

Summary

Title: Labour conditions of women with the parent responsibilities

Name and surname: Melanie Zajacová

Field of study: Social Work

Name of supervisor: prof. JUDr. Igor Tomeš, CSc.

Name of opponent: Mgr. Klára Vítková Rulíková

Keywords: labour market, labour conditions, women with the parent responsibilities, secondary analysis, labour law

The aim of the thesis is to map the current situation in the labour conditions of women in the Czech Republic and show whether the Czech Republic in accordance with the objectives set out in the European Employment Strategy contributes to the equality rights of women in the labour market or not. The basis of this work is a reflection on the current system, where women work in the same mode as men, despite of their different biological equipment.

For the treatment of the subject was chosen the method of secondary analysis of statistical data and research reports from the area of the work of women caring for children, a reflection of labour conditions and the legislation. Three case studies of selected flexible forms of employment are processed for the documentation.

The introductory part of the work defines the basic framework with the definitions describing the studied phenomena. Then follows a record of available data relating to the issue and their analysis of quantitative and qualitative terms. Next is a description of the current situation in the labour conditions of women with the parent responsibilities in terms of international law, Czech law, and their comparison. A separate section under the discussion of the results of secondary analysis reflects the above-mentioned theoretical anchoring problem supplemented by the facts of statistics and research reports, and adds a socio - political context. Continues reflection of practice, critical evaluation of existing possibilities of flexible forms of employment and a summary of what has been said and where it would be good to work. The final part includes practical documentation of selected forms of flexible employment through three case studies. The outputs of work are proposals of possible options by objective solutions - recommendations for legislative changes to the rule of law.

To create a space for better reconciliation of care for the family with the work and a professional fulfilment, the whole company have to face the same direction. It should see the importance of parent role of women and respect a need of the time investment in family, as well as the right of every woman on the professional career. Women should not be pushed back from the labour market or bear a dual burden (family and work). There is a need for fundamental change in the system. Conditions should be set up so that it is possible to connect a sphere of family and work according to the women's needs.

As the principles to be incorporated into the legislative of labour conditions are suggested the equality of the parties, the establishment of freedom in contracting and the inclusion of flexible forms of employment in a regular (not alternative) offer for both employers and employees, with adequate protection and guarantees of income