

Abstract

The thesis deals with termination of employment. The thesis focuses on various forms of termination of employment according to the then applicable legislation throughout history, i.e. before the enactment of the first legal regulation of Labour Law, which was Act No. 65/1965 Coll., The Labour Code, pursuant to Act No. 262/2006 Coll., the Labour Code, which replaced the above Act. Attention is given to the amendment of the Labour Code effective from January 1, 2012 which relates to arranging of a probationary period, termination of employment during the probationary period, the exceptions to the prohibition of dismissal, lengthening of the period of dismissal moderation of the court; sets a new reason for dismissal in section 52. h) of the Labour Code. This thesis also deals with the issue of termination of employment in EU countries (Finland, Belgium, Austria), namely agreement on termination of employment, dismissal and termination of employment during the probationary period.

Attention is also given the comparison of Czech law with foreign law, international documents, legislation and numerous case law. In conclusion, the modified institute mass layoffs and legal documents related thereto are examined, in particular Council Directive 75/129/EEC of February 17, 1975 on the approximation of the laws of Member States relating to mass layoffs.