

EMPLOYEE TURNOVER REPORT 2021

Ibec employee turnover report 2021

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Introduction

The Ibec survey on rates of pay was undertaken between January and May 2021. A total of **405 companies** responded to the survey. The total employed by these companies is **99,402 employees**. Some 311 (77%) **companies** surveyed in 2021 provided details of employee turnover based on the year ending **31st December 2020**.

Employee turnover is defined as the rate at which permanent full-time employees leave an organisation on a voluntary basis (excluding redundancy) within a specified time period (i.e. the number of employees, who have left the organisation and (i) were replaced, and/or (ii) for whom a vacancy still exists). The rate of employee turnover is calculated by using the following formula:

$$\frac{\text{Number of full-time permanent staff that have left between 01/01/20 - 31/12/20}}{\text{Number of full-time permanent staff @ 01/01/20}} \times 100$$

The subsequent section provides tables containing average turnover rates broken down by the following:










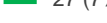
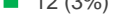



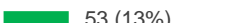









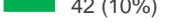



- Company size
- Industry
- Region
- Turnover

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Participant profile

A total of **405** companies responded to the survey covering a total of **99,402** employees. The following tables set out the profile information for the respondent companies.

	Total number of employees (%)	Total number of Companies (%)	
			100%
Overall	99,402 (100%)		405
Company size			
< 50 employees	3,410 (4%)	 171 (42%)	
50 - 99 employees	5,380 (5%)	 77 (19%)	
100 - 249 employees	13,114 (13%)	 84 (21%)	
250+ employees	77,498 (78%)	 73 (18%)	405 (100%)
Industry			
Food and drink	5,162 (5%)	 26 (7%)	
Chemical and pharmaceutical	12,522 (13%)	 37 (9%)	
Medical devices	13,489 (13%)	 36 (9%)	
Metals and engineering	2,835 (3%)	 27 (7%)	
Rubber and plastics	1,046 (1%)	 12 (3%)	
Other manufacturing	6,672 (7%)	 38 (9%)	
Distribution (retail & wholesale)	26,588 (27%)	 48 (12%)	
Financial services	12,396 (12%)	 30 (7%)	
Electronic services	8,969 (9%)	 53 (13%)	
Other services	9,723 (10%)	 98 (24%)	405 (100%)
Region			
Dublin	59,130 (60%)	 183 (45%)	
Cork	8,206 (8%)	 43 (11%)	
Mid-West/ South-East	11,691 (12%)	 61 (15%)	
West/North-West	13,127 (13%)	 60 (15%)	
Other*	7,248 (7%)	 58 (14%)	405 (100%)
Turnover			
Less than €1m	2,732 (3%)	 46 (11%)	
€1m - €5m	3,093 (3%)	 83 (21%)	
€5m - €10m	2,534 (3%)	 42 (10%)	
€10m - €20m	4,320 (4%)	 45 (11%)	
€20m - €50m	14,724 (15%)	 59 (15%)	
€50m - €100m	9,810 (10%)	 28 (7%)	
€100m+	41,985 (42%)	 40 (10%)	
Not applicable/not stated	20,204 (20%)	 62 (15%)	405 (100%)

* Other regions include: North-East, Wicklow, Kildare and Midlands

Employee turnover

Some **311 (77%)** out of **405** companies provided employee turnover rates. Details are provided in the tables below on the employee turnover rates for full year 2020 analysed by company size, industry, region and turnover.

(a) Company size	No. of cases	Average	Median	Lower quartile	Upper quartile
<i>Employee turnover rate for 2020</i>					
< 50 employees	136	8.99%	5.72%	0.00%	11.43%
50 – 99 employees	61	8.60%	6.67%	3.18%	12.47%
100 – 249 employees	64	10.02%	8.95%	5.42%	13.10%
250+ employees	50	7.95%	7.38%	5.32%	10.32%
(b) Industry					
Food and drink	17	9.36%	7.00%	2.90%	13.45%
Chemical and pharmaceutical	28	8.27%	7.67%	5.44%	10.91%
Medical devices	28	8.19%	6.58%	2.04%	11.90%
Metals and engineering	16	4.36%	4.48%	0.00%	7.78%
Rubber and plastics	10	6.33%	5.72%	3.11%	7.36%
Other manufacturing	30	7.55%	6.43%	2.99%	10.93%
Distribution (retail & wholesale)	38	7.78%	7.27%	1.95%	11.90%
Financial services	22	9.37%	8.05%	4.95%	14.23%
Electronic services	43	10.51%	9.17%	5.00%	15.56%
Other services	79	10.79%	6.67%	0.00%	13.00%
(c) Region					
Dublin	141	9.54%	8.00%	3.70%	12.56%
Cork	34	7.40%	5.57%	2.17%	10.52%
Mid-West/ South-East	48	9.09%	5.97%	2.96%	10.87%
West/North-West	45	8.39%	6.76%	2.66%	10.14%
Other*	43	8.71%	6.60%	3.13%	14.74%
(d) Turnover					
Less than €1m	37	10.25%	0.00%	0.00%	15.47%
€1m - €5m	63	9.22%	6.00%	2.17%	13.33%
€5m - €10m	37	9.80%	8.97%	4.05%	13.75%
€10m - €20m	37	8.46%	7.84%	4.33%	10.93%
€20m - €50m	47	8.09%	6.67%	3.82%	11.46%
€50m - €100m	21	8.48%	8.08%	4.05%	11.51%
€100m+	27	9.06%	7.94%	6.91%	11.91%
Not applicable/not stated	42	8.25%	6.10%	3.11%	12.63%
TOTAL	311	8.96%	7.10%	3.00%	11.76%

* Other regions include: North-East, Wicklow, Kildare and Midlands