Resumé / Summary

Title: Problems of harmonization of work and family care - European trends versus situation in the Czech Republic

The purpose of my thesis is to analyse the current situation and problems of harmonization of work and family care, compare the situation in the Czech Republic in relation to other European countries and acquaint the reader with appropriate measures.

I chose the theme of my thesis for its contemporaneousness and also because these are the problems I will deal with soon.

The thesis composes five chapters. In the first chapter, I introduce reader to the problems in terms of comparing the problem in the Czech Republic and the European Union, indicating the impact on employment.

Chapter two outlines the historical development of the problem, the European Union directive on equality and discrimination and deals with the European social policy with focus on family policy.

In the following three chapters I identified specific instruments that solve problems encountered by today’s families.

The first instrument is parental leave, the maternity benefit and child benefit.

Another instrument mentioned in my thesis is pre-school facilities, which provide non-financial support for families through a kind of institutional day-care for young children.

In the last chapter of my thesis I deal with labour-law legislation allowing the compatibility of family and professional roles in life and outlining possible harmonization.

In the conclusion of my thesis I mention possible steps and solutions I reached after developing my thesis. These are mainly inspired by adjustments in other European countries.