

Abstract

Diploma thesis „Woman family-work life balance and social state“ is dealing with the issue of woman coming back to work/on the job market after maternity leave as well as the conflict of family and work roles. Thesis is focusing also on other impacting factors of this issue – legislative, institutional and structural factors. Part of the diploma thesis is based on qualitative research (group discussion, one-on-one interviews), which is offering a different perspective on the topic from the side of personal attitudes and opinions of respondents.

Main methods used in diploma thesis are secondary source analysis, respondent analysis, partly-structured interviews and „focus-group“ method. The thesis is based on several theoretical approaches, mainly the welfare state theory, theory of labour market and theory of society, respectively family as a social institution.

Diploma thesis is divided into 14 chapters. The main part of the thesis consists of eight chapters, first one is oriented on stakeholder analysis of researched problem. The second surveys the current situation of families and the evolution of the situation. Next chapter concentrates on the structural conditions of the job market, its changes and the position of women on the current job market. Following part is focused on strategies of families, employers and social state of how to harmonize family and work roles more effectively. Specific tools of social state are introduced in the following chapter. The 12th chapter introduces the EU approaches regarding this issue. Last chapter is focused on the current situation in several social states and the comparison with Czech republic. The qualitative research and its results are introduced at the very end of the thesis.

The issue of work-life balance of mothers and their return on the job market is mostly impacted by institutional organization of social state, cultural and gender stereotypes. As visible from the results of qualitative research and from the analytical conclusion, the largest deficits come from the child care services, division of labor in the families and the lack of flexible employment.