

Parents on the labour market in  
the Czech republic  
&  
What we do to help them

Aperio – Healthy Parenting Association

[www.aperio.cz](http://www.aperio.cz)

# Aperio – Healthy Parenting Association

- The mission of Aperio is to improve the situation of families in society
- Aperio promotes equality for women and men in the family and on the labour market
- In the field of obstetrics, Aperio advocates for the right of women to choose the method, place and type of obstetric services she wishes

# Our goals

- point out the actual needs of people who are currently raising children
- support the creation of job opportunities for people currently raising children
- foster equal participation of both parents in child-rearing and in the family
- broaden the range of services related to families
- promote legislative changes that will strengthen the rights of people currently raising children
- expand the availability of good obstetric services and foster the development of prenatal courses throughout the country

# Parents on the labour market & legislation

- Equal treatment for men and women
- Ban on diskrimination beacuse of sex (including pregnancy), marital status and family duties
- People currently raisning kids get special protection on the labour market

# Parents & the real situation on the labour market (2004)

- Women form 44,2% of all working people
- Rate of unemployment:  
women – 9,9%    x    men – 7,0%
- Rate of those who take care of children and the family:  
women – 8,5%    x    men – 0,1%
- The greatest difference between men and women in the rate of carrying out gainful activities appears at the age of 20 – 35 years
- Taking care of the kids and the family is one of the most frequent causes of discrimination on the labour market

# Parents on the labour market – leaves & benefits & work

## Maternity leave

- Only for women, 28 (37) weeks, maternity benefit - 69% of the salary
- They are not supposed to work
- During maternity leave parents must not be dismissed
- After maternity leave they get the same position at work

# Parents on the labour market – leaves & benefits & work

## Parental leave

- For both mother and father, up to the age of 3 of the kid, parental benefit about 130 euros a month
- During parental leave parents must not be dismissed
- After parental leave they get a position according to their work contract
- The benefit is independent of their income – they can work in any way and earn as much as they can

# The most frequent ways of carrying out gainful activities for parents

- Employee – a contract of employment  
women – 46,6%
- Self-employer – a trade licence (regulated or irregular trade)  
women - 27,6%

# Problems of parents on the labour market

- Employers are afraid to employ parents
- Low rate of part-time jobs (2005):  
women - 8,4%    x    men – 2,1%  
(EU: women – 32,6%    x    men – 7,3%)
- Reluctancy to introduce new flexible forms of work from the part of the employers
- Low flexibility of day-care services
- Self-employers – don't get the health insurance benefits when their children fall ill

# The results of our survey (2004)

Nearly 150 families with children up to the age of 15,  
Prague

- 55% of these parents have encountered discrimination on the labour market because of their family duties
- 92% need a job with a flexible regime because of their family duties
- Only 9% consider the current offer of jobs with flexible regime sufficient
- 58% were not able to find a suitable job as far as work-life balance is concerned
- 66% would appreciate a specialized consultancy service for parents on the labour market

# What we do to tackle the problems

- We publish and widely distribute specialized information materials for parents - leaflets, brochures etc.
- We publish a special magazine for parents and write articles for other magazines for parents
- We appear on radio and TV programmes for parents
- We monitor the legislative process and try to promote changes to improve the position of parents
- We run a free internet consultancy service for parents

# Free internet legal consultant service for parents

- Available at [www.aperio.cz](http://www.aperio.cz), in existence for 18 months
- Altogether nearly 4 000 questions, currently 10 - 20 questions a day
- Focused on
  - the situation of parents on the labour market (getting a job, dismissing, coming back after maternity or parental leave, carrying out gainful activities during parental leave etc.)
  - parental benefits and leaves
  - the rights of the clients of the health care related to giving birth

# How the internet consultant service works

- Parents insert their questions to thematic categories and get the answer by e-mail within 2 weeks
- All questions are answered by lawyers – specialists
- The answer has a fixed structure – it includes a list of relevant legal regulations and practical advice on how the client should proceed
- All questions and answers are available at the site for parents to look up information

# How the internet consultant service is organized

- We put ads on the internet and carefully test the new lawyers
- They get a detailed manual on how to work
- They have a flexible work regime - they work at home and answer as many questions as they can
- They can specialize on a particular topic - they themselves can choose the questions to answer (they get a password to get to the stack of the questions and make „reservations“ by inserting their name)

# The stock of the questions

<b>ID</b>	<b>Date</b>	<b>Question</b>	<b>Category</b>	<b>Answers</b>
1922982	14. 9. 2006	Good afternoon, I would like to ask you about ...	Termination of the employment	Tereza Nováková
1922920	14. 9. 2006	Good afternoon. I would like to start working after ...	Employment during parental leave	Marie Semandlová
1922824	14. 9. 2006	Good afternoon. I am going to have a baby in October ...	Parental benefit	
1922334	14. 9. 2006	Good afternoon. I have been on parental leave since ....	Starting employment after parental leave	Jaroslava Černá

# How the internet consultant service is organized

- We have the right to assign a question that remained unanswered in the stock to any of the lawyers
- Once a month the lawyers send us a list of answered items so that we could send them the award
- We organize meetings for them so that they can discuss the problematic issues (by this we ensure the uniformity of the answers)
- We communicate with the Department of Labour and Social Affairs to obtain explanation

# Parents give advice to parents

- The lawyers who answer the questions are in most cases women on parental leave from different parts of our country (also handicapped people)
- All of them are very glad to participate in the project

# Go for it !!!

- In 2005 Aperio provided job to about 70 people (including temporary jobs)
- About 85% of these people were women with little kids working on flexible regime
- All of us do our best – we are highly motivated
- It works !!!

# Aperio – Healthy Parenting Association

- [www.aperio.cz](http://www.aperio.cz)
- [aperio@aperio.cz](mailto:aperio@aperio.cz)

Táňa Chudáčková

[tana.chudackova@aperio.cz](mailto:tana.chudackova@aperio.cz)

+ 420 737 282 320