

Summary

The focus of the thesis are the issues of equal status and equal opportunities for individuals caring for children, i.e., mothers and fathers, as this is an important topic of the current society and working relationships. The reason for that is the gradual transition from the classical family model of the father-breadwinner and the mother-caregiver to a modern dual-breadwinner model, with a significantly more equal position of women in society, in which both parents want to be involved both in the care and upbringing of their children as well as in the working environment.

This work compares legal regulations of the Czech Republic and the Nordic countries, namely Finland, Sweden, Norway, Denmark, and Iceland, whose family policies are described in the introductory chapters. Nordic countries have a rather specific approach in the area of family policy leading to a gender-neutral state where gender plays almost no role. They are focused on creating a fairly equal society with a pro-father approach in the form of a strong involvement of men in childcare and education.

The other side of such equality is the emergence of discrimination, described in detail in the third chapter. The support of families and their involvement in working life has given rise to a new discriminatory reason in labour law relationships, namely parenthood. The problem, in this case, concerns both women and men, and therefore a new area of labour law regulation is emerging, which deals with the status and capabilities of both parents.

The involvement of international organisations caused a significant shift in women's equality through progressive enforcement of the broad prohibition of discrimination, among others on the basis of gender, but also through the promotion of women's protection as mothers. This development has gradually shifted to European and national levels, both in legal regulation and in family policy, as described in chapters four to six.

The final chapters deal with ways in which legislators and employers try to facilitate the harmonisation of work and family life. The instruments are parental and maternity leave, as well as paternity leave, part-time work, flexible work or home work, but also other benefits, such as the creation of in-business children's groups. These methods aim at achieving the best possible reconciliation of the family and professional roles of both parents, i.e., combining active participation in employment with family life, as well as preventing their discrimination in professional life.

The aim of the thesis was also to find a suitable approach for the family policy in the Czech Republic, strongly marked by the pre-revolutionary development. The main inspiration could be the family policy in Denmark because it is the closest approach to domestic family policy. Harmonisation tools could, therefore, be to support the employment of both women and men during parental leave by increasing the number of places in pre-school facilities, but also motivating employers to create jobs with short-time jobs or part-time work from home.