Draft Regulations laid before Parliament under section 236(3) of the Employment Rights Act 1996 and paragraph 2(2) of Schedule 2 to the European Communities Act 1972, for approval by resolution of each House of Parliament.

DRAFT STATUTORY INSTRUMENTS

2013 No. 0000

TERMS AND CONDITIONS OF EMPLOYMENT

The Parental Leave (EU Directive) Regulations 2013

Made - - - -	***
Coming into force - -	*8th March 2013*

The Secretary of State is a Minister designated(**1**) for the purposes of section 2(2) of the European Communities Act 1972(**2**) in relation to employment rights and duties.

The Secretary of State makes the following Regulations in exercise of the powers conferred by section 2(2) of the European Communities Act 1972 and section 76(2) of the Employment Rights Act 1996(**3**).

In accordance with paragraph 2(2) of Schedule 2 to the 1972 Act and section 236(3) of the 1996 Act, a draft of this instrument was laid before Parliament and approved by a resolution of each House of Parliament.

Citation and commencement

1. These Regulations may be cited as the Parental Leave (EU Directive) Regulations 2013 and come into force on 8th March 2013.

Amendment to the Employment Rights Act 1996

2. In section 80F of the Employment Rights Act 1996(**4**) (statutory right to request contract variation), at the end of subsection (8)(a)(ii) insert "(other than an agency worker who is returning to work from a period of parental leave under regulations under section 76)".

Amendments to the Maternity and Parental Leave etc. Regulations 1999

3.—(1) The Maternity and Parental Leave etc. Regulations 1999(**5**) are amended as follows.

(**1**) S.I. 2000/738.
(**2**) 1972 c.68; section 2(2) was amended by the Legislative and Regulatory Reform Act 2006 (c.51), section 27(1) and the European Union (Amendment) Act 2008 (c.7), section 3(3).
(**3**) c.18; section 76 was substituted by section 7 of and Part 1 of Schedule 4 to the Employment Relations Act 1999 (c.26).
(**4**) 1996 c.18; section 80F was inserted by section 47 of the Employment Act 2002 (c. 22).
(**5**) S.I. 1999/3312; regulation 14(1A) was inserted by S.I. 2001/4010.