

Abstract

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The topics of rigorous thesis are some selected atypical forms of employment and flexible working arrangements that the Czech labor law not yet fully knows and uses. The chosen theme is based on current trends in labor law highlighting flexicurity as a mutual individual employment relationship between employer and employee, which through atypical forms of employment and flexible working arrangements allows the freedom and flexibility for the employer and the guarantee and protection by minimum labor standards on the part of the employee. This paper also briefly compares atypical forms of employment and flexible working arrangement with Slovak labor legislation. This paper describes and evaluates selected atypical forms of employment and flexible working arrangements – homeworking, job sharing, interim management, on call work, labor pooling and voucher system – both from the perspective of employers, who often promote greater freedom and flexibility of labor legislation and from the perspective of employees who are more interested in the introduction of atypical forms of employment and flexible working arrangements within certain limits set by labor laws in order to maintain the protective function of labor law. The thesis analyzes the pitfalls of introducing selected atypical forms of employment and flexible working arrangement in relation to the creation of a flexible labor market, discusses the possibilities and motivation for their use in the Czech labor law, and introduces some suggestions as to their possible legal regulation in the Czech labor law.

Key words: atypical forms of employment, flexible work arrangements, flexibility and security, work–life–balance, homeworking, job sharing, interim management, on call work, labor pooling, voucher system