

## LABOR TURNOVER STATISTICS

(in enterprises in Metro Manila)  
First Quarter 2016

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 1,232 enterprises served as respondents to the First Quarter 2016 Labor Turnover Survey. The sample enterprises were drawn from the 2015 List of Enterprises. The retrieval rate for this quarter was placed at 83.0 percent.

### **Employment in large enterprises in Metro Manila remains positive for the first quarter of 2016**

- Employment in enterprises based in Metro Manila grew positively in the first quarter of 2016.
- Labor turnover rates in most of the industries were generally positive which ranged from 0.54 percent (transportation and storage) to 5.77 percent (mining and quarrying). (Table 1)

### **Nine workers per 1,000 employed were added in the enterprise workforce**

- Measured in terms of labor turnover rate or the percent difference between accession rate and separation rate, employment growth was recorded at 0.96 percent, higher than the 0.53 percent posted in the same quarter of 2015.
- Specifically accession rate of 7.87 percent slightly exceeded the separation rate of 6.91 percent for a percentage point difference of 0.96 percent. This suggests that an additional of about 10 workers per 1,000 were employed - around 80 workers per 1,000 were added to the enterprise workforce due to

expansion or replacement while 70 workers per 1,000 employed were terminated or quit their jobs. (Table 1)

### **Industry sector posted the highest employment growth**

- Among the major sectors, industry posted the highest employment growth at 2.54 percent wherein mining and quarrying and water supply; sewerage, waste management and remediation activities posted the highest labor turnover rates of 5.77 percent and 5.44 percent respectively. Only electricity, gas, steam and air conditioning supply registered a negative labor turnover rate (-0.73%) in the sector.
- Employment expanded in the agriculture sector posting at 1.18 percent.
- Employment in the services sector increased by 0.64 percent which can be attributed to the positive growth in information and communication (3.31%); administrative and support service activities (2.18%); and other service activities (2.09%), among others. However, five industries registered negative labor turnover rates ranging from -0.05 percent to -2.89 percent.

### ***Most of the industries registered higher replacement rate than expansion rate***

- The accession due to replacement of workers (4.17%) surpassed accession due to expansion of business activities (3.70%).
- Twelve industry groups recorded higher accession rates due to replacement than expansion. This was most apparent in accommodation and food service activities (16.12% vs. 2.08%); mining and quarrying (12.73% vs. 1.20%); human health and social work activities (4.64% vs. 1.41%); and wholesale and retail trade; repair of motor vehicles and motorcycles (5.03% vs. 1.91%).
- On the other hand, six industry groups that recorded higher accession rates due to expansion of business activities than replacement of workers were evident in construction (10.87% vs. 2.49%); information and communication (6.59% vs. 1.37%); and water supply; sewerage, waste management and remediation activities (5.44% vs. 1.39%).

### ***Separation rate was high in accommodation and food service activities***

- Employee-initiated separations (3.75%) or layoffs edged employer-initiated separations or quits (3.16%).
- Accommodation and food service activities posted the highest separation rate at 16.35 percent. This was comprised mostly of employer-initiated separations or lay-offs at 11.12 percent. This was however offset by a higher accession rate of 18.20 percent for the period.
- Construction posted the second highest separation rate at 9.61 percent, of which 7.48 percent was employer-initiated. Administrative and support service activities placed third at 8.28 percent.
- The lowest separation rate was observed in water supply; sewerage, waste management and remediation activities at 1.39 percent.

#### **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.

***Enterprise*** - refers to an economic unit consisting of one or more establishments under a single ownership or control. It may be a complex family of legal entities or a single legal entity such as a corporation, partnership or single proprietorship.

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#### **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>

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**TABLE 1 - Labor Turnover Rates in Agricultural and Non-Agricultural Enterprises  
by Major Industry Group, National Capital Region: 1st Quarter 2016**

MAJOR INDUSTRY GROUP	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
<b>ALL INDUSTRIES</b>	<b>7.87</b>	<b>6.91</b>	<b>0.96</b>	<b>3.70</b>	<b>4.17</b>	<b>3.75</b>	<b>3.16</b>
<b>Agriculture</b>	<b>6.93</b>	<b>5.75</b>	<b>1.18</b>	<b>2.32</b>	<b>4.61</b>	<b>1.60</b>	<b>4.15</b>
<b>Industry</b>	<b>9.75</b>	<b>7.21</b>	<b>2.54</b>	<b>6.30</b>	<b>3.45</b>	<b>2.44</b>	<b>4.76</b>
Mining and quarrying	13.92	8.16	5.77	1.20	12.73	1.90	6.26
Manufacturing	7.15	5.69	1.47	2.99	4.17	2.92	2.76
Electricity, gas, steam and air conditioning supply	1.08	1.81	(0.73)	0.25	0.83	1.08	0.74
Water supply; sewerage, waste management and remediation activities	6.84	1.39	5.44	5.44	1.39	0.64	0.75
Construction	13.36	9.61	3.75	10.87	2.49	2.13	7.48
<b>Services</b>	<b>7.49</b>	<b>6.86</b>	<b>0.64</b>	<b>3.17</b>	<b>4.32</b>	<b>4.02</b>	<b>2.83</b>
Wholesale and retail trade; repair of motor vehicles and motorcycles	6.94	6.99	(0.05)	1.91	5.03	3.07	3.92
Transportation and storage	4.59	4.05	0.54	2.01	2.59	2.01	2.04
Accommodation and food service activities	18.20	16.35	1.85	2.08	16.12	5.23	11.12
Information and communication	7.97	4.65	3.31	6.59	1.37	3.69	0.97
Financial and insurance activities	4.52	7.41	(2.89)	1.25	3.28	5.05	2.36
Real estate activities	2.82	4.42	(1.59)	0.95	1.87	4.30	0.11
Professional, scientific and technical activities	5.84	4.40	1.44	1.64	4.20	3.95	0.45
Administrative and support service activities	10.46	8.28	2.18	5.97	4.49	5.29	2.99
Education	1.68	1.74	(0.06)	1.00	0.67	1.15	0.59
Human health and social work activities	6.05	4.97	1.08	1.41	4.64	3.74	1.23
Arts, entertainment and recreation	2.32	2.60	(0.29)	0.84	1.48	1.34	1.26
Other service activities	5.34	3.26	2.09	3.42	1.93	2.94	0.32

*Note: Details may not add up to total or equal to difference due to rounding.*

*Source of data: Philippine Statistics Authority, Labor Turnover Survey.*

**Table 2 – Labor Turnover Rates by Year and Quarter,  
National Capital Region: 2008–1st Quarter 2016**

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

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

## LABOR TURNOVER STATISTICS

(in enterprises in Metro Manila)  
Second Quarter 2016

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 1,232 enterprises served as respondents to the Second Quarter 2016 Labor Turnover Survey. The sample enterprises were drawn from the 2015 List of Enterprises. The retrieval rate for this quarter was placed at 93.8 percent.

### **Employment in large enterprises in Metro Manila continued to rise**

- Employment growth in enterprises based in Metro Manila remained positive in the second quarter of 2016.
- Gains were observed in the agriculture and services sectors which offset the decline posted in the industry sector.
- Measured in terms of labor turnover rates or the percent difference between accession (additions) and separation (loses) rates, employment growth accelerated to 2.3 percent during the period. This doubled the 1.15 percent rate registered in the same period in 2015. (Table 1)

### **Twenty three workers per 1,000 employed added in the enterprise workforce**

- The accession rate of 12.43 percent exceeded separation rate of 10.13 percent resulting to a labor turnover rate of 2.3 percent for the period.
- These rates indicated that for every 1,000 employed, 23 workers were added to the total enterprise workforce, 124 workers were added

due to either expansion or replacement while 101 workers were laid off or quit their jobs.

### **Growth led by agriculture, forestry, and fishing sector**

- Agriculture, forestry, and fishing sector posted the highest employment gain at 4.59 percent, almost quadruple of the labor turnover rate (1.02%) registered in the same period last year.
- Moreover, the employment gains in the services sector of 2.88 percent can be attributed to the positive growth in education (6.08%); financial and insurance activities (5.10%); information and communication (4.45%); other service activities (4.36%); and wholesale and retail trade; repair of motor vehicles, motorcycles (3.06%). (Table 2)
- Meanwhile, the employment reduction (-2.11%) in the industry sector was mainly due to losses registered in construction (-8.36%); and electricity, gas, steam and air conditioning supply (-1.17%).

### **Expansion rate is higher than replacement rate**

- The accession rate of 12.43 percent during the quarter was primarily contributed by the expansion of business activities at 8.86 percent, which was more than double of the accession due to replacement of workers (3.57%).
- Eight industry groups registered higher accession rates due to expansion than replacement of workers. This was most apparent in administrative and support service activities (15.18% vs. 1.91%); information and communication (7.98% vs. 1.45%) and human health and social work activities (8.13 vs. 3.64%).
- Meanwhile, there were ten (10) industries which posted more replacements than expansion. Among these, significant percentage point differences were registered in education (9.49% vs. 4.54%); wholesale and retail trade; repair of motor vehicles and motorcycles (6.99% vs. 2.37%) and accommodation and food service activities (9.31% vs. 7.23%).

### **Widespread separation of workers in construction industry**

- Employee-initiated separations (7.33%) accounted for most of the employment losses; the rest (2.80%) were due to terminations (employer-initiated).
- Construction industry registered the highest separation rate at 17.07 percent. This was consisted mainly of employer-initiated separations at 9.60 percent.
- Administrative and support service activities posted the second highest separation rate of 14.68 percent of which, 11.95 percent was employer-initiated. This was followed by accommodation and food and service activities at 14.04 percent.

#### **Definition of Terms:**

**New Hires (Accessions)** - 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.

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**Table 1 – Labor Turnover Rates by Year and Quarter,  
National Capital Region: 2008–2nd Quarter 2016**

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

MAJOR INDUSTRY GROUP	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
<b>ALL INDUSTRIES</b>	<b>12.43</b>	<b>10.13</b>	<b>2.30</b>	<b>8.86</b>	<b>3.57</b>	<b>7.33</b>	<b>2.80</b>
<b>Agriculture</b>	<b>8.81</b>	<b>4.22</b>	<b>4.59</b>	<b>4.81</b>	<b>4.00</b>	<b>1.98</b>	<b>2.24</b>
<b>Industry</b>	<b>7.20</b>	<b>9.31</b>	<b>(2.11)</b>	<b>3.94</b>	<b>3.26</b>	<b>4.02</b>	<b>5.29</b>
Mining and quarrying	7.46	4.07	3.40	3.43	4.03	2.31	1.76
Manufacturing	6.53	4.60	1.93	3.13	3.40	1.89	2.71
Electricity, gas, steam and air conditioning supply	1.18	2.35	(1.17)	0.32	0.86	1.15	1.20
Water supply; sewerage, waste management and remediation activities	5.58	4.06	1.52	3.75	1.83	1.52	2.54
Construction	8.71	17.07	(8.36)	5.42	3.29	7.47	9.60
<b>Services</b>	<b>13.15</b>	<b>10.27</b>	<b>2.88</b>	<b>9.54</b>	<b>3.61</b>	<b>7.80</b>	<b>2.47</b>
Wholesale and retail trade; repair of motor vehicles and motorcycles	9.36	6.30	3.06	2.37	6.99	3.28	3.02
Transportation and storage	7.80	4.94	2.87	4.61	3.20	4.01	0.92
Accommodation and food service activities	16.53	14.04	2.50	7.23	9.31	8.27	5.77
Information and communication	9.43	4.98	4.45	7.98	1.45	3.43	1.55
Financial and insurance activities	10.04	4.94	5.10	5.66	4.38	3.96	0.98
Real estate activities	4.92	5.30	(0.38)	2.10	2.82	4.10	1.20
Professional, scientific and technical activities	5.25	5.13	0.12	2.48	2.78	4.37	0.76
Administrative and support service activities	17.09	14.68	2.41	15.18	1.91	11.95	2.72
Education	14.03	7.96	6.08	4.54	9.49	3.94	4.02
Human health and social work activities	11.77	9.59	2.18	8.13	3.64	4.38	5.21
Arts, entertainment and recreation	4.07	3.28	0.78	1.74	2.33	2.16	1.13
Other service activities	7.90	3.54	4.36	3.75	4.15	3.05	0.48

**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)*  
Third Quarter 2016

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 1,232 enterprises served as respondents to the Third Quarter 2016 Labor Turnover Survey. The sample enterprises were drawn from the 2015 List of Enterprises. The retrieval rate for this quarter was placed at 98.4 percent.

### **Employment in large enterprises in Metro Manila sustains its growth in the 3<sup>rd</sup> quarter of 2016**

- Employment in large enterprises in Metro Manila continuously grew in the third quarter of 2016 at 3.67 percent. This is, in fact, the highest labor turnover rate recorded since 2011. (Table 1)

### **Thirty seven workers per 1,000 employed are added in the enterprise workforce**

- The registered turnover rate for the period was higher than the 3.20 percent and 2.30 percent recorded in the same quarter of 2015 and in the second quarter of 2016, respectively.
- Further, the accession rate (14.10%) surpassed separation rate (10.43%) resulting to the 3.67 percent difference. This infers that for every 1,000 employed, 37 workers were added in the enterprise workforce. Specifically, for every 1,000 employed, 141 workers were added due to either expansion or replacement while 104 workers were laid off or quit their jobs.

- Most of the industries reported positive labor turnover rates ranging from 0.05 percent (water supply; sewerage waste management and remediation activities) to 20.79 percent (transportation and storage). (Table 2)

### **Services sector leads in employment gain**

- Among the major sectors, services posted the highest employment growth at 4.03 percent. This was mainly contributed by transportation and storage (20.79%); accommodation and food service activities (6.02%); administrative and support service activities (5.10%); and other service activities (4.87%). On the other hand, only education (-0.44%) has a negative labor turnover rate under this sector.
- Moreover, employment growth in the industry sector was very minimal at 0.98 percent as gains posted by mining and quarrying (3.24%) and manufacturing (2.02%) were dampened by setbacks in electricity, gas, steam and air conditioning supply (-1.80%) and construction (-0.64%).

- In contrast, employment in the agriculture, forestry, and fishing sector was cut down by -0.83 percent during the quarter.

### ***Expansion rate about three times that of replacement rate***

- The 14.10 percent accession rate was mostly contributed by the expansion of business activities for the period at 10.88 percent which was 7.7 percentage points higher than the accession due to replacement of workers at 3.22 percent.
- Eight (8) industry groups had higher accession rates due to expansion of business activities than replacement of workers. This was mostly evident in transportation and storage (23.51% vs. 2.16%); administrative and support services (19.74% vs. 1.95%); construction (5.33% vs. 2.18%); and real estate activities (3.72% vs. 1.29%).
- On the other hand, there were ten (10) industries which registered higher accession rates due to replacement. These were led by accommodation and food service activities (11.22% vs. 6.29%); wholesale and retail trade;

repair of motor vehicles, motorcycles (5.95% vs. 2.24%); other service activities (6.58% vs. 3.15%); financial and insurance activities (4.81% vs. 1.90%); and agriculture, forestry and fishing (3.70% vs. 1.58%).

### ***Separations of workers are commonly employee-initiated***

- Employment losses were mainly due to employees' decision to quit their jobs at 7.94 percent, while only 2.49 percent were laid-off or terminated by the employers.
- Administrative and support service activities posted the highest separation rate at 16.59 percent, wherein 14.05 percent was employee-initiated. This was followed by accommodation and food service activities at 11.49 percent, of which 9.47 percent was employee-initiated.
- Generally, employer-initiated separations were higher in the industry sector. However, most of the industries in the services sector recorded higher separations initiated by the workers themselves except for three industries (trade, education and health).

### **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.

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#### **FOR INQUIRIES**

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Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 462-6600 local 834  
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**Table 1 – Labor Turnover Rates by Year and Quarter,  
National Capital Region: 2008–3rd Quarter 2016**

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

MAJOR INDUSTRY GROUP	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
<b>ALL INDUSTRIES</b>	<b>14.10</b>	<b>10.43</b>	<b>3.67</b>	<b>10.88</b>	<b>3.22</b>	<b>7.94</b>	<b>2.49</b>
<b>Agriculture</b>	<b>5.29</b>	<b>6.12</b>	<b>(0.83)</b>	<b>1.58</b>	<b>3.70</b>	<b>1.47</b>	<b>4.64</b>
<b>Industry</b>	<b>6.68</b>	<b>5.70</b>	<b>0.98</b>	<b>4.24</b>	<b>2.44</b>	<b>2.10</b>	<b>3.60</b>
Mining and quarrying	6.41	3.17	3.24	4.08	2.34	1.22	1.95
Manufacturing	6.44	4.42	2.02	3.81	2.63	1.74	2.68
Electricity, gas, steam and air conditioning supply	2.80	4.61	(1.80)	1.00	1.80	1.34	3.27
Water supply; sewerage, waste management and remediation activities	5.74	5.68	0.05	2.84	2.90	2.12	3.57
Construction	7.50	8.14	(0.64)	5.33	2.18	2.84	5.31
<b>Services</b>	<b>15.08</b>	<b>11.05</b>	<b>4.03</b>	<b>11.77</b>	<b>3.32</b>	<b>8.71</b>	<b>2.34</b>
Wholesale and retail trade; repair of motor vehicles and motorcycles	8.18	7.06	1.12	2.24	5.95	2.87	4.19
Transportation and storage	25.67	4.87	20.79	23.51	2.16	3.75	1.13
Accommodation and food service activities	17.51	11.49	6.02	6.29	11.22	9.47	2.01
Information and communication	5.12	4.53	0.59	3.58	1.54	4.07	0.47
Financial and insurance activities	6.71	4.01	2.71	1.90	4.81	3.17	0.84
Real estate activities	5.01	3.21	1.80	3.72	1.29	3.12	0.09
Professional, scientific and technical activities	6.92	6.05	0.87	2.76	4.16	4.42	1.63
Administrative and support service activities	21.69	16.59	5.10	19.74	1.95	14.05	2.54
Education	3.41	3.85	(0.44)	1.84	1.57	1.25	2.60
Human health and social work activities	8.03	6.65	1.38	3.74	4.29	2.99	3.66
Arts, entertainment and recreation	5.08	3.58	1.51	2.52	2.57	2.72	0.86
Other service activities	9.72	4.85	4.87	3.15	6.58	4.37	0.48

*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 Metro Manila enterprises)  
Fourth Quarter 2016

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 1,232 enterprises served as respondents to the fourth quarter round of the 2016 Labor Turnover Survey. The sample enterprises were drawn from the 2015 List of Enterprises. The retrieval rate for this quarter was placed at 100.0 percent.

### **Metro Manila-based enterprises continues to yield increases in employment in the last quarter of 2016**

- Measured in terms of labor turnover rates - employment growth remained positive during fourth quarter of 2016 as accession rate (11.14%) surpassed separation rate (7.79%) by 3.36 percentage points. This is significantly higher than the 0.62 percent rate in the same period of the previous year. (Table 1)
- Positive labor turnover rates were evident in thirteen (13) out of eighteen (18) industries. (Table 2)

### **Thirty four per 1,000 employed are added to the enterprise workforce**

- The 3.36 percent labor turnover rate implied an addition of thirty four (34) workers per 1,000 employed to the workforce during the period.
- Specifically, this meant that for every 1,000 employed, 111 workers were hired by the enterprises either for their expansion or replacement while 78 workers were separated from their jobs.

### **All sectors post employment gains in 4<sup>th</sup> quarter of 2016**

- By industry, wholesale and retail trade, repair of motor vehicles and motorcycles recorded the highest employment gain of 11.49 percent resulting from an accession rate of 17.23 percent and a separation rate of 5.74 percent.
- The rest of the industries registered labor turnover rates of less than 10 percent.
- The agriculture sector posted the least increase in employment at 0.66 percent resulting from an accession rate of 4.18 percent and a separation rate of 3.52 percent.

### **Enterprises hire additional employees mainly for business expansion**

- The accession rate of 11.14 percent during the quarter was primarily contributed by expansion of business activities registered at 8.36 percent. Accession due to replacement of workers was recorded at a lower rate of 2.78 percent.

- Increase in employment due to expansion occurred in thirteen (13) industry groups. On top were the wholesale and retail trade industry (12.55%) and administrative and support service activities (12.53%).
- The remaining five (5) industries registered higher accession rates due to replacement of separated workers most noticeably in accommodation and food service activities (9.48%) and in the financial and insurance activities (4.39%).

### ***Substantial separation rate arises from mining and quarrying industry***

- Mining and quarrying industry posted the highest separation rate at 16.09 percent. This was comprised mostly of employer-initiated separations or layoffs at 14.79 percent.
- On the contrary, employees' decision to quit their jobs or voluntary resignation for any reasons triggered the high separation rates in the administrative and support service activities (11.67%) as well as in the accommodation and food service activities (9.71%).

### **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.

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#### **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>

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**Table 1- LABOR TURNOVER RATES BY YEAR AND QUARTER, NATIONAL CAPITAL REGION: 2008-4th Quarter 2016**

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

Industry	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
<b>Total</b>	<b>11.14</b>	<b>7.79</b>	<b>3.36</b>	<b>8.36</b>	<b>2.78</b>	<b>5.53</b>	<b>2.26</b>
<b>Agriculture, Forestry, and Fishing Industry</b>	<b>4.18</b>	<b>3.52</b>	<b>0.66</b>	<b>2.22</b>	<b>1.96</b>	<b>1.12</b>	<b>2.40</b>
Mining and Quarrying	6.19	16.09	(9.90)	3.63	2.56	1.30	14.79
Manufacturing	4.92	3.62	1.30	3.08	1.85	1.60	2.02
Electricity, Gas, Steam and Air Conditioning Supply	1.40	1.50	(0.11)	0.85	0.54	0.67	0.83
Water Supply; Sewerage Waste Management and Remediation Activities	3.21	4.06	(0.86)	2.17	1.04	1.09	2.97
Construction	9.04	5.86	3.18	6.56	2.48	2.31	3.54
<b>Services</b>	<b>11.80</b>	<b>8.22</b>	<b>3.58</b>	<b>8.92</b>	<b>2.88</b>	<b>6.02</b>	<b>2.20</b>
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	17.23	5.74	11.49	12.55	4.68	2.94	2.80
Transportation and Storage	3.49	5.14	(1.65)	1.71	1.78	2.82	2.32
Accommodation and Food Service Activities	13.08	9.71	3.37	3.60	9.48	5.75	3.96
Information and Communication	4.07	5.30	(1.23)	2.14	1.93	3.48	1.82
Financial and Insurance Activities	5.46	4.77	0.69	1.06	4.39	2.95	1.82
Real Estate Activities	5.63	1.90	3.73	4.22	1.42	1.58	0.32
Professional, Scientific and Technical Activities	5.47	4.68	0.80	2.98	2.49	4.15	0.52
Administrative and Support Service Activities	14.38	11.67	2.71	12.53	1.86	9.23	2.44
Education	3.27	1.03	2.24	1.52	1.75	0.60	0.43
Human Health and Social Work Activities	7.56	3.31	4.26	4.80	2.76	2.77	0.53
Arts, Entertainment and Recreation	3.98	3.11	0.87	1.51	2.47	1.69	1.42
Other Service Activities	5.44	2.83	2.61	3.49	1.95	2.52	0.31

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