

In my rigorous work I deal with questions of an employment discharge. It is a conventional labour-law institute that is a very important way of employment termination. In my rigorous work I try to span the given questions on a large scale.

At the beginning, I engage in historical rootage of the given institute and point out its development. I state particular legal regulations which had in general the importance to development of labour law, however, especially for the field of employment termination. In this part I also deal with the legal regulations of an employment discharge, just as it was contained in the labour code from 1965.

In the successive chapter I already devote to the employment discharge in terms of the valid legal regulations. I clarify here the term of discharge, its essentials, form, content, delivering, appeal, cancellation time, periods for claiming the discharge. I also deal here with subjects of the discharge and their competence to perform legal acts. I also describe here the discharge given by the employee and the discharge given by the employer in detail.

In other two parts I point out the cases of discharge prohibition and I discourse briefly about the institute of collective redundancies of employees. Consequently, I solve the questions connected with the employment termination by a discharge as are the working paper, work reference, time off for employment seeking and compensation. Then, I focus on the cases of invalid severance of the labour relation both from the employee's and employer's side.

In the chapter devoted to comparing of labour-law amendments in the field of employment termination at selected European Union states, I concentrate mainly on rarities' statement specific for individual named countries. I particularly devote to the employment discharge in this part, just as it is regulated by the Slovak labour code.

In the sections called Employment termination and European Union law and Employment termination in international documents I point out the individual international-law regulations and the legal regulations of European Union that affect the field of employment termination.

At the conclusion of my work I think about the current state of the given institute and I reflect on its movement and development within the frame of European Union. At the same time, I try to find here certain simplification possibilities of the current domestic labour-law regulations in the field of employment termination and I try to specify the particular solutions. The goal of my work is to analyse the current legal regulations of employment discharge institute (inclusive of related questions) and let the reader approach the historical development of this institute.

It also tries to clarify the legal regulations of employment termination contained in judicial codes of particular (selected) countries of European Union in a common way, and outline the current movement of the given institute within the frame of national and multi-national amendment.