

Abstract

The presented diploma thesis provides an insight into the issue of the consequences of defective legal actions within labor-law relationships. The aim is to offer a comprehensive analysis of the topic, with regard to current legislation and available case law. Legal interaction is the foundation of every modern society's functioning. It underpins daily economic life. These relationships arise from the will of their actors and, unlike other means of communication, are binding and enforceable. However, such expressions are not always flawless. It often happens that the parties misunderstand each other, express themselves poorly, or fail to clearly indicate their intentions. In such cases, the action is defective and may not have the intended effects. Instead, the legal order anticipates different effects, which vary according to the circumstances under which the action was taken, the mutual relationship of the participants, or the nature of the original action's defect. One of the purposes of this work is to classify and analyze individual defects and to assign their consequences, as well as to add personal reflections *de lege ferenda*.

The introductory chapters focus on the fundamental principles and premises that will be intertwined throughout the work and will be key elements in the interpretation of valid legal norms. Since the topic content intersects two branches of law—civil and labor law—a section dedicated to the relationship between these two branches follows this chapter. This includes a brief historical excursion into the development of labor law regulation and its connection to the Civil Code.

The next part of the thesis will provide an explanation of legal action; its goal is to define what constitutes legal action, what its defining characteristics and requisites are, and, not least, to highlight the changes brought by the recodification of civil law.

The fourth chapter is the core of the entire thesis. This chapter will discuss the various potential consequences that defective labor-law actions may have, their defining characteristics, and the conditions under which they apply. Each possible consequence will be accompanied by a discussion of the most common defects that cause it.

The fifth chapter is a brief excursion into public law. It deals primarily with the consequences of defective actions arising within service relationships.

The final chapter is devoted to the issue of applying invalid or apparent (supposed) labor-law actions in practice. It is a brief probe into the procedural-law aspect of the topic, aiming to explore the real-world implications of the examined topic.

Klíčová slova:

Legal act, defective legal act, invalidity of a legal act, supposed legal act