

Termination of an Employment Relationships on the basis of one-sided legal actions

Abstract

This final thesis deals with the topic of termination of an Employment Relationships on the basis of one-sided legal actions. Its aim is to provide insight into the current legal regulation of labor law in the Czech Republic and to present a comprehensive overview of ways of termination of an Employment Relationships on the basis of one-sided legal actions using applicable legal regulations, legal literature and jurisprudence. This final thesis is based on the search of specialized literature and the jurisprudence of the Supreme Court of the Czech Republic, Supreme Administrative Court of the Czech Republic and Czech Constitutional Court.

My final thesis in its first part explains terminology Employment Relationships, Employment Contract, Agreement to complete a job and Agreement to perform work.

The main part analyses of applicable legal regulation of labor law and current jurisprudence in the field of termination of Employment Relationships on the basis of one-sided legal actions by Employer and by Employee, whose validity requires written form. The main part is dedicated to the termination by notice, immediate cancellation and cancellation of an Employment Contract during a probation period by both - by Employer and by Employee. This part also deals with the Employer's termination by notice reason in an exceptionally profound and thorough way. I further give and attention to an apparent transaction and its effects.

The following part of this final thesis deals with defects of legal actions and their effects.

At the end of this work, the main elements of the legislation of Czech law and the analysis of the decision-making practice of case law in the area of termination of employment and still unapproved proposal of Amendment of Labor Code are summarized and my own opinion on the solved topic, including consideration of a possible change of legal regulation in the future (*de lege ferenda*) is given.

Key Words: termination of employment, reason for notice, jurisprudence