

The present diploma thesis deals with the specifics of employment relationships of symphonic orchestra players in the Czech Republic. Individual chapters outline many aspects of this activity from historical view of orchestral tradition on the territory of the present Czech Republic, up to individual internal mechanisms of the functioning of symphonic orchestras, like the establishing of employment relationship on the competitive basis, the position of functional players within the system of orchestra work, the schedule of working hours and job description of an orchestra player, care for employees, health hazards of that profession etc.

The basic activity of symphonic orchestras is their concert activity, where concerts take place on a domestic stage of each orchestra, but very often also as concert tours for economic, educative and comparative purposes.

The author of this thesis elucidates the role of a conductor as the main manager, who is responsible for the artistic result of the whole orchestra. This part of the thesis is complemented by an exclusive interview with maestro Jiří Bělohlávek, the Music Director and Chief Conductor of the Czech Philharmonic Orchestra. The author also deals with the role of the artistic board, the main advisory body of the orchestra management on artistic issues. Other elected bodies operating within the orchestra are also mentioned.

The amendment to the Copyright Act of the year 2006 had a direct impact on the execution of proprietary rights of performing artists, including players of symphonic orchestras. Therefore in the new regime it is necessary to distinguish which performance may be considered the work of an employee, and how to legally deal with the procedure at the execution of proprietary rights, and which work comes under a separate category of out-of-work activity.

The unique position in the supervision and protection of employment relationships of the symphonic orchestra players is held by domestic trade union organizations of individual orchestras, which in the Czech Republic are associated in the Union of Orchestra Players. This union outwardly acts as support for orchestra players in labor disputes with employers. The present thesis tackles this problem in a separate chapter.

The aim of this thesis is a broadest possible outline of the problems of the employment in symphonic orchestras, and primordially introducing the reader in this topic, which from the point of view of the law has not yet been dealt with.