Abstract

Fair remuneration in labour relations

This diploma thesis deals with the issue of fair remuneration in labour relations. It focuses in particular on the issue of equal remuneration, as this is an area that is currently coming to the fore both in terms of new legislative activity in the Czech Republic and the European Union, and in terms of some of the jurisprudential conclusions reached by the courts of the Czech Republic. The aim of the thesis is a comprehensive assessment of the current state of the matter in theory and practice and an outline of possible solutions to current problematic issues.

The thesis consists of four chapters, the first of which deals with the topic in the most general terms, i.e. from the perspective of fair remuneration as a general principle. It analyses its meaning and content, and its relationship with other legal principles such as the principle of equality and the principle of equal treatment and non-discrimination.

The second chapter provides a comprehensive overview of the legal framework for fair remuneration, from the relevant international conventions to specific national legislation, and looks in more detail at current issues in the legislation, particularly in relation to the new EU directive on transparency in pay.

The third and fourth chapters address one of the main aspects of fair remuneration that the thesis focuses on, which is the issue of equal pay for equal work or work of equal value. The thesis first attempts to define and describe this rule in detail theoretically and then to apply it in practical examples of case law. In this context, it then places considerable emphasis on the current issue of taking into account different socio-economic conditions in different regions of the Czech Republic when determining the amount of remuneration. Subsequently, the thesis compares some of the most common types of individual employment relationships and assesses whether the type of employment relationship can play a legitimate role in determining the amount of remuneration.

Keywords:

fair remuneration, equal remuneration for equal work and work of equal value, regionality, loyalty,