

ABSTRACT

The dissertation discusses problems of redundancy payments and other forms of compensation under labour law. Its focus is to describe in depth the current Czech law system's range of compensation which is related to employment termination.

Every termination of employment comes with certain rights as well as obligations for either the employer or the employee. Among some of the obligations, provisions of different types of compensation are found, to which the rights are gained by termination of labour relations that are implied by the law as well as the agreement made by both sides.

This dissertation is divided into five chapters. The introduction describes the labour law in general, because labour relations are ones of the most fundamental law relations in the life of almost every person.

In the second chapter, we encounter the main topic of this dissertation - redundancy payments issues, what is their purpose, how one's rights to the payment are gained, on what legal grounds, what is the amount paid in specific cases of employment termination, and how it is calculated.

The third chapter focuses on a specific clause and qualification agreement on improvement and deepening knowledge, and related labour compensation.

Subsequently, in the fourth chapter, I discuss the severance issues as another labour compensation despite not being in the current Labour code anymore and is therefore mentioned its modification according to the previous version. Also, the severance of soldiers, state law-enforcement members, state and authority representatives, judges and Members of the European parliament is described.

The final, fifth chapter contains a treatise on severance in the field of public administration, more specifically the issues of the so-called 'other severance of territorial self-governing unit officials'. Also, included are the legal changes in the public administration – legislation between state officials and civil service, the steps antecedent passing the legislation, what the changes caused and its specificity as well.