

Abstract

Thesis title: Employment by Appointment

This thesis deals with Employment by Appointment. Employment by Appointment is atypical unilateral legal act, that is specified by the Labour Code as one of the two ways of establishing employment in Czech law system. The aim of this thesis is to describe and analyse the above listed problem, evaluate its importance for current labour relations, highlight some problems in its application and finally to bring up some considerations de lege ferenda.

This thesis is divided into six chapters. The first chapter describes the charter and usage of the Employment by Appointment legal institute in Czech law. The second chapter delves deeper into the evolution and development of Czech labour law, with the focus on the history of the Employment by Appointment legislation. In the third chapter I have looked into the establishment of employment, its essential elements as subject, object and content, with a more detailed analysis of staff manager legislation.

The fourth chapter explains the content and formal requirements of Employment by Appointment, the possibilities to establish the fixed-term or indefinite employment and the managers contract. Here I also describe the relation between this institute and employment based on contract.

In the fifth chapter I take a detailed look at the termination of Employment by Appointment, withdrawal and resignation of the appointed employee, the service of documents and redundancy payment. I have also looked into the reason for the redundancy notice. In the sixth chapter I have compared Czech and Slovakian legislation. Finally, to conclude I have summarized the thesis and in the de lege ferenda brought up possible future changes to the legislation.