



YOUNG WORKERS SNAPSHOT



THE GREAT WAGE RIP-OFF

1. MINIMUM WAGE VIOLATIONS

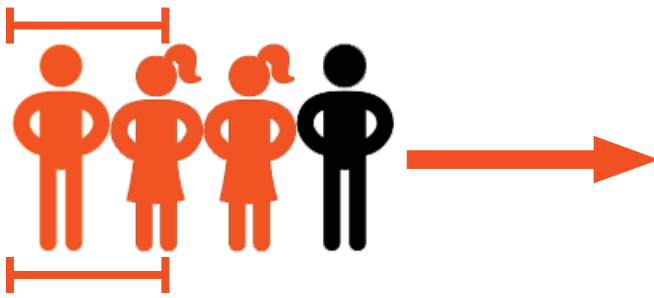


1 IN 5 YOUNG WORKERS AREN'T PAID MINIMUM WAGE...

...and they're losing an average of **\$3.12 PER HOUR**

2. PENALTY RATE VIOLATIONS

3 IN 4 WORK UNSOCIABLE HOURS SUCH AS NIGHTS, WEEKENDS, AND EVENINGS



but less than **HALF** are being paid **PENALTY RATES** for their work

3. UNPAID TRIALS & WORKING OFF THE CLOCK



1 IN 5 HAVE WORKED UNPAID TRIALS TO GET THEIR FOOT IN THE DOOR

and 1 in 2 have experienced **OFF-THE-CLOCK PAY VIOLATIONS**, such as working early or late without payment



"I know I have rights at work but because there are so few jobs going for young people it seems better for me to ignore small violations to keep a job and get a good reference"

Female, 23, Legal Intern

"My boss predominantly hires inexperienced and younger staff so he can underpay and mistreat them as they don't know their rights as employees"

Female, 23, Waitress

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RECOMMENDATIONS

- 1. EDUCATION FOR HIGH SCHOOL STUDENTS**

Work rights and safety education must be mandated for all Victorian High School students Year 10 and above.
- 2. CHANGE THE LAW ON PAYSLEIPS**

Regulations on payslip content must be changed to include

 - Industrial Instrument name, i.e. specific Award or Agreement title
 - Employee classification level under that instrument.
- 3. STRENGTHEN CIVIL PENALTIES FOR NON-COMPLIANCE WITH WAGE LAWS**

Penalties for employers guilty of wage theft must be increased to deter illegal behaviour.
- 4. IMPROVE ENFORCEMENT IN LOW-WAGE & YOUNG WORKER INDUSTRIES**

A dual-enforcement approach includes:

 - Regulators must introduce proactive and unannounced workplace audits and investigations in low-wage and young worker industries.
 - Not-for-profit advocates (community legal centres and trade unions) who secure stolen wages for workers should be compensated directly through additional penalties paid by the employers guilty of breaches.
- 5. INTRODUCTION OF CRIMINAL SANCTIONS**

Employers and company directors must be held criminally responsible for wage theft violations
- 6. AN ONLINE PLATFORM TO REPORT WAGE VIOLATORS**

Young workers should be able to access a Trip Advisor or Glassdoor-style platform to report and rate employers' compliance with wage laws.

