

## **Abstract:**

Reconciling personal and work life represents one of the modern trends in the subject of the labour law. The purpose of this area is to offer employees more flexibility in labour relations in favour of their personal lives. The search for the optimal point of balance in personal and work life of an employee is getting to the forefront. In the discussions this subject is more and more popular and became an important topic in the public space not only in the Czech Republic, but also in other European countries, or on the grounds of the European Union institutions. This, combined with the needs and interests of the employers to maintain a functioning and competitive economy, represents the fundamental theme of this thesis. Setting up the system to suit both employees and employers represents a big challenge which is still waiting to be solved. This thesis points out in this area the possibilities of current legislature with their limits and offers potential future direction, because current legislature is insufficient in this area.

This thesis offers to the reader insight into current legislation in reconciling personal and work life, primarily through individual institutes of current labour law including basic historical context. This thesis explains the description of individual institutes, shows potential applications, and points out their positives and negatives. The mentioned institutes are further explained within the examples in practice. Furthermore, this thesis deals with gradual development of this area, especially under the influence of covid-19 pandemic. In the end, this thesis offers reflection on a possible future adjustment in reconciling personal and work life (i.e., possible adjustment *de lege ferenda*).

The main source of this thesis is current legislature with relevant literature, commentaries, articles, and other credible sources.