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- Všeobecná deklarace lidských práv

5.) Internet

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SUMMARY

Employment of women and youth workers and protecting their health at work

I think that topic of my thesis is today in the area of labour law quite actual and highly debated, so it should not be left out of attention. The purpose of my thesis is to analyse working conditions of women and youth workers and focus primarily on the protection of their health at work, because they are categories of employees, who need special care and conditions, because they are considered as a weaker part of the labour relation.

My work is divided into five chapters. In the first one I have described the development of Czech labour law regarding work conditions in the historical context and then I tried to capture here the most important changes introduced by the new Labour Code which came into force on the 1st January 2007. I put this part into my thesis just because I want to show the progress, changes and differences in Czech labour law which influenced today's law and labourship.

Due to focus of my thesis I deal in the second chapter with actual enactment safety and health at work which are concerned with more general.

The third chapter I consider the core of the whole work, because I described here in detail current legal regulation of working condition of women and youth workers in the Czech Republic. This chapter is divided into two subchapters. The first of them is concerned with women and the second with youth workers. I considered it more appropriate to divide women and youth workers into two separate subchapters, because each of these groups of employees has its own specifics according to their status in their employment relations and the corresponding legal regulation.

The fourth chapter is focused on the relevant international law. In this part of work I directed my attention towards the international organisations, especially OSN, ILO (International Labor Organization) and Council of Europe and their most important international treaties referred to women and youth workers.

In the last chapter I concentrated attention on the European Union. This supra-state organization has developed from the European Community. The Maastricht Treaty transformed the European Community into the European Union. The Czech Republic joined the European Union on the 1st May 2004 and from that day, the EC law became a part of the Czech legal system. This chapter also analyses secondary law of the European Communities and the practice of the European Court of Justice related to topic of my thesis is elaborated too.

I think it is very important to protect women and youth workers as a specific groups of employees and pay attention to them in the legislative. The need for special working conditions for women is justified by the biological, physiological and social differences between men and women. The women have irreplaceable role in society, it is the maternal role. And the specific working conditions of youth workers induces the healthy physical and mental development of them.

From my point of view current legal protection of women and youth workers is satisfactory, but the main task for every legislation system is the compliance with the legislation which must be properly monitored and enforced.

KLÍČOVÁ SLOVA

Pracovní podmínky žen a mladistvých; ochrana zdraví při práci

KEY WORDS

Working conditions of women and youth workers; protection of health at work