

Summary

The subject of the essay are various aspects of the protection of the family, marriage, motherhood and parenthood arising from the provisions of the employment law. Particular attention was drawn to legal regulations that guaranteed legal protection and social security. The legal analysis covers mainly the provisions on the protection of biological parentage in employment law, holiday entitlements and dismissals from work in connection with the birth and upbringing of a child, protection of the continuity of the employment during pregnancy and parental rights with working time and work arrangements, facilitating work – family life balance. In addition, the analysis covers those provisions of the employment law that facilitate the functioning of the family in the context of fulfilling its educational function and ensuring its material living conditions. In this regard, the issues of ensuring the safety of the family and the guarantee of employment during pregnancy and time off related to the birth and upbringing of a child, as well as the obligations of the employer towards the employee in terms of remuneration for work, were discussed. The issues that are the subject of the dissertation were discussed on the basis of the analysis of the applicable employment law provisions and the jurisprudence related to this subject. Each time in the conclusions it was emphasized that the provisions of the employment law give wide rights and guarantees to married couples and families in caring for children and assure them decent material conditions for everyday life.

Onelio Dec 8/2016