

## **Abstract**

The aim of the thesis is to explain the concept of equal pay, if society talks about equal pay at all, or rather if it talks about unequal pay. In order to understand the concept of equal remuneration, firstly it is necessary explain the definition of remuneration, its types, and the related systems of payment of individual remuneration.

The concept of equal pay is based on fundamental principles such as the principle of equal treatment, the principle of fair pay and the principle of non-discrimination, which are always codified in legislation of the highest legal force. The thesis deals in detail with the legal regulation of equal pay, all at world, EU and domestic level. In contrast to global or EU legislation, national legislation is younger and less developed, yet it is given due attention. A thorough analysis can determine whether the legislation at the above levels is sufficient, applied and enforceable.

The issue of equal pay or pay gap and the definition of equal work or work of equal value are also addressed by the Czech judiciary. The thesis provides key decisions that helps to develop the legal provisions.

Gender and gender inequality are closely linked to the concept of unequal pay, as gender is the most common cause of unequal pay. Gender inequality in pay is expressed through the GPG indicator, which is both explained in the thesis. Marginally, are presented also GPG statistics within the EU, in the Czech Republic and comparisons of selected countries. Subsequently are explained the causes of unequal pay, such as career breaks, part-time work, stereotypes and unexplained causes.

Finally, solutions to unequal pay to reduce or eliminate the pay gap are mentioned. Equality between women and men is a priority for the EU, which is why several measures are created specifically for gender equality. The last chapter describes the new EU strategies and directives within the EU, as well as the steps the Czech Republic is taking. The last point of the thesis is the judicial defence and its applicability within the field of unequal pay. The use of the institution of the Public Defender of Rights in addressing the issue in practice is presented in the full conclusion.

**Key words: equal pay, inequality, status of women and men**