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Guaranteed minimum amount of certain wage claims

The wage paid to an employee **must not be less than** the minimum wage set by a special regulation (Section 119 (1) of the Labour Code); the amount of remuneration for work performed on the basis of an agreement for work performance, an agreement on temporary work by students or an agreement for work cannot be lower than the minimum wage either.

Section 120 of the Labour Code guarantees the minimum wage depending on the difficulty of work if wage conditions are not agreed in the collective agreement.

Under the provisions of the part of the Labour Code governing wages, employees are directly entitled to the following benefits, which shall be provided at least in the minimum amount established by the law:

- additional pay for overtime work;
- additional pay for work on a public/state holiday;
- additional pay for work on Saturday;
- additional pay for work on Sunday;
- additional pay for night work;
- wage compensation for difficult working conditions;
- standby allowance for the inactive part of on-call time outside the workplace;
- standby allowance for the inactive part of on-call time at the workplace;

The Labour Code also lays down the minimum amount of average earnings or probable earnings of an employee.

Relationships established by agreements for work performed outside the employment relationship are subject to certain provisions of the Labour Code regulating employees' entitlements for work on Saturdays, Sundays, night work and difficult work, i.e. additional pay for night work, for work on Saturdays and for work on Sundays and wage compensation for difficult working conditions is also provided under agreements for work performed outside the employment relationship and the benefits must be provided by the same percentage of the minimum wage as in the case of an employment contract. The law also lays down a special procedure for calculating the additional holiday pay for workers who work on the basis of agreements for work performed outside the employment relationship because the average hourly earnings are not determined for these workers. According to this special procedure, the remuneration of such workers for work on a public holiday is increased by the amount of the minimum hourly wage.