

**Alberta**  
**Minimum Wage Profile**  
**April 2017 – March 2018**



## Introduction

The *Alberta Minimum Wage Profile* presents current information on persons whose average hourly earnings<sup>1</sup> are at or below minimum wage in Alberta and other provinces. Statistics include the percentage of employees<sup>2</sup> earning at or below minimum wage in each province plus the characteristics for those persons in Alberta.

The profile is based on minimum wage rates that are effective for two reference periods: April 1, 2016 to March 31, 2017 and April 1, 2017 to March 31, 2018.

## Interprovincial Analysis

Over the two reference periods, Alberta's minimum wage rose from \$12.20 on October 1, 2016 to \$13.60 on October 1, 2017. The number of employees earning at or below minimum wage in Alberta increased over the two reference periods from 94,800 to 122,400 or from 5.0% to 6.4%. This led Alberta to rank as the fifth lowest in terms of the percentage employees earning minimum wage (Figure 1). For Canada, the proportion increased between the two periods to 6.9% from 6.6% as provinces raised their minimum wages (Table 1).

Between March 31, 2017 and March 31, 2018, 10 provinces and one territory raised their minimum wage rates (Table 2).

Across Canada, Alberta has the second highest minimum wage rate, behind Ontario. (For more information minimum wage rates and rankings please see Appendix B).

Seven provinces and two territories have scheduled increases to their minimum wage rates in 2018. (For more information, see Appendix C).

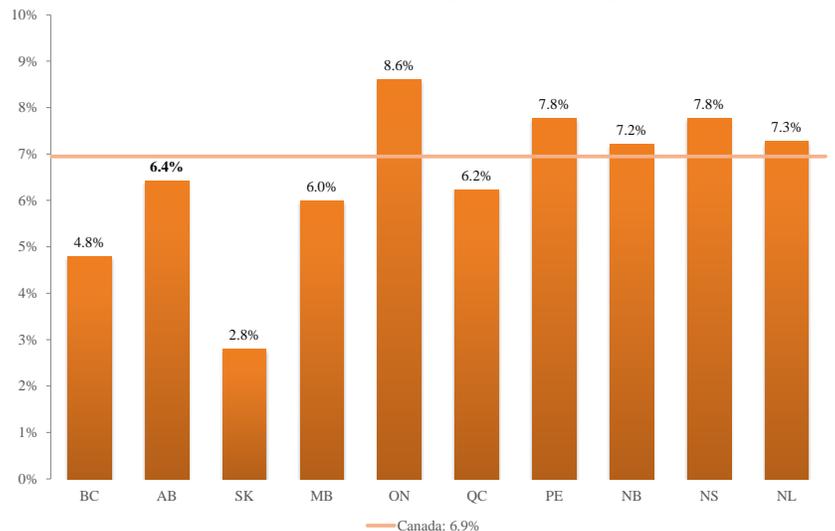
**Table 1: Percentage of Employees Earning Minimum Wage**

	April 2016 - March 2017	April 2017 - March 2018
Alberta	5.0%	6.4%
Canada	6.6%	6.9%

**Table 2: Minimum Wage on March 31, 2017 and March 31, 2018**

Province	31-Mar-17	31-Mar-18
Ontario	\$11.40	\$14.00
Quebec	\$10.75	\$11.25
Yukon	\$11.07	\$11.32
Nova Scotia	\$10.70	\$10.85
Manitoba	\$11.00	\$11.15
Newfoundland and Labrador	\$10.50	\$11.00
Prince Edward Island	\$11.00	\$11.25
Saskatchewan	\$10.72	\$10.96
Alberta	\$12.20	\$13.60
Northwest Territories	\$12.50	\$12.50
New Brunswick	\$10.65	\$11.00
Nunavut	\$13.00	\$13.00
British Columbia	\$10.85	\$11.35

**Figure 1: Percentage of Employees Earning Minimum Wage by Province**



<sup>1</sup> See definition (Average hourly earnings) in Appendix A

<sup>2</sup> See definition (Employees) in Appendix A

## Alberta Analysis

At 28.8%, the 15 to 19 year old group remained the largest group of minimum wage earners in Alberta, and the 20 to 24 year old group was the second largest in the April 2017 to March 2018 period (Table 3).

The proportion of minimum wage earners increased for the following four age groups in the April 2017 – March 2018 period compared to the April 2016 – March 2017 period:

20 to 24 years, up 0.4 percentage points;  
30 to 34 years, up 1.6 percentage points;  
35 to 39 years, up 1.4 percentage points;  
45 to 49 years, up 1.2 percentage points; and  
55 years and over, up 0.6 percentage points.

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

Just over half, or 51.8%, of minimum wage earners worked part-time between April 2017 and March 2018 (Table 4).

As in the previous reference period, a larger proportion, or 73.4% of minimum wage earners were in permanent employment (Table 5).

During the current reference period, 40.2% of minimum wage earners were parents of which 13.0% were single earner families with children (Table 6).

During the current reference period, 39.5% of minimum wage earners were living with their parents. Another 34.6% were the main income earner in their household (Table 7).

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

	April 2016 - March 2017	April 2017 - March 2018
15-19	32.6%	28.8%
20-24	20.1%	20.5%
25-29	10.0%	10.0%
30-34	7.4%	9.0%
35-39	5.2%	6.6%
40-44	5.5%	4.6%
45-49	3.4%	4.6%
50-54	4.4%	3.9%
55+	11.4%	12.0%
Total	100.0%	100.0%

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

	April 2016 - March 2017	April 2017 - March 2018
Full-Time	41.5%	48.2%
Part-Time	58.5%	51.8%
Total	100.0%	100.0%

**Table 5: Proportion of Alberta Minimum Wage Earners by Job Permanence**

	April 2016 - March 2017	April 2017 - March 2018
Permanent	74.3%	73.4%
Temporary*	25.7%	26.6%
Total	100.0%	100.0%

\*includes seasonal, temporary, and casual employees.

**Table 6: Proportion of Alberta Minimum Wage Earners by Family Type**

	April 2016 - March 2017	April 2017 - March 2018
Married, Dual earners with Children	25.4%	27.2%
Married, Dual earners no children	22.1%	22.4%
Married, Single earner no children	6.8%	7.5%
Married, Single earner with children	9.2%	7.4%
Other	17.5%	15.7%
Single Parent with children	6.6%	5.6%
Unattached individual	12.5%	14.2%
Total	100.0%	100.0%

Note: Children are only considered if under 18

**Table 7: Proportion of Alberta Minimum Wage Earners by Position in Household**

	April 2016 - March 2017	April 2017 - March 2018
Head of house hold	28.8%	34.6%
Spouse	16.1%	16.8%
Son or daughter (or Son or daughter in law)	44.9%	39.5%
Parent (or parent in law)	4.0%	2.5%
Other	6.0%	6.7%
Total	100.0%	100.0%

\* Insufficient data

Of all minimum wage earners, 41.8% had less than one year of job tenure in the April 2017 – March 2018 reference period. The proportion that had one to five years of job tenure was 42.3%, which was lower than the 46.4% in the previous reference period. Overall, the proportion of minimum wage earners who had job tenure of five years or less decreased from 88.4% in the previous period to 84.1% in the current reference period (Table 8).

Between April 2017 and March 2018, over one quarter or 28.3% of Alberta minimum wage earners were students (Table 9).

Of all Alberta minimum wage earners over the April 2017 to March 2018 period, 22.7% had some high school as their highest level of education and 28.7% had high school diplomas as their highest level of education. The proportion with less than high school was lower in the current period, at 25.5%, compared to the previous period, at 28.5% (Table 10).

Females made up 62.5% of the minimum wage earners in Alberta in the current reference period, which is higher than the 57.8% in the previous period. The proportion of male minimum wage earners from April 2017 to March 2018 was 37.5% (Table 11).

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

	April 2016 - March 2017	April 2017 - March 2018
Less than One Year	42.0%	41.8%
One to Five Years	46.4%	42.3%
More than Five Years	11.6%	15.9%
Total	100.0%	100.0%

**Table 9: Proportion of Alberta Minimum Wage Earners by Student Status**

	April 2016 - March 2017	April 2017 - March 2018
Student	24.7%	28.3%
Non-Student	75.3%	71.7%
Total	100.0%	100.0%

**Table 10: Proportion of Alberta Minimum Wage Earners by Highest Educational Attainment**

	April 2016 - March 2017	April 2017 - March 2018
0-8 Years (Elementary)	2.0%	2.8%
Some High School	26.5%	22.7%
High School Graduate	28.7%	28.7%
Some Post-Secondary	10.2%	9.5%
Post-Secondary Certificate or Diploma	17.2%	18.8%
University Degree	15.4%	17.5%
Total	100.0%	100.0%

**Table 11: Proportion of Alberta Minimum Wage Earners by Sex**

	April 2016 - March 2017	April 2017 - March 2018
Female	57.8%	62.5%
Male	42.2%	37.5%
Total	100.0%	100.0%

Between April 2017 and March 2018, more than half, or 59.4%, of Alberta's minimum wage earners were employed in two industries: Retail Trade and Accommodation and Food Services (Table 12).

Between April 2016 and March 2017, more than half of Alberta minimum wage earners worked in the following three occupational groups: Service support and other service occupations, n.e.c.<sup>3</sup>, 21.2%; Sales support occupations, 16.7%; and Service representatives and other customer and personal services occupations, 14.5% (Table 13).

**Table 12: Proportion of Alberta Minimum Wage Earners by Industry**

	April 2016 - March 2017	April 2017 - March 2018
Accommodation and Food Services	26.6%	26.6%
Retail Trade	33.5%	32.8%
Other Services (except Public Administration)	6.9%	6.5%
Information, Culture and Recreation	6.9%	5.6%
Educational Services	6.1%	6.1%
All Other Industries	20.0%	22.5%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

**Table 13: Proportion of Alberta Minimum Wage Earners by Occupation**

	April 2016 - March 2017	April 2017 - March 2018
Service support and other service occupations, n.e.c. <sup>3</sup>	20.3%	21.2%
Sales support occupations	18.7%	16.7%
Sales representatives and salespersons - wholesale and retail trade	14.8%	14.5%
Service representatives and other customer and personal services occupations	10.0%	10.6%
Service supervisors and specialized service occupations	6.6%	5.6%
Care providers and educational, legal and public protection support occupations	3.5%	2.7%
Professional occupations in education services and; Paraprofessional occupations in legal, social, community and education services	5.7%	6.3%
Workers in natural resources, agriculture and related production and; Transport and heavy equipment operation and related maintenance occupations	4.2%	3.3%
Other occupations	16.1%	19.2%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

<sup>3</sup> Not elsewhere classified

During the April 2017-March 2018 fiscal year, the ratio of minimum wage to median wage in Alberta was 52.9%, a 6.9 percentage point increase from the April 2016-March 2017 fiscal year (Table 14). Alberta had the second largest percentage point increase in the ratio of minimum wage to median wage among provinces, behind Ontario's 12.2 percentage points, over the same period.

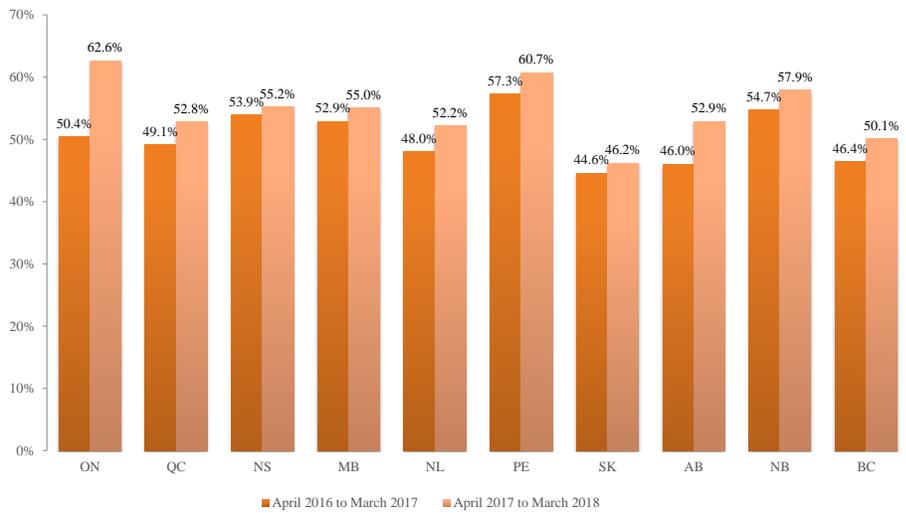
During the April 2017-March 2018 fiscal year, Alberta's minimum wage to median wage ratio was the third lowest among Canadian provinces, while it was the lowest in the previous fiscal year (Figure 2).

**Table 14: Ratio of Minimum Wage to Median Wage in Canadian Provinces**

	April 2016 to March 2017			April 2017 to March 2018			Yearly change
	minimum wage	median wage	Ratio of minimum to median wage	minimum wage	median wage	Ratio of minimum to median wage	
Ontario	\$11.40	\$22.64	50.4%	\$14.00	\$22.38	62.6%	12.2
Quebec	\$10.75	\$21.89	49.1%	\$11.25	\$21.32	52.8%	3.7
Nova Scotia	\$10.70	\$19.85	53.9%	\$10.85	\$19.65	55.2%	1.3
Manitoba	\$11.00	\$20.79	52.9%	\$11.15	\$20.26	55.0%	2.1
Newfoundland and Labrador	\$10.50	\$21.89	48.0%	\$11.00	\$21.09	52.2%	4.2
Prince Edward Island	\$11.00	\$19.21	57.3%	\$11.25	\$18.54	60.7%	3.4
Saskatchewan	\$10.72	\$24.05	44.6%	\$10.96	\$23.71	46.2%	1.6
Alberta	\$12.20	\$26.53	46.0%	\$13.60	\$25.69	52.9%	6.9
New Brunswick	\$10.65	\$19.46	54.7%	\$11.00	\$18.99	57.9%	3.2
British Columbia	\$10.85	\$23.36	46.4%	\$11.35	\$22.64	50.1%	3.7

*Prevailing minimum wage as of March of each year (i.e. end of fiscal year). Median wage is 12 month average (i.e. April to March of each fiscal year)*

**Figure 2: Ratio of Minimum Wage to Median Wage by Province**



## 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 minimum wage 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 a 12 month average of the April 2016 to March 2017 period and April 2017 to March 2018 period.

Minimum wage rates often change; therefore the minimum wage profile will differ from one report to the next.

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

### Definitions

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

#### 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.

#### 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.

#### Industry

North American Industry Classification System – Canada 2012

<http://www.statcan.gc.ca/eng/subjects/standard/naics/2012/index>

#### Minimum Wage Earner

People whose average hourly earnings are equal to or less than the minimum wage rate. Some employees fall outside the scope of the Employment Standards Code’s minimum wage provisions and may earn less than minimum wage. See Section 8 of the Employment Standards Regulation and section 2(3)(g) of the Code for more information.

#### 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.

## Appendix B

### Fact Sheet: Minimum Hourly Wage Rates

Province	Current Rate and Rank	Effective Date
ON	\$14.00 (1st)	1-Jan-18
AB	\$13.60 (2nd)	1-Oct-17
NT	\$13.46 (3rd)	1-Apr-18
NU	\$13.00 (4th)	1-Apr-16
PE	\$11.55 (5th)	1-Apr-18
YK	\$11.51 (6th)	1-Apr-18
BC	\$11.35 (7th)	15-Sep-17
NB	\$11.25 (8th)	1-Apr-18
QC	\$11.25 (8th)	1-May-17
MB	\$11.15 (9th)	1-Oct-17
NS	\$11.00 (10th)	1-Apr-18
NL	\$11.00 (10th)	1-Oct-17
SK	\$10.96 (11th)	1-Oct-17

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

### Provinces with Upcoming Minimum Wage Increases

Province	Minimum Hourly Wage Rate as of March 31, 2018	New Minimum Hourly Wage Rate	Effective Date
Alberta	\$13.60	\$15.00	October 1, 2018
British Columbia	\$11.35	\$12.65	June 1, 2018
New Brunswick	\$11.00	\$11.25	April 1, 2018
Northwest Territories	\$12.50	\$13.46	April 1, 2018
Nova Scotia	\$10.85	\$11.00	April 1, 2018
Ontario	\$14.00	\$15.00	January 1, 2019
Prince Edward Island	\$11.25	\$11.55	April 1, 2018
Quebec	\$11.25	\$12.00	May 1, 2018
Yukon	\$11.32	\$11.51	April 1, 2018

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

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