

The Fair Labor Law

Thematic contribution to be presented at the Congress of Villeurbanne on December 12 and 13, 2020.

How can the exploitation of man by man be eliminated while at the same time boosting the French economy?

The answer is quite simple: **automatically calculate the salaries of company executives based on the payroll of their direct employees.**

Indeed, if the executive's salary is automatically calculated by a formula validated by the unions, then he can no longer exploit his employees, i.e. pay himself too much in relation to his employees.

Secondly, the executive can **only increase his salary if he increases the payroll of his employees, i.e. if he increases the salary of his employees or if he hires new employees.**

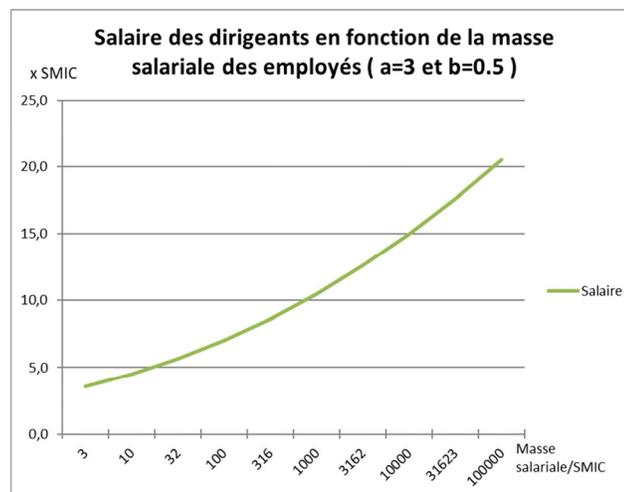
Conversely, if the manager lays off employees or relocates to a lower-wage country, then the wage bill of his employees falls and so does **his salary.**

The result is a reduction in unemployment and stimulation of business growth. The growth in profits encourages shareholders to invest even more in the company. The work of employees is directly valued at the level of their manager, which **reduces their stress and contributes to their well-being.**

In practice, the **universal** formula for calculating the executive's S-salary based on the payroll of his direct MS and SMIC employees could be as follows :

$$S = SMIC \cdot (a + \log_{10} (MS/SMIC) + b (\log_{10} (MS/SMIC))^2)$$

NB: a and b are chosen to fit the salary scale existing in the industry branch, **at the time of application of the formula, the salaries of the executives change little or not at all.**



In order to be easily applied, this calculation formula must be integrated in a law known as the law of "Fair Work" which could be **voted on by popular referendum.** This law would greatly contribute to building the next world, fairer, more progressive, therefore more socialist ...