

## **The ways to terminate the employment relationship**

The purpose of my thesis is to analyze the ways to terminate the employment relationship. The thesis deals with the theme of the termination of employment relationship in aspect of the legal regulation of the Czech Republic and compares the ways to terminate the employment relationship with the Slovak legislation.

The thesis is composed of six chapters. Chapter One is introductory and defines basic terminology used in the thesis. Chapter Two deals with various ways of termination of employment, such as the termination of employment relationship by agreement, by notice, by immediate termination, by termination within probationary period. The termination of employment relationship by agreement is a bilateral legal act, in which an employee and employer agree on the termination of the employment relationship, the employment relationship shall terminate upon the agreed day. An employment relationship may be terminated by giving notice on the part of the employer or employee. Notice must be given in writing and delivered to the other party, or otherwise it shall be invalid. The employment relationship terminates upon expiration of the period of notice, is at least two months.

An employer and an employee may immediately terminate an employment relationship and must make the immediate termination of an employment relationship in writing, wherein they must define the reason in terms of deed in such a way that no confusion with another reason shall be possible, this to be delivered to the other party within the determined term. This chapter include a collective redundancies, claims from invalid termination of employment relationship.

The employment relationship can also be terminated based on a legal event, with which the Labor Code associates the termination of employment relationship, such legal events are employee's death, the employer's death; the empire of the agreed period, an achievement age.

Chapter Three contains the claims related to termination of employment relationship. Such claims include employment evaluation, confirmation on employment, severance pay.

Chapter Four is focused on the ways to terminate the employment relationship according to Slovak Labour Code. The Slovak Labour Code and the Czech Labour Code are based on the Act No. 65/1965 Coll., therefore the Slovak Labour Code regulates almost identical the ways to terminate the employment relationship as the Czech Labour Code.

For example, the different is length of notice period. The Slovak Labour Code distinguishes the length of notice period according to duration of employment relationship. If notice is given to an employee who has worked for the employer for at least five years, the period of notice shall be at least three months, otherwise is at least two months.

Chapter Five contains the claims related to termination of employment relationship. Such claims include employment evaluation, confirmation on employment, severance pay. The amount of severance pay depends on the duration of employment relationship. The employee shall be entitled to severance pay on the termination of the employment relationship amounting to at least twice his average monthly income. If an employee has worked for an employer for at least five years, he shall be entitled to severance pay amounting to at least three times his/her average monthly earnings. Chapter six contains the summary of the most significant differences in the compared jurisdiction.