

The main aim of these rigorous thesis is to bring a general view on certain aspects of the organisation of working time, requirements for the organisation of working time, in respect of periods of daily rest, breaks, weekly rest, maximum weekly working time, aspects of night work, shift work and patterns of work and clarify above mentioned matters.

The first part of the thesis lists legal definitions of working time and other forms of working time both in the national and also European legislation including shift work.

The second part of the thesis concentrates on overtimes in general, describes that workers must be granted minimum daily, weekly and annual periods of rest and adequate breaks and also maximum limit on weekly working hours. The part is completed with actual judgement of European Court of Justice especially in health field.

Following section of the thesis is dedicated to weekly rest period, maximum weekly working time including overtime and annual leave. With respect to the European directives, member states shall take the measure necessary to ensure the harmonisation between national and EU legislation.

The thesis concentrates also on the frequent topic of readiness time and attendance records, which is one of the main responsibilities of employers. I tried to complete also this juridical institute with actual judgement of European Court of Justice and significant national judgements. Previous legal regulations did not impose liabilities to employers to keep working time records, which made difficulties with observance of the competent authorities.

The last part aims to observance of working time from the position of employer and describes its function and meaning and makes reference to protection of employer's property rights through possible observance by e-mails and camera recorders at working place.