

## **Summary of the doctoral dissertation**

### **Application of the *Therapeutic Jurisprudence* concept on the example of selected psycholegal soft-spots in individual labor law**

This doctoral dissertation discusses the assumptions of the original concept of Therapeutic Jurisprudence and the possibility of its application on the example psycholegal soft-spots in individual labor law, such as dialogue, conflict resolution and mobbing. The main research problem was to determine whether therapeutic considerations (i.e. beneficial for the psyche of the recipients of the law) are taken into account in the provisions of substantive law and the attitude of judges in relation to the above-mentioned problems.

Several research methods were used in the dissertation, i.e. the formal-dogmatic method, a review of legal, philosophical and psychological literature, and an empirical study of the jurisprudence of the Supreme Court and courts of appeal.

Chapter I presents the most important assumptions of the Therapeutic Jurisprudence concept and its key values. First of all, the importance of the therapeutic and transformative function of law, postulated by the creators of this idea, was highlighted.

Chapter II is a continuation of the considerations from Chapter I on the main value of Therapeutic Jurisprudence, i.e. dignity, which is a link between the philosophy of law and individual labor law and psychological aspects.

Chapter III illustrates the practical application of the title concept in terms of the image of an employee emerging from the analysis of the provisions of the Labor Code and the institution of dialogue, discourse and conflict resolution.

Chapter IV discusses one of the psychological soft-spot in individual labor law, which is mobbing. First of all, the definition of this phenomenon and the practical problems associated with it are highlighted. The core part of the chapter is an analysis of the jurisprudence of the Supreme Court and the courts of appeal, and the leitmotiv of this study was the example of the "model of a reasonable victim".

The whole dissertation was crowned with a summary chapter containing the most important conclusions and a bibliography. The work establishes that it is desirable to extend the catalog of legal functions with a therapeutic and transformative function, and to draw attention to psychologically sensitive places in law. It is also necessary to adopt a more humanistic

approach to the creation and application of law, focusing not only on the so-called legal needs, i.e. legal interest, but also human needs, i.e. human needs and rights plus, i.e. other extra-legal interests that the law should also take into account. The development of the theory of law with the concept of Therapeutic Jurisprudence is beneficial not only for the theory of law itself, but above all for specific dogmatic sciences.