

**SURVEY ON JOB CHANGING OF  
THE EMPLOYED  
2008**

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## INTRODUCTION

In an effort to gain a better understanding of the characteristics of job-changers, the Statistics and Census Service (DSEC) conducted the Survey on Job Changing of The Employed, by means of a supplementary questionnaire, among some of the respondents of the 2008 Employment Survey.

Job-changer refers to an individual who is working during the reference period and one year prior to the interview, and changed his/her job (industry engaged, company, employer or status in employment) during the twelve months prior to the interview.

## SUMMARY OF RESULTS

A total of 39 200 employed persons changed their jobs in 2008, accounting for 12.1% of the employed population, higher than that of 2006 (9.5%) and 2007 (10.0%).

**Table 1 — Job-changers (2006-2008)**

No.

	<b>2006</b>	<b>2007</b>	<b>2008</b>
<b>Job-changers</b>	25 100	30 400	39 200
<b>Total employed population</b>	265 100	300 400	323 000
<i>Proportion of job-changers to the employed population</i>	9.5%	10.0%	12.1%

Results of the past three years revealed that the majority of job-changers were female that posted a tendency to rise from 58.1% in 2006 to 60.8% in 2008.

**Table 2 — Gender distribution of job-changers (2006-2008)**

%

Gender	2006	2007	2008
M	41.9	40.1	39.2
F	58.1	59.9	60.8

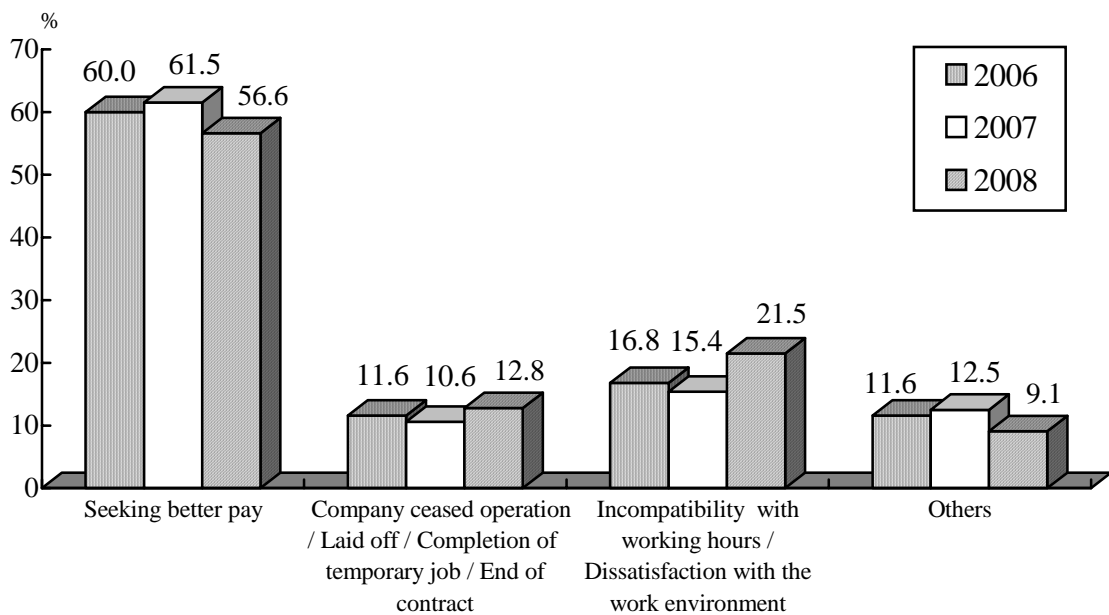
Analysed by age group, 28.3% of the employed persons aged 14-24 changed their jobs, up by 10.6 percentage points over 2007, indicating that job changing was more popular among the young people.

**Table 3 — Job changing rate by age group (2006-2008)** %

Age group	2006	2007	2008
14-24	14.4	17.7	28.3
25-34	11.6	11.3	10.7
35-44	9.9	8.7	9.0
45-54	7.3	8.8	9.5
≥ 55	2.7	4.2	9.2

Regarding the main reason of changing job, *Seeking better pay* still predominated with 56.6%, but down by 4.9 percentage points from 2007, followed by *Incompatibility with working hours/ Dissatisfaction with the work environment* (21.5%).

**Graph 1: Main reasons for changing jobs (2006-2008)**



Median monthly employment earnings of the job-changers increased by 33.3% from MOP 6 000 in the last job to MOP 8 000 in the current job.

**Table 4 — Median monthly employment earnings before and after changing job (2006-2008)** MOP

Median employment earnings	2006	2007	2008
Last job	4 900	5 300	6 000
Current job	6 300	7 300	8 000
% Change	27.9%	36.7%	33.3%

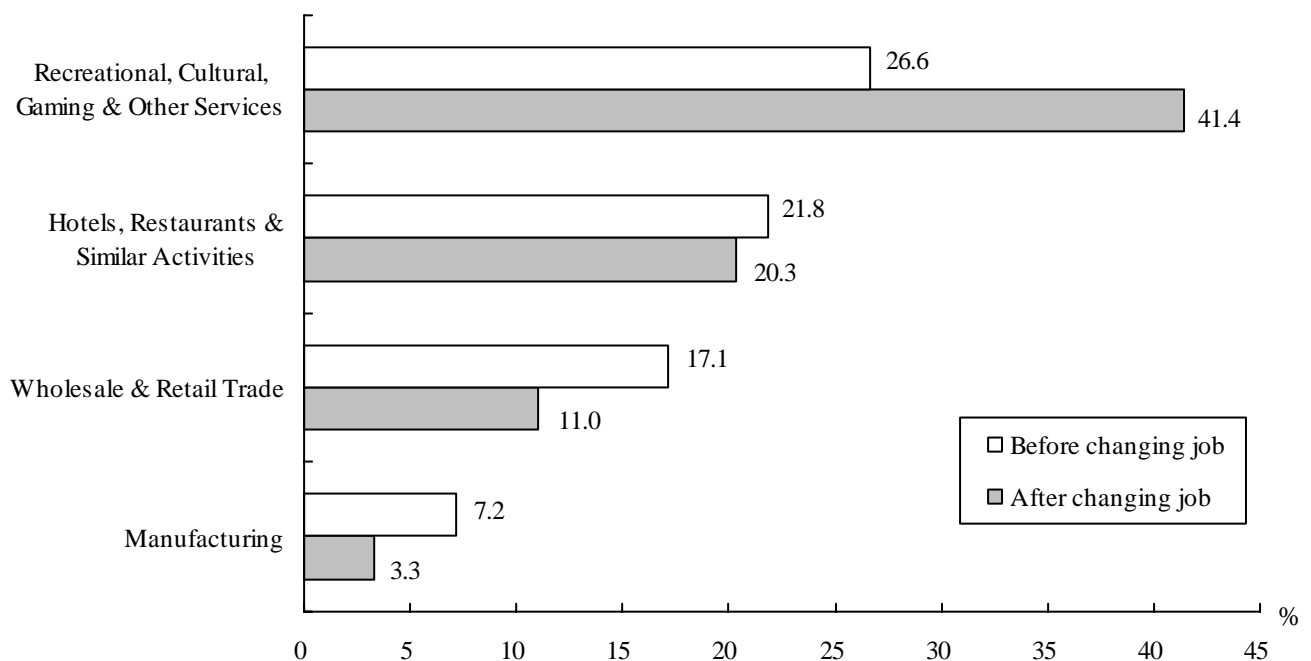
Some 52.3% of the job-changers moved to work in another industry (cross-industry mobility); in addition, 47.7% changed the job to work in the same industry (intra-industry mobility), up by 8.3 percentage points year-on-year, the highest level in the past three years.

**Table 5 — Type of job changing (2006-2008)** %

Type	2006	2007	2008
Cross-industry	59.0	60.6	52.3
Intra-industry	41.0	39.4	47.7

Analysed by industry, most of the job-changers previously worked in Recreational, Cultural, Gaming & Other Services (26.6%), 21.8% in Hotels, Restaurants & Similar Activities and 17.1% in Wholesale & Retail Trade. Subsequently, the majority (41.4%) worked in Recreational, Cultural, Gaming & Other Services, 20.3% in Hotels, Restaurants & Similar Activities and 11.0% in Wholesale & Retail Trade.

**Graph 2: Distribution of job-changers by principal industry before and after changing job (2008)**



Recreational, Cultural, Gaming & Other Services has been the most popular industry of the job-changers. A total of 16 200 job-changers moved to work in this industry, with 8 200 (50.6%) moving in as cross-industry mobility and 8 000 (49.4%) as intra-industry mobility. Moreover, 8 000 job-changers moved to work in Hotel, Restaurants & Similar Activities, with 4 400 (55.0%) moving in as intra-industry mobility; 4 300 job-changers moved to work in Wholesale & Retail Trade, with 2 400 (55.8%) as cross-industry mobility.

Meanwhile, there were people who left the above-mentioned industries to work in other industries, with 2 400 moving out of the Recreational, Cultural, Gaming & Other Services, 4 100 out of Hotel, Restaurants & Similar Activities and 4 800 out of Wholesale & Retail Trade.

**Table 6 — Employee mobility of selected industries (2008)**

Employee mobility	Recreational, Cultural, Gaming & Other Services		Hotels, Restaurants & Similar Activities		Wholesale & Retail Trade	
	No.	% of Inflow	No.	% of Inflow	No.	% of Inflow
<b>No. of Employed</b>	<b>78 900</b>	..	<b>41 300</b>	..	<b>39 600</b>	..
Inflow	16 200	100.0	8 000	100.0	4 300	100.0
<i>Cross-industry</i>	8 200	50.6	3 600	45.0	2 400	55.8
<i>Intra-industry</i>	8 000	49.4	4 400	55.0	1 900	44.2
Outflow	2 400	..	4 100	..	4 800	..

.. Not applicable