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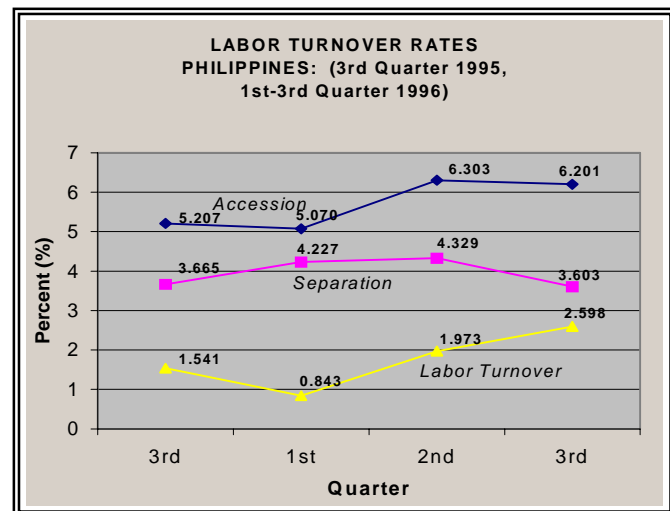
April 1997

LABOR TURNOVER STATISTICS

Third Quarter 1996

1. Employment in the establishment sector improved considerably during the third quarter of 1996. Driven by the strong economic performance during the quarter, job increases in the non-agricultural establishment sector was a sign that the robust economy in 1995 was carrying into this year.

2. Measured in terms of labor turnover rates, employment in the non-agricultural establishment sector soared to unprecedented 2.6 percent growth, the highest ever recorded since 1989. Overall accession rate exceeded separation rate, 6.2 percent and 3.6 percent, respectively. Translated in absolute terms, this implies that an average of 26 workers per 1,000 employed were added to the establishments workforce as some 62 workers per 1,000 employed were hired while 36 workers per 1,000 employed were either separated or quit their jobs.

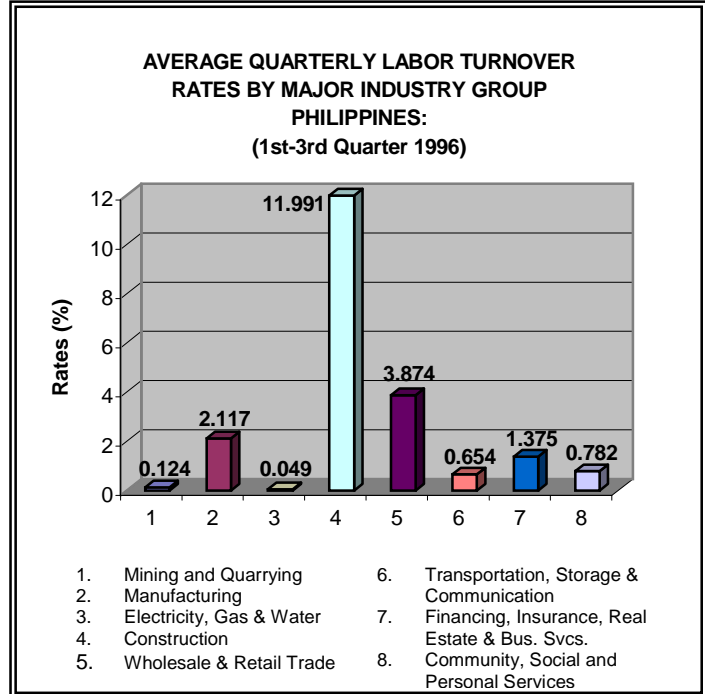


REASONS FOR ACCESSION AND SEPARATION

3. Accession due to replacement of workers (3.6%) still constituted the bulk in hiring while accession due to expansion of business activities accounted for 2.6 percent. On the other hand, employee-initiated separations were at par with employer-initiated separations at 1.9 percent and 1.7 percent, respectively.

SECTORAL PERFORMANCE

4. Contributing to this quarter's strong employment performance was the continuous boom in construction activities, both in real estate and infrastructure projects since 1995. Reflective of the continuing construction boom was the substantial expansion in construction activities in four regions which brought employment growth rate to 12.0 percent from 1.9 percent recorded during the same quarter in 1995. Increased construction activities in the following regions contributed to the overall employment growth in this sector, namely: National Capital Region (13.4%), Region II (36.7%); Region IX (4.6%) and Region XI (7.4%).

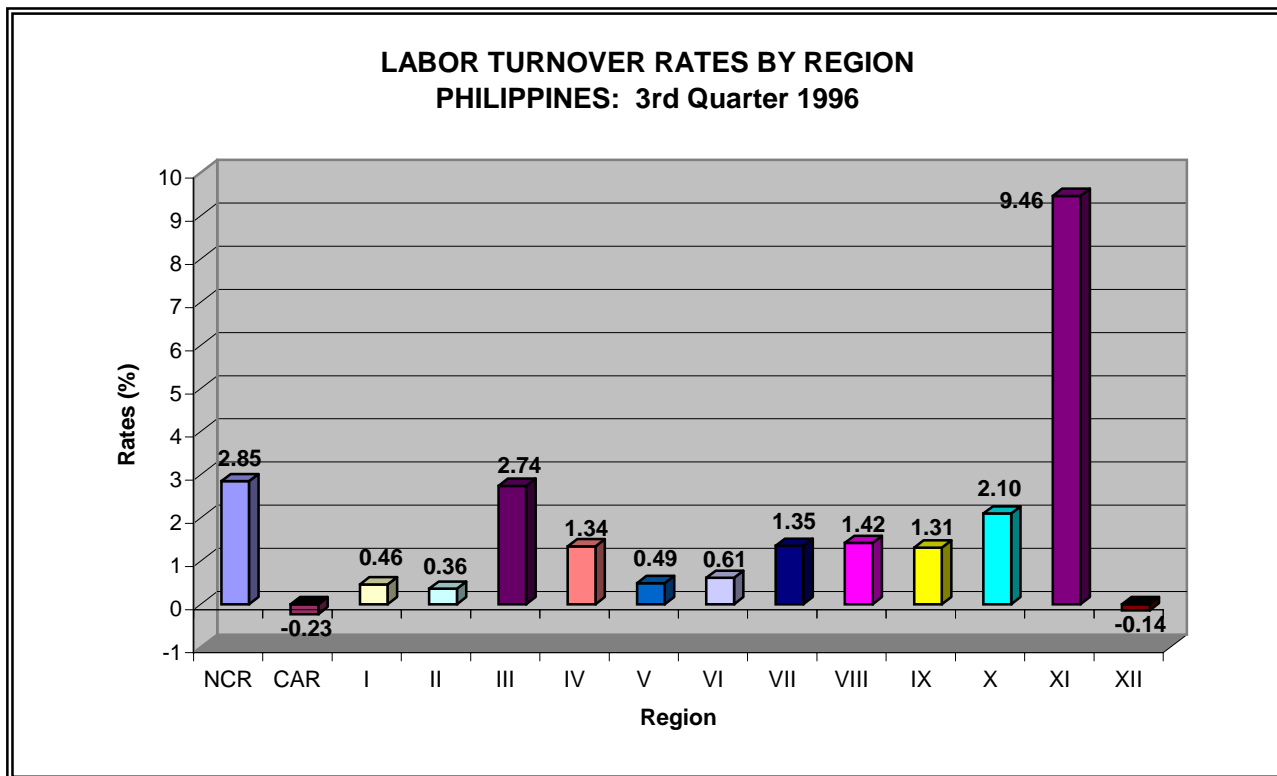


5. The wholesale and retail trade and the manufacturing sectors likewise displayed respectable growth rates, 3.9 percent and 2.1 percent, respectively.
6. Worthy of note was the performance of the mining and quarrying sector which experienced employment setback due to the Marcopper incident. From -1.3 percent growth rate during the previous year, this sector slightly recovered during the third quarter of 1996 as employment registered a 0.1 percent growth rate.
7. Compared to the previous quarter's performance, all sectors recorded positive employment growth, although slump in employment were posted by electricity, gas and water (less than 0.1%); transportation, storage and communication (0.6%) and community, social and personal services (0.8%).

REGIONAL PERFORMANCE

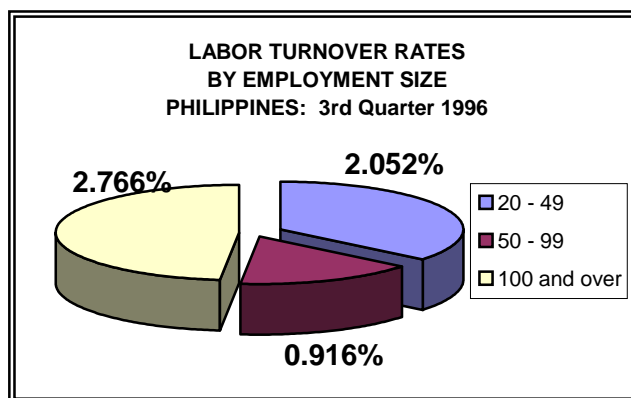
8. For two consecutive quarters, employment upturn was registered by Region XI (9.5%) which is the focal area of BIMP-EAGA. In particular, a substantial growth was recorded in the manufacturing sector (24.4%) and the mining and quarrying sector (14.7%). Other regions which displayed respectable employment gains were the National Capital Region (2.8%), Region III (2.7%), Region X (2.1%) and Region VII (1.3%).
9. The Cordillera Administrative Region continued to experience employment slump, as turnover rate dipped down to -0.2 percent during the period under review, from -0.54 percent of the same quarter last year. Meanwhile, Region XII continued to plunge further posting a negative growth of 0.1 percent.

10. Small regions posted a substantial drop in employment growth rates compared to the previous quarter, namely: Region I (1.5% to 0.5%); Region V (2.3% to 0.5%) and Region IX (3.8% to 1.3%).



Employment Size

11. Employment gainers were confined mainly among large establishments (with 100 and over workers) and small establishments (with 20 to 49 workers). Labor turnover rates were recorded at 2.8 percent and 2.0 percent, respectively. On the other hand, sluggish employment growth rate was posted by establishments employing 50 to 99 workers, at measly 1.0 percent.



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**TABLE 1.0 - ESTIMATED LABOR TURNOVER RATES BY YEAR AND QUARTER
PHILIPPINES: 1995 - 1996**

Indicator	1995				1996 ^P		
	First Quarter	Second Quarter	Third Quarter	Fourth Quarter	First Quarter	Second Quarter	Third Quarter
ACCESSION RATE	5.387	5.970	5.207	5.318	5.070	6.303	6.201
Expansion	1.948	2.047	1.931	2.023	1.760	1.794	2.603
Replacement	3.438	3.923	3.275	3.295	3.309	4.509	3.597
SEPARATION RATE	4.411	4.497	3.665	3.687	4.227	4.329	3.603
Employee-Initiated	2.329	2.332	1.995	2.077	2.256	2.403	1.896
Employer-Initiated	2.081	2.165	1.670	1.610	1.970	1.927	1.706
PERCENT DIFFERENCE	0.975	1.472	1.541	1.631	0.843	1.973	2.598

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

P Preliminary.

Source of data: Bureau of Labor and Employment Statistics and National Statistics Office, Employment, Hours and Earnings Survey (EHES).

**TABLE 1.1 - ESTIMATED LABOR TURNOVER RATES BY MAJOR INDUSTRY GROUP
PHILIPPINES: THIRD QUARTER 1996
(Preliminary Estimates)**

Major Industry Group	Accession Rate			Separation Rate			Percent Difference
	Total	Expansion	Replacement	Total	Employee-Initiated	Employer-Initiated	
TOTAL NON-AGRICULTURE	6.201	2.603	3.597	3.603	1.896	1.706	2.598
Mining and Quarrying	3.604	2.439	1.164	3.480	0.835	2.644	0.124
Manufacturing	6.806	2.006	4.799	4.688	2.453	2.235	2.117
Electricity, Gas and Water	0.973	0.824	0.148	0.923	0.155	0.768	0.049
Construction	14.773	12.978	1.794	2.781	0.756	2.025	11.991
Wholesale and Retail Trade	10.736	1.987	8.748	6.861	3.712	3.148	3.874
Transportation, Storage and Communication	2.576	1.119	1.456	1.922	1.113	0.809	0.654
Financing, Insurance, Real Estate and Business Services	3.766	1.767	1.998	2.390	1.480	0.910	1.375
Community, Social and Personal Services	2.193	0.585	1.607	1.411	1.017	0.393	0.782

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

Source of data: Bureau of Labor and Employment Statistics and National Statistics Office, Employment, Hours and Earnings Survey (EHES).

**TABLE 1.1A - ESTIMATED LABOR TURNOVER RATES BY MAJOR INDUSTRY GROUP
PHILIPPINES: 1995 (3rd Quarter) and 1996 (2nd and 3rd Quarters)**

Major Industry Group	Accession Rate			Separation Rate			Labor Turnover (Percent Difference)		
	1995	1996 ^P		1995	1996 ^P		1995	1996 ^P	
	Third Quarter	Second Quarter	Third Quarter	Third Quarter	Second Quarter	Third Quarter	Third Quarter	Second Quarter	Third Quarter
TOTAL NON-AGRICULTURE	5.207	6.303	6.201	3.665	4.329	3.603	1.541	1.973	2.598
Mining and Quarrying	1.832	2.497	3.604	3.127	3.062	3.480	(1.294)	(0.565)	0.124
Manufacturing	6.403	6.546	6.806	5.120	5.210	4.688	1.283	1.336	2.117
Electricity, Gas and Water	1.546	1.200	0.973	0.741	0.768	0.923	0.805	0.432	0.049
Construction	6.270	9.554	14.773	4.355	3.248	2.781	1.915	6.306	11.991
Wholesale and Retail Trade	7.081	13.842	10.736	5.459	10.776	6.861	1.621	3.065	3.874
Transportation, Storage and Communication	2.159	3.455	2.576	1.858	1.897	1.922	0.301	1.557	0.654
Financing, Insurance, Real Estate and Business Services	5.070	3.356	3.766	2.367	2.459	2.390	2.702	0.897	1.375
Community, Social and Personal Services	3.382	4.275	2.193	1.480	2.305	1.411	1.902	1.970	0.782

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

P Preliminary.

*Source of data: Bureau of Labor and Employment Statistics and National Statistics Office,
Employment, Hours and Earnings Survey (EHES).*

TABLE 1.2 – ESTIMATED LABOR TURNOVER RATES BY REGION, PHILIPPINES
1995 (3rd Quarter) and 1996 (2nd and 3rd Quarters)

Region	Accession Rate			Separation Rate			Labor Turnover (Percent Difference)		
	1995	1996 ^P		1995	1996 ^P		1995	1996 ^P	
	Third Quarter	Second Quarter	Third Quarter	Third Quarter	Second Quarter	Third Quarter	Third Quarter	Second Quarter	Third Quarter
PHILIPPINES	5.207	6.303	6.201	3.665	4.329	3.603	1.541	1.973	2.598
National Capital Region	5.640	7.059	6.553	3.637	4.562	3.708	2.002	2.496	2.845
Cordillera Administrative Region	1.874	2.647	1.409	2.415	1.638	1.642	(0.540)	1.009	(0.232)
Region I	1.573	3.435	1.371	2.428	1.978	0.910	(0.855)	1.456	0.460
Region II	2.322	1.549	0.579	0.427	0.820	0.224	1.894	0.729	0.355
Region III	5.504	4.265	7.387	5.539	4.292	4.646	(0.034)	(0.027)	2.740
Region IV	5.418	7.011	6.754	5.771	5.433	5.418	(0.352)	1.577	1.335
Region V	2.730	5.494	5.288	1.464	3.148	4.793	1.265	2.345	0.494
Region VI	2.826	2.261	1.976	1.350	4.504	1.366	1.476	(2.242)	0.609
Region VII	3.986	2.918	3.235	3.378	3.115	1.890	0.607	(0.196)	1.345
Region VIII	0.548	1.171	2.887	0.481	0.947	1.468	0.067	0.223	1.418
Region IX	1.615	5.912	2.482	1.256	2.079	1.169	0.358	3.833	1.312
Region X	4.553	4.827	4.266	2.706	4.167	2.164	1.847	0.660	2.101
Region XI	6.465	11.467	14.082	2.944	4.503	4.623	3.520	6.963	9.458
Region XII	1.724	2.528	2.888	2.347	2.661	3.032	(0.622)	(0.132)	(0.143)

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

P Preliminary

Source of data: Bureau of labor and Employment Statistics and National Statistics Office, Employment, Hours and Earnings survey (EHES)

TABLE 1.2A – ESTIMATED LABOR TURNOVER RATES BY MAJOR INDUSTRY GROUP AND REGION
PHILIPPINES: THIRD QUARTER 1996
(Preliminary Estimates)

Region	Major Industry Group								
	Total Non-Agriculture	Mining and Quarrying	Manufacturing	Electricity, Gas and Water	Construction	Wholesale and Retail Trade	Transportation, Storage and Communication	Financing, Insurance, Real Estate and Bus. Svcs.	Community, Social and Personal Svcs.
PHILIPPINES									
Accession Rate	6.201	3.604	6.806	0.973	14.773	10.736	2.576	3.766	2.193
Separation Rate	3.603	3.480	4.688	0.923	2.781	6.861	1.922	2.390	1.411
Percent Difference	2.598	0.124	2.117	0.049	11.991	3.874	0.654	1.375	0.782
National Capital Region									
Accession Rate	6.553	5.660	5.264	*	16.163	12.986	3.366	3.903	2.346
Separation Rate	3.708	*	4.735	*	2.781	8.225	2.411	2.502	1.564
Percent Difference	2.845	5.660	0.529	*	13.382	4.761	0.954	1.401	0.781
Cordillera Administrative Region									
Accession Rate	1.409	0.160	1.170	4.379	1.871	*	0.326	0.189	3.485
Separation Rate	1.642	1.550	1.639	3.649	*	*	1.960	*	1.679
Percent Difference	(0.232)	(1.389)	(0.468)	0.729	1.871	*	(1.633)	0.189	1.806
Region I									
Accession Rate	1.371	*	*	0.290	*	0.074	0.493	0.573	4.851
Separation Rate	0.910	*	0.074	0.207	*	0.074	0.394	*	3.234
Percent Difference	0.460	*	(0.074)	0.082	*	0.000	0.098	0.573	1.617
Region II									
Accession Rate	0.579	*	*	0.468	36.734	*	*	*	0.383
Separation Rate	0.224	*	*	0.234	*	*	*	*	0.493
Percent Difference	0.355	*	*	0.234	36.734	*	*	*	0.109
Region III									
Accession Rate	7.387	2.789	10.882	0.470	*	2.594	2.907	1.696	3.412
Separation Rate	4.646	0.676	7.294	0.183	2.501	0.550	0.330	0.070	1.105
Percent Difference	2.740	2.113	3.587	0.287	(2.501)	2.044	2.276	1.625	2.307
Region IV									
Accession Rate	6.754	7.551	7.727	0.974	1.396	9.000	0.288	2.728	1.459
Separation Rate	5.418	7.982	6.007	1.276	2.061	6.157	2.305	1.364	2.344
Percent Difference	1.335	(0.431)	1.719	(0.301)	(0.664)	2.842	(2.014)	1.364	(0.884)

* No responding establishments

TABLE 1.2A – ESTIMATED LABOR TURNOVER RATES BY MAJOR INDUSTRY GROUP AND REGION
PHILIPPINES: THIRD QUARTER 1996 (CONT'D)
(Preliminary Estimates)

Region	Major Industry Group								
	Total Non-Agriculture	Mining and Quarrying	Manufacturing	Electricity, Gas and Water	Construction	Wholesale and Retail Trade	Transportation, Storage and Communication	Financing, Insurance, Real Estate and Bus. Svcs.	Community, Social and Personal Svcs.
Region V									
Accession Rate	5.288	8.891	15.948	2.447	*	8.208	*	3.587	0.825
Separation Rate	4.793	7.792	14.435	2.906	*	3.442	0.549	12.556	0.825
Percent Difference	0.494	1.098	1.513	(0.458)	*	4.766	(0.549)	(8.968)	0.000
Region VI									
Accession Rate	1.976	2.452	1.701	1.431	3.000	6.342	1.258	1.358	1.531
Separation Rate	1.366	3.018	0.905	1.631	1.400	5.317	0.855	0.905	0.781
Percent Difference	0.609	(0.566)	0.795	(0.199)	1.600	1.025	0.403	0.452	0.750
Region VII									
Accession Rate	3.235	0.742	3.811	0.374	3.743	2.707	1.700	2.416	2.421
Separation Rate	1.890	0.247	1.912	0.057	3.407	3.827	0.859	1.235	1.479
Percent Difference	1.345	0.495	1.898	0.316	0.335	(1.119)	0.841	1.181	0.942
Region VIII									
Accession Rate	2.887	*	0.753	0.468	1.870	11.403	*	0.625	3.260
Separation Rate	1.468	*	0.753	*	2.210	5.701	*	1.718	0.362
Percent Difference	1.418	*	0.000	0.468	(0.340)	5.701	*	(1.093)	2.898
Region IX									
Accession Rate	2.482	*	0.708	*	11.666	0.353	1.161	13.506	1.645
Separation Rate	1.169	27.777	0.708	*	7.083	3.299	*	*	0.149
Percent Difference	1.312	(27.777)	0.000	*	4.583	(2.946)	1.161	13.506	1.496
Region X									
Accession Rate	4.266	14.593	2.441	1.276	0.398	19.151	0.860	4.316	0.892
Separation Rate	2.164	10.025	2.332	0.756	3.264	3.470	0.202	0.457	0.281
Percent Difference	2.101	4.568	0.108	0.520	(2.866)	15.681	0.658	3.859	0.610
Region XI									
Accession Rate	14.082	16.000	31.383	*	11.153	6.623	0.482	3.928	1.697
Separation Rate	4.623	1.333	6.946	0.193	3.717	5.606	1.929	4.275	1.410
Percent Difference	9.458	14.666	24.437	(0.193)	7.435	1.017	(1.446)	(0.346)	0.286
Region XII									
Accession Rate	2.888	*	4.075	0.242	*	14.646	0.802	0.905	0.061
Separation Rate	3.032	*	4.432	0.606	*	16.161	*	*	0.495
Percent Difference	(0.143)	*	(0.356)	(0.356)	*	(1.515)	0.802	0.905	(0.433)

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

* No responding establishments

Source of data: Bureau of Labor and Employment Statistics and National Statistics Office,
 Employment, Hours and Earnings Survey (EHES)

**TABLE 1.3 – ESTIMATED LABOR TURNOVER RATES BY EMPLOYMENT SIZE
PHILIPPINES: THIRD QUARTER 1996
(Preliminary Estimates)**

Employment Size	Accession Rate			Separation Rate			Percent Difference
	Total	Expansion	Replacement	Total	Employee-Initiated	Employer-Initiated	
ALL SIZES	6.201	2.603	3.597	3.603	1.896	1.706	2.598
20 – 49	4.355	2.052	2.302	2.302	1.588	0.714	2.052
50 – 99	3.942	2.066	1.876	3.025	1.440	1.585	0.916
100 and over	6.498	2.681	3.816	3.731	1.952	1.779	2.766

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

Source of data: Bureau of Labor and Employment Statistics and National Statistics Office, Employment, Hours and Earnings Survey (EHES).