

## Abstract

In this study try to focus on the termination of employment contract between the employer and the employee after the employer got penal provision in Iraqi law, and comparative laws and the laws of France and Egypt.

The main part of this study was identifying the crime and punishment disciplinary statement elements with the similarities, differences between disciplinary and criminal penalties. The civil mistakes and there mechanism of their punishments and depletion of its impact or pardoned or erased or the withdrawal or death of the employee's place of punishment as well as who get the authorities of charge.

The author concentrates on the effects of the criminal provisions on disciplinary decisions. As the authority of the criminal provisions of a rule of public order that may not be violated or not followed in all areas. This was done by identify the concept of criminal and its governance and its impacts, as well as authentic and self-esteem this authentic with a range of criminal conviction of conviction or acquittal in disciplinary decisions.

It was important to concentrate on the termination of employment contract according to disciplinary authority in criminal conviction of a suspended conviction. In this study the abundant of employees after 9/4/2003 against some government employees of public officials in Iraq by the Coalition Provisional Authority was called abundant out of crime or punishments.

It was studies the dependency and supplementary punishments to the government employee due to the

application of penalties to the similarities between disciplinary and criminal sanctions. which resulted in a lot of similarity in several ways, including ways the expiration of these proceedings and the effects of its application which prompted us to return to his job and rehabilitation through indicate what terms of rehabilitation as well as procedures and methods necessary for the employee to take advantage of this right.

As well as the dependency and supplementary sanctions incurred by the employee due to the application of penalties to the similarities between disciplinary and criminal sanctions.