

1 Supplementary Appendix

Appendix Table 1 reports sample means for our six groups of workers. There are few surprises here. Immigrants are much more likely to belong to a visible minority group than the Canadian-born. Roughly one quarter of sampled immigrants have been in Canada 10 years or less, and they are heavily concentrated in Census Metropolitan Areas and provinces with large cities. In comparison to the Canadian-born, the average immigrant worker is more likely to be male, has higher educational attainment, is more likely to be married and have children, more likely to be employed full time, less likely to belong to a union, and has fewer years of employer seniority.

Appendix Tables 2 through 6 report results of some alternate specifications of our wage regressions. These specifications allow us to assess the contribution of individual characteristics, geographic characteristics, job characteristics, and employer characteristics to wage outcomes. Individual, geographic, and job characteristics were reported in the main text. Employer characteristics include number of employees (4 categories), number of competitors (5 categories), industry (14 categories), the natural logarithm of revenue per worker, and indicators for a minority recruitment program, an employment equity program, a pay equity program, a formal grievance or complaint system, and for non-profit enterprises.

In each of the Appendix tables, we present unconditional estimates in column 1, and conditional estimates in columns 2-6. Column 2 introduces controls for individual characteristics. We add controls for region of residence in column 3, job characteristics in column 4, observed employer characteristics in column 5, and unobserved employer characteristics (firm effects) in column 6. Columns 4 and 6 correspond to the specifications reported in the main text.

There are some surprisingly consistent patterns across specifications. Outcomes conditional on personal characteristics and region of residence are worse than unconditional outcomes, which indicates that adverse wage outcomes of immigrants and visible minorities are partly ameliorated by their personal characteristics and regional sorting. Outcomes are generally better conditional on job and employer characteristics, which indicates that the poor wage outcomes of immigrants are partly due to sorting into low-wage employers and into jobs with low-wage characteristics. As we have seen, the latter is largely the consequence of glass door effects. We note that controlling for observable employer characteristics (column 5) yields estimates that are very similar to the across-firm specifications reported in the main text (column 4 in the Appendix tables). Indeed, the disparity between these estimates and our within-firm estimates (column

6 in the Appendix tables) highlights that glass door effects are strongly related to unobserved employer characteristics.

**APPENDIX TABLE 1
SAMPLE MEANS**

	Canadian born		Non-Recent Immigrants		Recent Immigrants	
	Visible		Visible		Visible	
	White	Minority	White	Minority	White	Minority
Number of observations	47,599	820	5,025	2,759	841	1,254
log(hourly wage)	2.90	2.86	2.96**	2.86*	2.86	2.65**
Personal Characteristics						
Male	0.481	0.426	0.503	0.493	0.532*	0.504
Years of experience	18.34	13.7**	21.7**	16.2**	11.9**	10.8**
Age	41.54	35.5**	46.4**	43.0**	37.8**	38.3**
Highest educational attainment						
Ph.D., Master's, or M.D.	0.038	0.045	0.072**	0.071**	0.146**	0.088**
Other graduate degree	0.021	0.031	0.030**	0.026	0.070**	0.026
Bachelor's degree	0.125	0.206**	0.130	0.208**	0.218**	0.277**
Some university	0.088	0.112	0.076	0.081	0.114	0.071
Completed college	0.201	0.198	0.206	0.234*	0.144**	0.180
Some college or trade certificate	0.248	0.156**	0.223**	0.166**	0.140**	0.177**
High school degree	0.177	0.208	0.151**	0.138**	0.142	0.122**
Less than high school†	0.103	0.044**	0.112*	0.077**	0.027**	0.059**
Marital Status						
Single†	0.159	0.398**	0.114**	0.188**	0.144	0.123**
Married	0.585	0.453**	0.698**	0.695**	0.707**	0.807**
Common law	0.153	0.084**	0.087**	0.037**	0.093**	0.021**
Separated	0.031	0.033	0.036	0.023	0.016*	0.014**
Divorced	0.062	0.029**	0.052	0.045*	0.036**	0.027**
Widowed	0.010	0.002**	0.013	0.012	0.005	0.008
Number of Children						
Zero†	0.421	0.578**	0.392	0.296**	0.440	0.313**
One	0.226	0.186	0.233	0.241	0.227	0.314**
Two	0.260	0.155**	0.252	0.345**	0.278	0.288
Three	0.074	0.071	0.094**	0.089*	0.044**	0.067
Four or more	0.019	0.009**	0.029*	0.029	0.011**	0.017
Region						
Atlantic	0.082	0.026**	0.018**	0.004**	0.016**	0.004**
Quebec	0.276	0.137**	0.138**	0.108**	0.166**	0.083**
Ontario†	0.353	0.439**	0.569**	0.596**	0.563**	0.580**
Manitoba	0.038	0.022**	0.033	0.031*	0.026**	0.026**
Saskatchewan	0.034	0.013**	0.008**	0.007**	0.001**	0.010**
Alberta	0.103	0.099	0.092	0.081**	0.079*	0.135
British Columbia	0.114	0.263**	0.142**	0.173**	0.149*	0.162**
Census Metropolitan Area (CMA)	0.649	0.829**	0.849**	0.955**	0.902**	0.903**

Notes: † indicates reference category for regressions. ** indicates difference from mean of Canadian-born white workers is statistically significant at 5% level, * indicates this difference is statistically significant at 10% level.

APPENDIX TABLE 1, Continued

	Canadian born		Non-Recent Immigrants		Recent Immigrants	
	Visible		Visible		Visible	
	White	Minority	White	Minority	White	Minority
Job Characteristics						
Fulltime	0.698	0.718	0.756**	0.779**	0.776**	0.812**
Member of Union or CBA	0.297	0.213**	0.276	0.225**	0.167**	0.121**
Years of seniority	9.43	6.47**	10.4**	8.46**	3.41**	3.50**
Occupation						
Manager	0.140	0.156	0.152	0.149	0.137	0.071**
Professional	0.174	0.214	0.195*	0.184	0.224*	0.227*
Technical/Trades	0.420	0.364	0.406	0.386	0.309**	0.406
Marketing/Sales	0.062	0.067	0.043**	0.075	0.117*	0.062
Clerical/Administrative	0.146	0.150	0.123**	0.111**	0.134	0.151
Production worker†	0.058	0.049	0.082**	0.094**	0.079**	0.083**
Employer Characteristics						
Number of employees						
500 or more	0.222	0.210	0.239	0.187	0.166*	0.121**
100-499	0.193	0.157	0.227**	0.245**	0.266**	0.269**
20-99	0.281	0.302	0.262	0.276	0.289	0.321
Less than 20†	0.304	0.331	0.272	0.291	0.279	0.290
Number of competing firms						
Zero	0.020	0.017	0.018	0.031	0.021	0.021
1-5	0.263	0.279	0.249	0.250	0.347**	0.280
6-20	0.230	0.244	0.259**	0.306**	0.261	0.301
More than 20†	0.198	0.236**	0.181	0.215	0.205	0.260**
Missing	0.289	0.225**	0.293	0.199**	0.166**	0.138**
Any employment equity program	0.241	0.187**	0.231	0.200**	0.141**	0.117**
Any pay equity program	0.265	0.173**	0.259	0.202**	0.162**	0.115**
Formal grievance or complaint system	0.516	0.548	0.493*	0.396**	0.389**	0.294**
Minority recruitment program	0.059	0.115**	0.069	0.115**	0.082	0.091
Non-profit enterprise	0.231	0.179*	0.239	0.143**	0.128**	0.086**
Industry						
Resource	0.019	0.008*	0.009**	0.007**	0.002**	0.029
Labour intensive tertiary manufacturing	0.042	0.067	0.073**	0.099**	0.077*	0.086**
Primary product manufacturing†	0.040	0.015	0.031	0.025	0.033	0.021
Secondary product manufacturing	0.034	0.024	0.039	0.055*	0.076**	0.049
Capital intensive tertiary manufacturing	0.051	0.046	0.072**	0.071**	0.092**	0.087**
Construction	0.046	0.029*	0.033**	0.009**	0.024**	0.016**
Transportation, warehousing, wholesale	0.113	0.085	0.095**	0.070**	0.098	0.084**
Communication and other utilities	0.025	0.012**	0.018**	0.016**	0.005**	0.008
Retail trade and consumer services	0.196	0.287*	0.169*	0.253**	0.173	0.212
Finance and insurance	0.051	0.082**	0.037**	0.069**	0.030	0.059
Real estate	0.018	0.017	0.018	0.012*	0.017	0.013
Business services	0.092	0.104	0.124**	0.120**	0.207**	0.201**
Education and health services	0.238	0.179	0.248	0.178**	0.136**	0.116**
Information and cultural industries	0.035	0.046	0.033	0.016**	0.030	0.018**
log(revenue per worker)	11.79	11.71	11.84**	11.73	11.83	11.67*

Notes: † indicates reference category for regressions. ** indicates difference from mean of Canadian-born white workers is statistically significant at 5% level, * indicates this difference is statistically significant at 10% level.

APPENDIX TABLE 2
ESTIMATES FOR CANADIAN-BORN VISIBLE MINORITIES

	(1)	(2)	(3)	(4)	(5)	(6)
MEN						
Mean wage differential	-0.009 (0.019)	0.020 (0.017)	-0.018 (0.016)	-0.012 (0.019)	-0.038** (0.015)	-0.049** (0.012)
Quantile differential						
10th percentile	0.007 (0.032)	0.015 (0.047)	-0.016 (0.039)	-0.026 (0.023)	-0.042** (0.021)	-0.083** (0.025)
Median	0.008 (0.033)	0.044 (0.046)	-0.012 (0.043)	-0.029 (0.034)	-0.050** (0.024)	-0.024 (0.039)
90th percentile	-0.016 (0.100)	0.007 (0.021)	0.008 (0.033)	0.079 (0.060)	0.080** (0.031)	-0.028 (0.033)
Representation						
Below 10th percentile	0.096** (0.000)	0.074** (0.007)	0.090 (0.008)	0.102 (0.006)	0.107 (0.028)	0.112 (0.014)
Below median	0.476 (0.032)	0.424** (0.009)	0.445** (0.021)	0.491 (0.006)	0.526* (0.015)	0.508 (0.030)
Above 90th percentile	0.091** (0.001)	0.111** (0.005)	0.115** (0.006)	0.145** (0.011)	0.130** (0.004)	0.107 (0.014)
WOMEN						
Mean wage differential	-0.034 (0.023)	-0.039* (0.020)	-0.090** (0.019)	-0.083** (0.021)	-0.033** (0.014)	-0.063** (0.019)
Quantile differential						
10th percentile	0.090** (0.018)	-0.030 (0.061)	0.004 (0.039)	0.012 (0.048)	0.015 (0.064)	-0.065 (0.067)
Median	-0.105** (0.051)	0.017 (0.017)	-0.043** (0.015)	-0.115** (0.038)	-0.049** (0.019)	-0.088** (0.025)
90th percentile	-0.069** (0.031)	-0.039 (0.076)	-0.118** (0.018)	-0.084** (0.018)	-0.067* (0.036)	-0.022 (0.047)
Representation						
Below 10th percentile	0.069** (0.001)	0.110** (0.002)	0.089 (0.011)	0.082** (0.000)	0.072 (0.027)	0.114 (0.021)
Below median	0.556** (0.006)	0.458** (0.016)	0.469 (0.177)	0.604** (0.031)	0.550* (0.030)	0.605** (0.037)
Above 90th percentile	0.078** (0.001)	0.076** (0.003)	0.076** (0.002)	0.075** (0.004)	0.080** (0.006)	0.116 (0.021)
Controls						
Year		YES	YES	YES	YES	YES
Personal characteristics		YES	YES	YES	YES	YES
Region			YES	YES	YES	YES
Job characteristics				YES	YES	YES
Employer characteristics					YES	
Firm effects						YES

Notes: Standard errors are in parentheses. Reference category for differentials is Canadian born, white. For differentials, ** indicates statistically significant at 5% level and * indicates statistically significant at 10% level. For representation, ** indicates difference from population quantile is statistically significant at 5% level and * indicates this difference is statistically significant at 10% level. Columns (2)-(5) are based on separate regressions for 32,898 men and 25,400 women. Column (6) is based on pooled regressions for men and women, with all controls except firm effects interacted with sex, averaged over 50 random samples of 1,500 firms with at least 2 employees. Mean number of observations in the 50 random samples is 17,906.

APPENDIX TABLE 3
ESTIMATES FOR MALE IMMIGRANTS, > 10 YEARS SINCE IMMIGRATION

	(1)	(2)	(3)	(4)	(5)	(6)
WHITE						
Mean wage differential	0.067** (0.009)	-0.014 (0.009)	-0.062** (0.008)	-0.067** (0.008)	-0.049** (0.007)	-0.047** (0.006)
Quantile differential						
10th percentile	0.083* (0.041)	-0.067** (0.025)	-0.065** (0.024)	-0.059** (0.022)	-0.038** (0.012)	-0.051** (0.014)
Median	0.077** (0.008)	-0.028** (0.012)	-0.069** (0.010)	-0.066** (0.008)	-0.038** (0.011)	-0.032* (0.016)
90th percentile	0.060** (0.021)	-0.024 (0.018)	-0.089** (0.015)	-0.075** (0.012)	-0.046** (0.013)	-0.033** (0.015)
Representation						
Below 10th percentile	0.075** (0.001)	0.099 (0.006)	0.104 (0.006)	0.105 (0.006)	0.104 (0.006)	0.109 (0.015)
Below median	0.433** (0.004)	0.510 (0.010)	0.529** (0.013)	0.530** (0.009)	0.517* (0.010)	0.508 (0.010)
Above 90th percentile	0.116** (0.006)	0.094 (0.006)	0.084** (0.003)	0.081** (0.003)	0.084** (0.007)	0.096 (0.005)
VISIBLE MINORITY						
Mean wage differential	-0.087** (0.017)	-0.161** (0.012)	-0.219** (0.012)	-0.192** (0.010)	-0.141** (0.008)	-0.098** (0.007)
Quantile differential						
10th percentile	-0.128* (0.077)	-0.229** (0.055)	-0.240** (0.022)	-0.112** (0.034)	-0.067** (0.014)	-0.080** (0.021)
Median	-0.047* (0.028)	-0.138** (0.013)	-0.209** (0.018)	-0.195** (0.015)	-0.165** (0.013)	-0.111** (0.022)
90th percentile	-0.050** (0.003)	-0.154** (0.028)	-0.221** (0.014)	-0.180** (0.017)	-0.130** (0.017)	-0.119** (0.027)
Representation						
Below 10th percentile	0.145** (0.006)	0.145** (0.007)	0.176** (0.013)	0.135** (0.012)	0.112 (0.009)	0.109 (0.010)
Below median	0.531** (0.003)	0.598** (0.008)	0.638** (0.010)	0.664** (0.010)	0.639** (0.013)	0.580** (0.015)
Above 90th percentile	0.061** (0.003)	0.043** (0.002)	0.037** (0.003)	0.041** (0.002)	0.054** (0.002)	0.067** (0.008)
Controls						
Year		YES	YES	YES	YES	YES
Personal characteristics		YES	YES	YES	YES	YES
Region			YES	YES	YES	YES
Job characteristics				YES	YES	YES
Employer characteristics					YES	
Firm effects						YES

Notes: Standard errors are in parentheses. Reference category for differentials is Canadian born, white. For differentials, ** indicates statistically significant at 5% level and * indicates statistically significant at 10% level. For representation, ** indicates difference from population quantile is statistically significant at 5% level and * indicates this difference is statistically significant at 10% level. Columns (2)-(5) are based on separate regressions for 32,898 men and 25,400 women. Column (6) is based on pooled regressions for men and women, with all controls except firm effects interacted with sex, averaged over 50 random samples of 1,500 firms with at least 2 employees. Mean number of observations in the 50 random samples is 17,906.

APPENDIX TABLE 4
ESTIMATES FOR FEMALE IMMIGRANTS, > 10 YEARS SINCE IMMIGRATION

	(1)	(2)	(3)	(4)	(5)	(6)
WHITE						
Mean wage differential	0.049** (0.011)	0.001 (0.009)	-0.054** (0.009)	-0.039** (0.008)	-0.027** (0.007)	-0.019** (0.006)
Quantile differential						
10th percentile	0.057** (0.000)	-0.007 (0.015)	-0.083** (0.019)	-0.058** (0.015)	-0.031* (0.019)	-0.036 (0.029)
Median	0.036** (0.013)	-0.002 (0.010)	-0.059** (0.013)	-0.041** (0.010)	-0.022** (0.009)	-0.027** (0.009)
90th percentile	0.065** (0.012)	0.006 (0.018)	-0.030 (0.020)	-0.038** (0.013)	-0.015 (0.017)	-0.011 (0.021)
Representation						
Below 10th percentile	0.072** (0.008)	0.097 (0.006)	0.124** (0.006)	0.113 (0.012)	0.112 (0.018)	0.104 (0.006)
Below median	0.448** (0.008)	0.491 (0.010)	0.516** (0.007)	0.513 (0.008)	0.498 (0.013)	0.520** (0.009)
Above 90th percentile	0.122** (0.003)	0.104 (0.003)	0.097 (0.003)	0.081* (0.011)	0.083 (0.011)	0.094 (0.007)
VISIBLE MINORITY						
Mean wage differential	-0.002 (0.017)	-0.066** (0.010)	-0.141** (0.010)	-0.101** (0.009)	-0.074** (0.009)	-0.051** (0.010)
Quantile differential						
10th percentile	0.029 (0.039)	-0.057** (0.023)	-0.153** (0.035)	-0.107** (0.017)	-0.082** (0.015)	-0.046** (0.013)
Median	-0.027 (0.019)	-0.061** (0.015)	-0.120** (0.014)	-0.092** (0.010)	-0.085** (0.014)	-0.050** (0.014)
90th percentile	0.069* (0.041)	-0.061** (0.019)	-0.139** (0.024)	-0.109** (0.016)	-0.026 (0.048)	-0.040 (0.048)
Representation						
Below 10th percentile	0.092* (0.004)	0.115 (0.010)	0.143* (0.023)	0.128** (0.008)	0.126** (0.006)	0.103 (0.007)
Below median	0.509** (0.003)	0.547** (0.005)	0.604** (0.015)	0.588** (0.014)	0.563** (0.007)	0.518 (0.014)
Above 90th percentile	0.119** (0.002)	0.073** (0.005)	0.059** (0.004)	0.068** (0.008)	0.092 (0.011)	0.095 (0.008)
Controls						
Year		YES	YES	YES	YES	YES
Personal characteristics		YES	YES	YES	YES	YES
Region			YES	YES	YES	YES
Job characteristics				YES	YES	YES
Employer characteristics					YES	
Firm effects						YES

Notes: Standard errors are in parentheses. Reference category for differentials is Canadian born, white. For differentials, ** indicates statistically significant at 5% level and * indicates statistically significant at 10% level. For representation, ** indicates difference from population quantile is statistically significant at 5% level and * indicates this difference is statistically significant at 10% level. Columns (2)-(5) are based on separate regressions for 32,898 men and 25,400 women. Column (6) is based on pooled regressions for men and women, with all controls except firm effects interacted with sex, averaged over 50 random samples of 1,500 firms with at least 2 employees. Mean number of observations in the 50 random samples is 17,906.

APPENDIX TABLE 5
ESTIMATES FOR MALE IMMIGRANTS, ≤ 10 YEARS SINCE IMMIGRATION

	(1)	(2)	(3)	(4)	(5)	(6)
WHITE						
Mean wage differential	0.009 (0.020)	-0.084** (0.015)	-0.134** (0.015)	-0.068** (0.015)	-0.066** (0.015)	-0.028** (0.014)
Quantile differential						
10th percentile	-0.003 (0.110)	-0.051* (0.027)	-0.082** (0.023)	-0.085** (0.035)	-0.075** (0.021)	-0.089** (0.025)
Median	-0.007 (0.049)	-0.065** (0.012)	-0.156** (0.012)	-0.114** (0.017)	-0.039* (0.022)	-0.045 (0.033)
90th percentile	0.022 (0.035)	-0.061** (0.019)	-0.090 (0.030)	-0.054 (0.040)	-0.067** (0.030)	-0.056** (0.028)
Representation						
Below 10th percentile	0.093** (0.003)	0.105 (0.012)	0.110** (0.004)	0.102 (0.007)	0.116 (0.010)	0.114 (0.012)
Below median	0.499 (0.022)	0.558** (0.025)	0.588** (0.003)	0.557** (0.014)	0.483** (0.008)	0.495 (0.023)
Above 90th percentile	0.107* (0.005)	0.085 (0.017)	0.081** (0.004)	0.095 (0.008)	0.088** (0.003)	0.081* (0.010)
VISIBLE MINORITY						
Mean wage differential	-0.298** (0.018)	-0.354** (0.014)	-0.417** (0.015)	-0.312** (0.014)	-0.283** (0.013)	-0.179** (0.011)
Quantile differential						
10th percentile	-0.201** (0.039)	-0.316** (0.033)	-0.392** (0.025)	-0.317** (0.025)	-0.232** (0.019)	-0.200** (0.048)
Median	-0.344** (0.029)	-0.365** (0.012)	-0.430** (0.017)	-0.350** (0.020)	-0.287** (0.028)	-0.174** (0.043)
90th percentile	-0.333** (0.067)	-0.318** (0.053)	-0.382** (0.063)	-0.253** (0.038)	-0.224** (0.048)	-0.193** (0.044)
Representation						
Below 10th percentile	0.174** (0.001)	0.274** (0.010)	0.310** (0.020)	0.289** (0.024)	0.268** (0.013)	0.205** (0.014)
Below median	0.750** (0.001)	0.774** (0.002)	0.807** (0.011)	0.756** (0.010)	0.778** (0.008)	0.647** (0.021)
Above 90th percentile	0.026** (0.003)	0.019** (0.002)	0.019** (0.003)	0.026** (0.005)	0.028** (0.012)	0.051** (0.006)
Controls						
Year		YES	YES	YES	YES	YES
Personal characteristics		YES	YES	YES	YES	YES
Region			YES	YES	YES	YES
Job characteristics				YES	YES	YES
Employer characteristics					YES	
Firm effects						YES

Notes: Standard errors are in parentheses. Reference category for differentials is Canadian born, white. For differentials, ** indicates statistically significant at 5% level and * indicates statistically significant at 10% level. For representation, ** indicates difference from population quantile is statistically significant at 5% level and * indicates this difference is statistically significant at 10% level. Columns (2)-(5) are based on separate regressions for 32,898 men and 25,400 women. Column (6) is based on pooled regressions for men and women, with all controls except firm effects interacted with sex, averaged over 50 random samples of 1,500 firms with at least 2 employees. Mean number of observations in the 50 random samples is 17,906.

APPENDIX TABLE 6
ESTIMATES FOR FEMALE IMMIGRANTS, ≤ 10 YEARS SINCE IMMIGRATION

	(1)	(2)	(3)	(4)	(5)	(6)
WHITE						
Mean wage differential	-0.114** (0.021)	-0.170** (0.022)	-0.235** (0.022)	-0.096** (0.018)	-0.102** (0.018)	-0.060** (0.017)
Quantile differential						
10th percentile	-0.053** (0.004)	-0.097 (0.210)	-0.197 (0.134)	-0.147** (0.026)	-0.147** (0.029)	-0.055* (0.031)
Median	-0.141** (0.040)	-0.201** (0.030)	-0.225** (0.013)	-0.106** (0.024)	-0.071** (0.013)	-0.052** (0.015)
90th percentile	-0.056 (0.109)	-0.107** (0.012)	-0.174** (0.017)	-0.047 (0.076)	-0.032 (0.054)	-0.020 (0.122)
Representation						
Below 10th percentile	0.134 (0.021)	0.183** (0.016)	0.199** (0.028)	0.143** (0.004)	0.147** (0.010)	0.111 (0.014)
Below median	0.620** (0.011)	0.634** (0.009)	0.654** (0.015)	0.580** (0.009)	0.639** (0.042)	0.537 (0.025)
Above 90th percentile	0.074** (0.000)	0.072** (0.000)	0.057* (0.012)	0.103 (0.009)	0.094 (0.006)	0.099 (0.015)
VISIBLE MINORITY						
Mean wage differential	-0.202** (0.012)	-0.232** (0.015)	-0.293** (0.016)	-0.220** (0.014)	-0.190** (0.017)	-0.162** (0.013)
Quantile differential						
10th percentile	-0.061** (0.029)	-0.136** (0.033)	-0.186** (0.024)	-0.136** (0.019)	-0.116** (0.023)	-0.144** (0.043)
Median	-0.196** (0.037)	-0.192** (0.014)	-0.252** (0.024)	-0.263** (0.013)	-0.206** (0.027)	-0.152** (0.022)
90th percentile	-0.307** (0.027)	-0.268** (0.013)	-0.336** (0.018)	-0.223** (0.048)	-0.154** (0.037)	-0.158** (0.034)
Representation						
Below 10th percentile	0.131* (0.016)	0.147* (0.028)	0.179** (0.023)	0.151** (0.011)	0.144** (0.008)	0.181** (0.016)
Below median	0.711** (0.001)	0.760** (0.023)	0.798** (0.020)	0.726** (0.009)	0.673** (0.011)	0.635** (0.025)
Above 90th percentile	0.016** (0.000)	0.030** (0.003)	0.027** (0.004)	0.033** (0.010)	0.024** (0.010)	0.041** (0.009)
Controls						
Year		YES	YES	YES	YES	YES
Personal characteristics		YES	YES	YES	YES	YES
Region			YES	YES	YES	YES
Job characteristics				YES	YES	YES
Employer characteristics					YES	
Firm effects						YES

Notes: Standard errors are in parentheses. Reference category for differentials is Canadian born, white. For differentials, ** indicates statistically significant at 5% level and * indicates statistically significant at 10% level. For representation, ** indicates difference from population quantile is statistically significant at 5% level and * indicates this difference is statistically significant at 10% level. Columns (2)-(5) are based on separate regressions for 32,898 men and 25,400 women. Column (6) is based on pooled regressions for men and women, with all controls except firm effects interacted with sex, averaged over 50 random samples of 1,500 firms with at least 2 employees. Mean number of observations in the 50 random samples is 17,906.