

In this thesis I am addressing the topic of safety and health at work. I chose this topic, because after finishing my studies I myself will also integrate into the work life, thus the issue of health protection would apply to me, as to an employee, as well. I felt the necessity to point out the possibility of health damage caused by the harmful factors of the work environment, according to the lack of attention paid to it not only by the employers, but also in general.

I divided my work into three main sections. In the first section I provide a briefing of historical and legal developments of work safety, I describe a current state of law - on international level, on the level of EU legislation and also on the level of national/ Czech legislation.

In the second section of my thesis I try to bring closer the function of the state in this area. I give an overview of rights and duties of employers and employees, as well as of those of self-employed persons, which occur in the employment and similar relationships. I show the former and current state of observance of these laws in practice by the interpretation of particular provisions of laws that have either direct or indirect effect on the given topic. Furthermore, in the second section of my thesis I deal with issues of risk prevention, work injuries and occupational diseases; this part I completed with charts illustrating the reduction of fatal work injuries in different regions of the Czech Republic in year 2009 against year 2008.

The final part of my thesis is devoted to the special issues of noise, as the negative phenomenon of the work environment and the health protection of young employees, as they represent the next generation of our work force.

The aim of my thesis is to show the possibility of achieving a higher level of safety and health protection at work when applying good laws of the area and to the right of the employee for health protection and safety at work, where the employer is bound to fulfil and protect these rights: to this principle is subordinated a number of laws and executive regulations. This should result in the reduction of health risks, thus a safer workplace for the man who spends at least one third of his productive life at work.