Résumé

Liability for damage in the judicial practice

The intention of my thesis is to analyze the contemporary state of legal regulation concerning liability for damage in employment relations, considering not only the respective provisions of Act N. 262/2006 Sb., the Labour Code, as amended, but also with respect to the significant judicial practice.

The composition of this topic basically follows the systematics of the Labour Code. The script is composed of six chapters, each of which is further subdivided in order to preserve a certain sequence and hierarchy.

The opening chapter is dedicated to the theoretical conception of legal liability for damage in general, concluding with a brief article about the General liability for damage according to the Civil Code.

Chapter two describes the integration and the purpose of the practice of the courts in relation to the Czech legal order.

The third chapter provides a description of liability for damage in employment relations, including the explanation of the legal terms of “damage” and “inmaterial harm”. An article about the prevention from damage is attached as well.

Chapter four focuses on the liability for damage of an employee. In the first place, it deals with the employee’s general liability and then subsequently with all of the three special types of liability for damage.

Chapter five follows up the particular types of the liability for damage of an employer. Especially, it highlights the damages inflicted by work-related accidents and occupational diseases.

Finally, the sixth chapter reflects on the Labour Code’s common provisions regarding damages.