TABLE 1

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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 | |  |  |  |  |  |  |  |  |

Proportion of Low-Wage Workers by Demographic Characteristics

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.