



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
BUREAU OF LABOR AND EMPLOYMENT STATISTICS
3/F DOLE Bldg., Gen. Luna St., Intramuros, Manila



LABOR TURNOVER SURVEY

National Capital Region

2nd Quarter 2008

Status _____

Sir/Madam:

Your firm has been selected to take part in the Labor Turnover Survey (LTS) of top 3,300 corporations in Metro Manila. The survey aims to generate monthly trend statistics on labor turnover as indicator of labor market activity and general business situation of the country. It gathers consolidated information about the enterprise and its branches, if any.

The information gathered in this survey will provide policy makers and other data users a complete picture of labor demand and job turnover and will serve as inputs to decision making and policy formulation.

Results of the survey are available at the BLES website (www.bles.dole.gov.ph) 90 days after the reference quarter.

We look forward to your usual cooperation on this undertaking.

Very truly yours,


MA. CRISELDA R. SY
Director IV

■ Your completed form remains **confidential** to this office and will be strictly for statistical purposes. ■

■ Please accomplish this form within five (5) working days after receipt thereof. ■

■ Our field interviewer assigned in your establishment may pick up the accomplished form after the said period or you may send it via **TELEFAX: 527-9324/527-9325/527-5506** or **E-mail: blemsd@yahoo.com**. ■

CERTIFICATION OF RESPONDENT

Name/Signature:

Position:

Tel. No.:

Fax No.:

E-mail Address:

SURVEY PERSONNEL

Field Personnel

Enumerator:

Date:

Area Supervisor:

Date:

Bureau of Labor and Employment Statistics

Reviewer:

Date:

LTS 2008-2Q _____

Changes in the address label should be written below:

Name of Enterprise: _____

Address: _____

Main Economic Activity: _____

Major Products/Goods or Services: _____

ITEM OF INFORMATION	Second Quarter 2008																		
	April	May	June																
I. EMPLOYMENT																			
A. Total Employment																			
II. LABOR TURNOVER																			
A. Total Accessions (New Hires)																			
1. Expansion																			
2. Replacement																			
B. Total Separations																			
1. Employee-initiated																			
2. Employer-initiated																			
III. EXISTING JOB VACANCIES AT THE END OF THE QUARTER (Pls. specify title of occupation/s. Use additional sheet if necessary.)																			
1.																			
2.																			
3.																			
IV. MAIN REASON FOR SEPARATION (Indicate code as provided below)																			
A. Employee-initiated																			
B. Employer-initiated																			
CODES <table border="0"> <tr> <td>Employee-Initiated</td> <td>Employer-Initiated</td> </tr> <tr> <td>A – retirement</td> <td>F – lack of market</td> </tr> <tr> <td>B – hired by another company</td> <td>G – financial losses</td> </tr> <tr> <td>C – to work abroad</td> <td>H – redundancy</td> </tr> <tr> <td>D – family consideration</td> <td>I – project completion</td> </tr> <tr> <td>E – others, specify</td> <td>J – gross negligence</td> </tr> <tr> <td></td> <td>K – AWOL</td> </tr> <tr> <td></td> <td>L – others, specify</td> </tr> </table>				Employee-Initiated	Employer-Initiated	A – retirement	F – lack of market	B – hired by another company	G – financial losses	C – to work abroad	H – redundancy	D – family consideration	I – project completion	E – others, specify	J – gross negligence		K – AWOL		L – others, specify
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DEFINITION OF TERMS

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.

Main economic activity - refers to the activity that contributes the biggest or major portion of the gross income or revenues of the enterprise, e.g., metallic ore mining, food manufacturing, retail trade, education.

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

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

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) and non-economic reasons (e.g., gross negligence, AWOL).

EXISTING JOB VACANCIES – refer to the number of unfilled job openings, which are immediately available for placement and for which active recruitment steps are being undertaken anytime during the reference period.

HIGHLIGHTS OF SURVEY RESULTS

LABOR TURNOVER RATE, NCR:
1st Quarter 2008

Indicator	Rates
Accession Rate	12.23
Separation Rate	7.46
Percent Difference	4.76

Overall, labor turnover in large enterprises in Metro-Manila continued to be on the uptrend in the first quarter of 2008 amid the economic slowdown brought about by the unabated increase in food and fuel prices and US-led global recession. Accession rate (12.23%) outpaced separation rate (7.46%) which indicates a net turnover rate or **employment growth rate of 4.76%.**

Translated in nominal terms, results of the survey suggest **a net addition to the enterprises workforce of about 48 workers per 1,000 employed** during the quarter. This occurred as 122 workers were hired per 1,000 employed as against 75 workers separated per 1,000 employed.

For more information, please contact ☎ 527-3000 loc. 313 Fax Nos. 527-9324/ 527-9325/527-5506 or e-mail: blesemsd@yahoo.com.