

TABLE 1
Proportion of Low-Wage Workers by Demographic Characteristics

Proportion of Low-Wage Workers (Age Group)		Proportion of Low-Wage Workers (Gender Group)		Proportion of Low-Wage Workers (Education Level)		Proportion of Low-Wage Workers (Union Status)	
Age group	ratio_age	Sex	ratio_sex	Education Level	ratio_edu	Union Membership Status	ratio_union
15 to 19	.8565583	Male	.1507111	0 to 8 years	.3128925	Union member	.0710725
20 to 24	.471627	Female	.2568361	Some secondary	.4472138	Not a member, covered	.136137
25 to 29	.1878355			Grade 11 to 13, graduate	.2629074	Not a member or covered	.3152073
30 to 34	.1294689			Some post-secondary	.3533916		
35 to 39	.1150467			Post-secondary certificate	.1291558		
40 to 44	.1120344			Bachelor's degree	.0902672		
45 to 49	.1075748			Graduate degree	.0582737		
50 to 54	.1064442						
55 to 59	.1214517						

Notes: This table delineates the proportions of workers earning low wages across specified demographic categories, utilizing the 2009 Labour Force Survey data, which has been rebased to the 2006 census population. For the purposes of this study, 'low-wage' employees are classified as those whose hourly earnings are below two-thirds of the median hourly wage in their demographic segment. These proportions are derived by dividing the count of low-wage workers in each subgroup by the total employed population within that same subgroup. This approach allows for a nuanced analysis of low-wage employment across varying ages, genders, educational backgrounds, and union affiliations, providing a foundational understanding of the demographic distribution of low-wage work in Canada.

TABLE 2
Minimum Wage by Province in Canada, April 2001-2019(in CAD per hour)

year	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
2001	5.50	5.80	5.70	5.75	7.00	6.85	6.25	6.00	5.90	7.60
2002	5.50	6.00	5.80	5.90	7.00	6.85	6.50	6.00	5.90	8.00
2003	6.00	6.25	6.00	6.00	7.30	6.85	6.75	6.65	5.90	8.00
2004	6.00	6.50	6.50	6.20	7.30	7.15	7.00	6.65	5.90	8.00
2005	6.00	6.80	6.50	6.30	7.45	7.45	7.25	6.65	5.90	8.00
2006	6.50	7.15	7.15	6.50	7.60	7.75	7.60	7.55	7.00	8.00
2007	7.00	7.50	7.15	7.00	7.75	8.00	8.00	7.95	7.00	8.00
2008	8.00	7.50	7.60	7.75	8.00	8.75	8.50	8.25	8.40	8.00
2009	8.50	8.00	8.60	8.00	8.50	9.50	8.50	8.60	8.80	8.00
2010	9.50	8.40	9.20	8.50	8.50	10.25	9.00	9.25	8.80	8.00
2011	10.00	9.00	9.65	9.50	9.50	10.25	9.50	9.25	8.80	8.00
2012	10.00	10.00	10.15	10.00	9.65	10.25	10.00	9.50	9.40	9.50
2013	10.00	10.00	10.30	10.00	9.90	10.25	10.25	10.00	9.75	10.25
2014	10.00	10.00	10.40	10.00	10.15	10.25	10.45	10.00	9.95	10.25
2015	10.25	10.35	10.60	10.30	10.35	11.00	10.70	10.20	10.20	10.25
2016	10.50	10.50	10.70	10.65	10.55	11.25	11.00	10.50	11.20	10.45
2017	10.75	11.25	10.85	11.00	10.75	11.40	11.00	10.72	12.20	10.85
2018	11.15	11.55	11.00	11.25	11.25	14.00	11.15	10.96	13.60	11.35
2019	11.15	12.25	11.55	11.50	12.00	14.00	11.35	11.06	15.00	12.65

Note: This table outlines the nominal minimum hourly wages by Canadian province for April 2001-2019. Values are in CAD and unadjusted for inflation. Highlighted entries indicate the selected provinces and years where significant minimum wage changes were enacted, serving as treatment events in our Difference-in-Differences analysis. These highlighted changes allow for a multi-treatment DiD estimation, leveraging the temporal variation in policy implementation. Consequently, each province at various times serves both as a control and as a treatment group, providing a robust framework for assessing the impact of minimum wage adjustments on employment metrics.

