

Legal regulation of whistleblowing in Czech Republic

Abstract

This rigorous thesis addresses the current topic of legal regulation of whistleblowing in the Czech Republic. The aim of this rigorous thesis is to provide a general insight into the issue of whistleblowing. The thesis is divided into five parts, which successively analyse the current state of legal regulation, the history of whistleblowing in the Czech Republic, and its development in an international context, the fundamental problems and challenges associated with the protection of whistleblowers, and finally, a detailed examination of the proposed new law on the protection of whistleblowers in the context of the Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons reporting breaches of Union law.

In the introduction, this thesis focuses on the definition of whistleblowing, examines the history of whistleblowing in the Czech Republic and abroad, and discusses the concept of whistleblowing in the legal system. The work also presents the main problems and challenges associated with the protection of whistleblowers in the Czech Republic, such as the consequences of the futile expiration of the transposition period and the resulting consequences.

In the central part of the work, the current state of legal regulation of whistleblowing in the Czech Republic is described. At present, a certain level of protection for whistleblowers is ensured through partial tools of individual legal sectors, but this protection does not meet the requirements set by the Union legislator in the aforementioned Directive. The work, therefore, focuses on the current draft of the Whistleblower Protection Act, analysing in detail the key aspects of the bill and presenting their potential impacts on whistleblowing practice in the Czech Republic. Particular attention is paid to the description of the current state, comparison with previously submitted proposals for whistleblower protection, and compliance with EU regulations.

In the final part of the work, whistleblowing is discussed in the context of corporate culture. The work is concluded with *de lege ferenda* considerations and recommendations for improving the legal regulation of whistleblowing in the Czech Republic.

Thus, the rigorous thesis contributes to the discussion on the legal regulation of whistleblowing in the Czech Republic and proposes specific steps to improve the current legislative framework. By adopting the recommended measures, the Czech Republic could strengthen the protection of whistleblowers and promote transparency and accountability in both public and private sectors.

Key words:

whistleblowing, protection of whistleblowers, employment relationships