

The degree paper "Employee's liability for damage" is aimed at liability for damage regulated in the Labour Code (not in special legal regulations where some differences exist). In the beginning the concept of liability in basic legal and employment connections including the characteristics of the employment liability and its functions is elaborated in general, using the legal theory. Further, the conditions of the creation of employment liability for damage are analysed, individual types of liability for damage regulated in the Labour Code are described, with concentration on their specific features, mutual relationship as well as differences.

Emphasis is put on detailed elaboration of general liability for damage and other liability relationships regulated by the Labour Code which are jointly placed in the concept of special liability for damage in accordance with legal theory. Within the scope of special liability the biggest attention is paid to issues concerning the conclusion of contracts of liability to indemnify the employer.

Furthermore, attention is paid to the extent and amount of compensation for damage caused by an employee with respect to individual employment liabilities, namely to limits restricting the amount of compensation for damage by an employee in the cases defined by the Labour Code.

The following part is focused on legal regulation of time limits for assertion of claims arising from employment relationships and, in the end, the review of possibilities to secure rights on the side of the injured party (employee) which are the named employment agreements is presented.

It is obvious from the analysis of the employee's liability for damage that the protection of an employee against liability for the caused damage is too strong and does not contribute to development of employment relationships in the current market conditions. Although certain problems occur in cases when a number of legal obligations is violated and consequently the general, special or civil employment liability occur at the same time, it must be stated that the employee's liability for damage in the Labour Code is regulated not only in details but also understandably for practical application.