



## LABOR TURNOVER STATISTICS

*(in establishments with 20 or more workers)*  
Philippines: First Quarter 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 at the National Capital Region (NCR) only.

Starting the 1<sup>st</sup> 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 is the maiden issue on LTS with nationwide coverage. A total of 5,469 establishments served as respondents to the first quarter round of the 2018 Labor Turnover Survey. The sample establishments were drawn from the 2017 List of Establishments.

### Employment in establishments grows by 1.58 percent in the first quarter of 2018

- Final result of the first nationwide Labor Turnover Survey posted a positive labor turnover rate at 1.58 percent.
- This rate indicated an additional 16 workers per 1,000 employed persons in the estimated 29,957 total establishments with an employment of 4.7 million during the 1st quarter of 2018.
- The accession rate of 9.30 percent implied that 93 workers were hired for business expansion or replacement of separated workers. However, the separation rate of 7.72 percent implied that for every 1,000 employed, 77 workers were either laid-off or quit their jobs during the period. (Table 1)

TABLE 1 - Labor Turnover Rate,  
Philippines: 1st Quarter 2018

Indicator	Rate* (%)
Accessions	9.30
Separations	7.72
Labor Turnover	1.58

\* Final

Source: PSA, Labor Turnover Survey.

### Industry sector leads the gain in employment

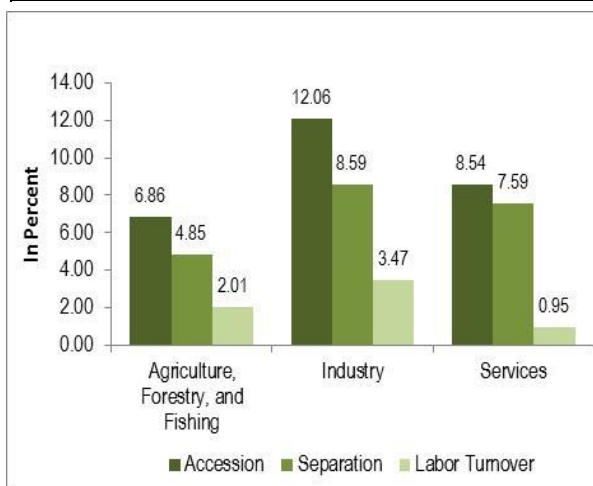
- All sectors posted positive labor turnover rates for the period. (Figure 1)
- The rise in labor turnover rate during the reference quarter was driven by substantial gains in industry sector at



3.47 percent. This sector recorded an accession rate of 12.06 percent. All industries under this sector recorded employment gains with mining and quarrying posting the highest at 4.29 percent followed by manufacturing at 4.22 percent. (Table 2)

- The agriculture, forestry, and fishing likewise indicated a positive labor turnover rate of 2.01 percent, with an accession rate of 6.86 percent and separation rate of 4.85 percent.
- Among the three major sectors, the services recorded the lowest turnover rate at 0.95 percent. All industries in services except professional, scientific and technical activities (4.92%) posted labor turnover rates of 2.00 percent and below. Moreover, three industries under this sector registered negative rates, namely: real estate activities (-1.76%), education (-1.06%) and other service activities (-0.80%).

**FIGURE 1 - Labor Turnover Rates by Major Sector, Philippines: 1st Quarter 2018**

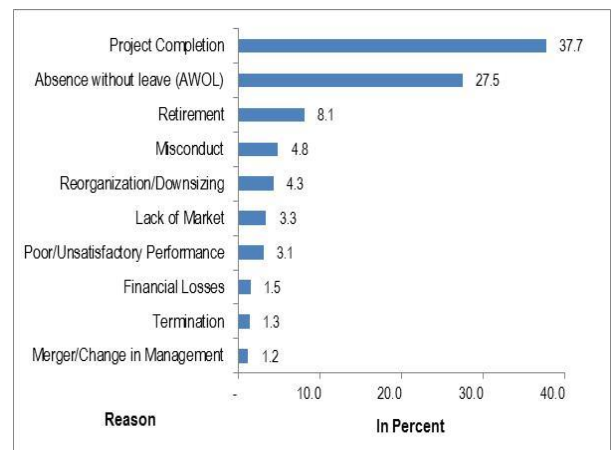


Source: PSA, Labor Turnover Survey.

**Main reasons for the separation of workers**

- Employers laid-off their employees mainly due to project completion which accounted for 37.7 percent,

followed by absence without leave (AWOL) at 27.5 percent. (Figure 2)

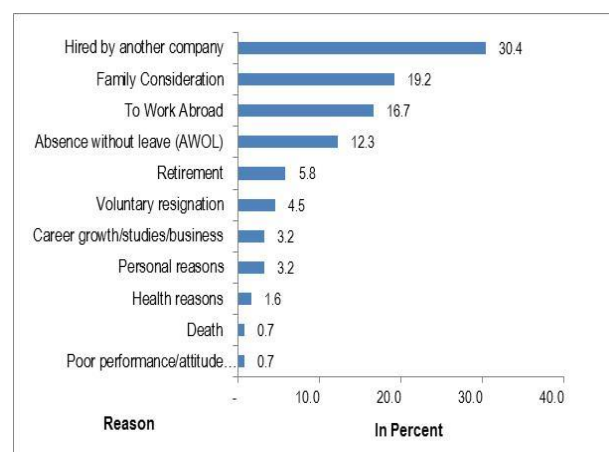


**FIGURE 2 – Reasons for Employer-Initiated Separations, Philippines: 1st Quarter 2018**

Source: PSA, Labor Turnover Survey.

- On the other hand, most of the employees left their jobs because they were hired by another company (30.4%). Other main reasons of job-quitters were: family consideration (19.2%); to work abroad (16.7%); and absence without leave (12.3%). (Figure 3)

**FIGURE 3 – Reasons for Employee-Initiated Separations, Philippines: 1st Quarter 2018**

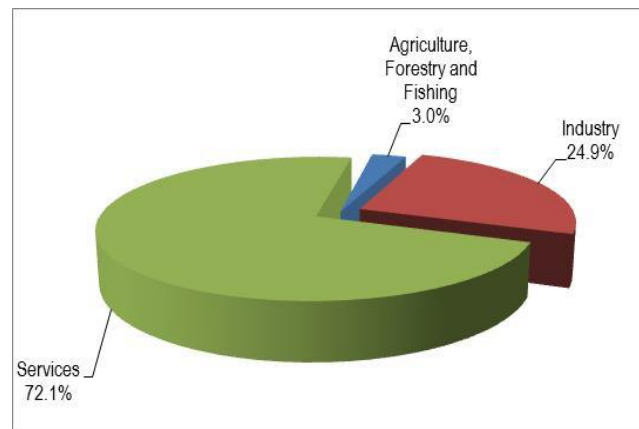


Source: PSA, Labor Turnover Survey.

### **Services sector accounts for the bulk of the job vacancies**

- Services sector reported the most number of job vacancies at 161,494 or 72.1 percent of the total in the first quarter of 2018. The industry sector accounted for 55,767 vacancies or 24.9 percent while agriculture, forestry, and fishing posted the least number of job openings with only 6,732 or 3.0 percent of the vacancies. (Figure 4 and Table 3)
- By occupation, job vacancies were recorded mostly for the group of technicians and associate professionals (20.6%). This was followed by the service and sales workers at 17.0 percent; elementary occupations at 16.1 percent; and professionals at 14.6 percent share to the total job openings. (Table 4)

**FIGURE 4 – Percent Distribution of Job Vacancies by Sector, Philippines: 1st Quarter 2018**



Source: PSA, Labor Turnover Survey.

### **Definition of Terms:**

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

**Separations** - refer to terminations of employment due to a) quits or terminations initiated by the employees and b) layoffs or terminations initiated by the employers due to economic reasons (e.g., lack of market, financial losses, redundancy, end of contract) and non-economic reasons (e.g., gross negligence, AWOL).

**Labor Turnover** - Changes in the employment of an enterprise during a reference period resulting from accessions and separations of worker.

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#### **FOR INQUIRIES**

Regarding this report, contact **EMPLOYMENT DEMAND STATISTICS DIVISION** at telefax no. 376-1952  
 Regarding other statistics, contact **KNOWLEDGE MANAGEMENT AND COMMUNICATIONS DIVISION** at 462-6600 local 834  
 Or visit our website at <http://www.psa.gov.ph>

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**Table 2 - Labor Turnover Rates in Agricultural and Non-Agricultural Establishments  
by Major Industry, Philippines: 1st Quarter 2018**

Industry	Total <sup>F</sup>			Accession <sup>F</sup>		Separation <sup>F</sup>	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
<b>Total</b>	<b>9.30</b>	<b>7.72</b>	<b>1.58</b>	<b>3.79</b>	<b>5.50</b>	<b>4.82</b>	<b>2.90</b>
<b>Agriculture, Forestry, and Fishing</b>	<b>6.86</b>	<b>4.85</b>	<b>2.01</b>	<b>2.83</b>	<b>4.03</b>	<b>3.55</b>	<b>1.30</b>
<b>Industry</b>	<b>12.06</b>	<b>8.59</b>	<b>3.47</b>	<b>5.16</b>	<b>6.90</b>	<b>4.71</b>	<b>3.88</b>
Mining and Quarrying	12.36	8.06	4.29	8.62	3.73	2.41	5.65
Manufacturing	13.20	8.98	4.22	4.64	8.55	4.98	4.00
Electricity, Gas, Steam and Air Conditioning Supply	3.09	1.78	1.31	1.97	1.12	0.96	0.82
Water Supply; Sewerage Waste Management and Remediation Activities	2.93	1.67	1.26	2.20	0.73	1.04	0.63
Construction	11.51	10.09	1.43	8.23	3.28	5.44	4.64
<b>Services</b>	<b>8.54</b>	<b>7.59</b>	<b>0.95</b>	<b>3.41</b>	<b>5.14</b>	<b>4.92</b>	<b>2.67</b>
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	9.86	8.43	1.43	2.75	7.11	6.21	2.22
Transportation and Storage	4.01	2.46	1.54	2.43	1.58	1.85	0.62
Accommodation and Food Service Activities	7.78	6.84	0.94	2.69	5.09	5.00	1.84
Information and Communication	6.45	5.57	0.88	2.86	3.59	4.23	1.34
Financial and Insurance Activities	6.12	4.13	2.00	2.43	3.69	3.37	0.76
Real Estate Activities	3.83	5.59	(1.76)	1.90	1.93	3.00	2.59
Professional, Scientific and Technical Activities	10.85	5.93	4.92	2.25	8.59	4.79	1.13
Administrative and Support Service Activities	11.33	10.78	0.55	5.21	6.13	5.96	4.83
Education	2.10	3.17	(1.06)	0.88	1.23	2.25	0.91
Human Health and Social Work Activities	6.72	5.13	1.59	2.43	4.28	4.76	0.37
Arts, Entertainment and Recreation	5.47	3.49	1.98	4.00	1.47	2.24	1.25
Other Service Activities	4.85	5.65	(0.80)	1.22	3.63	5.37	0.28

*F - Final*

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

*Source: Philippine Statistics Authority, Labor Turnover Survey, 1st Quarter 2018.*

**Table 3 - Number of Job Vacancies in Establishments with 20 or More Workers by Major Industry Group, Philippines: 1st Quarter 2018**

Industry	Number
<b>ALL INDUSTRIES</b>	<b>223,993</b>
<b>Agriculture, Forestry, and Fishing</b>	<b>6,732</b>
<b>Industry</b>	<b>55,767</b>
Mining and Quarrying	499
Manufacturing	42,043
Electricity, Gas, Steam and Air Conditioning Supply	1,314
Water Supply; Sewerage Waste Management and Remediation Activities	2,019
Construction	9,892
<b>Services</b>	<b>161,494</b>
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	32,320
Transportation and Storage	6,822
Accommodation and Food Service Activities	11,643
Information and Communication	4,160
Financial and Insurance Activities	11,529
Real Estate Activities	1,219
Professional, Scientific and Technical Activities	2,348
Administrative and Support Service Activities	67,955
Education	12,989
Human Health and Social Work Activities	9,696
Arts, Entertainment and Recreation	452
Other Service Activities	361

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

*Source: Philippine Statistics Authority, Labor Turnover Survey, 1st Quarter 2018.*

**Table 4 - Number of Job Vacancies in Establishments with 20 or More Workers by Major Occupation Group, Philippines: 1st Quarter 2018**

Major Occupation Group	Number
<b>ALL OCCUPATION</b>	<b>223,993</b>
Managers	5,337
Professionals	32,669
Technicians and Associate Professionals	46,039
Clerical Support Workers	29,048
Service and Sales Workers	38,171
Skilled Agricultural, Forestry and Fishery Workers	98
Craft and Related Trades Workers	22,599
Plant and Machine Operators and Assemblers	14,017
Elementary Occupations	36,014

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

*Source: Philippine Statistics Authority, Labor Turnover Survey, 1st Quarter 2018.*