

HIGHLIGHTS OF SURVEY RESULTS LABOR TURNOVER RATES, PHILIPPINES 2018

Indicator	1 st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter
	Rates (%)			
Accession Rate	9.3	11.0	9.5	8.0
Separation Rate	7.7	9.3	8.7	7.2
Labor Turnover Rate	1.6	1.7	0.8	0.8

- In 2018, the highest employment gain was posted during the second quarter at 1.7 percent while the lowest labor turnover rates were tied in the last two quarters at 0.8 percent.
- The labor turnover rates of 2018 indicated that for every 1,000 employed, the following number of persons were added to the total workforce: 16 (1st quarter); 17 (2nd quarter); 8 (3rd quarter); 8 (4th quarter).
- For the last two survey rounds turnover rates were noted to be equal despite higher accession (9.5%) and separation rates (8.7%) in the third quarter compared to the fourth quarter data.

For more information, please contact:

PSA Field Office: _____
Tel. No.: _____ **Fax No.:** _____
E-mail address: _____

CERTIFICATION OF RESPONDENT

Name/Signature:

Position:

Tel. No/Fax No.:

Mobile No.:

E-mail Address:

SURVEY PERSONNEL

Statistical Researcher :

Date:

Area Supervisor:

Date:

Reviewer:

Date:



PSA Complex, East Avenue, Diliman, Quezon City, Philippines 1101
 Telephone: (632) 938-5267
 www.psa.gov.ph



REPUBLIC OF THE PHILIPPINES
 PHILIPPINE STATISTICS AUTHORITY

PSA Approval No.: **PSA-1921**
 Expires: **31 March 2020**

LABOR TURNOVER SURVEY

First Quarter 2019


Sir/Madam:

The Philippine Statistics Authority (PSA) conducts the Labor Turnover Survey to generate quarterly trend statistics on labor turnover as indicator of labor market activity and general business situation in the country. The information gathered will provide policy makers and other data users a complete picture of labor demand and job turnover and will serve as inputs to decision making and policy formulation.

The PSA is authorized to collect information from businesses and industries under Republic Act No. 10625 (RA 10625). Section 27 of the same law obliges the establishments to provide the required data. The information collected shall be kept strictly confidential and shall not be used for purposes of taxation, investigation or regulation as provided under Article 55 of the Implementing Rules and Regulations of RA 10625.

We appreciate your utmost cooperation in accomplishing this questionnaire covering 1st Quarter 2019 period.

Thank you very much.


CLAIRE DENNIS S. MAPA, Ph.D.
 Undersecretary
 National Statistician and Civil Registrar General

■ Please accomplish this form within five (5) working days after receipt thereof. Our
 ■ field interviewer assigned in your establishment may pick up the accomplished form
 ■ after the said period or you may send it via Telefax: _____
 ■ or Email: _____

ECN: _____ STATUS: _____

Remarks: _____

Changes in the address label should be written below:

Name of Establishment : _____

Address: _____

_____ PSGC:

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Main Economic Activity: _____

Major Products/Goods or Services: _____

PSIC :

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ITEM OF INQUIRY	First Quarter 2019		
	January	February	March
I. EMPLOYMENT			
A. Total Employment			
II. LABOR TURNOVER			
A. Total Accessions (New Hires)			
1. Expansion			
2. Replacement			
B. Total Separations			
1. Employer-initiated			
1.1 Reason (<i>use codes</i>)			
2. Employee-initiated			
2.1 Reason (<i>use codes</i>)			
CODES <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> 1 – Lack of Market 2 – Financial Losses 3 – Reorganization/Downsizing 4 – Merger/Change in Management 5 – Project Completion/End of Contract </div> <div style="width: 50%;"> 6 – Absence without leave (AWOL) 7 – Retirement 8 – Hired by another company 9 – To work abroad 10 – Family Consideration </div> <div style="width: 50%;"> 11 – Others, specify _____ </div> </div>			

ITEM OF INQUIRY	First Quarter 2019		
	January	February	March
III. AGENCY-HIRED WORKERS (if any)			
A. Total Accessions (New Hires)			
B. Total Separations			
IV. EXISTING JOB VACANCIES AT THE END OF THE QUARTER (<i>Please specify title of occupation/s. Use additional sheet if necessary</i>)		PSOC (Do not fill)	Number of Vacancies
Total			
1.			
2.			
3.			
4.			
Remarks/Comments/Suggestions:			
DEFINITION OF TERMS			
<p>Establishment - an economic unit engaged in one or predominantly one kind of economic activity under a single ownership or control at a single fixed location, e.g. mine, factory, store, bank, restaurant.</p> <p>Main economic activity - refers to the activity that contributes the biggest or major portion of the gross income or revenues of the establishment, e.g., metallic ore mining, food manufacturing, retail trade, education.</p> <p>Major products/goods or services - refer to the specific product/goods produced or service provided by the establishment, e.g., gold, ice cream, electricity, residential buildings, automotive parts, fastfood, shipping, universal banking, security agencies, private tertiary education, private hospital or motion picture production.</p> <p>Total Employment - refers to the number of persons who worked or received pay from the establishment. This includes the following: 1) Working Owners - owners who are actively engaged in the management of the establishment but do not receive regular pay; 2) Unpaid Workers - persons working without pay and work for at least 1/3 of the working time normal to the establishment; and 3) Paid Employees - include full-time/part-time workers; employees on paid leaves (e.g., sick/vacation/maternity/holiday/study leave); and employees working away from the establishment but paid by and under the control of the firm. Excluded are workers hired through contractor/agency, workers on indefinite leave, workers paid purely on commission without employer control.</p> <p>Labor Turnover - refers to the changes in the employment of an establishment resulting from accessions and separations.</p> <p>Accessions (New Hires) - refer to permanent or temporary additions to employment in the establishment due to 1) expansion of business activity and 2) replacement of separated workers and employment resulting from changes in methods/technology of production or service.</p> <p>Separations - refer to terminations of employment due to a) quits or terminations initiated by the employees and b) layoffs or terminations initiated by the employers due to economic reasons (e.g., lack of market, financial losses, redundancy, end of contract) and non-economic reasons (e.g., gross negligence, AWOL).</p> <p>Agency-Hired Workers - workers hired through agencies/contractors to perform or complete a job, work or service within the premises of the establishment. They are excluded from the total employment of the establishment.</p> <p>Existing Job Vacancies - refer to the number of unfilled job openings, at the end of the quarter which are immediately available for placement and for which active recruitment steps are being undertaken.</p>			

HIGHLIGHTS OF SURVEY RESULTS LABOR TURNOVER RATES, PHILIPPINES 2018

Indicator	1 st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter
	Rates (%)			
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Labor Turnover Rate	1.6	1.7	0.8	0.8

- In 2018, the highest employment gain was posted during the second quarter at 1.7 percent while the lowest labor turnover rates were tied in the last two quarters at 0.8 percent.
- The labor turnover rates of 2018 indicated that for every 1,000 employed, the following number of persons were added to the total workforce: 16 (1st quarter); 17 (2nd quarter); 8 (3rd quarter); 8 (4th quarter).
- For the last two survey rounds turnover rates were noted to be equal despite higher accession (9.5%) and separation rates (8.7%) in the third quarter compared to the fourth quarter data.

For more information, please contact:

PSA Field Office: _____
Tel. No.: _____ **Fax No.:** _____
E-mail address: _____

CERTIFICATION OF RESPONDENT

Name/Signature:

Position:

Tel. No./Fax No.:

Mobile No.:

E-mail Address:

SURVEY PERSONNEL

Statistical Researcher :

Date:

Area Supervisor:

Date:

Reviewer:

Date:



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 Telephone: (632) 938-5267
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REPUBLIC OF THE PHILIPPINES
 PHILIPPINE STATISTICS AUTHORITY

PSA Approval No.: **PSA-1921**
 Expires: **31 March 2020**

LABOR TURNOVER SURVEY

Second Quarter 2019

Sir/Madam:

The Philippine Statistics Authority (PSA) conducts the Labor Turnover Survey to generate quarterly trend statistics on labor turnover as indicator of labor market activity and general business situation in the country. The information gathered will provide policy makers and other data users a complete picture of labor demand and job turnover and will serve as inputs to decision making and policy formulation.

The PSA is authorized to collect information from businesses and industries under Republic Act No. 10625 (RA 10625). Section 27 of the same law obliges the establishments to provide the required data. The information collected shall be kept strictly confidential and shall not be used for purposes of taxation, investigation or regulation as provided under Article 55 of the Implementing Rules and Regulations of RA 10625.

We appreciate your utmost cooperation in accomplishing this questionnaire covering 2nd Quarter 2019 period.

Thank you very much.

CLAIRE DENNIS S. MAPA, Ph.D.

Undersecretary
 National Statistician and Civil Registrar General

■ Please accomplish this form within five (5) working days after receipt thereof. Our
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 ■ after the said period or you may send it via Telefax: _____
 ■ or Email: _____

ECN: _____ STATUS: _____

Remarks: _____

Changes in the address label should be written below:

Name of Establishment : _____

Address: _____

_____ PSGC:

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Main Economic Activity: _____

Major Products/Goods or Services: _____

PSIC :

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ITEM OF INQUIRY	Second Quarter 2019		
	April	May	June
I. EMPLOYMENT			
A. Total Employment			
II. LABOR TURNOVER			
A. Total Accessions (New Hires)			
1. Expansion			
2. Replacement			
B. Total Separations			
1. Employer-initiated			
1.1 Reason (<i>use codes</i>)			
2. Employee-initiated			
2.1 Reason (<i>use codes</i>)			
CODES <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> 1 – Lack of Market 2 – Financial Losses 3 – Reorganization/Downsizing 4 – Merger/Change in Management 5 – Project Completion/End of Contract </div> <div style="width: 50%;"> 6 – Absence without leave (AWOL) 7 – Retirement 8 – Hired by another company 9 – To work abroad 10 – Family Consideration </div> <div style="width: 50%;"> 11 – Others, specify _____ </div> </div>			

ITEM OF INQUIRY	Second Quarter 2019		
	April	May	June
III. AGENCY-HIRED WORKERS (if any)			
A. Total Accessions (New Hires)			
B. Total Separations			
IV. EXISTING JOB VACANCIES AT THE END OF THE QUARTER (<i>Please specify title of occupation/s. Use additional sheet if necessary</i>)		PSOC (Do not fill)	Number of Vacancies
Total			
1.			
2.			
3.			
4.			
Remarks/Comments/Suggestions:			
DEFINITION OF TERMS			
<p>Establishment - an economic unit engaged in one or predominantly one kind of economic activity under a single ownership or control at a single fixed location, e.g. mine, factory, store, bank, restaurant.</p> <p>Main economic activity - refers to the activity that contributes the biggest or major portion of the gross income or revenues of the establishment, e.g., metallic ore mining, food manufacturing, retail trade, education.</p> <p>Major products/goods or services - refer to the specific product/goods produced or service provided by the establishment, e.g., gold, ice cream, electricity, residential buildings, automotive parts, fastfood, shipping, universal banking, security agencies, private tertiary education, private hospital or motion picture production.</p> <p>Total Employment - refers to the number of persons who worked or received pay from the establishment. This includes the following: 1) Working Owners - owners who are actively engaged in the management of the establishment but do not receive regular pay; 2) Unpaid Workers - persons working without pay and work for at least 1/3 of the working time normal to the establishment; and 3) Paid Employees - include full-time/part-time workers; employees on paid leaves (e.g., sick/vacation/maternity/holiday/study leave); and employees working away from the establishment but paid by and under the control of the firm. Excluded are workers hired through contractor/agency, workers on indefinite leave, workers paid purely on commission without employer control.</p> <p>Labor Turnover - refers to the changes in the employment of an establishment resulting from accessions and separations.</p> <p>Accessions (New Hires) - refer to permanent or temporary additions to employment in the establishment due to 1) expansion of business activity and 2) replacement of separated workers and employment resulting from changes in methods/technology of production or service.</p> <p>Separations - refer to terminations of employment due to a) quits or terminations initiated by the employees and b) layoffs or terminations initiated by the employers due to economic reasons (e.g., lack of market, financial losses, redundancy, end of contract) and non-economic reasons (e.g., gross negligence, AWOL).</p> <p>Agency-Hired Workers - workers hired through agencies/contractors to perform or complete a job, work or service within the premises of the establishment. They are excluded from the total employment of the establishment.</p> <p>Existing Job Vacancies - refer to the number of unfilled job openings, at the end of the quarter which are immediately available for placement and for which active recruitment steps are being undertaken.</p>			

HIGHLIGHTS OF SURVEY RESULTS

LABOR TURNOVER RATES, PHILIPPINES

1st and 2nd Quarter 2019

Indicator	1 st Quarter	2 nd Quarter
	Rates (%)	
Accession Rate	9.3	9.5
Separation Rate	8.8	8.3
Labor Turnover Rate	0.5	1.1

■ The overall employment growth in the National Capital Region for the first two quarters of 2019 stood at 0.5 percent in the first quarter and continued to improve to 1.1 percent in the 2nd quarter.

■ Accession rates for the first and second quarters were almost unchanged at 9.3 percent and 9.5 percent, respectively. This implied that an average of 94 workers per 1,000 employed for the two quarters were hired either for business expansion or replacement of separated workers.

■ Separation rate, on the other hand, indicated that an average of 88 workers and 83 workers per 1,000 employed were either laid-off or left their jobs during the 1st and 2nd quarter, respectively.

For more information, please contact:

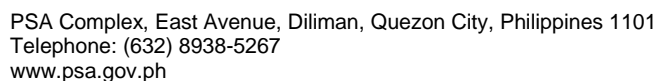
PSA Field Office: _____

Tel. No.: _____ **Fax No.:** _____

E-mail address: _____

CERTIFICATION OF RESPONDENT	
<i>Name/Signature:</i>	
<i>Position:</i>	
<i>Tel. No/Fax No.:</i>	<i>Mobile No.:</i>
<i>E-mail Address:</i>	

SURVEY PERSONNEL	
Statistical Researcher :	Date:
Area Supervisor:	Date:
Reviewer:	Date:



CLAIRE DENNIS S. MAPA, Ph.D.
Undersecretary
National Statistician and Civil Registrar General

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 ■ field interviewer assigned in your establishment may pick up the accomplished form
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ECN: _____ STATUS: _____

Remarks: _____

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 Name of Establishment : _____
 Address: _____
 _____ PSGC:

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Main Economic Activity: _____

Major Products/Goods or Services: _____

PSIC :

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ITEM OF INQUIRY	Third Quarter 2019		
	July	August	September
I. EMPLOYMENT			
A. Total Employment			
II. LABOR TURNOVER			
A. Total Accessions (New Hires)			
1. Expansion			
2. Replacement			
B. Total Separations			
1. Employer-initiated			
1.1 Reason (<i>use codes</i>)			
2. Employee-initiated			
2.1 Reason (<i>use codes</i>)			
CODES <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> 1 – Lack of Market 2 – Financial Losses 3 – Reorganization/Downsizing 4 – Merger/Change in Management 5 – Project Completion/End of Contract </div> <div style="width: 50%;"> 6 – Absence without leave (AWOL) 7 – Retirement 8 – Hired by another company 9 – To work abroad 10 – Family Consideration </div> <div style="width: 50%;"> 11 – Others, specify _____ </div> </div>			

ITEM OF INQUIRY	Third Quarter 2019		
	July	August	September
III. AGENCY-HIRED WORKERS (if any)			
A. Total Accessions (New Hires)			
B. Total Separations			
IV. EXISTING JOB VACANCIES AT THE END OF THE QUARTER (<i>Please specify title of occupation/s. Use additional sheet if necessary</i>)		PSOC (Do not fill)	Number of Vacancies
Total			
1.			
2.			
3.			
4.			
Remarks/Comments/Suggestions:			

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HIGHLIGHTS OF SURVEY RESULTS

LABOR TURNOVER RATES, PHILIPPINES

1st and 2nd Quarter 2019

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Labor Turnover Rate	0.5	1.1

■ The overall employment growth in the National Capital Region for the first two quarters of 2019 stood at 0.5 percent in the first quarter and continued to improve to 1.1 percent in the 2nd quarter.

■ Accession rates for the first and second quarters were almost unchanged at 9.3 percent and 9.5 percent, respectively. This implied that an average of 94 workers per 1,000 employed for the two quarters were hired either for business expansion or replacement of separated workers.

■ Separation rate, on the other hand, indicated that an average of 88 workers and 83 workers per 1,000 employed were either laid-off or left their jobs during the 1st and 2nd quarter, respectively.

For more information, please contact:

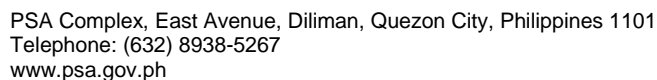
PSA Field Office: _____

Tel. No.: _____ **Fax No.:** _____

E-mail address: _____

CERTIFICATION OF RESPONDENT	
<i>Name/Signature:</i>	
<i>Position:</i>	
<i>Tel. No/Fax No.:</i>	<i>Mobile No.:</i>
<i>E-mail Address:</i>	

SURVEY PERSONNEL	
Statistical Researcher :	Date:
Area Supervisor:	Date:
Reviewer:	Date:



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ECN: _____ STATUS: _____

Remarks: _____

Changes in the address label should be written below:
 Name of Establishment : _____
 Address: _____
 _____ PSGC:

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Main Economic Activity: _____

Major Products/Goods or Services: _____

PSIC :

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ITEM OF INQUIRY	Fourth Quarter 2019		
	October	November	December
I. EMPLOYMENT			
A. Total Employment			
II. LABOR TURNOVER			
A. Total Accessions (New Hires)			
1. Expansion			
2. Replacement			
B. Total Separations			
1. Employer-initiated			
1.1 Reason (<i>use codes</i>)			
2. Employee-initiated			
2.1 Reason (<i>use codes</i>)			
CODES <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> 1 – Lack of Market 2 – Financial Losses 3 – Reorganization/Downsizing 4 – Merger/Change in Management 5 – Project Completion/End of Contract </div> <div style="width: 50%;"> 6 – Absence without leave (AWOL) 7 – Retirement 8 – Hired by another company 9 – To work abroad 10 – Family Consideration </div> <div style="width: 50%;"> 11 – Others, specify _____ </div> </div>			

ITEM OF INQUIRY	Fourth Quarter 2019		
	October	November	December
III. AGENCY-HIRED WORKERS (if any)			
A. Total Accessions (New Hires)			
B. Total Separations			
IV. EXISTING JOB VACANCIES AT THE END OF THE QUARTER (<i>Please specify title of occupation/s. Use additional sheet if necessary</i>)		PSOC (Do not fill)	Number of Vacancies
Total			
1.			
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Remarks/Comments/Suggestions:			

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