

Czech Labour Law - Theme 2

Labour relations, characteristics, subjects, creation

1. Types of labour relations :

A) individual

- basic : employment relationship
relations outside e. r.
relations of judges etc.
relations of service in army etc.

B) collective

- collective bargaining
- collective disputes
- participation

- relate to basic : liability
control
employment

Labour relations have 3 components : subject, object, content

2. Subjects of Labour Law : legal entities, natural persons

Legal entities – employer, trade unions, state

Natural persons - employee, employer

There are four components of legal capacity

3. Labour relationship (employment relationship)

Characteristic features :

- position of employer and employee : superiority, subordination
- personal work
- payment for work
- collective character

Legal base of labour relationship : labour contract, appointment

