



Labour Market Bulletin

Human Resource Centre of Canada

Windsor & Essex County

~ An Analysis of the Windsor & Essex County Area Labour Market ~ January To March 2005 ~

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An overview of the Windsor & Essex County labour market.

- The Windsor area labour market experienced a sharp contraction in the first quarter of 2005. Labour force and employment levels fell by about 6,000 people each. This was the largest quarterly drop in employment in 10 years.
- Because labour force and employment levels fell by similar amounts, the unemployment rate showed only a modest increase, to 9.4% from 9.2% last quarter.
- The unemployment rate has been trending upwards since the fourth quarter of 2003. It was the third highest among Canada's 27 CMAs this quarter.

HIGHLIGHTS

- ▶ The closure of General Chemical, at one time Amherstburg's largest employer, left 100 hourly and salaried staff out of work.
- ▶ Another major Amherstburg employer, Diageo Canada, experienced a labour dispute this quarter. Due to a shortage of work at this company, almost 150 production workers were indefinitely laid off in February.
- ▶ A labour dispute affecting almost 400 workers at Butcher Engineering, began February 18th and had not yet been resolved as this quarter ended. This employer packages after-market car parts for Ford Motor Co.
- ▶ Devonshire Mall is undertaking interior renovations and hosting a number of events to attract families and shoppers alike. Two more retail stores – Home Sense and JYSK – will be added to the Walker Square area, another major shopping hub.
- ▶ Windsor was the first Ontario city to launch Q – a new approach to retail offering quality foods and express service at a convenient roadside location.
- ▶ Mexican and Jamaican government satellite offices were scheduled to open this quarter to provide a liaison between employers and their off-shore seasonal agricultural workers.

The Windsor and Essex County HRCC Labour Market Bulletin is a quarterly report produced by the area Labour Market Information Analyst. This bulletin and other LMI products may also be found on our website. (aussi disponible en français)

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Note: *In preparing this bulletin, HRSDC has taken care to provide clients with labour market information from reliable sources that is timely and accurate at the time of publication. Since labour market conditions are dynamic, some of the information presented here may have changed since the bulletin was published. Readers are encouraged to also refer to other sources for additional information on the local economy and labour market. Information contained in this bulletin does not necessarily reflect official policies of HRSDC.*



LABOUR MARKET NEWS

Highlights on industry activities that have an impact on the local labour market, this information is derived from several sources including local newspapers, newsletters and various publications. Please refer to "Notes to Readers" for additional information.

Manufacturing

The new year brought financial concern for the 100 workers and more than 400 retirees of General Chemical as it closed its calcium chloride operations (the industrial chemical melts ice and keeps down dust on dirt roads). This was a significant employer in Amherstburg and its closure will cause a large loss in tax revenue for the town. The reasons for closure included "accelerated pension funding requirements, higher energy costs, and a strong Canadian dollar".¹ Several workers from the maintenance and power departments were kept on temporarily to provide steam and water services to Honeywell until other arrangements could be made.

Another significant Amherstburg employer, Diageo Canada Inc., was involved in a three week labour dispute in February. Diageo is the world's largest premium drinks company; the local plant blends and bottles Crown Royal and Seagram's V.O. liquor. The main issue was out-sourcing job tasks and ultimately, the 300 employees agreed to more flexible working rules. Immediately afterwards, almost 150 people were temporarily laid off because of inventory oversupply and a seasonal slowdown. This year, the Amherstburg plant expects to absorb the workload from another Diageo plant in Quebec which has been slated for closure.

Vehicles and auto parts make up 23% of the nation's exports (headed primarily to the U.S.). For area automotive manufacturers dependent on exporting product, 2005's biggest risk to the economic outlook is a further surge in the value of the Canadian dollar.² A cyclical lag in consumption and loss of market share has prompted the major manufacturers to reduce output. This slowdown affected local suppliers including:

- ThyssenKrupp Fabco, where few new contracts mean workers remain laid-off
- Lear Canada had 100 permanent lay-offs this quarter
- Benteler Automotive Canada had 84 temporary lay-offs
- Integram Windsor Seating, where a work shortage due to a temporary lay-off at DaimlerChrysler resulted in 635 temporary lay-offs with this auto parts employer
- Butcher Engineering, a parts packager exclusive to Ford Motor Co. and whose almost 400 workers are

involved in an extended labour dispute over wage increases.

Among the major automotive manufacturers, Ford Motor Co. announced the indefinite lay-off of 120 production and skilled workers. An additional temporary lay-off in the Essex Engine Plant affected 495 Ford employees. The media has reported that General Motors will once again this year, trim up to 2,000 salaried jobs from its North American workforce. On the production side, the elimination of a couple models will mean less work for the transmission plant and locally, 315 indefinite lay-offs are scheduled for June 2005.

On the upside however, major investments on the innovative research and intellectual development side were announced. General Motors' retooling investment, called the Beacon Project, will not affect local production operations but will see funds directed to the University of Windsor for automotive research work.

Greco Aluminium Railings added a new product line of rust-free welded aluminum fencing for business or residential settings. This employer will add 30 new dealers to reach out to potential customers as far as Ottawa and potentially into nearby American states.

Information, Culture & Recreation

At the start of the new year, 150 Windsor Raceway workers were laid off for more than two weeks because of a disagreement with the Ontario Harness Horse Association over race dates. The raceway proposed fewer dates but more horses on those dates. The association however advocated for an increase in the total number of race days, giving horses more rest time. The interruption affected blacksmiths and horse owners who had to decide whether to incur the costs and risks of winter travel to other community racetracks. An Ontario Racing Commission license is needed in order to operate live and simulcast races.

Casino Windsor permanently laid-off 200 workers at the end of January 2005 due to a shortage of work. About 135 did return to work but on a part-time basis, without the same job security or benefits. The casino explained revenue losses were due to currency exchange rates and that Detroit casinos were drawing more patrons (as opposed to placing blame on the negative perceptions about crossing the border). This issue will be magnified when the province-wide smoking ban is

¹ The Windsor Star, January 19, 2005.

² www.conferenceboard.ca



implemented in 2006. A 24-hour poker room opened in February, resulting in an additional 32 part-time workers hired and providing the casino with another gaming interest to promote.

A provincial government gaming strategy will see Casino Windsor expand its entertainment capacity. Without increasing gaming floor space, the casino will be upgraded with a conference centre, 5,000-seat auditorium, and 400-room hotel to accommodate larger conventions, regional consumer shows, and entertainment acts. Construction will begin in the near future and include other renovations as well as expanded retail space. The new facilities are scheduled to open in 2007 and create a reported 400 permanent jobs. As part of the gaming strategy, new technology will be tested among charity bingos. E-bingo replaces playing cards and ink dabbers with individual computer screens, reducing one of the significant costs for bingo hall operators.

Retail Trade

Windsor was the pilot site for February's launch of Quintessentials, also known as Q, a roadside retail store that offers better quality foods and products in a large convenience store setting. It is a joint venture by Canadian Tire, Sobeys, Starbucks, Cinnabon, and Richtree du Marche, combining efforts to reach time-stressed commuters. Q will have a gas bar, express groceries with healthy selections, drive-through coffee lane, and take-out or dine-in express restaurant service. This new concept in retail reflects companies' adaptations to increased competition by big retailers which have added gas pumps to their product line (Wal-Mart and Zehrs for example).

While the national retail trade sector was reported to be relatively flat in 2004, Devonshire Mall continued to enhance the shopping experience through improved customer services, staging events, and after-hours renovations. Skylights, new flooring, spot lighting, new carpeting, paint, electrical and data systems up-grades, and more inviting mall furniture are among the improvements.

Walker Square and will see the addition of two more home décor stores. Expected to open this Autumn are Home Sense and JYSK. Also in this vicinity are the newly opened Starbucks and Chuck E. Cheese restaurant, to be followed by Boston Pizza's opening in May 2005.

Windsor Building Centre more than quadrupled its floor space and added 20 new employees to staff extended hours. As a building material supplier, this employer specializes in services to contractors. It's newly expanded store is set up like a big box centre on a small scale where customers can walk around to boutique-style departments.

The Liquor Control Board of Ontario reopened its renovated flagship store in the Roundhouse Centre this February. It is now the largest outlet in Southwestern Ontario that includes a far-expanded retail space, demonstration kitchen, and tasting counter. Two additional product consultants were hired as well as a co-ordinator to arrange store events.

The former Canadian Tire store in downtown Essex will be refurbished as a new Shoppers Drug Mart. Construction renovations will begin this spring and ideas are being sought on how to save the existing wall mural, one of several that depict the town's history.

SAAN stores announced a restructuring and January liquidation sale in an effort to stay in business. There will be store closures and a reduced workforce for this Canadian retailer. Locally, SAAN stores are found in Essex, Kingsville, Amherstburg, Tilbury, and Windsor.

The annual Spring hiring initiative by Home Depot Canada will specifically recruit older workers (ages 50+) this year. This employer has partnered with the Canadian Association of Retired Persons to promote its corporate culture to potential employees who have trades' experience, customer service, and supervisory skills. Locally, a new east end store is currently under construction, expected to open later this year.

Construction

Because of affordability, a large segment of consumers have purchased new homes, however the number of housing starts have decreased. The Canadian Mortgage and Housing Corporation recorded the weakest February start to the construction season since 1990. Resale homes leveled off after records were set in 2004 and the Windsor-Essex County Real Estate Board anticipates a more balanced resale housing market this year. On average, people tend to renovate up to two years after relocating. With record resale years in 2003 and 2004, renovation activities are expected to gain momentum and therefore the outlook for this industry sub-sector appears promising.³

Six new inspection and toll booths, parking area, and second-floor office space will be built at the base of the Ambassador Bridge. With appropriate staffing levels, it is hoped that these additional lanes will increase the traffic flows. A pedestrian bridge will be constructed over Huron Church Road in front of Assumption Secondary School, scheduled to begin in May and be completed by September. Costs for this safety measure will be covered by the federal / provincial border infrastructure fund.

³ Greater Windsor Home Builders Association, *For Good Measure*, January 2005, Issue 68.



A former separate school board building will be renovated at the cost of \$2.5 million to co-locate four Canadian Auto Workers union locals' offices. The construction involves creating meeting rooms and parking as well as providing family recreation space (picnic area, playground) bordering the property.

A new head office will be built off E.C. Row for the Windsor Family Credit Union. It is expected to be ready later this year and will house all corporate services such as human resources, marketing, administration, and tele-services.

Funding from the provincial government will allow construction and staffing of a fully accessible residence for adults with developmental disabilities. This new Christian Horizons residence will employ approximately 17 staff when completed later this year.

Accommodation & Food Services

Provincial legislative changes prompted ten local restaurants to participate in the Bring Your Own Wine program. A new restaurant named Bin 151 led the way, having their license amended to allow a corkage fee and to reseal leftover commercial wine that customers wish to take home. Fees and times of day this service is offered may vary among participating restaurants.

The long-standing Anderdon Harbour Lite Tavern in Amherstburg closed as the new year was rung in. In previous years it had a marina too but declining numbers of roadhouse patrons in recent years prompted the closure; 25 people were employed.

Krispy Kreme closed its only Windsor store in January 2005, displacing 32 employees. Their products will continue to be available however, delivered daily from the London outlet to stores that have been selling these donuts including Wal-Mart and Petro-Canada.

This February, A1 Chinese Food opened a second restaurant in LaSalle. This location employs about 30 people where food is available by menu order or buffet. The owner has expressed interest in opening sites in Tecumseh and Leamington as well.

Agriculture

Farmers across Ontario have critical concerns that the cost of grain production is too high. Corn and soybean prices are at 25 year lows. Demonstrations were held in February at Casino Windsor and Queen's Park to lobby for emergency funds and improved subsidies to match Quebec and U.S. competitors. In Essex County, 64% of farmers plant grain crops (soybeans make up the largest acreage) which in 2001 employed almost 16,000 people both directly and in

businesses supported by agriculture.⁴ One area farm equipment supplier noted a sharp drop in sales. Because of the significant investment in equipment, it is difficult for grain growers to easily change crops.

Grape Tree Estate Wines closed its business citing a drop in valuable area tourism as one of the main reasons. Meanwhile, another small winery called Maidstone Vines was established with hopes of a first harvest this autumn. It is one of the furthest inland and so installed a wind machine to circulate warmer air to ground level. Colio Estate Wines will add another 30 acres in 2005 followed by 20 more acres next year.

MOS Enterprises, a Leamington greenhouse which grows and exports cucumbers and peppers to U.S. markets, will be expanding their cold storage facility. The construction will be completed in April and result in direct job creation for five people.

Health & Social Services

After almost 15 months of negotiations, an agreement was reached between the Ontario Medical Association and the government of Ontario. A four-year contract was ratified by three-quarters of Ontario's physicians which included a retroactive pay increase and elimination of the billing cap.

Further to last quarter's \$1.3 million funding announcement, other local community mental health agencies will benefit from this provincial funding:

- Children's Mental Health Care Network will hire a part-time psychologist
- Maryvale Adolescent and Family Services
- Windsor Regional Children's Centre
- Canadian Mental Health Association will hire two court workers and a case worker to help those in conflict with the judicial system.

While some hospitals must eliminate jobs (both nursing and otherwise) in order to meet their budgets by April 2006, our area hospitals were monetarily rewarded by the province for balancing their books. In other good news, Hotel Dieu-Grace Hospital received provincial funding to replace the MRI machine and pay wages to operate it for additional shifts. Leamington District Memorial Hospital now has a new X-ray machine, three ultra-sound machines, and CAT scanner. This equipment will reduce the number of people that must be transported to Windsor or Chatham, thereby refocusing nursing, hospital, and paramedic staff time to more direct care. In January, a new neurosurgeon began hospital work in Windsor and will reportedly be joined by two others in the near future.

⁴ Ridgeway College, *Agricultural Economic Impact and Development Study: For Essex, Chatham-Kent, Windsor & Pelee Island*, August 2002.



Windsor Regional Hospital opened a new detoxification centre called Withdrawal, Management and Assessment Centre. This facility is almost twice the size and will provide non-medical care for men and women with addiction issues. The Leamington Mennonite Home, the only not-for-profit home for the aged in Essex County, opened its expanded long-care wing. The renovations will add 12 long-term care beds and 34 rest home spots. As a result, 25 people were hired in positions ranging from nursing care to laundry services.

Public Administration

A Leamington sub-office of the Jamaican Ministry of Labour and Social Security opened in February. There is one liaison officer who will provide services to the estimated 1,000 Jamaican seasonal agricultural workers in Essex and Kent counties. A similar sub-office of the Consulate General of Mexico is expected to open in Leamington, assisting the 4,000 Mexican seasonal agricultural workers with translation and employment issues.

Due to a change in the Marriage Act, municipal workers can now perform civil ceremonies. Leamington has received numerous requests for services to be conducted both at the town hall and nearby locations. The Town of Kingsville however has decided against employees performing civil marriages.

With financial contributions from the provincial government's Community Policing partnerships program, a total of 10 police officers were hired throughout Essex County. The towns of Amherstburg, Essex, Kingsville, Lakeshore, and Leamington each hired two officers; Windsor hired seven new constables in late 2004. As well, the Ontario Provincial Police added three new officers in the area.

Greater national border security goals will result in approximately 30 new officers for marine patrols and customs

areas at the Ambassador Bridge and Windsor-Detroit Tunnel. The federal budget allocated funding for improved emergency response protocols and traffic flow as well as increased police presence at local ports.

Educational Services

Recent provincial government one-time funding announcements will mean many up-grades to current school buildings for all three boards of education. The Greater Windsor Essex County District School Board (GECDSB) plans to fix aging electrical, plumbing, heating and cooling systems, as well as school roofs and windows. Additionally, school closure policies were clarified. Along with financial implications, economic and community value and public input will be included in the assessment prior to future school closures.

Throughout the year, the school boards have been able to provide more professional development for its teachers resulting in more work for occasional teachers who cover classrooms in the regular teachers' absence. Harrow District High School recently added two new permanent teachers to its staff.

Both the GECDSB and the Windsor Essex Catholic District School Board have plans to build new schools:

- Merging of Concord with Princess Anne
- Merging Maplewood and Sun Parlor in Essex; to be ready by September 2007
- New Catholic elementary school to be built in Harrow and LaSalle
- Replacement for St. Bernard
- Pending replacement and relocation of St. Anne's and St. Joseph's secondary schools.



LABOUR FORCE TRENDS

The Windsor area labour market experienced a sharp contraction in the first quarter of 2005. Labour force and employment levels fell by about 6,000 people each. For employment, this was the largest quarterly drop in 10 years. The labour force contraction was the largest since 1989. These losses caused the participation and employment rates to fall by about 2.5 percentage points each this quarter, their largest quarterly declines in 13 years. Because labour force and employment levels fell by similar amounts, the unemployment rate showed only a modest increase, to 9.4% from 9.2% last quarter. The unemployment rate has been trending upwards since the fourth quarter of 2003. It was the third highest among Canada's 27 CMAs this quarter.

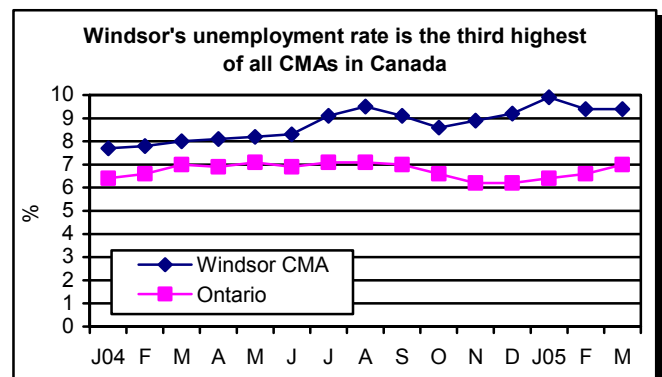
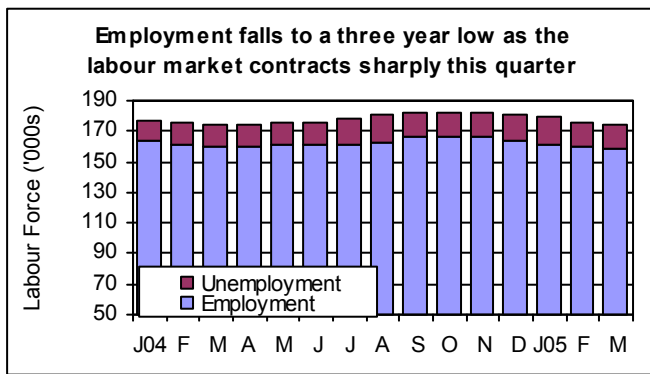
Windsor's labour market weakened compared with a year ago. Employment dropped below the previous year's level, following a brief expansion in the fourth quarter of 2004. Employment has grown slower than the provincial average for the past two years. This quarter, it dropped by almost 2,000 or 1.1%, compared with a year ago. The loss cut the employment rate by 1.6 percentage points, to a six-year low of 59.0%. Ontario's employment level rose by 0.9% by comparison. A small increase in the size of Windsor's labour force, combined with the drop in employment, pushed the unemployment rate up from 7.8% in the first quarter of 2004.

Windsor Census Metropolitan Area Labour Force Trends

	January to	October to	January to	Quarter/Quarter		Year/Year	
	March	December	March	Absolute	%	Absolute	%
	2005	2004	2004				
Population 15 +	268,600	267,600	264,500	1,000	0.4	4,100	1.6
Labour Force	174,900	181,100	174,200	-6,200	-3.4	700	0.4
Employed	158,500	164,400	160,300	-5,900	-3.6	-1,800	-1.1
Unemployed	16,400	16,700	13,900	-300	-1.8	2,500	18.0
Not in Labour Force	93,700	86,500	90,300	7,200	8.3	3,400	3.8
Participation Rate (%)	65.1	67.7	65.9	-2.6		-0.8	
Unemployment Rate (%)	9.4	9.2	8.0	0.2		1.4	
Employment Rate (%)	59.0	61.4	60.6	-2.4		-1.6	

Note: Totals may not add due to rounding.

Source: Statistics Canada, Labour Force Survey.



Employment by Industry

Employment levels fell across most industries this quarter. The largest losses came from the professional, scientific and technical services industry; business, building and other support services; and information, culture and recreation. There were three main exceptions. The manufacturing sector added about 1,000 workers. It has shown modest gains over the past eight months, after hitting a six-year low last summer. Employment also increased in transportation and warehousing, reflecting an increase in shipments due to higher manufacturing output and the expanding greenhouse vegetable production in Essex County. Health care and social assistance added workers as well, continuing a growth trend that began last summer.

Employment levels also fell across most industries compared with a year ago. Educational services showed the single largest loss, reflecting a sharp decline in workers in the second and third quarters of last year. Its employment level has remained relatively stable over the past two quarters. Wholesale/retail trade and construction showed the next largest losses. Trade employment has been falling for two years, partly due to a decline in same day visits from the U.S. Only two industries showed noteworthy job growth: transportation and warehousing, and health care and social assistance. Both have seen cumulative gains since last summer.

Windsor Census Metropolitan Area Employment by Industry

Industry	January to	October to	January to	Quarter/Quarter		Year/Year Change	
	March 2004	December 2003	March 2003	Absolute	%	Absolute	%
Total							
Goods-Producing Sector	158,500	164,400	160,300	-5,900	-3.6	-1,800	-1.1
Agriculture	55,500	55,500	57,100	0	0.0	-1,600	-2.8
Forestry, Fishing, Mining, Oil and Gas	...	...	...	...	...	...	...
Utilities	...	...	...	...	...	...	...
Construction	1,600	2,600	1,100	-1,000	-38.5	500	45.5
Manufacturing	5,600	6,300	7,000	-700	-11.1	-1,400	-20.0
Services-Producing Sector	47,200	46,000	48,200	1,200	2.6	-1,000	-2.1
Trade	103,000	108,900	103,200	-5,900	-5.4	-200	-0.2
Transportation and Warehousing	19,400	20,600	21,400	-1,200	-5.8	-2,000	-9.3
Finance, Insurance, Real Estate and Leasing	7,400	6,300	4,800	1,100	17.5	2,600	54.2
Professional, Scientific and Technical Services	6,600	7,400	5,800	-800	-10.8	800	13.8
Management, Administrative and Other Support	6,000	7,800	5,400	-1,800	-23.1	600	11.1
Educational Services	3,500	5,300	3,900	-1,800	-34.0	-400	-10.3
Health Care and Social Assistance	9,700	10,200	14,800	-500	-4.9	-5,100	-34.5
Information, Culture and Recreation	20,500	19,100	14,700	1,400	7.3	5,800	39.5
Accommodation and Food Services	7,300	8,800	8,100	-1,500	-17.0	-800	-9.9
Other Services	12,500	11,600	13,500	900	7.8	-1,000	-7.4
Public Administration	5,200	6,100	5,300	-900	-14.8	-100	-1.9

Note: "..." indicates that data are too small to be expressed and are not appropriate for release. Totals may not add due to rounding.

Source: Statistics Canada. Labour Force Survey

FROM THE AUTHOR'S DESK

- While the value of the Canadian dollar has received a lot of press about how businesses (especially the manufacturing industry) have been negatively affected, some sectors have found advantages. The Greater Windsor Home Builders recent newsletters explained that the stronger dollar value causes U.S. imports such as building materials, heating and ventilation equipment, and fixtures to be less expensive. Companies that import much of their building supplies such as new home contractors, renovators, wholesalers and retailers find better profit margins.



- Greenhouse operations are sensitive to the value of the Canadian dollar with much of the produce shipped to U.S. markets. While the overall industry outlook for the next five years is seen as positive, the Ontario Greenhouse Alliance indicated near-term economic risks include legislation changes (source water), fuel costs, and labour. Leamington will require within two years that all operations more than three acres install flow control boiler systems and/or storage tanks to allow water to be drawn outside of peak times. On average, this municipality has added 300 acres in each of the last three years. Greenhouse operations are among the Leamington area's prime industrial sectors, contributing economic activity to construction, agriculture, retail, and other sectors alike.

Notes to Readers:

1. The **Windsor Census Metropolitan Area** is comprised of Windsor; LaSalle; portions of Amherstburg (Anderdon), Essex (Colchester North), and Lakeshore (Maidstone, Belle River, Rochester); Tecumseh (includes Tecumseh, former Sandwich South and St. Clair Beach).
2. For the purpose of this publication, the **Windsor & Essex County** includes all of the above communities as well as Town of Kingsville; Town of Leamington; Township of Pelee; remainder of Amherstburg (Malden), Essex (Harrow, Colchester South), Lakeshore (Maidstone, Tilbury North, Tilbury West)..
3. The information contained in the Labour Market News section is gathered using a variety of internal and external sources. The primary sources of information include **the Ministry of Labour, the Canadian Mortgage and Housing Corporation, the Conference Board of Canada, Statistics Canada, the City of Windsor, publications from Windsor Housing Now, In Business Magazine, Biz X, Windsor Business, and The Drive.**
4. **Definitions – Labour Force Survey data**
Population 15+ (the working age population) consists of all persons 15 years of age and over residing in Canada with the exception of residents of the Territories, persons living on Indian Reserves, inmates of institutions and full-time members of the Canadian Armed forces. The **Labour Force** consists of people employed or unemployed and searching for work. Those who are neither employed nor unemployed and are not willing or able to supply labour services are considered **Not in the Labour Force**. The **Participation Rate** is the percentage of the working age population (15+) who are seeking work or are employed. The **Unemployment Rate** is the number of people who are unemployed and looking for work as a percentage of the number of people in the Labour Force. The **Employment Rate** is the number of people employed as a percentage of the working age population.
5. **Definitions - HRSDC Corporate Data**
Employment Insurance claim load: The number of individuals with an active claim for regular Employment Insurance benefits. Data on Employment Insurance claimants is not an accurate measure of the absolute level of unemployment. The data does not include unemployed individuals who: 1/ have not met the program's eligibility requirements or 2/ have exhausted their benefit entitlement.
Employment Opportunities: Advertised employment opportunities are comprised of vacancies notified to the HRCC offices in our area and newspaper want ads. This data is not a count of all labour market activity; in practical terms, such a count is not feasible. This data is useful to track short and long-term changes in the demand for individual occupations. The total number of opportunities is equal to full-time plus part-time and casual.
6. This review uses data from **Statistics Canada's Labour Force Survey (LFS)**. In any survey there is a chance of variation due to sampling size. **Three-month moving averages** are used for selected labour force characteristics in an attempt to improve the reliability of this data. For further information on the Labour Force Survey, visit Statistics Canada's website at:
<http://www.statcan.ca/english/concepts/labour/index.htm>
7. For more information on Industrial and Occupational categories used in this review, visit **Statistics Canada's website** at:
<http://www.statcan.ca/english/concepts/index.htm>

