

Abstract

The purpose of the thesis is to provide a summary of the legal regulation and to point out legal problems connected with the Notice of termination in the Czech Republic. The thesis is composed of eleven chapters, the introduction and the conclusion. Chapter One is introductory and defines concept and position of Labour law in the system of law in the Czech Republic and function of Labour law. Chapter Two examines, in general relation, between Civil law and Labour law. In chapter Three, author tries to explain legal regulation of legal acts. The chapter consists of two parts. Part one focuses on legal regulation of legal acts in the Civil Code and Part two focuses on legal regulation of legal acts in the Labour Code. Chapter Four describes basic principles of Labour law. In chapter Five is short excursion to the history of labour legislation in our territory. This chapter is divided into three subchapters according to some important historical events of our labour legislation. Chapter Six concentrates on domestic source of law in the area of notice of termination. This chapter is divided into three parts. First part is about constitutional acts, second part is about statutes and third part is about case law in the Czech Republic. In chapter Seven are described international source of law in the area of termination of employment and also activities of some international organisations, which can affect Labour law. The main matter is discussed in chapter Eight, because here is analysis of legal regulation of Notice of termination in the Czech Republic. Among other things, in this chapter, the author explains terms as notice period, reasons for termination, compensation payment and reasons for nullity of Notice of termination. In chapter Nine is comparison of Notice of termination with other ways of termination of employment. In next chapter, the author looks at possible future regulation of Notice of termination and explains some suggestions, which can be interesting in the future. Finally, in the last chapter is comparison of Notice of termination in the Czech Republic with termination of employment in some member states of EU. The conclusion includes an evaluation of Czech legislation in the area of Notice of termination.