

Reconciliation of professional and family life

Abstract

This diploma thesis deals with the topic of reconciliation of professional and family life (work-life balance). The topic of harmonization of work and personal life is not new, as every employee had to and has to deal with it to some extent. However it has only become a frequent subject of discussion in recent decades. The times are changing, new technologies are emerging and employees and employers are expecting more and more flexibility from each other. For employees, the issue of work-life balance is thus becoming more and more complex as the line between these two essential spheres of life is becoming more blurred.

This thesis focuses on the different legal institutes that are supposed to help better reconcile employees' professional and family life. The first part of this thesis introduces the reader to the whole issue of work-life balance, provides a brief insight into the history of this topic, and draws attention to the unequal position of men and women in this context. The first chapter also sets out the legal framework for reconciliation at the international, European, and national levels.

The following chapters of the thesis are devoted to the specific legal regulation in the Czech Republic. The basic premise of work-family harmonisation is the protection of employees taking care of children and pregnant employees within employment relations. Thus, the starting point of the whole topic is the regulation of special working conditions for certain employees. The regulation of certain obstacles to work on the employee side, in particular maternity and parental leave, is equally important. The thesis also deals with atypical forms of employment, which are considered one of the most effective methods in this area. Various flexible forms of work are discussed with regard to the possibility of their use to better reconcile employee's work and personal life while pointing out any potential shortcomings of the existing legislation. The last chapter is dedicated to the material security of persons taking care of children in the form of state benefits. Attention is also paid to employee benefits and the right to disconnect, which is not guaranteed in the Czech Republic but has recently been discussed, particularly in the European Union.

Key words

Work-life balance, flexible forms of employment, harmonization of work and personal life