

2019 LABOR TURNOVER STATISTICS

(in establishments in NCR, 1st 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 1st 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.

Employment in NCR continues to grow positively in the first quarter of 2019

- The overall employment growth in the National Capital Region for the first quarter of 2019 stood at 0.5 percent. This indicated an addition of five workers per 1,000 employed persons in the total workforce of establishments employing 20 or more workers in the said period. (Table 1)
- Labor turnover rate is the difference between accession rate (hiring or additions to employment) and separation rate (terminations/quits). The result is also called employment growth/decline.
- Accession rate of 9.3 percent implied that 93 workers per 1,000 employed were hired either for business activity expansion or replacement of separated workers during the period.
- Moreover, it can be observed that accession due to replacement of workers (5.3%) account for a bigger

slice of additions to employment than due to business expansion (4.0%). (Table 2)

- Separation rate, on the other hand, indicated that there were 88 workers per 1,000 employed who were either laid-off or left their jobs during the quarter.
- Specifically, separations due to employee resignations (5.8%) were more significant than the lay-offs initiated by employers (3.1%).

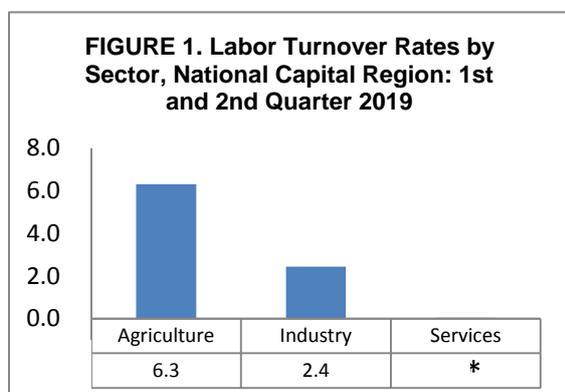
**TABLE 1 - Labor Turnover Rate, NCR:
1st Quarter 2019
(In Percent)**

Indicator	Rate
Accession Rate	9.3
Separation Rate	8.8
Labor Turnover Rate	0.5

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

Higher accessions in agriculture and industry sectors

- By sector, employment gains occurred in agriculture, forestry and fishing sector (6.3%) and industry sector (2.4%) in the first quarter.



* Less than 0.05%.

Source: Philippine Statistics Authority.

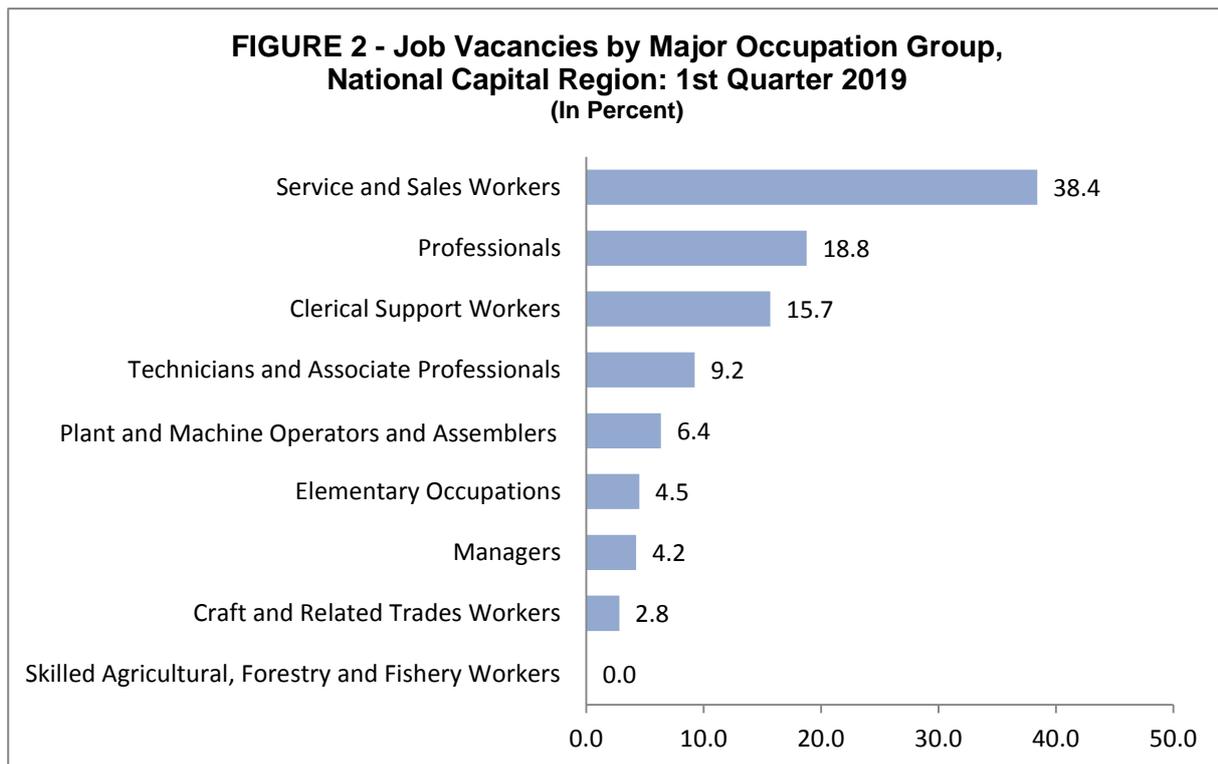
- Meanwhile, the services sector registered an almost nil labor turnover rate during the reference quarter at less than 0.05 percent. This dampened the performance of the other two sectors to record an overall labor turnover rate of 0.5 percent for the region. (Figure 1)
- Specifically, all industries in the industry sector registered employment gains except for manufacturing which recorded a labor turnover rate of -1.6 percent. Highest growth was posted in construction at 9.5 percent, followed by mining and quarrying (6.1%) and water supply, sewerage, waste management and remediation activities (5.3%). (Table 2)
- Meanwhile, four industries in the services sector recorded employment losses (from -0.3% to -0.6%) in the same period while employment growths were observed in the rest of the services' industries ranging from 0.3 percent (wholesale and retail trade) to 2.5 percent (professional, scientific and technical activities).

Separations from work were mainly due to either project completion or being hired by another company

- The survey also inquired on the reasons why employers terminate the services of their employees as well as why employees quit their jobs.
- For the first quarter, the main reasons cited by employers for ending the services of their workers were due to project completion (39.2%) and absence without leave or AWOL (26.7%). (Table 3)
- On the other hand, around three out of eight workers who resigned from their jobs were hired by another company (36.1%). Other reasons cited were: due to family consideration (19.3%); plans to work abroad (13.9%) and incurring absence without leave or AWOL (12.6%). (Table 4)

Unfilled job openings are mostly found in services sector

- During the reference period, a total of 85,410 job openings were posted in various occupational groups across industries in the first quarter of 2019. (Table 5)
- Majority of the job openings were in the services sector at 91.1 percent. The industry sector meanwhile posted a share of a minimal 8.6 percent, while the agriculture sector's proportion was a very minimal 0.3 percent for the period.
- By occupational group, about two out of five (38.4%) vacancies were for service and sales workers. Consequently, the least number of job offerings were for skilled agricultural, forestry and fishery workers for a share of less than 0.05 percent. (Figure 2)



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

Regarding this report, contact **EMPLOYMENT DEMAND STATISTICS DIVISION** at telefax no. 8376-1952

Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 8462-6600 local 834

Or visit our website at <http://www.psa.gov.ph>

**TABLE 2 - Labor Turnover Rates in Agricultural and Non-agricultural Establishments by Major Industry,
National Capital Region: 1st Quarter 2019
(Final)**

Industry	Total			Accession		Separation	
	Accession	Separation	Labor Turnover Rate	Expansion	Replacement	Employee-Initiated	Employer-Initiated
Total	9.3	8.8	0.5	4.0	5.3	5.8	3.1
Agriculture, Forestry, and Fishing Industry	8.3	2.0	6.3	5.5	2.8	1.4	0.5
Mining and Quarrying	9.8	3.7	6.1	7.9	2.0	1.4	2.4
Manufacturing	6.8	8.4	(1.6)	2.9	3.9	3.9	4.5
Electricity, Gas, Steam and Air Conditioning Supply	2.3	1.8	0.5	0.6	1.7	1.3	0.5
Water Supply; Sewerage Waste Management and Remediation Activities	8.7	3.4	5.3	7.7	1.0	2.8	0.6
Construction	18.7	9.2	9.5	3.8	14.9	7.6	1.6
Services	9.0	9.0	*	4.2	4.8	6.0	3.0
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	6.2	5.9	0.3	2.3	3.9	4.1	1.8
Transportation and Storage	4.7	5.2	(0.4)	1.3	3.4	3.2	2.0
Accommodation and Food Service Activities	8.3	8.0	0.4	2.6	5.8	6.6	1.3
Information and Communication	7.6	5.9	1.7	3.7	4.0	4.6	1.4
Financial and Insurance Activities	4.1	4.6	(0.5)	1.5	2.6	3.9	0.7
Real Estate Activities	6.6	5.8	0.8	3.2	3.4	4.5	1.3
Professional, Scientific and Technical Activities	6.3	3.8	2.5	3.5	2.8	3.4	0.4
Administrative and Support Service Activities	12.8	13.3	(0.6)	6.5	6.2	8.1	5.2
Education	3.3	2.5	0.7	1.7	1.5	2.3	0.3
Human Health and Social Work Activities	7.1	6.8	0.4	1.2	5.9	6.5	0.3
Arts, Entertainment and Recreation	4.2	3.4	0.8	2.5	1.6	2.0	1.4
Other Service Activities	4.6	4.9	(0.3)	2.3	2.3	4.0	0.9

* Less than 0.05 percent.

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 1st Quarter 2019.

TABLE 3 - Reasons for Separations Initiated by Employers in Establishments with 20 or More Workers, National Capital Region: 1st Quarter 2019

REASON	Percent Share
TOTAL	100.0
Project Completion	39.2
AWOL	26.7
Performance Issues	6.6
Reorganization/Downsizing	5.9
Retirement	5.6
Terminated	3.9
Financial Losses	2.7
Merger/Change in Management	2.4
Lack of Market	1.9
Others	5.2

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 1st Quarter 2019.

TABLE 4 - Reasons for Separations Initiated by Employees in Establishments with 20 or More Workers, National Capital Region: 1st Quarter 2019

REASON	Percent Share
TOTAL	100.0
Hired by another Company	36.1
Family Consideration	19.3
To Work Abroad	13.9
AWOL	12.6
Resignation/Voluntary Resignation	5.5
Retirement	3.7
Personal Issues	3.0
Study	2.5
Health Reasons	2.0
Others	1.6

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 1st 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: 1st Quarter 2019
(Final)

Industry	Number	Percent Share
ALL INDUSTRIES	85,410	100.0
Agriculture, Forestry, and Fishing	270	0.3
Industry	7,315	8.6
Mining and Quarrying	26	*
Manufacturing	4,484	5.2
Electricity, Gas, Steam and Air Conditioning Supply	29	*
Water Supply; Sewerage Waste Management and Remediation Activities	135	0.2
Construction	2,641	3.1
Services	77,825	91.1
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	10,654	12.5
Transportation and Storage	3,740	4.4
Accommodation and Food Service Activities	8,798	10.3
Information and Communication	3,707	4.3
Financial and Insurance Activities	3,400	4.0
Real Estate Activities	1,845	2.2
Professional, Scientific and Technical Activities	5,569	6.5
Administrative and Support Service Activities	35,302	41.3
Education	1,617	1.9
Human Health and Social Work Activities	2,649	3.1
Arts, Entertainment and Recreation	196	0.2
Other Service Activities	346	0.4

* Less than 0.05 percent.

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 1st 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: 1st Quarter 2019

(Final)

Major Occupation Group	Number	Percent Share
ALL OCCUPATION	85,410	100.0
Managers	3,623	4.2
Professionals	16,021	18.8
Technicians and Associate Professionals	7,888	9.2
Clerical Support Workers	13,381	15.7
Service and Sales Workers	32,798	38.4
Skilled Agricultural, Forestry and Fishery Workers	21	*
Craft and Related Trades Workers	2,394	2.8
Plant and Machine Operators and Assemblers	5,424	6.4
Elementary Occupations	3,859	4.5

* Less than 0.05 percent.

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 1st Quarter 2019.