

Digitization of Labour Law Documents

Abstract

Digitization as the conversion of data into a digital form that can be easily read and processed by computer is currently a process that significantly affects not only the field of labour law. Together with electronization, it contributes to the overall modernisation and adapts labour law to the needs of the 21st century. Currently, and not only in the Czech Republic, we can observe the legislator's efforts to increase the level of digitization and electronization.

The diploma thesis formulates several interconnected research questions. First of all, it tries to define the concept of digitalization, as well as the concept of electronization, which is a superordinate concept and shields many other concepts, including digitalization. Subsequently, the diploma thesis deals with the new legislation, which is significantly influenced by these concepts. In particular, the diploma thesis deals with the transposition amendment to the Labour Code effective from 1 October 2023, which introduced the possibility of electronic conclusion of certain employment documents and facilitated the procedures for delivery. The diploma thesis also includes a discussion of the newly introduced system of ČSSZ e-Dávky, which has electronized other sickness insurance benefits.

On the basis of the findings presented in the diploma thesis, it is evident that the Czech legislator is trying to modernise labour law to make it fit for the 21st century and to bring it closer to its recipients, for whom it should be clear, understandable and friendly, as it permeates the everyday life of every individual. These efforts are not only visible within the Czech legal system, but also abroad. Thus, in many foreign legal systems we can find various institutes that are already fully or at least partially electronized. Although European legal systems are similar thanks to harmonisation, in certain cases we can find different regulations of individual institutes, thanks to which we can inspire each other or, on the contrary, not repeat mistakes that have already been made.

Digitization and electronization are very significant recent trends that permeate the field of labour law and have already affected a number of institutes. However, we are still faced with ossified procedures and regulation that do not correspond to the times dominated by modern technology. Whether it is the legislators or society itself, it will be important for them to continue to strive for modernisation and to continue what they have already begun so successfully.

Keywords: digitization, electronization, labour law documents