

# Annexe 1 : statistiques descriptives

## The MEANS Procedure

Variable	N	Mean	Std Dev	Minimum	Maximum
age	532	36.8533835	11.7263657	18.0000000	64.0000000
lnwage	532	2.0597883	0.5156435	0.5596000	3.2692000
ED	532	13.0187970	2.6195743	2.0000000	18.0000000
ex	532	17.8421053	12.3785807	0	55.0000000

## The FREQ Procedure

fe	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	288	54.14	288	54.14
1	244	45.86	532	100.00

  

union	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	436	81.95	436	81.95
1	96	18.05	532	100.00

  

nonwh	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	465	87.41	465	87.41
1	67	12.59	532	100.00

  

hisp	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	505	94.92	505	94.92
1	27	5.08	532	100.00

# Annexe 2 : régression 1

## The REG Procedure

Model: MODEL1

Dependent Variable: lnwage

Number of Observations Read 532  
 Number of Observations Used 532

## Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	7	50.44344	7.20621	41.61	<.0001
Error	524	90.74323	0.17317		
Corrected Total	531	141.18667			

Root MSE 0.41614 R-Square 0.3573  
 Dependent Mean 2.05979 Adj R-Sq 0.3487  
 Coeff Var 20.20314

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	t Value	Pr >  t	95% Confidence Limits	
Intercept	1	0.61294	0.11478	5.34	<.0001	0.38746	0.83842
fe	1	-0.25080	0.03689	-6.80	<.0001	-0.32327	-0.17834
union	1	0.20406	0.04814	4.24	<.0001	0.10949	0.29862
nonwh	1	-0.12748	0.05495	-2.32	0.0207	-0.23544	-0.01953
hisp	1	-0.07681	0.08368	-0.92	0.3591	-0.24120	0.08758
ED	1	0.08789	0.00759	11.58	<.0001	0.07299	0.10280
ex	1	0.03829	0.00515	7.43	<.0001	0.02817	0.04841
exsq	1	-0.00059919	0.00011296	-5.30	<.0001	-0.00082110	-0.00037728

## Annexe 3 : analyse de epsilon

The UNIVARIATE Procedure  
Variable: epsilon (Residual)

Moments

N	532	Sum Weights	532
Mean	-0.0040137	Sum Observations	-2.1352631
Std Deviation	0.41351585	Variance	0.17099536
Skewness	-0.0403896	Kurtosis	-0.1193538
Uncorrected SS	90.8071041	Corrected SS	90.7985339
Coeff Variation	-10302.732	Std Error Mean	0.01792819

Basic Statistical Measures

Location		Variability	
Mean	-0.00401	Std Deviation	0.41352
Median	0.00109	Variance	0.17100
Mode	-0.48106	Range	2.36242
		Interquartile Range	0.56339

Tests for Location: Mu0=0

Test	-Statistic-	-----p Value-----	
Student's t	t -0.22387	Pr >  t	0.8229
Sign	M 1	Pr >=  M	0.9654
Signed Rank	S -274	Pr >=  S	0.9385

Tests for Normality

Test	--Statistic--	-----p Value-----	
Shapiro-Wilk	W 0.99802	Pr < W	0.8007
Kolmogorov-Smirnov	D 0.027856	Pr > D	>0.1500
Cramer-von Mises	W-Sq 0.038327	Pr > W-Sq	>0.2500
Anderson-Darling	A-Sq 0.228812	Pr > A-Sq	>0.2500

## Annexe 4 : Niveau d'éducation et progression salariale

The REG Procedure  
 Model: MODEL1  
 Dependent Variable: lnwage

Number of Observations Used 532

### Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	7	50.83697	7.26242	42.12	<.0001
Error	524	90.34970	0.17242		
Corrected Total	531	141.18667			

  

Root MSE	0.41524	R-Square	0.3601
Dependent Mean	2.05979	Adj R-Sq	0.3515
Coeff Var	20.15928		

### Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	t Value	Pr >  t	95% Confidence Limits	
Intercept	1	0.30282	0.19860	1.52	0.1279	-0.08732	0.69296
fe	1	-0.24913	0.03682	-6.77	<.0001	-0.32147	-0.17679
union	1	0.20120	0.04803	4.19	<.0001	0.10683	0.29556
nonwh	1	-0.12436	0.05460	-2.28	0.0231	-0.23162	-0.01710
ED	1	0.10890	0.01358	8.02	<.0001	0.08222	0.13558
ex	1	0.05550	0.01081	5.13	<.0001	0.03426	0.07674
exsq	1	-0.00071308	0.00012788	-5.58	<.0001	-0.00096430	-0.00046186
edex	1	-0.00100	0.00056664	-1.77	0.0775	-0.00212	0.00011089

## Annexe 5 : statistiques par sexe

----- fe=0 -----

### The MEANS Procedure

Variable	N	Mean	Std Dev	Minimum	Maximum
lnwage	288	2.1727990	0.5198363	0.6981000	3.2692000
ED	288	13.0173611	2.7717547	2.0000000	18.0000000
ex	288	16.9409722	12.1486147	0	55.0000000
union	288	0.2361111	0.4254305	0	1.0000000

----- fe=1 -----

Variable	N	Mean	Std Dev	Minimum	Maximum
lnwage	244	1.9263988	0.4783851	0.5596000	3.2179000
ED	244	13.0204918	2.4333904	6.0000000	18.0000000
ex	244	18.9057377	12.5866269	0	49.0000000
union	244	0.1147541	0.3193801	0	1.0000000

# Annexe 6 : régressions globale et par sexe

The REG Procedure

Dependent Variable: lnwage

Number of Observations Used 532

## Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	6	42.43766	7.07294	37.60	<.0001
Error	525	98.74901	0.18809		
Corrected Total	531	141.18667			

Root MSE	0.43370	R-Square	0.3006
Dependent Mean	2.05979	Adj R-Sq	0.2926
Coeff Var	21.05543		

## Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	t Value	Pr >  t	95% Confidence Limits	
Intercept	1	0.53371	0.11900	4.48	<.0001	0.29994	0.76749
union	1	0.25893	0.04946	5.24	<.0001	0.16178	0.35609
nonwh	1	-0.12116	0.05726	-2.12	0.0348	-0.23365	-0.00867
hisp	1	-0.08685	0.08720	-1.00	0.3197	-0.25814	0.08445
ED	1	0.08628	0.00790	10.92	<.0001	0.07075	0.10180
ex	1	0.03649	0.00536	6.80	<.0001	0.02595	0.04702
exsq	1	-0.00058400	0.00011770	-4.96	<.0001	-0.00081522	-0.00035277

----- fe=0 -----

Dependent Variable: lnwage

Number of Observations Used 288

## Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	6	25.73200	4.28867	23.25	<.0001
Error	281	51.82396	0.18443		
Corrected Total	287	77.55596			

Root MSE	0.42945	R-Square	0.3318
Dependent Mean	2.17280	Adj R-Sq	0.3175
Coeff Var	19.76481		

## Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	t Value	Pr >  t	95% Confidence Limits	
Intercept	1	0.66211	0.15430	4.29	<.0001	0.35838	0.96584
union	1	0.19378	0.06112	3.17	0.0017	0.07346	0.31410
nonwh	1	-0.16648	0.07502	-2.22	0.0273	-0.31415	-0.01880
hisp	1	0.02003	0.12207	0.16	0.8698	-0.22026	0.26032
ED	1	0.07888	0.01029	7.67	<.0001	0.05863	0.09914
ex	1	0.04492	0.00711	6.32	<.0001	0.03093	0.05891
exsq	1	-0.00069407	0.00015675	-4.43	<.0001	-0.00100	-0.00038551

----- fe=1 -----

Dependent Variable: lnwage

Number of Observations Used 244

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	6	18.66727	3.11121	19.96	<.0001
Error	237	36.94384	0.15588		
Corrected Total	243	55.61111			

Root MSE	0.39482	R-Square	0.3357
Dependent Mean	1.92640	Adj R-Sq	0.3189
Coeff Var	20.49513		

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	t Value	Pr >  t	95% Confidence Limits	
Intercept	1	0.22105	0.17169	1.29	0.1992	-0.11717	0.55928
union	1	0.18806	0.08001	2.35	0.0196	0.03044	0.34569
nonwh	1	-0.03019	0.08104	-0.37	0.7098	-0.18984	0.12945
hisp	1	-0.17016	0.11332	-1.50	0.1345	-0.39339	0.05308
ED	1	0.10478	0.01132	9.26	<.0001	0.08248	0.12707
ex	1	0.03104	0.00751	4.13	<.0001	0.01624	0.04584
exsq	1	-0.00049444	0.00016279	-3.04	0.0027	-0.00081515	-0.00017373