Who earns less than $10 an hour in Canada?

13%
Thirteen per cent of all jobs in Canada pay less than $8 an hour — 7% of those jobs are held by employees aged 25–64.

24%
Almost one-quarter (24%) of all jobs held by employees aged 17–64 pay less than $10 an hour — 15.7% of those jobs are held by employees aged 25–64.

Fact Sheet

Low-wage employment is not just a student phenomenon

45%

45% of full-time wage earners aged 15–24 are low-paid.

Low-wage employment is prevalent among full-time workers in other age groups as well:

- 16.3% in the 25–34 age group
- 13.1% in the 35–44 age group
- 12.0% in the 45–54 age group
- 14.4% in the 55–64 age group

Low pay status: *It isn’t temporary*

47%

47% of workers who were low-paid in 1996 were still low-paid in 2001.

27% and 72%

27% of men and 72% of women who were low-paid in 1996 were still low-paid in 2001.

Women and visible minorities fare worse

- 22% of Canadian women were low-paid in 2000—compared to only 12% of men.

- 27.4% of recent immigrants (within 5 years) who work full-time are low-paid.

- 22.4% of medium-term immigrants (6–15 years) are low-paid.

- 31.1% of visible minority recent immigrants working full-time are low-paid.

- 24.7% of visible minority mid-term immigrants are low-paid.

Has Ontario ever had a $10 minimum wage?

$9.97

Yes. The minimum wage was as high as $9.97 in 1976 (in 2007 dollars, based on the Toronto area consumer price index).

In 2005, Ontario’s minimum wage increased by 4.2%, or $624 for a full-time, full-year worker.

In 2005, the average CEO’s salary in Canada increased by 39%, or $2,525,180.

The average of Canada’s 100 best-paid CEOs matched the average Canadian minimum wage worker’s annual earnings by 40 minutes after noon on New Years’ Day.

An increase in the minimum wage to $10.00 an hour would push that back to 1:50 pm in the afternoon on New Years’ Day.

**Sources**
**MPP pay vs. minimum wage earners**

In 2007, the minimum wage is to be increased by 3.2%.

Ontario’s MPPs have voted themselves a **25% increase**.

The increase in MPP pay this year will generate an additional **$22,000 a year**.

The increase in the minimum wage will generate an additional **$500 a year** for a full-time, full-year worker.

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**Sources**
Raising the minimum wage isn’t a job killer

Studies of actual experience with minimum wage changes find employment impacts are either non-existent or negligible. Why?

- The impact of minimum wages is so small relative to that of other changes in the economy that no impact is evident comparing before-after employment levels.
- Most minimum wage employment is in industries that serve local markets. As a result, individual employers will not be at a cost disadvantage relative to competitors when minimum wages increase.
- Studies designed to isolate the impact of minimum wage changes from other changes (state-to-state comparisons in the United States) find no difference in employment patterns between states in which minimum wages increased and states in which minimum wages did not increase.