

## **Abstract**

The aim of this rigorosum thesis was to systematically describe the ways of termination of employment from the point of view of Czech law, Peruvian law and selected institutes and to compare each other. The presented work can be divided into three parts – the first part describing the Czech legislation on termination of employment, the second part examining Peruvian law and the last part containing their mutual comparison, highlighting areas of possible inspiration.

The first chapter is devoted to general labour law in the Czech Republic, it describes its concept, principles and functions, the specifics of labour law and its placement in the system of Czech legal order. The second chapter describes the employment relationship, its elements and its origin. The third chapter describes all forms of termination of employment, both by legal action and by legal event. The emphasis is put on termination of employment by the employer, as this is the most problematic way of terminating the employment with the most comprehensive legal regulation. The fourth and the fifth chapters are dedicated to Peruvian legal regulation. As in the Czech section, the first chapter is devoted to general labour law. In this case, the general chapter is grasped in a way that describes the sources of labour law in Peru, the theory of labour law as a legal sector, the employment relationship and the concept of job security. The fifth chapter then briefly describes the individual ways of terminating the employment relationship, as in the Czech version, the widest attention is paid to termination by the employer. The last sixth chapter deals with the comparison of the previous separate sections, both regulations are evaluated and their similarities and differences are highlighted. The conclusion of the thesis is devoted to areas of possible mutual inspiration of both countries from the perspective of *de lege ferenda*.

## **Keywords**

employment termination – labour law – employment - employee – employer – Peruvian labour law – employment termination in Peru

## **Title of rigorous thesis**

Ways of Termination of Employment in Czech Republic and in Peru