



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

News Release

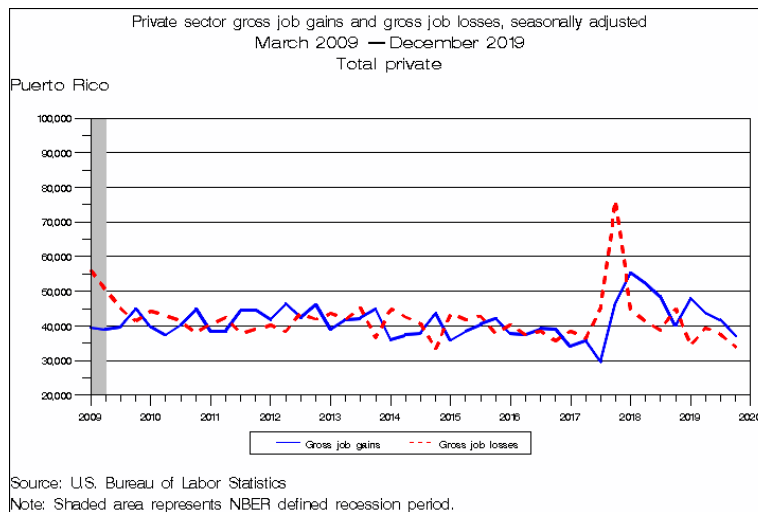
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BUSINESS EMPLOYMENT DYNAMICS: FOURTH QUARTER 2019

From October to December 2019 in Puerto Rico, gross job gains represented 5.4 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 (6.2 percent) and less for job losses (5.6 percent). The number of job gains from opening and expanding establishments was 37,232 and the number of job losses from closing and contracting establishments was 33,897. 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

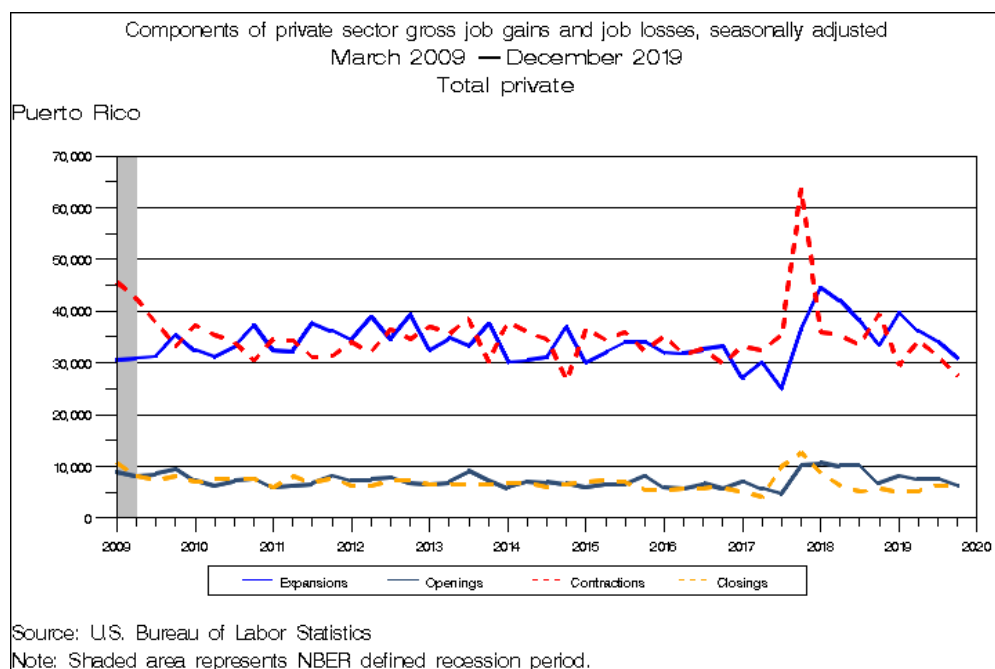
Opening and expanding private sector business establishments in Puerto Rico gained 37,232 jobs in the fourth quarter 2019. This represents a decrease of 4,438 from the previous quarter. Over the quarter, expanding establishments added 30,916 jobs, while opening establishments added 6,316.

Gross job losses totaled 33,897 in the fourth quarter of 2019, an decrease of 3,656 from the third quarter of 2019. This was the second decrease in gross job losses since June of 2019. In the fourth quarter of 2019, contracting establishments lost 27,535 jobs, while closing establishments accounted for a loss of 6,362 (See table A).

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

Category	(3 months ended)				
	Dec. 2018	March 2019	June 2019	Sep. 2019	Dec. 2019
Gross job gains.....	40,125	47,891	43,684	41,670	37,232
At expanding establishments.....	33,432	39,761	36,157	34,067	30,916
At opening establishments	6,693	8,130	7,527	7,603	6,316
Gross job losses.....	45,122	34,491	39,466	37,553	33,897
At contracting establishments	39,436	29,483	34,259	31,206	27,535
At closing establishments	5,686	5,008	5,207	6,347	6,362
Net employment change ¹	-4,997	13,400	4,218	4,117	3,335

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



Puerto Rico presents some data by industry sectors. By now, we are including Education and Health Services and Retail Trade. From October to December 2019, both decreased by -511 and -382 its net employment, respectively. (See table 1A.)

Rates of Gross Job Gains and Gross Job Losses

From October to December 2019, gross job gains represented 5.4 percent of private sector employment. Over the quarter, gross job gains at expanding establishments represented 4.5 percent of private sector employment, and gross job gains at opening establishments represented 0.9 percent.

Nationally, these quarter gross job gains at expanding establishments represented 5.0 percent of private sector employment, and at opening establishments represented 1.2 percent.

For the same period, gross job losses represented 4.9 percent of private sector employment. Gross job losses at contracting establishments represented 4.0 percent of private sector employment, the national rate at contracting establishments was 4.5 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)				
	Dec. 2018	March 2019	June 2019	Sep. 2019	Dec. 2019
Total Private for Commonwealth of Puerto Rico	Rates (percent)				
Gross job gains.....	6.0	7.1	6.4	6.1	5.4
At expanding establishments.....	5.0	5.9	5.3	5.0	4.5
At opening establishments	1.0	1.2	1.1	1.1	0.9
Gross job losses.....	6.8	5.1	5.8	5.4	4.9
At contracting establishments	5.9	4.4	5.0	4.5	4.0
At closing establishments	0.9	0.7	0.8	0.9	0.9
Net employment change ¹	-0.8	2.0	0.6	0.7	0.5
Total Private for United States as a whole	Rates (percent)				
Gross job gains.....	6.3	5.9	6.0	5.8	6.2
At expanding establishments.....	5.1	4.8	4.9	4.7	5.0
At opening establishments	1.2	1.1	1.1	1.1	1.2
Gross job losses.....	5.6	5.5	5.9	5.8	5.6
At contracting establishments	4.5	4.5	4.8	4.8	4.5
At closing establishments	1.1	1.0	1.1	1.0	1.1
Net employment change ¹	0.7	0.4	0.1	0.0	0.6

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

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 45,753 active private sector establishments, a total of 9,002 gained jobs from October to December 2019 (See table C). Of these, 7,709 were expanding establishments and 1,293 were opening establishments. During the fourth quarter of 2019, 9,038 establishments showed job losses. Of these, 7,742 were contracting establishments and 1,296 were closing establishments.

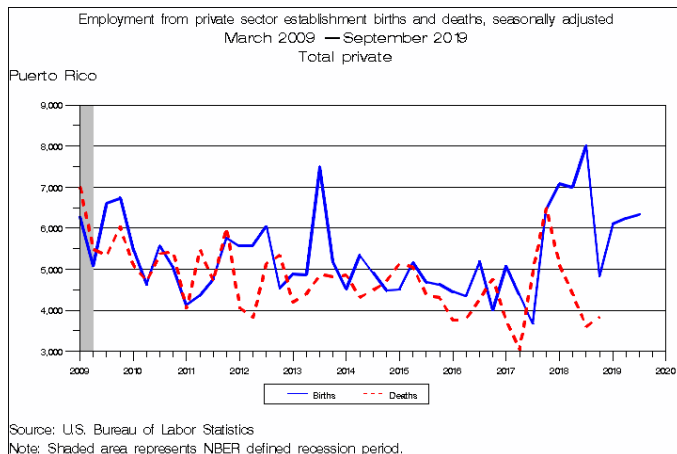
Table C. Number of private sector establishments by direction of employment change, seasonally adjusted

Category	(3 months ended)				
	Dec. 2018	March 2019	June 2019	Sep. 2019	Dec. 2019
Establishments gaining jobs.....	9,109	10,917	10,058	9,513	9,002
Expanding establishments	7,687	9,258	8,370	8,021	7,709
Opening establishments	1,422	1,659	1,688	1,492	1,293
Establishments losing jobs.....	9,027	8,352	8,897	8,955	9,038
Contracting establishments	7,861	7,246	7,629	7,715	7,742
Closing establishments	1,166	1,106	1,268	1,240	1,296
Net employment change ¹	256	553	420	252	-3

¹ The net establishment change is the difference between the number of opening establishments and the number of closing establishments.
See the Technical Note for further information.

Establishment Births and Deaths

From October to December 2019, a total of 964 new private sector, non-farm businesses created 4,603 jobs. This represented an decrease of 117 establishment births from the prior quarter and a loss of 1,735 jobs. The job gains from these new establishments represented 0.7 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 which was lower. (See Table 5).



Gross Job Gains and Losses by State

Gross job gains exceeded gross job losses in 48 states, the District of Columbia, Puerto Rico, and the Virgin Islands in the fourth quarter of 2019. (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.

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.

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	www.bls.gov/cew/	www.bls.gov/bdm/	www.bls.gov/ces/

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:

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

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).

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.

Copy of this report may be obtained by using the following sources: (1) Access www.mercadolaboral.pr.gov (2) Requesting a copy by sending a message to riveray@states.bls.gov; or by submitting your request to FAX (787) 765-4687. (3) Calling (787) 754-5300 Extension 3039. (4) You may also send your request by mail to “*Negociado de Estadísticas del Trabajo*”, P.O. Box 195540, San Juan, PR 00919-5540, or (5) Visiting our office at the Puerto Rico Department of Labor, Prudencio Rivera Martinez Building, 17th Floor, 505 Muñoz Rivera Avenue, San Juan, Puerto Rico 00918 (Office hours: 7:30 to 11:30am – 12:30 to 4:00pm).

A copy of this report is free of charge and is available in hard copy on paper or in PDF format.

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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
2009	March	-16,765	39,427	30,567	8,860	56,192	45,582	10,610
	June	-11,303	39,112	30,971	8,141	50,415	42,401	8,014
	September	-5,092	39,896	31,323	8,573	44,988	37,783	7,205
	December	3,570	45,005	35,507	9,498	41,435	33,272	8,163
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	-7,711	35,881	30,035	5,846	43,592	36,740	6,852
	June	-3,364	38,469	32,078	6,391	41,833	34,422	7,411
	September	-2,377	40,487	34,077	6,410	42,864	35,952	6,912
	December	4,388	42,222	34,087	8,135	37,834	32,315	5,519
2016	March	-2,562	37,816	31,975	5,841	40,378	35,146	5,232
	June	276	37,616	31,917	5,699	37,340	31,699	5,641
	September	741	39,251	32,608	6,643	38,510	32,682	5,828
	December	3,377	39,100	33,343	5,757	35,723	29,794	5,929
2017	March	-4,327	34,160	27,026	7,134	38,487	33,341	5,146
	June	-659	35,757	29,997	5,760	36,416	32,422	3,994
	September	-15,534	29,701	25,010	4,691	45,235	35,336	9,899
	December	-29,699	46,550	36,351	10,199	76,249	63,593	12,656
2018	March	10,616	55,317	44,612	10,705	44,701	36,045	8,656
	June	10,934	52,276	42,130	10,146	41,342	35,142	6,200
	September	9,669	48,405	38,222	10,183	38,736	33,649	5,087
	December	-4,997	40,125	33,432	6,693	45,122	39,436	5,686
2019	March	13,400	47,891	39,761	8,130	34,491	29,483	5,008
	June	4,218	43,684	36,157	7,527	39,466	34,259	5,207
	September	4,117	41,670	34,067	7,603	37,553	31,206	6,347
	December	3,335	37,232	30,916	6,316	33,897	27,535	6,362

(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 2018	March 2019	June 2019	Sept 2019	Dec 2019	Dec 2018	March 2019	June 2019	Sept 2019	Dec 2019
Total private ¹										
Gross job gains	40,125	47,891	43,684	41,670	37,232	6.0	7.1	6.4	6.1	5.4
At expanding establishments	33,432	39,761	36,157	34,067	30,916	5.0	5.9	5.3	5.0	4.5
At opening establishments	6,693	8,130	7,527	7,603	6,316	1.0	1.2	1.1	1.1	0.9
Gross job losses	45,122	34,491	39,466	37,553	33,897	6.8	5.1	5.8	5.4	4.9
At contracting establishments	39,436	29,483	34,259	31,206	27,535	5.9	4.4	5.0	4.5	4.0
At closing establishments	5,686	5,008	5,207	6,347	6,362	0.9	0.7	0.8	0.9	0.9
Net employment change	-4,997	13,400	4,218	4,117	3,335	-0.8	2.0	0.6	0.7	0.5
Retail Trade										
Gross job gains	6,904	9,718	6,939	7,181	6,501	5.5	7.7	5.4	5.7	5.2
At expanding establishments	5,910	7,813	6,197	5,968	5,160	4.7	6.2	4.8	4.7	4.1
At opening establishments	994	1,905	742	1,213	1,341	0.8	1.5	0.6	1.0	1.1
Gross job losses	8,627	6,451	8,120	7,497	6,883	6.8	5.1	6.4	5.9	5.4
At contracting establishments	8,065	5,850	7,267	6,101	5,976	6.4	4.6	5.7	4.8	4.7
At closing establishments	562	601	853	1,396	907	0.4	0.5	0.7	1.1	0.7
Net employment change	-1,723	3,267	-1,181	-316	-382	-1.3	2.6	-1.0	-0.2	-0.2
Education and Health Services										
Gross job gains	5,317	8,277	7,253	6,680	5,650	4.8	7.4	6.3	5.8	4.8
At expanding establishments	4,740	6,916	6,307	5,613	4,900	4.3	6.2	5.5	4.9	4.2
At opening establishments	577	1,361	946	1,067	750	0.5	1.2	0.8	0.9	0.6
Gross job losses	5,139	5,003	5,565	5,961	6,161	4.6	4.5	4.9	5.2	5.3
At contracting establishments	3,987	4,440	4,526	4,938	4,978	3.6	4.0	4.0	4.3	4.3
At closing establishments	1,152	563	1,039	1,023	1,183	1.0	0.5	0.9	0.9	1.0
Net employment change	178	3,274	1,688	719	-511	0.2	2.9	1.4	0.6	-0.5

¹Includes unclassified sector, not shown separately.

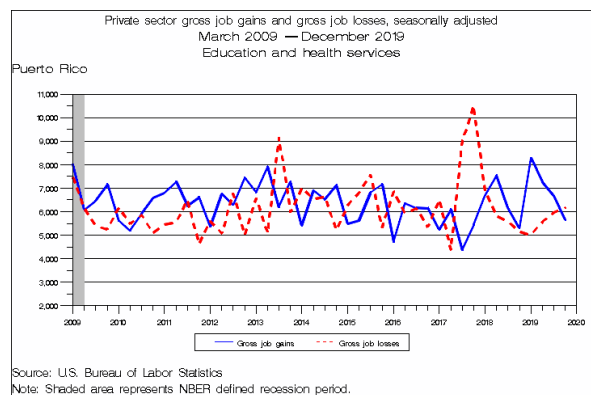
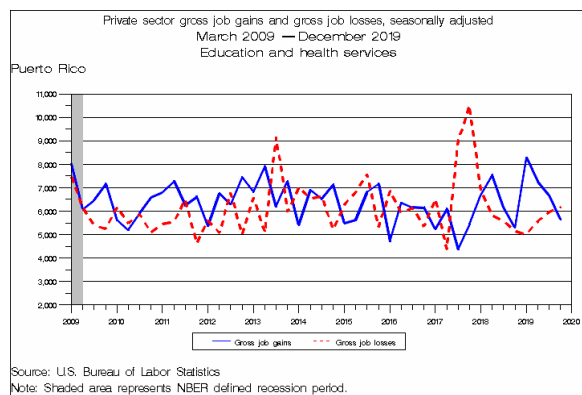


Table 2. Private sector gross job gains and losses, as a percent of employment(1), seasonally adjusted
(Percent)

Year	3 months ended	Net change(2)	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2009	March	-2.3	5.7	4.4	1.3	8.0	6.5	1.5
	June	-1.7	5.7	4.5	1.2	7.4	6.2	1.2
	September	-0.8	5.9	4.6	1.3	6.7	5.6	1.1
	December	0.6	6.7	5.3	1.4	6.1	4.9	1.2
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	-0.3	6.0	5.1	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	-0.4	5.6	4.7	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	4.9	0.9	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	-4.4	7.2	5.6	1.6	11.6	9.7	1.9
2018	March	1.6	8.5	6.9	1.6	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	7.1	5.9	1.2	5.1	4.4	0.7
	June	0.6	6.4	5.3	1.1	5.8	5.0	0.8
	September	0.7	6.1	5.0	1.1	5.4	4.5	0.9
	December	0.5	5.4	4.5	0.9	4.9	4.0	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
2009	March	-495	8,369	6,589	1,780	11,809	9,534	2,275
	June	-189	8,710	7,049	1,661	10,597	8,747	1,850
	September	181	9,208	7,386	1,822	10,179	8,538	1,641
	December	-117	9,733	8,004	1,729	9,515	7,669	1,846
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	-359	8,254	7,015	1,239	9,914	8,316	1,598
	June	-457	8,570	7,380	1,190	9,509	7,862	1,647
	September	-198	8,305	7,065	1,240	9,548	8,110	1,438
	December	188	9,547	8,050	1,497	8,570	7,261	1,309
2016	March	-99	8,471	7,142	1,329	9,691	8,263	1,428
	June	-37	8,487	7,203	1,284	8,960	7,639	1,321
	September	138	8,671	7,337	1,334	8,991	7,795	1,196
	December	-87	9,023	7,803	1,220	8,550	7,243	1,307
2017	March	-88	8,645	7,293	1,352	9,537	8,097	1,440
	June	287	8,523	7,202	1,321	8,906	7,872	1,034
	September	-1,258	7,018	6,264	754	10,231	8,219	2,012
	December	-1,048	8,234	6,502	1,732	13,995	11,215	2,780
2018	March	-234	10,330	8,289	2,041	10,257	7,982	2,275
	June	687	10,707	8,675	2,032	8,431	7,086	1,345
	September	892	10,304	8,382	1,922	8,346	7,316	1,030
	December	256	9,109	7,687	1,422	9,027	7,861	1,166
2019	March	553	10,917	9,258	1,659	8,352	7,246	1,106
	June	420	10,058	8,370	1,688	8,897	7,629	1,268
	September	252	9,513	8,021	1,492	8,955	7,715	1,240
	December	-3	9,002	7,709	1,293	9,038	7,742	1,296

(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
2009	March	-1.1	19.3	15.2	4.1	27.2	22.0	5.2
	June	-0.4	20.2	16.3	3.9	24.6	20.3	4.3
	September	0.4	21.3	17.1	4.2	23.6	19.8	3.8
	December	-0.3	22.5	18.5	4.0	22.0	17.7	4.3
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	19.7	16.7	3.0	23.6	19.8	3.8
	June	-1.1	20.7	17.8	2.9	23.0	19.0	4.0
	September	-0.5	20.2	17.2	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	-0.3	20.5	17.3	3.2	23.5	20.0	3.5
	June	-0.1	20.5	17.4	3.1	21.7	18.5	3.2
	September	0.3	20.9	17.7	3.2	21.7	18.8	2.9
	December	-0.2	21.7	18.8	2.9	20.6	17.5	3.1
2017	March	-0.2	20.9	17.6	3.3	23.0	19.5	3.5
	June	0.7	20.6	17.4	3.2	21.5	19.0	2.5
	September	-3.1	17.1	15.3	1.8	25.0	20.1	4.9
	December	-2.7	20.6	16.3	4.3	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	0.7	22.2	18.7	3.5	22.0	19.2	2.8
2019	March	1.3	26.3	22.3	4.0	20.2	17.5	2.7
	June	1.0	24.0	20.0	4.0	21.2	18.2	3.0
	September	0.6	22.5	19.0	3.5	21.2	18.3	2.9
	December	0.0	21.3	18.2	3.1	21.4	18.3	3.1

(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 ¹		Deaths ²		Births		Deaths	
		Level	Rate	Level	Rate	Level	Rate	Level	Rate
2009	March	1,195	2.8	1,539	3.5	6,274	0.9	7,008	1.0
	June	996	2.3	1,224	2.8	5,094	0.7	5,481	0.8
	September	1,227	2.8	1,171	2.7	6,607	1.0	5,334	0.8
	December	1,107	2.6	1,342	3.1	6,744	1.0	6,041	0.9
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	927	2.2	1,161	2.8	4,510	0.7	5,143	0.8
	June	809	2.0	1,170	2.8	5,163	0.8	5,051	0.7
	September	835	2.0	982	2.4	4,685	0.7	4,368	0.6
	December	910	2.2	925	2.2	4,627	0.7	4,306	0.6
2016	March	919	2.2	980	2.4	4,459	0.7	3,761	0.6
	June	876	2.1	865	2.1	4,362	0.6	3,794	0.6
	September	918	2.2	855	2.1	5,187	0.8	4,267	0.6
	December	808	1.9	969	2.3	4,012	0.6	4,771	0.7
2017	March	995	2.4	1,020	2.5	5,075	0.8	3,759	0.6
	June	905	2.2	735	1.8	4,384	0.7	3,029	0.4
	September	512	1.3	1,081	2.6	3,687	0.6	4,944	0.7
	December	804	2.0	1,411	3.5	6,452	1.0	6,499	1.0
2018	March	979	2.5	1,338	3.4	7,085	1.1	5,109	0.8
	June	1,070	2.7	860	2.2	7,013	1.1	4,386	0.7
	September	1,237	3.1	727	1.8	8,004	1.2	3,602	0.5
	December	1,046	2.5	754	1.8	4,843	0.7	3,838	0.6
2019	March	1,252	3.0	785	1.9	6,104	0.9	3,743	0.6
	June	1,263	3.0	N/A	N/A	6,245	0.9	N/A	N/A
	September	1,081	2.6	N/A	N/A	6,338	0.9	N/A	N/A
	December	964	2.3	N/A	N/A	4,603	0.7	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 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. 2018	March 2019	June 2019	Sept. 2019	Dec. 2019	Dec. 2018	March 2019	June 2019	Sept. 2019	Dec. 2019
United States ¹	7,768,000	7,375,000	7,605,000	7,341,000	7,831,000	6,957,000	6,850,000	7,423,000	7,330,000	7,039,000
Alabama	100,816	96,841	93,715	95,629	102,098	85,914	88,823	97,277	96,709	91,736
Alaska	27,051	24,748	26,955	23,615	25,548	24,029	22,229	25,350	25,007	25,427
Arizona	154,406	139,196	140,806	160,648	161,299	126,130	136,406	141,783	121,854	131,054
Arkansas	59,915	53,605	50,642	56,518	65,621	50,421	51,893	58,009	56,355	48,857
California	1,019,583	958,690	986,077	939,910	1,023,895	893,290	918,099	969,001	909,515	900,745
Colorado	155,491	150,523	161,898	150,709	154,783	137,868	143,527	142,841	148,238	142,901
Connecticut	76,068	74,499	82,537	79,052	78,090	71,454	81,433	83,620	82,328	79,474
Delaware	25,620	24,839	23,225	23,718	25,359	21,770	21,612	24,821	23,984	24,302
District of Columbia	29,712	29,198	29,227	29,215	28,990	27,027	25,795	29,219	28,952	25,251
Florida	494,076	470,398	500,836	508,398	515,379	466,878	428,898	487,176	441,736	460,815
Georgia	239,126	257,662	236,211	239,926	252,323	217,509	218,890	246,926	233,652	216,151
Hawaii	30,742	28,766	25,041	29,020	29,795	27,198	31,811	32,710	28,365	28,557
Idaho	45,579	46,481	45,151	43,343	49,087	38,775	38,110	41,827	42,680	40,017
Illinois	286,588	273,000	289,823	255,204	289,245	288,063	268,937	277,708	294,059	270,172
Indiana	148,866	156,880	140,418	143,721	159,789	133,677	129,593	155,955	152,070	134,514
Iowa	75,879	67,346	75,896	68,696	75,734	69,658	71,892	73,362	73,262	69,937
Kansas	69,531	62,736	65,750	64,630	72,572	62,125	64,959	65,932	64,574	64,957
Kentucky	97,782	92,536	91,694	93,509	97,814	87,327	88,220	94,999	90,394	92,757
Louisiana	99,438	95,919	97,369	94,769	94,434	92,940	94,705	105,984	99,020	92,766
Maine	37,301	37,368	39,623	33,318	38,217	34,444	33,681	39,418	37,768	36,432
Maryland	146,421	139,079	138,324	135,836	143,545	138,449	125,036	140,041	144,488	128,911
Massachusetts	182,975	180,711	192,471	168,540	187,199	167,127	164,915	179,383	187,503	174,790
Michigan	212,257	193,954	211,732	191,346	219,196	196,309	175,917	219,402	225,606	200,837
Minnesota	142,627	129,422	146,506	130,923	147,059	135,392	128,720	136,281	144,232	140,048
Mississippi	58,977	50,681	52,288	49,815	56,037	47,947	55,297	54,217	51,901	50,013
Missouri	137,961	129,371	135,471	138,505	146,875	128,093	126,018	140,045	137,536	124,878
Montana	34,407	29,494	30,766	28,210	33,309	27,518	31,004	29,660	29,657	27,863
Nebraska	47,835	46,491	46,984	45,665	51,026	46,760	45,655	46,493	44,446	47,528
Nevada	80,193	74,485	73,635	75,445	85,109	67,175	66,481	75,365	70,689	63,896
New Hampshire	37,886	36,640	37,129	33,261	38,349	32,781	32,983	36,876	38,203	34,225
New Jersey	223,239	201,365	216,314	209,706	229,309	199,050	198,569	203,764	216,244	204,300
New Mexico	43,809	41,983	40,861	43,749	44,407	39,424	38,022	41,409	39,943	41,340
New York	504,548	485,292	492,204	469,641	480,900	460,838	433,874	475,470	484,354	466,096
North Carolina	248,759	237,488	230,289	214,705	233,918	197,480	188,107	215,739	223,918	203,371
North Dakota	23,548	24,826	23,575	23,210	23,548	21,746	22,437	23,713	24,814	23,415
Ohio	261,361	258,396	266,633	251,312	267,740	245,446	241,765	265,147	272,778	246,532
Oklahoma	84,052	74,976	76,968	81,812	82,766	78,597	75,282	80,251	78,936	80,110
Oregon	110,386	105,038	105,253	102,439	111,604	98,153	95,104	100,367	102,596	96,619
Pennsylvania	277,414	266,704	272,697	274,084	282,335	249,012	249,431	278,287	272,854	254,386
Rhode Island	26,789	24,678	27,100	24,792	27,498	24,229	23,887	28,695	26,368	25,056
South Carolina	128,913	113,237	110,389	106,317	114,803	93,825	106,262	108,448	101,624	104,992
South Dakota	22,202	20,396	22,031	20,592	22,895	20,696	22,444	21,436	21,144	20,517
Tennessee	148,634	138,640	142,792	142,652	147,133	127,807	124,279	131,387	132,694	130,443
Texas	652,219	584,029	607,026	616,227	644,021	537,389	541,312	562,489	561,642	547,280
Utah	87,692	92,927	89,306	87,442	88,214	78,369	78,342	83,159	79,494	81,328
Vermont	18,863	17,446	18,074	16,025	17,627	17,285	16,200	18,303	19,579	16,328
Virginia	199,472	201,989	194,478	167,181	213,332	176,271	175,654	187,801	191,833	176,376
Washington	182,294	176,059	190,942	173,654	188,423	160,020	160,092	164,526	171,392	162,672
West Virginia	35,422	33,504	34,404	31,847	33,825	36,511	36,947	36,179	37,289	39,080
Wisconsin	134,830	127,951	139,354	120,048	136,339	122,971	120,014	133,371	145,899	124,583
Wyoming	20,839	18,347	18,043	17,705	19,692	16,307	16,590	20,240	18,349	18,206
Puerto Rico	40,125	47,891	43,684	41,670	37,232	45,122	34,491	39,466	37,553	33,897
Virgin Islands	1,934	2,987	2,303	3,066	2,881	1,736	1,853	1,597	1,792	2,003

¹ 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. 2018	March 2019	June 2019	Sept 2019	Dec. 2019	Dec. 2018	March 2019	June 2019	Sept 2019	Dec. 2019
United States	6.3	5.9	6.0	5.8	6.2	5.6	5.5	5.9	5.8	5.6
Alabama	6.3	6.0	5.8	5.9	6.3	5.3	5.5	6.0	5.9	5.7
Alaska	11.0	10.0	10.8	9.5	10.2	9.8	9.0	10.2	10.1	10.2
Arizona	6.2	5.6	5.7	6.4	6.4	5.1	5.5	5.7	4.8	5.2
Arkansas	5.9	5.2	5.0	5.5	6.4	5.0	5.1	5.7	5.5	4.8
California	6.9	6.3	6.6	6.3	6.7	5.9	6.2	6.4	6.1	5.9
Colorado	6.8	6.6	7.0	6.6	6.7	6.0	6.3	6.2	6.4	6.2
Connecticut	5.3	5.2	5.8	5.5	5.5	4.9	5.7	5.9	5.8	5.5
Delaware	6.6	6.4	6.0	6.1	6.5	5.6	5.5	6.3	6.2	6.2
District of Columbia	5.6	5.4	5.4	5.4	5.4	5.1	4.9	5.5	5.4	4.7
Florida	6.4	6.1	6.5	6.5	6.6	6.1	5.6	6.3	5.7	5.9
Georgia	6.3	6.8	6.2	6.2	6.5	5.8	5.7	6.4	6.1	5.6
Hawaii	5.8	5.4	4.7	5.5	5.6	5.1	5.9	6.1	5.3	5.4
Idaho	7.4	7.5	7.1	6.9	7.7	6.3	6.1	6.7	6.8	6.3
Illinois	5.5	5.2	5.6	4.9	5.6	5.6	5.1	5.3	5.6	5.2
Indiana	5.6	5.9	5.2	5.4	6.0	5.0	4.8	5.8	5.7	5.1
Iowa	5.8	5.1	5.8	5.3	5.8	5.3	5.4	5.6	5.6	5.3
Kansas	6.1	5.4	5.7	5.7	6.3	5.4	5.7	5.7	5.6	5.7
Kentucky	6.1	5.8	5.8	5.8	6.1	5.4	5.5	5.9	5.7	5.8
Louisiana	6.2	5.9	6.0	5.9	5.9	5.8	5.9	6.5	6.1	5.8
Maine	7.3	7.2	7.5	6.4	7.4	6.7	6.4	7.5	7.2	7.0
Maryland	6.8	6.4	6.3	6.2	6.5	6.4	5.7	6.4	6.6	5.8
Massachusetts	5.8	5.7	6.0	5.3	5.8	5.3	5.2	5.7	5.9	5.5
Michigan	5.6	5.1	5.5	5.1	5.8	5.2	4.6	5.8	6.0	5.3
Minnesota	5.7	5.2	5.8	5.2	5.8	5.4	5.1	5.5	5.8	5.6
Mississippi	6.5	5.7	5.8	5.5	6.2	5.3	6.2	6.0	5.8	5.5
Missouri	5.8	5.4	5.6	5.8	6.1	5.4	5.3	5.8	5.8	5.2
Montana	8.9	7.6	8.0	7.3	8.6	7.2	8.0	7.7	7.7	7.2
Nebraska	5.9	5.7	5.7	5.6	6.2	5.7	5.6	5.7	5.5	5.8
Nevada	6.6	6.0	5.9	6.0	6.8	5.5	5.4	6.0	5.7	5.0
New Hampshire	6.6	6.3	6.4	5.8	6.6	5.7	5.7	6.3	6.6	5.9
New Jersey	6.4	5.7	6.2	6.0	6.5	5.7	5.6	5.8	6.1	5.8
New Mexico	6.8	6.4	6.3	6.7	6.7	6.1	5.8	6.3	6.1	6.2
New York	6.3	6.0	6.0	5.8	6.0	5.7	5.3	5.9	5.9	5.7
North Carolina	6.7	6.3	6.1	5.7	6.2	5.3	5.1	5.7	5.9	5.3
North Dakota	6.8	7.1	6.7	6.6	6.7	6.2	6.4	6.7	7.1	6.7
Ohio	5.6	5.5	5.6	5.3	5.7	5.3	5.1	5.7	5.8	5.3
Oklahoma	6.5	5.8	5.9	6.3	6.4	6.1	5.8	6.2	6.1	6.2
Oregon	6.7	6.3	6.3	6.2	6.7	6.0	5.8	6.1	6.2	5.8
Pennsylvania	5.3	5.1	5.2	5.2	5.4	4.8	4.8	5.3	5.2	4.9
Rhode Island	6.4	5.8	6.4	5.8	6.5	5.7	5.6	6.7	6.2	5.9
South Carolina	7.4	6.4	6.3	6.0	6.5	5.4	6.0	6.2	5.7	5.9
South Dakota	6.3	5.7	6.2	5.8	6.4	5.8	6.4	6.0	6.0	5.7
Tennessee	5.8	5.4	5.5	5.5	5.6	4.9	4.8	5.0	5.1	5.0
Texas	6.2	5.5	5.7	5.8	6.0	5.2	5.2	5.3	5.2	5.1
Utah	6.9	7.3	6.9	6.8	6.8	6.2	6.2	6.5	6.2	6.3
Vermont	7.4	6.7	6.9	6.3	6.9	6.8	6.3	7.1	7.6	6.4
Virginia	6.3	6.4	6.1	5.2	6.6	5.6	5.5	5.9	6.0	5.5
Washington	6.4	6.2	6.6	6.0	6.6	5.6	5.6	5.7	6.0	5.7
West Virginia	6.3	6.0	6.2	5.8	6.2	6.5	6.6	6.5	6.7	7.1
Wisconsin	5.4	5.1	5.5	4.8	5.5	5.0	4.8	5.3	5.8	5.0
Wyoming	10.0	8.6	8.5	8.5	9.3	7.8	7.8	9.6	8.7	8.6
Puerto Rico	6.0	7.1	6.4	6.1	5.4	6.8	5.1	5.8	5.4	4.9
Virgin Islands	7.9	11.9	8.8	11.2	10.2	7.1	7.4	6.1	6.6	7.1

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