

Abstract

This thesis investigates the factors that affect women's participation in the labour market during their parental leave. The aim is to find out, which factors help women to participate and which factors make it difficult. The theoretical part of this work describes the division of these factors into institutional factors and cultural ones., given by the family policy and division of gender roles in the society. Institutional factors that affect the participation include daycare, part-time work or home office, parental leave and parental allowance. Cultural factors include society's view on women's participation in the labour market during the parental leave and possible societal pressure against it, gender segmentation of the labour market and employers' attitude. The analytical part investigates the legislative basis of institutional factors and analyzes their support of women on parental leave seeking a job. Furthermore, the work shows views and attitude of women towards the mentioned institutional and cultural factors, based on a qualitative research between women, who are trying or tried to work during their parental leave. The greatest obstacles form participation in the labour market is insufficient daycare system combined with a low parental allowance. Cultural factors have smaller impact than institutional factors. Even though the society supports the women willing to work, the labour market stays gender-segregated and discriminates women with small children.