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**Low-paid Workers in Saskatchewan**

**A Report to the  
*Commission on Improving Work Opportunities  
for Saskatchewan Residents***

by

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**Please Note: The views expressed in this paper are those of the Author, and do not necessarily represent those held by the *Commission on Improving Work Opportunities for Saskatchewan Residents*.**



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I would also like to thank my colleague at CPRN, Richard Brisbois, who provided very helpful research assistance.

The author is responsible for any errors, and all interpretations of the data.



## 1. Introduction

A recent CPRN report finds that low-paid work is a large part of the labour market in Canada and that this has been the case for decades (Saunders 2005a). There has been no reduction since 1980 in the proportion of full-time workers who work for poverty-level wages, despite substantial economic growth, and despite increases in the level of educational attainment, especially among women.

In this report, we look at the how the incidence of low-pay in Saskatchewan compares with that of Canada as a whole. In particular, we examine, for Saskatchewan and Canada:

- The share of the workforce that is earning low hourly wages,
- the demographic characteristics of low-paid workers,
- the relationship between low pay among individual workers and low overall incomes for their families, and
- the trends in low pay between 1980 and 2000.

We also briefly recap the evidence (for Canada overall) on the extent to which low-paid workers are able to move over time into better-paid jobs.

As in the national report, we draw on recent research at Statistics Canada on these topics. The Saskatchewan data on low pay among full-time workers are from special tabulations from Census data provided by Statistics Canada, following the methodology developed in Chung (2004).

In section 2 of this paper, we provide a brief overview of the Saskatchewan labour market: number employed, participation rates, and unemployment rates, by gender, age group, and Aboriginal status. Section 3, the main body of the paper, is a profile of low-paid work in Saskatchewan, including the degree to which low pay is a gender or age phenomenon; the concentration of low-paid workers among such groups as immigrants, visible minorities, lone parents, and the less-educated; characteristics of low-paid jobs compared with other jobs; and the relationship between low pay and low income. In each case we compare the Saskatchewan data with those for Canada. In section 4, we examine the changes in these variables since 1980. Section 5 focuses on the degree of wage mobility in the national labour market (since we lack such data for Saskatchewan): the extent to which low-paid workers are able to obtain better-paid work over time. Finally, section 6 reviews the principal findings of this report and provides an overview of the policy mix to make work pay proposed in another recent CPRN publication (Saunders 2005b).

## 2. The Saskatchewan Labour Market

This section of the report presents data on the Saskatchewan labour market to provide contextual information as background to our examination of low-paid workers in the province. Unless otherwise indicated, we focus on the 2003 Saskatchewan labour market for those 15 to 64 years old.

In 2003, there were just over 500,000 people in the Saskatchewan labour force (53 percent men and 47 percent women) (Table 1). The distribution of the labour force by gender in Saskatchewan matches exactly that of the overall Canadian labour force. Most of the Saskatchewan labour force, approximately 70 percent, is between 25 and 54 years old, similar to the 73 percent figure for the Canadian labour force. Saskatchewan has a slightly higher proportion of younger workers (15 to 24 years old) in its labour force (19 percent) than does Canada overall (17 percent). The Saskatchewan labour force also has a similar proportion of older workers (55 to 64 years old) as the overall Canadian labour market, both with about 11 percent of the labour force in this age group.

The unemployment rate for Saskatchewan (5.7 percent) in 2003 was lower than that for Canada (7.7 percent). The same relationship holds for each gender and age group (with a larger difference for women than men).

The labour force participation rate in Saskatchewan in 2003 was higher than for Canada (80.4 and 78.1 percent, respectively). Participation rates were higher in Saskatchewan for both men and women and for all three age groups examined. The participation rate for older workers (55 to 64 years old) in Saskatchewan (64.1 percent) was much higher than for Canada as a whole (56.6 percent).

**Table 1: 2003 Saskatchewan and Canada Labour Force Statistics, 15 to 64 Year Olds**

	<b>Total 15-64 Years</b>	<b>Men 15-64 Years</b>	<b>Women 15-64 Years</b>	<b>15-24 Years</b>	<b>25-54 Years</b>	<b>55-64 Years</b>
<b>Labour Force</b>						
<b>Number</b> (thousands)	500.5	266.8	233.7	94.1	349.3	57.2
<b>Distribution (%)</b>						
<b>Saskatchewan</b>	100%	53.3%	46.7%	18.8%	69.8%	11.4%
<b>Canada</b>	100%	53.3%	46.7%	16.6%	72.6%	10.8%
<b>Unemployment Rate</b>						
<b>Saskatchewan</b>	5.7%	6.6%	4.8%	10.8%	4.7%	3.7%
<b>Canada</b>	7.7%	8.1%	7.3%	13.8%	6.5%	6.3%
<b>Participation Rate</b>						
<b>Saskatchewan</b>	80.4%	85.0%	75.8%	67.9%	88.6%	64.1%
<b>Canada</b>	78.1%	83.2%	73.0%	67.0%	86.3%	56.6%

Source: 2003 Statistics Canada Labour Force Historical Review. Catalogue Number 71F0004XCB. Data limited to those 15 to 64 years old, and do not include those living on-reserve.

As shown below in Table 2, 25 percent of both the Saskatchewan and Canadian labour forces work in goods-producing sectors and 75 percent work in services-producing sectors. However, there are some differences when examining specific industries. A higher percentage of the Saskatchewan labour force works in: agriculture (9.3 percent in Saskatchewan versus 2.1 percent for Canada); forestry, fishing mining, oil and gas (3.7 percent versus 1.9 percent in Canada); educational services (8.1 percent versus 6.4 percent in Canada); and accommodation and food services (7.3 percent versus 6.6 percent in Canada). A much lower percentage of the Saskatchewan labour force works in manufacturing (5.8 percent versus 14.3 percent in Canada).

**Table 2: 2003 Saskatchewan and Canada Labour Force by Industry, 15 Years Old and Over**

	Canada	Saskatchewan
	Percentage of labour force 15 years old and over	
<b>Goods-producing sector</b>	25.1%	25.0%
Agriculture	2.1%	9.3%
Forestry, fishing, mining, oil and gas	1.9%	3.7%
Utilities	0.8%	0.9%
Construction	6.0%	5.3%
Manufacturing	14.3%	5.8%
<b>Services-producing sector</b>	72.5%	73.5%
Trade	15.2%	15.6%
Transportation and warehousing	4.7%	4.7%
Finance, insurance, real estate and leasing	5.6%	5.4%
Professional, scientific and technical services	6.1%	3.6%
Business, building and other support services	4.0%	2.4%
Educational services	6.4%	8.1%
Health care and social assistance	10.1%	11.7%
Information, culture and recreation	4.5%	4.2%
Accommodation and food services	6.6%	7.3%
Other services	4.4%	4.9%
Public administration	4.9%	5.5%
Unclassified industries	2.4%	1.6%

Source: 2003 Statistics Canada Labour Force Historical Review. Catalogue Number 71F0004XCB. Data for those 15 years old and over, and do not include those living on-reserve.

## 2.1 The Aboriginal Labour Force

Table 3 presents labour force data by Aboriginal identity from the 2001 Census on the Saskatchewan and overall Canadian labour forces for those 15 years old and over. Aboriginals made up 8.4 percent of the Saskatchewan labour force compared with only 2.5 percent of the Canadian labour force.

The 2001 participation rate for the Aboriginal labour force in Saskatchewan was 55 percent compared with the overall Saskatchewan labour force participation rate of 68 percent. This was also lower than the participation rate for the Aboriginal labour force for Canada as a whole at 61 percent.

In 2001, the unemployment rate for the Aboriginal labour force in Saskatchewan was 23 percent which is significantly higher than the rate for the overall Saskatchewan labour force of only 6 percent and somewhat higher than the unemployment rate for the Aboriginal labour force in Canada as a whole at 19 percent.

**Table 3: Labour Force Statistics by Aboriginal Identity for Saskatchewan and Canada for Population 15 Years and Over, 2001**

	<b>Total Aboriginal and non-Aboriginal population 15 years and over</b>	<b>Total Aboriginal identity population 15 years and over</b>
<b>Labour Force</b>		
<i>Saskatchewan</i>	512,240	42,885 or 8.4% of labour force
<i>Canada</i>	15,872,070	400,435 or 2.5% of labour force
<b>Participation Rate</b>		
<i>Saskatchewan</i>	67.8%	54.5%
<i>Canada</i>	66.4%	61.4%
<b>Unemployment Rate</b>		
<i>Saskatchewan</i>	6.3%	23.0%
<i>Canada</i>	7.4%	19.1%

Source: Statistics Canada: Selected Labour Force Characteristics (50), Aboriginal Identity (8), Age Groups (5A) and Sex (3) for Population 15 Years and Over, for Canada, Provinces, Territories and Census Metropolitan Areas, 2001 Census - 20% Sample Data. Number 97F0011XCB2001045. Data presented for those 15 years old and over.

Note: The overall participation rate for Canada noted in the table above (66.4 percent) includes all Canadians 15 years and older - from the 2001 Census. This is lower than the participation rate reported earlier in Table 1 (78.1 percent) which includes only those 15 to 64 years old - from the 2003 Labour Force Survey.

Users should be aware that the counts for this item are more affected than most by the incomplete enumeration of certain Indian reserves and Indian settlements. The extent of the impact will depend on the geographic area under study. In 2001, a total of 30 Indian reserves and Indian settlements were incompletely enumerated by the census. The populations of these 30 communities are not included in the census counts.

### 3. A Profile of Low-paid Work in Saskatchewan

#### 3.1 Who Are the Low-paid Workers?

Our particular interest in this paper is to document the extent of low pay in Saskatchewan and the characteristics of low-paid workers. There is no single agreed-upon definition of low pay, but an approach found in a number of recent papers (Maxwell, 2002; Chung 2004)<sup>1</sup>, and followed here, is to look at people earning less than \$10 per hour in 2000 or 2001 dollars.<sup>2</sup>

The Census data reported in Morissette and Picot (2005), adapted from Chung (2004), allow us to identify the concentration of low-paid workers in various demographic groups. These data focus on individuals aged 15 to 64, who are not full-time students, and worked mainly full-time. Statistics Canada has provided special tabulations of these data for Saskatchewan. In Saskatchewan, 21.4 percent of full-time workers, or 59,000 people, earned less than \$10/hour in 2000.<sup>3</sup> This compares with 16.3 percent for Canada. (See Appendices B and C.)

Figure 1 shows that there is a strong gender dimension to low pay in Saskatchewan and Canada. About 28 percent of women full-time workers in Saskatchewan were low paid in 2000 compared to only 16 percent of men. For Canada, the corresponding figures are 21.9 percent and 12.1 percent, respectively. Women's pay has been catching up with that of men, but women are still disproportionately low-paid.

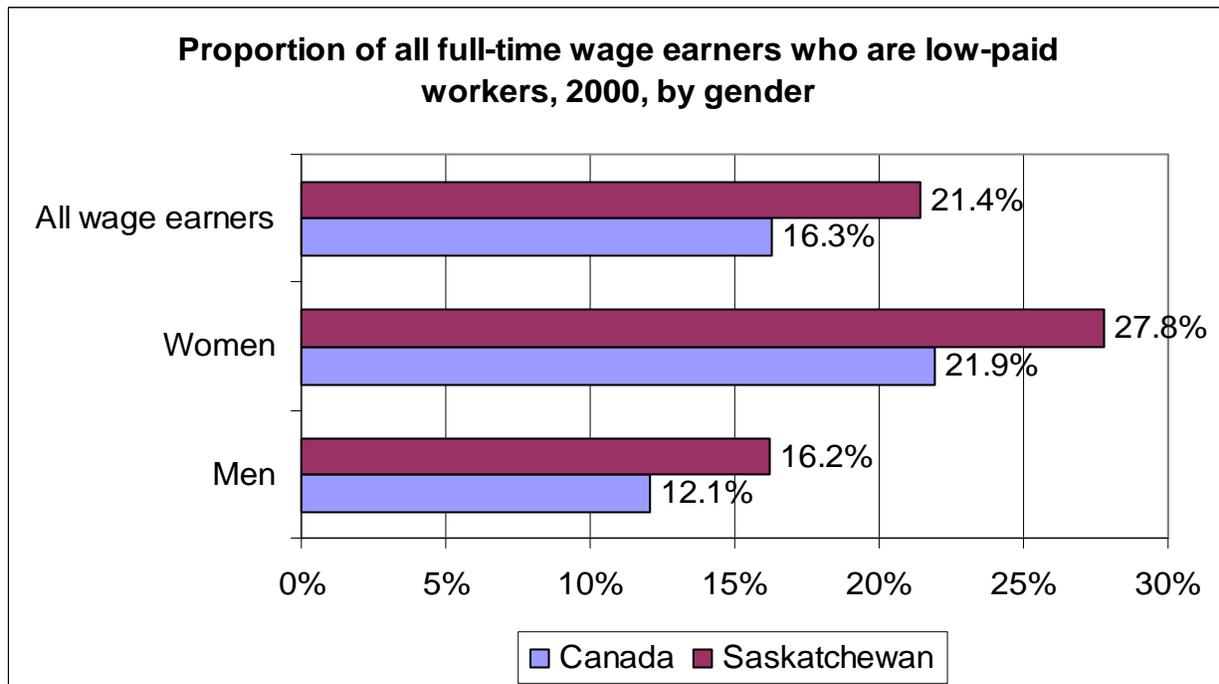
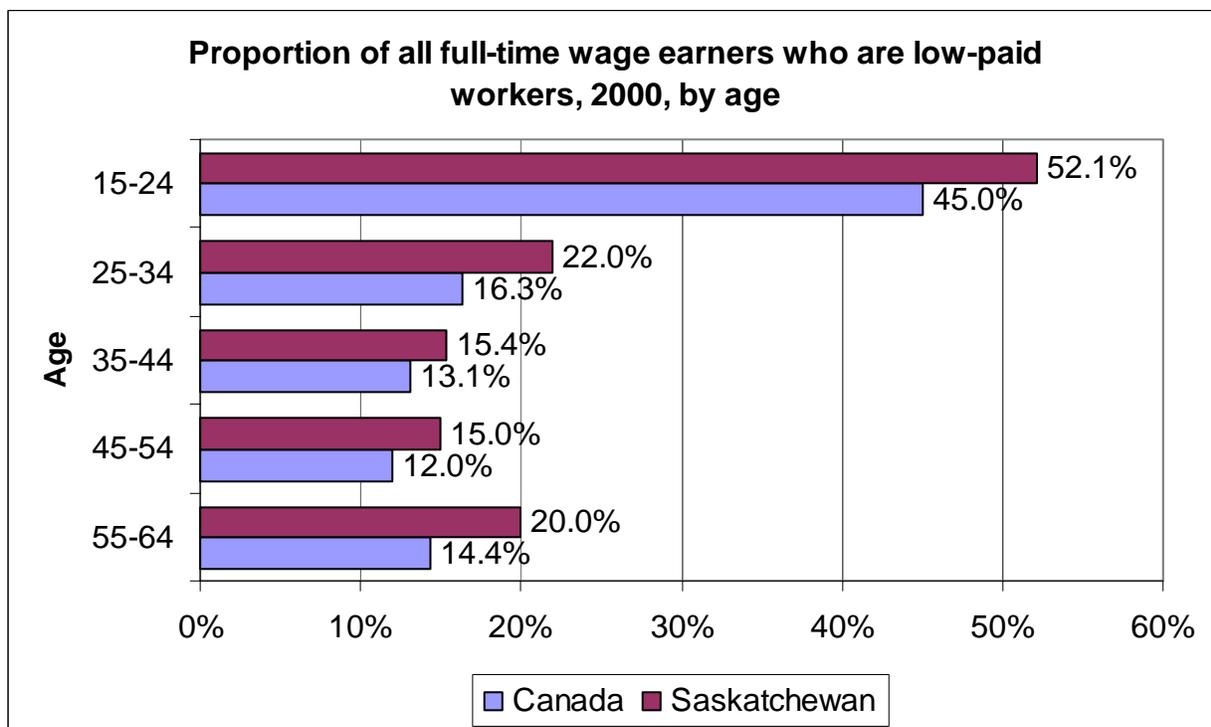
Figure 2 illustrates that low pay is highly concentrated among teenagers and young adults. Over half of full-time workers aged 15 to 24 were low paid in Saskatchewan in 2000. However, the incidence of low pay was sizeable for all groups. Twenty-two percent of those aged 25 to 34 were low paid in 2000 in Saskatchewan, slightly above the average rate of 21.4 percent for all full-time workers.

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<sup>1</sup> Chung, using Census data, looks at full-time workers with weekly earnings under \$375. Assuming full-time hours are approximately 37.5 hours per week yields the \$10/hour threshold used by Maxwell.

<sup>2</sup> If converted to annual income at full-time hours, this is a little above the before tax low income cut-off (LICO) for a single, unattached person in a large urban area. A single person working 37.5 hours every week year round would have had to earn approximately \$9.40/hour to reach this threshold in 2000. In 2001, they would have had to earn about \$9.70/hour; in 2003, about \$10.15/hour. For Saskatchewan, where the largest urban centres have populations of about 200,000, a lower threshold would be arguably more appropriate, such as about \$8.50/hour in 2000. However, given the availability of data at the \$10/hour rate, we continue to use this as an indicator of low pay in this paper. In the policy section below, however, we note that an appropriate target for the minimum wage in Saskatchewan might be lower than that in jurisdictions with larger urban centres.

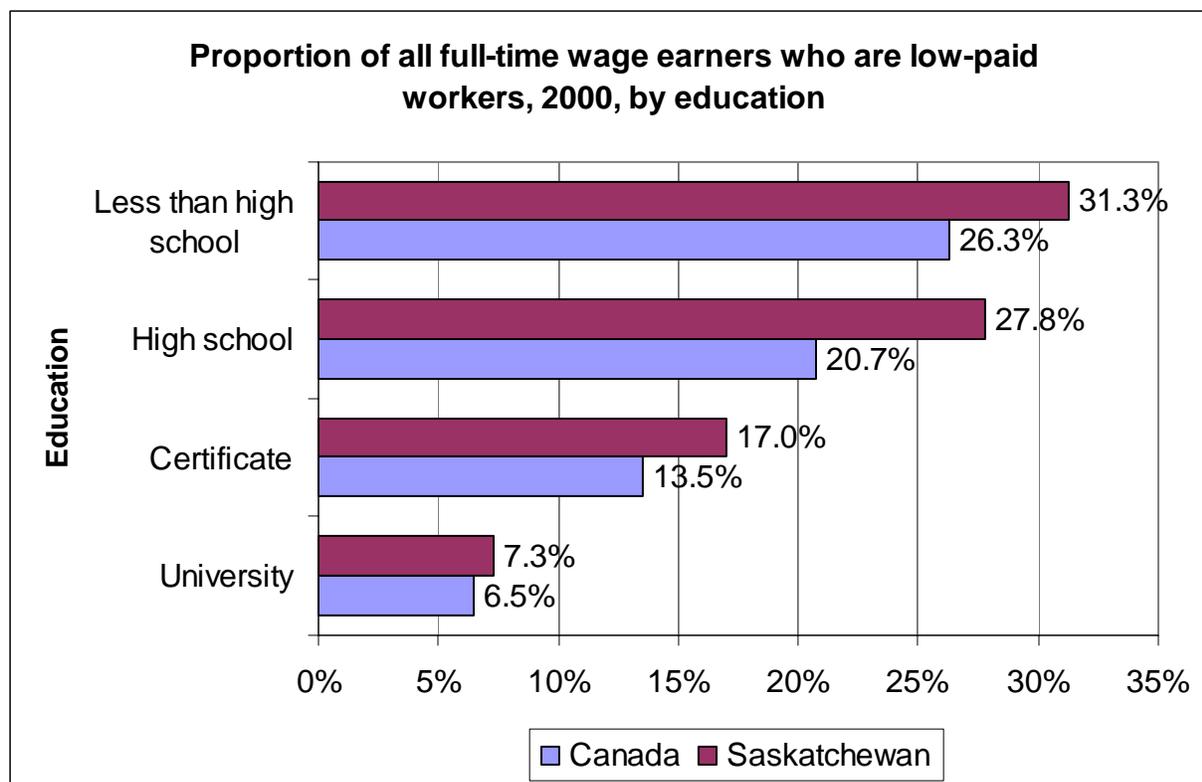
<sup>3</sup> Using survey data (not reported for Saskatchewan), Morissette and Johnson (2005, Table 2) find that almost 24 percent of all jobs (full-time or part-time) held by people aged 17 to 64 in Canada in 2004 paid low wages (below \$10 per hour in 2001 dollars).

**Figure 1: Gender and Low Pay****Figure 2: Age and Low Pay**

Source (both Figures): The data for Canada are the Census data reported in Morissette and Picot (2005), adapted from Chung (2004). These data focus on individuals aged 15 to 64, who are not full-time students, and worked mainly full-time. The Saskatchewan data are from special tabulations provided to CPRN by Statistics Canada.

We would expect a strong (inverse) relationship between level of educational attainment and the incidence of low pay, especially in a knowledge economy that puts a premium on high-level skills. Figure 3 shows that low pay is over four times as prevalent in Saskatchewan among those who did not complete high school (and almost four times as prevalent for those with a high school diploma but no post-secondary certificate or degree) as it is among individuals who graduated from university. The profile of low pay by level of educational attainment is similar in Saskatchewan to that for Canada as a whole.

**Figure 3: Education and Low Pay**



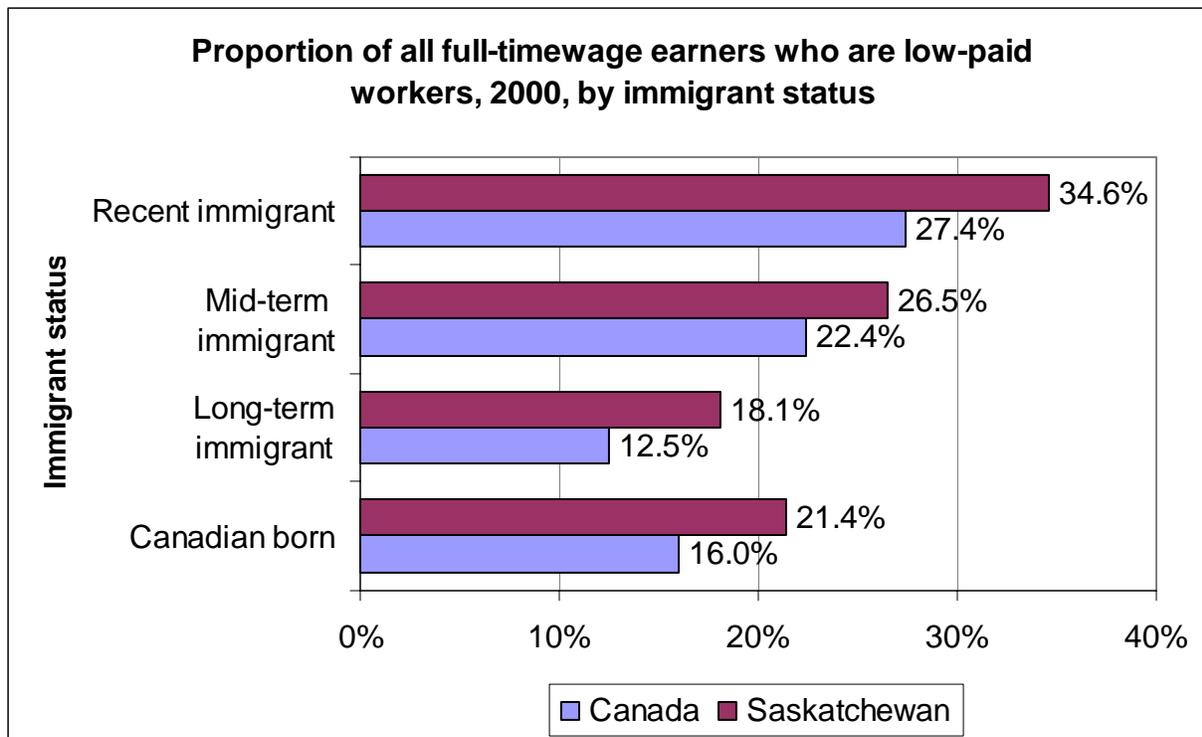
Source: The Census data reported in Morissette and Picot (2005), adapted from Chung (2004). These data focus on individuals aged 15 to 64, who are not full-time students, and worked mainly full-time. The Saskatchewan data are from special tabulations provided to CPRN by Statistics Canada.

While low pay is relatively concentrated among the less educated, over one-third of the low-paid full-time workers in Saskatchewan have a post-secondary certificate or university degree. (See Appendix A, second column.) For Canada, the figure is over 37 percent. (Morissette and Picot, 2005, Table 14.) Education helps to avoid low pay, but it is not a panacea.

It is now well documented that the labour market experience of recent immigrants (those who arrived in Canada during the five years preceding the reference year) deteriorated since 1980, though it improved slightly between 1995 and 2000 (Picot 2004; Frenette and Morissette, 2003; Green and Worswick, 2003). Figure 4 shows that over one-third of recent immigrants (those in Canada five years or less) to Saskatchewan were low-paid in 2000, compared to one-fifth of Canadian-born workers. In Saskatchewan, mid-term immigrants (those who immigrated between

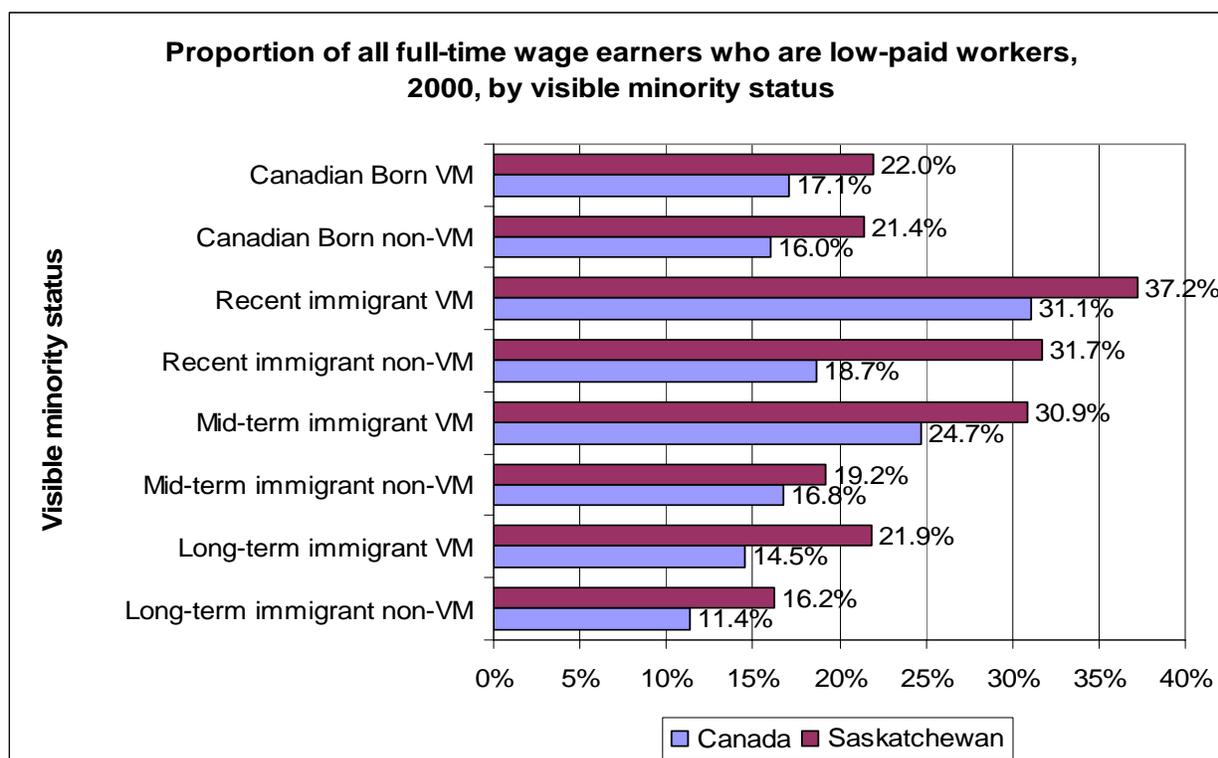
six and 15 years before the Census year) are also more likely to experience low pay than Canadian-born workers.

**Figure 4: Immigrant Status and Low Pay**



Source: The Census data reported in Morissette and Picot (2005), adapted from Chung (2004). These data focus on individuals aged 15 to 64, who are not full-time students, and worked mainly full-time. The Saskatchewan data are from special tabulations provided to CPRN by Statistics Canada. Recent immigrants arrived in Canada during the five years prior to the Census reference year (1995 to 1999 in the case shown); mid-term immigrants arrived six to 15 years before, and long-term immigrants more than 15 years before.

Figure 5 breaks this down further, by looking at visible minority status for each of these groups. In Canada and Saskatchewan, visible minority status makes little difference to the concentration of low pay among Canadian-born wage earners. However, visible minority status does make a difference in the concentration of those in low pay among recent immigrants and mid-term immigrants. In Saskatchewan, about 37 percent of recent immigrants who are visible minorities earn low pay. This compares with 32 percent of recent immigrants in the province who are not visible minorities. Likewise, in Saskatchewan, 31 percent of mid-term immigrants who are visible minorities work for low pay compared with only 19 percent of mid-term immigrants in the province that are not visible minorities. The pattern is similar for Canada as a whole.

**Figure 5: Visible Minority Status and Low Pay**

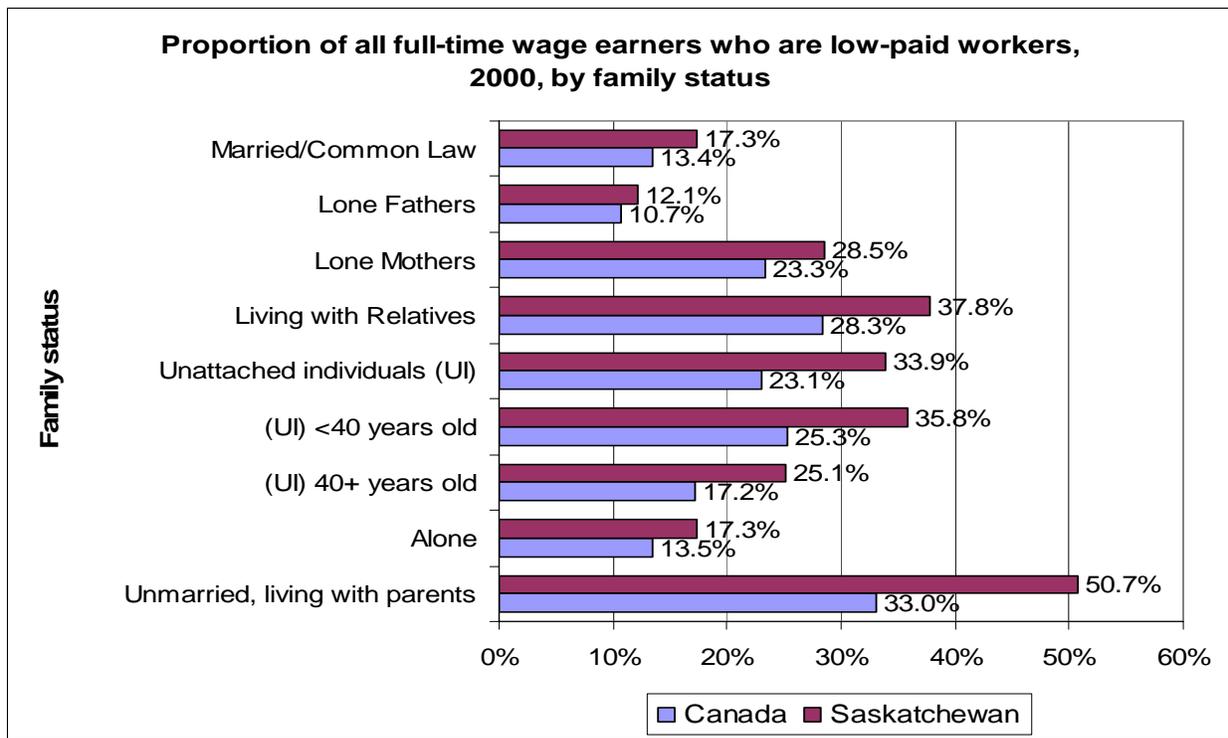
Source: The Census data reported in Morissette and Picot (2005), adapted from Chung (2004). These data focus on individuals aged 15 to 64, who are not full-time students, and worked mainly full-time. The Saskatchewan data are from special tabulations provided to CPRN by Statistics Canada. Recent immigrants arrived in Canada during the five years prior to the Census reference year (1995 to 1999 in the case shown); mid-term immigrants arrived six to 15 years before, and long-term immigrants more than 15 years before.

It is important to note that the data on low wage earners tabulated by Chung do not identify Aboriginal status. Some information on the annual earnings (as distinct from wage rates) of Aboriginal people is available from the Census. In 2000, average employment income for Aboriginals working full-year, full-time in Saskatchewan was \$30,141, about 16 percent lower than the figure of \$35,783 for non-Aboriginal persons. For Canada, the figures are \$33,416 and \$43,486, respectively, a gap of 23 percent. The gaps are bigger when one looks at people who worked part-year or part-time. In Saskatchewan, the average employment income in 2000 for this group was \$12,287 for Aboriginals, \$16,130 for non-Aboriginals, a gap of 24 percent. (For Canada, the figures are \$13,795 and \$19,383, a gap of 29 percent.) (Statistics Canada, 2001 *Census*) (Please see notes following Table 3, page 4, for full explanation of data used.)

Figures 6 and 7 complete this profile of low-paid, full-time workers by looking, respectively, at low pay by family status and whether or not the individual is disabled. The incidence of low pay is relatively high for lone mothers (but not lone fathers), people living with relatives but not part of a census family, and unattached individuals.<sup>4</sup> It is also relatively high for persons with a disability.

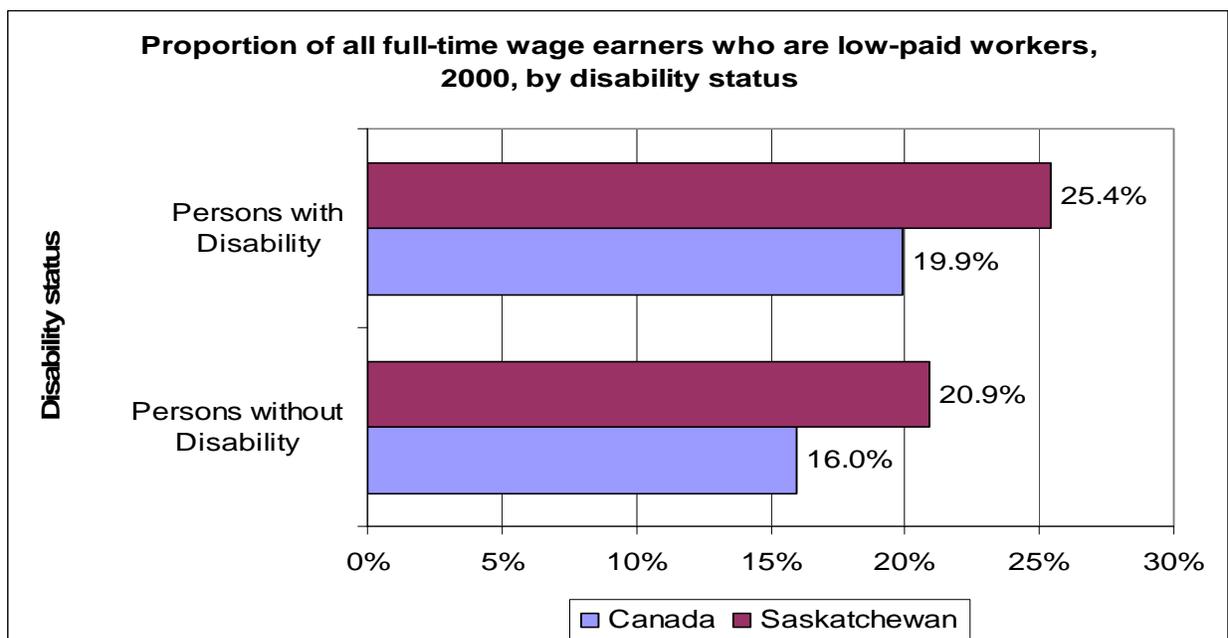
<sup>4</sup> Chung (2004) defines unattached individuals as those living with others but who are not related to them nor share their income with them (e.g., boarders, roommates, etc).

**Figure 6: Family Status and Low Pay**



Source: The Census data reported in Morissette and Picot (2005), adapted from Chung (2004). These data focus on individuals aged 15 to 64, who are not full-time students, and worked mainly full-time. The Saskatchewan data are from special tabulations provided to CPRN by Statistics Canada.

**Figure 7: Disability and Low Pay**



Source: The Census data reported in Morissette and Picot (2005), adapted from Chung (2004). These data focus on individuals aged 15 to 64, who are not full-time students, and worked mainly full-time.

In summary, we have seen that low-paid work (below \$10 per hour in 2001 dollars) among full-time workers in Saskatchewan is particularly high for: women; young people; the less-educated; recent and mid-term immigrants; lone mothers; unattached individuals; and persons with a disability.

Low-paid workers are often disadvantaged with respect to other aspects of their jobs besides wages. Findings reported in Saunders (2005a), based on national data, indicate that low-paid workers are more likely than better-paid workers to experience poor access to benefits, more precarious work arrangements, less access to employer-sponsored training, and relatively low union coverage.

### 3.2 Low Pay and Low Income

The incidence of low pay is of interest whether or not low-paid individuals live in families that have, collectively, low income. Arguably, the labour market should provide decent rewards to those who work, regardless of whether the person in question is living in a family unit with other earners. Moreover, as Chaykowski (2005) points out, with the growing instability of the family unit, adults whose individual earnings are low are vulnerable to falling into poverty, even if at a point in time, they are financially supported by other family members.

Nevertheless, concerns about low pay are certainly heightened when low-paid individuals have difficulty making ends meet, taking into account family income. Morissette and Picot (2005), following the approach taken in Chung (2004) look at how many low-paid workers live in low-income households, as defined by Statistics Canada's Low Income Cut-off (LICO) before tax and after transfers.<sup>5</sup> Once again, the focus is on people aged 15 to 64, who are not full-time students, and worked mainly on a full-time basis.<sup>6</sup> Statistics Canada has provided special tabulations of these data for Saskatchewan.

Appendix D shows that in 2000, about 27 percent of all low-paid (earning below \$10/hour), full-time workers in Saskatchewan lived in low-income families. This is somewhat lower than the figure of 30 percent for Canada (Appendix E). In other words, although the share of full-time workers represented by people earning less than \$10/hour is higher in Saskatchewan than in Canada as a whole, the probability that a full-time worker paid below \$10/hour is living in a low-income household is lower in Saskatchewan. This should not be surprising, in that the LICO thresholds are lower in Saskatchewan's cities than in larger urban centres, so it takes less income to reach the threshold.

The percentage of low-paid workers in Saskatchewan who live in low-income households is higher for men (32) than women (23), likely reflecting differences in spousal income. It is relatively high for recent and mid-immigrants (both about 30 percent), lone parents (over 50 percent), and people living alone (63 percent). It is highest, at over 70 percent, for unattached individuals (those living with others they are not related to nor share their income with). These findings regarding unattached individuals and those living alone reflect the fact that such persons, by definition, do not benefit from other earners in the household. Arguably, policy-

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<sup>5</sup> Census data do not currently include data on after-tax income.

<sup>6</sup> For the distribution in 2000 across demographic groups of all full-time workers, low-paid full-time workers, and low-paid workers in low income families, see Morissette and Picot (2005, Table 14).

makers ought to be concerned if full-time, full-year work leaves people in poverty. While most full-time workers in Saskatchewan earning less than \$10/hour are not poor, 27 percent are, and the figure is much higher for those who have no-one else contributing to household income. Moreover, with the instability of family units – the divorce rate in Canada in 2001 was six times the rate in 1961<sup>7</sup> – one cannot rely on spousal attachments as a basis for keeping people out of poverty.

The data in Appendix D do not show much variation by level of education. We have seen that low pay is concentrated among the less-educated. However, those university-educated workers who are nevertheless low-paid are as likely to live in low-income households as are low-paid workers with lower levels of educational attainment.

Appendix F looks at the data on low pay and low income in another way: it documents the proportion of all full-time wage earners who are both low-paid and live in low-income households. Overall, this stands at 5.7 percent in Saskatchewan in 2000, slightly higher than the national average of 4.9 percent. (See Appendix G for the latter.) The figure rises well above this level for some groups. The ratio is particularly high for unattached individuals who do not have a second earner with whom to share income: 20 percent of unattached male workers in Saskatchewan were both low-paid and living in low income households in 2000; 31 percent of unattached women. Single mothers (for whom the figure is 15 percent), individuals with a high school diploma or less (9 percent), recent and mid-term immigrants (10 percent and 8 percent respectively), and persons aged 15 to 24 (15 percent) also are more likely than the average worker to be both low-paid and in low income, a pattern similar to that found in Canada as a whole.

#### **4. Changes in Low Pay in Saskatchewan and Canada since 1980**

We have examined the current profile of low pay in Saskatchewan: the incidence of low-pay among full-time workers, the characteristics of low-paid workers, and the extent to which low-paid individuals live in low-income families. We have seen that a sizeable share of jobs in Saskatchewan are low paid and identified the incidence of low pay across various demographic categories. How has the situation changed over time? In this section, we look at changes in the incidence of low pay since 1980, drawing on the tabulations from the Census reported in Chung (2004) and Morissette and Picot (2005), and the special tabulations for Saskatchewan provided by Statistics Canada, all shown in the appendices to this paper.

The educational attainment of the Canadian workforce has grown substantially since 1981. On a national basis, the proportion of female workers, aged 25 and over, with a university degree rose from 12 percent in 1981 to 24 percent in 2003. In Saskatchewan, the increase for female workers was from 9 percent to 19 percent. Similarly, the proportion of male workers in Canada with a university degree rose from 16 percent in 1990 to 23 percent in 2003. The increase for male workers in Saskatchewan was from 12 percent to 17 percent.<sup>8</sup>

<sup>7</sup> Source: Jenson (2004), Table 1, p.6. Almost all of the increase in divorce rates occurred in the 1960s and 1970s, so this is not a new issue, but it remains pertinent to policy considerations about “making work pay”.

<sup>8</sup> Source: Statistics Canada 2003 Labour Force Historical Review CD-ROM: 71F0004XCB.

The average standard of living has also grown. Real GDP per capita in Canada rose by 43 percent between 1981 and 2003.

These developments might lead one to expect sizeable growth in real wages, and a shrinkage in the share of the workforce earning less than a particular fixed real wage threshold (such as the \$10 per hour threshold used above).

On the other hand, as noted in Saunders (2005a), the last two decades have witnessed changes that might work in the other direction, such as heightened international competition, greater mobility of capital, shifts of employment away from manufacturing, and a decline in union density and in large firms' share of total employment. Moreover, non-standard employment (part-time, temporary, and/or self-employment) has grown (Vosko, Cranford, and Zukewich, 2003), and most non-standard workers remain in such jobs for an extended period of time (Kapsalis and Tourigny, 2004).

What has been the net effect on wage growth? On a national basis, median real wages (for all jobs taken together, full-time and part-time) have not grown. Among employees aged 17 to 64, median hourly wages (in 2001 dollars) have changed little between 1981 and 2004 remaining at approximately \$15 in 2001 dollars (Morissette and Picot, 2005, Table 1). Men's median hourly wages in Canada fell over the period, from \$17.29 to \$16.92, while women's median wages rose from \$12.85 per hour to \$13.93. Median hourly wages for full-time jobs rose by about 5 percent, while those in part-time jobs fell 15 percent (Morissette and Picot, 2005, Table 2). Median wages among newly hired employees (those with two years of seniority or less) aged 25 to 64 fell 13 percent for men and 2 percent for women.

Has the incidence of low-paid work in Canada changed since 1980? The data in Appendix C (based on a \$10/hour threshold in 2000, adjusted to take account of inflation for the other years shown) indicate that that this ratio is slightly higher in 2000 (at 16.3 percent) than in 1980 (at 15.4 percent). There was a sizeable increase in the incidence of low pay for men, from 9 percent to 12.1 percent, and an improvement for women (from 26.1 percent in 1980 to 21.9 percent in 2000), but the rate of low pay for women remained much higher than for men at the end of this period. Overall, two decades of economic growth and increased educational attainment have done nothing to improve the incidence of low pay in Canada. The data in Appendix C show that, for any given level of educational attainment, the incidence of low pay in Canada rose between 1980 and 2000. It also increased within every age group.

For Saskatchewan, the trends are at least as grim. The overall share of low pay among full-time workers rose from 16.9 percent in 1980 to 21.4 percent in 2000. (See Appendix B.) For women there was little change (from 27 percent in 1980 to 28 percent in 2000), while for men, the incidence of low pay rose markedly, from 10.5 percent to 16.2 percent. As in the national data, low pay rose for every category of educational attainment. It also rose in Saskatchewan for every age category. The increase was particularly sharp for young workers (aged 15 to 24), from 28.2 percent in 1980 to 52.1 percent in 2000, and for the 25 to 34 year-old group, from 11.7 percent to 22 percent. The incidence of low pay in Saskatchewan also rose considerably for immigrants, much more so than for those born in Canada.

How has the relationship between individual low pay and low household income changed over time? For Saskatchewan, the data in Appendix D show that the percentage of low-paid workers whose household income is below the LICO threshold fell somewhat, from 30.4 percent in 1980 to 26.6 percent in 2000. (This is a different pattern than for Canada as a whole, where the ratio remained constant at 30 percent.) However, this is more than offset by the fact that the incidence of low pay in Saskatchewan rose over the period, so that the share of all full-time workers who were both low paid and living in low income rose from 5.1 percent in 1980 to 5.7 percent in 2000<sup>9</sup>. (See Appendix F.) For Canada, the figures are 4.6 percent in 1980 and 4.9 percent in 2000 (Appendix G).

Some groups have experienced a sizeable increase in the risk of being both low-paid and in a low-income household. For example, in Saskatchewan, the incidence of the combination of low pay and low income for full-time workers aged 15 to 24 rose from 8.9 percent in 1980 to 14.8 percent in 2000. Sizeable increases in this ratio were also experienced by mid-term immigrants, and by workers with a high school diploma or less.

## 5. Mobility Out of Low Pay in Canada

While the profile of low-paid jobs and the trends over time in the incidence of low pay are of interest from a policy perspective, one also wants to know about the length of time workers spend in low-paid jobs. To what extent are individuals able to use low-paid work as a stepping stone towards higher paying positions? To what extent are people “stuck” in low-paid jobs? Have the chances of “moving up” improved over time? Unfortunately, we do not have data for Saskatchewan on these questions. In this section, we review the findings on mobility out of low pay for Canada as a whole.<sup>10</sup>

The key recent study on the degree to which people who have low wage rates are able to obtain better pay over time is that by Janz (2004). She uses the longitudinal component of the *Survey of Labour and Income Dynamics* (SLID) to examine whether full-year, full-time workers who had low hourly earnings (in the main job) in 1996 were able to escape low pay five years later.<sup>11</sup> She finds that 47 percent of those who were low-paid in 1996 had failed to move up by 2001. The probability of moving up<sup>12</sup> varied markedly across demographic groupings.

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<sup>9</sup> These figures can be seen as the result of multiplying the low-pay share by the proportion of low-paid workers who live in low-income households. For example, in Saskatchewan in 1980, the former was 17.4 percent, the latter 28.3 percent, resulting in 4.9 percent ( $0.174 \times 0.283 = .0492$ ) as the share of all full-time workers who are both low-paid and living in low-income families.

<sup>10</sup> This section of the paper is, therefore, with minor modifications, drawn from our earlier report on low pay in Canada (Saunders, 2005).

<sup>11</sup> As noted above, the threshold Janz uses for low pay is based on the before-tax Low Income Cutoff (LICO) for a family of two people living in an urban area of at least half a million people. An individual with low earnings in 1996 is treated as having escaped low pay in 2001 if, in the latter year, his or her earnings were at least 10 percent above the LICO threshold for that year. This extra 10 percent is used to avoid including marginal transitions out of low-paid work.

<sup>12</sup> Janz uses a logistic regression analysis to derive these probabilities.

- Men had a 73 percent chance of moving up; for women, the figure was only 28 percent.
- Young workers (aged 16 to 24) had a high incidence of low pay, but also a relatively high probability (almost 70 percent) of moving up.
- People who were low-paid in 1996 with a university degree had a much higher probability of moving up (about 80 percent) than those with some post-secondary education, but no degree (56 percent) or those with a high school diploma or less (46 percent).
- Workers in a union had a 68 percent chance of moving up, compared to 46 percent for non-union workers.

Fleury and Fortin (2004) look at the extent to which individuals working at least 910 hours in 1996 and living in a low-income family – which is, of course, different from having low hourly earnings – were able to rise above low income in the following five years. They find that those who were low-income workers in 1996 spent on average three years below the LICO, and nearly 40 percent of them spent four or five years below the LICO. Almost half of those who moved up did so not because of their own earnings, but because of a change in family structure or an increase in the income of other family members.

Has the ability to move up changed over time? Morissette and Zhang (2005), using longitudinal data to track workers over four years during the latter part of the expansionary phase of the business cycle in both the 1980s and 1990s (i.e., 1985 to 1989, and 1996 to 2000), ask what proportion of low earners escape low earnings after four years.<sup>13</sup> For men aged 30 or more, there is no evidence of increased upward mobility of earnings. For this group, chances of moving out of low earnings during the 1996-2000 were about the same as they were during 1985-1989. Among men aged 25 to 29, chances of escaping low earnings improved slightly between these two periods. For women with low earnings, only those aged 25 to 29 enjoyed much increase in upward mobility. Their chances of moving out of low earnings rose by about six percentage points between 1985-1989 and 1996-2000. However, most women experienced only marginal changes in upward mobility between these two periods. The gender gap may be narrowing, but women are still disproportionately low-paid, and most low-paid women have difficulty moving up.

It is noteworthy that low-paid men were no more likely to escape low earnings in the mid-1990s than their counterparts were in the mid-1980s, yet educational attainment for this group had grown over time. This implies that for some categories of educational attainment, upward mobility of low-paid males must have fallen.<sup>14</sup> When one considers this finding together with that of the wage stagnation discussed above, it appears that rising educational attainment is just keeping people floating at the same level – and those with low educational attainment are sinking.

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<sup>13</sup> They use the same low-pay threshold as Janz.

<sup>14</sup> Furthermore, Morissette and Zhang (2005) find that moving out of low earnings is not necessarily a permanent state: fully one-quarter of workers who escape low earnings after four years fall back into low earnings within the next four years.

In summary, on a national basis, about half of workers who are low paid remain so five years later, with particularly low mobility out of low pay for women and for young people. Moreover, the ability to move up has not improved much over time for most demographic groups.

## 6. Conclusions and Policy Implications

Low-paid work has been and continues to be a sizeable part of the labour market in Canada and in Saskatchewan.

- In Saskatchewan, over one in five full-time workers, or 59,000 people, earned less than \$10/hour in 2000. This compares with 16.3 percent (one in six) for Canada.
- Groups with a relatively high rate of low pay in Saskatchewan include: women; young people; the less-educated; recent and mid-term immigrants; lone mothers; unattached individuals; and persons with a disability. Data on annual earnings indicate a sizeable gap between Aboriginal and non-Aboriginal workers (in Saskatchewan and in Canada as a whole).
- National data show that people who are in low-paid jobs have considerably less access to non-wage benefits (such as extended medical coverage, dental insurance, and pension plans) than do better-paid workers. The low-paid tend to have more precarious work arrangements, less access to employer-sponsored training, and relatively low union coverage.
- Low-paid workers are not necessarily in low-income households, since other family members may contribute to household income (and non-wage sources of income need to be considered). In 2000, about 27 percent of all low-paid (earning below \$10/hour), full-time workers in Saskatchewan lived in low-income families. For Canada, the figure is 30 percent.
- The percentage of low-paid workers in Saskatchewan who live in low-income households is relatively high for recent and mid-immigrants (30 percent for each group), lone parents (over 50 percent), and people living alone (over 60 percent). It is highest, at over 70 percent, for unattached individuals.
- Despite substantial growth in productivity and in workers' level of educational attainment, median wages in Canada (considering both full-time and part-time jobs) hardly grew between 1981 and 2004 and there was no improvement in the incidence of low pay. In Saskatchewan, the share of low pay among full-time workers rose from 16.9 percent in 1980 to 21.4 percent in 2000. It was stable for women, but for Saskatchewan men the incidence of low pay rose from 10.5 percent to 16.2 percent. It also rose for every category of educational attainment and every age category, with the sharpest increases for young workers (aged 15 to 24) and for the 25 to 34 year-old group. National data indicate that the hourly wages of newly hired employees have fallen considerably relative to those of other workers.

- About half of Canadians who were low-paid in 1996 had failed to escape low pay five years later. The rate of mobility out of low pay is particularly low for women and for the less-educated.

It is clear that low-paid work constitutes a large part of the labour market in Saskatchewan (as it does in Canada as a whole). While most low-paid workers are not living in low-income households, it remains the case that many people who work full-time do not earn enough to stay out of poverty. Evidence from CPRN's *Citizens' Dialogue on Canada's Future: A 21st Century Social Contract* suggests that Canadians expect people who work to be able to live decently. Citizens articulated a vision of a "working society" where everyone who can work gets a chance to earn a living wage (MacKinnon et al., 2003). Yet we have people working full-time who are poor.

## 6.1 Instruments to Improve Incomes of the Working Poor

What instruments might be effective and efficient in helping low-paid workers improve not only their take-home pay, but also their access to non-wage benefits and opportunities to enhance their skill levels? A recent CPRN report (Saunders 2005b) addresses this question. In this section, we summarize the findings of that report. The instruments reviewed include those focused on **incomes** (e.g., increasing the minimum wage; providing income supplements), on **non-wage benefits** (such as better access to Employment Insurance) and **supports** (such as access to affordable childcare, social housing, or insurance to pay medical costs that are not currently covered by public plans), and on enhancing the **assets** of vulnerable workers, be these financial assets (savings), or human capital (skills).

### *Income-related Instruments*

Increasing the minimum wage would help make work pay, improve the incentive to move from welfare to work, and possibly enhance productivity and investment in skills development. The evidence suggests that sizeable increases in the minimum wage are possible without adversely affecting the employment of adults over the age of 24. While some of the benefits go to people living in well-off households, higher minimum wages disproportionately benefit the less well-off (Fortin and Lemieux, 2000). Moreover, if the increases in the minimum wage are staged, the risks of negative employment effects are mitigated. Based on the evidence and historical experience in Canada, moving quickly (but in steps) to a minimum wage of about \$9.00 per hour seems warranted in jurisdictions with large urban centres. In Saskatchewan, a lower target of about \$8.00 per hour (with further increases over time to keep up with inflation) would be appropriate.

Saskatchewan is moving to raise its minimum wage to this level over the next two years. Following the recommendations of the Saskatchewan Minimum Wage Board (2005) (but with somewhat different staging and timing than recommended by the Board), the Government of Saskatchewan announced on June 22<sup>nd</sup>, 2005, a plan to increase the minimum wage in three stages from its current level of \$6.65/hour: to \$7.05 on September 1<sup>st</sup>, 2005; \$7.55 on March 1<sup>st</sup>, 2006; and \$7.95 on March 1<sup>st</sup>, 2007. Although one might argue that a slightly higher target would be appropriate for 2007, the plan is generally in line with what CPRN has recommended.

It will be important to continue regular increases in the minimum wage after 2000, at least to keep up with increases in the cost of living.

Reaching a minimum wage at that level will not, by itself, be sufficient to ensure that the incomes of full-time workers rise above the Low Income Cutoff threshold. However, to go much beyond the target level would mean a risk of employment losses among low-wage adults.<sup>15</sup> Instead, we propose the use of income supplements for the working poor to close the gap. Some countries, such as the US and the UK, provide such supplements. However, the Employment Income Tax Credit in the US, while offering a small benefit to childless working people, is mainly geared to help families with children. In Canada, the National Child Benefit goes only to families with children, and may need to be higher in order to better match the costs of raising children. Canada has no income supplement for working people without children.

A modest income supplement, delivered by the federal government through a tax credit, could directly increase incomes of the working poor and improve participation of single parents in the labour force. An income supplement with a maximum benefit of \$200 to \$250 per month, coupled with a minimum wage in the range identified above, would go a long way towards meeting the objective of avoiding poverty for full-time workers.

It is important that an income supplement be coupled with higher minimum wages, and that we not rely on income supplements alone to raise the incomes of low-paid workers. A heavy reliance on income supplements to alleviate poverty among working people could generate high marginal tax rates in the range of income where the supplement is being clawed back. It could also result in a lowering of market wages for less-skilled workers and become a kind of subsidy to employers who pay low wages. These problems with income supplements are mitigated, however, if they are accompanied by sizeable increases in the minimum wage.

### ***Access to Benefits and Supports to Meet Special Needs***

Low-paid workers need more than decent pay or income supplements. They need access to benefits and supports to allow them to meet special needs without impoverishing their families. This involves better access to:

- Coverage for drug and dental costs;
- affordable childcare services;
- affordable housing; and
- employment insurance.

In particular, there is a strong case for basic dental care and coverage for “catastrophic” drug costs to be made available on a universal or “progressive universal” (with some clawback of the benefit at high incomes) basis.

We also need to address the special needs of Aboriginal workers and immigrants.

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<sup>15</sup> Governments could encourage firms to voluntarily go beyond this level.

### ***Instruments to Enhance Assets***

Low-paid workers will be more resilient to change and more able to improve their prospects in the labour market if they can improve their skills and save for the future. In order to help the working poor build such assets we need to:

- Help our young people obtain at least a high-school diploma, and pursue paths that lead to recognized occupational qualifications;
- expand access to adult basic skills (literacy, numeracy) and skill upgrading programs;
- create incentives for employers to support measures to improve the skills of their less-skilled employees; and
- reduce or remove means tests in government programs that strip the savings of low-income people.

The concept of a mix of instruments across these several categories of assistance is important. None of the instruments is adequate on its own, and some work better when accompanied by others. For example, income supplements are most effective (and can be kept at a modest level) when accompanied by a moderate increase in the minimum wage and by social benefits such as affordable housing, affordable childcare, and insurance for drugs and dental care.

### **6.2 Other Aspects of Vulnerability in the Labour Market**

This report has focused on mapping the extent of, and trends regarding, low-pay among full-time workers in Saskatchewan, and in summarizing a proposed mix of policy tools to make work pay. It does not deal with all aspects of vulnerability in the labour market. Issues related to the growth of non-standard work (part-time, temporary, and/or self-employed work) and the receding coverage of Canada's employment standards laws, are explored in much more depth in Chaykowski (2005) and Vallée (2005) and will be further examined in the synthesis report that CPRN will be developing at the conclusion of its Vulnerable Workers series.

In addition, ways of improving compliance with the laws that set out minimum conditions of employment are examined in a separate report published by CPRN and the Institute of Public Administration of Canada (Dutil and Saunders, 2005). Improving compliance with employment standards is critical to making work pay: higher minimum wages are of limited help if the most vulnerable workers are paid less than the statutory minimum.

<b>APPENDIX A: Distribution of wage earners in Saskatchewan, 2000</b>			
		<b>Low-paid workers</b>	
	<b>Full time employee s</b>	<b>Total</b>	<b>In low income</b>
<b>Total</b>	274,842	58,767	15,654
<b>Sex</b>		%	
Men	55.2	41.8	49.9
Women	44.8	58.2	50.1
<b>Education</b>			
Less than high school	23.3	34.1	37.3
High school diploma	24.3	31.6	29.1
Postsecondary certificate	36.4	28.9	28.2
University degree	16.0	5.5	5.3
<b>Age</b>			
15 to 24	11.4	27.7	29.6
25 to 34	22.5	23.2	26.9
35 to 44	30.8	22.1	22.8
45 to 54	25.6	17.9	15.0
55 to 64	9.8	9.2	5.9
<b>Immigrant status</b>			
Recent	0.6	1.0	1.1
Mid-term	1.2	1.5	1.8
Long-term	3.5	3.0	2.8
Canadian-born	94.6	94.5	94.4
<b>Visible minority</b>			
Yes	2.9	3.5	3.7
No	97.1	96.5	96.3
Canadian-born			
Visible minority	0.6	0.6	0.4
Non visible minority	94.0	93.9	94.0
Recent immigrant			
Visible minority	0.3	0.6	0.7
Non visible minority	0.3	0.4	0.4
Mid-term immigrant			
Visible minority	0.8	1.1	1.4
Non visible minority	0.5	0.4	0.4
Long-term immigrant			
Visible minority	1.2	1.2	1.2
Non visible minority	2.4	1.8	1.6
<b>Family status</b>			
Married/common law	69.2	56.0	38.6
Lone fathers	1.3	0.7	1.5
Lone mothers	4.5	5.9	11.5
Living with relatives	1.9	3.4	2.5
Unattached individuals	5.1	8.0	21.3
Less than 40	4.2	7.0	18.9
40 and over	0.9	1.1	2.4
Living alone	10.9	8.8	20.7
Unmarried, living with parents	7.2	17.1	3.9
<b>Disabled</b>			
Yes	11.0	13.1	14.3
No	89.0	86.9	85.7

Source: The Census for individuals aged 15-64, who are not full-time students, and worked mainly full-time. The Saskatchewan data are from special tabulations provided to CPRN by Statistics Canada.

<b>APPENDIX B: Proportion of wage earners who are low-paid workers, Saskatchewan, 1980 to 2000</b>							
	<b>All</b>		<b>Men</b>		<b>Women</b>		
	<b>1980</b>	<b>2000</b>	<b>1980</b>	<b>2000</b>	<b>1980</b>	<b>2000</b>	
<b>Total</b>	16.9	21.4	10.5	16.2	26.8	27.8	
<b>Education</b>							
Less than high school	23.3	31.3	14.8	24.1	39.0	44.1	
High school diploma	18.0	27.8	10.1	21.2	28.8	36.7	
Postsecondary certificate	12.2	17.0	7.0	10.6	18.5	23.6	
University degree	5.2	7.3	4.0	5.8	7.5	8.8	
<b>Age</b>							
15 to 24	28.2	52.1	21.1	45.3	36.7	62.0	
25 to 34	11.7	22.0	6.7	16.7	20.1	28.7	
35 to 44	12.5	15.4	6.0	9.9	23.7	21.9	
45 to 54	13.9	15.0	7.3	9.7	24.6	21.0	
55 to 64	15.1	20.0	10.1	14.9	24.2	26.6	
<b>Immigrant status</b>							
Recent	24.6	34.6	16.1	28.1	39.1	44.0	
Mid-term	14.2	26.5	7.9	20.0	24.9	34.6	
Long-term	11.7	18.1	6.3	12.4	21.9	25.2	
Canadian-born	17.1	21.4	10.7	16.2	26.9	27.7	
<b>Visible minority</b>							
Yes	20.9	26.1	15.4	21.7	29.7	31.7	
No	16.8	21.2	10.4	16.0	26.7	27.7	
Canadian-born							
Visible minority	15.1	22.0		24.2		19.2	
Non visible minority	17.1	21.4		16.2		27.7	
Recent immigrant							
Visible minority	28.8	37.2	22.0	31.9	40.2	44.6	
Non visible minority	18.9	31.7	8.0	24.1	37.6	43.2	
Mid-term immigrant							
Visible minority	15.4	30.9	10.2	25.1	24.0	37.6	
Non visible minority	13.7	19.2	6.9	12.0	25.4	29.1	
Long-term immigrant							
Visible minority	19.9	21.9	15.2	15.5	27.1	30.7	
Non visible minority	11.2	16.2	5.7	10.7	21.5	22.7	
<b>Family status</b>							
Married/common law	13.4	17.3	6.1	10.7	25.8	25.4	
Lone fathers	8.8	12.1	8.8	12.1	--	--	
Lone mothers	25.3	28.5	--	--	25.3	28.5	
Living with relatives	26.2	37.8	19.9	33.4	34.6	44.6	
Unattached individuals	25.4	33.9	19.2	29.5	34.9	42.0	
Less than 40	24.0	35.8	17.5	30.6	34.1	45.9	
40 and over	35.5	25.1	32.6	23.6	39.5	27.2	
Living alone	14.8	17.3	12.7	14.7	16.9	20.8	
Unmarried, living with paren	32.9	50.7	28.3	47.4	44.1	59.1	
<b>Disabled</b>							
Yes	--	25.4	--	20.2	--	32.1	
No	--	20.9	--	15.7	--	27.3	

Note : The sample consists of individuals aged 15 to 64, who are not full-time students, worked mainly full-time, and received a wage or salary but no income from self-employment in the year prior to the census. Low-paid workers are those full-time employees earning less than \$375 per week (2000 dollars).

Shading indicates small cells or suppressed cells to prevent residual disclosure.

Source : Special tabulations for Saskatchewan provided to CPRN - based on Census of Population, 1981 and 2001.

<b>APPENDIX C : Proportion of wage earners who are low-paid workers, Canada, 1980 to 2000</b>									
Characteristics	All			Men			Women		
	1980	1990	2000	1980	1990	2000	1980	1990	2000
<b>All wage earners</b>	15.4	16.9	16.3	9.0	11.2	12.1	26.1	24.9	21.9
<b>Education</b>									
Less than high school	21.4	25.3	26.3	12.5	16.3	19.0	38.6	40.9	39.2
High school	17.2	19.6	20.7	10.0	13.4	15.6	26.0	26.9	27.0
Certificate	11.3	13.9	13.5	6.4	8.8	9.2	19.5	20.8	19.0
University	4.9	5.8	6.5	3.6	4.6	5.4	7.6	7.6	7.8
<b>Age</b>									
15-24	31.2	40.7	45.0	23.9	35.1	39.9	39.7	47.4	52.4
25-34	11.7	15.8	16.3	6.6	10.8	12.2	19.9	22.4	21.5
35-44	10.6	12.5	13.1	4.7	6.8	8.5	21.8	20.3	19.0
45-54	11.1	13.0	12.0	5.1	7.0	8.0	23.4	21.9	17.1
55-64	12.0	15.0	14.4	6.8	9.5	10.5	24.4	25.7	20.9
<b>Immigrant status</b>									
Recent immigrant	22.4	29.3	27.4	12.1	22.5	20.5	36.4	38.2	36.4
Mid-immigrant	14.3	19.5	22.4	7.6	13.4	17.4	24.6	26.9	28.4
Long-term immigrant	10.7	12.6	12.5	5.2	7.8	9.3	21.4	19.6	16.8
Canadian Born	15.8	16.9	16.0	9.5	11.2	11.8	26.4	25.0	21.5
<b>Visible minority status</b>									
Visible minority	17.0	20.3	21.2	10.1	15.5	17.2	26.1	26.1	26.0
Non-Visible minority	15.3	16.5	15.6	8.9	10.8	11.5	26.1	24.7	21.3
Canadian Born VM	14.0	17.2	17.1	10.2	14.0	16.6	19.3	21.3	17.7
Canadian Born non-VM	15.9	16.9	16.0	9.5	11.1	11.8	26.4	25.0	21.6
Recent immigrant VM	26.2	31.8	31.1	15.9	25.2	23.8	38.7	40.1	40.1
Recent immigrant non-VM	17.8	23.4	18.7	8.0	16.6	13.0	33.2	33.4	26.8
Mid-term immigrant VM	13.7	20.9	24.7	7.7	15.7	19.7	21.6	27.0	30.7
Mid-term immigrant non-VM	14.6	17.3	16.8	7.5	10.2	12.3	26.6	26.8	22.8
Long-term immigrant VM	11.5	12.9	14.5	6.8	9.2	11.6	19.3	17.5	17.8
Long-term immigrant non-VM	10.6	12.4	11.4	5.1	7.4	8.0	21.5	20.4	16.1
<b>Family status</b>									
Married/Common Law	11.9	14.1	13.4	5.1	7.3	8.4	25.1	24.3	20.5
Lone Fathers	7.0	7.7	10.7	7.0	7.7	10.7	--	--	--
Lone Mothers	23.6	22.8	23.3	--	--	--	23.6	22.8	23.3
Living with Relatives	22.9	24.7	28.3	18.9	21.4	26.3	28.3	29.5	31.0
Unattached Individuals	22.3	23.6	23.1	16.7	20.4	20.0	30.9	28.7	28.4
<40 years old	22.3	24.7	25.3	16.3	21.4	22.2	31.3	30.2	30.7
40+ years old	22.6	19.3	17.2	18.6	16.6	13.5	28.8	23.2	22.5
Alone	12.6	13.3	13.5	9.6	11.4	12.2	15.9	15.6	15.1
Unmarried, living with parents	32.4	35.1	33.0	27.4	32.0	31.1	41.0	40.7	36.7
<b>Other</b>									
Persons with Disability	--	23.3	19.9	--	18.0	15.1	--	32.3	26.3
Persons without Disability	--	16.6	16.0	--	10.8	11.8	--	24.6	21.4

Note : The sample consists of individuals aged 15 to 64, who are not full-time students, worked mainly full-time, and received a wage or salary but no income from self-employment in the year prior to the census. Low-paid workers are those full-time employees earning less than \$375 per week (2000 dollars).

Shading indicates that the difference between 1980 and 2000 is not significant at the 5% level.

Source : With minor modifications, from Morissette and Picot (2005), Table 5, based on Census of Population, 1981, 1991 and 2001.

<b>APPENDIX D: Proportion of low-paid workers who live in low-income families, Saskatchewan, 1980 to 2000</b>						
	<b>All</b>		<b>Men</b>		<b>Women</b>	
	<b>1980</b>	<b>2000</b>	<b>1980</b>	<b>2000</b>	<b>1980</b>	<b>2000</b>
<b>Total</b>	30.4	26.6	39.1	31.8	25.2	23.0
<b>Education</b>						
Less than high school	31.4	29.2	40.3	34.3	25.2	24.2
High school diploma	26.7	24.6	31.9	27.4	24.1	22.4
Postsecondary certificate	30.9	26.0	41.6	34.9	25.9	21.9
University degree	31.5	25.9	37.1	26.2	25.4	25.8
<b>Age</b>						
15 to 24	31.5	28.5	32.7	26.4	30.7	30.7
25 to 34	34.2	30.9	46.8	38.6	27.2	25.2
35 to 44	28.5	27.5	49.0	38.8	19.4	21.4
45 to 54	26.1	22.2	46.6	30.7	16.3	17.8
55 to 64	25.6	17.1	36.5	21.7	17.3	13.7
<b>Immigrant status</b>						
Recent	36.9	29.9	50.1	45.3	27.8	15.6
Mid-term	31.7	30.3	47.6	31.1	23.2	29.8
Long-term	24.5	24.5	35.5	30.3	18.6	21.0
Canadian-born	30.5	26.6	38.9	31.6	25.4	23.0
<b>Visible minority</b>						
Yes	31.1	28.1	39.6	30.5	23.9	26.0
No	30.4	26.6	39.1	31.8	25.2	22.9
Canadian-born						
Visible minority		17.8				
Non visible minority		26.7				
Recent immigrant						
Visible minority	37.7	35.5				
Non visible minority	35.4	22.6				
Mid-term immigrant						
Visible minority	30.0	32.9				
Non visible minority	32.6	23.5				
Long-term immigrant						
Visible minority		25.5		29.5		22.7
Non visible minority		23.9		31.0		19.9
<b>Family status</b>						
Married/common law	21.3	18.4	43.8	31.4	12.1	11.6
Lone fathers	63.9	54.4	63.9	54.4	--	--
Lone mothers	67.0	52.0	--	--	67.0	52.0
Living with relatives	23.6	19.7	23.5	16.8	23.7	23.0
Unattached individuals	77.6	70.7	78.0	67.8	77.3	74.4
Less than 40	78.8	72.0	78.1	67.6	79.4	77.7
40 and over	71.8	61.7	77.7	68.6	65.5	53.4
Living alone	66.9	62.5	70.5	65.0	64.1	60.2
Unmarried, living with paren	12.5	6.0	13.1	6.6	11.4	4.7
<b>Disabled</b>						
Yes	--	29.1	--	31.8	--	27.0
No	--	26.3	--	31.7	--	22.4

Note : The sample consists of individuals aged 15 to 64, who are not full-time students, worked mainly full-time, and received a wage or salary but no income from self-employment in the year prior to the census. Low-paid workers are those full-time employees earning less than \$375 per week (2000 dollars).

Shading indicates small cells or suppressed cells to prevent residual disclosure.

Source : Special tabulations for Saskatchewan provided to CPRN - based on Census of Population, 1981 and 2001.

APPENDIX E: Proportion of low-paid workers in low-income families, Canada, 1980 to 2000									
Characteristics	All			Men			Women		
	1980	1990	2000	1980	1990	2000	1980	1990	2000
<b>All wage earners</b>	29.6	28.8	30.0	39.3	37.3	36.4	24.1	23.5	25.3
<b>Education</b>									
Less than high school	30.5	30.6	31.9	40.4	40.6	38.1	24.4	23.7	26.7
High school	25.6	24.6	27.9	32.3	31.6	33.9	22.4	20.6	23.6
Post-secondary education	29.9	28.9	29.4	40.5	36.5	36.4	24.1	24.6	25.0
University degree	40.3	33.6	33.3	48.0	39.6	39.1	33.3	28.4	28.7
<b>Age</b>									
15-24	27.7	27.9	27.5	29.0	28.0	27.0	26.8	27.8	28.2
25-34	34.0	32.7	32.9	48.9	43.0	40.1	26.2	26.1	27.7
35-44	31.3	29.7	33.3	57.7	46.5	45.8	20.6	21.9	26.1
45-54	26.6	23.9	27.4	46.6	38.2	38.2	17.8	17.2	21.0
55-64	28.0	24.0	24.8	36.7	30.9	30.4	22.3	19.0	20.3
<b>Immigrant status</b>									
Recent immigrant	37.9	42.5	43.7	53.5	51.1	54.0	30.9	35.9	36.3
Mid-immigrant	33.4	34.1	39.2	49.4	43.3	45.9	25.9	28.5	34.3
Old immigrant	27.2	27.2	29.6	44.6	39.2	37.8	18.9	20.1	23.7
Canadian Born	29.2	27.9	28.2	37.6	35.8	34.1	24.1	22.8	23.9
<b>Visible minority status</b>									
Visible minority	40.7	37.1	39.4	51.9	43.9	45.1	35.1	32.2	35.0
Non-Visible minority	29.0	27.9	28.2	38.6	36.5	34.7	23.5	22.5	23.6
<b>Canadian Born VM</b>	29.8	35.7	31.3	32.5	35.3	33.2	27.8	36.0	29.3
Canadian Born non-VM	29.2	27.7	28.1	37.7	35.8	34.2	24.1	22.7	23.8
Recent immigrant VM	43.5	43.0	43.7	57.2	50.0	52.5	36.7	37.5	37.3
Recent immigrant non-VM	28.0	40.9	43.5	45.5	54.6	59.8	21.3	30.9	32.3
Mid-term immigrant VM	41.2	35.6	41.5	53.6	42.0	46.9	35.5	31.2	37.5
Mid-term immigrant non-VM	29.4	31.4	31.2	47.2	45.8	42.4	21.0	24.1	23.2
Old immigrant VM	33.6	30.4	34.7	40.8	40.7	40.4	29.5	23.9	30.4
Old immigrant non-VM	26.9	26.2	25.7	44.8	38.7	35.7	18.4	18.9	18.7
<b>Family status</b>									
Married/Common Law	22.0	20.6	21.9	47.1	38.7	35.9	12.1	12.4	13.9
Lone Fathers	58.4	57.9	52.6	58.4	57.9	52.6	--	--	--
Lone Mothers	65.5	63.3	55.9	--	--	--	65.5	63.3	55.9
Living with Relatives	23.5	23.1	20.9	23.8	25.1	21.8	23.3	20.9	19.8
Unattached Individuals	83.8	78.5	78.4	82.1	77.6	78.0	85.2	79.4	78.8
<40 years old	84.7	80.1	80.0	82.7	79.4	78.5	86.4	80.8	81.9
40+ years old	79.1	70.5	71.8	79.5	68.2	75.7	78.6	72.9	68.5
Alone	72.7	69.6	70.0	77.5	70.6	72.4	69.5	68.7	67.5
Others*	12.0	10.2	10.2	12.8	10.5	10.8	11.0	9.8	9.2
<b>Other</b>									
Persons with Disability	--	35.0	34.1	--	38.5	39.9	--	31.7	29.7
Persons without Disability	--	28.4	29.5	--	37.2	36.0	--	23.0	24.8

Note : The sample consists of individuals aged 15 to 64, who are not full-time students, worked mainly full-time, and received a wage or salary but no income from self-employment in the year prior to the census. Low-paid workers are those full-time employees earning less than \$375 per week (2000 dollars). Shading indicates that the difference between 1980 and 2000 is not statistically significant at the 5% level.

Source : Reproduced from Morissette and Picot (2005) based on the Census of Population, 1981, 1991 and 2001.

<b>APPENDIX F: Proportion of wage earners who are low-paid workers and live in low-income families, Saskatchewan, 1980 to 2000</b>						
	<b>All</b>		<b>Men</b>		<b>Women</b>	
	<b>1980</b>	<b>2000</b>	<b>1980</b>	<b>2000</b>	<b>1980</b>	<b>2000</b>
	%					
<b>Total</b>	5.1	5.7	4.1	5.1	6.7	6.4
<b>Education</b>						
Less than high school	7.3	9.1	5.9	8.3	9.8	10.6
High school diploma	4.8	6.8	3.2	5.8	6.9	8.2
Postsecondary certificate	3.8	4.4	2.9	3.7	4.8	5.2
University degree	1.6	1.9	1.5	1.5	1.9	2.3
<b>Age</b>						
15 to 24	8.9	14.8	6.9	12.0	11.3	19.0
25 to 34	4.0	6.8	3.1	6.4	5.5	7.2
35 to 44	3.6	4.2	3.0	3.8	4.6	4.7
45 to 54	3.6	3.3	3.4	3.0	4.0	3.7
55 to 64	3.9	3.4	3.7	3.2	4.2	3.7
<b>Immigrant status</b>						
Recent	9.1	10.3	8.1	12.8	10.9	6.8
Mid-term	4.5	8.0	3.8	6.2	5.8	10.3
Long-term	2.9	4.4	2.2	3.8	4.1	5.3
Canadian-born	5.2	5.7	4.1	5.1	6.8	6.4
<b>Visible minority</b>						
Yes	6.5	7.3	6.1	6.6	7.1	8.3
No	5.1	5.7	4.1	5.1	6.7	6.3
<b>Canadian-born</b>						
Visible minority		3.9				
Non visible minority		5.7				
<b>Recent immigrant</b>						
Visible minority	10.8	13.2				
Non visible minority	6.7	7.2				
<b>Mid-term immigrant</b>						
Visible minority	4.6	10.1				
Non visible minority	4.5	4.5				
<b>Long-term immigrant</b>						
Visible minority		5.6		4.6		7.0
Non visible minority		3.9		3.3		4.5
<b>Family status</b>						
Married/common law	2.9	3.2	2.7	3.4	3.1	3.0
Lone fathers	5.7	6.6	5.7	6.6	--	--
Lone mothers	16.9	14.8	--	--	16.9	14.8
Living with relatives	6.2	7.5	4.7	5.6	8.2	10.3
Unattached individuals	19.7	24.0	15.0	20.0	26.9	31.3
Less than 40	18.9	25.8	13.7	20.7	27.1	35.7
40 and over	25.5	15.5	25.3	16.2	25.8	14.5
Living alone	9.9	10.8	9.0	9.6	10.8	12.5
Unmarried, living with paren	4.1	3.0	3.7	3.1	5.0	2.8
<b>Disabled</b>						
Yes	--	7.4	--	6.4	--	8.7
No	--	5.5	--	5.0	--	6.1

Note : The sample consists of individuals aged 15 to 64, who are not full-time students, worked mainly full-time, and received a wage or salary but no income from self-employment in the year prior to the census. Low-paid workers are those full-time employees earning less than \$375 per week (2000 dollars).

Shading indicates small cells or suppressed cells to prevent residual disclosure.

Source : Special tabulations for Saskatchewan provided to CPRN - based on Census of Population, 1981 and 2001.

APPENDIX G: Proportion of wage earners who are low-paid and live in low-income, Canada, 1980 to 2000									
Characteristics	All			Men			Women		
	1980	1990	2000	1980	1990	2000	1980	1990	2000
<b>All wage earners</b>	4.6	4.9	4.9	3.5	4.2	4.4	6.3	5.8	5.5
<b>Education</b>									
Less than high school	6.5	7.8	8.4	5.0	6.6	7.2	9.4	9.7	10.5
High school	4.4	4.8	5.8	3.2	4.2	5.3	5.8	5.5	6.4
Post-secondary education	3.4	4.0	4.0	2.6	3.2	3.3	4.7	5.1	4.7
University degree	2.0	2.0	2.2	1.7	1.8	2.1	2.5	2.2	2.2
<b>Age</b>									
15-24	8.6	11.3	12.4	6.9	9.8	10.7	10.7	13.2	14.7
25-34	4.0	5.2	5.4	3.2	4.6	4.9	5.2	5.9	6.0
35-44	3.3	3.7	4.4	2.7	3.2	3.9	4.5	4.5	4.9
45-54	3.0	3.1	3.3	2.4	2.7	3.1	4.2	3.8	3.6
55-64	3.4	3.6	3.6	2.5	2.9	3.2	5.4	4.9	4.3
<b>Immigrant status</b>									
Recent immigrant	8.5	12.4	12.0	6.5	11.5	11.1	11.2	13.7	13.2
Mid-immigrant	4.8	6.6	8.8	3.7	5.8	8.0	6.4	7.7	9.7
Long-term immigrant	2.9	3.4	3.7	2.3	3.1	3.5	4.0	3.9	4.0
Canadian Born	4.6	4.7	4.5	3.6	4.0	4.0	6.4	5.7	5.1
<b>Visible minority status</b>									
Visible minority	6.9	7.5	8.4	5.2	6.8	7.7	9.2	8.4	9.1
Non-Visible minority	4.4	4.6	4.4	3.4	3.9	4.0	6.1	5.6	5.0
Canadian Born VM	4.2	6.1	5.4	3.3	4.9	5.5	5.4	7.7	5.2
Canadian Born non-VM	4.6	4.7	4.5	3.6	4.0	4.0	6.4	5.7	5.1
Recent immigrant VM	11.4	13.7	13.6	9.1	12.6	12.5	14.2	15.0	14.9
Recent immigrant non-VM	5.0	9.6	8.1	3.6	9.1	7.8	7.1	10.3	8.7
Mid-immigrant VM	5.7	7.4	10.3	4.1	6.6	9.2	7.7	8.4	11.5
Mid-immigrant non-VM	4.3	5.4	5.3	3.6	4.7	5.2	5.6	6.5	5.3
Long-term immigrant VM	3.9	3.9	5.0	2.8	3.7	4.7	5.7	4.2	5.4
Long-term immigrant non-VM	2.9	3.3	2.9	2.3	2.9	2.8	4.0	3.9	3.0
<b>Family status</b>									
Married/Common Law	2.6	2.9	2.9	2.4	2.8	3.0	3.0	3.0	2.9
Lone Fathers	4.1	4.5	5.6	4.1	4.5	5.6	--	--	--
Lone Mothers	15.4	14.5	13.0	--	--	--	15.4	14.5	13.0
Living with Relatives	5.4	5.7	5.9	4.5	5.4	5.7	6.6	6.2	6.2
Unattached Individuals	18.7	18.5	18.1	13.7	15.9	15.6	26.3	22.8	22.4
<40 years old	18.9	19.8	20.2	13.5	17.0	17.4	27.0	24.4	25.2
40+ years old	17.9	13.6	12.3	14.8	11.4	10.2	22.6	16.9	15.4
Alone	9.1	9.2	9.4	7.4	8.0	8.9	11.0	10.7	10.2
Unmarried, living with parents	3.9	3.6	3.4	3.5	3.4	3.4	4.5	4.0	3.4
<b>Other</b>									
Persons with Disability	--	8.2	6.8	--	6.9	6.0	--	10.2	7.8
Persons without Disability	--	4.7	4.7	--	4.0	4.3	--	5.7	5.3

Note : The sample consists of individuals aged 15 to 64, who are not full-time students, worked mainly full-time, and received a wage or salary but no income from self-employment in the year prior to the census. Low-paid workers are those full-time employees earning less than \$375 per week (2000 dollars).

Shading indicates that the difference between 1980 and 2000 is not statistically significant at the 5% level.

Source : With minor modifications, reproduced from Morissette and Picot (2005), Table 11. Adapted from Chung (2004) using the Census of Population, 1981, 1991 and 2001.

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