

ALTERNATIVE WORK ARRANGEMENTS AS A MEANS OF RECONCILIATION OF WORK AND PERSONAL LIFE

The aim of this thesis is to answer the question of how legal regulation of alternative work arrangements can help an employee to reconcile his/her work and personal life and how all parties of labour-law relations can benefit from the introduction of such arrangements in a company. It aims to bring together the main problematic aspects and propose modification to future regulation.

The text is divided into eleven chapters in which I have tried to describe different types of flexible work arrangements including the possible contract provisions that could be used in an employment contract or a similar arrangement. Chapter One explains my reasons for choosing this topic. Chapter Two is an introduction to the problem and defines the basic terminology and reasons for using such arrangements. Chapter Three deals with the current situation on the labour market in the Czech Republic and considers how often the flexible measures are used. Chapter Four summarises related directives and other regulations of the European Union and characterises the obligations of our country with regard to European law.

Chapters Five to Eight describe different variations of each arrangement and are also focused on the Czech legal regulation of alternative work arrangements. The most common problems with the use of alternative arrangements in practice are also discussed along with their proposed contractual solutions. I have chosen to structure the individual categories of flexible arrangements on the basis of whether they include flexibility of time or flexibility of place. Chapter Nine briefly mentions non-employment work contracts, as they also enable an employee to adjust his/her personal needs to work.

Chapter Ten studies the use of flexible arrangements in practice and compares different approaches in state and private companies. It documents the actual types used in researched companies.

In the last chapter, Chapter Eleven I analyse the needs of contemporary society in the field of alternative work. I hope to have proven with this thesis that Czech law still has some gaps that should be filled in with provisions regulating certain aspects of alternative work arrangements. I suggest that new legislation should be passed in order to adapt labour law to

the modern ways of work that require employers to provide their employees with more flexibility in order to reach balance between their work duties and personal needs.

KLÍČOVÁ SLOVA – KEYWORDS

alternativní pracovní úvazky

alternative work arrangements

sladování pracovního a osobního života

work and personal life reconciliation

rovnováha mezi prací a soukromím

work-life balance