

STATES OF JERSEY



DRAFT EMPLOYMENT AND DISCRIMINATION (JERSEY) AMENDMENT LAW 202- (P.78/2024) – CHILDREN’S RIGHTS IMPACT ASSESSMENT

**Presented to the States on 6th November 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):	Senior Policy Officer
Date:	21 October 2024

<p>1) Name and brief description of the proposed decision 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 and Discrimination (Jersey) Amendment Law 202-</p> <p>Proposed amendments to the Employment (Jersey) Law 2003 and the Discrimination (Jersey) Law 2013, to make changes to the compensation awards regime in Jersey, by increasing the maximum awards allowable under the Laws across a range of employment rights.</p>
<p>2) Which groups of children and young people are likely to be affected? 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>Anticipated to be a very small group of those children aged 15 to 17 who are above school leaving age and have a contract of employment. The Employment Law does not apply to children below school leaving age.</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>For children above school leaving age, if they are in employment, there will be a positive benefit in terms of the increased maximum compensation awards available to them for breaches of their employment rights.</p>
<p>4) Is a full Children’s Rights Impact Assessment required? 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. Any impact will be positive, minor, and only affect a small group of children aged 15 to 17. There is no impact on children’s rights.</p>