

ABSTRACT

This diploma thesis deals with the topic of overtime work and consequent entitlements for employees. It also focuses on the working hours institute in general, as the basis for determining overtime. It deals not only with the limits and conditions of overtime work, but also with overtime in different working hours regimes as well as overtime work of specific groups of employees. The aim of the thesis is to summarize the Czech legislation of the overtime institute, while evaluating the jurisprudence dealing with this issue.

The thesis is divided into five chapters. The first chapter outlines the historical development not only of overtime work itself, but also of working hours as an institute directly related to overtime. In view of the Czech Republic's membership in the European Union, there can not be omitted the view of overtime work in terms of EU legislation, where Directive 2003/88 / EC is the key rule governing working hours and overtime.

The second chapter deals with the working hours institute and describes the different ways of its layout. It also summarizes night work and on-call time, the legal regulations of which make it problematic, and employees often come to a dispute with employer about the uncertainty of remuneration.

The third chapter deals with the overtime work itself as the main topic of the diploma thesis, analyzing not only the present order of the legal regulation of overtime during specific working hours, but also the way of performing overtime work by an employer's order or by an agreement between the two parties to the labor law relationship.

The fourth chapter focuses on the remuneration of overtime work, focusing on the comparison between salaried employees in the public sector and salaried employees in the private sector.

The last, fifth, chapter of this diploma thesis is devoted to overtime work of employees working in specific fields. This is above all an analysis of overtime work by mobile workers in truck and bus transport, providing an overview of the potential risks for these employees when performing it.