

Summary

Redundancy payment and other forms of compensation in employment relations

The diploma thesis deals with forms of compensation in employment relations in contemporary Czech labour law. Aside from the Introduction and Conclusion, the thesis consists of four chapters. The second chapter discusses the concept of compensations in labour law, and provides an analysis of the functions of labour law compensations, from the perspective of both the employee and employer. An overview of the different types of compensations is provided, including their categorization.

Redundancy payment, the primary and most frequent type of labour law compensation in Czech law, forms the content of chapter three. The functions of redundancy payments are explained, and the terms and conditions which give rise to the right of employees to redundancy payment are analyzed. Further, the amounts of redundancy payments under different circumstances are dealt with in detail, including an explanation of the methods of their calculation; the author also focuses on the category of average monthly remuneration and its importance in this relation. Each of the manners of employment termination and their relevance for the right to redundancy payment are discussed, as well as the amounts of redundancy payments pertaining to each type of employment termination. In addition, the topic of reimbursement of redundancy payments, and the situations under which the duty to return awarded redundancy payment may arise, are also touched upon.

Chapter four is dedicated to other forms of compensation, which exist in Czech in labour law today. This chapter discusses severance payments under valid law and also under previous legislation. Mention is also made of additional redundancy payments of public officers. More focus is placed on the specific forms of compensation related to non-competition clauses and qualification agreements.

The thesis further provides, in its fifth chapter, an overview of amendments and changes to the laws governing forms of compensation in employment relations, recently proposed or currently being discussed. The author also provides several recommendations and suggestions on how to the current statutory regulation of labour law compensations may be improved.