



Ministry of Data
and Statistics

Press Release

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Job-to-Job Flows in 2024

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Job-to-Job Flows in 2024

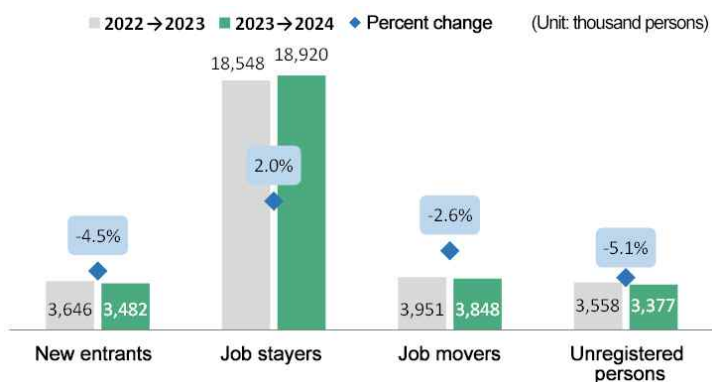
1. Summary of job-to-job flows

- In 2024, the number of people registered as employed* totaled 26.250 million persons, which increased by 105 thousand persons (0.4%) from 26.145 million persons in 2023.

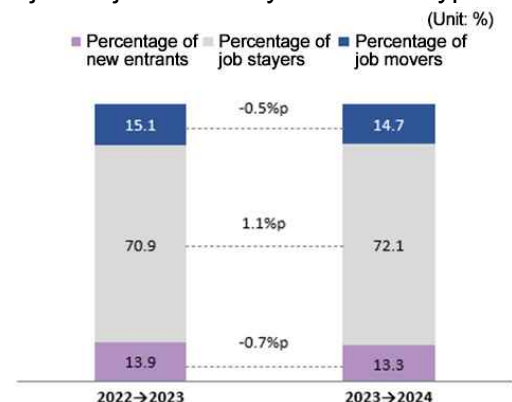
* People registered as employed refer to wage and non-wage workers, who are identified by using administrative data (including data of 4 kinds of social insurance).

- In 2024, new entrants to the labor market (people whose status changed from 'Unregistered' in 2023 to 'Registered as employed' in 2024) recorded 3.482 million persons (13.3%). Job stayers (people who worked for the same enterprise in 2023 and 2024) recorded 18.920 million persons (72.1%). Job movers between enterprises recorded 3.848 million persons (14.7%).
 - Compared to 2023, job stayers grew by 373 thousand persons (2.0%). Whereas, new entrants and job movers fell by 164 thousand persons (-4.5%) and 103 thousand persons (-2.6%), respectively.
 - Compared to 2023, the percentage of job stayers went up by 1.1%p. Whereas, the percentage of new entrants and job movers went down by 0.7%p and 0.5%p, respectively.
- People who changed from 'Registered as employed' in 2023 to 'Unregistered' in 2024 totaled 3.377 million persons. This figure declined by 181 thousand persons (-5.1%) compared to 2023.

<Size and change in job-to-job flows>



<Percentage and change in job-to-job flows by transition type>



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

□ (Job-to-job flows by gender)

In 2024, as for the percentage of new entrants, females (15.4%) recorded a higher percentage than males (11.6%). Whereas, as for the percentage of job stayers, males (73.2%) showed a higher percentage than females (70.7%). And as for the percentage of job movers, males (15.2%) showed a higher percentage than females (13.9%).

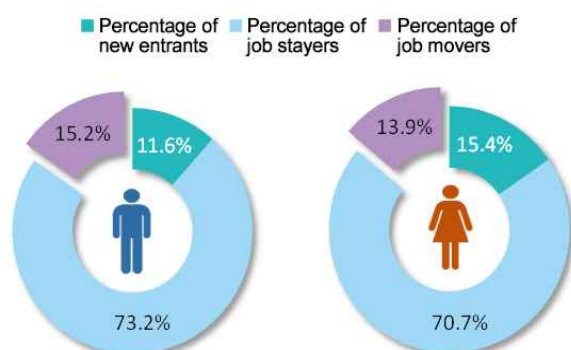
- Compared to 2023, both males and females showed an increase in the percentage of job stayers. On the other hand, both males and females showed a decrease in the percentage of new entrants and job movers.

□ (Job-to-job flows by age group)

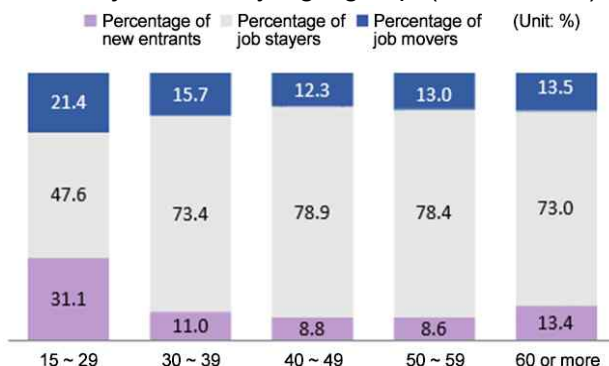
People aged 15 ~ 29 showed the highest percentage of job movers (21.4%), which was followed by those aged 30 ~ 39 (15.7%) and those aged 60 or more (13.5%). People aged 40 ~ 49 showed the highest percentage of job stayers (78.9%), which was followed by those aged 50 ~ 59 (78.4%) and those aged 30 ~ 39 (73.4%).

- Compared to 2023, the percentage of job stayers recorded an increase in all age groups. In the meantime, the percentage of new entrants recorded a decrease in all age groups.

<Job-to-job flows by gender (2023→2024)>



<Job-to-job flows by age group (2023→2024)>



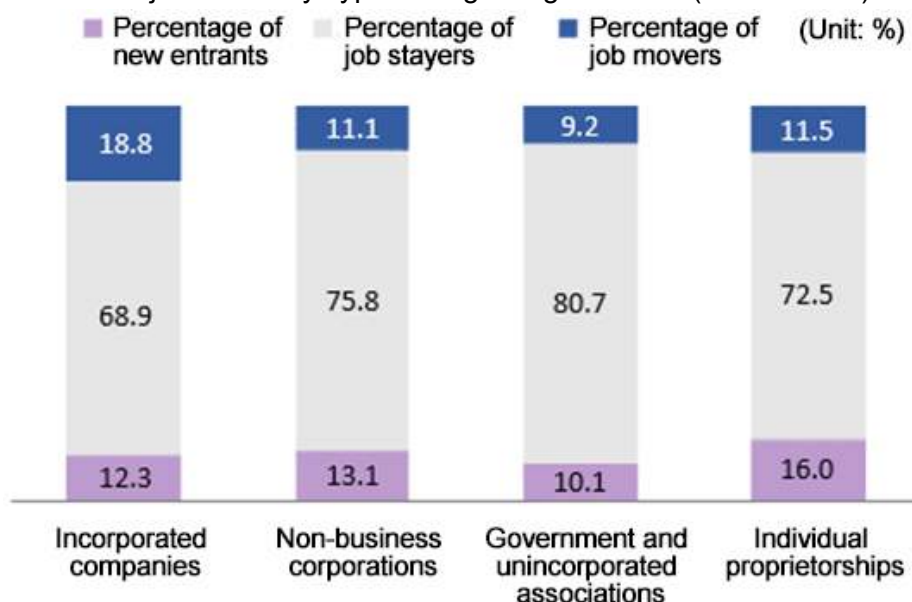
3. Job-to-job flows by characteristics of enterprises

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

In 2024, 'Individual proprietorships' recorded the highest percentage of new entrants (16.0%). 'Government and unincorporated associations' recorded the highest percentage of job stayers (80.7%). 'Incorporated companies' recorded the highest percentage of job movers (18.8%).

- Compared to 2023, all legal organization types recorded an increase in the percentage of job stayers. In the meantime, all legal organization types recorded a decrease in the percentage of new entrants.

<Job-to-job flows by type of legal organization (2023→2024)>

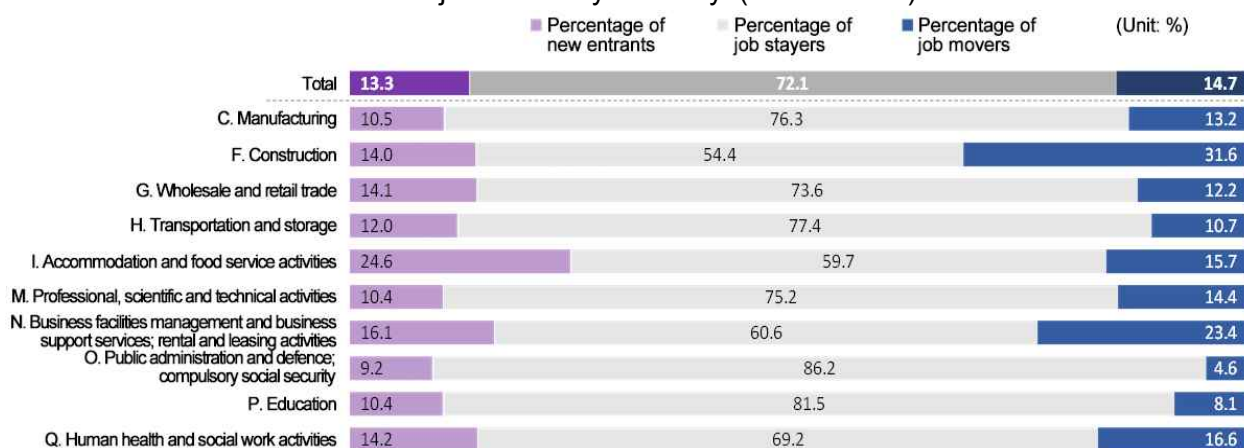


□ (Job-to-job flows by industry)

Among top 10 industries with registered employees, 'Accommodation and food service activities' recorded the highest percentage of new entrants at 24.6%. 'Public administration and defence; compulsory social security' recorded the highest percentage of job stayers at 86.2%. 'Construction' recorded the highest percentage of job movers at 31.6%.

- Compared to 2023, 'Manufacturing' showed a decrease in the percentage of new entrants. 'Construction' and other industries showed a decrease in the percentage of job movers.

<Job-to-job flows by industry (2023→2024)>



* Data are based on top 10 1-digit industrial sections with registered employees. The total figure includes industries other than top 10 industries.

4. Flows of job movers*

* Data are based on 3.848 million job movers for the 2023-2024 period.

☐ **(Job movers between legal organization types)**

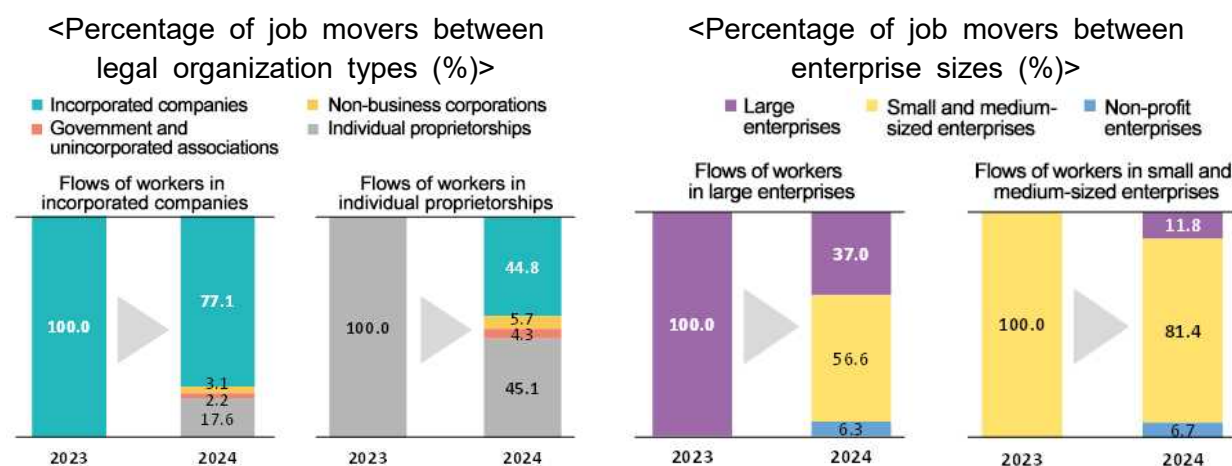
Among the total job movers, the percentage of job movers to the same legal organization type stood at 64.3%, down 0.1%p from 64.4% in 2023.

- The job-to-job flow rate from 'Incorporated companies' in 2023 to 'Incorporated companies' in 2024 stood at 77.1%. The job-to-job flow rate from 'Individual proprietorships' in 2023 to 'Individual proprietorships' in 2024 stood at 45.1%. The job-to-job flow rate from 'Individual proprietorships' in 2023 to 'Incorporated companies' in 2024 stood at 44.8%.

☐ **(Job movers between enterprise sizes)**

The percentage of job movers to the same enterprise size stood at 72.6% in 2024, up 0.2%p from 72.4% in 2023.

- The job-to-job flow rate from 'Large enterprises' in 2023 to 'Large enterprises' in 2024 stood at 37.0%. The job-to-job flow rate from 'Large enterprises' in 2023 to 'Small and medium-sized enterprises' in 2024 stood at 56.6%.
- The job-to-job flow rate from 'Small and medium-sized enterprises' in 2023 to 'Large enterprises' in 2024 stood at 11.8%. The job-to-job flow rate from 'Small and medium-sized enterprises' in 2023 to 'Small and medium-sized enterprises' in 2024 stood at 81.4%.



☐ **(Job movers between industries)**

The percentage of job movers to the same industry stood at 50.2%, up 0.4%p from 49.8% in 2023.

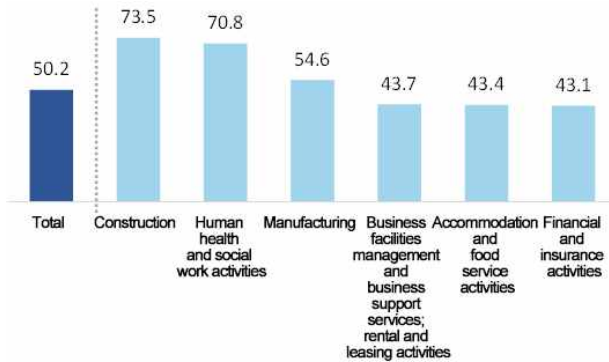
- As for job movers to the same industry, 'Construction' recorded the highest figure at 73.5%, which was followed by 'Human health and social work activities' (70.8%) and 'Manufacturing' (54.6%).

☐ **(Job movers between status of workers)**

The percentage of job movers to the same status of worker stood at 89.1%, up 0.5%p from 88.6% in 2023.

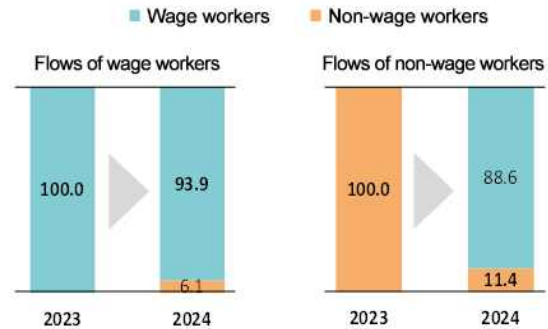
- The job-to-job flow rate from wage workers in 2023 to wage workers in 2024 marked 93.9%. The job-to-job flow rate from non-wage workers in 2023 to non-wage workers in 2024 marked 11.4%.

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



*Data are based on 1-digit industrial sections with the highest job movers to the same industry. (2023 → 2024)

<Percentage of job movers between status of workers (%)>



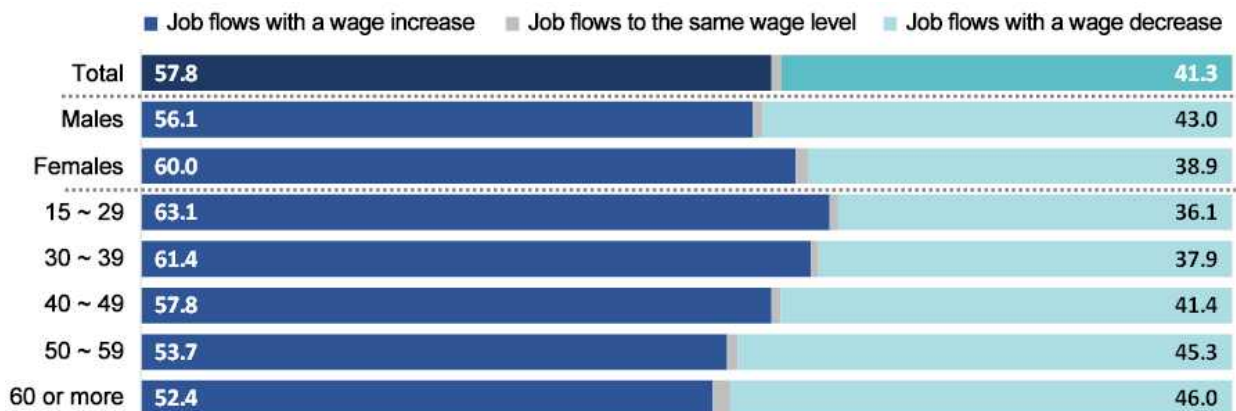
□ (Wage workers between wage levels)

Among the total wage workers who moved their jobs for the 2023-2024 period, job movers to a higher wage level occupied 57.8%, while job movers to a lower wage level occupied 41.3%.

* Data are based on 2.145 million regular wage workers. Temporary, daily, fixed-term and non-typical workers are excluded from the compilation.

- As for job movers with a wage increase by gender, females (60.0%) showed a higher percentage than males (56.1%).
- As for job movers with a wage increase by age group, people aged 15 ~ 29 marked the highest percentage at 63.1%, which was followed by those aged 30 ~ 39 (61.4%) and those aged 40 ~ 49 (57.8%). The lower age group, the higher percentage of job movers with a wage increase.

<Job-to-job flow rate by wage change (%)>

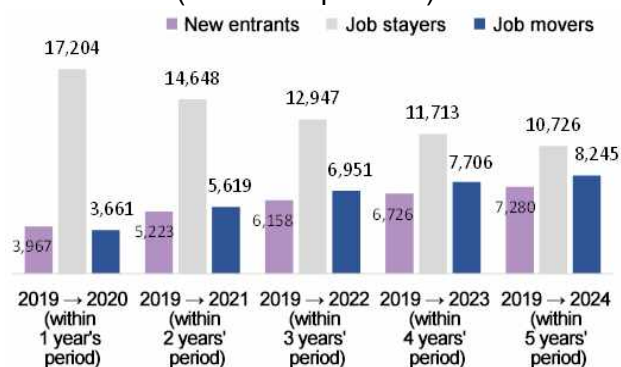


□ (Job-to-job flows for the recent 5 years)

As for job-to-job flows for the 2019-2024 period, as time went by, the number (percentage) of job stayers showed a gradual decrease. Whereas, the number (percentage) of job movers and new entrants showed a gradual increase.

- The percentage of job stayers showed a gradual decrease from 69.3% of 'Within 1 year's period' to 40.9% of 'Within 5 years' period'. On the other hand, the percentage of job movers showed a gradual increase from 14.7% of 'Within 1 year's period' to 31.4% of 'Within 5 years' period'.

<Job-to-job flows for the 2019-2024 period
(thousand persons)>



<Job-to-job flow rates for the 2019-2024
period (%)>

