

# **Social security of women during pregnancy and maternity and protection of their work**

## **Abstract**

The diploma thesis deals with the security of women during pregnancy and motherhood and the safety of their work. The whole work illustrates the development of social security in the Czech Republic, in particular the current situation of social security with the main focus on pregnant women and parents taking care of their children.

The diploma thesis is divided into four chapters. The first chapter deals with the historical development of social security in the territory of the Czech Republic, in particular the development in the 20 century which is decisive for the current state of social security in the Czech Republic.

The second chapter focuses on the international context of social security. The Czech Republic is a member state of several international organisations whose legislation has a significant impact on our social area. Therefore, this chapter is also devoted to international organisations and international law regulations focused on the social area, in particular on the rights of social security.

The third chapter, which is the most extensive, is dedicated to the social security of women during pregnancy and motherhood. It deals with the security arising from both the sickness insurance system and the government social security system. The chapter analyses individual benefits and allowances that can be drawn by women and parents during pregnancy and motherhood, in particular financial benefits during motherhood, compensation benefit during pregnancy and motherhood, parental allowances, maternity grants and child benefits. Besides allowances given to a large extent to women, there is a subchapter dedicated to the father's postnatal position.

The fourth and last chapter focuses on labour law, particularly on employment relationships involving pregnant women and women or parents taking care of their children. In this chapter there is a detailed description of the maternity and parental leaves as well as special work conditions to which these persons are entitled.

The final part of my work covers areas to which should be paid more attention in future, particularly to attempts to balance the family and work lives of women.

**Key words:** security during pregnancy, security during motherhood, work safety