



Girls on the Job: Realities in Canada

Key Findings

Girl Guides of Canada partnered with Ipsos to ask teens, ages 12 to 18, about their summer work in 2018. What did we learn?

What it's like for girls at work

Lots of girls are working and volunteering in summertime, in a variety of sectors and roles.

One in three had a summer job (35%), one in three worked in an informal setting for family, friends, or neighbours (31%), and one in ten volunteered (14%) during the summer of 2018.

“Summer job” refers to more formal employment, such as holding a full- or part-time job at a store.

“Working in an informal setting for family, friends, or neighbours” refers to more informal work, such as caring for children or helping with housework. This includes both paid and unpaid work.

Girls are more likely to have part-time jobs than full-time jobs.

One in four girls (23%) had a part-time job, while one in ten (13%) had a full-time job.

Girls have positive and rewarding experiences in their summer work.

More than half (52%) of girls who worked said they gained skills to help in a future career, and two in ten (17%) said they met a mentor at work.

Gender matters at work

Girls experience a gender pay gap in their summer work.

We discovered a nearly \$3.00 per hour gender wage gap in full-time summer jobs between girls and boys.

Gender differences were very clear in the top sectors where young people were employed.

The top sector where girls were employed saw boys significantly underrepresented – and vice versa. Girls were most likely to be employed caring for others (28% versus 17% of boys), while boys were most likely to be in maintenance, gardening or grounds-keeping (23% versus 9% of girls).

In other sectors with many young workers, girls and boys were on par:

- Food and beverage (24% of girls versus 20% of boys)
- Retail (17% of girls versus 14% of boys)
- Cleaning (13% of girls versus 15% of boys)

Girls are exposed to inappropriate or unacceptable behaviour in their summer work.

More than one in ten girls (13%) experienced some form of sexual harassment or assault at work in summer 2018. This rose to two in ten among older girls (19%) and girls with lower family incomes (23%).

To read the full report visit: girlguides.ca/girlsonthejob

About the survey

The survey was commissioned by Girl Guides of Canada through Ipsos as an online poll of 1,203 girls and boys in Canada aged 12-18 between September 5 and 17, 2018. Findings are solely based on participants' experiences of work in summer 2018 – they weren't asked to reflect on all past work experiences. Participants were able to self-identify as girls or boys.

Weighting was employed to ensure that the sample's composition reflects that of the population of girls and boys aged 12-18 according to the most recent Census data. A sample of this size yields a margin of error of ± 3.2 percentage points, 19 times out of 20. The margin of error will be larger for data that is based on sub-groups of the total sample.

Girl Guides of Canada–Guides du Canada

Girl Guides of Canada–Guides du Canada (GGC) empowers every girl in Guiding to discover herself and be *everything she wants to be*. In Guiding, girls from 5-17 meet with girls their own age in a safe, supportive and inclusive space to explore what matters to them. Guiding is where girls take the lead, put their ideas into action and jump into a range of empowering activities – all with the support of women mentors committed to positively impacting girls' lives. With programming options ranging from exploring career options to financial literacy and discussions on feminism and gender inequality, girls in Guiding can equip themselves to thrive – now and in the future.



GIRL-DRIVEN RESEARCH

