

# **Part-time jobs in the Czech Republic and in the Federal Republic of Germany**

## **Abstract**

This diploma thesis deals with the legal regulation of part-time jobs in the Czech Republic and in the Federal Republic of Germany. It is a labour law institute which helps to coordinate the personal life and work life of employees. It is also known as the concept of work-life balance. The other institutions following the same purpose are e.g., home-office or flexible working hours. Although it's demand in the countries of the EU, including the Czech Republic, is rising, it's still not widely used in the Czech Republic. The diploma thesis takes a closer look at the legislature of part-time jobs in both countries and then compares these legal regulations. Purpose of this thesis was to verify or refuse the hypothesis, whether the Czech legislature is as conservative and insufficient as it is portrayed in the media and by the common public. Focus of this thesis was also to evaluate the German legal regulation and assess whether any labour law institutes regulated in German legal regulations are a suitable inspiration for the Czech legislator. From the overall analysis of presented legal regulations was ultimately confirmed the hypothesis that the Czech legal regulation is insufficient, outdated and specially does not correspond to the current demand of this institute. The Czech legal regulation of part-time jobs is brief and minimally suits the needs of the European legislature. The conclusion of this thesis finds desirable inspiration e.g., the entitlement for part-time jobs which in Germany belongs to every employee, which employment relationship lasts more than 6 months and fulfils other conditions stated by the law. We could find possible inspiration in the explicit enshrining of the prohibition of discrimination against persons employed on part-time job, which is currently also subject to EU jurisdiction. In conclusion, it should be noted that the Czech legal regulation of part-time job can probably undergo certain changes, at least due to novelisation of the Labour Code, which will probably come into force next year. Further novelisations of the Labour Code, which can bring Czech legal regulation closer to the standards of the EU, will probably follow soon.

**Key words: part-time jobs, legal regulation in the Federal Republic of Germany, flexibility of working hours**