

# **Abstract in English language**

## **Work-life balance**

This diploma thesis explores various (international, European, and Czech) legal sources and practices related to work-life balance. The changes brought by the Directive (EU) 2019/1158 of the European parliament and of the Council of 20 June 2019 on work-life balance for parents and carers are also taken into account throughout the thesis.

The historical development of working time is analysed, as well as its current status in modern society and expectations for the future. Different forms of flexible working arrangements, such as flexible working hours, job-sharing, and homeworking, are discussed in detail, along with the benefits and drawbacks of each. The thesis also covers part-time jobs and their role in promoting work-life balance.

The role of obstacles to work on the employee's side in balancing their personal and work life is also described, particularly those related to life events such as childbirth and caring for children or close family members. This includes maternity leave, paternity leave, parental leave, carer's leave (caring for a family or household member) and long-term care. The related financial compensations that correspond to these obstacles to work are also described.

The thesis further provides information on other tools for balancing personal and work life, such as paid vacation, its historical development and current status, paid and unpaid time off, and facilities for the care of preschool-aged children and their benefits for balancing the work and family responsibilities of working parents.

Overall, this thesis provides a comprehensive overview of legal sources and procedures related to balancing personal life and their utilization to support greater balance and quality of life in modern society. While there is no one-size-fits-all solution to achieving work-life balance, this thesis provides insights into the different options available to employers and employees alike.

**Key words: work-life balance, working time, homeworking, obstacles to work, maternity, paternity and parental leave**