Wage of Immigrants in the Canadian Labour Market

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Abstract:

This paper uses 1991, 1996, 2001 and 2006 PUMF Canadian census data to evaluate how long it might take to the earnings of new immigrant's men to catch up the earnings of their comparable Canadian-born men, based on the log-earning model from Grenier et al. (1995) when controlling for region effects. The results suggest that the estimate of years to equality and their respective confidence interval are roughly higher in the Grenier et al. (1995) model than the new ones which included region variables; after controlling for entry, assimilation and cohort effects. It will take in average forty-four years to the earnings of new immigrant's men to catch up the earnings of their comparable Canadian-born, after controlling for cohort effects in the pooled sample data. The estimate and confidence interval of years to equality are also given for different regions across sectional and pooled data. The results suggest a large variation and differences of these estimates across regions and different cohorts. (JEL Codes: J15, J31, J61, J70).

I. Introduction

Immigrant-receiving countries grant visas for permanent residence based on skill requirements, family ties or humanitarian grounds. The allocation of visas across these alternative categories varies considerably across countries. Canada's immigration selection system's structure is a fundamental building block of the nation. This system has received some changes over years. Canada's skilled recruitment policy changed from a "tap on –tap off" policy circa (1976-1988) to a uniformly high intake level coupled with a "fifty-fifty" entry criteria between 1988 and the present (DeVoretz, 2006a). Although specific rules change considerably over time, in Canada, eligibility of immigrants based skill requirements has been determined by a number of individual characteristics including age, education, experience, and language ability among others. The point system mechanism for selecting immigrants under skilled worker and business class categories was introduced in Canada during late 1960s. Moreover, Canadian immigration laws permit permanent residents or Canadian citizen to sponsor their family members (spouses, common-law partners, dependant or adopted children, parents and grandparents) as immigrants under family class as long as sponsors are at least 18years of age, live in Canada and meet income requirements. In the period following World War II until the early 1990, the different change in the immigration policy was lead to a decline in the proportion of immigrants in the independent and assisted relative class categories (both of which have to meet the skills requirement criteria, with points awarded for having relatives in Canada) and a dramatic increase in the proportion admitted under the refugee and family classes (who did not have to meet the skills criteria, but who entered to be reunited with their families or as refugees) (Grenier et al., 1995). In 1968, approximately 74% of immigrants were admitted under the point-related independent (skill requirements) and assisted relatives' categories, while 26% entered under family and refugee status. By the 1980s, these proportions had almost reversed themselves, with only 35% admitted under the independent and assisted relatives' categories and 65% under family and refugee status (Wright and Maxim, 1993).

The "cinquante-cinquante" Canada's immigration system was one way to balance this lower proportion of economic immigrants. For example, starting in 1993, a Canadian policy shift substantially increased the number of immigrants in the economy class (Sweetman and Warman, 2012), 66% of immigrants were admitted under skill requirements and 27% under family class during period 2000-2001 (Aydemir, 2010). Human capital characteristics play a dominant role in selection decisions of skilled based immigrants. The rationale for the skill-based selection mechanisms is to admit immigrants that can adapt to the labour market relatively easily and also help meet perceived demands for certain skill sets in the economy (Aydemir, 2010). The literature suggests that new immigrant's earning levels have continuously fallen behind those of Canadians despite the greater policy emphasis on immigrants' selection in recent years. The implication is that Canada has been

selecting immigrants increasingly less likely to do as well as the average Canadian in the labour market (Li, 2003). This paper uses 1991, 1996, 2001 and 2006 PUMF Canadian census data to estimate the length of time the earnings of immigrant's men are expected to catch up the earnings of otherwise comparable[1] Canadian-born individuals' men, based on the log-earning model from Grenier et al. (1995), when controlling for region effects. The focus of the analysis is to reexamine the conclusions regarding the declining performance of recent immigrant's cohorts.

The paper is organized as follows: we begin with a brief literature review that relates the catch-up capacity of immigrant's earnings in section II, the data and descriptive statistics are presented in section III, the model and methodology are set up in section III, the empirical results and discussion are then set out in section V, we conclude in section VI and summarize tables in section VII.

II. Literature review

Several studies have employed innovative techniques to estimate the earnings of immigrants and have reached similar conclusions regarding the relative decline in earnings of more recent immigrants. Grenier et al. (1995) evaluated the earnings of immigrants and native-born Canadian using the 1971, 1981 and 1986 censuses and showed that immigrant men earned on average 5 percent less than non immigrant in 1971, when variations in other variables had been adjusted, but this earning grew by about one-third of one percent year and reach the income parity with their comparable native-born after fifteen years. However, the negative entry and positive assimilation effects become larger in absolute value in the 1981 and 1986 censuses. In 1986, the average immigrant had a 22 percent earnings disadvantage at the time of entry. Even though with larger assimilation effect (almost 1 percent faster earnings growth per year), it would take 26.5 years to catch up with Canadian-born men. Using pooled regressions estimates based on the 1971, 1981 and 1986 censuses, Grenier et al. (1995) showed that recent entry cohort of immigrant men and women were estimated to take much longer than those of earlier cohorts to reach income parity with their comparable Canadian-born. For example, they found that it will take more than 136 years for the cohort (1981-1986) of immigrant's men to catch up the earnings of their comparable Canadian-born men, while during the same period the US immigrant's men reach income parity with their American-born counterpart, just after 40 years. They mentioned that one reason of this great declining could be imputed because of changes in Canada's immigration policies in 1974 to increase the admission of family-class immigrants, those arriving after 1974 had lower skill levels than their predecessors.

[1] Otherwise comparable means comparable in terms of observed human capital and demographic characteristics (Grenier et al., 1995).

This declining on earnings of new immigrants was also confirmed by Abboot and Beach (1993) who reported that immigrants from the mid-1960 to the early 1970s would take longer than early immigrants to catch up the earnings of native-born Canadians.

McDonald and Worswick (1998) provided an opposite version of this difficulty of new immigrants to integrate the Canadian labour market. They used pooled cross-sectional survey data for 1981-92 to estimate the relative earnings of immigrant's men and found that when job tenure and macroeconomics conditions are considered, recent immigrant cohorts suffered a smaller earnings disadvantage on entry than earlier cohorts (Li, 2003).

Several recent studies tend to reach the same conclusions as McDonald and Worswick (1998). Using longitudinal tax data for immigrants who landed in Canada between 1980 and 1996, Li (2003) showed that when the earnings profiles of immigrants over time are considered and the catch-up rates are estimated, immigrants who arrived more recently (in the 1990s) are found to take less time to catch-up with the average earnings of Canadian men and women, and this pattern is consistent for all classes of admission, as well as for male and female immigrants.

DeSilva (1997) used the IMDB administrative data to explicitly link individuals by immigration class to their labour market outcomes. He concluded that the earnings of immigrants admitted under the independent class (or economic class), the assisted relative class (e.g., brothers, sisters, cousins) and the refugee class converged rapidly over time. He found that economic class principal applicants caught up to national average earning after about 4years in the country, whereas the other three groups (family class, the spouses and assisted relative of the economic class, and refugee) took roughly 13 to 15 years to reach that threshold. Wanner (2003) merged immigrant's landing records and census data and suggested that even though the earnings differed initially for selected immigrants and those not screened, they tend to converge over time. As this point, Li (2003) pointed out that the integration policy of immigrants, and not just the policy of immigrant admission, should be considered to improve the long-term labour market outcomes of immigrants.

In this paper, we are using 1991, 1996, 2001 and 2006 Canadian Census data to look if these results are still consistent. We expect that the results found by Grenier et al. (1995) might be different if the model takes in account the region of living of new immigrants. So, in the model considered by Grenier et al. (1995), we add the region of living of individual during the census, one or five years ago prior to the Census. We also consider the first official language spoken by an individual as another socio-economic variable that might influence the earnings of individuals. We will evaluate how long does it take to the earnings of new immigrant's men to catch up the earnings of comparable Canadian-born men for each cross-section data, for each cohort that we will specify, and for pooled cross-section data over the four periods and within the specific region. Pooled data can be obtained just by combining the cross-sectional data after doing some changes on the variables in the different data set.

The goal is to examine whether immigrants of different new cohorts taking into account their region of living take longer or shorter to reach income parity with their comparable Canadian-born.

III. Data and descriptive statistics

The analysis uses 1991, 2001, and 2006 Public Use Samples of the Canadian Census. A person is considered as an immigrant if born in a foreign country before moving to Canada; all other individuals are classified as Canadian-born. The 1991 census PUMF on Individuals contains data based on a 3 percent sample of the population enumerated in the census, the 1996 census contains data based on a 2.8 percent sample of the population while the 2001 and 2006 census PUMF contains data based on a 2.7 percent sample of the Canadian population. The files provide information on the demographic, social and economic characteristics of the population. This study is restricted to men who earn positive wage and salary and who are not self-employed. Precisely, we are focusing on men who earnings are greater than zero and less than two hundred thousand Canadian dollars. We have extracted a subsample of variables of interest for each Census data.

Before the restriction mentioned above, the 3 percent of the population in the 1991 census had approximately 809,654 observations such that 399,093 are male and 410,562 are female. 1996 census contains 792,448 individuals such that 403,335 are female and 389,113 are male. 2001 census contains 801,055 individuals such that 407,195 are women and 399,860 are men. 2006 census contains 844,476 observations with 414,362 men and 430,114 women. The pooled data contains 3,247,633 observations such that 1,651,205 are women and 1,596,428 are men.

After the restriction, we obtained for 1991 census, a sample of size 420,027 individuals with 224,362 individual's men. For 1996 census, we got 384,880 observations remaining such that 151,926 are female and 202,954 are male. For the 2001 census, we have a sample of size 417,768 individuals, so 214,370 are men and for 2006 census; we had a sample size of 448.945, so that 229,559 are men. For pooled sample data, we had 1,665,620 individuals for 871,439 men and 794,181 women. Table 1 presents the variables and their definition while Table 2 provides some summarize descriptive statistics for these variables for individual's men.

There exist other sources of data that people are using now for the research on this topic as well. The Longitudinal Immigration Data Base (IMDB), developed by Citizenship and Immigration Canada and Statistics Canada, contains longitudinal income tax data and data from landing records for immigrants who landed in Canada since 1980 (Li, 2003). The Longitudinal Survey of Immigrants to Canada (LSIC) is a survey of immigrants aged 15 years and older, who applied through a Canadian Mission Abroad, landed from abroad, and arrived in Canada between October 2000 and September 2001 (Aydemir, 2010). LSIC data contains rich information on education, training, labour market experience, language and most importantly the visa category of immigrants (family class, skilled

worker class, business class, refugee class and provincial nominees). One critic of using census data or another microdata for Canadian economic research on immigrant labour market is that these data don't include information identifying individual's immigration class or other relevant aspects of the immigration system. Thus, there is no differentiation between those entering Canada as refugees or humanitarian immigrants, and economic class immigrants selected for the skills that should help them succeed in the Canadian labour market (Sweetman and Warman, 2012). Using these sources of data to estimate years to equality might lead to different conclusions.

IV. The Empirical framework

1. Model

The basic model that we are using is from Grenier et al. (1995) augmented to allow for the region-specific effect; here the index c denoted cohort and r denoted region:

$$Y = X\beta + \alpha I + \delta YSM(I) + \sum_{c=1}^{11} \theta_c Coh_c(I) + \sum_{r=1}^{11} \gamma_r Reg_r(I) + U \qquad (1)$$

Where $\boldsymbol{Y}$: logarithm of wages and salary; $\boldsymbol{X}$: vector of socioeconomic characteristics (Age ($\boldsymbol{AGEP}$) is age of individual at the census, Education ($\boldsymbol{TOTSCHP}$) is the total years of schooling, Work experience ($\boldsymbol{EXP}$) is the difference between Age, Education and 6, Square of Work experience ($\boldsymbol{EXPSQ}$), Marital status ($\boldsymbol{Married}$) (Married or not Married), Weeks worked during previous year of Census ($\boldsymbol{WKS49-52}$: reference 49-52 weeks), Hours works per week ($\boldsymbol{HRS40-44}$: reference 40-44 hours), Age at immigration (***AGM0_19***, ***AGM20_39***, ***AGM40_59***, ***AGMOVER60***), ***FOLP***[2] (first official language spoken : English, French or both)) with associated parameter vector β; $\boldsymbol{I}$: dummy variable coded 1 for immigrants, 0 for Canadian-born individuals; $\boldsymbol{YSM}$: years since migration for immigrants, equal 0 for Canadian-born individuals; $\boldsymbol{Coh}$: a vector of time-period dummy variables reflecting immigrant's year of entry into Canada, coded in five-year interval reflecting the gap between two consecutive censuses in Canada (all dummies coded as 0 for the Canadian-born individual). Taking as reference immigrants who arrived before 1956, we have 11 cohorts for our sample; $\boldsymbol{Reg}$: a vector of 11 dummy variables indicating individual's region of living during the census, one year or five years prior to cross section census. We have 11 regions in Canada for each census; $\boldsymbol{U}$: a vector of error terms.

[2] This variable was not part of the socioeconomic characteristics in the basic model used by Grenier at al. (1995). The coefficient of this variable is significant for estimating the log of earnings.

2. Methodology

We are using Ordinary Least Squares (OLS) and Weighted Least Squares (WLS) to estimate this model. Table 8c and Table 13 provide a Haussman test to choose the estimator which approximates well the coefficients. The test strongly fails to reject the null hypothesis that sampling is exogenous for each cross section and pooled data when we are controlling for region effect or not. We report much of results for both OLS and WLS.

**** Insert Table 8c and Table 13 ****

Grenier et al (1995) considered the coefficient α as the entry effect, δ the assimilation effect and θ_c the cohort effect. We will consider γ_r as the region effect on the individual's earnings. The Table 8a and Table 8b provide the test of overall significance of region coefficients in the model. According to this F- test, all these coefficients are jointly significant for estimating the log of earnings.

**** Insert Table 8a and Table 8b ****

The entry effect α is the difference in earnings between immigrants and otherwise comparable Canadian-born individuals at the time of entry of the immigrants into Canada.

The assimilation effect δ is the average percentage change in immigrant's earnings for each year spent in Canada, over and above any increases associated with other labour market characteristics that both immigrants and Canadian-born individual enjoy.

The cohort effect θ_c measures the average unobserved quality of immigrant cohorts relative to the reference group of pre-1956 immigrants.

The region effect γ_r captures the impact of region's specific rules in the assimilation of immigrant into Canadian's labour market.

Expecting that α is negative, δ is positive, following Grenier et al. (1995), an estimate of the number of years it takes for immigrants' earnings to catch up with the earnings of otherwise comparable Canadian-born individuals is given by the number of years it takes for the positive assimilation effect to offset the negative entry effect (net of any cohort and region fixed effects).

Consider equation (1) above for an individual immigrant i, we have the following equation:

$$Y_i = X'_i\,\beta + \alpha + \delta YSM_i + \theta_{ci} + \gamma_{ri} + U_i \qquad (2)$$

Consider equation (1) above for a comparable Canadian-born individual j of immigrant i who are living in the same region r and have the same gender, we have the following equation:

$$Y_j = X'_i\,\beta + \gamma_{ri} + U_j \qquad (3)$$

The difference in log of earnings is given by the following equation:

$$Y_i - Y_j = \alpha + \delta YSM_i + \theta_{ci} + U_i - U_j \qquad (4)$$

Call x the year to equality of earnings between the two different groups of individuals, we have the following equation:

$$\delta x + (\alpha + \theta_c) = 0 \quad (5)$$

Solve the equation above for x yields:

$$x = -\frac{\alpha+\theta_c}{\delta} \quad (6)$$

a) For a cross section, the year to equality denoted x_{cross} is such that:

$$x_{cross} = -\frac{\alpha}{\delta} \quad (7)$$

given that the estimate of θ_c is zero.

b) For each cohort, the estimate of θ_c exists, if we denoted by x_c the year to equality for a cohort, then x_c is given by equation (6).

c) For pooled data, let denote x_P the estimate of year to equality and $p_c = \frac{N_c}{\sum_{c=1}^{11} N_c}$, where N_c is the cohort c sample size. It follows that $x_P = \sum_{c=1}^{11} p_c x_c$. (8)

We can observe here that, the estimate of years to equality is affected by the region effect through the estimates of α, θ_c or δ. We don't observe a direct effect of γ_r on the estimate of years to equality. This coefficient cancelled out at the difference in log of earnings between a Canadian immigrant and his/her comparable Canadian-born. Finding one way to control for this direct effect of region effect for our estimate of years to equality will necessarily yield different results with respect to what we will have on this paper.

We recall that Grenier et al. (1995) did not include the region variable in their model. We will estimate this model using our data to obtain the different estimates values of years to equality for each cross section, cohort and pooled sample data and compare respectively with the ones that we will get from our model.

V. Empirical results and discussion

The variables that we are using for the regressions are reported in Table 1(definitions) and Table 2 (basic descriptive statistics for cross-sectional and pooled data).

****Insert Table 1 and Table 2****

Table 3 presents the sample size of the region of living during the census, one year or five years prior to the census for each cross section and also the sample size for different cohorts in the pooled sample data.

****Insert Table 3****

The OLS estimates[3] of entry, assimilation, cohort and region effects for immigrants' men are presented in Table 4 while the estimates of years to equality are reported in Table 5.

[3] We note here that we just report the estimates of variables of interests (entry, assimilation, cohort and region effects) for each cross section and pooled data. The other estimates can be obtained upon request.

****Insert Table 4 and Table 5 ****

Table 6 and Table 7 provides the WLS estimates of entry, assimilation, cohort and region effect for immigrants' men and the estimates of years to reach income parity.

**** Insert Table 6 and Table 7****

Both methods of estimation report almost the same coefficient estimates, even they have different p-value due to difference in standard errors. Although Table 8a and Table 8b report overall significance of coefficients regions using both methods of estimation, some certain individual variables have insignificant coefficient at 5 percent or 10 percent level, depending on cross sectional data. For example, the coefficient of Newfoundland and Labrador is strongly significant for only cross section 1996. The coefficient of Manitoba is not significant only in 1991 census data; the coefficients of Quebec and Ontario are not individually significant only for 2006 census data.

Table 9 and Table 10 provides the OLS estimates of entry, assimilation, cohort and region effect for immigrants' men and the estimates of years to reach income parity in the model without including region variables. We call the latter ones, GGB (Grenier, Gunderson, and Bloom) approach, because it is the same model of Grenier et al. (1995). We call our model NAP (new approach).

****Insert Table 9 and Table 10****

The WLS estimates with GGB approach are reported in Table 11 and Table 12.

****Insert Table 11 and Table 12****

The Tables 14a, 14b, 14c, and 14d combine the results of NAP and GGB estimates for both OLS and WLS methods. It is clear and easy to observe the similarly and difference between the estimates through these tables.

****Insert Table 14a, 14b, 14c and 14d****

Tables 15, 16, 17, 18 and 19 provide the empirical results for cross-sectional and pooled data per different regions for both OLS and WLS.

****Insert Tables 15, 16, 17, 18 and 19****

Finally, Tables 20, 21, 22, 23 and 24 show the OLS estimates of years to equality for each of the census year cross sections and pooled data per region. Given that WLS and OLS estimates are not so different across censuses and according to the Hausman test that we have shown above, we will just focus on OLS estimates for the discussion about the results.

****Insert Tables 20, 21, 22, 23 and 24****

Table 14a confirms the hypothesis mentioned in section IV about the expected negative entry effect and positive assimilation effect for each of the census year cross sections. The 1991 census shows that immigrant men had on average 29.2 percent earnings disadvantage at the time of their landing in Canada relative to comparable Canadian-born. Their earnings grew faster; almost 1 percent per year spent in Canada, so that after 30 years for our model or 32.5 years with GGB approach (Table 14c),

their earnings caught up with the earnings of native-born men. This length of equality between earnings of immigrant and comparable Canadian-born men is substantially larger for those who are living in Saskatchewan. Table 20 shows us that, they will spend 225 years to catch up the income parity and moreover, the 95 percent interval is [-353.13, 804.31] which is a bit under our outstanding. Indeed, in this region with some positive probability, some Canadian-born men will catch up the earnings of their comparable immigrant and vice versa. The same weird result (Table 21) is also obtained for individuals who are living in Nova Scotia for 2001 cross section census.

The negative entry effect roughly increases by 32.7 percent earnings disadvantage and almost 36 percent when we don't control for region effect in 1996 census cross section. The earnings of an immigrant who entered at this time in Canada grew by about 0.8 percent faster per year and caught up the earnings of comparable Canadian-born men after 38 years with NAP approach and 43 years with GGB approach (Table 14c).

The negative effect jumped down by 25.8 percent earnings disadvantage, and 23.7 percent disadvantage for GGB approach in 2001 census. Unfortunately, the earnings growth of immigrant severely shut down such that their earnings grew by 0.4 percent faster per year and will reach income parity with Canadian-born men after 71.4 years (or 61.7 years with GGB approach). The 95 percent confidence interval for this cross-section census is [27.94, 114.95] which mean that there still exists a positive probability to have some immigrant who will never catch up the income parity with their comparable native-born. The same weird results that we mentioned above are also observed for people who are living in Newfoundland and Labrador, Ontario, Manitoba, Saskatchewan and Yukon/Northwest Territories. We couldn't be able to estimate the years to equality for immigrants who are living in Prince Edward Island due to collinearity of variable YSM in the regression. The negative estimate of years to equality indicates that the negative expected values of entry effect or the positive expected values of assimilation effect are not always satisfied across regions for each of the census year cross section. There are for sure some parameters which should be considered (and that we didn't take in account) when evaluated the catch-up capacity of immigrant's earnings with their comparable native-born within region. As mentioned by DeVoretz (2006), the economic situation of Canada changed after 2001. The expansionary policy of the 1990's left Canada with a legacy of highly trained immigrants whose credentials are either not recognized or do not match Canadian standards. It follows that, these new Canadians do not experience earnings assimilation and this lowers Canada's per capita income.

The negative entry effect becomes very lower in the 2006 census, although the immigrant's earnings growth per year didn't change from 2001 to 2006. In 2006, immigrant men had, on average, 6 percent earnings disadvantage at the time of their arrival in Canada relative to comparable native-born men. Their earnings grew up by about 0.4 percent, and will catch up the earnings of their otherwise

comparable Canada-born after 12 years (or 14 years with GGB approach). Even the earnings of new immigrants (2006 landed) are growing smaller compare to other who came in 1991 or 1996; we can observe that the smaller negative entry effect leads the earnings of new ones to converge faster and reach income parity relative to the old immigrants.

The pooled regressions indicate that each successive cohort for both models (NAP and GGB) of immigrants' men had earnings disadvantage at the time of entry, even after controlling for the effects of human socioeconomics characteristics (Table 14a, 14b). The same effect was observed by Grenier et al. (1995), but they found that male immigrants who came in Canada between 1961 and 1965 had positive earnings advantage at the time of entry when the effect of entry was not taking in account. The difference between cross-cohorts' estimates is very small in both models (GGB and NAP). It seems that controlling for regions effects does not have a big impact on the determination of earnings at entry across cohorts (Tables 14a, 14b).

The cross-cohort trend is fluctuating over time. Started before 1956, the earnings disadvantage is decreasing from 52.5 percent (-37.2 percent cohort effect plus -15.3 percent entry effect) to 19.2 percent (-3.9 percent cohort effect plus -15.3 entry effect) at 1981, then it is increasing from 31.4 percent at 1982 to 36.2 at the end of 1991s, decreasing again from 33.4 percent at the beginning of 1992 to 19.1 percent (-3.8 percent cohort effect plus -15.3 entry effect) in 2001, and finally increasing up to 46 percent at the end of 2006. Immigrant men who arrived in Canada between 2002 and 2006 earned 46 percent less than did comparable Canadian-born (Table 14a). The pattern of estimates of years to equality across cohorts follows the same trend as the cross-cohort effects. When the regions variables are not part of the model, the estimates of catch-up capacity reported by the model are higher compared to the ones which does control for region effects (Tables 14c, 14d). The length of time to reach the income parity for immigrants who came before 1961 or who entered between 2002 and 2006 are larger compared to the other immigrants, but it is much larger for those who came before 1961 in Canada. Immigrant men who entered in Canada between 1977 and 1981 or between 1997 and 2001 enjoyed the lowest length of time about 24 years in order to catch up the earnings of otherwise comparable native-born.

One explanation of this fluctuating on catch up capacity is due to the change of the immigration policy through time. These changes bring positive and negative effects on the earnings of immigrants compare to native-born individuals. Another explanation of this higher length of time to reach income parity is due to some labour market discrimination against new immigrants, a possible lack of information among Canadian employers concerning immigrant's credentials and qualifications, and a lower reservation wage for immigrants (Grenier et al. 1995). Indeed, among critics that was addressing to Canada's historical policy of importing immigrants, one from the media documented numerous cases of putatively higher skilled immigrants working at low paying unskilled jobs

(DeVoretz, 2006). Also, Worswick (2004) analyzed the generally poor economy performance of educated immigrants in the early 21st century and argued that Canada should return to the "tap on-tap off" policy of the 1980's. In fact, it can be argued that Canada's post-1976 to pre-1990 immigration policy with respect to independent or economic immigrants implied a "job vacancy" criterion to earn admission. This might be one of the reasons for which Immigration Canada has introduced "Express Entry[4]" as a new procedure for selecting immigrants under the economic or independent category.

Crisis recession, as mentioned by Grenier et al. (1995) might also be one possible reason which can explain this big gap between the earnings of immigrant's men and their comparable Canadian-born. At this point, Nakamura A. and Nakamura M. (1992) showed that the labour market position of immigrants is more sensitive to business-cycle downturns than the position of comparable native-born individuals, in both Canada and the United States.

Table 14a shows that after controlling for the separate cohort effects, the earnings disadvantage at the entry decreases relative to each of cross-sectional censuses 1991, 1996 and 2001, but increases relative to cross census 2001. The separate cohort effects increase the average percentage change on the earnings of immigrants for each spent in Canada relative to 2001 and 2006 censuses. All immigrants' men have entered in Canada at an earnings disadvantage about 15.3 percent compare to otherwise native-born men, have enjoyed wage catch-up at a rate of 0.8 percent per year, and will take, on average 44 years to reach the income parity with their comparable Canadian-born men. This result confirms the decreasing in earnings of new immigrants. Indeed, using pooled data from 1971, 1981 and 1986 censuses, Grenier et al. (1995) showed that immigrants' men entered in Canada with 3.54 percent earnings disadvantage compare to otherwise native-born men, enjoyed wage catch-up at a rate of 0.25 percent per year, so it takes them, on average 27 years to catch up.

Table 23 reports the OLS estimates of years to equality for pooled data per regions. We still observe some worse results about the region of British Columbia, Newfoundland, and Labrador, Alberta and Saskatchewan. One interesting result is that it will take on average, 10 years for immigrants' men who are living in New Brunswick to catch up the earnings of their comparable native-born men. For immigrants who are living in British Columbia for example, it will take on average 118 years to catch up. But according to the 95% confidence set [-118.08; 355.92], there exist a positive probability for some immigrants to believe that, they can reach the income parity before the end of days.

[4] Since January 2015, Citizenship and Immigration Canada (CIC) has a new electronic system called "Express Entry" to manage applications for permanent residence under certain economic immigration programs. The Express Entry system is the first step to immigrate to Canada under these programs. Potential candidates can complete an Express Entry profile at any time. Note that there is no deadline to complete a profile and there are no caps on the number of candidates that will be accepted to the pool (http://www.cic.gc.ca/english/immigrate/express/express-entry.asp).

VI. Conclusion

The literature has suggested that more recent immigrants in Canada earned less than earlier arrivals compared to the earnings of Canadians, and that such decline in relative earnings is related to lower level of human capital of more recent immigrants. Our results suggest an ambiguous conclusion based on analysis of cross-sectional data from different censuses. Using cross-sectional data 1991, 1996, 2001 and 2006 censuses, this paper shows that the employment earnings of immigrants' men compared to otherwise Canadian-born men were indeed lower for immigrants who came in the 1996s than those who came in the 1991s. However, the earnings disadvantages were much lower for immigrants' men who came in 2001s than those who came in 2006s compared to the earnings of comparable Canadian-born men. Our analysis also indicates that the estimates of years to equality are roughly higher in the model which variable regions are not included. But these differences are not much important given that the way that the region variables are incorporated in the model do not give the possibility to affect directly the estimate of years to equality. The estimate of year to equality is just affected indirectly through entry, assimilation and cohort effects. Our results suggest that it will take on average forty-four years for immigrant's men to catch up the earnings of their comparable Canadian-born men which is much higher compared to twenty-seven years that found Grenier et al. (1995) using 1971, 1981 and 1986 censuses. We believe that some factors such that the changing of immigration policy through time, the discrimination on labour market against immigrants and some business-cycle downturns (or some macroeconomic forces) might explain why new immigrant's men continue to have higher earnings disadvantage compare to otherwise native-born and will take more time to catch up the income parity. The ambiguous conclusion that we mentioned above and the results that we obtained per region prove clearly that further research is needed to quantify the relative importance of the various factors contributing to the declining assimilation of immigrants.

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VII. APPENDIX

Table 1: variables and their definition

Variables	Definitions
Y	The logarithm of wages and salary.
AGEP	Age of individual at the census date.
Married	Marital status which equals one if the individual is married and 0 otherwise.
TOTSCHP	Total years of schooling
PROVP	Province of residence of individual during the census
PROV1P	Province of residence of individual one year prior to the census
PROV5P	Province of residence of individual five years ago prior to the census
FOLP	First official language spoken (English, French or both)
EXP	Work experience
EXPSQ	Square of work experience
WKS49	Equal to one if the number of week worked during previous year of census is 49; and 0 otherwise.
WKS50	Equal to one if the number of week worked during previous year of census is 50; and 0 otherwise.
WKS51	Equal to one if the number of week worked during previous year of census is 51; and 0 otherwise.
WKS52	Equal to one if the number of week worked during previous year of census is 52 and; 0 otherwise.
HRS40	Equal to one if the number of hours worked per week is 40; and 0 otherwise.
HRS41	Equal to one if the number of hours worked per week is 41; and 0 otherwise.
HRS42	Equal to one if the number of hours worked per week is 42; and 0 otherwise.
HRS43	Equal to one if the number of hours worked per week is 43; and 0 otherwise.
HRS44	Equal to one if the number of hours worked per week is 44; and 0 otherwise.
I	Equal to one if individual is immigrant and 0 for Canadian-born individual
YSM	Refers to years since migration (reference 1956); and equal 0 for Canadian-born individual

AGM0_19	Equal to one if the age of individual at immigration was between 0 and 19; and 0 otherwise.
AGM20_39	Equal to one if the age of individual at immigration was between 20 and 39; and 0 otherwise.
AGM40_59	Equal to one if the age of individual at immigration was between 40 and 59; and 0 otherwise.
AGM0VER60	Equal to one if the age of individual at immigration was over 60; and 0 otherwise.
RegNFLD	Equal to one if the individual is living in Newfoundland and Labrador during the census, one year or five years ago prior to the census; and 0 otherwise.
RegPEI	Equal to one if the individual is living at Prince Edward Island one year prior to the census; and 0 otherwise.
RegNS	Equal to one if the individual is living in Nova Scotia during the census, one year or five years ago prior to the census; and 0 otherwise.
RegNB	Equal to one if the individual is living in New Brunswick during the census, one year or five years ago prior to the census; and 0 otherwise.
RegQU	Equal to one if the individual is living in Quebec during the census, one year or five years ago prior to the census; and 0 otherwise.
RegON	Equal to one if the individual is living in Ontario during the census, one year or five years ago prior to the census; and 0 otherwise.
RegMA	Equal to one if the individual is living in Manitoba during the census, one year or five years ago prior to the census; and 0 otherwise.
RegSASK	Equal to one if the individual is living at Saskatchewan during the census, one year or five years ago prior to the census; and 0 otherwise.
RegALB	Equal to one if the individual is living in Alberta during the census, one year or five years ago prior to the census; and 0 otherwise.
RegBC	Equal to one if the individual is living in British Columbia during the census, one year or five years ago prior to the census; and 0 otherwise.
RegYTNC	Equal to one if the individual is living in Northern Canada or Yukon, Northwest Territories during the census, one year or five years ago prior to the census; and 0 otherwise.
COHpre56	Refers to cohorts of immigrants who arrived before 1956
COH5761	Refers to cohorts of immigrants who arrived between 1957 and 1961
COH6266	Refers to cohorts of immigrants who arrived between 1962 and 1966
COH6771	Refers to cohorts of immigrants who arrived between 1967 and 1971
COH7276	Refers to cohorts of immigrants who arrived between 1972 and 1976
COH7781	Refers to cohorts of immigrants who arrived between 1977 and 1981

COH8286	Refers to cohorts of immigrants who arrived between 1982 and 1986
COH8791	Refers to cohorts of immigrants who arrived between 1987 and 1991
COH9296	Refers to cohorts of immigrants who arrived between 1992 and 1996
COH9701	Refers to cohorts of immigrants who arrived between 1997 and 2001
COH0206	Refers to cohorts of immigrants who arrived between 2002 and 2006
WEIGHTP	Individuals weighting factor

Table 2: Variables and descriptive statistics

Variables	1991	1996	2001	2006	Pooled data
Y	9.836[a] (1.201)[b]	9.841 (1.311)	9.999 (1.299)	9.850 (2.087)	9.881 (1.530)
AGEP	37.307 (13.238)	38.018 (12.841)	38.667 (13.279)	40.333 (14.463)	38.604 (13.541)
SEXP	2 (0.000)	2 (0.000)	2 (0.000)	2 (0.000)	2 (0.000)
Married	0.566 (0.496)	0.538 (0.498)	0.501 (0.499)	0.484 (0.500)	0.523 (0 .499)
TOTSCHP	7.122 (2.125)	6.381 (2.018)	6.586 (1.921)	1.176 (0.381)	5.25 (3.012)
PROVP	35.392 (13.092)	35.763 (13.220)	35.959 (13.038)	36.089 (13.005)	35.802 (13.089)
PROV1P	6.833 (2.314)	6.588 (2.132)	6.565 (2.112)	37.020 (13.595)	15.590 (15.823)
PROV5P	6.488 (2.052)	6.504 (2.084)	6.501 (2.137)	36.400 (13.412)	13.438 (14.301)
FOLP	1.282 (0.505)	1.282 (0.509)	1.275 (0.502)	1.276 (0.507)	1.278 (0.506)
EXP	24.185 (13.759)	25.636 (13.241)	26.081 (13.552)	33.152 (14.626)	27.354 (14.272)
EXPSQ	774.230 (800.803)	832.548 (780.354)	863.875 (792.277)	1313.02 (1041.60)	951.918 (891.690)
WKS49	0.012 (0.110)	0.015 (0.120)	0.016 (0.127)	0.017 (0.130)	0.0151 (0.122)
WKS50	0.057 (0.232)	0.063 (0.243)	0.074 (0.263)	0.067 (0.251)	à.0655 (0.247)
WKS51	0.007 (0.081)	0.008 (0.089)	0.010 (0.100)	0.009 (0.096)	0.008 (0.092)

WKS52	0.523 (0.450)	0.515 (0.500)	0.527 (0.499)	0.511 (0.500)	0.521 (0.499)
HRS40	0.339 (0.473)	0.302 (0.459)	0.335 (0.471)	0.323 (0.468)	0.325 (0.468)
HRS41	0.003 (0.052)	0.003 (0.529)	0.002 (0.047)	0.002 (0.044)	0.002 (0.0491)
HRS42	0.014 (0.120)	0.014 (0.119)	0.012 (0.111)	0.012 (0.109)	0.0134 (0.115)
HRS43	0.004 (0.067)	0.005 (0.074)	0.005 (0.068)	0.004 (0.064)	0.005 (0.068)
HRS44	0.016 (0.124)	0.017 (0.129)	0.015 (0.122)	0.015 (0.124)	0.016 (0.125)
I	0.191 (0.393)	0.191 (0.383)	0.199 (0.399)	0.193 (0.395)	0.194 (0.395)
YSM	3.848 (9.575)	3.956 (9.934)	3.933 (9.712)	3.427 (9.912)	2.831 (8.673)
AGM0_19	0.069 (0.253)	0.072 (0.258)	0.075 (0.264)	0.078 (0.268)	0.0735 (0.261)
AGM20_39	0.098 (0.298)	0.065 (0.247)	0.101 (0.301)	0.104 (0.306)	0.101 (0.301)
AGM40_59	0.011 (0.106)	0.013 (0.113)	0.016 (0.127)	0.020 (0.139)	0.0153 (0.123)
AGMOVER60	0.001 (0.03)	0.0008 (0.028)	0.001 (0.029)	0.001 (0.031)	0.001 (0.032)
RegNFLD	0.004 (0.021)	0.001 (0.035)	0.001 (0.032)	0.001 (0.030)	0.0258 (0.159)
RegPEI	0.0001 (0.01)	0.0003 (0.017)	0.0002 (0.032)	0.0002 (0.0144)	0.002 (0.042)
RegNS	0.001 (0.023)	0.002 (0.043)	0.001 (0.039)	0.001 (0.038)	0.006 (0.076)
RegNB	0.005 (0.023)	0.001 (0.038)	0.001 (0.040)	0.001 (0.036)	0.005 (0.069)
RegQU	0.001 (0.038)	0.015 (0.123)	0.017 (0.125)	0.012 (0.110)	0.051 (0.219)
RegON	0.004 (0.066)	0.023 (0.150)	0.020 (0.139)	0.019 (0.136)	0.072 (0.259)
RegMA	0.001 (0.033)	0.002 (0.044)	0.002 (0.042)	0.002 (0.041)	0.006 (0.080)
RegSASK	0.001 (0.033)	0.002 (0.049)	0.002 (0.047)	0.002 (0.043)	0.008 (0.087)
RegALB	0.002 (0.048)	0.007 (0.084)	0.007 (0.083)	0.007 (0.081)	0.022 (0.146)
RegBC	0.002 (0.042)	0.01 (0.099)	0.009 (0.093)	0.008 (0.091)	0.030 (0.170)
RegYTNC	0.0003 (0.018)	0.0004 (0.019)	0.0003 (0.018)	0.0002 (0.016)	0.001 (0.036)

COHpre56					0.013 (0.112)
COH5761					0.009 (0.094)
COH6266					0.0100 (0.100)
COH6771					0.017 (0.128)
COH7276					0.0186 (0.135)
COH7781					0.016 (0.125)
COH8286					0.011 (0.103)
COH8791					0.019 (0.138)
COH9296					0.013 (0.115)
COH9701					0.008 (0.087)
COH0206					0.005 (0.074)
WEIGHP	33.33 (0.000)	36 (0.000)	36.48 (0.525)	36.06 (0.000)	35.693 (1.456)

Note: [a] : mean, [b] : standard deviation

Table 3: Sample size of men's region of living & Cohorts

Variables	1991	1996	2001	2006	Pooled sample
RegNFLD	4966[c] 9051[d]	4003 7383	3978 7504	3801 7494	22509 42742
RegPEI	1121 2180	1082 2071	1074 2120	1057 2137	1512 2941
RegNS	7920 14528	6852 12835	6789 13011	7014 13961	5064 9624
RegNB	6319 11559	5597 10501	5752 10868	5771 11277	4235 8175
RegQU	56490 104024	50800 94214	52416 99091	56148 107812	44116 85002
RegON	88458 167565	78145 149743	83629 162071	89375 175626	62870 121199
RegMA	9453 17813	8267 15825	8443 16278	8723 17091	5575 10739
RegSASK	7992 15286	6981 13576	7020 13797	7194 14413	6733 12927
RegALB	23776	21857	24856	27702	19029

	44359	41197	46953	53460	35801
RegBC	28616 420027	27516 52402	28998 55998	30747 60693	26064 50025
RegYTNC	969 1762	907 1710	893 1707	938 1792	1167 2227
COHpre56					11036 18760
COH5761					7775 13819
COH6266					8743 16173
COH6771					14600 27406
COH7276					16218 31061
COH7781					13966 26930
COH8286					9451 18472
COH8791					17061 32512
COH9296					11608 22915
COH9701					6625 12870
COH0206					4874 9450
TOTAL	3290 5989	13233 24742	12899 24841	12335 24248	

Note. [c] : men's sample size, [d] : Total sample size

Table 4 : OLS estimates of entry, assimilation, cohort and region effects for immigrants' men.

Effect (estimate coefficient)	1991	1996	2001	2006	Pooled data
I ($\alpha\times100$)	- 29.2[e] (0.000)[f]	-32.7 (0.000)	- 25.8 (0.000)	-5.7 (0.022)	-15.3 (0.000)
YSM ($\delta\times100$)	0.9 (0.000)	0.8 (0.000)	0.4 (0.001)	0.4 (0.000)	0.8 (0.000)
Region effect $\times100$					
RegNFLD	0.2 (0.877)	-7.4 (0.000)	2.01 (0.287)	-3.7 (0.264)	-2.2 (0.131)
RegPEI	-4.8 (0.093)	-8.6 (0.008)	0.9 (0.775)	-3.6 (0.531)	-9.1 (0.045)
RegNS	0.5 (0.700)	-8.1 (0.000)	-0.1 (0.924)	- 4.9 (0.066)	6.03 (0.001)

RegNB	3.2 (0.024)	-2.6 (0.120)	5.4 (0.001)	-3.3 (0.254)	10.9 (0.000)
RegQU	11.6 (0.000)	4.6 (0.000)	13.8 (0.000)	-0.3 (0.881)	13.5 (0.000)
RegON	18.3 (0.000)	13.5 (0.000)	22.9 (0.000)	2.6 (0.196)	12.6 (0.000)
RegMA	1.5 (0.225)	-3.7 (0.014)	77.1 (0.000)	-6.2 (0.016)	5.7 (0.001)
RegSASK	-2.6 (0.041)	-4.02 (0.010)	32.5 (0.039)	3.03 (0.258)	10.97 (0.000)
RegALB	12.5 (0.040)	84.9 (0.000)	24.3 (0.000)	29.71 (0.000)	19.7 (0.000)
RegBC	16.7 (0.000)	16.2 (0.000)	18.81 (0.000)	86.1 (0.000)	13.8 (0.000)
RegYTNC	18.3 (0.000)	16.3 (0.000)	24.6 (0.000)	22.2 (0.000)	25 (0.000)
Cohort effect ×100					
COHpre56					- 37.2 (0.000)
COH5761					- 34.5 (0.000)
COH6266					- 21.8 (0.000)
COH6771					- 22.2 (0.000)
COH7276					- 15.9 (0.000)
COH7781					-3.9 (0.000)
COH8286					- 16.1 (0.000)
COH8791					- 20.9 (0.000)
COH9296					- 18.1 (0.000)
COH9701					- 3.8 (0.026)
COH0206					- 30.7 (0.000)
N	224,355	202,939	214,337	229,753	871,384
R^2	0.42	0.41	0.38	0.32	0.33

Note: [e:] Estimate ×100, [f]: p-value. The numbers underlined in yellow color are not significant at 5% level.

Table 5: OLS estimates of years to equality for immigrants' men

Years	$Coeff.$	$St.Err.$	z	$p > \|z\|$	[95% Conf. Interval]

1991	30.77663	2.21679	13.88	0.000	[26.4318 35.12146]
1996	38.12695	3.399721	11.21	0.000	[31.46362 44.79028]
2001	71.44731	22.19698	3.22	0.001	[27.94204 114.9526]
2006	12.42508	5.453695	2.28	0.023	[1.736036 23.11413]
COHpre56	66.13187	2.785776	23.74	0.000	[60.67185 71.59189]
COH5761	62.7273	2.98337	21.03	0.000	[56.88 68.5746]
COH6266	46.73765	2.66196	17.56	0.000	[41.5203 51.955]
COH6771	47.19308	2.516364	18.75	0.000	[42.26109 52.12506]
COH7276	39.28332	2.311729	16.99	0.000	[34.75241 43.81422]
COH7781	24.22667	2.265726	10.69	0.000	[19.78593 28.66741]
COH8286	39.52729	2.948093	13.41	0.000	[3.74913 45.30545]
COH8791	45.54742	3.210338	14.19	0.000	[39.25528 51.83957]
COH9296	42.01358	3.196906	13.14	0.000	[35.74776 48.2794]
COH9701	24.04085	2.835388	8.48	0.000	[18.48359 29.59811]
COH0206	57.89906	4.747013	12.20	0.000	[48.59509 67.20304]
Pooled	44.0356	2.392424	18.41	0.000	[39.34654 48.72467]

Table 6: WLS estimates of entry, assimilation, cohort and region effects for immigrants' men.

Effect (estimate coefficient)	1991	1996	2001	2006	Pooled data
I ($\alpha\times100$)	- 29.2[e] (0.000)[f]	-32.7 (0.000)	- 25.8 (0.000)	-5.7 (0.019)	- 15.1 (0.000)
YSM ($\delta\times100$)	0.9 (0.000)	0.8 (0.000)	0.4 (0.003)	0.46 (0.000)	0.8 (0.000)
Region effect $\times100$					
RegNFLD	0.2 (0.873)	-7.4 (0.000)	2.07 (0.264)	-3.7 (0.232)	-2.01 (0.189)
RegPEI	-4.8 (0.053)	-8.6 (0.007)	1.08 (0.705)	-3.6 (0.475)	-9.4 (0.009)
RegNS	0.5 (0.690)	-8.1 (0.000)	-0.09 (0.954)	- 4.9 (0.040)	6.2 (0.007)
RegNB	3.2 (0.018)	-2.6 (0.122)	5.5 (0.001)	-3.3 (0.195)	10.9 (0.000)
RegQU	11.6 (0.000)	4.6 (0.001)	13.8 (0.000)	-0.3 (0.871)	13.5 (0.000)
RegON	18.3 (0.000)	13.5 (0.000)	22.8 (0.000)	2.6 (0.142)	12.5 (0.000)
RegMA	1.5 (0.227)	-3.7 (0.016)	76.9 (0.000)	-6.2 (0.008)	5.7 (0.008)
RegSASK	-2.6 (0.051)	-4.02 (0.013)	32.9 (0.039)	3.03 (0.212)	11.2 (0.000)
RegALB	12.5 (0.000)	84.9 (0.000)	24.3 (0.000)	29.71 (0.000)	20 (0.000)
RegBC	16.7 (0.000)	16.2 (0.000)	18.85 (0.000)	86.1 (0.000)	13.6 (0.000)

RegYTNC	18.3 (0.000)	16.3 (0.000)	24.6 (0.000)	22.2 (0.000)	25.3 (0.000)
Cohort effect ×100					
COHpre56					- 37.08 (0.000)
COH5761					- 34.3 (0.000)
COH6266					- 21.5 (0.000)
COH6771					- 21.9 (0.000)
COH7276					- 15.2 (0.000)
COH7781					-3.1 (0.044)
COH8286					- 15.8 (0.000)
COH8791					- 20.4 (0.000)
COH9296					- 18 (0.000)
COH9701					- 4.2 (0.034)
COH0206					- 31.2 (0.000)
N	224,355	202,939	214,337	229,753	871,384
R^2	0.42	0.41	0.38	0.32	0.33

Table 7: WLS estimates of years to equality for immigrants' men

Years	$Coeff.$	$St.Err.$	z	$p > \|z\|$	[95% Conf. Interval]
1991	30.77663	2.468279	12.47	0.000	[25.93889 35.61437]
1996	38.12695	3.835629	9.94	0.000	[30.60925 45.64464]
2001	71.16717	25.99835	2.74	0.006	[20.21135 122.123]
2006	12.42508	5. 424383	2.29	0.022	[1.793486 23.05668]
COHpre56	66.75079	3.979305	16.77	0.000	[58.95149 74.55008]
COH5761	63.19893	4.211314	15.01	0.000	[54.94491 71.45295]
COH6266	46.80892	3.409077	13.73	0.000	[40.12726 53.49059]
COH6771	47.30253	3.362062	14.07	0.000	[40.71301 53.89205]
COH7276	38.79604	2.802156	13.85	0.000	[33.30392 44.28817]
COH7781	23.3419	2.449819	9.53	0.000	[18.54035 28.14346]
COH8286	39.4792	3.553759	11.11	0.000	[32.51396 46.44444]
COH8791	45.47001	4.104742	11.08	0.000	[37.42487 53.51516]
COH9296	42.31422	4.079451	10.37	0.000	[34.31865 50.3098]
COH9701	24.7158	3.468001	7.13	0.010	[17.91864 31.51295]
COH0206	59.20035	6.462183	9.16	0.000	[46.5347 71.86599]

Pooled	44.0765	3.173905	13.89	0.000	[37.85576 50.29724]

Table 8a: OLS *F*-test for joint significance of region coefficients.

The null hypothesis H_0 of the test in this application is that all the coefficients for region variables are zero, while the alternative hypothesis is that there exists at least one region's coefficient which is not zero.

Years	1991	1996	2001	2006	Pooled
F- statistic	104.73	88.72	101.88	65.48	151.92
p-value	0.0000	0.000	0.000	0.000	0.000
Decision	can reject H_0	can reject H_0	can reject H_0	can reject H_0	can reject H_0

Table 8b: WLS *F*-test for joint significance of region coefficients.

The null hypothesis H_0 of the test in this application is that all the coefficients for region variables are zero, while the alternative hypothesis is that there exists at least one region's coefficient which is not zero.

Years	1991	1996	2001	2006	Pooled
F- statistic	105.08	86.67	102.62	80.55	172.61
p-value	0.000	0.000	0.000	0.000	0.000
Decision	can reject H_0	can reject H_0	can reject H_0	can reject H_0	can reject H_0

Table 8c: Hausman's test for OLS versus WLS estimation

The null hypothesis H_0 of the test in this application is that sampling is exogenous, while the alternative hypothesis is that it is endogenous.

Years	1991	1996	2001	2006	Pooled
Hausman statistic	-5.328e-17	0	-2.692276	0	-38.941976
Decision	Fail to reject H_0	Fail to reject H_0	Fail to reject H_0	Fail to reject H_0	Fail to reject H_0

Table 9: OLS estimates of entry, assimilation, cohort effects for immigrants' men with GGB[5] approach.

Effect (estimate coefficient)	1991	1996	2001	2006	Pooled data
I ($\alpha\times100$)	- 30[e] (0.000)[f]	-35.8 (0.000)	- 23.7 (0.000)	- 6.3 (0.012)	- 16.6 (0.000)
YSM ($\delta\times100$)	0.9 (0.000)	0.8 (0.000)	0.4 (0.000)	0.4 (0.000)	0.8 (0.000)
Cohort effect $\times100$					
COHpre56					- 37.2 (0.000)
COH5761					- 34.5 (0.000)
COH6266					- 21.6

[5] **GGB** means Grenier at al. (1995) model without dummy region variable included.

					(0.000)
COH6771					- 22.03 (0.000)
COH7276					- 15.7 (0.000)
COH7781					-3.6 (0.009)
COH8286					- 15.8 (0.000)
COH8791					- 21.2 (0.000)
COH9296					- 18.3 (0.000)
COH9701					- 3.06 (0.072)
COH0206					- 31.5 (0.000)
N	224,355	202,939	214,337	229,753	871,384
R^2	0.42	0.41	0.38	0.32	0.33

Table 10: OLS estimates of years to equality for immigrants' men with GGB approach

Years	$Coeff.$	$St.Err.$	z	$p > \|z\|$	[95% Conf. Interval]
1991	32.50524	2.310146	14.07	0.000	[27.97744 37.03305]
1996	43.80451	3.711939	11.80	0.000	[36.52924 51.07977]
2001	61.75243	18.5178	3.33	0.001	[25.45822 98.04665]
2006	14.19451	5.692209	2.49	0.013	[3.037987 25.35104]
COHpre56	66.55903	2.757507	24.14	0.000	[61.15442 71.96365]
COH5761	63.24383	2.955359	21.40	0.000	[57.45143 69.03623]
COH6266	47.29829	2.637634	17.93	0.000	[42.12862 52.46796]
COH6771	47.79146	2.498031	19.13	0.000	[42.89541 52.68752]
COH7276	39.97804	2.297425	17.40	0.000	[35.47517 44.48091]
COH7781	25.01968	2.2493	11.12	0.000	[20.61113 29.42822]
COH8286	40.09399	2.924143	13.71	0.000	[34.36278 45.82521]
COH8791	46.78933	3.223566	14.51	0.000	[40.47126 53.1074]
COH9296	43.17644	3.202456	13.48	0.000	[36.89974 49.45313]
COH9701	24.31432	2.796693	8.69	0.000	[18.8329 29.79573]
COH0206	59.54573	4.758553	12.51	0.000	[50.21914 68.87232]
Pooled	44.81121	2.391032	18.74	0.000	[40.12487 49.49755]

Table 11: WLS estimates of entry, assimilation, cohort effects for immigrants' men with GGB approach.

Effect (estimate coefficient)	1991	1996	2001	2006	Pooled data
I ($\alpha\times100$)	- 30[e] (0.000)[f]	-35.8 (0.000)	- 23.7 (0.000)	- 6.3 (0.010)	- 16.4 (0.000)

YSM ($\delta \times 100$)	0.9 (0.000)	0.8 (0.000)	0.4 (0.000)	0.4 (0.000)	0.8 (0.000)
Cohort effect $\times 100$					
COHpre56					- 37.02 (0.000)
COH5761					- 34.3 (0.000)
COH6266					- 21.3 (0.000)
COH6771					- 21.7 (0.000)
COH7276					- 15.04 (0.000)
COH7781					-2.8 (0.069)
COH8286					- 15.5 (0.000)
COH8791					- 20.8 (0.000)
COH9296					- 18.2 (0.000)
COH9701					- 3.5 (0.078)
COH0206					- 32.04 (0.000)
N	224,355	202,939	214,337	229,753	871,384
R^2	0.42	0.41	0.38	0.32	0.33

Table 12 : WLS estimates of years to equality for immigrants' men with GGB approach

Years	$Coeff.$	$St.Err.$	z	$p > \|z\|$	[95% Conf. Interval]
1991	32.50524	2.563144	12.68	0.000	[27.48157 37.52891]
1996	43.80451	4.159577	10.53	0.000	[35.65189 51.95713]
2001	61.58734	21.76398	2.83	0.005	[18.93073 104.2439]
2006	14.19451	5.689053	2.50	0.013	[3.044174 25.34485]
COHpre56	67.18021	3.943128	17.04	0.000	[59.45183 74.9086]
COH5761	63.72936	4.1765	15.26	0.000	[55.54357 71.91515]
COH6266	47.38676	3.389991	13.98	0.000	[40.7425 54.03102]
COH6771	47.92516	3.348321	14.31	0.000	[41.36257 54.48775]
COH7276	39.52242	2.79981	14.12	0.000	[34.0349 45.00995]
COH7781	24.16974	2.440843	9.90	0.000	[19.38578 28.95371]
COH8286	40.08635	3.538273	11.33	0.000	[33.15147 47.02124]
COH8791	46.72525	4.137659	11.29	0.000	[38.61559 54.83491]
COH9296	43.51896	4.103886	10.60	0.000	[35.47549 51.56243]
COH9701	25.01074	3.426433	7.30	0.000	[18.29506 31.72643]
COH0206	60.9108	6.489828	9.39	0.000	[48.19097 73.63063]

Pooled	44.87823	3.182951	14.10	0.000	[38.63976 51.1167]

Table 13: Hausman's test for OLS versus WLS estimation with GGB approach

The null hypothesis H_0 of the test in this application is that sampling is exogenous, while the alternative hypothesis is that it is endogenous.

Years	1991	1996	2001	2006	Pooled
Hausman statistic	-2.108e-17	0	0.35677268	0	-37.51021
Decision	Fail to reject H_0	Fail to reject H_0	Fail to reject H_0	Fail to reject H_0	Fail to reject H_0

Table 14a: OLS estimates of entry, assimilation and cohort effects for immigrants' men NAP and GGB

Years	***Entry eff.***		***Ass.eff.***		**Cohorts**	***Cohort eff.***		**Cohorts**	***Cohort eff.***	
	NAP	**GGB**	**NAP**	**GGB**		**NAP**	**GGB**		**NAP**	**GGB**
1991	-29.2	-30	0.9	0.9	COHpre56	- 37.2	- 37.2	COH7781	-3.9	-3.6
1996	-32.7	-35.8	0.8	0.8	COH5761	- 34.5	- 34.5	COH8286	- 16.1	- 15.8
2001	-25.8	-23.7	0.4	0.4	COH6266	- 21.8	- 21.6	COH8791	- 20.9	- 21.2
2006	-5.7	-6.3	0.4	0.4	COH6771	- 22.2	- 22	COH9296	- 18.1	- 18.3
Pooled	-15.3	-16.6	0.8	0.8	COH7276	- 15.9	- 15.7	COH9701	- 3.8	- 3.06
								COH0206	- 30.7	- 31.5

Table 14b: WLS estimates of entry, assimilation and cohort effects for immigrants' men NAP and GGB

Years	***Entry eff.***		***Ass.eff.***		**Cohorts**	***Cohort eff.***		**Cohorts**	***Cohort eff.***	
	NAP	**GGB**	**NAP**	**GGB**		**NAP**	**GGB**		**NAP**	**GGB**
1991	-29.2	-30	0.9	0.9	COHpre56	- 37.08	- 37.02	COH7781	-3.1	-2.8
1996	-32.7	-35.8	0.8	0.8	COH5761	- 34.3	- 34.3	COH8286	- 15.8	- 15.5
2001	-25.8	-23.7	0.4	0.4	COH6266	- 21.5	- 21.3	COH8791	- 20.4	- 20.8
2006	-5.7	-6.3	0.4	0.4	COH6771	- 21.9	- 21.7	COH9296	- 18	- 18.2
Pooled	-15.3	-16.4	0.8	0.8	COH7276	- 15.2	- 15.04	COH9701	- 4.2	- 3.5
								COH0206	- 31.2	- 32.04

Table 14c: OLS estimates of years to equality for immigrants' men NAP and GGB

Years & Cohorts	***Coeff.* NAP**	**[95% Conf. Interval]**	***Coeff.* GGB**	**[95% Conf. Interval]**
1991	30.77663	[26.4318 35.12146]	32.50524	[27.97744 37.03305]
1996	38.12695	[31.46362 44.79028]	43.80451	[36.52924 51.07977]
2001	71.44731	[27.94204 114.9526]	61.75243	[25.45822 98.04665]
2006	12.42508	[1.736036 23.11413]	14.19451	[3.037987 25.35104]
COHpre56	66.13187	[60.67185 71.59189]	66.55903	[61.15442 71.96365]
COH5761	62.7273	[56.88 68.5746]	63.24383	[57.45143 69.03623]
COH6266	46.73765	[41.5203 51.955]	47.29829	[42.12862 52.46796]
COH6771	47.19308	[42.26109 52.12506]	47.79146	[42.89541 52.68752]
COH7276	39.28332	[34.75241 43.81422]	39.97804	[35.47517 44.48091]
COH7781	24.22667	[19.78593 28.66741]	25.01968	[20.61113 29.42822]
COH8286	39.52729	[3.74913 45.30545]	40.09399	[34.36278 5.82521]

COH8791	45.54742	[39.25528 51.83957]	46.78933	[40.47126 53.1074]
COH9296	42.01358	[35.74776 48.2794]	43.17644	[36.89974 49.45313]
COH9701	24.04085	[18.48359 29.59811]	24.31432	[18.8329 29.79573]
COH0206	57.89906	[48.59509 67.20304]	59.54573	[50.21914 68.87232]
Pooled	44.0356	[39.34654 48.72467]	44.81121	[40.12487 49.49755]

Table 14d: WLS estimates of years to equality for immigrants' men NAP and GGB

Years & Cohorts	$Coeff$. **NAP**	**[95% Conf. Interval]**	$Coeff$. **GGB**	**[95% Conf. Interval]**
1991	30.77663	[25.93889 35.61437]	32.50524	[27.48157 37.52891]
1996	38.12695	[30.60925 45.64464]	43.80451	[35.65189 51.95713]
2001	71.16717	[20.21135 122.123]	61.58734	[18.93073 104.2439]
2006	12.42508	[1.793486 23.05668]	14.19451	[3.044174 25.34485]
COHpre56	66.75079	[58.95149 74.55008]	67.18021	[59.45183 74.9086]
COH5761	63.19893	[54.94491 71.45295]	63.72936	[55.54357 71.91515]
COH6266	46.80892	[40.12726 53.49059]	47.38676	[40.7425 54.03102]
COH6771	47.30253	[40.71301 53.89205]	47.92516	[41.36257 54.48775]
COH7276	38.79604	[33.30392 44.28817]	39.52242	[34.0349 45.00995]
COH7781	23.3419	[18.54035 28.14346]	24.16974	[19.38578 28.95371]
COH8286	39.4792	[32.51396 46.44444]	40.08635	[33.15147 47.02124]
COH8791	45.47001	[37.42487 53.51516]	46.72525	[38.61559 54.83491]
COH9296	42.31422	[34.31865 50.3098]	43.51896	[35.47549 51.56243]
COH9701	24.7158	[17.91864 31.51295]	25.01074	[18.29506 31.72643]
COH0206	59.20035	[46.5347 71.86599]	60.9108	[48.19097 73.63063]
Pooled	44.0765	[37.85576 50.29724]	44.87823	[38.63976 51.1167]

Table 15: 1991 OLS estimates for Immigrant's men per region.

1991 OLS Coefficients Estimate by region

	RegNFLD	RegPEI	RegNS	RegNB	RegQU	RegON
TOTSCHP	0.117	0.121	0.123	0.107	0.108	0.107
	(17.27)**	(9.54)**	(23.54)**	(18.08)**	(59.05)**	(65.18)**
EXP	0.096	0.101	0.104	0.098	0.104	0.112
	(23.33)**	(13.78)**	(33.87)**	(28.17)**	(90.68)**	(116.01)**
EXPSQ	-0.001	-0.001	-0.001	-0.001	-0.001	-0.002
	(19.15)**	(11.26)**	(27.81)**	(23.30)**	(72.58)**	(97.92)**
Married	0.245	0.181	0.333	0.346	0.213	0.274
	(7.26)**	(2.87)**	(13.54)**	(12.56)**	(24.29)**	(35.40)**
FOLP	0.034	0.183	0.134	-0.009	0.023	0.030
	(0.30)	(1.70)	(3.21)**	(0.40)	(2.48)*	(3.65)**
WKS49	0.956	1.102	0.799	0.862	0.655	0.699
	(6.47)**	(2.76)**	(7.71)**	(7.33)**	(18.70)**	(24.90)**
WKS50	0.826	0.555	0.614	0.650	0.538	0.638
	(10.07)**	(4.47)**	(11.97)**	(11.88)**	(33.94)**	(46.68)**
WKS51	1.220	0.790	0.752	0.762	0.535	0.703
	(5.60)**	(1.99)*	(5.76)**	(4.31)**	(9.94)**	(20.12)**
WKS52	0.861	0.750	0.733	0.711	0.661	0.695
	(29.55)**	(13.79)**	(32.53)**	(27.71)**	(79.37)**	(96.30)**
HRS40	0.201	0.173	0.187	0.143	0.169	0.156
	(7.20)**	(3.19)**	(8.73)**	(5.88)**	(20.78)**	(23.15)**
HRS41	-0.532	-0.357	-0.022	0.160	0.132	0.106
	(1.73)	(0.45)	(0.09)	(0.63)	(2.33)*	(1.78)

HRS42	0.368	0.369	0.176	0.122	0.142	0.167
	(3.03)**	(1.61)	(2.12)*	(1.27)	(5.35)**	(6.43)**
HRS43	0.030	0.040	0.058	0.036	0.119	0.227
	(0.13)	(0.11)	(0.41)	(0.23)	(2.16)*	(5.12)**
HRS44	0.165	0.183	0.350	0.060	0.142	0.163
	(1.08)	(0.97)	(3.48)**	(0.72)	(4.90)**	(7.15)**
AGM0 19	0.535	-0.608	0.010	0.570	-0.023	0.060
	(2.01)*	(1.29)	(0.06)	(2.33)*	(0.41)	(1.81)
AGM20_39	0.049	0.300	-0.121	0.364	-0.019	-0.025
	(0.21)	(0.53)	(0.61)	(1.54)	(0.37)	(0.81)
AGM40_59	0.711		-0.757	-0.603	-0.187	-0.233
	(0.76)		(1.47)	(0.68)	(2.86)**	(6.21)**
I	-0.181	0.144	-0.176	-0.241	-0.515	-0.276
	(1.06)	(0.55)	(1.94)	(2.11)*	(11.46)**	(9.71)**
YSM	0.011	-0.009	0.005	0.011	0.016	0.009
	(1.37)	(0.81)	(1.22)	(2.16)*	(14.13)**	(14.53)**
AGMOVER60					-0.401	0.111
					(2.11)*	(1.17)
cons	6.842	6.641	6.596	7.009	7.048	6.973
	(51.73)**	(40.51)**	(97.44)**	(103.94)**	(260.29)**	(365.36)**
R^2	0.48	0.52	0.47	0.44	0.40	0.43
N	4,966	1,121	7,920	6,319	56,487	88,456

* $p<0.05$; ** $p<0.01$

1991 Coefficients Estimate by region (continued)

	RegMA	RegSASK	RegALB	RegBC	RegYTNC
TOTSCHP	0.123	0.142	0.121	0.085	0.123
	(24.21)**	(23.09)**	(35.51)**	(27.24)**	(21.50)**
EXP	0.109	0.093	0.112	0.111	0.109
	(37.94)**	(27.82)**	(57.48)**	(65.39)**	(31.41)**
EXPSQ	-0.002	-0.001	-0.002	-0.002	-0.002
	(32.43)**	(24.01)**	(47.96)**	(55.88)**	(24.85)**
Married	0.252	0.280	0.250	0.258	0.252
	(10.98)**	(10.04)**	(17.09)**	(19.32)**	(11.09)**
FOLP	0.038	0.011	0.031	-0.042	0.038
	(1.20)	(0.19)	(1.38)	(2.29)*	(1.13)
WKS49	0.860	0.586	0.718	0.679	0.860
	(8.33)**	(6.30)**	(14.15)**	(13.67)**	(11.99)**
WKS50	0.684	0.589	0.580	0.564	0.684
	(13.86)**	(9.70)**	(20.73)**	(22.28)**	(15.85)**
WKS51	0.766	0.530	0.526	0.639	0.766
	(6.51)**	(4.19)**	(7.61)**	(9.49)**	(8.16)**
WKS52	0.730	0.667	0.690	0.675	0.730
	(33.77)**	(26.22)**	(49.41)**	(54.30)**	(31.61)**
HRS40	0.190	0.234	0.160	0.190	0.190
	(9.43)**	(9.65)**	(12.21)**	(15.85)**	(10.17)**
HRS41	0.359	0.169	0.222	0.280	0.359
	(1.76)	(0.61)	(1.68)	(2.26)*	(2.77)**
HRS42	0.242	0.445	0.296	0.207	0.242
	(2.26)*	(3.75)**	(5.21)**	(3.61)**	(3.69)**
HRS43	0.255	0.342	0.287	0.263	0.255
	(1.89)	(1.99)*	(3.32)**	(2.75)**	(2.63)**
HRS44	0.196	0.270	0.168	0.144	0.196
	(1.90)	(2.18)*	(3.62)**	(2.16)*	(2.27)*
AGM0_19	0.211	0.556	-0.093	-0.061	0.211
	(1.31)	(2.44)*	(1.01)	(0.85)	(1.23)
AGM20_39	0.039	0.480	-0.153	-0.149	0.039
	(0.25)	(2.23)*	(1.73)	(2.20)*	(0.24)
AGM40_59	-0.202	0.376	-0.411	-0.378	-0.202
	(1.10)	(1.39)	(3.94)**	(4.88)**	(1.03)
AGMOVER60	0.377		-0.399	-0.182	0.377
	(1.16)		(1.68)	(1.17)	(1.18)
I	-0.406	-0.684	-0.264	-0.243	-0.406
	(2.74)**	(3.47)**	(3.12)**	(3.80)**	(2.55)*
YSM	0.011	0.003	0.010	0.009	0.011
	(4.69)**	(0.77)	(6.82)**	(7.73)**	(4.42)**
_cons	6.735	6.819	6.896	7.287	6.735
	(113.05)**	(82.87)**	(170.54)**	(203.10)**	(98.27)**
R^2	0.44	0.37	0.42	0.40	0.44

N	9,452	7,992	23,775	28,616	9,452

* $p<0.05$; ** $p<0.01$

Table 16: 1996 OLS estimates for Immigrant's men per region.

1996 Coefficients Estimate per region (continued)

	RegNFLD	RegPEI	RegNS	RegNB	RegQU	RegON
TOTSCHP	0.124	0.120	0.122	0.123	0.116	0.111
	(13.35)**	(7.38)**	(17.89)**	(16.90)**	(51.40)**	(56.29)**
EXP	0.121	0.129	0.126	0.119	0.122	0.123
	(21.17)**	(13.19)**	(30.76)**	(27.52)**	(84.89)**	(107.63)**
EXPSQ	-0.002	-0.002	-0.002	-0.002	-0.002	-0.002
	(16.88)**	(11.41)**	(25.53)**	(22.63)**	(67.44)**	(89.13)**
Married	0.223	0.264	0.301	0.291	0.190	0.266
	(5.18)**	(3.42)**	(9.84)**	(8.91)**	(18.10)**	(31.20)**
FOLP	0.056	0.153	0.135	0.048	0.013	0.027
	(0.30)	(1.10)	(2.52)*	(1.71)	(1.11)	(2.84)**
WKS49	1.247	0.475	0.829	0.730	0.700	0.849
	(5.75)**	(1.41)	(6.92)**	(5.68)**	(18.99)**	(28.60)**
WKS50	0.979	0.758	0.678	0.682	0.573	0.730
	(9.79)**	(4.90)**	(11.04)**	(10.56)**	(30.51)**	(49.47)**
WKS51	1.194	1.090	0.683	0.715	0.649	0.740
	(3.84)**	(3.40)**	(4.30)**	(4.43)**	(10.02)**	(20.42)**
WKS52	0.880	0.700	0.785	0.778	0.740	0.818
	(22.97)**	(9.67)**	(28.13)**	(25.51)**	(72.98)**	(100.41)**
HRS40	0.167	0.202	0.135	0.180	0.183	0.174
	(4.37)**	(2.70)**	(4.84)**	(5.93)**	(17.86)**	(22.32)**
HRS41	-0.560	0.245	0.212	0.314	0.075	0.153
	(1.33)	(0.42)	(0.88)	(0.90)	(1.04)	(2.25)*
HRS42	0.027	0.275	0.118	0.209	0.233	0.177
	(0.15)	(0.86)	(1.00)	(1.77)	(7.08)**	(6.12)**
HRS43	0.502	0.452	-0.024	0.207	0.138	0.226
	(1.88)	(0.90)	(0.16)	(1.09)	(2.42)*	(4.97)**
HRS44	0.241	0.155	0.292	0.307	0.184	0.194
	(1.29)	(0.49)	(2.28)*	(2.89)**	(5.78)**	(7.81)**
AGM0_19	0.168	1.295	0.144	-0.102	0.076	0.113
	(0.32)	(1.73)	(0.42)	(0.32)	(0.99)	(2.24)*
AGM20_39	-0.114	0.976	-0.054	0.448	0.024	-0.012
	(0.38)	(1.85)	(0.26)	(1.09)	(0.34)	(0.25)
AGM40_59	-1.057			-1.593	-0.136	-0.348
	(1.72)			(2.25)*	(1.55)	(6.54)**
I	-0.250	-0.613	-0.179	-0.016	-0.546	-0.339
	(1.38)	(2.27)*	(1.54)	(0.11)	(8.28)**	(7.26)**
YSM	0.015	0.015	0.001	0.001	0.014	0.007
	(1.97)*	(1.13)	(0.20)	(0.24)	(10.45)**	(11.82)**
AGMOVER60					0.042	-0.137
					(0.15)	(1.15)
cons	6.399	6.370	6.330	6.527	6.705	6.736
	(31.04)**	(30.80)**	(73.25)**	(82.64)**	(205.66)**	(311.23)**
R^2	0.43	0.44	0.42	0.43	0.38	0.44
N	4,003	1,081	6,850	5,596	50,800	78,140

* $p<0.05$; ** $p<0.01$

1996 Coefficients Estimate by region (continued)

	RegMA	RegSASK	RegALB	RegBC	RegYTNC
TOTSCHP	0.136	0.130	0.116	0.108	0.136
	(22.18)**	(18.60)**	(28.37)**	(29.46)**	(20.50)**
EXP	0.118	0.117	0.127	0.119	0.118
	(33.21)**	(30.93)**	(54.52)**	(60.28)**	(26.69)**
EXPSQ	-0.002	-0.002	-0.002	-0.002	-0.002
	(27.65)**	(26.76)**	(46.85)**	(49.88)**	(21.23)**
Married	0.294	0.305	0.270	0.265	0.294
	(10.78)**	(9.94)**	(15.90)**	(17.80)**	(10.76)**
FOLP	0.042	0.013	0.003	0.023	0.042
	(1.12)	(0.18)	(0.11)	(1.24)	(0.96)
WKS49	0.868	0.851	0.851	0.727	0.868

	(7.74)**	(9.56)**	(14.20)**	(14.70)**	(9.65)**
WKS50	0.693	0.654	0.638	0.664	0.693
	(13.03)**	(10.20)**	(20.71)**	(25.06)**	(13.80)**
WKS51	0.821	0.680	0.743	0.721	0.821
	(6.73)**	(5.43)**	(10.17)**	(10.66)**	(9.03)**
WKS52	0.760	0.720	0.736	0.735	0.760
	(29.78)**	(25.37)**	(45.84)**	(52.36)**	(27.88)**
HRS40	0.242	0.290	0.173	0.232	0.242
	(9.96)**	(10.50)**	(10.85)**	(16.93)**	(10.97)**
HRS41	0.404	0.596	0.271	0.376	0.404
	(1.92)	(2.39)*	(2.00)*	(2.60)**	(2.78)**
HRS42	0.260	0.398	0.217	0.214	0.260
	(2.19)*	(3.50)**	(3.41)**	(3.28)**	(3.25)**
HRS43	0.332	0.126	0.172	0.291	0.332
	(1.88)	(0.80)	(1.69)	(2.90)**	(2.62)**
HRS44	0.252	0.041	0.138	0.306	0.252
	(2.00)*	(0.30)	(2.71)**	(3.97)**	(2.81)**
AGM0_19	-0.312	-0.360	-0.249	0.122	-0.312
	(1.32)	(1.33)	(2.03)*	(1.35)	(1.30)
AGM20_39	-0.337	-0.413	-0.367	0.002	-0.337
	(1.47)	(1.60)	(3.09)**	(0.02)	(1.46)
AGM40_59	-0.504	-0.736	-0.765	-0.366	-0.504
	(1.97)*	(2.33)*	(5.66)**	(3.89)**	(2.03)*
AGMOVER60	-0.695	-0.556	-0.437	0.048	-0.695
	(1.48)	(0.53)	(1.51)	(0.27)	(1.72)
I	-0.069	-0.081	-0.135	-0.399	-0.069
	(0.31)	(0.33)	(1.17)	(4.82)**	(0.31)
YSM	0.012	0.016	0.011	0.007	0.012
	(4.42)**	(3.77)**	(6.98)**	(5.70)**	(4.03)**
_cons	6.467	6.607	6.785	6.909	6.467
	(94.39)**	(69.84)**	(147.91)**	(176.87)**	(78.66)**
R^2	0.43	0.43	0.40	0.39	0.43
N	8,266	6,980	21,857	27,513	8,266

* $p<0.05$; ** $p<0.01$

Table 17: 2001 OLS estimates for Immigrant's men per region.

2001 Coefficients Estimate per region

	RegNFLD	RegPEI	RegNS	RegNB	RegQU	RegON
TOTSCHP	0.114	0.061	0.133	0.119	0.115	0.120
	(12.46)**	(4.19)**	(19.13)**	(16.45)**	(49.57)**	(58.79)**
EXP	0.119	0.099	0.122	0.107	0.113	0.118
	(22.08)**	(12.09)**	(30.12)**	(26.80)**	(81.49)**	(105.24)**
EXPSQ	-0.002	-0.001	-0.002	-0.001	-0.002	-0.002
	(18.64)**	(10.36)**	(25.02)**	(21.82)**	(65.55)**	(86.52)**
Married	0.203	0.309	0.249	0.231	0.149	0.242
	(4.82)**	(4.72)**	(8.37)**	(7.49)**	(13.88)**	(28.25)**
FOLP	0.331	0.100	-0.018	0.015	0.019	-0.006
	(2.01)*	(0.74)	(0.32)	(0.55)	(1.65)	(0.64)
WKS49	0.771	0.405	0.958	0.799	0.699	0.814
	(4.82)**	(1.99)*	(8.01)**	(6.53)**	(19.73)**	(29.26)**
WKS50	0.708	0.698	0.626	0.626	0.553	0.667
	(8.61)**	(5.69)**	(11.35)**	(11.16)**	(31.03)**	(48.04)**
WKS51	0.907	0.278	0.607	0.656	0.582	0.723
	(3.63)**	(0.95)	(4.63)**	(4.34)**	(10.57)**	(22.57)**
WKS52	0.741	0.702	0.758	0.761	0.682	0.750
	(19.49)**	(11.19)**	(26.89)**	(25.92)**	(66.16)**	(90.73)**
HRS40	0.152	0.107	0.185	0.087	0.196	0.168
	(4.06)**	(1.69)	(6.76)**	(3.02)**	(20.00)**	(22.03)**
HRS41	-0.472	0.841	0.159	-0.744	0.273	0.193
	(1.13)	(0.97)	(0.58)	(2.19)*	(3.25)**	(2.66)**
HRS42	0.467	-0.007	0.093	0.210	0.227	0.174
	(2.86)**	(0.02)	(0.83)	(1.95)	(6.06)**	(5.70)**
HRS43	-0.024	-0.199	0.149	0.214	0.266	0.142
	(0.08)	(0.56)	(0.91)	(1.26)	(4.06)**	(2.91)**

HRS44	0.246	-0.167	0.025	0.051	0.165	0.126
	(1.37)	(0.57)	(0.21)	(0.57)	(3.32)**	(5.31)**
AGM0 19	0.634	-0.592	0.173	0.438	0.265	0.244
	(1.66)	(0.65)	(0.73)	(1.37)	(4.02)**	(5.45)**
AGM20 39	0.551	-1.046	0.094	0.361	0.133	0.036
	(1.46)	(1.15)	(0.39)	(1.11)	(2.06)*	(0.81)
AGM40 59	0.573	0.632	-0.446	0.513	-0.208	-0.344
	(1.00)	(0.62)	(1.54)	(1.19)	(2.60)**	(7.00)**
I	-0.691	0.602	-0.247	-0.417	-0.415	-0.246
	(2.03)*	(0.69)	(1.11)	(1.37)	(6.72)**	(5.64)**
YSM	-0.013		0.027	0.028	0.009	0.002
	(0.31)		(0.42)	(1.03)	(2.79)**	(1.50)
AGMOVER60				-0.733	0.677	-0.029
				(0.73)	(2.80)**	(0.26)
_cons	6.525	7.361	6.658	6.971	7.014	6.960
	(34.14)**	(39.52)**	(76.06)**	(92.66)**	(217.01)**	(323.96)**
R^2	0.38	0.43	0.40	0.40	0.34	0.40
N	3,971	1,067	6,779	5,747	52,416	83,627

* $p<0.05$; ** $p<0.01$

2001 Coefficients Estimate per region (continued)

	RegMA	RegSASK	RegALB	RegBC	RegYTNC
TOTSCHP	0.129	0.150	0.116	0.113	0.129
	(21.69)**	(19.61)**	(29.86)**	(30.96)**	(19.66)**
EXP	0.108	0.116	0.128	0.123	0.108
	(33.62)**	(30.34)**	(61.74)**	(64.65)**	(27.14)**
EXPSQ	-0.002	-0.002	-0.002	-0.002	-0.002
	(28.84)**	(27.15)**	(52.85)**	(53.55)**	(21.71)**
Married	0.276	0.257	0.247	0.242	0.276
	(11.01)**	(8.05)**	(15.75)**	(16.88)**	(11.16)**
FOLP	-0.048	-0.126	-0.034	-0.032	-0.048
	(1.25)	(1.73)	(1.31)	(1.82)	(0.82)
WKS49	0.740	0.777	0.692	0.768	0.740
	(8.75)**	(8.29)**	(13.75)**	(16.01)**	(10.63)**
WKS50	0.575	0.571	0.545	0.584	0.574
	(12.11)**	(8.98)**	(20.53)**	(23.46)**	(12.43)**
WKS51	0.465	0.561	0.650	0.594	0.464
	(4.51)**	(4.29)**	(10.78)**	(9.51)**	(5.51)**
WKS52	0.683	0.635	0.640	0.681	0.682
	(28.18)**	(21.27)**	(42.61)**	(50.26)**	(25.19)**
HRS40	0.177	0.226	0.146	0.197	0.178
	(7.90)**	(8.00)**	(10.21)**	(15.03)**	(8.68)**
HRS41	0.263	0.255	0.246	-0.115	0.267
	(1.20)	(0.85)	(1.30)	(0.76)	(1.82)
HRS42	0.147	0.354	0.113	0.268	0.148
	(1.15)	(2.56)*	(1.76)	(4.27)**	(1.82)
HRS43	0.133	0.458	0.315	0.295	0.133
	(0.82)	(2.40)*	(3.11)**	(3.07)**	(0.90)
HRS44	0.318	0.373	0.163	0.227	0.321
	(3.02)**	(2.71)**	(3.55)**	(2.98)**	(5.18)**
AGM0_19	-0.178	-0.040	0.058	0.108	-0.185
	(0.82)	(0.15)	(0.57)	(1.34)	(0.66)
AGM20_39	-0.263	-0.171	-0.156	-0.044	-0.272
	(1.21)	(0.65)	(1.56)	(0.55)	(0.98)
AGM40_59	-0.505	-0.526	-0.426	-0.468	-0.512
	(2.09)*	(1.60)	(3.76)**	(5.38)**	(1.65)
AGMOVER60	0.649		0.179	-0.024	0.643
	(1.23)		(0.59)	(0.14)	(1.30)
I	0.074	0.003	-0.164	-0.198	0.083
	(0.35)	(0.01)	(1.69)	(2.51)*	(0.30)
YSM	0.002	0.020	0.004	0.002	0.002
	(0.45)	(2.16)*	(1.23)	(0.84)	(0.27)
_cons	7.037	6.891	7.089	7.006	7.033
	(106.29)**	(70.62)**	(164.58)**	(186.23)**	(83.46)**
R^2	0.40	0.38	0.39	0.38	0.40
N	8,442	7,018	24,856	28,997	8,442

* $p<0.05$; ** $p<0.01$

Table 18: 2006 OLS estimates for Immigrant's men per region.

2006 Coefficients Estimate per region

	RegNFLD	RegPEI	RegNS	RegNB	RegQU	RegON
TOTSCHP	-0.356	-0.631	-0.329	-0.278	-0.210	-0.105
	(4.05)**	(4.40)**	(5.22)**	(4.20)**	(9.50)**	(5.58)**
EXP	0.186	0.108	0.196	0.164	0.212	0.247
	(18.32)**	(7.63)**	(28.52)**	(23.13)**	(83.40)**	(117.71)**
EXPSQ	-0.003	-0.002	-0.003	-0.002	-0.003	-0.004
	(19.56)**	(7.80)**	(30.45)**	(24.53)**	(92.38)**	(134.42)**
Married	0.132	0.141	0.224	0.261	0.074	0.118
	(1.92)	(1.29)	(4.91)**	(5.50)**	(4.21)**	(8.16)**
FOLP	0.174	-0.156	0.152	0.062	-0.012	-0.025
	(0.89)	(0.74)	(1.72)	(1.45)	(0.65)	(1.54)
WKS49	0.985	0.965	1.025	0.930	0.981	1.205
	(2.76)**	(2.31)*	(6.25)**	(5.52)**	(17.15)**	(25.78)**
WKS50	0.961	0.984	0.924	0.857	0.853	1.045
	(6.66)**	(4.95)**	(9.92)**	(9.11)**	(27.42)**	(42.70)**
WKS51	0.193	0.968	0.935	1.024	0.759	1.070
	(0.51)	(2.02)*	(4.52)**	(4.55)**	(7.63)**	(18.69)**
WKS52	1.004	1.160	1.029	1.009	1.130	1.239
	(16.39)**	(11.44)**	(23.95)**	(22.42)**	(68.58)**	(88.77)**
HRS40	0.272	0.206	0.239	0.288	0.357	0.299
	(4.21)**	(1.89)	(5.56)**	(6.31)**	(22.11)**	(22.48)**
HRS41	0.600	1.484	0.703	0.143	0.287	0.169
	(0.94)	(1.00)	(1.75)	(0.25)	(1.80)	(1.34)
HRS42	0.187	0.310	0.214	0.283	0.411	0.311
	(0.58)	(0.68)	(1.30)	(1.50)	(6.23)**	(6.00)**
HRS43	-0.013	-3.675	-0.135	0.104	0.291	0.314
	(0.02)	(4.29)**	(0.48)	(0.35)	(2.43)*	(3.60)**
HRS44	0.548	-0.321	0.125	0.184	0.335	0.227
	(1.51)	(0.60)	(0.63)	(1.24)	(3.77)**	(5.81)**
AGM0_19	0.596	-0.674	0.217	0.493	-0.142	-0.105
	(1.39)	(1.24)	(1.02)	(1.86)	(1.95)	(2.44)*
AGM20_39	0.218	-0.080	-0.085	0.413	-0.221	-0.156
	(0.57)	(0.14)	(0.49)	(1.82)	(3.47)**	(3.93)**
AGM40_59	0.628	-0.262	-0.480	0.657	-0.035	0.070
	(0.96)	(0.17)	(1.47)	(1.61)	(0.36)	(1.40)
I	-0.535	0.528	-0.096	-0.195	-0.106	-0.016
	(1.30)	(0.92)	(0.51)	(0.79)	(1.71)	(0.41)
YSM	-0.023	-0.004	0.004	-0.016	0.006	0.007
	(1.88)	(0.18)	(0.75)	(2.32)*	(3.65)**	(8.47)**
AGMOVER60				0.135	1.435	1.811
				(0.09)	(3.89)**	(10.89)**
_cons	6.748	8.319	6.472	6.975	6.400	5.757
	(23.28)**	(21.90)**	(35.75)**	(41.63)**	(95.14)**	(113.08)**
R^2	0.24	0.29	0.30	0.28	0.29	0.36
N	3,801	1,057	7,014	5,771	56,148	89,375

* $p<0.05$; ** $p<0.01$

2006 Coefficients Estimate per region (continued)

	RegMA	RegSASK	RegALB	RegBC	RegYTNC
TOTSCHP	-0.256	-0.440	-0.327	-0.185	-0.256
	(4.68)**	(7.37)**	(11.87)**	(6.24)**	(4.85)**
EXP	0.186	0.163	0.202	0.216	0.186
	(30.65)**	(24.80)**	(63.85)**	(67.08)**	(19.15)**
EXPSQ	-0.003	-0.002	-0.003	-0.003	-0.003
	(33.87)**	(26.76)**	(67.64)**	(74.03)**	(19.12)**
Married	0.153	0.253	0.171	0.151	0.153
	(3.59)**	(5.49)**	(7.99)**	(6.59)**	(3.63)**
FOLP	-0.020	0.103	-0.058	-0.092	-0.020
	(0.30)	(0.89)	(1.68)	(3.47)**	(0.24)
WKS49	0.910	0.811	0.841	0.946	0.910
	(6.01)**	(5.97)**	(12.85)**	(12.47)**	(8.05)**
WKS50	0.730	0.756	0.620	0.791	0.730
	(8.58)**	(7.93)**	(16.53)**	(19.74)**	(8.42)**

WKS51	0.924	0.346	0.639	0.773	0.924
	(4.42)**	(1.78)	(7.89)**	(7.77)**	(9.36)**
WKS52	1.050	0.828	0.741	1.002	1.050
	(25.15)**	(18.92)**	(36.02)**	(45.77)**	(23.56)**
HRS40	0.357	0.293	0.182	0.310	0.357
	(9.20)**	(6.85)**	(9.11)**	(14.58)**	(12.17)**
HRS41	0.207	0.737	0.284	0.242	0.207
	(0.43)	(1.27)	(1.20)	(1.06)	(1.46)
HRS42	0.340	0.270	0.171	0.288	0.340
	(1.63)	(1.33)	(1.95)	(2.80)**	(4.34)**
HRS43	0.489	0.173	0.150	0.415	0.489
	(1.40)	(0.59)	(1.11)	(2.62)**	(3.01)**
HRS44	0.428	0.421	0.257	0.265	0.428
	(2.00)*	(2.15)*	(4.12)**	(2.11)*	(4.83)**
AGM0_19	0.033	0.141	-0.127	-0.073	0.033
	(0.26)	(0.74)	(1.89)	(1.05)	(0.25)
AGM20_39	-0.058	-0.078	-0.223	-0.142	-0.058
	(0.52)	(0.48)	(3.73)**	(2.21)*	(0.55)
AGM40_59	0.057	0.148	-0.168	-0.096	0.057
	(0.31)	(0.47)	(1.97)*	(1.18)	(0.33)
AGMOVER60	0.030	-6.882	1.195	0.880	0.030
	(0.03)	(4.17)**	(3.93)**	(3.59)**	(0.04)
I	-0.090	0.054	-0.027	-0.135	-0.090
	(0.81)	(0.33)	(0.46)	(2.18)*	(0.85)
YSM	0.002	-0.006	0.004	0.004	0.002
	(0.55)	(1.27)	(2.75)**	(3.43)**	(0.36)
_cons	6.743	7.359	7.154	6.410	6.743
	(44.97)**	(39.66)**	(93.31)**	(80.96)**	(35.56)**
R^2	0.29	0.25	0.29	0.32	0.29
N	8,723	7,194	27,702	30,747	8,723

* $p<0.05$; ** $p<0.01$

Table 19: Pooled OLS estimates for Immigrant's men per region.

Pooled Coefficients Estimate per region

	RegNFLD	RegPEI	RegNS	RegNB	RegQU	RegON
TOTSCHP	0.079	0.080	0.041	0.038	0.051	0.049
	(22.67)**	(7.59)**	(7.30)**	(6.48)**	(25.70)**	(27.70)**
EXP	0.116	0.111	0.127	0.116	0.122	0.148
	(50.60)**	(13.20)**	(24.05)**	(20.76)**	(68.24)**	(95.62)**
EXPSQ	-0.002	-0.002	-0.002	-0.002	-0.002	-0.002
	(43.00)**	(10.30)**	(20.72)**	(18.03)**	(61.01)**	(91.53)**
Married	0.223	0.111	0.203	0.269	0.120	0.201
	(14.74)**	(1.92)	(6.10)**	(7.54)**	(9.61)**	(19.35)**
FOLP	-0.021	0.018	0.032	0.012	-0.003	0.001
	(0.69)	(0.17)	(0.53)	(0.36)	(0.18)	(0.05)
WKS49	0.861	0.765	1.119	0.913	0.874	0.947
	(15.72)**	(3.11)**	(8.48)**	(6.14)**	(20.91)**	(25.95)**
WKS50	0.674	0.616	0.716	0.824	0.685	0.793
	(22.99)**	(5.33)**	(10.72)**	(12.13)**	(31.54)**	(42.01)**
WKS51	0.761	0.865	0.827	0.941	0.797	0.817
	(11.02)**	(3.17)**	(5.78)**	(4.98)**	(11.82)**	(18.62)**
WKS52	0.807	0.853	0.919	0.957	0.878	0.931
	(54.22)**	(15.07)**	(27.72)**	(27.12)**	(74.16)**	(87.48)**
HRS40	0.155	0.160	0.109	0.155	0.185	0.165
	(10.56)**	(2.75)**	(3.40)**	(4.45)**	(15.84)**	(16.13)**
HRS41	-0.088	-0.011	0.243	-0.123	0.095	0.119
	(0.64)	(0.02)	(0.90)	(0.32)	(1.10)	(1.43)
HRS42	0.136	0.182	-0.034	0.158	0.177	0.187
	(2.10)*	(0.65)	(0.29)	(1.07)	(4.53)**	(4.78)**
HRS43	0.176	0.430	-0.153	0.131	0.175	0.209
	(1.88)	(1.08)	(0.80)	(0.64)	(2.53)*	(3.56)**
HRS44	0.169	0.004	0.166	0.108	0.053	0.159
	(2.34)*	(0.01)	(1.33)	(0.88)	(1.21)	(5.11)**

AGM0_19	0.129	-0.470	0.287	0.351	0.023	0.136
	(1.25)	(1.64)	(1.83)	(1.69)	(0.28)	(2.74)**
AGM20_39	0.019	-0.626	0.115	0.220	-0.082	0.027
	(0.19)	(2.25)*	(0.69)	(1.04)	(1.03)	(0.56)
AGM40_59	-0.263	0.123	-0.746	0.747	-0.018	-0.103
	(2.14)*	(0.20)	(1.97)*	(1.97)*	(0.17)	(1.64)
AGMOVER60	0.536		1.333		0.152	1.010
	(1.78)		(1.19)		(0.44)	(4.45)**
I	-0.127	0.634	-0.182	-0.173	-0.089	-0.115
	(1.25)	(2.11)*	(1.15)	(0.82)	(1.16)	(2.44)*
YSM	-0.006	0.046	0.029	-0.029	0.014	0.011
	(1.27)	(1.32)	(2.08)*	(1.78)	(3.53)**	(5.91)**
COHpre56	0.178	-2.370	-1.761	1.337	-0.571	-0.483
	(0.91)	(1.64)	(2.78)**	(1.80)	(2.86)**	(5.25)**
COH5761	0.048	-1.572	-0.613	-0.007	-0.642	-0.421
	(0.27)	(1.26)	(1.02)	(0.01)	(3.66)**	(4.82)**
COH6266	0.084	-2.126	-1.178	0.962	-0.229	-0.330
	(0.64)	(2.01)*	(2.43)*	(1.81)	(1.63)	(4.80)**
COH6771	0.006	-1.121	-0.677	1.139	-0.339	-0.345
	(0.05)	(1.14)	(1.47)	(1.85)	(2.74)**	(5.63)**
COH7276	0.069	-1.402	-0.544	0.805	-0.392	-0.303
	(0.66)	(1.81)	(1.55)	(1.94)	(3.72)**	(5.52)**
COH7781	-0.013	-1.499	-0.232	0.398	-0.276	-0.171
	(0.14)	(2.45)*	(0.64)	(0.99)	(3.25)**	(3.81)**
COH8286	-0.148	-0.225	-0.717	-0.116	-0.308	-0.283
	(1.74)	(0.35)	(1.82)	(0.30)	(3.49)**	(5.87)**
COH8791	-0.245	-1.393	-0.300	0.245	-0.511	-0.293
	(3.10)**	(2.96)**	(1.26)	(0.75)	(6.67)**	(6.99)**
COH9296	-0.193	-0.385	-0.571	-1.062	-0.327	-0.239
	(1.97)*	(0.86)	(2.07)*	(2.48)*	(3.74)**	(5.20)**
COH9701	0.466		-1.098	0.387	-0.033	0.003
	(1.47)		(2.94)**	(0.61)	(0.36)	(0.06)
COH0206	-1.502	-0.304	-0.881	0.511	-0.309	0.020
	(2.60)**	(0.30)	(2.14)*	(1.13)	(2.34)*	(0.25)
_cons	7.363	7.280	7.331	7.475	7.454	7.160
	(156.88)**	(45.79)**	(76.29)**	(84.65)**	(192.06)**	(252.65)**
R^2	0.35	0.39	0.35	0.36	0.27	0.33
N	22,508	1,510	5,063	4,235	44,116	62,870

* $p<0.05$; ** $p<0.01$

Pooled Coefficients Estimate per region (continued)

	RegMA	RegSASK	RegALB	RegBC	RegYTNC
TOTSCHP	0.043	0.016	0.009	0.034	0.032
	(8.00)**	(3.14)**	(2.88)**	(12.55)**	(2.95)**
EXP	0.135	0.109	0.124	0.133	0.106
	(28.13)**	(25.07)**	(47.12)**	(57.90)**	(10.05)**
EXPSQ	-0.002	-0.002	-0.002	-0.002	-0.001
	(25.65)**	(23.00)**	(42.44)**	(54.39)**	(7.90)**
Married	0.200	0.234	0.237	0.211	0.222
	(6.02)**	(7.36)**	(13.09)**	(13.14)**	(3.07)**
FOLP	0.091	-0.002	-0.015	-0.066	-0.101
	(1.65)	(0.03)	(0.43)	(2.28)*	(0.86)
WKS49	0.919	0.844	0.879	0.898	0.530
	(7.32)**	(8.33)**	(14.47)**	(15.63)**	(1.65)
WKS50	0.668	0.687	0.677	0.706	0.571
	(10.49)**	(10.84)**	(20.29)**	(23.36)**	(3.97)**
WKS51	0.713	0.776	0.773	0.772	1.155
	(5.04)**	(6.00)**	(10.52)**	(10.98)**	(3.25)**
WKS52	0.826	0.867	0.832	0.861	0.836
	(25.43)**	(29.02)**	(46.74)**	(54.29)**	(12.13)**
HRS40	0.127	0.121	0.096	0.178	0.162
	(4.00)**	(4.11)**	(5.39)**	(11.33)**	(2.27)*
HRS41	0.422	0.261	0.207	0.120	0.142
	(1.70)	(0.92)	(1.12)	(0.81)	(0.19)
HRS42	0.059	0.195	0.092	0.182	0.117
	(0.35)	(1.45)	(1.18)	(2.52)*	(0.38)
HRS43	0.086	0.226	0.132	0.239	0.827

	(0.40)	(1.31)	(1.18)	(2.27)*	(1.37)
HRS44	0.279	0.147	0.103	0.216	-0.031
	(2.03)*	(1.25)	(1.89)	(2.71)**	(0.09)
AGM0_19	-0.064	0.064	0.113	0.145	-0.252
	(0.36)	(0.29)	(1.17)	(1.79)	(0.77)
AGM20_39	-0.150	-0.005	-0.014	0.064	-0.457
	(0.81)	(0.02)	(0.15)	(0.79)	(1.54)
AGM40_59	0.180	-0.342	-0.157	0.023	-0.343
	(0.69)	(1.10)	(1.09)	(0.22)	(0.43)
AGMOVER60	2.027		-1.191	0.320	
	(3.09)**		(2.38)*	(1.10)	
I	0.092	0.043	-0.064	-0.176	0.141
	(0.52)	(0.20)	(0.68)	(2.29)*	(0.43)
YSM	0.011	0.009	0.008	0.003	0.012
	(1.19)	(0.76)	(1.91)	(0.86)	(0.57)
COHpre56	-0.664	-0.703	-0.656	-0.170	-1.108
	(1.54)	(1.24)	(3.06)**	(1.10)	(1.16)
COH5761	-1.267	-0.661	-0.793	-0.222	-0.166
	(2.73)**	(1.20)	(3.95)**	(1.49)	(0.18)
COH6266	-0.209	0.156	-0.183	-0.186	-1.131
	(0.63)	(0.35)	(1.20)	(1.61)	(1.49)
COH6771	-0.636	-0.555	-0.304	-0.159	0.462
	(2.19)*	(1.53)	(2.05)*	(1.53)	(0.61)
COH7276	-0.184	-0.277	-0.282	0.005	-0.137
	(0.77)	(0.85)	(2.27)*	(0.06)	(0.20)
COH7781	-0.298	-0.328	-0.312	-0.053	-0.493
	(1.52)	(1.35)	(3.08)**	(0.69)	(1.02)
COH8286	-0.278	-0.506	-0.246	-0.178	0.382
	(1.50)	(2.15)*	(2.19)*	(2.05)*	(0.61)
COH8791	-0.644	-0.157	-0.359	-0.240	-0.835
	(3.17)**	(0.73)	(3.21)**	(3.10)**	(1.91)
COH9296	0.056	-0.988	-0.159	-0.162	0.097
	(0.21)	(2.87)**	(1.11)	(1.96)	(0.18)
COH9701	-0.014	0.065	-0.183	-0.134	0.819
	(0.05)	(0.18)	(1.13)	(1.61)	(0.74)
COH0206	-0.217	-0.167	0.095	-0.169	0.138
	(0.58)	(0.41)	(0.40)	(1.15)	(0.17)
cons	7.230	7.811	7.799	7.514	7.800
	(81.49)**	(80.78)**	(148.41)**	(166.46)**	(40.25)**
R^2	0.33	0.30	0.30	0.30	0.34
N	5,574	6,731	19,028	26,063	1,167

* $p<0.05$; ** $p<0.01$

Table 20: 1991 OLS estimates of years to equality per region.

Regions	Estimate	95% Conf. Interval	Regions	Estimate	95% Conf. Interval
NFLD	16.70334	[0.8395324 32.56715]	MA	38.0286	[7.118554 68.93865]
PEI	15.85795	[-12.84042 44.55633]	SASK	225.5885	[-353.1295 804.3064]
NS	34.88788	[3.366851 66.40891]	ALB	27.15809	[8.851694 45.46449]
NB	21.04926	[10.96909 31.12943]	BC	27.65523	[12.0766 43.23387]
QU	32.53846	[25.45777 39.61915]	YTNC	38.0286	[5.24724 70.80996]
ON	31.89889	[24.27836 39.51942]			

Table 21: 1996 OLS estimates of years to equality per region.

Regions	Estimate	95% Conf. Interval	Regions	Estimate	95% Conf. Interval
NFLD	16.22417	[2.01347 30.43488]	MA	5.754468	[-30.1791 41.68803]
PEI	40.79443	[-5.597978 87.18683]	SASK	5.180345	[-25.02675 35.38743]
NS	186.04	[-1424.462 1796.542]	ALB	11.95673	[-8.103241 32.01671]
NB	10.59957	[-114.507 135.7062]	BC	57.81472	[27.45668 88.17277]
QU	40.16199	[28.15531 52.16866]	YTNC	5.754468	[-30.47448 41.98342]
ON	45.19338	[31.06817 59.3186]			

Table 22: 2001 OLS estimates of years to equality per region.

Regions	Estimate	95% Conf. Interval	Regions	Estimate	95% Conf. Interval
NFLD	-53.58826	[-396.5279 289.3514]	MA	-34.35706	[-279.828 211.1138]
PEI	n.a	n.a	SASK	-0.1368393	[-24.4866 24.21292]
NS	9.281252	[-37.33691 55.89941]	ALB	42.35608	[-40.86722 125.5794]
NB	15.14056	[-20.99012 51.27125]	BC	94.19345	[-136.4488 324.8357]
QU	44.20939	[10.64492 77.77387]	YTNC	-37.92987	[-404.6543 328.7946]
ON	119.3248	[-41.44947 280.0991]			

Table 23: 2006 OLS estimates of years to equality per region.

Regions	Estimate	95% Conf. Interval	Regions	Estimate	95% Conf. Interval
NFLD	-22.82582	[-67.46172 21.81007]	MA	54.92879	[-161.8731 271.7307]
PEI	125.2782	[-1221.644 1472.201]	SASK	8.8208	[-43.91303 61.55463]
NS	24.57479	[-80.24199 129.3916]	ALB	6.802137	[-21.67075 35.27502]
NB	-12.37259	[-46.79831 22.05312]	BC	30.27476	[-0.2216872 60.77121]
QU	18.39677	[-3.519967 40.3135]	YTNC	54.92879	[-250.824 360.6816]
ON	2.359951	[-8.792528 13.51243]			

Table 24: Pooled OLS estimates of years to equality per region.

Regions	Estimate	95% Conf. Interval	Regions	Estimate	95% Conf. Interval
NFLD	-34.23322	[-121.2928 52.82639]	MA	29.88254	[-9.175855 68.94094]
PEI	12.70094	[2.059046 23.34283]	SASK	37.6395	[-32.20469 107.4837]
NS	30.73018	[14.4297 47.03067]	ALB	46.97855	[9.734189 84.22291]
NB	9.461309	[-3.981218 22.90383]	BC	118.919	[-118.0829 355.9209]
QU	33.68968	[19.21641 48.16296]	YTNC	8.163866	[-49.96761 66.29534]
ON	35.56975	[25.14982 45.98967]			