

## SUMMARY

The theme of my thesis is “**Termination of employment with notice in selected countries of the European Union.**” This subject is in the scope of my interest and I believe that it is very relevant to the present situation of the global economical crisis where the number of employees being made redundant and collectively dismissed is increasing.

The first chapter looks peripherally at the employment contract and explains some special aspects of every type of termination of employment, such as by agreement between employer and employee, cancellation of employment and the institute of notice which is the main subject of my thesis. But I also mention other forms of termination of employment, e.g. termination of employment due to the death of the employee, termination of employment for a certain period and termination of employment on the basis of an official decision.

The next chapter focuses on international and European sources of law, i.e. international agreements and individual European Community directives concerning the termination of employment.

The following chapter contains the main goal of the thesis, namely to familiarize the wide general audience with the conditions of notice validity, the legal reasons for notice being given by the employer, notice period, collective dismissal, severance pay, including compensation avenues in selected European Union countries (Poland, Austria, Czech Republic, Slovakia, Finland and Belgium) and a comparison of analysed data with Czech legal regulations.

In the final chapter and conclusion to my thesis I would like to consider the legal arrangement of notice *de lege ferenda*.

This indepth investigation of the aforementioned topic was of great benefit to me. I became acquainted with the conditions of the termination of employment by notice in particular European Union countries, including some institutes and definitions that Czech law does not recognize. In my opinion it would be appropriate to also incorporate them into our labour law.