

# **Development of collective agreements on the territory of the Czech Republic**

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## **Abstract**

The aim of the rigorosum thesis is to comprehensively describe and analyse the development of collective agreements on the territory of the Czech Republic. The main focus is the description and analysis of all aspects of collective agreements in three chapters. The first chapter describes the origins of collective agreements in the territory of the Czech Republic, which date back to the second half of the 19th century to the Austro-Hungarian period. A great expansion of collective bargaining and collective agreements took place during the period of the First Czechoslovak Republic. The chapter also discusses the great influence and importance of trade unions during this period. From the perspective of collective agreements, all attributes are analysed, including the influence of social legislation on their content. The issue of the binding nature of collective agreements for entire sectors is not neglected. The second chapter deals successively with three infamous periods in Czech history, characterised by the liquidation of trade union pluralism and the suppression of the original purpose of collective agreements. The third chapter discusses collective agreements from 1989 to the present. Much emphasis is placed on the analysis of the subjects of collective agreements, in particular trade unions, including the current issue of Section 24 of the Labour Code. Space is also devoted to the process of concluding collective agreements, including possible disputes arising from collective agreements. Right to strike is discussed in detail, including its insufficient legal regulation. The public collective agreement, as a specific institution of our legal system, is also mentioned. The thesis presents a detailed analysis of the development of collective agreements as an institution affecting the lives of a large number of people. One of the main objectives of the thesis is to provide the reader with a comprehensive overview of the development and importance of collective agreements, including the current challenges facing collective labour law.

**Keywords:** collective agreements, collective labour law, trade unions