

## **Abstract in English**

The objective of the thesis rests in analysing the problems of the termination of the employment contract as per the Czech law. The ambition of this thesis is also to research and assess whether the Czech law fulfils an adequate protection of employees' interests in the present working environment in different conditions and under all and any circumstances and whether such protection is in balance with legitimate employers' interest to keep the working process development or enable its termination.

The thesis is divided into five parts. The first part deals with legislation development and present legislation, principle and forms of the termination of the employment contract. The second part describes the termination of the employment contract by the Labour Code, i.e. a bilateral or unilateral will of one of the entities of the employment contract, which results in the termination of such employment relation. The events which result in the termination of the employment contract are outlined in the third part. The fourth part then supplements the thesis by all any other aspects relating to the termination of the employment contract. In the last part, the author deals with the situations when the employment contract is terminated invalidly.

In conclusion, the author expresses her opinion of a possibility of larger liberalisation of the labour law and expresses her view of the function of the present legislation in the protection of both the employees' and employers' interests.