

Abstract

The aim of this rigorous thesis was to analyze the legal regulation of flexible forms of performance of work in the Czech Republic, through which it is possible to achieve harmony between personal and working life of employees. Therefore, the institutes of flexible forms of performance of work that employees use to harmonize their personal activities and work, are described in the thesis together with their advantages and disadvantages, their legal regulation including potential insufficiency of their current legal regulation and proposals for modification of such regulation and further, there are some recommendations for their contractual arrangements.

There is a general description of flexibility of performance of work in the first chapter of the thesis, including its division, connected directory and imperative character of the labor law and approaches of the European Union and the Czech Republic. In the second chapter, there is explained how the working hours and their scheduling work because that is a key topic for the other chapters of the thesis.

Following chapters are dedicated to the institutes of the flexible forms of the performance of work, concretely to the uneven distribution of working hours, reduced working hours, part time, flexible working time pattern, job sharing, working time account, compressed workweek, on-call work and work performed outside of the employer's office. Special attention is given to the flexible working hours which is characterized by possibility of employees to partly determine their working hours by themselves, and the work performed outside of the employer's office (teleworking, homeworking, home-office) which is characterized by performing work from other place than employer's office. The mentioned institutes have special attention because employees require them quite often these days.

In the end, the findings of the thesis are summarized, including possible notice of appropriate regulation of the relevant legal provisions relating to the institutes in the sense of *de lege ferenda*.