

Flexicurity and its effects on the Czech labour law

This diploma thesis deals with the topic of flexicurity and its effects on the Czech labour law. After the first chapter, which is focused on the common understanding of the basic concepts of labour law, concentration on the topic itself – the principle of flexicurity – is given. It is a concept that aims to achieve harmony between the flexible arrangements of subjects of employment relationships and the guarantee of a certain level of working conditions for employees. Also the basic elements of flexicurity are explained: employment flexibility and protection of employees. By the introduction to principles of flexicurity also the European Union position to this new concept is explained.

The third chapter is focused on the effects of flexicurity in the Czech labour law. In this chapter, also the possible approaches for creating of the legal environment in compliance with principles of flexicurity are explained. This part also deals with the subjects of flexicurity, that can dispose of the flexibility as well as protection of the labour law.

In the next section, the employment from the perspective of flexicurity is analysed, as the employment represents the most common labour relation. The chapter deals also with the institutions associated with the creation, modification and termination of the employment. The part of the analysis are also cogitations of *de lege ferenda*.

The final chapter is dedicated to the new Civil Code, which will be in force from 1st January 2014, and its impacts on the labour law.