

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.