



2021 LABOR TURNOVER STATISTICS

(In establishments with 20 or more workers)

National Capital Region: Third 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 in effect in NCR due to the Corona virus disease (COVID-19) pandemic.

This LABSTAT Updates presents the highlights of the Labor Turnover Survey (LTS) for the 3rd quarter of 2021, which had a response rate of 85.4 percent.

Employment in establishments in NCR posted a growth in the third quarter of 2021

- The labor turnover rate for the third quarter of 2021 has improved to 0.7 percent, from -1.2 percent in the second quarter of 2021. This indicates that in the third quarter of 2021, for every 1,000 employment, there is a gain of 7 workers. (Tables 1 and 2)
- Accession rate stood at 9.6 percent in the third quarter of 2021, higher by 2.6 percentage points than the 7.0 percent accession rate posted in the second quarter of 2021. This indicates that for every 1,000 workers, 96 were newly hired either for business expansion (64) or replacement of separated workers (32). (Tables 1 and 2)

- The separation rate of 8.9 percent on the other hand, indicates that an average of 89 workers per 1,000 employed were either laid off or left their jobs during the said period. (Tables 1 and 2)

Table 1. Accession, Separation and Labor Turnover Rates, NCR: 3rd Quarter 2020, 2nd and 3rd Quarters 2021 (Final)

Indicators	Rates (%)		
	2020	2021	
	3rd	2nd	3rd
Accession Rate	8.0	7.0	9.6
Separation Rate	7.9	8.1	8.9
Labor Turnover Rate	0.1	-1.2	0.7

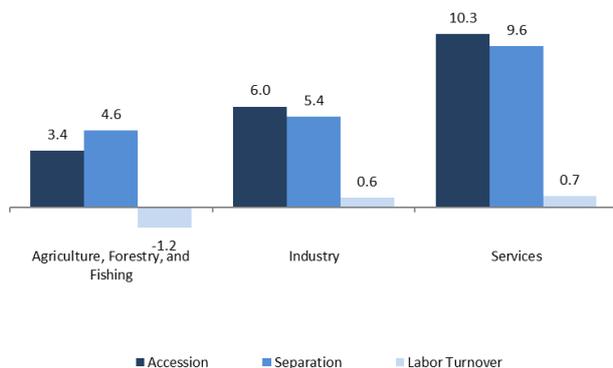
Source: Philippine Statistics Authority, Labor Turnover Survey.



Services and industry sectors posted positive employment growths for this quarter

- The labor turnover rate (LTR) during the third quarter for the services sector was recorded at 0.7 percent. This was mainly contributed by the employment gains in education at 7.5 percent, other services activities at 2.0 percent and administrative and support services activities at 1.0 percent. (Table 2 and Figure 1)
- A positive LTR was also registered in the industry sector at 0.6 percent. This resulted from the workforce increments in construction at 1.0 percent; manufacturing at 0.3 percent; and electricity, gas, steam and air conditioning supply at 0.2 percent. (Table 2 and Figure 1)
- Meanwhile, agriculture forestry and fishing posted a negative turnover rate of -1.2 percent. This was because separation rate of 4.6 percent surpassed the accession rate of 3.4 percent. (Table 2 and Figure 1)

Figure 1. Accession, Separation and Labor Turnover Rates by Major Sector, NCR: 3rd Quarter 2021 (Final)



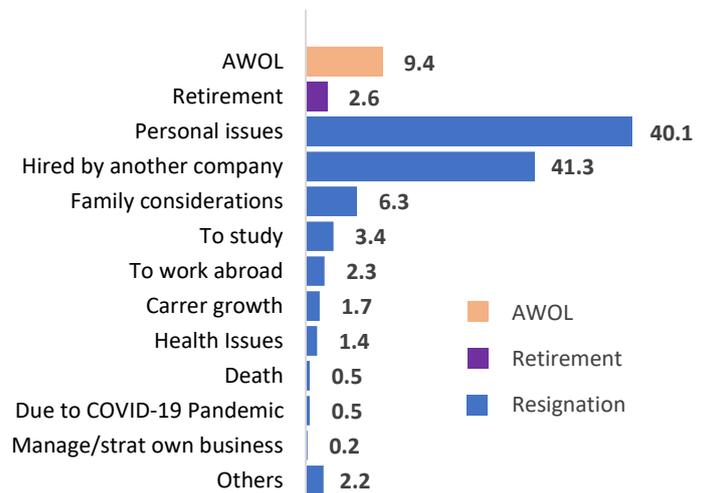
Note: Figures are in percent.
Source: Philippine Statistics Authority, Labor Turnover Survey.

Reasons for Separation of Workers

Nine out of ten employee-initiated separations were due to resignations

- Resignations accounted for 88.0 percent of the total number of separated employees. Major reasons cited for resignation as reported by the establishments were: personal issues (41.3%), hired by another company (28.2%), and family considerations (6.3%). There were less than one percent of employees who also resigned due to the COVID-19 pandemic (0.5%).
- Other workers were separated due to absence without leaves (AWOL) (9.4%) and retirement (2.6%). (Table 6 and Figure 2)

Figure 2. Percent Distribution of Employees Who Quit Their Jobs by Reason, NCR: 3rd Quarter 2021 (Final)

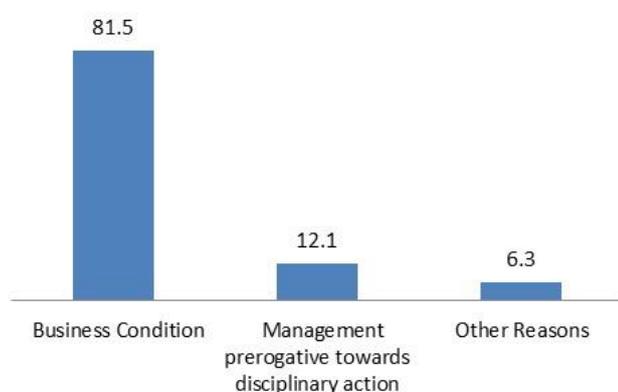


Note: Figures are in percent.
Source: Philippine Statistics Authority, Labor Turnover Survey.

Seventy percent of workers were laid-off due to project completion or end of contracts

- The major reason why employers terminated the services of their workers was due to their current business condition (81.5%). This includes about 70.0 percent displacement due to project completion/end of contract; and 4.6 percent who were laid-off due to retrenchment/downsizing of the companies. (Figure 3 and Table 5)
- Meanwhile, about 12.1 percent of employees were terminated as part of management prerogative towards disciplinary action. Most of these separated workers committed absence without leave or AWOL (6.3%), followed by gross and habitual neglect of duties (3.7%) and serious misconduct or willful disobedience (1.3%). (Table 5)
- Other reasons of termination included failure rating on performance (3.5%), health reasons (1.2%), and failure to meet agency/establishment's standards (0.9%).

Figure 3. Percent Distribution of Separated Employees by Reason for Lay-off/Dismissal, NCR: 3rd Quarter 2021 (Final)



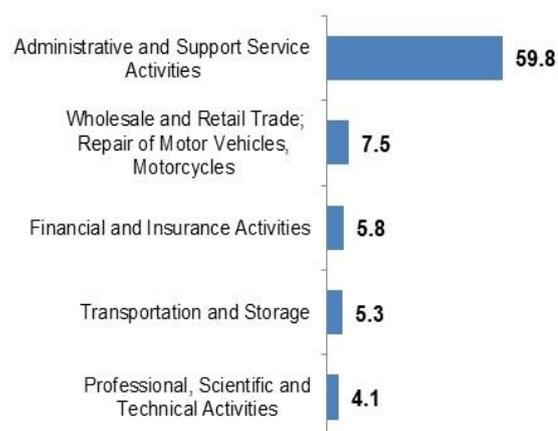
Note: Figures are in percent.
Source: Philippine Statistics Authority, Labor Turnover Survey.

Job Vacancies

Larger part of existing job vacancies was in the services sector

- A total of 92,400 unfilled positions in various industries and occupational groups were available for placement in the third quarter of 2021. This was the largest vacancies recorded so far for the first three quarters of 2021.
- By sector, services comprised the bulk of vacancies at 93.7 percent, followed by the industry sector at 6.2 percent. On the other hand, the agriculture, forestry and fishing had a very minimal share of 0.1 percent. (Table 3)
- Across sub-sectors, the demand for administrative and support service activities had the majority of shares of 59.8 percent to total vacancies in the 3rd quarter of 2021. Trailing behind were wholesale and retail trade; repair of motor vehicles, motorcycles at 7.5 percent; financial and insurance activities at 5.8 percent; and transportation and storage at 5.3 percent. The rest had shares of less than 5.0 percent each. (Figure 4 and Table 3)

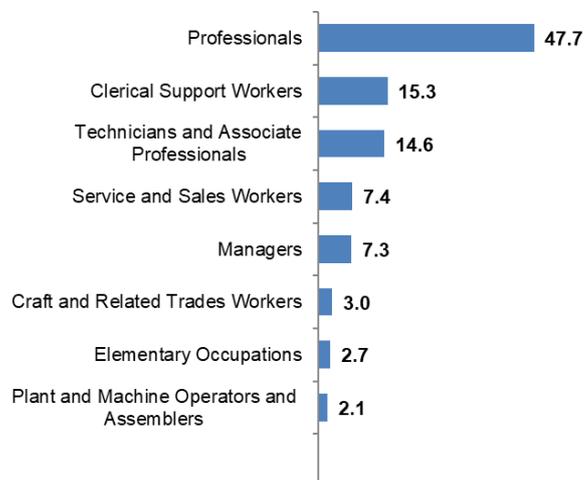
Figure 4. Top Five Industries with Job Vacancies, NCR: 3rd Quarter 2021 (Final)



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

- Across major occupation groups, unfilled positions was highest for professionals at 47.7 percent, followed by clerical support workers, 15.3 percent; and technicians and associate professionals, 14.6 percent. The rest of the major occupations posted shares of about 7.0 percent or less. (Figure 5 and Table 4)

Figure 5. Percent Share to Total Job Vacancies by Major Occupation Group, NCR 3rd Quarter 2021 (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 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.

DENNIS S. MAPA, Ph.D.

Undersecretary

National Statistician and Civil Registrar General

FOR INQUIRIES

Regarding this report, contact **LABOR STANDARDS AND RELATIONS AND EMPLOYMENT DEMAND STATISTICS DIVISION** at 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 Agricultural and Non-Agricultural Establishments
by Major Industry Group, Philippines: 3rd Quarter 2021
(Final)**

Industry	Total			Accession		Separation	
	Accession	Separation	Labor Turnover	Expansion	Replacement	Employer-Initiated	Employee-Initiated
Total	9.6	8.9	0.7	6.4	3.2	5.5	3.4
Agriculture, Forestry, and Fishing	3.4	4.6	(1.2)	1.4	2.0	2.8	1.9
Industry	6.0	5.4	0.6	2.7	3.3	3.4	2.0
Mining and Quarrying	6.1	9.0	(2.9)	5.1	1.0	7.6	1.4
Manufacturing	4.6	4.4	0.3	2.1	2.5	2.2	2.2
Electricity, Gas, Steam and Air Conditioning Supply	0.8	0.6	0.2	0.5	0.2	0.1	0.5
Water Supply; Sewerage Waste Management and Remediation Activities	4.5	4.6	*	0.7	3.8	1.9	2.7
Construction	8.1	7.1	1.0	3.7	4.5	5.1	2.0
Services	10.3	9.6	0.7	7.1	3.2	5.9	3.7
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	6.1	5.8	0.3	2.9	3.2	2.6	3.2
Transportation and Storage	3.6	5.7	(2.1)	1.1	2.5	2.2	3.5
Accommodation and Food Service Activities	4.6	6.2	(1.6)	2.5	2.2	2.3	4.0
Information and Communication	7.5	6.9	0.6	4.8	2.7	1.4	5.5
Financial and Insurance Activities	4.3	4.5	(0.1)	1.9	2.4	0.4	4.0
Real Estate Activities	5.2	5.6	(0.4)	2.7	2.5	1.7	3.9
Professional, Scientific and Technical Activities	6.1	6.3	(0.2)	4.0	2.1	1.9	4.4
Administrative and Support Service Activities	14.6	13.5	1.0	11.1	3.4	9.9	3.6
Education	11.6	4.1	7.5	4.8	6.7	2.1	2.0
Human Health and Social Work Activities	6.4	5.5	0.9	3.3	3.1	0.8	4.7
Arts, Entertainment and Recreation	2.1	3.5	(1.4)	0.9	1.2	1.0	2.5
Other Service Activities	8.9	6.8	2.0	7.3	1.6	2.6	4.2

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 3rd Quarter 2021.

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

Industry	Number	Percent Share (%)
ALL INDUSTRIES	92,400	100.0
Agriculture, Forestry, and Fishing	95	0.1
Industry	5,712	6.2
Mining and Quarrying	17	0.0
Manufacturing	2,560	2.8
Electricity, Gas, Steam and Air Conditioning Supply	144	0.2
Water Supply; Sewerage Waste Management and Remediation Activities	59	0.1
Construction	2,932	3.2
Services	86,593	93.7
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	6,896	7.5
Transportation and Storage	4,880	5.3
Accommodation and Food Service Activities	1,975	2.1
Information and Communication	3,494	3.8
Financial and Insurance Activities	5,314	5.8
Real Estate Activities	520	0.6
Professional, Scientific and Technical Activities	3,792	4.1
Administrative and Support Service Activities	55,295	59.8
Education	1,602	1.7
Human Health and Social Work Activities	2,569	2.8
Arts, Entertainment and Recreation	72	0.1
Other Service Activities	186	0.2

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 3rd Quarter 2021.

Table 4 - Distribution of Job Vacancies in Establishments with 20 or More Workers by Major Occupation Group, Philippines: 3rd Quarter 2021 (Final)

Major Occupation Group	Number	Percent Share (%)
ALL OCCUPATION	92,400	100.0
Managers	6,709	7.3
Professionals	44,056	47.7
Technicians and Associate Professionals	13,452	14.6
Clerical Support Workers	14,132	15.3
Service and Sales Workers	6,814	7.4
Skilled Agricultural, Forestry and Fishery Workers	31	*
Craft and Related Trades Workers	2,769	3.0
Plant and Machine Operators and Assemblers	1,924	2.1
Elementary Occupations	2,513	2.7

* *Less than 0.05*

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 3rd 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: 3rd Quarter 2021 (Final)

Reasons for Layoff and Displacement/Dismissal (Employer-Initiated Separations)	Number of Employees	Percent (%)
TOTAL	146,605	100.0
Business Condition	119,544	81.5
Lack of Market	1,176	0.8
Financial Loss	287	0.2
Reorganization	221	0.2
Mergers/Change in Management	338	0.2
Project Completion/End of Contract	102,649	70.0
Automation/Modernization/installation of labor-saving devices	4,280	2.9
Retrenchment/Downsizing	6,775	4.6
Closing or Cessation of Operations	422	0.3
Due to Covid 19 pandemic	1,967	1.3
Others	1,430	1.0
Management prerogative towards disciplinary action	17,804	12.1
Absence Without Leave (AWOL)	9,307	6.3
Serious misconduct or Willful disobedience	1,904	1.3
Gross and habitual neglect of duties	5,357	3.7
Fraud or willful breach of trust	622	0.4
Commission of crime or offense	173	0.1
Other	441	0.3
Other Reasons	9,258	6.3
Failure rating on performance	5,060	3.5
Failure to meet agency/establishment's standards	1,382	0.9
Health reasons	1,720	1.2
Others	1,095	0.7

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 3rd Quarter 2021.

* includes transfers to new affiliated company, etc.

** includes poor attendance, dishonesty, etc.

*** includes death, unsuccessful probationary period, etc.

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 3rd Quarter 2021.

**Table 6 - Distribution of Employees Separated from Work by Reasons for Quits
(Employee-Initiated) in Establishments with 20 or
More Workers, NCR: 3rd Quarter 2021
(Final)**

Reasons for Quits (Employee-Initiated Separation)	Number of Employees	Percent (%)
TOTAL	91,530	100.0
AWOL	8,612	9.4
Retirement	2,403	2.6
Resignation	80,515	88.0
Personal issues	37,805	41.3
Hired by another company	25,793	28.2
Family considerations	5,757	6.3
To study	3,099	3.4
To work abroad	2,150	2.3
Career growth	1,567	1.7
Health issues	1,247	1.4
Death	501	0.5
Due to COVID-19 Pandemic	446	0.5
Manage/start own business	170	0.2
Others*	1,981	2.2
* includes relocation, dissatisfaction at work and no specified reasons for resignation.		
Note: Details may not add up to totals due to rounding.		
Source: Philippine Statistics Authority, Labor Turnover Survey, 3rd Quarter 2021.		