

ABSTRACT

The aim of this paper is the comparison of the Czech and Spanish labour law focused on the law dealing with the termination of the labour contract, forms and methods of this termination in Czech and Spanish law and description of law connected with that plus description of some groups of employees who deserve a special protection of their labour contracts and special labour conditions. This paper tries to highlight some differences in law of these two countries and the consequences of these differences.

This paper can be divided into three parts. In the first part, composed by first three chapters, there is the general concept of the labour law, its´ position in the system of law and its´ historical development, including changes in the relation between labour law and civil law. There are here the basic terms and principles of Czech labour law and Spanish labour law as well. There is possible to see the origin of the labour law and changes in this law until nowadays by following the historical context, than it is easier to understand the differences of both legal systems.

The second part of this paper describes in the fourth chapter the particular forms of termination of the labour contract in the Czech and Spanish law and the differences of these forms in law of both countries. This shows that even when the law its´ aims is similar in both cases, the details are sometimes significantly different.

The third part, in the fifth chapter, mentions some groups of employees, which deserve the special protection in the labour relationships and explains why. In the same way as the chapter before, it mentions the similarities and the differences of Czech and Spanish law.

The paper relies on domestic and foreign literature as well as on judicial decisions and sources of law, covering this issue.