

STATES OF JERSEY



DRAFT EMPLOYMENT (MINIMUM WAGE AND BENEFITS IN KIND) (JERSEY) AMENDMENT LAW 202- (P.36/2024) – CHILDREN’S RIGHTS IMPACT ASSESSMENT

**Presented to the States on 31st May 2024
by the Minister for Social Security**

STATES GREFFE

CHILDREN’S RIGHTS IMPACT ASSESSMENT (CRIA)

PART 1: SCREENING

Name and title of Duty Bearer:	Deputy Lyndsay Feltham, Minister for Social Security
Type of Duty Bearer: (Minister, Elected Member or States Assembly Body)	Minister
Assessment completed by (if not completed by duty bearer):	Nic Turner, Senior Policy Officer
Date:	15th April 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>Draft Employment (Minimum Wage and Benefits in Kind) (Jersey) Amendment Law 202-</p> <p>Proposed amendment to the Employment (Jersey) Law 2003, to allow the MSS to override the provisions of the Law relating to the setting of minimum wage and offset rates.</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>None by this proposed amendment. The amendment amends the process by which the rates of the minimum wage and offsets are set, not the rates themselves.</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>None, for reasons above.</p>
<p>4) Is a full Children’s Rights Impact Assessment required?</p> <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</p>
<p>No. The amendments to the Employment Law deal with those provisions of the Law which relate to the Minister’s statutory duty to refer to the Employment Forum matters to do with the minimum wage and offset rates. The amendments do not impact Childrens’ rights.</p>