

Flexible work arrangement

Abstract

In my thesis I focus on flexible working arrangements, which, alongside traditional forms of employment, have been on the rise in recent years, mainly due to constant technological developments, the impact of the COVID-19 pandemic, and the changing needs of the labour market and society. In the introduction of the thesis I define what flexible work arrangements are and what forms of flexible work arrangements are known in the Czech Labour Code. Subsequently, the thesis focuses on the directive of the European parliament and of the Council on work-life balance for parents and carers which provides an important legislative framework for promoting flexible working arrangements and equality between men and women in the labour market.

This thesis focuses on three forms of flexible working arrangements, namely remote working, part-time job and job sharing. Each of these institutes is discussed in terms of its legal regulation, its advantages and disadvantages and its impact on employees. In the case of remote work, the thesis also focuses on how work-related expenses outside the office are handled and how work injuries are assessed. Last but not least, attention is also given to the right to disconnect, which is not yet found in the Czech legal system. However, given the proposal for a directive by the European Parliament and the Council on the right to disconnect, it is possible that this right will eventually have to be implemented into Czech law one day. In the case of part-time jobs, I also focus on who this flexible work arrangement is suitable for and what impact the decision of the Court of Justice of the European Union in case C-660/20 has on the assessment of overtime work in part-time jobs. In the chapter on job sharing, this thesis primarily focuses on introducing this concept and highlighting some of its challenges. The concepts of remote work and job sharing are then compared with Slovak legal regulations.

In the conclusion of the thesis, the findings are summarized, and adjustments to the legislative framework are proposed to promote the wider adoption of flexible work arrangements and eliminate administrative barriers. Some suggestions are inspired by foreign legal regulations.

Keywords

Remote working, part-time job, job sharing