

Atypical forms of employment

Abstract

This rigorous thesis deals with atypical forms of employment, including flexible forms of performance of work, defining the individual forms, describing the legal regulation in the Czech Republic and evaluating the practical use of different legal institutes, eventually in the context of related judicial decisions, while also discussing atypical forms of employment abroad.

The topic of atypical forms of employment is highly actual, because as a result of rapid technological progress and the related development of modern technologies, as well as the impact of globalisation and social changes, it is necessary to adapt the forms of work performance to the requirements of employees and employers and to enable the performance of work in other forms than it was before, while maintaining a certain level of employee protection but with a sufficient level of flexibility. This trend is, of course, gradually being adapted to the legal regulation, both in the Czech Republic and worldwide.

This thesis consists of an introduction, three parts, which are further divided mainly into chapters and subchapters, and a conclusion. The first part of the thesis deals with flexicurity in labour law, as it is a fundamental concept for atypical forms of employment. The second part of the thesis is divided into two chapters, the first of which deals with atypical forms of employment in the Czech Republic, where agreements for work performed outside the employment relationship, fixed-term and part-time employment, working time account, compressed working week, temporary assignment, agency employment, telework, job sharing and on-call work are discussed in detail. The second chapter of part two then introduces selected foreign atypical forms of employment. In the third part of this thesis, the author elaborates partial *de lege ferenda* proposals.

The thesis draws on a wide range of sources, including foreign sources, using mainly analytical, descriptive, comparative and partly historical methods.