



Alberta Minimum Wage Profile

2023

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Introduction

The *Alberta Minimum Wage Profile* presents current information on employees¹ whose average hourly earnings² are at or below minimum wage in Alberta and other provinces. Some employees fall outside the scope of the *Employment Standards Code's* minimum wage provisions and may earn less than minimum wage. Part 2 of the *Employment Standards Regulation* provides more information on the minimum wage rates for employees, including exemptions.

For more information, please see www.alberta.ca/minimum-wage.aspx. People who were either self-employed or listed as having an average hourly earnings of \$0.00 were excluded from this analysis. The minimum wage for students under 18 who work less than 28 hours a week when school is in session is \$13 an hour. This profile does not differentiate between different minimum wage rates and may include students under 18 as long as they are earning at or below \$15 an hour.

This profile is based on data collected over the course of two years, 2022 and 2023, when the minimum wage was **\$15.00 an hour** in Alberta.

Average hourly earnings are the respondent's reported average hourly earnings before taxes and other deductions, and includes tips, commissions and bonuses at their main job. This analysis may not include all minimum wage earners because tips, commissions and bonuses are included in average hourly earnings. For example, if a person who earns minimum wage also receives tips, their average hourly earnings is the wage plus the hourly average of tips; as a result, their earnings would exceed the minimum wage rate and those individuals would be excluded from this analysis. This variable is not exclusive to wage earners and includes employees who are salaried, work on commission, bonuses or have other pay schemes. Because this analysis is based on hourly earnings and not hourly wage, it may include persons who are not minimum wage earners, such as those who earn a salary but on average receive hourly earnings at or below the minimum wage level.

Interprovincial Analysis

Between 2022 and 2023, Alberta's minimum wage was unchanged at \$15.00 an hour. The number of employees earning at or below minimum wage in Alberta decreased from 2022 to 2023 from 142,700 to 126,000 or from 7.0 per cent to 6.0 per cent (Table 1). In 2023, Alberta ranked the fourth lowest in percentage of employees earning minimum wage among the Canadian provinces. At the national level, the proportion increased between the two periods from 4.6 per cent to 6.3 per cent (Figure 1).

Table 1: Percentage of Employees Earning Minimum Wage

	2022		2023	
Alberta	142,700	7.0%	126,000	6.0%
Canada	780,500	4.6%	1,108,100	6.3%

¹ See definition (*Employees*) in Appendix A

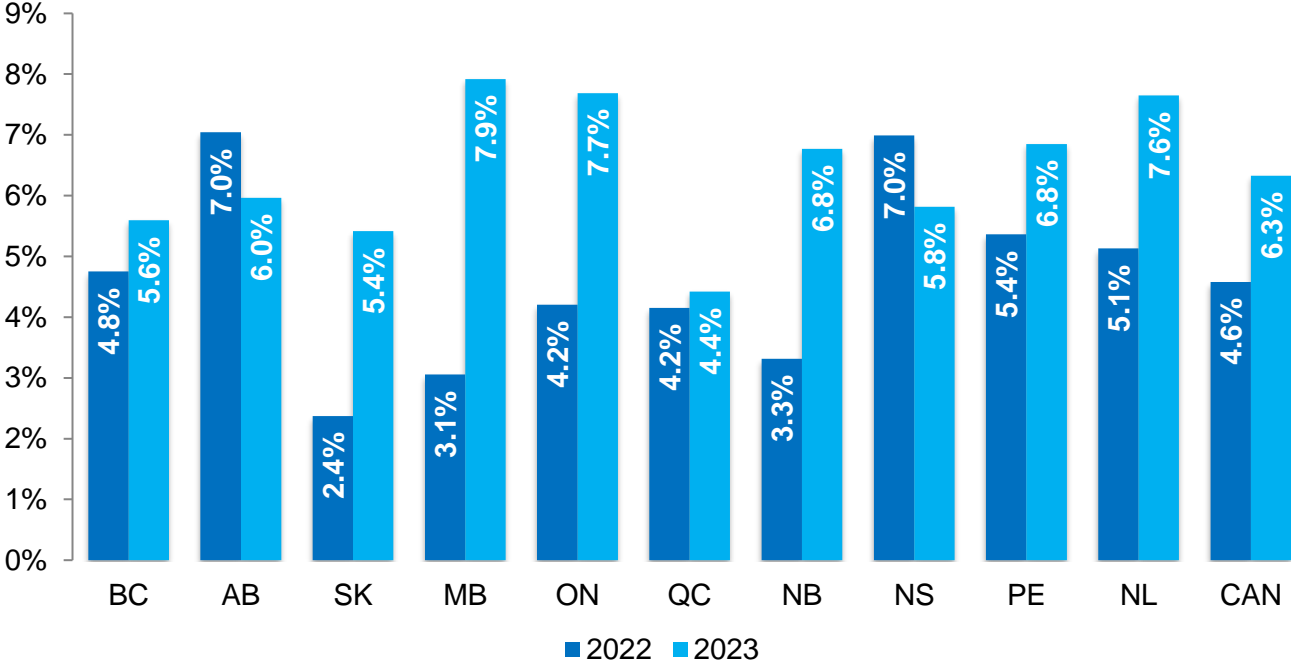
² See definition (*Average hourly earnings*) in Appendix A

Between January 1, 2022, and January 1, 2023, nine provinces and one territory raised their minimum wage rates (Table 2). Between January 1, 2023, and January 1, 2024, nine provinces and three territories raised their minimum wage rates. As of April 1, 2024, Alberta had the second lowest minimum wage ahead of Saskatchewan.

Table 2: Minimum Wage on January 1, 2022; January 1, 2023; and January 1, 2024

Province	January 1, 2022	January 1, 2023	January 1, 2024
Alberta	\$15.00	\$15.00	\$15.00
Ontario	\$14.35	\$15.50	\$16.55
British Columbia	\$15.20	\$15.65	\$16.75
Northwest Territories	\$15.20	\$15.20	\$16.05
Nunavut	\$16.00	\$16.00	\$19.00
Quebec	\$13.50	\$14.25	\$15.25
Prince Edward Island	\$13.00	\$14.50	\$15.00
Manitoba	\$11.90	\$13.50	\$15.30
Nova Scotia	\$12.95	\$13.60	\$15.00
New Brunswick	\$11.75	\$13.75	\$14.75
Yukon	\$15.20	\$15.70	\$16.77
Saskatchewan	\$11.45	\$13.00	\$14.00
Newfoundland and Labrador	\$12.75	\$13.70	\$15.00

Figure 1: Percentage of Employees Earning Minimum Wage by Province



Alberta Analysis

At 37.1 per cent, the 15 to 19-year-old age group remained the largest group of minimum wage earners in Alberta in 2023. The 20 to 24-year-old group was the second largest at 20.1 per cent during 2023. Previously, the 15 to 19-year-old age group represented 35.7 per cent of minimum wage earners (Table 3)

Table 3: Proportion of Alberta Minimum Wage Earners by Age (years)

	2022		2023	
15-19	50,900	35.7%	46,800	37.1%
15-17	26,500	18.6%	23,400	18.5%
18-19	24,400	17.1%	23,400	18.6%
20-24	31,700	22.2%	25,400	20.1%
25-29	9,900	6.9%	10,800	8.6%
30-34	8,300	5.8%	8,800	7.0%
35-39	6,800	4.7%	7,200	5.7%
40-44	8,100	5.7%	7,800	6.2%
45-49	6,300	4.4%	4,800	3.8%
50-54	5,200	3.6%	3,300	2.7%
55+	15,600	10.9%	11,100	8.8%
Total	142,700	100.0%	126,000	100.0%

61.2 per cent of minimum wage earners worked part-time in 2023 compared to 60.8 per cent in 2022 (Table 4).

Table 4: Proportion of Alberta Minimum Wage Earners by Type of Work

	2022		2023	
Full-Time	55,900	39.2%	48,900	38.8%
Part-Time	86,800	60.8%	77,100	61.2%
Total	142,700	100.0%	126,000	100.0%

In 2023, 34.2 per cent of minimum wage earners worked part-time because they were going to school (Table 5). Another 7,200 or 5.7 per cent worked part-time because of caring for children, personal or family responsibilities or their own illness or disability.

Table 5: Proportion of Alberta Minimum Wage Earners by Reason for working Part-Time

	2022		2023	
Full Time	55,900	39.2%	48,900	38.8%
Part-Time, business conditions or could not find full-time work, did not look for work	8,500	5.9%	6,500	5.2%
Part-Time, business conditions or could not find full-time work, looked for work	7,600	5.4%	6,100	4.9%
Part-Time, caring for children	3,600	2.5%	3,100	2.5%
Part-Time, going to school	49,100	34.4%	43,100	34.2%
Part-Time, other personal or family responsibilities	2,100	1.5%	1,500	1.2%
Part-Time, other reasons	4,400	3.1%	5,500	4.4%
Part-Time, own illness or disability	2,400	1.7%	2,600	2.0%
Part-Time, personal preference	9,100	6.4%	8,600	6.8%
Total	142,700	100.0%	126,000	100.0%

Almost three quarters or 74.1 per cent of minimum wage earners were in permanent employment (Table 6). This is up slightly compared from 72.6 per cent in 2022.

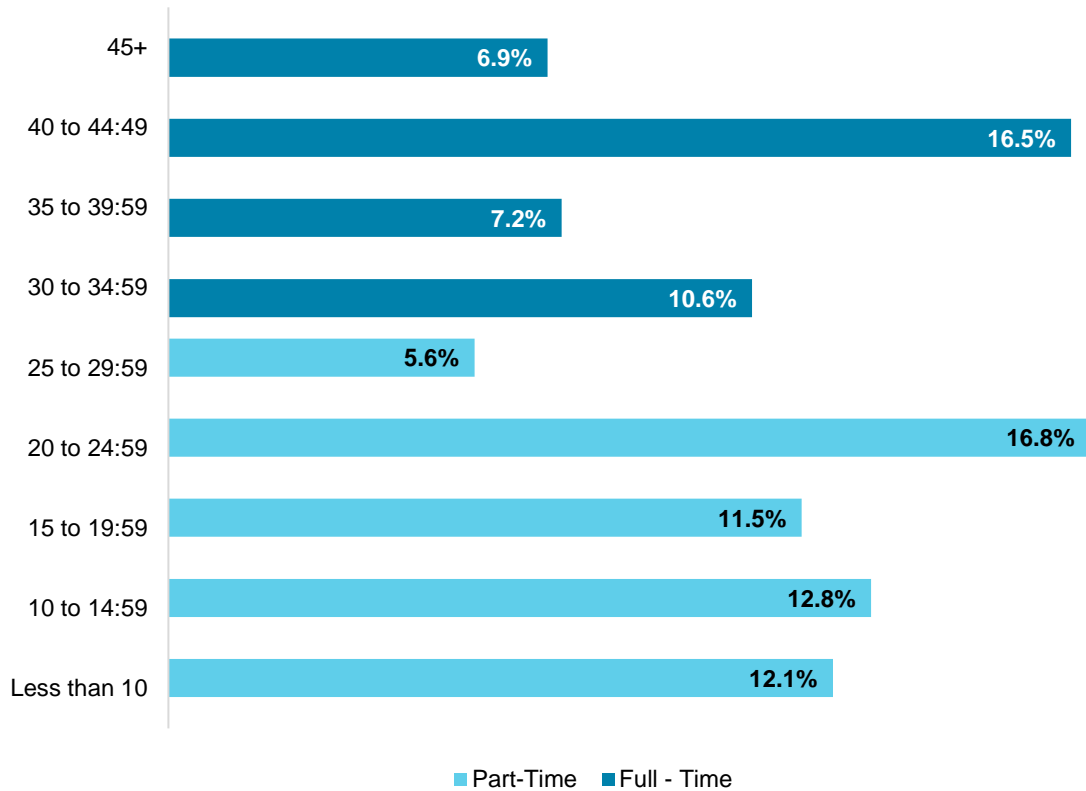
Table 6: Proportion of Alberta Minimum Wage Earners by Job Permanence

	2022		2023	
Permanent	103,600	72.6%	93,400	74.1%
Temporary*	39,100	27.4%	32,600	25.9%
Total	142,700	100.0%	126,000	100.0%

*includes seasonal, temporary, and casual employees.

In 2023, 6.9 per cent of minimum wage earners worked on average 45 hours or more per week (Figure 2). Another 12.1 per cent worked less than 10 hours per week.

Figure 2: Percentage of Employees Earning Minimum Wage by Average Hours Worked, 2023



Among all minimum wage earners in 2023, 92.6 per cent worked only a single job (Table 7).

Table 7: Proportion of Alberta Minimum Wage Earners by Job Tenure

	2022		2023	
	Count	Percentage	Count	Percentage
Single job holder	132,500	92.9%	116,600	92.6%
Multiple job holder	10,100	7.1%	9,400	7.4%
Total	142,700	100.0%	126,000	100.0%

Among all minimum wage earners in 2023, 48.7 per cent had less than one year of job tenure. The proportion of minimum wage earners that had one to five years of job tenure was 37.7 per cent, which was higher than the 36.6 per cent in 2022. Overall, the proportion of minimum wage earners who had job tenure of five years or less decreased slightly to 86.4 per cent in 2023 from 86.7 per cent in 2022 (Table 8).

Table 8: Proportion of Alberta Minimum Wage Earners by Job Tenure

	2022		2023	
Less than One Year	71,500	50.1%	61,300	48.7%
One to Five Years	52,200	36.6%	47,500	37.7%
More than Five Years	18,900	13.3%	17,100	13.6%
Total	142,700	100.0%	126,000	100.0%

In 2023, 61.9 per cent of Alberta's minimum wage earners were employed in two industries: Retail Trade and Accommodation and Food Services; this was slightly lower than in 2022 when it was 64.7 per cent (Table 9).

Table 9: Proportion of Alberta Minimum Wage Earners by Industry

	2022		2023	
Retail Trade	54,100	37.9%	44,600	35.4%
Accommodation and Food Services	38,200	26.8%	33,400	26.5%
Information, Culture and Recreation	7,200	5.0%	8,400	6.6%
Other Services (except Public Administration)	5,900	4.1%	6,000	4.8%
Health Care and Social Assistance	6,200	4.3%	6,100	4.9%
Business, Building and Other Support Services	6,600	4.7%	4,700	3.7%
Educational Services	4,100	2.9%	4,100	3.3%
All Other Industries	20,400	14.3%	18,700	14.8%
Total	142,700	100.0%	126,000	100.0%

In 2023, almost half or 49.6 per cent of Alberta minimum wage earners worked in Sales and service support occupations (Table 10). In 2022, these occupations made up 45.9 per cent of minimum wage earners.

Table 10: Proportion of Alberta Minimum Wage Earners by Occupation

	2022		2023	
Sales and service support occupations	65,400	45.9%	62,500	49.6%
Sales and service representatives and other customer and personal services occupations	30,700	21.5%	22,300	17.7%
Occupations in sales and services	7,000	4.9%	8,100	6.4%
Retail sales and service supervisors and specialized occupations in sales and services	4,500	3.2%	3,400	2.7%
Other occupations	35,100	24.6%	29,700	23.6%
Total	142,700	100.0%	126,000	100.0%

Among all Alberta minimum wage earners in 2023, 24.9 per cent had some high school as their highest level of education and 33.7 per cent had high school diplomas as their highest level of education. The proportion with less than high school was higher in 2023, at 27.3 per cent, compared to 2022, when it was 26.1 per cent (Table 11).

Table 11: Proportion of Alberta Minimum Wage Earners by Highest Educational Attainment

	2022		2023	
0-8 Years (Elementary)	2,400	1.7%	3,100	2.5%
Some High School	34,900	24.5%	31,300	24.9%
High School Graduate	47,700	33.5%	42,400	33.7%
Some Post-Secondary	19,200	13.5%	13,700	10.9%
Post-Secondary Certificate or Diploma	24,300	17.0%	20,100	16.0%
University Degree	14,200	9.9%	15,300	12.1%
Total	142,700	100.0%	126,000	100.0%

In 2023, more than one third, or 34.1 per cent of Alberta minimum wage earners were students; this was lower than the 34.8 per cent in 2022 (Table 12).

Table 12: Proportion of Alberta Minimum Wage Earners by Student Status

	2022		2023	
Student	49,600	34.8%	42,900	34.1%
Non-Student	93,000	65.2%	83,000	65.9%
Total	142,700	100.0%	126,000	100.0%

Women made up 57.2 per cent of the minimum wage earners in Alberta in 2023, which is lower than the 59.5 per cent in 2022. The proportion of men who were minimum wage earners in 2023 was 42.8% (Table 13).

Table 13: Proportion of Alberta Minimum Wage Earners by Sex

	2022		2023	
Female	84,900	59.5%	72,100	57.2%
Male	57,800	40.5%	53,900	42.8%
Total	142,700	100.0%	126,000	100.0%

Immigrants with permanent residency made up 31.0 per cent of the minimum wage earners in Alberta in 2023, which is lower than the 33.0 per cent in 2022 (Table 14). Immigrants who are not permanent residents accounted for 6.0 per cent of minimum wage earners in 2023.

Table 14: Proportion of Alberta Minimum Wage Earners by Student Status

	2022		2023	
All Landed immigrants	47,100	33.0%	39,000	31.0%
Immigrants, landed 5 years or less	12,000	8.4%	10,300	8.2%
Immigrants, landed more than 5 to 10 years	14,700	10.3%	12,400	9.8%
Immigrants, landed more than 10 years	20,500	14.4%	16,300	12.9%
Immigrants, non-landed	4,700	3.3%	7,600	6.0%
Born in Canada	90,900	63.7%	79,400	63.0%
Total	142,700	100.0%	126,000	100.0%

Visible minorities made up 40.2 per cent of the minimum wage earners in Alberta in 2023, which is lower than the 44.1 per cent in 2022 (Table 15).

Table 15: Proportion of Alberta Minimum Wage Earners by Visible Minority Type

	2022		2023	
All visible minorities	64,200	44.1%	50,600	40.2%
South Asian	17,400	12.0%	13,500	10.7%
Chinese	5,900	4.1%	3,800	3.0%
Black	8,000	5.5%	8,300	6.6%
Filipino	17,600	12.1%	13,600	10.8%
Arab	2,400	1.6%	2,000	1.6%
Latin American	3,000	2.1%	3,300	2.6%
Southeast Asian	5,500	3.8%	2,500	2.0%
Other visible minorities	4,300	3.0%	3,400	2.7%
Not a visible minority	81,300	55.8%	75,500	59.9%
Total	142,700	100.0%	126,000	100.0%

Note: May not add up to total due to rounding

Indigenous people off reserve made up 7.1 per cent of the minimum wage earners in Alberta in 2023, which is higher than the 5.7 per cent in 2022 (Table 16).

Table 16: Proportion of Alberta Minimum Wage Earners by Indigenous Identity Off Reserve

	2022		2023	
Indigenous population	8,300	5.7%	9,000	7.1%
First Nations	3,000	2.1%	5,700	4.5%
Métis	5,400	3.7%	3,100	2.5%
Multiple identities	*	*	*	*
Non-Indigenous population	137,200	94.2%	117,000	92.9%
Total	142,700	100.0%	126,000	100.0%

Note: May not add up to total due to rounding

In 2023, there were 16,500 or 13.1 per cent of minimum wage earners supporting children (Table 12). Another 71,800 or 57.0 of minimum wage earners in 2022 were not the primary or secondary persons responsible for the care or support of the family (Table 17).

Table 17: Proportion of Alberta Minimum Wage Earners by Family Type and Household Responsibility

	2022		2023	
Minimum wage earners supporting children under 18	19,000	13.3%	16,500	13.1%
Head of the household - dual earners with children	5,600	3.9%	4,800	3.8%
Spouse - dual earners with children	9,400	6.6%	7,400	5.9%
Head of the household - single parent with children	2,400	1.6%	2,100	1.7%
Head of the household - Single earner with children	*	*	*	*
Spouse- single earner with children	*	*	*	*
Head of the household or spouse, dual earners, no Children	15,500	10.9%	12,200	9.7%
Head of the household or spouse, single earners, no Children	25,300	17.7%	25,400	20.2%
Not head of the household or spouse	82,800	58.1%	71,800	57.0%
Total	142,700	100.0%	126,000	100.0%

Note: Children are only considered if under 18 and the respondent person is normally responsible for the care or support of the family or their spouse. Head of household is if the respondent said they are the respondent person is normally responsible for the care or support of the family.

In 2023, 46.6 per cent of minimum wage earners (58,600 individuals) were living with their parents and another 29.6 per cent, or 37,300 individuals, were the primary person responsible for the care or support of the family (Table 18).

Table 18: Proportion of Alberta Minimum Wage Earners by Position in Household and Family Type

	2022		2023	
Head of the household	38,400	26.9%	37,300	29.6%
With children	8,600	6.1%	7,700	6.1%
Without children	29,800	20.9%	29,500	23.5%
Spouse of the head of the household	21,400	15.0%	16,900	13.4%
With children	10,400	7.3%	8,800	7.0%
Without children	11,100	7.8%	8,100	6.4%
Son or daughter (or son or daughter in law)	69,700	48.9%	58,600	46.6%
Parent (or parent-in-law)	3,200	2.2%	2,600	2.1%
Other	9,900	7.0%	10,500	8.4%
Total	142,700	100.0%	126,000	100.0%

Note: Children are only considered if under 18 and the respondent person is normally responsible for the care or support of the family or their spouse. Head of household is if the respondent said they are the respondent person is normally responsible for the care or support of the family.

Appendix A

Methodology

The data for this profile is from Statistics Canada's Labour Force Survey (LFS). Minimum wage rates are calculated using the basic rate for each province and does not capture any special minimum wage rates for targeted groups. The minimum wage rates are adjusted monthly to reflect that rates are adjusted at different times of the year and there can be more than one increase in a single year.

Definitions

Employees

Employees are defined as employed persons who are not self-employed and whose reported average hourly earnings are greater than \$0.00.

Head of the Household

Head of the household is defined as the person who is normally an adult with responsibility for the care or support of the family.

Immigrant, Non-Permanent Resident

Are persons from another country who live in Canada and have a work or study permit, or are claiming refugee status, as well as family members living here with them.

Immigrant, Permanent Resident

Refers to people who are, or have been, landed immigrants in Canada. A landed immigrant is a person who has been granted the right to live in Canada permanently by immigration authorities. Canadian citizens by birth and non-permanent residents (persons from another country who live in Canada and have a work or study permit, or are claiming refugee status, as well as family members living here with them) are not landed immigrants.

Indigenous peoples

Persons who reported having an Indigenous identity, that is, First Nations (North American Indian), Métis or Inuk (Inuit), or those who reported more than one identity. Excluded from the Labour Force Survey are persons living on reserves and other Indigenous settlements in the provinces.

Job Tenure

The number of consecutive months or years a person has worked for the current (or, if employed within the previous 12 months, the most recent) employer.

Minimum Wage Earner

A minimum wage earner is an **employee** whose average hourly earnings are at or below minimum wage in the province or territory where they live. Some employees fall outside the scope of Alberta's *Employment Standards Code*'s minimum wage provisions and may earn less than minimum wage. Alberta's Employment Standards Regulation provides more information on the minimum wage rates for employees, including exemptions. For more information, please see www.alberta.ca/minimum-wage.aspx.

Full-Time Employees

People who usually work 30 hours or more per week at their main or only job.

Part-Time Employees

People who usually work less than 30 hours per week at their main or only job.

Permanent Job

A permanent job is one that is expected to last as long as the employee wants it, given that business conditions permit. There is no pre-determined termination date.

Temporary Job

A temporary job has a pre-determined end date or will end as soon as a specified project is completed. Included in temporary jobs are seasonal, temporary, term or contract jobs; work done through a temporary help agency; casual jobs; and other temporary work.

Visible minority

Refers to whether a person belongs to a visible minority group as defined by the Employment Equity Act and, if so, the visible minority group to which the person belongs. The Employment Equity Act defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour". The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean and Japanese.

Average hourly earnings

Average hourly earnings is the average hourly earnings before taxes and other deductions, and includes tips, commissions and bonuses. The analysis may not include all minimum wage earners because tips, commissions and bonuses are included. An example of how this may happen is if a person who earns minimum wage also receives tips, the average hourly earnings is the wage plus the hourly average of tips; this would push them above the minimum wage level and those individuals would not be included in the analysis. This variable is not exclusive to wage earners and includes employees who are salaried, work on commission, bonuses and other pay schemes. The analysis may include persons who are not minimum wage earners, such as those who earn a salary but on average their hourly earnings are at or below the minimum wage level, because it is based on hourly earnings and not hourly wage.

Industry

North American Industry Classification System

[North American Industry Classification System \(NAICS\) Canada](#)

Occupation

National Occupational Classification (NOC) 2021 Version 1.0

<https://www.statcan.gc.ca/en/subjects/standard/noc/2021/indexV1>

Occupation Group	NOC Code
Sales and service support occupations	65
Sales and service representatives and other customer and personal services occupations	64
Occupations in sales and services	63
Retail sales and service supervisors and specialized occupations in sales and services	62

Appendix B

Current Minimum Wage Hourly Wage Rates and Rank

Province	Current Rate and Rank	Effective Date
Nunavut	\$19.00 (1st)	January 1, 2024
Yukon	\$17.59 (2nd)	April 1, 2024
British Columbia	\$16.75 (3rd)	June 1, 2023
Ontario	\$16.55 (4th)	October 1, 2023
Northwest Territories	\$16.05 (5th)	September 1, 2023
Newfoundland and Labrador	\$15.60 (6th)	April 1, 2024
Prince Edward Island	\$15.40 (7th)	April 1, 2024
Manitoba	\$15.30 (8th)	October 1, 2023
New Brunswick	\$15.30 (9th)	April 1, 2024
Quebec	\$15.25 (10th)	May 1, 2023
Nova Scotia	\$15.20 (11th)	April 1, 2024
Alberta	\$15.00 (12th)	October 1, 2018
Saskatchewan	\$14.00 (13th)	October 1, 2024

For more information on minimum wage rates please visit: <http://srv116.services.gc.ca/dimt-wid/sm-mw/menu.aspx?GoCTemplateCulture=en-CA>

Appendix C

Current and Forthcoming Minimum Wages in Canada (as of April 1, 2024)

Jurisdiction	Current hourly minimum wage	Announced changes to minimum wage	Effective date of announced changes
Alberta	\$15.00 Students under 18 ³ \$13.00	No changes announced to date	
British Columbia	\$16.75 Minimum wage for agricultural piece rates vary (newest Jan 1, 2024) ⁴	\$17.40 Scheduled to increase annually by provincial CPI	June 1, 2024 June 1, 2025
Saskatchewan	\$14.00	\$15.00 Scheduled to annually increase by provincial CPI and AHW ⁵	October 1, 2024 October 1, 2025
Manitoba	\$15.30	\$15.80 Scheduled to annually increase by provincial CPI	October 1, 2024 October 1, 2025
Ontario	\$16.55 Students under 18 ⁶ \$15.60 Homeworkers \$18.20 Hunting and fishing guides \$82.85 or \$165.75 ⁷	\$17.20 Scheduled to increase annually by provincial CPI	October 1, 2024 October 1, 2025
Quebec	\$15.25 Employees receiving tips \$12.20	\$15.75 Plan to keep minimum wage at 50% of AHW	May 1, 2024 May 1, 2025
New Brunswick	\$15.30	Scheduled to increase annually by provincial CPI	April 1, 2025
Nova Scotia	\$15.20	Scheduled to annually increase by national CPI +1%	April 1, 2025
Newfoundland & Labrador	\$15.60	Scheduled to increase annually by national CPI	April 1, 2025
Prince Edward Island	\$15.40	\$16.00	October 1, 2024
Northwest Territories	\$16.05	Scheduled to annually increase by Yellowknife's CPI and territory's AHW	September 1, 2024
Nunavut	\$19.00	No changes announced to date	

³ This minimum wage rate applies to students under the age of 18 for the first 28 hours a week while school is in session, and during a school break or summer holidays.

⁴ Piece rates changes annually and vary based on the harvest. <https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/hiring/farm-workers>

⁵ AHW = Average Hourly Wages

⁶ This minimum wage rate applies to students under the age of 18 who work 28 hours a week or less when school is in session, or work during a school break or summer holidays.

⁷ \$75.00 for working less than five consecutive hours in a day; \$150.05 for working more than five hours in a day.

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Yukon	\$17.59	Scheduled to increase annually by Whitehorse's CPI	April 1, 2025
Canada	\$17.30 (or Provincial Minimum Wage, if higher)	Scheduled to annually increase by national CPI	April 1, 2025

For more information on minimum wage rates please visit: <http://srv116.services.gc.ca/dimt-wid/sm-mw/menu.aspx?GoCTemplateCulture=en-CA>