

Abstract

Work, and more particularly paid work, is an essential part of decent human existence. Current conditions on the Czech labour market cannot be considered friendly towards parenthood and parenting duties. The common pressure to fully adjust to the employer's needs and very limited opportunities of family-friendly forms of employment together with other factors have led to a situation where parents of small children (and particularly mothers) find themselves in a disadvantageous position. Family policies do not aim to improve that position and institutional child care does not have sufficient capacity. The qualitative research undertaken for the purpose of this thesis therefore focuses on personal managers as representatives of employers in the employee recruitment process, more precisely on conceptions (stereotypes) personal managers have of men and women, of parents in general and most importantly of parents returning to the labour market after their parental leave. It is very important to research these conceptions (stereotypes) because they are an integral part of the employee selection process and are reflected in the decision-making about hiring/not hiring an individual for a position.