

Digitalisation of employment relations

Abstract

This thesis examines the legal aspects of electronic signing and delivery within the framework of employment relations, with a particular focus on the transposition amendment to the Labour Code introduced by Act No. 281/2023 Coll.

The aim of this thesis is to analyse the requirements for the validity of electronic legal acts, to assess the legal regulation of electronic signing and delivery, and to identify their practical implications. In doing so, it seeks to contribute to a better understanding of both the legal and practical challenges that digitalisation brings into the sphere of employment law.

The thesis is structured into three main chapters, each divided into subchapters. The first chapter clarifies key terms closely related to the digitalisation of employment relations: employment relations themselves, legal acts, and the form of legal acts. One of the subchapters dealing with the form of legal acts includes an analysis of the requirements for written form, which is crucial for answering the question of how to ensure the legal relevance and binding nature of an electronic legal act.

The second chapter focuses on the electronic signature, addressing both its theoretical foundations and practical aspects. To provide broader context, this chapter also discusses the electronic seal and electronic timestamp—tools that are closely associated with the use of electronic signatures.

The final chapter deals with the legal regulation of delivery in employment relations, under both the Civil Code and the Labour Code regimes. Attention is also paid to the historical development of this legal institute. Emphasis is placed on analysing the changes introduced by the transposition amendment to the Labour Code through Act No. 281/2023 Coll. The text concludes with a focus on the use of digitalisation tools in HR from the employer's perspective.

The thesis primarily employs analytical and descriptive methods. In the section on the development of delivery regulation in the Labour Code, the historical method is also applied.

Keywords

digitalisation, electronic signature, delivery