

Employment law in times of coronavirus pandemic

Abstract

This thesis on employment law in the coronavirus pandemic focuses on the impact of the pandemic on Czech legislation, presents the author's own view on the issue and offers a comparative view of the legislation of the Slovak Republic, the Federal Republic of Germany and the United Kingdom of Great Britain and Northern Ireland. This thesis takes into account the legal situation from 1 March 2020 to 31 December 2022 and is divided into six chapters. After a general introduction defining basic concepts and briefly summarising the employment legislation of the selected countries, the individual chapters follow and address important employment law topics in the context of the coronavirus pandemic. The second chapter focuses on impediments to work, assessing the various impediments to work related to the coronavirus pandemic on the part of both the employee and the employer, followed by contribution during periods of partial unemployment. The third chapter focuses on the ordering of annual leave as one of the options to deal with a crisis and examines the impact of the pandemic on the regulation of annual leave. Another theme is home working, as the coronavirus pandemic has triggered the rise of various forms of flexible working, with the need to reconcile employees' work and personal lives also coming to the attention. The fifth chapter is devoted to occupational health and safety, which is crucial to the performance of work not only during a pandemic. This chapter covers the topics of employee testing, vaccination, wearing protective equipment in the workplace, and its central theme is the assessment of covid-19 as an occupational disease or accident at work. The final chapter covers the area of termination of employment, with focus on the employer's options for termination of employment. Each chapter concludes with a comparison of the approach in selected countries and with a final assessment.