

Abstract – Flexible forms of working hours

Flexibility is hotly debated term in the recent years and not only in a relation to labour market. This diploma thesis deals with flexible forms of working hours, which represents one of the means to achieve greater flexibility of labour law as well as flexible labour market. Increased options in adjusting working hours based on the needs of the subjects of labour-law relations contributes to more efficient use of employees work, provides new possibilities for some risk groups of employees on the labour market and helps employees in achieving work-life balance. These factors also have positive influence on unemployment rate.

The thesis is divided into four chapters, which are further divided into subchapters. The first chapter introduces selected legal principles with the regards to the subject of the thesis. Main focus is on subsidiary relation between civil and labour law and “what is not forbidden, is allowed” principle, which is crucial for flexible forms of working hours, followed by an overview of selected basic principles of labour-law relations and introduction of flexicurity concept.

The second chapter builds a foundation and much needed context for subsequent chapters by defining working hours and it’s legal regulation on national as well as international level. Further are described basics of legal regulation of working hours in Labour Code.

The subject of the third chapter is general introduction of flexible forms of working hours, their use, and explanation of their sorting further in the thesis.

The fourth chapter, that is the pillar of this thesis, presents individual flexible forms of working hours divided into two groups. Flexible forms of working hours regulated in Labour Code are presented first, followed by flexible forms of working hours that are not explicitly regulated in Czech labour law.

In the conclusion of the thesis there is the evaluation and the summary of actual legal regulation and use of flexible forms of working hours in the Czech Republic, their potential future development as a reflection of the considerations provided in the fourth chapter.