

## LABOR TURNOVER STATISTICS

### Fourth Quarter 2011

(IN LARGE ENTERPRISES IN METRO MANILA)

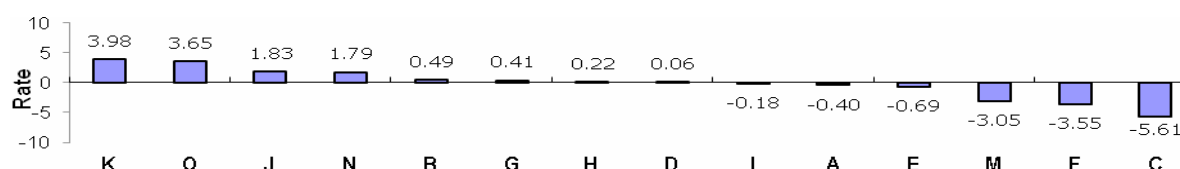
The Labor Turnover Survey (LTS) is a quarterly sample survey of enterprises conducted by the Bureau of Labor and Employment Statistics (BLES) since the third quarter of 2002. The survey aims to capture "job creations" and "job displacements" in large business enterprises based in Metro Manila by collecting 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 fourth quarter 2011 was 99.86%. 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 growth in top enterprises in the National Capital Region stood at 1.88% during the fourth quarter of 2011 – a slowdown from the same quarter of the previous year at 4.05%.
- This corresponded to the modest 3.7% growth in gross domestic product (GDP) recorded in the fourth quarter of 2011 compared with the 6.1% growth during the same period in 2010.
- Measured in terms of labor turnover rate, employment was up as accession rate (10.38%) surpassed separation rate (8.50%) by 1.88 percentage points. (Table 1)
- This suggests an increase of 19 workers per 1,000 employed persons: 104 workers per 1,000 employed were added to the enterprise workforce due to expansion or replacement while 85 workers per 1,000 employed were terminated or quit their jobs.

**FIGURE 1 – Labor Turnover Rates (Percent Difference) by Major Industry Group, National Capital Region: 4<sup>th</sup> Quarter 2011**



K – Real estate, renting and business activities  
 O – Other community, social and personal service activities  
 J – Financial intermediation  
 N – Health and social work  
 B – Fishing  
 G – Wholesale and retail trade  
 H – Hotels and restaurants  
 D – Manufacturing  
 I – Transport, storage and communications  
 A – Agriculture, hunting and forestry  
 E – Electricity, gas and water supply  
 M – Private education services  
 F – Construction  
 C – Mining and quarrying

- Employment growth was largely contributed by the services sector at 2.57%. The highest growth was recorded in real estate, renting and business activities (3.98%); followed by other community, social and personal service activities (3.65%); financial intermediation (1.83%); and health and social work (1.79%). (*Figure 1*)
- It is noted that two of the biggest sectors in terms of employment registered positive growth though less than one percent namely, manufacturing (0.06%) and wholesale and retail trade (0.41%).
- On the other hand, employment losses occurred in six (6) sub-sectors – mainly in mining and quarrying (-5.61%), construction (-3.55%), and education (-3.05%).

### Reasons for accession

- Accession due to replacement of workers (6.04%) surpassed accession due to expansion of business activities (4.34%). (*Table 1*)
- All but three (3) sub-sectors reported higher accession due to replacement of workers than due to expansion of business activities. The most notable were in hotels and restaurants (8.68% vs. 1.34%); manufacturing (5.57% vs. 0.65%); wholesale and retail trade (5.45% vs. 1.57%); and health and social work (4.21% vs. 1.13%).
- On the other hand, the three (3) sub-sectors that recorded higher accession due to expansion of business activities than due to replacement were mining and quarrying (9.87% vs. 3.11%); construction (5.82% vs. 1.04%); and other community, social and personal service activities (4.47% vs. 2.54%).

### Reasons for separation

- Employer-initiated separations (4.43%) slightly surpassed employee-initiated separations (4.07%).
- Five (5) sub-sectors recorded higher termination (employer-initiated) than quits (employee-initiated). The top three were: mining and quarrying (17.11%); construction (7.68%); and manufacturing (4.72%).
- Meanwhile, employee-initiated separations were highest in hotels and restaurants (5.71%); real estate, renting and business activities (5.63%); and private education (4.67%).

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#### FOR INQUIRIES

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**TABLE 1 - Labor Turnover Rates in Agricultural and Non-Agricultural Enterprises  
by Major Industry, National Capital Region: 4th Quarter 2011**

Industry	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
<b>All Industries</b>	<b>10.38</b>	<b>8.50</b>	<b>1.88</b>	<b>4.34</b>	<b>6.04</b>	<b>4.07</b>	<b>4.43</b>
<b>Agriculture, Fishery and Forestry</b>	<b>4.21</b>	<b>4.02</b>	<b>0.19</b>	<b>1.63</b>	<b>2.58</b>	<b>1.47</b>	<b>2.54</b>
Agriculture, Hunting and Forestry	2.94	3.33	(0.40)	1.19	1.75	2.47	0.86
Fishing	4.85	4.36	0.49	1.85	3.00	0.98	3.38
<b>Industry</b>	<b>6.42</b>	<b>7.59</b>	<b>(1.17)</b>	<b>2.40</b>	<b>4.01</b>	<b>1.81</b>	<b>5.78</b>
Mining and Quarrying	12.98	18.59	(5.61)	9.87	3.11	1.49	17.11
Manufacturing	6.22	6.16	0.06	0.65	5.57	1.44	4.72
Electricity, Gas and Water Supply	1.66	2.35	(0.69)	0.67	0.99	0.66	1.69
Construction	6.86	10.41	(3.55)	5.82	1.04	2.73	7.68
<b>Services</b>	<b>11.29</b>	<b>8.72</b>	<b>2.57</b>	<b>4.79</b>	<b>6.51</b>	<b>4.58</b>	<b>4.14</b>
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles and Personal and Household Goods	7.02	6.61	0.41	1.57	5.45	3.41	3.20
Hotels and Restaurants	10.02	9.80	0.22	1.34	8.68	5.71	4.09
Transport, Storage and Communications	3.27	3.46	(0.18)	1.13	2.15	1.85	1.61
Financial Intermediation	4.11	2.28	1.83	1.89	2.21	2.08	0.20
Real Estate, Renting and Business Activities	14.97	10.99	3.98	7.00	7.96	5.63	5.36
Education (Private Education Services)	4.36	7.40	(3.05)	1.32	3.03	4.67	2.73
Health and Social Work	5.34	3.55	1.79	1.13	4.21	2.62	0.93
Other Community, Social and Personal Service Activities	7.01	3.36	3.65	4.47	2.54	2.11	1.25

*Note: Details may not add up to totals or equal to difference due to rounding.  
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 – 4<sup>th</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
2 <sup>nd</sup> Quarter	8.60	10.65	(2.05)
3 <sup>rd</sup> Quarter	11.05	8.55	2.51
4 <sup>th</sup> Quarter	10.38	8.50	1.88
<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 totals or equal to difference due to rounding.*

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