Framework agreement on parental leave concluded by UNICE, CEEP and the ETUC

1996/0033(COS) - 31/01/1996 - Non-legislative basic document

OBJECTIVE: to establish equal opportunities for men and women on the employment market and equal treatment as regards parental leave. SUBSTANCE: this Commission proposal concerning a Council directive relating to the framework agreement on parental leave refers to the agreement concluded between the social partners, UNICE, CEEP and ETUC pursuant to article 4(2) of the social policy protocol contained in the EU Treaty. This agreement partly establishes equal treatment as regards parental leave. It enables both men and women to be more closely involved in bringing up their children and, in certain particular cases, particularly ones of force majeure, to devote themselves entirely to their family situation. The agreement contains only minimum requirements designed to enable family and working life to be reconciled. Specifically, it lays down that men and women are individually entitled to three months' leave when a child is born or adopted. This right, which is not transferable, may be exercised until the child is 8 years old. There are also exemptions and derogations which, from the point of view of work organization, take into account the particular nature of small businesses.