

According to the name, this thesis is focused on the legal institute of parental leave as work-life balance mean in the Czech Republic with its comparison in legislation in some European Union member states. The aim of the thesis is to answer the main research question: "How parental leave supports work-life balance?" The main part of this thesis constitutes an analysis of parental leave from the view of labor law and social security law (including introductory perspective on equality, gender equality) in the Czech Republic. Another important part of this thesis, which is necessary for complete understanding the institute of parental leave, is the outline of conceptual basis of parental leave in law of European Union. This thesis also includes comparison of parental leave legislation among some European Union member states. Therefore this thesis is enable to give comprehensive preview of the institute of parental leave and presents it in its mutual context and practical situations.