

2021 LABOR TURNOVER STATISTICS (in establishments with 20 or more workers) National Capital Region: Fourth Quarter 2021

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 employing 20 or more workers.

In 2021, LTS was conducted semi-annually covering two-quarter information from the establishments based in the National Capital Region (NCR). A total of 2,842 establishments served as respondents in the conduct of the 2021 LTS. The field operations were conducted from February to April 2022, where Alert Level 2 was still implemented in NCR due to the COVID-19 Pandemic.

This issue of LABSTAT Updates presents the highlights of the Labor Turnover Survey (LTS) for the 4th quarter of 2021, which had a response rate of 83.6 percent.

Employment of establishments in NCR slightly expanded in the last quarter of 2021

- For the fourth quarter of 2021, establishments’ employment in the National Capital Region (NCR) remained positive at 0.6 percent – lower by 0.1 percentage point from the recorded 0.7 percent employment growth in the previous quarter. Nevertheless, this figure is slightly better compared with the -0.3 percent employment decline posted in the same quarter of 2020. (Tables 1 and 2)
- The labor turnover rate (LTR) during this period indicated an additional of 6 workers for every 1,000 persons employed in the establishments. (Tables 1 and 2)

Table 1. Accession, Separation and Labor Turnover Rates, NCR: 4th Quarter 2020 and 3rd and 4th Quarters 2021 (Final)

Indicators	Rates (%)		
	2020	2021	
	4th	3rd	4th
Accession Rate	4.8	9.6	9.7
Separation Rate	5.2	8.9	9.1
Labor Turnover Rate	-0.3	0.7	0.6

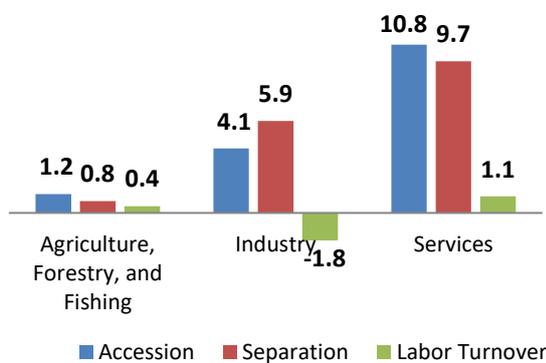
Note: Details may not add up to totals due to rounding.
Source: Philippine Statistics Authority, Labor Turnover Survey.

- Specifically, the employment gain for the period resulted from the 9.7 percent accession rate and 9.1 percent separation rate. This denoted that for every 1,000 employed persons, about 97 workers were hired due to either expansion of business activity (30) or replacement of separated workers (67). While around 90 workers were separated from work as they either quit their jobs (29) or were laid off or displaced/dismissed by their employers (61). (Tables 1 and 2)

Employment in 10 out of 18 industries posted positive growth

- Among the major sectors, increment in employment were posted in agriculture, forestry and fishing and services at 0.4 percent and 1.1 percent, respectively. In contrast, employment decline was registered in the industry sector at -1.8 percent. (Table 2 and Figure 1)

Figure 1. Accession, Separation and Labor Turnover Rates by Major Sector, NCR: 4th Quarter 2021 (Final)



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

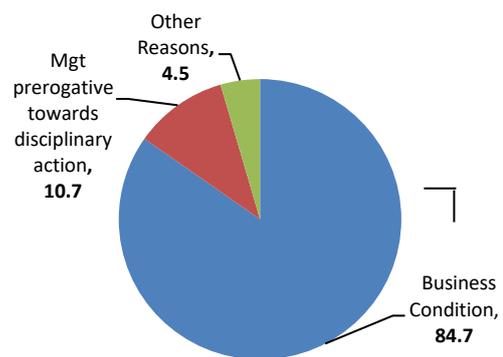
- The employment reduction of -1.8 percent in the industry sector can be attributed to the loss in manufacturing (-1.6%) and construction (-2.5%) in spite of the gains in mining and quarrying (10.6%); water supply; sewerage waste management and remediation activities (0.6%); and electricity, gas, steam and air conditioning supply (0.4%).
- Meanwhile, half of the sub-sectors (6 out of 12) in the services sector contributed to the increase in employment which was driven by the addition of workers in accommodation and food service activities at 3.7 percent. This was followed by professional, scientific and technical activities (3.2%); transportation and storage (2.6%); and administrative and support service activities (1.8%). (Table 2)

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Six (6) in every seven employers dismissed their employees due to existing business conditions

- The main reason for separations initiated by employers was due to business condition during the period (84.7%). In which, project completion/end of contract contributed largely at 79.8 percent. (Figure 2 and Table 5)
- Likewise, around 10.7 percent of workers were laid-off due to disciplinary actions made by management. The following were the specific reasons for workers' layoff and displacement/dismissal as part of management prerogative: absence without leave (AWOL) (8.5%); serious misconduct or willful disobedience (1.2%); gross and habitual neglect of duties (0.5%); fraud or willful breach of trust (0.3%); and commission of crime or offense (0.1%).
- Other reasons for separation included failure rating on performance (2.8%); health reasons (0.8%); and failure to meet agency/establishment's standards (0.7%).

Figure 2. Percent Distribution of Separated Employees by Reason for Lay-off/Dismissal, NCR: 4th Quarter 2021



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

Four (4) in every 10 separated employees quit their jobs due to personal issues

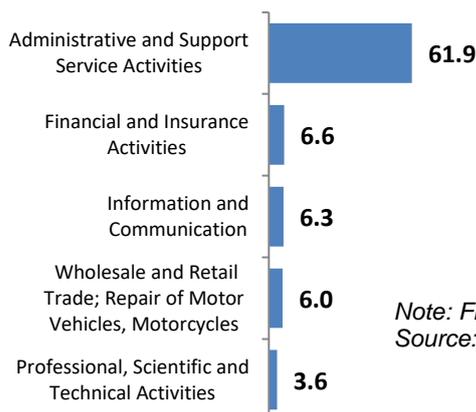
- Meanwhile, most or 89.3 percent of employed persons voluntarily resigned due to the following reasons: a) personal issues (40.3%); b) hired by another company (30.7%); and c) family considerations (7.9%).
- Other reasons cited for those who quitted their jobs were due to AWOL (7.7%) and retirement (3.0%). (Table 6)

Job Vacancies

About two (2) in every five job openings are in the professional occupations group

- In the 4th quarter of 2021, a total of 91,308 unfilled positions in various industries and occupational groups were available for placement.
- By sector, services comprised the bulk of vacancies at 93.6 percent share followed by industry at 6.3 percent, and agriculture, forestry and fishing at a very minimal 0.1 percent.
- Of the total job openings, administrative and support service activities accounted for about 61.9 percent among industry group. The rest had shares of less than 10.0 percent each. (Figure 3 and Table 3)

Figure 3. Top 5 Industries with Vacancies, NCR: 4th Quarter 2021



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

- By major occupation groups, the demand for professionals accounted for the highest share at 40.7 percent to total vacancies within the period.
- This was followed by technicians and associate professionals which registered at 24.0 percent of the unfilled positions.
- Significant shares of available job opportunities were posted for clerical support workers (17.0%), managers (7.7%), and service and sales workers (5.5%). (Figure 4 and Table 4)

Figure 4. Percent Share to Total Job Vacancies by Major Occupation Group, NCR: 4th Quarter 2021



* Less than 0.05 percent.

Source: Philippine Statistics Authority, Labor Turnover Survey.

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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, end of contract) and non-economic reasons (e.g., gross negligence, AWOL, failure rating on performance, health reasons) and (b) quits or termination initiated by the employees (e.g., resignations due to being hired by another company, 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

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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, NCR: 4th Quarter 2021
(Final)**

Industry	Total			Accession		Separation	
	Accession	Separation	Labor Turnover	Expansion	Replacement	Employer-Initiated	Employee-Initiated
Total	9.7	9.1	0.6	3.0	6.7	6.1	2.9
Agriculture, Forestry, and Fishing Industry	1.2	0.8	0.4	0.6	0.6	0.4	0.4
Mining and Quarrying	12.5	1.9	10.6	11.0	1.4	0.1	1.8
Manufacturing	2.3	3.9	(1.6)	0.6	1.7	2.5	1.5
Electricity, Gas, Steam and Air Conditioning Supply	0.8	0.4	0.4	0.1	0.7	a/	0.3
Water Supply; Sewerage Waste Management and Remediation Activities	5.6	5.0	0.6	0.4	5.2	1.5	3.4
Construction	6.2	8.7	(2.5)	2.3	3.9	7.1	1.6
Services	10.8	9.7	1.1	3.3	7.5	6.5	3.2
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	5.0	4.7	0.3	1.9	3.1	2.2	2.5
Transportation and Storage	5.9	3.3	2.6	3.6	2.3	1.3	2.0
Accommodation and Food Service Activities	7.7	4.0	3.7	1.3	6.4	1.0	3.0
Information and Communication	4.8	7.1	(2.3)	2.1	2.6	1.1	6.0
Financial and Insurance Activities	3.6	3.6	a/	1.0	2.5	0.4	3.2
Real Estate Activities	3.8	5.1	(1.3)	1.3	2.6	1.7	3.4
Professional, Scientific and Technical Activities	7.7	4.5	3.2	4.8	2.9	0.8	3.7
Administrative and Support Service Activities	16.3	14.5	1.8	4.6	11.7	11.3	3.3
Education	3.4	4.2	(0.8)	0.9	2.5	2.5	1.7
Human Health and Social Work Activities	3.4	4.8	(1.4)	0.9	2.4	0.5	4.3
Arts, Entertainment and Recreation	1.3	3.3	(2.0)	0.7	0.7	0.4	2.9
Other Service Activities	3.9	3.3	0.6	1.3	2.7	0.3	3.0

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

a/- Less than 0.05.

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2021.

**Table 3 - Distribution of Job Vacancies in Establishments with 20 or More Workers by Major Industry Group,
NCR: 4th Quarter 2021
(Final)**

Industry	Number	Percent Share (%)
ALL INDUSTRIES	91,308	100.0
Agriculture, Forestry, and Fishing Industry	104	0.1
Mining and Quarrying	13	a/
Manufacturing	2,384	2.6
Electricity, Gas, Steam and Air Conditioning Supply	103	0.1
Water Supply; Sewerage Waste Management and Remediation Activities	55	0.1
Construction	3,159	3.5
Services	85,489	93.6
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	5,472	6.0
Transportation and Storage	1,889	2.1
Accommodation and Food Service Activities	1,636	1.8
Information and Communication	5,755	6.3
Financial and Insurance Activities	6,066	6.6
Real Estate Activities	512	0.6
Professional, Scientific and Technical Activities	3,268	3.6
Administrative and Support Service Activities	56,553	61.9
Education	1,184	1.3
Human Health and Social Work Activities	2,945	3.2
Arts, Entertainment and Recreation	111	0.1
Other Service Activities	98	0.1

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

a/ - Less than 0.05.

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2021.

**Table 4 - Distribution of Job Vacancies in Establishments with 20 or More Workers by Major Occupation Group, NCR: 4th Quarter 2021
(Final)**

Major Occupation Group	Number	Percent Share (%)
ALL OCCUPATION	91,308	100.0
Managers	6,999	7.7
Professionals	37,193	40.7
Technicians and Associate Professionals	21,904	24.0
Clerical Support Workers	15,510	17.0
Service and Sales Workers	5,047	5.5
Skilled Agricultural, Forestry and Fishery Workers	22	a/
Craft and Related Trades Workers	1,976	2.2
Plant and Machine Operators and Assemblers	1,330	1.5
Elementary Occupations	1,326	1.5

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

a/ - Less than 0.05.

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2021.

Table 5 - 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 2021 (Final)

Reasons for Layoff and Displacement/Dismissal (Employer-Initiated Separations)	Number of Employees	Percent (%)
TOTAL	167,982	100.0
Business Condition	142,348	84.7
Project Completion/End of Contract	134,123	79.8
Retrenchment/Downsizing	2,122	1.3
Due to COVID-19 pandemic	1,921	1.1
Lack of Market	1,823	1.1
Closing or Cessation of Operations	1,346	0.8
Mergers/Change in Management	481	0.3
Reorganization	231	0.1
Automation/Modernization/installation of labor-saving devices	77	a/
Financial Loss	48	a/
Others*	175	0.1
Management prerogative towards disciplinary action	18,052	10.7
Absence Without Leave (AWOL)	14,359	8.5
Serious misconduct or Willful disobedience	2,002	1.2
Gross and habitual neglect of duties	766	0.5
Fraud or willful breach of trust	433	0.3
Commission of crime or offense	154	0.1
Others**	338	0.2
Other Reasons	7,582	4.5
Failure rating on performance	4,745	2.8
Health reasons	1,371	0.8
Failure to meet agency/establishment's standards	1,258	0.7
Others***	208	0.1

* includes transfers to affiliated company/other unit/branch, etc.

** includes poor attendance, tardiness, drug positive, etc.

*** includes death, pre-termination of probationary period, etc.

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

a/ Less than 0.05.

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2021.

Table 6 - Distribution of Employees Separated from Work by Reasons for Quits (Employee-Initiated) in Establishments with 20 or More Workers, NCR: 4th Quarter 2021 (Final)

Reasons for Quits (Employee-Initiated Separation)	Number of Employees	Percent (%)
TOTAL	80,014	100.0
AWOL	6,126	7.7
Retirement	2,395	3.0
Resignation	71,493	89.3
Personal issues	32,208	40.3
Hired by another company	24,576	30.7
Family considerations	6,298	7.9
To work abroad	2,177	2.7
To study	1,783	2.2
Heath Issues	1,251	1.6
Career Growth	901	1.1
Put up Business	449	0.6
Death	445	0.6
Due to COVID-19 Pandemic	223	0.3
Others*	1,181	1.5

* includes relocation, local election candidacy and no specified reasons for resignation.

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2021.