Written evidence submitted by P F Withrington to the Gender pay gap inquiry.

It would sober the debate if some data were injected. The late Doreen Kimura, fortuitously a woman and a world expert on sex differences, says, in her book, *Sex and Cognition*, that men outperform women by half a standard error in maths aptitude tests and by one standard error in three dimensional imaginary rotation.

Hence, over 3.5 times as many men as women will be in the top 2.5% of maths ability and 16 times as many men as women will be in the top 2.5% of the rotational ability, let alone the testosterone.

Men and women exhibit major differences in physique and biological function. Hence it would be extraordinary if there were not substantial differences in psychologies and abilities in the various vectors. At any rate it was ever thus for all other mammals.

(1) American SATs tests show men outperforming women in maths, logic and spatial manipulation and the equal of women in the use of language.

(2) Professor Richard Lynn believes men and women now come out the same on IQ tests because the questions which women find the harder and which men excel at have been deleted.

(3) The age old functions of men the hunters and defenders and women as the carers cannot be simply discounted. We have evolved for those separate roles. *Go look at any primary school playground.*

Given that, plus life style preferences, could it be that the gender and salary balance is about right, if not prejudiced in favour of women?

I go on to note that the claim to “equality” is coupled with the notion that women on boards bring higher performance. That may very well be so but it will be because women are different from men, not the same.

Those who canvas for more women or quotas in management should ask themselves why they do not canvas similarly for more women as sewage workers, road menders or criminals. In the latter vector men outperform by a factor of five, flagging one of many obvious differences between the sexes.

An unintended consequence of positive discrimination and Government policies will be to sabotage the reputations of those who have succeeded by merit.

Instead of pursuing this equality myth the government should pay some attention to the damage done to males by the feminisation of the education system. The boys develop more slowly than girls but for longer and need a gruffer approach – it’s the testosterone. Instead of the present dispensation we should revert to single sex classes, suited to the different characteristic of the sexes.

For all those reasons your inquiry, and Government policy, is misconceived. Those policies if implemented, and this committee’s findings, are likely to be damaging. In the longer term votes may be lost. After all many from both sexes are fed up with the endless shriek for
“equality”, sic preferential treatment, and the endless denial of the obvious, emanating from the “feminists”.

These days “blond jokes” are viewed as almost criminal, yet it is fine to lampoon men. Go see the TV series Not going out. The truth is that women will play the gender card on any pretext. Probably career options are now substantially skewed in their favour.

Meanwhile I note that the gender balance on your committee is extraordinary. There are 12 members but just two men, a factor mirrored by all these women’s studies departments. Why are there no counterbalancing men’s studies departments?

25 November 2015