

## **The legal regulation of satisfaction of employees wages claims while their employer is in the insolvency**

This thesis deals with the satisfactions of wages claims of the employees while their employer is being insolvent. It is described on the base of the valid special legal act number 118/2000 Sb., which gives the person the possibility how to ask for the wages claims that were not payed out by their employer. There is described the role of the Labour office which is approved to the satisfaction of employees claims according to that special legal act.

The thesis is concentrated on the practical aspects of this area and there is said how this topic deals with an other area of our legal system and other legal acts. As the main condition for application of that special legal act is the beginning of the insolvency process with the concrete employer described. After this procedure is started than could be the employees claims satisfied by the Labour office if the legal conditions are filled. There are also described the preliminary legal questions which could be necessary to sort out by the Labour office and which could be connected with the satisfaction of employees claims.

In the other part there is the description of the deciding process about the employees claims by the Labour office. It is focused on the specific situations which may occur during the process of making decision about the employees claims. It also picks up the main legal terms and definitions which are very important to know for this area of satisfaction of employees claims because they must be used during the application and that act is based on them.

The thesis also tries to show up how this topic is connected to the labor law and to an other legal acts. There are also put thoughts about the employers responsibility and liability for their debts. There are also mentioned some possible risks which could occur by passing the special act which is supposed to help employees while their employer is insolvent.

There are included the descriptions about the possibility of the defence against the decisions about claims made by the administration body and there is said that the administrative decisions could be examined by the court of justice. At the end of this thesis there are some recommendations for the future legal changes in this area of legislation and in this issue of law.

**Key words:** wages claim, employee, employer in the insolvency