

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

Industry	Total <sup>F</sup>			Accession <sup>F</sup>		Separation <sup>F</sup>	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
<b>Total</b>	<b>9.30</b>	<b>7.72</b>	<b>1.58</b>	<b>3.79</b>	<b>5.50</b>	<b>4.82</b>	<b>2.90</b>
<b>Agriculture, Forestry, and Fishing Industry</b>	<b>6.86</b>	<b>4.85</b>	<b>2.01</b>	<b>2.83</b>	<b>4.03</b>	<b>3.55</b>	<b>1.30</b>
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
<b>Services</b>	<b>8.54</b>	<b>7.59</b>	<b>0.95</b>	<b>3.41</b>	<b>5.14</b>	<b>4.92</b>	<b>2.67</b>
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 2 - Number of Job Vacancies in Establishments with 20 or More Workers by Major Industry Group, Philippines: 1st Quarter 2018**

Industry	Number
<b>ALL INDUSTRIES</b>	<b>223,993</b>
<b>Agriculture, Forestry, and Fishing</b>	<b>6,732</b>
<b>Industry</b>	<b>55,767</b>
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
<b>Services</b>	<b>161,494</b>
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 3 - Number of Job Vacancies in Establishments with 20 or More Workers by Major Occupation Group, Philippines: 1st Quarter 2018**

Major Occupation Group	Number
<b>ALL OCCUPATION</b>	<b>223,993</b>
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.*

**Table 4 - Reasons Initiated by Employer in Establishments with 20 or More Workers, Philippines: 1st Quarter 2018**

REASON	Percent Share (%)
<b>TOTAL</b>	<b>100.0</b>
Project Completion	37.7
Absence without leave (AWOL)	27.5
Retirement	8.1
Misconduct	4.8
Reorganization/Downsizing	4.3
Lack of Market	3.3
Poor/Unsatisfactory Performance	3.1
Financial Losses	1.5
Termination	1.3
Merger/Change in Management	1.2
Others	7.2

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

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

**Table 5 - Reasons Initiated by Employee in Establishments with 20 or More Workers, Philippines: 1st Quarter 2018**

REASON	Percent Share (%)
<b>TOTAL</b>	<b>100.0</b>
Hired by another company	30.4
Family Consideration	19.2
To Work Abroad	16.7
Absence without leave (AWOL)	12.3
Retirement	5.8
Voluntary resignation	4.5
Career growth/studies/business	3.2
Personal reasons	3.2
Health reasons	1.6
Poor performance/attitude problem	0.7
Death	0.7
Others	1.6

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

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

**Table 1 - 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
<b>Total</b>	<b>10.97</b>	<b>9.27</b>	<b>1.71</b>	<b>5.51</b>	<b>5.46</b>	<b>5.57</b>	<b>3.70</b>
<b>Agriculture, Forestry, and Fishing Industry</b>	<b>5.10</b>	<b>6.44</b>	<b>(1.33)</b>	<b>2.27</b>	<b>2.83</b>	<b>2.66</b>	<b>3.78</b>
Mining and Quarrying	7.97	7.28	0.69	5.17	2.80	2.43	4.85
Manufacturing	14.75	9.85	4.90	7.85	6.90	6.38	3.47
Electricity, Gas, Steam and Air Conditioning Supply	2.81	1.93	0.88	1.79	1.02	1.13	0.79
Water Supply; Sewerage Waste Management and Remediation Activities	4.54	4.49	0.05	3.03	1.51	1.75	2.75
Construction	11.56	10.25	1.31	5.15	6.41	4.17	6.08
<b>Services</b>	<b>10.45</b>	<b>9.38</b>	<b>1.07</b>	<b>5.17</b>	<b>5.28</b>	<b>5.73</b>	<b>3.65</b>
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	12.03	8.36	3.68	4.36	7.67	5.97	2.39
Transportation and Storage	5.27	3.44	1.83	3.28	1.99	2.39	1.05
Accommodation and Food Service Activities	8.79	10.90	(2.10)	3.68	5.12	5.98	4.92
Information and Communication	7.93	6.06	1.87	4.24	3.70	4.85	1.21
Financial and Insurance Activities	7.42	6.88	0.53	1.80	5.62	3.58	3.30
Real Estate Activities	5.60	4.14	1.46	2.58	3.02	2.97	1.16
Professional, Scientific and Technical Activities	8.26	7.18	1.08	1.26	7.00	4.18	3.00
Administrative and Support Service Activities	11.79	11.95	(0.16)	7.93	3.86	6.85	5.10
Education	14.52	12.11	2.41	6.05	8.47	7.22	4.90
Human Health and Social Work Activities	7.55	6.50	1.06	3.01	4.54	5.22	1.27
Arts, Entertainment and Recreation	5.32	6.09	(0.77)	3.37	1.95	2.73	3.36
Other Service Activities	5.17	2.92	2.26	2.54	2.63	2.16	0.75

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

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

**Table 2 - Number of Job Vacancies in Establishments with 20 or More Workers by Major Industry Group,  
Philippines: 2nd Quarter 2018  
(Final Results)**

Industry	Number	Percent Share (%)
<b>ALL INDUSTRIES</b>	<b>219,022</b>	<b>100.0</b>
<b>Agriculture, Forestry, and Fishing</b>	<b>8,773</b>	<b>4.0</b>
<b>Industry</b>	<b>43,536</b>	<b>19.9</b>
Mining and Quarrying	553	0.3
Manufacturing	33,886	15.5
Electricity, Gas, Steam and Air Conditioning Supply	982	0.4
Water Supply; Sewerage Waste Management and Remediation Activities	2,202	1.0
Construction	5,913	2.7
<b>Services</b>	<b>166,713</b>	<b>76.1</b>
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	38,594	17.6
Transportation and Storage	5,033	2.3
Accommodation and Food Service Activities	11,473	5.2
Information and Communication	4,167	1.9
Financial and Insurance Activities	25,173	11.5
Real Estate Activities	1,446	0.7
Professional, Scientific and Technical Activities	8,132	3.7
Administrative and Support Service Activities	47,540	21.7
Education	13,315	6.1
Human Health and Social Work Activities	10,798	4.9
Arts, Entertainment and Recreation	543	0.2
Other Service Activities	497	0.2

*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 Occupation Group, Philippines: 2nd Quarter 2018 (Final Results)**

Major Occupation Group	Number	Percent Share (%)
<b>ALL OCCUPATION</b>	<b>219,022</b>	<b>100.0</b>
Managers	14,142	6.5
Professionals	34,871	15.9
Technicians and Associate Professionals	35,802	16.3
Clerical Support Workers	34,395	15.7
Service and Sales Workers	40,216	18.4
Skilled Agricultural, Forestry and Fishery Workers	186	0.1
Craft and Related Trades Workers	15,428	7.0
Plant and Machine Operators and Assemblers	8,967	4.1
Elementary Occupations	35,016	16.0

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

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

**Table 4 - Reasons for Employer-Initiated Separations in Establishments with 20 or More Workers, Philippines: 2nd Quarter 2018  
(Final Results)**

REASON	Percent Share (%)
<b>TOTAL</b>	<b>100.0</b>
Project completion	44.8
Absence without leave (AWOL)	20.5
Retirement	8.0
Reorganization/Downsizing	4.7
Lack of market	3.1
Financial losses	1.6
Merger/Change in management	2.1
Termination	3.6
Transferred to other branch/other company	2.5
Job performance issues	1.8
Others	7.3

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

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

**Table 5 - Reasons for Employee-Initiated Separations in Establishments with 20 or More Workers, Philippines: 2nd Quarter 2018  
(Final Results)**

REASON	Percent Share (%)
<b>TOTAL</b>	<b>100.0</b>
Absence without leave (AWOL)	10.7
Retirement (Voluntary)	5.8
Hired by another company	32.6
To work abroad	14.4
Family consideration	18.3
Resignation/Voluntary resignation without reasons specified	8.5
Health reasons	1.3
Personal matters	2.2
Study/Review/Career Advancement	1.9
Death	0.5
Others	3.9

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

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

**Table 1 - 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
<b>Total</b>	<b>9.5</b>	<b>8.7</b>	<b>0.8</b>	<b>5.0</b>	<b>4.5</b>	<b>5.9</b>	<b>2.8</b>
<b>Agriculture, Forestry, and Fishing</b>	<b>4.3</b>	<b>5.8</b>	<b>(1.5)</b>	<b>3.0</b>	<b>1.3</b>	<b>3.2</b>	<b>2.6</b>
<b>Industry</b>	<b>12.2</b>	<b>12.3</b>	<b>(0.1)</b>	<b>7.7</b>	<b>4.5</b>	<b>8.0</b>	<b>4.3</b>
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
<b>Services</b>	<b>8.8</b>	<b>7.6</b>	<b>1.3</b>	<b>4.1</b>	<b>4.7</b>	<b>5.3</b>	<b>2.3</b>
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 2 - Number of Job Vacancies in Establishments with 20 or More Workers by Major Industry Group,  
Philippines: 3rd Quarter 2018  
(Final)**

Industry	Number	Percent Share (%)
<b>ALL INDUSTRIES</b>	<b>159,932</b>	<b>100.0</b>
<b>Agriculture, Forestry, and Fishing</b>	<b>4,334</b>	<b>2.7</b>
<b>Industry</b>	<b>38,836</b>	<b>24.3</b>
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
<b>Services</b>	<b>116,762</b>	<b>73.0</b>
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 3 - 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 (%)
<b>ALL OCCUPATION</b>	<b>159,932</b>	<b>100.0</b>
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.

**Table 4 - Reasons for Separations Initiated by the Employers in Establishments with 20 or More Workers, Philippines: 3rd Quarter 2018**

REASON	Percent Share (%)
<b>TOTAL</b>	<b>100.0</b>
Project Completion	40.9
AWOL	21.4
Reorganization/Downsizing	7.4
Retirement	7.3
Lack of Market	4.5
Terminated	2.8
Financial Losses	2.0
Merger/Change in Management	1.7
Performance Issues	1.6
Infractions/Violations	1.0
Others	9.3

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

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

**Table 5 - Reasons for Separations Initiated by the Employees in Establishments  
with 20 or More Workers, Philippines: 3rd Quarter 2018**

REASON	Percent Share (%)
<b>TOTAL</b>	<b>100.0</b>
Hired by another Company	33.1
Family Consideration	20.2
To Work Abroad	14.7
Absence without leave (AWOL)	11.2
Resignation/Voluntary Resignation	6.3
Retirement	5.0
Personal Issues	3.0
Study	1.4
Health Reasons	1.1
Others	3.9

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

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

**Table 1 - 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
<b>Total</b>	<b>8.0</b>	<b>7.2</b>	<b>0.8</b>	<b>4.1</b>	<b>3.9</b>	<b>4.0</b>	<b>3.3</b>
<b>Agriculture, Forestry, and Fishing Industry</b>	<b>6.1</b>	<b>4.8</b>	<b>1.3</b>	<b>4.3</b>	<b>1.8</b>	<b>1.4</b>	<b>3.4</b>
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
<b>Services</b>	<b>8.5</b>	<b>6.6</b>	<b>1.9</b>	<b>4.5</b>	<b>4.1</b>	<b>4.1</b>	<b>2.5</b>
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 2 - Number of Job Vacancies in Establishments with 20 or More Workers by Major Industry Group,  
Philippines: 4th Quarter 2018  
(Final)**

Industry	Number	Percent Share (%)
<b>ALL INDUSTRIES</b>	<b>136,225</b>	<b>100.0</b>
<b>Agriculture, Forestry, and Fishing</b>	<b>2,993</b>	<b>2.2</b>
<b>Industry</b>	<b>29,833</b>	<b>21.9</b>
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
<b>Services</b>	<b>103,398</b>	<b>75.9</b>
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 3 - 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 (%)
<b>ALL OCCUPATION</b>	<b>136,225</b>	<b>100.0</b>
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	0.0
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

*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 Employers in Establishments with 20 or More Workers,  
Philippines: 4th Quarter 2018**

(Final)

REASON	Percent Share (%)
<b>TOTAL</b>	<b>100.0</b>
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 5 - Reasons for Separations Initiated by the Employees in Establishments with 20 or More Workers, Philippines: 4th Quarter 2018**

REASON	Percent Share (%)
<b>TOTAL</b>	<b>100.0</b>
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.*