

Abstract

The modern globalized world is developing rapidly thanks to communication technologies. This trend brought about the need for new and atypical jobs and flexible forms of work. National legislations are responsible for allowing such flexibility. These new forms of work as well as atypical jobs make it possible to better reconcile personal and working life and lead to increased labour productivity, which is in the interest of both employees and employers. This is closely related to the concept of flexicurity, which represents the effort to strike balance between the flexibility of labour law relations and the protective function of labour law. This balance is the legislator's goal. However, said goal is challenging to achieve, given the opposite interests of employees and employers.

This thesis is divided into four main chapters and subsequent subchapters. The introduction is focused on a general introduction to the topic and objectives of this proposal.

The first chapter summarizes the concept of flexicurity and European and Czech efforts to achieve it. Then it proceeds to the description of its implementation in Denmark with advantages and disadvantages of the possible use of this model in the Czech Republic.

The second chapter focuses on the definition of the key terms: atypical form of employment, flexible form of employment and flexible form of work performance and their mutual distinction.

The third chapter analyzes the flexible forms of employment and work performance used in the Czech Republic in detail. For each form their function, advantages and disadvantages from the perspective of employers and employees are stated. Additionally, it mentions several *de lege ferenda* proposals, which focus on the implementation of possible changes which could bring improvement for a more frequent use of these forms of work and better position of employees.

The fourth chapter deals with selected foreign flexible forms of employment and work performance. Equivalent to the third chapter it describes their function, advantages, disadvantages and evaluation of their implementation suitability into the Czech legal system, and if appropriate, under which conditions.

The conclusion offers a brief summary of the individual forms along with more possible de lege ferenda proposals.