

**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: 2nd Quarter 2021**

Reasons for Layoff and Displacement/Dismissal (Employer-Initiated Separations)	Number of Employees	Percent (%)
<b>TOTAL</b>	<b>63,433</b>	<b>100.0</b>
<b>Business Condition</b>	<b>36,695</b>	<b>57.8</b>
Lack of Market	400	0.6
Financial Loss	501	0.8
Reorganization	366	0.6
Mergers/Change in Management	77	0.1
Project Completion/End of Contract	23,382	36.9
Automation/Modernization/installation of labor-saving devices	125	0.2
Retrenchment/Downsizing	10,704	16.9
Closing or Cessation of Operations	270	0.4
Due to COVID-19 Pandemic	371	0.6
Others 1/	499	0.8
<b>Management prerogative towards disciplinary action</b>	<b>15,453</b>	<b>24.4</b>
Absence Without Leave (AWOL)	9,653	15.2
Serious misconduct or Willful disobedience	3,174	5.0
Gross and habitual neglect of duties	875	1.4
Fraud or willful breach of trust	304	0.5
Commission of crime or offense	170	0.3
Others 2/	1,278	2.0
<b>Other Reasons</b>	<b>11,285</b>	<b>17.8</b>
Failure rating on performance	4,653	7.3
Failure to meet agency/establishment's standards	2,287	3.6
Health reasons	4,292	6.8
Others 3/	53	0.1

1/ Includes other reasons for business conditions not specified.

2/ Includes operational infraction and other company violations.

3/ Includes tardiness and other reasons not specified.

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 2nd Quarter 2021.

