

## **Notice of termination of employment**

### **Abstract**

The aim of this thesis is to present an integrated view of a current regulation of notice of termination of employment and to use the knowledge acquired for considerations and suggestions *de lege ferenda*. The thesis is divided into nine chapters covering a theoretical classification of labour law within the legal system, evolution of labour law, international context of labour law and the core of the thesis concerning the current regulation of notice of termination of employment. The final part of the thesis is concerning with considerations *de lege ferenda*, aiming to present possible legislative amendments able to enhance the current regulation. The proposed amendments are confronted with the principle of flexicurity.

The key regulation in relation to notice of termination of employment is labour code. Relevant provisions of labour code are thoroughly analyzed in the thesis. However, the thesis also refers to other regulations which are important in connection with the thesis' subject. In certain passages, there is a comparison of the effective regulation with labour code of 1965 and Slovak labour code. Concerning the sources, the thesis is primarily based on literature complemented by relevant case-law. Within the case-law, the author is focused on the decisions of the Supreme Court and the Constitutional Court issued in the last few years, especially on decisions of 2017-2019.

In the conclusion, the author argues that the current regulation of notice of termination of employment provides the employee with such level of protection that may be even counter-productive in certain cases and, on contrary, decrease the flexibility of employment. For these reasons, the author suggests to liberalize the Czech labour law, especially through amendments presented in the conclusion. Simultaneously, the author warns about the way liberalization of the regulation that would unintentionally generate an insufficient level of protection of the employee.

#### **Key words:**

labour law, termination of employment, notice of termination of employment