

ABSTRACT

The diploma thesis deals with the issue of damage and non-material damage caused by work accidents.

The first chapter describes the basic concept of legal liability and main functions of the employer's liability for damage caused to employees. The second chapter focuses on the basic assumptions, fulfilment of which creates an obligation for the employer to compensate employees for damage and non-material damage. It also describes the work accident as a legal term and discusses specific situations such as a heart-attack, a work injury during team-building or a work injury during a business trip using interpretation based, in particular, on a review of Czech case law. The employer is not always obliged to compensate employees for damage and non-material damage. Situations in which the employer is released from the obligation to pay damages and non-material damage are described at the end of the second chapter. These situations include violation of legal regulations or instructions, drunkenness or misuse of addictive substances and, last but not least, reckless behaviour of an employee.

The third part which is the core of the thesis, deals with individual types and scopes of compensations, namely compensation for loss of earnings, material damage and purposefully spent treatment costs. A particular attention is paid to compensation for injury and reduced employability where from January 1, 2014, Czech labour law differs significantly from Czech civil law. The conclusion of the third chapter is devoted to the scope and method of compensation for damage and non-material damage on the death of an employee. Especially in the case of one-off compensation for survivors, the labour law regulation will be assessed based on a comparison with civil law regulation.