

**Jakub Stelina**

**USEFULNESS OF THE STATUTORY CONCEPT OF AN EMPLOYER  
IN A COLLECTIVE LABOUR LAW**

The Author analyses the statutory concept of an employer in the context of the legal regulations of collective labour law. Collective labour law is a part of individual labour law, which in Poland is regulated by the Labour Code. The Code has adopted the so-called management concept of an employer, according to which an employer is an entity with powers of hiring and dismissal of employees but he/she does not need to have civil law subjectivity. As a consequence, an employer can be not only a natural or legal person, but also the internal organizational unit of a legal person (so-called an internal employer). In the light of collective labour law it means to entrust the right to conclude collective agreements or negotiate in collective disputes to employers who do not have decision-making powers. Therefore, some changes in this respect should be claimed, for example, to reformulate an employer formula or to provide the entities having real power over the workplace (for example the central board of directors of a multi-plant company) with employer's competences.