

relationships. People are able to stay in touch with all the people whom they met and they know and with those, who speak different languages, live in different parts of the world, and have different interests. All these factors lead to the fact that cross-cultural boundaries are becoming increasingly precarious, opening the way for a global culture in all its manifestations.

Ilona Varkhomiy
Second-Year Student
Law School

Ivan Frank National University of Lviv
ESP Supervisor: *A.I. Radu, PhD, Assoc. Prof.*

TERMINATION OF LABOR CONTRACT: LEGAL ASPECTS

We define a labor contract as an agreement between two parties: the employee and employer (*the owner of enterprise, physical person or authorized body*) according to which the employee is obliged to perform the work which is fixed in this agreement and the employer is obliged to pay the employee the salary and ensure satisfactory conditions that are necessary for the performance of work.

The problem of the legal regulation of labor relationships by means of a labor contract is studied by V.H. Korotkin, P.D. Pylypenko. It is regulated by legal acts (e.g.: Article 21 of the Labor Code of Ukraine). Legal prerequisites necessary for compiling a labor contract are as follows:

- 1) availability of the enterprise, institute or organization where there is a job vacancy;
- 2) the working place of a prospective employee;
- 3) duties and responsibilities required to occupy a job vacancy;
- 4) the term when a new employee is to start working;
- 5) the determined payment of a new employee.

Termination of the labor contract. There are different kinds of termination of the labor contract. The first one is termination of the labor contract initiated by the employee. The employee may terminate the labor contract having informed the employer or authorized body about it in two weeks. It is the most typical evidence for termination of the labor contract. The second one is the termination of the labor contract initiated by the employer or his authorized body. It means that the employer can dismiss the employee.

There are different reasons for dismissal, namely:
a) dismissal in connection with the liquidation of the enterprise or decrease in the number of employees;