

## SCECLB89 Phoebe Jenkins

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Senedd Cymru | Welsh Parliament

Y Pwyllgor Biliau Diwygio | Reform Bill Committee

Bil Senedd Cymru (Rhestrau Ymgeiswyr Etholiadol) | Senedd Cymru (Electoral Candidate Lists) Bill

Ymateb gan Phoebe Jenkins | Evidence from Phoebe Jenkins

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**What are your views on the general principles of the Bill and the need for legislation to deliver the Welsh Government's stated policy objective (to make the Senedd a more effective legislature by ensuring it is broadly representative of the gender make-up of the population)?**

While I support the motion to create an equal gender quota, I do not think that the current structure and nature of work, as a Senedd member, is sustainable for women that have caring responsibilities and families. Before this legislation is put into place, reforms around job share and childcare support need to be discussed to truly enable a diverse range of individuals to take up office.

**What are your views on the system of enforcement and potential sanctions for non-compliance proposed in the Bill?**

I would like more clarity around gender as it's such a fluid idea - where does the legislation stand in terms of biological sex and gender, two very different things.

**Are there any potential barriers to the implementation of the Bill's provisions? If so, what are they, and are they adequately taken into account in the Bill and the accompanying Explanatory Memorandum and Regulatory Impact Assessment?**

The current structure of an AM/MS workload is not viable alongside raising a family. Initiative ideas such as job share and onsite creches need to be discussed - a round table discussion with current female members, alongside hopefully candidates, on what the Senedd could do to make the role more adaptable would be fantastic.

**Are any unintended consequences likely to arise from the Bill?**

It has the possibility to exclude potential candidates if they do not fit the quota, for example, men.

**What are your views on the Welsh Government's assessment of the financial and other impacts of the Bill?**

No comment

**What are your views on the balance between the information contained on the face of the Bill and what is left to subordinate legislation? Are the powers for Welsh Ministers to make subordinate legislation appropriate?**

Yes.

**Do you have any views on matters relating to the legislative competence of the Senedd including compatibility with the European Convention on Human Rights?**

No

**Do you have any views on matters related to the quality of the legislation, or to the constitutional or other implications of the Bill?**

No

**Are there any other issues that you would like to raise about the Bill and the accompanying Explanatory Memorandum or any related matters?**

I'd like to refer back to my main point on how the specifics of the role need to be adaptable to women and their life choices. As someone who would love to stand as a Senedd member, I couldn't even begin to start campaigning at the moment because the role is incompatible alongside raising my two young children. I currently work in a Members office, so know full well the pressure, demand and sacrifices that are made by politicians. However, I genuinely believe that Wales, as a leading nation, has the opportunity to listen to what women are saying and create a new adaptable and flexible role that truly allows a diverse representation.

**Anything else?**

No thank you.