

Abstract

The theme of this thesis is to find the elements of flexicurity occurring in the various institutes of the Czech labor law and to study their interactions. The phrase flexicurity arises from the combination of two English words of opposite meaning, flexibility and security (safety, protection).

Flexicurity is a certain concept of the labor market and may intervene in larger sense to the social security law and employment policy. The concept of flexicurity in the context of an employment relationship is an attempt to create a relationship between the employee and the employer, which will be flexible enough to contractual arrangements between employer and employee, while maintaining a sufficient level of protection for employees.

This thesis is divided into several parts. It consists of an introduction, four chapters further divided into the subchapters and a conclusion.

The first chapter deals with a general introduction to the labor law, its historical development and relationship to European Union's legislation. In the second chapter are mentioned the basic principles of labor law, the definition of labor law as a relatively independent branch of the law including the relationship to other branches of the law. The third chapter is devoted to the explanation of the concept of flexicurity, to the approach of individual authors to define this term, including example of functioning of flexicurity in practice on the Danish model of flexicurity.

The fourth chapter is a fundamental chapter of this thesis. It is divided into the subchapters, indicating various institutes of labor law since the inception of the employment relationship to compensation of damages. On these institutes, the author tries to show the elements of flexicurity, which appear in these various institutes. This thesis researches by this way the interaction between these elements. At the end of each subchapter are stated the possible considerations *de lege ferenda*.

Conclusion of this thesis deals with the summary of the whole issue and evaluation of possible modifications *de lege ferenda*.