

Collective bargaining

Resume

The thesis written by Lukáš Manhart concerns about the issue of a social dialogue and a collective bargaining in The Czech Republic, as these issues have been formed during the process of the social and economical development in the country. Social partnership, tripartite, bipartite, collective bargaining, collective agreements and their expansion, strikes, social conciliation are the conceptions which emerged in connection with the solution of social conflicts between employees and employers, labour unions and employers' associations. The conception of a „social dialogue“, after which is usually the communication between social partners and their representatives called in its whole width of possible topics and forms that take place in a company social dialogue but even at a sectorial, regional or national (tripartite) level, is not definite. A collective bargaining leading to a collective agreement, that is the subject matter of this thesis, represents, from its influence point of view under the current conditions in The Czech Republic with the respect to the quality of work conditions, the most important form of a social dialogue led at a sectorial and company level. The description of the system of a collective bargaining and its development in last few years focuses, in this thesis, on issues of legal regulations and questions of its applications. In the conclusion of the thesis are mentioned some factors that affect the potential of social partners in the area of collective bargaining at the company or sectorial level.

Seznam klíčových slov: Kolektivní vyjednávání, Sociální dialog, Kolektivní smlouvy
The list of the key words: Collective bargaining, Social dialogue, Collective agreements