



The Daily

Statistics Canada

Thursday, September 6, 2001

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MAJOR RELEASES

There are no major releases today.

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OTHER RELEASES

Help-wanted Index

August 2001

The Help-wanted Index (1996=100) fell 1.3% in August from July to 153, the ninth decrease in the last ten months. Quebec (-2.7%) and Ontario (-2.4%) showed the largest monthly declines. Compared with August 2000, the national index was down 12.6%.

Help-wanted Index

(1996=100)

	Aug.	July	Aug.	Aug.	July
	2000	2001	2001	2000	to
	Seasonally adjusted and smoothed			to Aug. 2001	
				% change	
Canada	175	155	153	-12.6	-1.3
Newfoundland	200	190	191	-4.5	0.5
Prince Edward Island	240	244	243	1.3	-0.4
Nova Scotia	165	162	160	-3.0	-1.2
New Brunswick	190	171	167	-12.1	-2.3
Quebec	167	146	142	-15.0	-2.7
Ontario	192	166	162	-15.6	-2.4
Manitoba	171	162	165	-3.5	1.9
Saskatchewan	138	144	144	4.3	0.0
Alberta	170	184	183	7.6	-0.5
British Columbia	147	124	123	-16.3	-0.8

Note: The Help-wanted Index is compiled from the number of help-wanted ads published in 22 newspapers in 20 major metropolitan areas, and is considered an indicator of labour demand measuring companies' intentions to hire new workers. These indices have been seasonally adjusted and smoothed to ease month-to-month comparisons.

Available on CANSIM: table 2770002 and matrix 105 (levels 8 and 9).

As of September 17, *Daily* releases will refer only to CANSIM II table numbers. CANSIM II contains more than 2 million data time series depicting economic and social conditions in Canada. Data are updated on the day that new values for these series are released. Real-time access to CANSIM II is available on Statistics Canada's Web site (www.statcan.ca) from the *Our products and services* page. For more information, contact Louis Boucher (613-951-8906; louis.boucher@statcan.ca).

For more information, or to enquire about the concepts, methods or data quality of this release, contact Gilles Groleau or Jean Leduc

(1-866-873-8788; 613-951-4090; fax: 613-951-4087; labour@statcan.ca), Labour Statistics Division. ■

Steel primary forms

Week ending September 1, 2001 (preliminary)

Steel primary forms production for the week ending September 1 totalled 280 129 metric tonnes, down 6.3% from 298 998 tonnes a week earlier and down 13.0% from 322 052 tonnes in the same week of 2000. The year-to-date total at the end of the reference week was 10 070 170 tonnes, down 12.3% compared with 11 480 702 in the same period of 2000.

For general information or to order data, contact the dissemination officer (1-866-873-8789; 613-951-9497; manufact@statcan.ca). To enquire about the concepts, methods or data quality of this release, contact Dragos Ifrim (613-951-3527; dragos.ifrim@statcan.ca), Manufacturing, Construction and Energy Division. ■

Cement

July 2001

Manufacturers shipped 1 372 852 metric tonnes of cement in July, up 6.4% from 1 289 699 tonnes in June and up 7.5% from 1 277 560 tonnes in July 2000.

Year-to-date shipments to the end of July totalled 6 785 395 tonnes, up 1.1% from 6 708 796 (revised) during the same period in 2000.

Available on CANSIM: table 3030001 and matrices 92 and 122 (series 35).

As of September 17, *Daily* releases will refer only to CANSIM II table numbers. CANSIM II contains more than 2 million data time series depicting economic and social conditions in Canada. Data are updated on the day that new values for these series are released. Real-time access to CANSIM II is available on Statistics Canada's Web site (www.statcan.ca) from the *Our products and services* page. For more information, contact Louis Boucher (613-951-8906; louis.boucher@statcan.ca).

The July 2001 issue of *Cement* (44-001-XIB, \$5/\$47) is now available. See *How to order products*.

For general information, or to order data, contact the dissemination officer (1-866-873-8789; 613-951-9497;

manufact@statcan.ca). To enquire about the concepts, methods or data quality of this release, contact Yasmin Sheikh (613-951-2518; *sheiyas@statcan.ca*), Manufacturing, Construction and Energy Division. ■

The evolving workplace: human resource practices

1999

Human resource management policies such as training, variable pay and employee involvement practices play important roles in facilitating change in the workplace, according to a new report jointly produced by Human Resources Development Canada and Statistics Canada and based on data from the 1999 Workplace and Employee Survey (WES).

WES data show that almost 50% of Canadian business locations introduced a product or process innovation in 1999, 29% adopted some form of new technology, and more than 40% implemented an organizational change, primarily by re-engineering a work process or downsizing.

Technological and organizational advances are widespread, occurring in firms of all sizes and across many industries, though to varying degrees. Larger businesses are most likely to introduce these changes, but those with fewer than 20 employees are much less likely to do so.

These changes in the workplace are associated with higher training rates in all sizes of workplaces. However, the relationship is strongest among smaller ones. Among workplaces with fewer than 20 employees, 71% of the businesses undergoing organizational change sponsored employee training, compared with about 39% of workplaces with no such change.

The report also shows that employers implementing workplace changes are more likely to have variable pay practices, that is, pay for performance. Workplace change is also related to human resource practices that increase employee involvement in decision-making (job rotation, multi-tasking and teamwork).

The WES results highlight the integration of workplace training and other human resource strategies. From the perspectives of both employers and employees, workplaces that put more importance

on human resource management strategies show greater training rates than do those workplaces where little importance is given to these strategies.

However, when it comes to who receives training in a workplace, employee and job characteristics predominate. Highly educated workers are much more likely to participate in employer-sponsored training than are less-educated workers. Similarly, managers and professionals receive more classroom training than do other occupational groups. Computer use and increasing job complexity also boost training rates.

The report concludes that human resource practices are key in facilitating workplace change. These human resource practices aim to produce a skilled and motivated work force that is able to adapt to, and take advantage of, organizational and technological change.

Employer and employee perspectives on human resource practices, no. 1 (71-584-MIE, free) is now available from both Statistics Canada's Web site (www.statcan.ca). From the *Our products and services* page, choose *Free publications*. It is also available from Human Resources Development Canada on the Applied Research Branch's Web page (www.hrdc-drhc.gc.ca/arb). A paper version (71-584-MPE, \$15) is also available. See *How to order products*.

This is the first report in the Evolving Workplace Series, a co-operative venture of Human Resources Development Canada and Statistics Canada to promote research on the workplace using the WES. The survey collects a broad range of information on a sample of employers and their employees. Future reports will cover such topics as job vacancy rates, training determinants, gender-based wage differences and the computer technology-education connection.

For more information on this release, contact the media relations unit (819-994-5559), Human Resources Development Canada. For more information on the WES, or to enquire about the concepts, methods or data quality of this release, contact Howard Krebs (613-951-4063) or Ted Wannell (613-951-3546), Statistics Canada.

For enquiries about related statistics or services, contact the client services unit, Labour Statistics Division, Statistics Canada, Ottawa, K1A 0T6, (1-866-873-8788; 613-951-4090; fax: 613-951-2869; labour@statcan.ca). ■

NEW PRODUCTS

Gross domestic product by industry, June 2001
Catalogue number **15-001-XIE** (\$11/\$110).

Cement, July 2001, Vol. 53, no. 7
Catalogue number **44-001-XIB** (\$5/\$47).

Electric power statistics, June 2001, Vol. 69, no.6
Catalogue number **57-001-XIB** (\$9/\$85).

Labour force information, week ending
August 18, 2001
Catalogue number **71-001-PIB** (\$8/\$78).
Available at 7 am Friday, September 7

Labour force information, week ending
August 18, 2001
Catalogue number **71-001-PPB** (\$11/\$103).
Available at 7 am Friday, September 7

Employer and employee perspectives on human resource practices, The evolving workplace series, no. 1
Catalogue number **71-584-MIE**
(free).

Employer and employee perspectives on human resource practices, The evolving workplace series, no. 1
Catalogue number **71-584-MPE** (\$15).

All prices are in Canadian dollars and exclude sales tax. Additional shipping charges apply for delivery outside Canada.

Catalogue numbers with an -XIB or an -XIE extension are Internet versions; those with -XMB or -XME are microfiche; -XPB or -XPE are paper versions; -XDB are electronic versions on diskette and -XCD are electronic versions on compact disc.

How to order products

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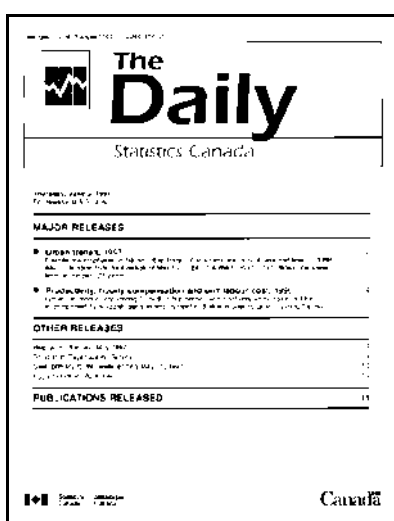
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Authorized agents and bookstores also carry Statistics Canada's catalogued publications.



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