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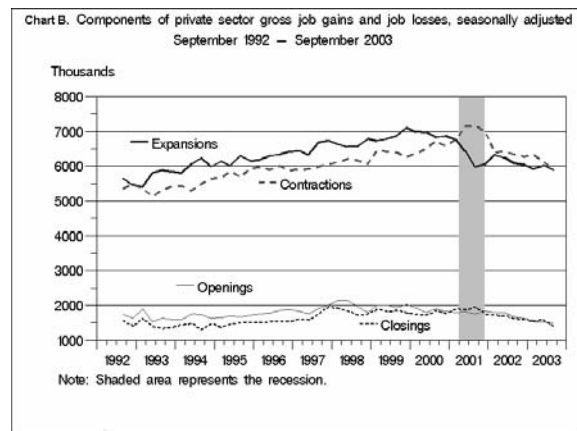
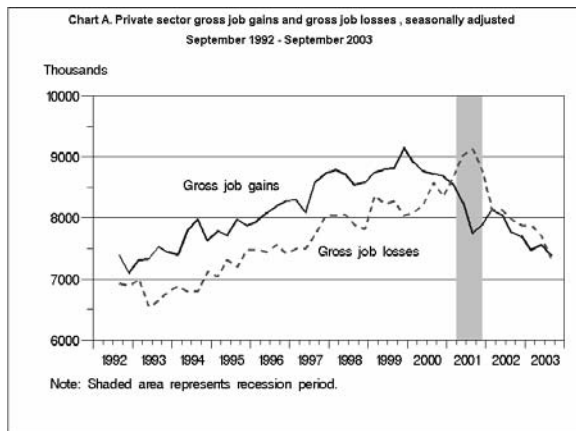
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BUSINESS EMPLOYMENT DYNAMICS: THIRD QUARTER 2003

From June to September 2003, the number of job gains from opening and expanding establishments was 7.4 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.) This release of the Business Employment Dynamics series includes major industry sectors for the first time. During the third quarter of 2003, gross job losses exceeded gross job gains in goods-producing sectors, while gross job gains surpassed gross job losses in 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 7.4 million jobs in the third quarter of 2003, or 164,000 less than in the second quarter of 2003. Over the quarter, expanding establishments added 5.9 million jobs, while opening establishments added 1.5 million.

Gross job losses totaled 7.3 million in the third quarter of 2003, down by 378,000 from the second quarter of 2003. The drop in gross job losses during the quarter more than offset the drop in gross job gains, resulting in the first net employment gain since the fourth quarter of 2000. Gross job losses have been on a downward trend since the third quarter of 2001. In the third quarter of 2003, 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 June to September 2003, gross job gains represented 6.9 percent of private sector employment, while gross job losses represented 6.8 percent of private sector employment. (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.

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

Category	3 months ended				
	Sept. 2002	Dec. 2002	Mar. 2003	June 2003	Sept. 2003
	Levels (in thousands)				
Gross job gains	7,763	7,702	7,472	7,560	7,396
At expanding establishments	6,083	6,059	5,932	6,033	5,897
At opening establishments	1,680	1,643	1,540	1,527	1,499
Gross job losses	7,974	7,877	7,876	7,702	7,324
At contracting establishments	6,345	6,267	6,321	6,138	5,893
At closing establishments	1,629	1,610	1,555	1,564	1,431
Net employment change ¹	-211	-175	-404	-142	72
	As a percent of employment				
Gross job gains	7.3	7.1	6.9	7.0	6.9
At expanding establishments	5.7	5.6	5.5	5.6	5.5
At opening establishments	1.6	1.5	1.4	1.4	1.4
Gross job losses	7.4	7.3	7.4	7.2	6.8
At contracting establishments	5.9	5.8	5.9	5.7	5.5
At closing establishments	1.5	1.5	1.5	1.5	1.3
Net employment change ¹	-0.1	-0.2	-0.5	-0.2	0.1

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

In the goods-producing sector, manufacturing job losses exceeded job gains during the third quarter for a net loss of 152,000 jobs. Quarterly job gains in this sector declined throughout 2001, reaching a low of 547,000 in the second quarter of 2003. Since peaking at 1,082,000 in the second quarter of 2001, gross job losses in manufacturing declined to 701,000 in the third quarter of 2003, the lowest level since the third quarter of 1992. (See tables B and 3.) In construction, gross job gains exceeded gross job losses in the third quarter of 2003, registering the first net employment gain since the second quarter of 2001.

In the service-providing sector, gross job gains in education and health services have exceeded gross job losses continuously since the beginning of the series on Business Employment Dynamics in September 1992. In the third quarter of 2003, this sector gained 731,000 jobs and lost 670,000 for a net change of +61,000 jobs. The net change in financial activities has been positive in almost all quarters since the beginning of the

series. Since the third quarter of 2002, this growth has been due to a steady level of gross job gains and a slow decline in job losses.

In the information sector, quarterly gross job gains peaked in the second quarter of 2000 at 306,000 jobs. Since then, gross job gains in this sector have been on a downward trend and reached a low of 149,000 jobs in the third quarter of 2003. Gross job losses rose from 222,000 jobs in the second quarter of 2000 to a high of 334,000 jobs in the second quarter of 2001. Gross job losses in this sector returned to a pre-recession level of 185,000 jobs by the third quarter of 2003.

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				
	Sept. 2002	Dec. 2002	Mar. 2003	June 2003	Sept. 2003	Sept. 2002	Dec. 2002	Mar. 2003	June 2003	Sept. 2003
Total private ¹	7,763	7,702	7,472	7,560	7,396	7,974	7,877	7,876	7,702	7,324
Goods-producing.....	1,682	1,652	1,692	1,657	1,605	1,880	1,889	1,932	1,897	1,755
Natural resources and mining.....	290	294	310	299	272	285	297	309	294	292
Construction.....	778	778	782	811	784	812	800	829	822	762
Manufacturing.....	614	580	600	547	549	783	792	794	781	701
Service-providing ¹	6,081	6,050	5,780	5,903	5,791	6,094	5,988	5,944	5,805	5,569
Wholesale trade.....	316	321	320	314	308	342	348	348	334	323
Retail trade.....	1,050	1,057	962	1,039	1,019	1,111	1,109	1,060	996	989
Transportation and warehousing.....	255	239	227	230	235	254	270	237	283	239
Utilities.....	20	13	15	14	16	20	23	15	19	19
Information.....	165	174	166	153	149	243	208	201	194	185
Financial activities.....	464	488	442	455	444	455	451	428	418	417
Professional and business services..	1,472	1,422	1,406	1,367	1,356	1,486	1,450	1,469	1,416	1,287
Education and health services.....	761	776	760	745	731	676	659	680	698	670
Leisure and hospitality.....	1,148	1,151	1,083	1,166	1,125	1,151	1,126	1,161	1,105	1,095
Other services.....	304	300	296	303	286	315	308	305	305	309

¹ Includes unclassified sector, not shown separately.

Number of Establishments Gaining and Losing Employment

In the third quarter of 2003, the number of establishments gaining jobs exceeded the number of establishments losing jobs for the first time since March 2001. Out of 6.4 million active private sector establishments, a total of 1.8 million establishments gained jobs from June to September 2003. (See table C.) Of these, 1.5 million were expanding establishments and 328,000 were opening establishments. During the third quarter of 2003, 1.8 million establishments lost jobs. Of these, 1.5 million were contracting establishments and 318,000 were closing establishments.

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

Category	3 months ended				
	Sept. 2002	Dec. 2002	Mar. 2003	June 2003	Sept. 2003
Establishments gaining jobs	1,789	1,801	1,750	1,788	1,791
Expanding establishments	1,448	1,452	1,418	1,457	1,463
Opening establishments	341	349	332	331	328
Establishments losing jobs	1,801	1,813	1,847	1,801	1,772
Contracting establishments	1,476	1,484	1,513	1,473	1,454
Closing establishments	325	329	334	328	318
Net establishment change ¹	16	20	-2	3	10

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 seasonally unadjusted data and other seasonally adjusted time 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.

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 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 	<p>Nonfarm wage and salary jobs:</p> <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 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 6.4 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 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

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

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				
	Sept. 2002	Dec. 2002	Mar. 2003	June 2003	Sept. 2003	Sept. 2002	Dec. 2002	Mar. 2003	June 2003	Sept. 2003
Total private¹										
Gross job gains	7,763	7,702	7,472	7,560	7,396	7.3	7.1	6.9	7.0	6.9
At expanding establishments	6,083	6,059	5,932	6,033	5,897	5.7	5.6	5.5	5.6	5.5
At opening establishments	1,680	1,643	1,540	1,527	1,499	1.6	1.5	1.4	1.4	1.4
Gross job losses	7,974	7,877	7,876	7,702	7,324	7.4	7.3	7.4	7.2	6.8
At contracting establishments	6,345	6,267	6,321	6,138	5,893	5.9	5.8	5.9	5.7	5.5
At closing establishments	1,629	1,610	1,555	1,564	1,431	1.5	1.5	1.5	1.5	1.3
Net employment change	-211	-175	-404	-142	72	-0.1	-0.2	-0.5	-0.2	0.1
Goods-producing										
Gross job gains	1,682	1,652	1,692	1,657	1,605	7.2	7.1	7.3	7.2	7.1
At expanding establishments	1,380	1,359	1,395	1,378	1,343	5.9	5.8	6.0	6.0	5.9
At opening establishments	302	293	297	279	262	1.3	1.3	1.3	1.2	1.2
Gross job losses	1,880	1,889	1,932	1,897	1,755	8.0	8.0	8.3	8.3	7.7
At contracting establishments	1,535	1,551	1,579	1,558	1,443	6.5	6.6	6.8	6.8	6.3
At closing establishments	345	338	353	339	312	1.5	1.4	1.5	1.5	1.4
Net employment change	-198	-237	-240	-240	-150	-0.8	-0.9	-1.0	-1.1	-0.6
Natural resources and mining										
Gross job gains	290	294	310	299	272	17.5	17.6	18.5	17.9	16.4
At expanding establishments	237	240	256	249	225	14.3	14.4	15.3	14.9	13.6
At opening establishments	53	54	54	50	47	3.2	3.2	3.2	3.0	2.8
Gross job losses	285	297	309	294	292	17.2	17.8	18.4	17.6	17.7
At contracting establishments	233	245	247	240	243	14.1	14.7	14.7	14.4	14.7
At closing establishments	52	52	62	54	49	3.1	3.1	3.7	3.2	3.0
Net employment change	5	-3	1	5	-20	0.3	-0.2	0.1	0.3	-1.3
Construction										
Gross job gains	778	778	782	811	784	11.7	11.6	11.7	12.2	11.7
At expanding establishments	619	616	619	654	636	9.3	9.2	9.3	9.8	9.5
At opening establishments	159	162	163	157	148	2.4	2.4	2.4	2.4	2.2
Gross job losses	812	800	829	822	762	12.1	12.0	12.4	12.3	11.4
At contracting establishments	643	637	660	653	601	9.6	9.6	9.9	9.8	9.0
At closing establishments	169	163	169	169	161	2.5	2.4	2.5	2.5	2.4
Net employment change	-34	-22	-47	-11	22	-0.4	-0.4	-0.7	-0.1	0.3
Manufacturing										
Gross job gains	614	580	600	547	549	4.0	3.8	4.0	3.8	3.8
At expanding establishments	524	503	520	475	482	3.4	3.3	3.5	3.3	3.3
At opening establishments	90	77	80	72	67	0.6	0.5	0.5	0.5	0.5
Gross job losses	783	792	794	781	701	5.1	5.2	5.3	5.4	4.9
At contracting establishments	659	669	672	665	599	4.3	4.4	4.5	4.6	4.2
At closing establishments	124	123	122	116	102	0.8	0.8	0.8	0.8	0.7
Net employment change	-169	-212	-194	-234	-152	-1.1	-1.4	-1.3	-1.6	-1.1
Service-providing¹										
Gross job gains	6,081	6,050	5,780	5,903	5,791	7.2	7.2	6.9	7.0	6.9
At expanding establishments	4,703	4,700	4,537	4,655	4,554	5.6	5.6	5.4	5.5	5.4
At opening establishments	1,378	1,350	1,243	1,248	1,237	1.6	1.6	1.5	1.5	1.5
Gross job losses	6,094	5,988	5,944	5,805	5,569	7.2	7.1	7.0	7.0	6.6
At contracting establishments	4,810	4,716	4,742	4,580	4,450	5.7	5.6	5.6	5.5	5.3
At closing establishments	1,284	1,272	1,202	1,225	1,119	1.5	1.5	1.4	1.5	1.3
Net employment change	-13	62	-164	98	222	0.0	0.1	-0.1	0.0	0.3
Wholesale trade										
Gross job gains	316	321	320	314	308	5.6	5.7	5.7	5.6	5.6
At expanding establishments	250	255	251	252	249	4.4	4.5	4.5	4.5	4.5
At opening establishments	66	66	69	62	59	1.2	1.2	1.2	1.1	1.1
Gross job losses	342	348	348	334	323	6.1	6.2	6.2	6.0	5.8
At contracting establishments	263	266	269	256	250	4.7	4.7	4.8	4.6	4.5
At closing establishments	79	82	79	78	73	1.4	1.5	1.4	1.4	1.3
Net employment change	-26	-27	-28	-20	-15	-0.5	-0.5	-0.5	-0.4	-0.2
Retail trade										
Gross job gains	1,050	1,057	962	1,039	1,019	6.9	7.0	6.4	6.9	6.7
At expanding establishments	840	884	799	872	848	5.5	5.9	5.3	5.8	5.6
At opening establishments	210	173	163	167	171	1.4	1.1	1.1	1.1	1.1
Gross job losses	1,111	1,109	1,060	996	989	7.3	7.3	7.0	6.7	6.6
At contracting establishments	940	924	903	834	839	6.2	6.1	6.0	5.6	5.6
At closing establishments	171	185	157	162	150	1.1	1.2	1.0	1.1	1.0
Net employment change	-61	-52	-98	43	30	-0.4	-0.3	-0.6	0.2	0.1

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				
	Sept. 2002	Dec. 2002	Mar. 2003	June 2003	Sept. 2003	Sept. 2002	Dec. 2002	Mar. 2003	June 2003	Sept. 2003
Transportation and warehousing										
Gross job gains	255	239	227	230	235	6.4	6.0	5.6	5.8	6.0
At expanding establishments	208	191	189	186	193	5.2	4.8	4.7	4.7	4.9
At opening establishments	47	48	38	44	42	1.2	1.2	0.9	1.1	1.1
Gross job losses	254	270	237	283	239	6.4	6.8	5.9	7.1	6.1
At contracting establishments	203	208	189	234	193	5.1	5.2	4.7	5.9	4.9
At closing establishments	51	62	48	49	46	1.3	1.6	1.2	1.2	1.2
Net employment change	1	-31	-10	-53	-4	0.0	-0.8	-0.3	-1.3	-0.1
Utilities										
Gross job gains	20	13	15	14	16	3.4	2.2	2.5	2.4	2.7
At expanding establishments	16	11	13	12	14	2.7	1.9	2.2	2.1	2.4
At opening establishments	4	2	2	2	2	0.7	0.3	0.3	0.3	0.3
Gross job losses	20	23	15	19	19	3.3	3.9	2.5	3.2	3.3
At contracting establishments	18	20	13	17	15	3.0	3.4	2.2	2.9	2.6
At closing establishments	2	3	2	2	4	0.3	0.5	0.3	0.3	0.7
Net employment change	0	-10	0	-5	-3	0.1	-1.7	0.0	-0.8	-0.6
Information										
Gross job gains	165	174	166	153	149	4.9	5.2	5.1	4.8	4.7
At expanding establishments	127	133	133	125	120	3.8	4.0	4.1	3.9	3.8
At opening establishments	38	41	33	28	29	1.1	1.2	1.0	0.9	0.9
Gross job losses	243	208	201	194	185	7.3	6.3	6.2	6.1	5.8
At contracting establishments	194	157	157	156	150	5.8	4.8	4.8	4.9	4.7
At closing establishments	49	51	44	38	35	1.5	1.5	1.4	1.2	1.1
Net employment change	-78	-34	-35	-41	-36	-2.4	-1.1	-1.1	-1.3	-1.1
Financial activities										
Gross job gains	464	488	442	455	444	6.0	6.3	5.7	5.8	5.7
At expanding establishments	354	365	340	361	344	4.6	4.7	4.4	4.6	4.4
At opening establishments	110	123	102	94	100	1.4	1.6	1.3	1.2	1.3
Gross job losses	455	451	428	418	417	5.9	5.8	5.4	5.4	5.3
At contracting establishments	335	329	323	320	321	4.3	4.2	4.1	4.1	4.1
At closing establishments	120	122	105	98	96	1.6	1.6	1.3	1.3	1.2
Net employment change	9	37	14	37	27	0.1	0.5	0.3	0.4	0.4
Professional and business services										
Gross job gains	1,472	1,422	1,406	1,367	1,356	9.2	8.9	8.8	8.6	8.5
At expanding establishments	1,158	1,104	1,129	1,084	1,085	7.2	6.9	7.1	6.8	6.8
At opening establishments	314	318	277	283	271	2.0	2.0	1.7	1.8	1.7
Gross job losses	1,486	1,450	1,469	1,416	1,287	9.3	9.0	9.2	8.9	8.1
At contracting establishments	1,138	1,127	1,148	1,067	996	7.1	7.0	7.2	6.7	6.3
At closing establishments	348	323	321	349	291	2.2	2.0	2.0	2.2	1.8
Net employment change	-14	-28	-63	-49	69	-0.1	-0.1	-0.4	-0.3	0.4
Education and health services										
Gross job gains	761	776	760	745	731	5.0	5.0	4.8	4.8	4.6
At expanding establishments	630	641	630	624	607	4.1	4.1	4.0	4.0	3.8
At opening establishments	131	135	130	121	124	0.9	0.9	0.8	0.8	0.8
Gross job losses	676	659	680	698	670	4.4	4.2	4.3	4.4	4.3
At contracting establishments	544	529	553	565	548	3.5	3.4	3.5	3.6	3.5
At closing establishments	132	130	127	133	122	0.9	0.8	0.8	0.8	0.8
Net employment change	85	117	80	47	61	0.6	0.8	0.5	0.4	0.3
Leisure and hospitality										
Gross job gains	1,148	1,151	1,083	1,166	1,125	9.6	9.5	8.9	9.6	9.3
At expanding establishments	864	862	807	885	849	7.2	7.1	6.6	7.3	7.0
At opening establishments	284	289	276	281	276	2.4	2.4	2.3	2.3	2.3
Gross job losses	1,151	1,126	1,161	1,105	1,095	9.6	9.3	9.6	9.1	9.0
At contracting establishments	911	904	934	881	879	7.6	7.5	7.7	7.3	7.2
At closing establishments	240	222	227	224	216	2.0	1.8	1.9	1.8	1.8
Net employment change	-3	25	-78	61	30	0.0	0.2	-0.7	0.5	0.3
Other services										
Gross job gains	304	300	296	303	286	8.0	7.9	7.8	8.0	7.6
At expanding establishments	237	237	229	239	227	6.2	6.2	6.0	6.3	6.0
At opening establishments	67	63	67	64	59	1.8	1.7	1.8	1.7	1.6
Gross job losses	315	308	305	305	309	8.3	8.1	8.0	8.0	8.2
At contracting establishments	250	239	239	236	246	6.6	6.3	6.3	6.2	6.5
At closing establishments	65	69	66	69	63	1.7	1.8	1.7	1.8	1.7
Net employment change	-11	-8	-9	-2	-23	-0.3	-0.2	-0.2	0.0	-0.6

¹ Includes unclassified sector, not shown separately.