

## Consultation on Review of Employment Agencies Act 1975

Closing Date: 29<sup>th</sup> November 2024

### Douglas City Council Response

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#### EMPLOYMENT AGENCIES ACT 1975

**Do you think that employment agencies and businesses should have to be licenced to operate on the Island?**

**Yes.**

Not being licenced to operate could lead to concerns regarding the quality and reliability of services provided by such agencies. Licensed agencies can be held accountable for their practices which in turn would provide a recourse for clients and job seekers if required e.g., failure to deliver services.

Licensing assists in regulating the industry to ensure only qualified bodies/organisations operate in that field.

**If you have used the services of an employment agency and/or business, were you aware that they have to have a licence to operate on Island?**

**Yes.**

**Do you think that the fee for the licence application should increase, remain the same, or be removed?**

**Increase.**

Other types of business licences are more costly (in excess of the current fee of £108 and the fee of £292 using the inflation calculator). The review of the fee should be conducted with the same regularity as that of other business licences to reflect the true cost, improve services, encourage compliance etc.

**Since Brexit, workers from the EU and outside of this require a visa to work on the Isle of Man. Do you have any thoughts on the potential to expand the definitions of employment agencies and businesses to include the provision of immigration advice to better protect workers and employers?**

**Yes.**

Expanding the definitions of employment agencies to include immigration advice would present an opportunity to enhance protections for workers and streamline the process for employers on the Isle of Man. This approach could lead to improved compliance with immigration laws and better-informed workers, contributing to a more robust economy.

**Agencies could offer additional services such a cultural integration support and educational guidance making the transition for new families easier.**

**Do you think licenced employment agencies and businesses having a recognised 'gold standard' of compliance would increase confidence in the sector?**

**Unsure.**

**The introduction of a recognised 'gold standard' of compliance on the Isle of Man employment agencies and businesses may potentially increase confidence within the sector. This may enhance trust, offer a protection to workers, ensure regulatory compliance, attract talent, competitive advantage and align with the international standards.**

**Do you have any other comments?**

**No.**