

## **Abstract**

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The topic of this dissertation thesis is a debated issue called „homeoffice and homeworking“, which originates from „atypical and flexible forms of work/employment“, which are not captured in our labour code as a relevant section that describes legal foundation for setting up standards for employees, nor the employer. The Selected topic comes out of current needs of labour market, ergo needs from the companies, employers and employees. These needs are rising from changes and implementations of new terms and conditions for working out of employers work place, it also originates from demands of young population for more flexible and „free“ working time. It comes hand in hand with industry revolution called Industry 4.0.

The thesis is brainstorming about changing the established terms of atypical forms of work, if they even still are „atypical“ or did they become a new standard for employment relations. Dissertation thesis describes to date atypical forms of employment and mutually compares them together. It is also focusing on comparing labour law in our labour code and the labour code of Slovak republic. Next the thesis is focusing on very precise definitions of work at distant place with very specific focus on homeworking. It describes the differences between homeworking and homeoffice very deeply. Thanks to the research that has been done and the informations gained from it about actual and relevant needs and hardships of employees and employers that are using this institute of atypical forms and employment I created a new law proposal for changing and adding necessary things to our labour code in section 317. The proposal is supported by real numbers and demands, all gained from research.

This thesis also includes explanatory memorandum that answers to the questions of changing the section 317 of labour code. The work describes reasons and motivations behind implementation of changes to our labour code.

Key words: atypical forms of employment, flexible types of work, flexicurity, work – life balance, homeworking, homeoffice, jobsharing, work from home