

Abstract

Legal status of persons taking care of children in the labor market

This dissertation deals with the legal status of persons taking care of children with respect to their participation in the labor market. The dissertation provides a comprehensive analysis of the legal status of these persons, focusing especially on the employees' work-life balance. The dissertation deals in particular with the issues of working conditions of pregnant women, breastfeeding employees and employed mothers in the period of nine months after childbirth, and employees taking care of a child. The dissertation analyses the legal regulations of individual labor law institutes in relation to person taking care of children such as part-time work. The dissertation analyses atypical employment relationships resulting from the need to care of a child. In addition to providing an analysis of the current legislative framework, the dissertation also deals with contemporary case law, in particular the judicial decisions concerning part-time work. The dissertation describes overlaps with other areas of law, i.e. social security law and tax law, and identifies new trends such as the development of childcare services, in particular for children under three years of age, and process getting shorter parental leave resulting from changes in the legal conditions governing parental allowance.