

Flexible forms of employment

Abstract

This diploma thesis deals with flexible forms of employment, as already mentioned in its title. The diploma thesis focuses mainly on the Czech legislation of these forms. However, the text also contains chapters dealing with flexible forms of employment that are used at the level of the European Union and the United States of America. The aim of this thesis is to map the current situation in the field of atypical forms of employment applied in the legislative framework of the Czech labor market, finding out whether and how these forms are used in practice, description limiting factors preventing their further development and proposing possible changes to the legislation for more effective application.

The thesis itself consists of the following five basic sections:

- General issues of flexible forms of employment
- Definition of flexible forms of employment
- Types of flexible forms of employment
- Development and future of flexible forms of employment
- Flexible forms of employment in practice

Of course, these sections are further developed. The main parts of the thesis are sections number 3 and 5. Section Three includes defining and describing individual flexible forms of employment. The forms that the Czech legal system knows are discussed in more detail. The Czech legal regulation of precarious forms of employment is also compared with the legislation of neighboring states (the Slovak Republic and the Republic of Austria). Other flexible forms, for a deeper absence in one of the above states, are described only in terms of their principle. Section five then focuses on the practical application of these forms of employment in practice. Within this section, several different employers were addressed, who subsequently provided important information on which is built this part of the thesis.

In conclusion of the thesis, it is said that this topic is not currently perceived by the professional public as actual. This may be accompanied by a smaller number of relevant printed sources that would address the issue of precarious employment. The conclusion is divided into four basic sections:

- Flexible forms of employment from the perspective of employers

- Flexible forms of employment from the perspective of employees
- Flexible forms of employment from the perspective of trade union representatives
- Flexible forms of employment from the perspective of the author of the thesis

The thesis concludes with the statement that the stated goal of the work has been fulfilled.

Klíčová slova: [flexible, employee, employer]