

## **Abstract**

The theme of this thesis is the protection of the employees upon termination of the employment. The aim is to comprehensively assess the current legislation of termination of employment, with regard to the degree of protection that is provided to employees. It deals with the protection of employees, their position but also the claims related to the termination of the employment relationship.

This thesis is divided into five chapters, the first of which relates to the functions of labor law with an emphasis on the function of protection as a core function of labor law. With regard to weaker position of the employee to the employer, it is clear that labor law generally tries to balance this inequality or in some way eliminate it in order to provide the highest level of security.

The second chapter presents the core of this thesis and deals with the various types of termination of employment. It contains their assessment in relation to ensure adequate protection of employees but also the positives and negatives of legislation including possible application problems that are occurred in practice. The emphasis is placed primarily on the termination of the employment relationship in view of the fact that the need to ensure a sufficient level of protection of employees in this unilateral termination method is required.

The third chapter deals with the secondary protection of employees i.e. the protection of the employment relationship itself and the related institutes of labor law which prevent the termination of employment. The rights and obligations of employees and employers in this case are often dramatically changed, however in this manner the protection of employees is also provided.

The fourth chapter discussed the various claims that belongs to employees in connection with the termination of employment relationship with an emphasis on severance pay as the most prominent element of protection in this area.

The last chapter is devoted to protection of employees from a procedural point of view. In short it is mentioned the possibility of bringing an action for annulment of termination of employment. That employee has the possibility to defend themselves against unjustified termination of employment by the employer.