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OCCUPATIONAL AND SKILL PARITY OF ABORIGINAL CANADIANS

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**THE VIEWS EXPRESSED IN THIS REPORT ARE SOLELY THOSE OF THE AUTHOR AND DO NOT NECESSARILY
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Executive Summary

This study examines the extent of occupational differences between Aboriginal and non-Aboriginal workers, the reasons for these occupational differences, and their impact on the wage gap between the two groups. The study is based on the Census 2001 data.

The study shows that Aboriginal workers are less likely than non-Aboriginal workers to have a significant amount of work during the year (defined here as full-time work during at least half of the year). But even when they have significant employment, Aboriginal workers tend to be working in lower-skill jobs and earn less, even within the same occupation.

Aboriginal workers are under-represented in managerial and professional occupations (that usually require a university degree). The under-representation is mostly concentrated in the private sector (i.e. outside public administration, health, education, social services and culture).

Educational differences explain most of the occupational differences between Aboriginal and non-Aboriginal workers. This means that closing the education gap between the two groups would eliminate most of the occupational differences. However, almost two-thirds of the wage gap between the two would still persist.

Nevertheless, education remains the most promising policy lever. Two priorities are apparent:

- Promote culturally sensitive programs that combine work and learning to reduce the Aboriginal high school drop-out rate. This will not only reduce the number of high school drop-outs, but it will also increase the potential pool of PSE students.
- Offer more innovative ways of making university more accessible and more enticing to Aboriginal youth (e.g. distance education).

1. Introduction

While significant improvements in the labour market outcomes of Aboriginal people have been achieved over the last decade, they remain among the most marginalized and vulnerable groups in Canada.

Previous studies have shown that, in general, “Aboriginal people have a lower labour force participation rate, a higher rate of unemployment, less representation in higher paying occupations, and not surprisingly, lower average wage rates than other workers” (De Silva, 1999).

Low education has been identified as the key factor in explaining the relatively weak performance of Aboriginal Canadians in the labour market (Comfort, *et. al.* 2005). Consequently, skills development has been identified as “the most fruitful approach to raising the standard of living of Aboriginal Canadians” (DeSilva, 1999).

This study attempts to determine to what extent the weaker labour market performance of Aboriginal Canadians is due to the type of occupations they have and why their occupations differ from the rest of Canadians. In particular, the study examines:

- a) What kind of jobs do Aboriginal workers have, compared to those of non-Aboriginal workers?
- b) What is the impact of occupational differences between the two groups of workers on wage differences?
- c) What are the main factors behind their occupational and wage differences?

2. Methodology

The analysis is based mainly on special tabulations from the 2001 Census. The Census 2001 Public Use Microfile (PUMF) was used primarily for initial explorations. The sample selected for our analysis was restricted as follows:

- a) Age 18-64 in 2000, excluding full-time students; and
- b) Had only paid work only in 2000 and worked full-time (i.e. 30 or more hours weekly) for at least 26 weeks during the year.

The reason for the sample restrictions was to focus the analysis on those with a significant amount of work during the year.¹ The restriction to those with paid work only was imposed because self-employment income presents more measurement challenges (such as the presence of negative earnings). However, sensitivity analysis shows that a broader or narrower sample selection leads to similar results (Table 1).

Table 1. Sensitivity of key indicators to the selection of the working population, by Aboriginal identity, 2000

Alternative sample selection of the working population	% with high-skill occupations			Average weekly wages & salaries			Population size (000's)
	Non-Abor.	Abor.	% Differ.	Non-Abor.	Abor.	% Differ.	
Worked in 2000	59%	47%	-12%	\$781	\$633	-19%	13,810
Paid work only in 2000	57%	46%	-11%	\$784	\$634	-19%	11,972
Full-time paid workers with 26+ wks¹	61%	52%	-10%	808	647	-20%	9,719
Full-time paid workers with 50+ wks	63%	55%	-9%	\$815	\$650	-20%	7,235

(1) This line corresponds to the sample selected for the analysis in this study. Estimates may differ from other tables because they are based on the PUMF file.

¹ A similar definition of significant work was used recently in a study of the working poor by Fleury and Fortin (2004).

The occupational classification is based on the National Occupational Classification (NOC). For some part of the analysis we used all 520 NOC categories. However, most of the time we used one of the following two levels of NOC aggregation:

- a) The 5 skill levels identified by NOC (Box A); and
- b) 19 clusters of major NOC groups (Table 2).

Following a common convention, we define as high-skill occupations managerial occupations (level 0), professional occupations (level A) and skilled occupations (level B). On the other hand, we define level C and D occupations as low-skill. The term skill gap refers to the difference between the percentage of Aboriginal and non-Aboriginal workers with high-skill occupations – i.e. managerial, professional (skill level A) and skilled (skill level B) occupations.

The industry classification is based on the North-American Industry Classification System (NAICS). We distinguished occupations into two broad groups: public and private sector. The public sector is broadly defined as public administration, education, health, and social assistance.

Box A. Definition of NOC skill levels

High-skill occupations	Skill level 0	Managerial occupations: No educational requirements or skill levels assigned, although they are often treated as high-skill occupations.
	Skill level A	Professional occupations: Usually require university education.
	Skill level B	Skilled admin, technical, paraprofessional Usually require college education or apprenticeship training.
Low-skill occupations	Skill level C	Clerical, health support, intermediate sales, machine operators Usually require secondary school and/or occupational specific training.
	Skill level D	Elemental sale, trades helpers, labourers Usually require on-the-job training only.

3. Occupational Gap

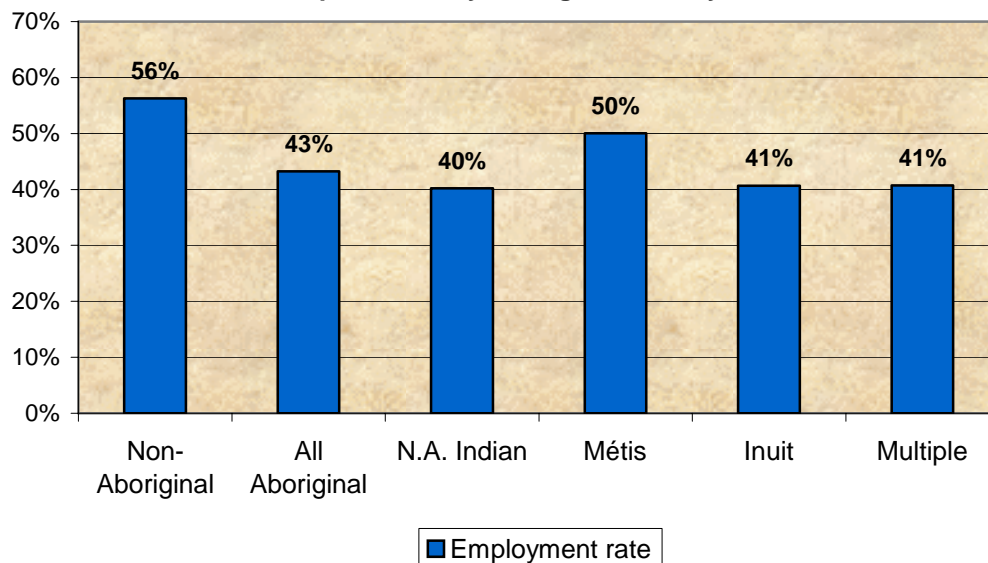
First we compare the distribution of Aboriginal and non-Aboriginal workers by type of occupation. The main focus is on differences in their percentage with high-skill jobs (referred to here as skill gap).

3.1 Aboriginal individuals are less likely to have a significant amount of work

Aboriginal individuals are less likely to have significant amount of work than non-Aboriginal individuals. On average, the employment rate (full-time/26+weeks) of Aboriginal individuals is about three quarters that of non-Aboriginal individuals (43% vs. 56%) (Chart 1).

The difference is smaller in the case of Métis (50% vs. 56%). One possible reason is that they are more likely than other Aboriginal individuals to live in large urban areas. On the other hand, the employment rate gap is larger among males than females.

Chart 1. Percentage of population with 26+ weeks of full-time paid work by Aboriginal identity, 2000

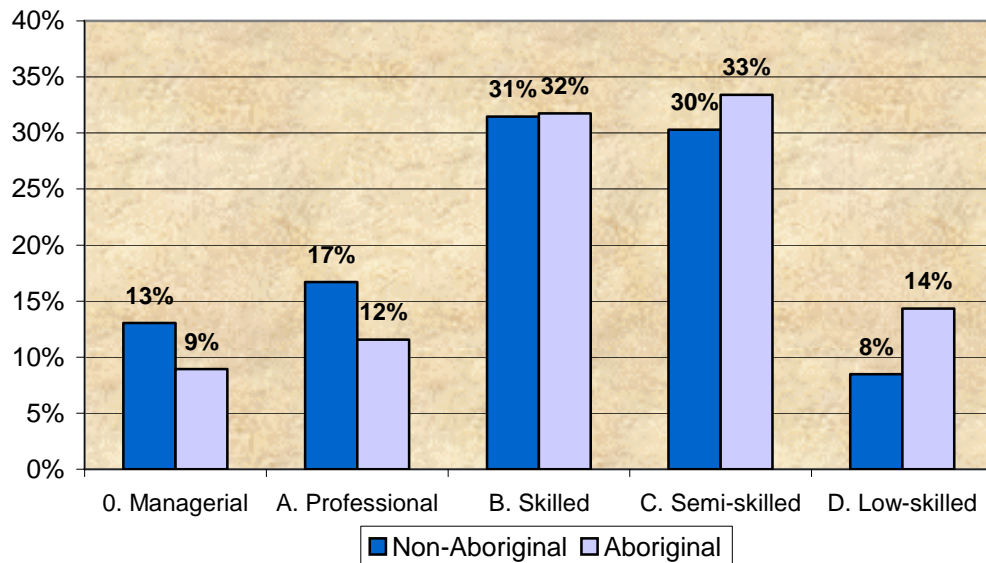


3.2 Aboriginal workers are less likely to have high-skill occupations

When they do work, Aboriginal workers are less likely than non-Aboriginal workers to have a high-skill occupation (Chart 2). In particular:

- a) Aboriginal workers are under-represented in managerial occupations and professional occupations (which usually require university education) (20% vs. 30%)²;
- b) They are roughly equally represented in skilled jobs (which usually requiring college education) and semi-skilled occupations (32% vs. 31%); and
- c) They are over-represented in semi-skilled and low-skilled occupations (47% vs. 38%).

Chart 2. Distribution of workers by occupational skill level and Aboriginal identity, 2000



² Percentages may not add up to total due to rounding.

3.3 Aboriginal workers are under-represented mostly in high-skill private sector jobs

Aboriginal workers are under-represented mostly in high-skill jobs outside the public sector (defined broadly as public admin; education; health; and social assistance) (Table 2). In particular,

They are mostly under-represented in the following occupations:

- (a) Private sector managers.
- (b) Professional occupations in: business and finance; engineering and computers; physicians and nurses.
- (c) Skilled technicians and technologists in engineering; computers; and health.

And they are mostly over-represented in the following occupations:

- (a) Public sector managers.
- (b) Skilled workers in government and the cultural industry (e.g. paralegal, library technicians etc.).
- (c) Semi-skilled workers in trades and low skill workers in sales and labour.

Table 2. Detailed occupational profile and average weekly wages by Aboriginal identity, 2000

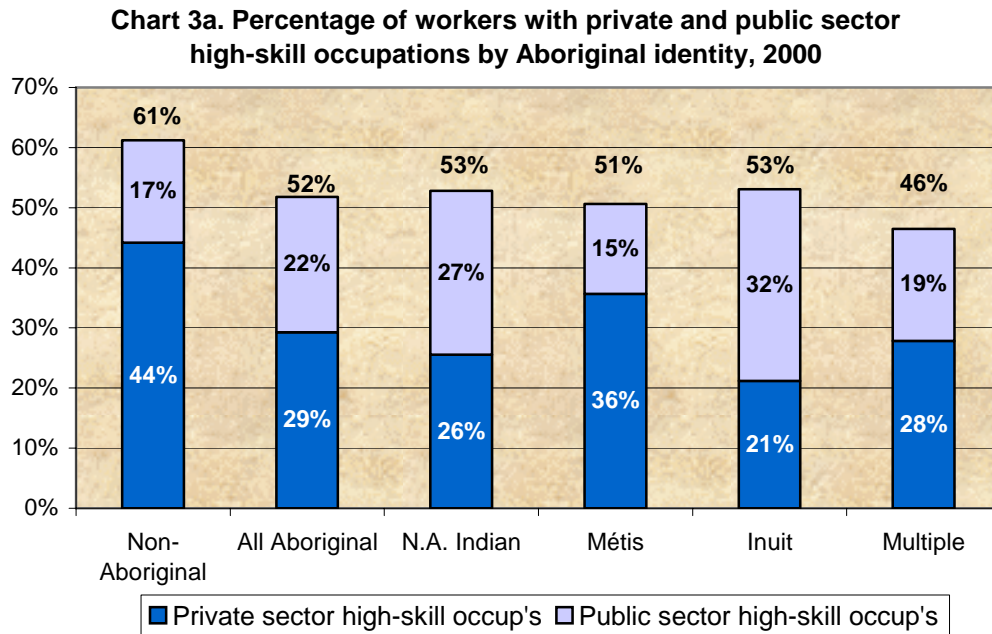
Skill level and major occupational group	Occupational distribution			Avg wkly wages & salaries		
	Non-Aborig.	Aborig. identity	Ratio	Non-Aborig.	Aborig. identity	% Differ.
0 Public managers (pub.admin/educat/health/soc.assist.)	1.5%	2.9%	2.0	\$1,216	\$838	-31%
0 Private managers (in the rest of industries)	11.6%	6.0%	0.5	\$1,256	\$805	-36%
A Business and finance (11)	2.8%	1.1%	0.4	\$1,182	\$879	-26%
A Sciences: Engineers, computers (21)	4.3%	1.2%	0.3	\$1,190	\$970	-19%
A Physicians, nurses (31)	2.4%	1.1%	0.5	\$1,113	\$853	-23%
A Govt/Culture: Professionals (41,51)	7.1%	8.1%	1.1	\$1,002	\$744	-26%
B Clerical supervisors, administrators, etc. (12)	6.7%	5.8%	0.9	\$717	\$618	-14%
B Sciences: Technicians, computers (22)	3.6%	2.4%	0.7	\$921	\$766	-17%
B Technical/skilled occupations in health (32)	1.2%	0.8%	0.6	\$758	\$667	-12%
B Govt/Culture: Paralegal, library tech., etc. (42,52)	2.7%	4.8%	1.8	\$658	\$532	-19%
B Skilled sales/service, chefs, police, etc. (62)	5.1%	4.8%	0.9	\$760	\$595	-22%
B Trades, skilled transport, equipment operators (72,73)	9.9%	10.6%	1.1	\$850	\$751	-12%
B Primary/Manuf: Supervisors, machine operators (82,92)	2.2%	2.5%	1.1	\$900	\$883	-2%
C Bus/Health: Clerical/admin support (14,34)	11.2%	11.0%	1.0	\$612	\$544	-11%
C Semi skilled sales and service occupations (64)	7.3%	8.0%	1.1	\$621	\$485	-22%
C Trades/Primary industry: Drivers, operators (74,84)	6.2%	10.2%	1.6	\$701	\$665	-5%
C Process/Manuf: Machine operators/assembly(94,95)	5.6%	4.2%	0.7	\$661	\$648	-2%
D Elemental sales and service occupations (66)	5.2%	8.9%	1.7	\$469	\$409	-13%
D Primary/Manuf: Labourers, trades helpers (76,86,96)	3.3%	5.4%	1.6	\$621	\$582	-6%
All full-time paid workers with 26+ weeks of work in 2000	100.0%	100.0%		\$837	\$642	-23%

Legend: Ratio 0.7 or less Ratio 1.5 or greater

3.4 The skill gap is similar across the various Aboriginal identities

The percentage of workers with high-skill occupations is similar across all Aboriginal identities (Chart 3a). However, if it was not for public sector occupations, the Aboriginal skill gap would have been larger.

Over-representation of Aboriginal workers in the public sector high-skill occupations reduces the overall skill gap of Aboriginal workers. This is particular true of the Inuit, half of whom are working in the public sector.³

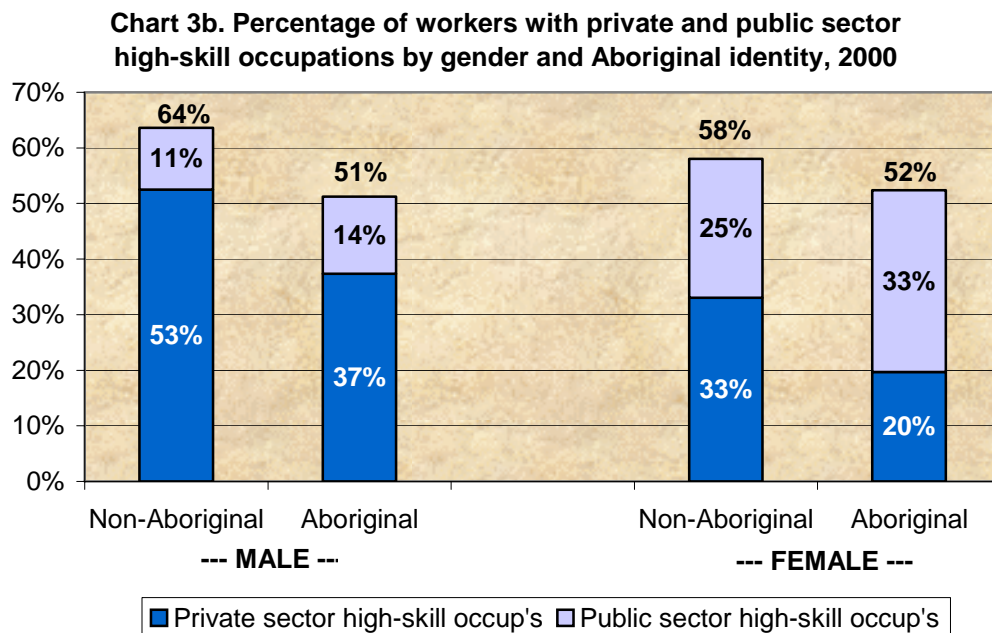


³ Aboriginal workers are more likely than non-Aboriginal workers to be working in the public sector (35% vs. 23%). At the same time, the incidence of high skill occupations among Aboriginal workers in the public sector is higher than in the private sector (64% vs. 45%) (Appendix A, Table A1).

3.5 There is no male-female skill gap among Aboriginal workers

The skill rate among Aboriginal males is 51%, while among Aboriginal women it is 52%. This means that there is no male-female skill gap among Aboriginal workers. By contrast, the male-female skill gap among non-Aboriginal workers is 6 percentage points (64 vs. 58%) (Chart 3b).

However, if it was not for public sector employment, there would have been a skill gap between Aboriginal men and Aboriginal women (37% vs. 20%). Women are over-represented in the public sector, relative to men. The difference is particularly pronounced in the case of Aboriginal workers.



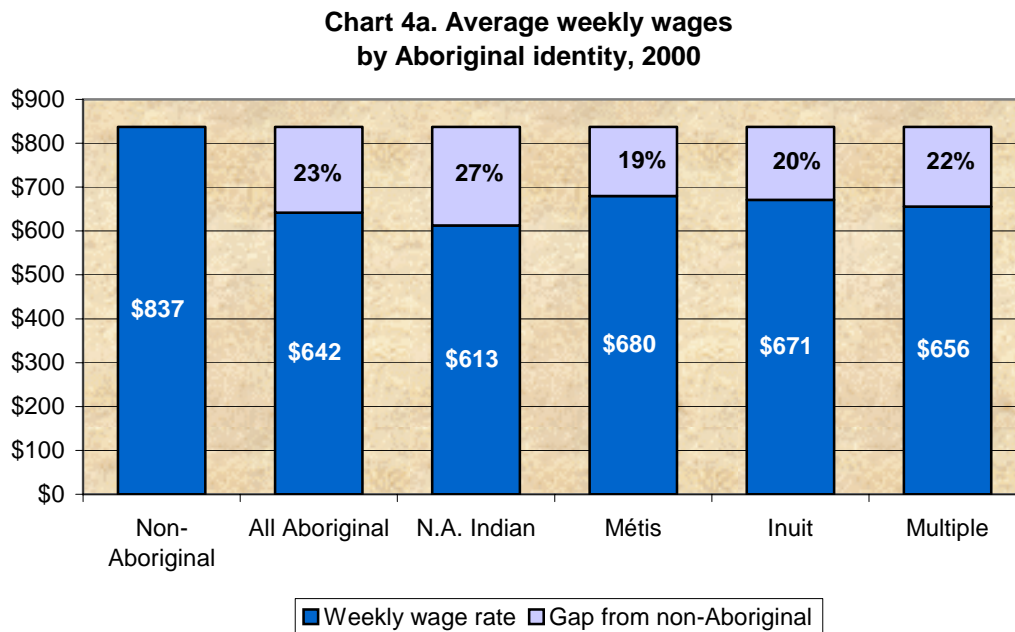
4. Wage Gap

Next, we compare the average weekly wage rates of Aboriginal and non-Aboriginal workers. The reader should be reminded that our sample includes only full-time paid workers. Wage gap refers to the percentage wage difference between Aboriginal and non-Aboriginal workers.

4.1 Aboriginal workers earn less than non-Aboriginal workers

Aboriginal workers earn less on average than non-Aboriginal workers (by 23%). The wage gap is largest in the case of North American Indians (27%) and smallest in the case of Inuit (20%) (Chart 4a).

Although Aboriginal women earn less than Aboriginal men, their wage gap from non-Aboriginal women is smaller (19%) than the corresponding gap among men (25%). A possible explanation is that more female workers are cluster near minimum and entrance level wages.

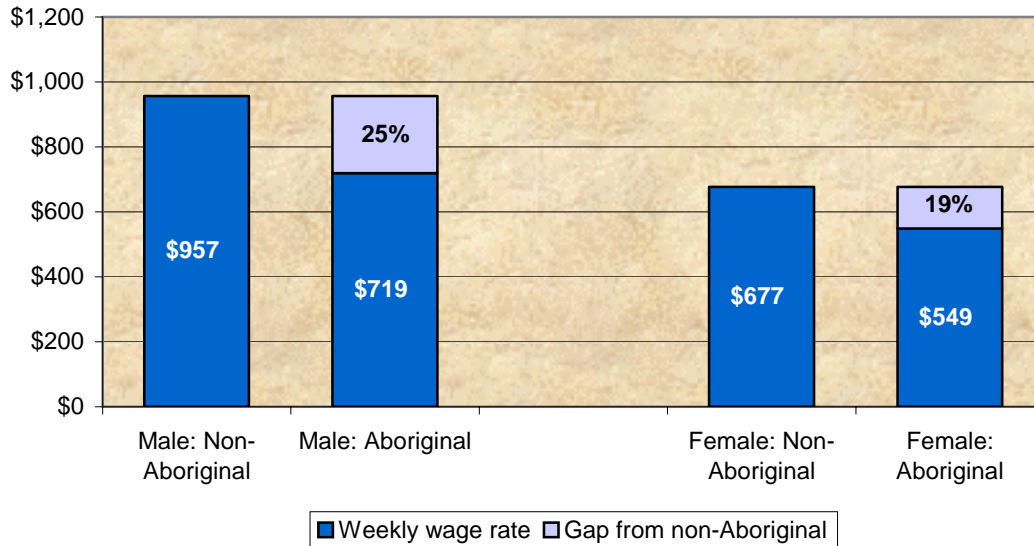


4.2 The wage gap between Aboriginal and non-Aboriginal workers is smaller among women than men

Aboriginal women earn less than non-Aboriginal women (\$549 vs. \$677). Similarly, non-Aboriginal men earn more than Aboriginal men (\$957 vs. \$719). Thus the Aboriginal/Non-Aboriginal wage gap is smaller among women (19%) than men (25%) (Chart 4b).

A possible reason for the narrower male-female wage gap among Aboriginal workers tend to be clustered nearer minimum and entrance level wages. As a result, their wage distribution tends to be 'flatter', leading to a smaller gap between men and women.

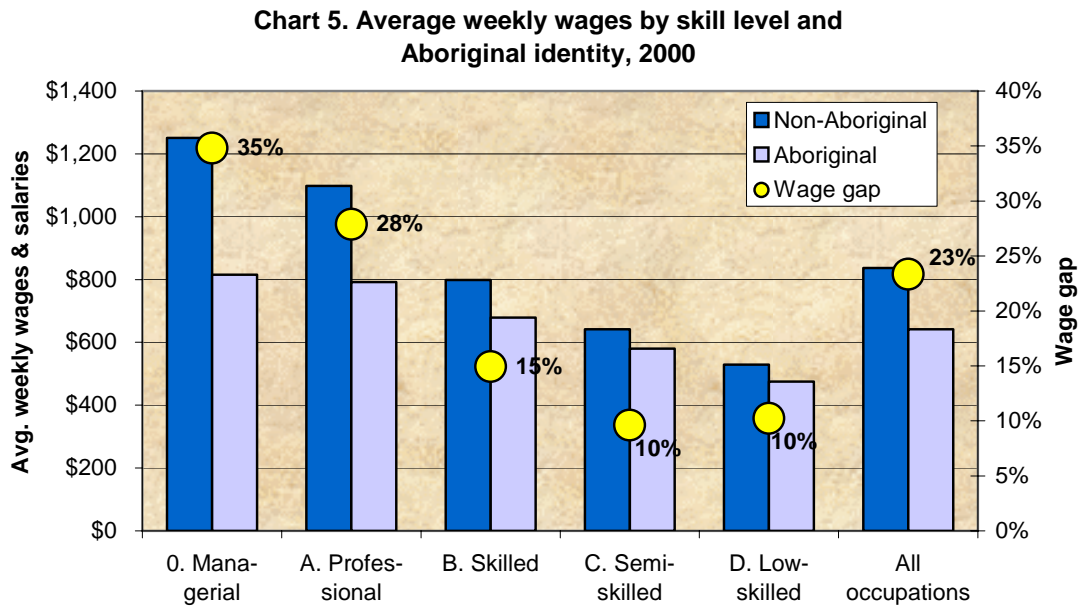
**Chart 4.b Average weekly wages
by Aboriginal identity and gender, 2000**



4.3 Aboriginal workers earn less even within the same occupation

Within each broad occupation group, Aboriginal workers earned less than non-Aboriginal workers. Moreover, The higher the skill level, the larger the wage gap (the wage gap ranges from 10% among low-skilled workers to 35% among managers) (Chart 5).

A more detail comparison of average wages within each of the 520 NOC codes shows that in 96% of the cases, Aboriginal workers earned less on average in their occupational category than non-Aboriginal workers.

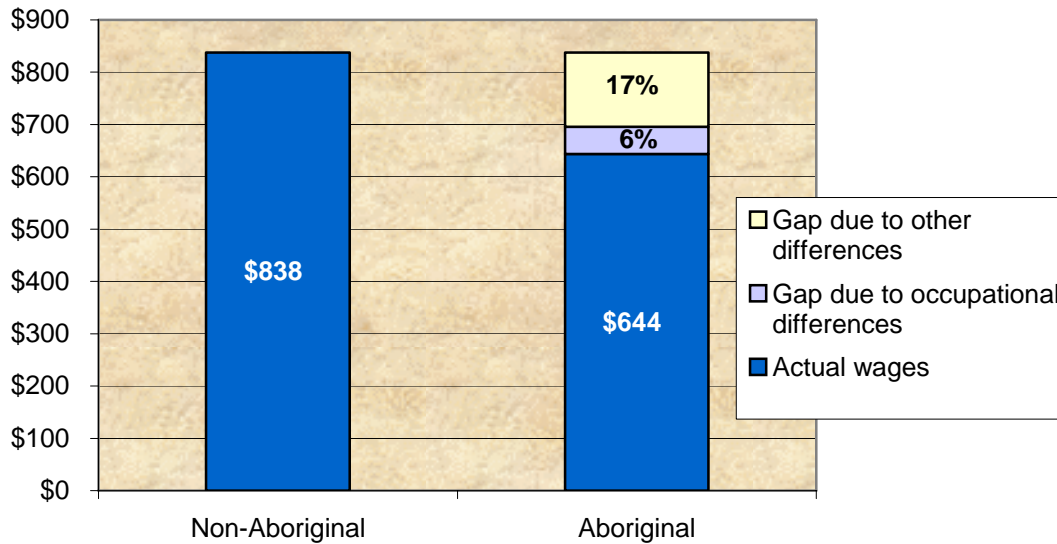


4.4 Not surprising, redistributing Aboriginal workers by occupation will remove only about one-third of the wage gap

Because there is an Aboriginal/non-Aboriginal wage within virtually all occupational categories, even if Aboriginal workers were redistributed among the 520 NOC's occupations in the same way that non-Aboriginal workers are distributed, the wage gap would have been still large (17%) (Chart 6).

We reweighted Aboriginal workers across all 520 NOCs (shift-share analysis) so that their occupational distribution is the same as that of non-Aboriginal workers. The result was that only about one-third of the wage gap disappeared. A possible explanation of this finding is that wage differences hide further occupational differences within the 520 codes.

Chart 6. Part of the Aboriginal/non-Aboriginal wage gap that is attributable to occupational differences across the 520 NOCs, 2000



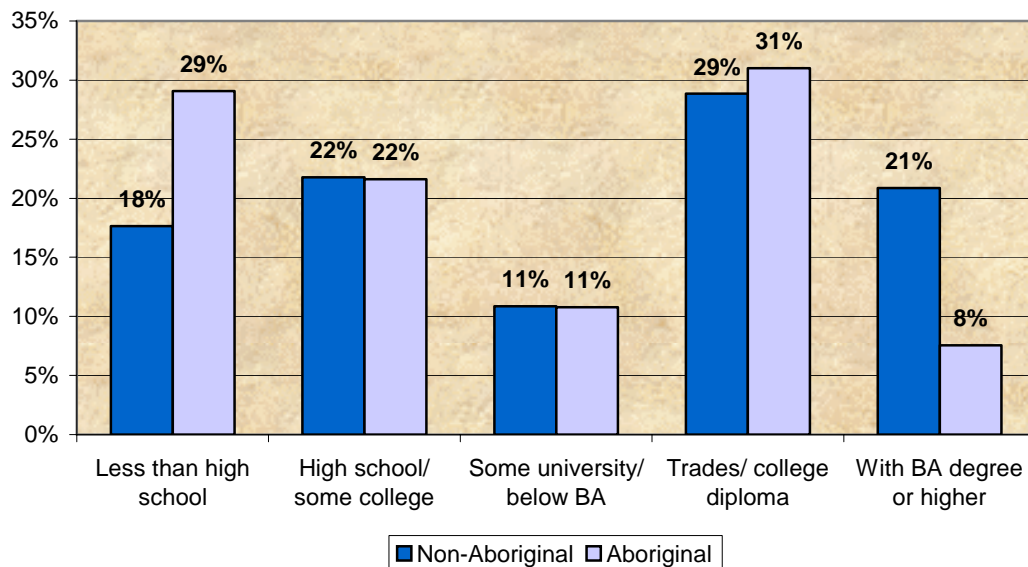
5. Worker Characteristics

Next, we explore the main differences in characteristics between Aboriginal and non-Aboriginal workers. We focus primarily on education, place of residence and sector of work. Later on, we will examine the impact of these differences on the occupational and wage gap between Aboriginal and non-Aboriginal workers.

5.1 Aboriginal workers are less likely to have a university degree

The percentage of Aboriginal workers with high school education or college education is similar to that of non-Aboriginal workers. However, Aboriginal workers are less likely to have a university degree (8% vs. 21%) and more likely to have less than high-school education (29% vs. 18%) (Chart 7).

Chart 7. Distribution by level of education and Aboriginal identity, 2000

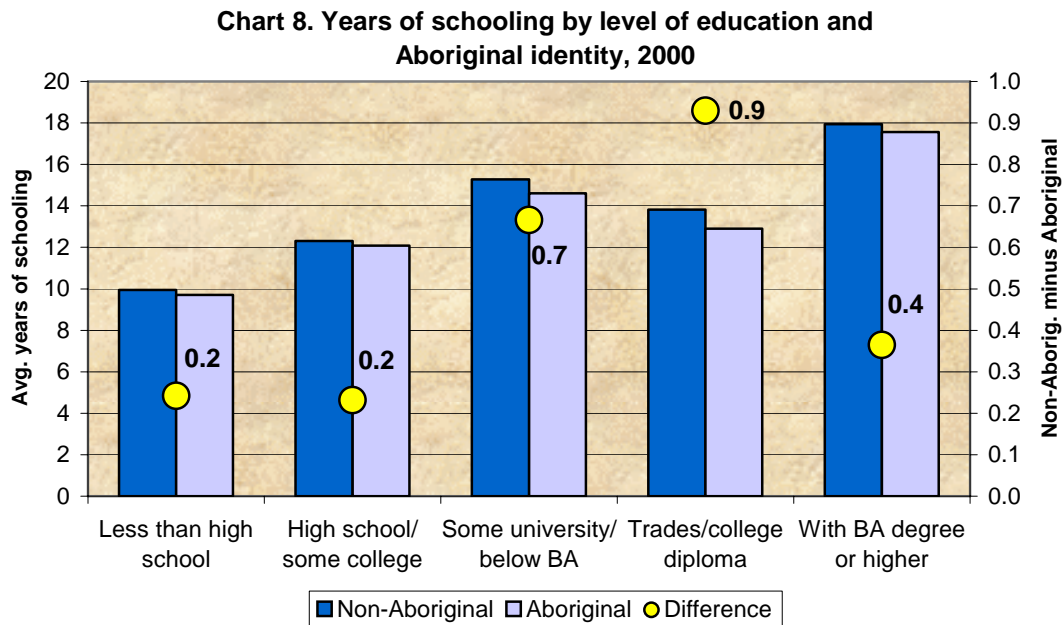


5.2 Aboriginal workers with PSE have fewer years of schooling than non-Aboriginal workers

Aboriginal workers with a trades/college diploma or certificate have on average almost a year less of schooling. In the case of university degrees the difference is almost half a year (Chart 8).

Also, Aboriginal workers with a PSE diploma or degree, tend to be somewhat under-represented in the highest paying fields of study: Engineering and applied sciences; Mathematics, computer and physical sciences; and Business and financial management.

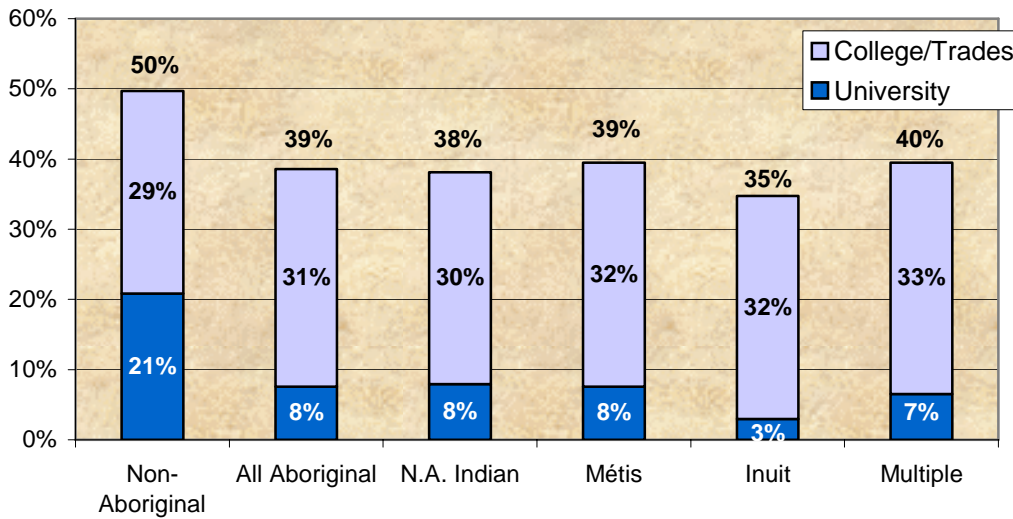
As a result, differences in the level of education between Aboriginal and non-Aboriginal workers understate the full extent of differences in educational qualifications between the two groups.



5.3 The incidence of university degrees is lowest among the Inuit

Inuit have the lowest rate of university degrees (3%) compared to the average Aboriginal rate (8%) and non-Aboriginal rate of (21%) (Chart 9a). One possible factor for the low incidence of university degrees among the Inuit may be the fact that most of them live in Nunavut, far from universities. Past research has shown that distance from PSE institutions is a significant barrier to PSE.

Chart 9a. Percentage with post-secondary degree/diploma by Aboriginal identity, 2000

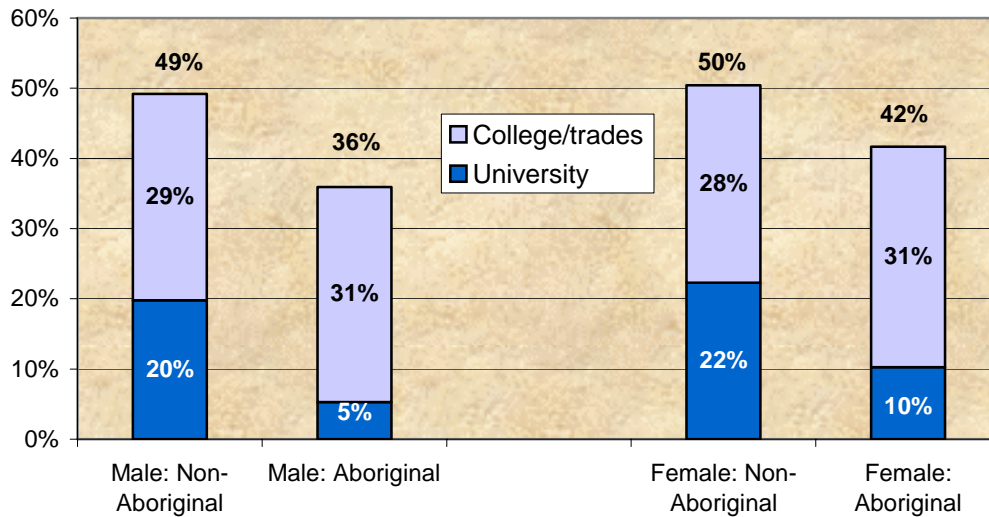


5.4 Aboriginal women twice as likely to have a university degree than Aboriginal men

In general, women are more likely than men to have a university degree. This is particularly true among Aboriginal workers. Aboriginal women are twice as likely to have a university degree than Aboriginal men (10% vs. 5%) (Chart 9b).

The higher education level of Aboriginal women relative to that of Aboriginal men is a likely reason why there is no skill gap between the two of them and why the wage gap is not as large as between male and female non-Aboriginal workers. This connection is explored further in the next section.

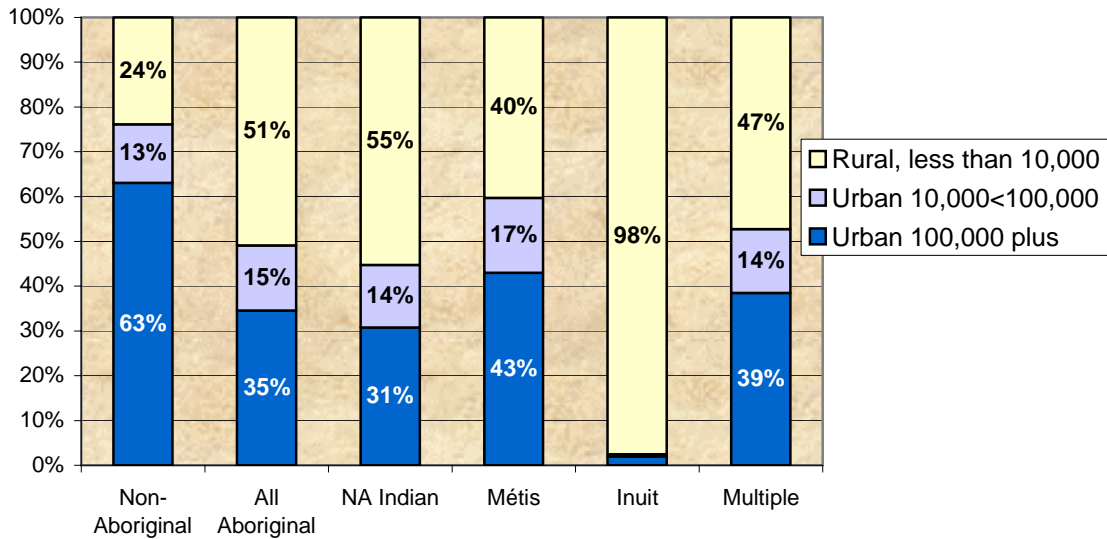
Chart 9b. Percentage with post-secondary degree/diploma by Aboriginal identity and gender, 2000



5.5 Aboriginal workers are more likely to live in small areas

Half of the Aboriginal workers live in rural and small urban areas (under 10K), compared to one-quarter of non-Aboriginal workers (Chart 10). This difference works to the disadvantage of Aboriginal workers. The reason is that, although the incidence of high-skill jobs is similar by size of area, wages are about 12% lower in smaller areas.

Chart 10. Distribution of Aboriginal and non-Aboriginal workers by size of area, 2000

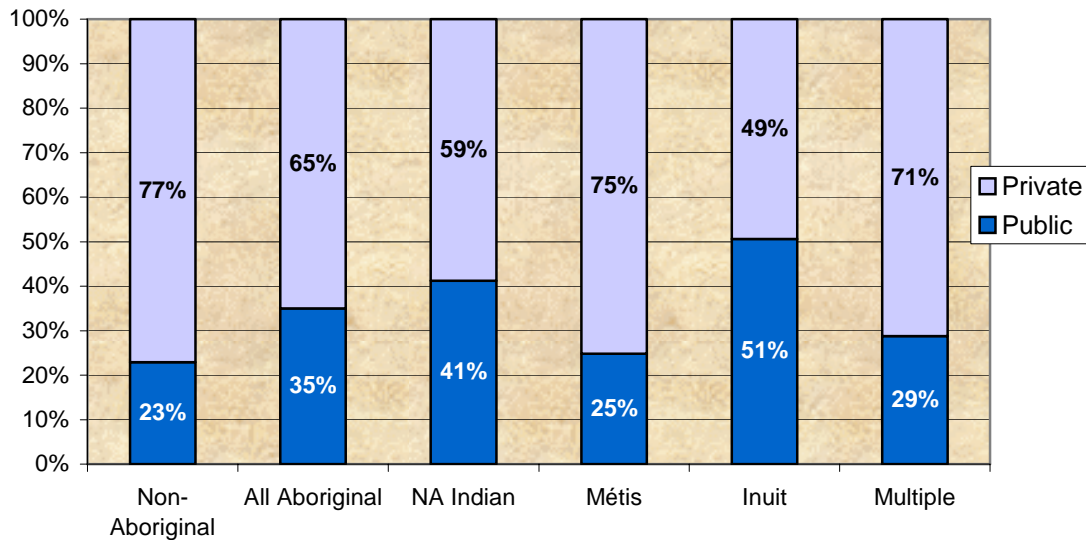


5.6 Aboriginal workers are also more likely to work in the public sector

About 35% of Aboriginal workers work in what can be broadly defined as the public sector (i.e. public administration, education, health, or social services) (compared to 23% of non-Aboriginal) (Chart 11).

The percentage working in the public sector is particularly high among the Inuit (51%). The public sector has a higher incidence of high-skill jobs. This helps raise the occupational skill rate among Aboriginal workers and reduce their skill gap from non-Aboriginal workers.

Chart 11. Distribution of Aboriginal and non-Aboriginal workers by sector, 2000

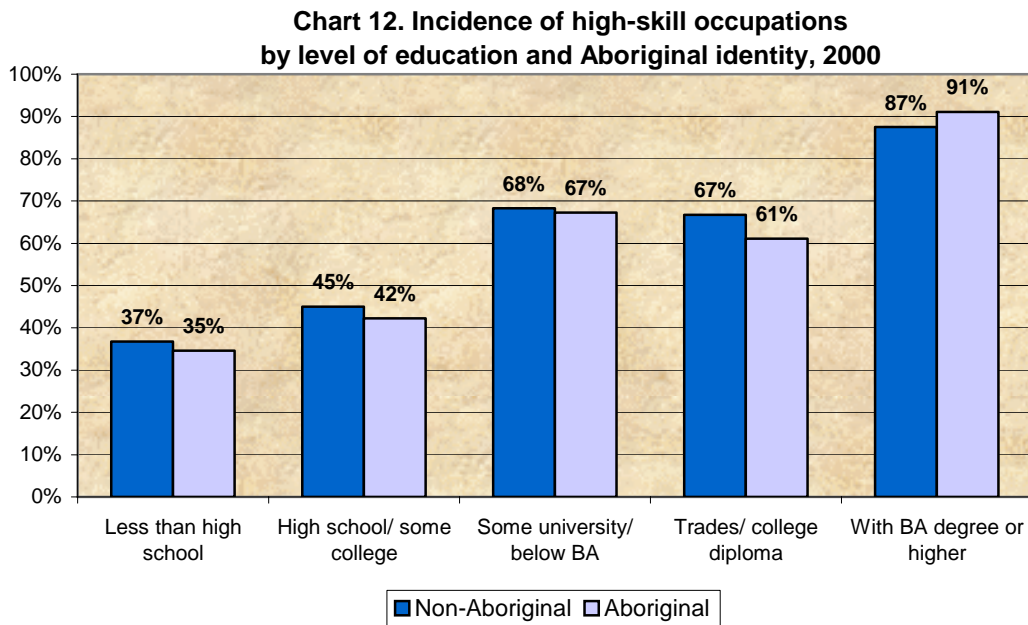


6. Explaining the Occupational and Wage Gap

Finally, in this section we examine what are the factors behind the occupational and wage gap between Aboriginal and non-Aboriginal workers. We show that educational differences explain most of the occupational differences between Aboriginal and non-Aboriginal workers. However, we also show that educational differences leave unexplained a big part of the wage gap.

6.1 Incidence of high-skill occupations similar within the same education level

Chart 12 shows that within each level of education, Aboriginal and non-Aboriginal workers have a roughly equal chance of being in a high-skill occupation. The implication is that, if Aboriginal workers had the same level of education as non-Aboriginal workers, their percentage with high-skill jobs would have been the same as that for non-Aboriginal workers.



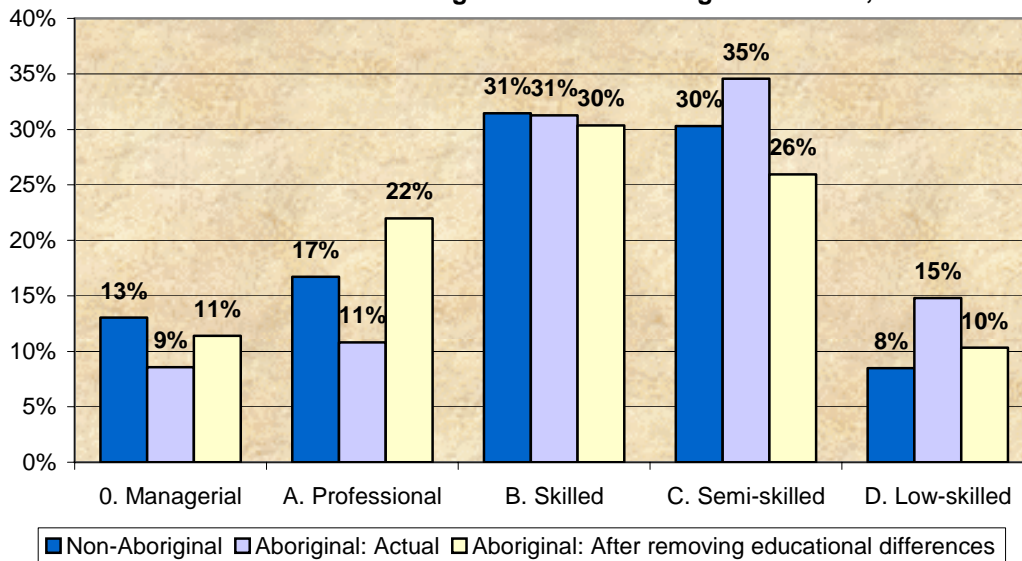
6.2 Education differences explain most of the occupational differences between Aboriginal and non-Aboriginal workers

Given the above results, it is not surprising that shift-share analysis shows if there were not educational differences between Aboriginal and non-Aboriginal workers, the occupational mix of the two groups would have been very similar (Chart 13).⁴

For example, the percentage of Aboriginal workers with managerial occupations would have been 11% rather than 9% (still somewhat lower than the non-Aboriginal rate of 13%). In the case of professional jobs, the percentage of Aboriginal workers would have actually surpassed that of non-Aboriginal workers.

Using logit regression we probed further the two top types of high-skill occupations: managerial and professional (which usually require a university degree). As we discussed earlier, Aboriginal workers are under-represented in these two groups of occupations (20% vs. 30%). The regression results show that educational differences fully explain why Aboriginal workers have a lower incidence of occupations (the logit regression results are reported in Appendix A, Table A2).

Chart 13. Occupational profile before/after removing educational differences between Aboriginal and non-Aboriginal workers, 2000



⁴ In the shift-share analysis we took into account only education differences. We adjusted the educational distribution of Aboriginal workers to resemble that of non-Aboriginal workers (by changing the respective weights); and we examined the distribution by occupation after education differences between Aboriginal and non-Aboriginal workers were removed.

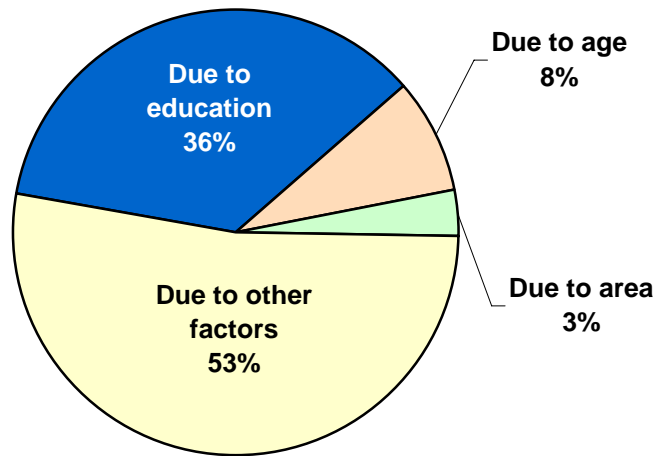
6.3 Even with similar education, though, most of the wage gap would persist

However, although closing the educational gap between Aboriginal and non-Aboriginal workers would have eliminated their skill-gap, a significant portion of the wage gap would have still persisted.

Ordinary Least Squares regression analysis attributed 36% of the wage gap to educational differences. The younger age of Aboriginal workers explained another 8% of the wage gap, while 3% was attributed to the fact that Aboriginal workers tend to live in smaller areas (Chart 14). For regression results see Appendix A, Table A3.

About half of the wage gap is due to factors not taken into account in our analysis (possible factors: quality of education; social factors; discrimination). The persistence of a wage gap, even after the effect of apparent education differences is removed require further investigation.

**Chart 14. Decomposition of wage gap between Aboriginal and non-Aboriginal workers, 2000
(Wage gap: \$837-\$635=\$202)**



10. Conclusion

There are significant occupational differences between Aboriginal and non-Aboriginal workers. Aboriginal workers are under-represented in managerial and professional occupations (that usually require a university degree). The under-representation is mostly concentrated in the private sector (i.e. outside public administration, health, education, social services and culture).

Educational differences explain most of the occupational differences between Aboriginal and non-Aboriginal workers. This means that closing the education gap between the two groups would eliminate most of the occupational differences. However, almost two-thirds of the wage gap between the two would still persist.

Nevertheless, education remains the most promising policy lever. Two priorities are apparent:

- Promote culturally sensitive programs that combine work and learning to reduce the Aboriginal high school drop-out rate. This will not only reduce the number of high school drop-outs, but it will also increase the potential pool of PSE students.
- Offer more innovative ways of making university more accessible and more enticing to Aboriginal youth (e.g. distance education).

Appendix: Additional Tables

Table A1. Worker profile, incidence of high skill occupations, & avg weekly wages by Aboriginal identity, 2000

Characteristics	Distribution by characteristics			Incidence of high-skill occup's			High-skill weekly wages (\$)			Low-skill weekly wages (\$)		
	Non-Abo.	Abor.	Gap	Non-Abo.	Abor.	Gap	Non-Abo.	Abor.	Gap	Non-Abo.	Abor.	Gap
Education												
- Less than high school	18%	29%	11%	37%	35%	-2%	743	614	17%	586	532	9%
- High school/some college	22%	22%	0%	45%	42%	-3%	791	650	18%	603	542	10%
- Some university/below BA	11%	11%	0%	68%	67%	-1%	963	733	24%	638	551	14%
- Trades/college diploma	29%	31%	2%	67%	61%	-6%	884	742	16%	633	572	9%
- With BA degree or higher	21%	8%	-13%	87%	91%	4%	1,263	949	25%	728	686	6%
Gender												
- Male	57%	54%	-3%	64%	52%	-12%	1,102	809	27%	702	624	11%
- Female	43%	46%	3%	58%	53%	-5%	792	633	20%	518	456	12%
Age												
- 18-29	31%	39%	8%	58%	48%	-10%	760	618	19%	528	475	10%
- 30-44	47%	45%	-1%	63%	55%	-8%	1,043	783	25%	661	600	9%
- 45+	23%	16%	-7%	63%	54%	-8%	1,113	805	28%	664	612	8%
Area												
- Urban 100,000 plus	63%	35%	-28%	62%	52%	-11%	1,022	775	24%	620	548	12%
- Urban 10,000<100,000	13%	15%	2%	60%	50%	-9%	920	770	16%	617	571	7%
- Rural, less than 10,000	24%	50%	26%	59%	53%	-6%	880	687	22%	608	540	11%
Sector												
- Public	23%	35%	12%	74%	64%	-10%	943	708	25%	614	524	15%
- Private	77%	65%	-12%	57%	45%	-12%	991	742	25%	618	558	10%
All	100%	100%		61%	52%	-9%	978	727	26%	617	549	11%

(1) Includes the following industries (based on NAICS): Education; Public admin; Health/Social assistance.

Table A2. Logit regression analysis of determinants of incidence of managerial/professional occupations among Aboriginal workers, 2000

Independent variables	b-coeffic.	Stand.error	t-statistic	Odds ratio
Constant	-3.050	0.190	-16.086	0.047
Education				
- Less than high school (reference category)	na	na	na	na
- High school/some college: <13 yrs	0.258	0.236	1.094	1.295
- High school/some college: 13+ yrs	0.926	0.214	4.337	2.526
- Some university/below BA: <16 yrs	1.548	0.209	7.409	4.704
- Some university/below BA: 16+ yrs	2.393	0.278	8.597	10.942
- Trades/college diploma: <14 yrs	0.058	0.194	0.297	1.059
- Trades/college diploma: 14+ yrs	1.601	0.182	8.785	4.960
- With BA degree or higher: <19 yrs	3.917	0.284	13.802	50.229
- With BA degree or higher: 19+ yrs	4.183	0.391	10.711	65.546
Area				
- 100K plus	-0.429	0.132	-3.249	0.651
- 15K to less than 100K	-0.563	0.186	-3.021	0.570
- Less than 15K (reference category)	na	na	na	na
Sector				
- Private (reference category)	na	na	na	na
- Public	0.814	0.124	6.593	2.258
Gender				
- Male	-0.038	0.119	-0.321	0.963
- Female (reference category)	na	na	na	na
Age				
- Under 35 (reference category)	na	na	na	na
- 35-49	0.640	0.128	4.998	1.896
- 50+	0.948	0.177	5.364	2.580
Nagelkerke R Square:	35%	Unweighted count:	2,920	
- Non-Aboriginal: Actual incidence				30%
- Aboriginal: Actual incidence.....				19%
- Aboriginal: Hypothetical incidence if education the same.....				32%

Table A3. OLS Regression analysis of determinants of weekly wages among Aboriginal workers, 2000

Independent variables	b-coeffic.	Stand.error	t-statistic
Constant	306.989	9.329	32.909
Education			
- Less than high school (reference category)	na	na	na
- High school/some college: <13 yrs	60.972	11.781	5.175
- High school/some college: 13+ yrs	68.956	11.088	6.219
- Some university/below BA: <16 yrs	146.742	13.561	10.821
- Some university/below BA: 16+ yrs	216.006	20.632	10.469
- Trades/college diploma: <14 yrs	106.166	9.571	11.093
- Trades/college diploma: 14+ yrs	180.576	10.521	17.164
- With BA degree or higher: <19 yrs	411.570	16.669	24.691
- With BA degree or higher: 19+ yrs	460.067	23.116	19.902
Area			
- 100K plus	23.900	7.373	3.241
- 15K to less than 100K	43.950	9.871	4.452
- Less than 15K (reference category)	na	na	na
Sector			
- Private (reference category)	na	na	na
- Public	-13.742	7.712	-1.782
Gender			
- Male	208.403	6.836	30.488
- Female (reference category)	na	na	na
Age			
- Under 35 (reference category)	na	na	na
- 35-49	162.542	7.033	23.113
- 50+	188.849	10.138	18.629
Adjusted R-squared	50% Count		2,613

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