share in caring for children



Optimal time for children

• Gustafsson (2001) who derive the optimal spacing or timing of children over the life-cycle.

Optimal time for children

• Gustafsson (2001) who derive the optimal spacing or timing of children over the life-cycle.

Overlapping generations models

• In this approach the focus shifts from an individual's life-cycle to intergenerational considerations.

Optimal time for children

• Gustafsson (2001) who derive the optimal spacing or timing of children over the life-cycle.

Overlapping generations models

- In this approach the focus shifts from an individual's life-cycle to intergenerational considerations.
- Parents exhibit intergenerational altruism and are concerned about the well-being of their children.
 - This leads to a dynastic utility function (Becker and Barro, 1988)

Optimal time for children

• Gustafsson (2001) who derive the optimal spacing or timing of children over the life-cycle.

Overlapping generations models

- In this approach the focus shifts from an individual's life-cycle to intergenerational considerations.
- Parents exhibit intergenerational altruism and are concerned about the well-being of their children.
 - This leads to a dynastic utility function (Becker and Barro, 1988)
- The utility of the parents depends on the utility of its immediate offspring, and recursively on all future generations.

Empirical applications of the models

Developing countries

• Negative association between mother's education and children ever born (Caldwell 1980; Kravdal 2002).

Empirical applications of the models

Developing countries

- Negative association between mother's education and children ever born (Caldwell 1980; Kravdal 2002).
- Male education and income from non-human-capital sources are associated with higher fertility (Schulz 1997).

Empirical applications of the models

Developing countries

- Negative association between mother's education and children ever born (Caldwell 1980; Kravdal 2002).
- Male education and income from non-human-capital sources are associated with higher fertility (Schulz 1997).
- Rosenzweig (1990) and Rosenzweig and Wolpin (1980) provide evidence for the quality-quantity trade-off in developing countries.

Current situation

Current situation

- In 1976: 40 countries had policies to lower their fertility levels and 14 desired higher fertility levels
- In 1996: 80 countries had policies to lower their fertility levels and 23 desired higher fertility levels

Current situation

- In 1976: 40 countries had policies to lower their fertility levels and 14 desired higher fertility levels
- In 1996: 80 countries had policies to lower their fertility levels and 23 desired higher fertility levels
- Effort to decrease fertility rates in developing countries.
- Effort to increase fertility rates in developed countries.

Policies to decrease the fertility levels

• From 2017 to 2050, it is expected that half of the world's population growth will be concentrated in just nine countries: India, Nigeria, Democratic Republic of the Congo, Pakistan, Ethiopia, the United Republic of Tanzania, the United States of America, Uganda and Indonesia (ordered by their expected contribution to total growth)
Policies to decrease the fertility levels

• From 2017 to 2050, it is expected that half of the world's population growth will be concentrated in just nine countries: India, Nigeria, Democratic Republic of the Congo, Pakistan, Ethiopia, the United Republic of Tanzania, the United States of America, Uganda and Indonesia (ordered by their expected contribution to total growth)

Larger, more rapidly growing populations have fewer natural resources per person, less physical capital per worker, more dependents, and greater needs for new social infrastructure. Of course they must be economically worse off. -Lee (2009)

• Coercion (negative effects?)

- Coercion (negative effects?)
- Family planning programs with information campaigns

- Coercion (negative effects?)
- Family planning programs with information campaigns
- Behavioral change communication

- Coercion (negative effects?)
- Family planning programs with information campaigns
- Behavioral change communication
- Interpersonal counseling

- Coercion (negative effects?)
- Family planning programs with information campaigns
- Behavioral change communication
- Interpersonal counseling

Recent estimates, for example, suggest that additional annual expenditure of \$3.6 billions would allow expansion of family planning services to all women who currently have an unmet need.

Evidence

Table 3: Benefits resulting from modern contraceptive use among women who want to avoid a pregnancy, according to contraceptive use scenario, 2008

Source: Singh et al. (2010)

| Measure (000s) | Current | Fulfillment of | |
|---------------------|---------|----------------|---------|
| | use of | unmet need | |
| | modern | for modern | |
| | methods | methods | Total |
| Unintended | | | |
| pregnancies averted | 187,800 | 53,460 | 241,260 |
| Unplanned births | 53,550 | 21,820 | 75,370 |
| Abortions | 112,310 | 24,800 | 137,100 |
| Miscarriages | 21,940 | 6,840 | 28,780 |
| Deaths averted | | | |
| Newborn | 1,170 | 640 | 1,810 |
| Maternal | 230 | 150 | 380 |
| Children who would | | | |
| not become orphans | 740 | 600 | 1,340 |

Fertility data Models of fertility Population control policies Review of family economics

Tools to increase fertility rates

• Immigration

Tools to increase fertility rates

- Immigration
- Financial incentives

Tools to increase fertility rates

- Immigration
- Financial incentives
- Work and family initiatives

Tools to increase fertility rates

- Immigration
- Financial incentives
- Work and family initiatives
- Broad social change supportive of children and parenting

Immigration: tool how to increase population

Immigration: tool how to increase population

Replacement migration in Europe: total immigrants for period 2000–2050 and average annual number of immigrants (in 1,000) for different replacement goals

| Scenario | 1 | 2 | 3 | 4 |
|---------------------------|-------------------|---------------------------------|--------------------------------|--|
| | Medium variant | Constant total population | Constant age group 15–64 | Constant ratio of 15–64 to 65 years or older persons |
| A. Total number; in 1,0 | 00, for perio | od 2000–2050 | | |
| France | 325 | 1,473 | 5,459 | 89,584 |
| Germany | 10,200 | 17,187 | 24,330 | 181,508 |
| Italy | 310 | 12,569 | 18,596 | 113,381 |
| Russian Federation | 5,448 | 24,896 | 35,756 | 253,379 |
| United Kingdom | 1,000 | 2,634 | 6,247 | 59,722 |
| United States | 38,000 | 6,384 | 17,967 | 592,572 |
| Europe | 18,779 | 95,869 | 161,346 | 1,356,932 |
| European Union | 13,489 | 47,456 | 79,375 | 673,999 |

• *Periodic cash payments*, usually in the form of regular payments to parents for each child.

- *Periodic cash payments*, usually in the form of regular payments to parents for each child.
- Lump sum payments or loans, including payments at the time of birth of a baby (baby bonus, maternity benefit), at the time a child starts school or at some other age.

- *Periodic cash payments*, usually in the form of regular payments to parents for each child.
- Lump sum payments or loans, including payments at the time of birth of a baby (baby bonus, maternity benefit), at the time a child starts school or at some other age.
- Tax rebates, credits or deductions based on the presence of a child.

- *Periodic cash payments*, usually in the form of regular payments to parents for each child.
- Lump sum payments or loans, including payments at the time of birth of a baby (baby bonus, maternity benefit), at the time a child starts school or at some other age.
- Tax rebates, credits or deductions based on the presence of a child.
- *Free or subsidized services or goods*, including education at all levels, medical services, public transport, and recreation services.

- *Periodic cash payments*, usually in the form of regular payments to parents for each child.
- Lump sum payments or loans, including payments at the time of birth of a baby (baby bonus, maternity benefit), at the time a child starts school or at some other age.
- Tax rebates, credits or deductions based on the presence of a child.
- Free or subsidized services or goods, including education at all levels, medical services, public transport, and recreation services.
- Housing subsidies, including periodic cash payments such as housing benefits, first-time home-buyer grants or mortgage reductions, tax rebates or deductions for housing costs, or subsidies to housing-related services.

• *Maternity and paternity leave*, including the right of return to a position following leave related to the birth of a child.

- *Maternity and paternity leave*, including the right of return to a position following leave related to the birth of a child.
- *Child care*, including the provision of free or subsidized child care as part of the family-friendly employment policies, including for those who are not employed.

- *Maternity and paternity leave*, including the right of return to a position following leave related to the birth of a child.
- *Child care*, including the provision of free or subsidized child care as part of the family-friendly employment policies, including for those who are not employed.
- *Flexible working hours* and short-term leave for family-related purposes.

- *Maternity and paternity leave*, including the right of return to a position following leave related to the birth of a child.
- *Child care*, including the provision of free or subsidized child care as part of the family-friendly employment policies, including for those who are not employed.
- *Flexible working hours* and short-term leave for family-related purposes.
- Anti-discrimination legislation and gender equity in employment practices.

• *Employment initiatives* that improve the job prospects of young men and women, especially also in the part-time sector.

- *Employment initiatives* that improve the job prospects of young men and women, especially also in the part-time sector.
- *Child-friendly environments*, including traffic calming, safe neighborhood policies, public recreational facilities such as playgrounds...

- *Employment initiatives* that improve the job prospects of young men and women, especially also in the part-time sector.
- *Child-friendly environments*, including traffic calming, safe neighborhood policies, public recreational facilities such as playgrounds...
- Gender equity, including non-gender specific workplace policies, gender-neutral tax-transfer policies in social insurance, removal of institutional remnants of the male breadwinner model of the family, acceptance of fathers as parents by service providers...

- *Employment initiatives* that improve the job prospects of young men and women, especially also in the part-time sector.
- *Child-friendly environments*, including traffic calming, safe neighborhood policies, public recreational facilities such as playgrounds...
- Gender equity, including non-gender specific workplace policies, gender-neutral tax-transfer policies in social insurance, removal of institutional remnants of the male breadwinner model of the family, acceptance of fathers as parents by service providers...
- Development of positive social attitudes towards children and parenting without creating inequities to the childless.

Empirical impact of policies

| | Total fertility rates | Timing of births | Specific birth order | Age of mothers | Other individual characteristics |
|-----------------------------|--|--|--|--|--|
| Family cash benefits | Small positive effects in most countries | | Contradictory results on whether effects of policies are larger | Small positive effects, or contradictory results, on the | Some evidence that effects of policies differ among ethnic |
| Tax policies | Positive effects in the US and Canada | Larger effects of policies on the timing of births | for first or subsequent births | effects of welfare benefits on teenage births (but evidence | groups |
| Family-friendly policies | Positive effect of part-time and flex-time work | than on completed fertility | on probability of having a first child | limited to few countries) | |
| | Weak or contradictory effects of matemity leave | | | | |
| Child care availability | Positive effect, weak in some countries | | | | Some evidence that effects of child-care availability and costs differ according to the employment |

Source: Sleebos (2003)

Suggested readings

- Becker, Gary S. "An economic analysis of fertility." Demographic and economic change in developed countries. Columbia University Press, 1960. 209-240.
- Kohler, Hans-Peter. "Copenhagen Consensus 2012: Challenge Paper on" Population Growth"." (2012).
- Doepke, Matthias, and Fabian Kindermann. Bargaining over babies: theory, evidence, and policy implications. No. w22072. National Bureau of Economic Research, 2016.

Gains from the marriage

- 1. The sharing of public (non rival) goods.
- 2. The division of labor to exploit comparative advantage and increasing returns to scale.
- 3. Extending credit and coordination of investment activities.
- 4. Risk pooling.
- 5. Coordinating child care, which is a public good for the parents.

Decision making models

• Unitary models (UM): treating the family as though it were a single decision-making agent,

Decision making models

- Unitary models (UM): treating the family as though it were a single decision-making agent,
- Non-unitary models: bargaining game of the family members
 - cooperative
 - collective approach
 - non-cooperative

Decision making models

- Unitary models (UM): treating the family as though it were a single decision-making agent,
- Non-unitary models: bargaining game of the family members
 - cooperative
 - collective approach
 - non-cooperative
- Most models of family behavior allow two decision-makers-the husband and the wife, children are excluded from decision making

Marriage markets - types of the models

1. Matching without transfers (algorithm, stability)

Marriage markets - types of the models

- 1. Matching without transfers (algorithm, stability)
- 2. Matching with transferable utility

Marriage markets - types of the models

- 1. Matching without transfers (algorithm, stability)
- 2. Matching with transferable utility
- 3. Search models

Fertility data Models of fertility Population control policies Review of family economics

Marriage and labor supply

• Intra- marriage allocation of market work hours (two models)
Marriage and labor supply

- Intra- marriage allocation of market work hours (two models)
- Policies affecting marriage specific labour supply- joint taxation



EVROPSKÁ UNIE Evropské strukturální a investiční fondy Operační program Výzkum, vývoj a vzdělávání



Národohospodářská fakulta VŠE v Praze



This work is licensed under the Creative Commons Attribution-ShareAlike 4.0 International License. To view a copy of this license, visit <u>http://creativecommons.org/licenses/by-sa/4.0/</u> or send a letter to Creative Commons, PO Box 1866, Mountain View, CA 94042, USA.