

Title of the rigorous thesis:

Employee liability for damages caused to the employer

Abstract:

The thesis deals with the issue of employee liability for damages caused to the employer. Its aim is to define the basic concepts related to the employee's liability for damages, to explain the employer's and employee's preventive obligations, and to define and compare the Czech, Slovak and French legislation. An integral part is selected case law that illustrates the current decision-making practice of the courts on this legal issue. The chosen topic is a very current issue, as damages caused to an employer by an employee are a frequent occurrence. This fact was the main reason for choosing this topic.

As regards the Czech legal regulation of employee liability for damages incurred by the employer, the thesis focuses on the different types of employee's liability for damages, the prerequisites for liability, the scope of compensation for damages and the possibility of waiving the employee's obligation to compensate for damages. Labour law places great emphasis on the protection of the employee, in particular by setting limits of compensation that cannot be exceeded. The current legislation on employee liability for damages incurred by an employer is stable and sufficient. The chapters on Slovak and French legislation contain their basic definitions followed by a comparison of Czech legislation.

Since the employee can insure themselves against the risk of causing damage to their employer, the thesis also includes the issue of insurance and insurance terms. It also recommends what the employee should pay particular attention to when taking out insurance to ensure that this risk is fully covered, and draws attention to the fact that some occupations have a higher risk of claims due to their specific nature.

The author based her work on the current legislation, professional literature, established court case law, real-life examples and experience gained as a member of a claims committee working for an employer.

3 keywords:

prevention obligation, employee liability, compensation for damages