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Abstract

The title of this thesis is: **„Obligations of the Employer upon Termination of the Employment.“**

The aim of the thesis is to analyze the obligations of the employer upon termination of the employment legislation. I want to stress in this paper, that when the employer terminates the employment, he still may have several obligations towards his former employee. These obligations may be of financial as well as administrative origin. Employers obligations are based on statutes and contracts. The study deals mainly with severance payment, employment statement and employment reference. The First chapter describes the concept of the labour law. The relationship of the labour law to private law and public law is mentioned here. The next chapter is concerned with the labour law development. Several historical milestones related to the labour law are mentioned there. Sources of the law are presented in the Third chapter. There are several labour law legal institutions that are mentioned in the Fourth chapter. These legal institutions have to be taken into account because they are essential for better understanding of this thesis subject matter. The Fifth chapter discusses selected obligations of the employer upon the termination of employment. This part is focused mainly on statutory obligations, especially severance payment, employment statement and employment reference. Contractual obligations are mentioned there as well. Decisions of the Supreme Court of the Czech Republic related to the obligations of the employer upon termination of the employment are documented in this paper. The next chapter focuses on foreign legislation. Foreign legal institutions in question are compared with the Czech legal institutions. Differences are highlighted. The Seventh chapter reports on the impact of the new Civil Code adoption on the Labour Code. There is a strong connection between the Civil Code and the Labour Code. The changes in the new Civil Code will imminently affect the Labour Code. The thesis concludes with assessment of the legal institutions in question

followed by several suggestions of future possible legislation regarding to the obligations of the employer upon termination of the employment.

Keywords: employer, termination of employment, the Labour Code