

The aim of the project titled "The principle of satisfying the living and social needs of the employee in the company's sources of law with respect to parenthood" is cognition of new areas of knowledge in the field of labor law. The implementation of the project will be based on the analysis of company's source documents, described in the Polish labour law as an autonomous sources of law (i.e. collective agreements, regulations, statutes and other), which would enable later on to assess empirically, what policies companies apply for parental benefits: whether they are limited only to the benefits provided for in the provisions of labour law or provide a wider range of benefits, so far not covered by statutory regulations. in the long term perspective this will enable to assess, what might be an expected direction for amending regulations in the field of employment relations, and moreover to contribute to increase the current state of knowledge.

In the previous years the principle expressed in Article 16 of the Labour Code (Act of 26 June 1974 Labour Code, cons. ver. OJ 2016, item 1666, as amended) concerning the satisfying the living, social and cultural needs of the employee has faced some devaluation due to its previous very narrow understanding as a basis almost exclusively to law-making process and the interpretation of the provisions related to the company's social fund. Meanwhile, it seems that the principle takes on a new meaning in connection with the development of the perception of importance and the role of parenting in the employees' lives and the paradigm has been changed in this area. the project refers to the new, extremely fast-developing area of knowledge in the field of law, where the axiological bases are scanty and insufficient.

During the period starting from 2013, there can be perceived a revolutionary change of parental rights and entitlements system, among others, consisting of the enlargement of the rights and entitlements of persons other than employees within the meaning of Article 2 of the Labour Code, increased possibility of sharing child care by family members, more flexible rules for the parents and family members. These provisions are part of the workers' rights and may impose particular obligations on both parties of the employment relations: the employee and the employer. As far as during the legislative process mainly provisions concerning equal treatment were applied as the basis for the amendments, however it is also important to take into account the scope of the principle expressed in Article 16 of the Labour Code.

Author of the project assumes that the companies' systems of sources of law might, in principle, provide conditions and set the entitlements going beyond those specified in the Labour Code. This assumption also applies to parental provisions. Unless the semi-imperative standards of the Labour Code provides a basis for determining the minimum rights and entitlements of workers, it does not mean the limit of those rights and entitlements, and so the parties may freely (while maintaining the minimum) establish higher legal standards. the principles of labour law are of fundamental importance for the labour law, because they are a clue, how to consider and interpret the provisions, but above all – they are the directive for the legislature. So, in addition to the innovative methodological approach in legal sciences and extending interpretation of the principle expressed in Article 16 of the Labour Code, the project is developed as a research of great importance for workers, employers, and in the broader context – for social policy and social development.

The adopted research method assumes the analysis of company's sources of labour law (understood as defined in article 9 of the Labour Code), and on this basis, with a method of inductive reasoning (*bottom-up method*), using dogmatic methods (particularly relevant in determining the directory of source document for the research and theoretical analysis) and comparative studies (of key importance for confirmation of the innovative character of the research), the determination of research conclusions. the adopted methodology, which is based on empirical research, will furthermore enable to formulate *de lege ferenda* on the direction of future legal developments.