



- PRACOVNÍ DOBA (1)
- ZARUČIT (2)
- ODCHOD DO DŮCHODU (3)
- MINIMÁLNÍ MZDA (4)
- PRACOVNÍŠTĚ (5)
- ZAMĚSTNANEC (6)
- ZAMĚSTNAVATEL (7)
- PRACOVNÍ PRÁVO (8)
- PROPUSTIT, DAT VÝPOVĚď (9)
- DOHODY (10)
- NEMOC (11)
- VYROVNÁNÍ (12)

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EMPLOYMENT LAW

A) "Employment" vocabulary.
Employment is a word denoting:

- (i) activity in Czech: _____
- (ii) the contractual relation between an employer and employee. in Czech: _____

Write down other nouns denoting persons which can be derived from the verb "employ" except "employee" and "employer": _____

B) The following text explains the difference between an employee and an agent or an independent contractor, translate the expressions in the brackets into English (the first letters of the English words are given):

The relationship of an employer and an employee (i.e. the employment relationship) exists when p _____ (v souladu s) an express or implied agreement of the parties, one person, an employee u _____ (zaváže se, slíbí) to perform services or to do work under the direction and control of another, the employer.

An employee is h _____ (najmut) only to work under the control of the employer, as contrasted with (a) an agent, who is to n _____ (vyjednávat) or make contracts with third persons o _____ (jménem) and under the control of a principal, and with (b) an independent contractor, who is to p _____ (plnit, vykonávat) a contract independent of, or free from, control by the other party.

Find terms in the text that match the following definitions:

- i. _____ a person employing the services of others and paying their salaries.
- ii. _____ a person in the service of another working for a salary.
- iii. _____ an activity which is usually set up by a contract involving the doing of required work for adequate compensation.
- iv. _____ a person authorised by a principal to act for or in place of him.

Examples of employee rights – prepare explanations of the following rights

- the right to a **written statement of terms of employment**
- the right to an **itemised pay slip**
- the right to be paid at least the **minimum wage**.
- the right to **paid holiday**
- the right to **paid maternity leave**
- the right to **paid paternity leave**
- the right to **work a maximum 48-hour working week**
- the right to **weekly and daily rest breaks**
- the right **not to be discriminated against**
- the right to **notice of dismissal**
- the right to **written reasons for dismissal**
- the right to **claim compensation if unfairly dismissed**
- the right to **claim redundancy pay if made redundant**
- the right of a **part-time worker to the same contractual rights (pro-rata) as a comparable full-time worker**
- the right of a **fixed-term employee to the same contractual rights as a comparable permanent employee**.

DUTIES OF EMPLOYERS, RIGHTS OF EMPLOYEES

1 **General duties of employers.** Duties of employers are, for the most part, rights of
employees. In addition to payment of wages, employers owe various common law
3 obligations to employees, which constitute implied terms in the contract of
employment in the absence of express agreement to the contrary.

5 **Special statutory rights of employees.** In recent years, legislation has given
increasing rights to employees. Some rights apply generally, such as those to
7 written notification of terms, and itemized pay statements, and to minimum
periods of notice. Other rights apply only to particular types of employee, or in
9 special situations.

S.B. Marsh, J. Soulsby, *Business Law*

- (b) Find the key sentence in the preceding text which expresses the general idea of rights and duties in an employment relationship.
- (c) What are two kinds of terms contained in a contract of employment?
- i. those written explicitly are _____ terms;
 - ii. those resulting from a wider (legal) context or which can be established by circumstantial evidence are _____ terms.

EMPLOYMENT LAW

Listen and fill in the gaps to make a summary of the given information:

Employment rights

distinction between employees and self-employed:

employees have more _____

employees are in a weaker _____

1978 Employment Protection Act:

a written summary of _____

at least _____ if employment is to be ended

the right for compensation if dismissed unfairly or

_____ women have the right to _____ in order

to have a baby

the application of rights depends on circumstances:

little protection for people _____

men over 65 and women over 60 are not entitled to

_____ sometimes it is fair to dismiss _____

equality of opportunity for employees and job applicants

(1970 Equal Pay Act, 1976 Race Relation Act, 1975 and 1986 Sex Discrimination Act)

whatever their _____

_____ for cases of discrimination

equal pay for work of _____

EC employment law is sometimes better than English law:

_____ for receiving retirement pension

_____ are legal

forcing _____ from work earlier than

men is not legal

(the decision of European Court, compared to an industrial tribunal)

attempts to harmonize employment rights among member states

- **the problem of standard minimum wage**

low-paid workers would be _____

it would put _____ on small business

- **the problem of Sunday trading**

1950 Shops Act limits Sunday trading in Britain

○ for _____ reasons

○ to ensure at least _____ a week for shopkeepers

○ complicated and _____

- **the right to strike**

all strikes in Britain must be supported by a _____ in a

_____ strike actions still constitute _____

employers are unlikely to dismiss workers who are backed by
