

This thesis deals with the issue of reconciling work and family as one of the factors that influence satisfaction with work and family life, focusing on the women-mother. Attention is paid to the changing position of women in society, on the labor market and in the family, possible approaches to reproductive behavior and the opportunity offered by the state and employers to harmonize work and family. The work is focused on the comparison of the approaches of employers in the public and private sectors to work-life balance of their employees. Empirical investigation follows the identification of options to facilitate the harmonization of work and family that employers in both sectors offer the most workers, seeks to determine which of these options women use the most, which are the most helpful and which do they miss.