

My thesis is trying to answer the question whether and how can social worker be of use in a private sector without giving up his/her traditional role. In this thesis, I am introducing a specialized field of social work, occupational social work, which refers to employer's provision of social services to their employees. I am describing main historical factors that led to the formation of this specialized field and also factors that have been influencing the field until today. I look at the development and formation of occupational social work from global perspective. I provide examples from five countries representing five different continents – Australia, India, South Africa, Germany and the USA.

Further on I describe particular roles within which a social worker can have a positive impact on employees whose work performance is dropping due to the negative influence of their personal problems. Apart from work with individual employees, a social worker can focus also on improving social climate of the whole enterprise. These roles have been unified and labelled as employee assistance program, which represents the most exhaustive set of psychosocial employee services. These services are provided in order to increase the productivity of employees by the elimination or mitigation of the influence of their personal problems.

The main goal of this thesis is to show the necessity and the usefulness of a social worker in the workplace of private companies, and the partial goal is to find out whether there is a demand for social workers in the private sector of the Czech republic. Therefore I first look at historical roots of occupational social work in our country and introduce a private enterprise that started to provide the first employee assistance programs in the Czech market.