

Atypical Forms of Employment from the Perspective of Flexicurity

Abstract

The aim of this thesis is the assessment of the legal regulations of selected types of atypical employment from the perspective of the concept of flexicurity. It aims to analyze the legal regulations of selected types of employment, to identify key elements of flexibility, security and employee protection, and critically evaluate whether the current legal framework meets the requirements of the Czech labor market or not. In case of the requirements not being met, possible solutions shall be proposed within the considerations *de lege ferenda*.

This thesis consists of an introduction, four main parts, which are further divided into chapters and subchapters, and a conclusion.

The first part offers a brief introduction to labor law. The second part focuses on the concept of flexicurity, its origin, various interpretations of different professionals, and its utilization in employment policies. It describes several different types of flexibility, security, and employee protection, and their reflection in labor law institutions. The third part is concerned with employment, dependent work, and the distinction between typical and atypical employment.

The key part of this thesis is the fourth part, which examines specific forms of atypical employment, namely fixed-term employment, employment with shorter and longer working hours and telework. For each form of employment, the current legal regulation is summarized, and elements of flexibility and employee protection are identified, along with an examination of how they are balanced. Furthermore, critical evaluations are made regarding factors that influence their prevalence and its applicability in practice, and considerations *de lege ferenda* are presented.

The conclusion of this thesis provides a summary of the issues discussed and evaluates the alignment of the current legal framework with the needs of practical implementation.