The main theme of this thesis is labour time and its potential modifications. This thesis consists of eight chapters while the fundamental one is chapter two named: “Labour time, its duration and assignment” (in Czech: „Pracovní doba, její trvání a rozvržení“).

Chapter one deals with historical progress of the labour time legislation and corresponding sources of law with a special attention paid to Act no. 65/1965 Coll., Labour Code, as previously applicable and its comparison to the new regulation of labour time under Act no. 262/2006 Coll., Labour Code, as applicable.

Chapters two to six are focused on the systematic structuring and description of the most essential labour time constructs defined under the Labour Code.

Particularly chapter two deals with the systematic classification of labour time under the Labour Code and accents the EU legislation applicable thereto. The Labour Code, as applicable, is based on the “unforbidden is permitted” principle. Labour time is the time when an employee is obliged to perform labour for an employer as well as the time when an employee is ready to perform labour in compliance with the employer’s instructions. Labour time does not include breaks for food and leisure. Flexible labour time assignment can be used with even as well as uneven assignment of labour time. Working preparedness means time when an employee is ready to perform potential labour in compliance with the labour contract in urgent matters such labour must be performed also in excess of the labour time (working shifts) assignment but always on a place different from the working place agreed with the employer. A new construct in the field of labour time legislation is so called labour time account (in Czech: konto pracovní doby).

Chapter seven named: “Specifics of the labour time legislation for an employer - parent” (in Czech: „Specifika úpravy pracovní doby zaměstnavce - rodiče“) includes the legal analysis of the current legislation as well as the sociological and demographical excursus over the scrutinised theme. I dealt with de lege lata options that may arise from the current legislation to enable to employed parents a modification of their labour time and place so that their needs comply with the needs of their employer’s. I also dealt with de lege ferenda possibilities, particularly with the so called “Family support package prepared by the Ministry of labour and social affairs. The governmental family support policy ought to result in a higher support of family combined with labour as well as in the support of increased participation a parents in the care for small children. I especially emphasized the plans for creating so called mini playschools in the home environment and so called firm playschools and the possibilities related to shorter labour time. To manage both family and labour seems recently to be the most efficient the open labour time (in Czech: “volná pracovní doba”) and the option of working from home. In my opinion, there is a large space for state guaranteed employers’ relief and potential privileges to those employers that employ their employees in shorter shifts.

Chapter eight briefly summarizes the EU legislation mentioned in previous chapters as well as the essential international treaties that deal especially with labour law, labour time and labour conditions for women.