

Abstract

The theme of this thesis is a comparison of legal regulation in the Czech Republic and the Federal Republic of Germany with regard to manifestations of flexicurity in the formation, changes and termination of the employment relationship. The word flexicurity was formed by combining two opposing terms – flexibility (contractual freedom) and security (safety, protection, sureness).

Flexicurity can be viewed from several different angles. It is mainly a concept or model of a labor market with regard to labor law and alternatively related social security law and employment policy. The issue of labor law flexibility and protection of employees is very topical, especially nowadays. Effort to find the optimal balance between flexibility and security can contribute to the solution for the weakening competitiveness of European states.

This thesis is composed of an introduction, five chapters and further divided into sub-chapters and a conclusion.

The first chapter of the thesis deals with the term flexicurity and the approach of the European Union and European states on this issue (including historical development).

The second chapter provides the basic characteristics of labor law in the Czech Republic and the Federal Republic of Germany that is a necessary foundation for the next part of the thesis.

Key chapters of the thesis are chapters number three, four, and five dealing with flexicurity in labor law unique to both countries. Chapter three deals with the formation of the employment relationship, while chapter four deals with the changes and finally chapter five with the termination of the employment relationship in both legal regulations. In the conclusion of each of these chapters there is made an comparison with regard to flexicurity. Manifestations of both elements - flexibility and security are examined within individual legal institutes in both legal regulations.

The conclusion summarizes the whole issue, performs an evaluation of both legal regulations and outlines some possible solutions *de lege ferenda*.