



2015 LABOR TURNOVER STATISTICS (in enterprises in Metro Manila)

This LABSTAT Updates is a special issue that presents the highlights of the result of the quarterly Labor Turnover Survey (LTS) for 2015. 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 921 enterprises served as respondents in all quarter rounds of the 2015 Labor Turnover Survey. The sample enterprises were drawn from the 2013 NCR List of Enterprises.

Employment consistently accelerates in Metro Manila-based enterprises

- The overall employment in enterprises based in Metro Manila continuously grew positively from the first quarter to the fourth quarter of 2015. (Table 1)
- Labor turnover rate for all industries was lowest in the first quarter at 0.53 percent and highest in the 3rd quarter at 3.2 percent.

Additional manpower ranges from five to 32 workers per 1,000 employed persons in enterprises

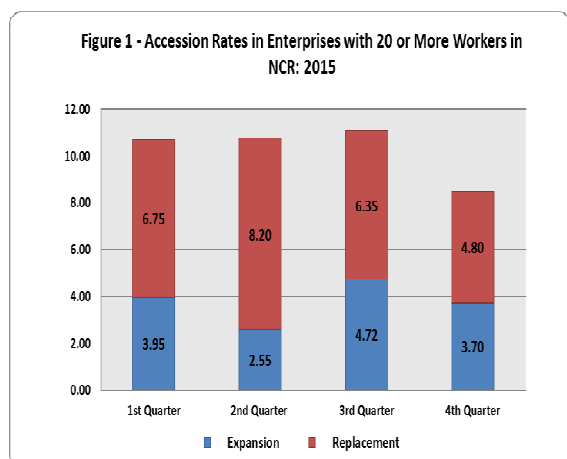
- In 2015, turnover rates on employment indicated that for every 1,000 employed persons the following numbers of persons were added in the manpower of all industries: 5 (1st quarter); 11 (2nd quarter); 32 (3rd quarter); and 6 (4th quarter).
- The accession rates consistently exceeded the separation rates in all quarters of the year. This means that recruitment, either for expansion or replacement, was higher than the number of workers who were laid off or quit their jobs.

Services sector sustains year round increments in overall employment

- Employment in the services sector was observed to have an increasing trend from 1st to 3rd quarter and slowed down in 4th quarter at 0.93 percent. Consistent increase in labor turnover rate was recorded in professional, scientific and technical activities and administrative and support services.
- Agriculture sector on the other hand, gained employment at decreasing rates from 1st to 3rd quarters of 2015. However, it dropped by 6.21 percent in the 4th quarter.
- Meanwhile, gains in employment in the industry sector were recorded only in the 3rd quarter at 1.54 percent. This was contributed by the additional workforce in construction (3.45%); mining and quarrying (2.63%); water supply, sewerage, waste management and remediation activities (2.21%); and manufacturing (0.81%).

Replacement of separated workers creates more job openings

- The accession rates recorded for the year ranged from 8.50% (4th quarter) to 11.07% (3rd quarter). Generally, enterprises hired new workers greatly to replace separated workers during the period. Accession due to expansion of business activities recorded lower rates ranging from 2.55% to 4.72%. (Figure 1)



Source: Philippine Statistics Authority, Labor Turnover Survey.

- Eight out of 18 industry groups recorded higher accession rates due to replacement than expansion for all the quarters in 2015. These were manufacturing; electricity, gas, steam and air conditioning supply; wholesale and retail trade, repair of motor vehicles and motorcycles; accommodation and food service activities; financial and insurance activities; education; human health and social work activities; and arts, entertainment and recreation. (Table 2)

Definition of Terms:

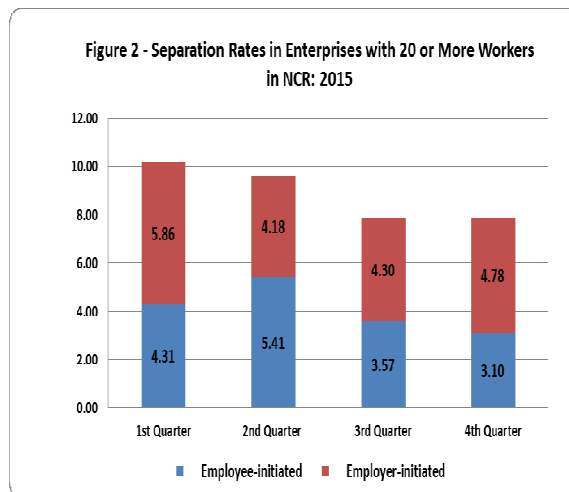
New Hires (Accessions) - refer to permanent or temporary additions to employment in the enterprise due to 1) expansion of business activity and 2) replacement of separated workers and employment resulting from changes in methods/technology of production or service

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.

Laid-off workers are greater than job quitters

- Except in the 2nd quarter, employer-initiated (laid-offs) was higher than employee-initiated (job quitters) in all industries. (Figure 2)



Source: Philippine Statistics Authority, Labor Turnover Survey.

- Separation of workers was lowest in the 3rd quarter at 7.87 percent and highest during the 1st quarter of 2015 at 10.17 percent.
- Four (4) industry groups registered significant number of laid-off workers. These were the following: mining and quarrying (3.64% to 16.51%); construction (12.30% to 22.81%); wholesale and retail trade, repair of motor vehicles and motorcycles (5.17% to 8.63%); and arts, entertainment and recreation (1.8% to 4.62%). These rates of laid-off workers were greater than the rates of workers who quit their jobs in all quarters of 2015.

FOR INQUIRIES

Regarding this report, contact **EMPLOYMENT DEMAND STATISTICS DIVISION** at telefax no. (02)376-1952

Regarding other statistics and technical services, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 462-6600 local 834 or visit our website at <http://www.psa.gov.ph>

Table 1 - Labor Turnover Rates in Enterprises with 20 or More Workers in the National Capital Region: 2015

MAJOR INDUSTRY GROUP	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter		
	Accession	Separation	Difference*	Accession	Separation	Difference*	Accession	Separation	Difference*	Accession	Separation	Difference*
ALL INDUSTRIES	10.70	10.17	0.53	10.75	9.59	1.15	11.07	7.87	3.20	8.50	7.88	0.62
Agriculture	7.60	3.97	3.63	4.90	3.88	1.02	4.89	4.75	0.14	3.50	9.71	(6.21)
Agriculture, forestry and fishing	7.60	3.97	3.63	4.90	3.88	1.02	4.89	4.75	0.14	3.50	9.71	(6.21)
Industry	11.78	12.89	(1.11)	9.94	11.52	(1.59)	8.69	7.15	1.54	6.75	7.67	(0.92)
Mining and quarrying	12.81	9.30	3.50	14.55	5.39	9.16	8.37	5.74	2.63	3.80	17.90	(14.10)
Manufacturing	4.85	6.51	(1.66)	4.98	5.76	(0.77)	4.65	3.84	0.81	5.38	4.83	0.55
Electricity, gas, steam and air conditioning supply	1.34	1.57	(0.23)	1.43	2.05	(0.62)	2.57	2.95	(0.38)	1.54	1.46	0.08
Water supply; sewerage, waste management and remediation activities	3.42	1.89	1.53	4.36	1.70	2.66	3.86	1.65	2.21	3.70	2.64	1.06
Construction	18.83	19.65	(0.82)	22.24	26.74	(4.50)	19.48	16.04	3.45	11.00	14.89	(3.89)
Services	10.44	9.52	0.92	10.88	9.35	1.52	11.57	8.03	3.54	8.84	7.91	0.93
Wholesale and retail trade; repair of motor vehicles and motorcycles	11.52	12.24	(0.72)	10.84	9.11	1.72	12.56	11.18	1.38	13.30	12.72	0.58
Transportation and storage	3.39	3.55	(0.16)	5.57	4.30	1.28	4.56	1.73	2.83	6.53	3.72	2.81
Accommodation and food service activities	6.40	6.86	(0.46)	6.25	4.22	2.03	9.55	6.83	2.72	3.96	4.18	(0.22)
Information and communication	5.79	4.64	1.15	6.06	5.94	0.12	6.08	4.37	1.71	3.56	8.08	(4.53)
Financial and insurance activities	4.16	4.26	(0.10)	5.37	2.71	2.67	5.19	4.47	0.72	3.65	2.65	1.00
Real estate activities	5.69	7.09	(1.40)	7.84	7.20	0.64	6.82	5.33	1.49	4.45	2.56	1.88
Professional, scientific and technical activities	6.56	3.60	2.96	5.44	4.20	1.24	5.81	4.74	1.06	8.67	3.25	5.42
Administrative and support service activities	19.97	14.70	5.27	15.42	14.45	0.97	18.88	10.39	8.49	11.79	9.69	2.10
Education	1.60	1.99	(0.40)	17.78	14.13	3.65	2.68	0.98	1.70	7.67	6.87	0.80
Human health and social work activities	5.34	7.72	(2.39)	8.27	5.32	2.95	6.37	4.89	1.48	5.23	4.55	0.68
Arts, entertainment and recreation	3.96	4.81	(0.85)	9.39	7.20	2.19	2.76	2.77	(0.01)	4.18	3.06	1.12
Other service activities	2.46	6.89	(4.43)	4.49	3.02	1.47	8.61	5.42	3.19	5.52	4.31	1.21

Source: Philippine Statistics Authority, Labor Turnover Survey.

Table 2–Accession and Separation Rates in Enterprises with 20 or More Workers in the National Capital Region: 2015

MAJOR INDUSTRY GROUP	1st Quarter				2nd Quarter				3rd Quarter				4th Quarter			
	Accession		Separation		Accession		Separation		Accession		Separation		Accession		Separation	
	Expansion	Replacement	Employee-initiated	Employer-initiated	Expansion	Replacement	Employee-initiated	Employer-initiated	Expansion	Replacement	Employee-initiated	Employer-initiated	Expansion	Replacement	Employee-initiated	Employer-initiated
ALL INDUSTRIES	3.95	6.75	4.31	5.86	2.55	8.20	5.41	4.18	4.72	6.35	3.57	4.30	3.70	4.80	3.10	4.78
Agriculture	1.28	6.32	0.78	3.18	1.24	3.66	1.41	2.47	2.71	2.17	2.42	2.33	2.14	1.36	2.51	7.20
Agriculture, forestry and fishing	1.28	6.32	0.78	3.18	1.24	3.66	1.41	2.47	2.71	2.17	2.42	2.33	2.14	1.36	2.51	7.20
Industry	5.50	6.28	3.79	9.09	5.30	4.64	3.13	8.39	5.48	3.21	2.45	4.70	3.82	2.93	2.39	5.28
Mining and quarrying	2.20	10.61	2.01	7.30	7.88	6.67	1.74	3.65	2.57	5.80	2.10	3.64	2.31	1.49	1.38	16.51
Manufacturing	2.01	2.84	3.25	3.26	1.26	3.73	2.95	2.80	1.46	3.19	2.15	1.69	2.41	2.97	2.41	2.42
Electricity, gas, steam and air conditioning supply	0.61	0.73	1.23	0.34	0.25	1.19	1.09	0.96	0.54	2.04	1.16	1.79	0.41	1.13	0.95	0.51
Water supply; sewerage, waste management and remediation activities	2.17	1.25	1.25	0.64	3.63	0.73	1.07	0.63	3.10	0.76	1.42	0.23	2.65	1.05	1.03	1.60
Construction	9.14	9.70	4.52	15.13	15.12	7.13	3.94	22.81	16.19	3.30	3.38	12.65	7.85	3.16	2.59	12.30
Services	3.57	6.87	4.47	5.05	2.18	8.69	5.73	3.62	4.58	6.99	3.80	4.23	3.68	5.16	3.24	4.68
Wholesale and retail trade; repair of motor vehicles and motorcycles	1.29	10.23	4.45	7.79	1.24	9.60	3.94	5.17	3.06	9.50	3.76	7.42	4.37	8.93	4.09	8.63
Transportation and storage	1.42	1.97	2.37	1.18	3.46	2.12	1.01	3.29	3.44	1.12	1.19	0.53	3.47	3.06	1.35	2.37
Accommodation and food service activities	0.73	5.67	4.95	1.91	1.23	5.02	3.22	1.01	4.61	4.93	3.96	2.86	0.38	3.58	2.12	2.06
Information and communication	2.00	3.78	3.76	0.88	2.51	3.55	4.29	1.64	3.28	2.80	3.08	1.29	2.05	1.51	2.89	5.19
Financial and insurance activities	1.93	2.23	3.41	0.85	1.09	4.28	1.21	1.49	1.78	3.41	3.20	1.27	1.21	2.44	1.57	1.08
Real estate activities	1.28	4.41	6.38	0.70	2.15	5.69	6.45	0.75	3.31	3.50	4.13	1.20	3.15	1.29	1.74	0.82
Professional, scientific and technical activities	3.28	3.28	2.72	0.89	3.05	2.38	3.73	0.46	3.02	2.79	2.93	1.82	5.55	3.12	1.88	1.38
Administrative and support service activities	10.92	9.06	6.22	8.48	2.55	12.87	9.97	4.48	8.46	10.42	5.24	5.15	6.33	5.46	4.57	5.11
Education	0.73	0.87	1.72	0.27	8.76	9.02	3.17	10.96	0.66	2.02	0.91	0.07	1.33	6.34	1.63	5.24
Human health and social work activities	1.38	3.96	3.87	3.85	1.98	6.28	4.45	0.87	2.25	4.11	2.91	1.98	1.54	3.68	3.31	1.25
Arts, entertainment and recreation	0.32	3.64	1.26	3.55	2.36	7.03	2.57	4.62	0.69	2.07	0.97	1.80	0.76	3.42	1.08	1.98
Other service activities	0.80	1.66	2.65	4.24	2.58	1.92	2.37	0.65	5.80	2.81	3.03	2.39	4.15	1.37	3.93	0.37

Source: Philippine Statistics Authority, Labor Turnover Survey.