

## Summary

Topic of this Master's thesis are sanctions for breaches of obligations of participants of labor law relationships. The first and the second chapter focus on the introduction into researched issue of legal sanctions. The author defines basic concepts which are relevant for the thesis. Then the author deals with the definition of the legal sanction and analyzes the relationship between the legal sanction and the legal liability. The author furthermore explains the basic behavior of the legal sanction and its significance.

The third chapter follows on term definition from the first part of the thesis. It consists of brief interpretation of chosen private law sanctions in the labour law. It presents sanctions as nullity of legal act, relative inefficacy of legal act, limitation of actions and preclusion and liability. The main part of this thesis focuses on liability of employee for damage.

The fourth chapter describes the division of labour law liability into different kinds. It also introduces the issue of liability for damage.

In the fifth chapter the author introduces the employee liability in context of legal sanctions and a detailed explanation of the valid legal regulation of employee liability for damage. It focuses on the General Liability, Liability for Non-Fulfilment of the Duty to Prevent Damage, Liability for Loss of Entrusted Assets that Employees are Obligated to Account For and Liability for Loss of Entrusted Things. The author deals with the adjustment of the Labour Code and supports the interpretation with various judicature.

The final sixth chapter concludes the issue of the employee liability for damage. The author evaluates the legislation of the liability of employee for damage from the perspective of the legal sanction and it's function. The last part is the author's evaluation *de lege ferenda*.