

## **Reconciliation of family and work life in healthcare**

### **Abstract**

Reconciliation of family and work life is currently a topic of fundamental importance, not only from the perspective of the individual, but also from the perspective of society, as it relates to many issues of societal importance, such as the promotion of equality between men and women on the labour market, increasing the employment of women and motivating young couples to start families in order to increase the birth rate.

Although the topic of harmonization of work and family life is currently receiving relatively high attention, and the regulations of labour law and social security law contain a wide range of instruments supporting the reconciliation of family and work life, it shall be remembered that there are professions that are more accessible than others for harmonizing work and family life (especially, for instance, "white collar" jobs, with the possibility of relatively wide flexibility). However, there are also professions in which it is very difficult to imagine an employee working from home or using, for instance, flexible working hours, as the nature of that particular profession does not allow it. This diploma thesis is devoted to the conflict between the legal theory of the harmonization of family and work life with practice in a profession that is very specific in many respects – healthcare.

Healthcare is a field branched into many subfields, which are diametrically different from each other in terms of labour regulations, among other things. This thesis deals only with those subfields of healthcare that are the most specific within the framework of labour law - i.e., inpatient care in general, where the degree of flexibility is only very low.

The aim of this thesis is to discuss the changing importance of the family and its functions, to explain the basic principles of the issue of reconciling family and work life, to develop an introduction to the issue of labour relations in the healthcare sector with regard to their most significant specifications, and finally to process the results of research focused on the application practice of family and work life harmonization tools at a specific employer in the healthcare sector.

**Key words: reconciliation, harmonization, healthcare**