

Maternity and Parenthood through the view of Labour Law and Social Security Law

Abstract

This theses deals with the social event of pregnancy, maternity and parenthood in the wider labour and social contexts. The aim of this theses is to analyse the individual stages of the employee's working life based on the birth of the child. Attention is paid to the maternity and parental leave, with particular reference the limited possibilities termination of employment during their drawing. In this context, the different types of financial benefits belonging to parents taking care of children, whose purpose is to compensate for the loss of income or dampening of gainful activities resulting from the necessary personal care of a child.

The theses also deals with the interconnection of individual institutes of labour law and social security law in terms of employee's participation in the system of sickness, pension and public health insurance, taking into account the specific conditions of participation of insured persons in these systems while they are taking maternity and parental leave, or receiving sickness insurance or state social support benefits.

The attention is also paid to the financial security of parents in the event of loss of employment through the unemployment benefits, describing in detail the system of determining the amount of this benefit in connection with the termination of an employment relationship at or just after the end of the parental leave.

The text of the theses is interwoven with the practical examples that the author of this theses encountered during her legal practice and the recommendations that come from them. At the same time, these examples serve to illustrate the inconsistency of the approach of the social security bodies in the application of legal standards. The text of the theses is continuously intertwined with the *de lege ferenda* considerations, which are based on individual problematic institutes and situations that are labelled and researched in the theses. The conclusion of the thesis contains a case study based on specific problems and questions of parents of young children related to the application of entitlements to the payment of the benefits from the social security systems.

Key words: maternity leave, parental leave, unemployment benefits, social benefits