



## **EMPLOYERS' PERCEPTIONS OF SAFETY OF YOUNG WORKERS**

The Health and Safety Executive (HSE) has published a new research report on employers' perceptions of the health and safety of young workers.

The aim of the research was to investigate perceptions and attitudes about health and safety and the employment of young people.

The work involved a review of published documents and interviews with 14 representatives from employer organisations, schools/academies, work placement organisers and insurers.

No documents were found that examined employers' views about young workers and health and safety. However, evidence was found within published documents linking the increase of injury in young workers with:

- a lack of work experience and training
- poor awareness of occupational risks
- inadequate supervision
- possible lack of physical and/or psychological maturity.

Interviewees perceived that all environments can present a risk if a worker lacks relevant experience or awareness of them.

When taking on a young person, the interviewees considered age to be less important than experience and ability.

The researchers reported misperceptions about the health and safety considerations that need to be made for young people when they enter the workforce. The report says there were also some perceptions that employers may hide behind health and safety and insurance as excuses for not employing young people, when a more likely reason is that they perceive a young person to be a burden and an additional cost.

RR1061: Employers' Perceptions of the Health and Safety of Young Workers can be accessed at [www.hse.gov.uk](http://www.hse.gov.uk)