

## **Abstract**

The purpose of this thesis is to judge the current legal regulations regarding the position of pregnant employees and female and male employees looking after a small child in labor law and in social security law. In labor law these are namely prohibited types of work, re-assignment to another kind of work, business trips and relocation to another place of work, breastfeeding breaks, protection of employees against the notice of termination of employment and legal regulations on maternity and parental leave. In social security law these are namely benefits determined for pregnant employees or female and male employees looking after a small child such as maternity benefit, benefit paid to pregnant employees or to employees looking after a small child to counterbalance loss of earnings after the re-assignment to another kind of work due to their pregnancy or parentage, sickness benefit, nursing benefit, birth allowance, parental allowance and further the issue of different determination of the pension age for women and men. This thesis also contains chapters aiming at the evolution of woman's position in our society and related evolution of the examined issues in labor law and social security law. Last but not least the thesis also deals with position of women regulated by documents of international organizations and by European Union law.