

Labour Law – Employment (Chromá II, unit 18)

Collocations: labour

1. Work done by hand =
Hard manual work =
2. workers who are hired for a short period =
workers who do not earn much money =
workers who have special knowledge or qualifications =
workers who are members of trade unions =
3. pracovní spory =
pracovní vztahy =
pracovněprávní předpisy =

labour x labourer x worker

Naming definitions:

A person who	<p>is employing the services of others and paying their salaries</p> <p>is in the service of another working for a salary</p> <p>is authorised by a principal to act for or in place of him</p> <p>is to perform a contract independent of, or free from, control by the other party</p> <p>undertakes to perform services or to do work under the direction and control of another</p>	is called	
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express terms of agreement x **implied** terms of agreement

Employment as an activity in Czech =

Employment as a contractual relation between an employer and employee in Czech =

Collective bargaining is carried out by on behalf of

- What do collective bargaining contracts govern?
- Why do the representatives of employees bargain with the employers?
- What are the terms usually found in collective bargaining contracts?
 - ✓ katalog prací
 - ✓ ustanovení o mzdách a příplatcích
 - ✓ ustanovení o postupu v zaměstnání a jeho ukončení
 - ✓ ustanovení o právech managementu
 - ✓ postup při projednávání stížností

lay sb off (NOT EMPLOY) phrasal verb [M often passive]
to stop employing someone, usually because there is no work for them to do
lay off (sth/sb) (STOP) phrasal verb INFORMAL
to stop using or doing something:
(from [Cambridge Advanced Learner's Dictionary](#))

General duties of employers:

Special statutory rights of employees:

Duties of employees:

- a)
- b)
- c)
- d)

Wages x wage x salary:

- How can the amount of wages be fixed?
- What sort of provision for families could be made?
 - ✓ a payment made by the government in Britain to families with a low income
 - ✓ in the UK, money paid by the government to help people who are poor pay for a place to live in
 - ✓ a UK system of local taxation brought in in 1990, in England and Wales, and in 1989 in Scotland
 - ✓ this benefit was introduced in 1992 within UK security policy to top up the wages of disabled people to take up and remain in paid jobs

Duration of an employment contract:

Definite =

Indefinite =

No fixed duration =

Synonyms for “být propuštěn” =

A wrongful discharge action =

Notice collocations:

Justifiable discharge:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

Discharge // dismissal + wrongful // unfair

Discrimination against working women:

To discriminate on
To discriminate in
Discrimination as to
X discriminates against Y

Discrimination on grounds of race:

It is unlawful for an employer to discriminate employees on of

- a.
- b.
- c.
- d.

Complaints of racial discrimination in employment are heard by

A neutral third party appointed by the Minister and who attempts to bring together the parties in an industrial dispute for reconciling their differences =

A set of written rules that state operating requirements for specified activities, the documented procedures operated by public bodies to enable them to comply with the legislation =

The rate of unemployment and entitlement to compensation:

eligible for unemployment compensation benefits
unemployment insurance provisions
be available for placement in a similar job
at a comparable rate of pay
laid off as part of a general economy move
uncontroverted=uncontradicted testimony
an inference or presumption
quit a job without cause

The social security system and financial support for people in need:

A payment usually made to someone under a national or private insurance scheme =

e.g.

Money given for a special reason not necessarily related to the insurance =

e.g.

Written particulars of an employment contract:

Translate:

pracovní poměr	
pracovní smlouva	
dohoda o pracovní činnosti	
dohoda o provedení práce	
hlavní pracovní poměr	
vedlejší pracovní poměr	
pracovní poměr na částečný úvazek	
pracovní poměr na plný úvazek	
pracovní poměr na dobu určitou	
pracovní poměr na dobu neurčitou	