

## Service bulletin

# Employment Services

2006



### Highlights

- The employment services industry experienced strong growth in 2006, with operating revenue increasing by 8.6% to \$8.0 billion as employment placement and staffing agencies benefited from a tighter labour market and strong economy particularly in Western Canada. This follows substantial operating revenue increases of 18.1% in 2005 and 10.2% in 2004.
- The growth in operating revenue was particularly strong west of Ontario, with Manitoba (+15%), Saskatchewan (+28%), Alberta (+25%), and British Columbia (+19%) reflecting large increases over 2005, while growth in Quebec (+4%) and Ontario (+4%) was much lower during this period.
- While Ontario continues to dominate industry operating revenue with a 56.9% share of the national industry in 2006, its share has declined from 62.1% in 2001. During the same period, British Columbia saw its share increase from 4.9% to 7.1%, and Alberta's share grew from 13.4% to 17.6% overtaking Quebec in 2006 to move into second place nationally.
- In 2006 the industry's operating expenses grew by 8.8% resulting in a slight decline in operating profit margin from 3.7% in 2005 to 3.5%. Salaries, wages and benefits of employees increased by 7.1% and accounted for 73% of the total operating expenses.
- For the industry as a whole in 2006, fully 70% of sales were generated from temporary staffing services, with 28% from permanent placement and contract staffing services, and the remaining 2% from other goods and services. While temporary staffing services still dominate the industry, their share of sales has declined from 77% in 2005, while over the same period there has been a significant growth from 22% to 28% from permanent placement and contract staffing services.
- Consistent with prior years, in 2006 the vast majority (87%) of industry sales were made to the business sector, with the government and public institutions sector following at 11%, and the remaining 2% accounted for by individuals and households, and clients outside Canada.
- This is a stable industry dominated by a small number of large businesses. In 2006 the 20 largest firms generated 39% of total industry operating revenue, down slightly from 40% in 2005, with their operating profit margin of 3.4% being slightly lower than the overall industry average of 3.5%.

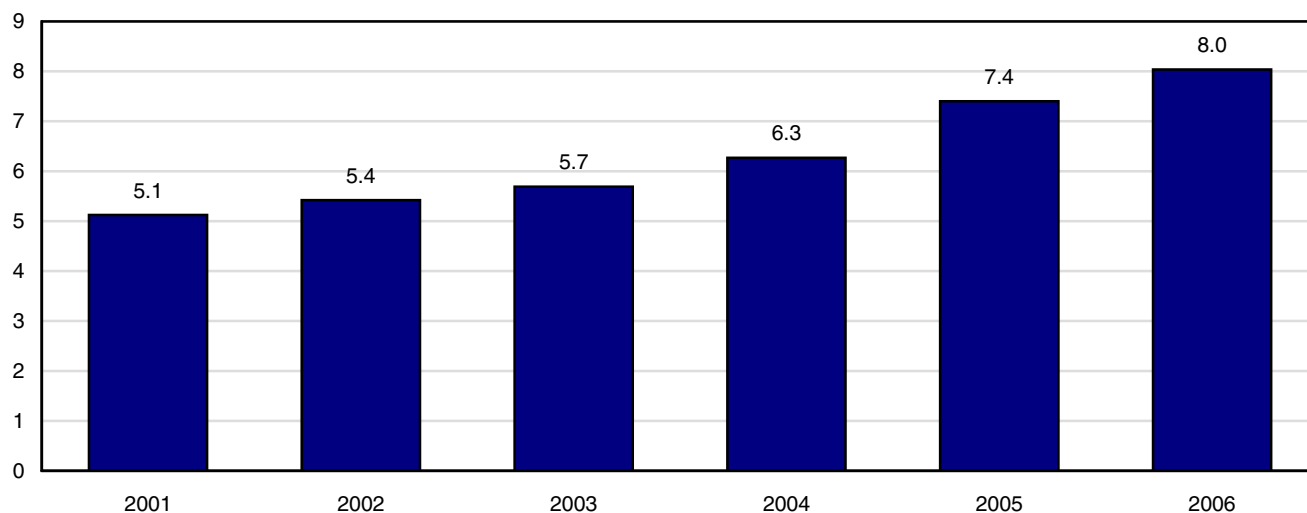
## 2006 survey detailed results

### Operating revenue

The employment services industry experienced strong growth in 2006, with operating revenue increasing by 8.6% to \$8.0 billion as employment placement and staffing agencies benefited from a tighter labour market and strong economy particularly in Western Canada. This follows substantial operating revenue increases of 18.1% in 2005 and 10.2% in 2004.

**Chart 1**  
**Operating revenue**

billions of dollars

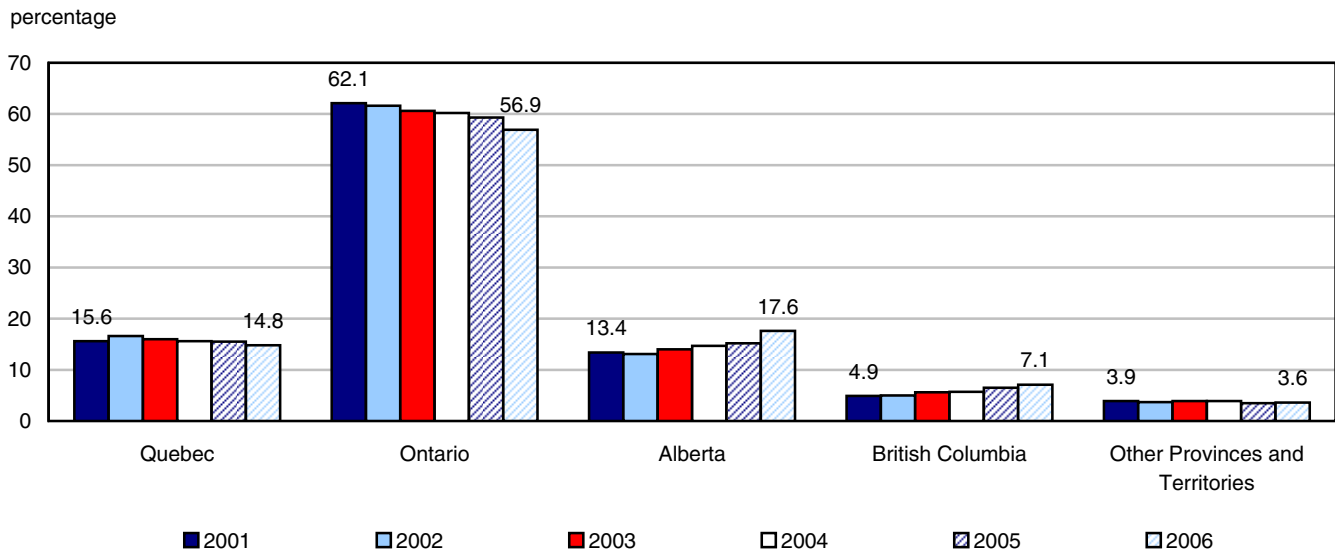


### Operating revenue by province

The growth in operating revenue was particularly strong west of Ontario, with Manitoba (+15%), Saskatchewan (+28%), Alberta (+25%), and British Columbia (+19%) reflecting large increases over 2005, while growth in Quebec (+4%) and Ontario (+4%) was much lower during this period.

While Ontario continues to dominate industry operating revenue with a 56.9% share of the national industry in 2006, its share has declined from 62.1% in 2001. During the same period, British Columbia saw its share increase from 4.9% to 7.1%, and Alberta's share grew from 13.4% to 17.6% overtaking Quebec's 14.8% share in 2006 to move into second place nationally. The total operating revenue of the remaining provinces and territories accounted for only 3.6% or \$288 million of the national total.

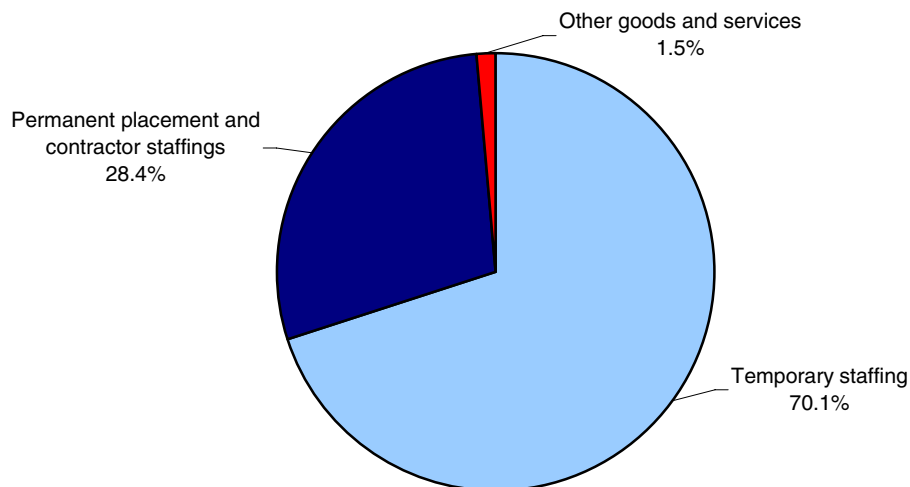
**Chart 2**  
Provincial distribution of operating revenue



**Sales by type of goods and services**

The data from the “survey” portion (which excludes estimates derived from administrative sources) show that for the industry in 2006 fully 70% of sales were generated from temporary staffing services, with 28% from permanent placement and contract staffing services, and the remaining 2% from other goods and services. While temporary staffing services still dominate the industry, their share of sales has declined from 77% in 2005, while over the same period there has been a significant growth from 22% to 28% from permanent placement and contract staffing services.

**Chart 3**  
Sales by type of goods and services



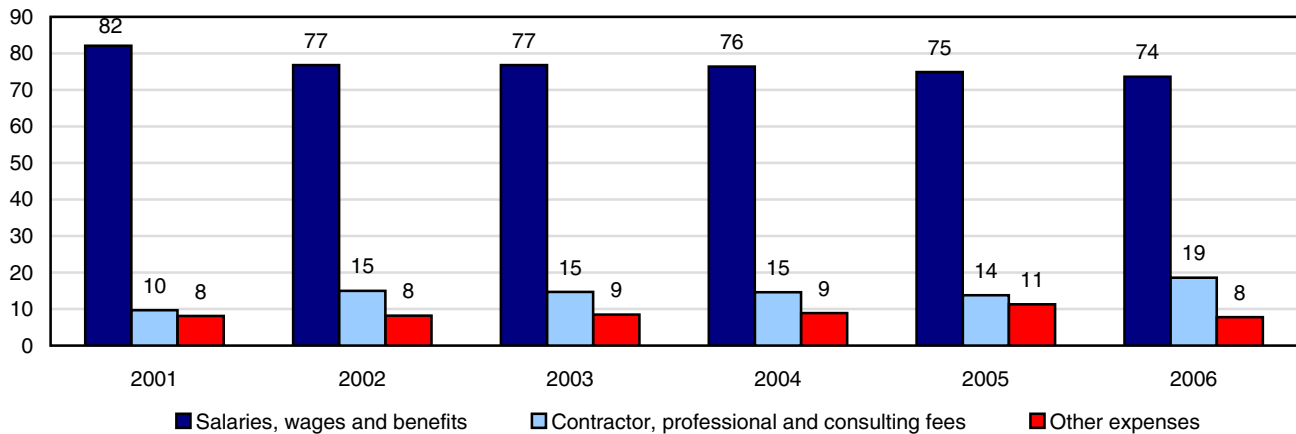
### Operating expenditures

In 2006 the industry's operating expenses grew by 8.8%. Salaries, wages and benefits of employees increased by 7.1% to \$5.6 billion and accounted for 73% of the total operating expenses.

The data from the "survey" portion (which excludes estimates derived from administrative sources) show that salaries, wages and benefits of employees as a percentage of total operating expenses have been very stable since 2002. Fees paid for contractors, professional and consulting services increased from 14% to 19% from 2005 to 2006, a growth in line with the increase of the proportion of permanent placement and contract staffing sales to total sales.

**Chart 4**  
Operating expenses

percentage

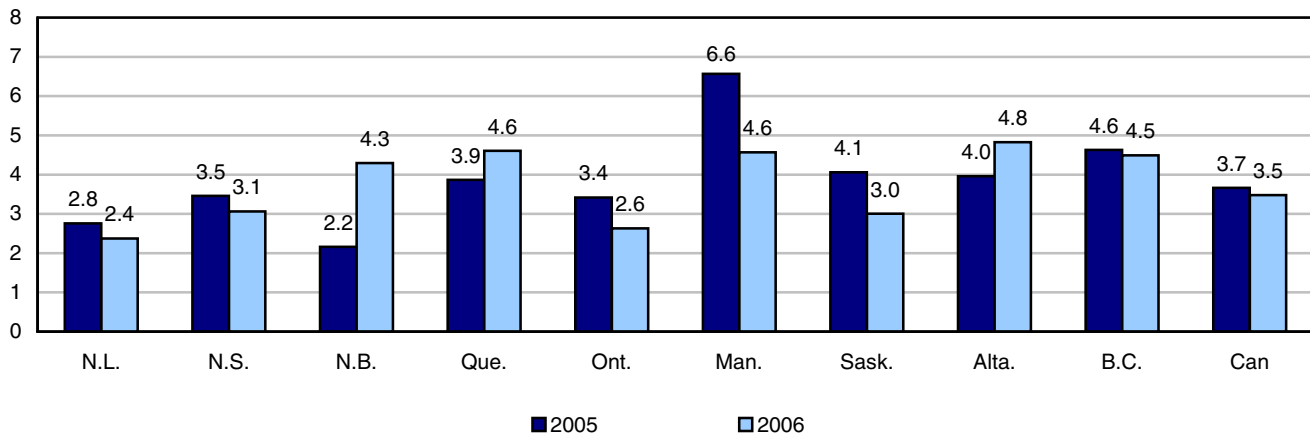


### Operating profits

The operating profit margin for the employment services industry declined slightly to 3.5% from 3.7% in 2005.

**Chart 5**  
Operating profit margin

percentage

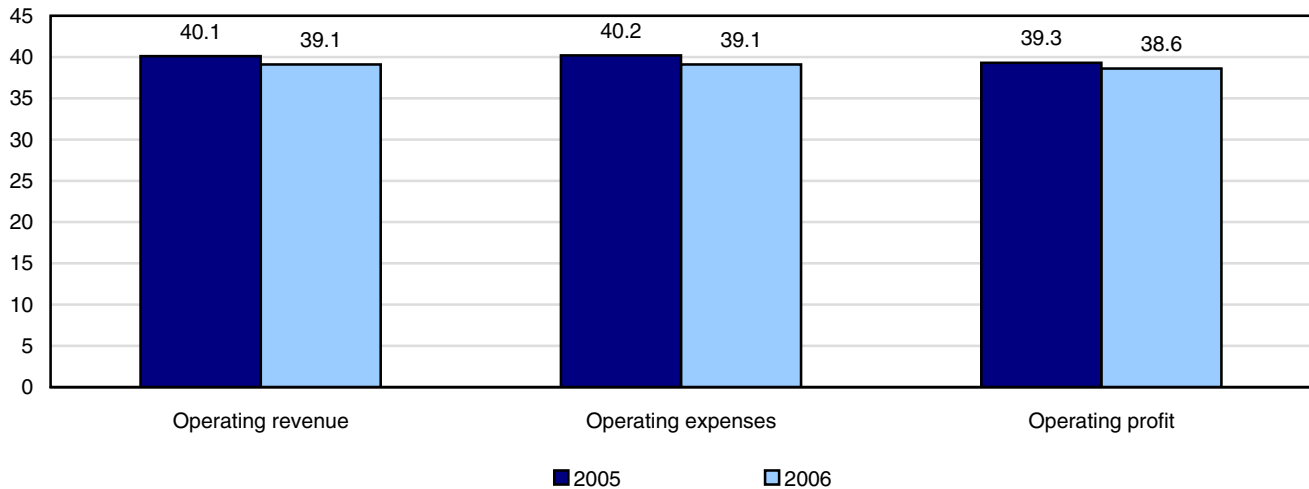


### Industry's 20 largest firms

This is a stable industry dominated by a small number of large businesses. In 2006 the 20 largest businesses generated 39.1% of total industry operating revenue, down slightly from 40.1% in 2005. Over this same period these businesses also saw their share of the industry vary slightly in terms of total operating expenses (down to 39.1% from 40.2%), while their share of operating profits fell slightly to 38.6% from 39.3%.

**Chart 6**  
Share of the industry's 20 largest firms

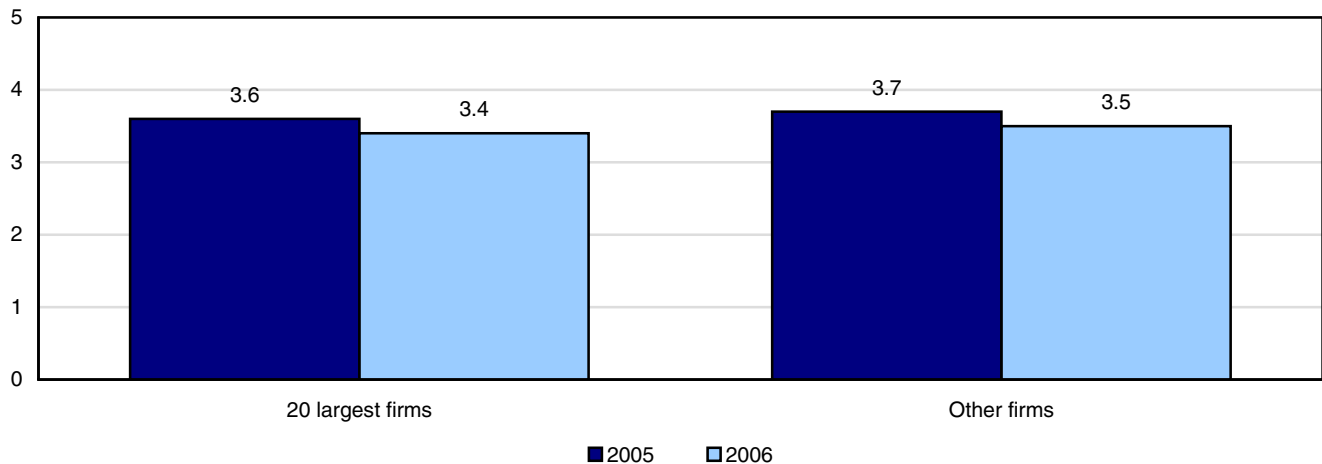
percentage



From 2005 to 2006 the operating profit margin of the 20 largest firms decreased slightly to 3.4% from 3.6% a year earlier. This was slightly lower than the level of 3.5% for the industry overall for 2006, which also reflects a decline from 3.7% in 2005.

**Chart 7**  
Operating profit margin

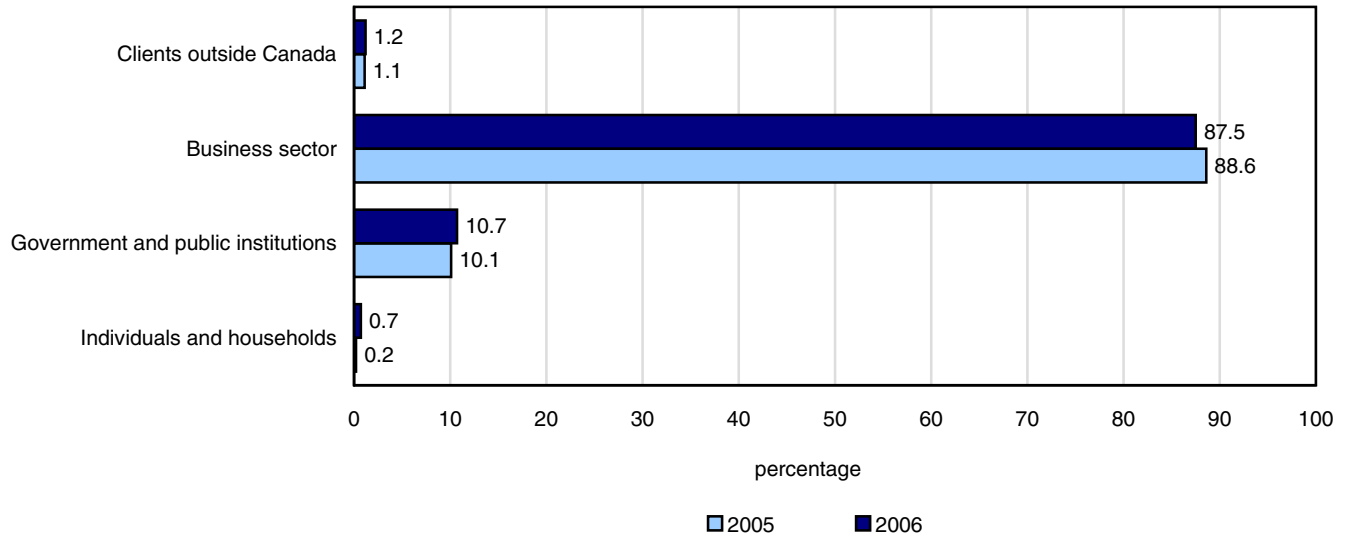
percentage



**Client base**

In 2006, the "survey" portion data showed that clients in the business sector accounted for 87% of sales, down from 89% in 2005. Clients in the government and public institutions sector accounted for 11%, up from 10% in 2005.

**Chart 8**  
Sales by type of client



## Statistical tables

**Table 1**  
**Summary statistics for the employment services industry, 2001 to 2006**

	Operating revenue	Operating expenses	Salaries, wages and benefits	Operating profit margin	Statistical establishments
	millions of dollars			percent	number
2006 <sup>p</sup>					
Newfoundland and Labrador	48.9	47.7	42.0	2.4	33
Prince Edward Island	x	x	x	x	x
Nova Scotia	66.6	64.6	55.0	3.1	60
New Brunswick	64.8	62.0	57.7	4.3	45
Quebec	1,187.4	1,132.7	830.9	4.6	1,166
Ontario	4,571.6	4,451.3	3,171.6	2.6	2,085
Manitoba	68.0	64.9	57.6	4.6	84
Saskatchewan	37.3	36.1	32.1	3.0	36
Alberta	1,415.1	1,346.7	965.8	4.8	395
British Columbia	574.1	548.3	429.1	4.5	477
Yukon	x	x	x	x	x
Northwest Territories	x	x	x	x	x
Nunavut	x	x	x	x	x
<b>Canada</b>	<b>8,035.7</b>	<b>7,756.3</b>	<b>5,643.3</b>	<b>3.5</b>	<b>4,385</b>
2005 <sup>r</sup>					
Newfoundland and Labrador	36.1	35.1	30.0	2.8	32
Prince Edward Island	x	x	x	x	x
Nova Scotia	64.1	61.9	56.1	3.5	61
New Brunswick	66.4	65.0	61.5	2.2	46
Quebec	1,144.4	1,100.1	862.1	3.9	1,179
Ontario	4,392.3	4,242.3	2,981.9	3.4	2,077
Manitoba	59.2	55.3	48.0	6.6	82
Saskatchewan	29.1	27.9	24.8	4.1	36
Alberta	1,127.9	1,083.2	856.3	4.0	371
British Columbia	480.6	458.3	346.0	4.6	471
Yukon	x	x	x	x	x
Northwest Territories	x	x	x	x	x
Nunavut	x	x	x	x	x
<b>Canada</b>	<b>7,402.0</b>	<b>7,130.8</b>	<b>5,268.0</b>	<b>3.7</b>	<b>4,360</b>
2004 <sup>r</sup>					
Newfoundland and Labrador	28.8	27.6	23.0	4.1	33
Prince Edward Island	x	x	x	x	x
Nova Scotia	63.3	60.3	47.8	4.7	58
New Brunswick	65.2	64.5	59.2	1.2	45
Quebec	980	944.3	706.8	3.6	1,136
Ontario	3,770.8	3,640.1	2,641.8	3.5	2,049
Manitoba	58.5	54.8	44.2	6.2	68
Saskatchewan	24.0	22.6	20.4	5.8	30
Alberta	921.2	876.7	711.5	4.8	368
British Columbia	355.2	340.7	261.7	4.1	462
Yukon	x	x	x	x	x
Northwest Territories	x	x	x	x	x
Nunavut	x	x	x	x	x
<b>Canada</b>	<b>6,268.9</b>	<b>6,033.4</b>	<b>4,517.8</b>	<b>3.8</b>	<b>4,255</b>

Table 1 – continued

## Summary statistics for the employment services industry, 2001 to 2006

	Operating revenue	Operating expenses	Salaries, wages and benefits	Operating profit margin	Statistical establishments
	millions of dollars			percent	number
<b>2003</b>					
Newfoundland and Labrador	24.1	23.0	19.3	4.5	38
Prince Edward Island	x	x	x	x	x
Nova Scotia	59.5	56.5	42.7	5.0	60
New Brunswick	64.0	62.4	58.4	2.5	49
Quebec	907.8	874.1	639.1	3.7	1,138
Ontario	3,449.7	3,344.7	2,451.3	3.0	1,994
Manitoba	51.5	48.9	38.6	5.1	62
Saskatchewan	18.3	17.5	15.0	4.8	30
Alberta	795.1	760.4	636.0	4.4	358
British Columbia	316.7	302.5	216.8	4.5	475
Yukon	x	x	x	x	x
Northwest Territories	x	x	x	x	x
Nunavut	x	x	x	x	x
<b>Canada</b>	<b>5,689.1</b>	<b>5,491.9</b>	<b>4,118.7</b>	<b>3.5</b>	<b>4,211</b>
<b>2002</b>					
Newfoundland and Labrador	23.8	22.6	18.3	4.9	37
Prince Edward Island	x	x	x	x	x
Nova Scotia	53.5	50.3	35.5	5.8	55
New Brunswick	54.2	53.1	46.6	2.1	49
Quebec	901.4	856.8	611.9	4.9	1,060
Ontario	3,338.2	3,242.7	2,423.0	2.9	1,870
Manitoba	47.0	44.7	36.5	5.0	58
Saskatchewan	14.8	13.9	11.6	5.9	30
Alberta	710.1	675.9	541.9	4.8	342
British Columbia	269.1	259.2	176.6	3.7	424
Yukon	x	x	x	x	x
Northwest Territories	x	x	x	x	x
Nunavut	x	x	x	x	x
<b>Canada</b>	<b>5,420.7</b>	<b>5,227.4</b>	<b>3,908.8</b>	<b>3.6</b>	<b>3,934</b>
<b>2001</b>					
Newfoundland and Labrador	25.4	24.4	21.6	4.1	33
Prince Edward Island	x	x	x	x	x
Nova Scotia	51.4	49.8	39.3	3.2	55
New Brunswick	54.0	52.4	49.2	2.9	46
Quebec	801.0	758.0	617.6	5.4	959
Ontario	3,181.6	3,089.2	2,428.8	2.9	1,715
Manitoba	44.8	42.7	37.5	4.7	58
Saskatchewan	14.8	14.1	11.4	4.9	32
Alberta	688.5	654.7	557.3	4.9	343
British Columbia	252.8	238.2	185.7	5.8	367
Yukon	x	x	x	x	x
Northwest Territories	x	x	x	x	x
Nunavut	x	x	x	x	x
<b>Canada</b>	<b>5,125.0</b>	<b>4,933.9</b>	<b>3,957.3</b>	<b>3.7</b>	<b>3,616</b>

**Note(s):** According to the North American Industry Classification System (NAICS 5613). See "Data sources, definitions and methodology" at the end of tables for definition of terms. Due to rounding, components may not add to total.



**Table 2**  
**Sales of goods and services for the employment services industry<sup>1</sup>, Canada, 2001 to 2006**

	2001	2002	2003	2004 <sup>r</sup>	2005 <sup>r</sup>	2006 <sup>p</sup>
	percentage					
Temporary staffing	79.0	79.3	79.7	79.0	77.1	70.1
Permanent placements and contract staffing	18.4	18.6	19.5	19.3	21.7	28.4
Other goods and services	2.6	2.1	0.8	1.8	1.2	1.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

1. The smallest firms, in terms of revenues earned, are not included in the estimates. These firms account for a relatively small portion of total industry revenues.

**Note(s):** According to the North American Industry Classification System (NAICS 5613). See "Data sources, definitions and methodology" at the end of tables for definition of terms. Due to rounding, components may not add to total.

**Table 3**  
**Operating expenses for the employment services industry<sup>1</sup>, Canada, 2001 to 2006**

	2001	2002	2003	2004 <sup>r</sup>	2005 <sup>r</sup>	2006
	percentage					
Salaries, wages and benefits	82.1	76.8	76.8	76.4	74.9	73.6
Contractor, professional and consulting fees	9.7	15.0	14.7	14.6	13.8	18.6
Rental and leasing expenses	1.5	1.5	1.3	1.2	1.1	1.1
Depreciation and amortization	0.6	0.7	0.5	0.4	0.4	0.4
Office and administration	3.8	3.8	3.0	2.9	2.9	3.1
Other expenses	2.2	2.2	3.8	4.3	6.9	3.2
<b>Total operating expenses</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

1. The smallest firms, in terms of revenues earned, are not included in the estimates. These firms account for a relatively small portion of total industry revenues.

**Note(s):** According to the North American Industry Classification System (NAICS 5613). See "Data source, definitions and methodology" at the end of tables for definition of terms. Due to rounding, components may not add to total.

**Table 4**  
**Sales by type of client for the employment services industry<sup>1</sup>, Canada, 2001 to 2006**

	2001	2002	2003	2004 <sup>r</sup>	2005 <sup>r</sup>	2006 <sup>p</sup>
	percentage					
<b>Clients in Canada</b>	<b>97.5</b>	<b>97.2</b>	<b>98.2</b>	<b>98.8</b>	<b>98.9</b>	<b>98.8</b>
Individuals and households	0.3	0.4	0.3	0.3	0.2	0.7
Government and public institutions	9.9	10.2	8.7	11.2	10.1	10.7
Business sector	87.3	86.6	89.3	87.4	88.6	87.5
<b>Clients outside Canada</b>	<b>2.5</b>	<b>2.8</b>	<b>1.8</b>	<b>1.2</b>	<b>1.1</b>	<b>1.2</b>

1. The smallest firms, in terms of revenues earned, are not included in the estimates. These firms account for a relatively small portion of total industry revenues.

**Note(s):** According to the North American Industry Classification System (NAICS 5613). See "Data sources, definitions and methodology" at the end of tables for definition of terms. Due to rounding, components may not add to total.

## Data sources, definitions and methodology

The following information is to ensure a clear understanding of the basic concepts that are being measured, the underlying survey methodology (how the concepts are measured), and key aspects of data quality. This information will provide a better understanding of the strengths and limitations of the data, and of how they can be effectively analysed and used. The information may be of particular importance when making comparisons with data from other surveys or sources of information, and in drawing conclusions regarding changes over time.

### Description

This annual sample survey collects the financial and operating data needed to produce statistics on the industry in Canada. The survey also collects detailed information on the characteristics of the businesses, such as type of revenue and type of client.

These data are aggregated with information from other sources to produce official estimates of the national and provincial economic production of the industry in Canada. The results from this survey provide data to businesses, governments, investors, and associations. These data allow these groups to monitor the growth of the industry, measure performance, allow comparison across similar businesses and to better understand this industry to react to trends and patterns.

### Target population

The target population consists of all establishments classified to the employment services industry (NAICS 5613) according to the North American Industry Classification System (NAICS) during the reference year. This industry comprises establishments primarily engaged in the permanent placement, executive search, contract staffing, temporary staffing and co-employment staffing services.

### Industry structure

Under the North American Industrial Classification System (NAICS), the employment services industry consists of Employment Placement Agencies and Executive Search Services (561310), Temporary Staffing Services (561320) and Professional Employer Organizations (561330).

#### Employment Placement Agencies and Executive Search Services – NAICS 561310

This industry group comprises establishments primarily engaged in listing employment vacancies and selecting, referring and placing applicants in employment on a permanent basis (indeterminate period) or on the basis of written contracts (assignment of contractors). The individuals placed are **not** employees of the placement agencies.

This type of establishment provides **permanent placement**, **executive search** and **contract staffing** services.

**Permanent placement** services consist of recruiting, selecting and referring candidates to a client to fill positions on a permanent (indeterminate) basis. The services provided may include testing, interviewing, reference checking, evaluation and counselling of prospective employees. The service provider acts as an employment intermediary. The candidate is selected and hired by the client. The placement firm is paid on a contingency basis meaning only for successful placement of a candidate. This product includes permanent placement services for a complete range of occupations from low-level employees to management employees, including executives. Includes domestic and international job placements.

**Executive search** services are defined as a specialized search and recruitment service limited to filling highly paid executive, senior manager, and professional positions, according to client specifications. Services may include:

- conducting detailed interviews with the client organization's management team;
- developing job profiles;

- conducting original research and advertising to locate potential job candidates;
- screening possible candidates;
- preparing, presenting, and discussing a confidential list of highly qualified applicants with the client;
- making interview arrangements;
- negotiating compensation; or
- providing post-hire follow-up.

The search firm typically provides two assurances to the client firm: to repeat the search at no extra charge (out-of-pocket expenses only) should a placed candidate subsequently fail for reasons attributed to lack of due diligence by the search firm, and not to recruit from the client firm for a stated period of time.

The client makes the decision as to which candidate to hire. The search agency's fee is charged whether or not the candidate is hired. This product is also known as retained search.

**Contract staffing** services consist of finding individual contractors to fill positions on the basis of written contracts that stipulate the deliverables for which the client has contracted, as well as specific terms and conditions of employment. Under the terms of this agreement, the service provider has legal rights and duties with respect to the individual contractors. Not being employees of the employment placement agencies, the individual contractors are normally responsible for their own payroll deductions and government filings.

#### **Temporary Staffing Services – NAICS 561320**

This industry comprises establishments primarily engaged in supplying workers for limited periods of time to supplement the workforce of the client. The individuals provided are employees of the temporary staffing service establishment. These establishments do not provide direct supervision of their employees at the clients' work sites.

The main activity of these establishments is to supply personnel for temporary work assignments. The temporary staffing firm hires its own employees and assigns them to clients to support or supplement the client's workforce in work situations such as employee absences, temporary skill shortages, seasonal workloads, and special assignments and projects. When working, these employees are under the direct supervision of the client, but being on the payroll of the temporary staffing firm it is the temporary staffing firm that is legally responsible for their actions and that specifies their pay, benefits, etc.

#### **Professional Employer Organizations – NAICS 561330**

Professional Employer Organization (PEO) comprises establishments primarily engaged in providing human resources and human resource management services to their clients. These establishments operate in a co-employment relationship (i.e., the rights and responsibilities of the employer are shared or allocated between the client firm and the PEO) with client businesses or organizations and are specialized in performing a wide range of human resource and personnel management duties, such as payroll accounting, payroll tax return preparation, benefits administration (retirement, life, dental and supplementary health insurance, etc.), recruiting, and managing labour relations (counselling, employee assessment, regulatory compliance, risk management, etc.).

Professional employer organizations typically acquire and lease back some or all of the employees of their clients and serve as the employer of the leased employees for payroll, benefits and related purposes. Professional employer organizations exercise varying degrees of decision making relating to their human resource or personnel management role, but do not have management accountability for the work of their clients' operations with regard to strategic planning, output or profitability.

Co-employment services are a major employment service activity in the United States but they are not prevalent and are not expected to grow rapidly in Canada. This can be explained by the differences in the Canadian and American medical systems as well as Canadian laws governing employment. In regards to providing employee benefits, PEO

arrangements in Canada do not result in the same degree of savings compared to the United States since most medical plans are publicly funded. Furthermore, Canadian provincial labour laws, the Workmen's Compensation Act and other legislation severely inhibit co-employment activities in this country.

Data users who wish to learn more about NAICS, its underlying principles, and many of the other statistical concepts discussed in this brief summary, are referred to the Introduction section of the Statistics Canada publication "North American Industry Classification System: Canada 2007" (catalogue no. 12-501-X).

## Sampling

This is a sample survey with a cross-sectional design.

The frame is the list of establishments from which the portion eligible for sampling is determined and the sample is taken. The frame provides basic information about each firm including address, industry classification, and information from administrative data sources. The frame is maintained by Statistics Canada's Business Register and is updated using administrative data.

The basic objective of the survey is to produce estimates for the whole industry - incorporated and unincorporated businesses. The data come from two different sources: a sample of all businesses with revenue above or equal to a certain threshold (note: the threshold varies between surveys and sometimes between industries and provinces in the same survey) for which either survey or administrative data may be used; and administrative data only for businesses with revenue below the specified threshold. It should be noted that only financial information is available from businesses below the threshold; e.g., revenue, and expenses such as depreciation and salaries, wages and benefits. Detailed characteristics are collected only for surveyed establishments.

Prior to the selection of a random sample, establishments are classified into homogeneous groups (i.e., groups with the same NAICS codes and same geography). Quality requirements are targeted, and then each group is divided into sub-groups called strata: take-all, must-take, and take-some.

The take-all stratum represents the largest firms in terms of performance (based on revenue) in an industry. The must-take stratum is comprised of units selected based on complex structural characteristics (multi-establishment, multi-legal, multi-NAICS, or multi-province enterprises). All take-all and must-take firms are selected to the sample. Units in the take-some strata are subject to simple random sampling.

The effective sample size for reference year 2006 was 576 collection entities.

## Definitions

- **Operating revenue** excludes investment income, capital gains, extraordinary gains and other non-recurring items.
- **Operating expenses** exclude write-offs, capital losses, extraordinary losses, interest on borrowing, and other non-recurring items.
- **Operating profit margin** is derived as follows: operating revenue minus operating expenses, expressed as a percentage of operating revenue. The derived figure excludes corporation income tax paid by incorporated businesses and individual income tax paid by unincorporated businesses. For unincorporated businesses, operating profit margin includes unpaid remuneration to partners and proprietors, which is not recorded as salaries, wages and benefits. Therefore the profit estimate will be higher in industries where unincorporated proprietorships and partnerships are significant contributors.

- **Salaries, wages and benefits** include vacation pay and commissions for all employees for whom a T4 slip was completed. This category also includes the employer portion of employee benefits for items such as Canada/Quebec Pension Plan or Employment Insurance premiums. Salaries and wages do not include working owners' dividends nor do they include the remuneration of owners of unincorporated business. Therefore the relative level of salaries, wages and benefits will be lower in industries where unincorporated businesses are significant contributors.
- An active **statistical establishment** is one production entity or the smallest grouping of production entities which produces as homogeneous a set of goods and/or services as possible; which does not cross provincial boundaries; and for which records provide data on the value of output together with the cost of principal intermediate inputs used and cost and quantity of labour resources used to produce the output.

### Data quality

While considerable effort is made to ensure high standards throughout all stages of collection and processing, the resulting estimates are inevitably subject to a certain degree of error. These errors can be broken down into two major types: non-sampling and sampling.

**Non-sampling error** is not related to sampling and may occur for many reasons. For example, non-response is an important source of non-sampling error. Population coverage, differences in the interpretation of questions, incorrect information from respondents, and mistakes in recording, coding and processing data are other examples of non-sampling errors.

**Sampling error** occurs because population estimates are derived from a sample of the population rather than the entire population. Sampling error depends on factors such as sample size, sampling design, and the method of estimation. An important property of probability sampling is that sampling error can be computed from the sample itself by using a statistical measure called the coefficient of variation (CV). The assumption is that over repeated surveys, the relative difference between a sample estimate and the estimate that would have been obtained from an enumeration of all units in the universe would be less than twice the CV, 95 times out of 100. The range of acceptable data values yielded by a sample is called a confidence interval. Confidence intervals can be constructed around the estimate using the CV. First, we calculate the standard error by multiplying the sample estimate by the CV. The sample estimate plus or minus twice the standard error is then referred to as a 95% confidence interval.

For this survey, the CVs are excellent (less than 5%) for operating revenue and operating expenses and wages, salaries and benefits of employees variables.

### Quality evaluation

Prior to dissemination, combined survey results are analyzed for overall quality; in general, this includes a detailed review of individual responses (especially for the largest companies), an assessment of the general economic conditions portrayed by the data, historic trends, and comparisons with other data sources.

### Disclosure control

Statistics Canada is prohibited by law from releasing any data which would divulge information obtained under the Statistics Act that relates to any identifiable person, business or organization without the prior knowledge or the consent in writing of that person, business or organization. Various confidentiality rules are applied to all data that are released or published to prevent the publication or disclosure of any information deemed confidential. If necessary, data are suppressed to prevent direct or residual disclosure of identifiable data.

### **Data accuracy**

Of the units contributing to the estimate, the weighted response rate was 81.9%. CVs were calculated for each estimate and are available upon request.

### **Related products**

#### **CANSIM**

Available on CANSIM: table 361-0001 - Summary statistics for employment services (all establishments), by North American Industry Classification System (NAICS), annual (75 series)

#### **Survey(s)**

Definitions, data sources and methods: survey number 4718 - Annual Survey of Service Industries: Employment

#### **Publications**

Service Industries Newsletter, Catalogue no. 63-018-X.

Analytical paper series - Service Industries Division, Catalogue no. 63F0002X.

Release date: August 2008

### Symbols

The following standard symbols are used in Statistics Canada publications:

.	not available for any reference period
..	not available for a specific reference period
...	not applicable
0	true zero or a value rounded to zero
0 <sup>s</sup>	value rounded to 0 (zero) where there is a meaningful distinction between true zero and the value that was rounded
P	preliminary
r	revised
x	suppressed to meet the confidentiality requirements of the <i>Statistics Act</i>
E	use with caution
F	too unreliable to be published

### To access this product

This product, Catalogue no. 63-252-X, is available free in electronic format. To obtain a single issue, visit our website at [www.statcan.ca](http://www.statcan.ca) and select "Publications" > "Free Internet publications."

Frequency: Annual / ISSN 1916-8934

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