Abstract – Flexible forms of employment

This thesis deals with the flexible forms of employment as an alternative to an indefinite term employment with eight-hour working days and as an instrument for increasing employment relationship flexibility. These forms of employment, also called atypical or precarious, are attractive for employees who want to achieve a balance between their professional and personal lives, or for employers who can use these forms of employment as a competitive advantage or as an instrument to solve their economic problems.

The thesis is divided into introduction, conclusion and five chapters which are divided into sub-chapters. The first chapter briefly describes the terms and principles which are important for the characterization of flexible forms of employment. The second chapter contains the definition of flexible forms of employment, their enumeration and brief summary of the survey on how Czech employers use the flexible forms of employment. The third chapter deals with the flexible forms of employment provided for in the Labour Code. Namely fixed-term contract, agency employment, agreements on work carried out beyond employment, part-time job and homeworking. The next chapter deals with the forms which are not contained in the Labour Code, namely job sharing, compressed workweek, term-time working and on-call work. Each of these forms is characterized as well as the description of their Czech law regulation. Advantages and disadvantages for employers and employees are also included in this chapter. The fifth chapter contains a brief comparison of the Slovak and the Danish legislation as a potential inspiration for the Czech legislator.

The aim of this thesis is to give a comprehensive view of flexible forms of employment, which can be used in Czech legal environment and to present the possibilities for the new legislation in the Czech republic.