

Summary

The purpose of my thesis is to analyse chosen parts of the Czech and Spanish labour law. The thesis is composed of four chapters; each of them is dealing with different aspect of the labour law.

The first chapter explains in its three sections basic concepts and the difference between legal relations and labour relations, sources of law in both states, as well as explains basic principles of labour law along with contractual freedom.

The second chapter generally explores types of labour relations, as determined by the Czech Labour Code and Spanish counterpart - the Workers' Statute. Showing that Spanish law distinguishes, and separately regulates more special groups which mostly are not regulated by the Czech labour law at all (e.g. top management, domestic servants, sportsperson or dock labourers). This chapter is divided into two sections each dedicated to one of the respective states.

The third chapter is more ample and subdivided in three main sections. The first section focuses on employment relationship in the Czech Republic and comprises of three topics such as participants, employment contract and other agreements to the employment contract. The second concerns exactly the same things but in connection with Spain. The third section presents the regulation of a permanent and fixed-term employment contract separately for each state.

The fourth chapter consists of two sections, first illustrates Czech agreements on work performed outside an employment relationship and the second is attempting to find and suggest similar institutes in the Spanish labour law.

In the conclusion, I am comparing the basic regulation of special and excluded relations in Spain to our excluded relations in Czech Republic. Further, I am pointing out a possible reason why Spanish labour law has so many contractual types and advantages of simpler legislation.

The main aim of the thesis is to briefly introduce Spanish labour law to the Czech readers. I think that using the comparison method makes it more understandable by seeing the direct differences than just describing Spanish labour relations alone. Since my paper is written in English, the very last part provides a short Czech summary of the important findings and issues.

Keywords: employment relationship, employment contract,
agreements on work performed outside an employment relationship