



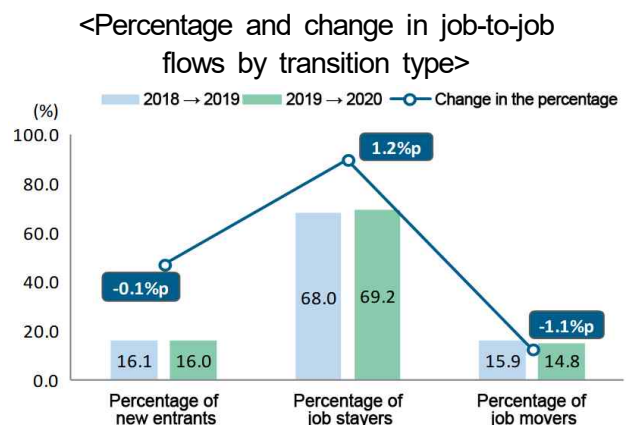
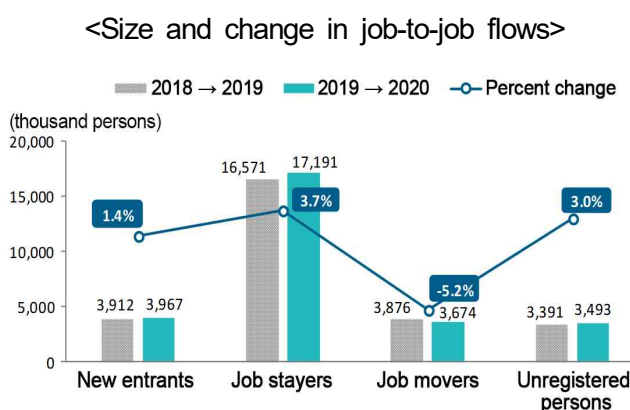
Job-to-Job Flows in 2020

1. Summary of job-to-job flows

- In 2020, the number of people registered as employed* totaled 24.832 million persons, which increased by 473 thousand persons (1.9%↑) from 24.358 million persons in 2019.

* People registered as employed refer to wage and non-wage workers, who are identified by using administrative data (including data of 4 kinds of social insurance)

- In 2020, new entrants to the labor market (people whose status changed from 'Unregistered' in 2019 to 'Registered as employed' in 2020) recorded 3.967 million persons (16.0%). Job stayers (people who worked for the same enterprise in 2019 and 2020) recorded 17.191 million persons (69.2%). Job movers between enterprises recorded 3.674 million persons (14.8%).
 - Compared to 2019, job stayers increased by 620 thousand persons (3.7%). New entrants to the labor market increased by 55 thousand persons (1.4%). Whereas, job movers decreased by 202 thousand persons (-5.2%).
 - Compared to 2019, the percentage of job stayers rose by 1.2%p. Whereas, the percentage of new entrants and job movers dropped by 0.1%p and 1.1%p, respectively.
- People who changed from 'Registered as employed' in 2019 to 'Unregistered' in 2020 totaled 3.493 million persons. This figure grew by 103 thousand persons (3.0%) compared to 2019.

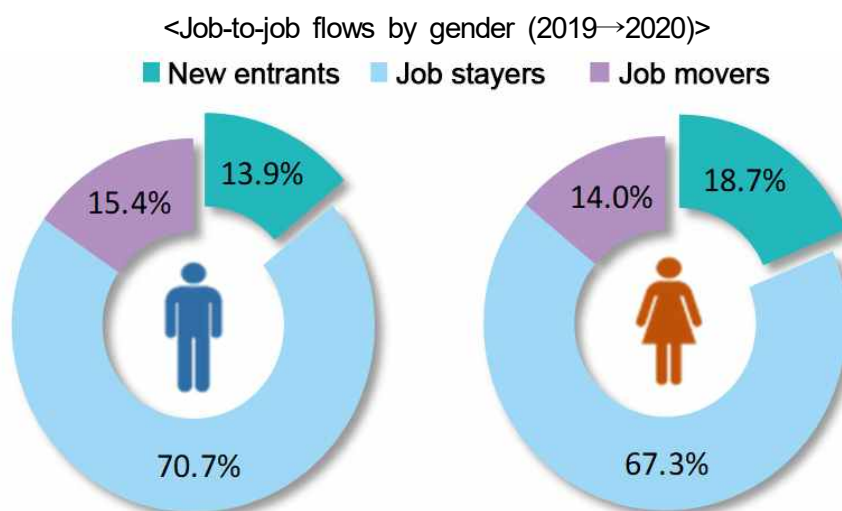


2. Job-to-job flows by characteristics of workers

- (Job-to-job flows by gender)

In 2020, as for new entrants, females (18.7%) recorded a higher percentage than males (13.9%). Whereas, as for job stayers, males (70.7%) showed a higher percentage than females. And as for job movers, males (15.4%) showed a higher percentage than females.

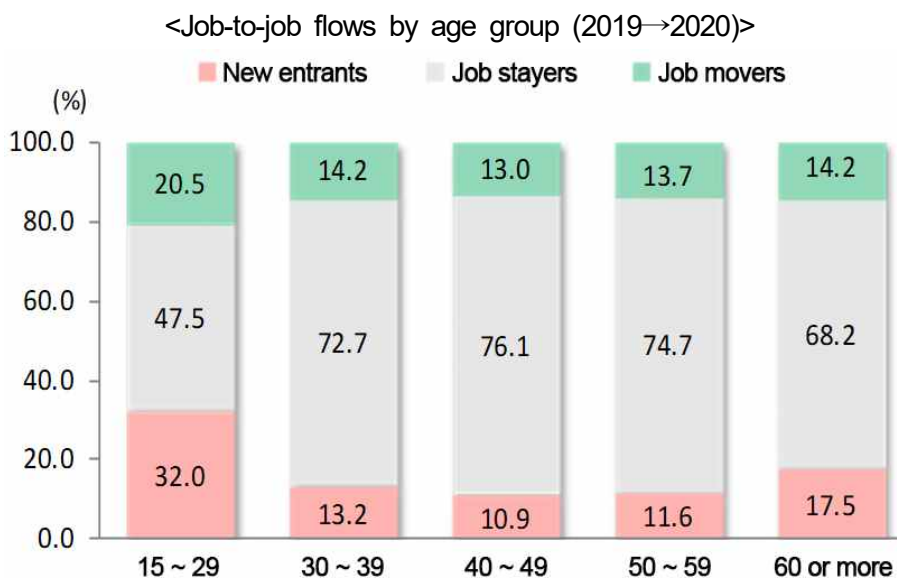
- Compared to 2019, the percentage of male new entrants and job stayers showed an increase, while the percentage of male job movers showed a decrease. On the other hand, the percentage of female job stayers recorded an increase, while the percentage of female new entrants and job movers recorded a decrease.



□ (Job-to-job flows by age group)

People aged 15 ~ 29 showed a higher percentage of new entrants (32.0%) and a higher percentage of job movers (20.5%) than other age groups. As for the percentage of job stayers, people aged 40 ~ 49 showed the highest figure at 76.1%, which was followed by those aged 50 ~ 59 (74.7%) and those aged 30 ~ 39 (72.7%).

- Compared to 2019, as for people aged 60 or more and people aged 15 ~ 29, the percentage of new entrants showed a decrease. Whereas, their percentage of job stayers showed an increase.



3. Job-to-job flows by characteristics of enterprises

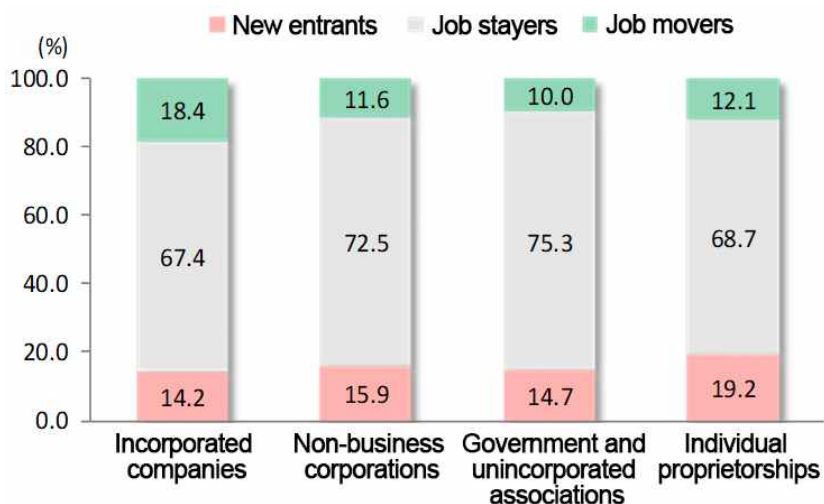
□ (Job-to-job flows by type of legal organization)

In 2020, as for the percentage of new entrants, 'Individual proprietorships' recorded the highest figure at 19.2%. As for the percentage of job stayers, 'Government and

unincorporated associations' recorded the highest figure at 75.3%. As for the percentage of job movers, 'Incorporated companies' recorded the highest figure at 18.4%.

- Compared to 2019, as for 'Non-business corporations', the percentage of job stayers showed a high increase. Whereas, their percentage of new entrants and job movers showed a decrease.

<Job-to-job flows by type of legal organization (2019→2020)>



□ (Job-to-job flows by industry)

Among industries with more than 1 million registered employees, 'Accommodation and food service activities' recorded the highest percentage of new entrants at 24.6%. 'Education' recorded the highest percentage of job stayers at 80.4%. 'Construction' recorded the highest percentage of job movers at 33.2%.

- Compared to 2019, as for the percentage of job stayers, 'Accommodation and food service activities' showed the highest increase. As for the percentage of new entrants, 'Public administration and defence; compulsory social security' showed the highest increase.

<Job-to-job flows by industry (2019→2020)>



* Based on 1-digit industrial sections with more than 1 million registered employees

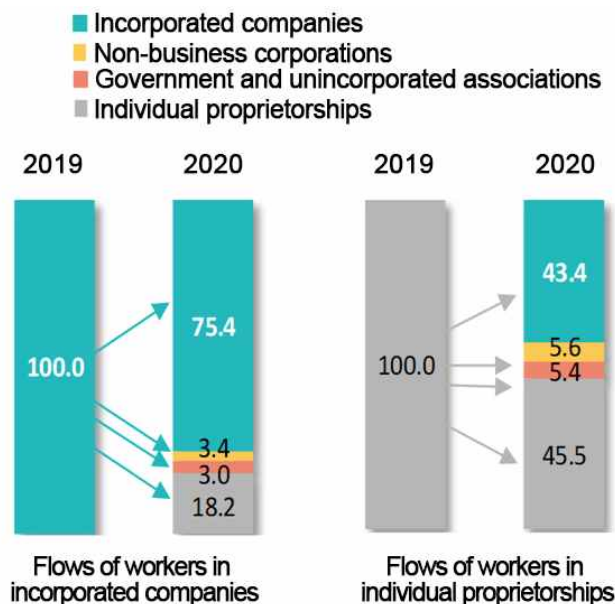
4. Flows of job movers

□ (Job movers between legal organization types)

Among the total job movers, the percentage of job movers to the same type of legal organization stood at 63.2%, down 0.9%p from 2019.

- The job-to-job flow rate from 'Incorporated companies' in 2019 to 'Incorporated companies' in 2020 stood at 75.4%.
- The job-to-job flow rate from 'Individual proprietorships' in 2019 to 'Individual proprietorships' in 2020 stood at 45.5%. The job-to-job flow rate from 'Individual proprietorships' in 2019 to 'Incorporated companies' in 2020 stood at 43.4%.

<Percentage of job movers to the same type of legal organization (%)>\

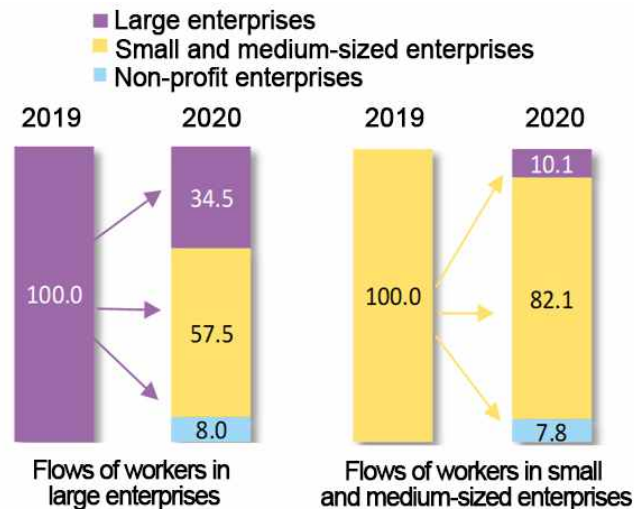


□ (Job movers between enterprise sizes)

The percentage of job movers to the same enterprise size stood at 73.8%, down 0.9%p from 2019.

- The job-to-job flow rate from 'Large enterprises' in 2019 to 'Large enterprises' in 2020 marked 34.5%. The job-to-job flow rate from 'Large enterprises' in 2019 to 'Small and medium-sized enterprises' in 2020 marked 57.5%.
- The job-to-job flow rate from 'Small and medium-sized enterprises' in 2019 to 'Small and medium-sized enterprises' in 2020 marked 82.1%. The job-to-job flow rate from 'Small and medium-sized enterprises' in 2019 to 'Large enterprises' in 2020 marked 10.1%.

<Percentage of job movers to the same enterprise size (%)>

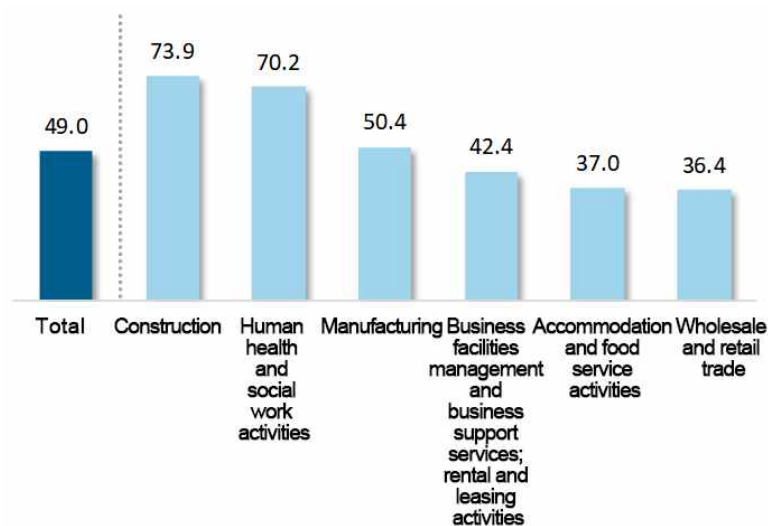


□ (Job movers between industries)

The percentage of job movers to the same industry stood at 49.0%, down 0.4%p from 2019.

- As for job movers to the same industry, 'Construction' recorded the highest figure at 73.9%, which was followed by 'Human health and social work activities' (70.2%) and 'Manufacturing' (50.4%).

<Percentage of job movers to the same industry (%)>



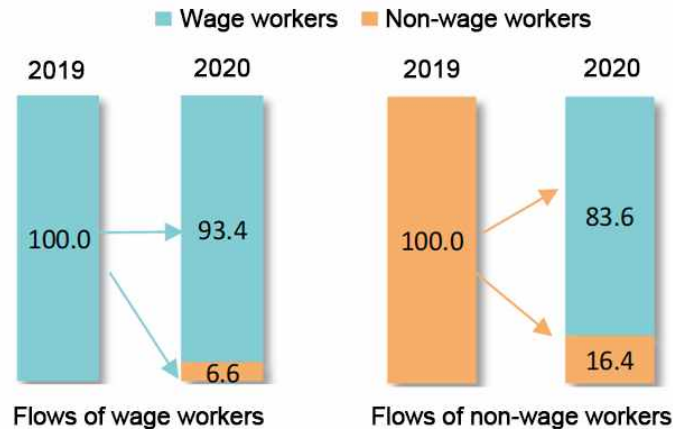
※ Based on 1-digit industrial sections with more than 300 thousand job movers (2019 → 2020)

□ (Job movers between status of workers)

The percentage of job movers to the same status of worker stood at 88.8%, down 0.6%p from 2019.

- The job-to-job flow rate from wage workers in 2019 to wage workers in 2020 stood at 93.4%.
- The job-to-job flow rate from non-wage workers in 2019 to wage workers in 2020 stood at 83.6%. The job-to-job flow rate from non-wage workers in 2019 to non-wage workers in 2020 stood at 16.4%.

<Percentage of job movers to the same status of worker (%)>



□ (Wage workers between wage levels)

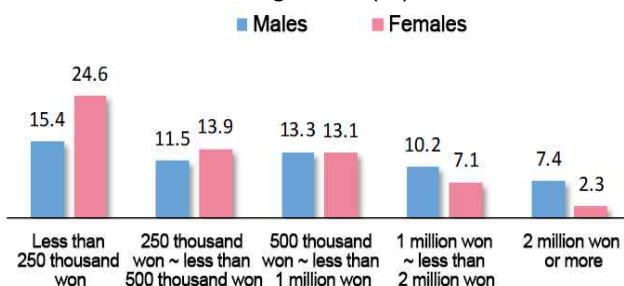
Job movers to higher wage level occupied 59.2%, while job movers to lower wage level occupied 39.8% of the total wage workers who moved their jobs.

- Compared to 2019, the percentage of job movers to higher wage level went down by 8.4%p. The percentage of job movers to lower wage level went up by 8.1%p.

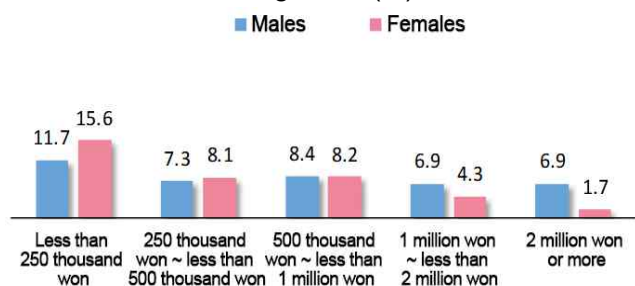
- As for wage difference before and after job-moving of wage workers, a wage increase of 'Less than 250 thousand won' occupied the largest share at 19.2%. As for job movers with a wage increase of 'Less than 250 thousand won' by gender, females (24.6%) showed a higher percentage than males (15.4%).

- As for job movers with a wage increase of 'Less than 250 thousand won' by age group, people aged 60 or more occupied the largest share at 25.0%. This share was followed by people aged 15 ~ 29 (19.5%), people aged 50 ~ 59 (18.5%) and people aged 40 ~ 49 (18.2%).

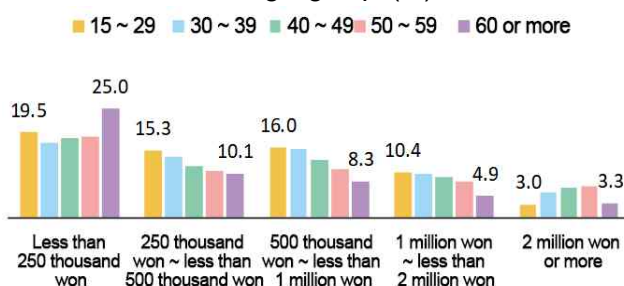
<Job-to-job flow rate by wage increase level and gender (%)>



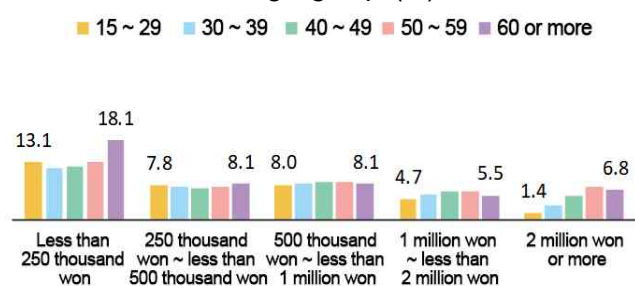
<Job-to-job flow rate by wage decrease level and gender (%)>



<Job-to-job flow rate by wage increase level and age group (%)>



<Job-to-job flow rate by wage decrease level and age group (%)>

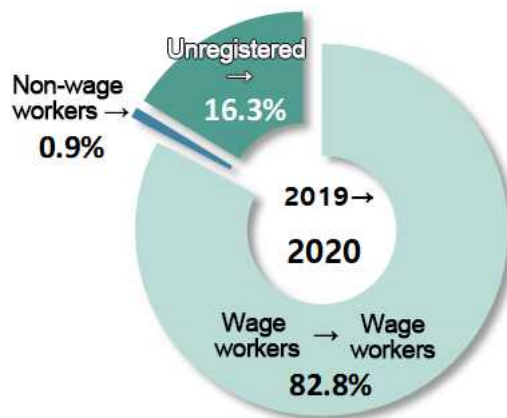


□ (Inflow analysis by status of workers)

The inflows from unregistered persons or non-wage workers in 2019 to wage workers in 2020 stood at 17.2%. The inflows from unregistered persons in 2019 to wage workers in 2020 stood at 16.3%. The inflows from non-wage workers in 2019 to wage workers in 2020 stood at 0.9%.

- The inflows from unregistered persons or wage workers in 2019 to non-wage workers in 2020 stood at 20.3%. The inflows from unregistered persons in 2019 to non-wage workers in 2020 stood at 14.5%. The inflows from wage workers in 2019 to non-wage workers in 2020 stood at 5.8%.

<Share of inflows to wage workers in 2020>



<Share of inflows to non-wage workers in 2020>

