

SUMARRY

The focus of this dissertation is the return to work of women after parental leave. The paper explores the topic of maternity and parental leave and care required by pre-school children. It further looks at the current employment status of these women on the job market, along with the offer of flexible forms of employment. The current situation in the Czech Republic is compared to other countries, mainly member states of the European Union. An empirical study based on a questionnaire survey is also a part of this paper. This survey examines the situation of a number of female employees of VZP ČR on parental leave as well as their managers and employees after return to work from parental leave. Based on the results of the survey, this paper proposes a programme, which should help female employees of VZP ČR with a smoother transition while returning to work.