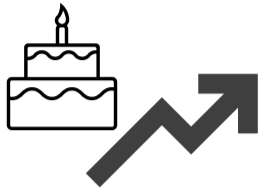


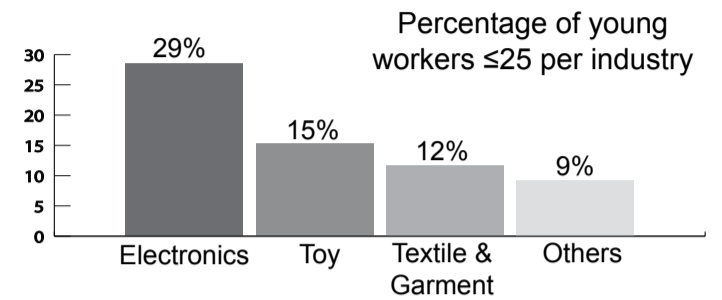
# 2018 SNAPSHOT STUDY OF YOUNG WORKERS IN CHINA'S MANUFACTURING SECTOR



## CHINA'S MANUFACTURING LABOUR FORCE IS GETTING OLDER



**68%** OF FACTORIES REPORT THAT THE AGE AMONGST THEIR WORKERS IS INCREASING



### JUVENILE WORKERS 16,17 YEARS OLD

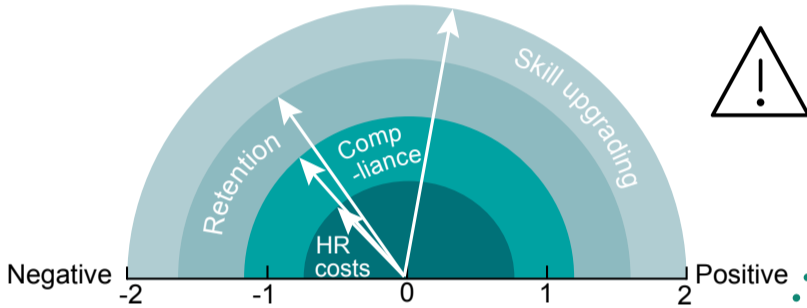
### YOUNG WORKERS 18-25 YEARS OLD

ONLY **12%** OF FACTORIES HIRE JUVENILE WORKERS AND 1/5 OF BUYERS DISCOURAGE THEIR FACTORIES FROM HIRING JUVENILE WORKERS

**90%** OF SUPPLIERS THINK **YOUNG WORKERS ARE ESSENTIAL** TO THE DEVELOPMENT OF A HIGHER SKILLED WORKFORCE

**JUVENILE WORKERS ARE CONSIDERED A RISK**  
Impact of juvenile workers as perceived by brands/buyers

**44%** OF FACTORIES REPORT **HIGHER TURNOVER** AMONG WORKERS UNDER 25

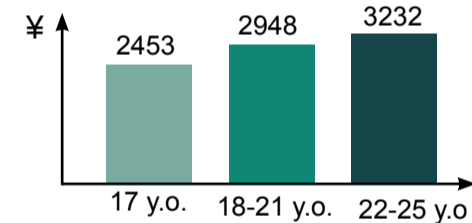
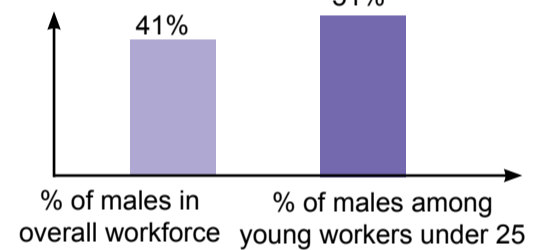


THERE ARE **MORE MALES THAN FEMALES** AMONG YOUNG WORKERS UNDER 25

**JUVENILE WORKERS EARN LESS**

**JUVENILE WORKERS WORK LONGER THAN LEGALLY ALLOWED**

ALL YOUNG WORKERS (16-25 Y.O.) WORRY ABOUT:



84% > 40 hrs  
28% > 50 hrs

1. Their parents
2. Their future
3. Their safety
4. Work performance
5. Job security

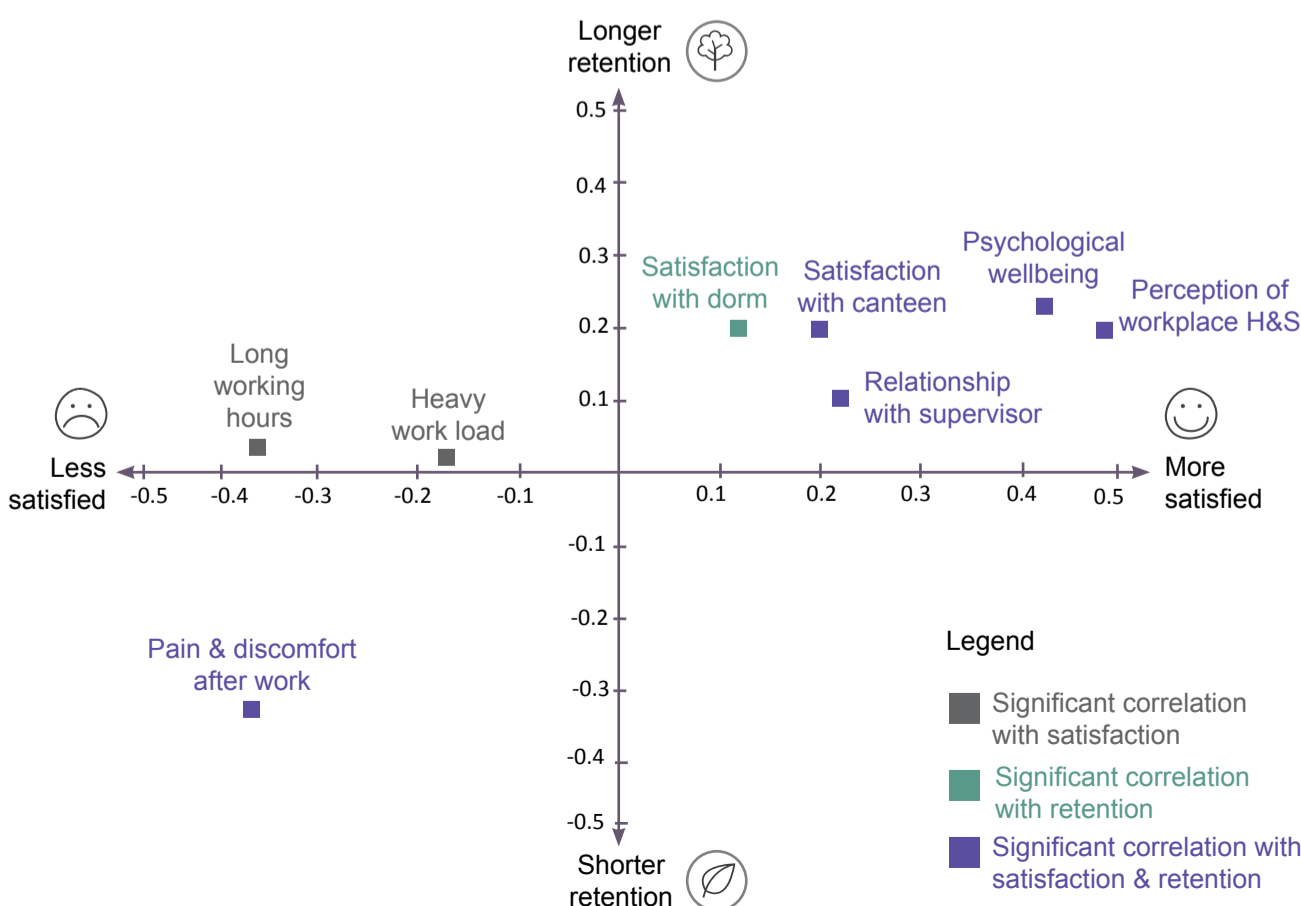


**55%** OF YOUNG WORKERS **DID NOT CONTINUE BEYOND COMPULSORY EDUCATION**

ONLY **38%** OF ALL YOUNG WORKERS (16-25 Y.O.) RECEIVED ON-BOARDING TRAINING WHICH INCLUDED HEALTH & SAFETY, FACTORY REGULATIONS, WORKING HOURS AND WAGES

## THIS CREATES SIGNIFICANT CHALLENGES FOR YOUNG WORKERS AND THE MANUFACTURING SECTOR

### WHAT CAN INCREASE SATISFACTION & RETENTION?



- AGING WORKFORCE
- HIGH EMPLOYEE TURNOVER
- LABOUR SHORTAGE



- MINIMAL PROTECTION
- FEW OPPORTUNITIES
- VERY LIMITED SUPPORT

### OUR RECOMMENDATIONS

- SET UP YOUTH DEVELOPMENT PROGRAMMES FOR JUVENILE WORKERS
- CREATE ADVANCEMENT OPPORTUNITIES AND MAKE SURE TO COMMUNICATE THEM TO YOUNG WORKERS
- IMPROVE ON-BOARDING ACTIVITIES TO INCLUDE CLEAR GUIDANCE ON HEALTH & SAFETY, FACTORY GUIDELINES, WAGE CALCULATIONS AND WORKING HOURS