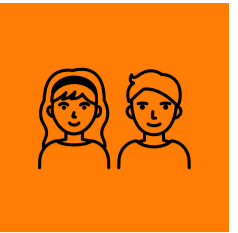


A SNAPSHOT OF FINDINGS FROM
THE 2024 EMPLOYMENT MONITOR

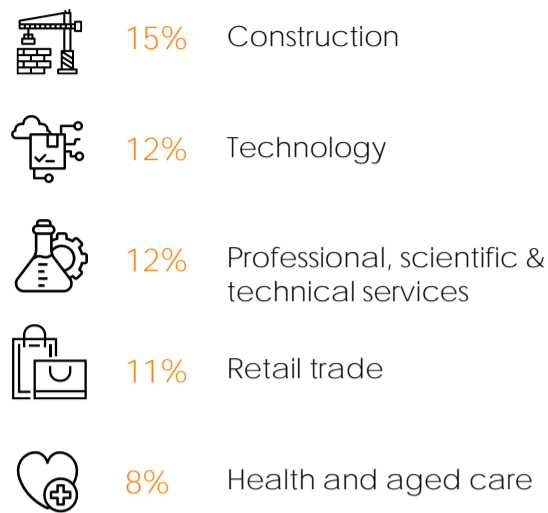
Young workers in New Zealand



Young workers in New Zealand

MBIE's employment monitor delivers a comprehensive view of New Zealand workers' and employers' perceptions, experiences and pressures in the employment market. This infographic focuses only on NZ workers aged 18 to 29 years. Verian surveyed 270 workers in this age group from 26 February to 7 April 2024. No comparisons are made with previous years' surveys because of a change in survey methodology.

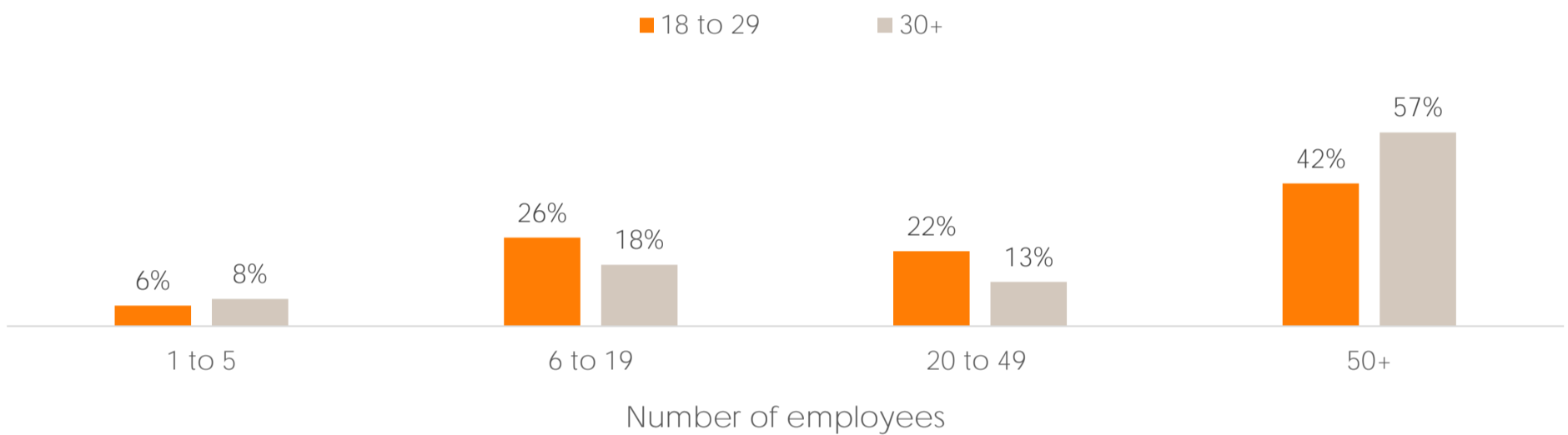
Top 5 industries



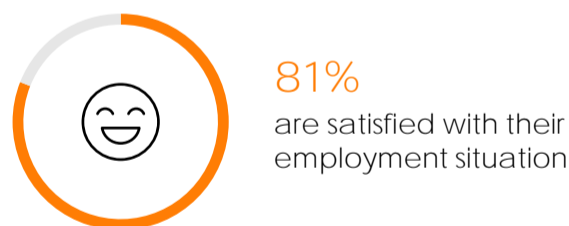
Top job sources



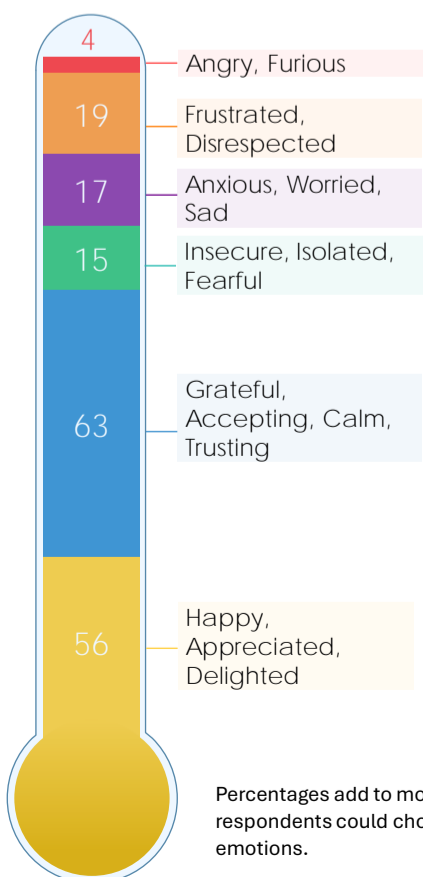
While most young workers are in workplaces with at least 20 employees, young workers are more likely to work in smaller workplaces than the average NZ worker.



Most young workers in NZ are satisfied with their employment situation, and experience a range of emotions but feel less appreciated than the average NZ worker.



Emotions barometer %



Young workers feel less appreciated than the average NZ worker (29% vs 40%)

Percentages add to more than 100% as respondents could choose up to three emotions.

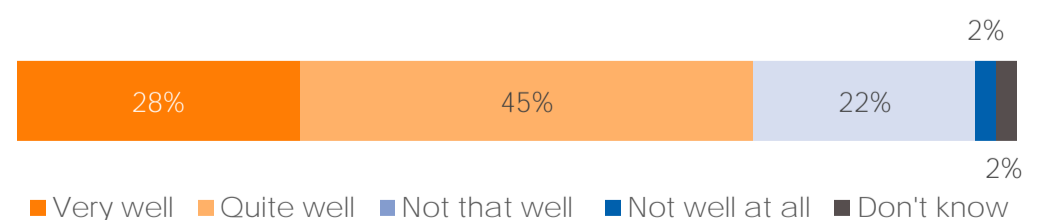
Around half (49%) of young workers express at least one concern about their employment. They are more likely than older workers to express concerns about hours.

Main themes:

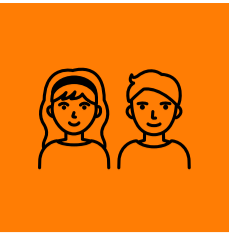


One in four young workers say they don't understand their employment rights that well.

NZ workers feel they understand their employment rights...



%/% = higher/lower than all NZ workers.



Young workers in New Zealand

Young workers are less likely than the average NZ worker to know these three areas of employment law:

Employment contract (88% vs 93%)

Annual leave entitlement (77% vs 87%)

Illegal pay deductions (76% vs 87%)

Employer can't ask for money in exchange for job (72% vs 83%)

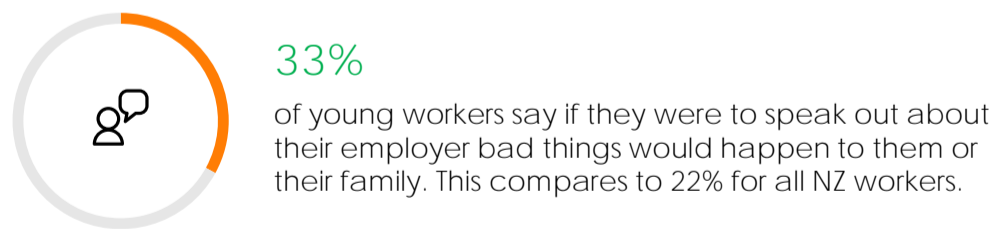
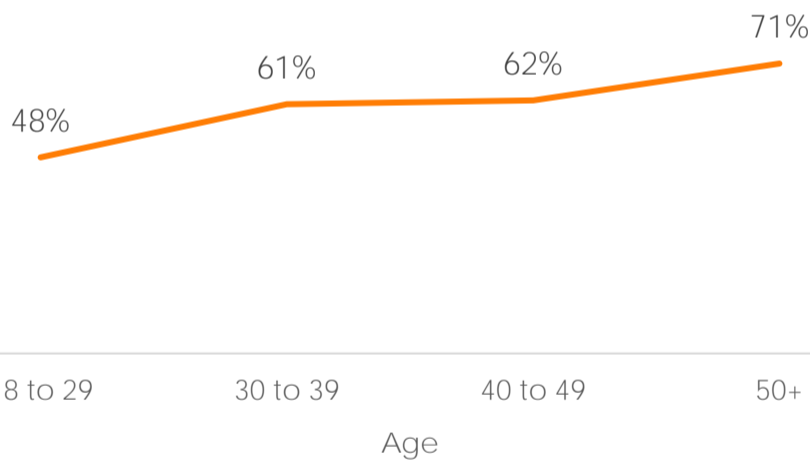
Safety gear is paid for by employer (67% vs 77%)

Consequences when employers mistreat migrant workers (64% vs 73%)

However, 26% of young workers can state the minimum wage (versus only 15% of all workers).

Young people place less importance than older workers on speaking up in exploitative situations.

% who place high importance on speaking up



Over a third of young workers say it would be difficult to speak up in an exploitative situation. We asked them why...

“I don’t want any backlash if I choose to keep the job as it isn’t the easiest thing to find another job.”

“I could be seen as a troublemaker who then gets fired for a different reason as retribution.”

“It’s degrading.”

“I just don’t like talking to anyone, it doesn’t matter who.”

“I know that speaking to government groups can sometimes be quite painful and a waste of time. And I’m not super keen to be getting into a work dispute.”



One in three young workers don’t know where to go to ask for help if they need support with their employment rights. This compares to 24% of all NZ workers.

Younger workers are harder to reach than the average NZ worker, but government channels and communications remain key trusted sources of employment law.

% who place high importance on speaking up

53% Government sources (ENZ website, newsletters, email)

39% Community support (CAB, law centres)

14% Union

13% Mainstream media

11% Ethnic community channels

10% Social media

78% of young workers who visited the Employment NZ website found it useful.

Top three ideas for getting information and support on employment rights

% very helpful



41% Website dedicated to employment rights



41% Free government service to access community support



39% Information and support as part of my education

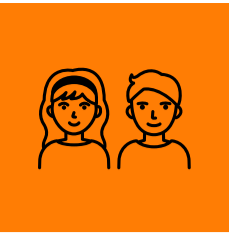
Top 4 things that would encourage young workers to speak up in exploitative situations...

32% Financial support to find another job

31% If other staff from my employer also spoke up

31% Receiving compensation for being exploited or mistreated

30% A free government service to help resolve employment disputes



Young workers in New Zealand

We've identified four groups of workers who differ on their knowledge of employment rights and risk of exploitation.

Just under three in ten young workers are currently at higher risk of exploitation (the two segments on the right), but young workers know less about their rights than older workers and so are potentially vulnerable should they face exploitative situations in the future.

CAPABLE

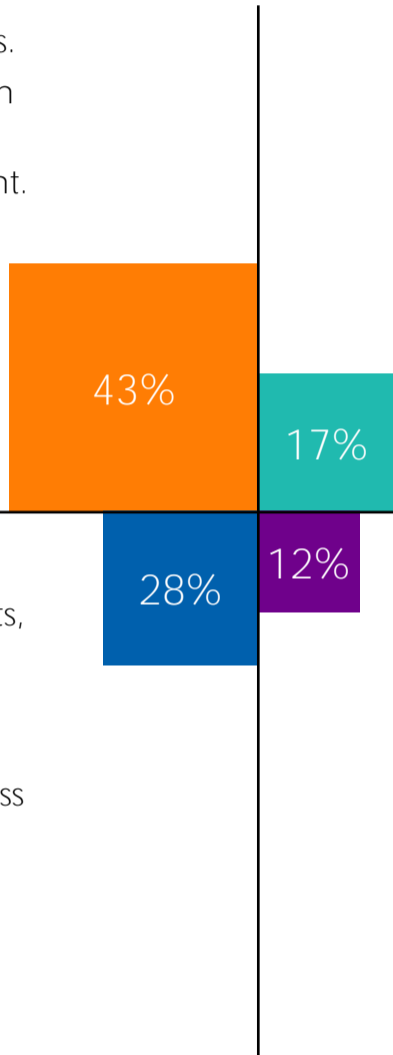
- Good understanding of employment rights.
- High satisfaction with employment situation and strong trust in employer.
- Few report concerns with their employment.
- More likely than others to speak up in exploitative situations.
- Most know how to find help with their employment if they need it.

Lower risk of exploitation

- Poorer understanding of employment rights, but few employment concerns.
- Satisfied with their employment and trust their employer.
- Less trusting of government sources and less likely to speak up.

NAÏVE, BUT UNEXPLOITED

More knowledge about employment rights



KNOWLEDGEABLE BUT TRAPPED

- Good understanding of employment rights.
- Low job satisfaction and often frustrated.
- Work longer hours on average.
- Wide-ranging employment concerns and employment law breaches.

Higher risk of exploitation

- Poor understanding of employment rights.
- Dissatisfied with employment and very low trust in employer.
- Feel frustrated, fearful and anxious about their work situation.
- Wide-ranging employment concerns and employment law breaches.
- Lower trust in government agencies to support workers.

DISHEARTENED

Less knowledge about employment rights

