

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: 1st Quarter 2021

Reasons for Layoff and Displacement/Dismissal (Employer-Initiated Separations)	Number of Employees	Percent (%)
TOTAL	98,375	100.0
Business Condition	58,895	59.9
Project Completion/End of Contract	37,456	38.1
Retrenchment/Downsizing	13,521	13.7
Closing or Cessation of Operations	1,622	1.6
Due to COVID-19 Pandemic	1,609	1.6
Lack of Market	1,600	1.6
Automation/Modernization/installation of labor-saving devices	1,303	1.3
Mergers/Change in Management	712	0.7
Reorganization	434	0.4
Financial Loss	199	0.2
Others 1/	440	0.4
Management prerogative towards disciplinary action	24,880	25.3
Absence Without Leave (AWOL)	19,068	19.4
Serious misconduct or Willful disobedience	1,721	1.7
Fraud or willful breach of trust	1,253	1.3
Gross and habitual neglect of duties	762	0.8
Commission of crime or offense	331	0.3
Others 2/	1,745	1.8
Other Reasons	14,601	14.8
Failure rating on performance	6,264	6.4
Health reasons	4,388	4.5
Failure to meet agency/establishment's standards	3,208	3.3
Others 3/	740	0.8

1/ Includes transfer to other unit/company, temporary lay-off, etc.

2/ Includes attendance/tardiness, ethics violation, etc.

3/ Includes internet issues, no specified reasons

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 1st Quarter 2021.