

LABOR TURNOVER STATISTICS

First Quarter 2012

(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 2011 Edition of the Philippines' Top 25,000 Corporations of the Securities and Exchange Commission. The retrieval rate for the first quarter of 2012 was 99.59%. 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. Also, starting the first quarter of 2012, the LTS has adopted the 2009 Philippine Standard on Industrial Classification (PSIC).

Labor Turnover (Accessions vs. Separations)

- Results of the first quarter 2012 Labor Turnover Survey indicated mixed results.

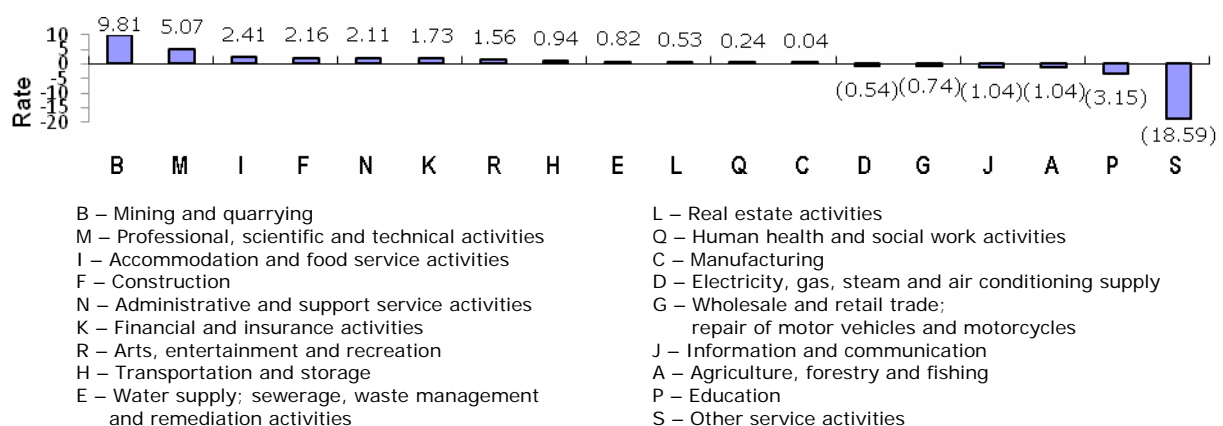
Measured in terms of the difference between accession rate and separation rate, employment grew in the industry sector (1.13%) but this gain was negated by the slowdown in the services sector (0.54%), and the decline in agriculture, forestry and fishing sector (-1.04%). (Table 1)

- Nonetheless, turnover rate for all sectors was positive albeit less than one percent.

More specifically, overall accession rate (8.10%) exceeded slightly separation rate (7.47%), a difference of 0.63 percentage points.

- This suggests an addition of six workers per 1,000 employed: 81 workers per 1,000 employed were added to the enterprise workforce due to expansion or replacement while 75 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: 1st Quarter 2012



- Employment growth occurred in twelve (12) sub-sectors led by mining and quarrying (9.81%); professional, scientific and technical activities (5.07%); accommodation and food service activities (2.41%); construction (2.16%); and administrative and support service activities (2.11%).
- Notable growth rates also occurred in financial and insurance activities (1.73%); and arts, entertainment and recreation (1.56%). Likewise, employment in manufacturing – one of the biggest sectors in terms of workforce – went up slightly (0.04%).
- Employment growth was pulled down substantially by job losses in wholesale and retail trade (-0.74%), and information and communication (-1.04%) – two big industries in terms of employment. Other job losers were minor industries in terms of employment: agriculture, forestry and fishing (-1.04%); education (-3.15%); and other service activities (-18.59%).
- The four sub-sectors that recorded higher accession due to expansion of business activities than due to replacement of workers were professional, scientific and technical activities (8.17% vs. 2.50%); construction (6.75% vs. 1.80%); information and communication (3.39% vs. 2.54%); and arts, entertainment and recreation (3.63% vs. 2.95%).

Reasons for separation

- Employee-initiated separations (4.21%) surpassed employer-initiated separations (3.26%).
- Twelve sub-sectors recorded higher quits (employee-initiated) than termination (employer-initiated). The top three were: real estate activities (9.66%); administrative and support service activities (8.27%); and human health and social work activities (4.95%).
- Meanwhile, employer-initiated separations were highest in other service activities (22.27%), followed by mining and quarrying (7.68%); and education (3.90%).

Reasons for accession

- Accession due to replacement of workers (5.56%) surpassed accession due to expansion of business activities (2.55%). (*Table 1*)
- Fourteen sub-sectors reported higher accession due to replacement of workers than due to expansion of business activities. The most notable were in mining and quarrying (12.43% vs. 6.73%); wholesale and retail trade (6.18% vs. 1.04%); accommodation and food service activities (8.15% vs. 3.19%); and agriculture, forestry and fishing (5.12% vs. 0.47%).

FOR INQUIRIES

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**TABLE 1 - Labor Turnover Rates in Agricultural and Non-Agricultural Enterprises
by Major Industry, National Capital Region: 1st Quarter 2012**

INDUSTRY	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
ALL INDUSTRIES	8.10	7.47	0.63	2.55	5.56	4.21	3.26
Agriculture	5.59	6.63	(1.04)	0.47	5.12	4.05	2.58
Agriculture, forestry and fishing	5.59	6.63	(1.04)	0.47	5.12	4.05	2.58
Industry	6.03	4.90	1.13	2.84	3.19	2.40	2.50
Mining and quarrying	19.16	9.35	9.81	6.73	12.43	1.68	7.68
Manufacturing	4.09	4.04	0.04	0.81	3.28	2.55	1.50
Electricity, gas, steam and air conditioning supply	1.32	1.86	(0.54)	0.33	0.99	1.38	0.48
Water supply; sewerage, waste management and remediation activities	3.52	2.70	0.82	1.59	1.93	1.04	1.66
Construction	8.55	6.40	2.16	6.75	1.80	2.42	3.98
Services	8.60	8.06	0.54	2.50	6.10	4.62	3.44
Wholesale and retail trade; repair of motor vehicles, motorcycles	7.22	7.96	(0.74)	1.04	6.18	2.94	5.01
Transportation and storage	5.29	4.35	0.94	0.77	4.52	4.06	0.29
Accommodation and food service activities	11.34	8.92	2.41	3.19	8.15	4.98	3.94
Information and communication	5.94	6.98	(1.04)	3.39	2.54	3.62	3.36
Financial and insurance activities	5.88	4.15	1.73	1.12	4.76	3.64	0.51
Real estate activities	10.68	10.15	0.53	3.26	7.41	9.66	0.49
Professional, scientific and technical activities	10.67	5.60	5.07	8.17	2.50	3.39	2.21
Administrative and support service activities	12.70	10.59	2.11	4.39	8.31	8.27	2.32
Education	1.74	4.90	(3.15)	0.44	1.31	0.99	3.90
Human health and social work activities	5.96	5.71	0.24	1.33	4.63	4.95	0.76
Arts, entertainment and recreation	6.58	5.02	1.56	3.63	2.95	3.08	1.94
Other service activities	13.06	31.65	(18.59)	5.45	7.61	9.38	22.27

Note: Details may not add up to totals or equal to differences 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: 3rd Qtr. 2002 – 1st Qtr. 2012**

YEAR/QUARTER	Accession Rate	Separation Rate	Labor Turnover Rate (Percent Difference)
<u>2012</u>			
1 st Quarter	8.10	7.47	0.63
<u>2011</u>			
1 st Quarter	11.36	9.47	1.89
2 nd Quarter	8.60	10.65	(2.05)
3 rd Quarter	11.05	8.55	2.51
4 th Quarter	10.38	8.50	1.88
<u>2010</u>			
1 st Quarter	10.23	11.11	(0.88)
2 nd Quarter	13.52	10.66	2.86
3 rd Quarter	12.11	7.88	4.22
4 th Quarter	12.56	8.51	4.05
<u>2009</u>			
1 st Quarter	9.29	9.02	0.27
2 nd Quarter	9.74	7.53	2.21
3 rd Quarter	9.99	9.62	0.37
4 th Quarter	8.48	7.43	1.05
<u>2008</u>			
1 st Quarter	12.23	7.46	4.76
2 nd Quarter	10.56	8.57	1.99
3 rd Quarter	11.05	9.00	2.05
4 th Quarter	9.14	8.45	0.69
<u>2007</u>			
1 st Quarter	9.21	7.65	1.56
2 nd Quarter	11.31	7.75	3.57
3 rd Quarter	11.16	7.84	3.31
4 th Quarter	10.20	7.33	2.87
<u>2006</u>			
1 st Quarter	9.20	8.43	0.77
2 nd Quarter	8.94	7.21	1.72
3 rd Quarter	9.84	7.87	1.97
4 th Quarter	8.91	7.27	1.64
<u>2005</u>			
1 st Quarter	7.91	7.70	0.21
2 nd Quarter	9.95	7.34	2.61
3 rd Quarter	8.47	8.55	(0.08)
4 th Quarter	8.30	7.10	1.20
<u>2004</u>			
1 st Quarter	5.88	6.11	(0.24)
2 nd Quarter	7.34	5.47	1.87
3 rd Quarter	8.16	6.53	1.63
4 th Quarter	7.12	6.23	0.89
<u>2003</u>			
1 st Quarter	6.12	6.06	0.06
2 nd Quarter	6.85	6.70	0.15
3 rd Quarter	6.52	7.92	(1.40)
4 th Quarter	7.79	6.38	1.42
<u>2002</u>			
3 rd Quarter	5.96	6.19	(0.22)
4 th 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 differences due to rounding.

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