

## **Abstract**

Pregnancy is significantly protected in labour law and the position of a pregnant woman in employment relations is, therefore, very specific. After the creation of an employment relationship, or a legal relation based on the agreements to work outside the scope of employment, a whole range of protective institutes are in place to ensure a special position of a pregnant worker that is of key importance.

The thesis focuses primarily on the position of a pregnant woman during the employment relationship as only there all the protective institutes are present. The introductory parts deal with the reason and importance of the protection of a pregnant worker, its establishment in the Czech legal order and the importance of informing the employer of one's pregnancy. The following parts are dedicated mainly to individual labour law institutes constituting special protection and special working conditions of a pregnant worker during the employment relationship until the commencement of her maternity leave. The last part underlines the differences in the protection of a pregnant woman granted during one of the legal relations based on the agreements to work outside the scope of employment compared to the one granted during the employment relationship.

The thesis tries to provide a detailed description and analysis of the aforesaid institutes. Where it is considered necessary for this purpose, the thesis deals with the historical development of particular institutes, the impact of the law of the European Union or international law. Nevertheless, attention is paid primarily to the current establishment of the institutes in Czech labour law.

The aim of the thesis is to evaluate the current legal regulation of the institutes protecting pregnant women regarding mainly the chosen level of the protection, interference with freedom of contract and the actual beneficial effect on the pregnant worker herself. It also aims at identifying their possible problematic aspects, their practical impact and it submits some *de lege ferenda* proposals.

In its conclusion the thesis presents an evaluation of the analysed labour law institutes in which it confirms that the overall protection of pregnant women provided by the institutes is very extensive. However, it also suggests that each of the institutes provides protection of a different level and that not all of them are working ideally especially with regard to the identified problematic aspects, preference or suppression of freedom of contract and the overall beneficial effect on the pregnant worker herself. The aforementioned evaluation is also complemented by some proposals as to possible solutions or improvements.