

ABSTRACT

Rigorous thesis deals with specific questionable aspects of employment and professional relationship termination with focus on examination and analysis of particular money reimbursement types, supposed to balance out such unpropitious situation, an employee (or employer) is entitled to by terminating the employment according to the legal code of the Czech Republic.

Every employment termination brings not only rights to harmed ones but also liabilities for both the employee and the employer. By moving towards such inclinations we are easily getting carried away with the feeling that employment termination is an easy and simple matter. We omit other causal links and risks that may arise for either of the parties involved by such actions.

My work is divided into five chapters. After the opening Chapter One comes the second chapter which focuses on specification of labour-law relations, employment, particular methods of employment termination and their legislation.

Chapter Three is devoted to compensation institute being the most used money reimbursement type for employment termination as well as its legislation, purpose and associated questions.

In Chapter Four I write about non-compete clauses and qualification agreements in increasing and deepening of qualification and labour-law compensations connected to such matters.

The fifth chapter follows with treatise about professional relationship, which represents a public-law relationship in comparison to employment, its termination and associated compensation. Severance payment issues according to the previous labour-law relations legislation, that is Law No. 65/1965, is being discussed in this chapter, too. I also write about severance payments for soldiers, members of law-enforcement agencies, statutory

representatives, other authorities, judges and Members of European Parliament.