

## Summary

The purpose of this thesis is to examine the legislation of parental leave in the Czech Republic and in Sweden in particular with respect to the possibilities of work-life balance, to evaluate an actual use of the system, its impacts on the individual labour markets and gender equality, to subsequently compare these two models and to propose amendments of legislation. The topic was chosen due to its significant impact on a vast amount of people and due to its currency with respect to a progressive change of perception of single parent's roles.

The thesis is divided into five chapters following the main aim of the thesis, a comparison of several legislations.

The first Chapter shortly describes the main terminology which has been used within the thesis and which is the main subject matter of the paper. Maternity, parental and paternity leave are defined mainly with respect to the purposes of the individual matters.

The second Chapter deals with the legislation of the European Union. The relation of the Czech and European law in this field in general is analysed at first. An overview of legal documents related to the so called "family friendly policies" follows and the core of the chapter is the description of particular legislation of maternity, parental and paternity leave based on corresponding directives.

The regulation in the Czech Republic is analysed in the third Chapter. The Chapter is divided into three subparts. The first Part outlines a general characteristic of labour law and social security law. The regulation of maternity, parental and paternity leave itself is described in the second Part which is introduced by a short historic excursion at first. The third Part then evaluates the described regulation in terms of an actual use of the system, gender equality and flexibility of drawing.

The fourth Chapter in general covers the same topics as the previous Chapter but it focuses on the legislation of Sweden. It is also the longest chapter and contains a general introduction to the Swedish legal system and a more detailed historic passage. The Swedish regulation itself features some institutes which the Czech regulation does not recognise and also due to the fact that a flexibility rate is high and all the eventualities must have been covered by the thesis.

The final fifth Chapter is dedicated to a comparison of the regulations in the Czech Republic and Sweden and to the conclusions of findings of the whole thesis following the individual institutes. The main part of the thesis focuses on comparing the different flexibility

opportunities when taking parental leave. It strives to point out what this freedom of taking influences and what impact it had should we draw inspiration from the Swedish model.

Thesis Title: Parental Leave as a Tool of Work-life Balance in the Czech Republic and Sweden