

# **Telework**

## **Abstract**

The thesis deals with the issue of remote working arrangements, and in particular with regard to the recent amendment to the Labour Code, which came into force partly in October 2023 and partly in January 2024. The aim of this thesis is to describe and evaluate the amendment to the Labour Code, especially regarding its effectiveness and its ability to address the current challenges associated with remote working arrangements. The thesis provides a brief historical development of this institution in the Czech environment, explains the terminology used not only in the Czech but also in the European context and discusses the essential moments of the "new" institution of telework. These include the application for telework, the possibility of ordering such telework, the negotiation and termination of a telework agreement and its essential elements. Within the latter, it deals with the analysis of the place of performance of telework and the further definition of individual telework arrangements. The thesis further develops the area of working time scheduling, including a description of situations in which the employee schedules his or her own working time and situations in which working time is scheduled by the employer. In the relevant chapter, it deals, among other things, with the right to disconnect. The thesis then analyses the different types of reimbursement of expenses when performing telework, including its tax reflection. A separate chapter is devoted to the issue of health and safety at telework, which also covers the area of occupational accidents and diseases.

Within the individual topics, the thesis points out the weaknesses of the regulation and tries to overcome them in the framework of some *de lege ferenda* considerations. It highlights the introduction of the possibility of flat-rate reimbursement for teleworking. On the other hand, it draws attention in particular to the incorrect basic definition of telework and the long-standing absence of regulation in the area of health and safety at telework. Using mainly descriptive and analytical research methodology, the thesis primarily asks the question whether the amendment to the Labour Code, by introducing 'telework' in general, has created a functional legal institution.

**Key words: telework, amendment of the Labour Code, insufficient legislation**