Title of thesis: Obstacles to work on the employee's part

Author: Mgr. Petra Koubová

Abstract

The rigorosum thesis seeks to carry out a comprehensive analysis of the different kinds of "obstacles to work on the employee's part". This subject is treated as generally associated with labor relations as well as with the obstacles at large and their systematic classification. Chosen out of a broad spectrum of individual types, the obstacles thus analyzed were primarily those with particular personal and/or family relevance for employees, especially the temporary incapacity for work; the maternity leave; and the parental leave. These topics were addressed not only in their matter and purpose but also as regards their impact on financial security and other circumstances. Covering also other obstacles to work, the analysis attempted to expound the merits and purposes of the relevant provisions, always in consideration of (1) the specific Labor Code context, (2) the generally applicable legal principles, and (3) other acts of legislation and judicial decisions. The work also tackles the issue of harmonizing family and professional life, not forgetting about references to foreign, international and EU legislation, and reflecting recent legal changes and *de lege ferenda* proposals.

The thesis is divided into five thematic chapters. They are preceded by an introductory summary and at the end we find a conclusion summarizing what the thesis is about, evaluating the important passages and telling them the views of the author. The first chapter tries to define the very concept of obstacles at work, evaluates them in a broader context and presents their systematic overview. In the second chapter we can find a general introduction to obstacles to work on the part of the employee. The third chapter includes important personal obstacles such as temporary incapacity for work, maternity and parental leave, nursing or home care, child care, long-term care, and other important personal obstacles to work. The fourth chapter deals with obstacles to work due to the general interest, and the fifth chapter seeks to analyze the individual context of obstacles to work on the part of the employee with other labor law institutes.