

Abstract

Liability in labor law was originally regulated in Act No. 65/1965 Coll., Labour Code (old Labour Code) and was sufficiently developed. However, with regard to the development after 1989 the obsolete concept of labor law was still lingering on the border between public and private law. As of January 1, 2007 the new Labour Code (Act No. 262/2006 Coll., The Labour Code) became effective which initially respected character rather of old Labour Code, however, after the Constitutional Court and subsequent amendments its character departed from the character public arrangements to the private.

However the new Labour Code recorded in the area of liability only minor changes, especially regarding the amendment of certain terms in the liability, an increase of some compensation when liability for accidents at work and occupational diseases, however, still persists in the current Code since 2007 an adjustment to liability for accidents at work and occupational diseases which is regulated in the transitional provisions. Edit of this issue was included in the transitional provisions on the grounds that simultaneously with the acceptance of the new Labour Code was accepted the Act on Employee Accident Insurance Act (Act No. 266/2006 Coll.), but it has not come into the effectiveness. Therefore in this legal direction there can be criticized the fact that such an important institute of employer liability for damages would not become effective after such a long time governed by the transitional provisions, but rather the basic provisions of the legislation.

Legislation liability set out in particular in the specific legislation, Act No. 220/1999 Coll., Act No. 221/1999 Coll. and Act No. 361/2003 Coll., is separate legislation, and that is what the content of the responsibility for its validity has not changed significantly. The exception in this regard is still valid but inefficient Act No. 218/2002 Coll., which in its provisions relating to liability for damage refers to the subsidiary application of the provisions of the new Labour Code whether state employees or state (state organizational units).

In conclusion, the issue of liability in labor law, as it is discussed in this thesis, is largely consistent and continuous, although there are few separate laws, and in particular the adoption of the new Labour Code in 2006 was a significant change that

labor relations governed by this legislation. In this context, it should be a time to regret in accordance to the fact that a number of laws that were adopted earlier (eg. Act No. 218/2002 Coll.) or in connection with the new Labour Code (eg. Act No. 266/2006 Coll.) is not because of lack of financial coverage related to the incomplete reform of public finances currently still effective and their effectiveness is still delayed .

Klíčová slova – key word

Pracovní právo – labour law