



2019 LABOR TURNOVER STATISTICS

(in establishments in NCR, 2nd Quarter 2019)

The Labor Turnover Survey is a sample survey of establishments conducted by the Philippine Statistics Authority (PSA). The survey aims to capture “job creations” and “job displacements” in business establishments by collecting quarterly accessions and separations of workers as well as job vacancies in establishments. In 2019, LTS is conducted semi-annually covering two-quarter information from the establishments based in the National Capital Region (NCR) only. This LABSTAT Updates issue presents the highlights of the Labor Turnover Survey (LTS) for the 2nd quarter of 2019. A total of 2,466 establishments served as respondents in the 1st and 2nd quarter rounds of the 2019 LTS. The sample establishments with at least 20 workers were drawn from the 2018 NCR List of Establishments.

Establishments’ employment in NCR grew by 1.1 percent in the 2nd quarter of 2019

- Employment growth in establishments employing 20 and over based in Metro Manila continued to grow as the labor turnover rate registered at 1.1 percent in the 2nd quarter of 2019.
- The positive labor turnover rate or employment growth was a result of the higher accession than separation rates posted during the reference period.

- Accession rate for the quarter stood at 9.5 percent. This implied that 95 workers per 1,000 employed were hired either for business expansion or to replace separated workers.
- On the other hand, the separation rate placed at 8.3 percent meant that 83 workers per 1,000 employed were either laid-off or left their jobs during the said period.
- Hence, there were 11 workers per 1,000 employed added to the total workforce for the quarter.

TABLE 1 - Labor Turnover Rate, NCR:
2nd Quarter 2019
(In Percent)

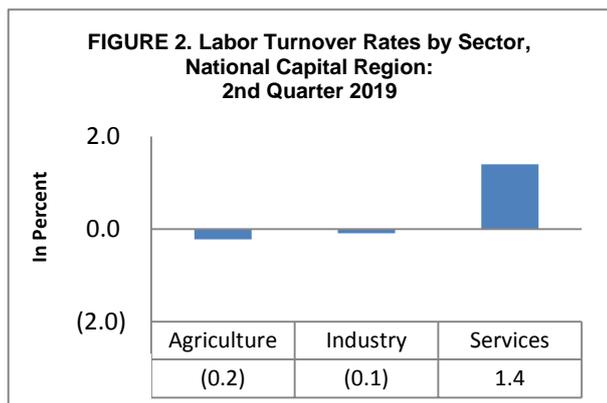
Indicator	Rate
Accession Rate	9.5
Separation Rate	8.3
Labor Turnover Rate	1.1

Note: Details may not add up to totals due to rounding.
Source: Philippine Statistics Authority.

Majority of industries in the services sector provided the push to boost employment in the second quarter

- By sector, employment gains were generally driven by the performance of the services sector (1.4%) that offset the declines posted in industry (-0.1%) and agriculture, forestry and fishing sector (0.2%).





Source: Philippine Statistics Authority.

- As the services is the only sector with positive labor turnover rate in the second quarter, gains in employment were noted in arts, entertainment and recreation at 9.1 percent and other service activities at 5.3 percent.
- Moreover, all industries under the said sector posted positive labor turnover rates except for transportation and storage (-2.1%) and education (-1.4%). The rest of the industries registered employment growths of less than two percent.

Terminations of employees from work were mainly due to either project completion or being hired by another company

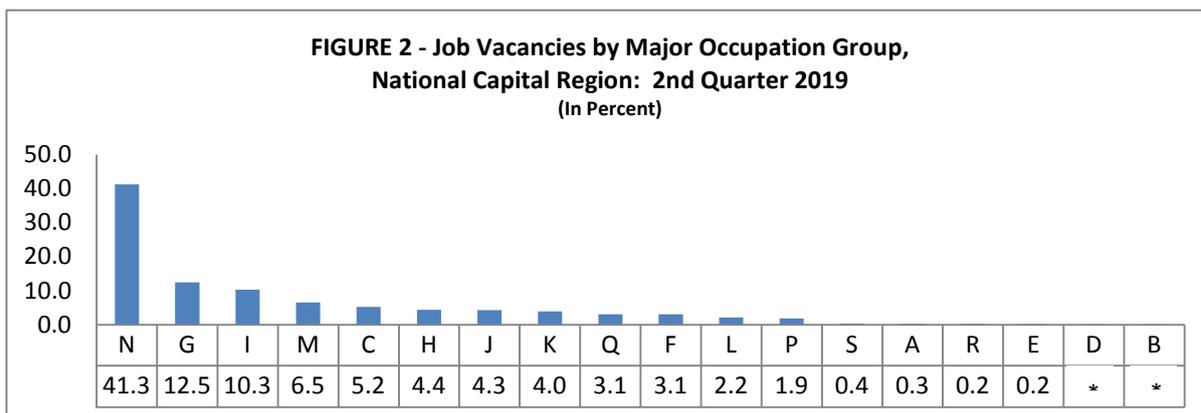
- The main reasons cited by employers for ending the services of their workers

were due to project completion (38.2%) and absence without leave or AWOL (27.9%). (Table 3)

- On the other hand, the top reasons given by workers for quitting their jobs were being hired by another company (37.4%). Other reasons cited were: due to family consideration (19.9%); plans to work abroad (13.3%); and incurring absence without leave or AWOL (10.7%). (Table 4)

Majority of existing job vacancies are found in services sector

- A total of 96,135 job openings at the end of the quarter were posted in various occupational groups across industries. (Table 5)
- These vacancies were mostly found in the services sector at 91.3 percent during the reference period. The industry sector meanwhile posted a share of a minimal 8.4 percent, while the agriculture sector’s proportion was almost nil at 0.3 percent.
- Across occupational groups, about three out of eight (36.3%) vacancies were offered for service and sales workers. Meanwhile, the least number of job offerings were for skilled agricultural, forestry and fishery workers for a share of less than 0.05 percent. (Table 6)



A - Agriculture, Forestry, and Fishing	I - Accommodation and Food Service Activities
B - Mining and Quarrying	J - Information and Communication
C - Manufacturing	K - Financial and Insurance Activities
D - Electricity, Gas, Steam and Air Conditioning Supply	L - Real Estate Activities
E - Water Supply; Sewerage Waste Management and Remediation Activities	M - Professional, Scientific and Technical Activities
F - Construction	N - Administrative and Support Service Activities
G - Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	P - Education
H - Transportation and Storage	Q - Human Health and Social Work Activities
	R - Arts, Entertainment and Recreation
	S - Other Service Activities

* Less than 0.05 percent
Source: Philippine Statistics Authority.

Definition of Terms:

Accessions (New Hires) - refer to permanent or temporary additions to employment in the enterprise 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.

Separations - refer to terminations of employment due to 1) quits or terminations initiated by the employees and 2) 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).

Labor Turnover - Changes in the employment of an enterprise during a reference period resulting from accessions and separations of workers.

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.

FOR INQUIRIES

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**TABLE 2 - Labor Turnover Rates in Agricultural And Non-agricultural Establishments by Major Industry,
National Capital Region: 2nd Quarter 2019
(Final)**

Industry	Total			Accession		Separation	
	Accession	Separation	Labor Turnover Rate	Expansion	Replacement	Employee-Initiated	Employer-Initiated
Total	9.5	8.3	1.1	4.3	5.2	5.5	2.8
Agriculture, Forestry, and Fishing Industry	4.0	4.2	(0.2)	3.0	1.0	2.5	1.7
Mining and Quarrying	2.0	10.0	(8.1)	0.4	1.5	2.4	7.6
Manufacturing	7.6	8.8	(1.2)	2.6	5.1	5.0	3.8
Electricity, Gas, Steam and Air Conditioning Supply	0.8	1.7	(0.9)	0.5	0.3	1.3	0.5
Water Supply; Sewerage Waste Management and Remediation Activities	5.3	3.6	1.7	2.8	2.5	3.0	0.7
Construction	8.2	6.1	2.1	2.8	5.4	3.8	2.3
Services	9.9	8.5	1.4	4.7	5.3	5.8	2.7
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	6.8	6.0	0.9	2.6	4.2	4.3	1.7
Transportation and Storage	5.4	7.6	(2.1)	1.8	3.7	3.0	4.6
Accommodation and Food Service Activities	10.0	8.3	1.7	3.4	6.6	6.7	1.6
Information and Communication	9.0	7.7	1.3	4.6	4.4	6.2	1.5
Financial and Insurance Activities	6.2	4.3	1.9	1.8	4.4	3.4	0.9
Real Estate Activities	8.3	6.8	1.5	3.4	4.9	5.5	1.3
Professional, Scientific and Technical Activities	5.2	4.7	0.5	2.3	3.0	3.9	0.8
Administrative and Support Service Activities	12.9	11.3	1.7	6.7	6.2	7.3	4.0
Education	10.4	11.8	(1.4)	3.1	7.3	7.6	4.2
Human Health and Social Work Activities	6.7	6.2	0.5	1.0	5.7	5.9	0.3
Arts, Entertainment and Recreation	12.0	2.8	9.1	7.8	4.2	2.4	0.5
Other Service Activities	10.2	5.0	5.3	6.7	3.6	4.0	1.0

Note: Details may not add up to totals due to rounding.

Source: Philippine Statistics Authority, Labor Turnover Survey, 2nd Quarter 2019.

TABLE 3 - Reasons for Separations Initiated by Employers in Establishments with 20 or More Workers, National Capital Region: 2nd Quarter 2019

REASON	Percent Share
TOTAL	100.0
Project Completion	38.2
AWOL	27.9
Reorganization/Downsizing	7.3
Performance Issues	5.6
Retirement	5.3
Terminated	3.8
Financial Losses	2.9
Lack of Market	2.1
Merger/Change in Management	1.9
Others	5.1

Note: Details may not add up to totals due to rounding.

Source: Philippine Statistics Authority, Labor Turnover Survey, 2nd Quarter 2019.

TABLE 4 - Reasons for Separations Initiated by Employees in Establishments with 20 or More Workers, National Capital Region: 2nd Quarter 2019

REASON	Percent Share
TOTAL	100.0
Hired by another Company	37.4
Family Consideration	19.9
To Work Abroad	13.3
AWOL	10.7
Resignation/Voluntary Resignation	6.8
Retirement	4.4
Study	2.5
Personal Issues	2.2
Health Reasons	1.6
Others	1.2

Note: Details may not add up to totals due to rounding.

Source: Philippine Statistics Authority, Labor Turnover Survey, 2nd Quarter 2019.

TABLE 5 - Number and Percent Distribution of Job Vacancies in Establishments with 20 or More Workers by Major Industry Group, National Capital Region: 2nd Quarter 2019
(Final)

Industry	Number	Percent Share
ALL INDUSTRIES	96,135	100.0
Agriculture, Forestry, and Fishing	298	0.3
Industry	8,099	8.4
Mining and Quarrying	23	*
Manufacturing	5,477	5.7
Electricity, Gas, Steam and Air Conditioning Supply	19	*
Water Supply; Sewerage Waste Management and Remediation Activities	144	0.1
Construction	2,437	2.5
Services	87,738	91.3
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	12,364	12.9
Transportation and Storage	4,045	4.2
Accommodation and Food Service Activities	9,376	9.8
Information and Communication	3,554	3.7
Financial and Insurance Activities	3,389	3.5
Real Estate Activities	872	0.9
Professional, Scientific and Technical Activities	5,426	5.6
Administrative and Support Service Activities	43,767	45.5
Education	1,536	1.6
Human Health and Social Work Activities	2,648	2.8
Arts, Entertainment and Recreation	168	0.2
Other Service Activities	593	0.6

* Less than 0.05 percent.

Note: Details may not add up to totals due to rounding.

Source: Philippine Statistics Authority, Labor Turnover Survey, 2nd Quarter 2019.

TABLE 6 - Number and Percent Distribution of Job Vacancies in Establishments with 20 or More Workers by Major Occupation Group, National Capital Region: 2nd Quarter 2019
(Final)

Major Occupation Group	Number	Percent Share
ALL OCCUPATION	96,135	100.0
Managers	3,343	3.5
Professionals	15,739	16.4
Technicians and Associate Professionals	11,726	12.2
Clerical Support Workers	16,526	17.2
Service and Sales Workers	34,897	36.3
Skilled Agricultural, Forestry and Fishery Workers	11	*
Craft and Related Trades Workers	3,010	3.1
Plant and Machine Operators and Assemblers	5,659	5.9
Elementary Occupations	5,224	5.4

* Less than 0.05 percent.

Note: Details may not add up to totals due to rounding.

Source: Philippine Statistics Authority, Labor Turnover Survey, 2nd Quarter 2019.