

SUMMARY

The purpose of my thesis called *Employment of EU Citizens in Spain and in the Czech Republic* is to describe and analyze the legislation regarding employment of EU citizens in Spain and to compare it with the legislation in the Czech Republic. In relation to the selected topic I also briefly analyze the current situation at Spanish labour market after it has been severely influenced by the global economic crisis. The reason for my research is the fact that I consider migration within the EU a very actual topic and a dynamic field which keeps continuously developing. As the topic is considerably vast, I preferred to focus only on the selected countries.

The thesis is composed of four chapters, each of them dealing with different aspects of employment in Spain and related issues.

Chapter One is introductory and defines basic terminology used in the thesis. It provides explanation of the basic principles the employment in EU is based on. The chapter is subdivided into three parts. Part One describes the basic terms and explains them in the context of the topic of my thesis. Part Two deals with the principle of free movement of persons within the EU and Part Three briefly describes the EU's social policy and its policy of employment.

Chapter Two examines the current situation at the Spanish labour market. This chapter consists of five parts. Part One focuses on the term and functioning of labour market in general. Part Two investigates the unemployment in Spain. Part Three addresses the issue of Spanish policy of employment. Part Four provides an overview of recently adopted measures in the field of employment in order to improve the current situation. The last part, Part Five, consists of a short comparison with the situation at the labour market in the Czech Republic.

Chapter Three is subdivided into eight parts and it deals with residence of EU citizens in Spain. Part One summarizes relevant legislation related to the right of residence in Spain guaranteed to the EU citizens. The next parts outline the entry to the Spanish territory and three different types of residence at the Spanish territory, which are *estancia* (residence lasting less than three months), *residencia* (residence lasting more than three months) and *residencia permanente* (permanent residence) and related rights and obligations of EU citizens, including obtaining NIE (Foreigner's Identification Number). Part seven focuses on the residence right of the family

members of the EU citizen in Spain. Part Eight attempts to compare the Spanish legislation with the legislation employed in this field in the Czech Republic.

Chapter Four concentrates on labour law in Spain, particularly on the questions of employment relationship. Parts of this Chapter are development of labour law in Spain, labour law legislation and principles of its interpretation application, administrative bodies in the field of employment and options for seeking work in Spain. Employment relationship forms the topic of a vast part, which is further subdivided into four subparts describing the main characteristics of an employment relationship, rights and obligations of the employer and the employee, employment contract and specific employment relations and related activities. The reform of Spanish labour law and comparison to of the Spanish legislation with the legislation in the Czech Republic are the last two parts of this chapter.

Conclusions are drawn in the last chapter. Here I try to summarize the most important points of the previous text and to bring an overall comparison of employment of EU citizens in Spain and in the Czech Republic. There are also indicated possible ways of further development of the topic of this thesis.