

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: 3rd Quarter 2021

| Reasons for Layoff and Displacement/Dismissal (Employer-Initiated Separations) | Number of Employees | Percent (%) |
|---|--------------------------------|--------------------|
| TOTAL | 146,605 | 100.0 |
| Business Condition | 119,536 | 81.5 |
| Project Completion/End of Contract | 102,762 | 70.1 |
| Retrenchment/Downsizing | 6,830 | 4.7 |
| Automation/Modernization/installation of labor-saving devices | 4,280 | 2.9 |
| Due to Covid 19 pandemic | 1,974 | 1.3 |
| Lack of Market | 1,176 | 0.8 |
| Closing or Cessation of Operations | 422 | 0.3 |
| Mergers/Change in Management | 338 | 0.2 |
| Financial Loss | 287 | 0.2 |
| Reorganization | 221 | 0.2 |
| Others* | 1,246 | 0.9 |
| Management prerogative towards disciplinary action | 17,804 | 12.1 |
| Absence Without Leave (AWOL) | 9,307 | 6.3 |
| Gross and habitual neglect of duties | 5,357 | 3.7 |
| Serious misconduct or Willful disobedience | 1,904 | 1.3 |
| Fraud or willful breach of trust | 622 | 0.4 |
| Commission of crime or offense | 173 | 0.1 |
| Others** | 441 | 0.3 |
| Other Reasons | 9,266 | 6.3 |
| Failure rating on performance | 5,060 | 3.5 |
| Health reasons | 1,738 | 1.2 |
| Failure to meet agency/establishment's standards | 1,382 | 0.9 |
| Others*** | 1,086 | 0.7 |

* 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.