

Abstract

Harmonisation of work and family life - the perspective of Czech and European law

Harmonising work and family life is a very topical issue today. Employees no longer want to choose between work and care; they want the possibility to do both. The legal framework responds to this need – it creates conditions that support this harmonisation. This has a positive impact on productivity and employee satisfaction. Moreover, balancing work and family life positively influences societal factors, such as demographic stability and sustainable economic growth, making it a politically intriguing topic as well.

The thesis offers a comprehensive view of the work and family life harmonisation in the context of the current legislation in the Czech Republic and within the European Union, focusing especially on caregivers. The main goal of the thesis is to provide readers with a comprehensive overview of current legislation concerning the harmonisation of work and family life, particularly focusing on flexible forms of employment, obstacles at work from the employee's side, and financial security in situations where the employee cannot work due to caring for another person. The thesis further examines European law standards and their impact on domestic legislation, noting also the non-legislative initiatives of the European Union in the field of harmonising work and family life. Special attention is given to Directive of the European Parliament and Council 2019/1158 dated June 20, 2019, on the balance between work and private life of parents and caregivers, which plays a key role in regulating this issue.

The main point of interest are caregivers, for whom balancing work and family life is challenging, yet essential. The thesis addresses their needs and specific challenges they face. Specific legal tools supporting the possibility to harmonise work and family life are introduced, but it also mentions institutions whose adjustments the author considers inadequate. Furthermore, the thesis discusses the situation of the "sandwich generation," delving into the specific problems these people face when trying to balance the care of children and elderly family members with work obligations and proposes possible solutions.