

ABSTRACT

This diploma thesis deals with use of alternative work arrangements. It introduces the topic of job flexibility and alternative work arrangements. It focuses mainly on the use of four main alternative work arrangements as provided by the International Labour Organization, which are: temporary employment, part-time work, temporary agency work and self-employment. The text compares data regarding these four alternative work arrangements in the European Union. The thesis also includes a qualitative research carried out in big organizations in Prague that assesses what forms of alternative work arrangements do they use, what are the reasons for opting for some of the alternative work arrangements in an organization and it identifies the most beneficial alternative work arrangements, applicant groups and job positions that the alternative work arrangements are used for the most.

KEY WORDS

labour market flexibility, non-standard employment, flexible working arrangements, temporary employment, part-time work, temporary agency work, self-employment