

Abstract

The aim of this thesis is mainly to describe a trade union as a legal entity and provide through an empirical approach a closer look at the social reality surrounding a trade union. This thesis also analyses the impact of the social reality on the trade union and, on the contrary, consequences of the trade union behaviour, which can directly influence the social mood. The thesis also examines the current position of the trade union from its rich historical context. That is the main reason, why this thesis contains a very detailed overview of the historical fight for good working conditions in the Czech territory. I personally consider this part as very important, as good working conditions are main indicator of willingness to unionize into a trade or a labour union. The thesis likewise focuses on the description of the current legal regulation of a trade union competence at an employer. It is important for better understanding functionary work, which is not only about collective bargaining. The trade union topic is very actual due to the recent recodification of private law and the emerged issue of new classification model of legal entities. The issue is very often subject to doctrine and judicial decisions (especially in case of a trade union). Generally speaking, we can say that not all subjects classify a trade union as a Czech association (lat. collegium). Certain interest groups are trying to find enough arguments for a special classification of trade union as a legal entity sui generis. My main motivation to capture this topic is the social misunderstanding of the main aim and role of a trade union. Trade union is still very often identified as part of Czech bureaucracy, which has no attractiveness for young people. Through this thesis, I would like to provide a personal contribution and prove that a trade union has a key role in our contemporary social dialogue.