

**TABLE 5**  
**WAGE EQUATION ESTIMATES**  
**SELECTED RESULTS**

| <u>Independent Variable</u>                                 | Collapsed<br>Auspice | Detailed<br>Auspice | Auspice<br>and Other | Detailed<br>Auspice II |
|---|----------------------|---------------------|----------------------|------------------------|
| <b>Auspice</b>  |                      |                     |                      |                        |
| [Commercial]  |                      |                     |                      |                        |
| Municipal   | 0.255**<br>(6.82)    |                     |                      |                        |
| Non-profit  | 0.110**<br>(7.36)    |                     |                      |                        |
|   |                      |                     |                      |                        |
| <b>Detailed Auspice</b>                                     |                      |                     |                      |                        |
| [Commercial]  |                      |                     |                      |                        |
| Municipal   |                      | 0.266**<br>(7.12)   | 0.201**<br>(4.90)    | 0.246**<br>(5.93)      |
| Non-Profit - independent                                    |                      | 0.127**<br>(7.32)   | 0.089**<br>(4.53)    | 0.131**<br>(6.92)      |
| Non-profit - parent cooperative                             |                      | 0.107**<br>(5.77)   | 0.063**<br>(3.11)    | 0.099**<br>(4.87)      |
| Non-profit - religious organization                         |                      | 0.051<br>(1.39)     | 0.040<br>(1.09)      | 0.047<br>(1.23)        |
| Non-profit - university or college                          |                      | 0.259**<br>(3.78)   | 0.214**<br>(3.07)    | 0.261**<br>(6.70)      |
| Non-profit - public school                                  |                      | 0.401**<br>(3.49)   | --<br>--             | --<br>--               |
| Non-profit - private school                                 |                      | 0.106**<br>(2.27)   | 0.058<br>(1.05)      | 0.093**<br>(1.65)      |
| Non-profit - corporate/business/hospital                    |                      | 0.180**<br>(4.58)   | 0.107**<br>(2.29)    | 0.149**<br>(3.12)      |
| Non-profit - government agency                              |                      | 0.123**<br>(5.78)   | 0.071**<br>(3.02)    | 0.104**<br>(4.38)      |
| Non-profit - non-government or community organization       |                      | 0.179<br>(0.92)     | 0.173<br>(0.90)      | 0.160<br>(0.81)        |
|   |                      |                     |                      |                        |
| <b>Other Variables</b>                                      |                      |                     |                      |                        |
| Percent of centre revenue derived from fees paid by parents |                      |                     | -0.001**<br>(2.51)   |                        |
| Index of fringe benefits                                    |                      |                     | 0.012**<br>(7.02)    |                        |
| Number of teaching staff                                    |                      |                     | 0.001<br>(0.73)      |                        |
|   |                      |                     |                      |                        |
| Number of observations                                      | 1,242                | 1,242               | 1,065                | 1,065                  |
| Adjusted R-squared  | 0.662                | 0.659               | 0.665                | 0.647                  |

- \* statistically significant at .10, two-tailed t-test.
- \*\* statistically significant at .05, two-tailed t-test.

The dependent variable is the log of the hourly wage. Regressions also included controls for age, education, firm-specific and job-specific experience, status (part-time, casual/contract), occupation, region, attitude toward career, and union status.

Note that in the third and fourth equations there are no results for Non-profit public school. This variable dropped out in the smaller sample.