



Alberta
Low Wage Profile
April 2015-March 2016

Introduction

This *Alberta Low Wage Profile* presents current information on persons whose average hourly earnings¹ are below \$15 in Alberta and other provinces. Statistics include the percentage of employees² earning below \$15 per hour in each province plus the characteristics for those persons in Alberta.

The profile is based on two reference periods: April 1, 2014 to March 31, 2015 and April 1, 2015 to March 31, 2016.

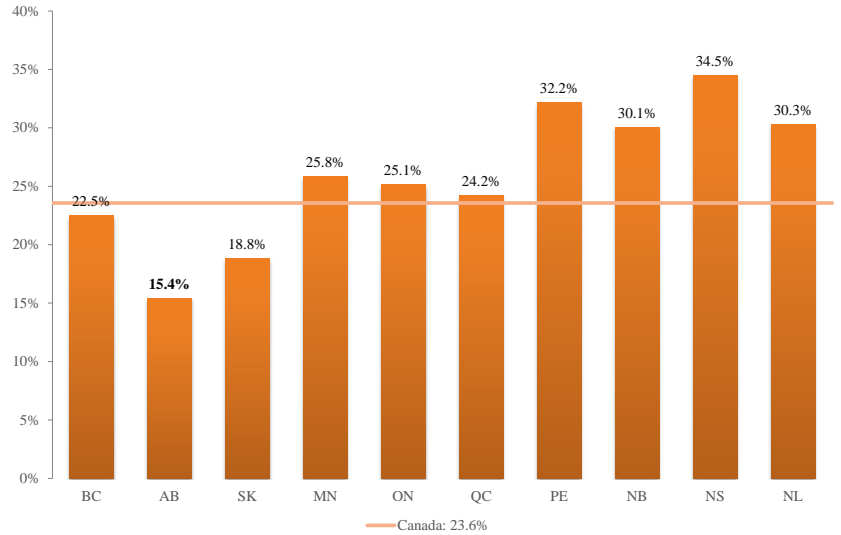
Interprovincial Analysis

The number of employees earning below \$15 per hour in Alberta decreased over the two reference periods from 321,300 to 296,200 or from 16.9% to 15.4%. Alberta had the lowest percentage of low wage earners among the Canadian provinces, followed by Saskatchewan. For Canada, the proportion decreased between the two periods to 23.6% from 25.1% (Figure 1, 2).

Figure 1: Percentage of Employees Earning Low Wage

	April 2014 - March 2015		April 2015 - March 2016	
	number	share	number	share
Alberta	321300	16.9%	296200	15.4%
Canada	11310500	25.1%	11626000	23.6%

Figure 2: Percentage of Employees Earning Low Wage by Province



Alberta Analysis

¹ See definition (Average hourly earnings) in Appendix A

² See definition (Employees) in Appendix A

At 24.0%, the 15 to 19 year old group remained the largest group of low wage earners in Alberta, and the 20 to 24 year old group was the second largest in the April 2015 to March 2016 period (Figure 3).

The proportion of low wage earners increased for the following three age groups in the April 2015 – March 2016 period compared to the April 2014 – March 2015 period:

15 to 19 years, up 1.7 percentage points;
20 to 24 years, up 2.1 percentage points;
and 55 years and over, up 1.7 percentage points.

There were proportionately fewer low wage earners in all other age groups in the current reference period compared to the previous period (Figure 3).

Just under half, or 45.7%, of low wage earners worked part-time between April 2015 and March 2016 (Figure 4).

As in the previous reference period, a larger proportion, or 78.3% of low wage earners were in permanent employment (Figure 5).

During the current reference period, 38.8% of low wage earners were parents of which 12.5% were single earner families with children (Figure 6).

During the current reference period, 36.6% of low wage earners were living with their parents. Another 8.8% were the main income earner in their household and had children under 18 (Figure 7).

	April 2014 - March 2015		April 2015 - March 2016	
	number	share	number	share
15-19	71800	22.3%	71200	24.0%
20-24	62000	19.3%	63500	21.4%
25-29	35900	11.2%	30600	10.3%
30-34	28900	9.0%	21900	7.4%
35-39	25500	7.9%	19200	6.5%
40-44	23300	7.3%	20600	7.0%
45-49	16800	5.2%	14200	4.8%
50-54	17800	5.5%	13400	4.5%
55+	39400	12.3%	41600	14.0%
Total	321300	100.0%	296200	100.0%

Figure 4: Proportion of Alberta Low Wage Earners by Type of Work

	April 2014 - March 2015		April 2015 - March 2016	
	number	share	number	share
Full-Time	187900	58.5%	160800	54.3%
Part-Time	133400	41.5%	135400	45.7%
Total	321300	100.0%	296200	100.0%

Figure 5: Proportion of Alberta Low Wage Earners by Job Permanence

	April 2014 - March 2015		April 2015 - March 2016	
	number	share	number	share
Permanent	248300	77.3%	231900	78.3%
Temporary*	31700	22.7%	24800	21.7%
Total	321300	100.0%	296200	100.0%

*includes seasonal, temporary, and casual employees.

Figure 6: Proportion of Alberta Low Wage Earners by Family Type

	April 2014 - March 2015		April 2015 - March 2016	
	number	share	number	share
Married, Dual earners with Children	80200	24.9%	77800	26.3%
Married, Dual earners no children	76800	23.9%	64000	21.6%
Married, Single earner no children	20800	6.5%	22700	7.7%
Married, Single earner with children	19000	5.9%	21000	7.1%
Other	52700	16.4%	51400	17.3%
Single Parent with children	16900	5.3%	15900	5.4%
Unattached individual	54900	17.1%	43400	14.7%
Total	321300	100.0%	296200	100.0%

Note: Children are only considered if under 18

Figure 7: Proportion of Alberta Low Wage Earners by Position in Household

	April 2014 - March 2015		April 2015 - March 2016	
	number	share	number	share
Head of house hold	128600	40.0%	110200	37.2%
With Children	29800	9.3%	26200	8.8%
No Children	98800	30.8%	84000	28.4%
Other	19200	6.0%	20000	6.7%
Parent (or parent in law)	9300	2.9%	7800	2.6%
Son or daughter (or Son or daughter in law)	109000	33.9%	108300	36.6%
Spouse	55200	17.2%	49800	16.8%
Total	321300	100.0%	296200	100.0%

Note: Children are only considered if under 18

Figure 3: Proportion of Alberta Low Wage Earners by Age (years)

Of all low wage earners, 41.2% had less than one year of job tenure in the April 2015 – March 2016 reference period. Meanwhile, 41.8% had a job tenure of 1 to 5 years. Overall, the proportion of low wage earners who had job tenure of five years or less decreased from 84.5% in the previous period to 83.0% in the current reference period (Figure 8).

Between April 2015 and March 2016, more than half, or 59.5%, of Alberta’s low wage earners were employed in two industries: Retail Trade and Accommodation and Food Services. Another 6.2% of Alberta’s low wage earners were employed in Other Services (Figure 9).

Of all Alberta low wage earners during the April 2015 to March 2016 period, 21.7% had some high school as their highest level of education and 29.1% had high school diplomas as their highest level of education. The proportion with less than high school was higher in the current period, at 24.3%, compared to the previous period, at 23.5% (Figure 10).

Females made up 61.7% of the low wage earners in Alberta in the current reference period, which is slightly lower than the 62.5% in the previous period. The proportion of male low wage earners during the period April 2015-March 2016 was 38.3%, slightly higher than the 37.5% during the previous period (Figure 11).

Figure 8: Proportion of Alberta Low Wage Earners by Job Tenure

	April 2014 - March 2015		April 2015 - March 2016	
	number	share	number	share
Less than One Year	139400	43.4%	122100	41.2%
One to Five Years	131900	41.1%	123900	41.8%
More than Five Years	50000	15.5%	50200	17.0%
Total	321300	100.0%	296200	100.0%

Figure 9: Proportion of Alberta Low Wage Earners by Industry

	April 2014 - March 2015		April 2015 - March 2016	
	number	share	number	share
Retail Trade	106000	33.0%	97000	32.8%
Accommodation and Food Services	85400	26.6%	79100	26.7%
Other Services	19900	6.2%	18400	6.2%
Health Care	16100	5.0%	15000	5.1%
Management, Administrative and Other Support	15100	4.7%	10500	3.5%
All Other Industries	78800	24.5%	76200	25.7%
Total	321300	100.0%	296200	100.0%

Figure 10: Proportion of Alberta Low Wage Earners by Highest Educational Attainment

	April 2014 - March 2015		April 2015 - March 2016	
	number	share	number	share
0-8 Years (Elementary)	9100	2.8%	7800	2.6%
Some High School	66600	20.7%	64200	21.7%
High School Graduate	100500	31.3%	86200	29.1%
Some Post-Secondary	28800	9.0%	27100	9.2%
Post-Secondary Certificate or Diploma	70800	22.0%	64000	21.6%
University Degree	45500	14.2%	46900	15.8%
Total	321300	100.0%	296200	100.0%

Figure 11: Proportion of Alberta Low Wage Earners by Gender

	April 2014 - March 2015		April 2015 - March 2016	
	number	share	number	share
Female	200800	62.5%	182700	61.7%
Male	120500	37.5%	113500	38.3%
Total	321300	100.0%	296200	100.0%

Appendix A

Methodology

The data for this profile are gathered from the Labour Force Survey (LFS) conducted by Statistics Canada. Each month, the Labour Economics and Statistics Unit of Alberta Labour receives LFS files from Statistics Canada. This includes a microdata file, which contains the complete file of all LFS responses.

The analysis is performed on the microdata using the statistical software package SAS. The Canadian territories are excluded from this analysis. Twelve-month averages are used to ensure the results are not affected by seasonality. The microdata files for each of the twelve months examined are combined into one large data set and annual averages are then calculated. In this profile, the results are an average of the April 2015 to March 2016 numbers.

Industrial classifications were based on the following.

Industry

North American Industry Classification System – Canada 2007

<http://www.statcan.gc.ca/pub/12-501-x/12-501-x2007001-eng.pdf>

All data on the number of low wage earners and their characteristics are from Statistics Canada, LFS microdata files.

Occupations

Data not available at the moment due to the shift by Statistics Canada from the 2006 National Occupational Classification (NOC) System to the 2011 NOC System. As soon as Statistics Canada is able to generate the historical data using the 2011 NOC system, this information will be provided.

Definitions

These definitions are from Statistics Canada, except for “Employees” and the occupational and industrial groups.

Employees

In this analysis, people who were either self-employed or listed as having an hourly wage rate of \$0.00 were removed from the overall employment figure to determine the number of employees. Please note that the number of employees in organizations is different from the employment figure for Alberta.

Full-Time Employees

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

Other Services (except Public Administration) Industry

Consists of establishments engaged in repairing or performing general maintenance on motor vehicles, machinery, equipment, and other products; providing personal care services, funeral services, laundry services and other services to individuals, such as pet care services and photo finishing services; organizing and promoting religious activities, supporting various causes through grant-making, advocating (promoting) social and political causes, and promoting and defending the interests of their members. Private households are also included.

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 predetermined end date, or will end as soon as a specified project is completed. Included in temporary jobs are seasonal, temporary, term or contract jobs; also include work done through a temporary help agency; casual jobs; and other temporary work.

Average hourly earnings

Average hourly earnings before taxes and other deductions, and include tips, commissions and bonuses. Because tips, commissions and bonuses are included, the analysis may not include all minimum wage earners. This variable is not exclusive to wage earners and includes employees who are salaried, work on commission and other pay schemes. Because it is just based on hourly earnings and not hourly wage the analysis may include persons who are not minimum wage earners.