



HIGHLIGHTS OF SURVEY RESULTS
LABOR TURNOVER RATE, NCR
4th Quarter 2017

Indicator	Rates (%)
Accession Rate	8.27
Separation Rate	6.88
Percent Difference	1.38

- Overall employment in enterprises located in NCR posted continuous growth in the fourth quarter of 2017.
- In terms of labor turnover rate (LTR), employment grew by 1.38 percent during the quarter which implies that fourteen (14) workers per 1,000 employed were added to the workforce. This rate was higher than the turnover rate recorded in the third quarter of 2017 at 1.10 percent but 1.98 percentage points lower than the 3.36 percent LTR in the same quarter in 2016.
- On the average, eighty three (83) workers per 1,000 employed were newly hired while sixty nine (69) per 1,000 employed were terminated or left their jobs, as indicated by the accession and separation rates of 8.27 percent and 6.88 percent, respectively.

For more information, please contact:

PSA Field Office: _____

Tel. No.: _____ **Fax No.:** _____

E-mail address: _____

CERTIFICATION OF RESPONDENT

Name/Signature:

Position:

Tel. No/Fax No.:

Mobile No.:

E-mail Address:

SURVEY PERSONNEL

Enumerator:

Date:

Area Supervisor:

Date:

Reviewer:

Date:

LABOR TURNOVER SURVEY

First Quarter 2018

Sir/Madam:

The Philippine Statistics Authority (PSA) will conduct the Labor Turnover Survey nationwide starting 2018. The survey aims to generate quarterly trend statistics on labor turnover as indicator of labor market activity and general business situation in the country. The information gathered will provide policy makers and other data users a complete picture of labor demand and job turnover and will serve as inputs to decision making and policy formulation.

The PSA is authorized to collect information from businesses and industries under Republic Act No. 10625 (RA 10625). Section 27 of the same law obliges the establishments to provide the required data. The information collected shall be kept strictly confidential and shall not be used for purposes of taxation, investigation or regulation as provided under Article 55 of the Implementing Rules and Regulations of RA 10625.

We appreciate your utmost cooperation in accomplishing this questionnaire.

Thank you very much.

Lisa Grace S. Bersales

LISA GRACE S. BERSALES, Ph.D.

Undersecretary

National Statistician and Civil Registrar General

Please accomplish this form within five (5) working days after receipt thereof. Our field interviewer assigned in your establishment may pick up the accomplished form after the said period or you may send it via Telefax: _____ or Email: _____

ECN: _____ STATUS: _____

Remarks: _____

Changes in the address label should be written below:

Name of Establishment : _____

Address: _____

_____ PSGC:

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Main Economic Activity: _____

Major Products/Goods or Services: _____

PSIC :

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ITEM OF INQUIRY	First Quarter 2018		
	January	February	March
I. EMPLOYMENT			
A. Total Employment			
II. LABOR TURNOVER			
A. Total Accessions (New Hires)			
1. Expansion			
2. Replacement			
B. Total Separations			
1. Employer-initiated			
1.1 Reason (<i>use codes</i>)			
2. Employee-initiated			
2.1 Reason (<i>use codes</i>)			
CODES <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> 1 – Lack of Market 2 – Financial Losses 3 – Reorganization/Downsizing 4 – Merger/Change in Management 5 – Project Completion/End of Contract </div> <div style="width: 50%;"> 6 – Absence without leave (AWOL) 7 – Retirement 8 – Hired by another company 9 – To work abroad 10 – Family Consideration </div> <div style="width: 50%;"> 11 – Others, specify _____ </div> </div>			

ITEM OF INQUIRY	First Quarter 2018		
	January	February	March
III. AGENCY-HIRED WORKERS (if any)			
A. Total Accessions (New Hires)			
B. Total Separations			
IV. EXISTING JOB VACANCIES AT THE END OF THE QUARTER (<i>Please specify title of occupation/s. Use additional sheet if necessary</i>)		PSOC (Do not fill)	Number of Vacancies
Total			
1.			
2.			
3.			
4.			
Remarks/Comments/Suggestions:			

DEFINITION OF TERMS
<p>Establishment - an economic unit engaged in one or predominantly one kind of economic activity under a single ownership or control at a single fixed location, e.g. mine, factory, store, bank, restaurant.</p> <p>Main economic activity - refers to the activity that contributes the biggest or major portion of the gross income or revenues of the establishment, e.g., metallic ore mining, food manufacturing, retail trade, education.</p> <p>Major products/goods or services - refer to the specific product/goods produced or service provided by the establishment, e.g., gold, ice cream, electricity, residential buildings, automotive parts, fastfood, shipping, universal banking, security agencies, private tertiary education, private hospital or motion picture production.</p> <p>Total Employment - refers to the number of persons who worked or received pay from the establishment. This includes the following: 1) Working Owners - owners who are actively engaged in the management of the establishment but do not receive regular pay; 2) Unpaid Workers - persons working without pay and work for at least 1/3 of the working time normal to the establishment; and 3) Paid Employees - include full-time/part-time workers; employees on paid leaves (e.g., sick/vacation/maternity/holiday/study leave); and employees working away from the establishment but paid by and under the control of the firm. Excluded are workers hired through contractor/agency, workers on indefinite leave, workers paid purely on commission without employer control.</p> <p>Labor Turnover - refers to the changes in the employment of an establishment resulting from accessions and separations.</p> <p>Accessions (New Hires) - refer to permanent or temporary additions to employment in the establishment 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.</p> <p>Separations - refer to terminations of employment due to a) quits or terminations initiated by the employees and b) 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).</p> <p>Agency-Hired Workers - workers hired through agencies/contractors to perform or complete a job, work or service within the premises of the establishment. They are excluded from the total employment of the establishment.</p> <p>Existing Job Vacancies - refer to the number of unfilled job openings, at the end of the quarter which are immediately available for placement and for which active recruitment steps are being undertaken.</p>



HIGHLIGHTS OF SURVEY RESULTS
LABOR TURNOVER RATE, PHILIPPINES
1st Quarter 2018

Indicator	Rates (%)
Accession Rate	9.30
Separation Rate	7.72
Labor Turnover Rate	1.58

- Employment in establishments grew by 1.58 percent in the first quarter of 2018.
- This infers that 16 workers per 1,000 employed were added to the workforce in all establishments nationwide.
- The accession rate stood at 9.30 percent which indicates that there was an addition of 93 workers per 1,000 employed in the establishments workforce. The additional workers were hired either for business expansion or replacement of separated workers.
- Meanwhile, the separation rate was 7.72 percent which implies that for every 1,000 employed, 77 workers were either laid-off or quit their jobs.

For more information, please contact:

PSA Field Office: _____
Tel. No.: _____ **Fax No.:** _____
E-mail address: _____

CERTIFICATION OF RESPONDENT

Name/Signature: _____

Position: _____

Tel. No/Fax No.: _____

Mobile No.: _____

E-mail Address: _____

SURVEY PERSONNEL

Enumerator: _____

Date: _____

Area Supervisor: _____

Date: _____

Reviewer: _____

Date: _____

LABOR TURNOVER SURVEY

Second Quarter 2018

Sir/Madam:

The Philippine Statistics Authority (PSA) will conduct the Labor Turnover Survey nationwide starting 2018. The survey aims to generate quarterly trend statistics on labor turnover as indicator of labor market activity and general business situation in the country. The information gathered will provide policy makers and other data users a complete picture of labor demand and job turnover and will serve as inputs to decision making and policy formulation.

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Thank you very much.



LISA GRACE S. BERSALES, Ph.D.

Undersecretary

National Statistician and Civil Registrar General

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■ ■ ■ ■ ■ field interviewer assigned in your establishment may pick up the accomplished form ■ ■ ■ ■ ■
■ ■ ■ ■ ■ after the said period or you may send it via Telefax: **376-1952 / 281-7998** ■ ■ ■ ■ ■
■ ■ ■ ■ ■ or Email: **edsd.staff@psa.gov.ph/edsd.staff@gmail.com** ■ ■ ■ ■ ■
■ ■ ■ ■ ■

ECN: _____ STATUS: _____

Remarks: _____

Changes in the address label should be written below:

Name of Establishment : _____

Address: _____

_____ PSGC:

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Main Economic Activity: _____

Major Products/Goods or Services: _____

PSIC :

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ITEM OF INQUIRY	Second Quarter 2018		
	April	May	June
I. EMPLOYMENT			
A. Total Employment			
II. LABOR TURNOVER			
A. Total Accessions (New Hires)			
1. Expansion			
2. Replacement			
B. Total Separations			
1. Employer-initiated			
1.1 Reason (<i>use codes</i>)			
2. Employee-initiated			
2.1 Reason (<i>use codes</i>)			
CODES <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> 1 – Lack of Market 2 – Financial Losses 3 – Reorganization/Downsizing 4 – Merger/Change in Management 5 – Project Completion/End of Contract </div> <div style="width: 50%;"> 6 – Absence without leave (AWOL) 7 – Retirement 8 – Hired by another company 9 – To work abroad 10 – Family Consideration </div> <div style="width: 50%;"> 11 – Others, specify _____ </div> </div>			

ITEM OF INQUIRY	Second Quarter 2018		
	April	May	June
III. AGENCY-HIRED WORKERS (if any)			
A. Total Accessions (New Hires)			
B. Total Separations			
IV. EXISTING JOB VACANCIES AT THE END OF THE QUARTER (<i>Please specify title of occupation/s. Use additional sheet if necessary</i>)		PSOC (Do not fill)	Number of Vacancies
Total			
1.			
2.			
3.			
4.			
Remarks/Comments/Suggestions:			

DEFINITION OF TERMS
<p>Establishment - an economic unit engaged in one or predominantly one kind of economic activity under a single ownership or control at a single fixed location, e.g. mine, factory, store, bank, restaurant.</p> <p>Main economic activity - refers to the activity that contributes the biggest or major portion of the gross income or revenues of the establishment, e.g., metallic ore mining, food manufacturing, retail trade, education.</p> <p>Major products/goods or services – refer to the specific product/goods produced or service provided by the establishment, e.g., gold, ice cream, electricity, residential buildings, automotive parts, fastfood, shipping, universal banking, security agencies, private tertiary education, private hospital or motion picture production.</p> <p>Total Employment - refers to the number of persons who worked or received pay from the establishment. This includes the following: 1) Working Owners - owners who are actively engaged in the management of the establishment but do not receive regular pay; 2) Unpaid Workers - persons working without pay and work for at least 1/3 of the working time normal to the establishment; and 3) Paid Employees - include full-time/part-time workers; employees on paid leaves (e.g., sick/vacation/maternity/holiday/study leave); and employees working away from the establishment but paid by and under the control of the firm. Excluded are workers hired through contractor/agency, workers on indefinite leave, workers paid purely on commission without employer control.</p> <p>Labor Turnover – refers to the changes in the employment of an establishment resulting from accessions and separations.</p> <p>Accessions (New Hires) - refer to permanent or temporary additions to employment in the establishment 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.</p> <p>Separations - refer to terminations of employment due to a) quits or terminations initiated by the employees and b) 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).</p> <p>Agency-Hired Workers - workers hired through agencies/contractors to perform or complete a job, work or service within the premises of the establishment. They are excluded from the total employment of the establishment.</p> <p>Existing Job Vacancies – refer to the number of unfilled job openings, at the end of the quarter which are immediately available for placement and for which active recruitment steps are being undertaken.</p>



HIGHLIGHTS OF SURVEY RESULTS
LABOR TURNOVER RATE, PHILIPPINES
2nd Quarter 2018 *

Indicator	Rates (%)
Accession Rate	12.13
Separation Rate	8.98
Labor Turnover Rate	3.15

- Employment gain in establishments was posted at 3.15 percent in the second quarter of 2018.
- This implied that 32 workers per 1,000 employed were added to the workforce in all establishments nationwide.
- The accession rate was estimated at 12.13 percent which indicated that there was an addition of 121 workers per 1,000 employed in the establishments' workforce. The additional workers were hired either for business expansion (6.05%) or replacement of separated workers (6.08%).
- On the other hand, the separation rate was placed at 8.98 percent which meant that for every 1,000 employed, 90 workers were either laid-off or voluntarily left their jobs.

* Preliminary

For more information, please contact:

PSA Field Office: _____
Tel. No.: _____ **Fax No.:** _____
E-mail address: _____

CERTIFICATION OF RESPONDENT

Name/Signature:

Position:

Tel. No/Fax No.:

Mobile No.:

E-mail Address:

SURVEY PERSONNEL

Enumerator:

Date:

Area Supervisor:

Date:

Reviewer:

Date:

LABOR TURNOVER SURVEY

Third Quarter 2018

Sir/Madam:

The Philippine Statistics Authority (PSA) conducts the Labor Turnover Survey nationwide starting 1st quarter of 2018. The survey aims to generate quarterly trend statistics on labor turnover as indicator of labor market activity and general business situation in the country. The information gathered will provide policy makers and other data users a complete picture of labor demand and job turnover and will serve as inputs to decision making and policy formulation.

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Lisa Grace S. Bersales

LISA GRACE S. BERSALES, Ph.D.

Undersecretary

National Statistician and Civil Registrar General

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■ or Email: **edsd.staff@psa.gov.ph / edsd.staff@gmail.com**

ECN: _____ STATUS: _____

Remarks: _____

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Name of Establishment : _____

Address: _____

_____ PSGC:

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Main Economic Activity: _____

Major Products/Goods or Services: _____

PSIC :

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ITEM OF INQUIRY	Third Quarter 2018		
	July	August	September
I. EMPLOYMENT			
A. Total Employment			
II. LABOR TURNOVER			
A. Total Accessions (New Hires)			
1. Expansion			
2. Replacement			
B. Total Separations			
1. Employer-initiated			
1.1 Reason (<i>use codes</i>)			
2. Employee-initiated			
2.1 Reason (<i>use codes</i>)			
CODES <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> 1 – Lack of Market 2 – Financial Losses 3 – Reorganization/Downsizing 4 – Merger/Change in Management 5 – Project Completion/End of Contract </div> <div style="width: 50%;"> 6 – Absence without leave (AWOL) 7 – Retirement 8 – Hired by another company 9 – To work abroad 10 – Family Consideration </div> <div style="width: 50%;"> 11 – Others, specify _____ </div> </div>			

ITEM OF INQUIRY	Third Quarter 2018		
	July	August	September
III. AGENCY-HIRED WORKERS (if any)			
A. Total Accessions (New Hires)			
B. Total Separations			
IV. EXISTING JOB VACANCIES AT THE END OF THE QUARTER (<i>Please specify title of occupation/s. Use additional sheet if necessary</i>)		PSOC (Do not fill)	Number of Vacancies
Total			
1.			
2.			
3.			
4.			
Remarks/Comments/Suggestions:			

DEFINITION OF TERMS

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Major products/goods or services - refer to the specific product/goods produced or service provided by the establishment, e.g., gold, ice cream, electricity, residential buildings, automotive parts, fastfood, shipping, universal banking, security agencies, private tertiary education, private hospital or motion picture production.

Total Employment - refers to the number of persons who worked or received pay from the establishment. This includes the following: 1) **Working Owners** - owners who are actively engaged in the management of the establishment but do not receive regular pay; 2) **Unpaid Workers** - persons working without pay and work for at least 1/3 of the working time normal to the establishment; and 3) **Paid Employees** - include full-time/part-time workers; employees on paid leaves (e.g., sick/vacation/maternity/holiday/study leave); and employees working away from the establishment but paid by and under the control of the firm. **Excluded are workers hired through contractor/agency, workers on indefinite leave, workers paid purely on commission without employer control.**

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Existing Job Vacancies - refer to the number of unfilled job openings, at the end of the quarter which are immediately available for placement and for which active recruitment steps are being undertaken.

HIGHLIGHTS OF SURVEY RESULTS

LABOR TURNOVER RATE, PHILIPPINES

2nd Quarter 2018

Indicator	Rates (%)
Accession Rate	11.0
Separation Rate	9.3
Labor Turnover Rate	1.7

■ Employment gain in establishments was posted at 1.7 percent in the second quarter of 2018.

■ This implied that 17 workers per 1,000 employed were added to the workforce in all establishments nationwide.

■ The accession rate was estimated at 11.0 percent which indicated that there was an addition of 110 workers per 1,000 employed in the establishments' workforce. The additional workers were hired either for business expansion (5.5%) or replacement of separated workers (5.5%).

■ On the other hand, the separation rate was placed at 9.3 percent which meant that for every 1,000 employed, 93 workers were either laid-off or voluntarily left their jobs.

For more information, please contact:

PSA Field Office: _____

Tel. No.: _____ Fax No: . _____

E-mail address: _____

CERTIFICATION OF RESPONDENT	
<i>Name/Signature:</i>	
<i>Position:</i>	
<i>Tel. No/Fax No.:</i>	<i>Mobile No.:</i>
<i>E-mail Address:</i>	

SURVEY PERSONNEL	
Enumerator:	Date:
Area Supervisor:	Date:
Reviewer:	Date:



LABOR TURNOVER SURVEY

Fourth Quarter 2018

LISA GRACE S. BERSALES, Ph.D.
Undersecretary
National Statistician and Civil Registrar General

Please accomplish this form within five (5) working days after receipt thereof. Our field interviewer assigned in your establishment may pick up the accomplished form after the said period or you may send it via Telefax: _____ or Email: _____

ECN: _____ STATUS: _____

Remarks: _____

Changes in the address label should be written below:

Name of Establishment : _____

Address: _____

_____ PSGC:

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Main Economic Activity: _____

Major Products/Goods or Services: _____

PSIC :

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ITEM OF INQUIRY	Fourth Quarter 2018		
	October	November	December
I. EMPLOYMENT			
A. Total Employment			
II. LABOR TURNOVER			
A. Total Accessions (New Hires)			
1. Expansion			
2. Replacement			
B. Total Separations			
1. Employer-initiated			
1.1 Reason (<i>use codes</i>)			
2. Employee-initiated			
2.1 Reason (<i>use codes</i>)			
CODES <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"> 1 – Lack of Market 2 – Financial Losses 3 – Reorganization/Downsizing 4 – Merger/Change in Management 5 – Project Completion/End of Contract </div> <div style="width: 50%;"> 6 – Absence without leave (AWOL) 7 – Retirement 8 – Hired by another company 9 – To work abroad 10 – Family Consideration </div> <div style="width: 50%;"> 11 – Others, specify _____ </div> </div>			

ITEM OF INQUIRY	Fourth Quarter 2018		
	October	November	December
III. AGENCY-HIRED WORKERS (if any)			
A. Total Accessions (New Hires)			
B. Total Separations			
IV. EXISTING JOB VACANCIES AT THE END OF THE QUARTER (<i>Please specify title of occupation/s. Use additional sheet if necessary</i>)	PSOC (Do not fill)	Number of Vacancies	
Total			
1.			
2.			
3.			
4.			
Remarks/Comments/Suggestions:			
DEFINITION OF TERMS			
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