

Annotation

The goal of this diploma thesis is to analyse public policies of the Czech republic and Germany which are focused on work-life balance of families with children under three years of age. In its theoretical part the diploma thesis offers description of how current changes in our society affects work-life balance, gender equality, women and their aspirations, decision-making of families concerning their preproduction plans and fertility itself. As next this thesis brings explanation of relationship between different public policy designs and their affects on harmonization of both life spheres, gender equality and free choice of life strategy. In the analytical part the diploma theses analyses concrete public policy instruments of both chosen countries, compares them with each other using predefined categories and offers analysis performed in the framework of familialism concept formulated by Sigrid Leitner. Finally, in the chapter „Discussion and summary of recommendation“ the diploma thesis offers suggestions for modification of some concrete regulations in the Czech republic inspired by chosen regulations that are currently used in Germany and that are considered as instruments with potential to positively influent harmonization of both life spheres, gender equality and free choice of life strategy.