

# **SUMMARY**

## **Working hours**

The aim of this thesis that I set was a comprehensive analysis of the working hours issue. The main purpose was to summarize this area of labor law while taking into account the Labour Code amendment which came into force on 1<sup>st</sup> January 2012. The changes in the related legal terms were also included into this thesis because of the mentioned changes.

The thesis is composed of three chapters. Chapter One deals briefly with history of Labour Law and regulatory development. Author`s intention was to outline the process which led to the current form of working hours regulation.

Chapter Two focuses on contemporary working hours regulation contained in the Law no. 262/2006 of the Statute book – the Labour Code. The author describes legislative amount of working hours and schedules of working hours. Chapter Two is subdivided into seven parts which focus on related legal terms such as time of rest, overtime work, night work and standby duty.

The last Chapter concentrates on contemporary progress on the field of working hours regulation which was influenced by the negative impacts of economic situation. It resulted in forming alternative flexible forms of employment. These new trends are consequences of employer`s need to respond flexibly to market changes. That is the reason why we can more frequently find part time employees, working for the fix term, job sharing, teleworking or home working.

With regard to the presumed regulation of civil law, which should come into force on 1<sup>st</sup> January 2013, it is obvious that a recodification of labour law can be also expected. Therefore, it is providential to incorporate these newly used alternative forms of employment which I described in this thesis, into the new legislation.

## **KLÍČOVÁ SLOVA (KEY WORDS):**

Pracovní doba - Working hours

Zákoník práce – Labour Code

Alternativní formy zaměstnávání – Alternative forms of employment