

## Submission - Anonymous

1. Do you think statutory measures should be introduced in Jersey for gender pay gap reporting?

Yes absolutely. It's brushed under the carpet in Jersey and there needs to be more visibility. However the gender pay gap is a symptom of the problem – the deep-rooted causes need to be addressed.

2. What are your views on other types of mandatory reporting such as the ethnicity pay gap?
- 3.

Yes do it – we need to identify and call out unfairness.

4. Do you think there has been any change in the cultural influences which affect the gender pay gap in Jersey? (see contributing factors above)  
No.

My son (aged 5) comes home from school all the time talking differences between boys and girls – "them and us". He doesn't learn this at home – he's being brought up in a feminist household so this is painful for me. He learns about diversity in school in many other ways but misogyny appears to be okay – I haven't seen that he's had any learning on equality of the sexes.

I don't see any men sacrificing their careers and earning potential and going part-time to look after their children and take responsibility for their households.

I don't see the flexibility in the jobs market for part-time jobs for male dominated roles.

5. Do you think the Government took a gender-sensitive approach to its Covid-19 policies?  
Don't know.

There was so much investment in Nightingale Hospitals (construction – male dominated industry) which were never needed (thank goodness).

Should the investment have been made instead in the caring professions (female dominated profession). I understand that we now have local care facilities shutting down for lack of staff.

Does this demonstrate the gender bias from the top down as to how our public money is invested?

6. What impact do you think Covid-19 has had on men and women in the home and workplace?

It's provided me with more flexibility so less stress whilst at the same time I'm more productive and I get more time with my son.