

# Who earns *less than* \$10 an hour in Canada?



13%

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%

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.

SOURCES Wage data, various studies cited in: Saunders, Ron "Does a Rising Tide Lift All Boats? Low-paid Workers in Canada, R", Canadian Policy Research Networks, Vulnerable Workers Series, No. 4 May 2005; employment impact of minimum wage, Fox, Liana "Minimum Wage Trends: Understanding past and contemporary research", Economic Policy Institute, Washington D.C. November 2006.

# Low-wage employment is *not just* a student phenomenon



# 45%

## 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

SOURCES Wage data, various studies cited in: Saunders, Ron "Does a Rising Tide Lift All Boats? Low-paid Workers in Canada, R", Canadian Policy Research Networks, Vulnerable Workers Series, No. 4 May 2005; employment impact of minimum wage, Fox, Liana "Minimum Wage Trends: Understanding past and contemporary research", Economic Policy Institute, Washington D.C. November 2006.

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# Low pay status: *It isn't temporary*



# 47%

## 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.**

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# 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.

SOURCES Wage data, various studies cited in: Saunders, Ron "Does a Rising Tide Lift All Boats? Low-paid Workers in Canada, R", Canadian Policy Research Networks, Vulnerable Workers Series, No. 4 May 2005; employment impact of minimum wage, Fox, Liana "Minimum Wage Trends: Understanding past and contemporary research", Economic Policy Institute, Washington D.C. November 2006.

## Fact Sheet

# Has Ontario *ever had* a \$10 minimum wage?



# \$9.97

## \$9.97

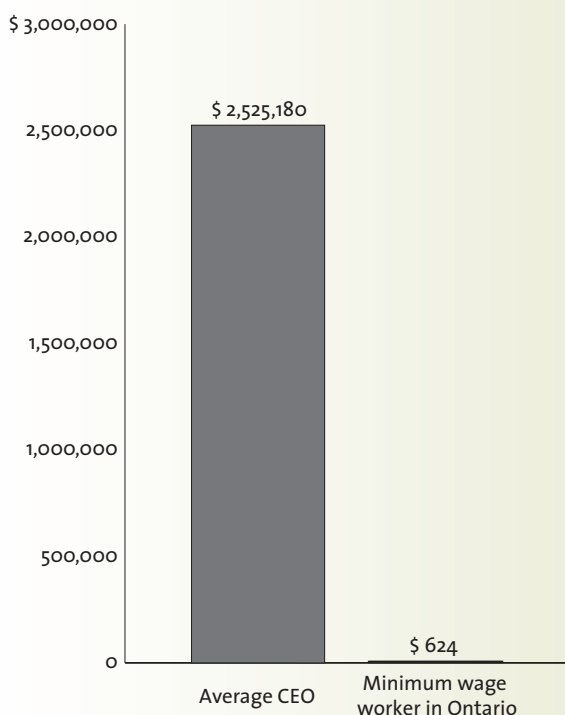
**Yes.** The minimum wage was as high as \$9.97 in 1976 (in 2007 dollars, based on the Toronto area consumer price index).

SOURCES Wage data, various studies cited in: Saunders, Ron "Does a Rising Tide Lift All Boats? Low-paid Workers in Canada, R", Canadian Policy Research Networks, Vulnerable Workers Series, No. 4 May 2005; employment impact of minimum wage, Fox, Liana "Minimum Wage Trends: Understanding past and contemporary research", Economic Policy Institute, Washington D.C. November 2006.

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# CEOs vs. minimum wage earners



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.

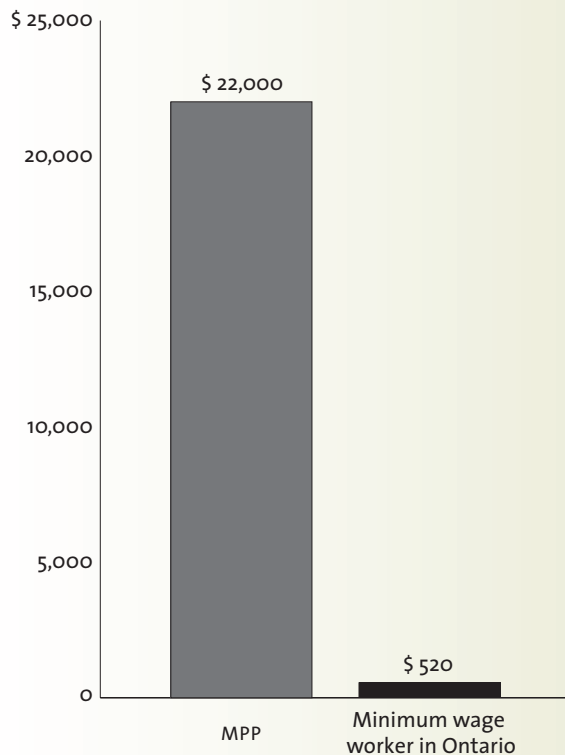
The average of Canada's 100 best-paid CEOs matched the average Canadian minimum wage worker's annual earnings by **40 minutes after noon on New Years' Day.**

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 Wage data, various studies cited in: Saunders, Ron "Does a Rising Tide Lift All Boats? Low-paid Workers in Canada, R", Canadian Policy Research Networks, Vulnerable Workers Series, No. 4 May 2005; employment impact of minimum wage, Fox, Liana "Minimum Wage Trends: Understanding past and contemporary research", Economic Policy Institute, Washington D.C. November 2006.

## Fact Sheet

# 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.

SOURCES Wage data, various studies cited in: Saunders, Ron "Does a Rising Tide Lift All Boats? Low-paid Workers in Canada, R", Canadian Policy Research Networks, Vulnerable Workers Series, No. 4 May 2005; employment impact of minimum wage, Fox, Liana "Minimum Wage Trends: Understanding past and contemporary research", Economic Policy Institute, Washington D.C. November 2006.

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# 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.

SOURCES Wage data, various studies cited in: Saunders, Ron "Does a Rising Tide Lift All Boats? Low-paid Workers in Canada, R", Canadian Policy Research Networks, Vulnerable Workers Series, No. 4 May 2005; employment impact of minimum wage, Fox, Liana "Minimum Wage Trends: Understanding past and contemporary research", Economic Policy Institute, Washington D.C. November 2006.