



## LABOR TURNOVER STATISTICS

*(in establishments with 20 or more workers)*  
National Capital Region: Third Quarter 2019

*The Labor Turnover Survey (LTS) 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 was conducted semi-annually covering two-quarter information from the establishments based in the National Capital Region (NCR) only. Original number of samples for 2019 LTS was 2,469 but this was reduced upon conduct of the 3rd and 4th quarter 2019 LTS rounds due to budgetary constraints. Prior to this, a study was been made concerning the reliability of the data using previous results as a sound basis in the reduction of the number of samples. The study showed that regardless of the number of samples taken; the data were as reliable as of those with higher number of samples. As a result, a total of 1,209 establishments served as respondents in the 3rd and 4th quarter 2019 LTS. The field operations for the said survey rounds was conducted on February to April 2020, thus the results were greatly affected by the Enhanced Community Quarantine due to the pandemic.*

*This issue of LABSTAT Updates presents the highlights of the Labor Turnover Survey (LTS) for the 3rd quarter of 2019 with a response rate of 65.5 percent.*

### **Employment in establishments in NCR posted positive growth in the third quarter of 2019**

- Employment continued to grow in the 3<sup>rd</sup> quarter of 2019 by 2.8 percent as more hires than quits/layoffs were registered for the period. This implies that for every 1,000 employed, 28 workers were added to the total workforce. (*Table 1*)
- This is by far the highest labor turnover rate recorded in 2019. It represents an increase of 0.7 percentage point from the 2.1 percent rate recorded in the 3<sup>rd</sup> quarter of 2018.
- Accession rate stood at 8.6 percent, lower by 1.9 percentage points than the 10.5 percent rate in the same quarter of 2018.

This meant that for every 1,000 workers, 86 workers were hired, either for business expansion or replacement of separated workers.

- Separation rate on the other hand indicated that an average of 59 workers per 1,000 employed were either terminated or quit their jobs during the quarter. This figure was an improvement from the 8.4 rate posted in the same quarter a year ago, resulting to the higher labor turnover rate in the third quarter of 2019.



Table 1. Labor Turnover Rate, NCR:  
3rd Quarter 2018 and 2019  
(Final)

Indicator	Rate (%)	
	3 <sup>rd</sup> Qtr 2018	3 <sup>rd</sup> Qtr 2019
Accession Rate (%)	10.5	8.6
Separation Rate (%)	8.4	5.9
Labor Turnover Rate (%)	2.1	2.8

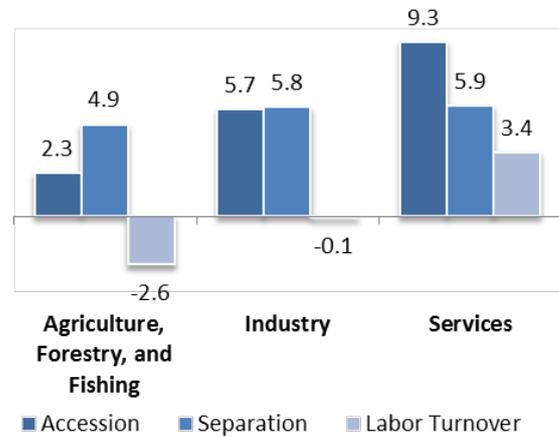
Source: PSA, Labor Turnover Survey

**Only the services sector posted employment growth at 3.4%**

- By sector, only the Services sector provided the boost to employment during the quarter as almost all of the industries under this sector registered positive labor turnover rates ranging from 0.6 percent (professional, scientific and technical activities) to 6.2 percent (administrative and support service activities). (Figure 1 and Table 2)
- Two industries under the services sector registered job losses for the period namely: information and communication (-1.8%) and other services activities(-4.4%).
- Agriculture, forestry and fishing sector continued its decrease in employment at -2.6 percent, as the separation rate at 4.9 percent surpassed the accession rate of 2.3 percent. The labor turnover rate in the same quarter of 2018 posted at -1.7 percent.
- Meanwhile, employment in the industry sector was on a downturn at -0.1 percent from a recorded positive rate of 1.5 percent in the same quarter of 2018. This was brought about by the declines in electricity, gas, steam and

air conditioning supply (-13.4%) and manufacturing (-1.8%).

Figure 1. Labor Turnover Rates by Major Sector, NCR: 3rd Quarter 2019



Note: Figures are in percent.  
Source: PSA, Labor Turnover Survey

**Causes of employees separations**

- The survey also inquired on the reasons for separations initiated by both the employees and employers. Reasons cited by employers for terminating the services of their workers were mostly due to project completion (39.0%) and absence without leave or AWOL (33.6%).(Figure 2, and Table 3)

Figure 2. Reasons for Employer-Initiated Separations, NCR: 3rd Quarter 2019



Note: Figures are in percent.  
Source: PSA, Labor Turnover Survey

*COF*

- Meanwhile, about one third of the employees who quit their jobs were hired by another company (33.9%); left their jobs due to family consideration (21.5%); had plans to work abroad (14.8%); and opted to resign/voluntarily resigned (10.3%). (Figure 3 and Table 4)

Figure 3. Reasons for Employee-Initiated Separations, NCR: 3rd Quarter 2019



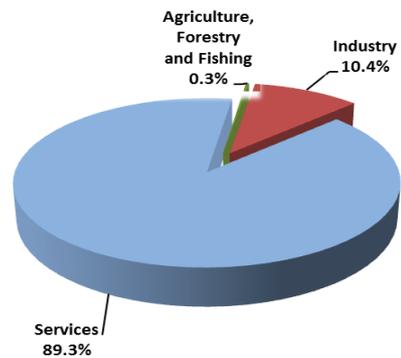
Note: Figures are in percent.  
Source: PSA, Labor Turnover Survey

**JOB VACANCIES**

**Majority of the job vacancies were registered in the services sector**

- A total of 103,709 positions in various occupational groups across industries were offered for placement during the period. Vacancies went down by 35.2 percent from 159,932 unfilled positions in the third quarter of 2018. (Table 5)
- About nine out of ten vacancies in the third quarter of 2019 were for workers in the services sector with 92,643 openings (89.3%). This was followed far behind by those in the industry sector at 10.4 percent and the least were for those in the agriculture, forestry and fishing at 0.3 percent. (Figure 4)

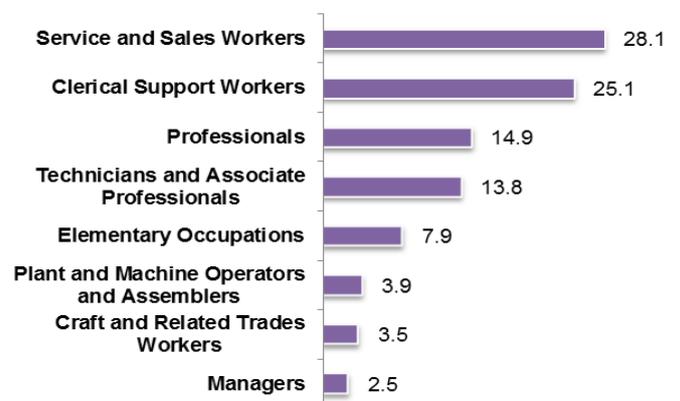
Figure 4. Percent Distribution of Job Vacancies by Major Sector, NCR: 3rd Quarter 2019



Source: PSA, Labor Turnover Survey

- By occupation groups, unfilled positions were recorded mostly for service and sales workers as it accounted for the highest share to total job vacancies at 28.1 percent (29,193). This was followed by clerical support workers at 25.1 percent (26,014); professionals at 14.9 percent (15,496) and technicians and associate professionals at 13.8 percent (14,262). The rest of the major occupations posted shares of less than 10 percent of the total vacancies for the period. (Figure 5)

Figure 5. Distribution of Job Vacancies by Major Occupation Group, NCR: 3rd Quarter 2019



Note: Figures are in percent.  
Source: PSA, Labor Turnover Survey

*COG*

**Definition of Terms:**

**Accessions (New Hires)** - refer to permanent or temporary additions to employment in the establishment due to the following: 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 the following: 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).

**Labor Turnover** – refer to changes in the employment of an establishment 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.



**Table 2. Accession, Separation and Labor Turnover Rates in Establishments with 20 or More Workers  
by Major Industry, National Capital Region: 3rd Quarter 2018 and 3rd Quarter 2019**

Industry	Third Quarter						Accession				Separation			
	Accession		Separation		Labor Turnover		Expansion		Replacement		Employee-Initiated		Employer-Initiated	
	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019
<b>Total</b>	<b>10.5</b>	<b>8.6</b>	<b>8.4</b>	<b>5.9</b>	<b>2.0</b>	<b>2.8</b>	<b>6.7</b>	<b>4.9</b>	<b>3.7</b>	<b>3.7</b>	<b>5.8</b>	<b>4.1</b>	<b>2.6</b>	<b>1.7</b>
<b>Agriculture, Forestry, and Fishing</b>	<b>2.3</b>	<b>2.3</b>	<b>4.0</b>	<b>4.9</b>	<b>(1.7)</b>	<b>(2.6)</b>	<b>1.0</b>	<b>1.1</b>	<b>1.3</b>	<b>1.2</b>	<b>2.4</b>	<b>2.3</b>	<b>1.5</b>	<b>2.6</b>
<b>Industry</b>	<b>7.9</b>	<b>5.7</b>	<b>6.3</b>	<b>5.8</b>	<b>1.5</b>	<b>(0.1)</b>	<b>3.8</b>	<b>2.9</b>	<b>4.1</b>	<b>2.8</b>	<b>2.4</b>	<b>3.2</b>	<b>3.9</b>	<b>2.6</b>
Mining and Quarrying	15.2	2.1	9.3	2.4	5.9	(0.3)	13.9	1.8	1.4	0.4	2.4	0.7	6.9	1.7
Manufacturing	7.2	4.5	4.8	6.3	2.3	(1.8)	3.0	1.4	4.2	3.1	2.2	3.8	2.6	2.5
Electricity, Gas, Steam and Air Conditioning Supply	2.4	0.9	3.1	14.3	(0.6)	(13.4)	0.4	0.3	2.0	0.5	1.1	0.9	2.0	13.4
Water Supply; Sewerage Waste Management and Remediation Activities	4.7	6.1	2.5	3.7	2.2	2.4	2.6	2.0	2.1	4.1	1.4	2.5	1.0	1.2
Construction	10.1	9.5	10.4	3.8	(0.3)	5.7	5.8	7.3	4.3	2.2	3.1	1.9	7.3	1.9
<b>Services</b>	<b>10.9</b>	<b>9.3</b>	<b>8.8</b>	<b>5.9</b>	<b>2.1</b>	<b>3.4</b>	<b>7.2</b>	<b>5.3</b>	<b>3.7</b>	<b>3.9</b>	<b>6.4</b>	<b>4.3</b>	<b>2.4</b>	<b>1.6</b>
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	7.7	7.0	6.2	5.1	1.5	1.9	3.0	3.7	4.6	3.3	4.5	3.6	1.7	1.6
Transportation and Storage	2.6	5.7	2.6	5.1	(0.0)	0.7	1.0	3.2	1.6	2.5	1.9	3.1	0.7	1.9
Accommodation and Food Service Activities	6.2	10.3	7.4	6.6	(1.3)	3.7	1.8	4.8	4.4	5.4	4.0	5.7	3.5	0.9
Information and Communication	5.5	6.0	5.2	7.8	0.3	(1.8)	2.8	2.9	2.6	3.1	4.0	2.9	1.2	4.9
Financial and Insurance Activities	4.7	5.7	3.8	4.3	0.9	1.4	1.4	3.9	3.3	1.8	3.3	4.1	0.5	0.3
Real Estate Activities	6.3	10.9	4.6	5.5	1.7	5.5	1.8	7.0	4.5	4.0	3.6	5.1	0.9	0.4
Professional, Scientific and Technical Activities	17.4	6.1	11.9	5.5	5.6	0.6	2.3	2.9	15.2	3.2	6.9	4.4	5.0	1.1
Administrative and Support Service Activities	14.2	12.8	11.4	6.6	2.7	6.2	10.9	8.0	3.3	4.8	8.3	5.1	3.1	1.5
Education	6.7	6.1	2.7	2.8	4.0	3.3	4.0	2.6	2.7	3.5	1.7	1.8	1.1	1.0
Human Health and Social Work Activities	6.9	7.3	5.0	6.3	1.9	1.0	2.0	2.9	4.9	4.3	4.6	6.0	0.4	0.2
Arts, Entertainment and Recreation	5.8	5.7	2.7	3.6	3.0	2.0	3.0	3.9	2.7	1.7	0.9	1.8	1.8	1.8
Other Service Activities	5.0	7.3	4.3	11.7	0.7	(4.4)	3.6	5.1	1.4	2.2	2.8	6.2	1.5	5.46

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 3rd Quarter 2018, and 3rd Quarter 2019.

COF

Table 3. Reasons for Separations Initiated by Employers in Establishments with 20 or More Workers, National Capital Region: 3rd Quarter 2019

(Final)

REASON	Percent Share
<b>TOTAL</b>	<b>100.0</b>
Project Completion	39.0
AWOL	33.6
Reorganization/Downsizing	8.2
Retirement	5.3
Terminated	2.8
Merger/Change in Management	2.4
Performance Issues	2.0
Lack of Market	1.8
Financial Losses	1.8
Others	3.2

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 3rd Quarter 2019.

Table 4. Reasons for Separations Initiated by Employees in Establishments with 20 or More Workers, National Capital Region: 3rd Quarter 2019

(Final)

REASON	Percent Share
<b>TOTAL</b>	<b>100.0</b>
Hired by another Company	33.9
Family Consideration	21.5
To Work Abroad	14.8
Resignation/Voluntary Resignation	10.3
AWOL	8.5
Retirement	4.3
Personal Issues	2.4
Study	1.9
Health Reasons	1.0
Others	1.4

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 3rd Quarter 2019.

COF

Table 5. Number and Percent Distribution of Job Vacancies in Establishments with 20 or More Workers by Major Industry Group, National Capital Region: 3rd Quarter 2019 (Final)

Industry	Number	Percent Share
All Industries	103,709	100.0
Agriculture, Forestry, and Fishing	294	0.3
Industry	10,772	10.4
Mining and Quarrying	45	*
Manufacturing	9,305	9.0
Electricity, Gas, Steam and Air Conditioning Supply	129	0.1
Water Supply; Sewerage Waste Management and Remediation Activities	217	0.2
Construction	1,076	1.0
Services	92,643	89.3
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	13,588	13.1
Transportation and Storage	2,300	2.2
Accommodation and Food Service Activities	6,128	5.9
Information and Communication	2,887	2.8
Financial and Insurance Activities	4,420	4.3
Real Estate Activities	832	0.8
Professional, Scientific and Technical Activities	2,555	2.5
Administrative and Support Service Activities	52,489	50.6
Education	2,320	2.2
Human Health and Social Work Activities	4,134	4.0
Arts, Entertainment and Recreation	309	0.3
Other Service Activities	682	0.7

CSF

\*Less than 0.05 percent.

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 3rd 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: 3rd Quarter 2019  
(Final)

Major Occupation Group	Number	Percent Share
<b>ALL OCCUPATION</b>	<b>103,709</b>	<b>100.0</b>
Managers	2,557	2.5
Professionals	15,496	14.9
Technicians and Associate Professionals	14,262	13.8
Clerical Support Workers	26,014	25.1
Service and Sales Workers	29,193	28.1
Skilled Agricultural, Forestry and Fishery Workers	282	0.3
Craft and Related Trades Workers	3,662	3.5
Plant and Machine Operators and Assemblers	4,026	3.9
Elementary Occupations	8,217	7.9

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 3rd Quarter 2019.

CSA