

The ending of an employment relationship can be considered to be one of the most important institute of the labour law. By means of it is terminated the legal relation between employer and employee, which can results in grave social and legal repercussions for the employee. For this reason, the labour code follows up thoroughly the alterations, conditions and ways of ending of an employment relationship.

This rigorosum wants to map these ways and define usage of its legal preconditions and differences in following chapters. It uses legal practise of labour code, case law, and literature for this purpose. It adverts several practical issues of ending of an employment relationship at the same time.

The introduction pursues the general concept of labour law and its historical development. It also contains, what legal relation is according to the law and introduces the reader to employment matters at the same time.

The second chapter analyzes individual types of legal acts – agreement on termination of employment, dismissal, including its prerequisites, dismissal reasons, unions participation, delivering and termination notice period; as well as dismissal without notice, dismissal during probation period, and invalid ending of an employment relationship.

The third chapter is dedicated to another type of employment matter – legal events. The emphasis is on the expiry of the fixed-term employment relationship, death of an employee and reaching retirement age.

The fourth chapter pursues the other ways of ending of an employment relationship: the ending of an employment relationship in consequence of the decision of relevant authority or withdrawal of the manager.

The conclusion covers employment termination rights – severance pay, employment certificate and employment assessment.