

Jana Krutská

## Analysis of Incapacity for Work Due to Disease or Injury and Presenteeism in the Czech Republic

### Abstract

The aim of this doctoral thesis is to provide the readers with as comprehensive view of the issue of sickness and accident rate of workers in relation to work attendance as possible. The dissertation deals with both absenteeism of sick individuals, i.e. the incapacity for work due to disease or injury, and presenteeism, that is the performance of gainful employment despite acutely impaired health condition. Due to the different nature and level of knowledge of the examined phenomena, each of them is devoted a different level of attention. The issue of the incapacity for work due to disease or injury is analyzed in more detail. Development of the parametric values is set in the context of administration and legal changes, which have occurred in the Czech Republic since the early 1990s, and conditionality of the occurrence of the incapacity for work due to disease or injury are further investigated based on individual anonymized data. In the part dealing with presenteeism, the dissertation introduces the readers to the basic findings that have been published so far about this type of addressing health incapacitation. Attention is also paid to the mutual comparison of the incapacity for work due to disease or injury and presenteeism, both on the basis of theoretical and empirical knowledge. In conclusion of the thesis, the level of absence and presence of sick employees at work is observed in the Czech Republic in 2009, as well as the influence of selected demographic and socioeconomic factors on the occurrence of both phenomena.