

## **Abstract**

This Rigorous thesis deals with the issue of fixed-term employment. From this point of view the employee and the employer.

The aim of this thesis is to summarize the legislation on fixed-term employment. An important part is dealing with the key case law. I compare the different interpretation of specific problematic issues made by the Constitutional Court and the Supreme Court. This comparison includes a demonstration of specific situations that may occur.

This work is divided into eight main chapters. In the first chapter I deal with the conceptual definition and creation of employment relationship. In the following second chapter I go through the historical development of the employment relationship. The first two introductory chapters are primarily about employment in general.

In the third chapter I deal with the first independent regulation of fixed-term employment, which was laid down in Act No. 65/1965 Coll., Labor Code. I focus in particular on the changes that fixed-term contract took place over time.

The fourth chapter deals with the previous version of the legislation on fixed-term employment which was laid down in Act No. 262/2006 Coll., Labor Code. Here I go through and compare the main differences in the previous versions of this regulation focusing on the changes in fixed-term employment.

In the following fifth chapter I analyzed the current legal regulation of the fixed-term employment contained in Act No. 262/2006 Coll., Labor Code, as amended. Here I work with case law and I show a different interpretation of judgments on practical demonstration. In this context I also deal with the binding nature of court rulings.

In the sixth chapter I am discussing about the termination of a fixed-term employment. Typical termination of a fixed-term employment relationship is the expiration of the period. I deal with this issue also with relevant case law.

The seventh chapter looks at the rules on fixed-term employment at European Union level. I also deal with some jurisprudence of the Court of Justice of the European Union.

In the last chapter, I focus on fixed-term employment in practice. I mention some defects in labor law negotiations and I also deal with their prevention. At the end I look at some of the advantages and disadvantages of a fixed-term employment.