

The legal framework in remuneration of the employees in Czech republic

Abstract

The rigorosum thesis deals with the topic of legal framework in remuneration of the employees in Czech Republic. The legislation frame is built with the Act No. 262/2006 Coll., the Labor code, as amended and Act No. 234/2014 Coll., on Civil Service, as amended, and their executive acts. In the dependent work remuneration plays an unmistakable role of great importance. This thesis aims to describe and analyze legal institutes concerning the remuneration of employees in the general legal level.

The thesis is divided into six chapters. Chapter one is focused on the definition of general terms such as payment, salary and wage for employment agreement and the distinction between them. Chapter two summarizes the overview and the analysis of sources of law, starting from the international level, through the European Union sources, to the internal law. The common motives that intersect with this whole theme are general and common provisions, the functions of payment and the principles of remuneration (the principle of non-discrimination, fair remuneration, contractual principle and equal pay). Following the wage forms, the catalog of works and the salary scale, this thesis will also include analysis of natural wages and average earnings. The core part of the thesis is Chapter four, which pursues the detailed examination of the legal salary frame and closely related concepts: the exposure to pay grades, the salary tariff determination, the systematics of allowances (both in business and budgetary sphere), bonuses and awards, followed by special provision in the bonus for standby duty, special provision in the pay of some appointing authorities and the maturity of wage or salary and pay days. The treatise on the remuneration of work other than the agreed work is also included. The comparative method is being used the fifth Chapter, which analyzes the remuneration of civil servants, from the basic principles and salary scale, through allowances to the salary in the civil service, again to special provision in the bonus for standby duty and average earnings. The final Chapter which brings the insight to the practical problems in remuneration and then outlines main proposals in this topic.

Key words: remuneration, legal framework, allowance