

Web Table 1.
Hiring and Separation Rates, Selected Years

(Percent)

	2001	2004	2007
Hiring Rate			
Manufacturing sector	2.1	2.5	2.5
Total private sector	3.8	3.9	3.8
Separation Rate ^a			
Manufacturing sector	3.1	2.5	2.8
Total private sector	3.9	3.7	3.6
"Quits" ^b			
Manufacturing sector	1.3	1.2	1.4
Total private sector	2.2	2.0	2.1
Layoffs and discharges ^c			
Manufacturing sector	1.6	1.1	1.1
Total private sector	1.4	1.5	1.3

Source: Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS).

Notes: Figures are based on monthly averages.

As calculated by the JOLTS program, hiring and separation (or "turnover") rates reflect the number of hires or separations for a given month divided by the number of employees who worked or received pay during the pay period that includes the 12th day of that month.

As characterized in the JOLTS program, "hires" refer to additions to an establishment's payroll, including those attributable to newly hired or rehired employees. Hires can also include intrafirm transfers of employees from one location to another.

Separations, which can be voluntary or involuntary, also include departures due to retirement, disability or death, as well as intrafirm transfers of employees from one location to another. Quits describe a separation from an establishment that is initiated by the employee (excluding retirements). Layoffs and discharges describe separations from an establishment that are initiated by the employer.