

The aim of the degree paper titled „Position of union organizations in employment relations“, is to show the position of union organizations as the representatives of employees in the system of labour law in the Czech Republic. The author attempts to clarify the method of originations of associations of citizens and the conception and basic principles of their working. Individual principles are analysed in detail – they include the freedom of association, protection of economic and social rights and interests, legal and economic independence of trade unions. Significant part of this degree paper is dedicated to collective labour law, explaining the basic principles of the discipline of labour law, subjects of the collective labour law and content of the collective employment relations. The content of the collective employment relations is described in detail and includes the right to be informed and to discuss, rights to co-decide, right of control, right of collective bargaining and right to participate in legislative process. The ultimate solution in case of disagreement in the process of collective bargaining is the possible solution of the emerged situation using the ultimate means, either a strike on one side or a lay-off on the other side. Both these terms are also clarified in detail and their protection by the law is pointed out.

The last part contains the related infractions and administrative violations of law in the field of collaboration of employers and representatives of employees. Attention is dedicated to factual and personal definition of competence of the labour inspection, an authority which is engaged, among others, in the supervision of observance of employment and other legal regulations and observance of collective agreements and internal regulations by the employer.