



DEPARTMENT OF
LABOR
AND HUMAN RESOURCES
GOVERNMENT OF PUERTO RICO

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



BUSINESS

EMPLOYMENT

DYNAMICS:

FOURTH QUARTER

2011

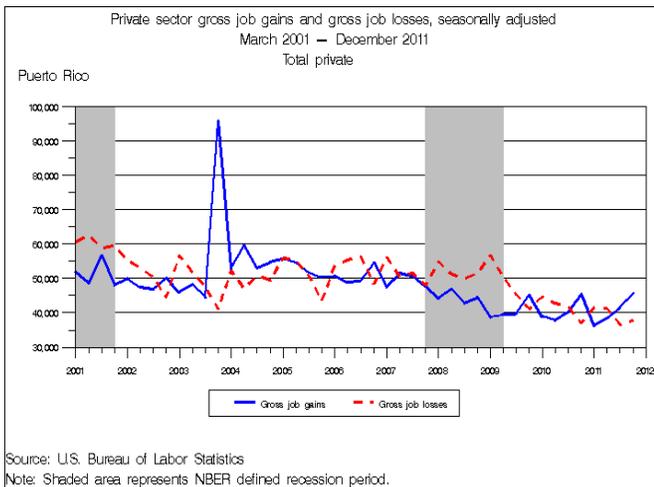
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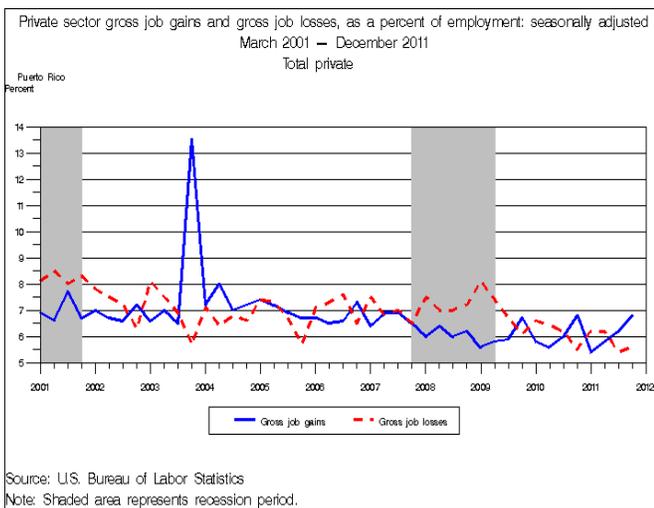
INTRODUCTION

The Business Employment Dynamics (BED) data is a product of a federal-state cooperative program known as Quarterly Census of Employment and Wages (QCEW), or the ES-202 program. The BED data is compiled by the U.S. Bureau of Labor Statistics (BLS) from existing quarterly state unemployment insurance (UI) records. The employers in P.R. are required to file quarterly reports on the employment and wages of workers covered by UI laws, and to pay quarterly UI taxes. The quarterly UI reports are sent by the Puerto Rico Department of Labor to BLS and form the basis of the Bureau's establishment universe sampling frame. These reports also are used to produce the quarterly QCEW data on total employment and wages and the longitudinal BED data on gross job gains and losses. Other important Bureau use of the UI reports are in the Current Employment Statistics (CES) program. In the BED program, the quarterly UI records are linked across quarters to provide a longitudinal history for each establishment. The linkage process allows the tracking of net employment changes at the establishment level, which in turn allows the estimation of jobs gained at opening and expanding establishments and jobs lost at closing and contracting establishments. (See Technical notes for differences between QCEW, CES, and BED).

COMMONWEALTH PUERTO RICO BUSINESS EMPLOYMENT DYNAMICS: FOURTH QUARTER 2011



From October to December 2011 in Puerto Rico, gross job gains represented 6.8 percent of private sector employment, and gross job losses represented 5.6 percent of private sector employment, according to preliminary data released by the Bureau of Labor Statistics of the U.S. Department of Labor. This was more than the national rates of gross job gains (6.3 percent) and less than job losses (6.0 percent). The number of job gains from opening and expanding establishments was 45,676, and the number of job losses from closing and contracting establishments was 37,845. Expanding and contracting establishments accounted for most of the jobs gained and lost.



The change in the employment level over time is the net result of increases and decreases in employment that occur at all business in 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 the opening of establishments. Gross job losses are defined as declines in employment at existing establishments or from the closing of establishments. The difference between the number of gross jobs gained and the

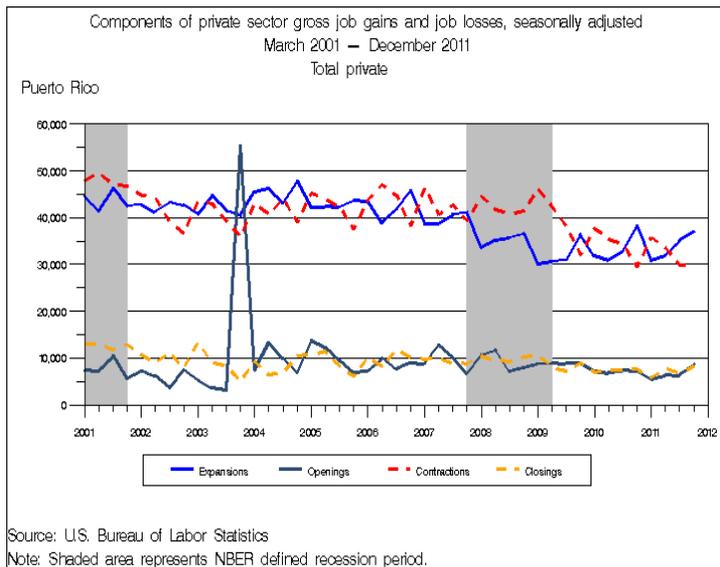
number of gross jobs lost is the net change in employment. The data series on Business Employment Dynamics are derived from the Quarterly Census of Employment and Wages (QCEW), also known as the ES-202 program. This program is a quarterly census of all establishments covered under state and federal unemployment insurance programs, representing about 98 percent of employment on nonfarm payrolls. All data referred to in the text are seasonally adjusted. (see Technical Note for more information.)

The BED data series included gross job gains and gross job losses at the establishment level by major industry sector and for 50 states, District of Columbia, Puerto Rico, and the Virgin Island.

New Business Employment Dynamics (BED) Data Series

With the release of this quarter's data, additional state data at the NAICS industry sector level are now available. These data are accessible through the data query tools at www.bls.gov/bdm/. Data are available from October 1992 through December 2011 and will be updated quarterly.

Trends in Gross Job Gains and Job Losses



Opening and expanding private sector business establishments in Puerto Rico gained 45,676 jobs in the fourth quarter of 2011, an increase of 4,084 from previous quarter. Over the quarter, expanding establishments added 36,996 jobs, while opening establishments added 8,680.

Gross job losses totaled 37,845 in the fourth quarter of 2011, an increase by 1,199 from the third quarter 2011. This was the second increase in gross job losses since March of 2011. In the fourth quarter of 2011, contracting establishments lost 29,654 jobs, while closing establishments accounted for a loss of 8,191 jobs (See table A).

For the first time Puerto Rico present some data by industry sectors; by now we are including Retail Trade and Education and Health Services. In the near future we hope we could add more sectors. During the months of October to December 2011; Education and Health Services won more jobs than Retail Trade. Education and Health Services increases the net employment by 2,466 and Retail Trade by 183. (See table 1A.)

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

Category	3 months ended				
	Dec. 2010	Mar. 2011	June 2011	Sept. 2011	Dec. 2011
	Levels				
Gross job gains	45,464	36,260	38,389	41,592	45,676
At expanding establishments	38,257	30,751	31,944	35,166	36,996
At opening establishments	7,207	5,509	6,445	6,426	8,680
Gross job losses	37,113	41,528	41,232	36,646	37,845
At contracting establishments	29,474	35,731	33,513	29,791	29,654
At closing establishments	7,639	5,797	7,719	6,855	8,191
Net employment change ¹	8,351	-5,268	-2,843	4,946	7,831

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.

Rates of Gross Job Gains and Gross Job Losses

From October to December 2011, gross job gains represented 6.8 percent of private sector employment. Over the quarter, gross job gains at expanding establishments represented 5.5 percent of private sector employment, and gross job gains at opening establishments represented 1.3 percent. Nationally, this

quarter gross job gains at expanding establishments represented 5.1 percent of private sector employment, and at opening establishments represented 1.2 percent.

For the same data, gross job losses represented 5.6 percent of private sector employment. Gross job losses at contracting establishments represented 4.4 percent of private sector employment, which was less than to the national rate at contracting establishments (4.8 percent). The rate of gross job losses at closing establishments (1.2 percent) Puerto Rico and (1.2 percent) for the United States (See chart and table B).

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

Category	3 months ended				
	Dec. 2010	Mar. 2011	June 2011	Sept. 2011	Dec. 2011
Rates (percent)					
Total Private for Commonwealth of Puerto Rico					
Gross job gains.....	6.8	5.4	5.8	6.2	6.8
At expanding establishments.....	5.7	4.6	4.8	5.2	5.5
At opening establishments.....	1.1	0.8	1.0	1.0	1.3
Gross job losses.....	5.5	6.2	6.2	5.4	5.6
At contracting establishments.....	4.4	5.3	5.0	4.4	4.4
At closing establishments.....	1.1	0.9	1.2	1.0	1.2
Net employment change ¹	1.3	-0.8	-0.4	0.8	1.2
Rates (percent)					
Total Private for United States as a whole					
Gross job gains.....	6.6	5.9	6.4	6.5	6.3
At expanding establishments.....	5.3	4.9	5.2	5.3	5.1
At opening establishments.....	1.3	1.0	1.2	1.2	1.2
Gross job losses.....	6.1	5.7	5.8	5.9	6.0
At contracting establishments.....	4.9	4.7	4.7	4.8	4.8
At closing establishments.....	1.2	1.0	1.1	1.1	1.2
Net employment change ¹	0.5	0.2	0.6	0.6	0.3

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

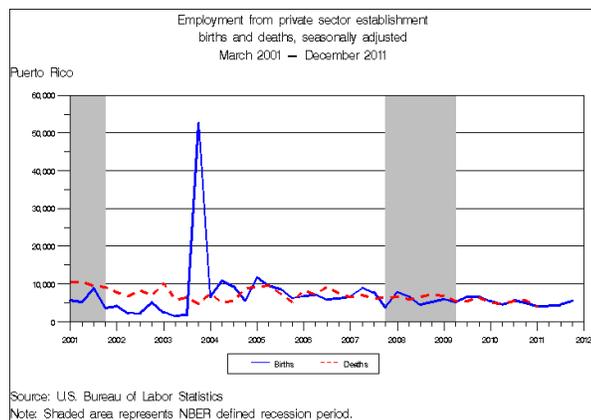
Another way to observe the dynamics of employment change is to count the number of establishments that opened, closed, expanded, or contracted during the quarter. Out of 46,043 active private sector establishments, a total of 9,757 establishments gained jobs from October to December 2011 (See table C). Of these, 8,189 were expanding establishments and 1,568 were opening establishments. During the fourth quarter of 2011, 8,337 establishments lost jobs. Of these, 6,974 were contracting establishments and 1,363 were closing establishments.

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

Category	3 months ended				
	Dec. 2010	March 2010	June 2011	Sept. 2011	Dec. 2011
Establishments gaining jobs.....	9,863	8,507	8,577	8,526	9,757
Expanding establishments.....	8,488	7,118	7,214	7,199	8,189
Opening establishments.....	1,375	1,389	1,363	1,327	1,568
Establishments losing jobs.....	8,813	10,401	9,444	8,715	8,337
Contracting establishments.....	7,152	8,757	7,743	7,268	6,974
Closing establishments.....	1,661	1,644	1,701	1,447	1,363
Net establishment change ¹	-286	-255	-338	-120	205

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 2011, a total of 1,095 new private sector non-farm businesses created 5,555 jobs. This represented an increase of 287 establishment births and 1,099 jobs level from the previous quarter. The jobs gains by these new establishments represented 0.8 percent of total births employment. The historical time series of birth data shows that the number of establishment births has remained around 1,200 every quarter, while employment from births dropped from 52,610 in the fourth quarter 2003 to 5,555 in the fourth quarter of 2011 (See Table 5).

Gross Job Gains and Losses by State

In the fourth quarter of 2011, gross job gains exceeded gross job losses in 41 **states**, the District of Columbia, and Puerto Rico. California had the largest net employment gain of 79,832, jobs, followed by Texas with 65,886 jobs. (See table 6.) Arizona, Missouri, North Carolina, South Dakota, West Virginia, and Puerto Rico had both a rate of gross job gains at or above the U.S. average of 6.3 percent, and a rate of gross job losses that was the same or below the national average of 6.0 percent. (See table 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 the Business Employment Dynamics data can be found in the Technical Note of this release or may be obtained by e-mailing BDMinfo@bls.gov.

Technical Note

The Business Employment Dynamics (BED) data is a product of a federal-state cooperative program known as Quarterly Census of Employment and Wages (QCEW), or the ES-202 program. The BED data 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 the employment and wages of workers covered by UI laws, and to pay quarterly UI taxes. The quarterly UI reports are sent by the State Employment Security Agencies (SESAs) to BLS and form the basis of the Bureau's establishment universe sampling frame. 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 Bureau uses of the UI reports are in the Current Employment Statistics (CES) program.

In the BED program, the quarterly UI records are linked across quarters to provide a longitudinal history for each establishment. The linkage process allows the establishment level, which in turn allows the estimation of jobs gained at opening and 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 and the intended uses of the program products. (See table below.)

Additional information on each program can be obtained from the program Web sites shown in the table on 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 9.1 million employers nationally	--Count of longitudinally-linked UI administrative records submitted by 6.7 million private sector employers	--Sample survey: 440,000 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 -Usually first Friday of following month
Use of UI file	--Directly summarizes and publishes each new quarter of UI data	--Links each new UI quarter to longitudinal database and directly summarizes gross job gains and losses	--Uses UI file as a sampling frame and annually realigns (benchmarks) sample estimates to first quarter UI levels
Principal products	--Provides a quarterly and annual universe count of establishments, employment, and wages at the county, MSA, state, and national levels by detailed industry	--Provides quarterly employer dynamics data on establishment openings, closings, expansions, and contractions at the national level by NAICS super sectors and by size of firms, and at the state private-sector total level. --Future expansions will include data with greater industry details and data at the county and MSA level.	--Provides current monthly estimates of employment, hours, and earnings at the MSA, state, and national level by industry
Principal uses	--Major uses include: -Detailed locality data -Periodic universe counts for bench marking 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 6.7 million private sector employer reports out of 9.1 million total reports of employment and wages submitted by States to BLS in the first quarter of 2011. 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. 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 2011:

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

.....Millions	
Total establishments QCEW program	9.1
Excluded:	
Public sector	0.3
Private households	0.7
Zero employment	1.3
Establishments in Puerto Rico and the Virgin Islands	0.1
Total establishments included in Business Employment Dynamics data	6.7

Unit of analysis

Establishments are used in the tabulation of the BED statistics by industry and *firms* are used in the tabulation of the 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, and 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 the 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 establishment gains and losses within a firm are offset during the aggregation process. However, the total net changes in employment are the same for not seasonally adjusted data and are similar for seasonally adjusted data.

Concepts and methodology

The Business Employment Dynamics data measure the net change in employment at the establishment level. These changes come about in one of four ways. A net increase in employment can come from either opening establishments or expanding establishments. A net decrease in employment can come from either closing establishments or contracting establishments. Gross job gains include the sum of all jobs added at either opening or expanding establishments. Gross job losses include the sum of all jobs lost in either closing or contracting establishments. The net change in employment is the difference between gross job gains and gross job losses.

The formal definitions of establishment-level employment changes are as follows:

Openings. These are either establishments with positive third month employment for the first time in the current quarter, with no links to the prior quarter, or with positive third month employment in the current quarter following zero employment in the previous quarter.

Expansions. These are establishments with positive employment in the third month in both the previous and current quarters, with a net increase in employment over this period.

Closings. These are either establishments with positive third month employment in the previous quarter, with no employment or zero employment reported in the current quarter.

Contractions. These are establishments with positive employment in the third month in both the previous and current quarters, with a net decrease in employment over this period.

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 of 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, real ways a lag of three quarters for the 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 towards estimates of total employment, but not for levels of gross job gains and gross job losses.

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

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 in which 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 establishments' unique SESA identification numbers (SESA-ID). Between 95 to 97 percent of establishments identified as continuous from quarter to quarter are matched SESA-ID. The rest are linked in one of three ways. The first method uses predecessor and successor information, identified by the states, which relates records with different 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, 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 also are introduced in the first quarter.

Sizing methodology

The method of dynamic sizing is used in calculations for the BED size class data series. Dynamic sizing allocates each firm's employment gain or loss during a quarter to each respective size class in which 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 9, 10 to size class 10 to 19, and 19 to size class 20 to 49.

Dynamic sizing provides symmetrical firm size estimates and eliminates any systematic effects which may be caused by the transitory and reverting changes in firms' 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 the associated job flows undergo sharp fluctuations due to such seasonal events as changes in the weather, reduced or expanded production, harvests, major holidays, and the opening and closing of schools. The effect of such seasonal variation can be very large.

Because these seasonal events follow a more or less regular pattern each year, their influence can be eliminated by adjusting these statistics from quarter to quarter. These adjustments make nonseasonal developments, such as declines in economic activity, easier to recognize. For example, the large number of youths taking summer jobs is likely to obscure other changes that have taken place in June relative to March, making it difficult to determine if the level of economic activity has risen or declined. However, because the effect of student's finishing school in previous years is known, the statistics for the current year can be adjusted to allow for a comparable change. The adjusted figures provide a more useful tool with which to analyze changes in economic activity.

The employment data series for opening, expanding, closing, and contracting establishments are independently seasonally adjusted; net changes are calculated based on the difference between gross job gains and gross job losses. Similarly, the establishment counts data series for opening, expanding, closing, and contracting establishments are independently adjusted, and the net changes are calculated based on the difference between the number of opening and closing establishments. Additionally, establishment and employment levels are independently seasonally adjusted to calculate the seasonally adjusted rates. Concurrent seasonal adjustment is run using X-12 ARIMA.

The net over-the-quarter change derived by summing the BED component series will differ from the net employment change estimated from the seasonally adjusted total private employment series from the CES program. The intended use of BED statistics is to show

the dynamic labor market changes that underlie the net employment change statistic. As such, data users interested particularly in the net employment change and not in the gross job flows underlying this change should refer to CES data for over-the-quarter net employment changes.

Reliability of the data

Since the data series on Business Employment Dynamics are based on administrative rather than sample data, there are no issues related to sampling error. Nonsampling error, however, still exists. Nonsampling errors can occur for many reasons, such as the employer submitting corrected employment data after the end of the quarter or typographical errors made by businesses when providing information. Such errors, however, are likely to be distributed randomly throughout the dataset.

Changes in administrative data sometimes create complications for the linkage process. This can result in overstating openings and closings while understating expansions and contractions. The BLS continues to refine methods for improving the linkage process to alleviate the effects of these complications.

Additional statistics and other information

Several other programs within BLS produce closely related information. The QCEW program, also known as the ES-202 program, provides both quarterly and annual estimates of employment by state, county, and detailed industry. News releases on quarterly county employment and wages 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 BLS.

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

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
2000	March	8,611	61,594	51,493	10,101	52,983	44,223	8,760
	June	9,452	64,653	50,011	14,642	55,201	46,445	8,756
	September	-3,208	52,857	45,017	7,840	56,065	48,229	7,836
	December	4,605	59,337	47,663	11,674	54,732	46,407	8,325
2001	March	-8,923	51,882	44,521	7,361	60,805	47,856	12,949
	June	-13,864	48,729	41,482	7,247	62,593	49,545	13,048
	September	-2,153	56,745	46,263	10,482	58,898	47,079	11,819
	December	-11,365	48,172	42,554	5,618	59,537	46,693	12,844
2002	March	-5,343	50,022	42,823	7,199	55,365	44,757	10,608
	June	-5,665	47,455	41,294	6,161	53,120	44,175	8,945
	September	-3,408	46,900	43,225	3,675	50,308	39,176	11,132
	December	5,637	50,157	42,644	7,513	44,520	36,635	7,885
2003	March	-10,767	46,035	40,766	5,269	56,802	43,505	13,297
	June	-3,563	48,298	44,677	3,621	51,861	42,920	8,941
	September	-3,048	44,550	41,421	3,129	47,598	39,349	8,249
	December	54,777	95,823	40,428	55,395	41,046	35,953	5,093
2004	March	673	52,947	45,488	7,459	52,274	42,986	9,288
	June	12,584	59,628	46,321	13,307	47,044	40,644	6,400
	September	2,308	53,133	43,111	10,022	50,825	44,047	6,778
	December	5,251	54,706	47,784	6,922	49,455	38,999	10,456
2005	March	-96	55,819	42,130	13,689	55,915	45,190	10,725
	June	-599	54,679	42,372	12,307	55,278	43,897	11,381
	September	1,158	51,750	42,284	9,466	50,592	42,329	8,263
	December	6,975	50,538	43,702	6,836	43,563	37,457	6,106
2006	March	-3,140	50,790	43,487	7,303	53,930	43,801	10,129
	June	-6,448	48,844	38,902	9,942	55,292	47,105	8,187
	September	-7,032	49,409	41,811	7,598	56,441	44,729	11,712
	December	6,303	54,665	45,762	8,903	48,362	38,185	10,177
2007	March	-8,575	47,533	38,643	8,890	56,108	46,345	9,763
	June	1,012	51,545	38,764	12,781	50,533	40,572	9,961
	September	-744	50,827	40,752	10,075	51,571	42,733	8,838
	December	-162	47,865	41,069	6,796	48,027	39,212	8,815
2008	March	-10,751	44,189	33,601	10,588	54,940	44,601	10,339
	June	-4,341	46,870	35,191	11,679	51,211	41,687	9,524
	September	-7,169	42,882	35,740	7,142	50,051	40,817	9,234
	December	-7,030	44,481	36,531	7,950	51,511	41,369	10,142
2009	March	-17,950	38,802	29,998	8,804	56,752	46,117	10,635
	June	-10,812	39,541	30,705	8,836	50,353	42,308	8,045
	September	-5,448	39,809	30,987	8,822	45,257	38,111	7,146
	December	4,104	45,192	36,327	8,865	41,088	32,096	8,992
2010	March	-5,693	38,972	31,754	7,218	44,665	37,711	6,954
	June	-4,940	37,876	30,944	6,932	42,816	35,265	7,551
	September	-1,459	40,256	32,842	7,414	41,715	34,312	7,403
	December	8,351	45,464	38,257	7,207	37,113	29,474	7,639
2011	March	-5,268	36,260	30,751	5,509	41,528	35,731	5,797
	June	-2,843	38,389	31,944	6,445	41,232	33,513	7,719
	September	4,946	41,592	35,166	6,426	36,646	29,791	6,855
	December	7,831	45,676	36,996	8,680	37,845	29,654	8,191

(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 (3 months ended)					Gross job gains and losses as a percent of employment (3 months ended)				
	Dec. 2010	March 2011	June 2011	Sept. 2011	Dec. 2011	Dec. 2010	March 2011	June 2011	Sept. 2011	Dec. 2011
Total private¹										
Gross job gains	45,464	36,260	38,389	41,592	45,676	6.8	5.4	5.8	6.2	6.8
At expanding establishments	38,257	30,751	31,944	35,166	36,996	5.7	4.6	4.8	5.2	5.5
At opening establishments	7,207	5,509	6,445	6,426	8,680	1.1	0.8	1.0	1.0	1.3
Gross job losses	37,113	41,528	41,232	36,646	37,845	5.5	6.2	6.2	5.4	5.6
At contracting establishments	29,474	35,731	33,513	29,791	29,654	4.4	5.3	5.0	4.4	4.4
At closing establishments	7,639	5,797	7,719	6,855	8,191	1.1	0.9	1.2	1.0	1.2
Net employment change	8,351	-5,268	-2,843	4,946	7,831	1.3	-0.8	-0.4	0.8	1.2
Retail Trade										
Gross job gains	8,759	7,246	7,354	7,398	9,282	6.7	5.6	5.6	5.7	7.2
At expanding establishments	7,158	5,993	6,138	6,243	7,160	5.5	4.6	4.7	4.8	5.6
At opening establishments	1,601	1,253	1,216	1,155	2,122	1.2	1.0	0.9	0.9	1.6
Gross job losses	8,116	7,979	8,251	7,322	9,099	6.3	6.2	6.4	5.7	7.1
At contracting establishments	6,965	6,817	6,750	6,208	7,035	5.4	5.3	5.2	4.8	5.5
At closing establishments	1,151	1,162	1,501	1,114	2,064	0.9	0.9	1.2	0.9	1.6
Net employment change	643	-733	-897	76	183	0.4	-0.6	-0.8	0.0	0.1
Education and Health Services										
Gross job gains	6,656	6,014	7,509	5,901	7,000	6.1	5.5	6.9	5.3	6.3
At expanding establishments	5,778	5,237	6,768	4,877	5,180	5.3	4.8	6.2	4.4	4.7
At opening establishments	878	777	741	1,024	1,820	0.8	0.7	0.7	0.9	1.6
Gross job losses	5,005	5,924	5,400	6,762	4,534	4.6	5.5	4.9	6.1	4.0
At contracting establishments	4,106	5,427	4,186	5,332	3,704	3.8	5.0	3.8	4.8	3.3
At closing establishments	899	497	1,214	1,430	830	0.8	0.5	1.1	1.3	0.7
Net employment change	1,651	90	2,109	-861	2,466	1.5	0.0	2.0	-0.8	2.3

¹ Includes unclassified sector, not shown separately.

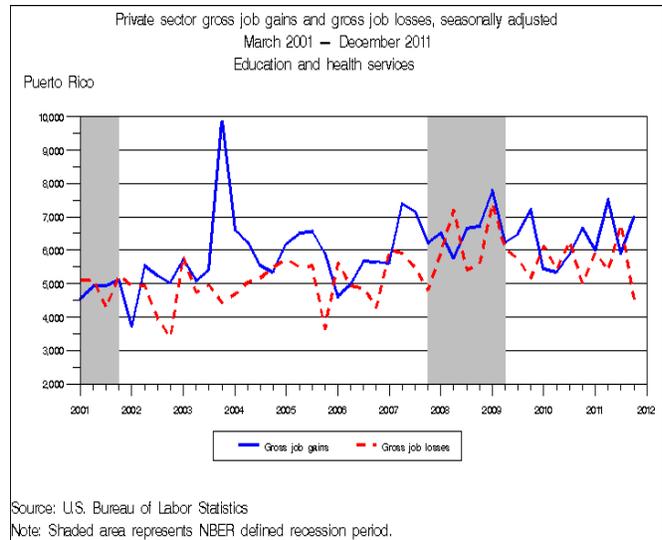
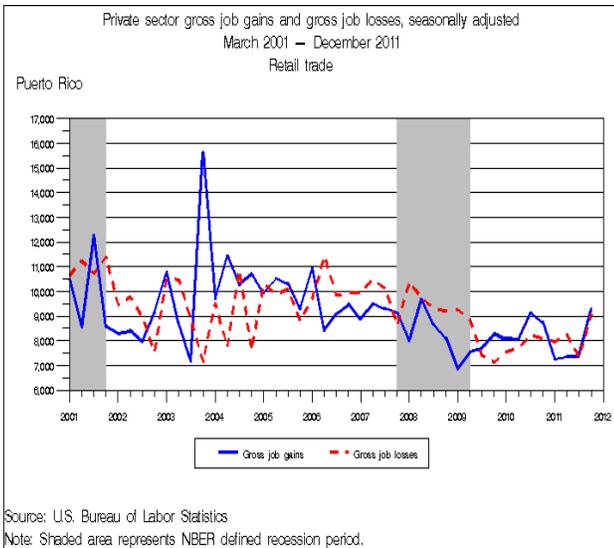


Table 2. Private sector gross job gains and losses, as a percent of employment(1), seasonally adjusted (Percent)

Year	3 months ended	Net change(2)	Gross job gains			Gross job losses		
			Total	Expanding establishments	Opening establishments	Total	Contracting establishments	Closing establishments
2000	March	1.2	8.4	7.0	1.4	7.2	6.0	1.2
	June	1.3	8.7	6.7	2.0	7.4	6.2	1.2
	September	-0.4	7.0	6.0	1.0	7.4	6.4	1.0
	December	0.6	7.9	6.3	1.6	7.3	6.2	1.1
2001	March	-1.2	6.9	5.9	1.0	8.1	6.4	1.7
	June	-1.9	6.6	5.6	1.0	8.5	6.7	1.8
	September	-0.3	7.7	6.3	1.4	8.0	6.4	1.6
	December	-1.6	6.7	5.9	0.8	8.3	6.5	1.8
2002	March	-0.8	7.0	6.0	1.0	7.8	6.3	1.5
	June	-0.8	6.7	5.8	0.9	7.5	6.2	1.3
	September	-0.6	6.6	6.1	0.5	7.2	5.6	1.6
	December	0.9	7.2	6.1	1.1	6.3	5.2	1.1
2003	March	-1.5	6.6	5.8	0.8	8.1	6.2	1.9
	June	-0.5	7.0	6.5	0.5	7.5	6.2	1.3
	September	-0.4	6.5	6.0	0.5	6.9	5.7	1.2
	December	7.8	13.5	5.7	7.8	5.7	5.0	0.7
2004	March	0.1	7.2	6.2	1.0	7.1	5.8	1.3
	June	1.6	8.0	6.2	1.8	6.4	5.5	0.9
	September	0.2	7.0	5.7	1.3	6.8	5.9	0.9
	December	0.6	7.2	6.3	0.9	6.6	5.2	1.4
2005	March	0.0	7.4	5.6	1.8	7.4	6.0	1.4
	June	-0.1	7.2	5.6	1.6	7.3	5.8	1.5
	September	0.2	6.9	5.6	1.3	6.7	5.6	1.1
	December	1.0	6.7	5.8	0.9	5.7	4.9	0.8
2006	March	-0.4	6.7	5.7	1.0	7.1	5.8	1.3
	June	-0.8	6.5	5.2	1.3	7.3	6.2	1.1
	September	-1.0	6.6	5.6	1.0	7.6	6.0	1.6
	December	0.8	7.3	6.1	1.2	6.5	5.1	1.4
2007	March	-1.1	6.4	5.2	1.2	7.5	6.2	1.3
	June	0.1	6.9	5.2	1.7	6.8	5.5	1.3
	September	-0.1	6.9	5.5	1.4	7.0	5.8	1.2
	December	0.0	6.5	5.6	0.9	6.5	5.3	1.2
2008	March	-1.5	6.0	4.6	1.4	7.5	6.1	1.4
	June	-0.6	6.4	4.8	1.6	7.0	5.7	1.3
	September	-1.0	6.0	5.0	1.0	7.0	5.7	1.3
	December	-1.0	6.2	5.1	1.1	7.2	5.8	1.4
2009	March	-2.5	5.6	4.3	1.3	8.1	6.6	1.5
	June	-1.6	5.8	4.5	1.3	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	5.4	1.3	6.1	4.8	1.3
2010	March	-0.8	5.8	4.7	1.1	6.6	5.6	1.0
	June	-0.8	5.6	4.6	1.0	6.4	5.3	1.1
	September	-0.2	6.0	4.9	1.1	6.2	5.1	1.1
	December	1.3	6.8	5.7	1.1	5.5	4.4	1.1
2011	March	-0.8	5.4	4.6	0.8	6.2	5.3	0.9
	June	-0.4	5.8	4.8	1.0	6.2	5.0	1.2
	September	0.8	6.2	5.2	1.0	5.4	4.4	1.0
	December	1.2	6.8	5.5	1.3	5.6	4.4	1.2

(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
2000	March	-239	10,136	8,785	1,351	9,615	8,025	1,590
	June	789	10,642	8,417	2,225	10,005	8,569	1,436
	September	-407	9,329	8,202	1,127	10,045	8,511	1,534
	December	638	9,995	8,021	1,974	10,107	8,771	1,336
2001	March	-207	9,573	8,177	1,396	9,974	8,371	1,603
	June	-694	8,462	7,579	883	9,659	8,082	1,577
	September	-753	9,269	8,098	1,171	10,600	8,676	1,924
	December	-1,116	8,403	7,488	915	10,570	8,539	2,031
2002	March	-515	8,098	7,325	773	9,009	7,721	1,288
	June	-549	8,405	7,568	837	9,434	8,048	1,386
	September	-909	8,212	7,642	570	8,990	7,511	1,479
	December	-587	8,176	7,651	525	8,455	7,343	1,112
2003	March	-641	7,716	7,162	554	8,824	7,629	1,195
	June	-1,113	7,639	7,459	180	8,750	7,457	1,293
	September	-1,289	7,561	7,302	259	8,544	6,996	1,548
	December	7,313	14,632	7,077	7,555	7,224	6,982	242
2004	March	207	9,453	8,269	1,184	9,383	8,406	977
	June	1049	10,568	8,377	2,191	9,511	8,369	1,142
	September	419	10,129	8,474	1,655	9,971	8,735	1,236
	December	-11	10,237	8,950	1,287	9,234	7,936	1,298
2005	March	376	10,170	8,460	1,710	10,280	8,946	1,334
	June	361	10,686	8,995	1,691	10,169	8,839	1,330
	September	283	10,492	8,800	1,692	10,549	9,140	1,409
	December	-60	10,339	9,103	1,236	9,952	8,656	1,296
2006	March	-263	9,840	8,592	1,248	10,850	9,339	1,511
	June	136	9,752	8,257	1,495	11,231	9,872	1,359
	September	-1,313	10,306	8,922	1,384	11,990	9,293	2,697
	December	-335	11,359	9,460	1,899	10,709	8,475	2,234
2007	March	-284	10,113	8,276	1,837	11,747	9,626	2,121
	June	74	10,445	8,372	2,073	11,349	9,350	1,999
	September	245	10,475	8,400	2,075	11,012	9,182	1,830
	December	-347	10,534	8,983	1,551	10,324	8,426	1,898
2008	March	-170	9,619	7,580	2,039	12,023	9,814	2,209
	June	0	9,857	7,803	2,054	11,323	9,269	2,054
	September	-327	9,219	7,828	1,391	10,750	9,032	1,718
	December	-440	10,010	8,426	1,584	10,354	8,330	2,024
2009	March	-522	8,321	6,528	1,793	11,958	9,643	2,315
	June	-129	8,727	7,017	1,710	10,566	8,727	1,839
	September	279	9,234	7,338	1,896	10,152	8,535	1,617
	December	-247	9,728	8,110	1,618	9,389	7,524	1,865
2010	March	-318	8,407	6,897	1,510	10,810	8,982	1,828
	June	-390	8,687	7,341	1,346	10,088	8,352	1,736
	September	-137	8,983	7,479	1,504	9,629	7,988	1,641
	December	-286	9,863	8,488	1,375	8,813	7,152	1,661
2011	March	-255	8,507	7,118	1,389	10,401	8,757	1,644
	June	-338	8,577	7,214	1,363	9,444	7,743	1,701
	September	-120	8,526	7,199	1,327	8,715	7,268	1,447
	December	205	9,757	8,189	1,568	8,337	6,974	1,363

(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
2000	March	-0.6	24.6	21.3	3.3	23.4	19.5	3.9
	June	1.9	25.8	20.4	5.4	24.3	20.8	3.5
	September	-1.0	22.5	19.8	2.7	24.2	20.5	3.7
	December	1.5	23.9	19.2	4.7	24.2	21.0	3.2
2001	March	-0.5	22.8	19.5	3.3	23.8	20.0	3.8
	June	-1.7	20.3	18.2	2.1	23.2	19.4	3.8
	September	-1.8	22.7	19.8	2.9	25.9	21.2	4.7
	December	-2.8	21.0	18.7	2.3	26.5	21.4	5.1
2002	March	-1.3	20.7	18.7	2.0	23.0	19.7	3.3
	June	-1.4	21.8	19.6	2.2	24.5	20.9	3.6
	September	-2.4	21.6	20.1	1.5	23.7	19.8	3.9
	December	-1.6	21.9	20.5	1.4	22.7	19.7	3.0
2003	March	-1.8	21.1	19.6	1.5	24.1	20.8	3.3
	June	-3.1	21.4	20.9	0.5	24.5	20.9	3.6
	September	-3.8	21.8	21.1	0.7	24.7	20.2	4.5
	December	19.4	38.7	18.7	20.0	19.1	18.5	0.6
2004	March	0.5	22.7	19.9	2.8	22.5	20.2	2.3
	June	2.5	24.9	19.7	5.2	22.4	19.7	2.7
	September	0.9	23.4	19.6	3.8	23.1	20.2	2.9
	December	0.0	23.5	20.5	3.0	21.2	18.2	3.0
2005	March	0.8	23.2	19.3	3.9	23.6	20.5	3.1
	June	0.8	24.0	20.2	3.8	22.8	19.8	3.0
	September	0.7	23.3	19.5	3.8	23.4	20.3	3.1
	December	-0.2	22.8	20.1	2.7	22.0	19.1	2.9
2006	March	-0.6	21.9	19.1	2.8	24.1	20.7	3.4
	June	0.3	21.3	18.0	3.3	24.6	21.6	3.0
	September	-2.9	22.9	19.8	3.1	26.6	20.6	6.0
	December	-0.7	25.7	21.4	4.3	24.1	19.1	5.0
2007	March	-0.6	23.0	18.8	4.2	26.6	21.8	4.8
	June	0.2	23.6	18.9	4.7	25.6	21.1	4.5
	September	0.6	23.6	18.9	4.7	24.8	20.7	4.1
	December	-0.8	23.7	20.2	3.5	23.3	19.0	4.3
2008	March	-0.4	21.8	17.2	4.6	27.2	22.2	5.0
	June	0.0	22.4	17.7	4.7	25.7	21.0	4.7
	September	-0.7	21.0	17.8	3.2	24.4	20.5	3.9
	December	-1.0	22.9	19.3	3.6	23.7	19.1	4.6
2009	March	-1.2	19.2	15.1	4.1	27.6	22.3	5.3
	June	-0.3	20.3	16.3	4.0	24.6	20.3	4.3
	September	0.7	21.4	17.0	4.4	23.4	19.7	3.7
	December	-0.6	22.4	18.7	3.7	21.7	17.4	4.3
2010	March	-0.7	19.5	16.0	3.5	25.0	20.8	4.2
	June	-1.0	20.3	17.2	3.1	23.6	19.5	4.1
	September	-0.4	21.1	17.6	3.5	22.7	18.8	3.9
	December	-0.7	23.2	20.0	3.2	20.8	16.9	3.9
2011	March	-0.6	20.2	16.9	3.3	24.7	20.8	3.9
	June	-0.8	20.6	17.3	3.3	22.6	18.5	4.1
	September	-0.3	20.5	17.3	3.2	21.0	17.5	3.5
	December	0.5	23.4	19.6	3.8	20.0	16.7	3.3

(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
2000	March	927	2.2	1,112	2.7	7,833	1.1	6,193	0.8
	June	1,704	4.1	1,112	2.7	10,629	1.4	6,949	0.9
	September	741	1.8	1,140	2.8	5,235	0.7	5,634	0.8
	December	1,687	4.0	1,110	2.7	9,070	1.2	6,706	0.9
2001	March	1,103	2.6	1,324	3.1	5,669	0.8	10,588	1.4
	June	688	1.7	1,306	3.1	5,266	0.7	10,521	1.4
	September	836	2.1	1,505	3.7	8,839	1.2	9,375	1.3
	December	563	1.4	1,516	3.8	3,688	0.5	9,219	1.3
2002	March	388	1.0	968	2.5	4,226	0.6	7,717	1.1
	June	361	0.9	1,063	2.8	2,301	0.3	6,737	1.0
	September	277	0.7	1,152	3.0	2,295	0.3	8,242	1.2
	December	227	0.6	936	2.5	5,120	0.7	6,989	1.0
2003	March	162	0.4	1,032	2.8	2,523	0.4	10,175	1.5
	June	139	0.4	959	2.7	1,513	0.2	5,900	0.9
	September	185	0.5	1,105	3.2	1,784	0.3	6,359	0.9
	December	7,940	21.0	192	0.5	52,610	7.4	4,819	0.7
2004	March	947	2.3	689	1.6	6,629	0.9	7,447	1.0
	June	1,787	4.2	862	2.0	10,862	1.5	4,958	0.7
	September	1,397	3.2	952	2.2	9,425	1.3	5,582	0.7
	December	1,080	2.5	1,013	2.3	5,662	0.8	8,777	1.2
2005	March	1,389	3.2	1,054	2.4	11,733	1.5	9,295	1.2
	June	1,333	3.0	1,073	2.4	9,480	1.3	9,481	1.3
	September	1,386	3.1	1,207	2.7	8,726	1.2	7,427	1.0
	December	1,097	2.4	1,072	2.4	6,257	0.8	5,245	0.7
2006	March	977	2.2	1,238	2.7	6,799	0.9	8,237	1.1
	June	1,279	2.8	1,121	2.4	7,142	0.9	7,302	1.0
	September	1,032	2.3	1,996	4.4	5,839	0.8	9,156	1.2
	December	1,371	3.1	1,571	3.6	6,099	0.8	7,429	1.0
2007	March	1,206	2.7	1,347	3.0	6,721	0.9	6,553	0.9
	June	1,283	2.9	1,240	2.8	8,991	1.2	7,108	1.0
	September	1,322	3.0	1,242	2.8	7,762	1.0	6,099	0.8
	December	866	2.0	1,213	2.7	3,775	0.5	6,317	0.9
2008	March	1,370	3.1	1,457	3.3	7,767	1.1	6,664	0.9
	June	1,330	3.0	1,267	2.9	6,646	0.9	5,990	0.8
	September	626	1.4	1,195	2.7	4,467	0.6	6,463	0.9
	December	1,003	2.3	1,390	3.2	5,224	0.7	7,216	1.0
2009	March	1,149	2.6	1,567	3.6	5,932	0.8	6,858	1.0
	June	1,006	2.3	1,204	2.8	5,242	0.8	5,485	0.8
	September	1,213	2.8	1,163	2.7	6,632	1.0	5,380	0.8
	December	1,090	2.5	1,356	3.1	6,668	1.0	6,491	1.0
2010	March	1,023	2.4	1,304	3.0	5,462	0.8	4,992	0.7
	June	855	2.0	1,085	2.5	4,617	0.7	4,670	0.7
	September	867	2.0	1,174	2.8	5,660	0.8	5,453	0.8
	December	847	2.0	1,167	2.8	4,993	0.7	5,675	0.8
2011	March	929	2.2	1,107	2.6	4,088	0.6	3,979	0.6
	June	862	2.1	N/A	N/A	4,234	0.6	N/A	N/A
	September	808	1.9	N/A	N/A	4,456	0.7	N/A	N/A
	December	1,095	2.6	N/A	N/A	5,555	0.8	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. 2010	March 2011	June 2011	Sept. 2011	Dec. 2011	Dec. 2010	March 2011	June 2011	Sept. 2011	Dec. 2011
United States ¹	7,009,000	6,338,000	6,892,000	7,058,000	6,854,000	6,427,000	6,086,000	6,314,000	6,305,000	6,486,000
Alabama	92,703	84,637	85,592	89,163	84,902	89,303	84,577	88,057	80,766	86,811
Alaska	23,714	23,704	26,682	24,543	22,945	25,098	21,076	23,216	23,016	26,148
Arizona	141,959	116,287	126,242	137,222	141,007	113,441	119,945	122,634	117,282	122,629
Arkansas	53,841	56,325	53,865	61,843	59,014	57,528	54,661	59,326	55,999	50,570
California	869,765	752,097	829,483	891,979	859,658	768,114	743,843	779,015	808,154	779,826
Colorado	130,478	122,766	131,469	131,059	128,595	121,381	115,795	114,903	116,008	122,675
Connecticut	73,952	68,916	77,071	73,048	72,755	71,930	69,652	66,307	68,789	70,840
Delaware	21,865	21,934	22,247	24,591	21,495	22,473	20,460	23,686	23,409	21,336
District of Columbia	27,326	32,551	28,237	25,787	25,702	24,844	21,185	25,721	24,632	24,711
Florida	449,196	379,849	425,637	434,967	435,381	410,096	363,736	394,012	388,491	412,001
Georgia	213,709	209,182	204,074	205,602	201,650	197,217	189,167	197,983	199,107	200,263
Hawaii	26,710	24,022	23,772	27,275	25,022	23,085	23,055	28,239	22,296	22,485
Idaho	40,396	35,101	37,182	41,201	37,046	38,004	37,154	37,510	33,989	37,708
Illinois	283,029	243,874	273,748	274,868	266,469	250,035	237,315	242,868	253,937	258,087
Indiana	147,601	134,570	134,642	147,420	141,985	130,056	116,631	127,648	128,058	133,390
Iowa	76,155	66,167	71,914	73,955	71,149	67,853	67,143	65,640	64,523	68,595
Kansas	71,306	59,023	63,561	66,004	65,001	59,548	60,921	62,431	61,473	61,692
Kentucky	92,394	81,058	86,726	88,635	87,176	80,264	83,398	80,396	78,431	81,718
Louisiana	104,538	101,107	96,036	105,596	99,191	101,157	91,929	103,403	88,932	96,098
Maine	35,285	31,923	36,874	36,194	33,038	35,153	33,587	34,606	32,251	34,945
Maryland	129,128	120,590	130,489	131,940	128,539	124,276	119,259	124,892	122,518	122,002
Massachusetts	157,256	140,586	159,052	167,845	144,205	149,093	140,876	142,030	146,737	150,404
Michigan	210,265	197,929	218,137	227,785	202,960	205,916	181,677	200,177	190,661	198,242
Minnesota	133,344	127,308	141,827	143,523	125,786	128,021	119,396	120,988	117,440	130,800
Mississippi	56,206	54,905	51,146	53,661	51,504	55,128	52,004	56,420	52,391	50,410
Missouri	125,381	124,161	128,455	128,195	135,130	118,878	121,614	122,957	127,272	122,259
Montana	27,412	24,773	27,613	28,498	28,859	27,464	24,600	25,488	24,128	26,620
Nebraska	42,503	40,626	42,236	42,691	43,312	41,662	39,873	40,384	39,740	39,971
Nevada	68,182	57,570	61,627	64,218	57,458	58,354	55,923	61,678	57,425	55,206
New Hampshire	36,320	32,184	35,249	35,229	35,786	33,028	32,166	33,877	33,518	33,721
New Jersey	204,445	187,187	220,220	204,955	209,431	192,833	196,954	191,595	195,289	195,955
New Mexico	40,203	35,792	39,688	40,942	37,164	38,293	36,000	38,632	37,790	40,290
New York	443,101	415,350	464,287	460,896	436,423	413,552	388,706	407,215	420,817	426,749
North Carolina	208,892	201,177	201,804	197,920	202,558	193,313	179,918	186,868	189,164	191,808
North Dakota	25,477	24,301	22,027	31,013	32,270	17,817	18,710	20,698	18,430	19,899
Ohio	263,829	232,634	255,425	258,434	252,833	248,000	225,754	224,156	224,984	238,467
Oklahoma	78,140	70,542	72,898	77,646	75,051	63,495	72,208	66,793	70,215	73,191
Oregon	93,768	90,387	87,393	100,035	92,624	91,329	85,528	84,050	78,502	92,328
Pennsylvania	287,353	256,356	276,634	264,527	276,936	255,340	245,437	249,470	265,920	245,749
Rhode Island	23,892	21,940	26,431	23,227	23,838	24,293	23,049	24,728	23,335	24,926
South Carolina	90,254	86,054	91,667	90,563	90,346	82,846	79,478	85,150	87,749	82,032
South Dakota	21,290	19,073	21,404	22,160	21,579	19,484	20,405	19,116	18,938	19,441
Tennessee	129,496	121,094	126,896	128,156	136,418	113,331	108,222	110,348	117,113	116,607
Texas	521,355	487,171	512,733	540,240	522,310	434,541	430,556	442,173	441,962	456,424
Utah	69,949	64,660	68,917	68,859	69,738	62,878	60,897	61,092	56,810	60,954
Vermont	19,007	15,834	18,615	18,533	20,184	16,786	17,121	18,265	18,741	16,318
Virginia	177,039	163,055	173,719	172,449	177,651	166,124	155,930	163,481	158,109	174,723
Washington	165,022	152,331	156,143	172,347	163,346	158,113	145,613	149,155	132,961	162,721
West Virginia	34,909	35,855	35,737	36,863	37,872	34,879	32,383	33,306	33,902	32,794
Wisconsin	138,480	126,622	133,862	131,978	125,731	128,104	123,857	122,475	123,201	130,742
Wyoming	19,363	16,627	17,857	19,903	19,756	18,449	17,712	18,183	15,437	17,401
Puerto Rico	45,464	36,260	38,389	41,592	45,676	37,113	41,528	41,232	36,646	37,845
Virgin Islands	2,417	2,134	1,848	1,772	1,845	1,774	2,192	2,836	2,213	1,920

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 Island.

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. 2010	March 2011	June 2011	Sept. 2011	Dec. 2011	Dec. 2010	March 2011	June 2011	Sept. 2011	Dec. 2011
United States	6.6	5.9	6.4	6.5	6.3	6.1	5.7	5.8	5.9	6.0
Alabama	6.4	5.8	5.9	6.2	5.9	6.1	5.9	6.1	5.6	6.0
Alaska	10.0	9.8	11.0	10.0	9.4	10.5	8.8	9.5	9.4	10.7
Arizona	7.2	5.9	6.4	6.9	7.0	5.8	6.1	6.2	5.9	6.0
Arkansas	5.8	6.1	5.8	6.7	6.2	6.1	5.9	6.4	6.0	5.3
California	7.3	6.3	7.0	7.4	7.1	6.5	6.3	6.6	6.7	6.5
Colorado	7.2	6.8	7.2	7.1	7.0	6.7	6.4	6.2	6.3	6.6
Connecticut	5.4	5.1	5.7	5.3	5.3	5.3	5.2	4.8	5.0	5.2
Delaware	6.4	6.4	6.5	7.2	6.3	6.6	6.0	6.9	6.8	6.2
District of Columbia	6.2	7.2	6.2	5.7	5.6	5.6	4.7	5.6	5.4	5.4
Florida	7.4	6.3	7.0	7.0	7.0	6.7	6.0	6.4	6.3	6.7
Georgia	6.9	6.7	6.6	6.6	6.4	6.4	6.0	6.3	6.4	6.4
Hawaii	5.7	5.1	5.1	5.8	5.2	5.0	4.9	6.0	4.7	4.7
Idaho	8.2	7.1	7.5	8.3	7.4	7.7	7.5	7.6	6.8	7.5
Illinois	6.0	5.1	5.8	5.7	5.6	5.3	5.0	5.1	5.4	5.4
Indiana	6.4	5.8	5.8	6.2	6.0	5.6	5.0	5.4	5.4	5.6
Iowa	6.3	5.5	6.0	6.1	5.8	5.7	5.5	5.4	5.3	5.7
Kansas	6.8	5.6	6.1	6.2	6.1	5.7	5.7	5.9	5.9	5.8
Kentucky	6.5	5.8	6.1	6.2	6.1	5.7	5.9	5.7	5.5	5.7
Louisiana	7.0	6.7	6.3	7.0	6.5	6.8	6.1	6.9	5.9	6.4
Maine	7.4	6.7	7.7	7.5	6.8	7.4	7.0	7.2	6.7	7.3
Maryland	6.6	6.1	6.6	6.6	6.4	6.3	6.0	6.3	6.1	6.1
Massachusetts	5.8	5.2	5.9	6.1	5.2	5.5	5.2	5.2	5.3	5.5
Michigan	6.5	6.1	6.7	7.0	6.1	6.4	5.7	6.1	5.8	6.0
Minnesota	6.1	5.8	6.4	6.4	5.6	5.8	5.4	5.5	5.2	5.8
Mississippi	6.7	6.5	6.1	6.4	6.1	6.6	6.2	6.7	6.3	6.1
Missouri	5.9	5.8	6.0	6.0	6.3	5.6	5.7	5.7	5.9	5.7
Montana	8.1	7.4	8.2	8.4	8.4	8.1	7.3	7.5	7.1	7.8
Nebraska	5.7	5.5	5.7	5.7	5.8	5.7	5.4	5.5	5.4	5.3
Nevada	7.1	6.0	6.3	6.7	6.0	6.1	5.8	6.4	5.9	5.7
New Hampshire	7.0	6.2	6.8	6.7	6.9	6.4	6.2	6.6	6.4	6.5
New Jersey	6.5	5.9	7.0	6.4	6.5	6.2	6.2	6.0	6.2	6.2
New Mexico	6.8	6.0	6.6	6.9	6.3	6.5	6.1	6.5	6.4	6.7
New York	6.4	6.0	6.6	6.5	6.1	6.0	5.5	5.8	5.9	6.0
North Carolina	6.7	6.5	6.4	6.3	6.4	6.3	5.7	5.9	6.0	6.0
North Dakota	8.5	8.0	7.2	9.9	10.0	6.0	6.1	6.8	5.9	6.2
Ohio	6.3	5.5	6.1	6.1	5.9	5.9	5.4	5.3	5.3	5.6
Oklahoma	6.6	6.0	6.2	6.5	6.3	5.4	6.1	5.6	5.9	6.1
Oregon	7.1	6.8	6.6	7.5	6.9	6.9	6.5	6.3	5.9	6.8
Pennsylvania	6.0	5.4	5.8	5.5	5.7	5.4	5.1	5.2	5.5	5.1
Rhode Island	6.1	5.6	6.8	6.0	6.1	6.3	6.0	6.4	6.0	6.4
South Carolina	6.3	6.0	6.4	6.2	6.2	5.8	5.5	5.9	6.0	5.6
South Dakota	6.7	6.0	6.7	6.8	6.6	6.1	6.3	6.0	5.9	6.0
Tennessee	6.0	5.6	5.8	5.9	6.2	5.3	5.0	5.1	5.3	5.3
Texas	6.2	5.7	6.0	6.3	6.0	5.2	5.1	5.1	5.1	5.3
Utah	7.3	6.7	7.2	7.1	7.2	6.6	6.4	6.3	5.9	6.2
Vermont	7.9	6.5	7.7	7.7	8.3	7.0	7.1	7.6	7.7	6.7
Virginia	6.2	5.7	6.1	6.0	6.1	5.8	5.4	5.7	5.5	6.1
Washington	7.3	6.7	7.0	7.6	7.2	7.1	6.4	6.6	5.8	7.1
West Virginia	6.3	6.4	6.4	6.6	6.7	6.3	5.8	6.0	6.1	5.8
Wisconsin	6.1	5.6	5.9	5.8	5.5	5.7	5.5	5.4	5.4	5.7
Wyoming	9.3	8.0	8.6	9.6	9.3	8.9	8.5	8.7	7.4	8.2
Puerto Rico	6.8	5.4	5.8	6.2	6.8	5.5	6.2	6.2	5.4	5.6
Virgin Islands	7.7	6.7	5.8	5.6	6.0	5.6	6.9	9.0	7.1	6.2

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

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