

# China's Turnover Rate Up Slightly in 2015

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5 January 2016



As China's economic growth has slowed, many enterprises, especially in the manufacturing sector, have undertaken transformations and upgrades that have increased the turnover rate of employees this year, a recent survey showed.

The average turnover rate in 2015 was 17.7 percent, an increase of 0.3 percentage points over 2014, according to a recent survey released by 51job.com, a major Chinese recruiting website.

The survey contacted 3,241 employers and 4,081 employees in October and November.

The three industries with the highest turnover rates this year were manufacturing (20.9 percent), traditional services (19.8 percent) and consumer goods (19.6 percent).

The average pay raise was 7.6 percent in 2015, decreasing by 0.5 percentage points from 2014. Raises were expected to decline to 7.3 percent in 2016, the report accompanying the survey said.

The report said involuntary turnover – layoffs on nonrenewal of contracts – is increasing in the manufacturing sector because of the downturn in the real economy and excess capacity in some enterprises.