

Abstract

During writing of this work, I focused on the nature and consequences of organizational changes done by employer, that affect labor relations, especially their stability. At the same time, I tried to emphasize the importance of balancing the stability and flexibility of these relationships, which is mainly due to the fact that I supplement my opinion on the balance of these contradictory aspects in the description of the legislation related to the issue. Given that organizational changes affect the weaker side of labor relations, employee, more significantly, I focused on his position in these evaluations.

The key role in the interpretation of legislation of organizational changes and related institutes have courts through judgments, that often have to fill gaps that arise mainly due to variability of cases that may occur in practise. The main finding is that the Czech legal regulation of organizational changes provides, in the vast majority of cases, enough freedom to implement the will of both the employer and the employee, as well as largely adheres to one of the main principles of labor law, protection of employee status. However, some institutes do not fully match the current needs of labor relations and sometimes even the requirements of the European Union. Therefore, we can only believe that the long-discussed and forthcoming conceptual amendment to the Labor Code will be completed and put into effect in the near future.

The focus of work is the notice given by the employer for so-called organizational reasons, because termination of employment is undoubtedly the most serious consequence of organizational changes. There are disputes in practice especially in case of termination for redundancy, that's why I focused mainly on judgments related to this reason for the dismissal.