

Study on teenage employment in Israel



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Study conducted for

The Working and Studying Youth

in partnership with

The Friedrich-Ebert-Stiftung

2014



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הדעות המובעות בפרסומות זה אינן משקפות בהכרח את דעתיה של קרן פרידריך אברט.
שימוש מסחרי בפרסומים של קרן פרידריך אברט ללא אישור בכתב של הקרן אסור בהחלט



Introduction

The Federation of Working Youth was founded in 1924 by working youth who were exploited by their employers and wished to establish an organization for themselves which would support them in defending their rights as working youth, and as a framework for social and cultural activity. Back then, 90 years ago, working teens were usually forced to leave their school behind and dedicate most of their time, energy and youth to hard physical work, in an attempt to help make money for their families and perhaps even to acquire a career and training. In 2014, the identity of working youth and the way that they relate to their work are more complicated because the differentiation between working youth and studying youth is less clear, and because the laws today supposedly better protect the rights of youth than was the case 90 years ago.

What are the characteristics of working youth in 2014? Does the girl who babysits the neighbors; children see herself as a working teen? Is there a difference in the fields in which a 15-year-old girl and her 17-year-old friend work? And between her and her brother? How many different jobs will an average teen have over the course of a year in high school? Will he only work during school vacations or also during the school year? At how many jobs does an average teen work? Do youth from different sectors and different socio-economic backgrounds work different kinds of jobs? Is a teen who works at an ice cream parlor aware of his/her legal rights? Do they think that their employers uphold their rights? Is there a difference between youth from different sectors in terms of their awareness of their rights? Does the same girl know to whom she can turn if she thinks that her rights have been violated? Would she join a union?

The Federation of Working and Studying Youth's Youth Union is the organization that represents working youth and many times we make the voices of the working youth heard in various public and political forums determining labor law policy and its enforcement.

The Working and Studying Youth's counselors meet working youth at school, at youth clubs and at their workplaces, and assist them by providing information on their rights at work, by providing professional assistance when dealing with exploitative employers, and by being certified to represent them at the labor courts and to sign them on to collective labor agreements.



Over the decades in which the Working and Studying Youth has been involved with working youth, we reached answers to many of the questions asked above “from the field,” from our educational dialogue with teens and from our intuition. We adjusted our educational work for various populations and sectors according to the information that we learned. However, because we are an organization that assists all working youth, it was clear to us that we must become much more deeply familiar with the entirety of the working world of youth, in a more scientific manner. Therefore, we decided to attempt to answer the questions presented above and many more with a professional and extensive survey. To the best of our knowledge, no such survey has been undertaken in Israel for many years, if ever. We made sure that the survey participants would be youth and not intermediaries, that the survey would be conducted in both Hebrew and Arabic, and that it would include a variety of questions to cover the characteristics of youth work, their opinions on various topics connected to work, their opinions and awareness of their rights at work, and the negative impact of work on their lives.

This document presents the central findings of the survey. The wider findings will serve us well in our educational work with working youth and in determining our positions on changing legislation and policy on working youth in Israel. We would like to thank the **Friedrich-Ebert-Stiftung** for funding the survey, the **Geocartography** Institute for the work they contributed, as well as all those who helped write the questionnaire, process the data and translate and produce the findings.

The staff of the Youth Union, Federation of Working and Studying Youth
Summer 2014



Preface

This survey, a summary of which is presented here, was ordered by the Federation of Working and Studying Youth – the trade union for youth and young adults, which is the representative body for working youth, in order to examine youth and young adult employment in Israel today. The survey was carried out in partnership with the Friedrich Ebert Fund and was conducted by the GeoCartography Institute.

Today, inconsistent data is held by various entities, and to the best of our knowledge for many years no comprehensive and inclusive survey has been conducted among youth in Israel to examine their working life. The primary goal of the survey was to obtain as precise a picture as possible of the situation of working youth and young adults beginning with the scope of work, an examination of the protection of labor rights as experienced by youth and the positions of their employers vis-à-vis protection of labor rights.

The primary troubling conclusion which arose in this survey, which confirms the existing concerns at the Federation of Working and Studying Youth, is that the youth and young adult labor market in Israeli is a kind of "Wild West". Acts of exploitation, big and small, appear around every corner, in every industry and violate almost every law. The advanced labor laws meant to protect youth are insufficient and the result is that our children, who are the future of the workplace and Israeli society, upon their first steps in the workplace, already experience exploitation and violation of their rights. Wherever they turn, they are forced to know their rights extremely well (and from the survey it seems that this is not the case) and fight for them just so that they can receive what is owed to them. This is the case for about 62% of teenagers, or 380,000 people, who participate in one way or another in the labor market. These are 380,000 teenagers for whom the workplace is very present in their lives, but despite advanced technologies, social networks and sophisticated media, still too many of them are unfamiliar with the laws that are meant to protect them. The majority of these teenagers are exposed to exploitation and violations of the law in the workplace and find themselves defenseless, either being taken advantage of or having given up due to the competition for jobs.

At the same time, there is some good news: The Federation of Working and Studying Youth effectively gives assistance to about 85% of the youth who contact it. Teenagers know and understand the significance of unions, appreciate the young workers of Burger Ranch who signed a collective agreement, and see themselves willing to join such unions.

We hope that the findings of this study will reach youth, their parents, educators, teachers and employers, as well as elected representatives and government employees, and that they will choose to work together in order to ensure a better future for our working youth and for all of us.

Study goals

To examine the percentage of workers amongst teenagers, teenagers' awareness of their rights, the protection of their rights in practice, the scope of negative influence of work on teenagers, teenagers' opinions on different topics connected to teenage work, awareness of unions, awareness of organizations that provide services to youth, and awareness of the work that the Working and Studying Youth to enforce the rights of teenagers at work.

Methodology:

This study was carried out via four parallel surveys, as follows:

- a. Internet survey of 468 Israeli teenagers from the general sector.
- b. Telephone survey of 100 Israeli teenagers from the Arab sector.
- c. Telephone survey of 35 Israeli teenagers from the Haredi sector.
(These three surveys represent the general population of teenagers in Israel, henceforth “teenagers” or “youth”.)
- d. Internet survey of 480 parents of teenagers age 14-18, in the general Israeli sector (henceforth “parents of teenagers”).

Margin of error

±4.0% margin of error, a statistical significant of .95%

Time period

April 2014



PRIMARY FINDINGS

Scope of teenage work, motivation and fields of work:

- 62% of teenagers stated that they participated in the labor market in the last year. Of these, 36% report that they held some kind of job over the course of the year, and 26% more did not work but sought work during this period. According to data from the Central Bureau of Statistics (2012) for the stated age range (14-18), the significance of this data is that there are some 380,000 teenagers in the labor market, of whom about 220,000 actually worked.
- Amongst those that worked, 57% stated that they worked at more than job. This testifies to the lack of permanence in the young adult and teenage labor market, which in Israel is characterised by odd jobs and high rates of turnover.
- 73% of teenagers stated that they worked for less than one year at their place of work.
- Earning money is the primary reason that teenagers try to find work (83%), and there is a significant difference between this and the other reasons, which included relief from boredom (12%) and the desire to be independent (10%). Notably, twice as many girls as boys (13% vs. 6%) answered that independence was a primary motivation for working.
- The fields that teenagers work in are simple ones that do not require much training. The fields of work are characterised by age differences – meaning that as they get older they tend to work more as waiters and in sales. The fields are also characterised by gender. For example, 27% of girls stated that they work as babysitters, vs. only 4% of boys, with 16% of all teenagers stating that they work in this field. This is a meaningful point since in babysitting there is almost no enforcement of labor laws at all because of the nature of the work, and also the Youth Trade Union receives almost no complaints from working teens in this field.
- Teenagers work an average of 6.4 hours per week, and 65% generally work more hours during school vacations than during the school year.

Awareness of teenagers' rights at work – general:

- 44% stated that they are not sufficiently familiar with their legal rights at work.
- Only 1 in 5 think that their employer does not protect all their rights at work, but this data is misleading because, as stated above, half of the respondents stated that they are not sufficiently familiar with their rights, and in the forthcoming findings one can see that in practice most rights are not upheld by employers.
- For example, 70% of teenagers stated that they know what the minimum wage is, but less than 5% were able to indicate the precise hourly wage to which they were entitled.
- Another example: only one third knew that the law forbids their employment on their day of rest, and an additional third were unfamiliar with the law on this issue.



Enforcement of teenagers' rights at work on the individual level

- Nearly half of teenagers (48%) reported that they were not certain whether they are paid by the date determined by the law (up to the 10th of every month).
- Over half of the respondents did not know whether they received a monthly pay slip.
- 63% of respondents reported that they had expenses from traveling to and/or from work, but about half of them (approximately one third of all working teenagers) did not receive reimbursement for these expenses.
- 58% of working teenagers report that they did not receive vacation days.
- 71% of working teenagers did not receive (or do not recall receiving) a document setting out the conditions of their employment from their employer ("Notice to Worker").
- Amongst those who worked at least one year at their place of work, only 11% received convalescence pay.
- 77% of working teenagers reported that they had worked more than 6 consecutive hours, with 46% reporting that they did not receive (or are not sure if they received) a break as required during these work hours.
- Close to half of teenagers reported that they worked over 8 consecutive hours, with 80% of them not receiving higher compensation ("overtime").
- 43% of teenagers worked past midnight, of which one quarter reported that this occurred frequently.
- Half of teenagers report that they finished work late, after public transport ceased operation, and of them, 48% reported that they got home by their own means, without their employer providing travel arrangements.
- 34% of teenagers believe that they are allowed to be hired to work on weekends.
- 46% of teenagers worked during the past year on weekends, with the frequency of weekend work at 1.8 times a month on average. 41% of those who worked weekends reported that the pay they received on the weekends was the same as what they received on regular workdays.
- 25% of working teenagers were required to be prepared to come to work ("Stand-by"), without receiving pay for this.

Negative effect of work on teenagers

- 37% of working teenagers reported that they have missed classes because of their work.
- 42% of working teenagers reported that their studies have suffered because of their work.
- 54% of working teenagers reported that they have felt that their work is unreasonably physically difficult.
- 27% of working teenagers reported that they have been injured at work or on their way to work.
- 33% of working teenagers reported that they have been humiliated or felt exploited at their workplace.

Teenagers' opinion on different statements about youth employment

- 72% of teenagers think that children under 14 years old should not be employed.
- 34% of teenagers think that teenagers should not be employed on weekends.
- 44% of teenagers think that teenagers should only be employed on weekends during school vacations.*
- 33% of teenagers think that working teenagers should earn a lower wage than adults working the same job.
- 65% of teenagers think that their wages should rise as they get older.

Unionization of Workers – awareness and motivation for unionization

- 46% of teenagers claimed that they know what unions are.
- 72% of teenagers stated that they admire the workers of Burger Ranch for their unionization and establishment of a workers' committee.
- 52% of teenagers noted that they would join a union at their workplace if it were offered to them.
- 86% of teenagers stated that the principal motivation for establishing a union is improving working conditions and protecting their rights in their workplace.

Organizations that handle rights of working teenagers - general awareness and awareness of the Working and Studying Youth

- 70% of teenagers reported that they do not know who to turn to if their rights are not protected at work.
- 25% of teenagers are familiar with or have heard of the work of the Working and Studying Youth to enforce the rights of teenagers at work.
- 82% of teenagers that contacted the Federation of Working and Studying Youth reported that they received assistance from the organization.



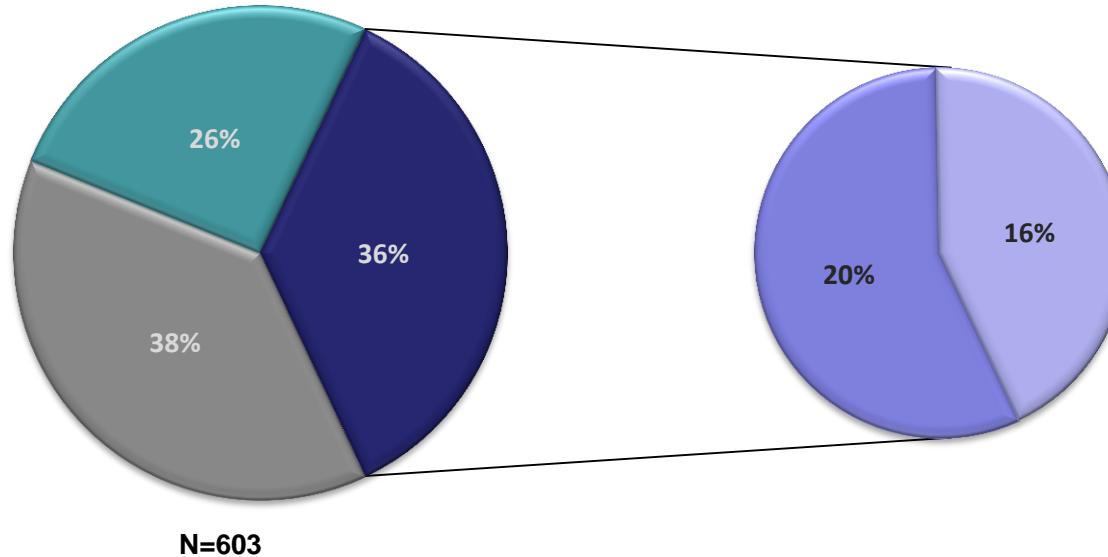
DETAILED RESULTS

PART A

Teenage
employment rate,
motivations and
fields of work

Teenage employment rate – general data

- 1) Are you currently working or have you worked in any job over the past year? If not, did you seek work?
- 2) Over the past year have you worked at more than one job?



- I am not currently working/I have not worked in the past year, and have not sought work
- I am not currently working/I have not worked in the past year, but I have sought work
- I am currently working/I have had more than one job over the past year
- I am currently working/I had one job over the past year

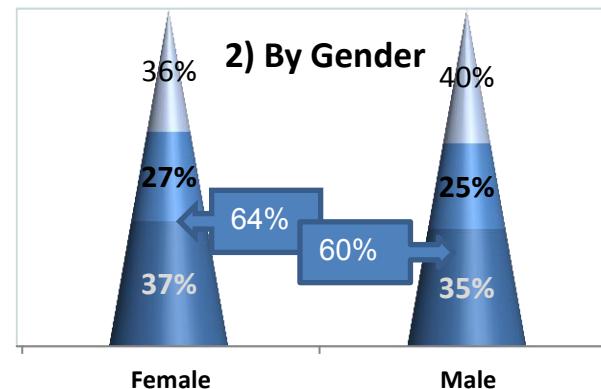
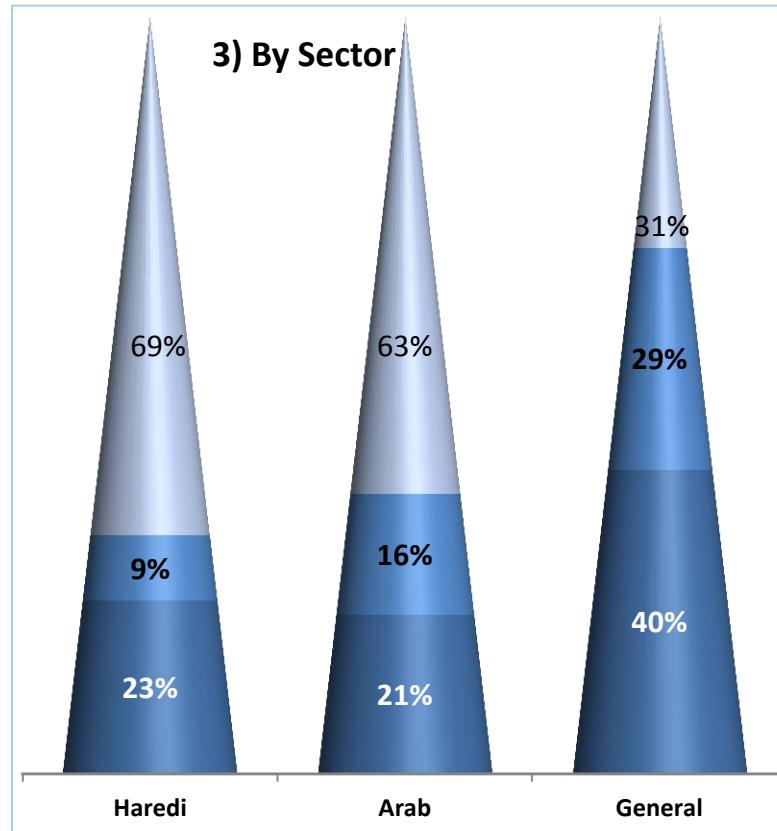
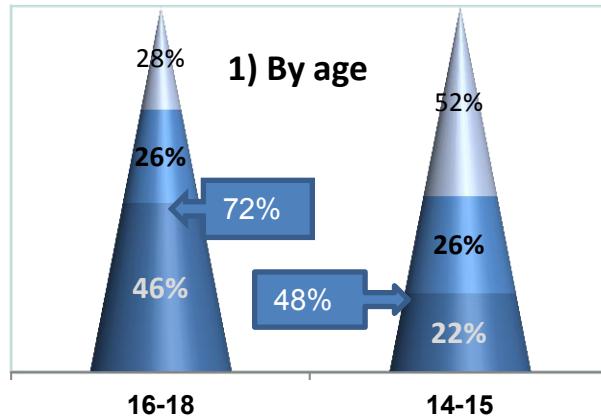
How many teenagers work in Israel? The results of the survey indicate that 3 in 5 teenagers take part in the labor market (62%). Quantitatively (according to Central Bureau of Statistics data for ages 14-18), there are 380,000 working teenagers, of whom about 220,000 actually work or have worked.

Over a third of teenagers in Israel (36%) worked in any job over the past year, and approximately another quarter (26%) have sought work but did not succeed. From our perspective, these teens did take part in the labor market (some of them may have worked during summer and answered in terms of the school year).

In addition, 57% of teenagers who did work indicated that they worked at more than one job over the course of the year, which indicates the high turnover rate and lack of permanence in the teenage workplace. These topics are important in understanding the complexity and difficulties in explaining and enforcing the rights of teenagers and young adults at work.

Teenage employment rate – various breakdowns

Are you currently working or have you worked in any job over the past year? If not, did you seek work?



- I am not currently working/I have not worked in the past year, and have not sought work
- I am not currently working/I have not worked in the past year, but I have sought work
- I work/have worked in the past year

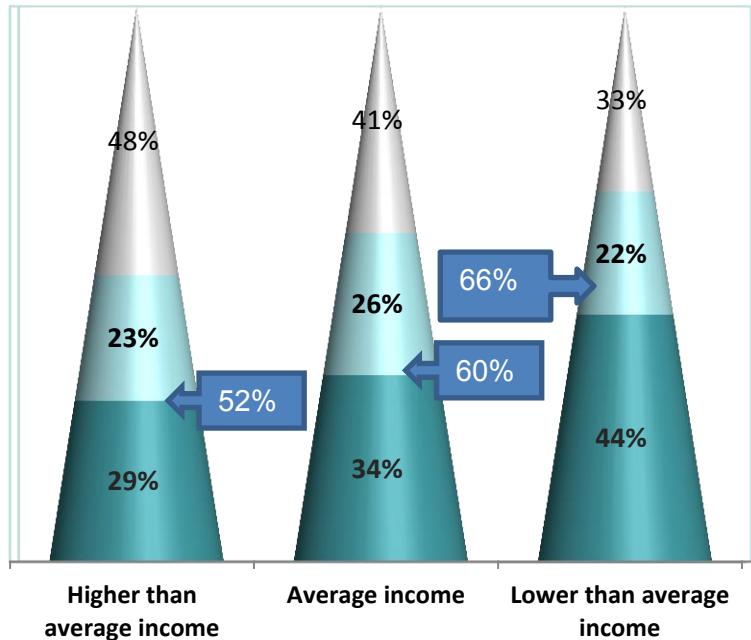
- 1) For ages 16-18, three out of four (72%) participated in the labor market. For ages 14-15, some half participated.
- 2) Girls participated in the labor market at a slightly higher percentage than boys (64% vs 60%)
- 3) There is a large difference in the scope of participation in the labor market between Arab and Haredi teenagers compared to the general sector. It is possible that this derives from the fact that less teens in these sectors work during the school year.

Teenage employment rate - various breakdowns

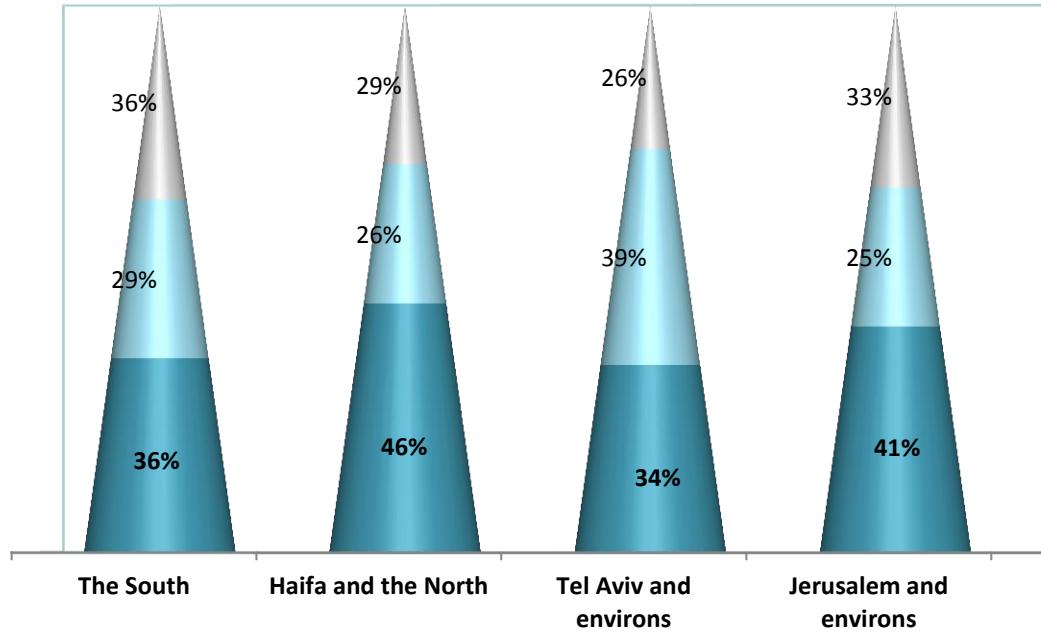
Are you currently working or have you worked in any job over the past year? If not, did you seek work?

- I am not currently working/I have not worked in the past year, and have not sought work
- I am not currently working/I have not worked in the past year, but I have sought work
- I work/have worked in the past year

(4) By economic background



(5) By area

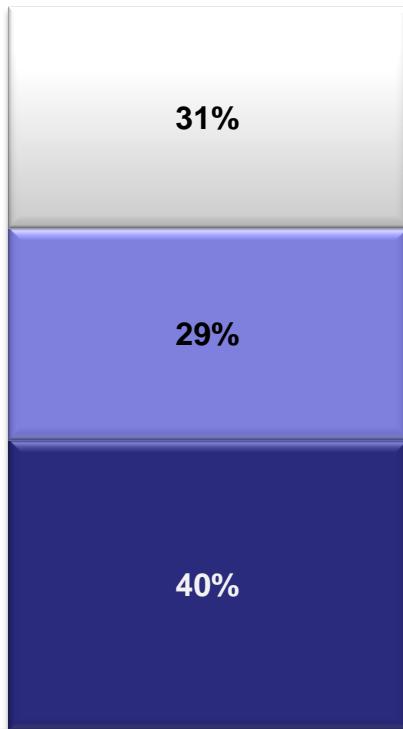


4) There is a 14% difference in the labour market participation rate between teenagers whose family income is below average compared to teenagers whose family income is above average. It is possible to infer from this that where family income is higher, less teenagers work. However, even in homes with above-average income, half of teenagers participated in the labor market in the past year.

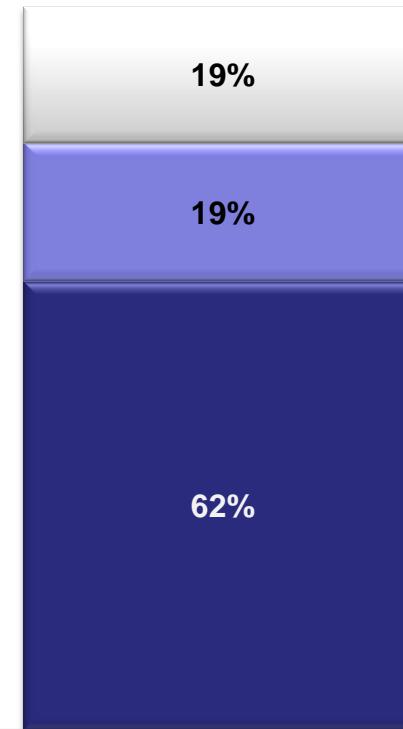
5) In the Tel Aviv and Center region it is more difficult to find work: 39% of teenagers sought but did not find work, compared to only a quarter (25%) in the Jerusalem region or the Haifa and North region.

Teenage employment rates — parent survey compared to teen survey

- 1) Are you currently working or have you worked in any job over the past year? If not, did you seek work? (Teenagers)
- 2) Is your child/ren currently working or have they worked in any job over the past year? If not, did they seek work? (Parents)



Working teens-general sector
N=468



Parents of working teens-general sector
N=480

- I am not currently working/I have not worked in the past year, and have not sought work
- I am not currently working/I have not worked in the past year, but I have sought work
- I work/have worked in the past year

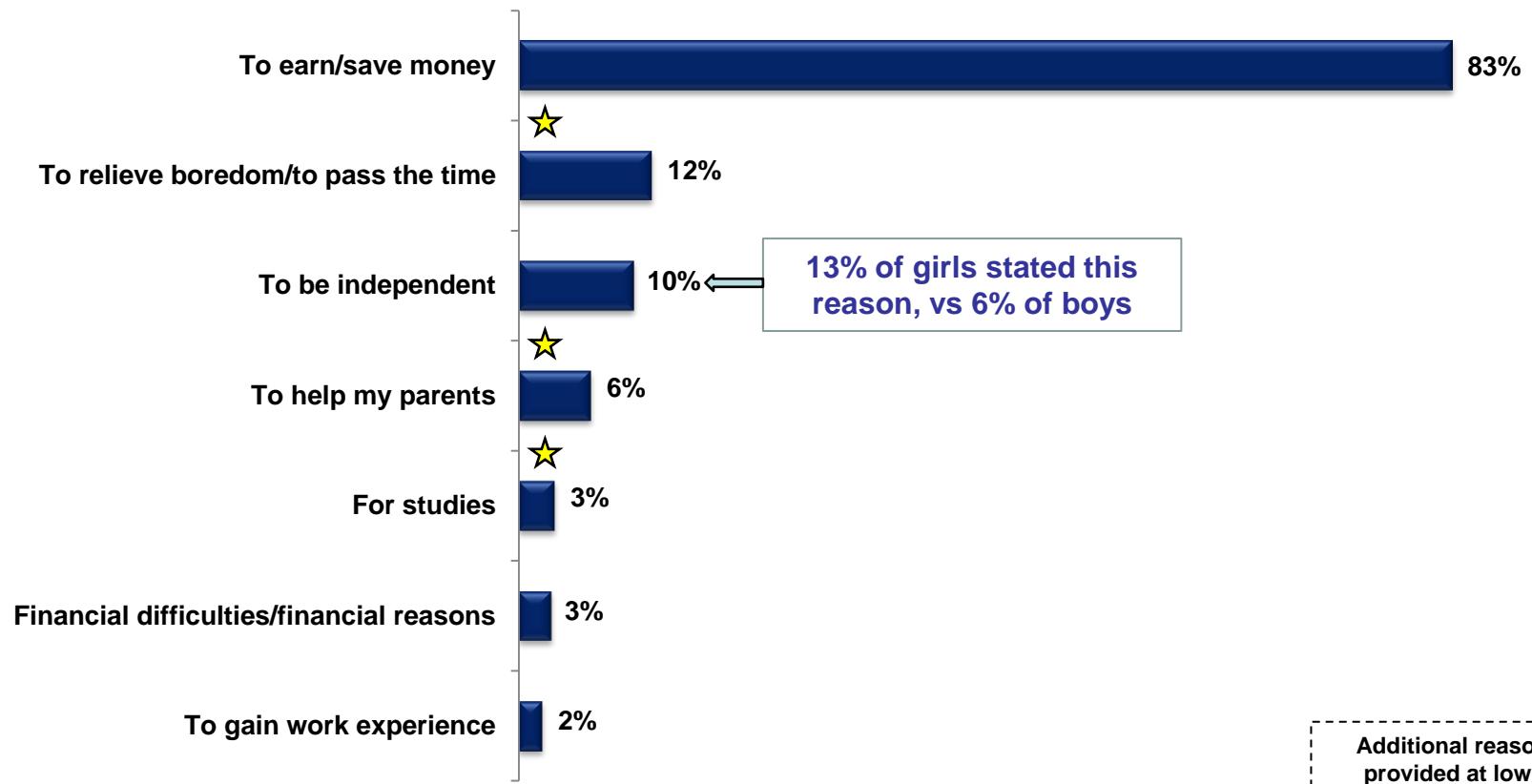
While one third of teenagers report that they worked in the past year, about two thirds of parents of teenagers report that their children worked during the past year.

This can be due to several reasons, and amongst others may indicate poor communication between parents and their children, or alternatively a different understanding of the definition of work in the past year (it may be that teenagers relate to the school year while parents to the calendar year). The final data attribute more weight to the responses of the teenagers, but the important result here is the very high number of teenagers that participate in the labor market, as stated previously.

Motivation to work

Amongst those who are working/worked or sought work in the past year

What are the reasons you began working/ seeking work?

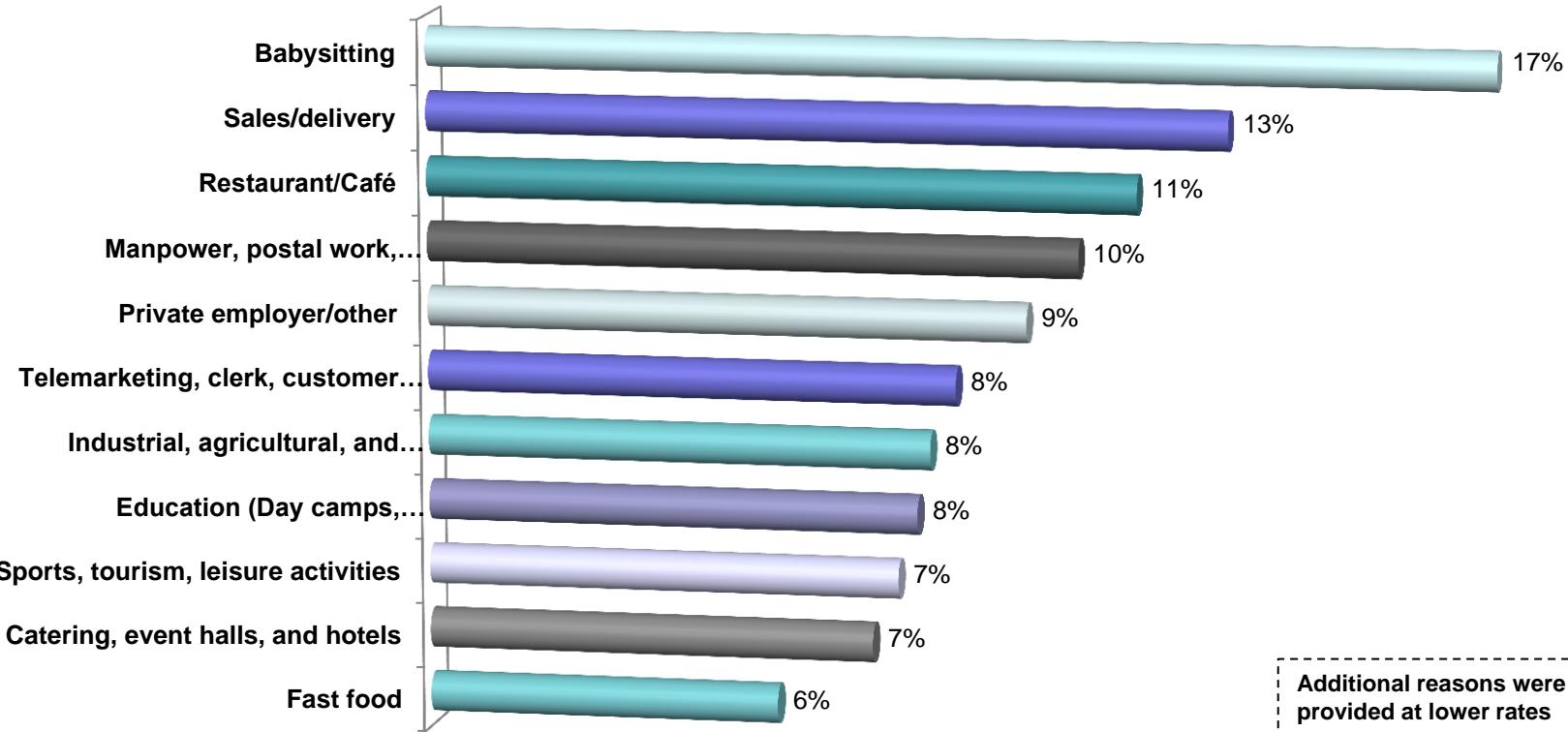


The primary motivation for teenagers to work is the desire and/or need to earn or save money, and there is a large and significant difference between this and the other motivations specified, which included relief from boredom and the desire to be independent. Notably, twice as many girls as boys (13% vs. 6%) answered that independence was a primary motivation for going to work.

Fields of teenage employment

In what industry or sector do you work or did you work?

All working teenagers



In a breakdown by fields of employment, we can see that a high percentage of teenagers work in simple jobs which require minimal training.

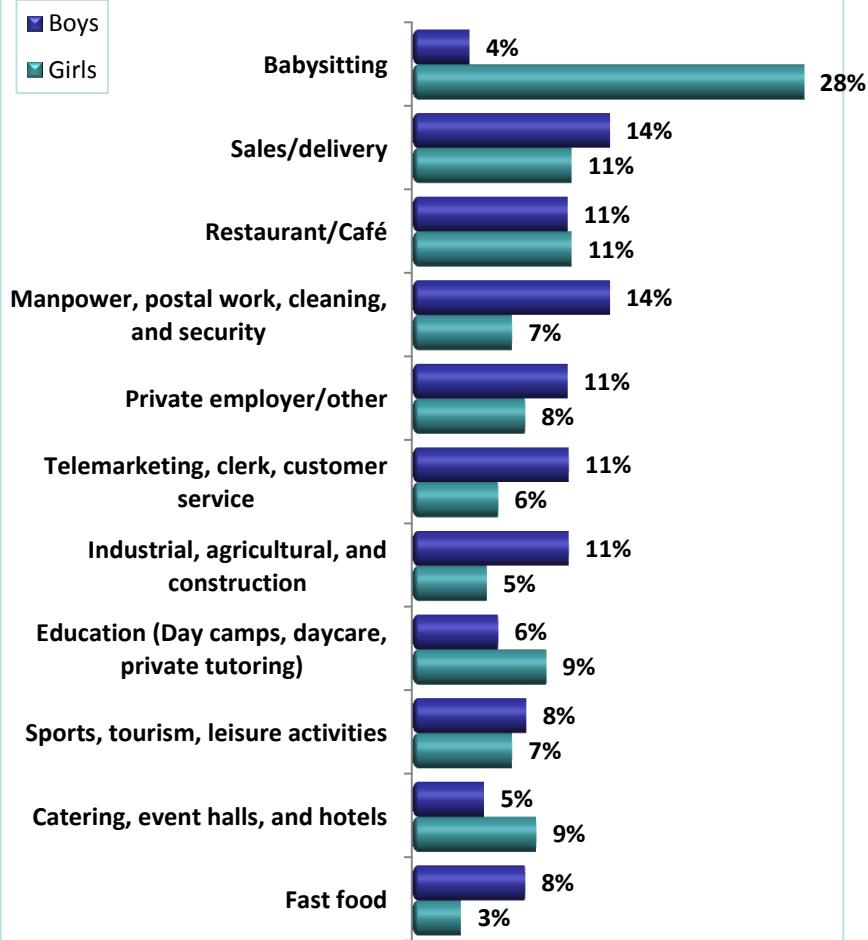
Some 30% of girls reported that they work as babysitters. Indeed we can see that work in this field declines with age and other fields of employment become more significant, such as working as waiters at events (9%) and restaurants (15%) and working in stores and retail chains (13%).



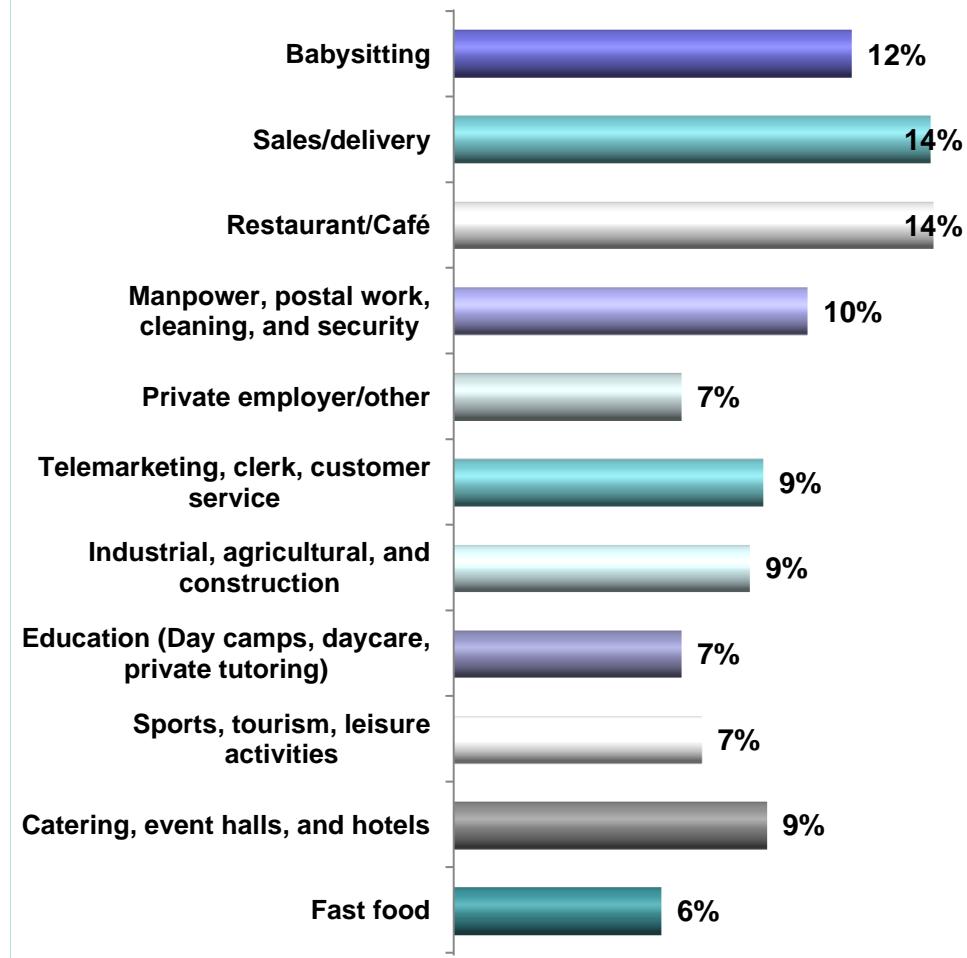
Fields of teenage employment — various breakdowns

In what field do/did you work?

Field of work by gender



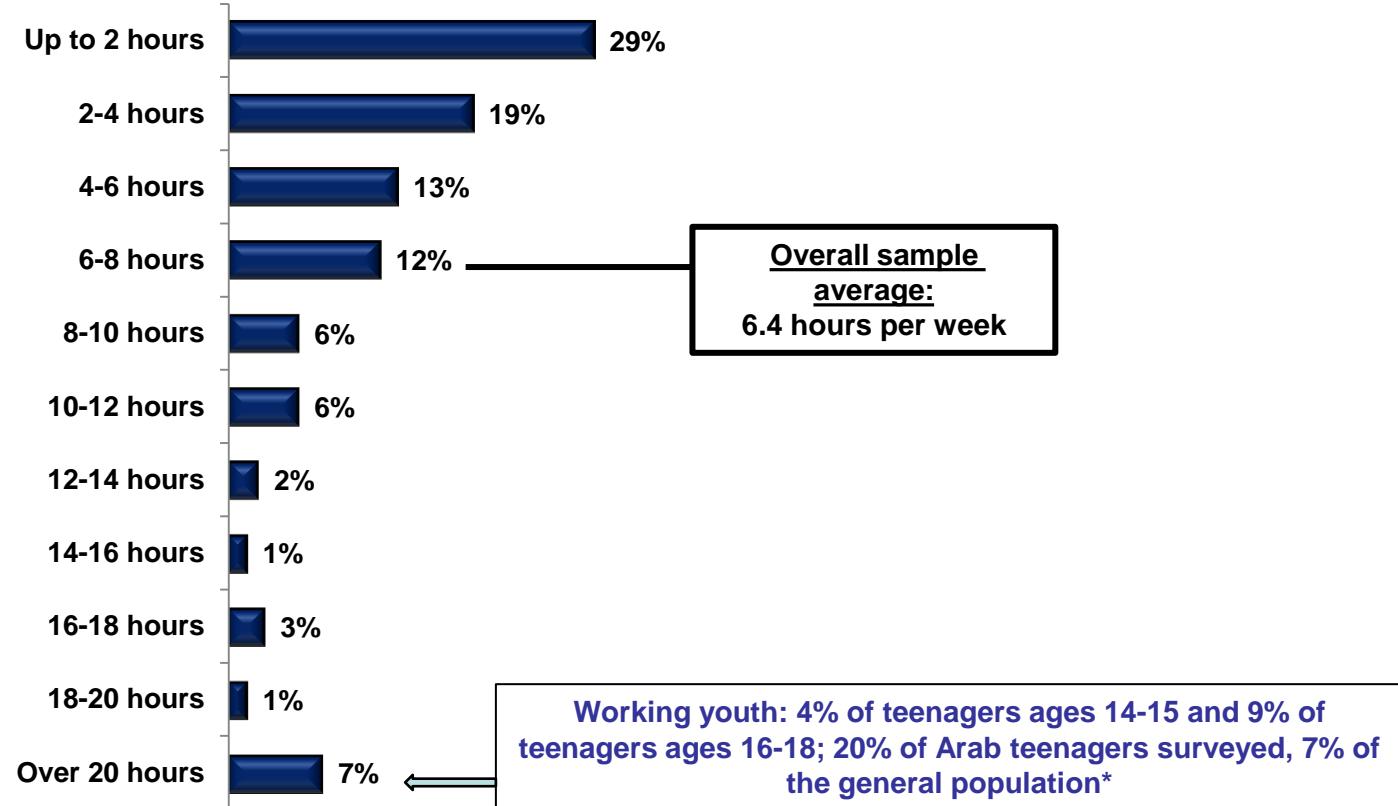
Breakdown by field: ages 16-18 only



Average scope of work during the year

Of those who work or worked during the past year

Over the past school year, try to estimate how many hours a week you worked on average.
 Note: During the school year only, not including school vacations.



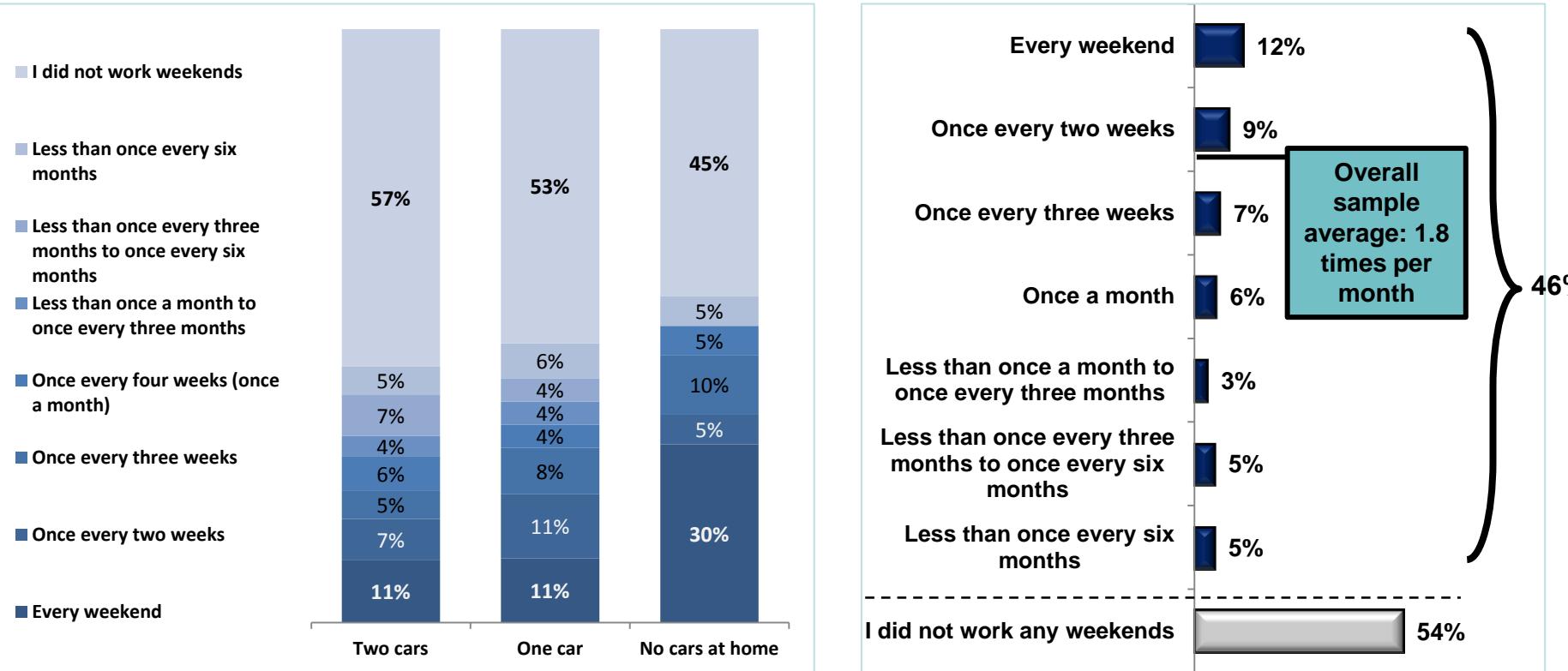
Teenagers reported that they work on average 6.4 hours per week (of those who work or worked in the past year).
 7% (about 15,400 teenagers) work over 20 hours per week, meaning 3-4 hours per day on average.

Scope of work on weekends

Of those who work or worked during the past year

Over the past year did you work or not work on weekends? (Friday evenings and/or Saturday)? If you did work, how often did you work on weekends?

Note: Respondents from the Arab sector were asked about their day of rest, instead of weekends.



Approximately one half of working youth in Israel (46%) worked during a rest day (Saturday for Jews and Friday/Sunday for Arabs), despite the legal prohibition on employing teenagers on their weekly day of rest.

The average scope of work on weekends, of those who work, is close to once every two weeks.

43% of youth ages 14-15 reported working weekends frequently, once a month, compared to only 30% for teens ages 16-18.

55% of teenagers from disadvantaged socio-economic backgrounds reported working on weekends, of whom 30% reported that they work every weekend. In comparison, 43% of teenagers from affluent socio-economic backgrounds reported working on weekends, of whom only 11% reported that they work every weekend.

Work during school vacations

Of those who work or worked during the past year

Try to estimate if you worked more or less during school vacations than during the school year.

By age



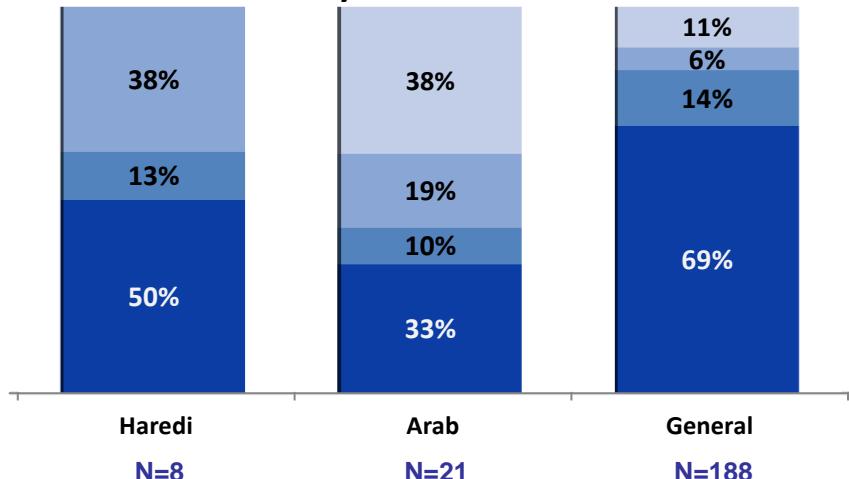
■ Don't remember/don't know

■ I worked less during school vacations than I did during the school year

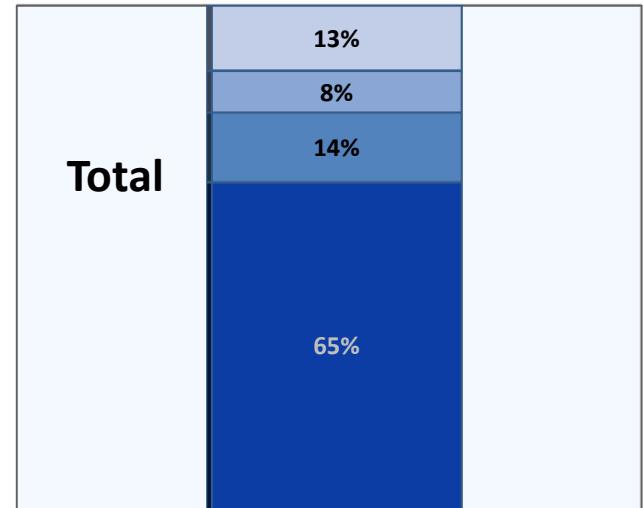
■ I worked about the same amount during school vacations that I did during the school year

■ I worked more during school vacations than during the school year

By sector



Total



NB: Due to the small sample size surveyed from the Arab and Haredi populations, the results for these sectors are indicative only.

About two thirds of working teenagers work more during school vacations than during the school year.

A very high percentage of teenagers (23%) ages 14-15 stated that they worked during vacations at least as much as they did during the school year. This data is important due to the legal prohibition on hiring a person below the age of 16 during the school year.

Most teenagers work more during school vacations, regardless of population sector.



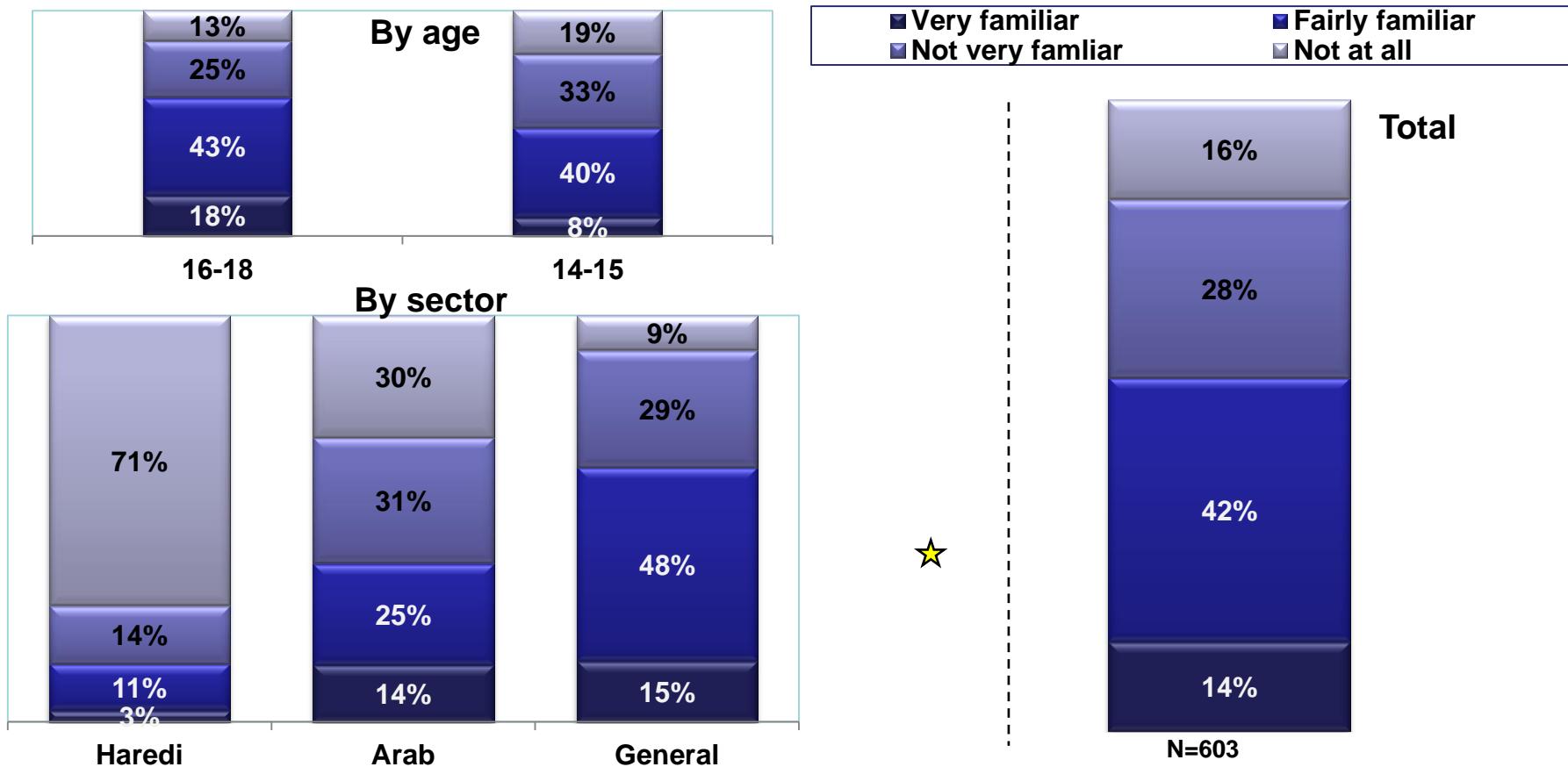
PART B

Awareness of teens' rights at work

Awareness of teens' rights at work

Of all teens surveyed

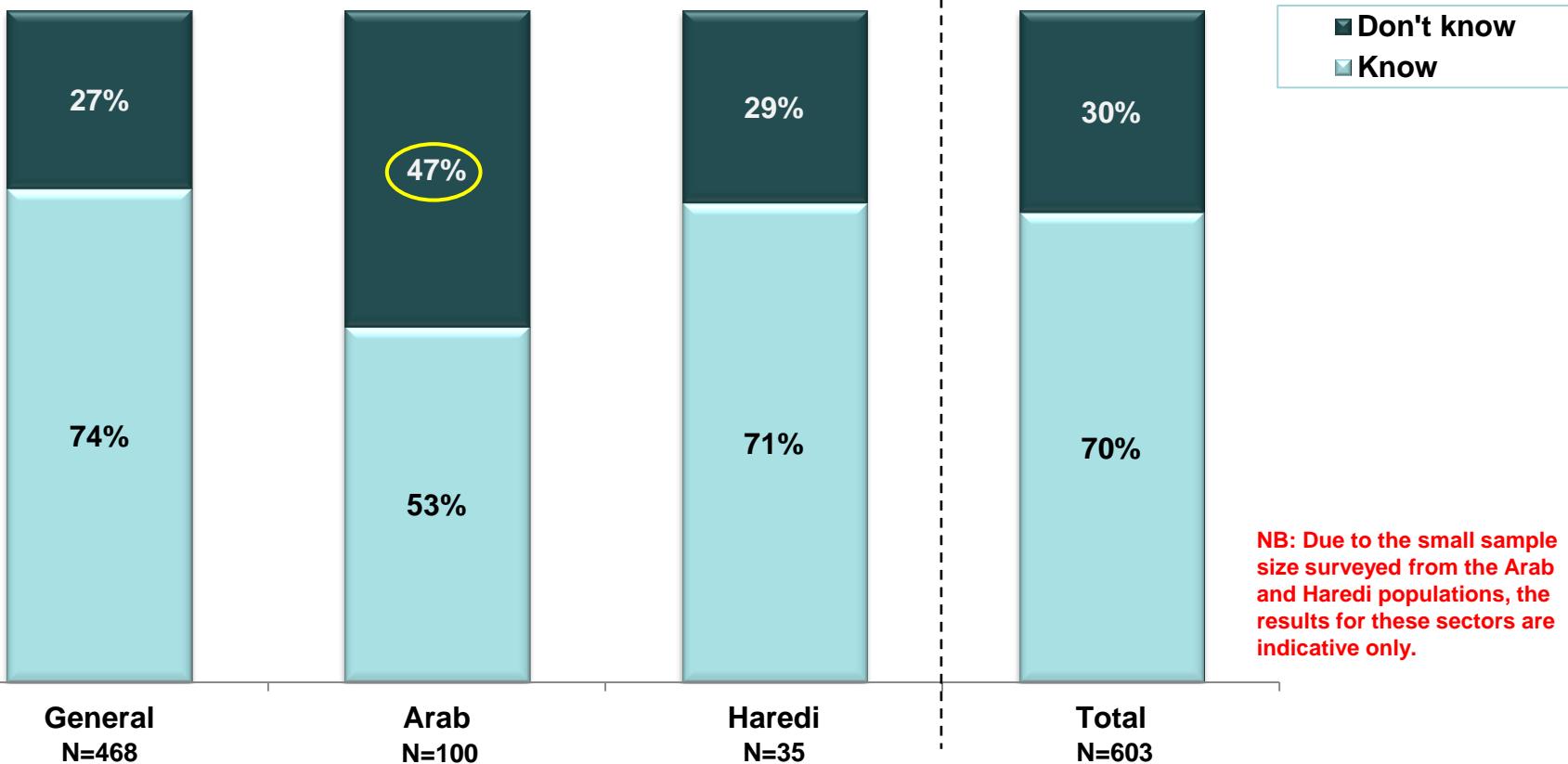
How familiar are you with the rights of working teenagers?



Nearly half of teenagers (44%) report that they are not familiar their rights at work, with the percentage significantly higher in the Arab sector (61%) and the Haredi sector (86%) in comparison to the general sector (37%).
 There is less awareness, some 52%, amongst young workers (14-15) in comparison to 38% amongst older workers (16-18).

Awareness of minimum wage

Do you know what is “minimum wage”?



Approximately one third of teenagers do not know what is minimum wage.

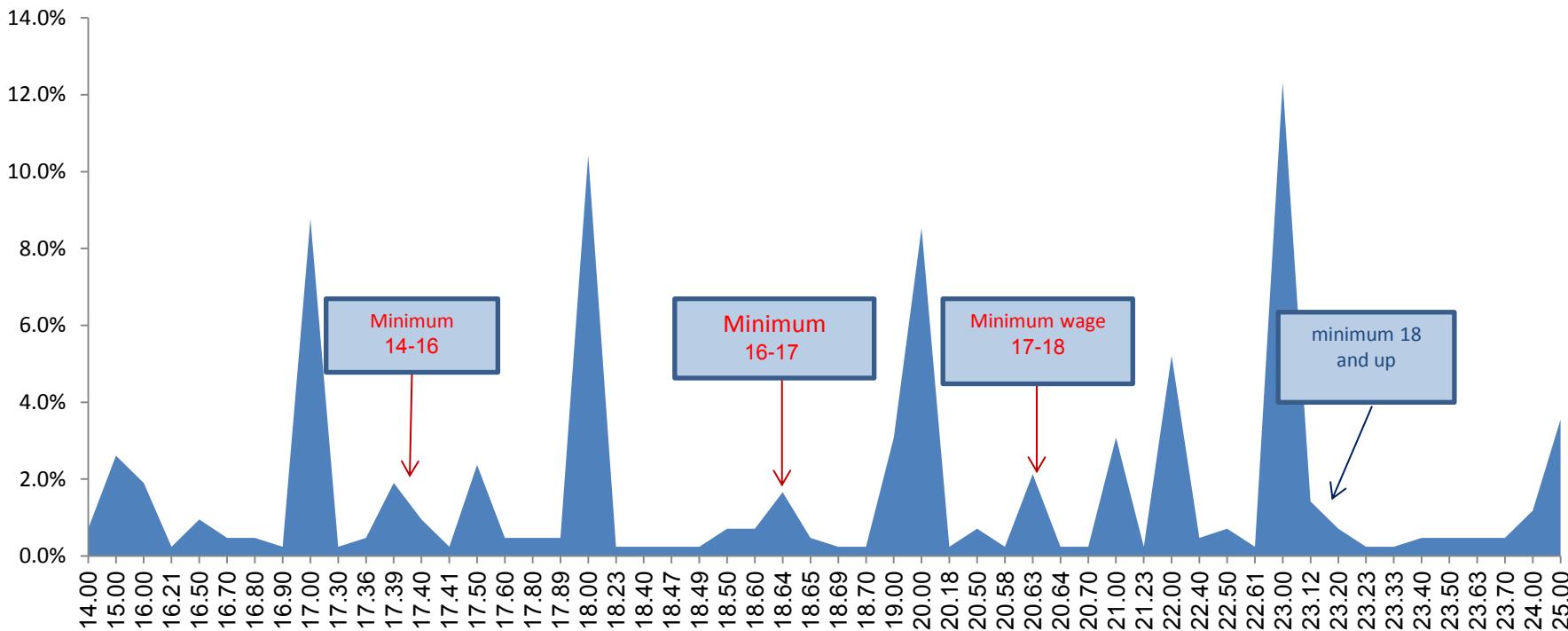
This percentage is particularly high in the Arab sector, in which about half of teenagers report that they do not know.

Awareness of the amount of minimum wage

Of those who reported that they know what minimum wage is, N=422

According to what you know or what you've heard, what is minimum wage per hour at your age?

Please indicate an exact amount in NIS.



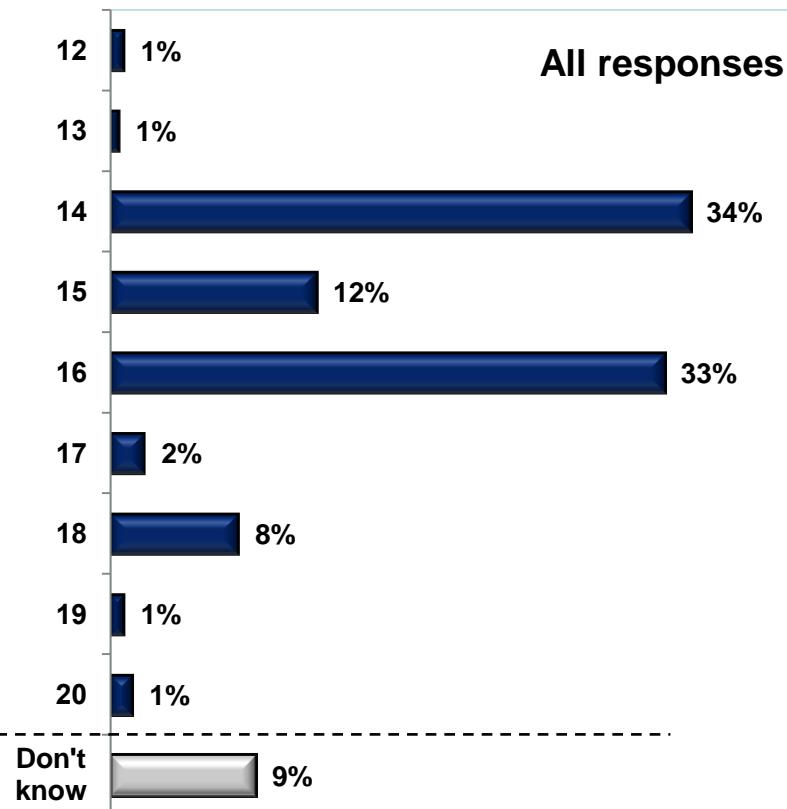
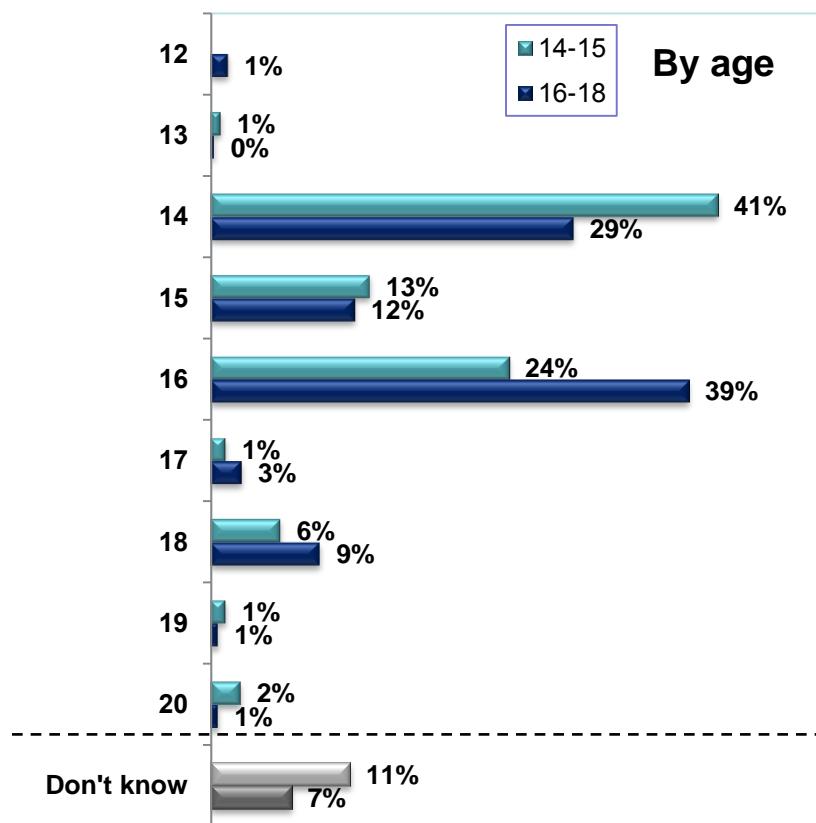
Only 10% reported that they did not know the precise amount of minimum wage for their age

Out of the 70% of teenagers who claimed that they knew what the minimum wage is, only a very small percentage were able to specify the precise amount when asked to do so, with only 10% responding that they did not know the precise amount. For example, 12% thought that the amount was 23 NIS.

This fact reinforces and strengthens our assessment that teenagers think that they know their rights but in practice do not.

Awareness of the minimum legal age for employment of teenagers

According to what you know or what you've heard, from what age may teenagers be legally employed?

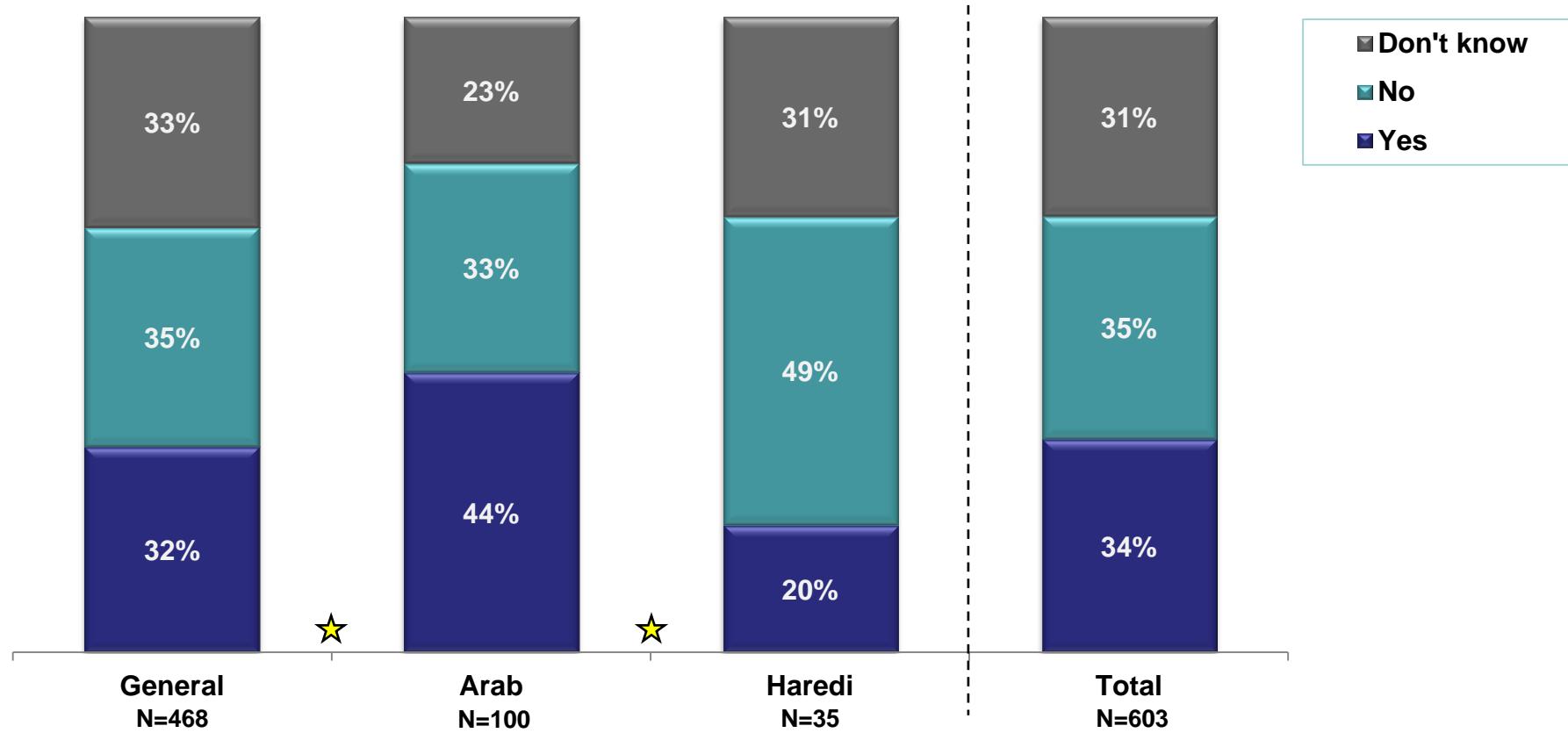


The average age at which respondents thought it legal to employ teenagers was, on average, 15.3 years (the law in Israel permits employment from age 16 except during school vacations when employment from age 14 is permitted). Notably, while in the general sector the average age cited is above 15 years, in the Haredi and Arab sectors the average recorded age is higher, at 16.1 and 16.8 years respectively.

Awareness of the prohibition on employing teenagers on weekends

To the best of your knowledge, is it legal to hire teens to work weekends (Friday nights and Saturdays)?

Note: Respondents from the Arab sector were asked about the day of rest of their respective religions (Friday and Sunday).



Another example of the lack of knowledge amongst teenagers about work:

Only one third of teenagers knew that it is illegal to employ them during their weekly day of rest, and approximately another third did not know whether it was forbidden or permitted. There is a striking lack of awareness especially amongst teenagers in the Arab sector, where 44% of respondents claimed that employing them on their weekly day of rest is permitted.



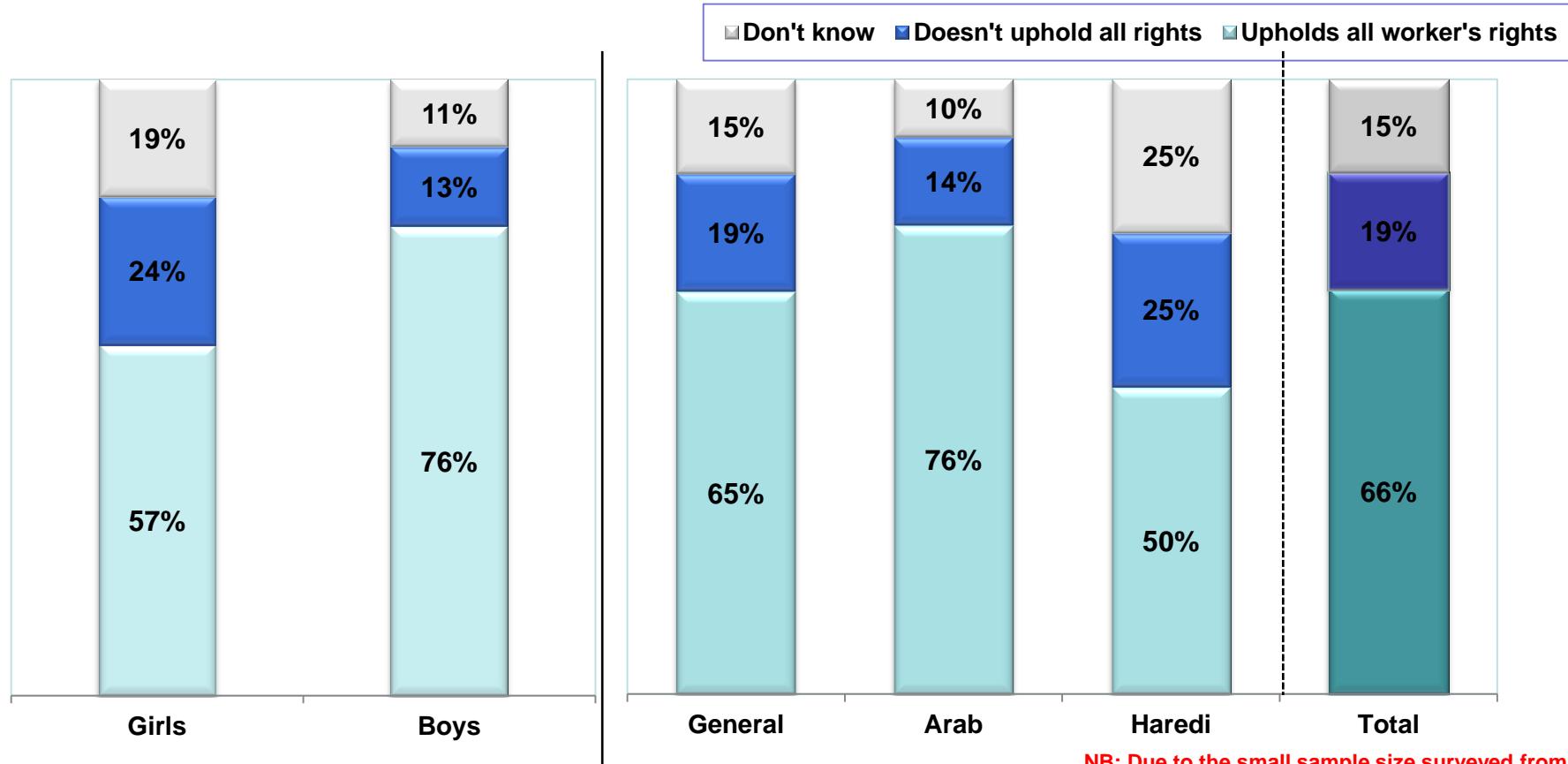
PART C

Upholding teenagers' rights at work – By employers and by workers

Employers' upholding of the rights of teenagers at work

Of those who work or worked in the past year

Do you think your employer upholds your workers' rights?



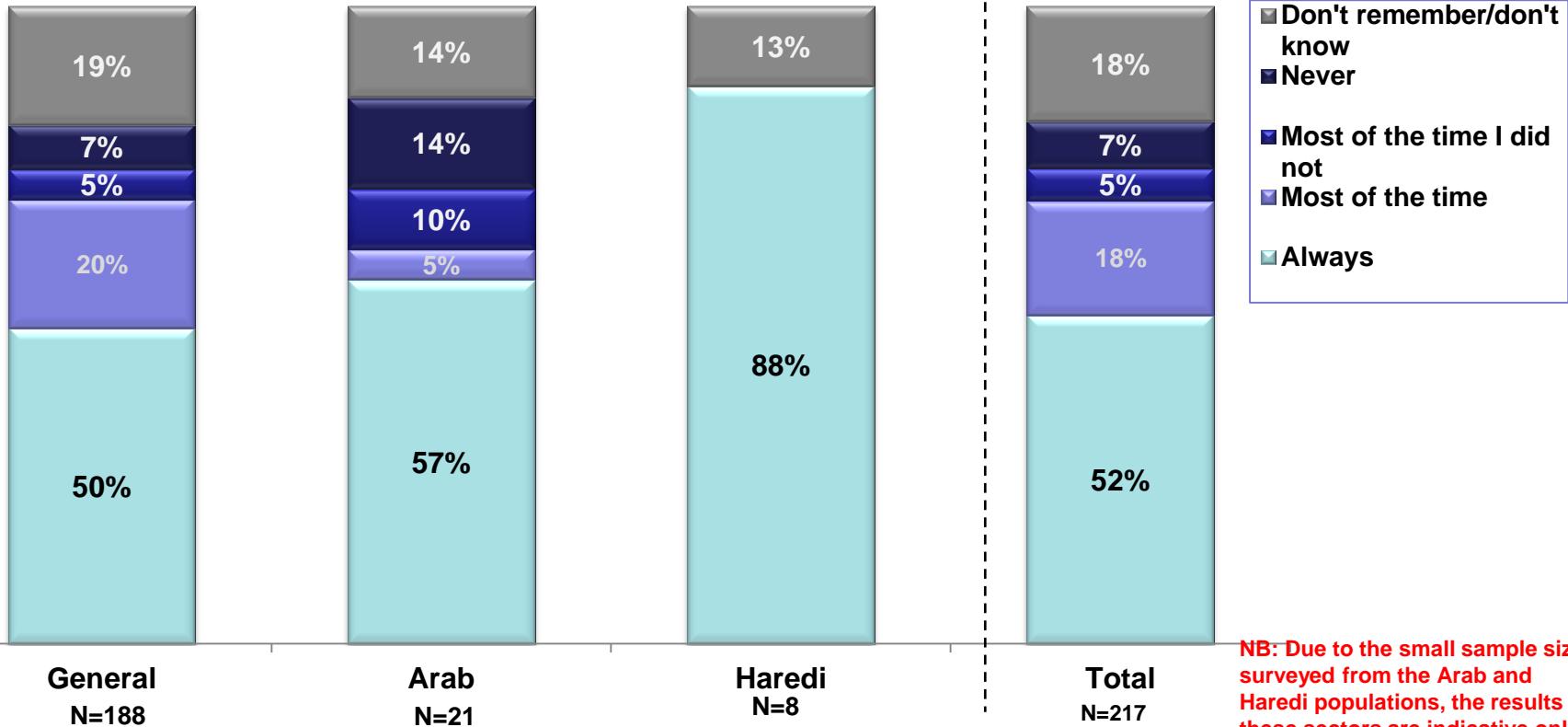
NB: Due to the small sample size surveyed from the Arab and Haredi populations, the results for these sectors are indicative only.

One in five teenagers who are working or have worked during the past year thinks that his/her employer does not uphold all the rights of his/her employees.

Withholding of teens' wages

Of those who work or worked in the past year

Did you receive your salary for a given month by the tenth of the following month?



NB: Due to the small sample size surveyed from the Arab and Haredi populations, the results for these sectors are indicative only.

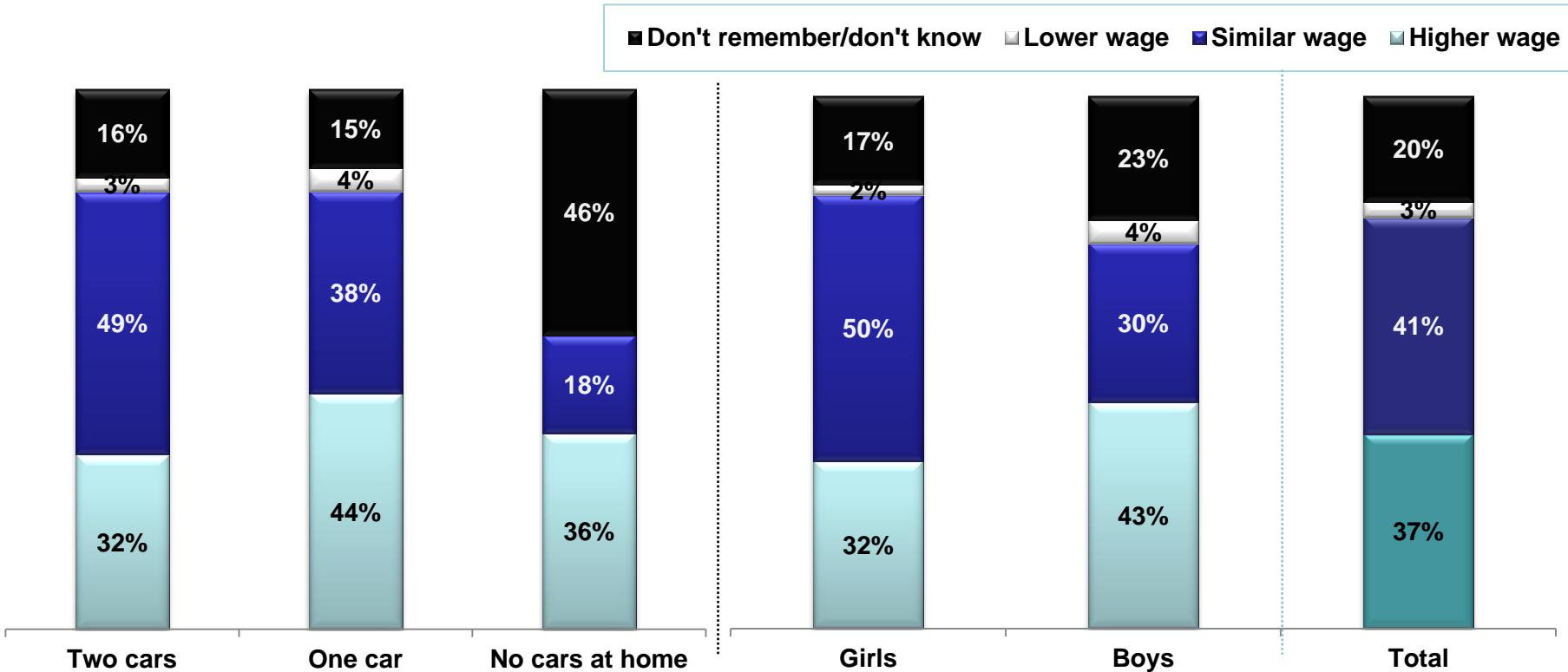
Nearly half of working teenagers reported that they did not regularly receive or do not know whether they regularly received their pay by the 10th of the following month as required by law. We are also seriously concerned about those who replied that they are paid by the 10th most of the time, because the law is unequivocal on this subject.

Weekend wages

Of those who work or worked in the past year

During your employment, did you receive a higher or lower wage for working weekends than for working during the regular week?

Note: Respondents from the Arab sector were asked about the day of rest of their respective religions (Friday and Sunday)



Nearly half (45%) of teenagers who worked on weekends/days of rest reported that they did not receive a higher wage than their regular wage, as required by law, in addition to the violation of the law prohibiting work on weekends. Amongst young women, over half (52%) reported that they were not paid a higher wage for working on weekends, as compared to a third (34%) of young men. Teenagers from an affluent economic background reported this violation at nearly twice the rate of teenagers from disadvantaged economic backgrounds, but amongst the latter nearly half of them did not know or did not remember what their weekend wages were.

Protection of workers' rights on the individual level

Comparison by gender

Did you receive a higher wage for working overtime?

- I never received a higher wage
- Most of the time I did not receive a higher wage
- Most of the time I received a higher wage
- I always received a higher wage



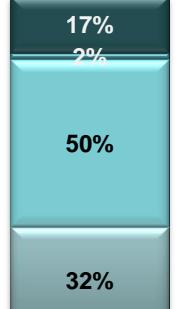
- 12%
- 7%
- 11%
- 14%

Girls

Boys

If you worked on the weekend, did you receive a higher wage?

- Don't remember/don't know
- Lower wage
- Similar wage
- Higher wage



- 23%
- 4%
- 30%
- 43%

Girls

Boys

When you needed travel reimbursements, did you receive them?

- I never received travel reimbursement
- Most of the time I did not receive travel reimbursement
- Most of the time I received travel reimbursement
- I always received travel reimbursement



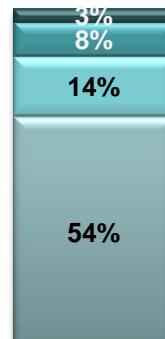
- 11%
- 8%
- 6%
- 38%

Girls

Boys

If you worked for over consecutive hours, did you receive a break?

- I never received a break
- Most of the time I did not receive a break
- Most of the time I received a break
- I always received a break



Girls

Boys

Reimbursement for transportation expenses: a large gap is apparent – 58% of girls entitled to reimbursement did not regularly receive it compared to 40% of boys.

Breaks: 36% of girls stated that they did not receive their legally mandated breaks, compared to 25% of boys.

Overtime: 22% of girls never received a higher wage as mandated by law for working overtime, compared to 12% of boys.

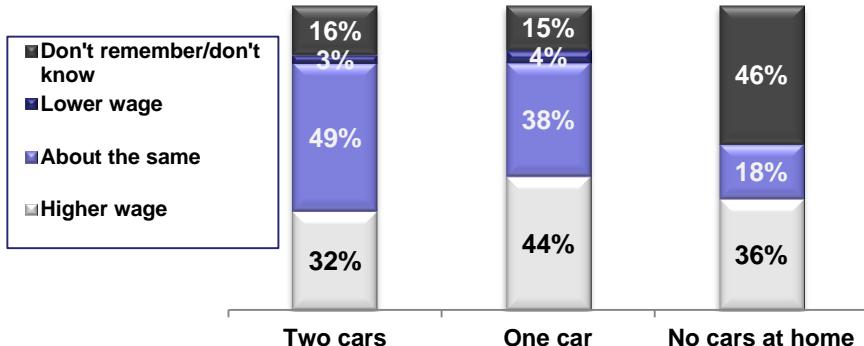
Extra pay on weekends: 50% of girls did not receive higher pay for working on weekends/rest days compared to 30% of boys.



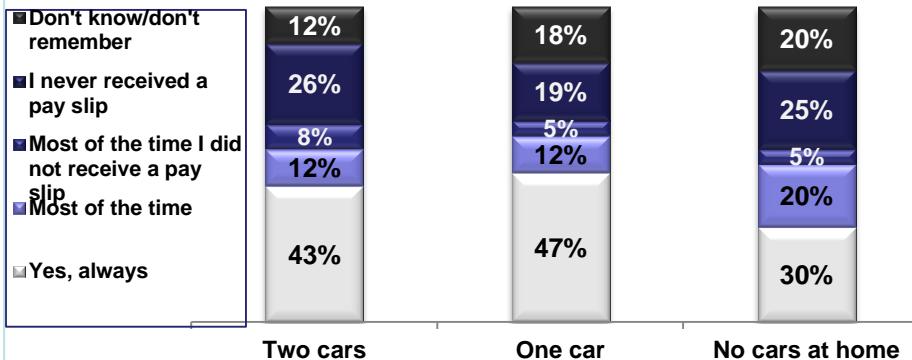
Protection of workers' rights on the individual level

Comparison by socio-economic background

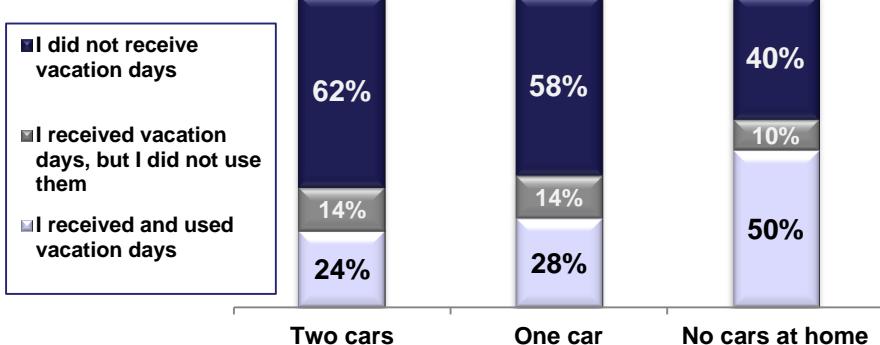
If you worked on the weekend, did you receive a higher wage?



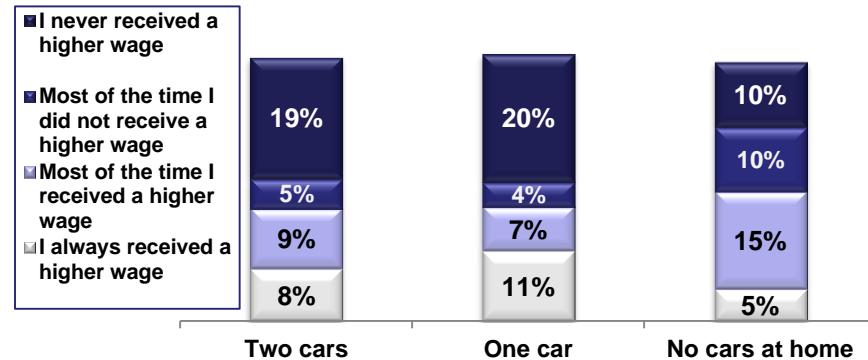
Did you receive a pay slip for every month that you worked?



Did you receive vacation days from your employer and did you use them?



Did you receive a higher wage for working overtime?



Pay slip: 70% of teenagers from disadvantaged socio-economic backgrounds did not regularly receive pay slips, compared to nearly half of teenagers from affluent socio-economic backgrounds that did receive pay slips.

Of those who worked weekends: 46% of teenagers from disadvantaged socio-economic backgrounds did not know whether they received a higher wage than they would for working weekdays, and about one fifth of them received lower or identical wage to their weekday wage.

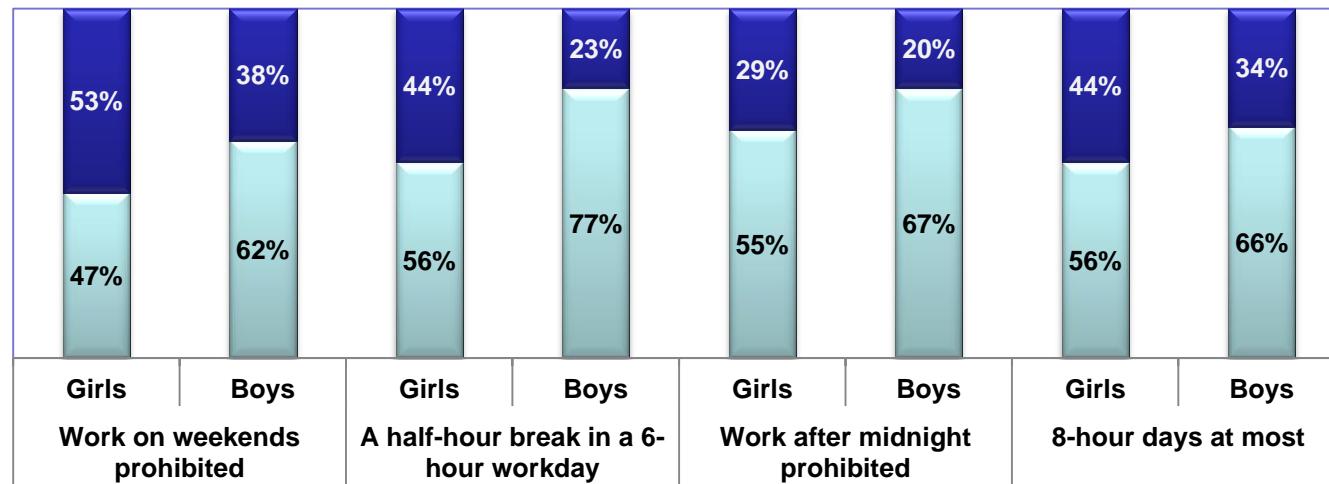
Overtime pay: Of teenagers from disadvantaged socio-economic backgrounds, only 5% stated that they regularly received higher pay, compared to about half of teenagers from affluent socio-economic backgrounds (11% and 8%).

Vacations: Some half of teenagers from disadvantaged socio-economic backgrounds reported that they received and made use of their vacation days, which is twice as many as teenagers from affluent socio-economic backgrounds. According to our assessment, most teenagers clearly do not know what work vacations are and the gap indicates the lack of awareness and not that this right is upheld.



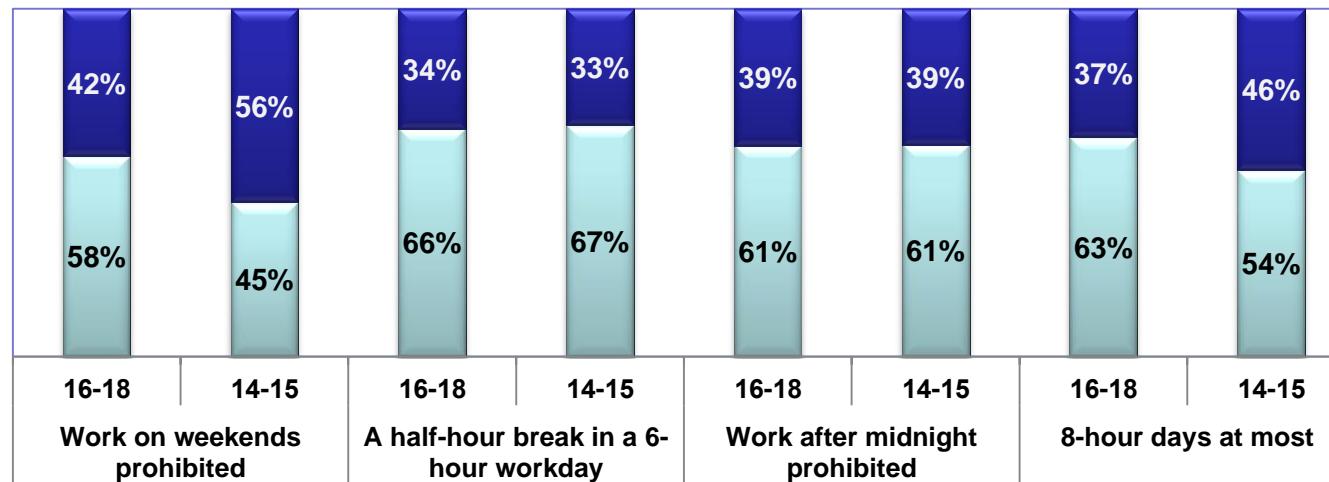
Protection of workers' rights on the individual level various breakdowns

Breakdown by gender



■ Not upheld
 ■ Upheld

Breakdown by age



Employers' protection of workers' rights

Summary of findings

Below are the rates of youth who reported that at their workplace, the following workers' rights were upheld

71%

•of respondents reported that their workplace upholds the right to receive at least minimum wage (although only about 5% of those surveyed could correctly identify minimum wage for their age group).

49%

•reported that their workplace upholds the right to receive a break during a shift of six hours or more.

36%

•reported that their workplace upholds the right to work no more than eight hours a day.

45%

•reported that their workplace upholds the prohibition against hiring teens to work after midnight.

40%

•reported that their workplace upholds the prohibition against hiring teens to work on weekends.

36%

•reported that their workplace upholds the workers' right to sick days.

20%

•reported that their workplace upholds the right to paid vacation days.

16%

•reported that their workplace upholds the right to convalescence pay (for workers who have worked for over one year).

Out of all the rights of teenagers examined in this study, it is apparent that the right claimed by the highest percentage of teenagers claim to be upheld is payment of minimum wage at their workplace.

Two of the rights recorded with the lowest percentages in this context were: providing vacation days/compensation and providing convalescence pay (if they have worked for over one year). However, it is worth noting that the apparent gaps in relation to upholding the different rights may be due to a lack of awareness of teenagers (especially those who claim they have not worked for over one year in any particular place).

Protection of workers' rights on the individual level

Summary of findings

Rate of teen workers who report that their workplace upholds the following wage rights and social rights:

48% claim that they did not receive (or do not remember receiving) their salary by the 10th of each month

56% are not sure that they received a pay slip for each month they worked

Only 49% of those who had work-related travel expenses received reimbursement for those expenses from their employers

58% claim that they did not receive vacation days from their workplace

89% of those who worked over one year at their workplace report that they did not receive (or do not remember receiving) convalescence pay

20% report that their salary may have had fines or deductions taken out

Only 29% report that they received a document outlining the conditions of their employment from their employers at the beginning of their employment, as required by law

25% report that they were required by their workplace to be on "stand-by" without receiving payment for that time

In the personal work experience, most teenagers indicate that their rights are not saved. We assume that most of teenagers are unaware of many of their rights under the law. Those who are aware, often afraid to confront their employers and demand their rights for fear of losing his job or to be considered as a "trouble maker".

Protection of workers' rights on the individual level

Summary of findings

Rate of working teens who reported that their workplace upholds the following rights, in connection to work hours and rest (including overtime and weekends):

77% reported that they worked over six consecutive hours, of which 46% were not sure whether they received a break during those hours.

45% reported that they worked over eight hours in a day, of which 80% reported that they did not receive overtime pay for the additional hours they worked.

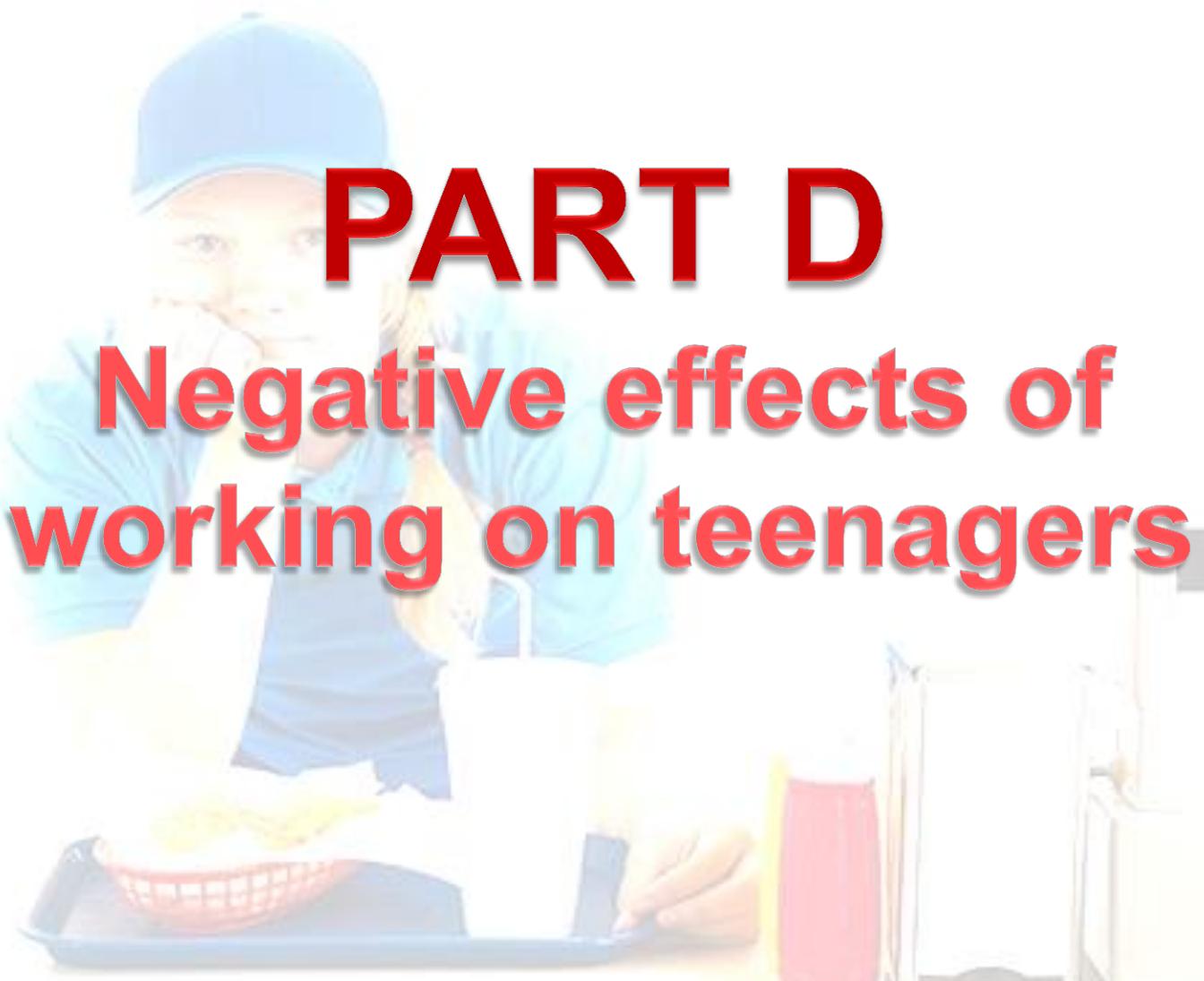
43% reported that they worked after midnight, of which 23% (some 10% of all working youth surveyed) reported that this occurred frequently.

50% reported that they worked after public transportation ceased operating, of which 52% reported that they were forced to find their own way home because their employer did not arrange transport for them.

46% reported that they worked weekends, of which 26% reported that they worked every weekend. On average, teens worked two Saturdays per month.

Only 37% of those who worked on a day of rest reported that they received appropriate compensation for those days.

As we saw at the beginning of the study, teenagers work long hours, often more than the law permits, including on weekends and night work. The answers above teach us that not only employers are breaking the law, they adds insult to injury and not pay overtime or weekends work as required.



PART D

Negative effects of working on teenagers

Negative effects of working on teenagers

Summary of findings

Of those who work or worked in the last year

Below are reported rates of negative effects of working on teens found by this study (in descending order):



54% of teens felt that their work was unreasonably physically difficult



42% report that their studies were negatively affected by their work



37% reported missing class because of their job



33% reported that they experienced humiliation at their workplace



27% suffered injury at their workplace or on their way to work

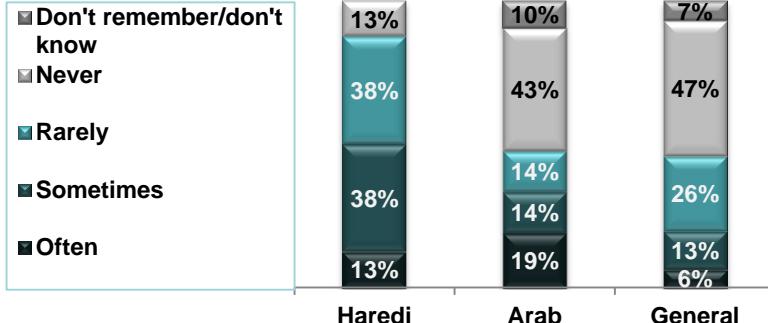
Many teenagers are negatively affected by their work. We must emphasize that this data is neither meant to prevent teenagers from working nor encourage them to avoid work, but rather the opposite – to increase public awareness about how much we must insist on standardized and proper work regulations in order to educate young workers about the adult world in general and the workplace in particular.



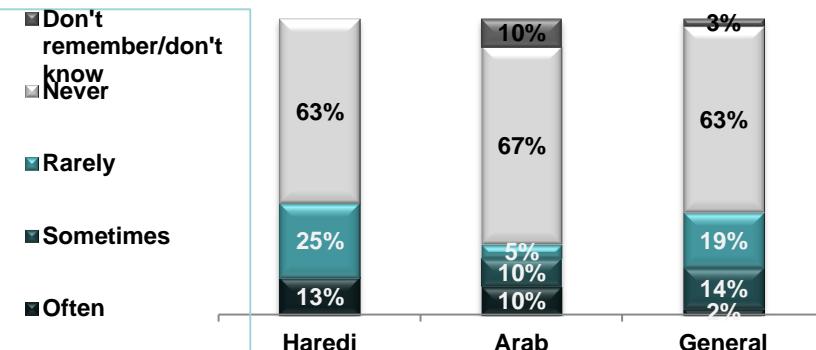
Negative effects of working on teenagers Breakdown by gender and sector

Of those who work or worked in the last year

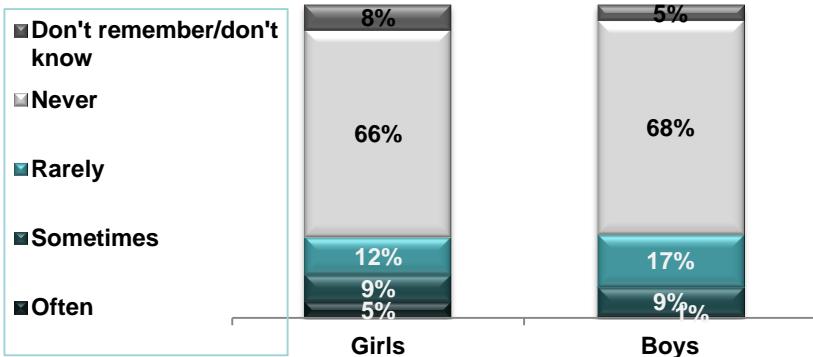
Have you ever felt that your work was physically too difficult?



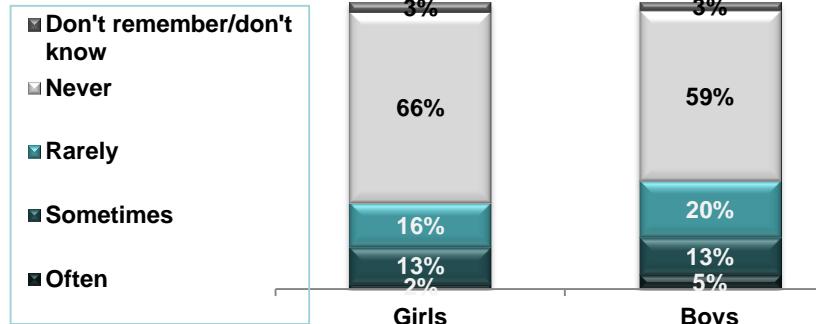
Have you ever missed class because of work?



Have you ever felt humiliated or exploited at work?



Have you ever felt that your studies suffered because of work?



Missed class: 38% of working Haredi teenagers have missed class because of their work, higher than in the Arab and general sectors.

Physically demanding work: Over 80% of Haredi teenagers felt that their work was often physically too difficult, nearly twice as many as teenagers in the Arab and general sectors.

Suffering studies: More boys than girls report that their studies suffered because of their work. On average, one in three teenagers reported that their studies suffered due to their job.

Humiliation and exploitation at work: The same percentage of teenage boys and girls (about 25%) said that they were exploited or humiliated at work; 5% of girls said that this happened often, compared to 1% of boys.

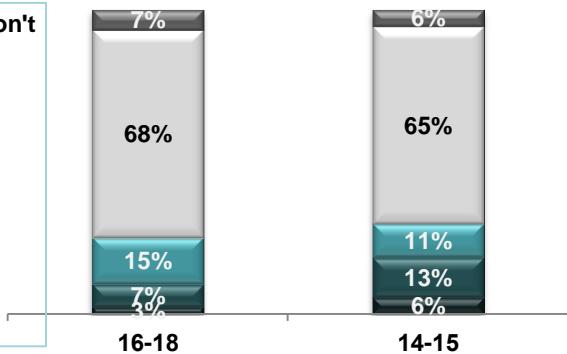


Negative effects of working on teenagers– Breakdown by age and socioeconomic background

Of those who work or worked in the last year

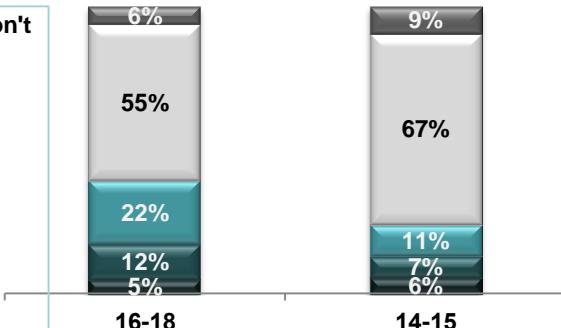
Have you ever felt humiliated or exploited at work?

- Don't remember/don't know
- Never
- Rarely
- Sometimes
- Often



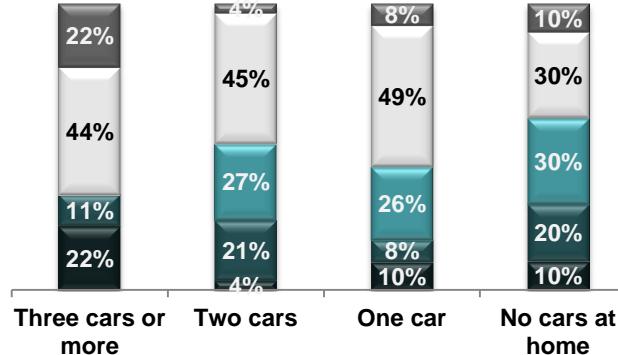
Have you ever felt that your studies suffered because of work?

- Don't remember/don't know
- Never
- Rarely
- Sometimes
- Often



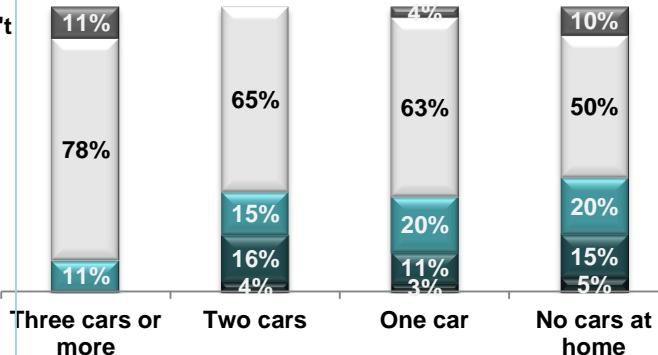
Have you ever felt that your work was physically too difficult?

- Don't remember/don't know
- Never
- Rarely
- Sometimes
- Often



Have you ever missed class because of your job?

- Don't remember/don't know
- Never
- Rarely
- Sometimes
- Often



Suffering studies: 1 in every 5 teenagers ages 14-15 reported that their studies suffered, a high amount because teenagers at this age are not allowed by law to work at this age during the school year. Nearly twice as many teenagers ages 16-18 reported that their studies suffered.

More teenagers ages 14-15 (30%) said that they were humiliated or exploited at work compared to teens ages 16-18 (25%).

Missed classes: The lower the teenagers' socio-economic background, the higher the chance that they have missed classes because of work. 11% of teenagers from affluent socio-economic backgrounds reported missing class, compared to 40% of teenagers from disadvantaged socio-economic backgrounds.

Physically demanding jobs: Nearly twice as many (60%) of teenagers from disadvantaged socio-economic backgrounds reported physical difficulty at work compared to teenagers from affluent socio-economic backgrounds (33%).



PART E

Teenagers' opinions on teenage employment

Teenagers' opinions on various statements about teenage employment – Summary of findings

Below are the rates of teens' agreement with various statements about teenage employment, as found by this study:



72% believe that it should be illegal to employ a teen under the age of 14.



34% think that it should be illegal to employ teens on weekends.



44% believe that it should only be legal to employ teens on weekends during school vacations.



35% think that all teens should receive equal wages rather than receiving wages according to their age.



33% believe that working teens should earn a lower wage than adults who work the same job.

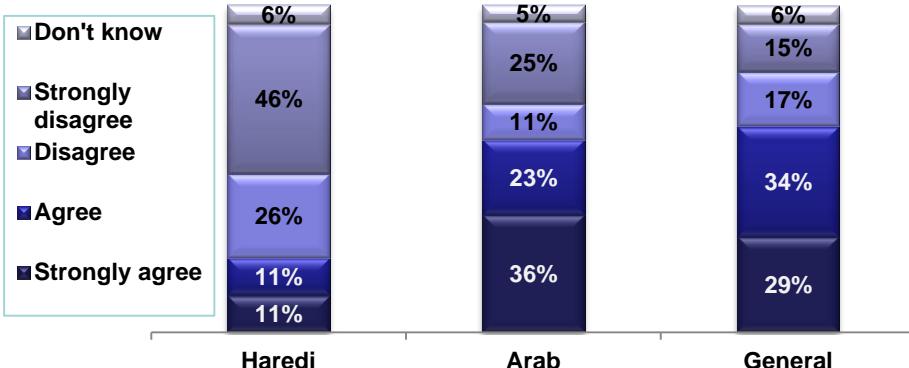
A clear majority of teenagers think that it should not be legal to employ someone younger than age 14. Most of them (2 in every 3) think that their wage should be equal to the wage of an adult doing the same job, but on the other hand about two thirds also believe that their wage needs to increase as they get older (youth wage brackets).

Employment on weekends: two thirds think that it should be legal to employ teenagers on weekends, but nearly half of them think that their employment on weekends should only be allowed during school vacations.

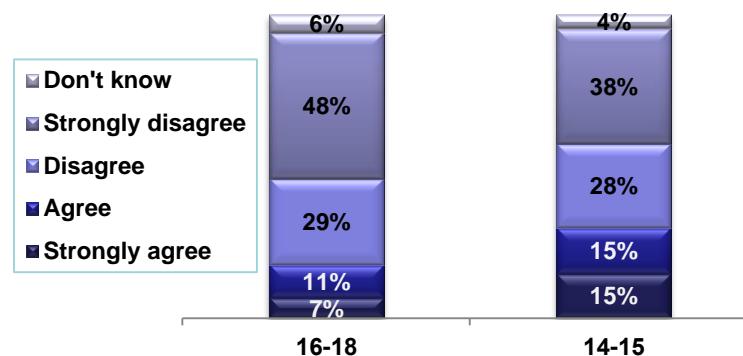


Teenagers' opinions on various statements about teenage employment – various breakdowns

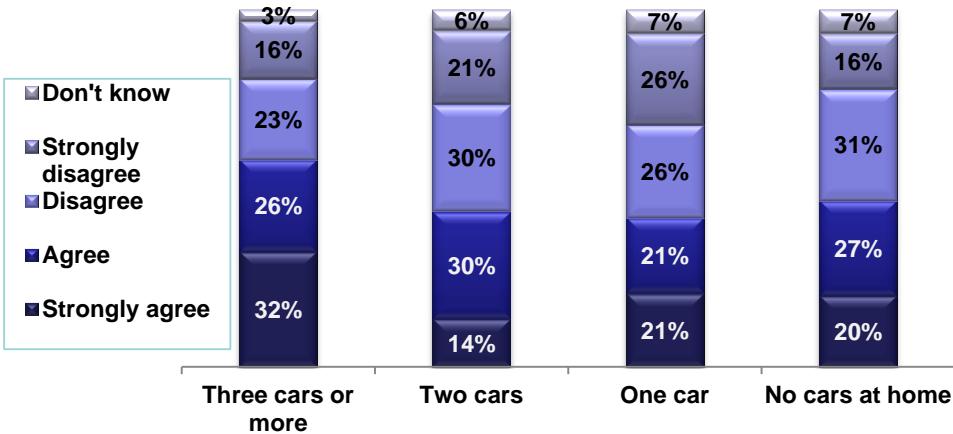
It should be legal to hire teenagers to work on weekends



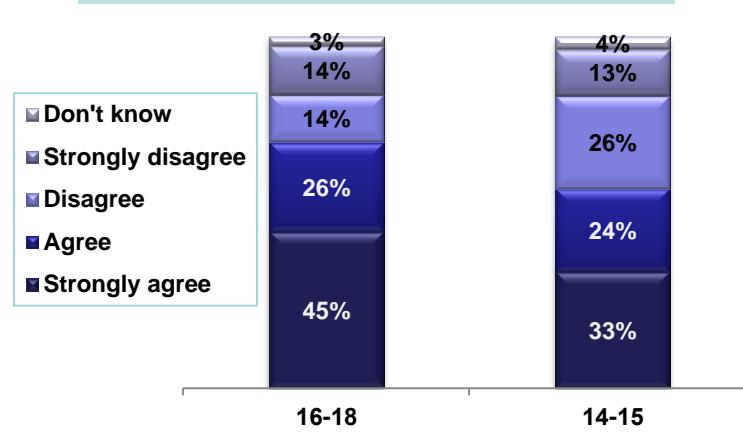
It should be legal to hire workers under the age of 14



It should be legal to hire teenagers on weekends only on school vacations



A teenager should earn more money as he/she gets older



Minimum age of employment: 30% of teens ages 14-15 think that it should be legal to employ teens younger than 14, compared to only 18% of people aged 16-18.

Wage brackets: 71% of teens ages 16-18 think that minors' wages should be determined by age, compared to 57% of 14-15 year olds.

Weekend employment: 22% of Haredi teenagers think that it should be legal to hire teenagers on weekends, compared to 2/3 from the other sectors.

Employing teenagers on weekends only during school vacations: 58% of teenagers from affluent socio-economic backgrounds believe that it should only be legal to employ teenagers on weekends during school vacations, compared to 47% of teenagers from disadvantaged socio-economic backgrounds.





PART F

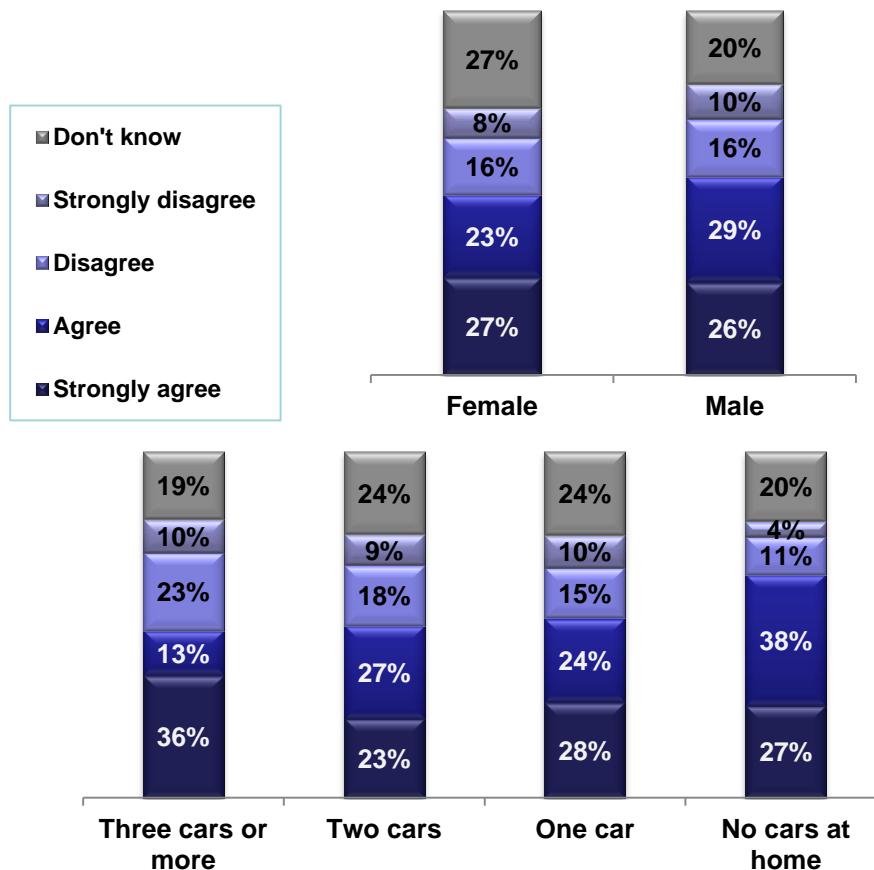
Unions – Awareness and motivations for unionization



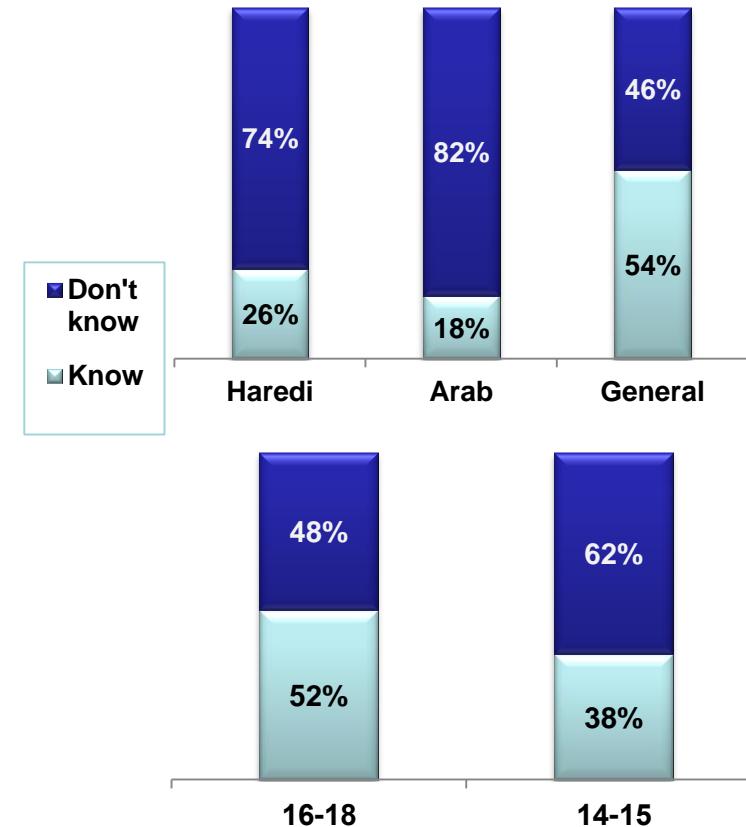
Labor unions and participation

Various breakdowns

If it were offered to me, I would join a labor union in my workplace



Do you know what a labor union or workers' committee is?



Nearly half (46%) of all teenagers knew what a labor union is. Lower percentages are present in the Arab sector (18%) and the Haredi sector (26%). In addition, there is an age gap, as 52% of teens ages 16-18 knew what a workers' committee/union is compared to 38% of teens ages 14-15. Some half of teenagers (51%) would join a labor union in their workplace if they were offered to do so. Amongst them more boys than girls (though not a significant difference) and indeed more teenagers from disadvantaged socio-economic backgrounds compared to average and affluent socio-economic backgrounds.

71% of all teenagers said that they admire the workers of Burger Ranch who unionized and established a workers' committee last year.

Motivations to establish labor unions

Of those who know what a labor union is N=27

To the best of your knowledge, why are labor unions established?

To protect/uphold worker's rights/protection against damages/ representation to management 75%



To improve working conditions 24%



To improve labor-management relations 6%

Don't know 7%

The vast majority of teenagers knew that the reason for establishing a labor union is to improve and defend the rights of workers (the total percentage was above 100% because respondents were allowed to provide multiple responses).



PART G

Organizations that handle teenagers' rights at work



Response to a violation of rights in the workplace

If you were to encounter an incident where your employer was not ensuring the rights of the employees, what would be your reaction?

I would speak to my employer about my rights

25%

I would not continue to work with that employer

11%

I would complain

9%

I would consult my family

8%

I would contact the workers' committee

7%

I would clarify my rights in the situation

7%

I would contact a professional

6%

I would take my employer to court/consult the labor court

4%

I would get angry

3%

I wouldn't have anything to do

4%

Don't know

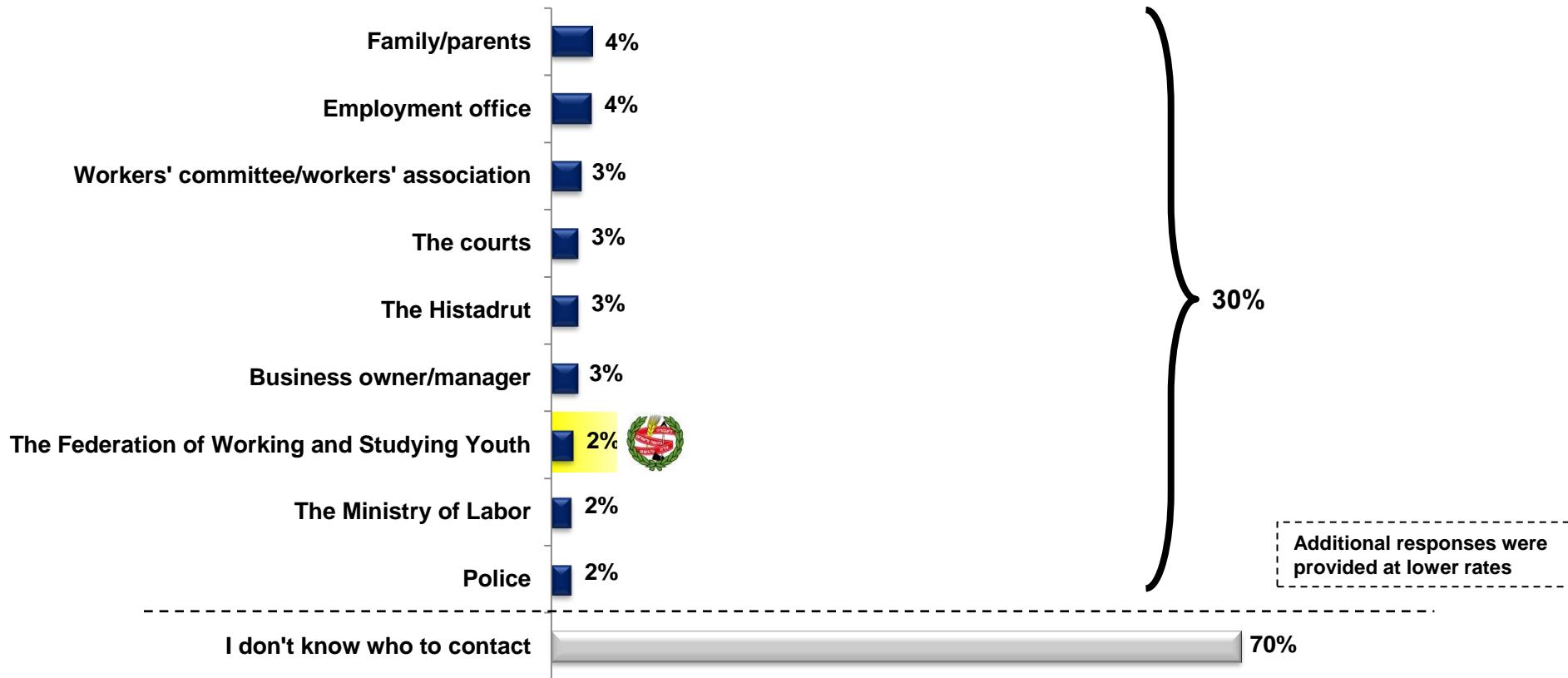
13%

Additional answers were provided at lower rates

Contacting their employer is the primary action which teenagers will take if their rights have not been upheld in the workplace, and there is a clear gap between this and other responses indicated, which included ceasing work at that job (which was recorded in relatively high percentages by Arab teenagers), complaining and consulting family.

Awareness of entities that handle rights of working teens

In the case that you don't receive your full rights at work, do you know who to turn to for help? If so, to whom?

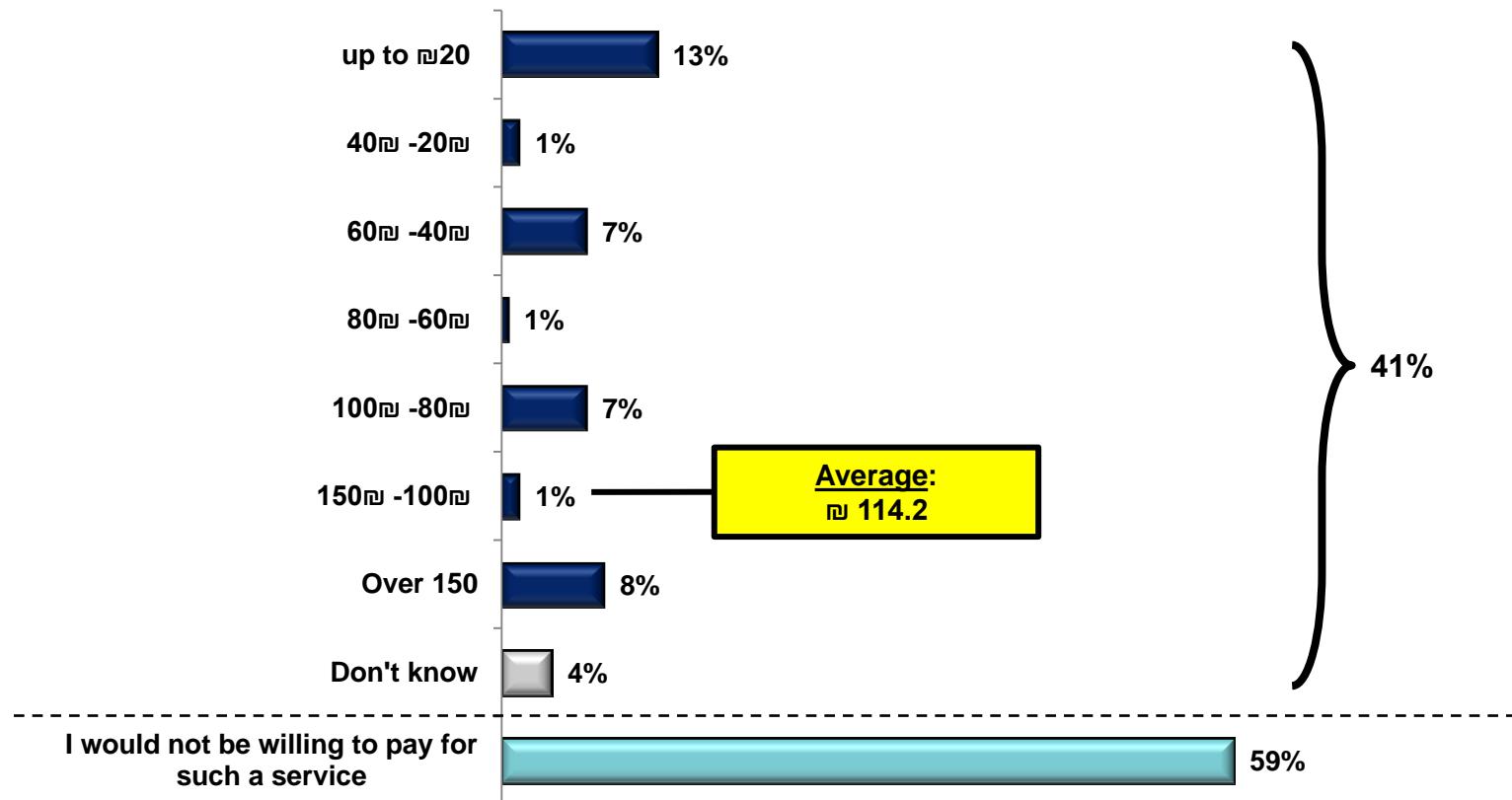


Over two thirds of teenagers report that they do not know who they can turn to if they do not receive all their rights at work.



Willingness to pay for a service that would clarify whether teens are receiving their full rights at work

Would you be willing to pay for a service that would clarify whether you were receiving all of your rights at work, and help you obtain them if you were not receiving them? If so, how much would you be willing to pay?



Note: This is the average of those who were willing to pay for such a service

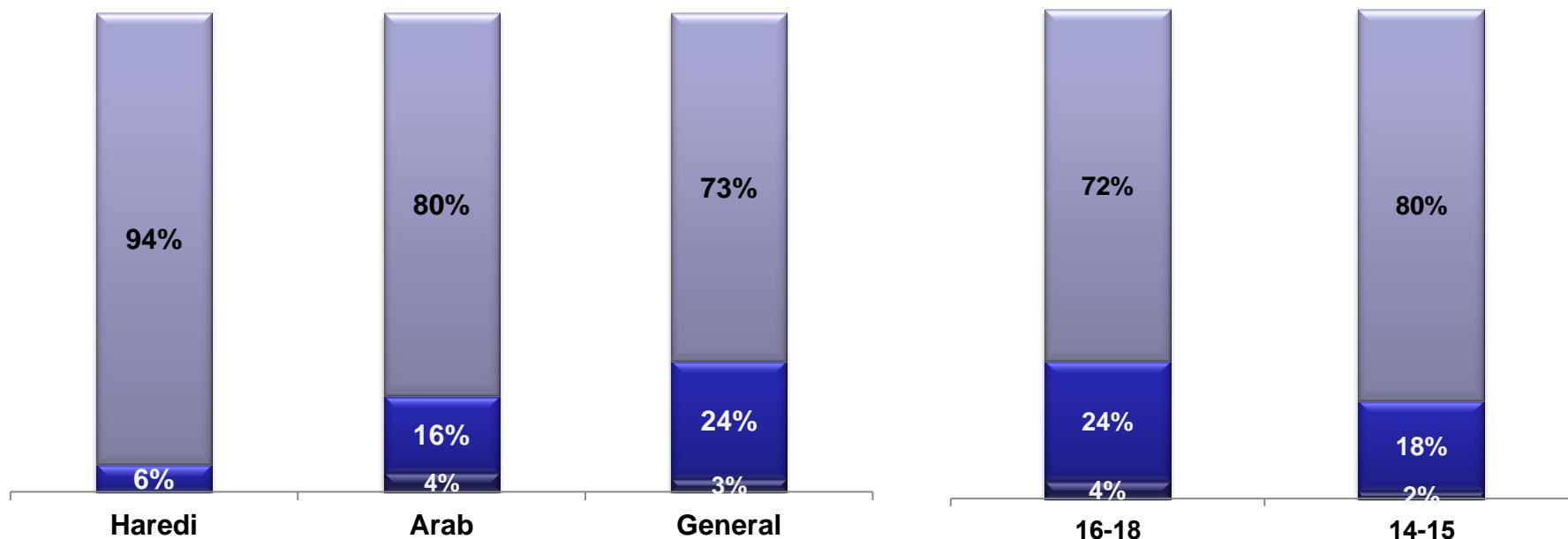
41% of teenagers indicate willingness in principle to pay for a service that would clarify whether they were receiving all their rights at work, with the average amount indicated as 114.2₪.



Awareness of the activities of the Federation of Working and Studying Youth to defend teenage workers' rights

Do you know about the Working and Studying Youth's activities to defend the rights of working youth?
If so, have you ever been personally assisted by this service of the Federation of Working and Studying Youth?

- I am not familiar with/have not heard about their activities
- I am familiar with/have heard about their activities, and have not been assisted personally
- I am familiar with/have heard about their activities, and have been assisted personally

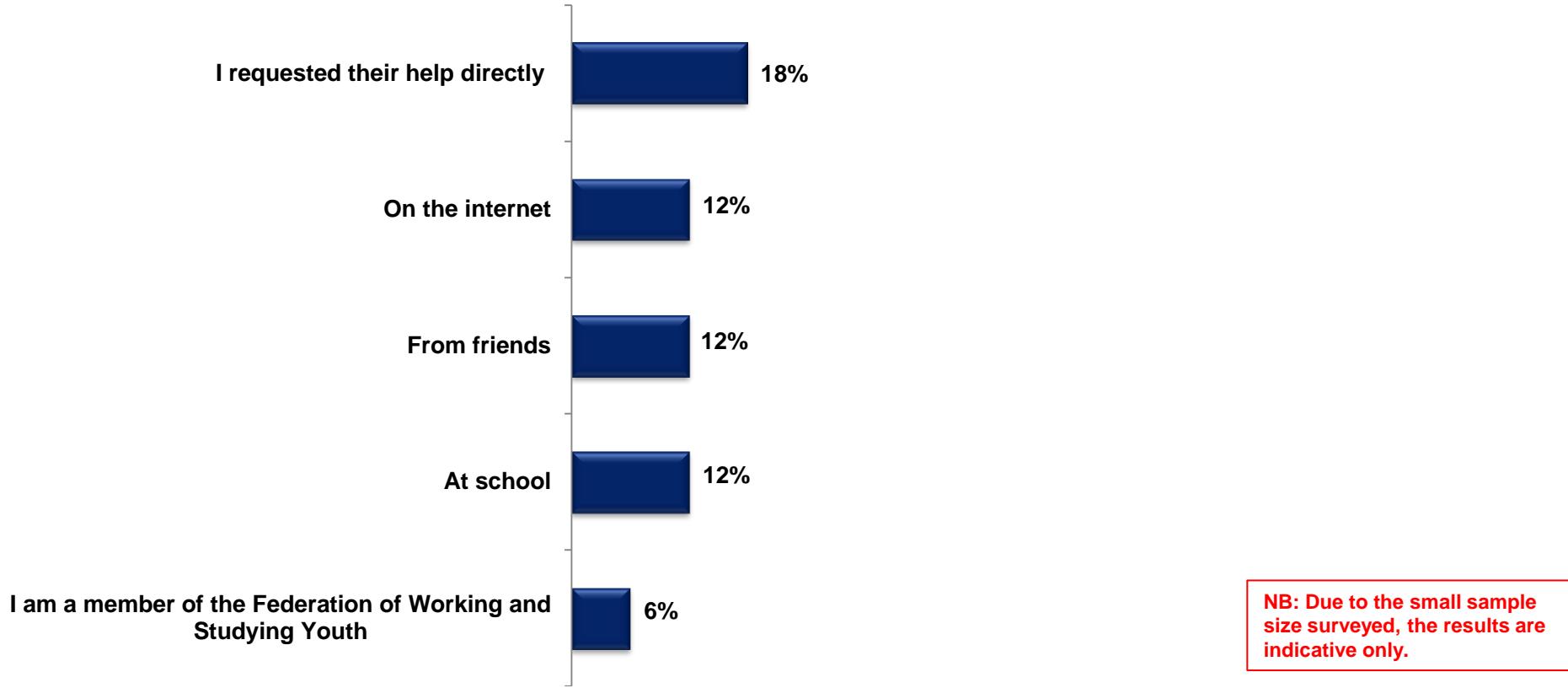


25% of teenagers are familiar with or have heard of the Working and Studying Youth Movement's activities to defend teenagers' rights at work, however most of them state that they have not personally been assisted by the Working and Studying Youth. Awareness is higher amongst teens ages 16-18 compared to younger ages, and is markedly lower amongst Haredi teenagers.

Assistance from the Federation of Working and Studying Youth

Of those who were assisted by the Federation of Working and Studying Youth N=17)

In what ways have you been assisted by or received information from the Federation of Working and Studying Youth?

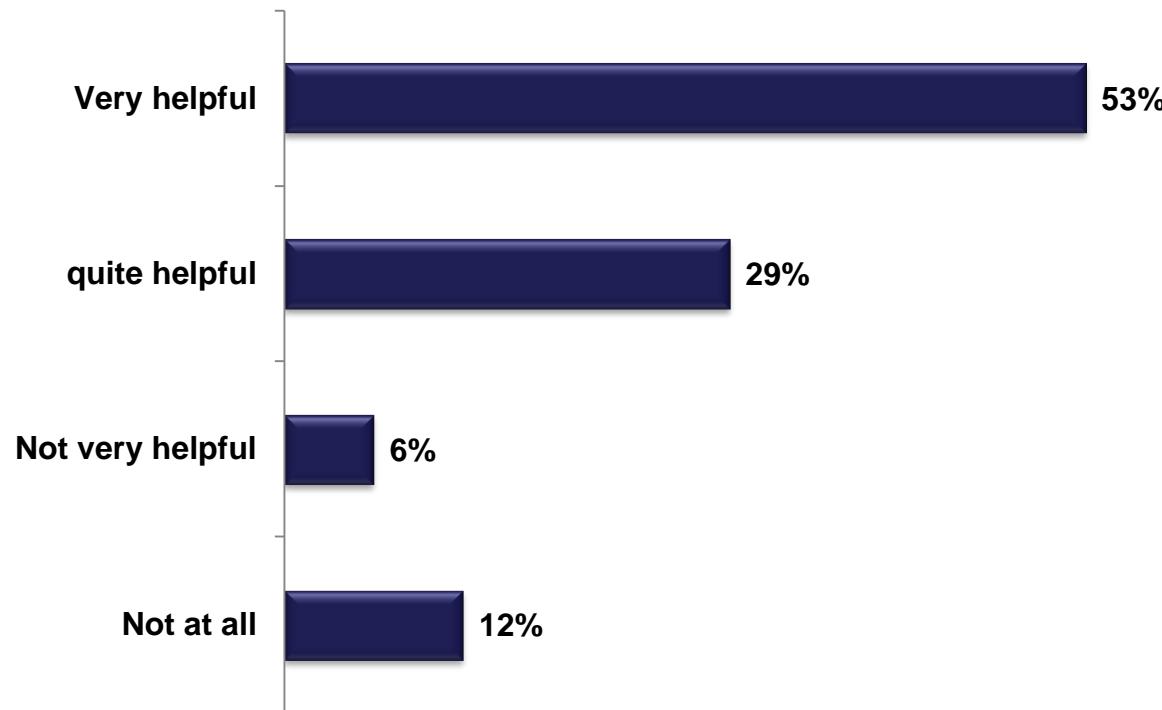


Those who received assistance from Working and Studying Youth in defending their rights did so via several means, such as contacting the organization directly (via a counselor or hotline), via the internet, via friends or at school, with no particular means standing out compared to the others.

Satisfaction with the services for working youth from the Federation of Working and Studying Youth

(Of those who were assisted by the Working Youth Council of the Working and Studying Youth)

To what extent did the Federation of Working and Studying Youth assist you?



NB: Due to the small sample size surveyed, the results are indicative only.

Most of those who contacted the Working and Studying Youth to receive assistance in defending their rights at work (82% of all teenagers who applied) stated that they received assistance to fight for their rights.

Conclusion

Conclusion

The most dramatic finding of the working youth survey is that 62% of youth in Israel take part in the labor market, either as workers in practice or as members of the workforce – as job seekers. This means that 3 out of 5 youth in Israel are involved in the job market. This fact confirms our own estimates from work in the field and is an important indicator for the field in which we work.

An additional point that unfortunately did not surprise us is the extent of exploitation and harm at work – when cross-referencing youth's exposure to the workplace to violations of labor law. In a job market in which almost half of working youth report that they worked over eight hours (which is illegal) and 80% report that they did not receive overtime pay – the total sums of violations and of lost pay are shocking. And this is only one example. An additional severe problem of which we have warned in recent years is lack of awareness amongst youth. 71% of youth think that their employers pay them at least minimum wage, but only 5% know the exact minimum wage for their age. Over half of teens are not sure if they received pay slips detailing the wage that they actually received. These are only a few examples. The extent of harm suffered at work (humiliation, exploitation, negative impact on studies, unreasonable physical difficulty) surprised us both in scope and severity. Some third of working youth reported experiencing such harm frequently. We are documenting these findings in order to bring them to the attention of Members of Knesset and the Ministries of Education and the Economy in order to request their mobilization in the campaign against these damaging phenomena.

We believe that the results of this study must serve as a wake-up call for the entirety of Israeli society. The first experiences of many youth in the workplace is that of exploitation, harm and humiliation – and if this is these teens' preparation for the adult world, then woe unto us as a society. As a society, we should ensure that the first working experience of a boy or girl setting out to work is a protected one which helps them develop and teaches them that work is honorable, that workers deserve a fair wage, and that the state



protects and enforces labor law for the benefit of workers. Working youth must learn responsibility, independence and maturity, instead of experiencing a lack of knowledge, lack of options and helplessness. Our task is to broadcast a clear message to adults, including parents, educators and employers: Take responsibility for working youth, because they are our future as a society.

At the Federation of Working and Studying Youth, we take the results of the survey as an incentive to continue and increase our educational activity and to continue fighting in public, in the media and in politics for the rights of exploited youth. We will continue our campaign to include the rights of youth at work in the public school curriculum; continue fighting exploitative employers with all the tools available to us; and continue fighting to make young people's workplaces better, within a better Israeli society.

Knowledge Group



Geocartography Knowledge Group

קבוצת גיאוכרטוגרפיה

Information Strategy

אסטרטגיה של מידע

מחקרים שוק ו דעת קהל
Strategy, Opinion & Marketing Research
מחקר כמותי ואיכותי - קבוצות מיקוד, ראיונות عمוק

Geo-SMART
חישובי צפי ופוטנציאלי שוק
Feasibility & Market Potential Analysis

Geo-iT iS
מערכות מידע ופתרונות עתידי מידע
Information Technology & Solutions

Geo-Medic
מחקרים תרבות ורפואה
Pharmaceutical & Applied Medical Research

Geo-Sensor
מחקרים טעימה ופיתוח מוצרים
Product Development & sensory Tests

לדעת כדי להצלחה *GEOCARTOGRAPHY-Knowledge Breeding Success*

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