

Developmental trends in labor law in light of automation, digitization and robotization

Abstract

This master thesis deals with developmental trends in labor law in the light of automation, digitization and robotization. It analyzes the individual trends and gives the evidence that the dynamic pace of the Fourth Industrial Revolution has a significant impact on labor law sub-institutes and the overall labor-law paradigm.

The work itself is divided into four parts. The first and second part set out the starting points and basic concepts and analyze the developmental trends that have influenced the world of work since the beginning of human history. There is an emphasis on the similarity of historical development trends with current trends.

The third part of the thesis analyzes the current developmental trends in labor law by prism of the values established in the first part of the thesis. It focuses on the ability of the Czech Labor Code to regulate flexible forms of employment. At the same time, it emphasizes the factual changes in labor relations and the legal status of their participants in the digital era. It also analyzes in detail the trend of shared economy and its influence on the form of labor relations with reference to the case law of the Court of Justice of the European Union. It also takes into account the negative phenomena that affect employees and employers in the digital era. At the same time, it comes with *de lege ferenda* proposals where individual trends are not accentuated by Czech labor law.

The fourth part of the thesis focuses on the legal analysis of robotization in the context of labor law with an emphasis on its problematic aspects, which arise from the robotization for the participants of labor relations and other persons. This part also contains suggestions of possible legal regulation of robotization *de lege ferenda*.

The conclusion of the thesis shows that the developmental trends in labor law during the Fourth Industrial Revolution will change not only the sub-institutes of labor law, but also the labor-law paradigm. It is emphasized that in shaping a new labor law paradigm, it will be crucial that modern technologies affecting the nature of labor relations do not take control of these relationships, which must continue to be left to man.

Keywords: labour law, digitization, robotization