

## **Legal regulation of employment and security against unemployment**

At the present time of economical recession many countries battle against high unemployment, which can contribute to many economical and social problems. The purpose of my thesis is to describe legal regulation of employment and security against unemployment in the Czech Republic. I focused on main parts of legal regulation and also thought over some institutes. When I came to the conclusion, that the legal regulation has some drawbacks, I suggested that an amendment should be passed.

The thesis is composed of eight chapters. Chapter one defines unemployment and its kinds and elucidates, what full employment means, because it is the aim of legal regulation of employment in many countries. At the end of this chapter I summarize development of unemployment in Czech Republic from 1990 to present.

Chapter two deals with right to work. I enumerate most important international documents, where right to work is regulated. Full employment was also soon mentioned as the basic aim of countries. Similar development in Community law is described in part four. At the end of chapter is comparison between the right to work under Charter of Fundamental Rights and Freedoms and right to work under Employment Act.

Chapter three deals with employment policy in Czech Republic and competence of Ministry of Labour and Social Affairs and labour officies.

Chapter four focuses on arrangement of employment by labour officies and by labour agencies. I also enumerate right and responsibilities of applicants and cases, when they are excluded from applicant's record.

Chapter five briefly summarizes most important legal instruments, which should help handicapped person in the sphere of employment.

Chapter six deals with legal status of foreign workers in Czech Republic. I concentrated on institute of labour permit and quite new institute of „green cards“, which is not succesfull and it should be modified.

Chapter seven focuses on active labour-market policy in Czech Republic. Describes its instruments and informs in detail about staff retraining, which helps very effectively to retraining participants to find a job.

Chapter eight deals with unemployment benefits, its percentage rate, height and who can draw unemployments benefits. I mention also conditions, when the unemployment benefits could be given to foreign countries, concretely to member states of European Union.

In the Conclusion I also summarize amendments in legal regulation of employment and security against unemployment, which are proposed by present government of Czech Republic.