

This MA theses primary focuses on cause consequence analysis of work-family balance. The next point of this paper is comparative analysis of key figures regarding this conflict in the course of Czech Republic and selected country of European Union.

Main method used in the thesis is secondary data analysis, analysis of the relevant laws and other. Next method used in this paper is comparative analysis of family policies in the context of member states of Europe Union. MA thesis goes out from Welfare State theory, equality theory and the concept of human potential.

In this MA thesis is analyzed basic determinants of the work-family conflict, its consequences and last but not least reforms of social policy that is feasible for the Czech Republic.