

Labour-Law Relationships and Labour Inspection



Can the Defender (Ombudsman) help if I am in a dispute with my employer?

(S)he can't. The Defender cannot interfere with relationships and disputes between you and your employer, even if you are employed by a public authority. The Defender cannot enforce salary owed to you by your employer or decide about the validity of the termination of your employment. These matters can only be addressed and decided by a court of law. The Defender also cannot perform inspections at the workplace in order to establish whether the employer complies with labour-law regulations.

Who to contact if my employer does not comply with labour-law regulations?

You can contact the **District Labour Inspectorate** having jurisdiction over the place where you work.

How can the Labour Inspectorate help?

The Labour Inspectorate may check whether an employer complies with labour-law regulations. If the Labour Inspectorate establishes that the employer made an error, it may order the employer to remedy the identified problems or impose a fine.

The Labour Inspectorate can also advise you and provide you with basic information on working conditions and relationships between you and your employer. For more information materials containing essential information, e.g. information relating to termination of employment, failure to pay salary, and working time, see the website <http://www.suip.cz/informacni-materialy/pracovnepravni-vztahy/>.

Where the Labour Inspectorate CANNOT help?

The Labour Inspectorate is not authorised to enforce your claims against your employer such as a salary owed to you by your employer. It also cannot assess the validity of the termination of your employment. These matters can only be addressed and decided by a court of law.

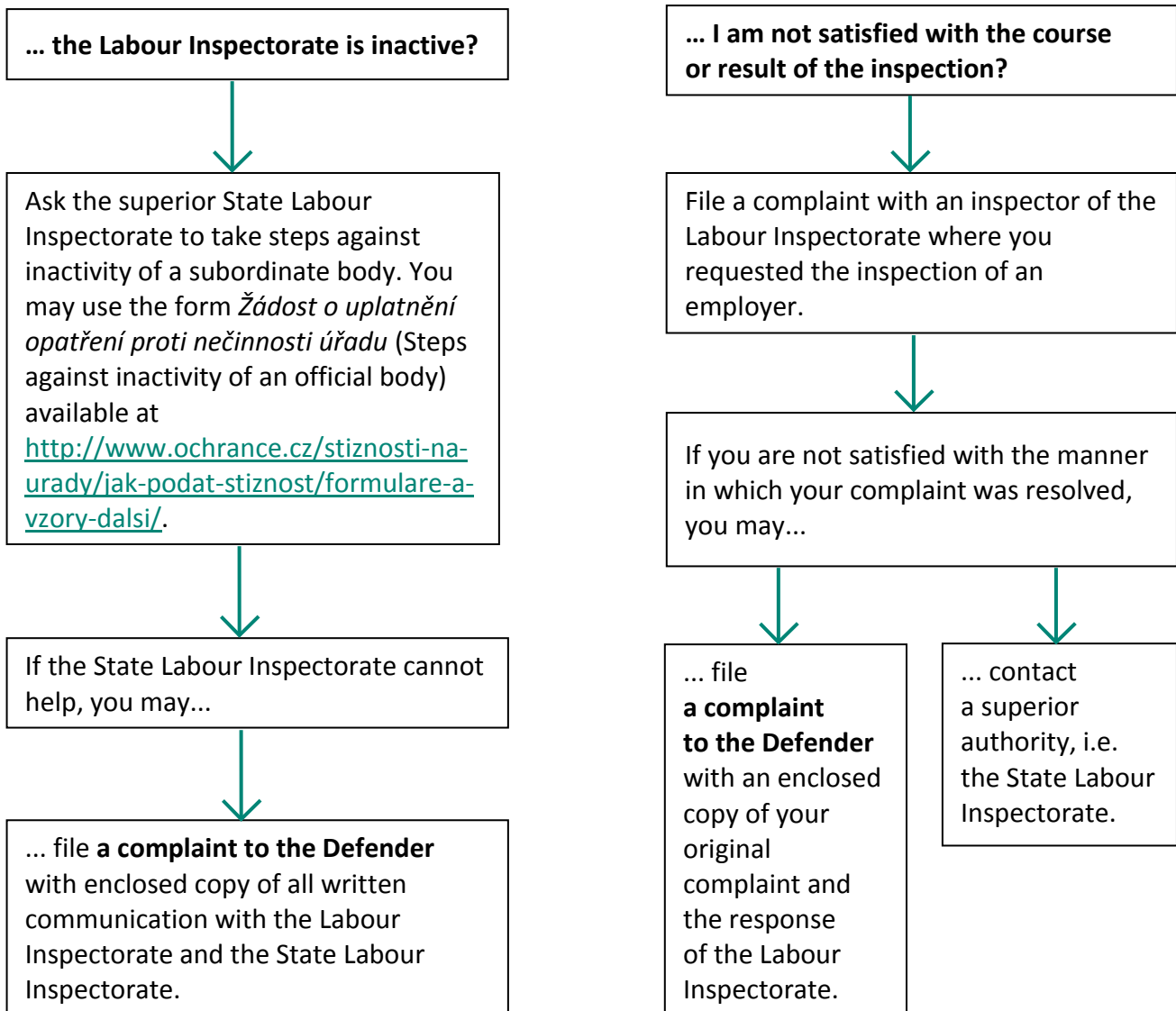
How to contact the Labour Inspectorate?

Write a letter to the District Labour Inspectorate which has jurisdiction over the place where you work and request an **inspection of the employer** (<http://www.suip.cz/pracovnepravni-vztahy/podani-podnetu-ke-kontrole/>).

Please note! Even if you request an inspection from the Labour Inspectorate, **it need not carry out the inspection**. Similarly, there is no legal regulation specifying a deadline for the Labour Inspectorate to carry out the inspection of the employer.

If the Labour Inspectorate carries out the inspection of the employer on the basis of your written request, it must **inform you of the result of the inspection in writing**. Otherwise, the Labour Inspectorate should inform you that it will not carry out the inspection and state the reasons behind this decision.

What should I do if...



Where can I find more advice?

For more information and advice, see the Defender's information leaflet at www.ochrance.cz/en, section *Problems and their solutions (Problémy a jejich řešení)*:

- [Ombudsman](#)
- [Emotional Abuse at Work: Mobbing, Bossing and Discrimination](#)
- Failure to pay salary, employer's inability to pay debts ([Nevyplacení mzdy, platební neschopnost zaměstnavatele](#))