

Summary

The topic of the submitted diploma thesis are matters which restrict the performance of work activity as legal facts which cause a temporary suspension of work obligation. Therefore it interferes fundamentally into the labor-law relationship between the employee and the employer. As no employment contract is carried out, it brings along significant effects, especially on the social status of the employee. At the same time the employer faces difficulties connected with organization of assignments as well as increased costs of workforce.

The author of the thesis strives for a comprehensive description of this issue. In the first part of the thesis she gets a understanding of general definition of obstacles at work and their consequences in the labor-law relationship. The impact of obstacles on the stability of the employment, trial period and vacation is described in detail.

In the next part of the thesis the author deals with the current law concerning individual obstacles at work. She examines its necessity and up-to-dateness as well as the possibilities of future directions and changes of the law *de lege ferenda*. At first the attention is focused on important personal obstacles to work on the employee's part - in particular the employee's temporary sick leave, maternity leave, parental leave and care for a member of the household. The obstacles due to the public interests are also mentioned. In order to submit a compact characterization of the described issues the last part of the thesis focuses on obstacles at work which arise from the employer.

In coherence with the facts limiting the work performance, the length of the employee entitlement along with the material security is located in the center of interest, which is provided to the employee thanks to the legislation. Taking in account the protective function of the labour law the employee is protected with wage compensation from the employer or with social benefits during obstacles at work. The existence of said restrictions is visible in the area of public finances, and therefore the facts limiting work performance are a subject of many society-wide discussions. This produces the necessary changes in legislation. The author in this work evaluates some of the current drafts of legal regulations which have impact on said facts limiting the work performance.