

## Summary

The author conceives the presented thesis partly as a case study, when she illustrates different aspects of sanctions on a practical example defined for the purposes of this work. Furthermore, she maps different kinds of aspects related to analyzed sanctions. The thesis is divided into the introduction, five main chapters and the conclusion. Overall, the work has two parts, the first one is the introduction and the first chapter, second part consists of the definition of the practical example, from which it derives, then the second, the third, the fourth and the fifth chapter and the conclusion.

In a brief introduction, the author has a think about the meaning of general terms such an obligation, a legal obligation and sanctions for breaching duties.

The first chapter contains a definition of terms that are analyzed further in the work. Furthermore, the chapter continues with the general definition of sanctions, particularly from the perspective of legal theory, including the attempt on the author's own definition of sanctions.

As an introduction to another part of the work is defined a model case from which the work (partially processed as a case study) further unfolds. The basis of this case is a breach of the obligation to pay out employees wages. On this basis, in the text are more fully discussed some sanctions falling on employers, namely: immediate termination of employment by the employee, compensation of wage in case the employee immediately terminates the employment, default interest and damages. Within the discussion on the particulars of immediate termination of employment are also mentioned some sanctions imposed employees, specifically invalidity and nullity of the immediate termination of employment.

In the second chapter, the author discusses the immediate termination of employment by the employee. More of it is represented by a particular analysis of relevant case law. The author also maps possible methods of payment of wage and the obligatory requirements of immediate termination of employment. At the end of the chapter the author identifies areas in which it would be possible to consider amendment of the relevant legislation.

The third chapter deals with remuneration in the event of immediate termination of employment by the employee on the ground that the employer failed to pay out wage. The author thinks about why a compensation of wage is now provided to the employee in the case of immediate termination of employment from his side instead of severance pay that was provided to the employee till December 31, 2011.

In the fourth chapter, the author focuses on default interest. The main point of this chapter is the definition of the moment when the employer gets into default with payment of wages.

The fifth chapter deals briefly with damages as the sanction for breaching employer's duty to pay out the wage to the employee on time.

The thesis concludes a summary of the findings made in the previous text. In particular, the questionable areas are highlighted here.