

Abstract

Care of employees, with a focus on working conditions of handicapped ones.

The purpose of my thesis is to describe the evolution and current state of legislation applying to care of employees and working conditions of employees with a disability.

The thesis begins with an introduction, where I outline the reasons why I chose this topic, the method used, and the outcome that I intend to reach. The body of the thesis is divided into eight chapters.

The first chapter provides the reader with an outline of legal sources constituting the basis of this segment of the law, including the transition from the previous Labour Code to the current one, showing how the notion of care of employees has developed over time and explaining why care of employees should be distinguished from terms such as “personnel management” or “human resources management”.

It covers the functions and segmentation of care of employees and mentions both Czech and international (EU and non-EU) legal standards and regulation governing the subject matter of the thesis, as well as relevant international conventions and agreements.

It also contains a questionnaire the purpose of which is to compare the standard of care of employees at different employers.

It describes in detail the components that care of employees consists of, and proceeds to working conditions of people with a disability, who represent a specific workforce group, and the requirements their employers have to comply with. Then the thesis deals with current legislation and important tasks of this part of law.

A description of the situation of people with a disability in Norway is provided to allow a comparison with the situation in the Czech Republic.

The final part of the thesis summarizes issues pertaining to care of employees which the author believes to be most important.