

**WRITTEN QUESTION TO THE MINISTER FOR SOCIAL SECURITY
BY DEPUTY L.M.C. DOUBLET OF ST. SAVIOUR
QUESTION SUBMITTED ON MONDAY 24th MAY 2021
ANSWER TO BE TABLED ON TUESDAY 1st JUNE 2021**

Question

Will the Minister consider implementing the right to paid leave after pregnancy loss (prior to 24 weeks' gestation) and, if not, why not; and will she further consider implementing the right to paid leave for those people undergoing fertility treatment, diagnosis or consultations and, if not, why not?

Answer

Recent changes to both the Employment and Social Security Laws mean that parents who lose a child at or after 24 weeks of pregnancy receive their full entitlement to any arranged parental leave (paid or unpaid). and parental allowance.

As Members will be aware, the Assembly voted to approve P.54/2019 (as amended) as proposed by the Deputy in October 2019. The Deputy's proposition requests: "... the Minister for Social Security to conduct a full review of the 'family-friendly' elements of the Employment (Jersey) Law 2003 twenty-four months after the parental leave rights amendments outlined in the Draft Employment (Amendment No. 11) (Jersey) Law 201- have been implemented..."

Parental leave rights were established at the end of June 2020 and the review is scheduled to commence in July 2022. The possible extension to employment rights as proposed by the Deputy will be considered as part of that review. In advance of that planned review, I am always willing to investigate possible improvements to employment legislation and I would be happy to examine any evidence the Deputy wishes to submit.

The decision to bring forward additional rights for workers always needs to take account of the impact on employers as well as employees.