

Abstract

This thesis deals with the issue of agreements on work performed outside the employment relationship. The thesis focuses not only on the currently valid regulation concerning this institute, but also on the changes that agreements on work performed outside the employment relationship are likely to face in the near future.

The thesis consists of six chapters. The first chapter places labour law in the context of the Czech law system and the second chapter places agreements on work performed outside the employment relationship in the context of labour law or labour relations. The following two chapters provide the reader with an overview of the features distinguishing agreements on work performed outside the employment relationship from the employment relationship itself, and other features typical of such agreements.

The amendment to the Labour Code is currently going through the legislative process, transposing the European Union Directive on transparent and predictable working conditions in the European Union and the Directive on work-life balance for parents and carers into our legal system. This part of the paper offers the reader an overview of the most important changes that agreements on work outside the employment relationship are likely to see.

The fifth chapter deals with specific agreements on work performed outside the employment relationship, i.e. the agreement on the performance of work and the agreement on work activity. It gives their characteristics, their mutual differences and also provides information on the changes currently being discussed in connection with the so-called consolidation package of the Government of the Czech Republic and the concerns raised by these proposals.

The sixth chapter introduces the reader to some of the foreign regulations, specifically the Slovak and British regulations of institutions similar to our agreements on work outside employment. This chapter, which concludes this thesis, aims to provide a characterization of foreign legislation and compare it with domestic legislation.