

## **Resumé**

A person could say that from one angle the whole situation of occupational safety and health leads to a collision of two different interests of two different subjects. The main subjects are employers on one side and employees and society as a whole on the other side. Speaking of interests, there is an interest of making the biggest possible earnings and maximalization of profit, but on the other side there is an interest of maximalization of safety of the employees as a very expensive part of the business but a necessary matter of humanism and law. The solution lays on a compromise, a situation, where there is a guarantee of good safety for a reasonable price.

We have to see the state as the resolver of this situation because state is laying between these two subjects and their interests and we cannot place it on the side of employees or employers. On the other hand state can have a big influence on the whole situation due to its statutory instruments such as legal acts and other directives. State, however, also has to resolve some opposing views inside itself. These are the maximalization of profit of companies and thus high tax income versus its target seen in the lowest possible outcome due to old-age pension and social insurance paid to employees together with the highest possible age reached by each employee.

We can also argue by using the fact, that in most cases human power using the employees represents the main wealth of every company, this graduated by the qualification quality of European employees. In our legal system, every illness of of an employee in addition means wasted money from the treasury of the employer because such a not-being-used worker is still a worker with all his benefits but is not giving the employer back the money by making profit and this employer in addition has to deal with the need of ensuring a suitable compensation for this ill employee.

Occupational safety and health fulfils its aims not only on the workplaces, but thanks to its wide range of objectives also grants

protection to households and the whole society. It precedes the situation when a family is left without a breadwinner due to for example a work injury with a result of employee's death. This again leads to a finding that labour law is closely linked to the law of social security. Death of a person, whose salary is the main money income of the family will most probably lead to a need of helping such family by the state using social care. This will ofcourse lead to higher outcome from the state treasury and beside this we cannot forget about the not realized income to the state treasury by each employee who died in the productive age, this sum calculated in millions of crowns.

Occupational safety and health has a significant influence on many subjects, starting with suppliers and final consumers, through surrounding companies, inhabitants of the neighbourhood and ending with the environment as a whole.