

ABSTRACT

The aim of the thesis is to look on the impact of legislative framework on practice through the eyes of social workers in department of child protection. The point is approach the practice of this profession and impact of legislative to it, which can affect both the client and the worker.

The theoretical part of the thesis presents legislative framework, which limits practice of department of social protection. There is summarize The Constitution of the Czech Republic, the Charter of Fundamental Rights and Freedoms, the United Nations Convention on the Rights of the Child, social and legal protection of children's law and Administrative Procedure Code. Than in this chapter are processed gestation responsibilities related to child protection. The second chapter processed discourses in social work by Karen Healy (2005). The third chapter specifies legislative framework in selected parts of child protection. These are, for example, areas of guardianship ad litem, foster care, adoption, institutional care and curator for children and youth. The chapter is conclude by description of standards of quality for the department of child protection. In the fourth chapter is pointed out position of child protection in legal system of the Czech Republic. Thera are rights and obligations for employees, which are given to them by the legal system of the Czech Republic. The last chapter of theoretical part of the thesis is about ethical dilemmas that workers may encounter in their profession. It describes 3 ethical issues by Sarah Banks (1995), which can become ethical problems and dilemmas. The chapter describe selected dilemmas by Libor Musil (2004), which are directly focused on employees of department of social protection.

In the empiric part of the thesis there is processed research in which 4 semi structured interviews were conducted with two workers of social care, one worker of foster care and one curator for children and youth. The interpretative phenomenological analysis was use as method for analyse the interviews. 3 main topic were revealed by the analysis: Perception of legislative in practice, Bureaucracy and Working conditions. The respondents were describing perception of legislative frame mostly in same way, they see it as support, but in the same time it can have very negative influence for their practice. All respondents feels the influence in different parts of their practice according

to their position in department. All respondents have agreed on the main issue, which is that legislative framework is not created by people well versed and educated in practice and is not consulting with employees who directly work in the department of child protection in the time. They also made proposals for changes, such as reducing the influence of bureaucracy, defining the work position, when workers should be seen as social workers, they are currently classifies as officials according to salary tables and according to view of society. The research also showed that employees perceive themselves as social workers and they do their job in this way, but this is often prevents by current legislative framework, which affect the child protection practice.