

Summary

The author in his work describes Legal facts leading to the formation, alteration or termination of basic individual labour relationships. The work is divided into five parts. In the first part the author deals with historical progress of relationship between the Labour Code and the Civil Code. The second part of the work is devoted to the system of legal facts, when the author first of all describes their kinds. The author focus on legal acts, so that in the third part of the work deals with legal acts in general aspect however focused on Labour Law, defines general definition of legal acts, their kinds, elements, forms and defects. The fourth part of the work is devoted to particular legal facts in Labour Law. In the first chapter of this part the author deals with legal acts in Labour Law using the criterion whether the legal act leads to the formation, alteration or termination of an employment and also adds agreements of work performed outside an employment. In the second chapter of the fourth part the author deals with other legal facts in Labour Law, explicitly mentions legal events - passage of the time and the death of any subject of a labour relation. In the fifth part of the work the author compares relevant legislation regarding legal facts in Labour Law of the Czech Republic and of the Slovak Republic.