A Comparison of the Earnings of Immigrants in Canada, United States, Australia and Germany

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#1882902

Major Paper presented to the Department of Economics of the University of Ottawa in partial fulfillment of the requirements of the M.A. Degree

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Ottawa, Ontario
May, 2000

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I. Introduction

The legislation on employment equity is designed to protect the rights of all persons to equitable treatment in employment, but particularly those who belong to groups designated as disadvantaged. In Canada, for example, the stated purpose of the 1986 Federal Employment Equity Act (Section 2) is to "achieve equality in the work place so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability and, in the fulfillment of that goal, to correct the conditions of disadvantage in employment experienced by women, aboriginal peoples, persons with disabilities and persons who are, because of their race or color, is a visible minority in Canada". In this paper I would like to test the hypothesis that immigrants could be defined as such disadvantaged group.

This paper is a comparative study. It investigates the earnings of immigrants relative to non-immigrants in four countries: Canada, the United States, Australia and Germany. Also, in this paper I address the question of the effects of gender, marital status, educational attainment, years since migration and country of origin as key explanatory factors on the earnings gap between different groups of immigrants. Although wages are only one aspect of labour market performance, comparisons based on wage rates are widely used to describe the labour-market disadvantages of paid employees in the designated groups.

In general, studies in economic performance of immigrants are very important in order to define the role of immigrants in the labour market and to help policy makers adjust

admission criteria to enhance the earnings of immigrants and their contribution to the country to which they immigrated. The comparison of cross country differences in economic performance of immigrants seems to be very interesting, especially for countries with large amount of immigrants, such as Canada, Australia and United States, in terms of the analysis of the effectiveness of immigration policy in these countries.

This paper proceeds as follows. Section II briefly describes immigration policy in the four countries of interest and summarizes previous findings. Section III describes the data and discusses the definitions of the population of interest, the measure of earnings, and the taxonomy of the independent variables. Section IV presents the results in terms of descriptive statistics, Section V contains an analysis of the econometric results, and Section VI concludes the paper by discussion the interpretation one might place on these results. An appendix presents the sensitivity of results to changes in model specification and gives some technical details.

II. Literature and Issue Review

IMMIGRATION POLICY

Among the objectives of immigration policy in the discussed countries, the more important ones are those related to the promotion of national and regional economic prosperity, family reunification, and the fulfillment of international legal obligations with respect to refugees.

Immigrants to Canada are admitted under various classes: family class, assisted relatives, independent class, business class, Convention refugees, and the designated class. The family class, Convention refugees, and the designated class are admitted under humanitarian considerations, while the independents, business immigrants, and assisted relatives are required to pass a selection test to determine how well they would perform in the Canadian economic environment.

The immigrant class structure in Canada is closely related to the attainment of economic objectives. Individuals qualifying under the family class are admitted for reasons of family reunification, while the independents and the business class are admitted solely for economic considerations. Assisted relatives are admitted for both economic and family reunification considerations, whereas the admission of Convention refugees and the designated class is directly linked to the fulfillment of Canada's international legal obligations. The independents are those who apply on their own without a Canadian sponsor and who have to pass a selection test. The

"point" system used in the assessment of independents and assisted relatives came into existence in 1967, but has undergone a series of revisions at various times. The points related to independent immigrants included not only the basic factors as age, education, and French and English language proficiency, but also factors such as intended occupation, personal suitability, previous work experience (in the intended occupation), specific vocational preparation (skills required to pursue the candidate's intended occupation), pre-arranged employment, designated occupation (which refers to occupations in heavy demand), location (designated areas that were believed to experience labour shortages carried bonus points), and the presence of a relative in Canada. There are some important differences in the way assisted relatives and independents are assessed. The list of selection factors governing assisted relatives is much shorter. Among the requirements that they are exempted from, the most important ones are language proficiency and pre-arranged employment. In addition, since assisted relatives receive bonus points, they need to score fewer points than the independents on the other selection factors in order to qualify for admission.

The immigration system in Australia is nearly identical to the Canadian one. Australia accepts people from overseas for permanent settlement under two main migration programs: the Migration Program and the Humanitarian Program. As in Canada, migrants to Australia are not selected because of their race, gender or culture. Instead, the right to migrate depends on such things as skills, health, age, finances, ability to speak English and whether potential immigrants have family or business contacts in Australia. Immigrants fall into two main categories for a place in the Migration

Program: half the 70,000 places each year go to skilled migrants as Australia seeks those migrants who have skills and qualifications to improve the society and the economy. These categories are Skilled Migrants and Business Migrants. The other half of the Migration Program places go to family reunion and resettlement of former residents and citizens, and for the families of New Zealanders. These categories are Family Migrants and Special Eligibility.

Unlike in Canada and Australia, the immigration policy in the United States is mostly based on family reunification. The 1965 corrections to the Immigration and Nationality Act (and the revisions that followed in the immigration laws through the 1980s) are the key laws that regulate the process of legal immigration into the United States. A certain number of persons are permitted to enter every year. About 80 per cent of that limited number of people who can get visas is made up of "close" relatives of US citizens or residents: unmarried adult children of the US citizens, siblings of adult US citizens, and spouses of the US residents. Among relatives of adult US citizens, there are categories, which are automatically entitled to entry into the country (for example, parents and spouses) and do not have to apply for the visas and go through all required procedures. The evidence shows that more immigrants enter the United States under "automatically qualify for entry" than under all family reunification preferences combined. Just about 20 percent of the total number of limited visas go to immigrants on the basis of their skills. Therefore, only a small percentage of the US immigrants who enter the country because of their skills receive visas. The determination of refugee status and the allocation of refugee visas to

applicants reflect the US political environment. The US legislation sets an annual limit on the number of refugees granted admission. However, the actual number of authorised refugee entries depends on political conditions in the source countries and in the United States. People who do not qualify for either "relative" or "skilled-based" visas find that the entering as a refugee is the only legal way. Many prospective immigrants take advantage of the situation and try to apply as a refugee in order to get those benefits

In Germany, the immigration system is less restrictive than in other European countries and known as "temporary" immigration. Unlike Canada and Australia, Germany is not considered to be traditional immigrant country. There is no active labour immigration policy there. However, a German immigration policy exists. It is based on ethnicity, the rejection of permanent non-German immigration, and the adjustment of migration measures to the conditions of the labour market. The evidence shows that ethnic Germans from other countries have a priority in admitting citizenship. Therefore, the German immigration policy accept those who have German roots. Also, in the 1950s and 1960s there was an active recruitment policy of foreign workers to fulfil the needs of the labour market. Since 1973 Germany has made some attempts to induce return migration. There were active labour recruitment policies in many western European countries that came to a halt at the time of the first oil crisis in 1973. However, assimilation policies turned out not to be very successful. Unlike Australia and Canada, Germany accepts its immigrants mainly based on family matter policy or "easy workers" policy, not skill-based policy. Since Germany is not

an immigrant country and does not have strong immigration policy, the proportion of immigrants there is less than in Canada, Australia and the United States.

Hence, among the objectives of the immigration policy in the United States and in Germany, the more important ones are those related to family reunification and the fulfilment of international legal obligations with respect to refugees; those related to the promotion of national and regional economic prosperity promotion are less important.

SUMMARY OF PREVIOUS FINDINGS

There are a few studies that have addressed the issue of the effectiveness of the immigrant selection system. For example, Duleep and Regets (1992) tried to examine whether the Canadian immigrant selection system, which places strong emphasis on economic criteria, is more effective than the US immigration system, which is largely based on family reunification, by comparing the experience of immigrants in the two countries. The authors found that although immigrants to Canada were younger at the time of arrival and reported greater language proficiency than those who entered the United States, this did not necessarily translate into an advantage in terms of education and earnings. The authors concluded that the Canadian immigrant selection system is more effective than the US system. However, the above conclusion may be premature, because the study is based on a single census for each country and therefore, is unlikely to capture the effect of different policy regimes on immigrant performance.

Borjas (1993) also made a comparison of the performance of immigrants in Canada and the United States. However, unlike Duleep and Regets, his analysis dealt with immigrants from all countries and was based on pooled data from two census years. He found that immigrants to Canada were more educated and had higher entry earnings than those coming to the US, which in turn was interpreted as evidence that immigrants admitted on economic grounds tend to be more successful than those admitted for family-based reasons. As in the case of Canada, there is very little research on the economic adjustment of immigrant classes even in the United States. The pioneering studies on the subject have been done by Duleep and Regets (1992,

1994, 1996, 1997). Their main findings are as follows. First, although recent immigrants start with low earnings, this initial disadvantage is more than offset by very rapid subsequent growth in earnings. As a result, their earnings tend to converge to the native-born level over time. Second, Duleep and Regets found that, while the declines in admissions on the basis of occupational skills and the corresponding increases in family-based admissions have contributed to a decrease in initial earnings, the same factors have also produced a rapid increase in earnings growth. Third, the authors also found that the earnings of demographically comparable immigrants, regardless of their country of origin, converge over time.

Economic studies of immigrant labour market adjustment have focused on differences in earnings between immigrants and non-immigrants as a function of the immigrant's years since migration (YSM) and arrival cohort. The results for men indicate that immigrant men have lower earnings than similar non-immigrant men immediately after migration. However, the immigrant men experience higher growth in earnings over time, with the magnitude of this difference being the focus of much of the debate in the literature (see Chiswick 1978; Borjas 1985; Bloom and Gunderson 1991; LaLonde and Topel 1992; Baker and Benjamin 1994).

A few studies have reported results on female immigrant earnings differentials. Long (1980) for the US and Akbari (1990) for Canada present regression results based on Census data (for 1969 US earnings in Long and 1980 Canadian earnings in Akbari). Canadian Census data provide information only on marital status and number of

children born within broad age categories (Miller 1987; Smith and Stelcner 1988; Shapiro and Stelcner 1987). In contrast, the 1973 Job Mobility Survey (Boyd et al., 1985) has a unique characteristic for Canada, direct measure of actual reported work experience, and it has been used in studies by R.Meng (1987) and Meng and J. Sentance (n.d). This reported experience variable is used as an alternative to age or a Mincer potential experience variable (i.e. age - education - 5), and serves as the basis for a novel variable for 'hometime' that turns out to have considerable explanatory power. This allows one to control better for past labour market experience and hence to estimate better the net effect on foreign birth on earnings differentials. The analysis focuses only on earnings and not on any non-monetary employment benefits on which no data are available.

As found for men, the coefficients on education and experience themselves are significantly lower for foreign than for native-born, leading to a lower return on standard human capital skills to immigrant women. For immigrant women, the marginal cost of time at home greatly exceeds the human capital returns to work experience because of their very flat earnings profile. Note also that, once home-time variables are introduced into the earnings equation, the traditional term for picking up home-time effects, the number of children variable, turns out to be not at all significant.

Using Census data, Nakamura and Nakamura (1992) found that, on average, the hourly wage rates of immigrant workers, as compared with native workers in Canada,

are higher than is the case in the United States, and that is consistent with the authors' finding that, compared with native populations, immigrant workers in Canada have more education on average than in the United States. At the same time, in Canada, as in the United States, immigrant workers earn lower rates of return on their years of schooling than native workers. Authors found no evidence, however, that this rate-of-return disadvantage is less severe for Canada than for the United States. Nor are the estimated levels for the rates of return on Years of Schooling higher for Canadian than for U.S. working immigrants. Authors concluded that there was no evidence that Canadian immigration policies have been more effective than U.S. policies from an economic perspective.

The study by deSilva (1992) examines the earnings of immigrants, with emphasis on foreign-born visible minorities. Minority women, for example, may earn lower wages because they are victims of double jeopardy based on gender and race. The existing literature on wage discrimination tends to focus on either race or gender, making it difficult to interpret the interaction between these two characteristics. Data obtained from the 1989 Labour Market Activity Survey (LMAS) show that gender and race indeed exert a significant effect on observed wage rates. Only part of the observed gender and racial wage rate differentials can be attributed to differences in the productivity-related characteristics of individuals in these groups. Studies in the US by Chiswick (1978) and Borjas (1985) show that new immigrants earn considerably lower wages, and in a recent Canadian study, Beach and Worswick (1993) also report that immigrant status has a negative effect on the earnings of some female workers,

especially those originating from Third World regions. However, deSilva's (1992) study concludes that there is no detectable, general tendency to discriminate against foreign-born visible minorities in Canada. Where they exist, observed wage differentials can be explained largely by lower compensation for both schooling and work experience acquired abroad.

Christofides and Swidinsky (1994) use the 1989 Labour Market Activity Survey (LMAS) to examine wage differences between white and visible-minority workers. Although they find significant wage differentials between those two groups, they do not explore ethnically based earnings differences within the white and visible-minority aggregate categories. Closer inspection of the data reveals much variation among visible minority groups in annual earnings, hours worked, the proportion of females or immigrants in each group, etc. Accordingly, wage rates are a better measure of labour market opportunity for paid workers than annual earnings (Christofides and Swidinsky 1994, p.35). Additionally, if immigration status is a proxy for a number of labour market disadvantaging factors, color aside, it may contribute to observed wage differentials. In short, one should not generalize the labour market opportunities for visible minorities without distinguishing among the various visible minority groups or the influences of gender, education, work experience, and immigration status. Studies of visible minorities in Canada often begin by acknowledging that they constitute a disadvantaged category with respect to labour markets. Christofides and Swidinsky (1994) employ the 1989 Labour Market Activity Survey (LMAS) to investigate the wage implications of visible minority status and gender status for all age groups. They

find that minority women are especially disadvantaged, but that "the labour market disadvantage of visible minority males is comparable to those of white females"(1994, p.46). They employ a dichotomous variable derived from a self-perception question to capture visible minority membership and acknowledge that "their data do not allow [them] to conduct an analysis of individual minority groups" (ibid.). Consequently, it is not possible to determine whether some visible minority members earn more than their white counterparts, while other visible minority groups earn less. And, while two-thirds of Canada's immigrants are visible minorities, Christofides and Swidinsky conclude that immigrants are "generally not disadvantaged in the Canadian labour market" (1994, p.39).

Bloom, Grenier and Gunderson (1995), on the other hand, used pooled Census data from 1971, 1981, and 1986 to examine the earnings of immigrants. They use a model developed by Chiswick (1978) and Borjas (1985) to explain the logarithm of earnings as a function of human capital variables, such as education and potential experience (age less five years of education), labour market measures (such as the number of weeks worked and the number of hours worked per week), and immigration variables. The immigration variables include a dummy variable distinguishing those born outside Canada to measure "the entry effect", and the number of years since migration to Canada to measure "the assimilation effect". Bloom, Grenier and Gunderson find a negative entry effect (earnings are less for immigrants upon entry into Canada) and a positive assimilation effect (earnings of immigrants tend to grow faster than average). DeSilva (1996) also uses Census data to examine the earnings of immigrants, many of

whom, as noted, are visible minorities. He concludes that differential returns for visible minority immigrants can be explained by differences in the quality of seemingly identical educational qualifications. This conclusion is based upon the fact that no earnings differential (and hence discrimination) was found between Canadian-born visible minorities and Canadian-born whites. DeSilva makes no distinction among different visible minority groups.

Recent studies of immigrant assimilation paint a somewhat pessimistic picture of the future prospects of new immigrants. Grant (1999) uses the 1991 Canadian Census to investigate the validity of these predictions for full-year, full-time male immigrants. She finds that this prediction has not been realized: new immigrants, specifically those arriving in the early 1980s, are experiencing assimilation rates far above those experienced by their predecessors. Furthermore, immigrants arriving in the late 1980s had similar entry earnings to those arriving in the early 1980s, suggesting a suspension of the downward trend in the entry earnings of successive immigrant cohorts.

The gender dimension of employment opportunities of immigrants in Canada cannot be ignored. The problem of racial discrimination toward visible minorities poses a question about Canada being a kinder and gentler society. At the same time, Canada's immigrants increasingly differ from non-immigrants; hence Canada's self-image as an immigration-tolerant society is also at stake.

III. Data and Methodology

DEFINITION OF DATASETS

For my research I used several data sources: for Canada - Canadian Census (1996 PUMF); for the United States - US Census (1990 PUMF); for Australia (1994) and for Germany (1994) - Luxembourg Income Study database. After selecting only those who were employed full-year, worked full-time without self-employment income, were aged from 20 to 64 years, the data sets were reduced to: 75478 observations for Canada, 99749 observations for the United States, 4557 observations for Australia, and 4668 observations for Germany (for details see Appendix Table 1). Observations were included in this paper, for which annual earnings, employment status, usual hours worked per week, weeks worked per year, educational attainment, number of children, immigrant's origin and number of years since migration, or year of migration, were available. Since some variables, like weeks worked (for Australia), immigrant's origin, and time since migration (for Germany) are not available through the Luxembourg Income Study, the analysis based on these variables cannot be done for these countries.

For over a decade the Luxembourg Income Study (LIS) has been involved in harmonizing national survey data on household incomes and income components (e.g., earnings) with a common data framework. By improving data comparability, LIS has achieved one of its major objectives: to facilitate cross-country comparisons of inequality, poverty and other distribution issues.

The LIS project has established a "lowest common denominator" framework of data consistency that permits ready comparability of results from analyses that employ the LIS data. Although data series like educational attainment cannot be readily harmonized, it is possible to isolate the definitional difficulty and clarify its importance.

SAMPLE SELECTION

There are different ways to address the problem that annual earnings differentials involve differences in both wages and hours. The common and straightforward approach that I employ here is to limit the population of interest to workers who worked full time (generally 34 hours per week or more) during the survey period and reported full-year employment during 47 or more weeks, thus eliminating those who had substantial spells of unemployment or part-time employment. Because young workers are often still in training, while older workers are a self-selected group from among those who may be eligible for retirement, I have followed the procedure of restricting my sample to persons aged 20 to 64. I follow the usual procedure of reporting results separately by gender. However, I also pooled males and females together in order to get the explanatory variable for gender earnings differences. Another important technical decision concerns the treatment of self-employment income. In principle, self-employment generates income, which is a mix of labour earnings, returns to capital, and returns to entreprenership. Moreover, self-employment income is notoriously misreported (see Atkinson, Rainwater and Smeeding 1995, Table 3.1), and the definition of a "self-employed worker" varies across nations. Therefore, there is no completely consistent way to expunge the earnings of self-

employed workers, and I decided to delete from the sample all households and persons with any self-employment income at all.

Summing up, the earnings measure is the reported annual earnings of full-year, full-time workers aged 20 to 64 (excluding the self-employed). The dependent variable [ln (Wage)] is the natural logarithm of annual wages and salaries, expressed in national currency units (NCU). I faced the standard estimation problem by observing earnings only for those people who are employed. Although, this presents a potential selection problem, which can result in biased parameter estimates. Correction for a sample selection is not used in this paper (Heckman 1986).

MODEL SPECIFICATION

In order to estimate the regression-adjusted effects of educational attainment and immigration status on annual earnings - net of differences in productivity- and job-related variables - I constructed standard semi-log wage equations, specified as closely as possible across countries. I estimate the parameters of the wage equations for both sexes together and also for males and females separately, using ordinary least squares (OLS) regression. Their independent variables include age, age squared, weekly hours, weeks worked, and dummy variables indicating educational level, marital status, gender and immigration status in terms of immigrants' origin and time since migration.

DEFINITION OF INDEPENDENT VARIABLES

AGE	- age of the person;
AGE^2	- squared age;
Hours	- variable for hours worked full-time per week;
Weeks	- variable for weeks worked per year;
Low*	- dummy variable for low level of educational attainment[1];
Medium*	- dummy variable for medium level of educational attainment;
High*	- dummy variable for high level of educational attainment;
Married	- dummy variable, value is equal to 1 if person currently married;
Children	- variable for number of children in family;
Fem	- dummy variable, values are equal to 1 and 0 for females and males respectively;
Imm	- dummy variable, values are equal to 1 and 0 for immigrant and country born respectively;
ImmEurope	- dummy variable, value is equal to 1 if person is an immigrant from Europe, North America or Australia[2];
ImmAsia	- dummy variable, value is equal to 1 if person is an immigrant from Asia;
ImmAfrica	- dummy variable, value is equal to 1 if person is an immigrant from Africa or South America;
Imm 00-04	- dummy variable, value is equal to 1 if person immigrated in period 00–04 years ago;

[1] - omitted in all regressions

Imm 05-09 - dummy variable, value is equal to 1 if person immigrated in period 05–09 years ago;

Imm 10-14 - dummy variable, value is equal to 1 if person immigrated in period 10–14 years ago;

Imm 15-19 - dummy variable, value is equal to 1 if person immigrated in period 15–19 years ago;

Imm 20+ - dummy variable, value is equal to 1 if person immigrated 20 or more years ago[3].

- - Countries differ substantially in the way in which they organise their educational systems. It is therefore unsurprising that it is not really possible to make any strong cross-country comparisons about educational attainment. I combined similar attainment categories in order to make aggregations more or less consistent in terms of cross-country comparison. Even then, it seems that harmonisation problems, like the effect of the vocational training system in Germany, exist. For the detailed coding assumptions done for educational attainment variables see Appendix Table 6.

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[2] - omitted in all regressions
[3] - omitted in immigrants only regressions

IV. Descriptive Analysis of the Results

The analysis in this paper is based on several data sets that I have constructed. Basically, I have separated the total sample population of each country into a few groups: by gender (males and females) and immigration status (immigrants and natives), and into several subgroups for immigrants by years since migration (YSM) and by region of origin. Such division gives me a possibility to compare those different groups and subgroups and find some patterns typical for each group or for the whole population of interest.

LEVEL OF EDUCATIONAL ATTAINMENT

It is believed that education is a major requirement for success in the labour market. Therefore, it is extremely important to compare the immigrants with the natives in terms of their educational attainments and find out how well are educational levels of immigrants compared with those of native-born people. To address this issue, I consider the proportions of people with low, medium and high levels of education, in both immigrant and native-born populations in each of the four countries.

Table 1: Sample Distribution by Country, Level of Educational Attainment and Detailed Immigrational Status, %

		Non-immigrants	Imm 00-04	Imm 05-09	Imm 10-14	Imm 15-19	Imm 20+	All Immigrants	Total
Canada	low level	44.6	43.1	42.7	42.6	39.0	39.7	40.6	43.8
1995	Medium level	35.9	27.0	30.5	32.0	36.5	35.8	34.0	35.5
	high level	19.5	29.8	26.8	25.4	24.6	24.4	25.4	20.7
	Total	80.1	1.8	3.0	1.8	3.1	10.3	19.9	100.0
United States	low level	36.4	62.6	57.9	55.7	56.7	43.7	54.8	40.2
1991	medium level	36.3	16.7	21.3	22.2	21.6	30.2	22.8	33.5
	high level	27.3	20.7	20.8	22.1	21.6	26.0	22.4	26.3
	Total	79.5	4.3	4.5	3.9	2.8	5.1	20.5	100.0
Australia	low level	50.1	24.6	36.0	44.1	41.4	49.2	44.5	48.6
1994	medium level	32.1	34.4	36.0	35.6	40.6	33.1	34.7	32.8
	high level	17.8	41.0	28.0	20.3	18.0	17.7	20.8	18.6
	Total	74.1	1.3	4.1	2.6	2.8	15.1	25.9	100.0
Germany	low level	47.8	x	x	x	x	x	67.7	48.7
1994	medium level	40.0	x	x	x	x	x	20.8	39.1
	high level	12.2	x	x	x	x	x	11.5	12.2
	Total	95.2	x	x	x	x	x	4.8	100.0

• Table 1 shows that immigrants in Canada have a lower proportion of people with low level of education than non-immigrants. In terms of high level of education, immigrants have a significantly higher percentage in that category than native-born. Recent immigrants tend to be concentrated in the two extreme levels (low and high) of education, with fewer of them in the medium level than earlier immigrants. For example, 27 per cent of immigrants with 00-04 YSM have medium level, compared to 35.8 per cent of those with 20 YSM and more. The percentage growth of the proportion of immigrants with high level of education could be explained by the effectiveness of the Canadian immigrant selection system based on skills. However, the increase in the proportion with low level of education reflects the increased importance of the family and refugee classes.

• In the United States, the share of people with low-level education among immigrants is much higher than that for native-born. Unlike in Canada, natives born in the United States have a quite higher proportion with high level of education than immigrants. If we compare recent immigrants with those who arrived earlier, we notice that immigrants who came recently have a higher percentage of low-educated people than those who came earlier. In terms of high level of education, the proportion is smaller for the recent immigrants than for those who came earlier. The trend is different than that of Canada. The nature of the US immigrant selection system, which is mostly based on family reunification, might be an explanation for such a trend.

• In Australia, immigrants have a lower percentage of low-educated people than native born. Moreover, immigrants have a higher proportion of people with high level of education than natives. This is the same as in Canada. We can observe significant changes in proportions of low level and high level of education among immigrant cohorts over the years. Immigrants who arrived earlier have much lower percentage of high-educated people than those who came recently. This is quite an impressive change! Also, recent immigrants have a significantly lower rate of low-educated people than those who came 20 years ago. Apparently due to positive changes in immigrants selection system, recent Australian immigrants have a higher proportion of educated people and smaller shares of less educated groups.

• In Germany, we can only make a comparison between natives and all immigrants. Immigrants have a higher proportion of people with low level of education than native born, and the gap is big (20 percentage points). On the other hand, the percentages of high-educated people among natives and immigrants are not very different from each other. The explanation for the difference in level of education between immigrants and non-immigrants comes from the nature of immigration policy: the majority of immigrants coming to Germany are those who come as refugees without any screening procedures based on the educational level. As a result, the proportion of people with medium or high levels of education among immigrants is lower than among non-immigrants.

To sum up, Canada and Australia, the traditional immigrant countries with selection mechanism, show an increase in percentage of high educated population among immigrants over the past 20 years, whereas the US shows a decline. The evidence shows (see Table 1) that immigrants tend to be more educated in Canada and Australia than natives of those two countries. Immigrants in the US and Germany have a higher proportion of poorly educated persons than native born.

REGION OF ORIGIN GROUPS AND DETAILED IMMIGRATION STATUS

More than half of immigrants (aged 20 years up to 64) in Canada came 20 or more years ago (see Table 2). Another 40 % are those who arrived 5-19 years ago. Finally, the remaining 8 % are those who came fewer than 4 years ago. In the US, percentages of immigrants in 1991 who came during different periods are nearly unchanged from those in Canada.

It is clearly seen that proportions of immigrants in Australia (1994) are very similar to those in Canada (1996). Nearly 60 % of total immigrant population in 1994 came to Australia 20 or more years ago, and just 5 % of total number is those who arrived about 4 years ago.

About 50 % of the immigrant population in Canada (1996) came from Europe and North America, the traditional immigrant origin countries. In the US (see Chart 2), on the other hand, more than half of the immigrant population came from Africa and South America, new immigrant origin countries. Nearly one third of all immigrants in both Canada (1996) and the US (1991) are made up of persons who came from Asia.

Another interesting point is that the proportion of immigrants who came to Canada from Europe and North America has been declining for the past 20 years (see Chart 1). On the other hand, the proportion of immigrants from Asia has increased significantly. Canadian immigrants from Africa, Central and South America have also increased their proportion.

Table 2: Sample Distribution of Immigrants by Country, Origin Group and Immigrational Status, %

	Region of Origin	Imm 00-04	Imm 05-09	Imm 10-14	Imm 15-19	Imm 20+	Imm Total
Canada	Europe, North America	24.3	25.9	31.1	36.1	67.7	49.4
1996	Asia	54.6	50.3	45.3	41.0	16.7	31.4
	Africa, Central and South America	21.0	23.9	23.6	22.9	15.6	19.2
	Total	8.9	15.1	9.0	15.4	51.7	100
United States	Europe, North America, Australia	8.0	6.6	7.9	10.1	36.2	14.9
1991	Asia	31.8	38.8	39.7	31.6	21.7	32.3
	Africa, Central and South America	60.2	54.6	52.4	58.2	42.1	52.8
	Total	20.8	21.9	19.1	13.5	24.7	100
Australia	Europe, North America	72.1	54.8	58.5	66.4	86.6	75.9
1994	Asia	23.0	37.1	35.6	22.7	7.4	17.3
	Africa, Central and South America	4.9	8.1	5.9	10.9	6.0	6.8
	Total	5.2	15.7	10.0	10.8	58.3	100

Chart 1: Immigrants by Region of Origin, Canada, 1996, %

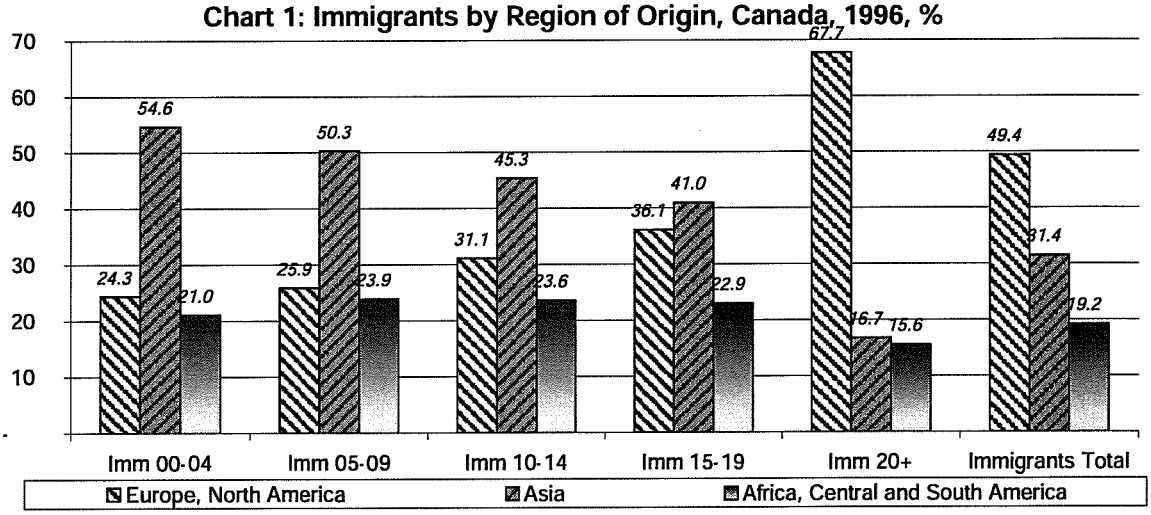


Chart 2: Immigrants by Region of Origin, United States, 1991, %

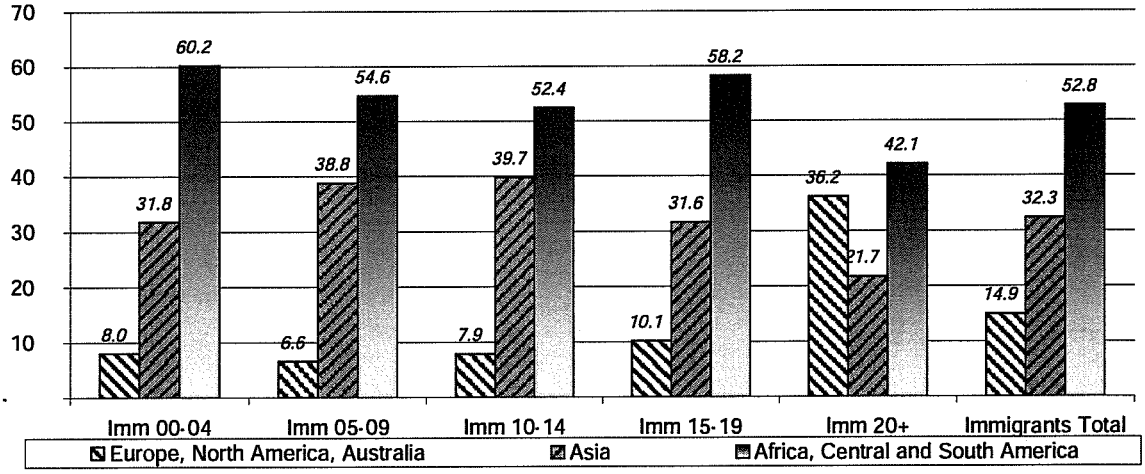
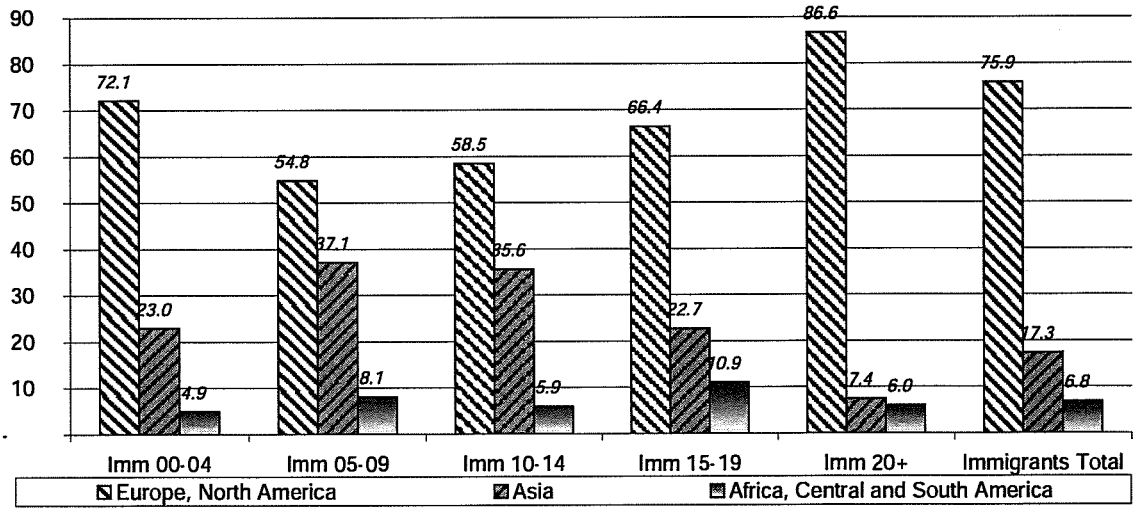


Chart 3: Immigrants by Region of Origin, Australia, 1994, %



As in Canada, the proportion of US immigrants from Europe, North America and Australia has been decreasing for the past 20 years, and the percentages of people from Asia, Africa and South America have been increasing over the years. If we compare proportions in Canada and the US, we may notice that percentage of immigrants from Europe and North America is higher in Canada than in the US. But proportion of arrivals from Africa and South America is much lower in Canada than in the US. This is because of the impact of Mexican immigration in the United States. If we look at immigrants from Asia, the proportions in Canada and the US are similar (Chart 2). In Australia, as in Canada and the US, the proportion of immigrants from Europe and North America has been decreasing until about 9 years prior to the survey, but unlike in Canada and the US, it has started to increase afterwards (Chart 3). Similar to Canada and the US, the proportion of Asian immigrants has been increasing over the years in Australia. Finally, the percentage of Australian immigrants from Africa, and Central and South America is lower during the period of about 4 years prior to the survey compared to what it was during the period of 20 or more years, it is also much lower than those in Canada and the US.

To sum up, Australia somehow maintains its high proportion of immigrants from Europe and North America throughout the period. In the US, the percentage of immigrants from Europe, North America and Australia is overtaken by that of immigrants from Africa and South America. Recent evidence shows that in Canada the proportion of immigrants from Europe and the United States became much lower over the years and was overtaken by the proportion of Asian immigrants.

AVERAGE ANNUAL EARNINGS AND MEAN VALUES OF OLS REGRESSION VARIABLES

Looking at mean earnings of males and females (Appendix Table 2) in all four countries, we can see similar inequality. In Canada females earn 72.9 per cent of males earnings on average; in the United States – 69.4 per cent; in Australia – 76.2 per cent and in Germany – 72.2 per cent. We can see that there is a cross-country difference in the earnings differentials between immigrants and non-immigrants (Chart 4): in Australia immigrants earn more on average than non-immigrants, while they earn less in the other countries. In Canada, immigrants earn almost as much as non-immigrants. In Germany and the United States, on the other hand, differences in earnings between immigrants and natives are bigger; native males and females earn much more than immigrant males and females respectively.

Since we expect a positive relation between level of earnings and level of education, such cross-country earnings difference between immigrants and non-immigrants are related to levels of educational attainment for those groups in different countries, which could be explained by differences in immigration policies among countries.

Chart 4: Immigrants average earnings as a share of non immigrant average earnings, %

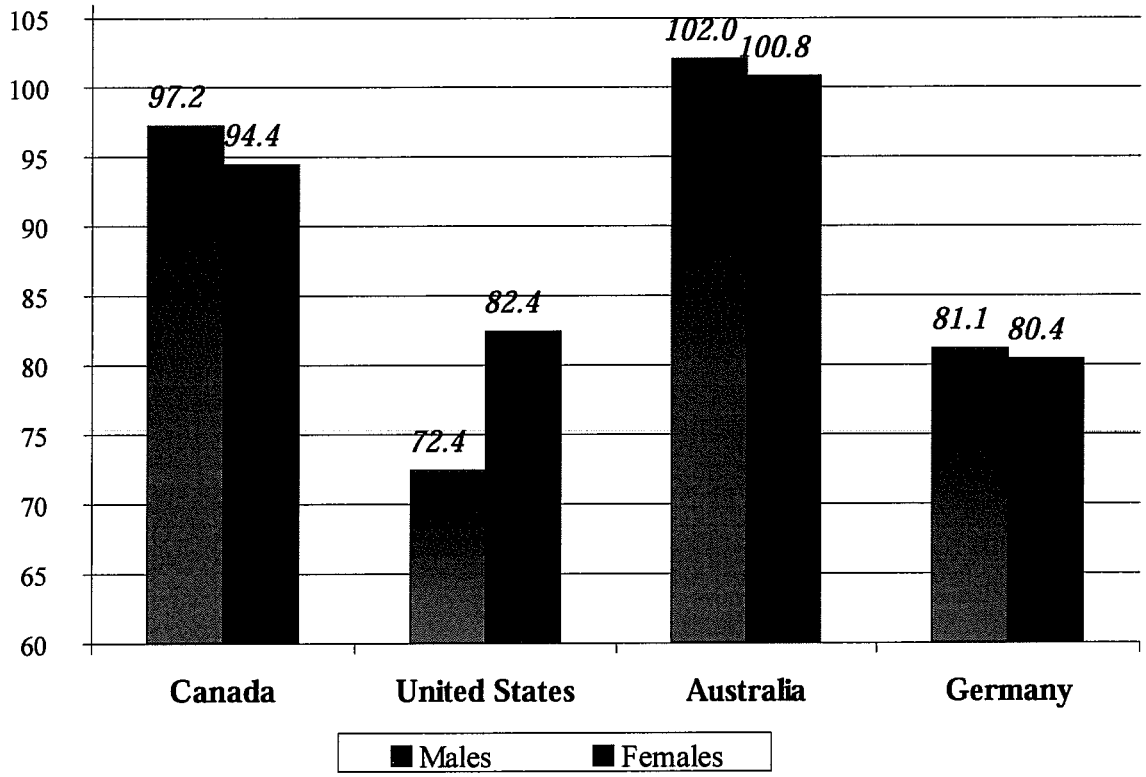


Table 3: Mean Values of OLS Variables by Country, Gender and Immigrational Status

		Males & Females			Males			Females		
		Non-immigrant	Immigrants	Total	Non-immigrant	Immigrants	Total	Non-immigran	Immigrants	Total
Canada	Age	39.23	42.35	39.85	39.40	42.63	40.03	38.98	41.95	39.58
1995	Age*Age	1,634.25	1,894.84	1,686.16	1,648.14	1,922.77	1,702.19	1,613.25	1,854.15	1,662.09
	Hours worked (FT)	43.35	43.45	43.37	44.84	44.70	44.81	41.10	41.63	41.21
	Weeks worked (FY)	51.47	51.37	51.45	51.47	51.38	51.45	51.48	51.34	51.45
	Medium level of educ	35.92%	33.99%	35.53%	35.83%	34.76%	35.62%	36.06%	32.88%	35.41%
	High level of educ	19.52%	25.38%	20.69%	19.08%	26.70%	20.58%	20.19%	23.46%	20.85%
	Married	58.69%	72.14%	61.37%	62.69%	76.29%	65.37%	52.64%	66.11%	55.37%
	Number of children	1.15	1.40	1.20	1.26	1.48	1.30	0.98	1.28	1.04
	Fem	39.81%	40.71%	39.99%	x	x	x	x	x	x
	Imm	x	x	19.92%	x	x	19.68%	x	x	20.28%
	ImmAsia	x	31.45%	6.26%	x	30.60%	6.02%	x	32.68%	6.63%
	ImmAfrica	x	19.16%	3.82%	x	17.99%	3.54%	x	20.85%	4.23%
	Imm 00-04	x	8.85%	1.76%	x	8.94%	1.76%	x	8.73%	1.77%
	Imm 05-09	x	15.05%	3.00%	x	15.57%	3.06%	x	14.30%	2.90%
	Imm 10-14	x	8.99%	1.79%	x	8.70%	1.71%	x	9.41%	1.91%
	Imm 15-19	x	15.40%	3.07%	x	14.92%	2.94%	x	16.09%	3.26%
	Imm 20+	x	51.71%	10.30%	x	51.87%	10.21%	x	51.47%	10.44%
	LOG(Wage)	10.38966	10.31679	10.37515	10.50615	10.44297	10.49372	10.21355	10.13297	10.19721
United States	Age	37.81	35.92	37.42	37.82	35.48	37.30	37.79	36.70	37.60
1991	Age*Age	1,548.22	1,403.30	1,518.67	1,550.51	1,371.49	1,511.11	1,545.10	1,459.05	1,529.55
	Hours worked (FT)	44.50	43.27	44.25	45.85	43.93	45.43	42.63	42.11	42.54
	Weeks worked (FY)	48.35	46.47	47.97	48.88	46.61	48.38	47.63	46.21	47.37
	Medium level of educ	36.66%	22.81%	33.83%	34.93%	20.63%	31.78%	39.02%	26.62%	36.78%
	High level of educ	27.69%	22.70%	26.67%	28.62%	22.32%	27.24%	26.40%	23.38%	25.86%
	Married	57.76%	56.46%	57.50%	62.21%	57.26%	61.12%	51.66%	55.06%	52.28%
	Number of children	0.82	1.12	0.88	0.85	1.12	0.91	0.78	1.11	0.84
	Fem	42.19%	36.32%	41.00%	x	x	x	x	x	x
	Imm	x	x	20.39%	x	x	22.01%	x	x	18.07%
	ImmAsia	x	32.19%	6.56%	x	28.81%	6.34%	x	38.11%	6.89%
	ImmAfrica	x	52.66%	10.74%	x	57.27%	12.60%	x	44.58%	8.06%
	Imm 00-05	x	21.22%	4.33%	x	23.58%	5.19%	x	17.09%	3.09%
	Imm 06-10	x	22.06%	4.50%	x	22.43%	4.94%	x	21.42%	3.87%
	Imm 11-15	x	18.83%	3.84%	x	18.57%	4.09%	x	19.29%	3.48%
	Imm 16-20	x	13.29%	2.71%	x	12.71%	2.80%	x	14.30%	2.58%
	Imm 21+	x	24.60%	5.02%	x	22.72%	5.00%	x	27.90%	5.04%
	LOG(Wage)	10.00152	9.69417	9.93884	10.15431	9.77031	10.06981	9.79217	9.56069	9.75035
Australia	Age	36.45	40.77	37.57	37.27	41.56	38.41	34.79	38.99	35.82
1994	Age*Age	1,447.71	1,762.33	1,529.09	1,507.14	1,827.18	1,592.02	1,327.68	1,616.68	1,398.49
	Hours worked (FT)	42.36	41.97	42.26	43.10	42.84	43.03	40.88	40.01	40.67
	Medium level of educ	32.82%	34.27%	33.20%	37.34%	39.23%	37.85%	23.69%	23.13%	23.56%
	High level of educ	17.36%	20.16%	18.08%	15.65%	21.31%	17.15%	20.81%	17.56%	20.01%
	Married	62.21%	74.54%	65.40%	66.28%	76.70%	69.04%	53.98%	69.68%	57.83%
	Number of children	0.69	0.72	0.70	0.82	0.81	0.82	0.43	0.53	0.46
	Fem	33.12%	30.81%	32.52%	x	x	x	x	x	x
	Imm	x	x	25.87%	x	x	26.52%	x	x	24.50%
	ImmAsia	x	18.52%	4.79%	x	17.22%	4.57%	x	21.43%	5.25%
	ImmAfrica	x	7.44%	1.92%	x	8.14%	2.16%	x	5.86%	1.44%
	Imm 00-04	x	5.02%	1.30%	x	5.07%	1.35%	x	4.90%	1.20%
	Imm 05-09	x	17.58%	4.55%	x	16.99%	4.51%	x	18.88%	4.63%
	Imm 10-14	x	9.70%	2.51%	x	8.44%	2.24%	x	12.52%	3.07%
	Imm 15-19	x	10.30%	2.66%	x	10.56%	2.80%	x	9.72%	2.38%
	Imm 20+	x	57.40%	14.85%	x	58.93%	15.63%	x	53.97%	13.23%
	LOG(Wage)	10.24923	10.27997	10.25718	10.33528	10.37324	10.34534	10.07546	10.07051	10.07424
Germany	Age	39.34	36.74	39.20	40.06	37.21	39.90	37.79	35.63	37.68
1994	Age*Age	1,666.02	1,429.52	1,652.45	1,720.13	1,464.74	1,705.06	1,549.40	1,345.97	1,538.44
	Hours worked (FT)	43.27	42.58	43.23	44.01	43.71	43.99	41.69	39.90	41.59
	Weeks worked (FY)	49.61	47.65	49.50	49.77	48.96	49.72	49.27	44.53	49.01
	Medium level of educ	40.35%	22.26%	39.32%	35.25%	17.39%	34.20%	51.35%	33.81%	50.40%
	High level of educ	15.25%	11.72%	15.05%	16.95%	12.92%	16.71%	11.58%	8.88%	11.44%
	Married	61.46%	80.29%	62.54%	67.12%	85.39%	68.19%	49.27%	68.19%	50.29%
	Number of children	0.62	1.08	0.65	0.74	1.24	0.77	0.37	0.70	0.39
	Fem	31.69%	29.65%	31.58%	x	x	0.00%	x	x	100.00%
	Imm	x	x	5.74%	x	x	5.90%	x	x	5.39%
	LOG(Wage)	10.78375	10.59547	10.77295	10.86874	10.70525	10.85910	10.60057	10.33502	10.58626

As we have seen, immigrants in Canada and Australia are more educated than non-immigrants. At the same time for immigrants in the United States and Germany, the proportions of people with a low level of education are significantly higher than it is the case with non-immigrants in these countries. One more interesting point could be made by looking at levels of education between immigrants and native-born people by gender (Table 3). In Canada, male immigrants seem to be more educated than male natives.

For females, immigrants also are more educated than non-immigrants do. In Australia, male immigrants are also more educated than male natives, but for females the picture is reversed, since immigrants appear to be less educated than female natives. On the other hand, in Germany and in the United States immigrants, of both sexes are less educated than non-immigrants.

For Canada and Australia, the explanation for differences in education between male natives and male immigrants may come from an immigration-policy-based selection procedure. Highly educated immigrants, after going through the selection procedure of the point system, are more likely come to Canada and Australia under independent category. Given that the main applicants of prospective immigrant family are primarily males, they are more likely to be screened for occupational suitability and job readiness than females. Primary applicants in occupations that are in short supply or those who have jobs prearranged in the country of destination are given preference in the immigrant intake. They are more likely to enter the country with jobs ready for them. Immigrant women, on the other hand, usually come in as an accompanying part of the

family (rather than as the primary applicant). Hence, they are not screened on the basis of educational qualifications and more susceptible to lose part of their human capital or not getting its full return. However, this is not completely the true for Canada, since female immigrants are also more educated than non-immigrant females.

There is one more interesting difference between immigrants and non-immigrants, namely the percentage of married people (see Table 3). In Canada, 72.1 per cent of immigrants are married, while it is the case for only 58.7 per cent of non-immigrants. There is a similar situation in Australia, where 74.5 per cent of immigrants are married, and only 62.2 per cent of non-immigrants. In Germany, there is even bigger gap between married immigrants and non-immigrants: 80.3 per cent of immigrants are married and only 61.5 per cent of non-immigrants are married. Therefore, in all three countries, immigrants are more likely to be married than non-immigrants. On the other hand, in the United States we observe that the proportion of married people for immigrants is even less (57 per cent), than the share of married non-immigrants (58 per cent).

V. OLS REGRESSIONS RESULTS

In Tables 4, 5 and 6, I have the main results of the OLS regressions. Detailed results of the different model specifications are presented in Appendix Tables 3, 4 and 5.

I basically took several steps in model construction by adding successively more explanatory variables to my basic regressions. From the basic model, which includes as independent variables age, hours worked, education, marital status, number of children and gender (Appendix Table 3.1), I added a dummy variable for immigration status (Appendix Table 3-2, Basic Model+Immigrants). Thus, the coefficient for the dummy variable for immigrants shows the difference in earnings between immigrants and non-immigrants. In spite of the fact that I change my model, the values of all other coefficients remain basically unchanged. The next step is to add a variable for weeks worked during the year (Appendix Table 3-3, Basic Model + Weeks Worked + Immigrants). As it was with the dummy variable representing immigrants, the values of the other coefficients remain basically unchanged, so the results are robust to the inclusion in the model the variable for the weeks worked.

In the next stage of full model construction, I added dummy variables for the immigrants' origin and I divided immigrants into several groups by time since immigration, in order to see time pattern of immigrant earnings growth trend (Appendix Table 3-4 and 3-5). For the first part I have three subgroups of immigrants: those who came from Europe, North America or Australia; those who came from Asia; and those from Africa or Central and South America.

For all models, countries and groups, values of coefficients related to age and age squared look natural – we always have concave functions as a result of negative sign of coefficient for age squared (see Appendix Table 3,4 and 5). All coefficients are statistically significant.

Given these full models, we are able to compare only two countries Canada and the United States, because there are variables missing to construct full models for Australia and Germany (Appendix Table 3-5). The model specification with or without weeks worked for Canada and the United States, the values of the other coefficients are basically unchanged. Therefore, even if we do not have weeks worked for Australia, It is likely, that we can compare result for Australia with results for Canada and United States. For Germany, there is no information on year of immigration and immigrants origin, therefore the models of Appendix Tables 3-4 and 3-5 (Basic Model + Immigrants Origin + Immigrants Subgroups) cannot be estimated. The same steps are repeated for a sample of non-immigrants only (Appendix Tables 4-1 and 4-2) and of immigrants only ((Appendix Tables 5-1 to 5-4).

Table 4 shows selected results from human capital regressions for four countries for the combined sample of immigrants and natives (for full details see Appendix Table 3.4 and 3.5). For each country I have run these regressions for three data sets, namely total population, males and females.

We may notice that there is a positive relation between the level of educational attainment and the level of earnings, as expected. Since the variable for a low level of education is omitted, the coefficients of the variables corresponding to a medium level of education and a high level show, respectively, differences in earnings compared to people with a low level of education. People with a medium level of education are supposed to earn 19.8 per cent more than those with a low educational level, and people with a high level of education earn 50.1 per cent more than those with a low level. In the United States, people with a medium level of education earn 21.9 per cent more than those with a low level, and people with a high level earn 56.3 per cent more than people with a low educational level.

In Australia, people with a medium level earn 12.7 per cent more than people with a low level, and people with high level earn 30.0 per cent more than those with a low level. In Germany, people with a medium level earn 9.8 per cent more than people with a low level, and those with a high level earn 43.4 per cent more than people with a low level of education. Different levels of inequality in each country could explain these differences among our four countries. For example, a high inequality in the United States gives us an explanation for the largest gap in the earnings among different educational groups. However, such an interpretation should be made with care, because of the difficulties in reconciliation the educational groups; there is a unique survey methodology in each country, and the categories are not completely consistent even after the reconciliation.

It is also interesting to look at the coefficients of the levels of education in the regressions for men and women separetely (see Table 4). In Canada, men with a medium level of education earn 18.2 per cent more than those with a low educational level, while those with a high level earn 46.7 per cent more. Women with a medium level of education supposed to earn 20.8 per cent more than women with a low educational level, and women with a high level earn 55.2 per cent more.

In the United States, men with a medium level of education appear to earn 20.1 per cent more than men with a low educational level, and men with a high level earn 53.1 per cent more than men with a low level. Women with a medium level of education earn 22.7 per cent more than those with a low educational level, and women with a high level earn 58.0 per cent more than those with a low level.

In Australia, men with a medium level of education are likely to earn 11.2 per cent more than men with low educational level, and men with high level earn 29.6 per cent more than men with low level. Women with medium level of education are supposed to earn 13.8 per cent more than those with low educational level, and women with high level earn 31.0 per cent more than women with low level.

In Germany, males with a medium level of education may earn only 6.2 per cent more than males with a low educational level, and males with a high level earn 45.2 per cent more than males with low level of education. Women with a medium level of education, on the other hand, are estimated to earn 17.4 per cent more than women a with low

educational level, and women with a high level earn 34.5 per cent more than women with a low level.

Thus, in all countries and for all educational groups except the high-educated population in Germany, females tend to have higher earnings inequality caused by the differences in education levels.

For the total population, not separated by gender, I constructed special dummy variables for gender. Since the variable for males is omitted, the coefficient for variable presenting females shows difference in earnings between men and women (Table 4). Therefore, in Canada, females appear to earn 27.3 per cent less than males; in the United States - 27.5 per cent less than males; in Australia - 18.5 per cent less and in Germany - 20.8 per cent less. These numbers clearly show gap in earnings between males and females.

With the dummy variable standing for general immigrational status we can get values for coefficient that presents the difference in earnings between immigrants and non-immigrants, regardless of when and where the immigrants came from (see Appendix Table 3-2). Confirming the expectations, this coefficient always has a negative sign, which means that the immigrants earn less than the native born people.

Table 4: OLS Results, Sample of Immigrants and non-immigrants

		Males & Females		Males		Females	
		Coeff.	[t]	Coeff.	[t]	Coeff.	[t]
Canada	Medium level of educ	0.1984	492.61	0.1821	344.00	0.2081	336.32
(source: Appendix	High level of educ	0.5080	1061.61	0.4670	741.34	0.5524	751.87
Table 3-5)	Fem	-0.2727	-730.61	x	x	x	x
	ImmAsia	-0.1838	-185.83	-0.2358	-180.79	-0.1017	-67.52
	ImmAfrica	-0.1190	-107.89	-0.1777	-119.38	-0.0324	-19.92
	Imm 00-04	-0.3655	-242.10	-0.3829	-194.27	-0.3415	-146.47
	Imm 05-09	-0.1994	-162.19	-0.1808	-113.20	-0.2231	-116.48
	Imm 10-14	-0.0781	-53.14	-0.0365	-18.65	-0.1338	-60.72
	Imm 15-19	-0.0433	-36.92	-0.0412	-26.38	-0.0408	-23.13
	Imm 20+	0.0338	50.56	0.0512	58.73	0.0093	8.96
United States	Medium level of educ	0.2188	500.04	0.2005	346.55	0.2268	343.11
(source: Appendix	High level of educ	0.5625	1182.55	0.5307	858.67	0.5792	780.38
Table 3-5)	Fem	-0.2754	-732.55	x	x	x	x
	ImmAsia	-0.0968	-73.40	-0.1376	-79.99	-0.0403	-19.90
	ImmAfrica	-0.1954	-156.75	-0.2326	-145.05	-0.1425	-72.65
	Imm 00-05	-0.1900	-134.35	-0.1475	-82.72	-0.2302	-98.95
	Imm 06-10	-0.0607	-42.95	-0.0295	-16.28	-0.0877	-39.21
	Imm 11-15	0.0205	14.23	0.0232	12.54	0.0287	12.66
	Imm 16-20	0.0332	21.52	0.0387	19.39	0.0301	12.55
	Imm 21+	0.1178	104.63	0.1396	94.30	0.0869	50.97
Australia	Medium level of educ	0.1207	205.65	0.1124	169.75	0.1379	114.73
(source: Appendix	High level of educ	0.3005	415.03	0.2958	342.31	0.3104	238.03
Table 3-4)	Fem	-0.1854	-321.48	x	x	x	x
	ImmAsia	-0.0723	-50.79	-0.0876	-52.55	-0.0708	-26.46
	ImmAfrica	0.0177	9.06	0.0584	27.17	-0.0977	-23.11
	Imm 00-04	-0.1867	-80.52	-0.2998	-114.20	0.1048	22.66
	Imm 05-09	-0.0817	-58.54	-0.1022	-62.75	-0.0427	-16.40
	Imm 10-14	0.0095	5.48	0.0012	0.57	0.0051	1.65
	Imm 15-19	-0.0492	-29.64	-0.0111	-5.90	-0.1294	-39.04
	Imm 20+	-0.0127	-16.32	0.0075	8.41	-0.0580	-38.00
Germany	Medium level of educ	0.0978	15.32	0.0622	7.94	0.1744	16.41
(source: Appendix	High level of educ	0.4341	50.62	0.4519	45.67	0.3453	20.88
Table 3-3)	Fem	-0.2085	-32.68	x	x	x	x
	Imm	-0.0860	-6.96	-0.1064	-7.21	-0.0541	-2.51

In all four countries, immigrants earn less than non-immigrants. There is a possibility to explore these numbers a little bit deeper, if we look at the regression results by gender. In Canada, male immigrants earn 15.7 per cent less than male non-immigrants, whereas female immigrants earn 12.4 per cent less than female natives. In the United States, male immigrants earn 23.0 per cent less than male non-immigrants, and female immigrants earn 14.0 per cent less than native born females. In Australia, male immigrants earn 4.1 per cent less than male non-immigrants, and female immigrants earn 6.6 per cent less than native born females. In Germany, male immigrants appear to earn 13.3 per cent less than male non-immigrants, and female immigrants earn 19.6 per cent less than non-immigrant females.

Results of those regressions are considered to be a good illustration for cross-country differences in earnings inequality between immigrants and natives. We can see that difference when we compare the United States or Germany with Australia. It appears that Australian immigration policy is the key factor for the determination of the economic performance of immigrants. However, we do not have as clear as evidence that Canadian immigration policies have been more effective than U.S. or German policies from an economic perspective at least according to this measure of wages.

The most interesting and important observation in the full model relates to immigrants and their earnings compared to the earnings of native born. The origin of immigrants and the period of immigration are considered simultaneously. To avoid perfect multicollinearity, the category of immigrants from Europe and North America is

omitted in the regressions. Therefore the period of immigration dummy variables reflects earnings gap of immigrants from Europe who arrived at various periods of time relative to natives, and the region of origin dummy variables reflect the gap of immigrants of those regions relative to natives, where it is assumed that the earnings gaps for periods of immigration are the same as for immigrants from Europe and North America. In Canada, immigrants from Asia earn 18.4 per cent less, compared to the earnings of both natives and immigrants from Europe. Immigrant women from Asia earn about 10.2 per cent less than native born and immigrants from Europe do. For immigrant males from Asia the situation is even worse: they earn 23.6 per cent less than natives and immigrants from Europe. But male immigrants from Africa earn 17.8 per cent less than native born and immigrants from Europe. However, female immigrants from Africa earn only 3.2 per cent less than native females and female immigrants from Europe. As a whole, immigrants from Africa earn 11.9 per cent less than natives and immigrants from Europe do.

In the United States, the situation looks better for immigrants from Asia, but not for those from Africa, Central and South America. There might be relatively many immigrants from Asia in Canada and relatively many immigrants from Africa, Central and South America in the United States. Returning to immigrants from Asia in the United States, we can see that they earn 9.7 per cent less than natives and immigrants from Europe. Male immigrants from Asia earn 13.7 per cent less than natives and from Europe. Women immigrants from Asia earn 4.0 per cent less than native women and those from Europe. Here come African immigrants. They earn 19.5 per cent less than

natives and immigrants from Europe. African male immigrants earn 23.3 per cent less than native men and European male immigrants, while African female immigrants earn just 14.2 per cent less than native women and immigrant women from Europe. Therefore, in Canada as well as in the US, immigrants from Asia and Africa earn less than natives and immigrants from Europe, and all coefficients corresponding to them have negative signs. Now we come to the very interesting point: immigrants by period since migration category and their earnings compared to the earnings of native born people.

In Canada, it appears that all categories of immigrants, except those who came 20 or more years ago, earn less than native born. Those who came fewer than 4 years ago earn nearly 36.6 per cent less than native people do. Let us look at how proportions are spread out among immigrants who came fewer than 4 years ago by gender. Male immigrants from this category earn 38.3 per cent less than male non-immigrants, and female, earn 34.1 per cent less than female natives. For immigrants that came 5-9 years ago, 10-14 years ago, and 15-19 years ago, situations are similar, but the gap between earnings is becoming smaller as we go further and further. Finally, immigrants who came 20 or more years ago earn 3.4 per cent more than native born. It looks like a long way. Male immigrants who arrived 20 or more years ago earn 5.1 per cent more than male natives, and immigrant women from this category earn 0.9 per cent more than native born women. Before summing up, we look at the situation in the United States and Australia.

In the United States, the evidence suggests that immigrants are better relative to native born, than is the case in Canada, because immigrants earnings start to exceed the earnings of native born for category of immigrants who came 11-15 years ago. Before this category, immigrants earn less than natives. For example, those who came less than 4 years ago earn 19.0 per cent less than native born earn. By gender, male immigrants who arrived less than 4 years ago earn 14.7 per cent less than native born males, and female immigrants from "less than 4 years ago" category earn 23.0 per cent less than native women. Finally, immigrants who came 20 or more years ago earn 11.7 per cent more than native born. Male immigrants from this category earn 13.9 per cent more than native born males and female immigrants 8.7 per cent more than native women.

In Australia, given the relatively small sample size of immigrants and therefore high first type error probability, it is hard to get a strong numerical estimates of earnings differentials for different groups by period since migration. There is still clear evidence of assimilation trend in terms of earnings gap decrease for immigrants.

Hence, in all three countries, for immigrants who came earlier, the difference in earnings compared to the native born is smaller than for those who came later. Moreover, those who came a long time ago earn more than the native born do. However, the earnings gap percentage for women is smaller than percentage for men, as usual. As a consequence, immigrants who came 20 or more years ago earn more than those who came later do.

The next step is to look at immigrants and non-immigrants separately (see Tables 5 and 6). I obtain basically similar results for immigrants compared to non-immigrants. Looking at males and females together, we get the value of the coefficient for dummy variable presenting females. It presents difference in earnings between men and women. In Canada, female immigrants are supposed to earn 27.3 per cent less than male immigrants; country born females earn 27.1 per cent less than country born males, i.e. almost the same.

In Australia, female immigrants earn 19.7 per cent less than male immigrants; native born females earn 17.7 per cent less tnan male natives. In Germany, female immigrants earn 19.4 per cent less than males immigrants; country born females earn 20.9 per cent less than native born males. There is a relatively bigger gap between female and male earnings even for non-immigrants in the United States,. American women appear to earn 28.0 per cent less than male natives. Immigrant females in the US earn 25.7 per cent less than immigrant males, which is better than in case for native women. These numbers above show relatively similar pattern for a gender inequality between the immigrants and non-immigrants.

Table 5: OLS Results, Sample of Non-immigrants Only

		Males & Females		Males		Females	
		Coeff.	[t]	Coeff.	[t]	Coeff.	[t]
Canada	Medium level of educ	0.1878	424.98	0.1738	300.53	0.1966	288.42
(source: Appendix	High level of educ	0.4983	928.87	0.4490	636.05	0.5549	674.20
Table 4-2)	Fem	-0.2710	-656.31	x	x	x	x
United States	Medium level of educ	0.2121	444.39	0.1952	308.58	0.2166	302.20
(source: Appendix	High level of educ	0.5651	1086.72	0.5258	776.74	0.5886	728.22
Table 4-2)	Fem	-0.2799	-670.17	x	x	x	x
Australia	Medium level of educ	0.1326	196.04	0.1311	170.89	0.1395	101.58
(source: Appendix	High level of educ	0.2538	300.79	0.2835	274.81	0.2125	145.95
Table 4-1)	Fem	-0.1773	-267.78	x	x	x	x
Germany	Medium level of educ	0.0940	14.22	0.0591	7.28	0.1729	15.81
(source: Appendix	High level of educ	0.4367	49.03	0.4578	44.41	0.3409	20.09
Table 4-2)	Fem	-0.2087	-31.51	x	x	x	x

Table 6: OLS Results, Sample of Immigrants Only

		Males & Females		Males		Females	
		Coeff.	[t]	Coeff.	[t]	Coeff.	[t]
Canada	Medium level of educ	0.2463	253.60	0.2229	171.76	0.2591	177.26
(source: Appendix	High level of educ	0.5488	515.89	0.5379	382.76	0.5469	335.51
Table 5-4)	Fem	-0.2725	-313.95	x	x	x	x
	ImmAsia	-0.1821	-174.93	-0.2385	-172.97	-0.0972	-61.72
	ImmAfrica	-0.1239	-107.16	-0.1810	-115.60	-0.0400	-23.52
	Imm 00-04	-0.4350	-264.91	-0.4736	-218.53	-0.3849	-153.93
	Imm 05-09	-0.2514	-188.13	-0.2498	-142.06	-0.2552	-124.97
	Imm 10-14	-0.1287	-81.81	-0.1055	-49.92	-0.1621	-69.59
	Imm 15-19	-0.0870	-68.92	-0.1018	-60.08	-0.0653	-34.90
United States	Medium level of educ	0.2361	218.96	0.2014	143.73	0.2728	162.30
(source: Appendix	High level of educ	0.5394	465.02	0.5342	359.78	0.5221	281.40
Table 5-4)	Fem	-0.2572	-302.34	x	x	x	x
	ImmAsia	-0.0859	-64.43	-0.1218	-70.13	-0.0311	-15.07
	ImmAfrica	-0.2322	-175.17	-0.2652	-155.57	-0.1887	-90.24
	Imm 00-05	-0.4103	-301.44	-0.4136	-243.24	-0.4008	-176.12
	Imm 06-10	-0.2588	-197.62	-0.2694	-161.34	-0.2378	-113.54
	Imm 11-15	-0.1534	-115.62	-0.1819	-107.22	-0.1084	-51.44
	Imm 16-20	-0.1211	-84.58	-0.1410	-76.23	-0.0928	-41.47
Australia	Medium level of educ	0.1042	89.94	0.0716	55.60	0.1835	76.57
(source: Appendix	High level of educ	0.4250	305.96	0.3306	212.30	0.6666	239.51
Table 5-3)	Fem	-0.1970	-170.52	x	x	x	x
	ImmAsia	-0.0944	-65.56	-0.0977	-58.28	-0.1143	-43.38
	ImmAfrica	-0.0129	-6.66	0.0265	12.48	-0.1104	-26.68
	Imm 00-04	-0.2737	-113.40	-0.3914	-144.65	0.0445	9.33
	Imm 05-09	-0.1297	-85.18	-0.1655	-95.10	-0.0858	-30.02
	Imm 10-14	-0.0242	-13.17	-0.0611	-28.19	0.0055	1.67
	Imm 15-19	-0.0589	-34.17	-0.0384	-19.97	-0.1049	-30.68
Germany	Medium level of educ	0.1900	8.16	0.1494	5.33	0.2388	5.79
(source: Appendix	High level of educ	0.3913	13.48	0.3103	10.19	0.6187	8.39
Table 5-2)	Fem	-0.1914	-8.89	x	x	x	x

It is also interesting to look at and compare the coefficients reflecting a level of education, and see how they influence earnings in the regressions for immigrants and non-immigrants (Table 5 and Table 6). For immigrants in Canada, those with a medium level of education earn 24.6 per cent more than immigrants with a low educational level, and immigrants with a high level earn 54.9 per cent more than immigrants with a low level. Canadian non-immigrants with medium a level of education appear to earn 18.8 per cent more than those with a low educational level, and Canadians with a high level of education appear to earn 49.8 per cent more than those with a low level. In the United States, immigrants with a medium level of education are supposed to earn 23.6 per cent more than immigrants with a low educational level, and immigrants with a high level earn 53.9 per cent more than immigrants with a low level. Native born with a medium level of education are supposed to earn 21.2 per cent more than those with a low educational level, and natives with a high level earn 56.5 per cent more than natives with a low level of education.

In Australia, immigrants with a medium level of education are supposed to earn 10.4 per cent more than immigrants with a low educational level, and immigrants with a high level earn 42.5 per cent more than immigrants with a low level. Native born with a medium level of education are supposed to earn 13.3 per cent more than those with a low educational level, and natives with a high level earn 25.4 per cent more than natives with a low level of education. In Germany, immigrants with a medium level of education earn 19.0 per cent more than immigrants with a low educational level, and

immigrants with a high level earn 39.1 per cent more than immigrants with a low level. Non-immigrants with a medium level of education appear to earn 9.4 per cent more than non-immigrants with a low educational level, and non-immigrants with a high level earn 43.7 per cent more than non-immigrants with a low level of education.

We can see that in Canada and Australia, the high level of education has higher return for immigrants than for non-immigrants, when in the United States and Germany the situation is reversed.

If we look at immigrants and non-immigrants separated by gender, we can get some more detailed results (see Table 5 and Table 6). In Canada, male immigrants with a medium level of education appear to earn 22.3 per cent more than male immigrants with a low educational level, and immigrant males with a high level earn 53.8 per cent more than immigrants with low level, which indicates very favourable labour market results for this category. Canadian males with a medium level of education are supposed to earn just 17.4 per cent more than those with a low educational level. The percentage for male non-immigrants with a high level of education is also not as good as for male immigrants, namely 44.9 per cent more compared with the low-educated male natives. Female immigrants in Canada with a medium level of education earn 25.9 per cent more than those with a low educational level, and immigrant females with a high level of education earn 54.7 per cent more than female immigrants with a low educational level. Canadian females with a medium level of education are estimated to earn 19.7 per cent

more than those with a low level, and Canadian women with a high level earn 55.5 per cent more than those with a low level.

In the United States, male immigrants with a medium level of education earn 20.1 per cent more than those with a low educational level, and immigrant males with a high level earn 53.4 per cent more than immigrants with a low level. American non-immigrant males with a medium level of education earn 19.5 per cent more than non-immigrant males with a low educational level, and male natives with a high level earn 52.6 per cent more than those with a low level. Female immigrants with a medium level of education, on the other hand, earn 27.3 per cent more than those with a low educational level, and immigrant women with a high level earn nearly 52.2 per cent more than women with a low level. Non-immigrant females with a medium level of education earn 21.6 per cent more than non-immigrants females with a low educational level, and non-immigrant women with a high level earn just 58.9 per cent more than those with a low level of education.

In Australia, male immigrants with a medium level of education appear to earn 7.2 per cent more than those with a low educational level, and immigrant males with a high level earn 33.1 per cent more than immigrants with a low level. Non-immigrant males, in Australia, with a medium level of education are supposed to earn 13.1 per cent more than non-immigrant males with a low educational level, and male natives with a high level earn 28.3 per cent more than those with a low level. Female immigrants with a medium level of education, on the other hand, appear to earn 18.3 per cent more than

those with a low educational level, and immigrant women with a high level earn nearly 66.7 per cent more than women with a low level. Non-immigrant females with a medium level of education earn 13.9 per cent more than non-immigrants females with a low educational level, and non-immigrant women with a high level earn just 21.3 per cent more than those with a low level of education.

In Germany, male immigrants with a medium level of education are supposed to earn 14.9 per cent more than those with a low educational level, and male immigrants with a high level earn 31.0 per cent earn more than male immigrants with a low level of education. Non-immigrant males with a medium level of education are estimated to earn just 5.9 per cent more than male natives with a low educational level, and native men with a high level earn 45.8 per cent more than those with a low level.

In Germany, we cannot say anything about earnings of immigrant females due to the very small size of the sample. Non-immigrant females with a medium level of education are supposed to earn 17.3 per cent more than non-immigrant females with a low educational level, and non-immigrant women with ahigh level earn 34.1 per cent more than non-immigrant females with a low level of education.

The level of education for male immigrants in Canada and Australia has higher return than for male non-immigrants, when in the United States and Germany the situation is reversed.

VI. Conclusion

This study investigates the relationship between gender, educational attainment, immigration status and earnings differentials in four countries by using the Census data for US and Canada and the Luxembourg Income Study (LIS) database for Australia and Germany. Although the results should be considered exploratory rather than definitive, some basic conclusions can be stated.

First, I found that among advanced economies there is no obvious relationship between the degree of earnings differentials between immigrants and non-immigrants and the percentage of labour force attaining higher levels of education. Countries differ substantially both in the way they organise their educational systems and in the way they integrate their educational systems with the labour market. Moreover, factors such as age and experience, other wage-setting institutions along with the role of immigration status will also affect earnings differentials. Therefore, it is perhaps not surprising that there is no obvious correlation between simple measures of the educational attainments typical of a nation's labour force and the differentials of earnings in that nation (see also Sullivan and Smeeding, 1997).

Second, there is a clear positive correlation between the earnings differentials associated with greater educational attainment and the extent of earnings inequality. If education can be considered a rough metric of "skill", then it is indeed true that the relative size of a nation's "returns to skill" is associated with inequality in its earnings distribution.

Third, economic performances of immigrants are different in the four countries. It differs first of all by the type of immigration policy, but also by a variety of other factors. I found that, on average, the annual earnings of immigrant workers as compared with native workers in Canada and Australia are relatively higher than in the United States and Germany. That is consistent with the finding that, compared with native populations, immigrant workers in Canada and Australia have more education on average than is true for immigrant workers in the United States and Germany. Also, earnings of immigrants in Australia seen to be higher than in Canada. It can be concluded that there is evidence that Canadian and especially Australian immigration policies have been more effective than German and U.S. policies from an economic perspective.

This study could help us evaluate the role of immigrants in the labour market and adjust admission criteria in order to enhance the earnings of immigrants and their contribution to the country. The comparison of cross-country differences in economic performance of immigrants seems to be very interesting. There is a clear correlation between the type of immigration policy and the economic performances of immigrants.

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Appendix Table 1: Sample size distribution by Country, Sex and Detailed Immigration Status

		Males		Females		Total	
			%		%		%
Canada	Natives	36380	80.32	24063	79.72	60443	80.08
1996	Imm 00-04	797	1.76	534	1.77	1331	1.76
	Imm 05-09	1388	3.06	875	2.90	2263	3.00
	Imm 10-14	776	1.71	576	1.91	1352	1.79
	Imm 15-19	1330	2.94	985	3.26	2315	3.07
	Imm 20+	4624	10.21	3150	10.44	7774	10.30
	Imm. Total	8915	19.68	6120	20.28	15035	19.92
	Total	45295	60.01	30183	39.99	75478	100.00
United States	Natives	45973	77.94	33294	81.68	79267	79.47
1991	Imm 00-05	2983	5.06	1284	3.15	4267	4.28
	Imm 06-10	2924	4.96	1562	3.83	4486	4.50
	Imm 11-15	2456	4.16	1454	3.57	3910	3.92
	Imm 16-20	1674	2.84	1085	2.66	2759	2.77
	Imm 21+	2975	5.04	2085	5.11	5060	5.07
	Imm. Total	13012	22.06	7470	18.32	20482	20.53
	Total	58985	59.13	40764	40.87	99749	100.00
Australia	Natives	2243	73.37	1132	75.47	3375	74.06
1994	Imm 00-04	43	1.41	18	1.20	61	1.34
	Imm 05-09	123	4.02	63	4.20	186	4.08
	Imm 10-14	70	2.29	48	3.20	118	2.59
	Imm 15-19	89	2.91	39	2.60	128	2.81
	Imm 20+	489	16.00	200	13.33	689	15.12
	Imm. Total	814	26.63	368	24.53	1182	25.94
	Total	3057	60.01	1500	32.92	4557	100.00
Germany	Natives	2983	94.79	1459	95.92	4442	95.16
1994	Imm. total	164	5.21	62	4.08	226	4.84
	Total	3147	67.42	1521	32.58	4668	100.00

Appendix Table 2: Average Annual Earnings by Country, Gender and Immigration Status

		Males		Females		Both	
		NCU	log	NCU	log	NCU	log
Canada 1996	Natives	43,625.2	10.50615	31,992.9	10.21355	38,994.3	10.38966
	Immigrants	42,402.5	10.44297	30,213.5	10.13297	37,441.0	10.31679
	Total	43,384.6	10.49372	31,632.1	10.19721	38,684.9	10.37515
United States 1991	Natives	33,188.7	10.15431	22,349.1	9.79217	28,615.2	10.00152
	Immigrants	24,026.2	9.77031	18,417.3	9.56069	21,988.8	9.69417
	Total	31,172.4	10.06981	21,638.7	9.75035	27,264.0	9.93884
Australia 1994	Natives	35,694.4	10.33528	27,311.2	10.07546	32,918.2	10.24923
	Immigrants	36,414.4	10.37324	27,519.1	10.07051	33,673.9	10.27997
	Total	35,885.3	10.34534	27,362.1	10.07424	33,113.7	10.25718
Germany 1994	Natives	61,129.1	10.86409	44,127.4	10.58630	55,687.2	10.77517
	Immigrants	49,599.1	10.70273	35,493.6	10.31442	45,397.2	10.58705
	Total	60,447.8	10.85455	43,664.9	10.57174	55,097.3	10.76439

Appendix Table 3: OLS Results, Sample of Immigrants and non-immigrants

3 1

Basic Model

		Males & Females		Males		Females	
		Coeff.	t	Coeff.	t	Coeff.	t
Canada	Constant	8.211779	2765.675	8.133034	2099.463	7.995535	1733.001
1995	Age	0.086393	592.352	0.086287	452.004	0.092248	407.925
	Age*Age	-0.000904	-512.222	-0.000886	-386.334	-0.001006	-363.595
	Hours worked (FT)	0.002831	134.569	0.003366	133.182	0.000978	25.508
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	0.20564	505.855	0.189294	353.897	0.21593	346.638
	High level of educ	0.501335	1041.823	0.454343	716.842	0.553742	750.503
	Married	0.098516	223.634	0.141694	231.589	0.041820	66.540
	Number of children	-0.00412	-23.393	0.007495	33.018	-0.030578	-109.141
	Fem	-0.275359	-730.373	x	x	x	x
	Imm	x	x	x	x	x	x
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-04	x	x	x	x	x	x
	Imm 05-09	x	x	x	x	x	x
	Imm 10-14	x	x	x	x	x	x
	Imm 15-19	x	x	x	x	x	x
	Imm 20+	x	x	x	x	x	x
	R-square	0.1598	x	0.1367	x	0.1259	x
	F-stat	358990.759	x	204962.917	x	124242.44	x
	N	75478	x	45295	x	30183	x
United States	Constant	7.304853	2501.3	7.147186	1940.355	7.247763	1542.381
1991	Age	0.093385	630.308	0.09689	512.465	0.093373	398.585
	Age*Age	-0.000951	-519.477	-0.000974	-418.944	-0.001001	-343.627
	Hours worked (FT)	0.008294	331.755	0.0081	280.365	0.00739	154.238
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	0.30733	606.283	0.29866	456.736	0.291764	368.848
	High level of educ	0.615921	1117.814	0.611627	876.544	0.581133	654.797
	Married	0.163165	328.44	0.270884	391.664	0.016917	23.591
	Number of children	-0.025976	-120.424	-0.016204	-58.116	-0.068157	-198.533
	Fem	-0.299344	-673.825	x	x	x	x
	Imm	x	x	x	x	x	x
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-05	x	x	x	x	x	x
	Imm 06-10	x	x	x	x	x	x
	Imm 11-15	x	x	x	x	x	x
	Imm 16-20	x	x	x	x	x	x
	Imm 21+	x	x	x	x	x	x
	R-square	0.271	x	0.3022	x	0.1776	x
	F-stat	476719.72	x	374466.151	x	129755.436	x
	N	99749	x	58985	x	40764	x
Australia	Constant	7.482769	1854.623	7.609577	1636.86	6.864799	858.643
1994	Age	0.095393	499.996	0.080756	361.81	0.142613	378.521
	Age*Age	-0.001108	-459.556	-0.000907	-327.197	-0.001768	-358.243
	Hours worked (FT)	0.019593	370.16	0.021771	370.923	0.012621	112.027
	Medium level of educ	0.118911	202.652	0.108958	164.594	0.139421	116.029
	High level of educ	0.290533	402.894	0.280276	325.68	0.312597	240.572
	Married	0.059473	91.709	0.079283	97.505	0.008236	7.567
	Number of children	-0.019747	-68.579	-0.003603	-11.338	-0.086588	-132.658
	Fem	-0.184298	-319.212	x	x	x	x
	Imm	x	x	x	x	x	x
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-04	x	x	x	x	x	x
	Imm 05-09	x	x	x	x	x	x
	Imm 10-14	x	x	x	x	x	x
	Imm 15-19	x	x	x	x	x	x
	Imm 20+	x	x	x	x	x	x
	R-square	0.1955	x	0.1798	x	0.1517	x
	F-stat	140824.87	x	98004.419	x	38515.938	x
	N	4557	x	3057	x	1500	x
Germany	Constant	9.118729	162.984	9.111236	132.334	8.503772	87.101
1994	Age	0.063069	23.006	0.057093	16.847	0.104367	22.142
	Age*Age	-0.000619	-18.504	-0.000532	-13.043	-0.001172	-19.810
	Hours worked (FT)	0.002591	4.932	0.004032	6.969	-0.003456	-2.937
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	0.126752	16.522	0.082889	8.852	0.226993	17.449
	High level of educ	0.43006	41.521	0.448783	37.784	0.345552	17.033
	Married	0.096565	11.547	0.137254	12.611	-0.010566	-0.826
	Number of children	-0.024169	-5.595	-0.00011	-0.022	-0.163018	-17.849
	Fem	-0.228073	-29.645	x	x	x	x
	Imm	x	x	x	x	x	x
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-04	x	x	x	x	x	x
	Imm 05-09	x	x	x	x	x	x
	Imm 10-14	x	x	x	x	x	x
	Imm 15-19	x	x	x	x	x	x
	Imm 20+	x	x	x	x	x	x
	R-square	0.2293	x	0.2234	x	0.176	x
	F-stat	768.576	x	578.449	x	200.886	x
	N	4668	x	3147	x	1521	x

Appendix Table 3: OLS Results, Sample of Immigrants and non-immigrants

3 2

Basic Model + Immigrants

		Males & Females		Males		Females	
		Coeff.	t	Coeff.	t	Coeff.	t
Canada	Constant	8.252527	2786.479	8.188074	2118.525	8.018658	1741.950
1995	Age	0.084492	580.849	0.083872	440.493	0.090955	403.067
	Age*Age	-0.000873	-495.784	-0.000849	-370.883	-0.000984	-356.020
	Hours worked (FT)	0.002851	135.986	0.00331	131.431	0.001166	30.505
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	0.207152	511.303	0.192486	361.132	0.215679	347.155
	High level of educ	0.510641	1062.918	0.466993	737.432	0.558706	758.707
	Married	0.106259	241.686	0.15076	246.94	0.047630	75.884
	Number of children	-0.001424	-8.105	0.009396	41.525	-0.026944	-96.173
	Fem	-0.272584	-725.322	x	x	x	x
	Imm	-0.147044	-323.326	-0.157228	-261.971	-0.124008	-179.288
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-04	x	x	x	x	x	x
	Imm 05-09	x	x	x	x	x	x
	Imm 10-14	x	x	x	x	x	x
	Imm 15-19	x	x	x	x	x	x
	Imm 20+	x	x	x	x	x	x
	R-square	0.1656	x	0.1432	x	0.1306	x
	F-stat	332928.226	x	189279.766	x	113309.039	x
	N	75478	x	45295	x	30183	x
United States	Constant	7.431793	2544.875	7.306683	1986.613	7.310345	1554.723
1991	Age	0.091283	619.874	0.094311	503.223	0.092049	393.839
	Age*Age	-0.000931	-511.98	-0.00095	-412.319	-0.000988	-339.903
	Hours worked (FT)	0.007756	311.843	0.007353	256.214	0.007268	152.105
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	0.28091	552.565	0.265049	404.612	0.27731	349.259
	High level of educ	0.599272	1091.44	0.590001	850.146	0.572809	646.175
	Married	0.155555	314.993	0.255326	371.904	0.016706	23.366
	Number of children	-0.016719	-77.527	-0.004055	-14.566	-0.062367	-181.164
	Fem	-0.307609	-696.289	x	x	x	x
	Imm	-0.202824	-374.986	-0.230473	-342.243	-0.139942	-157.688
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-05	x	x	x	x	x	x
	Imm 06-10	x	x	x	x	x	x
	Imm 11-15	x	x	x	x	x	x
	Imm 16-20	x	x	x	x	x	x
	Imm 21+	x	x	x	x	x	x
	R-square	0.2809	x	0.3154	x	0.1824	x
	F-stat	445182.769	x	348639.27	x	117315.442	x
	N	99749	x	58985	x	40764	x
Australia	Constant	7.471655	1852.039	7.59797	1633.824	6.853833	857.966
1994	Age	0.096882	505.736	0.081992	365.954	0.144918	382.895
	Age*Age	-0.001123	-464.741	-0.000919	-330.879	-0.001794	-362.341
	Hours worked (FT)	0.019343	365.047	0.021609	367.974	0.012089	107.065
	Medium level of educ	0.12005	204.672	0.110485	166.867	0.139258	116.020
	High level of educ	0.292861	406.068	0.283944	329.273	0.311116	239.647
	Married	0.061856	95.348	0.080717	99.281	0.012446	11.422
	Number of children	-0.020698	-71.872	-0.004513	-14.191	-0.086949	-133.351
	Fem	-0.184935	-320.505	x	x	x	x
	Imm	-0.047987	-79.863	-0.040964	-59.197	-0.066568	-57.498
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-04	x	x	x	x	x	x
	Imm 05-09	x	x	x	x	x	x
	Imm 10-14	x	x	x	x	x	x
	Imm 15-19	x	x	x	x	x	x
	Imm 20+	x	x	x	x	x	x
	R-square	0.1966	x	0.1808	x	0.1536	x
	F-stat	126058.523	x	86287.914	x	34188.566	x
	N	4557	x	3057	x	1500	x
Germany	Constant	9.130929	163.566	9.123232	132.735	8.530908	87.676
1994	Age	0.063302	23.147	0.057074	16.875	0.105221	22.408
	Age*Age	-0.000626	-18.743	-0.000536	-13.153	-0.001187	-20.130
	Hours worked (FT)	0.002506	4.781	0.004034	6.986	-0.00405	-3.449
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	0.118342	15.374	0.075486	8.033	0.21579	16.544
	High level of educ	0.424665	41.047	0.44431	37.435	0.337601	16.686
	Married	0.102707	12.279	0.14349	13.172	-0.004403	-0.345
	Number of children	-0.021569	-4.996	0.001801	0.364	-0.157864	-17.305
	Fem	-0.226561	-29.516	x	x	x	x
	Imm	-0.151123	-10.148	-0.133291	-7.546	-0.195835	-7.429
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-04	x	x	x	x	x	x
	Imm 05-09	x	x	x	x	x	x
	Imm 10-14	x	x	x	x	x	x
	Imm 15-19	x	x	x	x	x	x
	Imm 20+	x	x	x	x	x	x
	R-square	0.2332	x	0.2266	x	0.1829	x
	F-stat	697.992	x	515.273	x	184.122	x
	N	4668	x	3147	x	1521	x

Appendix Table 3: OLS Results, Sample of Immigrants and non-immigrants

3 3

Basic Model + Weeks Worked + Immigrants

		Males & Females		Males		Females	
		Coeff.	t	Coeff.	t	Coeff.	t
Canada	Constant	6.804015	847.269	6.880962	650.894	6.377595	520.908
1995	Age	0.083823	576.802	0.083302	437.816	0.090082	399.749
	Age*Age	-0.000867	-492.813	-0.000844	-368.966	-0.000975	-353.468
	Hours worked (FT)	0.002869	137.001	0.003326	132.188	0.001185	31.050
	Weeks worked (FY)	0.028503	194.017	0.025709	132.821	0.032331	144.611
	Medium level of educ	0.204537	505.196	0.190568	357.749	0.211913	341.382
	High level of educ	0.504625	1049.515	0.461788	728.526	0.551542	748.578
	Married	0.104234	237.308	0.148855	243.989	0.045442	72.502
	Number of children	-0.001276	-7.27	0.009523	42.128	-0.026759	-95.677
	Fem	-0.272756	-726.681	x	x	x	x
	Imm	-0.142985	-314.46	-0.153918	-256.484	-0.118782	-171.795
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-04	x	x	x	x	x	x
	Imm 05-09	x	x	x	x	x	x
	Imm 10-14	x	x	x	x	x	x
	Imm 15-19	x	x	x	x	x	x
	Imm 20+	x	x	x	x	x	x
	R-square	0.1677	x	0.1449	x	0.1336	x
	F-stat	304146.797	x	170536.457	x	103391.637	x
	N	75478	x	45295	x	30183	x
United States	Constant	5.983716	2304.801	5.864025	1735.45	5.913597	1473.813
1991	Age	0.073205	581.613	0.080256	489.464	0.067984	350.572
	Age*Age	-0.000745	-479.522	-0.000805	-399.292	-0.00073	-303.159
	Hours worked (FT)	0.006722	316.943	0.006432	256.586	0.006603	167.220
	Weeks worked (FY)	0.039587	1964.534	0.038151	1373.328	0.04045	1397.158
	Medium level of educ	0.235526	542.724	0.218372	381.101	0.240856	366.765
	High level of educ	0.580121	1239.197	0.549563	905.82	0.594387	811.156
	Married	0.112658	267.262	0.181771	302.017	0.015360	25.995
	Number of children	-0.010846	-58.989	-0.004705	-19.353	-0.037550	-131.727
	Fem	-0.267788	-710.058	x	x	x	x
	Imm	-0.143845	-311.323	-0.165213	-280.053	-0.099408	-135.433
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-05	x	x	x	x	x	x
	Imm 06-10	x	x	x	x	x	x
	Imm 11-15	x	x	x	x	x	x
	Imm 16-20	x	x	x	x	x	x
	Imm 21+	x	x	x	x	x	x
	R-square	0.4774	x	0.478	x	0.4416	x
	F-stat	937331.44	x	616016.36	x	369575.835	x
	N	99749	x	58985	x	40764	x
Australia	Constant	x	x	x	x	x	x
1994	Age	x	x	x	x	x	x
	Age*Age	x	x	x	x	x	x
	Hours worked (FT)	x	x	x	x	x	x
	Medium level of educ	x	x	x	x	x	x
	High level of educ	x	x	x	x	x	x
	Married	x	x	x	x	x	x
	Number of children	x	x	x	x	x	x
	Fem	x	x	x	x	x	x
	Imm	x	x	x	x	x	x
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-04	x	x	x	x	x	x
	Imm 05-09	x	x	x	x	x	x
	Imm 10-14	x	x	x	x	x	x
	Imm 15-19	x	x	x	x	x	x
	Imm 20+	x	x	x	x	x	x
	R-square	x	x	x	x	x	x
	F-stat	x	x	x	x	x	x
	N	x	x	x	x	x	x
Germany	Constant	8.249331	172.255	8.163786	137.422	7.863802	96.736
1994	Age	0.029065	12.63	0.024743	8.656	0.065177	16.747
	Age*Age	-0.000258	-9.217	-0.000193	-5.637	-0.000742	-15.261
	Hours worked (FT)	0.001745	4.02	0.003071	6.379	-0.003724	-3.880
	Weeks worked (FY)	0.03374	93.669	0.034966	76.852	0.03065	54.462
	Medium level of educ	0.097788	15.32	0.062226	7.935	0.174367	16.413
	High level of educ	0.434135	50.621	0.451917	45.667	0.345335	20.878
	Married	0.05749	8.295	0.099246	10.913	-0.045294	-4.373
	Number of children	-0.005343	-1.494	0.008189	1.984	-0.103770	-13.862
	Fem	-0.208453	-32.678	x	x	x	x
	Imm	-0.086037	-6.964	-0.106355	-7.211	-0.05412	-2.513
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-04	x	x	x	x	x	x
	Imm 05-09	x	x	x	x	x	x
	Imm 10-14	x	x	x	x	x	x
	Imm 15-19	x	x	x	x	x	x
	Imm 20+	x	x	x	x	x	x
	R-square	0.4577	x	0.4514	x	0.4319	x
	F-stat	1730.635	x	1282.262	x	546.374	x
	N	4668	x	3147	x	1521	x

Appendix Table 3: OLS Results, Sample of Immigrants and non-immigrants

3 4

Basic Model + Immigrants + Immigrants Origine + Immigrants Subgroup

		Males & Females		Males		Females	
		Coeff.	t	Coeff.	t	Coeff.	t
Canada	Constant	8.248837	2801.764	8.191613	2135.025	8.007206	1746.771
1995	Age	0.08637	596.812	0.085949	454.312	0.092454	411.210
	Age*Age	-0.000914	-520.898	-0.000896	-393.307	-0.001016	-368.459
	Hours worked (FT)	0.002792	133.94	0.003131	125.231	0.001304	34.242
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	0.200718	498.031	0.183693	346.864	0.211559	341.715
	High level of educ	0.513594	1074.433	0.471738	749.747	0.559222	761.736
	Married	0.11147	254.758	0.158827	261.77	0.051030	81.550
	Number of children	-0.003153	-18.021	0.007316	32.536	-0.028744	-102.748
	Fem	-0.272514	-729.389	x	x	x	x
	Imm	x	x	x	x	x	x
	ImmAsia	-0.187732	-189.682	-0.239171	-183.281	-0.106454	-70.613
	ImmAfrica	-0.121054	-109.676	-0.179305	-120.375	-0.035215	-21.589
	Imm 00-04	-0.371611	-245.958	-0.38804	-196.778	-0.349101	-149.553
	Imm 05-09	-0.202876	-164.827	-0.183804	-115.028	-0.227133	-118.419
	Imm 10-14	-0.081008	-55.062	-0.039236	-20.026	-0.136937	-62.05
	Imm 15-19	-0.045543	-38.756	-0.042487	-27.18	-0.044572	-25.245
	Imm 20+	0.033122	49.481	0.050805	58.208	0.008138	7.855
	R-square	0.1758	x	0.1563	x	0.1381	x
	F-stat	214659.021	x	119867.83	x	69083.035	x
	N	75478	x	45295	x	30183	x
United States	Constant	7.554135	2592.979	7.430922	2023.336	7.399107	1581.094
1991	Age	0.087949	601.055	0.09069	486.523	0.089528	385.727
	Age*Age	-0.000908	-502.476	-0.000922	-402.817	-0.000973	-337.245
	Hours worked (FT)	0.007568	306.729	0.007123	250.088	0.007315	154.325
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	0.257629	503.945	0.242426	367.277	0.255066	320.211
	High level of educ	0.575657	1034.578	0.567132	803.793	0.549312	614.072
	Married	0.148175	302.104	0.248309	364.235	0.011126	15.660
	Number of children	-0.018037	-83.662	-0.004942	-17.741	-0.063577	-184.861
	Fem	-0.317667	-723.633	x	x	x	x
	Imm	x	x	x	x	x	x
	ImmAsia	-0.11776	-76.343	-0.170991	-87.014	-0.035113	-14.378
	ImmAfrica	-0.248792	-170.642	-0.280877	-153.331	-0.198927	-84.143
	Imm 00-05	-0.325527	-196.973	-0.26145	-128.456	-0.407994	-145.691
	Imm 06-10	-0.079843	-48.263	-0.047375	-22.894	-0.107563	-39.893
	Imm 11-15	0.029253	17.37	0.024899	11.789	0.048246	17.678
	Imm 16-20	0.049122	27.224	0.044501	19.527	0.060407	20.909
	Imm 21+	0.134126	101.873	0.144859	85.627	0.116961	56.891
	R-square	0.2931	x	0.3269	x	0.1955	x
	F-stat	283455.741	x	210031.646	x	73007.749	x
	N	99749	x	58985	x	40764	x
Australia	Constant	7.480014	1851.563	7.615547	1637.772	6.852956	856.012
1994	Age	0.097274	507.288	0.082283	367.871	0.145291	382.796
	Age*Age	-0.001133	-467.583	-0.000931	-334.994	-0.001797	-361.605
	Hours worked (FT)	0.019071	358.744	0.021243	360.695	0.011933	105.495
	Medium level of educ	0.120697	205.653	0.11235	169.752	0.137885	114.732
	High level of educ	0.300499	415.03	0.295809	342.31	0.310405	238.027
	Married	0.063959	98.635	0.082657	101.879	0.010016	9.164
	Number of children	-0.020359	-70.74	-0.003786	-11.934	-0.086001	-131.939
	Fem	-0.185378	-321.482	x	x	x	x
	Imm	x	x	x	x	x	x
	ImmAsia	-0.072345	-50.788	-0.087553	-52.548	-0.070827	-26.463
	ImmAfrica	0.017673	9.056	0.058412	27.174	-0.097722	-23.111
	Imm 00-04	-0.186668	-80.524	-0.299765	-114.201	0.104763	22.664
	Imm 05-09	-0.081712	-58.538	-0.102244	-62.749	-0.042679	-16.396
	Imm 10-14	0.009534	5.483	0.001185	0.567	0.005139	1.647
	Imm 15-19	-0.049151	-29.641	-0.011063	-5.899	-0.129423	-39.035
	Imm 20+	-0.012683	-16.317	0.00745	8.407	-0.058012	-37.997
	R-square	0.1988	x	0.1867	x	0.1553	x
	F-stat	76695.266	x	51313.662	x	19794.913	x
	N	4557	x	3057	x	1500	x
Germany	Constant	x	x	x	x	x	x
1994	Age	x	x	x	x	x	x
	Age*Age	x	x	x	x	x	x
	Hours worked (FT)	x	x	x	x	x	x
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	x	x	x	x	x	x
	High level of educ	x	x	x	x	x	x
	Married	x	x	x	x	x	x
	Number of children	x	x	x	x	x	x
	Fem	x	x	x	x	x	x
	Imm	x	x	x	x	x	x
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-04	x	x	x	x	x	x
	Imm 05-09	x	x	x	x	x	x
	Imm 10-14	x	x	x	x	x	x
	Imm 15-19	x	x	x	x	x	x
	Imm 20+	x	x	x	x	x	x
	R-square	x	x	x	x	x	x
	F-stat	x	x	x	x	x	x
	N	x	x	x	x	x	x

Appendix Table 3: OLS Results, Sample of Immigrants and non-immigrants

3 5

Basic Model + Weeks Worked + Immigrants + Imm. Origine + Immigrants Subgroup

		Males & Females		Males		Females	
		Coeff.	t	Coeff.	t	Coeff.	t
Canada 1995	Constant	6.920219	866.317	7.019659	668.536	6.457573	529.322
	Age	0.085727	592.813	0.085413	451.709	0.091602	407.898
	Age*Age	-0.000908	-517.757	-0.000891	-391.292	-0.001007	-365.784
	Hours worked (FT)	0.00281	134.934	0.003148	126	0.00132	34.702
	Weeks worked (FY)	0.026145	178.891	0.023049	119.891	0.030533	137.031
	Medium level of educ	0.198424	492.61	0.182089	343.998	0.20807	336.316
	High level of educ	0.508009	1061.607	0.467	741.341	0.552396	751.872
	Married	0.109537	250.529	0.157014	258.907	0.048924	78.281
	Number of children	-0.002999	-17.162	0.007455	33.181	-0.028568	-102.279
	Fem	-0.272682	-730.61	x	x	x	x
	Imm	x	x	x	x	x	x
	ImmAsia	-0.18377	-185.829	-0.235788	-180.79	-0.101655	-67.516
	ImmAfrica	-0.118958	-107.885	-0.177687	-119.379	-0.032443	-19.919
	Imm 00-04	-0.365484	-242.097	-0.382875	-194.266	-0.341471	-146.47
	Imm 05-09	-0.199447	-162.193	-0.180757	-113.196	-0.2231	-116.484
	Imm 10-14	-0.078096	-53.136	-0.036505	-18.646	-0.133793	-60.716
	Imm 15-19	-0.043341	-36.919	-0.04121	-26.383	-0.040779	-23.13
	Imm 20+	0.033807	50.556	0.051223	58.733	0.009271	8.962
	R-square	0.1775	x	0.1576	x	0.1408	x
	F-stat	203669.569	x	113012.404	x	65929.887	x
	N	75478	x	45295	x	30183	x
United States 1991	Constant	6.087667	2339.487	5.974535	1763.501	5.985894	1491.464
	Age	0.071214	567.985	0.07791	476.781	0.06672	345.358
	Age*Age	-0.000733	-473.717	-0.000788	-392.932	-0.000725	-302.168
	Hours worked (FT)	0.006583	312.019	0.00625	250.639	0.006631	168.663
	Weeks worked (FY)	0.039083	1944.193	0.037657	1360.062	0.03998	1381.827
	Medium level of educ	0.218755	500.043	0.200479	346.551	0.226762	343.106
	High level of educ	0.562533	1182.545	0.530726	858.667	0.579167	780.376
	Married	0.108057	257.409	0.177456	296.3	0.011954	20.287
	Number of children	-0.01112	-60.324	-0.00451	-18.498	-0.038007	-132.976
	Fem	-0.275362	-732.547	x	x	x	x
	Imm	x	x	x	x	x	x
	ImmAsia	-0.096792	-73.402	-0.137589	-79.994	-0.04031	-19.903
	ImmAfrica	-0.195416	-156.754	-0.232592	-145.045	-0.142464	-72.647
	Imm 00-05	-0.190031	-134.348	-0.147507	-82.718	-0.230152	-98.949
	Imm 06-10	-0.060747	-42.954	-0.029483	-16.279	-0.08767	-39.207
	Imm 11-15	0.020483	14.228	0.023179	12.54	0.028652	12.659
	Imm 16-20	0.033191	21.518	0.038679	19.392	0.030079	12.553
	Imm 21+	0.117761	104.628	0.13962	94.3	0.086906	50.968
	R-square	0.4834	x	0.4845	x	0.4467	x
	F-stat	599893.017	x	379250.101	x	226373.768	x
	N	99749	x	58985	x	40764	x
Australia 1994	Constant	x	x	x	x	x	x
	Age	x	x	x	x	x	x
	Age*Age	x	x	x	x	x	x
	Hours worked (FT)	x	x	x	x	x	x
	Medium level of educ	x	x	x	x	x	x
	High level of educ	x	x	x	x	x	x
	Married	x	x	x	x	x	x
	Number of children	x	x	x	x	x	x
	Fem	x	x	x	x	x	x
	Imm	x	x	x	x	x	x
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-04	x	x	x	x	x	x
	Imm 05-09	x	x	x	x	x	x
	Imm 10-14	x	x	x	x	x	x
	Imm 15-19	x	x	x	x	x	x
	Imm 20+	x	x	x	x	x	x
	R-square	x	x	x	x	x	x
	F-stat	x	x	x	x	x	x
	N	x	x	x	x	x	x
Germany 1994	Constant	x	x	x	x	x	x
	Age	x	x	x	x	x	x
	Age*Age	x	x	x	x	x	x
	Hours worked (FT)	x	x	x	x	x	x
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	x	x	x	x	x	x
	High level of educ	x	x	x	x	x	x
	Married	x	x	x	x	x	x
	Number of children	x	x	x	x	x	x
	Fem	x	x	x	x	x	x
	Imm	x	x	x	x	x	x
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-04	x	x	x	x	x	x
	Imm 05-09	x	x	x	x	x	x
	Imm 10-14	x	x	x	x	x	x
	Imm 15-19	x	x	x	x	x	x
	Imm 20+	x	x	x	x	x	x
	R-square	x	x	x	x	x	x
	F-stat	x	x	x	x	x	x
	N	x	x	x	x	x	x

Appendix Table 4: OLS Results, Sample of non-immigrants only. 4 1

		Basic Model					
		Males & Females		Males		Females	
		Coeff.	[]	Coeff.	[]	Coeff.	[]
Canada	Constant	8.14899	2515.251	8.088193	1917.64	7.920484	1571.034
1995	Age	0.090603	564.622	0.09019	429.864	0.096597	388.197
	Age*Age	-0.000961	-488.967	-0.000942	-369.11	-0.00106	-344.499
	Hours worked (FT)	0.00289	125.927	0.003266	119.166	0.001195	28.203
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	0.189869	429.5	0.175124	302.718	0.200238	293.429
	High level of educ	0.503693	940.084	0.453275	643.021	0.562062	683.307
	Married	0.119685	251.935	0.166124	253.343	0.057090	83.568
	Number of children	0.001681	8.609	0.013895	55.434	-0.027444	-87.611
	Fem	-0.270717	-654.908	x	x	x	x
	Rsquare	0.1703	x	0.1485	x	0.1361	x
	F-stat	310251.286	x	181340.091	x	108279.2	x
	N	60443	x	36380	x	24063	x
United States	Constant	7.35857	2293.474	7.177014	1768.869	7.261470	1423.891
1990	Age	0.097466	601.489	0.102281	493.967	0.097369	382.417
	Age*Age	-0.001005	-502.471	-0.001039	-408.592	-0.001056	-333.932
	Hours worked (FT)	0.007535	281.909	0.007178	234.192	0.007057	137.108
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	0.249877	450.723	0.236811	332.154	0.241222	279.164
	High level of educ	0.569768	942.272	0.557902	730.759	0.541927	556.489
	Married	0.13708	254.135	0.232826	306.662	0.003269	4.230
	Number of children	-0.016221	-64.831	0.004257	13.039	-0.072800	-184.589
	Fem	-0.325092	-670.728	x	x	x	x
	Rsquare	0.267	x	0.2909	x	0.1675	x
	F-stat	371916.383	x	276636.495	x	99067.087	x
	N	79267	x	45973	x	33294	x
Australia	Constant	7.348331	1617.956	7.512222	1421.54	6.741520	770.198
1994	Age	0.106069	486.601	0.092318	359.112	0.144336	343.297
	Age*Age	-0.001221	-438.933	-0.001035	-320.762	-0.001752	-315.945
	Hours worked (FT)	0.017835	290.721	0.018731	271.114	0.014494	115.058
	Medium level of educ	0.132599	196.036	0.131051	170.889	0.139514	101.584
	High level of educ	0.253797	300.793	0.283473	274.807	0.212519	145.950
	Married	0.068105	92.36	0.084025	89.897	0.027624	22.624
	Number of children	-0.035847	-108.762	-0.017689	-48.421	-0.107578	-143.688
	Fem	-0.177285	-267.78	x	x	x	x
	Rsquare	0.2111	x	0.199	x	0.1657	x
	F-stat	114978.966	x	81572.191	x	32284.57	x
	N	3375	x	2243	x	1132	x
Germany	Constant	9.175265	160.149	9.13337	128.565	8.587468	88.139
1994	Age	0.061765	22.104	0.056718	16.314	0.103567	21.945
	Age*Age	-0.000606	-17.789	-0.000527	-12.608	-0.00117	-19.786
	Hours worked (FT)	0.002134	3.939	0.003829	6.34	-0.00432	-3.735
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	0.11288	14.393	0.070055	7.303	0.214007	16.282
	High level of educ	0.432964	40.912	0.449202	36.8	0.353579	17.411
	Married	0.102345	12.04	0.141446	12.665	-0.009079	-0.713
	Number of children	-0.024625	-5.443	0.002128	0.407	-0.174801	-18.688
	Fem	-0.220329	-28.075	x	x	x	x
	Rsquare	0.2305	x	0.2288	x	0.1792	x
	F-stat	729.382	x	561.326	x	194.29	x
	N	4442	x	2983	x	1459	x

Appendix Table 4: OLS Results, Sample of non-immigrants only. 4 2

		Basic Model + weeks worked					
		Males & Females		Males		Females	
		Coeff.	[]	Coeff.	[]	Coeff.	[]
Canada	Constant	6.869917	768.749	7.055081	603.249	6.275392	457.096
1995	Age	0.090042	561.527	0.089784	428.103	0.095727	385.224
	Age*Age	-0.000955	-486.761	-0.000938	-367.906	-0.001051	-342.251
	Hours worked (FT)	0.002913	127.016	0.003294	120.231	0.001184	27.990
	Weeks worked (FY)	0.025152	153.555	0.020288	94.702	0.032432	128.794
	Medium level of educ	0.187776	424.977	0.173801	300.527	0.196643	288.415
	High level of educ	0.498276	928.866	0.449003	636.05	0.554892	674.203
	Married	0.117949	248.453	0.164595	251.089	0.055071	80.731
	Number of children	0.001737	8.905	0.013961	55.734	-0.027429	-87.715
	Fem	-0.271037	-656.314	x	x	x	x
	Rsquare	0.172	x	0.1496	x	0.139	x
	F-stat	278936.709	x	159989.194	x	97144.339	x
	N	60443	x	36380	x	24063	x
United States	Constant	5.896761	2039.727	5.758799	1513.619	5.822611	1328.734
1990	Age	0.078519	561.617	0.087011	473.059	0.073045	344.531
	Age*Age	-0.000804	-466.579	-0.000877	-388.373	-0.00079	-300.095
	Hours worked (FT)	0.006544	284.564	0.006307	232.166	0.006357	148.955
	Weeks worked (FY)	0.039797	1695.48	0.037841	1137.548	0.040949	1251.448
	Medium level of educ	0.212115	444.392	0.195233	308.577	0.216603	302.203
	High level of educ	0.565144	1086.717	0.525819	776.738	0.588645	728.219
	Married	0.09702	208.87	0.164862	244.141	0.001614	2.518
	Number of children	-0.007778	-36.135	0.004556	15.753	-0.042183	-128.635
	Fem	-0.279928	-670.172	x	x	x	x
	Rsquare	0.4579	x	0.4434	x	0.4277	x
	F-stat	766360.333	x	470152.754	x	321846.555	x
	N	79267	x	45973	x	33294	x
Australia	Constant	x	x	x	x	x	x
1994	Age	x	x	x	x	x	x
	Age*Age	x	x	x	x	x	x
	Hours worked (FT)	x	x	x	x	x	x
	Medium level of educ	x	x	x	x	x	x
	High level of educ	x	x	x	x	x	x
	Married	x	x	x	x	x	x
	Number of children	x	x	x	x	x	x
	Fem	x	x	x	x	x	x
	Rsquare	x	x	x	x	x	x
	F-stat	x	x	x	x	x	x
	N	x	x	x	x	x	x
Germany	Constant	8.288334	165.348	8.214577	131.895	7.866372	93.870
1994	Age	0.029278	12.26	0.024137	8.097	0.068459	17.170
	Age*Age	-0.000258	-8.91	-0.000183	-5.122	-0.000782	-15.716
	Hours worked (FT)	0.001517	3.33	0.002921	5.725	-0.00388	-4.019
	Weeks worked (FY)	0.032979	86.329	0.034153	71.091	0.029572	49.567
	Medium level of educ	0.093954	14.223	0.059061	7.279	0.172916	15.806
	High level of educ	0.436677	49.034	0.457783	44.413	0.34088	20.087
	Married	0.061137	8.549	0.100629	10.653	-0.043101	-4.089
	Number of children	-0.005704	-1.498	0.010277	2.327	-0.116245	-14.784
	Fem	-0.208747	-31.514	x	x	x	x
	Rsquare	0.4384	x	0.4367	x	0.4044	x
	F-stat	1676.659	x	1281.216	x	521.115	x
	N		x		x		x

Appendix Table 5: OLS Results, Sample of Immigrants Only **5 1**

		Basic Model					
		Males & Females		Males		Females	
		Coeff.	t	Coeff.	t	Coeff.	t
Canada	Constant	8.425052	1119.157	8.242045	831.485	8.317841	713.890
1995	Age	0.067114	185.173	0.07118	148.805	0.068311	122.025
	Age*Age	-0.000629	-148.958	-0.000646	-117.035	-0.000696	-105.180
	Hours worked (FT)	0.002591	51.243	0.003235	52.145	0.001088	12.337
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	0.27095	272.09	0.252969	188.857	0.27826	187.344
	High level of educ	0.535387	492.469	0.513995	355.523	0.546982	331.259
	Married	0.044137	39.103	0.072353	44.74	0.007278	4.668
	Number of children	-0.013856	-34.123	-0.011581	-21.874	-0.022795	-36.009
	Fem	-0.274767	-308.111	x	x	x	x
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-04	x	x	x	x	x	x
	Imm 05-09	x	x	x	x	x	x
	Imm 10-14	x	x	x	x	x	x
	Imm 15-19	x	x	x	x	x	x
	R-square	0.1517	x	0.1316	x	0.1085	x
	F-stat	67193.814	x	38590.851	x	21270.947	x
	N	15035	x	8915	x	6120	x
United States	Constant	7.568674	1107.412	7.549426	901.913	7.40124	628.17
1990	Age	0.066446	191.464	0.065156	151.337	0.070477	121.290
	Age*Age	-0.00064	-148.353	-0.00062	-116.26	-0.000717	-98.691
	Hours worked (FT)	0.00853	131.153	0.00828	109.422	0.008091	64.517
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	0.398539	314.119	0.36135	222.146	0.43826	217.534
	High level of educ	0.695048	531.423	0.692626	420.729	0.679778	316.929
	Married	0.219184	181.588	0.316848	198.726	0.069658	37.705
	Number of children	-0.013965	-31.427	-0.01328	-23.667	-0.032083	-43.917
	Fem	-0.245445	-232.646	x	x	x	x
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-05	x	x	x	x	x	x
	Imm 06-10	x	x	x	x	x	x
	Imm 11-15	x	x	x	x	x	x
	Imm 16-20	x	x	x	x	x	x
	R-square	0.2607	x	0.2869	x	0.1986	x
	F-stat	92206.017	x	76572.731	x	26902.662	x
	N	20482	x	13012	x	7470	x
Australia	Constant	8.145495	893.258	8.120623	788.96	7.77641	407.488
1994	Age	0.054988	132.614	0.041124	86.822	0.120204	140.288
	Age*Age	-0.000666	-131.873	-0.000467	-82.326	-0.001566	-143.911
	Hours worked (FT)	0.022904	220.387	0.028517	257.702	0.000639	2.622
	Medium level of educ	0.096119	82.76	0.061799	47.638	0.17458	73.356
	High level of educ	0.383034	278.16	0.280079	179.668	0.641866	234.068
	Married	0.047399	35.334	0.079381	48.666	-0.033297	-14.525
	Number of children	0.027513	47.225	0.036229	56.56	-0.029671	-23.358
	Fem	-0.195768	-168.038	x	x	x	x
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-04	x	x	x	x	x	x
	Imm 05-09	x	x	x	x	x	x
	Imm 10-14	x	x	x	x	x	x
	Imm 15-19	x	x	x	x	x	x
	R-square	0.1816	x	0.1494	x	0.1955	x
	F-stat	33254.647	x	20822.464	x	12826.752	x
	N	1182	x	814	x	368	x
Germany	Constant	8.204026	31.84	8.455547	28.897	7.568459	10.389
1994	Age	0.106421	7.68	0.095419	6.006	0.118017	4.303
	Age*Age	-0.001234	-6.964	-0.001138	-5.644	-0.001256	-3.497
	Hours worked (FT)	0.003778	1.816	0.004298	2.174	0.00202	0.142
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	0.253903	6.543	0.230761	4.904	0.292148	4.153
	High level of educ	0.283099	5.927	0.34756	6.893	0.089777	0.751
	Married	0.13708	3.021	0.126068	2.352	0.06315	0.703
	Number of children	-0.01458	-0.969	-0.015112	-0.966	0.001106	0.027
	Fem	-0.3654	-10.358	x	x	x	x
	R-square	0.2482	x	0.1774	x	0.1816	x
	F-stat	48.532	x	25.388	x	12.162	x
	N	226	x	164	x	62	x

Appendix Table 5: OLS Results, Sample of Immigrants Only 5 2

		Basic Model + Weeks					
		Males & Females		Males		Females	
		Coeff.	t	Coeff.	t	Coeff.	t
Canada 1995	Constant	6.419778	350.993	5.974778	243.501	6.711213	246.227
	Age	0.065941	182.308	0.069716	146.091	0.067439	120.641
	Age*Age	-0.000618	-146.618	-0.000632	-114.804	-0.000688	-104.046
	Hours worked (FT)	0.002573	51.017	0.003128	50.547	0.001216	13.806
	Weeks worked (FY)	0.0397	120.239	0.045023	100.955	0.03167	65.178
	Medium level of educ	0.266013	267.546	0.248007	185.555	0.273892	184.534
	High level of educ	0.527586	485.59	0.505977	350.445	0.54005	326.948
	Married	0.04091	36.32	0.069158	42.878	0.004381	2.813
	Number of children	-0.013212	-32.613	-0.011052	-20.934	-0.022039	-34.869
	Fem	-0.27395	-307.923	x	x	x	x
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-04	x	x	x	x	x	x
	Imm 05-09	x	x	x	x	x	x
	Imm 10-14	x	x	x	x	x	x
	Imm 15-19	x	x	x	x	x	x
	R-square	0.1557	x	0.1365	x	0.1115	x
	F-stat	61621.356	x	35233.993	x	19207.684	x
	N	15035	x	8915	x	6120	x
United States 1990	Constant	6.191692	1063.087	6.087857	839.718	6.182898	630.626
	Age	0.05229	181.93	0.056379	156.726	0.047295	99.533
	Age*Age	-0.000513	-143.56	-0.000546	-122.49	-0.000491	-82.706
	Hours worked (FT)	0.007399	137.504	0.007158	113.242	0.007413	72.502
	Weeks worked (FY)	0.038884	982.693	0.038696	760.22	0.038741	619.304
	Medium level of educ	0.332732	316.411	0.301615	221.662	0.364012	221.049
	High level of educ	0.625904	577.344	0.625439	453.99	0.607174	346.469
	Married	0.166861	166.891	0.222369	166.282	0.075367	50.042
	Number of children	-0.013392	-36.437	-0.015113	-32.253	-0.022307	-37.444
	Fem	-0.222369	-254.727	x	x	x	x
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-05	x	x	x	x	x	x
	Imm 06-10	x	x	x	x	x	x
	Imm 11-15	x	x	x	x	x	x
	Imm 16-20	x	x	x	x	x	x
	R-square	0.4942	x	0.5027	x	0.4674	x
	F-stat	227093.945	x	168311.854	x	83363.559	x
	N	20482	x	13012	x	7470	x
Australia 1994	Constant	x	x	x	x	x	x
	Age	x	x	x	x	x	x
	Age*Age	x	x	x	x	x	x
	Hours worked (FT)	x	x	x	x	x	x
	Medium level of educ	x	x	x	x	x	x
	High level of educ	x	x	x	x	x	x
	Married	x	x	x	x	x	x
	Number of children	x	x	x	x	x	x
	Fem	x	x	x	x	x	x
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-04	x	x	x	x	x	x
	Imm 05-09	x	x	x	x	x	x
	Imm 10-14	x	x	x	x	x	x
	Imm 15-19	x	x	x	x	x	x
	R-square	x	x	x	x	x	x
	F-stat	x	x	x	x	x	x
	N	x	x	x	x	x	x
Germany 1994	Constant	7.787618	50.381	7.19783	40.712	8.450733	19.729
	Age	0.031073	3.646	0.05609	5.891	-0.023183	-1.335
	Age*Age	-0.000333	-3.064	-0.000639	-5.282	0.000338	1.509
	Hours worked (FT)	0.003997	3.206	0.00395	3.356	0.005589	0.671
	Weeks worked (FY)	0.042211	44.092	0.044205	38.449	0.0442	23.559
	Medium level of educ	0.18995	8.156	0.149401	5.33	0.23879	5.790
	High level of educ	0.391276	13.481	0.310319	10.191	0.618689	8.385
	Married	-0.074854	-2.7	-0.023379	-0.727	-0.110057	-2.071
	Number of children	-0.009349	-1.034	-0.021967	-2.355	0.005726	0.243
	Fem	-0.191393	-8.893	x	x	x	x
	R-square	0.7187	x	0.7073	x	0.6982	x
	F-stat	334.9	x	250.781	x	101.658	x
	N	226	x	164	x	62	x

Appendix Table 5: OLS Results, Sample of Immigrants Only 5 3

		Basic Model + Immigrants Origine + Recent Immigrants Group					
		Males & Females		Males		Females	
		Coeff.	[]	Coeff.	[]	Coeff.	[]
Canada 1995	Constant	8.936762	1201.295	8.912407	911.196	8.642664	748.937
	Age	0.058935	166.769	0.059167	127.483	0.06365	115.879
	Age*Age	-0.000619	-150.554	-0.000609	-114.02	-0.000708	-108.985
	Hours worked (FT)	0.00236	47.883	0.002384	39.629	0.001819	21.003
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	0.24945	256.718	0.225945	173.935	0.26212	179.328
	High level of educ	0.554936	522.05	0.544371	387.43	0.55238	339.293
	Married	0.062882	56.907	0.103503	65.787	0.020660	13.430
	Number of children	-0.013596	-34.181	-0.009877	-19.211	-0.026349	-41.956
	Fem	-0.272989	-314.136	x	x	x	x
	ImmAsia	-0.186402	-179.052	-0.243294	-176.317	-0.100868	-64.042
	ImmAfrica	-0.126292	-109.066	-0.183393	-116.981	-0.042096	-24.743
	Imm 00-04	-0.442039	-269.155	-0.481469	-222.041	-0.390735	-156.265
	Imm 05-09	-0.255308	-190.89	-0.25446	-144.585	-0.258002	-126.278
	Imm 10-14	-0.131838	-83.707	-0.10951	-51.749	-0.16416	-70.419
	Imm 15-19	-0.089223	-70.574	-0.103625	-61.067	-0.067727	-36.145
	R-square	0.1966	x	0.1881	x	0.1433	x
	F-stat	52555.593	x	31771.203	x	15748.369	x
	N	15035	x	8915	x	6120	x
United States 1990	Constant	8.555137	1218.061	8.604916	993.363	8.199149	690.38
	Age	0.050195	149.269	0.048313	115.566	0.0562	100.193
	Age*Age	-0.000546	-130.874	-0.000519	-100.496	-0.000643	-91.951
	Hours worked (FT)	0.007638	122.125	0.006958	95.514	0.008225	68.314
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	0.276801	214.11	0.240465	144.202	0.314406	154.295
	High level of educ	0.591055	425.126	0.587883	332.864	0.567723	252.449
	Married	0.175369	150.494	0.268899	175.033	0.033065	18.470
	Number of children	-0.008103	-18.537	-0.006249	-11.366	-0.026917	-37.302
	Fem	-0.289052	-283.358	x	x	x	x
	ImmAsia	-0.110022	-68.796	-0.154509	-74.745	-0.0381	-15.225
	ImmAfrica	-0.277141	-174.353	-0.312189	-153.928	-0.232246	-91.603
	Imm 00-05	-0.557756	-343.744	-0.539958	-267.99	-0.585094	-213.905
	Imm 06-10	-0.294412	-187.435	-0.298524	-150.182	-0.279866	-110.211
	Imm 11-15	-0.161157	-101.265	-0.188051	-93.084	-0.116004	-45.393
	Imm 16-20	-0.121924	-70.993	-0.141151	-64.102	-0.093221	-34.352
	R-square	0.3202	x	0.3451	x	0.2631	x
	F-stat	70385.319	x	54001.731	x	20863.871	x
	N	20482	x	13012	x	7470	x
Australia 1994	Constant	8.351746	910.831	8.411445	816.514	7.839287	403.483
	Age	0.053058	128.654	0.036396	77.959	0.124731	144.271
	Age*Age	-0.000677	-134.535	-0.000454	-81.344	-0.001637	-148.902
	Hours worked (FT)	0.021342	204.003	0.026907	242.261	-0.001169	-4.760
	Medium level of educ	0.104192	89.937	0.071603	55.597	0.183528	76.569
	High level of educ	0.42495	305.958	0.33059	212.299	0.666594	239.509
	Married	0.0576	43.26	0.087097	54.211	-0.041337	-17.808
	Number of children	0.029688	51.414	0.040942	64.99	-0.028824	-22.797
	Fem	-0.197029	-170.521	x	x	x	x
	ImmAsia	-0.094421	-65.555	-0.097695	-58.284	-0.114264	-43.375
	ImmAfrica	-0.012906	-6.659	0.026478	12.477	-0.110403	-26.684
	Imm 00-04	-0.273713	-113.396	-0.391371	-144.649	0.044493	9.33
	Imm 05-09	-0.129701	-85.184	-0.165473	-95.102	-0.085771	-30.015
	Imm 10-14	-0.024159	-13.174	-0.061074	-28.191	0.005529	1.671
	Imm 15-19	-0.058891	-34.168	-0.038429	-19.969	-0.104852	-30.681
	R-square	0.1996	x	0.1834	x	0.2073	x
	F-stat	21359.315	x	14332.301	x	7429.688	x
	N	1182	x	814	x	368	x
Germany 1994	Constant	x	x	x	x	x	x
	Age	x	x	x	x	x	x
	Age*Age	x	x	x	x	x	x
	Hours worked (FT)	x	x	x	x	x	x
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	x	x	x	x	x	x
	High level of educ	x	x	x	x	x	x
	Married	x	x	x	x	x	x
	Number of children	x	x	x	x	x	x
	Fem	x	x	x	x	x	x
	R-square	x	x	x	x	x	x
	F-stat	x	x	x	x	x	x
	N	x	x	x	x	x	x

Appendix Table 5: OLS Results, Sample of Immigrants Only 5 4

Basic Model + Weeks + Immigrants Origine + Recent Immigrants Group

		Males & Females		Males		Females	
		Coeff.	t	Coeff.	t	Coeff.	t
Canada	Constatnt	7.462986	414.277	7.24411	301.227	7.439781	275.674
1995	Age	0.058223	164.932	0.058305	125.789	0.063092	114.954
	Age*Age	-0.000611	-148.754	-0.0006	-112.364	-0.000701	-108.081
	Hours worked (FT)	0.002354	47.832	0.002323	38.673	0.001904	22.000
	Weeks worked (FY)	0.028989	89.803	0.032889	75.912	0.023583	49.296
	Medium level of educ	0.246253	253.597	0.222863	171.755	0.259066	177.255
	High level of educ	0.548793	515.893	0.537921	382.756	0.546937	335.511
	Married	0.060202	54.534	0.100548	63.992	0.018395	11.965
	Number of children	-0.013173	-33.16	-0.009521	-18.546	-0.025857	-41.208
	Fem	-0.272469	-313.95	x	x	x	x
	ImmAsia	-0.182061	-174.928	-0.238538	-172.971	-0.097215	-61.715
	ImmAfrica	-0.123945	-107.156	-0.18098	-115.604	-0.039979	-23.515
	Imm 00-04	-0.434979	-264.907	-0.473633	-218.532	-0.384949	-153.934
	Imm 05-09	-0.251417	-188.134	-0.24977	-142.061	-0.255175	-124.969
	Imm 10-14	-0.128703	-81.806	-0.105504	-49.921	-0.162086	-69.586
	Imm 15-19	-0.087033	-68.921	-0.101793	-60.077	-0.065342	-34.895
	Rsquare	0.1987	x	0.1907	x	0.145	x
	F-stat	49721.065	x	30008.777	x	14826.082	x
	N	15035	x	8915	x	6120	x
United States	Constatnt	7.033742	1159.692	7.006987	924.011	6.847261	681.533
1990	Age	0.04127	147.166	0.044441	126.572	0.038508	83.115
	Age*Age	-0.00046	-132.262	-0.000485	-111.921	-0.000457	-79.188
	Hours worked (FT)	0.006654	127.625	0.006052	98.912	0.007426	74.815
	Weeks worked (FY)	0.037041	958.873	0.036925	746.161	0.036803	598.675
	Medium level of educ	0.236118	218.963	0.201412	143.725	0.272842	162.296
	High level of educ	0.539436	465.018	0.534243	359.78	0.522092	281.400
	Married	0.135914	139.813	0.189899	146.699	0.047275	32.032
	Number of children	-0.00598	-16.413	-0.00691	-14.965	-0.015628	-26.260
	Fem	-0.257249	-302.337	x	x	x	x
	ImmAsia	-0.085895	-64.429	-0.121785	-70.132	-0.031089	-15.07
	ImmAfrica	-0.232212	-175.165	-0.265155	-155.573	-0.188708	-90.24
	Imm 00-05	-0.410293	-301.441	-0.413621	-243.237	-0.400789	-176.119
	Imm 06-10	-0.258828	-197.623	-0.269395	-161.34	-0.237793	-113.537
	Imm 11-15	-0.153364	-115.62	-0.181907	-107.22	-0.108355	-51.435
	Imm 16-20	-0.121065	-84.578	-0.140964	-76.23	-0.092757	-41.466
	Rsquare	0.5278	x	0.5382	x	0.4992	x
	F-stat	155861.562	x	110871.178	x	54112.613	x
	N	20482	x	13012	x	7470	x
Australia	Constatnt	x	x	x	x	x	x
1994	Age	x	x	x	x	x	x
	Age*Age	x	x	x	x	x	x
	Hours worked (FT)	x	x	x	x	x	x
	Medium level of educ	x	x	x	x	x	x
	High level of educ	x	x	x	x	x	x
	Married	x	x	x	x	x	x
	Number of children	x	x	x	x	x	x
	Fem	x	x	x	x	x	x
	ImmAsia	x	x	x	x	x	x
	ImmAfrica	x	x	x	x	x	x
	Imm 00-04	x	x	x	x	x	x
	Imm 05-09	x	x	x	x	x	x
	Imm 10-14	x	x	x	x	x	x
	Imm 15-19	x	x	x	x	x	x
	Rsquare	x	x	x	x	x	x
	F-stat	x	x	x	x	x	x
	N	x	x	x	x	x	x
Germany	Constatnt	x	x	x	x	x	x
1994	Age	x	x	x	x	x	x
	Age*Age	x	x	x	x	x	x
	Hours worked (FT)	x	x	x	x	x	x
	Weeks worked (FY)	x	x	x	x	x	x
	Medium level of educ	x	x	x	x	x	x
	High level of educ	x	x	x	x	x	x
	Married	x	x	x	x	x	x
	Number of children	x	x	x	x	x	x
	Fem	x	x	x	x	x	x
	Rsquare	x	x	x	x	x	x
	F-stat	x	x	x	x	x	x
	N	x	x	x	x	x	x

Appendix Table 6: Descriptions and Coding of Educational Attainment

Country	Original Survey Description	Coding
Australia	Higher degree	high
	Postgraduate diploma	high
	Bachelor Degree	high
	Undergraduate Diploma	medium
	Associate Diploma	medium
	Skilled Vocational Qualifications	medium
	Basic Vocational Qualifications	low
	No Qualifications	low
Canada	Less than grade 8	low
	Grades 9 and 10	low
	Grades 11 through 13	low
	Graduated high school	low
	Some post-secondary	medium
	Post-secondary certificate or diploma	medium
	University diploma	high
Germany	No degree	low
	Other degree	low
	Other degree with tech	low
	Secondary	low
	Secondary with technical	low
	Non class secondary	low
	Non class secondary with technical	low
	Technical school degree	medium
	Technical school with technical	medium
	High school degree	medium
	High school with technical	medium
	Technical college	high
	University	high
	Foreign university	high
United States	No schooling	low
	Elementary school	low
	Some high school	low
	High school diploma	low
	Some college	medium
	Associate degree	medium
	Bachelor degree	high
	Masters degree	high
	Doctorate	high