

## **Abstract**

Notice of termination of employment relationship after private law recodification

Main theme of my thesis is notice of termination of employment relationship after private law recodification. I have chosen this topic, because every labour relationship termination and especially notice of termination, can have essential influence to every single person in productive age and even to his family. Law provides protection to both employers and employees, but to employees, as a weaker contracting party, is protection provided in wider range.

I have divided my thesis into seven chapters, many of them are divided further. The first chapter is about labour law in general. The second chapter describes relationship between labour and civil law, from the Labour Code from 1965 to present time and also the principle of delegation and its change by Constitutional Court of the Czech republic fading into the principle of subsidiarity. In the third chapter I have stated the most important international documents, which are regulating notice of termination of employment relationship. Fourth part of my thesis describes employment relationship in general, ways of its termination and legal facts, which are leading to the termination of employment relationship in general. Key chapter is chapter number five, in which I am writing about my main theme – notice of termination in formal and contentual aspects, about ways of delivering and withdrawal of notice of termination and notice period. Part of the fifth section are also ways, how employment relationship can be ended by employer and by employee. In the end of this section, I'm describing participation of labour union in terminating of employment relationship, collective redundancies, protection period and exception from prohibiting the possibility of notice of termination by the employer. The sixth chapter describes conditions, when notice of termination of employment relationship is invalid and which claims are in favour for employer or employee in case of invalid notice of termination. In conclusion, in the seventh chapter, we can find duties, which has the employer in the notice of termination, which are golden handshake, certificate of employment and report of work activities.