

ABSTRACT:

This diploma thesis deals with comprehensive analysis of the termination of an employment relationship due to employee's redundancy. The purpose of this diploma thesis is in detail description and analysis of material requirements that are needed to be fulfilled for the employer to be able to validly terminate the employee's employment for redundancy, considering relevant judicial cases. For this purpose, this diploma thesis puts emphasis on analysis of judicial decisions, especially decisions of the Supreme Court of the Czech Republic and the Constitutional Court of the Czech Republic.

The text of this diploma thesis consists of an introduction, five main chapters and a conclusion. The first two chapters deals with termination of employment firstly from a general point of view and then from the point of view of employee's redundancy, to define the initial framework for the following chapters. The core of this diploma thesis is formed by the third chapter, containing comprehend analysis of all necessary requirements and problematic aspects related to termination of an employment relationship due to employee's redundancy. This chapter is followed by the fourth chapter which is devoted to defects in necessary material or procedural requirements and its negative consequences related to validity of the notice of termination. Finally, the last fifth chapter of this diploma thesis deals with relation between termination of an employment relationship due to employee's redundancy and consequences of invalid termination of employment. The conclusion of this diploma thesis briefly summarizes and assesses the previous findings and evaluates the conclusions reached in the previous chapters of this diploma thesis.

KEY WORDS:

termination of employment, the notice of termination, redundancy of employee