

Working hours and rest periods

Abstract

The master's thesis deals with the topic of working hours and rest periods. These legal institutes are presented not only from the perspective of current domestic legal regulations *de lege lata* but also outline their historical development from the medieval period to the present, including their significant connections with both EU and international law. A significant part of the work is also dedicated to flexible forms of working hours, such as remote work, which popularity has increased in recent years, especially in the context of the global COVID-19 pandemic. At that time, this alternative method represented an ideal way to minimize the risk of disease transmission while allowing both employees and employers to continue their work activities.

Given that both working hours and rest periods affect nearly every economically active individual in the labour market, the master's thesis also briefly mentions related psychological impacts that can occur in an individual's life in connection with the setting of working hours and rest periods. Technological advancements in recent decades have been gaining momentum and bringing many changes in almost all stages of a person's life. This places significant demands not only on individuals themselves but also on legal regulation. It has become a necessity for the law to adapt to this unstoppable progress and be capable to respond adequately to the current needs of both employees and society.

The evidence of this pressing need was the approval of two significant labour law directives at the EU level in June 2019, which responded to the increased demands of individuals related to the growing trend of achieving a balance between work and private life (the so-called work-life balance). This led to legal changes also at the national level, resulting in the approval of an amendment to the Labour Code in September 2023. Therefore, the master's thesis has been prepared in accordance with the new domestic legal regulations, which will come into effect on October 1, 2023, and for employees working on agreements for work performed outside an employment relationship, it will take effect on January 1, 2024.

Keywords: Working hours, Rest periods, Amendment to the Labour Code