

Abstract

The thesis aims to present to its reader all social law instruments currently available in the Czech legal system, serving to adjust the employment relationship individually, particularly working conditions. The intention here is to introduce the widest possible spectrum of flexible opportunities of work and to inspire employers and employees to negotiate working conditions most favourable for them. This step should change the labour market in a way that the knowledge of flexible instruments leads to the expected growth of potential employees, and consequently to greater economic prosperity of employers. The basis of the whole proposed adjustment lies in the idea of satisfied employees who are more efficient and capable of maintaining their position on the labour market for the longest possible period of their working life solely because of appropriate individual arrangements. Let us assume that an employee who gains more freedom due to flexible conditions, leading in turn to a reconciliation of his/her work and personal life, will be more satisfied, stable and less stressed at work than another employee who has to choose between these two essential parts of his/her life and give preference to one of them on a day-to-day basis. Cases like the latter end up in burnout, as well as in physical and psychological problems, where continuing in work is not possible anymore. To avoid the mentioned issue of the 21st century, it is more than desirable to consider flexible legal instruments at the beginning of any negotiation of the employment relationship. Much of the thesis emphasises flexible setting of working time, as well as flexibly chosen workplace (or alternatively, flexible place of employment).

Apart from an appropriate setting of common work schedule, consideration should be given to possible life situations of employees which could suspend the employment relationship in whole or in part, or at least modify it for a certain period. This is the reason why the next part of the thesis is focused on selected employees' important personal obstacles related to their family life and on adequate social security benefits, all in the context of recently adopted Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU. Furthermore, the author of this thesis presents an option how to include the individual EU requirements into Czech legal framework and makes a suggestion how to amend relevant national laws.

As far as this thesis is concerned, it should be noted that its content provides a comprehensive overview of how social law, an amalgamation of both labour law and social security law, responds to the demand for a freer and more independent composition of an employment relationship. Moreover, it also contains pros and cons of individual flexible instruments.