2019 LABOR TURNOVER STATISTICS
(in establishments with 20 or more workers)
National Capital Region: Fourth Quarter 2019

The Labor Turnover Survey (LTS) is a sample survey of establishments conducted by the Philippine Statistics Authority (PSA). The survey aims to capture "job creations" and "job displacements" in business establishments by collecting quarterly accessions and separations of workers as well as job vacancies in establishments.

In 2019, LTS was conducted semi-annually covering two-quarter information from the establishments based in the National Capital Region (NCR) only. Original number of samples for 2019 LTS was 2,469 but this was reduced upon conduct of the 3rd and 4th quarter 2019 LTS rounds due to budgetary constraints. Prior to this, a study has been made concerning the reliability of the data using previous results as a sound basis in the reduction of the number of samples. The study shows that regardless of the number of samples taken; the data were as reliable as of those with higher number of samples. As a result, a total of 1,209 establishments served as respondents in the 3rd and 4th quarter 2019 LTS. The field operations was conducted on February to April 2020, thus results were greatly affected by the Enhanced Community Quarantine due to the pandemic.

This LABSTAT Updates presents the highlights of the Labor Turnover Survey (LTS) for the 4th quarter of 2019 with a response rate of 61.2 percent.

Employment growth remains positive though at a slower pace in the fourth quarter of 2019

- The growth of employment in establishments in the National Capital Region during the period remains positive at 1.9 percent. This was 0.4 percentage point higher than the same quarter in 2018 but 0.9 percentage point lower than the recorded employment expansion of 2.8 percent in the previous quarter. *(Table 1)*

- The 1.9 labor turnover rate for the period resulted from the 6.6 percent accession rate and only 4.7 percent separation rate. This denotes that for every 1,000 employed persons, about 66 persons were hired due to either expansion of business (38) or replacement of separated workers (28), while around 47 workers were separated from work, as they either quit their jobs (32) or were laid off by their employers (16). Thus, a total of 19 workers per 1,000 employed were added to the total workforce of establishments. *(Table 3)*

Table 1. Labor Turnover Rates, NCR: 4th Quarter 2018, 3rd and 4th Quarters 2019 (Final)

Indicators	Rates (%)		
	2018	2019	
	4th	3rd	4th
Accession Rate	6.7	8.6	6.6
Separation Rate	5.2	5.9	4.7
Labor Turnover Rate	1.5	2.8	1.9

Source: Philippine Statistics Authority, Labor Turnover Survey

Agriculture, forestry and fishing continued to suffer from employment loss

- Separation rate in the agriculture, forestry and fishing sector outpaced accession rate resulting to a labor turnover rate of -2.8 percent. *(Table 2)*

- This was a further reduction from the recorded loss in the previous quarter of -2.6 percent.

Table 2. Labor Turnover Rates by Major Sector, NCR: 3rd and 4th Quarters 2019 (Final)

Indicator	Agriculture		Industry		Services	
	3rd Q	4th Q	3rd Q	4th Q	3rd Q	4th Q
Accession Rate	2.3	2.3	5.7	5.7	9.3	6.8
Separation Rate	4.9	5.1	5.8	3.2	5.9	5.0
Labor Turnover Rate	(2.6)	(2.8)	(0.1)	2.5	3.4	1.8

Source: Philippine Statistics Authority,
   Labor Turnover Survey

### *Twenty-five out of 1,000 employed persons were hired in the industry sector*

- The industry sector accounted for the highest labor turnover rate in the fourth quarter of 2019 at 2.5 percent, coming from a minimal employment loss of -0.1 percent in the previous quarter. This meant that for every 1,000 employed, 25 persons were added to the total workforce of the sector.

- Primary contributors to this growth are construction (4.0%), manufacturing (2.1%) and mining and quarrying (0.8%) which all recorded employment loss during the same period in 2018. *(Table 3)*

- Only the electricity, gas, steam and air conditioning supply posted a loss

of -0.1 percent for the period which was a gainer at 0.5 percent in 2018.

- The services sector likewise posted a positive growth rate of 1.8 percent. This was brought about by employment gains in almost all industries under the said sector led by other service activities (4.8%); accommodation and food service activities (2.9%); administrative and support service activities (2.6%); and arts, entertainment and recreation (2.5%).

- Meanwhile, both the financial and insurance activities (-1.3%) and education (-0.1%) recorded employment losses.

Reasons for separation of workers

- Most employees' reasons for quitting their jobs were being hired by another company at 34.5 percent; due to family considerations at 21.4 percent; to work abroad at 12.8 percent; and AWOL or absence without leave at 10.6 percent. *(Figure 1)*

Figure 1. Reasons for Employee-Initiated Separations, NCR: 4th Quarter 2019 (Final)

Hired by another Company — 34.5
Family Consideration — 21.4
To Work Abroad — 12.8
Absence without Leave — 10.6
Resignation/Voluntary Resignation — 6.8
Retirement — 5.5
Personal Issues — 2.5
Study — 1.7
Health Reasons — 1.4
Others — 2.9

Note: Figures are in percent.
Source: Philippine Statistics Authority,
   Labor Turnover Survey

- Meanwhile, the main reason why employers terminated the services of their workers were because of project completion at 40.1 percent and AWOL or absence without leave at 24.6 percent. *(Figure 2)*

Figure 2. Reasons for Employer-Initiated Separations, NCR: 4th Quarter 2019 (Final)
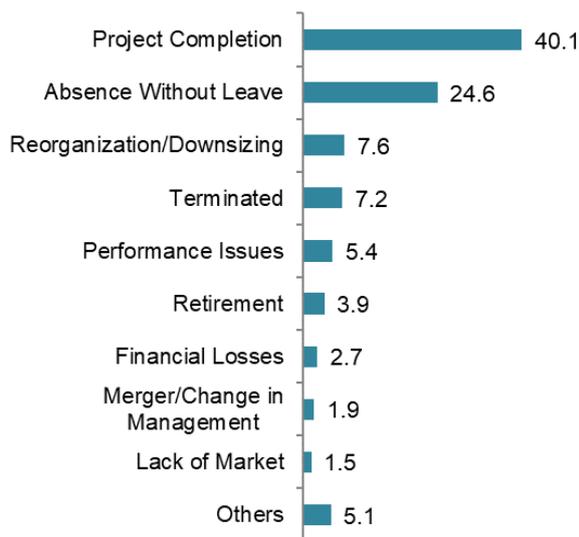
Note: Figures are in percent.
Source: Philippine Statistics Authority, Labor Turnover Survey.

Job Vacancies

Administrative and support service activities posted 27,550 job vacancies

- A total of 86,143 job openings were registered in the last quarter of 2019. By sector, services sector accounted for the bulk of vacancies at 87.6 percent, followed by industry at 11.9 percent, and agriculture, forestry and fishing at a measly 0.5 percent share.

- Across industries, administrative and support service activities had the highest share of vacancies at 32.0 percent. This was followed by wholesale and retail trade; repair of motor vehicles, motorcycles (16.6% or 14,294), and manufacturing (10.1% or 8,692). *(Figure 3)*

Figure 3. Top Five Industries with Job Vacancies, NCR: 4th Quarter 2019 (Final)
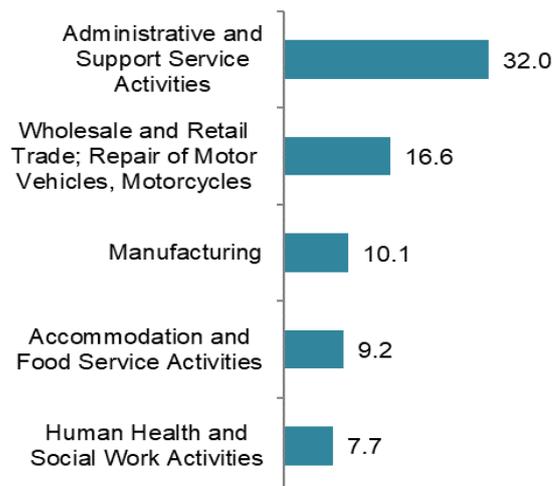
Note: Figures are in percent.
Source: Philippine Statistics Authority, Labor Turnover Survey.

- By major occupation group, most of the unfilled positions were for service and sales workers with 23.1 percent share (19,889), followed by professionals at 21.3 percent (18,318), technicians and associate professionals at 18.6 percent (15,999), and clerical support workers at 14.1 percent (12,141). (Figure 4, and Table 5)

Figure 4. Job Vacancies by Major Occupation Group, NCR: 4th Quarter 2019 (Final)
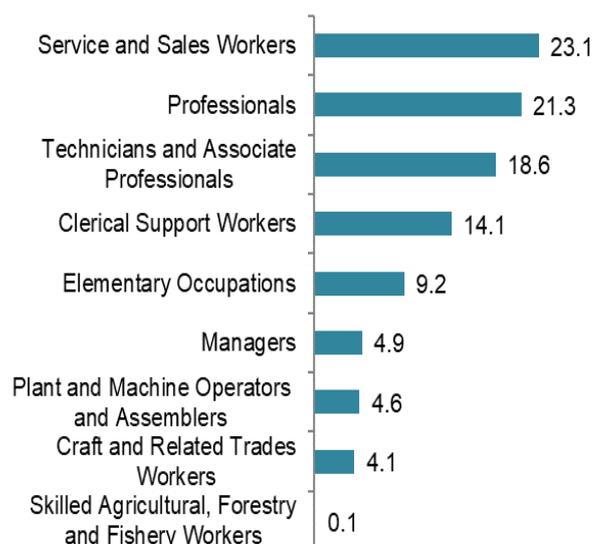
Note: Figures are in percent.
Source: Philippine Statistics Authority, Labor Turnover Survey.

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 the following: 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.*

Table 3 - Accession, Separation and Labor Turnover Rates in Establishments with 20 or More Workers by Major Industry, National Capital Region: 4th Quarter 2018, and 4th Quarter 2019
(Final)

Industry	Total						Accession				Separation			
	Accession		Separation		Percent Difference		Expansion		Replacement		Employee-Initiated		Employer-Initiated	
	4Q2018	4Q2019	4Q2018	4Q2019	4Q2018	4Q2019	4Q2018	4Q2019	4Q2018	4Q2019	4Q2018	4Q2019	4Q2018	4Q2019
Total	6.7	6.6	5.2	4.7	1.5	1.9	3.0	3.8	3.7	2.8	2.7	3.2	2.5	1.6
Agriculture, Forestry, and Fishing	2.2	2.3	5.4	5.1	(3.3)	(2.8)	0.6	1.7	1.6	0.6	1.3	3.4	4.1	1.7
Industry	7.3	5.7	10.2	3.2	(2.9)	2.5	2.6	3.7	4.7	2.0	4.0	2.1	6.2	1.1
Mining and Quarrying	4.0	5.1	7.2	4.3	(3.1)	0.8	2.5	4.6	1.6	0.5	2.1	1.1	5.0	3.2
Manufacturing	6.4	5.4	7.8	3.4	(1.4)	2.1	2.7	3.3	3.7	2.1	2.8	2.3	4.9	1.0
Electricity, Gas, Steam and Air Conditioning Supply	2.0	1.3	1.4	1.5	0.5	(0.1)	0.5	1.1	1.5	0.2	0.9	0.5	0.6	1.0
Water Supply; Sewerage Waste Management and Remediation Activities	2.9	3.1	2.1	2.0	0.9	1.1	1.2	0.7	1.7	2.4	1.9	1.9	0.1	0.1
Construction	10.0	7.1	16.7	3.1	(6.7)	4.0	2.4	5.1	7.6	2.0	6.9	1.8	9.8	1.3
Services	6.6	6.8	4.4	5.0	2.2	1.8	3.1	3.8	3.5	3.0	2.5	3.4	1.9	1.7
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	6.6	4.8	4.4	4.0	2.2	0.8	3.1	3.2	3.5	1.6	2.5	3.3	1.9	0.8
Transportation and Storage	7.2	4.4	2.6	2.6	4.6	1.9	6.4	2.7	0.9	1.8	1.7	1.5	1.0	1.1
Accommodation and Food Service Activities	5.5	8.7	4.5	5.8	1.0	2.9	3.7	2.8	1.8	5.9	3.6	5.3	0.9	0.5
Information and Communication	5.6	5.1	5.6	3.1	(0.0)	2.0	2.9	3.7	2.7	1.4	3.5	2.0	2.1	1.0
Financial and Insurance Activities	4.0	3.2	3.3	4.5	0.7	(1.3)	1.5	1.2	2.5	2.0	2.1	3.8	1.2	0.7
Real Estate Activities	6.1	5.5	3.6	4.1	2.6	1.4	5.5	3.4	0.7	2.1	3.1	3.8	0.5	0.3
Professional, Scientific and Technical Activities	13.7	5.7	9.7	3.5	4.0	2.1	1.4	4.3	12.2	1.4	4.0	2.7	5.6	0.8
Administrative and Support Service Activities	7.0	9.6	4.4	7.0	2.6	2.6	3.3	5.6	3.8	4.0	2.3	3.8	2.1	3.2
Education	2.5	2.4	2.9	2.5	(0.4)	(0.1)	1.2	1.0	1.3	1.4	1.6	1.4	1.3	1.0
Human Health and Social Work Activities	6.0	5.8	4.6	4.3	1.4	1.5	2.4	1.7	3.6	4.1	4.1	4.2	0.5	0.1
Arts, Entertainment and Recreation	2.7	6.1	2.9	3.6	(0.3)	2.5	1.0	2.8	1.7	3.3	1.1	2.0	1.9	1.6
Other Service Activities	3.2	9.0	1.7	4.2	1.5	4.8	2.1	3.0	1.1	5.9	1.5	3.2	0.1	1.0

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2018, 4th Quarter 2019.

TABLE 4 - Number and Percent Distribution of Job Vacancies in Establishments with 20 or More Workers by Major Industry Group, National Capital Region: 4th Quarter 2019 (Final)

Industry	Number	Percent Share
ALL INDUSTRIES	86,143	100.0
Agriculture, Forestry, and Fishing	418	0.5
Industry	10,284	11.9
Mining and Quarrying	122	0.1
Manufacturing	8,692	10.1
Electricity, Gas, Steam and Air Conditioning Supply	146	0.2
Water Supply; Sewerage Waste Management and Remediation Activities	241	0.3
Construction	1,083	1.3
Services	75,441	87.6
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	14,294	16.6
Transportation and Storage	2,282	2.6
Accommodation and Food Service Activities	7,966	9.2
Information and Communication	1,436	1.7
Financial and Insurance Activities	4,685	5.4
Real Estate Activities	1,449	1.7
Professional, Scientific and Technical Activities	4,309	5.0
Administrative and Support Service Activities	27,550	32.0
Education	3,345	3.9
Human Health and Social Work Activities	6,625	7.7
Arts, Entertainment and Recreation	919	1.1
Other Service Activities	580	0.7

Note: Details may not add up to totals due to rounding.
Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter

TABLE 5 - Number and Percent Distribution of Job Vacancies in Establishments with 20 or More Workers by Major Occupation Group, National Capital Region: 4th Quarter 2019 (Final)

Major Occupation Group	Number	Percent Share
ALL OCCUPATION	86,143	100.0
Managers	4,199	4.9
Professionals	18,318	21.3
Technicians and Associate Professionals	15,999	18.6
Clerical Support Workers	12,141	14.1
Service and Sales Workers	19,889	23.1
Skilled Agricultural, Forestry and Fishery Workers	96	0.1
Craft and Related Trades Workers	3,539	4.1
Plant and Machine Operators and Assemblers	3,993	4.6
Elementary Occupations	7,967	9.2

Note: Details may not add up to totals due to rounding.
Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2019.