

Equal remuneration of employees

Abstract

This thesis in detail describes the Czech legislation in the field of equal remuneration of employees, which forms an essential part of labor law. The principle of equal remuneration is one of the key concepts in the pursuit of social justice and equality in the workplace and is also closely related to the prevention of discrimination. Considering the scope, this thesis cannot be completely exhaustive and is focused only on selected aspects of unequal remuneration.

The aim of this diploma thesis is mainly to provide a comprehensive interpretation in relation to the provisions of equal wage, salary or remuneration for equal (same) work or work of the same value, to identify weak areas in the legislation and to outline possible direction for the future legislation.

In addition to the introduction and conclusion, this thesis is divided into five main chapters, which are further divided into individual subsections.

In the first and second chapter of this thesis, the focus is on the interpretation of European and national legislation on equal remuneration and describes the principles that govern this legislation. The third chapter is focused on Czech national and European jurisprudence in the area of unequal remuneration and evaluates what conclusions are drawn from the court decisions and how they further, in more detail, specify the regulation established by legal regulations. Furthermore, the fourth chapter of this thesis deals with the effects of unequal remuneration, how it can be prevented and provides the description of the individual options that can be used as a defense against unequal remuneration and their specifics, including the description of the difficulties that occur when dealing with unequal remuneration, while taking into account for example the protection of privacy and data protection. In the fifth chapter of the thesis, the author outlines the possibilities to improve the remuneration equality, both within the limits of current legislation and possible direction in which can the legislation lead in the future.

Key words:

equal remuneration, same work and work of the same value, remuneration legislation