

Table 1-2: Labour movement of regular employees (rate)

Category	Rate of total labour movement	Accession rate			Separation rate	Excess accession rate		
		Accession rate	Accession rate of hired career-changing employees	Accession rate of hired starting employees				
2010	(%)	(%)	(%)	(%)	(%)	(point)		
Regular employee	Total	28.8	14.3	9.1	5.2	14.5	-0.2	
	Male	24.1	12.0	8.1	4.0	12.1	-0.1	
	Female	34.8	17.1	10.4	6.7	17.6	-0.5	
	Full-time employee	Total	22.1	10.9	7.4	3.5	11.3	-0.4
		Male	19.1	9.3	6.7	2.6	9.7	-0.4
		Female	28.3	13.9	8.8	5.1	14.3	-0.4
	Part-time worker	Total	48.4	24.2	14.0	10.3	24.1	0.1
		Male	63.8	33.2	18.5	14.7	30.6	2.6
		Female	43.3	21.3	12.5	8.8	22.0	-0.7
2009	(%)	(%)	(%)	(%)	(%)	(point)		
Regular employee	Total	31.9	15.5	9.9	5.6	16.4	-0.9	
	Male	27.1	12.7	8.6	4.1	14.4	-1.7	
	Female	38.1	19.1	11.5	7.5	19.0	0.1	
	Full-time employee	Total	24.5	11.5	7.9	3.6	12.9	-1.4
		Male	21.2	9.6	6.9	2.7	11.6	-2.0
		Female	31.2	15.5	10.0	5.5	15.7	-0.2
	Part-time worker	Total	53.9	27.2	15.7	11.5	26.7	0.5
		Male	75.3	38.2	22.5	15.8	37.1	1.1
		Female	46.9	23.7	13.5	10.2	23.3	0.4
Year-on-year change	(point)	(point)	(point)	(point)	(point)	(point)		
Regular employee	Total	-3.1	-1.2	-0.8	-0.4	-1.9	0.7	
	Male	-3.0	-0.7	-0.5	-0.1	-2.3	1.6	
	Female	-3.3	-2.0	-1.1	-0.8	-1.4	-0.6	
	Full-time employee	Total	-2.4	-0.6	-0.5	-0.1	-1.6	1.0
		Male	-2.1	-0.3	-0.2	-0.1	-1.9	1.6
		Female	-2.9	-1.6	-1.2	-0.4	-1.4	-0.2
	Part-time worker	Total	-5.5	-3.0	-1.7	-1.2	-2.6	-0.4
		Male	-11.5	-5.0	-4.0	-1.1	-6.5	1.5
		Female	-3.6	-2.4	-1.0	-1.4	-1.3	-1.1

- Notes:
- 1) Rate of total labour movement =  $\frac{\text{Total number of moving employees}}{\text{Number of regular employees as of January 1st}} \times 100$
  - 2) Accession (separation) rate =  $\frac{\text{Number of hired (leaving) employees}}{\text{Number of regular employees as of January 1st}} \times 100$
  - 3) Accession rate of hired career-changing employees =  $\frac{\text{Number of hired career-changing employees}}{\text{Number of regular employees as of January 1st}} \times 100$
  - 4) Accession rate of hired starting employees =  $\frac{\text{Number of hired starting employees}}{\text{Number of regular employees as of January 1st}} \times 100$
  - 5) Excess accession rate = Accession rate - separation rate (excess accession if positive, excess separation if negative)