

## **Abstract**

This Bachelor thesis examines the steps the Czech state and employers take to harmonize work-life balance of female parents. The state plays many important roles – it acts as a childcare provider and family policy originator in the Czech Republic, sets the duration of the parental leave and the amount of the parental leave allowance, and also has a significant impact on work-life balance of female parents. This thesis concentrates on options the employers have at their disposal to harmonize the work-life balance of female parents and deals with work-life balance and equal opportunities issues using a quantitative survey carried out by means of a questionnaire sent to female parents in manager roles working in Prague. The purpose of this survey was to identify the means these female parents use to harmonize their work-life balance, to determine which family policy measures offered by the state they choose, and to specify the tools provided by their employers.

**Key words:** Harmonization, Work-Life Balance, Pro-Family Policy, Childcare, Career, State, Employer, Parental Leave, Maternity Leave