

Legislation of the women's position on labor market

Abstract

The aim of this thesis called „Legislation of the women's situation on labor market“ is to describe not only current situation but also historic progression of women's position in employment relations. It is focused on the regulation of equal treatment and the prohibition of discrimination in international law, European law and Czech law and also on special working conditions of women, which are established for protection of female employees during pregnancy and maternity. I also try to acquaint readers with judicial decisions in this area.

Women's situation on labor market was not always great and they had to fought for better position. Traditional arrangement where house keeping and raising kids is naturally considered as women's responsibility is still common in most families. That is why lots of women have to learn how to coordinate mother's role and their job.

My thesis is divided into five chapters. First chapter is dedicated to evolution of women's position in society and on labor market from 19th century to the period after Velvet revolution in 1989. Second and third chapters are focused on equal treatment and the prohibition of discrimination. While the purpose of the second chapter is to define these expressions, the third chapter serves to explain international, European and national legislation of equal treatment and the prohibition of discrimination. At the beginning of the fourth chapter there is briefly discussed women's employment rate in the Czech Republic and the rest is dedicated to special working conditions of women where I try to describe all measures established for protection of pregnancy and maternity and other specifics of employment relations. The fourth chapter is divided into nine subchapters. The order of these subchapters is created as women experience them, it means that first come subchapters about special legislation for pregnant, then for breast-feeding and women shortly after childbirth and last for women who take care of older children. Last fifth chapter is about financial security of women at the time when they can not work because of late stage of pregnancy or because of taking care of their baby.