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**ABOUT THE CURRENT MODEL OF THE PROTECTION  
OF PREGNANT WOMEN AND ITS INTERNAL CONTRADICTIONS**

The need to protect parenting in labour law is not questioned. However, a closer examination of the legal provisions leads to the conclusion that incorrectly designed protection technique causes the opposite effect from that intended. While the scope of the organizational obligations of an employer in relation to a pregnant woman does not raise major doubts, the legal solutions causing financial consequences can be discussed. That is because Polish labour law focuses the costs of protecting pregnant women entirely on their employers. It raises the total cost of women's work, which results in a tendency to depress their wages or to use the flexible forms of employment. This approach promotes employers who discriminate against women in the labour market by ignoring them in employment. The Author argues that the effective elimination of discrimination against women in the labour market requires changes in the current model, which would relate to the financing of pregnant women's benefits.