

**TABLE 1 - Labor Turnover Rates in Agricultural and Non-Agricultural Enterprises
by Major Industry Group, National Capital Region: 1st Quarter 2016**

MAJOR INDUSTRY GROUP	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
ALL INDUSTRIES	7.87	6.91	0.96	3.70	4.17	3.75	3.16
Agriculture	6.93	5.75	1.18	2.32	4.61	1.60	4.15
Industry	9.75	7.21	2.54	6.30	3.45	2.44	4.76
Mining and quarrying	13.92	8.16	5.77	1.20	12.73	1.90	6.26
Manufacturing	7.15	5.69	1.47	2.99	4.17	2.92	2.76
Electricity, gas, steam and air conditioning supply	1.08	1.81	(0.73)	0.25	0.83	1.08	0.74
Water supply; sewerage, waste management and remediation activities	6.84	1.39	5.44	5.44	1.39	0.64	0.75
Construction	13.36	9.61	3.75	10.87	2.49	2.13	7.48
Services	7.49	6.86	0.64	3.17	4.32	4.02	2.83
Wholesale and retail trade; repair of motor vehicles and motorcycles	6.94	6.99	(0.05)	1.91	5.03	3.07	3.92
Transportation and storage	4.59	4.05	0.54	2.01	2.59	2.01	2.04
Accommodation and food service activities	18.20	16.35	1.85	2.08	16.12	5.23	11.12
Information and communication	7.97	4.65	3.31	6.59	1.37	3.69	0.97
Financial and insurance activities	4.52	7.41	(2.89)	1.25	3.28	5.05	2.36
Real estate activities	2.82	4.42	(1.59)	0.95	1.87	4.30	0.11
Professional, scientific and technical activities	5.84	4.40	1.44	1.64	4.20	3.95	0.45
Administrative and support service activities	10.46	8.28	2.18	5.97	4.49	5.29	2.99
Education	1.68	1.74	(0.06)	1.00	0.67	1.15	0.59
Human health and social work activities	6.05	4.97	1.08	1.41	4.64	3.74	1.23
Arts, entertainment and recreation	2.32	2.60	(0.29)	0.84	1.48	1.34	1.26
Other service activities	5.34	3.26	2.09	3.42	1.93	2.94	0.32

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: 2008–2016**

YEAR/QUARTER	Accession Rate	Separation Rate	Labor Turnover Rate (Percent Difference)
<u>2016</u>			
1 st Quarter	7.87	6.91	0.96
<u>2015</u>			
1 st Quarter	10.70	10.17	0.53
2 nd Quarter	10.75	9.59	1.15
3 rd Quarter	11.07	7.87	3.20
4 th Quarter	8.50	7.88	0.62
<u>2014</u>			
1 st Quarter	10.06	9.47	0.59
2 nd Quarter	11.47	10.59	0.88
3 rd Quarter	13.11	10.76	2.35
4 th Quarter	9.31	8.29	1.02
<u>2013</u>			
1 st Quarter	7.49	7.51	(0.02)
2 nd Quarter	8.77	6.28	2.49
3 rd Quarter	8.37	5.99	2.38
4 th Quarter	8.86	5.64	3.22
<u>2012</u>			
1 st Quarter	8.10	7.47	0.63
2 nd Quarter	8.93	8.08	0.85
3 rd Quarter	8.43	6.08	2.35
4 th Quarter	8.14	5.67	2.47
<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

*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.*

**TABLE 3 - Existing Job Vacancies in Agricultural and Non-Agricultural Enterprises
by Major Industry Group, National Capital Region: 1st Quarter 2016**

MAJOR INDUSTRY GROUP	Number of Job Vacancies
ALL INDUSTRIES	62,998
Agriculture	250
Industry	8,874
Mining and quarrying	52
Manufacturing	4,255
Electricity, gas, steam and air conditioning supply	339
Water supply; sewerage, waste management and remediation activities	18
Construction	4,209
Services	53,873
Wholesale and retail trade; repair of motor vehicles and motorcycles	8,367
Transportation and storage	4,171
Accommodation and food service activities	3,186
Information and communication	4,074
Financial and insurance activities	5,521
Real estate activities	1,135
Professional, scientific and technical activities	2,355
Administrative support service activities	19,906
Education	2,881
Human health and social work activities	1,274
Arts, entertainment and recreation	435
Other service activities	567

Note: Details may not add up to total due to rounding.

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

**Table 1 - Labor Turnover Rates in Agricultural and Non-Agricultural Enterprises
by Major Industry Group, National Capital Region: 2nd Quarter 2016**

MAJOR INDUSTRY GROUP	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
Total	12.43	10.13	2.30	8.86	3.57	7.33	2.80
Agriculture, Forestry, and Fishing Industry	8.81	4.22	4.59	4.81	4.00	1.98	2.24
Mining and Quarrying	7.46	4.07	3.40	3.43	4.03	2.31	1.76
Manufacturing	6.53	4.60	1.93	3.13	3.40	1.89	2.71
Electricity, Gas, Steam and Air Conditioning Supply	1.18	2.35	(1.17)	0.32	0.86	1.15	1.20
Water Supply	5.58	4.06	1.52	3.75	1.83	1.52	2.54
Construction	8.71	17.07	(8.36)	5.42	3.29	7.47	9.60
Services	13.15	10.27	2.88	9.54	3.61	7.80	2.47
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	9.36	6.30	3.06	2.37	6.99	3.28	3.02
Transportation and Storage	7.80	4.94	2.87	4.61	3.20	4.01	0.92
Accommodation and Food Service Activities	16.53	14.04	2.50	7.23	9.31	8.27	5.77
Information and Communication	9.43	4.98	4.45	7.98	1.45	3.43	1.55
Financial and Insurance Activities	10.04	4.94	5.10	5.66	4.38	3.96	0.98
Real Estate Activities	4.92	5.30	(0.38)	2.10	2.82	4.10	1.20
Professional, Scientific and Technical Activities	5.25	5.13	0.12	2.48	2.78	4.37	0.76
Administrative and Support Service Activities	17.09	14.68	2.41	15.18	1.91	11.95	2.72
Education	14.03	7.96	6.08	4.54	9.49	3.94	4.02
Human Health and Social Work Activities	11.77	9.59	2.18	8.13	3.64	4.38	5.21
Arts, Entertainment and Recreation	4.07	3.28	0.78	1.74	2.33	2.16	1.13
Other Service Activities	7.90	3.54	4.36	3.75	4.15	3.05	0.48

Note: Details Turnover Survey, 2nd Quarter 2016

Source of data: Philippine Statistics Authority, Labor Turnover Survey

**TABLE 2 – Labor Turnover Rates by Year and Quarter,
National Capital Region: 2008–2nd Quarter 2016**

YEAR/QUARTER	Accession Rate	Separation Rate	Labor Turnover Rate (Percent Difference)
<u>2016</u>			
1 st Quarter	7.87	6.91	0.96
2 nd Quarter	12.43	10.13	2.30
<u>2015</u>			
1 st Quarter	10.70	10.17	0.53
2 nd Quarter	10.75	9.59	1.15
3 rd Quarter	11.07	7.87	3.20
4 th Quarter	8.50	7.88	0.62
<u>2014</u>			
1 st Quarter	10.06	9.47	0.59
2 nd Quarter	11.47	10.59	0.88
3 rd Quarter	13.11	10.76	2.35
4 th Quarter	9.31	8.29	1.02
<u>2013</u>			
1 st Quarter	7.49	7.51	(0.02)
2 nd Quarter	8.77	6.28	2.49
3 rd Quarter	8.37	5.99	2.38
4 th Quarter	8.86	5.64	3.22
<u>2012</u>			
1 st Quarter	8.10	7.47	0.63
2 nd Quarter	8.93	8.08	0.85
3 rd Quarter	8.43	6.08	2.35
4 th Quarter	8.14	5.67	2.47
<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

*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.*

**Table 3 - Existing Job Vacancies in Agricultural and Non-Agricultural Enterprises
by Major Industry Group, National Capital Region: 2nd Quarter 2016**

MAJOR INDUSTRY GROUP	Number of Job Vacancies
ALL INDUSTRIES	63,252
Agriculture, Forestry, and Fishing	239
Industry	8,105
Mining and Quarrying	29
Manufacturing	4,408
Electricity, Gas, Steam and Air Conditioning Supply	354
Water Supply	135
Construction	3,179
Services	54,909
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	13,243
Transportation and Storage	3,056
Accommodation and Food Service Activities	3,105
Information and Communication	3,135
Financial and Insurance Activities	8,495
Real Estate Activities	1,446
Professional, Scientific and Technical Activities	2,081
Administrative and Support Service Activities	16,494
Education	1,770
Human Health and Social Work Activities	631
Arts, Entertainment and Recreation	240
Other Service Activities	1,213

Note: Details may not add up to total due to rounding.

Source of data: Philippine Statistics Authority, Labor Turnover Survey

Table 1 - LABOR TURNOVER RATES IN AGRICULTURAL AND NON-AGRICULTURAL ENTERPRISES
BY MAJOR INDUSTRY, NATIONAL CAPITAL REGION: 3rd Quarter 2016

Industry	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
Total	14.10	10.43	3.67	10.88	3.22	7.94	2.49
Agriculture, Forestry, and Fishing Industry	5.29	6.12	(0.83)	1.58	3.70	1.47	4.64
Mining and Quarrying	6.41	3.17	3.24	4.08	2.34	1.22	1.95
Manufacturing	6.44	4.42	2.02	3.81	2.63	1.74	2.68
Electricity, Gas, Steam and Air Conditioning Supply	2.80	4.61	(1.80)	1.00	1.80	1.34	3.27
Water Supply; Sewerage Waste Management and Remediation Activities	5.74	5.68	0.05	2.84	2.90	2.12	3.57
Construction	7.50	8.14	(0.64)	5.33	2.18	2.84	5.31
Services	15.08	11.05	4.03	11.77	3.32	8.71	2.34
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	8.18	7.06	1.12	2.24	5.95	2.87	4.19
Transportation and Storage	25.67	4.87	20.79	23.51	2.16	3.75	1.13
Accommodation and Food Service Activities	17.51	11.49	6.02	6.29	11.22	9.47	2.01
Information and Communication	5.12	4.53	0.59	3.58	1.54	4.07	0.47
Financial and Insurance Activities	6.71	4.01	2.71	1.90	4.81	3.17	0.84
Real Estate Activities	5.01	3.21	1.80	3.72	1.29	3.12	0.09
Professional, Scientific and Technical Activities	6.92	6.05	0.87	2.76	4.16	4.42	1.63
Administrative and Support Service Activities	21.69	16.59	5.10	19.74	1.95	14.05	2.54
Education	3.41	3.85	(0.44)	1.84	1.57	1.25	2.60
Human Health and Social Work Activities	8.03	6.65	1.38	3.74	4.29	2.99	3.66
Arts, Entertainment and Recreation	5.08	3.58	1.51	2.52	2.57	2.72	0.86
Other Service Activities	9.72	4.85	4.87	3.15	6.58	4.37	0.48

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 3rd Quarter 2016.

**Table 2 – LABOR TURNOVER RATES BY YEAR AND QUARTER,
NATIONAL CAPITAL REGION: 2008–3rd QUARTER 2016**

YEAR/QUARTER	Accession Rate	Separation Rate	Labor Turnover Rate (Percent Difference)
<u>2016</u>			
1 st Quarter	7.87	6.91	0.96
2 nd Quarter	12.43	10.13	2.30
3 rd Quarter	14.10	10.43	3.67
<u>2015</u>			
1 st Quarter	10.70	10.17	0.53
2 nd Quarter	10.75	9.59	1.15
3 rd Quarter	11.07	7.87	3.20
4 th Quarter	8.50	7.88	0.62
<u>2014</u>			
1 st Quarter	10.06	9.47	0.59
2 nd Quarter	11.47	10.59	0.88
3 rd Quarter	13.11	10.76	2.35
4 th Quarter	9.31	8.29	1.02
<u>2013</u>			
1 st Quarter	7.49	7.51	(0.02)
2 nd Quarter	8.77	6.28	2.49
3 rd Quarter	8.37	5.99	2.38
4 th Quarter	8.86	5.64	3.22
<u>2012</u>			
1 st Quarter	8.10	7.47	0.63
2 nd Quarter	8.93	8.08	0.85
3 rd Quarter	8.43	6.08	2.35
4 th Quarter	8.14	5.67	2.47
<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

*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.*

**Table 3 - EXISTING JOB VACANCIES IN AGRICULTURAL AND NON-AGRICULTURAL ENTERPRISES
BY MAJOR INDUSTRY GROUP, NATIONAL CAPITAL REGION: 3rd Quarter 2016**

Industry	Number
ALL INDUSTRIES	58,048
Agriculture, Forestry, and Fishing	184
Industry	6,517
Mining and Quarrying	33
Manufacturing	3,366
Electricity, Gas, Steam and Air Conditioning Supply	453
Water Supply; Sewerage Waste Management and Remediation Activities	48
Construction	2,616
Services	51,347
Wholesale and Retail Trade; Repair of Motor Vehicles, and Motorcycles	9,749
Transportation and Storage	3,959
Accommodation and Food Service Activities	2,384
Information and Communication	2,321
Financial and Insurance Activities	4,329
Real Estate Activities	371
Professional, Scientific and Technical Activities	2,574
Administrative and Support Service Activities	22,795
Education	587
Human Health and Social Work Activities	1,040
Arts, Entertainment and Recreation	343
Other Service Activities	894

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 3rd Quarter 2016.

**Table 1 – LABOR TURNOVER RATES BY YEAR AND QUARTER, NATIONAL CAPITAL
REGION: 2008-4TH Quarter 2016**

YEAR/QUARTER		Accession Rate	Separation Rate	Labor Turnover Rate (Percent Difference)
2016				
	1 st Quarter	7.87	6.91	0.96
	2 nd Quarter	12.43	10.13	2.30
	3 rd Quarter	14.10	10.43	3.67
	4 th Quarter	11.14	7.79	3.36
2015				
	1 st Quarter	10.70	10.17	0.53
	2 nd Quarter	10.75	9.59	1.15
	3 rd Quarter	11.07	7.87	3.20
	4 th Quarter	8.50	7.88	0.62
2014				
	1 st Quarter	10.06	9.47	0.59
	2 nd Quarter	11.47	10.59	0.88
	3 rd Quarter	13.11	10.76	2.35
	4 th Quarter	9.31	8.29	1.02
2013				
	1 st Quarter	7.49	7.51	(0.02)
	2 nd Quarter	8.77	6.28	2.49
	3 rd Quarter	8.37	5.99	2.38
	4 th Quarter	8.86	5.64	3.22
2012				
	1 st Quarter	8.10	7.47	0.63
	2 nd Quarter	8.93	8.08	0.85
	3 rd Quarter	8.43	6.08	2.35
	4 th Quarter	8.14	5.67	2.47
2011				
	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
2010				
	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
2009				
	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
2008				
	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

Note: Labor turnover rate may not equal to the differences of accession rate and separation rate due to rounding.

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

**Table 2 - LABOR TURNOVER RATES IN AGRICULTURAL AND NON-AGRICULTURAL ENTERPRISES
BY MAJOR INDUSTRY, NATIONAL CAPITAL REGION: 4th Quarter 2016**

Industry	Total			Accession		Separation	
	Accession	Separation	Percent Difference	Expansion	Replacement	Employee-Initiated	Employer-Initiated
Total	11.14	7.79	3.36	8.36	2.78	5.53	2.26
Agriculture, Forestry, and Fishing Industry	4.18	3.52	0.66	2.22	1.96	1.12	2.40
Mining and Quarrying	6.19	16.09	(9.90)	3.63	2.56	1.30	14.79
Manufacturing	4.92	3.62	1.30	3.08	1.85	1.60	2.02
Electricity, Gas, Steam and Air Conditioning Supply	1.40	1.50	(0.11)	0.85	0.54	0.67	0.83
Remediation Activities	3.21	4.06	(0.86)	2.17	1.04	1.09	2.97
Construction	9.04	5.86	3.18	6.56	2.48	2.31	3.54
Services	11.80	8.22	3.58	8.92	2.88	6.02	2.20
Wholesale and Retail Trade; Repair of Motor Vehicles, Motorcycles	17.23	5.74	11.49	12.55	4.68	2.94	2.80
Transportation and Storage	3.49	5.14	(1.65)	1.71	1.78	2.82	2.32
Accommodation and Food Service Activities	13.08	9.71	3.37	3.60	9.48	5.75	3.96
Information and Communication	4.07	5.30	(1.23)	2.14	1.93	3.48	1.82
Financial and Insurance Activities	5.46	4.77	0.69	1.06	4.39	2.95	1.82
Real Estate Activities	5.63	1.90	3.73	4.22	1.42	1.58	0.32
Professional, Scientific and Technical Activities	5.47	4.68	0.80	2.98	2.49	4.15	0.52
Administrative and Support Service Activities	14.38	11.67	2.71	12.53	1.86	9.23	2.44
Education	3.27	1.03	2.24	1.52	1.75	0.60	0.43
Human Health and Social Work Activities	7.56	3.31	4.26	4.80	2.76	2.77	0.53
Arts, Entertainment and Recreation	3.98	3.11	0.87	1.51	2.47	1.69	1.42
Other Service Activities	5.44	2.83	2.61	3.49	1.95	2.52	0.31

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2016.

**Table 3 - EXISTING JOB VACANCIES IN AGRICULTURAL AND NON-AGRICULTURAL ENTERPRISES
BY MAJOR INDUSTRY GROUP, NATIONAL CAPITAL REGION: 4th Quarter 2016**

Industry	Number
ALL INDUSTRIES	57,015
Agriculture, Forestry, and Fishing	202
Industry	5,690
Mining and Quarrying	16
Manufacturing	2,713
Electricity, Gas, Steam and Air Conditioning Supply	315
Water Supply; Sewerage Waste Management and Remediation Activities	75
Construction	2,571
Services	51,123
Wholesale and Retail Trade; Repair of Motor Vehicles, and Motorcycles	9,987
Transportation and Storage	3,420
Accommodation and Food Service Activities	4,012
Information and Communication	3,808
Financial and Insurance Activities	5,869
Real Estate Activities	545
Professional, Scientific and Technical Activities	5,524
Administrative and Support Service Activities	14,738
Education	827
Human Health and Social Work Activities	1,234
Arts, Entertainment and Recreation	202
Other Service Activities	955

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

Source: Philippine Statistics Authority, Labor Turnover Survey, 4th Quarter 2016.



REPUBLIC OF THE PHILIPPINES
PHILIPPINE STATISTICS AUTHORITY

PR No. 2017- 09

DATE OF RELEASE

31 January 2017

Labor Turnover Statistics, 3rd Quarter 2016
National Capital Region (NCR)

Table 1. Labor Turnover Rate, NCR:
3rd Quarter 2015 & 2nd – 3rd Quarters 2016

Statistics	2015	2016	
	Q3	Q2	Q3
Accession Rate (%)	11.07	12.43	14.10
Separation Rate (%)	7.87	10.13	10.43
Labor Turnover Rate (%)	3.20	2.30	3.67

Source: Philippine Statistics Authority

Labor turnover in the National Capital Region (NCR) rose by 3.67 percent in the third quarter of 2016. This implies that 37 workers per 1,000 employed were added to the workforce of the 14,212 total enterprises. Overall employment during the period was estimated at 3,335,477.

The accession rate at 14.10 percent, which is the percentage of the number of workers hired (due to either expansion or replacement) to the total employed, meant that 141 workers per 1,000 employed were newly hired. Employment gains were noted in the industry and services sectors.

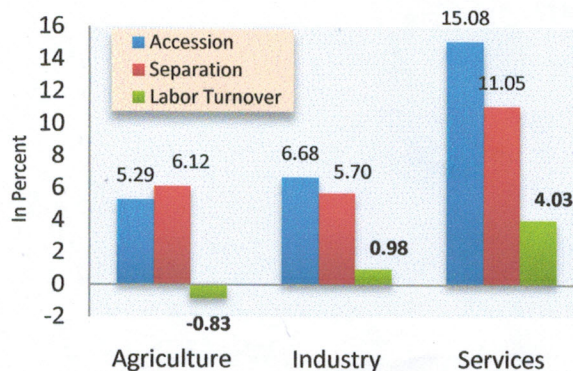
On the other hand, separation rate in establishments based in Metro Manila went up to 10.43 percent or 104 workers per 1,000 employed who were either laid off or quit their jobs. Employment losses were observed in the agriculture sector.

Agriculture, Forestry and Fishing sector labor turnover rate was recorded at 0.83 percent. Accessions and separation of workers were reported at 5.29 percent and 6.12 percent, respectively.

Meanwhile, labor turnover rate in the **industry sector** was registered at 0.98 percent with accession rate placed at 6.68 percent and separation rate at 5.70 percent. Employment growth were noted in mining and quarrying, manufacturing and water supply.

The **services sector** registered the highest accession rate of 15.08 percent and separation rate of 11.05 percent. This resulted to a labor turnover rate of 4.03 percent. The high employment gain was primarily contributed by transportation and storage at 20.79 percent. On the contrary, growth in education slowed down by 0.44 percent.

Figure 1. Labor Turnover Rates by Major Sector, National Capital Region: 3rd Quarter 2016



Lisa Grace S. Bersales

LISA GRACE S. BERSALES, Ph.D.

National Statistician and Civil Registrar General

P
R
E
S
S

R
E
L
E
A
S
E

P
R
E
S
S

R
E
L
E
A
S
E

Labor Turnover Statistics, 4th Quarter 2016 **National Capital Region (NCR)**

Labor turnover in the National Capital Region (NCR) remained positive at 3.36% in the fourth quarter of 2016. Though slightly lower than the employment growth in the previous quarter, this is a marked improvement from the 0.62 percent labor turnover rate in the same period in 2015.

This meant that for every 1,000 employed, 34 workers were added to the workforce of the 14,164 total enterprises. Total employment was estimated at 3,439,369 during the period.

Accession rate due to either expansion or replacement was registered at 11.14 percent or 111 workers for every 1,000 employed joined the workforce.

Meanwhile, separation rate in enterprises declined by 0.9 percentage point from the previous year at 7.79 percent which implies that for every 1,000 employed, 78 workers were either terminated or quit their jobs.

All major sectors recorded higher accession rates than separation rates for the period resulting to positive sectoral labor turnover rates. This indicates a turn around from the previous year's performance of negative labor turnover rates for agriculture (-6.21%) and industry (-0.92%) and from a minimal rate of 0.93 percent for services sector.

Agriculture, Forestry and Fishing sector posted a labor turnover rate of 0.66 percent wherein accession and separation of workers were recorded at 4.18 percent and 3.52 percent, respectively.

Labor turnover rate of the **Industry sector** was recorded at 1.70 percent with accession rate of 6.24 percent and separation rate of 4.55 percent. This was a result of the employment gains in construction (3.18%) and manufacturing (1.30%) which offset the losses registered in mining and quarrying (-9.90%), water supply (-0.86%) and electricity, gas, steam and air conditioning supply (-0.11%).

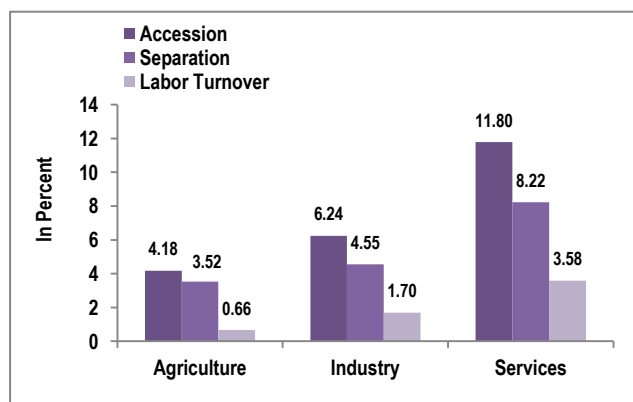
Among the three sectors, the **Services** posted the highest labor turnover rate as accession rate (11.80%) outpaced separation rate (8.22%) by 3.58 percentage points. Almost all industries under this sector recorded gains except for transportation and storage (-1.65%) and information and communication (-1.23%). Highest labor turnover rate was recorded in the wholesale and retail trade industry at 11.49 percent.

Table 1: Labor Turnover Rate, NCR:
4th Quarter 2015 & 3rd – 4th Quarter 2016

Statistics	2015	2016	
	Q4	Q3	Q4
Accession Rate (%)	8.50	14.10	11.14
Separation Rate (%)	7.88	10.43	7.79
Labor Turnover Rate (%)	0.62	3.67	3.36

Source: Philippine Statistics Authority.

Figure 1: Labor Turnover Rates by Major Sector, National Capital Region: 4th Quarter 2016



FOR THE NATIONAL STATISTICIAN:

ROMEO S. RECIDE
(Deputy National Statistician, SSO)
Officer-in-Charge