

Abstract

The thesis deals with the harmonization of family and work roles of workers without the possibility of working from home during the so-called first wave of the coronavirus crisis in 2020. The goal of this thesis is to describe the harmonization possibilities of family and the work roles in the Czech Republic. Another goal of this thesis is to find out what circumstances influenced the parents without the possibility of working from home to stay at work during the COVID-19 pandemic. Last but not least, the goal was set to map the harmonization of the family and of the work roles of the parents without the possibility of working from home during the COVID-19 pandemic in the Czech Republic. The theoretical basis of the thesis is the concept of *family-work* conflict in conjunction with the concept of *work-life balance*. These theoretical aspects were conceptualized with the issue of Covid-19, labor market conditions and the tools that make it easier to match the parental and the work roles in the Czech Republic.

The research work works with primary and secondary data. The primary data was obtained through the semi-structured interviews with the affected individuals (the parents who take care of a child under the age of 10 and at the same time working in a position without the possibility of working from home) and subsequently analyzed by means of open coding method and by the so-called "showdown of cards" technique. The thesis reveals the challenging life situations that the addressed respondents had to face, among other things, due to the epidemiological measures taken. The research part also revealed other reasons of the conflict of roles, especially the nature of the respondents' employment and the related working hours. The research issues are discussed at the conclusion of the thesis.