

# **Abstract**

## **Notice of termination of employment in selected EU member states**

The aim of this thesis is comparison of legal regulation of the notice of termination of employment in three legal systems within the EU: Slovak, English and Swedish. The thesis deals with the notices of employers and in the conclusion it contains comparison and evaluation of the legal systems. The thesis comprises four chapters.

The first chapter deals with international and european legal regulation of employment termination, in particular regulation of notice of termination. The chapter contains description of international treaties and conventions concluded mainly within International Labour Organisation as well as european legal regulations and directives dealing with this matter.

The second chapter deals with the Slovak regulation. At the beginning, it starts with general description of employment termination, it continues with the general requirements on notice and notice period. In the next part, the chapter describes specific notice reasons, special duties of the employer during the termination of employment and ban on the dismissal for protected groups of employees. The final part of the chapter focuses on the remedies of an employee in the case the notice of termination is declared invalid.

The third chapter contains the regulation in the English law within the context of the UK law. The chapter deals with the differences between the protection of employees under common law and in legislation. It continues with the description of system of protection against the unfair dismissals and specific fair and unfair reasons for dismissal. At the end of the chapter we may find the regulation of remedies for unfairly dismissed employee.

The final fourth chapter deals with the Swedish law. At the beginning it describes the sources of Swedish labour law, then it focuses on the general requirements on the notice of termination of employment. It further provides the dismissal reasons and re-employment. The final part of the thesis is dedicated to the remedies of employee after the notice of termination is successfully challenged before the court.