

## **ABSTRACT**

This thesis deals with the various manners of termination of an employment relationship according to the laws of the Czech Republic and compares them with the legal regulation of the same or similar manners of termination of an employment relationship in the laws of the Austrian Republic. The thesis is divided into four main parts. The first part deals with the system of Austrian employment regulations. The second part of the thesis is dedicated to the concept of termination of an employment relationship in general and it divides the ways of termination of employment relationship into two basic groups; in particular, the first group is termination of employment relationship based on legal acts and the second group is termination of employment relationship based on legal event. Further, the second part of this thesis discusses the terms employer and employee. The third part of this thesis is devoted to individual legal acts based on which in the Austrian and Czech laws an employment relationship can be terminated which is a termination agreement, termination by notice, immediate cancellation of an employment relationship, respectively exit from employment relationship (*in German: Austritt*) and dismissal from employment (*in German: Entlassung*), cancellation of employment relationship during a probation period, withdrawal from an employment contract and an administrative decision. The third part of this thesis is dedicated to legal concepts related to termination of employment relationship by legal acts, in particular participation of trade unions in termination of legal relationship, severance payment, mass layoffs and claims based on invalid termination of legal relationship. The last part of this thesis deals with legal events which could lead in the Czech and Austrian laws to termination of employment relationship, in particular passage of time and death.