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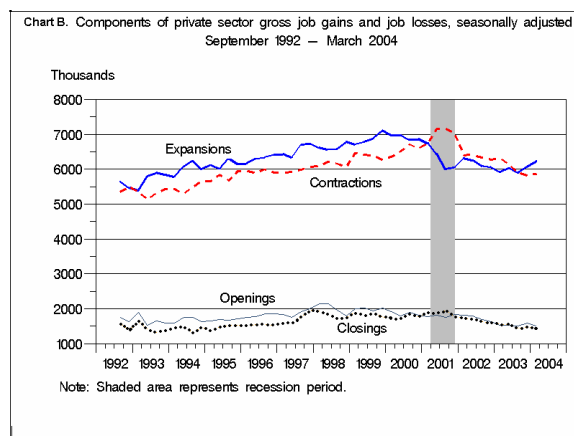
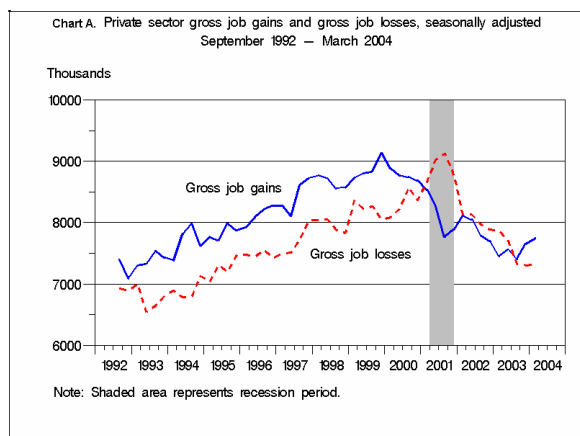
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BUSINESS EMPLOYMENT DYNAMICS: FIRST QUARTER 2004

From December 2003 to March 2004, the number of job gains from opening and expanding establishments was 7.7 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 first quarter of 2004, gross job gains exceeded gross job losses in both the goods-producing and service-providing sectors.



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 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 7.7 million jobs in the first quarter of 2004, or 99,000 more than in the fourth quarter of 2003. Over the quarter, expanding establishments added 6.2 million jobs, while opening establishments added 1.5 million.

Gross job losses totaled 7.3 million in the first quarter of 2004, up by 8,000 from the fourth quarter of 2003. Before this slight increase, gross job losses had been trending down since the third quarter of 2001.

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

Category	3 months ended				
	Mar. 2003	June 2003	Sept. 2003	Dec. 2003	Mar. 2004
	Levels (in thousands)				
Gross job gains	7,472	7,560	7,396	7,646	7,745
At expanding establishments	5,932	6,033	5,897	6,063	6,231
At opening establishments	1,540	1,527	1,499	1,583	1,514
Gross job losses	7,876	7,702	7,324	7,302	7,310
At contracting establishments	6,321	6,138	5,893	5,816	5,871
At closing establishments	1,555	1,564	1,431	1,486	1,439
Net employment change ¹	-404	-142	72	344	435
	As a percent of employment				
Gross job gains	6.9	7.0	6.9	7.2	7.2
At expanding establishment	5.5	5.6	5.5	5.7	5.8
At opening establishments	1.4	1.4	1.4	1.5	1.4
Gross job losses	7.4	7.2	6.8	6.8	6.8
At contracting establishments	5.9	5.7	5.5	5.4	5.5
At closing establishments	1.5	1.5	1.3	1.4	1.3
Net employment change ¹	-0.5	-0.2	0.1	0.4	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.

In the first quarter of 2004, contracting establishments lost 5.9 million jobs, while closing establishments accounted for a loss of 1.4 million jobs. (See tables A, 1, 3, and chart B.)

From December 2003 to March 2004, gross job gains and gross job losses represented 7.2 and 6.8 percent, respectively, of private sector employment, unchanged from the previous quarter. (See tables A and 2.) These gross job gain and loss statistics demonstrate that a sizable number of jobs appear and disappear in the relatively short time frame of one quarter.

Major Industry Sector Gross Job Gains and Gross Job Losses

During the first quarter of 2004, gross job gains exceeded gross job losses in the goods-producing sector for the first time since the first quarter of 2000. Expanding and opening establishments in the goods-producing sector gained 1,764,000 jobs, while contracting and closing establishments lost 1,670,000 jobs, for a net gain of 94,000 jobs. Quarterly job gains in manufacturing rose to 613,000, while gross job losses dropped to a series low of 629,000, narrowing the net job loss in that sector to 16,000. In construction, gross job gains increased to 837,000 and gross job losses decreased to 759,000, for a net gain of 78,000. This represents the third consecutive quarter of net employment gains in the construction sector.

Gross job gains in the service-providing sector totaled 6.0 million jobs in the first quarter of 2004, exceeding gross job losses in that sector by 341,000. There were net job gains in the quarter in all service-providing sectors except utilities and information. The information sector gained 156,000 jobs and lost 169,000 jobs for a net loss of 13,000 jobs. The net job loss in this sector marked a resumption of the string of net job losses that began in the first quarter of 2001 and had been interrupted by a slight net job increase in the fourth quarter of 2003. (See tables B and 3.)

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				
	Mar. 2003	June 2003	Sept. 2003	Dec. 2003	Mar. 2004	Mar. 2003	June 2003	Sept. 2003	Dec. 2003	Mar. 2004
Total private: ¹	7,472	7,560	7,396	7,646	7,745	7,876	7,702	7,324	7,302	7,310
Goods-producing	1,692	1,657	1,605	1,665	1,764	1,932	1,897	1,755	1,697	1,670
Natural resources and mining	310	299	272	286	314	309	294	292	285	282
Construction	782	811	784	793	837	829	822	762	761	759
Manufacturing	600	547	549	586	613	794	781	701	651	629
Service-providing: ¹	5,780	5,903	5,791	5,981	5,981	5,944	5,805	5,569	5,605	5,640
Wholesale trade	320	314	308	317	319	348	334	323	320	314
Retail trade	962	1,039	1,019	1,061	1,059	1,060	996	989	1,016	1,011
Transportation and warehousing ...	227	230	235	227	244	237	283	239	237	228
Utilities	15	14	16	14	15	15	19	19	16	16
Information	166	153	149	172	156	201	194	185	166	169
Financial activities	442	455	444	436	442	428	418	417	462	433
Professional and business services	1,406	1,367	1,356	1,438	1,411	1,469	1,416	1,287	1,302	1,378
Education and health services	760	745	731	744	751	680	698	670	659	672
Leisure and hospitality	1,083	1,166	1,125	1,161	1,138	1,161	1,105	1,095	1,097	1,091
Other services	296	303	286	288	307	305	305	309	293	291

¹ Includes unclassified sector, not shown separately.

Number of Establishments Gaining and Losing Employment

In the first quarter of 2004, the number of opening establishments exceeded the number of closing establishments, leading to a net addition of 21,000 units in the number of total active private sector establishments. In addition, the number of establishments gaining jobs surpassed the number of establishments losing jobs for the third consecutive quarter. A total of 1.9 million establishments out of 6.5 million active private sector establishments gained jobs from December 2003 to March 2004. (See table C.) Of these, 1.5 million were expanding establishments and 349,000 were opening establishments. During the first quarter of 2004, 1.8 million establishments lost jobs. Of these, 1.5 million were contracting establishments and 328,000 were closing establishments.

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

Category	3 months ended				
	Mar. 2003	June 2003	Sept. 2003	Dec. 2003	Mar. 2004
Establishments gaining jobs	1,750	1,788	1,791	1,815	1,854
Expanding establishments	1,418	1,457	1,463	1,467	1,505
Opening establishments	332	331	328	348	349
Establishments losing jobs	1,847	1,801	1,772	1,775	1,794
Contracting establishments	1,513	1,473	1,454	1,453	1,466
Closing establishments	334	328	318	322	328
Net establishment change ¹	-2	3	10	26	21

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.

More Information

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

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. 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.

BED data have a more limited scope than the Quarterly Census of Employment and Wages (QCEW) data. The data in this release, in contrast to QCEW data, exclude government employees, private households (NAICS 814110), and establishments with zero employment.

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 BLS 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 BLS 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 8.4 million employers 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 6.5 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 	<p>Nonfarm wage and salary jobs:</p> <ul style="list-style-type: none"> UI coverage, excluding agriculture, private households, and self-employed workers 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 a quarterly and annual universe count 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 6.5 million private sector employer reports out of 8.4 million total reports of employment and wages submitted by states to BLS in the first quarter of 2004. 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 first quarter of 2004:

Number of active establishments included in Business Employment Dynamics data	
	Millions
Total establishments QCEW program	8.4
Excluded: Public sector	0.3
Private households	0.5
Zero employment	1.1
Establishments in Puerto Rico and the Virgin Islands	0.0*

Total establishments included in Business
Employment Dynamics data 6.5

*Approximately 54,000 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 SESA identification numbers (SESA-ID). Between 95 to 97 percent of establishments identified as continuous from quarter to quarter are matched by SESA-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 SESA-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 SESA-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, SESAs 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: CEWInfo@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
2004	March	435	7,745	6,231	1,514	7,310	5,871	1,439

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
2004	March	0.4	7.2	5.8	1.4	6.8	5.5	1.3

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

² See 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				
	Mar. 2003	June 2003	Sept. 2003	Dec. 2003	Mar. 2004	Mar. 2003	June 2003	Sept. 2003	Dec. 2003	Mar. 2004
Total private¹										
Gross job gains	7,472	7,560	7,396	7,646	7,745	6.9	7.0	6.9	7.2	7.2
At expanding establishments	5,932	6,033	5,897	6,063	6,231	5.5	5.6	5.5	5.7	5.8
At opening establishments	1,540	1,527	1,499	1,583	1,514	1.4	1.4	1.4	1.5	1.4
Gross job losses	7,876	7,702	7,324	7,302	7,310	7.4	7.2	6.8	6.8	6.8
At contracting establishments	6,321	6,138	5,893	5,816	5,871	5.9	5.7	5.5	5.4	5.5
At closing establishments	1,555	1,564	1,431	1,486	1,439	1.5	1.5	1.3	1.4	1.3
Net employment change	-404	-142	72	344	435	-0.5	-0.2	0.1	0.4	0.4
Goods-producing										
Gross job gains	1,692	1,657	1,605	1,665	1,764	7.3	7.2	7.1	7.3	7.7
At expanding establishments	1,395	1,378	1,343	1,391	1,487	6.0	6.0	5.9	6.1	6.5
At opening establishments	297	279	262	274	277	1.3	1.2	1.2	1.2	1.2
Gross job losses	1,932	1,897	1,755	1,697	1,670	8.3	8.3	7.7	7.4	7.3
At contracting establishments	1,579	1,558	1,443	1,391	1,372	6.8	6.8	6.3	6.1	6.0
At closing establishments	353	339	312	306	298	1.5	1.5	1.4	1.3	1.3
Net employment change	-240	-240	-150	-32	94	-1.0	-1.1	-0.6	-0.1	0.4
Natural resources and mining										
Gross job gains	310	299	272	286	314	18.5	17.9	16.4	17.3	18.5
At expanding establishments	256	249	225	233	266	15.3	14.9	13.6	14.1	15.7
At opening establishments	54	50	47	53	48	3.2	3.0	2.8	3.2	2.8
Gross job losses	309	294	292	285	282	18.4	17.6	17.7	17.2	16.6
At contracting establishments	247	240	243	239	234	14.7	14.4	14.7	14.4	13.8
At closing establishments	62	54	49	46	48	3.7	3.2	3.0	2.8	2.8
Net employment change	1	5	-20	1	32	0.1	0.3	-1.3	0.1	1.9
Construction										
Gross job gains	782	811	784	793	837	11.7	12.2	11.7	11.8	12.3
At expanding establishments	619	654	636	641	669	9.3	9.8	9.5	9.5	9.8
At opening establishments	163	157	148	152	168	2.4	2.4	2.2	2.3	2.5
Gross job losses	829	822	762	761	759	12.4	12.3	11.4	11.3	11.1
At contracting establishments	660	653	601	599	602	9.9	9.8	9.0	8.9	8.8
At closing establishments	169	169	161	162	157	2.5	2.5	2.4	2.4	2.3
Net employment change	-47	-11	22	32	78	-0.7	-0.1	0.3	0.5	1.2
Manufacturing										
Gross job gains	600	547	549	586	613	4.0	3.8	3.8	4.1	4.3
At expanding establishments	520	475	482	517	552	3.5	3.3	3.3	3.6	3.9
At opening establishments	80	72	67	69	61	0.5	0.5	0.5	0.5	0.4
Gross job losses	794	781	701	651	629	5.3	5.4	4.9	4.6	4.5
At contracting establishments	672	665	599	553	536	4.5	4.6	4.2	3.9	3.8
At closing establishments	122	116	102	98	93	0.8	0.8	0.7	0.7	0.7
Net employment change	-194	-234	-152	-65	-16	-1.3	-1.6	-1.1	-0.5	-0.2
Service-providing¹										
Gross job gains	5,780	5,903	5,791	5,981	5,981	6.9	7.0	6.9	7.1	7.1
At expanding establishments	4,537	4,655	4,554	4,672	4,744	5.4	5.5	5.4	5.5	5.6
At opening establishments	1,243	1,248	1,237	1,309	1,237	1.5	1.5	1.5	1.6	1.5
Gross job losses	5,944	5,805	5,569	5,605	5,640	7.0	7.0	6.6	6.6	6.6
At contracting establishments	4,742	4,580	4,450	4,425	4,499	5.6	5.5	5.3	5.2	5.3
At closing establishments	1,202	1,225	1,119	1,180	1,141	1.4	1.5	1.3	1.4	1.3
Net employment change	-164	98	222	376	341	-0.1	0.0	0.3	0.5	0.5
Wholesale trade										
Gross job gains	320	314	308	317	319	5.7	5.6	5.6	5.7	5.7
At expanding establishments	251	252	249	257	258	4.5	4.5	4.5	4.6	4.6
At opening establishments	69	62	59	60	61	1.2	1.1	1.1	1.1	1.1
Gross job losses	348	334	323	320	314	6.2	6.0	5.8	5.7	5.6
At contracting establishments	269	256	250	245	243	4.8	4.6	4.5	4.4	4.3
At closing establishments	79	78	73	75	71	1.4	1.4	1.3	1.3	1.3
Net employment change	-28	-20	-15	-3	5	-0.5	-0.4	-0.2	0.0	0.1
Retail trade										
Gross job gains	962	1,039	1,019	1,061	1,059	6.4	6.9	6.7	7.1	7.0
At expanding establishments	799	872	848	886	890	5.3	5.8	5.6	5.9	5.9
At opening establishments	163	167	171	175	169	1.1	1.1	1.1	1.2	1.1
Gross job losses	1,060	996	989	1,016	1,011	7.0	6.7	6.6	6.8	6.7
At contracting establishments	903	834	839	857	857	6.0	5.6	5.6	5.7	5.7
At closing establishments	157	162	150	159	154	1.0	1.1	1.0	1.1	1.0
Net employment change	-98	43	30	45	48	-0.6	0.2	0.1	0.3	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				
	Mar. 2003	June 2003	Sept. 2003	Dec. 2003	Mar. 2004	Mar. 2003	June 2003	Sept. 2003	Dec. 2003	Mar. 2004
Transportation and warehousing										
Gross job gains	227	230	235	227	244	5.6	5.8	6.0	5.7	6.1
At expanding establishments	189	186	193	191	205	4.7	4.7	4.9	4.8	5.1
At opening establishments	38	44	42	36	39	0.9	1.1	1.1	0.9	1.0
Gross job losses	237	283	239	237	228	5.9	7.1	6.1	6.0	5.7
At contracting establishments	189	234	193	188	183	4.7	5.9	4.9	4.8	4.6
At closing establishments	48	49	46	49	45	1.2	1.2	1.2	1.2	1.1
Net employment change	-10	-53	-4	-10	16	-0.3	-1.3	-0.1	-0.3	0.4
Utilities										
Gross job gains	15	14	16	14	15	2.5	2.4	2.7	2.4	2.7
At expanding establishments	13	12	14	12	13	2.2	2.1	2.4	2.1	2.3
At opening establishments	2	2	2	2	2	0.3	0.3	0.3	0.3	0.4
Gross job losses	15	19	19	16	16	2.5	3.2	3.3	2.7	2.9
At contracting establishments	13	17	15	14	14	2.2	2.9	2.6	2.4	2.5
At closing establishments	2	2	4	2	2	0.3	0.3	0.7	0.3	0.4
Net employment change	0	-5	-3	-2	-1	0.0	-0.8	-0.6	-0.3	-0.2
Information										
Gross job gains	166	153	149	172	156	5.1	4.8	4.7	5.5	5.0
At expanding establishments	133	125	120	131	132	4.1	3.9	3.8	4.2	4.2
At opening establishments	33	28	29	41	24	1.0	0.9	0.9	1.3	0.8
Gross job losses	201	194	185	166	169	6.2	6.1	5.8	5.2	5.4
At contracting establishments	157	156	150	121	138	4.8	4.9	4.7	3.8	4.4
At closing establishments	44	38	35	45	31	1.4	1.2	1.1	1.4	1.0
Net employment change	-35	-41	-36	6	-13	-1.1	-1.3	-1.1	0.3	-0.4
Financial activities										
Gross job gains	442	455	444	436	442	5.7	5.8	5.7	5.5	5.7
At expanding establishments	340	361	344	333	343	4.4	4.6	4.4	4.2	4.4
At opening establishments	102	94	100	103	99	1.3	1.2	1.3	1.3	1.3
Gross job losses	428	418	417	462	433	5.4	5.4	5.3	5.9	5.5
At contracting establishments	323	320	321	354	325	4.1	4.1	4.1	4.5	4.1
At closing establishments	105	98	96	108	108	1.3	1.3	1.2	1.4	1.4
Net employment change	14	37	27	-26	9	0.3	0.4	0.4	-0.4	0.2
Professional and business services										
Gross job gains	1,406	1,367	1,356	1,438	1,411	8.8	8.6	8.5	9.0	8.8
At expanding establishments	1,129	1,084	1,085	1,136	1,156	7.1	6.8	6.8	7.1	7.2
At opening establishments	277	283	271	302	255	1.7	1.8	1.7	1.9	1.6
Gross job losses	1,469	1,416	1,287	1,302	1,378	9.2	8.9	8.1	8.2	8.5
At contracting establishments	1,148	1,067	996	1,000	1,080	7.2	6.7	6.3	6.3	6.7
At closing establishments	321	349	291	302	298	2.0	2.2	1.8	1.9	1.8
Net employment change	-63	-49	69	136	33	-0.4	-0.3	0.4	0.8	0.3
Education and health services										
Gross job gains	760	745	731	744	751	4.8	4.8	4.6	4.7	4.7
At expanding establishments	630	624	607	616	633	4.0	4.0	3.8	3.9	4.0
At opening establishments	130	121	124	128	118	0.8	0.8	0.8	0.8	0.7
Gross job losses	680	698	670	659	672	4.3	4.4	4.3	4.1	4.3
At contracting establishments	553	565	548	529	551	3.5	3.6	3.5	3.3	3.5
At closing establishments	127	133	122	130	121	0.8	0.8	0.8	0.8	0.8
Net employment change	80	47	61	85	79	0.5	0.4	0.3	0.6	0.4
Leisure and hospitality										
Gross job gains	1,083	1,166	1,125	1,161	1,138	8.9	9.6	9.3	9.5	9.2
At expanding establishments	807	885	849	866	854	6.6	7.3	7.0	7.1	6.9
At opening establishments	276	281	276	295	284	2.3	2.3	2.3	2.4	2.3
Gross job losses	1,161	1,105	1,095	1,097	1,091	9.6	9.1	9.0	8.9	8.8
At contracting establishments	934	881	879	875	870	7.7	7.3	7.2	7.1	7.0
At closing establishments	227	224	216	222	221	1.9	1.8	1.8	1.8	1.8
Net employment change	-78	61	30	64	47	-0.7	0.5	0.3	0.6	0.4
Other services										
Gross job gains	296	303	286	288	307	7.8	8.0	7.6	7.6	8.1
At expanding establishments	229	239	227	227	242	6.0	6.3	6.0	6.0	6.4
At opening establishments	67	64	59	61	65	1.8	1.7	1.6	1.6	1.7
Gross job losses	305	305	309	293	291	8.0	8.0	8.2	7.8	7.6
At contracting establishments	239	236	246	229	225	6.3	6.2	6.5	6.1	5.9
At closing establishments	66	69	63	64	66	1.7	1.8	1.7	1.7	1.7
Net employment change	-9	-2	-23	-5	16	-0.2	0.0	-0.6	-0.2	0.5

¹ Includes unclassified sector, not shown separately.