

Reconciliation of work and family life

Abstract

This thesis deals with the reconciliation of work and family life in the Czech Republic from a legal perspective. Finding a suitable balance between work and family life enables an individual to return to work sooner from maternity and parental leave. This balance also has a positive effect on the productivity of employees, birth rates, elimination of gender stereotypes and causes a reduction of the unemployment rate among women. The purpose of this paper is to provide a comprehensive overview of the number of articles of employment law and social security law that are relevant to the issues of reconciliation of work and family life, to analyze the relevant legislation, and to draw attention to some practical problems. Also, the paper will evaluate the impact of this legislative framework and legal institutes on work and family life and recommend alterations “*de lege ferenda*”. The thesis of this paper is that reconciliation of work and family life is an endless process and that there are several problem areas related to it that need improvement within the Czech Republic.

The work is divided into three chapters. The first chapter identifies the main issues related to the reconciliation of work and family life. It gives the overview of the international, European and national legal regulation of work-life balance. Furthermore, it deals with the specific working conditions and legal protection of pregnant workers as well as employees (both women and men) taking care of a child regarding the change and termination of the employment relationship. The second chapter defines atypical employment relationships and describes the most used forms within the Czech Republic. Furthermore, it evaluates their use in practice and their advantages and disadvantages in terms of reconciliation of work and family life. Lastly, it includes a brief reflection on “*de lege ferenda*”. The third chapter describes and analyses maternity and parental leave, benefits of sickness insurance and social support from the State during childcare, as well as the current situation of pre-school childcare services. The research leads to the conclusion that the main problems in reconciling family and professional life in the Czech Republic currently lie in the still existing inequality of women and men in work and family life, the limited availability of atypical forms of employment on the labour market and the inadequate supply of financially and locally available child care services for preschool children. Achieving equality between women and men, increasing availability of atypical forms of employment, as well as supplying financially available child care services for preschool

children are areas that the Czech Republic should pursue further in order to achieve suitable work-life balance.