ABSTRACT

The purpose of this thesis was to describe the issue of law treatment of labour remuneration, primarily remuneration by wage in private-law sphere and by salary in budgetary sphere. The main source, that explains the treatment of wage and salary is the law number 262/2006, legal code of labour and its further notifications and other implementing rules based on legal code of labour. These implementing rules are government regulations.

Wage and salary, or rather the amount of wage or salary is an important factor, by which a potential employee chooses his employment. From the amount of salary unfolds employee’s standard of living and his social position, his social status.

In my thesis I was first dealing with wage, its characterization, function, the way, how it is determined and also its protection. For this purpose are for Czech Republic binding International Labour Organization (ILO) agreements, primarily ILO agreement number 95 about the protection of wage. The protection function mingles through the whole law of labour, when is necessary to protect an employee as a weaker side of labour-law relations.

The subsequent chapters of my thesis I dedicated to salary, by which are remunerated employees in nonbusiness sphere, where the resources for salaries flow from public finance. This is the reason, why is the treatment of salary obligatory in comparison to treatment of wage, which is very liberal. The obligatory treatment of salary is supposed to prevent from wasting of public resources and ensure an easy control of treatment of these resources.

An important part of wage and salary are bonuses. Bonuses are provided in cases, when an employer has higher demands on an employee, and these demands affect for example employee’s family live. If the employee for example works on holiday or weekends, he cannot spend time with his family and it is a disruption of his life, his employer has to remunerate for this work by bonus along with his regular wage or salary.

In further chapters are described deductions from wage, when is again reflected the protection function of labour law, when employer cannot one-sidedly make deductions from employee’s wage. In my thesis I also look into the payment and due date of wage and salary and when is this treatment the same for business and nonbusiness sphere.

In the conclusion of my thesis I describe the agreements of work carried out besides employment and specifics of employment through an agency. These agreements mentioned above do not establish an employment and are called supplementary labour-law relations.