

**TABLE 1 - 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	Percent Difference	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	8.3	2.0	6.3	5.5	2.8	1.4	0.5
Industry	10.8	8.4	2.4	3.3	7.5	5.0	3.3
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 2 - 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 3 - 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.

**TABLE 4 - 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 5 - 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 1 - 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	Percent Difference	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	4.0	4.2	(0.2)	3.0	1.0	2.5	1.7
Industry	7.5	7.6	(0.1)	2.5	4.9	4.4	3.2
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 2 - 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 3 - 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.

**TABLE 4 - 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 5 - 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 1 - Labor Turnover Rates In Agricultural And Non-Agricultural Establishments
By Major Industry, National Capital Region: 3rd Quarter 2019
(Final)

Industry	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
Total	8.6	5.9	2.8	4.9	3.7	4.1	1.7
Agriculture, Forestry, and Fishing	2.3	4.9	(2.6)	1.1	1.2	2.3	2.6
Industry	5.7	5.8	(0.1)	2.9	2.8	3.2	2.6
Mining and Quarrying	2.1	2.4	(0.3)	1.8	0.4	0.7	1.7
Manufacturing	4.5	6.3	(1.8)	1.4	3.1	3.8	2.5
Electricity, Gas, Steam and Air Conditioning Supply	0.9	14.3	(13.4)	0.3	0.5	0.9	13.4
Water Supply; Sewerage Waste Management and Remediation Activities	6.1	3.7	2.4	2.0	4.1	2.5	1.2
Construction	9.5	3.8	5.7	7.3	2.2	1.9	1.9
Services	9.3	5.9	3.4	5.3	3.9	4.3	1.6
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	7.0	5.1	1.9	3.7	3.3	3.6	1.6
Transportation and Storage	5.7	5.1	0.7	3.2	2.5	3.1	1.9
Accommodation and Food Service Activities	10.3	6.6	3.7	4.8	5.4	5.7	0.9
Information and Communication	6.0	7.8	(1.8)	2.9	3.1	2.9	4.9
Financial and Insurance Activities	5.7	4.3	1.4	3.9	1.8	4.1	0.3
Real Estate Activities	10.9	5.5	5.5	7.0	4.0	5.1	0.4
Professional, Scientific and Technical Activities	6.1	5.5	0.6	2.9	3.2	4.4	1.1
Administrative and Support Service Activities	12.8	6.6	6.2	8.0	4.8	5.1	1.5
Education	6.1	2.8	3.3	2.6	3.5	1.8	1.0
Human Health and Social Work Activities	7.3	6.3	1.0	2.9	4.3	6.0	0.2
Arts, Entertainment and Recreation	5.7	3.6	2.0	3.9	1.7	1.8	1.8
Other Service Activities	7.3	11.7	(4.4)	5.1	2.2	6.2	5.5

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

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

**TABLE 2 - 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

* 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 3 - 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
ALL OCCUPATION	103,709	100.0
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.

**TABLE 4 - Reasons for Separations Initiated by Employers in Establishments
with 20 or More Workers, National Capital Region: 3rd Quarter 2019**
(Final)

REASON	Percent Share
TOTAL	100.0
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 5 - Reasons for Separations Initiated by Employees in Establishments
with 20 or More Workers, National Capital Region: 3rd Quarter 2019
(Final)**

REASON	Percent Share
TOTAL	100.0
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.

**TABLE 1 - Labor Turnover Rates in Agricultural and Non-Agricultural Establishments
by Major Industry National Capital Region: 4th Quarter 2019
(Final)**

Industry	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
Total	6.6	4.7	1.9	3.8	2.8	3.2	1.6
Agriculture, Forestry, and Fishing Industry	2.3	5.1	(2.8)	1.7	0.6	3.4	1.7
Mining and Quarrying	5.1	4.3	0.8	4.6	0.5	1.1	3.2
Manufacturing	5.4	3.4	2.1	3.3	2.1	2.3	1.0
Electricity, Gas, Steam and Air Conditioning Supply	1.3	1.5	(0.1)	1.1	0.2	0.5	1.0
Water Supply; Sewerage Waste Management and Remediation Activities	3.1	2.0	1.1	0.7	2.4	1.9	0.1
Construction	7.1	3.1	4.0	5.1	2.0	1.8	1.3
Services	6.8	5.0	1.8	3.8	3.0	3.4	1.7
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	4.8	4.0	0.8	3.2	1.6	3.3	0.8
Transportation and Storage	4.4	2.6	1.9	2.7	1.8	1.5	1.1
Accommodation and Food Service Activities	8.7	5.8	2.9	2.8	5.9	5.3	0.5
Information and Communication	5.1	3.1	2.0	3.7	1.4	2.0	1.0
Financial and Insurance Activities	3.2	4.5	(1.3)	1.2	2.0	3.8	0.7
Real Estate Activities	5.5	4.1	1.4	3.4	2.1	3.8	0.3
Professional, Scientific and Technical Activities	5.7	3.5	2.1	4.3	1.4	2.7	0.8
Administrative and Support Service Activities	9.6	7.0	2.6	5.6	4.0	3.8	3.2
Education	2.4	2.5	(0.1)	1.0	1.4	1.4	1.0
Human Health and Social Work Activities	5.8	4.3	1.5	1.7	4.1	4.2	0.1
Arts, Entertainment and Recreation	6.1	3.6	2.5	2.8	3.3	2.0	1.6
Other Service Activities	9.0	4.2	4.8	3.0	5.9	3.2	1.0

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2019.

**TABLE 2 - Number and Percent Distribution of Job Vacancies in Establishments with 20 or More Workers by
Major Industry Group, National Capital Region: 4th Quarter 2019
(Final)**

Industry	Number	Percent Share
ALL INDUSTRIES	86,143	100.0
Agriculture, Forestry, and Fishing	418	0.5
Industry	10,284	11.9
Mining and Quarrying	122	0.1
Manufacturing	8,692	10.1
Electricity, Gas, Steam and Air Conditioning Supply	146	0.2
Water Supply; Sewerage Waste Management and Remediation Activities	241	0.3
Construction	1,083	1.3
Services	75,441	87.6
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	14,294	16.6
Transportation and Storage	2,282	2.6
Accommodation and Food Service Activities	7,966	9.2
Information and Communication	1,436	1.7
Financial and Insurance Activities	4,685	5.4
Real Estate Activities	1,449	1.7
Professional, Scientific and Technical Activities	4,309	5.0
Administrative and Support Service Activities	27,550	32.0
Education	3,345	3.9
Human Health and Social Work Activities	6,625	7.7
Arts, Entertainment and Recreation	919	1.1
Other Service Activities	580	0.7

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2019.

TABLE 3 - Number and Percent Distribution of Job Vacancies in Establishments with 20 or More Workers by Major Occupation Group, National Capital Region: 4th Quarter 2019
(Final)

Major Occupation Group	Number	Percent Share
ALL OCCUPATION	86,143	100.0
Managers	4,199	4.9
Professionals	18,318	21.3
Technicians and Associate Professionals	15,999	18.6
Clerical Support Workers	12,141	14.1
Service and Sales Workers	19,889	23.1
Skilled Agricultural, Forestry and Fishery Workers	96	0.1
Craft and Related Trades Workers	3,539	4.1
Plant and Machine Operators and Assemblers	3,993	4.6
Elementary Occupations	7,967	9.2

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2019.

**TABLE 4 - Reasons for Separations Initiated by Employers in Establishments
with 20 or More Workers, National Capital Region: 4th Quarter 2019**

(Final)

REASON	Percent Share
TOTAL	100.0
Project Completion	40.1
AWOL	24.6
Reorganization/Downsizing	7.6
Terminated	7.2
Performance Issues	5.4
Retirement	3.9
Financial Losses	2.7
Merger/Change in Management	1.9
Lack of Market	1.5
Others	5.1

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2019.

**TABLE 5 - Reasons for Separations Initiated by Employees in Establishments
with 20 or More Workers, National Capital Region: 4th Quarter 2019**

(Final)

REASON	Percent Share
TOTAL	100.0
Hired by another Company	34.5
Family Consideration	21.4
To Work Abroad	12.8
AWOL	10.6
Resignation/Voluntary Resignation	6.8
Retirement	5.5
Personal Issues	2.5
Study	1.7
Health Reasons	1.4
Others	2.9

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2019.