

# **Legal instruments to ensure balance between family and work life**

## **Abstract**

This thesis deals with the legal regulation of achieving a balance between work and family life, a topical and constantly evolving topic that affects the lives of almost all working people.

The thesis first defines the basic concepts related to the issue of work-life balance and then analyses the legal regulation of the institute at international, European and national level. More space is devoted to work-life balance regulation at the EU level, with an emphasis on the WLB Directive, due to its impact on Czech legislation.

Subsequently, the thesis analyses the individual instruments of achieving work-life balance offered to working persons by the Czech legislation. These instruments are divided into 3 categories, with regard to their characteristics.

The first category includes certain obstacles to work on the part of the employee, which include, for example, paternity and maternity leave or nursing a child. The paper looks in particular detail at the regulation of parental leave and its negatives, and also proposes possible *de lege ferenda* solutions in the light of international comparison.

Another category is the special working conditions of certain employees, particularly parents of children requiring care. These workers have certain specific rights under the law, for example as regards the regulation of overtime work or business trips. The institution of the right to adjust working time at the request of a certain group of employees is also discussed.

The last category of work-life balance instruments consists of atypical or flexible working, which includes a range of forms of work, such as shorter working hours, flexible working hours or job sharing. The different types of atypical work are described with regard to the current regulation and the possibility of using them in practice. The regulation of home office is discussed in more detail, together with the newly emerging right to disconnect, the regulation of which is still in its infancy in the EU. Within this category, the thesis also focuses on agreements on work performed outside the employment relationship, especially the changes introduced to their legal regulation by the amendment to the Labour Code, which transposed the European TPWC Directive into Czech law.