

Abstract

This paper deals with the set of labour law relationships, which is collectively called atypical labour law relationships. At first, for the reasons of providing sufficient inside view regarding this problematic, which is connected to these relationships, the position of these relationships within the field of labour law itself is defined and necessary basic terms, which are essential for atypical labour law relationships, are presented and explained. Among these basic terms there is primarily listed definition of the term “dependent work”, but the term “flexicurity” is described thereto as well. Given the fact that it is possible to apply different approaches to the definition of atypical labour law relationships, the explanation of ways how to define the set of atypical labour law relationships follows the explanation of basic terms. In the paper, there is applied the demarcation using the definition of typical labour law relationship in the way that all the labour law relationships that differ from the typical labour law relationship are labelled as atypical. In the following-up part of the paper there can be found the characterization of some of the atypical forms of labour law relationships, which make part of the defined set of relationships. The point of view of national legislation as well as European legislation is applied for their characterization and their positives and negatives are evaluated, too. In the part regarding the point of view of the European legislation, the relationship to the primary as well as secondary legal sources of the European union is described. In connection to the European legislation some of the judgments of the European Court of Justice that substantially formed some of the parts of legislation of atypical labour law relationships and that defined the terms “worker” and “genuine and effective work”, playing substantial role in relation to atypical labour law relationships, are outlined. Among the labour law relationships, which are characterized concretely, there can be found: fixed-term employment relationship, agreements on work performed outside an employment relationship (which means the agreement on work performance and agreement on working activity), temporal allocation, employees of employment agencies and at last but not at least home-working.