

Abstract

This work deals with problems of the termination of labor relation in the Czech Republic, as well as Slovak Republic. I approached this topic by comparing the currently valid regulations as stated in the Labor Codes of the Czech and Slovak republics. I consider thorough knowledge of this issue to be of great practical importance. I am convinced that labour is one of the most important attributes determining systemic functioning of the whole society. From the presentation of the labour as a basic means of production of any state system we can deduce a great amount of interesting information. The work is and always has been a prerequisite to our survival and is thus the foundation of any state system.

My thesis is divided into six separate chapters, each of which deals with labor law from a different perspective. The first chapter deals with the subject, purpose and content of labor law. The second chapter describes the history of the labor law and is divided into two parts before and after 1989. Therefore it also describes the situation in Czechoslovakia, where identical laws were applied in all legal sectors. The third chapter is concerned with the meaning of employment as a legal institute. In chapters four and five I described the termination of labor relation in the Czech and subsequently Slovak Republic.

However, chapter six is the most important, as here I made the comparison of different ways of the termination of labor relation in the Czech or the Slovak Republic. Here I described in detail the various legal institutions and grounds for the termination of labor relation in accordance with current legislation. Besides the actual comparison this chapter also contains a description of the comparison method I used. In appropriate cases I have also tried to formulate my own assessment of individual differences that emerged in the process of comparing grounds allowing the termination of labor relation.