

## **Abstract**

This diploma thesis deals with the topic of the notice of termination of employment in the Czech labour law. The thesis sets out multiple primary goals. The first goal is to introduce the reader to the context of the legal framework of the notice of termination of employment, including an analysis of selected case law relevant to the topic. The second goal is to provide a comparative outline via the exploration of Belgian labour law and its legal regulation of the notice of termination of employment. Thirdly, the author reflects the findings gathered throughout the thesis and offers some amendments *de lege ferenda*.

The diploma thesis is divided into eleven parts. The first three parts relate to the general description of the matter – the first is devoted to the labour law in the context of the legal system of the Czech Republic, the second is devoted to specific characteristics of an employment relationship and its subject and object. The third part discusses the termination of employment in general and it also takes into account the strategy of flexicurity. The fourth part aims at enlightening the effect of the international law and the law of the European Union on the legal regulation of the notice of termination of employment. The fifth part is devoted to the notice of termination of employment and its requirements in general. The consequent sixth part is concerned with the notice of termination of employment given by the employee, it also deals with the notice of termination of employment in connection with the transfer of rights and obligations arising from the employment relationship. The seventh part is a crucial part of the thesis, focusing on the notice of termination of employment given by the employer. This part describes the reasons for termination of employment, including relevant case law. Special consideration is given to a protection period, exceptions to the protection period and a severance pay. The eighth part explores the matter of a void termination of an employment relationship. The ninth part is very important as it provides an excursus to the legal regulation of the notice of termination of employment in Belgium. The tenth part analyses a conceptual amendment to the Labour Law Code proposed in 2016 in order to uncover the legislative trends as regards the legal regulation of the notice of termination. The last part reflects the findings gathered throughout the diploma thesis by offering suggestions *de lege ferenda*.

In the conclusion, the author of the thesis evaluates the legal regulation

of termination of employment as a functional body with a vast case law of high quality. The author, however, highlights that it will be necessary to react to the increasing demand for more flexible rules on the notice of termination of employment.