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

Only 12% of factories hire juvenile workers and 1/5 of buyers discourage their factories from hiring juvenile workers.

Juvenile workers are considered a risk.
The impact of juvenile workers as perceived by brands/buyers.

Juvenile workers earn less.
The number of juvenile workers earning less than legally allowed.

Juvenile workers work longer than legally allowed.

84% > 40 hrs
28% > 50 hrs

Young workers ≤25

Electronics
Toy
Textile & Garment
Others

Percentage of young workers ≤25 per industry.

90% of suppliers think young workers are essential to the development of a higher skilled workforce.

44% of factories report higher turnover among workers under 25.

There are more males than females among young workers under 25.

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.

WHAT CAN INCREASE SATISFACTION & RETENTION?

OUR RECOMMENDATIONS

- Aging workforce
- High employee turnover
- Labour shortage

- Minimal protection
- Few opportunities
- Very limited support

- 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.