

4.7 years

The average time it takes a young person to get from full-time education to full-time work.

30% Percentage of young workers want to work more hours – youth underemployment is at a 40-year high.

88,600

Number of young Victorians who were working part-time or casual but not studying (April 2017).

Young people today are expected to earn higher educational qualifications than earlier generations.

Entry-level jobs are disappearing.

Costs of living are high.

Many young people stay underemployed.

Haven't young people always worked odd hours for low pay?
What's the big deal?

Some young people are at higher risk

Young women are overrepresented in jobs where penalty rates will be cut.

There's a **17%** pay gap between Australian women and men, **which hasn't shifted since the 1980s.**

14.8% of early school leavers in Victoria go into part-time work as their main pathway – only 8.9% go from school into full-time jobs.

Young people in rural Victoria are more likely than their Melbourne peers to go straight from school into employment.

Cuts to penalty rates may hit rural communities harder because so many people there work in the affected industries for lower wages than workers in the city.

Young Workers and Penalty Rates

Know the facts

The Fair Work Commission has announced cuts to penalty rates for the retail, fast food, restaurant, hospitality and pharmacy industries.

Industries facing penalty cuts are full of young people

So what's the problem?

Many young workers are already doing it tough

Lots of young people work for less than the standard minimum wage. Youth wages range from \$6.21 an hour for 16-year-olds, to \$16.48 an hour for 20-year-olds.

1 in 5 young Victorian workers are getting paid at base rates below the national minimum wage.

More than half of young workers who are underpaid don't realise they're being ripped off.

The unemployment rate for young Victorians not studying full-time is 11.3% – almost twice the rate for the community as a whole.

Less than half of young Victorians who work unsocial hours get paid penalty rates.

Almost 40% of Australian tertiary students experience financial hardship.

The most common jobs for young school-leavers in Victoria are

sales assistants waiters checkout operators counter hands store persons bar attendants



40% of young Victorians work in retail, and accommodation and food services



48% of young Victorian women work in retail, and accommodation and food services

The public holiday cuts are scheduled to begin 1 July 2017; the Sunday cuts will be phased in over three or four years. Meanwhile, unions are launching legal appeals against the cuts, so this remains a changing space.