

## **DEBATABLE ISSUES OF CALCULATION AND PAYMENT PROCEDURE OF PRENATAL AND MATERNITY ALLOWANCE: ACCOUNTING ASPECT**

A salary is the basic source of employees' income. Payroll accounting requires the reliable documentary reflection of working time, products manufactured, services provided and their payment. Issues of payroll accounting are one of the most topical in the system of accounting of an enterprise. The proper organization of accounting employees' payments promote an effective management and control of efficient labour resources using. The special attention is deserved by questions related to peculiarities of calculation and payment procedure of prenatal and maternity allowance.

More than 120 countries around the world provide paid maternity leave and health benefits by law, including most industrialized nations except Australia, New Zealand and the United States, says a new report Maternity protection at work by the International Labour Office (ILO).

The countries that provide the most paid maternity leave by law include: the Czech Republic – 28 weeks; Hungary – 24 weeks; Italy – 5 months; Canada – 17 weeks; Spain and Romania – 16 weeks each. Denmark, Norway, and Sweden all provide extensive paid leave which may be taken by either parent, although a portion is reserved for the mother.

Ukrainian legislation protects pregnant women from loss of income by providing the maternity allowance. It is provided to the insured person in the amount of 100 % of the average earnings. The upper limit of monthly sum of the insurance maternity allowance must not be more, than maximum value of base of charging single fee for compulsory state social insurance. Minimum maternity allowance is equal to minimum wage. The insurance maternity allowance will be calculated on the basis of accrued wages per month but no more than double minimum wage and no less than minimum wage per month, if women's length of insurance is less than 6 month. The insurance maternity allowance is paid during the whole period of the maternity leave (126 or 140 calendar days).

The parental leave is available for workers with children up to the age of three years. The parental leave may be provided for up to the maximum of 6 years if a child requires a longer permanent care based on medical conclusions. The parental leave is also available for guardians, adoptive parents, grandmother, grandfather or other relatives who actually takes care of a child. These categories of employees may work part-time or work from home during parental leave. The company may provide such workers with partially paid or unpaid parental leave of a longer duration.

As the result of the analysis of legislative base, magazines and scientists' works, range of issues concerning calculation and payment procedure of prenatal and maternity allowance has been defined.

Their characteristics are the prospect of our further investigations and will be discussed in detail in further works.