This thesis deals with the issue of grounds for notice of termination of employment. It also analyses institutes that are closely related to this issue, like termination of employment in general, notice of termination and its requisites, protective periods, or employer's obligations that arise from notice of termination in certain cases.

When evaluating and assessing the legislation it’s necessary to keep in mind two legal principles, the principle of flexibility and the principle of protection of the weaker party (the employee). In the legislation of termination of employment and in labour law in general these two principles clash. One of the specifics of labour law is relatively rigid and enforced legislation that tries to equalize the inequalities in the employment relationship between employee and employer by, among other things, tying the possibility of the employer to terminate employee’s employment on fulfilling particular material requirements. In practice, this legislation can be perceived as excessively restrictive.

In particular, the thesis focuses more closely on these material requirements that need to be fulfilled in order for the employer to be able to terminate the employee’s employment. The grounds for notice of termination themselves are defined exhaustively in the Labour Code and we can divide them into three categories, grounds for termination based on structural changes, grounds for termination based on the health of the employee and grounds for termination based on the employee’s person, actions or omissions. The individual reasons are described in the thesis with special attention being paid to the case law, which provides definitions and interprets issues, which could be regarded as contentious.

The conclusion of the thesis focuses on the possible future and development of institutes that were described in the thesis. It outlines the possibility of omitting the exhaustive nature of grounds for termination and implementing tying notice of termination to relatively inexplicit concept of justifiable cause. Also mentioned is the legislation of the notice period and along with it, the possibility of implementing a new institute based on opting out of the notice period in exchange for monetary compensation.