



## 2020 LABOR TURNOVER STATISTICS (In establishments with 20 or more workers) National Capital Region: Fourth Quarter 2020

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 2020, LTS was conducted semi-annually covering two-quarter information from the establishments based in the National Capital Region (NCR). A total of 1,206 establishments served as respondents in the 3<sup>rd</sup> and 4<sup>th</sup> quarter rounds of the 2020 LTS. For both periods, information on the effect of the Coronavirus disease 2019 (COVID-19) pandemic on the day-to-day operation of the establishments and the coping mechanisms they employed to address the identified effects were gathered. The field operations were conducted from March to May 2021, thus data gathering, vis-a-vis, the results generated were greatly affected by the Enhanced/General Community Quarantine implemented due to the pandemic.

This LABSTAT Updates presents the highlights of the Labor Turnover Survey (LTS) for the 4<sup>th</sup> quarter of 2020 with a response rate of 75.8 percent.

### Employment in establishments slows down in the fourth quarter of 2020

- As the pandemic continues to affect the nation and the whole world, employment in the National Capital Region once again suffered a decline in the last quarter of 2020 by -0.3 percent or a reduction of 3 per 1,000 employed workers from the total workforce of establishments. This was a reversal of the gains (1.9 percent) in the same quarter of 2019. (Table 1)
- The negative labor turnover rate (LTR) was a result of higher separation than accession rate that was posted during the period which can be attributed to the continued localized implementation of

community quarantines due to the pandemic.

- The accession rate of 4.8 percent depicts that for every 1,000 employed workers, 48 were hired, of which 25 were due to expansion and 23 were replacements for separated workers. (Table 2)

**Table 1. Labor Turnover Rates, NCR: 4<sup>th</sup> Quarter 2019, 3<sup>rd</sup>, and 4<sup>th</sup> Quarters 2020 (Final)**

Indicators	Rates (%)		
	2019	2020	
	4 <sup>th</sup> Q	3 <sup>rd</sup> Q	4 <sup>th</sup> Q
Accession Rate	6.6	8.0	4.8
Separation Rate	4.7	7.9	5.2
Labor Turnover Rate	1.9	(0.1)	(0.3)

Source: Philippine Statistics Authority, Labor Turnover Survey.

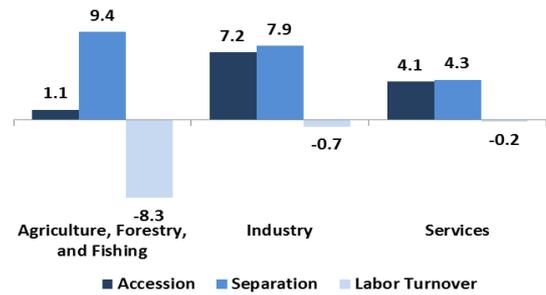


- The separation rate of 5.2 percent, on the other hand, indicates that for every 1,000 workers, 52 were separated from work, of which 29 were dismissed or terminated and 23 either resigned or quit their jobs. (Table 2)

**Employment losses occur in all economic sectors**

- Across sectors, agriculture, forestry, and fishing posted the highest decline in employment with an LTR of -8.3 percent.
- Similarly, the industry sector posted a negative turnover rate of -0.7 percent despite the employment gain in mining and quarrying of 7.3 percent. Reduction in employment in the industry sector can be attributed to the negative growth in construction (-2.1%) and minimal growths in other sub-industries.
- The services sector posted the least employment loss during the period with an LTR of -0.2 percent. Except for the information and communication subsector (5.6%) and human health and social work activities (1.7%), all of services' sub-industries recorded negative LTRs ranging from -0.4 to -5.9 percent. (Table 2)

**Figure 1. Labor Turnover Rates by Major Sector,**



Note: Figures are in percent.  
Source: Philippine Statistics Authority, Labor Turnover Survey.

**About eighty two percent of employee-initiated separations are due to resignations**

- Four out of five employee-initiated separations (82.0%) were due to resignations. Major reasons cited for resignation and their share to total employee-initiated resignations, as reported by the establishments were: personal issues, 38.8 percent; hired by another company, 18.9 percent; and family considerations, 10.0 percent. There were employees who also resigned because of the pandemic (2.6% of the total).
- Other workers left their jobs due to absence without leaves (AWOL) (13.8%) and retirement (4.2%). (Table 6 and Figure 2)

**Figure 2. Percent Distribution of Employees Who Quit Their Jobs by Reasons, NCR: 4<sup>th</sup> Quarter 2020**



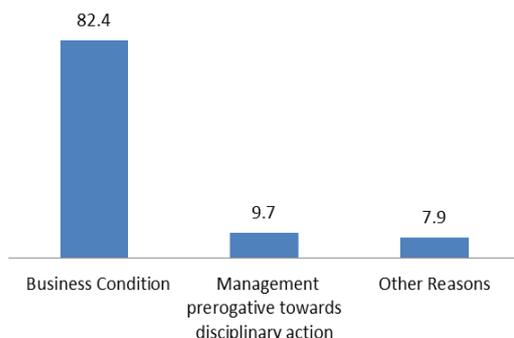
Source: Philippine Statistics Authority, Labor Turnover Survey.

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**Fifty percent of workers are laid-off due to project completion or end of contracts**

- The major reason why employers laid-off their employees was due to their current business condition (82.4%). Around 52.1 percent of employees were displaced due to project completion/end of contract while 22.0 percent were laid-off due to retrenchment/downsizing of the companies. The repercussions of the Covid-19 pandemic also caused the separation of 3.1 percent of workers. (Figure 3 and Table 5)
- Meanwhile, about 9.7 percent of employees were terminated as managements' prerogative towards disciplinary action. Employers laid-off those workers who committed absence without leave or AWOL (5.8% of total) while others were terminated due to serious misconduct or willful disobedience (1.9%) and gross and habitual neglect of duties (1.0%). (Table 5)
- Other reasons of termination included failure rating on performance (4.2% of total), health conditions (1.7%), and failure to meet agency/establishments' standards (1.4%). (Table 5)

**Figure 3. Percent Distribution of Employees Separated from Work by Reasons for Lay-off and Displacement/Dismissal, NCR: 4<sup>th</sup> Quarter 2020 (Final)**



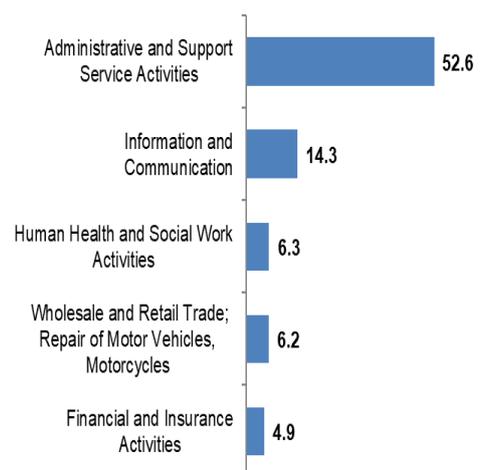
Note: Figures are in percent.  
Source: Philippine Statistics Authority, Labor Turnover Survey.

**Job Vacancies**

**Majority of the existing job vacancies are found in services sector**

- A total of 94,498 unfilled positions in various industries and occupational groups were available in the fourth quarter of 2020.
- By sector, services comprised the bulk of vacancies sharing 95.2 percent, followed by the industry sector with 4.7 percent, while agriculture, forestry and fishing had a very minimal share of less than 0.05 percent. (Table 3)
- More than half of the job offerings under the services sector were found in administrative and support service activities, sharing 52.6 percent of the total job vacancies during the quarter. This was followed by information and communication (14.3%), while the rest had shares of less than 10 percent each. (Figure 4)

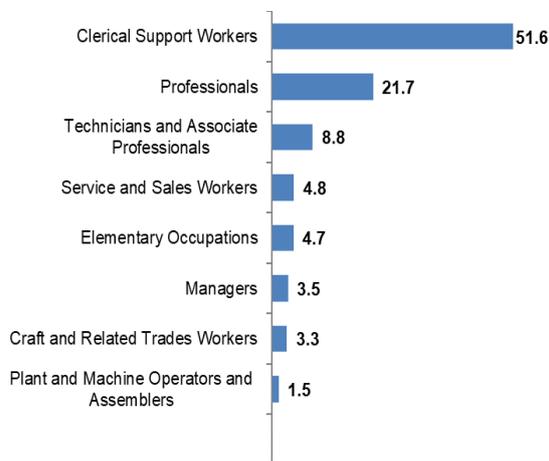
**Figure 4. Top Five Industries with Job Vacancies, NCR: 4<sup>th</sup> Quarter 2020 (Final)**



Note: Figures are in percent.  
Source: Philippine Statistics Authority, Labor Turnover Survey.

- Across major occupation groups, the demand for clerical support workers posted the highest share at 51.6 percent to total vacancies in the fourth quarter of 2020. (Figure 5)
- Similarly, unfilled positions for professionals was notable at 21.7 percent. The rest of the major occupations posted shares of less than 10 percent each of the job opportunities for the period.

**Figure 5. Job Vacancies by Major Occupation Group, NCR: 4<sup>th</sup> Quarter 2020 (Final)**



Note: Figures are in percent.  
Source: Philippine Statistics Authority, Labor Turnover Survey.

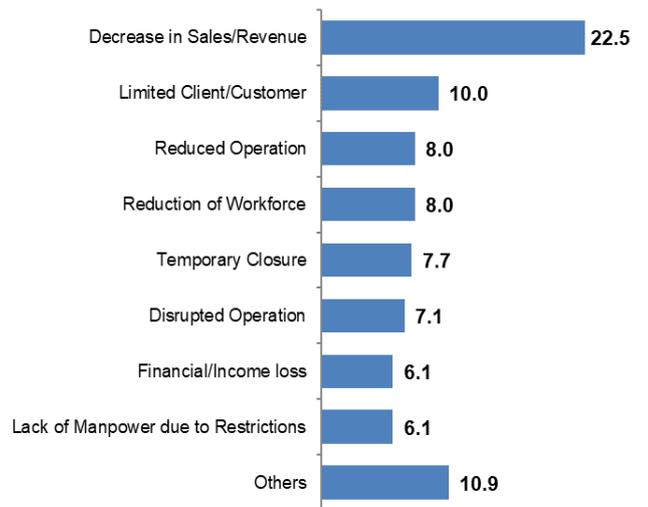
**COVID-19 Effects to Establishment Operations**

**A dip in revenues cited by establishments as foremost consequence of the pandemic**

- The continuing mobility restrictions, various levels of lockdowns and implementation of workplace safety regulations due to the COVID-19 pandemic affected the operations of almost all of the economic sectors. Majority of the establishments reported that the pandemic substantially decreased their revenues (22.5%). Some companies indicated getting limited client/customers (10.0%) while

others experienced reduced operation and reduction of workforce with 8.0 percent each. Other effects enumerated were temporary closure (7.8%), disrupted operation (7.1%) and financial/income loss (6.1%). (Table 7a and Figure 6)

**Figure 6. Main Effects of COVID-19 Pandemic to Establishments' Daily Operations, NCR: 4<sup>th</sup> Quarter 2020 (Final)**



Note: Figures are in percent.  
Multiple responses allowed  
Source: Philippine Statistics Authority, Labor Turnover Survey.

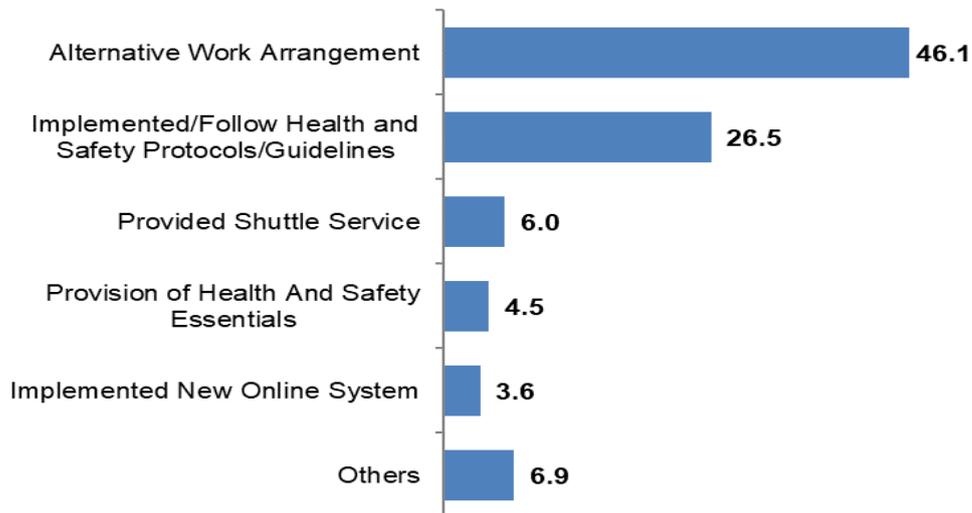
**Mechanisms employed by establishments to cope up with the effects of the pandemic in business operations**

- Almost half of the establishments/respondents implemented or adopted alternative work arrangements for their employees (46.1%) as response mechanism to the effects of the pandemic. About one out of four establishments implemented/ followed health and safety protocols/guidelines (26.5%) in order to ensure the well-being and safety of their employees. Other measures cited were provision of shuttle service to employees

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(6.0%), provision of health and safety essentials (4.5%) and implemented new online system (3.6%). (Table 7b and Figure 7)

**Figure 7. Coping Mechanisms on the Effect of COVID-19 Pandemic by Establishments NCR: 4<sup>th</sup> Quarter 2020 (Final)**



Note: Figures are in percent.

Source: Philippine Statistics Authority, Labor Turnover Survey.

#### Definition of Terms:

**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.

**Separations** - refer to terminations of employment due to (a) layoffs or terminations initiated by the employers due to economic reasons (e.g., lack of market, financial losses, reorganization, and end of contract) and non-economic reasons (e.g., gross negligence, AWOL, failure rating on performance, and health reasons) and (b) quits or termination initiated by the employees (e.g., resignations due to being hired by another company, or to work abroad).

**Labor Turnover** - refers to changes in the employment of an establishment resulting from accessions and separations.

**Existing Job Vacancies** - defined as a paid post that is newly created, unoccupied, or unfilled job openings at the end of the quarter which are immediately available for employment and for which active recruitment steps are being undertaken.

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#### FOR INQUIRIES

Regarding this report, contact the SOCIAL SECTOR STATISTICS SERVICE-EMPLOYMENT DEMAND STATISTICS DIVISION at telephone no. 8376-1883 or telefax no. 8376-1952

Regarding other statistics, contact KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION at 462-6600 local 834 Or visit our website at <http://www.psa.gov.ph>

**Table 2. Accession, Separation and Labor Turnover Rates in Establishments with 20 or More workers by Major Industry,  
National Capital Region: 4<sup>th</sup> Quarter 2019 and 2020  
(Final)**

Industry	Total						Accession				Separation			
	Accession		Separation		Labor Turnover		Expansion		Replacement		Employer-Initiated		Employee-Initiated	
	4Q 2019	4Q 2020	4Q 2019	4Q 2020	4Q 2019	4Q 2020	4Q 2019	4Q 2020	4Q 2019	4Q 2020	4Q 2019	4Q 2020	4Q 2019	4Q 2020
<b>Total</b>	<b>6.6</b>	<b>4.8</b>	<b>4.7</b>	<b>5.2</b>	<b>1.9</b>	<b>(0.3)</b>	<b>3.8</b>	<b>2.5</b>	<b>2.8</b>	<b>2.3</b>	<b>1.6</b>	<b>2.9</b>	<b>3.2</b>	<b>2.3</b>
<b>Agriculture, Forestry, and Fishing</b>	<b>2.3</b>	<b>1.1</b>	<b>5.1</b>	<b>9.4</b>	<b>(2.8)</b>	<b>(8.3)</b>	<b>1.7</b>	<b>0.1</b>	<b>0.6</b>	<b>1.0</b>	<b>1.7</b>	<b>8.6</b>	<b>3.4</b>	<b>0.8</b>
<b>Industry</b>	<b>5.7</b>	<b>7.2</b>	<b>3.2</b>	<b>7.9</b>	<b>2.5</b>	<b>(0.7)</b>	<b>3.7</b>	<b>3.6</b>	<b>2.0</b>	<b>3.6</b>	<b>1.1</b>	<b>6.5</b>	<b>2.1</b>	<b>1.4</b>
Mining and Quarrying	5.1	11.0	4.3	3.7	0.8	7.3	4.6	9.9	0.5	1.1	3.2	0.9	1.1	2.8
Manufacturing	5.4	6.0	3.4	5.7	2.1	0.3	3.3	0.3	2.1	5.7	1.0	4.3	2.3	1.4
Electricity, Gas, Steam and Air Conditioning Supply	1.3	1.2	1.5	1.3	(0.1)	(*)	1.1	0.5	0.2	0.7	1.0	0.2	0.5	1.1
Water Supply; Sewerage Waste Management and Remediation Activities	3.1	2.5	2.0	<b>2.0</b>	1.1	0.5	0.7	*	2.4	2.5	0.1	1.0	1.9	1.0
Construction	7.1	8.7	3.1	10.8	4.0	(2.1)	5.1	7.3	2.0	1.4	1.3	9.4	1.8	1.5
<b>Services</b>	<b>6.8</b>	<b>4.1</b>	<b>5.0</b>	<b>4.3</b>	<b>1.8</b>	<b>(0.2)</b>	<b>3.8</b>	<b>2.2</b>	<b>3.0</b>	<b>1.9</b>	<b>1.7</b>	<b>1.8</b>	<b>3.4</b>	<b>2.5</b>
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	4.8	5.4	4.0	6.0	0.8	(0.6)	3.2	1.3	1.6	4.2	0.8	3.2	3.3	2.8
Transportation and Storage	4.4	2.7	2.6	6.2	1.9	(3.5)	2.7	1.0	1.8	1.7	1.1	4.6	1.5	1.6
Accommodation and Food Service Activities	8.7	2.9	5.8	3.7	2.9	(0.8)	2.8	0.3	5.9	2.6	0.5	1.0	5.3	2.8
Information and Communication	5.1	8.9	3.1	3.3	2.0	5.6	3.7	8.3	1.4	0.7	1.0	0.9	2.0	2.3
Financial and Insurance Activities	3.2	1.3	4.5	2.3	(1.3)	(0.9)	1.2	0.3	2.0	1.0	0.7	0.3	3.8	1.9
Real Estate Activities	5.5	5.1	4.1	5.7	1.4	(0.5)	3.4	2.8	2.1	2.3	0.3	2.6	3.8	3.0
Professional, Scientific and Technical Activities	5.7	1.6	3.5	4.4	2.1	(2.8)	4.3	0.4	1.4	1.2	0.8	1.3	2.7	3.2
Administrative and Support Service Activities	9.6	3.8	7.0	4.3	2.6	(0.4)	5.6	2.2	4.0	1.6	3.2	1.7	3.8	2.6
Education	2.4	0.3	2.5	3.5	(0.1)	(3.2)	1.0	*	1.4	0.3	1.0	2.5	1.4	1.0
Human Health and Social Work Activities	5.8	5.7	4.3	4.0	1.5	1.7	1.7	1.5	4.1	4.2	0.1	0.3	4.2	3.7
Arts, Entertainment and Recreation	6.1	0.3	3.6	6.2	2.5	(5.9)	2.8	0.1	3.3	0.3	1.6	2.6	2.0	3.6
Other Service Activities	9.0	1.0	4.2	4.1	4.8	(3.1)	3.0	0.1	5.9	0.9	1.0	0.3	3.2	3.8

\* 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, 1st Quarter 2020.

**Table 3. Number and Distribution of Job Vacancies in Establishments with 20 or More Workers by Major Industry Group, NCR: 4th Quarter 2020 (Final)**

Industry	Number	Percent Share (%)
<b>ALL INDUSTRIES</b>	<b>94,498</b>	<b>100.0</b>
<b>Agriculture, Forestry, and Fishing</b>	<b>46</b>	<b>*</b>
<b>Industry</b>	<b>4,462</b>	<b>4.7</b>
Mining and Quarrying	65	0.1
Manufacturing	3,150	3.3
Electricity, Gas, Steam and Air Conditioning Supply	36	*
Water Supply; Sewerage, Waste Management and Remediation Activities	22	*
Construction	1,189	1.3
<b>Services</b>	<b>89,990</b>	<b>95.2</b>
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	5,854	6.2
Transportation and Storage	3,745	4.0
Accommodation and Food Service Activities	949	1.0
Information and Communication	13,527	14.3
Financial and Insurance Activities	4,603	4.9
Real Estate Activities	2,465	2.6
Professional, Scientific and Technical Activities	2,595	2.7
Administrative and Support Service Activities	49,694	52.6
Education	536	0.6
Human Health and Social Work Activities	5,958	6.3
Arts, Entertainment and Recreation	3	*
Other Service Activities	61	0.1

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

\* Less than 0.05 percent.

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2020.

**Table 4. Number and Distribution of Job Vacancies in Establishments with 20 or More Workers by Major Occupation Group, NCR: 4th Quarter 2020**

(Final)

Major Occupation Group	Number	Percent Share (%)
<b>ALL OCCUPATIONS</b>	<b>94,498</b>	<b>100.0</b>
Managers	3,343	3.5
Professionals	20,488	21.7
Technicians and Associate Professionals	8,339	8.8
Clerical Support Workers	48,731	51.6
Service and Sales Workers	4,567	4.8
Skilled Agricultural, Forestry and Fishery Workers	25	*
Craft and Related Trades Workers	3,117	3.3
Plant and Machine Operators and Assemblers	1,433	1.5
Elementary Occupations	4,456	4.7

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

*\* Less than 0.05 percent.*

*Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2020*

**Table 5. Number and Percent Distribution of Employees Separated from Work by Reasons for Layoff and Displacement/Dismissal (Employer-Initiated) in Establishments with 20 or More Workers, NCR: 4th Quarter 2020**

Reasons for Layoff and Displacement/Dismissal (Employer-Initiated Separations)	Number of Employees	Percent Share (%)
<b>TOTAL</b>	<b>104,710</b>	<b>100</b>
<b>Business Condition</b>	<b>86,283</b>	<b>82.4</b>
Project Completion/End of Contract	54,588	52.1
Retrenchment/Downsizing	23,009	22.0
Due to COVID-19 Pandemic	3,283	3.1
Lack of Market	1,507	1.4
Reorganization	1,109	1.1
Closing or Cessation of Operations	611	0.6
Mergers/Change in Management	450	0.4
Financial Loss	427	0.4
Automation/Modernization/installation of labor-saving devices	264	0.3
Others <sup>1</sup>	1,035	1.0
<b>Management prerogative towards disciplinary action</b>	<b>10,206</b>	<b>9.7</b>
Absence Without Leave (AWOL)	6,068	5.8
Serious misconduct or willful disobedience	1,987	1.9
Gross and habitual neglect of duties	1,075	1.0
Fraud or willful breach of trust	579	0.6
Commission of crime or offense	357	0.3
Others <sup>2</sup>	140	0.1
<b>Other Reasons</b>	<b>8,221</b>	<b>7.9</b>
Failure rating on performance	4,424	4.2
Health reasons	1,791	1.7
Failure to meet agency/establishment's standards	1,469	1.4
Others <sup>3</sup>	537	0.5

*1 Includes transfers in other branch, temporary lay-off, fishing off-season, no specific reason, etc.*

*2 Includes dishonesty, negative feedback, drug abuse, etc.*

*3 Includes death, breach of contract, etc.*

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

*Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2020.*

**Table 6. Number and Percent Distribution of Employees Separated from Work by Reasons for Quits (Employee-Initiated) in Establishments with 20 or More Workers, NCR: 4th Quarter 2020**

(Final)

Reasons for Quits (Employee-Initiated Separation)	Number of Employees	Percent Share (%)
<b>TOTAL</b>	<b>80,897</b>	<b>100.0</b>
AWOL	11,165	13.8
Retirement	3,410	4.2
Resignation	66,321	82.0
Personal issues	31,405	38.8
Hired by another company	15,262	18.9
Family considerations	8,122	10.0
Due to COVID-19 Pandemic	2,108	2.6
To study	1,578	2.0
Health Issues	1,131	1.4
To work abroad	809	1.0
Others*	5,906	7.3

\* Includes relocation, putting up own business, death, career growth and development, etc.

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2020

Table 7a. Identified Effect of the Corona Virus Disease (COVID-19) Pandemic to Establishments' Daily Operations, NCR: 4th Quarter 2020

<b>EFFECT</b>	<b>Share (%)</b>
<b>Total</b>	<b>100.0</b>
Decrease in Sales/Revenue	22.51
Limited Client/Customer	9.97
Reduced Operation	8.04
Reduction of Workforce	8.04
Temporary Closure	7.72
Disrupted Operation	7.07
Financial/Income loss	6.11
Lack of Manpower due to Restrictions	6.11
Increased Operating Costs	5.47
Lack of Public Transportation	5.14
Lack of Production	2.89
Others*	10.9

\* Includes delayed deliveries/mobility, difficulties in collection, lack of business opportunity, business loss, etc.  
Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2020

Table 7b. Identified Coping Mechanisms on the Effect of COVID-19 Pandemic to Establishments' Daily Operations, NCR: 4th Quarter 2020

<b>COPING MECHANISM</b>	<b>Share (%)</b>
<b>Total</b>	<b>100.0</b>
Alternative Work Arrangement	46.1
Implemented/Follow Health and Safety Protocols/Guidelines	26.5
Provided Shuttle Service	6.0
Provision of Health And Safety Essentials	4.5
Implemented New Online System	3.6
Cut Down Salary of Staff	2.4
Reduction of Operating Cost	2.1
New Strategies Implemented	1.8
Others*	6.9

\* Includes provision of business continuity plan, multi-tasking of employees, provision of financial support/assistance, downsizing, etc.  
Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2020