

STATES OF JERSEY



Jersey

DRAFT EMPLOYMENT (AMENDMENT No. 11) (JERSEY) LAW 2020 (APPOINTED DAY) ACT 202-

**Lodged au Greffe on 19th May 2020
by the Minister for Social Security**

STATES GREFFE

REPORT

Introduction

The Minister for Social Security lodged Proposition P.100/2019 on 9th September 2019, paving the way for a debate in the States Assembly on 23rd October 2019 on the Employment (Amendment No. 11) (Jersey) Law 2020 (the “amending Law”). The States Assembly adopted the amending Law ([P.100/2019](#) as amended) on 24th October 2019. The amending Law was sanctioned by Order of Her Majesty in Council on 12th February 2020 and registered by the Royal Court on 21st February 2020.

These amendments to the [Employment \(Jersey\) Law 2003](#) (the “Employment Law”) are the second stage of improvements to family-friendly rights for employees in Jersey. These extensions of employment rights will improve the position for parents in the workplace, give families more choice and flexibility to help meet their work and family responsibilities, and encourage gender balance in childcare roles.

Summary of changes

The amending Law amends the Employment Law to extend family-friendly employment rights to provide 52 weeks of parental leave (combining maternity, adoption and parental leave) for all parents, including surrogate parents; time off work to attend appointments for adoptive and surrogate parents; breastfeeding rights, both in terms of breaks and workplace facilities, and the right of a parent to request a variation in her terms and conditions of employment to enable breastfeeding to take place; and paid leave where necessary on health and safety grounds for pregnant and breastfeeding women. The amending Law also provides recourse to the Employment and Discrimination Tribunal for a complaint made under the provisions of the Articles relating to pregnancy or breastfeeding.

Implementation

This Appointed Day Act will bring all Articles of the [Employment \(Amendment No. 11\) \(Jersey\) Law 2020](#) into force on 28th June 2020.

Financial and manpower implications

There are no direct financial or manpower implications in respect of the Appointed Day Act itself. The Act brings into effect the Employment (Amendment No. 11) (Jersey) Law 2020. The financial and manpower implications for these amendments are set out in [P.100/2019](#).

EXPLANATORY NOTE

This draft Act, if approved, would bring into force the Employment (Amendment No. 11) (Jersey) Law 2020 (L.1/2020), on 28th June 2020.



Jersey

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Made [date to be inserted]
Coming into force [date to be inserted]

THE STATES make this Act under Article 9 of the Employment (Amendment No. 11) (Jersey) Law 2020¹ –

1 Commencement of Law

The Employment (Amendment No. 11) (Jersey) Law 2020² comes into force on 28th June 2020.

2 Citation

This Act may be cited as the Employment (Amendment No. 11) (Jersey) Law 2020 (Appointed Day) Act 202-.

ENDNOTES

Table of Endnote References

<i>1</i>	<i>L.1/2020</i>
<i>2</i>	<i>L.1/2020</i>