



TABLE OF CONTENTS

Abbreviations	8
Country codes	8
Foreword	9
Summary	10
Youth employment in the EU-25	10
Exposure to risks	11
Health outcomes	12
Prevention and research needs	13
1. Introduction	17
2. Youth employment in Europe	21
2.1. Young workers — employment figures	22
2.2. Unemployment of young workers	25
2.3. Labour market training measures	28
2.3.1. <i>Study: Why young people are more at risk at work and the impact of training and education</i>	29
2.4. Distribution by sector	31
2.5. Distribution by occupation	33
2.5.1. <i>Young workers in hotels and restaurants</i>	36
2.5.2. <i>Studies and initiatives — hotels and restaurants</i>	39
2.5.3. <i>Young workers in the retail sector</i>	44
2.5.4. <i>Studies and initiatives — retail</i>	47
2.5.5. <i>Young workers in hairdressing</i>	52
2.5.6. <i>Studies and initiatives — hairdressing</i>	53
2.5.7. <i>Young workers in call centres</i>	55
2.5.8. <i>Studies and initiatives — call centres</i>	56
2.6. Distribution by gender	59
2.7. Employment status of young workers	60
2.7.1. <i>Self-employment</i>	60
2.7.2. <i>Temporary employment</i>	62
2.7.3. <i>Hazards and risks facing young workers in temporary jobs</i>	63
2.7.4. <i>Part-time work</i>	64
2.7.5. <i>Hazards and risks in part-time jobs</i>	65
2.7.6. <i>Studies and initiatives — psychosocial and organisational factors</i>	66
2.8. Youth employment and unemployment — some data from the Member States	68
2.8.1. <i>Austria</i>	68
2.8.2. <i>Czech Republic</i>	70



2.8.3. Denmark	71
2.8.4. Estonia	71
2.8.5. Finland	71
2.8.6. France	71
2.8.7. Germany	72
2.8.8. Hungary	75
2.8.9. Ireland	75
2.8.10. Latvia	76
2.8.11. Lithuania	76
2.8.12. Poland	77
2.8.13. Slovakia	77
2.8.14. Slovenia	77
2.8.15. Spain	78
2.8.16. Sweden	78
2.8.17. United Kingdom	79
3. Young workers and exposure to risks	81
3.1. Physical work factors	82
3.1.1. Exposure to noise	83
3.1.2. Studies and initiatives — exposure to noise	86
3.1.3. Exposure to vibrations	88
3.1.4. Exposure to heat and cold	90
3.1.5. Exposure to vapours and fumes	93
3.1.6. Studies and initiatives — exposure to tobacco smoke	94
3.1.7. Handling dangerous substances	95
3.1.8. Young workers' potential exposure to biological agents	99
3.1.9. Radiation	102
3.1.10. Studies and initiatives — young workers' exposure to risks	104
3.2. Physically demanding work factors	107
3.2.1. Painful positions	108
3.2.2. Heavy loads	109
3.2.3. Repetitive work	110
3.2.4. Studies and initiatives — lightening the load	111
3.3. Protective equipment and information on risks	113
3.3.1. Wearing protective equipment	113
3.3.2. Information on risks	115
3.3.3. Studies and initiatives — protective equipment and information on risks	116
3.4. Work organisation	119
3.4.1. Working with computers	119
3.4.2. Pace of work	120
3.5. Working time	122
3.5.1. Hazards and risks facing young workers on shift work	124
3.5.2. Studies and initiatives — shift work and temporary work	125

3.6. Psychosocial work factors	126
3.6.1. Studies and initiatives — stress and harassment	129
4. Health outcomes	131
4.1. Occupational accidents	132
4.1.1. General prevalence of occupational accidents among young workers	132
4.1.2. Occupational accidents among young workers — data from the Member States	134
4.1.3. Fatalities among young workers	139
4.1.4. Study: do young workers have more injuries than older ones?	140
4.1.5. Accidents and economic sectors	142
4.2. Occupational disease and health problems	148
4.2.1. Occupational disease among young workers in Europe	148
4.2.2. Self-reported work-related health problems among young workers in the EU	150
4.2.3. Work-related health problems among young workers — data from the Member States	153
4.2.4. Studies and initiatives — health outcomes	157
5. Legislation	161
5.1. European workplace legislation protecting young workers	162
5.1.1. Directive 89/391/EEC — protection for all	162
5.1.2. Directive 94/33/EC — special protection for under-18s	163
5.1.3. Other directives	165
5.2. European initiatives	166
5.2.1. White Paper — 'A new impetus for European youth'	166
5.2.2. The framework of European cooperation in the youth field	166
5.2.3. European Youth Pact	167
5.2.4. Children's environment and health action plan for Europe (CEHAPE)	167
5.3. International	167
5.3.1. Convention on the Rights of the Child (UN)	167
5.3.2. ILO labour standards (Conventions and Recommendations)	168
6. Methodology	171
6.1. Administrative data sources	172
6.1.1. Accidents at work	172
6.1.2. Occupational diseases	173
6.1.3. Inspections	173
6.2. Surveys	173
6.2.1. Labour force survey	173
6.2.2. Surveys on work-related diseases and working conditions	174
6.3. Additional sources	174
6.4. Comparability of data	174
7. Discussion and conclusions	175
7.1. Employment and unemployment of young workers	176

7.2. Health problems and occupational accidents	179
7.3. Prevention	181
7.4. Training and education	182
7.5. Research needs	184

More information	186
-------------------------------	------------

Acknowledgements (Agency)	187
--	------------

Tables and figures

Table 1: Terminology regarding young workers	19
Table 2: Proportion of young workers, EU-25, LFS	24
Table 3: Unemployment rate of population aged less than 25 years — annual average (%)	26
Table 4: Top three sectors with highest proportion of young workers (%), LFS 2005	32
Table 5: Top three occupations with highest proportion of young workers (%), LFS 2005	34
Table 6: Hazards and risks in the hotel and restaurant sector	37
Table 7: Hazards and risks in the retail trade	46
Table 8: Hazards and risks — hairdressing	52
Table 9: Summary of individual noise exposure, calculated from data presented in the literature	86
Table 10: Occupational exposure and adverse health effects in work settings where young workers are commonly employed (Chemical)	98
Table 11: Occupational exposure and adverse health effects in work settings where young workers are commonly employed (Biological)	100
Table 12: % exposed to biological agents — France	101
Table 13: Work can be more of a pain when you are young	112
Table 14: Occupational accidents with more than three days lost, by age category	133
Table 15: Occupational accidents with more than three days lost, young workers aged up to 24, by country (2003), ESAW	135
Table 16: Fatalities among young workers aged up to 24, by country (2002), ESAW	139
Table 17: Literature review on occupational accidents involving young workers (adapted from Salminen, 2004)	141
Table 18: Occupational accidents with more than three days lost among 18–24-year-olds, by activity sector and year (EU-15), ESAW	143
Table 19: Fatalities involving workers aged 18–24 years, by activity sector and year (EU-15), ESAW	143
Table 20: Number of non-fatal occupational diseases, EODS obligatory list, 2002–04	149
Table 21: Incidence of non-fatal occupational diseases	149
Table 22: Number of occupational diseases by diagnosis group and age, EODS 1995	150
Table 23: Work-related health problems by diagnosis group and age, LFS ad hoc module 1999	151
Table 24: Work-related health problems by severity and age, LFS ad hoc module 1999	152
Table 25: Standardised prevalence rate of work-related health problems by severity, diagnosis group and age (per 100 000 workers), LFS ad hoc module 1999	152
Figure 1: Proportion of different age groups, % of the total workforce, EU-25, LFS 2005	23
Figure 2: Employment rate EU-25, 2000–05, LFS	23

Figure 3: Unemployment rate EU-25, 1996–2005, LFS	27
Figure 4: Proportion of young workers per sector, EU-25, 2005, LFS	32
Figure 5: Proportion of young workers per occupation, EU-25, 2005, LFS	34
Figure 6: Occupational profile of the hospitality, leisure, travel and tourism sector in the north-east of England	42
Figure 7: A flow chart to identify those hazards that may arise from working in pub cellars	43
Figure 8: A model for the assessment and management of the risk of violence at work	48
Figure 9: Employment rates of young workers by gender, %, LFS 2005	59
Figure 10: % self-employed young workers within the total self-employed working population, LFS 2005 ..	61
Figure 11: Employment status by sex and age in 2000 (all workers, excluding small employers)	61
Figure 12: Young workers in temporary jobs as % of the total group of young workers, LFS 2005	62
Figure 13: % of young workers working part time, LFS 2005	64
Figure 14: Overview: Exposure to physical work factors	83
Figure 15: Overview: Exposure to physical work factors, % of workers exposed all or almost all of the time ESWC 2000, EU-15	107
Figure 16: Young workers' opinions of occupational hazards experienced	117
Figure 17: Overview: % of workers exposed to violence, intimidation and unwanted sexual attention all or almost all of the time, ESWC 1995–2000, EU-15	127
Figure 18: Occupational accidents with more than three days lost 1995–2003 (EU-15), ESAW	133
Figure 19: Standardised incidence rate of accidents at work with more than three days lost and age (per 100 000 workers), ESAW	134
Figure 20: Standardised incidence rate of accidents at work with more than three days lost and age (per 100 000 workers) data 1996–2004, nine main branches, ESAW	134
Figure 21: Standardised incidence rate of fatal accidents at work (per 100 000 workers), ESAW	140
Figure 22: Standardised incidence rate of fatal accidents by age per 100 000 workers (nine main branches), ESAW	140
Figure 23: Standardised incidence rate of accidents resulting in more than three days lost at work by economic activity, severity and age (per 100 000 workers), ESAW, 2003	142
Figure 24: Standardised incidence rate of fatal accidents at work by economic activity, severity and age (per 100 000 workers), ESAW, 2003	143
Figure 25: Work-related health problems by diagnosis group, LFS ad hoc module 1999	151
Figure 26: Work-related health problems by severity, LFS ad hoc module 1999	152