

Abstract

Women have always had difficulties balancing work and family. The political, social and economic changes that occurred after 1989 even intensified this dilemma, in particular the problem of ensuring child care for the youngest children (especially those under the age of three). Thus, the thesis deals with a topic of work/family balance, namely exploring two specific groups of women – women who employ baby-sitters for their children and women who work as baby-sitters. The thesis first examines women's employment level, the conditions for women to combine work and family, and theories contributing to this subject matter. Results are then derived from in-depth interviews with women representing the aforementioned groups of women. A typology of women can be found according to their job attitudes, also depending on status at work and employer's will to employ them even during their parental leave. Since women with small children face a variety of troubles, there are some consequences and possible implications for family policy to be suggested.

Keywords: family, female employment level, baby-sitting, job attitudes, mothers' satisfaction, family policy