

Abstract

The thesis deals with the concept of flexicurity and its effects in the termination of the employment contract in the Czech Republic and the Kingdom of Sweden. The main aim of the thesis is to describe and compare both legislations from flexicurity perspective and suggest changes in the czech legislation.

Strategy of flexicurity is one of the most discussed topics not only in the field of labour law but also in the field of social security systems and active labour market policies during the past few years. The concept of flexicurity can in a simplified way be characterized as a policy approach that tries to combine the flexibility of labor markets and job security for employees. According to the experts, flexicurity could help solve issues such as globalization or effects of economic crisis and higher unemployment occurred due to the crisis.

The thesis is composed of five chapters, each of them dealing with different aspect of the concept of flexicurity and its application in the Czech Reoublic and the Kingdom of Sweden.

Chapter One defines and explains the concept of flexicurity as such, followed by examples of succesful European flexicurity models. The chapter concludes with a brief outline of current development of flexicurity at European level.

Chapter Two describes the individual components of flexicurity in the original meaning (ie in the danish concept). The components are broadly consistent with the spheres within which flexicurity may impose according to the European Commission.

Chapter Three deals with the termination of employment in the Czech Republic. Each institute of the termination of employment is looked upon the terms of flexicurity.

Chapter Four first characterizes Swedish legal system and Swedish labour and employment law and then describes termination of employment in Sweden and its components in terms of flexicurity.

The final Chapter Fifth compares the various institutes of the two countries, points out the differences between the legislations and also comes with proposals for new legislation in the Czech Republic.