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**SATISFYING THE CULTURAL NEEDS OF EMPLOYEES  
IN THE LIGHT OF ART. 16 OF THE LABOUR CODE**

Art. 16 of the Labour Code provides that an employer should satisfy the living, social and cultural needs of employees according to his possibilities and conditions. The Author's considerations refer to satisfying the cultural needs of employees. The above mentioned provision creates one of labour law principles. However, it should be kept in mind that the employer's obligations indicated in Art. 16 go beyond an employment liability in the strict sense. It does not create the ground for employees' claims to satisfy these needs. But - most importantly - an employer is not prohibited to provide more, also in terms of facilitating employees' access to culture by satisfying their diverse cultural needs. This results in the development of an individual, and thus the whole society. The provision of Art. 16 has aspirational character in the sense that it points out the desired behavior, but its implementation is limited by the actual ability of the employer.