

Abstract

This diploma thesis deals with two types of disputes under the Czech employment law – the employment disputes and the labor disputes. The main reason for choosing this topic of the thesis was partly due to author's personal experience with the employment dispute, the extensive judicial case law as well as some aspects of the solution of employment disputes before the court - especially the length of proceedings and the decreasing number of cases brought before the court.

The first chapter of this thesis relates to procedural aspects of the employment disputes and the author analyzes the main differences between "ordinary" civil proceedings and the employment disputes proceedings. The basic difference is the appointment of the court in the employment disputes, especially the assessors, and the decision-making process of the panel of judges.

The main focus of this thesis is a chapter dealing with the employment disputes about the invalidity of the termination of employment, especially focusing on the substantive legislation of each of the methods of the termination of employment and the basic conclusions from the case law of the general courts. Following the main chapter are also solved questions about employment disputes regarding the amount due of the wage and also the issue of disputes concerning the employer's liability for damage in employment relations. This is followed by the discussion of the recent Supreme Court decision, focusing on the employer's liability for the damage caused to the means of transport used by employee as a means of transport getting to their workplace.

In the next chapter the author discusses alternative dispute resolutions. Author also raises some questions about alternative dispute resolutions and provides alternative solutions.

The final chapter of the thesis focuses on legal regulation in matters of labor disputes. The author discusses in detail the procedures of resolving the two basic types of labor disputes, which are distinguished by the Czech legislation.