

7. Resume

A considerable disapproval to the exceedingly big range of income inequalities still remains in czech society. However, contrary to the situation during the 90ties, the general criticism of the great differences is dramatically diminishing whereas the thought of their adequacy is establishing. The community is getting more tolerant of general level of the salary differentiation. The low status professions are mostly considered to be undervalued whereas within the high status professions, a satisfaction with the evaluation prevailed. A general approach in the equitable range of wages between the two professions is getting the more progressive the greater is the difference between the incomes.

Following the group discussion, a conclusion was made that the idea of well-deserved income implies predominantly consistent thoughts about the equitability of the remuneration, people with the idea of unrighteous income, on the level of macro principles of equity, differ in the reasons of their disapproving sentiment. It depends on the range of sources of remuneration fairness within which the people are speculating. The first attitude is connecting its discontentment with a general overvaluation of meritocratic principles of remuneration. The second one judged the legitimacy of the wage differentiation in respect with the still tolerable margin of the size of the income within the hierarchy of professions with certain status. The third attitude remained in the evaluation of legitimacy of the income differences in regard to social significance of the exercised occupation.

On the micro level of consideration, the opinions on the fairness of the salary differences are more homogenous. The idea of fair income factors completely performed a distributive principle of deserving. In practice, there are fundamental conflicts in evaluation of work performance, mainly in the case of fixed salary of the employees of state, which are not at all related to the work performance. The second important conflict arose in the questions of human capital. People disagree with the evaluation only of a formal level of the achieved education and a length of practice. Human capital is supposed to be considered as a part of the general labour abilities which constitute a potential for general work performance.

Specific examples of undeserved incomes were related to the undervaluation of the manual professions with low status, underrating of state employees work that is typically necessary for the community as the educational system and the health service contrary to the overrating of the state officers. Other outstanding discrepancies arise in the evaluation of a position of employee in the management of an organization. Unfair income inequalities are further caused by demographic characteristics – age and gender, as well as social capital of an employee in the form of contacts or political involvement.