



## LABOR TURNOVER STATISTICS

*(in large enterprises in Metro Manila)*

**First Quarter 2015**

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. 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.

A total of 921 enterprises served as respondents to the First Quarter 2015 Labor Turnover Survey. The sample enterprises were drawn from the 2013 NCR List of Enterprises of the PSA, which was updated by the 2013 LTS sampling frame. The retrieval rate for this quarter was placed at 94.0%.

### **Employment in large enterprises in Metro Manila essentially flat in the first quarter of 2015**

- Employment growth in large enterprises in Metro Manila stayed positive during the period though less than one percent at 0.53%. (Table 1)
- The slowdown reflects the past pattern of weak demand for labor in the first quarter of the year (Table 2). This can be observed in twelve sub-sectors which recorded negative net turnover rates. These decline, however, was matched by continuous employment expansion particularly in administrative and support service activities which include BPO; agriculture, forestry and fishing; and mining and quarrying.

### **Five workers per 1,000 employed were added in the enterprise workforce**

- Measured in terms of labor turnover rate or the percent difference between accession rate and separation rate, employment growth was recorded at 0.53% -

almost unchanged from the same quarter a year ago at 0.59%. (Table 2)

- More specifically, accession rate (10.70%) slightly exceeded separation rate (10.17%), a percentage point difference of merely 0.53%. This suggests an addition of 5 workers per 1,000 employed: 107 workers per 1,000 employed were added to the enterprise workforce due to expansion or replacement while 102 workers per 1,000 employed were terminated or quit their jobs. (Table 1)

### **Agriculture sector posted the highest employment growth at 3.63%**

- Employment expanded in the agriculture sector which grew notably at 3.63%. (Table 1)

### **Industry employment pulled down mainly by job losses in manufacturing**

- Employment in the industry sector decreased (-1.11%) due to reduction in manufacturing (-1.66%) along with the decline in

construction (-0.82%) and electricity, gas and water (-0.23%). (Table 1)

- Expansion occurred in mining and quarrying (3.50%) and water supply, sewerage, waste management and remediation activities (1.53%).

### **Minimal growth in the services sector during the quarter**

- Employment grew slightly in the services sector at just 0.92% despite of the strong growth posted in administrative and support service activities, which include the BPO (5.27%); and professional, scientific and technical activities (2.96%) including the modest gain in information and communication (1.15%). (Table 1)

Reduction in employment was recorded in other service activities (-4.43%); human health and social work activities (-2.39%); and real estate activities (-1.40%).

Other sub-sectors which incurred small decline were: arts, entertainment and recreation (-0.85%); wholesale and retail trade, repair of motor vehicles, motorcycles (-0.72%); accommodation and food service activities (-0.46%); transportation and storage (-0.16%); and financial and insurance activities (-0.10%).

### **Nearly all industries had higher accession due to replacement than accession due to expansion**

Accession due to replacement of workers (6.75%) continued to outpace accession due to expansion of business activities (3.95%). (Table 1)

- Fifteen major industries registered higher accession due to replacement than accession due to expansion. This was most apparent in mining and quarrying (10.61% vs. 2.20%); wholesale and retail trade, repair of motor vehicles, motorcycles (10.23% vs. 1.29%); agriculture, forestry, and fishing (6.32% vs. 1.28%); and accommodation and food service activities (5.67% vs. 0.73%).

- On the other hand, higher accession due to expansion than accession due to replacement were noted in administrative and support service activities (10.92% vs. 9.06%); and water supply, sewerage, waste management and remediation activities (2.17% vs. 1.25%). Professional, scientific and technical activities posted same expansion rate and replacement rate at 3.28%.

### **Separation of workers mostly employer-initiated**

Employer-initiated separations (5.86%) or layoffs edged employee-initiated separations or quits (4.31%). (Table 1)

- More layoffs than quits were posted in eight sub-sectors but most evident in construction (15.13% vs. 4.52%); mining and quarrying (7.30% vs. 2.01%); and wholesale and retail trade, repair of motor vehicles, motorcycles (7.79% vs. 4.45%).
- On the other hand, more quits than layoffs were reported in the rest of the sub-sectors. The top three were real estate activities (6.38% vs. 0.70%); accommodation and food service activities (4.95% vs. 1.91%); and information and communication (3.76% vs. 0.88%).

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#### **FOR INQUIRIES:**

Regarding this report, contact **EMPLOYMENT DEMAND STATISTICS DIVISION** at telefax 376-2092

Regarding other statistics, contact **PSA- KMCD** at 462-6600 loc. 334

or visit our website at <http://www.labstat.psa.gov.ph>

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**TABLE 1 - Labor Turnover Rates in Agricultural and Non-Agricultural Enterprises  
by Major Industry Group, National Capital Region: 1<sup>st</sup> Quarter 2015**

| MAJOR INDUSTRY GROUP   | Total        |              |                    | Accession   |             | Separation         |                    |
|--|--------------|--------------|--------------------|-------------|-------------|--------------------|--------------------|
|  | Accession    | Separation   | Percent Difference | Expansion   | Replacement | Employee-Initiated | Employer-Initiated |
| <b>ALL INDUSTRIES</b>  | <b>10.70</b> | <b>10.17</b> | <b>0.53</b>        | <b>3.95</b> | <b>6.75</b> | <b>4.31</b>        | <b>5.86</b>        |
| <b>Agriculture</b>   | <b>7.60</b>  | <b>3.97</b>  | <b>3.63</b>        | <b>1.28</b> | <b>6.32</b> | <b>0.78</b>        | <b>3.18</b>        |
| Agriculture, forestry and fishing                                    | 7.60         | 3.97         | 3.63               | 1.28        | 6.32        | 0.78               | 3.18               |
| <b>Industry</b>  | <b>11.78</b> | <b>12.89</b> | <b>(1.11)</b>      | <b>5.50</b> | <b>6.28</b> | <b>3.79</b>        | <b>9.09</b>        |
| Mining and quarrying   | 12.81        | 9.30         | 3.50               | 2.20        | 10.61       | 2.01               | 7.30               |
| Manufacturing  | 4.85         | 6.51         | (1.66)             | 2.01        | 2.84        | 3.25               | 3.26               |
| Electricity, gas, steam and air conditioning supply                  | 1.34         | 1.57         | (0.23)             | 0.61        | 0.73        | 1.23               | 0.34               |
| Water supply; sewerage, waste management and remediation activities  | 3.42         | 1.89         | 1.53               | 2.17        | 1.25        | 1.25               | 0.64               |
| Construction   | 18.83        | 19.65        | (0.82)             | 9.14        | 9.70        | 4.52               | 15.13              |
| <b>Services</b>  | <b>10.44</b> | <b>9.52</b>  | <b>0.92</b>        | <b>3.57</b> | <b>6.87</b> | <b>4.47</b>        | <b>5.05</b>        |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 11.52        | 12.24        | (0.72)             | 1.29        | 10.23       | 4.45               | 7.79               |
| Transportation and storage   | 3.39         | 3.55         | (0.16)             | 1.42        | 1.97        | 2.37               | 1.18               |
| Accommodation and food service activities                            | 6.40         | 6.86         | (0.46)             | 0.73        | 5.67        | 4.95               | 1.91               |
| Information and communication  | 5.79         | 4.64         | 1.15               | 2.00        | 3.78        | 3.76               | 0.88               |
| Financial and insurance activities                                   | 4.16         | 4.26         | (0.10)             | 1.93        | 2.23        | 3.41               | 0.85               |
| Real estate activities   | 5.69         | 7.09         | (1.40)             | 1.28        | 4.41        | 6.38               | 0.70               |
| Professional, scientific and technical activities                    | 6.56         | 3.60         | 2.96               | 3.28        | 3.28        | 2.72               | 0.89               |
| Administrative and support service activities                        | 19.97        | 14.70        | 5.27               | 10.92       | 9.06        | 6.22               | 8.48               |
| Education  | 1.60         | 1.99         | (0.40)             | 0.73        | 0.87        | 1.72               | 0.27               |
| Human health and social work activities                              | 5.34         | 7.72         | (2.39)             | 1.38        | 3.96        | 3.87               | 3.85               |
| Arts, entertainment and recreation                                   | 3.96         | 4.81         | (0.85)             | 0.32        | 3.64        | 1.26               | 3.55               |
| Other service activities   | 2.46         | 6.89         | (4.43)             | 0.80        | 1.66        | 2.65               | 4.24               |

Note: Details may not add up to totals or equal to differences due to rounding.

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

**TABLE 2 – Labor Turnover Rates by Year and Quarter,  
National Capital Region: 2008–1<sup>st</sup> Quarter 2015**

| <b>YEAR/QUARTER</b>     | <b>Accession<br/>Rate</b> | <b>Separation<br/>Rate</b> | <b>Labor Turnover<br/>Rate<br/>(Percent Difference)</b> |
|-------------------------|---------------------------|----------------------------|---|
| <b><u>2015</u></b>      |                           |                            |   |
| 1 <sup>st</sup> Quarter | 10.70                     | 10.17                      | 0.53  |
| <b><u>2014</u></b>      |                           |                            |   |
| 1 <sup>st</sup> Quarter | 10.06                     | 9.47                       | 0.59  |
| 2 <sup>nd</sup> Quarter | 11.47                     | 10.59                      | 0.88  |
| 3 <sup>rd</sup> Quarter | 13.11                     | 10.76                      | 2.35  |
| 4 <sup>th</sup> Quarter | 9.31                      | 8.29                       | 1.02  |
| <b><u>2013</u></b>      |                           |                            |   |
| 1 <sup>st</sup> Quarter | 7.49                      | 7.51                       | (0.02)  |
| 2 <sup>nd</sup> Quarter | 8.77                      | 6.28                       | 2.49  |
| 3 <sup>rd</sup> Quarter | 8.37                      | 5.99                       | 2.38  |
| 4 <sup>th</sup> Quarter | 8.86                      | 5.64                       | 3.22  |
| <b><u>2012</u></b>      |                           |                            |   |
| 1 <sup>st</sup> Quarter | 8.10                      | 7.47                       | 0.63  |
| 2 <sup>nd</sup> Quarter | 8.93                      | 8.08                       | 0.85  |
| 3 <sup>rd</sup> Quarter | 8.43                      | 6.08                       | 2.35  |
| 4 <sup>th</sup> Quarter | 8.14                      | 5.67                       | 2.47  |
| <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  |

*Note: Labor turnover rate may not equal to the difference of accession rate and separation rate due to rounding.  
Source of data: Philippine Statistics Authority, Labor Turnover Survey.*