

Summary

The purpose of my thesis is to analyze the ways, how the employment contracts are terminated in the European Union. The method of my research is to briefly analyze the labour codes (statutes) of the particular European countries dealing with the termination of employment contracts and then compare them, determine conclusions and emphasize the differences. During my research I worked mostly with the original statutes/regulations of the particular countries and also with the relevant professional literature. Among the kinds of labour contract terminations I always prefer the notice of termination and I focus on it. I have chosen these countries to compare : Austria, Czech republic, France, Germany, Slovakia and Sweden. I focused my research on the comparison of Germany with Czech republic, which is actually the main part of my thesis.

The thesis is composed of six chapters, each of them dealing with different aspects of the termination of employment. Chapter one is introductory and defines basic terminology used in the thesis and also its structure.

Chapter two examines the most important international/European legislation and documents concerning the subject of employment termination. The chapter is dealing with the international labour standards, especially how the employers are secured by these standards in the case of termination their employment relationships.

Chapter three is subdivided into three parts and provides an outline of the ways, how the termination of employment contracts are regulated in the four chosen countries. Part one is introductory, part two outlines the common for all countries, part three contains the particular countries – Austria, France, Slovakia and Sweden.

Chapter four concentrates on the Czech law. First it briefly describes all ways how to terminate an employment contract in the Czech republic. Then it focuses more detailed on the notice of termination. In the last part of this chapter I analyze a particular case of a Czech court dealing with the notice of termination.

Chapter five concentrates on the German law. The structure is similar to the chapter four. At the end of this chapter I compare the two law systems with each other and try to emphasize the differences.

Conclusions are drawn in chapter six. The main aim of the finishing chapter is to prove if my initial goals (defined in chapter one) have been reached. I also try to define the role and importance of employment termination in the perspective of the contemporary

economic crisis. I suggest that the comparison of different law systems is not only a way to learn something about other countries and their law, but it also helps a lawyer to better orientation inside his own law.