

## 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

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## Appendix 3

### *Hours and Tenure – Regression Results*

We did not find any important differences across quantiles for hours or tenure, so we only present OLS for these dependent variables

TABLE A4. DID OLS – hours of work

	(1) Non-HC PSW, ON		(2) Non-HC PSW, ROC		(3) HC PSW, ROC	
	WCU b/p	WCR b/p	WCU b/p	WCR b/p	WCU b/p	WCR b/p
<b>Stage 1</b>	2.514		-0.14		4.422	
	0.120	0.1341	0.913	0.907	0.016	0.107
<b>Stage 2</b>	0.748		0.63		8.050	
	0.724	0.7247	0.780	0.751	0.000	0.003
<b>Stage 3</b>	2.364		-0.839		5.908	
	0.375	0.368	0.695	0.710	0.055	0.065
<b>Stage 4</b>	2.235		-1.268		-1.519	
	0.019	0.025	0.103	0.096	0.282	0.254
<b>Affected</b>	-0.611		-5.219		-1.064	
	0.272	0.319	0	0	0.196	0.209
<b>S1*Aff</b>	-2.540		-0.538		-2.077	
	0.075	0.094	0.710	0.698	0.200	0.229
<b>S2*Aff</b>	-1.905		-2.098		-4.135	
	0.279	0.284	0.247	0.252	0.025	0.033
<b>S3*Aff</b>	-0.954		0.656		-0.202	
	0.530	0.524	0.606	0.614	0.897	0.868

	(1) Non-HC PSW, ON		(2) Non-HC PSW, ROC		(3) HC PSW, ROC	
	WCU b/p	WCR b/p	WCU b/p	WCR b/p	WCU b/p	WCR b/p
<b>S4*Aff</b>	-1.489		1.829		0.752	
	0.353	0.534	0.243	0.254	0.650	0.657
<b>Constant</b>	35.639		46.025		40.641	
	0	0.126	0.000	0.001	0.000	0.000
<b>Control variables</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>N-obs</b>	6,260		6,312		16,026	
<b>R<sup>2</sup></b>	0.067		0.084		0.066	

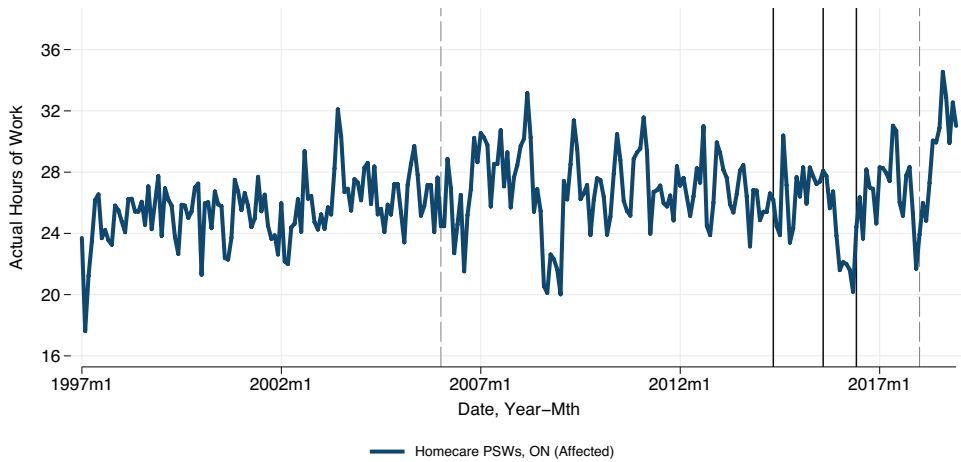
Note: The affected group is home care PSWs in Ontario. Job tenure is measured as the number of consecutive months with the current employer. The table displays OLS coefficients and both wild restricted (WCR) and unrestricted (WCU) bootstrapped *p* values clustered at the treatment group level for column (1) and at the province level for columns (2) and (3), calculated with Webb weights (Roodman et al. 2019) and 999 replications. See the text for the list of additional control variables.

TABLE A5. DID OLS – mean job tenure

	(1) Non-HC PSW, ON		(2) Non-HC PSW, ROC		(3) HC PSW, ROC	
	WCU b/p	WCR b/p	WCU b/p	WCR b/p	WCU b/p	WCR b/p
<b>Stage 1</b>	14.811		5.003		-2.258	
	0.0961	0.1141	0.4334	0.4044	0.7938	0.8018
<b>Stage 2</b>	15.795		4.403		-10.187	
	0.2312	0.2372	0.6206	0.6266	0.4034	0.4044
<b>Stage 3</b>	12.855		12.354		-12.541	
	0.4705	0.4775	0.2723	0.2733	0.4414	0.4484
<b>Stage 4</b>	-4.937		-2.652		-2.769	
	0.4545	0.4434	0.5195	0.5185	0.6476	0.6446
<b>Affected</b>	-30.569		6.637		27.848	
	0.000	0.000	0.1291	0.1381	0.000	0.000
<b>S1*Aff</b>	-10.196		-5.446		-5.62	
	0.1862	0.2172	0.4414	0.4094	0.4494	0.4785
<b>S2*Aff</b>	-8.213		2.476		-6.104	
	0.4414	0.4184	0.7497	0.7858	0.5265	0.5275
<b>S3*Aff</b>	-4.967		-1.509		-4.012	
	0.5906	0.5666	0.8498	0.8589	0.6627	0.6446
<b>S4*Aff</b>	0.736		5.712		3.503	
	0.9469	0.9419	0.4815	0.5065	0.6747	0.6987
<b>Constant</b>	126.785		56.438		26.559	
	0.000	0.000	0.000	0.000	0.006	0.002
<b>Control variables</b>	Yes		Yes		Yes	
<b>N-obs</b>	6,974		6,989		18,293	
<b>R2</b>	0.287		0.202		0.291	

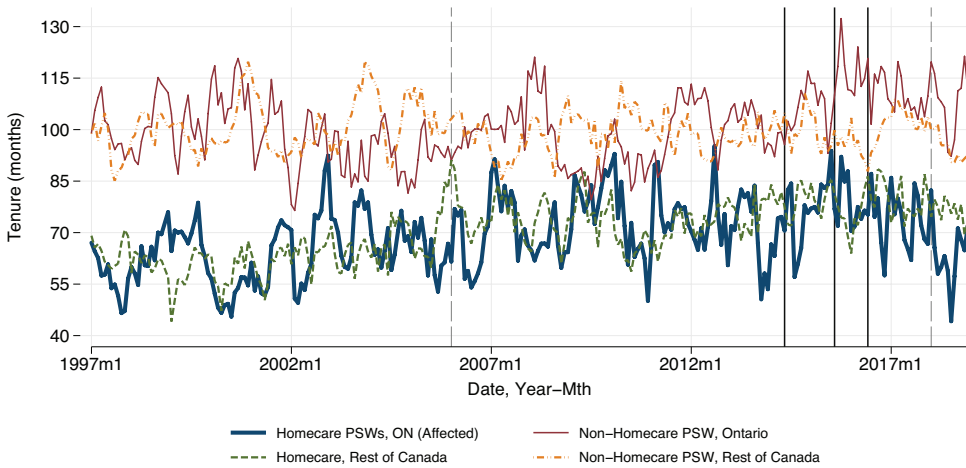
Note: The affected group is home care PSWs in Ontario. Hours of work is measured as mean actual hours of work in the reference week. The table displays OLS coefficients and both wild restricted (WCR) and unrestricted (WCU) bootstrapped p values clustered at the treatment group level for column (1) and at the province level for columns (2) and (3), calculated with Webb weights (Roodman et al. 2019) and 999 replications. See the text for the list of additional control variables.

**FIGURE A1.** Mean actual hours of work for home care PSWs in Ontario and comparison groups



Note: Monthly means of actual hours of work for home care PSWs in Ontario from 1997 to 2018. Solid vertical lines indicate the start of policy Stages 2, 3 and 4 (wage increases for home care PSWs in Ontario). The dotted grey lines represent the 2006 PSW minimum wage change and the 2018 general minimum wage increase (Stage 4). Source: Authors' calculations from the LFS

**FIGURE A2.** Mean job tenure for home care PSWs in Ontario and comparison



Note: Monthly means of job tenure for home care PSWs in Ontario from 1997 to 2018. Solid vertical lines indicate the start of policy Stages 2, 3 and 4 (wage increases for home care PSWs in Ontario). The dotted grey lines represent the 2006 PSW minimum wage change and the 2018 general minimum wage increase (Stage 4). Source: Authors' calculations from the LFS