

Exploring the Results of the Ontario Home Care Minimum Wage Change

Aperçu des résultats liés au changement du salaire minimum concernant les soins à domicile en Ontario

ALEXIA OLAIZOLA, OLIVER LOERTSCHER AND ARTHUR SWEETMAN

Appendix 2

Wages – Regression Results

HOURLY WAGES – DIFFERENCE-IN-DIFFERENCES UNCONDITIONAL QUANTILE REGRESSION RESULTS

Table A2 presents the regression output associated with the 20th and 50th percentiles of the coefficients presented in Figure 4 with wages adjusted using provincial CPI, whereas Table A3 presents similar regressions using the national CPI. The results in Tables A2 and A3 are qualitatively similar. Like in Figure 4, these DID models display changes in the affected group's wages over time relative to each of three comparison groups as described in the header for each column: (i) non-home care PSWs outside of Ontario, (ii) non-home care PSWs in Ontario and (iii) home care PSWs outside of Ontario.

The differences across comparison groups in terms of the quantile affected seen in these tables and Figure 4, and discussed with respect to Figure 4, accord with the different home care/non-home care trends seen in Figure 3 and with observations that home care and non-home care PSWs face different labour market conditions (e.g., by Keefe et al. 2011; Lilly 2008; and Zagrodny and Saks 2017).

TABLE A2. DID UQR: Real wages at 20th and 50th percentiles, (January 2019 = 100; provincial CPI)

	A. UQR, 20th percentile			B. UQR, 50th percentile		
	(1) Non-HC PSW, ON	(2) Non-HC PSW, ROC	(3) HC PSW, ROC	(4) Non-HC PSW, ON	(5) Non-HC PSW, ROC	(6) HC PSW, ROC
	b/se	b/se	b/se	b/se	b/se	b/se
Stage 1	1.797*	2.013**	0.727	0.845	0.776*	1.321*
	(0.699)	(0.616)	(0.729)	(0.537)	(0.288)	(0.657)
Stage 2	1.583	2.062*	0.953	-0.523	0.985*	0.891
	(0.955)	(0.853)	(1.019)	(0.789)	(0.430)	(0.905)
Stage 3	1.413	2.607*	1.327	-0.487	1.439**	0.817
	(1.183)	(1.085)	(1.104)	(0.997)	(0.550)	(1.091)
Stage 4	0.765*	0.685	3.521***	-0.277	1.174***	1.182**
	(0.383)	(0.409)	(0.423)	(0.415)	(0.230)	(0.397)
Affected	-4.594***	2.514***	3.048***	-3.975***	-1.515***	3.043***
	(0.430)	(0.586)	(0.384)	(0.240)	(0.239)	(0.278)
S1*Aff	0.007	-1.017	-2.064***	-0.783	-1.096**	0.502
	(0.791)	(0.966)	(0.591)	(0.412)	(0.314)	(0.556)
S2*Aff	2.376**	2.473*	-1.900**	1.276*	0.385	1.880**
	(0.870)	(1.075)	(0.517)	(0.639)	(0.491)	(0.672)
S3*Aff	2.249**	2.579**	-2.311***	1.266*	0.851*	2.018***
	(0.778)	(1.001)	(0.437)	(0.536)	(0.412)	(0.594)
S4*Aff	2.678***	3.871***	-1.393***	1.123	0.725	2.424***
	(0.842)	(1.072)	(0.378)	(0.633)	(0.561)	(0.668)
Constant	15.121***	4.354***	8.697**	21.313***	17.495***	11.449***
	(0.805)	(0.842)	(0.697)	(0.554)	(0.351)	(0.551)
Control variables	Yes	Yes	Yes	Yes	Yes	Yes
N-obs	6,974	18,293	6,989	6,974	18,293	6,989
R²	0.166	0.222	0.243	0.232	0.228	0.239

Note: UQR at the 20th and 50th percentiles of the real wage distribution. The affected group is home care PSWs in Ontario. Standard errors estimated using the pairs bootstrap (999 reps). Real wages are inflation-adjusted using the provincial CPI with January 2019 as the base.

* $p < 0.05$.

** $p < 0.01$.

*** $p < 0.001$.

See the text for the list of additional control variables.

TABLE A3. DID UQR: real wages at 20th and 50th percentiles, (January 2019 = 100; national CPI)

	A. UQR, 20th percentile			B. UQR, 50th percentile		
	(1) Non-HC PSW, ON	(2) Non-HC PSW, ROC	(3) HC PSW, ROC	(4) Non-HC PSW, ON	(5) Non-HC PSW, ROC	(6) HC PSW, ROC
	b/se	b/se	b/se	b/se	b/se	b/se
Stage 1	1.918**	1.498*	0.7	0.934	0.661*	1.276
	(0.694)	(0.630)	(0.703)	(0.528)	(0.309)	(0.667)
Stage 2	1.842	1.537	0.761	-0.43	1.011*	0.852
	(0.956)	(0.859)	(0.985)	(0.775)	(0.437)	(0.926)
Stage 3	1.794	1.921	1.177	-0.244	1.374*	0.904
	(1.161)	(1.088)	(1.059)	(0.974)	(0.564)	(1.119)
Stage 4	1.087**	0.684	3.462***	0.097	0.810***	1.270**
	(0.384)	(0.409)	(0.407)	(0.371)	(0.231)	(0.409)
Affected	-4.770***	1.792**	3.337***	-3.780***	-1.420***	2.848***
	(0.448)	(0.578)	(0.406)	(0.226)	(0.245)	(0.291)
S1*Aff	0.482	-0.491	-1.992***	-0.928*	-1.037**	0.79
	(0.794)	(0.948)	(0.573)	(0.408)	(0.323)	(0.574)
S2*Aff	2.487**	3.154**	-1.700***	1.089	0.47	2.366***
	(0.876)	(1.074)	(0.505)	(0.608)	(0.510)	(0.697)
S3*Aff	2.539**	3.368***	-2.247***	1.243*	1.076*	2.235***
	(0.788)	(0.997)	(0.426)	(0.545)	(0.427)	(0.618)
S4*Aff	3.502***	4.844***	-1.318***	0.866	0.388	2.756***
	(0.798)	(1.071)	(0.368)	(0.614)	(0.564)	(0.692)
Constant	14.955***	4.304***	8.224***	20.902***	17.259***	11.036***
	(0.778)	(0.830)	(0.661)	(0.558)	(0.373)	(0.564)
Control variables	Yes	Yes	Yes	Yes	Yes	Yes
N-obs	6,974	18,293	6,989	6,974	18,293	6,989
R²	0.172	0.226	0.239	0.232	0.228	0.239

Note: This table displays UQR at the 20th and 50th percentiles of the real wage distribution. The affected group is home care PSWs in Ontario. Standard errors estimated using the pairs bootstrap (999 reps). Real wages are inflation-adjusted using the national CPI with January 2019 as the base.

*p < 0.05.

**p < 0.01.

***p < 0.001.

See the text for the list of additional control variables.