



March 2017

Fawcett - Sex Discrimination Law Review

Employment, Pay and Pensions

About Girlguiding

1. Girlguiding is the leading charity for girls and young women in the UK, with over 500,000 members. Thanks to the dedication and support of 100,000 amazing volunteers, we are active in every part of the UK, giving girls and young women a space where they can be themselves, have fun, build brilliant friendships, gain valuable life skills and make a positive difference to their lives and their communities. We build girls' confidence and raise their aspirations. We give them the chance to discover their full potential and encourage them to be a powerful force for good. We give them a space to have fun. We run Rainbows (5-7 years), Brownies (7-10 years), Guides (10-14 years) and The Senior Section (14-25 years). Registered Charity No 306016. www.girlguiding.org.uk

About our evidence

2. Girlguiding's submission focuses on evidence from our annual Girls' Attitudes Survey - the largest survey of girls and young women in the UK - which gathers the views and opinions of over 1,600 girls and young women throughout the country aged 7 to 21, from inside and outside guiding. For more information and data on the latest and previous reports please see www.girlguiding.org.uk/girlsattitudes.
3. Girlguiding's response is also influenced by the Girls Matter campaign - Girlguiding's member-led campaign that profiles girls' and young women's calls for change <http://new.girlguiding.org.uk/report>
4. In addition, our response includes quotes from members of our Girlguiding Advocate panel - a platform for girls to use their voices and seek change at the highest levels. Our Advocates are a group of 18 Girlguiding members aged 14 to 25 who lead the direction of Girlguiding's advocacy and research.

Overview

5. Many young people feel unsettled by the EU referendum result and concerned about what it will mean for their future employment and lives. Our research shows that girls and young women already face enormous economic uncertainty and worry about not having enough money in the future:
 - In 2016 34% of 11 to 16 year olds and 53% of 17 to 21 year olds said that they worry about not being able to afford a home.
 - In 2015, 68% of 11 to 16 year olds thought it would be harder for them to get a job when they leave education than it was five years ago. Within this group, the figure rose to 76% for 14 to 16 year olds.



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Research undertaken by the British Youth Council¹ - of which Girlguiding is a member - indicates that Brexit is adding still more uncertainty for young people. Their report reveals that 62% of young people surveyed see themselves as 'European' and that 50% feel that the world is changing for the worse. In addition, 34% feel 'incapable of keeping up' with the changes that are taking place with 54% naming a 'lack of opportunities' as the biggest reason for this. With many businesses talking about leaving the UK in the wake of the referendum result, young people's concerns in this area are unsurprising. In addition, the loss of freedom of movement within the EU is likely to both limit young people's career opportunities and contribute to the pressures they face by causing many to worry about the living and working status of parents and other family members.

The BYC's research also indicates that uncertainty around Brexit is a gendered issue which is affecting girls more than boys:

- 60% of females surveyed felt 'uncertain' as a result of Brexit compared with 43% of males
- 54% of females felt 'worried' compared with 31% of males
- 14% of females felt 'hopeful' compared with 28% of males

It is vital that current rights are protected and that more is done to turn things around for girls and young women so that they are not disproportionately affected by any economic consequences of Brexit.

'It is no secret that the majority of young people voted Remain in the EU referendum. After the success of the Leave campaign, the voices of young people, particularly young women, are more important than ever. It is essential the EU regulations protecting young people – such as maximum working and minimum rest hours, equality in the workplace and maternity and parental leave – are retained despite the economic uncertainty. These EU laws are our rights, and losing them could threaten the position of young people, especially young women, in a post-Brexit workforce. The EU has also provided young people with opportunities to work and study abroad which could potentially be reduced after Brexit. Girlguiding's Girls Attitudes Survey revealed that many girls believe that girls and boys do not have the same chance of being successful in their future jobs. This fear must not become a reality. Girls and young women must be listened to during the Brexit negotiations to ensure that the independent UK leads the world in gender equality and in the rights of young working people.' (Emma, Girlguiding Advocate)

¹ Taken with permission and thanks from currently unpublished research from the British Youth Council which is due to be in the public domain in March 2017.

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6. Girlguiding is also concerned that Brexit could reduce young people's access to educational opportunities - such as the Erasmus programme - and that this could have a long-term detrimental effect on young people's future career options. At Girlguiding, we are concerned that our members could lose out on the many varied opportunities they currently have to visit other European countries and take part in programmes and activities. We believe that all possible efforts should be made to support young people's access to opportunities promoting education and experience of different cultures and countries through travel.

EU youth and other employment protections

7. Currently, the EU provides particular protections to young workers, such as ensuring that they are not exploited through being expected to work more than a maximum number of hours per week and that they receive a minimum number of hours of rest per day.
8. We also believe it's vital to protect the anti-discrimination protections enshrined in the Equalities Act 2010 and Human Rights Act 1998. This is particularly important in the context of the rising tensions and hate crimes that have been reported since the referendum result. EU law also supplemented British law by implementing the value principle. Prior to this, a woman in a senior position could legally be paid the same as a more junior male colleague. We would strongly advocate that such rights are protected.

Parenting and Childcare

9. Girlguiding believes that it is crucial that EU laws promoting equal childcare responsibilities are maintained. Girls tell us in our research that they fear they will be unable to balance having a career and a family.

Girls expect to enjoy equal parenting responsibilities with their partners, but they worry that gender stereotypes and financial constraints reinforce inequality. In 2013, 93% of girls aged 11 to 21 thought that in relationships between a mother and father, both parents should be able to share time off after a baby is born. However 41% recognised that people may look down on 'stay-at-home dads' and that ideas of gendered roles can be restrictive to both men and women's opportunities.

Girls told us they were concerned about the cost of childcare - in 2013 65% aged 11 to 21 said this, and over half (59%) aged 7 to 21 would expect their own parents to help them with childcare.



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'Mums and dads, if they have children... it's teamwork to look after them and bring them up properly. So looking after them needs a team spirit' (Girls' Attitudes Survey 2012 participant)

In 2013 70% of girls aged 7 to 21 said they wanted to combine having children and maintaining a career. However, they were also concerned that having children would negatively affect their career (46% aged 11 to 16, and 56% aged 16 to 21).

In 2016, only 39% of girls aged 11 to 21 said having children wouldn't affect their career.

The majority of girls in 2013 agreed that it's hard to balance motherhood and a career (61% aged 11 to 21) and for 42%, there aren't enough examples of women who successfully combine the two. Over half (58%) said they didn't think there were enough work opportunities that were part-time.

If current EU protections were eroded, girls and young women would likely experience still more pressure and inequality. Although there is work to do, guaranteed paid maternity leave and flexible working help women to balance career and family while shared parental leave shows girls and young women that childcare is not 'just for women'.

"Shared parental leave needs to be encouraged more so that both parents have the opportunity to care for their children. It needs to become a reality, not just an option, so more parents can look after and bond with their child. In the future I would like to see more fathers involved in childcare to change the stereotype that mothers are the (only) ones who look after their children - and help both parents to balance caring and their careers". Adeola, 20, Girlguiding Advocate

Gender stereotypes

10. Girls tell us that gender stereotypes can hold them back and our 2015 Survey found that for younger girls aged just 7 to 10, certain traits are already seen as belonging more to boys (such as being strong, adventurous, brave and determined); whilst they associated being caring, kind, helpful, shy and friendly, much more with girls.
11. When it comes to views on certain activities, this too was gendered - 64% of girls aged 7 to 10 said they thought girls are better at looking after children and 63% better at cooking. Whilst 57% of girls said they thought boys were better at building things, 39% said they were better at reading maps, 31% that they were better at sport and 29% better at science.



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12. Gendered norms impact on girls' aspirations and when asked about their future jobs, only 15% of girls aged 7 to 10 chose more 'male dominated' jobs such as being an engineer, architect, scientist or lawyer.
13. In 2016 we found that 52% of girls aged 11 to 21 think Science, Technology, Engineering and Maths (STEM) subjects have the image of being more for boys, 41% said there are too few role models in related careers and 35% thought there were too few female role models teaching these subjects. A third didn't know what jobs they could do with these subjects (31%).

Girlguiding believes that girls should be supported to access STEM subjects and careers and that current initiatives- such as the EU-funded 'Girls Into Global STEM' project - should be maintained.

14. Girls and young women must be supported to challenge gender stereotypes and gain access to jobs and sectors that continue to be seen as more 'for men'. All employers, including those with a culture of being overly represented by men, must see the implementation of shared parental leave as their responsibility and tackle gender segregation across the workforce.

Leadership and aspirations

15. Our research shows girls and young women have high ambitions. In 2013 our Survey found 67% of girls aged 16 to 21 said ambition was important in helping them to do well and be happy in life.

In our latest 2016 Survey, we found that two thirds of girls aged 11 to 21 want to be leaders in their chosen job (63%) and girls have a wide range of diverse dream jobs from being a scientist, Footballer, Astronaut, car mechanic or lawyer.

Inequality in the workplace (such as not enough women in leadership positions) makes many girls feel they have less chance of succeeding themselves (45% aged 11 to 21)² whilst for 55%, this makes them feel more determined to succeed. In addition to employment protections, girls and young women would benefit from seeing more women in leadership positions.

'The more women get top jobs, the more they will be role models for others.' (Girls' Attitudes Participant aged 11 to 16)

Equality at work

16. As girls get older they are more likely to worry about equality at work:

² 2016 Girls' Attitudes Survey



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- a. In 2016, 86% of girls' aged 7 to 10 said girls and boys have the same chance of succeeding in their future jobs, however, this compared to 54% of girls aged 11 to 16, and only 35% for girls aged 17 to 21.
- b. In 2016, 45% of girls aged 11 to 16 thought employers preferred to hire men over women - this increases significantly to 64% aged 17 to 21.
- c. In 2012, 39% of girls aged 11 to 16 were concerned about the gender pay gap compared to 60% of girls aged 16 to 21.

In addition to maintaining EU protections in this area, more should be done to encourage girls and young women into a range of sectors and to ensure that their gender does not hold them back from achieving their aspirations.

'I want everyone to be equal and girls can get as much money as boys if they have the same job.' (Girls' Attitudes Participant aged 7 to 10)

'Women don't have equal opportunities as men and I would like to see myself in a top job.' (Girls' Attitudes Participant aged 11 to 16).

Recommendations

- a. Girlguiding believes that there must be clear mechanisms available for young people to have their say in the many decisions being made about Brexit which will affect their lives. It is crucial that decision makers listen to and include girls' and young women's voices so that the particular challenges they face are considered and represented within the discussions that are to come.
- b. All rights and protections that UK citizens have gained through EU legislation are protected and that the impact of Brexit does not disproportionately affect girls and young women, young people and women more generally.

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