

Abstract

Social security for women in pregnancy and maternity and the protection of their rights in the Czech Republic and the EU

The objective of this diploma thesis is to describe and analyse the topic of protection and social security of pregnant women and mothers in the Czech Republic and the EU. The reason of such protection lies in the fact that during pregnancy and early maternity women and their families are significantly limited in their possibilities of working, which is connected with a decrease in the family income and a certain difficulty in the social life.

The main part of the thesis consists of five chapters. The first chapter concerns the family policy, which is a state policy branch that focuses on the support of a family, family life and other related institutes and activities, e. g. marriage, motivation of employers to employ pregnant women and mothers or parents, support of institutions that provide care and education to small children etc. The section dedicated to the social security funding explains possible resources and methods of financing the social protection used within contemporary developed political and economic systems.

The second chapter highlights the principal documents of the European Union and international organizations (United Nations, International Labour Organization, Council of Europe) that besides other things deal with the social security and protection of pregnant women, mothers and parents.

In the third chapter I describe the development of the social protection in the territory of today's Czech Republic. The last two chapters show in concrete the topic of social security and the labour-law protection of women during pregnancy and maternity in the Czech Republic. After explaining the basic concepts in the field of the social security I present a summary of the valid legal regulation that is considerably fragmented due to the lack of codification. In the end of the fourth chapter I characterise the particular benefits provided to women during pregnancy and maternity, granted by the sickness insurance system (compensatory benefit in pregnancy and maternity, maternity benefit) and the system of the state social support (child allowance, birth grant, parental allowance). The last chapter concentrates on the labour-law protection of women in pregnancy and maternity. During the

period of pregnancy and maternity, the capacity to work is limited and the need of financial support increases, therefore certain securing as to the labour conditions of a woman is essential.

In the end I resume the principal ideas of this thesis and I briefly evaluate the system of the social protection of women in pregnancy and maternity in the Czech Republic.

Key words:

social security for women in pregnancy and maternity

social security benefits

labour-law protection of women in pregnancy and maternity