

Table 3. Estimated coefficients from models of earnings by gender (log points unless otherwise indicated)

	Natural log of annual employment earnings					
	Men			Women		
	Model (1)	Model (2)	Model (3)	Model (1)	Model (2)	Model (3)
Initial low-paying firm	-1.382***	-1.234***	-0.751***	-1.161***	-1.022***	-0.667***
Initial low-paying firm interacted with years since landing	0.193***	0.220***	0.113***	0.167***	0.186***	0.114***
Initial low-paying firm interacted with years since landing squared	-0.016***	-0.020***	-0.009***	-0.016***	-0.018***	-0.011***
Initial low-paying firm interacted with years since landing cubed	0.0004***	0.001***	0.0002***	0.001***	0.001***	0.0004***
Initial Medium-low-paying firm	-0.762***	-0.632***	-0.332***	-0.630***	-0.499***	-0.273***
Initial medium-low-paying firm interacted with years since landing	0.059***	0.073***	0.019***	0.047***	0.053***	0.013**
Initial medium-low-paying firm interacted with years since landing squared	-0.003**	-0.005***	0.0005	-0.004***	-0.005***	-0.001
Initial medium-low-paying firm interacted with years since landing cubed	-1.10⁻⁵	9.31⁻⁵**	-7.08⁻⁵*	0.0001**	0.0002***	8.69⁻⁶
Years since landing	0.148***	0.163***	0.163***	0.096***	0.131***	0.131***
Years since landing squared	-0.010***	-0.012***	-0.013***	-0.002***	-0.006***	-0.007***
Years since landing cubed	0.0002***	0.0003***	0.0004***	-6.10⁻⁵*	6.19⁻⁵**	0.0001***
Cohort	Yes	Yes	Yes	Yes	Yes	Yes
Landing age	No	Yes	Yes	No	Yes	Yes
Marital status	No	Yes	Yes	No	Yes	Yes
Education	No	Yes	Yes	No	Yes	Yes
Further education	No	Yes	Yes	No	Yes	Yes
Mother tongue	No	Yes	Yes	No	Yes	Yes
Immigration	No	Yes	Yes	No	Yes	Yes
Source region	No	Yes	Yes	No	Yes	Yes
Geographic distribution	No	Yes	Yes	No	Yes	Yes
Entry year	No	Yes	Yes	No	Yes	Yes
Firm size	No	No	Yes	No	No	Yes
Industry	No	No	Yes	No	No	Yes
Constant	Yes	Yes	Yes	Yes	Yes	Yes
Observations (number)	1,751,410	1,751,410	1,751,410	1,637,386	1,637,386	1,637,386
R-squared (value)	0.17	0.294	0.378	0.15	0.269	0.328

Source: Statistics Canada, Canadian Employer–Employee Dynamics Database.

Note: With the exception of geographical distribution, firm size, and industry, all other covariates represent initial characteristics of immigrants at landing. The industry variable uses the 2-digit North American Industry Classification System (NAICS). Firm size is grouped into four categories, based on number of employees: (1) less than 20; (2) 20–99; (3) 100–500; and (4) more than 500.

* significantly different from reference category ($p < 0.05$); ** significantly different from reference category ($p < 0.01$);

*** significantly different from reference category ($p < 0.001$)

The annual earnings advantages of immigrants starting in high-paying firms were reduced but did not disappear as the selected individual and firm-related characteristics were added from Model 1 to Model 3. This suggests that some of the earnings disparity between groups was attributed to the included characteristics, yet the remaining earnings gap remained large. The estimated coefficients of the low-paying (LOW) variable were -0.751 for men and -0.667 for women, based on Model 3, indicating that immigrants starting in low-paying firms earned significantly less upon landing (i.e., $YSM=0$) than their counterparts in high-paying firms. Put differently, male immigrants initially employed in low-paying firms initially received annual earnings roughly 53 per cent ($e^{-0.751} - 1$) less than their observationally equivalent counterparts who were initially employed in high-paying firms. Female immigrants initially employed in low-paying firms earned 49 per cent ($e^{-0.667} - 1$) less than their observationally counterparts initially employed in high-paying firms. The corresponding earnings gaps for male and female immigrants initially employed in medium-low-paying firms were 28 per cent ($e^{-0.332} - 1$) and 24 per cent ($e^{-0.273} - 1$) lower, respectively, than their observationally equivalent counterparts who were initially employed in high-paying firms.