

# **Labour law relations during the pandemic of coronavirus**

## **Abstract**

The diploma thesis deals with selected aspects of labor relations in connection with the coronavirus pandemic. With help of the analytical method shows the current legislation and related issues in three major subtopics - covid-19 as an occupational disease, work duty of students and work from home. These are then further subdivided and within each are selected the most important and at the same time practical questions that need to be answered.

The first chapter addresses the covid-19 as an occupational disease and identifies the necessary conditions to be met in this regard. It shows in a practical example that this has happened several times, although this is not the rule.

The following section is devoted to the work duty of students, which were used several times during the coronavirus pandemic. Under normal circumstances, the unknown institute made a significant contribution to alleviating the overloaded system. In addition to the general introduction and the necessary legal basis, the payment of cash compensation, liability and the related draft law on labor help are an essential part. It was to resolve any ambiguities in the relationship between the working student and the (mostly hospital) facility, further specify the compensation currently being paid and clarify the problem of liability. With regard to the currently applicable act, which is the Crisis Act, the differences, pros and cons in question are outlined and, above all, the substantial changes that should be made are defined.

The last topic is the work performed outside the employer's workplace - home office. This method has been, is and will be used to a considerable extent and it was necessary to critically evaluate the effectiveness of the current legislation. With a focus on the differences between the regulation and the arrangement, as well as on compensations, some changes have also been identified that would help the current situation and could be a positive consequence of that in the future. The whole topic had to be assessed with an overlap to the constitutional level.

The output of the work is a reference to changes in the new situation, the need for different solutions and filling some gaps that naturally appeared. At the same time, it further illuminates the practical functioning of partial, but substantial and usable constructions.

**Key words: coronavirus, work duty, home office**