

2017

YELLOWKNIFE LIVING WAGE

Living Wage is based on a bare-bones budget without the extras many of us take for granted. The Living Wage budget includes food, clothing, rent, transportation, child care, health care, adult education, some household expenses, and a small emergency fund.

Earning a Living Wage benefits communities, businesses, and employees. Businesses keep their employees longer and spend less on recruitment and training. Living Wage workers have more income to spend on local goods and services; they also pay more taxes.

In 2015, Yellowknife's Living Wage was calculated to be \$20.68. The 2017 calculation update pegs the Living Wage at \$20.96.

Compared to 2015, the Living Wage reference family— a couple family with 2 children— faces higher annual expenses. and needs additional employment income to make ends meet.

\$20.96

per adult per hour

is Yellowknife's 2017 Living Wage for a family with 2 working parents and 2 children including out-of-pocket health and dental expenses.

What is Living Wage?

It is the hourly earnings required to cover basic expenses. It is based on the actual costs of living in a specific community.

What are the benefits?

Individuals & Families

- ✓ Fewer Living in Poverty
- ✓ Fairer Compensation
- ✓ Better Health
- ✓ Better Quality of Life

Community

- ✓ Better Understanding of Local Living Costs
- ✓ More Civic Participation
- ✓ More Spending in the Local Economy

Employers/Business

- ✓ Better Labour Productivity
- ✓ Less Employee Turnover
- ✓ Less Absenteeism
- ✓ Better Customer Loyalty
- ✓ Better Corporate Image



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How was Yellowknife's Living Wage calculated?

The *Canadian Living Wage Framework* (CLWF) developed by Vibrant Communities Canada was used as a guide for Yellowknife's 2017 Living Wage calculation.

Calculation Method - Living Wage is the hourly wage rate that allows this formula to balance:

$$\text{Annual Expenses} = \text{Employment Income} + \text{Income from Government Transfers} - \text{Taxes}$$

Annual Family Expenses

Budget Exclusions

- × Special dietary needs
 - × Owning a home
 - × Credit card, loan or other debt/interest payments
 - × Savings for retirement
 - × RRSP, RESP, or RDSP contributions
 - × Costs of caring for a disabled, seriously ill, or elderly family member
- × Hobbies
 - × Pet ownership
 - × Parking
 - × Alcohol or tobacco costs
 - × Personal life or disability insurance
 - × Financial help to family members

Annual Expenses

This chart shows the annual expenses used in the 2017 calculation.

