

Notice od termination of employment

Abstract

The aim of the diploma thesis is to analyze *the valid legal regulation of the institute of termination of employment*. The thesis further defines other reasons leading to termination of employment in general and other institutes, which are inextricably linked with the termination of the employment relationship. The second goal is to think about a possible amendment to the existing legislation, which has brought more flexible elements to the issue of termination.

The work is based on professional literature, court decisions of the Supreme Court of the Czech Republic and legal regulations, and the most important standard – the Labor Code.

The diploma thesis is divided into six chapters. The first chapter deals with labor law in its general conception in the system of law and its relationship to civil law, where it deals in more detail with the principle of delegation and subsidiarity. The second chapter generally deals with all the ways in which the employment of termination of the institute can be terminated, which is discussed in more detail in the next chapter. The third chapter is crucial, as it comprehensively examines the institute of termination of employment. It includes subchapters that deal with other institutes that are inextricably linked to the institute of resignation. This is, for example, the issue of delivery, a notice of time, or revocation of notice. The chapter analyzes the individual reasons for termination, bans on dismissal by the employer, and exceptions from them. The fourth chapter deals with the invalid termination of employment, which is caused by the defective legal behavior of one of the legal relations. The fifth chapter of the thesis defines the obligations of the employer, which arise at the end of employment. It is an institute of severance pay, confirmation of employment, and work report in particular. The final sixth chapter deals with the possible adjustment of labor law in the field of dismissal from the point of view of *de lege ferenda*.

The author considers the current legislation and suggests possible changes that would liberalize the selected institute of labor law.