

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY B.B. DE S.V.M. PORÉE OF ST. HELIER SOUTH
QUESTION SUBMITTED ON MONDAY 15th APRIL 2024
ANSWER TO BE TABLED ON MONDAY 22nd APRIL 2024**

Question

“Further to the recently-lodged [Common Strategic Policy 2024-2026](#), and the priority to “Reduce red tape, enhance opportunities for business and strengthen Jersey’s international reputation”, will the Chief Minister advise what consideration, if any, is being given to ensuring the rights of seasonal workers are protected and to reviewing the recruitment process Jersey businesses need to follow when employing seasonal workers?”

Answer

The employment rights of seasonal workers are protected in the same way as all other workers in Jersey. This applies to seasonal workers who require immigration permission as well as those who do not require an immigration visa to work in Jersey, such as British and Irish citizens.

The current work permit policy provides certain protections from exploitation, by ensuring that:

- Employees receive equal pay for equal work
- Employers adopt robust and ethical recruitment practices to ensure only appropriately skilled employees are recruited with the relevant qualification and experience to undertake the role for which they are being employed
- Employers give due consideration to the welfare of their employees inside and outside of work and that they are accommodated to a standard that supports their health and well-being
- All employers who apply for work permits must evidence their recruitment processes when required to do so and provide the Jersey Customs and Immigration Service with signed copies of contracts.

These protections are aimed at preventing behaviours that are recognised as contributing to modern-day slavery and exploitation.

In addition, the Work Permit Holder Welfare Review Panel’s review (S.R.2/2023) made a number of recommendations to strengthen current arrangements to enhance the welfare of work permit holders. While the review identified that the majority of work permit holders have a positive experience of their time in Jersey, it is recognised that this is not the case for all individuals.

Therefore, the Minister for Justice and Home Affairs is working with other Ministers to consider options for implementing the Panel’s recommendations, including the introduction of specific legislation to enhance the protections already provided. The Minister for Justice and Home Affairs has committed to prioritising this work and to ensuring that there is an appropriate balance between the needs of businesses and the rights and welfare of those employed on work permits.

