

**Table 4 - 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 2021**

Reasons for Layoff and Displacement/Dismissal (Employer-Initiated Separations)	Number of Employees	Percent (%)
<b>TOTAL</b>	<b>167,982</b>	<b>100.0</b>
<b>Business Condition</b>	<b>142,348</b>	<b>84.7</b>
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
<b>Management prerogative towards disciplinary action</b>	<b>18,052</b>	<b>10.7</b>
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
<b>Other Reasons</b>	<b>7,582</b>	<b>4.5</b>
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.