Summary

The present study discusses dilemmas concerning the legal ramifications of employment relationship in the case of academic teachers in public universities. In order to structure the discussion, five research problems have been identified.

An analysis of selected provisions of The Law on Higher Education and Science concerning the employment relationship of academic teachers led to the conclusion that the deregulation of the provisions contained in the previously binding Higher Education and Science legislation did not achieve the desired effect in all areas. Furthermore, as regards the content of individual provisions, numerous imperfections were noted and they should be eliminated in the next amended version of The Law on Higher Education and Science. The author created a list of amendments that should be made to the existing provisions and whose implementation would make the legislation optimal as regards the employment relationship of academic teachers.

The research conducted confirmed the author's initial assumptions. The most frequent reasons for the termination of employment relationship, ranked according to the largest number of cases, are: negative periodic evaluation of an academic teacher, considerable shortage of teaching hours, and the elimination of a job position of an academic teacher, while the most frequent reasons for the expiration of employment are expiration of appointment and death.

The research also confirmed that the number of sabbatical leaves, health leaves, and permissions related to secondary employment granted to academic teachers is small and during the five years covered by the present study the percentage of academic teachers exercising those rights saw a significant decrease.

In the above mentioned period, the number of academic teachers in the universities under research increased, the ratio of academic teachers to one non-teacher employee remained stable, while a substantial decrease of the ratio of students to one academic teacher and to one non-teacher was observed. However, it should be stressed that at the country-wide level there is a decrease in employment and a noticeable decrease as regards the ratio of students to one academic teacher and to one non-teacher employee. An analysis of the gender structure in the universities under research makes it possible to conclude that there are more female employees than male employees and that the ratio of women to men in the group of academic teachers is on the significant increase, which undoubtedly impacts the share of women in university

authorities – there are still fewer women than men in positions of power there, nevertheless their share is constantly growing.

This dissertation consists of four chapters preceded by an introduction which delineates the research topic and the related methodological assumptions. The first chapter concentrates on the issues related to the establishment of employment relationship of academic teachers in public universities, types of job positions, qualifications necessary for individual job positions, requirements towards academic teachers, the procedure of employing academic teachers, as well as the structure of employment in public universities. The second chapter is devoted to the most significant problems connected with academic teachers' employment relationship in public universities after it is established, i.e. nepotism, primary and secondary employment, working time system, remuneration, and periodic evaluation. In the third chapter the rights and duties of academic teachers in public universities are discussed, including issues connected with disciplinary liability. The last chapter offers an analysis of legal and pragmatic aspects of the cessation of employment relationship of academic teachers in public universities, i.e. termination of employment relationship and expiration of employment relationship, focusing on their most frequent reasons.

The theoretical assumptions as well as the results of the research conducted and the conclusions drawn constituted an attempt at systematizing and deepening the issues in question. Owing to its applied nature, the study can provide a basis for further in-depth analyses and reflections, and stimulate scholarly debates.