

LABOR TURNOVER STATISTICS

(in establishments with 20 or more workers)
Philippines: First Quarter 2018

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 until 2017. The survey covered enterprises located at the National Capital Region (NCR) only.

Starting the 1st quarter of 2018, the LTS covers establishments based within and outside the National Capital Region. The survey aims to capture "job creations" and "job displacements" in business establishments in the Philippines by collecting quarterly data on accessions and separations of workers.

This report is the maiden issue on LTS with nationwide coverage. A total of 5,469 establishments served as respondents to the first quarter round of the 2018 Labor Turnover Survey. The sample establishments were drawn from the 2017 List of Establishments.

Employment in establishments grows by 1.58 percent in the first quarter of 2018

- Final result of the first nationwide Labor Turnover Survey posted a positive labor turnover rate at 1.58 percent.
- This rate indicated an additional 16 workers per 1,000 employed persons in the estimated 29,957 total establishments with an employment of 4.7 million during the 1st quarter of 2018.
- The accession rate of 9.30 percent implied that 93 workers were hired for business expansion or replacement of separated workers. However, the separation rate of 7.72 percent implied that for every 1,000 employed, 77 workers were either laid-off or quit their jobs during the period. (Table 1)

TABLE 1 - Labor Turnover Rate,
Philippines: 1st Quarter 2018

Indicator	Rate* (%)
Accessions	9.30
Separations	7.72
Labor Turnover	1.58

* Final

Source: PSA, Labor Turnover Survey.

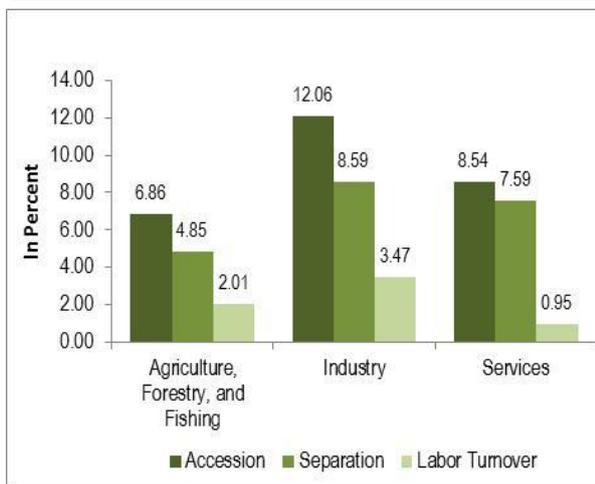
Industry sector leads the gain in employment

- All sectors posted positive labor turnover rates for the period. (Figure 1)
- The rise in labor turnover rate during the reference quarter was driven by substantial gains in industry sector at

3.47 percent. This sector recorded an accession rate of 12.06 percent. All industries under this sector recorded employment gains with mining and quarrying posting the highest at 4.29 percent followed by manufacturing at 4.22 percent. (Table 2)

- The agriculture, forestry, and fishing likewise indicated a positive labor turnover rate of 2.01 percent, with an accession rate of 6.86 percent and separation rate of 4.85 percent.
- Among the three major sectors, the services recorded the lowest turnover rate at 0.95 percent. All industries in services except professional, scientific and technical activities (4.92%) posted labor turnover rates of 2.00 percent and below. Moreover, three industries under this sector registered negative rates, namely: real estate activities (-1.76%), education (-1.06%) and other service activities (-0.80%).

FIGURE 1 - Labor Turnover Rates by Major Sector, Philippines: 1st Quarter 2018



Source: PSA, Labor Turnover Survey.

Main reasons for the separation of workers

- Employers laid-off their employees mainly due to project completion which accounted for 37.7 percent,

followed by absence without leave (AWOL) at 27.5 percent. (Figure 2)

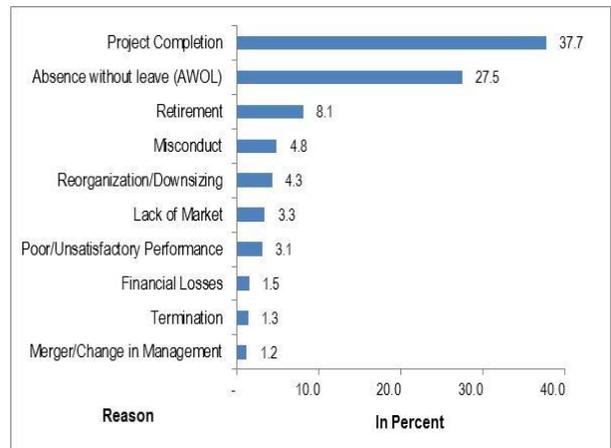
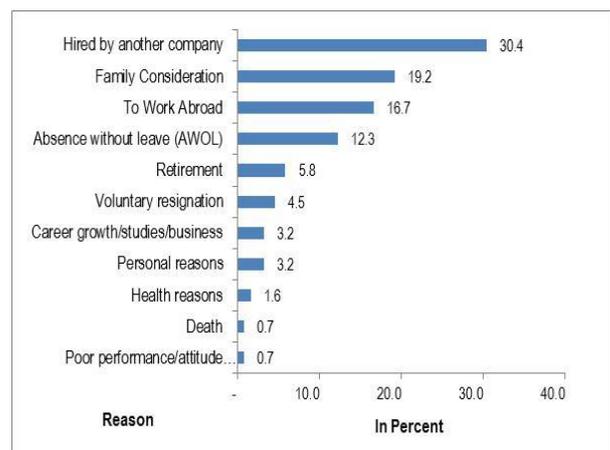


FIGURE 2 – Reasons for Employer-Initiated Separations, Philippines: 1st Quarter 2018

Source: PSA, Labor Turnover Survey.

- On the other hand, most of the employees left their jobs because they were hired by another company (30.4%). Other main reasons of job-quitters were: family consideration (19.2%); to work abroad (16.7%); and absence without leave (12.3%). (Figure 3)

FIGURE 3 – Reasons for Employee-Initiated Separations, Philippines: 1st Quarter 2018

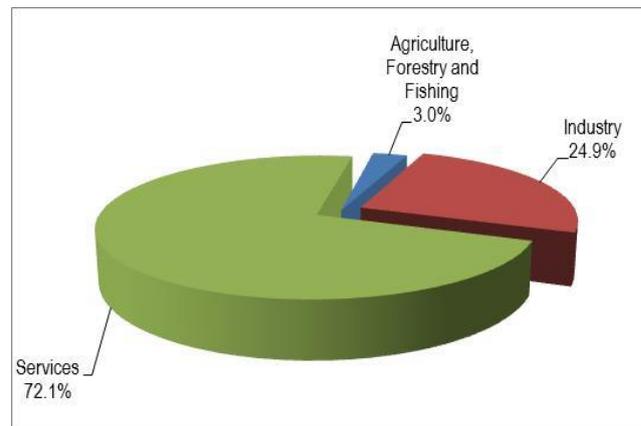


Source: PSA, Labor Turnover Survey.

Services sector accounts for the bulk of the job vacancies

- Services sector reported the most number of job vacancies at 161,494 or 72.1 percent of the total in the first quarter of 2018. The industry sector accounted for 55,767 vacancies or 24.9 percent while agriculture, forestry, and fishing posted the least number of job openings with only 6,732 or 3.0 percent of the vacancies. (Figure 4 and Table 3)
- By occupation, job vacancies were recorded mostly for the group of technicians and associate professionals (20.6%). This was followed by the service and sales workers at 17.0 percent; elementary occupations at 16.1 percent; and professionals at 14.6 percent share to the total job openings. (Table 4)

FIGURE 4 – Percent Distribution of Job Vacancies by Sector, Philippines: 1st Quarter 2018



Source: PSA, Labor Turnover Survey.

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 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).

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

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 2 - Labor Turnover Rates in Agricultural and Non-Agricultural Establishments
by Major Industry, Philippines: 1st Quarter 2018**

Industry	Total ^F			Accession ^F		Separation ^F	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
Total	9.30	7.72	1.58	3.79	5.50	4.82	2.90
Agriculture, Forestry, and Fishing Industry	6.86	4.85	2.01	2.83	4.03	3.55	1.30
Mining and Quarrying	12.36	8.06	4.29	8.62	3.73	2.41	5.65
Manufacturing	13.20	8.98	4.22	4.64	8.55	4.98	4.00
Electricity, Gas, Steam and Air Conditioning Supply	3.09	1.78	1.31	1.97	1.12	0.96	0.82
Water Supply; Sewerage Waste Management and Remediation Activities	2.93	1.67	1.26	2.20	0.73	1.04	0.63
Construction	11.51	10.09	1.43	8.23	3.28	5.44	4.64
Services	8.54	7.59	0.95	3.41	5.14	4.92	2.67
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	9.86	8.43	1.43	2.75	7.11	6.21	2.22
Transportation and Storage	4.01	2.46	1.54	2.43	1.58	1.85	0.62
Accommodation and Food Service Activities	7.78	6.84	0.94	2.69	5.09	5.00	1.84
Information and Communication	6.45	5.57	0.88	2.86	3.59	4.23	1.34
Financial and Insurance Activities	6.12	4.13	2.00	2.43	3.69	3.37	0.76
Real Estate Activities	3.83	5.59	(1.76)	1.90	1.93	3.00	2.59
Professional, Scientific and Technical Activities	10.85	5.93	4.92	2.25	8.59	4.79	1.13
Administrative and Support Service Activities	11.33	10.78	0.55	5.21	6.13	5.96	4.83
Education	2.10	3.17	(1.06)	0.88	1.23	2.25	0.91
Human Health and Social Work Activities	6.72	5.13	1.59	2.43	4.28	4.76	0.37
Arts, Entertainment and Recreation	5.47	3.49	1.98	4.00	1.47	2.24	1.25
Other Service Activities	4.85	5.65	(0.80)	1.22	3.63	5.37	0.28

F - Final

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 1st Quarter 2018.

Table 3 - Number of Job Vacancies in Establishments with 20 or More Workers by Major Industry Group, Philippines: 1st Quarter 2018

Industry	Number
ALL INDUSTRIES	223,993
Agriculture, Forestry, and Fishing	6,732
Industry	55,767
Mining and Quarrying	499
Manufacturing	42,043
Electricity, Gas, Steam and Air Conditioning Supply	1,314
Water Supply; Sewerage Waste Management and Remediation Activities	2,019
Construction	9,892
Services	161,494
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	32,320
Transportation and Storage	6,822
Accommodation and Food Service Activities	11,643
Information and Communication	4,160
Financial and Insurance Activities	11,529
Real Estate Activities	1,219
Professional, Scientific and Technical Activities	2,348
Administrative and Support Service Activities	67,955
Education	12,989
Human Health and Social Work Activities	9,696
Arts, Entertainment and Recreation	452
Other Service Activities	361

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 1st Quarter 2018.

Table 4 - Number of Job Vacancies in Establishments with 20 or More Workers by Major Occupation Group, Philippines: 1st Quarter 2018

Major Occupation Group	Number
ALL OCCUPATION	223,993
Managers	5,337
Professionals	32,669
Technicians and Associate Professionals	46,039
Clerical Support Workers	29,048
Service and Sales Workers	38,171
Skilled Agricultural, Forestry and Fishery Workers	98
Craft and Related Trades Workers	22,599
Plant and Machine Operators and Assemblers	14,017
Elementary Occupations	36,014

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 1st Quarter 2018.

LABOR TURNOVER STATISTICS

(in establishments with 20 or more workers)
Philippines: Second Quarter 2018

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 until 2017. The survey covered enterprises located at the National Capital Region (NCR) only.

Starting the 1st quarter of 2018, the LTS covers the establishments based within and outside the National Capital Region. The survey aims to capture "job creations" and "job displacements" in business establishments in the Philippines by collecting quarterly data on accessions and separations of workers.

This report is the second issue on labor turnover statistics with nationwide coverage. A total of 5,469 establishments served as respondents to the second quarter round of the 2018 Labor Turnover Survey. The sample establishments were drawn from the 2017 List of Establishments.

Employment in establishments goes up on the second quarter of 2018

- The overall growth of employment in all establishments was recorded at 1.7 percent during the period which was higher than the previous quarter (1.6%). This rate denoted that in every 1,000 persons employed, 17 workers were added to the estimated total employment of 4.3 million during the quarter.
- The accession rate of 11.0 percent meant that in every 1,000 employed, an additional 110 workers were hired due to either expansion of business (5.5%) or replacement of separated workers (5.5%). On the other hand, the separation rate of 9.3 percent indicated that 93 workers were either laid off (3.7%) or voluntarily left their jobs (5.6%). (Table 1)

Table 1: Labor Turnover Rate, Philippines:
1st and 2nd Quarter 2018

Indicator	Rate ^F (%)	
	1 st Q	2 nd Q
Accession Rate (%)	9.3	11.0
Separation Rate (%)	7.7	9.3
Labor Turnover Rate (%)	1.6	1.7

F – Final.

Source: PSA, Labor Turnover Survey.

Industry sector still takes the lead in employment gain

- During the period, the industry sector registered the highest employment growth at 3.9 percent as all industries under this sector posted positive turnover rates. A remarkable increase was observed in manufacturing industry at 4.9 percent followed by construction at 1.3 percent. Meanwhile, turnover rates of less than one percent were recorded in electricity, gas, steam, and air conditioning supply (0.9%);



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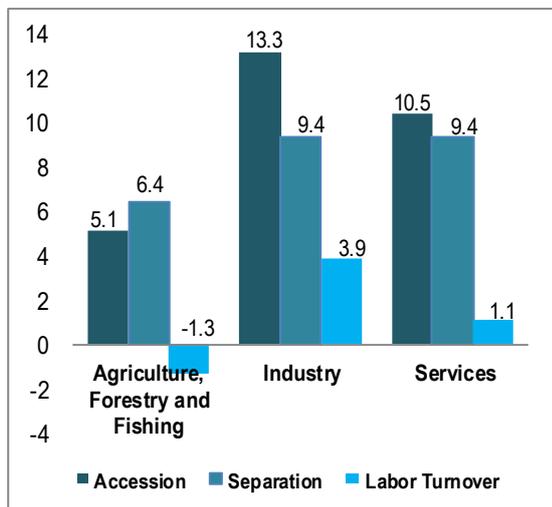


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mining and quarrying (0.7%); and water supply, sewerage waste management and remediation activities (0.1%). (Figure 1)

- Employment gain was also noted in services sector at 1.1 percent. The major contributors under this sector were wholesale and retail trade; repair of motor vehicles, motorcycles (3.7%); education (2.4%); other service activities (2.3%); information and communication (1.9%); and transportation and storage (1.8%). However, decline in employment in this sector occurred in accommodation and food services activities (2.1%); arts, entertainment and recreation (0.8%); and administrative and support service activities (0.2%).
- In agriculture, forestry and fishing sector, separation rate (6.4%) outpaced the accession rate (5.1%) which resulted to a negative labor turnover of 1.3 percent. This was a reversal from previous quarter's employment gain of 2.0 percent.

FIGURE 1 - Labor Turnover Rates by Major Sector, Philippines: 2nd Quarter 2018



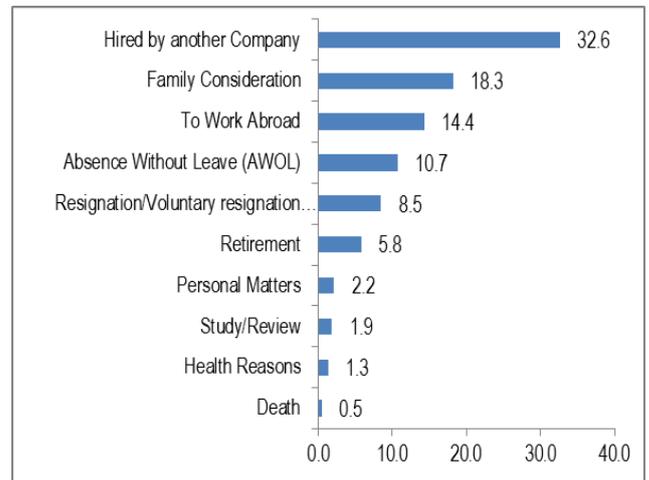
Source: PSA, Labor Turnover Survey.

Reasons behind the separation of workers

- Most of the reasons why employees quit their jobs were: hired by

another company (32.6%); family consideration (18.3%); to work abroad (14.4%); and AWOL or absence without leave (10.7%). (Figure 2)

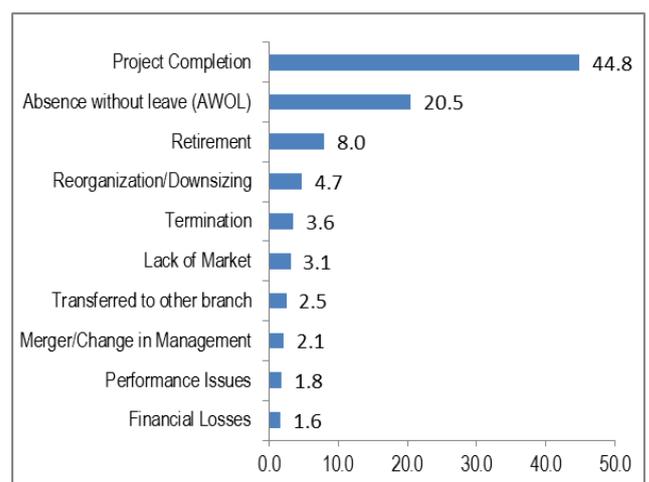
FIGURE 2 – Reasons for Employee-Initiated Separations, Philippines: 2nd Quarter 2018



Source: PSA, Labor Turnover Survey.

- Separations initiated by the employers or termination were mostly because of project completion at 44.8 percent; absence without leave at 20.5 percent; and retirement at 8.0 percent. (Figure 3)

FIGURE 3 – Reasons for Employer-Initiated Separations, Philippines: 2nd Quarter 2018

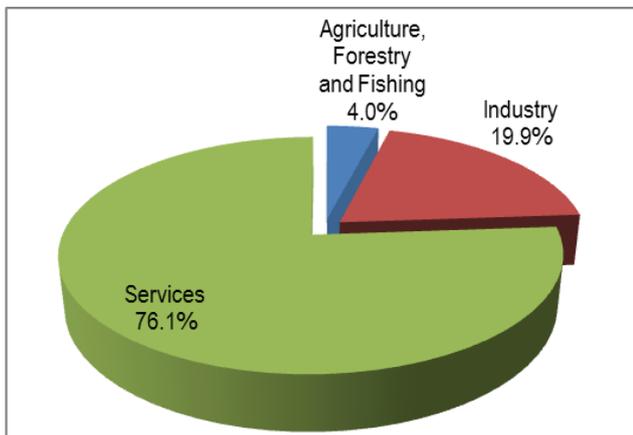


Source: PSA, Labor Turnover Survey.

Services sector posts the highest number of job vacancies

- The total number of job vacancies recorded for the second quarter of 2018 was 219,022, lower by 2.22 percent than the previous quarter’s record of 223,993.
- The bulk of the total job openings were offered by the services sector at 76.1 percent (166,713). Industry sector posted 19.9 percent share (43,536) while the remaining 4 percent (8,773) was in agriculture,

FIGURE 4 – Job Vacancies by Major Sector, Philippines: 2nd Quarter 2018

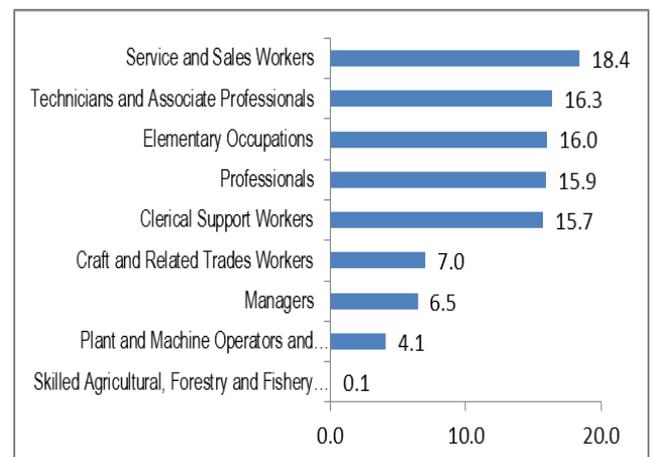


Source: PSA, Labor Turnover Survey.

fishing and forestry sector. (Figure 4 and Table 3)

- By major occupation, service and sales workers accounted for the highest share to total job vacancies at 18.4 percent (40,216). This was followed by technicians and associate professionals at 16.3 percent (35,802); elementary occupations at 16.0 percent (35,016); professionals at 15.9 percent (34,871), and clerical support workers at 15.7 percent (34,395). (Figure 5 and Table 4)

FIGURE 5 – Job Vacancies by Major Occupation Group, Philippines: 2nd Quarter 2018



Source: PSA, Labor Turnover Survey.

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**Table 2 - Labor Turnover Rates in Agricultural and Non-Agricultural Establishments
by Major Industry, Philippines: 2nd Quarter 2018
(Final Results)**

Industry	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
Total	11.0	9.3	1.7	5.5	5.5	5.6	3.7
Agriculture, Forestry, and Fishing Industry	5.1	6.4	(1.3)	2.3	2.8	2.7	3.8
Mining and Quarrying	8.0	7.2	0.7	5.2	2.8	2.4	4.9
Manufacturing	14.8	9.9	4.9	7.9	6.9	6.7	3.5
Electricity, Gas, Steam and Air Conditioning Supply	2.8	1.9	0.9	1.8	1.0	1.1	0.8
Water Supply; Sewerage Waste Management and Remediation Activities	4.5	4.5	0.1	3.0	1.5	1.8	2.8
Construction	11.6	10.3	1.3	5.2	6.4	4.2	6.1
Services	10.5	9.4	1.1	5.2	5.3	5.7	3.7
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	12.0	8.4	3.7	4.4	7.7	6.0	2.4
Transportation and Storage	5.3	3.4	1.8	3.3	2.0	2.4	1.1
Accommodation and Food Service Activities	8.8	10.9	(2.1)	3.7	5.1	6.0	4.9
Information and Communication	7.9	6.1	1.9	4.2	3.7	4.9	1.2
Financial and Insurance Activities	7.4	6.9	0.5	1.8	5.6	3.6	3.3
Real Estate Activities	5.6	4.1	1.5	2.6	3.0	3.0	1.2
Professional, Scientific and Technical Activities	8.3	7.2	1.1	1.3	7.0	4.2	3.0
Administrative and Support Service Activities	11.8	12.0	(0.2)	7.9	3.9	6.9	5.1
Education	14.5	12.1	2.4	6.1	8.5	7.2	4.9
Human Health and Social Work Activities	7.6	6.5	1.1	3.0	4.5	5.2	1.3
Arts, Entertainment and Recreation	5.3	6.1	(0.8)	3.4	2.0	2.7	3.4
Other Service Activities	5.2	2.9	2.3	2.5	2.6	2.2	0.8

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 2nd Quarter 2018.

Table 3 – Number of Job Vacancies in Establishments with 20 or More Workers by Major Industry Group, Philippines: 2nd Quarter 2018

Industry	Number
ALL INDUSTRIES	219,022
Agriculture, Forestry, and Fishing Industry	8,773
Mining and Quarrying	553
Manufacturing	33,886
Electricity, Gas, Steam, Air Conditioning Supply	982
Water Supply; Sewerage Waste Management and Remediation Services	2,202
Construction	5,913
Services	166,713
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	38,594
Transportation and Storage	5,033
Accommodation and Food Service Activities	11,473
Information and Communication	4,167
Financial and Insurance Activities	25,173
Real Estate Activities	1,446
Professional, Scientific and Technical Activities	8,132
Administrative and Support Service Activities	47,540
Education	13,315
Human Health and Social Work Activities	10,798
Arts, Entertainment and Recreation	543
Other Service Activities	497

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 2nd Quarter 2018.

Table 4 – Number of Job Vacancies in Establishments with 20 or More Workers by Major Occupation Group, Philippines: 2nd Quarter 2018

Major Occupation Group	Number
ALL OCCUPATION	219,022
Managers	14,142
Professionals	34,871
Technicians and Associate Professionals	35,802
Clerical Support Workers	34,395
Service and Sales Workers	40,216
Skilled Agricultural, Forestry and Fishery Workers	186
Craft and Related Trade Workers	15,428
Plant and Machine Operators and Assemblers	8,967
Elementary Occupations	35,016

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 2nd Quarter 2018.

LABOR TURNOVER STATISTICS

(in establishments with 20 or more workers)
Philippines: Third Quarter 2018

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 until 2017. The survey covered enterprises located in the National Capital Region (NCR) only.

Starting the 1st quarter of 2018, the LTS covers establishments based within and outside the National Capital Region. The survey aims to capture "job creations" and "job displacements" in business establishments in the Philippines by collecting quarterly data on accessions and separations of workers.

This report is the third issue on LTS with nationwide coverage. A total of 5,469 establishments served as respondents to the third quarter round of the 2018 LTS. The sample establishments were drawn from the 2017 List of Establishments.

LABOR TURNOVER RATES

Employment slowed down in establishments in the 3rd quarter of 2018

- Employment growth in establishments in the country stood at 0.8 percent in the 3rd quarter of 2018.
- This represents a decline of 0.9 percentage point from the 1.7 percent growth recorded in the previous quarter. (Table 1)
- The sluggish employment can be attributed to the cutbacks in labor turnover rates observed in the agriculture, forestry and fishing sector (-1.5%) and the industry sector (-0.1%).
- Despite these reductions, more employment was created for the period as the accession rate of 9.5 percent exceeded the separation rate of 8.7 percent. This suggests

an addition of 8 workers per 1,000 employed persons to the establishments' total workforce. Specifically, about 95 workers per 1,000 employed were added to the establishment workforce due to expansion/replacement while 87 workers per 1,000 employed were terminated or quit their jobs.

TABLE 1 - Labor Turnover Rate, Philippines: 2nd and 3rd Quarter (Final)

Indicator	Rate (%)	
	2 nd Quarter	3 rd Quarter
Accession Rate (%)	11.0	9.5
Separation Rate (%)	9.3	8.7
Labor Turnover Rate (%)	1.7	0.8

Source: PSA, Labor Turnover Survey.

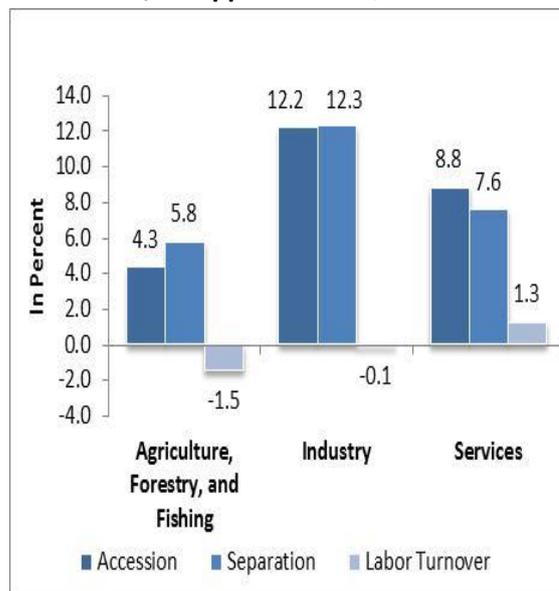
Growth led by services sector at 1.3%

- By sector, services provided the boost to employment during the quarter as almost all of the industries under this sector registered positive labor turnover rates ranging from 0.2 percent (both for transportation and storage and human health and social work activities) to 3.4 percent (education). (Figure 1 and Table 2)
- Only two industries under the sector registered job losses for the period namely professional, scientific and technical activities (-4.5%) and real estate activities (-0.1%).

Agriculture, forestry and fishing sector continued to experience a setback in employment

- Agriculture, forestry and fishing sector continued its reduction in employment at -1.5 percent as the the separation rate at 5.8 percent surpassed the accession rate of 4.3 percent. The previous quarter’s labor turnover rate of this sector was posted at -1.3 percent.
- Meanwhile, employment in the industry sector was on a downturn at -0.1 percent from a moderate 3.9 percent rate in the second quarter. This was brought about by the declines in construction (-0.4%) and manufacturing (-0.1%).
- It is worth noting that both the manufacturing and construction posted high accession rates and a much higher separation rates which contributed substantially to the negative labor turnover rate in the industry sector. (Table 2)

FIGURE 1 – Labor Turnover Rates by Major Sector, Philippines: 3rd Quarter 2018

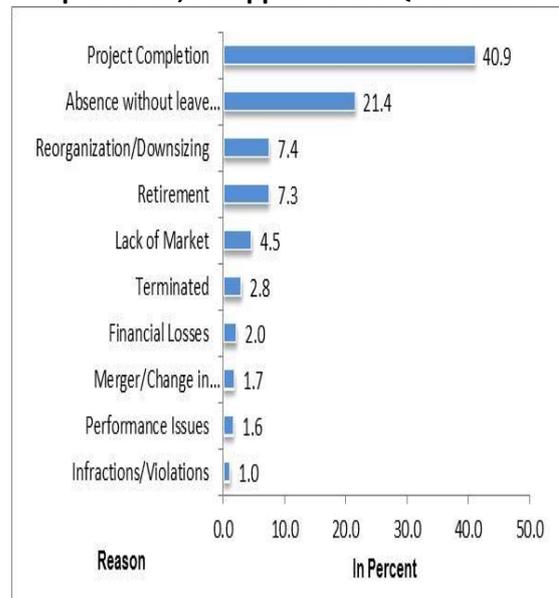


Source: PSA, Labor Turnover Survey.

Causes of separations of employees

- The survey also inquired on the reasons for separations initiated by both the employees and employers. Reasons cited by employers for terminating the services of their workers were mostly due to project completion (40.9%) and absence without leave or AWOL (21.4%).

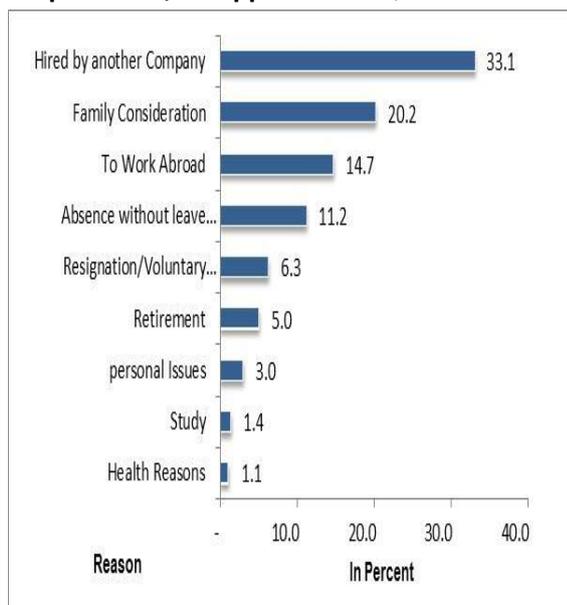
FIGURE 2 – Reasons for Employer-Initiated Separations, Philippines: 3rd Quarter 2018



Source: PSA, Labor Turnover Survey.

Meanwhile, most of the employees who quit their jobs were hired by another company (33.1%). Other main reasons cited were: family consideration (20.2%); plans to work abroad (14.7%); and absence without leave or AWOL (11.2%). (Figure 3)

FIGURE 3 – Reasons for Employee-Initiated Separations, Philippines: 3rd Quarter 2018



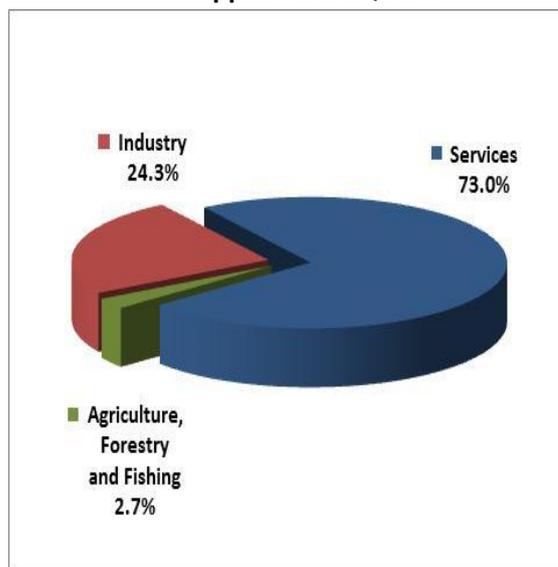
Source: PSA, Labor Turnover Survey.

JOB VACANCIES

Majority of the job vacancies were registered in the services sector

- A total of 159,932 positions in various occupational groups across industries were offered for placement during the period. Vacancies went down by 27 percent from 219,022 unfilled positions during the second quarter of 2018. (Table 3)
- The services sector dominated the vacancy roll with 116,762 openings (73.0%). This was followed far behind by industry sector at 24.3 percent while the least number of job vacancies was posted in agriculture, forestry and fishing at 2.7 percent. (Figure 4)

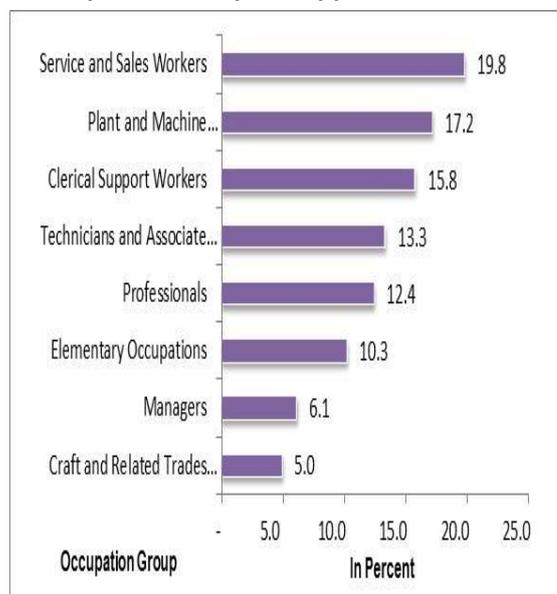
FIGURE 4 – Job Vacancies by Major Sector, Philippines: 3rd Quarter



Source: PSA, Labor Turnover Survey.

- By occupation groups, unfilled positions were recorded mostly for the service and sales workers as it accounted for the highest share to total job vacancies at 19.8 percent (31,736). This was followed by the plant and machine operators and assemblers at 17.2 percent (27,520); clerical support workers at 15.8 percent (25,256); technicians and associate professionals at 13.3 percent (21,330); professionals at 12.4 percent (19,911) and elementary occupations at 10.3 percent (16,400). (Figure 5 and Table 4)

FIGURE 5 – Job Vacancies by Major Occupation Group, Philippines: 3rd Quarter



Source: PSA, Labor Turnover Survey.

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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).

Labor Turnover - refer to changes in the employment of an establishment during a reference period resulting from accessions and separations of workers.

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.

FOR INQUIRIES

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**Table 2 - LABOR TURNOVER RATES IN AGRICULTURAL AND NON-AGRICULTURAL ESTABLISHMENTS
BY MAJOR INDUSTRY, PHILIPPINES: 3rd Quarter 2018
(Final)**

Industry	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
Total	9.5	8.7	0.8	5.0	4.5	5.9	2.8
Agriculture, Forestry, and Fishing	4.3	5.8	(1.5)	3.0	1.3	3.2	2.6
Industry	12.2	12.3	(0.1)	7.7	4.5	8.0	4.3
Mining and Quarrying	6.8	6.1	0.7	5.5	1.3	3.0	3.2
Manufacturing	13.3	13.4	(0.1)	8.2	5.1	9.8	3.6
Electricity, Gas, Steam and Air Conditioning Supply	3.0	1.9	1.1	1.8	1.3	1.0	0.9
Water Supply; Sewerage Waste Management and Remediation Activities	4.6	4.5	0.1	2.4	2.1	2.0	2.5
Construction	11.8	12.2	(0.4)	8.2	3.7	3.3	8.9
Services	8.8	7.6	1.3	4.1	4.7	5.3	2.3
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	10.9	8.6	2.3	3.8	7.1	6.5	2.1
Transportation and Storage	3.2	3.0	0.2	1.4	1.8	2.0	1.0
Accommodation and Food Service Activities	9.4	8.2	1.3	4.2	5.2	4.8	3.4
Information and Communication	7.0	5.8	1.1	3.8	3.1	4.3	1.6
Financial and Insurance Activities	5.8	4.1	1.7	2.5	3.4	3.4	0.7
Real Estate Activities	4.2	4.3	(0.1)	1.5	2.7	3.6	0.6
Professional, Scientific and Technical Activities	9.1	13.6	(4.5)	2.5	6.6	11.7	1.8
Administrative and Support Service Activities	10.8	9.8	1.0	5.8	5.0	6.2	3.6
Education	6.5	3.2	3.4	3.8	2.7	2.1	1.0
Human Health and Social Work Activities	5.8	5.6	0.2	1.9	4.0	5.2	0.5
Arts, Entertainment and Recreation	4.9	3.4	1.4	2.3	2.5	1.9	1.5
Other Service Activities	4.5	3.8	0.7	1.9	2.6	2.8	1.0

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 3rd Quarter 2018.

Table 3 - Number of Job Vacancies in Establishments with 20 or More Workers by Major Industry Group, Philippines: 3rd Quarter 2018
(Final)

Industry	Number	Percent Share (%)
ALL INDUSTRIES	159,932	100.0
Agriculture, Forestry, and Fishing	4,334	2.7
Industry	38,836	24.3
Mining and Quarrying	118	0.1
Manufacturing	33,062	20.7
Electricity, Gas, Steam and Air Conditioning Supply	806	0.5
Water Supply; Sewerage Waste Management and Remediation Activities	1,831	1.1
Construction	3,020	1.9
Services	116,762	73.0
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	17,474	10.9
Transportation and Storage	3,332	2.1
Accommodation and Food Service Activities	8,076	5.0
Information and Communication	4,034	2.5
Financial and Insurance Activities	13,822	8.6
Real Estate Activities	604	0.4
Professional, Scientific and Technical Activities	10,163	6.4
Administrative and Support Service Activities	48,061	30.1
Education	3,330	2.1
Human Health and Social Work Activities	6,656	4.2
Arts, Entertainment and Recreation	710	0.4
Other Service Activities	499	0.3

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 3rd Quarter 2018.

**Table 4 - Number of Job Vacancies in Establishments with 20 or More Workers
by Major Occupation Group, Philippines: 3rd Quarter 2018
(Final)**

Major Occupation Group	Number	Percent Share (%)
ALL OCCUPATION	159,932	100.0
Managers	9,822	6.1
Professionals	19,911	12.4
Technicians and Associate Professionals	21,330	13.3
Clerical Support Workers	25,256	15.8
Service and Sales Workers	31,736	19.8
Skilled Agricultural, Forestry and Fishery Workers	28	*
Craft and Related Trades Workers	7,929	5.0
Plant and Machine Operators and Assemblers	27,520	17.2
Elementary Occupations	16,400	10.3

* Less than 0.05

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 3rd Quarter 2018.

LABOR TURNOVER STATISTICS

(in establishments with 20 or more workers)
Philippines: Fourth Quarter 2018

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 until 2017. The survey covered enterprises located in the National Capital Region (NCR) only.

Starting the 1st quarter of 2018, the LTS covers establishments based within and outside the National Capital Region. The survey aims to capture "job creations" and "job displacements" in business establishments in the Philippines by collecting quarterly data on accessions and separations of workers.

This report is the fourth issue on LTS with nationwide coverage. A total of 5,469 establishments served as respondents in the fourth quarter round of the 2018 LTS. The sample establishments were drawn from the 2017 List of Establishments.

LABOR TURNOVER RATES

Employment growth in establishments in the country posted at 0.8 percent

- The accession rate or the number of new employees hired stood at 8.0 percent out of the 4.42 million total employment for the reference quarter, surpassing the separation rate of 7.2 percent or the number of workers whose employment were terminated as percent of the total employment. Computing for the difference of the said figures yields a labor turnover rate of 0.8 percent for the period. (Table 1).
- The said labor turnover rate, which represents the employment growth or net addition (net loss) to employment, was the same as the previous quarter.
- These numbers infer that 80 persons were added to the workforce either by expansion of business activity or replacement of separated workers, while 72 workers

were either laid off/terminated or voluntarily quit their jobs resulting to a net addition of 8 workers for every 1,000 employed to the establishment workforce.

TABLE 1 - Labor Turnover Rate, Philippines: 3rd and 4th Quarters 2018 (Final)

Indicator	Rate (%)	
	3 rd Quarter	4 th Quarter
Accession Rate	9.5	8.0
Separation Rate	8.7	7.2
Labor Turnover Rate	0.8	0.8

Source: PSA, Labor Turnover Survey.

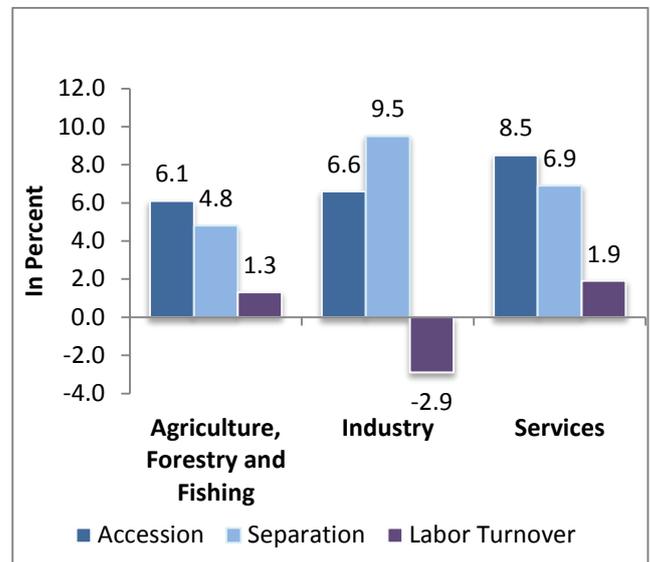
Services sector takes the lead in employment gain at 1.9%

- During this quarter the services sector registered the highest labor turnover rate at 1.9 percent. Top performers for the sector were transportation and storage (3.3%), accommodation and food service activities (3.1%), wholesale and retail trade (2.7%) and administrative and support service activities (2.5%). On the other hand, the professional, scientific and technical activities posted an employment net loss of 0.9 percent for the period while real estate activities recorded a nil labor turnover rate. (Figure 1 and Table 2)
- Employment gain was also observed in the agriculture, forestry and fishing at 1.3 percent resulting from an accession and separation rates of 6.1 percent and 4.8 percent, respectively.
- Meanwhile, a negative labor turnover rate of 2.9 percent was registered in the industry sector caused by a high separation rate of 9.5 percent and relatively low accession rate of 6.6 percent. Downturn in employment were posted in construction (-6.4%), mining and quarrying (-4.0%) and manufacturing (-2.5%).

Reasons for separations of employees

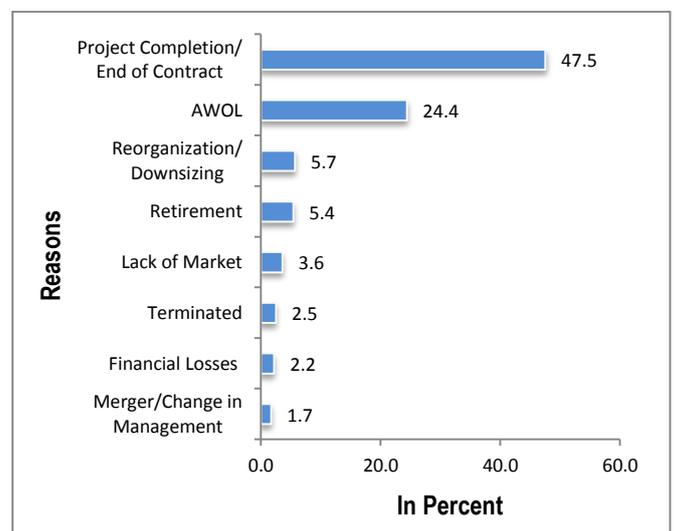
- The survey also inquired on the reasons for workers' separations during the reference period. For this quarter, the top two reasons behind the separation initiated by the employers were project completion/end of contract and absence without official leave (AWOL) with shares of 47.5 percent and 24.4 percent, respectively. More reasons given for employer-initiated separations were company reorganization/downsizing (5.7%), retirement (5.4%), lack of market (3.6%), among others. (Figure 2)

FIGURE 1 – Labor Turnover Rates by Major Sector, Philippines: 4th Quarter 2018 (Final)



Source: PSA, Labor Turnover Survey.

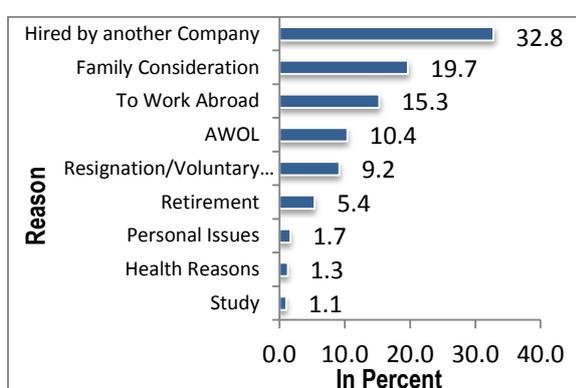
FIGURE 2 – Reasons for Employer-Initiated Separations, Philippines: 4th Quarter 2018 (Final)



Source: PSA, Labor Turnover Survey.

- On the other hand, most of the employees who voluntarily quit their jobs (employee-initiated) stated the following reasons for doing so: hired by another company (32.8%), family consideration (19.7%); plans to work abroad (15.3%); and absence without leave or AWOL (10.4%), among others. (Figure 3)

FIGURE 3 – Reasons for Employee-Initiated Separations, Philippines: 4th Quarter 2018 (Final)



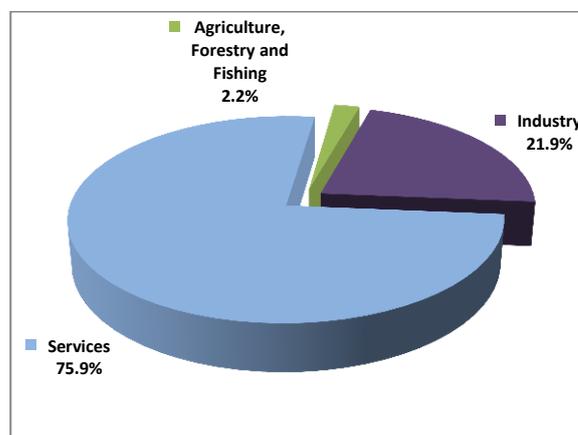
Source: PSA, Labor Turnover Survey.

JOB VACANCIES

Vacancies by major sector mostly found in the services sector

- There were 136,225 job vacancies recorded across various occupational groups in the fourth quarter of 2018. This was 14.8 percent lower than the 159,932 job vacancies posted in the previous quarter.
- By sector, about three out of four vacancies were in the services sector (75.9% or 103,398). This was followed by vacancies in the industry sector (21.9% or 29,833) and the agriculture, forestry and fishing sector with a share of 2.2 percent or 2,993 positions. (Figure 4 and Table 5)

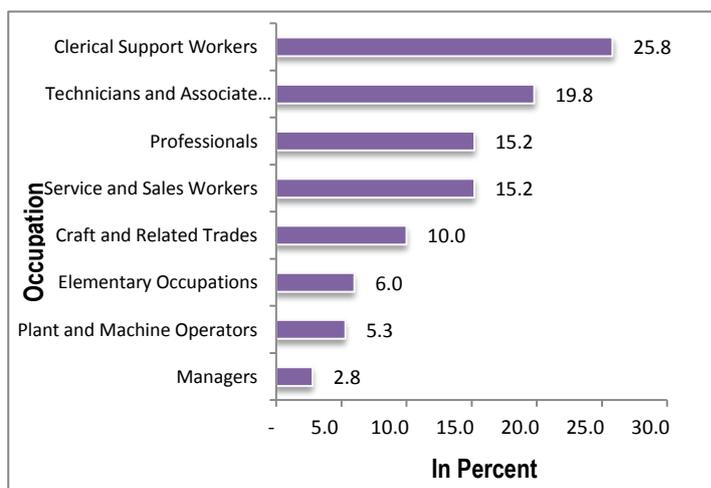
FIGURE 4 – Job Vacancies by Major Sector, Philippines: 4th Quarter 2018 (Final)



Source: PSA, Labor Turnover Survey.

- By sub-industry, bulk of the vacancies during the quarter were in administrative and support service (29.6%); manufacturing (15.6%) and wholesale and retail trade (11.5%).
- Disaggregated by occupation groups, most of the vacant positions were for clerical and support workers attaining a share of 25.8 percent (35,101). This was followed by technicians and associate professionals (19.8%), and professionals and service and sales workers, both with shares of 15.2 percent. (Figure 5 and Table 6)

FIGURE 5 – Job Vacancies by Major Occupation Group, Philippines: 4th Quarter 2018 (Final)



Source: PSA, Labor Turnover Survey.

Definition of Terms:

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.

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).

Labor Turnover - refer to changes in the employment of an establishment during a reference period resulting from accessions and separations of workers.

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.

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**Table 2 - LABOR TURNOVER RATES IN AGRICULTURAL AND NON-AGRICULTURAL ESTABLISHMENTS
BY MAJOR INDUSTRY, PHILIPPINES: 4th Quarter 2018
(Final)**

Industry	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
Total	8.0	7.2	0.8	4.1	3.9	4.0	3.3
Agriculture, Forestry, and Fishing Industry	6.1	4.8	1.3	4.3	1.8	1.4	3.4
Mining and Quarrying	8.3	12.3	(4.0)	6.6	1.6	1.4	10.9
Manufacturing	6.4	8.9	(2.5)	3.0	3.4	3.9	5.0
Electricity, Gas, Steam and Air Conditioning Supply	2.2	1.6	0.7	1.1	1.2	0.8	0.8
Water Supply; Sewerage Waste Management and Remediation Activities	3.0	1.8	1.2	1.7	1.2	1.3	0.5
Construction	9.1	15.5	(6.4)	4.1	4.9	5.6	9.9
Services	8.5	6.6	1.9	4.5	4.1	4.1	2.5
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	9.6	6.9	2.7	2.9	6.7	4.7	2.2
Transportation and Storage	6.1	2.8	3.3	5.0	1.1	1.6	1.3
Accommodation and Food Service Activities	10.3	7.3	3.1	5.8	4.5	5.1	2.2
Information and Communication	6.5	5.7	0.8	3.7	2.8	3.7	2.0
Financial and Insurance Activities	4.3	3.4	0.8	2.1	2.2	2.4	1.0
Real Estate Activities	4.2	4.2	*	3.1	1.2	3.6	0.6
Professional, Scientific and Technical Activities	9.6	10.5	(0.9)	4.4	5.2	7.6	2.8
Administrative and Support Service Activities	11.3	8.7	2.5	6.5	4.7	4.8	3.9
Education	3.1	3.0	0.1	1.5	1.6	1.8	1.1
Human Health and Social Work Activities	5.1	4.5	0.6	2.3	2.8	4.1	0.4
Arts, Entertainment and Recreation	4.6	3.2	1.4	2.8	1.9	1.5	1.7
Other Service Activities	3.9	3.6	0.2	1.8	2.1	2.0	1.6

* Less than 0.05.

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2018.

Table 3 - Reasons for Separations Initiated by the Employers in Establishments with 20 or More Workers, Philippines: 4th Quarter 2018 (Final)

REASON	Percent Share (%)
TOTAL	100.0
Project Completion/End of Contract	47.5
Absence without Official Leave (AWOL)	24.4
Reorganization/Downsizing	5.7
Retirement	5.4
Lack of Market	3.6
Terminated	2.5
Financial Losses	2.2
Merger/Change in Management	1.7
Performance Issues	1.4
Others	5.6

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2018.

Table 4 - Reasons for Separations Initiated by the Employees in Establishments with 20 or More Workers, Philippines: 4th Quarter 2018 (Final)

REASON	Percent Share (%)
TOTAL	100.0
Hired by another Company	32.8
Family Consideration	19.7
To Work Abroad	15.3
Absence without leave (AWOL)	10.4
Resignation/Voluntary Resignation	9.2
Retirement	5.4
Personal Issues	1.7
Health Reasons	1.3
Study	1.1
Others	3.1

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2018.

**Table 5 - Number of Job Vacancies in Establishments with 20 or More Workers by Major Industry Group, Philippines: 4th Quarter 2018
(Final)**

Industry	Number	Percent Share (%)
ALL INDUSTRIES	136,225	100.0
Agriculture, Forestry, and Fishing	2,993	2.2
Industry	29,833	21.9
Mining and Quarrying	453	0.3
Manufacturing	21,266	15.6
Electricity, Gas, Steam and Air Conditioning Supply	1,471	1.1
Water Supply; Sewerage Waste Management and Remediation Activities	3,035	2.2
Construction	3,607	2.6
Services	103,398	75.9
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	15,649	11.5
Transportation and Storage	3,876	2.8
Accommodation and Food Service Activities	6,838	5.0
Information and Communication	2,876	2.1
Financial and Insurance Activities	13,251	9.7
Real Estate Activities	933	0.7
Professional, Scientific and Technical Activities	6,413	4.7
Administrative and Support Service Activities	40,351	29.6
Education	4,269	3.1
Human Health and Social Work Activities	8,125	6.0
Arts, Entertainment and Recreation	456	0.3
Other Service Activities	360	0.3

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2018.

Table 6 - Number of Job Vacancies in Establishments with 20 or More Workers by Major Occupation Group, Philippines: 4th Quarter 2018 (Final)

Major Occupation Group	Number	Percent Share (%)
ALL OCCUPATIONS	136,225	100.0
Managers	3,855	2.8
Professionals	20,684	15.2
Technicians and Associate Professionals	26,905	19.8
Clerical Support Workers	35,101	25.8
Service and Sales Workers	20,690	15.2
Skilled Agricultural, Forestry and Fishery Workers	28	*
Craft and Related Trades Workers	13,557	10.0
Plant and Machine Operators and Assemblers	7,284	5.3
Elementary Occupations	8,120	6.0

*Less than 0.05.

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2018.