Abstract

My diploma thesis is dealing with the legal issue of formation and termination of employment in the terms of flexicurity, focusing on the individual expressions of flexibility and employee protection in these legal institutes.

The issue of flexibility and employee protection in the scope of formation and termination of employment is often discussed on the national as well as European level. Discussion emerges mostly due to the different preferences when the employer could rather benefit from flexibility, while for the employee the employee protection could be more important.

To understand the institute of employment easily, the first chapter of my thesis describes Labour law in general and its subject. It slowly follows with the second chapter which is trying to give an explanation of flexicurity concept as well as a description of individual expressions of flexibility and employee protection. To illustrate the up-to-date and still higher importance of this strategy, including the European level, trends and attempts to integrate the flexicurity model into Member States’ legislation are analysed.

The third and the fourth are the key chapters of my thesis. The individual expressions of flexibility and employee protection are discussed there. The case of termination of employment provides the greatest space for balanced functioning of flexibility and employee protection. When there is needed to create conditions enabling the easy termination of employment and at the same time is necessary to secure the employment protection instruments.

The last, fifth chapter analyses flexible forms of employment and their advantages and disadvantages.

At the end of my thesis, all the above described legal issues are summarized and the Czech legal regulations in the terms of flexicurity with the suggestions de lege ferenda are evaluated.