

Abstract

This diploma thesis focuses on atypical forms of employment, which have recently been frequently discussed also in the Czech Republic. Popularity of atypical forms of employment is increasing, because employees want better balance between family and work life.

Thesis presents various trends in employment such as flexibility, which is described regarding the European Union policy and labour law principles. It also includes a historical excursion into the emergence and functioning of the phenomenon of flexicurity and explains the concept of work-life balance in terms of its use within the Czech Republic.

The core part of the diploma thesis revolves around two atypical forms of employment: employee sharing and job sharing. It explains their functioning, maps their occurrence in the Czech Republic and appreciates their advantages and disadvantages. Also portrays how employee sharing is regulated and works in the Federal Republic of Germany along with usage and legal means of job sharing in the United Kingdom.

Diploma thesis is concluded by suggestions for legal regulation and application of employee sharing and job sharing in the Czech Republic based on the evaluation with the German and British regulations.

Keywords

atypical forms of employment, job sharing, employee sharing, flexicurity, work-life balance, flexible work arrangements