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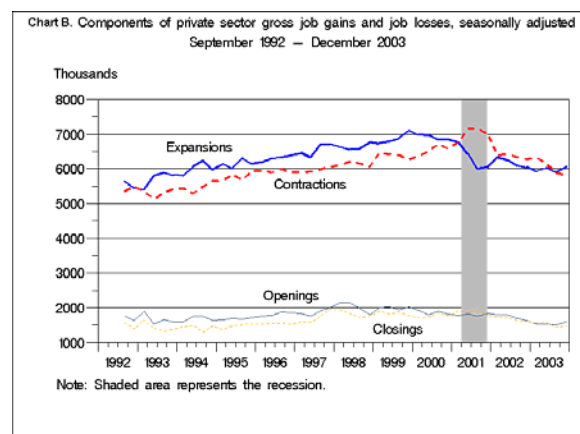
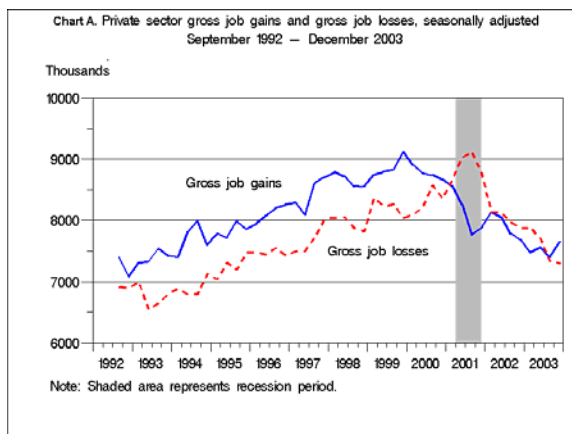
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BUSINESS EMPLOYMENT DYNAMICS: FOURTH QUARTER 2003

From September to December 2003, the number of job gains from opening and expanding establishments in the private sector was 7.6 million, and the number of job losses from closing and contracting establishments was 7.3 million, according to preliminary data released today by the Bureau of Labor Statistics of the U.S. Department of Labor. (See charts A and B.) During the fourth quarter of 2003, job gains rose in most major industry sectors, while job losses declined.



Business Employment Dynamics statistics are derived from the Quarterly Census of Employment and Wages (QCEW), also known as the ES-202 program. Gross job gains are defined as increases in employment resulting from expansions of employment at existing private sector establishments or from the opening of establishments. Gross job losses are defined as declines in employment at existing establishments or from the closing of establishments. The difference between the number of gross jobs gained and the number of gross jobs lost is the net change in employment.

Private Sector Gross Job Gains and Job Losses

Opening and expanding private sector business establishments gained 7.6 million jobs in the fourth quarter of 2003, or 250,000 more than in the third quarter of 2003. Over the quarter, expanding establishments added 6.1 million jobs, while opening establishments added 1.6 million.

Job losses totaled 7.3 million in the fourth quarter of 2003, down by 22,000 from the third quarter of 2003. In the fourth quarter of 2003, contracting establishments lost 5.8 million jobs, while closing establishments accounted for a loss of 1.5 million jobs. (See tables A, 1, 3, and chart B.)

From September to December 2003, gross job gains represented 7.2 percent of private sector employment, an increase of 0.3 percentage point over the previous quarter, while gross job losses remained unchanged at 6.8 percent of private sector employment. (See tables A and 2.) These statistics demonstrate that a sizable number of jobs appear and disappear in the relatively short time frame of one quarter.

Table A. 3-month private sector gross job gains and losses, seasonally adjusted

Category	3 months ended				
	Dec. 2002	Mar. 2003	June 2003	Sept. 2003	Dec. 2003
	Levels (in thousands)				
Gross job gains	7,702	7,472	7,560	7,396	7,646
At expanding establishments	6,059	5,932	6,033	5,897	6,063
At opening establishments	1,643	1,540	1,527	1,499	1,583
Gross job losses	7,877	7,876	7,702	7,324	7,302
At contracting establishments	6,267	6,321	6,138	5,893	5,816
At closing establishments	1,610	1,555	1,564	1,431	1,486
Net employment change ¹	-175	-404	-142	72	344
	As a percent of employment				
Gross job gains	7.1	6.9	7.0	6.9	7.2
At expanding establishments	5.6	5.5	5.6	5.5	5.7
At opening establishments	1.5	1.4	1.4	1.4	1.5
Gross job losses	7.3	7.4	7.2	6.8	6.8
At contracting establishments	5.8	5.9	5.7	5.5	5.4
At closing establishments	1.5	1.5	1.5	1.3	1.4
Net employment change ¹	-0.2	-0.5	-0.2	0.1	0.4

¹ The net employment change is the difference between total gross job gains and total gross job losses. See the Technical Note for further information.

Major Industry Sector Gross Job Gains and Gross Job Losses

During the fourth quarter of 2003, expanding and opening establishments in the goods-producing sector gained 1,665,000 jobs, while contracting and closing establishments lost 1,697,000 jobs, for a net loss of 32,000 jobs. Quarterly job gains in manufacturing rose to 586,000, while job losses dropped to 651,000 jobs, narrowing the net loss in that sector to 65,000 jobs. In construction, job gains increased to 793,000 and job losses decreased to 761,000, for a net gain of 32,000.

Job gains in the service-providing sector totaled 6.0 million jobs, exceeding job losses in that sector by 376,000 jobs. Job gains rose in the fourth quarter in all service-providing sectors except in transportation and warehousing, in utilities, and in financial activities. The information sector gained 172,000 jobs and lost 166,000 jobs for a net increase of 6,000 jobs, the first net job gain since December 2000. (See tables 3 and B.)

Number of Establishments Gaining and Losing Employment

In the fourth quarter of 2003, the number of opening establishments exceeded the number of closing establishments, leading to a net addition of 26,000 units to the number of total active private sector establishments. In the third and fourth quarters of 2003, the number of establishments gaining jobs surpassed the number of establishments losing jobs for the first time since March 2001. During the fourth quarter of 2003, over 1.8 million establishments out of 6.4 million active private sector establishments gained jobs.

Table B. 3-month private sector job gains and losses by industry, seasonally adjusted
(In thousands)

Industry	Gross job gains					Gross job losses				
	3 months ended					3 months ended				
	Dec. 2002	Mar. 2003	June 2003	Sept. 2003	Dec. 2003	Dec. 2002	Mar. 2003	June 2003	Sept. 2003	Dec. 2003
Total private ¹	7,702	7,472	7,560	7,396	7,646	7,877	7,876	7,702	7,324	7,302
Goods-producing.....	1,652	1,692	1,657	1,605	1,665	1,889	1,932	1,897	1,755	1,697
Natural resources and mining.....	294	310	299	272	286	297	309	294	292	285
Construction.....	778	782	811	784	793	800	829	822	762	761
Manufacturing.....	580	600	547	549	586	792	794	781	701	651
Service-providing ¹	6,050	5,780	5,903	5,791	5,981	5,988	5,944	5,805	5,569	5,605
Wholesale trade.....	321	320	314	308	317	348	348	334	323	320
Retail trade.....	1,057	962	1,039	1,019	1,061	1,109	1,060	996	989	1,016
Transportation and warehousing.....	239	227	230	235	227	270	237	283	239	237
Utilities.....	13	15	14	16	14	23	15	19	19	16
Information.....	174	166	153	149	172	208	201	194	185	166
Financial activities.....	488	442	455	444	436	451	428	418	417	462
Professional and business services..	1,422	1,406	1,367	1,356	1,438	1,450	1,469	1,416	1,287	1,302
Education and health services.....	776	760	745	731	744	659	680	698	670	659
Leisure and hospitality.....	1,151	1,083	1,166	1,125	1,161	1,126	1,161	1,105	1,095	1,097
Other services.....	300	296	303	286	288	308	305	305	309	293

¹ Includes unclassified sector, not shown separately.

(See table C.) Of these, 1.5 million were expanding establishments and 348,000 were opening establishments. During the fourth quarter of 2003, nearly 1.8 million establishments lost jobs. Of these, 1.5 million were contracting establishments and 322,000 were closing establishments.

More Information

For seasonally unadjusted data and seasonally adjusted series not presented in this release, please refer to the BLS Web site at <http://www.bls.gov>. For more information, please see the Technical Note of this release or the Business Employment Dynamics Web page at the BLS Web site <http://www.bls.gov/bdm>. Additional information about the Business Employment Dynamics data may be obtained by e-mailing BDMinfo@bls.gov.

Table C. Number of private sector establishments by direction of employment change, seasonally adjusted
(In thousands)

Category	3 months ended				
	Dec. 2002	Mar. 2003	June 2003	Sept. 2003	Dec. 2003
Establishments gaining jobs.....	1,801	1,750	1,788	1,791	1,815
Expanding establishments.....	1,452	1,418	1,457	1,463	1,467
Opening establishments.....	349	332	331	328	348
Establishments losing jobs.....	1,813	1,847	1,801	1,772	1,775
Contracting establishments.....	1,484	1,513	1,473	1,454	1,453
Closing establishments.....	329	334	328	318	322
Net establishment change ¹	20	-2	3	10	26

¹ The net establishment change is the difference between the number of opening establishments and the number of closing establishments. See the Technical Note for further information.

Comparing Business Employment Dynamics Data with Current Employment Statistics and Quarterly Census of Employment and Wages Data

The net change in employment from Business Employment Dynamics (BED) data series will not match the net change in employment from the monthly Current Employment Statistics (CES) survey. The CES estimates are based on monthly surveys from a sample of establishments, while gross job gains and gross job losses are based on a quarterly census of administrative records. In addition, the CES has a different coverage, excluding the agriculture sector but including establishments not covered by the unemployment insurance program. BED data have a more limited scope than the Quarterly Census of Employment and Wages data. The data in this release exclude government employees, private households (NAICS 814110), and establishments with zero employment.

The net over-the-quarter changes derived by aggregating component series in the BED data may be different from the net employment change estimated from the CES seasonally adjusted total employment series. The intended use of the BED statistics is to show the dynamic labor market flows that underlie the net changes in aggregate employment levels; data users who want to track net changes in aggregate employment levels over time should refer to CES data.

See the Technical Note for further information.

Technical Note

The Business Employment Dynamics (BED) data are a product of a federal-state cooperative program known as Quarterly Census of Employment and Wages (QCEW), or the ES-202 program. The BED data are compiled by the U.S. Bureau of Labor Statistics (BLS) from existing quarterly state unemployment insurance (UI) records. Most employers in the U.S. are required to file quarterly reports on the employment and wages of workers covered by UI laws, and to pay quarterly UI taxes. The quarterly UI reports are sent by the State Workforce Agencies (SWAs) to BLS and form the basis of the Bureau’s establishment universe sampling frame. These reports also are used to produce the quarterly QCEW data on total employment and wages and the longitudinal BED data on gross job gains and losses. Other important Bureau uses of the UI reports are in the Current Employment Statistics (CES)

program. (See table below for differences between QCEW, CES, and BED.)

In the BED program, the quarterly UI records are linked across quarters to provide a longitudinal history for each establishment. The linkage process allows the tracking of net employment changes at the establishment level, which in turn allows the estimation of jobs gained at opening and expanding establishments and jobs lost at closing and contracting establishments.

Differences between QCEW, BED, and CES employment measures

The Bureau publishes three different establishment-based employment measures for any given quarter. Each of these measures—QCEW, BED, and CES—makes use of the quarterly

Summary of Major Differences between QCEW, BED, and CES Employment Measures

	QCEW	BED	CES
Source	<ul style="list-style-type: none"> Count of UI administrative records submitted by 8.2 million employers 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 6.4 million private sector employers 	<ul style="list-style-type: none"> Sample survey: 400,000 employers
Coverage	<ul style="list-style-type: none"> UI and UCFE coverage, including all employers subject to state and federal UI laws 	<ul style="list-style-type: none"> UI coverage, excluding government, private households, and establishments with zero employment 	Nonfarm wage and salary jobs: <ul style="list-style-type: none"> UI coverage, excluding agriculture, private households, and self-employed Other employment, including railroads, religious organizations, and other non-UI-covered jobs
Publication frequency	<ul style="list-style-type: none"> Quarterly - 7 months after the end of each quarter 	<ul style="list-style-type: none"> Quarterly - 8 months after the end of each quarter 	<ul style="list-style-type: none"> Monthly - Usually first Friday of following month
Use of UI file	<ul style="list-style-type: none"> Directly summarizes and publishes each new quarter of UI data 	<ul style="list-style-type: none"> Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses 	<ul style="list-style-type: none"> Uses UI file as a sampling frame and annually realigns (benchmarks) sample estimates to first quarter UI levels
Principal products	<ul style="list-style-type: none"> Provides quarterly and annual universe counts of establishments, employment, and wages at the county, MSA, state, and national levels by detailed industry 	<ul style="list-style-type: none"> Provides quarterly employer dynamics data on establishment openings, closings, expansions, and contractions at the national level by NAICS supersectors Future expansions will include data at the county, MSA, and state level and by size of establishment 	<ul style="list-style-type: none"> Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national level by industry
Principal uses	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> - Detailed locality data - Periodic universe counts for benchmarking sample survey estimates - Sample frame for BLS establishment surveys 	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> - Business cycle analysis - Analysis of employer dynamics underlying economic expansions and contractions - Future: employment expansion and contraction by size of establishment 	<ul style="list-style-type: none"> Major uses include: <ul style="list-style-type: none"> - Principal national economic indicator - Official time series for employment change measures - Input into other major economic indicators
Program Web sites	<ul style="list-style-type: none"> www.bls.gov/cew/ 	<ul style="list-style-type: none"> www.bls.gov/bdm/ 	<ul style="list-style-type: none"> www.bls.gov/ces/

UI employment reports in producing data; however, each measure has a somewhat different universe coverage, estimation procedure, and publication product.

Differences in coverage and estimation methods can result in somewhat different measures of over-the-quarter employment change. It is important to understand program differences and the intended uses of the program products. (See table on previous page.) Additional information on each program can be obtained from the program Web sites shown in the table.

Coverage

Employment and wage data for workers covered by state UI and Unemployment Compensation for Federal Employees (UCFE) laws are compiled from quarterly contribution reports submitted to the SWAs by employers. In addition to the quarterly contribution reports, employers who operate multiple establishments within a state complete a questionnaire, called the “Multiple Worksite Report,” which provides detailed information on the location of their establishments. These reports are based on place of employment rather than place of residence. UI and UCFE coverage is broad and basically comparable from state to state.

Major exclusions from UI coverage are self-employed workers, religious organizations, most agricultural workers on small farms, all members of the Armed Forces, elected officials in most states, most employees of railroads, some domestic workers, most student workers at schools, and employees of certain small nonprofit organizations.

Gross job gains and gross job losses in this release are derived from longitudinal histories of over 6.4 million private sector employer reports out of 8.2 million total reports of employment and wages submitted by states to BLS in the first quarter of 2003. Gross job gains and gross job losses data in this release do not report estimates for government employees or private households (NAICS 814110) and do not include establishments with zero employment over three quarters. Data from Puerto Rico and the Virgin Islands also are excluded from the national data. As an illustration, the table below shows, in millions of establishments, the number of establishments excluded from the gross job gains and gross job losses data in the fourth quarter 2002:

Number of active establishments included in Business Employment Dynamics data	
	Millions
Total establishments ES-202 program	8.2
Excluded: Public sector	0.3
Private households	0.5
Zero employment	1.0
Establishments in Puerto Rico and the Virgin Islands	0.0*

Total establishments included in Business
Employment Dynamics data 6.4

*Approximately 48,000 establishments.

Concepts and methodology

The Business Employment Dynamics data measure the net change in employment at the establishment level. These changes come about in one of four ways. A net increase in employment can come from either *opening establishments* or *expanding establishments*. A net decrease in employment can come from either *closing establishments* or *contracting establishments*. *Gross job gains* include the sum of all jobs added at either opening or expanding establishments. *Gross job losses* include the sum of all jobs lost in either closing or contracting establishments. The net change in employment is the difference between gross job gains and gross job losses.

The formal definitions of establishment-level employment changes are as follows:

Openings. These are either establishments with positive third-month employment for the first time in the current quarter, with no links to the prior quarter, or with positive third-month employment in the current quarter following zero employment in the previous quarter.

Expansions. These are establishments with positive employment in the third month in both the previous and current quarters, with a net increase in employment over this period.

Closings. These are either establishments with positive third-month employment in the previous quarter, with no employment or zero employment reported in the current quarter.

Contractions. These are establishments with positive employment in the third month in both the previous and current quarters, with a net decrease in employment over this period.

All establishment-level employment changes are measured from the third month of each quarter. Not all establishments change their employment levels; these establishments count towards estimates of total employment, but not for levels of gross job gains and gross job losses.

Gross job gains and gross job losses are expressed as rates by dividing their levels by the average of employment in the current and previous quarters. This provides a symmetric growth rate. The rates are calculated for the components of gross job gains and gross job losses and then summed to form their respective totals. These rates can be added and subtracted just as their levels can. For instance, the difference between the gross job gains rate and the gross job losses rate is the net growth rate.

The linkage process matches establishments' unique SWA identification numbers (SWA-ID). Between 95 to 97 percent of establishments identified as continuous from quarter to quarter are matched by SWA-ID. The rest are linked in one of three ways. The first method uses predecessor and successor information, identified by the States, which relates records with different SWA-IDs across quarters. Predecessor and successor relations can come about for a variety of reasons,

including a change in ownership, a firm restructuring, or a UI account restructuring. If a match cannot be attained in this manner, a probability-based match is used. This match attempts to identify two establishments with different SWA-IDs as continuous. The match is based upon comparisons such as the same name, address, and phone number. Third, an analyst examines unmatched records individually and makes a possible match.

In order to ensure the highest possible quality of data, SWAs verify with employers and update, if necessary, the industry, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment classification codes resulting from the verification process are introduced with the data reported for the first quarter of the year. Changes resulting from improved employer reporting also are introduced in the first quarter.

Seasonal adjustment

Over the course of a year, the levels of employment and the associated job flows undergo sharp fluctuations due to such seasonal events as changes in the weather, reduced or expanded production, harvests, major holidays, and the opening and closing of schools. The effect of such seasonal variation can be very large.

Because these seasonal events follow a more or less regular pattern each year, their influence can be eliminated by adjusting these statistics from quarter to quarter. These adjustments make nonseasonal developments, such as declines in economic activity, easier to recognize. For example, the large number of youths taking summer jobs is likely to obscure other changes that have taken place in June relative to March, making it difficult to determine if the level of economic activity has risen or declined. However, because the effect of students finishing school in previous years is known, the statistics for the current year can be adjusted to allow for a comparable change. The adjusted figures provide a more useful tool with which to analyze changes in economic activity.

The employment data series for opening, expanding, closing, and contracting establishments are independently seasonally adjusted; net changes are calculated based on the difference between gross job gains and gross job losses. Similarly, the establishment counts data series for opening, expanding, closing, and contracting establishments are independently adjusted, and the net changes are calculated based on the difference between the number of opening and closing establishments. Additionally, establishment and employment levels are independently seasonally adjusted to calculate the seasonally adjusted rates. Concurrent seasonal adjustment is run using X-12 ARIMA. Seasonally adjusted data series for the total private sector are calculated by summing the seasonally adjusted data for all sectors, including the unclassified sector, which is not published separately.

The net over-the-quarter change derived by summing the BED component series will differ from the net employment change estimated from the seasonally adjusted total private employment series from the CES program. The intended use of BED statistics is to show the dynamic labor market changes that underlie the net employment change statistic. As such, data users interested particularly in the net employment change and not in the gross job flows underlying this change should refer to CES data for over-the-quarter net employment changes.

Reliability of the data

Since the data series on Business Employment Dynamics are based on administrative rather than sample data, there are no issues related to sampling error. Nonsampling error, however, still exists. Nonsampling errors can occur for many reasons, such as the employer submitting corrected employment data after the end of the quarter or typographical errors made by businesses when providing information. Such errors, however, are likely to be distributed randomly throughout the dataset.

Changes in administrative data sometimes create complications for the linkage process. This can result in overstating openings and closings while understating expansions and contractions. The BLS continues to refine methods for improving the linkage process to alleviate the effects of these complications.

The BED data series are subject to periodic minor changes based on corrections in QCEW records, updates on predecessors and successors information, and seasonal adjustment revisions.

Additional statistics and other information

Several other programs within BLS produce closely related information. The QCEW program, also known as the ES-202 program, provides both quarterly and annual estimates of employment by state, county, and detailed industry. News releases on quarterly county employment and wages are available upon request from the Division of Administrative Statistics and Labor Turnover, Bureau of Labor Statistics, U.S. Department of Labor, Washington, DC 20212; telephone 202-691-6567; (<http://www.bls.gov/cew/>); (e-mail: QCEWInfo@bls.gov).

The CES program produces monthly estimates of employment, its net change, and earnings by detailed industry. These estimates are part of the Employment Situation report put out monthly by BLS.

The Job Openings and Labor Turnover Survey (JOLTS) program provides monthly measures of job openings, as well as employee hires and separations.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral number: 1-800-877-8339.

Table 1. Private sector gross job gains and job losses, seasonally adjusted
(In thousands)

Year	3 months ended	Net change ¹	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
1992	September	455	7,377	5,632	1,745	6,922	5,351	1,571
	December	216	7,101	5,465	1,636	6,885	5,487	1,398
1993	March	313	7,309	5,410	1,899	6,996	5,354	1,642
	June	786	7,330	5,794	1,536	6,544	5,136	1,408
	September	874	7,523	5,881	1,642	6,649	5,316	1,333
	December	641	7,436	5,840	1,596	6,795	5,420	1,375
1994	March	517	7,400	5,807	1,593	6,883	5,435	1,448
	June	1,021	7,807	6,060	1,747	6,786	5,295	1,491
	September	1,175	7,972	6,227	1,745	6,797	5,493	1,304
	December	507	7,630	5,998	1,632	7,123	5,647	1,476
1995	March	746	7,782	6,129	1,653	7,036	5,660	1,376
	June	402	7,714	6,017	1,697	7,312	5,839	1,473
	September	771	7,970	6,291	1,679	7,199	5,680	1,519
	December	407	7,877	6,153	1,724	7,470	5,934	1,536
1996	March	460	7,943	6,190	1,753	7,483	5,957	1,526
	June	642	8,080	6,302	1,778	7,438	5,894	1,544
	September	632	8,189	6,326	1,863	7,557	5,998	1,559
	December	861	8,278	6,409	1,869	7,417	5,889	1,528
1997	March	799	8,292	6,448	1,844	7,493	5,900	1,593
	June	594	8,098	6,342	1,756	7,504	5,925	1,579
	September	854	8,593	6,680	1,913	7,739	5,981	1,758
	December	702	8,731	6,727	2,004	8,029	6,068	1,961
1998	March	747	8,788	6,633	2,155	8,041	6,107	1,934
	June	666	8,722	6,569	2,153	8,056	6,218	1,838
	September	659	8,539	6,574	1,965	7,880	6,161	1,719
	December	759	8,576	6,778	1,798	7,817	6,060	1,757
1999	March	380	8,744	6,733	2,011	8,364	6,466	1,898
	June	569	8,800	6,788	2,012	8,231	6,419	1,812
	September	548	8,817	6,871	1,946	8,269	6,397	1,872
	December	1,105	9,144	7,112	2,032	8,039	6,264	1,775
2000	March	818	8,906	6,988	1,918	8,088	6,361	1,727
	June	541	8,764	6,975	1,789	8,223	6,509	1,714
	September	146	8,724	6,834	1,890	8,578	6,719	1,859
	December	336	8,690	6,862	1,828	8,354	6,582	1,772
2001	March	-101	8,555	6,768	1,787	8,656	6,756	1,900
	June	-771	8,254	6,439	1,815	9,025	7,149	1,876
	September	-1,380	7,749	5,990	1,759	9,129	7,174	1,955
	December	-871	7,893	6,055	1,838	8,764	6,995	1,769
2002	March	-1	8,128	6,324	1,804	8,129	6,400	1,729
	June	-80	8,050	6,246	1,804	8,130	6,411	1,719
	September	-211	7,763	6,083	1,680	7,974	6,345	1,629
	December	-175	7,702	6,059	1,643	7,877	6,267	1,610
2003	March	-404	7,472	5,932	1,540	7,876	6,321	1,555
	June	-142	7,560	6,033	1,527	7,702	6,138	1,564
	September	72	7,396	5,897	1,499	7,324	5,893	1,431
	December	344	7,646	6,063	1,583	7,302	5,816	1,486

¹ Net change is the difference between total gross job gains and total gross job losses.

Table 2. Private sector gross job gains and losses, as a percent of employment¹, seasonally adjusted
(Percent)

Year	3 months ended	Net change ²	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
1992	September	0.5	8.3	6.3	2.0	7.8	6.0	1.8
	December	0.2	7.9	6.1	1.8	7.7	6.1	1.6
1993	March	0.3	8.1	6.0	2.1	7.8	6.0	1.8
	June	0.8	8.1	6.4	1.7	7.3	5.7	1.6
	September	0.9	8.2	6.4	1.8	7.3	5.8	1.5
	December	0.6	8.0	6.3	1.7	7.4	5.9	1.5
1994	March	0.5	8.0	6.3	1.7	7.5	5.9	1.6
	June	1.1	8.4	6.5	1.9	7.3	5.7	1.6
	September	1.2	8.4	6.6	1.8	7.2	5.8	1.4
	December	0.6	8.0	6.3	1.7	7.4	5.9	1.5
1995	March	0.8	8.1	6.4	1.7	7.3	5.9	1.4
	June	0.5	8.0	6.2	1.8	7.5	6.0	1.5
	September	0.8	8.2	6.5	1.7	7.4	5.8	1.6
	December	0.4	8.1	6.3	1.8	7.7	6.1	1.6
1996	March	0.4	8.1	6.3	1.8	7.7	6.1	1.6
	June	0.6	8.2	6.4	1.8	7.6	6.0	1.6
	September	0.7	8.3	6.4	1.9	7.6	6.0	1.6
	December	0.9	8.3	6.4	1.9	7.4	5.9	1.5
1997	March	0.7	8.2	6.4	1.8	7.5	5.9	1.6
	June	0.5	7.9	6.2	1.7	7.4	5.8	1.6
	September	0.8	8.4	6.5	1.9	7.6	5.9	1.7
	December	0.6	8.4	6.5	1.9	7.8	5.9	1.9
1998	March	0.7	8.5	6.4	2.1	7.8	5.9	1.9
	June	0.6	8.4	6.3	2.1	7.8	6.0	1.8
	September	0.7	8.2	6.3	1.9	7.5	5.9	1.6
	December	0.7	8.1	6.4	1.7	7.4	5.7	1.7
1999	March	0.3	8.2	6.3	1.9	7.9	6.1	1.8
	June	0.6	8.3	6.4	1.9	7.7	6.0	1.7
	September	0.5	8.2	6.4	1.8	7.7	6.0	1.7
	December	1.1	8.5	6.6	1.9	7.4	5.8	1.6
2000	March	0.8	8.2	6.4	1.8	7.4	5.8	1.6
	June	0.4	7.9	6.3	1.6	7.5	5.9	1.6
	September	0.1	7.9	6.2	1.7	7.8	6.1	1.7
	December	0.3	7.9	6.2	1.7	7.6	6.0	1.6
2001	March	-0.1	7.7	6.1	1.6	7.8	6.1	1.7
	June	-0.8	7.4	5.8	1.6	8.2	6.5	1.7
	September	-1.3	7.1	5.5	1.6	8.4	6.6	1.8
	December	-0.8	7.3	5.6	1.7	8.1	6.5	1.6
2002	March	0.1	7.6	5.9	1.7	7.5	5.9	1.6
	June	-0.1	7.5	5.8	1.7	7.6	6.0	1.6
	September	-0.1	7.3	5.7	1.6	7.4	5.9	1.5
	December	-0.2	7.1	5.6	1.5	7.3	5.8	1.5
2003	March	-0.5	6.9	5.5	1.4	7.4	5.9	1.5
	June	-0.2	7.0	5.6	1.4	7.2	5.7	1.5
	September	0.1	6.9	5.5	1.4	6.8	5.5	1.3
	December	0.4	7.2	5.7	1.5	6.8	5.4	1.4

¹The rates measure gross job gains and gross job losses as a percentage of the average of previous and current employment.

²See footnote 1, table 1.

Table 3. Private sector gross job gains and losses by industry, seasonally adjusted

Category	Gross job gains and job losses (in thousands)					Gross job gains and losses as a percent of employment				
	3 months ended					3 months ended				
	Dec. 2002	Mar. 2003	June 2003	Sept. 2003	Dec. 2003	Dec. 2002	Mar. 2003	June 2003	Sept. 2003	Dec. 2003
Total private¹										
Gross job gains	7,702	7,472	7,560	7,396	7,646	7.1	6.9	7.0	6.9	7.2
At expanding establishments	6,059	5,932	6,033	5,897	6,063	5.6	5.5	5.6	5.5	5.7
At opening establishments	1,643	1,540	1,527	1,499	1,583	1.5	1.4	1.4	1.4	1.5
Gross job losses	7,877	7,876	7,702	7,324	7,302	7.3	7.4	7.2	6.8	6.8
At contracting establishments	6,267	6,321	6,138	5,893	5,816	5.8	5.9	5.7	5.5	5.4
At closing establishments	1,610	1,555	1,564	1,431	1,486	1.5	1.5	1.5	1.3	1.4
Net employment change	-175	-404	-142	72	344	-0.2	-0.5	-0.2	0.1	0.4
Goods-producing										
Gross job gains	1,652	1,692	1,657	1,605	1,665	7.1	7.3	7.2	7.1	7.3
At expanding establishments	1,359	1,395	1,378	1,343	1,391	5.8	6.0	6.0	5.9	6.1
At opening establishments	293	297	279	262	274	1.3	1.3	1.2	1.2	1.2
Gross job losses	1,889	1,932	1,897	1,755	1,697	8.0	8.3	8.3	7.7	7.4
At contracting establishments	1,551	1,579	1,558	1,443	1,391	6.6	6.8	6.8	6.3	6.1
At closing establishments	338	353	339	312	306	1.4	1.5	1.5	1.4	1.3
Net employment change	-237	-240	-240	-150	-32	-0.9	-1.0	-1.1	-0.6	-0.1
Natural resources and mining										
Gross job gains	294	310	299	272	286	17.6	18.5	17.9	16.4	17.3
At expanding establishments	240	256	249	225	233	14.4	15.3	14.9	13.6	14.1
At opening establishments	54	54	50	47	53	3.2	3.2	3.0	2.8	3.2
Gross job losses	297	309	294	292	285	17.8	18.4	17.6	17.7	17.2
At contracting establishments	245	247	240	243	239	14.7	14.7	14.4	14.7	14.4
At closing establishments	52	62	54	49	46	3.1	3.7	3.2	3.0	2.8
Net employment change	-3	1	5	-20	1	-0.2	0.1	0.3	-1.3	0.1
Construction										
Gross job gains	778	782	811	784	793	11.6	11.7	12.2	11.7	11.8
At expanding establishments	616	619	654	636	641	9.2	9.3	9.8	9.5	9.5
At opening establishments	162	163	157	148	152	2.4	2.4	2.4	2.2	2.3
Gross job losses	800	829	822	762	761	12.0	12.4	12.3	11.4	11.3
At contracting establishments	637	660	653	601	599	9.6	9.9	9.8	9.0	8.9
At closing establishments	163	169	169	161	162	2.4	2.5	2.5	2.4	2.4
Net employment change	-22	-47	-11	22	32	-0.4	-0.7	-0.1	0.3	0.5
Manufacturing										
Gross job gains	580	600	547	549	586	3.8	4.0	3.8	3.8	4.1
At expanding establishments	503	520	475	482	517	3.3	3.5	3.3	3.3	3.6
At opening establishments	77	80	72	67	69	0.5	0.5	0.5	0.5	0.5
Gross job losses	792	794	781	701	651	5.2	5.3	5.4	4.9	4.6
At contracting establishments	669	672	665	599	553	4.4	4.5	4.6	4.2	3.9
At closing establishments	123	122	116	102	98	0.8	0.8	0.8	0.7	0.7
Net employment change	-212	-194	-234	-152	-65	-1.4	-1.3	-1.6	-1.1	-0.5
Service-providing¹										
Gross job gains	6,050	5,780	5,903	5,791	5,981	7.2	6.9	7.0	6.9	7.1
At expanding establishments	4,700	4,537	4,655	4,554	4,672	5.6	5.4	5.5	5.4	5.5
At opening establishments	1,350	1,243	1,248	1,237	1,309	1.6	1.5	1.5	1.5	1.6
Gross job losses	5,988	5,944	5,805	5,569	5,605	7.1	7.0	7.0	6.6	6.6
At contracting establishments	4,716	4,742	4,580	4,450	4,425	5.6	5.6	5.5	5.3	5.2
At closing establishments	1,272	1,202	1,225	1,119	1,180	1.5	1.4	1.5	1.3	1.4
Net employment change	62	-164	98	222	376	0.1	-0.1	0.0	0.3	0.5
Wholesale trade										
Gross job gains	321	320	314	308	317	5.7	5.7	5.6	5.6	5.7
At expanding establishments	255	251	252	249	257	4.5	4.5	4.5	4.5	4.6
At opening establishments	66	69	62	59	60	1.2	1.2	1.1	1.1	1.1
Gross job losses	348	348	334	323	320	6.2	6.2	6.0	5.8	5.7
At contracting establishments	266	269	256	250	245	4.7	4.8	4.6	4.5	4.4
At closing establishments	82	79	78	73	75	1.5	1.4	1.4	1.3	1.3
Net employment change	-27	-28	-20	-15	-3	-0.5	-0.5	-0.4	-0.2	0.0
Retail trade										
Gross job gains	1,057	962	1,039	1,019	1,061	7.0	6.4	6.9	6.7	7.1
At expanding establishments	884	799	872	848	886	5.9	5.3	5.8	5.6	5.9
At opening establishments	173	163	167	171	175	1.1	1.1	1.1	1.1	1.2
Gross job losses	1,109	1,060	996	989	1,016	7.3	7.0	6.7	6.6	6.8
At contracting establishments	924	903	834	839	857	6.1	6.0	5.6	5.6	5.7
At closing establishments	185	157	162	150	159	1.2	1.0	1.1	1.0	1.1
Net employment change	-52	-98	43	30	45	-0.3	-0.6	0.2	0.1	0.3

See footnote at end of table.

Table 3. Private sector gross job gains and losses by industry, seasonally adjusted--Continued

Category	Gross job gains and job losses (in thousands)					Gross job gains and losses as a percent of employment				
	3 months ended					3 months ended				
	Dec. 2002	Mar. 2003	June 2003	Sept. 2003	Dec. 2003	Dec. 2002	Mar. 2003	June 2003	Sept. 2003	Dec. 2003
Transportation and warehousing										
Gross job gains	239	227	230	235	227	6.0	5.6	5.8	6.0	5.7
At expanding establishments	191	189	186	193	191	4.8	4.7	4.7	4.9	4.8
At opening establishments	48	38	44	42	36	1.2	0.9	1.1	1.1	0.9
Gross job losses	270	237	283	239	237	6.8	5.9	7.1	6.1	6.0
At contracting establishments	208	189	234	193	188	5.2	4.7	5.9	4.9	4.8
At closing establishments	62	48	49	46	49	1.6	1.2	1.2	1.2	1.2
Net employment change	-31	-10	-53	-4	-10	-0.8	-0.3	-1.3	-0.1	-0.3
Utilities										
Gross job gains	13	15	14	16	14	2.2	2.5	2.4	2.7	2.4
At expanding establishments	11	13	12	14	12	1.9	2.2	2.1	2.4	2.1
At opening establishments	2	2	2	2	2	0.3	0.3	0.3	0.3	0.3
Gross job losses	23	15	19	19	16	3.9	2.5	3.2	3.3	2.7
At contracting establishments	20	13	17	15	14	3.4	2.2	2.9	2.6	2.4
At closing establishments	3	2	2	4	2	0.5	0.3	0.3	0.7	0.3
Net employment change	-10	0	-5	-3	-2	-1.7	0.0	-0.8	-0.6	-0.3
Information										
Gross job gains	174	166	153	149	172	5.2	5.1	4.8	4.7	5.5
At expanding establishments	133	133	125	120	131	4.0	4.1	3.9	3.8	4.2
At opening establishments	41	33	28	29	41	1.2	1.0	0.9	0.9	1.3
Gross job losses	208	201	194	185	166	6.3	6.2	6.1	5.8	5.2
At contracting establishments	157	157	156	150	121	4.8	4.8	4.9	4.7	3.8
At closing establishments	51	44	38	35	45	1.5	1.4	1.2	1.1	1.4
Net employment change	-34	-35	-41	-36	6	-1.1	-1.1	-1.3	-1.1	0.3
Financial activities										
Gross job gains	488	442	455	444	436	6.3	5.7	5.8	5.7	5.5
At expanding establishments	365	340	361	344	333	4.7	4.4	4.6	4.4	4.2
At opening establishments	123	102	94	100	103	1.6	1.3	1.2	1.3	1.3
Gross job losses	451	428	418	417	462	5.8	5.4	5.4	5.3	5.9
At contracting establishments	329	323	320	321	354	4.2	4.1	4.1	4.1	4.5
At closing establishments	122	105	98	96	108	1.6	1.3	1.3	1.2	1.4
Net employment change	37	14	37	27	-26	0.5	0.3	0.4	0.4	-0.4
Professional and business services										
Gross job gains	1,422	1,406	1,367	1,356	1,438	8.9	8.8	8.6	8.5	9.0
At expanding establishments	1,104	1,129	1,084	1,085	1,136	6.9	7.1	6.8	6.8	7.1
At opening establishments	318	277	283	271	302	2.0	1.7	1.8	1.7	1.9
Gross job losses	1,450	1,469	1,416	1,287	1,302	9.0	9.2	8.9	8.1	8.2
At contracting establishments	1,127	1,148	1,067	996	1,000	7.0	7.2	6.7	6.3	6.3
At closing establishments	323	321	349	291	302	2.0	2.0	2.2	1.8	1.9
Net employment change	-28	-63	-49	69	136	-0.1	-0.4	-0.3	0.4	0.8
Education and health services										
Gross job gains	776	760	745	731	744	5.0	4.8	4.8	4.6	4.7
At expanding establishments	641	630	624	607	616	4.1	4.0	4.0	3.8	3.9
At opening establishments	135	130	121	124	128	0.9	0.8	0.8	0.8	0.8
Gross job losses	659	680	698	670	659	4.2	4.3	4.4	4.3	4.1
At contracting establishments	529	553	565	548	529	3.4	3.5	3.6	3.5	3.3
At closing establishments	130	127	133	122	130	0.8	0.8	0.8	0.8	0.8
Net employment change	117	80	47	61	85	0.8	0.5	0.4	0.3	0.6
Leisure and hospitality										
Gross job gains	1,151	1,083	1,166	1,125	1,161	9.5	8.9	9.6	9.3	9.5
At expanding establishments	862	807	885	849	866	7.1	6.6	7.3	7.0	7.1
At opening establishments	289	276	281	276	295	2.4	2.3	2.3	2.3	2.4
Gross job losses	1,126	1,161	1,105	1,095	1,097	9.3	9.6	9.1	9.0	8.9
At contracting establishments	904	934	881	879	875	7.5	7.7	7.3	7.2	7.1
At closing establishments	222	227	224	216	222	1.8	1.9	1.8	1.8	1.8
Net employment change	25	-78	61	30	64	0.2	-0.7	0.5	0.3	0.6
Other services										
Gross job gains	300	296	303	286	288	7.9	7.8	8.0	7.6	7.6
At expanding establishments	237	229	239	227	227	6.2	6.0	6.3	6.0	6.0
At opening establishments	63	67	64	59	61	1.7	1.8	1.7	1.6	1.6
Gross job losses	308	305	305	309	293	8.1	8.0	8.0	8.2	7.8
At contracting establishments	239	239	236	246	229	6.3	6.3	6.2	6.5	6.1
At closing establishments	69	66	69	63	64	1.8	1.7	1.8	1.7	1.7
Net employment change	-8	-9	-2	-23	-5	-0.2	-0.2	0.0	-0.6	-0.2

¹ Includes unclassified sector, not shown separately.