

ABSTRACT

NYKLOVÁ, M.: *Termination of an Employment Relationship*. Prague: 2017; 268 p. Rigorous thesis at Charles University in Prague, Faculty of Law. Consultant of the rigorous thesis Vysokajová, M.

The Rigorous thesis deals with the termination of an employment relationship both by the employee and by the employer including related issues. The introduction is devoted to the necessary terminological definition of terms (such as the dependent work, employment relationship), to the subsidiary application of the Civil Code to employment relations and basic principles of employment relations, especially as regards the special legal protection of the employee in connection with termination of an employment relationship. The thesis discussed the various ways of termination of an employment relationship, which are distinguished by the Labour Code: Agreement on the Termination of the Employment Relationship; Notice of Termination Given by Employer (Dismissal), Notice of Termination Given by Employee (Resignation); Immediate Termination of an Employment Relationship; Termination of an Employment Relationship during the Trial Period; Termination of Fixed-Term Employment Relationship; the Death of the Employee and Employer who is natural person; the Termination by Foreign Citizens or Stateless Persons). The thesis also deals with the termination of an employment relationship in selected specific groups of employees, such as managerial employees, members of the trade union organization and members of the statutory body (concurrence of the employment relationship and the function of Statutory Director). The thesis is also dedicated of defects of juridical acts - putativity and absolute or relative negativity, including claims arising from void termination of an employment relationship. There are also mentioned some selected topics related to the termination of an employment relationship such as the duties of the employer to the employee in connection with the termination of an employment relationship (in particular severance pay - redundancy payment), delivery of documents and discrimination in connection with the termination of an employment relationship. In this thesis, emphasis is placed on analysis of current decisions of the Supreme Court and the Constitutional Court in connection with this issue. The conclusion is devoted to the brief valuation of the current legal regulation of termination of employment and recommendations de lege ferenda.