

Summary

Notice of termination of employment

This thesis aims for closer analysis of current legislation of notice of termination of employment. The thesis also refers to other ways of termination of employment as it is important to put notice of termination into a broader context. Second aim of this thesis is to offer proposals of amendments *de lege ferenda*. These proposals should reflect the protective nature of labour law as well as endeavour to adjust labour law to modern needs of flexibility.

The thesis consists of eight chapters. The first chapter introduces labour law in its basics and describes its relation to civil law from both historical and modern perspectives. Second chapter reveals and describes the structure of both national and international sources of labour law. Third chapter analyses basic principles that affect employment relationship and links them to basic principles of civil law. In fourth chapter, the thesis focuses on other forms of termination of employment in current legislation.

Following four chapters are the core of this thesis. Fifth chapter describes current legislation of notice of termination of employment including notice of termination by both employee and by employer, all legal reasons from which employer can terminate an employment and any other possible limitations employer or employee has. Sixth chapter attempts to describe current legislation of employer's duties throughout and after the termination of employment. Seventh chapter briefly outlines issues arising from invalid terminations.

The last chapter aims to put together everything that was described in the rest of the thesis, in order to offer possible amendments *de lege ferenda*. There are five points that either repeatedly appear in literature or that the author finds potentially helpful in matter of enhancing the flexibility of employment while keeping security standards of labour law and labour code in particular.

The author finds current legislation appropriate and up to today's needs, though voices of some authors desiring for more flexible legislation should be paid attention to as requirements of both employers and employees change rapidly and need appropriate legislation, which will help them in their relationship rather than be an obstacle.