

STATES OF JERSEY



PAY GAP REPORTING (P.13/2024): CHILDREN'S RIGHTS IMPACT ASSESSMENT

**Presented to the States on 8th March 2024
by Deputy L.M.C. Doublet of St. Saviour**

STATES GREFFE

CHILDREN’S RIGHTS IMPACT ASSESSMENT (CRIA)

PART 1: SCREENING

Name and title of Duty Bearer:	Deputy Louise Doublet
Type of Duty Bearer: (Minister, Elected Member or States Assembly Body)	Elected Member
Assessment completed by (if not completed by duty bearer):	Members’ Resources
Date:	07/03/2024

<p>1) Name and brief description of the proposed decision</p> <p>The subject of your CRIA may be a proposed law, policy or proposition and in accordance with the Law is referred to in this template as the ‘decision’</p> <ul style="list-style-type: none"> • What is the problem or issue the decision is trying to address? • Do children experience this problem differently from adults?
<p>Pay Gap reporting</p> <p>This proposition is seeking to provide an initial voluntary framework for local businesses with 50 or more employees within which they can report on their gender pay gap. The proposition aims to provide these businesses with the guidance and necessary tools to assist in this process.</p> <p>A percentage goal will be set by this proposition, and if the target is not met, a year after its lodging law drafting will begin to move this reporting from voluntary to mandatory.</p> <p>The final part of this proposition seeks to begin the reporting of other pay gap data to recognise areas of discrimination in terms of pay.</p>
<p>2) Which groups of children and young people are likely to be affected?</p> <p>Groups of children could include early years, primary or secondary education; young adults; children with additional learning needs; disabled children; children living in poverty; children from particular ethnic backgrounds; migrants; refugees; care experienced children and LGBTQ+ children</p>
<p>As this proposition is aimed at the adult workforce, and the owners of businesses, it would have no direct effect on any groups of children.</p>
<p>3) What is the likely impact of the proposed decision on children and on their rights?</p> <ul style="list-style-type: none"> • Identify any potential positive OR negative impacts and include indirect impacts on children and their rights as described in the UNCRC • Will different groups of children be affected differently by this decision?
<p>N/A</p>
<p>4) Is a full Children’s Rights Impact Assessment required?</p>

If you have identified impacts on children and their rights, a full CRIA should be completed. If no impacts are identified then a Full CRIA is not required, but please explain your rationale and how you reached this conclusion

No, this proposition will not impact any children's rights.

Whilst the proposition will have no direct impact on Children's rights, it can be noted that there is an aspirational factor that should be acknowledged, demonstrating improvements of gender equality and equity to children and young people. There is also a need to acknowledge that economic improvements could have a positive impact on children's welfare, however as these are hypothetical outcomes, they have not been developed within a full CRIA at this time.