

The main theme of this thesis is bullying in labour-law relations which is called more precisely mobbing. There has always occurred some kind of psychological violence in the society, but mobbing is assumed to be relatively a new phenomenon. Features like constant pressure on job performance, increasing unemployment and the whole pace of modern life, they all cause the more frequent tendency of mobbing. First, the important terminology related to the theme is explained. This explanation is necessary for the content of next parts of the thesis. It is the definition of labour-law relations with their division, subjects, basic principles, content, origin and extinction. Next, there are definitions of known and also less usual terms related to bullying in the text, problems of relationship between terms bullying and mobbing included. Next parts of the thesis are oriented to causes, phases, methods and consequences of mobbing. Then, the text is concentrated on legislation of protection against mobbing. The most important regulation in this field of law is undoubtedly the anti-discrimination act which with Civil Code provides means of private-law protection against discrimination and defence against bullying. Control activities of Labour inspection authority and possible protection provided by Penal Code are among public-law means of defence against mobbing. Examples from practice and statistics of last year cases of bullying illustrate the issue of mobbing.

Main sources of the thesis are legal regulations and diverse types of literature. The study is aimed to describe the whole issue of bullying in labour-law relations, not just from the legal point of view but also in the psychosocial context. The thesis could be understood as one of the interdisciplinary acts of the topic which may have been elaborated by some authors but still not exhausted. General contributions of the thesis may be searching of state how to protect individuals against bullying in labour-law relations, both relations with colleagues and with superiors. In conclusion, there are presented some suggestions *de lege ferenda* and critique of current legal state and overall attitudes of the society towards this serious problem.