

LABOR TURNOVER STATISTICS

(in Metro Manila enterprises)
First Quarter 2017

The Labor Turnover Survey (LTS) is a quarterly sample survey of enterprises conducted by the Philippine Statistics Authority (PSA) since the third quarter of 2002. The survey aims to capture "job creations" and "job displacements" in business enterprises based in Metro Manila by collecting quarterly data on accessions and separations of workers.

A total of 1,372 enterprises served as respondents to the first quarter round of the 2017 Labor Turnover Survey. The sample enterprises were drawn from the 2016 List of Enterprises. The retrieval rate for this quarter was placed at 96.65 percent.

Large enterprises in Metro Manila sustain increment in employment during the quarter

- Employment in Metro Manila-based enterprises continuously grew in the first quarter of 2017 as labor turnover rate was registered at 1.27 percent (computed as the difference between accession rate of 8.79 percent and separation rate of 7.52 percent). This figure was higher than the 0.96 percent rate recorded in the first quarter of 2016. (*Table 1*)
- All major sectors posted employment gains led by the industry at 2.84 percent labor turnover rate. (*Table 2*)

Thirteen workers per 1,000 employed are added to the enterprise workforce

- The 1.27 percent labor turnover rate meant an addition of thirteen (13) workers per 1,000 employed to the workforce during the period.
- Specifically, this implied that for every 1,000 employed, 88 workers were hired by the enterprises either for their business expansion

or replacement of separated workers while 75 workers left their jobs.

Mining and quarrying tops in employment gains

- The industry sector's labor turnover rate for the period was higher than the other sectors' rates as shown by the positive employment gains in all its major industries. The highest recorded gain was in mining and quarrying at 14.88 percent. The manufacturing and water supply, sewerage, waste management and remediation activities followed with employment growths of 3.89 percent and 2.15 percent, respectively.
- Meanwhile, information and communication industry registered the highest employment gain among services sector in the first quarter of 2017 at 2.78 percent.
- On the other hand, industries that took a downturn for the period were the other service activities (-0.89%) and the administrative and support service activities (-0.11%). Both industries were included in the top three gainers of

the sector in the same period in 2016 with labor turnover rates posted at 2.09 percent and 2.18 percent, respectively.

Demand for manpower almost equally brought about by both expansion and replacement

- The accession rate of 8.79 percent during the quarter was contributed by replacement of workers which was registered at 4.51 percent and by business expansion at 4.28 percent.
- Increase in employment were very evident in the services sector as eight industries posted higher replacement rates led by wholesale and retail trade industry (8.23%) and accommodation and food service activities (5.01%).
- The remaining ten major industries registered high accession rates due to expansion of businesses rather than replacement. This was most apparent in mining and quarrying (11.59%) and in construction (7.17%).

Administrative and support service activities' decline in employment due to employee initiated separations

- Separations for the period were mostly due to quits or resignations initiated by employees (4.68%) while lay-offs or terminations accounted for 2.84 percent.
- The slowdown in administrative and support service activities was brought about by higher separation rate of 11.89 percent as against the accession rate of 11.78 percent.
- Wholesale and retail trade recorded the next highest separation rate (10.77%) which was mostly comprised of employee initiated separation or resignations (6.51%).
- In contrast, separation rate of 8.23 percent in construction was primarily caused by employer-initiated layoffs or termination (5.73%).

Definition of Terms:

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Labor Turnover - Changes in the employment of an enterprise during a reference period resulting from accessions and separations of worker.

FOR INQUIRIES

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Table 1- LABOR TURNOVER RATES BY YEAR AND QUARTER, NATIONAL CAPITAL REGION: 2008-1st Quarter 2017

YEAR/QUARTER	Accession Rate	Separation Rate	Labor Turnover Rate (Percent Difference)
<u>2017</u>			
1 st Quarter	8.79	7.52	1.27
<u>2016</u>			
1 st Quarter	7.87	6.91	0.96
2 nd Quarter	12.43	10.13	2.30
3 rd Quarter	14.10	10.43	3.67
4 th Quarter	11.14	7.79	3.36
<u>2015</u>			
1 st Quarter	10.70	10.17	0.53
2 nd Quarter	10.75	9.59	1.15
3 rd Quarter	11.07	7.87	3.20
4 th Quarter	8.50	7.88	0.62
<u>2014</u>			
1 st Quarter	10.06	9.47	0.59
2 nd Quarter	11.47	10.59	0.88
3 rd Quarter	13.11	10.76	2.35
4 th Quarter	9.31	8.29	1.02
<u>2013</u>			
1 st Quarter	7.49	7.51	(0.02)
2 nd Quarter	8.77	6.28	2.49
3 rd Quarter	8.37	5.99	2.38
4 th Quarter	8.86	5.64	3.22
<u>2012</u>			
1 st Quarter	8.10	7.47	0.63
2 nd Quarter	8.93	8.08	0.85
3 rd Quarter	8.43	6.08	2.35
4 th Quarter	8.14	5.67	2.47
<u>2011</u>			
1 st Quarter	11.36	9.47	1.89
2 nd Quarter	8.60	10.65	(2.05)
3 rd Quarter	11.05	8.55	2.51
4 th Quarter	10.38	8.50	1.88
<u>2010</u>			
1 st Quarter	10.23	11.11	(0.88)
2 nd Quarter	13.52	10.66	2.86
3 rd Quarter	12.11	7.88	4.22
4 th Quarter	12.56	8.51	4.05
<u>2009</u>			
1 st Quarter	9.29	9.02	0.27
2 nd Quarter	9.74	7.53	2.21
3 rd Quarter	9.99	9.62	0.37
4 th Quarter	8.48	7.43	1.05
<u>2008</u>			
1 st Quarter	12.23	7.46	4.76
2 nd Quarter	10.56	8.57	1.99
3 rd Quarter	11.05	9.00	2.05
4 th Quarter	9.14	8.45	0.69

Note: Labor turnover rate may not equal to the differences of accession rate and separation rate due to rounding.
Source of data: Philippine Statistics Authority, Labor Turnover Survey.

**Table 2 - LABOR TURNOVER RATES IN ENTERPRISES EMPLOYING 20 OR MORE WORKERS
BY MAJOR INDUSTRY, NATIONAL CAPITAL REGION: 1st Quarter 2017**

Industry	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
Total	8.79	7.52	1.27	4.28	4.51	4.68	2.84
Agriculture, Forestry, and Fishing Industry	6.01	3.50	2.50	4.27	1.74	1.05	2.45
Mining and Quarrying	20.86	5.98	14.88	11.59	9.27	2.55	3.43
Manufacturing	8.02	4.13	3.89	4.48	3.53	2.69	1.44
Electricity, Gas, Steam and Air Conditioning Supply	1.69	1.66	0.03	0.87	0.82	1.26	0.40
Water Supply; Sewerage Waste Management and Remediation Activities	5.87	3.72	2.15	4.30	1.57	2.06	1.66
Construction	9.23	8.23	1.00	7.17	2.06	2.50	5.73
Services	8.86	7.92	0.94	4.01	4.85	5.14	2.78
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	11.90	10.77	1.13	3.66	8.23	6.51	4.26
Transportation and Storage	4.37	3.29	1.08	3.06	1.31	1.90	1.39
Accommodation and Food Service Activities	6.74	5.90	0.84	1.73	5.01	4.96	0.93
Information and Communication	7.34	4.57	2.78	4.56	2.79	4.08	0.49
Financial and Insurance Activities	6.40	3.96	2.43	2.55	3.84	3.55	0.41
Real Estate Activities	4.86	4.35	0.51	1.53	3.33	3.93	0.42
Professional, Scientific and Technical Activities	5.15	4.34	0.81	2.55	2.60	3.66	0.68
Administrative and Support Service Activities	11.78	11.89	(0.11)	6.98	4.80	6.90	4.98
Education	2.42	1.72	0.70	0.99	1.43	1.30	0.42
Human Health and Social Work Activities	6.20	4.73	1.47	1.88	4.32	4.38	0.35
Arts, Entertainment and Recreation	2.51	2.05	0.46	1.34	1.17	1.55	0.50
Other Service Activities	4.86	5.75	(0.89)	1.83	3.03	3.40	2.34

*Note: Details may not add up to totals or equal to differences due to rounding.
Source of data: Philippine Statistics Authority, Labor Turnover Survey.*

LABOR TURNOVER STATISTICS

(in enterprises in Metro Manila)
Second Quarter 2017

The Labor Turnover Survey (LTS) is a quarterly sample survey of enterprises conducted by the Philippine Statistics Authority (PSA) since the third quarter of 2002. The survey aims to capture "job creations" and "job displacements" in business enterprises based in Metro Manila by collecting quarterly data on accessions and separations of workers.

A total of 1,372 enterprises served as respondents to the second quarter round of the 2017 Labor Turnover Survey. The sample enterprises were drawn from the 2015 List of Enterprises. The retrieval rate for this quarter was placed at 97.8 percent.

Employment in large enterprises in Metro Manila moves up further in 2nd quarter of 2017

- Employment growth in enterprises based in Metro Manila continued to increase as labor turnover rate was registered at 2.10 percent during the period from only 1.27 percent in the first quarter of 2017. This is however slightly lower than the rate in the same period last year (2.30%). (Table 1)
- Growth was largely driven by the industry sector with modest performances from both the services and agriculture sectors.

Twenty one workers per 1,000 employed are added in the enterprise workforce

- The 2.10 percent labor turnover rate for this quarter indicated an additional 21 workers per 1,000 employed to the total workforce.
- The accession rate of 10.56 percent exceeded the separation rate of 8.46 percent. These rates conveyed that for every 1,000 employed, an additional 106 employees were hired

either due to business expansion or replacement whereas 85 employees were laid off from or voluntarily left their jobs. This movement was also true to all major sectors as they all posted positive labor turnover rates.

Industry sector leads in employment growth

- Among the major sectors, industry posted the highest employment gain at 3.10 percent during the second quarter of 2017, a complete turn around from the -2.11 percent labor turnover rate in the same period last year.
- Growth was driven by large expansion in mining and quarrying (9.89%), manufacturing (3.90%) and construction (2.04%), negating the lack luster performance of the electricity, gas, steam and air conditioning supply (0.21%) and the water supply, sewerage waste management and remediation activities (-1%).
- Employment was also up in the agriculture, forestry and fishing sector as it registered 1.92 percent labor turnover rate though at a slower pace than the 4.59 percent

recorded in the second quarter of 2016.

- Employment growth was also observed in the services sector at 1.86 percent. Major contributors for this sector were accommodation and food service activities (5.32%), wholesale and retail trade, repair of motor vehicles, motorcycles (3.95%), real estate activities (3.25%), financial and insurance activities (2.73%) and education (2.43%). On the other hand, information and communication (-3.26%) and administrative and support service activities (-0.57%) recorded negative labor turnover rates for the period.

Replacement and expansion rates at closely the same level

- The 10.56 percent accession rate during the quarter was attributed to business expansion registered at 5.43 percent and an almost the same rate of accession due to replacement at 5.13 percent.
- Among the industries, mining and quarrying posted the highest accession rate due to business expansion of 12.27 percent, followed by construction (9.72%), administrative and support service activities (8.30%) and

accommodation and food service activities (7.76%).

- On the other hand, wholesale and retail trade; repair of motor vehicles, motorcycles topped in terms of accession due to replacement of separated workers recorded at 9.47 percent followed by education at 8.22 percent.

Higher separations initiated by employees

- Separation rate of 8.46 percent comprised mostly of employee-initiated or the employees' decision to quit their jobs, which was recorded at almost 5.0 percent.
- All industries under the services sector registered more quits than lay-offs, the largest difference of which was led by professional, scientific and technical activities (4.95% vs 0.85%). In contrast, three of the industries in the industry sector had more lay-offs than quits while water supply, sewerage waste management and remediation activities (1.23% vs 5.69%) and electricity, gas, steam and air conditioning supply (0.43% vs 1.17%) had more employee initiated separations.

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YEAR/QUARTER	Accession Rate	Separation Rate	Labor Turnover Rate (Percent Difference)
<u>2017</u>			
1 st Quarter	8.79	7.52	1.27
2 nd Quarter	10.56	8.46	2.10
<u>2016</u>			
1 st Quarter	7.87	6.91	0.96
2 nd Quarter	12.43	10.13	2.30
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Note: Labor turnover rate may not equal to the differences of accession rate and separation rate due to rounding.
Source of data: Philippine Statistics Authority, Labor Turnover Survey.

**Table 2 - LABOR TURNOVER RATES IN ENTERPRISES EMPLOYING 20 OR MORE WORKERS
BY MAJOR INDUSTRY, NATIONAL CAPITAL REGION: 2nd Quarter 2017**

Industry	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
Total	10.56	8.46	2.10	5.43	5.13	4.95	3.52
Agriculture, Forestry, and Fishing Industry	5.75	3.83	1.92	3.97	1.78	1.13	2.70
Mining and Quarrying	17.60	7.71	9.89	12.27	5.34	1.84	5.87
Manufacturing	9.28	5.38	3.90	4.77	4.50	2.56	2.82
Electricity, Gas, Steam and Air Conditioning Supply	1.81	1.60	0.21	0.72	1.08	1.17	0.43
Water Supply; Sewerage Waste Management and Remediation Activities	5.92	6.92	(1.00)	4.47	1.44	5.69	1.23
Construction	12.60	10.56	2.04	9.72	2.88	5.02	5.55
Services	10.60	8.75	1.86	5.11	5.49	5.31	3.43
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	13.94	9.99	3.95	4.47	9.47	6.19	3.80
Transportation and Storage	6.14	4.21	1.93	2.06	4.08	2.21	2.00
Accommodation and Food Service Activities	12.49	7.18	5.32	7.76	4.73	3.62	3.56
Information and Communication	8.07	11.32	(3.26)	4.80	3.27	5.99	5.33
Financial and Insurance Activities	6.25	3.52	2.73	3.15	3.10	3.38	0.14
Real Estate Activities	8.42	5.17	3.25	3.87	4.55	4.32	0.85
Professional, Scientific and Technical Activities	6.33	5.80	0.53	2.54	3.79	4.95	0.85
Administrative and Support Service Activities	12.34	12.91	(0.57)	8.30	4.04	6.95	5.95
Education	13.22	10.79	2.43	5.00	8.22	6.24	4.56
Human Health and Social Work Activities	6.08	5.08	1.01	2.35	3.73	4.33	0.75
Arts, Entertainment and Recreation	2.76	1.99	0.77	0.75	2.01	1.60	0.39
Other Service Activities	11.21	6.54	4.67	4.51	6.70	5.57	0.97

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 2nd Quarter 2017.

LABOR TURNOVER STATISTICS

(in enterprises in Metro Manila)
Third Quarter 2017

The Labor Turnover Survey (LTS) is a quarterly sample survey of enterprises conducted by the Philippine Statistics Authority (PSA) since the third quarter of 2002. The survey aims to capture "job creations" and "job displacements" in business enterprises based in Metro Manila by collecting quarterly data on accessions and separations of workers.

A total of 1,372 enterprises served as respondents to the Third Quarter 2017 Labor Turnover Survey. The sample enterprises were drawn from the 2016 List of Enterprises. The retrieval rate for this quarter was placed at 98.8 percent.

Employment growth remained positive in the 3rd quarter of 2017

- Employment in large enterprises in Metro Manila continuously grew in the third quarter of 2017 at 1.10 percent. This was, however, lower than the rate recorded in the same period last year (3.67%), contrary to the usual high labor turnover during 3rd quarters. Moreover, the decelerated growth of 1.10 percent was the lowest since the second quarter of 2016. (Table 1)

Eleven workers per 1,000 employed were added in the enterprise workforce

- The accession rate (8.91%) surpassed separation rate (7.81%) for the period resulting to the 1.10 percent difference. Specifically, for every 1,000 employed, 89 workers were added due to either expansion or replacement while 78 workers were laid off or quit their jobs. This is translated to a net accession rate of 11 workers for every 1,000 employed.

- Most of the industries reported positive labor turnover rates ranging from 0.17 percent (construction) to 3.08 percent (financial and insurance activities). (Table 2)

Industry sector led in employment gains

- Among the major sectors, industry posted the highest employment growth at 1.38 percent. This was mainly contributed by mining and quarrying (2.34%); manufacturing (2.22%); and water supply, sewerage, waste management and remediation activities (1.99%). Electricity, gas, steam and air conditioning supply and construction both recorded less than one percent growth.
- Moreover, employment growth in the services sector was recorded at 1.05 percent. The gains posted by financial and insurance activities (3.08%); information and communication (2.73%); transportation and storage (2.53%) and real estate activities (2.25%) were dampened by setbacks in accommodation and food service activities (-0.31%) and other service activities (-0.44%).

- In contrast, employment in the agriculture, forestry, and fishing sector was cut down by 0.70 percent during the quarter.

Hiring rates for expansion and replacement nearly equal

- The 8.91 percent accession rate was mostly contributed by the replacement of separated workers for the period at 4.73 percent and the accession due to business expansion at 4.18 percent.
- Replacement of workers was more evident in the services sector. Specifically, highest rate was posted in wholesale and retail trade; repair of motor vehicles, motorcycles (8.12%), followed by administrative and support service activities (5.94%), human health and social work activities (4.72%) and information and communication (3.90%).
- On the other hand, higher accession rates due to expansion were observed in industry sector led by mining and quarrying (9.04%),

followed by construction (7.68%); and water supply, sewerage waste management and remediation activities (4.06%).

Separation of workers were mostly employee-initiated

- Employment losses were mainly due to employees' decision to quit their jobs at 4.97 percent while only 2.84 percent were laid-off or terminated by the employers.
- Administrative and support service activities posted the highest separation rate at 11.88 percent wherein 7.67 percent was employee-initiated. This was followed by mining and quarrying and wholesale and retail trade, repair of motor vehicles, motorcycles at 10.53 percent each. Employee-initiated separations were registered at 7.35 percent by the former and 5.72 percent by the latter.
- Employer-initiated separations were recorded only in the agriculture, forestry and fishing sector at 3.17 percent and in the construction industry at 6.51 percent.

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3 rd Quarter	8.37	5.99	2.38
4 th Quarter	8.86	5.64	3.22
2012			
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2 nd Quarter	8.93	8.08	0.85
3 rd Quarter	8.43	6.08	2.35
4 th Quarter	8.14	5.67	2.47
2011			
1 st Quarter	11.36	9.47	1.89
2 nd Quarter	8.60	10.65	(2.05)
3 rd Quarter	11.05	8.55	2.51
4 th Quarter	10.38	8.50	1.88
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3 rd Quarter	12.11	7.88	4.22
4 th Quarter	12.56	8.51	4.05
2009			
1 st Quarter	9.29	9.02	0.27
2 nd Quarter	9.74	7.53	2.21
3 rd Quarter	9.99	9.62	0.37
4 th Quarter	8.48	7.43	1.05
2008			
1 st Quarter	12.23	7.46	4.76
2 nd Quarter	10.56	8.57	1.99
3 rd Quarter	11.05	9.00	2.05
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Note: Labor turnover rate may not equal to the differences of accession rate and separation rate due to rounding.
Source of data: Philippine Statistics Authority, Labor Turnover Survey.

**TABLE 2 - Labor Turnover Rates in Agricultural and Non-Agricultural Enterprises
by Major Industry Group, National Capital Region: 3rd Quarter 2017**

Industry	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
Total	8.91	7.81	1.10	4.18	4.73	4.97	2.84
Agriculture, Forestry, and Fishing	3.42	4.12	(0.70)	2.21	1.20	0.95	3.17
Industry	8.35	6.97	1.38	5.20	3.15	3.46	3.51
Mining and Quarrying	12.88	10.53	2.34	9.04	3.84	7.35	3.18
Manufacturing	7.18	4.96	2.22	3.56	3.62	3.31	1.65
Electricity, Gas, Steam and Air Conditioning Supply	2.35	1.69	0.66	0.92	1.43	0.99	0.70
Water Supply; Sewerage, Waste Management and Remediation Activities	4.42	2.42	1.99	4.06	0.36	2.10	0.33
Construction	10.36	10.19	0.17	7.68	2.69	3.68	6.51
Services	9.07	8.02	1.05	3.97	5.10	5.33	2.69
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	10.98	10.53	0.46	2.87	8.12	5.72	4.81
Transportation and Storage	6.20	3.67	2.53	3.67	2.53	2.34	1.33
Accommodation and Food Service Activities	5.26	5.57	(0.31)	2.63	2.63	4.83	0.74
Information and Communication	7.98	5.25	2.73	4.07	3.90	4.96	0.28
Financial and Insurance Activities	6.61	3.53	3.08	3.66	2.95	3.16	0.37
Real Estate Activities	7.00	4.75	2.25	3.14	3.87	4.54	0.22
Professional, Scientific and Technical Activities	5.78	4.95	0.83	3.12	2.66	4.68	0.27
Administrative and Support Service Activities	12.20	11.88	0.32	6.26	5.94	7.67	4.22
Education	4.18	2.61	1.57	2.46	1.72	1.88	0.73
Human Health and Social Work Activities	7.17	5.44	1.73	2.45	4.72	4.69	0.75
Arts, Entertainment and Recreation	2.29	1.57	0.72	1.08	1.20	1.12	0.45
Other Service Activities	5.46	5.90	(0.44)	1.69	3.77	4.96	0.94

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

Source: Philippine Statistics Authority, Labor Turnover Survey.



LABOR TURNOVER STATISTICS

(in enterprises in Metro Manila)
Fourth Quarter 2017

The Labor Turnover Survey (LTS) is a quarterly sample survey of enterprises conducted by the Philippine Statistics Authority (PSA) since the third quarter of 2002. The survey aims to capture "job creations" and "job displacements" in business enterprises based in Metro Manila by collecting quarterly data on accessions and separations of workers.

A total of 1,372 enterprises served as respondents to the Fourth Quarter 2017 Labor Turnover Survey. The sample enterprises were drawn from the 2016 List of Enterprises. The retrieval rate for this quarter was placed at 98.8 percent.

Employment continued to expand in 4th Quarter 2017

- Employment growth in large enterprises located in Metro Manila remained positive in the fourth quarter of 2017. This was generally driven by the performance of both the industry and services sectors that offset the decline posted in the agriculture, forestry and fishing sector.
- Measured in terms of percent difference between accession rate and separation rate, employment growth for the period at 1.38 percent (Table 1), slightly surpassed the growth registered in the 3rd quarter at 1.10 percent.
- On a year-on-year basis, this figure represents a setback in employment growth from the 3.36 percent rate posted in the same period in 2016. This can be attributed to the declines in labor turnover rate registered in agriculture, forestry and fishing sector since the third quarter of 2017.

Fourteen per 1,000 employed were added in enterprises workforce

- Specifically, overall accession rate (8.27%) exceeded separation rate (6.88%) or a labor turnover rate of 1.38 percent. This implies an addition of 14 workers per 1,000 employed.

Services sector led in employment gains

- Among the major sectors, the services sector posted the highest employment growth at 1.65 percent. Almost all industries under the said sector registered positive labor turnover rates except for real estate activities (-0.59%). Highest growth was recorded in financial and insurance activities (3.72%), followed by accommodation and food services activities (3.47%) (Table 2).
- Other gains in employment occurred in wholesale and retail trade, repair of motor vehicles, motorcycles (1.76%); information and communication (1.39%); administrative and support service activities (1.26%); transportation and storage (1.20%); and



professional, scientific and technical activities (1.18%).

- Minimal growths at less than one percent were recorded in the rest of the industries.

Growth in the industry sector relatively flat during the quarter

- Employment growth in the industry sector remained positive during the period at less than one percent (0.43%). The robust growth posted in mining and quarrying (10.16%) including the modest gains in water supply, sewerage waste management and remediation activities (1.46%); and construction (1.21%) were weakened by the employment reduction posted in manufacturing (-0.47%); and electricity, gas, steam and air conditioning supply (-0.35%).
- In contrast, employment in the agriculture, forestry, and fishing sector continued to convey weak demand for labor during the quarter (-4.61%).

Hiring rates for expansion and replacement at almost the same level

- The 8.27 percent accession rate was attributed to the business expansion at 4.20 percent and a closely same rate of accession due to replacement of separated workers for the period at 4.06 percent.
- Among the industries, mining and quarrying obtained the highest accession rate due to business expansion at 20.56 percent, followed

by administrative and support service activities (7.63%); and construction (6.24%).

- On the other hand, wholesale and retail trade, repair of motor vehicles and motorcycles posted the highest accession rate due to replacement of separated workers at 7.76 percent. This was followed by administrative and support service activities at 5.20 percent.

Nearly all industries had higher employee-initiated than employer-initiated separations

- Separation rate of 6.88 percent were mainly induced by employee-initiated separations or quits at 4.12 percent while only 2.77 percent were due to lay-offs and terminations by the employers.
- Quits instead of lay-offs were apparent in all the industries under services sector. The top three (3) were: administrative and support service activities (6.32% vs. 5.24%); wholesale and retail trade, repair of motor vehicles, motorcycles (5.63% vs. 3.07%); and human health and social work activities (3.78% vs. 0.92%)
- Meanwhile, higher termination rates than quits were reported in agriculture, forestry and fishing (5.39% vs. 1.09%) and industry sectors (3.23% vs. 3.03%), the largest difference of which was registered in mining and quarrying (10.85% vs. 2.01%).

Definition of Terms:

Accessions (New Hires) - refer to permanent or temporary additions to employment in the enterprise due to 1) expansion of business activity and 2) replacement of separated workers and employment resulting from changes in methods/technology of production or service.

Separations - refer to terminations of employment due to 1) quits or terminations initiated by the employees and 2) layoffs or terminations initiated by the employers due to economic reasons (e.g., lack of market, financial losses, redundancy, end of contract) and non-economic reasons (e.g., gross negligence, AWOL).

Labor Turnover - Changes in the employment of an enterprise during a reference period resulting from accessions and separations of workers.

FOR INQUIRIES

Regarding this report, contact **EMPLOYMENT DEMAND STATISTICS DIVISION** at telefax no. 376-1952

Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 462-6600 local 834

Or visit our website at <http://www.psa.gov.ph>

**Table 1 – LABOR TURNOVER RATES BY YEAR AND QUARTER,
NATIONAL CAPITAL REGION: 2008 – 4th Quarter 2017**

YEAR/QUARTER	Accession Rate	Separation Rate	Labor Turnover Rate (Percent Difference)
<u>2017</u>			
1 st Quarter	8.79	7.52	1.27
2 nd Quarter	10.56	8.46	2.10
3 rd Quarter	8.91	7.81	1.10
4 th Quarter	8.27	6.88	1.38
<u>2016</u>			
1 st Quarter	7.87	6.91	0.96
2 nd Quarter	12.43	10.13	2.30
3 rd Quarter	14.10	10.43	3.67
4 th Quarter	11.14	7.79	3.36
<u>2015</u>			
1 st Quarter	10.70	10.17	0.53
2 nd Quarter	10.75	9.59	1.15
3 rd Quarter	11.07	7.87	3.20
4 th Quarter	8.50	7.88	0.62
<u>2014</u>			
1 st Quarter	10.06	9.47	0.59
2 nd Quarter	11.47	10.59	0.88
3 rd Quarter	13.11	10.76	2.35
4 th Quarter	9.31	8.29	1.02
<u>2013</u>			
1 st Quarter	7.49	7.51	(0.02)
2 nd Quarter	8.77	6.28	2.49
3 rd Quarter	8.37	5.99	2.38
4 th Quarter	8.86	5.64	3.22
<u>2012</u>			
1 st Quarter	8.10	7.47	0.63
2 nd Quarter	8.93	8.08	0.85
3 rd Quarter	8.43	6.08	2.35
4 th Quarter	8.14	5.67	2.47
<u>2011</u>			
1 st Quarter	11.36	9.47	1.89
2 nd Quarter	8.60	10.65	(2.05)
3 rd Quarter	11.05	8.55	2.51
4 th Quarter	10.38	8.50	1.88
<u>2010</u>			
1 st Quarter	10.23	11.11	(0.88)
2 nd Quarter	13.52	10.66	2.86
3 rd Quarter	12.11	7.88	4.22
4 th Quarter	12.56	8.51	4.05
<u>2009</u>			
1 st Quarter	9.29	9.02	0.27
2 nd Quarter	9.74	7.53	2.21
3 rd Quarter	9.99	9.62	0.37
4 th Quarter	8.48	7.43	1.05
<u>2008</u>			
1 st Quarter	12.23	7.46	4.76
2 nd Quarter	10.56	8.57	1.99
3 rd Quarter	11.05	9.00	2.05
4 th Quarter	9.14	8.45	0.69

Note: Labor turnover rate may not equal to the differences of accession rate and separation rate due to rounding.
Source of data: Philippine Statistics Authority, Labor Turnover Survey.

**TABLE 2 - Labor Turnover Rates in Agricultural and Non-Agricultural Enterprises
by Major Industry Group, National Capital Region: 4th Quarter 2017**

Industry	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
Total	8.27	6.88	1.38	4.20	4.06	4.12	2.77
Agriculture, Forestry, and Fishing Industry	1.87	6.48	(4.61)	1.19	0.68	1.09	5.39
Mining and Quarrying	23.02	12.86	10.16	20.56	2.46	2.01	10.85
Manufacturing	4.83	5.30	(0.47)	3.03	1.80	3.78	1.52
Electricity, Gas, Steam and Air Conditioning Supply	1.57	1.92	(0.35)	0.81	0.76	0.85	1.07
Water Supply; Sewerage, Waste Management and Remediation Activities	2.95	1.49	1.46	1.27	1.68	1.34	0.15
Construction	8.98	7.77	1.21	6.24	2.74	2.21	5.56
Services	8.68	7.04	1.65	4.14	4.54	4.39	2.64
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	10.45	8.69	1.76	2.69	7.76	5.63	3.07
Transportation and Storage	4.44	3.24	1.20	2.84	1.61	1.86	1.39
Accommodation and Food Service Activities	6.80	3.34	3.47	3.82	2.98	2.92	0.41
Information and Communication	6.13	4.73	1.39	2.83	3.30	3.75	0.99
Financial and Insurance Activities	6.32	2.60	3.72	3.93	2.39	2.30	0.30
Real Estate Activities	4.39	4.99	(0.59)	1.93	2.46	2.77	2.22
Professional, Scientific and Technical Activities	4.35	3.17	1.18	2.79	1.56	2.44	0.73
Administrative and Support Service Activities	12.82	11.56	1.26	7.63	5.20	6.32	5.24
Education	2.50	2.38	0.12	1.27	1.23	1.33	1.05
Human Health and Social Work Activities	5.11	4.69	0.41	1.45	3.66	3.78	0.92
Arts, Entertainment and Recreation	2.39	1.79	0.60	1.13	1.26	0.94	0.84
Other Service Activities	4.89	4.83	0.06	1.48	3.41	3.27	1.56

Note: Labor turnover rate may not equal to the differences of accession rate and separation rate due to rounding.
Source of data: Philippine Statistics Authority, Labor Turnover Survey.