THE VERTICAL MOSAIC WITHIN: CLASS, GENDER AND NATIVITY WITHIN ETHNICITY

by

NIKOLAOS I. LIODAKIS, B.A., M.A., M.A.

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AUTHOR: Nikolaos I. Liodakis, B.A., M.A., M.A.

SUPERVISOR: Dr. Victor Nicholas Satzewich

SUPERVISORY COMMITTEE: Dr. Scott Davies

Dr. Cyril Levitt

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Abstract

Historically, many studies of social inequality in Canada have tended to focus upon its ethnic dimension. Since the time of Porter (1965), most studies have been preoccupied with either supporting or refuting his Vertical Mosaic thesis. Research results are mixed. Some social scientists have found that, over the years, there has been a convergence in the earnings of ethnic groups; others have maintained that ethnic earnings inequality is persistent. Recently, proponents of the "visibility" thesis have argued that "colour" has replaced ethnicity in the structure of social inequality in Canada.

Since the mid-1980s, the gender and nativity dimensions of ethnic inequality have been incorporated into the analysis of earnings differentials among ethnic/"visible" groups. There has been, however, a relative silence on the importance of class in this analysis. Even intersectionalist analyses that claim to interconnect class and gender with ethnicity are mostly qualitative, usually focus on small groups, often conflate "race" and class or examine only one class, gender and nativity group (immigrant women of "colour").

The present study is based upon the Public Use Microdata File on Individuals drawn from the 1996 Census of Canada. The class dimension is re-introduced and earnings differentials are examined, not only across, but also within ethnic groups, in terms of their class, gender and nativity segments. Evidence shows that the ethnic groups

examined are not homogeneous or monolithic entities. They vary in terms of sex, nativity and class compositions. It is argued that despite the noticeable earnings differentials across ethnic groups, they have, with the exception of Jewish-descent respondents, similar class structures. The class and gender earnings differentials within them are greater than the ethnic earnings differentials among them. In addition, when class is introduced into the gender and nativity dimensions of ethnic earnings, the image of social inequality becomes more complex. The "visibility" thesis does not provide a completely accurate earnings picture. The earnings differentials within ethnic/"visible" groups are greater than those among them. The regression models show that human capital variables like schooling, labour market/production variables like class, weeks worked and industrial sectors, and the ascriptive variable sex, explain more of the variation in earnings than ethnicity or "visibility".

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Chapter 1

Dimensions of Social Inequality in Canada

The analysis of social inequality, one of the most evident and familiar facts of social life, has been the preoccupation of many prominent sociologists who subscribe to the conflict perspective, since the time of Marx and Weber. Social inequality has proved, however, a very difficult issue to tackle theoretically and/or measure empirically, let alone resolve socially. Explanations about its origins and reproduction abound, and the arguments involved are complicated (Grabb, 1997), just like the data that are used and purport to substantiate them. In multi-ethnic societies like Canada, ethnic origin appears to lie at the heart of the problem. Even a cursory glance at Canadian society reveals that some ethnic groups -understood as homogeneous units of analysis- are better off than others. But any scientific analysis of social inequality requires the appreciation of the complex character of the stratification system (Forcese, 1997:vii, 5, Li, 1988:2), which is not based solely upon ethnicity, especially when the latter is conceptualized as unitary and monolithic. Historically, the analysis of social inequality in Canada has been mostly based on explanations that relied either exclusively on the concepts of social class or ethnicity as analytical tools, or on their combination (Porter, 1965). Only recently have the dimensions of social inequality based upon gender relations been aptly emphasized (Boyd, 1992).

Although mono-causal and mono-dimensional explanations of social inequality have been inadequate analytical tools, and new intersectionalist theoretical perspectives have attempted to investigate the interconnections of social class, gender and ethnicity (and nativity), empirically, most do not actually use these theoretical interconnections in their analyses of the available data. In other words, many theorists acknowledge all three analytical concepts (Stasiulis, 1990:269-305, 1999, Ralston, 1991, Agnew, 1996), but when it comes to empirical (quantitative) analyses, the primacy of one or two of the three is, more often than not, either quite transparent or latent. Thus, we are usually told that workers make so much less than managers; women make so much less than men; Greek-Canadians are less educated and make much less than Jewish-Canadians. There exist, to paraphrase Satzewich, class approaches to gender and ethnicity, gender approaches to class and ethnicity, and ethnic approaches to class and gender (1998:41). At the risk of oversimplification, it appears that dominant mono-dimensional conceptualizations of class, gender and/or ethnicity fail to capture the internal variation and the actual social content of the people each term claims to describe. This is more than evident in the way the data are collected and reported by social scientists, as well as by Statistics Canada (Stasiulis, 1999:371).

What results from assigning analytical primacy to only one or two of the three analytical concepts mentioned above is, at best, a partial, incomplete and arguably misleading picture of social inequality in Canada. Then, when the issue of measurement arises, inevitably, in most social scientific works, Canadian society appears in tables and figures as being stratified either in terms of class and gender combinations, or gender and

ethnicity combinations, at best; rarely in ethnicity and class combinations (see Li, 1988, 1992), and even more rarely on all three dimensions of social inequality. What is usually missing is class. Infrequently do we encounter reports that, for the sake of the argument, show educational levels of a specific ethnic group broken down in terms of its gender **and** class content and its **intra**-group variations, or the income levels of women broken down in terms of their social class divisions. Although it has now become routine to always report on gender, most researchers seem reluctant to entertain the idea of reporting on class divisions **within** ethnic and gender groups as well. With apologies to Skocpol, it is time to "bring **class** back in" to the picture of social inequality, but without dismissing or ignoring the importance of gender and ethnicity in the analytical process. We must, instead of under-emphasizing class, re-conceptualize appropriately all three and actually use them in quantitative analyses.

The theoretical task would be, of course, Herculean, and far beyond the purpose and scope of this dissertation. Nevertheless, there could be a good start. The aim of this dissertation is to examine from a critical political economy perspective the socio-economic position of selected ethnic groups in the Canadian social hierarchy and the class, gender, and nativity divisions within them. It does this by analyzing earnings from the 1996 Canadian Census, using the Public Use Microdata File on Individuals. We are particularly interested in the picture of social inequality that emerges when we start from different analytical points of view and with a different conceptualization of class, gender and ethnicity. Central to this approach is the understanding that, at the social formation level of analysis, none of the above analytical concepts is homogeneous, monolithic,

static or uniform, as they are often treated in the literature, even within the political economy perspective. Within each one there exist theoretically and empirically important divisions or segmenting elements of (or from) the other two. Any two are always present in, and permeate the third. As such, special attention is required in the treatment of the available quantitative data in order to paint a more accurate, comprehensive and objective picture of social inequality in Canada.

When we refer to social inequality as a fundamental feature of Canadian life, we denote that there exist and operate in society social relations -relations between individuals and/or social groups that are binding- and historically specific social processes that give rise to and reproduce structurally over long periods of time unequal allotments of rewards and privileges to individuals and/or social groups with particular social characteristics. There exist differential distributions of wealth and power in society based on these characteristics (Grabb, 1997:1-3, Curtis et al., 1993:xi-xii, passim). Some groups own private property and others do not; some have higher incomes than others; some work in better occupations and industries; some have better education, and some exert more political power and influence than others. Despite the salience of this social reality, there is little agreement among social scientists on what constitutes the basis or bases for these differential distributions, or which dimension is primary. Let us examine briefly some of the empirical studies of the ethnic dimension of inequality.

The Ethnic/"Visibility" Dimensions of Social Inequality in Canada

Over the years, much of the research on stratification in Canada has focused on the socio-economic performance of ethnic groups in order to demonstrate that Canadian society is hierarchically structured (Agocs and Boyd, 1993:337). In 1965, John Meisel, in his foreword to John Porter's The Vertical Mosaic: An Analysis of Social Class and Power in Canada (1965) welcomed the timing of this publication as fortunate, appearing "at the very moment when our national attention and preoccupation centre *on ethnic, rather than on class differences*" (Porter, 1965:ix, emphasis mine). Prior to Porter's work, the attention of most politicians and researchers, declared Meisel, focused on the role of ethnicity in the functioning of Canadian society, underestimating the "importance of social status, thus concealing even more than heretofore the true [class?] nature of Canadian society" (ibid). Porter's book was supposed to "protect us from too exclusive a preoccupation with the ethnic facts of Canadian society...enriching our understanding of them by showing how, in many instances, they are linked to class and status" (ibid). Today this sounds ironic since most students of social inequality in Canada have associated Porter's work with ethnicity, not class. But the call for bringing class back into the analysis of social inequality in Canada is as current today as it was in 1965.

Porter states in the preface that his book is "an attempt to examine the hitherto unexplored subjects of social class and power in Canadian society" (1965:x). He proceeds to suggest that in multicultural societies, there is some relationship between membership in a cultural group and class position, and consequently, power (1965:xii).

The title "Vertical Mosaic" was given originally to the chapter that examined the relationship between ethnicity and social class in order to demonstrate the ethnic component of the structure of class hierarchy in Canada (1965:xiii). Porter argued that immigration and ethnic affiliation were important factors in the process of social class formation in Canada, especially at the bottom and elite layers of the stratification system (1965:73).

His argument was based on the analysis of Census data from 1931, 1951 and 1961. As the title suggests, Porter argues that Canadian society, understood as an ethnic mosaic, is hierarchically structured in terms of the differential distributions of wealth and power among its constituent ethnic groups. Examining the Canadian labour market from a Weberian perspective, Porter found that ethnic groups are unequally represented in the occupational structure. Four findings are important. First, the Charter groups (British and French) appropriated (higher) positions of power and advantage (in the social, economic and political realms) and designated the "entrance status" groups to lower, less preferred positions. Over time, reinforced by stereotypes and social images, these divisions in status were hardened and perpetuated. Second, "less preferred" groups that arrived in Canada later than the Charter groups were relegated to an "entrance status". That is, they were employed in lower status occupations and were subject to the assimilation processes laid down by the Charter groups (Porter, 1965:63-64). Third, ethnic affiliation implied blocked social mobility. Upward mobility of ethnic groups depended upon the culture of the ethnic group in question and the degree to which it conformed to the rules of assimilation laid down by the Charter groups. The over-time

improvement of the position of entrance status groups could be determined by their "assimilability", or their behavioural and structural assimilation (1965:67-73).

In terms of the relative hierarchical position of ethnic groups in the occupational structure (a crude proxy for class), Porter found that a pattern of ethnic inequality persisted. The Jewish and the British were at the top. They were persistently over-represented in the professional and financial occupations (higher status and income), and under-represented in agricultural and unskilled jobs (lower status and income). The Germans, Scandinavians and the Dutch were nearest to the British. Italians, Polish and Ukrainians were next, with other Southern Europeans found near the lower end of the spectrum (1965:90). The French, somewhere between the Northern and Southern Europeans, were under-represented in professional and financial occupations, and over-represented in agricultural and unskilled jobs. Aboriginal people were at the bottom of the hierarchy (1965:73-103). Fourth, as far as the Charter groups were concerned, the British were more powerful than the French (1965:91-98). In fact, despite the considerable influence exerted on the political system by French-Canadians, not only in Quebec but at the federal level as well (1965:417-456), and their access to high-status political positions and the media, it was the British who dominated Canada's economic life and who were over-represented in elite positions (1965:201-308, 337-416, 520-559).

Porter's arguments set the stage upon which the debate on social inequality in Canada has been joined. His work has been characterized as the most important book in Canadian sociology (Forcese, 1997:83). It is paradigmatic, since it has set the terms of the debate about ethnic origin, class and social inequality in Canadian society, (Brym and

Fox, 1989:92). Although its acclaim may be somewhat exaggerated (Ogmundson, 1993), this work is indeed a classic study of ethnicity and social inequality (McAll, 1990:173, Li, 1988:3).

It is important to remember that Porter's analysis of mass and elite mobility[1] in Canada, or lack thereof, was based upon his respect for American society, which he viewed as being more egalitarian, allowing greater levels of upward mobility. Compared to the melting pot, the ethnic mosaic, he thought, impeded the processes of social mobility (1965:70-71). In Canada, the relationship between ethnicity and socio-economic position, claimed Porter, was stronger and more enduring. Canada was not a mobility-oriented society (1965:68-73, 89-101). Since the mid-60s, much attention has been paid to the relationship of ethnic origin and class in Canadian society, and a number of significant questions have arisen regarding Porter's findings and treatment of the data. Subsequent analyses of Porter's data and methods have shown that his claims might have been exaggerated, on both the mass and elite mobility levels (see Brym and Fox 1989:93-99, 103-119). Ascription, argued Cuneo and Curtis (1979), is not more important in determining status in Canada than it is in the U.S. Canada is not an ascriptive but an achievement society (Coyder and Curtis, 1979:229). A detailed account of Porter's critiques is not our aim here (see Brym and Fox, 1989, Ogmundson, 1990, 1992, 1993). It is necessary, however, to place some of these criticisms in the wider context of the social inequality debate. Since Porter, research on social inequality, or on the lack of mass and elite mobility, has been basically concerned with either supporting or refuting Porter's work. Here we are only examining issues associated with mass mobility.

A number of researchers have maintained that differential occupational attainment among ethnic groups was substantial, and a permanent feature of the labour market. The British continued to enjoy higher occupational status than the French (Royal Commission, 1969, Breton and Roseborough, 1971, Boyd et al, 1981). Other ethnic groups, such as the Jewish and the Northern and Western Europeans, were in advantaged positions. Southern Europeans, "visible" minorities and Aboriginal people were found at the bottom of the occupational hierarchy (Porter 1985, Li, 1988, Lautard and Guppy, 1990, Reitz, 1990). Despite some moderate decline since the 1960s, ethnic disparities in occupational status have been persistent. Lautard and Loree, for example, have insisted that ethnic occupational inequality was still substantial enough to justify the Vertical Mosaic image of Canada (1984:342). Lautard and Guppy (1990) also suggest that, despite a moderate decline in the significance of ethnicity in determining occupation status between 1931 and 1986, "ethnic origin continues to influence occupational destination" (1990:203). Inequality based on ethnicity may be eroding, but there are no firm grounds to repudiate Porter's findings (ibid). The vertical mosaic has not collapsed. Fox and Fox (1987), examining 1981 Census data, do show a greater index of occupational dissimilarity between men and women, but certain ethnic groups (Jewish, Greek, Chinese and Portuguese) continued to exhibit dissimilarity scores approaching those of gender (Lautard and Guppy, 1990:204).

On the other hand, occupational dissimilarity, of course, does not necessarily imply social inequality. Some social scientists have re-examined Porter's thesis and have argued that ethnicity does not play a significant role in occupational attainment, or more

generally, in social mobility. Darroch (1979:1-25) re-examined Porter's data and argued that Porter paid too much attention to the actual order of the ethnic hierarchy in occupational status and failed to notice the diminishing strength of the association between ethnicity and occupational level. In 1961, for example, ethnic occupational over- and under-representation was lower than in 1931. In 1931, occupational dissimilarity was great among all non-Charter groups, but by 1961 the differences had almost disappeared for the Germans, Eastern and Other Europeans, and had declined significantly for every other group, except the natives. The blocked ethnic mobility thesis, then, had no factual foundation, and we should be "skeptical of the idea that ethnic affiliations are a basic factor in generally limiting mobility opportunities in Canada" (1979:16). Porter's mobility trap hypothesis, according to Darroch, is "an exaggeration of any data available to date" (1979:22).

Tepperman (1975) has voiced even greater opposition to Porter's thesis, arguing that the privileged position of the Charter groups had been effectively challenged by other European groups (149-152), and has called the Vertical Mosaic thesis "patently false" (156). Ethnic affiliation/cohesion and upward economic mobility are not necessarily incompatible. Canada admits immigrants at various levels of the occupational hierarchy, and all but the most recent arrivals earn more than their native born counterparts, with the exception of the Jewish and the Asians (149).

Porter himself, revisiting the issue in 1985, has actually conceded that the Vertical Mosaic had collapsed (Pineo and Porter, 1985:390). His examination of the 1971 Census and 1973 Survey data demonstrated that non-Charter groups, for example, had made

significant occupational gains, greater than those of the Charter groups (Boyd et al, 1981, Pineo and Porter, 1985:382-384). In fact, the non-Charter groups had overtaken the French (Table 10:10, p. 383). In their conclusion, Pineo and Porter (1985) admit that: a) the over all relationship between ethnic status and occupational status is not great, especially when we introduce social background controls such as family size, father's education and occupation, region, respondent's education, etc. (390-391), b) the Vertical Mosaic might have been only a period in Canadian history, during the decades of great immigration (390), and c) if we omit the small Dutch group and the category "others" from their analysis, then the only groups disadvantaged by their ethnicity in occupational achievements are in fact the British and the French. Perhaps "the lingering privileges of the charter groups are being effectively challenged in contemporary Canada" (391).

Hunter (1986), examining 1971 census data has also suggested that the relationship between ethnicity and occupational status might have been stronger for those born early in the twentieth century than those born later. Such a relationship, he maintained, has "diminished almost to the vanishing point in recent times" (156). Moreover, if we take into account the levels of educational attainment and the geographical distribution of ethnic groups, "very little hint of inter-group occupational status differentiation can be found" (ibid). There appears to be, he argued, a clear trend "in the direction of progressively decreasing ethnic inequalities over time" (159).

A similar debate exists with respect to earnings. Some researchers have suggested that there has been earnings' equalization among ethnic groups whereas others argue that ethnic inequalities persist. Ornstein (1981) has shown that ethnicity alone does

not explain much of the variation in earnings. Ethnic differences in earnings may be attributed to place of birth, place of education and language. Subsequent research (Ornstein, 1983) has demonstrated that class and gender, along with labour market variables, were more important determinants of earnings than ethnicity. Weinfeld (1988), examining 1971 and 1981 census data, has argued that in that ten-year period there had been a reduction in income inequalities among ethnic groups. When sex, nativity, occupation, age, education and number of weeks worked are statistically controlled, non-"visible" groups had almost the same income, whereas the earnings' gap of "visible" minorities had become narrower. What mattered was the percentage of the foreign-born within "visible" minorities, and their amount and type of educational attainment (Weinfeld, 1988:603-605).

Peter Pineo in 1987 examined the incomes of 537,650 members of various ethnic groups in the Hamilton Metropolitan Area, using 1981 Census Data as well as the detailed tables of the Ontario Ministry of Citizenship and Culture. Overall, it appeared that there was a convergence of income among most ethnic groups in Hamilton. He showed that, although there were no great differences in the sex composition of ethnic groups (1987:6-10), there were age and educational differences that affected their incomes (1987:42-43). Generally, an ethnic group has an age composition favourable to high income if it composed of fewer younger people and more adults or older people. For some groups like the Portuguese, however, incomes peaked in the 30-44 years of age, while for others, like the Jewish, they peaked in the 45-54 age category (1987:25-27). After standardizing for age, Pineo found that most groups had an age structure favourable

to high incomes. In terms of education, it was shown that recent arrivals ("visible" groups) had above average educational levels (Asians except the Armenians, Vietnamese and Indo-Chinese, Filipinos and Indo-Pakistanis (1987:33-44). Overall, the mean income fluctuation among the 43 most populous ethnic groups was only $1,529. Age standardization brought this fluctuation down to $1,331. After standardizing for education, Pineo found that the mean income fluctuation was $1,225 (1987:43. See Table 2, pp. 38-39). He concluded that ethnic groups formed of recent immigrants may have "strikingly distorted age structures which may produce unusual results" and that "[s]wift upward mobility of a recent immigrant group can disrupt the normal tendencies for income to peak in the later years of middle age (1987:42-43)

Winn (1988), using 1981 census data, has argued that there was no correspondence between low income[2] or low prestige and "visibility". Some non-"visible" groups, of supposedly higher prestige, had lower incomes than "visible" groups. In 1981 the Japanese were the third highest income group. Indo-Pakistanis and Koreans were found in the second quintile of earnings (1988:197, Table 17-2). Looking back into 1971 data, Winn argued that Asians were the second highest income group (1988:196, Table 17-1). The British in 1971 had lower incomes than lower status groups such as the Jewish, Italians, other Eastern Europeans, and other Southern Europeans. Some higher prestige groups, such as the Scandinavians, Germans and the Dutch, had incomes either below or around the national average (1988:196-198). Therefore, argues Winn, it is plausible to suggest that there has been considerable ethnic mobility in earnings, especially as far as "visible" and lower-status groups were concerned. Comparing the

native- with the foreign-born members of minority groups, by subtracting the rank of the native-born from that of the foreign-born, Winn suggested that upward mobility was experienced mostly by "visible" groups, and downward mobility by higher-status, non-"visible" groups (1988:198-200). Specifically, in terms of upward mobility rankings in 1971, the Asians had a positive mobility score of 11, and were ranked third. All European groups, with the exception of the Southern Europeans, Ukrainians and the Polish had either zero or negative mobility scores, with the French being at the bottom, scoring –10 (1988:198, Table 17-3). In 1981, four out of the five groups experiencing upward mobility were "visible" minorities (Indo-Chinese, Filipino, Japanese, Korean). Blacks and Chinese had zero mobility. All European groups except the Russians experienced downward mobility. Last were the Indo-Pakistanis (1988:199, Table 17-4). In terms of education, "visible" minorities exhibited a higher propensity for higher education than non-"visible" groups (1988:201, Table 17-5). Winn argued that non-"visible" minorities actually got lower earnings' returns for their education than the "visible" groups, with the exception of the Indo-Chinese and the natives (1988:200-205). In fact, Winn went ever further by suggesting that affirmative action policies were unnecessary[3], since "visible" minorities and low-prestige groups have now made considerable economic progress.

On the other hand, there is a sizable body of literature that suggests the persistence of the vertical mosaic, both in ethnic and in "visibility" terms. The most comprehensive work on the subject is Peter Li's Ethnic Inequality in a Class Society (1988). Li, examining 1981 census data from a political economy perspective, has found

that there were significant income inequalities among the seventeen groups he studied. Specifically, when the gross earnings of both native- and foreign-born members of these groups were compared, the Jewish topped the earnings scale with $6,262 more than the national average of $14,045. The Czechoslovakians were second with $2,137 more; the Hungarians followed with $1,902 above the average; Scandinavians made $1,860 more; Ukrainians and Polish followed with $795 and $721 respectively. Germans made $652 more; Croatians $459 more; the British made $356 more and the Dutch $311 more. The French, the other charter group, averaged $501 below the national average. The Italians made $509 less; the Chinese $1,295 less. Blacks made $1,588 less. Greeks made $1,894 less, and the Portuguese were last with $2,002 less than the national average. All others made $1,114 less (Li, 1988:84, Table 5.4).

Despite the fact that the correlation of ethnic origin and earnings was small (r=0.08), and that ethnicity explained less of the variation in earnings than class, gender or schooling (1988:84, 114, 122), Li maintains that the net effect of ethnicity on earnings reveals substantial earnings inequality among the groups studied (114-120). Specifically, after he controlled for nativity, gender, age, schooling, social class, industry, and number of weeks worked in 1980, the Jews were the most advantaged, making $3,231 above the Canadian average. The Portuguese followed with $1,421; Scandinavians made $787 more; Italians $542 more; Croatians $491 more; Germans made $185 above the average. The Ukrainians made $56 more; the Dutch made $24 more; the Czechoslovakians made $7 more. The Charter groups had below average earnings. The British made $20 less, and the French $113 less than the average. The Hungarians followed with $122 less, the

Polish with $252 less, and "others" made $226 less than the average. At the bottom of the earnings scale were the Greeks (-$661), the Chinese (-$821) and the Blacks (-$1,627) (Li, 1988:116, Table 6.3).

In short, even though ethnicity, when treated as an individual trait affecting individual earnings, is not a good predictor of earnings, it does carry a "market value". Ethnicity provides advantages for some groups and disadvantages for others (Li, 1988:140). Jews and most European groups enjoy an earnings advantage, whereas Greeks, Chinese and Blacks are most disadvantaged. "Racial"/ethnic discrimination is still a characteristic of the Canadian labour market (Li, 1988: 135-138). Stratification among ethnic groups still exists. The causes of their stratification arise from differences in class composition, level (and type) of schooling, as well as their demographic composition (Li, 1988:140).

In 1984, the Royal Commission on Equality in Employment (1984), using 1981 census data also, found that among men, "visible" minorities such as natives, the Indo-Chinese, Central and South Americans and Blacks had incomes below the national average for 1980 and were at the bottom of the income hierarchy. Among women, natives, Central and South Americans, the Indo-Chinese and the Koreans had the lowest incomes (Abella, 1984:84-85). These income disparities were attributed to systemic discrimination in the workplace. "Visible" minorities were often denied access to employment because of unfair recruitment procedures, and were more likely to be unemployed. Their education credentials, acquired outside Canada, were not recognized in the labour market, or by governments. Sometimes, Canadian experience was unduly

required (Abella, 1984:46-51). For natives, the situation was even worse. Native men earned 60% of the earnings of non-native men. Native women earned 72% of non-native women (Abella, 1984:33). Educational opportunities and training was not adequate (Abella, 1984:34-35). Native people were more likely to be found in part-time or seasonal employment, and less likely to move up the promotional ladder (Abella, 1984:37).

Consonant with the theme of racial discrimination in the Canadian labour market is the work of Satzewich and Li (1987). Using a sample of 4,584 cases from a longitudinal study of immigrants who had arrived in Canada in 1969, 1970, and 1971, they found that the gross effect of ethnic origin on occupational status had declined over this three-year period. The gross effect on income, however, had remained constant. Groups from Asia, the Caribbean and South Europe were at the bottom of the income scale. After adjusting for age, gender, schooling, occupation, and knowledge of English, they observed that there was a clear income division between people coming from traditional, and those from non-traditional source countries of immigration to Canada. All five groups at the bottom of the income scale were from non-traditional sources of immigration, in which "visible" minorities predominate. All immigrants coming from Europe made more than those from non-traditional sources, with the exception of Greeks, who along with the Portuguese, and more recently with the Spanish, tend to undermine the visibility thesis.

Reitz has also demonstrated that, since Porter's analysis, there has been a convergence in the occupational status among ethnic groups (1980:146-203), although

there is evidence that there exists racial discrimination in the labour market. Using a survey conducted in 1978-79 with 2,338 respondents from Toronto, he found that the Jews earned 8% more than the British, who averaged $18,546. Germans, Ukrainians, Chinese and Italians earned between 5% and 15% less than the British, but West Indians and Portuguese earned 23% less. When examining the income of women, Reitz showed that, after controlling for education, job qualifications, employment status and experience, income inequality almost disappears. For men, there is a convergence of income for all except the Chinese and the West Indians, who made over two thousand dollars less than average (1980:150-176).

Boyd (1992) has also argued that "visible" minorities receive lower monetary rewards for similar qualifications than their non-"visible" counterparts. Based on 1986 data she has shown that, after controlling for age, region, place of residence, marital status, education, occupation and employment status, the adjusted wages and salaries of "visible" minority men and women were lower than those of non-"visible" minorities men and women (1992:305-306, Table 5). In the case of women, with the exception of the Chinese (+$237), all "visible" minorities earned less than their non-"visible" female counterparts. West Asian women made $1,928 less than the average of $15,144, and other "visible" minority women made between $491 and $233 less. The highest average income for women was that of the French (+$1,245). Non-"visible" minority women, however, of Greek, Italian, Portuguese, Other European and Dutch descent, also made less than the average.

In the case of men, all "visible" minorities earned substantially less than the average of $28,074. Again, however, Greek men made $3,344 less than the average (the second lowest earnings, second only to Filipino men), East Europeans made $669 less; Germans made $326 less; the Portuguese made $300 less and Other Europeans earned $194 less. The highest average income for men was that of the British (+$3,306).

Satzewich also concludes that similar studies (Li, 1988, 1992) suggest, *although they do not necessarily prove*, that certain groups with the same qualifications, gender, experience and occupation do face discrimination in the labour market (1995:118, emphasis mine). Discrimination may assume two forms: first, there is a dual labour market setting in which "whites" dominate the higher occupational levels and are in a position to impose differential pay scales on non-"whites" and recent immigrants. Second, employers often refuse to recognize foreign employment credentials, especially for non-"whites" and other recent immigrants, arguing that their experience and qualifications are not appropriate for the context of the Canadian labour market, or not comparable to Canadian training (Satzewich, 1995:118)[4].

Li (1992) has conducted a study using 1986 census data, in which he used gender and visibility as bases of class fractions. Therein he has shown that both "race" and gender affect earnings, although their interaction predicts better the earnings of workers, professionals and managers (1992:499, Table III, 502). He argued that "visible" minority women are the most disadvantaged. They earned $5,989 less than the national average of $18,155. Non-"visible" women made $5,571 less. "Visible" minority men made $991 above average, but non-"visible" minority men made $4,610 more (1992:495, Table I).

In addition, he argued that women systematically earn less than men in all social classes, irrespective of "race", but that "race" does not affect the earnings of women as much as it affects the earnings of men (1992:503).

Agocs and Boyd (1993) using 1986 census data, analyzed persons of 25-55 years of age from British, French, Other European, Aboriginal and "Visible" Minority backgrounds. They argued that the last two categories are disadvantaged in terms of education and occupational concentration (1993:333-338). In addition, they found that there is a greater degree of occupational dissimilarity for women than for men within the five groups they examined. Differences by gender were larger than differences by ethnicity/"visibility". The data, they suggest, recast the Vertical Mosaic in the 1990s: we have moved from ethnic to "racial" stratification (1993:337-338).

Hou and Balakrishnan (1999) have examined the earnings of ten ethnic/"visibility" groups using 1991 census data. Their findings suggest that, after controlling for immigration status, schooling, occupation, age, province of residence and language, "visible" minority groups earned less than non-"visible" groups. Specifically, persons in the category "Other visible" made $3,402 less than the average of $26,521. Blacks made $3,039 less. South Asians made $1,956 less and the Chinese made $245 less. The Portuguese made $1,821 more than the average. The Italians made $1,203 more; the British made $798 more and the Polish $781 more. There is however, again, the exception of Greeks, who made $3,195 less than the average (the third lowest income). The French made a marginal $22 less (1999:220, Table 18-2).

Lian and Matthews (1998) have examined 1991 census data and analyzed ethnic inequalities in earnings. They examine the relationship of ethnicity and education, and the income returns to education. In the same vein with Agocs and Boyd (1993), they argue that "race" is now the fundamental basis of income inequality in Canada. The French now earn more than the British, and there is a general trend of convergence of earnings among the European groups. "Visible" minorities, however, in all educational levels get lower rewards, substantially below the national average (1998:471, 475). Controlling for a variety of variables, such as gender, age, age squared, marital status, province and place of residence, year of immigration, etc., Lian and Matthews suggest that, in most of the ten categories of educational level they examine, "visible" minorities make less than non-"visible" minorities (1998:473, Table 5). These findings lead them to conclude that the old ethnic Vertical Mosaic may be disappearing, but it is being replaced by a strong "coloured mosaic" (1998:476).

Pendakur and Pendakur (1996) have also examined earnings using 1991 Census data, but focused on Census Metropolitan Areas only. They have found that "visible" minority men and women, both foreign- and native-born, make less than non-"visible" minorities. Specifically, whereas male "whites", native-born, in the 20-64 year old cohort made $36,563, their "visible" minority counterparts made 13.4% less. Male "whites" foreign-born of the same age made $38,456, but their "visible" minority counterparts made 22.6% less. Native-born "white" females made $23,173, and their "visible" counterparts made 0.1% less. Foreign-born "white" females made 2.9% less than their native-born counterparts, but "visible" foreign-born females made 13.1% less.

Li (1998) has also examined 1991 census data and has suggested that "race" has a definite social and a "market value". Analyzing the earnings inequalities of several "visible" and non-"visible" groups, he found that "white" groups earned more than non-"white" ones. Specifically, Li reports both gross and net earnings (1998:14, Table 5-3). In gross earnings, all "visible" minority groups have earnings below the mean of $23,735. They range from -$1,245 for Other South/East Asians to -$9,382 for Latin Americans. In the non-"visible" category, the Greeks (-$3,417), the Portuguese (-$2,314), the Spanish (-$1,954), the French (-$630) and the category of British and French (-$1,601) have below average earnings. After controlling for age, years of education, nativity, full- or part-time employment, industry, occupation and number of weeks worked, the net earnings of "visible" minorities continue to be below average. They range from -$1,994 for Other South/East Asians, to -$5,894 for Latin Americans. From the non-"visible" groups, the Spanish (-$1,338), the Greeks (-$1,316), the Hungarians (-$769), the Germans (-$469), and the French (-$310) have below average earnings. Li suggests that some of the income disparities may be attributable to demographic characteristics and human capital differences among these groups (1998:125). It is, however, noteworthy that, for the first time, Li does not use social class in his analysis. He uses occupation instead. "White" Canadians, concludes Li, average higher incomes than non-"whites". Even when some European groups make below the national average, their deviations tend to be lower than those of the "visible" minorities (1998:126).

In conclusion, social researchers differ widely on their assessment of social inequality in Canada. The following points can be summarized from the literature

reviewed above: First, the ethnic aspect of social inequality in Canada appears to be dominant in the literature. There exist ethnic differences in earnings in Canada, although there is no agreement on how to measure it and what constitutes it. This inequality was greater at the time of Porter's analysis of the Vertical Mosaic than it is today. Many researchers argue that there has been a convergence in the earnings of the Charter groups. The Eastern and some Southern Europeans have caught up with the Western and Northern Europeans. At the bottom of the income scale are some Southern Europeans and the "visible" minorities. By the end of the 1980s, changes to immigration patterns have led researchers to abandon their past preoccupation with the socio-economic performance of European groups and to focus instead on the "new" immigrants from non-European sources. Increasingly, emphasis was placed on the socio-economic conditions of immigrants from Africa, Asia, the Caribbean, and Latin America (Boyd, 1992:279, Frideres, 1993). The Vertical Mosaic thesis has been recast along "racial", not ethnic lines. Many social scientists argue that, today, ethnicity has been replaced by "race" in the structure of earnings inequality. As Fleras and Elliott suggest, we have moved from the "old Vertical Mosaic, to the "new" Vertical Mosaic (1999:151-152). Some of the authors mentioned above (Boyd, 1992, Li, 1992, Satzewich 1995, Pendakur and Pendakur, 1996, Lian and Matthews, 1998, Hou and Balakrishan, 1999) seem to agree that Canadian society is now stratified along "racial", not ethnic (or any other?) lines. This is what I call "the visibility thesis". It is claimed that there exists a two-tier hierarchy: non-"visible" groups are at the top and "visible" minorities are at the bottom. We have now moved from the analysis of ethnic inequality to the analysis of "racial"

inequality. Most researchers today are examining the earnings inequality of "racialized", not ethnic groups. Longitudinal studies, which would compare the patterns of mobility of "dominant" and "racialized" groups, however, are hard to find.

Second, gender has been added to the research agendas of social scientists. Most empirical studies of ethnic inequalities in the 1960s, and 1970s were gender-blind. They ignored the experiences and relative economic position of foreign-born female immigrants. The increased labour force participation rates of women, the sizable number of new women immigrants, the rise of the feminist movement and concomitant theoretical advancements in the field have led to the incorporation of gender into the analysis of social inequality of ethnic groups by the late 1980s and 1990s (Boyd, 1992). Third, nativity has recently played a significant role in the analysis of social inequality among ethnic groups. Increasingly, more social scientists have become conscious of the combination of gender and nativity, especially in differences in educational attainment and earnings. These differences are usually examined in the wider context of social inequality among and within ethnic groups (Boyd, 1985, Li, 1988). Fourth, there has been a shift in the types of explanations of social inequality from psycho-cultural and human capital paradigms, that emphasized cultural values and individual effort, to structural explanations that focus on the systemic barriers and discrimination faced by members of minority groups (Boyd, 1992, Agocs and Boyd, 1993).

A Critique of Empirical Studies of Ethnic Inequalities

There exist a few problematic issues in the literature reviewed above. First, ethnicity has had a prominent role in the explanation of social inequality in Canada. It has enjoyed theoretical and empirical primacy, as the research reviewed above demonstrates. The "ethnic" approach now constitutes a dominant research tradition, and there is, arguably, an over-emphasis on the ethnic/"racial" dimension of social inequality in Canada. Few social scientists would disagree that this analysis is done mostly from a mono-dimensional "ethnic" perspective. There is a tendency to view the Canadian social formation as comprising various ethnic/"visibility" groups only. Pluralist conceptions of Canada reduce the Canadian social formation to an amalgamation of ethnic groups (Driedger, 1996). Canada, a country of immigrants, is constituted by ethnic/"racial" groups. Our history of nation-building, our present demographic reality and the official policy of multiculturalism, among other things, tend to lend ideological credence to this argument (Liodakis and Satzewich, 1998). What is Canada? It is an ethnic/"racial" mosaic, an amalgamation of cultural/ethnic groups. When the question of social inequality inevitably arises, it is almost automatic that ethnicity becomes the main, or the only dimension of its analysis: some ethnic groups are doing better than others. Ethnicity, no doubt, is a social reality. But it is not the only social reality. Indeed, demographic profiles and policies of official multiculturalism provide the empirical and the ideological "evidence" that justifies the portrayal of Canada as being only multi-ethnic. This is, of course, a mono-dimensional and reductionist portrayal, especially as

far as social inequality is concerned. Canada is also a capitalist and a patriarchal society, but few researchers of the ethnic tradition seem interested in these dimensions as well.

A second problematic issue in the analysis of social inequality in Canada is related to the lack of definitional parsimony that leads, inevitably, to "muddling" concepts and perhaps problematic if not inaccurate empirical results. More often than not, the groups under examination, ethnic or "racial", are defined in terms of Statistics Canada census categories, which, as we will see in Chapter 2, do not always have a social referent. Often they are so broadly defined that the considerable internal socio-economic heterogeneity within groups is concealed (Boyd, 1992:281). The class dimension of social inequality in Canada is not adequately examined. With few exceptions (Li, 1988, 1992, Nakhaie, 2000), most social scientists ignore the important class differences among and within ethnic groups. This is regrettable, since traditionally, conflict-perspective macro-sociology has been mainly preoccupied with the class dimension of social inequality. It could be argued that we have moved from an earlier, supposed analytical primacy of class to its recent eclipse.

Porter himself has argued that ethnic groups have internal hierarchies and are themselves stratified (1965:73). They are not homogeneous. They are differentiated by religion, recent and earlier arrivals and by class (72). Porter ignored gender, but it has been also be added to the dimensions of internal stratification of ethnic groups (Boyd, 1992). As mentioned earlier, it is ironic that Porter's work, which was an effort to bring class back into the analysis of social inequality in Canada, has been read by some social scientists as asserting the analytical dominance of ethnicity. Class and ethnicity are

important dimensions of social inequality in Canada. They also are competing theoretical approaches to the analysis of social inequality (McAll, 1990). Even if we accept that there was a period in the history of Canada during which ethnicity overlapped with class, there was never a one-to-one correspondence of the concepts. In other words, despite the fact that there was never empirical evidence to support the notion that one ethnic group was associated with one class, ethnicity, thanks to Porter's work, became a proxy of class. Ethnic groups became statistical "classes" that exhibited differential socio-economic performance and held differential amounts of political and economic power. It is apparent that, with the notable exception of Li (1988, 1992) and Nakhaie (2000), most analyses of income inequality focus on ethnicity/"race". Most conceptualize ethnic/"visibility" groups as being unitary, homogeneous, and monolithic entities. Even when there are analyses of gender and/or nativity within ethnic groups, social class appears to be absent. For Li (1988), under advanced capitalism, the formation of social classes has become an important force in shaping ethnic relations. The Vertical Mosaic thesis should be questioned, not because we now have more ethnic equality, but because inequality in Canada is based on social class, and "race"/ethnicity serve as bases for fractionalizing the class structure (Li, 1992). Ethnic inequality cannot be analyzed outside the class context (Li, 1988:141). For example, Nakhaie (2000) has adopted a Marxian model of class and has examined the class composition of ethnic groups. Using data from the 1973 Canadian Mobility Survey and the 1989 General Social Survey, he has demonstrated that there have been significant changes to the class compositions of ethnic groups between 1973 and 1989, for both men and women. During this period, the

English were not over-represented in the ownership class categories (bourgeoisie, petty-bourgeoisie, self-employed), compared to other ethnic groups; the Jews were. Ethnic differences in the managerial classes had declined, especially for the French. The British, however, still dominated the business elite (which cannot be analyzed by census data, as we will see in Chapter 2) and were over-represented in the managerial classes. French and Italians were persistently over-represented in the working class (2000: Table11.4, p. 168, Table 11.5, p. 170). He has concluded that the effect of ethnicity in determining class position has declined. The relationship between ethnicity and class is in flux and no ethnic group dominates the Canadian class structure (2000:174). But his analysis also shows that that ethnic groups are not homogeneous. They are internally stratified in terms of class.

A third problem pertains to the "visibility" thesis. As mentioned above, many researchers argue that there is a clear-cut division in Canadian society along "racial" lines of stratification. Non-"visible" minorities are on top of the earnings hierarchy, and "visible" minorities are on the bottom. There are two issues with the visibility thesis: first, the use of the term "visible" minority is problematic, and second, empirical data do not adequately support the "coloured mosaic" view of stratification in Canada. The term "visible" minority emerged in the 1970s in response to the use of pejorative terms such as "coloured," or "non-white" and was used by activists and scholars who were fighting social inequality. This term is now embedded in employment equity, and multiculturalism policies (Synnott and Howes, 1996:137). A person is a member of a "visible" minority group if s/he is "non-white" in "colour", or non-"Caucasian" in "race",

other than aboriginal. Specifically, Statistics Canada (1996:2-44) divides these minorities into the following groups: Black, South Asian, Chinese, Korean, Japanese, Southeast Asian, Filipino, Arab/West Asian, Latin American, "Visible" Minority not included elsewhere, and Multiple "Visible" Minority. The problem, according to Synnott and Howes is that when we attempt to refer the concept of "visible" minority back to the social reality it is supposed to describe, "it falls apart" (1996:138). It does not have a social referent. It tends to homogenize and "racialize" diverse groups of people. The term also homogenizes the non-"visible" category. Synnott and Howes argue that "visible" minorities are diverse in terms of their place of birth, place of residence, as well as their length of residence in Canada, not to mention their class composition. This is also true, of course, of ethnic groups. These divisions, however, have important implications for their employment, level and type of education, as well as earnings. For example, within the category "visible" minority there exist differential unemployment rates. In 1991, the unemployment rate of the Japanese was only 6%, below the national average, whereas that of Latin Americans was 20%. Recent arrivals to Canada tend to experience higher unemployment levels (Synnott and Howes, 1996:139, Table I).

There exist important differences in types and levels of education also. If we aggregate members of diverse groups under the category "visible" minorities, we conceal their internal differences. For example, Davies and Guppy (1998) have shown, against the conventional wisdom, that as a group, "visible" minorities are more educated than non-"visible" minorities. But some members of the "visible" minority category are more educated than others, over all. Filipinos, Koreans, Japanese, West Asians and Arabs are

more likely to have complete university than Blacks, South East Asians and Latin Americans (Kelly, 1995:5-6). Also, the former groups are more likely to be found in managerial and professional occupations than the latter (Kelly, 1995:7). As some of the studies reviewed above have shown, they have different earnings as well. In addition, not all members of the abovementioned groups are "visible", or equally "visible". The process of lumping them together in order to produce statistics on employment, educational attainment or earnings is problematic. What is the "average" South Asian, Black or Filipino person? In fact, Synnott and Howes argue that it is better to separate the various groups from one another and analyze their socio-economic conditions separately, than it is to treat them all as "manifestations of a single (spurious) category" (1996:142-143). Yet, researchers who subscribe to the "visibility" thesis include them all in the same category of "visible" minority, or "non-white" respondents (see Li, 1998, Lian and Matthews, 1998, Hou and Balakrishnan, 1999 among many). In terms of stratification and its analysis, when social scientists use "racializing", homogenizing terms like "non-whites" or "visible" minorities, they tend to conceal their internal differences along class, gender and nativity lines, as well as the cultural and ethnic differences among them (e.g., Caribbean and Filipino). In this dissertation I have chosen to disentangle the various groups that constitute the "visible" minority category, and report their earnings separately.

Regarding earnings, the "visibility" thesis does not obtain. Often it is not supported by the very data that proponents of the "visibility" thesis use. Let us examine some of the evidence that tends to be overlooked, and which in turn may undermine the

"visibility" thesis. As early as Li's 1988 analysis, it was clear that the Southern European groups (Greeks, Portuguese, and to a lesser extent Italians) were not as educated as the rest of the European groups and were not earning as much. Often they were not as educated and were earning less than some "visible" minorities (Li, 1988, p. 76, Table 5.1, p. 78, Table 5.2, p. 82, Table 5.3, p. 84, Table 5.4, p. 88, Table 5.5). In subsequent research by Boyd (1992), it was also evident that in the case of non-"visible" minority women, the Greek, Italian, Portuguese, Other European and Dutch women made less than the average earnings of all women. In fact, in terms of earnings ranking, Greek and Italian women ranked lower than Chinese women. Portuguese women ranked lower than Chinese, Filipino, Southeast Asian, and Black women. The Dutch and Eastern European women ranked lower than most "visible" minority women (1992, Table 5). In the category of men, Greeks were ranked lower than "visible" minority people of British descent, West Asians, South Asians, Chinese, Southeast Asians and Blacks. Greek men were the second last in earnings (1992, Table 5).

In the work of Hou and Balakrishnan (1999), Greeks are the second lowest income group in unadjusted earnings. In 1990 they earned $5,474 less than the average of $26,521, more only than the category of Other "Visible" who earned $6,131 less. When earnings were adjusted for immigration status, schooling, occupation, home language, gender, province of residence and age, Greeks had earnings of $3,195 less than the average of $26,521. They were the last single origin group in earnings, making a lot less than all the "visible" minority groups of Chinese, South Asians, and Blacks

(1999:220, Table 18-2). Again, Hou and Balakrishnan are silent on these results that tend to undermine the validity of the "visibility" thesis.

In the work of Lian and Matthews (1998), the thorny cases of the Southern Europeans re-emerge. Greeks, Portuguese, Italians and Spanish do not get equal rewards for their educational levels either. They are, in fact, also disadvantaged, more so than some "visible" minorities, in most educational levels. For example, Greeks make less in all educational levels except in the category of "trades certificate". In the "degree-in-medicine" category they actually make 50% less than the British base group. This is the lowest percentage among all groups, "visible" and non-"visible". In the category "earned doctorate" they make 26% less, which is lower than some "visible" minority groups (West and South Asians, Vietnamese, Blacks, and other East and Southeast Asians). In the category "university certificate below Bachelor level", Greeks are ranked last again, with earnings 32.5% lower than the British. In the category "university certificate above Bachelor level" they make 15.7% less than the British, a percentage which is, again, much lower than most "visible" minorities (West and South Asian, Chinese, Filipino, Black, and other East and Southeast Asians). Similar results are obvious for the Portuguese in medicine (-41.7%) and the "below bachelor" level (-22.5%). Italians in medicine make 26.4% less than the British. The Spanish in the "high school certificate" category make 14.4% less, which is the lowest score. In the "bachelor-degree" category they make 14.7% less, much less than most "visible" minorities (1988:473, Table 5). In short, the low socio-economic performance of Southern European groups raises doubts about the validity of the "new" vertical mosaic image of Canada. There is no clear

"visible"/non-"visible" division in earnings inequality. The examples cited above may render the "coloured mosaic" or "visibility" thesis untenable or only partially accurate, but Lian and Matthews do not comment on, nor do they offer any explanations for these inconsistent results.

In terms of occupational status, recent research by Lautard and Guppy (1999) also demonstrates that the net differences among ethnic groups from 1971 to 1991 do not follow a "visible"/non-"visible" pattern. In their scale, negative scores indicate relatively lower overall occupational status, and positive scores relatively higher status. There is no clear-cut division with members of non-"visible" groups being on top and members of "visible" groups being on the bottom of the occupational status difference scale. According to their analysis (1999:242-244), the Southern European groups have exhibited more negative occupational status than a number of "visible" groups continuously from 1971 to 1991. For example, the Greeks and the Portuguese, both in the male and female categories, score lower in net occupational difference than the Chinese, South Asians Blacks, even "Indians" and Métis (see Table 8.5, p. 242). Other European groups like the Germans, the Dutch and the Yugoslavs are also exhibiting negative scores often lower than those of the so-called "visible" groups (see Figure 8.4a, p. 243, Figure 8.4b, p. 244).

We can conclude that a) there is a mono-dimensional ethnic/visibility research tradition, which is dominant in the study of social inequality in Canada, b) despite the recent focus on gender and nativity, there is a relative silence on the class dimension of ethnic inequality, c) the unqualified use of census categories like ethnicity and

"visibility" homogenizes the groups under examination, thus concealing their internal stratification in terms of class, gender and nativity, and d) the "visibility" thesis cannot adequately explain the economic position of Southern Europeans.

Integrating Class, Gender and Ethnicity

A closer look at the studies reviewed in the early part of this work, even when they subscribe to the political economy approach, reveals that most social scientists use the terms class, gender, ethnicity, "race" or "visibility" without definition and/or qualification. All empirical questions, however, are theoretically anchored (McAll, 1990). The pressing question is, then, whether it is possible to bring class back into the analysis of social inequality. Can we still integrate class with the gender and ethnic dimensions of social inequality in Canada? Porter, who supposedly examined the interconnections of ethnicity and class, despite his Marxian phraseology, did not actually define classes. He did not employ a Marxian concept of class as a relational category. He used the Weberian distributional/gradational concepts of occupation and income as proxies and argued that class is nothing more than a statistical category (1965:20, 28). In response to mono-causal explanations of social inequality, a number of researchers have attempted to integrate class, gender and "race"/ethnicity and provide multi-dimensional analyses of social inequality. Today many researchers are proponents of the integrationist or intersectional approach (Stasiulis, 1990, 1999). This perspective recognizes the multifaceted nature of social inequality and seeks to understand and explain the dynamic interaction of class, gender and ethnic/"racial" forms of domination

and subordination, as well as the different ways in which each dimension is experienced itself by people, and through the other dimensions. It is claimed that, although these dimensions are necessarily treated as analytically distinct, their conceptualization as interlocking, mutually determining and reinforcing categories, as well as their interconnections, have now become central to social analysis (Fleras and Elliott, 1999:148). Despite the disagreements on the meanings and significance of class, gender, and "race"/ethnicity, the trio is the new mantra of Canadian social researchers, as Agnew has suggested (1996:3). Researchers now advocate the need to take into account all three when examining social inequality (Satzewich, 1998:41). For example, some researchers in the qualitative tradition have mainly examined the experiences of immigrant women (of "colour") and the way in which they experience racism, compared to non-immigrant women (Ralston, 1991, Agnew, 1996). The central argument of this approach is that class, gender and "race"/ethnicity are bases affecting individual and/or group identity, life experiences and position in society. Ralston (1991), interviewing immigrant women, has found that "race", class and language are interconnected and their combination has a significant (negative) impact upon the determination of the "actualities" of their everyday life. Class, gender and "race" are bases of the "multiple jeopardies" that confront minorities. This combination is the cause of the differential work experiences between immigrant and non-immigrant women (1991:131). Agnew (1996), interested in the feminist movement in Canada, has examined the compounding effects of "race", class and gender on the lives of immigrant women from Asia, Africa and the Caribbean. She has suggested that the "trio" provides different bases for the political mobilization of

immigrant women. Again, however, there is a tendency to conflate the terms "immigrant" and "woman" with working class.

Unfortunately, there is no agreement on which of these "variables" or bases of social inequality has the greatest impact on individual or group identity, life experiences or social position. Stasiulis (1990, 1999) for example, has suggested that some Black feminists see "race" rather than gender as the primary basis for their oppression. Gender is seen as being more important than "race" among "white" feminists. Marxist and neo-Marxist scholars see class as the primary basis of social inequality. Stasiulis has argued recently that the intersectional theorizing of class, gender and "race"/ethnicity is by no means dominant within the "white" feminist tradition. References to differences among women along class and "race" lines, are, according to Stasiulis, "token mention". We must avoid "race" and gender essentialism, she urges (see also Jhappan, 1996). Most of these approaches are guilty of ignoring one or more of the simultaneous and interlocking axes of "racial", class and gender power within the matrix of domination (Stasiulis, 1999:348). The main conceptual anchor for a new intersectional theorizing ought to be the understanding of the simultaneity of racism, sexism and class exploitation and the fact that they are interrelated systems of privilege and oppression (1999:349). Notably absent from some analyses, however, is class. Despite the calls for the analysis of all three dimensions of social inequality and calls for relational definitions of culture (Stasiulis, 1999:378), few offer a theoretical or operational definition of class, relational or otherwise. Many recognize the importance of class, in the abstract, but few have a good way of integrating it empirically into their work. Few analyze the "experiences" of

different classes within gender and "race"/ethnic groups. Often they do not explain how exactly class intersects gender and "race"/ethnicity and tend to conflate "race" and class. The typical focus is the nativity dimension of gender and "race"/ethnicity (immigrant women of "colour"), and it is either assumed that all immigrant women are members of the working class, or the experiences of other classes of women are not analyzed. Just as Jhappan reminds us that not all "white" women are middle-class (1996:38), not all non-"white" women are working-class either. There also exist petty bourgeois immigrant women -of "colour" or not- capitalist immigrant women, and immigrant women professionals or managers and supervisors whose life experiences and positions in society are different from working class immigrant women, but these groups of women are not always analyzed. As Jhappan suggests, to argue that racism is more important in the lives of women of "colour" (than class?) "is at least questionable, given the very different *class positions* of women, and the different degrees to which they are exposed to the dominant society (1996:32, emphasis mine).

Quantitative studies on the interconnections of class, gender and "race"/ethnicity are difficult to find (with the exception of Li, 1988, 1992, Nakhaie, 2000). Data on the actual class composition of the gender and nativity segments of "racial"/ethnic groups are not reported. Any reference to class, to paraphrase Stasiulis, may be a "token mention". Even those who incorporate class into their intersectional (qualitative) analyses do not analyze all classes (see Ng, 1986, 1991, Calliste, 1991, 1996). It is now accepted that most analyses of the gender dimension of social inequality demonstrate that they cannot be subsumed under or be fully captured by (Marxist) class relations (Stasiulis, 1990,

1999, Boyd, 1992, Li, 1992, Krahn and Lowe, 1993). The gender and "race"/ethnic dimensions themselves do not capture the class dimension either. We, however, must be faithful to an important sociological principle, that of the specificity of phenomena within social systems (McAll, 1990:216). The dilemma of whether to assign theoretical primacy to one or another dimension of social inequality is false and misleading. All class, gender and ethnic inequalities are manifested in the Canadian social formation. All dimensions, then, should be analyzed. The Canadian social type is not only based on gender and ethnicity/"race"; it is not only sexist and racist. It is also capitalist.

In table 1.0 we present a periodization of the research in social inequality in Canada. It summarizes schematically the research period, the main theses proposed by researchers, the methods employed, and the respective emphases placed by them. We have moved from the Vertical Mosaic thesis of the 1960s to the present-day "visibility" thesis. Emphasis has shifted from the study of European-origin ethnic groups to the study of non-European groups in the 1970s and 1980s, to the present the division of the population into "visible" and non-"visible" segments. In the 1960s, the gender and nativity dimensions of ethnic inequality were ignored, both because the data did not permit their analysis, and because there was a clear male bias. In the late 1970s and 1980s the gender and nativity dimensions of ethnic inequality were introduced but there was a (relative) silence on class. Since the 1990s, "race"/"visibility" has become the unit of analysis of social inequality, replacing ethnicity. The gender and nativity dimensions within "visibility" categories continue to be examined, but despite claims to the contrary, intersectionalists also tend to ignore class in their qualitative studies by often conflating

"race" and class, or by examining the experiences of only one class or occupational category of women of an ethnic/"visibility" group. Intersectionalist quantitative analyses are rare. With the notable and commendable exceptions of Li (1988, 1992) and Nakhaie (2000), no scholarly work on ethnic inequality in Canada has incorporated class into their quantitative analyses.

Table 1.0
Research on Social Inequality in Canada

PERIOD	THESIS	METHODS	EMPHASIS
1960s	Vertical Mosaic Blocked mobility	Quantitative: National data, gross effects Occupation and Income	European ethnic groups No gender or nativity dimensions Occupation a proxy for class
1970s-1980s	Fading Vertical Mosaic? Earnings convergence and Mobility	Quantitative: National data, gross/net effects Occupation and Income/Earnings	European and non-European ethnic groups Gender and Nativity dimensions Relative Silence on Class
1990s-present	New Mosaic: "colour" has replaced Ethnicity "Visibility" Thesis No Mobility?	Quantitative: National data, gross/net effects Occupation and Earnings Qualitative: Small focus groups (immigrant women of "colour") Life experiences	Mostly "race", "visible" minority groups Intersection of Gender, "Race"/Ethnicity, Nativity Relative Silence on Class

Bringing Class Back In

In this study we employ a critical political economy approach to the study of social inequality. Central to our analysis is the understanding that the production and reproduction of the conditions of people's existence is social. Individuals are interacting social subjects, situated in class, gender and ethnic (social) locations (Satzewich and Wotherspoon, 1993:13). We conceptualize the Canadian social formation as being capitalist, patriarchal and racist (but see Levitt, 1994). Social inequality is a social reality. In most advanced, liberal-democratic societies like ours, all social relations have class, gender and "race"/ethnic elements. In the political economy tradition social relations are seen as unequal because society is understood as comprising groups or people whose economic, political and ideological interests are conflicting. Some groups are dominant and some are subordinate. The process of social domination and subordination is historically specific. It is not random or temporary, but structured and persistent (Grabb, 1997, 1999). It is based upon the differential access to economic, political and social power of people, which is reproduced and passed on inter-generationally. Differential access to power is, in turn, based upon people's class, gender and ethnicity.

The Canadian social formation is characterized by capitalist relations of production/reproduction. These relations are formed along the labour/capital axis. Class inequalities arise from the social division of labour, based on the ownership and control of the means of production, and the capacity to appropriate surplus value (Li, 1998:46). In the Marxian tradition, classes are not gradational categories (based income levels, or

occupational status), but relational ones, stemming from the relations of production. The class structure is the objective and hierarchical arrangement of social positions based on the social division of labour and the ownership and control of the means of production. As Grabb has suggested, however, classes are both the structural positions that separate, contain, and encapsulate sets of people, as well as these sets of people themselves (1997, Curtis et al, 1999:ix). Classes do exist as structural entities, but they have no meaning if they are not seen as encompassing real people.

At the mode of production level of analysis, it may be sufficient to view the class structure as being dichotomous and to examine only the bourgeoisie and the proletariat. At the level of the social formation, however, we must also take into account the contradictory class positions of the new petty bourgeoisie (Carchedi, 1975). Our analysis relies upon E.O. Wright's earlier work (1983). According to Wright (1983:61-83, Table 2.9, p. 76), in capitalist social formations there exist three main classes (bourgeoisie, petty bourgeoisie and proletariat) and three contradictory class locations between them. These locations are defined by:

a) Economic ownership of money capital (control over investments and resources)

b) Control of the physical means of production

c) Control of the labour power of others.

According to this model, the bourgeoisie has economic ownership and possession of money and physical capital, and labour. The petty bourgeoisie does not have control of labour. The proletariat has no control of money and physical capital either, but must sell labour power in exchange for wages. Small employers, a contradictory location between

the petty bourgeoisie and the bourgeoisie, have only minimal control over the labour power of others. Managers and Supervisors occupy a contradictory location between the proletariat and the bourgeoisie, since, although they exchange labour power for wages, they do have a lot of control over physical capital and labour, and minimal control over money capital. Finally, semi-autonomous workers occupy a contradictory location between the proletariat and the petty-bourgeoisie because, although they do not control the labour power of others and they sell theirs, they do have some control over money and physical capital and their own labour process (1983:76). We do, however, recognize, that at the level of social formation these class locations contain sets of real people: males and females who come from different ethnic backgrounds. For our empirical analysis of classes using 1996 Canadian Census data we are using Wright's schema for two reasons. First, as it will be shown in Chapter 2, his model can be easily constructed from Census data, and second, in his model, the otherwise "sizable" category of the new middle classes is broken down into semi-autonomous workers, and managers and supervisors (see also Li, 1988, 1992).

Conclusions

The analysis of earnings inequality in Canada in this thesis begins from a different point of departure: whereas the ethnic research tradition has tended to emphasize the "mosaic" dimension of inequality and to examine the earnings inequalities **among** ethnic groups, we emphasize the "vertical" dimension and we examine the earnings inequalities both among and **within** these ethnic groups. These ethnic inequalities do not occur in a

social vacuum, but, to paraphrase Li, they take place within a class society. The critical political economy approach proposed here suggests that within each structural locational basis of inequality the other two co-exist. All classes have gender and ethnic segments. But gender and ethnicity are not only bases of class fractions (Li, 1992). Both gender groups are divided along class and ethnic lines and all ethnic groups are divided along class and gender lines. Schematically, we could represent these divisions as follows:

Table 1.1
Schematic Representation of Social Divisions

CLASSES	GENDER GROUPS	ETHNIC GROUPS
Gender Divisions	Class Divisions	Class Divisions
Ethnic Divisions	Ethnic Divisions	Gender Divisions

This dissertation addresses three issues: First, it examines whether ethnic groups are homogeneous or heterogeneous in terms of sex, nativity and class compositions. Second, it examines the earnings differentials not only among but also within ethnic groups, in terms of class, gender and nativity. Finally, it examines the relative weight of human capital, labour market/production and ascriptive variables in explaining earnings differentials among and within ethnic groups.

In Chapter 2 we present in detail our data and methods. We discuss the logic and the variables used in order to arrive at the working sample, how it was designed, how the variables that we have chosen for subsequent analysis are measured, and their limitations. In Chapter 3 we present a detailed breakdown of the whole working sample in terms of its class, gender and nativity composition. The same is done for the ten ethnic and

"visible" groups chosen for the study. I examine whether ethnic and "visible" groups are internally differentiated or not, in terms of the aforementioned dimensions of social inequality. It is sought to establish empirically whether they are internally homogeneous and/or monolithic, indeed. The results will serve as a guide for proceeding with multivariate regression analyses for each "fragment"; i.e., the class, gender and nativity fragments of each group, and their combination. Chapter 4 is devoted to the analysis of earnings across and within our ten groups, in terms of class, gender and nativity. I present in detail the earnings of our selected groups and I compare their earnings with those of the other ethnic groups, but also with the class, gender and nativity sub-groups within them.

Chapter 5 will present bivariate and multiple regression analyses for the whole sample, the groups in question, as well as analyses for each class, gender and nativity group within them. I study the gross effects of human capital, labour market/production and ascriptive variables on earnings. I also examine whether the combination of these variables has differential explanatory effects on the earnings of the selected groups[5].

For convenience, model summaries and regression coefficients are presented in the Appendix, at the end of this dissertation. It includes the results of the analysis in Chapter 5. Tables that are deemed necessary for immediate access to the reader remain in the main body of the dissertation, irrespective of their size. Some tables of earnings are very long, since one of my aims is to point to the internal earnings differentials of ethnic groups. They contain the earnings of all possible combinations of class, gender and nativity within each ethnic group. They will continue on the next page(s), for

immediate access to the reader. Charts will be appended to the end of the respective chapters. In Chapter 6 I present the conclusions of the study, place it in the wider context of research in earnings inequality, and propose issues for further examination.

Notes to Chapter 1

1. It should be mentioned that elite theorists of the Porter tradition have looked at the class composition of ethnic groups (Clement, 1975). They, however, have only looked at their upper echelons that comprise a very small group of people in elite positions. They have not examined the entire class structure of ethnic groups. See Nakhaie (1999) for an updated exchange between Nakhaie and Ogmundson and McLaughlin on the dominant position of the British in the Canadian elite.

2. Winn (1985) uses income, not earnings in his analysis of inequality. Income as a measure, as we will see in Chapter 2 includes investments and government transfers, along with wages, salaries and self-employment income. As Boyd suggests, it is not a very good indicator of labour market inequalities (1992:281). We have chosen earnings for our analysis. We have also chosen not to exclude those with negative earnings, unlike some researchers (Lian and Matthews, 1998). See Li (1988, 1992) and Hou and Balakrishnan (1999) for earnings used as an appropriate measure of inequality.

3. Thomas Sowell (1989) makes a similar and more theoretically informed argument against affirmative action programmes in the United States and other countries.

4. It should be made clear that this dissertation is not about racism in general or discrimination in the labour market. It is about earnings differentials and the internal stratification of ethnic groups in terms of their class, gender and nativity dimensions. Unfortunately, there are not many studies or preponderant evidence to support claims about discrimination in the Canadian labour market. See Henry and Ginzberg (1993) for a 1985 study of 201 jobs offers showing evidence of discrimination based on "race". See also an unpublished 1989 restudy of the Economic Council of Canada (1991), which claims that "no discrimination was discernable" (Henry, 1999:233). Others like deSilva (1992), argue that once immigrants are hired "there is no significant discrimination against immigrants in general...More important, there is no detectable general tendency to discriminate against immigrants originating from the Third World." (1992:37). Levitt (1994) puts forward the issue of relativity and the historical specificity of racism. He provides evidence that racism and discrimination are diminishing and argues that Canada today is not, in fact, a racist country, compared to earlier periods of time and other countries.

5. It should be noted that our aim in Chapter 5 is not to produce a model that would explain the highest possible percentage of the variation in the earnings of ethnic groups. Some researchers have done so by resorting to log-linear models (Lian and Matthews, 1998). In these models, a variety of variables are used, including marital status, census metropolitan area, age squared, weeks worked squared, etc. Class and gender are curiously absent from their analysis. We do not deny that adding a series of variables, either provided by Statistics Canada, or constructed by researchers is certainly going to increase the percentage of explained variation in earnings. A higher r^2, however, does not necessary imply a better theoretical explanation of earnings inequality. For example, if we made use of a single hypothetical variable "earnings in 1990", we would probably have explained the greatest percentage of the variation in 1995 earnings compared to any other variable, but we would not advanced our understanding of earnings inequality at all. Our aim here is to examine whether our specific combination of variables (human capital, labour market/production and ascriptive), used extensively by most researchers in the analysis of earnings, has differential effects in explaining the earnings of our selected ethnic groups and the class, gender and nativity divisions within them.

Chapter 2

Data and Methods

This dissertation has two basic objectives: First, to examine whether class, gender and nativity "fracture" ethnicity and "visibility". Traditionally, researchers have tended to analyze "race" and ethnicity as internally homogeneous categories. Some evidence suggests, though, that they are by no means homogeneous or monolithic. Groups are internally differentiated in terms of class, gender and nativity. This internal differentiation produces a different picture of social inequality in Canada, less salient, and yet more interesting at the same time. It also affects earnings. Second, this dissertation seeks to examine the effects of a mixture of variables, such as age, sex, nativity, class, industry, schooling, ethnicity, "visibility", and labour market participation on the apparent variation in the earnings of classes, gender and nativity groups among and within ethnic groups. Most researchers tend to focus on the differences in earnings among ethnic groups. The difference, however, is that most of them conceptualize ethnicity and "race" as homogeneous, unitary categories, and they do not examine the earnings differentials within them. This dissertation suggests that a "fragmenting" or "sectional" approach produces a different picture of social inequality in Canada and which may prove to be a more accurate one.

Social researchers are seldom fortunate enough to find relevant data that meet all of their research requirements, or "fit" exactly their conceptual framework. Even with Statistics Canada data, variables are often defined inconsistently from Census to Census, or tend to represent dominant or well-entrenched theoretical views. Moreover, the manner in which certain variables are measured and operationalized sets limits to the kinds of questions a researcher may ask, and consequently, the answers s/he will get. These constraints are not necessarily insurmountable, but, nevertheless, they condition the research project. For example, despite the fact that relational class categories can be constructed from quantitative data, as I show below, the dialectical elements of class-consciousness, class resistance, class struggle, or the gender and ethnic actualities of everyday life cannot be captured. The "political" part of political economy cannot be analyzed by relying exclusively on quantitative methods. We must also use qualitative studies for a more comprehensive social-scientific analysis. Space limitations and constraints of scope make this task impossible for this dissertation. In this Chapter 2 I explain the process by which variables were selected, recoded and employed in order to understand better the obtained results that ensue in Chapters 3 to 5.

The 1996 Canadian Census Data Set and the Variables Used in the Present Study

The data used for this research come from the Public Use Microdata File on Individuals from the 1996 Canadian Census. They were accessed from the University of Toronto Census Analyser, which provides a random sample of actual Census records. The total of the number of people in the whole sample is 792,448. It does not include

persons younger than 15 years of age and inmates. Since we are only examining single ethnic origin people from Ontario, Quebec, Saskatchewan, Manitoba, Alberta and British Columbia, 25 to 60 years of age, who had worked at least 1 week in 1995, the final working sample includes 301,195 respondents.

The 1996 Census Data contained a series of variables that range from place of birth, to number of rooms in dwellings, the knowledge of official languages and the income of the individuals in the sample. This dissertation focuses only on those variables appropriate and applicable to my research. Most variables were recoded and often several were combined, in order to make the data useful, and to approximate my conceptual framework. Following is the reasoning behind the choices made for including or excluding individuals in the working sample. In the parentheses I refer to the actual variable mnemonic used by Statistics Canada.

Age (AGEP)[1]

The Public Use Microdata File on Individuals of the 1996 Census contains information on persons between 15 and 85+ years of age. It is widely accepted that social scientists who are interested in people's socioeconomic "performance" normally examine a smaller sample of people who are more likely to have completed their formal education and training, and be active in the paid labour force. I have chosen the 25 to 60 years age cohort since, by the age of 25, most people have had the chance to complete some of their post-secondary education. In addition, they would more likely be in the paid labour force. Usually, unemployment rates of persons between 15 and 24 years of

age are higher than the rest of the population and their labour force participation is lower. Also, people in the 25-60 years age group are more likely to work full-time. For example, Hou and Balakrishnan (1999) in their study of income and educational attainment of selected ethnic groups have analyzed only people 30-60 years of age, for the same reasons. Boyd (1992) has used the 25-64 year group, and Agocs and Boyd (1993:337) have used the 25-55 year group, considering it the core of the labour force.

Other researchers, however, (Li 1988, 1992, Lian and Matthews, 1998) have included in their analyses all people above 15 years of age, who were working during the previous year of the Census (excluding inmates, as does Statistics Canada). This choice is not consistent with the view that there appears to be a causal link between educational attainment and earnings. In addition, since both younger (15-24) and older people (60+) are more likely to be less educated, more unemployed or working part-time and earning less than the rest of the active population, including them in the sample may distort the averages of both educational attainment and earnings. Another problem with this choice is the effect that the 15-24 age cohort may have on the earnings of the nativity groups. The 15-24 age group is likely to represent a higher percentage of the total population of the native-born respondents, thus suppressing their earnings. The size of my sample at this point was 335,582 people.

Weeks worked in 1995 (WKSWKP)

This variable refers to the actual number of weeks people worked in 1995. The range of possible values for this variable was originally 0 to 52. Since I am interested

only in persons who had actually worked in 1995, all those with 0 values were excluded. The result was a 2.4% reduction of my original sample (7,958 people). It appears that there were some full-time workers who excluded their paid vacation or sick leave from weeks worked in 1995, contrary to Census instructions. Following the advice of Statistics Canada, I have collapsed values 49-52 into 49, since it is always preferable to be cautious and err on the safe side. The same practice has been followed in similar research (Li, 1992:506, Lian and Matthews, 1998).

Full-time or Part-time Weeks Worked in 1995 (FPTWKP)

This variable refers to people who worked for pay or were self-employed in 1995. The earnings of people are directly related to whether they are employed full-time or part-time. Values in this variable are 0 for part-time work and 1 for full-time work (30 hours or more per week). People who had worked both full-time and part-time for part of the year were asked to report the information for the job at which they worked the most weeks (Statistics Canada, 1996:2-133).

Place of Birth (POBP)

This variable is used to construct people's nativity. Statistics Canada did not get information on the Place of Birth of twenty-one people, a negligible number. After deleting them, the size of my working sample was 327,603 persons. For reasons of confidentiality, individuals in the Atlantic Provinces and the Territories were not coded to the same level of detail as the rest of Canada. The original values of this variable referred

to the specific Provinces or Territories if a respondent was born in Canada and to countries/regions if the respondent was born outside Canada. They were recoded to aggregate values of the variable (Statistics Canada, 1996:2-24). The issue of confidentiality re-emerges in the category of ethnic origin, as we will see below. For the working sample, the original values of Statistics Canada were recoded to 0 for foreign-born and 1 for native-born individuals.

Immigrant Status Indicator (IMMPOPP)

This variable was used to limit my sample to those who where either immigrants or non-immigrants. It contained originally values of 1 for non-immigrants, 2 for immigrants, and 3 for non-permanent residents. The latter value refers to people with visas or permits, authorizations or refugee claimants. The number of these persons was very small (n=4,498). They have been excluded from my sample.

Ethnic Origin (ETHNICRP)

In 1996, the ethnic origin question referred to the "roots" of the population of Canada, i.e., to the ethnic or cultural group(s) to which the respondents' ancestors belonged (Statistics Canada, 1996:2-50). The actual question was: "To which ethnic or cultural group(s) did your ancestors belong?" The answers of respondents, then, should not be confused with their citizenship or nationality. In the 1996 Census question the answer format was changed. It did not include any mark-in categories. Respondents were required to actually write the ethnic/cultural origins of their ancestors in four write-

in boxes. Twenty-four examples were provided by Statistics Canada: French, English, German, Scottish, Canadian, Italian, Irish, Chinese, Cree, Micmac, Metis, Inuit (Eskimo), Ukrainian, Dutch, East Indian, Polish, Portuguese, Jewish, Haitian, Jamaican, Vietnamese, Lebanese, Chilean and Somali.

The respondents' answers, then, refer to their ancestors and say nothing about their own subjective identity (ethnicity or "race"). They may or may not "feel" British or Vietnamese or any other ethnic identity. It follows that all results should be read with this important caveat in mind and no generalizations should be made about the respondents themselves or their ancestors' sense of "belonging".

The issue of confidentiality mentioned earlier gives rise to a problem with regards to single ethnic origins. The number of single ethnic origin people in the Atlantic Provinces and Territories other than those with roots in the British Isles, French, and German groups is very small. Statistics Canada has, therefore, collapsed everyone else into ethnically heterogeneous categories. For example, the category "Other European origins" (n= 455) includes Jewish, Gypsy (Roma), Greeks, Italians, Spanish people, etc. The category "Asian origins" (n=185) includes Israeli, Vietnamese, Afghan, Chinese, Filipino people, etc. The category "African and Caribbean Origins" includes only 72 people, and the "Other Single Origins" includes among others Mexicans, New Zealanders, Tunisians, Brazilians, and Quebecois and contains 95 people in the working sample. This is done, understandably, for reasons of confidentiality. At the same time, however, this points to the problem of heterogeneity within these "ethnic origins". These categories simply do not have a real social referent. This problem has, therefore, forced

us to focus only on people with single ethnic origins in the rest of the country (Ontario, Quebec, Western Canada) for all ethnic groups other than British and French, whose actual numbers include those in the Atlantic Provinces and the Territories as well.

A consequence of this difficulty is that the average earnings and total years of schooling of the British, the French and the Germans, as groups; may be under-estimated because of their regional composition. It is generally accepted that in the Atlantic Provinces and the Territories, the over all mean years of schooling and earnings are lower than in the rest of the country. Unfortunately, Statistics Canada does not over-sample small ethnic groups. This practice may hamper the analysis. It has consequences for analyzing their intra-group differences in schooling and earnings, as well as in their class composition in terms of sex and nativity, as it will be seen later in this dissertation. For example, if we are interested in the category of Vietnamese, females, petty bourgeois, native born, we are left with a very small number of people (n=39). The same problem has been encountered by other researchers (Li, 1992:506). Unless Statistics Canada decides to over-sample small groups, we cannot make meaningful generalizations about their internal variations in earnings or educational attainment, based on their class, gender and nativity compositions. At the same time, this is symptomatic of the ethnic/culturalist perspective that seems to dominate Statistics Canada thinking. It is quite apparent that ethnic and "visibility" groups are understood as being monolithic and homogeneous. And when they are not, they are simply put in a single, heterogeneous category. "Others" is a good example.

In order, therefore, to compare all the other groups -who are geographically unvarying- with the British and the French (Germans are not part of this analysis), I had to exclude those British and French born in the Atlantic Provinces and territories from their respective ethnic group files. Therefore, the final sample of 301,195 respondents includes only single-origin ethnic groups (some of which are considered "visible"). In most of the relevant literature (e.g., Li, 1988, 1992; Hou and Balakrishnan, 1999, Lian and Matthews, 1998), the issue is unclear. Most researchers do not state explicitly the geographic distribution of groups in their sample. Readers are then often left with an unclear picture of the reported results. In addition, it is not always obvious whether in small ethnic groups (e.g., Greeks, Portuguese) multiple ethnic origins are included in the respective ethnic categories. For these reasons, it was decided to include only single ethnic origin groups in this analysis and restrict them to those geographic areas in which single ethnic origins are reported. I am studying census respondents with ancestry from the following groups:

1. British (n=31,986)
2. French (n=30,498)
3. Jewish (n=2,118)
4. Greeks (n=1,784)
5. Italians (n=9,028)
6. Portuguese (n=2,936)
7. South Asians (n=6,038)
8. Chinese (n=8,763)

9. Filipinos (n=2,811)

10. Caribbeans (n=3,460).

The logic behind the above choices is the following: The British and the French are the so-called Charter groups, part of the original Vertical Mosaic thesis, and all subsequent analyses on ethnicity. They have conventionally constituted the frame of reference for all comparisons. The Jewish, on the other hand, albeit accorded an "entrance status", have tended to outperform both Charter and all other groups in educational attainment and earnings. They represent an "anomalous" case for proponents of the Vertical Mosaic thesis and/or its assimilationist versions. The three Southern European groups, the Greeks, the Italians and the Portuguese, are undoubtedly the least studied groups. Some evidence indicates that the Greeks may represent an anomalous case as well, which poses questions to the proponents of the "visibility" argument. Because of their low socioeconomic performance, they do not "fit" very well the "visible"/non-"visible" dichotomy proposed by some researchers (see Li, 1988, Hou and Balakrishnan, 1999, Lian and Matthews, 1998). The four "visible" groups we have chosen represent the most populous of all other single-origin "visible" groups in the sample. Their numbers afford the opportunity to conduct a valid analysis of their internal differentiation. Specifically, as mentioned above, in the final sample the Chinese number 8,763 respondents, the South Asians 6,038, the Caribbean 3,460 and the Filipinos 2,811. Statistics Canada ought to over-sample smaller ethnic groups, so that social researchers may be able to plausibly analyze their internal class, gender and nativity differentiations. The Portuguese (n=2,936) and the Greeks (n=1,784) represent the least populous groups

in my sample. Any generalizations regarding their whole populations should be either avoided or results must be read carefully and interpreted with extra caution. In the working sample there were 11 missing values in the variable ethnic origin. Dummy variables for all ethnic groups were created for use in the multiple regression model.

Constructing Social Class: Class of Worker (COWP) and Occupation (OCC91P)

Statistics Canada does not use the term class in any relational (neo-Marxist) sense. The task therefore was to combine two Statistics Canada variables, "Class of Worker" and "Occupation", in order to arrive at Erik Olin Wright's (1983) model of classes and contradictory class locations. This has been the method employed by Li (1988, 1992), and it is quite feasible, since Statistics Canada classifies workers in the following manner:

a) People who work mainly for wages, salaries, commissions or payments in kind (goods or services other than money).
b) People who work without pay in a family farm, business or professional practice owned or operated by a household relative, and
c) People who work mainly for themselves with or without paid help.

The job reported by respondents was either the one held one week prior to enumeration, if the respondent was employed, or the job of longest duration since January 1, 1995, if the respondent was unemployed during the reference week (Statistics Canada, 1996:2-130, 2-131). The resulting combinations of "classes" for Statistics Canada is the following:

1. Paid workers (wage and salary earners) and unpaid family workers
2. Paid workers (self-employed incorporated without paid help)
3. Paid workers (self-employed incorporated with paid help)
4. Self-employed without paid help unincorporated
5. Self-employed with paid help unincorporated.

I regrouped the above "classes" and came up with three basic ones: workers (1), petty bourgeoisie (2 and 4), and employers (3 and 5). The category workers, however, does not differentiate between those who control their own labour process or the labour of others. Therefore, additional information was required to make that distinction, and it was derived from the variable "Occupation" (OCC91P).

I used the variable OCC91P (not SOC91P), since it contains (only) fourteen categories that approximate the neo-Marxist concepts of control over the labour process and the labour of others and it does not conflate workers and supervisors in the same category, as does the variable SOC91P, used by researchers in some cases (see Li, 1988, 1992). Specifically, the original occupation variable (OCC91P) contains the following values (Statistics Canada, 1996:2-137, 2-138):

1. Senior managers
2. Middle and other managers
3. Professionals
4. Semi-professionals and technicians
5. Supervisors
6. Supervisors: crafts and trades

7. Administrative and senior clerical personnel
8. Skilled sales and service personnel
9. Skilled crafts and trades workers
10. Clerical personnel
11. Intermediate sales and service personnel
12. Semi-skilled manual workers
13. Other sales and service personnel
14. Other manual workers.

I have regrouped the above categories as follows:

1. Managers and supervisors (1, 2, 5, 6)
2. Semi-autonomous workers (3 and 4)
3. Proletarians (7-14).

Therefore, in order to construct a relational neo-Marxist model of classes based on Wright's 1983 model, I had to combine Class of Worker with Occupation so that the "workers" of the variable COWP would be further divided into the three groups derived from the variable OCC91P: proletarians, semi-autonomous workers, and managers and supervisors. The remaining categories of COWP (petty-bourgeoisie and employers) constitute the full class model. Values in the variable "new class of worker" (NEWCOW) that I have created are: 1 for proletarians, 2 for semi-autonomous workers, 3 for managers and supervisors, 4 for petty bourgeois, and 5 for employers.

Often, it is not stated clearly whether supervisors are grouped together with managers (e.g., Li, 1988, 1992). Models that purport to adhere to Wright's (1983)

conceptualization of classes and contradictory class locations, however, should. It could be inferred that, generally, most class models do not include supervisors in the managerial category, since they are using the other Statistics Canada occupation variable (SOC91P), that does not allow a clear-cut separation from other employed people (private correspondence with Li, May 31, 2000).

Visible Minority Indicator (VISMINP)

This variable refers to whether or not the respondent is a member of a "visible" minority as defined by Statistics Canada. It must be kept in mind that with ethnicity, respondents were answering a question about the ethnicity/culture of their ancestors. In the 1996 census questionnaire data on the "visible" minority groups were collected by the question "Is this person a...?", and then provided categories of "white" along with the designated "visible" minority groups. The definition of "visibility" refers to people who are (or rather perceive themselves as being) Black, South Asian, Chinese, Korean, Japanese, Southeast Asian, Filipino, Arab/West Asian, Latin American, Visible Minority n.i.e. (not included elsewhere), or Multiple Visible Minority. The "Visible Minority n.i.e." group includes respondents who reported a single write-in response indicating a Pacific Islander group (e.g., Fijian, or Polynesian), or another single write-in response such as West Indian or Guyanese. People who reported more than one "visible" minority

group were classified under the Multiple Visible Minority category (Statistics Canada, 1996:2-44).

The original values in this variable were: 9 for not applicable, 1 for Black, 2 for South Asian, 3 for Chinese, 4 for Other Visible Minority and 5 for "Not a visible minority". I have recoded this variable into the variable NEWVISMI so that value 1 represents groups 1 to 4 (Visible Minority), and value 0 represents 5 (Not a visible minority). Value 9, which is "not applicable", included originally the members of the Aboriginal population. The number of people in this category is relatively small and is recorded as missing values (6,130 people, or 1.9% of the working sample). This variable refers to people from all over Canada; it is not broken down into regions, as is ethnic origin. Most researchers do not report whether they include value 9 (not applicable, that includes aboriginal people) in the construction of their "visible" minority variable. Readers may be often wondering if, when mean earnings are reported, the earnings of aboriginals are averaged with the earnings of those who report "visible" minority status (e.g., Li, 1992, Hou and Balakrishnan, 1999, Lian and Matthews, 1998).

Total years of Schooling (TOTSCHP)

This variable refers to the total sum of years (or grades) of schooling in the elementary, secondary, university and other non-university levels. The original variable contains the following values (Statistics Canada, 1996:2-118):

1) Less than Grade 5 or never

2) 5 to 8 years of schooling

3) 9 years of schooling

4) 10 years of schooling

5) 11 years of schooling

6) 12 years of schooling

7) 13 years of schooling

8) 14 to 17 years of schooling

9) 18 or more years of schooling.

In order to make this variable continuous, I have recoded the above values into actual years. In the new variable that I have created ("new total schooling" NEWTOTSCHOOL), category 1 gets a value of 3 years of schooling, category 2 becomes 6.5 years, 3 becomes 9, 4 becomes 10, 5 becomes 11, 6 becomes 12, 7 becomes 13, 8 averages out to 15.5, and 9 becomes 18. This is the practice used in the relevant literature (Li, 1988, 1992:494).

Earnings

Statistics Canada makes available several variables on the income of respondents. The most important for my research are the ones that can provide information about people's rewards from participating in the paid labour market. Therefore, the variable Total Income (TOTINCP) was not used, since it contains investment income as well as social transfers such as pensions, child tax benefits, etc. (1996:2-145, 2-146, 2-147, 2-128). Instead, I have added the actual values of the variables Wages and Salaries (WAGESP) and Self-Employment Income (SELFIP) and created a new variable called

"earnings" (EARNINGS). The correlation between Total Income (TOTINCP) and Wages and Salaries (WAGESP) is r=0.846. The correlation between Total Income and the new variable EARNINGS is even higher: r=0.96. Both correlations are significant at the 0.01 level (2-tailed test). The addition of wages and salaries (WAGESP) and self-employment income (SELFIP) affects the range of values. In the original variables, the lower limits were -$50,000 and the upper $200,000. By adding them up, the upper limit may increase since there are some people who have both wage income as well as self-employment income. Their sum, then, may exceed $200,000[2].

Industry (IND80P)

This variable refers to the general nature of the business carried out in the respondents' place of work, as indicated by the name of the employer, and the kind of business, industry or service in which the establishment is engaged (Statistics Canada, 1996: 2-144). There are 16 values, based upon the 1980 Standard Industrial Classification, as follows:

1) Agriculture
2) Other primary industries
3) Manufacturing
4) Construction
5) Transportation and storage
6) Communication and other utilities
7) Wholesale trade

8) Retail trade

9) Finance, insurance and real estate

10) Business services

11) Government services: Federal

12) Government services: Other

13) Educational services

14) Health and social services

15) Accommodation, food and beverage services

16) Other services.

Dummy variables were created for all industrial sectors, so that they could be used in the multiple regression model.

Interaction term of class and gender

Some researchers have argued that that class and gender, together, may better help explain inequalities in earnings than if taken separately (Ornstein, 1983, Li 1992). Indeed, interaction terms are often used in the literature to "improve" the percentage of explained variation in earnings (see Ornstein, 1983, on the effects of class and gender). The theoretical argument rests on the "double jeopardy" assumption of being disadvantaged on two different dimensions of social inequality. This situation, however, should not be taken for granted on the empirical level of the analysis. If "double jeopardy" makes theoretical sense but is not supported by the empirical results, then generalizations should not be "forced". For example, in Li's analysis (1992:495), e is

used, which is a measure of strength of association between variables. From his reported results it can be inferred that the independent effect of "race" on earnings is negligible (e=0.04), whereas the independent effect of gender is small (e=0.30). The interactive variable does not produce a higher e (e=0.30, the same as the independent effect of gender. Li, 1992:495).

In my model, using 1996 Census data, I have also created an interactive term of class and gender. This term does not produce better results in the multivariate regression model. Specifically, the independent effect of gender on earnings is r^2=0.071. Gender alone, then, explains only 7.1% of the variation in earnings. The independent effect of class is r^2=0.114. Class explains 11.4% of the variation in earnings. Together, the two independent effects would explain 18.5% of the variation in earnings. The combined effects of class and gender (with class, gender still in the model), however, is r^2=0.178. Therefore, 17.8% of the variation in earnings is explained by the interaction term of class and gender, a decline of 0.7%, below the sum of the independent effects. For the record, the independent effect of "visibility" on earnings is smaller than both that of gender and of class (r^2=0.006 or 0.06%).

In Chapter 3 that follows I present a detailed breakdown of the working sample in terms of its class, gender and nativity composition. The same is done for the ten ethnic and "visible" groups chosen for the study. I examine whether ethnic and "visible" groups are internally differentiated in terms of the aforementioned dimensions of social inequality or not. I seek to establish empirically whether, indeed, they are internally homogeneous and/or monolithic, or not. The results serve as a guide for proceeding with

multivariate regression analyses for each "fragment"; i.e., the class, gender and nativity fractions of each group.

Notes to Chapter 2

1. The actual variable mnemonics used by Statistics Canada are found in the parentheses.

2. Some researchers, curiously, do not allow for negative earnings in their samples (Lian and Matthews, 1998). This tends to inflate the earnings of those groups who have higher percentages of petty bourgeois and employers in their class composition, since those classes account for most of the negative earnings (Li, 1988, 1992).

Chapter 3

The Sex, Nativity and Class Compositions of the Sample

This Chapter presents the characteristics of the sample, which comprises 301,195 individuals between the ages of 25 and 60 who had worked at least one week in 1995. The sex and nativity compositions and the class structure of the following single-origin ethnic groups are presented: British, French, Jewish, Greek, Italian, Portuguese, Chinese, South Asian, Filipino, and Caribbean. These ethnic categories refer to the respondents' ancestry. They do not refer to the respondents' subjective identity, ethnic or otherwise. The data in all Tables and Charts refer to the above characteristics. Data that follow should be viewed as a guide for comparison within my various analytical categories such as class, gender, nativity, and ethnic and "visibility" groups. Results about, or inferences made for the populations refer exclusively to the specific composition of my sample and should not be generalized to the actual population of Canada. The purpose here is to examine whether the groups under study are internally homogeneous or heterogeneous.

The Sex and Nativity Composition of the Sample

In my sample, there are 160,961 males (M) or 53.4% of the sample, and 140,234 females (F) or 46.6% of the sample. Normally, there are slightly more women than men in a society's population. The difference in my sample arises because I included only

those who worked at least one week in 1995 and only those between the ages of 25 and 60. It is plausible that a lower percentage of females was employed for at least a week in 1995 and/or a higher percentage of women could be found in the years of age excluded from my sample. This is consistent with similar samples that deal with labour market participation of men and women (Krahn and Lowe, 1993).

Nativity refers to the place of birth of people in the sample. It does not refer to nationality or citizenship. According to Statistics Canada (1996), native-born (NB) are all respondents born in any Canadian province or territory. Foreign-born (FB) are all those who were born outside Canada. The sex and nativity composition of the entire sample is shown in Table 3.0 below:

Table 3.0
Sex and Nativity Composition of the Sample

	N=301,195	%
SEX		
Males	160,961	**53.4**
Females	140,234	**46.6**
NATIVITY		
Foreign-born (FB)	66,108	**21.9**
Native-born (NB)	235,087	**78.1**
Males		
FB	35,715	**22.2**
NB	125,246	**77.8**
Females		
FB	30,393	**21.7**
NB	109,841	**78.3**

Approximately 78% of all respondents in the sample were born in Canada. Differences of nativity by sex are negligible, as only 0.5% more men, compared to women, were born outside the country. It should be mentioned, however, that for certain

ethnic groups there may exist imbalanced sex and nativity ratios, given their patterns of immigration (see also Sowell, 1981). The nativity ratios of "visible" groups and the sex ratios of Filipinos in our sample may be of interest, as we will see below.

The size of the Class Structure

As indicated in Chapter 2, the respondents in my sample were broken down into five-class categories (three classes and two contradictory class locations) as follows: 1) proletariat (P), 2) semi-autonomous workers (SAW), 3) managers and supervisors (MS), 4) petty bourgeoisie (PB), and 5) employers (E). As with previous Censuses (see Li, 1988, 1992), Statistics Canada does not provide researchers with enough information in order to construct the category of big capitalists (grand bourgeoisie). Part of the difficulty arises from issues of confidentiality (upper limits on income). The grand bourgeoisie, however, comprises only a small, albeit coherent group of people. If, however, there had been a Statistics Canada question on the number of employees in a business, social scientists could separate small from big employers. Our five-class model does not include big capitalists and is forced to treat all employers as a single category, irrespective of the number of workers they employ.

The class characteristics of my sample (n=301,195) are represented in Table 3.1. The proletariat is the largest category (n=169,449), comprising 56.3% of the sample. Semi-autonomous workers constitute 19.2% of the sample (n=59,924); Managers and supervisors are 10.9% (n=32,742), the petty bourgeoisie is 8% (n=24,013), and employers are the smallest class with 5.7% of the sample (n=17,067). The end of this

Chapter contains graphical representations of the class structure of the sample, as well as the class structure of the selected groups and their gender and nativity segments.

Table 3.1 below presents a total picture of the class structure of the sample. Men and women are not equally distributed in the class structure. Table 3.2 shows separately the class structure of men and women and their respective percentage distribution.

Table 3.1
The size of the Class Structure of the Sample

Class		%
Proletarians (1)	169,44	**56.3**
Semi-autonomous workers (2)	57,92	**19.2**
Managers and Supervisors (3)	32,74	**10.9**
Petty Bourgeoisie (4)	24,01	**8.0**
Employers (5)	17,06	**5.7**
Total	**301,19**	**100.1**

As it can be seen in Table 3.2 below, these exist significant differences in the class structure of men and women in the sample.

Table 3.2
The Class Structure of Men and Women in the Sample

CLASSES	N of Men	% of Men	N of Women	% of Women
Proletarians (1)	84,866	**52.7**	84,583	**60.3**
Semi-autonomous workers (2)	27,179	**16.9**	30,745	**21.9**
Managers and Supervisors (3)	21,880	**13.6**	10,862	**7.7**
Petty Bourgeoisie (4)	14,761	**9.2**	9,252	**6.6**
Employers (5)	12,275	**7.6**	4,792	**3.4**
Totals	**160,961**	**100.0**	**140,234**	**99.9**

First, women are more proletarianized than men (see Cuneo, 1985, Nakhaie, 2000). 60.3% of women belong to the working class, compared to 52.7% of men. 21.9% of women are semi-autonomous workers, compared to 16.9% of men. In the rest of the classes, women are under-represented. Specifically, only 7.7% of women are managers

and supervisors (13.6% of men), 6.6% are petty bourgeois (9.2% of men), and 3.4% are found in the employers' class, less than half of the men's percentage (7.6%). The Chart 3.1 at the end of this Chapter represents graphically the male-female class comparison. It illustrates the differences in the distribution of men and women across classes. Men and women are not "units" in terms of class, nor do they have identical class structures. They are unequally distributed in the Canadian class structure. Women are under-represented in the class of managers and supervisors, in the petty bourgeoisie, and in the class of employers. They are over-represented in the proletariat and in the class of semi-autonomous workers. These differences are important in the analysis of social inequality in Canada, often ignored by some researchers who treat the categories "men" and "women" as homogeneous and monolithic, especially when they report earnings (Agocs and Boyd, 1993, Hou and Balakrishnan, 1999, Lian and Matthews, 1998).

Table 3.3
The Class Structure of Foreign-Born and Native-Born Men and Women in the Sample

CLASSES	N of FB Men	% of FB Men	N of NB Men	% of NB Men	N of FB Women	% of FB Women	N of NB Women	% of NB Women
Proletarians	18,226	**51.0**	66,640	**53.2**	19,369	**63.7**	65,214	**59.4**
Semi-autonomous workers	6,523	**18.3**	20,656	**16.5**	5,689	**18.7**	25,056	**22.8**
Managers and Supervisors	4,369	**12.2**	17,511	**14.0**	2,046	**6.7**	8,816	**8.0**
Petty Bourgeoisie	3,397	**9.5**	11,364	**9.1**	1,888	**6.2**	7,364	**6.7**
Employers	3,200	**9.0**	9,075	**7.2**	1,401	**4.6**	3,391	**3.1**
Totals	**35,715**	**100.0**	**125,246**	**100.0**	**30,393**	**99.9**	**109,841**	**100.0**

Class is fractured not only by gender but also by nativity. The Table 3.3 above shows the actual numbers of respondents in each category. Percentages represent numbers of people within each gender group. Chart 3.2 at the end of this Chapter is a graphical representation of the percentage distributions of class by gender and nativity. We observe that in the proletariat, foreign-born men are the least represented (51%). Next come native-born men with 53.2%, and native-born women with 59.4%. The most represented in the proletariat are foreign-born women with 63.7%. They are the most proletarianized of all groups. If we compare with the sample averages of class by gender, we find that that foreign-born men are below the average for all male proletarians, and native-born women are below all female ones. The rest of the groups are above their respective gender averages.

In the class of semi-autonomous workers native-born women are the most represented (22.8%). Next are foreign-born women with 18.7%, then the foreign-born men with 18.3%, and least represented are the native-born men with 16.5%. Compared to the sample averages for this class, native-born women are above their gender average of 21.9%, whereas foreign-born women are below. Foreign-born men are above their gender average of 16.9%, whereas native-born men are below.

In the class of managers and supervisors native-born men are the most represented, with an average of 14%. Next come foreign-born men with 12.2%. Native-born women follow with 8%. Only 6.7% of foreign-born women are found in this class. If we compare these distributions with their respective gender averages for this class, we

find that native-born men and native-born women are above their gender averages. Foreign-born men and foreign-born women are below.

In the petty bourgeoisie, we find that foreign-born men and native-born women are above their respective gender averages for this class. The rest of the groups are below. Specifically, 9.5% of foreign-born men are in this class, whereas the percentage for native-born men is 9.1%. For foreign-born women, the figure is 6.2%, whereas for native-born women it is 6.7%.

In the class of employers, foreign-born men are most represented, with 9%. Native-born men follow with 7.2%. Native-born women are next, with 4.6%. Least represented in the highest class are foreign-born women, with 3.1%. If we compare with their respective gender averages, we see that foreign-born men and foreign-born women are over-represented in the employers' class, whereas native-born men and native-born women are under-represented.

The Sex, Nativity and Class Compositions of the Ethnic/"Visibility" Groups

The next section highlights the internal divisions of the ten ethnic/"visibility" groups. We are investigating the extent to which these groups are fragmented within in terms of their sex and nativity compositions, and their class structures, as they are intersected by their sex and nativity compositions. We want to probe whether there exist any patterns in the class-structure distribution of gender and nativity groups, and their combinations.

British-descent Respondents

As was mentioned in Chapter 2, the sample of respondents whose ancestors belong to the British ethnic/cultural group come only from Ontario, Quebec and Western Canada, so that they could be compared with the smaller single-origin groups whose population is small in the rest of Canada. In my sample, there are 31,986 respondents with British ancestry. Table 3.4 shows their sex and nativity compositions.

Table 3.4
Sex and Nativity Composition of British-descent Respondents

BRITISH	N =31,986	% of British	% in Sample	+/- %
SEX				
Males	18,074	**56.5**	**53.4**	**+3.1**
Females	13,912	**43.5**	**46.6**	**-3.1**
NATIVITY				
Foreign-born (FB)	7,245	**22.7**	**21.9**	**+0.8**
Native-born (NB)	24,741	**77.3**	**78.1**	**-0.8**
Males				
FB	3,886	**21.5**	**22.2**	**-0.7**
NB	14,188	**78.5**	**77.8**	**+0.7**
Females				
FB	3,359	**24.1**	**21.7**	**+2.4**
NB	10,553	**75.9**	**78.3**	**-2.4**

The British group as a whole has different gender and nativity compositions when compared with the entire sample. For example, the percentage of women is only 43.5%, when for the entire sample the figure is 46.6%. The percentage of men is 56.5%, when for the entire sample the figure is 53.4% (a 3.1% difference). In addition, women are less likely to be native-born than their male counterparts (75.9% for native-born women, 78.5% for native-born men). This figure is 2.4% lower than the sample average, as we

can see from the last column (see also Table 3.0 above). These differences may have an effect on earnings, since men tend to be working more weeks on average than women. Chart 3.3 at the end of this chapter compares the class structure of British-descent respondents with the entire sample.

In the proletariat, British-origin respondents are under-represented by 0.6%. In the semi-autonomous workers they are under-represented by 0.9%. In the class of managers and supervisors they are over-represented by 2.5% and in the petty bourgeoisie by 0.4%. In the class of employers they are under-represented by 0.3%. As we observe below, these distributions across classes conceal the internal class variations across their gender and nativity dimensions. Tables 3.5 and 3.6 indicate that there exist a number of important differences from the class structure of the entire sample. Chart 3.4 at the end of this Chapter portrays the class structure comparison of all men and all women in the sample with British-descent men and women.

Table 3.5
The Class Structure of British-descent Men and Women

CLASSES (British)	N of Men	% of Men	N of Women	% of Women
Proletarians (1)	9,452	**52.3**	8,369	**60.**
Semi-autonomous workers (2)	2,893	**16.0**	2,888	**20.**
Managers and Supervisors (3)	2,749	**15.2**	1,219	**8.**
Petty Bourgeoisie (4)	1,736	**9.6**	956	**6.**
Employers (5)	1,244	**6.9**	480	**3.**
Totals	18,074	**100.0**	13,912	**100.**

In Chart 3.4, at the end of this Chapter, we detect that there exist some minor differences in the class distribution of British men and women. British-descent men are under-represented in the working class by 0.4%, when compared with all men. They are

also under-represented in the semi-autonomous workers category by 0.9%. They are over-represented in the class of managers and supervisors by 1.6%, by 0.4% in the petite bourgeoisie, but under-represented in the employers' class by 0.7%.

Compared with all women, female respondents of British ancestry are only marginally under-represented in the proletariat (0.1%). They are also under-represented in the class of semi-autonomous workers by 1.1%. In every other class they are over-represented. Specifically, in the class of managers and supervisors, British-origin women are 1.1% above the average of all women. In the petty bourgeoisie they are 0.3% higher, and in the class of employers by 0.1%.

When compared with the respective distributions of class in terms of sex and nativity, it appears in Table 3.6 below that foreign-born British-descent men are under-represented in the proletariat (-7.2%). In the semi-autonomous workers, foreign-born British-descent men are over-represented by 2.3%. The difference in the class of managers and supervisors is 5.7%, and 0.6% in the petite bourgeoisie. In the class of employers, they are under-represented by 1.4%. For British-descent native-born men there exist important differences, not only with all native-born men, but also with British foreign-born men. In the proletariat, British native-born men are actually over-represented by 1.4% when compared to all native-born men. In addition, they are more proletarianized than British foreign-born men by 8.6% (-7.2% and +1.4%).

Table 3.6
The Class Structure of British-descent
Foreign-born and Native-born Men and Women

CLASSES (British)	% of FB Men	% of All FB Men	+/- %	% of NB Men	% of All NB Men	+/- %	% of FB Women	% of All FB Women	+/- %	% of NB Women	% of All NB Women	+/- %
Proletarians	43.8	51.0	**-7.2**	54.6	53.2	**+1.4**	58.6	63.7	**-5.1**	60.7	59.4	**+1.3**
Semi-autonomous workers	20.6	18.3	**+2.3**	14.7	16.5	**-1.8**	21.0	18.7	**+2.4**	20.7	22.8	**-2.1**
Managers + Supervisors	17.9	12.2	**+5.7**	14.5	14.0	**+0.5**	9.5	6.7	**+2.8**	8.5	8.0	**+0.5**
Petty Bourgeoisie	10.1	9.5	**+0.6**	9.5	9.1	**+0.4**	7.0	6.2	**+0.8**	6.8	6.7	**+0.1**
Employers	7.6	9.0	**-1.4**	6.7	7.2	**-0.5**	3.9	4.6	**-0.7**	3.3	3.1	**+0.2**

Examining the distributions of British-descent foreign-born women, we observe that they are less likely to be found in the proletariat, when compared with all foreign-born women (-5.1%). They are more likely to be found in all other classes, expect in the employers' class (-1.4%). They are over-represented in the class of semi-autonomous workers by 2.3%, by 5.7% in the class of managers and supervisors, and by 0.6% in the petty bourgeoisie. British native-born women are actually over-represented in the proletariat by 1.3% and under-represented in the semi-autonomous workers by 2.1%. In all other classes they are over-represented: 0.5% in the class of managers and supervisors, by 0.1% in the petty bourgeoisie, and by 0.2% in the class of employers. Chart 3.5 at the end of this Chapter represents graphically the gender and nativity class comparisons of the British-descent foreign- and native-born men and women.

French-descent Respondents

As mentioned in Chapter 2, the sample of respondents whose ancestors belong to the French ethnic/cultural group come only from Ontario, Quebec and Western Canada, so that they could be compared with the smaller single-origin groups whose population is small in the rest of Canada, and is not reported by Statistics Canada. In our sample, there are 30,498 respondents of French ancestry. Table 3.7 shows their sex and nativity compositions.

There are 1.7% more males and 1.7% fewer females in the French-descent category. The important difference for this group, however, is nativity. Only 3% of all respondents whose ancestry is French are foreign born. This is 18.9% lower than the entire sample's average of 21.9%. The figure is actually greater for men than for women, but only marginally. There is a 19.2% difference for men, and 18.7% for women (0.5% difference).

Table 3.7
Sex and Nativity Composition of French-descent Respondents

FRENCH	N =30,498	% of French	% in Sample	+/- %
SEX				
Males	16,812	**55.1**	**53.4**	**+1.7**
Females	13,686	**44.9**	**46.6**	**-1.7**
NATIVITY				
Foreign-born (FB)	918	**3.0**	**21.9**	**-18.9**
Native-born (NB)	29,580	**97.0**	**78.1**	**+18.9**
Males				
FB	511	**3.0**	**22.2**	**-19.2**
NB	16,301	**97.0**	**77.8**	**+19.2**
Females				
FB	407	**3.0**	**21.7**	**-18.7**
NB	13,279	**97.0**	**78.3**	**+18.7**

Table 3.8 shows the class structure of French-descent men and women, compared with the entire sample. French-origin respondents are under-represented in the proletariat by 0.9%. They are over-represented in the class of semi-autonomous workers by 3.2%, but under-represented in the class of managers and supervisors by 0.2%. They are also under-represented by 1.3% in the petty bourgeoisie, and by 0.9% in the class of employers.

If we examine the gender composition of class for the French category, we observe in Chart 3.7 that there exist some interesting differences between the French and the entire sample. Men of French-descent in the proletariat are over-represented by 1.8%. In the class of semi-autonomous workers they are over-represented by 2.1%. In the rest of the classes they are under-represented: In the class of managers and supervisors by 0.3%, in the petty bourgeoisie by 1.6%, and in the class of employers by 1%. French-descent women are actually under-represented in the proletariat by 2.7%. In the class of semi-autonomous workers they are over-represented by 4.6%. In the class of managers and supervisors, women whose ancestry is French are under-represented by 0.2%, in the petty bourgeoisie by 0.9% and in the class of employers by 0.7%.

Table 3.8
The Class Structure of French-descent Respondents

CLASSES (French)	N of Men	% of Men	N of Women	%of Women
Proletarians	9,002	**53.5**	7,886	**57.6**
Semi-autonomous workers	3,194	**19.0**	3,631	**26.5**
Managers and Supervisors	2,233	**13.3**	1,029	**7.5**
Petty Bourgeoisie	1,275	**7.6**	774	**5.7**
Employers	1,108	**6.6**	366	**2.7**
Totals	16,812	**100.0**	13,686	**100.0**

In terms of the class structure of French-descent respondents, as it is intersected by gender and nativity, Table 3.9 below provides the distributions and the divergence from the averages of the entire sample. For foreign-born men whose ancestry is French, we observe that they are under-represented in the proletariat by 8.9%, when compared to all foreign-born men in our sample. In the class of semi-autonomous workers they are over-represented by 6%, in the class of managers and supervisors by 4%, and in the petty bourgeoisie by 2.2%. They are under-represented in the class of employers by 3.3%.

Native-born men whose ancestry is French are over-represented in the proletariat by 0.7%, when compared with all native-born men. They are also over-represented in the class of semi-autonomous workers by 2.3%. In all other classes they are under-represented: by 0.8% in the class of managers and supervisors, by 1.6% in the petty bourgeoisie, and by 0.5% in the class of employers. Foreign-born females of French descent are under-represented in the proletariat by 13.1%. In the class of semi-autonomous workers, they are also over-represented by 9.8%. In the class of managers and supervisors, they are over-represented by 1.2%, as they are in the petty bourgeoisie by 3.9%. They are under-represented in the class of employers by 1.7%. It should be noted, however, that the size of foreign-born men and foreign-born women whose ancestry is French is only 3% of the total French-origin population (see Table 3.7 above). Native-born women of French origin are under-represented in the proletariat by 1.6%. They are over-represented in the class of semi-autonomous workers by 3.7%. In all other classes they are under-represented: In the class of managers and supervisors by 0.3%, by 1.2% in the petty bourgeoisie, and by 0.4% in the class of employers.

Table 3.9
The Class Structure of French-descent
Foreign-born and Native-born Men and Women

CLASSES (French)	% of FB Men	% of All FB Men	+/- %	% of NB Men	% of All NB Men	+/- %	% of FB Women	% of All FB Women	+/- %	% of NB Women	% of All NB Women	+/- %
Proletarians	42.1	51.0	**-8.9**	53.9	53.2	**+0.7**	50.6	63.7	**-13.1**	57.8	59.4	**-1.6**
Semi-autonomous workers	24.3	18.3	**+6.0**	18.8	16.5	**+2.3**	28.5	18.7	**+9.8**	26.5	22.8	**+3.7**
Managers + Supervisors	16.2	12.2	**+4.0**	13.2	14.0	**-0.8**	7.9	6.7	**+1.2**	7.7	8.0	**-0.3**
Petty Bourgeoisie	11.7	9.5	**+2.2**	7.5	9.1	**-1.6**	10.1	6.2	**+3.9**	5.5	6.7	**-1.2**
Employers	5.7	9.0	**-3.3**	6.6	7.2	**-0.5**	2.9	4.6	**-1.7**	2.7	3.1	**-0.4**

Jewish-descent Respondents

The sex and nativity composition of Jewish-origin respondents is shown in Table 3.10 below.

Table 3.10
Sex and Nativity Composition of Jewish-descent Respondents

JEWISH	N =2,118	% of Jewish	% in Sample	+/- %
SEX				
Males	1,115	**52.6**	**53.4**	**-0.8**
Females	1,003	**47.4**	**46.6**	**+0.8**
NATIVITY				
Foreign-born (FB)	746	**35.2**	**21.9**	**+13.3**
Native-born (NB)	1,372	**64.8**	**78.1**	**-13.3**
Males				
FB	397	**35.6**	**22.2**	**+13.4**
NB	718	**64.4**	**77.8**	**-13.4**
Females				
FB	349	**34.8**	**21.7**	**+13.1**
NB	654	**65.2**	**78.3**	**-13.1**

The differences in gender composition with the entire sample are 0.8%. For nativity, however, the difference is 13.3%. There exist 13.3% more foreign-born respondents of Jewish ancestry (or 13 5% fewer native-born). These differences remain in the gender composition of nativity. It is 13.4% for men and 13.1% for women. In Chart 3.8 at the end of the Chapter we present a class structure comparison between Jewish-origin respondents and the entire sample. In the proletariat, Jewish-origin respondents are under-represented by 23.3%. In all other classes they are over-represented: In the semi-autonomous workers by 9.5%, in the class of managers and supervisors by 1%, in the petty bourgeoisie by 3.8%, and in the class of employers by 8.9% (more than double the sample average). Looking at the class composition of Jewish-origin respondents by gender, we can conclude that it is atypical, as we can see in Chart 3.9 and Table 3.11.

Table 3.11
The Class Structure of Jewish-descent Men and Women

CLASSES (Jewish)	N of Men	% of Men	N of Women	% of Women
Proletarians (1)	26	**23.7**	435	**43.4**
Semi-autonomous workers (2)	29	**26.6**	310	**30.9**
Managers and Supervisors (3)	16	**14.9**	87	**8.7**
Petty Bourgeoisie (4)	15	**14.2**	92	**9.2**
Employers (5)	23	**20.6**	79	**7.9**
Totals	1,11	**100.0**	1,003	**100.1**

In Chart 3.10 we observe that Jewish-origin men are under-represented in the proletariat by 29%. In the class of semi-autonomous they are over-represented by 9.7%.

In the class of managers and supervisors, Jewish-origin men are over-represented by 1.3%, in the petty bourgeoisie by 5%, and in the class of employers by a 13%.

Jewish-origin women, like Jewish-origin men, are also under-represented in the proletariat by 16.9%. In the class of semi-autonomous workers they are over-represented by 9%; in the class of managers and supervisors only by 1%; in the petty bourgeoisie by 2.6%, and by 4.5% in the class of employers (more than double the average for all women).

In Table 3.12 we provide a detailed breakdown of the class structure of Jewish-origin respondents by sex and nativity. Jewish-origin foreign-born men are under-represented in the proletariat by 26.8%, when compared to all foreign-born men. They are over-represented by 9.2% in the semi-autonomous workers, in the managers and supervisors by 2.7%, in the petty bourgeoisie by 6.6% and in the class of employers by 8.4% (almost double the average for all foreign-born men).

Table 3.12
The Class Structure of Jewish-descent
Foreign-born and Native-born Men and Women

CLASSES (Jewish)	% of FB Men	% of All FB Men	+/- %	% of NB Men	% of All NB Men	+/- %	% of FB Women	% of All FB Women	+/- %	% of NB Women	% of All NB Women	+/- %
Proletarians	24.2	51.0	**-26.8**	23.4	53.2	**-29.8**	43.3	63.7	**-20.4**	43.4	59.4	**-16.0**
Semi-autonomous workers	27.5	18.3	**+9.2**	26.2	16.5	**+9.7**	30.4	18.7	**+11.7**	31.2	22.8	**+8.4**
Managers + Supervisors	14.9	12.2	**+2.7**	14.9	14.0	**+0.9**	7.2	6.7	**+0.5**	9.5	8.0	**+1.5**
Petty Bourgeoisie	16.1	9.5	**+6.6**	13.1	9.1	**+4.0**	9.5	6.2	**+3.3**	9.0	6.7	**+2.3**
Employers	17.4	9.0	**+8.4**	22.4	7.2	**+15.2**	9.7	4.6	**+5.1**	6.9	3.1	**+6.8**

Jewish-origin native-born men are under-represented in the proletariat by 29.8%, when compared with all native-born men. They are over-represented in all other classes: The semi-autonomous workers by 9.7%; in the managers and supervisors by 0.9%; in the petty bourgeoisie by 4%, and in the class of the employers by 15.2% (more than triple the average for all native-born men).

Foreign-born Jewish-origin women are under-represented in the proletariat by 20.4%, compared with all foreign-born women in the sample. In all other classes they are over-represented: in the semi-autonomous workers by 11.7%; in the managers and supervisors by 0.5%; in the petty bourgeoisie by 3.3%, and in the employers by 5.1% (more than double the average for all foreign-born women).

Native-born Jewish-origin women are under-represented in the proletariat by 16%. In all other classes they are over-represented: in the semi-autonomous workers by 8.4%; in the managers and supervisors by 1.5%; in the petty bourgeoisie by 2.3%, and by 6.8% in the class of employers (more than double the average for all native-born women). Chart 3.11 at the end of this Chapter represents graphically the gender-nativity class distribution of Jewish origin respondents.

Greek-descent Respondents

In Table 3.13 we present the sex and nativity composition of Greek-origin respondents. In terms of sex, there is a 2.7% difference. There are 2.7% more Greek-origin men and 2.7% fewer Greek-origin women than the sex distribution of the entire sample. The important differences, however, are found in the nativity composition,

which is almost reversed. Whereas in the entire sample population almost four out of five respondents are native-born, for Greeks the native-born are only about four out of ten. Specifically, there is a 39.9% difference in nativity. It is more pronounced in the nativity of Greek-origin men (41.5%) than in that of Greek-origin women (37.7%). These differences may prove important in the analysis of earnings, and we will examine this possibility in the Chapters that follow. It appears that the low mean earnings of Greek-descent respondents may be attributable to the low earnings of their foreign-born component that is greater in terms of percentage, compared to the sample average. Means are sensitive to low values as well.

Table 3.13
Sex and Nativity Composition of Greek-descent Respondents

GREEKS	N=1,784	% of Greeks	% in Sample	+/- %
SEX				
Males	1,001	**56.1**	**53.4**	**+2.7**
Females	783	**43.9**	**46.6**	**-2.7**
NATIVITY				
Foreign-born (FB)	1,103	**61.8**	**21.9**	**+39.9**
Native-born (NB)	681	**38.2**	**78.1**	**-39.9**
Males				
FB	638	**63.7**	**22.2**	**+41.5**
NB	363	**36.3**	**77.8**	**-41.5**
Females				
FB	465	**59.4**	**21.7**	**+37.7**
NB	318	**40.6**	**78.3**	**-37.7**

Greek-origin respondents are slightly under-represented in the proletariat by 0.2%, under-represented in the semi-autonomous by 6.1% and by 1.8% in the class of managers and supervisors. They are over-represented in the petty bourgeoisie by 0.5% and in the class of employers by 7.5% (more than double the entire sample average).

These distributions, however, do not illuminate the gender differences in the class distribution. Table 3.14 below shows the class composition by gender.

Table 3.14
The Class Structure of Greek-descent Men and Women

CLASSES (Greek)	N of Men	% of Men	N of Women	% of Women
Proletarians	487	**48.7**	514	**65.6**
Semi-autonomous workers	120	**12.0**	113	**14.4**
Managers and Supervisors	97	**9.7**	66	**8.4**
Petty Bourgeoisie	111	**11.1**	40	**5.1**
Employers	186	**18.6**	50	**6.4**
Totals	1,001	**100.1**	783	**99.9**

If we look closely at the class structure of Greek-origin respondents by gender, we observe that there exist substantial intra-group differences as well as differences with the entire sample. Chart 3.13 at the end of this Chapter shows that Greek-origin male respondents are under-represented in the proletariat by 4%. In the class of semi-autonomous workers, they are under-represented by 4.9%. In the class of managers and supervisors they are also under-represented by 3.9%. They are over-represented in the petty bourgeoisie by 1.9% and in the class of employers by 11% (more than double the sample average of all men).

There also exist significant differences in the female category when compared both with the entire sample of women, and with Greek-origin men. In the proletariat, Greek-origin women are actually over-represented by 5.3% when compared to all women in the sample. They are under-represented in the semi-autonomous workers by 7.5%. In the class of managers and supervisors they are over-represented by 0.7%. In the petty

bourgeoisie they are under-represented by 1.5%, but they are over-represented in the employers by 3%.

Foreign-born Greek-origin male respondents are under-represented in the proletariat by 0.6% compared with all foreign-born men in the sample. In the semi-autonomous workers they are under-represented by 10.9%, and in the managers and supervisors by 4%. In the petty bourgeoisie they are over-represented by 3.4% and in the employers by 13.3% (more than double the sample average). Native-born Greek-origin male respondents are under-represented in the proletariat by 5.8% compared with all native-born men in the sample. In the semi-autonomous they are over-represented by 3.6%. In the managers and supervisors they are under-represented by 2.6%. In the petty bourgeoisie they are under-represented by 1.1% but they are over-represented in the employers by 4.9%. Table 3.15 adds nativity.

Table 3.15
The Class Structure of Greek-descent
Foreign-born and Native-born Men and Women

CLASSES (Greek)	% of FB Men	% of All FB Men	+/- %	% of NB Men	% of All NB Men	+/- %	% of FB Women	% of All FB Women	+/- %	% of NB Women	% of All NB Women	+/- %
Proletarians	49.4	51.0	**-0.6**	47.4	53.2	**-5.8**	68.6	63.7	**+4.9**	61.3	59.4	**+1.9**
Semi-autonomous workers	7.4	18.3	**-10.9**	20.1	16.5	**+3.6**	9.7	18.7	**-9.0**	21.4	22.8	**-1.4**
Managers + Supervisors	8.2	12.2	**-4.0**	12.4	14.0	**-2.6**	7.3	6.7	**+0.6**	10.1	8.0	**+2.1**
Petty Bourgeoisie	12.9	9.5	**+3.4**	8.0	9.1	**-1.1**	6.5	6.2	**+0.3**	3.1	6.7	**-3.6**
Employers	22.3	9.0	**+13.3**	12.1	7.2	**+4.9**	8.0	4.6	**+3.4**	4.1	3.1	**+1.0**

Foreign-born Greek-origin women are over-represented in the proletariat by 4.9% compared with all foreign-born women in the sample. In the semi-autonomous workers they are under-represented by 9%. In the managers and supervisors they are over-represented by 0.6%, in the petty bourgeoisie by 0.3%, and in the employers by 3.4%. Native-born Greek-origin women are over-represented in the proletariat by 1.9% compared with all native-born women in the sample. In the semi-autonomous workers they are under-represented by 1.4%. In the managers and supervisors are over-represented by 2.1%. In the petty bourgeoisie they are under-represented by 3.6, but in the employers they are over-represented by 1%. Chart 3.14 at the end of this Chapter presents graphically the gender-nativity class distribution of Greek-descent respondents.

Italian-descent Respondents

Table 3.16 presents the sex and nativity distributions of Italian-origin respondents.

Table 3.16
Sex and Nativity Composition of Italian-descent Respondents

ITALIANS	N =9,028	% of Italians	% in Sample	+/- %
SEX				
Males	5,144	**57.0**	**53.4**	**+3.6**
Females	3,884	**43.0**	**46.6**	**-3.6**
NATIVITY				
Foreign-born (FB)	4,279	**47.4**	**21.9**	**+25.5**
Native-born (NB)	4,749	**52.6**	**78.1**	**-25.5**
Males				
FB	2,593	**50.4**	**22.2**	**+28.2**
NB	2,551	**49.6**	**77.8**	**-28.2**
Females				
FB	1,686	**43.4**	**21.7**	**+21.7**
NB	2,198	**56.6**	**78.3**	**-21.7**

The difference between the Italian-origin respondents and the sample average in gender composition is 3.6%. There exist 3.6% more Italian-origin men and 3.6% fewer women, compared with the entire sample averages. In terms of gender and nativity distribution, there exist significant differences. In general, that difference is 25.5%. It is higher for men (28.2%), and lower for women (21.7%). Chart 3.15 at the end of this Chapter shows graphically the class structure of Italian-origin respondents.

In the proletariat, as a group, Italian-origin respondents are over-represented by 1.9% when compared with the entire sample. In the semi-autonomous workers they are under-represented by 4.6%. In the managers and supervisors they are over-represented by 1.5%. In the petty bourgeoisie they are under-represented by 2.2%, but in the employers they are over-represented by 2.1%. In Table 3.16 that follows we present the intra-group differences of the class structure by gender.

Table 3.17
The Class Structure of Italian-descent Men and Women

CLASSES (Italian)	N of Men	% of Men	N of Women	% of Women
Proletarians	2,716	**52.8**	2,554	**65.8**
Semi-autonomous workers	704	**13.7**	702	**18.1**
Managers and Supervisors	778	**15.1**	340	**8.8**
Petty Bourgeoisie	389	**7.6**	139	**3.6**
Employers	557	**10.8**	149	**3.8**
Totals	5,144	**100.0**	3,884	**100.0**

Chart 3.16 at the end of this Chapter shows the class structure of Italian-origin people by sex. Italian-origin men are over-represented in the proletariat by 0.1% compared with the all the men of the entire sample. They are under-represented in the semi-autonomous workers by 3.2%, but over-represented in the managers and supervisors

by 1.5%. In the petty bourgeoisie they are under-represented by 1.6%, but in the employers they are over-represented by 3.2%. Italian-origin women are over-represented by 5.5% in the proletariat compared with all the women in the entire sample. They are under-represented in the semi-autonomous workers by 3.8%, but over-represented in the managers and supervisors by 1.1%. In the petty bourgeoisie they are under-represented by 3.0%, but over-represented in the employers by 0.4%. Table 3.18 illustrates the class structure of Italian-origin men and women by nativity.

Table 3.18
The Class Structure of Italian-descent
Foreign-born and Native-born Men and Women

CLASSES (Italian)	% of FB Men	% of All FB Men	+/- %	% of NB Men	% of All NB Men	+/- %	% of FB Women	% of All FB Women	+/- %	% of NB Women	% of All NB Women	+/- %
Proletarians	54.	51.0	**+3.8**	50.7	53.2	**-2.5**	72.6	63.7	**+8.**	60.5	59.4	**+1.1**
Semi-autonomous workers	9.	18.3	**-9.0**	18.1	16.5	**+1.6**	11.7	18.7	**-7.**	22.9	22.8	**+0.1**
Managers + Supervisors	13.	12.2	**+1.6**	16.5	14.0	**-2.5**	7.1	6.7	**+0.**	10.1	8.0	**+2.1**
Petty Bourgeoisie	9.	9.5	**-0.4**	6.0	9.1	**-2.9**	3.3	6.2	**-2.**	3.8	6.7	**-2.9**
Employers	13.	9.0	**+4.0**	8.7	7.2	**+2.5**	5.3	4.6	**+0.**	2.7	3.1	**-0.4**

Foreign-born Italian-origin men are over-represented in the proletariat by 3.8%, compared with all foreign-born men. They are under-represented in the semi-autonomous workers by 9%. In the managers and supervisors they are over-represented

by 1.4%. In the petty bourgeoisie they are under-represented by 0.4%. They are, however, over-represented in the employers by 4%.

Native-born Italian-origin men are under-represented in the proletariat by 2.5% compared with all native-born men. They are over-represented in the semi-autonomous workers by 1.6%, but under-represented in the managers and supervisors by 2.5% and by 2.9% in the petty bourgeoisie. They are over-represented in the employers by 2.5% (much lower compared to foreign-born Italian-origin men).

Foreign-born Italian-origin women are over-represented in the proletariat by 8.9%, compared to all foreign-born women in the sample. 72.6% of all foreign-born Italian-origin women belong to the working class. In the semi-autonomous workers they are under-represented by 7%. In the managers and supervisors they are over-represented by 0.4%. In the petty bourgeoisie they are under-represented by 2.9% and in the employers they are over-represented by 0.7%.

Native-born Italian-origin women are over-represented in the proletariat by 1.1% compared to all native-born women in the sample. They are also over-represented in the semi-autonomous workers by 0.1% and by 2.1% in the managers and supervisors. They are, however, under-represented in the petty bourgeoisie by 2.9% and by 0.4% in the employers. Chart 3.17 at the end of this Chapter represents graphically the different distributions of class by gender and nativity in the Italian-origin population.

Portuguese-descent Respondents

In Table 3.19 we present the sex and nativity composition of Portuguese-origin respondents.

Table 3.19
Sex and Nativity Composition of Portuguese-descent Respondents

PORTUGUESE	N =2,936	% of PO	% in Sample	+/- %
SEX				
Males	1,660	**56.5**	**53.4**	**+3.1**
Females	1,276	**43.5**	**46.6**	**-3.1**
NATIVITY				
Foreign-born (FB)	2,513	**85.6**	**21.9**	**+63.7**
Native-born (NB)	423	**14.4**	**78.1**	**-63.7**
Males				
FB	1,431	**86.2**	**22.2**	**+64.0**
NB	229	**13.8**	**77.8**	**-64.0**
Females				
FB	1,082	**84.8**	**21.7**	**+63.1**
NB	194	**15.2**	**78.3**	**-63.1**

There is a difference of 3.1% in the gender composition of Portuguese-origin respondents. In terms of nativity, however, there are significant differences. The nativity composition is actually reversed. More than eight out of ten Portuguese-origin people are foreign-born, a 63.7% difference from the entire sample. It is slightly higher for men (64%) than for women (63.1%). This difference is likely to affect the earnings and educational attainment distributions of the group. Chart 3.18 depicts their class structure.

As a group, Portuguese-origin people are over-represented in the proletariat by 18.4% compared with the entire sample. In all other classes they are under-represented: In the semi-autonomous workers by 11.5%, in the managers and supervisors by 2.4%, in

the petty bourgeoisie by 3.5%, and in the employers by 1.1%. They exhibit the most proletarianized class structure among the Southern European groups. Table 3.20 below presents the different class compositions of Portuguese-origin men and women. Chart 3.19 at the end of this Chapter shows the class structure of Portuguese-origin people by sex.

Table 3.20
The Class Structure of Portuguese-descent Men and Women

CLASSES (Portuguese)	N of Men	% of Men	N of Women	% of Women
Proletarians	1,176	**70.8**	1,017	**79.7**
Semi-autonomous workers	116	**7.0**	110	**8.6**
Managers and Supervisors	174	**10.5**	76	**6.0**
Petty Bourgeoisie	93	**5.6**	40	**3.1**
Employers	101	**6.1**	33	**2.6**
Totals	1,660	**100.0**	1,276	**100.0**

Portuguese-origin men are over-represented in the proletariat by 18.1% compared to all men in the sample. This is the highest over-representation among males in the Southern European groups, but, as we will see later, this may be due to the high foreign-born percentage in this group. In all other classes they are under-represented: In the semi-autonomous by 9.9%; in the managers and supervisors by 3.1%; in the petty bourgeoisie by 3.6%, and in the employers by 1.5%.

Portuguese-origin women are over-represented in the proletariat by 19.4% compared to all women in the sample. This is the highest over-representation among females in the Southern European groups. In all other classes they are under-represented: In the semi-autonomous workers by 13.3% (another high); in the managers and supervisors by 1.7%; in the petty bourgeoisie by 3.5% (more than half the average for all

women), and by 0.8% in the class of employers. Table 3.21 shows the class structure of Portuguese-origin people by gender and nativity.

Table 3.21
The Class Structure of Portuguese-descent
Foreign-born and Native-born Men and Women

CLASSES (Portuguese)	% of FB Men	% of All FB Men	+/- %	% of NB Men	% of All NB Men	+/- %	% of FB Women	% of All FB Women	+/- %	% of NB Women	% of All NB Women	+/- %
Proletarians	72.3	51.0	**+22.3**	62.0	53.2	**+8.8**	81.1	63.7	**+17.4**	72.2	59.4	**+12.8**
Semi-autonomous workers	5.6	18.3	**-12.7**	15.7	16.5	**-0.8**	7.5	18.7	**-11.2**	14.9	22.8	**-7.9**
Managers + Supervisors	10.4	12.2	**-1.8**	10.9	14.0	**-3.1**	5.8	6.7	**-0.9**	6.7	8.0	**-2.3**
Petty Bourgeoisie	5.4	9.5	**-4.1**	7.0	9.1	**-2.1**	3.0	6.2	**-3.2**	4.1	6.7	**-2.6**
Employers	6.4	9.0	**-2.6**	4.4	7.2	**-2.8**	2.7	4.6	**-1.9**	2.1	3.1	**-1.0**

It becomes readily discernable that the Portuguese-origin respondents are over-represented in the proletariat and under-represented in every other class, irrespective of the gender and/or nativity dimensions. Specifically, foreign-born men are over-represented in the proletariat by a 22.3%, when compared to all foreign-born men in the sample. In the semi-autonomous workers they are under-represented by 12.7%; in the managers and supervisors by 1.8%, in the petty bourgeoisie by 4.1% and in the employers by 2.6%.

Native-born men of Portuguese origin are also over-represented in the proletariat by 8.8%, compared with all native-born men in the sample. In the rest of the classes they

are under-represented: in the semi-autonomous workers by 0.8%; in the managers and supervisors by 3.1%; in the petty bourgeoisie by 2.1% and in the employers by 2.8%.

Foreign-born women of Portuguese origin are also over-represented in the proletariat by 17.4%, compared with all other foreign-born women in the sample. In the class of semi-autonomous workers they are under-represented by 11.2%; in the class of managers and supervisors by 0.9%; in the petty bourgeoisie by 3.2% and by 1.9% in the employers. Native-born women of Portuguese origin are also over-represented in the proletariat by 12.8%, compared with all other native-born women in the sample. In all other classes they are under-represented: in the semi-autonomous workers by 7.9%; in the MS by 2.3%; in the petty bourgeoisie by 2.6% and in the employers by 1%. Chart 3.20 at the end of this Chapter presents graphically the class structure of Portuguese-origin people by gender and nativity.

Chinese-descent Respondents

The sex and nativity compositions of Chinese-origin respondents are found in Table 3.22 that follows. It is interesting to note that all the so-called "visibility" groups have reverse nativity compositions compared with the entire sample. In other words, the vast majority of the members of these groups are foreign-born, not native-born. The percentages of foreign-born respondents reach over 90% of their populations. This is important in the analysis of earnings, since what we are really analyzing are recently arrived people who may have acquired their education outside Canada.

Table 3.22
Sex and Nativity Composition of Chinese-descent Respondents

CHINESE	N =8,763	% of CH	% in Sample	+/- %
SEX				
Males	4,573	**52.2**	**53.4**	**-1.2**
Females	4,190	**47.8**	**46.6**	**+1.2**
NATIVITY				
Foreign-born (FB)	7,950	**90.7**	**21.9**	**+68.8**
Native-born (NB)	813	**9.3**	**78.1**	**-68.8**
Males				
FB	4,138	**90.5**	**22.2**	**+68.3**
NB	435	**9.5**	**77.8**	**-68.3**
Females				
FB	3,812	**91.0**	**21.7**	**+69.3**
NB	378	**9.0**	**78.3**	**-69.3**

In terms of gender composition, the Chinese-origin respondents do not exhibit any significant deviations from the entire sample. There is a 1.2% difference (more women than men). The great difference, however, is their nativity composition. As mentioned earlier, more than 90% of Chinese-origin respondents are foreign-born. The number is slightly higher for women (91%) than for men (90.5%). There is a 68.8% difference from the entire sample. Chart 3.21 at the end of this Chapter portrays the class structure of all Chinese-origin respondents compared to the entire sample.

Chinese-origin respondents are under-represented in the proletariat by 2.6%, compared with the entire sample. They are over-represented in the semi-autonomous workers by 3.4%. In the managers and supervisors they are under-represented by 2.2%, and in the petty bourgeoisie by 0.2%. In the employers they are over-represented by 2.5%. In terms of the gender composition of their class structure, as expected, there are

differences between men and women. Table 3.23 shows the comparison between men and women in the class structure of the Chinese-origin people. Chart 3.22 at the end of this Chapter presents the comparisons between the class structure of men and women of Chinese origin and the entire sample.

Table 3.23
The Class Structure of Chinese-descent Men and Women

CLASSES (Chinese)	N of Men	% of Men	N of Women	% of Women
Proletarians	2,082	**45.5**	2,621	**62.6**
Semi-autonomous workers	1,099	**24.0**	791	**18.9**
Managers and Supervisors	506	**11.1**	260	**6.2**
Petty Bourgeoisie	433	**9.5**	254	**6.1**
Employers	453	**9.9**	264	**6.3**
Totals	4,573	**100.0**	4,190	**100.1**

As is usually the case, when social researchers present data on the class structure, or any other type of data for that matter, they tend to conceal important differences within the group in question, be it in terms of gender, nativity, or any other dimension of social inequality (Li, 1988). Table 3.23 and Chart 3.22 show the male-female differences in the class structure, both within the Chinese-origin group, as well as with the entire sample.

Chinese-origin men are under-represented in the proletariat by 7.2% compared with all men. They are also over-represented in the semi-autonomous workers by 6.9%. In the managers and supervisors they are under-represented by 2.5% In the petty bourgeoisie they are over-represented by 0.3%, and in the employers they are over-represented by 2.3%. Chinese-origin women are over-represented in the proletariat by 2.3% compared with all women. In the semi-autonomous workers they are under-represented by 3%. In the managers and supervisors they are under-represented by 0.5%,

but in the employers they are over-represented by 2.9%. When we introduce nativity, another dimension that tends to be obfuscated in class analyses, the distributions are as follows:

Table 3.24
The Class Structure of Chinese-descent
Foreign-born and Native-born Men and Women

CLASSES (Chinese)	% of FB Men	% of All FB Men	+/- %	% of NB Men	% of All NB Men	+/- %	% of FB Women	% of All FB Women	+/- %	% of NB Women	% of All NB Women	+/- %
Proletarians	46.4	51.0	**-4.7**	37.7	53.	**-15.5**	64.1	63.7	**+0.4**	47.4	59.4	**-12.0**
Semi-autonomous workers	22.7	18.3	**+4.4**	36.3	16.	**+19.8**	17.4	18.7	**-1.3**	33.3	22.8	**+10.5**
Managers + Supervisors	10.8	12.2	**-1.4**	13.6	14.	**-0.4**	5.7	6.7	**-1.0**	11.6	8.0	**+3.6**
Petty Bourgeoisie	9.8	9.5	**+0.3**	6.0	9.	**-3.1**	6.1	6.2	**-0.1**	6.1	6.7	**-0.6**
Employers	10.3	9.0	**+1.3**	6.4	7.	**-0.8**	6.8	4.6	**+2.2**	1.6	3.1	**-1.5**

Foreign-born Chinese-origin men are under-represented in the proletariat by 4.7%, compared with all foreign-born men in the sample. They are over-represented in the semi-autonomous workers by 4.4%. In the managers and supervisors they are under-represented by 1.4%. In the petty bourgeoisie they are marginally over-represented by 0.3% and in the employers by 1.3%. Native-born Chinese-origin men are under-represented in the proletariat by 15.5%, compared with all native-born men in the sample. In the semi-autonomous workers they are over-represented by a staggering 19.8%. In the

managers and supervisors they are under-represented by 0.4%. In the petty bourgeoisie they are also under-represented by 3.1% and in the employers by 0.8%.

Foreign-born Chinese-origin women are slightly over-represented in the proletariat by 0.4%, compared with all foreign-born women in the sample. In the semi-autonomous workers they are under-represented by 1.3%, as they are in the petty bourgeoisie by 0.1% only. In the employers they are over-represented by 2.2%. Native-born Chinese-origin women are under-represented in the proletariat by 12%, compared with all native-born women in the sample. In the semi-autonomous workers they are over-represented by 10.5%, as they are in the managers and supervisors by 3.6%. In the petty bourgeoisie they are under-represented by 0.6% as they are in the employers by 1.5%. It should be kept in mind that the native-born Chinese-origin men and women comprise only 9.3% of the Chinese-descent group as a whole. At the same time, however, we cannot ignore the under-representation of native-born Chinese-origin men in the proletariat (15.5%), or their over-representation in the semi-autonomous workers (19.8%). We should also note that native-born Chinese-origin women exhibit equally important percentages: substantially under-represented in the proletariat (12%), and over-represented in the semi-autonomous workers (10.5%). Chart 3.23 at the end of this Chapter presents graphically the class structure of foreign-born and native-born men and women of Chinese-origin and it compares with the respective categories of the entire sample.

South Asian-descent Respondents

In Table 3.25 we present the sex and nativity compositions of South Asian-origin respondents.

Table 3.25
Sex and Nativity Composition of South Asian-descent Respondents

SOUTH ASIANS	N=6,038	% of SA	% in Sample	+/- %
SEX				
Men	3,425	**56.7**	**53.4**	**+3.3**
Women	2,613	**43.3**	**46.6**	**-3.3**
NATIVITY				
Foreign-born (FB)	5,832	**96.6**	**21.9**	**+74.7**
Native-born (NB)	206	**3.4**	**78.1**	**-74.7**
of Males				
FB	3,325	**97.1**	**22.2**	**+74.9**
NB	100	**2.9**	**77.8**	**-74.9**
of Females				
FB	2,507	**95.9**	**21.7**	**+74.2**
NB	106	**4.1**	**78.3**	**-74.2**

In terms of gender, there is a 3.3% difference from the entire sample. They are 3.3% more men and 3.3% fewer women in the South Asian-descent group compared with the entire sample. The significant difference here is of course the nativity distribution. There is a 74.7% difference between the South Asian-origin group and the entire sample. For the former, 96.6% are foreign-born. The difference is greater for men (97.1%) than for women (95.9%). Chart 3.24 at the end of this Chapter compares the class structure of South Asian-origin people with the entire sample.

In the proletariat, as a group, South Asian-origin people are over-represented by 7.5%, compared with the entire sample. In the semi-autonomous workers they are under-

represented by 2.8%. In the managers and supervisors they are under-represented by 2.4%, and in the petty bourgeoisie by 2.9%. In the employers they are over-represented by 0.5% only. Table 3.26 below shows the gender differences. Chart 3.25 at the end of this Chapter shows the class structure of South Asian-origin respondents by sex, and it compares to the entire sample.

Table 3.26
The Class Structure of South Asian-descent Men and Women

CLASSES (SA)	N of Men	% of Men	N of Women	% of Women
Proletarians	1,984	**57.9**	1,871	**71.6**
Semi-autonomous workers	592	**17.3**	396	**15.2**
Managers and Supervisors	354	**10.3**	160	**6.1**
Petty Bourgeoisie	219	**6.4**	88	**3.4**
Employers	276	**8.1**	98	**3.8**
Totals	3,425	**100.0**	2,613	**100.1**

South Asian-origin men as a group are over-represented in the proletariat by 5.2% compared with all men in the sample. In the semi-autonomous workers they are over-represented by 0.4%. In the managers and supervisors they are under-represented by 3.3%. In the petty bourgeoisie they are under-represented by 2.8%, but in the employers they are over-represented by 0.5%. South Asian-origin women as a group are over-represented in the proletariat by 11.3% compared with all women in the sample. In the class of semi-autonomous workers they are under-represented by 6.7%, in the managers and supervisors by 1.6% and in the petty bourgeoisie by 3.2%. In the class of employers, however, they are over-represented by 0.4%. Table 3.27 adds nativity to the gender composition of the class structure of South Asian-origin people.

Table 3.27
The Class Structure of South Asian-descent
Foreign-born and Native-born Men and Women

CLASSES (SA)	% of FB Men	% of All FB Men	+/- %	% of NB Men	% of All NB Men	+/- %	% of FB Women	% of All FB Women	+/- %	% of NB Women	% of All NB Women	+/- %
Proletarians	58.2	51.0	**+7.2**	48.0	53.2	**-5.2**	72.4	63.7	**+8.7**	53.8	59.4	**-5.6**
Semi-autonomous workers	17.1	18.3	**-1.2**	25.0	16.5	**+8.5**	14.6	18.7	**-4.1**	27.4	22.8	**+4.6**
Managers + Supervisors	10.2	12.2	**-2.0**	16.0	14.0	**+2.0**	5.9	6.7	**-0.8**	12.3	8.0	**+4.3**
Petty Bourgeoisie	6.4	9.5	**-3.1**	5.0	9.1	**-4.1**	3.4	6.2	**-2.8**	3.8	6.7	**-2.9**
Employers	8.1	9.0	**-0.9**	6.0	7.2	**-1.2**	3.8	4.6	**-0.8**	2.8	3.1	**-0.3**

Foreign-born South Asian-origin men are over-represented in the proletariat by 7.2% compared with all foreign-born men in the sample. In the semi-autonomous workers they are under-represented by 1.2%, in the managers and supervisors by 2%, in the petty bourgeoisie by 3.1%, and by 0.9% in the employers. Native-born South Asian-origin men are under-represented in the proletariat by 5.2% compared with all native-born men in the sample. In the semi-autonomous workers they are over-represented by 8.5%, as they are in the managers and supervisors by 2%. In the petty bourgeoisie they are under-represented by 4.1% and in the employers by 1.2%.

Foreign-born South Asian-origin women are over-represented in the proletariat by 8.7% compared with all foreign-born women in the sample. In all other classes they are

under-represented: in the semi-autonomous workers by 4.1%, in the managers and supervisors by 0.8%, in the petty bourgeoisie by 2.8% and by 0.8% in the employers. Native-born South Asian-origin women are under-represented in the proletariat by 5.6% compared with all native-born women in the sample. In the semi-autonomous workers they are over-represented by 4.6%, as they are in the managers and supervisors by 4.3%. In the petty bourgeoisie they are under-represented by 2.9% and in the employers by 0.3%. Chart 3.26 at the end of this Chapter presents graphically the aforementioned differences.

Filipino-descent Respondents

Table 3.28 shows the sex and nativity compositions of Filipino-origin respondents as they compared with the entire sample.

Table 3.28
Sex and Nativity Composition of Filipino-descent Respondents

FILIPINOS	N=2,811	% of FI	% in Sample	+/- %
SEX				
Men	1,081	**38.5**	**53.4**	**-14.9**
Women	1,730	**61.5**	**46.6**	**+14.9**
NATIVITY				
Foreign-born (FB)	2,773	**98.6**	**21.9**	**+76.7**
Native-born (NB)	38	**1.4**	**78.1**	**-76.7**
of Males				
FB	1,061	**98.1**	**22.2**	**+75.9**
NB	20	**1.9**	**77.8**	**-75.9**
of Females				
FB	1,712	**99.0**	**21.7**	**+77.3**
NB	18	**1.0**	**78.3**	**-77.3**

In terms of gender composition, the Filipino-origin group exhibits a substantial difference from the entire group. There are 14.9% fewer men (and 14.9% more women) in this group. Nativity is also substantially different by 76.7%. Almost all Filipino-origin people are foreign-born, when the average is just over one in five. Foreign-born Filipino-origin women record a higher percentage (99%) than foreign-born men (98.1%). The total number of native-born Filipino-origin people in the sample is only 38. Consequently, it will be extremely difficult to draw any conclusions about this segment of the FI population, let alone their class by gender and nativity composition. Chart 3.27 at the end of this Chapter portrays the class structure of Filipino-descent respondents compared to the entire sample.

As a group, Filipino-origin respondents are over-represented by 18.6% in the proletariat compared to the entire sample. In all other classes they are under-represented: In the semi-autonomous workers by 2.8%, in the managers and supervisors by 5.9%, in the petty bourgeoisie by 5.7%, and by 4.3% in the employers. Table 3.29 provides in detail the gender dimensions of class. Chart 3.28 at the end of this Chapter compares the class structure of Filipino-descent men and women with that of the entire sample.

Table 3.29
The Class Structure of Filipino-descent Men and Women

CLASSES (FI)	N of Men	% of Men	N of Women	% of Women
Proletarians	790	**73.1**	1,315	**76.0**
Semi-autonomous workers	171	**15.8**	289	**16.7**
Managers and Supervisors	69	**6.4**	71	**4.1**
Petty Bourgeoisie	28	**2.6**	38	**2.2**
Employers	23	**2.1**	17	**1.0**
Totals	1,081	**100.0**	1,730	**100.0**

Filipino-origin men are over-represented in the proletariat by 20.4%, compared with all men in the sample. In every other class they are under-represented: in the semi-autonomous workers by 0.9%, in the managers and supervisors by 7.2%, in the petty bourgeoisie by 6.6%, and by 5.5% in the employers. Filipino-origin women are over-represented in the proletariat by 14.3%, compared with all women in the sample. In every other class they are under-represented: in the semi-autonomous workers by 5.2%, in the managers and supervisors by 3.6%, in the petty bourgeoisie by 4.4%, and by 2.4% in the employers. Table 3.30 adds the nativity dimension to class by gender.

Table 3.30
The Class Structure of Filipino-descent
Foreign-bon and Native-born Men and Women

CLASSES (FI)	% of FB Men	% of All FB Men	+/- %	% of NB Men	% of All NB Men	+/- %	% of FB Women	% of All FB Women	+/- %	% of NB Women	% of All NB Women	+/- %
Proletarians	73.4	51.0	**+22.4**	55.0	53.2	**+1.8**	76.2	63.7	**+12.5**	61.1	59.4	**+1.7**
Semi-autonomous workers	15.7	18.3	**-2.6**	20.0	16.5	**+3.5**	16.7	18.7	**-2.0**	16.7	22.8	**-6.1**
Managers + Supervisors	6.2	12.2	**-6.0**	15.0	14.0	**+1.0**	4.0	6.7	**-2.7**	11.1	8.0	**+3.1**
Petty Bourgeoisie	2.5	9.5	**-7.0**	10.0	9.1	**+0.9**	2.1	6.2	**-4.1**	11.1	6.7	**+4.4**
Employers	2.2	9.0	**-6.8**	0.0	7.2	**-7.2**	1.0	4.6	**-3.6**	0.0	3.1	**-3.1**

It appears that there are no native-born employers in the Filipino-origin groups, either males or females. The number of people in classes other than the proletariat is very low, and we could not generalize about this population. Foreign-born Filipino-

origin men are over-represented in the proletariat by 22.4% compared to all foreign-born men. They are under-represented in all other classes: in the semi-autonomous workers by 2.6%, in the managers and supervisors by 6%, in the petty bourgeoisie by 7%, and by 6.8% in the employers. Native-born Filipino-descent men are over-represented in the proletariat by 1.8% compared to all native-born men. In the semi-autonomous workers they are over-represented 3.5%, in the managers and supervisors by 1%, and in petty bourgeoisie by 0.9%. In the class of employers there are no native-born Filipino-descent men.

Foreign-born Filipino-descent women are over-represented in the proletariat by 12.5% compared to all foreign-born women. They are under-represented in all other classes: in the semi-autonomous workers by 2%, in the managers and supervisors by 2.7%, in the petty bourgeoisie by 4.1%, and by 3.6% in the employers. Native-born Filipino-descent women are over-represented in the proletariat by 1.7% compared to all native-born women. They are under-represented in the semi-autonomous workers by 6.1%. In the managers and supervisors they are over-represented by 3.1%, and in the petty bourgeoisie by 4.4%. There are no native-born Filipino-descent women in the class of employers. Chart 3.29 at the end of this Chapter graphically represents the class structure of Filipino-descent men and women by nativity. Note that there are no native-born men or women respondents in the employers' class.

Caribbean-descent Respondents

In Table 3.31 we present and gender and nativity compositions of Caribbean-origin respondents. In terms of gender, it is interesting that Caribbean-origin respondents constitute the only group in which there are fewer men (46.6%) than women (53.4%). There is a 6.8% difference from the entire sample. For nativity, more than nine out of ten members of the group are foreign born. There exist a 70% difference from the entire sample, more pronounced in women (71.3%) than in men (68.6%).

Table 3.31
Sex and Nativity Composition of Caribbean-descent Respondents

CARIBBEAN	N=3,460	% of CA	% in Sample	+/- %
SEX				
Men	1,614	**46.6**	**53.4**	**-6.8**
Women	1,846	**53.4**	**46.6**	**+6.8**
NATIVITY				
Foreign-born (FB)	3,181	**91.9**	**21.9**	**+70.0**
Native-born (NB)	279	**8.1**	**78.1**	**-70.0**
of Males				
FB	1,465	**90.8**	**22.2**	**+68.6**
NB	149	**9.2**	**77.8**	**-68.6**
of Females				
FB	1,716	**93.0**	**21.7**	**+71.3**
NB	130	**7.0**	**78.3**	**-71.3**

Chart 3.30 at the end of this Chapter portrays the class structure of the Caribbean-origin group as a whole. In the proletariat they are over-represented by 13.6% compared to the entire sample. In all other classes they are under-represented: in the semi-autonomous workers by 1.2%, in the managers and supervisors by 4.7%, in the petty

bourgeoisie by 4.4%, and in the employers by 3.4%. Chart 3.31 at the end of this Chapter presents the class structure of Caribbean-origin respondents by sex.

In the proletariat, Caribbean-origin men are over-represented by 15.3% compared with all the men in the sample. In all other classes they are under-represented: in the semi-autonomous workers by 1.4%, in the managers and supervisors by 6%, in the petty bourgeoisie by 3.8%, and in the employers by 4.1% (more than half the average of all men). Caribbean-descent women are also over-represented in the proletariat by 11.3%, compared with all women in the sample. In all other classes they are under-represented: in the semi-autonomous workers by 1.7%, in the managers and supervisors by 2.7%, in the petty bourgeoisie by 4.6% (more than three times lower than the all- women's average), and in the employers by 2.2% (more than half the all-women's average). Table 3.32 below presents the numbers as well as the percentages of class by gender of the Caribbean-descent group.

Table 3.32
The Class Structure of Caribbean-descent Men and Women

CLASSES (CA)	N of Men	% of Men	N of Women	% of Women
Proletarians	1,098	**68.0**	1,322	**71.6**
Semi-autonomous workers	250	**15.5**	373	**20.2**
Managers and Supervisors	123	**7.6**	92	**5.0**
Petty Bourgeoisie	87	**5.4**	37	**2.0**
Employers	56	**3.5**	22	**1.2**
Totals	1,614	**100.0**	1,846	**100.0**

Table 3.33 illustrates the class structure of Caribbean-origin men and women by nativity. Foreign-born Caribbean-origin men are over-represented in the proletariat by 18.4% compared with all foreign-born men in the sample. In all other classes they are

under-represented: in the semi-autonomous workers by 2.9%, in the managers and supervisors by 4.8%, in the petty bourgeoisie by 4.2%, and in the employers by 5.5%.

Native-born Caribbean-origin men are over-represented in the proletariat by 11.2% compared with all native-born men in the sample. In all other classes they are under-represented: in the semi-autonomous workers by 0.4%, in the managers and supervisors by 4.6%, in the petty bourgeoisie by 2.4%, and in the employers by 3.8%. Foreign-born Caribbean-origin women are over-represented in the proletariat by 8% compared with all foreign-born women in the sample. In the semi-autonomous workers they are over-represented by 1.6%. In all other classes they are under-represented: in the managers and supervisors by 1.8%, in the petty bourgeoisie by 4.2%, and in the employers by 3.5%.

Table 3.33
The Class Structure of Caribbean-descent
Foreign-born and Native-born Men and Women

CLASSES (CA)	% of FB Men	% of All FB Men	+/- %	% of NB Men	% of All NB Men	+/- %	% of FB Women	% of All FB Women	+/- %	% of NB Women	% of All NB Women	+/- %
Proletarians	68.4	51.0	**+18.4**	64.4	53.2	**+11.2**	71.7	63.7	**+8.0**	70.8	59.4	**+11.4**
Semi-autonomou workers	15.4	18.3	**-2.9**	16.1	16.5	**-0.4**	20.3	18.7	**+1.6**	18.5	22.8	**-4.3**
Managers + Supervisors	7.4	12.2	**-4.8**	9.4	14.0	**-4.6**	4.9	6.7	**-1.8**	6.2	8.0	**-1.8**
Petty Bourgeoisie	5.3	9.5	**-4.2**	6.7	9.1	**-2.4**	2.0	6.2	**-4.2**	2.3	6.7	**-4.4**
Employers	3.5	9.0	**-5.5**	3.4	7.2	**-3.8**	1.1	4.6	**-3.5**	2.3	3.1	**-0.8**

Native-born Caribbean-origin women are over-represented in the proletariat by 11.4% compared with all native-born women in the sample. In all other classes they are under-represented: in the semi-autonomous workers by 4.3%, in the managers and supervisors by 1.8%, in the petty bourgeoisie by 4.4%, and in the employers by 0.8%. It should be noted that the numbers of both foreign-born and native-born women in classes other than the proletariat are very low, and it is impossible to arrive at any meaningful conclusions about them. Chart 3.32 at the end of this Chapter presents graphically the class differences of Caribbean-origin respondents by gender and nativity.

Summary Table of Sex Compositions

In this section I present summary tables comparing ethnic/"visibility" group deviations from sample averages (from high to low). I first look at the groups as units of analysis, and then break them down by their internal heterogeneity in terms of sex, nativity and class. Table 3.34 below points out the different sex compositions.

Table 3.34
Sex Composition of Groups

ETHNIC GROUP	% of M	+/-% of M	% of F	+/-% of F
Italians	57.0	+3.6	43.0	-3.6
South Asians	56.7	+3.3	43.3	-3.3
British	56.5	+3.1	43.5	-3.1
Portuguese	56.5	+3.1	43.5	-3.1
Greeks	56.1	+2.7	43.9	-2.7
French	55.1	+1.7	44.9	-1.7
Jewish	52.6	-0.8	47.4	+0.8
Chinese	52.2	-1.2	47.8	+1.2
Caribbean	46.6	-6.8	53.4	+6.8
Filipinos	38.5	-14.9	61.5	+14.9
SAMPLE AVERAGE	**53.4**	-	**46.6**	-

Summary Table of Nativity Compositions

In terms of nativity, the picture is quite different. As expected, the "visible" groups are on the top of the list and the charter groups on the bottom. Groups who have arrived recently have a higher foreign-born population content. Table 3.35 below presents details.

Table 3.35
Nativity Composition of Groups, Foreign-born and Native-born

ETHNIC GROUP	% of FB	+/-% for FB	% of NB	+/-% for NB
Filipinos	98.6	+76.7	1.4	-76.7
South Asians	97.1	+74.7	2.9	-74.7
Caribbean	90.8	+68.6	9.2	-68.6
Chinese	90.7	+68.3	9.3	-68.3
Portuguese	85.6	+63.7	14.4	-63.7
Greeks	61.8	+39.9	38.2	-39.9
Italians	47.4	+25.5	52.6	-25.5
Jewish	35.2	+13.3	64.8	-13.3
British	22.7	+0.8	77.3	-0.8
French	3.0	-18.9	97.0	+18.9
SAMPLE AVERAGE	**21.9**		**78.1**	

The above data point toward important variations, useful for cross-comparisons. When we refer to a specific group, we should be aware of their nativity composition so that any conclusions drawn about the impact of their educational attainment on their earnings, for example, take into account the fact that their members may have acquired their education outside Canada. This, as we know, has important consequences on employment patterns and therefore on earnings. In the sex and nativity Tables above we discern that the "visible" minority groups have high percentages of women and the

highest percentage of foreign-born respondents within. This is likely to affect their earnings negatively.

Summary Tables of Classes

Next we present the class structure of groups, in separate tables for each class. We begin with the proletariat. We are interested in showing which group, as a whole, is more proletarianized (we will introduce sex and nativity later). We will then proceed with semi-autonomous workers, managers and supervisors, the petty bourgeois and the employers. Attention is placed upon the relationship of class and "visibility".

Table 3.36
Proletarians by Ethnic Group

ETHNIC GROUP	% of P	+/-%
Filipinos	74.9	+18.6
Portuguese	74.7	+18.4
Caribbean	69.9	+13.6
South Asians	63.8	+6.5
Italians	58.4	+2.1
Greeks	56.1	-0.2
British	55.7	-0.6
French	55.4	-0.9
Chinese	53.7	-2.6
Jewish	33.0	-23.3
SAMPLE AVERAGE	**56.3**	

It is apparent that there is no clear-cut relationship between membership in a "visible" minority and proletarianization. Groups like the Chinese-descent respondents are actually more under-represented in the proletariat (-2.6%) than many non-"visible" groups like the Portuguese (second highest, +18.4%), or the Italians (+2.1%), Greeks (-

0.2%), British (-0.6%) and the French (-0.9%). Three "visible" groups, however, are among the most proletarianized ones: Filipinos (+18.6%), Caribbean (+13.6%), and South Asians (+6.5%).

In the class of semi-autonomous workers we observe that the Southern European groups are the least represented. The most represented groups are the Jewish (+9.5%), the French (+3.2%) and the Chinese (+2.4%). The "visibility" argument does not hold true here either. There are "visible" groups that have lower percentages of under-representation than non-"visible" groups.

Table 3.37
Semi-autonomous Workers by Ethnic Group

ETHNIC GROUP	% of SAW	+/-%
Jewish	28.7	+9.5
French	22.4	+3.2
Chinese	21.6	+2.4
British	18.1	-1.1
Caribbean	18.0	-1.2
South Asians	16.4	-2.8
Filipinos	16.4	-2.8
Italians	15.6	-3.6
Greeks	13.1	-6.1
Portuguese	7.7	-11.5
SAMPLE AVERAGE	**19.2**	

There would appear to be a pattern of under-representation of the so-called "visible" groups in the class of semi-autonomous workers, if it were not for the Greeks (-1.8%) and the Portuguese (-2.7%) who are also under-represented. Table 3.38 shows the distributions in the class of managers and supervisors.

Table 3.38
Managers and Supervisors by Ethnic Group

ETHNIC GROUP	% of MS	+/-%
British	12.4	+1.5
Italians	12.4	+1.5
Jewish	11.9	+1.0
French	10.7	-0.2
Greeks	9.1	-1.8
Chinese	8.7	-2.2
South Asians	8.5	-2.7
Portuguese	8.5	-2.7
Caribbean	6.2	-4.7
Filipinos	5.0	-5.9
SAMPLE AVERAGE	**10.9**	

In the class of managers and supervisors only three groups are over-represented: the Jewish (+3.8%), the Greeks (+0.5%) and the British (+0.4%). All other groups are under-represented. The results for French, Italians and Portuguese are not consonant with the "visibility thesis". Table 3.39 shows the petty bourgeoisie distributions within ethnic groups.

Table 3.39
Petty Bourgeoisie by Ethnic Group

ETHNIC GROUP	% of PB	+/-%
Jewish	11.8	+3.8
Greeks	8.5	+0.5
British	8.4	+0.4
Chinese	7.8	-0.2
French	6.7	-1.3
Italians	5.8	-2.2
South Asians	5.1	-2.9
Portuguese	4.5	-3.5
Caribbean	3.6	-4.4
Filipinos	1.4	-6.6
SAMPLE AVERAGE	**8.0**	

In the class of employers the Charter groups are under-represented. Two "visible" groups are also over-represented: the Chinese (+2.5%) and the South Asians (+0.5%). The Jewish (+8.9%) and the Greeks (+7.5%) top the list.

Table 3.40
Employers by Ethnic Group

ETHNIC GROUP	% of E	+/-%
Jewish	14.6	+8.9
Greeks	13.2	+7.5
Chinese	8.2	+2.5
Italians	7.8	+2.1
South Asians	6.2	+0.5
British	5.4	-0.3
French	4.8	-0.9
Portuguese	4.6	-1.1
Caribbean	2.3	-3.4
Filipinos	1.4	-4.3
SAMPLE AVERAGE	**5.7**	

When we introduce gender into our analysis of class composition by ethnic/"visibility" group, the picture is quite different. It should be noted that the ethnic group order is different from Table 3.36.

Table 3.41
Male Proletarians by Ethnic Group

ETHNIC GROUP	% of M P	+/-%
Filipinos	73.1	+20.6
Portuguese	70.8	+17.9
Caribbean	68.0	+15.3
South Asians	57.9	+7.2
French	53.5	+0.8
Italians	52.8	+0.1
British	52.3	-0.4
Greeks	48.7	-4.0
Chinese	45.5	-7.2
Jewish	23.7	-19.0
SAMPLE AVERAGE	**52.7**	

Three of the over-represented groups for males in the proletariat are "visible" (Filipinos, Caribbean and South Asians) and three are non-"visible" (Portuguese, French, Italians). In the under-represented groups we have one "visible" group (Chinese) and three non-"visible" groups (Jewish, Greeks, British). Table 3.42 below presents the distribution of males in the class of semi-autonomous workers by ethnic group. Notice again that the order is different from Table 3.37 above.

In the over-represented groups there are two "visible" (Chinese and South Asians) and two non-"visible" groups (Jewish and French). In the under-represented groups we have two "visible" groups (Filipinos and Caribbean) and four non-"visible", three of which are the Southern Europeans. The other one is the British. Table 3.42 shows the results for managers and supervisors. The order in this table is also different from Table 3.38 above.

Table 3.41
Male Semi-autonomous Workers by Ethnic Group

ETHNIC GROUP	% of M SAW	+/-%
Jewish	26.6	+9.7
Chinese	24.0	+7.1
French	19.0	+2.1
South Asians	17.3	+0.4
British	16.0	-0.9
Filipinos	15.8	-1.1
Caribbean	15.5	-1.4
Italians	13.7	-3.2
Greeks	12.0	-4.9
Portuguese	7.0	-9.9
SAMPLE AVERAGE	**16.9**	

All three over-represented groups are non-"visible" (British, Jewish, Italian). In the under-represented groups there is one Charter group (French), two Southern European (Portuguese and Greeks) and four "visible" groups (Chinese, South Asians, Caribbean and Filipinos).

Table 3.42
Male Managers and Supervisors by Ethnic Group

ETHNIC GROUP	% of M MS	+/-%
British	15.2	+1.6
Italians	15.1	+1.5
Jewish	14.9	+1.3
French	13.3	-0.3
Chinese	11.1	-2.5
Portuguese	10.5	-3.1
South Asians	10.3	-3.3
Greeks	9.7	-3.9
Caribbean	7.6	-6.0
Filipinos	6.4	-7.2
SAMPLE AVERAGE	**13.6**	

Table 3.43 shows the percentage of males by ethnic group in the petty bourgeoisie. Males of Jewish descent are over-represented by 5%, the Greek males by 1.9% and the Chinese males by 0.3%. In the under-represented groups we have one Charter group (French) and two more non-"visible" groups (Italians and Portuguese). French and Italian males are under-represented by 1.6%. The South Asian males are under-represented by 2.8%. Portuguese males are under-represented by 3.6%. Males in the Caribbean and Filipino groups are the most under-represented in the (3.8% and 6.6% respectively). The order of groups differs clearly from Table 3.39 above.

Table 3.43
Male Petty Bourgeois by Ethnic Group

ETHNIC GROUP	% of M PB	+/-%
Jewish	14.2	+5.0
Greeks	11.1	+1.9
British	9.6	+0.4
Chinese	9.5	+0.3
French	7.6	-1.6
Italians	7.6	-1.6
South Asians	6.4	-2.8
Portuguese	5.6	-3.6
Caribbean	5.4	-3.8
Filipinos	2.6	-6.6
SAMPLE AVERAGE	**9.2**	

Two out of five over-represented groups are "visible" (Chinese and South Asians). There are two Southern European groups (Greeks and Italians) and the Jewish. In the under-represented groups we find both Charter groups, as well as the Portuguese and two "visible" groups (Caribbean and Filipinos). In the tables that follow we examine the percentage distributions of females per class for each ethnic/"visibility" group in question.

Table 3.44 below shows the percentage of males in the class of employers. It is also distinctly different from Table 3.40 above. We observe that the Chinese and the South-Asian males are among the over-represented groups (2.3% and 0.5% respectively, along with the Greeks (11%), Italians (2.8%) and the Jews (13%). Charter group males are under-represented: the British by 0.7% and the French by 1%. The Portuguese, Caribbean and Filipino males are also under-represented by 1.5%, 4.1% and 5.5% respectively.

Table 3.44
Male Employers by Ethnic Group

ETHNIC GROUP	% of M E	+/-%
Jewish	20.6	+13.0
Greeks	18.6	+11.0
Italians	10.8	+2.8
Chinese	9.9	+2.3
South Asians	8.1	+0.5
British	6.9	-0.7
French	6.6	-1.0
Portuguese	6.1	-1.5
Caribbean	3.5	-4.1
Filipinos	2.1	-5.5
SAMPLE AVERAGE	**7.6**	

In the case of females in the proletariat we observe that in the over-represented groups we find all the Southern European groups as well as all the "visible" groups. In the under-represented groups we find the Charter groups and the Jewish. In general, women are more proletarianized compared with men, within their respective categories.

Table 3.45
Female Proletarians by Ethnic Group

ETHNIC GROUP	% of F P	+/-%
Portuguese	79.7	+19.4
Filipinos	76.0	+15.7
Caribbean	71.6	+11.3
South Asians	71.6	+11.3
Italians	65.8	+5.5
Greeks	65.6	+5.3
Chinese	62.6	+2.3
British	60.2	-0.1
French	57.6	-2.7
Jewish	43.4	-16.9
SAMPLE AVERAGE	**60.3**	

Table 3.46 below shows the percentages of women in the semi-autonomous workers by ethnic/"visible" group.

Table 3.46
Female Semi-autonomous Workers by Ethnic Group

ETHNIC GROUP	% of F SAW	+/-%
Jewish	30.9	+9.0
French	26.5	+4.6
British	20.8	-1.1
Caribbean	20.2	-1.7
Chinese	18.9	-3.0
Italians	18.1	-3.8
Filipinos	16.7	-5.2
South Asians	15.2	-6.7
Greeks	14.4	-7.5
Portuguese	8.6	-13.3
SAMPLE AVERAGE	**21.9**	

Only Jewish and French females are over-represented in the semi-autonomous workers. All other groups are under-represented. Here we find the British, all the "visible" groups and all the Southern Europeans. The most under-represented are the Greeks and the Portuguese.

Table 3.47 below shows the percentages of women in the class of managers and supervisors across ethnic/"visibility" groups. There are only four over-represented groups in the class of managers and supervisors, one of which is a Charter group (British). The other three are Italians, Jewish and Greeks. In the under-represented group we find the French, the Portuguese, and all "visible" groups. The Portuguese-descent female respondents in the class of managers and supervisors are more under-represented than two of the "visible" minority groups (Chinese and South Asians).

Table 3.47
Female Managers and Supervisors by Ethnic Group

ETHNIC GROUP	% of F MS	+/-%
British	8.8	+1.1
Italians	8.8	+1.1
Jewish	8.7	+1.0
Greeks	8.4	+0.7
French	7.5	-0.2
Chinese	6.2	-1.5
South Asians	6.1	-1.6
Portuguese	6.0	-1.7
Caribbean	5.0	-2.7
Filipinos	4.1	-3.6
SAMPLE AVERAGE	**7.7**	

Table 3.48 below presents the percentages of females in the petty bourgeoisie across ethnic/"visibility" groups.

Table 3.48
Female Petty Bourgeois by Ethnic Group

ETHNIC GROUP	% of F PB	+/-%
Jewish	9.2	+2.6
British	6.9	+0.3
Chinese	6.1	-0.6
French	5.7	-0.9
Greeks	5.1	-1.5
Italians	3.6	-3.0
South Asians	3.4	-3.2
Portuguese	3.1	-3.5
Filipinos	2.2	-4.4
Caribbean	2.0	-4.6
SAMPLE AVERAGE	**6.6**	

Only the Jewish and the British are over-represented in the petty bourgeoisie. All other groups are under-represented, with the Portuguese, Filipinos and Caribbean being on the bottom of the list.

Table 3.49 shows the percentages of women in the employers' class across ethnic/"visibility" groups.

Table 3.49
Female Employers by Ethnic Group

ETHNIC GROUP	% of F E	+/-%
Jewish	7.9	+4.5
Greeks	6.4	+3.0
Chinese	6.3	+2.9
Italians	3.8	+0.4
South Asians	3.8	+0.4
British	3.5	+0.1
French	2.7	-0.7
Portuguese	2.6	-0.8
Caribbean	1.2	-2.2
Filipinos	1.0	-2.4
SAMPLE AVERAGE	**3.4**	

Most of the groups are over-represented in the category of female employers. Two out of six groups are "visible" (Chinese and South Asians). The rest are Jewish, Greeks, Italians and British. In the under-represented groups we find the French and the Portuguese, as well as Caribbean and Filipinos. In the pages that follow we present the class distributions of foreign- and native-born men and women whose ancestry comes from the ten ethnic/"visibility" groups under examination.

Class, Gender and Nativity Distributions

Table 3.50 below shows the percentage of foreign-born males in the working class, across our selected ethnic/"visibility" groups. We readily observe that the order of groups is different here than in the tables above that present the data of all males, irrespective of place of birth. We begin by examining the group order of foreign-born males in the proletariat.

Table 3.50
Foreign-Born Male Proletarians by Ethnic Group

ETHNIC GROUP	% of FB P	+/-%
Filipinos	73.4	+21.1
Portuguese	72.3	+20.0
Caribbean	68.4	+16.1
South Asians	58.2	+5.9
Italians	54.8	+2.5
Greeks	49.4	-2.9
Chinese	46.4	-5.9
British	43.8	-8.5
French	42.1	-10.2
Jewish	24.2	-28.1
SAMPLE AVERAGE	**52.3**	

Three out of five over-represented groups in the proletariat are "visible": Filipinos, Caribbean and South Asians. The other two are the Portuguese and the Italians. Notice that, although the Filipinos are the most over-represented (+21.1%), the percentage of the Portuguese is unexcitedly high (+20%), much higher than that of all other "visible" groups. In the under-represented groups we have one "visible" group (Chinese), the Charter groups, the Jewish and the Greeks.

Table 3.51
Foreign-Born Male Semi-autonomous Workers by Ethnic Group

ETHNIC GROUP	% of FB SAW	+/-%
Jewish	27.5	+9.2
French	24.3	+6.0
Chinese	22.7	+4.4
British	20.6	+2.3
South Asians	17.1	-1.2
Caribbean	15.4	-3.1
Filipinos	15.7	-2.6
Italians	9.3	-9.0
Greeks	7.4	-10.9
Portuguese	5.6	-12.7
SAMPLE AVERAGE	**18.3**	

One out of the four over-represented groups in the semi-autonomous workers is "visible" (Chinese); the other two are the Jewish, the French and the British. The most under-represented groups are the Southern Europeans. Three "visible" groups are also under-represented, but not by much, or at least not as much as the Southern Europeans.

Table 3.52
Foreign-Born Male Managers and Supervisors by Ethnic Group

ETHNIC GROUP	% of FB MS	+/-%
British	17.9	+5.7
French	16.2	+4.0
Jewish	14.9	+2.7
Italians	13.8	+1.6
Chinese	10.8	-1.4
Portuguese	10.4	-1.8
South Asians	10.2	-2.0
Greeks	8.2	-4.0
Caribbean	7.4	-4.8
Filipinos	6.2	-6.0
SAMPLE AVERAGE	**12.2**	

Table 3.52 shows the distributions of foreign-born men in the class of managers and supervisors, across ethnic/"visibility" groups. No "visible" groups are over-represented. The British and the French top the list, followed by the Jewish and the Italians. In the under-represented groups we find all the "visible" groups as well as the Portuguese and the Greeks. The Chinese are less under-represented than both the Portuguese and the Greeks (-1.4% to –1.8% and –4% respectively). The South Asians are less under-represented by the Greeks (by –2%).

Table 3.53 shows the distributions of foreign-born males in the petty bourgeoisie.

Table 3.53
Foreign-Born Male Petty Bourgeois by Ethnic Group

ETHNIC GROUP	% of FB PB	+/-%
Jewish	16.1	+6.6
Greeks	12.9	+3.4
French	11.7	+2.2
British	10.1	+0.6
Chinese	9.8	+0.3
Italians	9.1	-0.4
South Asians	6.4	-3.1
Portuguese	5.4	-4.1
Caribbean	5.3	-4.2
Filipinos	2.5	-7.0
SAMPLE AVERAGE	**9.5**	

Only one of the five of the over-represented groups in the PB is "visible", and only by 0.3% (Chinese). The rest of the groups are Jewish, Greeks and the Charter groups. In the under-represented groups we find the rest of the "visible" groups as well as the Italians and the Portuguese.

Table 3.54 presents the distributions of foreign-born men in the class of employers, across ethnic/"visibility" groups.

Table 3.54
Foreign-Born Male Employers by Ethnic Group

ETHNIC GROUP	% of FB E	+/-%
Greeks	22.3	+13.3
Jewish	17.4	+8.7
Italians	13.0	+4.0
Chinese	10.3	+1.3
South Asians	8.1	-0.9
British	7.6	-1.4
Portuguese	6.4	-2.6
French	5.7	-3.3
Caribbean	3.5	-5.5
Filipinos	2.2	-6.8
SAMPLE AVERAGE	**9.0**	

The Greeks top the list with twice the sample average for foreign-born men. In the over-represented groups we have one "visible" group (Chinese). All other "visible" groups are under-represented. The Charter groups and the Portuguese are also under-represented.

We now turn to native-born males. In the tables that follow we present their distribution along classes by ethnic/"visibility" group. Table 3.55 describes the proletariat. In the over-represented groups we find two "visible" groups: Caribbean (+11.2%) and Filipinos (+1.8%). The other over-represented groups are also the Portuguese (+8.8%) and the Charter groups, with lower percentages (British +1.4%, French +0.7%). In the under-represented groups we find two "visible" groups: South

Asians with -5.2% and the Chinese with –15.8%. The Jewish (-19.8%), the Greeks (-5.8%) and the Italians (-2.5%) are also under-represented.

Table 3.55
Native-Born Male Proletarians by Ethnic Group

ETHNIC GROUP	% of NB P	+/-%
Caribbean	64.4	+11.2
Portuguese	62.0	+8.8
Filipinos	55.0	+1.8
British	54.6	+1.4
French	53.9	+0.7
Italians	50.7	-2.5
South Asians	48.0	-5.2
Greeks	47.4	-5.8
Chinese	37.7	-15.8
Jewish	23.4	-19.8
SAMPLE AVERAGE	**53.2**	

Table 3.56 presents the distributions of NB men in the semi-autonomous workers across ethnic/"visibility" groups.

Table 3.56
Native-Born Male Semi-autonomous Workers by Ethnic Group

ETHNIC GROUP	% of NB SAW	+/-%
Chinese	36.3	+19.8
Jewish	26.2	+9.7
South Asians	25.0	+8.5
Greeks	20.1	+3.6
Filipinos	20.0	+3.5
French	18.8	+2.3
Italians	18.1	+1.6
Caribbean	16.1	-0.4
Portuguese	15.7	-0.8
British	14.7	-1.8
SAMPLE AVERAGE	**16.5**	

We observe that native-born men of "visible" groups are over-represented in the semi-autonomous workers. The only exception is the Caribbean group. In the under-represented group we find the Portuguese and the British. The "visibility" thesis does not hold in this category.

Table 3.57 presents the distribution of native-born men in the class of managers and supervisors across ethnic/"visibility" groups.

Table 3.57
Native-Born Male Managers and Supervisors by Ethnic Group

ETHNIC GROUP	% of NB MS	+/-%
Italians	16.5	+2.5
South Asians	16.0	+2.0
Filipinos	15.0	+1.0
Jewish	14.9	+0.9
British	14.5	+0.5
Chinese	13.6	-0.4
French	13.2	-0.8
Greeks	12.4	-1.6
Portuguese	10.9	-3.1
Caribbean	9.4	-4.6
SAMPLE AVERAGE	**14.0**	

In the over-represented groups we find two "visible" groups: the South Asians and the Filipinos. The other over-represented ones are the Italians, the Jewish and the British. In the under-represented groups we find the rest of the "visible" groups, the Greeks and Portuguese, as we as the French.

Table 3.58 below portrays the percentages of native-born men in the petty bourgeoisie across ethnic/"visibility" groups.

Table 3.58
Native-Born Male Petty Bourgeois by Ethnic Group

ETHNIC GROUP	% of NB PB	+/-%
Jewish	13.1	+4.0
Filipinos	10.0	+0.9
British	9.5	+0.4
Greeks	8.0	-1.1
French	7.5	-1.6
Portuguese	7.0	-2.1
Caribbean	6.7	-2.4
Italians	6.0	-3.1
Chinese	6.0	-3.1
South Asians	5.0	-4.1
SAMPLE AVERAGE	**9.1**	-

The Filipinos are one of the over-represented groups, but the percentage is not great (+0.9%). The other two are the Jewish and the British. In the under-represented groups we find the rest of the "visible" groups as well as the French and the Southern Europeans. Table 3.59 shows the percentages of native-born men in the class of employers across ethnic/"visibility" groups.

Table 3.59
Native-Born Male Employers by Ethnic Group

ETHNIC GROUP	% of NB E	+/-%
Jewish	22.4	+15.2
Greeks	12.1	+4.9
Italians	8.7	+1.5
British	6.7	-0.5
French	6.6	-0.6
Chinese	6.4	-0.8
South Asians	6.0	-1.2
Portuguese	4.4	-2.8
Caribbean	3.4	-3.8
Filipinos	0.0	-7.2
SAMPLE AVERAGE	**7.2**	

There are only three over-represented groups: The Jewish with +5.2%, the Greeks with +4.9% and the Italians with +1.5%. Every other group is under-represented, including both Charter groups, the Portuguese, and all the "visible" groups. The Portuguese are more under-represented than both the Chinese and the South Asians. In the case of the Filipinos, the most under-represented (-7.2%), we should remember that the *n* for the whole group in the class of employers is very small (*n*=40).

We now turn to women. The tables that follow depict the distributions of both foreign- and native-born women in the class structure across ethnic/"visibility" groups. Table 3.60 begins with foreign-born female respondents in the proletariat. In this class, there are only three under-represented groups: the Jewish and the Charter groups. Every other group is over-represented, including the "visible" groups, with the Portuguese topping the list.

Table 3.59
Foreign-Born Female Proletarians by Ethnic Group

ETHNIC GROUP	% of FB P	+/-%
Portuguese	81.1	+17.4
Filipinos	76.2	+12.5
Italians	72.6	+8.9
South Asians	72.4	+8.7
Caribbean	71.7	+8.0
Greeks	68.6	+4.9
Chinese	64.1	+0.4
British	58.6	-5.1
French	50.6	-13.1
Jewish	43.3	-20.4
SAMPLE AVERAGE	**63.7**	-

Table 3.60 presents the percentages of foreign-born women in the semi-autonomous workers, across ethnic/"visibility" groups.

Table 3.60
Foreign-Born Female Semi-autonomous Workers by Ethnic Group

ETHNIC GROUP	% of FB SAW	+/-%
Jewish	30.4	+11.7
French	28.5	+9.8
British	21.0	+2.3
Caribbean	20.3	+1.6
Chinese	17.4	-1.3
Filipinos	16.7	-2.0
South Asians	14.6	-4.1
Italians	11.7	-7.0
Greeks	9.7	-9.0
Portuguese	7.5	-11.2
SAMPLE AVERAGE	**18.7**	

In the over-represented groups we find the Jewish, the Charter groups and the Caribbean. All other "visible" groups are under-represented, along with the Southern Europeans, who are on the bottom of the list.

Table 3.61
Foreign-Born Female Managers and Supervisors by Ethnic Group

ETHNIC GROUP	% of FB MS	+/-%
British	9.5	+2.8
French	7 9	+1.2
Greeks	7.3	+0.6
Jewish	7.2	+0.5
Italians	7.1	+0.4
South Asians	5.9	-0.8
Portuguese	5.8	-0.9
Chinese	5.7	-1.0
Caribbean	4.9	-1.8
Filipinos	4.0	-2.7
SAMPLE AVERAGE	**6.7**	

Table 3.61 shows the distribution of FB women in the class of managers and supervisors, across ethnic/"visibility" groups. There is no over-represented "visible" group in the class of managers and supervisors. The Charter groups top the list, followed by the Greeks, the Jewish and the Italians. The Portuguese are also under-represented. Table 3.62 below shows the distributions of foreign-born women in the petty bourgeoisie.

Table 3.62
Foreign-Born Female Petty Bourgeois by Ethnic Group

ETHNIC GROUP	% of FB PB	+/-%
French	10.1	+3.9
Jewish	9.5	+3.3
British	7.0	+0.8
Greeks	6.5	+0.3
Chinese	6.1	-0.1
South Asians	3.4	-2.8
Italians	3.3	-2.9
Portuguese	3.0	-3.2
Filipinos	2.1	-4.1
Caribbean	2.0	-4.2
SAMPLE AVERAGE	**6.2**	

All "visible" groups are under-represented, along with the Italians and the Portuguese. The Charter groups, the Jewish and the Greeks are over-represented.

Table 3.63 shows the distributions of foreign-born women in the class of employers across ethnic/"visibility" groups. Only the Chinese out of the "visible" groups is over-represented in the class of employers, with 2.2%. The other over-represented groups are the Jewish with 5.1%, the Greeks with 3.4%, and the Italians with 0.7%. Both Charter groups are under-represented, along with the Portuguese. The Filipinos are the

most under-represented with –3.6%. The Portuguese are more under-represented than the South Asians (more than double the under-representation, -1.9% to –0.8%), who are only marginally under-represented compare to the British (-0.8% to –0.7%).

Table 3.63
Foreign-Born Female Employers by Ethnic Group

ETHNIC GROUP	% of FB E	+/-%
Jewish	9.7	+5.1
Greeks	8.0	+3.4
Chinese	6.8	+2.2
Italians	5.3	+0.7
British	3.9	-0.7
South Asians	3.8	-0.8
French	2.9	-1.7
Portuguese	2.7	-1.9
Caribbean	1.1	-3.5
Filipinos	1.0	-3.6
SAMPLE AVERAGE	**4.6**	

We now turn to native-born women in the class structure across ethnic/"visibility" groups. We begin with native-born women in the proletariat.

Table 3.64
Native-Born Female Proletarians by Ethnic Group

ETHNIC GROUP	% of NB P	+/-%
Portuguese	72.2	+12.8
Caribbean	70.8	+11.4
Greeks	61.3	+1.9
Filipinos	61.1	+1.7
British	60.7	+1.3
Italians	60.5	+1.1
French	57.8	-1.6
South Asians	53.8	-5.6
Chinese	47.4	-12.0
Jewish	43.4	-16.0
SAMPLE AVERAGE	**59.4**	-

Of the over-represented groups, Filipinos and Caribbean belong to the "visible" category. The other over-represented groups are the Southern Europeans and the British. In the under-represented groups we find the French, the South Asians, the Chinese and the Jewish.

Table 3.65 represents the distributions of native-born women in the semi-autonomous workers across ethnic/"visibility" groups.

Table 3.65
Native-Born Female Semi-autonomous Workers by Ethnic Group

ETHNIC GROUP	% of NB SAW	+/-%
Chinese	33.3	+10.5
Jewish	31.2	+8.4
South Asians	27.4	+4.6
French	26.5	+3.7
Italians	22.9	+0.1
Greeks	21.4	-1.4
British	20.8	-2.0
Caribbean	18.5	-4.3
Filipinos	16.7	-6.1
Portuguese	14.9	-8.1
SAMPLE AVERAGE	**22.8**	

The Chinese are on top of the list of over-represented groups, followed by the Jewish, South Asians, the French and the Italians. In the under-represented groups we find the Greeks, the British, the Caribbean, the Filipinos and the Portuguese.

Table 3.66 represents the distributions of native-born women in the class of managers and supervisors across ethnic/"visibility" groups. Except the French, Portuguese and Caribbean all other groups are over-represented in this class. The list is topped by three "visible" groups. South Asians are over-represented by 4.3%, the

Chinese by 3.6%, and the Filipinos by 3.1%. They are followed by the Italians (2.1%), the Greeks (2.1%), and the Jewish (1.5%). The British are slightly over-represented (0.5%) and the French slightly under-represented (-0.5%). The native-born female Caribbean-descent respondents are the most under-represented in managers and supervisors (-1.8%).

Table 3.66
Native-Born Female Managers and Supervisors by Ethnic Group

ETHNIC GROUP	% of NB MS	+/-%
South Asians	12.3	+4.3
Chinese	11.6	+3.6
Filipinos	11.1	+3.1
Italians	10.1	+2.1
Greeks	10.1	+2.1
Jewish	9.5	+1.5
British	8.5	+0.5
French	7.5	-0.5
Portuguese	6.7	-1.3
Caribbean	6.2	-1.8
SAMPLE AVERAGE	**8.0**	

Table 3.67 shows the distributions of native-born women in the petty bourgeoisie.

Table 3.67
Native-Born Female Petty Bourgeois by Ethnic Group

ETHNIC GROUP	% of NB PB	+/-%
Filipinos	11.1	+4.4
Jewish	9.0	+2.3
British	6.8	+0.1
Chinese	6.1	-0.6
French	5.5	-1.2
Portuguese	4.1	-2.6
Italians	3.8	-2.9
South Asians	3.8	-2.9
Greeks	3.1	-3.6

Caribbean	2.3	-4.4
SAMPLE AVERAGE	**6.7**	

The Filipinos are on top of the list, but their *n* is very small in this category (*n*=30 for all Filipino women). They are followed by the Jewish and the British. All other groups are under-represented in the petty bourgeoisie.

Table 3.68 shows the percentages of NB women in the class of employers across ethnic/"visibility" groups.

Table 3.68
Native-Born Female Employers by Ethnic Group

ETHNIC GROUP	% of NB E	+/-%
Jewish	6.9	+3.8
Greeks	4.1	+1.0
British	3.3	+0.2
South Asians	2.8	-0.3
French	2.7	-0.4
Italians	2.7	-0.4
Caribbean	2.3	-0.8
Portuguese	2.1	-1.0
Chinese	1.6	-1.5
Filipinos	0.0	-3.1
SAMPLE AVERAGE	**3.1**	

There are only three over-represented groups: the Jewish, the Greeks and the British. All other groups are under-represented, including all "visible" groups. The Filipinos, as mentioned earlier, have very low numbers in the employers' class.

Conclusions

The aim of this dissertation is to investigate the Vertical Mosaic **within** ethnic and "visible" minority groups, and to present a more accurate and complete picture of social inequality based on this reality. This Chapter has shown that there are significant differences in the sex, nativity and class compositions of the ten groups under examination. In other words, the evidence presented here supports the argument that ethnic and "visibility" groups are not homogeneous, monolithic entities. Instead, they are internally diversified and heterogeneous. They are fractured by class, sex and nativity. The data presented in this Chapter illustrate unequivocally this heterogeneity. The implications for analyzing and understanding social inequality in Canada are important: If we conceptualize ethnic and "visible" minority groups as being internally diverse -and they evidently are- we may arrive at a different and more sociologically informed picture than the one offered by the "race"/ethnic perspective. When we conceptualize these groups as being monolithic, we conceal their internal class, sex and nativity differences, and we are left with an incomplete, less accurate social inequality image. Whenever we use as a unit of analysis only one dimension as a basis for social inequality, we conceal the effects of the other two.

More specifically, in terms of the nativity composition of the groups under examination, it has been shown that the "visible" minority groups (Filipinos, South Asians, Caribbean and Chinese) have a very high percentage of foreign-born respondents within their respective groups. In the case of respondents of Filipino descent, the percentage is 98.6%. In all the aforementioned groups, the foreign-born part of their composition exceeds 90%, when the sample average is only 21.9% (see Table 3.35).

This fact may prove to have important consequences for their internal class composition, their educational attainment, as well as their earnings. We will examine some of these possibilities later, in Chapters 4 and 5. In addition, all three Southern European groups (Italians, Greeks and Portuguese), as well as the British and the Jewish, have above-average foreign-born components, although they are more pronounced in the case of the latter groups. Only the French have below-average foreign-born population (18.9% less, see Table 3.35).

In terms of class composition, it appears that in the proletariat, there is no clear-cut "visible"/non-"visible" distinction, when these groups are understood as homogeneous entities. The Chinese, for example, are less proletarianized than the Greeks, the British and the French. The Portuguese are more proletarianized than the Chinese, the Caribbean and the South Asians (see Table 3.36). If we add sex into our analysis of the proletariat, we observe a different picture: females are more proletarianized than males. In this case, Portuguese women are the most proletarianized, and Italian and Greek females are more proletarianized than Chinese females (see Table 3.45). When nativity is added into the picture, the native-born males of Portuguese, British and French descent are more proletarianized than the native-born South Asians and the Chinese (see Table 3.55). Native-born females of Portuguese, Greek, British, and Italian descent are more proletarianized than South Asian and Chinese native-born females (see Table 3.64).

In the case of semi-autonomous workers, our claim that there is not clear-cut "visible"/non-"visible" distinction holds. The Chinese, as a group, are over-represented

in this class, when the British and the Southern Europeans are under-represented (see Table 3.37). When we add the dimensions of sex, we discover that only the Jewish and the French females are over-represented in this class. Everyone else is under-represented, with Greek and Portuguese females being the most under-represented. They are more under-represented than all the so-called "visible" groups (see Table 3.46). In the case of males, Chinese and South Asians are over-represented, whereas the British, the Italians, the Portuguese and the Greeks are under-represented (see Table 3.41). When nativity is added to our analysis, the Chinese foreign-born males are over-represented, whereas the Southern European foreign-born males are under-presented, more than the South Asians, the Filipinos and the Caribbean (see Table 3.51). In the case of the native-born males, the Chinese, South Asians and Filipinos are over-represented, whereas the British and the Portuguese are under-represented (Table 3.56). In the case of foreign-born females, the Caribbean are over-represented, whereas the rest of the "visible" groups are under-represented, along with the Southern Europeans. For native-born females, the picture is different: the Chinese and South Asians are over-represented, whereas the Greeks, British, Portuguese, Caribbean and Filipinos are under-represented (Table 3.65).

In the class of managers and supervisors, all the "visible" groups, along with the Greeks and the Portuguese are under-represented (Table 3.38) Even when we add the dimension of sex, the picture is similar (Tables 3.42 and 3.47). With nativity added, the picture does not change for foreign-born males (Table 3.52). For the native-born males, however, the South Asians and the Filipinos are over-represented (more than the Jewish), whereas the Chinese, Caribbean, French and Southern Europeans are under-represented

(Table 3.57). For foreign-born females, all the "visible" groups and the Portuguese are under-represented (Table 3.61). In the case of native-born females, however, South Asian, Chinese and Filipinos top the over-representation list. Only Caribbean native-born females are under-represented, along with the French and the Portuguese (Table 3.66).

In the petty bourgeoisie, only the British, Greeks and the Jewish, as groups, are over-represented. All other groups are under-represented (Table 3.39). If we examine their internal divisions by sex, we see that the Chinese males join the three aforementioned groups in the over-representation list (Table 3.43). For females, only the British and the Jewish are over-represented; everyone else is under-represented (Table 3.48). With nativity added, the picture is different. Foreign-born males of Chinese descent join the Jewish, Greeks, British and French in the over-representation list, with all other foreign-born males being under-represented (Table 3.53). For the native-born males, the Jewish, the Filipinos and the British are over-represented, with all other being under-represented (Table 3.58). For the foreign-born females, all "visible" groups are under-represented, along with the Italians and the Portuguese (Table 3.62). For native-born females, however, the Filipinos top the over-representation list (higher than the Jewish), along with the Jewish and the British, with everyone else being under-represented (Table 3.67).

In the class of employers, the Chinese and the South Asians are over-represented, along with the Jewish, the Greeks and the Italians. The rest of the groups are under-represented (Table 3.40). In terms of sex, Chinese and South Asian males and females

continue to be over-represented (Tables 3.44 and 3.49). With nativity in the picture, foreign-born males of Chinese descent continue to be over-represented, whereas the South Asians are under-represented by 0.9%. Everyone else is also under-represented (Table 3.54). For native-born males, however, only the Jewish, Greeks and Italians are over-represented. Everyone else is under-represented (Table 3.59). Foreign-born females of Chinese descent are over-represented, along with the Jewish, Greeks and Italians. All others are under-represented (Table 3.63). Native-born females of Jewish, Greek, and British descent are over-represented. All other groups are under-represented (Table 3.68).

In short, there is great diversity within ethnic groups in terms of their class, sex and nativity compositions. The "visible" groups have a very high foreign-born content, followed by the Southern Europeans. There is, however, no consistent pattern of distributions across class locations. There exists considerable class heterogeneity both among and within the ethnic groups under examination. If analytical primacy is given to only one of the three dimensions we have examined, the important internal, within-group class divisions are obfuscated.

Chart 3.0
The Class Structure of the Sample

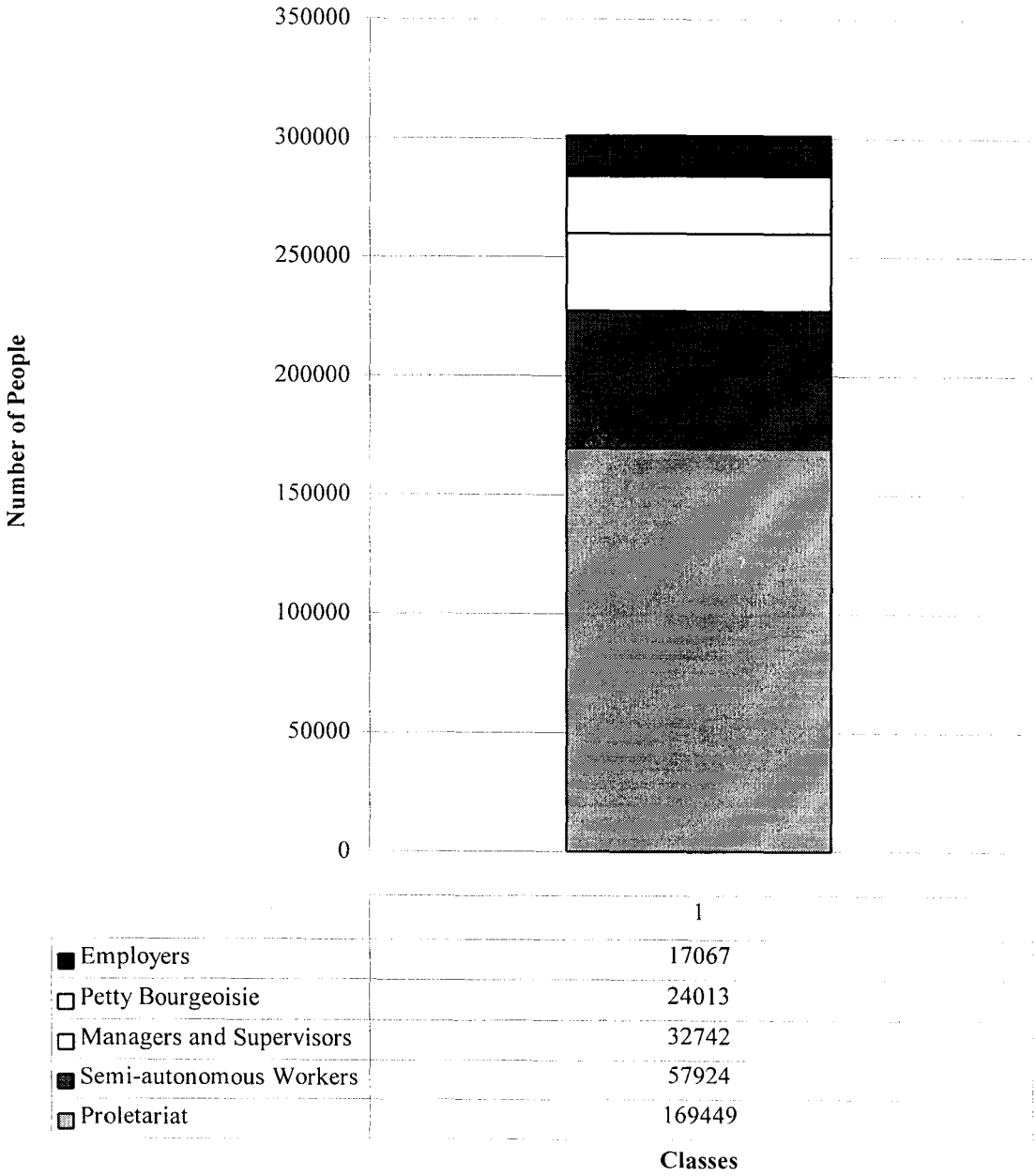


Chart 3.1
The Class Structure of Men and Women in the Sample

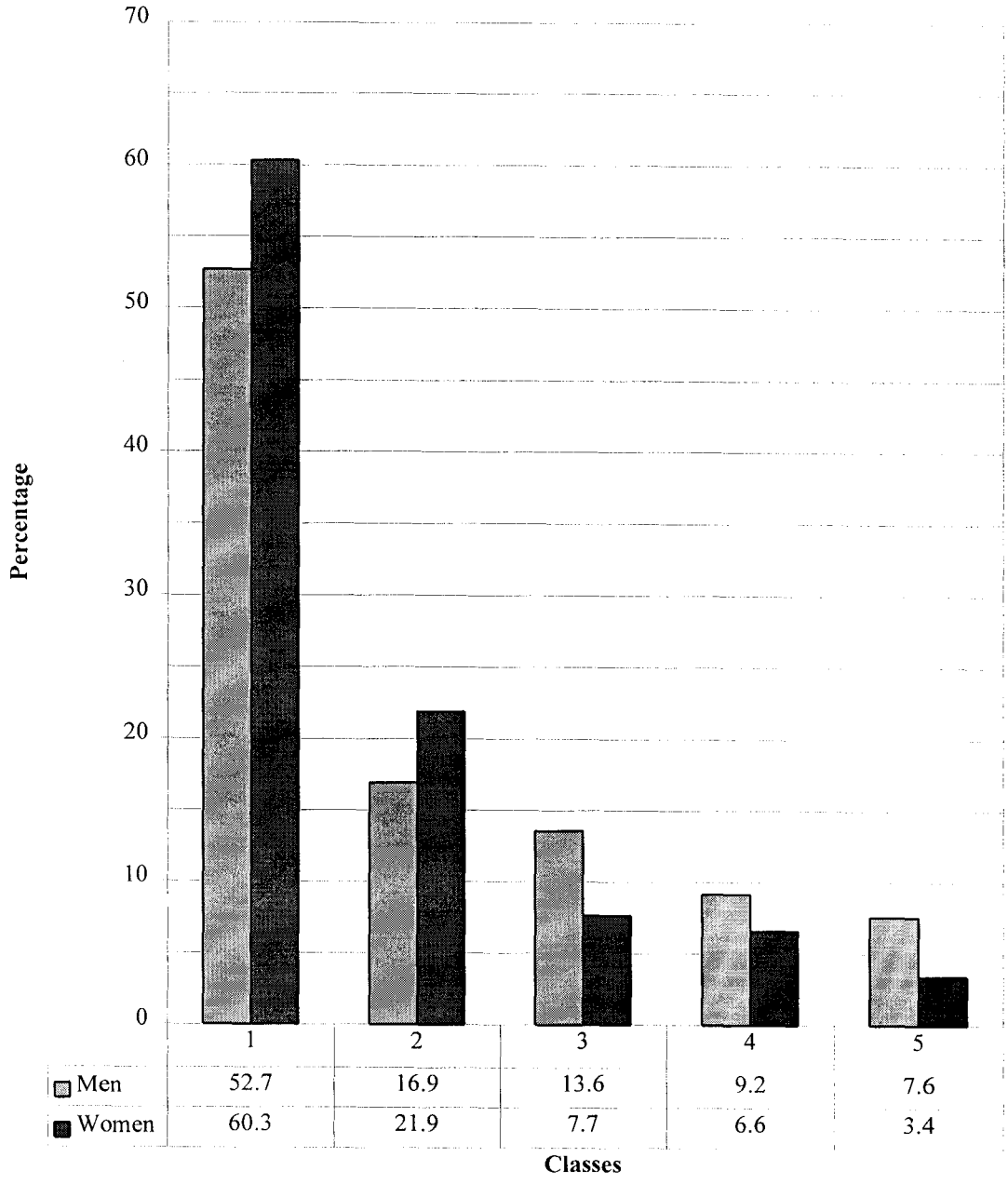
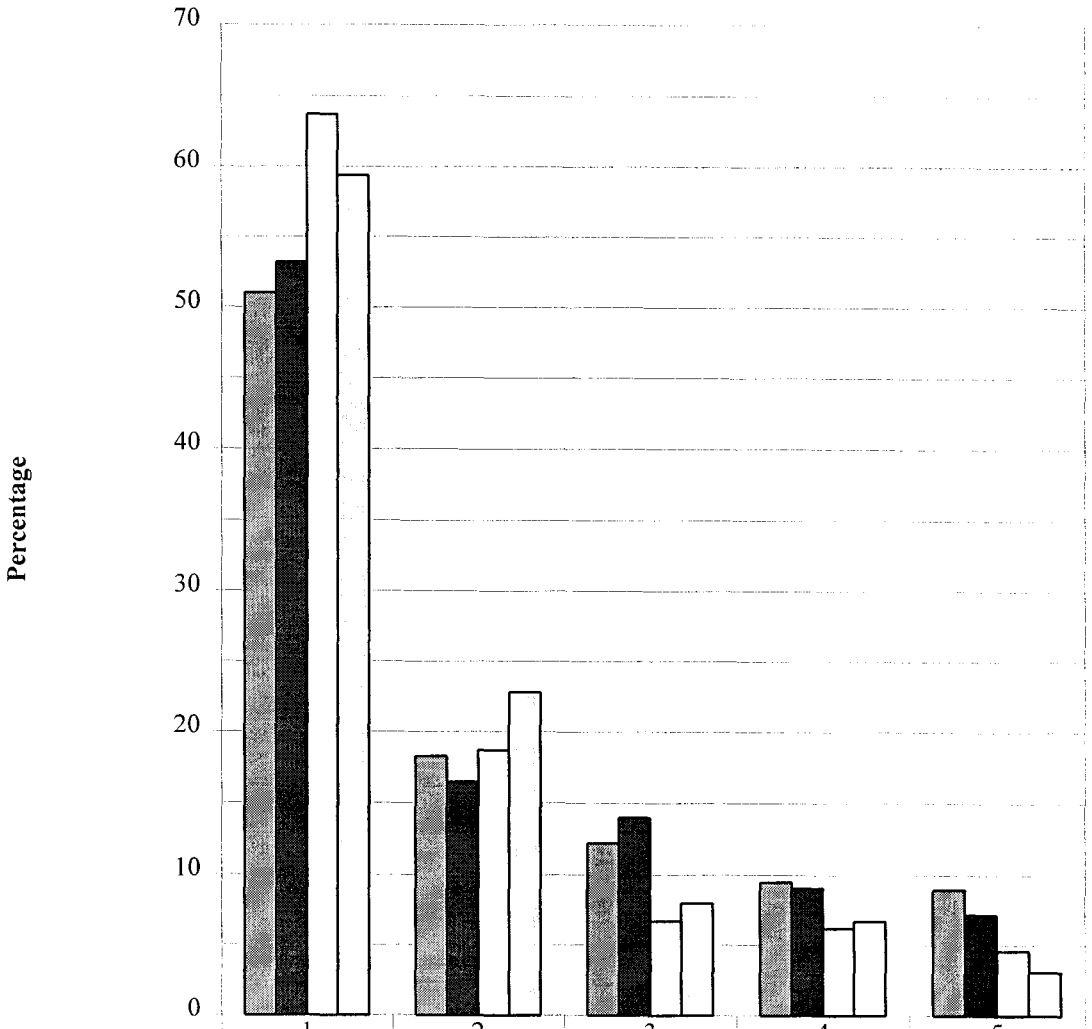
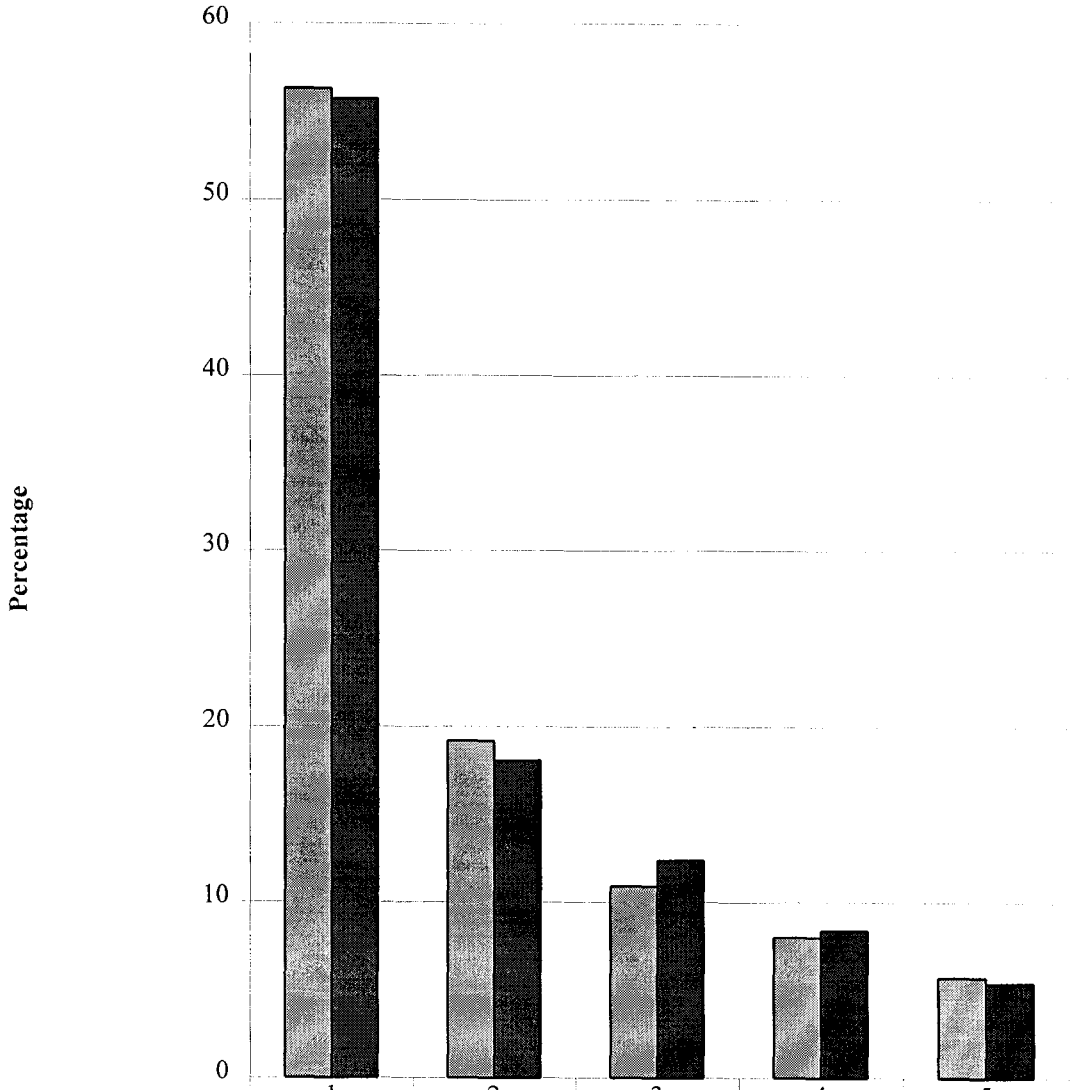


Chart 3.2
The Class Structure of the Sample
by Gender and Nativity



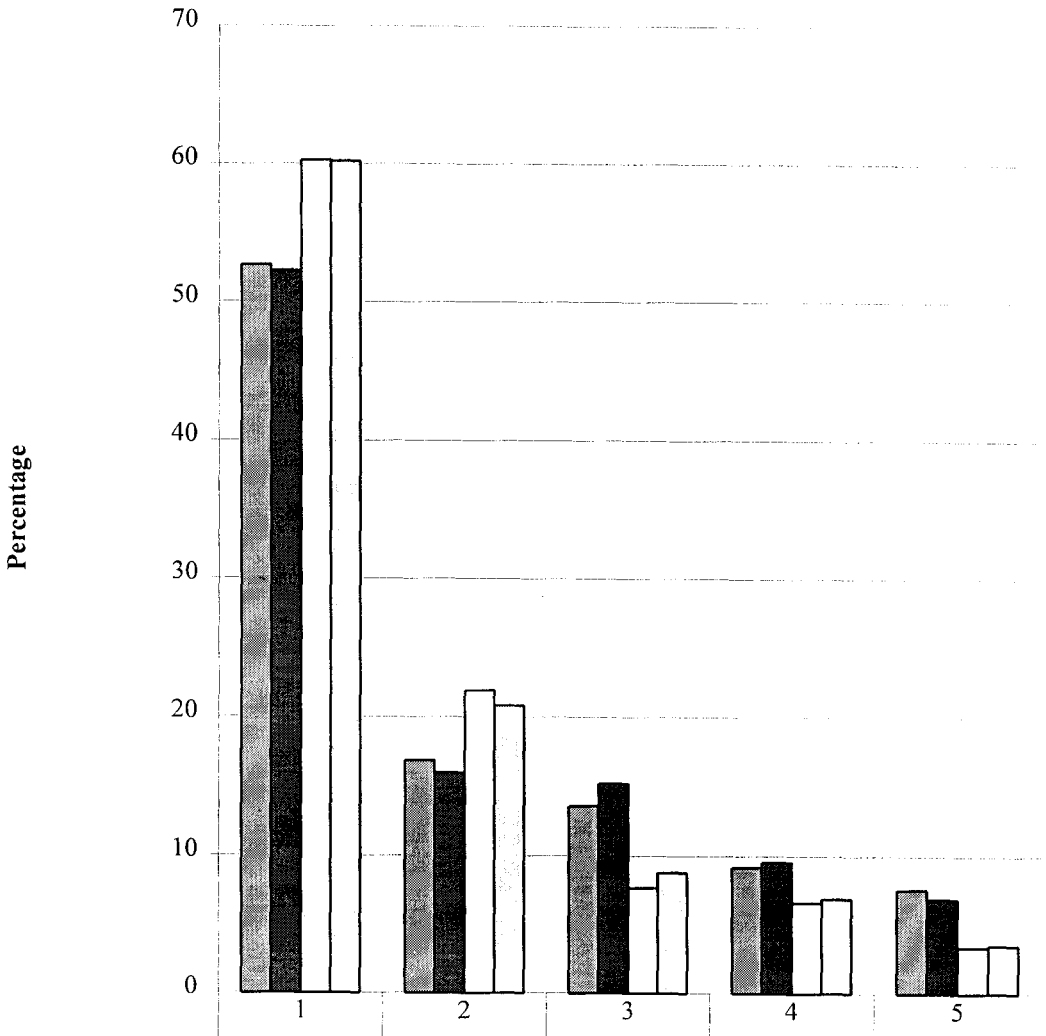
	1	2	3	4	5
FB Men	51	18.3	12.2	9.5	9
NB Men	53.2	16.5	14	9.1	7.2
FB Women	63.7	18.7	6.7	6.2	4.6
NB Women	59.4	22.8	8	6.7	3.1

Chart 3.3
Class Structure Comparison of British-descent Respondents with the Sample



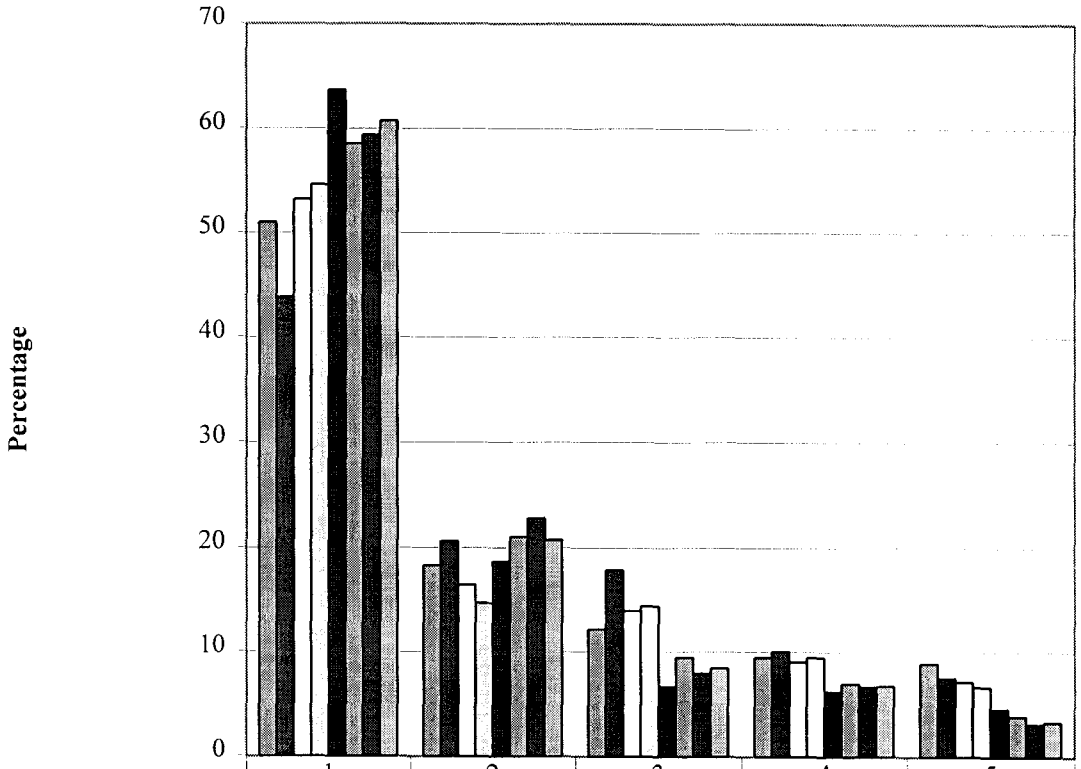
	1	2	3	4	5
Entire Sample	56.3	19.2	10.9	8	5.7
British-origin	55.7	18.1	12.4	8.4	5.4

Chart 3.4
The Class Structure of British-descent Men and Women compared with the Sample



	1	2	3	4	5
All Men	52.7	16.9	13.6	9.2	7.6
B Men	52.3	16	15.2	9.6	6.9
All Women	60.3	21.9	7.7	6.6	3.4
B Women	60.2	20.8	8.8	6.9	3.5

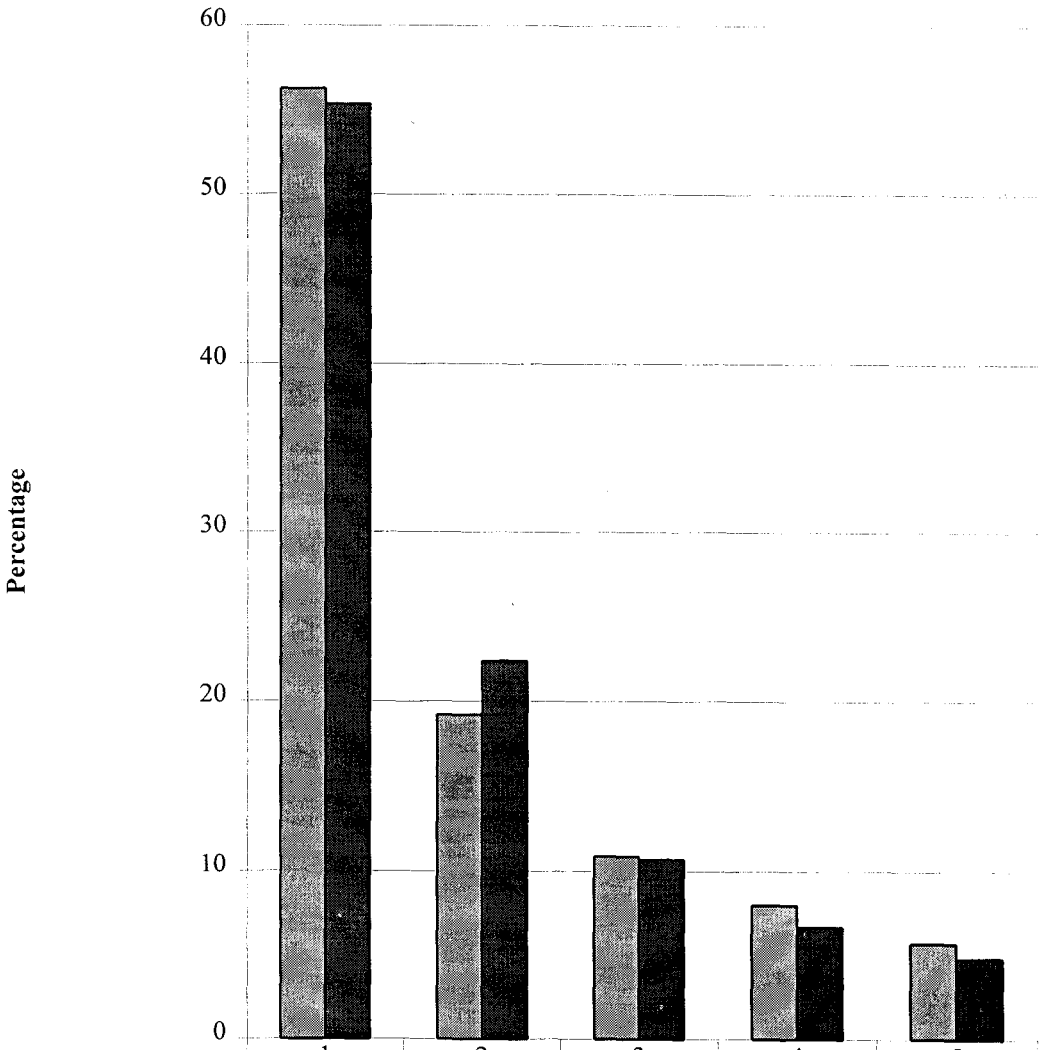
Chart 3.5
The Class Structure of British-descent Respondents
Foreign-born and Native-born
Men and Women



	1	2	3	4	5
FB Men	51	18.3	12.2	9.5	9
B FB Men	43.8	20.6	17.9	10.1	7.6
NB Men	53.2	16.5	14	9.1	7.2
B NB Men	54.6	14.7	14.5	9.5	6.7
FB Women	63.7	18.7	6.7	6.2	4.6
B FB Women	58.6	21	9.5	7	3.9
NB Women	59.4	22.8	8	6.7	3.1
B NB Women	60.7	20.7	8.5	6.8	3.3

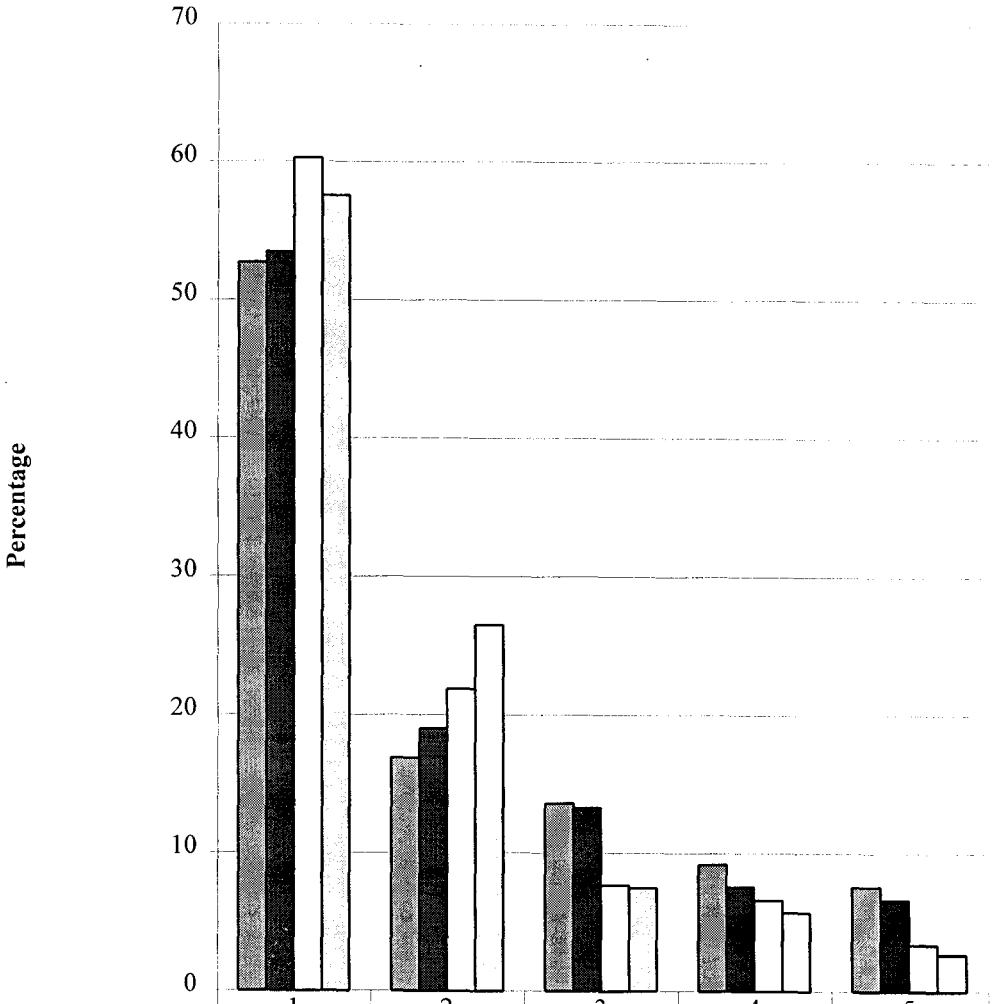
Classes

Chart 3.6
The Class Structure of French-descent Respondents compared with the Sample



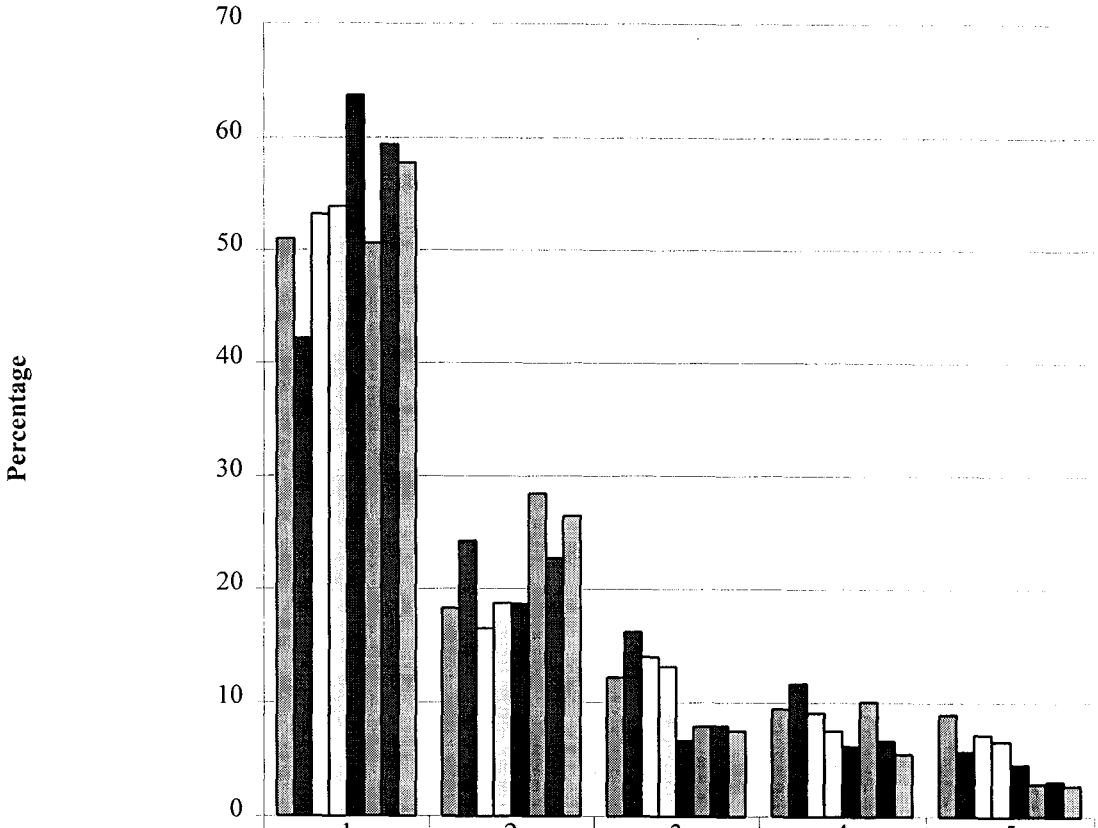
	1	2	3	4	5
Entire Sample	56.3	19.2	10.9	8	5.7
French-origin	55.4	22.4	10.7	6.7	4.8

Chart 3.7
The Class Structure of French-descent Men and Women compared with the Sample



	1	2	3	4	5
All Men	52.7	16.9	13.6	9.2	7.6
Fr. Men	53.5	19	13.3	7.6	6.6
All Women	60.3	21.9	7.7	6.6	3.4
Fr. Women	57.6	26.5	7.5	5.7	2.7

Chart 3.8
The Class Structure of French-descent Respondents
Foreign-born and Native-born
Men and Women



	1	2	3	4	5
All FB Men	51	18.3	12.2	9.5	9
Fr. FB Men	42.1	24.3	16.2	11.7	5.7
All NB Men	53.2	16.5	14	9.1	7.2
Fr. NB Men	53.9	18.8	13.2	7.5	6.6
All FB Women	63.7	18.7	6.7	6.2	4.6
Fr. FB Women	50.6	28.5	7.9	10.1	2.9
All NB Women	59.4	22.8	8	6.7	3.1
Fr. NB Women	57.8	26.5	7.5	5.5	2.7

Chart 3.9
Class Structure Comparison of Jewish-descent Respondents with the Sample

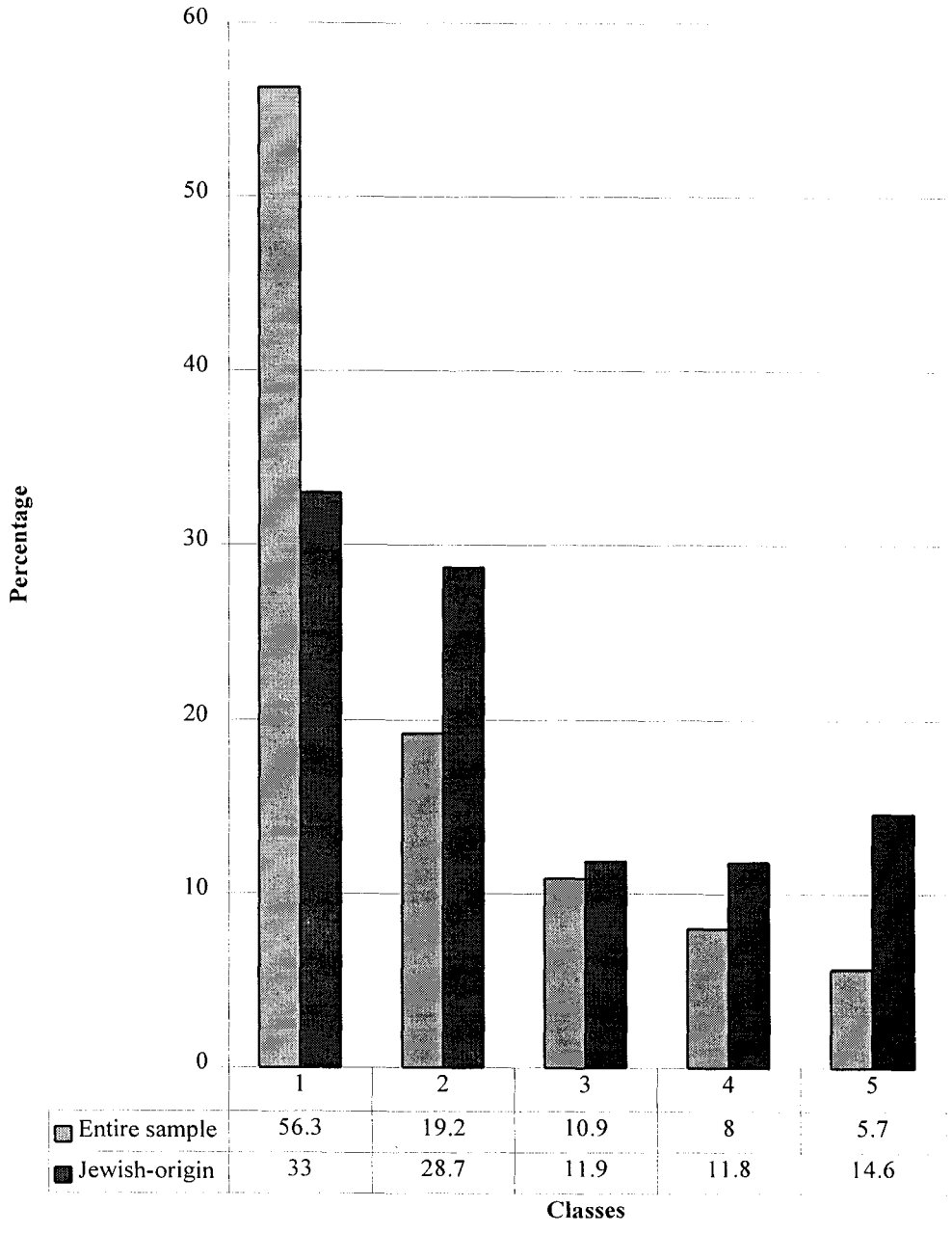
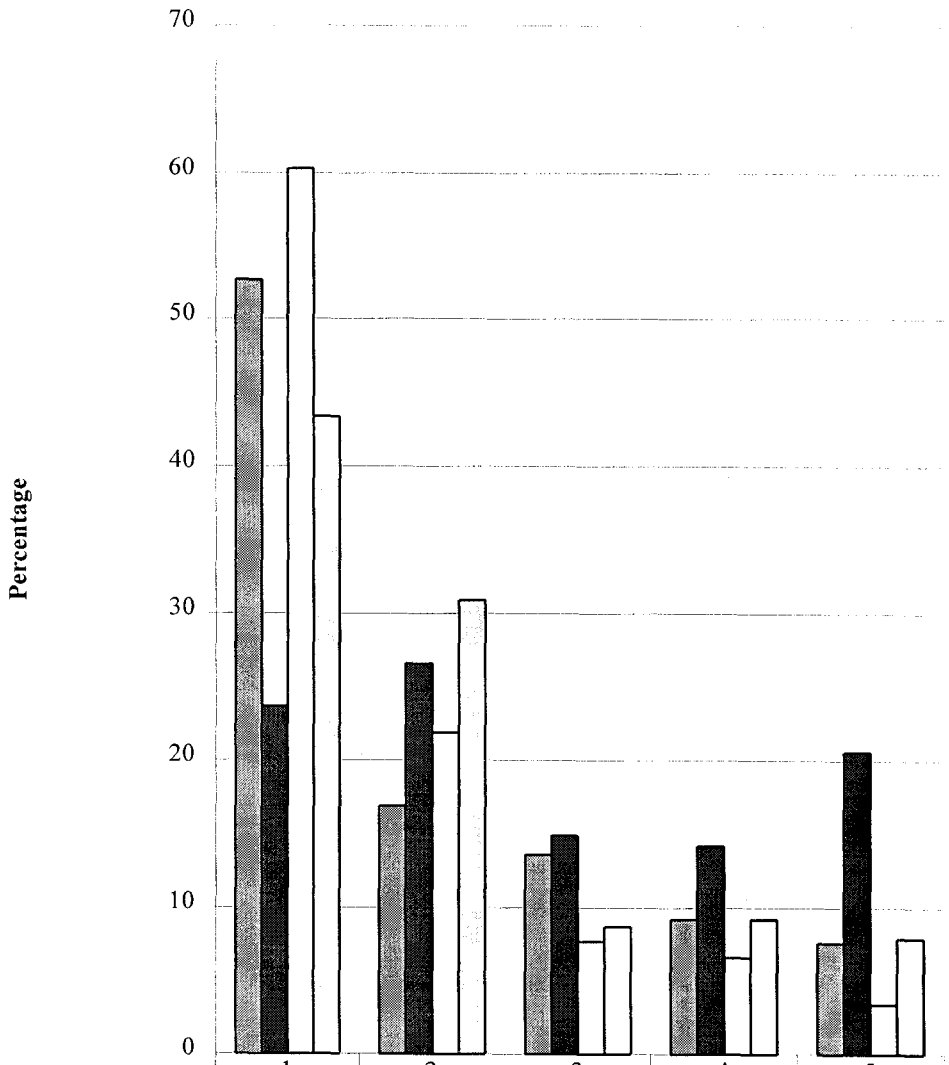
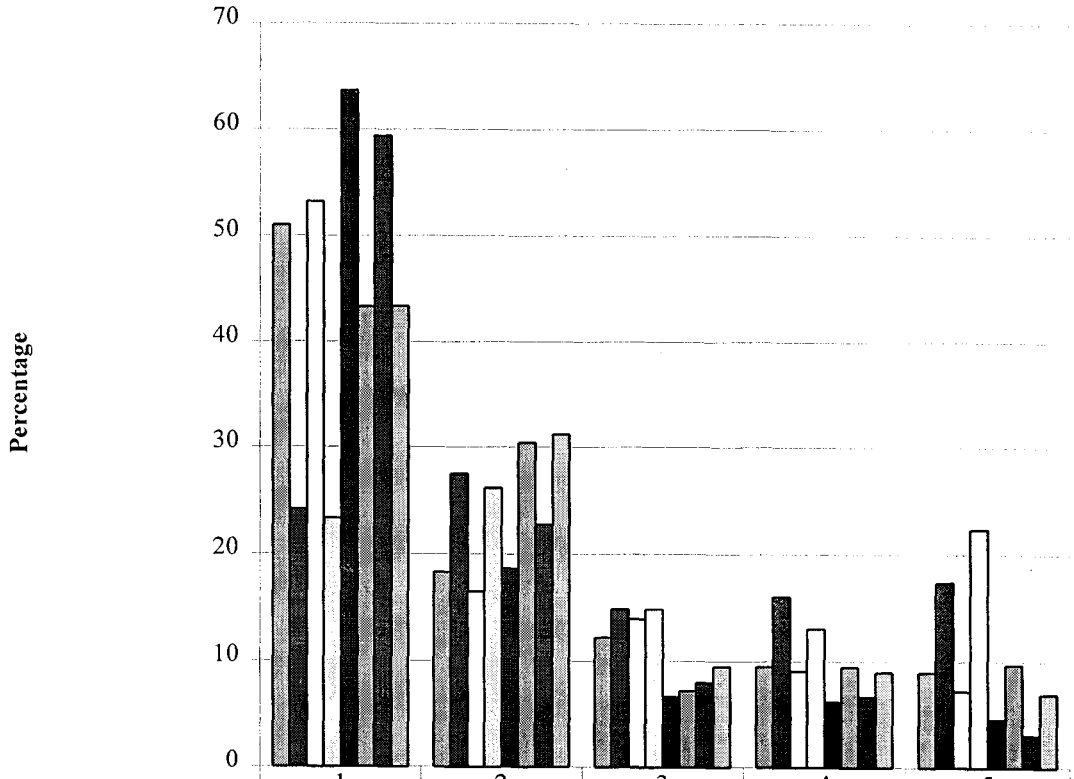


Chart 3.10
The Class Structure of Jewish-descent Men and Women compared with the Sample



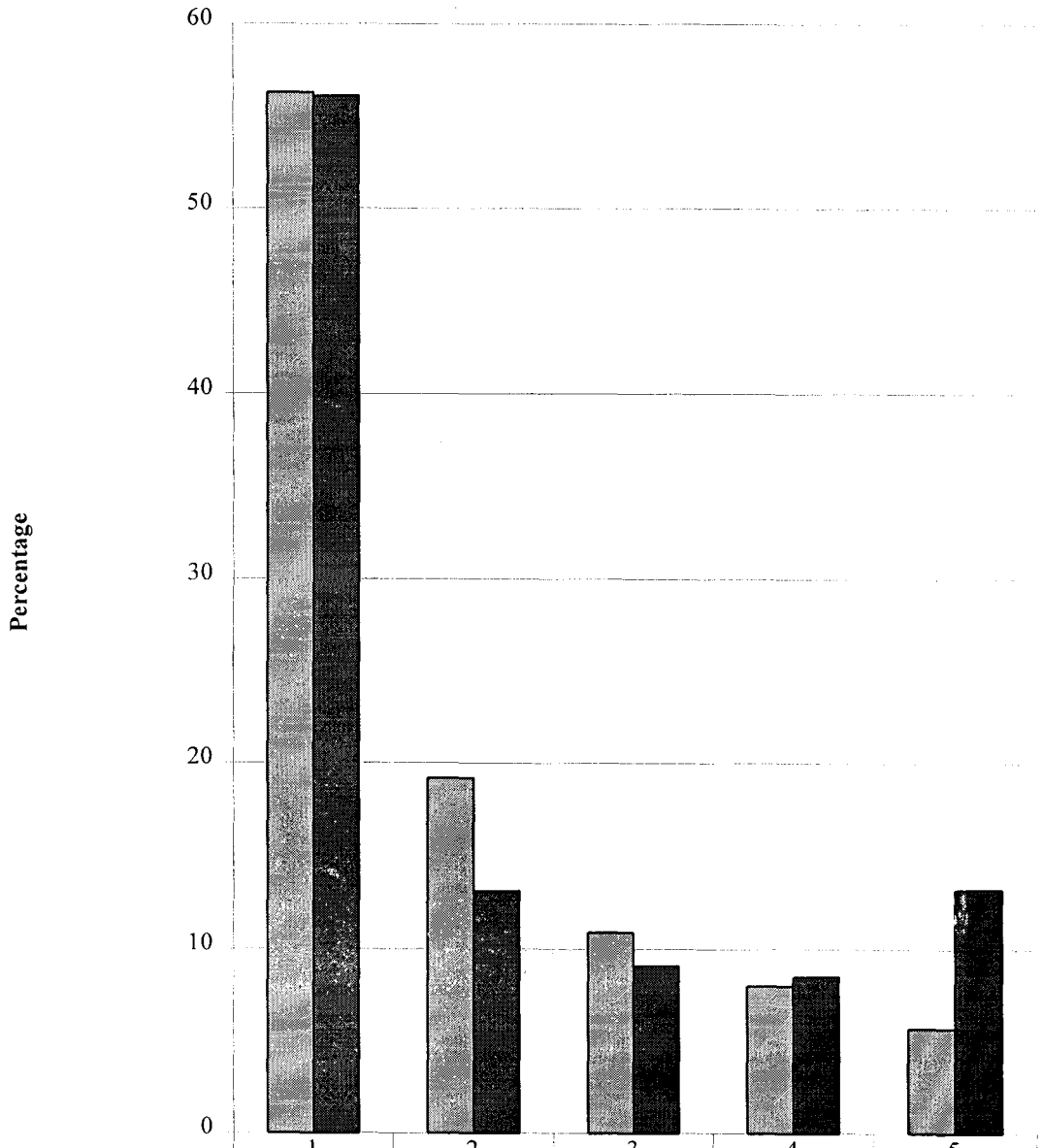
	1	2	3	4	5
All Men	52.7	16.9	13.6	9.2	7.6
Jw. Men	23.7	26.6	14.9	14.2	20.6
All Women	60.3	21.9	7.7	6.6	3.4
Jw. Women	43.4	30.9	8.7	9.2	7.9

Chart 3.11
The Class Structure of Jewish-descent Respondents
Foreign-born and Native-born
Men and Women



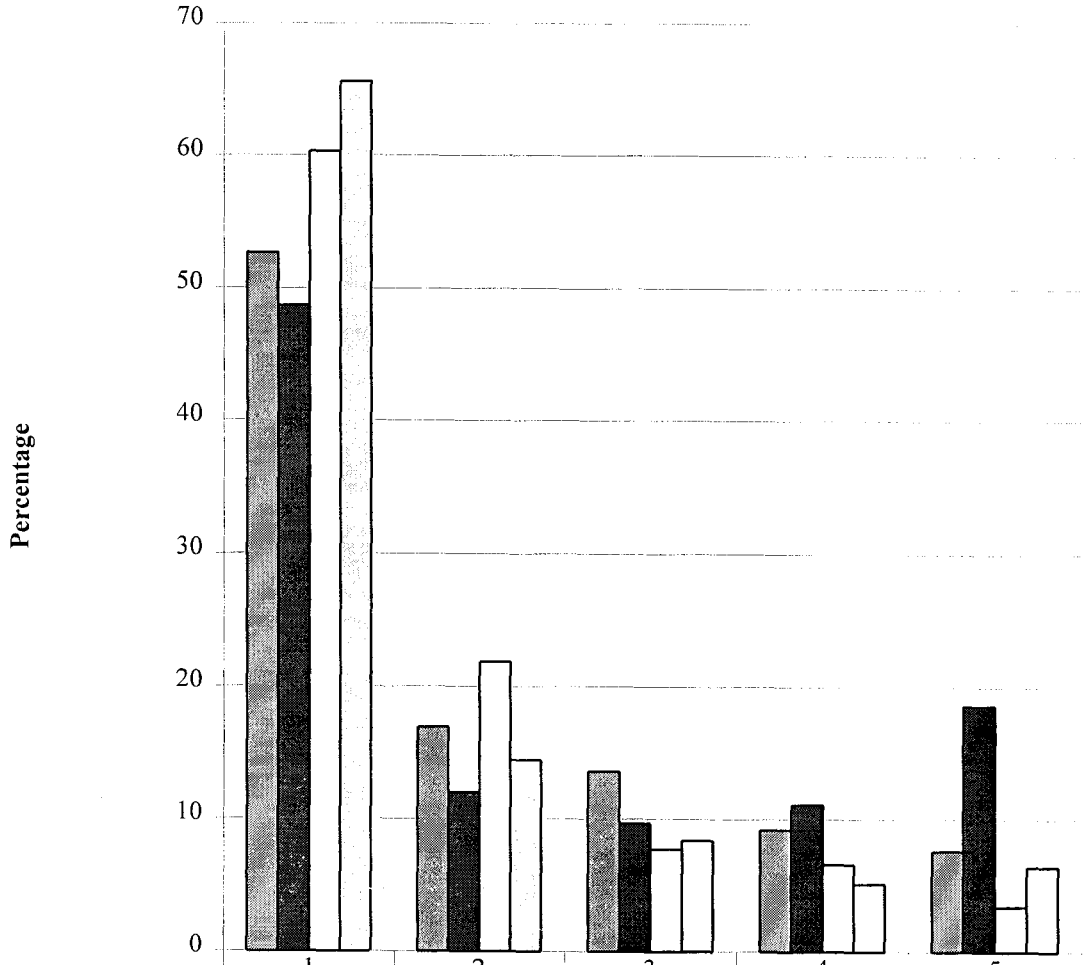
	1	2	3	4	5
All FB Men	51	18.3	12.2	9.5	9
Jw. FB Men	24.2	27.5	14.9	16.1	17.4
All NB Men	53.2	16.5	14	9.1	7.2
Jw. NB Men	23.4	26.2	14.9	13.1	22.4
All FB Women	63.7	18.7	6.7	6.2	4.6
Jw. FB Women	43.3	30.4	7.2	9.5	9.7
All NB Women	59.4	22.8	8	6.7	3.1
Jw. NB Women	43.4	31.2	9.5	9	6.9

Chart 3.12
Class Structure Comparison of Greek-descent Respondents with the Sample



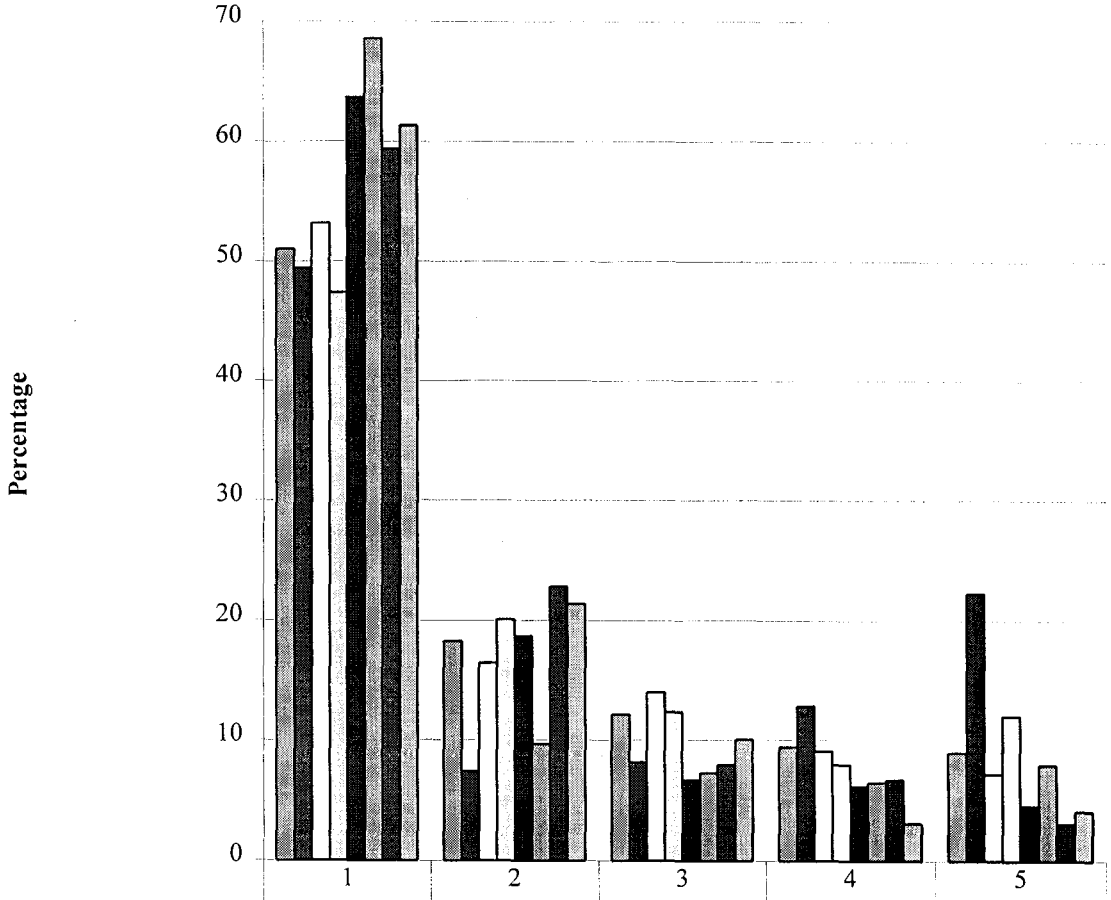
	1	2	3	4	5
Entire sample	56.3	19.2	10.9	8	5.7
Greek-origin	56.1	13.1	9.1	8.5	13.2

Chart 3.13
The Class Structure of Greek-descent Men and Women compared with the Sample



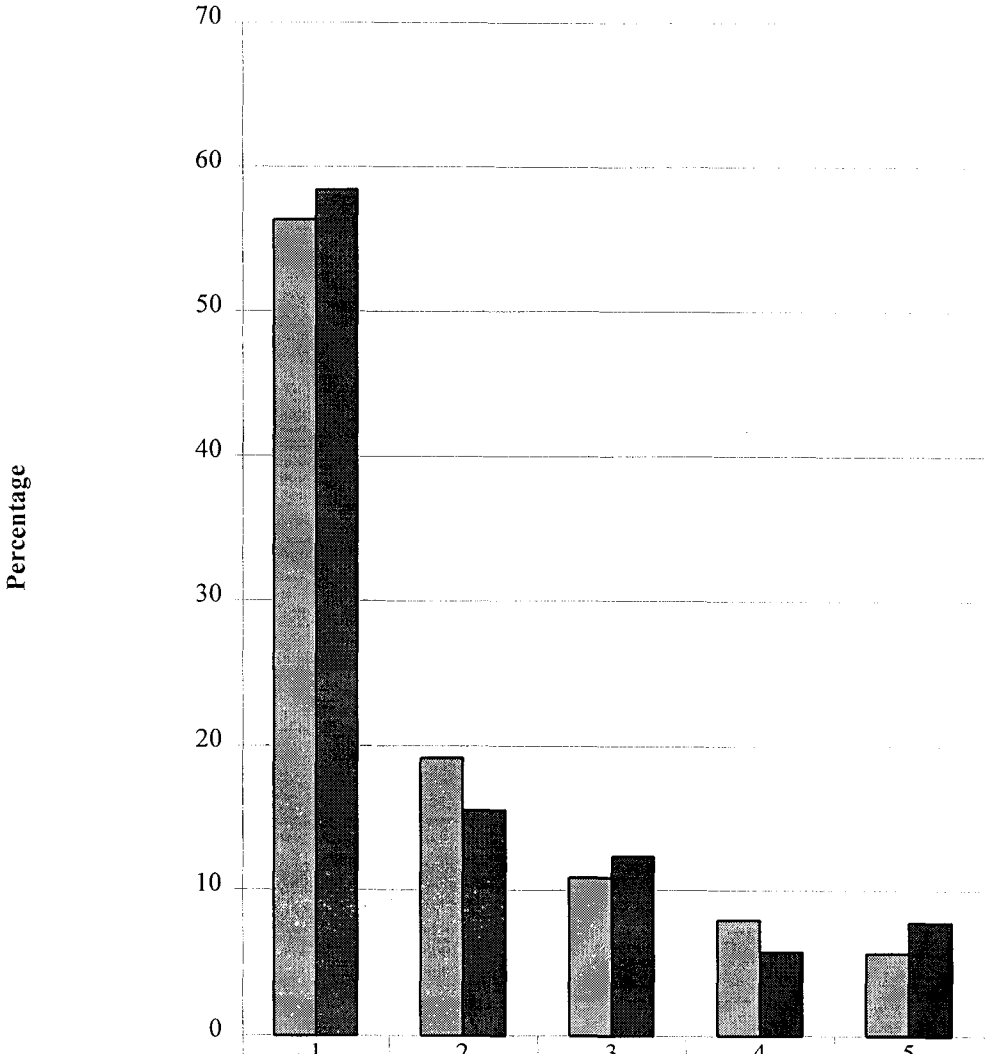
	1	2	3	4	5
All Men	52.7	16.9	13.6	9.2	7.6
Gr. Men	48.7	12	9.7	11.1	18.6
All Women	60.3	21.9	7.7	6.6	3.4
Gr. Women	65.6	14.4	8.4	5.1	6.4

Chart 3.14
The Class Structure of Greek-descent Respondents
Foreign-born and Native-born Men and Women



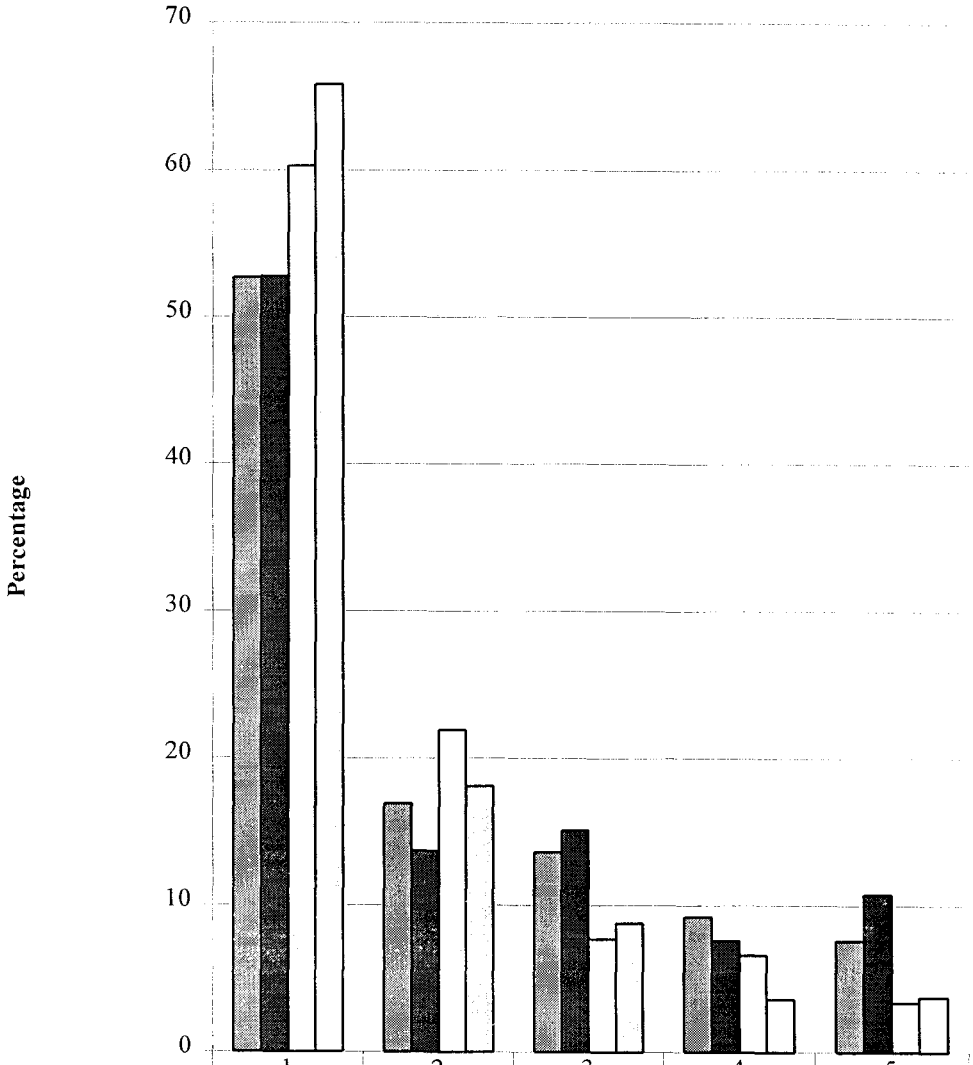
	1	2	3	4	5
All FB Men	51	18.3	12.2	9.5	9
Gr. FB Men	49.4	7.4	8.2	12.9	22 3
All NB Men	53.2	16.5	14	9.1	7.2
Gr. NB Men	47.4	20.1	12.4	8	12.1
All FB Women	63.7	18.7	6.7	6.2	4.6
Gr. FB Women	68.6	9.7	7.3	6.5	8
All NB Women	59.4	22.8	8	6.7	3.1
Gr. NB Women	61.3	21.4	10.1	3.1	4.1

Chart 3.15
Class Structure Comparison of Italian-descent Respondents with the Sample



	1	2	3	4	5
Entire sample	56.3	19.2	10.9	8	5.7
Italian-origin	58.4	15.6	12.4	5.8	7.8

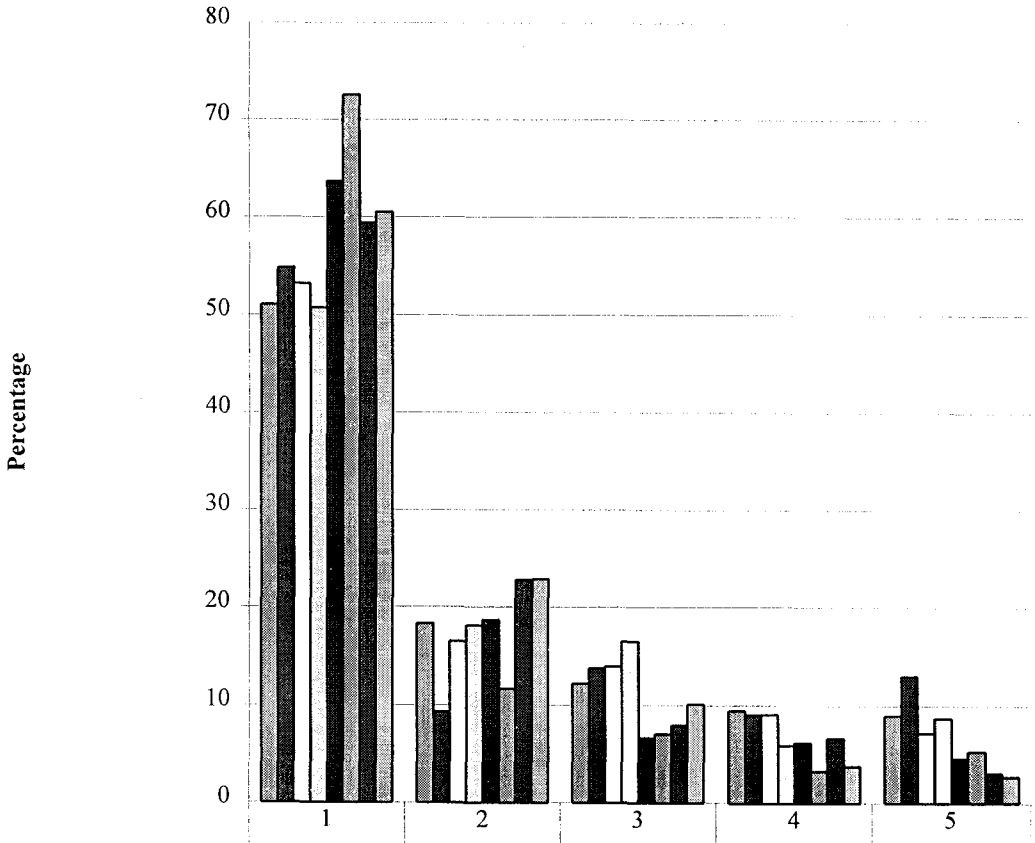
Chart 3.16
The Class Structure of Italian-descent Men and Women compared with the Sample



	1	2	3	4	5
All Men	52.7	16.9	13.6	9.2	7.6
It. Men	52.8	13.7	15.1	7.6	10.8
All Women	60.3	21.9	7.7	6.6	3.4
It. Women	65.8	18.1	8.8	3.6	3.8

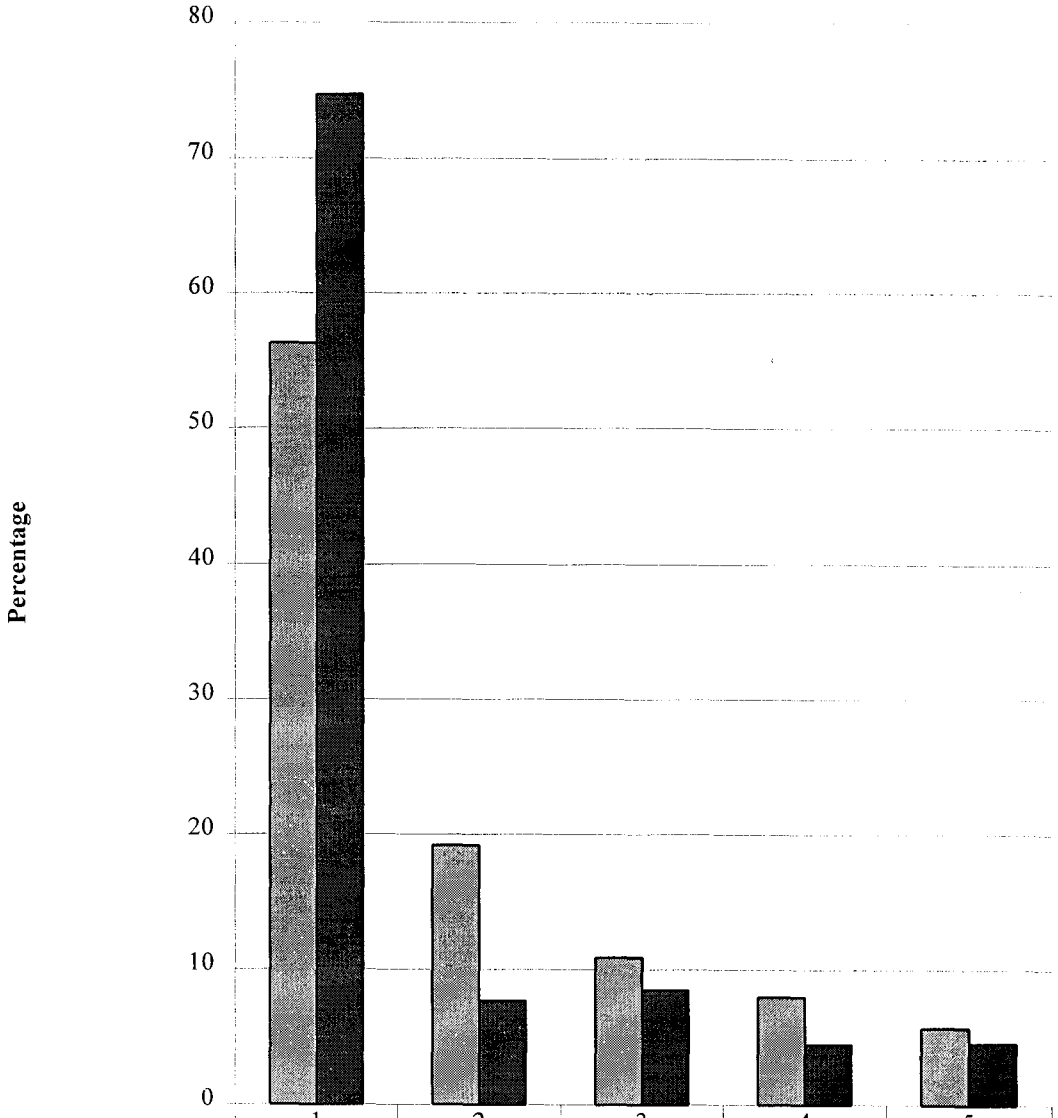
Classes

Chart 3.17
The Class Structure of Italian-descent Respondents Foreign-born and Native-born Men and Women



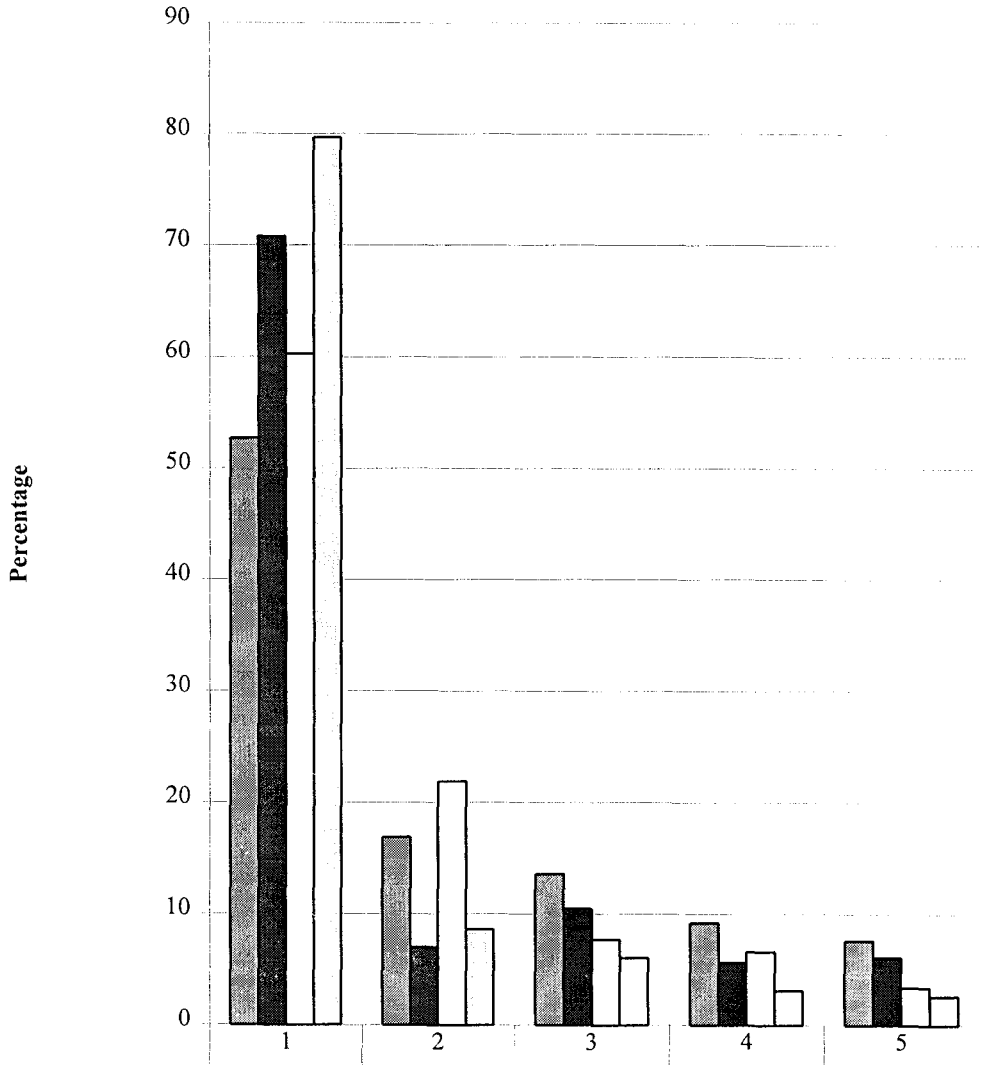
	1	2	3	4	5
All FB Men	51	18.3	12.2	9.5	9
It. FB Men	54.8	9.3	13.8	9.1	13
All NB Men	53.2	16.5	14	9.1	7.2
It. NB Men	50.7	18.1	16.5	6	8.7
All FB Women	63.7	18.7	6.7	6.2	4.6
It. FB Women	72.6	11.7	7.1	3.3	5.3
All NB Women	59.4	22.8	8	6.7	3.1
It. NB Women	60.5	22.9	10.1	3.8	2.7

Chart 3.18
Class Structure Comparison of Portuguese-descent Respondents with the Sample



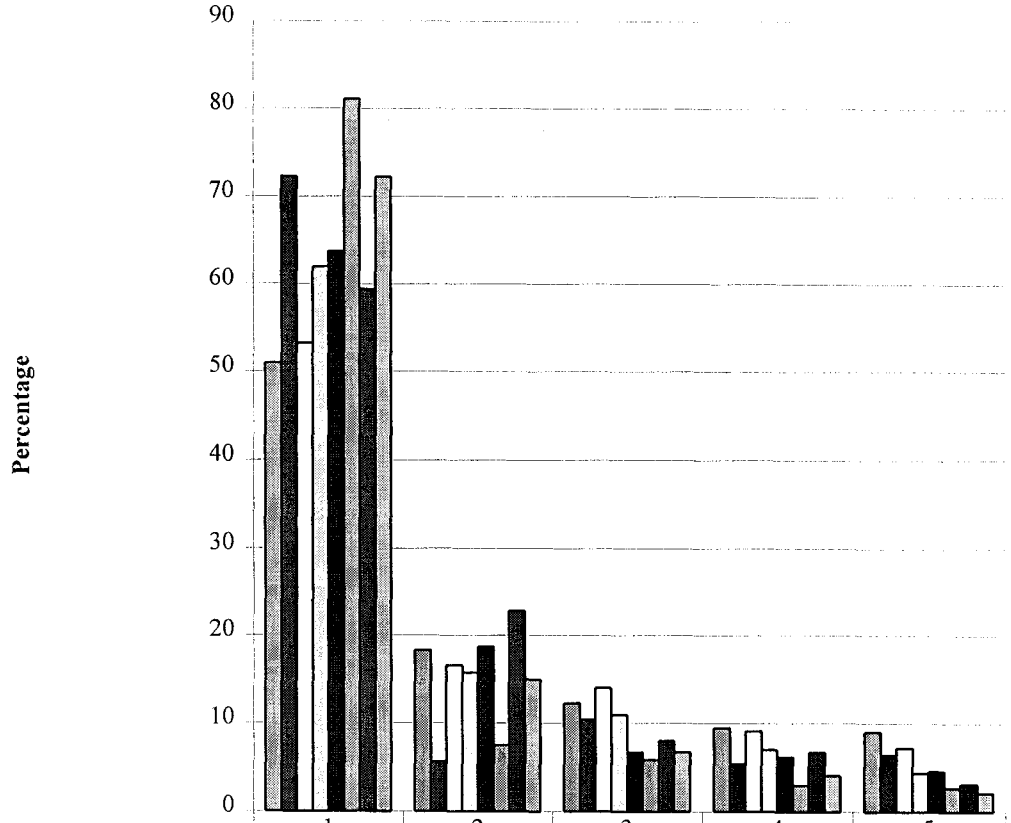
	1	2	3	4	5
Entire sample	56.3	19.2	10.9	8	5.7
Port.-origin	74.7	7.7	8.5	4.5	4.6

Chart 3.19
The Class Structure of Portuguese-descent Men and Women compared with the Sample



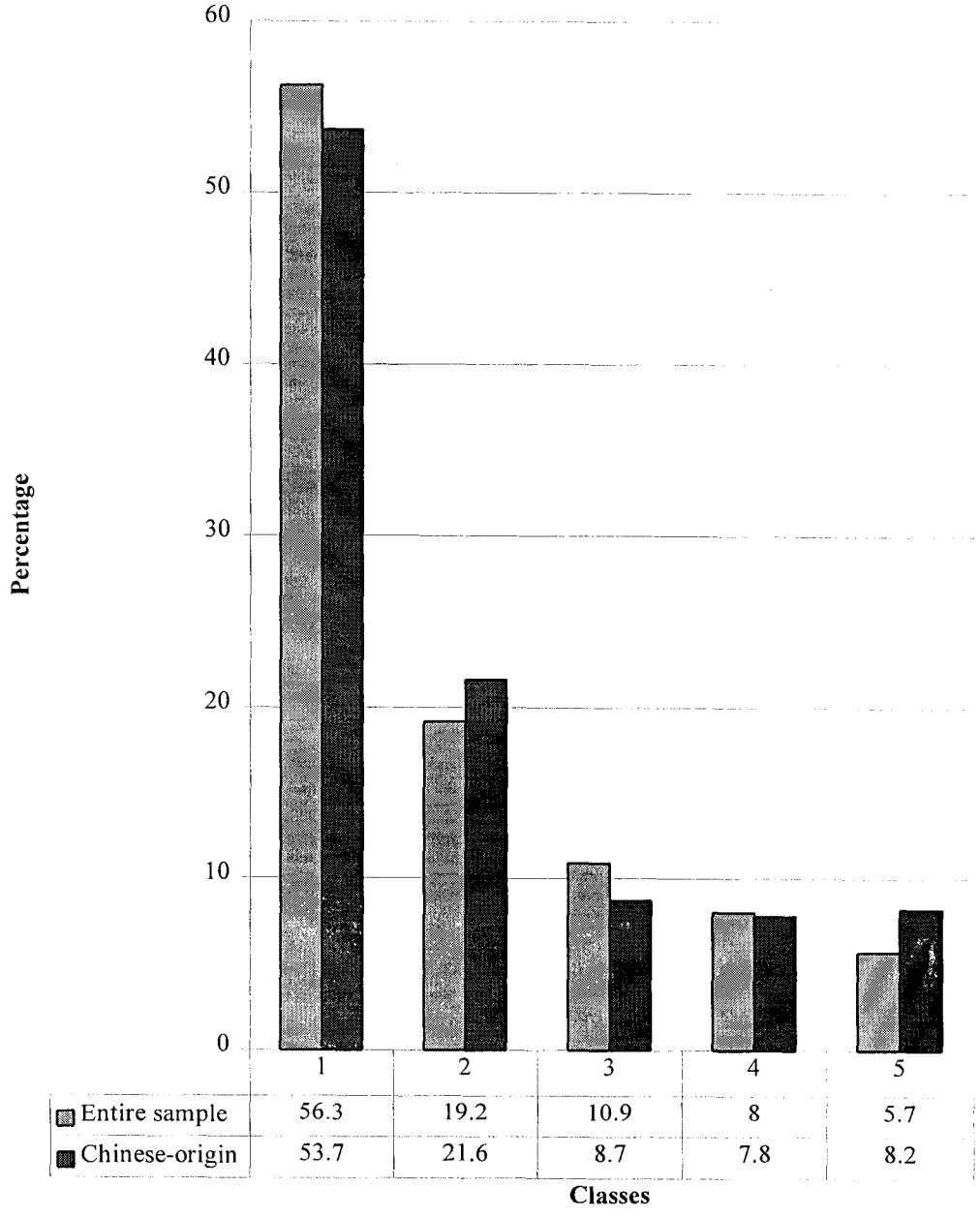
	1	2	3	4	5
All Men	52.7	16.9	13.6	9.2	7.6
Pt. Men	70.8	7	10.5	5.6	6.1
All Women	60.3	21.9	7.7	6.6	3.4
Pt. Women	79.7	8.6	6	3.1	2.6

Chart 3.20
The Class Structure of Portuguese-descent Respondents
Foreign-born and Native-born Men and Women



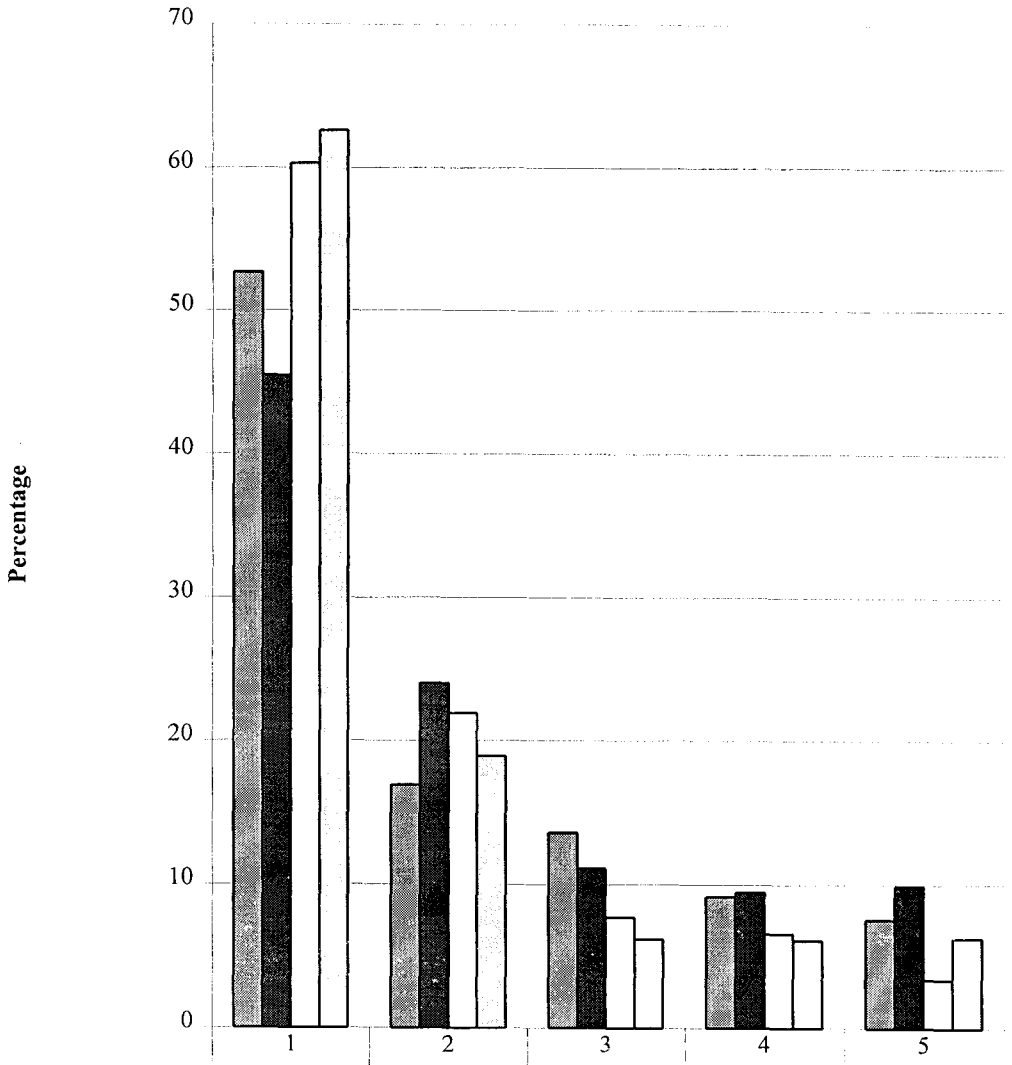
	1	2	3	4	5
All FB Men	51	18.3	12.2	9.5	9
Pt. FB Men	72.3	5.6	10.4	5.4	6.4
All NB Men	53.2	16.5	14	9.1	7.2
Pt. NB Men	62	15.7	10.9	7	4.4
All FB Women	63.7	18.7	6.7	6.2	4.6
Pt. FB Women	81.1	7.5	5.8	3	2.7
All NB Women	59.4	22.8	8	6.7	3.1
Pt. NB Women	72.2	14.9	6.7	4.1	2.1

Chart 3.21
Class Structure Comparison of Chinese-descent Respondents with the Sample



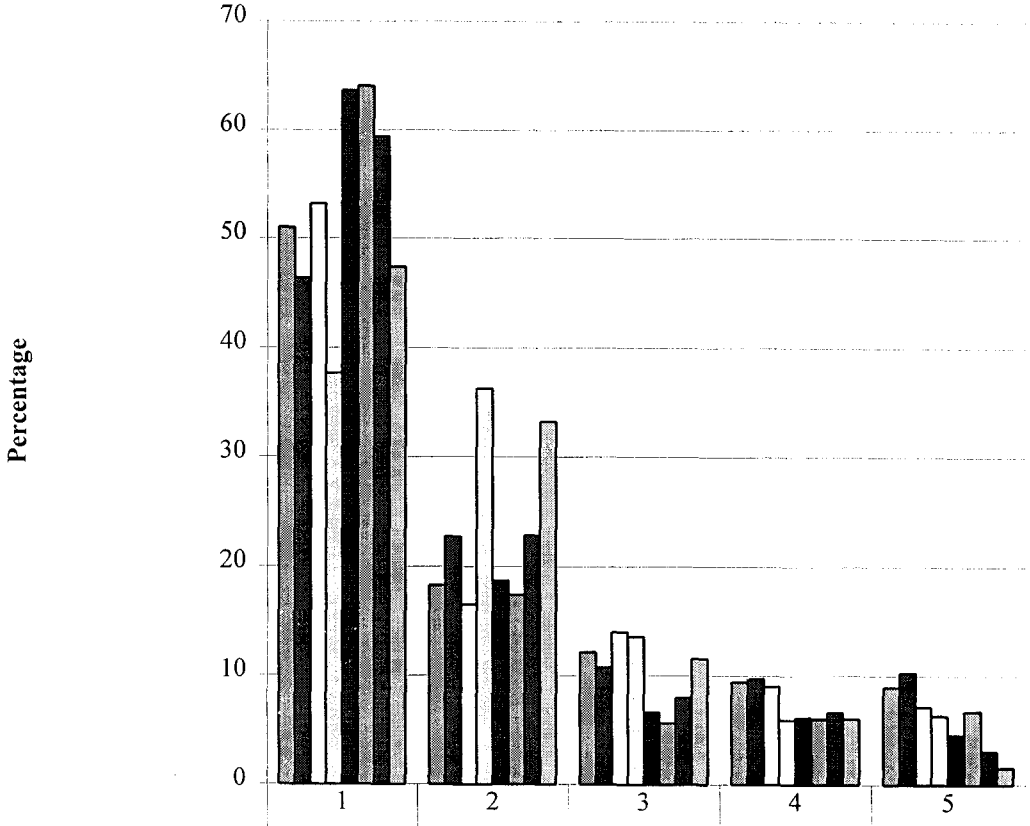
	1	2	3	4	5
Entire sample	56.3	19.2	10.9	8	5.7
Chinese-origin	53.7	21.6	8.7	7.8	8.2

Chart 3.22
The Class Structure of Chinese-descent Men and Women compared with the Sample



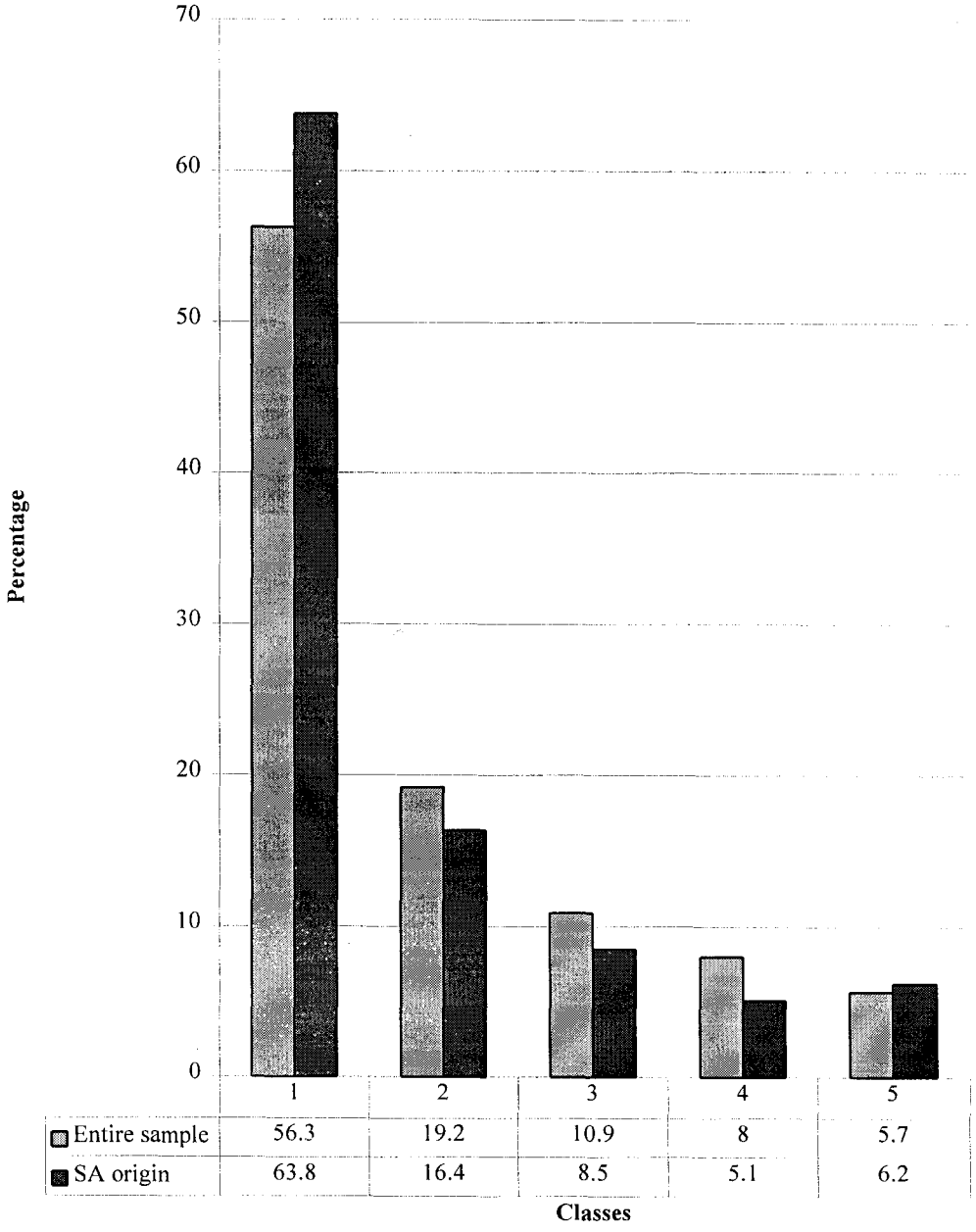
	1	2	3	4	5
All Men	52.7	16.9	13.6	9.2	7.6
Ch. Men	45.5	24	11.1	9.5	9.9
All Women	60.3	21.9	7.7	6.6	3.4
Ch. Women	62.6	18.9	6.2	6.1	6.3

Chart 3.23
The Class Structure of Chinese-descent Respondents
Foreign-born and Native-born Men and Women



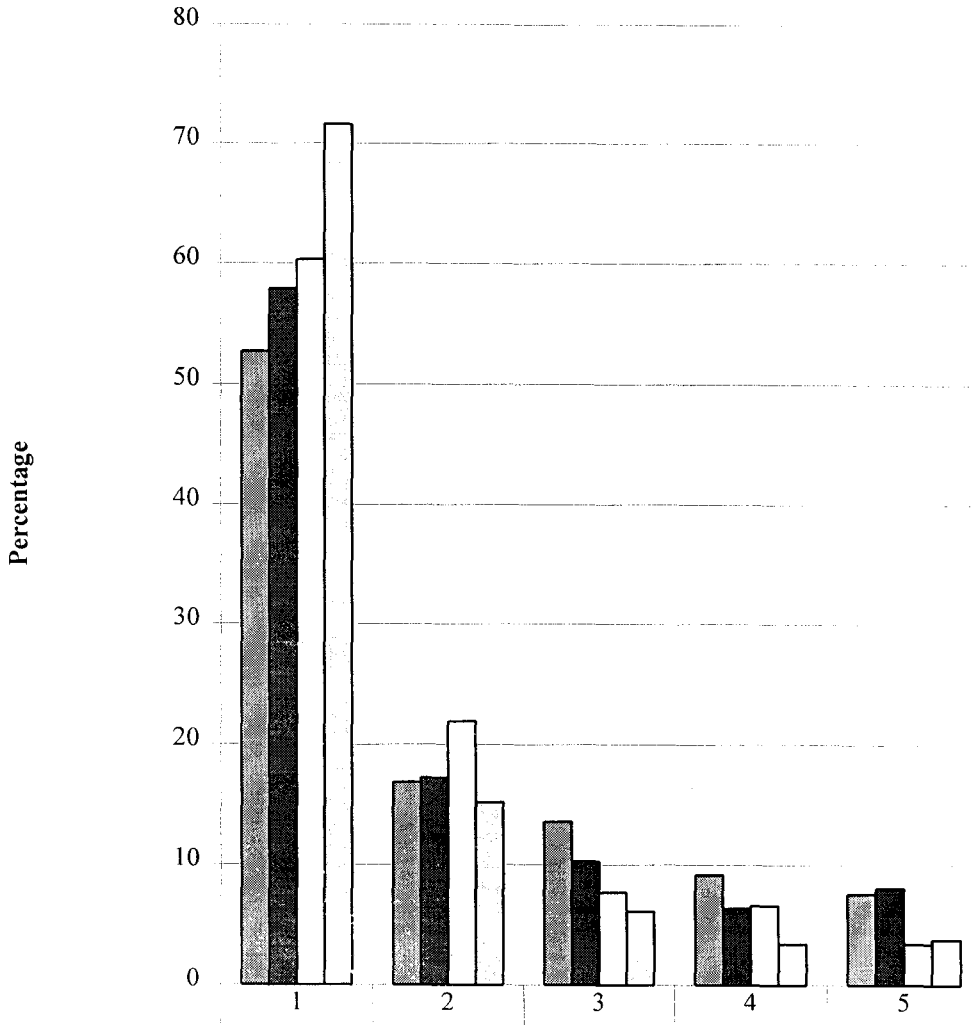
	1	2	3	4	5
All FB Men	51	18.3	12.2	9.5	9
Ch. FB Men	46.4	22.7	10.8	9.8	10.3
All NB Men	53.2	16.5	14	9.1	7.2
Ch. NB Men	37.7	36.3	13.6	6	6.4
All FB Women	63.7	18.7	6.7	6.2	4.6
Ch. FB Women	64.1	17.4	5.7	6.1	6.8
All NB Women	59.4	22.8	8	6.7	3.1
Ch. NB Women	47.4	33.3	11.6	6.1	1.6

Chart 3.24
Class Structure Comparison of South-Asian-descent Respondents with the Sample



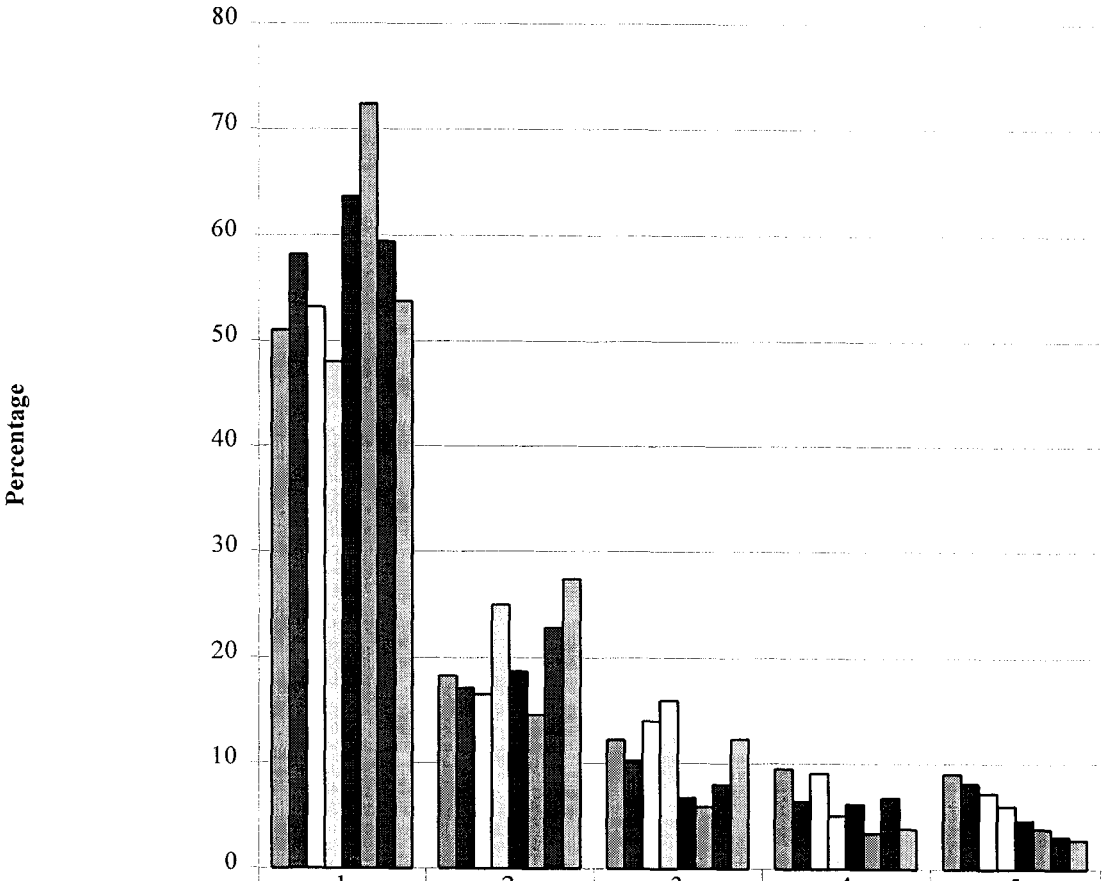
	1	2	3	4	5
Entire sample	56.3	19.2	10.9	8	5.7
SA origin	63.8	16.4	8.5	5.1	6.2

Chart 3.25
The Class Structure of South-Asian-descent Men and Women compared with the Sample



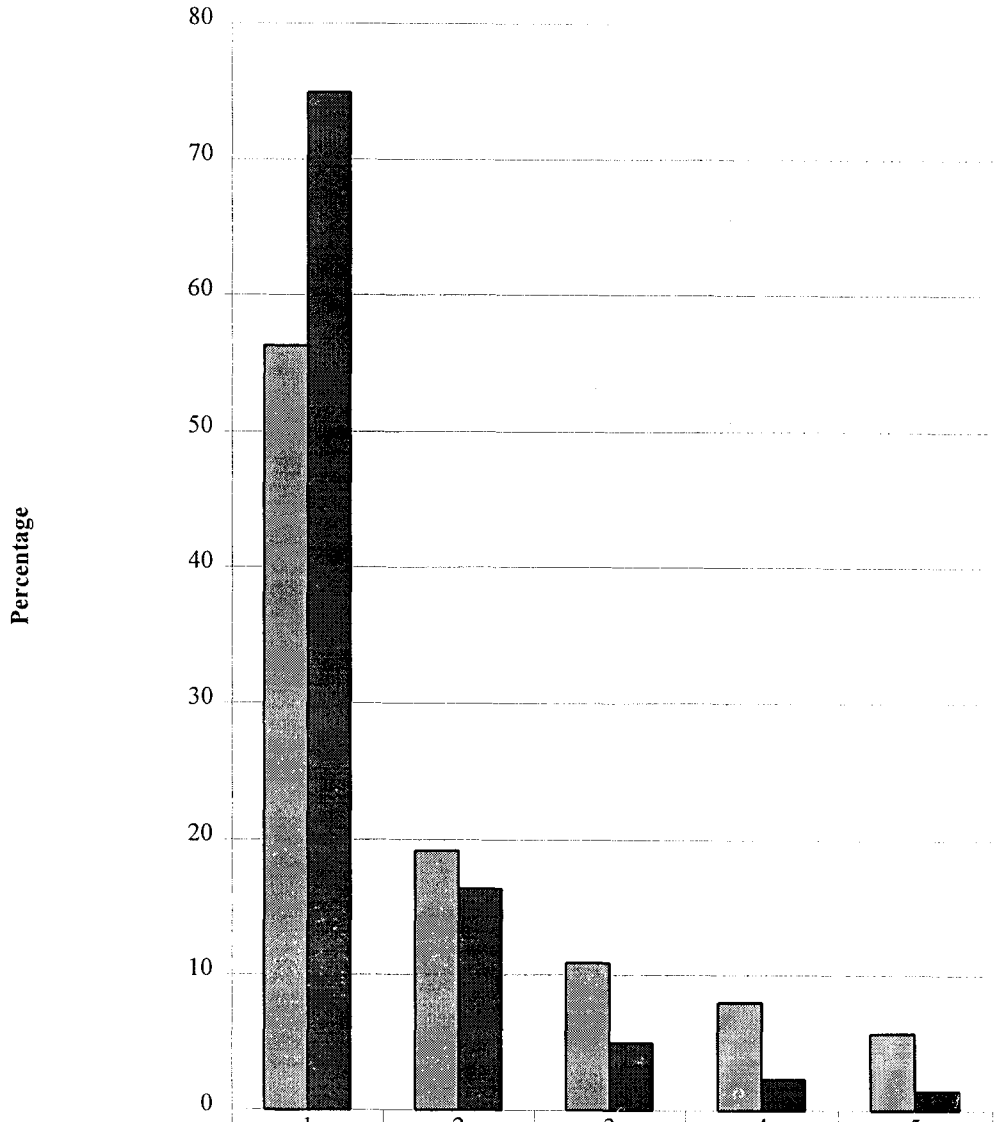
	1	2	3	4	5
All Men	52.7	16.9	13.6	9.2	7.6
SA Men	57.9	17.3	10.3	6.4	8.1
All Women	60.3	21.9	7.7	6.6	3.4
SA Women	71.6	15.2	6.1	3.4	3.8

Chart 3.26
The Class Structure of South-Asian-descent Respondents
Foreign-born and Native-born Men and Women



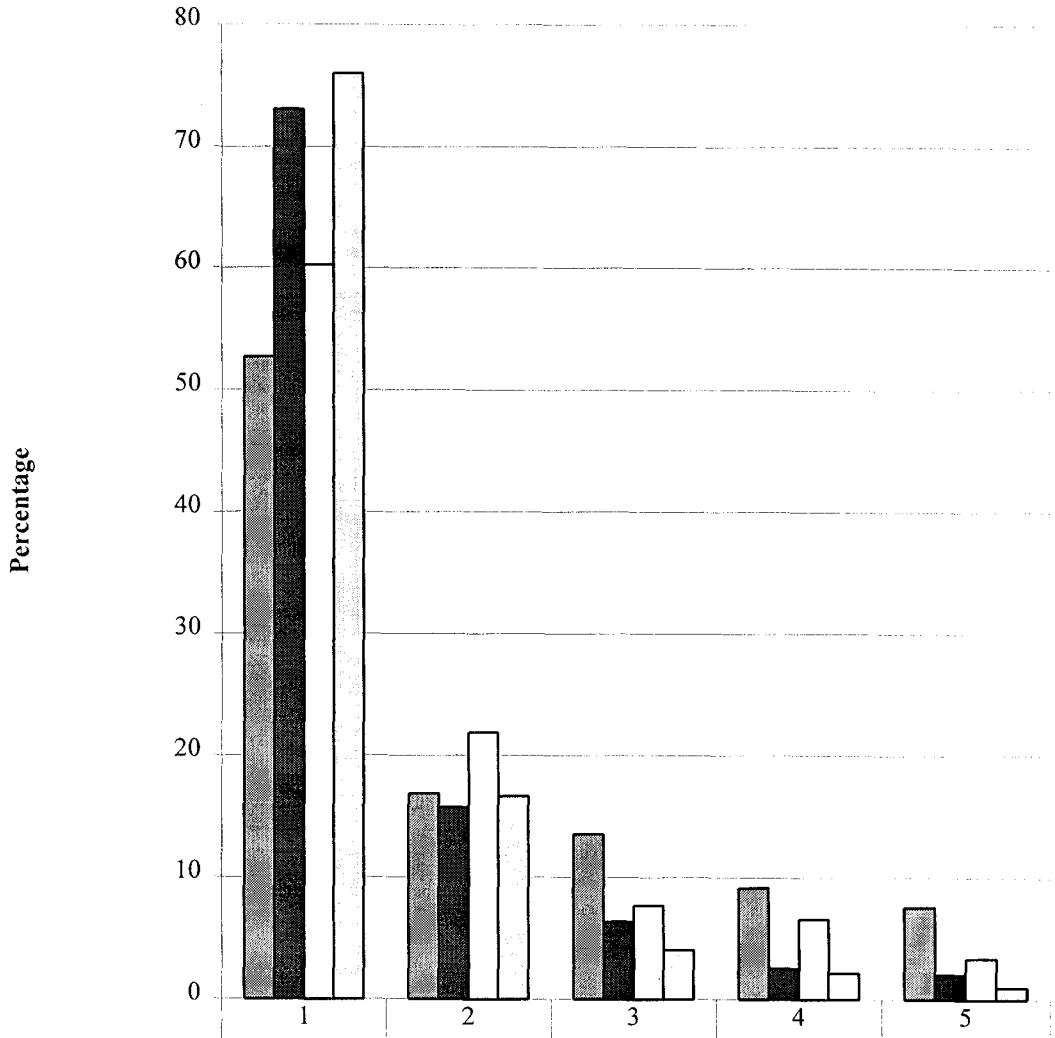
	1	2	3	4	5
All FB Men	51	18.3	12.2	9.5	9
SA FB Men	58.2	17.1	10.2	6.4	8.1
All NB Men	53.2	16.5	14	9.1	7.2
SA NB Men	48	25	16	5	6
All FB Women	63.7	18.7	6.7	6.2	4.6
SA FB Women	72.4	14.6	5.9	3.4	3.8
All NB Women	59.4	22.8	8	6.7	3.1
SA NB Women	53.8	27.4	12.3	3.8	2.8

Chart 3.27
Class Structure Comparison of Filipino-descent Respondents with the Sample



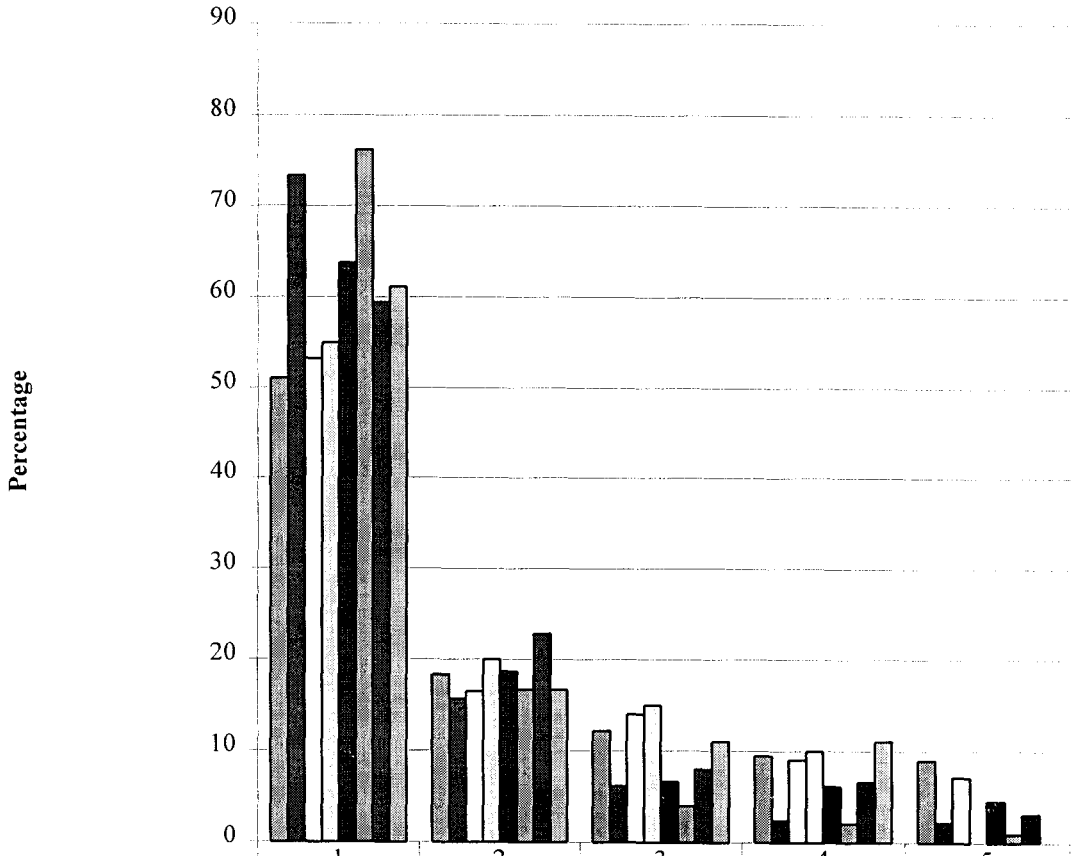
	1	2	3	4	5
Entire sample	56.3	19.2	10.9	8	5.7
FI origin	74.9	16.4	5	2.3	1.4

Chart 3.28
The Class Structure of Filipino-descent Men and Women compared with the Sample



	1	2	3	4	5
All Men	52.7	16.9	13.6	9.2	7.6
FI Men	73.1	15.8	6.4	2.6	2.1
All Women	60.3	21.9	7.7	6.6	3.4
FI Women	76	16.7	4.1	2.2	1

Chart 3.29
The Class Structure of Filipino-descent Respondents
Foreign-born and Native-born Men and Women



	1	2	3	4	5
All FB Men	51	18.3	12.2	9.5	9
FI FB Men	73.4	15.7	6.2	2.5	2.2
All NB Men	53.2	16.5	14	9.1	7.2
FI NB Men	55	20	15	10	0
All FB Women	63.7	18.7	6.7	6.2	4.6
FI FB Women	76.2	16.7	4	2.1	1
All NB Women	59.4	22.8	8	6.7	3.1
FI NB Women	61.1	16.7	11.1	11.1	0

Chart 3.30
Class Structure Comparison of Caribbean-descent Respondents with the Sample

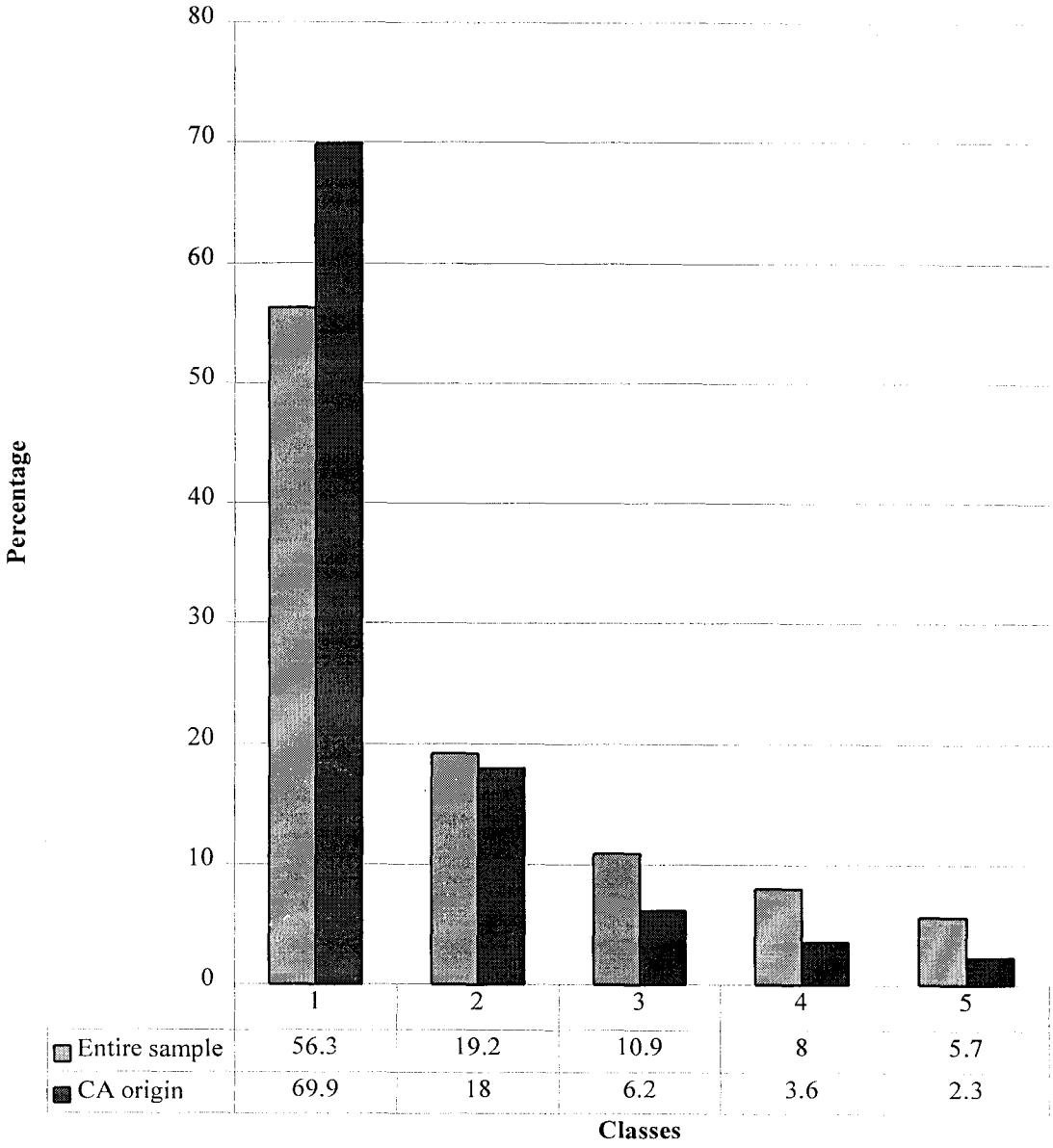
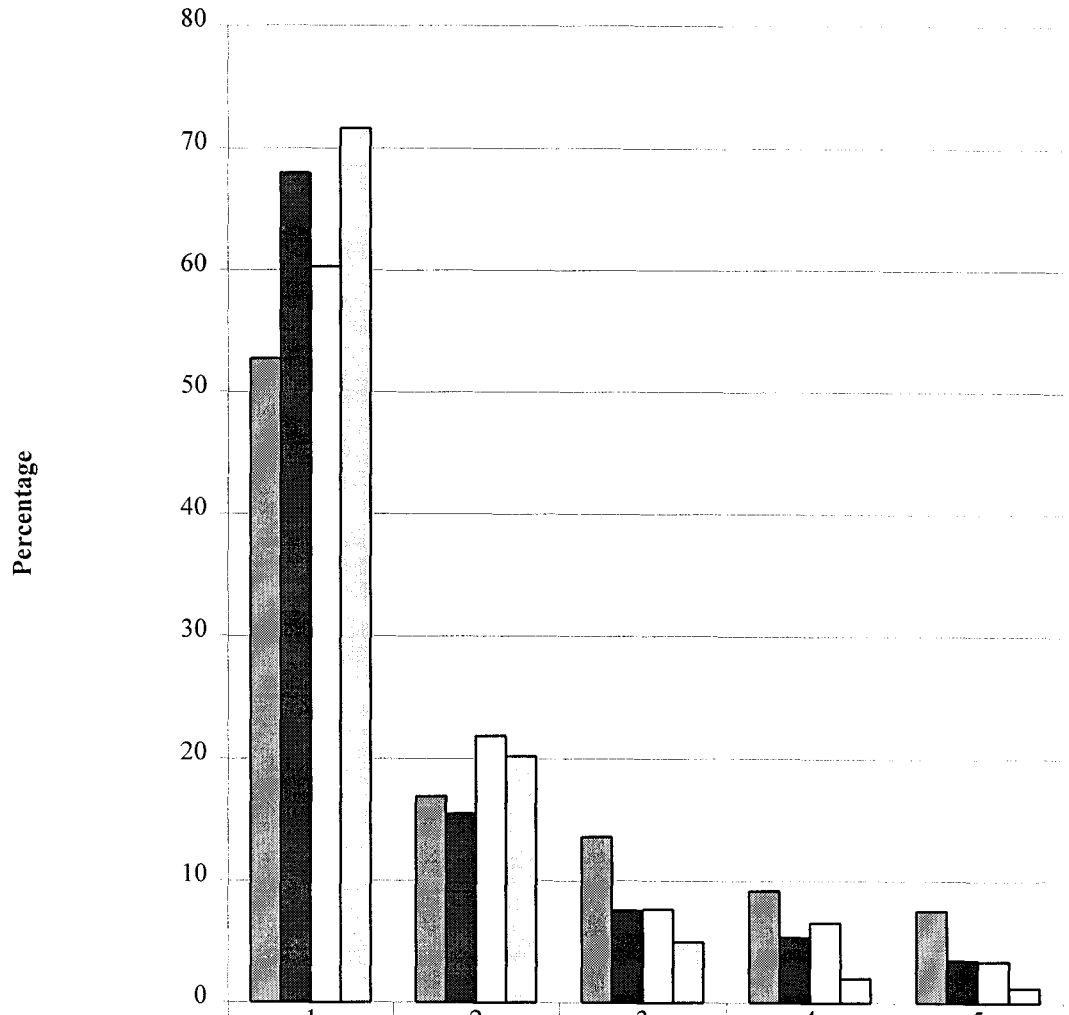
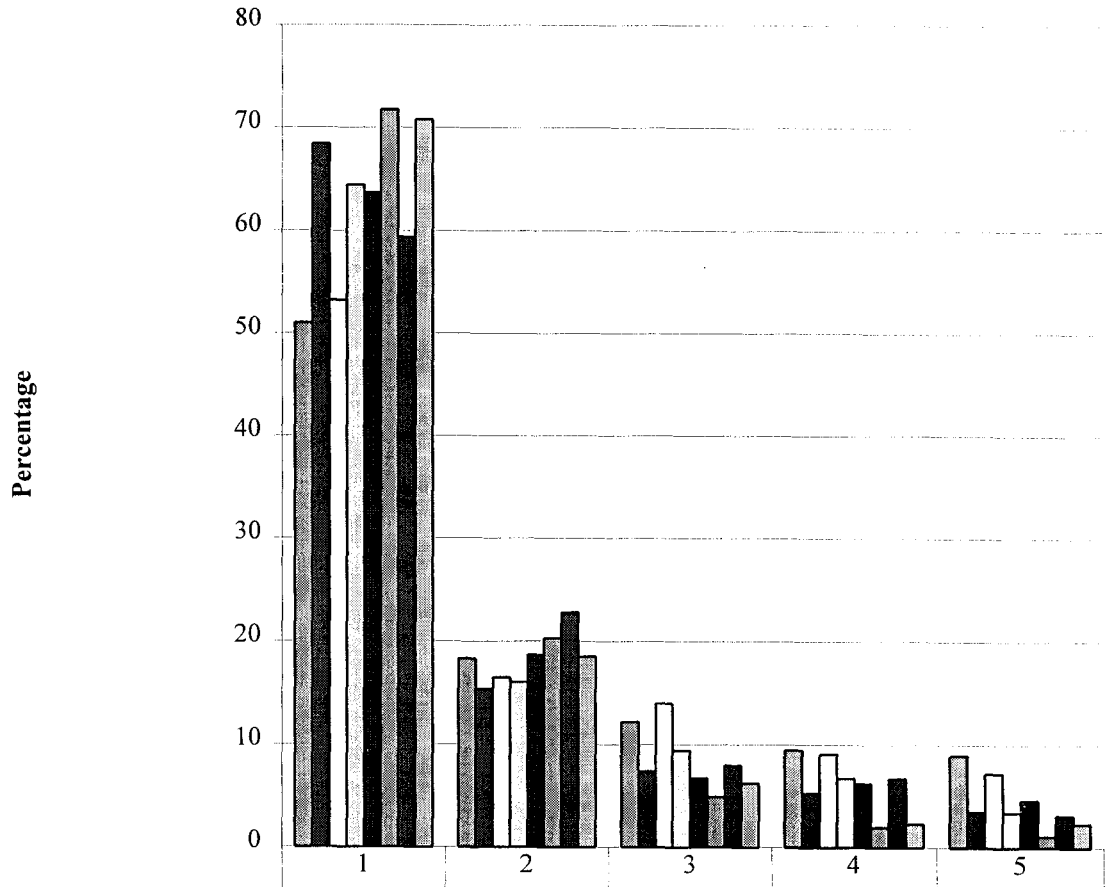


Chart 3.31
The Class Structure of Caribbean-descent Men and Women compared with the Sample



	1	2	3	4	5
All Men	52.7	16.9	13.6	9.2	7.6
CA Men	68	15.5	7.6	5.4	3.5
All Women	60.3	21.9	7.7	6.6	3.4
CA Women	71.6	20.2	5	2	1.2

Chart 3.32
The Class Structure of Caribbean-descent Respondents
Foreign-born and Native-born Men and Women



	1	2	3	4	5
All FB Men	51	18.3	12.2	9.5	9
CA FB Men	68.4	15.4	7.4	5.3	3.5
All NB Men	53.2	16.5	14	9.1	7.2
CA NB Men	64.4	16.1	9.4	6.7	3.4
All FB Women	63.7	18.7	6.7	6.2	4.6
CA FB Women	71.7	20.3	4.9	2	1.1
All NB Women	59.4	22.8	8	6.7	3.1
CA NB Women	70.8	18.5	6.2	2.3	2.3

Chapter 4

Inequalities in Earnings Among and Within Ethnic Groups

This Chapter presents evidence of inequalities in earnings among and within our categories. I examine earnings differentials in terms of the respondents' class, gender, nativity and ethnic/"visibility" group. I first present these differentials across the categories for the whole sample, and then proceed to examine the differences within our selected ethnic/visibility groups. The purpose of this exercise is to identify internal group differences and to check for clustering or convergence among certain combinations of categories. I begin with the mean earnings of the whole sample.

Table 4.1
Earnings of the Whole Sample

N	301,195.00
Mean	30,034.67
Median	26,292.00
Mode	30,000.00
Std. Deviation	24,521.12
Range	254,000.00
Minimum	-50,000.00
Maximum	204,000.00

The mean of earnings for our whole sample (n=301,195) is $30,035. The median is $26,292, and the mode is $30,000. The standard deviation is $24,521.

We now proceed with the analysis of earnings by class. Table 4.2 below shows the results.

Table 4.2
Sample Mean of Earnings by Class

CLASS	Mean	N	Std. Deviation	Median	±% of Mean
Proletariat	24,720.27	169,449	18,133.27	23,000.00	**-17.7**
Semi-autonomous Workers	38,696.11	57,924	23,642.01	38,000.00	**+28.8**
Managers & Supervisors	45,573.20	32,742	30,735.07	40,505.00	**+51.7**
Petty Bourgeoisie	19,929.24	24,013	24,859.07	13,250.00	**-33.6**
Employers	37,810.65	17,067	39,570.58	26,353.00	**+12.6**
Sample	**30,034.67**	**301,195**	**24,521.12**	**26,292.00**	

The petty bourgeois and the proletarians have mean earnings below the sample mean. The petty bourgeois make $10,106 less than the mean, and the proletarians make $5,315 less. Employers make $7,776 more, semi-autonomous workers make $8,661 more, and managers and supervisors make $15,538 more. These results are consistent with the findings of similar research (Li, 1988, 1992). In percentage terms, the petty bourgeois make 33.6% less, and the proletarians make 17.7% less than the sample mean. On the other hand, employers make 12.6% more than the mean, semi-autonomous workers 28.8% more, and the managers and supervisors make 51.7% more. They are the highest-paid class.

We now turn to the earnings of sex groups. Table 4.3 below demonstrates the differences between males and females.

Table 4.3
Sample Mean of Earnings by Sex

SEX	Mean	N	Std. Deviation	Median	±% of Mean
Males	36,138.56	160,961	27,718.33	32,319.00	**+20.3**
Females	23,028.60	140,234	17,825.07	20,482.00	**-23.3**
Sample	**30,034.67**	**301,195**	**24,521.12**	**26,292.00**	

Males make $6,104 more than the mean, whereas females make $7,006 below the mean. In percentage terms, males make 20.3% more than the mean and females make 23.3% less than the mean.

Next we look at the differential earnings of the foreign-born and the native-born, for the whole sample. Table 4.4 below shows the earnings inequality.

Table 4.4
Sample Mean of Earnings by Nativity

PLACE OF BIRTH	Mean	N	Std. Deviation	Median	±% of Mean
Foreign-born	28,518.97	66,108	24,966.49	24,000.00	**-5.0**
Native-born	30,460.89	235,087	24,377.50	27,000.00	**+1.4**
Sample	**30,034.67**	**301,195**	**24,521.12**	**26,292.00**	

Foreign-born respondents make $1,516 less than the mean, whereas the native-born make $426 more. In percentage terms, the foreign-born make 5% less than the mean, whereas the native-born make 1.4% more than the mean.

From Tables 4.1 to Table 4.4 above we can discern that the greatest earnings differentials exist among classes. The second highest earnings inequality occurs between sex groups, and the lowest between nativity groups.

Tables 4.5 to Table 4.10 bellow show summarily the earnings differentials within classes. We present these differentials by sex within each class, and by nativity within each class and sex group. We discern that male proletarians, both foreign-born and native born, have mean earnings higher than the mean for the whole class of proletarians. Female proletarians have earnings below the class mean, but the native-born females make more than the average of all female proletarians. Foreign-born females have the lowest earnings in the proletariat.

Table 4.5
Sample Earnings Differentials within Proletarians

CLASS	SEX	PLACE OF BIRTH	Mean	N	Std. Deviation
Proletarians	Males	Foreign-born	27,660.18	18,226	19,717.83
		Native-born	31,347.96	66,640	20,060.56
		Total	30,555.97	84,866	20,044.62
	Females	Foreign-born	18,118.14	19,369	13,334.44
		Native-born	19,086.89	65,214	13,773.64
		Total	18,865.05	84,583	13,680.29
	Total	Foreign-born	22,744.11	37,595	17,401.94
		Native-born	25,283.73	131,854	18,297.46
		Total	**24,720.27**	**169,449**	**18,133.27**

Table 4.6 displays the internal earnings differential for the class of semi-autonomous workers, by sex and place of birth.

Table 4.6
Earnings Differentials within Semi-autonomous Workers

CLASS	SEX	PLACE OF BIRTH	Mean	N	Std. Deviation
Semi-autonomous Workers	Males	Foreign-born	44,761.76	6,523	28,682.97
		Native-born	45,290.25	20,656	26,131.39
		Total	45,163.41	27,179	26,766.38
	Females	Foreign-born	32,899.10	5,689	20,428.09
		Native-born	32,997.06	25,056	18,298.15
		Total	32,978.93	30,745	18,710.25
	Total	Foreign-born	39,235.50	12,212	25,861.61
		Native-born	38,552.01	45,712	23,011.00
		Total	**38,696.11**	**57,924**	**23,642.01**

We observe that male semi-autonomous workers, both foreign-born and native born, have mean earnings higher than the mean for the whole class of semi-autonomous workers. Female semi-autonomous workers have earnings below the class mean, but the native-born females make marginally more than the average of all female semi-

autonomous workers ($18). Foreign-born females have the lowest earnings in the class of semi-autonomous workers.

Table 4.7 displays the internal earnings differential for the class of managers and supervisors, by sex and place of birth.

Table 4.7
Earnings Differentials within Managers and Supervisors

CLASS	SEX	PLACE OF BIRTH	Mean	N	Std. Deviation
Managers & Supervisors	Males	Foreign-born	50,318.00	4,369	35,350.76
		Native-born	51,922.66	17,511	32,021.20
		Total	51,602.24	21,880	32,718.59
	Females	Foreign-born	32,377.82	2,046	22,192.08
		Native-born	33,672.39	8,816	21,565.75
		Total	33,428.54	10,862	21,689.99
	Total	Foreign-born	44,596.16	6,415	32,832.71
		Native-born	45,811.28	26,327	30,197.75
		Total	**45,573.20**	**32,742**	**30,735.07**

We notice that male managers and supervisors, both foreign-born and native born, have mean earnings higher than the mean for the whole class of managers and supervisors. Female managers and supervisors have earnings below the class mean, but the native-born females make more than the average of all female managers and supervisors ($244). Foreign-born females have the lowest earnings in the class of managers and supervisors.

Table 4.8 displays the internal earnings differential for the class of the petty bourgeois, by sex and place of birth. We discern that the male petty bourgeois, both foreign-born and native born, have mean earnings higher than the mean for the whole class of the petty bourgeoisie. The female petty bourgeois have earnings below the class

mean, but the foreign-born females make more than the average of all female petty bourgeois ($856). Native-born females have the lowest earnings in the class of the petty bourgeoisie.

Table 4.8
Earnings Differentials within the Petty Bourgeoisie

CLASS	SEX	PLACE OF BIRTH	Mean	N	Std. Deviation
Petty Bourgeoisie	Males	Foreign-born	23,143.29	3,397	28,229.56
		Native-born	23,606.34	11,364	27,410.55
		Total	23,499.78	14,761	27,600.91
	Females	Foreign-born	15,088.81	1,888	19,324.84
		Native-born	14,013.16	7,364	18,052.70
		Total	14,232.66	9,252	18,323.53
	Total	Foreign-born	20,265.93	5,285	25,698.88
		Native-born	19,834.22	18,728	24,616.77
		Total	**19,929.24**	**24,013**	**24,859.07**

Table 4.9 displays the internal earnings differential for the class of employers, by sex and place of birth.

Table 4.9
Earnings Differentials within Employers

CLASS	SEX	PLACE OF BIRTH	Mean	N	Std. Deviation
Employers	Males	Foreign-born	38,350.38	3,200	40,568.67
		Native-born	43,810.57	9,075	43,497.45
		Total	42,387.14	12,275	42,818.80
	Females	Foreign-born	25,133.77	1,401	26,539.86
		Native-born	26,481.79	3,391	26,133.02
		Total	26,087.68	4,792	26,257.00
	Total	Foreign-born	34,325.93	4,601	37,362.17
		Native-born	39,096.80	12,466	40,280.50
		Total	**37,810.65**	**17,067**	**39,570.58**

We observe that the male employers, both foreign-born and native born, have mean earnings higher than the mean for the whole class of employers. The female employers have earnings below the class mean, but the native-born females make more than the average of all female petty bourgeois ($394). Foreign-born females have the lowest earnings in the class of employers.

We now turn to our ten ethnic/"visibility" groups, beginning with the British. We will present first the mean of all respondents of British descent. Then we will analyze their earnings in terms of class, then sex, and then in terms of their nativity. We will always compare mean earnings to the respective category mean, as well as the grand mean of $30,035.

British-descent Respondents

The mean earnings of the respondents of British descent, as a group, are $33,434, as can be seen in Table 4.10 below.

Table 4.10
Earnings of British-descent Respondents

	Mean	N	Std. Deviation	Median	±% of Mean
British	33,434.28	31,986	26,752.78	30,000.00	**+11.3**
Sample	**30,034.67**	**301,195**	**24,521.12**	**26,292.00**	

In terms of percentage, the respondents of British descent make 11.3% more than the sample mean. We now turn to earning differentials by class.

British Classes

Table 4.11 below presents the mean for all British-descent classes, compared with the mean of all classes in the whole sample.

Table 4.11
Earnings of British-descent Classes

CLASSES	Mean	N	Std. Deviation	Median	±% of Class Mean
Proletarians	27,580.34	17,821	19,389.90	26,000.00	**+11.6**
All Proletarians	**24,720.27**	**169,449**	**18,133.27**	**23,000.00**	
Semi-autonomous Workers	42,322.19	5,781	26,512.91	40,900.00	**+9.4**
All Semi-autonomous Workers	**38,696.11**	**57,924**	**23,642.01**	**38,000.00**	
Managers & Supervisors	50,958.70	3,968	32,599.86	46,000.00	**+11.8**
All Managers & Supervisors	**45,573.20**	**32,742**	**30,735.07**	**40,505.00**	
Petty Bourgeois	21,376.57	2,692	25,864.65	14,894.50	**+7.3**
All Petty Bourgeois	**19,929.24**	**24,013**	**24,859.07**	**13,250.00**	
Employers	42,636.36	1,724	43,696.12	30,000.00	**+12.8**
All Employers	**37,810.65**	**17,067**	**39,570.58**	**26,353.00**	

Proletarians of British descent make $2,860 more than the mean of proletarians in the whole sample, or 11.6% more. Semi-autonomous workers of British descent make $3,626 more than the semi-autonomous workers in the whole sample, or 9.4% more. Managers and supervisors of British descent make $5,386 more than the managers and supervisors in the whole sample, or 11.8% more. The petty bourgeois of British descent make $1,448 more than the petty bourgeois of the whole sample, or 7.3% more. The employers of British descent make $4,825 more than the employers in the whole sample, or 12.8% more.

British Sex Groups

Table 4.12 below presents the mean for all British-descent males and females, compared with the mean of all males and females in the whole sample.

Table 4.12
Earnings of British-descent Males and Females

SEX	Mean	N	Std. Deviation	Median	±% of Sex Mean
Males	40,292.76	18,074	29,903.10	36,176.00	**+11.5**
All Males	**36,138.56**	**160,961**	**27,718.33**	**32,319.00**	
Females	24,523.97	13,912	18,530.05	22,598.50	**+6.5**
All Females	**23,028.60**	**140,234**	**17,825.07**	**20,482.00**	

Males of British descent make $4,154 more than the mean of all males in the whole sample, or 11.5% more. Females of British descent make $1,495 more than all the females in the whole sample, or 6.5% more.

British Nativity Groups

Table 4.13 below presents the mean for foreign-born and native-born respondents of British-descent, compared with the mean of all foreign-born and all native-born in the whole sample.

Table 4.13
Earnings of British-descent Foreign-born and Native-born

PLACE OF BIRTH	Mean	N	Std. Deviation	Median	±% of POB Mean
Foreign-born	36,400.30	7,245	29,294.31	30,816.00	**+27.6**
All Foreign-born	**28,518.97**	**66,108**	**24,966.49**	**24,000.00**	
Native-born	32,565.73	24,741	25,897.89	29,903.00	**+6.9**
All Native-born	**30,460.89**	**235,087**	**24,377.50**	**27,000.00**	

British-descent foreign-born respondents make $7,881 more than the mean of the foreign-born in the whole sample, or 27.6% more. Native-born respondents of British descent make $2,105 more than all the native-born in the whole sample, or 6.9% more. The Tables above, referring to all the categories within all respondents of British descent, are now summarized in a bigger Table 4.14 below, which illustrates the internal inequalities in earnings among all possible combinations of categories. Results are compared to the grand sample mean of $30,035. Space considerations require abbreviating proletarians (PRLT), semi-autonomous workers (SAW), managers and supervisors (M&S), petty bourgeois (PB), and employers (EMPL).

Table 4.14
Earnings of all Categories within British-descent Respondents

CATEGORIES WITHIN BRITISH	MEAN EARNINGS	N
British M&S Males Foreign-born	64,386.96	694
British M&S Males	57,764.12	2,749
British M&S Foreign-born	56,188.95	1,013
British M&S Males Native-born	55,527.50	2,055
British SAW Males Foreign-born	55,106.05	801
British EMPL Males Foreign-born	51,989.58	297
British M&S	50,958.70	3,968
British SAW Males	50,244.99	2,893
British M&S Native-born	49,165.73	2,955
British SAW Males Native-born	48,383.75	2,092
British EMPL Males	47,878.30	1,244
British EMPL Males Native-born	46,588.91	947
British Males Foreign-born	45,758.84	3,886
British SAW Foreign-born	45,707.88	1,507
British EMPL Foreign-born	45,602.97	428
British EMPL	42,636.36	1,724
British SAW	42,322.19	5,781
British EMPL Native-born	41,656.65	1,296
British SAW Native-born	41,128.41	4,274
British Males	40,292.76	18,074

Table 4.14 Cont'd
Earnings of all Categories within British-descent Respondents

British Males Native-born	38,795.64	14,188
British M&S Females Foreign-born	38,353.77	319
British PRLT Males Foreign-born	37,029.74	1,701
British Foreign-born	36,400.30	7,245
British M&S Females	35,611.63	1,219
British SAW Females Foreign-born	35,045.08	706
British M&S Females Native-born	34,639.69	900
British SAW Females	34,385.68	2,888
British SAW Females Native-born	34,172.33	2,182
British PRLT Males	34,075.41	9,452
British	33,434.28	31,986
British PRLT Males Native-born	33,427.07	7,751
British Native-born	32,565.73	24,741
British EMPL Females Foreign-born	31,123.41	131
SAMPLE MEAN	**30,034.67**	**301,195**
British EMPL Females	29,051.02	480
British PRLT Foreign-born	28,371.63	3,668
British EMPL Females Native-born	28,273.12	349
British PRLT	27,580.34	17,821
British PRLT Native-born	27,375.27	14,153
British PB Males Foreign-born	26,885.16	393
British Females Foreign-born	25,573.48	3,359
British Females	24,523.97	13,912
British PB Males	24,457.20	1,736
British Females Native-born	24,189.91	10,553
British PB Males Native-born	23,746.71	1,343
British PB Foreign-born	22,788.19	629
British PB	21,376.57	2,692
British PB Native-born	20,946.17	2,063
British PRLT Females Foreign-born	20,884.37	1,967
British PRLT Females	20,244.77	8,369
British PRLT Females Native-born	20,048.26	6,402
British PB Females Foreign-born	15,965.70	236
British PB Females	15,782.45	956
British PB Females Native-born	15,722.38	720

French-descent Respondents

The mean earnings of the respondents of French descent, as a group, are $29,917, as can be seen in Table 4.15 below.

Table 4.15
Earnings of French-descent Respondents

	Mean	N	Std. Deviation	Median	±% of Mean
French	29,916.59	30,498	23,121.85	26,899.50	**-0.4**
Sample	**30,034.67**	**301,195**	**24,521.12**	**26,292.00**	

In terms of percentage, the respondents of French descent make 0.4% less than the sample mean. We now turn to earning differentials by class.

French Classes

Table 4.16 below presents the mean for all French-descent classes, compared with the mean of all classes in the whole sample.

Table 4.16
Earnings of French-descent Classes

CLASSES	Mean	N	Std. Deviation	Median	±% of Class Mean
Proletarians	24,294.77	16,888	17,444.75	23,000.00	**-1.7**
All Proletarians	**24,720.27**	**169,449**	**18,133.27**	**23,000.00**	
Semi-autonomous Workers	38,428.02	6,825	21,554.89	39,000.00	**-0.7**
All Semi-autonomous Workers	**38,696.11**	**57,924**	**23,642.01**	**38,000.00**	
Managers & Supervisors	44,526.87	3,262	28,809.37	40,000.00	**-2.3**
All Managers & Supervisors	**45,573.20**	**32,742**	**30,735.07**	**40,505.00**	
Petty Bourgeois	20,309.96	2,049	24,821.77	14,092.00	**+1.9**
All Petty Bourgeois	**19,929.24**	**24,013**	**24,859.07**	**13,250.00**	
Employers	35,938.34	1,474	37,390.62	25,450.00	**-4.9**
All Employers	**37,810.65**	**17,067**	**39,570.58**	**26,353.00**	

Proletarians of French descent make $425 less than the mean of proletarians in the whole sample, or 1.7% less. Semi-autonomous workers of French descent make $268 less than the semi-autonomous workers in the whole sample, or 0.7% less. Managers and supervisors of French descent make $1,046 less than the managers and supervisors in the whole sample, or 2.3% less. The petty bourgeois of French descent make $381 more than the petty bourgeois of the whole sample, or 1.9% more. The employers of French descent make $1,873 less than the employers in the whole sample, or 4.9% less.

French Sex Groups

Table 4.17 below presents the mean for all French-descent males and females, compared with the mean of all males and females in the whole sample.

Table 4.17
Earnings of French-descent Males and Females

SEX	Mean	N	Std. Deviation	Median	±% of Sex Mean
Males	35,295.88	16,812	25,604.89	32,000.00	**-2.3**
All Males	**36,138.56**	**160,961**	**27,718.33**	**32,319.00**	
Females	23,308.62	13,686	17,516.11	21,000.00	**+1.2**
All Females	**23,028.60**	**140,234**	**17,825.07**	**20,482.00**	

Males of French descent make $843 less than the mean of all males in the whole sample, or 2.3% less. Females of French descent make $280 more than all the females in the whole sample, or 1.2% more.

French Nativity Groups

Table 4.18 below presents the mean for foreign-born and native-born respondents of French-descent, compared with the mean of all foreign-born and all native-born in the whole sample.

Table 4.18
Earnings of French-descent Foreign-born and Native-born

PLACE OF BIRTH	Mean	N	Std. Deviation	Median	±% of POB Mean
Foreign-born	32,934.05	918	29,253.23	26,560.50	**+15.5**
All Foreign-born	**28,518.97**	**66,108**	**24,966.49**	**24,000.00**	
Native-born	29,822.95	29,580	22,899.59	26,900.00	**-2.1**
All Native-born	**30,460.89**	**235,087**	**24,377.50**	**27,000.00**	

French-descent foreign-born respondents make $4,415 more than the mean of the foreign-born in the whole sample, or 15.5% more. Native-born respondents of French descent make $638 less than all the native-born in the whole sample, or 2.1% less.

Table 4.19 below presents the earnings inequalities within all the categories and possible combinations of the French-descent respondents, and it provides a comparison to the grand mean.

Table 4.19
Earnings of all Categories within French-descent Respondents

CATEGORIES WITHIN FRENCH	MEAN EARNINGS	N
French M&S Males Foreign-born	66,909.32	83
French M&S Foreign-born	56,529.00	115
French SAW Males Foreign-born	51,290.91	124
French M&S Males	50,210.06	2,233
French M&S Males Native-born	49,565.39	2,150
French M&S	44,526.87	3,262
French M&S Native-born	44,088.28	3,147

Table 4.19 Cont'd
Earnings of all Categories within French-descent Respondents

French SAW Males	44,072.82	3,194
French SAW Males Native-born	43,781.27	3,070
French SAW Foreign-born	42,641.94	240
French EMPL Males Native-born	39,891.62	1,079
French EMPL Males	39,752.75	1,108
French Males Foreign-born	38,992.01	511
French SAW	38,428.02	6,825
French SAW Native-born	38,274.44	6,585
French EMPL Native-born	35,998.04	1,433
French EMPL	35,938.34	1,474
French Males	35,295.88	16,812
French Males Native-born	35,180.02	16,301
French EMPL Males Foreign-born	34,585.72	29
French EMPL Foreign-born	33,851.85	41
French SAW Females Native-born	33,464.77	3,515
French SAW Females	33,462.59	3,631
French SAW Females Foreign-born	33,396.50	116
French Foreign-born	32,934.05	918
French M&S Females Native-born	32,277.05	997
French M&S Females	32,193.96	1,029
French EMPL Females Foreign-born	32,078.33	12
SAMPLE MEAN	**30,034.67**	**301,195**
French	29,916.59	30,498
French Native-born	29,822.95	29,580
French PRLT Males Native-born	29,676.37	8,787
French PRLT Males	29,627.68	9,002
French M&S Females Foreign-born	29,605.03	32
French PRLT Males Foreign-born	27,637.59	215
French Females Foreign-born	25,328.10	407
French PB Females Foreign-born	24,669.39	41
French EMPL Females	24,390.91	366
French PRLT Native-born	24,306.62	16,467
French PRLT	24,294.77	16,888
French EMPL Females Native-born	24,130.32	354
French PRLT Foreign-born	23,831.06	421
French PB Males Native-born	23,609.90	1,215
French PB Males	23,335.16	1,275
French Females	23,308.62	13,686
French Females Native-born	23,246.72	13,279

Table 4.19 Cont'd
Earnings of all Categories within French-descent Respondents

French PB Foreign-born	20,571.79	101
French PB	20,309.96	2,049
French PB Native-born	20,296.38	1,948
French PRLT Females Foreign-born	19,858.24	206
French PRLT Females	18,207.16	7,886
French PRLT Females Native-born	18,162.88	7,680
French PB Males Foreign-born	17,771.76	60
French PB Females	15,326.57	774
French PB Females Native-born	14,803.99	733

Jewish-descent Respondents

The mean earnings of the respondents of Jewish descent, as a group, are $43,269, as can be seen in Table 4.20 below.

Table 4.20
Earnings of Jewish-descent Respondents

	Mean	**N**	**Std. Deviation**	**Median**	**±% of Mean**
Jewish	43,269.28	2,118	38,794.69	33,024.00	**+44.0**
Sample	**30,034.67**	**301,195**	**24,521.12**	**26,292.00**	

In terms of percentage, the respondents of Jewish descent make 44% more than the sample mean. We now turn to earning differentials by class.

Jewish Classes

Table 4.21 below presents the mean for all Jewish-descent classes, compared with the mean of all classes in the whole sample.

Table 4.21
Earnings of Jewish-descent Classes

CLASSES	Mean	N	Std. Deviation	Median	±% of Class Mean
Proletarians	27,319.97	699	23,249.05	24,000.00	**+10.5**
All Proletarians	**24,720.27**	**169,449**	**18,133.27**	**23,000.00**	
Semi-autonomous Workers	47,014.30	607	35,327.19	40,000.00	**+21.5**
All Semi-autonomous Workers	**38,696.11**	**57,924**	**23,642.01**	**38,000.00**	
Managers & Supervisors	55,573.94	253	37,662.03	47,000.00	**+21.9**
All Managers & Supervisors	**45,573.20**	**32,742**	**30,735.07**	**40,505.00**	
Petty Bourgeois	35,070.40	250	37,672.56	23,500.00	**+76.0**
All Petty Bourgeois	**19,929.24**	**24,013**	**24,859.07**	**13,250.00**	
Employers	68,550.75	309	54,140.39	52,000.00	**+81.2**
All Employers	**37,810.65**	**17,067**	**39,570.58**	**26,353.00**	

Employers of Jewish descent make the highest percentage difference, compared with the mean earnings of employers in the whole sample (81.2% more). The petty bourgeois of Jewish descent are next with 76% more. Managers and supervisors of Jewish descent make 21.9% more than the managers and supervisors in the whole sample. The semi-autonomous workers of Jewish descent make 21.5% more than all the semi-autonomous workers in the sample. Proletarians of Jewish descent make 10.5% more than the proletarians in the whole sample.

Jewish Sex Groups

Table 4.22 below presents the mean for all Jewish-descent males and females, compared with the mean of all males and females in the whole sample.

Table 4.22
Earnings of Jewish-descent Males and Females

SEX	Mean	N	Std. Deviation	Median	±% of Sex Mean
Males	54,634.78	1,115	45,246.35	42,934.00	**+51.2**
All Males	**36,138.56**	160,961	27,718.33	32,319.00	
Females	30,634.65	1,003	24,498.67	25,000.00	**+33.0**
All Females	**23,028.60**	140,234	17,825.07	20,482.00	

Males of Jewish descent make $18,496 more than the mean of all males in the whole sample, or 51.2% more. Females of Jewish descent make $7,606 more than all the females in the whole sample, or 33% more.

Jewish Nativity Groups

Table 4.23 below presents the mean for foreign-born and native-born respondents of Jewish-descent, compared with the mean of all foreign-born and all native-born in the whole sample.

Table 4.23
Earnings of Jewish-descent Foreign-born and Native-born

PLACE OF BIRTH	Mean	N	Std. Deviation	Median	±% of POB Mean
Foreign-born	38,452.10	746	33,888.25	30,000.00	**+34.8**
All Foreign-born	**28,518.97**	**66,108**	**24,966.49**	**24,000.00**	
Native-born	45,888.53	1,372	40,992.90	35,000.00	**+50.6**
All Native-born	**30,460.89**	**235,087**	**24,377.50**	**27,000.00**	

Jewish-descent foreign-born respondents make $9,933 more than the mean of the foreign-born in the whole sample, or 34.8% more. Native-born respondents of Jewish descent make $15,427 more than all the native-born in the whole sample, or 50.6% more.

Table 4.24 is a summary of the earnings inequalities within all the categories and their possible combinations for respondents of Jewish-descent, and it provides a comparison to the grand mean.

Table 4.24
Earnings of all Categories within Jewish-descent Respondents

CATEGORIES WITHIN JEWISH	MEAN EARNINGS	N
Jewish EMPL Males Native-born	84,876.37	161
Jewish EMPL Males	77,825.07	230
Jewish EMPL Native-born	76,635.14	206
Jewish EMPL	68,550.75	309
Jewish M&S Males Native-born	65,237.71	107
Jewish M&S Males	63,697.52	166
Jewish EMPL Males Foreign-born	61,372.02	69
Jewish M&S Males Foreign-born	60,904.30	59
Jewish SAW Males Native-born	59,376.92	188
Jewish Males Native-born	58,936.15	718
Jewish SAW Males	57,642.09	297
Jewish M&S Native-born	55,741.19	169
Jewish M&S	55,573.94	253
Jewish M&S Foreign-born	55,237.45	84
Jewish SAW Males Foreign-born	54,649.91	109
Jewish Males	54,634.78	1,115
Jewish EMPL Foreign-born	52,381.98	103
Jewish SAW Native-born	47,651.14	392
Jewish EMPL Females Native-born	47,149.84	45
Jewish SAW	47,014.30	607
Jewish Males Foreign-born	46,855.48	397
Jewish PB Males Native-born	46,188.17	94
Jewish Native-born	45,888.53	1,372
Jewish SAW Foreign-born	45,853.18	215
Jewish	43,269.28	2,118
Jewish M&S Females Foreign-born	41,863.68	25
Jewish EMPL Females	41,549.58	79
Jewish PB Males	40,998.73	158
Jewish M&S Females	40,073.78	87
Jewish PB Native-born	39,903.78	153
Jewish M&S Females Native-born	39,352.04	62

Table 4.24 Cont'd
Earnings of all Categories within Jewish-descent Respondents

Jewish Foreign-born	38,452.10	746
Jewish SAW Females Native-born	36,845.02	204
Jewish SAW Females	36,832.19	310
Jewish SAW Females Foreign-born	36,807.49	106
Jewish PRLT Males Native-born	36,702.82	168
Jewish PB	35,070.40	250
Jewish EMPL Females Foreign-born	34,137.47	34
Jewish PRLT Males	33,510.32	264
Jewish PB Males Foreign-born	33,376.75	64
Jewish Females Native-born	31,564.09	654
Jewish Females	30,634.65	1,003
SAMPLE MEAN	**30,034.67**	**301,195**
Jewish PB Females Native-born	29,891.37	59
Jewish Females Foreign-born	28,892.95	349
Jewish PRLT Native-born	28,689.03	452
Jewish PRLT Males Foreign-born	27,923.45	96
Jewish PB Foreign-born	27,446.62	97
Jewish PRLT	27,319.97	699
Jewish PB Females	24,889.15	92
Jewish PRLT Foreign-born	24,814.65	247
Jewish PRLT Females Native-born	23,948.48	284
Jewish PRLT Females	23,563.07	435
Jewish PRLT Females Foreign-born	22,838.20	151
Jewish PB Females Foreign-born	15,945.78	33

Greek-descent Respondents

We now turn to the analysis of earnings of Greek-descent respondents. The mean earnings of the respondents of Greek descent, as a group, are $24,723, as can be seen in Table 4.25 below.

Table 4.25
Earnings of Greek-descent Respondents

	Mean	N	Std. Deviation	Median	±% of Mean
Greeks	24,723.16	1,784	20,825.40	20,000.00	-17.7%
Sample	**30,034.67**	**301,195**	**24,521.12**	**26,292.00**	

In terms of percentage, the respondents of Greek descent make 17.7% less than the sample mean. We now turn to earning differentials by class.

Greek Classes

Table 4.26 below presents the mean for all Greek-descent classes, compared with the mean of all classes in the whole sample. Employers of Greek descent make the lowest percentage difference, compared with the mean earnings of employers in the whole sample (31.7% less). Managers and supervisors of Greek descent make 26.1% less than the managers and supervisors in the whole sample. The semi-autonomous workers of Greek descent make 6.1% less than all the semi-autonomous workers in the sample. Proletarians of Greek descent make 16% less than the proletarians in the whole sample. The petty bourgeois of Greek descent are the only class that makes more than their counterparts in the whole sample; 9% more.

Table 4.26
Earnings of Greek-descent Classes

CLASSES	Mean	N	Std. Deviation	Median	±% of Class Mean
Proletarians	20,755.83	1,001	15,372.89	18,000.00	**-16.0**
All Proletarians	**24,720.27**	**169,449**	**18,133.27**	**23,000.00**	
Semi-autonomous Workers	36,340.52	233	25,186.72	34,574.00	**-6.1**
All Semi-autonomous Workers	**38,696.11**	**57,924**	**23,642.01**	**38,000.00**	
Managers & Supervisors	33,682.19	163	27,145.60	28,302.00	**-26.1**
All Managers & Supervisors	**45,573.20**	**32,742**	**30,735.07**	**40,505.00**	
Petty Bourgeois	21,730.96	151	25,612.79	15,000.00	**+9.0**
All Petty Bourgeois	**19,929.24**	**24,013**	**24,859.07**	**13,250.00**	
Employers	25,807.71	236	21,644.17	20,000.00	**-31.7**
All Employers	**37,810.65**	**17,067**	**39,570.58**	**26,353.00**	

Greek Sex Groups

Table 4.27 below presents the mean for all Greek-descent males and females, compared with the mean of all males and females in the whole sample.

Table 4.27
Earnings of Greek-descent Males and Females

SEX	Mean	N	Std. Deviation	Median	±% of Sex Mean
Males	27,884.81	1,001	23,148.91	23,339.00	**-22.8**
All Males	**36,138.56**	**160,961**	**27,718.33**	**32,319.00**	
Females	20,681.26	783	16,566.24	17,375.00	**-10.2**
All Females	**23,028.60**	**140,234**	**17,825.07**	**20,482.00**	

Males of Greek descent make $8,254 less than the mean of all males in the whole sample, or 22.8% less. Females of Greek descent make $2,348 less than all the females in the whole sample, or 10.2% less.

Greek Nativity Groups

Table 4.28 below presents the mean for foreign-born and native-born respondents of Greek-descent, compared with the mean of all foreign-born and all native-born in the whole sample.

Table 4.28
Earnings of Greek-descent Foreign-born and Native-born

PLACE OF BIRTH	Mean	N	Std. Deviation	Median	±% of POB Mean
Foreign-born	23,543.42	1,103	20,611.36	19,330.00	**-17.4**
All Foreign-born	**28,518.97**	**66,108**	**24,966.49**	**24,000.00**	
Native-born	26,633.95	681	21,042.67	24,000.00	**-12.6**
All Native-born	**30,460.89**	**235,087**	**24,377.50**	**27,000.00**	

Greek-descent foreign-born respondents make $4,976 less than the mean of the foreign-born in the whole sample, or 17.4% less. Native-born respondents of Greek descent make $3,827 less than all the native-born in the whole sample, or 12.6% less.

Table 4.29 presents a summary of earnings inequality within the Greek-descent respondents, in terms of all internal categories and their possible combinations. It also shows a comparison with the grand mean.

Table 4.29
Earnings of all Categories within Greek-descent Respondents

CATEGORIES WITHIN GREEK	MEAN EARNINGS	N
Greek SAW Males Foreign-born	49,205.04	47
Greek SAW Males	42,530.65	120
Greek SAW Foreign-born	40,497.08	92
Greek M&S Males Native-born	39,226.17	45
Greek SAW Males Native-born	38,233.43	73
Greek M&S Males	37,025.03	97
Greek SAW	36,340.52	233
Greek M&S Native-born	36,284.75	77
Greek M&S Males Foreign-born	35,120.19	52
Greek M&S	33,682.19	163
Greek SAW Native-born	33,628.43	141
Greek EMPL Males Native-born	33,401.79	44
Greek M&S Females Native-born	32,148.37	32
Greek PB Females Native-born	31,637.80	10
Greek SAW Females Foreign-born	31,402.11	45
Greek M&S Foreign-born	31,352.00	86
Greek EMPL Native-born	31,299.15	57
SAMPLE MEAN	**30,034.67**	**301,195**
Greek SAW Females	29,766.93	113
Greek Males Native-born	28,959.25	363
Greek M&S Females	28,769.24	66
Greek SAW Females Native-born	28,684.83	68
Greek Males	27,884.81	1,001
Greek EMPL Males	27,476.09	186
Greek Males Foreign-born	27,273.49	638
Greek Native-born	26,633.95	681

Table 4.29 Cont'd
Earnings of all Categories within Greek-descent Respondents

Greek EMPL	25,807.71	236
Greek EMPL Males Foreign-born	25,639.96	142
Greek M&S Females Foreign-born	25,588.88	34
Greek PRLT Males Foreign-born	24,819.89	315
Greek	24,723.16	1,784
Greek EMPL Females Native-born	24,182.53	13
Greek EMPL Foreign-born	24,059.04	179
Greek PRLT Males	24,047.04	487
Greek Females Native-born	23,979.61	318
Greek Foreign-born	23,543.42	1,103
Greek PB Native-born	23,334.46	39
Greek PRLT Males Native-born	22,631.65	172
Greek PB Females	22,131.25	40
Greek PB Males Foreign-born	21,981.21	82
Greek PB	21,730.96	151
Greek PB Males	21,586.72	111
Greek PRLT Native-born	21,547.94	367
Greek PB Foreign-born	21,172.60	112
Greek PRLT	20,755.83	1,001
Greek Females	20,681.26	783
Greek PRLT Females Native-born	20,592.04	195
Greek PB Males Native-born	20,471.24	29
Greek PRLT Foreign-born	20,297.30	634
Greek EMPL Females	19,601.34	50
Greek PB Females Foreign-born	18,962.40	30
Greek Females Foreign-born	18,425.61	465
Greek EMPL Females Foreign-born	17,991.72	37
Greek PRLT Females	17,637.50	514
Greek PRLT Females Foreign-born	15,831.43	319

Italian-descent Respondents

We now turn to the analysis of earnings of Italian-descent respondents. The mean earnings of the respondents of Italian descent, as a group, are $31,155, as can be seen in Table 4.30 below.

Table 4.30
Earnings of Italian-descent Respondents

	Mean	N	Std. Deviation	Median	±% of Mean
Italian	31,155.10	9,028	23,443.39	28,714.00	+3.7
Sample	**30,034.67**	**301,195**	**24,521.12**	**26,292.00**	

In terms of percentage, the respondents of Italian descent make 3.7% more than the sample mean. We now turn to earning differentials by class.

Italian Classes

Table 4.31 below presents the mean for all Italian-descent classes, compared with the mean of all classes in the whole sample.

Table 4.31
Earnings of Italian-descent Classes

CLASSES	Mean	N	Std. Deviation	Median	±% of Class Mean
Proletarians	26,122.84	5,270	17,469.39	25,000.00	+5.
All Proletarians	**24,720.27**	**169,449**	**18,133.27**	**23,000.00**	
Semi-autonomous Workers	40,691.99	1,406	22,644.40	40,000.00	+5.
All Semi-autonomous Workers	**38,696.11**	**57,924**	**23,642.01**	**38,000.00**	
Managers & Supervisors	45,366.65	1,118	29,143.36	40,000.00	-0.
All Managers & Supervisors	**45,573.20**	**32,742**	**30,735.07**	**40,505.00**	
Petty Bourgeois	21,576.10	528	25,403.96	15,000.00	+8.
All Petty Bourgeois	**19,929.24**	**24,013**	**24,859.07**	**13,250.00**	
Employers	34,385.03	706	33,706.72	27,000.00	-9.
All Employers	**37,810.65**	**17,067**	**39,570.58**	**26,353.00**	

Employers of Italian descent make the lowest percentage difference, compared with the mean earnings of employers in the whole sample (9% less). Managers and supervisors of Italian descent make 0.4% less than the managers and supervisors in the

whole sample. The semi-autonomous workers of Italian descent make 5.1% more than all the semi-autonomous workers in the sample. Proletarians of Italian descent make 5.7% more than the proletarians in the whole sample. The petty bourgeois of Italian descent make 8.2% more than their counterparts in the whole sample.

Italian Sex Groups

Table 4.32 below presents the mean for all Italian-descent males and females, compared with the mean of all males and females in the whole sample.

Table 4.32
Earnings of Italian-descent Males and Females

SEX	Mean	N	Std. Deviation	Median	±% of Sex Mean
Males	36,258.00	5,144	26,222.47	33,800.00	**+1.0**
All Males	**36,138.56**	**160,961**	**27,718.33**	**32,319.00**	
Females	24,396.78	3,884	16,933.35	23,000.00	**+1.0**
All Females	**23,028.60**	**140,234**	**17,825.07**	**20,482.00**	

Males of Italian descent make $129 more than the mean of all males in the whole sample, or 1% more. Females of Italian descent make $1,368 more than all the females in the whole sample, or 1% more.

Italian Nativity Groups

Table 4.33 below presents the mean for foreign-born and native-born respondents of Italian-descent, compared with the mean of all foreign-born and all native-born in the whole sample.

Table 4.33
Earnings of Italian-descent Foreign-born and Native-born

PLACE OF BIRTH	Mean	N	Std. Deviation	Median	±% of POB Mean
Foreign-born	30,863.52	4,279	23,567.12	28,000.00	**+8.2**
All Foreign-born	**28,518.97**	**66,108**	**24,966.49**	**24,000.00**	
Native-born	31,417.82	4,749	23,330.71	29,000.00	**+3.1**
All Native-born	**30,460.89**	**235,087**	**24,377.50**	**27,000.00**	

Italian-descent foreign-born respondents make $2,344 more than the mean of the foreign-born in the whole sample, or 8.2% more. Native-born respondents of Italian descent make $958 more than all the native-born in the whole sample, or 3.1% more.

Table 4.34 displays the internal earnings inequalities of all categories within Italian-descent respondents, and compares them to the grand mean.

Table 4.34
Earnings of all Categories within Italian-descent Respondents

CATEGORIES WITHIN ITALIAN	MEAN EARNINGS	N
Italian M&S Males Foreign-born	51,439.36	357
Italian M&S Males	49,878.12	778
Italian SAW Males Foreign-born	48,966.45	242
Italian M&S Males Native-born	48,554.22	421
Italian M&S Foreign-born	47,083.85	476
Italian M&S	45,366.65	1,118
Italian SAW Males	45,199.78	704
Italian SAW Foreign-born	44,113.60	440
Italian M&S Native-born	44,093.47	642
Italian SAW Males Native-born	43,226.77	462
Italian SAW	40,691.99	1,406
Italian SAW Native-born	39,133.50	966
Italian EMPL Males Native-born	38,841.79	221
Italian SAW Females Foreign-born	38,182.34	198
Italian EMPL Males	37,866.91	557
Italian EMPL Males Foreign-born	37,225.70	336
Italian Males Foreign-born	36,487.26	2,593

Table 4.34 Cont'd
Earnings of all Categories within Italian-descent Respondents

Italian Males	36,258.00	5,144
Italian SAW Females	36,171.36	702
Italian EMPL Native-born	36,149.91	280
Italian Males Native-born	36,024.96	2,551
Italian M&S Females Native-born	35,595.84	221
Italian SAW Females Native-born	35,381.33	504
Italian M&S Females	35,043.35	340
Italian EMPL	34,385.03	706
Italian M&S Females Foreign-born	34,017.30	119
Italian EMPL Foreign-born	33,225.01	426
Italian PRLT Males Foreign-born	32,526.25	1,422
Italian PRLT Males	31,529.04	2,716
Italian Native-born	31,417.82	4,749
Italian	31,155.10	9,028
Italian Foreign-born	30,863.52	4,279
Italian PRLT Males Native-born	30,433.19	1,294
SAMPLE MEAN	**30,034.67**	**301,195**
Italian PRLT Foreign-born	26,312.91	2,646
Italian PRLT	26,122.84	5,270
Italian Females Native-born	26,070.76	2,198
Italian EMPL Females Native-born	26,066.76	59
Italian PRLT Native-born	25,931.16	2,624
Italian Females	24,396.78	3,884
Italian PB Males Foreign-born	23,887.99	236
Italian PB Males	23,549.02	389
Italian PB Males Native-born	23,026.17	153
Italian PB Foreign-born	2,2217.46	291
Italian Females Foreign-born	22,214.44	1,686
Italian PB	21,576.10	528
Italian PRLT Females Native-born	21,551.00	1,330
Italian EMPL Females	21,368.85	149
Italian PB Native-born	20,788.60	237
Italian PRLT Females	20,373.72	2,554
Italian PRLT Females Foreign-born	19,094.48	1,224
Italian EMPL Females Foreign-born	18,289.12	90
Italian PB Females Native-born	16,713.02	84
Italian PB Females	16,054.74	139
Italian PB Females Foreign-born	15,049.38	55

Portuguese-descent Respondents

We now turn to the analysis of earnings of Portuguese-descent respondents. The mean earnings of the respondents of Portuguese descent, as a group, are $26,522, as can be seen in Table 4.35 below.

Table 4.35
Earnings of Portuguese-descent Respondents

	Mean	N	Std. Deviation	Median	±% of Mean
Portuguese	26,521.62	2,936	18,069.63	25,000.00	**-11.7**
Sample	**30,034.67**	**301,195**	**24,521.12**	**26,292.00**	

In terms of percentage, the respondents of Portuguese descent make 11.7% less than the sample mean. We now turn to earning differentials by class.

Portuguese Classes

Table 4.36 below presents the mean for all Italian-descent classes, compared with the mean of all classes in the whole sample.

Table 4.36
Earnings of Portuguese-descent Classes

CLASSES	Mean	N	Std. Deviation	Median	±% of Class Mean
Proletarians	24,398.13	2,193	15,408.50	23,691.00	**-1.3**
All Proletarians	**24,720.27**	**169,449**	**18,133.27**	**23,000.00**	
Semi-autonomous Workers	35,382.12	226	21,532.12	34,608.50	**-8.5**
All Semi-autonomous Workers	**38,696.11**	**57,924**	**23,642.01**	**38,000.00**	
Managers & Supervisors	38,647.49	250	21,506.80	37,000.00	**-15.2**
All Managers & Supervisors	**45,573.20**	**32,742**	**30,735.07**	**40,505.00**	
Petty Bourgeois	20,993.27	133	23,905.65	16,000.00	**+5.3**
All Petty Bourgeois	**19,929.24**	**24,013**	**24,859.07**	**13,250.00**	
Employers	29,194.50	134	23,515.20	24,900.00	**-22.8**
All Employers	**37,810.65**	**17,067**	**39,570.58**	**26,353.00**	

Employers of Portuguese descent make the lowest percentage difference, compared with the mean earnings of employers in the whole sample (22.8% less). Managers and supervisors of Portuguese descent make 15.2% less than the managers and supervisors in the whole sample. The semi-autonomous workers of Portuguese descent make 8.5% less than all the semi-autonomous workers in the sample. Proletarians of Portuguese descent make 1.3% less than the proletarians in the whole sample. The petty bourgeois of Portuguese descent make 5.3% more than their counterparts in the whole sample.

Portuguese Sex Groups

Table 4.37 below presents the mean for all Portuguese-descent males and females, compared with the mean of all males and females in the whole sample.

Table 4.37
Earnings of Portuguese-descent Males and Females

SEX	Mean	N	Std. Deviation	Median	±% of Sex Mean
Males	31,300.70	1,660	19,960.29	30,000.00	**-13.4**
All Males	**36,138.56**	**160,961**	**27,718.33**	**32,319.00**	
Females	20,304.33	1,276	12,837.05	20,000.00	**-11.8**
All Females	**23,028.60**	**140,234**	**17,825.07**	**20,482.00**	

Males of Portuguese descent make $4,838 less than the mean of all males in the whole sample, or 13.4% less. Females of Portuguese descent make $2,725 less than all the females in the whole sample, or 11.8% less.

Portuguese Nativity Groups

Table 4.38 below presents the mean for foreign-born and native-born respondents of Portuguese-descent, compared with the mean of all foreign-born and all native-born in the whole sample.

Table 4.38
Earnings of Portuguese -descent Foreign-born and Native-born

PLACE OF BIRTH	Mean	N	Std. Deviation	Median	±% of POB Mean
Foreign-born	26,754.22	2,513	18,030.98	25,000.00	**-6.2**
All Foreign-born	**28,518.97**	**66,108**	**24,966.49**	**24,000.00**	
Native-born	25,139.78	423	18,258.02	24,112.00	**-17.5**
All Native-born	**30,460.89**	**23,5087**	**24,377.50**	**27,000.00**	

Portuguese-descent foreign-born respondents make $1,765 less than the mean of the foreign-born in the whole sample, or 6.2% less. Native-born respondents of Portuguese descent make $5,321 less than all the native-born in the whole sample, or 17.5% less.

Table 4.39 shows the internal earnings inequalities of all categories and their possible combination within Portuguese-descent respondents, and compares them to the grand mean of the sample.

Table 4.39
Earnings of all Categories within Portuguese-descent Respondents

CATEGORIES WITHIN PORTUGUESE	MEAN EARNINGS	N
Portuguese M&S Males Foreign-born	44,439.05	149
Portuguese M&S Males	43,561.52	174
Portuguese SAW Males Foreign-born	42,078.28	80
Portuguese SAW Males	41,052.56	116
Portuguese M&S Foreign-born	39,451.06	212

Table 4.39 Cont'd
Earnings of all Categories within Portuguese-descent Respondents

Portuguese SAW Males Native-born	38,773.19	36
Portuguese EMPL Males Native-born	38,687.30	10
Portuguese M&S	38,647.49	250
Portuguese M&S Males Native-born	38,331.44	25
Portuguese SAW Foreign-born	36,158.78	161
Portuguese SAW	35,382.12	226
Portuguese M&S Native-born	34,164.39	38
Portuguese SAW Native-born	33,458.40	65
Portuguese Males Foreign-born	31,621.84	1,431
Portuguese Males	31,300.70	1,660
Portuguese EMPL Males	31,218.59	101
Portuguese EMPL Native-born	31,019.50	14
Portuguese EMPL Males Foreign-born	30,397.85	91
Portuguese SAW Females Foreign-born	30,312.37	81
SAMPLE MEAN	**30,034.67**	**301,195**
Portuguese PRLT Males Foreign-born	29,528.41	1,034
Portuguese SAW Females	29,402.39	110
Portuguese Males Native-born	29,293.89	229
Portuguese EMPL	29,194.50	134
Portuguese PRLT Males	29,102.38	1,176
Portuguese EMPL Foreign-born	28,981.59	120
Portuguese M&S Females Foreign-born	27,654.07	63
Portuguese M&S Females	27,396.94	76
Portuguese SAW Females Native-born	26,860.72	29
Portuguese Foreign-born	26,754.22	2,513
Portuguese	26,521.62	2,936
Portuguese M&S Females Native-born	26,150.84	13
Portuguese PRLT Males Native-born	26,000.09	142
Portuguese PB Males Foreign-born	25,514.19	77
Portuguese Native-born	25,139.78	423
Portuguese PRLT Foreign-born	24,658.67	1,911
Portuguese EMPL Females Foreign-born	24,537.44	29
Portuguese PRLT	24,398.13	2,193
Portuguese PB Males	24,084.80	93
Portuguese EMPL Females	22,999.57	33
Portuguese PRLT Native-born	22,632.53	282
Portuguese PB Foreign-born	22,455.63	109
Portuguese PB	20,993.27	133
Portuguese Females Foreign-born	20,316.54	1,082

Table 4.39 Cont'd
Earnings of all Categories within Portuguese-descent Respondents

Portuguese Females	20,304.33	1,276
Portuguese Females Native-born	20,236.23	194
Portuguese PRLT Females Native-born	19,216.86	140
Portuguese PRLT Females	18,958.40	1,017
Portuguese PRLT Females Foreign-born	18,917.14	877
Portuguese PB Males Native-born	17,205.87	16
Portuguese PB Females Foreign-born	15,095.96	32
Portuguese PB Native-born	14,351.70	24
Portuguese PB Females	13,805.45	40
Portuguese EMPL Females Native-born	11,850.00	4
Portuguese PB Females Native-born	8,643.37	8

Chinese-descent Respondents

We now turn to the analysis of earnings of Chinese-descent respondents. The mean earnings of the respondents of Chinese descent, as a group, are $25,747, as can be seen in Table 4.40 below.

Table 4.40
Earnings of Chinese-descent Respondents

	Mean	N	Std. Deviation	Median	±% of Mean
Chinese	25,747.03	8,763	22,945.79	21,000.00	**-14.3**
Sample	**30,034.67**	**301,195**	**24,521.12**	**26,292.00**	

In terms of percentage, the respondents of Chinese descent make 14.3% less than the sample mean. We now turn to earning differentials by class.

Chinese Classes

Table 4.41 below presents the mean for all Chinese-descent classes, compared with the mean of all classes in the whole sample.

Table 4.41
Earnings of Chinese-descent Classes

CLASSES	Mean	N	Std. Deviation	Median	±% of Class Mean
Proletarians	20,018.7	4,703	15,171.49	18,000.00	**-19.0**
All Proletarians	**24,720.2**	**169,449**	**18,133.27**	**23,000.00**	
Semi-autonomous Workers	36,794.8	1,890	23,286.52	36,978.00	**-4.9**
All Semi-autonomous Workers	**38,696.1**	**57,924**	**23,642.01**	**38,000.00**	
Managers & Supervisors	35,778.6	766	27,502.16	32,000.00	**-21.5**
All Managers & Supervisors	**45,573.2**	**32,742**	**30,735.07**	**40,505.00**	
Petty Bourgeois	21,228.2	687	29,967.99	12,000.00	**+6.5**
All Petty Bourgeois	**19,929.2**	**24,013**	**24,859.07**	**13,250.00**	
Employers	27,811.1	717	34,104.38	18,756.00	**-26.4**
All Employers	**37,810.6**	**17,067**	**39,570.58**	**26,353.00**	

Employers of Chinese descent make the lowest percentage difference, compared with the mean earnings of employers in the whole sample (26.4% less). Managers and supervisors of Chinese descent make 21.5% less than the managers and supervisors in the whole sample. The semi-autonomous workers of Chinese descent make 4.9% less than all the semi-autonomous workers in the sample. Proletarians of Chinese descent make 19% less than the proletarians in the whole sample. The petty bourgeois of Chinese descent make 6.5% more than their counterparts in the whole sample.

Chinese Sex Groups

Table 4.42 below presents the mean for all Chinese-descent males and females, compared with the mean of all males and females in the whole sample.

Table 4.42
Earnings of Chinese-descent Males and Females

SEX	Mean	N	Std. Deviation	Median	±% of Sex Mean
Males	29,232.45	4,573	26,229.87	24,134.00	**-19.1**
All Males	**36,138.56**	**160,961**	**27,718.33**	**32,319.00**	
Females	21,943.03	4,190	17,962.08	19,112.50	**-4.7**
All Females	**23,028.60**	**140,234**	**17,825.07**	**20,482.00**	

Males of Chinese descent make $6,907 less than the mean of all males in the whole sample, or 19.1% less. Females of Chinese descent make $1,086 less than all the females in the whole sample, or 4.7% less.

Chinese Nativity Groups

Table 4.43 below presents the mean for foreign-born and native-born respondents of Chinese-descent, compared with the mean of all foreign-born and all native-born in the whole sample.

Table 4.43
Earnings of Chinese-descent Foreign-born and Native-born

PLACE OF BIRTH	Mean	N	Std. Deviation	Median	±% of POB Mean
Foreign-born	24,862.42	7,950	22,544.36	20,000.00	**-12.8**
All Foreign-born	**28,518.97**	**66,108**	**24,966.49**	**24,000.00**	
Native-born	34,397.31	813	24,966.84	32,000.00	**+12.9**
All Native-born	**30,460.89**	**235,087**	**24,377.50**	**27,000.00**	

Chinese-descent foreign-born respondents make $3,657 less than the mean of the foreign-born in the whole sample, or 12.8% less. Native-born respondents of Chinese descent make $3,936 more than all the native-born in the whole sample, or 12.9% more.

Table 4.44 displays the internal inequalities in earnings of all categories within the Chinese-descent respondents, and their possible combinations. A comparison to the grand mean of the whole sample is also provided.

Table 4.44
Earnings of all Categories within Chinese-descent Respondents

CATEGORIES WITHIN CHINESE	MEAN EARNINGS	N
Chinese EMPL Males Native-born	54,425.96	28
Chinese EMPL Native-born	50,409.61	34
Chinese M&S Males Native-born	47,751.28	59
Chinese SAW Males Native-born	41,568.06	158
Chinese M&S Native-born	41,305.02	103
Chinese SAW Native-born	39,777.66	284
Chinese SAW Males	39,479.30	1,099
Chinese SAW Males Foreign-born	39,128.59	941
Chinese M&S Males	38,517.43	506
Chinese Males Native-born	38,146.47	435
Chinese SAW Females Native-born	37,532.57	126
Chinese M&S Males Foreign-born	37,298.64	447
Chinese SAW	36,794.85	1,890
Chinese SAW Foreign-born	36,267.38	1,606
Chinese M&S	35,778.66	766
Chinese M&S Foreign-born	34,920.11	663
Chinese Native-born	34,397.31	813
Chinese PB Males Native-born	33,193.26	26
Chinese SAW Females	33,065.13	791
Chinese M&S Females Native-born	32,661.18	44
Chinese SAW Females Foreign-born	32,218.67	665
Chinese EMPL Females Native-born	31,666.66	6
Chinese M&S Females	30,448.59	260
Chinese EMPL Males	30,240.82	453
Chinese Females Native-born	30,082.81	378
SAMPLE MEAN	**30,034.67**	**301,195**
Chinese M&S Females Foreign-born	29,997.88	216
Chinese PRLT Males Native-born	29,400.51	164
Chinese Males	29,232.45	4,573
Chinese EMPL Males Foreign-born	28,647.45	425
Chinese Males Foreign-born	28,295.37	4,138

Table 4.44 Cont'd
Earnings of all Categories within Chinese-descent Respondents

Chinese PB Native-born	27,916.73	49
Chinese EMPL	27,811.10	717
Chinese PRLT Native-born	27,206.69	343
Chinese EMPL Foreign-born	26,686.14	683
Chinese	25,747.03	8,763
Chinese PRLT Females Native-born	25,196.72	179
Chinese Foreign-born	24,862.42	7,950
Chinese PB Males	23,848.72	433
Chinese EMPL Females	23,641.93	264
Chinese EMPL Females Foreign-born	23,455.31	258
Chinese PB Males Foreign-born	23,251.77	407
Chinese PRLT Males	22,467.25	2,082
Chinese PB Females Native-born	21,951.95	23
Chinese Females	21,943.03	4,190
Chinese PRLT Males Foreign-born	21,874.42	1,918
Chinese PB	21,228.21	687
Chinese Females Foreign-born	21,135.88	3,812
Chinese PB Foreign-born	20,714.52	638
Chinese PRLT	20,018.75	4,703
Chinese PRLT Foreign-born	19,453.28	4,360
Chinese PRLT Females	18,073.78	2,621
Chinese PRLT Females Foreign-born	17,551.66	2,442
Chinese PB Females	16,760.97	254
Chinese PB Females Foreign-born	16,244.12	231

South Asian-descent Respondents

We now turn to the analysis of earnings of South Asian-descent respondents. The mean earnings of the respondents of South Asian descent, as a group, are $25,793, as can be seen in Table 4.45 below.

Table 4.45
Earnings of South Asian -descent Respondents

	Mean	N	Std. Deviation	Median	±% of Mean
South Asians	25,792.93	6,038	23,200.98	21,000.00	**-14.1**
Sample	**30,034.67**	**301,195**	**24,521.12**	**26,292.00**	

In terms of percentage, the respondents of South-Asian descent make 14.1% less than the sample mean. We now turn to earning differentials by class.

South Asian Classes

Table 4.46 below presents the mean for all South-Asian descent classes, compared with the mean of all classes in the whole sample.

Table 4.46
Earnings of South Asian-descent Classes

CLASSES	Mean	N	Std. Deviation	Median	±% of Class Mean
Proletarians	20,451.31	3,855	15,795.74	18,000.00	**-17.3**
All Proletarians	**24,720.27**	**169,449**	**18,133.27**	**23,000.00**	
Semi-autonomous Workers	39,118.19	988	27,791.32	37,244.00	**+1.1**
All Semi-autonomous Workers	**38,696.11**	**5,7924**	**23,642.01**	**38,000.00**	
Managers & Supervisors	37,523.59	514	28,932.75	32,599.50	**-17.6**
All Managers & Supervisors	**45,573.20**	**32,742**	**30,735.07**	**40,505.00**	
Petty Bourgeois	20,384.07	307	26,984.99	12,700.00	**+2.3**
All Petty Bourgeois	**19,929.24**	**24,013**	**24,859.07**	**13,250.00**	
Employers	33,968.20	374	35,996.88	25,000.00	**-10.2**
All Employers	**37,810.65**	**17,067**	**39,570.58**	**26,353.00**	

Employers of South-Asian descent make 10.2% less than the employers in the whole sample. Managers and supervisors of South-Asian descent make 2.3% more than the managers and supervisors in the whole sample. The semi-autonomous workers of South Asian descent make 1.1% more than all the semi-autonomous workers in the sample. Proletarians of South-Asian descent make 17.3% less than the proletarians in the whole sample. The petty bourgeois of South-Asian descent make 2.3% more than their counterparts in the whole sample.

South Asian Sex Groups

Table 4.47 below presents the mean for all South Asian-descent males and females, compared with the mean of all males and females in the whole sample.

Table 4.47
Earnings of South Asian-descent Males and Females

SEX	Mean	N	Std. Deviation	Median	±% of Sex Mean
Males	30,379.10	3,425	26,332.82	25,000.00	**-15.9**
All Males	**36,138.56**	**160,961**	**27,718.33**	**32,319.00**	
Females	19,781.59	2,613	16,474.33	16,815.00	**-14.1**
All Females	**23,028.60**	**140,234**	**17,825.07**	**20,482.00**	

Males of South Asian-descent make $5,760 less than the mean of all males in the whole sample, or 15.9% less. Females of South-Asian descent make $3,247 less than all the females in the whole sample, or 14.1% less.

South Asian Nativity Groups

Table 4.48 below presents the mean for foreign-born and native-born respondents of South-Asian descent, compared with the mean of all foreign-born and all native-born in the whole sample.

Table 4.48
Earnings of South Asian-descent Foreign-born and Native-born

PLACE OF BIRTH	Mean	N	Std. Deviation	Median	±% of POB Mean
Foreign-born	25,607.85	5,832	23,104.48	21,000.00	**-10.2**
All Foreign-born	**28,518.97**	**66,108**	**24,966.49**	**24,000.00**	
Native-born	31,032.71	206	25,287.23	29,938.00	**+1.9**
All Native-born	**30,460.89**	**235,087**	**24,377.50**	**27,000.00**	

South-Asian descent foreign-born respondents make $2,911 less than the mean of the foreign-born in the whole sample, or 10.2% less. Native-born respondents of South-Asian descent make $572 more than all the native-born in the whole sample, or 1.9% more.

Table 4.49 presents the internal earnings inequalities within the categories of South Asian-descent respondents, and their combinations. We also indicate the differences with the grand mean of the whole sample.

Table 4.49
Earnings of all Categories within South Asian-descent Respondents

CATEGORIES WITHIN SOUTH ASIANS	Mean EARNINGS	N
South Asian M&S Males Native-born	59,833.43	16
South Asian M&S Native-born	50,117.00	29
South Asian PB Males Native-born	47,000.00	5
South Asian SAW Males Foreign-born	44,793.95	567
South Asian SAW Males	44,778.07	592
South Asian SAW Males Native-born	44,418.00	25
South Asian PB Native-born	42,204.44	9
South Asian M&S Males	41,829.26	354
South Asian M&S Males Foreign-born	40,977.00	338
South Asian SAW Foreign-born	39,141.49	934
South Asian SAW	39,118.19	988
South Asian SAW Native-born	38,715.29	54
South Asian M&S Females Native-born	38,158.30	13
South Asian M&S	37,523.59	514
South Asian M&S Foreign-born	36,770.58	485
South Asian EMPL Males Foreign-born	36,632.06	270
South Asian EMPL Males	36,417.28	276
South Asian PB Females Native-born	36,210.00	4
South Asian Males Native-born	36,114.19	100
South Asian EMPL Foreign-born	34,114.26	365
South Asian EMPL	33,968.20	374
South Asian SAW Females Native-born	33,799.17	29
South Asian Native-born	31,032.71	206
South Asian SAW Females	30,656.97	396

Table 4.49 Cont'd
Earnings of all Categories within South Asian-descent Respondents

South Asian EMPL Females Native-born	30,629.33	3
South Asian SAW Females Foreign-born	30,408.67	367
South Asian Males	30,379.10	3,425
South Asian Males Foreign-born	30,206.62	3,325
SAMPLE MEAN	**30,034.67**	**301,195**
South Asian EMPL Native-born	28,044.55	9
South Asian M&S Females	27,997.29	160
South Asian M&S Females Foreign-born	27,098.70	147
South Asian EMPL Females	27,070.80	98
South Asian EMPL Females Foreign-born	26,958.43	95
South Asian EMPL Males Native-born	26,752.16	6
South Asian Females Native-born	26,238.87	106
South Asian	25,792.93	6,038
South Asian Foreign-born	25,607.85	5,832
South Asian PRLT Males Foreign-born	24,081.29	1,936
South Asian PRLT Males	24,077.37	1,984
South Asian PRLT Males Native-born	23,919.18	48
South Asian PB Males	22,427.26	219
South Asian PB Males Foreign-born	21,853.14	214
South Asian PRLT Native-born	21,109.33	105
South Asian PRLT	20,451.31	3,855
South Asian PRLT Foreign-born	20,432.89	3,750
South Asian PB	20,384.07	307
South Asian Females	19,781.59	2613
South Asian PB Foreign-born	19,725.07	298
South Asian Females Foreign-born	19,508.57	2,507
South Asian PRLT Females Native-born	18,743.14	57
South Asian PRLT Females	16,606.26	1,871
South Asian PRLT Females Foreign-born	16,539.11	1,814
South Asian PB Females	15,299.30	88
South Asian PB Females Foreign-born	14,303.55	84

Filipino-descent Respondents

We now turn to the analysis of earnings of Filipino-descent respondents. The mean earnings of the respondents of Filipino descent, as a group, are $22,548, as can be seen in Table 4.50 below.

Table 4.50
Earnings of Filipino-descent Respondents

	Mean	N	Std. Deviation	Median	±% of Mean
Filipinos	22,548.16	2,811	16,876.62	20,000.00	**-24.9**
Sample	**30,034.67**	**301,195**	**24,521.12**	**26,292.00**	

In terms of percentage, the respondents of Filipino descent make 24.9% less than the sample mean. We now turn to earning differentials by class.

Filipino Classes

Table 4.51 below presents the mean for all Filipino-descent classes, compared with the mean of all classes in the whole sample. Employers of Filipino descent make 23.2% less than the employers in the whole sample. Managers and supervisors of Filipino descent make 32.8% less than the managers and supervisors in the whole sample. The semi-autonomous workers of Filipino descent make 13.2% less than all the semi-autonomous workers in the sample. Proletarians of Filipino descent make 20.5% less than the proletarians in the whole sample. The petty bourgeois of Filipino descent make 15.6% less than their counterparts in the whole sample.

Table 4.51
Earnings of Filipino-descent Classes

CLASSES	Mean	N	Std. Deviation	Median	±% of Class Mean
Proletarians	19,659.27	2,105	14,468.62	18,000.00	**-20.5**
All Proletarians	**24,720.27**	**169,449**	**18,133.27**	**23,000.00**	
Semi-autonomous Workers	33,569.95	460	17,893.21	34,499.00	**-13.2**
All Semi-autonomous Workers	**38,696.11**	**57,924**	**23,642.01**	**38,000.00**	
Managers & Supervisors	30,630.53	140	16,805.71	28,749.50	**-32.8**
All Managers & Supervisors	**45,573.20**	**32,742**	**30,735.07**	**40,505.00**	
Petty Bourgeois	16,823.54	66	18,128.57	11,000.00	**-15.6**
All Petty Bourgeois	**19,929.24**	**24,013**	**24,859.07**	**13,250.00**	
Employers	28,982.70	40	41,107.11	10,000.00	**-23.3**
All Employers	**37,810.65**	**17,067**	**39,570.58**	**26,353.00**	

Filipino Sex Groups

Table 4.52 below presents the mean for all Filipino -descent males and females, compared with the mean of all males and females in the whole sample.

Table 4.52
Earnings of Filipino-descent Males and Females

SEX	Mean	N	Std. Deviation	Median	±% of Sex Mean
Males	26,407.55	1,081	19,659.70	24,500.00	**-26.9**
All Males	**36,138.56**	**160,961**	**27,718.33**	**32,319.00**	
Females	20,136.60	1,730	14,364.46	18,000.00	**-12.5**
All Females	**23,028.60**	**140,234**	**17,825.07**	**20,482.00**	

Males of Filipino descent make $9,732 less than the mean of all males in the whole sample, or 26.9% less. Females of Filipino descent make $2,892 less than all the females in the whole sample, or 12.5% less.

Filipino Nativity Groups

Table 4.53 below presents the mean for foreign-born and native-born respondents of Filipino descent, compared with the mean of all foreign-born and all native-born in the whole sample.

Table 4.53
Earnings of Filipino-descent Foreign-born and Native-born

PLACE OF BIRTH	Mean	N	Std. Deviation	Median	±% of POB Mean
Foreign-born	22,614.42	2,773	16,910.07	20,000.00	**-20.7**
All Foreign-born	**28,518.97**	**66,108**	**24,966.49**	**24,000.00**	
Native-born	17,712.60	38	13,546.02	16,750.00	**-41.8**
All Native-born	**30,460.89**	**235,087**	**24,377.50**	**27,000.00**	

Filipino-descent foreign-born respondents make $5,905 less than the mean of the foreign-born in the whole sample, or 20.7% less. Native-born respondents of Filipino descent make $12,748 less than all the native-born in the whole sample, or 41.8% less. This is a very high percentage difference. There are, however, only 38 native-born respondents of Filipino descent in our data set.

Table 4.54 illustrates the earnings differentials within all the possible combinations of categories for the Filipino-descent respondents and compares them to the grand mean.

Table 4.54
Earnings of all Categories within Filipino-descent Respondents

CATEGORIES WITHIN FILIPINOS	MEAN EARNINGS	N
Filipino EMPL Males Foreign-born	39,426.04	23
Filipino EMPL Males	39,426.04	23
Filipino M&S Males Foreign-born	36,257.34	66

Table 4.54 Cont'd
Earnings of all Categories within Filipino-descent Respondents

Filipino M&S Males	35,373.69	69
Filipino SAW Males Foreign-born	34,139.46	167
Filipino SAW Males	33,998.50	171
Filipino SAW Foreign-born	33,708.85	453
Filipino SAW	33,569.95	460
Filipino SAW Females Foreign-born	33,457.41	286
Filipino SAW Females	33,316.39	289
Filipino M&S Foreign-born	31,087.96	135
Filipino M&S	30,630.53	140
SAMPLE MEAN	**30,034.67**	**301,195**
Filipino EMPL Foreign-born	28,982.70	40
Filipino EMPL	28,982.70	40
Filipino SAW Males Native-born	28,113.50	4
Filipino Males Foreign-born	26,518.76	1061
Filipino Males	26,407.55	1081
Filipino M&S Females Foreign-born	26,143.33	69
Filipino M&S Females	26,020.98	71
Filipino SAW Native-born	24,581.42	7
Filipino PRLT Males Foreign-born	23,944.24	779
Filipino PRLT Males	23,903.34	790
Filipino Foreign-born	22,614.42	2773
Filipino	22,548.16	2811
Filipino M&S Females Native-born	21,800.00	2
Filipino PRLT Males Native-born	21,006.63	11
Filipino Males Native-born	20,507.85	20
Filipino Females Foreign-born	20,194.74	1,712
Filipino Females	20,136.60	1,730
Filipino SAW Females Native-born	19,872.00	3
Filipino PRLT Foreign-born	19,688.99	2,083
Filipino PRLT	19,659.27	2,105
Filipino PB Males Foreign-born	18,567.96	26
Filipino M&S Native-born	18,280.00	5
Filipino PB Males	17,914.17	28
Filipino Native-born	17,712.60	38
Filipino PB Foreign-born	17,279.50	62
Filipino PRLT Females Foreign-born	17,146.94	1,304
Filipino PRLT Females	17,109.60	1,315
Filipino PRLT Native-born	16,844.72	22
Filipino PB	16,823.54	66

Table 4.54 Cont'd
Earnings of all Categories within Filipino-descent Respondents

Filipino PB Females Foreign-born	16,348.94	36
Filipino PB Females	16,019.92	38
Filipino M&S Males Native-born	15,933.33	3
Filipino EMPL Females Foreign-born	14,853.47	17
Filipino EMPL Females	14,853.47	17
Filipino Females Native-born	14,606.77	18
Filipino PRLT Females Native-born	12,682.81	11
Filipino PB Females Native-born	10,097.50	2
Filipino PB Native-born	9,756.25	4
Filipino PB Males Native-born	9,415.00	2
Filipino EMPL Males Native-born	0.00	0
Filipino EMPL Females Native-born	0.00	0
Filipino EMPL Native-born	0.00	0

Caribbean-descent Respondents

We now turn to the analysis of earnings of the last group of Caribbean-descent respondents. Their mean earnings, as a group, are $24,006, as can be seen in Table 4.55 below.

Table 4.55
Earnings of Caribbean-descent Respondents

	Mean	N	Std. Deviation	Median	±% of Mean
Caribbean	24,005.59	3,460	18,296.79	22,481.00	**-20.0**
Sample	**30,034.67**	**301,195**	**24,521.12**	**26,292.00**	

In terms of percentage, the respondents of Filipino descent make 20% less than the sample mean. We now turn to earning differentials by class.

Caribbean Classes

Table 4.56 below presents the mean for all Caribbean-descent classes, compared with the mean of all classes in the whole sample. Employers of Caribbean descent make

13.8% less than the employers in the whole sample. Managers and supervisors of Caribbean descent make 25.3% less than the managers and supervisors in the whole sample. The semi-autonomous workers of Caribbean descent make 14.6% less than all the semi-autonomous workers in the sample. Proletarians of Caribbean descent make 16.5% less than the proletarians in the whole sample. The petty bourgeois of Caribbean descent make 6.6% more than their counterparts in the whole sample.

Table 4.56
Earnings of Caribbean-descent Classes

CLASSES	Mean	N	Std. Deviation	Median	±% of Class Mean
Proletarians	20,646.8	2,420	14,896.64	20,000.00	**-16.**
All Proletarians	**24,720.2**	**169,449**	**18,133.27**	**23,000.00**	
Semi-autonomous Workers	33,057.6	623	20,528.80	32,000.00	**-14.**
All Semi-autonomous Workers	**38,696.1**	**57,924**	**23,642.01**	**38,000.00**	
Managers & Supervisors	34,057.2	215	20,831.50	30,000.00	**-25.**
All Managers & Supervisors	**45,573.2**	**32,742**	**30,735.07**	**40,505.00**	
Petty Bourgeois	21,246.6	124	23,477.82	15,000.00	**+6.**
All Petty Bourgeois	**19,929.2**	**24,013**	**24,859.07**	**13,250.00**	
Employers	32,590.9	78	34,494.31	24,500.00	**-13.**
All Employers	**37,810.6**	**17,067**	**39,570.58**	**26,353.00**	

Caribbean Sex Groups

Table 4.57 below presents the mean for all Caribbean-descent males and females, compared with the mean of all males and females in the whole sample.

Table 4.57
Earnings of Caribbean-descent Males and Females

SEX	Mean	N	Std. Deviation	Median	±% of Sex Mean
Males	27,132.66	1,614	20,894.58	25,000.00	**-24.9**
All Males	**36,138.56**	**160,961**	**27,718.33**	**32,319.00**	
Females	21,271.53	1,846	15,162.84	20,000.00	**-7.6**
All Females	**23,028.60**	**140,234**	**17,825.07**	**20,482.00**	

Males of Caribbean descent make $9,006 less than the mean of all males in the whole sample, or 24.9% less. Females of Caribbean descent make $1,758 less than all the females in the whole sample, or 7.6% less.

Caribbean Nativity Groups

Table 4.58 below presents the mean for foreign-born and native-born respondents of Caribbean descent, compared with the mean of all foreign-born and all native-born in the whole sample.

Table 4.58
Earnings of Caribbean-descent Foreign-born and Native-born

PLACE OF BIRTH	Mean	N	Std. Deviation	Median	±% of POB Mean
Foreign-born	23,867.61	3,181	18,019.50	22,500.00	**-16.3**
All Foreign-born	**28,518.97**	**66,108**	**24,966.49**	**24,000.00**	
Native-born	25,578.82	279	21,176.92	22,000.00	**-16.0**
All Native-born	**30,460.89**	**235,087**	**24,377.50**	**27,000.00**	

Caribbean-descent foreign-born respondents make $4,651 less than the mean of the foreign-born in the whole sample, or 16.3% less. Native-born respondents of Caribbean descent make $4,882 less than all the native-born in the whole sample, or 16% less.

Table 4.59 presents the inequalities of earnings within the possible combinations of categories for Caribbean-descent respondents, and compares them to the grand mean.

Table 4.59
Earnings of all Categories within Caribbean-descent Respondents

CATEGORIES WITHIN CARIBBEAN	Mean EARNINGS	N
Caribbean EMPL Males Native-born	61,222.40	5
Caribbean EMPL Native-born	56,875.87	8
Caribbean EMPL Females Native-born	49,631.66	3
Caribbean M&S Males Native-born	44,581.78	14
Caribbean M&S Native-born	39,608.63	22
Caribbean SAW Males Foreign-born	38,231.80	226
Caribbean SAW Males	37,581.70	250
Caribbean M&S Males	37,182.76	123
Caribbean M&S Males Foreign-born	36,232.43	109
Caribbean M&S	34,057.26	215
Caribbean EMPL Males	33,807.01	56
Caribbean SAW Foreign-born	33,505.72	575
Caribbean M&S Foreign-born	33,424.46	193
Caribbean SAW	33,057.66	623
Caribbean EMPL	32,590.92	78
Caribbean PB Males Native-born	31,745.40	10
Caribbean SAW Males Native-born	31,459.91	24
Caribbean EMPL Males Foreign-born	31,119.23	51
Caribbean M&S Females Native-born	30,905.62	8
Caribbean SAW Females Foreign-born	30,445.28	349
SAMPLE MEAN	**30,034.67**	**301,195**
Caribbean SAW Females	30,025.45	373
Caribbean M&S Females	29,878.60	92
Caribbean EMPL Foreign-born	29,815.50	70
Caribbean M&S Females Foreign-born	29,780.79	84
Caribbean Males Native-born	29,500.88	149
Caribbean EMPL Females	29,495.40	22
Caribbean SAW Native-born	27,690.20	48
Caribbean Males	27,132.66	1,614
Caribbean Males Foreign-born	26,891.80	1,465
Caribbean PB Native-born	26,573.38	13
Caribbean EMPL Females Foreign-born	26,316.00	19
Caribbean Native-born	25,578.82	279

Table 4.59 Cont'd
Earnings of all Categories within Caribbean-descent Respondents

Caribbean PRLT Males Native-born	24,925.86	96
Caribbean PB Males	24,105.22	87
Caribbean	24,005.59	3,460
Caribbean SAW Females Native-born	23,920.50	24
Caribbean Foreign-born	23,867.61	3,181
Caribbean PRLT Males	23,527.20	1,098
Caribbean PRLT Males Foreign-born	23,393.19	1,002
Caribbean PB Males Foreign-born	23,113.00	77
Caribbean PRLT Native-born	21,997.39	188
Caribbean Females Foreign-born	21,285.77	1,716
Caribbean Females	21,271.53	1,846
Caribbean PB	21,246.63	124
Caribbean Females Native-born	21,083.53	130
Caribbean PRLT	20,646.88	2,420
Caribbean PB Foreign-born	20,622.78	111
Caribbean PRLT Foreign-born	20,533.13	2,232
Caribbean PRLT Females Native-born	18,941.60	92
Caribbean PRLT Females	18,254.60	1,322
Caribbean PRLT Females Foreign-born	18,203.22	1,230
Caribbean PB Females Foreign-born	14,983.17	34
Caribbean PB Females	14,525.08	37
Caribbean PB Females Native-born	9,333.33	3

Conclusions

In this Chapter we have presented evidence of ethnic inequalities in earnings, not only across ethnic groups, but also within them, in terms of their class, sex, and nativity compositions. If we conceptualize ethnic groups as being internally homogeneous, as the prevailing logic of the ethnic perspective does, the data point to important earnings differentials across ethnic groups, with the Jews on top of the earnings' scale, and the British below them. Italians are the third group with earnings above the sample average. The French follow, with earnings just below the sample average. The Portuguese are below, followed by the South Asians and the Chinese. The Greeks are positioned third from the bottom, followed by the Caribbean and the Filipinos. Similar results are found

in the relevant research (Li, 1988, Reitz, 1990, Lian and Matthews, 1998), but the lower than expected earnings position of Greeks, which casts doubts on the "visibility" thesis, is not always reported or commented upon. If, on the other hand, we understand ethnic groups as being fractured by class, sex and nativity divisions, a more varied pattern of earnings inequality emerges. This new picture does not underestimate the role that ethnicity plays in the formation and maintenance of social inequality. It offers, however, a wider prism under which social inequality could be re-examined. It reintroduces the dimensions of class, sex and nativity. These dimensions have not being examined rigorously by social scientists, as bases of ethnic divisions. When their pixels are added to the picture, the inequality scene is quite different, more interesting, and perhaps more accurate.

First, it is clear that the cross-class, as well as the cross-sex earnings differentials are greater than the cross-ethnic ones (see Tables 4.2, 4.3). Class and sex are persisting. They continue to constitute unwavering bases for social inequality in Canada, as our analysis of earnings has indicated. Second, the class, sex and nativity dimensions reveal the internal stratification of ethnic groups, which the primacy of cross-ethnic inequalities tends to conceal. For example, even within the Jewish descent respondents, who as a group are earning the most (44% more than the sample average, see Table 4.20), there exist class, sex and nativity segments that are making less than the sample mean of $30,035. As Table 4.24 has shown for respondents of Jewish descent, foreign-born females as a group, petty bourgeois females as a group, female and male proletarians, both foreign-born and native-born, make less than the sample average. If we had only

focused on the ethnic background of respondents' of Jewish descent, we would not have seen the internal stratification of this group.

Similarly, if we examine the earnings of the so-called "visible" groups, as homogeneous entities, we will conclude that they are on the lower part of the earnings list, although there seems to be the anomalous case of respondents of Greek descent that does not allow a clear "visible"/non-"visible" distinction. But when we introduce the class, sex and nativity dimensions within these groups the picture changes. For example, even in the case of Filipino-descent respondents, who as a group make 24.9% less than the sample mean, the lowest earnings (see Table 4.50), there exist internal segments that make a lot more than the sample average. Managers and supervisors as a group, female semi-autonomous workers as a group, male semi-autonomous workers as a group, foreign-born male employers, all male employers, as well as male foreign-born semi-autonomous workers, all make more than the sample average.

The case of respondents of Greek descent presents another notable situation that appears to be missed by some researchers (see Hou and Balakrishan, 1999, Lian and Mathhews, 1998). Their mean earnings as a group are lower than those of the rest of the Southern Europeans, and lower than those of the Chinese and South Asians (see Tables 4.25, 4.40, 4.45). But even here, if we examine the intra-ethnic earnings differentials, we observe that Greek-descent male semi-autonomous workers, both foreign-born and native-born, male employers, petty bourgeois native-born females, foreign-born managers and supervisors, as well as male managers and supervisors, make more than the sample mean.

In short, the earnings differentials within ethnic groups are at least as great or greater than the earnings differentials across ethnic groups. Despite the existence of earnings differentials across ethnic groups, which obtains, there are class, sex and nativity that are also important and persisting, but are not captured by the emphasis on ethnicity alone. Canada may be a "racially"/ethnically stratified society, but it has not stopped being capitalist and sexist.

Chapter 5

Explaining Earnings Inequalities

The purpose of this Chapter is to examine the differential effects of production/labour market, human capital and ascriptive variables on earnings. We want to examine the "relative weight" of these variables on earnings. For example, is it class, gender or ethnicity that explains more of the earnings differentials of respondents? Is it the number of weeks worked in 1995, or is it industry? In addition, we will construct a multivariate regression model with the above explanatory variables in order to examine whether this set of variables offers differential explanations of earnings for our selected groups and the categories within them. As mentioned in Chapter 2, Statistics Canada made available several income variables in the 1996 Census. Since we are only interested in people's rewards from participating in the paid labour market, not in total income, the actual values of the variables Wages and Salaries (WAGESP) and Self-Employment Income (SELFIP) have been added to create the new variable EARNINGS. The variable Total Income (TOTINCP) was not used, since it contains investment income as well as social transfers such as pensions, child tax benefits, etc. (Statistics Canada, 1996:2-145, 2-146, 2-147, 2-128). Readers are reminded that the correlation between Total Income (TOTINCP) and Wages and Salaries (WAGESP) is r=0.846. The correlation between Total Income (TOTINCP) and the new variable EARNINGS that I

have created is even higher: r=0.96. Both correlations are significant at the 0.001 level (two-tailed test).

In this Chapter we present the results of bivariate regression first, and then proceed with our multivariate regression model for the whole sample. The variables chosen fall into three categories: variables that are associated with human capital (for example, number of years of schooling), variables associated with production and labour market participation (e.g., class, full-time or part-time employment, number of weeks worked in 1995), and finally, variables associated with the ascriptive characteristics of respondents (e.g., sex, age, ethnic group, "visibility" group, etc.). We present first the gross effects of these variables and examine what percentage of earnings they explain. Later, in the multiple regression part, we begin with total years of schooling and build successively into the model production/labour market participation and ascriptive variables.

The Gross Effects of Human Capital Variables

Total Schooling (SCHOOLING)

One of the basic principles of the human capital theory is that the higher one's education, the greater the chance that s/he will receive greater labour market rewards. In all analyses of earnings, schooling plays an important role (see for example, Boyd et al., 1985, Boyd, 1992, Li, 1988, 1992, Hou and Balakrishnan, 1999, Lian and Matthews, 1998). In this analysis, schooling is also included. In attempting to explain the gross

effects of schooling on earnings, we have run a bivariate regression for the whole sample (n=301,195). The results of schooling are listed below.

R	R Square	Adjusted R Square	Std. Error of the Estimate
.251	.063	.063	23735.2490

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	5848.014	175.275		33.365	.000
Schooling	1783.411	12.524	.251	142.395	.000

As it can be seen above, r=.251 and r^2=.063. Schooling explains 6.3% of the variation in earnings. For every year of extra schooling, respondents have $1,783.4 more earnings, without controlling for other variables.

Knowledge of Official Languages (OLNP)

As mentioned earlier, knowledge of the official language(s) is considered important for paid labour participation and rewards. The gross effects of knowledge of official language(s), however, appear to be negligible. Here are the results:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.007	.000	.000	24520.5087

Coefficients

	Unstandardized Coefficients		Standardize Coefficient	t	Sig.
	B	Std. Error	Bet		

(Constant)	29700.645	94.276		315.040	.000
Knowledge of official languages	215.557	53.573	.00	4.024	.000

There is a correlation r=0.007, and the r^2 is approaching 0 (r^2=0.000049). Knowledge of official language(s) increases a respondent's earnings by $216, without controlling for other variables.

The Gross Effects of Production/Labour Market Variables

Full-time or Part-time Weeks Worked (FPTWKP)

In terms of labour market participation, it is expected that if a respondent is employed full-time in the paid labour market, her/his earnings will be higher than the earnings of those who are employed part-time. The results are as follows:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.323	.104	.104	23205.2505

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	12111.685	104.558		115.837	.000
Full-time	21427.068	114.323	.323	187.426	.000

Full-time or part-time employment accounts for 10.4% of the variation in earnings, without controlling for other variables. The unstandardized coefficient for full-timers is $21,427.068 (part-time=0, full-time=1).

Weeks worked in 1995 (WKSWKP)

It is also reasonable to expect that the higher the number of weeks respondents worked in 1995, the higher her/his earnings will be, compared to others who worked fewer weeks. Here are the results:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.375	.141	.141	22732.0060

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-3430.477	156.340		-21.942	.000
Weeks worked in 1995	781.527	3.521	.375	221.986	.000

The percentage of earnings explained by the number of weeks worked in 1995 is 14.1, without controlling for other variables. For every extra week worked, respondents made $781.5 more on average.

Industry

Since different employment sectors offer different "rewards" to employees, it is expected that there will be variation in their earnings. Industry is a dummy variable, where respondents get a value of 1 for the industry in which they are employed, and 0 in all others. The reference category is the variable "OTHSER16" (Other Services), which does not appear below, and is represented in the constant. It refers to all those respondents who do not work in any of the fifteen sectors analyzed. The regression results are as follows:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.284	.080	.080	23514.0667

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	19892.877	164.579		120.871	.000
Agriculture	-1868.073	302.449	-.013	-6.176	.000
Other primary	21173.398	338.649	.124	62.523	.000
Manufacturing	14090.382	197.442	.208	71.365	.000
Construction	6874.713	241.402	.066	28.478	.000
Transportation	13138.197	259.883	.112	50.554	.000
Communications	19507.643	282.107	.146	69.150	.000
Wholesale	13661.032	250.031	.123	54.637	.000
Retail	1249.158	211.929	.015	5.894	.000
Finance	14451.491	238.854	.141	60.504	.000
Business services	14713.851	230.489	.154	63.838	.000
Federal Government	18370.377	308.947	.121	59.461	.000
Other Government	17656.082	269.494	.142	65.516	.000
Education	14752.045	224.638	.162	65.670	.000
Health	9375.673	210.105	.118	44.624	.000
Food sector	-4805.994	253.474	-.042	-18.960	.000

The percentage of earnings explained by industry is 8, without controlling for other variables. The unstandardized coefficients for each sector are listed above. They represent deviations from the reference category. We notice negative coefficients in the agriculture and food industries, and a low coefficient in the retail sector.

Social Class

The percentage of earnings explained by a respondent's class is 11.3, without controlling of other variables. Here are the details:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.337	.113	.113	23090.2839

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	24720.275	56.093		440.700	.000
Employers	13090.375	185.434	.123	70.593	.000
Petty Bourgeois	-4791.032	159.215	-.053	-30.092	.000
Managers & supervisors	20852.934	139.392	.265	149.599	.000
Semi-autonomous Workers	13975.842	111.135	.225	125.756	.000

Class is also a dummy variable, where respondents get 1 for the class to which they belong and 0 for every other class, of the possible 5. Proletarians are the reference category. Their earnings ("PROLETAR") are the constant above, and the unstandardized coefficients for every other class are deviations from the proletarians. The petty bourgeois make $4,791 less than the proletarians. All other classes make more.

The Gross Effects of Ascriptive Variables

Sex (SEXP)

It has been well established in the literature that women, on average, make less than men. The reasons vary: more women are found in lower-paying occupations than men. They are over-represented in non-standard employment (part-time); they have to deal with child bearing and child rearing responsibilities, and may face discrimination in hiring, promotion and pay (Boyd et al., 1985, Boyd, 1992, Krahn and Lowe, 1993, Fillmore, 1990). The issue here is to examine what percentage of the variation in

earnings can be attributed to sex without controlling for other variables. Here are the results:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.267	.071	.071	23633.0940

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	36138.563	58.906		613.494	.000
Females	-13109.955	86.329	-.267	-151.860	.000

a Dependent Variable: earnings

The sex of respondents explains 7.1% of the variation in their earnings, without controlling for other variables. Women on average make $13,110 less than men.

Ethnicity (ETHNICRP)

Ethnicity is another dummy variable where respondents get a value of 1 for membership in their ethnic group, and a value of 0 in every other category. Here are the results of the regression:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.130	.017	.017	24314.8809

Coefficients

VARIABLES	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	12325.364	7331.212		1.681	.093
British	21108.920	7332.473	.265	2.879	.004
French	17591.232	7332.534	.216	2.399	.016
Dutch	18820.434	7341.064	.089	2.564	.010

German	17228.182	7335.713	.119	2.349	.019
Other western Europeans	18525.621	7368.045	.045	2.514	.012
Hungarian	18085.016	7367.287	.045	2.455	.014
Polish	16422.957	7343.998	.068	2.236	.025
Ukrainian	18737.938	7341.028	.089	2.552	.011
Balkan	16405.659	7352.493	.053	2.231	.026
Greek	12397.800	7353.780	.039	1.686	.092
Italian	18829.738	7335.677	.131	2.567	.010
Portuguese	14196.265	7344.933	.057	1.933	.053
Spanish	10675.142	7385.427	.022	1.445	.148
Jewish	30943.920	7350.225	.105	4.210	.000
Other Europeans	19263.405	7340.423	.094	2.624	.009
African	8506.834	7367.449	.021	1.155	.248
Lebanese	13587.340	7384.779	.028	1.840	.066
Other Arabs	14702.114	7380.521	.031	1.992	.046
West Asians	10583.755	7371.788	.025	1.436	.151
South Asians	13467.573	7337.887	.077	1.835	.066
Chinese	13421.675	7335.812	.092	1.830	.067
Filipinos	10222.799	7345.543	.040	1.392	.164
Vietnamese	10665.944	7368.316	.026	1.448	.148
Other east and southeast Asians	14866.588	7356.091	.044	2.021	.043
Latin, central, south Americans	7873.512	7365.801	.020	1.069	.285
Caribbean	11680.235	7342.857	.051	1.591	.112
Aboriginal	5713.906	7344.690	.023	.778	.437
Canadian	15524.783	7331.982	.240	2.117	.034
Other single origins	15775.567	7369.550	.038	2.141	.032

The variables MO30 to MO47 constructed by Statistics Canada (which do not appear above) are referring to respondents of multiple origins, who could not be included in any other category (Statistics Canada, 1996: 2-50, 2-59). The variable MO47 is the reference category. The unstandardized coefficients of the multiple origin variables are not included in our presentation given our space limitations. Ethnicity explains 1.7% of the variation in earnings. The undstandardized coefficients for each ethnic group are listed above, and they indicate how much money above the reference category respondents belonging to the rest of the ethnic groups make, without controlling for other

variables. We observe that respondents of Jewish descent are on top making $30,944 more than the reference category. Next are the British ($21,109 more), followed by Other Europeans ($19,263 more), Italians ($18,830 more), Dutch ($18,820 more), Ukrainians ($18,738 more), Other Western Europeans ($18,526 more), Hungarians ($18,085 more), French ($17,591 more), Germans ($17,228 more), Polish ($16, 423 more), "Balkans" ($16,406 more), Canadians ($15,525 more), Other East and South East Asians ($14,866 more), Other Arabs ($14,702 more), Portuguese ($14,196 more), Lebanese ($13,587 more), South Asians ($13,468 more), Chinese ($13,422 more), Greeks ($12,398 more), Caribbean ($11,680 more), Spanish ($10,675 more), Vietnamese ($10,666 more), West Asians ($10,584 more), Filipinos ($10,223 more), African ($8,507 more), Latin, Central and South Americans ($7,874 more) and Aboriginals ($5,714 more).

Visibility (NEWVISMI)

Another variable associated with effects on earnings is "visibility". Several studies have shown that there exists a negative effect of "visibility" status on how much people are rewarded in the paid labour market (Li, 1988, 1992, Boyd, 1992, Hou and Balakrishnan, 1999, Lian and Matthews, 1998). We have also noted in Chapter 4 that there are important differences in the earnings of "visible" and non-"visible" respondents, if they are conceptualized as homogeneous groups. As it was shown above, however, there exist important differences in earnings within the "visibility" category. The gross effects of "visibility" on earnings are as follows:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.079	.006	.006	24514.4274

a Predictors: (Constant), VISIBILITY

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	30895.593	47.769		646.770	.000
Visibility	-6198.391	144.421	-.079	-42.919	.000

a Dependent Variable: earnings

"Visibility" explains 0.06% of the variation in earnings. Respondents who are members of "visible" minority groups make $6,198.4 less than non-"visible" minorities.

Place of Birth (POBP)

Place of birth (or nativity) is also expected to have an effect on respondents earnings (Boyd, 1985, 1992). Native-born respondents are more likely to have gotten their education in Canada, to be fluent in the official language(s), have more Canadian labour market experience, and may face less discrimination than foreign-born respondents who have gotten their education elsewhere, do not have Canadian employment experience, may not be fluent in the official language(s), or have an accent. Let us examine the gross effects of nativity on earnings:

R	R Square	Adjusted R Square	Std Error of the Estimate
.033	.001	.001	24507.9913

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		

(Constant)	28518.975	95.319		299.194	.000
Native-born	1941.922	107.892	.033	17.999	.000

Nativity explains 0.01% in the variation of earnings. Native-born respondents make $1,942 more than the foreign-born.

Age (AGEP)

It should be remembered that in our sample respondents have ages from 25 to 60 years (see Chapter 2). Here are the gross effects of age on earnings:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.145	.021	.021	24261.1525

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	14548.534	197.239		73.761	.000
Age (24<x<61)	384.014	4.767	.145	80.564	.000

Age explains 2.1% of the variation in earnings. For every year of change in age, there is $384 change in earnings.

The Effect of the Interaction term of Class and Sex

As mentioned in Chapter 2, I have constructed an interaction term of class and sex, where I have given values of 0 and 1 to the combinations of five classes (proletariat, semi-autonomous workers, managers and supervisors, petty bourgeoisie and employers) and the two sex groups. The resulting ten categories appear to have weaker combined

effects on earnings than the separate, gross effects of class and sex. Here are the results of the effects of the interaction term of class and sex on earnings:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.422	.178	.178	22230.9130

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	18865.053	76.439		246.798	.000
Employer male	23522.089	214.720	.190	109.548	.000
Employer female	7222.635	330.115	.037	21.879	.000
Petty bourgeois male	4634.730	198.303	.041	23.372	.000
Petty bourgeois female	-4632.389	243.434	-.033	-19.029	.000
Managers & supervisors-male	32737.195	168.613	.347	194.156	.000
Managers & supervisors-female	14563.490	226.588	.111	64.273	.000
Semi-autonomous workers-male	26298.361	155.005	.307	169.661	.000
Semi-autonomous workers-female	14113.884	148.046	.174	95.335	.000
Proletarians-male	11690.919	108.011	.214	108.238	.000

The reference category here is female proletarians (PROLETFE). With only class and sex in the model, the explained variation was 17.8%. In the model above we have added the interaction of class and sex (Class ÷ Sex) to the variables class and sex already in the model. They explain 17.8% of the variation in earnings. The unstandardized coefficients for each category are listed above and are deviations from the reference category, which is part of the constant. We notice a negative coefficient for petty bourgeois females (-$4,632.389).

Summary of Gross Effects

In the preceding pages I have presented analytically the gross effects of three types of variables (human capital, production/labour market and ascriptive) on earnings. In Table 5.1 below I present summarily the correlations, r^2 and the percentage explained variation on earnings by the aforementioned variables. The variables are presented in order of "relative weight", i.e., according to the percentage of earnings they explain, without controlling for other variables.

Table 5.1
Gross Effects on Earnings

VARIABLE	R	R^2	Explained % of Earnings
Class and Sex (Interaction)	0.442	0.178	17.8
Weeks worked in 1995	0.375	0.141	14.1
Class	0.337	0.113	11.3
Full-time or part-time	0.323	0.104	10.4
Industry	0.284	0.080	8.0
Sex	0.267	0.071	7.1
Schooling	0.251	0.063	6.3
Age	0.145	0.021	2.1
Ethnicity	0.130	0.017	1.7
Visibility	0.079	0.006	0.06
Place of Birth	0.033	0.001	0.01
Knowledge of Language(s)	0.007	□0.000	□0.000

The Multiple Regression Model

In our model we treat earnings as the dependent variable. The effects of the independent variables on earnings are assessed by the regression coefficients. As mentioned earlier, we will begin with schooling and then will proceed by adding successively production/labour market variables (full-time/part-time, weeks worked,

industry, class), as well as ascriptive variables (age, sex, ethnicity, "visibility", place of birth, etc.). The multiple regression equation is:

$$Y=a+\beta_1 X_1+\beta_2 X_2+\beta_3 X_3+\ldots\beta_n X_n$$

where Y is earnings, a is the intercept (constant), $\beta_1 \ldots \beta_n$ are the unstandardized coefficients, and $X_1 \ldots X_n$ are the independent variables (schooling, full-time/part-time, weeks worked, etc.). Let us examine the results.

It was shown above that the correlation of schooling and earnings is r=0.251. Schooling explains 6.3% of the variation on earnings. The unstandardized coefficient is $1,783.411. We now add full-time/part-time employment to the regression equation and the results are as follows:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.406	.165	.165	22410.4424

Coefficients

VARIABLES	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-11303.658	188.179		-60.069	.000
Schooling	1744.010	11.827	.246	147.459	.000
Full-time	21143.775	110.424	.319	191.478	.000

We observe that r=0.406 and r^2=0.165. This model, with schooling and full-time/part-time weeks as predictors, explains 16.5% of the variation in earnings. The constant is −11,303.658 (those who did not work full-time and had a value 0 for schooling). The coefficient for schooling is 1,744 and for full-time weeks 21,144.

We now add the actual number of weeks that respondents worked in the previous year (1995) to our model. The multiple regression results are the following:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.491	.241	.241	21359.8504

Coefficients

VARIABLES	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta		
(Constant)	-30629.102	210.882		-145.24	.000
Schooling	1607.748	11.300	.226	142.28	.000
Full-time	15510.948	110.101	.234	140.88	.000
Weeks worked in 1995	604.506	3.469	.290	174.23	.000

Now we see that r=0.491 and r^2=0.241. This model, with schooling, full-time/part-time weeks, and weeks worked in 1995 as predictors, explains 24.1% of the variation in earnings, when everything else is held constant. The coefficient for schooling is now 1,607.75, for full-time/part-time weeks 15,511, and for weeks worked in 1995 it is 604.506.

If we add industry to our model, the regression results are the following:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.530	.281	.281	20797.6477

Coefficients

VARIABLES	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-33969.049	248.978		-136.434	.000
Schooling	1495.511	11.813	.211	126.601	.000
Full-time	13396.190	110.264	.202	121.492	.000

Weeks worked in 1995	599.482	3.419	.288	175.341	.000
Agriculture	-2871.841	268.474	-.019	-10.697	.000
Other primary	20186.317	300.660	.118	67.140	.000
Manufacturing	10043.993	176.414	.148	56.934	.000
Construction	8156.613	214.709	.078	37.989	.000
Transportation	10635.883	230.883	.090	46.066	.000
Communications	13237.808	250.553	.099	52.834	.000
Wholesale	8632.703	222.187	.078	38.853	.000
Retail	348.652	187.649	.004	1.858	.063
Finance	8547.767	212.246	.084	40.273	.000
Business services	9013.100	205.593	.094	43.840	.000
Federal government	11128.908	274.615	.073	40.526	.000
Other government	11192.084	239.526	.090	46.726	.000
Education	8254.026	201.980	.091	40.866	.000
Health	5847.856	186.871	.074	31.293	.000
Food sector	-2838.870	224.494	-.025	-12.646	.000

a Dependent Variable: earnings

At this stage of our model, multiple r=0.530 and multiple r^2=0.281. Now, with schooling, full-time/part-time weeks, weeks worked in 1995, and industry as predictors, our model explains 28.1% of the variation in earnings.

Next we move to the ascriptive variables, beginning with the addition of age. Here are the results:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.553	.306	.306	20426.7455

Coefficients

VARIABLES	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-53553.389	307.486		-174.165	.000
Schooling	1748.559	11.850	.246	147.564	.000
Full-time	13503.926	108.303	.204	124.687	.000
Weeks worked in 1995	571.807	3.368	.274	169.762	.000
Agriculture	-3521.848	263.759	-.024	-13.353	.000

Other primary	20136.846	295.299	.118	68.191	.000
Manufacturing	10149.816	173.271	.150	58.578	.000
Construction	8149.532	210.880	.078	38.645	.000
Transportation	10286.425	226.790	.087	45.357	.000
Communications	13086.464	246.088	.098	53.178	.000
Wholesale	8864.922	218.235	.080	40.621	.000
Retail	587.437	184.316	.007	3.187	.001
Finance	8255.131	208.479	.081	39.597	.000
Business services	8701.066	201.948	.091	43.086	.000
Federal government	10595.597	269.765	.070	39.277	.000
Other government	10385.064	235.380	.083	44.121	.000
Education	6396.229	199.164	.070	32.115	.000
Health	5208.355	183.640	.066	28.362	.000
Food sector	-2042.772	220.621	-.018	-9.259	.000
Age (24<x<61)	433.898	4.130	.164	105.060	.000

a Dependent Variable: earnings

With age into our model, multiple r=0.550 and multiple r^2=0.306. Now our model explains 30.6% of the variation in earnings.

Next we add the sex of respondents into our model. The regression results are:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.581	.337	.337	19966.1928

Coefficients

VARIABLES	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-43809.874	311.588		-140.602	.000
Schooling	1650.832	11.612	.232	142.170	.000
Full-time	11022.248	107.910	.166	102.143	.000
Weeks worked in 1995	562.633	3.293	.270	170.844	.000
Agriculture	-4971.160	258.101	-.034	-19.260	.000
Other primary	16645.639	290.139	.097	57.371	.000
Manufacturing	8034.805	170.301	.118	47.180	.000
Construction	4113.026	208.918	.039	19.687	.000
Transportation	7169.004	223.231	.061	32.115	.000
Communications	11676.767	240.834	.087	48.485	.000
Wholesale	6960.966	213.919	.063	32.540	.000

Retail	164.936	180.196	.002	.915	.360
Finance	9306.512	203.972	.091	45.627	.000
Business services	8162.401	197.447	.085	41.340	.000
Federal government	9972.327	263.735	.066	37.812	.000
Other government	9757.927	230.133	.078	42.401	.000
Education	7630.959	194.952	.084	39.143	.000
Health	7712.447	180.738	.097	42.672	.000
Food sector	-1848.530	215.653	-.016	-8.572	.000
Age (24<x<61)	413.683	4.040	.156	102.385	.000
Females	-9629.484	81.223	-.196	-118.556	.000

a Dependent Variable: earnings

With respondents' sex added to our model, multiple r=0.581 and multiple r^2=0.337. Now our model explains 33.7% of the variation in earnings, when everything else is held constant.

When class is entered into the regression equation, the results are as follows:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.612	.374	.374	19394.6451

Coefficients

VARIABLES	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-37904.476	306.410		-123.705	.000
Schooling	1310.172	11.969	.185	109.463	.000
Full-time	9642.486	105.379	.145	91.503	.000
Weeks worked in 1995	533.650	3.214	.256	166.048	.000
Agriculture	-4586.454	252.718	-.031	-18.149	.000
Other primary	15866.042	282.473	.093	56.168	.000
Manufacturing	7582.658	167.500	.112	45.270	.000
Construction	3954.760	203.256	.038	19.457	.000
Transportation	7522.797	217.800	.064	34.540	.000
Communications	10992.237	235.542	.082	46.668	.000
Wholesale	6460.817	208.984	.058	30.915	.000
Retail	-802.920	176.066	-.010	-4.560	.000
Finance	8508.904	199.427	.083	42.667	.000
Business services	7930.144	192.043	.083	41.294	.000

Federal government	8602.749	258.070	.057	33.335	.000
Other government	8699.608	225.761	.070	38.535	.000
Education	5276.052	195.910	.058	26.931	.000
Health	6331.152	177.914	.080	35.586	.000
Food sector	-2884.777	210.664	-.025	-13.694	.000
Age (24<x<61)	385.142	3.960	.146	97.248	.000
Females	-8975.956	79.523	-.183	-112.873	.000
Employers	7304.170	162.211	.069	45.029	.000
Petty bourgeois	-5298.583	141.376	-.059	-37.479	.000
Managers & supervisors	13159.452	120.943	.167	108.807	.000
Semi-autonomous workers	6665.639	110.346	.107	60.407	.000

a Dependent Variable: earnings

With class added to our model, multiple r=0.612 and multiple r^2=0.374. Now our model explains 37.4% of the variation in earnings.

Ethnicity is entered into our model next, and the results are:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.617	.381	.381	19293.4795

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-51515.597	5825.135		-8.844	.000
Schooling	1308.476	12.160	.184	107.602	.000
Full-time	9842.031	104.966	.148	93.764	.000
Weeks worked in 1995	522.394	3.209	.251	162.766	.000
Agriculture	-4851.873	252 524	-.033	-19.214	.000
Other primary	15545.478	281.705	.091	55.183	.000
Manufacturing	7758.583	166.891	.114	46.489	.000
Construction	3604.134	202.580	.035	17.791	.000
Transportation	7314.121	216.951	.062	33.713	.000
Communications	10789.884	234.543	.081	46.004	.000
Wholesale	6322.203	208.118	.057	30.378	.000
Retail	-823.406	175.383	-.010	-4.695	.000
Finance	8458.208	198.613	.083	42.586	.000
Business services	7773.858	191.248	.081	40.648	.000
Federal government	8238.863	257.200	.054	32.033	.000
Other government	8590.652	225.485	.069	38.099	.000

Education	4935.910	195.281	.054	25.276	.000
Health	6308.449	177.178	.080	35.605	.000
Food sector	-2385.642	210.244	-.021	-11.347	.000
Age (24<x<61)	380.533	3.980	.144	95.605	.000
Females	-9038.421	79.228	-.184	-114.082	.000
Employer	7164.037	161.777	.068	44.283	.000
Petty bourgeois	-5515.824	140.908	-.061	-39.145	.000
Managers & supervisors	12828.522	120.529	.163	106.435	.000
Semi-autonomous workers	6593.871	109.935	.106	59.980	.000
British	16071.531	5818.651	.202	2.762	.006
French	13552.700	5818.661	.167	2.329	.020
Dutch	15771.987	5825.520	.074	2.707	.007
German	14297.134	5821.253	.099	2.456	.014
Other western Europeans	14093.246	5846.930	.035	2.410	.016
Hungarian	13085.319	5846.288	.032	2.238	.025
Polish	12102.468	5827.799	.050	2.077	.038
Ukrainian	14368.801	5825.439	.068	2.467	.014
Balkan	12788.706	5834.513	.041	2.192	.028
Greek	12204.276	5835.509	.038	2.091	.036
Italian	15408.708	5821.243	.107	2.647	.008
Portuguese	16346.680	5828.742	.065	2.804	.005
Spanish	9629.972	5860.672	.019	1.643	.100
Jewish	21682.457	5832.875	.074	3.717	.000
Other European	14316.820	5824.932	.070	2.458	.014
African	7514.102	5846.350	.019	1.285	.199
Lebanese	10565.785	5860.133	.021	1.803	.071
Other Arab	8803.888	5856.725	.019	1.503	.133
West Asians	7488.570	5849.825	.017	1.280	.200
South Asians	10256.345	5822.950	.059	1.761	.078
Chinese	10084.697	5821.265	.069	1.732	.083
Filipino	7868.437	5829.098	.031	1.350	.177
Vietnamese	9250.762	5847.132	.023	1.582	.114
Other Southeast Asian	12000.226	5837.422	.036	2.056	.040
Latin, Central, South American	8635.080	5845.097	.022	1.477	.140
Caribbean	9972.183	5826.902	.043	1.711	.087
Aboriginal	10371.874	5828.263	.042	1.780	.075
Canadian	13771.819	5818.240	.213	2.367	.018
Other single origins	13402.332	5848.037	.032	2.292	.022

With ethnicity added to our model, multiple r=0.617 and multiple r^2=0.381. Now our model explains 38.1% of the variation in earnings.

We also add "visibility" status into the model and the results are as follows:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.617	.380	.380	19357.1550

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-49320.997	5846.266		-8.436	.000
Schooling	1315.994	12.333	.184	106.706	.000
Full-time	9949.241	106.496	.149	93.424	.000
Weeks worked in 1995	521.889	3.272	.247	159.482	.000
Agriculture	-4977.304	255.087	-.034	-19.512	.000
Other primary	15729.839	289.877	.090	54.264	.000
Manufacturing	7776.230	168.762	.115	46.078	.000
Construction	3526.480	205.626	.034	17.150	.000
Transportation	7320.662	219.910	.062	33.289	.000
Communications	10805.105	237.150	.081	45.562	.000
Wholesale	6325.548	210.160	.057	30.099	.000
Retail	-845.660	177.331	-.010	-4.769	.000
Finance	8498.288	200.519	.083	42.381	.000
Business services	7789.422	193.224	.081	40.313	.000
Federal government	8208.058	260.611	.054	31.495	.000
Other government	8888.811	231.014	.070	38.477	.000
Education	4903.551	197.801	.054	24.790	.000
Health	6390.577	179.526	.080	35.597	.000
Food sector	-2396.614	213.153	-.021	-11.244	.000
Age (24<x<61)	382.419	4.029	.144	94.921	.000
Females	-9109.813	80.247	-.185	-113.522	.000
Employers	7187.243	163.311	.068	44.010	.000
Petty bourgeois	-5548.174	142.437	-.061	-38.952	.000
Managers & supervisors	12876.636	121.882	.163	105.648	.000
Semi-autonomous workers	6598.286	111.341	.106	59.262	.000
British	13676.547	5839.507	.173	2.342	.019
French	11122.661	5839.569	.137	1.905	.057
Dutch	13394.494	5846.409	.064	2.291	.022
German	11897.450	5842.157	.083	2.036	.042

Other western Europeans	11676.482	5867.956	.029	1.990	.047
Hungarian	10663.952	5867.271	.027	1.818	.069
Polish	9668.693	5848.758	.040	1.653	.098
Ukrainian	11941.635	5846.357	.057	2.043	.041
Balkan	10357.354	5855.488	.034	1.769	.077
Greek	9796.351	5856.478	.031	1.673	.094
Italian	12995.269	5842.153	.091	2.224	.026
Portuguese	14036.458	5849.578	.057	2.400	.016
Spanish	9730.397	5880.031	.020	1.655	.098
Jewish	19299.183	5853.750	.066	3.297	.001
Other Europeans	11894.751	5845.858	.058	2.035	.042
African	9283.633	5866.526	.023	1.582	.114
Lebanese	11195.616	5879.581	.023	1.904	.057
Other Arab	9908.275	5876.382	.021	1.686	.092
West Asians	8256.640	5869.287	.019	1.407	.160
South Asians	12303.840	5843.286	.071	2.106	.035
Chinese	12156.112	5841.620	.084	2.081	.037
Filipino	9917.636	5849.452	.039	1.695	.090
Vietnamese	11343.464	5867.577	.028	1.933	.053
Other south east Asians	14028.296	5857.778	.042	2.395	.017
Latin, Central, South American	9892.567	5864.815	.025	1.687	.092
Caribbean	11828.392	5847.047	.052	2.023	.043
Aboriginal	10054.526	5972.252	.012	1.684	.092
Canadian	11370.759	5839.131	.176	1.947	.051
Other single origins	11342.428	5868.635	.027	1.933	.053
Visibility	-4544.899	258.582	-.058	-17.576	.000

Here we observe that the multiple r does not move from its previous value of 0.617 and multiple r^2 is slightly lower, by 0.001 (0.380). Our model explains 38% of earnings (lower by 0.001% from the previous model). This is an unusual development. It is likely that this is happening because the relationship between ethnicity and "visible" minority status indicator may be "problematic". Most of those who are included in the ethnicity variable as "visible minority" groups (e.g., Caribbean, Chinese, Filipino, etc.) have values of 1 in the "visibility" category. There appears to be co-linearity between ethnicity and "visible" minority status indicator.

In the subsequent regression model, we add place of birth. The results are as follows:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.617	.381	.380	19355.3244

Coefficients

VARIABLES	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-49806.645	5846.067		-8.520	.000
Schooling	1319.955	12.343	.185	106.941	.000
Full-time	9957.246	106.491	.150	93.503	.000
Weeks worked in 1995	521.383	3.273	.247	159.309	.000
Agriculture	-5032.380	255.168	-.034	-19.722	.000
Other primary	15682.450	289.918	.089	54.093	.000
Manufacturing	7784.343	168.749	.115	46.130	.000
Construction	3516.847	205.611	.034	17.104	.000
Transportation	7291.597	219.923	.062	33.155	.000
Communications	10759.490	237.204	.081	45.360	.000
Wholesale	6304.868	210.158	.057	30.001	.000
Retail	-861.686	177.327	-.011	-4.859	.000
Finance	8470.163	200.535	.083	42.238	.000
Business services	7777.432	193.212	.081	40.253	.000
Federal government	8169.474	260.637	.054	31.344	.000
Other government	8844.454	231.067	.069	38.277	.000
Education	4877.631	197.812	.053	24.658	.000
Health	6367.162	179.536	.080	35.465	.000
Food sector	-2384.161	213.139	-.021	-11.186	.000
Age (24<x<61)	387.552	4.085	.146	94.861	.000
Females	-9105.575	80.242	-.185	-113.477	.000
Employers	7195.474	163.299	.068	44.063	.000
Petty bourgeois	-5543.251	142.425	-.061	-38.920	.000
Managers & supervisors	12871.223	121.873	.163	105.612	.000
Semi-autonomous workers	6597.446	111.330	.106	59.260	.000
British	13199.371	5839.297	.167	2.260	.024
French	10469.904	5839.658	.129	1.793	.073
Dutch	13070.735	5846.014	.062	2.236	.025
German	11459.968	5841.892	.080	1.962	.050

Other Western European	11386.911	5867.527	.028	1.941	.052
Hungarian	10403.353	5866.818	.026	1.773	.076
Polish	9557.589	5848.223	.040	1.634	.102
Ukrainian	11330.872	5846.365	.054	1.938	.053
Balkan	10349.856	5854.934	.034	1.768	.077
Greek	9688.613	5855.942	.031	1.654	.098
Italian	12761.531	5841.683	.089	2.185	.029
Portuguese	14161.578	5849.049	.057	2.421	.015
Spanish	9611.588	5879.496	.020	1.635	.102
Jewish	18923.688	5853.408	.065	3.233	.001
Other European	11592.844	5845.442	.057	1.983	.047
African	9020.330	5866.075	.022	1.538	.124
Lebanese	10986.653	5879.090	.022	1.869	.062
Other Arab	9735.946	5875.871	.021	1.657	.098
West Asian	8136.140	5868.754	.019	1.386	.166
South Asian	12046.136	5842.833	.069	2.062	.039
Chinese	11837.854	5841.220	.082	2.027	.043
Filipino	9670.436	5848.990	.038	1.653	.098
Vietnamese	11115.751	5867.100	.027	1.895	.058
Other Southeast Asian	13561.607	5857.551	.041	2.315	.021
Latin, Central, South American	9739.443	5864.296	.025	1.661	.097
Caribbean	11546.860	5846.613	.050	1.975	.048
Aboriginal	9387.025	5972.343	.011	1.572	.116
Canadian	10706.211	5839.243	.166	1.833	.067
Other single origins	10888.038	5868.389	.026	1.855	.064
Visibility	-4059.213	266.451	-.052	-15.234	.000
Native-born	930.035	123.265	.016	7.545	.000

We notice that the multiple r does not move from its previous value of 0.617 and multiple r^2 moves up slightly by 0.001 (0.381), although the adjusted r^2 is 0.380. Our model explains 38.1% of earnings. Nativity does not seem to affect the model.

We now add knowledge of official language(s) to our model. We can observe the following results:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.617	.381	.381	19354.7003

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-49513.170	5846.246		-8.469	.000
Schooling	1323.707	12.371	.186	107.002	.000
Full-time	9966.197	106.506	.150	93.574	.000
Weeks worked in 1995	520.923	3.274	.247	159.096	.000
Agriculture	-5061.720	255.244	-.034	-19.831	.000
Other primary	15646.647	290.019	.089	53.950	.000
Manufacturing	7781.610	168.745	.115	46.115	.000
Construction	3491.162	205.684	.033	16.973	.000
Transportation	7284.050	219.922	.062	33.121	.000
Communications	10754.380	237.199	.081	45.339	.000
Wholesale	6303.227	210.151	.057	29.994	.000
Retail	-872.740	177.339	-.011	-4.921	.000
Finance	8461.196	200.539	.083	42.192	.000
Business services	7779.293	193.206	.081	40.264	.000
Federal government	8231.529	260.996	.054	31.539	.000
Other government	8834.006	231.071	.069	38.231	.000
Education	4880.034	197.806	.053	24.671	.000
Health	6347.410	179.584	.080	35.345	.000
Food sector	-2383.756	213.132	-.021	-11.184	.000
Age (24<x<61)	387.699	4.085	.146	94.897	.000
Females	-9104.123	80.240	-.185	-113.462	.000
Employers	7202.153	163.301	.068	44.104	.000
Petty bourgeois	-5539.685	142.423	-.061	-38.896	.000
Managers & supervisors	12885.170	121.909	.163	105.695	.000
Semi-autonomous workers	6616.511	111.408	.106	59.390	.000
British	13139.721	5839.124	.166	2.250	.024
French	10698.823	5839.693	.132	1.832	.067
Dutch	13000.284	5845.846	.062	2.224	.026
German	11391.974	5841.724	.079	1.950	.051
Other Western European	11423.897	5867.343	.028	1.947	.052
Hungarian	10352.184	5866.640	.026	1.765	.078
Polish	9504.121	5848.047	.040	1.625	.104
Ukrainian	11258.983	5846.198	.054	1.926	.054
Balkan	10295.098	5854.758	.033	1.758	.079
Greek	9704.802	5855.754	.031	1.657	.097
Italian	12789.801	5841.498	.089	2.189	.029
Portuguese	14220.087	5848.875	.057	2.431	.015

Spanish	9648.215	5879.312	.020	1.641	.101
Jewish	18961.372	5853.225	.065	3.239	.001
Other European	11537.254	5845.267	.057	1.974	.048
African	8994.523	5865.888	.022	1.533	.125
Lebanese	11135.503	5878.994	.023	1.894	.058
Other Arab	9836.702	5875.724	.021	1.674	.094
West Asian	8148.455	5868.565	.019	1.388	.165
South Asian	11991.204	5842.658	.069	2.052	.040
Chinese	11833.805	5841.032	.082	2.026	.043
Filipino	9580.545	5848.836	.038	1.638	.101
Vietnamese	11170.335	5866.923	.027	1.904	.057
Other Southeast Asian	13540.136	5857.364	.041	2.312	.021
Latin, Central, South American	9774.980	5864.112	.025	1.667	.096
Caribbean	11531.379	5846.426	.050	1.972	.049
Aboriginal	9472.972	5972.181	.011	1.586	.113
Canadian	10813.385	5839.103	.168	1.852	.064
Other single origins	11008.181	5868.261	.027	1.876	.061
Visibility	-4073.763	266.462	-.052	-15.288	.000
Native-born	918.321	123.288	.016	7.449	.000
Knowledge of official languages	-226.926	50.658	-.008	-4.480	.000

We can observe that the addition of knowledge official language(s) to our model does not improve the multiple r (r=0.617) or the multiple r^2 (r^2 =0.381). We are still explaining 38.1% of earnings. Place of birth and knowledge of official languages do not improve our model.

In the following model, we add the interaction term of class+sex. Here are the results we get:

R	R Square	Adjusted R Square	Std. Error of the Estimate
.619	.383	.382	19325.0133

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-58198.151	5837.073		-9.970	.000

Schooling	1317.407	12.359	.185	106.592	.000
Full-time	10138.892	106.530	.152	95.174	.000
Weeks worked in 1995	520.452	3.269	.247	159.185	.000
Agriculture	-4859.494	255.447	-.033	-19.023	.000
Other primary	15689.650	289.690	.089	54.160	.000
Manufacturing	7801.137	168.691	.115	46.245	.000
Construction	3569.915	206.267	.034	17.307	.000
Transportation	7446.969	219.970	.063	33.854	.000
Communications	10853.537	236.899	.081	45.815	.000
Wholesale	6326.119	210.011	.057	30.123	.000
Retail	-743.976	177.280	-.009	-4.197	.000
Finance	8566.570	200.533	.084	42.719	.000
Business services	7779.551	193.077	.081	40.293	.000
Federal government	8241.154	260.645	.054	31.618	.000
Other government	8892.701	230.805	.070	38.529	.000
Education	4838.194	198.280	.053	24.401	.000
Health	6207.054	180.461	.078	34.395	.000
Food sector	-2271.562	212.965	-.020	-10.666	.000
Age (24<x<61)	384.626	4.084	.145	94.187	.000
British	13124.048	5830.185	.166	2.251	.024
French	10676.921	5830.754	.132	1.831	.067
Dutch	12918.533	5836.899	.061	2.213	.027
German	11351.059	5832.778	.079	1.946	.052
Other Western European	11425.166	5858.356	.028	1.950	.051
Hungarian	10323.946	5857.660	.026	1.762	.078
Polish	9526.439	5839.095	.040	1.631	.103
Ukrainian	11243.241	5837.244	.053	1.926	.054
Balkan	10278.142	5845.793	.033	1.758	.079
Greek	9695.636	5846.793	.031	1.658	.097
Italian	12739.722	5832.554	.089	2.184	.029
Portuguese	14172.798	5839.921	.057	2.427	.015
Spanish	9665.714	5870.317	.020	1.647	.100
Jewish	18952.855	5844.262	.065	3.243	.001
Other European	11550.035	5836.317	.057	1.979	.048
African	9027.431	5856.911	.022	1.541	.123
Lebanese	11089.186	5869.993	.023	1.889	.059
Other Arab	9831.049	5866.719	.021	1.676	.094
West Asian	8163.088	5859.582	.019	1.393	.164
South Asian	11952.013	5833.711	.069	2.049	.040
Chinese	11794.694	5832.084	.081	2.022	.043
Filipino	9523.855	5839.880	.038	1.631	.103
Vietnamese	11142.535	5857.939	.027	1.902	.057

Other Southeast Asian	13541.027	5848.395	.041	2.315	.021
Latin, Central, South American	9764.047	5855.135	.025	1.668	.095
Caribbean	11508.814	5837.476	.050	1.972	.049
Aboriginal	9461.039	5963.039	.011	1.587	.113
Canadian	10780.712	5830.164	.167	1.849	.064
Other single origins	10929.337	5859.279	.026	1.865	.062
Visibility	-4053.084	266.056	-.051	-15.234	.000
Native-born	908.127	123.116	.015	7.376	.000
Knowledge of official languages	-226.687	50.581	-.008	-4.482	.000
Employer male	16848.030	195.687	.136	86.097	.000
Employer female	4523.395	291.427	.023	15.522	.000
Petty bourgeois male	2128.758	182.205	.019	11.683	.000
Petty bourgeois female	-4119.058	217.586	-.029	-18.931	.000
Managers & supervisors male	23512.260	154.384	.249	152.297	.000
Managers & supervisors female	8684.983	201.224	.066	43.161	.000
Semi-autonomous workers male	15040.061	147.680	.176	101.843	.000
Semi-autonomous workers female	6724.432	145.094	.083	46.345	.000
Proletarians male	8398.603	102.107	.153	82.253	.000

In this, our final model, there is a minor improvement. Multiple r=0.619 and multiple r^2=0.383 (adjusted r^2=0.382). With this model we can explain 38.3% of the variation in earnings. Since parsimony should be one of the characteristics of our model, we will be using the following variables in the rest of our regressions for the whole sample:

1. Schooling
2. Full-time or part-time weeks worked
3. Number of weeks worked in 1995
4. Class
5. Industrial sector
6. Age
7. Sex

8. Ethnicity

Multiple Regression on Classes

The specific coefficients and all pertinent information for the regressions that follow are found in Appendix A, at the end of this dissertation. Here we will report, for the sake of presentation and because of space considerations, only the percentage of the explained variation of earnings and we will point to noteworthy coefficients. We now turn to the results of running separate regressions of each class, beginning with the proletariat.

Proletariat

The model described above explains 40.1% of the variation in the earnings of proletarians. A close examination of the coefficients reveals that female proletarians make $7,843 less than their male counterparts. Proletarians in the food sector make $2,437 less than proletarians in the reference category ("other services"), in agriculture $2,729 less, and in retail $247 less. For every extra year of schooling, proletarians make $793 more.

Semi-autonomous Workers

For the semi-autonomous workers, our multiple regression model explains 38.4% of their variation in earnings. Female semi-autonomous workers make $6,685 less than their male counterparts. For every additional year of schooling, semi-autonomous workers make $1,446 more. There are no negative coefficients in any of the industrial sectors.

Managers and Supervisors

In the case of managers and supervisors, our regression model explains 35.3% of the variation in their earnings. Female managers and supervisors make $12,746 less than their male counterparts. Managers and supervisors in agriculture make $10,125 les than those in the reference category (other services). In retail they make $2,311 less, and in the food sector $4,897 less. Every extra year of schooling improves the earnings of the managers and supervisors by $2,208.

Petty Bourgeoisie

Our model explains only 14.8% of the variation in the earnings of the petty bourgeoisie. Female petty bourgeois make $7,610 less than their male counterparts. For every additional year of schooling, the petty bourgeois make $818 more. In agriculture, they make $2,526 less than the reference category of "other services". In retail, they make $1,584 less, and in the food sector $1,964 less.

Employers

For the class of employers, the regression model explains 27.9% of the variation in their earnings. Female employers make $13,218 less than their male counterparts. Employers in agriculture make $4,006 less than those in the reference category of "other services". In the sector of communications they make $1,614 less, in retail $2,256 less, in education $853 less, and in the food sector $3,156 less.

Multiple Regression on Sex

Males

We have run the same model on male and female respondents. Our model explains 32.3% of the variation in the earnings of the males. For every additional year in schooling, males make $1,455. In the agriculture, males make $4,388 less than those in the reference category of "other services". In retail they make $1,164 less, and in the food industry $3,975 less.

Females

For females, the model explains 42.3% of their variation in earnings, substantially more than that of the males (32.3%). For every extra year of schooling, females make $1,000. Females in agriculture make $4,037 less than in the reference category of "other services". In the retail sector they make $60 less and in the food sector $1,546 less.

Multiple Regressions on Nativity

We now turn to the place of birth of respondents. We begin with the foreign-born.

Foreign-born

Our model explains 36% of the variation in the earnings of the foreign-born. Foreign-born females make $8,311 less than foreign-born males. For every additional year of schooling, the foreign-born make $987 extra. The petty bourgeois make $5,167

less than the reference category of proletarians. In agriculture, the foreign-born make $3,159 less than in the reference category of "other services". In retail they make $847 less, and in the food sector $2,322 less.

Native-born

In the case of native-born respondents, we can explain 39% of the variation in their earnings, 3% more than that of the foreign-born. Native-born females make $9,261 less than foreign-born males. For every additional year of schooling, the native-born make $1,444 more. Native-born petty bourgeois make $5,564 less than the reference category of proletarians. In agriculture, the native-born make $5,219 less than in those in the reference category of "other services". In retail they make $753 less and in the food industry $2,269.

Multiple Regressions for Ethnic Groups

We will now turn to the ten ethnic/"visibility" groups that we have selected for examination and will analyze each one separately. We begin with the British. Detailed multiple regression results are found in Appendix B.

British

Our model explains 38.5% of the variation in earnings for the whole ethnic group of respondents of British descent. Females make $10,694 less than male respondents of British descent. For every additional year of schooling, respondents make $1,670 more.

In the industrial sector of agriculture they make $6,531 less than in those in the reference category of "other services". In retail they make $777 less, and in the food sector $2,866 less. The petty bourgeois make $6,525 less than those in the reference category of proletarians.

We will now examine the internal differences in terms of class, beginning with British-descent proletarians.

British Proletarians

We can observe that our model explains 41.1% of the variation in earnings of the proletarians. It is noteworthy that male proletarians of British descent make $9,024 more than their female counterparts. In agriculture, respondents make $4,600 less than those in the reference category of "other services". In retail they may $93 less, and in the food sector $2,945 less. Every extra year of schooling adds $1,093 to the earnings of the proletarians.

British Semi-autonomous Workers

In the case of semi-autonomous workers of British descent, our model explains 37% of the variation in the earnings of semi-autonomous workers of British descent. Female semi-autonomous workers make $8,683 less than their male counterparts. For every additional year of schooling, semi-autonomous workers make $1,729 more. Agriculture is the only industrial sector with a negative coefficient. Semi-autonomous

workers in this sector make $595 less than those in the reference category of "other services".

British Managers and Supervisors

We can explain 34.2% of the variation in the earnings of managers and supervisors. Female managers and supervisors make $15,488 less than their male counterparts. Every extra year of schooling adds $2,570 to the earnings of managers and supervisors. In agriculture, managers and supervisors of British descent make $16,456 less than those in the reference category of "other services". In retail, they make $4,012 less, and in the food sector $7,040 less.

British Petty Bourgeoisie

Our model explains only 14.6% in the variation of the earnings of the petty bourgeois. This seems to be consistent with the previous analysis for the whole sample: our combination of human capital, production/labour market, and ascriptive variables does not seem to be explaining the variation in the earnings of the petty bourgeoisie as well as it does for the proletarians, the semi-autonomous workers, and the managers and supervisors. The results are a bit better, as we will see for the employers.

Petty bourgeois females make $6,925 less than their male counterparts. In agriculture, the petty bourgeois make $1,654 less than those in the reference category of "other services". In retail they make $699 less, and in the food sector they make $438 less. For every additional year of schooling, the petty bourgeois make $953 more.

British Employers

Our model explains 27.3% of the variation in the earnings of the employers. Female employers make $13,562 less than their male counterparts. In agriculture they make $7,610 less than those in the reference category of "other services". In communications they make $10,640 less, in education $8,376 less, in construction $1,369 less, in retail $3,036 less, and in food $6,686 less. Every extra year of schooling adds $2,288 more to the earnings of employers. We now turn to the analysis of the earnings of British-descent respondents by sex. We begin with males.

British Males

We can explain 32.1% of the variation in the earnings of British-descent males. Every additional year of schooling adds $1,863 to the earnings of males. In agriculture, British-descent males make $6,749 less than those in the reference category of "other services". In retail they make $1,682 less, and in the food sector $6,863 less. Petty bourgeois males of British descent make $8,040 less than those males in the reference category of "proletarians".

British Females

Our model explains more of the variation in the earnings of females (42.2%), compared to the explained variation in the earnings of males (32.1%). For every additional year of schooling, females make $1,195 more. In agriculture, females of

British descent make $4,588 less than those females in the reference category of "other services. In the food sector they make $1,269 less. Petty bourgeois females make $3,384 less than those in the reference category of "proletarians". We now turn to nativity, beginning with the foreign-born respondents of British descent.

British Foreign-born

Our model explains 40% of the variation in the earnings of foreign-born respondents of British descent. It is noteworthy that foreign-born females make $13,089 less than their male counterparts. Every additional year of schooling adds $1,669 more the earnings of the foreign-born respondents of British descent. In agriculture they make $6,991 less than those in the reference category of "other services". In retail they make $1,397 less, and in the food sector $3,167 less. Petty bourgeois foreign-born respondents of British descent make $7,128 less than those in the reference category of "proletarians".

British Native-born

We can explain 37.9% of the variation in the earnings of the native-born respondents of British descent. Native-born females make $9,933 less than their male counterparts. Petty bourgeois native-born respondents of British descent make $6,358 less than those in the reference category of "proletarians". In agriculture they make $6,549 less than those in the reference category of "other services". In retail they make $591 less, and in the food sector $3,025 less. Every additional year of schooling improves the earnings of the native-born respondents of British descent by $1,670.

French

We can explain 40.4% of the variation in the earnings of respondents of French descent, as a group. Females make $8,681 less then their male counterparts. Every extra year of schooling adds $1,340 to the earnings of French-descent respondents, as a group. In agriculture they make $3,665 less than those in the reference category of "other services". In retail they make $320 less, and in the food sector $1,239 less. Petty bourgeois respondents of French descent make $3,479 less than those in the reference category of "proletarians".

We now turn to the analysis of the earnings of French-descent respondents by class, beginning with the proletariat.

French Proletarians

We can explain 41.3% of the variation in the earnings of proletarians of French descent. Female proletarians of French descent make $8,040 less than their male counterparts. For every extra year of schooling, proletarians of French descent add $845 to their earnings. In agriculture, they make $457 less than those in the reference category of "other services". In retail they make $369 less, and they food sector they make $2,070 less.

French Semi-autonomous Workers

We can explain 40% of the variation in the earnings of semi-autonomous workers of French descent. Female semi-autonomous workers make $5,773 less than male ones. For every additional year of schooling, semi-autonomous workers of French descent make $1,464 more. In all industrial sectors they make more than what those in the reference category of "other services" make.

French Managers and Supervisors

Our model explains 40.3% of the variation in the earnings of managers and supervisors. We observe that female managers and supervisors make $12, 931 less than their male counterparts. For every extra year of schooling, managers and supervisors make $2,265 more. In agriculture they make $8,067 less than those in the reference category of "other services". In retail they make $133 less. In all other industrial sectors the unstandardized coefficients of earnings are higher than those of the reference category.

French Petty Bourgeois

Our model explains only 15.8% of the variation in the earnings of the petty bourgeois. Petty bourgeois females make $7,810 less than their male counterparts. One additional year of schooling increases the earnings of the petty bourgeois by $594. In agriculture they make $1,534 less than those in the reference category of "other services".

In manufacturing, they make $1,154 less, in retail $2,528 less, in education $966 less, and in the food sector $1,275 less.

French Employers

We can explain 28.2% of the variation in the earnings of the employers. Female employers make $13,803 less than the males. Every extra year of schooling increases the earnings of employers of French descent by $1,944. In agriculture they make $3,825 less than those in the reference category of "other services". In communications they make $4,941 less, in retail $708 less, in education $13,086 less, and in the food sector $4,615 less.

We now examine the differences of earnings in terms of sex. We report the results for males first.

French Males

We can explain 34.4% of the variation in the earnings of male respondents of French descent. Every additional year of schooling increases their earnings by $1,486. In agriculture, they make $4,503 less than those in the reference category of "other services". In retail they make $2,170 less, and in the food sector $4,608 less. Petty bourgeois males of French descent make $4,376 less than those in the reference category of "proletarians".

French Females

Here we observe that the percentage of explained earnings for females is higher than the one for males: we can explain 46.2% of the variation in the earnings of females, compared with 34.4% for males. For every extra year of schooling females make $1,069 more. In agriculture they make $2,486 less than the females in the reference category of "other services", and in the food sector $892 less. Petty bourgeois females make $2,004 less than those in the reference category of "proletarians".

We continue with nativity. First we examine the foreign-born respondents of French descent.

French Foreign-born

We can explain 43.6% of the variation in the earnings of foreign-born respondents of French descent. Foreign-born females make $7,711 less than their male counterparts. Every additional year of schooling increases the earnings of the foreign-born respondents of French descent by $1,821. In agriculture they make $2,558 less than those in the reference category of "other services". In retail they make $2,118 less and in the food sector $1,376 less. Petty bourgeois foreign-born respondents of French descent make $4,344 less than those in the reference category of "proletarians".

French Native-born

We are able to explain 40.4% of the variation in the earnings of the native-born (less than the 43.6% for the foreign-born). Native-born females make $8,699 less than their male counterparts. Each year of extra schooling increases the earnings of the

native-born respondents of French descent by $1,319. In agriculture they make $3,761 less than those in the reference category of "other services". In retail they make $316 less and in the food sector $1,252 less. Petty bourgeois native-born respondents of French descent make $3,400 less than the reference category of "proletarians".

Jewish

We can explain 34.8% of the variation in the earnings of respondents of Jewish descent, as a group. Every additional year of schooling increases their earnings by $2,022. In transportation they make $1,041 less than those in the reference category of "other services". In retail they make $3,529 less, and in the food sector $7,752. The petty bourgeois make $2,441 less than those in the reference category of "proletarians". We continue our analysis with class, beginning with proletarians of Jewish descent.

Jewish Proletarians

We can explain 26.8% of the variation in the earnings of proletarians of Jewish descent. We notice that males make $7,579more than female proletarians. Each extra year of schooling increases their earnings by $970 In agriculture they make $1,871 less than those in the reference category of "other services". In other primary industries they make $6,178 less, and in the food sector $4,226 less.

Jewish Semi-autonomous Workers

Our model explains 35.7% of the variation in the earnings of semi-autonomous workers of Jewish descent. Female semi-autonomous workers make $12,960 less than the males. Every extra year of schooling increases their earnings by $2,763. In retail they make $8,071 less than the reference category of "other services". In education they make $1,805 less, and in the food sector $7,925 less.

Jewish Managers and Supervisors

We can explain 33.2% of the variation in the earnings of managers and supervisors. Female managers and supervisors make $18,511 less than their male counterparts. For every extra year of schooling they make $2,478 more. In communications they make $6,591 less than those in the reference category of "other services". In wholesale they make $153 less, in retail $9,965 less, in the federal government $197 less, in other governments $9,341 less, in health $375 less and in the food sector $24190 less.

Jewish Petty Bourgeois

We are able to explain 28.1% of the variation in the earnings of the petty bourgeois. This is the higher percentage, thus far, for the petty bourgeois category. Petty bourgeois females make $9,679 less than male ones. Every extra year of schooling increases their earnings by $188. In manufacturing they make $212 less than those in the

reference category of "other services". In transportation they make $27,013 less, and in the food sector they make $2,292 less.

Jewish Employers

We can explain 31.7% of the variation in the earnings of the employers. This is also the highest percentage for the category, thus far. Female employers make $18,853 less than males. Every additional year of schooling increases their earnings by $1,119. In transportation they make $14,224 less than those in the reference category of "other services". In communications they make $17,820 less, in retail $11,678 less, in education $10,869 less, and in the food sector $14,335 less. We now turn to the results for sex. We begin with males.

Jewish Males

This model explains 30.5% of the variation in the earnings of males. Every additional year of schooling increases their earnings by $2,021. In the industrial sector of other primary, they make $5,635 less than the reference category of "other services". In transportation they make $7,067 less, in retail $8,861 less, and in the food sector $12,399 less. Petty bourgeois males make $3,547 less than the reference category of "proletarians".

Jewish Females

Here we can explain 34.6% of the variation of the earnings of women, more than that of what we were able to explain for men (30.5%). Each extra year of schooling increases the earnings of females by $1,389. Only in the food sector females less ($1,015) than those in the reference category of "other services". Females found in all (other) classes make more than those in the proletariat. We now present the results for nativity, beginning with the foreign-born respondents of Jewish descent.

Jewish Foreign-born

We are able to explain 37.2% of the variation in the earnings of the foreign-born respondents of Jewish descent. Each additional year of schooling increases their earnings by $1,895. Female foreign-born respondents make $9,745 less than their male counterparts. Females in construction make $546 less than those in the reference category of "other services". In transportation the make $1,373 less, in retail $5,190 less, on other government $3,360 less, and in the food sector $7,659 less. Petty bourgeois foreign-born respondents of Jewish descent make $4,951 less than those in the reference category of "proletarians".

Jewish Native-born

We can explain 35.5% of the variation in the earnings of the native-born (less than the 37.2% of the foreign-born). Females make $16,554 less than the native-born males. Each extra year of schooling adds $2,094 to their earnings. In transportation,

native-born respondents of Jewish descent make $379 less than those in the reference category of "other services". In retail they make $2,253 less, and in the food sector $6,250 less. The petty bourgeois make $158 less than the reference category of "proletarians".

Greeks

We begin with the results of respondents of Greek descent, as a group. We can explain 33.1% of the variation in the earnings of respondents of Greek descent. Each extra year of schooling adds $995 to their earnings. Females make $5.067 less than males. In the food sector they make $2,202 less than those in the reference category of "other services". The petty bourgeois make $1,828 less than those in the reference category of "proletarians". We now turn to the analysis of earnings by class, beginnings with the proletariat.

Greek Proletarians

We can explain 36% of the variation in the earnings of the proletarians of Greek descent. Each additional year of schooling increases their earnings by $634. Males make $4,595 more than females. In the food sector, proletarians respondents of Greek descent make $2,672 less than those in the reference category of "other services.

Greek Semi-autonomous Workers

We can explain 46.2% of the variation in the earnings of the semi-autonomous workers, a greater percentage, compared with the proletarians (36%). Each extra year of schooling adds $2,276 to the earnings of semi-autonomous workers. Females make $6,320 less than males. In retail, semi-autonomous workers make $5,947 less than those in the reference category of "other services".

Greek Managers and Supervisors

We can explain 47.3% of the variation in the earnings of the managers and supervisors, the greatest percentage thus far. Each year of schooling adds $1,088 to their earnings. Females make $8,170 less than males. In the food sector, managers and supervisors make $2,870 less than those in the reference category of "other services.

Greek Petty Bourgeois

We can explain 18.7% of the variation in the earnings of the petty bourgeoisie (adjusted r^2=0.076). Each additional year of schooling adds $1,309 to their earnings. Females make $4,652 more than males, which is an unusual observation. It has not occurred in any other group, thus far. In communications, the petty bourgeois make $6,398 less than those in the reference category of "other services", and in wholesale $8,351 less.

Greek Employers

We can explain 37.4% of the variation in the earnings of the employers, a higher percentage than usual. Each additional year of schooling increase the earnings of employers by $310. Females make $5,389 less than males. In agriculture, employers of Greek descent make $6,893 less than those in the reference category of "other services". In manufacturing they make $5,394 less, in wholesale $1,571 less, in retail $2,481 less, and in the food sector $3,057 less. It is noteworthy that each additional year of age actually decreases the earnings of employers by $33. This is the first time that we observe a negative age coefficient. We now turn to the analysis of earnings by sex. We begin with male respondents of Greek descent.

Greek Males

We can explain 31.7% of the variation in the earnings of males of Greek descent. Each extra year of schooling adds $1,178 to their earnings. In the food sector, they make $1,269 less than those in the reference category of "other services". The petty bourgeois make $3,813 less than those in the reference category of "proletarians".

Greek Females

We can explain 37% of the variation in the earnings of females, which is substantially better than the percentage for males (31%). Each extra year of schooling adds only $697 to their earnings Females in construction make $692 less than those in

the reference category of "other services", and in the food sector $1,666 less. We now turn to the examination of earnings by nativity, beginning with the foreign-born.

Greek Foreign-born

We can explain 31.3% of the variation in the earnings of the foreign-born. Each additional year of schooling adds $804 to their earnings. Females make $6,447less than males. In transportation, foreign-born respondents make $3,486 less than those in the reference category of "other services". In wholesale they make $585 less, and in the food sector $1,627 less. The petty bourgeois make $1,867 less than those that in the reference category of "proletarians". A surprising finding is the fact the foreign-born employers make $309 less than the proletarians. It is the first time we encounter this result.

Greek Native-born

We can explain 42.1% of the variation in the earnings of the native-born, a much higher percentage than for the foreign-born (31.3%). Each additional year of schooling increases their earnings by $1,155. Females make $3,450 less than males. Native-born respondents of Greek descent in agriculture they make $13,989 less than those in the reference category of "other services". In retail they make $3,052 less and in the food sector $4,267 less. The petty bourgeois make $2,291 less than those in the reference category of "proletarians".

Italians

We begin with respondents of Italian descent, as a group. We can explain 33.4% in the variation of the earnings of Italian-descent respondents, as a group. Each additional year of schooling increases their earnings by $1,336. Females make $7,709 less than males. In they food sector, respondents of Italian descent make $2,478 less than those in the reference category of "other services". The petty bourgeois make $5,056 less than those in the reference category of "proletarians". We now proceed with the analysis of class for respondents of Italian descent, beginning with the proletariat.

Italian Proletarians

Our model explains 34% of the variation in the earnings of proletarians of Italians descent. Each additional year of schooling increases their earnings by $877. Male proletarians make $7,228 more than females. Proletarians of Italian descent in agriculture make $1,967 less than those in the reference category of "other services". In the food sector they make $3,051 less.

Italian Semi-autonomous Workers

We can explain 35.4% of the variation in the earnings of semi-autonomous workers. Each extra year of schooling adds $1,399 to their earnings. Females make $4,312 less than male semi-autonomous workers. Semi-autonomous workers of Italian descent in agriculture make $5,013 less than those in the reference category of "other services". In the food sector the make $1,586 less.

Italian Managers and Supervisors

Our model explains 25.4% of the variation in the earnings of managers and supervisors. For every extra year of schooling they make $2,101 more. Female managers and supervisors make $10,224 less than their male counterparts. Managers and supervisors of Italian descent in agriculture make $13,382 less than those in the reference category of "other services". In retail they make $6,903 less, in the federal government $1,506 less, in health $10,340 less, and in the food sector $8,547 less.

Italian Petty Bourgeois

We can explain only 12.6% of the variation in the income of the petty bourgeois (adjusted r^2=0.095). Each additional year of schooling adds $949 to their earnings. Females make $3,811 less than males. Petty bourgeois of Italian descent in education make $5,270 less than those in the reference category of other services.

Italian Employers

We are able to explain 23.2% of the variation in the earnings of employers. For every additional year of schooling, employers make $1,329 more. Female employers make $12,099 less than the males. Employers in the food sector make $4,235 less than those in the reference category of "other services". We now turn to the analysis of sex. We present the results of male respondents first.

Italian Males

Our model explains 26.4% of the variation in the earnings of males. Each extra year of schooling adds $1,443 to their earnings. In that food sector they make $4,772 less than those in the reference category of "other services". The petty bourgeois make $5,676 less than those in the reference category of "proletarians".

Italian Females

We can explain 42.4% of the variation in the earnings of females, a lot more than the variation in the earnings of males (26.4%). Each additional year of schooling increases the earnings of females by $988. In agriculture they make $10 less those in the reference category of "other services". The petty bourgeois make $2,829 less than those in the reference category of "proletarians". We now move to nativity, beginning with the foreign-born respondents of Italian descent.

Italian Foreign-born

We can explain 33.8% of the variation in the earnings of the foreign-born. Each extra year of schooling adds $1,226 to their earnings. Females make $9,646 less than males. In agriculture, the foreign-born make $1,611 less than those in the reference category of "other services". In the food sector they make $1,595 less. The petty bourgeois make $5,620 less than the proletarians.

Italian Native-born

We can explain 34.1% of the variation in the earnings of the native-born respondents of Italian descent. Females make $6,618 less than their male counterparts. Each extra year of schooling increases their earnings by $1,202. In the food sector, the native-born make $3.049 less than those in the reference category of "other services". The petty bourgeois make $5,275 less than the proletarians.

Portuguese

We begin with the analysis of the variation in the earnings of respondents of Portuguese descent, as a group. Our model explains 32.6% of the variation in their earnings. Each extra year of schooling increases their earnings by $458. Females make $8,832 less than males. In agriculture, the Portuguese as a group make $3,805 less than those in the reference category of "other services". In the food sector they make $2,069 less. The petty bourgeois make $4,419 less than the reference category of "proletarians". We now proceed with the analysis of each class, within the Portuguese-descent respondents, beginning with the proletariat.

Portuguese Proletarians

Our model explains 33.1% of the variation in the earnings of the proletariat. Male proletarians make $8,399 more than females. Each additional year of schooling increases the earnings of proletarians by $482. In all industrial sectors they make more than those in the reference category of "other services".

Portuguese Semi-autonomous Workers

We can explain 33.1% of the variation in the earnings of the semi-autonomous workers. Females make $9,828 less than males. Each extra year of schooling adds $562 to their earnings. The industrial sectors with coefficients higher than the reference category of "other services" are construction, finance, federal government and education. All other sectors have lower coefficients.

Portuguese Managers and Supervisors

We can explain 40.5% of the variation in the earnings of the semi-autonomous workers. Each year of extra schooling adds $922 to their earnings. Female managers and supervisors make $11,808 less than the males. In transportation, managers and supervisors of Portuguese descent make $9,603 less than those in the reference category of "other services". In education they make $4,125 less, and in the food sector they make $8,062 less.

Portuguese Petty bourgeois

We can explain 21.2% of the variation in the earnings for the petty bourgeois (adjusted r^2=0.103). Petty bourgeois females make $5,017 less than their male counterparts. Each year of schooling actually decreases the earnings of the petty bourgeois of Portuguese by $ 1,252. This is a very unusual and unexpected result. It is the only time, thus far, that extra schooling does add to earnings. This is perhaps an

indication that running small business does not require a lot of education. In agriculture, the petty bourgeois make $13,625 less than those in the reference category of "other services". In health they make $45 less and in the food sector they make $835 less. Age, as we also observed in the case of Greek employers, has actually a negative impact on the earnings of the petty bourgeois ($-168). This is an unusual result.

Portuguese Employers

Our model explains 14.1% of the variation in the earnings of the employers (adjusted r^2=0.031). Females make $10,717 less than males. Each extra year of schooling increases the earnings of Portuguese employers by $368. Employers in manufacturing, finance, business services and health make more than those in the reference category of "other services". All others make less. We now continue with the analysis of the variation in the earnings of Portuguese-descent respondents by sex, beginning with males.

Portuguese Males

Our model explains 25.7% of the variation in the earnings of males. Each extra year of schooling adds $302 to their earnings. In agriculture they make $5,354 less than those in the reference category of "other services", and in the food sector they make $4,240 less. Petty bourgeois males make $4,230 less than male proletarians.

Portuguese Females

We can explain 35% of the variation in the earnings of females, substantially more than that of males (25.7%). Each year of extra schooling increases their earnings by $639. In all industrial sectors they make more than those in the reference category of "other services". The petty bourgeois make $2,524 less than those in the proletariat. We now turn to nativity, beginning with the foreign-born.

Portuguese Foreign-born

We can explain 33% of the variation in the earnings of the foreign-born. Females make $9,271 less than males. Each additional year of schooling increases the earnings of the foreign-born by $497. In agriculture they make $3,804 less than those in the reference category of "other services". In the food sector they make $2,083 less. The petty bourgeois make $3,125 less than the proletarians.

Portuguese Native-born

We can explain 33.8% of the variation in the earnings of the native-born. Each year of schooling adds $149 to their earnings. Females make $6,445 less than males. In agriculture, the native-born make $6,679 less than those in the reference category of "other services". In the food sector they make $361 less. The petty bourgeois make $10,135 less than the proletarians.

Chinese-descent Respondents

We now turn to the analysis of the variation in the earnings of respondents of Chinese descent, as a group. Our model explains 32.4% of the variation in their earnings. Each extra year of schooling adds $953 to their earnings. Females make $4,586 less than males. In retail, Chinese-descent respondents make $381 less than those in the reference category of "other services". In the food sector they make $2,807 less. The petty bourgeois make $6,525 less than the proletarians. We now proceed to the analysis earnings by class, beginning with the proletariat.

Chinese Proletarians

Our model explains 34.5% of the variation in the earnings of the proletariat. Females make $4,153 less than males. Each year of schooling increases their earnings by $585. In agriculture they make $2,026 less than in the reference category of "other services". In retail they make $2,407 less, and in the food sector $4,724 less.

Chinese Semi-autonomous Workers

We can explain 33.5% in the variation of the earnings of the semi-autonomous workers. Females make $1,896 less than males. Each year of extra schooling adds $1,135 to their earnings. In education they make $46 less than those in the reference category of "other services". In the food sector they make $11,604 less.

Chinese Managers and Supervisors

We can explain 29.9% of the variation in the earnings of the managers and supervisors. Females make $5,956 less than males. Each extra year of schooling adds $1,584 to their earnings. In agriculture, they make $5,140 less than those in the reference category of "other services". In the food sector they make $2,999 less.

Chinese Petty Bourgeois

We can explain 26.2% of the variation in the earnings of the petty bourgeois. Females make $5,714 less than males. Each additional year of schooling increases the earnings of the petty bourgeois by $791. In the food sector they make $580 less than those in the reference category of "other services".

Chinese Employers

We can explain 29.1% of the variation in the earnings of the employers. Females make $1,883 less than the males. Each extra year of schooling adds $1,095 to their earnings. In the sector of other primary they make $17,365 less than the reference category of "other services". In communications they make $5,181 less. We continue with the analysis of the variation of earnings by sex, beginning with males.

Chinese Males

Our model explains 30.6% of the variation in the earnings of Chinese-descent males. Each extra year of schooling adds $978 to their earnings. In retail they make $38 less than those in the reference category of "other services", and in the food sector they make $3,224 less. The petty bourgeois make $1,847 less than the proletarians.

Chinese Females

Our model explains 37% of the variation in the earnings of females of Chinese descent, a lot more than that of males (30.6%). Each extra year of schooling increases their earnings by $779. In the food sector they make $1,444 less than those in the reference category of "other services". The petty bourgeois make $2.069 less than the proletarians. We now turn to the analysis of earnings by nativity, starting with the foreign-born respondents of Chinese descent.

Chinese Foreign-born

Our model explains 32% of the variation in the earnings of foreign-born respondents of Chinese descent. Each additional year of schooling increases their earnings by $921. Females make $4,423 than males. In retail they make $500 less than those in the reference category of "other services", and in the food sector $2,585 less. The petty bourgeois make $1,628 less than the proletarians.

Chinese Native-born

We can explain 33.7% of the variation in the earnings of the native-born. Females make $5,126 less than males. Each year of additional schooling increases the earnings of the native-born by $1,040. In the food sector the native-born make $2,755 less than those in the reference category of "other services". All classes make more than the proletarians.

South Asians

We now turn to the analysis of respondents of South Asian descent, as a whole group. We can explain 34.7% of the variation in their earnings. Each year of extra schooling adds $820 to their earnings. Females make $6,616 less than males. In retail, South Asians as a group make $1,694 less than those in the reference category of "other services". In the food sector they make $3,051 less. The petty bourgeois make $3,286 less than the proletarians. We now turn to the analysis of earnings by class, beginning with the proletariat.

South Asian Proletarians

We can explain 34% of the variation in the earnings of the proletariat. Each year of schooling adds $470 extra to their earnings. In the food sector they make $1,309 less than those in the reference category of "other services". Male proletarians make $4,771 more than female ones.

South Asian Semi-autonomous Workers

Our model explains 33.1% of the variation in the earnings of the semi-autonomous workers. Females make $9,571 less than males. Each additional year of schooling increases the earnings of semi-autonomous workers by $1,732. In agriculture they make $7.564 less compared to the reference category of "other services". In construction they make $7,325 less, in wholesale $977 less, in education $684 less, and in the food sector $15,587 less.

South Asian Managers and Supervisors

We can explain 36.2% of the variation in the earnings of the managers and supervisors. Each additional year of schooling increases their earnings by $1,090. Females make $10,455 less than males. In agriculture they make $6,483 less than those in the reference category of "other services". In retail they make $5,537 less, and in the food sector $10,825 less.

South Asian Petty Bourgeois

We can only explain 13.5% of the variation in the earnings of the petty bourgeois (adjusted r^2=0.084). Females make $7,151less than males. Each extra year of schooling adds $200 to the earnings of the petty bourgeois. In agriculture they make $1,268 less than those in the reference category of "other services". In retail they make $1,070 less.

South Asian Employers

Our model explains 30% of the variation in the earnings of the employers. Female employers make $10,275 less than male ones. Each year of schooling adds $1,523 to the earnings of the employers. In agriculture they make $571 less than those in the reference category of "other services". In manufacturing they make $3,028 less, in construction $2,426 less, in communications $4,934 less, in retail $11,841 less, in education $16,090 less, and in the food sector $15,388 less. We now turn to the analysis of earnings by sex, beginning with the males.

South Asian Males

Our model explains 31.6% of the variation in the earnings of males. Each additional year of schooling increases their earnings by $922. In agriculture they make $1,491 less than those in the reference category of "other services". In retail they make $2,212 less, and in the food sector $3,288 less. The petty bourgeois make $3,047 less than the proletarians.

South Asian Females

We can explain 39.2% of the variation in the earnings of females, a much higher percentage than that of males (31.6%). Each extra year of schooling adds $510 to their earnings. In agriculture they make $220 less than those in the reference category of "other services". In retail they make $99 less, and in the food sector they make $1,926

less. The petty bourgeois make $2,492 less than the proletarians. We now turn to the analysis of earnings by nativity, beginning with the foreign-born.

South Asian Foreign-born

We can explain 34.6% of the variation in the earnings of the foreign-born. Females make $6,759 than males. Each year of extra schooling increases their earning by $821. In retail they make $1,470 than those in "other services". In the food sector they make $2,729 less. The petty bourgeois make $3,897 less than the proletarians.

South Asian Native-born

Our model explains 52.7% of the variation in the earnings of the native-born, a much higher percentage than that of the foreign-born (34.6%). Females make $3,251 less than males. Each extra year of schooling adds $1,350 to their earnings. In agriculture they make $15,329 less than those in "other services" and in finance they make $2,736 less. All other classes make more than the proletariat.

Filipinos

We proceed with the analysis of the earnings of respondents of Filipino descent, as a group. Our model explains 37.2% of the variation in the earnings of respondents of Filipino descent, as a group. Each additional year of schooling increases their earnings by $566. Females make $5,101 less than males. In agriculture they make $2,499 less than those in "other services". The petty bourgeois make $1,954 less than the

proletarians. We now continue with the analysis of earnings by class, beginning with the proletariat.

Filipino Proletarians

We can explain 31.9% of the variation in the earnings of the proletarians. Females make $4,993 less than male proletarians. Each extra year of schooling adds $464 to their earnings. Proletarians in agriculture make $1,041 less than those in "other services".

Filipino Semi-autonomous Workers

Our model explains 35.9% of the variation in the earnings of semi-autonomous workers. Females make $3,484less than males. Each extra year of schooling adds $918 to the earnings of the semi-autonomous workers. In agriculture they make $6,370 less than those in "other services". In construction they make $6,980 less, in transportation $2,349 less, and in retail $1,256 less.

Filipino Managers and Supervisors

We can explain 43.4% of the variation in the earnings of managers and supervisors of Filipino descent. Females make $6,510 less than males. Each extra year of schooling adds $826 to their earnings. In wholesale they make $1,991 less than those in "other services". In retail make $2,413 less, and in the food sector $257 less.

Filipino Petty Bourgeois

We can explain 45.3% of the variation in the earnings of the petty bourgeoisie, the highest thus far (but adjusted r^2=0.289). Females make $3.051 less than males. Each extra year of schooling increases the earnings of the petty bourgeoisie by $476. In manufacturing they make $2.114 less than those in "other services". In construction they make $6,728 less, and in retail $1,797 less.

Filipino Employers

We can explain 46% of the variation in the earnings of the employers, the highest thus far for this category (but adjusted r^2=0.158). Females make $25,532 less than males. In construction they make $5,530 less than those in "other services". In communications they make $27,342 less, in wholesale $725 less, and in retail $3,409 less, and in the food sector $20,166 less. We now turn to the analysis of earnings by sex, beginning with males.

Filipino Males

We can explain 30.2% of the variation in the earnings of males. Each extra year of schooling adds $813 to their earnings. In agriculture they make $4,751 less than those in "other services". In retail they make $522 less, and in the food sector $1,626 less. The petty bourgeois make $4,767 less than the proletarians.

Filipino Females

We can explain 44.9% of the variation in the earnings of females, a much higher percentage than that of males (30.2%). Each additional year of schooling increases their earnings by $370. In all industrial sectors they make more than those in "other services". Employers make $1,512 less than the proletarians. This is an unusual result, encountered for the first time. There are, however, only 17 female employers of Filipino descent and 23 males. The number of people of Filipino descent in the classes of managers and supervisors, petty bourgeoisie and employers is very small. We now turn to the analysis of earnings by nativity, beginning with the foreign-born.

Filipino Foreign-born

We can explain 37.2% of the variation in the earnings of the foreign-born respondents of Filipino descent. Females make $5,158 less than males. Each extra year of schooling adds $568 to their earnings. In agriculture they make $2,547 less than those in "other services", and in construction $16. The petty bourgeois make $1,690 less than the proletarians.

Filipino Native-born

Our model explains 69.2% of the variation in the earnings of the native born, but we should keep in mind that there are only 38 respondents in this category (adjusted r^2=0.331). Females actually make $1,459 more than males, which is unusual. In business services they make $9.811 less than those in "other services". In education they

make $18,274 less, in health $3,996 less, in education $18,274 less, and in the food sector $457 less. The petty bourgeois make $5,684 less than the proletarians and the managers and supervisors $1,353 less.

Caribbean

We now proceed to the analysis of the earnings of respondents of Caribbean descent, as a group. We can explain 35.8% of the variation in their earnings. Each extra year of schooling increases their earnings by $993. Females make $4,961 less than males. In agriculture they make $2,513 less than those in the reference category of "other services". The petty bourgeois make $2,876 less than the proletarians. We continue with the analysis of earnings by class, beginning with the proletariat.

Caribbean Proletarians

We can explain 32.4% of the variation of earnings of the proletarians. Females make $4,120 less than male proletarians. Each extra year of schooling adds $617 to their earnings. In agriculture they make $566 less than those in "other services".

Caribbean Semi-autonomous Workers

Our model explains 35.2% of the variation in the earnings of the semi-autonomous workers. Females make $7,171 less than males. Each additional year of schooling increases their earnings by $1,609. In all industrial sectors they make more than those in "other services".

Caribbean Managers and Supervisors

Our model explains 39.2% of the variation in the earnings of the managers and supervisors. Females make $6,934 less than their male counterparts. Each extra year of schooling adds $2,121 to their earnings. In agriculture they make $5,214 less than those in the reference category of "other services". In wholesale they make $19,382 less, in business services $3,232 less, in other government $5,297 less, and in the food sector $6,818 less.

Caribbean Petty Bourgeois

We can explain 29.2% of the variation in the earnings of the petty bourgeois (adjusted r^2=0.170). Females make $13,705less than males. Each year of schooling adds $892 to their earnings. In agriculture they make $13,585 less than those in the reference category of "other services". In manufacturing they make $5,703 less, in transportation $4,862 less, in retail $3,458 less, in finance $9,657 less, in business services $4,986 less, in education $7,706 less, and in the food sector $28,306 less.

Caribbean Employers

We can explain 41.6% of the variation in the earnings of the employers (adjusted r^2=0.263). We only have 78 respondents in the category of employers. Female employers make $9,172 less than male ones. Each additional year of schooling increases their earnings by $3,147. In agriculture they make $9,630 less than those in the reference

category of "other services". In wholesale they make $5,812 less, in retail $1,253 less, in finance $4,197 less, and in the food sector $1,082 less. We now turn to the analysis of earnings by sex, beginning with the males.

Caribbean Males

We can explain 33.1% of the variation in the earnings of males. Each extra year of schooling adds $1,077 to their earnings. In agriculture they make $2,547 less than those in "other services", and in retail $172 less. The petty bourgeois make $2,061 less than those in the proletariat.

Caribbean Females

We can explain 38.9% of the variation in the earnings of females, much more than that of males (33.1%). Each additional year of schooling increases their earnings by $807. In agriculture they make $1,512 less than those in "other services". The petty bourgeois make $4,096 less than the proletarians. We continue with the analysis of earnings by nativity, starting with the foreign-born.

Caribbean Foreign-born

We can explain 35.7% of the variation in the earnings of the foreign-born. Females make $4,905 less than males. Each extra year of schooling adds $993 to their earnings. In agriculture they makes $1,396 less than those in "other services". The petty bourgeois make $2,628 less than the proletarians.

Caribbean Native-born

We can explain 47% of the variation in the earnings of the native-born (adjusted r^2=0.420), a much higher percentage than that of the foreign-born (35.7%). Females make $6,215 less than males. In agriculture, they make $13,180 less than those in "other services". In wholesale they make $1,666 less, in health $176 less, and in the food sector $2,061 less. The petty bourgeois make $3,109 less than the proletarians.

Conclusions

The aim of this Chapter was to examine the gross effects of human capital, production/labour market and ascriptive variables on the earnings of the respondents in the whole sample, as well as on the ten ethnic groups under examination. In addition, we constructed a multiple regression model in order to analyze the net effects of these variables on the earnings of different segments within our sample (class, gender and nativity), as well as on the ten ethnic groups under examination and on their internal stratification.

The first conclusion stemming from our results is that production/labour market variables, such as weeks worked in 1995, full-time employment, industrial sector and class, and human capital variables such as schooling, explain more of the variation in earnings than ascriptive variables do, with the exception of sex. Ascriptive variables such as ethnicity, "visible" minority status and nativity do not explain as much of the variation in earnings (see Table 5.1).

A second important finding is that, when we run separate regressions on all classes, we discovered that the combination of our explanatory variables tends to explain more the variation of earnings of the proletariat, the semi-autonomous workers and the managers and supervisors, than the variation of the earnings of the employers and the petty bourgeoisie (see Appendix A). In addition, our multiple regression model explains more of the variation in the earnings of females than that of males, and more of the variation in the earnings of the native-born than of the foreign-born (Appendix A).

Thirdly, when we run separate regressions on our ten ethnic groups, we found that the explained variation in their earnings ranges from approximately 32% to 40%, if they are understood as unitary entities. When we introduced class, gender and nativity as dimensions of internal stratification, within these groups, it was again evident that the model was better able to explain the earnings of proletarians, semi-autonomous workers and managers and supervisors, than the earnings of the employers and the petty bourgeoisie. In addition, the earnings of the females within our ethnic groups are better explained than the earnings of the males. Earnings inequality within ethnic groups appears to be persisting in terms of their internal class and sex stratification.

Moreover, in the case of nativity, we encountered the following situation: in the case of groups that have been longer in Canada and have a higher percentage of native-born respondents, such as the British, French and Jewish, our model explains better the earnings of the foreign-born respondents. In the case of every other ethnic group, except the Portuguese and the Filipinos (if we use adjusted r^2), our model explains better the

earnings of the native born (Appendix A). The latter groups have higher than average foreign-born respondents.

Finally, by running separate regressions on the internal stratification of ethnic groups we have demonstrated that our set of explanatory variables impacts differently on different segments of the ethnic groups under examination. Our findings tend to reinforce the argument that we should understand social inequality in multidimensional terms. When the unit of analysis is ethnicity alone, the importance of the differential impact of class and gender, and of nativity in the case of groups with more foreign-born respondents, is likely to be masked.

Conclusions

John Porter's work The Vertical Mosaic: An Analysis of Social Class and Power in Canada (1965) set the stage for much of the debate of social inequality in Canada. Therein Porter presented his Vertical Mosaic thesis, arguing that ethnicity has been a determining factor in the process of social class formation in Canada. Examining 1931, 1951 and 1961 census data, he showed that the British and the Jews were over-represented in the higher echelons of the occupational hierarchy, and under-represented in the agricultural and unskilled, manual labourers' occupations. The French and the "entrance status" groups were under-represented in managerial and professional occupations, but over-represented in the lower status occupations (1965:60-103). Moreover, ethnic affiliation associated with class, implied blocked social mobility. Research during the 1960s mainly focused on European ethnic groups and the occupational status of males. Ethnic groups were analyzed as homogeneous entities. The gender and nativity dimensions of ethnic inequality were ignored. Occupation and income were used as proxies for class.

Many researchers after Porter have revisited the vertical mosaic thesis, as it pertains to mass mobility. Research results have varied. Some researchers provided evidence in support of Porter's original arguments by examining the occupational status, and/or earnings of various ethnic groups (Li, 1988, Lautard and Guppy, 1990, Reitz,

1990). Others proposed that the vertical mosaic image of Canada is inaccurate, false or overstated (Tepperman, 1975, Darroch, 1979 Ornstein, 1981). Some have claimed that there has been a convergence in the occupational status among ethnic groups in Canada and non-Charter groups have now made substantial gains vis-à-vis the Charter groups (Reitz, 1980:150-153, Herberg, 1990). The vertical mosaic might have been only a transitional period during the times of great immigration into Canada (Pineo and Porter, 1985:390), and not a permanent feature of Canadian society. During the 1970s and 1980s, the research focused mostly on European groups, but some non-European groups were also studied. Ethnicity remained the unit of analysis, expect in the case of elites (Clement, 1975). Ethnic groups continued to be conceived as relatively homogeneous entities, although gender and nativity were introduced as internal dimensions of ethnic inequality. But social class remained absent, and emphasis was placed upon the stratification among, not within groups (but see Li, 1988, 1992, Nakhaie, 2000).

More recently, another argument has emerged. It has been argued that, even if there has been a convergence in the occupational status and/or earnings among most of the European ethnic groups (Southern Europeans present an anomaly), over all, "colour" or "race" has replaced ethnicity in the picture of social inequality in Canada. This "visibility" thesis proposes that there is a clear "visible"/non-"visible" split in the Canadian social hierarchy. Non-"visible" groups are at the top, having higher occupational status and greater earnings. "Visible" minorities are at the bottom, being under-represented in higher status occupations and lower earnings (Li, 1992, 1999, Boyd 1992, Agocs and Boyd 1993, Hou and Balakrishnan 1999, Lian and Matthews, 1998).

The declining significance of ethnicity has been replaced by the rising the significance of "race". During this period, analytical emphasis has shifted from ethnic to "racial" groups. The gender and nativity dimensions of inequality have been studied amply. There has remained, however, a relative silence on class (see Li, 1988, 1992 and Nakhaie, 2000 for exceptions). Intersectionalist perspectives -quite appropriately- have called for the analysis of all dimensions of social inequality: class, gender and "race"/ethnicity, and on their interconnections, but much intersectionalist research has been qualitative. Despite the fact that national census data are available, intersectionalists are inclined to examine the life experiences of small focus groups (Ng, 1986, Ralston, 1991, Caliste, 1991, 1996, Agnew, 1996). In addition, this research has tended to either conflate "race" with class, or focus exclusively upon working class women of "colour" (Stasiulis, 1990, 1999). The silence on class is deafening.

Evidence from the 1996 Census of Canada

Thus far, research on "racial"/ethnic inequality in Canada has focused upon the stratification among groups. These groups are conceptualized as homogeneous and monolithic, especially with regards to their internal class composition. There has been a trend of emphasizing the inequalities among groups and to avoid analysis of the class inequalities within them. This dissertation has set out to examine the following:

a) The internal sex, nativity and class composition of ethnic groups

b) The earnings differentials not only among, but also within ethnic groups

c) The relative weight of human capital, labour market/production, and ascriptive variables in explaining earnings differentials among and within ethnic groups.

Evidence from the Public Use Microdata File on Individuals from the 1996 Canadian Census has shown that the ethnic groups we have examined are not homogeneous: they differ in terms of their sex, nativity and class compositions. The data presented in Chapter 3 illustrate unequivocally this heterogeneity. Specifically, in terms of the sex compositions of the groups under examination in the working sample, it was evident that there were not great differences among the groups, except in the case of Caribbean-descent and Filipino-decent respondents (see Table 3.34). In terms of their nativity composition, the so-called "visible" groups (Filipinos, South Asians, Caribbean and Chinese) have a very high percentage of foreign-born respondents within their respective groups. In all the aforementioned groups, the foreign-born part of their composition exceeds 90%, when the sample average is only 21.9%. In the case of respondents of Filipino descent, the percentage is 98.6% (see Table 3.35). In addition, all three Southern European groups (Italians, Greeks and Portuguese), as well as the British and the Jewish, have above-average foreign-born components, although they are more pronounced in the case of the latter groups. Only the French have below-average foreign-born populations (18.9% less, see Table 3.35).

In terms of class composition, the data suggest that with the exception of Jewish-descent respondents whose class structure is atypical, the rest of the groups, understood as homogeneous entities, exhibit similar distributions across classes. No ethnic group

appears to dominate the class structure. In addition, it does not appear that there is a clear "visible"/non-"visible" division in terms of over-representation in the proletariat (see Table 3.36). In the rest of the classes, the results are mixed. In the semi-autonomous workers only the Chinese-descent respondents are over-represented from the "visible" groups, but the Greeks, the Italians and the Portuguese are the lowest under-represented groups. In the class of managers and supervisors, "visible" minority groups are under-represented, but so are the Southern Europeans. In the petty bourgeoisie the "visible" groups are under-represented along with the Italians and the Portuguese. In the class of employers the Chinese and South Asians are over-represented, and both Charter groups and the Portuguese are under-represented (see Tables 3.37, 3.38, 3.39, 3.40). When we introduced the gender and nativity dimensions of class within ethnic groups, the picture changed yet again. Women were shown to be more proletarianized than men and under-represented in all other classes except in the class of semi-autonomous workers (see Table 3.2). This is especially true for foreign-born women. The over all foreign-born component of "visible" groups, both male and female, are in some cases over-represented in the proletariat, but often over-represented in the petty-bourgeoisie or the employer's category. The native-bon components of "visible" groups are almost equally distributed across class locations with their non-"visible" counterparts. There is, however, no consistent pattern of distributions across class locations when the gender and nativity components of ethnic groups are examined.

In terms of real earnings, it was shown that as a group, women made less than men in all classes. In terms of overall nativity, the native-born in our sample made

slightly more than the foreign-born (+1.4, see Table 4.4). Regarding the groups that have higher percentage foreign-born components, it was shown that they made less than their native-born counterparts, but when the gender and class dimensions were introduced, there was no clear pattern. In terms of ethnicity, when groups were conceptualized as homogeneous entities and the differences among them were examined, it was shown that the Jewish-descent and British-descent respondents are on the top, with the Italians and French being in the middle, and the so-called "visible" groups being on the bottom, along with the Portuguese and the Greeks. If, however, we understand ethnic groups as being fractured by class, sex and nativity divisions, a more varied pattern of earnings inequality emerges. The class and gender earnings differentials are greater than the ethnic ones. In addition, the earnings differentials within ethnic groups are also great. They point to the fact that class and sex persist and they continue to constitute unwavering bases for social inequality in Canada. When the class, sex and nativity dimensions were added to the ethnic dimension of earnings, the internal stratification of ethnic groups was revealed, something that the primacy of focus upon cross-ethnic inequalities tends to conceal. If we had focused only on the earnings of the so-called "visible" groups, understood as homogeneous entities, we would have concluded that they are indeed at the bottom of the earnings list, although there seems to be the anomalous case of respondents of Greek descent that does not allow a clear "visible"/non-"visible" distinction. But when we introduced the class, sex and nativity dimensions within these groups the picture changed. For example, even in the case of Filipino-descent respondents, who as a group made 24.9% less than the sample mean, the

lowest earnings (see Table 4.50), we found internal segments that made a lot more than the average Canadian in the sample. Managers and supervisors as a group, female semi-autonomous workers as a group, male semi-autonomous workers as a group, foreign-born male employers, all male employers, as well as male foreign-born semi-autonomous workers, all made more than the sample average. Similar findings emerged within the Jewish-descent respondents, who as a group appear to have the highest earnings. Within this group, females as a group, petty bourgeois females as a group, female and male proletarians, both foreign-born and native-born, make less than the sample average. If we had only focused on the ethnic background of respondents' of Jewish descent, we would not have seen the internal stratification of this group.

In terms of the relative weight of human capital, labour market/production and ascriptive variables in explaining the earning differentials among and within groups, it was shown that weeks worked in 1995, full-time employment, industrial sector, class and schooling explain more of the variation in earnings than ascriptive variables do, with the exception of sex. Ascriptive variables such as ethnicity, "visible" minority status and nativity do not explain as much of the variation in earnings (see Table 5.1). In addition, when we run separate regressions on all classes, we discovered that the combination of our explanatory variables tends to explain more the variation of earnings of the proletariat, the semi-autonomous workers and the managers and supervisors, than the variation of the earnings of the employers and the petty bourgeoisie. Our multiple regression model explains more of the variation in the earnings of females than that of

males, and more of the variation in the earnings of the native-born than of the foreign-born (Appendix A).

When we run separate regressions on our ten ethnic groups, we found that the explained variation in their earnings ranged from approximately 32% to 40%, if ethnic groups are understood as unitary entities. When we introduced class, gender and nativity as dimensions of internal stratification within these groups, it was again evident that the model was better able to explain the earnings of proletarians, semi-autonomous workers and managers and supervisors, than the earnings of the employers and the petty bourgeoisie. In addition, the earnings of the females within our ethnic groups are better explained than the earnings of the males. Earnings inequality within ethnic groups appears to be persisting in terms of their internal class and sex stratification.

In the case of nativity, we showed that for groups that have been longer in Canada and have a higher percentage of native-born respondents, such as the British, French and Jewish, our model explained better the earnings of the foreign-born respondents. In the case of every other ethnic group, especially those with higher than average foreign-born respondents, our model explained better the earnings of the native born, except in cases of the Portuguese and the Filipinos (Appendix A).

Contributions of the Study and Future Research

It is hoped that the present study will reset the stage of the debate on social inequality in Canada. We have established empirically that ethnic groups are heterogeneous entities. They are internally stratified in terms of class. We have

demonstrated that when researchers conceptualize ethnic groups as homogeneous and monolithic, with no class divisions within them, the picture of social inequality that emerges is incomplete, and perhaps not accurate, if not misleading. A different and arguably more accurate image of social inequality in Canada appears if we bring class back into the analysis of the earnings of ethnic groups and add it to the gender and nativity dimensions. When the class dimension and its interconnections with gender and nativity are taken into account empirically, in quantitative studies, a number of research orthodoxies are challenged. First, the class and gender inequalities in Canadian society are greater and perhaps more significant than ethnic inequalities. Second, we cannot continue to conceptualize ethnic groups as homogeneous entities, nor to divide the Canadian population along artificial -and without a social referent- "visibility"/non-"visibility" lines only. Third, some of the assumptions and the conclusions of the "visibility" thesis appear to be untenable. Even when the "visibility" divide is constructed, the case of the Southern Europeans and the internal divisions within "visible" groups seem to undermine it. Fourth, intersectionalist approaches ought to incorporate more than one class into their analyses. The data and the appropriate techniques are available and should be used in the analysis of social inequality in Canada. Finally, human capital and labour market/production variables are shown to be more important in explaining the variation in earnings among and within ethnic groups, than ascriptive variables, other than gender.

This study is significant since it does not only call for the re-introduction of social class into social analysis, but actually uses a relational neo-Marxist class model as a point

of departure in order to analyze empirically earnings differentials, not only among, but also within ethnic groups. This enriches the political economy perspective. It uses a large data set from the Public Use Microdata File on Individuals from the most recent Canadian Census available (1996). It demonstrates that the integration of class, gender and ethnicity is feasible on a large-scale analysis, using available national data. This dissertation reintroduces social class into the picture of social inequality in Canada, which has been historically the main preoccupation of the macro-sociology conflict perspective. It maps out the class locations occupied by different ethnic segments. It also enriches the neo-Marxist approach to class analysis because it shows that class is important in examining not only the social formation in its entirety, but also its gender and ethnic components. Gender and ethnicity may constitute bases of class fractions, but class is also an important basis that fractures gender and ethnicity.

Our empirical findings cast doubt on the conventional wisdom of the dominant ethnic research tradition. To assess the social mobility of ethnic groups over time, and the internal mobility of their class, gender and nativity segments within them, it is crucial that social scientists conduct longitudinal studies. Statistics Canada ought to give emphasis to social class variables for their census questions, and to over-sample smaller size ethnic groups in order to make the study of the class, gender and nativity dimensions of ethnic inequality easier.

Future Canadian studies on ethnic inequality in earnings should take into account the class dimension in order to examine the internal stratification of ethnic groups. It may have important social and policy consequences on three interrelated issues: For

example, social scientists could examine whether the ethnic communities themselves are aware of their internal stratification. Are the members of ethnic communities aware of their class position and the class inequalities among them? Do they see themselves primarily as members of ethnic groups or class groups? Is the old question of class-consciousness still relevant, as it relates to ethnic groups? The findings of this dissertation may be also relevant in the area of ethnic enclave economies. The extent to which the employers and the petty bourgeoisie form a part of ethnic economies could be examined. Wages, hiring and promotion practices within ethnic economies may have consequences for ethnic community life. Gender, class and ethnic culture may prove important in analyzing the relations of exploitation between ethnic employers and employees.

Finally, social scientists should examine how the internal class, gender and nativity stratification of ethnic groups relates to the political organization of ethnic communities in Canada. Do these differences have any impact on ethnic community politics, the activities in which ethnic organizations are engaged, or the occupation of their leadership positions? There has not been a lot of research on these issues, as they relate to the class component. Some evidence suggests that ethnic community politics and leadership positions are almost entirely reserved for foreign-born, middle and upper class males. In addition, the actual activities and services offered by ethnic organizations appear to be designed for and catering exclusively to these segments of ethnic communities (Liodakis, 1998). This issue may have policy implications. For example, if ethnic community needs-assessment programmes, run by the various levels of

government and/or ethnic organizations, take into account the internal stratification of ethnic groups, they may re-prioritize their social services and their funding. Continuing funding of citizenship or language classes for communities that, based on the internal stratification may not need them, does not address the needs for low-cost housing for working class single-mothers, or low-cost homes for elderly foreign-born workers that should become a funding priority.

APPENDIX
MULTIPLE REGRESSION RESULTS

WHOLE SAMPLE

CLASS

1. Proletarians

R	R Square	Adjusted R Square	Std. Error of the Estimate
.633	.401	.400	14040.6763

a Predictors: (Constant), MO43, Wholesale, MO35, Other Arab, Lebanese, West Asian, Other Western European, MO42, Spanish, Other Single Origins, Hungarian, MO38, Other Southeast Asian, Vietnamese, African, Latin, Central, South American, Greek, Jewish, Balkan, MO40, Polish, Agriculture, MO41, Other European, Ukrainian, Portuguese, Filipino, Aboriginal, Dutch, Caribbean, Federal Government, MO37, MO34, Education, MO39, Communications, MO36, Other Primary, South Asian, Business Services, MO31, Full-time, Age (24<x<61), German, Chinese, Italian, Transportation, MO32, Other Government, Finance, MO30, Construction, Food Sector, MO33, Weeks worked in 1995, Health, Schooling, French, Females, Retail, British, Manufacturing, Canadian

b Proletarians

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-32660.894	6286.078		-5.196	.000
Schooling	793.431	12.174	.134	65.176	.000
Full-time	8414.346	97.450	.179	86.345	.000
Weeks worked in 1995	487.681	2.872	.340	169.782	.000
Agriculture	-2729.468	307.333	-.019	-8.881	.000
Other Primary	14174.741	265.481	.118	53.393	.000
Manufacturing	6912.814	159.610	.152	43.311	.000
Construction	4400.128	200.851	.057	21.907	.000
Transportation	6165.525	200.089	.079	30.814	.000
Communications	9896.699	220.161	.107	44.952	.000
Wholesale	5456.242	196.263	.072	27.801	.000
Retail	-247.137	169.393	-.004	-1.459	.145
Finance	5560.863	190.290	.077	29.223	.000
Business Services	3353.791	213.238	.038	15.728	.000
Federal Government	7905.275	248.987	.071	31.750	.000
Other Government	9696.577	215.579	.109	44.979	.000
Education	2637.620	226.921	.027	11.624	.000
Health	2141.416	181.477	.033	11.800	.000

Food Sector	-2437.134	192.805	-.033	-12.640	.000
Age (24<x<61)	236.969	3.859	.122	61.414	.000
Females	-7842.684	76.668	-.216	-102.294	.000
British	11985.590	6280.823	.203	1.908	.056
French	9838.555	6280.828	.163	1.566	.117
Dutch	12169.699	6287.877	.072	1.935	.053
German	11474.428	6283.325	.104	1.826	.068
Other Western European	10689.451	6312.166	.032	1.693	.090
Hungarian	10224.394	6305.161	.034	1.622	.105
Polish	8871.143	6288.254	.051	1.411	.158
Ukrainian	11104.622	6287.151	.069	1.766	.077
Balkan	10818.491	6293.755	.049	1.719	.086
Greek	9234.116	6295.358	.039	1.467	.142
Italian	11480.606	6282.949	.110	1.827	.068
Portuguese	11856.242	6287.191	.074	1.886	.059
Spanish	6401.205	6311.134	.019	1.014	.310
Jewish	13066.765	6302.441	.046	2.073	.038
Other European	11420.715	6287.010	.072	1.817	.069
African	4599.618	6300.825	.017	.730	.465
Lebanese	7507.477	6322.922	.019	1.187	.235
Other Arab	4945.300	6322.696	.013	.782	.434
West Asian	5556.076	6312.092	.016	.880	.379
South Asian	6610.421	6283.976	.054	1.052	.293
Chinese	7013.619	6283.120	.064	1.116	.264
Filipino	5557.573	6287.375	.034	.884	.377
Vietnamese	5152.657	6300.411	.019	.818	.413
Other Southeast Asian	9361.009	6300.238	.035	1.486	.137
Latin, Central, South American	5881.408	6298.980	.023	.934	.350
Caribbean	7056.325	6286.345	.046	1.122	.262
Aboriginal	6225.770	6287.314	.038	.990	.322
Canadian	10180.257	6280.373	.222	1.621	.105
Other Single Origins	9830.303	6305.335	.033	1.559	.119

a Dependent Variable: earnings
b Proletarians

2. Semi-Autonomous Workers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.619	.384	.383	18573.1622

a Predictors: (Constant), MO43, Weeks worked in 1995, MO35, Spanish, Retail, Latin, Central, South American, Other Single Origins, Portuguese, Other Western European, Greek, MO42, Hungarian, Other Southeast Asian, Agriculture, MO38, Lebanese, African, Other Primary, Filipino, Balkan, Food Sector, Other Arab, MO40, Vietnamese, West Asian, Polish, Transportation, Construction, Caribbean, Jewish, Dutch, MO41, Ukrainian, Wholesale, Other European, Aboriginal, MO37, South Asian, Communications, MO39, Federal Government, MO34, MO36, German, Finance, Italian, MO31, Other Government, Chinese, Age (24<x<61), MO32, Manufacturing, Schooling, MO30, Business Services, MO33, Females, Full-time, British, Health, French, Education, Canadian

b Semi-autonomous workers

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-72220.626	9323.931		-7.746	.000
Schooling	1446.356	28.695	.177	50.404	.000
Full-time	13615.724	234.489	.211	58.066	.000
Weeks worked in 1995	704.233	7.788	.318	90.421	.000
Agriculture	1075.319	1274.470	.003	.844	.399
Other Primary	18594.769	710.820	.098	26.160	.000
Manufacturing	9273.908	443.355	.108	20.918	.000
Construction	5818.561	806.341	.026	7.216	.000
Transportation	17011.913	667.658	.097	25.480	.000
Communications	13608.824	549.913	.104	24.747	.000
Wholesale	6605.466	636.976	.040	10.370	.000
Retail	4214.532	680.284	.023	6.195	.000
Finance	15005.505	519.922	.126	28.861	.000
Business Services	8687.700	423.867	.114	20.496	.000
Federal Government	9411.941	536.789	.075	17.534	.000
Other Government	7714.091	480.172	.075	16.065	.000
Education	6146.466	386.091	.116	15.920	.000
Health	6871.814	392.172	.122	17.522	.000
Food Sector	467.534	1396.410	.001	.335	.738
Age (24<x<61)	601.711	8.872	.233	67.821	.000
Females	-6684.630	174.996	-.141	-38.199	.000
British	18899.568	9295.339	.240	2.033	.042
French	15663.863	9294.792	.214	1.685	.092
Dutch	17458.233	9319.268	.080	1.873	.061
German	15948.719	9304.812	.105	1.714	.087
Other Western European	16718.065	9381.422	.042	1.782	.075
Hungarian	13866.832	9384.406	.034	1.478	.140
Polish	15610.657	9324.308	.066	1.674	.094
Ukrainian	16973.979	9315.595	.083	1.822	.068
Balkan	11979.039	9347.292	.038	1.282	.200
Greek	15999.028	9371.683	.043	1.707	.088
Italian	19213.491	9305.385	.125	2.065	.039
Portuguese	16217.850	9374.344	.043	1.730	.084
Spanish	13007.757	9472.381	.023	1.373	.170
Jewish	22967.260	9322.746	.099	2.464	.014
Other European	15817.172	9312.419	.083	1.699	.089
African	9683.489	9384.215	.024	1.032	.302
Lebanese	14628.855	9437.518	.029	1.550	.121
Other Arab	11507.337	9381.329	.029	1.227	.220

West Asian	10912.342	9385.993	.027	1.163	.245
South Asian	14967.205	9310.886	.082	1.607	.108
Chinese	13173.554	9302.016	.099	1.416	.157
Filipino	10350.123	9332.962	.039	1.109	.267
Vietnamese	12294.590	9394.739	.029	1.309	.191
Other Southeast Asian	15221.582	9356.319	.045	1.627	.104
Latin, Central, South American	8130.913	9418.691	.017	.863	.388
Caribbean	11884.551	9322.191	.052	1.275	.202
Aboriginal	11105.267	9331.971	.042	1.190	.234
Canadian	15947.951	9294.402	.232	1.716	.086
Other Single Origins	18050.167	9385.790	.044	1.923	.054

a Dependent Variable: earnings
b Semi-autonomous workers

3. Managers and Supervisors

R	R Square	Adjusted R Square	Std. Error of the Estimate
.594	.353	.351	24751.1783

a Predictors: (Constant), MO43, Communications, MO35, Vietnamese, Spanish, MO42, Lebanese, West Asian, Other Arab, African, Latin, Central, South American, Hungarian, MO38, Filipino, Other Southeast Asian, Other Western European, Other Single Origins, Greek, Balkan, Caribbean, Polish, Jewish, Aboriginal, Portuguese, Full-time, MO40, MO41, Other European, Transportation, MO37, Dutch, South Asian, Ukrainian, Other Primary, MO39, Education, MO34, MO36, Health, Chinese, Business Services, German, MO31, Federal Government, Italian, Construction, Age (24<x<61), Agriculture, MO32, Wholesale, Food Sector, MO30, Other Government, Weeks worked in 1995, Females, MO33, Finance, Schooling, French, Retail, British, Manufacturing, Canadian
b Managers and Supervisors

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-119626.677	24802.947		-4.823	.000
Schooling	2208.051	46.485	.233	47.501	.000
Full-time	13796.681	695.479	.092	19.838	.000
Weeks worked in 1995	766.019	16.766	.213	45.689	.000
Agriculture	-10125.453	973.688	-.060	-10.399	.000
Other Primary	22844.932	1105.722	.111	20.661	.000
Manufacturing	10767.745	709.628	.133	15.174	.000
Construction	3556.989	860.386	.027	4.134	.000
Transportation	9426.255	977.894	.055	9.639	.000
Communications	14493.857	907.723	.096	15.967	.000
Wholesale	10542.104	809.972	.088	13.015	.000
Retail	-2311.171	720.853	-.027	-3.206	.001
Finance	14793.395	772.458	.139	19.151	.000
Business Services	14335.843	887.999	.099	16.144	.000
Federal Government	6677.897	927.424	.043	7.200	.000

Other Government	5540.283	897.551	.038	6.173	.000
Education	6996.130	940.762	.045	7.437	.000
Health	4857.001	927.298	.032	5.238	.000
Food Sector	-4897.297	847.755	-.037	-5.777	.000
Age (24<x<61)	739.572	16.201	.215	45.649	.000
Females	-12746.370	313.351	-.195	-40.678	.000
British	55484.949	24760.572	.589	2.241	.025
French	50955.966	24761.096	.497	2.058	.040
Dutch	56981.305	24783.958	.222	2.299	.022
German	52143.076	24770.353	.290	2.105	.035
Other Western European	53804.696	24855.418	.108	2.165	.030
Hungarian	53201.444	24869.019	.100	2.139	.032
Polish	47732.530	24806.795	.134	1.924	.054
Ukrainian	52669.307	24783.037	.207	2.125	.034
Balkan	50772.739	24827.341	.120	2.045	.041
Greek	48854.392	24833.987	.112	1.967	.049
Italian	54162.148	24768.848	.320	2.187	.029
Portuguese	53691.855	24808.832	.152	2.164	.030
Spanish	41656.840	24978.178	.056	1.668	.095
Jewish	56880.907	24805.727	.162	2.293	.022
Other European	51038.708	24783.346	.198	2.059	.039
African	40167.235	24961.787	.056	1.609	.108
Lebanese	47752.524	24901.679	.079	1.918	.055
Other Arab	43074.727	24876.872	.078	1.732	.083
West Asian	43452.652	24889.211	.075	1.746	.081
South Asian	44691.777	24780.498	.181	1.804	.071
Chinese	43038.644	24772.976	.212	1.737	.082
Filipino	37930.107	24845.064	.081	1.527	.127
Vietnamese	42347.997	24973.365	.057	1.696	.090
Other Southeast Asian	48026.192	24843.216	.103	1.933	.053
Latin, Central, South American	38667.128	24913.106	.062	1.552	.121
Caribbean	44846.563	24814.461	.118	1.807	.071
Aboriginal	45589.906	24816.705	.121	1.837	.066
Canadian	51083.831	24760.132	.610	2.063	.039
Other Single Origins	49104.524	24864.255	.095	1.975	.048

a Dependent Variable: earnings
b Managers and Supervisors

4. Petty bourgeoisie

R	R Square	Adjusted R Square	Std. Error of the Estimate
.385	.148	.146	22971.3162

a Predictors: (Constant), MO43, Health, MO35, Spanish, Vietnamese, MO42, African, Filipino, Other Arab, Latin, Central, South American, Other Single Origins, West Asian, Lebanese, Hungarian, Aboriginal, Caribbean, Portuguese, MO38, Greek, Balkan, MO40, Other Western European, Other Southeast Asian, Polish, MO41, Jewish, Education, South Asian, Communications, Ukrainian, MO37, MO36, Other European, Weeks worked in 1995, Wholesale, MO34, MO39, Finance, Dutch, Italian, MO31,

Manufacturing, Age (24<x<61), Food Sector, Other Primary, MO32, Transportation, Chinese, German, MO30, Retail, Schooling, Females, French, MO33, Construction, Full-time, Business Services, British, Agriculture, Canadian
b Petty Bourgeoisie

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-18227.515	22990.776		-.793	.428
Schooling	818.279	47.831	.116	17.108	.000
Full-time	8733.556	382.869	.153	22.811	.000
Weeks worked in 1995	315.302	13.270	.155	23.760	.000
Agriculture	-2526.965	584.091	-.035	-4.326	.000
Other Primary	10296.190	1259.516	.052	8.175	.000
Manufacturing	2283.091	766.814	.020	2.977	.003
Construction	2504.545	598.921	.033	4.182	.000
Transportation	5753.418	804.756	.049	7.149	.000
Communications	4236.134	1483.436	.018	2.856	.004
Wholesale	3904.749	878.918	.029	4.443	.000
Retail	-1583.994	598.298	-.020	-2.647	.008
Finance	7218.644	847.466	.056	8.518	.000
Business Services	8194.823	546.433	.120	14.997	.000
Education	2044.496	1164.823	.011	1.755	.079
Health	9470.764	653.374	.104	14.495	.000
Food Sector	-EMPL	967.852	-.013	-2.029	.042
Age (24<x<61)	132.198	16.671	.049	7.930	.000
Females	-7610.274	347.500	-.149	-21.900	.000
British	2556.159	22984.317	.032	.111	.911
French	2653.917	22985.405	.030	.115	.908
Dutch	2924.092	22999.635	.018	.127	.899
German	812.902	22989.529	.007	.035	.972
Other Western European	2014.426	23046.062	.007	.087	.930
Hungarian	-2230.547	23077.461	-.006	-.097	.923
Polish	957.110	23021.352	.004	.042	.967
Ukrainian	915.159	23009.311	.005	.040	.968
Balkan	2205.204	23066.215	.007	.096	.924
Greek	3818.302	23056.201	.012	.166	.868
Italian	3537.174	23000.143	.021	.154	.878
Portuguese	4342.891	23063.887	.013	.188	.851
Spanish	-3564.385	23238.939	-.006	-.153	.878
Jewish	11788.320	23028.623	.048	.512	.609
Other European	3395.754	23005.573	.019	.148	.883
African	-3511.068	23163.812	-.007	-.152	.880
Lebanese	-3884.735	23119.673	-.009	-.168	.867
Other Arab	1966.484	23129.372	.004	.085	.932
West Asian	-2238.476	23086.474	-.006	-.097	.923

South Asian	-212.949	23018.836	-.001	-.009	.993
Chinese	1674.007	22997.814	.011	.073	.942
Filipino	-427.266	23155.444	-.001	-.018	.985
Vietnamese	-2828.211	23273.228	-.005	-.122	.903
Other Southeast Asian	-535.680	23041.378	-.002	-.023	.981
Latin, Central, South American	1257.476	23136.022	.003	.054	.957
Caribbean	1274.124	23072.733	.004	.055	.956
Aboriginal	944.563	23077.306	.003	.041	.967
Canadian	1791.133	22982.445	.026	.078	.938
Other Single Origins	366.099	23123.623	.001	.016	.987

a Dependent Variable: earnings
b Petty Bourgeoisie

5. Employers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.529	.279	.277	33648.4695

a Predictors: (Constant), MO43, Full-time, Communications, Other Single Origins, Other Primary, MO42, MO38, Other Arab, Filipino, Hungarian, Spanish, West Asian, Other Western European, Balkan, MO40, Latin, Central, South American, Lebanese, Caribbean, Portuguese, Vietnamese, African, Polish, MO41, Other Southeast Asian, Ukrainian, Transportation, MO36, Greek, MO37, Finance, MO34, Education, Other European, MO39, Wholesale, Jewish, Dutch, MO31, Aboriginal, Age (24<x<61), South Asian, Manufacturing, MO32, German, Health, Italian, Chinese, Agriculture, MO30, Females, Food Sector, MO33, Weeks worked in 1995, Business Services, French, Construction, Schooling, British, Retail
b Employers

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-45909.085	2488.090		-18.452	.000
Schooling	1875.059	83.287	.178	22.513	.000
Full-time	10368.147	967.490	.077	10.717	.000
Weeks worked in 1995	584.249	32.394	.126	18.035	.000
Agriculture	-4005.976	1261.063	-.028	-3.177	.001
Other Primary	11754.496	2108.850	.040	5.574	.000
Manufacturing	6081.821	1301.009	.039	4.675	.000
Construction	1835.306	1108.507	.016	1.656	.098
Transportation	4453.688	1657.918	.020	2.686	.007
Communications	-1634.513	3270.641	-.003	-.500	.617
Wholesale	10733.673	1446.405	.059	7.421	.000
Retail	-2256.149	1060.833	-.021	-2.127	.033
Finance	13975.771	1691.043	.062	8.265	.000
Business Services	20972.693	1150.620	.181	18.227	.000
Education	-853.406	3275.223	-.002	-.261	.794
Health	39514.126	1293.339	.279	30.552	.000
Food Sector	-3155.816	1263.523	-.022	-2.498	.013

Age (24<x<61)	394.786	30.433	.087	12.972	.000
Females	-13217.879	618.763	-.150	-21.362	.000
British	4075.540	1057.151	.031	3.855	.000
French	-614.859	1103.791	-.004	-.557	.578
Dutch	4154.161	1882.494	.015	2.207	.027
German	159.951	1436.105	.001	.111	.911
Other Western European	699.777	3455.896	.001	.202	.840
Hungarian	2339.857	4199.526	.004	.557	.577
Polish	-1170.563	2758.822	-.003	-.424	.671
Ukrainian	-1610.486	2190.578	-.005	-.735	.462
Balkan	57.120	3201.640	.000	.018	.986
Greek	-2598.527	2331.074	-.008	-1.115	.265
Italian	2392.640	1440.121	.012	1.661	.097
Portuguese	4038.386	2993.845	.009	1.349	.177
Spanish	-526.197	5506.049	-.001	-.096	.924
Jewish	16409.268	2054.079	.055	7.989	.000
Other European	-254.635	2000.374	-.001	-.127	.899
African	-10324.752	5378.600	-.013	-1.920	.055
Lebanese	-1894.257	3581.312	-.004	-.529	.597
Other Arab	-2961.510	4271.186	-.005	-.693	.488
West Asian	-11801.553	3331.202	-.024	-3.543	.000
South Asian	-5286.649	1875.545	-.020	-2.819	.005
Chinese	-7111.422	1439.022	-.036	-4.942	.000
Filipino	-8884.117	5377.159	-.011	-1.652	.099
Vietnamese	-3444.065	5243.985	-.004	-.657	.511
Other Southeast Asian	-2772.196	2382.735	-.008	-1.163	.245
Latin, Central, South American	-6709.950	5065.916	-.009	-1.325	.185
Caribbean	-5185.256	3872.265	-.009	-1.339	.181
Aboriginal	3013.837	4076.262	.005	.739	.460
Other Single Origins	-6164.263	5299.852	-.008	-1.163	.245

a Dependent Variable: earnings
b Employers

SEX

1. Males

R	R Square	Adjusted R Square	Std. Error of the Estimate
.569	.323	.323	22802.9701

a Predictors: (Constant), MO43, Wholesale, MO35, Spanish, MO42, Lebanese, Other Arab, Other Single Origins, MO38, West Asian, Vietnamese, Latin, Central, South American, Other Western European, Hungarian, African, Other Southeast Asian, Greek, Balkan, Filipino, Jewish, MO40, Caribbean, MO41, Portuguese, Polish, Aboriginal, Managers & Supervisors, Ukrainian, Dutch, Communications, Other European, MO37, MO34, MO39, Federal Government, South Asian, Health, MO36, Full-time, MO31, Finance, Age (24<x<61), Other Primary, German, Chinese, Italian, Agriculture, Other Government, MO32, Education, Food Sector, Employers, MO30, Transportation, Business Services, MO33, Petty Bourgeois, Weeks worked in 1995, Retail, French, Schooling, Construction, British, Semi-autonomous Workers, Manufacturing, Canadian

b Males

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-66204.686	8077.145		-8.197	.000
Schooling	1455.477	18.966	.188	76.740	.000
Full-time	11947.956	233.725	.112	51.120	.000
Weeks worked in 1995	647.286	5.661	.256	114.351	.000
Agriculture	-4387.840	406.336	-.028	-10.799	.000
Other Primary	18049.214	399.957	.116	45.128	.000
Manufacturing	9573.755	279.114	.139	34.300	.000
Construction	5768.705	307.152	.061	18.781	.000
Transportation	8693.344	330.300	.079	26.320	.000
Communications	11500.793	373.372	.083	30.803	.000
Wholesale	7534.888	331.516	.068	22.729	.000
Retail	-1164.164	308.821	-.012	-3.770	.000
Finance	12433.052	370.397	.091	33.567	.000
Business Services	10205.706	326.925	.095	31.217	.000
Federal Government	8814.289	419.927	.053	20.990	.000
Other Government	9552.806	373.783	.070	25.557	.000
Education	4659.182	364.001	.037	12.800	.000
Health	12866.926	386.243	.088	33.313	.000
Food Sector	-3974.769	387.497	-.027	-10.258	.000
Employers	6998.371	233.279	.067	30.000	.000
Petty Bourgeois	-6713.815	218.827	-.070	-30.681	.000
Managers & Supervisors	13771.681	179.501	.170	76.722	.000
Semi-autonomous Workers	5251.277	185.253	.071	28.346	.000
Age (24<x<61)	501.556	6.364	.170	78.817	.000
British	15885.308	8065.242	.181	1.970	.049
French	12474.785	8065.263	.138	1.547	.122
Dutch	15442.965	8077.645	.066	1.912	.056
German	13444.251	8070.024	.084	1.666	.096
Other Western European	13863.363	8115.198	.031	1.708	.088
Hungarian	11345.161	8113.451	.026	1.398	.162
Polish	10752.609	8082.389	.040	1.330	.183
Ukrainian	13756.885	8078.087	.058	1.703	.089
Balkan	11631.089	8094.133	.034	1.437	.151
Greek	10083.082	8095.468	.029	1.246	.213
Italian	14156.833	8069.816	.090	1.754	.079
Portuguese	16086.396	8083.232	.059	1.990	.047
Spanish	7742.777	8138 766	.014	.951	.341
Jewish	23873.357	8092.650	.071	2.950	.003
Other European	13457.457	8076.689	.059	1.666	.096
African	4601.778	8110.376	.011	.567	.570

Lebanese	9880.831	8127.306	.020	1.216	.224
Other Arab	7651.787	8121.023	.016	.942	.346
West Asian	5164.317	8113.392	.012	.637	.524
South Asian	7816.979	8072.842	.041	.968	.333
Chinese	7060.159	8070.285	.042	.875	.382
Filipino	3364.500	8093.259	.010	.416	.678
Vietnamese	7003.528	8113.895	.016	.863	.388
Other Southeast Asian	9379.151	8101.176	.025	1.158	.247
Latin, Central, South American	5645.519	8113.946	.013	.696	.487
Caribbean	7311.631	8083.323	.026	.905	.366
Aboriginal	8942.250	8082.852	.032	1.106	.269
Canadian	12895.343	8064.547	.178	1.599	.110
Other Single Origins	12492.532	8120.880	.027	1.538	.124

a Dependent Variable: earnings
b Males

2. Females

R	R Square	Adjusted R Square	Std. Error of the Estimate
.651	.423	.423	13540.3983

a Predictors: (Constant), MO43, Communications, MO35, Lebanese, Other Arab, Spanish, West Asian, African, Vietnamese, MO42, Other Western European, Other Single Origins, Hungarian, Other Primary, Latin, Central, South American, MO38, Other Southeast Asian, Greek, Balkan, Managers & Supervisors, Jewish, Construction, MO40, Portuguese, Transportation, Polish, Ukrainian, Other European, MO41, Dutch, Wholesale, Filipino, Caribbean, Aboriginal, MO37, Federal Government, South Asian, MO39, MO34, Employers, MO36, Other Government, Age (24<x<61), Italian, German, MO31, Business Services, Weeks worked in 1995, Chinese, Agriculture, Food Sector, MO32, Petty Bourgeois, Finance, MO30, Manufacturing, MO33, Full-time, Education, French, Schooling, Retail, British, Semi-autonomous Workers, Health, Canadian
b Females

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-40236.623	7824.121		-5.143	.000
Schooling	1000.495	13.224	.185	75.656	.000
Full-time	9524.782	87.882	.237	108.381	.000
Weeks worked in 1995	415.840	3.056	.293	136.065	.000
Agriculture	-4037.038	268.392	-.035	-15.042	.000
Other Primary	10529.927	445.882	.050	23.616	.000
Manufacturing	4787.327	174.865	.080	27.377	.000
Construction	3955.993	314.451	.028	12.581	.000
Transportation	6181.384	286.531	.049	21.573	.000
Communications	10551.807	255.219	.096	41.344	.000
Wholesale	5167.293	232.389	.053	22.236	.000
Retail	-60.900	166.871	-.001	-.365	.715

Finance	6106.794	181.339	.094	33.676	.000
Business Services	5532.180	187.523	.079	29.501	.000
Federal Government	7908.861	265.440	.069	29.795	.000
Other Government	7777.173	229.012	.083	33.960	.000
Education	5033.239	179.346	.088	28.064	.000
Health	4094.693	155.994	.090	26.249	.000
Food Sector	-1545.711	193.195	-.021	-8.001	.000
Employers	5146.525	204.989	.052	25.106	.000
Petty Bourgeois	-3612.220	154.551	-.050	-23.372	.000
Managers & Supervisors	9586.085	141.352	.144	67.817	.000
Semi-autonomous Workers	8160.734	109.032	.189	74.847	.000
Age (24<x<61)	216.735	4.182	.111	51.822	.000
British	11257.084	7818.823	.189	1.440	.150
French	9888.252	7818.810	.165	1.265	.206
Dutch	10678.395	7824.566	.067	1.365	.172
German	10165.956	7820.955	.095	1.300	.194
Other Western European	9678.352	7842.930	.031	1.234	.217
Hungarian	10326.793	7842.794	.034	1.317	.188
Polish	8939.932	7826.053	.051	1.142	.253
Ukrainian	10266.334	7824.146	.067	1.312	.189
Balkan	9410.153	7831.768	.041	1.202	.230
Greek	10620.164	7832.896	.044	1.356	.175
Italian	11852.820	7820.991	.109	1.516	.130
Portuguese	11578.596	7827.305	.062	1.479	.139
Spanish	7719.051	7855.114	.021	.983	.326
Jewish	14288.486	7829.714	.068	1.825	.068
Other European	10492.990	7823.981	.069	1.341	.180
African	7942.654	7845.324	.025	1.012	.311
Lebanese	7950.538	7865.079	.019	1.011	.312
Other Arab	7083.887	7863.110	.017	.901	.368
West Asian	7918.214	7851.531	.022	1.008	.313
South Asian	8409.843	7822.433	.064	1.075	.282
Chinese	9085.668	7820.759	.087	1.162	.245
Filipino	6669.611	7824.690	.041	.852	.394
Vietnamese	7712.971	7844.276	.024	.983	.325
Other Southeast Asian	10210.541	7833.312	.042	1.303	.192
Latin, Central, South American	7456.899	7840.218	.026	.951	.342
Caribbean	8292.227	7824.302	.053	1.060	.289
Aboriginal	7733.132	7826.704	.043	.988	.323
Canadian	9809.130	7818.437	.207	1.255	.210
Other Single Origins	9704.198	7841.819	.032	1.237	.216

a Dependent Variable: earnings
b Females

NATIVITY

1. Foreign-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.600	.360	.359	19982.1527

a Predictors: (Constant), Females, Aboriginal, MO32, MO42, MO40, MO38, Ukrainian, MO36, MO39, Agriculture, Other Single Origins, MO34, MO37, MO31, Canadian, MO41, Hungarian, Spanish, Jewish, French, Other Government, Latin, Central, South American, Vietnamese, Lebanese, Communications, African, Greek, Other Arab, Federal Government, Other Primary, West Asian, Other Southeast Asian, Other Western European, Balkan, Wholesale, Polish, Other European, Managers & Supervisors, MO30, Business Services, MO33, Weeks worked in 1995, Transportation, Portuguese, German, Finance, Dutch, Employers, Filipino, Caribbean, Food Sector, Petty Bourgeois, Age (24<x<61), Education, MO43, Construction, Italian, Retail, Full-time, South Asian, Semi-autonomous Workers, Health, Schooling, British, Manufacturing, Chinese

b Foreign-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-46486.022	6057.861		-7.674	.000
Schooling	986.866	24.090	.156	40.965	.000
Full-time	9676.460	236.656	.140	40.888	.000
Weeks worked in 1995	505.211	6.885	.245	73.375	.000
Agriculture	-3159.161	656.926	-.017	-4.809	.000
Other Primary	18018.057	886.617	.067	20.322	.000
Manufacturing	6341.269	337.674	.102	18.779	.000
Construction	3173.956	447.661	.029	7.090	.000
Transportation	6089.488	498.002	.046	12.228	.000
Communications	10100.095	569.330	.063	17.740	.000
Wholesale	5276.586	447.223	.047	11.799	.000
Retail	-846.579	372.613	-.010	-2.272	.023
Finance	8569.548	419.463	.084	20.430	.000
Business Services	7186.317	399.146	.078	18.004	.000
Federal Government	8410.465	688.888	.042	12.209	.000
Other Government	8214.814	579.366	.051	14.179	.000
Education	5720.334	434.975	.058	13.151	.000
Health	8506.282	380.430	.103	22.360	.000
Food Sector	-2322.284	407.944	-.024	-5.693	.000
Employers	6180.152	326.705	.063	18.917	.000
Petty Bourgeois	-5166.730	308.461	-.056	-16.750	.000
Managers & Supervisors	13592.996	279.843	.161	48.574	.000
Semi-autonomous Workers	7933.846	245.305	.123	32.343	.000
Age (24<x<61)	345.053	8.817	.130	39.134	.000
British	17959.311	6032.655	.225	2.977	.003

French	15532.575	6063.866	.073	2.561	.010
Dutch	16313.464	6050.352	.099	2.696	.007
German	15516.950	6042.476	.115	2.568	.010
Other Western European	14439.452	6099.682	.048	2.367	.018
Hungarian	12801.955	6091.930	.045	2.101	.036
Polish	11438.837	6044.989	.078	1.892	.058
Ukrainian	12782.620	6129.368	.036	2.085	.037
Balkan	13334.589	6051.924	.076	2.203	.028
Greek	12558.061	6058.452	.064	2.073	.038
Italian	16149.504	6036.500	.159	2.675	.007
Portuguese	17124.930	6042.076	.131	2.834	.005
Spanish	10556.048	6077.796	.042	1.737	.082
Jewish	18309.134	6072.738	.077	3.015	.003
Other European	13543.600	6045.957	.089	2.240	.025
African	8543.670	6060.178	.042	1.410	.159
Lebanese	10519.071	6079.563	.041	1.730	.084
Other Arab	10401.215	6069.901	.045	1.714	.087
West Asian	9132.691	6062.187	.044	1.507	.132
South Asian	11553.678	6033.657	.131	1.915	.056
Chinese	10887.344	6032.025	.142	1.805	.071
Filipino	9140.565	6040.260	.073	1.513	.130
Vietnamese	10394.744	6058.716	.053	1.716	.086
Other Southeast Asian	11825.665	6055.578	.064	1.953	.051
Latin, Central, South American	9805.466	6056.784	.051	1.619	.105
Caribbean	10659.882	6038.403	.091	1.765	.078
Aboriginal	16217.736	7329.115	.012	2.213	.027
Canadian	15852.183	6107.129	.050	2.596	.009
Other Single Origins	17283.511	6141.336	.046	2.814	.005
Females	-8310.747	172.500	-.166	-48.178	.000

a Dependent Variable: earnings
b foreign-born

2. Native-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.624	.390	.390	19044.7586

a Predictors: (Constant), Females, Greek, Filipino, Latin, Central, South American, West Asian, African, Other Arab, Lebanese, MO35, Vietnamese, Caribbean, Spanish, Other Southeast Asian, Portuguese, South Asian, Hungarian, Other Western European, Balkan, Chinese, Other Single Origins, Polish, MO42, Jewish, MO38, Federal Government, Other European, Dutch, Aboriginal, MO40, Ukrainian, MO41, MO37, Communications, Italian, MO39, MO34, Agriculture, MO36, Business Services, Managers & Supervisors, MO31, MO43, Food Sector, German, Other Primary, Other Government, Wholesale, MO32, Weeks worked in 1995, Age (24<x<61), Transportation, Employers, Finance, MO30, MO33, Semi-autonomous Workers, Construction, Petty Bourgeois, British, Retail, Full-time, Education, French, Schooling, Health, Manufacturing
b Native-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-40401.894	357.173		-113.116	.000
Schooling	1443.762	14.273	.195	101.150	.000
Full-time	9863.777	116.751	.151	84.485	.000
Weeks worked in 1995	524.715	3.623	.251	144.841	.000
Agriculture	-5218.873	274.744	-.037	-18.995	.000
Other Primary	15309.158	299.277	.097	51.154	.000
Manufacturing	8380.684	191.958	.120	43.659	.000
Construction	3703.939	227.095	.036	16.310	.000
Transportation	7660.460	241.245	.067	31.754	.000
Communications	10863.808	257.914	.085	42.122	.000
Wholesale	6636.041	234.865	.060	28.255	.000
Retail	-752.980	198.625	-.009	-3.791	.000
Finance	8424.077	225.214	.082	37.405	.000
Business Services	7891.928	217.646	.082	36.260	.000
Federal Government	8138.295	278.282	.057	29.245	.000
Other Government	8569.793	246.128	.073	34.818	.000
Education	4611.918	218.568	.052	21.101	.000
Health	5736.960	200.070	.073	28.675	.000
Food Sector	-2269.356	246.409	-.019	-9.210	.000
Employers	7503.171	186.241	.069	40.287	.000
Petty Bourgeois	-5564.022	158.150	-.062	-35.182	.000
Managers & Supervisors	12523.513	133.076	.162	94.108	.000
Semi-autonomous Workers	6167.271	122.790	.100	50.226	.000
Age (24<x<61)	403.621	4.559	.152	88.537	.000
British	2070.287	147.588	.026	14.027	.000
French	-276.495	139.321	-.004	-1.985	.047
Dutch	2357.179	387.890	.010	6.077	.000
German	560.640	249.183	.004	2.250	.024
Other Western European	1054.804	764.359	.002	1.380	.168
Hungarian	1018.823	784.028	.002	1.299	.194
Polish	2040.666	556.366	.006	3.668	.000
Ukrainian	798.090	321.291	.004	2.484	.013
Balkan	1360.221	840.796	.003	1.618	.106
Greek	-967.670	736.328	-.002	-1.314	.189
Italian	1715.297	290.491	.010	5.905	.000
Portuguese	-189.496	930.758	.000	-.204	.839
Spanish	-595.844	2158.335	.000	-.276	.782
Jewish	10378.233	523.480	.032	19.825	.000
Other European	2092.700	386.384	.009	5.416	.000
African	-1551.985	2009.384	-.001	-.772	.440
Lebanese	6068.565	1809.942	.005	3.353	.001
Other Arab	-1221.641	3316.737	-.001	-.368	.713

West Asian	-5161.092	3666.622	-.002	-1.408	.159
South Asian	991.349	1330.084	.001	.745	.456
Chinese	1134.609	674.694	.003	1.682	.093
Filipino	-6691.380	3091.200	-.003	-2.165	.030
Vietnamese	2961.260	6023.475	.001	.492	.623
Other Southeast Asian	3006.798	949.573	.005	3.166	.002
Latin, Central, South American	-6285.505	4489.986	-.002	-1.400	.162
Caribbean	-1352.201	1143.616	-.002	-1.182	.237
Aboriginal	-3040.231	363.302	-.014	-8.368	.000
Other Single Origins	-1425.759	695.484	-.003	-2.050	.040
Females	-9260.700	89.139	-.190	-103.891	.000

a Dependent Variable: earnings
b Native-born

ETHNIC/"VISIBILITY" GROUPS

British

R	R Square	Adjusted R Square	Std. Error of the Estimate
.621	.385	.385	20985.3307

a Predictors: (Constant), Females, Age (24<x<61), Business Services, Federal Government, Agriculture, Other Government, Communications, Semi-autonomous Workers, Other Primary, Weeks worked in 1995, Wholesale, Finance, Employers, Food Sector, Transportation, Managers & Supervisors, Construction, Petty Bourgeois, Retail, Full-time, Education, Schooling, Health, Manufacturing

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-42331.271	1054.176		-40.156	.000
Schooling	1670.312	44.095	.192	37.880	.000
Full-time	10579.913	359.614	.144	29.420	.000
Weeks worked in 1995	537.142	11.326	.224	47.427	.000
Agriculture	-6531.425	845.659	-.041	-7.723	.000
Other Primary	15756.538	944.558	.084	16.681	.000
Manufacturing	9302.258	569.674	.124	16.329	.000
Construction	2552.971	676.065	.023	3.776	.000
Transportation	7712.209	698.979	.065	11.034	.000
Communications	11340.410	778.274	.080	14.571	.000
Wholesale	7563.077	690.430	.065	10.954	.000
Retail	-776.637	597.797	-.009	-1.299	.194
Finance	10052.583	662.326	.092	15.178	.000
Business Services	9600.354	637.201	.095	15.066	.000
Federal Government	8285.780	867.041	.050	9.556	.000
Other Government	9131.802	751.119	.068	12.158	.000
Education	4918.241	658.429	.050	7.470	.000
Health	5492.043	608.515	.062	9.025	.000
Food Sector	-2866.363	742.892	-.021	-3.858	.000

Employers	9001.788	551.957	.076	16.309	.000
Petty Bourgeois	-6524.636	459.037	-.068	-14.214	.000
Managers & Supervisors	14834.369	381.688	.183	38.865	.000
Semi-autonomous Workers	7309.224	371.218	.105	19.690	.000
Age (24<x<61)	395.764	12.715	.141	31.125	.000
Females	-10694.237	268.887	-.198	-39.772	.000

a Dependent Variable: earnings

British Proletarians

R	R Square	Adjusted R Square	Std. Error of the Estimate
.641	.411	.411	14886.7021

a Predictors: (Constant), Females, Federal Government, Agriculture, Age (24<x<61), Communications, Other Government, Other Primary, Business Services, Weeks worked in 1995, Wholesale, Education, Food Sector, Finance, Schooling, Transportation, Construction, Health, Full-time, Retail, Manufacturing
b Proletarians

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-27013.77	1021.284		-26.451	.000
Schooling	1093.44	45.104	.145	24.243	.000
Full-time	9574.90	326.814	.187	29.298	.000
Weeks worked in 1995	501.34	9.950	.309	50.384	.000
Agriculture	-4599.93	1002.724	-.029	-4.587	.000
Other Primary	15255.72	882.998	.117	17.277	.000
Manufacturing	8683.28	535.931	.175	16.202	.000
Construction	3181.20	663.811	.038	4.792	.000
Transportation	6079.72	637.749	.079	9.533	.000
Communications	10184.04	707.539	.108	14.394	.000
Wholesale	6495.20	638.641	.083	10.170	.000
Retail	-93.43	563.309	-.002	-.166	.868
Finance	5734.35	630.438	.074	9.096	.000
Business Services	4395.44	691.364	.048	6.358	.000
Federal Government	8055.00	803.236	.070	10.028	.000
Other Government	11193.99	689.991	.124	16.223	.000
Education	2781.38	727.007	.028	3.826	.000
Health	1714.75	608.562	.024	2.818	.005
Food Sector	-2944.67	665.621	-.034	-4.424	.000
Age (24<x<61)	264.55	11.932	.132	22.172	.000
Females	-9024.21	254.339	-.232	-35.481	.000

a Dependent Variable: earnings
b Proletarians

British Semi-autonomous Workers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.609	.370	.368	21073.5449

a Predictors: (Constant), Females, Age (24<x<61), Other Government, Food Sector, Retail, Agriculture, Finance, Construction, Other Primary, Wholesale, Weeks worked in 1995, Federal Government, Communications, Schooling, Transportation, Manufacturing, Business Services, Full-time, Health, Education
b Semi-autonomous Workers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-59885.33	2717.338		-22.038	.000
Schooling	1729.23	103.909	.187	16.642	.000
Full-time	14917.40	866.759	.204	17.211	.000
Weeks worked in 1995	719.41	29.185	.280	24.650	.000
Agriculture	-595.47	3824.762	-.002	-.156	.876
Other Primary	19032.97	2611.617	.086	7.288	.000
Manufacturing	11791.99	1559.000	.123	7.564	.000
Construction	4264.37	2716.499	.018	1.570	.117
Transportation	18374.26	2088.117	.113	8.799	.000
Communications	13268.08	1991.691	.087	6.662	.000
Wholesale	7617.24	2294.253	.041	3.320	.001
Retail	2012.36	2578.610	.009	.780	.435
Finance	24613.83	1814.251	.189	13.567	.000
Business Services	10190.20	1477.164	.122	6.898	.000
Federal Government	8781.18	2004.578	.057	4.381	.000
Other Government	6988.94	1752.623	.057	3.988	.000
Education	6580.89	1361.032	.111	4.835	.000
Health	5982.06	1386.205	.094	4.315	.000
Food Sector	4592.91	5257.039	.009	.874	.382
Age (24<x<61)	615.81	30.465	.218	20.214	.000
Females	-8683.21	644.559	-.164	-13.472	.000

a Dependent Variable: earnings
b Semi-autonomous Workers

British Managers and Supervisors

R	R Square	Adjusted R Square	Std. Error of the Estimate
.585	.342	.339	26509.0269

a Predictors: (Constant), Females, Other Government, Communications, Weeks worked in 1995, Business Services, Education, Federal Government, Agriculture, Other Primary, Transportation, Age (24<x<61), Food Sector, Wholesale, Health, Construction, Full-time, Schooling, Finance, Retail, Manufacturing
b Managers and Supervisors

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-71565.38	4688.746		-15.263	.000
Schooling	2570.12	151.791	.236	16.932	.000

Full-time	15811.97	2301.360	.094	6.871	.000
Weeks worked in 1995	795.11	56.630	.190	14.041	.000
Agriculture	-16455.95	3249.929	-.084	-5.063	.000
Other Primary	15477.81	3397.346	.073	4.556	.000
Manufacturing	9427.56	2281.009	.112	4.133	.000
Construction	2269.73	2695.787	.017	.842	.400
Transportation	8575.15	2955.581	.051	2.901	.004
Communications	17030.55	2894.760	.105	5.883	.000
Wholesale	11176.97	2575.476	.089	4.340	.000
Retail	-4012.10	2346.866	-.042	-1.710	.087
Finance	13484.63	2442.878	.124	5.520	.000
Business Services	13870.43	2811.143	.091	4.934	.000
Federal Government	4745.04	2973.775	.028	1.596	.111
Other Government	1697.30	2842.109	.011	.597	.550
Education	4445.46	2908.261	.028	1.529	.126
Health	471.43	2887.087	.003	.163	.870
Food Sector	-7039.94	2794.884	-.047	-2.519	.012
Age (24<x<61)	773.27	48.069	.215	16.087	.000
Females	-15487.91	999.484	-.219	-15.496	.000

a Dependent Variable: earnings
b Managers and Supervisors

British Petty Bourgeoisie

R	R Square	Adjusted R Square	Std. Error of the Estimate
.382	.146	.140	23982.9651

a Predictors: (Constant), Females, Age (24<x<61), Manufacturing, Communications, Weeks worked in 1995, Food Sector, Wholesale, Education, Other Primary, Finance, Retail, Schooling, Transportation, Health, Agriculture, Full-time, Construction, Business Services
b Petty Bourgeois

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-18669.73	3873.958		-4.819	.000
Schooling	952.78	155.228	.120	6.138	.000
Full-time	9247.38	1191.854	.156	7.759	.000
Weeks worked in 1995	300.97	42.324	.139	7.111	.000
Agriculture	-1653.87	1878.476	-.021	-.880	.379
Other Primary	16443.91	3504.767	.090	4.692	.000
Manufacturing	3058.42	2513.231	.025	1.217	.224
Construction	2975.41	1813.811	.040	1.640	.101
Transportation	7493.41	2374.703	.067	3.156	.002
Communications	2997.59	4642.997	.012	.646	.519
Wholesale	4533.46	2555.447	.036	1.774	.076
Retail	-698.81	1952.795	-.008	-.358	.720
Finance	10173.43	2480.855	.083	4.101	.000

Business Services	11812.89	1708.710	.171	6.913	.000
Education	4027.72	3848.750	.020	1.047	.295
Health	7630.24	2178.958	.076	3.502	.000
Food Sector	-438.02	3122.885	-.003	-.140	.888
Age (24<x<61)	131.03	51.464	.047	2.546	.011
Females	-6925.39	1097.750	-.128	-6.309	.000

a Dependent Variable: earnings
b Petty Bourgeois

British Employers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.522	.273	.265	37455.3577

a Predictors: (Constant), Females, Finance, Education, Communications, Other Primary, Wholesale, Transportation, Age (24<x<61), Manufacturing, Health, Weeks worked in 1995, Food Sector, Agriculture, Business Services, Full-time, Construction, Schooling, Retail
b Employers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-43441.04	8701.211		-4.993	.000
Schooling	2287.90	327.851	.176	6.979	.000
Full-time	7995.91	3392.049	.054	2.357	.019
Weeks worked in 1995	617.84	116.280	.118	5.313	.000
Agriculture	-7609.87	4407.528	-.050	-1.727	.084
Other Primary	9916.91	7459.946	.031	1.329	.184
Manufacturing	3883.98	4683.780	.023	.829	.407
Construction	-1368.76	4063.006	-.011	-.337	.736
Transportation	1777.09	6314.212	.007	.281	.778
Communications	-10639.81	11762.287	-.019	-.905	.366
Wholesale	9902.33	5299.307	.048	1.869	.062
Retail	-3035.95	3898.013	-.026	-.779	.436
Finance	13103.73	5409.218	.061	2.422	.016
Business Services	23603.78	4125.275	.197	5.722	.000
Education	-8375.61	11350.093	-.016	-.738	.461
Health	41906.81	4795.149	.269	8.739	.000
Food Sector	-6686.21	4871.432	-.036	-1.373	.170
Age (24<x<61)	336.99	106.571	.066	3.162	.002
Females	-13562.33	2196.095	-.139	-6.176	.000

a Dependent Variable: earnings
b Employers

British Males

R	R Square	Adjusted R Square	Std. Error of the Estimate
.566	.321	.320	24663.4262

a Predictors: (Constant), Age (24<x<61), Semi-autonomous Workers, Other Primary, Full-time, Communications, Federal Government, Finance, Other Government, Agriculture, Food Sector, Health, Wholesale, Employers, Transportation, Managers & Supervisors, Retail, Business Services, Weeks worked in 1995, Petty Bourgeois, Education, Construction, Schooling, Manufacturing
b Males

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-58502.857	1668.328		-35.067	.000
Schooling	1862.851	65.675	.200	28.364	.000
Full-time	13435.981	786.250	.113	17.089	.000
Weeks worked in 1995	649.116	19.461	.224	33.355	.000
Agriculture	-6749.043	1340.016	-.039	-5.037	.000
Other Primary	17350.279	1304.653	.102	13.299	.000
Manufacturing	9949.100	912.287	.133	10.906	.000
Construction	3592.290	996.057	.035	3.607	.000
Transportation	8454.729	1039.756	.076	8.131	.000
Communications	11220.887	1190.709	.077	9.424	.000
Wholesale	8105.126	1068.948	.068	7.582	.000
Retail	-1681.806	1019.020	-.016	-1.650	.099
Finance	14857.144	1165.930	.106	12.743	.000
Business Services	11023.813	1044.205	.098	10.557	.000
Federal Government	7796.853	1329.260	.045	5.866	.000
Other Government	9471.162	1189.454	.066	7.963	.000
Education	2752.907	1176.672	.021	2.340	.019
Health	10802.446	1303.558	.064	8.287	.000
Food Sector	-6863.142	1362.254	-.038	-5.038	.000
Employers	8612.930	788.058	.073	10.929	.000
Petty Bourgeois	-8039.755	694.317	-.079	-11.579	.000
Managers & Supervisors	16262.817	554.707	.195	29.318	.000
Semi-autonomous Workers	6693.089	600.025	.082	11.155	.000
Age (24<x<61)	524.389	19.861	.168	26.403	.000

a Dependent Variable: earnings
b Males

British Females

R	R Square	Adjusted R Square	Std. Error of the Estimate
.649	.422	.421	14101.2917

a Predictors: (Constant), Age (24<x<61), Finance, Other Primary, Construction, Federal Government, Transportation, Communications, Employers, Other Government, Wholesale, Managers & Supervisors, Agriculture, Weeks worked in 1995, Business Services, Schooling, Petty Bourgeois, Manufacturing, Food Sector, Full-time, Retail, Education, Semi-autonomous Workers, Health
b Females

Coefficients

	Unstandardized		Standardized	t	Sig.

	Coefficients		Coefficients		
	B	Std. Error	Beta		
(Constant)	-32555.935	1061.071		-30.682	.000
Schooling	1194.582	48.765	.186	24.497	.000
Full-time	10293.436	290.022	.247	35.492	.000
Weeks worked in 1995	428.234	10.539	.278	40.635	.000
Agriculture	-4588.132	859.592	-.040	-5.338	.000
Other Primary	11502.121	1541.701	.050	7.461	.000
Manufacturing	7304.200	600.360	.111	12.166	.000
Construction	5973.670	1046.541	.040	5.708	.000
Transportation	6938.889	923.383	.054	7.515	.000
Communications	11355.870	856.599	.099	13.257	.000
Wholesale	6470.203	755.234	.067	8.567	.000
Retail	117.430	555.667	.002	.211	.833
Finance	6645.040	600.574	.101	11.064	.000
Business Services	7410.560	620.267	.104	11.947	.000
Federal Government	8838.702	935.071	.069	9.452	.000
Other Government	8280.912	769.035	.084	10.768	.000
Education	6474.036	595.872	.111	10.865	.000
Health	4034.940	524.694	.085	7.690	.000
Food Sector	-1269.353	656.121	-.016	-1.935	.053
Employers	7309.896	674.906	.072	10.831	.000
Petty Bourgeois	-3383.696	498.163	-.046	-6.792	.000
Managers & Supervisors	10397.093	444.372	.159	23.397	.000
Semi-autonomous Workers	8206.499	367.216	.180	22.348	.000
Age (24<x<61)	191.621	13.108	.098	14.619	.000

a Dependent Variable: earnings
b Females

British Foreign-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.632	.400	.398	22737.4114

a Predictors: (Constant), Females, Semi-autonomous Workers, Age (24<x<61), Federal Government, Communications, Agriculture, Other Government, Other Primary, Weeks worked in 1995, Transportation, Food Sector, Wholesale, Finance, Employers, Business Services, Petty Bourgeois, Construction, Managers & Supervisors, Retail, Full-time, Schooling, Education, Health, Manufacturing
b Foreign-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-41606.336	2478.259		-16.789	.000
Schooling	1669.313	102.966	.168	16.212	.000
Full-time	11330.779	814.982	.142	13.903	.000
Weeks worked in 1995	556.055	26.272	.206	21.165	.000
Agriculture	-6990.643	2410.717	-.029	-2.900	.004

Other Primary	20021.980	2451.686	.082	8.167	.000
Manufacturing	9167.403	1271.665	.114	7.209	.000
Construction	1216.430	1574.164	.009	.773	.440
Transportation	6948.646	1661.618	.049	4.182	.000
Communications	11133.202	1782.108	.070	6.247	.000
Wholesale	9761.473	1577.782	.074	6.187	.000
Retail	-1396.738	1356.256	-.014	-1.030	.303
Finance	10343.750	1469.614	.089	7.038	.000
Business Services	11373.528	1371.235	.112	8.294	.000
Federal Government	10059.023	2230.174	.047	4.510	.000
Other Government	8430.968	1764.731	.054	4.777	.000
Education	6330.274	1436.718	.062	4.406	.000
Health	8039.924	1316.346	.090	6.108	.000
Food Sector	-3167.426	1764.115	-.020	-1.795	.073
Employers	8562.611	1216.231	.069	7.040	.000
Petty Bourgeois	-7128.076	1037.140	-.069	-6.873	.000
Managers & Supervisors	17933.061	836.926	.212	21.427	.000
Semi-autonomous Workers	8122.952	804.644	.113	10.095	.000
Age (24<x<61)	349.288	28.807	.113	12.125	.000
Females	-13089.076	615.468	-.223	-21.267	.000

a Dependent Variable: earnings
b Foreign-born

British Native-Born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.616	.379	.379	20411.1153

a Predictors: (Constant), Females, Age (24<x<61), Business Services, Federal Government, Other Government, Communications, Agriculture, Managers & Supervisors, Other Primary, Weeks worked in 1995, Wholesale, Food Sector, Employers, Finance, Transportation, Semi-autonomous Workers, Petty Bourgeois, Construction, Retail, Full-time, Education, Schooling, Health, Manufacturing
b Native-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-42316.235	1178.493		-35.907	.000
Schooling	1670.192	49.364	.198	33.834	.000
Full-time	10306.411	398.435	.145	25.867	.000
Weeks worked in 1995	532.565	12.465	.231	42.725	.000
Agriculture	-6548.790	899.925	-.045	-7.277	.000
Other Primary	14947.509	1015.035	.086	14.726	.000
Manufacturing	9253.693	634.073	.127	14.594	.000
Construction	2860.106	743.872	.027	3.845	.000
Transportation	7839.085	765.849	.070	10.236	.000
Communications	11326.423	859.843	.083	13.173	.000
Wholesale	6909.605	763.218	.061	9.053	.000

Retail	-591.517	662.232	-.007	-.893	.372
Finance	9895.670	738.512	.093	13.399	.000
Business Services	8856.954	718.494	.087	12.327	.000
Federal Government	7874.524	934.441	.051	8.427	.000
Other Government	9289.720	824.795	.073	11.263	.000
Education	4428.604	738.804	.045	5.994	.000
Health	4588.949	684.880	.052	6.700	.000
Food Sector	-3024.929	813.673	-.024	-3.718	.000
Employers	9099.911	617.079	.078	14.747	.000
Petty Bourgeois	-6358.308	509.494	-.068	-12.480	.000
Managers & Supervisors	13775.090	427.744	.172	32.204	.000
Semi-autonomous Workers	6982.371	417.891	.102	16.709	.000
Age (24<x<61)	406.389	14.398	.148	28.226	.000
Females	-9933.208	297.756	-.190	-33.360	.000

a Dependent Variable: earnings
b Native-born

French

R	R Square	Adjusted R Square	Std. Error of the Estimate
.636	.404	.404	17850.9601

a Predictors: (Constant), Females, Federal Government, Age (24<x<61), Agriculture, Communications, Weeks worked in 1995, Business Services, Wholesale, Other Government, Managers & Supervisors, Other Primary, Food Sector, Finance, Transportation, Employers, Retail, Petty Bourgeois, Construction, Schooling, Full-time, Health, Semi-autonomous Workers, Education, Manufacturing

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-39451.392	881.022		-44.779	.000
Schooling	1340.275	34.132	.214	39.268	.000
Full-time	9012.766	310.850	.140	28.994	.000
Weeks worked in 1995	531.501	9.140	.276	58.152	.000
Agriculture	-3665.159	748.067	-.024	-4.900	.000
Other Primary	14079.330	775.967	.090	18.144	.000
Manufacturing	8133.869	441.000	.127	18.444	.000
Construction	5805.056	566.494	.057	10.247	.000
Transportation	8104.685	616.284	.070	13.151	.000
Communications	13531.350	639.718	.110	21.152	.000
Wholesale	7188.151	608.440	.062	11.814	.000
Retail	-320.275	379.164	-.005	-.845	.398
Finance	7983.607	563.008	.078	14.180	.000
Business Services	6202.722	543.847	.064	11.405	.000
Federal Government	10754.080	651.221	.086	16.514	.000
Other Government	10267.718	572.235	.099	17.943	.000
Education	6362.013	510.001	.082	12.475	.000

Health	7485.442	469.452	.103	15.945	.000
Food Sector	-1239.366	596.814	-.011	-2.077	.038
Employers	6462.174	503.912	.060	12.824	.000
Petty Bourgeois	-3478.772	437.725	-.038	-7.947	.000
Managers & Supervisors	12250.492	354.612	.164	34.546	.000
Semi-autonomous Workers	6177.164	312.744	.111	19.752	.000
Age (24<x<61)	392.416	11.745	.156	33.412	.000
Females	-8681.371	229.300	-.187	-37.860	.000

a Dependent Variable: earnings

French Proletarians

R	R Square	Adjusted R Square	Std. Error of the Estimate
.642	.413	.412	13378.2663

a Predictors: (Constant), Females, Other Government, Agriculture, Age (24<x<61), Federal Government, Communications, Business Services, Weeks worked in 1995, Wholesale, Education, Other Primary, Food Sector, Transportation, Finance, Construction, Full-time, Schooling, Retail, Health, Manufacturing
b Proletarians

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-23718.42	927.726		-25.566	.000
Schooling	844.70	35.696	.153	23.664	.000
Full-time	6923.99	301.077	.148	22.997	.000
Weeks worked in 1995	502.31	8.398	.376	59.814	.000
Agriculture	-456.66	967.783	-.003	-.472	.637
Other Primary	12598.90	754.108	.120	16.707	.000
Manufacturing	7228.57	489.253	.166	14.775	.000
Construction	5590.90	602.760	.077	9.276	.000
Transportation	5710.50	617.857	.074	9.242	.000
Communications	11152.68	666.400	.127	16.736	.000
Wholesale	4844.49	620.603	.062	7.806	.000
Retail	-369.10	519.662	-.007	-.710	.478
Finance	4874.73	597.590	.067	8.157	.000
Business Services	3166.12	691.033	.034	4.582	.000
Federal Government	9952.53	696.004	.105	14.300	.000
Other Government	10338.35	618.445	.133	16.717	.000
Education	3684.46	678.531	.040	5.430	.000
Health	2441.96	548.607	.040	4.451	.000
Food Sector	-2070.55	600.467	-.028	-3.448	.001
Age (24<x<61)	255.40	11.828	.137	21.593	.000
Females	-8040.54	232.377	-.230	-34.601	.000

a Dependent Variable: earnings
b Proletarians

French Semi-autonomous Workers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.632	.400	.398	16720.2775

a Predictors: (Constant), Females, Retail, Agriculture, Food Sector, Finance, Wholesale, Construction, Age (24<x<61), Federal Government, Other Primary, Communications, Transportation, Other Government, Weeks worked in 1995, Schooling, Business Services, Manufacturing, Full-time, Health, Education
b Semi-autonomous Workers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-54775.65	2005.971		-27.306	.000
Schooling	1464.44	72.513	.203	20.196	.000
Full-time	12649.02	620.378	.214	20.389	.000
Weeks worked in 1995	695.21	21.409	.330	32.473	.000
Agriculture	2022.82	3764.854	.005	.537	.591
Other Primary	15358.33	2194.892	.072	6.997	.000
Manufacturing	10295.44	1180.115	.128	8.724	.000
Construction	10179.54	2334.003	.044	4.361	.000
Transportation	15991.56	1875.210	.092	8.528	.000
Communications	17218.61	1424.551	.147	12.087	.000
Wholesale	7823.82	1967.133	.042	3.977	.000
Retail	2462.18	1919.116	.014	1.283	.200
Finance	15365.79	1451.181	.127	10.588	.000
Business Services	7733.95	1160.014	.099	6.667	.000
Federal Government	12189.23	1325.899	.118	9.193	.000
Other Government	9661.17	1213.647	.111	7.960	.000
Education	7600.06	998.472	.164	7.612	.000
Health	7844.57	1029.812	.152	7.617	.000
Food Sector	2631.12	3470.156	.007	.758	.448
Age (24<x<61)	543.10	23.735	.227	22.882	.000
Females	-5773.34	446.389	-.134	-12.933	.000

a Dependent Variable: earnings
b Semi-autonomous Workers

French Managers and Supervisors

R	R Square	Adjusted R Square	Std. Error of the Estimate
.635	.403	.399	22333.7119

a Predictors: (Constant), Females, Business Services, Communications, Weeks worked in 1995, Retail, Federal Government, Transportation, Age (24<x<61), Wholesale, Other Primary, Agriculture, Education, Food Sector, Health, Construction, Full-time, Other Government, Finance, Schooling, Manufacturing
b Managers and Supervisors

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.

		Std. Error	Beta		
(Constant)	-70349.95	3849.058		-18.277	.000
Schooling	2265.18	123.982	.279	18.270	.000
Full-time	12720.55	2004.923	.090	6.345	.000
Weeks worked in 1995	762.32	43.144	.251	17.669	.000
Agriculture	-8066.89	2248.860	-.054	-3.587	.000
Other Primary	15948.91	2746.133	.085	5.808	.000
Manufacturing	10619.56	1421.426	.139	7.471	.000
Construction	5338.47	2161.124	.038	2.470	.014
Transportation	12829.87	2480.618	.076	5.172	.000
Communications	22222.05	2074.793	.165	10.710	.000
Wholesale	15965.56	1982.904	.125	8.052	.000
Retail	-132.83	661.500	-.003	-.201	.841
Finance	15223.08	1721.436	.145	8.843	.000
Business Services	17503.01	2123.079	.126	8.244	.000
Federal Government	10787.41	2021.689	.083	5.336	.000
Other Government	11166.39	1800.137	.102	6.203	.000
Education	11167.14	2122.895	.084	5.260	.000
Health	10831.75	2115.203	.080	5.121	.000
Food Sector	349.28	2084.633	.003	.168	.867
Age (24<x<61)	728.74	46.695	.225	15.607	.000
Females	-12931.31	901.956	-.209	-14.337	.000

a Dependent Variable: earnings
b Managers and Supervisors

French Petty Bourgeoisie

R	R Square	Adjusted R Square	Std. Error of the Estimate
.398	.158	.151	22873.8876

a Predictors: (Constant), Females, Retail, Weeks worked in 1995, Communications, Education, Wholesale, Other Primary, Finance, Food Sector, Manufacturing, Age (24<x<61), Transportation, Health, Agriculture, Full-time, Schooling, Construction, Business Services
b Petty bourgeoisie

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-13401.73	4289.710		-3.124	.002
Schooling	593.67	159.172	.092	3.730	.000
Full-time	8963.74	1298.760	.155	6.902	.000
Weeks worked in 1995	332.23	44.147	.167	7.526	.000
Agriculture	-1533.89	1956.840	-.020	-.784	.433
Other Primary	2886.71	4704.261	.013	.614	.540
Manufacturing	-1154.01	2402.197	-.011	-.480	.631
Construction	3633.10	2054.861	.045	1.768	.077
Transportation	7378.24	2859.554	.058	2.580	.010

Communications	4833.02	4357.982	.023	1.109	.268
Wholesale	10423.25	3293.626	.068	3.165	.002
Retail	-2528.10	1925.591	-.032	-1.313	.189
Finance	6406.11	2970.891	.048	2.156	.031
Business Services	5592.21	1828.672	.082	3.058	.002
Education	-966.55	4438.214	-.005	-.218	.828
Health	16965.42	2168.842	.189	7.822	.000
Food Sector	-1274.64	3041.402	-.009	-.419	.675
Age (24<x<61)	126.04	59.140	.046	2.131	.033
Females	-7810.30	1165.396	-.153	-6.702	.000

a Dependent Variable: earnings
b Petty bourgeoisie

French Employers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.531	.282	.273	31878.0031

a Predictors: (Constant), Females, Finance, Communications, Agriculture, Age (24<x<61), Other Primary, Transportation, Wholesale, Weeks worked in 1995, Education, Manufacturing, Food Sector, Health, Full-time, Business Services, Construction, Schooling, Retail
b Employers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-47166.04	8093.671		-5.828	.000
Schooling	1943.88	248.737	.208	7.815	.000
Full-time	9843.62	3332.967	.069	2.953	.003
Weeks worked in 1995	525.97	105.126	.119	5.003	.000
Agriculture	-3824.66	4039.701	-.028	-.947	.344
Other Primary	28362.17	6985.235	.098	4.060	.000
Manufacturing	8817.19	4158.750	.060	2.120	.034
Construction	5054.88	3673.195	.045	1.376	.169
Transportation	14908.99	5491.613	.069	2.715	.007
Communications	-4941.31	16192.841	-.007	-.305	.760
Wholesale	10098.69	4706.948	.057	2.145	.032
Retail	-707.58	3292.074	-.008	-.215	.830
Finance	10078.91	5818.166	.043	1.732	.083
Business Services	13428.34	3703.595	.119	3.626	.000
Education	-13086.50	12443.478	-.024	-1.052	.293
Health	42339.82	4004.815	.329	10.572	.000
Food Sector	-4615.24	4072.636	-.033	-1.133	.257
Age (24<x<61)	451.60	98.093	.106	4.604	.000
Females	-13801.66	2051.076	-.160	-6.729	.000

a Dependent Variable: earnings
b Employers

French Males

R	R Square	Adjusted R Square	Std. Error of the Estimate
.586	.344	.343	20756.5356

a Predictors: (Constant), Age (24<x<61), Agriculture, Full-time, Other Primary, Finance, Food Sector, Federal Government, Communications, Semi-autonomous Workers, Wholesale, Other Government, Employers, Health, Transportation, Business Services, Managers & Supervisors, Construction, Petty Bourgeois, Weeks worked in 1995, Retail, Education, Schooling, Manufacturing
b Males

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-52580.073	1439.351		-36.530	.000
Schooling	1468.498	51.602	.219	28.458	.000
Full-time	11140.171	652.667	.113	17.069	.000
Weeks worked in 1995	645.110	15.298	.289	42.169	.000
Agriculture	-4502.849	1194.182	-.029	-3.771	.000
Other Primary	15386.225	1091.015	.112	14.103	.000
Manufacturing	9148.343	780.778	.144	11.717	.000
Construction	7287.994	874.745	.081	8.332	.000
Transportation	8345.987	945.827	.078	8.824	.000
Communications	13795.289	1033.644	.111	13.346	.000
Wholesale	7662.166	980.243	.067	7.817	.000
Retail	-2170.512	870.735	-.024	-2.493	.013
Finance	10796.070	1073.630	.081	10.056	.000
Business Services	6852.723	946.743	.064	7.238	.000
Federal Government	10812.836	1101.700	.078	9.815	.000
Other Government	10561.042	978.735	.094	10.791	.000
Education	5132.404	964.913	.051	5.319	.000
Health	10827.536	1003.849	.092	10.786	.000
Food Sector	-4607.743	1178.190	-.030	-3.911	.000
Employers	6914.979	694.454	.067	9.957	.000
Petty Bourgeois	-4375.622	660.216	-.045	-6.628	.000
Managers & Supervisors	13112.927	513.714	.174	25.526	.000
Semi-autonomous Workers	4652.709	515.605	.071	9.024	.000
Age (24<x<61)	497.588	18.164	.181	27.394	.000

a Dependent Variable: earnings
b Males

French females

R	R Square	Adjusted R Square	Std. Error of the Estimate
.679	.462	.461	12862.3418

a Predictors: (Constant), Age (24<x<61), Managers & Supervisors, Transportation, Other Primary, Construction, Wholesale, Federal Government, Employers, Communications, Other Government, Agriculture, Business Services, Weeks worked in 1995, Retail, Petty Bourgeois, Food Sector, Finance, Manufacturing, Full-time, Schooling, Education, Semi-autonomous Workers, Health

b Females

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-32066.806	922.971		-34.743	.000
Schooling	1069.127	38.944	.214	27.453	.000
Full-time	8946.448	272.034	.221	32.887	.000
Weeks worked in 1995	420.131	9.230	.304	45.520	.000
Agriculture	-2486.127	847.005	-.020	-2.935	.003
Other Primary	8838.451	1573.292	.036	5.618	.000
Manufacturing	4325.273	492.269	.071	8.786	.000
Construction	4149.081	1017.996	.027	4.076	.000
Transportation	7889.377	925.024	.057	8.529	.000
Communications	12102.469	735.862	.114	16.447	.000
Wholesale	5409.681	727.242	.051	7.439	.000
Retail	197.866	317.508	.005	.623	.533
Finance	5249.928	523.337	.078	10.032	.000
Business Services	4415.874	558.083	.059	7.913	.000
Federal Government	9766.771	678.395	.102	14.397	.000
Other Government	8804.890	600.221	.109	14.669	.000
Education	6397.654	479.284	.125	13.348	.000
Health	5271.885	417.577	.119	12.625	.000
Food Sector	-891.624	541.033	-.012	-1.648	.099
Employers	3590.712	700.681	.033	5.125	.000
Petty Bourgeois	-2004.298	502.752	-.026	-3.987	.000
Managers & Supervisors	8952.273	436.750	.135	20.497	.000
Semi-autonomous Workers	7872.460	321.257	.198	24.505	.000
Age (24<x<61)	230.905	12.969	.119	17.804	.000

a Dependent Variable: earnings
b Females

French Foreign-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.660	.436	.420	22269.6270

a Predictors: (Constant), Females, Schooling, Communications, Petty Bourgeois, Wholesale, Other Primary, Finance, Employers, Other Government, Federal Government, Transportation, Weeks worked in 1995, Agriculture, Food Sector, Construction, Age (24<x<61), Managers & Supervisors, Retail, Health, Full-time, Business Services, Semi-autonomous Workers, Manufacturing, Education
b Foreign-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-59738.802	6291.721		-9.495	.000

Schooling	1821.211	244.021	.224	7.463	.000
Full-time	9388.220	2335.602	.111	4.020	.000
Weeks worked in 1995	632.434	67.391	.256	9.385	.000
Agriculture	-2557.872	5448.202	-.013	-.469	.639
Other Primary	34803.479	8975.855	.104	3.877	.000
Manufacturing	8297.639	3303.825	.102	2.512	.012
Construction	5403.138	4942.160	.032	1.093	.275
Transportation	9562.636	4544.243	.065	2.104	.036
Communications	19478.614	5321.254	.106	3.661	.000
Wholesale	14429.440	4673.292	.093	3.088	.002
Retail	-2118.376	3671.208	-.020	-.577	.564
Finance	12718.937	4243.321	.096	2.997	.003
Business Services	7255.399	3540.326	.076	2.049	.041
Federal Government	9190.038	5012.345	.055	1.833	.067
Other Government	7409.407	4962.048	.044	1.493	.136
Education	4274.455	3642.635	.049	1.173	.241
Health	8710.332	3681.109	.088	2.366	.018
Food Sector	-1376.508	3865.033	-.012	-.356	.722
Employers	4499.137	3785.154	.032	1.189	.235
Petty Bourgeois	-4343.869	2661.432	-.046	-1.632	.103
Managers & Supervisors	21577.399	2458.685	.244	8.776	.000
Semi-autonomous Workers	9029.558	2174.535	.136	4.152	.000
Age (24<x<61)	540.472	81.161	.176	6.659	.000
Females	-7711.375	1624.485	-.131	-4.747	.000

a Dependent Variable: earnings
b Foreign-born

French Native-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.636	.404	.404	17680.7796

a Predictors: (Constant), Females, Federal Government, Age (24<x<61), Agriculture, Communications, Weeks worked in 1995, Business Services, Wholesale, Other Government, Managers & Supervisors, Other Primary, Food Sector, Finance, Transportation, Employers, Retail, Petty Bourgeois, Construction, Education, Full-time, Schooling, Health, Semi-autonomous Workers, Manufacturing
b Native-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-38656.365	888.792		-43.493	.000
Schooling	1319.443	34.499	.212	38.246	.000
Full-time	9013.170	312.349	.142	28.856	.000
Weeks worked in 1995	528.142	9.191	.278	57.461	.000
Agriculture	-3760.902	752.325	-.025	-4.999	.000
Other Primary	13721.344	774.257	.089	17.722	.000
Manufacturing	8073.564	443.363	.127	18.210	.000

Construction	5717.857	567.523	.057	10.075	.000
Transportation	7977.883	619.736	.069	12.873	.000
Communications	13332.720	641.258	.110	20.792	.000
Wholesale	6937.735	611.009	.061	11.355	.000
Retail	-316.430	378.864	-.005	-.835	.404
Finance	7805.912	565.751	.077	13.797	.000
Business Services	6112.736	550.407	.063	11.106	.000
Federal Government	10761.268	653.945	.087	16.456	.000
Other Government	10334.254	573.329	.101	18.025	.000
Education	6409.233	513.697	.083	12.477	.000
Health	7427.374	471.326	.104	15.758	.000
Food Sector	-1252.308	604.160	-.011	-2.073	.038
Employers	6552.659	506.511	.061	12.937	.000
Petty Bourgeois	-3400.326	443.656	-.037	-7.664	.000
Managers & Supervisors	11919.743	357.269	.160	33.363	.000
Semi-autonomous Workers	6096.260	315.138	.111	19.345	.000
Age (24<x<61)	385.690	11.846	.155	32.560	.000
Females	-8699.498	230.911	-.189	-37.675	.000

a Dependent Variable: earnings
b Native-born

Jewish

R	R Square	Adjusted R Square	Std. Error of the Estimate
.590	.348	.340	31505.6153

a Predictors: (Constant), Females, Agriculture, Other Government, Age (24<x<61), Other Primary, Federal Government, Transportation, Communications, Food Sector, Construction, Petty Bourgeois, Retail, Wholesale, Weeks worked in 1995, Finance, Managers & Supervisors, Manufacturing, Employers, Health, Schooling, Full-time, Education, Semi-autonomous Workers, Business Services

Coefficients

	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta		
(Constant)	-63734.474	6485.879		-9.82	.000
Schooling	2022.045	244.696	.169	8.26	.000
Full-time	14725.367	1988.565	.146	7.40	.000
Weeks worked in 1995	746.402	67.774	.207	11.01	.000
Agriculture	20218.643	10797.047	.034	1.87	.061
Other Primary	9900.334	12193.677	.015	.81	.417
Manufacturing	4573.940	3295.818	.035	1.38	.165
Construction	1789.878	5154.899	.007	.34	.728
Transportation	-1041.332	6303.164	-.003	-.16	.869
Communications	4858.806	4949.689	.020	.98	.326
Wholesale	8399.096	3589.932	.056	2.34	.019
Retail	-3529.270	3257.362	-.028	-1.08	.279
Finance	13812.442	3403.843	.098	4.05	.000

Business Services	8744.568	2930.887	.085	2.98	.003
Federal Government	7121.210	5484.536	.026	1.29	.194
Other Government	5258.499	6025.567	.017	.87	.383
Education	4810.426	3328.508	.039	1.44	.149
Health	15687.970	3031.340	.141	5.17	.000
Food Sector	-7752.157	4572.484	-.035	-1.69	.090
Employers	22160.004	2387.281	.202	9.28	.000
Petty Bourgeois	-2441.496	2473.995	-.020	-.98	.324
Managers & Supervisors	15048.198	2413.291	.126	6.23	.000
Semi-autonomous Workers	7917.159	2091.607	.092	3.78	.000
Age (24<x<61)	543.549	77.850	.128	6.98	.000
Females	-14473.805	1548.445	-.186	-9.34	.000

a Dependent Variable: earnings

Jewish Proletarians

R	R Square	Adjusted R Square	Std. Error of the Estimate
.518	.268	.247	20178.2113

a Predictors: (Constant), Females, Agriculture, Other Government, Communications, Federal Government, Other Primary, Education, Business Services, Age (24<x<61), Transportation, Construction, Weeks worked in 1995, Food Sector, Wholesale, Schooling, Finance, Full-time, Manufacturing, Health, Retail

b Proletarians

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-24504.55	7121.492		-3.441	.001
Schooling	970.09	267.186	.127	3.631	.000
Full-time	8380.42	1943.909	.156	4.311	.000
Weeks worked in 1995	600.87	65.854	.318	9.124	.000
Agriculture	-1871.17	12013.098	-.005	-.156	.876
Other Primary	-6178.10	14738.043	-.014	-.419	.675
Manufacturing	3067.80	3732.862	.042	.822	.411
Construction	-3747.19	5551.839	-.026	-.675	.500
Transportation	1221.44	5418.302	.009	.225	.822
Communications	4383.34	5231.231	.033	.838	.402
Wholesale	9235.73	3678.415	.129	2.511	.012
Retail	-422.99	3531.897	-.006	-.120	.905
Finance	9933.48	3597.363	.141	2.761	.006
Business Services	3869.35	3898.351	.046	.993	.321
Federal Government	8326.01	6175.142	.050	1.348	.178
Other Government	1253.23	6744.466	.007	.186	.853
Education	1037.82	5811.527	.007	.179	.858
Health	892.97	3572.826	.013	.250	.803
Food Sector	-4226.06	4374.255	-.042	-.966	.334
Age (24<x<61)	186.93	84.020	.077	2.225	.026

Females	-7578.67	1770.251	-.158	-4.281	.000

a Dependent Variable: earnings
b Proletarians

Jewish Semi-autonomous Workers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.598	.357	.337	28774.1401

a Predictors: (Constant), Females, Food Sector, Other Government, Other Primary, Wholesale, Federal Government, Construction, Transportation, Finance, Retail, Communications, Age (24<x<61), Manufacturing, Schooling, Weeks worked in 1995, Health, Business Services, Full-time, Education
b Semi-autonomous workers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-81254.56	11186.731		-7.263	.000
Schooling	2762.71	447.210	.214	6.178	.000
Full-time	18826.24	3410.966	.207	5.519	.000
Weeks worked in 1995	763.74	118.700	.233	6.434	.000
Other Primary	13470.25	13576.694	.034	.992	.322
Manufacturing	1924.18	6636.616	.012	.290	.772
Construction	54294.23	20832.964	.088	2.606	.009
Transportation	-26862.02	17233.045	-.053	-1.559	.120
Communications	5872.61	8064.283	.028	.728	.467
Wholesale	2102.96	12544.539	.006	.168	.867
Retail	-8071.26	8612.812	-.035	-.937	.349
Finance	14308.15	6294.815	.101	2.273	.023
Business Services	204.10	5161.108	.002	.040	.968
Federal Government	3952.43	8427.965	.018	.469	.639
Other Government	3913.84	8661.910	.017	.452	.652
Education	-1805.34	4855.371	-.024	-.372	.710
Health	5126.92	5141.586	.056	.997	.319
Food Sector	-7925.03	20886.717	-.013	-.379	.705
Age (24<x<61)	866.02	135.663	.224	6.384	.000
Females	-12960.11	2580.077	-.184	-5.023	.000

a Dependent Variable: earnings
b Semi-autonomous workers

Jewish Managers and Supervisors

R	R Square	Adjusted R Square	Std. Error of the Estimate
.576	.332	.278	32007.7196

a Predictors: (Constant), Females, Other Government, Finance, Transportation, Age (24<x<61), Communications, Food Sector, Agriculture, Construction, Federal Government, Health, Schooling, Business Services, Wholesale, Weeks worked in 1995, Education, Full-time, Retail, Manufacturing
b Managers and Supervisors

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-88668.50	24227.115		-3.660	.000
Schooling	2478.18	793.426	.182	3.123	.002
Full-time	6856.73	9704.789	.043	.707	.481
Weeks worked in 1995	1445.59	276.209	.310	5.234	.000
Agriculture	53536.25	35300.897	.089	1.517	.131
Manufacturing	4279.48	8774.504	.042	.488	.626
Construction	-14953.50	12915.224	-.074	-1.158	.248
Transportation	59423.37	23829.468	.140	2.494	.013
Communications	-6591.13	13555.668	-.031	-.486	.627
Wholesale	-153.19	9365.803	-.001	-.016	.987
Retail	-9965.23	8976.256	-.094	-1.110	.268
Finance	5604.21	10243.335	.040	.547	.585
Business Services	7623.89	9545.546	.062	.799	.425
Federal Government	-197.08	12027.031	-.001	-.016	.987
Other Government	-9341.38	14146.293	-.041	-.660	.510
Education	10958.84	11521.939	.067	.951	.343
Health	-375.28	11335.227	-.002	-.033	.974
Food Sector	-24189.68	12105.506	-.131	-1.998	.047
Age (24<x<61)	869.83	241.109	.198	3.608	.000
Females	-18511.00	4751.993	-.234	-3.895	.000

a Dependent Variable: earnings
b Managers and Supervisors

Jewish Petty bourgeoisie

R	R Square	Adjusted R Square	Std. Error of the Estimate
.530	.281	.228	33091.2086

a Predictors: (Constant), Females, Age (24<x<61), Communications, Construction, Manufacturing, Agriculture, Transportation, Education, Food Sector, Finance, Retail, Weeks worked in 1995, Wholesale, Health, Full-time, Schooling, Business Services
b Petty bourgeoisie

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-37398.17	20773.982		-1.800	.073
Schooling	188.45	759.826	.016	.248	.804
Full-time	19331.20	5432.103	.223	3.559	.000
Weeks worked in 1995	808.11	199.903	.238	4.043	.000
Agriculture	57115.66	34166.516	.096	1.672	.096
Manufacturing	-212.26	9873.039	-.002	-.021	.983
Construction	10991.11	11597.542	.062	.948	.344
Transportation	-27013.19	18040.970	-.090	-1.497	.136

Communications	16144.22	17755.700	.054	.909	.364
Wholesale	21206.11	11436.931	.125	1.854	.065
Retail	1385.05	8969.206	.011	.154	.877
Finance	26890.53	11161.915	.159	2.409	.017
Business Services	13387.01	7300.915	.166	1.834	.068
Education	6564.09	14273.425	.029	.460	.646
Health	36300.51	8617.985	.335	4.212	.000
Food Sector	-2291.83	16705.275	-.009	-.137	.891
Age (24<x<61)	250.46	242.373	.062	1.033	.303
Females	-9678.64	4919.924	-.124	-1.967	.050

a Dependent Variable: earnings
b Petty bourgeoisie

Jewish Employers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.563	.317	.277	46027.6006

a Predictors: (Constant), Females, Construction, Communications, Food Sector, Agriculture, Wholesale, Transportation, Age (24<x<61), Education, Finance, Manufacturing, Weeks worked in 1995, Retail, Health, Full-time, Schooling, Business Services
b Employers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-82817.20	29550.636		-2.803	.005
Schooling	1119.42	1036.463	.066	1.080	.281
Full-time	30449.95	12193.495	.139	2.497	.013
Weeks worked in 1995	1249.06	405.707	.169	3.079	.002
Agriculture	30157.55	24894.114	.063	1.211	.227
Manufacturing	4425.51	12411.149	.024	.357	.722
Construction	12004.89	19928.201	.033	.602	.547
Transportation	-14223.97	46997.657	-.015	-.303	.762
Communications	-17819.76	33864.827	-.026	-.526	.599
Wholesale	5156.67	14181.514	.022	.364	.716
Retail	-11678.29	11859.826	-.068	-.985	.326
Finance	14144.13	14949.196	.056	.946	.345
Business Services	26644.36	10043.177	.233	2.653	.008
Education	-10868.77	24813.920	-.023	-.438	.662
Health	51504.80	11508.122	.356	4.476	.000
Food Sector	-14334.76	17153.884	-.047	-.836	.404
Age (24<x<61)	737.04	337.417	.108	2.184	.030
Females	-18852.64	6677.162	-.152	-2.823	.005

a Dependent Variable: earnings
b Employers

Jewish Males

R	R Square	Adjusted R Square	Std. Error of the Estimate
.552	.305	.290	38124.2670

a Predictors: (Constant), Age (24<x<61), Construction, Agriculture, Other Primary, Other Government, Finance, Managers & Supervisors, Communications, Transportation, Food Sector, Federal Government, Education, Full-time, Wholesale, Petty Bourgeois, Health, Retail, Weeks worked in 1995, Schooling, Employers, Manufacturing, Semi-autonomous Workers, Business Services
b Males

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-84603.075	10922.175		-7.746	.000
Schooling	2021.127	405.869	.150	4.980	.000
Full-time	19057.853	4970.451	.105	3.834	.000
Weeks worked in 1995	1043.735	132.445	.215	7.881	.000
Agriculture	14250.261	17694.585	.021	.805	.421
Other Primary	-5634.968	17668.141	-.008	-.319	.750
Manufacturing	528.453	5387.258	.004	.098	.922
Construction	925.596	7466.213	.004	.124	.901
Transportation	-7066.604	9316.116	-.022	-.759	.448
Communications	65.580	7994.134	.000	.008	.993
Wholesale	5595.169	5853.847	.035	.956	.339
Retail	-8861.501	5664.999	-.059	-1.564	.118
Finance	15024.065	6174.783	.082	2.433	.015
Business Services	6117.949	4948.450	.055	1.236	.217
Federal Government	492.329	8480.668	.002	.058	.954
Other Government	826.052	9992.434	.002	.083	.934
Education	505.920	6233.452	.003	.081	.935
Health	29235.552	5751.706	.187	5.083	.000
Food Sector	-12399.077	7430.222	-.052	-1.669	.095
Employers	23452.668	3891.851	.210	6.026	.000
Petty Bourgeois	-3547.440	4107.660	-.027	-.864	.388
Managers & Supervisors	17823.468	3931.159	.140	4.534	.000
Semi-autonomous Workers	9292.633	3777.803	.091	2.460	.014
Age (24<x<61)	639.030	131.059	.129	4.876	.000

a Dependent Variable: earnings
b Males

Jewish Females

R Square	Adjusted R Square	Std. Error of the Estimate
.346	.331	20043.0678

a Predictors: (Constant), Age (24<x<61), Managers & Supervisors, Other Primary, Other Government, Construction, Federal Government, Agriculture, Transportation, Wholesale, Food Sector, Communications, Manufacturing, Employers, Finance, Petty Bourgeois, Weeks worked in 1995, Retail, Full-time, Business Services, Schooling, Education, Semi-autonomous Workers, Health

b Females

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-49189.574	5936.706		-8.286	.000
Schooling	1389.540	236.944	.174	5.864	.000
Full-time	13658.026	1471.243	.258	9.283	.000
Weeks worked in 1995	554.447	55.922	.272	9.915	.000
Agriculture	24441.683	10271.460	.063	2.380	.018
Other Primary	55935.594	14403.229	.102	3.884	.000
Manufacturing	7449.112	3275.642	.075	2.274	.023
Construction	5415.208	7049.617	.021	.768	.443
Transportation	10851.915	7443.683	.039	1.458	.145
Communications	9524.993	4816.061	.057	1.978	.048
Wholesale	10377.735	3555.505	.093	2.919	.004
Retail	2168.701	2904.639	.027	.747	.455
Finance	12212.103	2919.194	.151	4.183	.000
Business Services	12100.371	2751.039	.166	4.398	.000
Federal Government	14356.477	5797.586	.069	2.476	.013
Other Government	9276.277	5638.326	.046	1.645	.100
Education	7954.252	2852.630	.118	2.788	.005
Health	8273.586	2568.295	.135	3.221	.001
Food Sector	-1014.914	4485.157	-.007	-.226	.821
Employers	12313.142	2536.903	.135	4.854	.000
Petty Bourgeois	371.065	2421.761	.004	.153	.878
Managers & Supervisors	10418.414	2411.698	.120	4.320	.000
Semi-autonomous Workers	7240.838	1842.685	.137	3.930	.000
Age (24<x<61)	308.319	72.944	.115	4.227	.000

a Dependent Variable: earnings
b Females

Jewish Foreign-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.610	.372	.352	27282.9742

a Predictors: (Constant), Females, Food Sector, Other Primary, Other Government, Federal Government, Communications, Transportation, Finance, Age (24<x<61), Petty Bourgeois, Wholesale, Weeks worked in 1995, Retail, Construction, Employers, Schooling, Managers & Supervisors, Health, Full-time, Education, Manufacturing, Semi-autonomous Workers, Business Services
b Foreign-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-65883.733	9312.686		-7.075	.000

Schooling	1895.490	344.976	.183	5.495	.000
Full-time	13908.029	3067.601	.148	4.534	.000
Weeks worked in 1995	720.997	94.728	.237	7.611	.000
Other Primary	16484.189	11759.644	.043	1.402	.161
Manufacturing	7048.660	4441.195	.072	1.587	.113
Construction	-546.478	6840.140	-.003	-.080	.936
Transportation	-1373.447	9020.488	-.005	-.152	.879
Communications	10440.612	7218.608	.049	1.446	.149
Wholesale	2893.475	5187.353	.022	.558	.577
Retail	-5189.955	4563.637	-.048	-1.137	.256
Finance	13831.609	5511.919	.092	2.509	.012
Business Services	12998.222	4330.012	.136	3.002	.003
Federal Government	9761.693	8214.710	.039	1.188	.235
Other Government	-3360.429	9807.838	-.011	-.343	.732
Education	3670.889	4747.063	.034	.773	.440
Health	12907.274	4422.349	.129	2.919	.004
Food Sector	-7659.510	6248.104	-.043	-1.226	.221
Employers	16093.331	3420.230	.164	4.705	.000
Petty Bourgeois	-4950.966	3478.196	-.049	-1.423	.155
Managers & Supervisors	18105.423	3664.490	.169	4.941	.000
Semi-autonomous Workers	10078.407	2994.923	.135	3.365	.001
Age (24<x<61)	524.979	115.698	.137	4.537	.000
Females	-9744.595	2281.664	-.144	-4.271	.000

a Dependent Variable: earnings
b Foreign-born

Jewish Native-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.596	.355	.344	33201.6491

a Predictors: (Constant), Females, Retail, Agriculture, Other Primary, Other Government, Age (24<x<61), Construction, Transportation, Communications, Managers & Supervisors, Federal Government, Food Sector, Petty Bourgeois, Wholesale, Finance, Weeks worked in 1995, Manufacturing, Education, Employers, Full-time, Schooling, Health, Semi-autonomous Workers, Business Services
b Native-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-66304.512	8756.636		-7.572	.000
Schooling	2094.263	331.163	.165	6.324	.000
Full-time	16189.688	2573.343	.157	6.291	.000
Weeks worked in 1995	723.497	92.277	.187	7.841	.000
Agriculture	16398.901	11555.580	.032	1.419	.156
Other Primary	-13708.425	33544.630	-.009	-.409	.683
Manufacturing	4393.050	4626.136	.028	.950	.342
Construction	7499.562	7300.602	.025	1.027	.304

Transportation	-379.195	8365.297	-.001	-.045	.964
Communications	1815.453	6503.400	.007	.279	.780
Wholesale	11245.509	4741.646	.070	2.372	.018
Retail	-2253.118	4387.885	-.016	-.513	.608
Finance	12852.888	4329.218	.093	2.969	.003
Business Services	5799.268	3836.038	.055	1.512	.131
Federal Government	3893.275	7136.679	.013	.546	.585
Other Government	7705.335	7543.014	.025	1.022	.307
Education	4851.440	4426.870	.037	1.096	.273
Health	15951.569	3987.794	.138	4.000	.000
Food Sector	-6250.042	6262.383	-.026	-.998	.318
Employers	24760.372	3204.002	.216	7.728	.000
Petty Bourgeois	-157.644	3342.759	-.001	-.047	.962
Managers & Supervisors	13434.990	3126.379	.108	4.297	.000
Semi-autonomous Workers	7350.315	2791.237	.081	2.633	.009
Age (24<x<61)	661.255	105.230	.146	6.284	.000
Females	-16554.053	2037.075	-.202	-8.126	.000

a Dependent Variable: earnings
b Native-born

Greeks

R	R Square	Adjusted R Square	Std. Error of the Estimate
.575	.331	.321	17154.1523

a Predictors: (Constant), Females, Federal Government, Agriculture, Other Government, Other Primary, Communications, Managers & Supervisors, Business Services, Wholesale, Transportation, Weeks worked in 1995, Education, Retail, Petty Bourgeois, Age (24<x<61), Finance, Construction, Health, Full-time, Employers, Manufacturing, Semi-autonomous Workers, Schooling, Food Sector

Coefficients

	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta		
(Constant)	-30461.967	3521.544		-8.65	.000
Schooling	994.781	125.009	.211	7.95	.000
Full-time	10996.974	1200.125	.194	9.16	.000
Weeks worked in 1995	452.707	36.256	.257	12.48	.000
Agriculture	462.709	7822.725	.001	.05	.953
Other Primary	17355.848	17290.314	.020	1.00	.316
Manufacturing	4817.932	1688.031	.082	2.85	.004
Construction	4824.666	2207.229	.053	2.18	.029
Transportation	2133.199	2972.733	.016	.71	.473
Communications	10804.644	2897.847	.081	3.72	.000
Wholesale	3744.461	2321.075	.038	1.61	.107
Retail	757.290	1839.796	.011	.41	.681
Finance	10396.702	1994.138	.133	5.21	.000
Business Services	7189.199	2214.642	.079	3.24	.001

Federal Government	20830.009	4645.054	.091	4.48	.000
Other Government	14653.488	3497.855	.089	4.18	.000
Education	4046.509	2466.882	.041	1.64	.101
Health	8380.513	2110.902	.100	3.97	.000
Food Sector	-2202.078	1558.711	-.045	-1.41	.158
Employers	1498.035	1341.345	.024	1.11	.264
Petty Bourgeois	-1828.293	1554.116	-.024	-1.17	.240
Managers & Supervisors	7844.651	1492.766	.109	5.25	.000
Semi-autonomous Workers	6929.848	1474.553	.112	4.70	.000
Age (24<x<61)	284.720	46.127	.147	6.17	.000
Females	-5067.120	907.685	-.121	-5.58	.000

a Dependent Variable: earnings

Greek Proletarians

R	R Square	Adjusted R Square	Std. Error of the Estimate
.600	.360	.348	12414.9858

a Predictors: (Constant), Females, Schooling, Weeks worked in 1995, Retail, Education, Federal Government, Communications, Other Government, Transportation, Wholesale, Business Services, Health, Construction, Full-time, Finance, Manufacturing, Age (24<x<61), Food Sector

b Proletarians

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-16482.28	3368.842		-4.893	.000
Schooling	634.53	123.328	.171	5.145	.000
Full-time	8924.64	1029.724	.237	8.667	.000
Weeks worked in 1995	400.96	32.174	.332	12.462	.000
Manufacturing	4751.06	1519.323	.120	3.127	.002
Construction	3195.92	2193.950	.045	1.457	.146
Transportation	1254.23	2746.413	.013	.457	.648
Communications	11639.05	2662.987	.125	4.371	.000
Wholesale	4579.70	2118.607	.067	2.162	.031
Retail	154.10	1722.001	.003	.089	.929
Finance	6866.44	1833.575	.125	3.745	.000
Business Services	3441.07	2282.629	.045	1.508	.132
Federal Government	8889.28	3956.628	.060	2.247	.025
Other Government	10029.17	3573.719	.077	2.806	.005
Education	5491.63	2971.320	.051	1.848	.065
Health	2031.47	2027.470	.031	1.002	.317
Food Sector	-2672.05	1473.702	-.071	-1.813	.070
Age (24<x<61)	158.26	45.053	.112	3.513	.000
Females	-4595.28	854.556	-.149	-5.377	.000

a Dependent Variable: earnings

b Proletarians

Greek Semi-autonomous workers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.680	.462	.419	19195.3250

a Predictors: (Constant), Females, Retail, Other Government, Federal Government, Communications, Wholesale, Construction, Age (24<x<61), Weeks worked in 1995, Transportation, Finance, Manufacturing, Schooling, Business Services, Health, Full-time, Education
b Semi-autonomous workers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-79163.85	12244.398		-6.465	.000
Schooling	2276.33	474.390	.265	4.798	.000
Full-time	13693.68	4290.264	.195	3.192	.002
Weeks worked in 1995	675.35	131.508	.299	5.135	.000
Manufacturing	8986.15	7375.176	.107	1.218	.224
Construction	11145.31	11516.931	.058	.968	.334
Transportation	8182.69	10136.503	.052	.807	.420
Communications	5143.78	8609.109	.041	.597	.551
Wholesale	12583.19	8898.181	.096	1.414	.159
Retail	-5947.07	11631.094	-.031	-.511	.610
Finance	11629.41	7242.555	.146	1.606	.110
Business Services	13941.59	7169.861	.178	1.944	.053
Federal Government	12769.61	14972.987	.047	.853	.395
Other Government	14141.99	8476.349	.119	1.668	.097
Education	4771.88	6675.801	.082	.715	.476
Health	8127.50	6817.968	.125	1.192	.235
Age (24<x<61)	885.64	147.163	.310	6.018	.000
Females	-6330.26	2836.653	-.126	-2.232	.027

a Dependent Variable: earnings
b Semi-autonomous workers

Greek Managers and Supervisors

R	R Square	Adjusted R Square	Std. Error of the Estimate
.687	.473	.407	20910.4617

a Predictors: (Constant), Females, Transportation, Other Government, Schooling, Communications, Education, Construction, Federal Government, Health, Weeks worked in 1995, Manufacturing, Wholesale, Business Services, Full-time, Retail, Finance, Age (24<x<61), Food Sector
b Managers and Supervisors

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-50655.59	18727.050		-2.705	.008
Schooling	1088.33	558.189	.151	1.950	.053

Full-time	19081.10	8512.648	.143	2.242	.027
Weeks worked in 1995	740.94	181.256	.254	4.088	.000
Manufacturing	9989.13	7975.372	.133	1.252	.212
Construction	2074.78	11101.726	.014	.187	.852
Transportation	23609.25	16389.385	.096	1.441	.152
Communications	30742.91	11141.329	.214	2.759	.007
Wholesale	7191.51	10160.155	.061	.708	.480
Retail	9257.33	7999.542	.125	1.157	.249
Finance	24894.11	9235.307	.266	2.696	.008
Business Services	40181.95	12927.915	.230	3.108	.002
Federal Government	93883.41	16627.312	.382	5.646	.000
Other Government	32714.77	12512.825	.187	2.614	.010
Education	13614.98	14318.131	.068	.951	.343
Health	9104.65	16644.465	.037	.547	.585
Food Sector	-2870.30	7453.841	-.049	-.385	.701
Age (24<x<61)	301.03	194.722	.117	1.546	.124
Females	-8170.16	3595.235	-.148	-2.272	.025

a Dependent Variable: earnings
b Managers and Supervisors

Greek Petty Bourgeoisie

R	R Square	Adjusted R Square	Std. Error of the Estimate
.432	.187	.076	24619.2357

a Predictors: (Constant), Females, Weeks worked in 1995, Age (24<x<61), Finance, Communications, Agriculture, Wholesale, Education, Manufacturing, Other Primary, Transportation, Retail, Business Services, Health, Construction, Full-time, Schooling, Food Sector
b Petty bourgeoisie

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-41214.20	18687.463		-2.205	.029
Schooling	1309.34	631.094	.232	2.075	.040
Full-time	15529.09	6955.041	.210	2.233	.027
Weeks worked in 1995	346.98	198.997	.154	1.744	.084
Agriculture	13803.72	18465.810	.062	.748	.456
Other Primary	16457.86	26096.723	.052	.631	.529
Manufacturing	9670.96	9472.617	.102	1.021	.309
Construction	18741.09	8354.397	.254	2.243	.027
Transportation	9819.95	13182.393	.069	.745	.458
Communications	-6398.22	25791.953	-.020	-.248	.804
Wholesale	-8350.62	13573.865	-.053	-.615	.539
Retail	9429.91	8486.592	.120	1.111	.269
Finance	24495.95	12765.871	.172	1.919	.057
Business Services	8948.59	8826.373	.111	1.014	.313

Education	-11319.21	16022.719	-.062	-.706	.481
Health	24110.86	10790.431	.212	2.234	.027
Food Sector	9962.53	7405.820	.165	1.345	.181
Age (24<x<61)	188.70	236.048	.075	.799	.425
Females	4652.30	5364.300	.080	.867	.387

a Dependent Variable: earnings
b Petty bourgeoisie

Greek Employers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.612	.374	.331	17698.1253

a Predictors: (Constant), Females, Age (24<x<61), Food Sector, Weeks worked in 1995, Transportation, Finance, Health, Agriculture, Wholesale, Business Services, Manufacturing, Full-time, Construction, Retail, Schooling
b Employers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-12832.02	11678.631		-1.099	.273
Schooling	310.09	341.525	.062	.908	.365
Full-time	13645.85	5572.367	.144	2.449	.015
Weeks worked in 1995	540.37	130.989	.231	4.125	.000
Agriculture	-6893.46	10881.588	-.036	-.633	.527
Manufacturing	-5394.36	5476.277	-.063	-.985	.326
Construction	4368.02	5339.726	.054	.818	.414
Transportation	395.44	10898.497	.002	.036	.971
Wholesale	-1570.85	7498.843	-.012	-.209	.834
Retail	-2481.12	4965.781	-.034	-.500	.618
Finance	23062.94	8057.402	.168	2.862	.005
Business Services	962.63	7004.239	.009	.137	.891
Health	61629.63	8114.589	.449	7.595	.000
Food Sector	-3057.44	3633.594	-.071	-.841	.401
Age (24<x<61)	-32.89	140.546	-.015	-.234	.815
Females	-5389.13	3100.297	-.102	-1.738	.084

a Dependent Variable: earnings
b Employers

Greek Males

R	R Square	Adjusted R Square	Std. Error of the Estimate
.563	.317	.301	19351.6202

a Predictors: (Constant), Age (24<x<61), Weeks worked in 1995, Transportation, Federal Government, Agriculture, Health, Communications, Education, Other Government, Managers & Supervisors, Wholesale, Finance, Petty Bourgeois, Retail, Construction, Full-time, Business Services, Employers, Manufacturing, Semi-autonomous Workers, Schooling, Food Sector
b Males

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-43996.864	5325.652		-8.261	.000
Schooling	1178.314	187.423	.223	6.287	.000
Full-time	14184.184	2325.881	.170	6.098	.000
Weeks worked in 1995	536.457	57.156	.261	9.386	.000
Agriculture	15679.661	13937.362	.030	1.125	.261
Manufacturing	7837.751	2771.986	.121	2.827	.005
Construction	7883.344	3021.323	.098	2.609	.009
Transportation	2562.803	3941.185	.021	.650	.516
Communications	12707.694	4333.920	.091	2.932	.003
Wholesale	4958.394	3423.573	.050	1.448	.148
Retail	862.208	2925.794	.011	.295	.768
Finance	13485.162	3566.624	.132	3.781	.000
Business Services	8883.780	3556.613	.089	2.498	.013
Federal Government	27510.998	7257.724	.106	3.791	.000
Other Government	21553.496	5705.581	.109	3.778	.000
Education	4263.439	4557.885	.031	.935	.350
Health	18333.102	4431.313	.128	4.137	.000
Food Sector	-1269.507	2531.543	-.024	-.501	.616
Employers	814.946	1796.093	.014	.454	.650
Petty Bourgeois	-3812.593	2108.209	-.052	-1.808	.071
Managers & Supervisors	8196.075	2217.406	.105	3.696	.000
Semi-autonomous Workers	7425.663	2292.227	.104	3.239	.001
Age (24<x<61)	360.334	67.081	.170	5.372	.000

a Dependent Variable: earnings
b Males

Greek Females

R	R Square	Adjusted R Square	Std. Error of the Estimate
.608	.370	.351	13349.6342

a Predictors: (Constant), Age (24<x<61), Weeks worked in 1995, Federal Government, Other Primary, Agriculture, Transportation, Construction, Wholesale, Other Government, Managers & Supervisors, Communications, Education, Business Services, Petty Bourgeois, Retail, Employers, Health, Full-time, Finance, Manufacturing, Semi-autonomous Workers, Food Sector, Schooling
b Females

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-20356.400	4027.884		-5.054	.000
Schooling	696.636	151.729	.188	4.591	.000
Full-time	10179.852	1166.844	.269	8.724	.000
Weeks worked in 1995	360.146	40.719	.270	8.845	.000

Agriculture	-10556.485	7964.495	-.039	-1.325	.185
Other Primary	7632.290	13627.145	.016	.560	.576
Manufacturing	1767.099	1844.528	.037	.958	.338
Construction	-692.422	5245.833	-.004	-.132	.895
Transportation	9345.307	5627.023	.049	1.661	.097
Communications	10543.038	3553.799	.093	2.967	.003
Wholesale	3206.492	3039.770	.033	1.055	.292
Retail	2179.638	2108.687	.037	1.034	.302
Finance	8541.088	2016.319	.159	4.236	.000
Business Services	6009.209	2485.738	.082	2.417	.016
Federal Government	13517.385	5262.649	.077	2.569	.010
Other Government	9701.903	3797.303	.080	2.555	.011
Education	4231.249	2466.549	.066	1.715	.087
Health	5123.006	2005.502	.099	2.554	.011
Food Sector	-1665.679	1734.091	-.039	-.961	.337
Employers	2762.390	2073.032	.041	1.333	.183
Petty Bourgeois	4019.210	2265.298	.053	1.774	.076
Managers & Supervisors	6629.628	1818.126	.111	3.646	.000
Semi-autonomous Workers	5960.016	1697.565	.127	3.511	.000
Age (24<x<61)	130.571	57.737	.082	2.261	.024

a Dependent Variable: earnings
b Females

Greek Foreign-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.559	.313	.297	17276.6294

a Predictors: (Constant), Females, Federal Government, Business Services, Managers & Supervisors, Other Primary, Agriculture, Other Government, Wholesale, Communications, Finance, Transportation, Education, Weeks worked in 1995, Retail, Petty Bourgeois, Health, Age (24<x<61), Construction, Employers, Full-time, Manufacturing, Semi-autonomous Workers, Schooling, Food Sector
b Foreign-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-18016.973	4747.308		-3.795	.000
Schooling	803.678	153.870	.171	5.223	.000
Full-time	10802.274	1577.801	.189	6.846	.000
Weeks worked in 1995	409.996	46.625	.235	8.793	.000
Agriculture	12564.962	12394.193	.026	1.014	.311
Other Primary	15515.535	17482.533	.023	.887	.375
Manufacturing	4195.578	2077.634	.076	2.019	.044
Construction	4405.818	2673.256	.053	1.648	.100
Transportation	-3486.248	3999.951	-.024	-.872	.384
Communications	8879.492	3952.604	.063	2.246	.025
Wholesale	-585.483	3227.600	-.005	-.181	.856

Retail	2378.360	2303.659	.034	1.032	.302
Finance	8217.824	2993.011	.084	2.746	.006
Business Services	7644.755	3218.267	.073	2.375	.018
Federal Government	29801.913	6785.958	.115	4.392	.000
Other Government	9100.509	4780.179	.053	1.904	.057
Education	5506.483	3290.124	.054	1.674	.094
Health	7598.670	2937.135	.079	2.587	.010
Food Sector	-1627.131	1896.573	-.036	-.858	.391
Employers	-308.855	1580.055	-.006	-.195	.845
Petty Bourgeois	-1866.962	1845.165	-.027	-1.012	.312
Managers & Supervisors	5626.080	2044.494	.073	2.752	.006
Semi-autonomous Workers	10234.155	2294.372	.137	4.461	.000
Age (24<x<61)	120.707	66.775	.051	1.808	.071
Females	-6446.687	1183.658	-.155	-5.446	.000

a Dependent Variable: earnings
b Foreign-born

Greek Native-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.649	.421	.401	16285.6355

a Predictors: (Constant), Females, Other Government, Federal Government, Semi-autonomous Workers, Communications, Transportation, Agriculture, Age (24<x<61), Business Services, Wholesale, Weeks worked in 1995, Manufacturing, Petty Bourgeois, Construction, Managers & Supervisors, Finance, Full-time, Schooling, Employers, Retail, Health, Education, Food Sector
b Native-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-51961.426	5952.790		-8.729	.000
Schooling	1154.838	244.519	.156	4.723	.000
Full-time	11049.864	1802.129	.198	6.132	.000
Weeks worked in 1995	479.239	56.438	.270	8.491	.000
Agriculture	-13987.574	9801.372	-.044	-1.427	.154
Manufacturing	5847.671	2812.861	.089	2.079	.038
Construction	4332.244	3857.634	.040	1.123	.262
Transportation	7904.732	4323.887	.062	1.828	.068
Communications	10806.235	4170.578	.089	2.591	.010
Wholesale	6546.707	3293.098	.076	1.988	.047
Retail	-3052.031	2982.413	-.042	-1.023	.307
Finance	9820.829	2748.805	.155	3.573	.000
Business Services	5741.237	3046.627	.074	1.884	.060
Federal Government	10125.147	6173.485	.052	1.640	.101
Other Government	16183.691	5050.054	.105	3.205	.001
Education	1099.923	3627.796	.012	.303	.762
Health	7654.587	3003.427	.106	2.549	.011

Food Sector	-4267.222	2712.231	-.072	-1.573	.116
Employers	6532.641	2515.456	.086	2.597	.010
Petty Bourgeois	-2990.763	2852.157	-.033	-1.049	.295
Managers & Supervisors	10633.215	2138.467	.160	4.972	.000
Semi-autonomous Workers	4555.003	1915.293	.088	2.378	.018
Age (24<x<61)	865.619	113.373	.236	7.635	.000
Females	-3450.021	1396.476	-.082	-2.471	.014

a Dependent Variable: earnings
b Native-born

Italians

R	R Square	Adjusted R Square	Std. Error of the Estimate
.578	.334	.333	19151.6093

a Predictors: (Constant), Females, Food Sector, Agriculture, Federal Government, Other Government, Other Primary, Communications, Weeks worked in 1995, Business Services, Transportation, Managers & Supervisors, Wholesale, Petty Bourgeois, Age (24<x<61), Education, Finance, Employers, Health, Full-time, Retail, Semi-autonomous Workers, Construction, Schooling, Manufacturing

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-38929.454	1914.331		-20.336	.000
Schooling	1335.628	66.097	.231	20.207	.000
Full-time	9323.925	660.382	.132	14.119	.000
Weeks worked in 1995	508.493	19.725	.237	25.779	.000
Agriculture	303.825	3126.435	.001	.097	.923
Other Primary	18047.451	2804.861	.058	6.434	.000
Manufacturing	7911.832	921.441	.132	8.586	.000
Construction	5568.724	1002.441	.075	5.555	.000
Transportation	9536.630	1314.999	.077	7.252	.000
Communications	10125.932	1369.620	.077	7.393	.000
Wholesale	7817.956	1166.422	.076	6.703	.000
Retail	645.861	963.552	.009	.670	.503
Finance	8020.800	1056.804	.094	7.590	.000
Business Services	7903.920	1144.539	.080	6.906	.000
Federal Government	5419.580	1975.272	.026	2.744	.006
Other Government	8618.699	1406.370	.063	6.128	.000
Education	5847.640	1128.513	.067	5.182	.000
Health	5310.927	1132.344	.056	4.690	.000
Food Sector	-2478.493	1235.530	-.022	-2.006	.045
Employers	3909.734	806.322	.045	4.849	.000
Petty Bourgeois	-5056.263	901.524	-.051	-5.609	.000
Managers & Supervisors	12955.917	651.589	.182	19.884	.000
Semi-autonomous Workers	7969.785	679.016	.123	11.737	.000
Age (24<x<61)	442.883	24.330	.188	18.203	.000
Females	-7909.102	458.948	-.167	-17.233	.000

a Dependent Variable: earnings

Italians Proletarians

R	R Square	Adjusted R Square	Std. Error of the Estimate
.583	.340	.338	14216.4974

a Predictors: (Constant), Females, Schooling, Agriculture, Food Sector, Other Primary, Federal Government, Weeks worked in 1995, Education, Other Government, Communications, Wholesale, Transportation, Business Services, Health, Retail, Full-time, Finance, Construction, Age (24<x<61), Manufacturing
b Proletarians

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-23999.23	1923.227		-12.479	.000
Schooling	876.96	67.006	.191	13.088	.000
Full-time	8545.81	600.254	.173	14.237	.000
Weeks worked in 1995	475.55	17.703	.317	26.862	.000
Agriculture	-1966.89	3884.267	-.006	-.506	.613
Other Primary	15094.73	2652.163	.067	5.691	.000
Manufacturing	5050.42	907.164	.121	5.567	.000
Construction	4930.22	1029.706	.086	4.788	.000
Transportation	8031.06	1207.549	.098	6.651	.000
Communications	8546.72	1310.305	.091	6.523	.000
Wholesale	4706.23	1120.811	.065	4.199	.000
Retail	80.61	960.578	.002	.084	.933
Finance	5817.10	1034.159	.095	5.625	.000
Business Services	4065.14	1325.509	.042	3.067	.002
Federal Government	6805.86	1838.725	.046	3.701	.000
Other Government	7151.36	1332.984	.074	5.365	.000
Education	1384.31	1240.008	.016	1.116	.264
Health	974.82	1125.197	.013	.866	.386
Food Sector	-3050.61	1224.237	-.036	-2.492	.013
Age (24<x<61)	305.54	24.200	.181	12.626	.000
Females	-7827.75	436.613	-.224	-17.928	.000

a Dependent Variable: earnings
b Proletarians

Italian Semi-autonomous workers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.595	.354	.344	18338.0445

a Predictors: (Constant), Females, Agriculture, Finance, Federal Government, Other Primary, Food Sector, Retail, Transportation, Other Government, Age (24<x<61), Construction, Communications, Wholesale, Weeks worked in 1995, Schooling, Business Services, Health, Full-time, Manufacturing, Education
b Semi-autonomous workers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-55816.60	5047.698		-11.058	.000
Schooling	1398.72	183.815	.181	7.609	.000
Full-time	13955.22	1696.977	.201	8.224	.000
Weeks worked in 1995	645.71	51.926	.299	12.435	.000
Agriculture	-5012.86	13205.182	-.008	-.380	.704
Other Primary	22610.69	6029.538	.088	3.750	.000
Manufacturing	12204.84	2776.051	.174	4.396	.000
Construction	5992.93	4403.320	.035	1.361	.174
Transportation	12836.01	4839.327	.065	2.652	.008
Communications	13610.08	3324.122	.124	4.094	.000
Wholesale	7528.94	3633.279	.059	2.072	.038
Retail	674.33	4319.065	.004	.156	.876
Finance	10505.73	3226.472	.103	3.256	.001
Business Services	10407.86	2728.457	.157	3.815	.000
Federal Government	757.17	4318.227	.005	.175	.861
Other Government	11681.53	3296.551	.108	3.544	.000
Education	8610.77	2590.687	.176	3.324	.001
Health	7836.35	2770.291	.119	2.829	.005
Food Sector	-1586.02	10860.290	-.003	-.146	.884
Age (24<x<61)	696.59	60.891	.264	11.440	.000
Females	-4311.60	1144.713	-.095	-3.767	.000

a Dependent Variable: earnings

b Semi-autonomous workers

Italian Managers and Supervisors

R	R Square	Adjusted R Square	Std. Error of the Estimate
.504	.254	.240	25401.5536

a Predictors: (Constant), Females, Federal Government, Agriculture, Other Primary, Food Sector, Transportation, Other Government, Communications, Health, Schooling, Wholesale, Weeks worked in 1995, Business Services, Education, Full-time, Retail, Finance, Age (24<x<61), Construction, Manufacturing

b Managers and Supervisors

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-49654.46	8715.679		-5.697	.000
Schooling	2101.32	244.952	.261	8.579	.000
Full-time	2909.70	4552.260	.018	.639	.523
Weeks worked in 1995	801.17	99.382	.222	8.062	.000
Agriculture	-13381.57	9657.377	-.039	-1.386	.166
Other Primary	15014.59	10964.412	.038	1.369	.171

Manufacturing	6623.46	3941.157	.092	1.681	.093
Construction	826.89	4263.982	.009	.194	.846
Transportation	5666.38	5683.706	.033	.997	.319
Communications	5050.43	5291.087	.033	.955	.340
Wholesale	10135.81	4563.882	.089	2.221	.027
Retail	-6903.01	3970.631	-.090	-1.739	.082
Finance	5375.55	4150.310	.061	1.295	.196
Business Services	3352.17	5087.060	.024	.659	.510
Federal Government	-1505.57	7904.883	-.006	-.190	.849
Other Government	1181.85	5743.095	.007	.206	.837
Education	827.23	5714.064	.005	.145	.885
Health	-10339.65	6623.457	-.048	-1.561	.119
Food Sector	-8546.73	4938.330	-.063	-1.731	.084
Age (24<x<61)	710.78	94.892	.224	7.490	.000
Females	-10224.05	1811.049	-.161	-5.645	.000

a Dependent Variable: earnings
b Managers and Supervisors

Italian Petty Bourgeoisie

R	R Square	Adjusted R Square	Std. Error of the Estimate
.355	.126	.095	24162.1610

a Predictors: (Constant), Females, Weeks worked in 1995, Retail, Schooling, Communications, Wholesale, Education, Other Primary, Agriculture, Manufacturing, Transportation, Food Sector, Finance, Health, Full-time, Business Services, Age (24<x<61), Construction
b Petty Bourgeoisie

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-25904.53	9071.637		-2.856	.004
Schooling	948.75	319.437	.150	2.970	.003
Full-time	8593.60	2996.499	.134	2.868	.004
Weeks worked in 1995	327.27	96.976	.156	3.375	.001
Agriculture	11790.66	9566.157	.053	1.233	.218
Other Primary	18594.86	17454.373	.045	1.065	.287
Manufacturing	5661.37	5055.436	.052	1.120	.263
Construction	9427.10	3462.731	.159	2.722	.007
Transportation	11834.77	6302.031	.085	1.878	.061
Communications	9973.52	12404.063	.034	.804	.422
Wholesale	19239.49	5999.539	.145	3.207	.001
Retail	8346.74	3833.843	.113	2.177	.030
Finance	5726.16	4736.089	.058	1.209	.227
Business Services	10390.41	4148.478	.135	2.505	.013
Education	-5269.94	17410.415	-.013	-.303	.762
Health	3609.74	6277.882	.026	.575	.566

Food Sector	5559.43	5213.839	.050	1.066	.287
Age (24<x<61)	219.47	123.678	.086	1.775	.077
Females	-3811.28	2703.054	-.066	-1.410	.159

a Dependent Variable: earnings
b Petty Bourgeoisie

Italian Employers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.482	.232	.214	29879.9917

a Predictors: (Constant), Females, Health, Agriculture, Finance, Education, Wholesale, Transportation, Age (24<x<61), Weeks worked in 1995, Food Sector, Business Services, Manufacturing, Retail, Full-time, Schooling, Construction
b Employers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-28013.79	11681.609		-2.398	.017
Schooling	1328.63	352.056	.160	3.774	.000
Full-time	8812.66	4597.968	.075	1.917	.056
Weeks worked in 1995	488.61	170.011	.104	2.874	.004
Agriculture	7584.38	10480.666	.025	.724	.470
Manufacturing	15997.41	4695.862	.145	3.407	.001
Construction	4562.42	3941.841	.058	1.157	.247
Transportation	3063.82	9313.087	.012	.329	.742
Wholesale	8375.47	6783.149	.046	1.235	.217
Retail	183.04	4046.597	.002	.045	.964
Finance	24360.80	6771.468	.134	3.598	.000
Business Services	22059.11	5280.624	.180	4.177	.000
Education	5578.79	15393.897	.012	.362	.717
Health	46375.31	7126.639	.254	6.507	.000
Food Sector	-4234.97	4648.300	-.039	-.911	.363
Age (24<x<61)	254.28	136.912	.071	1.857	.064
Females	-12098.88	3061.508	-.147	-3.952	.000

a Dependent Variable: earnings
b Employers

Italian Males

R	R Square	Adjusted R Square	Std. Error of the Estimate
.514	.264	.261	22541.6779

a Predictors: (Constant), Age (24<x<61), Managers & Supervisors, Agriculture, Federal Government, Other Government, Health, Other Primary, Communications, Transportation, Food Sector, Weeks worked in 1995, Education, Finance, Petty Bourgeois, Business Services, Wholesale, Full-time, Employers, Retail, Semi-autonomous Workers, Construction, Schooling, Manufacturing
b Males

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-49676.983	2990.716		-16.610	.000
Schooling	1442.969	99.569	.222	14.492	.000
Full-time	9628.064	1436.190	.085	6.704	.000
Weeks worked in 1995	612.720	33.861	.237	18.095	.000
Agriculture	264.539	4534.673	.001	.058	.953
Other Primary	18559.326	3622.960	.066	5.123	.000
Manufacturing	10392.524	1499.053	.164	6.933	.000
Construction	6920.053	1516.177	.101	4.564	.000
Transportation	11055.042	1956.590	.090	5.650	.000
Communications	10567.021	2097.260	.078	5.038	.000
Wholesale	8596.417	1819.155	.081	4.725	.000
Retail	79.805	1601.964	.001	.050	.960
Finance	9160.741	1887.632	.080	4.853	.000
Business Services	9656.392	1926.274	.083	5.013	.000
Federal Government	2973.720	3292.347	.012	.903	.366
Other Government	8363.767	2229.951	.056	3.751	.000
Education	4906.472	2049.989	.039	2.393	.017
Health	10529.434	2570.131	.057	4.097	.000
Food Sector	-4771.635	2003.912	-.037	-2.381	.017
Employers	4352.773	1109.970	.052	3.922	.000
Petty Bourgeois	-5675.844	1263.546	-.057	-4.492	.000
Managers & Supervisors	13666.620	947.670	.187	14.421	.000
Semi-autonomous Workers	6378.361	1084.659	.084	5.881	.000
Age (24<x<61)	532.311	36.298	.206	14.665	.000

a Dependent Variable: earnings
b Males

Italian Females

R	R Square	Adjusted R Square	Std. Error of the Estimate
.651	.424	.420	12894.2447

a Predictors: (Constant), Age (24<x<61), Federal Government, Other Primary, Agriculture, Petty Bourgeois, Weeks worked in 1995, Wholesale, Transportation, Construction, Other Government, Communications, Food Sector, Managers & Supervisors, Employers, Health, Business Services, Semi-autonomous Workers, Full-time, Finance, Retail, Manufacturing, Schooling, Education
b Females

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-30431.069	1958.773		-15.536	.000
Schooling	987.711	72.478	.236	13.628	.000
Full-time	10009.460	537.105	.244	18.636	.000

Weeks worked in 1995	402.696	18.472	.280	21.800	.000
Agriculture	-9.892	3655.363	.000	-.003	.998
Other Primary	19397.535	5325.032	.045	3.643	.000
Manufacturing	3257.951	928.015	.068	3.511	.000
Construction	5756.360	1504.475	.053	3.826	.000
Transportation	6582.153	1581.669	.057	4.162	.000
Communications	9629.134	1495.804	.090	6.437	.000
Wholesale	7045.436	1246.886	.084	5.650	.000
Retail	1489.174	924.381	.030	1.611	.107
Finance	6938.647	955.593	.132	7.261	.000
Business Services	6001.517	1080.415	.090	5.555	.000
Federal Government	7773.749	1881.230	.055	4.132	.000
Other Government	9516.529	1430.338	.094	6.653	.000
Education	5535.883	1032.528	.107	5.361	.000
Health	2968.835	959.197	.057	3.095	.002
Food Sector	1012.954	1220.462	.012	.830	.407
Employers	1000.769	1110.578	.011	.901	.368
Petty Bourgeois	-2828.687	1147.116	-.031	-2.466	.014
Managers & Supervisors	10482.949	760.938	.175	13.776	.000
Semi-autonomous Workers	10235.392	686.735	.233	14.904	.000
Age (24<x<61)	261.286	27.156	.148	9.622	.000

a Dependent Variable: earnings
b Females

Italian Foreign-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
582	.338	.335	19222.5843

a Predictors: (Constant), Females, Business Services, Agriculture, Federal Government, Other Government, Other Primary, Wholesale, Communications, Food Sector, Managers & Supervisors, Weeks worked in 1995, Transportation, Finance, Petty Bourgeois, Age (24<x<61), Education, Health, Employers, Retail, Full-time, Semi-autonomous Workers, Construction, Schooling, Manufacturing
b Foreign-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-30255.313	3021.831		-10.012	.000
Schooling	1226.365	88.701	.224	13.826	.000
Full-time	8603.625	994.788	.117	8.649	.000
Weeks worked in 1995	489.383	29.703	.221	16.476	.000
Agriculture	-1610.889	4248.867	-.005	-.379	.705
Other Primary	17988.356	3828.211	.062	4.699	.000
Manufacturing	7619.953	1306.864	.137	5.831	.000
Construction	6880.388	1386.240	.103	4.963	.000
Transportation	9971.400	1918.812	.080	5.197	.000
Communications	9147.788	2281.216	.058	4.010	.000

Wholesale	6278.294	1823.201	.054	3.444	.001
Retail	934.228	1403.389	.013	.666	.506
Finance	9483.442	1654.849	.097	5.731	.000
Business Services	8591.437	1964.468	.067	4.373	.000
Federal Government	5360.228	3236.957	.022	1.656	.098
Other Government	8714.983	2198.779	.058	3.964	.000
Education	6881.114	1656.829	.077	4.153	.000
Health	6874.851	1719.889	.066	3.997	.000
Food Sector	-1594.719	1729.026	-.015	-.922	.356
Employers	3127.879	1064.984	.040	2.937	.003
Petty Bourgeois	-5619.824	1239.302	-.060	-4.535	.000
Managers & Supervisors	13679.348	989.425	.183	13.826	.000
Semi-autonomous Workers	8520.870	1168.719	.110	7.291	.000
Age (24<x<61)	310.409	40.909	.109	7.588	.000
Females	-9645.978	688.501	-.200	-14.010	.000

a Dependent Variable: earnings
b Foreign-born

Italian Native-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.584	.341	.338	18984.8677

a Predictors: (Constant), Females, Retail, Agriculture, Age (24<x<61), Federal Government, Other Primary, Other Government, Petty Bourgeois, Food Sector, Transportation, Weeks worked in 1995, Communications, Managers & Supervisors, Wholesale, Business Services, Employers, Schooling, Health, Full-time, Finance, Construction, Semi-autonomous Workers, Education, Manufacturing
b Native-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-44012.233	2669.091		-16.490	.000
Schooling	1202.196	107.978	.150	11.134	.000
Full-time	9856.982	881.275	.144	11.185	.000
Weeks worked in 1995	517.886	26.354	.248	19.651	.000
Agriculture	1911.986	4616.005	.005	.414	.679
Other Primary	16956.682	4124.997	.050	4.111	.000
Manufacturing	8750.471	1310.135	.131	6.679	.000
Construction	3632.207	1474.702	.042	2.463	.014
Transportation	8542.526	1802.009	.069	4.741	.000
Communications	9940.677	1727.984	.086	5.753	.000
Wholesale	8243.838	1525.422	.088	5.404	.000
Retail	235.630	1321.889	.003	.178	.859
Finance	6798.919	1381.453	.088	4.922	.000
Business Services	7060.480	1445.506	.083	4.884	.000
Federal Government	4583.111	2493.858	.024	1.838	.066
Other Government	7921.244	1829.284	.063	4.330	.000

Education	4789.831	1539.451	.056	3.111	.002
Health	3908.925	1506.248	.044	2.595	.009
Food Sector	-3049.203	1767.932	-.025	-1.725	.085
Employers	5088.929	1247.373	.051	4.080	.000
Petty Bourgeois	-5275.249	1320.877	-.049	-3.994	.000
Managers & Supervisors	12122.036	864.794	.178	14.017	.000
Semi-autonomous Workers	7873.515	843.007	.136	9.340	.000
Age (24<x<61)	634.166	39.127	.200	16.208	.000
Females	-6617.775	620.046	-.141	-10.673	.000

a Dependent Variable: earnings
b Native-born

Portuguese

R	R Square	Adjusted R Square	Std. Error of the Estimate
.571	.326	.321	14890.6547

a Predictors: (Constant), Females, Manufacturing, Other Primary, Federal Government, Other Government, Agriculture, Managers & Supervisors, Communications, Weeks worked in 1995, Business Services, Education, Petty Bourgeois, Age (24<x<61), Food Sector, Transportation, Employers, Wholesale, Retail, Semi-autonomous Workers, Full-time, Finance, Health, Schooling, Construction

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-14282.329	2243.064		-6.367	.000
Schooling	457.792	75.815	.116	6.038	.000
Full-time	6751.121	955.588	.117	7.065	.000
Weeks worked in 1995	480.318	26.349	.300	18.229	.000
Agriculture	-3804.575	2898.934	-.021	-1.312	.189
Other Primary	20910.199	5050.277	.064	4.140	.000
Manufacturing	5525.920	995.881	.134	5.549	.000
Construction	6537.024	1144.744	.130	5.710	.000
Transportation	6427.233	1692.932	.066	3.797	.000
Communications	14358.143	2288.287	.103	6.275	.000
Wholesale	2026.593	1536.269	.024	1.319	.187
Retail	1700.513	1255.547	.026	1.354	.176
Finance	6662.115	1372.581	.093	4.854	.000
Business Services	6197.720	1683.784	.065	3.681	.000
Federal Government	4750.742	3545.294	.021	1.340	.180
Other Government	5401.192	2766.624	.032	1.952	.051
Education	6567.435	1843.303	.063	3.563	.000
Health	3881.481	1339.841	.056	2.897	.004
Food Sector	-2068.626	1521.093	-.024	-1.360	.174
Employers	1736.929	1360.558	.020	1.277	.202
Petty Bourgeois	-4418.650	1361.719	-.051	-3.245	.001
Managers & Supervisors	9780.578	1022.989	.151	9.561	.000

Semi-autonomous Workers	7324.455	1163.911	.108	6.293	.000
Age (24<x<61)	200.056	32.502	.105	6.155	.000
Females	-8832.514	631.101	-.242	-13.995	.000

a Dependent Variable: earnings

Portuguese Proletarians

R	R Square	Adjusted R Square	Std. Error of the Estimate
.575	.331	.325	12663.6466

a Predictors: (Constant), Females, Manufacturing, Agriculture, Other Primary, Other Government, Federal Government, Communications, Education, Age (24<x<61), Weeks worked in 1995, Food Sector, Business Services, Transportation, Wholesale, Finance, Full-time, Health, Retail, Schooling, Construction
b Proletarians

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-13123.55	2159.914		-6.076	.000
Schooling	481.79	74.181	.135	6.495	.000
Full-time	6272.04	922.051	.130	6.802	.000
Weeks worked in 1995	472.53	25.039	.357	18.872	.000
Agriculture	986.88	3092.839	.006	.319	.750
Other Primary	21402.11	4313.503	.089	4.962	.000
Manufacturing	5966.06	937.769	.177	6.362	.000
Construction	7399.31	1125.880	.172	6.572	.000
Transportation	6725.73	1644.746	.082	4.089	.000
Communications	13429.25	2395.491	.105	5.606	.000
Wholesale	2413.39	1490.153	.033	1.620	.105
Retail	2042.26	1240.127	.037	1.647	.100
Finance	5983.05	1388.312	.093	4.310	.000
Business Services	6075.56	1888.219	.063	3.218	.001
Federal Government	6586.77	3629.088	.033	1.815	.070
Other Government	7750.47	3101.095	.045	2.499	.013
Education	5562.03	1978.362	.053	2.811	.005
Health	3422.29	1315.894	.056	2.601	.009
Food Sector	248.82	1521.750	.003	.164	.870
Age (24<x<61)	169.22	31.193	.106	5.425	.000
Females	-8398.60	612.533	-.272	-13.711	.000

a Dependent Variable: earnings
b Proletarians

Portuguese Semi-autonomous Workers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.575	.331	.269	18409.7435

a Predictors: (Constant), Females, Food Sector, Business Services, Weeks worked in 1995, Agriculture, Federal Government, Other Government, Retail, Wholesale, Transportation, Construction, Communications, Finance, Age (24<x<61), Manufacturing, Full-time, Schooling, Education, Health

b Semi-autonomous workers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-17871.93	12386.321		-1.443	.151
Schooling	561.94	433.423	.093	1.297	.196
Full-time	8808.11	4658.777	.126	1.891	.060
Weeks worked in 1995	722.87	133.097	.358	5.431	.000
Agriculture	-1543.86	19599.853	-.005	-.079	.937
Manufacturing	-4586.34	7190.409	-.068	-.638	.524
Construction	5657.86	11277.712	.035	.502	.616
Transportation	-1522.88	9830.602	-.011	-.155	.877
Communications	-209.71	8591.442	-.002	-.024	.981
Wholesale	-10015.74	9381.902	-.081	-1.068	.287
Retail	-9829.30	9929.474	-.074	-.990	.323
Finance	9778.72	7395.180	.135	1.322	.188
Business Services	-2039.60	7195.443	-.031	-.283	.777
Federal Government	-13112.27	12668.224	-.070	-1.035	.302
Other Government	-3949.67	8175.794	-.043	-.483	.630
Education	2377.49	7138.445	.043	.333	.739
Health	-1112.39	6978.378	-.021	-.159	.874
Food Sector	-19055.66	14527.436	-.083	-1.312	.191
Age (24<x<61)	297.92	166.838	.116	1.786	.076
Females	-9827.71	2870.010	-.229	-3.424	.001

a Dependent Variable: earnings
b Semi-autonomous workers

Portuguese Managers and Supervisors

R	R Square	Adjusted R Square	Std. Error of the Estimate
.637	.405	.356	17258.5118

a Predictors: (Constant), Females, Transportation, Communications, Other Government, Agriculture, Wholesale, Business Services, Federal Government, Education, Food Sector, Health, Full-time, Retail, Weeks worked in 1995, Schooling, Manufacturing, Age (24<x<61), Finance, Construction
b Managers and Supervisors

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-36223.47	12629.218		-2.868	.005
Schooling	921.65	319.028	.184	2.889	.004
Full-time	19048.19	7448.395	.136	2.557	.011
Weeks worked in 1995	378.26	141.608	.147	2.671	.008
Agriculture	-14335.90	17954.897	-.042	-.798	.425
Manufacturing	7088.04	4510.808	.140	1.571	.117

Construction	5360.63	4722.236	.094	1.135	.257
Transportation	-9603.07	10970.539	-.049	-.875	.382
Communications	51908.75	9755.506	.303	5.321	.000
Wholesale	8083.23	6434.686	.081	1.256	.210
Retail	1540.30	5018.210	.024	.307	.759
Finance	8267.00	5007.586	.135	1.651	.100
Business Services	7146.45	6876.688	.065	1.039	.300
Federal Government	6522.17	10812.978	.033	.603	.547
Other Government	1477.16	12839.047	.006	.115	.909
Education	-4125.18	18063.917	-.012	-.228	.820
Health	14511.07	10807.313	.074	1.343	.181
Food Sector	-8062.04	5584.096	-.100	-1.444	.150
Age (24<x<61)	707.51	154.994	.278	4.565	.000
Females	-11808.00	2820.387	-.253	-4.187	.000

a Dependent Variable: earnings
b Managers and Supervisors

Portuguese Petty bourgeoisie

R	R Square	Adjusted R Square	Std. Error of the Estimate
.461	.212	.103	22635.5115

a Predictors: (Constant), Females, Weeks worked in 1995, Food Sector, Manufacturing, Agriculture, Communications, Wholesale, Retail, Finance, Business Services, Transportation, Age (24<x<61), Health, Full-time, Schooling, Construction
b Petty bourgeoisie

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	10628.00	17691.311		.601	.549
Schooling	-1251.67	622.619	-.216	-2.010	.047
Full-time	6749.97	5675.693	.121	1.189	.237
Weeks worked in 1995	529.92	178.043	.276	2.976	.004
Agriculture	-13624.56	14387.365	-.085	-.947	.346
Manufacturing	734.47	11257.417	.006	.065	.948
Construction	6472.74	7111.272	.115	.910	.365
Transportation	10833.00	9360.737	.120	1.157	.250
Communications	5427.82	12462.279	.039	.436	.664
Wholesale	4243.62	11596.181	.034	.366	.715
Retail	7161.94	7348.554	.098	.975	.332
Finance	1952.95	11625.060	.016	.168	.867
Business Services	19246.52	8626.790	.232	2.231	.028
Health	-45.27	8543.782	-.001	-.005	.996
Food Sector	-835.24	12486.828	-.006	-.067	.947
Age (24<x<61)	-168.28	276.245	-.062	-.609	.544
Females	-5017.46	6483.598	-.097	-.774	.441

a Dependent Variable: earnings

b Petty bourgeoisie

Portuguese Employers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.375	.141	.031	23142.0329

a Predictors: (Constant), Females, Wholesale, Schooling, Food Sector, Finance, Weeks worked in 1995, Agriculture, Retail, Transportation, Manufacturing, Business Services, Health, Age (24<x<61), Full-time, Construction
b Employers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	14708.83	20061.105		.733	.465
Schooling	367.64	541.181	.069	.679	.498
Full-time	9776.91	8949.273	.110	1.092	.277
Weeks worked in 1995	99.08	301.428	.032	.329	.743
Agriculture	-22148.08	11381.963	-.196	-1.946	.054
Manufacturing	8834.80	9790.593	.094	.902	.369
Construction	-2140.18	7291.645	-.042	-.294	.770
Transportation	-4380.92	12295.503	-.035	-.356	.722
Wholesale	-5905.05	10222.149	-.060	-.578	.565
Retail	-7173.79	8137.771	-.104	-.882	.380
Finance	-14030.76	13079.770	-.102	-1.073	.286
Business Services	3308.05	12316.587	.027	.269	.789
Health	18084.63	13524.470	.131	1.337	.184
Food Sector	-7667.81	8224.677	-.109	-.932	.353
Age (24<x<61)	77.65	250.995	.030	.309	.758
Females	-10716.95	5242.973	-.197	-2.044	.043

a Dependent Variable: earnings
b Employers

Portuguese Males

R	R Square	Adjusted R Square	Std. Error of the Estimate
.507	.257	.247	17321.2840

a Predictors: (Constant), Age (24<x<61), Finance, Other Primary, Other Government, Petty Bourgeois, Communications, Agriculture, Federal Government, Education, Health, Food Sector, Transportation, Wholesale, Managers & Supervisors, Business Services, Full-time, Employers, Retail, Weeks worked in 1995, Semi-autonomous Workers, Manufacturing, Schooling, Construction
b Males

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-23987.666	3646.169		-6.579	.000

Schooling	302.300	114.230	.069	2.646	.008
Full-time	10936.076	2016.297	.120	5.424	.000
Weeks worked in 1995	608.842	42.703	.332	14.258	.000
Agriculture	-5353.957	4173.816	-.029	-1.283	.200
Other Primary	24115.785	6312.103	.084	3.821	.000
Manufacturing	7071.807	1715.028	.155	4.123	.000
Construction	7577.145	1713.177	.166	4.423	.000
Transportation	7461.216	2432.890	.081	3.067	.002
Communications	13042.941	3323.618	.094	3.924	.000
Wholesale	1092.395	2344.943	.013	.466	.641
Retail	897.457	2122.294	.012	.423	.672
Finance	7733.580	2618.424	.077	2.954	.003
Business Services	5137.696	2919.298	.044	1.760	.079
Federal Government	6034.055	6758.369	.020	.893	.372
Other Government	5944.831	4548.727	.030	1.307	.191
Education	7486.213	3390.306	.055	2.208	.027
Health	5973.775	3052.898	.048	1.957	.051
Food Sector	-4240.230	2599.220	-.042	-1.631	.103
Employers	1748.623	1857.971	.021	.941	.347
Petty Bourgeois	-4230.537	1930.990	-.049	-2.191	.029
Managers & Supervisors	11193.447	1451.338	.172	7.713	.000
Semi-autonomous Workers	8701.598	1901.563	.111	4.576	.000
Age (24<x<61)	223.343	48.685	.108	4.588	.000

a Dependent Variable: earnings
b Males

Portuguese Females

R	R Square	Adjusted R Square	Std. Error of the Estimate
.591	.350	.338	10448.0040

a Predictors: (Constant), Age (24<x<61), Communications, Transportation, Other Primary, Federal Government, Construction, Other Government, Petty Bourgeois, Education, Agriculture, Wholesale, Managers & Supervisors, Food Sector, Weeks worked in 1995, Business Services, Employers, Retail, Health, Full-time, Finance, Semi-autonomous Workers, Schooling, Manufacturing
b Females

Coefficients

	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta		
(Constant)	-16285.126	2290.246		-7.11	.000
Schooling	639.330	85.428	.228	7.48	.000
Full-time	6615.582	836.049	.202	7.91	.000
Weeks worked in 1995	350.222	27.084	.321	12.93	.000
Agriculture	1035.503	3569.788	.007	.29	.772
Other Primary	4744.087	10524.053	.010	.45	.652
Manufacturing	3381.743	971.657	.115	3.48	.001
Construction	5661.827	2434.760	.056	2.32	.020

Transportation	3242.458	2376.261	.033	1.36	.173
Communications	16832.768	2824.875	.141	5.95	.000
Wholesale	3495.826	1780.555	.049	1.96	.050
Retail	1563.822	1242.017	.035	1.25	.208
Finance	5716.133	1244.163	.136	4.59	.000
Business Services	5758.536	1614.107	.095	3.56	.000
Federal Government	2948.917	3159.751	.022	.93	.351
Other Government	4571.354	2770.569	.040	1.65	.099
Education	4754.526	1687.349	.076	2.81	.005
Health	2642.075	1144.873	.070	2.30	.021
Food Sector	532.590	1474.985	.009	.36	.718
Employers	2654.580	1889.643	.033	1.40	.160
Petty Bourgeois	-2523.642	1721.981	-.034	-1.46	.143
Managers & Supervisors	5400.385	1281.946	.100	4.21	.000
Semi-autonomous Workers	5886.267	1177.305	.129	5.00	.000
Age (24<x<61)	149.293	36.715	.108	4.06	.000

a Dependent Variable: earnings
b Females

Portuguese Foreign-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.574	.330	.323	14832.7345

a Predictors: (Constant), Females, Manufacturing, Other Primary, Other Government, Agriculture, Federal Government, Managers & Supervisors, Communications, Age (24<x<61), Education, Weeks worked in 1995, Petty Bourgeois, Business Services, Wholesale, Food Sector, Employers, Transportation, Retail, Semi-autonomous Workers, Finance, Full-time, Health, Schooling, Construction
b Foreign-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-12972.977	2405.283		-5.394	.000
Schooling	496.672	80.182	.124	6.194	.000
Full-time	6425.813	1069.531	.108	6.008	.000
Weeks worked in 1995	482.160	28.317	.302	17.027	.000
Agriculture	-3803.739	3047.139	-.021	-1.248	.212
Other Primary	20709.832	5042.974	.069	4.107	.000
Manufacturing	5683.692	1047.877	.140	5.424	.000
Construction	6431.018	1203.162	.133	5.345	.000
Transportation	6135.113	1824.409	.063	3.363	.001
Communications	13304.476	2457.503	.096	5.414	.000
Wholesale	2018.918	1692.964	.023	1.193	.233
Retail	1568.808	1369.638	.024	1.145	.252
Finance	6690.597	1506.575	.090	4.441	.000
Business Services	6871.368	1923.438	.067	3.572	.000
Federal Government	4190.453	4399.638	.016	.952	.341

Other Government	4493.545	3193.749	.024	1.407	.160
Education	6981.179	2033.118	.065	3.434	.001
Health	3967.188	1501.270	.053	2.643	.008
Food Sector	-2083.438	1607.180	-.025	-1.296	.195
Employers	1283.848	1432.721	.015	.896	.370
Petty Bourgeois	-3124.576	1497.922	-.035	-2.086	.037
Managers & Supervisors	10365.541	1103.204	.160	9.396	.000
Semi-autonomous Workers	7317.564	1353.016	.099	5.408	.000
Age (24<x<61)	170.981	34.637	.089	4.936	.000
Females	-9271.443	687.475	-.255	-13.486	.000

a Dependent Variable: earnings
b Foreign-born

Portuguese Native-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.582	.338	.300	15275.5208

a Predictors: (Constant), Females, Communications, Semi-autonomous Workers, Agriculture, Federal Government, Weeks worked in 1995, Transportation, Petty Bourgeois, Food Sector, Other Government, Retail, Business Services, Age (24<x<61), Wholesale, Education, Managers & Supervisors, Finance, Employers, Construction, Full-time, Schooling, Health, Manufacturing
b Native-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-19499.201	7401.678		-2.634	.009
Schooling	149.352	284.723	.024	.525	.600
Full-time	8453.319	2239.293	.172	3.775	.000
Weeks worked in 1995	459.897	73.398	.282	6.266	.000
Agriculture	-6679.120	9649.337	-.031	-.692	.489
Manufacturing	3679.637	3240.279	.074	1.136	.257
Construction	4742.234	4006.871	.064	1.184	.237
Transportation	6580.656	4649.539	.069	1.415	.158
Communications	16644.316	6508.842	.116	2.557	.011
Wholesale	1491.649	3907.980	.021	.382	.703
Retail	1997.652	3355.791	.036	.595	.552
Finance	6284.445	3570.193	.104	1.760	.079
Business Services	4344.298	3858.572	.062	1.126	.261
Federal Government	6850.613	6459.080	.048	1.061	.290
Other Government	7186.753	5854.448	.057	1.228	.220
Education	3680.224	4608.625	.041	.799	.425
Health	3219.381	3352.058	.062	.960	.337
Food Sector	-360.606	4799.104	-.004	-.075	.940
Employers	4906.510	4490.880	.048	1.093	.275
Petty Bourgeois	-10135.245	3354.960	-.129	-3.021	.003
Managers & Supervisors	5663.299	2814.068	.089	2.012	.045

Semi-autonomous Workers	7663.252	2421.473	.152	3.165	.002
Age (24<x<61)	455.524	155.923	.127	2.921	.004
Females	-6445.126	1672.247	-.176	-3.854	.000

a Dependent Variable: earnings
b Native-born

Chinese

R	R Square	Adjusted R Square	Std. Error of the Estimate
.569	.324	.322	18892.1116

a Predictors: (Constant), Females, Other Government, Agriculture, Other Primary, Federal Government, Communications, Age (24<x<61), Transportation, Education, Managers & Supervisors, Construction, Weeks worked in 1995, Wholesale, Petty Bourgeois, Health, Employers, Retail, Finance, Full-time, Business Services, Schooling, Food Sector, Semi-autonomous Workers, Manufacturing

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-32088.771	1754.979		-18.284	.000
Schooling	953.032	59.727	.170	15.957	.000
Full-time	9249.237	638.695	.138	14.481	.000
Weeks worked in 1995	496.498	17.687	.264	28.072	.000
Agriculture	858.125	2839.467	.003	.302	.762
Other Primary	19135.822	2788.488	.063	6.862	.000
Manufacturing	4358.959	980.469	.074	4.446	.000
Construction	2896.396	1573.075	.019	1.841	.066
Transportation	7162.015	1575.393	.047	4.546	.000
Communications	11851.386	1481.910	.086	7.997	.000
Wholesale	2927.979	1134.815	.033	2.580	.010
Retail	-380.620	1051.213	-.005	-.362	.717
Finance	7866.424	1065.379	.104	7.384	.000
Business Services	6372.332	1072.641	.085	5.941	.000
Federal Government	8748.300	1982.056	.043	4.414	.000
Other Government	12205.373	1749.715	.071	6.976	.000
Education	667.386	1288.351	.006	.518	.604
Health	13078.996	1159.645	.146	11.278	.000
Food Sector	-2807.151	1028.403	-.041	-2.730	.006
Employers	3766.951	784.443	.045	4.802	.000
Petty Bourgeois	-1527.326	805.018	-.018	-1.897	.058
Managers & Supervisors	9352.590	760.867	.115	12.292	.000
Semi-autonomous Workers	8251.626	610.917	.148	13.507	.000
Age (24<x<61)	272.755	24.048	.104	11.342	.000
Females	-4585.829	426.732	-.100	-10.746	.000

a Dependent Variable: earnings

Chinese Proletarians

R	R Square	Adjusted R Square	Std. Error of the Estimate
.587	.345	.342	12308.9199

a Predictors: (Constant), Females, Other Primary, Federal Government, Agriculture, Other Government, Age (24<x<61), Communications, Education, Wholesale, Construction, Transportation, Weeks worked in 1995, Business Services, Health, Retail, Finance, Full-time, Schooling, Food Sector, Manufacturing
b Proletarians

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-15193.56	1513.493		-10.039	.000
Schooling	584.56	51.121	.151	11.435	.000
Full-time	6994.50	546.583	.163	12.797	.000
Weeks worked in 1995	432.33	14.692	.369	29.426	.000
Agriculture	-2026.09	2532.866	-.010	-.800	.424
Other Primary	17909.02	2730.326	.081	6.559	.000
Manufacturing	1220.79	825.565	.035	1.479	.139
Construction	500.65	1595.197	.004	.314	.754
Transportation	5246.85	1267.651	.060	4.139	.000
Communications	8474.04	1271.640	.096	6.664	.000
Wholesale	2094.08	1001.897	.036	2.090	.037
Retail	-2407.15	918.015	-.049	-2.622	.009
Finance	4246.32	928.170	.086	4.575	.000
Business Services	3122.69	1103.028	.044	2.831	.005
Federal Government	2346.35	2041.592	.015	1.149	.250
Other Government	10865.47	1733.748	.082	6.267	.000
Education	3104.84	1621.382	.025	1.915	.056
Health	2906.80	1107.116	.041	2.626	.009
Food Sector	-4734.48	855.601	-.120	-5.534	.000
Age (24<x<61)	140.66	20.767	.083	6.773	.000
Females	-4153.13	376.577	-.136	-11.029	.000

a Dependent Variable: earnings
b Proletarians

Chinese Semi-autonomous Workers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.579	.335	.328	19086.1191

a Predictors: (Constant), Females, Other Government, Agriculture, Food Sector, Other Primary, Retail, Transportation, Construction, Federal Government, Age (24<x<61), Communications, Weeks worked in 1995, Wholesale, Finance, Schooling, Manufacturing, Full-time, Health, Education, Business Services
b Semi-autonomous Workers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.

		Std. Error	Beta		
(Constant)	-56054.96	4762.291		-11.771	.000
Schooling	1135.25	172.714	.130	6.573	.000
Full-time	13754.50	1555.150	.188	8.844	.000
Weeks worked in 1995	710.07	42.080	.342	16.874	.000
Agriculture	14548.84	19300.560	.014	.754	.451
Other Primary	19423.41	4834.095	.087	4.018	.000
Manufacturing	7632.01	2729.951	.111	2.796	.005
Construction	2526.29	4173.365	.014	.605	.545
Transportation	7156.52	4315.104	.038	1.658	.097
Communications	14242.04	3304.572	.119	4.310	.000
Wholesale	3637.87	3222.567	.032	1.129	.259
Retail	11443.48	3272.823	.097	3.497	.000
Finance	10074.70	2844.874	.124	3.541	.000
Business Services	6472.65	2634.161	.111	2.457	.014
Federal Government	9457.44	3462.300	.072	2.732	.006
Other Government	9201.36	3316.402	.076	2.775	.006
Education	-45.92	2671.318	-.001	-.017	.986
Health	6411.46	2713.503	.095	2.363	.018
Food Sector	-11603.80	9863.266	-.023	-1.176	.240
Age (24<x<61)	656.20	54.124	.236	12.124	.000
Females	-1896.49	954.390	-.040	-1.987	.047

a Dependent Variable: earnings
b Semi-autonomous Workers

Chinese Managers and Supervisors

R	R Square	Adjusted R Square	Std. Error of the Estimate
.547	.299	.280	23334.2004

a Predictors: (Constant), Females, Other Government, Weeks worked in 1995, Federal Government, Education, Other Primary, Transportation, Agriculture, Communications, Wholesale, Health, Construction, Business Services, Age (24<x<61), Full-time, Retail, Schooling, Food Sector, Finance, Manufacturing
b Managers and Supervisors

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-52972.60	8230.025		-6.437	.000
Schooling	1584.12	269.873	.195	5.870	.000
Full-time	11659.26	3835.646	.098	3.040	.002
Weeks worked in 1995	713.85	88.069	.264	8.106	.000
Agriculture	-5140.36	8033.070	-.022	-.640	.522
Other Primary	43275.08	12268.825	.113	3.527	.000
Manufacturing	8282.07	4249.772	.109	1.949	.052
Construction	2337.52	6036.491	.015	.387	.699
Transportation	12701.09	6756.918	.068	1.880	.061

Communications	18105.17	6313.772	.108	2.868	.004
Wholesale	2690.30	4544.747	.029	.592	.554
Retail	2099.39	4344.812	.026	.483	.629
Finance	14973.09	4302.492	.190	3.480	.001
Business Services	10460.46	4596.502	.110	2.276	.023
Federal Government	18135.30	7948.394	.079	2.282	.023
Other Government	16871.93	6197.866	.103	2.722	.007
Education	10057.88	6637.967	.055	1.515	.130
Health	6969.91	5795.442	.048	1.203	.229
Food Sector	-2998.87	4359.202	-.036	-.688	.492
Age (24<x<61)	431.47	109.861	.126	3.927	.000
Females	-5956.45	1859.270	-.103	-3.204	.001

a Dependent Variable: earnings
b Managers and Supervisors

Chinese Petty Bourgeoisie

R	R Square	Adjusted R Square	Std. Error of the Estimate
.512	.262	.242	26094.8210

a Predictors: (Constant), Females, Manufacturing, Other Primary, Weeks worked in 1995, Communications, Transportation, Agriculture, Health, Education, Food Sector, Construction, Age (24<x<61), Wholesale, Finance, Schooling, Full-time, Retail, Business Services
b Petty Bourgeoisie

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-37257.14	8311.848		-4.482	.000
Schooling	790.77	288.699	.104	2.739	.006
Full-time	9097.09	2619.831	.129	3.472	.001
Weeks worked in 1995	428.93	85.883	.178	4.994	.000
Agriculture	8517.96	11161.037	.026	.763	.446
Other Primary	2168.21	18776.177	.004	.115	.908
Manufacturing	7532.24	5548.976	.054	1.357	.175
Construction	11681.16	5556.360	.085	2.102	.036
Transportation	2957.12	9792.957	.011	.302	.763
Communications	11919.97	10383.436	.040	1.148	.251
Wholesale	4733.35	4503.763	.048	1.051	.294
Retail	1305.37	4014.435	.016	.325	.745
Finance	13617.30	4316.472	.147	3.155	.002
Business Services	10983.03	3954.492	.148	2.777	.006
Education	5475.42	6315.390	.033	.867	.386
Health	51770.63	5266.716	.414	9.830	.000
Food Sector	-579.69	4824.029	-.005	-.120	.904
Age (24<x<61)	366.79	126.053	.101	2.910	.004
Females	-5714.53	2164.331	-.092	-2.640	.008

a Dependent Variable: earnings

b Petty Bourgeoisie

Chinese Employers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.540	.291	.273	29077.8037

a Predictors: (Constant), Females, Food Sector, Communications, Other Primary, Agriculture, Education, Transportation, Weeks worked in 1995, Finance, Manufacturing, Age (24<x<61), Construction, Health, Wholesale, Full-time, Business Services, Schooling, Retail
b Employers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-33340.67	10051.459		-3.317	.001
Schooling	1094.91	299.677	.140	3.654	.000
Full-time	16504.76	3796.536	.157	4.347	.000
Weeks worked in 1995	321.71	117.199	.095	2.745	.006
Agriculture	25834.62	13759.920	.063	1.878	.061
Other Primary	-17365.10	21062.569	-.027	-.824	.410
Manufacturing	-959.99	5762.852	-.008	-.167	.868
Construction	8673.58	6324.911	.059	1.371	.171
Transportation	11034.78	11875.272	.032	.929	.353
Communications	-5181.31	21062.136	-.008	-.246	.806
Wholesale	8795.42	5437.036	.080	1.618	.106
Retail	288.61	5010.429	.003	.058	.954
Finance	13496.43	6570.494	.086	2.054	.040
Business Services	18061.84	5264.756	.185	3.431	.001
Education	2707.15	10311.785	.009	.263	.793
Health	51166.27	5940.690	.425	8.613	.000
Food Sector	154.62	4997.027	.002	.031	.975
Age (24<x<61)	198.57	138.479	.048	1.434	.152
Females	-1882.91	2396.073	-.027	-.786	.432

a Dependent Variable: earnings
b Employers

Chinese Males

R	R Square	Adjusted R Square	Std. Error of the Estimate
.553	.306	.303	21902.6412

a Predictors: (Constant), Age (24<x<61), Retail, Full-time, Other Primary, Agriculture, Federal Government, Other Government, Managers & Supervisors, Communications, Transportation, Construction, Health, Education, Petty Bourgeois, Finance, Wholesale, Employers, Weeks worked in 1995, Schooling, Food Sector, Business Services, Semi-autonomous Workers, Manufacturing
b Males

Coefficients

	Unstandardized		Standardized	t	Sig.

	Coefficients		Coefficients		
	B	Std. Error	Beta		
(Constant)	-42104.916	2871.431		-14.663	.000
Schooling	977.718	94.492	.154	10.347	.000
Full-time	10259.233	1221.369	.111	8.400	.000
Weeks worked in 1995	581.000	29.856	.258	19.460	.000
Agriculture	536.640	4516.828	.002	.119	.905
Other Primary	22887.451	4189.589	.073	5.463	.000
Manufacturing	6668.815	1743.062	.100	3.826	.000
Construction	4303.357	2279.043	.031	1.888	.059
Transportation	7830.586	2420.692	.052	3.235	.001
Communications	11491.194	2413.959	.077	4.760	.000
Wholesale	3657.253	1908.664	.039	1.916	.055
Retail	-38.184	1841.630	.000	-.021	.983
Finance	9922.331	1942.444	.102	5.108	.000
Business Services	8085.174	1852.181	.099	4.365	.000
Federal Government	10033.601	3146.323	.046	3.189	.001
Other Government	13841.807	2931.812	.069	4.721	.000
Education	38.220	2279.670	.000	.017	.987
Health	27610.662	2252.575	.211	12.257	.000
Food Sector	-3224.411	1795.447	-.043	-1.796	.073
Employers	1881.668	1185.016	.021	1.588	.112
Petty Bourgeois	-1847.703	1216.374	-.021	-1.519	.129
Managers & Supervisors	9576.749	1126.216	.115	8.503	.000
Semi-autonomous Workers	7072.924	981.851	.115	7.204	.000
Age (24<x<61)	373.197	37.882	.126	9.852	.000

a Dependent Variable: earnings
b Males

Chinese Females

R	R Square	Adjusted R Square	Std. Error of the Estimate
.608	.370	.366	14300.8332

a Predictors: (Constant), Age (24<x<61), Education, Agriculture, Construction, Other Primary, Federal Government, Transportation, Other Government, Communications, Managers & Supervisors, Petty Bourgeois, Wholesale, Weeks worked in 1995, Employers, Health, Retail, Business Services, Full-time, Food Sector, Schooling, Finance, Semi-autonomous Workers, Manufacturing
b Females

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-24998.590	1833.634		-13.633	.000
Schooling	778.649	67.556	.175	11.526	.000
Full-time	8373.614	613.906	.182	13.640	.000
Weeks worked in 1995	420.886	18.547	.297	22.693	.000
Agriculture	2221.621	3169.670	.009	.701	.483

Other Primary	13805.845	3393.124	.052	4.069	.000
Manufacturing	2042.750	989.446	.044	2.065	.039
Construction	5229.998	2591.066	.026	2.018	.044
Transportation	7071.216	1976.320	.048	3.578	.000
Communications	13851.107	1646.437	.119	8.413	.000
Wholesale	3295.883	1236.140	.043	2.666	.008
Retail	26.675	1076.878	.000	.025	.980
Finance	6811.237	1047.942	.126	6.500	.000
Business Services	5422.338	1121.698	.087	4.834	.000
Federal Government	8702.377	2242.055	.052	3.881	.000
Other Government	11256.478	1851.839	.084	6.079	.000
Education	1254.745	1302.850	.016	.963	.336
Health	6382.570	1108.905	.108	5.756	.000
Food Sector	-1444.369	1064.541	-.025	-1.357	.175
Employers	4627.292	944.463	.063	4.899	.000
Petty Bourgeois	-2068.850	967.046	-.027	-2.139	.032
Managers & Supervisors	7980.400	948.999	.107	8.409	.000
Semi-autonomous Workers	9724.049	678.645	.212	14.329	.000
Age (24<x<61)	156.167	27.137	.075	5.755	.000

a Dependent Variable: earnings
b Females

Chinese Foreign-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.566	.320	.318	18616.2867

a Predictors: (Constant), Females, Manufacturing, Age (24<x<61), Other Primary, Agriculture, Federal Government, Other Government, Communications, Transportation, Managers & Supervisors, Weeks worked in 1995, Construction, Education, Petty Bourgeois, Wholesale, Employers, Health, Business Services, Full-time, Finance, Schooling, Retail, Semi-autonomous Workers, Food Sector
b Foreign-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-31774.391	1796.173		-17.690	.000
Schooling	921.179	60.904	.170	15.125	.000
Full-time	8517.662	659.856	.129	12.908	.000
Weeks worked in 1995	485.482	18.088	.265	26.840	.000
Agriculture	989.784	2837.924	.003	.349	.727
Other Primary	18508.728	3082.890	.058	6.004	.000
Manufacturing	4555.035	1007.417	.080	4.521	.000
Construction	3180.553	1600.478	.022	1.987	.047
Transportation	6972.523	1660.904	.046	4.198	.000
Communications	11722.400	1581.906	.082	7.410	.000
Wholesale	2759.036	1171.650	.032	2.355	.019
Retail	-500.024	1086.597	-.007	-.460	.645

Finance	7980.800	1105.315	.107	7.220	.000
Business Services	6440.090	1116.486	.086	5.768	.000
Federal Government	9185.171	2183.788	.043	4.206	.000
Other Government	11146.780	1859.286	.063	5.995	.000
Education	156.908	1353.620	.001	.116	.908
Health	12288.982	1214.652	.137	10.117	.000
Food Sector	-2585.454	1055.292	-.039	-2.450	.014
Employers	3427.701	793.626	.043	4.319	.000
Petty Bourgeois	-1628.413	824.839	-.020	-1.974	.048
Managers & Supervisors	8995.922	802.699	.110	11.207	.000
Semi-autonomous Workers	8426.568	647.464	.150	13.015	.000
Age (24<x<61)	291.083	24.935	.112	11.674	.000
Females	-4423.022	442.691	-.098	-9.991	.000

a Dependent Variable: earnings
b Foreign-born

Chinese Native-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.580	.337	.316	20642.0660

a Predictors: (Constant), Females, Petty Bourgeois, Retail, Other Primary, Construction, Other Government, Federal Government, Transportation, Communications, Agriculture, Age (24<x<61), Managers & Supervisors, Weeks worked in 1995, Wholesale, Employers, Manufacturing, Schooling, Food Sector, Health, Full-time, Education, Finance, Semi-autonomous Workers, Business Services
b Native-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-46184.164	7701.898		-5.996	.000
Schooling	1040.489	288.798	.118	3.603	.000
Full-time	17209.169	2381.421	.237	7.226	.000
Weeks worked in 1995	533.441	75.259	.227	7.088	.000
Agriculture	6162.796	21217.613	.009	.290	.772
Other Primary	18850.884	7006.290	.087	2.691	.007
Manufacturing	5325.102	4009.149	.060	1.328	.184
Construction	2923.055	7300.353	.013	.400	.689
Transportation	6579.093	4973.681	.049	1.323	.186
Communications	11203.251	4468.715	.100	2.507	.012
Wholesale	7033.347	4196.884	.071	1.676	.094
Retail	1215.393	3841.549	.015	.316	.752
Finance	7648.792	3773.349	.099	2.027	.043
Business Services	5478.428	3724.098	.077	1.471	.142
Federal Government	5304.799	5221.830	.037	1.016	.310
Other Government	16733.188	5259.426	.114	3.182	.002
Education	3706.833	4171.434	.040	.889	.374
Health	15393.003	3865.994	.190	3.982	.000

Food Sector	-2754.081	4264.862	-.027	-.646	.519
Employers	12844.494	3934.349	.103	3.265	.001
Petty Bourgeois	1661.067	3344.707	.016	.497	.620
Managers & Supervisors	9786.818	2387.941	.130	4.098	.000
Semi-autonomous Workers	6888.107	1903.485	.132	3.619	.000
Age (24<x<61)	503.637	105.132	.149	4.791	.000
Females	-5126.295	1520.112	-.102	-3.372	.001

a Dependent Variable: earnings
b Native-born

South Asians

R	R Square	Adjusted R Square	Std. Error of the Estimate
.589	.347	.344	18788.6916

a Predictors: (Constant), Females, Federal Government, Other Primary, Communications, Other Government, Agriculture, Managers & Supervisors, Wholesale, Petty Bourgeois, Construction, Education, Food Sector, Age (24<x<61), Employers, Finance, Full-time, Transportation, Business Services, Weeks worked in 1995, Health, Retail, Schooling, Semi-autonomous Workers, Manufacturing

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-31785.826	2014.483		-15.779	.000
Schooling	820.210	74.581	.136	10.998	.000
Full-time	8993.937	773.204	.131	11.632	.000
Weeks worked in 1995	488.566	20.681	.267	23.624	.000
Agriculture	130.842	1807.775	.001	.072	.942
Other Primary	14360.808	3901.983	.040	3.680	.000
Manufacturing	4415.853	1153.050	.082	3.830	.000
Construction	1489.128	1860.525	.010	.800	.424
Transportation	1787.181	1523.172	.017	1.173	.241
Communications	7545.574	1768.539	.054	4.267	.000
Wholesale	3385.736	1479.977	.033	2.288	.022
Retail	-1694.113	1276.138	-.022	-1.328	.184
Finance	6414.569	1382.807	.072	4.639	.000
Business Services	5304.548	1351.549	.063	3.925	.000
Federal Government	7018.612	2100.699	.040	3.341	.001
Other Government	8981.888	1843.386	.062	4.872	.000
Education	3105.672	1593.267	.029	1.949	.051
Health	9740.236	1365.283	.116	7.134	.000
Food Sector	-3051.295	1381.341	-.034	-2.209	.027
Employers	7726.058	1054.290	.080	7.328	.000
Petty Bourgeois	-3285.917	1147.624	-.031	-2.863	.004
Managers & Supervisors	11161.943	910.695	.134	12.257	.000
Semi-autonomous Workers	10515.516	786.449	.168	13.371	.000
Age (24<x<61)	365.213	26.729	.147	13.664	.000

Females	-6616.285	533.001	-.141	-12.413	.000

a Dependent Variable: earnings

South Asian Proletarians

R	R Square	Adjusted R Square	Std. Error of the Estimate
.583	.340	.336	12869.4962

a Predictors: (Constant), Females, Communications, Other Primary, Federal Government, Other Government, Wholesale, Age (24<x<61), Education, Business Services, Construction, Weeks worked in 1995, Food Sector, Transportation, Finance, Agriculture, Health, Full-time, Retail, Schooling, Manufacturing

b Proletarians

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-19672.83	1724.104		-11.410	.000
Schooling	470.53	62.305	.108	7.552	.000
Full-time	6741.84	640.386	.151	10.528	.000
Weeks worked in 1995	442.30	16.822	.371	26.293	.000
Agriculture	530.42	1444.027	.006	.367	.713
Other Primary	12256.39	3433.409	.048	3.570	.000
Manufacturing	4818.13	941.078	.142	5.120	.000
Construction	2682.98	1625.618	.026	1.650	.099
Transportation	4858.16	1291.472	.066	3.762	.000
Communications	9519.11	1462.181	.105	6.510	.000
Wholesale	4286.23	1270.692	.059	3.373	.001
Retail	489.17	1071.087	.010	.457	.648
Finance	5064.34	1152.458	.085	4.394	.000
Business Services	2940.54	1238.420	.043	2.374	.018
Federal Government	7875.83	2039.273	.056	3.862	.000
Other Government	11910.55	1687.247	.108	7.059	.000
Education	2188.78	1730.274	.019	1.265	.206
Health	5023.58	1209.218	.077	4.154	.000
Food Sector	-1308.99	1121.658	-.023	-1.167	.243
Age (24<x<61)	236.21	23.030	.138	10.257	.000
Females	-4771.19	446.953	-.151	-10.675	.000

a Dependent Variable: earnings

b Proletarians

South Asian Semi-autonomous Workers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.575	.331	.317	22967.7517

a Predictors: (Constant), Females, Food Sector, Finance, Agriculture, Retail, Other Primary, Communications, Transportation, Construction, Other Government, Wholesale, Federal Government, Weeks worked in 1995, Schooling, Age (24<x<61), Manufacturing, Full-time, Business Services, Health, Education

b Semi-autonomous Workers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-58863.65	7066.241		-8.330	.000
Schooling	1732.19	276.297	.175	6.269	.000
Full-time	14938.98	2512.072	.172	5.947	.000
Weeks worked in 1995	711.39	67.454	.300	10.546	.000
Agriculture	-7563.82	13885.417	-.015	-.545	.586
Other Primary	5235.31	9558.076	.016	.548	.584
Manufacturing	1737.87	4513.045	.020	.385	.700
Construction	-7325.51	7159.042	-.032	-1.023	.306
Transportation	-3329.08	7736.581	-.013	-.430	.667
Communications	971.46	5950.545	.006	.163	.870
Wholesale	-976.86	5546.894	-.007	-.176	.860
Retail	2027.45	6162.460	.011	.329	.742
Finance	3091.67	4880.502	.028	.633	.527
Business Services	2628.36	4400.382	.034	.597	.550
Federal Government	116.66	5171.525	.001	.023	.982
Other Government	1106.81	4970.146	.010	.223	.824
Education	-683.68	4370.584	-.010	-.156	.876
Health	7453.05	4355.872	.104	1.711	.087
Food Sector	-15587.06	11035.629	-.040	-1.412	.158
Age (24<x<61)	663.86	79.008	.232	8.403	.000
Females	-9571.05	1671.170	-.169	-5.727	.000

a Dependent Variable: earnings
b Semi-autonomous Workers

South Asian Managers and Supervisors

R	R Square	Adjusted R Square	Std. Error of the Estimate
.601	.362	.336	23582.2832

a Predictors: (Constant), Females, Construction, Other Primary, Communications, Agriculture, Federal Government, Transportation, Education, Other Government, Business Services, Health, Full-time, Wholesale, Food Sector, Age (24<x<61), Finance, Schooling, Weeks worked in 1995, Retail, Manufacturing
b Managers and Supervisors

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-36034.99	10806.507		-3.335	.001
Schooling	1090.50	345.937	.123	3.152	.002
Full-time	9628.74	4856.906	.074	1.982	.048
Weeks worked in 1995	553.68	118.927	.190	4.656	.000

Agriculture	-6483.21	7585.717	-.043	-.855	.393
Other Primary	75299.23	17370.209	.162	4.335	.000
Manufacturing	6658.27	5309.821	.097	1.254	.210
Construction	751.69	8885.747	.004	.085	.933
Transportation	6689.81	7951.077	.038	.841	.401
Communications	10531.47	7496.356	.065	1.405	.161
Wholesale	1157.38	5968.960	.011	.194	.846
Retail	-5537.09	5483.836	-.070	-1.010	.313
Finance	22865.54	5872.790	.236	3.893	.000
Business Services	18967.66	6356.677	.161	2.984	.003
Federal Government	10305.74	8717.582	.052	1.182	.238
Other Government	13332.57	7537.616	.082	1.769	.078
Education	17300.77	10169.407	.069	1.701	.090
Health	7242.04	9338.159	.033	.776	.438
Food Sector	-10824.82	5863.184	-.113	-1.846	.065
Age (24<x<61)	540.52	121.947	.170	4.433	.000
Females	-10454.56	2428.859	-.167	-4.304	.000

a Dependent Variable: earnings
b Managers and Supervisors

South Asian Petty Bourgeoisie

R	R Square	Adjusted R Square	Std. Error of the Estimate
.368	.135	.084	25822.6919

a Predictors: (Constant), Females, Finance, Weeks worked in 1995, Agriculture, Communications, Manufacturing, Education, Wholesale, Food Sector, Age (24<x<61), Business Services, Construction, Health, Full-time, Schooling, Transportation, Retail
b Petty bourgeoisie

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-6292.96	11924.044		-.528	.598
Schooling	200.51	478.492	.026	.419	.675
Full-time	10962.77	4103.081	.160	2.672	.008
Weeks worked in 1995	258.47	134.168	.117	1.927	.055
Agriculture	-1268.18	11344.975	-.007	-.112	.911
Manufacturing	9298.33	8396.084	.074	1.107	.269
Construction	3082.26	8711.925	.025	.354	.724
Transportation	770.74	6669.837	.010	.116	.908
Communications	343.10	12649.985	.002	.027	.978
Wholesale	9976.62	7339.403	.099	1.359	.175
Retail	-1070.03	6026.147	-.016	-.178	.859
Finance	13254.42	8101.524	.113	1.636	.103
Business Services	4318.28	6382.700	.057	.677	.499
Education	8363.25	11036.210	.046	.758	.449

Health	26609.02	7540.095	.255	3.529	.000
Food Sector	2116.60	7800.511	.019	.271	.786
Age (24<x<61)	28.52	179.036	.009	.159	.874
Females	-7151.50	3717.125	-.120	-1.924	.055

a Dependent Variable: earnings
b Petty bourgeoisie

South Asian Employers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.548	.300	.265	30864.6995

a Predictors: (Constant), Females, Wholesale, Other Primary, Agriculture, Education, Communications, Finance, Food Sector, Construction, Age (24<x<61), Manufacturing, Full-time, Health, Transportation, Weeks worked in 1995, Schooling, Business Services, Retail
b Employers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-41669.03	13038.799		-3.196	.002
Schooling	1523.20	481.034	.169	3.167	.002
Full-time	4921.93	6131.575	.039	.803	.423
Weeks worked in 1995	762.75	169.775	.229	4.493	.000
Agriculture	-571.43	12135.416	-.003	-.047	.962
Other Primary	-24040.47	31862.265	-.035	-.755	.451
Manufacturing	-3027.63	8330.507	-.026	-.363	.716
Construction	-2425.61	9519.927	-.016	-.255	.799
Transportation	-10457.32	8409.102	-.092	-1.244	.214
Communications	-4933.70	15498.726	-.016	-.318	.750
Wholesale	3233.83	9283.449	.022	.348	.728
Retail	-11840.91	7843.383	-.126	-1.510	.132
Finance	-11451.05	13141.533	-.046	-.871	.384
Business Services	5137.99	8176.931	.051	.628	.530
Education	-16089.80	16929.663	-.046	-.950	.343
Health	25863.79	8692.714	.232	2.975	.003
Food Sector	-15387.89	8951.171	-.114	-1.719	.086
Age (24<x<61)	461.72	182.638	.117	2.528	.012
Females	-10274.92	3834.074	-.126	-2.680	.008

a Dependent Variable: earnings
b Employers

South Asian Males

R	R Square	Adjusted R Square	Std. Error of the Estimate
.562	.316	.312	21845.9999

a Predictors: (Constant), Age (24<x<61), Other Primary, Finance, Semi-autonomous Workers, Communications, Construction, Full-time, Wholesale, Agriculture, Other Government, Petty Bourgeois,

Health, Federal Government, Food Sector, Managers & Supervisors, Employers, Transportation, Retail, Weeks worked in 1995, Education, Business Services, Schooling, Manufacturing
b Males

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-43608.329	3156.953		-13.813	.000
Schooling	922.115	114.482	.135	8.055	.000
Full-time	9944.795	1526.668	.098	6.514	.000
Weeks worked in 1995	583.404	34.551	.258	16.885	.000
Agriculture	-1491.214	3213.739	-.008	-.464	.643
Other Primary	18582.706	5440.541	.051	3.416	.001
Manufacturing	6540.491	1883.140	.114	3.473	.001
Construction	3693.674	2582.600	.027	1.430	.153
Transportation	3198.414	2225.867	.032	1.437	.151
Communications	8379.793	2760.025	.055	3.036	.002
Wholesale	4650.804	2311.506	.042	2.012	.044
Retail	-2211.827	2099.783	-.026	-1.053	.292
Finance	8481.010	2390.570	.073	3.548	.000
Business Services	6527.989	2175.633	.071	3.001	.003
Federal Government	6091.756	3304.289	.031	1.844	.065
Other Government	9499.764	3060.935	.054	3.104	.002
Education	6409.489	2774.382	.044	2.310	.021
Health	24251.151	2653.187	.173	9.140	.000
Food Sector	-3288.004	2270.027	-.031	-1.448	.148
Employers	7472.496	1462.821	.077	5.108	.000
Petty Bourgeois	-3046.967	1608.954	-.028	-1.894	.058
Managers & Supervisors	12805.716	1307.418	.148	9.795	.000
Semi-autonomous Workers	11299.382	1208.243	.162	9.352	.000
Age (24<x<61)	450.944	40.381	.163	11.167	.000

a Dependent Variable: earnings
b Males

South Asian Females

R	R Square	Adjusted R Square	Std. Error of the Estimate
.626	.392	.387	12898.3548

a Predictors: (Constant), Age (24<x<61), Transportation, Other Primary, Construction, Federal Government, Communications, Other Government, Managers & Supervisors, Wholesale, Petty Bourgeois, Employers, Food Sector, Weeks worked in 1995, Education, Business Services, Finance, Full-time, Agriculture, Retail, Semi-autonomous Workers, Schooling, Health, Manufacturing
b Females

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.

	B	Std. Error	Beta		
(Constant)	-22802.372	2009.723		-11.346	.000
Schooling	509.607	79.953	.118	6.374	.000
Full-time	8425.719	668.419	.208	12.605	.000
Weeks worked in 1995	404.561	19.984	.336	20.244	.000
Agriculture	-220.549	1653.061	-.003	-.133	.894
Other Primary	8539.514	4981.249	.027	1.714	.087
Manufacturing	1803.216	1147.842	.043	1.571	.116
Construction	3282.549	3199.515	.016	1.026	.305
Transportation	5532.317	2269.451	.041	2.438	.015
Communications	8569.480	1854.625	.083	4.621	.000
Wholesale	2717.602	1574.296	.033	1.726	.084
Retail	-98.674	1249.931	-.002	-.079	.937
Finance	5381.977	1290.000	.097	4.172	.000
Business Services	4596.521	1363.698	.073	3.371	.001
Federal Government	8508.036	2160.951	.068	3.937	.000
Other Government	9352.857	1777.645	.098	5.261	.000
Education	1911.678	1488.122	.029	1.285	.199
Health	5162.012	1225.071	.110	4.214	.000
Food Sector	-1925.738	1347.727	-.031	-1.429	.153
Employers	7304.034	1362.813	.084	5.360	.000
Petty Bourgeois	-2492.354	1434.180	-.027	-1.738	.082
Managers & Supervisors	7882.448	1083.776	.115	7.273	.000
Semi-autonomous Workers	9152.055	836.276	.199	10.944	.000
Age (24<x<61)	206.783	29.363	.113	7.042	.000

a Dependent Variable: earnings
b Females

South Asian Foreign-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.588	.346	.343	18725.1465

a Predictors: (Constant), Females, Federal Government, Other Primary, Communications, Other Government, Wholesale, Agriculture, Petty Bourgeois, Education, Managers & Supervisors, Construction, Food Sector, Employers, Age (24<x<61), Finance, Full-time, Business Services, Transportation, Health, Weeks worked in 1995, Retail, Schooling, Semi-autonomous Workers, Manufacturing
b Foreign-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-31678.455	2041.434		-15.518	.000
Schooling	821.447	75.297	.137	10.909	.000
Full-time	8955.776	788.033	.131	11.365	.000
Weeks worked in 1995	482.156	20.944	.265	23.021	.000
Agriculture	489.882	1827.139	.004	.268	.789
Other Primary	8325.852	4048.842	.023	2.056	.040

Manufacturing	4649.293	1174.545	.088	3.958	.000
Construction	1604.343	1885.872	.011	.851	.395
Transportation	1995.392	1547.018	.019	1.290	.197
Communications	7983.946	1819.632	.057	4.388	.000
Wholesale	3646.161	1501.908	.036	2.428	.015
Retail	-1469.844	1300.629	-.020	-1.130	.258
Finance	6991.521	1416.079	.078	4.937	.000
Business Services	5588.840	1378.091	.067	4.055	.000
Federal Government	7420.675	2122.351	.043	3.496	.000
Other Government	8845.945	1935.213	.058	4.571	.000
Education	2995.607	1634.743	.027	1.832	.067
Health	9948.387	1392.513	.118	7.144	.000
Food Sector	-2729.494	1397.444	-.031	-1.953	.051
Employers	7843.517	1064.410	.082	7.369	.000
Petty Bourgeois	-3897.158	1161.270	-.037	-3.356	.001
Managers & Supervisors	10604.291	932.988	.127	11.366	.000
Semi-autonomous Workers	10490.659	806.331	.167	13.010	.000
Age (24<x<61)	363.940	27.213	.146	13.374	.000
Females	-6759.282	541.321	-.145	-12.487	.000

a Dependent Variable: earnings
b Foreign-born

South Asian Native-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.726	.527	.465	18501.9539

a Predictors: (Constant), Females, Food Sector, Federal Government, Schooling, Petty Bourgeois, Employers, Other Primary, Other Government, Communications, Weeks worked in 1995, Health, Wholesale, Managers & Supervisors, Construction, Agriculture, Transportation, Education, Retail, Business Services, Full-time, Age (24<x<61), Semi-autonomous Workers, Finance, Manufacturing
b Native-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-58406.338	13287.943		-4.395	.000
Schooling	1350.063	514.390	.176	2.625	.009
Full-time	9645.799	3900.317	.145	2.473	.014
Weeks worked in 1995	683.904	121.613	.318	5.624	.000
Agriculture	-15328.729	11982.653	-.073	-1.279	.202
Other Primary	81268.025	14196.880	.316	5.724	.000
Manufacturing	4988.472	5917.584	.069	.843	.400
Construction	11108.466	10759.633	.061	1.032	.303
Transportation	3709.197	8221.247	.028	.451	.652
Communications	761.901	7250.461	.007	.105	.916
Wholesale	2591.700	8496.310	.019	.305	.761
Retail	774.199	6274.419	.009	.123	.902

Finance	-2735.871	6042.497	-.036	-.453	.651
Business Services	902.081	6476.921	.010	.139	.889
Federal Government	3032.067	14016.693	.012	.216	.829
Other Government	5492.297	6441.034	.063	.853	.395
Education	3037.988	6838.190	.033	.444	.657
Health	6718.319	6448.550	.077	1.042	.299
Food Sector	5459.491	14163.654	.021	.385	.700
Employers	2070.901	6862.862	.017	.302	.763
Petty Bourgeois	15302.627	6895.484	.124	2.219	.028
Managers & Supervisors	16476.987	4246.958	.227	3.880	.000
Semi-autonomous Workers	9735.602	3541.435	.170	2.749	.007
Age (24<x<61)	737.401	171.755	.258	4.293	.000
Females	-3250.583	2872.164	-.064	-1.132	.259

a Dependent Variable: earnings
b Native-born

Filipinos

R	R Square	Adjusted R Square	Std. Error of the Estimate
.610	.372	.366	13436.4807

a Predictors: (Constant), Females, Food Sector, Agriculture, Petty Bourgeois, Other Primary, Federal Government, Other Government, Education, Communications, Weeks worked in 1995, Wholesale, Employers, Business Services, Managers & Supervisors, Transportation, Age (24<x<61), Construction, Schooling, Retail, Finance, Full-time, Semi-autonomous Workers, Manufacturing, Health

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-23310.294	2063.976		-11.294	.000
Schooling	566.017	88.301	.102	6.410	.000
Full-time	5870.142	789.861	.121	7.432	.000
Weeks worked in 1995	396.743	21.521	.293	18.435	.000
Agriculture	-2499.047	7822.860	-.005	-.319	.749
Other Primary	21175.467	4538.606	.071	4.666	.000
Manufacturing	5275.847	912.452	.127	5.782	.000
Construction	578.181	2541.015	.004	.228	.820
Transportation	13859.877	1822.670	.123	7.604	.000
Communications	10397.733	1787.376	.094	5.817	.000
Wholesale	3081.108	1453.140	.036	2.120	.034
Retail	2207.794	1204.471	.033	1.833	.067
Finance	8833.851	1174.342	.136	7.522	.000
Business Services	6642.159	1339.059	.087	4.960	.000
Federal Government	6114.368	3183.482	.030	1.921	.055
Other Government	11849.225	1950.033	.097	6.076	.000
Education	7254.889	2000.183	.059	3.627	.000
Health	8652.174	916.515	.211	9.440	.000

Food Sector	942.703	1086.391	.016	.868	.386
Employers	8762.405	2191.418	.062	3.999	.000
Petty Bourgeois	-1954.032	1699.085	-.018	-1.150	.250
Managers & Supervisors	7313.431	1196.976	.094	6.110	.000
Semi-autonomous Workers	8582.724	782.304	.188	10.971	.000
Age (24<x<61)	288.404	29.346	.151	9.828	.000
Females	-5101.197	573.640	-.147	-8.893	.000

a Dependent Variable: earnings

Filipino Proletarians

R	R Square	Adjusted R Square	Std. Error of the Estimate
.565	.319	.313	11995.3691

a Predictors: (Constant), Females, Business Services, Agriculture, Age (24<x<61), Other Primary, Communications, Federal Government, Education, Other Government, Wholesale, Construction, Retail, Schooling, Transportation, Weeks worked in 1995, Finance, Food Sector, Full-time, Health, Manufacturing
b Proletarians

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-17183.32	2114.963		-8.125	.000
Schooling	464.33	88.129	.097	5.269	.000
Full-time	4682.38	807.612	.113	5.798	.000
Weeks worked in 1995	350.69	21.253	.313	16.501	.000
Agriculture	-1041.18	12015.602	-.002	-.087	.931
Other Primary	19356.80	4297.925	.082	4.504	.000
Manufacturing	5381.45	878.044	.159	6.129	.000
Construction	5205.35	2787.592	.035	1.867	.062
Transportation	15854.56	1745.314	.178	9.084	.000
Communications	9821.83	1795.290	.105	5.471	.000
Wholesale	3590.45	1395.227	.052	2.573	.010
Retail	2623.55	1203.049	.046	2.181	.029
Finance	8857.95	1190.020	.157	7.444	.000
Business Services	4962.03	1528.727	.064	3.246	.001
Federal Government	5668.70	4060.030	.026	1.396	.163
Other Government	12132.40	1951.868	.119	6.216	.000
Education	9295.66	2595.127	.067	3.582	.000
Health	6865.36	917.844	.177	7.480	.000
Food Sector	1097.07	1044.636	.023	1.050	.294
Age (24<x<61)	247.09	30.970	.147	7.978	.000
Females	-4992.93	589.976	-.167	-8.463	.000

a Dependent Variable: earnings
b Proletarians

Filipino Semi-autonomous Workers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.599	.359	.330	14649.2904

a Predictors: (Constant), Females, Schooling, Weeks worked in 1995, Transportation, Other Government, Agriculture, Retail, Other Primary, Wholesale, Federal Government, Construction, Communications, Finance, Food Sector, Education, Age (24<x<61), Business Services, Full-time, Manufacturing, Health
b Semi-autonomous Workers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-40308.03	6932.141		-5.815	.000
Schooling	918.04	278.100	.130	3.301	.001
Full-time	7122.35	2172.966	.141	3.278	.001
Weeks worked in 1995	661.96	67.568	.417	9.797	.000
Agriculture	-6370.30	15179.089	-.017	-.420	.675
Other Primary	34701.38	15222.892	.090	2.280	.023
Manufacturing	6036.87	4554.766	.097	1.325	.186
Construction	-6980.03	8335.802	-.036	-.837	.403
Transportation	-2349.36	7657.251	-.014	-.307	.759
Communications	8043.22	6512.426	.059	1.235	.217
Wholesale	2254.36	6787.333	.015	.332	.740
Retail	-1255.94	5996.310	-.011	-.209	.834
Finance	8261.34	4860.328	.109	1.700	.090
Business Services	6407.62	4437.605	.114	1.444	.149
Federal Government	6563.07	7216.017	.042	.910	.364
Other Government	8084.44	6363.332	.063	1.270	.205
Education	4567.14	4868.835	.062	.938	.349
Health	8587.15	4199.991	.240	2.045	.041
Food Sector	2503.94	7776.470	.015	.322	.748
Age (24<x<61)	444.97	76.692	.232	5.802	.000
Females	-3483.71	1781.427	-.094	-1.956	.051

a Dependent Variable: earnings
b Semi-autonomous Workers

Filipino Managers and Supervisors

R	R Square	Adjusted R Square	Std. Error of the Estimate
.659	.434	.355	13499.3128

a Predictors: (Constant), Females, Education, Federal Government, Other Government, Communications, Full-time, Construction, Retail, Health, Wholesale, Business Services, Age (24<x<61), Weeks worked in 1995, Schooling, Finance, Food Sector, Manufacturing
b Managers and Supervisors

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.

		Std. Error	Beta		
(Constant)	-39396.26	16618.146		-2.371	.019
Schooling	826.21	485.331	.126	1.702	.091
Full-time	2348.46	9950.218	.017	.236	.814
Weeks worked in 1995	883.83	167.792	.385	5.267	.000
Manufacturing	3778.71	5397.291	.098	.700	.485
Construction	-11164.38	10821.929	-.079	-1.032	.304
Communications	22875.75	7764.941	.254	2.946	.004
Wholesale	-1990.87	8425.494	-.020	-.236	.814
Retail	-2412.86	5850.324	-.047	-.412	.681
Finance	9131.83	5563.329	.206	1.641	.103
Business Services	13575.21	7050.330	.177	1.925	.056
Federal Government	6145.45	8563.155	.061	.718	.474
Other Government	14070.78	9172.205	.122	1.534	.128
Education	19795.47	10730.072	.140	1.845	.067
Health	968.03	7330.906	.012	.132	.895
Food Sector	-257.05	5592.201	-.006	-.046	.963
Age (24<x<61)	331.14	131.600	.181	2.516	.013
Females	-6510.47	2608.375	-.194	-2.496	.014

a Dependent Variable: earnings
b Managers and Supervisors

Filipino Petty Bourgeoisie

R	R Square	Adjusted R Square	Std. Error of the Estimate
.673	.453	.289	15285.6801

a Predictors: (Constant), Females, Business Services, Communications, Wholesale, Construction, Finance, Manufacturing, Weeks worked in 1995, Retail, Health, Transportation, Food Sector, Full-time, Schooling, Age (24<x<61)
b Petty Bourgeoisie

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-10657.36	18667.071		-.571	.571
Schooling	476.34	862.292	.070	.552	.583
Full-time	15663.98	5044.121	.388	3.105	.003
Weeks worked in 1995	6.56	177.517	.005	.037	.971
Manufacturing	-2114.03	7811.479	-.034	-.271	.788
Construction	-6727.63	17063.487	-.046	-.394	.695
Transportation	11769.82	9913.030	.136	1.187	.241
Communications	27339.43	15839.062	.186	1.726	.091
Wholesale	3257.57	9703.285	.038	.336	.738
Retail	-1797.05	7338.590	-.029	-.245	.808
Finance	5164.09	8191.622	.076	.630	.531
Business Services	20933.88	7114.404	.335	2.942	.005

Health	29123.03	7099.413	.465	4.102	.000
Food Sector	2698.97	10251.442	.031	.263	.793
Age (24<x<61)	116.67	244.230	.061	.478	.635
Females	-3050.65	4676.868	-.084	-.652	.517

a Dependent Variable: earnings
b Petty Bourgeoisie

Filipino Employers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.679	.460	.158	37711.9963

a Predictors: (Constant), Females, Food Sector, Construction, Communications, Wholesale, Manufacturing, Agriculture, Business Services, Full-time, Retail, Schooling, Weeks worked in 1995, Age (24<x<61), Health
b Employers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-12035.93	51787.879		-.232	.818
Schooling	817.50	2758.008	.056	.296	.769
Full-time	16531.46	19538.169	.155	.846	.406
Weeks worked in 1995	525.95	632.643	.162	.831	.414
Agriculture	8652.11	42620.676	.033	.203	.841
Manufacturing	59402.87	43491.773	.228	1.366	.184
Construction	-5529.68	24037.082	-.041	-.230	.820
Communications	-27341.69	43552.782	-.105	-.628	.536
Wholesale	-725.08	42981.819	-.003	-.017	.987
Retail	-3409.09	20456.674	-.034	-.167	.869
Business Services	-15284.00	29335.743	-.099	-.521	.607
Health	32743.46	20659.049	.323	1.585	.126
Food Sector	-20165.92	22990.390	-.164	-.877	.389
Age (24<x<61)	28.52	977.319	.006	.029	.977
Females	-27532.16	13801.330	-.335	-1.995	.057

a Dependent Variable: earnings
b Employers

Filipino Males

R	R Square	Adjusted R Square	Std. Error of the Estimate
.550	.302	.287	16601.6387

a Predictors: (Constant), Age (24<x<61), Business Services, Agriculture, Other Primary, Other Government, Construction, Education, Managers & Supervisors, Communications, Federal Government, Employers, Petty Bourgeois, Wholesale, Transportation, Full-time, Finance, Health, Schooling, Retail, Weeks worked in 1995, Food Sector, Semi-autonomous Workers, Manufacturing
b Males

Coefficients

	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta		
(Constant)	-32105.513	4149.362		-7.73	.000
Schooling	812.768	176.901	.125	4.59	.000
Full-time	5180.165	1940.914	.074	2.66	.008
Weeks worked in 1995	506.908	43.910	.316	11.54	.000
Agriculture	-4751.439	16759.314	-.007	-.28	.777
Other Primary	21956.875	7033.321	.083	3.12	.002
Manufacturing	6939.023	2049.833	.168	3.38	.001
Construction	857.078	3795.868	.007	.22	.821
Transportation	14891.759	3076.843	.153	4.84	.000
Communications	7667.302	3440.532	.067	2.22	.026
Wholesale	4950.198	2920.795	.055	1.69	.090
Retail	-521.587	2649.427	-.007	-.19	.844
Finance	8514.102	2751.743	.106	3.09	.002
Business Services	9023.064	2778.953	.112	3.24	.001
Federal Government	8464.709	5376.766	.043	1.57	.116
Other Government	8222.379	4256.804	.055	1.93	.054
Education	5354.095	3816.252	.042	1.40	.161
Health	9697.556	2606.890	.133	3.72	.000
Food Sector	-1626.488	2483.221	-.024	-.65	.513
Employers	15888.623	3619.061	.117	4.39	.000
Petty Bourgeois	-4767.026	3249.059	-.039	-1.46	.143
Managers & Supervisors	7725.939	2133.522	.096	3.62	.000
Semi-autonomous Workers	5941.019	1552.656	.110	3.82	.000
Age (24<x<61)	312.519	57.070	.144	5.47	.000

a Dependent Variable: earnings
b Males

Filipino Females

R	R Square	Adjusted R Square	Std. Error of the Estimate
.670	.449	.441	10735.7719

a Predictors: (Constant), Age (24<x<61), Petty Bourgeois, Other Primary, Agriculture, Transportation, Construction, Communications, Federal Government, Wholesale, Education, Business Services, Other Government, Managers & Supervisors, Retail, Schooling, Weeks worked in 1995, Finance, Manufacturing, Employers, Food Sector, Full-time, Semi-autonomous Workers, Health
b Females

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-22204.038	2042.530		-10.871	.000
Schooling	369.680	90.727	.078	4.075	.000
Full-time	6434.015	736.277	.170	8.739	.000
Weeks worked in 1995	328.583	21.755	.289	15.104	.000

Agriculture	5473.373	7732.157	.013	.708	.479
Other Primary	22030.279	6234.075	.064	3.534	.000
Manufacturing	2786.308	959.921	.063	2.903	.004
Construction	3468.955	4520.691	.014	.767	.443
Transportation	13093.230	2548.484	.095	5.138	.000
Communications	13439.927	1943.612	.130	6.915	.000
Wholesale	1921.262	1549.004	.024	1.240	.215
Retail	4358.180	1200.269	.074	3.631	.000
Finance	9261.125	1118.575	.173	8.279	.000
Business Services	5284.426	1399.850	.075	3.775	.000
Federal Government	3891.830	3866.910	.018	1.006	.314
Other Government	14222.025	1908.053	.141	7.454	.000
Education	8644.493	2172.567	.076	3.979	.000
Health	8197.176	832.819	.262	9.843	.000
Food Sector	2680.140	1061.444	.054	2.525	.012
Employers	-1512.465	2724.242	-.010	-.555	.579
Petty Bourgeois	499.315	1787.453	.005	.279	.780
Managers & Supervisors	6267.529	1338.798	.087	4.681	.000
Semi-autonomous Workers	10467.311	813.363	.272	12.869	.000
Age (24<x<61)	262.247	30.652	.159	8.556	.000

a Dependent Variable: earnings
b Females

Filipino Foreign-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.610	.372	.366	13459.9409

a Predictors: (Constant), Females, Food Sector, Agriculture, Petty Bourgeois, Other Primary, Federal Government, Other Government, Education, Communications, Weeks worked in 1995, Wholesale, Construction, Managers & Supervisors, Business Services, Employers, Transportation, Age (24<x<61), Schooling, Retail, Finance, Full-time, Semi-autonomous Workers, Manufacturing, Health
b Foreign-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-23247.216	2081.510		-11.168	.000
Schooling	567.575	89.059	.102	6.373	.000
Full-time	5836.054	801.445	.119	7.282	.000
Weeks worked in 1995	399.719	21.738	.294	18.388	.000
Agriculture	-2546.820	7836.875	-.005	-.325	.745
Other Primary	20538.169	4814.900	.065	4.266	.000
Manufacturing	5219.632	916.550	.126	5.695	.000
Construction	-16.133	2714.869	.000	-.006	.995
Transportation	13969.922	1853.539	.123	7.537	.000
Communications	10351.291	1791.343	.094	5.779	.000
Wholesale	3019.153	1461.188	.035	2.066	.039

Retail	2274.129	1218.245	.033	1.867	.062
Finance	8925.513	1189.409	.136	7.504	.000
Business Services	6722.846	1349.416	.088	4.982	.000
Federal Government	6022.535	3189.826	.029	1.888	.059
Other Government	11587.984	1969.553	.095	5.884	.000
Education	7603.225	2018.712	.062	3.766	.000
Health	8702.486	921.244	.212	9.446	.000
Food Sector	827.335	1093.913	.014	.756	.450
Employers	8808.822	2198.028	.062	4.008	.000
Petty Bourgeois	-1689.770	1754.218	-.015	-.963	.336
Managers & Supervisors	7702.844	1218.387	.098	6.322	.000
Semi-autonomous Workers	8625.120	788.971	.189	10.932	.000
Age (24<x<61)	284.637	29.770	.148	9.561	.000
Females	-5158.404	578.762	-.148	-8.913	.000

a Dependent Variable: earnings
b Foreign-born

Filipino Native-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.832	.692	.331	11081.9740

a Predictors: (Constant), Females, Business Services, Schooling, Food Sector, Managers & Supervisors, Other Primary, Education, Transportation, Other Government, Wholesale, Retail, Manufacturing, Petty Bourgeois, Finance, Semi-autonomous Workers, Age (24<x<61), Weeks worked in 1995, Full-time, Health, Construction
b Native-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	31240.472	32291.748		.967	.347
Schooling	-1009.720	1243.410	-.220	-.812	.428
Full-time	2630.061	7658.240	.089	.343	.735
Weeks worked in 1995	205.444	223.912	.220	.918	.372
Other Primary	29722.160	16411.369	.356	1.811	.088
Manufacturing	13919.838	12422.232	.281	1.121	.278
Construction	7908.462	13618.269	.182	.581	.569
Transportation	3769.316	11869.899	.063	.318	.755
Wholesale	15996.043	16728.171	.192	.956	.352
Retail	7331.233	11729.562	.185	.625	.540
Finance	3969.438	9968.871	.108	.398	.695
Business Services	-9811.431	13674.393	-.164	-.718	.483
Other Government	34133.654	16860.351	.409	2.024	.059
Education	-18274.427	19854.877	-.219	-.920	.370
Health	-3996.546	11721.754	-.101	-.341	.737
Food Sector	-456.641	13483.548	-.010	-.034	.973
Petty Bourgeois	-5683.644	8599.651	-.130	-.661	.518

Managers & Supervisors	-1353.333	7295.935	-.034	-.185	.855
Semi-autonomous Workers	16112.575	6869.788	.467	2.345	.031
Age (24<x<61)	-495.141	438.535	-.227	-1.129	.275
Females	1459.180	5758.098	.055	.253	.803

a Dependent Variable: earnings
b Native-born

Caribbean

R	R Square	Adjusted R Square	Std. Error of the Estimate
.598	.358	.353	14715.7643

a Predictors: (Constant), Females, Federal Government, Education, Other Primary, Agriculture, Other Government, Managers & Supervisors, Communications, Weeks worked in 1995, Employers, Wholesale, Petty Bourgeois, Food Sector, Finance, Transportation, Age (24<x<61), Business Services, Construction, Semi-autonomous Workers, Retail, Full-time, Schooling, Health, Manufacturing

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-28971.850	2054.976		-14.098	.000
Schooling	993.495	82.174	.189	12.090	.000
Full-time	7220.893	740.700	.148	9.749	.000
Weeks worked in 1995	435.736	22.393	.296	19.458	.000
Agriculture	-2512.684	3448.467	-.010	-.729	.466
Other Primary	16846.346	4769.891	.049	3.532	.000
Manufacturing	2794.867	1162.766	.063	2.404	.016
Construction	8200.739	1855.313	.072	4.420	.000
Transportation	7492.313	1644.155	.079	4.557	.000
Communications	7388.578	1670.898	.075	4.422	.000
Wholesale	3022.721	1553.023	.035	1.946	.052
Retail	1006.625	1313.606	.016	.766	.444
Finance	6653.351	1406.400	.092	4.731	.000
Business Services	2518.252	1384.966	.035	1.818	.069
Federal Government	6566.321	2269.618	.044	2.893	.004
Other Government	7901.380	1772.838	.074	4.457	.000
Education	6361.152	1697.580	.067	3.747	.000
Health	3007.663	1209.414	.065	2.487	.013
Food Sector	703.570	1465.424	.009	.480	.631
Employers	7162.529	1726.314	.058	4.149	.000
Petty Bourgeois	-2875.720	1399.894	-.029	-2.054	.040
Managers & Supervisors	8899.460	1067.840	.117	8.334	.000
Semi-autonomous Workers	7272.204	770.277	.153	9.441	.000
Age (24<x<61)	313.702	27.329	.167	11.479	.000
Females	-4960.571	554.539	-.135	-8.945	.000

a Dependent Variable: earnings

Caribbean Proletarians

R	R Square	Adjusted R Square	Std. Error of the Estimate
.569	.324	.318	12300.4316

a Predictors: (Constant), Females, Federal Government, Education, Other Primary, Communications, Agriculture, Other Government, Age (24<x<61), Wholesale, Food Sector, Construction, Full-time, Transportation, Finance, Business Services, Schooling, Retail, Weeks worked in 1995, Health, Manufacturing
b Proletarians

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-18233.83	2078.176		-8.774	.000
Schooling	616.80	81.104	.137	7.605	.000
Full-time	6336.50	723.054	.164	8.764	.000
Weeks worked in 1995	401.56	21.367	.349	18.793	.000
Agriculture	-566.01	3702.663	-.003	-.153	.879
Other Primary	11151.93	5131.048	.037	2.173	.030
Manufacturing	1551.04	1133.503	.046	1.368	.171
Construction	5543.77	1942.013	.056	2.855	.004
Transportation	8231.97	1582.650	.113	5.201	.000
Communications	5878.58	1622.034	.077	3.624	.000
Wholesale	1784.50	1524.010	.026	1.171	.242
Retail	505.51	1283.786	.010	.394	.694
Finance	5996.35	1388.134	.103	4.320	.000
Business Services	692.53	1407.963	.012	.492	.623
Federal Government	9077.35	2212.676	.078	4.102	.000
Other Government	9211.56	1799.586	.103	5.119	.000
Education	29.41	2196.879	.000	.013	.989
Health	1322.58	1223.032	.031	1.081	.280
Food Sector	129.75	1394.994	.002	.093	.926
Age (24<x<61)	231.14	27.597	.151	8.376	.000
Females	-4119.83	546.765	-.138	-7.535	.000

a Dependent Variable: earnings
b Proletarians

Caribbean Semi-autonomous Workers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.593	.352	.330	16800.9360

a Predictors: (Constant), Females, Other Primary, Federal Government, Retail, Agriculture, Other Government, Food Sector, Construction, Communications, Transportation, Full-time, Finance, Schooling, Business Services, Wholesale, Age (24<x<61), Manufacturing, Weeks worked in 1995, Education, Health
b Semi-autonomous Workers

Coefficients

	Unstandardize		Standardized	t	Sig.

	Coefficient		Coefficients		
		Std. Error	Beta		
(Constant)	-49624.62	6362.307		-7.800	.000
Schooling	1609.33	260.467	.220	6.179	.000
Full-time	9641.60	2092.950	.169	4.607	.000
Weeks worked in 1995	526.99	71.515	.272	7.369	.000
Agriculture	1740.81	12581.660	.005	.138	.890
Other Primary	29661.12	10449.341	.100	2.839	.005
Manufacturing	10159.90	4558.948	.126	2.229	.026
Construction	15419.79	8404.488	.067	1.835	.067
Transportation	4811.70	10416.117	.016	.462	.644
Communications	17284.07	6020.449	.120	2.871	.004
Wholesale	11322.15	5038.695	.108	2.247	.025
Retail	3856.32	6303.369	.025	.612	.541
Finance	16732.59	4771.058	.188	3.507	.000
Business Services	12208.74	4453.278	.162	2.742	.006
Federal Government	4665.24	6409.438	.030	.728	.467
Other Government	11559.52	4851.199	.123	2.383	.017
Education	14413.77	4359.220	.236	3.307	.001
Health	10479.03	4032.271	.255	2.599	.010
Food Sector	13724.19	12640.727	.038	1.086	.278
Age (24<x<61)	464.51	73.573	.227	6.314	.000
Females	-7171.00	1616.656	-.171	-4.436	.000

a Dependent Variable: earnings
b Semi-autonomous Workers

Caribbean Managers and Supervisors

R	R Square	Adjusted R Square	Std. Error of the Estimate
.626	.392	.333	17010.3010

a Predictors: (Constant), Females, Full-time, Communications, Federal Government, Agriculture, Other Government, Wholesale, Business Services, Construction, Education, Transportation, Food Sector, Health, Age (24<x<61), Retail, Schooling, Weeks worked in 1995, Finance, Manufacturing
b Managers and Supervisors

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-47344.13	10272.637		-4.609	.000
Schooling	2121.38	427.048	.315	4.968	.000
Full-time	14434.47	5072.260	.182	2.846	.005
Weeks worked in 1995	391.51	126.924	.204	3.085	.002
Agriculture	-5214.03	13364.315	-.024	-.390	.697
Manufacturing	2018.48	5876.532	.042	.343	.732
Construction	-12129.78	10211.508	-.079	-1.188	.236
Transportation	1985.63	8539.576	.017	.233	.816

Communications	4692.92	7034.813	.056	.667	.505
Wholesale	-19381.57	8975.193	-.154	-2.159	.032
Retail	388.53	6132.964	.007	.063	.950
Finance	1622.63	6737.718	.024	.241	.810
Business Services	-3232.17	7918.864	-.031	-.408	.684
Federal Government	1177.07	11461.302	.007	.103	.918
Other Government	-5297.33	9741.572	-.038	-.544	.587
Education	2023.22	8623.538	.017	.235	.815
Health	2055.36	7698.847	.024	.267	.790
Food Sector	-6818.39	6233.989	-.109	-1.094	.275
Age (24<x<61)	592.73	137.445	.272	4.312	.000
Females	-6933.62	2791.630	-.165	-2.484	.014

a Dependent Variable: earnings
b Managers and Supervisors

Caribbean Petty bourgeoisie

R	R Square	Adjusted R Square	Std. Error of the Estimate
.540	.292	.170	21388.5692

a Predictors: (Constant), Females, Retail, Full-time, Food Sector, Communications, Other Primary, Agriculture, Wholesale, Education, Finance, Business Services, Manufacturing, Age (24<x<61), Schooling, Transportation, Health, Weeks worked in 1995, Construction
b Petty Bourgeoisie

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-25504.66	16441.089		-1.551	.124
Schooling	891.61	624.577	.135	1.428	.156
Full-time	2759.16	5665.977	.049	.487	.627
Weeks worked in 1995	504.43	206.220	.256	2.446	.016
Agriculture	-13585.44	13369.828	-.089	-1.016	.312
Other Primary	25708.29	22365.181	.098	1.149	.253
Manufacturing	-5703.45	8353.761	-.069	-.683	.496
Construction	771.61	7914.430	.011	.097	.923
Transportation	-4862.43	8133.571	-.064	-.598	.551
Communications	19302.39	22220.555	.074	.869	.387
Wholesale	25686.86	9928.149	.236	2.587	.011
Retail	-3457.90	8432.006	-.040	-.410	.683
Finance	-9657.15	9714.687	-.095	-.994	.322
Business Services	-4985.73	7135.083	-.073	-.699	.486
Education	-7706.09	11872.434	-.058	-.649	.518
Health	13393.85	8751.151	.149	1.531	.129
Food Sector	-28306.09	22717.822	-.108	-1.246	.216
Age (24<x<61)	375.70	229.170	.144	1.639	.104
Females	-13704.73	5099.215	-.268	-2.688	.008

a Dependent Variable: earnings

b Petty Bourgeoisie

Caribbean Employers

R	R Square	Adjusted R Square	Std. Error of the Estimate
.645	.416	.263	29614.0134

a Predictors: (Constant), Females, Food Sector, Age (24<x<61), Manufacturing, Communications, Transportation, Finance, Agriculture, Wholesale, Business Services, Weeks worked in 1995, Construction, Schooling, Health, Full-time, Retail
b Employers

Coefficients

	Unstandardize Coefficient		Standardized Coefficients	t	Sig.
		Std. Error	Beta		
(Constant)	-102965.87	28832.060		-3.571	.001
Schooling	3147.43	1125.701	.336	2.796	.007
Full-time	-5131.01	12143.282	-.054	-.423	.674
Weeks worked in 1995	1231.83	382.589	.385	3.220	.002
Agriculture	-9629.98	31636.556	-.032	-.304	.762
Manufacturing	3862.24	15675.658	.030	.246	.806
Construction	31964.79	13942.923	.312	2.293	.025
Transportation	4935.63	18049.979	.032	.273	.785
Communications	27342.92	23617.878	.126	1.158	.251
Wholesale	-5812.16	18061.353	-.037	-.322	.749
Retail	-1253.47	12233.467	-.015	-.102	.919
Finance	-4196.71	32959.747	-.014	-.127	.899
Business Services	7177.32	14432.208	.067	.497	.621
Health	15500.79	13338.047	.163	1.162	.250
Food Sector	-1081.78	19798.632	-.006	-.055	.957
Age (24<x<61)	839.83	409.842	.216	2.049	.045
Females	-9171.74	8359.603	-.120	-1.097	.277

a Dependent Variable: earnings
b Employers

Caribbean Males

R	R Square	Adjusted R Square	Std. Error of the Estimate
.576	.331	.322	17207.0860

a Predictors: (Constant), Age (24<x<61), Agriculture, Other Government, Other Primary, Managers & Supervisors, Federal Government, Communications, Finance, Employers, Wholesale, Petty Bourgeois, Health, Weeks worked in 1995, Education, Food Sector, Transportation, Business Services, Construction, Schooling, Retail, Full-time, Semi-autonomous Workers, Manufacturing
b Males

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		

(Constant)	-37949.832	3479.983		-10.905	.000
Schooling	1076.675	135.455	.183	7.949	.000
Full-time	8307.953	1418.805	.133	5.856	.000
Weeks worked in 1995	545.288	39.485	.313	13.810	.000
Agriculture	-2547.392	5109.656	-.011	-.499	.618
Other Primary	21389.780	6754.386	.067	3.167	.002
Manufacturing	3510.923	1976.527	.077	1.776	.076
Construction	8515.843	2622.969	.090	3.247	.001
Transportation	7096.575	2442.123	.085	2.906	.004
Communications	6232.549	2755.973	.060	2.261	.024
Wholesale	2711.375	2491.081	.031	1.088	.277
Retail	-171.715	2257.424	-.002	-.076	.939
Finance	8512.249	2697.616	.086	3.155	.002
Business Services	3180.483	2428.265	.039	1.310	.190
Federal Government	8216.400	3903.876	.049	2.105	.035
Other Government	7806.009	3164.425	.061	2.467	.014
Education	9789.204	2921.104	.090	3.351	.001
Health	5410.699	2579.147	.060	2.098	.036
Food Sector	1158.675	2573.554	.013	.450	.653
Employers	7652.562	2413.516	.067	3.171	.002
Petty Bourgeois	-2061.414	1992.227	-.022	-1.035	.301
Managers & Supervisors	9195.792	1670.612	.117	5.504	.000
Semi-autonomous Workers	7415.962	1388.098	.128	5.343	.000
Age (24<x<61)	355.951	45.903	.168	7.754	.000

a Dependent Variable: earnings
b Males

Caribbean Females

R	R Square	Adjusted R Square	Std. Error of the Estimate
.624	.389	.381	11928.8307

a Predictors: (Constant), Age (24<x<61), Other Government, Other Primary, Construction, Federal Government, Agriculture, Transportation, Communications, Managers & Supervisors, Petty Bourgeois, Education, Wholesale, Employers, Food Sector, Full-time, Business Services, Finance, Retail, Semi-autonomous Workers, Weeks worked in 1995, Manufacturing, Schooling, Health
b Females

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-25446.008	2272.213		-11.199	.000
Schooling	806.771	96.476	.182	8.362	.000
Full-time	6888.706	763.002	.184	9.028	.000
Weeks worked in 1995	345.894	24.552	.291	14.088	.000
Agriculture	-1512.494	4659.115	-.006	-.325	.745
Other Primary	6194.483	6996.218	.016	.885	.376
Manufacturing	1523.860	1336.881	.036	1.140	.254

Construction	16000.569	3944.131	.077	4.057	.000
Transportation	9874.255	2687.061	.074	3.675	.000
Communications	9474.560	1956.273	.108	4.843	.000
Wholesale	4196.609	1911.574	.049	2.195	.028
Retail	2285.631	1479.201	.041	1.545	.122
Finance	5866.264	1475.997	.109	3.974	.000
Business Services	2192.889	1522.719	.037	1.440	.150
Federal Government	5678.887	2519.099	.047	2.254	.024
Other Government	7896.439	1915.750	.093	4.122	.000
Education	3325.497	1882.890	.042	1.766	.078
Health	2686.667	1269.776	.082	2.116	.034
Food Sector	505.515	1607.096	.008	.315	.753
Employers	6827.459	2604.090	.049	2.622	.009
Petty Bourgeois	-4095.856	2044.593	-.038	-2.003	.045
Managers & Supervisors	8429.754	1317.272	.121	6.399	.000
Semi-autonomous Workers	7474.733	830.483	.198	9.000	.000
Age (24<x<61)	271.603	31.396	.172	8.651	.000

a Dependent Variable: earnings
b Females

Caribbean Foreign-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.598	.357	.352	14500.1268

a Predictors: (Constant), Females, Food Sector, Other Primary, Federal Government, Agriculture, Other Government, Communications, Age (24<x<61), Employers, Managers & Supervisors, Education, Petty Bourgeois, Wholesale, Full-time, Finance, Transportation, Construction, Business Services, Semi-autonomous Workers, Retail, Weeks worked in 1995, Schooling, Health, Manufacturing
b Foreign-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-28300.036	2142.332		-13.210	.000
Schooling	992.711	84.516	.192	11.746	.000
Full-time	7174.916	764.249	.149	9.388	.000
Weeks worked in 1995	423.967	23.067	.292	18.380	.000
Agriculture	-1395.763	3790.444	-.005	-.368	.713
Other Primary	9820.212	5245.673	.027	1.872	.061
Manufacturing	2727.163	1220.559	.063	2.234	.026
Construction	5734.735	1978.547	.050	2.898	.004
Transportation	6467.042	1730.461	.068	3.737	.000
Communications	7983.219	1777.788	.080	4.491	.000
Wholesale	3425.161	1622.570	.040	2.111	.035
Retail	845.760	1379.570	.013	.613	.540
Finance	6783.185	1474.999	.095	4.599	.000
Business Services	1956.412	1457.396	.027	1.342	.180

Federal Government	5330.676	2419.452	.035	2.203	.028
Other Government	7545.549	1821.930	.073	4.142	.000
Education	6751.598	1758.551	.073	3.839	.000
Health	3224.604	1269.341	.071	2.540	.011
Food Sector	923.997	1522.107	.012	.607	.544
Employers	5540.459	1789.128	.045	3.097	.002
Petty Bourgeois	-2627.766	1454.419	-.027	-1.807	.071
Managers & Supervisors	8518.017	1108.521	.113	7.684	.000
Semi-autonomous Workers	7406.499	797.466	.158	9.288	.000
Age (24<x<61)	308.035	28.391	.164	10.850	.000
Females	-4905.317	573.814	-.136	-8.549	.000

a Dependent Variable: earnings
b Foreign-born

Caribbean Native-born

R	R Square	Adjusted R Square	Std. Error of the Estimate
.686	.470	.420	16121.5134

a Predictors: (Constant), Females, Schooling, Full-time, Finance, Other Government, Agriculture, Other Primary, Wholesale, Communications, Education, Federal Government, Transportation, Employers, Retail, Managers & Supervisors, Food Sector, Semi-autonomous Workers, Business Services, Weeks worked in 1995, Age (24<x<61), Petty Bourgeois, Construction, Health, Manufacturing
b Native-born

Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-29070.768	7920.000		-3.671	.000
Schooling	541.575	343.884	.085	1.575	.117
Full-time	7533.069	2878.749	.139	2.617	.009
Weeks worked in 1995	544.415	88.306	.322	6.165	.000
Agriculture	-13179.913	9099.312	-.074	-1.448	.149
Other Primary	46134.126	12135.899	.184	3.801	.000
Manufacturing	4395.635	4113.442	.073	1.069	.286
Construction	16027.129	5684.357	.166	2.820	.005
Transportation	14046.445	5290.136	.150	2.655	.008
Communications	1785.505	4990.740	.021	.358	.721
Wholesale	-1665.718	5361.146	-.017	-.311	.756
Retail	2177.803	4388.234	.031	.496	.620
Finance	5753.356	4708.103	.072	1.222	.223
Business Services	9333.550	4464.255	.128	2.091	.038
Federal Government	15005.951	6619.178	.118	2.267	.024
Other Government	16709.705	7945.007	.105	2.103	.036
Education	2283.664	6591.606	.018	.346	.729
Health	-175.916	4195.997	-.003	-.042	.967
Food Sector	-2060.748	5736.646	-.020	-.359	.720
Employers	21051.510	6770.964	.166	3.109	.002

Petty Bourgeois	-3109.284	5367.027	-.031	-.579	.563
Managers & Supervisors	12180.042	3850.467	.155	3.163	.002
Semi-autonomous Workers	4342.139	2875.958	.078	1.510	.132
Age (24<x<61)	409.332	115.188	.185	3.554	.000
Females	-6214.917	2115.475	-.147	-2.938	.004

a Dependent Variable: earnings

b Native-born

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