

# **Legal regulation of working hours**

## **Abstract**

This thesis focuses on the legal regulation of working hours in the Czech legal system and analyses problematic or controversial aspects of this regulation.

The thesis consists of three chapters. The first chapter offers a brief summary of the historical development of working hours regulation in the territory of the Czech Republic, from the 14th century to the present day, with a focus on the 20th century, and also describes important factors that have had an impact on the legal norms in question over time.

The second chapter lists the main national and international sources of law on which the current domestic regulation of working hours is based. Their importance is reflected in the subsequent in-depth description of the current legal regulation of individual elements of working hours. A significant part of this chapter is devoted to the methods of scheduling working hours and the related legal institutes that largely influence the possibilities of scheduling working hours.

Chapter 3 is the key part of this thesis, in which selected challenges of the current legislation, namely the length of working hours, the rules for uninterrupted weekly rest, the scheduling of working hours and overtime work, are examined in more detail. The individual subchapters provide an analysis of these selected topics and elaborate on the reasons that could lead the legislature to amend the problematic parts of the regulation. For each of the points described, *de lege ferenda* proposals and a defence of these proposals are provided. The most comprehensive assessment is devoted to a critique of the current options for scheduling working hours, in particular the so-called self-scheduling of working hours. Self-scheduling has been available to all employees from 1 January 2025, provided they reach a written agreement with their employer. The thesis further presents a more suitable model of scheduling working hours by the employee.