

Abstract

Bachelor thesis „Možnosti harmonizace práce a rodiny z hlediska nastavení pilířů flexicurity v ČR“ deals with situation regarding the setting of two of three pillars of flexicurity (numerical flexibility and jobs protection, employment protection supporting functional flexibility) and possibilities of harmonization of work and family in the Czech Republic. The goal is to evaluate which actions of flexicurity there are in our country and what effect they have on the situation regarding the reconciliation of work and family roles and what could be improved in this issue. Within the evaluation of the current situation was described and evaluated the system setting of childcare, which contributes by a large degree to opportunities for females on labour market and thus also to harmonize work and family. The issue has been consulted from a gender perspective. Also the system of active employment policy and lifelong learning, which contributes to functional flexibility, was described and evaluated. The second part is created by the results of interviews analysis, which were performed by the author with experts from organizations such as MPSV, Hospodářská komora, ČMKOS or Gender Studies. The goal of this part is to show how does the concept of flexicurity and reconciling of work and family work in practice and to introduce positive and negative impact of current setting and impact of current reforms of MPSV for this area.