

## **Abstract**

The theme and objective of this thesis is to assess legislation regulating creation and termination of employment with regard to the concept of flexicurity. The thesis draws attention to some elements of this regulation, pointing out its flexibility on one hand and protection aspects on the other hand, and offering some possible solutions according to intended law. At the same time the flexicurity concept as such is explained, as well as legislation regulating creation and termination of employment.

This thesis is divided into five chapters, of which the key ones are the second, fourth and fifth chapter. The specific nature of labour law, the subject of labour law, principles applied in this branch of law, and the relationship between labour law and civil law are dealt with in the first chapter.

In the second chapter is explained the concept of flexicurity and its components, namely flexibility and security, further division of those, and also described the Danish labour market model. The crucial term of this paper, flexicurity, arose as a combination of terms flexibility and security, or freedom and protection. Flexicurity is a modern concept or strategy of the labour market, which counts on a balanced combination of elements of protection and flexibility, both within the framework of labour law, particularly in regulation of creation and termination of employment, and also within the framework of social security law and the active employment policy.

The third chapter briefly introduces the concept of employment, its nature, its subjects, object and its content. The key fourth and fifth chapters are devoted to legislation regulating creation and termination of employment.

The fourth chapter attempts at a comprehensive outline of the issue of the creation of an employment relationship, above all the issues of essential requirements and other possible provisions of the employment contract and the patterns of its creation. I also marginally mention the creation of employment through appointment. At the end of this chapter I consider various individual aspects of the regulation governing the creation of the employment relationship with regard to their flexibility and security; I also enlarge upon possible changes in legislation according to intended law.

The fifth chapter of this thesis is devoted to the ways of termination of employment, both on the basis of legal actions and on the basis of legal events. For individual manners of termination of employment, I describe their content and formal requirements, and the

possibility of an agreement between the parties on the conditions of termination of employment. In the conclusion of this chapter I again analyse again the ways of termination of employment, and certain related aspects with respect to their flexibility and security, and I provide an outline of a possible development according to intended law.