

## 2018 LABOR TURNOVER STATISTICS

*(in establishments with 20 or more workers)  
Philippines: 2018*

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 until 2017. The survey covered enterprises located in the National Capital Region (NCR) only.

Starting the 1st quarter of 2018, the LTS covers establishments based within and outside the National Capital Region. The survey aims to capture "job creations" and "job displacements" in business establishments in the Philippines by collecting quarterly data on accessions and separations of workers.

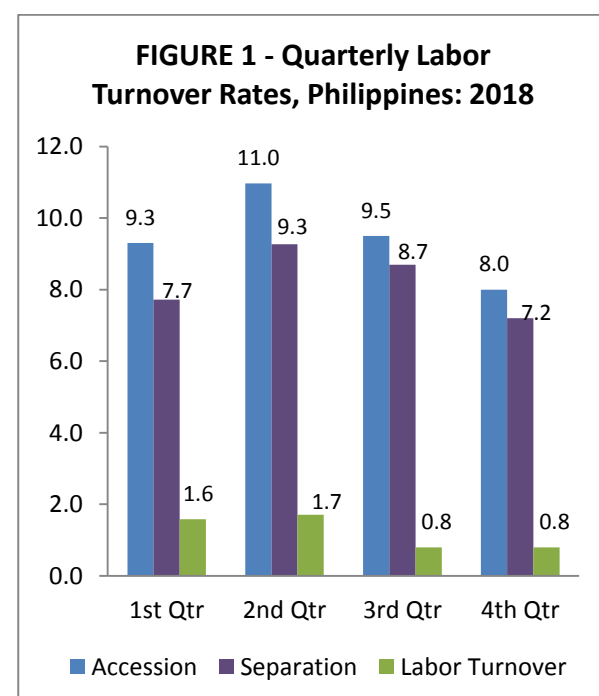
This report presents the highlights of the quarterly results for 2018 annual LTS with nationwide coverage. A total of 5,469 establishments served as respondents to all quarter rounds of the 2018 LTS. The sample establishments were drawn from the 2017 List of Establishments.

Results of the 2018 Labor Turnover Survey are not comparable with previous years as prior to 2018. LTS only covered enterprises in Metro Manila, while starting 2018, the survey covered establishments all over the country.

Sample enterprises provided consolidated data for all their branches while sample establishments were asked to provide data only for the office/unit where the questionnaire was addressed to.

### **Employment gains were posted in the country in all quarters of 2018**

- Agricultural and non-agricultural establishments with 20 or more workers in the country reflected positive overall employment growth throughout 2018. (*Figure 1*)
- Measured in terms of labor turnover rate or the difference between accession and separation rates, it was observed that the highest employment gain was posted during the second quarter at 1.7 percent while the lowest labor turnover rate were tied in the last two quarters at 0.8 percent. Rates for the last two survey rounds were noted to be equal despite higher accession and separation rates in the third quarter compared to the fourth quarter data.



Source: PSA, Labor Turnover Survey.

- Among major sectors, only the services depicted an all positive employment growth throughout the year, whereas the agriculture and industry sectors exhibited fluctuating trends during the period. (Table 3)

### ***Eight to seventeen persons per 1,000 employed were added to the establishment workforce***

- The labor turnover rates of 2018 indicated that for every 1,000 employed, the following number of persons were added to the total workforce: 16 (1<sup>st</sup> quarter); 17 (2<sup>nd</sup> quarter); 8 (3<sup>rd</sup> quarter); 8 (4<sup>th</sup> quarter).

### ***Service sector tops overall employment growth***

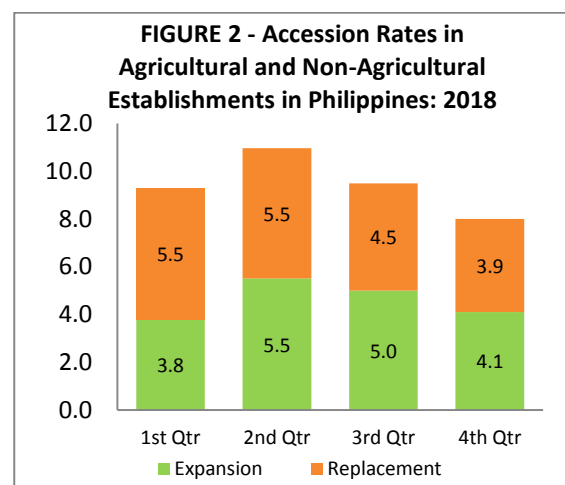
- Despite lower rates, the services sector remained steady and positive, in terms of employment growth, throughout 2018. This is contrary to the agriculture, forestry, and fishing; and the industry sector whose employment growths exhibited negative rates for two quarters. Employment gain for the service sector was recorded highest in the 4<sup>th</sup> quarter at 1.9 percent. (Table 1)
- The positive growth under the services sector was mainly due to moderate labor turnover rates of the following industries for each quarter: professional, scientific, and technical activities on the first quarter (4.9%); wholesale and retail; repair of motor vehicles, motorcycles on the second quarter (3.7%); education on the third quarter (3.4%); and transportation and storage on the last quarter (3.3%).
- For the industry sector, employment growth was recorded highest in the second quarter at 3.9 percent followed by a significant drop to -0.1 percent on the third quarter and the lowest rate on the final quarter at -2.9 percent.

- Meanwhile, agriculture, forestry and fishery sector however, displayed its highest gain during the first quarter (2.0%) then dropped to -1.3 percent during the second quarter, and eventually to its lowest, -1.5 percent in the third quarter. On the last quarter, this sector recovers in terms of labor turnover rate at 1.3 percent.

## **ACCESSION AND SEPARATION**

### ***Hiring of workers due to work expansion and replacement of workers***

- The percentage of new employees hired over the total employment, or the accession rate, is comprised of two factors. Accession due to expansion of business activities peaked in the second quarter at 5.5 percent and was recorded to be relatively higher than the replacement of separated workers in all quarters except in the 1<sup>st</sup> quarter wherein the latter posted a higher rate (5.5% vs 3.8%). (Figure 2)



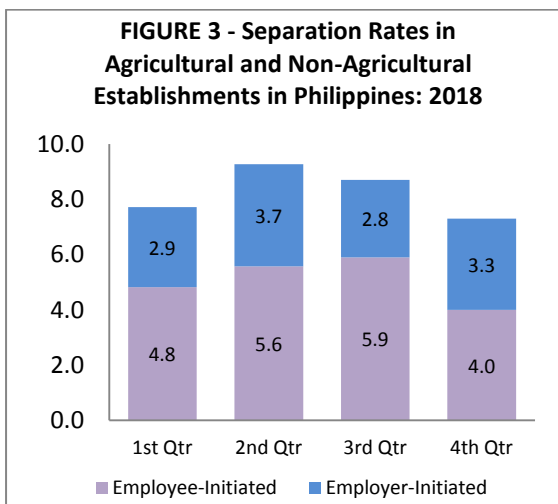
Source: PSA, Labor Turnover Survey.

- By industry, mining and quarrying and water supply, sewerage, waste management and remediation activities exhibited more accessions due to business expansion throughout the year. In fact, mining and quarrying posted the highest accession rates because of expansion of business activities in the first and last quarters of the year at 8.6 percent and 6.6 percent, respectively.

- Meanwhile, industries that registered higher accession rates due to replacement of separated workers for the four quarter rounds were: wholesale and retail trade, repair of motor vehicles and motorcycles; financial and insurance activities; human health and social work activities; and other service activities. Further, the wholesale and retail trade posted the highest rate due to replacement in the last 2 quarters of the year.

**Separations are predominantly caused by resigning/quitting workers**

- Terminations initiated by employees (job quitters) were primarily the main reason for employment loss in 2018. Specifically, 40 to 60 separated workers were due to voluntary separations/resignations as against 13 to 38 laid off/terminated by employer per 1,000 employed. The trend increases from 1<sup>st</sup> quarter (4.8%) and peaks during 3<sup>rd</sup> quarter (5.9%). Upon reaching the highest, the employee-initiated separations subsequently drop to its lowest at 4.0 percent during the last quarter. Whereas, employer-initiated separations (lay-offs) were observed to have a fluctuating trend which ranges from 2.8 percent (3<sup>rd</sup> quarter) to 3.7 percent (2<sup>nd</sup> quarter). (Figure 3)



Source: PSA, Labor Turnover Survey.

- Furthermore, the following industries reported greater incidence of job-quits or resignations by the worker: manufacturing (3.9% to 9.8%); professional, scientific and technical activities (4.2% to 11.7%); and administrative and support service activities (4.8% to 6.9%).
- It is also interesting to note that labor related industries such as mining and quarrying (3.2% to 10.9%); and construction (4.6% to 9.9%) had the most number of separations initiated by their employers. Both of these industries displayed their highest lay-off percentage during the last quarter of the year.

**REASONS FOR SEPARATION**

**Project completion, the primary reason for dismissal of workers**

- In general, the quarterly results of this survey identified that project completion, which was prevalent in the industry sector, was the leading cause of separation initiated by employers. The percentages of project completion for all quarters were as follows: 37.7 percent (1<sup>st</sup> quarter); 44.8 percent (2<sup>nd</sup> quarter); 40.9 percent (3<sup>rd</sup> quarter); and 47.5 percent (4<sup>th</sup> quarter). (Tables 3-6)
- This reason was almost the same for all industries except the electricity, gas, steam and air conditioning supply wherein lay-offs were commonly caused by retirement of their workers, recorded during the first (45.1%), third (40.3%), and fourth (45.0%) quarter; and the transportation and storage industry wherein lay-offs were caused by absence without leave, noted during the first (32.4%), and second (40.5%) quarter rounds.



***Being hired by another company is the main reason why employees quit their jobs***

- Findings for every quarter suggests that the major cause of employee initiated separations were due to being hired by another company. Among sectors, services posted the highest share of employee resignations citing being employed by another company as the reason for the four quarter rounds. (Tables 7-10)
- Meanwhile, the second leading reason for job quits was due to family considerations which was common in the wholesale and retail trade and manufacturing industries.
- On the other hand, the quarter-to-quarter round of this survey suggests that the highest reason for job quits for the human health and social activities industry was consistently due to working abroad.

**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 1) quits or terminations initiated by the employees and 2) 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 workers.

---

**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>

---

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

| Industry                                                           | 1st Quarter |            |                | 2nd Quarter |            |                | 3rd Quarter |            |                | 4th Quarter |            |                |
|--------------------------------------------------------------------|-------------|------------|----------------|-------------|------------|----------------|-------------|------------|----------------|-------------|------------|----------------|
|                                                                    | Accession   | Separation | Labor Turnover | Accession   | Separation | Labor Turnover | Accession   | Separation | Labor Turnover | Accession   | Separation | Labor Turnover |
| <b>Total</b>                                                       | <b>9.3</b>  | <b>7.7</b> | <b>1.6</b>     | <b>11.0</b> | <b>9.3</b> | <b>1.7</b>     | <b>9.5</b>  | <b>8.7</b> | <b>0.8</b>     | <b>8.0</b>  | <b>7.2</b> | <b>0.8</b>     |
| <b>Agriculture, Forestry, and Fishing Industry</b>                 | <b>6.9</b>  | <b>4.9</b> | <b>2.0</b>     | <b>5.1</b>  | <b>6.4</b> | <b>(1.3)</b>   | <b>4.3</b>  | <b>5.8</b> | <b>(1.5)</b>   | <b>6.1</b>  | <b>4.8</b> | <b>1.3</b>     |
| Mining and Quarrying                                               | 12.4        | 8.1        | 4.3            | 8.0         | 7.3        | 0.7            | 6.8         | 6.1        | 0.7            | 8.3         | 12.3       | (4.0)          |
| Manufacturing                                                      | 13.2        | 9.0        | 4.2            | 14.7        | 9.8        | 4.9            | 13.3        | 13.4       | (0.1)          | 6.4         | 8.9        | (2.5)          |
| Electricity, Gas, Steam and Air Conditioning Supply                | 3.1         | 1.8        | 1.3            | 2.8         | 1.9        | 0.9            | 3.0         | 1.9        | 1.1            | 2.2         | 1.6        | 0.7            |
| Water Supply; Sewerage Waste Management and Remediation Activities | 2.9         | 1.7        | 1.3            | 4.5         | 4.5        | 0.0            | 4.6         | 4.5        | 0.1            | 3.0         | 1.8        | 1.2            |
| Construction                                                       | 11.5        | 10.1       | 1.4            | 11.6        | 10.3       | 1.3            | 11.8        | 12.2       | (0.4)          | 9.1         | 15.5       | (6.4)          |
| <b>Services</b>                                                    | <b>8.5</b>  | <b>7.6</b> | <b>1.0</b>     | <b>10.4</b> | <b>9.4</b> | <b>1.1</b>     | <b>8.8</b>  | <b>7.6</b> | <b>1.3</b>     | <b>8.5</b>  | <b>6.6</b> | <b>1.9</b>     |
| Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles  | 9.9         | 8.4        | 1.4            | 12.0        | 8.4        | 3.7            | 10.9        | 8.6        | 2.3            | 9.6         | 6.9        | 2.7            |
| Transportation and Storage                                         | 4.0         | 2.5        | 1.5            | 5.3         | 3.4        | 1.8            | 3.2         | 3.0        | 0.2            | 6.1         | 2.8        | 3.3            |
| Accommodation and Food Service Activities                          | 7.8         | 6.8        | 0.9            | 8.8         | 10.9       | (2.1)          | 9.4         | 8.2        | 1.3            | 10.3        | 7.3        | 3.1            |
| Information and Communication                                      | 6.5         | 5.6        | 0.9            | 7.9         | 6.1        | 1.9            | 7.0         | 5.8        | 1.1            | 6.5         | 5.7        | 0.8            |
| Financial and Insurance Activities                                 | 6.1         | 4.1        | 2.0            | 7.4         | 6.9        | 0.5            | 5.8         | 4.1        | 1.7            | 4.3         | 3.4        | 0.8            |
| Real Estate Activities                                             | 3.8         | 5.6        | (1.8)          | 5.6         | 4.1        | 1.5            | 4.2         | 4.3        | (0.1)          | 4.2         | 4.2 *      |                |
| Professional, Scientific and Technical Activities                  | 10.8        | 5.9        | 4.9            | 8.3         | 7.2        | 1.1            | 9.1         | 13.6       | (4.5)          | 9.6         | 10.5       | (0.9)          |
| Administrative and Support Service Activities                      | 11.3        | 10.8       | 0.5            | 11.8        | 12.0       | (0.2)          | 10.8        | 9.8        | 1.0            | 11.3        | 8.7        | 2.5            |
| Education                                                          | 2.1         | 3.2        | (1.1)          | 14.5        | 12.1       | 2.4            | 6.5         | 3.2        | 3.4            | 3.1         | 3.0        | 0.1            |
| Human Health and Social Work Activities                            | 6.7         | 5.1        | 1.6            | 7.6         | 6.5        | 1.1            | 5.8         | 5.6        | 0.2            | 5.1         | 4.5        | 0.6            |
| Arts, Entertainment and Recreation                                 | 5.5         | 3.5        | 2.0            | 5.3         | 6.1        | (0.8)          | 4.9         | 3.4        | 1.4            | 4.6         | 3.2        | 1.4            |
| Other Service Activities                                           | 4.8         | 5.6        | (0.8)          | 5.2         | 2.9        | 2.3            | 4.5         | 3.8        | 0.7            | 3.9         | 3.6        | 0.2            |

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 - Accession and Separation Rates in Agricultural and Non-Agricultural Establishments by Major Industry, Philippines: 2018

| Industry                                                           | 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 |
| <b>Total</b>                                                       | 3.8         | 5.5         | 4.8                | 2.9                | 5.5         | 5.5         | 5.6                | 3.7                | 5.0         | 4.5         | 5.9                | 2.8                | 4.1         | 3.9         | 4.0                | 3.3                |
| <b>Agriculture, Forestry, and Fishing</b>                          | 2.8         | 4.0         | 3.6                | 1.3                | 2.3         | 2.8         | 2.7                | 3.8                | 3.0         | 1.3         | 3.2                | 2.6                | 4.3         | 1.8         | 1.4                | 3.4                |
| <b>Industry</b>                                                    | 5.2         | 6.9         | 4.7                | 3.9                | 6.9         | 6.3         | 5.6                | 3.8                | 7.7         | 4.5         | 8.0                | 4.3                | 3.2         | 3.5         | 3.9                | 5.6                |
| Mining and Quarrying                                               | 8.6         | 3.7         | 2.4                | 5.7                | 5.2         | 2.8         | 2.4                | 4.9                | 5.5         | 1.3         | 3.0                | 3.2                | 6.6         | 1.6         | 1.4                | 10.9               |
| Manufacturing                                                      | 4.6         | 8.6         | 5.0                | 4.0                | 7.8         | 6.9         | 6.4                | 3.5                | 8.2         | 5.1         | 9.8                | 3.6                | 3.0         | 3.4         | 3.9                | 5.0                |
| Electricity, Gas, Steam and Air Conditioning Supply                | 2.0         | 1.1         | 1.0                | 0.8                | 1.8         | 1.0         | 1.1                | 0.8                | 1.8         | 1.3         | 1.0                | 0.9                | 1.1         | 1.2         | 0.8                | 0.8                |
| Water Supply; Sewerage Waste Management and Remediation Activities | 2.2         | 0.7         | 1.0                | 0.6                | 3.0         | 1.5         | 1.7                | 2.7                | 2.4         | 2.1         | 2.0                | 2.5                | 1.7         | 1.2         | 1.3                | 0.5                |
| Construction                                                       | 8.2         | 3.3         | 5.4                | 4.6                | 5.2         | 6.4         | 4.2                | 6.1                | 8.2         | 3.7         | 3.3                | 8.9                | 4.1         | 4.9         | 5.6                | 9.9                |
| <b>Services</b>                                                    | 3.4         | 5.1         | 4.9                | 2.7                | 5.2         | 5.3         | 5.7                | 3.7                | 4.1         | 4.7         | 5.3                | 2.3                | 4.5         | 4.1         | 4.1                | 2.5                |
| Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles  | 2.8         | 7.1         | 6.2                | 2.2                | 4.4         | 7.7         | 6.0                | 2.4                | 3.8         | 7.1         | 6.5                | 2.1                | 2.9         | 6.7         | 4.7                | 2.2                |
| Transportation and Storage                                         | 2.4         | 1.6         | 1.8                | 0.6                | 3.3         | 2.0         | 2.4                | 1.0                | 1.4         | 1.8         | 2.0                | 1.0                | 5.0         | 1.1         | 1.6                | 1.3                |
| Accommodation and Food Service Activities                          | 2.7         | 5.1         | 5.0                | 1.8                | 3.7         | 5.1         | 6.0                | 4.9                | 4.2         | 5.2         | 4.8                | 3.4                | 5.8         | 4.5         | 5.1                | 2.2                |
| Information and Communication                                      | 2.9         | 3.6         | 4.2                | 1.3                | 4.2         | 3.7         | 4.8                | 1.2                | 3.8         | 3.1         | 4.3                | 1.6                | 3.7         | 2.8         | 3.7                | 2.0                |
| Financial and Insurance Activities                                 | 2.4         | 3.7         | 3.4                | 0.8                | 1.8         | 5.6         | 3.6                | 3.3                | 2.5         | 3.4         | 3.4                | 0.7                | 2.1         | 2.2         | 2.4                | 1.0                |
| Real Estate Activities                                             | 1.9         | 1.9         | 3.0                | 2.6                | 2.6         | 3.0         | 3.0                | 1.2                | 1.5         | 2.7         | 3.6                | 0.6                | 3.1         | 1.2         | 3.6                | 0.6                |
| Professional, Scientific and Technical Activities                  | 2.3         | 8.6         | 4.8                | 1.1                | 1.3         | 7.0         | 4.2                | 3.0                | 2.5         | 6.6         | 11.7               | 1.8                | 4.4         | 5.2         | 7.6                | 2.8                |
| Administrative and Support Service Activities                      | 5.2         | 6.1         | 6.0                | 4.8                | 7.9         | 3.9         | 6.9                | 5.1                | 5.8         | 5.0         | 6.2                | 3.6                | 6.5         | 4.7         | 4.8                | 3.9                |
| Education                                                          | 0.9         | 1.2         | 2.3                | 0.9                | 6.0         | 8.5         | 7.2                | 4.9                | 3.8         | 2.7         | 2.1                | 1.0                | 1.5         | 1.6         | 1.8                | 1.1                |
| Human Health and Social Work Activities                            | 2.4         | 4.3         | 4.8                | 0.4                | 3.0         | 4.5         | 5.2                | 1.3                | 1.9         | 4.0         | 5.2                | 0.5                | 2.3         | 2.8         | 4.1                | 0.4                |
| Arts, Entertainment and Recreation                                 | 4.0         | 1.5         | 2.2                | 1.3                | 3.4         | 1.9         | 2.7                | 3.4                | 2.3         | 2.5         | 1.9                | 1.5                | 2.8         | 1.9         | 1.5                | 1.7                |
| Other Service Activities                                           | 1.2         | 3.6         | 5.4                | 0.3                | 2.5         | 2.6         | 2.2                | 0.8                | 1.9         | 2.6         | 2.8                | 1.0                | 1.8         | 2.1         | 2.0                | 1.6                |

**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 3 - Percent Share of Reasons Initiated by Employer in Establishments with 20 or More Workers, Philippines: 1st Quarter 2018

| Industries                                            | Total        | Lack of Market | Financial Losses | Reorganization/ Downsizing | Merger/ Change in Management | Project Completion | AWOL        | Retirement  | Performance Issues | Termination | Misconduct | Others      |
|-------------------------------------------------------|--------------|----------------|------------------|----------------------------|------------------------------|--------------------|-------------|-------------|--------------------|-------------|------------|-------------|
| <b>Percent (%) Distribution</b>                       | <b>100.0</b> | <b>3.3</b>     | <b>1.5</b>       | <b>4.3</b>                 | <b>1.2</b>                   | <b>37.7</b>        | <b>27.5</b> | <b>8.1</b>  | <b>3.1</b>         | <b>4.8</b>  | <b>1.3</b> | <b>7.2</b>  |
| <b>Agriculture, Forestry and Fishing</b>              | <b>3.4</b>   | <b>5.0</b>     | <b>0.0</b>       | <b>5.0</b>                 | <b>0.0</b>                   | <b>22.5</b>        | <b>20.0</b> | <b>27.5</b> | <b>0.0</b>         | <b>7.5</b>  | <b>0.0</b> | <b>12.5</b> |
| <b>Industry</b>                                       | <b>27.0</b>  | <b>2.6</b>     | <b>2.0</b>       | <b>5.3</b>                 | <b>1.0</b>                   | <b>41.7</b>        | <b>23.4</b> | <b>9.5</b>  | <b>2.3</b>         | <b>3.3</b>  | <b>2.2</b> | <b>6.8</b>  |
| Mining and Quarrying                                  | 0.5          | 0.0            | 4.8              | 4.8                        | 9.5                          | 33.3               | 19.0        | 19.0        | 0.0                | 4.8         | 0.0        | 4.8         |
| Manufacturing                                         | 19.6         | 2.7            | 2.0              | 6.6                        | 0.8                          | 36.4               | 26.4        | 8.6         | 2.6                | 4.0         | 2.6        | 7.3         |
| Electricity, Gas, Steam and Air Conditioning Supply   | 1.2          | 2.0            | 3.9              | 3.9                        | 0.0                          | 37.3               | 2.0         | 45.1        | 2.0                | 0.0         | 0.0        | 3.9         |
| Sewerage, Waste Management and Remediation Activities | 0.7          | 2.7            | 0.0              | 0.0                        | 0.0                          | 48.6               | 10.8        | 13.5        | 2.7                | 2.7         | 2.7        | 16.2        |
| Construction                                          | 5.0          | 2.7            | 1.4              | 1.4                        | 1.4                          | 63.2               | 19.1        | 2.7         | 1.4                | 1.4         | 1.4        | 4.1         |
| <b>Services</b>                                       | <b>69.6</b>  | <b>3.5</b>     | <b>1.3</b>       | <b>3.8</b>                 | <b>1.3</b>                   | <b>37.0</b>        | <b>29.5</b> | <b>6.6</b>  | <b>3.5</b>         | <b>5.3</b>  | <b>1.1</b> | <b>7.1</b>  |
| Wholesale and Retail Trade                            | 27.6         | 5.5            | 0.0              | 1.8                        | 1.8                          | 40.0               | 34.5        | 0.0         | 5.5                | 7.3         | 0.0        | 3.6         |
| Transportation and Storage                            | 2.9          | 0.0            | 2.9              | 2.9                        | 0.0                          | 17.6               | 32.4        | 26.5        | 0.0                | 2.9         | 2.9        | 11.8        |
| Accommodation and Food Service Activities             | 10.4         | 4.2            | 2.1              | 2.1                        | 2.1                          | 36.1               | 34.0        | 4.4         | 0.0                | 2.1         | 4.2        | 8.5         |
| Information and Communication                         | 3.0          | 2.3            | 3.5              | 8.1                        | 3.5                          | 28.8               | 19.6        | 5.8         | 5.8                | 2.3         | 0.0        | 20.4        |
| Financial and Insurance Activities                    | 4.0          | 4.8            | 0.0              | 0.0                        | 0.0                          | 26.6               | 31.8        | 24.2        | 2.4                | 2.4         | 0.0        | 7.6         |
| Real Estate Activities                                | 1.0          | 4.8            | 0.0              | 4.8                        | 4.8                          | 33.3               | 23.8        | 4.8         | 0.0                | 0.0         | 4.8        | 19.0        |
| Professional, Scientific and Technical Activities     | 1.8          | 0.0            | 0.0              | 16.4                       | 0.0                          | 67.2               | 10.9        | 5.5         | 0.0                | 0.0         | 0.0        | 0.0         |
| Administrative Support and Service Activities         | 9.2          | 1.4            | 4.1              | 8.1                        | 0.0                          | 31.2               | 23.3        | 6.2         | 5.4                | 9.5         | 1.4        | 9.5         |
| Public Administration and Defense                     | 0.0          | 0.0            | 0.0              | 0.0                        | 0.0                          | 0.0                | 0.0         | 0.0         | 0.0                | 0.0         | 0.0        | 0.0         |
| Education                                             | 6.5          | 0.8            | 0.8              | 3.3                        | 0.8                          | 49.2               | 15.8        | 15.8        | 2.5                | 1.7         | 0.0        | 9.2         |
| Human Health and Social Activities                    | 1.9          | 0.0            | 4.8              | 4.8                        | 0.0                          | 28.6               | 33.3        | 14.3        | 0.0                | 9.5         | 0.0        | 4.8         |
| Arts, Entertainment and Recreation                    | 0.8          | 2.6            | 0.0              | 2.6                        | 0.0                          | 34.2               | 26.3        | 21.1        | 0.0                | 5.3         | 5.3        | 2.6         |
| Other Service Activities                              | 0.4          | 0.0            | 0.0              | 50.0                       | 0.0                          | 0.0                | 50.0        | 0.0         | 0.0                | 0.0         | 0.0        | 0.0         |

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

Table 4 - Percent Share of Reasons Initiated by Employer in Establishments with 20 or More Workers, Philippines: 2nd Quarter 2018

| Industries                                            | Total        | Lack of Market | Financial Losses | Reorganization/ Downsizing | Merger/ Change in Management | Project Completion | AWOL        | Retirement  | Performance | Termination | Transferred | Others      |
|-------------------------------------------------------|--------------|----------------|------------------|----------------------------|------------------------------|--------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Percent (%) Distribution</b>                       | <b>100.0</b> | <b>3.1</b>     | <b>1.6</b>       | <b>4.7</b>                 | <b>2.1</b>                   | <b>44.8</b>        | <b>20.5</b> | <b>8.0</b>  | <b>1.8</b>  | <b>3.6</b>  | <b>2.5</b>  | <b>7.3</b>  |
| <b>Agriculture, Forestry and Fishing Industry</b>     | <b>3.0</b>   | <b>5.0</b>     | <b>2.5</b>       | <b>5.0</b>                 | <b>0.0</b>                   | <b>40.0</b>        | <b>7.5</b>  | <b>25.0</b> | <b>2.5</b>  | <b>2.5</b>  | <b>0.0</b>  | <b>10.0</b> |
| Mining and Quarrying                                  | 0.5          | 4.5            | 0.0              | 9.1                        | 0.0                          | 40.9               | 18.2        | 13.6        | 0.0         | 0.0         | 4.5         | 9.1         |
| Manufacturing                                         | 18.6         | 0.6            | 2.4              | 4.8                        | 1.8                          | 47.0               | 25.3        | 7.8         | 0.0         | 2.4         | 1.8         | 6.0         |
| Electricity, Gas, Steam and Air Conditioning Supply   | 1.4          | 2.8            | 0.0              | 1.4                        | 4.2                          | 41.4               | 2.8         | 36.3        | 0.0         | 4.2         | 0.0         | 7.0         |
| Sewerage, Waste Management and Remediation Activities | 0.7          | 2.1            | 4.3              | 2.1                        | 2.1                          | 42.9               | 2.1         | 14.6        | 4.3         | 2.1         | 2.1         | 21.1        |
| Construction                                          | 5.1          | 4.7            | 0.0              | 0.0                        | 1.2                          | 60.5               | 20.9        | 3.5         | 2.3         | 2.3         | 0.0         | 4.7         |
| <b>Services</b>                                       | <b>70.7</b>  | <b>3.6</b>     | <b>1.5</b>       | <b>5.1</b>                 | <b>2.3</b>                   | <b>43.4</b>        | <b>20.3</b> | <b>6.9</b>  | <b>2.2</b>  | <b>4.0</b>  | <b>3.0</b>  | <b>7.5</b>  |
| Wholesale and Retail Trade                            | 20.7         | 2.0            | 2.0              | 4.0                        | 4.0                          | 38.0               | 24.0        | 4.0         | 4.0         | 6.0         | 4.0         | 8.0         |
| Transportation and Storage                            | 3.2          | 0.0            | 0.0              | 4.8                        | 0.0                          | 21.4               | 40.5        | 23.8        | 0.0         | 7.1         | 0.0         | 2.4         |
| Accommodation and Food Service Activities             | 10.9         | 12.1           | 0.0              | 3.4                        | 0.0                          | 41.4               | 19.0        | 5.2         | 1.7         | 5.2         | 6.9         | 5.2         |
| Information and Communication                         | 2.1          | 1.4            | 4.3              | 11.4                       | 1.4                          | 35.7               | 21.4        | 5.7         | 4.3         | 2.9         | 2.9         | 8.6         |
| Financial and Insurance Activities                    | 3.6          | 4.7            | 4.7              | 4.7                        | 2.4                          | 26.1               | 19.3        | 14.2        | 0.0         | 2.4         | 7.1         | 14.2        |
| Real Estate Activities                                | 0.9          | 4.8            | 0.0              | 19.0                       | 4.8                          | 33.3               | 14.3        | 0.0         | 0.0         | 4.8         | 4.8         | 14.3        |
| Professional, Scientific and Technical Activities     | 2.3          | 0.0            | 0.0              | 7.4                        | 0.0                          | 66.7               | 22.2        | 0.0         | 3.7         | 0.0         | 0.0         | 0.0         |
| Administrative Support and Service Activities         | 9.6          | 3.4            | 2.3              | 8.0                        | 3.4                          | 34.5               | 29.9        | 3.6         | 3.4         | 2.3         | 2.3         | 6.9         |
| Public Administration and Defense                     | 0.0          | 0.0            | 0.0              | 0.0                        | 0.0                          | 0.0                | 0.0         | 0.0         | 0.0         | 0.0         | 0.0         | 0.0         |
| Education                                             | 14.3         | 1.3            | 1.0              | 5.0                        | 1.7                          | 66.6               | 4.3         | 10.0        | 0.3         | 1.0         | 0.0         | 8.7         |
| Human Health and Social Activities                    | 1.9          | 0.0            | 0.0              | 0.0                        | 4.3                          | 34.8               | 26.1        | 13.0        | 0.0         | 8.7         | 0.0         | 13.0        |
| Arts, Entertainment and Recreation                    | 0.7          | 7.1            | 2.4              | 0.0                        | 0.0                          | 45.2               | 23.8        | 11.9        | 0.0         | 2.4         | 0.0         | 7.1         |
| Other Service Activities                              | 0.4          | 0.0            | 0.0              | 0.0                        | 0.0                          | 60.0               | 20.0        | 0.0         | 0.0         | 20.0        | 0.0         | 0.0         |

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



Table 5 - Percent Share of Reasons Initiated by Employer in Establishments with 20 or More Workers, Philippines: 3rd Quarter 2018

| Industries                                            | Total        | Lack of Market | Financial Losses | Reorganization/ Downsizing | Merger/ Change in Management | Project Completion | AWOL        | Retirement  | Performance | Terminated | Transfer   | Others      |
|-------------------------------------------------------|--------------|----------------|------------------|----------------------------|------------------------------|--------------------|-------------|-------------|-------------|------------|------------|-------------|
| <b>Percent (%) Distribution</b>                       | <b>100.0</b> | <b>4.5</b>     | <b>2.0</b>       | <b>7.4</b>                 | <b>1.7</b>                   | <b>40.9</b>        | <b>21.4</b> | <b>7.3</b>  | <b>1.6</b>  | <b>2.8</b> | <b>2.3</b> | <b>8.0</b>  |
| <b>Agriculture, Forestry and Fishing</b>              | <b>7.6</b>   | <b>3.6</b>     | <b>1.2</b>       | <b>4.8</b>                 | <b>2.4</b>                   | <b>16.7</b>        | <b>7.1</b>  | <b>11.9</b> | <b>1.2</b>  | <b>1.2</b> | <b>1.2</b> | <b>48.8</b> |
| <b>Industry</b>                                       | <b>24.6</b>  | <b>2.0</b>     | <b>1.4</b>       | <b>6.7</b>                 | <b>1.2</b>                   | <b>48.3</b>        | <b>16.8</b> | <b>12.3</b> | <b>1.3</b>  | <b>2.4</b> | <b>0.6</b> | <b>7.1</b>  |
| Mining and Quarrying                                  | 0.9          | 6.0            | 6.0              | 3.0                        | 0.0                          | 41.8               | 11.9        | 14.9        | 0.0         | 3.0        | 0.0        | 13.5        |
| Manufacturing                                         | 16.7         | 2.5            | 1.6              | 6.5                        | 1.6                          | 46.6               | 18.8        | 11.4        | 1.6         | 2.5        | 0.8        | 6.0         |
| Electricity, Gas, Steam and Air Conditioning Supply   | 1.4          | 1.6            | 0.0              | 9.8                        | 0.0                          | 21.2               | 3.3         | 40.3        | 0.0         | 1.6        | 0.0        | 22.2        |
| Sewerage, Waste Management and Remediation Activities | 0.9          | 0.0            | 2.1              | 4.2                        | 2.1                          | 46.0               | 6.3         | 20.5        | 6.3         | 0.0        | 0.0        | 12.6        |
| Construction                                          | 4.7          | 0.0            | 0.0              | 7.6                        | 0.0                          | 64.1               | 16.8        | 4.6         | 0.0         | 3.1        | 0.0        | 3.9         |
| <b>Services</b>                                       | <b>71.2</b>  | <b>5.2</b>     | <b>2.2</b>       | <b>7.5</b>                 | <b>1.7</b>                   | <b>39.0</b>        | <b>23.5</b> | <b>4.8</b>  | <b>1.6</b>  | <b>3.0</b> | <b>2.9</b> | <b>8.4</b>  |
| Wholesale and Retail Trade                            | 21.6         | 4.7            | 2.4              | 4.7                        | 2.4                          | 47.3               | 26.0        | 0.0         | 0.0         | 7.1        | 4.7        | 0.6         |
| Transportation and Storage                            | 5.0          | 1.8            | 1.8              | 7.3                        | 1.8                          | 11.0               | 22.0        | 14.7        | 0.0         | 1.8        | 0.0        | 37.7        |
| Accommodation and Food Service Activities             | 13.1         | 12.0           | 1.7              | 8.6                        | 0.0                          | 42.8               | 29.1        | 0.0         | 1.7         | 0.0        | 1.7        | 2.4         |
| Information and Communication                         | 3.2          | 4.6            | 3.5              | 9.2                        | 3.5                          | 34.0               | 22.0        | 3.5         | 3.5         | 0.0        | 2.3        | 14.0        |
| Financial and Insurance Activities                    | 4.9          | 4.2            | 4.2              | 2.1                        | 0.0                          | 21.0               | 12.6        | 17.1        | 2.1         | 4.5        | 10.5       | 21.6        |
| Real Estate Activities                                | 1.3          | 4.2            | 0.0              | 12.5                       | 0.0                          | 37.6               | 12.5        | 8.4         | 0.0         | 4.2        | 8.4        | 12.3        |
| Professional, Scientific and Technical Activities     | 2.2          | 0.0            | 0.0              | 9.8                        | 4.9                          | 39.0               | 34.1        | 4.9         | 0.0         | 0.0        | 4.9        | 2.4         |
| Administrative Support and Service Activities         | 10.8         | 3.7            | 3.7              | 10.7                       | 1.2                          | 39.3               | 23.1        | 3.8         | 5.9         | 1.2        | 0.0        | 7.3         |
| Public Administration and Defense                     | 0.1          | 0.0            | 0.0              | 0.0                        | 0.0                          | 0.0                | 0.0         | 0.0         | 0.0         | 0.0        | 0.0        | 100.0       |
| Education                                             | 6.0          | 2.0            | 1.0              | 9.8                        | 4.9                          | 43.1               | 15.7        | 14.7        | 1.0         | 2.0        | 0.0        | 5.9         |
| Human Health and Social Activities                    | 1.7          | 6.0            | 0.0              | 11.9                       | 0.0                          | 35.8               | 17.9        | 6.0         | 0.0         | 0.0        | 0.0        | 22.4        |
| Arts, Entertainment and Recreation                    | 0.8          | 2.5            | 0.0              | 2.5                        | 0.0                          | 47.6               | 15.2        | 12.7        | 0.0         | 0.0        | 5.1        | 14.4        |
| Other Service Activities                              | 0.4          | 0.0            | 0.0              | 23.7                       | 0.0                          | 23.7               | 23.7        | 0.0         | 0.0         | 0.0        | 0.0        | 28.8        |

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

**Table 6 - Percent Share of Reasons for Separations Initiated by the Employers in Establishments with 20 or More Workers, Philippines: 4th Quarter 2018**

| Industries                                            | Total        | Lack of Market | Financial Losses | Reorganization/ Downsizing | Merger/ Change in Management | Project Completion | AWOL        | Retirement  | Performance Issues | Terminated  | Others      |
|-------------------------------------------------------|--------------|----------------|------------------|----------------------------|------------------------------|--------------------|-------------|-------------|--------------------|-------------|-------------|
| <b>Percent (%) Distribution</b>                       | <b>100.0</b> | <b>3.6</b>     | <b>2.2</b>       | <b>5.7</b>                 | <b>1.7</b>                   | <b>47.5</b>        | <b>24.4</b> | <b>5.4</b>  | <b>1.4</b>         | <b>2.5</b>  | <b>5.6</b>  |
| <b>Agriculture, Forestry and Fishing Industry</b>     | <b>3.0</b>   | <b>0.0</b>     | <b>0.0</b>       | <b>5.7</b>                 | <b>0.0</b>                   | <b>31.4</b>        | <b>20.0</b> | <b>17.1</b> | <b>0.0</b>         | <b>11.4</b> | <b>14.3</b> |
| Mining and Quarrying                                  | 0.5          | 0.0            | 0.0              | 0.0                        | 0.0                          | 57.1               | 14.3        | 9.5         | 0.0                | 0.0         | 19.0        |
| Manufacturing                                         | 18.9         | 5.5            | 0.7              | 5.5                        | 0.7                          | 48.6               | 21.9        | 7.5         | 2.1                | 1.4         | 6.2         |
| Electricity, Gas, Steam and Air Conditioning Supply   | 1.3          | 0.0            | 3.3              | 3.3                        | 1.7                          | 30.0               | 0.0         | 45.0        | 1.7                | 3.3         | 11.7        |
| Sewerage, Waste Management and Remediation Activities | 0.8          | 0.0            | 0.0              | 4.5                        | 2.2                          | 49.3               | 15.7        | 13.0        | 0.0                | 2.2         | 13.0        |
| Construction                                          | 5.3          | 1.3            | 2.6              | 1.3                        | 0.0                          | 70.1               | 18.2        | 1.3         | 0.0                | 3.9         | 1.3         |
| <b>Services</b>                                       | <b>70.2</b>  | <b>3.5</b>     | <b>2.7</b>       | <b>6.3</b>                 | <b>2.1</b>                   | <b>46.4</b>        | <b>26.4</b> | <b>3.8</b>  | <b>1.4</b>         | <b>2.3</b>  | <b>5.1</b>  |
| Wholesale and Retail Trade                            | 24.3         | 3.9            | 2.0              | 7.8                        | 0.0                          | 49.0               | 33.3        | 2.0         | 0.0                | 2.0         | 0.0         |
| Transportation and Storage                            | 3.1          | 5.7            | 2.9              | 2.9                        | 5.7                          | 31.5               | 28.5        | 5.7         | 0.0                | 5.7         | 11.4        |
| Accommodation and Food Service Activities             | 9.3          | 2.3            | 4.7              | 2.3                        | 2.3                          | 51.2               | 30.2        | 0.0         | 0.0                | 2.3         | 4.7         |
| Information and Communication                         | 3.5          | 3.0            | 4.0              | 10.5                       | 3.0                          | 39.7               | 16.1        | 5.0         | 6.6                | 2.0         | 10.1        |
| Financial and Insurance Activities                    | 4.1          | 0.0            | 0.0              | 2.4                        | 7.1                          | 52.2               | 9.8         | 14.1        | 2.4                | 4.7         | 7.4         |
| Real Estate Activities                                | 1.3          | 8.0            | 4.0              | 8.0                        | 8.0                          | 32.0               | 20.0        | 8.0         | 4.0                | 4.0         | 4.0         |
| Professional, Scientific and Technical Activities     | 1.6          | 12.5           | 6.3              | 0.0                        | 0.0                          | 68.8               | 0.0         | 6.3         | 0.0                | 6.3         | 0.0         |
| Administrative Support and Service Activities         | 12.9         | 2.9            | 3.9              | 7.8                        | 2.9                          | 35.4               | 32.4        | 1.0         | 4.9                | 1.0         | 7.8         |
| Public Administration and Defense                     | 0.0          | 0.0            | 0.0              | 0.0                        | 0.0                          | 0.0                | 0.0         | 0.0         | 0.0                | 0.0         | 0.0         |
| Education                                             | 6.6          | 2.5            | 0.0              | 4.2                        | 1.7                          | 60.1               | 9.3         | 8.7         | 0.0                | 1.7         | 11.8        |
| Human Health and Social Activities                    | 2.4          | 8.0            | 4.0              | 8.0                        | 0.0                          | 40.0               | 24.0        | 12.0        | 0.0                | 0.0         | 4.0         |
| Arts, Entertainment and Recreation                    | 0.7          | 0.0            | 0.0              | 5.9                        | 0.0                          | 50.0               | 20.6        | 5.9         | 0.0                | 2.9         | 14.7        |
| Other Service Activities                              | 0.4          | 0.0            | 0.0              | 25.0                       | 25.0                         | 0.0                | 0.0         | 0.0         | 0.0                | 25.0        | 25.0        |

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

Table 7 - Percent Share of Reasons Initiated by Employee in Establishments with 20 or More Workers, Philippines: 1st Quarter 2018

| Industries                                            | Total        | AWOL        | Retirement  | Hired by another Company | To Work Abroad | Family Consideration | Personal Matters | Study/ Review/ Business | Performance Issues | Health Issues | Death      | Resignation | Others     |
|-------------------------------------------------------|--------------|-------------|-------------|--------------------------|----------------|----------------------|------------------|-------------------------|--------------------|---------------|------------|-------------|------------|
| <b>Percent (%) Distribution</b>                       | <b>100.0</b> | <b>12.3</b> | <b>5.8</b>  | <b>30.4</b>              | <b>16.7</b>    | <b>19.2</b>          | <b>3.2</b>       | <b>3.2</b>              | <b>0.7</b>         | <b>1.6</b>    | <b>0.7</b> | <b>4.5</b>  | <b>1.6</b> |
| <b>Agriculture, Forestry and Fishing</b>              | <b>2.4</b>   | <b>8.5</b>  | <b>17.0</b> | <b>25.5</b>              | <b>10.6</b>    | <b>21.3</b>          | <b>3.2</b>       | <b>1.1</b>              | <b>0.0</b>         | <b>0.0</b>    | <b>2.1</b> | <b>4.3</b>  | <b>6.4</b> |
| <b>Industry</b>                                       | <b>23.3</b>  | <b>14.6</b> | <b>7.8</b>  | <b>27.1</b>              | <b>17.0</b>    | <b>18.8</b>          | <b>1.7</b>       | <b>2.5</b>              | <b>0.7</b>         | <b>2.4</b>    | <b>0.6</b> | <b>5.5</b>  | <b>1.3</b> |
| Mining and Quarrying                                  | 0.4          | 12.0        | 16.0        | 40.0                     | 6.0            | 18.0                 | 2.0              | 0.0                     | 0.0                | 0.0           | 0.0        | 6.0         | 0.0        |
| Manufacturing                                         | 17.8         | 14.3        | 6.6         | 26.4                     | 17.9           | 20.5                 | 1.3              | 2.9                     | 0.9                | 2.9           | 0.4        | 4.4         | 1.5        |
| Electricity, Gas, Steam and Air Conditioning Supply   | 0.9          | 1.6         | 26.8        | 29.9                     | 10.2           | 15.0                 | 2.4              | 2.4                     | 0.0                | 2.4           | 3.9        | 3.9         | 1.6        |
| Sewerage, Waste Management and Remediation Activities | 0.6          | 1.0         | 28.0        | 27.7                     | 13.5           | 11.6                 | 0.0              | 4.8                     | 0.0                | 1.0           | 3.9        | 8.7         | 0.0        |
| Construction                                          | 3.6          | 21.9        | 4.5         | 28.4                     | 16.5           | 12.5                 | 3.4              | 0.6                     | 0.0                | 0.6           | 0.0        | 11.0        | 0.6        |
| <b>Services</b>                                       | <b>74.2</b>  | <b>11.7</b> | <b>4.9</b>  | <b>31.6</b>              | <b>16.8</b>    | <b>19.3</b>          | <b>3.6</b>       | <b>3.5</b>              | <b>0.8</b>         | <b>1.5</b>    | <b>0.8</b> | <b>4.2</b>  | <b>1.5</b> |
| Wholesale and Retail Trade                            | 27.2         | 14.0        | 5.1         | 31.7                     | 14.7           | 19.3                 | 5.6              | 3.4                     | 1.1                | 1.1           | 0.6        | 2.8         | 0.6        |
| Transportation and Storage                            | 2.6          | 11.9        | 12.9        | 32.7                     | 12.9           | 13.9                 | 1.0              | 0.0                     | 1.0                | 2.0           | 0.0        | 11.9        | 0.0        |
| Accommodation and Food Service Activities             | 11.9         | 15.2        | 2.3         | 27.1                     | 18.6           | 17.5                 | 2.8              | 4.5                     | 1.1                | 0.0           | 1.1        | 7.3         | 2.3        |
| Information and Communication                         | 3.0          | 7.0         | 7.0         | 38.4                     | 13.0           | 21.5                 | 2.8              | 2.8                     | 0.4                | 2.8           | 0.0        | 3.2         | 1.1        |
| Financial and Insurance Activities                    | 4.7          | 1.4         | 3.3         | 36.3                     | 17.2           | 25.4                 | 2.6              | 2.5                     | 0.0                | 2.5           | 1.9        | 5.1         | 1.9        |
| Real Estate Activities                                | 1.5          | 16.4        | 5.0         | 29.2                     | 15.1           | 19.1                 | 3.0              | 3.0                     | 0.0                | 2.0           | 1.0        | 3.0         | 3.0        |
| Professional, Scientific and Technical Activities     | 2.7          | 3.4         | 3.4         | 38.1                     | 16.0           | 27.6                 | 0.0              | 3.4                     | 0.0                | 3.4           | 1.1        | 1.1         | 2.3        |
| Administrative Support and Service Activities         | 7.9          | 16.3        | 4.8         | 32.7                     | 13.5           | 19.7                 | 2.9              | 2.9                     | 1.4                | 1.9           | 0.5        | 1.9         | 1.4        |
| Public Administration and Defense                     | 0.0          | 0.0         | 0.0         | 0.0                      | 0.0            | 0.0                  | 0.0              | 0.0                     | 0.0                | 0.0           | 0.0        | 0.0         | 0.0        |
| Education                                             | 6.1          | 6.5         | 7.0         | 32.7                     | 15.1           | 16.4                 | 3.2              | 4.8                     | 0.0                | 3.2           | 1.1        | 6.7         | 3.2        |
| Human Health and Social Activities                    | 5.3          | 4.2         | 4.2         | 29.3                     | 34.6           | 17.3                 | 0.5              | 4.2                     | 0.0                | 0.5           | 0.5        | 2.6         | 2.1        |
| Arts, Entertainment and Recreation                    | 0.6          | 15.9        | 11.3        | 26.7                     | 11.3           | 17.4                 | 5.1              | 1.0                     | 0.0                | 3.1           | 1.0        | 4.1         | 3.1        |
| Other Service Activities                              | 0.8          | 14.8        | 0.0         | 25.9                     | 18.5           | 25.9                 | 7.4              | 3.7                     | 0.0                | 0.0           | 0.0        | 3.7         | 0.0        |

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

Table 8 - Percent Share of Reasons Initiated by Employee in Establishments with 20 or More Workers, Philippines: 2nd Quarter 2018

| Industries                                            | Total        | AWOL        | Retirement  | Hired by another Company | To Work Abroad | Family Consideration | Personal Matters | Study/ Review | Health Reasons | Death      | Resign      | Others     |
|-------------------------------------------------------|--------------|-------------|-------------|--------------------------|----------------|----------------------|------------------|---------------|----------------|------------|-------------|------------|
| <b>Percent (%) Distribution</b>                       | <b>100.0</b> | <b>10.7</b> | <b>5.8</b>  | <b>32.6</b>              | <b>14.4</b>    | <b>18.3</b>          | <b>2.2</b>       | <b>1.9</b>    | <b>1.3</b>     | <b>0.5</b> | <b>8.5</b>  | <b>3.9</b> |
| <b>Agriculture, Forestry and Fishing</b>              | <b>2.5</b>   | <b>8.1</b>  | <b>14.4</b> | <b>28.8</b>              | <b>8.1</b>     | <b>18.0</b>          | <b>0.0</b>       | <b>2.7</b>    | <b>0.9</b>     | <b>4.5</b> | <b>9.0</b>  | <b>5.4</b> |
| <b>Industry</b>                                       | <b>23.0</b>  | <b>13.4</b> | <b>7.8</b>  | <b>29.2</b>              | <b>13.7</b>    | <b>17.9</b>          | <b>1.3</b>       | <b>1.2</b>    | <b>1.2</b>     | <b>0.7</b> | <b>10.4</b> | <b>3.1</b> |
| Mining and Quarrying                                  | 0.3          | 8.0         | 8.0         | 32.0                     | 12.0           | 22.0                 | 2.0              | 2.0           | 0.0            | 0.0        | 12.0        | 2.0        |
| Manufacturing                                         | 17.9         | 13.7        | 7.2         | 28.6                     | 13.5           | 18.4                 | 1.5              | 1.4           | 1.1            | 0.6        | 10.6        | 3.4        |
| Electricity, Gas, Steam and Air Conditioning Supply   | 0.8          | 0.7         | 28.4        | 20.9                     | 11.9           | 15.7                 | 1.5              | 0.7           | 2.2            | 3.0        | 11.2        | 3.7        |
| Sewerage, Waste Management and Remediation Activities | 0.6          | 4.8         | 18.3        | 28.5                     | 10.3           | 13.5                 | 0.8              | 0.0           | 0.8            | 7.2        | 13.5        | 2.4        |
| Construction                                          | 3.3          | 16.9        | 4.3         | 34.0                     | 16.2           | 16.2                 | 0.0              | 0.5           | 1.6            | 0.0        | 8.6         | 1.6        |
| <b>Services</b>                                       | <b>74.5</b>  | <b>10.0</b> | <b>4.9</b>  | <b>33.8</b>              | <b>14.8</b>    | <b>18.4</b>          | <b>2.5</b>       | <b>2.1</b>    | <b>1.4</b>     | <b>0.3</b> | <b>7.8</b>  | <b>4.0</b> |
| Wholesale and Retail Trade                            | 25.4         | 14.4        | 4.0         | 33.7                     | 10.4           | 19.8                 | 3.5              | 1.5           | 2.0            | 0.0        | 6.4         | 4.5        |
| Transportation and Storage                            | 2.7          | 9.3         | 9.3         | 28.8                     | 16.1           | 11.9                 | 2.5              | 1.7           | 0.8            | 1.7        | 14.4        | 3.4        |
| Accommodation and Food Service Activities             | 10.8         | 10.0        | 3.2         | 30.5                     | 18.9           | 17.4                 | 1.6              | 5.8           | 0.5            | 0.0        | 9.0         | 3.2        |
| Information and Communication                         | 2.8          | 5.8         | 4.2         | 40.0                     | 14.2           | 18.4                 | 3.2              | 2.3           | 1.3            | 0.0        | 7.4         | 3.2        |
| Financial and Insurance Activities                    | 4.5          | 5.7         | 5.7         | 38.5                     | 15.0           | 19.0                 | 2.9              | 0.6           | 1.1            | 0.6        | 6.3         | 4.6        |
| Real Estate Activities                                | 1.2          | 11.0        | 4.4         | 37.4                     | 14.3           | 22.0                 | 0.0              | 0.0           | 0.0            | 0.0        | 6.6         | 4.4        |
| Professional, Scientific and Technical Activities     | 2.6          | 6.0         | 3.0         | 34.1                     | 14.0           | 19.0                 | 1.0              | 4.0           | 5.0            | 0.0        | 8.0         | 6.0        |
| Administrative Support and Service Activities         | 7.5          | 13.9        | 4.0         | 30.1                     | 17.5           | 18.8                 | 3.6              | 0.0           | 0.9            | 0.4        | 9.8         | 1.0        |
| Public Administration and Defense                     | 0.0          | 0.0         | 0.0         | 0.0                      | 0.0            | 0.0                  | 0.0              | 0.0           | 0.0            | 0.0        | 0.0         | 0.0        |
| Education                                             | 10.8         | 3.1         | 8.7         | 40.3                     | 12.4           | 15.5                 | 1.6              | 1.5           | 1.3            | 0.7        | 8.6         | 6.3        |
| Human Health and Social Activities                    | 4.9          | 5.6         | 5.1         | 25.9                     | 29.4           | 20.8                 | 0.5              | 2.5           | 0.0            | 1.0        | 5.6         | 3.6        |
| Arts, Entertainment and Recreation                    | 0.6          | 5.1         | 10.3        | 31.6                     | 15.4           | 15.4                 | 3.4              | 0.9           | 0.9            | 1.7        | 14.5        | 0.9        |
| Other Service Activities                              | 0.5          | 15.8        | 0.0         | 47.4                     | 10.5           | 21.1                 | 0.0              | 0.0           | 0.0            | 0.0        | 5.3         | 0.0        |

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

Table 9 - Percent Share of Reasons Initiated by Employee in Establishments with 20 or More Workers, Philippines: 3rd Quarter 2018

| Industries                                            | Total        | AWOL        | Retirement  | Hired by another Company | To Work Abroad | Family Consideration | Personal Matters | Study/ Review | Health Reasons | Resignation | Others     |
|-------------------------------------------------------|--------------|-------------|-------------|--------------------------|----------------|----------------------|------------------|---------------|----------------|-------------|------------|
| <b>Percent (%) Distribution</b>                       | <b>100.0</b> | <b>11.2</b> | <b>5.0</b>  | <b>33.1</b>              | <b>14.7</b>    | <b>20.2</b>          | <b>3.0</b>       | <b>1.4</b>    | <b>1.1</b>     | <b>6.3</b>  | <b>3.9</b> |
| <b>Agriculture, Forestry and Fishing</b>              | <b>2.7</b>   | <b>8.7</b>  | <b>15.4</b> | <b>26.9</b>              | <b>8.7</b>     | <b>20.2</b>          | <b>2.9</b>       | <b>1.9</b>    | <b>0.0</b>     | <b>8.7</b>  | <b>6.7</b> |
| <b>Industry</b>                                       | <b>24.5</b>  | <b>12.0</b> | <b>8.6</b>  | <b>31.3</b>              | <b>13.8</b>    | <b>19.3</b>          | <b>3.1</b>       | <b>1.6</b>    | <b>0.5</b>     | <b>5.9</b>  | <b>3.9</b> |
| Mining and Quarrying                                  | 0.4          | 3.7         | 13.0        | 37.0                     | 13.0           | 11.1                 | 3.7              | 1.9           | 1.9            | 7.4         | 7.4        |
| Manufacturing                                         | 18.5         | 12.8        | 8.1         | 31.3                     | 13.0           | 19.7                 | 3.6              | 1.5           | 0.6            | 5.8         | 3.6        |
| Electricity, Gas, Steam and Air Conditioning Supply   | 1.0          | 0.0         | 25.4        | 29.7                     | 16.4           | 12.1                 | 0.7              | 1.4           | 0.0            | 5.0         | 9.3        |
| Sewerage, Waste Management and Remediation Activities | 0.6          | 6.6         | 12.3        | 26.3                     | 11.3           | 21.7                 | 2.8              | 0.0           | 0.9            | 11.3        | 6.6        |
| Construction                                          | 4.0          | 12.6        | 5.8         | 32.1                     | 17.4           | 19.5                 | 1.1              | 2.6           | 0.0            | 5.8         | 3.2        |
| <b>Services</b>                                       | <b>72.8</b>  | <b>11.1</b> | <b>3.5</b>  | <b>34.0</b>              | <b>15.3</b>    | <b>20.5</b>          | <b>3.0</b>       | <b>1.3</b>    | <b>1.3</b>     | <b>6.3</b>  | <b>3.7</b> |
| Wholesale and Retail Trade                            | 27.9         | 14.3        | 2.7         | 32.9                     | 12.9           | 23.4                 | 3.2              | 1.1           | 1.1            | 6.4         | 2.1        |
| Transportation and Storage                            | 3.1          | 10.4        | 7.8         | 31.3                     | 16.5           | 15.7                 | 0.9              | 0.0           | 1.7            | 10.4        | 5.2        |
| Accommodation and Food Service Activities             | 9.9          | 10.5        | 3.3         | 33.6                     | 17.1           | 19.7                 | 2.0              | 3.9           | 0.7            | 6.6         | 2.6        |
| Information and Communication                         | 2.8          | 3.6         | 5.0         | 40.1                     | 10.8           | 18.9                 | 3.9              | 1.5           | 1.2            | 6.2         | 8.9        |
| Financial and Insurance Activities                    | 4.8          | 6.2         | 5.0         | 40.7                     | 16.2           | 17.6                 | 4.3              | 0.0           | 1.2            | 5.0         | 3.8        |
| Real Estate Activities                                | 1.3          | 9.5         | 3.6         | 38.1                     | 20.2           | 16.7                 | 3.6              | 0.0           | 0.0            | 6.0         | 2.4        |
| Professional, Scientific and Technical Activities     | 2.7          | 4.5         | 5.6         | 37.0                     | 16.9           | 21.4                 | 1.1              | 2.3           | 0.0            | 6.8         | 4.5        |
| Administrative Support and Service Activities         | 7.7          | 14.4        | 3.0         | 34.3                     | 15.0           | 18.4                 | 3.0              | 0.5           | 1.5            | 4.0         | 5.9        |
| Public Administration and Defense                     | 0.0          | 0.0         | 0.0         | 0.0                      | 0.0            | 0.0                  | 0.0              | 0.0           | 0.0            | 0.0         | 0.0        |
| Education                                             | 6.6          | 7.6         | 4.4         | 35.5                     | 9.6            | 19.4                 | 4.1              | 1.0           | 3.6            | 9.3         | 5.4        |
| Human Health and Social Activities                    | 4.7          | 6.2         | 1.9         | 27.2                     | 34.0           | 17.3                 | 2.5              | 1.2           | 1.2            | 3.7         | 4.9        |
| Arts, Entertainment and Recreation                    | 0.7          | 5.6         | 4.7         | 33.6                     | 12.0           | 23.5                 | 1.9              | 0.0           | 3.8            | 7.5         | 7.5        |
| Other Service Activities                              | 0.6          | 20.0        | 0.0         | 30.0                     | 10.0           | 25.0                 | 5.0              | 0.0           | 0.0            | 5.0         | 5.0        |

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

**Table 10 - Percent Share of Reasons for Separations Initiated by the Employees in Establishments with 20 or More Workers, Philippines: 4th Quarter 2018**

| Industries                                            | Total        | AWOL        | Retirement  | Hired by another Company | To Work Abroad | Family Consideration | Personal Matters | Study/ Review | Health Reasons | Resignation | Others     |
|-------------------------------------------------------|--------------|-------------|-------------|--------------------------|----------------|----------------------|------------------|---------------|----------------|-------------|------------|
| <b>Percent (%) Distribution</b>                       | <b>100.0</b> | <b>10.4</b> | <b>5.4</b>  | <b>32.8</b>              | <b>15.3</b>    | <b>19.7</b>          | <b>1.7</b>       | <b>1.1</b>    | <b>1.3</b>     | <b>9.2</b>  | <b>3.1</b> |
| <b>Agriculture, Forestry and Fishing</b>              | <b>2.5</b>   | <b>7.9</b>  | <b>10.1</b> | <b>22.5</b>              | <b>14.6</b>    | <b>21.3</b>          | <b>2.2</b>       | <b>0.0</b>    | <b>3.4</b>     | <b>13.5</b> | <b>4.5</b> |
| <b>Industry</b>                                       | <b>24.9</b>  | <b>11.3</b> | <b>7.8</b>  | <b>29.7</b>              | <b>14.3</b>    | <b>19.9</b>          | <b>1.8</b>       | <b>0.6</b>    | <b>1.0</b>     | <b>10.5</b> | <b>3.0</b> |
| Mining and Quarrying                                  | 0.3          | 5.0         | 32.1        | 25.1                     | 5.0            | 12.6                 | 2.5              | 0.0           | 0.0            | 10.1        | 7.5        |
| Manufacturing                                         | 19.3         | 12.6        | 7.4         | 28.2                     | 13.9           | 20.9                 | 1.8              | 0.7           | 1.1            | 11.3        | 2.2        |
| Electricity, Gas, Steam and Air Conditioning Supply   | 0.8          | 0.0         | 24.3        | 22.5                     | 10.8           | 17.1                 | 3.6              | 0.9           | 1.8            | 6.3         | 12.6       |
| Sewerage, Waste Management and Remediation Activities | 0.7          | 0.0         | 16.6        | 27.9                     | 12.5           | 14.9                 | 0.8              | 0.0           | 1.7            | 13.1        | 12.5       |
| Construction                                          | 3.8          | 10.0        | 2.9         | 39.4                     | 18.2           | 17.1                 | 1.2              | 0.6           | 0.6            | 7.1         | 2.9        |
| <b>Services</b>                                       | <b>72.6</b>  | <b>10.1</b> | <b>4.4</b>  | <b>34.2</b>              | <b>15.6</b>    | <b>19.6</b>          | <b>1.7</b>       | <b>1.3</b>    | <b>1.4</b>     | <b>8.6</b>  | <b>3.1</b> |
| Wholesale and Retail Trade                            | 23.6         | 11.1        | 2.6         | 34.0                     | 13.7           | 22.2                 | 0.7              | 0.7           | 2.0            | 9.8         | 3.3        |
| Transportation and Storage                            | 3.1          | 12.0        | 13.0        | 32.4                     | 11.1           | 13.9                 | 0.9              | 0.0           | 1.9            | 13.0        | 1.9        |
| Accommodation and Food Service Activities             | 10.7         | 13.1        | 3.3         | 32.7                     | 17.0           | 17.6                 | 2.0              | 3.9           | 0.7            | 7.2         | 2.6        |
| Information and Communication                         | 3.1          | 8.0         | 4.1         | 42.3                     | 12.7           | 18.6                 | 3.4              | 0.7           | 1.1            | 5.4         | 3.7        |
| Financial and Insurance Activities                    | 5.3          | 4.2         | 5.4         | 33.6                     | 20.9           | 19.8                 | 2.4              | 0.0           | 1.2            | 10.2        | 2.4        |
| Real Estate Activities                                | 1.4          | 8.0         | 6.8         | 42.0                     | 9.1            | 13.6                 | 2.3              | 3.4           | 1.1            | 11.4        | 2.3        |
| Professional, Scientific and Technical Activities     | 2.7          | 9.8         | 6.1         | 40.2                     | 14.6           | 15.9                 | 3.7              | 1.2           | 1.2            | 6.1         | 1.2        |
| Administrative Support and Service Activities         | 8.8          | 11.6        | 4.2         | 34.5                     | 14.4           | 19.5                 | 2.8              | 0.5           | 0.5            | 8.3         | 3.7        |
| Public Administration and Defense                     | 0.0          | 0.0         | 0.0         | 0.0                      | 0.0            | 0.0                  | 0.0              | 0.0           | 0.0            | 0.0         | 0.0        |
| Education                                             | 6.8          | 6.1         | 6.9         | 36.0                     | 10.1           | 18.7                 | 2.4              | 0.5           | 2.7            | 9.9         | 6.7        |
| Human Health and Social Activities                    | 5.8          | 8.7         | 4.3         | 28.8                     | 31.5           | 18.5                 | 1.1              | 3.8           | 0.5            | 2.7         | 0.0        |
| Arts, Entertainment and Recreation                    | 0.8          | 8.4         | 8.7         | 28.4                     | 10.4           | 17.1                 | 2.6              | 0.0           | 1.7            | 18.3        | 4.3        |
| Other Service Activities                              | 0.5          | 18.8        | 0.0         | 31.3                     | 12.5           | 37.5                 | 0.0              | 0.0           | 0.0            | 0.0         | 0.0        |

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