

LIBERALIZATION OF THE CZECH LABOUR LAW

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Abstrakt

Liberalization of labor law is subject of this thesis. It deals with concepts and principles essential for the liberalization of labor law. They are: flexicurity principles, subsidiarity in relation to civil law, contractual principles, principle of "what is not forbidden is allowed". It deals with invalidity of legal acts, the question of a separate branch of the law. It mentions the issue of discrimination and loyalty towards the employer.

Subsequently it covers individual institutes devoted to labor law. First, it deals generally with issues of employment, including the issue of so-called "švarcsystem". It looks over the possibility of anchoring the institute of secondary employment and employment for a shorter period of time. It focuses on the employment relationship, defining elements of an employment contract. It considers modification of the term "manager", institute of an appointment and probationary period. In detail it deals with concept termination of an employment - both in general terms, as well by individual institutions. It deals with notice, immediate termination of employment, termination of an employment on probation; based on an agreement. Furthermore, withdrawal from a contract, termination of an employment for a specific time period, death, mass redundancies, possibilities to arrange a free time to find a new job. It explores the possibilities of a framework with respect to invalid termination of an employment. The paper also deals with changes in employment, allocation of an employee to another employer, agency employment, employment on fixed-term contract of work, contract for specific work. Part referring to working time mentions apart from general considerations regarding flexible working hours shortened working week, an account of working time, part-time work at home (telecommuting, teleworking, hot-desking), job-sharing, job-splitting, job-pairing, split-level-sharing, term-time-working. It also touches concepts, which are barriers to work, compensation to a damage, activities made by trade unions, works councils.