



Puerto Rico Department of Labor and Human Resources  
Bureau of Labor Statistics

## News Release

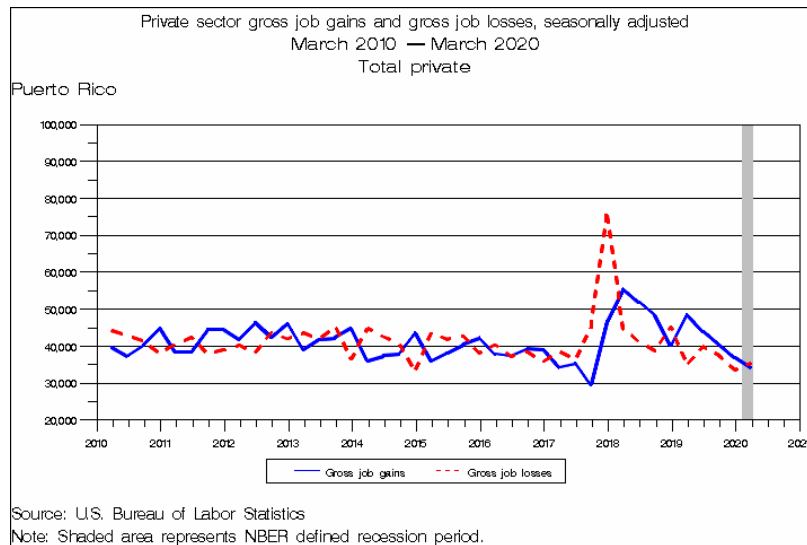
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### BUSINESS EMPLOYMENT DYNAMICS: FIRST QUARTER 2020

From January to March 2020 in Puerto Rico, gross job gains represented 5.0 percent of private sector employment and gross job losses represented 5.2 percent of private sector employment, according to preliminary data released by the Bureau of Labor Statistics of the U.S. Department of Labor. This is less than the national rate of gross job gains (5.5 percent) and less for job losses (6.1 percent). The number of job gains from opening and expanding establishments was 34,391 and the number of job losses from closing and contracting establishments was 35,428. Expanding and contracting establishments accounted for most of the jobs gained and lost.



The change in employment level over time is the net result of increases and decreases in employment that occur in all businesses within the economy. Business Employment Dynamics statistics track these changes in employment at private business units, from the third month of one quarter to the third month of the next. In this data series, gross job gains are defined as increases in employment resulting from expansions of employment at existing establishments, or from opening 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. The data series on Business Employment Dynamics are derived from the Quarterly Census of Employment and Wages (QCEW) program. This program is a quarterly census of all establishments covered under state and federal unemployment insurance programs, representing about 98 percent of employment in nonfarm payrolls. All data referred to the text are seasonally adjusted. (see Technical Note for more information.) The BED data series include gross job gains and gross job losses at the establishment level, by major industry sector, and for the 50 states, District of Columbia, Puerto Rico, and the Virgin Islands.

## Trends in Gross Job Gains and Job Losses

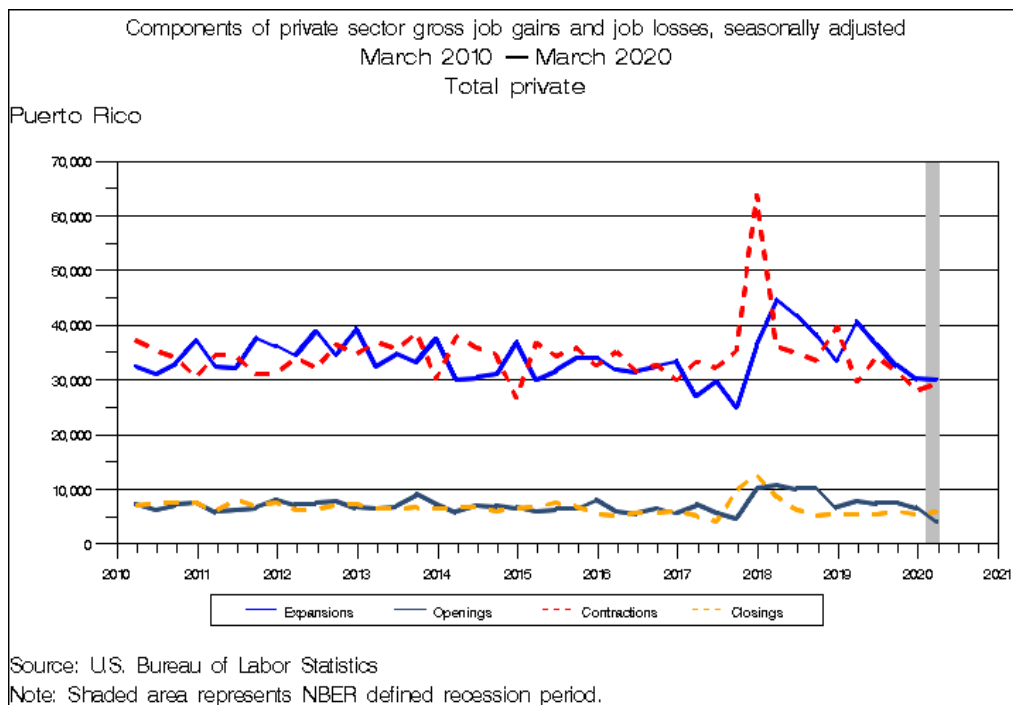
Opening and expanding private sector business establishments in Puerto Rico gained 34,391 jobs in the first quarter 2020. This represents a decrease of 2,603 from the previous quarter. Over the quarter, expanding establishments added 30,193 jobs, while opening establishments added 4,198.

Gross job losses totaled 35,428 in the first quarter of 2020, an increase of 1,882 from the fourth quarter of 2019. This was the second increase in gross job losses since June of 2019. In the first quarter of 2020, contracting establishments lost 29,473 jobs, while closing establishments accounted for a loss of 5,955 (See table A).

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

Category	(3 months ended)				
	March 2019	June 2019	Sep. 2019	Dec. 2019	March 2020
Gross job gains.....	48,574	44,047	40,432	36,994	34,391
At expanding establishments.....	40,653	36,514	32,737	30,317	30,193
At opening establishments .....	7,921	7,533	7,695	6,677	4,198
Gross job losses.....	34,864	39,887	37,460	33,546	35,428
At contracting establishments .....	29,542	34,341	31,532	28,060	29,473
At closing establishments .....	5,322	5,546	5,928	5,486	5,955
Net employment change <sup>1</sup> .....	13,710	4,160	2,972	3,448	-1,037

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



Puerto Rico presents some data by industry sectors. By now, we are including Education and Health Services and Retail Trade. From January to March 2020, both increased by 3,446 and 3,326 its net employment, respectively. (See table 1A.)

### Rates of Gross Job Gains and Gross Job Losses

From January to March 2020, gross job gains represented 5.0 percent of private sector employment. Over the quarter, gross job gains at expanding establishments represented 4.4 percent of private sector employment, and gross job gains at opening establishments represented 0.6 percent.

Nationally, these quarter gross job gains at expanding establishments represented 4.5 percent of private sector employment, and at opening establishments represented 1.0 percent.

For the same period, gross job losses represented 5.2 percent of private sector employment. Gross job losses at contracting establishments represented 4.3 percent of private sector employment, the national rate at contracting establishments was 5.0 percent. The rate of gross job losses at closing establishments was 0.9 for Puerto Rico, and 1.1 percent for the United States. (See table B).

**Table B. Three-month private sector gross job gains and losses as percent of employment, seasonally adjusted**

Category	(3 months ended)				
	March 2019	June 2019	Sep. 2019	Dec. 2019	March 2020
<b>Total Private for Commonwealth of Puerto Rico</b>	Rates (percent)				
Gross job gains.....	7.2	6.4	5.9	5.4	5.0
At expanding establishments.....	6.0	5.3	4.8	4.4	4.4
At opening establishments .....	1.2	1.1	1.1	1.0	0.6
Gross job losses.....	5.2	5.8	5.5	4.9	5.2
At contracting establishments .....	4.4	5.0	4.6	4.1	4.3
At closing establishments .....	0.8	0.8	0.9	0.8	0.9
Net employment change <sup>1</sup> .....	2.0	0.6	0.4	0.5	-0.2
<b>Total Private for United States as a whole</b>	Rates (percent)				
Gross job gains.....	6.0	6.1	5.9	6.2	5.5
At expanding establishments.....	4.9	5.0	4.8	5.0	4.5
At opening establishments .....	1.1	1.1	1.1	1.2	1.0
Gross job losses.....	5.5	5.9	5.8	5.5	6.1
At contracting establishments .....	4.5	4.8	4.8	4.5	5.0
At closing establishments .....	1.0	1.1	1.0	1.0	1.1
Net employment change <sup>1</sup> .....	0.5	0.2	0.1	0.7	-0.6

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

### Number of Establishments Gaining and Losing Employment

Another way to observe the dynamics of employment change is to count the number of establishments that opened, closed, expanded, or contracted during the quarter. Out of 44,717 active private sector establishments, a total of 8,788 gained jobs from January to March 2020 (See table C). Of these, 7,781 were expanding establishments and 1,007 were opening establishments. During the first quarter of 2020, 9,031 establishments showed job losses. Of these, 7,692 were contracting establishments and 1,339 were closing establishments.

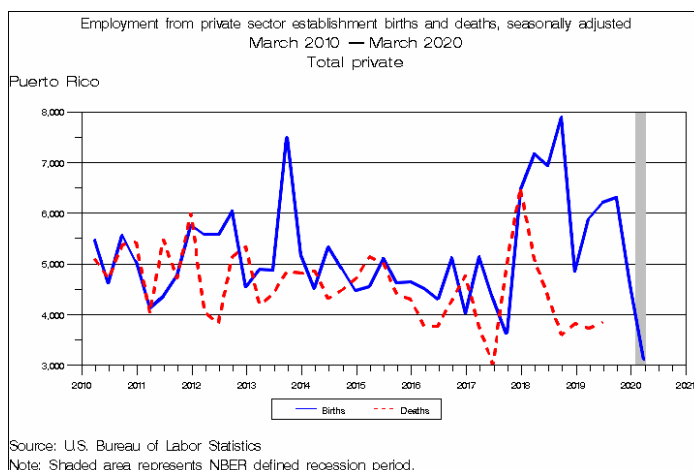
**Table C. Number of private sector establishments by direction of employment change, seasonally adjusted**

Category	(3 months ended)				
	March 2019	June 2019	Sep. 2019	Dec. 2019	March 2020
Establishments gaining jobs.....	11,047	10,088	9,448	9,012	8,788
Expanding establishments .....	9,376	8,400	7,975	7,639	7,781
Opening establishments .....	1,671	1,688	1,473	1,373	1,007
Establishments losing jobs.....	8,499	9,017	9,069	9,135	9,031
Contracting establishments .....	7,304	7,667	7,831	7,890	7,692
Closing establishments .....	1,195	1,350	1,238	1,295	1,339
Net employment change <sup>1</sup> .....	476	338	235	128	-332

<sup>1</sup> 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.

## Establishment Births and Deaths

From January to March 2020, a total of 722 new private sector, non-farm businesses created 3,126 jobs. This represented an decrease of 247 establishment births from the prior quarter and a loss of 1,467 jobs. The job gains from these new establishments represented 0.5 percent of total births employment. The historical time series of birth data shows that the number of establishment births has remained around 900 every quarter, with the except of the third quarter of 2017 and this quarter (first quarter 2020) which were lower. (See Table 5).



## Gross Job Gains and Losses by State

Gross job losses exceeded gross job gains in 46 states, the District of Columbia, Puerto Rico, and the Virgin Islands in the first quarter of 2020. (See tables 6 and 7.)

## More Information

Additional information on gross job gains and gross job losses are available online at <http://www.bls.gov/bdm>. This information includes data on the levels and rates of gross job gains and gross job losses by firm size; the not seasonally adjusted data and other seasonally adjusted time series not presented in this release; charts of gross job gains and gross job losses by industry and firm size; and frequently asked questions on firm-size data. Additional information about Business Employment Dynamics data can be found in the Technical Note of this release or may be obtained by e-mailing at [BDMinfo@bls.gov](mailto:BDMinfo@bls.gov).

## Technical Note

Business Employment Dynamics (BED) data is a product of a federal-state cooperative program known as Quarterly Census of Employment and Wages (QCEW). BED data is 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 employment and wages of workers covered by UI laws, and pay quarterly UI taxes. Quarterly UI reports are sent by the State Employment Security Agencies (SESAs) to the BLS and form the basis for the Bureau's establishment sampling frame universe. These reports are also 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 uses for the Bureau's UI reports are published by the Current Employment Statistics (CES) program.

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

## 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 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 as well as the intended uses of the program products. (See table below.)

Additional information about each program can be obtained from the program Web sites shown in the table in the following page.

### **Coronavirus (COVID-19) Effect on First Quarter 2020 Business Employment Dynamics**

Data collection and processing methods have been impacted because of the COVID-19 pandemic. More detail can be found at [www.bls.gov/covid19/effects-of-covid-19-pandemic-on-business-employment-dynamics.htm](http://www.bls.gov/covid19/effects-of-covid-19-pandemic-on-business-employment-dynamics.htm)

### **Annual Revisions to Business Employment Dynamics (BED) Data**

Data in this release incorporate regular annual revisions to the BED series. These revisions cover the last four quarters of not seasonally adjusted data and five years of seasonally adjusted data.

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

	QCEW	BED	CES
Source	--Count of UI administrative records submitted by 9.2 million employers nationally	--Count of longitudinally-linked UI administrative records submitted by 6.8 million private sector employers	--Sample survey: 486,000 establishments
Coverage	--UI and UCFE coverage: all employers subject to state and federal UI Laws	--UI Coverage, excluding: government, private households, and establishments with zero employment	Nonfarm wage and salary jobs: --UI Coverage, excluding agriculture, private households, and self-employed  --Other employment, including railroads, religious organizations, and other non-UI-covered jobs
Publication frequency	--Quarterly  -7 months after the end of each quarter	--Quarterly  -8 months after the end of each quarter	--Monthly  -First Friday of each month
Use of UI file	--Directly summarizes and publishes each new quarter of UI data	--Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses	--Uses UI file as a sampling frame and annually realigns (benchmarks) sample estimates to first quarter UI levels
Principal products	--Provides a quarterly and annual universe count of establishments, employment, and wages at the county, MSA, state, and national levels by detailed industry	--Provides quarterly employer dynamics data on establishment openings, closings, expansions, and contractions at the national level by NAICS super sectors and by size of firms, and at the state private-sector total level.  --Future expansions will include data with greater industry details and data at the county and MSA level.	--Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national level by industry
Principal uses	--Major uses include:  -Detailed locality data  -Periodic universe counts for benchmarking sample survey estimates  -Sample frame for BLS establishment survey	--Major uses include:  -Business cycle analysis  -Analysis of employer dynamics underlying economic expansions and contractions  -Analysis of employment expansion and contraction by size of firm	--Major uses include:  -Principal national economic indicator  -Official time series for employment change measures  -Input into other major economic indicators
Program websites	<a href="http://www.bls.gov/cew/">www.bls.gov/cew/</a>	<a href="http://www.bls.gov/bdm/">www.bls.gov/bdm/</a>	<a href="http://www.bls.gov/ces/">www.bls.gov/ces/</a>

### 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 SESAs 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 6.8 million private sector employer reports out of 9.2 million total reports of employment and wages submitted by States to BLS in the first quarter of 2012. 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 (49,972 units rounded to 0.0 million) are also 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 2012:

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**Number of active establishments included in Business Employment Dynamics data at the National Level**

.....	Millions
Total establishments QCEW program .....	9.2
Excluded:	
Public sector .....	0.3
Private households .....	0.8
Zero employment .....	1.3
Establishments in Puerto Rico and the Virgin Islands .....	0.0
Total establishments included in Business Employment Dynamics data .....	6.8

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**Unit of analysis**

Establishments are used in the tabulation of BED statistics by industry, and firms are used in the tabulation of BED size class statistics. An establishment is defined as an economic unit that produces goods or services, usually at a single physical location, and engages in one or predominantly one activity. A firm's legal business, either corporate or otherwise, may consist of several establishments. Firm-level data are compiled based on an aggregation of establishments under common ownership by a corporate parent using employer tax

identification numbers. The firm level aggregation which is consistent with the role of corporations as the economic decision makers are used for the measurement of BED data elements by size class.

Because of the difference in the unit of analysis, total gross job gains, and gross job losses by size class are lower than total gross job gains and gross job losses by industry, as some establishments gain and loose within a firm are offset during the aggregation process. The total net changes in employment are the same for not seasonally adjusted data, but are similar for seasonally adjusted data.

**Concepts and methodology**

Business Employment Dynamics (BED) data measures 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 or expanding establishments. A net decrease in employment can come from either closing 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.

*Births.* These are units with positive third month employment for the first time in the current quarter with no links to the prior quarter, or units with positive third month employment in the current quarter and zero employment in the third month four quarters. Births are a subset of openings not including reopening of seasonal businesses.

*Deaths.* These are units with no employment or zero employment reported in the third month for four consecutive quarters following the last quarter with

positive employment. Deaths are a subset of closings not including temporary shutdowns of seasonal businesses. A unit that closes during the quarter may be a death, but we wait three quarters to determine whether it is a permanent closing or a temporary shutdown. Therefore, there is a lag of three quarters for the final publication of death statistics.

All employment changes are measured from the third month of each quarter. Not all establishments change their employment levels. These establishments count toward estimates of total employment, but not for levels of gross job gains or gross job losses.

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

## **Establishment Births and Deaths**

For the purpose of BED statistics, births are defined as establishments that appear in the longitudinal database for the first time, with positive employment in the third month of a quarter; or showed four consecutive quarters of zero employment in the third month followed by a quarter in which it shows positive employment in the third month. Similarly, deaths are defined as establishments that either drop out of the longitudinal database, or an establishment that had positive employment in the third month of a given quarter followed by four consecutive quarters of showing zero employment in the third month. Although the data for establishment births and deaths are tabulated independently from the data for openings and closings, the concepts are not mutually exclusive. An establishment that is defined as a birth in a given quarter is necessarily an opening as well; and an establishment defined as a death in a quarter must also be a closing. Since openings include seasonal, and other re-openings and closings include temporary shutdowns, the not seasonally adjusted values for births and deaths must be less than those for openings and closings. However, because some BED series do not have many re-openings or temporary shutdowns, as well as the fact that births and deaths are independently seasonally adjusted from openings and closings, there may be instances when the seasonally adjusted value of the former is greater than the latter.

## **Linkage methodology**

Prior to the measurement of gross job gains and gross job losses, QCEW records are linked across two quarters. The linkage process matches the establishments' unique SESA identification numbers (SESA-ID), between 95 to 97 percent of establishments identified as continuous from quarter to quarter. The rest are linked in one of three ways. The first method uses predecessor and successor information, identified by the states, which relate records with different Puerto Rico Department of Labor -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 Puerto Rico Department of Labor -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, the Puerto Rico Department of Labor verifies with employers and updates, if necessary, the industry, location, and ownership classification of all establishments on a 4-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 are also introduced in the first quarter.

## **Sizing methodology**

The method of dynamic sizing is used in calculations of the BED size class data series. Dynamic sizing allocates each firm's employment gain or loss, during a quarter to each respective size class where the change occurred. For example, if a firm grew from 2 employees in quarter 1 to 38 employees in quarter 2, then, of the 36-employee increase, 2 would be allocated to the first size class, 5 to the size class 5 to the 9, 10 to size class 10 to the 19, and 19 to size class 20 to the 49.

Dynamic sizing provides symmetrical firm size estimates and eliminates any systematic effects that may be caused by the transitory and reverting changes in firm sizes over time. Additionally, it allocates each job gain or loss to the actual size class where it occurred.

## **Seasonal adjustment**

Over the course of a year, the levels of employment and 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 the 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. Because the effect of student finishing school is known previously a year before, 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 data series for opening, expanding, closing, and contracting establishments are independently adjusted, and 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 seasonally adjusted rates. Concurrent seasonal adjustment is run using X-12 ARIMA.

The net over-the-quarter change derived by adding 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 labor market dynamic changes that underlie the net employment change statistic. As such, data users particularly interested in net employment change and not in 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 in Business Employment Dynamics is based on administrative rather than sample data, there are no issues related to sampling errors. Nonsampling errors, however, still exist. 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. BLS continues to refine

methods for improving the linkage process and alleviating the effects of these complications.

## Additional statistics

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, and average annual pay by state and industry are available upon request from the Division of Administrative Statistics and Labor Turnover, Bureau of Labor Statistics, U.S. Department of Labor, Washington, DC 20212; telephone 202-691-6567; (<http://www.bls.gov/cew/>); (e-mail: [QCEWInfo@bls.gov](mailto:QCEWInfo@bls.gov)).

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

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

## Other information

By publishing this report, the Puerto Rico Department of Labor and Human Resources is complying with the Cooperative Agreement signed with the Federal Bureau of Labor Statistics.

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Table 1 Private sector gross job gains and 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
2010	March	-4,536	39,666	32,455	7,211	44,202	37,265	6,937
	June	-5,549	37,414	31,215	6,199	42,963	35,422	7,541
	September	-985	40,399	33,164	7,235	41,384	33,945	7,439
	December	6,899	44,936	37,353	7,583	38,037	30,511	7,526
2011	March	-2,285	38,338	32,476	5,862	40,623	34,635	5,988
	June	-3,924	38,455	32,217	6,238	42,379	34,332	8,047
	September	6,547	44,453	37,680	6,773	37,906	31,041	6,865
	December	5,592	44,538	36,335	8,203	38,946	31,279	7,667
2012	March	1,707	41,904	34,552	7,352	40,197	34,028	6,169
	June	8,060	46,365	38,917	7,448	38,305	32,105	6,200
	September	-1,240	42,455	34,591	7,864	43,695	36,551	7,144
	December	4,217	46,158	39,400	6,758	41,941	34,683	7,258
2013	March	-4,480	39,054	32,533	6,521	43,534	36,955	6,579
	June	-119	41,868	34,837	7,031	41,987	35,580	6,407
	September	-2,847	42,349	33,250	9,099	45,196	38,543	6,653
	December	8,286	44,846	37,608	7,238	36,560	30,175	6,385
2014	March	-8,802	36,006	30,147	5,859	44,808	37,989	6,819
	June	-5,046	37,530	30,501	7,029	42,576	35,883	6,693
	September	-2,544	38,082	31,056	7,026	40,626	34,567	6,059
	December	10,411	43,619	36,971	6,648	33,208	26,656	6,552
2015	March	-7,650	35,995	30,080	5,915	43,645	36,772	6,873
	June	-3,534	38,245	31,868	6,377	41,779	34,302	7,477
	September	-2,297	40,455	34,067	6,388	42,752	35,891	6,861
	December	4,177	42,270	34,187	8,083	38,093	32,574	5,519
2016	March	-2,424	37,976	32,023	5,953	40,400	35,166	5,234
	June	87	37,365	31,694	5,671	37,278	31,583	5,695
	September	794	39,223	32,591	6,632	38,429	32,637	5,792
	December	3,301	39,169	33,448	5,721	35,868	29,952	5,916
2017	March	-4,191	34,306	27,056	7,250	38,497	33,363	5,134
	June	-795	35,512	29,775	5,737	36,307	32,282	4,025
	September	-15,453	29,690	25,008	4,682	45,143	35,311	9,832
	December	-29,985	46,610	36,447	10,163	76,595	63,917	12,678
2018	March	10,732	55,452	44,632	10,820	44,720	36,079	8,641
	June	10,733	51,974	41,845	10,129	41,241	35,008	6,233
	September	9,711	48,383	38,241	10,142	38,672	33,606	5,066
	December	-5,257	40,167	33,517	6,650	45,424	39,742	5,682
2019	March	13,710	48,574	40,653	7,921	34,864	29,542	5,322
	June	4,160	44,047	36,514	7,533	39,887	34,341	5,546
	September	2,972	40,432	32,737	7,695	37,460	31,532	5,928
	December	3,448	36,994	30,317	6,677	33,546	28,060	5,486
2020	March	-1,037	34,391	30,193	4,198	35,428	29,473	5,955

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

Category	Gross job gains and losses					Gross job gains and losses as a percent of employment				
	(3 months ended)					(3 months ended)				
	March 2019	June 2019	Sept 2019	Dec 2019	March 2020	March 2019	June 2019	Sept 2019	Dec 2019	March 2020
<b>Total private <sup>1</sup></b>										
Gross job gains .....	48,574	44,047	40,432	36,994	34,391	7.2	6.4	5.9	5.4	5.0
At expanding establishments .....	40,653	36,514	32,737	30,317	30,193	6.0	5.3	4.8	4.4	4.4
At opening establishments .....	7,921	7,533	7,695	6,677	4,198	1.2	1.1	1.1	1.0	0.6
Gross job losses .....	34,864	39,887	37,460	33,546	35,428	5.2	5.8	5.5	4.9	5.2
At contracting establishments .....	29,542	34,341	31,532	28,060	29,473	4.4	5.0	4.6	4.1	4.3
At closing establishments .....	5,322	5,546	5,928	5,486	5,955	0.8	0.8	0.9	0.8	0.9
Net employment change .....	13,710	4,160	2,972	3,448	-1,037	2.0	0.6	0.4	0.5	-0.2
<b>Retail Trade</b>										
Gross job gains .....	9,782	7,160	7,253	6,553	7,248	7.8	5.6	5.7	5.2	5.7
At expanding establishments .....	8,205	6,239	5,959	5,178	6,201	6.5	4.9	4.7	4.1	4.9
At opening establishments .....	1,577	921	1,294	1,375	1,047	1.3	0.7	1.0	1.1	0.8
Gross job losses .....	6,456	8,272	7,284	6,749	7,080	5.1	6.5	5.7	5.3	5.6
At contracting establishments .....	5,808	7,400	6,175	5,949	5,569	4.6	5.8	4.8	4.7	4.4
At closing establishments .....	648	872	1,109	800	1,511	0.5	0.7	0.9	0.6	1.2
Net employment change .....	3,326	-1,112	-31	-196	168	2.7	-0.9	0.0	-0.1	0.1
<b>Education and Health Services</b>										
Gross job gains .....	8,524	7,357	6,628	5,781	3,985	7.5	6.4	5.8	4.9	3.4
At expanding establishments .....	7,121	6,310	5,489	4,914	3,599	6.3	5.5	4.8	4.2	3.1
At opening establishments .....	1,403	1,047	1,139	867	386	1.2	0.9	1.0	0.7	0.3
Gross job losses .....	5,078	5,649	5,869	5,994	6,063	4.6	4.9	5.1	5.2	5.3
At contracting establishments .....	4,452	4,565	4,910	5,070	5,332	4.0	4.0	4.3	4.4	4.7
At closing establishments .....	626	1,084	959	924	731	0.6	0.9	0.8	0.8	0.6
Net employment change .....	3,446	1,708	759	-213	-2,078	2.9	1.5	0.7	-0.3	-1.9

<sup>1</sup>Includes unclassified sector, not shown separately.

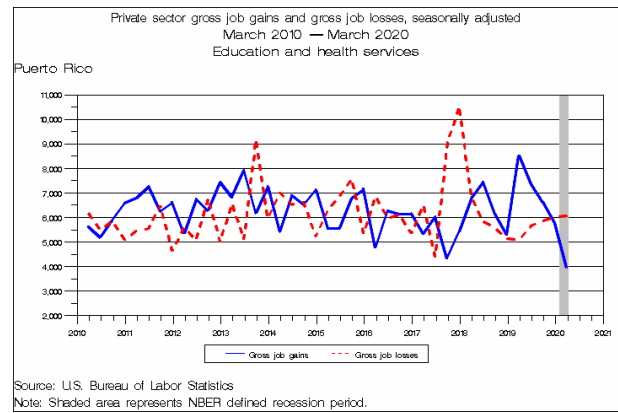
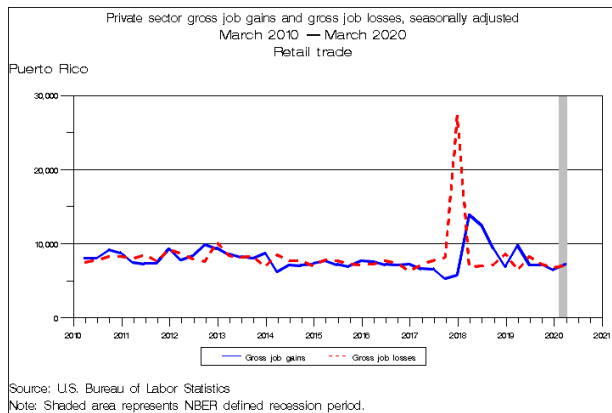


Table 2. Private sector gross job gains and losses, as a percent of employment(1), seasonally adjusted  
(Percent)

Year	3 months ended	Net change(2)	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2010	March	-0.6	5.9	4.8	1.1	6.5	5.5	1.0
	June	-0.8	5.6	4.7	0.9	6.4	5.3	1.1
	September	-0.1	6.1	5.0	1.1	6.2	5.1	1.1
	December	1.0	6.7	5.6	1.1	5.7	4.6	1.1
2011	March	-0.4	5.7	4.8	0.9	6.1	5.2	0.9
	June	-0.6	5.7	4.8	0.9	6.3	5.1	1.2
	September	1.0	6.6	5.6	1.0	5.6	4.6	1.0
	December	0.9	6.6	5.4	1.2	5.7	4.6	1.1
2012	March	0.3	6.2	5.1	1.1	5.9	5.0	0.9
	June	1.2	6.8	5.7	1.1	5.6	4.7	0.9
	September	-0.2	6.1	5.0	1.1	6.3	5.3	1.0
	December	0.6	6.7	5.7	1.0	6.1	5.0	1.1
2013	March	-0.8	5.6	4.7	0.9	6.4	5.4	1.0
	June	0.0	6.1	5.1	1.0	6.1	5.2	0.9
	September	-0.5	6.1	4.8	1.3	6.6	5.6	1.0
	December	1.3	6.6	5.5	1.1	5.3	4.4	0.9
2014	March	-1.2	5.3	4.4	0.9	6.5	5.5	1.0
	June	-0.8	5.5	4.5	1.0	6.3	5.3	1.0
	September	-0.4	5.6	4.6	1.0	6.0	5.1	0.9
	December	1.5	6.4	5.4	1.0	4.9	3.9	1.0
2015	March	-1.1	5.3	4.4	0.9	6.4	5.4	1.0
	June	-0.6	5.6	4.7	0.9	6.2	5.1	1.1
	September	-0.4	5.9	5.0	0.9	6.3	5.3	1.0
	December	0.7	6.3	5.1	1.2	5.6	4.8	0.8
2016	March	-0.3	5.7	4.8	0.9	6.0	5.2	0.8
	June	0.0	5.5	4.7	0.8	5.5	4.7	0.8
	September	0.1	5.8	4.8	1.0	5.7	4.8	0.9
	December	0.5	5.8	5.0	0.8	5.3	4.4	0.9
2017	March	-0.7	5.1	4.0	1.1	5.8	5.0	0.8
	June	-0.1	5.3	4.4	0.9	5.4	4.8	0.6
	September	-2.4	4.4	3.7	0.7	6.8	5.3	1.5
	December	-4.5	7.2	5.6	1.6	11.7	9.8	1.9
2018	March	1.7	8.6	6.9	1.7	6.9	5.6	1.3
	June	1.7	7.9	6.4	1.5	6.2	5.3	0.9
	September	1.4	7.2	5.7	1.5	5.8	5.0	0.8
	December	-0.8	6.0	5.0	1.0	6.8	5.9	0.9
2019	March	2.0	7.2	6.0	1.2	5.2	4.4	0.8
	June	0.6	6.4	5.3	1.1	5.8	5.0	0.8
	September	0.4	5.9	4.8	1.1	5.5	4.6	0.9
	December	0.5	5.4	4.4	1.0	4.9	4.1	0.8
2020	March	-0.2	5.0	4.4	0.6	5.2	4.3	0.9

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

(2) See footnote 1, table 1.

Table 3. Number of private sector establishments by direction of employment change, seasonally adjusted Puerto Rico

Year	3 months ended	Net change(1)	Establishments gaining jobs			Establishments losing jobs		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2010	March	-300	8,461	6,965	1,496	10,677	8,881	1,796
	June	-435	8,681	7,373	1,308	10,112	8,369	1,743
	September	-216	8,970	7,524	1,446	9,655	7,993	1,662
	December	-177	9,846	8,376	1,470	8,938	7,291	1,647
2011	March	-204	8,802	7,381	1,421	10,254	8,629	1,625
	June	-360	8,697	7,317	1,380	9,716	7,976	1,740
	September	-75	9,018	7,551	1,467	9,125	7,583	1,542
	December	280	9,741	8,104	1,637	8,616	7,259	1,357
2012	March	-71	8,841	7,340	1,501	10,038	8,466	1,572
	June	4	9,636	8,161	1,475	9,118	7,647	1,471
	September	236	9,573	7,943	1,630	9,215	7,821	1,394
	December	-99	9,695	8,317	1,378	8,535	7,058	1,477
2013	March	-237	8,588	7,260	1,328	10,027	8,462	1,565
	June	32	8,857	7,424	1,433	9,408	8,007	1,401
	September	247	9,036	7,401	1,635	9,567	8,179	1,388
	December	-95	9,575	8,192	1,383	8,914	7,436	1,478
2014	March	-365	8,259	6,982	1,277	10,204	8,562	1,642
	June	-128	8,656	7,255	1,401	9,499	7,970	1,529
	September	6	8,622	7,218	1,404	9,461	8,063	1,398
	December	38	9,394	8,032	1,362	8,372	7,048	1,324
2015	March	-350	8,267	7,026	1,241	9,928	8,337	1,591
	June	-463	8,557	7,374	1,183	9,490	7,844	1,646
	September	-186	8,314	7,062	1,252	9,547	8,109	1,438
	December	177	9,547	8,053	1,494	8,575	7,258	1,317
2016	March	-91	8,488	7,156	1,332	9,702	8,279	1,423
	June	-47	8,466	7,193	1,273	8,941	7,621	1,320
	September	145	8,681	7,336	1,345	8,995	7,795	1,200
	December	-97	9,020	7,803	1,217	8,551	7,237	1,314
2017	March	-82	8,659	7,307	1,352	9,549	8,115	1,434
	June	280	8,507	7,193	1,314	8,884	7,850	1,034
	September	-1,252	7,018	6,260	758	10,227	8,217	2,010
	December	-1,064	8,236	6,503	1,733	14,007	11,210	2,797
2018	March	-226	10,341	8,299	2,042	10,265	7,997	2,268
	June	677	10,683	8,665	2,018	8,412	7,071	1,341
	September	908	10,318	8,379	1,939	8,346	7,315	1,031
	December	247	9,111	7,690	1,421	9,024	7,850	1,174
2019	March	476	11,047	9,376	1,671	8,499	7,304	1,195
	June	338	10,088	8,400	1,688	9,017	7,667	1,350
	September	235	9,448	7,975	1,473	9,069	7,831	1,238
	December	128	9,012	7,639	1,373	9,135	7,890	1,245
2020	March	-332	8,788	7,781	1,007	9,031	7,692	1,339

(1) Net change is the difference between the number of opening establishments and the number of closing establishments.

Table 4. Private sector establishments by direction of employment change, as a percent of total establishments(1), seasonally adjusted.  
(Percent)

Year	3 months ended	Net change(2)	Establishments gaining jobs			Establishments losing jobs		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2010	March	-0.7	19.6	16.1	3.5	24.8	20.6	4.2
	June	-1.0	20.3	17.2	3.1	23.7	19.6	4.1
	September	-0.5	21.1	17.7	3.4	22.7	18.8	3.9
	December	-0.4	23.3	19.8	3.5	21.1	17.2	3.9
2011	March	-0.5	20.9	17.5	3.4	24.3	20.4	3.9
	June	-0.9	20.8	17.5	3.3	23.3	19.1	4.2
	September	-0.2	21.6	18.1	3.5	21.9	18.2	3.7
	December	0.7	23.3	19.4	3.9	20.6	17.4	3.2
2012	March	-0.1	21.1	17.5	3.6	23.9	20.2	3.7
	June	0.0	22.9	19.4	3.5	21.7	18.2	3.5
	September	0.6	22.7	18.8	3.9	21.9	18.6	3.3
	December	-0.2	23.0	19.7	3.3	20.2	16.7	3.5
2013	March	-0.6	20.3	17.2	3.1	23.7	20.0	3.7
	June	0.1	21.0	17.6	3.4	22.3	19.0	3.3
	September	0.6	21.4	17.5	3.9	22.7	19.4	3.3
	December	-0.2	22.6	19.3	3.3	21.0	17.5	3.5
2014	March	-0.9	19.5	16.5	3.0	24.2	20.3	3.9
	June	-0.3	20.6	17.3	3.3	22.6	19.0	3.6
	September	0.1	20.6	17.2	3.4	22.6	19.3	3.3
	December	0.0	22.3	19.1	3.2	20.0	16.8	3.2
2015	March	-0.8	19.8	16.8	3.0	23.7	19.9	3.8
	June	-1.1	20.7	17.8	2.9	22.9	18.9	4.0
	September	-0.5	20.1	17.1	3.0	23.2	19.7	3.5
	December	0.4	23.1	19.5	3.6	20.8	17.6	3.2
2016	March	-0.2	20.5	17.3	3.2	23.4	20.0	3.4
	June	-0.1	20.5	17.4	3.1	21.7	18.5	3.2
	September	0.4	21.0	17.7	3.3	21.7	18.8	2.9
	December	-0.3	21.7	18.8	2.9	20.6	17.4	3.2
2017	March	-0.2	20.9	17.6	3.3	23.1	19.6	3.5
	June	0.7	20.5	17.3	3.2	21.4	18.9	2.5
	September	-3.0	17.2	15.3	1.9	25.0	20.1	4.9
	December	-2.6	20.7	16.3	4.4	35.2	28.2	7.0
2018	March	-0.6	26.3	21.1	5.2	26.1	20.3	5.8
	June	1.7	27.0	21.9	5.1	21.3	17.9	3.4
	September	2.2	25.6	20.8	4.8	20.7	18.1	2.6
	December	0.6	22.2	18.7	3.5	22.0	19.1	2.9
2019	March	1.1	26.6	22.6	4.0	20.5	17.5	2.9
	June	0.8	24.1	20.1	4.0	21.5	18.3	3.2
	September	0.6	22.4	18.9	3.5	21.5	18.6	2.9
	December	0.3	21.2	18.0	3.2	21.5	18.6	2.9
2020	March	-0.8	20.8	18.4	2.4	21.3	18.1	3.2

(1) The rates measure establishments gaining or losing jobs as a percentage of the average of the previous and current quarter total number of establishments.

(2) See footnote 1, table 3.

Table 5. Private Sector establishment births and deaths, seasonally adjusted Puerto Rico.

Year	3 months ended	Number of Establishments				Employment			
		Births <sup>1</sup>		Deaths <sup>2</sup>		Births		Deaths	
		Level	Rate	Level	Rate	Level	Rate	Level	Rate
2010	March	1,028	2.4	1,280	3.0	5,468	0.8	5,101	0.8
	June	837	2.0	1,102	2.6	4,623	0.7	4,710	0.7
	September	868	2.0	1,180	2.8	5,566	0.8	5,380	0.8
	December	860	2.0	1,144	2.7	5,048	0.8	5,430	0.8
2011	March	949	2.2	1,073	2.5	4,137	0.6	4,035	0.6
	June	870	2.1	1,117	2.7	4,370	0.7	5,478	0.8
	September	883	2.1	1,108	2.7	4,776	0.7	4,711	0.7
	December	1,152	2.8	979	2.3	5,764	0.9	6,004	0.9
2012	March	1,064	2.5	1,046	2.5	5,577	0.8	4,048	0.6
	June	1,002	2.4	952	2.3	5,583	0.8	3,826	0.6
	September	1,146	2.7	1,029	2.4	6,044	0.9	5,136	0.7
	December	950	2.2	1,070	2.5	4,547	0.7	5,343	0.8
2013	March	936	2.2	1,033	2.4	4,891	0.7	4,193	0.6
	June	943	2.2	921	2.2	4,881	0.7	4,406	0.6
	September	1,182	2.8	1,037	2.5	7,492	1.1	4,871	0.7
	December	968	2.3	1,088	2.6	5,176	0.8	4,815	0.7
2014	March	917	2.2	1,139	2.7	4,523	0.7	4,863	0.7
	June	937	2.2	1,008	2.4	5,340	0.8	4,320	0.6
	September	923	2.2	1,025	2.4	4,915	0.7	4,489	0.7
	December	904	2.2	988	2.4	4,483	0.7	4,706	0.7
2015	March	931	2.2	1,162	2.8	4,571	0.7	5,138	0.8
	June	807	1.9	1,163	2.8	5,109	0.8	5,031	0.7
	September	834	2.0	986	2.4	4,627	0.7	4,384	0.7
	December	908	2.2	924	2.2	4,647	0.7	4,306	0.6
2016	March	923	2.2	981	2.4	4,519	0.7	3,757	0.6
	June	874	2.1	860	2.1	4,317	0.6	3,779	0.6
	September	917	2.2	858	2.1	5,122	0.8	4,283	0.6
	December	806	1.9	969	2.3	4,030	0.6	4,772	0.7
2017	March	999	2.4	1,021	2.5	5,143	0.8	3,755	0.6
	June	903	2.2	731	1.8	4,338	0.6	3,017	0.4
	September	512	1.3	1,084	2.6	3,641	0.5	4,963	0.7
	December	803	2.0	1,410	3.5	6,480	1.0	6,500	1.0
2018	March	983	2.5	1,339	3.4	7,181	1.1	5,104	0.8
	June	1,068	2.7	855	2.2	6,940	1.1	4,368	0.7
	September	1,235	3.1	726	1.8	7,904	1.2	3,600	0.5
	December	1,044	2.5	754	1.8	4,864	0.7	3,828	0.6
2019	March	1,258	3.0	783	1.9	5,901	0.9	3,727	0.6
	June	1,266	3.0	912	2.2	6,212	0.9	3,840	0.6
	September	1,084	2.6	N/A	N/A	6,312	0.9	N/A	N/A
	December	969	2.3	N/A	N/A	4,593	0.7	N/A	N/A
2020	March	722	1.7	N/A	N/A	3,126	0.5	N/A	N/A

(1) Values for births are not available for the three quarters of the time series by definition.

(2) Values for deaths are not available for the most recent three quarters by definition.

Table 7. Private sector gross job gains as a percent of total employment by state, seasonally adjusted.

State	Gross job gains as a percent of employment (3 months ended)					Gross job losses as a percent of employment (3 months ended)				
	March 2019	June 2019	Sept 2019	Dec. 2019	March 2020	March 2019	June 2019	Sept 2019	Dec. 2019	March 2020
United States	6.0	6.1	5.9	6.2	5.5	5.5	5.9	5.8	5.5	6.1
Alabama	6.1	5.9	5.8	6.2	5.5	5.6	5.9	5.9	5.5	5.9
Alaska	10.1	10.7	9.6	10.3	9.2	9.0	10.1	10.1	10.2	9.5
Arizona	5.7	5.7	6.3	6.4	5.6	5.5	5.6	4.9	5.2	5.9
Arkansas	5.3	5.0	5.6	6.5	5.1	5.1	5.7	5.8	4.9	5.5
California	6.4	6.6	6.3	6.8	6.1	6.1	6.4	6.0	6.0	6.7
Colorado	6.6	7.0	6.6	6.7	6.3	6.3	6.2	6.4	6.2	7.0
Connecticut	5.3	5.8	5.5	5.5	5.2	5.7	5.8	5.8	5.6	5.9
Delaware	6.5	6.0	6.2	6.7	6.2	5.6	6.6	6.3	6.2	6.6
District of Columbia	5.5	5.4	5.5	5.4	5.2	5.0	5.5	5.3	4.7	5.3
Florida	6.2	6.5	6.6	6.6	5.4	5.6	6.3	5.8	5.9	6.2
Georgia	6.7	6.1	6.2	6.5	5.6	5.7	6.5	6.0	5.5	5.9
Hawaii	5.5	4.8	5.6	5.7	5.2	5.9	5.8	5.2	5.2	5.8
Idaho	7.5	7.1	7.0	7.7	7.6	6.1	6.7	6.8	6.3	6.1
Illinois	5.2	5.6	5.0	5.6	5.0	5.2	5.3	5.6	5.2	6.0
Indiana	5.8	5.1	5.4	6.0	4.9	4.8	5.9	5.6	5.1	6.0
Iowa	5.1	5.8	5.3	5.8	5.2	5.6	5.8	5.7	5.5	5.9
Kansas	5.6	5.7	5.6	6.3	5.4	5.7	5.8	5.7	5.7	6.0
Kentucky	5.8	5.8	5.9	6.2	5.3	5.5	6.0	5.7	5.6	6.1
Louisiana	6.1	6.2	5.9	5.9	5.3	6.1	6.5	6.1	5.7	6.3
Maine	7.5	7.4	6.5	7.3	6.4	6.7	7.4	7.3	6.9	7.0
Maryland	6.4	6.4	6.2	6.4	5.7	5.7	6.5	6.3	5.9	6.7
Massachusetts	6.1	6.0	5.3	5.8	5.2	5.2	5.6	5.9	5.6	6.0
Michigan	5.2	5.5	5.1	5.8	5.0	4.6	5.7	5.9	5.3	5.7
Minnesota	5.2	5.8	5.4	5.8	5.0	5.2	5.5	5.8	5.6	5.6
Mississippi	5.7	5.8	5.7	6.2	5.6	6.2	6.1	5.7	5.6	6.2
Missouri	5.4	5.7	5.8	6.2	5.2	5.3	5.8	5.8	5.3	5.7
Montana	7.6	8.1	7.4	8.6	7.7	8.1	7.7	7.7	7.2	7.7
Nebraska	5.7	5.7	5.7	6.2	5.8	5.7	5.7	5.5	5.8	6.1
Nevada	6.1	6.0	6.1	6.8	5.4	5.4	6.2	5.5	5.0	6.3
New Hampshire	6.4	6.4	5.8	6.6	6.0	5.7	6.3	6.6	6.0	6.4
New Jersey	5.7	6.2	6.0	6.5	5.7	5.7	5.9	6.2	5.8	6.3
New Mexico	6.7	6.3	6.8	7.0	6.1	5.8	6.5	6.1	6.3	6.5
New York	6.0	6.1	5.8	6.0	5.5	5.4	5.9	5.9	5.7	6.4
North Carolina	6.4	6.0	5.8	6.3	5.8	5.1	5.9	6.0	5.4	5.7
North Dakota	7.1	6.7	6.5	6.7	6.8	6.4	6.7	7.1	6.6	7.0
Ohio	5.6	5.7	5.3	5.7	5.1	5.2	5.7	5.9	5.3	5.6
Oklahoma	5.9	6.0	6.4	6.5	5.4	5.9	6.3	6.2	6.2	6.7
Oregon	6.4	6.3	6.2	6.7	6.2	5.8	6.1	6.2	5.8	6.5
Pennsylvania	5.2	5.3	5.2	5.4	4.9	4.8	5.4	5.1	4.9	5.6
Rhode Island	5.9	6.3	6.0	6.5	6.1	5.7	6.5	6.2	5.9	6.5
South Carolina	6.6	6.4	6.0	6.5	5.5	6.5	6.2	5.9	5.9	6.6
South Dakota	5.7	6.2	5.9	6.4	6.0	6.2	5.9	6.0	5.8	6.6
Tennessee	5.4	5.5	5.5	5.7	4.9	4.9	5.2	5.1	5.0	5.3
Texas	5.6	5.8	5.9	6.0	5.0	5.3	5.3	5.3	5.1	5.5
Utah	7.3	7.0	6.8	6.8	6.6	6.2	6.6	6.3	6.3	6.4
Vermont	6.9	7.1	6.3	6.9	5.8	6.3	7.1	7.6	6.4	7.6
Virginia	6.4	6.1	5.5	6.5	5.6	5.5	5.8	6.3	5.5	6.1
Washington	6.4	6.6	6.1	6.6	7.4	6.1	5.8	6.1	5.8	7.4
West Virginia	6.1	6.2	5.9	6.2	6.0	6.7	6.6	6.7	7.1	6.8
Wisconsin	5.2	5.5	4.8	5.4	5.0	4.9	5.3	5.9	5.0	5.3
Wyoming	9.0	8.5	8.6	9.4	8.6	7.8	9.5	8.9	8.7	9.3
Puerto Rico	7.2	6.4	5.9	5.4	5.0	5.2	5.8	5.5	4.9	5.2
Virgin Islands	12.9	8.9	12.0	10.3	7.2	7.6	6.9	6.4	7.3	8.3

NOTE: Totals for the United States do not include data for Puerto Rico or the Virgin Islands.



Table 7. Private sector gross job gains as a percent of total employment by state, seasonally adjusted.

State	Gross job gains as a percent of employment (3 months ended)					Gross job losses as a percent of employment (3 months ended)				
	March 2019	June 2019	Sept 2019	Dec. 2019	March 2020	March 2019	June 2019	Sept 2019	Dec. 2019	March 2020
United States	6.0	6.1	5.9	6.2	5.5	5.5	5.9	5.8	5.5	6.1
Alabama	6.1	5.9	5.8	6.2	5.5	5.6	5.9	5.9	5.5	5.9
Alaska	10.1	10.7	9.6	10.3	9.2	9.0	10.1	10.1	10.2	9.5
Arizona	5.7	5.7	6.3	6.4	5.6	5.5	5.6	4.9	5.2	5.9
Arkansas	5.3	5.0	5.6	6.5	5.1	5.1	5.7	5.8	4.9	5.5
California	6.4	6.6	6.3	6.8	6.1	6.1	6.4	6.0	6.0	6.7
Colorado	6.6	7.0	6.6	6.7	6.3	6.3	6.2	6.4	6.2	7.0
Connecticut	5.3	5.8	5.5	5.5	5.2	5.7	5.8	5.8	5.6	5.9
Delaware	6.5	6.0	6.2	6.7	6.2	5.6	6.6	6.3	6.2	6.6
District of Columbia	5.5	5.4	5.5	5.4	5.2	5.0	5.5	5.3	4.7	5.3
Florida	6.2	6.5	6.6	6.6	5.4	5.6	6.3	5.8	5.9	6.2
Georgia	6.7	6.1	6.2	6.5	5.6	5.7	6.5	6.0	5.5	5.9
Hawaii	5.5	4.8	5.6	5.7	5.2	5.9	5.8	5.2	5.2	5.8
Idaho	7.5	7.1	7.0	7.7	7.6	6.1	6.7	6.8	6.3	6.1
Illinois	5.2	5.6	5.0	5.6	5.0	5.2	5.3	5.6	5.2	6.0
Indiana	5.8	5.1	5.4	6.0	4.9	4.8	5.9	5.6	5.1	6.0
Iowa	5.1	5.8	5.3	5.8	5.2	5.6	5.8	5.7	5.5	5.9
Kansas	5.6	5.7	5.6	6.3	5.4	5.7	5.8	5.7	5.7	6.0
Kentucky	5.8	5.8	5.9	6.2	5.3	5.5	6.0	5.7	5.6	6.1
Louisiana	6.1	6.2	5.9	5.9	5.3	6.1	6.5	6.1	5.7	6.3
Maine	7.5	7.4	6.5	7.3	6.4	6.7	7.4	7.3	6.9	7.0
Maryland	6.4	6.4	6.2	6.4	5.7	5.7	6.5	6.3	5.9	6.7
Massachusetts	6.1	6.0	5.3	5.8	5.2	5.2	5.6	5.9	5.6	6.0
Michigan	5.2	5.5	5.1	5.8	5.0	4.6	5.7	5.9	5.3	5.7
Minnesota	5.2	5.8	5.4	5.8	5.0	5.2	5.5	5.8	5.6	5.6
Mississippi	5.7	5.8	5.7	6.2	5.6	6.2	6.1	5.7	5.6	6.2
Missouri	5.4	5.7	5.8	6.2	5.2	5.3	5.8	5.8	5.3	5.7
Montana	7.6	8.1	7.4	8.6	7.7	8.1	7.7	7.7	7.5	7.7
Nebraska	5.7	5.7	5.7	6.2	5.8	5.7	5.7	5.5	5.8	6.1
Nevada	6.1	6.0	6.1	6.8	5.4	5.4	6.2	5.5	5.0	6.3
New Hampshire	6.4	6.4	5.8	6.6	6.0	5.7	6.3	6.6	6.0	6.4
New Jersey	5.7	6.2	6.0	6.5	5.7	5.7	5.9	6.2	5.8	6.3
New Mexico	6.7	6.3	6.8	7.0	6.1	5.8	6.5	6.1	6.3	6.5
New York	6.0	6.1	5.8	6.0	5.5	5.4	5.9	5.9	5.7	6.4
North Carolina	6.4	6.0	5.8	6.3	5.8	5.1	5.9	6.0	5.4	5.7
North Dakota	7.1	6.7	6.5	6.7	6.8	6.4	6.7	7.1	6.6	7.0
Ohio	5.6	5.7	5.3	5.7	5.1	5.2	5.7	5.9	5.3	5.6
Oklahoma	5.9	6.0	6.4	6.5	5.4	5.9	6.3	6.2	6.2	6.7
Oregon	6.4	6.3	6.2	6.7	6.2	5.8	6.1	6.2	5.8	6.5
Pennsylvania	5.2	5.3	5.2	5.4	4.9	4.8	5.4	5.1	4.9	5.6
Rhode Island	5.9	6.3	6.0	6.5	6.1	5.7	6.5	6.2	5.9	6.5
South Carolina	6.6	6.4	6.0	6.5	5.5	6.5	6.2	5.9	5.9	6.6
South Dakota	5.7	6.2	5.9	6.4	6.0	6.2	5.9	6.0	5.8	6.6
Tennessee	5.4	5.5	5.5	5.7	4.9	4.9	5.2	5.1	5.0	5.3
Texas	5.6	5.8	5.9	6.0	5.0	5.3	5.3	5.3	5.1	5.5
Utah	7.3	7.0	6.8	6.8	6.6	6.2	6.6	6.3	6.3	6.4
Vermont	6.9	7.1	6.3	6.9	5.8	6.3	7.1	7.6	6.4	7.6
Virginia	6.4	6.1	5.5	6.5	5.6	5.5	5.8	6.3	5.5	6.1
Washington	6.4	6.6	6.1	6.6	7.4	6.1	5.8	6.1	5.8	7.4
West Virginia	6.1	6.2	5.9	6.2	6.0	6.7	6.6	6.7	7.1	6.8
Wisconsin	5.2	5.5	4.8	5.4	5.0	4.9	5.3	5.9	5.0	5.3
Wyoming	9.0	8.5	8.6	9.4	8.6	7.8	9.5	8.9	8.7	9.3
Puerto Rico	7.2	6.4	5.9	5.4	5.0	5.2	5.8	5.5	4.9	5.2
Virgin Islands	12.9	8.9	12.0	10.3	7.2	7.6	6.9	6.5	7.3	8.3

NOTE: Totals for the United States do not include data for Puerto Rico or the Virgin Islands.