

Access to employment from a gender equality perspective

Abstract

This thesis examines access to employment from a gender equality perspective. However, the content of the thesis has been narrowed down and focuses on access to employment in terms of unequal pay for women and men. The topic of the thesis has been chosen in view of its topicality in the context of the proposed Proposal for a Directive to enhance transparency in remuneration, which will have a significant impact on the Czech Republic.

The main objective of the thesis is to present the issue of wage and salary inequality, to evaluate the current state of the legislative regulation of equal pay for men and women and to provide possible *de lege ferenda* solutions.

The thesis is divided into an introduction, two main chapters and a conclusion. The first chapter defines the basic theoretical concepts related to gender pay inequality and also introduces the reader to the Czech legal regulation of equality and non-discrimination as the basic building blocks of gender pay inequality.

The second chapter is considered by the author to be crucial as it introduces one of the most important indicators of inequality in the labor market, identifies its key aspects and demonstrates the underlying causes of its emergence, as well as its impact on the individual and societal level. Furthermore, the author identifies EU legislative acts in the field of equal pay, focusing on the key points of the new Proposal for a Directive to enhance pay transparency, and also introduces so-called 'soft' EU measures. The second chapter also presents the Czech Republic's approach to gender pay inequality by defining the principle of equal pay for equal work or work of equal value and the issue of transparency, analyzing the potential legislative and non-legislative implications of the Proposal for a Directive to strengthen transparency. Finally, the author as well underlines the importance of other activities of Czech entities strengthening equal pay for women and men.

Key words:

equal pay for women and men, transparency, equal pay for equal work or work of equal value