

Legislative Options of Equal Pay for Women and Men – Summary

- » The legislative analysis presents in detail selected aspects of the legislative framework and analyses non-legislative instruments and measures in the field of equal treatment, equal pay and the reconciliation of personal and professional life. Furthermore, the analysis contains examples of good practice from abroad, both legislative and non-legislative.
- » The result of the analysis was a “long list” of legislative and non-legislative measures, from which seven were selected; their detailed description and the proposal for their implementation in practice are a key part of the analysis. These key measures concern:
 1. Facilitation of the employment of parents with young children
 2. Transparency, including the processing of a report on the anonymised data on wages of women and men by position
 3. Training of employees (including management and HR) in the field of equal pay rights
 4. Free-of-charge HR consulting
 5. Resolutions of disputes which, following the objections of the inspected entities, must be dealt with by the labour inspection authorities
 6. A proposal for an adequate procedure by the labour inspection body within the framework of administrative punishment
 7. Low GPG as an advantage in public procurement competition
- » A cornerstone of the analysis is the concept of work of the same value. That is, applying the principle of the same pay for work of the same value. This concept needs to be comprehensively evaluated from several points of view, especially in regards to work complexity, working conditions, work performance and work results.
- » In the proposal section there is a detailed description of the current individual measures, in terms of legislation, problematic aspects of the measures, etc. Furthermore, the analysis presents specific proposals of new measures and describes their purpose and objectives, together with an evaluation of expected impact. A part of the proposal for selected measures is also a specific wording of the paragraph(s) if it concerns a change in the law, and proposals for procedures in the case of measures that do not require a change in legal regulations.
- » In the area of equal pay, we consider it crucial for the state to promote transparency. This is done, for example, by enabling employees, or their representatives to request gender-disaggregated information on the amount of pay for categories of employees performing the same or equivalent work. This analysis also proposes regular reports by employers on the remuneration structure by category or job position disaggregated by gender, as well as audits of remuneration in large companies. The analysis includes specific proposals for new legislation.
- » The proposed measures are just some of the possible approaches, they can be modified, they can be applied individually, or as a whole.