

Abstract

On 1 October 2023, most of the so-called transposition amendment to the Labor Code came into force, which brought many significant changes to the Czech legal system. Among them is also the anchoring of the new legal regulation of remote work, the legal regulation of which has been very austere until now. The aim of this Diploma thesis is to analyse the legal regulation of remote work with a focus on the transposition amendment. This analysis is intended to enable the evaluation of both the various forms of the amendment during its preparation, as well as the final wording of the provisions in the Labor Code that relate to remote work.

In the first part, the Diploma thesis is devoted on definition of remote work as one of the atypical forms of employment, looking at its definition, as well as its relation to related concepts and its historical development. Furthermore, the thesis deals with the legal regulation at the international and EU level, when the expiry of the deadline for the mandatory transposition of the WLB directive was one of the main impulses for the adoption of the new legal regulation. In following chapters, the thesis also elaborates on national regulation. It first describes the relationship of remote work to the fundamental rights enshrined in the Chapter of Fundamental Rights and Freedoms, then focuses on the Labour Code as it stood before the adoption of the transposition amendment.

Central to this is Chapter Three, which deals with the transposition amendment, where it discusses and analyses in detail the provisions relating to telework, including their various forms during the drafting process. Last but not least, the thesis describes foreign legislation. For comparison, the Slovak Republic was chosen, whose legal system distinguishes between regular and occasional remote work, as well as the Polish Labor Code, which contains inspiring provisions concerning the rules of health and safety when using this institute. The thesis then concludes with a summary of the individual findings obtained from a detailed analysis of the transposition amendment and presents *de lege ferenda* considerations.