

Abstract

The issue of employment of women in today's society and their position in labor relations is for me, as a wife and mother, very close. Obtaining the appropriate awareness of rights that current legislation provides is in the interest of every woman. For this reason I chose for this doctoral work theme called 'Specific working conditions of women'.

The aim of this work was to survey and evaluate current legislature about special working conditions for women, which is the focus of the whole work. The main theme - special working conditions of women cannot be held in isolation. Firstly I discussed about the status of women in society and in labor relations and also about the question of equality between men and women. The focus of this work is discussion about the current applicable legislation and also taking into account the necessary requirements and international legal obligations arising out of the Czech Republic's membership in the European Union, including some important judgments of the ECJ. The theme of the Special working conditions for women, which also contents the issues about maternal and parental holiday in order to ensure appropriate care for children, is closely related to the regulation of social security for workers in this period and also the possibility of provision of care for children at the time of returning to work.

From the words above it is clear that the Czech Republic in its protective legislation not only met the international obligations, but also the requirements of the European Union. The level of regulation of specific working conditions and related social security system is one of the highest in the European Union. Unfortunately, sometimes the legislation is not fully respected. Nowadays women still face unequal treatment by employers, especially in access to employment and management position and in salary conditions. There are some reasons of this situation. In Czech society, there are still stereotypical perceptions of the distribution of male and female roles, women for the fear of job loss do not use all their rights and also they face the problem of finding adequate care for preschool children, which is a major barrier to return to the labor market. The vast majority of women work full-time, which makes it difficult to

reconcile economic and social role of women. The solution would be the promotion of flexible forms of employment, but in general employers are not inclined to these forms. Despite the fact that Czech government's goal is to promote harmonization of work and family life, the progress of systemic changes and changes in public opinion are very slow.