

TITLE:**Legal Acts Aimed at the Termination of Employment****SUMMARY:**

The reason why I choose for my thesis the theme Legal Acts Aimed at the Termination of Employment is that I think that this theme is very topic and important. I suppose that almost everybody has experience with termination of employment but not everybody knows the effective legal regulation.

The purpose and goal of my thesis is to summarize the effective legal regulation of legal acts aimed at the termination of employment regarding to substantial changes which contains the amendment of Labour Code No. 365/2011 Coll., and to point to various problems and disputed questions which might arise in the practice of law. In the conclusion I try to evaluate the effective legal regulation of legal acts at the termination of employment and to propose some possible changes of this legal regulation.

The thesis is consists of seven chapters, introductory and conclusion. Most of them dealing with different types of legal acts aimed at the termination of employment. I pay attention to legal regulation of the delivering of these legal acts and to problems of legal claims concerning the invalid termination of employment as well.

In the introductory I would like to explain why I chose as a theme of my thesis Legal Acts Aimed at the Termination of Employment. I state systematic structure of this thesis and brief content of individual chapters.

In the chapter one I try to focus on general employment termination and to highlight different position of participants of the employment and following necessity of bigger protection of the employee. I make an effort to well arrange structure of all ways aiming at termination of employment and to explain some terms related to termination of employment also. In subchapter I devote to defining of term the legal act and with respect to the theme of my thesis I am specifically interested in subjective legal facts aimed at the termination of employment.

The second chapter is directed on agreement on the termination of employment. This chapter is divided into three subchapters in which I concentrate on defining content and formal appropriateness of the agreement and the process of it bring forth.

In the most extensive chapter three I focus on a notice. At first I am concerned with its general appropriateness, subsequently deal with an employee notice and an employer notice and individual notice reasons. I pay attention to the matter of ban employer notice, presence of trade union at employer notice and mass dismissal as well.

The next chapter four is divided into three subchapters and is interested in immediate employment termination. In subchapter I try to focus on general legal conditions of immediate employment termination which have to be fulfilled both employee and employer if they terminate the employment by this way. In other subchapters I devote separately to immediate employment termination by employer and employee.

The fifth chapter is devoted to termination of employment in probation period. First of all I deal with its formal appropriateness and afterwards with its legal conditions in the two subchapters.

In the sixth chapter I focus on delivering of legal acts aimed to the termination of employment.

The seventh chapter is related to claims to invalid termination of employment. This chapter is structured in four subchapters. In the first one I deal with changes which are contained in the amendment of Labour Code No. 365/2011 Coll., in area of invalid legal acts. In the second and the third subchapters I am concerned with claims to invalid termination of employment by the employee and employer side. The last subchapter deals with claims to invalid agreement on employment termination.

In the conclusion I try to evaluate the effective legal regulation of legal acts aimed at the termination of employment and to point to disputed points and in consequence to propose some possible changes of this legal regulation.