

## LABOR TURNOVER STATISTICS

First Quarter 2011  
(IN LARGE ENTERPRISES IN METRO MANILA)



The Labor Turnover Survey (LTS) is a quarterly sample survey of enterprises conducted by the Bureau of Labor and Employment Statistics (BLES) since the third quarter of 2002. The survey aims to capture "job creations" and "job displacements" in large business enterprises based in Metro Manila by collecting quarterly data on accessions and separations of workers.

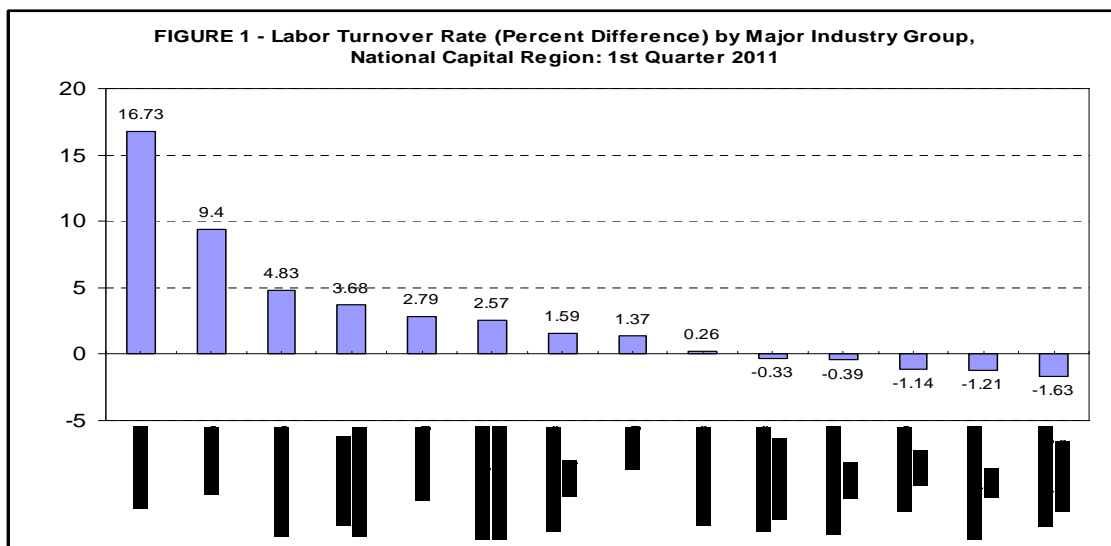
The number of respondents was composed of more than 700 large enterprises in Metro Manila which were drawn from the 2010 Edition of the Philippines Top 25,000 Corporations of the Securities and Exchange Commission. The retrieval rate for first quarter 2011 was 98.61%. Survey data from 2008 onwards are no longer sample rates but are weighted to come up with population estimates. Hence, data are not comparable with the previous data series.

### Labor Turnover (Accessions vs. Separations)

- Employment in top enterprises in the National Capital Region grew by 1.89% in first quarter of 2011 compared with -0.88% a year ago.
- Measured in terms of labor turnover rate, employment expanded as accession rate (11.36%) outpaced separation rate (9.47%) by 1.89 points.

This suggests the addition of 19 workers per 1,000 employed persons: 114 workers per 1,000 employed were added to the enterprise workforce due to expansion or replacement while 95 workers per 1,000 employed were terminated or quit their jobs.

- Employment grew in nine (9) sub-sectors - biggest in mining and quarrying (16.73%) and construction (9.4%).



- Modest growth rates occurred in financial intermediation (4.83%), wholesale and retail trade (3.68%), and manufacturing (2.79%).
- There were employment losses in five (5) sub-sectors - biggest in transport, storage and communications (-1.63%); electricity, gas and water (-1.21%); and private education (-1.14%).

### Reasons for accession

- More accession due to replacement of workers (6.00%) than accession due to expansion of business activities (5.36%) was noted during the first quarter of the year. (*Table 1*)
- The sub-sectors with higher accession rates due to expansion of business activities: mining and quarrying (16.44%); construction (8.96%); real estate, renting and business activities (8.19%); financial intermediation (4.60%); other community, social and personal service activities (3.01%); electricity, gas and water (1.40%); and private education (1.18%).

### Reasons for separation

- Employee-initiated separations (6.03%) surpassed employer-initiated separations (3.44%). (*Table 1*)
- There were 10 sub-sectors that recorded higher quits (employee-initiated) than termination (employer-initiated). The top three were: real estate, renting and business activities (9.01%), manufacturing (6.04%), and wholesale and retail trade (4.57%).

**Table 1 - LABOR TURNOVER RATES IN AGRICULTURE AND NON-AGRICULTURAL ENTERPRISES  
BY MAJOR INDUSTRY, NATIONAL CAPITAL REGION: 1st QUARTER 2011**

Industry	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
<b>Total</b>	11.36	9.47	1.89	5.36	6.00	6.03	3.44
<b>Agriculture, Fishery and Forestry</b>	6.02	4.56	1.46	1.35	4.68	1.66	2.90
Agriculture, Hunting and Forestry	4.21	2.62	1.59	0.83	3.38	1.86	0.76
Fishing	7.41	6.04	1.37	1.74	5.67	1.50	4.54
<b>Industry</b>	12.44	7.60	4.84	5.06	7.38	4.65	2.95
Mining and Quarrying	25.78	9.05	16.73	16.44	9.35	2.22	6.83
Manufacturing	11.46	8.67	2.79	3.13	8.32	6.04	2.62
Electricity, Gas and Water	2.68	3.89	(1.21)	1.40	1.28	2.00	1.89
Construction	15.18	5.78	9.40	8.96	6.22	2.27	3.51
<b>Services</b>	11.07	10.07	0.99	5.48	5.58	6.48	3.60
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	11.04	7.36	3.68	2.94	8.11	4.57	2.79
Hotels and Restaurants	12.31	12.05	0.26	2.70	9.61	4.71	7.34
Transport, Storage and Communications	3.57	5.21	(1.63)	1.25	2.33	3.22	1.99
Financial Intermediation	7.76	2.92	4.83	4.60	3.15	2.59	0.33
Real Estate, Renting and Business Activities	13.32	13.65	(0.33)	8.19	5.13	9.01	4.64
Education (Private Education Services)	2.16	3.30	(1.14)	1.18	0.99	2.43	0.87
Health and Social Work	3.67	4.07	(0.39)	0.92	2.76	3.78	0.28
Other Community, Social and Personal Service Activities	4.37	1.80	2.57	3.01	1.36	1.68	0.12

Source of data: Bureau of Labor and Employment Statistics, Labor Turnover Survey.

**TABLE 2 – Labor Turnover Rates by Year and Quarter, National Capital Region: 3<sup>rd</sup> Qtr. 2002 – 1<sup>st</sup> Qtr. 2011**

<b>YEAR/QUARTER</b>	<b>Accession Rate</b>	<b>Separation Rate</b>	<b>Labor Turnover Rate (Percent Difference)</b>
<b><u>2011</u></b>			
1 <sup>st</sup> Quarter	11.36	9.47	1.89
<b><u>2010</u></b>			
1 <sup>st</sup> Quarter	10.23	11.11	(0.88)
2 <sup>nd</sup> Quarter	13.52	10.66	2.86
3 <sup>rd</sup> Quarter	12.11	7.88	4.22
4 <sup>th</sup> Quarter	12.56	8.51	4.05
<b><u>2009</u></b>			
1 <sup>st</sup> Quarter	9.29	9.02	0.27
2 <sup>nd</sup> Quarter	9.74	7.53	2.21
3 <sup>rd</sup> Quarter	9.99	9.62	0.37
4 <sup>th</sup> Quarter	8.48	7.43	1.05
<b><u>2008</u></b>			
1 <sup>st</sup> Quarter	12.23	7.46	4.76
2 <sup>nd</sup> Quarter	10.56	8.57	1.99
3 <sup>rd</sup> Quarter	11.05	9.00	2.05
4 <sup>th</sup> Quarter	9.14	8.45	0.69
<b><u>2007</u></b>			
1 <sup>st</sup> Quarter	9.21	7.65	1.56
2 <sup>nd</sup> Quarter	11.31	7.75	3.57
3 <sup>rd</sup> Quarter	11.16	7.84	3.31
4 <sup>th</sup> Quarter	10.20	7.33	2.87
<b><u>2006</u></b>			
1 <sup>st</sup> Quarter	9.20	8.43	0.77
2 <sup>nd</sup> Quarter	8.94	7.21	1.72
3 <sup>rd</sup> Quarter	9.84	7.87	1.97
4 <sup>th</sup> Quarter	8.91	7.27	1.64
<b><u>2005</u></b>			
1 <sup>st</sup> Quarter	7.91	7.70	0.21
2 <sup>nd</sup> Quarter	9.95	7.34	2.61
3 <sup>rd</sup> Quarter	8.47	8.55	(0.08)
4 <sup>th</sup> Quarter	8.30	7.10	1.20
<b><u>2004</u></b>			
1 <sup>st</sup> Quarter	5.88	6.11	(0.24)
2 <sup>nd</sup> Quarter	7.34	5.47	1.87
3 <sup>rd</sup> Quarter	8.16	6.53	1.63
4 <sup>th</sup> Quarter	7.12	6.23	0.89
<b><u>2003</u></b>			
1 <sup>st</sup> Quarter	6.12	6.06	0.06
2 <sup>nd</sup> Quarter	6.85	6.70	0.15
3 <sup>rd</sup> Quarter	6.52	7.92	(1.40)
4 <sup>th</sup> Quarter	7.79	6.38	1.42
<b><u>2002</u></b>			
3 <sup>rd</sup> Quarter	5.96	6.19	(0.22)
4 <sup>th</sup> Quarter	5.98	5.07	0.91

Notes: 1. 2008 data onwards are not comparable with the previous year data series due to change in sampling design and sample size.

2. Details may not add up to total or equal to difference due to rounding.

Source of data: Bureau of Labor and Employment Statistics, Labor Turnover Survey