

**A Comparison and Analysis of Labour Market Discrimination  
Across The Regions of Canada**

by

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# 1. Introduction

With Canada being a very culturally and ethnically diverse country, a topic that is widely discussed in Canadian labour economics is wage discrimination in the labour market. Benjamin et al. (2012) define wage discrimination as the difference in wages between people who have the same level of productivity or quality of labour, but are different from one another in terms of race (ethnicity in some cases) or gender. Intuitively speaking, it is not unreasonable to believe that, in countries that are home to many people with different ethnicities and cultures, such as Canada, these differences between people participating in the Canadian workforce lead to wage discrimination in the Canadian labour market. Therefore, it is worthwhile for labour economists to analyze the causes and effects of wage discrimination in the labour market in order to mitigate it and achieve a higher level of fairness in the Canadian workplace.

However, given that Canada is not one large, homogenous country both in terms of geography and demographics, it is also not unreasonable to believe that the presence and magnitude of wage discrimination varies among the different regions of Canada. These differences can also lead to a considerable difference in the amount of immigration that occurs in each region, which in turn has a direct impact on the demographics and diversity of a region. While there have been a number of studies on Canadian wage discrimination conducted in the past, there have not been any studies (to my awareness) that compare the amount of wage discrimination present in each region of Canada against one another.

Thus, the focus of this research project is to measure and compare the wage discrimination that is present in each region of Canada and to determine whether or not the amount of wage discrimination present varies across the different regions of Canada which may be caused by differences in labour market “tightness” or in the types of industries that are prevalent in each region across Canada. Using Canadian Census of Population data from 1985 to 2005, this paper will estimate the amount of potential discrimination based on race and gender prominent in each region of Canada using regular OLS

regression techniques and the widely used Oaxaca decomposition technique, and highlight any noticeable trends over the twenty years covered by this paper present in these results. Afterwards, the paper will attempt to identify any indicative relationships between the estimated amount of potential discrimination in each region and the unemployment rate and industry composition of each region to determine labour market conditions that have an impact on potential wage discrimination.

There are numerous reasons as to why an analysis such as the one found in this paper is worthwhile to conduct. As I have stated previously, there is no previous literature or studies that look at each region of Canada individually and compare them against one another in the manner that it is done in this paper. Secondly, in order for Canada to move towards higher levels of equality in its labour market, it is crucial to pinpoint the areas of this vast country that are doing well in terms of lessening labour market inequality and those that are not in order to allocate the correct amount of attention and resources in each region. Lastly, it is possible that by estimating the potential wage discrimination present in each region separately as opposed to all across Canada as most other studies do, some trends in (or causes of) wage discrimination may be discovered and aid in the understanding of the mechanics behind wage discrimination.

This paper will take on the following approach. First, a review of previous literature covering the more prominent theories of wage discrimination and other studies that have estimated various other aspects of Canadian wage discrimination will be conducted. An explanation of the data sources used in this paper will then follow the literature review, which will be followed by a thorough explanation of the methodologies and techniques used in the estimation of the potential wage discrimination in each region. In the fifth section, the estimation results will be presented and analyzed with a sixth section containing a conclusion that summarizes the findings of this paper following it.

## **2. Literature Review**

While there have not been any previous studies that have looked at Canadian wage discrimination by each region individually as set out by this paper, there are still a few papers out there that have brought forward a few interesting or significant findings in Canadian wage or labour market discrimination. First, a brief overview of the more prominent theories of wage discrimination will be conducted, followed by a summary of papers that analyze gender and racial wage discrimination in Canada.

### **2.1 Labour Market Discrimination Theories**

In previous literature, numerous theories have been created in an attempt to explain how or why labour market discrimination takes place. There are four (main) theories in particular that pertain to the analysis in this paper and will be very briefly discussed here in this section. For further insight, an overview of these theories is available in the textbook written by Benjamin et al. (2012).

One of the theories of labour market discrimination was originally brought to attention by Becker (1957) and explained later on by Arrow (1971), where it is explained that there are possible non-competitive forces acting within labour markets in the form of hiring, training, and/or firing costs. Arrow (1971) employs an example where workers of a given race are paid lower wages for the same jobs as workers of a white ethnicity and firms do not explicitly discriminate between the two types of workers. If this were the case, then it would be logical for the firm to get rid of their white workers and hire the other workers in order to minimize costs. If this was simply the case, then in the long-run both types of workers would earn the same amount due to competition; however, it is clear that this is not the case. Arrow (1971) indicates that there must be costs associated with hiring, training or firing which eliminate the profitability of switching their workers immediately and cause the switching of workers to occur very deep into the long-run and allow the wage differential that occurs between the two types of workers to exist for a longer period of time.

Another theory of labour market discrimination is shown by Drolet (2002-1), where she highlights the fact that women are less likely to take on jobs with higher amounts of responsibility than men, which has a direct impact on the amount of experience a woman may obtain throughout their working career and therefore earn lower wages. This finding leads to the foundation of the theory which states that labour market discrimination occurs due to differences in experience or productivity between genders, which in turn may cause firms to be less willing to pay women the same wages they pay men. The empirical results of this paper and its conclusions are discussed in sub-section 2.2.

A third theory of labour market discrimination was highlighted by Bergmann (1971) as well as Sorensen (1990) in her paper based on the crowding hypothesis. Sorensen (1990) explains the crowding hypothesis as the phenomenon where employers categorize jobs in two categories: female jobs and male jobs, based on the amount of each gender that is generally employed in those jobs, which means that societal views of these jobs also play a role in determining how a job is categorized. Thus, employers pay people who are employed in a male job more than those who are employed in what is considered to be a female job as there is a higher supply of workers for the female jobs (which may be thought of as being low skill) than there is for the male jobs. Sorensen (1990) estimated that this crowding effect may explain up to 42 percent of the gender pay differential in the U.S. labour market, which would suggest that the crowding effect is a large contributor to the gender pay differential that is noticed not only in the U.S., but in Canada as well due to the similarities in both countries' labour markets. Bergmann (1971) analyzes the crowding hypothesis from a racial perspective and states that racial discrimination by employers could cause people of non-white races to be forced to work in other (less desirable) occupations which causes crowding to occur by these people in these occupations. Since non-white people are forced to work in certain occupations, a higher supply of workers is available for these occupations (crowding) and thus drives the wages paid for these occupations downwards. Bergmann (1971) determines that if racial discrimination was eliminated from the U.S. labour market entirely, then white people with low amounts of education would potentially experience a significant decrease in their wages as non-white people

would be able to work in a variety of other occupations that they weren't able to previously which would cause white people to fill in the gap (in lower paying occupations) left by non-white people. This would reduce the crowding effect and close the racial pay differential between white people and non-white people.

The last theory of labour market discrimination that will be covered in this section can be considered a signaling issue for workers of different genders and races. Bjerk (2008) explains that employers face a signaling dilemma when hiring people of different genders or races because they do not have specific information based on that particular candidate, which is a theory that is also supported by the findings of Aigner and Cain (1977). Instead, they must use previous experiences or other forms of information from other encounters or experiences with people of that same gender or race. Therefore, Bjerk (2008) states that, if a group of people of the same gender or race do not have a significant amount of people that are employed in a position that is considered to be high skill (or high responsibility), then these people may face labour market discrimination. Combining this result with Drolet (2002-1), it could explain why women generally face wage discrimination in the Canadian labour market. Bjerk (2008) also stresses that this doesn't indicate that the firms are actively discriminating based on gender and race, but that they are just acting based upon the information they have.

## **2.2 Empirical Gender-based Discrimination Studies for Canada**

In the same paper by Drolet (2002-1) found above, the impact of productivity variables on the estimation of the gender wage gap within Canada is analyzed. Using the data found in the 1997 Survey of Labour and Income Dynamics for people from ages 18 to 64, Drolet uses regular OLS regression techniques and an Oaxaca Decomposition to determine whether or not the inclusion of productivity variables in the estimation of the wage gap helps explain potential gender discrimination in the Canadian labour market. Through her estimation techniques, Drolet (2002-1) determines that the amount of experience an individual has earned has a noticeable impact on the gender wage gap. For people with less experience, it



is determined that females earn roughly 96% (Drolet, 2002-1) of what men with the same amount of experience earn, but that figure decreases substantially as an individual's amount of experience increases. Drolet indicates that this increasing wage gap could be due to the fact that a lower number of women (25.1%) take on jobs with larger amounts of responsibilities when compared to men (35.2%), which would definitely have a significant impact on the wage gap at the top-end of the experience distribution. Finally, by conducting Oaxaca decompositions with and without a number of productivity-based variables, Drolet confirms that the difference in the amount of people of gender who take on higher responsibility jobs does help explain the wage differential between the genders, however the addition of productivity variables to the Oaxaca decomposition specification do not significantly help explain the wage differential. This result by Drolet (2002-1) would indicate that there are other forms of potential gender discrimination that are taking place which are not based on how well a woman can perform in the workplace.

Adding to this result, a study conducted by Gera and Grenier (1994) finds that significant, intra-industry wage differentials exist in the Canadian labour market. While this result may not be that surprising to some, it is surprising that Gera and Grenier (1994) determine that the wage differential that seems to exist within an industry cannot be explained empirically through the use of industry condition variable such as those that indicate part-time or full-time work, worker benefits, scheduling differences and so forth. Combining this result with the conclusion of Drolet (2002-1), these intra-industry wage differentials, which cannot be explained, could possibly be contributing to the unexplained component of the gender wage differential that Drolet finds in her study.

Following her first study included in this review, Drolet (2002-2) follows up on the subject of gender wage differentials once again. In this study, Drolet sets out to determine if the apparent gender wage differential can be better explained through the inclusion of both industry and workplace measures. Much like Drolet (2002-1), Drolet (2002-2) runs both OLS regressions and an Oaxaca decomposition to determine the effects of these measures, using data from the Workplace and Employee Survey for people

aged 18 to 64. From the results of the analysis, Drolet (2002-2) finds that, even though the results indicate that working part-time has a larger negative effect for women when compared to men (even after controlling for industry and occupation), this difference is not created through discrimination but rather due to the fact that a larger proportion of women work part-time than men do. Drolet (2002-2) also reconfirms that the difference in the levels of productivity (or efficiency) between genders do not necessarily explain the potential gender discrimination that exists in the Canadian labour market.

It is also worthwhile to determine the historical amounts of potential gender discrimination present in Canada to determine if there are any trends present in the amount of potential gender discrimination across years. Baker and Drolet (2010) do just that by using data from both the Canadian Labour Force Survey and the Canadian Survey of Labour and Income Dynamics over fifteen years. Utilizing wages and salaries as the dependent variable in their analysis, Baker and Drolet (2010) determine that the gender wage gap decreases over the fifteen year period covered in their analysis, indicating that a downward trend in potential gender discrimination is present and that Canada is moving towards higher levels of equality in the labour market.

Another study by Baker, Benjamin, Desaulniers, and Grant (1995) also compared the gender wage ratio in the Canadian labour market over fifteen years using Canadian Census data for the years 1971, 1981, and 1986, as well as the Canadian Survey of Consumer Finances for 1986 and 1991. Baker, Benjamin, Desaulniers, and Grant (1995) only include people who are between the ages of 16 and 64 and have worked at least 49 weeks out of the year that the Census is focused on. Baker et al. (1995) discover that more and more females were beginning to enter the workforce between the years 1970 and 1980, citing an increase in the female participation rate of five percent. By running a Oaxaca decomposition, Baker et al. find that the gender wage differential has been declining ever so slightly over the years, citing that the gender earnings ratio has increased from 0.60 in 1970 to 0.67 in 1990 (Baker et al, 1995). It is also noted in the study that age and education play a significant role in determining the wage differential

in the sense that people who are younger (and perhaps less experienced or educated) encounter a smaller gender wage differential, which is a similar result as Drolet (2002-1) found in her analysis.

From the previous literature presented above, it is clear that potential gender discrimination exists in the Canadian labour market. Although the exact reasons as to why it occurs are unknown, it can be said for certain that potential gender discrimination exists.

### **2.3 Empirical Race-based Discrimination Studies for Canada**

The other form of labour market discrimination that occurs in Canada is known as racial discrimination where people of different races or minorities face a wage differential solely due to racial differences among them, such as differences in culture, for example. Krishna and Ravi Pendakur have released numerous research papers, which study the amount of potential racial discrimination present in Canada and are the focus of this section.

Pendakur and Pendakur (2007) study the earnings differential that people who are considered to be part of an ethnic minority face in the Canadian labour market. In this study, Pendakur and Pendakur utilize data from the 2001 Canadian Census for individuals who were born within Canada and between the ages of 25 to 64 to carry out their analysis. Using conditional quantile regression techniques, results that indicate that potential racial discrimination exists within the Canadian labour market. Pendakur and Pendakur (2007) state that, compared to their white counterparts, aboriginal women tend to earn 19 percent less on average, while women of other visible minorities earn roughly four percent less on average. For men, Pendakur and Pendakur (2007) find that men of aboriginal ethnicity earn around 53 percent less, while men of other visible minorities earn around 13 percent less when compared to their white counterparts. For the female results indicated by this analysis, Pendakur and Pendakur (2007) also note that the results do not change whether work-related variables are included in the specification of their model or not, which would indicate that females of various minorities may be discriminated against regardless of where or how they work.

The results discussed above clearly indicate that potential racial discrimination does exist in the Canadian labour market, but Pendakur and Pendakur (2011) take another look at potential racial discrimination, although in this study they focus on the potential discrimination that aboriginal people face in the Canadian labour market. Once again, Canadian Census data from 1996 to 2006 are used to conduct the analysis. The OLS regression analysis conducted by Pendakur and Pendakur (2011) uncovers some rather interesting results, mainly that the earnings differential faced by aboriginal people has declined by around five percentage points from 1995 through 2005. Pendakur and Pendakur (2011) also discover that, contrary to what is found for other visible minorities, aboriginal people do not see an increase in earnings from living in areas that have a higher density of people of the same or similar minorities, while also citing that aboriginal people who live in a remote location (such as the various reserves found in Canada) face higher amounts of potential gender discrimination when compared to those who don't. Overall, it is estimated that aboriginal women experience an earnings differential ranging from 10 to 20 percent (Pendakur and Pendakur, 2011) while men experience an earnings differential ranging from 20 to 50 percent (Pendakur and Pendakur, 2011). The quantile regressions used in their analysis also indicate that aboriginal women experience a "glass ceiling" effect where aboriginal men earn more than aboriginal women do at the top end of the earnings distribution (Pendakur and Pendakur, 2011) and that aboriginal people face a "sticky floor" compared to their white counterparts where aboriginals at the lower end of the distribution earn less than white people do (Pendakur and Pendakur, 2011).

In conclusion, it is clear that potential gender discrimination does occur within Canadian labour markets and has been for many years. Although it has been present for quite some time, previous literature indicates that wage discrimination in the Canadian labour market has been declining over the years, which may indicate that larger portions of the labour force are becoming more aware of the problems that wage discrimination imposes and are working towards achieving higher levels of equality in the labour market.

### 3. Data Sources

The datasets that are used in the empirical analysis are the Canadian Census Public Use Microdata Files (otherwise known as PUMFs) that includes data collected at an individual's level for each census year from 1986 to 2006. Since this analysis will focus on various regions across Canada, the Canadian Census PUMFs immediately stood out as a good choice of data to use in this analysis as it provides a large number of observations from individuals all across Canada, unlike other available datasets. Another advantage of using the PUMFs is that they offer a wide variety of information such as wages and earnings, level of education, place of birth, knowledge of official languages, visible minority status, marriage status, age at immigration and so forth, which is crucial for the analysis in this paper as it enables us to control for much individual heterogeneity and differences in endowment across individuals in our regressions. There are not many datasets available for Canada that can rival the level of detail provided by the Canadian Census PUMFs, which is another reason why these datasets were chosen for this analysis.

There are a few issues that are worth mentioning when using data from the PUMFs for empirical analysis such as the one found here in this paper. Firstly, the Canadian Census data suffers from censoring at the top end of the wages and salaries scale, where wages and salaries above \$140,000 are censored in the 1986 census dataset, while wages and salaries above \$200,000 are censored in the datasets from 1991 onwards. This presents a minor issue when conducting an analysis to determine if (or how much) potential discrimination exists in each region of Canada, since it is not possible to estimate the potential discrimination in the \$200,000 and higher pay bracket which (in general) is predominantly occupied by white males and may be subject to higher amounts of potential wage discrimination based on race and/or gender.

Secondly, the method in which the data is presented in each dataset changes from year to year, with some variables being broken down into multiple smaller variables, while some are combined to form one larger variable, and others are represented entirely differently compared to previous years. A prime example of this apparent reorganization is the switch from ethnicity to visible minorities in 1996, which is evident in the analysis found in this paper, and makes it somewhat more difficult to keep the analysis consistent across the five census years that are analyzed. However, the results are still valid; just a little more difficult to interpret and compare with one another.

Although the aforementioned restrictions already exist in the PUMFs, these restrictions alone are not sufficient to conduct our analysis, and the following three additional restrictions are applied to the data. First, we include only observations from individuals who reported positive, non-zero wages and salaries (referred to as simply “wages” from here on in) as well as a non-zero value of weeks worked in the data in order to ensure we are capturing only the potential discrimination that occurs to the individuals who actually participate in the labour force. On the same token, we include only observations from individuals who are aged 25 to 59 in order to eliminate individuals who are younger and perhaps still attending school while working a part-time job or frequently entering and exiting the labour force, as well as older individuals who may be beginning to work less or retire outright. Also, observations from individuals from the regions of northern Canada such as Nunavut, the Northwest Territories, and the Yukon Territories are excluded, as the cost of living and individual income in these regions are significantly different compared to the other regions of Canada and may provide a misrepresentation of the potential discrimination present across Canada and in these regions when compared to the others.

The data are then broken into six individual regions of Canada based on their geographic location and economic characteristics as follows in order to estimate and compare the amount of potential discrimination present in each region: Atlantic Canada (Newfoundland and Labrador, New Brunswick, Nova Scotia, and Prince Edward Island), Quebec, Ontario, the Prairies (Manitoba and Saskatchewan), Alberta, and British Columbia.

In order to make the results of the analysis presented later on in this paper easier to comprehend for the reader, summary statistics of the various variables that are used or are relevant to the analysis are presented in the tables beginning on the next page at a Canada-wide level. For summary statistics at a regional level, please consult the tables found in Appendix A.

**TABLE 1 - CANADA 1986**

Variable	Mean	Std. Dev.	Min	Max
WAGES	21793.46	15843.7	1	140000
LOG(WAGES)	9.623117	1.058931	0	11.8494
AGE	38.59889	9.572559	25	59
AGE2	1581.507	782.6145	625	3481
LESS THAN HIGH SCHOOL	0.3141643	0.4641835	0	1
UNIV./COLLEGE DIPLOMA/TRAINING	0.4044247	0.4907818	0	1
BACHELOR'S DEGREE	0.1496143	0.356694	0	1
WEEKS WORKED	43.89096	13.4602	1	52
PART TIME STATUS	0.1550351	0.3619392	0	1
IMMIGRANT STATUS	0.1298926	0.3361861	0	1
LARGE-SIZED CITY	0.3355558	0.4721857	0	1
MEDIUM-SIZED CITY	0.1948674	0.3960997	0	1
SMALL-SIZED CITY**	0	0	0	0
WIDOWED/SEPARATED/DIVORCED	0.0938856	0.2916704	0	1
MARRIED	0.7610631	0.4264353	0	1
<b>ETHNICITIES</b>				
NORTH/WEST EUROPE	0.1468982	0.3540054	0	1
SOUTH/EAST EUROPE	0.1092845	0.3119967	0	1
WEST ASIA AND ARAB ORIGINS	0.0057067	0.0753269	0	1
SOUTH ASIA	0.0132203	0.1142172	0	1
CHINA	0.0173316	0.130504	0	1
FILIPINO	0.0050205	0.0706776	0	1
EAST ASIA	0.0069875	0.0832991	0	1
BLACK ETHNICITIES	0.0141123	0.1179543	0	1
<b>PLACE OF BIRTH</b>				
US	0.0112189	0.1053239	0	1
ENGLISH-SPEAKING COUNTRIES	0.0404842	0.1970925	0	1
NORTH/WEST EUROPE	0.0232956	0.150841	0	1
SOUTH/EAST EUROPE	0.0521206	0.2222708	0	1
AFRICA	0.0067302	0.0817616	0	1
SOUTH AMERICA	0.0075079	0.0863224	0	1
SOUTH ASIA	0.0094006	0.0965	0	1
EAST ASIA	0.0124941	0.1110767	0	1
WEST ASIA	0.0033851	0.0580834	0	1
SOUTHEAST ASIA	0.0112189	0.1053239	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.6718492	0.4695414	0	1
FRENCH	0.1205492	0.3256035	0	1
ENGLISH AND FRENCH	0.2009343	0.4007002	0	1
NONE	0.0066673	0.0813812	0	1
YSM*	19.80312	10.4897	1	50
YSM2*	502.1942	472.4577	1	2500
GENDER	0.4427246	0.4967101	0	1

Source: Statistics Canada (1986)

\* These variables only take on a non-zero value for immigrants

\*\* See brief explanation in Section 4.1 (page 23) as to why this variable is zero for 1986



**TABLE 2 - CANADA 1991**

Variable	Mean	Std. Dev.	Min	Max
WAGES	27683.25	20191.33	1	200000
LOG(WAGES)	9.878066	1.047665	0	12.20607
AGE	39.01166	9.268038	25	59
AGE2	1607.806	758.9403	625	3481
LESS THAN HIGH SCHOOL	0.2493376	0.4326303	0	1
UNIV./COLLEGE DIPLOMA/TRAINING	0.4297909	0.4950469	0	1
BACHELOR'S DEGREE	0.1126438	0.3161574	0	1
PROFESSIONAL DEGREE	0.0534091	0.2248482	0	1
WEEKS WORKED	44.43775	12.86897	1	52
PART TIME STATUS	0.1319139	0.3383977	0	1
IMMIGRANT STATUS	0.2057223	0.4042291	0	1
LARGE-SIZED CITY	0.3380373	0.4730421	0	1
MEDIUM-SIZED CITY	0.250223	0.433142	0	1
SMALL-SIZED CITY	0.0426753	0.2021243	0	1
WIDOWED/SEPARATED/DIVORCED	0.1283178	0.3344439	0	1
MARRIED	0.6632844	0.4725875	0	1
<b>ETHNICITIES</b>				
NORTH/WEST EUROPE	0.126037	0.3318916	0	1
SOUTH/EAST EUROPE	0.1182705	0.3229287	0	1
WEST ASIA	0.0028615	0.0534164	0	1
ARABIC ORIGINS	0.0055658	0.0743964	0	1
SOUTH ASIA	0.0180736	0.1332177	0	1
CHINESE	0.0233731	0.1510856	0	1
FILIPINO	0.0077632	0.0877667	0	1
BLACK ETHNICITIES	0.0173197	0.1304599	0	1
LATIN	0.0037693	0.0612792	0	1
<b>PLACE OF BIRTH</b>				
US	0.0111316	0.1049176	0	1
UNITED KINGDOM	0.0324002	0.1770609	0	1
GERMANY	0.0086647	0.0926802	0	1
SOUTH/EAST EUROPE	0.0334075	0.1796986	0	1
AFRICA	0.0091041	0.0949805	0	1
SOUTH AMERICA	0.0240307	0.1531448	0	1
CHINA/HONG KONG	0.0139514	0.1172892	0	1
EAST ASIA	0.0113946	0.1061359	0	1
FILIPINO	0.0079878	0.0890169	0	1
SOUTHEAST ASIA	0.0062747	0.0789645	0	1
WEST ASIA AND MIDDLE EAST	0.0055658	0.0743964	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.6737359	0.468846	0	1
FRENCH	0.1239935	0.3295747	0	1
ENGLISH AND FRENCH	0.1952773	0.3964146	0	1
NONE	0.0069933	0.0833333	0	1
YSM*	19.37005	11.35166	1	52
YSM2*	504.0571	488.7419	1	2704
GENDER	0.4667849	0.4988963	0	1

Source: Statistics Canada (1991)

\* These variables only take on a non-zero value for immigrants

**TABLE 3 - CANADA 1996**

<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	30347.66	22882.84	2	200000
LOG(WAGES)	9.930176	1.122882	0.6931472	12.20607
AGE	39.93179	9.079722	25	59
AGE2	1676.989	747.3262	625	3481
LESS THAN HIGH SCHOOL	0.2023112	0.4017237	0	1
UNIV./COLLEGE DIPLOMA/TRAINING	0.4518146	0.4976736	0	1
BACHELOR'S DEGREE	0.1335262	0.3401431	0	1
PROFESSIONAL DEGREE	0.0614554	0.2401642	0	1
WEEKS WORKED	44.50415	12.82771	1	52
PART TIME STATUS	0.1529296	0.3599203	0	1
IMMIGRANT STATUS	0.2083549	0.4061326	0	1
LARGE-SIZED CITY	0.3397493	0.4736248	0	1
MEDIUM-SIZED CITY	0.251192	0.4336994	0	1
SMALL-SIZED CITY	0.0416256	0.1997325	0	1
WIDOWED/SEPARATED/DIVORCED	0.1410588	0.3480828	0	1
MARRIED	0.6252508	0.4840589	0	1
<b>MINORITY</b>				
CHINESE	0.0280899	0.1652301	0	1
SOUTH ASIAN	0.0210785	0.1436462	0	1
BLACK	0.0175964	0.1314794	0	1
OTHER	0.0357985	0.1857878	0	1
<b>PLACE OF BIRTH</b>				
US	0.0109335	0.1039902	0	1
UNITED KINGDOM	0.027985	0.1649302	0	1
ITALY	0.0125848	0.1114741	0	1
PORTUGAL	0.007536	0.0864825	0	1
GERMANY	0.0074954	0.086251	0	1
NETHERLANDS	0.0045074	0.0669857	0	1
OTHER EUROPE	0.0176167	0.1315538	0	1
SOUTH ASIA	0.0150179	0.1216239	0	1
EAST ASIA	0.0425427	0.201824	0	1
AFRICA	0.009942	0.0992127	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.6740165	0.4687419	0	1
FRENCH	0.1170905	0.3215286	0	1
ENGLISH AND FRENCH	0.2018679	0.4013948	0	1
NONE	0.007025	0.0835206	0	1
YSM*	19.49522	12.2522	1	55
YSM2*	530.1777	551.7974	1	3025
GENDER	0.4732653	0.4992856	0	1

Source: Statistics Canada (1996)

\* These variables only take on a non-zero value for immigrants

**TABLE 4 - CANADA 2001**

Variable	Mean	Std. Dev.	Min	Max
WAGES	35813.27	27074.37	2	200000
LOG(WAGES)	10.11232	1.104626	0.6931472	12.20607
AGE	40.99314	9.216202	25	59
AGE2	1765.376	765.6907	625	3481
LESS THAN HIGH SCHOOL	0.175318	0.3802395	0	1
UNIV./COLLEGE DIPLOMA/TRAINING	0.4612606	0.4984978	0	1
BACHELOR'S DEGREE	0.1503516	0.3574163	0	1
PROFESSIONAL DEGREE	0.0691076	0.2536374	0	1
WEEKS WORKED	45.66688	11.75811	1	52
PART TIME STATUS	0.136633	0.34346	0	1
IMMIGRANT STATUS	0.2141853	0.4102566	0	1
LARGE-SIZED CITY	0.3505849	0.4771539	0	1
MEDIUM-SIZED CITY	0.2570351	0.4369996	0	1
SMALL-SIZED CITY	0.0411909	0.1987319	0	1
WIDOWED/SEPARATED/DIVORCED	0.1465352	0.3536425	0	1
MARRIED	0.5886659	0.4920764	0	1
<b>MINORITY</b>				
CHINESE	0.0326344	0.1776781	0	1
SOUTH ASIAN	0.0294157	0.168969	0	1
BLACK	0.0201975	0.1406757	0	1
OTHER	0.044464	0.2061239	0	1
<b>PLACE OF BIRTH</b>				
US	0.009525	0.0971305	0	1
UNITED KINGDOM	0.0435562	0.2041059	0	1
NORTH/WEST EUROPE	0.0123889	0.1106141	0	1
SOUTH/EAST EUROPE	0.0328965	0.178366	0	1
OTHER EUROPE	0.0107173	0.1029681	0	1
WEST ASIA AND MIDDLE EAST	0.0092214	0.0955844	0	1
SOUTH ASIA	0.0214825	0.1449863	0	1
EAST ASIA	0.0160839	0.1257984	0	1
CHINA/HONG KONG	0.0214505	0.1448808	0	1
PHILIPPINES	0.0125487	0.1113163	0	1
AFRICA	0.012667	0.1118329	0	1
CENTRAL/SOUTH AMERICA	0.0281052	0.1652737	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.6780892	0.4672097	0	1
FRENCH	0.1103337	0.3133057	0	1
ENGLISH AND FRENCH	0.2052611	0.403893	0	1
NONE	0.0061849	0.0784005	0	1
YSM*	20.7306	13.33245	4	50
YSM2*	607.5091	686.6275	16	2500
GENDER	0.4827271	0.4997024	0	1

Source: Statistics Canada (2001)

\* These variables only take on a non-zero value for immigrants

**TABLE 5 - CANADA 2006**

<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	40247.3	29494.74	1	200000
LOG(WAGES)	10.15897	1.479534	0	12.20607
AGE	41.84672	9.5317	27	57
AGE2	1842.001	799.4912	729	3249
LESS THAN HIGH SCHOOL	0.1161421	0.3203957	0	1
UNIV./COLLEGE DIPLOMA/TRAINING	0.3982484	0.4895379	0	1
BACHELOR'S DEGREE	0.1609723	0.367506	0	1
PROFESSIONAL DEGREE	0.0862054	0.2806676	0	1
WEEKS WORKED	45.83468	11.58631	1	52
PART TIME STATUS	0.1274678	0.3334968	0	1
IMMIGRANT STATUS	0.152385	0.3593942	0	1
LARGE-SIZED CITY	0.3481487	0.4763842	0	1
MEDIUM-SIZED CITY	0.2594701	0.4383446	0	1
SMALL-SIZED CITY	0.0598885	0.2372805	0	1
WIDOWED/SEPARATED/DIVORCED	0.1461122	0.3532192	0	1
MARRIED	0.5590255	0.4965045	0	1
<b>MINORITY</b>				
CHINESE	0.0378713	0.1908854	0	1
SOUTH ASIAN	0.0381336	0.191519	0	1
WEST ASIAN	0.0035282	0.0592942	0	1
BLACK	0.0221757	0.147255	0	1
ARABIC	0.0061904	0.0784354	0	1
FILIPINO	0.0151986	0.1223421	0	1
<b>PLACE OF BIRTH</b>				
US	0.0095448	0.0972305	0	1
UNITED KINGDOM	0.0182694	0.133924	0	1
NORTH/WEST EUROPE	0.0141983	0.118308	0	1
SOUTH/EAST EUROPE	0.0366638	0.1879352	0	1
AFRICA	0.0151925	0.122318	0	1
SOUTH AMERICA	0.0109323	0.1039849	0	1
CHINA/HONG KONG	0.0253838	0.157288	0	1
EAST ASIA	0.005733	0.0754993	0	1
PHILIPPINES	0.0152961	0.1227282	0	1
SOUTH/EAST ASIA	0.005977	0.0770795	0	1
CENTRAL ASIA AND MIDDLE EAST	0.0116429	0.1072723	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.6750425	0.4683597	0	1
FRENCH	0.1162762	0.3205564	0	1
ENGLISH AND FRENCH	0.201637	0.4012231	0	1
NONE	0.0070443	0.0836342	0	1
YSM*	19.56043	13.35579	1	57
YSM2*	560.9845	653.7506	1	3249
GENDER	0.4959046	0.499984	0	1

Source: Statistics Canada (2006)

\* These variables only take on a non-zero value for immigrants

In the first section of the summary statistics, we have the variables that comprise the dependent variable of our analysis (which will be discussed in the next section), the log of wages as well as the weeks worked by an individual. Also included in this section, are the variables that describe an individual's level of education, age, marital status, city size, immigrant status, and whether the individual works on a part-time or full-time basis in order to comprise the general structure of the conventional Mincer equation (Mincer, 1974). The second section contains self-explanatory variables which describe an individual's ethnicity or race, which will be used extensively to determine the potential wage discrimination present based on an individual's race. Following that, we have variables that indicate where individuals who immigrated to Canada were born, as each region of the world is filled with different cultures, lifestyles, experiences, and expectations which can have a direct impact on an individual's wages and salaries in Canada. The Official Languages section includes variables which indicate whether or not individuals can speak French, both official languages, or neither (English being the default category) since an individual's knowledge of the official languages will likely have major impacts on their wages and salaries here in Canada. Finally, we have Years Since Migration (YSM) and its square to indicate how long ago an individual immigrated to Canada. It is important to control for this in our analysis due to the fact that the longer an individual has lived in Canada for, the more assimilated they will become with Canadian culture and living, which may cause them to be subjected to less potential discrimination than those who just recently immigrated to Canada and perhaps stand out of the Canadian society (Chiswick, 1978). The included gender indicator variable refers to females, and is used to distinguish between genders in the analysis. These variables will be described in more detail in the following section. Each and every one of these aspects are important to consider when attempting to estimate the

potential discrimination based on race and gender in order to take into account exogenous factors which have an impact on an individual's wages and salaries as shown in the next section.

## **4. Empirical Analysis – Methodology**

This section will describe the methodologies used to complete the initial regression analysis of the paper, the estimation of potential discrimination due to race, and how the Oaxaca decomposition is performed in order to estimate the potential discrimination due to gender that may exist in each region. The results and their corresponding explanations will follow this section and conclude the major empirical analysis presented in this paper.

### **4.1 Regression Analysis**

Before we can dive deeply into the analysis and compare and contrast the level of potential labour market discrimination present in each region of Canada, we must perform OLS regression analysis containing the majority of the variables listed in the previous section to estimate the impact of the various characteristics of an individual on their subsequent wages. Two sets of the regression will be run for each census year: one for males and one for females. This will allow us to determine the significance and impact of an individual's endowment, race, and gender on their wage and therefore estimate the potential discrimination present in each region of Canada. The regression specification which will be used in this analysis is as follows:

$$\begin{aligned}
& \log(AVERAGE WEEKLY WAGES) \\
&= \beta_0 + \beta_1 AGE + \beta_2 AGE^2 + \beta_3 PARTTIME + \beta_4 IMMIGRANTSTATUS \\
&+ \beta_5 YSM + \beta_6 YSM^2 + \beta_7 \sum CITYSIZE + \beta_8 \sum MARITALSTATUS \\
&+ \beta_9 \sum EDUCATION + \beta_{10} \sum RACIALSTATUS + \beta_{11} \sum PLACEOFBIRTH \\
&+ \beta_{12} \sum OFFICIALLANG + \mu_t
\end{aligned}$$

The dependent variable, *AVERAGE WEEKLY WAGES*, is calculated by first taking the log of the wages variable in the dataset and then subtracting from it the log of the weeks worked variable in the dataset to obtain:

$$\log\left(\frac{WAGES}{WEEKS WORKED}\right) = \log(WAGES) - \log(WEEKS WORKED)$$

Wages were chosen to create our dependent variable rather than Total Income, since Total Income includes investment income as well as other sources of personal income which are not related to the labour market. Generally speaking, it is more difficult to misreport wages as it is usually documented by the employer themselves, making the wages variable a better choice for this analysis. It is important to note that both *WAGES* and *WEEKS WORKED* refer to the calendar year that precedes the Census.

While most of the variables used in the regression are rather straightforward to interpret, there are a few which warrant a brief explanation. For *EDUCATION*, the PUMF data files do not consistently report an individual's highest numerical grade achieved, but they do consistently report the highest degree obtained. Thus, the *EDUCATION* variable is split into three or four categories (depending on the census year): less than high school, high-school diploma, university

or college degree (lower than a Bachelor's degree), Bachelor's degree, and professional degree (Masters, Doctorate, etc.). For the *CITYSIZE* variables, Canadian cities are grouped together based on their size/population as follows:

Large city: Toronto, Vancouver, and Montreal

Medium city: Ottawa-Gatineau, Victoria (1991 onwards), Quebec City, Halifax, London, Kitchener-Waterloo, Regina-Saskatoon, Windsor, Hamilton, Thunder Bay, Winnipeg, Calgary, and Edmonton

Small cities: All other cities that are indicated in the data which were not mentioned previously.

For 1986, the small cities indicator variable does not take on a value of 1 due to the fact that there are no indicator variables for the smaller cities in the data for that year. This means that the samples for people living in small cities are still in fact included in the dataset and regressions, but they aren't indicated or displayed by the small city indicator variable as they are not indicated in the data.

The Years Since Migration (YSM) variable does not explicitly exist in the PUMFs; however it is calculated by using the Year of Immigration variable and the year the particular Census was conducted in. Otherwise, all of the other variables essentially indicate or represent exactly what their name suggests.

When running the regressions, it is necessary to choose a default category for each set of variables in order to be able to interpret the regression output. The default categories for this regression are as follows:

*CITY SIZE*: Small Cities



*WORK STATUS*: Full-time

*MARITAL STATUS*: Single

*EDUCATION*: High-school diploma

*RACIAL STATUS*: White

*PLACE OF BIRTH*: North/West Europe (if immigrant)

*OFFICIAL LANGUAGE*: English

In this analysis, two different empirical methodologies will be employed to examine both race-based and gender-based labour market discrimination in Canada. First, this paper will analyze individual race coefficients from separate male and female regressions for potential racial discrimination. Secondly, an Oaxaca decomposition (based also on separate regressions by gender) will be employed to determine potential gender discrimination.

#### **4.2 Potential Racial Discrimination Analysis (Intercept Shift Effects)**

Once the regression analysis is complete and the results are obtained, we will analyze and graph the coefficients of the *RACIAL STATUS* variables to better understand and compare the potential racial discrimination present in each region of Canada. In this section, the “Black” racial group will be the group focus due to the fact that it is the only race group that is consistently reported across all five Census years, which allows us to analyze how potential racial discrimination has changed across Canada over the years. However, the coefficients for the other racial variables will still be reported both in the regression analysis section and its corresponding appendix.

### 4.3 Potential Gender Discrimination Analysis (Oaxaca Decomposition)

In order to determine the potential gender discrimination that occurs in each region of Canada, the Oaxaca decomposition, an analytical method created specifically for estimating potential gender discrimination, will be employed. The Oaxaca decomposition was originally created and laid out by Blinder (1973) and Oaxaca (1973) and has been used by many other researchers to date. The methodology shown below follows the methodology used by Blinder (1973) and Oaxaca (1973), as described by Benjamin et al (2012) in their textbook.

In order to find the difference or proportion of wages that females receive in contrast to males do, we must use the results from the regression analysis obtained previously to do so, as the proportion of female to male wages cannot be directly calculated. Here, we are interested in what causes this proportion of wages to be some other value than 1:1. Mathematically, the proportion of female to male wages can be shown in this case as:

$$\log\left(\frac{AVERAGE\ WEEKLY\ WAGES_{FEMALE}}{AVERAGE\ WEEKLY\ WAGES_{MALE}}\right)$$

Using the properties of log, we can restate this relationship as:

$$\log(AVERAGE\ WEEKLY\ WAGES)_{FEMALE} - \log(AVERAGE\ WEEKLY\ WAGES)_{MALE}$$

This is a convenient result for this analysis, since from the regression analysis section of this paper we already have:

$$AVG(\log(AVERAGE\ WEEKLY\ WAGES)_{FEMALE}) = \hat{\beta}_{FEMALE}\bar{X}_{FEMALE}$$

$$AVG(\log(AVERAGE\ WEEKLY\ WAGES)_{MALE}) = \hat{\beta}_{MALE}\bar{X}_{MALE}$$

Putting what we have together, we can obtain:

$$\begin{aligned}
& \text{AVG}(\log(\text{AVERAGE WEEKLY WAGES})_{\text{MALE}}) \\
& \quad - \text{AVG}(\log(\text{AVERAGE WEEKLY WAGES})_{\text{FEMALE}}) \\
& = \hat{\beta}_{\text{MALE}}\bar{X}_{\text{MALE}} - \hat{\beta}_{\text{FEMALE}}\bar{X}_{\text{FEMALE}}
\end{aligned}$$

where  $\hat{\beta}$  denotes the vector of estimated coefficients from the regression analysis and  $\bar{X}$  denotes the respective group's sample mean. While this allows us to find the proportion of male to female wages, this also allows us to estimate the explained and unexplained differences in wages between men and women which results in estimates of the potential discriminatory difference in wages between them. We are able to estimate both the explained and unexplained differences between genders by adding in  $\hat{\beta}_{\text{MALE}}\bar{X}_{\text{FEMALE}} - \hat{\beta}_{\text{FEMALE}}\bar{X}_{\text{FEMALE}}$  to the equation above.

Therefore, we have:

$$\begin{aligned}
& \text{AVG}(\log(\text{AVERAGE WEEKLY WAGES})_{\text{MALE}}) \\
& \quad - \text{AVG}(\log(\text{AVERAGE WEEKLY WAGES})_{\text{FEMALE}}) \\
& = \hat{\beta}_{\text{MALE}}\bar{X}_{\text{MALE}} - \hat{\beta}_{\text{FEMALE}}\bar{X}_{\text{FEMALE}} + \hat{\beta}_{\text{MALE}}\bar{X}_{\text{FEMALE}} - \hat{\beta}_{\text{MALE}}\bar{X}_{\text{FEMALE}}
\end{aligned}$$

where like terms can be combined to achieve:

$$\begin{aligned}
& \text{AVG}(\log(\text{AVERAGE WEEKLY WAGES})_{\text{MALE}}) \\
& \quad - \text{AVG}(\log(\text{AVERAGE WEEKLY WAGES})_{\text{FEMALE}}) \\
& = \hat{\beta}_{\text{MALE}}(\bar{X}_{\text{MALE}} - \bar{X}_{\text{FEMALE}}) + (\hat{\beta}_{\text{MALE}} - \hat{\beta}_{\text{FEMALE}})\bar{X}_{\text{FEMALE}}
\end{aligned}$$

Now in this final equation, we have two terms on the right-hand side which estimate respectively the explained and unexplained portions of the wage differential. The first term on the right-hand side of the equation estimates the explained portion of the gender wage

differential, by comparing male and female characteristics and endowments (such as education, age, marital status, and so forth) and calculating their respective pay based on the estimated coefficients for male workers as the norm of comparison. This signifies the potential difference in wages between men and women if both genders earned their wages on the same pay scale as one another. The second term on the right-hand side signifies the unexplained portion of the gender wage differential, which compares the estimated coefficients for both males and females to determine the differences in the pay scales for given characteristics which females face in the labour force. This is the portion of the gender wage differential where potential gender discrimination could possibly exist since the difference in wages shown in this portion are not caused by differences in endowment, but rather differences in how employers in the labour market pay male and female workers differently from one another, and are therefore potentially discriminating (whether intentional or unintentional) against one gender.

Since this paper is primarily focused on the amount of potential wage discrimination based upon race and gender, the analysis will focus on the unexplained portion of the wage differential estimated in this section. The unexplained total variation in the dependent variables estimated in this section will be calculated for each region and graphed to compare the amount of potential wage discrimination present in each region of Canada.

## **5. Empirical Analysis – Results**

This section will list and outline the results found using the methodologies explained in the previous section. Alongside the results will be a breakdown and explanation of the key findings of the results to quantify the potential discrimination by race and gender that exists in each region.

### **5.1 Regression Analysis**

The tables beginning on the next page list the OLS regression results using the methodology outlined in section 4.1 and are grouped together based on gender and census year. In this section, only the regression results including a single racial status variable for the “Black” race group will be displayed as it will be the race upon which the paper focuses on. Since Census data is being used to conduct this analysis, where the observations are of the same weight, OLS regression estimation is used as opposed to weighted regressions. While running the regressions, it was apparent that there was not enough data for the Place of Birth variables in Atlantic Canada for the results of Atlantic Canada to be considered; therefore they are not included in the tables below. For the regression results containing all of the racial status variables, please consult Appendix B.

**TABLE 6 - 1986 FEMALE REGRESSIONS**

	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0168** (0.00633)	0.0175 (0.0186)	0.0156 (0.00827)	0.0217 (0.0333)	0.0356 (0.0196)	0.0136 (0.0168)
AGE <sup>2</sup>	-0.000198** (0.0000743)	-0.000153 (0.000221)	-0.000206* (0.0000967)	-0.000306 (0.000389)	-0.000444 (0.000233)	-0.000106 (0.000197)
PART TIME	-0.614*** (0.0147)	-0.472*** (0.0470)	-0.651*** (0.0198)	-0.568*** (0.0717)	-0.644*** (0.0436)	-0.554*** (0.0349)
IMMIGRANT STATUS	0.0466* (0.0208)	-0.0134 (0.0619)	0.0691* (0.0272)	0.0224 (0.110)	0.0358 (0.0660)	0.0369 (0.0543)
YSM	0.0250*** (0.00236)	0.0351*** (0.00701)	0.0230*** (0.00323)	0.0148 (0.0112)	0.0341*** (0.00689)	0.0248*** (0.00628)
YSM <sup>2</sup>	-0.000363*** (0.0000480)	-0.000668*** (0.000144)	-0.000285*** (0.0000665)	-0.0000474 (0.000215)	-0.000537*** (0.000144)	-0.000456*** (0.000125)
LARGE CITY	0.131*** (0.0177)	0.159* (0.0770)	0.136*** (0.0223)	0 (0)	0 (0)	0.103** (0.0362)
MEDIUM CITY	0.0286 (0.0224)	-0.0593 (0.191)	0.0314 (0.0274)	0.0274 (0.0906)	0.0529 (0.0516)	0 (0)
WIDOW/SEP/DIV	-0.00198 (0.0270)	-0.0111 (0.0743)	0.0191 (0.0357)	0.0832 (0.147)	-0.0952 (0.0879)	-0.0575 (0.0709)
MARRIED	0.000742 (0.0214)	0.0767 (0.0573)	0.00336 (0.0285)	-0.117 (0.114)	0.00981 (0.0713)	-0.0759 (0.0561)
<b>EDUCATION</b>						
LESS THAN HIGH SCHOOL	-0.126*** (0.0212)	-0.142* (0.0623)	-0.111*** (0.0276)	-0.112 (0.111)	-0.0886 (0.0665)	-0.151** (0.0568)
UNIVERSITY/COLLEGE	0.117*** (0.0204)	0.138* (0.0610)	0.137*** (0.0269)	0.0538 (0.109)	0.216*** (0.0636)	0.0143 (0.0523)
BACHELOR'S DEG	0.408*** (0.0246)	0.510*** (0.0685)	0.417*** (0.0333)	0.352** (0.123)	0.412*** (0.0745)	0.322*** (0.0649)
<b>ETHNICITIES</b>						
BLACK ETHNICITIES	0.0184 (0.0276)	-0.0740 (0.0671)	0.0213 (0.0342)	-0.162 (0.172)	0.199 (0.113)	0.148 (0.151)
<b>PLACE OF BIRTH</b>						
US	0.0562 (0.0297)	0.0472 (0.100)	0.0837* (0.0424)	0.0574 (0.136)	-0.0160 (0.0848)	0.0554 (0.0693)
ENG-SPEAKING CNTRY	0.0297 (0.0201)	-0.114 (0.0881)	0.0365 (0.0260)	-0.0376 (0.108)	0.126* (0.0584)	0.0290 (0.0498)
SOUTH/EAST EURO	-0.0367 (0.0203)	-0.155** (0.0560)	-0.0209 (0.0262)	-0.207 (0.109)	0.0622 (0.0666)	0.00931 (0.0626)
AFRICA	0.0335 (0.0391)	-0.0372 (0.0829)	0.0209 (0.0563)	0.294 (0.227)	-0.00826 (0.116)	0.0365 (0.107)
SOUTH AMERICA	-0.0514 (0.0349)	-0.198 (0.108)	-0.0468 (0.0430)	-0.0836 (0.159)	0.115 (0.117)	-0.0971 (0.123)

SOUTH ASIA	0.0135 (0.0349)	-0.0559 (0.139)	0.00616 (0.0475)	0.0284 (0.182)	0.0768 (0.0983)	0.0163 (0.0760)
EAST ASIA	0.0266 (0.0304)	-0.0737 (0.128)	0.0343 (0.0429)	-0.122 (0.180)	0.0911 (0.0804)	0.0413 (0.0647)
WEST ASIA	-0.123* (0.0570)	-0.357** (0.114)	-0.0553 (0.0754)	-0.115 (0.607)	0.216 (0.205)	-0.307 (0.215)
SOUTHEAST ASIA	0.0282 (0.0306)	-0.172 (0.0889)	0.0438 (0.0434)	0.0432 (0.125)	0.205* (0.0832)	-0.0503 (0.0780)
OTHER	0.0428 (0.0549)	0.0320 (0.306)	0.100 (0.124)	0.150 (0.333)	0.263 (0.163)	-0.0744 (0.0945)
<b>OFFICIAL LANGUAGES</b>						
FRENCH ONLY	-0.0529 (0.0428)	-0.00360 (0.0571)	-0.143 (0.198)	0 (0)	0.389 (0.721)	0 (0)
ENGLISH/FRENCH	0.0350 (0.0228)	0.0798 (0.0512)	0.0297 (0.0331)	-0.170 (0.136)	-0.0201 (0.0778)	-0.00406 (0.0638)
NOLANG	-0.0549 (0.0338)	-0.00789 (0.0988)	-0.0716 (0.0435)	0.156 (0.185)	-0.0606 (0.120)	-0.102 (0.0877)
ATLANTIC	-0.0640 (0.0523)					
QUEBEC	-0.0313 (0.0256)					
PRAIRIES	-0.0183 (0.0330)					
ALBERTA	0.0835** (0.0260)					
BRITISH COLUMBIA	0.0600** (0.0188)					
CONSTANT	4.922*** (0.125)	4.706*** (0.373)	4.953*** (0.165)	5.104*** (0.649)	4.459*** (0.384)	5.145*** (0.331)
<i>N</i>	15603	1922	8891	727	1426	2364
<i>R</i> <sup>2</sup>	0.164	0.159	0.169	0.154	0.231	0.150
F-Stat	95.56	13.28	66.58	5.091	16.19	16.44
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	9256.3	1218.2	5162.6	496.5	715.7	1401.5
Root MSE	0.771	0.802	0.763	0.842	0.715	0.774

Standard errors in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Source: Original calculations using Canadian Census data

**TABLE 7 – 1986 MALE REGRESSIONS**

	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0604*** (0.00525)	0.0842*** (0.0166)	0.0600*** (0.00686)	0.0423 (0.0216)	0.0792*** (0.0165)	0.0408** (0.0139)
AGE <sup>2</sup>	-0.000679*** (0.0000608)	-0.000913*** (0.000193)	-0.000696*** (0.0000793)	-0.000461 (0.000250)	-0.000847*** (0.000193)	-0.000446** (0.000162)

PART TIME	-0.613*** (0.0242)	-0.560*** (0.0688)	-0.687*** (0.0363)	-0.693*** (0.114)	-0.602*** (0.0702)	-0.516*** (0.0501)
IMMIGRANT STATUS	0.0318 (0.0172)	-0.00336 (0.0525)	0.0577* (0.0226)	-0.0200 (0.0744)	-0.0752 (0.0537)	0.0508 (0.0456)
YSM	0.0223*** (0.00193)	0.0255*** (0.00607)	0.0200*** (0.00261)	0.0331*** (0.00725)	0.0140* (0.00579)	0.0229*** (0.00526)
YSM <sup>2</sup>	-0.000298*** (0.0000393)	-0.000351** (0.000128)	-0.000223*** (0.0000537)	-0.000521*** (0.000138)	-0.000270* (0.000120)	-0.000299** (0.000104)
LARGE CITY	0.0384** (0.0139)	0.0701 (0.0532)	0.0353* (0.0176)	0 (0)	0 (0)	0.0531 (0.0294)
MEDIUM CITY	0.0468** (0.0175)	0.114 (0.115)	0.0412 (0.0215)	0.00226 (0.0555)	0.0675 (0.0414)	0 (0)
WIDOW/SEP/DIV	0.134*** (0.0264)	0.210** (0.0813)	0.117*** (0.0351)	0.123 (0.106)	0.0913 (0.0782)	0.139* (0.0695)
MARRIED	0.244*** (0.0177)	0.293*** (0.0504)	0.252*** (0.0241)	0.194** (0.0744)	0.190*** (0.0519)	0.226*** (0.0461)
<b>EDUCATION</b>						
LESS THAN HIGH SCHOOL	-0.0900*** (0.0205)	-0.113 (0.0605)	-0.0960*** (0.0268)	-0.220* (0.0926)	-0.117 (0.0718)	0.00345 (0.0530)
UNIVERSITY/COLLEGE	0.0942*** (0.0194)	0.110 (0.0577)	0.0760** (0.0256)	-0.0311 (0.0898)	0.0915 (0.0662)	0.182*** (0.0491)
BACHELOR'S DEG	0.329*** (0.0213)	0.436*** (0.0611)	0.301*** (0.0286)	0.240* (0.0975)	0.326*** (0.0702)	0.275*** (0.0557)
<b>ETHNICITIES</b>						
BLACK ETHNICITIES	-0.123*** (0.0253)	-0.163* (0.0656)	-0.124*** (0.0316)	0.0659 (0.105)	-0.133 (0.0918)	-0.0346 (0.137)
<b>PLACE OF BIRTH</b>						
US	0.0759** (0.0264)	0.0147 (0.0874)	0.127** (0.0397)	0.112 (0.0950)	-0.00414 (0.0697)	0.153* (0.0623)
ENG-SPEAKING CNTRY	0.135*** (0.0164)	0.149* (0.0758)	0.145*** (0.0214)	0.222** (0.0678)	0.128** (0.0474)	0.104* (0.0403)
SOUTH/EAST EURO	0.00796 (0.0158)	-0.0549 (0.0472)	0.00217 (0.0205)	0.159* (0.0651)	-0.00441 (0.0523)	0.0787 (0.0462)
AFRICA	0.0234 (0.0295)	0.0739 (0.0645)	0.00604 (0.0450)	-0.141 (0.162)	-0.0790 (0.0779)	0.00367 (0.0841)
SOUTH AMERICA	-0.0582* (0.0295)	-0.130 (0.0889)	-0.0682 (0.0368)	-0.0159 (0.101)	0.0687 (0.101)	0.0572 (0.111)
SOUTH ASIA	-0.0390 (0.0264)	-0.198* (0.0953)	-0.0588 (0.0361)	-0.0825 (0.121)	-0.0191 (0.0758)	0.0825 (0.0592)
EAST ASIA	-0.121*** (0.0250)	-0.369*** (0.112)	-0.0760* (0.0349)	-0.224 (0.117)	-0.0358 (0.0673)	-0.130* (0.0535)
WEST ASIA	-0.117** (0.0451)	-0.118 (0.0532)	-0.148** (0.0532)	0.236 (0.0926)	-0.0512 (0.0718)	-0.107 (0.0530)



	(0.0388)	(0.0836)	(0.0535)	(0.229)	(0.116)	(0.146)
SOUTHEAST ASIA	-0.113*** (0.0276)	-0.0483 (0.0801)	-0.142*** (0.0396)	-0.0600 (0.0871)	-0.0685 (0.0729)	-0.149* (0.0746)
OTHER	0.0982* (0.0471)	0.288 (0.463)	-0.0852 (0.117)	0.382 (0.629)	0.189 (0.135)	0.0752 (0.0846)
<b>OFFICIAL LANGUAGES</b>						
FRENCH ONLY	-0.0511 (0.0367)	-0.0296 (0.0537)	-0.133 (0.178)	1.202 (0.624)	-0.345 (0.680)	0 (0)
ENGLISH/FRENCH	0.0544** (0.0181)	0.0500 (0.0431)	0.0639* (0.0258)	-0.0131 (0.0919)	0.0578 (0.0617)	-0.0221 (0.0548)
NOLANG	-0.178*** (0.0340)	-0.130 (0.118)	-0.118** (0.0421)	0.0824 (0.134)	-0.316* (0.132)	-0.466*** (0.0924)
ATLANTIC	-0.0822 (0.0427)					
QUEBEC	-0.137*** (0.0204)					
PRAIRIES	-0.0689** (0.0267)					
ALBERTA	0.0312 (0.0205)					
BRITISH COLUMBIA	0.00431 (0.0154)					
CONSTANT	4.325*** (0.106)	3.544*** (0.334)	4.379*** (0.139)	4.677*** (0.434)	4.134*** (0.331)	4.639*** (0.281)
<i>N</i>	19559	2673	10813	885	1899	2917
<i>R</i> <sup>2</sup>	0.154	0.179	0.147	0.212	0.166	0.137
F-Stat	111.1	21.41	68.85	8.903	14.36	18.35
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	9668.9	1687.3	5084.2	331.1	846.8	1495.5
Root MSE	0.704	0.799	0.687	0.621	0.673	0.719

Standard errors in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Source: Original calculations using Canadian Census data

The results for the 1986 census year are relatively in line with what one would expect to see. It is important to note that the MEDIUM CITY variable was omitted from the regression for British Columbia due to the fact that an indicator for residents of Victoria is not included in the 1986 PUMF dataset. Since the LARGE CITY variable only includes observations from Toronto, Montreal, and Vancouver (as specified earlier), the LARGE CITY variable is omitted from the regressions for the Prairies and Alberta. As one would expect, higher education, age, and YSM

have a positive effect across all regions of Canada. However, it is interesting to see that there is not a statistically significant effect of being a black female on an individual's wage, while there is a statistically significant negative effect of being a black male in Quebec (-16%) and Ontario (-12%) only. Being born outside of Canada does not seem to have a statistically significant effect for females (except for West Asia), but for males it seems to be beneficial to be born in the US or an English-speaking country and not beneficial if they are born in Asia. It is also worthwhile to reiterate that since the default Place of Birth region is North/West Europe, its effect is picked up within the Immigrant Status variable coefficient.

<b>TABLE 8 – 1991 FEMALE REGRESSIONS</b>						
	<b>CANADA</b>	<b>QUEBEC</b>	<b>ONTARIO</b>	<b>PRAIRIES</b>	<b>ALBERTA</b>	<b>B.C.</b>
AGE	0.0350*** (0.00493)	0.0201 (0.0150)	0.0332*** (0.00634)	0.0107 (0.0264)	0.0542** (0.0175)	0.0423*** (0.0125)
AGE <sup>2</sup>	-0.000390*** (0.0000583)	-0.000150 (0.000179)	-0.000395*** (0.0000749)	-0.000148 (0.000310)	-0.000590** (0.000207)	-0.000448** (0.000147)
PART TIME	-0.603*** (0.0123)	-0.488*** (0.0388)	-0.653*** (0.0166)	-0.561*** (0.0617)	-0.617*** (0.0394)	-0.508*** (0.0284)
IMMIGRANT STATUS	-0.0375* (0.0162)	-0.0356 (0.0490)	-0.0278 (0.0213)	0.0503 (0.0879)	-0.0399 (0.0577)	-0.0969* (0.0407)
YSM	0.0226*** (0.00162)	0.0216*** (0.00507)	0.0219*** (0.00212)	0.0459*** (0.00844)	0.0247*** (0.00565)	0.0203*** (0.00395)
YSM <sup>2</sup>	-0.000341*** (0.0000353)	-0.000282* (0.000113)	-0.000314*** (0.0000464)	-0.000761*** (0.000170)	-0.000385** (0.000122)	-0.000347*** (0.0000877)
LARGE CITY	0.171*** (0.0150)	0.167* (0.0719)	0.205*** (0.0188)	0 (0)	0 (0)	0.0606 (0.0314)
MEDIUM CITY	0.0571*** (0.0170)	0.189 (0.0985)	0.0720** (0.0221)	0.0361 (0.0708)	0.127** (0.0458)	-0.0190 (0.0533)
WIDOW/SEP/DIV	0.0732*** (0.0198)	0.0355 (0.0548)	0.110*** (0.0258)	0.215* (0.110)	-0.0253 (0.0729)	0.0264 (0.0496)
MARRIED	0.0191 (0.0157)	0.0371 (0.0443)	0.0313 (0.0203)	0.0615 (0.0872)	-0.00792 (0.0576)	-0.000590 (0.0396)
	<b>EDUCATION</b>					
LESS THAN HIGH SCHOOL	-0.0996*** (0.0164)	-0.0985* (0.0496)	-0.110*** (0.0206)	-0.143 (0.0911)	-0.146* (0.0607)	-0.0203 (0.0430)
UNIVERSITY/COLLEGE	0.152*** (0.0149)	0.254*** (0.0469)	0.139*** (0.0189)	0.145 (0.0849)	0.140** (0.0537)	0.132*** (0.0377)
BACHELOR'S DEG	0.360***	0.457***	0.322***	0.447***	0.427***	0.327***

	(0.0195)	(0.0585)	(0.0253)	(0.105)	(0.0678)	(0.0505)
PROFESSIONAL DEG	0.548 <sup>***</sup> (0.0237)	0.695 <sup>***</sup> (0.0672)	0.518 <sup>***</sup> (0.0309)	0.443 <sup>***</sup> (0.134)	0.578 <sup>***</sup> (0.0821)	0.469 <sup>***</sup> (0.0639)
<b>ETHNICITIES</b>						
BLACK ETHNICITIES	0.0155 (0.0247)	-0.0646 (0.0636)	0.0169 (0.0300)	0.105 (0.144)	-0.138 (0.113)	0.281 <sup>*</sup> (0.112)
<b>PLACE OF BIRTH</b>						
US	0.00303 (0.0251)	-0.131 (0.0863)	0.0384 (0.0353)	-0.00391 (0.117)	0.102 (0.0774)	-0.0669 (0.0563)
UK	0.0552 <sup>***</sup> (0.0156)	-0.00443 (0.0827)	0.0643 <sup>**</sup> (0.0201)	0.0765 (0.0838)	0.172 <sup>***</sup> (0.0517)	0.0119 (0.0360)
SOUTH/EAST EURO	-0.0577 <sup>***</sup> (0.0164)	-0.126 <sup>**</sup> (0.0464)	-0.0519 <sup>*</sup> (0.0202)	0.0687 (0.0921)	0.0401 (0.0674)	-0.0502 (0.0569)
AFRICA	0.0351 (0.0273)	0.0436 (0.0610)	0.0410 (0.0378)	-0.333 <sup>*</sup> (0.170)	0.0305 (0.0854)	0.0267 (0.0771)
SOUTH AMERICA	-0.0372 (0.0223)	-0.0731 (0.0606)	-0.0213 (0.0281)	-0.0525 (0.108)	0.0408 (0.0869)	-0.107 (0.0683)
HK/CHINA	0.0664 <sup>**</sup> (0.0219)	-0.166 (0.102)	0.105 <sup>***</sup> (0.0299)	0.0657 (0.138)	0.0949 (0.0704)	0.0419 (0.0425)
EAST ASIA	-0.0422 (0.0340)	-0.0661 (0.0831)	-0.0218 (0.0505)	-0.0284 (0.147)	0.0119 (0.0882)	-0.0851 (0.0926)
PHILIPPINES	-0.00835 (0.0258)	0.0388 (0.108)	-0.00147 (0.0350)	0.0971 (0.0972)	-0.0299 (0.0796)	-0.0267 (0.0588)
SOUTH ASIA	0.0404 (0.0420)	0.0527 (0.116)	0.0174 (0.0618)	-0.00737 (0.242)	-0.0518 (0.107)	0.141 (0.104)
WEST ASIA/MIDDLE EAST	-0.0670 (0.0354)	-0.0968 (0.0725)	-0.0763 (0.0475)	0.466 (0.244)	-0.0416 (0.135)	-0.105 (0.124)
OTHER	0.128 <sup>**</sup> (0.0486)	0.379 (0.297)	0.223 <sup>*</sup> (0.0963)	-0.686 <sup>*</sup> (0.325)	0.0861 (0.129)	0.134 <sup>*</sup> (0.0681)
<b>OFFICIAL LANGUAGE</b>						
FRENCH ONLY	0.0163 (0.0352)	0.00678 (0.0464)	0.0908 (0.179)	0 (0)	0 (0)	-0.265 (0.812)
ENGLISH/FRENCH	0.108 <sup>***</sup> (0.0188)	0.0703 (0.0416)	0.138 <sup>***</sup> (0.0269)	0.0307 (0.124)	0.106 (0.0709)	0.0931 (0.0522)
NOLANG	-0.115 <sup>***</sup> (0.0275)	-0.179 <sup>*</sup> (0.0855)	-0.117 <sup>**</sup> (0.0361)	-0.107 (0.142)	0.0892 (0.102)	-0.150 <sup>*</sup> (0.0630)
ATLANTIC	-0.155 <sup>***</sup> (0.0413)					
QUEBEC	-0.216 <sup>***</sup> (0.0209)					
PRAIRIES	-0.0851 <sup>**</sup> (0.0274)					

ALBERTA	-0.0582**					
	(0.0202)					
BRITISH COLUMBIA	-0.0685***					
	(0.0143)					
CONSTANT	4.831***	4.772***	4.879***	4.967***	4.261***	4.743***
	(0.0987)	(0.308)	(0.127)	(0.538)	(0.343)	(0.248)
<i>N</i>	27656	3194	16011	1081	2470	4472
<i>R</i> <sup>2</sup>	0.158	0.161	0.163	0.180	0.180	0.121
F-Stat	152.4	20.91	107.6	8.549	19.87	21.13
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	18099.3	2203.4	10137.8	743.1	1667.2	2911.2
Root MSE	0.809	0.834	0.796	0.840	0.826	0.810

Standard errors in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Source: Original calculations using Canadian Census data

**TABLE 9 – 1991 MALE REGRESSIONS**

	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0514***	0.0530***	0.0501***	0.0447*	0.0647***	0.0577***
	(0.00451)	(0.0129)	(0.00596)	(0.0220)	(0.0160)	(0.0112)
AGE <sup>2</sup>	-0.000563***	-0.000530***	-0.000556***	-0.000467	-0.000730***	-0.000655***
	(0.0000523)	(0.000150)	(0.0000691)	(0.000258)	(0.000186)	(0.000129)
PART TIME	-0.564***	-0.466***	-0.622***	-0.506***	-0.426***	-0.565***
	(0.0218)	(0.0534)	(0.0315)	(0.104)	(0.0809)	(0.0473)
IMMIGRANT STATUS	0.0353*	0.0571	0.0317	0.0287	0.0433	0.0373
	(0.0146)	(0.0415)	(0.0198)	(0.0740)	(0.0525)	(0.0358)
YSM	0.0276***	0.0229***	0.0253***	0.0400***	0.0347***	0.0310***
	(0.00143)	(0.00422)	(0.00188)	(0.00737)	(0.00516)	(0.00357)
YSM <sup>2</sup>	-0.000395***	-0.000238*	-0.000350***	-0.000681***	-0.000528***	-0.000457***
	(0.0000307)	(0.0000946)	(0.0000406)	(0.000155)	(0.000111)	(0.0000762)
LARGE CITY	0.0432***	-0.0549	0.0696***	0	0	-0.0157
	(0.0130)	(0.0510)	(0.0167)	(0)	(0)	(0.0265)
MEDIUM CITY	0.00786	-0.0771	0.0195	0.0616	0.0595	-0.0815
	(0.0149)	(0.0713)	(0.0196)	(0.0615)	(0.0417)	(0.0478)
WIDOW/SEP/DIV	0.127**	0.0320	0.184***	0.178	0.00472	0.0749
	(0.0202)	(0.0532)	(0.0276)	(0.102)	(0.0676)	(0.0489)
MARRIED	0.198***	0.121**	0.235***	0.124	0.151**	0.174***
	(0.0141)	(0.0382)	(0.0189)	(0.0729)	(0.0468)	(0.0354)
<b>EDUCATION</b>						
LESS THAN HIGH SCHOOL	-0.0917***	-0.0975*	-0.0966***	-0.173*	-0.123	-0.0154
	(0.0165)	(0.0464)	(0.0214)	(0.0847)	(0.0630)	(0.0420)
UNIVERSITY/COLLEGE	0.110***	0.112*	0.119***	-0.00570	0.0820	0.122**
	(0.0152)	(0.0438)	(0.0198)	(0.0791)	(0.0567)	(0.0378)
BACHELOR'S DEG	0.336***	0.375***	0.345***	0.262**	0.374***	0.264***
	(0.0186)	(0.0526)	(0.0245)	(0.0996)	(0.0670)	(0.0463)
PROFESSIONAL DEG	0.470***	0.591***	0.444***	0.442***	0.581***	0.350***

	(0.0200)	(0.0536)	(0.0268)	(0.0992)	(0.0726)	(0.0513)
	<b>ETHNICITIES</b>					
BLACK ETHNICITIES	-0.0641** (0.0227)	-0.0775 (0.0568)	-0.0581* (0.0283)	-0.147 (0.118)	-0.0797 (0.0939)	-0.0632 (0.0992)
	<b>PLACE OF BIRTH</b>					
US	0.0481* (0.0245)	0.0543 (0.0753)	0.0691 (0.0368)	-0.0975 (0.117)	0.0350 (0.0760)	0.0593 (0.0515)
UK	0.132*** (0.0139)	0.225*** (0.0671)	0.150*** (0.0182)	0.0493 (0.0713)	0.0969* (0.0469)	0.121*** (0.0312)
SOUTH/EAST EURO	0.0245 (0.0138)	-0.00254 (0.0367)	0.0401* (0.0174)	0.0399 (0.0750)	-0.0733 (0.0583)	0.0599 (0.0421)
AFRICA	-0.0400 (0.0226)	0.00391 (0.0470)	-0.0498 (0.0325)	0.115 (0.141)	-0.197** (0.0726)	-0.00326 (0.0625)
SOUTH AMERICA	-0.0733*** (0.0195)	-0.0637 (0.0527)	-0.0704** (0.0248)	-0.138 (0.0839)	-0.0833 (0.0712)	0.0158 (0.0660)
HK/CHINA	-0.119*** (0.0197)	-0.235** (0.0868)	-0.0818** (0.0276)	-0.291** (0.112)	-0.202** (0.0622)	-0.0963** (0.0372)
EAST ASIA	-0.0493 (0.0288)	-0.0552 (0.0701)	-0.0400 (0.0428)	-0.256* (0.124)	-0.0926 (0.0732)	0.0560 (0.0817)
PHILIPPINES	-0.191*** (0.0290)	0.0208 (0.165)	-0.185*** (0.0399)	-0.165 (0.0870)	-0.170 (0.0968)	-0.270*** (0.0641)
SOUTH ASIA	-0.0221 (0.0377)	0.0939 (0.0957)	-0.0835 (0.0563)	0.245 (0.231)	0.0141 (0.0971)	-0.0603 (0.0939)
WEST ASIA/MIDDLE EAST	-0.109*** (0.0274)	-0.0956 (0.0556)	-0.0944* (0.0368)	-0.208 (0.199)	-0.144 (0.101)	-0.156 (0.101)
OTHER	0.0392 (0.0475)	0.267 (0.282)	0.185* (0.0912)	0.0371 (0.356)	-0.140 (0.132)	-0.0152 (0.0650)
	<b>OFFICIAL LANGUAGE</b>					
FRENCH ONLY	-0.0365 (0.0318)	0.0237 (0.0414)	-0.00431 (0.235)	0 (0)	-0.180 (0.479)	0 (0)
ENGLISH/FRENCH	0.0487** (0.0163)	0.114** (0.0352)	0.0522* (0.0234)	-0.0410 (0.0993)	0.0203 (0.0637)	-0.0267 (0.0464)
NOLANG	-0.0989*** (0.0285)	0.00916 (0.0881)	-0.102** (0.0364)	-0.0469 (0.152)	0.0869 (0.106)	-0.222** (0.0710)
ATLANTIC	-0.120*** (0.0347)					
QUEBEC	-0.207*** (0.0183)					
PRAIRIES	-0.173*** (0.0243)					
ALBERTA	-0.105*** (0.0178)					

BRITISH COLUMBIA	-0.0647*** (0.0128)					
CONSTANT	4.707*** (0.0904)	4.447*** (0.263)	4.710*** (0.119)	4.678*** (0.442)	4.318*** (0.321)	4.579*** (0.223)
<i>N</i>	32310	4191	18140	1283	2959	5163
<i>R</i> <sup>2</sup>	0.147	0.177	0.137	0.179	0.155	0.128
F-Stat	164.1	30.95	99.31	10.17	19.19	26.89
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	19759.0	2600.9	10942.7	764.6	1975.0	3027.6
Root MSE	0.782	0.791	0.777	0.781	0.821	0.768

Standard errors in parentheses

\*  $P < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Source: Original calculations using Canadian Census data

For 1991, the results appear to be pretty much the same as the 1986 results in general with a few significant changes. It is still apparent that being a black female does not have a statistically significant impact on an individual's wages, however being a black male in Ontario only (-5.8%) has a statistically significant negative impact on their wages. In terms of place of birth, being born in the UK has a positive effect on wages for females in Ontario (6.4%) and Alberta (17.2%) and males in Quebec (22.5%), Ontario (15%), Alberta (9.6%), and B.C. (12%). Again, the phenomena where men born in Asia have lower wages while females from Asia have higher wages occur in 1991 as it did in 1986.

	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0424*** (0.00557)	0.0286 (0.0170)	0.0402*** (0.00717)	0.0692* (0.0323)	0.0653** (0.0217)	0.0337* (0.0132)
AGE <sup>2</sup>	-0.000466*** (0.0000661)	-0.000248 (0.000202)	-0.000458*** (0.0000850)	-0.000822* (0.000376)	-0.000764** (0.000257)	-0.000339* (0.000157)
PART TIME	-0.624*** (0.0128)	-0.439*** (0.0411)	-0.688*** (0.0170)	-0.457*** (0.0707)	-0.656*** (0.0459)	-0.568*** (0.0287)
IMMIGRANT STATUS	0.0355 (0.0184)	-0.0170 (0.0578)	0.0506* (0.0239)	0.208 (0.107)	0.0580 (0.0714)	0.0149 (0.0440)
YSM	0.0306*** (0.00167)	0.0326*** (0.00548)	0.0312*** (0.00215)	0.0329*** (0.00979)	0.0341*** (0.00659)	0.0253*** (0.00390)
YSM <sup>2</sup>	-0.000413*** (0.0000341)	-0.000467*** (0.000118)	-0.000415*** (0.0000439)	-0.000343 (0.000184)	-0.000445*** (0.000133)	-0.000336*** (0.0000826)
LARGE CITY	0.152*** (0.0167)	0.155* (0.0769)	0.152*** (0.0212)	0 (0)	0 (0)	0.140*** (0.0336)

MEDIUM CITY	0.0704*** (0.0191)	0.142 (0.105)	0.0574* (0.0245)	0.211* (0.0861)	0.0423 (0.0569)	0.138* (0.0580)
WIDOW/SEP/DIV	0.00876 (0.0205)	0.0667 (0.0591)	0.0195 (0.0264)	-0.210 (0.123)	-0.0481 (0.0804)	-0.00126 (0.0493)
MARRIED	0.0302 (0.0162)	0.0683 (0.0463)	0.0282 (0.0209)	-0.0795 (0.0936)	0.00683 (0.0631)	0.0150 (0.0388)
<b>EDUCATION</b>						
LESS THAN HS	-0.139*** (0.0189)	-0.203*** (0.0579)	-0.115*** (0.0239)	-0.0604 (0.113)	-0.245*** (0.0715)	-0.134** (0.0467)
UNIVERSITY/COLLEGE	0.120*** (0.0165)	0.159** (0.0514)	0.103*** (0.0209)	0.244* (0.101)	0.140* (0.0629)	0.106** (0.0401)
BACHELOR'S DEG	0.373*** (0.0203)	0.442*** (0.0626)	0.366*** (0.0262)	0.286* (0.121)	0.348*** (0.0752)	0.361*** (0.0485)
PROFESSIONAL DEG	0.495*** (0.0247)	0.622*** (0.0689)	0.488*** (0.0322)	0.590*** (0.154)	0.334*** (0.0988)	0.433*** (0.0609)
<b>VISIBLE MINORITY</b>						
BLACK	-0.0361 (0.0219)	-0.00180 (0.0559)	-0.0409 (0.0257)	-0.0530 (0.148)	-0.111 (0.105)	0.0511 (0.131)
<b>PLACE OF BIRTH</b>						
US	0.0357 (0.0256)	0.0512 (0.0965)	0.0513 (0.0358)	0.0414 (0.127)	0.0568 (0.0846)	0.00332 (0.0589)
UK	0.0560** (0.0180)	0.0161 (0.0984)	0.0771*** (0.0223)	0.0161 (0.101)	0.0407 (0.0652)	0.0505 (0.0445)
ITALY	-0.0529* (0.0264)	-0.105 (0.0656)	-0.0310 (0.0317)	-0.282 (0.207)	-0.0268 (0.150)	-0.00698 (0.0996)
OTHER EURO	-0.0179 (0.0216)	-0.000882 (0.0512)	-0.0313 (0.0286)	-0.0670 (0.131)	0.0589 (0.0913)	-0.0348 (0.0600)
SOUTH ASIA	-0.0965*** (0.0240)	-0.0735 (0.105)	-0.102*** (0.0303)	-0.169 (0.150)	0.0199 (0.0980)	-0.0939 (0.0535)
EAST ASIA	-0.0170 (0.0166)	0.0464 (0.0596)	-0.0242 (0.0212)	-0.109 (0.0856)	0.0274 (0.0593)	-0.00807 (0.0419)
AFRICA	0.0390 (0.0276)	-0.0554 (0.0635)	0.0197 (0.0377)	0.196 (0.198)	0.0127 (0.0973)	0.243** (0.0745)
OTHER	0.102* (0.0498)	0.177 (0.293)	0.0979 (0.110)	0.905 (0.937)	0.181 (0.134)	0.0899 (0.0707)
<b>OFFICIAL LANGUAGE</b>						
FRENCH ONLY	-0.00728 (0.0397)	0.0708 (0.0548)	0.203 (0.219)	-0.199 (0.948)	-3.748*** (0.990)	-0.289 (0.626)
ENGLISH/FRENCH	0.0807*** (0.0202)	0.144** (0.0491)	0.0823** (0.0279)	0.174 (0.144)	0.0524 (0.0928)	0.0297 (0.0521)
NOLANG	-0.130*** (0.0307)	-0.121 (0.104)	-0.134*** (0.0405)	-0.0156 (0.187)	-0.0629 (0.114)	-0.167** (0.0642)

ATLANTIC	-0.146** (0.0453)					
QUEBEC	-0.211*** (0.0229)					
PRAIRIES	-0.169*** (0.0309)					
ALBERTA	-0.135*** (0.0222)					
BRITISH COLUMBIA	-0.0108 (0.0150)					
CONSTANT	4.597*** (0.113)	4.429*** (0.351)	4.670*** (0.145)	3.680*** (0.649)	4.047*** (0.428)	4.802*** (0.267)
<i>N</i>	27183	3102	15272	987	2436	4958
<i>R</i> <sup>2</sup>	0.165	0.154	0.177	0.132	0.149	0.148
F-Stat	173.4	21.49	126.1	5.869	16.84	33.05
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	20878.8	2583.7	10895.0	830.1	2345.9	3856.2
Root MSE	0.877	0.917	0.845	0.929	0.987	0.884

Standard errors in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Source: Original calculations using Canadian Census data

**TABLE 11 – 1996 MALE REGRESSIONS**

	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0389*** (0.00525)	0.0295* (0.0148)	0.0373*** (0.00695)	0.0622* (0.0260)	0.0376 (0.0199)	0.0424*** (0.0125)
AGE <sup>2</sup>	-0.000412*** (0.0000611)	-0.000253 (0.000172)	-0.000409*** (0.0000810)	-0.000678* (0.000301)	-0.000477* (0.000231)	-0.000441** (0.000145)
PART TIME	-0.704*** (0.0198)	-0.576*** (0.0508)	-0.760*** (0.0275)	-0.440*** (0.105)	-0.707*** (0.0712)	-0.682*** (0.0447)
IMMIGRANT STATUS	0.0526** (0.0174)	0.109* (0.0488)	0.0612** (0.0235)	0.0665 (0.0917)	0.0861 (0.0651)	0.0466 (0.0415)
YSM	0.0347*** (0.00152)	0.0290*** (0.00457)	0.0346*** (0.00202)	0.0356*** (0.00816)	0.0465*** (0.00573)	0.0332*** (0.00354)
YSM <sup>2</sup>	-0.000473*** (0.0000310)	-0.000312** (0.000100)	-0.000457*** (0.0000412)	-0.000503** (0.000154)	-0.000606*** (0.000114)	-0.000463*** (0.0000735)
LARGE CITY	0.0166 (0.0152)	0.00220 (0.0582)	0.0240 (0.0201)	0 (0)	0 (0)	0.0202 (0.0305)
MEDIUM CITY	0.00941 (0.0174)	-0.0292 (0.0806)	0.0300 (0.0232)	0.0459 (0.0669)	-0.0165 (0.0491)	0.0297 (0.0555)
WIDOW/SEP/DIV	0.0821*** (0.0216)	0.0417 (0.0556)	0.0778** (0.0292)	0.242* (0.109)	0.154 (0.0792)	0.0645 (0.0524)
MARRIED	0.156*** (0.0152)	0.0970* (0.0394)	0.158*** (0.0205)	0.269*** (0.0801)	0.184** (0.0569)	0.168*** (0.0364)

**EDUCATION**



LESS THAN HIGH SCHOOL	-0.0643 <sup>***</sup> (0.0189)	-0.118 <sup>*</sup> (0.0502)	-0.0541 <sup>*</sup> (0.0246)	-0.163 (0.0998)	-0.0810 (0.0738)	-0.0326 (0.0473)
UNIVERSITY/COLLEGE	0.133 <sup>***</sup> (0.0170)	0.177 <sup>***</sup> (0.0457)	0.141 <sup>***</sup> (0.0222)	-0.106 (0.0907)	0.180 <sup>**</sup> (0.0666)	0.0935 <sup>*</sup> (0.0419)
BACHELOR'S DEG	0.357 <sup>***</sup> (0.0201)	0.501 <sup>***</sup> (0.0554)	0.359 <sup>***</sup> (0.0265)	0.243 <sup>*</sup> (0.107)	0.457 <sup>***</sup> (0.0769)	0.223 <sup>***</sup> (0.0480)
PROFESSIONAL DEG	0.504 <sup>***</sup> (0.0219)	0.663 <sup>***</sup> (0.0570)	0.479 <sup>***</sup> (0.0293)	0.492 <sup>***</sup> (0.118)	0.553 <sup>***</sup> (0.0850)	0.411 <sup>***</sup> (0.0539)
<b>VISIBLE MINORITY</b>						
BLACK	-0.111 <sup>***</sup> (0.0215)	-0.130 <sup>**</sup> (0.0495)	-0.0963 <sup>***</sup> (0.0265)	-0.0195 (0.124)	-0.260 <sup>*</sup> (0.102)	-0.0642 (0.0998)
<b>PLACE OF BIRTH</b>						
US	0.0438 (0.0260)	-0.0268 (0.0852)	0.0800 <sup>*</sup> (0.0395)	-0.0317 (0.102)	0.120 (0.0846)	-0.00267 (0.0550)
UK	0.149 <sup>***</sup> (0.0168)	0.348 <sup>***</sup> (0.0827)	0.154 <sup>***</sup> (0.0218)	0.102 (0.0820)	0.212 <sup>***</sup> (0.0548)	0.101 <sup>*</sup> (0.0401)
ITALY	-0.0322 (0.0219)	-0.0419 (0.0531)	-0.0420 (0.0266)	-0.128 (0.144)	0.109 (0.131)	0.0708 (0.0833)
OTHER EURO	0.0143 (0.0193)	0.00876 (0.0425)	0.0135 (0.0269)	-0.133 (0.110)	-0.0231 (0.0736)	0.0452 (0.0508)
SOUTH ASIA	-0.133 <sup>***</sup> (0.0202)	-0.116 (0.0729)	-0.139 <sup>***</sup> (0.0259)	-0.194 (0.125)	-0.113 (0.0768)	-0.119 <sup>*</sup> (0.0470)
EAST ASIA	-0.136 <sup>***</sup> (0.0155)	-0.151 <sup>**</sup> (0.0495)	-0.116 <sup>***</sup> (0.0207)	-0.223 <sup>**</sup> (0.0707)	-0.187 <sup>***</sup> (0.0526)	-0.125 <sup>**</sup> (0.0382)
AFRICA	-0.0576 <sup>*</sup> (0.0237)	-0.111 <sup>*</sup> (0.0489)	-0.0680 <sup>*</sup> (0.0328)	-0.0479 (0.153)	-0.00128 (0.0877)	0.0178 (0.0705)
OTHER	0.0944 (0.0488)	0.287 (0.356)	0.280 <sup>**</sup> (0.0981)	-0.130 (0.482)	0.119 (0.128)	-0.00338 (0.0692)
<b>OFFICIAL LANGUAGE</b>						
FRENCH ONLY	-0.0111 (0.0370)	0.101 <sup>*</sup> (0.0493)	-0.300 (0.229)	0.787 (0.836)	0 (0)	-0.0672 (0.432)
ENGLISH/FRENCH	0.0614 <sup>**</sup> (0.0190)	0.169 <sup>***</sup> (0.0420)	0.0166 (0.0271)	-0.0857 (0.123)	-0.0746 (0.0812)	0.0754 (0.0510)
NOLANG	-0.0823 <sup>**</sup> (0.0312)	-0.200 (0.115)	-0.126 <sup>**</sup> (0.0407)	-0.184 (0.172)	0.165 (0.117)	-0.00462 (0.0657)
ATLANTIC	-0.192 <sup>***</sup> (0.0424)					
QUEBEC	-0.194 <sup>***</sup> (0.0212)					
PRAIRIES	-0.142 <sup>***</sup> (0.0284)					
ALBERTA	-0.104 <sup>***</sup> (0.0204)					

BRITISH COLUMBIA	-0.0196 (0.0141)					
CONSTANT	4.866*** (0.106)	4.691*** (0.307)	4.907*** (0.141)	4.284*** (0.531)	4.705*** (0.399)	4.811*** (0.253)
<i>N</i>	30735	3970	17060	1126	2742	5365
<i>R</i> <sup>2</sup>	0.168	0.202	0.165	0.176	0.183	0.149
F-Stat	200.4	38.46	129.5	9.407	25.40	35.91
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	22939.0	2978.1	12429.9	751.7	2347.2	3949.6
Root MSE	0.864	0.869	0.854	0.827	0.929	0.860

Standard errors in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Source: Original calculations using Canadian Census data

The results for 1996 once again largely mimic the results from the previous years. This would begin to suggest that males face more potential discrimination based on their race in Quebec, Ontario and Alberta than women do. It could also signal that black males are less productive in the labour market than males of a different race, and that race has no significant effect on the productivity of a female. However, it becomes apparent that in 1996 females from South Asia earn a lower income in Ontario (-10%) where they earned a higher income in 1991. Males from East Asia earn less money in every region across Canada in 1996, something which was not as apparent in 1991 and 1986. All of the other results seem to be consistent with what was seen in previous years and are in line with expectations as well.

**TABLE 12 – 2001 FEMALE REGRESSIONS**

	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0297*** (0.00561)	0.0302 (0.0163)	0.0180* (0.00747)	0.0839** (0.0325)	0.0354* (0.0178)	0.0469*** (0.0132)
AGE <sup>2</sup>	-0.000335*** (0.0000660)	-0.000345 (0.000192)	-0.000215* (0.0000878)	-0.00102** (0.000376)	-0.000306 (0.000209)	-0.000520*** (0.000155)
PART TIME	-0.629*** (0.0133)	-0.584*** (0.0405)	-0.667*** (0.0182)	-0.506*** (0.0759)	-0.633*** (0.0391)	-0.566*** (0.0290)
IMMIGRANT STATUS	-0.00381 (0.0181)	-0.0106 (0.0541)	0.0317 (0.0239)	0.0369 (0.104)	-0.173** (0.0582)	-0.0186 (0.0424)
YSM	0.0267*** (0.00159)	0.0229*** (0.00483)	0.0291*** (0.00211)	0.0194* (0.00903)	0.0221*** (0.00510)	0.0234*** (0.00373)
YSM <sup>2</sup>	-0.000324*** (0.0000286)	-0.000265** (0.0000894)	-0.000327*** (0.0000376)	-0.000154 (0.000164)	-0.000372*** (0.0000931)	-0.000297*** (0.0000677)

LARGE CITY	0.160 <sup>***</sup> (0.0177)	0.0580 (0.0737)	0.149 <sup>***</sup> (0.0239)	0 (0)	0 (0)	0.204 <sup>***</sup> (0.0348)
MEDIUM CITY	0.0783 <sup>***</sup> (0.0199)	0.190 <sup>*</sup> (0.0967)	0.0321 (0.0270)	0.133 (0.0857)	0.0995 <sup>*</sup> (0.0501)	0.221 <sup>***</sup> (0.0613)
WIDOW/SEP/DIV	-0.0380 (0.0198)	0.0229 (0.0538)	-0.0546 <sup>*</sup> (0.0264)	-0.0604 (0.117)	0.0937 (0.0673)	-0.0531 (0.0471)
MARRIED	0.0194 (0.0158)	0.0204 (0.0435)	0.00992 (0.0209)	0.00210 (0.0934)	0.126 <sup>*</sup> (0.0541)	0.00156 (0.0374)
<b>EDUCATION</b>						
LESS THAN HIGH SCHOOL	-0.112 <sup>***</sup> (0.0198)	-0.173 <sup>**</sup> (0.0577)	-0.115 <sup>***</sup> (0.0256)	-0.234 <sup>*</sup> (0.118)	-0.0603 (0.0643)	-0.102 <sup>*</sup> (0.0501)
UNIVERSITY/COLLEGE	0.150 <sup>***</sup> (0.0169)	0.177 <sup>***</sup> (0.0510)	0.145 <sup>***</sup> (0.0217)	0.0405 (0.107)	0.139 <sup>*</sup> (0.0565)	0.150 <sup>***</sup> (0.0417)
BACHELOR'S DEG	0.393 <sup>***</sup> (0.0199)	0.516 <sup>***</sup> (0.0599)	0.381 <sup>***</sup> (0.0259)	0.319 <sup>**</sup> (0.121)	0.434 <sup>***</sup> (0.0651)	0.302 <sup>***</sup> (0.0486)
PROFESSIONAL DEG	0.502 <sup>***</sup> (0.0236)	0.620 <sup>***</sup> (0.0674)	0.467 <sup>***</sup> (0.0308)	0.128 (0.145)	0.600 <sup>***</sup> (0.0799)	0.462 <sup>***</sup> (0.0588)
<b>VISIBLE MINORITIES</b>						
BLACK	-0.0259 (0.0238)	0.0819 (0.0553)	-0.0473 (0.0292)	0.124 (0.160)	0.123 (0.101)	-0.170 (0.119)
<b>PLACE OF BIRTH</b>						
US	0.0565 <sup>*</sup> (0.0282)	-0.0286 (0.0926)	0.105 <sup>**</sup> (0.0402)	0.0828 (0.134)	0.0949 (0.0738)	-0.0321 (0.0598)
UK	-0.00799 (0.0490)	0.177 (0.330)	0.00648 (0.110)	0.328 (0.332)	0.113 (0.118)	-0.102 (0.0725)
SOUTH/EAST EURO	-0.0830 <sup>***</sup> (0.0200)	-0.179 <sup>**</sup> (0.0635)	-0.0393 (0.0256)	0.0469 (0.112)	-0.0721 (0.0665)	-0.183 <sup>**</sup> (0.0596)
OTHER EURO	-0.0178 (0.0274)	-0.111 (0.0774)	-0.00206 (0.0368)	0.204 (0.183)	-0.0238 (0.0833)	-0.0257 (0.0638)
WEST ASIA/MIDDLE EAST	-0.187 <sup>***</sup> (0.0329)	-0.199 <sup>*</sup> (0.0793)	-0.149 <sup>***</sup> (0.0427)	-0.393 (0.317)	-0.194 (0.112)	-0.327 <sup>**</sup> (0.100)
SOUTH ASIA	-0.186 <sup>***</sup> (0.0243)	-0.380 <sup>***</sup> (0.0992)	-0.147 <sup>***</sup> (0.0320)	-0.472 <sup>**</sup> (0.158)	-0.253 <sup>**</sup> (0.0782)	-0.158 <sup>**</sup> (0.0527)
EAST ASIA	-0.126 <sup>***</sup> (0.0253)	-0.101 (0.0796)	-0.0611 (0.0364)	-0.266 (0.145)	-0.0945 (0.0696)	-0.247 <sup>***</sup> (0.0514)
HK/CHINA	-0.0892 <sup>***</sup> (0.0235)	-0.155 (0.0981)	-0.0331 (0.0323)	-0.0446 (0.166)	-0.0763 (0.0676)	-0.181 <sup>***</sup> (0.0480)
PHILIPPINES	-0.118 <sup>***</sup> (0.0259)	-0.271 <sup>**</sup> (0.104)	-0.1000 <sup>**</sup> (0.0360)	-0.216 <sup>*</sup> (0.109)	-0.0983 (0.0746)	-0.0730 (0.0559)
AFRICA	0.00926 (0.0531)	-0.310 (0.330)	0.0400 (0.114)	-0.273 (0.369)	-0.193 (0.136)	0.134 (0.0937)
CENTRAL/SOUTH AMER.	-0.121 <sup>*</sup> (0.0504)	-0.456 (0.329)	-0.101 (0.111)	-0.478 (0.336)	-0.180 (0.129)	0.0376 (0.0881)

OTHER	0.176 (0.659)	0 (0)	0.371 (0.934)	0 (0)	0 (0)	-0.0960 (0.942)
<b>OFFICIAL LANGUAGE</b>						
FRENCH ONLY	-0.111** (0.0386)	-0.106 (0.0552)	-0.199 (0.173)	-0.220 (0.967)	0 (0)	-0.858 (0.544)
ENGLISH/FRENCH	0.0718*** (0.0205)	0.0467 (0.0509)	0.126*** (0.0285)	-0.0429 (0.131)	-0.0469 (0.0738)	-0.0336 (0.0560)
NOLANG	-0.104** (0.0331)	0.0921 (0.119)	-0.145** (0.0457)	-0.386 (0.211)	-0.214* (0.109)	-0.0434 (0.0641)
ATLANTIC	-0.274*** (0.0486)					
QUEBEC	-0.177*** (0.0238)					
PRAIRIES	-0.184*** (0.0320)					
ALBERTA	-0.0596** (0.0223)					
BRITISH COLUMBIA	-0.0301* (0.0149)					
CONSTANT	5.097*** (0.115)	5.081*** (0.342)	5.300*** (0.153)	4.005*** (0.659)	4.841*** (0.363)	4.765*** (0.269)
<i>N</i>	31053	3479	17726	1031	2787	5616
<i>R</i> <sup>2</sup>	0.141	0.166	0.139	0.129	0.163	0.128
F-Stat	145.6	23.61	95.03	5.307	19.90	27.42
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	26823.2	2914.5	15235.3	926.0	2151.2	4906.7
Root MSE	0.930	0.919	0.928	0.961	0.883	0.937

Standard errors in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Source: Original calculations using Canadian Census data

<b>TABLE 13 – 2001 MALE REGRESSIONS</b>						
	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0227*** (0.00542)	0.0329* (0.0163)	0.0165* (0.00715)	0.0270 (0.0310)	0.0393* (0.0180)	0.0234 (0.0128)
AGE <sup>2</sup>	-0.000244*** (0.0000627)	-0.000282 (0.000189)	-0.000180* (0.0000828)	-0.000312 (0.000355)	-0.000441* (0.000209)	-0.000287 (0.000148)
PART TIME	-0.784*** (0.0209)	-0.802*** (0.0571)	-0.795*** (0.0297)	-0.968*** (0.141)	-0.994*** (0.0749)	-0.623*** (0.0416)
IMMIGRANT STATUS	0.0282 (0.0177)	0.0107 (0.0535)	0.0164 (0.0232)	0.0815 (0.102)	0.0145 (0.0591)	0.0797 (0.0417)
YSM	0.0273*** (0.00148)	0.0274*** (0.00470)	0.0260*** (0.00194)	0.0273** (0.00855)	0.0224*** (0.00495)	0.0321*** (0.00343)
YSM <sup>2</sup>	-0.000354*** (0.0000266)	-0.000392*** (0.0000853)	-0.000342*** (0.0000350)	-0.000347* (0.000146)	-0.000222* (0.0000889)	-0.000378*** (0.0000628)

LARGE CITY	0.0459** (0.0168)	0.156* (0.0704)	0.0533* (0.0220)	0 (0)	0 (0)	0.0127 (0.0338)
MEDIUM CITY	0.0424* (0.0188)	0.190* (0.0927)	0.0593* (0.0250)	0.0733 (0.0819)	0.0738 (0.0484)	-0.120* (0.0583)
WIDOW/SEP/DIV	0.0350 (0.0217)	-0.0171 (0.0593)	0.0553 (0.0292)	-0.121 (0.127)	0.0562 (0.0724)	0.00891 (0.0522)
MARRIED	0.135*** (0.0153)	0.00136 (0.0424)	0.153*** (0.0204)	0.103 (0.0906)	0.153** (0.0508)	0.183*** (0.0366)
<b>EDUCATION</b>						
LESS THAN HIGH SCHOOL	-0.0759*** (0.0195)	-0.0886 (0.0583)	-0.0839*** (0.0250)	-0.0733 (0.112)	-0.0470 (0.0701)	-0.0639 (0.0481)
UNIVERSITY/COLLEGE	0.137*** (0.0173)	0.121* (0.0521)	0.149*** (0.0222)	0.208* (0.102)	0.121 (0.0623)	0.102* (0.0422)
BACHELOR'S DEG	0.377*** (0.0196)	0.412*** (0.0601)	0.377*** (0.0254)	0.492*** (0.119)	0.392*** (0.0701)	0.318*** (0.0470)
PROFESSIONAL DEG	0.493*** (0.0214)	0.628*** (0.0620)	0.477*** (0.0276)	0.619*** (0.133)	0.526*** (0.0773)	0.377*** (0.0532)
<b>VISIBLE MINORITIES</b>						
BLACK	-0.131*** (0.0236)	-0.100 (0.0589)	-0.131*** (0.0295)	-0.315* (0.155)	-0.0959 (0.0950)	-0.209* (0.0984)
<b>PLACE OF BIRTH</b>						
US	-0.0931** (0.0304)	0.000154 (0.0987)	-0.0537 (0.0458)	-0.123 (0.130)	-0.147 (0.0816)	-0.139* (0.0596)
UK	-0.102* (0.0495)	-1.123* (0.497)	0.0700 (0.106)	-0.0356 (0.388)	-0.108 (0.126)	-0.167* (0.0712)
SOUTH/EAST EURO	-0.146*** (0.0183)	-0.150* (0.0589)	-0.143*** (0.0236)	-0.205* (0.0987)	-0.149* (0.0651)	-0.0981 (0.0534)
OTHER EURO	-0.0655* (0.0257)	-0.0520 (0.0740)	-0.0748* (0.0347)	-0.130 (0.182)	-0.0274 (0.0782)	-0.0657 (0.0591)
WEST ASIA/MIDDLE EAST	-0.275*** (0.0269)	-0.247*** (0.0673)	-0.279*** (0.0356)	-0.436* (0.222)	-0.259** (0.0940)	-0.316*** (0.0774)
SOUTH ASIA	-0.317*** (0.0216)	-0.357*** (0.0851)	-0.330*** (0.0285)	-0.265 (0.140)	-0.305*** (0.0733)	-0.281*** (0.0472)
EAST ASIA	-0.267*** (0.0236)	-0.270*** (0.0750)	-0.224*** (0.0334)	-0.529*** (0.134)	-0.300*** (0.0658)	-0.269*** (0.0497)
HK/CHINA	-0.311*** (0.0225)	-0.548*** (0.100)	-0.307*** (0.0309)	-0.440** (0.153)	-0.256*** (0.0687)	-0.270*** (0.0445)
PHILIPPINES	-0.321*** (0.0283)	-0.331* (0.136)	-0.305*** (0.0382)	-0.590*** (0.107)	-0.343*** (0.0862)	-0.229*** (0.0630)
AFRICA	-0.0678 (0.0527)	0.964 (0.497)	-0.271* (0.109)	0.118 (0.423)	-0.105 (0.140)	0.108 (0.0899)
CENTRAL/SOUTH AMER.	-0.110* (0.0527)	0.881 (0.497)	-0.275* (0.109)	-0.140 (0.423)	-0.0858 (0.140)	-0.0783 (0.0899)

	(0.0509)	(0.497)	(0.107)	(0.391)	(0.134)	(0.0882)
OTHER	0.342 (0.459)	1.469 (0.757)	-0.213 (0.908)	0 (0)	0 (0)	0 (0)
<b>OFFICIAL LANGUAGE</b>						
FRENCH ONLY	-0.118** (0.0386)	-0.0969 (0.0592)	-0.116 (0.162)	0.165 (0.662)	-0.965 (0.916)	0.462 (0.630)
ENGLISH/FRENCH	0.00984 (0.0192)	0.0198 (0.0496)	0.0115 (0.0267)	-0.222 (0.138)	-0.0692 (0.0710)	0.0208 (0.0524)
NOLANG	-0.176*** (0.0339)	-0.0990 (0.135)	-0.152** (0.0464)	-0.302 (0.214)	-0.433*** (0.117)	-0.175** (0.0626)
ATLANTIC	-0.340*** (0.0478)					
QUEBEC	-0.221*** (0.0215)					
PRAIRIES	-0.200*** (0.0305)					
ALBERTA	-0.0887*** (0.0209)					
BRITISH COLUMBIA	-0.0405** (0.0145)					
CONSTANT	5.612*** (0.112)	5.027*** (0.342)	5.758*** (0.148)	5.370*** (0.643)	5.198*** (0.368)	5.515*** (0.263)
<i>N</i>	33069	4175	18810	1082	3010	5584
<i>R</i> <sup>2</sup>	0.138	0.154	0.121	0.173	0.163	0.143
F-Stat	150.5	25.09	86.57	7.872	20.79	32.03
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	27491.7	4035.2	15230.4	912.5	2490.2	4368.7
Root MSE	0.912	0.987	0.901	0.931	0.914	0.887

Standard errors in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Source: Original calculations using Canadian Census data

The results for 2001 are quite interesting when analyzing the Place of Birth variables. It is apparent that people born outside of Canada earned significantly less for males and females alike. This is a somewhat interesting result which potentially portrays the substantial shift in the origins of immigrants coming to Canada that had been occurring from the 1970s through to the 1990s, where Canada was receiving more immigrants from Asia and the Middle East as compared to the amount of immigrants coming from the United States and Europe. These immigrants from Asia and the Middle East generally tend to be less fluent in English or French

which will have a negative impact on their performance in the workforce, as well as the possibility that their education and experience may have varied quite significantly compared to that of Canadians or immigrants from the United States or the United Kingdom, for example. All of the other results for 2001 are similar as to what was found in previous years, meaning there are no surprises to be found in these areas.

<b>TABLE 14 – 2006 FEMALE REGRESSIONS</b>							
	<b>CANADA</b>	<b>QUEBEC</b>	<b>ONTARIO</b>	<b>PRAIRIES</b>	<b>ALBERTA</b>	<b>B.C.</b>	
AGE	0.0383*** (0.00701)	0.0528* (0.0216)	0.0338*** (0.00899)	0.0172 (0.0349)	0.0190 (0.0227)	0.0528** (0.0177)	
AGE <sup>2</sup>	-0.000447*** (0.0000817)	-0.000573* (0.000255)	-0.000415*** (0.000105)	-0.000259 (0.000401)	-0.000178 (0.000264)	-0.000609** (0.000205)	
PART TIME	-0.795*** (0.0165)	-0.846*** (0.0526)	-0.824*** (0.0220)	-0.613*** (0.0776)	-0.681*** (0.0507)	-0.772*** (0.0374)	
IMMIGRANT STATUS	0.0598** (0.0232)	0.00137 (0.0753)	0.0931** (0.0296)	0.100 (0.115)	-0.0135 (0.0755)	0.0174 (0.0567)	
YSM	0.0341*** (0.00196)	0.0259*** (0.00630)	0.0387*** (0.00256)	0.0399*** (0.00870)	0.0296*** (0.00595)	0.0267*** (0.00484)	
YSM <sup>2</sup>	-0.000372*** (0.0000368)	-0.000260* (0.000121)	-0.000422*** (0.0000478)	-0.000521** (0.000159)	-0.000374*** (0.000113)	-0.000256** (0.0000920)	
LARGE CITY	0.0866*** (0.0260)	0.140 (0.131)	0.118*** (0.0337)	0 (0)	0 (0)	0.0479 (0.0535)	
MEDIUM CITY	0.0756* (0.0300)	0.417* (0.195)	0.0756 (0.0389)	0.00850 (0.103)	0.0723 (0.0702)	0.207* (0.101)	
WIDOW/SEP/DIV	-0.0665** (0.0253)	-0.0324 (0.0711)	-0.0543 (0.0324)	-0.285* (0.143)	-0.120 (0.0945)	-0.0856 (0.0631)	
MARRIED	-0.0429* (0.0195)	-0.0463 (0.0557)	-0.0387 (0.0251)	-0.0896 (0.109)	-0.0644 (0.0711)	-0.0259 (0.0482)	
		<b>EDUCATION</b>					
LESS THAN HIGH SCHOOL	-0.168*** (0.0253)	-0.265*** (0.0789)	-0.162*** (0.0326)	-0.0592 (0.113)	-0.109 (0.0783)	-0.138* (0.0647)	
UNIVERSITY/COLLEGE	0.156*** (0.0181)	0.162** (0.0606)	0.127*** (0.0231)	0.352*** (0.0856)	0.222*** (0.0584)	0.188*** (0.0442)	
BACHELOR'S DEG	0.396*** (0.0208)	0.420*** (0.0696)	0.358*** (0.0265)	0.512*** (0.102)	0.468*** (0.0660)	0.443*** (0.0519)	
PROFESSIONAL DEG	0.477*** (0.0243)	0.498*** (0.0777)	0.457*** (0.0306)	0.851*** (0.128)	0.543*** (0.0845)	0.460*** (0.0624)	
		<b>VISIBLE MINORITY</b>					
BLACK	0.0870*** (0.0264)	0.148* (0.0636)	0.0770* (0.0319)	0.192 (0.199)	0.00290 (0.121)	-0.175 (0.157)	

<b>PLACE OF BIRTH</b>						
US	0.0807* (0.0361)	0.133 (0.121)	0.133** (0.0506)	-0.108 (0.144)	0.0887 (0.106)	0.00339 (0.0800)
UK	0.0874** (0.0277)	0.0302 (0.177)	0.0826* (0.0355)	0.0350 (0.121)	0.0419 (0.0777)	0.155* (0.0625)
SOUTH/EAST EURO	0.0234 (0.0209)	0.0415 (0.0645)	0.0195 (0.0257)	0.0101 (0.106)	0.0297 (0.0724)	0.0322 (0.0676)
AFRICA	0.0657* (0.0299)	0.0118 (0.0680)	0.0815* (0.0410)	0.113 (0.209)	0.153 (0.0961)	0.0504 (0.0986)
SOUTH AMERICA	-0.0269 (0.0316)	-0.113 (0.0895)	-0.0271 (0.0377)	-0.0412 (0.140)	0.173 (0.122)	-0.0429 (0.124)
HK/CHINA	-0.00755 (0.0237)	-0.143 (0.114)	0.0322 (0.0309)	-0.145 (0.191)	0.0149 (0.0730)	-0.0415 (0.0493)
EAST ASIA	-0.0813 (0.0429)	0.192 (0.202)	-0.0866 (0.0633)	0.0752 (0.577)	-0.0861 (0.136)	-0.113 (0.0739)
PHILIPPINES	0.0359 (0.0276)	-0.0628 (0.122)	0.0785* (0.0362)	-0.0277 (0.106)	0.0105 (0.0800)	0.00908 (0.0631)
SOUTH/EAST ASIA	-0.0921* (0.0454)	-0.220 (0.183)	-0.0617 (0.0487)	-0.233 (0.479)	-0.588* (0.251)	0.127 (0.223)
CENTRAL ASIA/MIDDLE EAST	-0.0925** (0.0340)	-0.210* (0.0854)	-0.0286 (0.0425)	-0.655 (0.368)	0.0155 (0.136)	-0.184 (0.106)
OTHER	0.111 (0.0617)	0.0870 (0.474)	0.285* (0.134)	0.673 (0.369)	0.00564 (0.147)	0.0723 (0.0869)
<b>OFFICIAL LANGUAGE</b>						
FRENCH ONLY	-0.0642 (0.0465)	0.0167 (0.0772)	-0.00113 (0.341)	0 (0)	0 (0)	-0.213 (0.827)
ENGLISH/FRENCH	0.0550* (0.0261)	0.158* (0.0695)	0.0368 (0.0347)	-0.0108 (0.166)	0.0598 (0.104)	-0.0535 (0.0756)
NOLANG	-0.135*** (0.0402)	0.158 (0.160)	-0.219*** (0.0540)	-0.0607 (0.237)	-0.0533 (0.137)	-0.0997 (0.0794)
ATLANTIC	-0.128 (0.0945)					
QUEBEC	-0.246*** (0.0291)					
PRAIRIES	-0.0728 (0.0485)					
ALBERTA	0.0182 (0.0305)					
BRITISH COLUMBIA	-0.0554** (0.0185)					
CONSTANT	4.928*** (0.144)	4.322*** (0.461)	4.957*** (0.185)	5.332*** (0.728)	5.337*** (0.468)	4.678*** (0.359)



<i>N</i>	28858	3683	16691	641	2451	5247
<i>R</i> <sup>2</sup>	0.139	0.130	0.141	0.238	0.138	0.127
F-Stat	137.4	18.87	94.44	7.083	14.37	26.17
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	35396.8	5682.7	19300.3	393.7	2650.5	7096.3
Root MSE	1.108	1.247	1.076	0.801	1.046	1.166

Standard errors in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Source: Original calculations using Canadian Census data

<b>TABLE 15 – 2006 MALE REGRESSIONS</b>						
	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0251*** (0.00730)	0.0267 (0.0209)	0.0286** (0.00958)	-0.0654 (0.0570)	0.0192 (0.0229)	0.0206 (0.0175)
AGE <sup>2</sup>	-0.000313*** (0.0000840)	-0.000336 (0.000245)	-0.000380*** (0.000110)	0.000745 (0.000652)	-0.000171 (0.000264)	-0.000208 (0.000200)
PART TIME	-0.978*** (0.0280)	-0.853*** (0.0682)	-1.054*** (0.0395)	-0.733** (0.274)	-1.089*** (0.0957)	-0.900*** (0.0601)
IMMIGRANT STATUS	0.0727** (0.0242)	0.00989 (0.0728)	0.120*** (0.0315)	0.176 (0.187)	0.00736 (0.0762)	-0.0390 (0.0571)
YSM	0.0355*** (0.00192)	0.0379*** (0.00596)	0.0385*** (0.00253)	0.0300* (0.0126)	0.0214*** (0.00565)	0.0327*** (0.00460)
YSM <sup>2</sup>	-0.000475*** (0.0000362)	-0.000596*** (0.000116)	-0.000481*** (0.0000478)	-0.000352 (0.000223)	-0.000340** (0.000105)	-0.000494*** (0.0000864)
LARGE CITY	-0.0303 (0.0262)	0.250* (0.110)	-0.0293 (0.0347)	0 (0)	0 (0)	-0.0621 (0.0526)
MEDIUM CITY	0.0441 (0.0299)	0.318* (0.159)	0.0604 (0.0396)	0.251 (0.150)	-0.119 (0.0682)	-0.0156 (0.100)
WIDOW/SEP/DIV	0.0651* (0.0298)	0.0705 (0.0770)	0.0733 (0.0393)	0.290 (0.257)	0.141 (0.0974)	0.0182 (0.0739)
MARRIED	0.136*** (0.0201)	0.0461 (0.0517)	0.163*** (0.0269)	0.369* (0.174)	0.123 (0.0674)	0.145** (0.0480)
<b>EDUCATION</b>						
LESS THAN HIGH SCHOOL	-0.0779** (0.0250)	0.0403 (0.0724)	-0.0845* (0.0328)	-0.302 (0.160)	-0.135 (0.0736)	-0.0964 (0.0624)
UNIVERSITY/COLLEGE	0.173*** (0.0188)	0.184** (0.0582)	0.146*** (0.0245)	0.169 (0.126)	0.219*** (0.0585)	0.236*** (0.0442)
BACHELOR'S DEG	0.335*** (0.0214)	0.323*** (0.0666)	0.338*** (0.0278)	0.214 (0.161)	0.374*** (0.0670)	0.331*** (0.0501)
PROFESSIONAL DEG	0.410*** (0.0235)	0.476*** (0.0690)	0.375*** (0.0307)	0.399* (0.187)	0.471*** (0.0756)	0.448*** (0.0560)
<b>VISIBLE MINORITY</b>						
BLACK	-0.0632* (0.0282)	-0.0995 (0.0623)	-0.0518 (0.0359)	-0.00502 (0.231)	-0.237* (0.117)	0.153 (0.140)
<b>PLACE OF BIRTH</b>						

US	0.160 <sup>***</sup> (0.0399)	0.384 <sup>**</sup> (0.138)	0.174 <sup>**</sup> (0.0601)	0.159 (0.234)	0.0601 (0.101)	0.135 (0.0780)
UK	0.217 <sup>***</sup> (0.0275)	0.257 (0.158)	0.194 <sup>***</sup> (0.0366)	0.216 (0.179)	0.224 <sup>**</sup> (0.0702)	0.210 <sup>***</sup> (0.0581)
SOUTH/EAST EURO	0.0841 <sup>***</sup> (0.0207)	0.0430 (0.0606)	0.0987 <sup>***</sup> (0.0259)	-0.140 (0.154)	0.00904 (0.0696)	0.155 <sup>*</sup> (0.0627)
AFRICA	0.0587 <sup>*</sup> (0.0292)	0.0393 (0.0602)	0.0965 <sup>*</sup> (0.0422)	-0.122 (0.278)	0.0167 (0.0998)	-0.00434 (0.0939)
SOUTH AMERICA	0.0315 (0.0334)	0.0512 (0.0874)	0.0540 (0.0408)	-0.142 (0.191)	-0.0568 (0.124)	-0.156 (0.139)
HK/CHINA	-0.0767 <sup>**</sup> (0.0239)	-0.0746 (0.103)	-0.0282 (0.0318)	-0.597 <sup>*</sup> (0.278)	-0.173 <sup>*</sup> (0.0695)	-0.109 <sup>*</sup> (0.0476)
EAST ASIA	-0.0986 <sup>*</sup> (0.0473)	-0.320 (0.235)	-0.0826 (0.0697)	0.703 (1.230)	0.221 (0.166)	-0.163 <sup>*</sup> (0.0750)
PHILIPPINES	0.0493 (0.0319)	0.281 (0.160)	0.0442 (0.0418)	-0.228 (0.155)	0.0329 (0.0976)	0.0812 (0.0680)
SOUTH/EAST ASIA	-0.124 <sup>**</sup> (0.0384)	-0.0895 (0.137)	-0.0740 (0.0422)	0.310 (0.566)	-1.162 <sup>***</sup> (0.215)	-0.482 <sup>*</sup> (0.218)
CENTRAL ASIA/MIDDLE EAST	-0.100 <sup>**</sup> (0.0311)	-0.0618 (0.0719)	-0.158 <sup>***</sup> (0.0406)	0.0984 (0.561)	-0.0317 (0.109)	0.103 (0.0946)
OTHER	0.150 <sup>*</sup> (0.0641)	0.543 (0.445)	0.180 (0.127)	0.259 (0.878)	0.110 (0.139)	0.120 (0.0894)
<b>OFFICIAL LANGUAGE</b>						
FRENCH ONLY	-0.0336 (0.0493)	0.0506 (0.0737)	0.322 (0.340)	0 (0)	0.242 (0.530)	0 (0)
ENGLISH/FRENCH	0.0255 (0.0272)	0.132 <sup>*</sup> (0.0620)	-0.0341 (0.0384)	-0.0541 (0.247)	-0.0855 (0.102)	0.0267 (0.0790)
NOLANG	-0.197 <sup>***</sup> (0.0441)	-0.791 <sup>***</sup> (0.195)	-0.0797 (0.0597)	0.0620 (0.475)	-0.329 <sup>*</sup> (0.147)	-0.229 <sup>**</sup> (0.0786)
ATLANTIC	-0.153 (0.0995)					
QUEBEC	-0.238 <sup>***</sup> (0.0290)					
PRAIRIES	-0.256 <sup>***</sup> (0.0487)					
ALBERTA	-0.0124 (0.0297)					
BRITISH COLUMBIA	-0.0876 <sup>***</sup> (0.0192)					
CONSTANT	5.444 <sup>***</sup> (0.150)	4.914 <sup>***</sup> (0.436)	5.321 <sup>***</sup> (0.196)	6.806 <sup>***</sup> (1.213)	5.840 <sup>***</sup> (0.474)	5.483 <sup>***</sup> (0.359)
<i>N</i>	29610	4167	16979	661	2654	5012
<i>R</i> <sup>2</sup>	0.104	0.090	0.098	0.096	0.125	0.112

F-Stat	100.9	14.17	63.20	2.479	13.36	22.55
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	38296.8	6468.3	21357.4	930.5	2906.0	6231.4
Root MSE	1.138	1.250	1.123	1.212	1.052	1.118

Standard errors in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Source: Original calculations using Canadian Census data

In 2006, the results seemingly return to what was found in previous years. Once again, the place of birth variables generally do not seem to have a statistically significant impact on wages for females, while being a male born in Asia has a statistically significant impact on your wages in different regions of Canada based upon the region of Asia they were born in. An interesting change to note is that black females tend to earn significantly more in Quebec (14.8%) and Ontario (7.7%) than females of other races. Black males seemed to earn significantly less in Alberta for the year of 2006, which isn't too surprising when taking previous results into consideration.

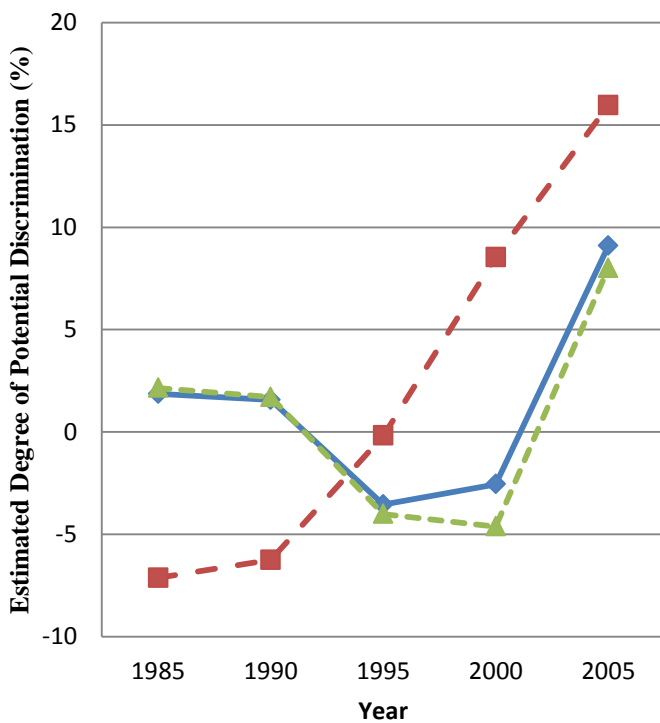
Overall, the raw regression results seem to indicate that there is less potential discrimination based on race for females than there is for males. One of the reasons may simply be because black male workers work in lower-paid industries and occupations not controlled for in these regressions than males of other races, while black females do not do so, leading to lower wages for black males and essentially unchanged wages for females. Another possible reason why black males earn less is that firms may *believe* that black males are not as productive on average and therefore pay them less, which would be a form of statistical discrimination. Ontario seemed to have most statistically significant negative outcomes for the wages of black males; however other provinces also showed similar behaviour (although not necessarily statistically significant). After analyzing the results, it seems that similar trends (and possible set of explanations) are true for males who were born in Asia, while it generally did not seem to matter

(from a wages perspective) where a female was born. These results are quite intriguing as they show how both gender and race have a potentially combined or interacted impact on an individual's wages.

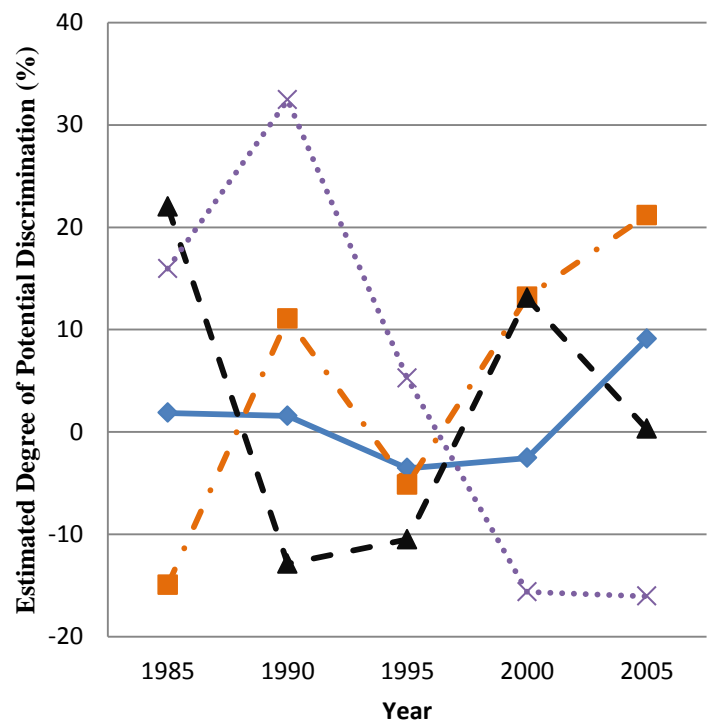
## 5.2 Analysis of Potential Racial Discrimination

The coefficients of the *black* indicator variable from each regression are illustrated below in order to analyze the potential racial discrimination that occurs in each region and provide a clear comparison. Potential discrimination is shown in terms of percentage on the vertical axis, where a positive value indicates relatively higher wages, while a negative value indicates relatively lower wages. The analysis will start with females and then move onto males.

**Figure 1(a)**  
**Wage Discrimination For Black Females**



**Figure 1(b)**  
**Wage Discrimination For Black Females**



Source: Original calculations using Canadian Census data

When viewing the results graphically, there are a few trends that become apparent and easier to see. Firstly, it is apparent that Ontario, Alberta and B.C. all started with positive values of potential discrimination with respect to black females. On the other hand, Quebec and the Prairies all started with negative values of potential discrimination for black females, which would suggest that black women were receiving lower wages during 1985 relative to non-blacks in the labour market. The way potential discrimination changed in each region as time went by is quite different: coefficients for Quebec steadily rose, indicating that the labour market in the province potentially favoured black women, while Ontario began discriminating against black women in 1995 to 2000 and potentially began favouring black women once again in 2006.<sup>1</sup> The Prairies seemed to move back and forth between potentially discriminating against black women and the opposite, with a strong push towards potentially favouring black women in 2000 and 2005, while Alberta followed an even more inconsistent path, moving above and below the Canada-wide plotline multiple times. British Columbia is perhaps the most interesting case out of all, as at one point the province was potentially favouring black women (earning over 30% more compared to other women) and was way beyond the Canada-wide plotline before swinging completely to the other end of the spectrum in 2000 and 2005.

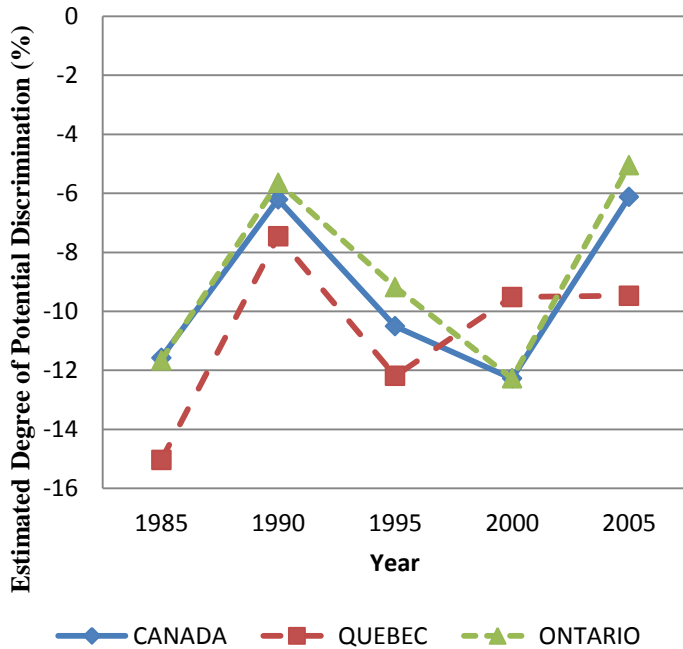
With the push for more diversity and acceptance of different cultures across Canada, it is not surprising to see that black women are beginning to earn more than women of other races. This could be occurring possibly because employers are attempting to achieve a more diverse workforce and are trying to attract more black, female workers or because employers are

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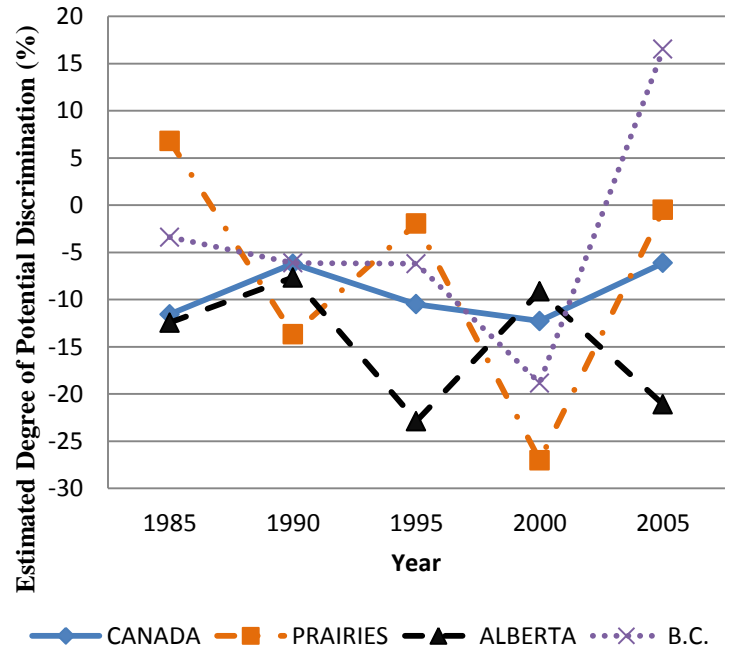
<sup>1</sup> It is worth mentioning that the reason why the Canada plotline is very similar to the Ontario plotline is that Ontario has the most observations out of all the regions, thus having the largest influence on the results of the Canada-wide results.

overcompensating when attempting to eliminate any potential racial discrimination that may have not been as bad (or did not exist at all) as they thought it was.

**Figure 2(a)**  
**Wage Discrimination For Black Males**



**Figure 2(b)**  
**Wage Discrimination For Black Males**



Source: Original calculations using Canadian Census data

Moving on to the males, a significant difference in potential racial discrimination is evident when compared to the female case. With the amount of potential discrimination wavering around the zero mark (as also evidenced by the lack of statistical significance of the estimated coefficients for the females), the amount of potential racial discrimination for males is consistently negative for the Canada-wide results. This implies that in Canada, black males face potential discrimination in the workforce in terms of their wages, unlike their female counterparts. Again, Ontario follows the Canada-wide plotline closely, as does Quebec, but

remains consistently negative throughout each of the census years. The plotline for Alberta also indicates that black males are potentially discriminated against in the labour force, while B.C. and the Prairies show mixed results throughout the years with the Prairies ending in 2006 at a virtually zero with B.C. having a substantially positive value in 2006.

It is interesting to find such different results between the male and female cases for potential racial discrimination. While most regions (with the exception of British Columbia) show a strong surge towards potential favouritism of black females, many regions of Canada (Ontario, Quebec, and Alberta) show a significant amount of potential discrimination against black males, as they evidently earn significantly lower wages in these regions. British Columbia seems to be moving in the opposite direction of the other regions as it shows potential favouritism of black males and potential discrimination against black females in 2006. It is interesting to note that the potential discrimination against black males is almost zero in 1996 and again 2006, which may indicate that, when it comes to racial discrimination, the citizens residing in the Prairies are the most neutral. In closing, it is clear that the Canadian society as a whole is more lenient towards black females, but shows a significant potential bias against black males.

### **5.3 Analysis of Potential Gender Discrimination (Oaxaca Decomposition)**

Using the methodology outlined in Section 4.3, an Oaxaca Decomposition between male and female workers was performed for each census year and every region (except Atlantic Canada). The explained and unexplained variations in the independent variables are shown in Table 16 below and in Table 17 as a percentage of the total wage variation for each year and region. For complete results, please see Appendix C.

TABLE 16 – OAXACA DECOMPOSITION RESULTS

		Canada	Quebec	Ontario	Prairies	Alberta	B.C.
1985	Total	0.598	0.452	0.620	0.645	0.655	0.579
	Explained	0.226	0.172	0.228	0.257	0.273	0.238
	Unexplained	0.372	0.280	0.392	0.388	0.382	0.341
1990	Total	0.490	0.427	0.490	0.464	0.523	0.523
	Explained	0.159	0.145	0.151	0.162	0.211	0.194
	Unexplained	0.330	0.281	0.338	0.302	0.312	0.328
1995	Total	0.396	0.342	0.380	0.475	0.513	0.412
	Explained	0.141	0.098	0.133	0.137	0.206	0.177
	Unexplained	0.255	0.243	0.247	0.338	0.307	0.235
2000	Total	0.378	0.290	0.380	0.449	0.471	0.374
	Explained	0.132	0.131	0.122	0.160	0.207	0.131
	Unexplained	0.246	0.159	0.257	0.289	0.264	0.243
2005	Total	0.322	0.261	0.318	0.303	0.428	0.339
	Explained	0.130	0.092	0.120	0.161	0.178	0.180
	Unexplained	0.191	0.169	0.198	0.143	0.250	0.159

Source: Original calculations using Canadian Census data

TABLE 17 – OAXACA DECOMPOSITION RESULTS (% OF TOTAL VARIATION)

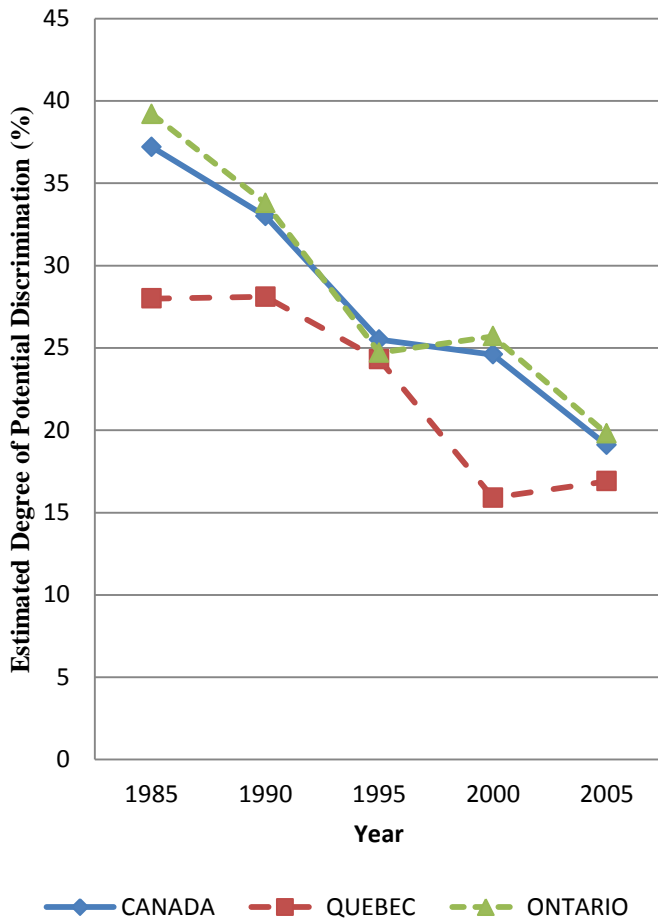
		Canada	Quebec	Ontario	Prairies	Alberta	B.C.
1985	Explained	37.793	38.053	36.774	39.845	41.679	41.105
	Unexplained	62.207	61.947	63.226	60.155	58.321	58.895
1990	Explained	32.449	33.958	30.816	34.914	40.344	37.094
	Unexplained	67.347	65.808	68.980	65.086	59.656	62.715
1995	Explained	35.606	28.772	35.000	28.842	40.156	42.961
	Unexplained	64.394	71.053	65.000	71.158	59.844	57.039
2000	Explained	34.921	45.172	32.105	35.635	43.949	35.027
	Unexplained	65.079	54.828	67.632	64.365	56.051	64.973
2005	Explained	40.373	35.402	37.736	53.135	41.589	53.097
	Unexplained	59.317	64.751	62.264	47.195	58.411	46.903

Source: Original calculations using Canadian Census data

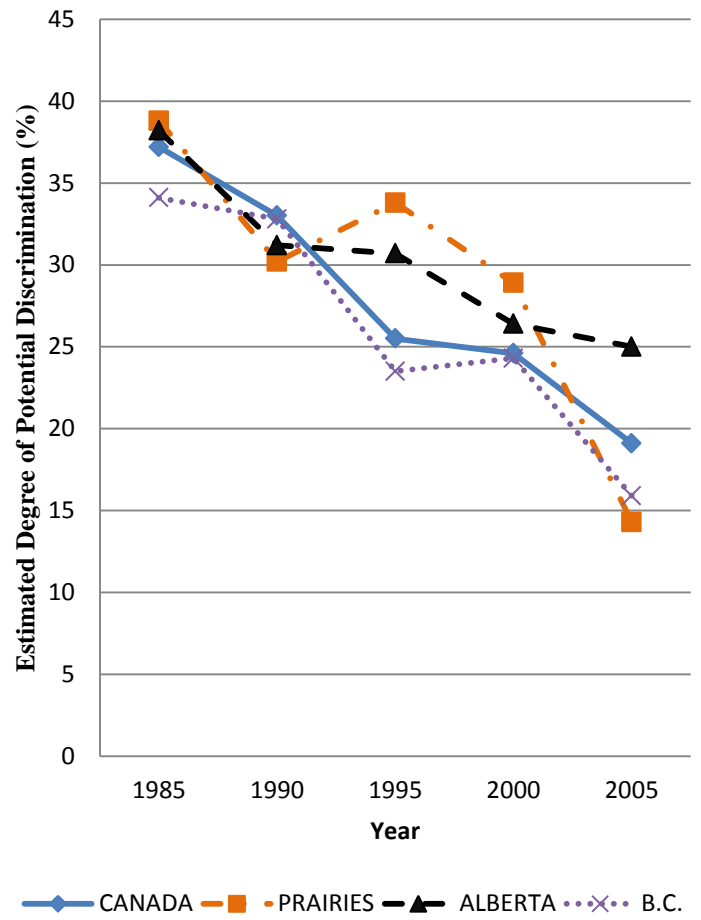


Since this analysis is focused on potential (gender) discrimination across regions of Canada, we focus our attention on the unexplained total variations in the dependent variables, as this is the component of the wage differential that will contain any potential gender discrimination evident in the wages of the residents of each region in Canada. Here, the values indicate the portion of the total difference in wages between male and female which is either explained by the variables (and therefore an individual's endowment) or unexplained (representing potential discrimination in the labour force). Therefore, a higher "unexplained" value would indicate a higher amount of potential gender discrimination. Upon initial inspection, it seems that the amount of potential discrimination across the regions of Canada is fairly close to one another with a few differences between them. However, based upon the significantly high values of unexplained total variations in the independent variables, it is clear that potential gender discrimination exists in all regions of Canada of different magnitudes. In order to perform a more thorough analysis, the results are expressed as a percentage of average wages (using the "unexplained" results listed in Table 16 and converting them directly into percentage form, which expresses the "unexplained" component as a percentage of average wages) and plotted in Figure 3 found on the next page.

**Figure 3(a)**  
**Potential Gender Discrimination**



**Figure 3(b)**  
**Potential Gender Discrimination**



Source: Original calculations using Canadian Census data

Analyzing the graphs displayed above, we can see that all of the regions of Canada follow a very similar downward trend as time passes. It is encouraging to see that as time passes in general, the overall potential gender discrimination is decreasing, which means Canada as a whole is working together to become less discriminatory and move towards higher levels of equality across genders, or that the regressions are doing a better job of capturing productivity differences across workers. However with that being said, there are still some relatively minor differences between the regions of Canada in regards to the level of potential gender

discrimination. Starting off with Quebec, it is clear that Quebec is the region with the lowest amount of potential gender discrimination across all five census years that this analysis covers, by having the lowest amount of potential gender discrimination in the years 1985, 1990, and 2000. Ontario is once again very close to the Canada-wide plot line for probable reasons stated previously, but is still somewhat close to Quebec in magnitude, with roughly 10 percentage points higher amounts of potential gender discrimination in 1985 and 2000. The Prairies also experience higher than Canada-wide amounts of potential gender discrimination in 1995 and 2000 before dropping below the Canada-wide value in 2005 and achieving the lowest amount (14%) out of all the regions in that year. This indicates that there must have been a large movement towards inequality from 2000 to 2005 in the Prairies and it is definitely encouraging to see. Alberta follows a somewhat similar trend as the Prairies (which are unsurprising based on the geographic relationship between the two regions) with periods of higher potential gender discrimination in 1995 and 2000, but stayed above the Canada-wide amount in 2005 indicating that Alberta still has some work to do to achieve a higher level of equality. Finally, British Columbia looks more promising than most regions by achieving slightly lower than Canada-wide amounts of potential gender discrimination throughout every census year in this analysis.

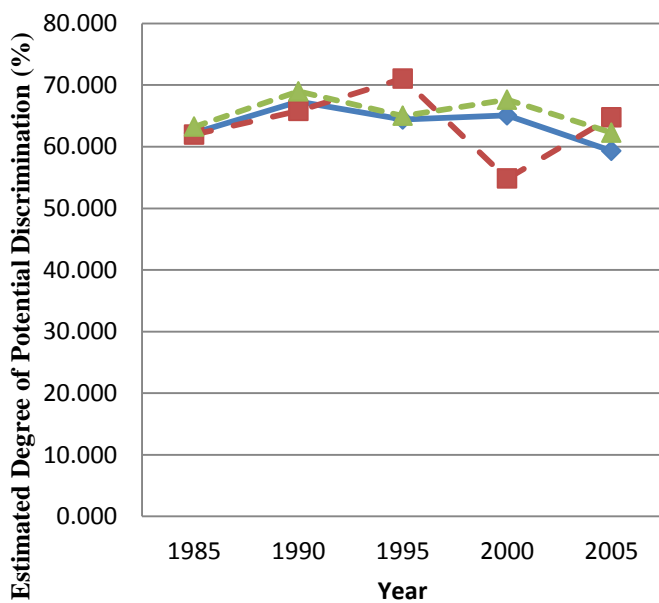
It is important to note that the unexplained component of the gender wage differential also captures the effects of other factors, mainly with respect to the regression specification employed in this analysis. This could include other variables pertaining to worker productivity or industry and occupation indicators, which are outside of the scope of this paper. The graphs in Figure 4 on the next page express the “unexplained” results of the Oaxaca Decomposition in terms of the percentage of the overall wage gap, using the “unexplained” results found in Table 17 directly. The figures in Table 17 are calculated using the results from Table 16 as follows:

$$Unexplained (\%) = \frac{Unexplained Component}{Total} \quad Explained(\%) = \frac{Explained Component}{Total}$$

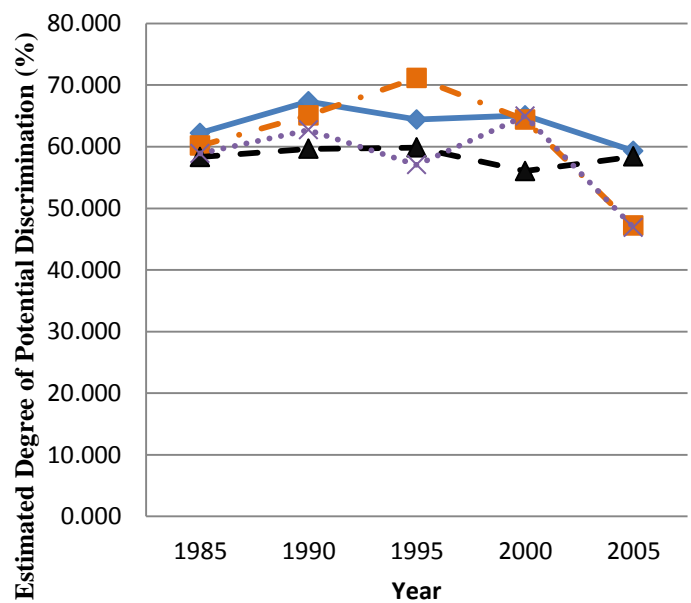
Where the *Unexplained (%)* and *Explained (%)* are the values shown in Table 17, and

*Unexplained Component*, *Explained Component*, and *Total* are the values from Table 16.

**Figure 4(a)**  
**Potential Gender Discrimination**



**Figure 4(b)**  
**Potential Gender Discrimination**



Legend for Figure 4(a): CANADA (solid blue diamonds), QUEBEC (dashed red squares), ONTARIO (dashed green triangles).

Legend for Figure 4(b): CANADA (solid blue diamonds), PRAIRIES (dashed orange squares), ALBERTA (dashed black triangles), B.C. (dotted purple crosses).

Source: Original calculations using Canadian Census data

In these graphs, we see that the percentage of the overall wage gap that is composed of the “unexplained” component remains relatively stable over the time period covered in this analysis. Combining these results with the ones illustrated in Figures 3(a) and 3(b), it can be stated that both the “unexplained” component as well as the “explained” component of the wage gap are moving (decreasing) together at a similar rate over time. This implies that over time, the relative composition of the wage differential has not changed, but its overall value (and therefore

impact) has decreased over time. It is also interesting to note that the “unexplained” component of the gender wage gap that is prevalent in each region makes up for roughly the same amount in all regions (albeit with a few discrepancies).

In closing, the results for potential gender discrimination are much more clear-cut than those for potential racial discrimination, where every region switches between positive and negative values of potential discrimination at different intervals making the comparison difficult. In the gender case, however, it is quite possible to rank each region of Canada based on the historical amounts of potential gender discrimination each region experienced. Based on historical performance, the top two regions of Canada in terms of lowest potential gender discrimination would be Quebec and British Columbia, as they were consistently below the Canada-wide amounts. Next in line would be Ontario, as it generally equals or is just below the Canada-wide amount of potential gender discrimination. The Prairies would come in right behind Ontario as they experience the lowest amount of potential discrimination out of all the regions in 2005, despite being slightly above the Canada-wide average in two census years. Finally, Alberta would be last on the list. Again, it is very good to see that, although some regions are struggling with potential gender discrimination, there is an overall downward trend that implies that all of Canada is heading towards greater gender equality. This is a significant result that is consistent with the findings of Baker and Drolet (2010) who also state that the gender wage differential (and therefore potential gender discrimination) is decreasing across Canada as time passes.

## 5.4 Industry-based Relationships

Since it is possible that potential racial discrimination may occur more or less in each industry, it is worthwhile to see if regions that have the same amount of manufacturing and services share similar trends in the estimated amount of potential racial discrimination in their respective labour markets. This theory is based on the view that black males may be more likely to hold manufacturing jobs which may have a lower pay grade and not be a customer-facing position, which means there is a lower chance for discrimination to occur. Women also tend to hold service-based jobs which may make a difference in the amount of potential discrimination they face in the labour market. Table 18 lists the industry composition of each region below for comparison purposes.

Year	QUEBEC		ONTARIO		PRAIRIES		ALBERTA		B.C.	
	Man.	Services	Man.	Services	Man.	Services	Man.	Services	Man.	Services
1985	21.02	40.56	24.49	37.80	10.98	42.60	8.66	42.05	13.67	40.72
1990	19.14	42.29	19.76	41.63	9.70	45.23	8.50	43.97	12.36	42.72
1995	18.74	43.85	19.59	43.35	9.88	45.97	9.29	44.19	11.55	45.95
2000	19.15	44.77	19.53	43.58	10.68	46.73	9.34	44.73	10.62	48.10
2005	16.31	41.44	16.53	39.75	9.72	45.08	8.15	38.38	9.90	43.20

Source: Statistics Canada (1986, 1991, 1996, 2001, 2006)

It is quite evident that Quebec and Ontario share a similar industry composition with higher amounts of manufacturing and similar amounts of services as the other regions. Based on this relationship between Quebec and Ontario, it is evident that they also share the same amount and trend of potential racial discrimination for both males and females as shown in section 5.2, which may indicate that a significant amount of black men and women are employed in the manufacturing industry, and that having a larger manufacturing industry reduces the amount of potential racial discrimination that black men and women face in the labour market. Although

the Prairies, Alberta, and B.C. share a similar industry composition with smaller manufacturing sectors, it does not seem as if a trend or relationship exists between industry composition and potential racial discrimination. Once again, looking at the results shown in subsection 5.2, it seems that the potential racial discrimination in these regions moves independently from one another even though their industries have a similar composition. This indicates that industry composition in these regions is not having as large of an effect as other factors have on the amount of potential discrimination that is prevalent in these regions.

### **5.5 Labour Market Competition-based Relationships**

As suggested by some of the previous literature covered in section 2, it is possible that labour market competition has an effect on how much potential racial or gender discrimination occurs in a region. One way to check this theory based on these results is to utilize the average yearly unemployment rate in each region to determine how competitive each labour market is.

Intuitively speaking, a labour market with lower unemployment rates would have a higher amount of competition since there must be a higher demand for workers (which can be referred to as a “tight” labour market), while a labour market with higher unemployment rates would likely face a lower amount of competition since there is a lower demand for workers (which can be referred to as a “slack” labour market). For comparison purposes, the average yearly unemployment rate for each region is listed in Table 19 for each year covered by this analysis.

TABLE 19 - AVERAGE UEMPLOYMENT RATE (%)

YEAR	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
1985	12.2	7.9	8.2	9.8	14.3
1990	10.4	6.2	7.2	6.9	8.4
1995	11.5	8.7	7.0	7.8	8.5
2000	8.5	5.7	5.0	5.0	7.2
2005	8.3	6.6	5.0	4.0	5.8

Source: Newfoundland & Labrador Statistics Agency (2014)

Upon inspection of the table above, it is quite clear that the regions of Canada experienced quite different amounts of average unemployment over the twenty years covered by this analysis. On a region-by-region basis, it does not seem as if there is an apparent relationship between the average unemployment rate and the amount of potential gender or racial discrimination that is prevalent in each region as they seem to move independently from one another in sometimes opposite directions entirely, based on the findings shown in sections 5.2 and 5.3. When comparing the regions against each other to determine if there are any similarities based on their average unemployment rates and amount of potential racial or gender discrimination, once again, there does not seem to be a clear relationship that exists. Even though the average yearly unemployment rates of Quebec, Ontario, Alberta, and B.C. move in similar directions, a relationship based on potential labour market discrimination does not clearly exist for all of these regions. While similarities in potential labour market discrimination exist between Quebec and Ontario, they are not similar to the potential labour market discrimination in Alberta or B.C., which would indicate that other factors are at work in determining the amount of potential labour market discrimination in these regions. In the end, it does not seem that labour



market “tightness” has a noticeable impact on the potential labour market discrimination that exists within each region.

## **6. Conclusion**

The goal of this analysis is to present a clear comparison of the potential labour market discrimination that exists within each region of Canada for the time period of 1985 to 2005 based not only on gender, but on race as well. With Canada being such a geographically, economically, and socially diverse country, it is worthwhile to estimate and compare the amount of potential labour market discrimination that is prominent in each region to see how these geographic and economic differences affect this aspect of the labour market. While there has been a significant amount of literature devoted to estimating the amount of labour market discrimination that exists Canada-wide and its causes, using various types of data and methodologies, there hasn't been a study based on the comparison of potential labour market discrimination in each region of Canada, which is a key contribution of this analysis. Through the use of historical data, another contribution of this paper is the analysis and discovery of any trends that may exist in the amount of potential labour market discrimination in Canada over time.

The first main part of the empirical analysis focuses on the amount of potential labour market discrimination based on race with a focus on black individuals. Using the individual coefficients from separate male and female regressions, the estimated amount of potential racial discrimination is presented graphically to compare the trends (and amounts) present in each region. It immediately becomes clear that black males face more potential wage discrimination across each region of Canada when compared to black females who face smaller amounts of

potential wage discrimination. It is also apparent in the analysis that the amount of potential wage discrimination that black people face in the labour markets of Canadian regions does not seem to follow any set pattern or trend, with some regions such as Ontario and Quebec beginning to favour black females more than females of other races while other regions move in the opposite direction all together.

In the second main part of the empirical analysis, the paper focuses on the amount of potential labour market discrimination based on gender, that is, the “unexplained” component of the difference in wages that women earn compared to men. This section employs an Oaxaca decomposition technique in order to determine the overall wage gap between men and women in each region of Canada, as well as the “explained” and “unexplained” components of said gap. Upon analyzing the “unexplained” component of the gender wage differentials in each region, it becomes clear that there is an overall downward trend in the estimated potential gender discrimination in each region. Once again, this is a significant result that is consistent with the findings of Baker and Drolet (2010) who also find that the gender wage differential (or potential gender discrimination) is decreasing Canada-wide. It is also discovered that the composition of the overall gender wage differential has remained relatively stable over time, which implies that both components of the differential are decreasing at a similar rate.

Thirdly, the paper attempts to discover relationships that may exist between a region’s industry structure or yearly average unemployment rate and the potential labour market discrimination based on either gender or race. It is found that there may be a relationship between the size of the manufacturing sector of a given region and the amount of potential racial discrimination which occurs in that region, as Ontario and Quebec have similarly-sized manufacturing and services sectors with similar trends and amounts of potential racial

discrimination. However, a relationship between potential racial or gender discrimination and a region's average yearly unemployment rate did not seem to exist in any region across Canada.

In conclusion, it is quite clear that potential labour market discrimination based on race and/or gender does exist across the various regions of Canada, although a downward trend in potential gender discrimination also exists. While it is evident that there are increasing efforts to promote equality in Canada's labour markets, it is also evident that there is still a substantial amount of work to be done. It may be worthwhile to conduct another study such as the one in this paper using other sources of data that do not censor at the top end of the wages distribution to determine if potential labour market discrimination is better or worse in that section of the labour markets. Perhaps it may also be worthwhile to use another source of data that includes more worker or workplace variables that take into account the characteristics of the two key parts that comprise labour markets in Canada, or even include other (possibly more accurate) indicators of productivity or experience.

## 7. References

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## Appendix A

<b>QUEBEC 1986</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	21061.37	14729.64	1	140000
LOG(WAGES)	9.621866	1.006552	0	11.8494
AGE	38.42285	9.505345	25	59
AGE2	1566.665	774.8973	625	3481
LESS THAN HIGH SCHOOL UNIV./COLLEGE	0.3016705	0.4589883	0	1
DIPLOMA/TRAINING	0.3828267	0.4860821	0	1
BACHELOR'S DEGREE	0.1412192	0.3482515	0	1
WEEKS WORKED	43.81286	13.30936	1	52
PART TIME STATUS	0.1431723	0.3502525	0	1
IMMIGRANT STATUS	0.0710691	0.2569432	0	1
LARGE-SIZED CITY	0.4834218	0.4997308	0	1
MEDIUM-SIZED CITY	0.0312493	0.1739927	0	1
SMALL-SIZED CITY	0	0	0	0
WIDOWED/SEPARATED/DIVORCED	0.0863261	0.2808483	0	1
MARRIED	0.7492015	0.4334777	0	1
<b>ETHNICITIES</b>				
NORTH/WEST EUROPE	0.0171412	0.1297988	0	1
SOUTH/EAST EUROPE	0.0537212	0.2254693	0	1
WEST ASIA AND ARAB ORIGINS	0.00818	0.0900735	0	1
SOUTH ASIA	0.0036075	0.0599543	0	1
CHINA	0.0042508	0.0650604	0	1
FILIPINO	0.001034	0.0321394	0	1
EAST ASIA	0.0048253	0.0692971	0	1
BLACK ETHNICITIES	0.0113049	0.105723	0	1
<b>PLACE OF BIRTH</b>				
US	0.0045955	0.0676348	0	1
ENGLISH-SPEAKING COUNTRIES	0.0059971	0.0772093	0	1
NORTH/WEST EUROPE	0.0127525	0.1122057	0	1
SOUTH/EAST EUROPE	0.0373613	0.1896477	0	1
AFRICA	0.0080191	0.0891908	0	1
SOUTH AMERICA	0.0039981	0.0631045	0	1
SOUTH ASIA	0.003056	0.0551972	0	1
EAST ASIA	0.0025505	0.0504385	0	1
WEST ASIA	0.0042049	0.0647092	0	1
SOUTHEAST ASIA	0.006089	0.0777951	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.0452655	0.2078883	0	1
FRENCH	0.4725305	0.4992506	0	1
ENGLISH AND FRENCH	0.4784587	0.4995415	0	1
NONE	0.0037453	0.061085	0	1
YSM*	19.09523	10.2273	1	50
YSM2*	469.2028	448.4027	1	2500
GENDER	0.4289653	0.494934	0	1

Source: Statistics Canada (1986)

\* These variables only take on a non-zero value for immigrants

<b>ONTARIO 1986</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	23060.98	16426.94	1	140000
LOG(WAGES)	9.694379	1.043392	0	11.8494
AGE	38.99569	9.688696	25	59
AGE2	1614.533	795.2887	625	3481
LESS THAN HIGH SCHOOL UNIV./COLLEGE	0.3146589	0.4643834	0	1
DIPLOMA/TRAINING	0.3928818	0.4883946	0	1
BACHELOR'S DEGREE	0.1623326	0.3687584	0	1
WEEKS WORKED	45.42861	12.22803	1	52
PART TIME STATUS	0.1405674	0.3475774	0	1
IMMIGRANT STATUS	0.1885617	0.391163	0	1
LARGE-SIZED CITY	0.4098835	0.4918156	0	1
MEDIUM-SIZED CITY	0.206582	0.4048559	0	1
SMALL-SIZED CITY	0	0	0	0
WIDOWED/SEPARATED/DIVORCED	0.0971569	0.2961735	0	1
MARRIED	0.7637287	0.4247939	0	1
<b>ETHNICITIES</b>				
NORTH/WEST EUROPE	0.1463345	0.3534439	0	1
SOUTH/EAST EUROPE	0.1452111	0.3523161	0	1
WEST ASIA AND ARAB ORIGINS	0.0067258	0.0817352	0	1
SOUTH ASIA	0.0184547	0.1345898	0	1
CHINA	0.0209862	0.1433392	0	1
FILIPINO	0.0064412	0.0799986	0	1
EAST ASIA	0.0081189	0.089739	0	1
BLACK ETHNICITIES	0.0235178	0.1515422	0	1
<b>PLACE OF BIRTH</b>				
US	0.0123581	0.1104786	0	1
ENGLISH-SPEAKING COUNTRIES	0.0637377	0.2442869	0	1
NORTH/WEST EUROPE	0.0307079	0.1725265	0	1
SOUTH/EAST EUROPE	0.0891728	0.2849952	0	1
AFRICA	0.007325	0.0852726	0	1
SOUTH AMERICA	0.0127176	0.1120537	0	1
SOUTH ASIA	0.0127326	0.1121188	0	1
EAST ASIA	0.015309	0.1227798	0	1
WEST ASIA	0.0045987	0.0676581	0	1
SOUTHEAST ASIA	0.0134066	0.1150091	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.8607058	0.3462558	0	1
FRENCH	0.0026064	0.050987	0	1
ENGLISH AND FRENCH	0.1264418	0.3323491	0	1
NONE	0.010246	0.1007032	0	1
YSM*	20.13076	10.24966	1	50
YSM2*	510.2978	458.7857	1	2500
GENDER	0.4525151	0.4977438	0	1

Source: Statistics Canada (1986)

\* These variables only take on a non-zero value for immigrants



<b>PRAIRIES 1986</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	19899.83	14563.17	1	140000
LOG(WAGES)	9.50892	1.098387	0	11.8494
AGE	38.32195	9.669578	25	59
AGE2	1562.065	790.0422	625	3481
LESS THAN HIGH SCHOOL UNIV./COLLEGE	0.3652493	0.4815188	0	1
DIPLOMA/TRAINING	0.3994841	0.4898115	0	1
BACHELOR'S DEGREE	0.139753	0.3467441	0	1
WEEKS WORKED	43.61024	13.65965	1	52
PART TIME STATUS	0.1907926	0.3929413	0	1
IMMIGRANT STATUS	0.0819916	0.2743626	0	1
LARGE-SIZED CITY	0	0	0	0
MEDIUM-SIZED CITY	0.5745662	0.4944279	0	1
SMALL-SIZED CITY	0	0	0	0
WIDOWED/SEPARATED/DIVORCED	0.0881663	0.2835477	0	1
MARRIED	0.7716899	0.4197599	0	1
<b>ETHNICITIES</b>				
NORTH/WEST EUROPE	0.3170236	0.4653349	0	1
SOUTH/EAST EUROPE	0.1839143	0.3874295	0	1
WEST ASIA AND ARAB ORIGINS	0.0015632	0.0395084	0	1
SOUTH ASIA	0.0075817	0.0867455	0	1
CHINA	0.0102392	0.1006734	0	1
FILIPINO	0.0121932	0.1097519	0	1
EAST ASIA	0.0052368	0.072179	0	1
BLACK ETHNICITIES	0.0073472	0.0854036	0	1
<b>PLACE OF BIRTH</b>				
US	0.0099265	0.0991401	0	1
ENGLISH-SPEAKING COUNTRIES	0.0225887	0.148594	0	1
NORTH/WEST EUROPE	0.0173519	0.1305838	0	1
SOUTH/EAST EUROPE	0.0269658	0.1619897	0	1
AFRICA	0.0026575	0.0514844	0	1
SOUTH AMERICA	0.0075817	0.0867455	0	1
SOUTH ASIA	0.0050805	0.0710992	0	1
EAST ASIA	0.0052368	0.072179	0	1
WEST ASIA	0.0007816	0.0279476	0	1
SOUTHEAST ASIA	0.0177427	0.1320199	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.9170705	0.2757864	0	1
FRENCH	0.0003126	0.0176797	0	1
ENGLISH AND FRENCH	0.0783961	0.2688044	0	1
NONE	0.0042207	0.0648324	0	1
YSM*	19.52778	11.62041	1	50
YSM2*	516.2846	547.9825	1	2500
GENDER	0.4588088	0.4983199	0	1

Source: Statistics Canada (1986)

\* These variables only take on a non-zero value for immigrants

<b>ALBERTA 1986</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	23348.85	17722.16	1	140000
LOG(WAGES)	9.67849	1.067905	0	11.8494
AGE	37.63576	9.429911	25	59
AGE2	1505.369	763.9151	625	3481
LESS THAN HIGH SCHOOL UNIV./COLLEGE	0.2858468	0.4518299	0	1
DIPLOMA/TRAINING	0.4436714	0.4968314	0	1
BACHELOR'S DEGREE	0.168725	0.3745197	0	1
WEEKS WORKED	43.5718	13.62786	1	52
PART TIME STATUS	0.1614774	0.3679813	0	1
IMMIGRANT STATUS	0.1252972	0.3310651	0	1
LARGE-SIZED CITY	0	0	0	0
MEDIUM-SIZED CITY	0.6712472	0.4697736	0	1
SMALL-SIZED CITY	0	0	0	0
WIDOWED/SEPARATED/DIVORCED	0.1014669	0.3019548	0	1
MARRIED	0.7616977	0.4260573	0	1
<b>ETHNICITIES</b>				
NORTH/WEST EUROPE	0.2951238	0.4561116	0	1
SOUTH/EAST EUROPE	0.1501131	0.3571926	0	1
WEST ASIA AND ARAB ORIGINS	0.0059721	0.0770502	0	1
SOUTH ASIA	0.0158868	0.1250413	0	1
CHINA	0.0251638	0.156627	0	1
FILIPINO	0.0057981	0.0759265	0	1
EAST ASIA	0.0096249	0.0976359	0	1
BLACK ETHNICITIES	0.0078854	0.0884517	0	1
<b>PLACE OF BIRTH</b>				
US	0.0136256	0.115934	0	1
ENGLISH-SPEAKING COUNTRIES	0.0424422	0.2016015	0	1
NORTH/WEST EUROPE	0.0290485	0.1679475	0	1
SOUTH/EAST EUROPE	0.0289905	0.1677848	0	1
AFRICA	0.0086392	0.0925475	0	1
SOUTH AMERICA	0.0057981	0.0759265	0	1
SOUTH ASIA	0.0107845	0.1032899	0	1
EAST ASIA	0.0173363	0.130525	0	1
WEST ASIA	0.003015	0.0548279	0	1
SOUTHEAST ASIA	0.0160608	0.1257129	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.9245086	0.2641902	0	1
FRENCH	0.0005218	0.0228383	0	1
ENGLISH AND FRENCH	0.070505	0.2560036	0	1
NONE	0.0044645	0.0666699	0	1
YSM*	18.65174	11.08105	1	50
YSM2*	470.6403	489.3026	1	2500
GENDER	0.4443092	0.4969033	0	1

Source: Statistics Canada (1986)

\* These variables only take on a non-zero value for immigrants

<b>BRITISH COLUMBIA 1986</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	21957.8	16041.09	1	140000
LOG(WAGES)	9.59882	1.121152	0	11.8494
AGE	38.90541	9.499399	25	59
AGE2	1603.865	779.4712	625	3481
LESS THAN HIGH SCHOOL UNIV./COLLEGE	0.2795432	0.4487859	0	1
DIPLOMA/TRAINING	0.4620159	0.4985675	0	1
BACHELOR'S DEGREE	0.1374379	0.3443176	0	1
WEEKS WORKED	42.33801	14.46091	1	52
PART TIME STATUS	0.1922542	0.3940815	0	1
IMMIGRANT STATUS	0.1700596	0.3756945	0	1
LARGE-SIZED CITY	0.5104767	0.4999026	0	1
MEDIUM-SIZED CITY	0	0	0	0
SMALL-SIZED CITY	0	0	0	0
WIDOWED/SEPARATED/DIVORCED	0.1088878	0.3115061	0	1
MARRIED	0.7434459	0.436742	0	1
<b>ETHNICITIES</b>				
NORTH/WEST EUROPE	0.2434955	0.4292023	0	1
SOUTH/EAST EUROPE	0.1061569	0.308046	0	1
WEST ASIA AND ARAB ORIGINS	0.0034757	0.0588537	0	1
SOUTH ASIA	0.0274081	0.1632736	0	1
CHINA	0.0436941	0.2044188	0	1
FILIPINO	0.0072989	0.0851234	0	1
EAST ASIA	0.0117676	0.1078412	0	1
BLACK ETHNICITIES	0.0040715	0.0636799	0	1
<b>PLACE OF BIRTH</b>				
US	0.0195631	0.1384966	0	1
ENGLISH-SPEAKING COUNTRIES	0.0659881	0.2482674	0	1
NORTH/WEST EUROPE	0.0347567	0.1831675	0	1
SOUTH/EAST EUROPE	0.0343098	0.1820283	0	1
AFRICA	0.0077458	0.0876708	0	1
SOUTH AMERICA	0.0046177	0.0677981	0	1
SOUTH ASIA	0.0203575	0.1412234	0	1
EAST ASIA	0.0340616	0.1813919	0	1
WEST ASIA	0.0019861	0.0445225	0	1
SOUTHEAST ASIA	0.0147964	0.1207403	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.9221946	0.2678717	0	1
FRENCH	0.0002483	0.0157548	0	1
ENGLISH AND FRENCH	0.0685204	0.252643	0	1
NONE	0.0090367	0.0946336	0	1
YSM*	19.80072	10.50199	1	50
YSM2*	502.3394	478.9219	1	2500
GENDER	0.4412612	0.4965501	0	1

Source: Statistics Canada (1986)

\* These variables only take on a non-zero value for immigrants

<b>QUEBEC 1991</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	26106.68	18683.19	1	200000
LOG(WAGES)	9.837322	1.011671	0	12.20607
AGE	39.05025	9.214466	25	59
AGE2	1609.827	753.9462	625	3481
LESS THAN HIGH SCHOOL UNIV./COLLEGE	0.2536408	0.4350972	0	1
DIPLOMA/TRAINING	0.4068414	0.491248	0	1
BACHELOR'S DEGREE	0.1076126	0.3098924	0	1
PROFESSIONAL DEGREE	0.0480645	0.2139038	0	1
WEEKS WORKED	44.06674	13.01413	1	52
PART TIME STATUS	0.1253962	0.3311697	0	1
IMMIGRANT STATUS	0.0688505	0.2532013	0	1
LARGE-SIZED CITY	0.4717015	0.4992018	0	1
MEDIUM-SIZED CITY	0.1365718	0.343397	0	1
SMALL-SIZED CITY	0.0391855	0.1940373	0	1
WIDOWED/SEPARATED/DIVORCED	0.1412295	0.3482603	0	1
MARRIED	0.5843566	0.4928358	0	1
<b>ETHNICITIES</b>				
NORTH/WEST EUROPE	0.016385	0.1269518	0	1
SOUTH/EAST EUROPE	0.0573668	0.2325437	0	1
WEST ASIA	0.00281	0.0529349	0	1
ARABIC ORIGINS	0.0092126	0.0955396	0	1
SOUTH ASIA	0.004478	0.0667681	0	1
CHINESE	0.0053248	0.0727772	0	1
FILIPINO	0.0016039	0.0400163	0	1
BLACK ETHNICITIES	0.0124844	0.1110349	0	1
LATIN	0.0038621	0.062026	0	1
<b>PLACE OF BIRTH</b>				
US	0.0041444	0.0642437	0	1
UNITED KINGDOM	0.0038878	0.0622309	0	1
GERMANY	0.0021941	0.0467899	0	1
SOUTH/EAST EUROPE	0.0226722	0.148857	0	1
AFRICA	0.0098156	0.098587	0	1
SOUTH AMERICA	0.0173089	0.1304204	0	1
CHINA/HONG KONG	0.0025405	0.0503398	0	1
EAST ASIA	0.0068004	0.082184	0	1
FILIPINO	0.0016295	0.0403347	0	1
SOUTHEAST ASIA	0.0030794	0.0554073	0	1
WEST ASIA AND MIDDLE EAST	0.0067875	0.0821069	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.0427525	0.2022999	0	1
FRENCH	0.4837112	0.4997378	0	1
ENGLISH AND FRENCH	0.4699052	0.4990967	0	1
NONE	0.0036311	0.0601498	0	1
YSM*	18.67757	10.93363	1	52
YSM2*	468.3797	451.1606	1	2704
GENDER	0.45778	0.4982175	0	1

Source: Statistics Canada (1991)

\* These variables only take on a non-zero value for immigrants

<b>ONTARIO 1991</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	30113.82	21426.76	1	200000
LOG(WAGES)	9.980852	1.031627	0	12.20607
AGE	39.15182	9.407363	25	59
AGE2	1621.363	771.4849	625	3481
LESS THAN HIGH SCHOOL UNIV./COLLEGE	0.2408838	0.4276217	0	1
DIPLOMA/TRAINING	0.4168715	0.4930433	0	1
BACHELOR'S DEGREE	0.1204712	0.325513	0	1
PROFESSIONAL DEGREE	0.0645868	0.2457963	0	1
WEEKS WORKED	45.66689	11.84332	1	52
PART TIME STATUS	0.1218087	0.3270661	0	1
IMMIGRANT STATUS	0.1888699	0.3914069	0	1
LARGE-SIZED CITY	0.4103091	0.4918918	0	1
MEDIUM-SIZED CITY	0.2326077	0.422496	0	1
SMALL-SIZED CITY	0.0856782	0.2798895	0	1
WIDOWED/SEPARATED/DIVORCED	0.121165	0.3263203	0	1
MARRIED	0.6917039	0.4617915	0	1
<b>ETHNICITIES</b>				
NORTH/WEST EUROPE	0.1334872	0.3401019	0	1
SOUTH/EAST EUROPE	0.1578472	0.3645992	0	1
WEST ASIA	0.0041966	0.064645	0	1
ARABIC ORIGINS	0.006228	0.0786716	0	1
SOUTH ASIA	0.0277541	0.1642682	0	1
CHINESE	0.0295765	0.1694166	0	1
FILIPINO	0.0106001	0.1024099	0	1
BLACK ETHNICITIES	0.0306716	0.1724271	0	1
LATIN	0.004439	0.0664779	0	1
<b>PLACE OF BIRTH</b>				
US	0.012389	0.1106148	0	1
UNITED KINGDOM	0.0506596	0.2193025	0	1
GERMANY	0.0116199	0.1071681	0	1
SOUTH/EAST EUROPE	0.0597633	0.2370487	0	1
AFRICA	0.0115196	0.10671	0	1
SOUTH AMERICA	0.0423751	0.2014444	0	1
CHINA/HONG KONG	0.0180402	0.1330972	0	1
EAST ASIA	0.0134423	0.1151597	0	1
FILIPINO	0.0108926	0.1037983	0	1
SOUTHEAST ASIA	0.0076825	0.0873131	0	1
WEST ASIA AND MIDDLE EAST	0.0078163	0.0880639	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.8667135	0.3398856	0	1
FRENCH	0.0021902	0.0467488	0	1
ENGLISH AND FRENCH	0.1208139	0.3259122	0	1
NONE	0.0102824	0.1008799	0	1
YSM*	19.62542	11.43317	1	52
YSM2*	515.8707	491.1563	1	2704
GENDER	0.4741018	0.4993309	0	1

Source: Statistics Canada (1991)

\* These variables only take on a non-zero value for immigrants

<b>PRAIRIES 1991</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	24276.44	17661.28	1	199933
LOG(WAGES)	9.723709	1.087202	0	12.20574
AGE	38.81272	9.340539	25	59
AGE2	1593.669	764.9998	625	3481
LESS THAN HIGH SCHOOL UNIV./COLLEGE	0.295868	0.4564427	0	1
DIPLOMA/TRAINING	0.4279133	0.4947879	0	1
BACHELOR'S DEGREE	0.106567	0.3085692	0	1
PROFESSIONAL DEGREE	0.0447046	0.2066593	0	1
WEEKS WORKED	44.70001	12.90526	1	52
PART TIME STATUS	0.1638697	0.370166	0	1
IMMIGRANT STATUS	0.0693837	0.2541115	0	1
LARGE-SIZED CITY	0	0	0	0
MEDIUM-SIZED CITY	0.5765524	0.4941166	0	1
SMALL-SIZED CITY	0	0	0	0
WIDOWED/SEPARATED/DIVORCED	0.1167207	0.3210948	0	1
MARRIED	0.7092089	0.454138	0	1
<b>ETHNICITIES</b>				
NORTH/WEST EUROPE	0.2747144	0.4463808	0	1
SOUTH/EAST EUROPE	0.1998778	0.3999177	0	1
WEST ASIA	0.0011752	0.0342618	0	1
ARABIC ORIGINS	0.0016923	0.0411035	0	1
SOUTH ASIA	0.0064401	0.0799932	0	1
CHINESE	0.0110939	0.1047441	0	1
FILIPINO	0.0135853	0.1157643	0	1
BLACK ETHNICITIES	0.0070982	0.0839532	0	1
LATIN	0.0033846	0.0580799	0	1
<b>PLACE OF BIRTH</b>				
US	0.0089315	0.0940859	0	1
UNITED KINGDOM	0.0183801	0.1343247	0	1
GERMANY	0.0080384	0.0892979	0	1
SOUTH/EAST EUROPE	0.0155126	0.1235828	0	1
AFRICA	0.0038076	0.06159	0	1
SOUTH AMERICA	0.0137733	0.1165515	0	1
CHINA/HONG KONG	0.00597	0.0770367	0	1
EAST ASIA	0.0067221	0.0817145	0	1
FILIPINO	0.0135383	0.1155666	0	1
SOUTHEAST ASIA	0.0018803	0.0433229	0	1
WEST ASIA AND MIDDLE EAST	0.0014102	0.0375275	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.9241292	0.2647975	0	1
FRENCH	0.000235	0.0153296	0	1
ENGLISH AND FRENCH	0.0713111	0.2573498	0	1
NONE	0.0043247	0.0656219	0	1
YSM*	19.55485	11.58629	1	52
YSM2*	516.5776	520.9881	1	2704
GENDER	0.479528	0.4995925	0	1

Source: Statistics Canada (1991)

\* These variables only take on a non-zero value for immigrants

<b>ALBERTA 1991</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	28166.06	21038.74	1	200000
LOG(WAGES)	9.880732	1.071204	0	12.20607
AGE	38.27154	8.999976	25	59
AGE2	1545.708	732.3165	625	3481
LESS THAN HIGH SCHOOL UNIV./COLLEGE	0.2317927	0.4219843	0	1
DIPLOMA/TRAINING	0.4702548	0.4991228	0	1
BACHELOR'S DEGREE	0.125817	0.3316485	0	1
PROFESSIONAL DEGREE	0.0453181	0.2080044	0	1
WEEKS WORKED	44.74753	12.63883	1	52
PART TIME STATUS	0.1370215	0.3438758	0	1
IMMIGRANT STATUS	0.1200814	0.3250621	0	1
LARGE-SIZED CITY	0	0	0	0
MEDIUM-SIZED CITY	0.6696012	0.4703646	0	1
SMALL-SIZED CITY	0	0	0	0
WIDOWED/SEPARATED/DIVORCED	0.1331866	0.339782	0	1
MARRIED	0.6777711	0.4673379	0	1
<b>ETHNICITIES</b>				
NORTH/WEST EUROPE	0.2428972	0.4288406	0	1
SOUTH/EAST EUROPE	0.1557623	0.3626359	0	1
WEST ASIA	0.0012005	0.0346277	0	1
ARABIC ORIGINS	0.0054689	0.0737504	0	1
SOUTH ASIA	0.0173403	0.1305379	0	1
CHINESE	0.0306789	0.1724492	0	1
FILIPINO	0.0091036	0.0949793	0	1
BLACK ETHNICITIES	0.0079699	0.0889191	0	1
LATIN	0.0039349	0.0626063	0	1
<b>PLACE OF BIRTH</b>				
US	0.014139	0.1180658	0	1
UNITED KINGDOM	0.032513	0.1773611	0	1
GERMANY	0.0128051	0.1124347	0	1
SOUTH/EAST EUROPE	0.0160397	0.1256304	0	1
AFRICA	0.009904	0.0990263	0	1
SOUTH AMERICA	0.0128718	0.1127234	0	1
CHINA/HONG KONG	0.0159064	0.1251154	0	1
EAST ASIA	0.0195078	0.1383036	0	1
FILIPINO	0.0094705	0.096856	0	1
SOUTHEAST ASIA	0.0088702	0.0937647	0	1
WEST ASIA AND MIDDLE EAST	0.0040683	0.0636544	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.9267374	0.2605715	0	1
FRENCH	0.0002668	0.0163313	0	1
ENGLISH AND FRENCH	0.067527	0.2509367	0	1
NONE	0.0054689	0.0737504	0	1
YSM*	18.37736	11.30864	1	52
YSM2*	465.5893	495.0392	1	2704
GENDER	0.4642524	0.4987288	0	1

Source: Statistics Canada (1991)

\* These variables only take on a non-zero value for immigrants

<b>BRITISH COLUMBIA 1991</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	28038.17	20615.96	1	200000
LOG(WAGES)	9.876473	1.068783	0	12.20607
AGE	39.28758	9.174973	25	59
AGE2	1627.692	753.8355	625	3481
LESS THAN HIGH SCHOOL UNIV./COLLEGE	0.2172418	0.412374	0	1
DIPLOMA/TRAINING	0.485839	0.499806	0	1
BACHELOR'S DEGREE	0.1038741	0.3051012	0	1
PROFESSIONAL DEGREE	0.0490546	0.2159849	0	1
WEEKS WORKED	43.49924	13.33224	1	52
PART TIME STATUS	0.1550443	0.3619517	0	1
IMMIGRANT STATUS	0.1662303	0.3722922	0	1
LARGE-SIZED CITY	0.5164617	0.4997355	0	1
MEDIUM-SIZED CITY	0.0841201	0.2775715	0	1
SMALL-SIZED CITY	0	0	0	0
WIDOWED/SEPARATED/DIVORCED	0.1450747	0.3521808	0	1
MARRIED	0.6552426	0.4752954	0	1
<b>ETHNICITIES</b>				
NORTH/WEST EUROPE	0.1936004	0.3951246	0	1
SOUTH/EAST EUROPE	0.1214333	0.3266345	0	1
WEST ASIA	0.0029089	0.0538564	0	1
ARABIC ORIGINS	0.001904	0.0435939	0	1
SOUTH ASIA	0.0345894	0.18274	0	1
CHINESE	0.0575697	0.2329311	0	1
FILIPINO	0.0122967	0.1102081	0	1
BLACK ETHNICITIES	0.0053682	0.0730723	0	1
LATIN	0.004046	0.0634803	0	1
<b>PLACE OF BIRTH</b>				
US	0.020283	0.1409684	0	1
UNITED KINGDOM	0.0536031	0.2252357	0	1
GERMANY	0.0154701	0.1234145	0	1
SOUTH/EAST EUROPE	0.0181674	0.1335583	0	1
AFRICA	0.0083829	0.0911749	0	1
SOUTH AMERICA	0.0104191	0.1015424	0	1
CHINA/HONG KONG	0.0367315	0.1881042	0	1
EAST ASIA	0.0181409	0.1334628	0	1
FILIPINO	0.0129049	0.112866	0	1
SOUTHEAST ASIA	0.0129843	0.1132078	0	1
WEST ASIA AND MIDDLE EAST	0.0031469	0.0560096	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.9246331	0.263986	0	1
FRENCH	0.0001587	0.0125955	0	1
ENGLISH AND FRENCH	0.064604	0.245829	0	1
NONE	0.0106043	0.1024309	0	1
YSM*	19.51009	11.294	1	52
YSM2*	508.1851	493.9885	1	2704
GENDER	0.4640751	0.4987143	0	1

Source: Statistics Canada (1991)

\* These variables only take on a non-zero value for immigrants



<b>QUEBEC 1996</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	28413.62	21087.14	2	200000
LOG(WAGES)	9.871479	1.122238	0.6931472	12.20607
AGE	40.15817	9.044338	25	59
AGE2	1694.478	746.1115	625	3481
LESS THAN HIGH SCHOOL UNIV./COLLEGE	0.2093157	0.406823	0	1
DIPLOMA/TRAINING	0.4138995	0.4925343	0	1
BACHELOR'S DEGREE	0.1256086	0.33141	0	1
PROFESSIONAL DEGREE	0.0577569	0.2332848	0	1
WEEKS WORKED	43.95949	13.05744	1	52
PART TIME STATUS	0.1448244	0.3519261	0	1
IMMIGRANT STATUS	0.0699228	0.2550186	0	1
LARGE-SIZED CITY	0.4736727	0.4993098	0	1
MEDIUM-SIZED CITY	0.1393381	0.3463013	0	1
SMALL-SIZED CITY	0.039515	0.1948181	0	1
WIDOWED/SEPARATED/DIVORCED	0.161873	0.3683368	0	1
MARRIED	0.5188934	0.4996463	0	1
<b>MINORITY</b>				
CHINESE	0.0066658	0.0813726	0	1
SOUTH ASIAN	0.0051297	0.0714384	0	1
BLACK	0.0142781	0.1186356	0	1
OTHER	0.0223155	0.1477085	0	1
<b>PLACE OF BIRTH</b>				
US	0.0038678	0.062072	0	1
UNITED KINGDOM	0.0035661	0.0596106	0	1
ITALY	0.0116995	0.1075304	0	1
PORTUGAL	0.0044302	0.0664125	0	1
GERMANY	0.001687	0.0410391	0	1
NETHERLANDS	0.0004115	0.0202807	0	1
OTHER EUROPE	0.0199015	0.1396629	0	1
SOUTH ASIA	0.0043067	0.0654847	0	1
EAST ASIA	0.0136883	0.1161943	0	1
AFRICA	0.0105474	0.1021582	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.0378966	0.1909474	0	1
FRENCH	0.4656627	0.498823	0	1
ENGLISH AND FRENCH	0.4935605	0.499962	0	1
NONE	0.0028803	0.0535915	0	1
YSM*	18.90637	11.77139	1	55
YSM2*	495.9972	508.1621	1	3025
GENDER	0.4616165	0.498528	0	1

Source: Statistics Canada (1996)

\* These variables only take on a non-zero value for immigrants

<b>ONTARIO 1996</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	32982.57	24182.63	2	200000
LOG(WAGES)	10.03285	1.098638	0.6931472	12.20607
AGE	39.90398	9.162824	25	59
AGE2	1676.284	754.6301	625	3481
LESS THAN HIGH SCHOOL	0.1892173	0.3916829	0	1
UNIV./COLLEGE DIPLOMA/TRAINING	0.4443658	0.4968974	0	1
BACHELOR'S DEGREE	0.1425	0.3495637	0	1
PROFESSIONAL DEGREE	0.0734859	0.2609336	0	1
WEEKS WORKED	45.62725	12.02837	1	52
PART TIME STATUS	0.1448031	0.3519038	0	1
IMMIGRANT STATUS	0.1900866	0.3923711	0	1
LARGE-SIZED CITY	0.4112344	0.4920598	0	1
MEDIUM-SIZED CITY	0.2347517	0.4238454	0	1
SMALL-SIZED CITY	0.0844192	0.2780167	0	1
WIDOWED/SEPARATED/DIVORCED	0.1314143	0.3378545	0	1
MARRIED	0.6640618	0.4723195	0	1
<b>MINORITY</b>				
CHINESE	0.0349506	0.1836556	0	1
SOUTH ASIAN	0.032289	0.1767674	0	1
BLACK	0.030174	0.1710667	0	1
OTHER	0.0486799	0.215199	0	1
<b>PLACE OF BIRTH</b>				
US	0.0119908	0.1088443	0	1
UNITED KINGDOM	0.0427563	0.202308	0	1
ITALY	0.0221085	0.1470371	0	1
PORTUGAL	0.0146434	0.1201212	0	1
GERMANY	0.0093112	0.0960447	0	1
NETHERLANDS	0.0066137	0.0810558	0	1
OTHER EUROPE	0.022234	0.1474443	0	1
SOUTH ASIA	0.0228882	0.1495477	0	1
EAST ASIA	0.0543079	0.2266252	0	1
AFRICA	0.012878	0.1127485	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.8656552	0.3410239	0	1
FRENCH	0.0016848	0.0410119	0	1
ENGLISH AND FRENCH	0.1227125	0.3281084	0	1
NONE	0.0099475	0.0992402	0	1
YSM*	19.74071	12.44874	1	55
YSM2*	544.6621	563.514	1	3025
GENDER	0.4791192	0.499566	0	1

Source: Statistics Canada (1996)

\* These variables only take on a non-zero value for immigrants

<b>PRAIRIES 1996</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	26938.16	20437.95	2	200000
LOG(WAGES)	9.806154	1.120258	0.6931472	12.20607
AGE	39.90142	9.062138	25	59
AGE2	1674.242	746.3053	625	3481
LESS THAN HIGH SCHOOL	0.2432595	0.4290612	0	1
UNIV./COLLEGE DIPLOMA/TRAINING	0.4688784	0.499043	0	1
BACHELOR'S DEGREE	0.1234339	0.3289428	0	1
PROFESSIONAL DEGREE	0.0445024	0.2062135	0	1
WEEKS WORKED	44.99316	12.56617	1	52
PART TIME STATUS	0.1736494	0.3788172	0	1
IMMIGRANT STATUS	0.0716648	0.2579386	0	1
LARGE-SIZED CITY	0	0	0	0
MEDIUM-SIZED CITY	0.5746216	0.4944126	0	1
SMALL-SIZED CITY	0	0	0	0
WIDOWED/SEPARATED/DIVORCED	0.1288463	0.3350382	0	1
MARRIED	0.677809	0.4673274	0	1
<b>MINORITY</b>				
CHINESE	0.0104741	0.1018082	0	1
SOUTH ASIAN	0.0076676	0.0872309	0	1
BLACK	0.007818	0.0880752	0	1
OTHER	0.0274632	0.1634328	0	1
	0.0274632	0.1634328	0	1
<b>PLACE OF BIRTH</b>				
US	0.009572	0.0973697	0	1
UNITED KINGDOM	0.0146838	0.1202867	0	1
ITALY	0.0031573	0.0561021	0	1
PORTUGAL	0.0035582	0.0595458	0	1
GERMANY	0.0077679	0.0877947	0	1
NETHERLANDS	0.0020547	0.0452836	0	1
OTHER EUROPE	0.0074171	0.0858045	0	1
SOUTH ASIA	0.0054626	0.0737089	0	1
EAST ASIA	0.031322	0.174191	0	1
AFRICA	0.0035081	0.0591265	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.9271324	0.2599256	0	1
FRENCH	0.0002506	0.015828	0	1
ENGLISH AND FRENCH	0.0692092	0.2538159	0	1
NONE	0.0034078	0.0582786	0	1
YSM*	20.26237	11.95048	1	55
YSM2*	553.3109	568.7336	1	3025
GENDER	0.4850657	0.4997894	0	1

Source: Statistics Canada (1996)

\* These variables only take on a non-zero value for immigrants

<b>ALBERTA 1996</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	30290.2	24078.89	2	200000
LOG(WAGES)	9.907171	1.138408	0.6931472	12.20607
AGE	39.41249	8.871491	25	59
AGE2	1632.045	725.4617	625	3481
LESS THAN HIGH SCHOOL	0.2016179	0.4012151	0	1
UNIV./COLLEGE DIPLOMA/TRAINING	0.4925251	0.4999527	0	1
BACHELOR'S DEGREE	0.1398048	0.3467903	0	1
PROFESSIONAL DEGREE	0.0468974	0.2114227	0	1
WEEKS WORKED	44.72371	12.55399	1	52
PART TIME STATUS	0.1630145	0.3693852	0	1
IMMIGRANT STATUS	0.1228411	0.3282604	0	1
LARGE-SIZED CITY	0	0	0	0
MEDIUM-SIZED CITY	0.6619223	0.4730632	0	1
SMALL-SIZED CITY	0	0	0	0
WIDOWED/SEPARATED/DIVORCED	0.1382688	0.3451878	0	1
MARRIED	0.6595331	0.4738743	0	1
<b>MINORITY</b>				
CHINESE	0.0302068	0.171159	0	1
SOUTH ASIAN	0.0178852	0.1325364	0	1
BLACK	0.0092498	0.0957316	0	1
OTHER	0.036965	0.1886791	0	1
<b>PLACE OF BIRTH</b>				
US	0.0133798	0.1148964	0	1
UNITED KINGDOM	0.0307188	0.1725578	0	1
ITALY	0.0038911	0.0622579	0	1
PORTUGAL	0.002594	0.0508664	0	1
GERMANY	0.0115366	0.1067891	0	1
NETHERLANDS	0.0069629	0.0831546	0	1
OTHER EUROPE	0.012936	0.1130006	0	1
SOUTH ASIA	0.0114342	0.1063197	0	1
EAST ASIA	0.0476483	0.2130246	0	1
AFRICA	0.009557	0.0972931	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.9286299	0.2574464	0	1
FRENCH	0.0001707	0.0130628	0	1
ENGLISH AND FRENCH	0.0650556	0.2466282	0	1
NONE	0.0061438	0.0781423	0	1
YSM*	19.14744	11.84247	1	55
YSM2*	506.8419	545.5008	1	3025
GENDER	0.471568	0.4991995	0	1

Source: Statistics Canada (1996)

\* These variables only take on a non-zero value for immigrants

<b>BRITISH COLUMBIA 1996</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	31718.97	23567.28	2	200000
LOG(WAGES)	9.976204	1.12279	0.6931472	12.20607
AGE	40.11695	9.10394	25	59
AGE2	1692.249	750.0614	625	3481
LESS THAN HIGH SCHOOL	0.1805728	0.3846688	0	1
UNIV./COLLEGE DIPLOMA/TRAINING	0.4967371	0.4999958	0	1
BACHELOR'S DEGREE	0.1320696	0.3385708	0	1
PROFESSIONAL DEGREE	0.0613994	0.2400646	0	1
WEEKS WORKED	44.02862	12.90723	1	52
PART TIME STATUS	0.172804	0.3780827	0	1
IMMIGRANT STATUS	0.1833955	0.3869954	0	1
LARGE-SIZED CITY	0.5173503	0.4997053	0	1
MEDIUM-SIZED CITY	0.0835923	0.276779	0	1
SMALL-SIZED CITY	0	0	0	0
WIDOWED/SEPARATED/DIVORCED	0.1525533	0.3595611	0	1
MARRIED	0.6233427	0.4845541	0	1
<b>MINORITY</b>				
CHINESE	0.0712658	0.2572716	0	1
SOUTH ASIAN	0.039103	0.1938424	0	1
BLACK	0.0049979	0.0705201	0	1
OTHER	0.0464574	0.2104763	0	1
<b>PLACE OF BIRTH</b>				
US	0.0198622	0.1395286	0	1
UNITED KINGDOM	0.0460431	0.2095812	0	1
ITALY	0.0057489	0.0756043	0	1
PORTUGAL	0.0031852	0.0563484	0	1
GERMANY	0.0125855	0.1114782	0	1
NETHERLANDS	0.0071732	0.0843915	0	1
OTHER EUROPE	0.0193443	0.1377338	0	1
SOUTH ASIA	0.0291589	0.1682539	0	1
EAST ASIA	0.0904547	0.2868359	0	1
AFRICA	0.0098923	0.098968	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.9171328	0.275685	0	1
FRENCH	0.0003366	0.0183451	0	1
ENGLISH AND FRENCH	0.0695567	0.2544017	0	1
NONE	0.0129739	0.1131632	0	1
YSM*	19.15024	12.19239	1	55
YSM2*	515.3719	541.3413	1	3025
GENDER	0.4771597	0.4994845	0	1

Source: Statistics Canada (1996)

\* These variables only take on a non-zero value for immigrants

<b>QUEBEC 2001</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	33212.37	24467.13	2	200000
LOG(WAGES)	10.04662	1.108371	0.6931472	12.20607
AGE	41.27644	9.167344	25	59
AGE2	1787.784	762.9057	625	3481
LESS THAN HIGH SCHOOL UNIV./COLLEGE	0.1794472	0.3837289	0	1
DIPLOMA/TRAINING	0.4372168	0.4960459	0	1
BACHELOR'S DEGREE	0.1433845	0.3504669	0	1
PROFESSIONAL DEGREE	0.0615305	0.2403024	0	1
WEEKS WORKED	45.41694	11.8616	1	52
PART TIME STATUS	0.1227144	0.3281113	0	1
IMMIGRANT STATUS	0.0753638	0.2639793	0	1
LARGE-SIZED CITY	0.4845541	0.4997647	0	1
MEDIUM-SIZED CITY	0.1391199	0.3460739	0	1
SMALL-SIZED CITY	0.0390079	0.1936151	0	1
WIDOWED/SEPARATED/DIVORCED	0.168106	0.3739629	0	1
MARRIED	0.4531958	0.4978079	0	1
<b>MINORITY</b>				
CHINESE	0.0068367	0.0824019	0	1
SOUTH ASIAN	0.0067967	0.0821622	0	1
BLACK	0.0176049	0.1315111	0	1
OTHER	0.0269471	0.1619298	0	1
<b>PLACE OF BIRTH</b>				
US	0.0043446	0.0657705	0	1
UNITED KINGDOM	0.036196	0.1867787	0	1
NORTH/WEST EUROPE	0.0113945	0.106136	0	1
SOUTH/EAST EUROPE	0.0196572	0.1388203	0	1
OTHER EUROPE	0.00697	0.0831955	0	1
WEST ASIA AND MIDDLE EAST	0.008969	0.0942799	0	1
SOUTH ASIA	0.0055307	0.0741631	0	1
EAST ASIA	0.0073165	0.0852236	0	1
CHINA/HONG KONG	0.0038515	0.0619411	0	1
PHILIPPINES	0.0028253	0.0530789	0	1
AFRICA	0.0142998	0.1187245	0	1
CENTRAL/SOUTH AMERICA	0.0216563	0.1455595	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.0347966	0.1832656	0	1
FRENCH	0.45129	0.497625	0	1
ENGLISH AND FRENCH	0.5119409	0.4998607	0	1
NONE	0.0019724	0.044368	0	1
YSM*	20.11601	12.97225	4	50
YSM2*	572.9116	652.4518	16	2500
GENDER	0.4738259	0.4993178	0	1

Source: Statistics Canada (2001)

\* These variables only take on a non-zero value for immigrants

<b>ONTARIO 2001</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	38982.63	29017.92	2	200000
LOG(WAGES)	10.20984	1.085196	0.6931472	12.20607
AGE	40.81691	9.214458	25	59
AGE2	1750.925	765.3883	625	3481
LESS THAN HIGH SCHOOL	0.1601583	0.3667543	0	1
UNIV./COLLEGE DIPLOMA/TRAINING	0.4505206	0.4975478	0	1
BACHELOR'S DEGREE	0.1595209	0.3661627	0	1
PROFESSIONAL DEGREE	0.0839031	0.2772435	0	1
WEEKS WORKED	46.51039	11.05305	1	52
PART TIME STATUS	0.1274396	0.3334662	0	1
IMMIGRANT STATUS	0.2064841	0.4047836	0	1
LARGE-SIZED CITY	0.4288765	0.4949176	0	1
MEDIUM-SIZED CITY	0.2362314	0.4247677	0	1
SMALL-SIZED CITY	0.082438	0.2750321	0	1
WIDOWED/SEPARATED/DIVORCED	0.1366767	0.3435071	0	1
MARRIED	0.6372891	0.4807844	0	1
<b>MINORITY</b>				
CHINESE	0.0415418	0.1995405	0	1
SOUTH ASIAN	0.047046	0.2117381	0	1
BLACK	0.033356	0.179565	0	1
OTHER	0.0613236	0.239924	0	1
<b>PLACE OF BIRTH</b>				
US	0.0109504	0.1040699	0	1
UNITED KINGDOM	0.0663808	0.2489477	0	1
NORTH/WEST EUROPE	0.0132762	0.1144553	0	1
SOUTH/EAST EUROPE	0.059122	0.2358538	0	1
OTHER EUROPE	0.0153371	0.1228903	0	1
WEST ASIA AND MIDDLE EAST	0.0140128	0.1175439	0	1
SOUTH ASIA	0.0358639	0.1859514	0	1
EAST ASIA	0.01907	0.1367717	0	1
CHINA/HONG KONG	0.0292009	0.1683701	0	1
PHILIPPINES	0.0168435	0.1286855	0	1
AFRICA	0.0164462	0.1271844	0	1
CENTRAL/SOUTH AMERICA	0.048453	0.2147224	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.8665513	0.3400604	0	1
FRENCH	0.0017713	0.0420492	0	1
ENGLISH AND FRENCH	0.1233591	0.3288503	0	1
NONE	0.0083183	0.0908249	0	1
YSM*	20.73649	13.4657	4	50
YSM2*	611.322	695.2616	16	2500
GENDER	0.4871542	0.499837	0	1

Source: Statistics Canada (2001)

\* These variables only take on a non-zero value for immigrants

<b>PRAIRIES 2001</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	31467.74	23447.45	3	200000
LOG(WAGES)	9.985291	1.103546	1.098612	12.20607
AGE	41.09598	9.263322	25	59
AGE2	1774.684	769.4319	625	3481
LESS THAN HIGH SCHOOL	0.2257222	0.4180673	0	1
UNIV./COLLEGE DIPLOMA/TRAINING	0.4694863	0.4990803	0	1
BACHELOR'S DEGREE	0.1392586	0.3462247	0	1
PROFESSIONAL DEGREE	0.0454994	0.2084018	0	1
WEEKS WORKED	46.0897	11.51864	1	52
PART TIME STATUS	0.1553781	0.3622737	0	1
IMMIGRANT STATUS	0.0723652	0.259098	0	1
LARGE-SIZED CITY	0	0	0	0
MEDIUM-SIZED CITY	0.5845411	0.4928131	0	1
SMALL-SIZED CITY	0	0	0	0
WIDOWED/SEPARATED/DIVORCED	0.1341812	0.3408553	0	1
MARRIED	0.6499556	0.4769953	0	1
<b>MINORITY</b>				
CHINESE	0.0094154	0.0965773	0	1
SOUTH ASIAN	0.0087745	0.0932629	0	1
BLACK	0.0087252	0.0930028	0	1
OTHER	0.0324362	0.1771598	0	1
<b>PLACE OF BIRTH</b>				
US	0.0087252	0.0930028	0	1
UNITED KINGDOM	0.0204082	0.1413954	0	1
NORTH/WEST EUROPE	0.0087745	0.0932629	0	1
SOUTH/EAST EUROPE	0.0158237	0.1247962	0	1
OTHER EUROPE	0.0033521	0.0578013	0	1
WEST ASIA AND MIDDLE EAST	0.0015774	0.0396867	0	1
SOUTH ASIA	0.0061619	0.0782574	0	1
EAST ASIA	0.0075421	0.0865195	0	1
CHINA/HONG KONG	0.0050281	0.0707323	0	1
PHILIPPINES	0.0192744	0.1374911	0	1
AFRICA	0.0049295	0.0700389	0	1
CENTRAL/SOUTH AMERICA	0.0146406	0.1201125	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.9246771	0.2639181	0	1
FRENCH	0.0003944	0.0198551	0	1
ENGLISH AND FRENCH	0.0723159	0.2590166	0	1
NONE	0.0026126	0.0510484	0	1
YSM*	22.51522	13.09874	4	50
YSM2*	678.4319	704.3442	16	2500
GENDER	0.4929015	0.4999619	0	1

Source: Statistics Canada (2001)

\* These variables only take on a non-zero value for immigrants



<b>ALBERTA 2001</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	37650.41	29408.93	2	200000
LOG(WAGES)	10.15252	1.098694	0.6931472	12.20607
AGE	40.52742	9.183689	25	59
AGE2	1726.809	757.5965	625	3481
LESS THAN HIGH SCHOOL	0.1820824	0.3859183	0	1
UNIV./COLLEGE DIPLOMA/TRAINING	0.4955342	0.4999876	0	1
BACHELOR'S DEGREE	0.1530776	0.3600677	0	1
PROFESSIONAL DEGREE	0.0543159	0.2266434	0	1
WEEKS WORKED	45.89795	11.46812	1	52
PART TIME STATUS	0.1423295	0.349393	0	1
IMMIGRANT STATUS	0.122892	0.3283182	0	1
LARGE-SIZED CITY	0	0	0	0
MEDIUM-SIZED CITY	0.6738624	0.4688054	0	1
SMALL-SIZED CITY	0	0	0	0
WIDOWED/SEPARATED/DIVORCED	0.1447819	0.3518861	0	1
MARRIED	0.6267522	0.4836744	0	1
<b>MINORITY</b>				
CHINESE	0.0330921	0.1788799	0	1
SOUTH ASIAN	0.0231009	0.1502263	0	1
BLACK	0.010294	0.1009372	0	1
OTHER	0.0416604	0.1998149	0	1
<b>PLACE OF BIRTH</b>				
US	0.0130794	0.1136166	0	1
UNITED KINGDOM	0.0297012	0.1697642	0	1
NORTH/WEST EUROPE	0.0160465	0.1256562	0	1
SOUTH/EAST EUROPE	0.0182264	0.1337712	0	1
OTHER EUROPE	0.0098701	0.0988584	0	1
WEST ASIA AND MIDDLE EAST	0.0062672	0.0789185	0	1
SOUTH ASIA	0.0140483	0.1176917	0	1
EAST ASIA	0.0202852	0.1409763	0	1
CHINA/HONG KONG	0.0192558	0.1374249	0	1
PHILIPPINES	0.0128978	0.1128352	0	1
AFRICA	0.0108087	0.103403	0	1
CENTRAL/SOUTH AMERICA	0.0147446	0.1205307	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.9254897	0.2626035	0	1
FRENCH	0.0002725	0.0165052	0	1
ENGLISH AND FRENCH	0.0693633	0.2540747	0	1
NONE	0.0048745	0.0696483	0	1
YSM*	20.89891	12.74668	4	50
YSM2*	599.2145	660.3151	16	2500
GENDER	0.4750674	0.4993855	0	1

Source: Statistics Canada (2001)

\* These variables only take on a non-zero value for immigrants

<b>BRITISH COLUMBIA 2001</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	36006.43	26797.25	2	200000
LOG(WAGES)	10.11359	1.116657	0.6931472	12.20607
AGE	41.23146	9.314748	25	59
AGE2	1786.796	775.8854	625	3481
LESS THAN HIGH SCHOOL	0.1570287	0.3638323	0	1
UNIV./COLLEGE DIPLOMA/TRAINING	0.4961034	0.499991	0	1
BACHELOR'S DEGREE	0.1535541	0.3605252	0	1
PROFESSIONAL DEGREE	0.0717512	0.2580787	0	1
WEEKS WORKED	44.84506	12.24511	1	52
PART TIME STATUS	0.1739551	0.3790756	0	1
IMMIGRANT STATUS	0.1951256	0.3963023	0	1
LARGE-SIZED CITY	0.5338281	0.4988605	0	1
MEDIUM-SIZED CITY	0.0807356	0.2724321	0	1
SMALL-SIZED CITY	0	0	0	0
WIDOWED/SEPARATED/DIVORCED	0.1534051	0.3603821	0	1
MARRIED	0.5979847	0.4903111	0	1
<b>MINORITY</b>				
CHINESE	0.0833912	0.2764761	0	1
SOUTH ASIAN	0.0501588	0.2182753	0	1
BLACK	0.0064033	0.0797647	0	1
OTHER	0.0581753	0.2340776	0	1
<b>PLACE OF BIRTH</b>				
US	0.0179192	0.1326594	0	1
UNITED KINGDOM	0.035069	0.1839565	0	1
NORTH/WEST EUROPE	0.0175965	0.1314813	0	1
SOUTH/EAST EUROPE	0.0186389	0.1352478	0	1
OTHER EUROPE	0.0144694	0.1194168	0	1
WEST ASIA AND MIDDLE EAST	0.0069493	0.0830732	0	1
SOUTH ASIA	0.0343493	0.1821269	0	1
EAST ASIA	0.0336543	0.18034	0	1
CHINA/HONG KONG	0.0535094	0.2250497	0	1
PHILIPPINES	0.0213938	0.144695	0	1
AFRICA	0.0110692	0.1046276	0	1
CENTRAL/SOUTH AMERICA	0.013154	0.1139354	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.9120917	0.283165	0	1
FRENCH	0.0001986	0.0140896	0	1
ENGLISH AND FRENCH	0.0737119	0.2613047	0	1
NONE	0.0139978	0.1174828	0	1
YSM*	20.36383	13.37681	4	50
YSM2*	593.6087	682.4363	16	2500
GENDER	0.4882111	0.4998672	0	1

Source: Statistics Canada (2001)

\* These variables only take on a non-zero value for immigrants

<b>QUEBEC 2006</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	36938.05	27383.66	1	200000
LOG(WAGES)	10.07058	1.530555	0	12.20607
AGE	41.99257	9.576867	27	57
AGE2	1855.091	802.5199	729	3249
LESS THAN HIGH SCHOOL UNIV./COLLEGE	0.1263153	0.3322064	0	1
DIPLOMA/TRAINING	0.4412717	0.4965421	0	1
BACHELOR'S DEGREE	0.1521101	0.3591298	0	1
PROFESSIONAL DEGREE	0.077019	0.2666233	0	1
WEEKS WORKED	45.65079	11.62751	1	52
PART TIME STATUS	0.1162972	0.320583	0	1
IMMIGRANT STATUS	0.0889903	0.2847315	0	1
LARGE-SIZED CITY	0.4839775	0.4997464	0	1
MEDIUM-SIZED CITY	0.1432514	0.3503312	0	1
SMALL-SIZED CITY	0.0416346	0.1997541	0	1
WIDOWED/SEPARATED/DIVORCED	0.1620273	0.3684782	0	1
MARRIED	0.3973941	0.4893619	0	1
<b>MINORITY</b>				
CHINESE	0.0091737	0.0953399	0	1
SOUTH ASIAN	0.0070567	0.0837079	0	1
WEST ASIAN	0.0012979	0.0360037	0	1
BLACK	0.0218632	0.1462378	0	1
ARABIC	0.01182	0.1080761	0	1
FILIPINO	0.0038938	0.0622791	0	1
<b>PLACE OF BIRTH</b>				
US	0.0042592	0.0651241	0	1
UNITED KINGDOM	0.0022178	0.0470418	0	1
NORTH/WEST EUROPE	0.0149451	0.121334	0	1
SOUTH/EAST EUROPE	0.0226193	0.1486874	0	1
AFRICA	0.0199226	0.1397353	0	1
SOUTH AMERICA	0.0079388	0.0887462	0	1
CHINA/HONG KONG	0.0059982	0.077216	0	1
EAST ASIA	0.0012601	0.0354761	0	1
PHILIPPINES	0.0038938	0.0622791	0	1
SOUTH/EAST ASIA	0.002432	0.0492561	0	1
CENTRAL ASIA AND MIDDLE EAST	0.0110387	0.1044845	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.0346535	0.1829018	0	1
FRENCH	0.4692718	0.499058	0	1
ENGLISH AND FRENCH	0.4936553	0.4999629	0	1
NONE	0.0024194	0.0491286	0	1
YSM*	17.88172	12.99671	1	57
YSM2*	488.6496	600.1156	1	3249
GENDER	0.4858677	0.4998034	0	1

Source: Statistics Canada (2006)

\* These variables only take on a non-zero value for immigrants

<b>ONTARIO 2006</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	43186.31	30298.66	1	200000
LOG(WAGES)	10.24615	1.456049	0	12.20607
AGE	41.72912	9.451599	27	57
AGE2	1830.652	792.9084	729	3249
LESS THAN HIGH SCHOOL UNIV./COLLEGE DIPLOMA/TRAINING	0.1009049	0.301204	0	1
BACHELOR'S DEGREE	0.3714131	0.4831845	0	1
PROFESSIONAL DEGREE	0.1735453	0.3787195	0	1
WEEKS WORKED	0.104432	0.3058214	0	1
PART TIME STATUS	46.46013	11.07767	1	52
IMMIGRANT STATUS	0.1209183	0.3260336	0	1
LARGE-SIZED CITY	0.2164448	0.4118226	0	1
MEDIUM-SIZED CITY	0.4269287	0.4946337	0	1
SMALL-SIZED CITY	0.2342478	0.4235295	0	1
WIDOWED/SEPARATED/DIVORCED	0.105238	0.306861	0	1
MARRIED	0.1391921	0.3461483	0	1
	0.6190351	0.4856259	0	1
<b>MINORITY</b>				
CHINESE	0.0487807	0.2154101	0	1
SOUTH ASIAN	0.0632242	0.2433667	0	1
WEST ASIAN	0.0060088	0.0772836	0	1
BLACK	0.0350953	0.1840214	0	1
ARABIC	0.0064796	0.0802352	0	1
FILIPINO	0.0205241	0.1417852	0	1
<b>PLACE OF BIRTH</b>				
US	0.0101823	0.1003925	0	1
UNITED KINGDOM	0.0257988	0.1585352	0	1
NORTH/WEST EUROPE	0.0138689	0.1169474	0	1
SOUTH/EAST EUROPE	0.0627214	0.2424622	0	1
AFRICA	0.0174758	0.1310365	0	1
SOUTH AMERICA	0.0183536	0.134227	0	1
CHINA/HONG KONG	0.0341217	0.1815426	0	1
EAST ASIA	0.005929	0.0767718	0	1
PHILIPPINES	0.0205401	0.1418391	0	1
SOUTH/EAST ASIA	0.0128076	0.1124442	0	1
CENTRAL ASIA AND MIDDLE EAST	0.0172763	0.1302996	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.8653245	0.341378	0	1
FRENCH	0.0020349	0.0450636	0	1
ENGLISH AND FRENCH	0.1233282	0.3288149	0	1
NONE	0.0093125	0.0960511	0	1
YSM*	19.56772	13.25346	1	57
YSM2*	558.545	653.122	1	3249
GENDER	0.5008698	0.5000012	0	1

Source: Statistics Canada (2006)

\* These variables only take on a non-zero value for immigrants

<b>PRAIRIES 2006</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	37067	27039.52	1	190000
LOG(WAGES)	10.08089	1.467852	0	12.15478
AGE	42.0084	9.576689	27	57
AGE2	1856.414	803.389	729	3249
LESS THAN HIGH SCHOOL UNIV./COLLEGE DIPLOMA/TRAINING	0.148388	0.3554927	0	1
BACHELOR'S DEGREE	0.3805412	0.4855316	0	1
PROFESSIONAL DEGREE	0.146421	0.3535363	0	1
WEEKS WORKED	0.0602092	0.2378797	0	1
PART TIME STATUS	46.36911	11.2985	1	52
IMMIGRANT STATUS	0.1397524	0.3467383	0	1
LARGE-SIZED CITY	0.0757532	0.2646092	0	1
MEDIUM-SIZED CITY	0	0	0	0
SMALL-SIZED CITY	0.5842928	0.4928553	0	1
WIDOWED/SEPARATED/DIVORCED	0	0	0	0
MARRIED	0.1354347	0.3421955	0	1
	0.6243044	0.4843136	0	1
<b>MINORITY</b>				
CHINESE	0.0105066	0.1019644	0	1
SOUTH ASIAN	0.0106985	0.1028813	0	1
WEST ASIAN	0.0002879	0.0169642	0	1
BLACK	0.0089714	0.0942939	0	1
ARABIC	0.0008636	0.0293744	0	1
FILIPINO	0.021541	0.1451825	0	1
<b>PLACE OF BIRTH</b>				
US	0.0073882	0.0856387	0	1
UNITED KINGDOM	0.0119939	0.1088603	0	1
NORTH/WEST EUROPE	0.0094032	0.0965153	0	1
SOUTH/EAST EUROPE	0.0172232	0.1301052	0	1
AFRICA	0.0071963	0.0845273	0	1
SOUTH AMERICA	0.0079639	0.0888869	0	1
CHINA/HONG KONG	0.0064287	0.079923	0	1
EAST ASIA	0.0010075	0.0317257	0	1
PHILIPPINES	0.0202936	0.1410061	0	1
SOUTH/EAST ASIA	0.0011514	0.0339137	0	1
CENTRAL ASIA AND MIDDLE EAST	0.0028785	0.0535759	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.9287565	0.2572374	0	1
FRENCH	0.0004318	0.0207753	0	1
ENGLISH AND FRENCH	0.0680292	0.251802	0	1
NONE	0.0027826	0.0526779	0	1
YSM*	23.95926	14.71823	1	57
YSM2*	790.5119	751.9648	1	3249
GENDER	0.5033103	0.500001	0	1

Source: Statistics Canada (2006)

\* These variables only take on a non-zero value for immigrants

<b>ALBERTA 2006</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	45317.95	33988.12	1	200000
LOG(WAGES)	10.29462	1.371105	0	12.20607
AGE	41.25167	9.628537	27	57
AGE2	1794.407	802.0943	729	3249
LESS THAN HIGH SCHOOL UNIV./COLLEGE DIPLOMA/TRAINING	0.1295158	0.3357745	0	1
BACHELOR'S DEGREE	0.4000769	0.4899204	0	1
PROFESSIONAL DEGREE	0.1636104	0.3699267	0	1
WEEKS WORKED	0.0656912	0.247745	0	1
PART TIME STATUS	46.17222	11.12838	1	52
IMMIGRANT STATUS	0.1280608	0.3341621	0	1
LARGE-SIZED CITY	0.1382179	0.3451332	0	1
MEDIUM-SIZED CITY	0	0	0	0
SMALL-SIZED CITY	0.670034	0.4702069	0	1
WIDOWED/SEPARATED/DIVORCED	0	0	0	0
MARRIED	0.1437081	0.3507984	0	1
	0.6034918	0.4891789	0	1
<b>MINORITY</b>				
CHINESE	0.0371967	0.189246	0	1
SOUTH ASIAN	0.0309926	0.1733001	0	1
WEST ASIAN	0.0016745	0.0408874	0	1
BLACK	0.0129022	0.1128541	0	1
ARABIC	0.0052432	0.072221	0	1
FILIPINO	0.0170473	0.1294495	0	1
<b>PLACE OF BIRTH</b>				
US	0.0098551	0.0987836	0	1
UNITED KINGDOM	0.020918	0.1431118	0	1
NORTH/WEST EUROPE	0.0154002	0.1231401	0	1
SOUTH/EAST EUROPE	0.024267	0.1538792	0	1
AFRICA	0.0151257	0.1220547	0	1
SOUTH AMERICA	0.0065883	0.0809019	0	1
CHINA/HONG KONG	0.0233886	0.1511364	0	1
EAST ASIA	0.005106	0.0712743	0	1
PHILIPPINES	0.0174316	0.130875	0	1
SOUTH/EAST ASIA	0.001702	0.0412206	0	1
CENTRAL ASIA AND MIDDLE EAST	0.0079335	0.0887172	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.9229164	0.2667277	0	1
FRENCH	0.000302	0.0173748	0	1
ENGLISH AND FRENCH	0.0711815	0.2571313	0	1
NONE	0.0056001	0.0746249	0	1
YSM*	20.09872	13.67803	1	57
YSM2*	591.0118	668.8397	1	3249
GENDER	0.4854233	0.4997943	0	1

Source: Statistics Canada (2006)

\* These variables only take on a non-zero value for immigrants

<b>BRITISH COLUMBIA 2006</b>				
<b>Variable</b>	<b>Mean</b>	<b>Std. Dev.</b>	<b>Min</b>	<b>Max</b>
WAGES	39052.4	28457.08	1	200000
LOG(WAGES)	10.11804	1.493549	0	12.20607
AGE	42.12039	9.571895	27	57
AGE2	1865.746	806.2226	729	3249
LESS THAN HIGH SCHOOL UNIV./COLLEGE	0.097361	0.2964522	0	1
DIPLOMA/TRAINING	0.3906358	0.4878987	0	1
BACHELOR'S DEGREE	0.1632775	0.369623	0	1
PROFESSIONAL DEGREE	0.0902091	0.2864845	0	1
WEEKS WORKED	45.25382	11.90776	1	52
PART TIME STATUS	0.1614895	0.3679862	0	1
IMMIGRANT STATUS	0.2038763	0.4028829	0	1
LARGE-SIZED CITY	0.5306458	0.4990659	0	1
MEDIUM-SIZED CITY	0.0831525	0.276116	0	1
SMALL-SIZED CITY	0.0750232	0.263432	0	1
WIDOWED/SEPARATED/DIVORCED	0.1488068	0.3559022	0	1
MARRIED	0.5849048	0.4927443	0	1
<b>MINORITY</b>				
CHINESE	0.0939519	0.2917653	0	1
SOUTH ASIAN	0.0620783	0.2413007	0	1
WEST ASIAN	0.0055785	0.0744814	0	1
BLACK	0.0066751	0.0814291	0	1
ARABIC	0.0013589	0.0368381	0	1
FILIPINO	0.0244594	0.1544725	0	1
<b>PLACE OF BIRTH</b>				
US	0.0176175	0.131558	0	1
UNITED KINGDOM	0.0326603	0.1777479	0	1
NORTH/WEST EUROPE	0.0193339	0.1376974	0	1
SOUTH/EAST EUROPE	0.0248885	0.1557873	0	1
AFRICA	0.0108232	0.1034712	0	1
SOUTH AMERICA	0.0055308	0.0741642	0	1
CHINA/HONG KONG	0.0604811	0.2383789	0	1
EAST ASIA	0.0195723	0.1385269	0	1
PHILIPPINES	0.0252461	0.1568737	0	1
SOUTH/EAST ASIA	0.0015496	0.0393346	0	1
CENTRAL ASIA AND MIDDLE EAST	0.0091782	0.0953636	0	1
<b>OFFICIAL LANGUAGES</b>				
ENGLISH	0.9076215	0.2895629	0	1
FRENCH	0.0002861	0.0169115	0	1
ENGLISH AND FRENCH	0.0759053	0.2648497	0	1
NONE	0.0161871	0.1261961	0	1
YSM*	19.68034	13.34855	1	57
YSM2*	565.4828	659.5004	1	3249
GENDER	0.5023959	0.5000002	0	1

Source: Statistics Canada (2006)

\* These variables only take on a non-zero value for immigrants

## Appendix B

1986 FEMALE REGRESSION WITH ETHNICITY VARIABLES						
	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0165** (0.00634)	0.0197 (0.0186)	0.0151 (0.00828)	0.0209 (0.0336)	0.0387 (0.0198)	0.0128 (0.0169)
AGE <sup>2</sup>	-0.000195** (0.0000744)	-0.000178 (0.000221)	-0.000203* (0.0000968)	-0.000294 (0.000393)	-0.000474* (0.000235)	-0.0000951 (0.000197)
PART TIME	-0.612*** (0.0147)	-0.473*** (0.0471)	-0.650*** (0.0198)	-0.574*** (0.0720)	-0.646*** (0.0439)	-0.554*** (0.0349)
IMMIGRANT STATUS	0.0461* (0.0208)	-0.0231 (0.0619)	0.0705** (0.0272)	0.0104 (0.111)	0.0313 (0.0665)	0.0283 (0.0544)
YSM	0.0257*** (0.00238)	0.0350*** (0.00711)	0.0239*** (0.00326)	0.0147 (0.0113)	0.0341*** (0.00693)	0.0249*** (0.00629)
YSM <sup>2</sup>	-0.000371*** (0.0000482)	-0.000671*** (0.000145)	-0.000294*** (0.0000669)	-0.0000450 (0.000218)	-0.000536*** (0.000145)	-0.000458*** (0.000125)
LARGE CITY	0.128*** (0.0178)	0.169* (0.0770)	0.134*** (0.0224)	0 (0)	0 (0)	0.103** (0.0364)
MEDIUM CITY	0.0270 (0.0224)	-0.0510 (0.191)	0.0315 (0.0274)	0.0255 (0.0911)	0.0478 (0.0519)	0 (0)
WIDOW/SEP/DIV	-0.000945 (0.0270)	-0.0145 (0.0743)	0.0221 (0.0358)	0.0668 (0.148)	-0.102 (0.0886)	-0.0613 (0.0709)
MARRIED	0.00131 (0.0214)	0.0744 (0.0574)	0.00549 (0.0285)	-0.124 (0.114)	-0.00298 (0.0721)	-0.0810 (0.0562)
<b>EDUCATION</b>						
LESS THAN HIGH SCHOOL	-0.125*** (0.0212)	-0.146* (0.0626)	-0.109*** (0.0277)	-0.113 (0.111)	-0.0933 (0.0667)	-0.148** (0.0569)
UNIVERSITY/COLLEGE	0.117*** (0.0204)	0.133* (0.0611)	0.137*** (0.0269)	0.0490 (0.109)	0.219*** (0.0637)	0.0146 (0.0525)
BACHELOR'S DEG	0.407*** (0.0246)	0.510*** (0.0686)	0.414*** (0.0335)	0.354** (0.124)	0.416*** (0.0752)	0.313*** (0.0653)
<b>ETHNICITIES</b>						
NORTH/WEST EURO	-0.0381 (0.0220)	0.158 (0.0859)	-0.0234 (0.0298)	-0.0866 (0.108)	-0.0270 (0.0650)	-0.0422 (0.0555)
SOUTH/EAST EURO	-0.0594* (0.0247)	-0.0455 (0.0775)	-0.0586 (0.0304)	-0.0909 (0.141)	0.0796 (0.0815)	-0.116 (0.0782)
WEST ASIA/ARABIC	-0.0757 (0.0634)	-0.181 (0.112)	-0.000795 (0.0935)	0.300 (0.507)	0.210 (0.221)	-0.516* (0.258)
SOUTH ASIA	0.0140 (0.0422)	0.197 (0.241)	0.0222 (0.0526)	-0.249 (0.260)	0.0329 (0.139)	0.122 (0.112)
CHINESE	0.0770 (0.0482)	0.0163 (0.175)	0.149* (0.0640)	-0.138 (0.258)	0.0531 (0.167)	-0.0384 (0.105)



FILIPINO	0.0529 (0.0669)	-0.405 (0.246)	0.111 (0.0949)	-0.408 (0.294)	-0.0170 (0.205)	0.160 (0.147)
EAST ASIA	0.00574 (0.0594)	-0.413 (0.212)	0.0344 (0.0820)	-0.602* (0.301)	0.184 (0.187)	0.0676 (0.133)
BLACK ETHNICITIES	0.000796 (0.0291)	-0.0610 (0.0688)	0.0136 (0.0367)	-0.180 (0.185)	0.187 (0.118)	0.135 (0.153)

**PLACE OF BIRTH**

US	0.0549 (0.0300)	0.0485 (0.100)	0.0878* (0.0429)	0.0605 (0.137)	-0.0236 (0.0858)	0.0576 (0.0704)
ENG-SPEAKING CNTRY	0.00962 (0.0233)	-0.0920 (0.0891)	0.0261 (0.0306)	-0.0851 (0.125)	0.113 (0.0733)	0.00184 (0.0626)
SOUTH/EAST EURO	-0.0100 (0.0266)	-0.102 (0.0801)	0.0132 (0.0342)	-0.186 (0.137)	0.0102 (0.0798)	0.0604 (0.0806)
AFRICA	0.0253 (0.0429)	0.0394 (0.0924)	0.00461 (0.0605)	0.328 (0.234)	-0.0564 (0.146)	-0.0302 (0.126)
SOUTH AMERICA	-0.0608 (0.0357)	-0.174 (0.108)	-0.0548 (0.0444)	-0.0601 (0.163)	0.101 (0.121)	-0.110 (0.125)
SOUTH ASIA	-0.0182 (0.0500)	-0.204 (0.254)	-0.0261 (0.0633)	0.242 (0.307)	0.0305 (0.161)	-0.126 (0.130)
EAST ASIA	-0.0580 (0.0541)	-0.0156 (0.202)	-0.102 (0.0726)	-0.0287 (0.327)	0.0189 (0.180)	0.0309 (0.119)
WEST ASIA	-0.0818 (0.0739)	-0.202 (0.137)	-0.0583 (0.103)	-0.472 (0.797)	0.0490 (0.270)	0.0720 (0.295)
SOUTHEAST ASIA	-0.0367 (0.0608)	0.205 (0.212)	-0.0694 (0.0852)	0.386 (0.323)	0.146 (0.194)	-0.157 (0.131)
OTHER	0.0257 (0.0558)	0.0311 (0.305)	0.0909 (0.125)	0.0936 (0.340)	0.248 (0.170)	-0.132 (0.103)

**OFFICIAL LANGUAGES**

FRENCH ONLY	-0.0494 (0.0430)	0.0216 (0.0589)	-0.133 (0.198)	0 (0)	0.222 (0.739)	0 (0)
ENGLISH/FRENCH	0.0383 (0.0230)	0.0900 (0.0522)	0.0345 (0.0333)	-0.196 (0.139)	-0.0280 (0.0785)	0.00319 (0.0643)
NOLANG	-0.0518 (0.0340)	-0.0116 (0.1000)	-0.0649 (0.0439)	0.158 (0.189)	-0.0729 (0.122)	-0.0921 (0.0880)
ATLANTIC	-0.0672 (0.0524)					
QUEBEC	-0.0315 (0.0257)					
PRAIRIES	-0.0182 (0.0331)					
ALBERTA	0.0838** (0.0260)					

BRITISH COLUMBIA	0.0597** (0.0188)					
CONSTANT	4.944*** (0.127)	4.638*** (0.374)	4.961*** (0.166)	5.197*** (0.666)	4.414*** (0.389)	5.202*** (0.335)
<i>N</i>	15603	1922	8891	727	1426	2364
<i>R</i> <sup>2</sup>	0.165	0.165	0.170	0.161	0.234	0.154
F-Stat	78.77	10.99	53.22	4.175	12.88	13.22
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	9248.5	1209.3	5156.2	492.0	713.3	1394.7
Root MSE	0.771	0.801	0.763	0.842	0.716	0.774

Standard errors in parentheses, Source: Original calculations using Canadian Census data

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

1986 MALE REGRESSION WITH ETHNICITY VARIABLES						
	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0605*** (0.00525)	0.0849*** (0.0166)	0.0593*** (0.00687)	0.0474* (0.0217)	0.0813*** (0.0165)	0.0395** (0.0139)
AGE <sup>2</sup>	-0.000680*** (0.0000608)	-0.000921*** (0.000193)	-0.000689*** (0.0000794)	-0.000507* (0.000251)	-0.000873*** (0.000194)	-0.000433** (0.000162)
PART TIME	-0.612*** (0.0242)	-0.559*** (0.0689)	-0.688*** (0.0363)	-0.705*** (0.115)	-0.603*** (0.0703)	-0.517*** (0.0500)
IMMIGRANT STATUS	0.0303 (0.0172)	-0.00182 (0.0526)	0.0578* (0.0227)	-0.0272 (0.0746)	-0.0789 (0.0538)	0.0447 (0.0457)
YSM	0.0228*** (0.00194)	0.0254*** (0.00611)	0.0204*** (0.00263)	0.0311*** (0.00742)	0.0128* (0.00582)	0.0233*** (0.00527)
YSM <sup>2</sup>	-0.000307*** (0.0000395)	-0.000348** (0.000129)	-0.000228*** (0.0000540)	-0.000492*** (0.000140)	-0.000248* (0.000121)	-0.000311** (0.000105)
LARGE CITY	0.0383** (0.0139)	0.0733 (0.0533)	0.0328 (0.0177)	0 (0)	0 (0)	0.0539 (0.0294)
MEDIUM CITY	0.0467** (0.0175)	0.113 (0.116)	0.0411 (0.0215)	0.00900 (0.0558)	0.0727 (0.0416)	0 (0)
WIDOW/SEP/DIV	0.134*** (0.0264)	0.213** (0.0815)	0.116*** (0.0352)	0.134 (0.106)	0.0843 (0.0782)	0.147* (0.0695)
MARRIED	0.246*** (0.0177)	0.293*** (0.0504)	0.254*** (0.0241)	0.215** (0.0745)	0.190*** (0.0519)	0.233*** (0.0462)
<b>EDUCATION</b>						
LESS THAN HIGH SCHOOL	-0.0884*** (0.0205)	-0.120* (0.0606)	-0.0932*** (0.0268)	-0.244** (0.0931)	-0.112 (0.0719)	0.00851 (0.0531)
UNIVERSITY/COLLEGE	0.0943*** (0.0194)	0.106 (0.0578)	0.0761** (0.0256)	-0.0447 (0.0898)	0.0889 (0.0662)	0.174*** (0.0492)
BACHELOR'S DEG	0.330*** (0.0213)	0.434*** (0.0613)	0.300*** (0.0286)	0.219* (0.0978)	0.321*** (0.0702)	0.271*** (0.0558)
<b>ETHNICITIES</b>						
NORTH/WEST EURO	-0.0309 (0.0179)	-0.0729 (0.0683)	-0.0324 (0.0247)	0.0722 (0.0709)	-0.0312 (0.0504)	-0.0163 (0.0455)

SOUTH/EAST EURO	-0.0456*	0.00118	-0.0454	0.0674	-0.0584	-0.0783
	(0.0199)	(0.0687)	(0.0247)	(0.0882)	(0.0635)	(0.0616)
WEST ASIA/ARABIC	-0.0655	0.0557	-0.122	-0.168	-0.428**	-0.258
	(0.0480)	(0.0907)	(0.0756)	(0.481)	(0.143)	(0.190)
SOUTH ASIA	-0.0465	-0.196	-0.0109	0.384*	-0.0436	-0.147
	(0.0351)	(0.152)	(0.0454)	(0.159)	(0.107)	(0.0873)
CHINESE	0.0409	-0.122	0.0939	0.285	-0.0774	0.0404
	(0.0431)	(0.151)	(0.0573)	(0.181)	(0.117)	(0.108)
FILIPINO	-0.0167	-0.345	0.115	-0.102	-0.221	0.175
	(0.0635)	(0.264)	(0.0885)	(0.214)	(0.170)	(0.159)
EAST ASIA	0.0140	-0.318	0.0203	-0.0212	-0.204	0.252
	(0.0520)	(0.178)	(0.0723)	(0.193)	(0.133)	(0.133)
BLACK ETHNICITIES	-0.142***	-0.173**	-0.142***	0.114	-0.166	-0.00604
	(0.0264)	(0.0670)	(0.0336)	(0.112)	(0.0953)	(0.139)
<b>PLACE OF BIRTH</b>						
US	0.0706**	0.0105	0.123**	0.146	-0.00842	0.152*
	(0.0267)	(0.0876)	(0.0402)	(0.0965)	(0.0707)	(0.0636)
ENG-SPEAKING CNTRY	0.116***	0.130	0.126***	0.273**	0.0994	0.0907
	(0.0192)	(0.0773)	(0.0255)	(0.0834)	(0.0579)	(0.0510)
SOUTH/EAST EURO	0.0252	-0.0693	0.0195	0.165*	0.00571	0.113
	(0.0207)	(0.0725)	(0.0265)	(0.0833)	(0.0613)	(0.0588)
AFRICA	0.0375	0.0482	0.0155	-0.151	0.00230	0.0734
	(0.0337)	(0.0774)	(0.0493)	(0.166)	(0.0981)	(0.0970)
SOUTH AMERICA	-0.0598*	-0.137	-0.0751*	-0.0241	0.0495	0.0555
	(0.0300)	(0.0896)	(0.0379)	(0.101)	(0.103)	(0.111)
SOUTH ASIA	-0.0169	-0.0325	-0.0681	-0.406*	-0.00223	0.196*
	(0.0402)	(0.168)	(0.0520)	(0.194)	(0.125)	(0.0992)
EAST ASIA	-0.177***	-0.265	-0.174**	-0.413	0.0141	-0.205
	(0.0471)	(0.179)	(0.0634)	(0.216)	(0.125)	(0.115)
WEST ASIA	-0.0804	-0.178	-0.0677	0.448	0.322	0.0558
	(0.0553)	(0.111)	(0.0808)	(0.489)	(0.176)	(0.209)
SOUTHEAST ASIA	-0.141**	0.223	-0.238**	0.00826	0.0558	-0.290*
	(0.0526)	(0.176)	(0.0733)	(0.215)	(0.130)	(0.135)
OTHER	0.0893	0.330	-0.0943	0.452	0.188	0.0910
	(0.0478)	(0.466)	(0.118)	(0.629)	(0.141)	(0.0902)
<b>OFFICIAL LANGUAGES</b>						
FRENCH ONLY	-0.0559	-0.0462	-0.134	1.193	-0.0350	0
	(0.0369)	(0.0550)	(0.178)	(0.622)	(0.688)	(0)
ENGLISH/FRENCH	0.0529**	0.0395	0.0678**	-0.00787	0.0646	-0.0160
	(0.0182)	(0.0439)	(0.0259)	(0.0927)	(0.0620)	(0.0553)
NOLANG	-0.177***	-0.145	-0.116**	0.00137	-0.311*	-0.458***
	(0.0342)	(0.118)	(0.0424)	(0.138)	(0.133)	(0.0924)

ATLANTIC	-0.0852*					
	(0.0427)					
QUEBEC	-0.137***					
	(0.0204)					
PRAIRIES	-0.0664*					
	(0.0268)					
ALBERTA	0.0324					
	(0.0205)					
BRITISH COLUMBIA	0.00415					
	(0.0154)					
CONSTANT	4.339***	3.557***	4.410***	4.505***	4.141***	4.682***
	(0.107)	(0.334)	(0.140)	(0.439)	(0.333)	(0.283)
<i>N</i>	19559	2673	10813	885	1899	2917
<i>R</i> <sup>2</sup>	0.154	0.181	0.148	0.224	0.172	0.141
F-Stat	91.43	17.19	55.03	7.462	11.71	14.77
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	9663.2	1683.1	5078.8	326.0	841.3	1488.8
Root MSE	0.704	0.799	0.686	0.619	0.672	0.719

Standard errors in parentheses, Source: Original calculations using Canadian Census data

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

1991 FEMALE REGRESSION WITH ETHNICITY VARIABLES						
	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0345***	0.0210	0.0328***	0.0101	0.0538**	0.0424***
	(0.00493)	(0.0151)	(0.00635)	(0.0265)	(0.0175)	(0.0125)
AGE <sup>2</sup>	-0.000384***	-0.000163	-0.000391***	-0.000145	-0.000585**	-0.000444**
	(0.0000584)	(0.000180)	(0.0000750)	(0.000311)	(0.000208)	(0.000147)
PART TIME	-0.602***	-0.493***	-0.653***	-0.563***	-0.617***	-0.505***
	(0.0124)	(0.0389)	(0.0167)	(0.0620)	(0.0396)	(0.0285)
IMMIGRANT STATUS	-0.0384*	-0.0383	-0.0280	0.0633	-0.0441	-0.102*
	(0.0162)	(0.0490)	(0.0214)	(0.0885)	(0.0579)	(0.0408)
YSM	0.0224***	0.0217***	0.0218***	0.0460***	0.0247***	0.0196***
	(0.00163)	(0.00513)	(0.00213)	(0.00851)	(0.00567)	(0.00397)
YSM <sup>2</sup>	-0.000337***	-0.000299**	-0.000312***	-0.000768***	-0.000389**	-0.000325***
	(0.0000355)	(0.000115)	(0.0000467)	(0.000171)	(0.000123)	(0.0000885)
LARGE CITY	0.170***	0.197**	0.205***	0	0	0.0555
	(0.0151)	(0.0724)	(0.0191)	(0)	(0)	(0.0316)
MEDIUM CITY	0.0565***	0.211*	0.0724**	0.0434	0.126**	-0.0209
	(0.0171)	(0.0986)	(0.0222)	(0.0723)	(0.0461)	(0.0533)
WIDOW/SEP/DIV	0.0742***	0.0318	0.111***	0.204	-0.0253	0.0254
	(0.0198)	(0.0549)	(0.0258)	(0.110)	(0.0732)	(0.0497)
MARRIED	0.0207	0.0450	0.0322	0.0537	-0.00435	-0.00411
	(0.0157)	(0.0445)	(0.0203)	(0.0877)	(0.0579)	(0.0398)

<b>EDUCATION</b>						
LESS THAN HIGH SCHOOL	-0.0991*** (0.0164)	-0.0913 (0.0496)	-0.111*** (0.0207)	-0.141 (0.0919)	-0.145* (0.0610)	-0.0227 (0.0432)
UNIVERSITY/COLLEGE	0.152*** (0.0149)	0.248*** (0.0470)	0.139*** (0.0189)	0.146 (0.0852)	0.137* (0.0539)	0.135*** (0.0377)
BACHELOR'S DEG	0.362*** (0.0196)	0.460*** (0.0586)	0.323*** (0.0254)	0.472*** (0.107)	0.429*** (0.0682)	0.324*** (0.0505)
PROFESSIONAL DEG	0.548*** (0.0237)	0.688*** (0.0673)	0.520*** (0.0309)	0.467*** (0.136)	0.579*** (0.0823)	0.469*** (0.0640)
<b>ETHNICITIES</b>						
NORTH/WEST EURO	-0.0377* (0.0189)	0.0133 (0.0753)	-0.00998 (0.0256)	0.0173 (0.0881)	-0.0309 (0.0575)	-0.0796 (0.0439)
SOUTH/EAST EURO	-0.0155 (0.0198)	-0.129* (0.0555)	-0.00290 (0.0248)	0.0235 (0.104)	-0.0287 (0.0732)	0.0617 (0.0609)
WEST ASIA	-0.106 (0.0640)	-0.285* (0.121)	-0.0541 (0.0885)	-0.0515 (0.477)	0.0686 (0.318)	-0.246 (0.203)
ARABIC	-0.0956 (0.0507)	-0.247** (0.0894)	-0.0598 (0.0742)	0.325 (0.324)	-0.125 (0.206)	-0.0942 (0.226)
SOUTH ASIA	-0.0413 (0.0218)	-0.210* (0.0862)	-0.0262 (0.0282)	-0.173 (0.137)	-0.0667 (0.0732)	-0.0112 (0.0517)
CHINESE	0.0245 (0.0312)	-0.0418 (0.111)	0.0717 (0.0426)	-0.243 (0.189)	-0.0131 (0.0894)	0.00267 (0.0686)
FILIPINO	0.0240 (0.102)	0.0152 (0.425)	0.000205 (0.129)	0.0422 (0.497)	0.474 (0.348)	-0.0763 (0.235)
LATIN	-0.0915* (0.0441)	-0.266* (0.105)	-0.0725 (0.0629)	-0.134 (0.195)	0.0390 (0.154)	-0.00542 (0.121)
BLACK ETHNICITIES	-0.0139 (0.0270)	-0.197** (0.0753)	0.00318 (0.0325)	0.0781 (0.153)	-0.141 (0.121)	0.271* (0.117)
<b>PLACE OF BIRTH</b>						
US	-0.00551 (0.0256)	-0.167 (0.0871)	0.0333 (0.0361)	-0.0246 (0.119)	0.0843 (0.0795)	-0.0713 (0.0586)
UK	0.0336 (0.0184)	-0.0536 (0.0851)	0.0562* (0.0241)	0.0658 (0.0986)	0.145* (0.0609)	-0.0173 (0.0452)
SOUTH/EAST EURO	-0.0658** (0.0210)	-0.0634 (0.0569)	-0.0574* (0.0256)	0.0320 (0.112)	0.0367 (0.0844)	-0.130 (0.0750)
AFRICA	0.0463 (0.0289)	0.112 (0.0701)	0.0492 (0.0396)	-0.326 (0.173)	0.0463 (0.0903)	0.0238 (0.0788)
SOUTH AMERICA	-0.0277 (0.0250)	0.00404 (0.0732)	-0.0162 (0.0307)	-0.0226 (0.123)	0.00859 (0.105)	-0.122 (0.0869)
HK/CHINA	0.0170 (0.0381)	-0.203 (0.151)	0.0241 (0.0523)	0.275 (0.235)	0.0766 (0.116)	0.0150 (0.0812)
EAST ASIA	-0.0783* (0.0379)	-0.126 (0.0874)	-0.0694 (0.0565)	0.0649 (0.183)	-0.0146 (0.103)	-0.108 (0.105)

PHILIPPINES	-0.0576 (0.102)	-0.0473 (0.421)	-0.0153 (0.128)	0.0318 (0.499)	-0.519 (0.349)	0.0220 (0.234)
SOUTH ASIA	0.0419 (0.0420)	0.0643 (0.119)	0.0250 (0.0619)	-0.0285 (0.244)	-0.0469 (0.107)	0.139 (0.104)
WEST ASIA/MIDDLE EAST	-0.00472 (0.0540)	0.0745 (0.104)	-0.0396 (0.0736)	0.401 (0.436)	-0.0324 (0.235)	0.0553 (0.207)
OTHER	0.117* (0.0489)	0.361 (0.297)	0.217* (0.0966)	-0.681* (0.328)	0.0804 (0.130)	0.116 (0.0698)
<b>OFFICIAL LANGUAGES</b>						
FRENCH ONLY	0.0146 (0.0354)	-0.0150 (0.0482)	0.0915 (0.179)	0 (0)	0 (0)	-0.267 (0.815)
ENGLISH/FRENCH	0.106*** (0.0189)	0.0554 (0.0428)	0.137*** (0.0270)	-0.000661 (0.126)	0.102 (0.0715)	0.0909 (0.0526)
NOLANG	-0.115*** (0.0275)	-0.181* (0.0858)	-0.119** (0.0362)	-0.0850 (0.143)	0.0901 (0.103)	-0.154* (0.0636)
ATLANTIC	-0.165*** (0.0415)					
QUEBEC	-0.215*** (0.0210)					
PRAIRIES	-0.0829** (0.0274)					
ALBERTA	-0.0569** (0.0203)					
BRITISH COLUMBIA	-0.0657*** (0.0144)					
CONSTANT	4.866*** (0.0996)	4.811*** (0.309)	4.897*** (0.129)	4.995*** (0.544)	4.303*** (0.346)	4.774*** (0.252)
<i>N</i>	27656	3194	16011	1081	2470	4472
<i>R</i> <sup>2</sup>	0.158	0.167	0.164	0.184	0.181	0.123
F-Stat	123.7	17.04	84.49	6.728	15.40	16.76
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	18090.3	2188.4	10134.1	739.4	1664.7	2906.4
Root MSE	0.809	0.833	0.797	0.841	0.827	0.810

Standard errors in parentheses, Source: Original calculations using Canadian Census data

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

<b>1991 MALE REGRESSION WITH ETHNICITY VARIABLES</b>						
	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0509*** (0.00451)	0.0507*** (0.0129)	0.0499*** (0.00596)	0.0423 (0.0220)	0.0626*** (0.0160)	0.0577*** (0.0112)
AGE <sup>2</sup>	-0.000560*** (0.0000523)	-0.000508*** (0.000150)	-0.000555*** (0.0000691)	-0.000449 (0.000258)	-0.000702*** (0.000186)	-0.000660*** (0.000129)
PART TIME	-0.564*** (0.0218)	-0.469*** (0.0533)	-0.622*** (0.0315)	-0.517*** (0.104)	-0.430*** (0.0808)	-0.560*** (0.0473)

IMMIGRANT STATUS	0.0371* (0.0146)	0.0592 (0.0415)	0.0324 (0.0198)	0.0512 (0.0741)	0.0417 (0.0526)	0.0424 (0.0358)
YSM	0.0276*** (0.00144)	0.0239*** (0.00426)	0.0252*** (0.00190)	0.0388*** (0.00740)	0.0334*** (0.00518)	0.0309*** (0.00358)
YSM <sup>2</sup>	-0.000409*** (0.0000309)	-0.000266** (0.0000952)	-0.000362*** (0.0000409)	-0.000689*** (0.000155)	-0.000533*** (0.000112)	-0.000463*** (0.0000766)
LARGE CITY	0.0528*** (0.0131)	-0.0321 (0.0511)	0.0787*** (0.0169)	0 (0)	0 (0)	-0.0109 (0.0267)
MEDIUM CITY	0.0142 (0.0149)	-0.0750 (0.0711)	0.0248 (0.0196)	0.0884 (0.0618)	0.0744 (0.0419)	-0.0802 (0.0478)
WIDOW/SEP/DIV	0.127*** (0.0202)	0.0276 (0.0531)	0.182*** (0.0276)	0.173 (0.101)	0.00651 (0.0675)	0.0774 (0.0489)
MARRIED	0.204*** (0.0141)	0.132*** (0.0382)	0.238*** (0.0189)	0.106 (0.0731)	0.157*** (0.0468)	0.181*** (0.0356)
<b>EDUCATION</b>						
LESS THAN HIGH SCHOOL	-0.0886*** (0.0165)	-0.0781 (0.0464)	-0.0961*** (0.0214)	-0.170* (0.0847)	-0.127* (0.0630)	-0.0113 (0.0421)
UNIVERSITY/COLLEGE	0.106*** (0.0153)	0.104* (0.0438)	0.117*** (0.0198)	-0.0111 (0.0789)	0.0787 (0.0567)	0.115** (0.0379)
BACHELOR'S DEG	0.336*** (0.0186)	0.370*** (0.0527)	0.349*** (0.0245)	0.277** (0.0994)	0.388*** (0.0671)	0.259*** (0.0464)
PROFESSIONAL DEG	0.467*** (0.0200)	0.577*** (0.0537)	0.446*** (0.0269)	0.439*** (0.0991)	0.582*** (0.0726)	0.343*** (0.0513)
<b>ETHNICITIES</b>						
NORTH/WEST EURO	0.000163 (0.0171)	0.0494 (0.0645)	0.0111 (0.0241)	0.0404 (0.0759)	-0.0142 (0.0531)	0.000806 (0.0379)
SOUTH/EAST EURO	-0.0783*** (0.0178)	-0.210*** (0.0469)	-0.0463* (0.0233)	-0.112 (0.0876)	0.0246 (0.0661)	-0.0616 (0.0495)
WEST ASIA	-0.0323 (0.0534)	0.0914 (0.0995)	-0.0827 (0.0753)	-0.462 (0.315)	-0.229 (0.260)	0.0717 (0.188)
ARABIC	-0.0784* (0.0397)	-0.0955 (0.0680)	-0.0883 (0.0604)	0.0352 (0.330)	-0.122 (0.162)	-0.204 (0.171)
SOUTH ASIA	-0.115*** (0.0189)	-0.129 (0.0699)	-0.0968*** (0.0249)	-0.237* (0.109)	-0.218*** (0.0651)	-0.0733 (0.0436)
CHINESE	0.0446 (0.0292)	-0.0587 (0.0996)	0.0159 (0.0397)	0.275 (0.168)	0.116 (0.0836)	0.108 (0.0665)
FILIPINO	-0.183 (0.118)	-0.0613 (0.167)	-0.261 (0.177)	-0.247* (0.101)	0.0204 (0.328)	-0.220 (0.188)
LATIN	-0.141*** (0.0399)	0.00349 (0.0917)	-0.127* (0.0565)	-0.373* (0.162)	-0.404** (0.132)	-0.224 (0.131)
BLACK ETHNICITIES	-0.117*** (0.0247)	-0.106 (0.0678)	-0.0995** (0.0304)	-0.264* (0.129)	-0.217* (0.100)	-0.115 (0.103)

<b>PLACE OF BIRTH</b>						
US	0.0201 (0.0250)	0.0169 (0.0760)	0.0432 (0.0374)	-0.125 (0.119)	-0.00954 (0.0775)	0.0409 (0.0534)
UK	0.0965*** (0.0165)	0.159* (0.0704)	0.124*** (0.0224)	0.0188 (0.0839)	0.0535 (0.0559)	0.0972* (0.0387)
SOUTH/EAST EURO	0.0543** (0.0181)	0.124** (0.0462)	0.0521* (0.0229)	0.0779 (0.0914)	-0.139 (0.0741)	0.0846 (0.0553)
AFRICA	-0.0324 (0.0245)	-0.0000478 (0.0569)	-0.0387 (0.0343)	0.0752 (0.145)	-0.121 (0.0794)	0.00685 (0.0639)
SOUTH AMERICA	-0.0605** (0.0219)	-0.109 (0.0670)	-0.0601* (0.0272)	-0.0716 (0.0934)	0.0270 (0.0859)	0.0698 (0.0803)
HK/CHINA	-0.213*** (0.0352)	-0.268* (0.132)	-0.138** (0.0483)	-0.637** (0.208)	-0.380*** (0.107)	-0.237** (0.0759)
EAST ASIA	-0.120*** (0.0321)	-0.116 (0.0747)	-0.0890 (0.0481)	-0.442** (0.146)	-0.203* (0.0853)	-0.0340 (0.0895)
PHILIPPINES	-0.0698 (0.116)	0 (0)	0.0254 (0.176)	0 (0)	-0.265 (0.318)	-0.121 (0.182)
SOUTH ASIA	-0.0189 (0.0377)	0.0919 (0.0958)	-0.0782 (0.0563)	0.270 (0.231)	0.00208 (0.0976)	-0.0632 (0.0942)
WEST ASIA/MIDDLE EAST	-0.104* (0.0446)	-0.128 (0.0827)	-0.0562 (0.0639)	0.00579 (0.299)	-0.0579 (0.186)	-0.191 (0.179)
OTHER	0.0300 (0.0478)	0.209 (0.282)	0.170 (0.0915)	-0.00623 (0.357)	-0.111 (0.133)	-0.0254 (0.0660)
<b>OFFICIAL LANGUAGES</b>						
FRENCH ONLY	-0.0491 (0.0319)	-0.00738 (0.0432)	-0.0109 (0.235)	0 (0)	-0.300 (0.481)	0 (0)
ENGLISH/FRENCH	0.0426** (0.0164)	0.0959** (0.0362)	0.0468* (0.0235)	-0.0576 (0.0995)	0.00102 (0.0642)	-0.0286 (0.0466)
NOLANG	-0.0987*** (0.0285)	0.0102 (0.0884)	-0.103** (0.0364)	-0.0358 (0.152)	0.0833 (0.106)	-0.220** (0.0710)
ATLANTIC	-0.138*** (0.0350)					
QUEBEC	-0.202*** (0.0184)					
PRAIRIES	-0.175*** (0.0243)					
ALBERTA	-0.106*** (0.0178)					
BRITISH COLUMBIA	-0.0655*** (0.0129)					
CONSTANT	4.764*** (0.0911)	4.556*** (0.265)	4.750*** (0.120)	4.809*** (0.444)	4.420*** (0.323)	4.616*** (0.226)



<i>N</i>	32310	4191	18140	1283	2959	5163
<i>R</i> <sup>2</sup>	0.149	0.183	0.138	0.191	0.162	0.130
F-Stat	134.7	25.85	78.65	8.656	15.64	21.37
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	19717.1	2583.1	10926.4	754.0	1959.8	3018.6
Root MSE	0.782	0.789	0.777	0.777	0.819	0.767

Standard errors in parentheses, Source: Original calculations using Canadian Census data

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

<b>1996 FEMALE REGRESSION WITH MINORITY VARIABLES</b>						
	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0421*** (0.00557)	0.0283 (0.0170)	0.0393*** (0.00717)	0.0700* (0.0323)	0.0652** (0.0217)	0.0336* (0.0132)
AGE <sup>2</sup>	-0.000463*** (0.0000661)	-0.000243 (0.000202)	-0.000447*** (0.0000850)	-0.000835* (0.000376)	-0.000765** (0.000257)	-0.000338* (0.000157)
PART TIME	-0.624*** (0.0128)	-0.437*** (0.0411)	-0.688*** (0.0170)	-0.456*** (0.0709)	-0.655*** (0.0459)	-0.570*** (0.0288)
IMMIGRANT STATUS	0.0373* (0.0184)	-0.0154 (0.0578)	0.0524* (0.0239)	0.201 (0.108)	0.0600 (0.0715)	0.0118 (0.0440)
YSM	0.0303*** (0.00168)	0.0320*** (0.00552)	0.0306*** (0.00215)	0.0334*** (0.00983)	0.0338*** (0.00663)	0.0257*** (0.00391)
YSM <sup>2</sup>	-0.000412*** (0.0000342)	-0.000464*** (0.000118)	-0.000408*** (0.0000440)	-0.000343 (0.000185)	-0.000446*** (0.000134)	-0.000358*** (0.0000832)
LARGE CITY	0.152*** (0.0168)	0.156* (0.0769)	0.150*** (0.0213)	0 (0)	0 (0)	0.148*** (0.0339)
MEDIUM CITY	0.0708*** (0.0191)	0.136 (0.105)	0.0578* (0.0245)	0.204* (0.0863)	0.0417 (0.0571)	0.137* (0.0580)
WIDOW/SEP/DIV	0.00860 (0.0205)	0.0666 (0.0591)	0.0195 (0.0264)	-0.213 (0.123)	-0.0494 (0.0805)	-0.00231 (0.0494)
MARRIED	0.0276 (0.0162)	0.0655 (0.0464)	0.0258 (0.0209)	-0.0727 (0.0938)	0.000895 (0.0637)	0.0148 (0.0389)
<b>EDUCATION</b>						
LESS THAN HIGH SCHOOL	-0.140*** (0.0189)	-0.205*** (0.0579)	-0.116*** (0.0239)	-0.0520 (0.114)	-0.243*** (0.0715)	-0.132** (0.0467)
UNIVERSITY/COLLEGE	0.122*** (0.0165)	0.159** (0.0515)	0.105*** (0.0209)	0.234* (0.101)	0.140* (0.0630)	0.108** (0.0401)
BACHELOR'S DEG	0.377*** (0.0203)	0.445*** (0.0628)	0.371*** (0.0262)	0.284* (0.122)	0.348*** (0.0754)	0.365*** (0.0486)
PROFESSIONAL DEG	0.493*** (0.0247)	0.618*** (0.0690)	0.486*** (0.0322)	0.602*** (0.154)	0.333*** (0.0989)	0.429*** (0.0609)
<b>VISIBLE MINORITIES</b>						
CHINESE	-0.0175 (0.0294)	-0.0131 (0.0986)	0.0534 (0.0387)	0.0452 (0.211)	-0.119 (0.112)	-0.121 (0.0703)
SOUTH ASIAN	0.0266	-0.0397	0.0601	-0.123	0.0865	-0.108

	(0.0319)	(0.192)	(0.0391)	(0.221)	(0.129)	(0.0761)
BLACK	-0.0524* (0.0230)	-0.0354 (0.0600)	-0.0471 (0.0274)	-0.0370 (0.153)	-0.123 (0.109)	0.0117 (0.132)
OTHER	-0.0765*** (0.0231)	-0.0993 (0.0631)	-0.0592* (0.0293)	0.199 (0.174)	-0.118 (0.0899)	-0.132* (0.0624)
<b>PLACE OF BIRTH</b>						
US	0.0224 (0.0261)	0.0222 (0.0982)	0.0434 (0.0365)	0.0559 (0.129)	0.0401 (0.0860)	-0.0204 (0.0599)
UK	0.0439* (0.0186)	-0.00807 (0.0996)	0.0704** (0.0231)	0.0314 (0.104)	0.0226 (0.0674)	0.0295 (0.0456)
ITALY	-0.0633* (0.0268)	-0.129 (0.0676)	-0.0336 (0.0322)	-0.275 (0.208)	-0.0409 (0.150)	-0.0284 (0.100)
OTHER EUROPE	-0.0321 (0.0223)	-0.0308 (0.0548)	-0.0376 (0.0295)	-0.0541 (0.133)	0.0434 (0.0926)	-0.0589 (0.0610)
SOUTH ASIA	-0.135*** (0.0360)	-0.0673 (0.214)	-0.167*** (0.0441)	-0.0301 (0.249)	-0.0794 (0.150)	-0.0203 (0.0843)
EAST ASIA	0.0107 (0.0247)	0.0795 (0.0747)	-0.0344 (0.0319)	-0.247 (0.170)	0.121 (0.0949)	0.0814 (0.0646)
AFRICA	0.0321 (0.0287)	-0.0512 (0.0647)	0.00192 (0.0390)	0.243 (0.220)	-0.0320 (0.113)	0.276*** (0.0794)
OTHER	0.0947 (0.0502)	0.154 (0.293)	0.0823 (0.110)	0.928 (0.937)	0.159 (0.137)	0.125 (0.0739)
<b>OFFICIAL LANGUAGE</b>						
FRENCH ONLY	-0.00310 (0.0397)	0.0753 (0.0549)	0.217 (0.219)	-0.195 (0.948)	-3.774*** (0.990)	-0.237 (0.627)
ENGLISH/FRENCH	0.0823*** (0.0202)	0.145** (0.0491)	0.0848** (0.0279)	0.185 (0.145)	0.0558 (0.0930)	0.0295 (0.0521)
NOLANG	-0.141*** (0.0309)	-0.140 (0.105)	-0.149*** (0.0408)	0.0430 (0.193)	-0.0629 (0.114)	-0.168** (0.0646)
ATLANTIC	-0.149*** (0.0453)					
QUEBEC	-0.208*** (0.0229)					
PRAIRIES	-0.166*** (0.0310)					
ALBERTA	-0.135*** (0.0222)					
BRITISH COLUMBIA	-0.0133 (0.0150)					
CONSTANT	4.622*** (0.113)	4.474*** (0.352)	4.701*** (0.146)	3.650*** (0.650)	4.081*** (0.429)	4.834*** (0.268)
<i>N</i>	27183	3102	15272	987	2436	4958
<i>R</i> <sup>2</sup>	0.166	0.155	0.178	0.135	0.150	0.149

F-Stat	158.8	19.38	113.9	5.356	15.13	29.83
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	20864.5	2581.0	10880.4	827.3	2343.2	3852.1
Root MSE	0.877	0.917	0.845	0.929	0.987	0.884

Standard errors in parentheses, Source: Original calculations using Canadian Census data

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

1996 MALE REGRESSION WITH MINORITY VARIABLES						
	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0387*** (0.00524)	0.0289 (0.0148)	0.0368*** (0.00694)	0.0639* (0.0260)	0.0345 (0.0199)	0.0425*** (0.0125)
AGE <sup>2</sup>	-0.000411*** (0.0000610)	-0.000248 (0.000172)	-0.000405*** (0.0000808)	-0.000699* (0.000301)	-0.000444 (0.000231)	-0.000444** (0.000145)
PART TIME	-0.698*** (0.0198)	-0.571*** (0.0507)	-0.755*** (0.0274)	-0.437*** (0.105)	-0.702*** (0.0710)	-0.674*** (0.0447)
IMMIGRANT STATUS	0.0562** (0.0174)	0.114* (0.0488)	0.0647** (0.0235)	0.0699 (0.0919)	0.0959 (0.0650)	0.0455 (0.0416)
YSM	0.0344*** (0.00152)	0.0284*** (0.00458)	0.0341*** (0.00202)	0.0354*** (0.00819)	0.0472*** (0.00572)	0.0333*** (0.00354)
YSM <sup>2</sup>	-0.000484*** (0.0000310)	-0.000313** (0.000100)	-0.000464*** (0.0000412)	-0.000507** (0.000155)	-0.000645*** (0.000114)	-0.000481*** (0.0000736)
LARGE CITY	0.0266 (0.0153)	0.0101 (0.0582)	0.0350 (0.0202)	0 (0)	0 (0)	0.0291 (0.0307)
MEDIUM CITY	0.0161 (0.0174)	-0.0287 (0.0805)	0.0377 (0.0231)	0.0541 (0.0673)	-0.00648 (0.0491)	0.0311 (0.0554)
WIDOW/SEP/DIV	0.0800*** (0.0216)	0.0363 (0.0556)	0.0757** (0.0292)	0.243* (0.109)	0.157* (0.0789)	0.0657 (0.0524)
MARRIED	0.152*** (0.0152)	0.0907* (0.0394)	0.154*** (0.0205)	0.266*** (0.0802)	0.186** (0.0567)	0.169*** (0.0364)
<b>EDUCATION</b>						
LESS THAN HIGH SCHOOL	-0.0662*** (0.0188)	-0.122* (0.0502)	-0.0573* (0.0245)	-0.164 (0.0998)	-0.0761 (0.0736)	-0.0316 (0.0473)
UNIVERSITY/COLLEGE	0.133*** (0.0170)	0.173*** (0.0457)	0.141*** (0.0221)	-0.103 (0.0908)	0.169* (0.0665)	0.0911* (0.0420)
BACHELOR'S DEG	0.359*** (0.0200)	0.498*** (0.0555)	0.360*** (0.0265)	0.245* (0.107)	0.455*** (0.0767)	0.225*** (0.0480)
PROFESSIONAL DEG	0.500*** (0.0219)	0.659*** (0.0570)	0.475*** (0.0292)	0.493*** (0.119)	0.537*** (0.0849)	0.404*** (0.0539)
<b>VISIBLE MINORITIES</b>						
CHINESE	-0.152*** (0.0276)	-0.265** (0.0847)	-0.130*** (0.0379)	-0.158 (0.159)	-0.208* (0.102)	-0.160* (0.0662)
SOUTH ASIAN	-0.0650* (0.0297)	-0.139 (0.145)	-0.0328 (0.0370)	0.111 (0.213)	-0.378*** (0.113)	-0.117 (0.0755)
BLACK	-0.170*** (0.0226)	-0.190*** (0.0538)	-0.152*** (0.0280)	-0.0395 (0.126)	-0.393*** (0.106)	-0.119 (0.101)

OTHER	-0.190*** (0.0200)	-0.128** (0.0487)	-0.200*** (0.0263)	-0.191 (0.127)	-0.258*** (0.0755)	-0.196*** (0.0577)
<b>PLACE OF BIRTH</b>						
US	0.00145 (0.0263)	-0.0679 (0.0867)	0.0387 (0.0399)	-0.0495 (0.103)	0.0585 (0.0859)	-0.0348 (0.0558)
UK	0.111*** (0.0173)	0.306*** (0.0840)	0.116*** (0.0225)	0.0844 (0.0832)	0.153** (0.0569)	0.0693 (0.0411)
ITALY	-0.0716** (0.0223)	-0.0817 (0.0551)	-0.0772** (0.0271)	-0.145 (0.144)	0.0566 (0.132)	0.0362 (0.0839)
OTHER EUROPE	-0.0313 (0.0199)	-0.0394 (0.0461)	-0.0281 (0.0275)	-0.153 (0.111)	-0.0803 (0.0749)	0.00889 (0.0519)
SOUTH ASIA	-0.121*** (0.0325)	-0.0412 (0.154)	-0.160*** (0.0402)	-0.329 (0.240)	0.174 (0.127)	-0.0472 (0.0821)
EAST ASIA	-0.0268 (0.0229)	-0.0335 (0.0608)	-0.0145 (0.0311)	-0.0694 (0.130)	-0.0399 (0.0834)	-0.00587 (0.0603)
AFRICA	-0.0415 (0.0244)	-0.0874 (0.0495)	-0.0622 (0.0336)	-0.0587 (0.158)	0.146 (0.0996)	0.0470 (0.0754)
OTHER	0.0988* (0.0494)	0.237 (0.357)	0.262** (0.0981)	-0.153 (0.482)	0.182 (0.130)	0.0387 (0.0757)
<b>OFFICIAL LANGUAGE</b>						
FRENCH ONLY	-0.00436 (0.0370)	0.0952 (0.0495)	-0.308 (0.228)	0.787 (0.836)	0 (0)	-0.00327 (0.432)
ENGLISH/FRENCH	0.0643*** (0.0190)	0.162*** (0.0422)	0.0211 (0.0271)	-0.0808 (0.123)	-0.0798 (0.0811)	0.0774 (0.0510)
NOLANG	-0.0979** (0.0313)	-0.169 (0.116)	-0.150*** (0.0408)	-0.204 (0.176)	0.158 (0.117)	-0.0137 (0.0659)
ATLANTIC	-0.182*** (0.0424)					
QUEBEC	-0.189*** (0.0212)					
PRAIRIES	-0.146*** (0.0284)					
ALBERTA	-0.104*** (0.0204)					
BRITISH COLUMBIA	-0.0230 (0.0141)					
CONSTANT	4.931*** (0.107)	4.775*** (0.308)	4.976*** (0.141)	4.268*** (0.531)	4.844*** (0.400)	4.855*** (0.253)
<i>N</i>	30735	3970	17060	1126	2742	5365
<i>R</i> <sup>2</sup>	0.171	0.205	0.168	0.178	0.189	0.151
F-Stat	185.9	34.96	118.6	8.497	23.41	32.65
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	22871.4	2969.4	12385.8	749.8	2331.0	3940.9
Root MSE	0.863	0.868	0.853	0.827	0.927	0.859

Standard errors in parentheses, Source: Original calculations using Canadian Census data  
 \*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

<b>2001 FEMALE REGRESSION WITH MINORITY VARIABLES</b>						
	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0293*** (0.00561)	0.0302 (0.0163)	0.0179* (0.00746)	0.0838** (0.0325)	0.0338 (0.0178)	0.0464*** (0.0132)
AGE <sup>2</sup>	-0.000333*** (0.0000659)	-0.000346 (0.000192)	-0.000215* (0.0000878)	-0.00101** (0.000376)	-0.000294 (0.000209)	-0.000518*** (0.000155)
PART TIME	-0.629*** (0.0133)	-0.584*** (0.0405)	-0.668*** (0.0182)	-0.506*** (0.0758)	-0.635*** (0.0391)	-0.566*** (0.0291)
IMMIGRANT STATUS	-0.00211 (0.0181)	-0.00798 (0.0542)	0.0319 (0.0239)	0.0389 (0.104)	-0.167** (0.0583)	-0.0156 (0.0425)
YSM	0.0266*** (0.00159)	0.0227*** (0.00484)	0.0289*** (0.00211)	0.0193* (0.00905)	0.0220*** (0.00509)	0.0237*** (0.00374)
YSM <sup>2</sup>	-0.000326*** (0.0000286)	-0.000263** (0.0000895)	-0.000328*** (0.0000376)	-0.000162 (0.000165)	-0.000371*** (0.0000931)	-0.000305*** (0.0000680)
LARGE CITY	0.165*** (0.0178)	0.0563 (0.0737)	0.155*** (0.0239)	0 (0)	0 (0)	0.210*** (0.0351)
MEDIUM CITY	0.0837*** (0.0199)	0.188 (0.0967)	0.0379 (0.0271)	0.160 (0.0878)	0.103* (0.0502)	0.219*** (0.0613)
WIDOW/SEP/DIV	-0.0364 (0.0198)	0.0244 (0.0538)	-0.0546* (0.0264)	-0.0520 (0.117)	0.0985 (0.0672)	-0.0492 (0.0472)
MARRIED	0.0203 (0.0158)	0.0245 (0.0436)	0.00908 (0.0209)	0.00857 (0.0937)	0.129* (0.0540)	0.00538 (0.0374)
<b>EDUCATION</b>						
LESS THAN HIGH SCHOOL	-0.111*** (0.0198)	-0.172** (0.0577)	-0.115*** (0.0256)	-0.235* (0.118)	-0.0634 (0.0642)	-0.0990* (0.0501)
UNIVERSITY/COLLEGE	0.149*** (0.0169)	0.177*** (0.0510)	0.146*** (0.0217)	0.0333 (0.107)	0.133* (0.0564)	0.148*** (0.0417)
BACHELOR'S DEG	0.391*** (0.0199)	0.515*** (0.0600)	0.379*** (0.0259)	0.311* (0.121)	0.428*** (0.0650)	0.299*** (0.0486)
PROFESSIONAL DEG	0.498*** (0.0236)	0.619*** (0.0674)	0.463*** (0.0308)	0.111 (0.145)	0.596*** (0.0798)	0.455*** (0.0588)
<b>VISIBLE MINORITIES</b>						
CHINESE	-0.0146 (0.0384)	0.125 (0.124)	-0.0357 (0.0543)	0.332 (0.251)	-0.152 (0.124)	-0.0239 (0.0864)
SOUTH ASIAN	-0.112*** (0.0332)	-0.234 (0.153)	-0.128** (0.0443)	-0.244 (0.217)	-0.0808 (0.106)	-0.115 (0.0774)
BLACK	-0.111*** (0.0292)	0.0536 (0.0701)	-0.151*** (0.0381)	0.0362 (0.176)	-0.0337 (0.119)	-0.233 (0.124)
OTHER	-0.137*** (0.0272)	-0.0362 (0.0640)	-0.162*** (0.0370)	-0.161 (0.166)	-0.311** (0.104)	-0.127 (0.0765)

	<b>PLACE OF BIRTH</b>					
US	0.0547 (0.0282)	-0.0295 (0.0926)	0.101* (0.0401)	0.0838 (0.134)	0.0948 (0.0737)	-0.0333 (0.0598)
UK	0.0392 (0.0506)	0.179 (0.330)	0.0344 (0.111)	0.363 (0.332)	0.146 (0.127)	-0.0451 (0.0820)
SOUTH/EAST EURO	-0.0900*** (0.0200)	-0.181** (0.0635)	-0.0485 (0.0257)	0.0375 (0.112)	-0.0786 (0.0665)	-0.190** (0.0598)
OTHER EURO	-0.0221 (0.0274)	-0.112 (0.0773)	-0.00775 (0.0369)	0.197 (0.183)	-0.0293 (0.0832)	-0.0301 (0.0638)
WEST ASIA/MIDDLE EAST	-0.112** (0.0360)	-0.185* (0.0836)	-0.0588 (0.0473)	-0.266 (0.340)	0.0356 (0.136)	-0.245* (0.112)
SOUTH ASIA	-0.0879* (0.0385)	-0.164 (0.171)	-0.0366 (0.0510)	-0.246 (0.256)	-0.179 (0.126)	-0.0577 (0.0874)
EAST ASIA	-0.0484 (0.0358)	-0.0943 (0.101)	0.0377 (0.0501)	-0.284 (0.211)	0.130 (0.121)	-0.180* (0.0848)
HK/CHINA	-0.0842 (0.0433)	-0.284 (0.156)	-0.0104 (0.0610)	-0.368 (0.289)	0.0652 (0.137)	-0.168 (0.0939)
PHILIPPINES	0.00620 (0.0361)	-0.241* (0.121)	0.0461 (0.0493)	-0.0701 (0.187)	0.202 (0.125)	0.0392 (0.0903)
AFRICA	0.0256 (0.0535)	-0.296 (0.331)	0.0926 (0.115)	-0.224 (0.373)	-0.132 (0.137)	0.124 (0.0943)
CENTRAL/SOUTH AMER.	-0.0849 (0.0518)	-0.431 (0.331)	-0.0293 (0.112)	-0.437 (0.338)	-0.00373 (0.144)	0.0486 (0.0999)
OTHER	0.121 (0.659)	0 (0)	0.335 (0.934)	0 (0)	0 (0)	-0.157 (0.943)
	<b>OFFICIAL LANGUAGE</b>					
FRENCH ONLY	-0.104** (0.0386)	-0.109* (0.0556)	-0.194 (0.173)	-0.224 (0.965)	0 (0)	-0.850 (0.544)
ENGLISH/FRENCH	0.0705*** (0.0206)	0.0436 (0.0512)	0.124*** (0.0285)	-0.0180 (0.132)	-0.0409 (0.0738)	-0.0327 (0.0560)
NOLANG	-0.104** (0.0331)	0.0908 (0.120)	-0.146** (0.0457)	-0.428* (0.212)	-0.202 (0.109)	-0.0429 (0.0641)
ATLANTIC	-0.267*** (0.0486)					
QUEBEC	-0.179*** (0.0238)					
PRAIRIES	-0.188*** (0.0320)					
ALBERTA	-0.0607** (0.0223)					
BRITISH COLUMBIA	-0.0321* (0.0149)					

CONSTANT	5.116 <sup>***</sup> (0.115)	5.089 <sup>***</sup> (0.342)	5.318 <sup>***</sup> (0.153)	3.989 <sup>***</sup> (0.658)	4.886 <sup>***</sup> (0.363)	4.783 <sup>***</sup> (0.269)
<i>N</i>	31053	3479	17726	1031	2787	5616
<i>R</i> <sup>2</sup>	0.142	0.167	0.140	0.135	0.166	0.129
F-Stat	135.2	21.54	87.24	5.010	18.31	25.12
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	26790.9	2910.8	15214.1	920.3	2143.0	4901.6
Root MSE	0.929	0.919	0.927	0.960	0.882	0.937

Standard errors in parentheses, Source: Original calculations using Canadian Census data

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

2001 MALE REGRESSION WITH MINORITY VARIABLES						
	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0228 <sup>***</sup> (0.00542)	0.0343 <sup>*</sup> (0.0163)	0.0168 <sup>*</sup> (0.00714)	0.0255 (0.0310)	0.0387 <sup>*</sup> (0.0180)	0.0229 (0.0128)
AGE <sup>2</sup>	-0.000245 <sup>***</sup> (0.0000627)	-0.000298 (0.000189)	-0.000184 <sup>*</sup> (0.0000827)	-0.000290 (0.000356)	-0.000433 <sup>*</sup> (0.000208)	-0.000284 (0.000148)
PART TIME	-0.782 <sup>***</sup> (0.0209)	-0.805 <sup>***</sup> (0.0570)	-0.793 <sup>***</sup> (0.0297)	-0.942 <sup>***</sup> (0.142)	-0.989 <sup>***</sup> (0.0749)	-0.622 <sup>***</sup> (0.0416)
IMMIGRANT STATUS	0.0283 (0.0177)	0.00483 (0.0535)	0.0175 (0.0232)	0.0739 (0.102)	0.0118 (0.0591)	0.0828 <sup>*</sup> (0.0418)
YSM	0.0271 <sup>***</sup> (0.00148)	0.0275 <sup>***</sup> (0.00472)	0.0256 <sup>***</sup> (0.00194)	0.0271 <sup>**</sup> (0.00858)	0.0229 <sup>***</sup> (0.00496)	0.0325 <sup>***</sup> (0.00343)
YSM <sup>2</sup>	-0.000356 <sup>***</sup> (0.0000266)	-0.000401 <sup>***</sup> (0.0000854)	-0.000340 <sup>***</sup> (0.0000350)	-0.000355 <sup>*</sup> (0.000147)	-0.000238 <sup>**</sup> (0.0000892)	-0.000386 <sup>***</sup> (0.0000629)
LARGE CITY	0.0552 <sup>**</sup> (0.0169)	0.162 <sup>*</sup> (0.0704)	0.0620 <sup>**</sup> (0.0221)	0 (0)	0 (0)	0.0211 (0.0341)
MEDIUM CITY	0.0517 <sup>**</sup> (0.0188)	0.195 <sup>*</sup> (0.0927)	0.0685 <sup>**</sup> (0.0251)	0.107 (0.0838)	0.0842 (0.0486)	-0.119 <sup>*</sup> (0.0583)
WIDOW/SEP/DIV	0.0331 (0.0217)	-0.0161 (0.0592)	0.0527 (0.0292)	-0.141 (0.127)	0.0539 (0.0725)	0.00840 (0.0522)
MARRIED	0.134 <sup>***</sup> (0.0153)	0.00619 (0.0424)	0.150 <sup>***</sup> (0.0204)	0.0876 (0.0910)	0.152 <sup>**</sup> (0.0508)	0.183 <sup>***</sup> (0.0367)
<b>EDUCATION</b>						
LESS THAN HIGH SCHOOL	-0.0769 <sup>***</sup> (0.0195)	-0.0874 (0.0582)	-0.0847 <sup>***</sup> (0.0250)	-0.0838 (0.112)	-0.0453 (0.0701)	-0.0640 (0.0481)
UNIVERSITY/COLLEGE	0.137 <sup>***</sup> (0.0173)	0.120 <sup>*</sup> (0.0520)	0.149 <sup>***</sup> (0.0221)	0.210 <sup>*</sup> (0.102)	0.122 (0.0623)	0.0993 <sup>*</sup> (0.0422)
BACHELOR'S DEG	0.377 <sup>***</sup> (0.0196)	0.410 <sup>***</sup> (0.0600)	0.377 <sup>***</sup> (0.0254)	0.496 <sup>***</sup> (0.120)	0.394 <sup>***</sup> (0.0701)	0.313 <sup>***</sup> (0.0470)
PROFESSIONAL DEG	0.490 <sup>***</sup> (0.0213)	0.625 <sup>***</sup> (0.0620)	0.473 <sup>***</sup> (0.0276)	0.625 <sup>***</sup> (0.133)	0.523 <sup>***</sup> (0.0773)	0.370 <sup>***</sup> (0.0532)
<b>VISIBLE MINORITIES</b>						
CHINESE	-0.149 <sup>***</sup>	-0.282 <sup>*</sup>	-0.140 <sup>**</sup>	-0.413	-0.199	-0.0944

	(0.0370)	(0.123)	(0.0516)	(0.284)	(0.117)	(0.0841)
SOUTH ASIAN	-0.126 <sup>***</sup> (0.0320)	-0.310 <sup>*</sup> (0.147)	-0.0998 <sup>*</sup> (0.0422)	-0.216 (0.209)	-0.143 (0.0987)	-0.163 <sup>*</sup> (0.0781)
BLACK	-0.233 <sup>***</sup> (0.0281)	-0.164 <sup>*</sup> (0.0719)	-0.240 <sup>***</sup> (0.0370)	-0.448 <sup>**</sup> (0.171)	-0.203 (0.108)	-0.290 <sup>**</sup> (0.102)
OTHER	-0.161 <sup>***</sup> (0.0246)	-0.0679 (0.0591)	-0.180 <sup>***</sup> (0.0339)	-0.283 (0.161)	-0.175 <sup>*</sup> (0.0876)	-0.187 <sup>**</sup> (0.0711)
<b>PLACE OF BIRTH</b>						
US	-0.0911 <sup>**</sup> (0.0304)	-0.00120 (0.0987)	-0.0513 (0.0457)	-0.119 (0.130)	-0.150 (0.0816)	-0.137 <sup>*</sup> (0.0596)
UK	-0.0444 (0.0511)	-1.057 <sup>*</sup> (0.497)	0.0845 (0.107)	-0.0438 (0.388)	-0.0425 (0.133)	-0.0756 (0.0829)
SOUTH/EAST EURO	-0.154 <sup>***</sup> (0.0184)	-0.158 <sup>**</sup> (0.0589)	-0.151 <sup>***</sup> (0.0236)	-0.213 <sup>*</sup> (0.0988)	-0.157 <sup>*</sup> (0.0652)	-0.106 <sup>*</sup> (0.0535)
OTHER EURO	-0.0706 <sup>**</sup> (0.0257)	-0.0559 (0.0739)	-0.0811 <sup>*</sup> (0.0347)	-0.137 (0.182)	-0.0286 (0.0782)	-0.0709 (0.0591)
WEST ASIA/MIDDLE EAST	-0.182 <sup>***</sup> (0.0305)	-0.220 <sup>**</sup> (0.0731)	-0.172 <sup>***</sup> (0.0409)	-0.240 (0.249)	-0.123 (0.116)	-0.194 <sup>*</sup> (0.0901)
SOUTH ASIA	-0.204 <sup>***</sup> (0.0363)	-0.0737 (0.162)	-0.242 <sup>***</sup> (0.0478)	-0.0642 (0.239)	-0.171 (0.117)	-0.130 (0.0865)
EAST ASIA	-0.125 <sup>***</sup> (0.0335)	-0.172 (0.0943)	-0.0748 (0.0468)	-0.231 (0.208)	-0.131 (0.106)	-0.141 (0.0827)
HK/CHINA	-0.176 <sup>***</sup> (0.0416)	-0.288 (0.154)	-0.181 <sup>**</sup> (0.0580)	-0.0426 (0.313)	-0.0704 (0.131)	-0.187 <sup>*</sup> (0.0914)
PHILIPPINES	-0.174 <sup>***</sup> (0.0363)	-0.281 (0.147)	-0.140 <sup>**</sup> (0.0492)	-0.322 (0.186)	-0.181 (0.118)	-0.0576 (0.0920)
AFRICA	-0.0422 (0.0531)	0.952 (0.498)	-0.200 (0.110)	0.235 (0.429)	-0.0693 (0.141)	0.0856 (0.0923)
CENTRAL/SOUTH AMER.	-0.0657 (0.0521)	0.870 (0.499)	-0.180 (0.108)	-0.000445 (0.398)	-0.0431 (0.142)	-0.0679 (0.0988)
OTHER	0.277 (0.459)	1.404 (0.757)	-0.247 (0.907)	0 (0)	0 (0)	0 (0)
<b>OFFICIAL LANGUAGE</b>						
FRENCH ONLY	-0.115 <sup>**</sup> (0.0386)	-0.110 (0.0594)	-0.121 (0.162)	0.169 (0.662)	-0.975 (0.916)	0.404 (0.630)
ENGLISH/FRENCH	0.00714 (0.0192)	0.00945 (0.0497)	0.00862 (0.0268)	-0.209 (0.139)	-0.0717 (0.0710)	0.0222 (0.0524)
NOLANG	-0.176 <sup>***</sup> (0.0339)	-0.0887 (0.135)	-0.151 <sup>**</sup> (0.0464)	-0.310 (0.215)	-0.428 <sup>***</sup> (0.117)	-0.175 <sup>**</sup> (0.0626)
ATLANTIC	-0.318 <sup>***</sup> (0.0479)					
QUEBEC	-0.224 <sup>***</sup>					



	(0.0215)					
PRAIRIES	-0.205 <sup>***</sup> (0.0305)					
ALBERTA	-0.0885 <sup>***</sup> (0.0209)					
BRITISH COLUMBIA	-0.0411 <sup>**</sup> (0.0145)					
CONSTANT	5.622 <sup>***</sup> (0.112)	5.018 <sup>***</sup> (0.342)	5.766 <sup>***</sup> (0.147)	5.397 <sup>***</sup> (0.643)	5.210 <sup>***</sup> (0.368)	5.530 <sup>***</sup> (0.264)
<i>N</i>	33069	4175	18810	1082	3010	5584
<i>R</i> <sup>2</sup>	0.139	0.155	0.123	0.176	0.165	0.145
F-Stat	139.9	23.10	79.67	7.234	18.94	29.38
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	27454.5	4026.8	15207.3	909.3	2486.3	4360.9
Root MSE	0.912	0.986	0.900	0.931	0.914	0.886

Standard errors in parentheses, Source: Original calculations using Canadian Census data

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

2006 FEMALE REGRESSION WITH MINORITY VARIABLES						
	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0375 <sup>***</sup> (0.00701)	0.0501 <sup>*</sup> (0.0216)	0.0335 <sup>***</sup> (0.00899)	0.0222 (0.0351)	0.0164 (0.0227)	0.0520 <sup>**</sup> (0.0177)
AGE <sup>2</sup>	-0.000439 <sup>***</sup> (0.0000817)	-0.000546 <sup>*</sup> (0.000255)	-0.000411 <sup>***</sup> (0.000105)	-0.000306 (0.000402)	-0.000149 (0.000265)	-0.000600 <sup>**</sup> (0.000205)
PART TIME	-0.796 <sup>***</sup> (0.0165)	-0.847 <sup>***</sup> (0.0526)	-0.823 <sup>***</sup> (0.0220)	-0.631 <sup>***</sup> (0.0781)	-0.689 <sup>***</sup> (0.0510)	-0.773 <sup>***</sup> (0.0375)
IMMIGRANT STATUS	0.0594 <sup>*</sup> (0.0232)	0.00543 (0.0753)	0.0928 <sup>**</sup> (0.0296)	0.0835 (0.115)	-0.0174 (0.0756)	0.0162 (0.0568)
YSM	0.0342 <sup>***</sup> (0.00197)	0.0267 <sup>***</sup> (0.00632)	0.0383 <sup>***</sup> (0.00257)	0.0397 <sup>***</sup> (0.00875)	0.0302 <sup>***</sup> (0.00600)	0.0276 <sup>***</sup> (0.00487)
YSM <sup>2</sup>	-0.000380 <sup>***</sup> (0.0000371)	-0.000280 <sup>*</sup> (0.000122)	-0.000420 <sup>***</sup> (0.0000481)	-0.000534 <sup>***</sup> (0.000161)	-0.000398 <sup>***</sup> (0.000114)	-0.000283 <sup>**</sup> (0.0000932)
LARGE CITY	0.102 <sup>***</sup> (0.0264)	0.161 (0.131)	0.125 <sup>***</sup> (0.0341)	0 (0)	0 (0)	0.0654 (0.0542)
MEDIUM CITY	0.0834 <sup>**</sup> (0.0301)	0.423 <sup>*</sup> (0.195)	0.0786 <sup>*</sup> (0.0390)	0.0151 (0.107)	0.0979 (0.0713)	0.204 <sup>*</sup> (0.101)
WIDOW/SEP/DIV	-0.0641 <sup>*</sup> (0.0253)	-0.0290 (0.0711)	-0.0523 (0.0325)	-0.272 (0.144)	-0.110 (0.0949)	-0.0851 (0.0633)
MARRIED	-0.0349 (0.0196)	-0.0358 (0.0559)	-0.0334 (0.0252)	-0.0688 (0.110)	-0.0498 (0.0716)	-0.0196 (0.0486)
		<b>EDUCATION</b>				
LESS THAN HIGH SCHOOL	-0.168 <sup>***</sup> (0.0253)	-0.271 <sup>***</sup> (0.0790)	-0.164 <sup>***</sup> (0.0326)	-0.0761 (0.115)	-0.118 (0.0786)	-0.135 <sup>*</sup> (0.0648)
UNIVERSITY/COLLEGE	0.153 <sup>***</sup>	0.158 <sup>**</sup>	0.126 <sup>***</sup>	0.352 <sup>***</sup>	0.217 <sup>***</sup>	0.183 <sup>***</sup>

	(0.0181)	(0.0606)	(0.0231)	(0.0859)	(0.0584)	(0.0443)
BACHELOR'S DEG	0.396*** (0.0209)	0.411*** (0.0697)	0.359*** (0.0266)	0.524*** (0.103)	0.475*** (0.0661)	0.445*** (0.0520)
PROFESSIONAL DEG	0.478*** (0.0243)	0.490*** (0.0777)	0.459*** (0.0307)	0.853*** (0.128)	0.548*** (0.0846)	0.456*** (0.0625)
<b>VISIBLE MINORITY</b>						
CHINESE	-0.0388 (0.0377)	-0.0607 (0.158)	0.0277 (0.0509)	-0.373 (0.361)	-0.0526 (0.105)	-0.130 (0.0774)
SOUTH ASIAN	-0.0931*** (0.0251)	-0.274* (0.132)	-0.0572 (0.0324)	-0.0638 (0.151)	-0.186* (0.0783)	-0.0872 (0.0591)
WEST ASIAN	-0.0451 (0.0658)	-0.104 (0.240)	-0.00362 (0.0804)	1.669 (0.929)	0.342 (0.305)	-0.411* (0.203)
BLACK	0.0443 (0.0285)	0.0997 (0.0662)	0.0545 (0.0359)	0.182 (0.207)	-0.0792 (0.127)	-0.226 (0.160)
ARABIC	-0.124* (0.0547)	-0.188* (0.0948)	-0.0373 (0.0808)	0.407 (0.627)	-0.0629 (0.251)	-0.213 (0.353)
FILIPINO	-0.232* (0.0939)	-0.451 (0.453)	-0.213 (0.127)	-0.0576 (0.366)	-0.365 (0.269)	-0.208 (0.190)
OTHER	-0.0116 (0.0754)	0.0245 (0.562)	-0.0118 (0.0769)	0 (0)	0.294 (0.526)	0.341 (0.828)
<b>PLACE OF BIRTH</b>						
US	0.0461 (0.0374)	0.108 (0.122)	0.113* (0.0528)	-0.137 (0.151)	0.0332 (0.109)	-0.0392 (0.0840)
UK	0.0572* (0.0290)	0.00513 (0.177)	0.0662 (0.0377)	0.00799 (0.127)	-0.00729 (0.0814)	0.116 (0.0663)
SOUTH/EAST EURO	-0.0187 (0.0239)	0.00787 (0.0660)	-0.00441 (0.0309)	-0.0215 (0.117)	-0.0366 (0.0791)	-0.0233 (0.0744)
AFRICA	0.0779* (0.0313)	0.0668 (0.0753)	0.0815 (0.0419)	0.0904 (0.213)	0.189 (0.0985)	0.0503 (0.0990)
SOUTH AMERICA	-0.0495 (0.0328)	-0.142 (0.0905)	-0.0346 (0.0394)	-0.0647 (0.142)	0.121 (0.125)	-0.0922 (0.127)
HK/CHINA	-0.0177 (0.0404)	-0.141 (0.187)	-0.0227 (0.0536)	0.181 (0.385)	-0.00341 (0.113)	0.0246 (0.0828)
EAST ASIA	-0.115* (0.0449)	0.161 (0.209)	-0.122 (0.0656)	0.0463 (0.581)	-0.147 (0.139)	-0.118 (0.0811)
PHILIPPINES	0.207* (0.0923)	0.308 (0.445)	0.251* (0.125)	-0.00984 (0.372)	0.286 (0.266)	0.145 (0.186)
SOUTH/EAST ASIA	-0.0518 (0.0469)	-0.0259 (0.208)	-0.0343 (0.0507)	-0.189 (0.490)	-0.477 (0.256)	0.151 (0.225)
CENTRAL ASIA/MIDDLE EAST	-0.0962* (0.0436)	-0.181* (0.0923)	-0.0457 (0.0578)	-1.093* (0.440)	-0.120 (0.173)	0.0298 (0.170)
OTHER	0.111	0.0830	0.272* (0.0578)	0.647	0.0231	0.0698

	(0.0617)	(0.474)	(0.134)	(0.372)	(0.148)	(0.0871)
<b>OFFICIAL LANGUAGE</b>						
FRENCH ONLY	-0.0740 (0.0467)	-0.0176 (0.0797)	-0.00563 (0.341)	0 (0)	0 (0)	-0.241 (0.827)
ENGLISH/FRENCH	0.0464 (0.0263)	0.124 (0.0714)	0.0320 (0.0349)	-0.0340 (0.168)	0.0459 (0.104)	-0.0720 (0.0761)
NOLANG	-0.136*** (0.0402)	0.146 (0.160)	-0.223*** (0.0540)	0.0231 (0.250)	-0.0533 (0.137)	-0.0967 (0.0794)
ATLANTIC	-0.132 (0.0945)					
QUEBEC	-0.250*** (0.0292)					
PRAIRIES	-0.0715 (0.0485)					
ALBERTA	0.0184 (0.0305)					
BRITISH COLUMBIA	-0.0552** (0.0185)					
CONSTANT	4.977*** (0.145)	4.424*** (0.462)	4.986*** (0.185)	5.245*** (0.733)	5.429*** (0.469)	4.735*** (0.362)
<i>N</i>	28858	3683	16691	641	2451	5247
<i>R</i> <sup>2</sup>	0.140	0.132	0.142	0.243	0.141	0.128
F-Stat	117.4	15.89	78.47	6.114	12.06	21.93
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	35369.0	5669.4	19291.9	390.8	2640.2	7084.8
Root MSE	1.108	1.247	1.076	0.802	1.045	1.166

Standard errors in parentheses, Source: Original calculations using Canadian Census data

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

<b>2006 MALE REGRESSION WITH MINORITY VARIABLES</b>						
	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
AGE	0.0240** (0.00730)	0.0259 (0.0209)	0.0275** (0.00958)	-0.0607 (0.0573)	0.0188 (0.0229)	0.0184 (0.0175)
AGE <sup>2</sup>	-0.000301*** (0.0000840)	-0.000329 (0.000245)	-0.000367*** (0.000110)	0.000698 (0.000655)	-0.000169 (0.000264)	-0.000187 (0.000200)
PART TIME	-0.978*** (0.0280)	-0.856*** (0.0683)	-1.053*** (0.0395)	-0.806** (0.279)	-1.082*** (0.0958)	-0.905*** (0.0601)
IMMIGRANT STATUS	0.0735** (0.0242)	0.0132 (0.0729)	0.122*** (0.0315)	0.174 (0.188)	0.00966 (0.0763)	-0.0398 (0.0572)
YSM	0.0349*** (0.00193)	0.0373*** (0.00598)	0.0374*** (0.00255)	0.0315* (0.0128)	0.0215*** (0.00571)	0.0336*** (0.00463)
YSM <sup>2</sup>	-0.000472*** (0.0000364)	-0.000587*** (0.000116)	-0.000468*** (0.0000481)	-0.000373 (0.000228)	-0.000352*** (0.000106)	-0.000521*** (0.0000873)
LARGE CITY	-0.0170	0.250*	-0.0179	0	0	-0.0542

	(0.0265)	(0.110)	(0.0352)	(0)	(0)	(0.0530)
MEDIUM CITY	0.0495 (0.0299)	0.314* (0.160)	0.0616 (0.0396)	0.234 (0.155)	-0.0892 (0.0696)	-0.0171 (0.100)
WIDOW/SEP/DIV	0.0671* (0.0298)	0.0750 (0.0771)	0.0741 (0.0393)	0.309 (0.259)	0.139 (0.0977)	0.0227 (0.0740)
MARRIED	0.145*** (0.0202)	0.0503 (0.0519)	0.169*** (0.0270)	0.381* (0.176)	0.130 (0.0679)	0.160*** (0.0484)
<b>EDUCATION</b>						
LESS THAN HIGH SCHOOL	-0.0840*** (0.0250)	0.0367 (0.0726)	-0.0914** (0.0328)	-0.317 (0.162)	-0.143 (0.0739)	-0.0977 (0.0624)
UNIVERSITY/COLLEGE	0.170*** (0.0188)	0.187** (0.0584)	0.145*** (0.0245)	0.160 (0.127)	0.214*** (0.0586)	0.226*** (0.0443)
BACHELOR'S DEG	0.337*** (0.0214)	0.324*** (0.0669)	0.343*** (0.0279)	0.211 (0.162)	0.375*** (0.0670)	0.327*** (0.0501)
PROFESSIONAL DEG	0.413*** (0.0235)	0.478*** (0.0693)	0.383*** (0.0307)	0.378* (0.188)	0.479*** (0.0758)	0.446*** (0.0560)
<b>VISIBLE MINORITY</b>						
CHINESE	0.0369 (0.0379)	0.162 (0.149)	0.0827 (0.0534)	-0.154 (0.343)	-0.0789 (0.102)	-0.0123 (0.0711)
SOUTH ASIAN	-0.109*** (0.0248)	0.0671 (0.114)	-0.0972** (0.0325)	0.169 (0.231)	-0.141 (0.0725)	-0.159** (0.0569)
WEST ASIAN	-0.200*** (0.0604)	0.0467 (0.179)	-0.294*** (0.0777)	2.453 (1.451)	-0.173 (0.229)	-0.0447 (0.180)
BLACK	-0.102*** (0.0303)	-0.110 (0.0655)	-0.0848* (0.0396)	0.0191 (0.236)	-0.302* (0.124)	0.0984 (0.142)
ARABIC	-0.0733 (0.0463)	-0.127 (0.0789)	-0.0220 (0.0712)	0.639 (1.428)	0.0577 (0.184)	-0.0472 (0.237)
FILIPINO	0.187 (0.110)	-0.242 (0.743)	0.172 (0.162)	0.0790 (0.507)	-0.106 (0.299)	0.372* (0.185)
OTHER	0.113 (0.0782)	0.158 (0.629)	0.139 (0.0805)	0 (0)	-0.972 (0.614)	-0.206 (0.793)
<b>PLACE OF BIRTH</b>						
US	0.125** (0.0410)	0.398** (0.139)	0.144* (0.0618)	0.173 (0.242)	0.00492 (0.105)	0.0675 (0.0819)
UK	0.186*** (0.0290)	0.267 (0.159)	0.170*** (0.0387)	0.228 (0.186)	0.173* (0.0750)	0.150* (0.0625)
SOUTH/EAST EURO	0.0445 (0.0236)	0.0526 (0.0628)	0.0645* (0.0310)	-0.119 (0.166)	-0.0538 (0.0766)	0.0808 (0.0693)
AFRICA	0.0653* (0.0312)	0.0962 (0.0685)	0.0960* (0.0437)	-0.114 (0.280)	0.0184 (0.102)	-0.0245 (0.0959)
SOUTH AMERICA	-0.00168 (0.0346)	0.0566 (0.0884)	0.0199 (0.0427)	-0.132 (0.196)	-0.0800 (0.127)	-0.228 (0.142)

HK/CHINA	-0.163*** (0.0406)	-0.221 (0.174)	-0.155** (0.0562)	-0.418 (0.403)	-0.167 (0.109)	-0.180* (0.0760)
EAST ASIA	-0.164*** (0.0494)	-0.371 (0.241)	-0.153* (0.0721)	0.746 (1.233)	0.169 (0.169)	-0.239** (0.0816)
PHILIPPINES	-0.175 (0.107)	0.527 (0.727)	-0.164 (0.159)	-0.275 (0.513)	0.0604 (0.286)	-0.330 (0.178)
SOUTH/EAST ASIA	-0.0684 (0.0401)	-0.137 (0.162)	-0.0245 (0.0442)	0.196 (0.593)	-1.092*** (0.218)	-0.417 (0.219)
CENTRAL ASIA/MIDDLE EAST	-0.0591 (0.0403)	-0.0131 (0.0808)	-0.0877 (0.0554)	-0.485 (0.717)	-0.0688 (0.150)	0.0578 (0.157)
OTHER	0.154* (0.0642)	0.551 (0.445)	0.165 (0.127)	0.209 (0.881)	0.112 (0.140)	0.132 (0.0896)
<b>OFFICIAL LANGUAGE</b>						
FRENCH ONLY	-0.0488 (0.0496)	0.0700 (0.0761)	0.302 (0.339)	0 (0)	0.197 (0.530)	0 (0)
ENGLISH/FRENCH	0.0121 (0.0273)	0.144* (0.0636)	-0.0468 (0.0385)	-0.0255 (0.251)	-0.111 (0.103)	0.00355 (0.0796)
NOLANG	-0.199*** (0.0441)	-0.788*** (0.196)	-0.0847 (0.0597)	0.0730 (0.480)	-0.332* (0.148)	-0.219** (0.0786)
ATLANTIC	-0.153 (0.0995)					
QUEBEC	-0.245*** (0.0291)					
PRAIRIES	-0.260*** (0.0487)					
ALBERTA	-0.0110 (0.0297)					
BRITISH COLUMBIA	-0.0851*** (0.0192)					
CONSTANT	5.507*** (0.151)	4.912*** (0.437)	5.381*** (0.197)	6.667*** (1.221)	5.892*** (0.476)	5.600*** (0.362)
<i>N</i>	29610	4167	16979	661	2654	5012
<i>R</i> <sup>2</sup>	0.105	0.091	0.099	0.101	0.127	0.115
F-Stat	86.82	11.88	53.45	2.206	11.22	18.97
Prob > F	0.000	0.000	0.000	0.000	0.000	0.000
SSR	38246.3	6460.4	21313.9	924.9	2898.0	6215.5
Root MSE	1.137	1.251	1.122	1.214	1.052	1.118

Standard errors in parentheses, Source: Original calculations using Canadian Census data

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

## Appendix C

	1986 OAXACA DECOMPOSITION RESULTS					
	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
Differential						
Male	6.208*** (0.00547)	6.081*** (0.0170)	6.232*** (0.00714)	6.138*** (0.0232)	6.261*** (0.0168)	6.214*** (0.0143)
Female	5.610*** (0.00674)	5.629*** (0.0198)	5.611*** (0.00886)	5.493*** (0.0333)	5.606*** (0.0214)	5.635*** (0.0172)
Difference	0.598*** (0.00868)	0.452*** (0.0261)	0.620*** (0.0114)	0.645*** (0.0406)	0.655*** (0.0272)	0.579*** (0.0223)
Explained						
AGE	0.0485*** (0.00648)	0.0560** (0.0200)	0.0503*** (0.00886)	0.0518 (0.0313)	0.0473* (0.0218)	0.0325* (0.0159)
AGE <sup>2</sup>	-0.0438*** (0.00617)	-0.0466** (0.0179)	-0.0476*** (0.00858)	-0.0467 (0.0296)	-0.0429* (0.0199)	-0.0263 (0.0153)
PARTTIME	0.168*** (0.00433)	0.0852*** (0.00896)	0.173*** (0.00585)	0.230*** (0.0241)	0.193*** (0.0144)	0.183*** (0.0113)
IMMI STATUS	0.000297 (0.000213)	-0.0000741 (0.00102)	0.000544 (0.000412)	-0.0000807 (0.000518)	0.000195 (0.000656)	-0.000573 (0.000792)
YSM	0.0172*** (0.00274)	0.0183 (0.00945)	0.0140*** (0.00318)	0.0189 (0.0144)	0.0134 (0.00897)	0.0368*** (0.00974)
YSM <sup>2</sup>	-0.0102*** (0.00187)	-0.0104 (0.00699)	-0.00711*** (0.00212)	-0.0109 (0.00927)	-0.00880 (0.00688)	-0.0236** (0.00747)
LARGECITY	-0.00143*** (0.000421)	-0.00295 (0.00223)	-0.00170** (0.000590)	0 (0)	0 (0)	-0.00117 (0.000947)
MEDCITY	0.000326 (0.000203)	0.000897 (0.000965)	0.000583 (0.000350)	0.000623 (0.00194)	-0.000128 (0.000648)	0 (0)
W/S/D	-0.0000381 (0.00121)	-0.00336 (0.00424)	-0.0000611 (0.00162)	-0.00142 (0.00215)	0.00475 (0.00370)	0.00138 (0.00300)
MARRIED	0.00779*** (0.00102)	0.0168*** (0.00407)	0.00864*** (0.00147)	0.000799 (0.00140)	0.00183 (0.00160)	0.00457* (0.00214)
LESS THAN HS	0.00487*** (0.000935)	0.00563* (0.00284)	0.00403*** (0.00112)	0.00308 (0.00339)	0.00870 (0.00589)	0.00299 (0.00188)
UNIV./COL	0.00652*** (0.00104)	0.00436 (0.00257)	0.00663*** (0.00142)	0.00600 (0.00461)	0.0185** (0.00574)	0.00449* (0.00222)
BACHELORS	0.0231*** (0.00197)	0.0325*** (0.00696)	0.0228*** (0.00256)	0.00461 (0.00711)	0.0359*** (0.00772)	0.0139*** (0.00388)
BLACK	0.00142** (0.000458)	0.00613* (0.00266)	0.00175* (0.000716)	-0.000190 (0.000617)	-0.00000101 (0.0000473)	-0.0000476 (0.000185)
US	-0.000430 (0.000309)	-0.0000438 (0.000169)	-0.000832 (0.000487)	-0.00167 (0.00225)	0.000277 (0.000530)	-0.00177 (0.00125)
ENGLISH	-0.000918**	0.0000259	-0.000985	-0.000974	-0.00161	-0.000642

	(0.000354)	(0.000270)	(0.000523)	(0.00169)	(0.00172)	(0.000729)
SEAEURO	0.000279 (0.000500)	-0.00175 (0.00139)	0.000772 (0.000885)	-0.000297 (0.00144)	0.0000553 (0.000301)	0.00271 (0.00153)
AFRICA	0.000127 (0.000159)	0.000523 (0.000914)	-0.00000510 (0.0000534)	-0.0000946 (0.000466)	-0.000792 (0.00140)	0.0000712 (0.000280)
SAM	0.000159 (0.000131)	-0.000315 (0.000751)	0.000291 (0.000235)	-0.000420 (0.000851)	-0.000440 (0.000660)	0.0000806 (0.000239)
SOASIA	-0.000208 (0.000200)	-0.00205 (0.00134)	-0.000360 (0.000279)	0.0000246 (0.000706)	0.0000524 (0.000537)	0.000629 (0.000649)
ESASIA	0.000358 (0.000209)	0.000767 (0.00115)	0.0000381 (0.000132)	-0.000119 (0.00219)	0.000132 (0.000678)	0.00128 (0.00104)
WASIA	-0.000625* (0.000281)	-0.00258 (0.00149)	-0.000459 (0.000298)	0.00105 (0.00102)	0.00128 (0.00134)	-0.000407 (0.000548)
SEASIA	0.00147*** (0.000430)	0.00125 (0.00110)	0.00146** (0.000550)	0.00232 (0.00296)	-0.000231 (0.00146)	0.00279 (0.00145)
OTHER	-0.0000216 (0.0000671)	-0.000143 (0.000345)	0.0000410 (0.000149)	-0.0000306 (0.00301)	-0.000106 (0.000877)	0.000101 (0.000330)
FRENCH	0.000301 (0.000194)	0.00203 (0.00255)	0.0000398 (0.0000903)	0.00172 (0.00172)	-0.0000253 (0.000130)	0 (0)
ENGFR	0.000963** (0.000372)	0.00849* (0.00370)	0.000246 (0.000207)	0.0000792 (0.00109)	0.0000156 (0.000126)	0.000186 (0.000340)
NOLANG	0.00255*** (0.000512)	0.00361 (0.00233)	0.00201*** (0.000578)	-0.000482 (0.00111)	0.00249 (0.00156)	0.00527** (0.00199)
MTIME	-0.0000790 (0.0000917)					
QUE	-0.000998** (0.000355)					
PRAIR	0.0000652 (0.000113)					
AB	0.000323 (0.000200)					
BC	-0.000118 (0.000194)					
<b>Total Explained</b>	<b>0.226***</b> <b>(0.00525)</b>	<b>0.172***</b> <b>(0.0146)</b>	<b>0.228***</b> <b>(0.00700)</b>	<b>0.257***</b> <b>(0.0274)</b>	<b>0.273***</b> <b>(0.0181)</b>	<b>0.238***</b> <b>(0.0133)</b>
Unexplained						
AGEP	1.795*** (0.340)	2.738** (1.027)	1.838*** (0.453)	0.827 (1.555)	1.741 (0.999)	1.118 (0.891)
AGE2	-0.859*** (0.170)	-1.350** (0.520)	-0.886*** (0.227)	-0.267 (0.768)	-0.680 (0.493)	-0.608 (0.449)
PTIME	-0.0435*** (0.00376)	-0.0252* (0.0108)	-0.0487*** (0.00472)	-0.0827*** (0.0163)	-0.0425*** (0.0115)	-0.0417*** (0.0113)

ACTIMMI	-0.00932 (0.0179)	0.00652 (0.0547)	-0.00706 (0.0236)	-0.0270 (0.0851)	-0.0714 (0.0567)	0.00894 (0.0452)
YSM	-0.0521 (0.0617)	-0.183 (0.178)	-0.0580 (0.0851)	0.358 (0.241)	-0.372* (0.171)	-0.0403 (0.171)
YSM2	0.0310 (0.0317)	0.148 (0.0837)	0.0293 (0.0452)	-0.244* (0.118)	0.125 (0.0897)	0.0772 (0.0854)
LGCITY	-0.0533*** (0.0131)	-0.0820 (0.0867)	-0.0638*** (0.0183)	0 (0)	0 (0)	-0.0335 (0.0309)
MDCITY	0.00396 (0.00597)	0.00230 (0.00276)	0.00173 (0.00603)	-0.0218 (0.0810)	0.0120 (0.0570)	0 (0)
WSD	0.00855* (0.00369)	0.0164 (0.0109)	0.00496 (0.00499)	0.00239 (0.0134)	0.0133 (0.0134)	0.0142 (0.00870)
MARRIED	0.195*** (0.0235)	0.166** (0.0610)	0.201*** (0.0324)	0.252** (0.0976)	0.145 (0.0860)	0.242*** (0.0557)
LESSHS	0.0121 (0.00940)	0.0108 (0.0304)	0.00611 (0.0128)	-0.0349 (0.0393)	-0.00548 (0.0256)	0.0422* (0.0214)
UNICOL	-0.0115 (0.0114)	-0.0106 (0.0303)	-0.0271 (0.0145)	-0.0378 (0.0436)	-0.0615 (0.0429)	0.0763* (0.0333)
BACH	-0.0176** (0.00564)	-0.0184 (0.0202)	-0.0228*** (0.00671)	-0.0224 (0.0270)	-0.0248 (0.0212)	-0.00934 (0.0139)
BLK	-0.00888*** (0.00236)	-0.00914 (0.00971)	-0.0107** (0.00353)	0.0108 (0.00923)	-0.0107* (0.00483)	-0.00205 (0.00193)
US	0.000534 (0.00217)	-0.00136 (0.00450)	0.00103 (0.00243)	0.00358 (0.0120)	0.000622 (0.00774)	0.00661 (0.00679)
ENGLISH	0.0209*** (0.00527)	0.0149 (0.00763)	0.0231** (0.00727)	0.0461* (0.0225)	0.000280 (0.0177)	0.0184 (0.0157)
SEAEURO	0.0106 (0.00657)	0.0346 (0.0249)	0.00563 (0.00998)	0.0772** (0.0244)	-0.00998 (0.0128)	0.00772 (0.00956)
AFRICA	-0.000286 (0.00158)	0.00795 (0.00736)	-0.000343 (0.00180)	-0.00924 (0.00546)	-0.00314 (0.00558)	-0.000931 (0.00365)
SAM	-0.000254 (0.00172)	0.00239 (0.00479)	-0.000957 (0.00262)	0.00391 (0.00860)	-0.00140 (0.00460)	0.00263 (0.00251)
SOASIA	-0.00233 (0.00188)	-0.00370 (0.00380)	-0.00264 (0.00231)	-0.00442 (0.0104)	-0.00512 (0.00670)	0.00502 (0.00673)
ESASIA	-0.00926*** (0.00254)	-0.00728 (0.00411)	-0.00571* (0.00282)	-0.00419 (0.00995)	-0.0119 (0.0102)	-0.0228* (0.0114)
WASIA	-0.0000637 (0.00119)	0.00845 (0.00573)	-0.00143 (0.00149)	0.00140 (0.00124)	-0.00427 (0.00376)	0.00127 (0.00205)
SEASIA	-0.00865*** (0.00234)	0.00698 (0.00783)	-0.00922*** (0.00267)	-0.0166 (0.0197)	-0.0250** (0.00942)	-0.00608 (0.00576)
OTHER	0.000840 (0.00115)	0.000350 (0.000429)	-0.000755 (0.000987)	-0.000978 (0.00151)	-0.00109 (0.00299)	0.00484 (0.00399)



FRENCH	-0.0000611 (0.00185)	-0.00661 (0.0182)	0.0000168 (0.000493)	-0.000361 (0.000367)	-0.000429 (0.000320)	0 (0)
ENGFR	0.00261 (0.00411)	-0.0179 (0.0366)	0.00255 (0.00323)	0.00964 (0.0149)	0.00541 (0.00708)	-0.00139 (0.00621)
NOLANG	-0.00471** (0.00161)	-0.00587 (0.00497)	-0.00232 (0.00206)	-0.00256 (0.00817)	-0.00553 (0.00398)	-0.0125* (0.00500)
MTIME	-0.000366 (0.00128)					
QUE	-0.0138** (0.00447)					
PRAIR	-0.00233 (0.00195)					
AB	-0.00492 (0.00297)					
BC	-0.00832* (0.00366)					
<b>Total Unexplained</b>	<b>0.372*** (0.00755)</b>	<b>0.280*** (0.0230)</b>	<b>0.392*** (0.0100)</b>	<b>0.388*** (0.0331)</b>	<b>0.382*** (0.0222)</b>	<b>0.341*** (0.0190)</b>
Constant	-0.598*** (0.168)	-1.163* (0.523)	-0.573** (0.220)	-0.428 (0.721)	-0.325 (0.549)	-0.506 (0.439)
<i>N</i>	35162	4595	19704	1612	3325	5281

Standard errors in parentheses, Source: Original calculations using Canadian Census data

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

	1991 OAXACA DECOMPOSITION RESULTS					
	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
Differential						
Male	6.405*** (0.00471)	6.251*** (0.0134)	6.460*** (0.00621)	6.241*** (0.0238)	6.334*** (0.0163)	6.406*** (0.0114)
Female	5.915*** (0.00530)	5.824*** (0.0160)	5.970*** (0.00688)	5.777*** (0.0279)	5.811*** (0.0183)	5.884*** (0.0129)
Difference	0.490*** (0.00709)	0.427*** (0.0209)	0.490*** (0.00926)	0.464*** (0.0366)	0.523*** (0.0245)	0.523*** (0.0172)
Explained						
AGEP	0.0326*** (0.00410)	0.0352** (0.0126)	0.0275*** (0.00502)	0.00106 (0.00935)	0.0615** (0.0189)	0.0468*** (0.0123)
AGE2	-0.0302*** (0.00392)	-0.0260* (0.0116)	-0.0268*** (0.00488)	-0.00265 (0.00872)	-0.0567** (0.0178)	-0.0434*** (0.0118)
PTIME	0.123*** (0.00288)	0.0715*** (0.00609)	0.121*** (0.00379)	0.135*** (0.0154)	0.160*** (0.0115)	0.142*** (0.00756)
ACTIMMI	0.0000396 (0.000212)	0.00208 (0.00187)	0.0000335 (0.000309)	0.000350 (0.000935)	0.0000549 (0.000385)	0.000768 (0.000673)

YSM	0.0124 <sup>***</sup> (0.00227)	0.00559 (0.00553)	0.00663 <sup>*</sup> (0.00268)	0.00730 (0.0200)	0.0305 <sup>**</sup> (0.00975)	0.0328 <sup>***</sup> (0.00682)
YSM2	-0.00919 <sup>***</sup> (0.00151)	-0.00373 (0.00277)	-0.00567 <sup>***</sup> (0.00165)	-0.0105 (0.0152)	-0.0198 <sup>**</sup> (0.00690)	-0.0218 <sup>***</sup> (0.00505)
LGCITY	-0.00172 <sup>***</sup> (0.000393)	-0.0000262 (0.00123)	-0.00276 <sup>***</sup> (0.000667)	0 (0)	0 (0)	-0.00000719 (0.000446)
MDCITY	0.000194 (0.000130)	0.000100 (0.000660)	0.000454 (0.000249)	0.000514 (0.000888)	0.000160 (0.000850)	0.000330 (0.000398)
WSD	-0.00266 <sup>***</sup> (0.000792)	0.000468 (0.00264)	-0.00522 <sup>***</sup> (0.00110)	-0.00739 (0.00394)	0.00312 (0.00215)	0.000305 (0.00189)
MARRIED	0.00434 <sup>***</sup> (0.000575)	0.00510 <sup>*</sup> (0.00206)	0.00620 <sup>***</sup> (0.000916)	0.00135 (0.00184)	-0.000433 (0.000598)	0.00371 <sup>**</sup> (0.00132)
LESSHS	0.000893 <sup>**</sup> (0.000295)	0.00151 (0.00112)	0.000642 (0.000388)	0.00293 (0.00287)	0.00286 (0.00169)	-0.000153 (0.000510)
UNICOL	0.00313 <sup>***</sup> (0.000758)	0.00383 (0.00254)	0.00371 <sup>***</sup> (0.00103)	0.000666 (0.00200)	0.00432 (0.00235)	0.00192 (0.00179)
BACH	0.00343 <sup>**</sup> (0.00108)	0.00230 (0.00351)	0.00433 <sup>**</sup> (0.00140)	-0.00841 (0.00518)	0.00257 (0.00414)	0.00359 (0.00233)
PRO	0.0195 <sup>***</sup> (0.00137)	0.0298 <sup>***</sup> (0.00517)	0.0156 <sup>***</sup> (0.00165)	0.0338 <sup>***</sup> (0.00760)	0.0206 <sup>***</sup> (0.00509)	0.0159 <sup>***</sup> (0.00281)
BLK	0.000589 (0.000359)	0.00242 (0.00163)	0.000699 (0.000621)	-0.000123 (0.000426)	-0.000325 (0.000569)	0.00000991 (0.000212)
US	0.000212 (0.000277)	0.000345 (0.000524)	-0.000156 (0.000363)	0.00436 (0.00284)	-0.000452 (0.00109)	0.000504 (0.000535)
UK	-0.000907 <sup>***</sup> (0.000267)	0.000169 (0.000580)	-0.00106 <sup>*</sup> (0.000422)	-0.000587 (0.00114)	-0.00197 (0.00124)	-0.000484 (0.000473)
SEAEURO	0.0000368 (0.000281)	-0.000757 (0.000668)	0.000529 (0.000453)	0.000348 (0.000834)	-0.000252 (0.000418)	0.00118 (0.00104)
AFRICA	-0.0000631 (0.000141)	0.000331 (0.000589)	-0.0000867 (0.000153)	-0.000200 (0.000645)	-0.000870 (0.000796)	0.0000359 (0.000276)
SAM	0.00147 <sup>***</sup> (0.000394)	0.00489 <sup>*</sup> (0.00231)	0.00158 <sup>**</sup> (0.000595)	-0.00186 (0.00190)	-0.000229 (0.000567)	0.000555 (0.000479)
HKCHN	0.000208 (0.000115)	0.000363 (0.000725)	0.0000511 (0.0000867)	-0.000168 (0.00129)	0.000202 (0.000659)	0.000230 (0.000348)
EASIA	0.0000569 (0.0001000)	0.0000601 (0.000477)	0.0000184 (0.0000771)	0.000832 (0.00188)	-0.000123 (0.000433)	0.0000999 (0.000401)
PHILIP	0.00309 <sup>***</sup> (0.000475)	0.000629 (0.00130)	0.00253 <sup>***</sup> (0.000572)	0.00203 (0.00178)	0.00678 <sup>**</sup> (0.00236)	0.00484 <sup>**</sup> (0.00151)
SEASIA	0.0000213 (0.000118)	0.000260 (0.000450)	0.000209 (0.000204)	-0.000311 (0.000794)	0.000391 (0.000686)	-0.000179 (0.000467)
WAME	-0.000647 <sup>**</sup> (0.000219)	-0.00128 (0.000825)	-0.000590 <sup>*</sup> (0.000298)	0.0000608 (0.000290)	-0.000460 (0.000894)	-0.000220 (0.000308)

OTHER	-0.000110 (0.0000827)	-0.000158 (0.000300)	-0.0000511 (0.000124)	0.00110 (0.00158)	0.000205 (0.000562)	-0.000239 (0.000353)
FRENCH	0.0000238 (0.0000409)	-0.000521 (0.00106)	0.00000915 (0.0000605)	0 (0)	-0.0000104 (0.000434)	0.000136 (0.000137)
ENGFR	0.00149*** (0.000317)	0.00880*** (0.00246)	0.000559* (0.000262)	-0.000105 (0.000432)	0.0000192 (0.000287)	-0.0000309 (0.000107)
NOLANG	0.00167*** (0.000335)	0.00207 (0.00123)	0.00107** (0.000358)	0.00246 (0.00215)	-0.000635 (0.000684)	0.00511*** (0.00148)
MTIME	-0.000283* (0.000144)					
QUE	-0.00277*** (0.000561)					
PRAIR	-0.0000816 (0.000209)					
AB	-0.000187 (0.000196)					
BC	0.000101 (0.000160)					
<b>Total</b>	<b>0.159***</b> <b>(0.00383)</b>	<b>0.145***</b> <b>(0.0108)</b>	<b>0.151***</b> <b>(0.00494)</b>	<b>0.162***</b> <b>(0.0206)</b>	<b>0.211***</b> <b>(0.0149)</b>	<b>0.194***</b> <b>(0.00945)</b>

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Unexplained						
AGEP	0.685* (0.277)	1.368 (0.801)	0.705 (0.366)	1.397 (1.398)	0.427 (0.941)	0.646 (0.697)
AGE2	-0.316* (0.140)	-0.691 (0.404)	-0.294 (0.186)	-0.566 (0.691)	-0.247 (0.471)	-0.384 (0.356)
PTIME	-0.0243*** (0.00259)	-0.0105 (0.00711)	-0.0242*** (0.00316)	-0.0248 (0.0147)	-0.0235* (0.0101)	-0.0427*** (0.00738)
ACTIMMI	0.0445*** (0.0134)	0.0580 (0.0414)	0.0359* (0.0180)	-0.0125 (0.0589)	0.0512 (0.0460)	0.0814* (0.0324)
YSM	0.0973* (0.0428)	0.0245 (0.126)	0.0671 (0.0560)	-0.115 (0.258)	0.184 (0.144)	0.207* (0.103)
YSM2	-0.0283 (0.0239)	0.0203 (0.0653)	-0.0197 (0.0317)	0.0408 (0.150)	-0.0676 (0.0772)	-0.0555 (0.0559)
LGCITY	-0.0767*** (0.0120)	-0.200* (0.0831)	-0.0893*** (0.0169)	0 (0)	0 (0)	-0.0534 (0.0285)
MDCITY	-0.0114* (0.00550)	-0.0126 (0.00666)	-0.00954 (0.00566)	0.0211 (0.0763)	-0.0557 (0.0532)	-0.00424 (0.00499)
WSD	0.00321 (0.00314)	-0.00316 (0.0101)	0.00485 (0.00392)	-0.00628 (0.0160)	0.000553 (0.0114)	0.00261 (0.00805)
MARRIED	0.134*** (0.0159)	0.0595 (0.0418)	0.154*** (0.0219)	0.0477 (0.0826)	0.119* (0.0506)	0.131*** (0.0370)

LESSHS	0.00235 (0.00625)	0.000958 (0.0215)	0.00383 (0.00841)	-0.00783 (0.0326)	0.00566 (0.0184)	0.00149 (0.0136)
UNICOL	-0.0184* (0.00927)	-0.0529* (0.0263)	-0.00966 (0.0116)	-0.0629 (0.0417)	-0.0280 (0.0323)	-0.00496 (0.0268)
BACH	-0.00339 (0.00324)	-0.0105 (0.0104)	0.00210 (0.00413)	-0.0209 (0.0135)	-0.00735 (0.0115)	-0.00800 (0.00800)
PRO	-0.00863*** (0.00227)	-0.0128 (0.00829)	-0.00752** (0.00276)	-0.00702 (0.0125)	-0.00222 (0.00756)	-0.0108* (0.00546)
BLK	-0.00576* (0.00259)	-0.00133 (0.00961)	-0.00671 (0.00392)	-0.0111 (0.00779)	0.00183 (0.00615)	-0.00471* (0.00191)
US	0.00172 (0.00176)	0.00681 (0.00489)	0.000556 (0.00186)	-0.00910 (0.00920)	-0.00586 (0.00738)	0.00877 (0.00538)
UK	0.0123*** (0.00325)	0.00876* (0.00384)	0.0147** (0.00445)	-0.00502 (0.0171)	-0.0135 (0.0115)	0.0220* (0.00935)
SEAEURO	0.0133*** (0.00354)	0.0282* (0.0131)	0.0178*** (0.00528)	-0.00393 (0.0172)	-0.00965 (0.00753)	0.00655 (0.00499)
AFRICA	-0.00318* (0.00149)	-0.00359 (0.00633)	-0.00322 (0.00177)	0.0129 (0.00844)	-0.0118* (0.00593)	-0.000919 (0.00289)
SAM	-0.00438 (0.00357)	0.000577 (0.0130)	-0.00705 (0.00538)	-0.00991 (0.0157)	-0.00810 (0.00902)	0.00443 (0.00340)
HKCHN	-0.0128*** (0.00188)	-0.00163 (0.00354)	-0.0113*** (0.00220)	-0.0170* (0.00725)	-0.0252*** (0.00726)	-0.0192** (0.00736)
EASIA	-0.000397 (0.00264)	0.000714 (0.00656)	-0.000787 (0.00336)	-0.0129 (0.0161)	-0.0107 (0.0106)	0.00927 (0.00733)
PHILIP	-0.00769*** (0.00142)	-0.00136 (0.00176)	-0.00686*** (0.00176)	-0.0325* (0.0133)	-0.00967 (0.00502)	-0.0121** (0.00457)
SEASIA	-0.00190 (0.00179)	0.00112 (0.00383)	-0.00251 (0.00234)	0.00329 (0.00479)	0.00279 (0.00669)	-0.00946 (0.00605)
WAME	-0.00113 (0.00119)	0.000212 (0.00562)	-0.000595 (0.00148)	-0.00842* (0.00425)	-0.00254 (0.00419)	-0.000571 (0.00191)
OTHER	-0.000915 (0.000697)	-0.000281 (0.000382)	-0.000168 (0.000462)	0.00349 (0.00314)	-0.00372 (0.00401)	-0.00517 (0.00324)
FRENCH	-0.00148 (0.00141)	0.00380 (0.0144)	-0.000125 (0.000171)	0 (0)	-0.000172 (0.000138)	-0.0000769 (0.0000776)
ENGFR	-0.00729* (0.00302)	0.0218 (0.0289)	-0.00571** (0.00220)	-0.00373 (0.00957)	-0.00537 (0.00582)	-0.00737 (0.00428)
NOLANG	0.0000588 (0.00141)	0.00502 (0.00411)	0.000211 (0.00190)	0.000883 (0.00627)	-0.000184 (0.00366)	-0.00379 (0.00386)
MTIME	0.000543 (0.000892)					
QUE	0.000905 (0.00348)					

PRAIR	-0.00345*					
	(0.00148)					
AB	-0.00419					
	(0.00253)					
BC	0.000621					
	(0.00305)					
<b>Total</b>	<b>0.330***</b>	<b>0.281***</b>	<b>0.338***</b>	<b>0.302***</b>	<b>0.312***</b>	<b>0.328***</b>
	<b>(0.00623)</b>	<b>(0.0183)</b>	<b>(0.00817)</b>	<b>(0.0321)</b>	<b>(0.0209)</b>	<b>(0.0152)</b>
Constant	-0.124	-0.325	-0.168	-0.289	0.0579	-0.164
	(0.133)	(0.386)	(0.176)	(0.669)	(0.454)	(0.336)
<i>N</i>	59966	7385	34151	2364	5429	9635

Standard errors in parentheses, Source: Original calculations using Canadian Census data

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

	1996 OAXACA DECOMPOSITION RESULTS					
	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
Differential						
Male	6.372*** (0.00540)	6.222*** (0.0154)	6.413*** (0.00715)	6.280*** (0.0268)	6.322*** (0.0196)	6.395*** (0.0127)
Female	5.976*** (0.00582)	5.880*** (0.0178)	6.033*** (0.00753)	5.805*** (0.0313)	5.809*** (0.0216)	5.983*** (0.0136)
Difference	0.396*** (0.00794)	0.342*** (0.0235)	0.380*** (0.0104)	0.475*** (0.0413)	0.513*** (0.0291)	0.412*** (0.0186)
Explained						
AGEP	0.0194*** (0.00354)	0.0129 (0.00812)	0.0148*** (0.00423)	0.00763 (0.0233)	0.0332* (0.0165)	0.0307** (0.0101)
AGE2	-0.0185*** (0.00334)	-0.00894 (0.00674)	-0.0152*** (0.00409)	-0.00993 (0.0218)	-0.0331* (0.0161)	-0.0270** (0.00974)
PTIME	0.121*** (0.00298)	0.0695*** (0.00647)	0.119*** (0.00397)	0.119*** (0.0152)	0.161*** (0.0118)	0.139*** (0.00753)
ACTIMMI	0.0000296 (0.000149)	0.00194 (0.00142)	0.000286 (0.000279)	-0.00128 (0.00236)	-0.00108 (0.00120)	-0.000549 (0.000852)
YSM	0.00490 (0.00317)	-0.0111 (0.00855)	-0.00227 (0.00431)	-0.00217 (0.0153)	0.0296* (0.0132)	0.0282*** (0.00723)
YSM2	-0.00525** (0.00197)	0.00559 (0.00483)	-0.00169 (0.00260)	-0.00410 (0.00919)	-0.0179* (0.00813)	-0.0174*** (0.00470)
LGCITY	-0.000460 (0.000299)	-0.000954 (0.00107)	-0.000779 (0.000422)	0 (0)	0 (0)	-0.000556 (0.000653)
MDCITY	0.000127 (0.000132)	0.000241 (0.000499)	0.000429 (0.000251)	-0.00224 (0.00211)	-0.0000951 (0.000409)	-0.000305 (0.000364)
WSD	-0.000352 (0.000827)	-0.00101 (0.00211)	-0.000779 (0.00117)	-0.000189 (0.00191)	0.000227 (0.00262)	0.000799 (0.00212)

MARRIED	0.00371 <sup>***</sup> (0.000573)	0.00229 (0.00124)	0.00449 <sup>***</sup> (0.000878)	0.00109 (0.00193)	0.00315 (0.00182)	0.00361 <sup>**</sup> (0.00128)
LESSHS	-0.000371 (0.000281)	-0.000104 (0.00135)	-0.000708 <sup>*</sup> (0.000361)	-0.000676 (0.00160)	0.00209 (0.00175)	0.000234 (0.000498)
UNICOL	-0.0000440 (0.000637)	0.00174 (0.00225)	-0.000756 (0.000817)	-0.000457 (0.00191)	0.00875 <sup>**</sup> (0.00336)	-0.000387 (0.00123)
BACH	-0.000380 (0.00116)	-0.00351 (0.00408)	0.000554 (0.00153)	-0.00675 (0.00492)	-0.00521 (0.00447)	0.00246 (0.00231)
PRO	0.0170 <sup>***</sup> (0.00138)	0.0156 <sup>**</sup> (0.00517)	0.0154 <sup>***</sup> (0.00173)	0.0239 <sup>**</sup> (0.00802)	0.0180 <sup>***</sup> (0.00452)	0.0147 <sup>***</sup> (0.00282)
BLACK	0.00117 <sup>***</sup> (0.000288)	0.00327 <sup>*</sup> (0.00153)	0.00156 <sup>***</sup> (0.000462)	-0.000139 (0.000571)	0.00138 (0.00125)	-0.0000550 (0.000478)
US	-0.000161 (0.000222)	0.0000465 (0.000275)	-0.000415 (0.000353)	0.0000100 (0.000140)	-0.00107 (0.00132)	0.0000508 (0.000225)
UK	-0.000702 <sup>*</sup> (0.000287)	-0.000225 (0.000831)	-0.00152 <sup>**</sup> (0.000463)	0.000405 (0.000929)	0.00166 (0.00145)	0.000476 (0.000572)
ITA	-0.000398 (0.000285)	-0.000483 (0.000616)	-0.000317 (0.000476)	-0.00157 (0.00154)	-0.00000140 (0.0000971)	0.000253 (0.000364)
OEURO	-0.00000577 (0.0000981)	0.00000278 (0.0000420)	-0.0000124 (0.0000444)	0.000470 (0.00135)	0.000185 (0.000742)	0.000365 (0.000655)
SASIA	-0.00193 <sup>***</sup> (0.000370)	-0.00135 (0.00129)	-0.00258 <sup>***</sup> (0.000559)	0.000350 (0.00196)	-0.000956 (0.00109)	-0.00121 (0.000799)
EASIA	0.00350 <sup>***</sup> (0.000532)	0.00141 (0.000947)	0.00279 <sup>***</sup> (0.000612)	0.0125 <sup>*</sup> (0.00522)	0.00461 <sup>*</sup> (0.00225)	0.00378 <sup>*</sup> (0.00153)
AFRCA	-0.000144 (0.000183)	-0.00169 (0.00101)	-0.000272 (0.000291)	0.000381 (0.00106)	-0.0000117 (0.000107)	-0.0000573 (0.000431)
OPOB	-0.000120 (0.0000901)	-0.000334 (0.000441)	0.000117 (0.000150)	0.000307 (0.000539)	-0.000489 (0.000585)	-0.000159 (0.000322)
FRENCH	0.0000107 (0.0000332)	-0.00241 (0.00139)	0.00000937 (0.0000289)	-0.0000167 (0.000194)	0.00163 (0.00163)	-0.0000419 (0.000180)
ENGFR	0.000733 <sup>**</sup> (0.000236)	0.0128 <sup>***</sup> (0.00321)	-0.000132 (0.000121)	-0.0000429 (0.000508)	0.0000220 (0.000262)	-0.000317 (0.000358)
NOLANG	0.000925 <sup>***</sup> (0.000277)	0.00316 (0.00182)	0.000554 (0.000311)	0.000794 (0.00117)	-0.000271 (0.00123)	0.00115 (0.000737)
MTIME	0.0000664 (0.000177)					
QUE	-0.00283 <sup>***</sup> (0.000566)					
PRAIR	-0.0000496 (0.000237)					
AB	0.0000461 (0.000273)					

BC	0.0000638 (0.0000846)					
<b>Total</b>	<b>0.141<sup>***</sup></b> <b>(0.00410)</b>	<b>0.0984<sup>***</sup></b> <b>(0.0118)</b>	<b>0.133<sup>***</sup></b> <b>(0.00538)</b>	<b>0.137<sup>***</sup></b> <b>(0.0207)</b>	<b>0.206<sup>***</sup></b> <b>(0.0156)</b>	<b>0.177<sup>***</sup></b> <b>(0.00976)</b>
<hr/>						
Unexplained						
AGEP	-0.142 (0.331)	0.0366 (0.958)	-0.122 (0.435)	-0.295 (1.876)	-1.149 (1.290)	0.365 (0.755)
AGE2	0.0959 (0.170)	-0.0107 (0.488)	0.0874 (0.224)	0.264 (0.957)	0.518 (0.653)	-0.189 (0.391)
PTIME	-0.0264 <sup>***</sup> (0.00337)	-0.0270 <sup>**</sup> (0.00980)	-0.0226 <sup>***</sup> (0.00424)	-0.0323 (0.0178)	-0.0345 <sup>**</sup> (0.0122)	-0.0367 <sup>***</sup> (0.00895)
ACTIMMI	0.0109 (0.0164)	0.0819 (0.0489)	0.00663 (0.0212)	-0.0877 (0.0857)	0.0179 (0.0633)	0.0201 (0.0397)
YSM	0.0814 (0.0466)	-0.0682 (0.143)	0.0683 (0.0605)	0.0540 (0.268)	0.240 (0.183)	0.153 (0.105)
YSM2	-0.0323 (0.0248)	0.0772 (0.0804)	-0.0228 (0.0327)	-0.0899 (0.141)	-0.0832 (0.0924)	-0.0667 (0.0552)
LGCITY	-0.0827 <sup>***</sup> (0.0137)	-0.137 (0.0938)	-0.0859 <sup>***</sup> (0.0191)	0 (0)	0 (0)	-0.0858 <sup>*</sup> (0.0333)
MDCITY	-0.0140 <sup>*</sup> (0.00581)	-0.00858 (0.00654)	-0.00505 (0.00612)	-0.137 (0.0851)	-0.0494 (0.0599)	-0.00647 (0.00411)
WSD	0.00658 (0.00354)	-0.00511 (0.0107)	0.00480 (0.00468)	0.0482 <sup>*</sup> (0.0199)	0.0206 (0.0123)	0.00514 (0.00835)
MARRIED	0.0904 <sup>***</sup> (0.0162)	0.0195 (0.0406)	0.0942 <sup>***</sup> (0.0223)	0.263 <sup>**</sup> (0.0959)	0.131 <sup>*</sup> (0.0604)	0.111 <sup>**</sup> (0.0357)
LESSHS	0.0152 <sup>**</sup> (0.00571)	0.0189 (0.0184)	0.0128 (0.00760)	-0.0219 (0.0291)	0.0334 (0.0211)	0.0188 (0.0124)
UNICOL	0.00577 (0.0102)	0.00660 (0.0276)	0.0164 (0.0132)	-0.160 <sup>**</sup> (0.0573)	0.0162 (0.0377)	-0.00573 (0.0258)
BACH	-0.00241 (0.00414)	0.00844 (0.0114)	-0.000934 (0.00525)	-0.00562 (0.0235)	0.0175 (0.0160)	-0.0225 <sup>*</sup> (0.0106)
PRO	-0.000643 (0.00279)	0.00434 (0.00973)	-0.00198 (0.00350)	-0.0111 (0.0135)	0.0144 (0.00997)	-0.00325 (0.00655)
BLACK	-0.00557 <sup>*</sup> (0.00231)	-0.0168 (0.00929)	-0.00511 (0.00342)	0.00179 (0.00952)	-0.00599 (0.00618)	-0.00142 (0.00180)
US	0.0000732 (0.00176)	-0.00272 (0.00405)	0.000629 (0.00193)	-0.00583 (0.0117)	0.00320 (0.00714)	-0.000458 (0.00556)
UK	0.0129 <sup>***</sup> (0.00312)	0.0111 <sup>**</sup> (0.00394)	0.0109 <sup>**</sup> (0.00409)	0.0112 (0.0161)	0.0286 <sup>*</sup> (0.0133)	0.00843 (0.00942)
ITA	0.000993 (0.00210)	0.00727 (0.0106)	-0.00132 (0.00293)	0.00369 (0.00610)	0.00273 (0.00344)	0.00150 (0.00261)

OEURO	0.00275 (0.00240)	0.00186 (0.0116)	0.00331 (0.00287)	-0.00442 (0.0126)	-0.00552 (0.00704)	0.00523 (0.00531)
SASIA	-0.00264 (0.00236)	-0.00194 (0.00567)	-0.00277 (0.00299)	-0.00127 (0.00772)	-0.00805 (0.00778)	-0.00259 (0.00819)
EASIA	-0.0256*** (0.00486)	-0.0266* (0.0105)	-0.0172** (0.00550)	-0.0353 (0.0300)	-0.0565* (0.0221)	-0.0384* (0.0187)
AFRCA	-0.00458* (0.00180)	-0.00548 (0.00812)	-0.00370 (0.00223)	-0.00696 (0.00717)	-0.000718 (0.00644)	-0.00805* (0.00350)
OPOB	-0.000110 (0.000810)	0.000196 (0.000844)	0.000761 (0.000575)	-0.00157 (0.00106)	-0.00148 (0.00290)	-0.00364 (0.00416)
FRENCH	-0.000106 (0.00153)	0.00630 (0.0164)	-0.000455 (0.000245)	0.000917 (0.000715)	-0.0000910 (0.0000945)	0.000108 (0.000394)
ENGFR	-0.00240 (0.00348)	0.0128 (0.0379)	-0.00464 (0.00244)	-0.0129 (0.00908)	-0.00682 (0.00692)	0.00283 (0.00444)
NOLANG	0.00137 (0.00178)	-0.00254 (0.00504)	0.000168 (0.00224)	-0.00457 (0.00642)	0.00709 (0.00712)	0.00689 (0.00482)
MTIME	-0.000721 (0.000897)					
QUE	0.00189 (0.00390)					
PRAIR	0.000991 (0.00154)					
AB	0.00275 (0.00284)					
BC	-0.00151 (0.00363)					
<b>Total</b>	<b>0.255***</b> <b>(0.00696)</b>	<b>0.243***</b> <b>(0.0210)</b>	<b>0.247***</b> <b>(0.00907)</b>	<b>0.338***</b> <b>(0.0373)</b>	<b>0.307***</b> <b>(0.0253)</b>	<b>0.235***</b> <b>(0.0163)</b>
Constant	0.269 (0.161)	0.263 (0.480)	0.237 (0.211)	0.604 (0.943)	0.658 (0.622)	0.00883 (0.371)
<i>N</i>	57918	7072	32332	2113	5178	10323

Standard errors in parentheses, Source: Original calculations using Canadian Census data

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

	2001 OAXACA DECOMPOSITION RESULTS					
	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	B.C.
Differential						
Male	6.498*** (0.00540)	6.302*** (0.0165)	6.554*** (0.00700)	6.384*** (0.0307)	6.498*** (0.0181)	6.479*** (0.0128)
Female	6.120*** (0.00569)	6.012*** (0.0170)	6.174*** (0.00750)	5.934*** (0.0316)	6.028*** (0.0182)	6.105*** (0.0134)
Difference	0.378***	0.290***	0.380***	0.449***	0.471***	0.374***



	(0.00784)	(0.0237)	(0.0103)	(0.0441)	(0.0257)	(0.0185)
Explained						
AGEP	0.0118*** (0.00262)	0.0158 (0.00900)	0.00786** (0.00298)	-0.0171 (0.0221)	0.0127 (0.0111)	0.0214* (0.00851)
AGE2	-0.0110*** (0.00254)	-0.0133 (0.00836)	-0.00731* (0.00296)	0.0166 (0.0223)	-0.0114 (0.00962)	-0.0210* (0.00842)
PTIME	0.109*** (0.00271)	0.0764*** (0.00688)	0.104*** (0.00350)	0.128*** (0.0154)	0.165*** (0.0110)	0.111*** (0.00640)
ACTIMMI	0.00000187 (0.0000150)	0.000179 (0.000591)	0.000137 (0.000170)	-0.00225 (0.00501)	0.00484* (0.00233)	0.0000234 (0.000177)
YSM	0.000769 (0.00273)	0.00668 (0.00763)	-0.00507 (0.00373)	0.0122 (0.0128)	0.0164* (0.00773)	0.00199 (0.00666)
YSM2	-0.00293 (0.00179)	-0.00544 (0.00511)	0.000416 (0.00237)	-0.0107 (0.00858)	-0.0109* (0.00550)	-0.00420 (0.00418)
LGCITY	-0.000313 (0.000355)	-0.000339 (0.000720)	-0.001000* (0.000459)	0 (0)	0 (0)	0.000840 (0.000905)
MDCITY	0.000303 (0.000203)	0.000787 (0.000998)	0.000351 (0.000229)	0.00177 (0.00214)	-0.000421 (0.000720)	0.00000696 (0.000225)
WSD	0.00245** (0.000925)	0.00157 (0.00240)	0.00232 (0.00123)	0.00656 (0.00524)	-0.00104 (0.00262)	0.00436 (0.00254)
MARRIED	0.00369*** (0.000594)	0.000305 (0.000786)	0.00468*** (0.000932)	0.00327 (0.00302)	0.000499 (0.00144)	0.00522** (0.00179)
LESSHS	-0.000634* (0.000259)	0.00111 (0.00116)	-0.00110** (0.000412)	0.000979 (0.00269)	0.000599 (0.000867)	-0.000881 (0.000688)
UNICOL	-0.00415*** (0.000697)	-0.00354 (0.00196)	-0.00493*** (0.000963)	0.00105 (0.00295)	0.00209 (0.00211)	-0.00496** (0.00168)
BACH	0.000953 (0.00122)	-0.000496 (0.00402)	0.00176 (0.00159)	-0.00955 (0.00691)	-0.00338 (0.00446)	0.00264 (0.00249)
PRO	0.0194*** (0.00141)	0.0297*** (0.00527)	0.0190*** (0.00181)	0.0106 (0.00599)	0.0236*** (0.00514)	0.0120*** (0.00267)
BLACK	0.00113*** (0.000304)	0.000712 (0.00184)	0.00191*** (0.000546)	-0.000264 (0.00133)	0.0000605 (0.000484)	-0.000721 (0.000503)
US	0.000636* (0.000278)	0.000270 (0.000553)	0.000183 (0.000432)	0.000348 (0.000903)	0.00140 (0.00121)	0.000964 (0.000576)
UK	0.00103 (0.000588)	0.0148 (0.0165)	-0.000737 (0.00174)	-0.000555 (0.00193)	-0.000183 (0.000980)	0.000968 (0.000962)
SEEURO	-0.00174*** (0.000382)	-0.00123 (0.00150)	-0.00175*** (0.000487)	-0.00183 (0.00193)	0.000708 (0.00107)	-0.00101 (0.000703)
OEURO	-0.0000414 (0.0000866)	0.0000832 (0.000546)	0.00000222 (0.0000982)	0.0000243 (0.000424)	-0.000173 (0.000347)	-0.0000952 (0.000223)
WAME	-0.00354*** (0.000489)	-0.00687*** (0.00202)	-0.00288*** (0.000586)	-0.00353 (0.00303)	-0.00276 (0.00142)	-0.00335** (0.00109)

SASIA	-0.00592 <sup>***</sup> (0.000706)	-0.00701 <sup>**</sup> (0.00222)	-0.00680 <sup>***</sup> (0.000992)	-0.00256 (0.00388)	-0.00292 (0.00206)	-0.00550 <sup>***</sup> (0.00160)
EASIA	-0.0000358 (0.000430)	-0.000797 (0.00117)	-0.000597 (0.000379)	0.00104 (0.00481)	0.000134 (0.00185)	0.00326 (0.00170)
HKCHN	0.00133 <sup>*</sup> (0.000520)	0.00162 (0.00158)	0.00125 <sup>*</sup> (0.000577)	-0.000893 (0.00234)	0.00271 (0.00175)	-0.00147 (0.00174)
PHILIP	0.00705 <sup>***</sup> (0.000688)	0.00661 <sup>***</sup> (0.00185)	0.00499 <sup>***</sup> (0.000757)	0.0220 <sup>**</sup> (0.00841)	0.0106 <sup>***</sup> (0.00295)	0.00782 <sup>***</sup> (0.00187)
AFRICA	-0.000229 (0.000383)	0.00396 (0.00857)	-0.000842 (0.000650)	0.0000351 (0.000375)	-0.00179 (0.00131)	0.000287 (0.000467)
CSAM	0.00273 <sup>**</sup> (0.000938)	-0.00265 (0.0245)	0.00571 <sup>*</sup> (0.00243)	0.000457 (0.00402)	-0.000864 (0.00102)	0.000127 (0.000400)
OPOB	0.0000194 (0.0000273)	0.000551 (0.000418)	-0.000000419 (0.00001000)	0 (0)	0 (0)	0.00000723 (0.0000147)
FRENCH	0.000757 <sup>**</sup> (0.000245)	0.00821 <sup>*</sup> (0.00346)	-0.00000178 (0.0000628)	0.0000641 (0.000313)	-0.000264 (0.000264)	0.0000700 (0.000183)
ENGFR	0.000578 <sup>*</sup> (0.000270)	0.00346 (0.00296)	0.00000605 (0.000153)	0.00219 (0.00228)	-0.000294 (0.000522)	-0.0000145 (0.0000738)
NOLANG	0.000785 <sup>**</sup> (0.000246)	0.000161 (0.000416)	0.000748 <sup>*</sup> (0.000319)	0.00158 (0.00274)	0.00127 (0.00137)	0.000655 (0.000573)
MTIME	0.000320 (0.000289)					
QUE	-0.00268 <sup>***</sup> (0.000539)					
PRAIR	0.0000921 (0.000270)					
AB	-0.0000922 (0.000165)					
BC	0.000385 <sup>*</sup> (0.000157)					
<b>Total</b>	<b>0.132<sup>***</sup></b> <b>(0.00375)</b>	<b>0.131<sup>***</sup></b> <b>(0.0114)</b>	<b>0.122<sup>***</sup></b> <b>(0.00477)</b>	<b>0.160<sup>***</sup></b> <b>(0.0218)</b>	<b>0.207<sup>***</sup></b> <b>(0.0143)</b>	<b>0.131<sup>***</sup></b> <b>(0.00875)</b>
Unexplained						
AGEP	-0.294 (0.337)	0.115 (1.003)	-0.0634 (0.445)	-2.460 (1.816)	0.166 (1.060)	-1.000 (0.808)
AGE2	0.171 (0.175)	0.116 (0.518)	0.0638 (0.230)	1.373 (0.963)	-0.252 (0.544)	0.439 (0.423)
PTIME	-0.0294 <sup>***</sup> (0.00307)	-0.0302 <sup>**</sup> (0.00974)	-0.0243 <sup>***</sup> (0.00364)	-0.0622 <sup>***</sup> (0.0164)	-0.0601 <sup>***</sup> (0.0113)	-0.0234 <sup>**</sup> (0.00844)
ACTIMMI	0.0207 (0.0164)	0.0140 (0.0484)	-0.00981 (0.0219)	0.0265 (0.0904)	0.120 <sup>*</sup> (0.0513)	0.0639 (0.0386)
YSM	0.0112 (0.0453)	0.0909 (0.135)	-0.0661 (0.0601)	0.179 (0.298)	0.00647 (0.145)	0.178 (0.102)

YSM2	-0.0181 (0.0233)	-0.0722 (0.0725)	-0.00912 (0.0305)	-0.132 (0.144)	0.0892 (0.0705)	-0.0484 (0.0533)
LGCITY	-0.0730*** (0.0155)	0.0871 (0.0911)	-0.0677** (0.0224)	0 (0)	0 (0)	-0.145*** (0.0375)
MDCITY	-0.00808 (0.00617)	0.0000583 (0.00714)	0.00483 (0.00644)	-0.0501 (0.0961)	-0.0220 (0.0594)	-0.0186*** (0.00461)
WSD	0.00664 (0.00362)	-0.00770 (0.0111)	0.0107* (0.00468)	-0.00865 (0.0202)	-0.00716 (0.0123)	0.00489 (0.00871)
MARRIED	0.0821*** (0.0154)	-0.0120 (0.0362)	0.103*** (0.0211)	0.0731 (0.0887)	0.0197 (0.0552)	0.129*** (0.0374)
LESSHS	0.00618 (0.00514)	0.0161 (0.0165)	0.00518 (0.00668)	0.0346 (0.0326)	0.00270 (0.0171)	0.00579 (0.0117)
UNICOL	-0.00482 (0.01000)	-0.0215 (0.0288)	0.00192 (0.0128)	0.0716 (0.0556)	-0.00851 (0.0335)	-0.0206 (0.0255)
BACH	-0.00284 (0.00477)	-0.0175 (0.0135)	-0.000678 (0.00630)	0.0286 (0.0251)	-0.00735 (0.0156)	0.00281 (0.0117)
PRO	-0.00221 (0.00330)	0.000185 (0.0106)	-0.000345 (0.00440)	0.0452* (0.0195)	-0.00902 (0.00977)	-0.00880 (0.00714)
BLACK	-0.00794** (0.00272)	-0.0258* (0.0120)	-0.00741 (0.00394)	-0.0247* (0.0109)	-0.00864 (0.00655)	-0.000651 (0.00222)
US	-0.00644*** (0.00152)	0.000893 (0.00392)	-0.00565** (0.00176)	-0.0146 (0.0122)	-0.0164* (0.00660)	-0.00618 (0.00442)
UK	-0.0190 (0.0139)	-0.426 (0.278)	0.0132 (0.0305)	-0.0651 (0.0648)	-0.0354 (0.0199)	-0.00783 (0.0130)
SEEURO	-0.00980* (0.00398)	0.00536 (0.0147)	-0.0198** (0.00613)	-0.0370 (0.0189)	-0.00788 (0.00954)	0.00546 (0.00549)
OEURO	-0.00238 (0.00172)	0.00381 (0.00576)	-0.00355 (0.00230)	-0.0102 (0.00592)	-0.000162 (0.00551)	-0.00200 (0.00423)
WAME	-0.00408* (0.00177)	-0.00402 (0.00724)	-0.00610* (0.00244)	-0.000716 (0.00842)	-0.00245 (0.00476)	-0.000109 (0.00287)
SASIA	-0.0132*** (0.00320)	0.000473 (0.00678)	-0.0209*** (0.00473)	0.0116 (0.0142)	-0.00393 (0.00840)	-0.0149 (0.00844)
EASIA	-0.0105*** (0.00260)	-0.0113 (0.00705)	-0.00988*** (0.00290)	-0.0184 (0.0180)	-0.0229* (0.0114)	-0.00265 (0.00808)
HKCHN	-0.0226*** (0.00304)	-0.0142*** (0.00427)	-0.0259*** (0.00392)	-0.0179* (0.00846)	-0.0196* (0.00947)	-0.0163 (0.0112)
PHILIP	-0.0128*** (0.00205)	-0.00233 (0.00328)	-0.0116*** (0.00253)	-0.0700** (0.0270)	-0.0189* (0.00803)	-0.0127* (0.00538)
AFRICA	-0.00451 (0.00432)	0.165 (0.112)	-0.0160* (0.00777)	0.0150 (0.0157)	0.00522 (0.00916)	-0.00101 (0.00510)
CSAM	0.00144	0.262	-0.0268	0.0450	0.00749	-0.00510

	(0.00951)	(0.166)	(0.0228)	(0.0490)	(0.0114)	(0.00585)
OPOB	0.0000106 (0.0000207)	0.000505 (0.000514)	-0.0000318 (0.0000242)	0 (0)	0 (0)	0.00000986 (0.0000155)
FRENCH	-0.000305 (0.00165)	0.00142 (0.0191)	0.000136 (0.000519)	0.000455 (0.000646)	-0.0000569 (0.0000582)	0.000554 (0.000407)
ENGFR	-0.00798* (0.00382)	-0.0168 (0.0434)	-0.00803** (0.00271)	-0.0104 (0.0136)	-0.00128 (0.00745)	0.00315 (0.00476)
NOLANG	-0.00204 (0.00153)	-0.00348 (0.00271)	-0.000240 (0.00184)	0.00154 (0.0102)	-0.00556 (0.00544)	-0.00628 (0.00508)
MTIME	-0.000861 (0.000944)					
QUE	-0.00546 (0.00398)					
PRAIR	-0.000541 (0.00149)					
AB	-0.00263 (0.00271)					
BC	-0.00178 (0.00358)					
<b>Total</b>	<b>0.246***</b> <b>(0.00699)</b>	<b>0.159***</b> <b>(0.0210)</b>	<b>0.257***</b> <b>(0.00922)</b>	<b>0.289***</b> <b>(0.0415)</b>	<b>0.264***</b> <b>(0.0222)</b>	<b>0.243***</b> <b>(0.0165)</b>
Constant	0.515** (0.164)	-0.0550 (0.503)	0.458* (0.218)	1.365 (0.856)	0.357 (0.512)	0.751 (0.392)
<i>N</i>	64122	7654	36536	2113	5797	11200

Standard errors in parentheses, Source: Original calculations using Canadian Census data

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

	2006 OAXACA DECOMPOSITION RESULTS					
	CANADA	QUEBEC	ONTARIO	PRAIRIES	ALBERTA	LOG_AWKWG
Differential						
Male	6.566*** (0.00698)	6.309*** (0.0202)	6.627*** (0.00906)	6.496*** (0.0485)	6.689*** (0.0217)	6.511*** (0.0167)
Female	6.244*** (0.00703)	6.048*** (0.0219)	6.309*** (0.00898)	6.193*** (0.0355)	6.261*** (0.0226)	6.172*** (0.0172)
Difference	0.322*** (0.00991)	0.261*** (0.0299)	0.318*** (0.0128)	0.303*** (0.0601)	0.428*** (0.0314)	0.339*** (0.0240)
Explained						
AGE	0.0109*** (0.00309)	0.00218 (0.00902)	0.00975* (0.00389)	-0.00182 (0.0103)	0.00968 (0.00908)	0.0277* (0.0114)
AGE2	-0.0104*** (0.00304)	-0.0000171 (0.00867)	-0.00991* (0.00400)	-0.00101 (0.00941)	-0.00700 (0.00751)	-0.0265* (0.0114)
PTIME	0.129*** (0.00370)	0.0903*** (0.00893)	0.123*** (0.00477)	0.154*** (0.0232)	0.165*** (0.0137)	0.153*** (0.00962)

ACTIMMI	0.0000321 (0.000217)	0.000180 (0.00142)	0.000417 (0.000509)	-0.00354 (0.00443)	0.000736 (0.00128)	0.000360 (0.000854)
YSM	-0.0108** (0.00376)	-0.0339** (0.0107)	-0.0175** (0.00546)	0.0117 (0.0284)	0.00564 (0.00910)	0.0158* (0.00785)
YSM2	0.00321 (0.00226)	0.0213** (0.00742)	0.00575 (0.00316)	-0.00348 (0.0187)	-0.00729 (0.00678)	-0.0120* (0.00531)
LGCITY	-0.000314 (0.000265)	-0.00281 (0.00184)	-0.000651 (0.000454)	0 (0)	0 (0)	-0.0000262 (0.000152)
MDCITY	0.000960* (0.000382)	0.00284 (0.00156)	0.00129* (0.000568)	-0.000746 (0.00284)	-0.0000865 (0.000278)	-0.0000484 (0.000334)
WSD	0.00160 (0.00107)	0.000783 (0.00372)	0.000826 (0.00135)	0.00390 (0.00751)	0.000592 (0.00157)	0.00433 (0.00305)
MARRIED	0.00188** (0.000609)	-0.000354 (0.00139)	0.00307*** (0.000929)	0.00806 (0.00823)	-0.000247 (0.000536)	0.00246 (0.00164)
LESSHS	-0.000912** (0.000326)	-0.000531 (0.000743)	-0.00112* (0.000445)	-0.00287 (0.00447)	-0.00132 (0.00119)	0.000227 (0.000692)
UNICOL	-0.00384*** (0.000723)	-0.00577* (0.00228)	-0.00298*** (0.000819)	-0.00159 (0.00708)	-0.00250 (0.00312)	-0.00624** (0.00217)
BACH	-0.00148 (0.00124)	-0.00250 (0.00322)	-0.000639 (0.00159)	-0.0110 (0.00788)	-0.00765 (0.00492)	0.000385 (0.00310)
PRO	0.0134*** (0.00138)	0.0176*** (0.00440)	0.0112*** (0.00172)	0.00655 (0.0101)	0.0184*** (0.00508)	0.0163*** (0.00337)
BLACK	-0.000140 (0.000245)	-0.000417 (0.00142)	-0.000299 (0.000488)	0.00136 (0.00211)	-0.00183 (0.00160)	0.0000197 (0.000337)
US	-0.000843** (0.000265)	-0.00256* (0.00113)	-0.00114** (0.000397)	0.00102 (0.00310)	-0.0000757 (0.000430)	-0.0000674 (0.000274)
UK	0.0000974 (0.000348)	0.000287 (0.000489)	-0.000289 (0.000404)	-0.00144 (0.00209)	0.00187 (0.00146)	0.00178 (0.00122)
SEEURO	0.000139 (0.000160)	-0.000221 (0.000414)	0.000192 (0.000249)	0.000786 (0.00189)	-0.00000284 (0.000398)	0.000800 (0.000649)
AFRICA	0.000595* (0.000251)	0.000889 (0.00168)	0.000208 (0.000231)	0.0000452 (0.000372)	0.000782 (0.000935)	0.0000623 (0.000273)
SAM	0.0000260 (0.000131)	0.000239 (0.000445)	-0.0000404 (0.000206)	-0.000899 (0.00192)	-0.000208 (0.000440)	0.000476 (0.000633)
HKCHN	0.000201 (0.000154)	-0.000581 (0.000719)	0.0000228 (0.0000593)	-0.000836 (0.00433)	-0.0000936 (0.000929)	0.000511 (0.000691)
EASIA	0.000448* (0.000197)	0.000226 (0.000667)	0.000235 (0.000184)	-0.000312 (0.000660)	0.000179 (0.00113)	0.000785 (0.000727)
PHILIP	-0.000428 (0.000478)	-0.0000318 (0.00183)	-0.000873 (0.000474)	0.00507 (0.00441)	0.00306 (0.00341)	-0.000656 (0.00133)
SEASIA	-0.00110**	-0.00134	-0.000894	0.000235	-0.00187	-0.00000918

	(0.000390)	(0.00101)	(0.000587)	(0.000784)	(0.00245)	(0.000261)
CAME	-0.00100** (0.000340)	-0.00303 (0.00174)	-0.000772* (0.000363)	0.0000589 (0.00121)	0.000176 (0.00111)	-0.000152 (0.000454)
OPOB	-0.0000922 (0.000118)	0.00000596 (0.000306)	0.000177 (0.000175)	-0.00243 (0.00241)	0.0000634 (0.000296)	-0.000406 (0.000420)
FRENCH	0.000363 (0.000226)	0.0000579 (0.00360)	0.00000722 (0.0000408)	0 (0)	0.000493 (0.000380)	0.000114 (0.000132)
ENGFR	0.000232 (0.000176)	0.00703* (0.00298)	0.0000459 (0.000284)	-0.0000352 (0.000285)	0.0000370 (0.000206)	0.000199 (0.000473)
NOLANG	0.00104*** (0.000315)	0.00251 (0.00158)	0.000701* (0.000341)	0.0000691 (0.00149)	0.00130 (0.00126)	0.000876 (0.000827)
MTIME	0.0000564 (0.0000850)					
QUE	-0.00304*** (0.000721)					
PRAIR	-0.0000182 (0.000199)					
AB	0.00000563 (0.0000979)					
BC	0.000875** (0.000276)					
<b>Total</b>	<b>0.130***</b> <b>(0.00469)</b>	<b>0.0924***</b> <b>(0.0123)</b>	<b>0.120***</b> <b>(0.00596)</b>	<b>0.161***</b> <b>(0.0340)</b>	<b>0.178***</b> <b>(0.0167)</b>	<b>0.180***</b> <b>(0.0118)</b>
Unexplained						
AGE	-0.566 (0.437)	-1.093 (1.348)	-0.226 (0.556)	-3.679 (2.790)	0.00560 (1.273)	-1.396 (1.090)
AGE2	0.259 (0.227)	0.435 (0.703)	0.0679 (0.289)	2.071 (1.443)	0.0156 (0.658)	0.786 (0.573)
PTIME	-0.0285*** (0.00472)	-0.00490 (0.0145)	-0.0295*** (0.00579)	-0.0252 (0.0146)	-0.0592*** (0.0156)	-0.0267* (0.0129)
ACTIMMI	0.00845 (0.0224)	0.00583 (0.0737)	0.0174 (0.0292)	0.0416 (0.116)	0.0131 (0.0676)	-0.0366 (0.0512)
YSM	0.0278 (0.0568)	0.217 (0.175)	-0.00360 (0.0739)	-0.238 (0.322)	-0.166 (0.167)	0.118 (0.140)
YSM2	-0.0582 (0.0306)	-0.166 (0.0892)	-0.0327 (0.0385)	0.134 (0.239)	0.0203 (0.101)	-0.135 (0.0798)
LGCITY	-0.0853** (0.0277)	0.104 (0.181)	-0.117** (0.0397)	0 (0)	0 (0)	-0.0924 (0.0635)
MDCITY	-0.00579 (0.00775)	-0.00216 (0.00525)	-0.00207 (0.00736)	0.210 (0.166)	-0.170 (0.0888)	-0.00702 (0.00393)
WSD	0.0126** (0.00408)	0.0117 (0.0134)	0.0123* (0.00526)	0.0448 (0.0251)	0.0218 (0.0118)	0.00860 (0.00944)

MARRIED	0.130*** (0.0198)	0.0590 (0.0494)	0.148*** (0.0252)	0.371 (0.213)	0.147 (0.0776)	0.125** (0.0474)
LESSHS	0.00976* (0.00411)	0.0378** (0.0132)	0.00804 (0.00518)	-0.0354 (0.0352)	-0.00357 (0.0129)	0.00412 (0.00979)
UNICOL	0.00591 (0.00867)	0.00749 (0.0278)	0.00647 (0.0108)	-0.0628 (0.0464)	-0.000822 (0.0296)	0.0167 (0.0228)
BACH	-0.0126* (0.00607)	-0.0190 (0.0181)	-0.00419 (0.00779)	-0.0474* (0.0240)	-0.0193 (0.0207)	-0.0234 (0.0156)
PRO	-0.00941* (0.00470)	-0.00330 (0.0164)	-0.0116 (0.00624)	-0.0446* (0.0196)	-0.00904 (0.0121)	-0.00179 (0.0108)
BLACK	-0.0118*** (0.00300)	-0.0372** (0.0128)	-0.0114** (0.00409)	-0.00976 (0.0107)	-0.0109 (0.00833)	0.00424 (0.00321)
US	0.00271 (0.00184)	0.00675 (0.00364)	0.000804 (0.00192)	0.0148 (0.0146)	-0.00138 (0.00717)	0.00689 (0.00628)
UK	0.0105*** (0.00299)	0.00352 (0.00387)	0.00888* (0.00403)	0.0192 (0.0183)	0.0209 (0.0112)	0.00581 (0.00834)
SEEURO	0.0103* (0.00510)	0.000233 (0.0167)	0.0157* (0.00750)	-0.0256 (0.0302)	-0.00271 (0.0132)	0.00974 (0.00740)
AFRICA	-0.000459 (0.00294)	0.00438 (0.0146)	0.000788 (0.00320)	-0.00946 (0.0112)	-0.00983 (0.00989)	-0.00186 (0.00574)
SAM	0.00281 (0.00235)	0.0105 (0.00814)	0.00459 (0.00325)	-0.00785 (0.0190)	-0.00733 (0.00557)	-0.00181 (0.00383)
HKCHN	-0.00840* (0.00382)	0.00338 (0.00848)	-0.00673 (0.00454)	-0.0159 (0.0156)	-0.0237* (0.0103)	-0.0149 (0.0145)
EASIA	-0.000459 (0.00160)	-0.00466 (0.00339)	0.0000472 (0.00175)	0.00114 (0.00101)	0.00576 (0.00400)	-0.00300 (0.00650)
PHILIP	0.000210 (0.00238)	0.00719 (0.00376)	-0.00254 (0.00271)	-0.0467 (0.0382)	-0.00242 (0.00950)	0.00558 (0.00770)
SEASIA	-0.00105 (0.00173)	0.00231 (0.00365)	-0.000788 (0.00270)	0.00320 (0.00337)	-0.00476 (0.00638)	-0.00327 (0.00205)
CAME	-0.000477 (0.00265)	0.0132 (0.0117)	-0.00664 (0.00344)	0.00579 (0.00565)	-0.00188 (0.00508)	0.00829 (0.00463)
OPOB	0.000449 (0.000829)	0.000871 (0.000871)	-0.000454 (0.000592)	-0.00204 (0.00237)	0.00238 (0.00336)	0.00179 (0.00413)
FRENCH	0.000818 (0.00226)	0.00536 (0.0261)	0.000202 (0.000157)	0 (0)	-0.000128 (0.000113)	-0.0000329 (0.0000356)
ENGFR	-0.00381 (0.00565)	-0.0149 (0.0591)	-0.00444 (0.00372)	-0.00188 (0.00841)	-0.00642 (0.00689)	0.00372 (0.00612)
NOLANG	-0.00190 (0.00188)	-0.0144* (0.00565)	0.00352 (0.00203)	0.00182 (0.00396)	-0.00689 (0.00679)	-0.00698 (0.00688)
MTIME	-0.000118 (0.000593)					

QUE	0.000860 (0.00630)					
PRAIR	-0.00408** (0.00144)					
AB	-0.00266 (0.00360)					
BC	-0.00563 (0.00468)					
<b>Total</b>	<b>0.191*** (0.00886)</b>	<b>0.169*** (0.0270)</b>	<b>0.198*** (0.0115)</b>	<b>0.143** (0.0447)</b>	<b>0.250*** (0.0278)</b>	<b>0.159*** (0.0214)</b>
Constant	0.516* (0.206)	0.592 (0.683)	0.364 (0.261)	1.475 (1.218)	0.504 (0.599)	0.805 (0.502)
<i>N</i>	58468	7850	33670	1302	5105	10259

Standard errors in parentheses, Source: Original calculations using Canadian Census data

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$