

The topic of contract of employment is still contemporary issue of czech labour law. Nowadays contract of employment is under the influence of a technical and societal progress which demands frequent and important legal changes. There is also the substantial influence of contemporary European tendency to make labour law more flexible with maintaining the high level of social security standards of employees. This tendency is widely known as „flexicurity“.

The thesis is divided into three chapters.

The chapter deals with common principles of labour law which are crucially important for understanding the issue of contract of employment. For this reason, the charter contains explaining the term „labour law“ and its object, principals of labour law, the relations between the Labour Code and Civil Code, the defining the term of dependent work. This term is strongly connected with the issue of disimulation of legal act.

The Chapter Two discuss a contract of employment as an agreement between employees and their employers, which have some autonomy of will which is limited by law. One section deals with nullity of contract of employment or articles of contract, in other part I try to explain the legal form of contract of employment.

The last chapter is concerned with content of contract of employment. In subsection discussing essentials of contract of employment I focus on the importance of defining the sort of law, the locality for the job, the first day of the work, which are conditions for the legal existence of contract of employment. In other subsections I focus on other terms of contract of employment as probation, fixed time period of employment, work time and wage. I try to point some possibilities for finding the space for consenting the contract of employment under the terms which are acceptable for both parts of the contract of employment. This reasoning is limited by the fact that the labour law is not purely theoretic law and cannot contain all possible situation in real world.