

**TABLE 2**  
**DETERMINANTS OF CHILD CARE WORKERS' WAGES**

VARIABLE NAME	PARAMETER ESTIMATE	t - STATISTIC
Constant	1.890**	8.43
<b>Group 1 - Occupation</b>		
<b>Specific Occupation</b> (Teacher omitted)		
Assistant Teacher	-0.035**	-2.46
Teacher-Director	0.096**	6.87
Administrative Director	0.333**	14.94
Other Job	0.043	0.84
<b>Group 2 - Education/Experience</b>		
<b>Education Completed</b> (less than high school omitted)		
High School Certificate	0.010	0.42
Some College or University	0.067**	2.90
One-year Certificate	0.115**	4.96
Two-year Certificate	0.189**	7.87
Two- or Three-Year College Diploma	0.216**	9.39
B.A. degree	0.244**	10.28
Beyond B.A.	0.203**	5.12
<b>Experience in Child Care Field</b> (less than 1 year omitted)		
1-3 years	0.025	1.27
4-5 years	0.060**	2.71
6-10 years	0.110**	4.77
Over 10 years	0.108**	4.19
<b>Job Tenure</b>		
Number of years at current centre	0.012**	6.53
<b>Group 3 - Status of Worker</b>		
<b>Status of Worker</b> (full-time omitted)		
Part-time	-0.047**	-3.15
Casual or substitute	-0.108**	-3.92
Other status	0.0003	0.01
<b>Group 4 - Institutional Factors</b>		
<b>Auspice</b> (Commercial omitted)		
Municipal	0.273**	10.15
Non-profit	0.122**	10.04
<b>Union Status</b> (not a union member omitted)		
Union member	0.157**	10.37
<b>Group 5 - Province</b> (Ontario omitted)		
B.C.	-0.075**	-3.71
Alberta	-0.200**	-9.84
Saskatchewan	-0.269**	-13.95

VARIABLE NAME	PARAMETER ESTIMATE	t - STATISTIC
Manitoba	-0.066**	-3.91
Quebec	-0.112**	-5.04
Atlantic Provinces	-0.281**	-17.09
<b>Group 6 – Individual Characteristics</b>		
<b>Gender (male omitted)</b>		
Female	-0.47	-1.49
<b>Age (15-19 omitted)</b>		
20-24	0.012	0.41
25-29	0.054*	1.78
30-34	0.047	1.48
35-39	0.082**	2.50
40-44	0.054	1.58
45-49	0.061*	1.69
50 and over	0.034	0.89
<b>Marital Status (married/c.l. omitted)</b>		
Single	-0.0001	-0.01
Divorced	-0.006	-0.30
Widowed	0.047	0.99
<b>Has Preschool Children (no children omitted)</b>		
Has preschool children	-0.002	-0.15
<b>Group 7 – Motivation</b>		
<b>Views job as a career (views child care as "just a job" omitted)</b>		
Career-oriented	0.035**	2.44

Adjusted R-squared - 0.635

n = 1,774

\*\* significant at .05 level, two-tailed.

\* significant at .10 level, two-tailed.