

# Definitions

## Regular Employees

A worker who comes under any of the followings:

- A person employed with no defined period
- A person employed for a defined period which exceeds 1 month
- A person employed for a defined period of 1 month or less or on a daily basis, who was employed for 18 days or more in each of the 2 preceding months

## Regular Employees for an indefinite period

Persons hired for an indefinite period among regular employees (includes persons on probationary employment, under apprenticeship or training, and transferred employees).

## Regular Employees for a definite period

Persons hired for a set period or hired by the day among regular employees.

## Part-time Workers or Part-timers

A regular employee who has fewer scheduled hours worked per day than ordinary workers of the establishment, or who has the same scheduled hours worked per day but fewer scheduled days worked per week than ordinary workers of the establishment.

## Full-time Employees or Full-timers

A regular employee who is not a part-time worker.

## Moving Employees

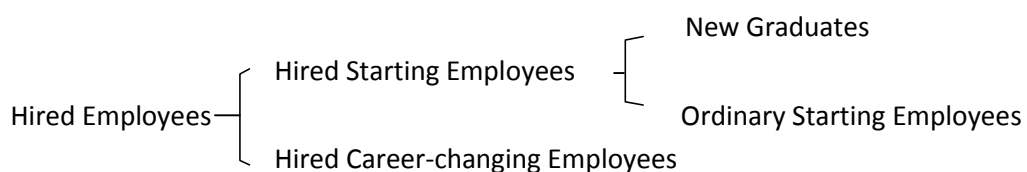
A regular employee who moved employment due to finding or changing employment, retirement, etc. during the period covered by the survey (1 year from January to December 2014; the same shall apply hereinafter). In this survey the sum of the hired and separated employees is the total moving employees.

## Hired Employees

A regular employee who is newly hired by an establishment during the period covered by the survey, including persons transferred to another enterprise or returning from transfer, but excluding persons moving from an establishment within the same enterprise.

## Career

A distinction is made between hired starting employees and hired career-changing employees, depending on whether the person has work experience within the year prior to finding employment. This survey divides hired employees as follows to distinguish careers.



## Hired Starting Employees

A hired employee with no work experience within the year prior to finding work.

### **New Graduates**

A hired starting employee who graduated. In this survey, hired employees who graduated in the survey year, whether moving on to further education or employment, are termed "new graduates" (including persons who entered further education but work as a regular employee in addition to studying).

### **Hired Career-Changing Employees**

A hired employee with work experience within the year prior to finding work. However, this does not include side jobs or work of less than 1 month.

### **Separated Employees**

A regular employee who has retired or been dismissed from an establishment during the period covered by the survey, including persons transferred to another enterprise or returning from transfer, but excluding persons moving from an establishment within the same enterprise.

### **Rate of total labour movement**

$$\text{Rate of total labour movement} = \frac{\text{Total number of moving employees}}{\text{Number of regular employees as of January 1st}} \times 100$$

### **Accession (separation) rate**

$$\text{Accession (separation) rate} = \frac{\text{Number of hired (leaving) employees}}{\text{Number of regular employees as of January 1st}} \times 100$$

### **Accession rate of hired career-changing employees**

$$\text{Accession rate of hired career-changing employees} = \frac{\text{Number of hired career-changing employees}}{\text{Number of regular employees as of January 1st}} \times 100$$

### **Accession rate of hired starting employees**

$$\text{Accession rate of hired starting employees} = \frac{\text{Number of hired starting employees}}{\text{Number of regular employees as of January 1st}} \times 100$$

### **Excess accession rate**

$$\text{Excess accession rate} = \text{Accession rate} - \text{separation rate (excess accession if positive, excess separation if negative)}$$