

The submitted text represents updated and extended version of my MA thesis “Work-Family balance: Solving Dilemma”. The main objective of this paper is to present the results of empirical research and analyses of causes and consequences which affect and disturb straight-through connection between work (e.g. paid job) and family responsibilities (especially childcare). In the theoretical part of this paper was used a theory of the welfare state, the equal opportunity theory (especially between men and women) and the concept of human potential. Culture and gender stereotypes are probably the most considerable causes of difficult reconciling work and family duties. Some of the EU member states altogether with the Czech Republic are still keeping so-called breadwinner model, which maintain traditional status between women and men in the society. According to this model women are mainly responsible for childbearing, childcare and household keeping while men should care about economical aspect of family life. An analysis has shown close-knit connection between type of welfare state, welfare state policies and relevant implications on the field of work-family balance and quality of life. Liberal, Traditional and Latin type of welfare state are characterized by low rate of women employment, gender inequality, low rate of fertility, difficult reconciling work and family responsibilities and last but not least low satisfaction with quality of life. On the other hand, in the countries with social democratic type of welfare state were found opposite implications and trends. In this paper there was taken “Swedish” social democratic welfare state as an ideal type not only for optimal reconciling work and family responsibilities. In spite of cultural differences and capital intensity “Swedish” welfare state could be taken as a possible source for inspiration during the definition of Czech social and family policy.