



Island Global Research



GENDER EQUALITY SURVEY RESULTS

ISLAND GLOBAL
RESEARCH

May 2021

INTRODUCTION

Island Global Research conducted an online survey about gender equality in Jersey, Guernsey, and the Isle of Man. The survey was completed by 2,064 residents between 27 April and 7 May 2021.

The survey was undertaken to gain high-level insights into perceptions of the extent to which gender equality is an issue in each island.

This is an area that currently lacks data, and we hope the survey is a useful contribution for those interested in these issues or who require some insights for decision making. We acknowledge gender equality is a complex subject and a comprehensive understanding is beyond the scope of this brief survey. Instead, the survey was intended to be a starting point for those who are looking to develop a deeper understanding of the issues. More in-depth research would be required to fully explore the prevalence of gender inequality, as well as the extent to which conscious and unconscious discrimination occurs in relation to someone's gender.



CONTENTS

About IGR's Gender Equality Survey	3
Perceptions of gender equality in Jersey	4
Perceptions of gender equality in Guernsey	5
Perceptions of gender equality in the Isle of Man	6
Thematic analysis of free text comments on gender equality	7

About Island Global Research

Island Global Research is a market research and consultancy company with experience in both quantitative and qualitative research methods. We regularly conduct market research for clients in the Crown Dependencies.

From time to time, we also undertake our own research that we hope will be of interest to people living in Jersey, Guernsey and the Isle of Man. This is one of our surveys, and is an opportunity for us to give back to the Island Communities who participate in our market research.

We are very grateful to everyone who completes our surveys. If you would like to participate in our surveys or hear more from us, please go to our website to find out more: www.islandglobalresearch.com.

ABOUT IGR'S GENDER EQUALITY SURVEY

Island Global Research conducted an online survey about gender equality in Jersey, Guernsey and the Isle of Man.

The questionnaire consisted of six questions plus respondent profiling. The survey asked about perceptions of gender equality on their island, and opinions on how to address inequality. This was one of our own surveys and we hope the findings will be of interest.

The survey was launched on 27 April and closed on 7 May 2021. The survey was publicised using social media and members of the Island Global Research Panel were invited to take part. In total, 2,064 residents of the Crown Dependencies completed the survey.

The profile of respondents was broadly representative of the adult population by age and gender in each island. Survey weights were used to adjust for differences between the sample and the resident population. More details on the weighted and unweighted profile of the sample are available on request.

Thank you to all who participated in this survey. We are grateful for the time taken to share your views.

Gender equality remains a controversial topic and the results from this survey highlight wide-ranging views on the perceived amount of gender inequality, what needs to be done, and the role for positive action.

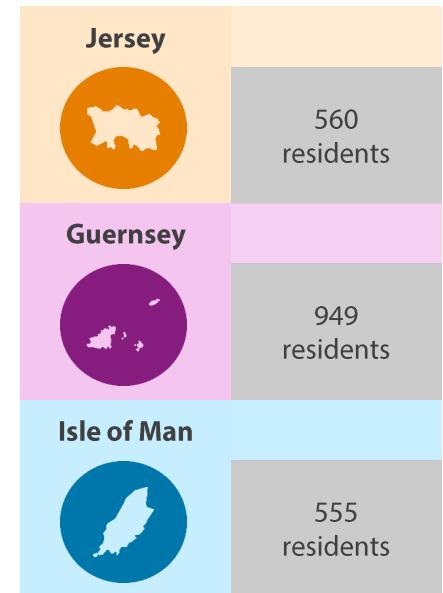
Across the islands, a notable proportion of residents believe workplace practices surrounding equal pay, parental leave and flexible working, and legislative reforms to offer more protection are key areas that need addressed. The influence of education in challenging gender roles and stereotypes in schools and workplaces was also highlighted. Over half saw a role for policies and initiatives to promote gender equality, but with limits – in their comments many argued against the use of quotas.

We should note considerable media attention on gender issues occurred in Guernsey a day or two after the survey was launched. The attention was sparked by a letter in the Guernsey Press which argued in favour of traditional gender roles. In our view, the interest and debate that followed the letter demonstrates the need for surveys, such as this one, which elicit public opinion on social and cultural issues. We would also add that there is no evidence the media attention led to any bias in the results – at least the findings for Guernsey and Jersey are very similar.

Lindsay, Lily and everyone at Island Global Research.

**IGR's Gender Equality Survey
was completed
by 2,064 residents
in the Crown Dependencies.**

27 April – 7 May 2021





IN JERSEY, IGR'S GENDER EQUALITY SURVEY FOUND...

JERSEY

25% ...think there is a great deal of gender inequality in Jersey today.
A further 48% believe there is to some extent.

To what extent do you think gender inequality exists in your island today? Excluding don't know.



13% of male respondents said no gender inequality exists at all compared to 3% of female respondents.

36% under 40s said there is a great deal of gender inequality compared to 23% of those aged 40-64 and 17% aged 65+.

64% ...believe more needs to be done to close the gender pay gap in Jersey.

In which, if any, of the following areas do you think more needs to be done in order to achieve gender equality? Excluding don't know.

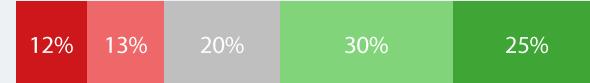


Other areas to address:

- Tax, property & inheritance law reform
- More female representation in politics
- Equal opportunity in management
- Education on gender & equality issues
- Awareness of women's medical issues
- Equal job opportunities & treatment in work
- Ageism

1 in 4 ...strongly support the use of policies/initiatives to promote gender equality in Jersey

Do you support or oppose the use of policies/initiatives to proactively promote gender equality in your island? Excluding don't know.



■ Strongly oppose ■ Oppose ■ Neutral ■ Support ■ Strongly support

Are there any particular changes you would like to see to help achieve gender equality in Jersey?

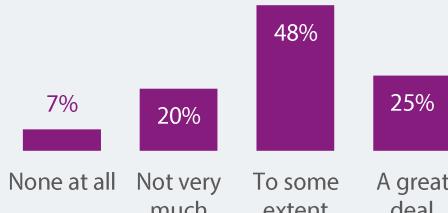
- Equal pay for equal work
- Women to be considered as individuals on tax form
- Equal representation in government and senior roles
- More focus on men's issues – mental health, fathers' rights, violence against men
- Equal parental leave and flexible working for both parents
- Education from primary school to promote equality
- Stop sexual harassment and sexism in workplace and society
- Reporting on gender pay gap from all organisations
- Zero tolerance against transphobia, easier access to trans healthcare and gender recognition certificates
- Tackling period poverty
- Action against domestic violence

IN GUERNSEY, IGR'S GENDER EQUALITY SURVEY FOUND...



25% ...think there is a **great deal of gender inequality** in Guernsey today.
A further 48% believe there is to some extent.

To what extent do you think gender **inequality** exists in your island today? *Excluding don't know.*



11% of **male** respondents said **no gender inequality** exists at all **compared to 2%** of **female** respondents.

30% of **under 40s** said there is a **great deal** of gender inequality **compared to 24%** of those aged **40-64** and **17%** aged **65+.**

66% ...believe more needs to be done to **close the gender pay gap in Guernsey.**

In which, if any, of the following areas do you think more needs to be done in order to achieve gender equality? *Excluding don't know.*



Other areas to address:

- Education on gender & equality issues
- Misinformation about trans people
- Mentoring & encouraging girls into STEM subjects
- Same sex parents' rights
- Equal pay for work of equal value
- Tax law reform for married women
- Discrimination in local media
- Equitable healthcare & abortion rights

30% ...**strongly support** the use of policies/initiatives to promote gender equality in Guernsey.

Do you support or oppose the use of policies/initiatives to proactively promote gender equality in your island? *Excluding don't know & neither.*



Are there any particular changes you would like to see to help achieve gender equality in Guernsey?

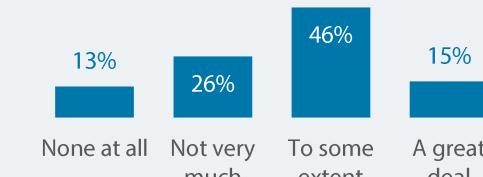
- Gender pay review and publication of salaries
- Better laws against domestic violence and sexual abuse
- Equality legislation
- Equal and non transferable parental leave (similar to Scandinavia)
- Flexible working practices
- Challenging gender stereotypes
- More rights and support for trans and non-binary people
- More representation of women and minorities in government and leadership roles
- Separate taxation for couples
- Gender neutral toilets



IN THE ISLE OF MAN, IGR'S GENDER EQUALITY SURVEY FOUND...

15% ...think there is a **great deal of gender inequality** in the Isle of Man today.
A further 46% believe there is to some extent.

To what extent do you think gender **inequality** exists in your island today? Excluding don't know.



23% of **male** respondents said **no gender inequality** exists at all **compared to 5%** of **female** respondents.

19% of **under 40s** said there is a **great deal** of gender inequality **compared to 17% of those aged 40-64 and 9% aged 65+.**

56% ...believe more needs to be done to **close the gender pay gap** in the Isle of Man.

In which, if any, of the following areas do you think more needs to be done in order to achieve gender equality? Excluding don't know.

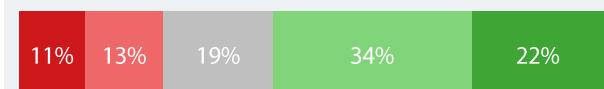


Other areas to address:

- Equal provision of healthcare
- More female directors
- More services & support for trans people
- Better mental health support
- Promoting educational aspiration in girls
- Rights for unmarried couples
- Not using gender-specific language when unnecessary
- Reform of justice system

22% ...**strongly support** the use of policies/initiatives to promote gender equality in Isle of Man.

Do you support or oppose the use of policies/initiatives to proactively promote gender equality in your island? Excluding don't know & neither.



Are there any particular changes you would like to see to help achieve gender equality in Isle of Man?

- Equal parental leave and free childcare
- Gender pay gap published by law
- More representation of women in traditionally male roles
- Introduction of testicular and prostate cancer screening for men
- Stricter sentences for domestic abuse, gender-based violence and harassment
- Government to take lead in enacting change
- Legislation to tackle gender pay gap
- Education in schools and workplaces
- More women in politics and senior leadership
- More awareness, representation and legal protection for trans people and non-binary genders
- More focus on rights for disabled people

DO YOU HAVE ANY FINAL COMMENTS ABOUT GENDER EQUALITY ON YOUR ISLAND?

A wide range of views and experiences were voiced in response to this question. The following summarise the range of responses from across all three islands:



Island Global Research

PO Box 68
Albert House
South Esplanade, St Peter Port
Guernsey, GY1 3BY
+44 (0) 1481 716227
info@islandglobalresearch.com
www.islandglobalresearch.com



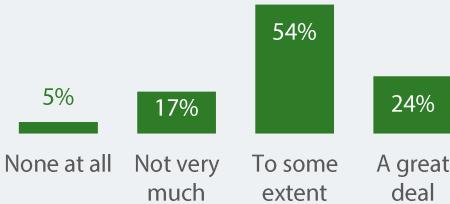
Island Global Research

Part of the BWCI Group

IN GIBRALTAR, IGR'S GENDER EQUALITY SURVEY FOUND...

24% ...think there is a great deal of gender inequality in Gibraltar today. A further 54% believe there is to some extent.

To what extent do you think gender inequality exists in your island today? *Excluding don't know*



60% ...believe more needs to be done to close the gender pay gap in Gibraltar

In which, if any, of the following areas do you think more needs to be done in order to achieve gender equality? *Excluding don't know*.

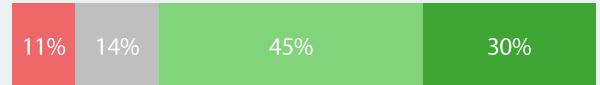


Other areas to address:

- Equal pension and unemployment benefit
- Change in attitudes about gender roles
- Equality between men and women in law
- Pro choice rights

30% ...strongly support the use of policies/initiatives to promote gender equality in Gibraltar.

Do you support or oppose the use of policies/initiatives to proactively promote gender equality in your island? *Excluding don't know & neither*.



■ Strongly oppose ■ Oppose ■ Neutral ■ Support ■ Strongly support

Are there any particular changes you would like to see to help achieve gender equality in Isle of Man?

- Government led change to equalise pension age, tax allowance and unemployment benefit
- Equal share of parenting and housework
- Better coverage of women's healthcare including access to abortions
- Enforcement of sexual harassment laws and safe word policies in bars
- Equality and LGBT+ inclusive education in schools and mandatory diversity training for healthcare workers
- Legislation to ensure more women in power and senior roles
- Quality affordable childcare
- Reform of parental leave rights
- Closing gender pay gap
- Less gender stereotypes
- Gender neutral toilets