

TABLE 3
CROSS-PROVINCIAL COMPARISON OF FACTORS AFFECTING
CHILD CARE WAGES

VARIABLE NAME	ATLANTIC	QUEBEC	ONTARIO	MANITOBA	SASK'N.	ALBERTA	BRITISH COLUMBIA
Group 2 -							
Education/Experience							
Education Completed (less than high school omitted)							
High School Certificate	0.024	-0.018	0.096	-0.049	0.054	-0.007	0.008
Some College or University	0.055	0.042	0.167*	0.050	0.097*	0.048	0.004
One-year Certificate	0.118**	0.190**	0.195*	0.143**	0.162**	0.095*	0.008
Two-year Certificate	0.199**	0.186**	0.258**	0.155**	0.313**	0.158**	0.078
Two- or Three-Year College Diploma	0.260**	0.123*	0.276**	0.152**	0.273**	0.267**	0.180
B.A. degree	0.255**	0.207**	0.353**	0.183**	0.294**	0.267**	0.043
More than B.A.	0.268**	-0.067	0.316**	0.161**	0.401**	n.a.	0.088
Experience in Child Care Field (less than 1 year omitted)							
1-3 years	0.062	0.110	0.113*	0.014	-0.038	-0.0004	-0.144
4-5 years	0.070**	0.107	0.149**	0.098*	0.039	0.021	-0.079
6-10 years	0.099**	0.259**	0.214**	0.129**	0.128**	0.001	-0.096
Over 10 years	0.136**	0.291**	0.221**	0.113*	0.093	-0.010	-0.128
Centre-specific Experience							
Number of years at current centre	0.014**	0.002	-0.005	0.016**	0.015**	0.024**	0.008
Group 4 - Institutional Factors							
Auspice (Commercial omitted)							
Municipal	n.a.	n.a.	0.210**	n.a.	n.a.	0.246**	n.a.
Non-profit	0.114**	0.208**	0.074**	0.18**	0.313	0.083**	0.133**
Union Status (not a union member omitted)							
Union member	0.274**	0.147**	0.167**	0.132**	0.089**	0.318**	0.16**
Adjusted R-squared	0.49	0.62	0.51	0.59	0.56	0.76	0.33

** significant at .05 level, two-tailed

* significant at .10 level, two-tailed