

## **Abstrakt v anglickém jazyce**

### **Notice of termination of employment relationship**

The aim of this thesis is to provide a summary of the legal regulation of notice of employment relationship in the Czech Republic. Notice of employment relationship has a huge impact on both employees and employer and therefore important attention should be paid to it. This thesis not only deals with a summary of the Czech current legal regulation of notice of employment relationship *de lege lata* but also pays attention to potential problems connected with it and gives some proposals *de lege ferenda*. Furthermore the final part is dedicated to a short legal overview of the foreign legal regulations of termination of employment relationship in two European countries – the Slovakia Republic and the Spanish Kingdom. The thesis is composed of 13 chapters. The first chapter is dedicated to the most important international and European documents dealing with termination of employment relationship. The second chapter deals with a term of employment relationship, gives its explanation and briefly describes all types of termination of employment relationship as well. The main matter of this thesis is discussed in the third and following chapters. The third chapter is dedicated to notice of employment relationship in general and its substantial requirements, the fourth chapter deals with notice of employment relationship as for an employee. Notice of termination of employment relationship as for an employer and its substantive requirements and valid grounds of notice are dealt in the chapter five. In the following chapters is attention paid to labor law institutes dealing with notice of employment relationship such as notice period, prohibition of notice, collective redundancy, severance pay and invalid termination of employment relationship. Furthermore the chapter twelve is dedicated to a brief overview of foreign legal regulation of notice of employment relationship in two European countries, the Slovakia Republic and the Spanish Kingdom. The final chapter deals with an evaluation of the current Czech legislation *de lege lata* with an emphasis on potential problems arising out of legal practice. Prospective directions of legal regulation of notice of termination relationship *de lege ferenda* and possible solutions of some questions in connection with the current legal regulation of notice of employment relationship are submitted as well.

**Key words:** employee, employer, employment relationship, labour law, notice of termination of employment relationship, notice period, termination of employment relationship.