

# Equal Pay for Women and Men through Social Dialogue – Summary

- » The position paper was prepared in cooperation with the Czech-Moravian Confederation of Trade Unions, the Confederation of Industry of the Czech Republic, the Confederation of Employers' and Entrepreneurs' Unions and the Union of Employers' Associations of the Czech Republic.
- » It serves as a practical guide for social partners to use in collective bargaining in the field of equal pay for women and men. It contains specific provisions that the social partners can easily incorporate into their collective agreements and collective bargaining at the company level. The recommendations and examples of good practices presented here can help to reduce the gender pay gap. It is the first document of its kind in the Czech Republic.
- » This position paper is divided into four parts.
- » The first part maps the differences in the remuneration of women and men and their causes. The gender pay gap in the Czech Republic in 2019 was 18.9% (Eurostat). In addition to horizontal and vertical segregation, we also experience wage discrimination in the workplace, a lack of transparency in remuneration and a lack of opportunities for reconciling personal and professional life.
- » The second part presents the legislative support for equal pay currently provided by Czech legislation on which social partners can base their collective bargaining.
- » The third part shows provisions that can be used by social partners in collective bargaining and in collective agreements. We recommend that new employees be acquainted with the components of wages and salaries. The aim is greater transparency, in the sense that employees will understand how their wage or salary is formed, what components it contains, what is the system of benefits, and also what strategies and practices the employer uses in remuneration. We consider it essential that collective agreements include a provision on informing the trade union by providing a list of wages itemized by job category, gender and individual wage components. We also suggest that employers introduce regular intervals for evaluating wages so that the change does not depend on the employee's request to negotiate.
- » The fourth part presents examples of good practice from abroad. In Germany, for example, a law promoting pay transparency has been in place since 2018. Employees have the right to find out the wages of their colleagues. For this purpose, the employer does not provide information on the amount of wages of individual persons, but is obliged to disclose the average wage of all employees who perform comparable activities, including employee benefits such as a company car for personal use or performance bonuses.
- » The European Commission considers transparency in remuneration to be essential for promoting equal pay for women and men. The position paper is our approach to the topic.