



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

## **News Release**

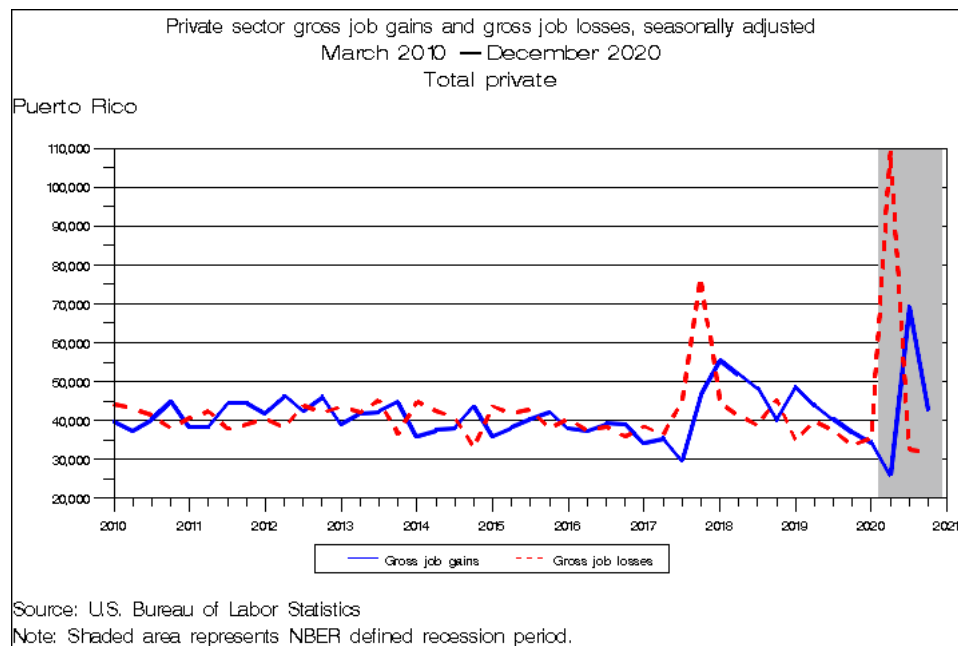
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### **BUSINESS EMPLOYMENT DYNAMICS: FOURTH QUARTER 2020**

From October to December 2020 in Puerto Rico, gross job gains represented 6.6 percent of private sector employment and gross job losses represented 4.9 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 (7.4 percent) and less for job losses (5.7 percent). The number of job gains from opening and expanding establishments was 42,834 and the number of job losses from closing and contracting establishments was 31,611. 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

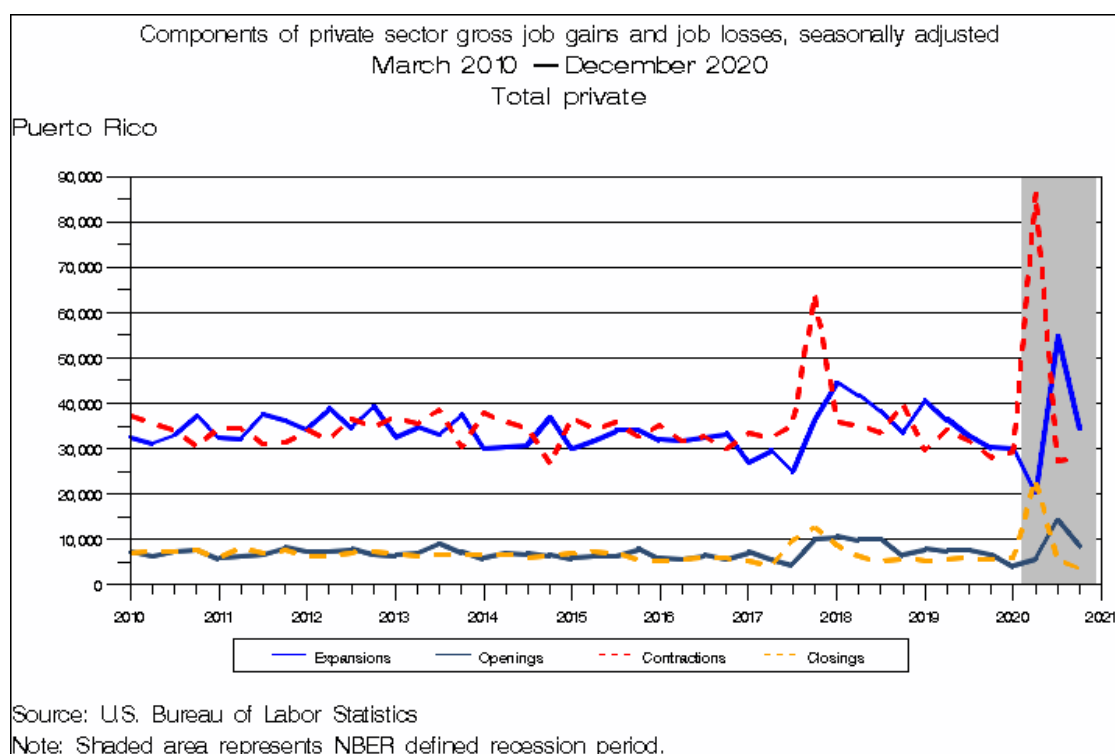
Opening and expanding private sector business establishments in Puerto Rico gained 42,834 jobs in the fourth quarter 2020. This represents a decrease of 26,413 from the previous quarter. Over the quarter, expanding establishments added 34,324 jobs, while opening establishments added 8,510.

Gross job losses totaled 31,611 in the fourth quarter of 2020, a decrease of 810 from the third quarter of 2020. This was the second decrease in gross job losses since June of 2019. In the fourth quarter of 2020, contracting establishments lost 28,014 jobs, while closing establishments accounted for a loss of 3,597 (See table A).

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

Category	(3 months ended)				
	Dec. 2019	March 2020	June 2020	Sep. 2020	Dec. 2020
Gross job gains.....	36,994	34,391	26,094	69,247	42,834
At expanding establishments.....	30,317	30,193	20,433	54,932	34,324
At opening establishments .....	6,677	4,198	5,661	14,315	8,510
Gross job losses.....	33,546	35,428	109,540	32,421	31,611
At contracting establishments .....	28,060	29,473	86,413	27,115	28,014
At closing establishments .....	5,486	5,955	23,127	5,306	3,597
Net employment change <sup>1</sup> .....	3,448	-1,037	-83,446	36,826	11,223

<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 October to December 2020, both increased by 4,079 and 493 its net employment, respectively. (See table 1A.)

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

From October to December 2020, gross job gains represented 6.6 percent of private sector employment. Over the quarter, gross job gains at expanding establishments represented 5.3 percent of private sector employment, and gross job gains at opening establishments represented 1.3 percent.

Nationally, these quarter gross job gains at expanding establishments represented 6.0 percent of private sector employment, and at opening establishments represented 1.4 percent.

For the same period, gross job losses represented 4.9 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 4.6 percent. The rate of gross job losses at closing establishments was 0.6 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)				
	Dec. 2019	March 2020	June 2020	Sep. 2020	Dec. 2020
<b>Total Private for Commonwealth of Puerto Rico</b>	Rates (percent)				
Gross job gains.....	5.4	5.0	4.0	11.0	6.6
At expanding establishments.....	4.4	4.4	3.1	8.7	5.3
At opening establishments .....	1.0	0.6	0.9	2.3	1.3
Gross job losses.....	4.9	5.2	16.9	5.1	4.9
At contracting establishments .....	4.1	4.3	13.3	4.3	4.3
At closing establishments .....	0.8	0.9	3.6	0.8	0.6
Net employment change <sup>1</sup> .....	0.5	-0.2	-12.9	5.9	1.7
<b>Total Private for United States as a whole</b>	Rates (percent)				
Gross job gains.....	6.2	5.5	4.8	9.4	7.4
At expanding establishments.....	5.0	4.5	3.7	7.6	6.0
At opening establishments .....	1.2	1.0	1.1	1.8	1.4
Gross job losses.....	5.5	6.1	17.0	6.0	5.7
At contracting establishments .....	4.5	5.0	14.6	4.8	4.6
At closing establishments .....	1.0	1.1	2.4	1.2	1.1
Net employment change <sup>1</sup> .....	0.7	-0.6	-12.2	3.4	1.7

<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 45,156 active private sector establishments, a total of 11,013 gained jobs from October to December 2020 (See table C). Of these, 8,673 were expanding establishments and 2,340 were opening establishments. During the fourth quarter of 2020, 8,563 establishments showed job losses. Of these, 7,675 were contracting establishments and 888 were closing establishments.

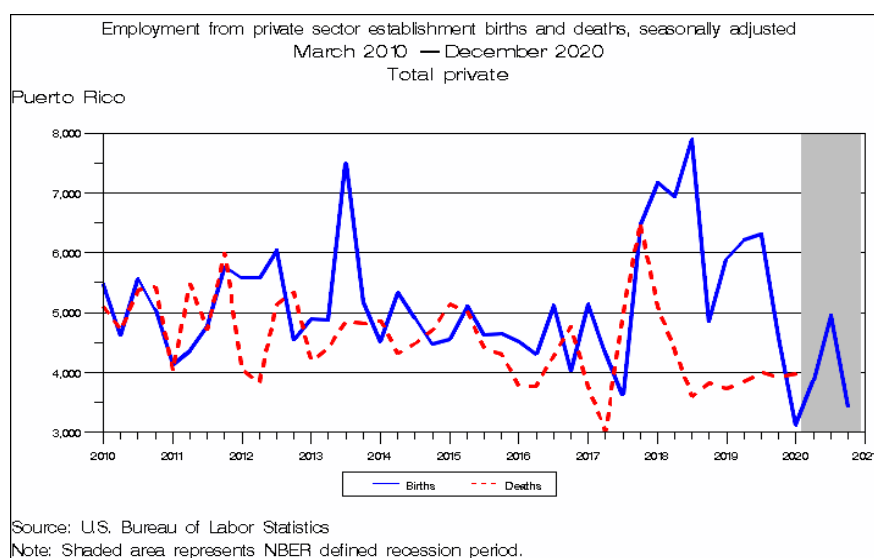
**Table C. Number of private sector establishments by direction of employment change, seasonally adjusted**

Category	(3 months ended)				
	Dec. 2019	March 2020	June 2020	Sep. 2020	Dec. 2020
Establishments gaining jobs.....	9,012	8,788	7,068	14,464	11,013
Expanding establishments .....	7,639	7,781	5,679	10,666	8,673
Opening establishments .....	1,373	1,007	1,389	3,798	2,340
Establishments losing jobs.....	9,135	9,031	19,258	7,934	8,563
Contracting establishments .....	7,890	7,692	13,103	6,573	7,675
Closing establishments .....	1,245	1,339	6,155	1,361	888
Net employment change <sup>1</sup> .....	128	-332	-4,766	2,437	1,452

<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 October to December of 2020, a total of 1,037 new private sector, non-farm businesses created 3,443 jobs. This represented a decrease of 189 establishment births from the prior quarter and a loss of 1,517 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 exception of the third quarter of 2017 and the first quarter of 2020 which were lower. (See Table 5).



## Gross Job Gains and Losses by State

Gross job gains exceeded gross job losses in 47 states, Puerto Rico and the Virgin Islands in the fourth 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 Fourth 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).

## 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 NA-ICS 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 Worksites 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 lose 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
	June	-83,446	26,094	20,433	5,661	109,540	86,413	23,127
	September	36,826	69,247	54,932	14,315	32,421	27,115	5,306
	December	11,223	42,834	34,324	8,510	31,611	28,014	3,597

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

Table 1A. Private sector gross job gains and losses by industry, seasonally adjusted.

Category	Gross job gains and losses					Gross job gains and losses as a percent of employment				
	(3 months ended)					(3 months ended)				
	Dec 2019	March 2020	June 2020	Sept 2020	Dec 2020	Dec 2019	March 2020	June 2020	Sept 2020	Dec 2020
<b>Total private <sup>1</sup></b>										
Gross job gains .....	36,994	34,391	26,094	69,247	42,834	5.4	5.0	4.0	11.0	6.6
At expanding establishments .....	30,317	30,193	20,433	54,932	34,324	4.4	4.4	3.1	8.7	5.3
At opening establishments .....	6,677	4,198	5,661	14,315	8,510	1.0	0.6	0.9	2.3	1.3
Gross job losses .....	33,546	35,428	109,540	32,421	31,611	4.9	5.2	16.9	5.1	4.9
At contracting establishments .....	28,060	29,473	86,413	27,115	28,014	4.1	4.3	13.3	4.3	4.3
At closing establishments .....	5,486	5,955	23,127	5,306	3,597	0.8	0.9	3.6	0.8	0.6
Net employment change .....	3,448	-1,037	-83,446	36,826	11,223	0.5	-0.2	-12.9	5.9	1.7
<b>Retail Trade</b>										
Gross job gains .....	6,553	7,248	5,793	17,500	7,065	5.2	5.7	4.8	14.8	5.8
At expanding establishments .....	5,178	6,201	4,657	15,008	5,869	4.1	4.9	3.9	12.7	4.8
At opening establishments .....	1,375	1,047	1,136	2,492	1,196	1.1	0.8	0.9	2.1	1.0
Gross job losses .....	6,749	7,080	22,796	5,165	6,572	5.3	5.6	19.0	4.4	5.4
At contracting establishments .....	5,949	5,569	18,978	4,312	5,889	4.7	4.4	15.8	3.7	4.8
At closing establishments .....	800	1,511	3,818	853	683	0.6	1.2	3.2	0.7	0.6
Net employment change .....	-196	168	-17,003	12,335	493	-0.1	0.1	-14.2	10.4	0.4
<b>Education and Health Services</b>										
Gross job gains .....	5,781	3,985	2,308	7,448	7,354	4.9	3.4	2.1	7.1	6.8
At expanding establishments .....	4,914	3,599	1,742	5,262	5,909	4.2	3.1	1.6	5.0	5.5
At opening establishments .....	867	386	566	2,186	1,445	0.7	0.3	0.5	2.1	1.3
Gross job losses .....	5,994	6,063	13,167	5,425	3,275	5.2	5.3	12.2	5.2	3.0
At contracting establishments .....	5,070	5,332	10,071	4,553	2,840	4.4	4.7	9.3	4.4	2.6
At closing establishments .....	924	731	3,096	872	435	0.8	0.6	2.9	0.8	0.4
Net employment change .....	-213	-2,078	-10,859	2,023	4,079	-0.3	-1.9	-10.1	1.9	3.8

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

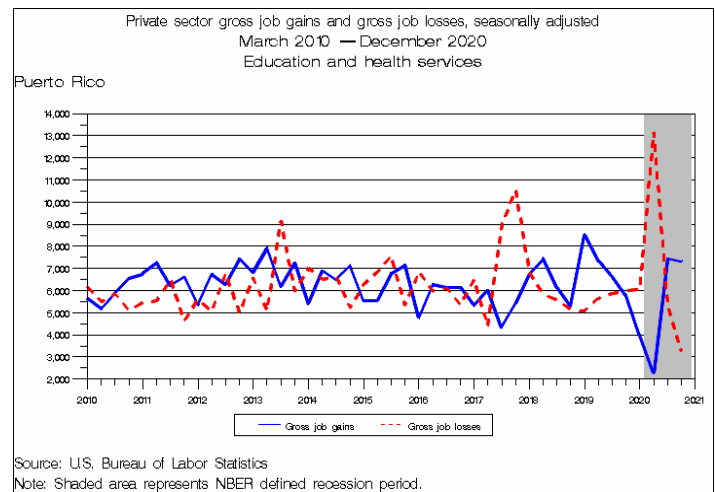
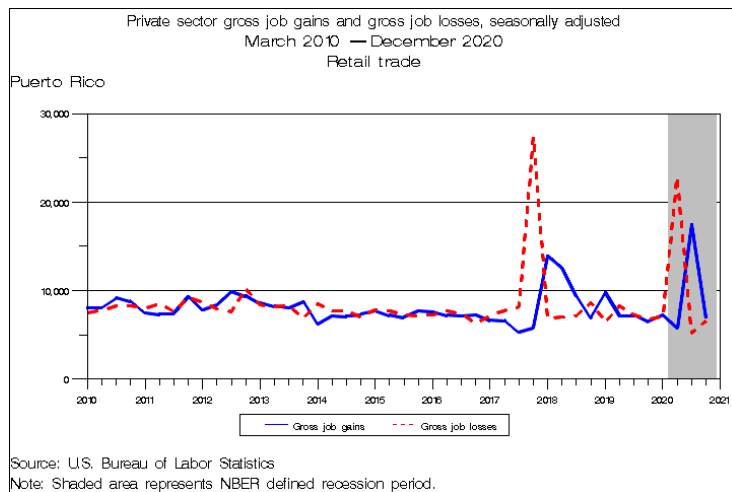


Table 2. Private sector gross job gains and losses, as a percent of employment(1), seasonally adjusted  
(Percent)

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
	June	-12.9	4.0	3.1	0.9	16.9	13.3	3.6
	September	5.9	11.0	8.7	2.3	5.1	4.3	0.8
	December	1.7	6.6	5.3	1.3	4.9	4.3	0.6

(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
	June	-4,766	7,068	5,679	1,389	19,258	13,103	6,155
	September	2,437	14,464	10,666	3,798	7,934	6,573	1,361
	December	1,452	11,013	8,673	2,340	8,563	7,675	888

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

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	912	2.2	6,312	0.9	3,998	0.6
	December	969	2.3	884	2.1	4,593	0.7	3,908	0.6
2020	March	722	1.7	971	2.3	3,126	0.5	3,981	0.6
	June	925	2.3	N/A	N/A	3,862	0.6	N/A	N/A
	September	1,226	3.2	N/A	N/A	4,960	0.8	N/A	N/A
	December	1,037	2.5	N/A	N/A	3,443	0.5	N/A	N/A

(1) Values for births are not a'

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

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	912	2.2	6,312	0.9	3,998	0.6
	December	969	2.3	884	2.1	4,593	0.7	3,908	0.6
2020	March	722	1.7	971	2.3	3,126	0.5	3,981	0.6
	June	925	2.3	N/A	N/A	3,862	0.6	N/A	N/A
	September	1,226	3.2	N/A	N/A	4,960	0.8	N/A	N/A
	December	1,037	2.5	N/A	N/A	3,443	0.5	N/A	N/A

(1) Values for births are not a

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

Table 6. Private sector gross job gains and losses by state, seasonally adjusted.

State	Gross job gains (3 months ended)					Gross job losses (3 months ended)				
	Dec. 2019	March 2020	June 2020	Sept. 2020	Dec. 2020	Dec. 2019	March 2020	June 2020	Sept. 2020	Dec. 2020
United States <sup>1</sup>	7,864,000	6,963,000	5,749,000	10,804,000	8,756,000	7,051,000	7,736,000	20,366,000	6,901,000	6,713,000
Alabama	101,210	88,038	74,974	118,479	120,857	89,724	96,125	197,333	90,119	77,510
Alaska	25,708	22,994	15,976	26,125	29,978	25,494	23,781	56,612	21,201	17,110
Arizona	161,684	142,660	142,021	188,965	180,613	131,921	151,494	288,876	148,907	120,463
Arkansas	66,058	52,888	47,653	72,104	69,930	49,413	56,439	119,256	54,052	50,864
California	1,033,526	922,323	751,604	1,182,443	1,155,905	902,580	1,016,052	2,654,391	985,422	850,735
Colorado	154,775	146,864	128,725	215,277	162,104	143,528	161,908	330,236	135,875	156,952
Connecticut	78,282	74,079	57,620	145,865	87,068	79,999	84,157	265,693	66,466	77,371
Delaware	25,783	23,973	18,225	36,761	24,382	24,376	25,771	65,213	22,666	20,987
District of Columbia	28,907	28,449	16,316	38,358	24,390	25,084	28,599	111,967	26,824	25,824
Florida	518,476	427,989	454,603	685,191	561,853	463,711	482,375	1,047,754	492,778	412,953
Georgia	253,759	217,790	201,768	330,323	289,069	214,268	230,425	557,304	230,867	191,998
Hawaii	30,150	27,999	17,082	29,478	61,042	27,912	31,192	141,270	51,061	19,048
Idaho	49,082	49,081	40,422	52,646	55,912	39,995	39,897	71,635	40,628	39,365
Illinois	288,093	254,939	224,118	454,452	310,728	268,919	310,548	898,646	265,795	291,468
Indiana	160,186	133,045	120,452	206,433	175,237	135,961	160,208	353,124	134,481	128,703
Iowa	76,115	68,219	56,059	90,872	84,048	71,270	77,348	163,360	67,444	62,660
Kansas	72,463	62,633	55,975	85,160	76,568	65,013	68,682	146,615	64,265	66,093
Kentucky	100,449	85,377	70,624	132,030	104,686	89,006	97,894	234,102	75,229	82,634
Louisiana	94,925	84,883	66,839	126,510	126,986	92,085	100,952	253,572	101,773	81,703
Maine	38,413	33,604	26,670	57,283	42,020	36,140	36,819	107,675	28,627	30,894
Maryland	141,093	124,904	97,171	215,737	145,664	128,868	148,152	450,701	117,299	120,506
Massachusetts	187,728	165,169	109,590	348,934	203,025	177,913	193,240	714,130	156,162	161,889
Michigan	218,726	189,764	141,099	366,039	234,907	199,952	215,440	731,502	160,093	241,948
Minnesota	146,583	125,105	100,747	204,520	160,667	139,721	141,062	418,254	123,659	159,235
Mississippi	56,241	49,812	43,906	73,809	69,255	50,181	56,733	111,502	46,600	42,918
Missouri	149,173	123,536	108,508	189,201	163,548	126,959	138,015	330,131	125,593	120,672
Montana	33,231	29,990	25,718	36,443	35,436	27,933	30,358	52,250	26,800	25,657
Nebraska	51,291	47,643	38,885	63,100	53,837	46,946	49,831	96,697	45,538	44,177
Nevada	85,282	67,736	61,256	135,413	98,639	63,901	79,198	335,465	67,865	63,957
New Hampshire	38,739	35,160	25,214	63,135	40,429	34,427	37,525	103,320	27,580	35,242
New Jersey	229,606	202,323	150,045	485,419	261,706	204,729	222,150	913,602	179,780	188,603
New Mexico	45,847	40,322	27,987	49,296	42,254	41,643	42,675	109,424	35,506	45,234
New York	480,529	442,737	292,303	922,619	529,005	465,753	515,065	1,980,764	403,504	453,279
North Carolina	235,197	223,550	177,537	304,808	288,786	203,674	218,100	530,511	199,290	183,725
North Dakota	23,552	24,097	17,558	28,073	23,247	23,417	24,502	57,565	21,946	22,702
Ohio	269,713	239,254	203,875	336,532	290,686	249,121	264,866	649,821	229,215	230,339
Oklahoma	83,429	69,577	70,388	81,961	96,217	80,887	85,430	153,017	77,487	68,507
Oregon	111,629	104,027	80,081	136,837	114,311	96,963	108,302	293,842	94,862	101,865
Pennsylvania	283,898	261,356	177,105	484,981	296,607	255,290	296,782	896,709	236,671	257,656
Rhode Island	27,573	25,545	17,767	48,603	29,016	25,146	27,474	99,270	19,548	27,410
South Carolina	115,720	97,016	85,686	145,478	137,208	104,081	116,474	252,231	101,812	89,720
South Dakota	22,892	21,343	17,737	29,098	25,233	20,534	23,763	40,034	18,890	21,493
Tennessee	147,817	128,960	112,366	198,611	189,309	132,149	140,158	348,495	132,538	116,711
Texas	646,101	544,673	491,404	720,901	759,882	548,150	598,020	1,408,500	599,452	485,364
Utah	87,902	85,420	83,499	114,545	104,241	81,579	83,326	137,995	78,072	71,113
Vermont	17,695	14,932	10,825	27,757	17,670	16,345	19,399	43,790	12,947	18,446
Virginia	211,840	181,461	144,619	303,716	213,310	177,757	196,921	559,570	157,202	163,525
Washington	190,519	216,627	137,589	234,423	190,847	167,332	215,647	466,763	164,790	161,372
West Virginia	34,064	32,860	26,456	44,344	37,937	39,055	37,162	72,219	35,357	31,466
Wisconsin	136,067	126,388	105,476	177,683	148,612	124,896	132,770	347,883	119,583	121,210
Wyoming	19,831	18,182	12,961	20,326	19,602	18,365	19,707	36,242	14,628	14,907
Puerto Rico	36,994	34,391	26,094	69,247	42,834	33,546	35,428	109,540	32,421	31,611
Virgin Islands	2,927	2,087	1,434	2,018	2,165	2,086	2,389	5,288	2,981	1,299

<sup>1</sup> The sum of the states will not necessarily add to the U.S. total because of the independent seasonal adjustment of each state.

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)				
	Dec. 2019	March 2020	June 2020	Sept 2020	Dec. 2020	Dec. 2019	March 2020	June 2020	Sept 2020	Dec. 2020
United States	6.2	5.5	4.8	9.4	7.4	5.5	6.1	17.0	6.0	5.7
Alabama	6.2	5.5	4.8	7.8	7.8	5.5	5.9	12.6	5.9	5.0
Alaska	10.3	9.2	6.9	12.2	13.4	10.2	9.5	24.5	9.9	7.7
Arizona	6.4	5.6	5.7	7.9	7.4	5.2	5.9	11.7	6.2	4.9
Arkansas	6.5	5.1	4.8	7.5	7.1	4.9	5.5	12.0	5.6	5.1
California	6.8	6.1	5.2	8.7	8.4	6.0	6.7	18.6	7.3	6.2
Colorado	6.7	6.3	5.8	10.0	7.5	6.2	7.0	14.9	6.3	7.2
Connecticut	5.5	5.2	4.3	11.2	6.5	5.6	5.9	19.7	5.1	5.8
Delaware	6.7	6.2	4.9	10.3	6.7	6.2	6.6	17.7	6.3	5.7
District of Columbia	5.4	5.2	3.3	8.3	5.2	4.7	5.3	22.4	5.8	5.5
Florida	6.6	5.4	6.1	9.5	7.6	5.9	6.2	13.9	6.8	5.6
Georgia	6.5	5.6	5.4	9.2	7.8	5.5	5.9	15.0	6.4	5.2
Hawaii	5.7	5.2	3.6	7.4	14.7	5.2	5.8	29.8	12.7	4.6
Idaho	7.7	7.6	6.4	8.4	8.7	6.3	6.1	11.2	6.5	6.1
Illinois	5.6	5.0	4.6	9.7	6.5	5.2	6.0	18.4	5.6	6.1
Indiana	6.0	4.9	4.7	8.3	6.9	5.1	6.0	13.7	5.4	5.0
Iowa	5.8	5.2	4.4	7.4	6.8	5.5	5.9	13.0	5.6	5.1
Kansas	6.3	5.4	5.0	7.9	7.0	5.7	6.0	13.3	6.0	6.0
Kentucky	6.2	5.3	4.6	8.8	6.8	5.6	6.1	15.3	5.0	5.4
Louisiana	5.9	5.3	4.5	8.8	8.7	5.7	6.3	16.9	7.2	5.5
Maine	7.3	6.4	5.4	12.0	8.5	6.9	7.0	21.7	6.0	6.3
Maryland	6.4	5.7	4.7	11.0	7.1	5.9	6.7	21.9	5.9	5.9
Massachusetts	5.8	5.2	3.7	12.5	7.0	5.6	6.0	24.2	5.6	5.6
Michigan	5.8	5.0	4.0	10.9	6.8	5.3	5.7	20.7	4.8	7.0
Minnesota	5.8	5.0	4.3	9.0	7.0	5.6	5.6	17.6	5.4	6.9
Mississippi	6.2	5.6	5.1	8.7	7.9	5.6	6.2	12.9	5.5	4.9
Missouri	6.2	5.2	4.7	8.5	7.2	5.3	5.7	14.3	5.7	5.3
Montana	8.6	7.7	6.8	9.9	9.3	7.2	7.7	13.8	7.2	6.8
Nebraska	6.2	5.8	4.9	8.1	6.8	5.8	6.1	12.1	5.9	5.6
Nevada	6.8	5.4	5.3	12.8	8.9	5.0	6.3	29.2	6.4	5.7
New Hampshire	6.6	6.0	4.5	11.9	7.4	6.0	6.4	18.8	5.1	6.5
New Jersey	6.5	5.7	4.6	15.7	8.1	5.8	6.3	28.1	5.8	5.9
New Mexico	7.0	6.1	4.5	8.3	7.1	6.3	6.5	17.6	6.0	7.6
New York	6.0	5.5	3.9	13.3	7.4	5.7	6.4	26.9	5.9	6.4
North Carolina	6.3	5.8	4.8	8.5	7.8	5.4	5.7	14.5	5.6	5.1
North Dakota	6.7	6.8	5.2	8.8	7.2	6.6	7.0	17.2	6.9	7.1
Ohio	5.7	5.1	4.5	7.7	6.6	5.3	5.6	14.4	5.3	5.2
Oklahoma	6.5	5.4	5.6	6.8	7.8	6.2	6.7	12.3	6.4	5.6
Oregon	6.7	6.2	5.0	9.0	7.4	5.8	6.5	18.4	6.2	6.5
Pennsylvania	5.4	4.9	3.6	10.3	6.2	4.9	5.6	18.2	5.0	5.3
Rhode Island	6.5	6.1	4.5	12.9	7.5	5.9	6.5	25.2	5.3	7.1
South Carolina	6.5	5.5	5.1	8.8	8.1	5.9	6.6	14.9	6.1	5.3
South Dakota	6.4	6.0	5.1	8.6	7.2	5.8	6.6	11.6	5.5	6.2
Tennessee	5.7	4.9	4.4	8.1	7.5	5.0	5.3	13.7	5.4	4.6
Texas	6.0	5.0	4.7	7.2	7.5	5.1	5.5	13.6	6.0	4.8
Utah	6.8	6.6	6.5	9.1	8.1	6.3	6.4	10.9	6.2	5.5
Vermont	6.9	5.8	4.6	12.3	7.6	6.4	7.6	18.5	5.7	7.9
Virginia	6.5	5.6	4.7	10.2	7.0	5.5	6.1	18.2	5.3	5.3
Washington	6.6	7.4	4.9	8.9	7.1	5.8	7.4	16.9	6.2	6.0
West Virginia	6.2	6.0	5.1	8.8	7.4	7.1	6.8	13.8	7.0	6.2
Wisconsin	5.4	5.0	4.4	7.6	6.3	5.0	5.3	14.4	5.2	5.1
Wyoming	9.4	8.6	6.4	10.7	10.0	8.7	9.3	18.1	7.7	7.6
Puerto Rico	5.4	5.0	4.0	11.0	6.6	4.9	5.2	16.9	5.1	4.9
Virgin Islands	10.3	7.2	5.3	8.4	8.9	7.3	8.3	19.8	12.3	5.4

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