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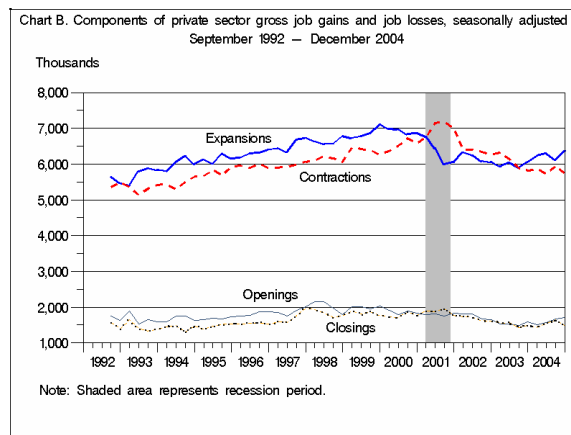
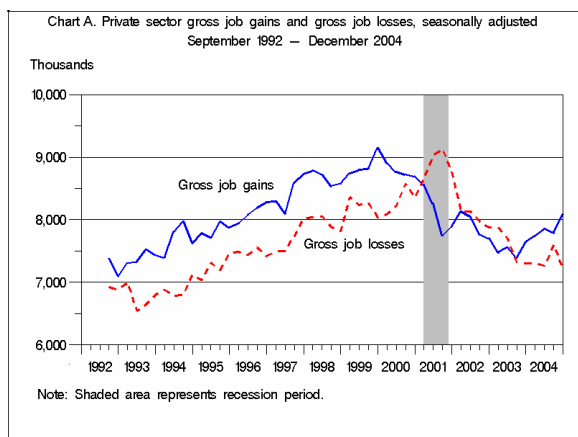
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BUSINESS EMPLOYMENT DYNAMICS: FOURTH QUARTER 2004

From September to December 2004, the number of job gains from opening and expanding private sector establishments was 8.1 million, and the number of job losses from closing and contracting establishments was 7.2 million, according to data released today by the Bureau of Labor Statistics of the U.S. Department of Labor. Gross job gains exceeded gross job losses in all sectors, except manufacturing, utilities, and other services. (See charts A and B.)



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 8.1 million jobs in the fourth quarter of 2004, an increase of 292,000 jobs from the previous quarter. This was the largest gross job gain since the first quarter of 2002. Over the quarter, expanding establishments added 6.4 million jobs and opening establishments added 1.7 million jobs from the third to the fourth quarter.

Gross job losses totaled 7.2 million, a smaller loss than the 7.6 million in the third quarter of 2004. In the fourth quarter of 2004, contracting establishments lost 5.7 million jobs and closing establishments lost 1.5 million jobs. (See tables A, 1, 3, and chart B.)

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

Category	3 months ended				
	Dec. 2003	Mar. 2004	June 2004	Sept. 2004	Dec. 2004
	Levels (in thousands)				
Gross job gains	7,646	7,745	7,857	7,789	8,081
At expanding establishments	6,063	6,231	6,292	6,123	6,365
At opening establishments	1,583	1,514	1,565	1,666	1,716
Gross job losses	7,302	7,310	7,263	7,598	7,212
At contracting establishments	5,816	5,871	5,726	5,953	5,727
At closing establishments	1,486	1,439	1,537	1,645	1,485
Net employment change ¹	344	435	594	191	869
	Rates (percent)				
Gross job gains	7.2	7.2	7.2	7.2	7.4
At expanding establishments	5.7	5.8	5.8	5.7	5.8
At opening establishments	1.5	1.4	1.4	1.5	1.6
Gross job losses	6.8	6.8	6.7	7.0	6.7
At contracting establishments	5.4	5.5	5.3	5.5	5.3
At closing establishments	1.4	1.3	1.4	1.5	1.4
Net employment change ¹	0.4	0.4	0.5	0.2	0.7

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.

From September to December 2004, gross job gains represented 7.4 percent of private sector employment, which was the highest percent since the second quarter of 2002. Gross job losses were at 6.7 percent of private sector employment, a decrease of 0.3 percentage point from the previous quarter. (See tables A and 2.) These gross job gain and loss statistics demonstrate that sizable numbers of jobs appear and disappear in the relatively short time frame of one quarter.

Major Industry Sector Gross Job Gains and Gross Job Losses

Goods-producing. The fourth quarter of 2004 saw gross job losses in the goods-producing sector fall to a total of 1,637,000. This is a return to the downward trend in job losses in this sector following an increase in the previous quarter. Expanding and opening establishments gained 1,734,000 jobs, which led to a net gain of 97,000 jobs over the quarter among goods-producing industries. (See tables B and 3.)

Manufacturing. Gross job gains in the manufacturing sector totaled 590,000 jobs in the fourth quarter of 2004, down by 7,000 from the previous quarter. This decline, together with a small increase in gross job losses to 615,000, led to a net decrease of 25,000 factory jobs. This represents 18 quarters of net employment loss in manufacturing over the last 5 years.

Construction. In construction, gross job gains rose to 848,000 during the quarter, while gross job losses fell to 747,000, resulting in a net gain of 101,000 jobs. This is the largest net job gain in this sector since March 2001, and the sixth consecutive quarter of net job gains.

Service-providing. The combined service-providing sector experienced gross job gains of 6.3 million in the fourth quarter of 2004. Although gross job gains increased only slightly, a decrease in the number of gross job losses led to a considerably larger net employment change (+772,000) than was registered in the third quarter in this sector (+215,000).

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

Industry	Gross job gains					Gross job losses				
	3 months ended					3 months ended				
	Dec. 2003	Mar. 2004	June 2004	Sept. 2004	Dec. 2004	Dec. 2003	Mar. 2004	June 2004	Sept. 2004	Dec. 2004
Total private ¹	7,646	7,745	7,857	7,789	8,081	7,302	7,310	7,263	7,598	7,212
Goods-producing	1,665	1,764	1,696	1,667	1,734	1,697	1,670	1,647	1,691	1,637
Natural resources and mining	286	314	283	271	296	285	282	282	290	275
Construction	793	837	809	799	848	761	759	779	789	747
Manufacturing	586	613	604	597	590	651	629	586	612	615
Service-providing ¹	5,981	5,981	6,161	6,122	6,347	5,605	5,640	5,616	5,907	5,575
Wholesale trade	317	319	325	329	329	320	314	302	327	294
Retail trade	1,061	1,059	1,058	1,044	1,090	1,016	1,011	974	1,126	992
Transportation and warehousing	227	244	241	244	255	237	228	236	235	217
Utilities	14	15	13	14	11	16	16	14	16	15
Information	172	156	151	163	188	166	169	182	194	169
Financial activities	436	442	461	469	497	462	433	457	452	451
Professional and business services	1,438	1,411	1,509	1,416	1,512	1,302	1,378	1,321	1,366	1,300
Education and health services	744	751	753	757	802	659	672	696	704	647
Leisure and hospitality	1,161	1,138	1,164	1,169	1,204	1,097	1,091	1,090	1,135	1,134
Other services	288	307	301	297	299	293	291	304	308	310

¹ Includes unclassified sector, not shown separately.

Retail trade. Gross job gains in retail trade increased by 46,000 to 1,090,000 in the fourth quarter of 2004. A larger decrease in gross job losses (134,000) led to a net employment gain of 98,000.

Information. The information sector gained 188,000 and lost 169,000 jobs in the fourth quarter of 2004, for a net gain of 19,000 jobs. This sector has recorded a net quarterly job gain only twice in the last 4 years.

Professional and business services. Establishments in the professional and businesses services sector reported gross job gains of 1,512,000 in the fourth quarter of 2004, up from 1,416,000 in the previous quarter. Gross job losses in this industry decreased from 1,366,000 in the third quarter to 1,300,000 this quarter. The resulting net gain of 212,000 jobs represents the sixth consecutive quarter of positive employment growth in this industry.

Number of Establishments Gaining and Losing Employment

Another way to look at the dynamics of business activities is to monitor the number and proportion of business units that are growing and declining. In the fourth quarter of 2004, the number of opening establishments exceeded the number of closing establishments, leading to a net addition of 59,000 units to the total number of active establishments. In addition, the number of establishments gaining jobs continued to surpass the number of establishments losing jobs. Out of 6.6 million active private sector establishments, a total of 1.9 million establishments gained jobs from September to December 2004. (See table C.) Of these, 1.5 million were expanding establishments and 379,000 were opening establishments. During the fourth quarter, 1.8 million establishments lost jobs and of these 1.5 million establishments contracted and 320,000 establishments closed.

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

Category	3 months ended				
	Dec. 2003	Mar. 2004	June 2004	Sept. 2004	Dec. 2004
Establishments gaining jobs	1,815	1,854	1,847	1,840	1,909
Expanding establishments	1,467	1,505	1,504	1,486	1,530
Opening establishments	348	349	343	354	379
Establishments losing jobs	1,775	1,794	1,792	1,814	1,787
Contracting establishments	1,453	1,466	1,462	1,469	1,467
Closing establishments	322	328	330	345	320
Net establishment change ¹	26	21	13	9	59

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 seasonally adjusted time series not presented in this release, as well as charts of gross job gains and gross job losses by industry, 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 can be found in the Technical Note of this release or 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 the 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 8.5 million employers 	<ul style="list-style-type: none"> Count of longitudinally-linked UI administrative records submitted by 6.6 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 second 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 second 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	1.0
Establishments in Puerto Rico and the Virgin Islands	0.1
Total establishments included in Business Employment Dynamics data.....	6.5

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, 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: 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
	June	594	7,857	6,292	1,565	7,263	5,726	1,537
	September	191	7,789	6,123	1,666	7,598	5,953	1,645
	December	869	8,081	6,365	1,716	7,212	5,727	1,485

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
	June	0.5	7.2	5.8	1.4	6.7	5.3	1.4
	September	0.2	7.2	5.7	1.5	7.0	5.5	1.5
	December	0.7	7.4	5.8	1.6	6.7	5.3	1.4

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				
	Dec. 2003	Mar. 2004	June 2004	Sept. 2004	Dec. 2004	Dec. 2003	Mar. 2004	June 2004	Sept. 2004	Dec. 2004
Total private¹										
Gross job gains	7,646	7,745	7,857	7,789	8,081	7.2	7.2	7.2	7.2	7.4
At expanding establishments	6,063	6,231	6,292	6,123	6,365	5.7	5.8	5.8	5.7	5.8
At opening establishments	1,583	1,514	1,565	1,666	1,716	1.5	1.4	1.4	1.5	1.6
Gross job losses	7,302	7,310	7,263	7,598	7,212	6.8	6.8	6.7	7.0	6.7
At contracting establishments	5,816	5,871	5,726	5,953	5,727	5.4	5.5	5.3	5.5	5.3
At closing establishments	1,486	1,439	1,537	1,645	1,485	1.4	1.3	1.4	1.5	1.4
Net employment change	344	435	594	191	869	0.4	0.4	0.5	0.2	0.7
Goods-producing										
Gross job gains	1,665	1,764	1,696	1,667	1,734	7.3	7.7	7.4	7.3	7.6
At expanding establishments	1,391	1,487	1,444	1,403	1,440	6.1	6.5	6.3	6.1	6.3
At opening establishments	274	277	252	264	294	1.2	1.2	1.1	1.2	1.3
Gross job losses	1,697	1,670	1,647	1,691	1,637	7.4	7.3	7.2	7.4	7.1
At contracting establishments	1,391	1,372	1,334	1,366	1,340	6.1	6.0	5.8	6.0	5.8
At closing establishments	306	298	313	325	297	1.3	1.3	1.4	1.4	1.3
Net employment change	-32	94	49	-24	97	-0.1	0.4	0.2	-0.1	0.5
Natural resources and mining										
Gross job gains	286	314	283	271	296	17.3	18.5	16.8	16.3	17.6
At expanding establishments	233	266	243	230	244	14.1	15.7	14.4	13.8	14.5
At opening establishments	53	48	40	41	52	3.2	2.8	2.4	2.5	3.1
Gross job losses	285	282	282	290	275	17.2	16.6	16.7	17.4	16.4
At contracting establishments	239	234	235	243	233	14.4	13.8	13.9	14.6	13.9
At closing establishments	46	48	47	47	42	2.8	2.8	2.8	2.8	2.5
Net employment change	1	32	1	-19	21	0.1	1.9	0.1	-1.1	1.2
Construction										
Gross job gains	793	837	809	799	848	11.8	12.3	11.7	11.6	12.2
At expanding establishments	641	669	655	643	676	9.5	9.8	9.5	9.3	9.7
At opening establishments	152	168	154	156	172	2.3	2.5	2.2	2.3	2.5
Gross job losses	761	759	779	789	747	11.3	11.1	11.3	11.4	10.7
At contracting establishments	599	602	609	616	592	8.9	8.8	8.8	8.9	8.5
At closing establishments	162	157	170	173	155	2.4	2.3	2.5	2.5	2.2
Net employment change	32	78	30	10	101	0.5	1.2	0.4	0.2	1.5
Manufacturing										
Gross job gains	586	613	604	597	590	4.1	4.3	4.2	4.2	4.1
At expanding establishments	517	552	546	530	520	3.6	3.9	3.8	3.7	3.6
At opening establishments	69	61	58	67	70	0.5	0.4	0.4	0.5	0.5
Gross job losses	651	629	586	612	615	4.6	4.5	4.1	4.2	4.3
At contracting establishments	553	536	490	507	515	3.9	3.8	3.4	3.5	3.6
At closing establishments	98	93	96	105	100	0.7	0.7	0.7	0.7	0.7
Net employment change	-65	-16	18	-15	-25	-0.5	-0.2	0.1	0.0	-0.2
Service-providing¹										
Gross job gains	5,981	5,981	6,161	6,122	6,347	7.1	7.1	7.2	7.1	7.4
At expanding establishments	4,672	4,744	4,848	4,720	4,925	5.5	5.6	5.7	5.5	5.7
At opening establishments	1,309	1,237	1,313	1,402	1,422	1.6	1.5	1.5	1.6	1.7
Gross job losses	5,605	5,640	5,616	5,907	5,575	6.6	6.6	6.6	6.9	6.5
At contracting establishments	4,425	4,499	4,392	4,587	4,387	5.2	5.3	5.2	5.4	5.1
At closing establishments	1,180	1,141	1,224	1,320	1,188	1.4	1.3	1.4	1.5	1.4
Net employment change	376	341	545	215	772	0.5	0.5	0.6	0.2	0.9
Wholesale trade										
Gross job gains	317	319	325	329	329	5.7	5.7	5.7	5.8	5.7
At expanding establishments	257	258	266	267	264	4.6	4.6	4.7	4.7	4.6
At opening establishments	60	61	59	62	65	1.1	1.1	1.0	1.1	1.1
Gross job losses	320	314	302	327	294	5.7	5.6	5.3	5.8	5.2
At contracting establishments	245	243	226	243	226	4.4	4.3	4.0	4.3	4.0
At closing establishments	75	71	76	84	68	1.3	1.3	1.3	1.5	1.2
Net employment change	-3	5	23	2	35	0.0	0.1	0.4	0.0	0.5
Retail trade										
Gross job gains	1,061	1,059	1,058	1,044	1,090	7.1	7.0	6.9	6.9	7.2
At expanding establishments	886	890	885	845	899	5.9	5.9	5.8	5.6	5.9
At opening establishments	175	169	173	199	191	1.2	1.1	1.1	1.3	1.3
Gross job losses	1,016	1,011	974	1,126	992	6.8	6.7	6.4	7.5	6.5
At contracting establishments	857	857	820	920	834	5.7	5.7	5.4	6.1	5.5
At closing establishments	159	154	154	206	158	1.1	1.0	1.0	1.4	1.0
Net employment change	45	48	84	-82	98	0.3	0.3	0.5	-0.6	0.7

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. 2003	Mar. 2004	June 2004	Sept. 2004	Dec. 2004	Dec. 2003	Mar. 2004	June 2004	Sept. 2004	Dec. 2004
Transportation and warehousing										
Gross job gains	227	244	241	244	255	5.7	6.1	6.0	6.0	6.3
At expanding establishments	191	205	202	203	211	4.8	5.1	5.0	5.0	5.2
At opening establishments	36	39	39	41	44	0.9	1.0	1.0	1.0	1.1
Gross job losses	237	228	236	235	217	6.0	5.7	5.9	5.8	5.3
At contracting establishments	188	183	192	190	171	4.8	4.6	4.8	4.7	4.2
At closing establishments	49	45	44	45	46	1.2	1.1	1.1	1.1	1.1
Net employment change	-10	16	5	9	38	-0.3	0.4	0.1	0.2	1.0
Utilities										
Gross job gains	14	15	13	14	11	2.4	2.7	2.3	2.5	2.0
At expanding establishments	12	13	11	13	10	2.1	2.3	1.9	2.3	1.8
At opening establishments	2	2	2	1	1	0.3	0.4	0.4	0.2	0.2
Gross job losses	16	16	14	16	15	2.7	2.9	2.5	2.8	2.7
At contracting establishments	14	14	12	13	13	2.4	2.5	2.1	2.3	2.3
At closing establishments	2	2	2	3	2	0.3	0.4	0.4	0.5	0.4
Net employment change	-2	-1	-1	-2	-4	-0.3	-0.2	-0.2	-0.3	-0.7
Information										
Gross job gains	172	156	151	163	188	5.5	5.0	4.8	5.3	6.1
At expanding establishments	131	132	125	135	152	4.2	4.2	4.0	4.4	4.9
At opening establishments	41	24	26	28	36	1.3	0.8	0.8	0.9	1.2
Gross job losses	166	169	182	194	169	5.2	5.4	5.9	6.3	5.5
At contracting establishments	121	138	146	148	124	3.8	4.4	4.7	4.8	4.0
At closing establishments	45	31	36	46	45	1.4	1.0	1.2	1.5	1.5
Net employment change	6	-13	-31	-31	19	0.3	-0.4	-1.1	-1.0	0.6
Financial activities										
Gross job gains	436	442	461	469	497	5.5	5.7	5.9	5.9	6.3
At expanding establishments	333	343	362	364	373	4.2	4.4	4.6	4.6	4.7
At opening establishments	103	99	99	105	124	1.3	1.3	1.3	1.3	1.6
Gross job losses	462	433	457	452	451	5.9	5.5	5.8	5.7	5.7
At contracting establishments	354	325	324	334	338	4.5	4.1	4.1	4.2	4.3
At closing establishments	108	108	133	118	113	1.4	1.4	1.7	1.5	1.4
Net employment change	-26	9	4	17	46	-0.4	0.2	0.1	0.2	0.6
Professional and business services										
Gross job gains	1,438	1,411	1,509	1,416	1,512	9.0	8.8	9.3	8.7	9.2
At expanding establishments	1,136	1,156	1,214	1,124	1,198	7.1	7.2	7.5	6.9	7.3
At opening establishments	302	255	295	292	314	1.9	1.6	1.8	1.8	1.9
Gross job losses	1,302	1,378	1,321	1,366	1,300	8.2	8.5	8.2	8.3	7.9
At contracting establishments	1,000	1,080	988	1,035	1,001	6.3	6.7	6.1	6.3	6.1
At closing establishments	302	298	333	331	299	1.9	1.8	2.1	2.0	1.8
Net employment change	136	33	188	50	212	0.8	0.3	1.1	0.4	1.3
Education and health services										
Gross job gains	744	751	753	757	802	4.7	4.7	4.7	4.7	5.0
At expanding establishments	616	633	635	626	658	3.9	4.0	4.0	3.9	4.1
At opening establishments	128	118	118	131	144	0.8	0.7	0.7	0.8	0.9
Gross job losses	659	672	696	704	647	4.1	4.3	4.3	4.4	4.0
At contracting establishments	529	551	560	562	521	3.3	3.5	3.5	3.5	3.2
At closing establishments	130	121	136	142	126	0.8	0.8	0.8	0.9	0.8
Net employment change	85	79	57	53	155	0.6	0.4	0.4	0.3	1.0
Leisure and hospitality										
Gross job gains	1,161	1,138	1,164	1,169	1,204	9.5	9.2	9.3	9.4	9.5
At expanding establishments	866	854	889	883	900	7.1	6.9	7.1	7.1	7.1
At opening establishments	295	284	275	286	304	2.4	2.3	2.2	2.3	2.4
Gross job losses	1,097	1,091	1,090	1,135	1,134	8.9	8.8	8.7	9.1	9.0
At contracting establishments	875	870	873	888	900	7.1	7.0	7.0	7.1	7.1
At closing establishments	222	221	217	247	234	1.8	1.8	1.7	2.0	1.9
Net employment change	64	47	74	34	70	0.6	0.4	0.6	0.3	0.5
Other services										
Gross job gains	288	307	301	297	299	7.6	8.1	7.9	7.8	7.9
At expanding establishments	227	242	236	235	235	6.0	6.4	6.2	6.2	6.2
At opening establishments	61	65	65	62	64	1.6	1.7	1.7	1.6	1.7
Gross job losses	293	291	304	308	310	7.8	7.6	8.0	8.2	8.2
At contracting establishments	229	225	235	237	241	6.1	5.9	6.2	6.3	6.4
At closing establishments	64	66	69	71	69	1.7	1.7	1.8	1.9	1.8
Net employment change	-5	16	-3	-11	-11	-0.2	0.5	-0.1	-0.4	-0.3

¹ Includes unclassified sector, not shown separately.