





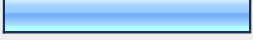
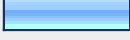
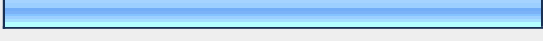
## Minimum Working Age: Employers

1. What type of business do you operate or manage? (e.g., diamond drilling, electrical contracting, food service, hotel, trucking, municipal or First Nation government, painting, retail sales, road construction, welding shop, etc.)		
		Response Count
		91
		<i>answered question</i> 91
		<i>skipped question</i> 0

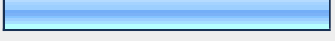
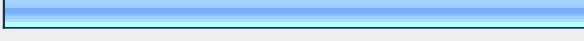
2. Do you employ or have you ever employed workers under age 18?			
		Response Percent	Response Count
Yes		72.5%	66
No		27.5%	25
Comments, if any			25
			<i>answered question</i> 91
			<i>skipped question</i> 0




3. Bill 109 proposes that workers under age 18 would not be allowed to work after midnight in the following workplaces: • Businesses engaged in retail sales of food or beverages (whether alcoholic or not) and any other commodities, goods, wares, or merchandise. • Retail businesses that sell gasoline, diesel fuel, propane, or any other petroleum or natural gas product. • Hotels, motels, or other places that provide overnight accommodation to the public. Do you agree with this proposed restriction?			
		Response Percent	Response Count
Yes		75.0%	18
No		25.0%	6
Comments, if any			7
			<i>answered question</i> 24
			<i>skipped question</i> 67

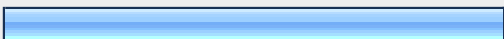
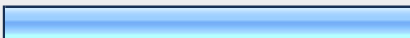
4. This question applies only to: • Businesses engaged in retail sales of food or beverages (whether alcoholic or not) and any other commodities, goods, wares, or merchandise. • Retail businesses that sell gasoline, diesel fuel, propane, or any other petroleum or natural gas product. • Hotels, motels, or other places that provide overnight accommodation to the public. Do your under-age-18 workers ever work after midnight?

		Response Percent	Response Count
This question does not apply to me.		27.1%	16
Yes		13.6%	8
No		59.3%	35
Comments, if any			8
<b>answered question</b>			<b>59</b>
<b>skipped question</b>			<b>32</b>

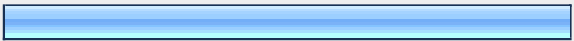
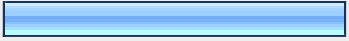
5. If you were prohibited from scheduling your under-age-18 workers to work after midnight, would your business be negatively affected?

		Response Percent	Response Count
Yes		35.7%	5
No		64.3%	9
Comments, if any			3
<b>answered question</b>			<b>14</b>
<b>skipped question</b>			<b>77</b>

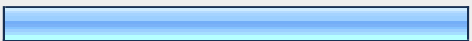
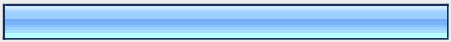
6. How would your business be affected?			Response Percent	Response Count
It would have a slight impact on my business.			40.0%	2
I could manage with few changes to my operations.			20.0%	1
I would have to make significant changes to my operations.			40.0%	2
I could not operate my business under these conditions.			0.0%	0
			Comments, if any	4
			<b>answered question</b>	<b>5</b>
			<b>skipped question</b>	<b>86</b>

7. Do you employ or have you ever employed workers under age 16?			Response Percent	Response Count
Yes			55.2%	48
No			44.8%	39
			Comments, if any	21
			<b>answered question</b>	<b>87</b>
			<b>skipped question</b>	<b>4</b>

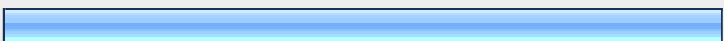
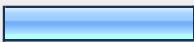
8. Bill 109 proposes that workers under age 16 would not be allowed to work more than two hours on school days? Do you agree with this proposed restriction?




		Response Percent	Response Count
Yes		62.5%	25
No		37.5%	15
Comments, if any			24
<b>answered question</b>			<b>40</b>
<b>skipped question</b>			<b>51</b>



9. Do your under-age-16 workers ever work more than two hours on school days?

		Response Percent	Response Count
Yes		51.1%	24
No		48.9%	23
Comments, if any			22
<b>answered question</b>			<b>47</b>
<b>skipped question</b>			<b>44</b>


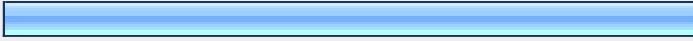
10. If you were prohibited from scheduling your under-age-16 workers to work more than two hours on school days, would your business be negatively affected?

		Response Percent	Response Count
Yes		79.2%	19
No		20.8%	5
Comments, if any			11
<b>answered question</b>			<b>24</b>
<b>skipped question</b>			<b>67</b>

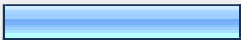

11. How would your business be affected?			
		Response Percent	Response Count
It would have a slight impact on my business.		27.8%	5
I could manage with few changes to my operations.		27.8%	5
<b>I would have to make significant changes to my operations.</b>		<b>44.4%</b>	<b>8</b>
I could not operate my business under these conditions.		0.0%	0
Comments, if any			11
<b>answered question</b>			<b>18</b>
<b>skipped question</b>			<b>73</b>

12. Bill 109 proposes that workers under age 16 would not be allowed to work more than eight hours on non-school days (weekends, Christmas, spring breaks, and during the summer). Do you agree with this proposed restriction?			
		Response Percent	Response Count
Yes		75.0%	30
No		25.0%	10
Comments, if any			15
<b>answered question</b>			<b>40</b>
<b>skipped question</b>			<b>51</b>

13. Do your under-age-16 workers ever work more than eight hours on non-school days (weekends, Christmas, spring breaks, and during the summer)?

		Response Percent	Response Count
Yes		23.8%	10
No		76.2%	32
Comments, if any			9
<b>answered question</b>			<b>42</b>
<b>skipped question</b>			<b>49</b>



14. If you were prohibited from scheduling your under-age-16 workers to work more than eight hours on non-school days, would your business be negatively affected?

		Response Percent	Response Count
Yes		25.8%	8
No		74.2%	23
Comments, if any			3
<b>answered question</b>			<b>31</b>
<b>skipped question</b>			<b>60</b>


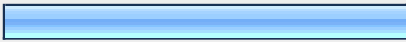
15. How would your business be affected?			
		Response Percent	Response Count
It would have a slight impact on my business.		0.0%	0
I could manage with few changes to my operations.		33.3%	2
<b>I would have to make significant changes to my operations.</b>		<b>66.7%</b>	<b>4</b>
I could not operate my business under these conditions.		0.0%	0
Comments, if any			3
<b>answered question</b>			<b>6</b>
<b>skipped question</b>			<b>85</b>


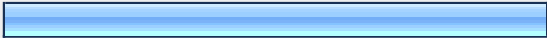
16. Bill 109 proposes that workers under age 16 would not be allowed to work after 9:00 p.m.? Do you agree with this proposed restriction?			
		Response Percent	Response Count
Yes		64.3%	45
No		35.7%	25
Comments, if any			33
<b>answered question</b>			<b>70</b>
<b>skipped question</b>			<b>21</b>


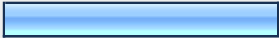
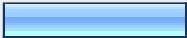
**17. Do your under-age-16 workers ever work after 9:00 p.m.?**

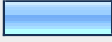

		Response Percent	Response Count
Yes		56.3%	9
No		43.8%	7
Comments, if any			3
<b>answered question</b>			<b>16</b>
<b>skipped question</b>			<b>75</b>

**18. If you were prohibited from scheduling your under-age-16 workers to work after 9:00 p.m., would your business be negatively affected?**

		Response Percent	Response Count
Yes		55.6%	5
No		44.4%	4
Comments, if any			5
<b>answered question</b>			<b>9</b>
<b>skipped question</b>			<b>82</b>

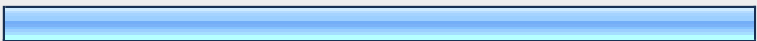
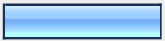
19. How would your business be affected?			
		Response Percent	Response Count
It would have a slight impact on my business.		40.0%	2
I could manage with few changes to my operations.		0.0%	0
<b>I would have to make significant changes to my operations.</b>		<b>60.0%</b>	<b>3</b>
I could not operate my business under these conditions.		0.0%	0
Comments, if any			1
<b>answered question</b>			<b>5</b>
<b>skipped question</b>			<b>86</b>

20. Bill 109 proposes that children under age 12 would not be allowed to work. Do you agree with this proposed restriction? (This restriction would not apply to newspaper carriers or private babysitting.)			
		Response Percent	Response Count
<b>Yes</b>		<b>50.0%</b>	<b>30</b>
Yes, but only with an exemption for immediate family members		30.0%	18
No		20.0%	12
Comments, if any			22
<b>answered question</b>			<b>60</b>
<b>skipped question</b>			<b>31</b>

21. Do you employ or have you ever employed workers under age 12?			Response Percent	Response Count
Yes			11.5%	3
No			88.5%	23
Comments, if any				4
			<b>answered question</b>	<b>26</b>
			<b>skipped question</b>	<b>65</b>

22. If you were prohibited from employing workers under age 12, would your business be negatively affected?			Response Percent	Response Count
Yes			33.3%	1
No			66.7%	2
Comments, if any				1
			<b>answered question</b>	<b>3</b>
			<b>skipped question</b>	<b>88</b>

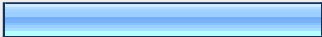
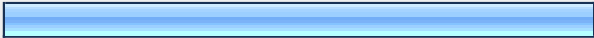
23. How would your business be affected?			
		Response Percent	Response Count
It would have a slight impact on my business.		0.0%	0
I could manage with few changes to my operations.		0.0%	0
<b>I would have to make significant changes to my operations.</b>		<b>100.0%</b>	<b>1</b>
I could not operate my business under these conditions.		0.0%	0
Comments, if any			1
<b>answered question</b>			<b>1</b>
<b>skipped question</b>			<b>90</b>

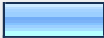







24. Do you believe that workers under age 18 require more or different supervision than older workers?			
		Response Percent	Response Count
Yes		83.0%	44
No		17.0%	9
Comments, if any			19
<b>answered question</b>			<b>53</b>
<b>skipped question</b>			<b>38</b>

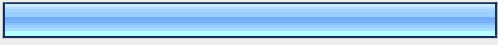
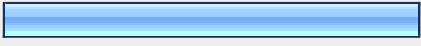
25. Do you provide more or different supervision to your young workers (under age 18) than to your older workers?			Response Percent	Response Count
Yes			67.7%	21
No			32.3%	10
Comments, if any				17
			<b>answered question</b>	<b>31</b>
			<b>skipped question</b>	<b>60</b>


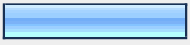

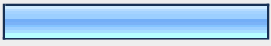



26. How does your young worker supervision differ from your supervision of older workers?			Response Percent	Response Count
Supervisors work more closely with younger workers.			63.2%	12
<b>Supervisors check up on younger workers more often.</b>			73.7%	14
We do not allow our young workers to work unsupervised.			57.9%	11
Other (please specify)				9
			<b>answered question</b>	<b>19</b>
			<b>skipped question</b>	<b>72</b>

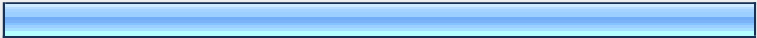
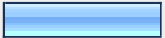
27. Comments on question 26, if any		Response Count
		10
		<b>answered question</b>
		<b>10</b>
		<b>skipped question</b>
		<b>81</b>


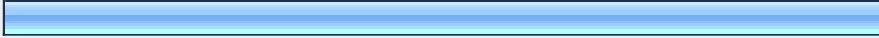
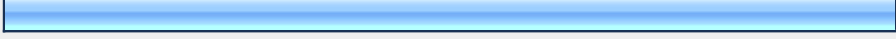
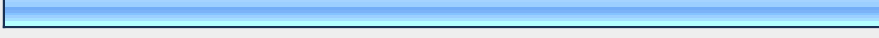

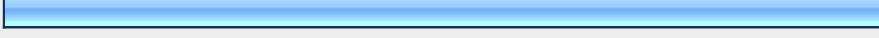

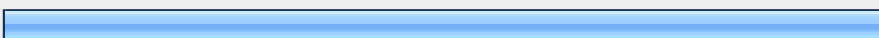
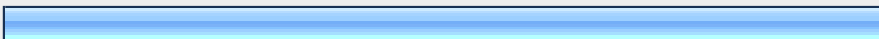
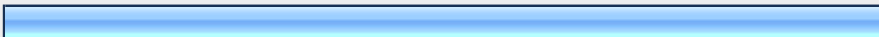
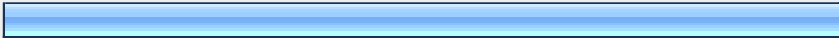
28. Does your company have a minimum age hiring policy?			Response Percent	Response Count
Yes			34.9%	29
No			65.1%	54
Comments, if any				28
			<b>answered question</b>	<b>83</b>
			<b>skipped question</b>	<b>8</b>

29. What is your minimum hiring age?			Response Percent	Response Count
21+			10.7%	3
20			3.6%	1
19			7.1%	2
18			10.7%	3
17			0.0%	0
16			32.1%	9
15			7.1%	2
14			21.4%	6
13			7.1%	2
12			0.0%	0
less than 12			0.0%	0
Comments, if any				12
			<b>answered question</b>	<b>28</b>
			<b>skipped question</b>	<b>63</b>

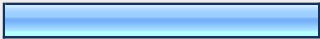



30. Do you believe there should be a general minimum working age in Yukon that applies to all occupations?			Response Percent	Response Count
Yes			54.2%	45
No			45.8%	38
Comments, if any				21
			<b>answered question</b>	<b>83</b>
			<b>skipped question</b>	<b>8</b>

31. What should the general minimum working age be?			Response Percent	Response Count
18			2.2%	1
17			0.0%	0
16			20.0%	9
15			8.9%	4
14			28.9%	13
13			8.9%	4
12			26.7%	12
11			0.0%	0
10			4.4%	2
less than 10			0.0%	0
Comments, if any				20
			<b>answered question</b>	<b>45</b>
			<b>skipped question</b>	<b>46</b>

32. Do you believe there should be minimum working ages in Yukon for certain occupations and workplaces?				
			Response Percent	Response Count
Yes			82.9%	68
No			17.1%	14
			Comments, if any	21
			<b>answered question</b>	<b>82</b>
			<b>skipped question</b>	<b>9</b>

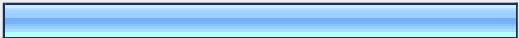

33. What do you believe the minimum working age should be for the following occupations and workplaces?				
			Response Percent	Response Count
General retail (e.g., clothing stores, big-box stores)			95.5%	63
Food retail (e.g., grocery stores)			97.0%	64
<b>Food service (e.g., fast food and other restaurants)</b>			<b>98.5%</b>	<b>65</b>
Building or road construction			97.0%	64
Work on drilling or servicing rigs			95.5%	63
Work in sawmills or pulp mills			97.0%	64
Jobs that involve industrial or manufacturing processes			97.0%	64
Jobs that involve working at heights (e.g., on scaffolds)			97.0%	64
Jobs in the forest industry			97.0%	64
Jobs that involve working alone			97.0%	64
Jobs that involve working in confined spaces			92.4%	61
			<b>answered question</b>	<b>66</b>
			<b>skipped question</b>	<b>25</b>

34. Comments on question 33, if any		Response Count
		34
	<i>answered question</i>	<b>34</b>
	<i>skipped question</i>	<b>57</b>


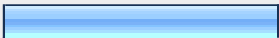
35. Who do you believe should primarily be responsible for deciding at what age a person can begin working?			Response Percent	Response Count
Government			34.7%	25
<b>Parents or guardians</b>			<b>54.2%</b>	<b>39</b>
Employers			6.9%	5
Young people themselves			4.2%	3
Other (please specify)				16
	<i>answered question</i>			<b>72</b>
	<i>skipped question</i>			<b>19</b>


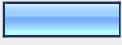

36. Comments on question 35, if any		Response Count
		39
	<i>answered question</i>	<b>39</b>
	<i>skipped question</i>	<b>52</b>

37. Bill 109 contains a number of provisions intended to prevent work from having a negative impact on young workers' schooling and to safeguard their health and safety at work. For example, it proposes to prohibit 12- to 15-year-olds from working more than two hours on school days and more than eight hours on non-school days, and from working after 9:00 p.m. It also proposes to restrict younger children from working in certain types of jobs. If these rules were put in place, do you believe parents or guardians should be able to exempt their children from them?

		Response Percent	Response Count
Yes		56.6%	47
No		43.4%	36
Comments, if any			42
<b>answered question</b>			<b>83</b>
<b>skipped question</b>			<b>8</b>

38. If age 12 were to be established as the minimum working age in Yukon (as proposed by Bill 109), do you believe parents should be able to employ their own children in a family-owned business if those children are younger than 12?

		Response Percent	Response Count
Yes		70.0%	56
No		30.0%	24
Comments, if any			35
<b>answered question</b>			<b>80</b>
<b>skipped question</b>			<b>11</b>

39. Who do you believe should primarily be responsible for young worker on-the-job safety?			Response Percent	Response Count
Government			3.1%	2
<b>Employers/business owners</b>			<b>78.1%</b>	<b>50</b>
Supervisors			12.5%	8
Young workers themselves			6.3%	4
			Other (please specify)	27
			<i>answered question</i>	<b>64</b>
			<i>skipped question</i>	<b>27</b>

40. Comments on question 33, if any		Response Count
		31
		<i>answered question</i>
		<b>31</b>
		<i>skipped question</i>
		<b>60</b>

41. Thank you for completing this questionnaire. If you have any additional comments on this issue, please enter them here		Response Count
		24
		<i>answered question</i>
		<b>24</b>
		<i>skipped question</i>
		<b>67</b>

**42. OPTIONAL:** Your name and contact information if you would like us to get in touch with you about this issue. If you provide this information, your answers to this questionnaire will still be held in strict confidence.

		Response Count
		10
	<i>answered question</i>	10
	<i>skipped question</i>	81