

Internal regulations of an employer

This diploma thesis discusses internal regulation (also called directive, guideline, code, instruction etc.) which is an internal normative act of an employer regulating rights and obligations of its employees.

This topic belongs to important aspects of labor law. It is an interesting material for studying in theory and often used and discussed phenomenon in practice. For these reasons, I decided to dedicate my diploma thesis to internal regulations.

The first chapter provides the theoretical basis for the analysis of internal regulations. Therefore it describes the labor relations and their bodies including the rights and obligations that are part of such relationships. Equally important part of this scientific base is the term of normative legal act and legal acts, immediately connected with the nature of internal regulation.

The second chapter deals with definition of internal regulation, which is not present in the law. That is why the way to the definition leads through literature and case law and includes meeting of several key characteristics on which should be based further interpretation.

Next step in analysis of the topic is the third chapter which explores sources of law and its development. Regarding the sources of internal rules, it is limited to the Labor Code. The key part of this chapter is section of development of legislation. It traces the changes and circumstances in which they occurred and helps forming an idea of the current legislation.

The final chapter represents the key and most extensive part of the diploma thesis. It investigates the current legislation of internal regulations rule by rule. It also evaluates the individual rules and points out the unclear or inadequate parts with the help of expert opinions and therefore proposes amendments or deletion of inconvenient provisions.

Key words: internal regulation, legal acts of an employer, labor relations