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Large numbers of Canadian women and men typically change jobs and employers in the manufacturing sector each year, either for personal reasons or because of changing economic conditions. Any employment changes resulting from the Agreement will not be large relative to the usual job turnover that occurs each year in the Canadian manufacturing sector. In a typical year, there is a nine per cent increase in jobs as a result of plant openings and expansion, while eight per cent of the jobs in the manufacturing sector disappear because of plant closings and contractions.

The Economic Council of Canada has looked at the job and worker turnover in four specific industries — leather, textiles, knitting mills and clothing — as compared with all manufacturing industries.<sup>1</sup> These industries employ the highest percentages of women in manufacturing. Using worker turnover rates as a measure, the adaptability of workers in these industries was shown to be similar to the average for all manufacturing. All of these past adjustments suggest that Canadians in the manufacturing labour force, women and men, will be able to adjust to changes arising from the Agreement.

## Services

The national treatment provisions for commercial services covered in the services chapter ensure a limitation to future barriers to trade in these services and secure the relatively free access that already exists in the North American market. Streamlined procedures for temporary entry of business personnel will allow Canadians to market services, as well as goods, more easily in the United States. Thus, the provisions in the Agreement which affect commercial services will secure and improve the ability of Canadian service firms to export services to the United States.

The impact of the Agreement in encouraging the flow of investment into Canada, together with the provisions of the investment chapter which make U.S. investment in Canada more attractive, will impact positively on the service sector through direct investment in that sector. There will be additional indirect benefits for the service sector from investment in the manufacturing and other sectors through growth in the service industries which support these sectors (e.g., professional services, construction, etc.).

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<sup>1</sup>Economic Council of Canada, *Managing Adjustment: Policies for Trade-Sensitive Industries*, 1988.