

Flexible forms of employment

Abstract

The purpose of this thesis is to map the flexible forms of employment currently offered by the Czech legislation as well as those that might possibly become part of the legal system in the Czech Republic. Flexible forms of employment are currently on the rise, and it is therefore relevant to address the possibilities offered by the legislation. Part one focuses on defining the basic terms of the legal and theoretical framework of flexible forms of employment and in this context also the importance of flexicurity as a concept that has shaped the forms of flexible employment in the recent years.

Second part of the thesis describes the specific forms of employment in terms of their legal regulation and what challenges are associated with the use of each individual form of flexible employment, furthermore this part explores aspects of flexibility that can be found within these types flexible employment. Examples of such flexible forms of employment mentioned include, but are not limited to, fixed-term employment, homeworking and, in terms of working hours, a condensed working week and flexible working hours.

The next part discusses new emerging forms of flexible employment, namely job sharing, employee sharing, interim management, casual work, as well as new forms of employment resulting from current technological development and the use of the internet and digital platforms such as crowdworking.

The aim of the final part of this thesis focuses on the insight into the possible future of flexible employment, which will be influenced by technological development. The fourth industrial revolution places new demands on employment and, in addition, a shift away from traditional forms of employment, which is also affected by generation Y and Z, who redefine the idea and form of work. The needs of both employees and employers should be taken into account when creating new legal framework of flexible forms of employment.

Keywords

Flexible forms of employment, flexibility, fourth industrial revolution