

# LABOUR TURNOVER 2025





## MAKEuk INSIGHT:

In 2024, labour turnover in manufacturing fell to its lowest level in at least a decade.

The overall turnover rate in 2024 across the sector was 10.85%, significantly below the 16.12% reported in 2023 and nearly half the rate of 20.75% in 2022.

Excluding redundancies, the turnover rate has fallen dramatically in 2024 compared with 2023 – it stands at 6.24% compared with 12.94% twelve months ago.

In 2023, turnover excluding redundancies was still marginally higher than prior to the pandemic – now, it is less than half the rate in the years leading up to 2020.

Make UK's HR Bulletins in the second half of 2024 showed that pressure on pay had started to diminish and this is reflected in a drop in the proportion of businesses seeing employees leave for better pay and progression compared with last year. In a sign of the ageing workforce in the sector, retirement is now the main cause of people moving on from the business.

With big increases to the cost of employment coming down the tracks and the Government set to pass its wide-ranging Employment Rights Bill, 2025 will be a critical year for manufacturers in planning their workforce.

# What Happened in 2024?

## THE HEADLINES

**OVERALL**  
LABOUR TURNOVER  
WAS **10%**



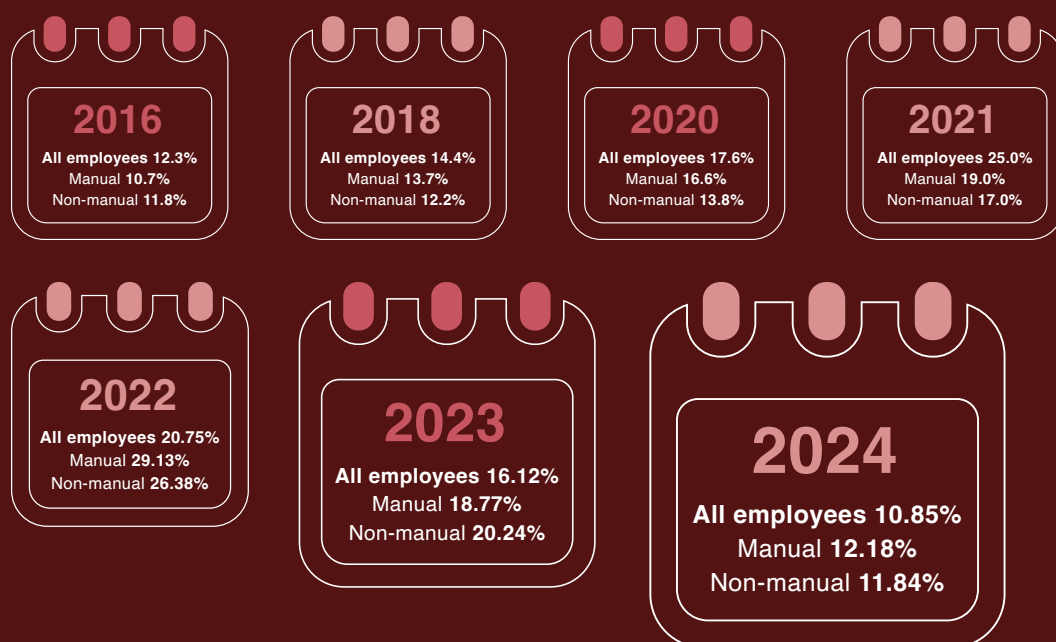
THIS IS DOWN FROM  
**16.12% IN 2023,**  
THE **LOWEST LEVEL** IN A DECADE

AND REFLECTED ACROSS BOTH  
**MANUAL AND NON-MANUAL** ROLES

EXCLUDING REDUNDANCIES,  
**THE CHURN**  
FOR ALL EMPLOYEES WAS  
**6.24%**

THIS IS  
**SIGNIFICANTLY LOWER**  
THAN IN RECENT YEARS  
AND **WELL BELOW**  
PRE-PANDEMIC LEVELS

## Manufacturing Labour Turnover BY EMPLOYEE TYPE:

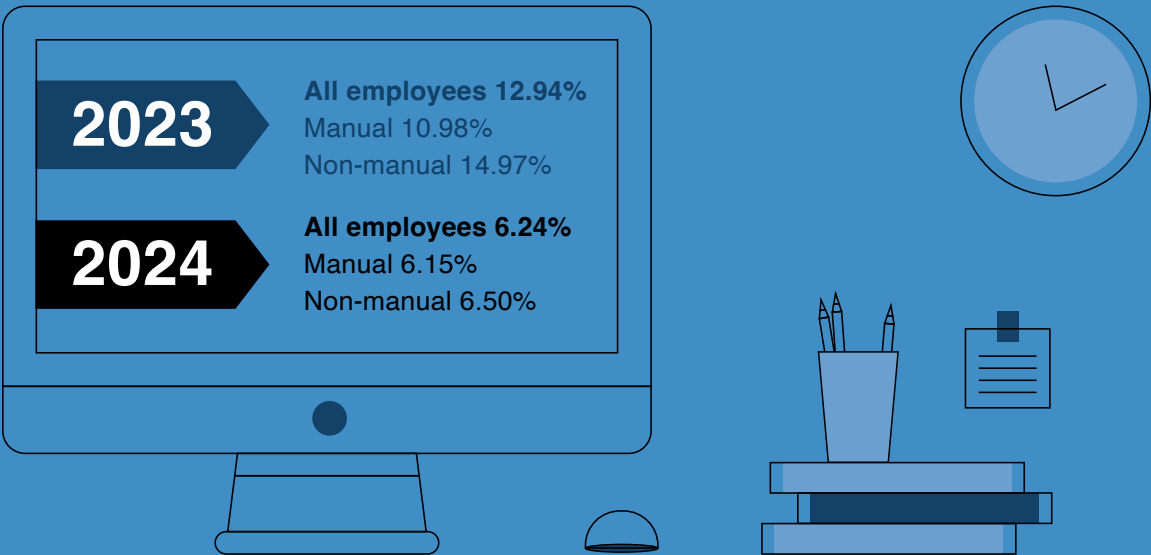




Manufacturing Labour Turnover

(excluding redundancies)

BY EMPLOYEE TYPE:



Manufacturing Labour Turnover

BY SIZE OF COMPANY:

(by employee number)



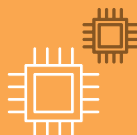
# Manufacturing Labour Turnover

## BY SECTOR:



### BASIC METALS

**All employees** 8.79%  
Manual 9.66%  
Non-manual 8.64%



### ELECTRONICS

**All employees** 8.94%  
Manual 8.20%  
Non-manual 11.72%



### TEXTILES

**All employees** 14.84%  
Manual 11.99%  
Non-manual 17.20%



### CHEMICALS

**All employees** 19.50%  
Manual 21.69%  
Non-manual 24.54%



### RUBBER & PLASTICS

**All employees** 11.70%  
Manual 10.46%  
Non-manual 9.66%



### ELECTRICAL EQUIPMENT

**All employees** 8.31%  
Manual 9.40%  
Non-manual 8.38%



### OTHER MANUFACTURING

**All employees** 19.27%  
Manual 23.50%  
Non-manual 18.51%



### NON-MANUFACTURING

**All employees** –  
Manual –  
Non-manual –



### PAPER & PRINTING

**All employees** 3.16%  
Manual –  
Non-manual 8.21%



### OTHER TRANSPORT

**All employees** –  
Manual –  
Non-manual –



### MECHANICAL EQUIPMENT

**All employees** 9.02%  
Manual 9.57%  
Non-manual 9.17%



### NON-METALLIC MINERALS

**All employees** –  
Manual –  
Non-manual –



### METAL PRODUCTS

**All employees** 11.83%  
Manual 15.02%  
Non-manual 12.68%



### FOOD AND DRINK

**All employees** 5.02%  
Manual 5.61%  
Non-manual 6.20%



### MOTOR VEHICLES

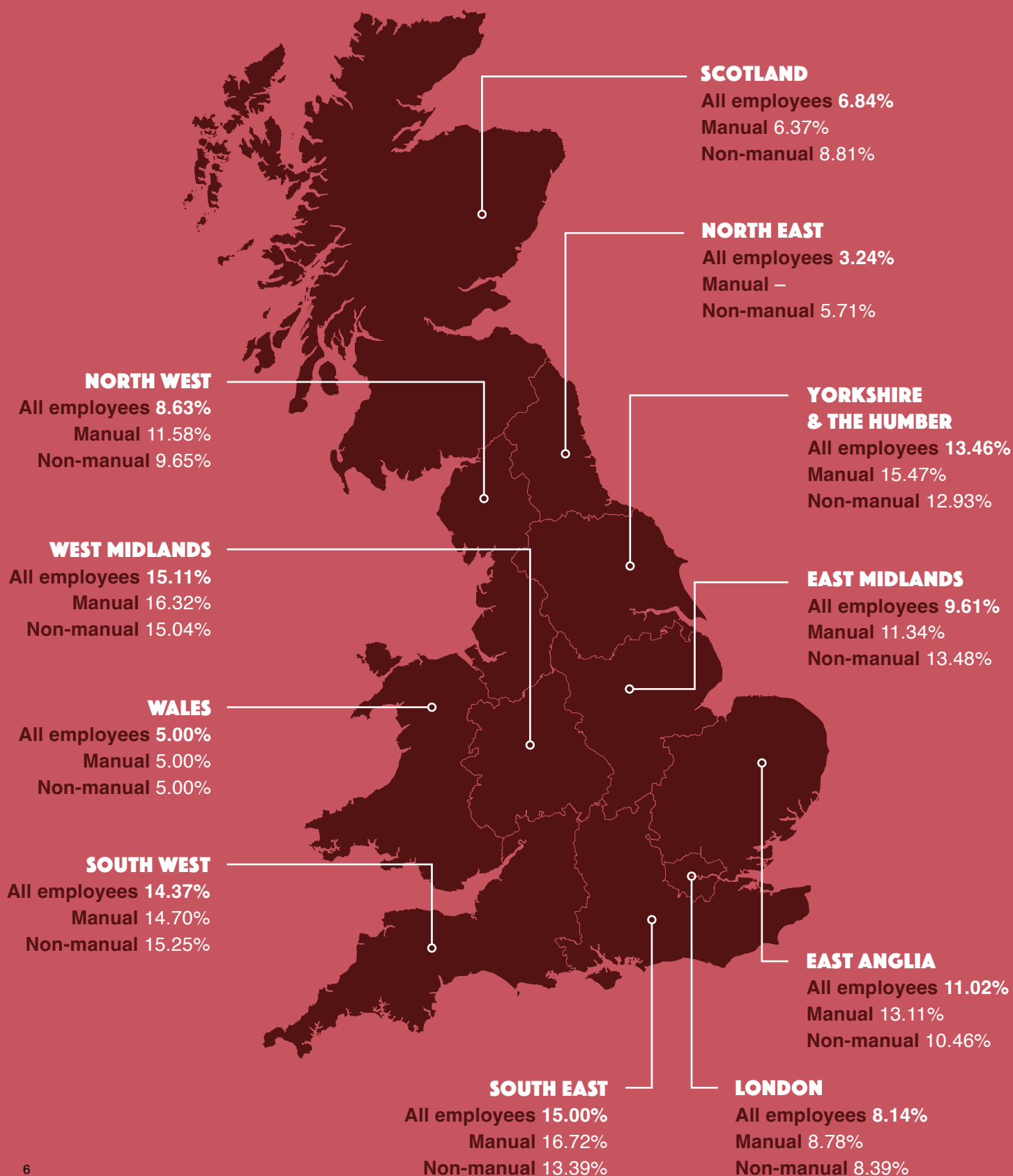
**All employees** 15.89%  
Manual 17.79%  
Non-manual 13.44%



### PHARMA-CEUTICALS

**All employees** 6.86%  
Manual 8.32%  
Non-manual 7.21%

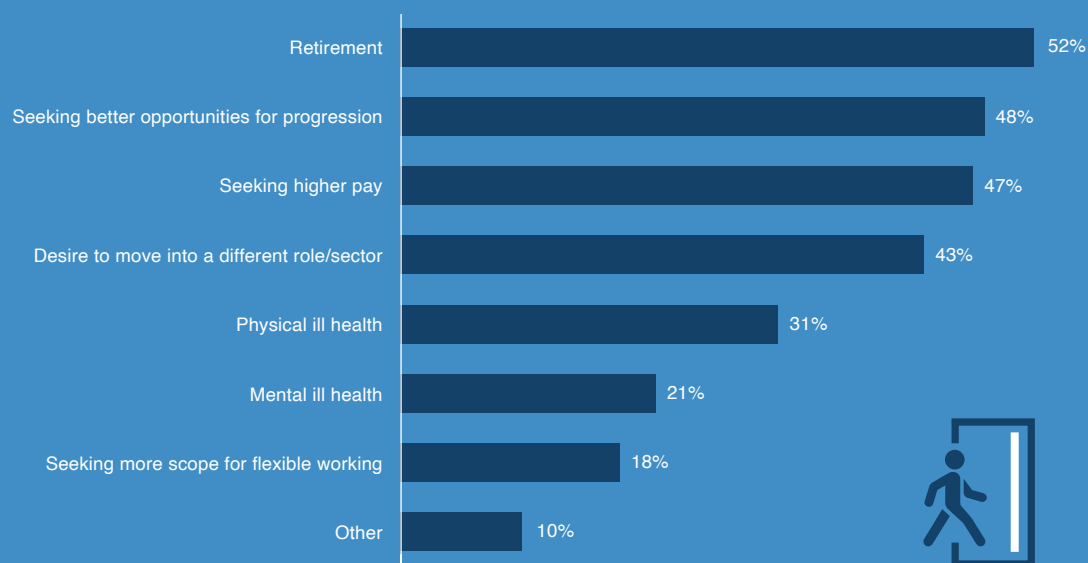
## Manufacturing Labour Turnover **BY REGION:**



## Manufacturing Labour Turnover

### WHAT WERE THE REASONS FOR STAFF LEAVING YOUR BUSINESS IN 2023?

(excluding redundancies)



## Methodology

**Sample:** This is based on a survey undertaken between 22nd January and 6th February with 140 manufacturers responding.

**Labour Turnover:** All leavers are included in our calculations, including voluntary resignations, redundancies, retirement, and dismissals.

**The calculation:** Turnover = 
$$\frac{\text{Total number of leavers}}{\text{Average number employed}} \times 100$$

**Turnover excluding redundancies:** All leavers are included in our calculations apart from redundancies; therefore, this measure includes voluntary resignations, retirement, and dismissals.

**The calculation:** Turnover excl redundancies = 
$$\frac{\text{Total number of leavers - redundancies}}{\text{Average number employed}} \times 100$$

Please note that in the survey, respondents were asked to provide data for both manual and non-manual employees; if they were unable to provide data for each, they provided data for all employees. Therefore, in this report, the 'all employees' category in each chart does not represent the total of the 'manual employees' and 'non-manual employees' categories, but also includes the data given by respondents who only provided one set of responses for their whole workforce.

Make UK is a powerful voice at local, national and international level for all companies from small to large in the manufacturing and engineering sector.

We create the most supportive environment for UK manufacturing growth and success, and we represent the issues that are most important to our members, working hard to ensure UK manufacturing remains in the government and media spotlight.

Our services help manufacturers increase efficiency, productivity, and capability across areas such as HR & legal support; health, safety & sustainability; compliance; and training & skills.

Our HR experts are on hand to support you through the entire employment cycle, from challenges around recruitment, retention and employee engagement to broader strategic issues involving your workforce.

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