



YOUNG WORKERS HEALTH & SAFETY SNAPSHOT

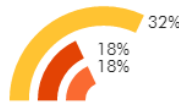
According to WorkSafe, 49 young people aged 15-24 were injured every week in 2015-16. Our findings suggest the true figures are much higher due to underreporting.

1. BULLYING & HARASSMENT



1 IN 2 HAVE BEEN BULLIED OR HARASSED

"You have to consistently be polite to rude and sometimes cruel customers. This is pretty related to Trip Advisor and the stigma in a rural town of having to keep a high rating even if it means putting up with rude customers."



I was bullied or harassed by... ■ Customer or client ■ Boss or supervisor ■ Coworker



SEXUAL HARASSMENT IN THE WORKPLACE IS COMMONPLACE

"it isn't treated as an issue. It's a daily occurrence and I would be pinpointed as sensitive if I felt uncomfortable by some of the vulgar comments made by customers daily."

2. SAFETY AT WORK

1 IN 4 HAVE BEEN ASKED TO DO UNSAFE WORK



And when asked by an employer to do a task that looks unsafe,

55.6% will do the job anyway.

Those who do speak up about their concerns receive mixed responses.

3. INJURIES & ILLNESS

1 IN 4 HAVE BEEN INJURED OR ILL DUE TO WORK



...and 1 in 3 did not report that injury or illness to their workplace

"When I injured myself and ended up on WorkCover, I was treated in an extremely poor manner and each time I walk into work now, I feel extremely apprehensive and judged."



YOUNG PEOPLE HAVE LOW UNDERSTANDING OF MENTAL HEALTH ISSUES RELATING TO WORK.

There is low awareness of employers' responsibilities to employees' mental health.

[more at youngworkers.org.au](http://more.at.youngworkers.org.au)

Research and compiled by: Sarah Bright, Kealia Fitzpatrick and Amy Fitzgerald at the Young Workers Centre

RECOMMENDATIONS

1. Workplace bullying and health & safety training must be embedded in high school career and work-readiness programs and curriculum and mandated in all Victorian high schools for students Year 10 and above.

2. WorkSafe and other government bodies must specifically define and recognise Sexual harassment in the workplace as a workplace health & safety issue.

3. Young workers should not have to risk losing their job to have their safety or bullying concerns investigated and taken seriously. WorkSafe should create an online platform that allows workers to report and rate employer responses to incidents of workplace health & safety or bullying.

WorkSafe must introduce a bullying code to improve employer compliance with the requirement to provide a safe healthy workplace mandated by the OHS Act.

4. The education program referred to in recommendation 1 should emphasise that stress, anxiety, depression and other mental health issues are important and avoidable workplace hazards.

Complete further research into the impact of insecure work, to ensure that national efforts being made to improve the mental wellbeing of young people are not weakened by a failure to tackle potentially injurious forms of employment.