Foreign Workers, Foreign Multinationals, and Wages by Occupation and Sex in Malaysia's Manufacturing Plants during the mid-1990s

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Abstract:

  This paper investigates the effects of foreign worker shares and MNE ownership on wages paid to males and female in five occupation groups in Malaysian manufacturing plants during 1994-1996, an important period coinciding with the end of the decade-long economic boom that preceded the Asian financial crisis. Random effects estimates of Mincer-type equations by occupation group and sex in large samples of all industries and in seven industry-level samples both suggest that use of foreign workers generally had insignificant effects on plant wages for most occupation-sex-(and industry) combinations. When significant, these estimates suggested that plants with relatively large shares of same sex-same occupation foreign worker shares tended to pay relatively high wages to relatively high wages to high-wage workers but relatively low wages to low-wage workers. The few significant effects of foreign workers of the different sex and same occupation and in different occupations were less systematic. Conditional MNE-local wage differentials were almost always positive when significant. Results from large samples of all industries combined indicate a strong tendency for MNEs to pay relatively high wages. However, allowing all slope coefficients to vary among seven industry groups suggests that MNE-local differentials were almost always insignificant in three industries and consistently significant in only one.

1. Introduction

Malaysia, like neighboring Singapore, has historically relied heavily on foreign workers and foreign multinational enterprises (MNEs). These economies differ in many important respects, but they share common colonial legacy that led to large migration from China and the Indian subcontinent. The resulting diversity contributed to the creation of political, economic, and business institutions which reduced the costs of foreign worker employment compared to other economies. Moreover, since independence in the 1960s, both economies have been very open to foreign trade and foreign MNE operations, though Malaysia was somewhat more restrictive.

This paper first investigates how foreign worker shares were correlated with wages manufacturing plants paid to male and female workers in five occupation classes during 1994-1996. This detailed disaggregation of wages by occupation and sex allows substantial control for worker quality, even though the data contain no information on the education or experience of workers, for example. The study also analyzes if foreign MNEs paid higher wages than local plants in this period, as suggested by previous research for 2000-2004. Analyses are conducted in large samples of all manufacturing plants combined and in smaller, more homogeneous samples of plants in seven industry groups.

The sample period is important because it coincides with the end of the decade-long economic boom that preceded the Asian financial crisis, when Malaysia's economy and manufacturing industries grew rapidly. Although foreign MNEs had accounted for relatively large shares of Malaysian manufacturing from the 1970s (Ramstetter 1999), Malaysia's manufacturing plants (including foreign MNEs) were beginning to employ large numbers of foreign workers during the sample period (World Bank 2013).

Numerous studies have examined the effects of foreign MNEs in Malaysia and other Asian economies (Section 2). There are also studies analyzing the wage effects of foreign workers in Malaysia, using both manufacturing plant data and data on individual workers, but relatively

few studies of developing economies in Asia or elsewhere. As far as I know, this is among the most detailed examinations of wage determinants in firms or plants in developing economies, including Malaysia, and also one of the first attempts to analyze the wage effects of foreign workers and MNE ownership simultaneously using plant- or firm-level data. After the literature review (Section 2), the paper describes the data and highlights important patterns revealed by descriptive statistics (Section 3). It then describes the Mincer-type equations used to estimate the effects of foreign workers and MNEs (Section 4) and major results of econometric estimation (Section 5). The paper concludes with a summary of important findings and suggestions for future research (Section 6).

2. Literature Review

There are two distinct strands of relevant literature. The first examines how foreign workers affect host economy wages and focuses on the extent foreign workers are substitutes for or complements to local workers in the production process.[1] The second strand of literature focuses on how MNEs tend to pay relatively high wages, largely because they hire relatively large shares of relatively skilled labor and possess relatively sophisticated sets of generally intangible assets related to production technology, marketing, and management.[2]

2a. Foreign Workers and Wages in Malaysia

If foreign workers are usually willing to work for relatively low wages and are engaged in similar occupations, then they are likely to create downward pressure on wages of competing local wages. On the other hand, if foreign workers specialize in low-wage tasks, they can help

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[1] See Borjas (2003), Borjas et al. (2011), Kerr and Kerr (2011), Ottaviano and Peri (2008) for some well-known studies and surveys of related issues.

[2] See Caves (2007), Dunning (1993), and Markusen (2002) for surveys documenting the tendency for MNEs to be relatively technology- or skill-intensive compared to non-MNEs.

facilitate specialization of local workers in occupations with relatively high productivity and wages.

Alternatively, World Bank (2013) uses recent (2007-2010) labor force data to estimate the effects of foreign workers on worker wages indirectly by calculating how migration-induced changes in employment affect wages in Malaysia. The main conclusion of this exercise is that "changes in employment caused by increases in immigration to a specific region and industry do not lead to changes in the wages of Malaysian workers" (p. 50). In other words, "results suggest that a sufficient number of Malaysian workers are highly mobile across industries (and possibly also regions) so as to allow wages to rapidly equalize".

However, both employment and wage effects differ somewhat among worker groups. First, "increases in demand for Malaysian workers due to immigration do not result in changes in relative wages across industries" but "they do increase the overall wage level in Malaysia", with positive effects "most apparent when foreigners work in low-skilled services and agriculture". When workers are distinguished by personal characteristics, results suggest increased immigration increases male wages but has a very small effect on women's wages (World Bank 2013, p. 51). Likewise, wage elasticities were large and positive for workers with post-secondary and lower secondary education, but negative for workers with primary education, and small but positive in other education groups.

Although their primary focus is estimation of foreign worker effects on labor productivity and unit labor costs, Tham and Yiew (2014) also use plant-level data from Malaysia's manufacturing censuses and surveys for 2000-2006 to estimate the effect of foreign worker shares on plant wages, using a methodology that is similar to that used in this paper.[3] They include controls for capital-intensity, capital size, and (majority-) MNE plants, plant age,

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[3] Note that Tham and Yiew (2014) and Athukorala and Devadason (2012, 2013) discussed below mistakenly refer to these as firm-level data or their industry-level compilations of firm-level data. However, they are actually plant-level data and the distinction is important in Malaysian manufacturing, because many industries are dominated by large, multi-plant firms.

market concentration, and competitiveness (whether a plant had negative profits or not). Their estimates don't account for the influence of worker education, which Ramstetter (2014) shows is an important determinant of wages when using the same data for 2000-2004. However, Tham and Yiew (2014) have the important advantage of access to two alternative measures of foreign worker presence: (1) the foreign worker share of total workers and (2) foreign shares of six alternative occupations. Models are estimated by instrumental variables, using industry- and plant-level fixed effects. In other words they ask how changes in foreign worker shares affect plant wages, not how levels of foreign shares affect wages.

Results of their aggregate specification suggest that the coefficient on the total foreign worker share was negative and highly significant (at the 1 percent level; Tham and Liew 2014, p. 151), but results from the disaggregated specification indicate that the foreign share of only one occupation, plant and machine operators and assemblers employed through contracts, was negative and significant at the standard 5 percent level. The coefficient on the foreign share of directly employed plant and machine operators and assemblers was also negative and weakly significant at the 10 percent level. On the other hand, on the foreign shares of the other four occupations, which generally demand higher worker skills, were not significant determinants of wages.

Athukorala and Devadason (2012, 2013) use industry-level compilations of these plant-level data to estimate the effects of foreign worker shares on average wages in alternative industry-level panels covering 1992-1999 (excluding 1998 when the manufacturing survey was not published) and 2000-2008 or 2000-2005.[4] Estimates for 2000-2008 control for industry size (real value added), capital intensity, skill intensity (the share of professionals and managers in employment), average firm size (employees per plants), foreign ownership (share of majority-foreign plants), the share of exports in gross output, industry concentration, and a dummy

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[4] Results in Athukorala and Devadason (2012) cover through 2008 and are the focus here.

identifying industries where national trade union membership is prohibited. Instrumental variables estimates using random effects or fixed effects are used, and alternative estimates are made for the average wage of all workers as a function of the total foreign worker share and the average wage of unskilled workers as a function of the foreign share of unskilled workers.

All estimates indicate that the coefficient on the foreign share was negative and highly significant (Athukorala and Devadason 2012). In other words, wages tended to be lower in industries and years with relatively high foreign worker shares, after the influences of the controls are accounted for. Similar results are obtained using a more limited set of controls for 2000-2008, but not for 1992-1999, when the foreign worker share was a significantly negative determinant of unskilled worker wages, but not wages of all workers. The authors conclude "We do find a statistically significant negative impact of foreign worker dependency on real manufacturing wages, but the magnitude of the impact is small. Real manufacturing wages seem fundamentally embedded in the structure and performance of domestic manufacturing, with the influx of foreign workers having an impact only at the margin" (p. 1508).

Both results from the manufacturing plant data thus suggest that relatively unskilled foreign workers contributed to lower plant-level wages (Tham and Liew 2014) or that all foreign workers contributed to relatively low industry-level wages (Athukorala and Devadason 2012). On the other hand, analysis of the labor force data by World Bank (2013) suggest that foreign workers usually contributed to increased wages of local workers. Although apparently contradictory results, they are not necessarily inconsistent for at least two reasons. First, the measure of the wage effect differs. In the manufacturing data, the fixed effects estimates focuses on the effects of changes in foreign worker shares on average plant- or industry-level In contrast, the labor force data analyses focus more precisely on the wages of different classes of local workers. Second, as Athukorala and Devadason point out, the manufacturing data include small plants in census years (1993, 2000, 2005) only. The manufacturing plant samples are thus

different from the manufacturing sample in the labor force data used by the World Bank, which presumably includes foreign and local workers in many small plants.

2b. Foreign MNEs and Wages in Malaysia and other Asian Developing Economies

MNEs are often found to pay relatively high wages than local firms or plants, partially because MNEs tend to hire relatively skilled workers. Ramstetter's (2014) study of Malaysian plants in 2000-2004 accounted for variation in shares of workers in high paying occupations and shares of highly and moderately educated workers with higher or moderate education.[5] In large, heterogeneous samples of plants in many manufacturing industries combined, MNE-local wage differentials remained positive and highly significant (at the 1% level or better) in six alternative estimates accounting for these plant characteristics.[6] When separate estimates were performed for 17 more homogeneously defined industries, MNE-local differentials remained positive and significant at the standard 5% level in all estimates for six industries and in most estimates for another five industries. Differentials were often insignificant in another six industries. However, local plants may hire different shares of foreign workers, and this aspect of worker quality should also be considered simultaneously as in Tham and Liew (2014).[7]

In the aforementioned study of foreign worker effects on industry wages, Athukorala and Devadason (2012) also include the share of output produced by majority-foreign MNEs in some their estimates for 2000-2008. However, its coefficient is significant at the standard 5 percent

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[5] Highly paying occupations were defined as (1) proprietors, business partners, (2) managers, professionals, executives, and (3) technicians, professionals. Highly educated workers were those with education beyond the fifth year of secondary school (i.e., some level of vocational school, college, university, or graduate school). Moderately educated workers were those successfully completing of the Malaysian Education Certificate (SPM), an exam taken by all students in the fifth year of secondary school, but no further education. The study also accounted for female shares of the workforce, capital intensity, and plant size

[6] Estimates were performed using both contemporary and lagged values of all independent variables for 2001-2004, and contemporary values for the larger 2000-2004 sample. Estimates were also performed by pooled OLS and random effects panel estimates for each of these three

[7] Ramstetter used a dataset from which information on foreign workers was redacted.

level in only one of the eight estimates they present for this period (random effects estimates for all workers).[8] Their failure to find a significant correlation may be because the distinction between foreign MNEs is discrete and MNE wage effects are easier to capture with a dummy variable at the plant level, rather than a continuous variable measured at the industry level.

Studies of Indonesian manufacturing plants in 1996 and 2006 (Lipsey and Sjöholm 2004; Ramstetter and Narjoko 2013) are particularly relevant because they estimate separate Mincer-type wage equations at the plant level for production workers and non-production workers. The Indonesian evidence suggests that the wage gap between non-production and production workers was larger for MNEs than for private plants.[9] Equivalently, both unconditional and conditional MNE-private wage differentials were larger for non-production workers than for production workers, and differentials were often significantly positive for both types of workers.

Recent evidence for Vietnam also suggests that MNE-private wage differentials were usually positive significant after accounting for worker education and occupation in 2007 and/or 2009, and much larger for high-wage managers and professionals than for relatively low-wage clerical and production workers in 2009 (Nguyen and Ramstetter 2015a, 2015b). Similarly, for a small sample of Chinese firms in five large cities, Hale and Long (2011) found that foreign ownership had a stronger impact on wages of managers and professionals than ordinary workers. However, their results differed from those for Indonesia and Vietnam because foreign ownership had no significant effect on the wages of ordinary workers. Velde and Morrissey (2003) also found a

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[8] For this period, the authors show random and fixed effects estimates for all workers and for unskilled workers using both random and fixed effects.

[9] In Ramstetter and Narjoko's (2013, pp. 25-26, 41-42) large samples of medium large plants in Indonesia, for example, ratios of wages earned by non-production workers to those of production workers were 2.11 for private plants and 2.61 for MNEs in 1996 and 1.82 and 1.99, respectively, in 2006. Corresponding unconditional, MNE-private wage differentials were 201 percent for non-production workers and 144 percent for production workers in 1996, and 84 and 69 percent, respectively, in 2006. When estimated in large samples of all plants combined, corresponding conditional differences were 34 and 26 percent, respectively, in 1996 and 15 and 3.5 percent, respectively, in 2006.

tendency for MNE-local wage differentials to be positive and larger for relatively skilled workers in five African countries.

There are at least three possible reasons that foreign ownership has larger effects on the wages of relatively skilled workers. First, skilled workers are more likely than unskilled workers to be able to utilize the MNEs knowledge-based, generally intangible assets MNEs possess in relatively large amounts compared to non-MNEs. Because they are better able to utilize these assets, skilled workers probably experience larger increases in labor productivity, and thus wages, by working for MNEs than do unskilled workers. Second, skilled workers are more heterogeneous than unskilled workers and it is thus likely that controls for labor quality such as educational background capture variation in labor quality better for unskilled workers than for skilled ones. Third, estimates of ownership-related differentials may include monopoly rents in markets for high-wage managers and technicians or professionals, for example. Here it is important to recognize that labor markets for these workers are often better be characterized as a series of bilateral monopolies rather than perfectly competitive markets.

In addition to hiring relatively high quality labor, there are least three additional reasons MNEs may page a wage premium above that required for local plants. First, there is substantial evidence that MNEs often find it difficult to identify and retain suitably qualified workers. For example, in 1998, securing adequate quantity and quality of labor was the third most common of 27 possible problems for Japanese affiliates operating in the ASEAN-4 (the four largest developing economies in the Association of Southeast Asian Nations: Indonesia, Malaysia, the Philippines, and Thailand), this problem being cited by 8.5 percent of these MNEs (Japan, Ministry of Economy, Trade and Investment 2001, pp. 536-537).[10] Other surveys also indicated that securing labor supply was the third most frequently cited of 14 investment motives of Japanese affiliates in Malaysia (Ramstetter 2014). Correspondingly, many studies suggest that

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[10] The most commonly cited problems were (1) competition for product markets (11.2 percent and (2) political instability (8.6 percent).

MNEs pay relatively high wages to secure or retain labor in economies like Malaysia. This factor was probably relatively important during the period studied in this paper.

Second, workers in host economies are often relatively familiar with management practices in local firms and may therefore be relatively reluctant to work for MNEs that often use less familiar management styles. This may lead them to demand a premium for working in the relatively unfamiliar MNE environment. However, recent surveys of Malaysian graduates suggest this factor is not particularly important in Malaysia because MNEs are among the more popular employers for educated workers in this economy.[11] My rather substantial experience in Malaysia around the period studied suggests similar attitudes

Third, MNEs are often hypothesized to have relatively large amounts important firm-specific assets.[12] These firm-specific assets are generally intangible, and many of them are related worker quality. However, the MNE's possession of firm-specific assets has the potential to make workers more productive in MNEs than in non-MNEs, even if labor quality is identical in MNEs and non-MNEs. In such cases, MNEs may find it profitable to pay relatively high wages to compensate for their relatively high productivity, especially when the ability to utilize firm-specific assets is related to workers' firm-specific experience or motivation, for example.

Partially reflecting differences in firm-specific assets, MNE-local wage differentials are thought to result from differences in other plant-level characteristics that might affect labor productivity and/or wages. For example, much of the literature suggests that firms or plants which are relatively large or capital-intensive often pay relatively high wages and have

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[11] For example, seven of the 10 top-ranked employers in 2008 were foreign companies (http://malaysias100.com/media/foreign-firms-the-favorite).

[12] Some theorists (especially Dunning 1993) view the possession of firm-specific assets or ownership advantages as a key necessary condition for a firm to become an MNE (in addition to internalization and location advantages). Other theorists (Buckley and Casson 1992; Casson 1987; Rugman 1980, 1985) dispute this view, choosing instead to emphasize the key role of internalization as the key distinguishing characteristic between MNEs compared to non-MNEs. However, the key point here is that all agree that MNCs tend to possess these kinds of firm-specific assets in relatively large amounts.

relatively high labor productivity. In addition, location and industry affiliation are found to have important influences on the wage levels in firms or plants. Plants with relatively large shares of female workers often tend to pay relatively low average wages because females generally earn less than males, and Malaysia is no exception.[13] This paper will follow the previous literature and estimate earnings equations that include plant size, factor intensity, location, and industry affiliation, as well as shares, of major ethnic groups in paid workers, foreign worker shares, and MNE ownership, as independent variables.

3. Data and Descriptive Statistics

This paper uses compilations and econometric estimates from plant- (establishment-) level data from Malaysia's surveys of manufacturing plants in 1994, 1995, and 1996 (Department of Statistics various years a). Data from the more comprehensive census in 1993 were not available. However comparisons of the 2000 census with data from surveys in 2001-2004 suggest that the Malaysian surveys in non-census years effectively cover most, if not all large plants (Ramstetter 2014).[14] The survey data obtained for 1994-1996 are distinguished by the detail provided on the workforce by occupation, sex, nationality, ethnic group, and the availability of wage data by occupation and sex. Thus, although the data set contains no direct information on labor quality such as educational background, it is possible account for much of the variation in labor quality among plants by estimating separate wage equations for relatively homogeneous groups of workers by occupation and sex. This allows much better control for worker quality and thus more accurate measurement of foreign worker effects than the methodology used for later years by Tham and Yiew (2014), who estimated the effect of

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[13] For evidence on Malaysia, see Chapman and Harding (1985), Lee and Nagaraj (1995), Milanovic (2006), and Schafgans (2000).

[14] Data for two other years, 1997 and 1999, were also available, but these years were excluded from this analysis because they differed greatly from the sample period.

foreign shares of alterative occupations on mean wages for all workers combined. On the other hand, the disaggregated approach used in this paper has the disadvantage of complexity.

In this paper, we distinguish five types of workers grouped by wage level: (a) managers, (b) technical and supervisory workers, (c) clerical and skilled workers, (d) general and semi-skilled workers, and (e) unskilled and part-time workers.[15] The clerical and skilled group and the unskilled and part-time group were the largest, followed by general and semi-skilled workers, both overall and in most of the industry groups identified in Table 1. On the other hand, managers and the technical and supervisory group were usually much smaller. If all occupations are combined, male workers outnumbered females by a large margin in the metals group, the wood group, and food and beverages. Male dominance was conspicuous in the high-wage categories (managers, technical and supervisory workers). On the other hand, female workers outnumbered males by a wide margin in electronics-related machinery, and the textiles group. Female-male ratios were particularly large among unskilled and part-time, general and semi-skilled, and clerical and skilled workers in electronics-related machinery and among clerical and skilled workers in textiles.

Four industries are excluded because their technical and/or regulatory characteristics differ greatly from other industries (tobacco, printing and publishing, oil and coal products) or because they are defined heterogeneously (miscellaneous manufacturing). The seven sample industry groups hired the vast majority of paid workers in Malaysian manufacturing plants.[16] Electronics-related machinery was the largest industry (34-35 percent of the total in sample industries), followed by the wood group (16-17 percent), the chemicals group (13-14 percent),

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[15] Clerical workers include clerks, typists, stenographers, personal secretaries, sales personnel, and others. General workers include drivers, conductors, lorry attendants, telephone operators, office boys, watchmen, gardeners, among others. Skilled, semi-skilled, and unskilled workers include both directly employed and contract workers in these categories.

[16] The total number of paid workers calculated from Table 1amounted to 96% pf published compilations for both sexes in each year (Department of Statistics various years a).

the metals groups (10-12 percent), the textiles group (8-10 percent), and the food and general machinery groups (7-8 percent each). The sample is thus comprehensive and rather diversified among the seven industry groups. [17]

Foreign workers shares varied greatly among sexes and occupations (Table 2). They tended to be largest among relatively low-wage unskilled and part-time workers and general and semi-skilled workers. Foreign shares also tended to be markedly higher for males than females. For example, foreign shares exceeded one-fourth for unskilled and part-time males in textiles, wood, chemicals in all years and for general and semi-skilled males in textiles in 1995-1996, and in several other groups of male workers in 1996. On the other hand, foreign shares exceeded this level in only one group for females, wood in all years.

The total number of foreign workers reported by sample plants rose rapidly from 100,110 in 1994 to 133,971 in 1995 and 194,744 in 1996 (calculated from data underlying Table 2). The foreign share of all paid workers also rose rapidly from 10 to 12 and then 17 percent. The 1996 estimates were similar to or larger than the World Bank's (2013, pp. 24, 193) corresponding estimates from the 2000 census (219,633 foreign workers and a foreign share of 14 percent). It thus appears that the increase in foreign workers subsided during the Asian financial crisis, before resuming a rapid rise to 514,284 workers and a foreign share of 28 percent in 2010.

Wages varied markedly among occupations, being by far the highest for managers and the lowest for unskilled and part-time workers (Table 3). The occupational wage differential was particularly large for males with male managers earning 8.2 to 8.6 times more, on average, than unskilled and part-time workers; corresponding differentials were smaller for females, 6.7 to 6.8 times. Male managers in chemicals were consistently the highest paid while unskilled and part-time females in wood and textiles tended to earn the least. Not surprisingly, males earned

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[17] However, many manufacturing workers are not covered by these surveys. For example, in 1995-1996, the total number of persons engaged (including unpaid workers and proprietors) was 76-78 percent of manufacturing employment (1994 estimate not available) reported in the labor force survey estimates (Department of Statistics 2015).

more than females and the male-female differential was particularly large for managers, 39-43 percent on average. On the other hand, male-female differentials were lowest for the technical and supervisory (7-12 percent) and unskilled and part-time (11-14 percent) groups.

Consistent with findings for other years and countries, MNEs paid higher wages to all worker groups when all sample plants are combined (Table 4). These unconditional MNE-local differentials were particularly large for male managers (41-43 percent), unskilled and part-time females (36-45 percent), general and semi-skilled workers (23-30 percent for males, 24-32 percent for females), and clerical and skilled females (21-27 percent). However, MNE-local differentials varied markedly among industry groups and were negative for a few groups in selected years. The patterns observed in Table 4 differ from those observed in similar studies of China, Indonesia, and Vietnam reviewed above in that there was no clear tendency for MNE-local differentials to be larger among high wage groups than among low wage groups.

4. Estimation Methodology

This paper follows Lipsey and Sjöholm (2004) and other previous studies by estimating Mincer-type equations at the plant level which account for the effects of capital intensity and plant size, the structure of the workforce, and MNE ownership. Because estimates are performed separately for males and females in 5 occupations, the equation omits worker sex and occupation as explanatory variables. It is specified as follows:

$$LW=a0+a1(LKE)+a2(LOU)+a3(SLC)+a4(SLI)+a5(SLO) \qquad (1)$$
$$+a6(SFSS)+a7(SFSD)+a8(SFD)+a9(DMNE)$$

where

LW=natural log of the real wage paid to workers of the same occupation and same sex in the plant

LKE=natural log of the real capital-labor ratio in the plant

LOU=natural log of real output in the plant

SLC=share of ethnically Chinese local workers of the same occupation and same sex in all workers of the same occupation and same sex in the plant, percent

SLI=share of ethnically Indian local workers of the same occupation and same sex in all

workers of the same occupation and same sex in the plant, percent

SLO=share of other non-Malay local workers of the same occupation and same sex in all workers of the same occupation and same sex in the plant, percent

SFSS=share of foreign workers of the same occupation and same sex in all workers of the same occupation and same sex in the plant, percent

SFSD=ratio of foreign workers of the same occupation but different sex to all workers of the same occupation and same sex in the plant, percent

SFD=share of all foreign workers of both sexes in all workers of both sexes in different occupations in the plant, percent

Capital-intensive and large plants are expected to have relatively high labor productivity and wages; hence *a1* and *a2* are expected to be positive. In Malaysia, ethnic Chinese, and to a lesser extent, ethnic Indians are often thought to earn relatively high wages, partially because they tend to have relatively strong educational and work experience backgrounds; thus, *a3* and *a4* are also expected to be positive if significant. Relative earnings of other ethnic minorities are less clear so the sign of *a5* is not clear. The government has long sought to redress these ethnic differences through affirmative action policies that favor ethnic Malays (the omitted group). Hence the ethic group coefficients capture a number of effects related to worker quality, government policies, and racial prejudice. Although they are not the analytical focus, inclusion of these variables is important to avoid omitted variable bias.

The effect of the same occupation-same sex foreign share (SFSS) can be understood similarly to the effects of shares of local ethnic groups. For example, in a developing economy like Malaysia, foreign managers and technicians or supervisors tend to have stronger educational and experiential backgrounds and earn relatively high wages. In such cases, average plant wages for affected occupation-sex groups will be relative high, and *a6* will be positive. On the other hand, many foreign workers are unskilled or semi-skilled, and most of these workers come from economies where educational and experiential backgrounds are relatively weak, leading to relatively low plant wages for related groups. Thus, *a6* is more likely to be negative for low-wage occupations.

The effect of the same occupation-different sex ratio (SFSD) is ambiguous. If, for example,

there is strong substitution between the two sexes in an occupation, and if females tend to have relatively weak educational and experiential backgrounds as often observed, *a7* should be negative for male wages but positive for female wages. However, it is not clear if substitution between the two sexes in an occupation is strong, though complementarity is likely to be weak. The extent to which educational and experiential backgrounds of the two sexes differ within occupations is also unclear. The effect of the different occupation ratio (SFD) is also ambiguous. However, if most foreign workers are relatively unskilled, as indicated in Table 2, the sign of *a8* should be negative for most occupations, if this effect is significant. Finally, if *a9* is positive and significant, the conditional MNE-local plant wage differential is positive after accounting for variation in plant capital intensity, plant size, and the ethnicity of local workers, and the three foreign worker shares.

Because small plants employ few foreign workers, and because most MNEs are large plants, equation (1) is estimated in plants with more than 9 paid workers.[18] This also removes many outliers because measurement and reporting errors are most prevalent among small plants. All monetary variables (wages, fixed capital stocks, output) are deflated by the industry-level GDP deflators (Department of Statistics 2006) to obtain real values in 1987 ringgit.[19] However, there is no information on potentially important differences in inflation rates of output or fixed assets. Dummy variables are added to equation (1) to account for the intercept effects of the 7 industry groups when estimates are performed for all industries combined but are irrelevant in the industry-level estimates. Intercept dummies are also added to all estimates to distinguish 10

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[18] Plants with 9 or fewer employees accounted for less than 1 percent of all paid workers in all years in the total sample and in six of the seven industry groups; in food and beverages these small plant accounted for 2.1 percent of paid workers in 1994 and 1.1 percent each in 1995-1996 (author's calculations). Part of the reason is that plants with 9 or fewer workers were excluded from many samples (Department of Statistics various years a, 1994 issue, pp. 93-103).

[19] Industry definitions used in deflator calculations (2-digit) do not correspond exactly to the industry group definitions used in this paper, but are quite similar.

locations and the year of observation.[20]

Two specifications and two samples are used. First, to partially account for potential simultaneity, particularly the potential for wages to affect capital intensity, scale, and ethnic and foreign worker shares, a lagged specification is estimated for 1995-1996. In this specification, all independent variables except industry, location, and year dummies are lagged one year. Although the lagged specification is probably preferable econometrically to an alternative contemporaneous specification where wages and all independent variables are measured in the same year, it has the important disadvantage of greatly reducing sample size. Thus, results of the contemporaneous specifications for 1995-1996 and 1994-1996 are compared to illustrate the consequences altering specification and sample size. I interpret these alternative estimates as sensitivity or robustness checks.

Because the MNE dummy is time invariant, it is impossible to estimate MNE-local wage differentials using a fixed effects estimator, which would reveal how changes in MNE ownership affect plants wages. Fixed effects estimates would also depict how changes foreign worker shares affect wages, not how levels of foreign worker shares affect plant wages. Because the primary focus of this paper is on the questions of how the levels of foreign worker shares affect wages and the extent of MNE-local plant wage differentials, pooled OLS or random effects estimators are more appropriate. Breusch and Pagan tests indicate that the null of no random effects is always rejected at the 1% level or better and the text focuses on random effects estimates. However, comparisons to pooled OLS estimates, which are given in Appendix Tables A5-A12, are also important because they suggest that important qualitative results are sometimes sensitive to choice of estimator, in addition to the choice of sample size

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[20] Location dummies are defined at the state level with three exceptions where the lack of observations makes it necessary to combine states with similar population densities and/or nearby locations (a-Perlis and Kedah, b-Kelantan, Terengganu, and Pahang, and c-Sabah, Sarawak, and Labuan). It is very difficult to use more detailed industry dummies when dummies for 9 regions, 1 or 2 years, and a relatively small number of MNEs are included.

and the use of lagged independent variables.

5. Results

Estimates in large samples of all industries combined and the seven industry-level estimates differed in important respects.

5a. Foreign Share and MNE Coefficients in Large Samples of All Industries Combined

Results of estimating equation (1) for all industries generally followed expectations (Appendix Table A5). Coefficients on capital intensity and size were positive and significant at the standard 5% level or better in all 30 estimates (3 specifications, for 5 occupations and 2 sexes). Signs were also positive and significant in most equations for the share of ethnic Chinese (24), but in fewer equations for the ethnic Indian share (11). Coefficients on these variables were never negative and significant. On the other hand, the coefficient on the share of other ethnic minorities was positive and significant in six estimates and negative and significant in three. R^2 was 0.25 or higher for all occupations except managers, for which R^2 was 0.17-0.18. These indicators all suggest that equation (1) performed relatively well in large samples.

The coefficient on the same sex-same occupation foreign worker share (SFSS) was consistently and highly significant at the 1% level in all estimates for male wages in three occupations (Table 5). As hypothesized, these coefficients were positive for relatively high wage managers and technical-supervisory males, but negative for relatively low-wage general and semi-skilled males. Coefficients were also highly significant and negative in both contemporaneous specifications for clerical and skilled males, but not in the lagged specification. However, this coefficient was never significant for unskilled and part-time males. For females, results were less consistent among specifications, with positive and highly significant coefficients for managers in the contemporaneous specifications and negative and

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significant (at the standard 5 percent level) coefficients for general and semi-skilled workers in the two specifications for 1995-1996 but not in contemporaneous estimates for 1994-1996 (Table 5). When significant, these coefficients were very small in absolute value. Hence even relatively large changes in foreign shares led to relatively small changes in plant wages.[21]

Coefficients on the opposite sex-same sex ratio of foreign workers (SFSD) were rarely significant, never consistently significant (Table 5). However, plants that hired relatively large shares of males did have significantly lower general and semi-skilled female wages in the lagged specification and the contemporaneous specification in 1994-1996, this correlation was also weakly significant in the 1995-1996 contemporaneous specification. On the other hand, the share of all (both sexes) foreign workers in different occupations (SFD) had significantly negative impacts in all samples for male managers, female technicians and supervisors, general and semi-skilled females, and unskilled and part-time females. Negative and significant coefficients were observed in two of the three estimates for female managers and for unskilled or part-time males. But all of these coefficients were again very small in absolute value

Coefficients on the MNE dummy varied in a relatively small range, between 0.05 and 0.09, but were often significant for both males (10 of 15 estimates) and females (12 of 15, Table 5). These conditional MNE-local differentials were significant in all estimates for both male (0.058 to 0.082) and female (0.070 to 0.0870) technicians and supervisors. They were also consistently significant for clerical and skilled males (0.060 to 0.079), general and semi-skilled males (0.035 to 0.045), and unskilled and part-time females (0.067 to 0.080). Differentials for male managers were also weakly significant or significant, but relatively small (0.042 to 0.054) for male managers. Thus, the common tendency for MNE-local differentials to be larger for high wage occupations than low wage occupations was not observed.

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[21] Even the largest (in absolute value) estimate of this coefficient was only 0.00646 for female managers in 1995-1996, which suggests that a relatively large increase in the foreign share of female managers from an average of 0.96 (Table 2) to 1.96 percent would result in only a 0.65% (about RM247 or US$98) increase in wages of female managers.

Results from large samples thus suggest that foreign worker shares had few significant effects on plant-level wages, and that the effects were small when significant. When significant, the effects of same occupation-same sex shares tended to be positive for relatively high-wage occupations and negative for relatively low wage occupations. Effects of same occupation-different sex ratios were generally negligible (insignificant), while effects of different occupation ratios were negative if significant. Significantly positive MNE-local wage differentials were observed in most estimates. For many occupation-sex groups, signs, size, and significance of coefficients were sensitive to specification and/or the years included.

5b. Foreign Share and MNE Coefficients in Industry Groups

Results of industry group-level estimates were similarly sensitive to specification and the years included in the sample. In addition, many slope coefficients often varied markedly among industry groups (Appendix Tables A6-A12). Industry-level samples were large (a minimum of 168 plants for unskilled and part-time females in general and transport machinery) Thus, intercept dummies are insufficient to account for inter-industry variation, and industry-level results are more accurate than results for all industries combined. On the other hand, industry-level results are more varied and generally weaker than results for all industries combined.

Explanatory power tended to be weaker at the industry level. Minimum R^2 was as low as 0.10 for female manager wages in general and transport machinery and 0.14 for male technicians and supervisors in the textiles group (Appendix Tables A6-A12). However, mean R^2 was usually above 0.20 and often above 0.30. Thus, estimates usually explained variation in wages satisfactorily.

The coefficient on capital intensity often became insignificant at the industry level. This coefficient was positive and significant in a majority of the 30 estimates in only two of the

seven industry groups (22 estimates in food and 17 in chemicals), suggesting that variation of this variable may be more related to inter-industry differences than intra-industry variation among plants. On the other hand, this coefficient was never significantly negative and the coefficient on plant size was almost always positive and significant (in a minimum of 29 of 30 estimates in all seven groups). The coefficient on the ethnic Chinese share was also positive in most cases (17-24 of 30 estimates) and was never negative and significant. Thus, although relatively weak, basic industry-level estimates were also broadly consistent with expectations.

The coefficient on the same sex-same occupation foreign worker share (SFSS) was consistently significant in only three of the 70 sex-occupation-industry combinations examined (Table 6). Consistently significant coefficients were always positive, being observed for male managers in electronics-related machinery, male technicians and supervisors in the chemicals group, and female technicians and supervisors in the chemicals group. Coefficients were significant in two of the three estimates for several more of the 70 combinations, but results varied among occupations, sexes, and industries. They were positive in two of three estimates for managers of both sexes in chemicals, female managers in metals, male managers in general and transport machinery, and for male managers and female technicians and supervisors in food and beverages. They were negative in two of three estimates for clerical and skilled females and general and semi-skilled males in electronics-related machinery, general and semi-skilled males in chemicals, clerical and skilled males in textiles, and clerical and skilled males and general and semi-skilled males in food and beverages. In one case, unskilled and part-time females in general and transport machinery, signs of significant coefficients differed, being negative in the lagged specification, but positive in the contemporaneous specification for 1995-1996; in the 1994-1996 contemporaneous specification, the coefficient was positive but only weakly significant at the 10% level. Thus, similar to results for all industries combined, when significant, the sign of the coefficient on the same-sex, same occupation foreign share was

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usually positive for relatively high-wage occupations and negative for relatively low-wage occupations (Table 6). However, most industry-level estimates (72 of 105 for males, 87 of 105 for females) of the coefficient on the same sex-same occupation foreign worker share were insignificant at the standard 5% level.

The vast majority of industry-level estimates (78 for males and 89 for females) of the different sex-same occupation foreign worker ratio (SFSD) coefficient were also insignificant (Table 7). Moreover, there was only one case, unskilled and part-time females in the wood group, where all estimates were consistently significant; in this case, coefficients were positive. On the other hand, these coefficients were significantly negative in two of three estimates for male managers in electronics-related machinery and general and transport machinery, male technicians and supervisors in the metals group, female technicians and supervisors in food and beverages, clerical and skilled males in wood, chemicals, and general and transport machinery, general and semi-skilled females in chemicals, general and semi-skilled males in general and transport machinery, and unskilled and part-time males in textiles. Here again there was one case, technical and supervisory males in general and transport machinery, where significant coefficients differed in sign, being positive in the lagged specification for 1995-1996 and negative in the contemporaneous specification for 1994-1996; the coefficient in the other contemporaneous estimate for 1995-1996 was also positive, but only weakly significant.

Estimates of the coefficient on the share of all foreign workers in different occupations (SFD) were insignificant in even more estimates (88 for males, 91 for females, Table 8). There was only one case, general and semi-skilled females in the metals group, where all estimates were consistently significant, when it was negative. There were four cases where the coefficient was reported as significant and negative in two of the three estimates, male managers in electronics-related manufacturing, female managers in the chemicals, female managers in metals, and unskilled and part-time males in food and beverages. In one case, general and semi-

skilled males in the wood group, coefficients were positive and significant in two estimates, but so small (0.000000000397 or less) that they appear to be zero in Table 8. Thus, industry-level results also suggest that foreign worker presence has a very weak effect on plant wages in most sex-occupation-industry combinations examined.

Industry-level estimates of the conditional MNE-local plant wage differential were also insignificant in over two-thirds of the estimates performed (72 for males and 73 for females, Table 9). This result contrasts starkly with results for all sample industries combined, which indicated significant differentials in over two-thirds of the occupation-sex combinations examined. However, estimates of the MNE-local differential varied rather consistently by industry and/or occupation. In particular, there were three industries in which all or all but one of the 15 estimates were insignificant for both males and females: electronics-related machinery, the textiles group, and general and transport machinery.

In contrast, male differentials were significantly positive in all 15 estimates in chemicals and in four of five occupations (clerical and skilled being the exception) in food and beverages (Table 9). Male differentials were also positive and significant in two of three estimates for technicians and supervisors in wood and managers in metals. For females, all differentials were positive and significant for technicians and supervisors in the chemicals group and in food and beverages, and for clerical and skilled workers in wood, chemicals, metals, and food and beverages. Two of three estimates were also positive and significant for females in two occupations in wood (managers and technicians and supervisors) and in food and beverages (general and semi-skilled as well as unskilled and part-time workers).

Results of industry-level estimates were thus consistent with results from large samples in suggesting that foreign worker shares generally had insignificant effects on plant-level wages. When significant, the effects of same occupation-same sex shares also tended to be positive for relatively high-wage occupations and negative for relatively low wage occupations. However,

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effects of same occupation-different sex ratios and different occupation shares displayed no clear pattern in the relatively few cases they were significant. Industry-level estimates also indicated that MNE-local wage differentials were positive when significant, but most estimated differentials were insignificant. These estimates also indicated strong industry- and or occupation/sex-related variation in MNE-local differentials.

6. Conclusions

This paper has investigated the effects of foreign worker shares and MNE ownership on wages paid to males and female in five occupation groups in Malaysian manufacturing plants during 1994-1996, an important period coinciding with the end of the decade-long economic boom that preceded the Asian financial crisis. Descriptive statistics show that foreign worker shares increased rapidly to reach relatively high levels during this period. They also illustrate substantial variation in mean wages among occupation, sex, and industry, and between foreign MNEs and local plants.

Random effects estimates of Mincer-type equations by occupation group and sex in large samples of all industries and in seven industry-level samples both suggest that use of foreign workers generally had insignificant effects on plant wages for most occupation-sex-(and industry) combinations. When significant, these estimates suggested that plants with relatively large shares of same sex-same occupation foreign worker shares tended to pay relatively high wages to relatively high wages to high-wage workers but relatively low wages to low-wage workers. This result suggests a weak tendency for foreign workers of the same sex to be relatively skilled compared to local workers in high wage occupations but relatively unskilled in low wage occupations. Effects of foreign workers of the different sex and same occupation and in different occupations were less systematic.

Conditional MNE-local wage differentials were almost always positive when significant.

Results from large samples of all industries combined indicate a strong tendency for MNEs to pay relatively high wages. However, results that allow all slope coefficients to vary among seven industry groups suggest that MNE-local differentials were almost always insignificant in three industries and consistently significant in only one. In the other two, results varied among occupations and sexes.

Many extensions or alternative analyses with these data would be of interest. One interesting extension would be to use a fixed effects estimator to investigate the effects of changes in foreign worker shares and MNE ownership on plant wages. It would also helpful if good instruments could be found to better account for simultaneity, though this will be difficult because of the limited variables in the data. Another informative approach would be to use data on occupation and sex to create proxies for labor quality that could be used as independent variables in estimates average plant wages for all workers combined. Although this would sacrifice the precision with which labor quality is measured, it would greatly reduce the number of required estimates, simplify interpretation, and facilitate easier comparisons to previous studies.

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Table 1: All Workers in All Plants by Occupation, Industry, Sex, and Year (number)

	Males			Females		
Year	1994	1995	1996	1994	1995	1996
Managers, sample industries	40,553	48,376	52,354	7,698	10,002	12,050
Food & beverages	3,723	4,358	4,465	736	841	920
Textiles, apparel, footwear	1,913	2,071	2,109	691	722	859
Wood, furniture, paper	4,371	5,257	5,605	543	697	882
Chemicals, rubber, plastics	6,358	7,581	7,920	1,438	1,958	2,113
Metals, non-metallic mineral pr.	5,950	7,401	8,026	870	1,104	1,411
Electronics-related machinery	13,650	16,329	17,862	2,786	3,925	4,925
General & transport machinery	4,588	5,379	6,367	634	755	940
Technical & supervisory, sample	84,679	99,043	100,323	21,436	23,989	24,603
Food & beverages	6,591	7,507	7,995	878	938	1,085
Textiles, apparel, footwear	5,497	5,295	5,079	4,391	4,414	4,147
Wood, furniture, paper	8,908	9,702	10,628	628	777	759
Chemicals, rubber, plastics	12,304	13,301	14,735	2,913	2,726	2,917
Metals, non-metallic mineral pr.	10,679	12,410	14,092	1,198	1,440	1,637
Electronics-related machinery	33,454	42,882	39,974	10,551	12,702	13,080
General & transport machinery	7,246	7,946	7,820	877	992	978
Clerical & skilled, sample	154,311	187,909	198,047	206,138	234,393	237,185
Food & beverages	15,087	17,709	15,574	9,403	10,163	10,213
Textiles, apparel, footwear	10,611	14,015	14,894	44,159	45,625	37,702
Wood, furniture, paper	27,442	31,690	32,437	11,546	12,344	13,080
Chemicals, rubber, plastics	22,978	26,185	28,594	21,427	21,501	23,429
Metals, non-metallic mineral pr.	27,682	36,418	36,379	10,808	12,696	13,214
Electronics-related machinery	31,606	37,687	45,128	102,301	124,862	132,104
General & transport machinery	18,905	24,205	25,041	6,494	7,202	7,443
General & semi-skilled, sample	140,784	169,545	182,820	118,540	125,491	148,724
Food & beverages	14,995	18,123	18,870	5,762	7,006	8,618
Textiles, apparel, footwear	9,610	9,583	10,601	15,883	16,728	15,076
Wood, furniture, paper	37,943	39,209	39,563	10,241	11,355	13,803
Chemicals, rubber, plastics	19,998	25,116	24,046	15,077	17,683	14,195
Metals, non-metallic mineral pr.	22,819	34,437	36,060	5,153	6,112	7,320
Electronics-related machinery	21,929	23,300	31,952	63,825	62,952	85,608
General & transport machinery	13,490	19,777	21,728	2,599	3,655	4,104
Unskilled & part-time, sample	180,723	197,171	207,421	207,835	199,478	192,770
Food & beverages	17,099	16,890	21,640	13,019	13,048	12,295
Textiles, apparel, & footwear	9,286	11,893	10,087	12,410	14,269	14,258
Wood, furniture, paper	55,458	60,399	59,188	35,166	35,508	36,184
Chemicals, rubber, & plastics	29,492	30,591	31,688	28,990	30,400	28,005
Metals, non-metallic mineral pr.	26,105	31,214	36,307	9,132	9,540	10,034
Electronics-related machinery	24,380	24,715	23,522	103,651	90,432	85,234
General & transport machinery	18,903	21,469	24,989	5,467	6,281	6,760

Notes and sources: See Table 1.

Table 2: Foreign worker shares in All Plants by Occupation, Industry, Sex, and Year (percent)

Year	Males			Females		
	1994	1995	1996	1994	1995	1996
Managers, sample industries	9.94	9.44	9.25	1.18	0.80	1.11
Food & beverages	2.42	2.75	2.69	0.27	0.71	0.79
Textiles, apparel, footwear	15.00	11.97	10.05	2.75	2.63	2.10
Wood, furniture, paper	8.53	9.53	7.83	1.66	1.08	3.97
Chemicals, rubber, plastics	9.47	9.56	9.39	1.11	0.61	1.37
Metals, non-metallic mineral pr.	9.24	8.92	7.71	2.07	1.36	0.71
Electronics-related machinery	12.77	11.70	12.75	0.79	0.48	0.53
General & transport machinery	8.41	7.45	6.78	0.79	0.26	0.91
Technical & supervisory, sample	1.47	1.54	1.79	0.58	0.47	0.33
Food & beverages	1.35	1.23	1.44	0.11	0.32	0.46
Textiles, apparel, footwear	1.27	1.62	1.85	0.82	1.50	0.84
Wood, furniture, paper	6.39	6.20	7.57	1.43	0.53	0.92
Chemicals, rubber, plastics	0.59	0.80	1.02	0.07	0.37	0.14
Metals, non-metallic mineral pr.	1.54	1.80	2.23	0.75	0.56	0.43
Electronics-related machinery	0.53	0.68	0.55	0.63	0.15	0.18
General & transport machinery	1.41	1.56	1.24	0.11	0.30	0.10
Clerical & skilled, sample	5.78	6.85	12.18	1.86	4.36	6.54
Food & beverages	2.37	2.26	3.67	0.54	0.69	1.55
Textiles, apparel, footwear	14.68	18.33	29.80	1.11	1.63	5.23
Wood, furniture, paper	8.15	8.31	15.19	3.32	4.03	3.13
Chemicals, rubber, plastics	5.86	8.92	9.61	0.50	0.72	4.11
Metals, non-metallic mineral pr.	3.14	3.86	6.24	1.04	0.60	1.30
Electronics-related machinery	7.10	6.94	14.35	2.62	6.95	8.96
General & transport machinery	1.62	3.79	10.73	0.11	0.12	0.05
General & semi-skilled, sample	13.12	15.75	20.33	4.79	6.92	10.34
Food & beverages	7.40	8.28	12.13	2.57	3.17	11.50
Textiles, apparel, footwear	22.45	27.49	41.59	1.23	1.91	4.70
Wood, furniture, paper	20.75	21.25	26.21	16.33	18.08	19.30
Chemicals, rubber, plastics	10.20	19.93	23.29	1.59	2.96	5.95
Metals, non-metallic mineral pr.	9.25	12.78	17.41	1.96	2.00	3.39
Electronics-related machinery	10.96	10.27	15.57	5.18	8.55	11.46
General & transport machinery	5.74	12.31	14.91	0.77	1.59	2.56
Unskilled & part-time, sample	24.13	27.94	35.31	9.43	10.14	15.23
Food & beverages	16.15	20.86	21.01	5.56	5.23	8.80
Textiles, apparel, & footwear	36.99	44.02	47.27	2.97	6.31	12.83
Wood, furniture, paper	36.75	39.24	46.79	28.70	27.71	37.94
Chemicals, rubber, & plastics	25.03	26.14	39.55	4.01	4.99	7.97
Metals, non-metallic mineral pr.	19.77	24.33	31.71	3.67	3.78	8.57
Electronics-related machinery	11.26	16.54	29.74	6.63	7.64	11.13
General & transport machinery	9.21	13.76	20.75	0.84	0.13	1.97

Notes and sources: See Table 1.

Table 3: Mean Annual Wages in All Plants by Occupation, Industry, Sex, and Year (current ringgit)

Year	Males			Females		
	1994	1995	1996	1994	1995	1996
Managers, sample industries	46,711	52,647	54,692	32,809	36,693	39,445
Food & beverages	40,175	45,658	47,648	30,514	34,048	36,313
Textiles, apparel, footwear	43,207	51,688	53,009	31,774	38,249	37,592
Wood, furniture, paper	40,403	45,263	47,697	28,221	33,103	34,355
Chemicals, rubber, plastics	54,276	60,930	62,819	35,377	38,109	42,925
Metals, non-metallic mineral pr.	48,531	56,028	55,512	33,728	37,263	40,236
Electronics-related machinery	56,121	59,290	64,760	35,171	37,729	43,845
General & transport machinery	46,087	52,323	56,688	32,073	38,780	38,507
Technical & supervisory, sample	18,181	19,998	21,583	16,229	18,544	20,189
Food & beverages	17,267	18,987	20,239	16,427	19,755	20,363
Textiles, apparel, footwear	16,593	17,913	19,027	13,971	15,440	17,001
Wood, furniture, paper	17,608	19,617	20,565	15,870	17,009	19,353
Chemicals, rubber, plastics	17,980	20,227	22,422	16,116	19,583	20,776
Metals, non-metallic mineral pr.	19,449	21,061	22,748	17,668	20,284	20,914
Electronics-related machinery	18,676	19,798	21,654	16,935	18,486	20,784
General & transport machinery	19,766	22,017	24,052	17,262	18,585	22,086
Clerical & skilled, sample	12,240	13,348	14,378	9,502	10,493	11,374
Food & beverages	10,771	12,036	13,073	8,864	10,121	10,764
Textiles, apparel, footwear	10,196	11,498	11,508	8,971	9,340	10,022
Wood, furniture, paper	12,172	12,802	13,673	8,499	9,518	10,230
Chemicals, rubber, plastics	12,821	14,284	15,746	10,441	11,738	12,474
Metals, non-metallic mineral pr.	13,182	14,168	15,086	10,048	10,974	11,851
Electronics-related machinery	11,557	13,396	14,038	10,161	10,812	12,236
General & transport machinery	14,256	15,101	17,021	9,971	11,147	12,659
General & semi-skilled, sample	8,007	8,906	9,643	6,405	7,211	7,569
Food & beverages	7,326	8,273	8,801	5,530	6,449	6,509
Textiles, apparel, footwear	7,729	8,479	8,770	6,265	6,539	6,708
Wood, furniture, paper	7,347	8,190	8,771	5,678	6,865	6,668
Chemicals, rubber, plastics	8,675	9,647	10,481	6,849	7,345	8,209
Metals, non-metallic mineral pr.	8,330	9,166	9,967	6,757	7,567	8,045
Electronics-related machinery	9,099	9,796	11,041	7,453	8,896	9,269
General & transport machinery	8,405	9,430	10,549	7,158	7,738	9,158
Unskilled & part-time, sample	5,448	6,131	6,633	4,913	5,358	5,794
Food & beverages	5,101	5,934	6,426	4,268	4,997	5,374
Textiles, apparel, & footwear	5,230	5,583	5,808	4,623	4,747	5,338
Wood, furniture, paper	4,936	5,232	5,757	4,197	4,797	5,049
Chemicals, rubber, & plastics	6,066	6,799	7,370	5,461	5,683	6,017
Metals, non-metallic mineral pr.	5,709	6,410	6,801	5,388	6,048	6,155
Electronics-related machinery	6,200	7,061	7,821	6,265	6,383	7,227
General & transport machinery	5,365	6,518	7,159	5,328	6,056	7,341

Notes and sources: See Table 1.

Table 4: MNE-Local Wage Differentials (Percent) by Occupation, Industry, Sex, and Year

	Males			Females		
Year	1994	1995	1996	1994	1995	1996
Managers, sample industries	40.65	41.30	43.14	15.44	14.83	16.68
Food & beverages	55.90	61.00	74.45	37.11	29.85	38.46
Textiles, apparel, footwear	24.89	20.78	16.99	8.06	-10.76	-9.77
Wood, furniture, paper	22.57	5.44	10.31	34.56	24.76	27.60
Chemicals, rubber, plastics	44.84	65.91	57.73	18.59	21.74	24.34
Metals, non-metallic mineral pr.	47.03	46.71	42.97	-2.58	15.98	6.52
Electronics-related machinery	19.28	21.97	22.70	2.28	2.69	0.87
General & transport machinery	18.29	22.95	21.00	14.74	19.39	3.15
Technical & supervisory, sample	12.34	15.26	17.65	17.17	12.38	19.70
Food & beverages	34.79	34.42	48.94	31.55	32.86	29.49
Textiles, apparel, footwear	2.41	1.86	9.92	4.70	1.20	9.37
Wood, furniture, paper	8.78	27.02	14.47	19.86	4.35	29.27
Chemicals, rubber, plastics	22.29	22.34	25.90	21.00	21.70	40.12
Metals, non-metallic mineral pr.	17.24	16.49	10.79	10.25	-1.05	12.32
Electronics-related machinery	6.08	6.57	18.27	19.46	13.74	10.16
General & transport machinery	-0.65	10.38	2.91	20.09	23.47	5.01
Clerical & skilled, sample	5.71	14.14	14.34	21.05	25.11	26.67
Food & beverages	38.82	33.98	44.93	50.01	45.69	53.77
Textiles, apparel, footwear	3.11	0.33	-3.89	5.08	8.88	10.15
Wood, furniture, paper	1.59	8.19	10.55	19.28	18.72	17.16
Chemicals, rubber, plastics	26.11	37.30	40.57	24.62	37.72	32.61
Metals, non-metallic mineral pr.	8.93	8.78	7.78	26.80	29.66	28.12
Electronics-related machinery	-12.50	2.13	-7.84	3.59	9.93	6.45
General & transport machinery	-4.59	3.62	6.34	20.22	19.48	27.60
General & semi-skilled, sample	24.09	23.00	29.54	26.25	24.35	32.33
Food & beverages	52.05	51.50	62.40	55.82	57.18	66.66
Textiles, apparel, footwear	18.30	12.03	20.45	10.32	8.67	10.98
Wood, furniture, paper	9.03	8.09	9.86	12.90	4.48	18.22
Chemicals, rubber, plastics	17.77	21.71	27.36	23.91	11.27	32.89
Metals, non-metallic mineral pr.	33.29	17.71	22.03	31.95	15.18	17.42
Electronics-related machinery	8.30	16.18	22.00	7.84	17.33	14.23
General & transport machinery	24.92	34.42	30.69	28.77	26.58	24.63
Unskilled & part-time, sample	26.78	31.51	40.12	44.94	35.57	41.96
Food & beverages	49.20	71.61	98.97	93.38	93.96	97.37
Textiles, apparel, & footwear	20.85	22.21	9.85	26.16	24.13	26.51
Wood, furniture, paper	17.04	18.60	22.17	22.67	17.51	22.46
Chemicals, rubber, & plastics	34.84	38.45	34.67	42.60	37.83	40.87
Metals, non-metallic mineral pr.	29.13	19.74	31.86	33.59	23.59	26.24
Electronics-related machinery	2.36	8.90	17.84	18.10	10.55	17.80
General & transport machinery	10.71	35.63	52.75	47.31	18.87	27.66

Notes and sources: See Table 1.

Table 5: Random Effects Estimates of Foreign Worker Share & MNE Dummy Coefficients from Wage Equations by Occupation, Sex, and Year, All Sample Industries, Plants with 10+ Paid Workers

	Males			Females		
	Lagged	Contemporaneous		Lagged	Contemporaneous	
Slope Coefficent, Sample	1995-96	1995-96	1994-96	1995-96	1995-96	1994-96
SFSS=share of foreign workers of same sex & same occupation in all workers of the same sex & same occupation						
Managers	0.0030851 a	0.0039334 a	0.0035156 a	0.0000877	0.0064600 a	0.0051288 a
Technical & supervisory	0.0038443 a	0.0034567 a	0.0032966 a	-0.0009218	0.0029941	0.0014438
Clerical & skilled	-0.0004954	-0.0014322 a	-0.0009506 a	0.0002719	-0.0028538 a	-0.0015604 c
General & semi-skilled	-0.0008412 a	-0.0009300 a	-0.0008302 a	-0.0022570 a	-0.0012268 b	-0.0004617
Unskilled & part-time	-0.0003803	0.0005473 c	0.0005473 c	-0.0003996	-0.0006131	-0.0003941
SFSD=ratio of foreign workers of opposite sex in same occupation to all workers of the same sex & same occupation						
Managers	-0.0004625	0.0009371	0.0012966	0.0000943 c	0.0000477	0.0000775 b
Technical & supervisory	-0.0062286	-0.0058279 a	-0.0010560	-0.0000412	0.0000114	-0.0000077
Clerical & skilled	-0.0000751	-0.0000013	-0.0000014	-0.0000148	0.0000077	0.0000132
General & semi-skilled	-0.0003573	0.0000046	0.0000044	-0.0000123 a	-0.0000172 c	-0.0000168 b
Unskilled & part-time	-0.0000074 b	-0.0000198	-0.0000198	-0.0000089	0.0000074	0.0000168 c
SFD=share of foreign workers of both sexes in different occupations in all workers of both sexes in different occupations						
Managers	-0.0014301 b	-0.0019680 a	-0.0012777 a	-0.0032230 a	-0.0012003 c	-0.0013542 b
Technical & supervisory	-0.0012836 a	-0.0003674	0.0000197	-0.0015965 b	-0.0014020 a	-0.0013989 a
Clerical & skilled	-0.0006615 c	0.0002724	0.0003838 c	-0.0011729 a	-0.0003594	-0.0000126
General & semi-skilled	0.0000900	0.0000931	0.0004493 b	-0.0000000 b	0.0000000 b	0.0000000 b
Unskilled & part-time	-0.0015005	-0.0028697 a	-0.0028697 a	-0.0021815 b	-0.0022100 b	-0.0019618 a
DMNE=MNE dummy (i.e., conditional MNE-local plant wage differential)						
Managers	0.0541026 b	0.0423168 c	0.0527728 a	0.0606050 b	0.0369649	0.0300164
Technical & supervisory	0.0826947 a	0.0799001 a	0.0578524 a	0.0870453 a	0.0844190 a	0.0700952 a
Clerical & skilled	0.0176443	0.0218796	0.0025527	0.0656849 a	0.0793830 a	0.0597475 a
General & semi-skilled	0.0404070 b	0.0446069 a	0.0351877 a	0.0278393	0.0419714 b	0.0437000 a
Unskilled & part-time	0.0423452	0.0692752 a	0.0692752 a	0.0667593 b	0.0796520 a	0.0750435 a

Notes: a=significant at 1%, b=significant at 5%, c=significant at 10%; P-values are based on robust standard errors to account for heteroskedasticity; standard errors are clustered by plant; Breusch and Pagan tests reject the null of no random effects at 1% or better; in lagged specifications, all independent variables except industry, state/region, and year dummies are lagged one year; see Appendix Table A5 for other slope coefficients, sample sizes, R-squared, Breusch and Pagan tests, and pooled OLS estimates; all estimates include 6 industry dummies, 9 state/region dummies, and 1 or 2 year dummies; full results including all dummy variable coefficients and the constant available from the author.

Table 6: Random Effects Estimates of Coefficients on the Same-Sex, Same-Occupation Foreign Worker Share (SFSS) from Wage Equations by Occupation, Sex, Year, and Industry Group, Plants with 10+ Paid Workers

	Males			Females		
	Lagged	Contemporaneous		Lagged	Contemporaneous	
Slope Coefficent, Sample	1995-96	1995-96	1994-96	1995-96	1995-96	1994-96
Electronics-related machinery						
Managers	0.0072976 a	0.0066898 a	0.0059483 a	-0.0014781	0.0077544 c	0.0045256 b
Technical & supervisory	0.0018451	0.0050267 c	0.0051423 b	-0.0004494	0.0347546 c	0.0000915
Clerical & skilled	-0.0016132	-0.0013655	-0.0011390	0.0004663	-0.0063793 a	-0.0058996 a
General & semi-skilled	-0.0013637	-0.0018885 b	-0.0019332 a	-0.0041215	-0.0011821	-0.0003996
Unskilled & part-time	-0.0011492	-0.0011468	-0.0007351	0.0002289	-0.0014583	-0.0010037
Wood, furniture, paper						
Managers	0.0024838 b	0.0029557 c	0.0030911 b	-0.0017240	0.0059005 a	0.0020189
Technical & supervisory	0.0043672	0.0031717 c	0.0029210 b	-0.0003300	0.0021373	0.0013994
Clerical & skilled	-0.0015660	-0.0007942	-0.0000505	0.0020827	-0.0019538 c	-0.0003092
General & semi-skilled	-0.0017125 b	-0.0002495	-0.0003891	-0.0018274	-0.0002613	0.0005452
Unskilled & part-time	0.0006775	0.0012667 c	0.0010409 b	0.0008561	-0.0006960	0.0000229
Chemicals, rubber, plastics						
Managers	0.0026765 b	0.0033584 a	0.0026807 c	0.0004063	0.0101451 a	0.0073612 a
Technical & supervisory	0.0062635 a	0.0036533 b	0.0039836 b	0.0008445	0.0023063	0.0028942
Clerical & skilled	-0.0057591	-0.0016272	-0.0012829	0.0003276	-0.0016078	-0.0009783
General & semi-skilled	-0.0011823	-0.0025298 a	-0.0021381 a	-0.0020998	-0.0016887 b	-0.0015639
Unskilled & part-time	-0.0011743	-0.0003923	0.0005108	0.0010676	0.0003675	-0.0007188
Non-metallic mineral products, metals						
Managers	0.0030888	0.0031972 b	0.0020258	0.0011946	0.0123329 a	0.0062591 b
Technical & supervisory	0.0032024	0.0025359	0.0023305	-0.0010795	0.0015587	-0.0025881
Clerical & skilled	0.0003380	-0.0015310 b	-0.0010447	0.0025026	-0.0013039	0.0010916
General & semi-skilled	-0.0015328 b	-0.0007581	-0.0005702	0.0022804 c	-0.0028822	-0.0021713
Unskilled & part-time	-0.0013799	0.0012637	0.0008472	-0.0011588	-0.0014319	-0.0010616

Table 6 (continued)

Slope Coefficent, Sample	Males			Females		
	Lagged	Contemporaneous		Lagged	Contemporaneous	
	1995-96	1995-96	1994-96	1995-96	1995-96	1994-96
Textiles, apparel, footwear						
Managers	0.0007508	0.0012546	0.0023221	0.0012140	0.0037578	0.0042106
Technical & supervisory	0.0049952 b	0.0046840	0.0034674	-0.0046445	-0.0035257	-0.0022638
Clerical & skilled	-0.0006022	-0.0019368 b	-0.0018584 a	0.0076614 c	-0.0024514	-0.0015559
General & semi-skilled	0.0000645	-0.0005441	-0.0007234	0.0005536	-0.0009226	0.0005879
Unskilled & part-time	0.0010317	0.0010359	0.0008689	0.0005376	-0.0016879	-0.0000646
General & transport machinery						
Managers	0.0033411 b	0.0031533 c	0.0038246 b	0.0029524	0.0015256	0.0060876
Technical & supervisory	-0.0005810	0.0041223 c	0.0061877 a	0.0115746 a	0.0176383 a	0.0121115 a
Clerical & skilled	0.0012731	-0.0014252	-0.0005293	-0.0076855	-0.0047784	0.0037062
General & semi-skilled	0.0012601	0.0001064	-0.0001110	-0.0082859 a	-0.0025940	0.0013847
Unskilled & part-time	-0.0000628	-0.0000552	0.0010379	-0.0235516 a	0.0048569 a	0.0044502 c
Food and beverages						
Managers	0.0009956	0.0067873 a	0.0045399 a	0.0055693 a	0.0019727	0.0018879
Technical & supervisory	0.0038706	-0.0020812	-0.0032311	-0.0025301	0.0058753 a	0.0068845 a
Clerical & skilled	0.0029886 c	-0.0023419 b	-0.0021553 b	-0.0013017	-0.0003729	0.0003022
General & semi-skilled	-0.0003215	-0.0013745 b	-0.0013896 b	-0.0016173	-0.0002304	-0.0008933
Unskilled & part-time	-0.0011618 c	0.0004117	0.0004701	0.0000021	-0.0003811	-0.0004928

Notes: a=significant at 1%, b=significant at 5%, c=significant at 10%; P-values are based on robust standard errors to account for heteroskedasticity; standard errors are clustered by plant; Breusch and Pagan tests reject the null of no random effects at 1% or better; in lagged specifications, all independent variables except industry, state/region, and year dummies are lagged one year; see Appendix Table A6-A12 for other slope coefficients, sample sizes, R-squared, Breusch and Pagan tests, and pooled OLS estimates; all estimates include 9 state/region dummies, and 1 or 2 year dummies; full results including all dummy variable coefficients and the constant available from the author.

Table 7: Random Effects Estimates of Coefficients on the Opposite-Sex, Same-Occupation Foreign Worker Ratio (SFSD) from Wage Equations by Occupation, Sex, Year, and Industry Group, Plants with 10+ Paid Workers

	Males			Females		
	Lagged	Contemporaneous		Lagged	Contemporaneous	
Slope Coefficent, Sample	1995-96	1995-96	1994-96	1995-96	1995-96	1994-96
Electronics-related machinery						
Managers	-0.0246114 a	0.0008571	-0.0050595 b	0.0001368 b	0.0001108	0.0000643
Technical & supervisory	-0.0050393 c	0.0381377 c	-0.0012851	-0.0000422	0.0005586 c	0.0009861 b
Clerical & skilled	-0.0003619	0.0000037 c	0.0000039	-0.0000333	0.0000065	0.0000190
General & semi-skilled	-0.0013671 a	-0.0000418	-0.0000405	0.0000064	0.0000065	0.0000029
Unskilled & part-time	0.0000720	-0.0001017 b	-0.0000366	-0.0002375	-0.0000020	0.0000083
Wood, furniture, paper						
Managers	-0.0005360	0.0027532	0.0014823	-0.0000398	-0.0006441 b	0.0001511
Technical & supervisory	0.0850183 a	-0.0185833	-0.0392086 c	-0.0000557	0.0000229	-0.0000092
Clerical & skilled	0.0002276	-0.0022533 a	-0.0031795 a	-0.0000486	-0.0000358	-0.0000004
General & semi-skilled	-0.0003667	0.0001109	0.0000206	-0.0000097	0.0000042	0.0000023
Unskilled & part-time	-0.0002101	-0.0004570	-0.0004638	0.0000365 b	0.0000860 a	0.0000593 a
Chemicals, rubber, plastics						
Managers	-0.0043720	-0.0046947	0.0009713	-0.0000845	0.0001033	0.0002967 b
Technical & supervisory	-0.0192717	-0.0071606	-0.0091171 c	0.0016322	0.0003053	0.0000891
Clerical & skilled	-0.0021428	-0.0013717 a	-0.0019295 a	-0.0002316	-0.0000704	-0.0000323
General & semi-skilled	0.0006088	0.0009457 c	-0.0003205	-0.0000336	-0.0000575 b	-0.0000530 a
Unskilled & part-time	-0.0017203	0.0003720	0.0000947	-0.0000307	-0.0000315	-0.0000079
Non-metallic mineral products, metals						
Managers	-0.0052632	0.0017227	-0.0029620	0.0000420	-0.0001862	0.0000141
Technical & supervisory	-0.0057001	-0.0132757 a	-0.0087709 b	-0.0000341	0.0000595 b	0.0000220
Clerical & skilled	-0.0020878	0.0035232 a	0.0017119	-0.0000437	0.0000357	0.0000135
General & semi-skilled	-0.0000231	-0.0004565 b	-0.0002838	-0.0000109	-0.0000290	-0.0000260
Unskilled & part-time	0.0021057	-0.0000262	0.0000114	-0.0000561	0.0000111	0.0000225

Table 7 (continued)

Slope Coefficent, Sample	Males			Females		
	Lagged	Contemporaneous		Lagged	Contemporaneous	
	1995-96	1995-96	1994-96	1995-96	1995-96	1994-96
Textiles, apparel, footwear						
Managers	0.0008766	0.0003332	0.0012117	-0.0000474	-0.0001281	0.0000253
Technical & supervisory	-0.0146862	-0.0044820	0.0005840	-0.0029690 b	0.0000974	-0.0001181
Clerical & skilled	0.0000249	-0.0000933 a	-0.0000161	-0.0005627	-0.0002035	-0.0003408 b
General & semi-skilled	0.0003159	0.0000852	0.0002965 a	0.0000359	-0.0000249	-0.0000496
Unskilled & part-time	-0.0000109 a	0.0000060	-0.0000191 a	0.0000025	0.0000064	0.0000016
General & transport machinery						
Managers	0.0008701	0.0104358 b	0.0098257 a	0.0003082 c	0.0001081	0.0001305
Technical & supervisory	0.0578866 b	0.0669127 c	-0.0750009 a	-0.0018463 b	0.0000950	0.0011707
Clerical & skilled	-0.0060122 a	-0.0033643 a	0.0002014	-0.0000528	0.0000309	0.0000851 b
General & semi-skilled	-0.0028636	0.0001679 a	0.0001912 a	0.0001043 c	-0.0000125	-0.0000191
Unskilled & part-time	0.0030850 b	-0.0004109	-0.0009335	-0.0001477	-0.0000200	0.0000737
Food and beverages						
Managers	0.0036484 a	0.0034653	0.0026898	0.0001013	-0.0001490	0.0000496
Technical & supervisory	-0.0120449	-0.0062538	0.0015496	-0.0006787	-0.0023652 b	-0.0025620 b
Clerical & skilled	-0.0016225	0.0008264	0.0017983	0.0000320	0.0003248	0.0002459
General & semi-skilled	-0.0000149	0.0000097	0.0000719	-0.0000319	-0.0000349	-0.0000328
Unskilled & part-time	-0.0001038	0.0002786	0.0001416	-0.0000536	-0.0000803	-0.0000449

Notes: a=significant at 1%, b=significant at 5%, c=significant at 10%; P-values are based on robust standard errors to account for heteroskedasticity; standard errors are clustered by plant; Breusch and Pagan tests reject the null of no random effects at 1% or better; in lagged specifications, all independent variables except industry, state/region, and year dummies are lagged one year; see Appendix Table A6-A12 for other slope coefficients, sample sizes, R-squared, Breusch and Pagan tests, and pooled OLS estimates; all estimates include 9 state/region dummies, and 1 or 2 year dummies; full results including all dummy variable coefficients and the constant available from the author.

Table 8: Random Effects Estimates of Coefficients on the Share of All Foreign Workers in Different Occupations (SFD) from Wage Equations by Occupation, Sex, Year, and Industry Group, Plants with 10+ Paid Workers

	Males			Females		
	Lagged	Contemporaneous		Lagged	Contemporaneous	
Slope Coefficent, Sample	1995-96	1995-96	1994-96	1995-96	1995-96	1994-96
Electronics-related machinery						
Managers	-0.0028045	-0.0038330 b	-0.0034033 b	-0.0032653	-0.0017960	-0.0026747 c
Technical & supervisory	-0.0021753	-0.0021882 b	-0.0016365 c	-0.0037799 c	-0.0014432	-0.0018366
Clerical & skilled	-0.0010133	-0.0000620	0.0007487	-0.0024543 b	-0.0009075	-0.0004428
General & semi-skilled	0.0007185	-0.0010993	0.0001726	-0.0003104	-0.0002560	-0.0000447
Unskilled & part-time	-0.0079669	-0.0027345	-0.0004800	-0.0108603 c	-0.0022507	-0.0030352
Wood, furniture, paper						
Managers	-0.0012273	-0.0018874	-0.0010121	-0.0027202 c	-0.0017768	-0.0012400
Technical & supervisory	-0.0005343	0.0008472	0.0010213 b	-0.0007378	-0.0013113	-0.0016024
Clerical & skilled	-0.0005567	0.0005835	0.0008143 b	-0.0014712 a	-0.0005831	-0.0000343
General & semi-skilled	0.0008696	0.0007373	0.0012182 a	0.0000117	0.0000000 a	0.0000000 a
Unskilled & part-time	-0.0027834 c	-0.0016840	-0.0004323	0.0004520	-0.0016537	-0.0010153
Chemicals, rubber, plastics						
Managers	0.0012283	-0.0023192	-0.0016882	-0.0064223 b	-0.0034398 c	-0.0027477 b
Technical & supervisory	-0.0019789 b	0.0005769	0.0005507	-0.0021060	-0.0012774	-0.0018182 c
Clerical & skilled	-0.0039946 a	-0.0007332	-0.0004550	-0.0017694 c	-0.0008466	-0.0003585
General & semi-skilled	-0.0014527	-0.0006196	0.0004141	-0.0005125	0.0002537	-0.0000121
Unskilled & part-time	0.0023608	-0.0042091 c	-0.0054758 a	-0.0043545 a	-0.0017384	-0.0017111
Non-metallic mineral products, metals						
Managers	-0.0008448	-0.0022333 c	-0.0025435 a	-0.0033861 c	-0.0023110 b	-0.0023885 b
Technical & supervisory	-0.0001128	-0.0000609	0.0000172	0.0022932	-0.0016492	-0.0014988
Clerical & skilled	0.0004925	0.0008152	0.0005662	-0.0007628	-0.0006074	-0.0003226
General & semi-skilled	0.0008729	-0.0000247	0.0001589	-0.0000000 a	0.0000000 a	0.0000000 a
Unskilled & part-time	0.0004588	-0.0038725 c	-0.0032670 b	-0.0033341	-0.0045125	-0.0043630

Table 8 (continued)

Slope Coefficent, Sample	Males			Females		
	Lagged	Contemporaneous		Lagged	Contemporaneous	
	1995-96	1995-96	1994-96	1995-96	1995-96	1994-96
Textiles, apparel, footwear						
Managers	-0.0029788 c	-0.0029547 c	-0.0019144	-0.0032368	0.0002746	0.0004202
Technical & supervisory	-0.0025556	-0.0022635	-0.0013381	-0.0021356	-0.0002955	0.0011230
Clerical & skilled	-0.0001195	0.0009490	0.0007037	-0.0003319	0.0001711	0.0000683
General & semi-skilled	-0.0006053	-0.0000170	-0.0007015	-0.0001939	-0.0004594	-0.0002109
Unskilled & part-time	-0.0040512	-0.0009628	-0.0012533	-0.0028247	0.0011389	0.0002419
General & transport machinery						
Managers	-0.0027784	0.0002962	-0.0010485	-0.0015652	0.0030947	-0.0007487
Technical & supervisory	-0.0030528 b	-0.0002359	-0.0008508	-0.0006265	-0.0026114	-0.0036917 b
Clerical & skilled	-0.0005816	-0.0003139	-0.0007010	-0.0015946	0.0000839	-0.0003532
General & semi-skilled	0.0011834	0.0018055 a	0.0011955 c	-0.0002383	-0.0003457	-0.0004803
Unskilled & part-time	0.0016359	-0.0010978	-0.0031089	-0.0038907	-0.0028190	-0.0046149
Food and beverages						
Managers	-0.0041005	0.0020768 c	0.0031535 b	-0.0032297	0.0029866 b	0.0013026
Technical & supervisory	-0.0024952 b	-0.0007941	-0.0002492	0.0002611	0.0011856	0.0004555
Clerical & skilled	-0.0017463 c	-0.0001408	-0.0002934	-0.0009895	-0.0001566	0.0006516
General & semi-skilled	-0.0008266	-0.0003805	0.0000914	0.0000287	0.0000000	0.0000000 c
Unskilled & part-time	-0.0015758	-0.0042935 a	-0.0034738 b	-0.0019775	-0.0024882	-0.0021107

Notes: a=significant at 1%, b=significant at 5%, c=significant at 10%; P-values are based on robust standard errors to account for heteroskedasticity; standard errors are clustered by plant; Breusch and Pagan tests reject the null of no random effects at 1% or better; in lagged specifications, all independent variables except industry, state/region, and year dummies are lagged one year; see Appendix Table A6-A12 for other slope coefficients, sample sizes, R-squared, Breusch and Pagan tests, and pooled OLS estimates; all estimates include 9 state/region dummies, and 1 or 2 year dummies; full results including all dummy variable coefficients and the constant available from the author.

Table 9: Random Effects Estimates of Coefficients on the MNE Dummy (DMNE; i.e., the conditional MNE-local plant wage differential) from Wage Equations by Occupation, Sex, Year, and Industry Group, Plants with 10+ Paid Workers

	Males			Females		
	Lagged	Contemporaneous		Lagged	Contemporaneous	
Slope Coefficent, Sample	1995-96	1995-96	1994-96	1995-96	1995-96	1994-96
Electronics-related machinery						
Managers	0.0203343	-0.0476880	-0.0431251	-0.0858222	-0.0812194	-0.1122993 a
Technical & supervisory	0.0160495	0.0363719	0.0142123	-0.0442749	-0.0296726	0.0025350
Clerical & skilled	-0.0727088 c	-0.0218220	-0.0456008	-0.0113653	0.0326796	0.0213134
General & semi-skilled	0.0438121	0.0965918 b	0.0372091	-0.0488426	0.0012970	-0.0231885
Unskilled & part-time	-0.0151678	-0.0273423	-0.0848279 c	-0.0644553	0.0593866	0.0443182
Wood, furniture, paper						
Managers	-0.0432873	-0.1611806 c	-0.0704695	0.2384605 b	0.2022322 b	0.1070622
Technical & supervisory	0.1523852 a	0.1213562 b	0.0526765	0.1662397 c	0.1576771 b	0.1504929 b
Clerical & skilled	0.0481839	0.0472425	0.0242160	0.1136700 a	0.0868669 a	0.0747411 a
General & semi-skilled	0.0194023	0.0149940	0.0044246	0.1020162	0.0771144	0.0624631
Unskilled & part-time	0.0458049	0.0515424	0.0246472	0.0584577	0.0636816	0.0305221
Chemicals, rubber, plastics						
Managers	0.1761142 a	0.2312678 a	0.2252323 a	0.1204505 c	0.0751335	0.0354553
Technical & supervisory	0.1383363 a	0.1229559 a	0.1291654 a	0.1932089 a	0.2006440 a	0.1127403 a
Clerical & skilled	0.1408453 a	0.1336395 a	0.0859414 a	0.0733569 b	0.1086514 a	0.0784191 a
General & semi-skilled	0.1072664 b	0.0858215 b	0.0675051 b	0.0328693	0.0254001	0.0703567 b
Unskilled & part-time	0.1746473 b	0.1749497 a	0.1324651 a	0.1810387 a	0.1480704 c	0.1276272 c
Non-metallic mineral products, metals						
Managers	0.0639420	0.1012819 b	0.0799268 b	0.0215573	0.0959595	0.0766098
Technical & supervisory	0.0479159	0.0595384 c	0.0517847	0.0494975	0.0477251	0.0818634 c
Clerical & skilled	-0.0399614	-0.0324497	-0.0115263	0.0986449 a	0.1125613 a	0.0974494 a
General & semi-skilled	-0.0599956	-0.0313760	0.0054810	0.0572235	0.0635416	0.0868818 b
Unskilled & part-time	-0.1465225 c	0.0048480	-0.0129991	0.0105205	-0.0154057	0.0634221

Table 9 (continued)

Slope Coefficent, Sample	Males			Females		
	Lagged	Contemporaneous		Lagged	Contemporaneous	
	1995-96	1995-96	1994-96	1995-96	1995-96	1994-96
Textiles, apparel, footwear						
Managers	-0.0431548	0.0093560	0.0414256	0.0023445	0.0055676	0.0294473
Technical & supervisory	-0.0163042	0.0033386	0.0034754	-0.0120087	0.0496412	0.0352184
Clerical & skilled	-0.0229293	0.0819105 c	0.0443225	0.0321644	0.0502848	0.0150376
General & semi-skilled	0.0011570	0.0240039	0.0485225	-0.0489814	-0.0840343	-0.0216231
Unskilled & part-time	0.0282314	-0.0227807	0.0919632	0.0910025	0.0726844	0.1351692 b
General & transport machinery						
Managers	-0.0392274	0.0149576	-0.0080896	0.0401853	0.1288315	0.1200936 c
Technical & supervisory	-0.0104980	0.0420313	0.0199992	0.0439594	-0.0063325	0.0019779
Clerical & skilled	0.0016251	-0.0597705	-0.0621720	-0.0129921	0.0546030	0.0519041
General & semi-skilled	0.0587188	0.0760294	0.0707043	0.0733023	-0.0111769	0.0219587
Unskilled & part-time	0.1253136	0.1051226	-0.0617483	-0.1070784	-0.1094680	-0.0093879
Food and beverages						
Managers	0.1989806 a	0.1685671 a	0.1681875 a	0.1715641 b	0.0516925	0.0710758
Technical & supervisory	0.1955016 a	0.1775652 a	0.1473113 a	0.1976476 a	0.1613440 b	0.1469294 a
Clerical & skilled	0.1263903 a	0.0777928 c	0.0690118 c	0.1557512 a	0.1307634 a	0.1344900 a
General & semi-skilled	0.1830246 a	0.1440916 a	0.1266406 a	0.1812891 a	0.1714876 a	0.1138179 c
Unskilled & part-time	0.2237603 a	0.2464509 a	0.1864433 a	0.2030371 b	0.1930170 a	0.1150867 c

Notes: a=significant at 1%, b=significant at 5%, c=significant at 10%; P-values are based on robust standard errors to account for heteroskedasticity; standard errors are clustered by plant; Breusch and Pagan tests reject the null of no random effects at 1% or better; in lagged specifications, all independent variables except industry, state/region, and year dummies are lagged one year; see Appendix Table A6-A12 for other slope coefficients, sample sizes, R-squared, Breusch and Pagan tests, and pooled OLS estimates; all estimates include 9 state/region dummies, and 1 or 2 year dummies; full results including all dummy variable coefficients and the constant available from the author.

Table A1: Number of Plants with more than 9 Paid Workers and Positive Workers in an Occupation by Industry, Sex, and Year

Year	Males			Females		
	1994	1995	1996	1994	1995	1996
Managers, sample industries	5,655	4,029	4,391	2,338	1,808	2,061
Food & beverages	865	754	789	300	285	313
Textiles, apparel, footwear	517	362	367	265	179	199
Wood, furniture, paper	1,166	677	796	319	228	284
Chemicals, rubber, plastics	1,002	626	713	514	337	387
Metals, non-metallic mineral pr.	928	802	904	341	343	405
Electronics-related machinery	643	426	445	405	276	295
General & transport machinery	534	382	377	194	160	178
Technical & supervisory, sample	4,784	3,379	3,653	2,176	1,602	1,770
Food & beverages	639	567	588	248	226	236
Textiles, apparel, footwear	418	301	309	360	234	236
Wood, furniture, paper	980	562	650	205	175	198
Chemicals, rubber, plastics	906	536	613	450	276	335
Metals, non-metallic mineral pr.	802	686	761	267	259	297
Electronics-related machinery	614	406	410	485	295	322
General & transport machinery	425	321	322	161	137	146
Clerical & skilled, sample	5,876	4,325	4,563	6,153	4,357	4,732
Food & beverages	913	778	797	945	800	848
Textiles, apparel, footwear	477	387	383	614	465	479
Wood, furniture, paper	1,307	761	849	1,274	720	832
Chemicals, rubber, plastics	949	600	666	1,027	621	700
Metals, non-metallic mineral pr.	1,000	937	1,016	1,012	899	1,004
Electronics-related machinery	575	390	409	653	436	447
General & transport machinery	655	472	443	628	416	422
General & semi-skilled, sample	5,861	4,244	4,506	3,581	2,564	2,743
Food & beverages	967	811	840	599	482	514
Textiles, apparel, footwear	519	379	380	465	365	360
Wood, furniture, paper	1,292	753	834	670	418	461
Chemicals, rubber, plastics	936	603	655	641	374	402
Metals, non-metallic mineral pr.	995	895	988	473	418	468
Electronics-related machinery	550	376	391	474	306	336
General & transport machinery	602	427	418	259	201	202
Unskilled & part-time, sample	4,499	3,126	3,212	3,334	2,210	2,256
Food & beverages	715	553	599	622	463	492
Textiles, apparel, & footwear	315	258	239	357	287	279
Wood, furniture, paper	1,077	630	635	752	441	449
Chemicals, rubber, & plastics	744	460	467	605	348	356
Metals, non-metallic mineral pr.	812	683	745	434	308	337
Electronics-related machinery	376	246	232	372	232	216
General & transport machinery	460	296	295	192	131	127

Notes and sources: See Table 1.

Table A2: Foreign workers (number) in All Plants by Occupation, Industry, Sex, and Year

	Males			Females		
Year	1994	1995	1996	1994	1995	1996
Managers, sample industries	4,031	4,565	4,843	91	81	134
Food & beverages	90	120	120	2	6	7
Textiles, apparel, footwear	287	248	212	19	19	18
Wood, furniture, paper	373	501	439	9	8	35
Chemicals, rubber, plastics	602	725	744	16	12	29
Metals, non-metallic mineral pr.	550	660	619	18	15	10
Electronics-related machinery	1,743	1,910	2,277	22	19	26
General & transport machinery	386	401	432	5	2	9
Technical & supervisory, sample	1,243	1,527	1,795	124	113	82
Food & beverages	89	92	115	1	3	5
Textiles, apparel, footwear	70	86	94	36	66	35
Wood, furniture, paper	569	602	805	9	4	7
Chemicals, rubber, plastics	73	107	151	2	10	4
Metals, non-metallic mineral pr.	164	224	314	9	8	7
Electronics-related machinery	176	292	219	66	19	23
General & transport machinery	102	124	97	1	3	1
Clerical & skilled, sample	8,919	12,875	24,115	3,833	10,224	15,507
Food & beverages	358	400	571	51	70	158
Textiles, apparel, footwear	1,558	2,569	4,438	489	745	1,971
Wood, furniture, paper	2,236	2,632	4,926	383	497	410
Chemicals, rubber, plastics	1,347	2,336	2,747	108	154	962
Metals, non-metallic mineral pr.	870	1,404	2,270	112	76	172
Electronics-related machinery	2,243	2,617	6,476	2,683	8,673	11,830
General & transport machinery	307	917	2,687	7	9	4
General & semi-skilled, sample	18,468	26,698	37,160	5,682	8,682	15,372
Food & beverages	1,110	1,501	2,288	148	222	991
Textiles, apparel, footwear	2,157	2,634	4,409	195	320	709
Wood, furniture, paper	7,873	8,331	10,370	1,672	2,053	2,664
Chemicals, rubber, plastics	2,039	5,005	5,601	240	524	844
Metals, non-metallic mineral pr.	2,111	4,400	6,278	101	122	248
Electronics-related machinery	2,404	2,392	4,974	3,306	5,383	9,811
General & transport machinery	774	2,435	3,240	20	58	105
Unskilled & part-time, sample	43,611	55,090	73,235	19,594	20,219	29,352
Food & beverages	2,762	3,523	4,547	724	682	1,082
Textiles, apparel, & footwear	3,435	5,235	4,768	368	901	1,829
Wood, furniture, paper	20,383	23,700	27,695	10,091	9,839	13,727
Chemicals, rubber, & plastics	7,382	7,995	12,532	1,163	1,517	2,232
Metals, non-metallic mineral pr.	5,162	7,594	11,513	335	361	860
Electronics-related machinery	2,746	4,088	6,996	6,867	6,911	9,489
General & transport machinery	1,741	2,955	5,184	46	8	133

Notes and sources: See Table 1.

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Table A3a: All workers in MNE Plants by Occupation, Industry Sex, and Year (number)

Year	Males			Females		
	1994	1995	1996	1994	1995	1996
Managers, sample industries	16,343	17,407	19,271	3,436	4,174	5,278
Food & beverages	488	498	520	154	140	161
Textiles, apparel, footwear	578	511	449	222	168	248
Wood, furniture, paper	512	584	616	67	74	86
Chemicals, rubber, plastics	1,991	2,164	2,378	464	694	669
Metals, non-metallic mineral pr.	1,136	1,324	1,215	209	228	258
Electronics-related machinery	10,661	11,107	12,855	2,173	2,652	3,632
General & transport machinery	977	1,219	1,238	147	218	224
Technical & supervisory, sample	39,055	45,360	42,782	12,339	13,303	13,158
Food & beverages	1,025	1,017	984	262	210	243
Textiles, apparel, footwear	2,006	1,905	1,546	1,306	1,158	1,133
Wood, furniture, paper	1,611	1,530	1,489	140	244	130
Chemicals, rubber, plastics	3,842	3,918	4,591	1,066	844	949
Metals, non-metallic mineral pr.	2,455	3,034	3,036	347	435	379
Electronics-related machinery	26,373	31,997	29,129	8,971	10,134	10,055
General & transport machinery	1,743	1,959	2,007	247	278	269
Clerical & skilled, sample	49,407	56,523	62,053	105,751	109,863	125,416
Food & beverages	2,171	2,757	1,821	1,995	1,929	1,646
Textiles, apparel, footwear	3,823	5,040	5,907	12,035	10,421	10,433
Wood, furniture, paper	3,615	3,521	2,627	1,980	1,674	1,401
Chemicals, rubber, plastics	7,503	6,906	8,442	7,807	6,170	7,493
Metals, non-metallic mineral pr.	6,414	7,173	6,041	2,290	3,087	2,697
Electronics-related machinery	22,719	27,408	34,420	77,886	84,411	100,220
General & transport machinery	3,162	3,718	2,795	1,758	2,171	1,526
General & semi-skilled, sample	39,436	39,007	41,441	74,439	65,380	83,009
Food & beverages	1,835	2,663	2,290	902	734	1,233
Textiles, apparel, footwear	3,534	2,441	1,991	4,530	2,294	2,223
Wood, furniture, paper	5,000	5,385	5,609	2,913	2,824	2,362
Chemicals, rubber, plastics	5,785	4,801	5,683	4,455	3,326	3,254
Metals, non-metallic mineral pr.	3,835	5,694	5,631	1,803	1,931	2,693
Electronics-related machinery	17,291	14,984	17,654	59,028	53,254	70,051
General & transport machinery	2,156	3,039	2,583	808	1,017	1,193
Unskilled & part-time, sample	54,835	61,337	53,442	116,957	103,317	91,712
Food & beverages	2,613	2,327	1,920	2,060	1,700	1,996
Textiles, apparel, & footwear	3,516	5,469	4,433	4,681	3,160	4,170
Wood, furniture, paper	9,571	11,373	9,027	10,151	10,125	7,053
Chemicals, rubber, & plastics	8,068	9,634	8,424	9,563	13,857	8,404
Metals, non-metallic mineral pr.	5,362	6,690	6,490	3,255	3,655	3,586
Electronics-related machinery	17,815	16,801	13,847	84,471	67,625	62,608
General & transport machinery	7,890	9,043	9,301	2,776	3,195	3,895

Notes and sources: See Table 1.

Table A3b: Foreign workers in MNE Plants by Occupation, Industry, Sex, and Year (number)

Year	Males			Females		
	1994	1995	1996	1994	1995	1996
Managers, sample industries	2,888	3,083	3,384	55	56	82
Food & beverages	42	53	71	1	4	5
Textiles, apparel, footwear	197	158	131	11	5	12
Wood, furniture, paper	183	250	236	7	7	9
Chemicals, rubber, plastics	395	440	535	11	9	27
Metals, non-metallic mineral pr.	331	390	294	6	11	7
Electronics-related machinery	1,545	1,570	1,903	17	19	21
General & transport machinery	195	222	214	2	1	1
Technical & supervisory, sample	504	642	583	86	26	31
Food & beverages	50	44	42	0	1	1
Textiles, apparel, footwear	12	35	35	11	5	7
Wood, furniture, paper	206	140	129	9	4	4
Chemicals, rubber, plastics	21	36	71	0	0	2
Metals, non-metallic mineral pr.	58	154	154	1	3	1
Electronics-related machinery	145	225	121	65	13	16
General & transport machinery	12	8	31	0	0	0
Clerical & skilled, sample	2,486	4,082	9,752	2,534	4,971	11,266
Food & beverages	60	50	6	18	8	23
Textiles, apparel, footwear	452	787	2,083	146	236	1,492
Wood, furniture, paper	481	365	565	133	58	43
Chemicals, rubber, plastics	324	177	471	10	64	775
Metals, non-metallic mineral pr.	230	407	511	5	4	104
Electronics-related machinery	912	2,192	5,978	2,220	4,601	8,828
General & transport machinery	27	104	138	2	0	1
General & semi-skilled, sample	5,079	5,635	6,541	4,379	6,311	9,300
Food & beverages	9	46	29	3	47	480
Textiles, apparel, footwear	699	689	661	127	84	91
Wood, furniture, paper	1,584	1,536	2,056	848	796	857
Chemicals, rubber, plastics	459	480	1,350	139	86	336
Metals, non-metallic mineral pr.	174	492	821	2	13	151
Electronics-related machinery	2,044	1,852	1,131	3,260	5,228	7,294
General & transport machinery	110	540	493	0	57	91
Unskilled & part-time, sample	9,172	14,558	17,253	8,755	7,825	12,194
Food & beverages	310	618	408	80	12	72
Textiles, apparel, & footwear	1,017	2,587	1,936	198	299	731
Wood, furniture, paper	4,113	5,035	5,906	3,102	2,489	3,338
Chemicals, rubber, & plastics	1,226	1,376	1,923	513	427	573
Metals, non-metallic mineral pr.	956	2,193	2,053	18	45	417
Electronics-related machinery	1,441	2,562	4,592	4,844	4,553	6,993
General & transport machinery	109	187	435	0	0	70

Notes and sources: See Table 1.

Table A4a: Mean Annual Wages in MNE Plants by Occupation, Industry, Sex, and Year (current ringgit)

	Males			Females		
Year	1994	1995	1996	1994	1995	1996
Managers, sample industries	60,842	68,853	72,679	36,299	40,553	44,147
Food & beverages	60,297	70,324	78,915	39,964	42,594	47,932
Textiles, apparel, footwear	51,420	60,088	60,271	33,759	34,853	34,589
Wood, furniture, paper	48,420	47,385	52,091	36,337	40,008	42,522
Chemicals, rubber, plastics	70,924	87,326	87,220	39,943	43,596	49,772
Metals, non-metallic mineral pr.	66,475	76,246	74,583	33,052	41,742	42,292
Electronics-related machinery	60,151	64,624	71,264	35,441	38,136	43,999
General & transport machinery	53,182	62,147	66,238	35,732	44,346	39,426
Technical & supervisory, sample	19,876	22,300	24,509	17,965	20,047	22,813
Food & beverages	22,544	24,662	28,819	20,541	24,878	25,088
Textiles, apparel, footwear	16,893	18,176	20,534	14,461	15,581	18,248
Wood, furniture, paper	18,974	24,020	23,176	18,329	17,614	23,960
Chemicals, rubber, plastics	20,842	23,429	26,576	18,318	22,176	25,869
Metals, non-metallic mineral pr.	22,131	23,801	24,746	18,913	20,132	22,708
Electronics-related machinery	19,111	20,343	23,287	17,948	19,364	21,620
General & transport machinery	19,658	23,870	24,609	19,722	21,719	22,878
Clerical & skilled, sample	12,817	14,896	16,096	11,080	12,575	13,812
Food & beverages	14,616	15,736	18,398	12,888	14,256	15,958
Textiles, apparel, footwear	10,455	11,530	11,116	9,338	10,064	10,910
Wood, furniture, paper	12,349	13,733	14,987	9,950	11,039	11,796
Chemicals, rubber, plastics	15,235	18,045	20,301	12,317	14,864	15,392
Metals, non-metallic mineral pr.	14,195	15,240	16,118	12,260	13,636	14,636
Electronics-related machinery	10,922	13,526	13,474	10,312	11,286	12,615
General & transport machinery	13,660	15,588	17,964	11,735	12,982	15,543
General & semi-skilled, sample	9,571	10,574	11,976	7,657	8,546	9,431
Food & beverages	10,856	12,123	13,799	8,383	9,731	10,401
Textiles, apparel, footwear	8,849	9,331	10,267	6,773	7,026	7,348
Wood, furniture, paper	7,951	8,776	9,558	6,307	7,125	7,719
Chemicals, rubber, plastics	9,812	11,218	12,626	8,050	7,957	10,094
Metals, non-metallic mineral pr.	10,672	10,561	11,874	8,363	8,448	9,131
Electronics-related machinery	9,399	10,466	12,096	7,667	9,513	9,850
General & transport machinery	10,280	12,247	13,282	8,866	9,403	10,915
Unskilled & part-time, sample	6,627	7,691	8,797	6,543	6,826	7,673
Food & beverages	7,392	9,663	11,945	7,785	9,056	9,938
Textiles, apparel, & footwear	6,049	6,605	6,282	5,550	5,760	6,531
Wood, furniture, paper	5,685	6,080	6,912	5,013	5,501	6,041
Chemicals, rubber, & plastics	7,599	8,686	9,224	7,101	7,226	7,805
Metals, non-metallic mineral pr.	7,114	7,495	8,659	6,774	7,162	7,421
Electronics-related machinery	6,266	7,359	8,503	6,697	6,678	7,789
General & transportation mach.	5,877	8,507	10,303	7,173	6,924	8,823

Notes and sources: See Table 1.

Table A4b: Mean Annual Wages in Local Plants by Occupation, Industry, Sex, and Year (current ringgit)

Year	Males			Females		
	1994	1995	1996	1994	1995	1996
Managers, sample industries	43,258	48,727	50,775	31,443	35,317	37,835
Food & beverages	38,677	43,679	45,236	29,148	32,803	34,618
Textiles, apparel, footwear	41,173	49,749	51,519	31,241	39,058	38,333
Wood, furniture, paper	39,503	44,938	47,222	27,004	32,067	33,326
Chemicals, rubber, plastics	48,969	52,633	55,298	33,682	35,810	40,029
Metals, non-metallic mineral pr.	45,211	51,972	52,168	33,928	35,990	39,706
Electronics-related machinery	50,429	52,985	58,079	34,649	37,138	43,618
General & transport machinery	44,960	50,548	54,743	31,141	37,145	38,221
Technical & supervisory, sample	17,693	19,347	20,831	15,332	17,838	19,059
Food & beverages	16,726	18,347	19,350	15,615	18,725	19,375
Textiles, apparel, footwear	16,495	17,845	18,681	13,812	15,397	16,684
Wood, furniture, paper	17,443	18,910	20,247	15,292	16,879	18,535
Chemicals, rubber, plastics	17,042	19,150	21,108	15,138	18,222	18,461
Metals, non-metallic mineral pr.	18,876	20,432	22,336	17,154	20,347	20,218
Electronics-related machinery	18,016	19,088	19,689	15,024	17,024	19,626
General & transport machinery	19,788	21,625	23,914	16,422	17,590	21,787
Clerical & skilled, sample	12,125	13,051	14,077	9,154	10,051	10,904
Food & beverages	10,528	11,745	12,694	8,591	9,785	10,377
Textiles, apparel, footwear	10,139	11,493	11,565	8,886	9,243	9,905
Wood, furniture, paper	12,156	12,693	13,557	8,342	9,298	10,068
Chemicals, rubber, plastics	12,081	13,143	14,441	9,884	10,793	11,607
Metals, non-metallic mineral pr.	13,031	14,011	14,954	9,669	10,517	11,423
Electronics-related machinery	12,481	13,244	14,620	9,955	10,267	11,851
General & transport machinery	14,317	15,043	16,894	9,762	10,865	12,181
General & semi-skilled, sample	7,713	8,597	9,245	6,065	6,873	7,127
Food & beverages	7,140	8,002	8,497	5,380	6,191	6,241
Textiles, apparel, footwear	7,480	8,329	8,524	6,140	6,465	6,621
Wood, furniture, paper	7,293	8,120	8,700	5,587	6,819	6,529
Chemicals, rubber, plastics	8,332	9,217	9,914	6,497	7,151	7,596
Metals, non-metallic mineral pr.	8,007	8,972	9,730	6,338	7,335	7,776
Electronics-related machinery	8,679	9,008	9,915	7,109	8,107	8,623
General & transport machinery	8,229	9,111	10,163	6,886	7,428	8,758
Unskilled & part-time, sample	5,227	5,848	6,278	4,514	5,035	5,405
Food & beverages	4,955	5,631	6,003	4,026	4,669	5,035
Textiles, apparel, & footwear	5,006	5,404	5,719	4,399	4,640	5,162
Wood, furniture, paper	4,857	5,126	5,658	4,086	4,681	4,933
Chemicals, rubber, & plastics	5,635	6,274	6,849	4,979	5,243	5,540
Metals, non-metallic mineral pr.	5,509	6,260	6,567	5,071	5,795	5,879
Electronics-related machinery	6,122	6,757	7,215	5,671	6,041	6,612
General & transportation mach.	5,309	6,272	6,745	4,869	5,825	6,911

Notes and sources: See Table 1.

Table A5: Estimates of Wage Equations by Occupation, Sex, and Year, All Sample Industries Combined, Plants with 10+ Paid Workers

Slope	Pooled OLS						Random Effects					
	Lagged		Contemporaneous				Lagged		Contemporaneous			
Coefficient,	95-96		95-96		94-96		95-96		95-96		94-96	
Indicator	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Managers, male												
LKE	0.04565	0.00	0.03109	0.00	0.03222	0.00	0.04751	0.00	0.02763	0.00	0.02461	0.00
LOU	0.16146	0.00	0.18679	0.00	0.19295	0.00	0.15339	0.00	0.18106	0.00	0.17398	0.00
SLC	0.00266	0.00	0.00288	0.00	0.00279	0.00	0.00211	0.00	0.00279	0.00	0.00265	0.00
SLI	0.00187	0.00	0.00252	0.00	0.00230	0.00	0.00183	0.02	0.00285	0.00	0.00249	0.00
SLO	0.00318	0.00	0.00342	0.00	0.00324	0.00	0.00277	0.00	0.00228	0.01	0.00213	0.00
SFSS	0.00372	0.00	0.00432	0.00	0.00370	0.00	0.00309	0.00	0.00393	0.00	0.00352	0.00
SFSD	0.00006	0.97	0.00074	0.60	0.00074	0.41	-0.00046	0.73	0.00094	0.52	0.00130	0.14
SFD	-0.00176	0.01	-0.00235	0.00	-0.00204	0.00	-0.00143	0.02	-0.00197	0.00	-0.00128	0.01
DMNE	0.04159	0.05	0.03838	0.06	0.03027	0.07	0.05410	0.03	0.04232	0.07	0.05277	0.01
R^2	0.2423	-	0.2114	-	0.2279	-	0.2416	-	0.2107	-	0.1679	-
Observations	5,906	-	8,278	-	13,867	-	5,906	-	8,278	-	13,867	-
Breusch-Pagan	-	-	-	-	-	-	745.19	0.00	664.40	0.00	1,808.72	0.00
Managers, female												
LKE	0.03195	0.00	0.02465	0.00	0.02998	0.00	0.02568	0.02	0.01809	0.05	0.02554	0.00
LOU	0.11765	0.00	0.14880	0.00	0.14145	0.00	0.11282	0.00	0.14968	0.00	0.13340	0.00
SLC	0.00204	0.00	0.00221	0.00	0.00208	0.00	0.00151	0.00	0.00206	0.00	0.00173	0.00
SLI	-0.00026	0.80	0.00098	0.29	0.00058	0.38	-0.00019	0.82	0.00105	0.22	0.00090	0.19
SLO	-0.00100	0.50	0.00029	0.83	0.00092	0.37	-0.00097	0.45	0.00110	0.42	0.00178	0.05
SFSS	0.00159	0.24	0.00442	0.00	0.00403	0.00	0.00009	0.95	0.00646	0.00	0.00513	0.00
SFSD	0.00005	0.31	-0.00002	0.75	-0.00002	0.68	0.00009	0.06	0.00005	0.47	0.00008	0.05
SFD	-0.00281	0.00	-0.00115	0.04	-0.00178	0.00	-0.00322	0.00	-0.00120	0.08	-0.00135	0.02
DMNE	0.05083	0.04	0.05407	0.02	0.03061	0.09	0.06061	0.04	0.03696	0.13	0.03002	0.12
R^2	0.1828	-	0.1639	-	0.1782	-	0.1807	-	0.1774	-	0.1751	-
Observations	2,598	-	3,824	-	6,139	-	2,598	-	3,824	-	6,139	-
Breusch-Pagan	-	-	-	-	-	-	457.27	0.00	351.25	0.00	896.14	0.00
Technical & supervisory, male												
LKE	0.04009	0.00	0.03168	0.00	0.03457	0.00	0.03226	0.00	0.03002	0.00	0.02960	0.00
LOU	0.09440	0.00	0.09962	0.00	0.10333	0.00	0.08924	0.00	0.09776	0.00	0.09816	0.00
SLC	0.00353	0.00	0.00358	0.00	0.00372	0.00	0.00303	0.00	0.00345	0.00	0.00351	0.00
SLI	0.00130	0.00	0.00149	0.00	0.00159	0.00	0.00119	0.01	0.00139	0.00	0.00152	0.00
SLO	-0.00002	0.96	0.00053	0.14	0.00062	0.02	0.00004	0.92	0.00053	0.19	0.00056	0.07
SFSS	0.00460	0.00	0.00394	0.00	0.00401	0.00	0.00384	0.00	0.00346	0.00	0.00330	0.00
SFSD	-0.01074	0.00	-0.00559	0.01	-0.00124	0.38	-0.00623	0.17	-0.00583	0.00	-0.00106	0.42
SFD	-0.00143	0.00	-0.00088	0.00	-0.00075	0.00	-0.00128	0.00	-0.00037	0.25	0.00002	0.94
DMNE	0.08035	0.00	0.08673	0.00	0.06455	0.00	0.08269	0.00	0.07990	0.00	0.05785	0.00
R^2	0.2660	-	0.2522	-	0.2621	-	0.2646	-	0.2515	-	0.2605	-
Observations	4,973	-	6,920	-	11,659	-	4,973	-	6,920	-	11,659	-
Breusch-Pagan	-	-	-	-	-	-	566.28	0.00	549.73	0.00	1,854.27	0.00
Technical & supervisory, female												
LKE	0.06368	0.00	0.04249	0.00	0.03801	0.00	0.05434	0.00	0.02865	0.00	0.02575	0.00
LOU	0.07643	0.00	0.10805	0.00	0.10508	0.00	0.07443	0.00	0.10469	0.00	0.10772	0.00
SLC	0.00356	0.00	0.00349	0.00	0.00387	0.00	0.00284	0.00	0.00347	0.00	0.00354	0.00
SLI	0.00038	0.51	0.00009	0.84	0.00080	0.03	-0.00022	0.73	0.00060	0.24	0.00098	0.02
SLO	0.00147	0.18	-0.00068	0.41	0.00070	0.27	0.00167	0.13	0.00017	0.88	0.00082	0.26
SFSS	-0.00107	0.52	0.00237	0.31	0.00126	0.48	-0.00092	0.59	0.00299	0.14	0.00144	0.47
SFSD	-0.00004	0.58	-0.00002	0.72	-0.00001	0.89	-0.00004	0.56	0.00001	0.83	-0.00001	0.85
SFD	-0.00234	0.00	-0.00164	0.00	-0.00254	0.00	-0.00160	0.03	-0.00140	0.01	-0.00140	0.00
DMNE	0.10755	0.00	0.09822	0.00	0.08915	0.00	0.08705	0.00	0.08442	0.00	0.07010	0.00
R^2	0.2827	-	0.2486	-	0.3138	-	0.2799	-	0.2807	-	0.3106	-
Observations	2,371	-	3,326	-	5,489	-	2,371	-	3,326	-	5,489	-
Breusch-Pagan	-	-	-	-	-	-	247.90	0.00	308.33	0.00	835.90	0.00

Table A5 (continued)

Slope Coefficient, Indicator	Pooled OLS						Random Effects					
	Lagged 95-96		Contemporaneous 95-96		94-96		Lagged 95-96		Contemporaneous 95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Clerical & skilled, male												
LKE	0.04204	0.00	0.03036	0.00	0.02787	0.00	0.03533	0.00	0.02833	0.00	0.02340	0.00
LOU	0.07963	0.00	0.09239	0.00	0.09940	0.00	0.07306	0.00	0.09141	0.00	0.09506	0.00
SLC	0.00373	0.00	0.00386	0.00	0.00424	0.00	0.00298	0.00	0.00366	0.00	0.00394	0.00
SLI	0.00079	0.05	0.00098	0.00	0.00107	0.00	0.00061	0.19	0.00106	0.00	0.00120	0.00
SLO	-0.00022	0.64	0.00048	0.21	0.00055	0.05	-0.00062	0.30	0.00053	0.21	0.00072	0.03
SFSS	-0.00125	0.02	-0.00181	0.00	-0.00142	0.00	-0.00050	0.42	-0.00143	0.00	-0.00095	0.00
SFSD	-0.00013	0.36	0.00000	0.63	0.00000	0.46	-0.00008	0.48	0.00000	0.73	0.00000	0.73
SFD	-0.00051	0.13	0.00009	0.71	0.00018	0.34	-0.00066	0.05	0.00027	0.27	0.00038	0.07
DMNE	0.01824	0.23	0.02094	0.14	0.00332	0.76	0.01764	0.33	0.02188	0.16	0.00255	0.84
R^2	0.2609	-	0.2720	-	0.2848	-	0.2583	-	0.2713	-	0.2834	-
Observations	5,743	-	8,475	-	14,237	-	5,743	-	8,475	-	14,237	-
Breusch-Pagan	-	-	-	-	-	-	658.71	0.00	837.22	0.00	2,215.70	0.00
Clerical & skilled, female												
LKE	0.04103	0.00	0.03287	0.00	0.03252	0.00	0.03607	0.00	0.02695	0.00	0.02728	0.00
LOU	0.08720	0.00	0.10934	0.00	0.09645	0.00	0.08172	0.00	0.09277	0.00	0.08934	0.00
SLC	0.00300	0.00	0.00295	0.00	0.00307	0.00	0.00250	0.00	0.00271	0.00	0.00285	0.00
SLI	0.00063	0.07	0.00128	0.00	0.00038	0.09	0.00065	0.08	0.00029	0.36	0.00021	0.43
SLO	0.00123	0.03	-0.00180	0.00	0.00086	0.00	0.00108	0.11	0.00008	0.85	0.00048	0.15
SFSS	0.00096	0.39	-0.00420	0.00	-0.00154	0.04	0.00027	0.77	-0.00285	0.01	-0.00156	0.06
SFSD	-0.00003	0.64	-0.00001	0.84	-0.00001	0.66	-0.00001	0.77	0.00001	0.84	0.00001	0.67
SFD	-0.00138	0.00	-0.00016	0.45	-0.00048	0.00	-0.00117	0.00	-0.00036	0.11	-0.00001	0.95
DMNE	0.06612	0.00	0.09541	0.00	0.06723	0.00	0.06568	0.00	0.07938	0.00	0.05975	0.00
R^2	0.3215	-	0.2355	-	0.3072	-	0.3202	-	0.2981	-	0.3055	-
Observations	6,099	-	8,787	-	14,841	-	6,099	-	8,787	-	14,841	-
Breusch-Pagan	-	-	-	-	-	-	688.33	0.00	680.88	0.00	2,067.73	0.00
General & semi-skilled, male												
LKE	0.03447	0.00	0.02717	0.00	0.02970	0.00	0.02853	0.00	0.02645	0.00	0.02906	0.00
LOU	0.09395	0.00	0.09797	0.00	0.10093	0.00	0.09013	0.00	0.09610	0.00	0.09589	0.00
SLC	0.00205	0.00	0.00211	0.00	0.00257	0.00	0.00149	0.00	0.00207	0.00	0.00251	0.00
SLI	0.00048	0.07	0.00066	0.00	0.00059	0.00	0.00012	0.71	0.00074	0.01	0.00053	0.01
SLO	0.00014	0.71	-0.00025	0.41	-0.00014	0.55	0.00016	0.68	-0.00023	0.47	-0.00010	0.70
SFSS	-0.00120	0.00	-0.00119	0.00	-0.00111	0.00	-0.00084	0.01	-0.00093	0.00	-0.00083	0.00
SFSD	-0.00045	0.08	-0.00005	0.43	-0.00005	0.11	-0.00036	0.12	0.00000	0.94	0.00000	0.90
SFD	0.00017	0.58	0.00023	0.33	0.00036	0.06	0.00009	0.79	0.00009	0.72	0.00045	0.03
DMNE	0.03629	0.02	0.04208	0.00	0.03888	0.00	0.04041	0.02	0.04461	0.00	0.03519	0.01
R^2	0.3138	-	0.3034	-	0.2998	-	0.3121	-	0.3030	-	0.2991	-
Observations	5,574	-	8,425	-	14,191	-	5,574	-	8,425	-	14,191	-
Breusch-Pagan	-	-	-	-	-	-	560.67	0.00	708.85	0.00	1,911.64	0.00
General & semi-skilled, female												
LKE	0.03583	0.00	0.03168	0.00	0.02654	0.00	0.03054	0.00	0.02359	0.00	0.02393	0.00
LOU	0.09674	0.00	0.11136	0.00	0.09667	0.00	0.09529	0.00	0.09394	0.00	0.09092	0.00
SLC	0.00125	0.00	0.00223	0.00	0.00198	0.00	0.00119	0.00	0.00164	0.00	0.00200	0.00
SLI	-0.00028	0.34	0.00098	0.00	0.00007	0.71	-0.00016	0.63	-0.00015	0.60	0.00013	0.54
SLO	0.00001	0.98	-0.00243	0.00	-0.00024	0.46	0.00054	0.42	-0.00070	0.22	-0.00039	0.34
SFSS	-0.00235	0.00	-0.00160	0.00	-0.00096	0.01	-0.00226	0.01	-0.00123	0.03	-0.00046	0.32
SFSD	-0.00001	0.00	-0.00002	0.02	-0.00002	0.01	-0.00001	0.01	-0.00002	0.07	-0.00002	0.03
SFD	0.00000	0.02	0.00000	0.25	0.00000	0.03	0.00000	0.05	0.00000	0.03	0.00000	0.02
DMNE	0.02975	0.13	0.04326	0.02	0.05102	0.00	0.02784	0.22	0.04197	0.03	0.04370	0.00
R^2	0.3165	-	0.2267	-	0.2967	-	0.3157	-	0.2866	-	0.2959	-
Observations	3,279	-	5,118	-	8,648	-	3,279	-	5,118	-	8,648	-
Breusch-Pagan	-	-	-	-	-	-	259.61	0.00	302.50	0.00	913.18	0.00

Table A5 (continued)

Slope Coefficient, Indicator	Pooled OLS						Random Effects					
	Lagged		Contemporaneous				Lagged		Contemporaneous			
	95-96		95-96		94-96		95-96		95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Unskilled & part-time, male												
LKE	0.03330	0.00	0.02658	0.00	0.02902	0.00	0.02107	0.00	0.02968	0.00	0.02968	0.00
LOU	0.11360	0.00	0.11773	0.00	0.12162	0.00	0.11385	0.00	0.11409	0.00	0.11409	0.00
SLC	0.00027	0.62	-0.00048	0.20	0.00007	0.81	-0.00022	0.71	-0.00035	0.38	-0.00035	0.38
SLI	0.00061	0.20	0.00048	0.19	0.00028	0.33	0.00050	0.37	0.00030	0.47	0.00030	0.47
SLO	-0.00017	0.70	-0.00010	0.78	-0.00015	0.60	-0.00024	0.63	-0.00028	0.48	-0.00028	0.48
SFSS	0.00009	0.78	0.00063	0.01	0.00058	0.00	-0.00038	0.33	0.00055	0.08	0.00055	0.08
SFSD	-0.00001	0.12	-0.00004	0.35	-0.00004	0.21	-0.00001	0.02	-0.00002	0.57	-0.00002	0.57
SFD	-0.00253	0.00	-0.00304	0.00	-0.00233	0.00	-0.00150	0.10	-0.00287	0.00	-0.00287	0.00
DMNE	0.03638	0.15	0.06510	0.00	0.03478	0.03	0.04235	0.15	0.06928	0.00	0.06928	0.00
R^2	0.2730	-	0.2576	-	0.2554	-	0.2715	-	0.2570	-	0.2549	-
Observations	3,851	-	6,094	-	10,524	-	3,851	-	4,276	-	10,524	-
Breusch-Pagan	-	-	-	-	-	-	311.11	0.00	350.03	0.00	1,026.66	0.00
Unskilled & part-time, female												
LKE	0.04392	0.00	0.04657	0.00	0.04042	0.00	0.03443	0.00	0.03562	0.00	0.03915	0.00
LOU	0.11783	0.00	0.13616	0.00	0.12073	0.00	0.11781	0.00	0.11815	0.00	0.11254	0.00
SLC	0.00109	0.03	0.00156	0.00	0.00031	0.30	0.00068	0.23	0.00025	0.54	0.00016	0.63
SLI	0.00009	0.83	0.00202	0.00	0.00025	0.34	-0.00011	0.81	0.00010	0.80	0.00030	0.36
SLO	0.00078	0.20	-0.00303	0.00	0.00000	1.00	0.00139	0.05	-0.00055	0.36	-0.00047	0.28
SFSS	-0.00062	0.44	-0.00104	0.03	-0.00037	0.33	-0.00040	0.66	-0.00061	0.23	-0.00039	0.36
SFSD	-0.00001	0.49	0.00002	0.21	0.00000	0.78	-0.00001	0.38	0.00001	0.46	0.00002	0.08
SFD	-0.00220	0.05	-0.00327	0.00	-0.00217	0.00	-0.00218	0.04	-0.00221	0.02	-0.00196	0.01
DMNE	0.07876	0.00	0.08639	0.00	0.08916	0.00	0.06676	0.03	0.07965	0.01	0.07504	0.00
R^2	0.3575	-	0.2566	-	0.3064	-	0.3563	-	0.3023	-	0.3055	-
Observations	2,693	-	4,301	-	7,585	-	2,693	-	4,301	-	7,585	-
Breusch-Pagan	-	-	-	-	-	-	244.53	0.00	232.16	0.00	707.12	0.00

Notes: All estimates include 6 industry dummies using food & beverages as the reference group, 9 state/region dummies using Kuala Lumpur as the reference region, and 1 or 2 year dummies using the earliest year in the sample as the reference; full results including all dummy variable coefficients and the constant available from the author upon request; P-values are based on robust standard errors to account for heteroskedasticity; for random effects estimates, standard errors are clustered by plant; in lagged specifications, all independent variables except industry, state/region, and year dummies are lagged one year; see text for further explanation and variable

Table A6: Estimates of Wage Equations by Occupation, Sex, and Year, Electronics-related machinery, Plants with 10+ Paid Workers

Slope Coefficient, Indicator	Pooled OLS						Random Effects					
	Lagged		Contemporaneous				Lagged		Contemporaneous			
	95-96		95-96		94-96		95-96		95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Managers, male												
LKE	0.03691	0.10	0.01622	0.35	0.02709	0.06	0.04272	0.10	0.01448	0.43	0.02037	0.19
LOU	0.10229	0.00	0.11423	0.00	0.11938	0.00	0.10309	0.00	0.11308	0.00	0.11892	0.00
SLC	0.00524	0.00	0.00382	0.00	0.00435	0.00	0.00526	0.00	0.00369	0.00	0.00394	0.00
SLI	0.00560	0.05	0.00298	0.15	0.00204	0.20	0.00543	0.08	0.00373	0.09	0.00278	0.10
SLO	0.00194	0.48	0.00487	0.04	0.00538	0.01	0.00222	0.40	0.00498	0.04	0.00566	0.01
SFSS	0.00764	0.00	0.00731	0.00	0.00668	0.00	0.00730	0.00	0.00669	0.00	0.00595	0.00
SFSD	-0.02693	0.00	0.00367	0.68	-0.00439	0.25	-0.02461	0.00	0.00086	0.90	-0.00506	0.04
SFD	-0.00345	0.04	-0.00450	0.00	-0.00454	0.00	-0.00280	0.13	-0.00383	0.03	-0.00340	0.01
DMNE	0.00912	0.86	-0.05821	0.22	-0.05677	0.13	0.02033	0.73	-0.04769	0.35	-0.04313	0.30
R^2	0.1621	-	0.1631	-	0.1619	-	0.1615	-	0.1622	-	0.1601	-
Observations	639	-	858	-	1,496	-	639	-	858	-	1,496	-
Breusch-Pagan	-	-	-	-	-	-	40.30	0.00	51.25	0.00	171.57	0.00
Managers, female												
LKE	0.04559	0.04	0.03500	0.12	0.02606	0.11	0.05992	0.01	0.03048	0.15	0.01949	0.28
LOU	0.09004	0.00	0.12170	0.00	0.11371	0.00	0.08761	0.00	0.12791	0.00	0.10936	0.00
SLC	0.00126	0.14	0.00243	0.00	0.00236	0.00	0.00112	0.20	0.00330	0.00	0.00251	0.00
SLI	-0.00076	0.60	0.00139	0.20	0.00081	0.37	-0.00069	0.63	0.00271	0.01	0.00149	0.09
SLO	-0.00156	0.73	0.00341	0.59	-0.01561	0.30	0.00394	0.48	0.01583	0.05	-0.01106	0.47
SFSS	-0.00096	0.49	0.00437	0.08	0.00341	0.05	-0.00148	0.29	0.00775	0.05	0.00453	0.03
SFSD	0.00014	0.06	0.00021	0.02	0.00009	0.08	0.00014	0.03	0.00011	0.17	0.00006	0.17
SFD	-0.00235	0.30	-0.00197	0.27	-0.00283	0.06	-0.00327	0.14	-0.00180	0.37	-0.00267	0.10
DMNE	-0.07163	0.20	-0.11934	0.02	-0.12076	0.00	-0.08582	0.23	-0.08122	0.14	-0.11230	0.01
R^2	0.1413	-	0.1215	-	0.1339	-	0.1363	-	0.1463	-	0.1322	-
Observations	401	-	565	-	967	-	401	-	565	-	967	-
Breusch-Pagan	-	-	-	-	-	-	64.62	0.00	25.42	0.00	73.64	0.00
Technical & supervisory, male												
LKE	0.03769	0.00	0.03730	0.00	0.03854	0.00	0.04262	0.00	0.03381	0.01	0.03548	0.00
LOU	0.07867	0.00	0.07894	0.00	0.08530	0.00	0.07742	0.00	0.07915	0.00	0.08422	0.00
SLC	0.00390	0.00	0.00360	0.00	0.00377	0.00	0.00381	0.00	0.00313	0.00	0.00336	0.00
SLI	0.00189	0.09	0.00222	0.01	0.00268	0.00	0.00178	0.15	0.00194	0.05	0.00268	0.00
SLO	0.00099	0.29	-0.00102	0.36	-0.00065	0.42	0.00147	0.08	-0.00124	0.25	-0.00118	0.18
SFSS	0.00195	0.29	0.00455	0.10	0.00410	0.06	0.00185	0.30	0.00503	0.07	0.00514	0.02
SFSD	-0.00984	0.00	0.03104	0.21	-0.00579	0.05	-0.00504	0.06	0.03814	0.10	-0.00129	0.56
SFD	-0.00232	0.11	-0.00268	0.01	-0.00213	0.01	-0.00218	0.16	-0.00219	0.03	-0.00164	0.07
DMNE	0.00531	0.87	0.04348	0.16	0.01054	0.67	0.01605	0.67	0.03637	0.26	0.01421	0.58
R^2	0.2592	-	0.2388	-	0.2322	-	0.2577	-	0.2374	-	0.2302	-
Observations	608	-	805	-	1,415	-	608	-	805	-	1,415	-
Breusch-Pagan	-	-	-	-	-	-	73.15	0.00	52.05	0.00	161.99	0.00
Technical & supervisory, female												
LKE	0.05186	0.00	0.03104	0.06	0.02939	0.02	0.05340	0.00	0.00485	0.79	0.01039	0.51
LOU	0.08174	0.00	0.11141	0.00	0.11097	0.00	0.08128	0.00	0.11668	0.00	0.11728	0.00
SLC	0.00277	0.00	0.00301	0.00	0.00401	0.00	0.00238	0.00	0.00351	0.00	0.00400	0.00
SLI	0.00100	0.45	0.00019	0.87	0.00117	0.16	0.00089	0.49	0.00057	0.63	0.00088	0.36
SLO	0.00145	0.45	-0.00759	0.00	-0.00074	0.59	0.00226	0.26	-0.00555	0.01	-0.00174	0.28
SFSS	-0.00445	0.26	0.04190	0.02	-0.00028	0.86	-0.00045	0.91	0.03475	0.08	0.00009	0.95
SFSD	-0.00009	0.84	0.00050	0.17	0.00095	0.02	-0.00004	0.93	0.00056	0.09	0.00099	0.01
SFD	-0.00378	0.03	-0.00158	0.21	-0.00275	0.01	-0.00378	0.06	-0.00144	0.29	-0.00184	0.11
DMNE	-0.01440	0.74	-0.01983	0.60	0.00391	0.89	-0.04427	0.35	-0.02967	0.44	0.00254	0.93
R^2	0.2781	-	0.2497	-	0.2900	-	0.2756	-	0.2806	-	0.2867	-
Observations	436	-	607	-	1,088	-	436	-	607	-	1,088	-
Breusch-Pagan	-	-	-	-	-	-	29.97	0.00	27.15	0.00	100.84	0.00

Table A6 (continued)

Slope Coefficient, Indicator	Pooled OLS						Random Effects					
	Lagged		Contemporaneous				Lagged		Contemporaneous			
	95-96		95-96		94-96		95-96		95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Clerical & skilled, male												
LKE	0.05871	0.00	0.03678	0.01	0.04041	0.00	0.05512	0.00	0.02990	0.05	0.03217	0.01
LOU	0.03935	0.00	0.04958	0.00	0.06456	0.00	0.03238	0.01	0.05019	0.00	0.06215	0.00
SLC	0.00320	0.00	0.00456	0.00	0.00498	0.00	0.00216	0.01	0.00453	0.00	0.00472	0.00
SLI	0.00088	0.66	0.00135	0.27	0.00095	0.27	-0.00036	0.87	0.00170	0.19	0.00078	0.34
SLO	-0.00242	0.12	-0.00107	0.58	-0.00014	0.92	-0.00206	0.32	-0.00038	0.83	-0.00016	0.88
SFSS	-0.00066	0.66	-0.00253	0.03	-0.00173	0.06	-0.00161	0.34	-0.00137	0.29	-0.00114	0.24
SFSD	-0.00035	0.22	0.00000	0.27	0.00000	0.49	-0.00036	0.21	0.00000	0.10	0.00000	0.15
SFD	-0.00091	0.48	-0.00017	0.85	-0.00010	0.91	-0.00101	0.39	-0.00006	0.95	0.00075	0.37
DMNE	-0.06606	0.09	-0.03836	0.26	-0.08615	0.00	-0.07271	0.09	-0.02182	0.56	-0.04560	0.13
R^2	0.2163	-	0.2023	-	0.2244	-	0.2118	-	0.2003	-	0.2212	-
Observations	580	-	789	-	1,358	-	580	-	789	-	1,358	-
Breusch-Pagan	-	-	-	-	-	-	60.14	0.00	60.66	0.00	128.91	0.00
Clerical & skilled, female												
LKE	0.04093	0.00	0.03406	0.00	0.02253	0.01	0.03654	0.00	0.01657	0.19	0.01421	0.14
LOU	0.05703	0.00	0.06521	0.00	0.06956	0.00	0.05218	0.00	0.06085	0.00	0.06729	0.00
SLC	0.00380	0.00	0.00389	0.00	0.00394	0.00	0.00295	0.00	0.00361	0.00	0.00380	0.00
SLI	0.00206	0.12	0.00063	0.45	0.00006	0.93	0.00158	0.21	0.00108	0.26	-0.00001	0.99
SLO	0.00181	0.19	-0.00240	0.02	0.00120	0.23	0.00229	0.11	-0.00024	0.86	0.00090	0.30
SFSS	-0.00085	0.72	-0.00608	0.00	-0.00603	0.00	0.00047	0.85	-0.00638	0.00	-0.00590	0.00
SFSD	-0.00004	0.88	0.00001	0.86	-0.00003	0.49	-0.00003	0.84	0.00001	0.82	0.00002	0.51
SFD	-0.00254	0.01	-0.00111	0.17	-0.00055	0.39	-0.00245	0.02	-0.00091	0.26	-0.00044	0.54
DMNE	-0.00424	0.89	0.01687	0.54	0.01861	0.38	-0.01137	0.73	0.03268	0.26	0.02131	0.37
R^2	0.2912	-	0.1602	-	0.2537	-	0.2881	-	0.2648	-	0.2519	-
Observations	641	-	867	-	1,512	-	641	-	867	-	1,512	-
Breusch-Pagan	-	-	-	-	-	-	79.63	0.00	75.67	0.00	163.71	0.00
General & semi-skilled, male												
LKE	0.03896	0.03	0.01760	0.12	0.02554	0.01	0.03784	0.05	0.01609	0.18	0.02474	0.03
LOU	0.07004	0.00	0.05250	0.00	0.06260	0.00	0.06958	0.00	0.05123	0.00	0.05517	0.00
SLC	0.00168	0.10	0.00171	0.07	0.00241	0.00	0.00181	0.10	0.00146	0.16	0.00199	0.01
SLI	-0.00047	0.61	0.00058	0.50	-0.00043	0.54	-0.00110	0.39	0.00102	0.37	-0.00040	0.65
SLO	0.00200	0.08	-0.00113	0.42	0.00083	0.50	0.00217	0.04	-0.00166	0.21	0.00068	0.51
SFSS	-0.00153	0.28	-0.00218	0.01	-0.00220	0.00	-0.00136	0.31	-0.00189	0.03	-0.00193	0.00
SFSD	-0.00143	0.00	-0.00007	0.50	-0.00005	0.10	-0.00137	0.01	-0.00004	0.63	-0.00004	0.13
SFD	0.00034	0.78	-0.00070	0.47	0.00036	0.61	0.00072	0.56	-0.00110	0.30	0.00017	0.84
DMNE	0.03946	0.36	0.09225	0.02	0.04625	0.10	0.04381	0.35	0.09659	0.01	0.03721	0.22
R^2	0.2141	-	0.1921	-	0.1879	-	0.2130	-	0.1905	-	0.1862	-
Observations	537	-	758	-	1,303	-	537	-	758	-	1,303	-
Breusch-Pagan	-	-	-	-	-	-	32.61	0.00	48.98	0.00	137.87	0.00
General & semi-skilled, female												
LKE	0.04098	0.04	0.02316	0.10	0.00820	0.45	0.03886	0.07	-0.00044	0.97	0.00520	0.66
LOU	0.08658	0.00	0.09091	0.00	0.08914	0.00	0.08438	0.00	0.07743	0.00	0.08538	0.00
SLC	0.00246	0.01	0.00287	0.00	0.00209	0.00	0.00241	0.01	0.00090	0.44	0.00144	0.09
SLI	-0.00001	0.99	-0.00005	0.94	-0.00051	0.33	0.00013	0.86	-0.00145	0.04	-0.00054	0.38
SLO	0.00002	0.99	-0.00281	0.11	0.00053	0.74	0.00118	0.45	-0.00039	0.89	-0.00029	0.86
SFSS	-0.00455	0.19	-0.00126	0.30	-0.00132	0.23	-0.00412	0.22	-0.00118	0.41	-0.00040	0.70
SFSD	0.00001	0.44	0.00002	0.18	0.00001	0.45	0.00001	0.69	0.00001	0.79	0.00000	0.88
SFD	-0.00058	0.16	0.00010	0.78	-0.00016	0.53	-0.00031	0.43	-0.00026	0.53	-0.00004	0.86
DMNE	-0.04689	0.27	-0.02608	0.49	-0.03272	0.26	-0.04884	0.32	0.00130	0.97	-0.02319	0.46
R^2	0.2765	-	0.1562	-	0.2475	-	0.2752	-	0.2481	-	0.2443	-
Observations	428	-	633	-	1,104	-	428	-	633	-	1,104	-
Breusch-Pagan	-	-	-	-	-	-	24.81	0.00	28.17	0.00	92.97	0.00

Table A6 (continued)

Slope Coefficient	Pooled OLS						Random Effects					
	Lagged		Contemporaneous				Lagged		Contemporaneous			
	95-96		95-96		94-96		95-96		95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Unskilled & part-time, male												
LKE	0.02563	0.18	0.02983	0.07	0.02814	0.06	0.01527	0.38	0.02633	0.09	0.02418	0.10
LOU	0.08360	0.00	0.09087	0.00	0.09755	0.00	0.09069	0.00	0.09593	0.00	0.09573	0.00
SLC	0.00100	0.66	-0.00149	0.43	-0.00021	0.87	0.00119	0.55	-0.00140	0.48	-0.00067	0.63
SLI	-0.00045	0.80	0.00076	0.44	0.00057	0.54	-0.00024	0.90	0.00105	0.35	0.00069	0.48
SLO	-0.00492	0.07	-0.00421	0.08	-0.00497	0.02	-0.00388	0.19	-0.00330	0.13	-0.00385	0.07
SFSS	-0.00119	0.43	-0.00069	0.41	-0.00052	0.42	-0.00115	0.52	-0.00115	0.22	-0.00074	0.27
SFSD	0.00000	0.97	-0.00011	0.00	-0.00006	0.07	0.00007	0.29	-0.00010	0.01	-0.00004	0.11
SFD	-0.00743	0.12	-0.00489	0.06	-0.00247	0.31	-0.00797	0.11	-0.00273	0.34	-0.00048	0.85
DMNE	-0.00295	0.96	-0.00568	0.91	-0.06174	0.16	-0.01517	0.82	-0.02734	0.62	-0.08483	0.07
R^2	0.2052	-	0.2197	-	0.1987	-	0.2008	-	0.2152	-	0.1953	-
Observations	299	-	464	-	835	-	299	-	464	-	835	-
Breusch-Pagan	-	-	-	-	-	-	29.59	0.00	29.45	0.00	85.27	0.00
Unskilled & part-time, female												
LKE	0.05010	0.02	0.05887	0.01	0.05886	0.00	0.04727	0.04	0.04104	0.05	0.05164	0.01
LOU	0.08131	0.00	0.09588	0.00	0.08553	0.00	0.08473	0.00	0.08951	0.00	0.08007	0.00
SLC	0.00404	0.01	0.00286	0.07	0.00212	0.06	0.00300	0.08	0.00167	0.33	0.00089	0.49
SLI	0.00022	0.87	0.00165	0.07	0.00077	0.38	-0.00010	0.95	0.00073	0.43	0.00117	0.30
SLO	-0.00118	0.45	-0.00777	0.00	-0.00186	0.38	-0.00107	0.51	-0.00040	0.91	-0.00316	0.26
SFSS	-0.00088	0.71	-0.00175	0.10	-0.00119	0.19	0.00023	0.91	-0.00146	0.19	-0.00100	0.28
SFSD	-0.00018	0.60	-0.00002	0.47	0.00000	0.97	-0.00024	0.60	0.00000	0.93	0.00001	0.83
SFD	-0.00920	0.12	-0.00539	0.06	-0.00461	0.04	-0.01086	0.09	-0.00225	0.43	-0.00304	0.24
DMNE	-0.05461	0.38	0.03457	0.47	0.05064	0.21	-0.06446	0.30	0.05939	0.29	0.04432	0.30
R^2	0.3399	-	0.2003	-	0.2240	-	0.3342	-	0.2381	-	0.2194	-
Observations	271	-	439	-	806	-	271	-	439	-	806	-
Breusch-Pagan	-	-	-	-	-	-	28.95	0.00	18.34	0.00	66.26	0.00

Notes: All estimates include 9 state/region dummies using Kuala Lumpur as the reference region and 1 or 2 year dummies using the earliest year in the sample as the reference; full results including all dummy variable coefficients and the constant available from the author upon request; P-values are based on robust standard errors to account for heteroskedasticity; for random effects estimates, standard errors are clustered by plant; in lagged specifications, all independent variables except state/region and year dummies are lagged one year; see text for further explanation and variable definitions.

Table A7: Estimates of Wage Equations by Occupation, Sex, and Year, Wood, Paper, Furniture, Plants with 10+ Paid Workers

Slope Coefficient, Indicator	Pooled OLS						Random Effects					
	Lagged		Contemporaneous				Lagged		Contemporaneous			
	95-96		95-96		94-96		95-96		95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Managers, male												
LKE	0.05419	0.00	0.03186	0.02	0.02945	0.00	0.07157	0.00	0.03573	0.02	0.01998	0.06
LOU	0.22017	0.00	0.25273	0.00	0.24782	0.00	0.18292	0.00	0.18554	0.00	0.17468	0.00
SLC	0.00263	0.00	0.00292	0.00	0.00247	0.00	0.00226	0.00	0.00261	0.00	0.00272	0.00
SLI	0.00188	0.38	0.00415	0.04	0.00430	0.00	0.00280	0.20	0.00354	0.25	0.00440	0.02
SLO	0.00352	0.03	0.00309	0.08	0.00255	0.07	0.00388	0.08	-0.00007	0.98	0.00084	0.66
SFSS	0.00298	0.01	0.00208	0.17	0.00134	0.20	0.00248	0.04	0.00296	0.08	0.00309	0.02
SFSD	0.00516	0.15	0.00015	0.98	0.00183	0.44	-0.00054	0.82	0.00275	0.64	0.00148	0.56
SFD	-0.00196	0.02	-0.00296	0.03	-0.00244	0.01	-0.00123	0.15	-0.00189	0.17	-0.00101	0.29
DMNE	-0.05569	0.33	-0.03332	0.60	0.00214	0.96	-0.04329	0.51	-0.16118	0.10	-0.07047	0.26
R^2	0.3111	-	0.2055	-	0.2155	-	0.3051	-	0.1938	-	0.2006	-
Observations	926	-	1,442	-	2,592	-	926	-	1,442	-	2,592	-
Breusch-Pagan	-	-	-	-	-	-	185.53	0.00	53.60	0.00	316.23	0.00
Managers, female												
LKE	-0.02838	0.43	-0.01058	0.68	0.03070	0.22	-0.01184	0.77	-0.01997	0.39	0.02012	0.42
LOU	0.17706	0.00	0.22102	0.00	0.20222	0.00	0.15698	0.00	0.19566	0.00	0.15535	0.00
SLC	0.00227	0.04	0.00204	0.04	0.00117	0.13	0.00149	0.20	0.00051	0.67	-0.00085	0.49
SLI	-0.00153	0.61	-0.00051	0.86	0.00003	0.99	-0.00105	0.60	-0.00025	0.93	-0.00100	0.63
SLO	0.00545	0.06	-0.00120	0.74	0.00207	0.44	0.00249	0.26	-0.00174	0.68	-0.00134	0.63
SFSS	0.00008	0.98	0.00570	0.02	0.00406	0.04	-0.00172	0.73	0.00590	0.00	0.00202	0.51
SFSD	-0.00019	0.26	-0.00054	0.02	-0.00019	0.36	-0.00004	0.87	-0.00064	0.04	0.00015	0.67
SFD	-0.00259	0.10	-0.00214	0.05	-0.00185	0.11	-0.00272	0.07	-0.00178	0.20	-0.00124	0.40
DMNE	0.28328	0.00	0.24776	0.00	0.17597	0.01	0.23846	0.04	0.20223	0.04	0.10706	0.12
R^2	0.2583	-	0.1556	-	0.1613	-	0.2513	-	0.2037	-	0.1486	-
Observations	302	-	504	-	821	-	302	-	504	-	821	-
Breusch-Pagan	-	-	-	-	-	-	60.11	0.00	34.77	0.00	32.82	0.00
Technical & supervisory, male												
LKE	0.02331	0.06	0.01471	0.07	0.01300	0.04	0.02190	0.08	0.01617	0.06	0.01200	0.09
LOU	0.13040	0.00	0.11558	0.00	0.13030	0.00	0.10896	0.00	0.10179	0.00	0.11210	0.00
SLC	0.00363	0.00	0.00364	0.00	0.00345	0.00	0.00259	0.00	0.00364	0.00	0.00327	0.00
SLI	0.00219	0.05	0.00340	0.00	0.00229	0.00	0.00134	0.29	0.00392	0.00	0.00228	0.02
SLO	-0.00007	0.93	0.00073	0.21	0.00036	0.42	-0.00027	0.80	0.00069	0.28	0.00041	0.39
SFSS	0.00599	0.02	0.00424	0.02	0.00367	0.00	0.00437	0.12	0.00317	0.09	0.00292	0.03
SFSD	0.03972	0.34	0.00018	0.99	-0.04270	0.13	0.08502	0.01	-0.01858	0.42	-0.03921	0.07
SFD	-0.00066	0.41	0.00042	0.49	0.00052	0.23	-0.00053	0.53	0.00085	0.18	0.00102	0.03
DMNE	0.15769	0.00	0.12339	0.00	0.07232	0.02	0.15239	0.00	0.12136	0.04	0.05268	0.17
R^2	0.2687	-	0.2251	-	0.2369	-	0.2617	-	0.2218	-	0.2344	-
Observations	766	-	1,183	-	2,150	-	766	-	1,183	-	2,150	-
Breusch-Pagan	-	-	-	-	-	-	83.58	0.00	108.55	0.00	319.50	0.00
Technical & supervisory, female												
LKE	0.07345	0.07	0.02999	0.21	0.01565	0.43	0.03702	0.33	0.02633	0.30	0.01212	0.54
LOU	0.02296	0.54	0.10238	0.00	0.10385	0.00	0.03771	0.33	0.06966	0.03	0.08804	0.00
SLC	0.00390	0.00	0.00396	0.00	0.00425	0.00	0.00318	0.00	0.00381	0.00	0.00360	0.00
SLI	0.00061	0.74	0.00135	0.23	0.00091	0.31	0.00023	0.90	0.00102	0.40	0.00128	0.23
SLO	0.00546	0.01	0.00116	0.43	0.00271	0.04	0.00388	0.03	0.00209	0.19	0.00242	0.08
SFSS	-0.00388	0.36	0.00036	0.95	0.00081	0.83	-0.00033	0.96	0.00214	0.73	0.00140	0.75
SFSD	-0.00005	0.67	-0.00005	0.58	-0.00003	0.65	-0.00006	0.63	0.00002	0.79	-0.00001	0.89
SFD	-0.00184	0.33	-0.00232	0.06	-0.00248	0.02	-0.00074	0.71	-0.00131	0.34	-0.00160	0.16
DMNE	0.25405	0.01	0.15237	0.03	0.17903	0.00	0.16624	0.08	0.15768	0.03	0.15049	0.01
R^2	0.3028	-	0.1785	-	0.2747	-	0.2853	-	0.2540	-	0.2662	-
Observations	235	-	365	-	570	-	235	-	365	-	570	-
Breusch-Pagan	-	-	-	-	-	-	13.94	0.00	28.92	0.00	74.28	0.00

Table A7 (continued)

Slope Coefficient, Indicator	Pooled OLS						Random Effects					
	Lagged 95-96		Contemporaneous				Lagged 95-96		Contemporaneous			
			95-96		94-96				95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Clerical & skilled, male												
LKE	0.00702	0.56	0.01152	0.08	0.00170	0.76	0.00655	0.60	0.01286	0.06	0.00358	0.54
LOU	0.10700	0.00	0.11142	0.00	0.11668	0.00	0.09917	0.00	0.10217	0.00	0.10851	0.00
SLC	0.00457	0.00	0.00439	0.00	0.00489	0.00	0.00400	0.00	0.00399	0.00	0.00455	0.00
SLI	0.00227	0.02	0.00138	0.09	0.00180	0.00	0.00285	0.01	0.00088	0.41	0.00141	0.07
SLO	-0.00208	0.02	-0.00049	0.51	-0.00048	0.37	-0.00217	0.03	0.00001	0.99	0.00011	0.86
SFSS	-0.00259	0.04	-0.00116	0.10	-0.00037	0.51	-0.00157	0.17	-0.00079	0.30	-0.00005	0.93
SFSD	-0.00006	0.97	-0.00199	0.01	-0.00282	0.00	0.00023	0.90	-0.00225	0.01	-0.00318	0.00
SFD	-0.00044	0.53	0.00052	0.30	0.00068	0.07	-0.00056	0.44	0.00058	0.27	0.00081	0.04
DMNE	0.07266	0.07	0.05725	0.12	0.03319	0.22	0.04818	0.31	0.04724	0.25	0.02422	0.41
R^2	0.2497	-	0.2379	-	0.2378	-	0.2458	-	0.2357	-	0.2360	-
Observations	932	-	1,514	-	2,793	-	932	-	1,514	-	2,793	-
Breusch-Pagan	-	-	-	-	-	-	86.09	0.00	119.23	0.00	299.78	0.00
Clerical & skilled, female												
LKE	0.03503	0.00	0.02001	0.01	0.01826	0.00	0.03290	0.00	0.02154	0.01	0.01762	0.01
LOU	0.08770	0.00	0.11600	0.00	0.10497	0.00	0.07541	0.00	0.10360	0.00	0.09611	0.00
SLC	0.00313	0.00	0.00331	0.00	0.00358	0.00	0.00296	0.00	0.00290	0.00	0.00349	0.00
SLI	0.00171	0.12	0.00312	0.00	0.00152	0.02	0.00217	0.05	0.00117	0.16	0.00097	0.18
SLO	0.00086	0.27	-0.00232	0.00	0.00152	0.00	0.00126	0.12	0.00042	0.57	0.00171	0.00
SFSS	0.00279	0.06	-0.00319	0.00	0.00065	0.46	0.00208	0.16	-0.00195	0.05	-0.00031	0.74
SFSD	-0.00028	0.14	-0.00012	0.23	-0.00007	0.32	-0.00005	0.78	-0.00004	0.75	0.00000	1.00
SFD	-0.00153	0.00	-0.00079	0.07	-0.00034	0.30	-0.00147	0.01	-0.00058	0.21	-0.00003	0.93
DMNE	0.12093	0.00	0.11814	0.00	0.09027	0.00	0.11367	0.00	0.08687	0.01	0.07474	0.00
R^2	0.2915	-	0.2267	-	0.2929	-	0.2883	-	0.2975	-	0.2900	-
Observations	960	-	1,501	-	2,750	-	960	-	1,501	-	2,750	-
Breusch-Pagan	-	-	-	-	-	-	89.97	0.00	87.42	0.00	289.45	0.00
General & semi-skilled, male												
LKE	0.03178	0.00	0.02911	0.00	0.02160	0.00	0.02894	0.00	0.02801	0.00	0.02316	0.00
LOU	0.08302	0.00	0.09731	0.00	0.10240	0.00	0.07905	0.00	0.09583	0.00	0.09923	0.00
SLC	0.00322	0.00	0.00297	0.00	0.00365	0.00	0.00256	0.00	0.00268	0.00	0.00317	0.00
SLI	0.00092	0.23	0.00041	0.42	0.00067	0.10	0.00050	0.53	0.00007	0.90	0.00028	0.55
SLO	-0.00021	0.76	0.00068	0.22	0.00046	0.27	-0.00041	0.54	0.00083	0.16	0.00045	0.31
SFSS	-0.00185	0.01	-0.00043	0.37	-0.00043	0.24	-0.00171	0.02	-0.00025	0.62	-0.00039	0.30
SFSD	-0.00033	0.55	0.00002	0.95	-0.00024	0.48	-0.00037	0.52	0.00011	0.85	0.00002	0.96
SFD	0.00109	0.08	0.00070	0.11	0.00112	0.00	0.00087	0.21	0.00074	0.11	0.00122	0.00
DMNE	0.02099	0.56	0.01978	0.54	0.01483	0.56	0.01940	0.62	0.01499	0.67	0.00442	0.88
R^2	0.2317	-	0.2500	-	0.2481	-	0.2297	-	0.2485	-	0.2461	-
Observations	917	-	1,511	-	2,783	-	917	-	1,511	-	2,783	-
Breusch-Pagan	-	-	-	-	-	-	57.46	0.00	65.39	0.00	197.35	0.00
General & semi-skilled, female												
LKE	0.02308	0.10	0.04466	0.00	0.03696	0.00	0.02003	0.22	0.04197	0.00	0.03748	0.00
LOU	0.10548	0.00	0.07395	0.00	0.07812	0.00	0.10264	0.00	0.06157	0.00	0.07049	0.00
SLC	0.00253	0.00	0.00254	0.00	0.00224	0.00	0.00207	0.01	0.00180	0.00	0.00204	0.00
SLI	0.00036	0.78	0.00215	0.00	0.00076	0.20	-0.00049	0.72	0.00075	0.37	0.00053	0.39
SLO	0.00189	0.07	-0.00210	0.00	0.00028	0.62	0.00203	0.16	-0.00039	0.71	0.00003	0.97
SFSS	-0.00103	0.28	-0.00170	0.08	0.00019	0.77	-0.00183	0.22	-0.00026	0.83	0.00055	0.51
SFSD	-0.00001	0.23	-0.00001	0.50	0.00000	0.72	-0.00001	0.43	0.00000	0.83	0.00000	0.83
SFD	-0.00003	0.61	0.00000	0.00	0.00000	0.00	0.00001	0.90	0.00000	0.00	0.00000	0.00
DMNE	0.11488	0.06	0.08133	0.10	0.08046	0.02	0.10202	0.15	0.07711	0.16	0.06246	0.13
R^2	0.2599	-	0.1605	-	0.4277	-	0.2564	-	0.2164	-	0.2185	-
Observations	520	-	852	-	1,514	-	520	-	852	-	1,514	-
Breusch-Pagan	-	-	-	-	-	-	33.79	0.00	38.99	0.00	149.72	0.00

Table A7 (continued)

Slope Coefficient	Pooled OLS						Random Effects					
	Lagged		Contemporaneous				Lagged		Contemporaneous			
	95-96		95-96		94-96		95-96		95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Unskilled & part-time, male												
LKE	0.02306	0.21	0.02879	0.01	0.02275	0.01	0.00852	0.65	0.03760	0.00	0.03069	0.00
LOU	0.10830	0.00	0.10814	0.00	0.11999	0.00	0.10824	0.00	0.09587	0.00	0.10985	0.00
SLC	0.00034	0.84	0.00031	0.74	0.00097	0.17	-0.00028	0.88	0.00023	0.82	0.00113	0.18
SLI	0.00120	0.29	0.00019	0.86	-0.00041	0.59	0.00010	0.93	0.00044	0.72	-0.00028	0.75
SLO	-0.00051	0.56	-0.00003	0.96	-0.00039	0.45	-0.00045	0.66	0.00006	0.94	-0.00004	0.95
SFSS	0.00151	0.02	0.00156	0.01	0.00111	0.01	0.00068	0.33	0.00127	0.05	0.00104	0.04
SFSD	-0.00033	0.51	-0.00033	0.27	-0.00074	0.00	-0.00021	0.70	-0.00046	0.25	-0.00046	0.11
SFD	-0.00372	0.01	-0.00227	0.06	-0.00065	0.43	-0.00278	0.05	-0.00168	0.19	-0.00043	0.63
DMNE	0.03651	0.54	0.05573	0.27	0.02756	0.47	0.04580	0.52	0.05154	0.36	0.02465	0.55
R^2	0.1967	-	0.2105	-	0.2037	-	0.1916	-	0.2083	-	0.2018	-
Observations	728	-	1,209	-	2,270	-	728	-	1,209	-	2,270	-
Breusch-Pagan	-	-	-	-	-	-	46.22	0.00	53.83	0.00	172.69	0.00
Unskilled & part-time, female												
LKE	0.03595	0.09	0.05043	0.00	0.04354	0.00	0.01139	0.69	0.05105	0.00	0.04563	0.00
LOU	0.10949	0.00	0.11175	0.00	0.10299	0.00	0.09873	0.00	0.09343	0.00	0.09045	0.00
SLC	-0.00043	0.72	0.00133	0.13	-0.00008	0.91	-0.00039	0.75	0.00026	0.79	0.00045	0.54
SLI	0.00090	0.36	0.00276	0.00	0.00032	0.61	-0.00007	0.94	0.00023	0.79	-0.00002	0.97
SLO	0.00142	0.19	-0.00261	0.00	0.00031	0.54	0.00274	0.02	0.00035	0.69	0.00007	0.91
SFSS	0.00058	0.55	-0.00175	0.02	0.00004	0.94	0.00086	0.39	-0.00070	0.42	0.00002	0.97
SFSD	0.00005	0.19	0.00006	0.05	0.00004	0.03	0.00004	0.03	0.00009	0.00	0.00006	0.01
SFD	-0.00075	0.63	-0.00271	0.05	-0.00083	0.40	0.00045	0.76	-0.00165	0.25	-0.00102	0.31
DMNE	0.09534	0.19	0.11529	0.04	0.05043	0.24	0.05846	0.49	0.06368	0.32	0.03052	0.50
R^2	0.2898	-	0.1933	-	0.2486	-	0.2788	-	0.2319	-	0.2445	-
Observations	550	-	871	-	1,615	-	550	-	871	-	1,615	-
Breusch-Pagan	-	-	-	-	-	-	26.93	0.00	44.81	0.00	141.88	0.00

Notes: All estimates include 9 state/region dummies using Kuala Lumpur as the reference region and 1 or 2 year dummies using the earliest year in the sample as the reference; full results including all dummy variable coefficients and the constant available from the author upon request; P-values are based on robust standard errors to account for heteroskedasticity; for random effects estimates, standard errors are clustered by plant; in lagged specifications, all independent variables except state/region and year dummies are lagged one year; see text for further explanation and variable definitions.

Table A8: Estimates of Wage Equations by Occupation, Sex, and Year, Chemicals, Rubber, Plastics, Plants with 10+ Paid Workers

Slope Coefficient, Indicator	Pooled OLS						Random Effects					
	Lagged 95-96		Contemporaneous 95-96		94-96		Lagged 95-96		Contemporaneous 95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Managers, male												
LKE	0.04721	0.00	0.01814	0.19	0.01825	0.10	0.05289	0.00	0.01290	0.50	0.00902	0.56
LOU	0.19622	0.00	0.21574	0.00	0.21437	0.00	0.18448	0.00	0.20050	0.00	0.17815	0.00
SLC	0.00259	0.00	0.00234	0.00	0.00296	0.00	0.00187	0.05	0.00217	0.01	0.00310	0.00
SLI	0.00156	0.29	0.00170	0.17	0.00139	0.13	0.00203	0.31	0.00082	0.54	0.00149	0.16
SLO	0.00601	0.02	0.00526	0.01	0.00565	0.00	0.00396	0.16	0.00347	0.13	0.00411	0.05
SFSS	0.00383	0.00	0.00345	0.00	0.00259	0.06	0.00268	0.04	0.00336	0.01	0.00268	0.09
SFSD	-0.00783	0.01	-0.00768	0.03	0.00023	0.88	-0.00437	0.23	-0.00469	0.27	0.00097	0.51
SFD	0.00194	0.17	-0.00182	0.21	-0.00129	0.25	0.00123	0.44	-0.00232	0.19	-0.00169	0.24
DMNE	0.17627	0.00	0.22322	0.00	0.20187	0.00	0.17611	0.00	0.23127	0.00	0.22523	0.00
R^2	0.2864	-	0.2551	-	0.2483	-	0.2835	-	0.2537	-	0.2428	-
Observations	889	-	1,302	-	2,292	-	889	-	1,302	-	2,292	-
Breusch-Pagan	-	-	-	-	-	-	120.69	0.00	108.16	0.00	246.52	0.00
Managers, female												
LKE	0.04123	0.06	0.01837	0.33	0.01863	0.22	0.03509	0.14	0.00970	0.65	0.02161	0.21
LOU	0.13025	0.00	0.18733	0.00	0.16443	0.00	0.12475	0.00	0.18984	0.00	0.15416	0.00
SLC	0.00294	0.00	0.00308	0.00	0.00274	0.00	0.00222	0.02	0.00296	0.01	0.00238	0.00
SLI	0.00189	0.36	0.00290	0.12	0.00238	0.06	-0.00010	0.96	0.00311	0.10	0.00239	0.08
SLO	0.00101	0.68	0.00475	0.08	0.00240	0.27	-0.00395	0.04	0.00571	0.09	0.00374	0.12
SFSS	0.00519	0.00	0.00948	0.00	0.00576	0.03	0.00041	0.88	0.01015	0.00	0.00736	0.01
SFSD	-0.00007	0.60	0.00004	0.76	0.00011	0.32	-0.00008	0.51	0.00010	0.43	0.00030	0.03
SFD	-0.00491	0.04	-0.00269	0.04	-0.00275	0.01	-0.00642	0.01	-0.00344	0.06	-0.00275	0.05
DMNE	0.11149	0.05	0.09068	0.03	0.06615	0.07	0.12045	0.06	0.07513	0.11	0.03546	0.40
R^2	0.2097	-	0.2280	-	0.2264	-	0.1998	-	0.2440	-	0.2214	-
Observations	496	-	715	-	1,226	-	496	-	715	-	1,226	-
Breusch-Pagan	-	-	-	-	-	-	73.80	0.00	78.99	0.00	212.51	0.00
Technical & supervisory, male												
LKE	0.06798	0.00	0.05295	0.00	0.05688	0.00	0.06110	0.00	0.04347	0.00	0.04303	0.00
LOU	0.09685	0.00	0.11607	0.00	0.10894	0.00	0.09555	0.00	0.10884	0.00	0.09523	0.00
SLC	0.00365	0.00	0.00357	0.00	0.00409	0.00	0.00338	0.00	0.00323	0.00	0.00391	0.00
SLI	-0.00094	0.29	0.00092	0.17	0.00092	0.08	-0.00049	0.64	0.00111	0.14	0.00112	0.06
SLO	0.00147	0.11	0.00285	0.07	0.00241	0.01	0.00093	0.40	0.00323	0.11	0.00271	0.03
SFSS	0.00588	0.00	0.00561	0.00	0.00594	0.00	0.00626	0.00	0.00365	0.04	0.00398	0.03
SFSD	-0.03215	0.46	-0.01434	0.01	-0.01494	0.00	-0.01927	0.42	-0.00716	0.23	-0.00912	0.06
SFD	-0.00230	0.01	-0.00153	0.06	-0.00101	0.09	-0.00198	0.04	0.00058	0.56	0.00055	0.49
DMNE	0.13068	0.00	0.11591	0.00	0.12279	0.00	0.13834	0.00	0.12296	0.00	0.12917	0.00
R^2	0.3299	-	0.2348	-	0.2664	-	0.3281	-	0.2265	-	0.2576	-
Observations	777	-	1,123	-	2,021	-	777	-	1,123	-	2,021	-
Breusch-Pagan	-	-	-	-	-	-	112.74	0.00	49.64	0.00	240.29	0.00
Technical & supervisory, female												
LKE	0.05263	0.01	0.07440	0.00	0.05990	0.00	0.04009	0.08	0.05694	0.00	0.05172	0.00
LOU	0.10481	0.00	0.10732	0.00	0.12665	0.00	0.10101	0.00	0.10195	0.00	0.12747	0.00
SLC	0.00397	0.00	0.00335	0.00	0.00415	0.00	0.00328	0.00	0.00323	0.00	0.00364	0.00
SLI	-0.00049	0.74	-0.00123	0.23	0.00012	0.88	-0.00063	0.68	-0.00026	0.80	0.00027	0.76
SLO	-0.00524	0.19	-0.00415	0.13	-0.00057	0.72	-0.00233	0.60	-0.00348	0.27	-0.00036	0.80
SFSS	0.00479	0.81	0.00037	0.97	0.00053	0.95	0.00084	0.94	0.00231	0.78	0.00289	0.72
SFSD	0.00226	0.14	0.00041	0.35	0.00012	0.71	0.00163	0.16	0.00031	0.42	0.00009	0.81
SFD	-0.00216	0.25	-0.00236	0.06	-0.00321	0.00	-0.00211	0.33	-0.00128	0.32	-0.00182	0.06
DMNE	0.20245	0.00	0.21559	0.00	0.13319	0.00	0.19321	0.00	0.20064	0.00	0.11274	0.00
R^2	0.3478	-	0.2926	-	0.3912	-	0.3421	-	0.3298	-	0.3861	-
Observations	406	-	599	-	1,048	-	406	-	599	-	1,048	-
Breusch-Pagan	-	-	-	-	-	-	38.78	0.00	64.40	0.00	172.96	0.00

Table A8 (continued)

Slope Coefficient, Indicator	Pooled OLS						Random Effects					
	Lagged		Contemporaneous				Lagged		Contemporaneous			
	95-96		95-96		94-96		95-96		95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Clerical & skilled, male												
LKE	0.06542	0.00	0.05508	0.00	0.05497	0.00	0.05701	0.00	0.04761	0.00	0.04954	0.00
LOU	0.12394	0.00	0.13613	0.00	0.13724	0.00	0.11048	0.00	0.13224	0.00	0.12370	0.00
SLC	0.00509	0.00	0.00450	0.00	0.00459	0.00	0.00354	0.00	0.00443	0.00	0.00408	0.00
SLI	0.00070	0.40	0.00007	0.93	0.00045	0.38	-0.00021	0.83	0.00022	0.79	0.00069	0.19
SLO	0.00280	0.04	0.00060	0.67	0.00122	0.25	0.00245	0.12	0.00024	0.88	0.00068	0.59
SFSS	-0.00426	0.15	-0.00261	0.08	-0.00229	0.02	-0.00576	0.17	-0.00163	0.29	-0.00128	0.23
SFSD	-0.00495	0.13	-0.00214	0.00	-0.00211	0.00	-0.00214	0.50	-0.00137	0.01	-0.00193	0.00
SFD	-0.00380	0.00	-0.00199	0.00	-0.00107	0.03	-0.00399	0.00	-0.00073	0.33	-0.00046	0.42
DMNE	0.13088	0.00	0.14074	0.00	0.10888	0.00	0.14085	0.00	0.13364	0.00	0.08594	0.00
R^2	0.3789	-	0.3475	-	0.3554	-	0.3705	-	0.3436	-	0.3523	-
Observations	818	-	1,213	-	2,147	-	818	-	1,213	-	2,147	-
Breusch-Pagan	-	-	-	-	-	-	111.65	0.00	112.70	0.00	347.43	0.00
Clerical & skilled, female												
LKE	0.05476	0.00	0.05435	0.00	0.05598	0.00	0.05372	0.00	0.04494	0.00	0.05281	0.00
LOU	0.11462	0.00	0.12138	0.00	0.10551	0.00	0.10758	0.00	0.10042	0.00	0.08960	0.00
SLC	0.00293	0.00	0.00311	0.00	0.00339	0.00	0.00259	0.00	0.00322	0.00	0.00318	0.00
SLI	0.00032	0.70	-0.00013	0.86	0.00015	0.76	0.00039	0.69	0.00022	0.80	0.00021	0.72
SLO	0.00378	0.01	0.00200	0.08	0.00462	0.00	0.00220	0.24	0.00452	0.01	0.00419	0.00
SFSS	-0.00090	0.72	-0.00468	0.00	-0.00235	0.03	0.00033	0.89	-0.00161	0.16	-0.00098	0.32
SFSD	-0.00013	0.59	-0.00010	0.48	-0.00004	0.50	-0.00023	0.32	-0.00007	0.43	-0.00003	0.50
SFD	-0.00266	0.00	-0.00073	0.22	-0.00099	0.04	-0.00177	0.07	-0.00085	0.18	-0.00036	0.49
DMNE	0.06186	0.05	0.15294	0.00	0.08467	0.00	0.07336	0.03	0.10865	0.00	0.07842	0.00
R^2	0.3700	-	0.2610	-	0.3567	-	0.3673	-	0.3498	-	0.3546	-
Observations	857	-	1,278	-	2,294	-	857	-	1,278	-	2,294	-
Breusch-Pagan	-	-	-	-	-	-	100.38	0.00	112.93	0.00	328.15	0.00
General & semi-skilled, male												
LKE	0.07838	0.00	0.04696	0.00	0.05558	0.00	0.06403	0.00	0.03784	0.00	0.04594	0.00
LOU	0.09083	0.00	0.10308	0.00	0.10882	0.00	0.08479	0.00	0.09640	0.00	0.10327	0.00
SLC	0.00259	0.00	0.00156	0.00	0.00214	0.00	0.00186	0.04	0.00104	0.07	0.00207	0.00
SLI	0.00042	0.55	0.00029	0.63	0.00042	0.31	-0.00022	0.79	0.00010	0.88	0.00047	0.33
SLO	-0.00065	0.60	-0.00093	0.31	-0.00056	0.46	-0.00099	0.44	-0.00139	0.13	-0.00110	0.18
SFSS	-0.00113	0.13	-0.00288	0.00	-0.00254	0.00	-0.00118	0.12	-0.00253	0.00	-0.00214	0.00
SFSD	-0.00155	0.43	-0.00048	0.60	-0.00078	0.36	0.00061	0.39	0.00095	0.07	-0.00032	0.71
SFD	-0.00196	0.06	-0.00081	0.22	-0.00030	0.56	-0.00145	0.23	-0.00062	0.42	0.00041	0.48
DMNE	0.09044	0.01	0.07842	0.01	0.06934	0.00	0.10727	0.02	0.08582	0.01	0.06751	0.01
R^2	0.3342	-	0.3051	-	0.3216	-	0.3270	-	0.2991	-	0.3191	-
Observations	794	-	1,209	-	2,134	-	794	-	1,209	-	2,134	-
Breusch-Pagan	-	-	-	-	-	-	104.87	0.00	111.76	0.00	329.72	0.00
General & semi-skilled, female												
LKE	0.02932	0.06	0.01147	0.42	0.02072	0.05	0.02949	0.07	0.00558	0.74	0.01601	0.17
LOU	0.13744	0.00	0.14661	0.00	0.12934	0.00	0.12738	0.00	0.12858	0.00	0.11561	0.00
SLC	0.00243	0.00	0.00279	0.00	0.00245	0.00	0.00229	0.00	0.00240	0.00	0.00244	0.00
SLI	0.00044	0.52	0.00061	0.33	-0.00011	0.80	0.00062	0.35	-0.00028	0.69	-0.00015	0.74
SLO	-0.00222	0.21	-0.00138	0.13	-0.00195	0.06	-0.00218	0.30	-0.00230	0.17	-0.00196	0.10
SFSS	-0.00388	0.15	-0.00150	0.12	-0.00251	0.01	-0.00210	0.44	-0.00169	0.04	-0.00156	0.11
SFSD	-0.00002	0.85	-0.00006	0.02	-0.00006	0.00	-0.00003	0.72	-0.00006	0.02	-0.00005	0.00
SFD	-0.00033	0.50	-0.00021	0.54	-0.00004	0.40	-0.00051	0.27	0.00025	0.55	-0.00001	0.83
DMNE	0.02136	0.62	0.04636	0.30	0.06444	0.03	0.03287	0.49	0.02540	0.61	0.07036	0.04
R^2	0.3618	-	0.2205	-	0.3148	-	0.3593	-	0.2703	-	0.3126	-
Observations	463	-	749	-	1,382	-	463	-	749	-	1,382	-
Breusch-Pagan	-	-	-	-	-	-	27.29	0.00	24.93	0.00	88.56	0.00

Table A8 (continued)

Slope Coefficient	Pooled OLS						Random Effects					
	Lagged		Contemporaneous				Lagged		Contemporaneous			
	95-96		95-96		94-96		95-96		95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Unskilled & part-time, male												
LKE	0.06265	0.01	0.01650	0.25	0.03597	0.00	0.03761	0.04	0.01218	0.43	0.02763	0.04
LOU	0.11004	0.00	0.14154	0.00	0.14341	0.00	0.12502	0.00	0.12999	0.00	0.12663	0.00
SLC	-0.00083	0.71	-0.00185	0.19	-0.00151	0.15	0.00044	0.85	-0.00229	0.15	-0.00176	0.12
SLI	0.00048	0.68	0.00044	0.67	0.00028	0.67	0.00195	0.36	-0.00054	0.69	0.00037	0.64
SLO	0.00055	0.61	0.00059	0.57	0.00021	0.80	0.00171	0.18	-0.00062	0.62	-0.00059	0.51
SFSS	-0.00120	0.28	-0.00004	0.95	0.00008	0.86	-0.00117	0.30	-0.00039	0.60	0.00051	0.40
SFSD	-0.00112	0.09	0.00037	0.38	0.00018	0.51	-0.00172	0.13	0.00037	0.29	0.00009	0.66
SFD	-0.00039	0.85	-0.00402	0.05	-0.00440	0.00	0.00236	0.36	-0.00421	0.07	-0.00548	0.00
DMNE	0.12651	0.03	0.13081	0.02	0.12529	0.00	0.17465	0.02	0.17495	0.00	0.13247	0.00
R^2	0.3043	-	0.2633	-	0.2759	-	0.2946	-	0.2600	-	0.2753	-
Observations	562	-	891	-	1,625	-	562	-	891	-	1,625	-
Breusch-Pagan	-	-	-	-	-	-	41.22	0.00	53.20	0.00	194.46	0.00
Unskilled & part-time, female												
LKE	0.01876	0.44	0.02305	0.18	0.01918	0.17	0.01881	0.43	0.01660	0.36	0.02161	0.16
LOU	0.13356	0.00	0.14313	0.00	0.13016	0.00	0.13437	0.00	0.10838	0.00	0.10905	0.00
SLC	-0.00116	0.50	0.00006	0.96	-0.00160	0.12	-0.00102	0.50	-0.00169	0.18	-0.00158	0.11
SLI	0.00079	0.45	0.00047	0.55	-0.00017	0.78	0.00046	0.70	-0.00103	0.31	-0.00044	0.56
SLO	0.00102	0.54	-0.00399	0.00	-0.00101	0.35	0.00117	0.50	-0.00268	0.10	-0.00208	0.08
SFSS	0.00116	0.37	0.00143	0.12	-0.00056	0.58	0.00107	0.43	0.00037	0.71	-0.00072	0.49
SFSD	-0.00003	0.35	-0.00004	0.15	-0.00002	0.36	-0.00003	0.12	-0.00003	0.21	-0.00001	0.79
SFD	-0.00469	0.01	-0.00282	0.10	-0.00280	0.07	-0.00435	0.01	-0.00174	0.31	-0.00171	0.31
DMNE	0.18364	0.00	0.17403	0.00	0.15951	0.00	0.18104	0.01	0.14807	0.05	0.12763	0.06
R^2	0.3775	-	0.2253	-	0.2623	-	0.3767	-	0.2756	-	0.2589	-
Observations	410	-	678	-	1,273	-	410	-	678	-	1,273	-
Breusch-Pagan	-	-	-	-	-	-	12.09	0.00	23.29	0.00	93.90	0.00

Notes: All estimates include 9 state/region dummies using Kuala Lumpur as the reference region and 1 or 2 year dummies using the earliest year in the sample as the reference; full results including all dummy variable coefficients and the constant available from the author upon request; P-values are based on robust standard errors to account for heteroskedasticity; for random effects estimates, standard errors are clustered by plant; in lagged specifications, all independent variables except state/region and year dummies are lagged one year; see text for further explanation and variable definitions.

Table A9: Estimates of Wage Equations by Occupation, Sex, and Year, Non-metallic Mineral Products, Metals, Plants with 10+ Paid Workers

	Pooled OLS						Random Effects					
Slope	Lagged		Contemporaneous				Lagged		Contemporaneous			
Coefficient,	95-96		95-96		94-96		95-96		95-96		94-96	
Indicator	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Managers, male												
LKE	0.03604	0.07	0.03156	0.04	0.02519	0.05	0.02401	0.27	0.02785	0.10	0.02272	0.11
LOU	0.15294	0.00	0.18330	0.00	0.19549	0.00	0.14615	0.00	0.18422	0.00	0.17624	0.00
SLC	0.00220	0.01	0.00175	0.02	0.00185	0.00	0.00042	0.81	0.00184	0.04	0.00060	0.62
SLI	0.00037	0.83	0.00022	0.86	0.00079	0.45	-0.00104	0.64	0.00025	0.87	-0.00030	0.85
SLO	-0.00007	0.98	0.00073	0.76	0.00210	0.25	-0.00068	0.82	0.00122	0.58	0.00132	0.45
SFSS	0.00480	0.00	0.00365	0.00	0.00375	0.00	0.00309	0.12	0.00320	0.04	0.00203	0.17
SFSD	-0.00349	0.48	0.00013	0.94	-0.00177	0.39	-0.00526	0.42	0.00172	0.40	-0.00296	0.33
SFD	-0.00077	0.49	-0.00185	0.10	-0.00195	0.04	-0.00084	0.48	-0.00223	0.06	-0.00254	0.01
DMNE	0.05214	0.23	0.10443	0.01	0.07932	0.02	0.06394	0.23	0.10128	0.03	0.07993	0.04
R^2	0.2088	-	0.1832	-	0.2103	-	0.2053	-	0.1823	-	0.2070	-
Observations	1,170	-	1,683	-	2,601	-	1,170	-	1,683	-	2,601	-
Breusch-Pagan	-	-	-	-	-	-	110.73	0.00	72.85	0.00	198.50	0.00
Managers, female												
LKE	0.01217	0.62	0.01223	0.58	0.01996	0.26	0.01723	0.51	0.02605	0.26	0.01973	0.30
LOU	0.13272	0.00	0.13530	0.00	0.13123	0.00	0.12036	0.00	0.12272	0.00	0.11791	0.00
SLC	0.00226	0.01	0.00161	0.02	0.00165	0.00	0.00208	0.03	0.00167	0.03	0.00122	0.05
SLI	-0.00349	0.43	-0.00122	0.71	-0.00151	0.49	-0.00175	0.60	-0.00137	0.57	-0.00136	0.46
SLO	0.00176	0.26	-0.00176	0.37	0.00084	0.52	0.00167	0.27	-0.00134	0.40	-0.00001	0.99
SFSS	0.00229	0.42	0.00978	0.00	0.00508	0.00	0.00119	0.67	0.01233	0.01	0.00626	0.03
SFSD	-0.00004	0.82	-0.00025	0.48	-0.00016	0.49	0.00004	0.81	-0.00019	0.60	0.00001	0.95
SFD	-0.00273	0.08	-0.00179	0.08	-0.00241	0.01	-0.00339	0.06	-0.00231	0.05	-0.00239	0.04
DMNE	0.01360	0.82	0.10493	0.09	0.05251	0.27	0.02156	0.72	0.09596	0.14	0.07661	0.11
R^2	0.1810	-	0.1593	-	0.1900	-	0.1756	-	0.1790	-	0.1836	-
Observations	490	-	744	-	1,084	-	490	-	744	-	1,084	-
Breusch-Pagan	-	-	-	-	-	-	57.70	0.00	57.00	0.00	210.82	0.00
Technical & supervisory, male												
LKE	0.01868	0.20	0.01204	0.30	0.01891	0.03	0.00867	0.61	0.01322	0.31	0.01849	0.08
LOU	0.09665	0.00	0.10239	0.00	0.10959	0.00	0.09338	0.00	0.09537	0.00	0.10107	0.00
SLC	0.00390	0.00	0.00361	0.00	0.00379	0.00	0.00296	0.00	0.00325	0.00	0.00324	0.00
SLI	0.00312	0.00	0.00183	0.00	0.00183	0.00	0.00221	0.01	0.00073	0.27	0.00035	0.59
SLO	0.00035	0.80	0.00041	0.71	0.00097	0.21	-0.00035	0.78	0.00029	0.81	0.00053	0.60
SFSS	0.00468	0.05	0.00256	0.17	0.00372	0.02	0.00320	0.21	0.00254	0.17	0.00233	0.15
SFSD	-0.00918	0.09	-0.01017	0.11	-0.01323	0.00	-0.00570	0.53	-0.01328	0.00	-0.00877	0.02
SFD	-0.00077	0.28	-0.00045	0.37	-0.00054	0.22	-0.00011	0.89	-0.00006	0.91	0.00002	0.97
DMNE	0.05043	0.09	0.07625	0.01	0.05688	0.02	0.04792	0.21	0.05954	0.09	0.05178	0.10
R^2	0.2297	-	0.2244	-	0.2487	-	0.2260	-	0.2218	-	0.2446	-
Observations	998	-	1,430	-	2,224	-	998	-	1,430	-	2,224	-
Breusch-Pagan	-	-	-	-	-	-	137.80	0.00	146.90	0.00	468.93	0.00
Technical & supervisory, female												
LKE	0.07607	0.00	0.02932	0.11	0.03718	0.01	0.06809	0.01	0.03981	0.05	0.03350	0.06
LOU	0.06228	0.01	0.11087	0.00	0.09709	0.00	0.07515	0.01	0.09316	0.00	0.10130	0.00
SLC	0.00300	0.00	0.00286	0.00	0.00274	0.00	0.00304	0.00	0.00321	0.00	0.00310	0.00
SLI	-0.00126	0.27	-0.00042	0.70	0.00076	0.31	-0.00098	0.48	0.00230	0.04	0.00211	0.04
SLO	0.00264	0.34	-0.00232	0.18	-0.00131	0.39	0.00354	0.30	-0.00329	0.08	-0.00202	0.23
SFSS	0.00007	0.98	0.00756	0.11	-0.00318	0.33	-0.00108	0.73	0.00156	0.76	-0.00259	0.56
SFSD	-0.00008	0.54	0.00004	0.27	0.00006	0.07	-0.00003	0.71	0.00006	0.03	0.00002	0.54
SFD	0.00071	0.65	-0.00033	0.77	-0.00182	0.06	0.00229	0.16	-0.00165	0.22	-0.00150	0.18
DMNE	0.08632	0.09	0.08478	0.05	0.09311	0.01	0.04950	0.47	0.04773	0.36	0.08186	0.07
R^2	0.2765	-	0.2069	-	0.2680	-	0.2685	-	0.2484	-	0.2633	-
Observations	367	-	549	-	814	-	367	-	549	-	814	-
Breusch-Pagan	-	-	-	-	-	-	24,72	0.00	37.54	0.00	78.02	0.00

Table A9 (continued)

Slope Coefficient, Indicator	Pooled OLS						Random Effects					
	Lagged 95-96		Contemporaneous 95-96		94-96		Lagged 95-96		Contemporaneous 95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Clerical & skilled, male												
LKE	0.02684	0.03	0.01743	0.04	0.01659	0.02	0.02569	0.12	0.01592	0.08	0.01347	0.08
LOU	0.08806	0.00	0.10318	0.00	0.10422	0.00	0.07403	0.00	0.09795	0.00	0.09661	0.00
SLC	0.00225	0.00	0.00324	0.00	0.00367	0.00	0.00180	0.00	0.00299	0.00	0.00340	0.00
SLI	-0.00023	0.80	0.00084	0.19	0.00102	0.05	-0.00023	0.80	0.00140	0.06	0.00126	0.07
SLO	0.00004	0.97	0.00198	0.00	0.00205	0.00	-0.00140	0.41	0.00178	0.02	0.00217	0.00
SFSS	-0.00043	0.64	-0.00145	0.05	-0.00098	0.11	0.00034	0.78	-0.00153	0.05	-0.00104	0.14
SFSD	-0.00110	0.38	0.00210	0.06	0.00089	0.50	-0.00209	0.25	0.00352	0.00	0.00171	0.26
SFD	0.00051	0.47	0.00065	0.20	0.00044	0.31	0.00049	0.45	0.00082	0.12	0.00057	0.23
DMNE	-0.05273	0.16	-0.03840	0.25	-0.02243	0.38	-0.03996	0.36	-0.03245	0.37	-0.01153	0.69
R^2	0.1993	-	0.2153	-	0.2257	-	0.1937	-	0.2129	-	0.2235	-
Observations	1,177	-	1,851	-	2,838	-	1,177	-	1,852	-	2,838	-
Breusch-Pagan	-	-	-	-	-	-	99.31	0.00	149.76	0.00	374.17	0.00
Clerical & skilled, female												
LKE	0.02072	0.08	0.00705	0.45	0.01710	0.02	0.01427	0.34	0.01843	0.05	0.01616	0.04
LOU	0.10141	0.00	0.12915	0.00	0.10896	0.00	0.09896	0.00	0.09494	0.00	0.09770	0.00
SLC	0.00345	0.00	0.00292	0.00	0.00336	0.00	0.00286	0.00	0.00283	0.00	0.00296	0.00
SLI	0.00191	0.01	0.00253	0.00	0.00125	0.01	0.00174	0.02	0.00085	0.22	0.00085	0.12
SLO	0.00021	0.90	-0.00238	0.01	0.00045	0.54	-0.00033	0.83	-0.00058	0.59	-0.00041	0.65
SFSS	0.00388	0.40	-0.00352	0.17	-0.00099	0.51	0.00250	0.63	-0.00130	0.68	0.00109	0.62
SFSD	-0.00005	0.65	0.00007	0.17	0.00004	0.46	-0.00004	0.72	0.00004	0.59	0.00001	0.83
SFD	-0.00058	0.29	0.00044	0.29	-0.00042	0.21	-0.00076	0.18	-0.00061	0.17	-0.00032	0.40
DMNE	0.10494	0.00	0.13917	0.00	0.11436	0.00	0.09864	0.01	0.11256	0.00	0.09745	0.00
R^2	0.3047	-	0.2413	-	0.3180	-	0.3051	-	0.2959	-	0.3154	-
Observations	1,246	-	1,853	-	2,854	-	1,246	-	1,853	-	2,854	-
Breusch-Pagan	-	-	-	-	-	-	110.17	0.00	147.19	0.00	437.29	0.00
General & semi-skilled, male												
LKE	0.01361	0.28	0.02253	0.02	0.03094	0.00	0.00221	0.89	0.02633	0.01	0.03338	0.00
LOU	0.10125	0.00	0.10408	0.00	0.10542	0.00	0.10491	0.00	0.10009	0.00	0.10151	0.00
SLC	0.00073	0.27	0.00128	0.00	0.00199	0.00	0.00033	0.64	0.00131	0.01	0.00210	0.00
SLI	-0.00166	0.01	-0.00096	0.07	-0.00042	0.33	-0.00188	0.01	-0.00049	0.40	0.00002	0.96
SLO	-0.00030	0.74	-0.00078	0.25	-0.00023	0.67	-0.00030	0.75	-0.00104	0.17	-0.00021	0.72
SFSS	-0.00233	0.00	-0.00120	0.01	-0.00105	0.01	-0.00153	0.03	-0.00076	0.14	-0.00057	0.25
SFSD	-0.00015	0.88	-0.00047	0.13	-0.00045	0.12	-0.00002	0.97	-0.00046	0.02	-0.00028	0.22
SFD	0.00134	0.03	0.00052	0.27	0.00048	0.24	0.00087	0.17	-0.00002	0.96	0.00016	0.73
DMNE	-0.06556	0.05	-0.04280	0.20	-0.00584	0.82	-0.06000	0.11	-0.03138	0.40	0.00548	0.86
R^2	0.3241	-	0.2947	-	0.3107	-	0.3117	-	0.2933	-	0.3093	-
Observations	1,119	-	1,807	-	2,791	-	1,119	-	1,807	-	2,791	-
Breusch-Pagan	-	-	-	-	-	-	61.58	0.00	110.30	0.00	295.96	0.00
General & semi-skilled, female												
LKE	0.04866	0.06	0.02624	0.11	0.02981	0.01	0.03455	0.31	0.03781	0.02	0.02806	0.04
LOU	0.08089	0.00	0.10611	0.00	0.08051	0.00	0.08988	0.00	0.07496	0.00	0.07742	0.00
SLC	0.00035	0.61	0.00169	0.00	0.00173	0.00	0.00028	0.70	0.00136	0.04	0.00190	0.00
SLI	-0.00068	0.28	0.00094	0.08	-0.00010	0.81	-0.00025	0.72	-0.00040	0.55	-0.00009	0.87
SLO	0.00064	0.65	-0.00260	0.02	0.00005	0.96	0.00164	0.33	-0.00055	0.71	0.00016	0.90
SFSS	0.00238	0.10	-0.00161	0.48	-0.00162	0.33	0.00228	0.07	-0.00288	0.14	-0.00217	0.26
SFSD	-0.00001	0.62	-0.00003	0.11	-0.00003	0.10	-0.00001	0.70	-0.00003	0.11	-0.00003	0.13
SFD	0.00000	0.00	0.00000	0.00	0.00000	0.00	0.00000	0.00	0.00000	0.00	0.00000	0.00
DMNE	0.06043	0.17	0.07484	0.07	0.10458	0.00	0.05722	0.26	0.06354	0.15	0.08688	0.02
R^2	0.2470	-	0.1782	-	0.2655	-	0.2417	-	0.2484	-	0.2624	-
Observations	557	-	872	-	1,343	-	557	-	872	-	1,343	-
Breusch-Pagan	-	-	-	-	-	-	33.08	0.00	37.18	0.00	136.83	0.00

Table A9 (continued)

Slope Coefficient	Pooled OLS						Random Effects					
	Lagged		Contemporaneous				Lagged		Contemporaneous			
	95-96		95-96		94-96		95-96		95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Unskilled & part-time, male												
LKE	0.01416	0.40	0.01526	0.27	0.01570	0.15	-0.00510	0.79	0.02578	0.09	0.02172	0.06
LOU	0.15670	0.00	0.14491	0.00	0.14549	0.00	0.15528	0.00	0.13631	0.00	0.13372	0.00
SLC	-0.00112	0.35	-0.00135	0.10	-0.00115	0.07	-0.00174	0.15	-0.00092	0.30	-0.00057	0.38
SLI	0.00041	0.71	0.00006	0.94	-0.00011	0.88	0.00066	0.63	0.00032	0.74	0.00016	0.85
SLO	-0.00040	0.66	-0.00022	0.79	-0.00012	0.84	-0.00137	0.24	-0.00035	0.73	-0.00008	0.91
SFSS	-0.00062	0.41	0.00084	0.19	0.00050	0.32	-0.00138	0.20	0.00126	0.15	0.00085	0.19
SFSD	0.00320	0.03	0.00016	0.75	0.00041	0.48	0.00211	0.31	-0.00003	0.95	0.00001	0.98
SFD	-0.00046	0.84	-0.00334	0.11	-0.00283	0.07	0.00046	0.84	-0.00387	0.09	-0.00327	0.05
DMNE	-0.13659	0.04	-0.02883	0.56	-0.05043	0.19	-0.14652	0.07	0.00485	0.93	-0.01300	0.79
R^2	0.3081	-	0.2760	-	0.3011	-	0.3027	-	0.2745	-	0.2989	-
Observations	828	-	1,379	-	2,182	-	828	-	1,379	-	2,182	-
Breusch-Pagan	-	-	-	-	-	-	45.57	0.00	60.21	0.00	141.94	0.00
Unskilled & part-time, female												
LKE	0.06459	0.04	0.05379	0.03	0.04793	0.01	0.04803	0.18	0.03961	0.10	0.04469	0.02
LOU	0.13069	0.00	0.16801	0.00	0.13565	0.00	0.13860	0.00	0.14892	0.00	0.13108	0.00
SLC	0.00134	0.29	0.00130	0.20	0.00138	0.06	0.00095	0.56	0.00064	0.56	0.00166	0.05
SLI	-0.00158	0.12	0.00164	0.05	-0.00027	0.72	-0.00221	0.10	-0.00043	0.67	0.00013	0.88
SLO	0.00039	0.83	-0.00171	0.10	0.00076	0.51	0.00128	0.65	-0.00049	0.80	0.00003	0.98
SFSS	-0.00041	0.92	-0.00038	0.82	-0.00018	0.91	-0.00116	0.76	-0.00143	0.38	-0.00106	0.49
SFSD	-0.00002	0.54	0.00003	0.12	0.00001	0.40	-0.00006	0.11	0.00001	0.58	0.00002	0.24
SFD	-0.00251	0.59	-0.00477	0.20	-0.00417	0.17	-0.00333	0.46	-0.00451	0.23	-0.00436	0.17
DMNE	0.00588	0.94	-0.04575	0.52	0.05587	0.23	0.01052	0.90	-0.01541	0.83	0.06342	0.23
R^2	0.3257	-	0.2607	-	0.3228	-	0.3224	-	0.3142	-	0.3206	-
Observations	398	-	633	-	1,062	-	398	-	633	-	1,062	-
Breusch-Pagan	-	-	-	-	-	-	20.22	0.00	18.76	0.00	73.90	0.00

Notes: All estimates include 9 state/region dummies using Kuala Lumpur as the reference region and 1 or 2 year dummies using the earliest year in the sample as the reference; full results including all dummy variable coefficients and the constant available from the author upon request; P-values are based on robust standard errors to account for heteroskedasticity; for random effects estimates, standard errors are clustered by plant; in lagged specifications, all independent variables except state/region and year dummies are lagged one year; see text for further explanation and variable definitions.

Table A10: Estimates of Wage Equations by Occupation, Sex, and Year, Textiles, Apparel, Footwear, Plants with 10+ Paid Workers

Slope Coefficient, Indicator	Pooled OLS						Random Effects					
	Lagged 95-96		Contemporaneous 95-96		94-96		Lagged 95-96		Contemporaneous 95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Managers, male												
LKE	0.07064	0.00	0.01333	0.59	0.02899	0.11	0.05557	0.02	0.03757	0.19	0.02676	0.20
LOU	0.23057	0.00	0.24643	0.00	0.24236	0.00	0.21882	0.00	0.19376	0.00	0.18466	0.00
SLC	0.00204	0.12	0.00303	0.05	0.00215	0.07	0.00150	0.33	0.00166	0.33	0.00205	0.17
SLI	0.00112	0.61	0.00375	0.13	0.00326	0.07	0.00028	0.91	0.00444	0.14	0.00470	0.03
SLO	0.00360	0.49	-0.00563	0.14	-0.00479	0.15	-0.00027	0.94	-0.00309	0.48	-0.00155	0.59
SFSS	-0.00061	0.70	0.00344	0.07	0.00194	0.18	0.00075	0.67	0.00125	0.56	0.00232	0.20
SFSD	0.00083	0.59	-0.00022	0.88	0.00013	0.91	0.00088	0.50	0.00033	0.83	0.00121	0.29
SFD	-0.00588	0.00	-0.00399	0.00	-0.00406	0.00	-0.00298	0.08	-0.00295	0.06	-0.00191	0.11
DMNE	0.01824	0.79	-0.02693	0.71	-0.02182	0.68	-0.04315	0.54	0.00936	0.91	0.04143	0.51
R^2	0.3299	-	0.2236	-	0.2740	-	0.3199	-	0.2120	-	0.2621	-
Observations	557	-	724	-	1,237	-	557	-	724	-	1,237	-
Breusch-Pagan	-	-	-	-	-	-	134.50	0.00	59.07	0.00	226.76	0.00
Managers, female												
LKE	-0.01978	0.53	-0.00797	0.78	-0.02264	0.29	-0.03084	0.38	-0.02355	0.44	-0.01697	0.48
LOU	0.16108	0.00	0.13511	0.00	0.17361	0.00	0.15907	0.00	0.13857	0.00	0.14215	0.00
SLC	0.00315	0.06	0.00341	0.00	0.00207	0.04	0.00353	0.11	0.00421	0.00	0.00250	0.08
SLI	-0.01302	0.01	-0.00525	0.01	-0.01128	0.00	-0.00709	0.23	-0.00710	0.12	-0.00585	0.15
SLO	0.00501	0.51	-0.00487	0.13	-0.00783	0.00	0.00202	0.49	-0.00530	0.08	-0.00842	0.00
SFSS	0.00010	0.97	0.00167	0.58	0.00129	0.52	0.00121	0.73	0.00376	0.23	0.00421	0.16
SFSD	-0.00031	0.12	-0.00003	0.81	-0.00028	0.12	-0.00005	0.73	-0.00013	0.34	0.00003	0.86
SFD	-0.00289	0.21	0.00001	1.00	-0.00018	0.90	-0.00324	0.13	0.00027	0.89	0.00042	0.80
DMNE	0.00681	0.93	-0.05360	0.47	0.02519	0.65	0.00234	0.97	0.00557	0.94	0.02945	0.57
R^2	0.2320	-	0.1271	-	0.2337	-	0.2169	-	0.1752	-	0.2152	-
Observations	264	-	376	-	640	-	264	-	376	-	640	-
Breusch-Pagan	-	-	-	-	-	-	41.33	0.00	42.39	0.00	146.10	0.00
Technical & supervisory, male												
LKE	0.05071	0.04	0.03992	0.03	0.04658	0.00	0.03334	0.25	0.04119	0.03	0.04056	0.01
LOU	0.09809	0.00	0.09491	0.00	0.08382	0.00	0.09592	0.00	0.08808	0.00	0.07808	0.00
SLC	0.00205	0.02	0.00237	0.00	0.00235	0.00	0.00073	0.45	0.00257	0.00	0.00234	0.00
SLI	0.00182	0.11	0.00124	0.21	0.00078	0.31	0.00110	0.28	0.00076	0.50	0.00082	0.39
SLO	0.00131	0.15	0.00110	0.15	0.00200	0.05	0.00047	0.60	0.00115	0.13	0.00187	0.10
SFSS	0.00519	0.12	0.00568	0.03	0.00446	0.04	0.00500	0.05	0.00468	0.10	0.00347	0.17
SFSD	-0.01918	0.01	-0.00571	0.06	0.00059	0.52	-0.01469	0.14	-0.00448	0.12	0.00058	0.55
SFD	-0.00349	0.01	-0.00228	0.07	-0.00203	0.03	-0.00256	0.14	-0.00226	0.14	-0.00134	0.24
DMNE	-0.00707	0.88	0.00188	0.97	0.01386	0.67	-0.01630	0.75	0.00334	0.95	0.00348	0.93
R^2	0.1522	-	0.1388	-	0.1923	-	0.1439	-	0.1354	-	0.1880	-
Observations	475	-	607	-	1,024	-	475	-	607	-	1,024	-
Breusch-Pagan	-	-	-	-	-	-	26.31	0.00	38.75	0.00	123.79	0.00
Technical & supervisory, female												
LKE	0.06544	0.00	0.02760	0.12	0.01099	0.42	0.05883	0.01	0.02345	0.25	-0.00115	0.94
LOU	0.05602	0.00	0.08208	0.00	0.07452	0.00	0.05988	0.00	0.08662	0.00	0.07367	0.00
SLC	0.00374	0.00	0.00302	0.00	0.00315	0.00	0.00264	0.00	0.00315	0.00	0.00293	0.00
SLI	0.00509	0.03	0.00058	0.73	0.00243	0.09	0.00368	0.17	-0.00136	0.65	0.00000	1.00
SLO	0.00303	0.06	-0.00172	0.24	0.00041	0.75	0.00256	0.14	0.00018	0.94	0.00069	0.66
SFSS	-0.00446	0.37	-0.00579	0.15	-0.00318	0.32	-0.00464	0.46	-0.00353	0.41	-0.00226	0.52
SFSD	-0.00308	0.05	-0.00013	0.80	-0.00038	0.40	-0.00297	0.03	0.00010	0.86	-0.00012	0.78
SFD	-0.00297	0.03	-0.00011	0.91	-0.00050	0.57	-0.00214	0.15	-0.00030	0.78	0.00112	0.17
DMNE	0.00790	0.86	0.00483	0.91	0.04281	0.18	-0.01201	0.81	0.04964	0.28	0.03522	0.34
R^2	0.2434	-	0.1754	-	0.2541	-	0.2363	-	0.2042	-	0.2437	-
Observations	371	-	468	-	827	-	371	-	468	-	827	-
Breusch-Pagan	-	-	-	-	-	-	46.16	0.00	62.84	0.00	156.61	0.00

Table A10 (continued)

Slope Coefficient, Indicator	Pooled OLS						Random Effects					
	Lagged		Contemporaneous				Lagged		Contemporaneous			
	95-96		95-96		94-96		95-96		95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Clerical & skilled, male												
LKE	0.06234	0.00	0.03225	0.02	0.04138	0.00	0.06547	0.00	0.02991	0.05	0.03669	0.00
LOU	0.02058	0.12	0.05144	0.00	0.05538	0.00	0.02060	0.17	0.05114	0.00	0.05253	0.00
SLC	0.00177	0.01	0.00220	0.00	0.00255	0.00	0.00204	0.01	0.00232	0.00	0.00264	0.00
SLI	0.00131	0.33	0.00079	0.39	0.00033	0.66	0.00121	0.39	0.00046	0.63	0.00019	0.81
SLO	0.00076	0.69	-0.00054	0.71	-0.00035	0.76	0.00071	0.70	-0.00046	0.73	-0.00073	0.50
SFSS	-0.00216	0.01	-0.00288	0.00	-0.00292	0.00	-0.00060	0.48	-0.00194	0.01	-0.00186	0.01
SFSD	-0.00005	0.30	-0.00013	0.00	-0.00012	0.00	0.00002	0.46	-0.00009	0.00	-0.00002	0.74
SFD	0.00015	0.89	0.00122	0.07	0.00059	0.32	-0.00012	0.91	0.00095	0.19	0.00070	0.26
DMNE	-0.02032	0.66	0.02143	0.60	0.01028	0.74	-0.02293	0.67	0.08191	0.08	0.04432	0.23
R^2	0.1772	-	0.1864	-	0.2548	-	0.1710	-	0.1812	-	0.2501	-
Observations	507	-	724	-	1,192	-	507	-	724	-	1,192	-
Breusch-Pagan	-	-	-	-	-	-	30.92	0.00	38.29	0.00	137.67	0.00
Clerical & skilled, female												
LKE	0.03472	0.00	0.02367	0.02	0.02398	0.00	0.03132	0.02	0.00985	0.38	0.02288	0.01
LOU	0.09736	0.00	0.10308	0.00	0.10113	0.00	0.09785	0.00	0.09430	0.00	0.08998	0.00
SLC	0.00320	0.00	0.00319	0.00	0.00307	0.00	0.00278	0.00	0.00291	0.00	0.00283	0.00
SLI	0.00222	0.11	0.00239	0.03	0.00179	0.05	0.00058	0.68	0.00256	0.04	0.00118	0.22
SLO	0.00397	0.01	0.00200	0.13	0.00310	0.00	0.00295	0.03	0.00259	0.05	0.00148	0.07
SFSS	0.00498	0.31	-0.00195	0.58	-0.00011	0.96	0.00766	0.08	-0.00245	0.31	-0.00156	0.49
SFSD	-0.00092	0.05	-0.00030	0.29	-0.00057	0.00	-0.00056	0.20	-0.00020	0.16	-0.00034	0.01
SFD	-0.00044	0.59	0.00054	0.45	-0.00031	0.58	-0.00033	0.71	0.00017	0.80	0.00007	0.91
DMNE	0.05013	0.19	-0.02910	0.42	0.02012	0.42	0.03216	0.46	0.05028	0.18	0.01504	0.60
R^2	0.3536	-	0.2014	-	0.3585	-	0.3488	-	0.3087	-	0.3504	-
Observations	617	-	879	-	1,484	-	617	-	879	-	1,484	-
Breusch-Pagan	-	-	-	-	-	-	61.20	0.00	50.14	0.00	160.67	0.00
General & semi-skilled, male												
LKE	0.04137	0.01	0.03058	0.01	0.03654	0.00	0.04070	0.03	0.03037	0.02	0.03216	0.00
LOU	0.11996	0.00	0.11976	0.00	0.10615	0.00	0.11397	0.00	0.11292	0.00	0.09429	0.00
SLC	0.00198	0.01	0.00250	0.00	0.00237	0.00	0.00178	0.01	0.00244	0.00	0.00229	0.00
SLI	0.00144	0.10	0.00237	0.00	0.00122	0.05	0.00104	0.25	0.00240	0.00	0.00111	0.11
SLO	0.00232	0.07	0.00054	0.65	0.00095	0.34	0.00210	0.06	0.00055	0.61	0.00037	0.69
SFSS	-0.00070	0.36	-0.00076	0.13	-0.00102	0.02	0.00006	0.93	-0.00054	0.46	-0.00072	0.23
SFSD	0.00006	0.91	0.00009	0.59	0.00009	0.56	0.00032	0.57	0.00009	0.49	0.00030	0.00
SFD	-0.00058	0.55	-0.00011	0.88	-0.00044	0.45	-0.00061	0.56	-0.00002	0.99	-0.00070	0.35
DMNE	0.00763	0.87	0.01915	0.65	0.03800	0.24	0.00116	0.98	0.02400	0.60	0.04852	0.18
R^2	0.2939	-	0.2967	-	0.3153	-	0.2907	-	0.2959	-	0.3116	-
Observations	520	-	734	-	1,240	-	520	-	734	-	1,240	-
Breusch-Pagan	-	-	-	-	-	-	49.09	0.00	56.67	0.00	177.46	0.00
General & semi-skilled, female												
LKE	0.02053	0.27	0.02925	0.06	0.02287	0.06	0.01470	0.47	0.02226	0.18	0.02219	0.10
LOU	0.09380	0.00	0.12917	0.00	0.11515	0.00	0.08995	0.00	0.13216	0.00	0.11219	0.00
SLC	0.00006	0.94	0.00154	0.01	0.00157	0.00	-0.00016	0.85	0.00145	0.04	0.00202	0.00
SLI	0.00050	0.57	0.00170	0.07	0.00068	0.34	0.00068	0.50	-0.00007	0.96	0.00058	0.50
SLO	-0.00301	0.13	0.00012	0.95	0.00069	0.68	-0.00333	0.15	0.00294	0.19	0.00214	0.24
SFSS	0.00085	0.72	-0.00050	0.76	0.00042	0.78	0.00055	0.82	-0.00092	0.55	0.00059	0.66
SFSD	-0.00001	0.82	-0.00004	0.43	-0.00006	0.28	0.00004	0.52	-0.00002	0.58	-0.00005	0.34
SFD	-0.00020	0.13	-0.00020	0.43	-0.00025	0.21	-0.00019	0.25	-0.00046	0.11	-0.00021	0.49
DMNE	-0.05900	0.26	-0.12025	0.03	-0.04031	0.29	-0.04898	0.45	-0.08403	0.24	-0.02162	0.59
R^2	0.2615	-	0.1928	-	0.2833	-	0.2590	-	0.2481	-	0.2804	-
Observations	432	-	660	-	1,114	-	432	-	660	-	1,114	-
Breusch-Pagan	-	-	-	-	-	-	42.57	0.00	45.50	0.00	86.13	0.00

Table A10 (continued)

	Pooled OLS						Random Effects					
	Lagged		Contemporaneous				Lagged		Contemporaneous			
	95-96		95-96		94-96		95-96		95-96		94-96	
Slope Coefficient	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Unskilled & part-time, male												
LKE	-0.00824	0.70	0.01460	0.46	0.02049	0.17	-0.00688	0.78	0.02377	0.29	0.02776	0.12
LOU	0.12717	0.00	0.13281	0.00	0.12334	0.00	0.12095	0.00	0.13120	0.00	0.10890	0.00
SLC	-0.00083	0.63	-0.00009	0.95	0.00027	0.80	-0.00195	0.30	0.00058	0.70	0.00061	0.56
SLI	-0.00038	0.80	-0.00051	0.72	-0.00143	0.25	-0.00076	0.62	-0.00039	0.77	-0.00155	0.20
SLO	0.00261	0.36	0.00408	0.03	0.00567	0.00	0.00237	0.34	0.00307	0.12	0.00405	0.02
SFSS	0.00139	0.07	0.00141	0.10	0.00151	0.02	0.00103	0.20	0.00104	0.27	0.00087	0.21
SFSD	-0.00001	0.02	0.00000	0.68	0.00000	0.98	-0.00001	0.01	0.00001	0.46	-0.00002	0.00
SFD	-0.00571	0.04	-0.00264	0.15	-0.00315	0.05	-0.00405	0.14	-0.00096	0.63	-0.00125	0.44
DMNE	0.02196	0.78	-0.01299	0.88	0.06833	0.23	0.02823	0.73	-0.02278	0.83	0.09196	0.18
R^2	0.2462	-	0.1898	-	0.2394	-	0.2428	-	0.1853	-	0.2345	-
Observations	331	-	480	-	790	-	331	-	480	-	790	-
Breusch-Pagan	-	-	-	-	-	-	20.76	0.00	11.38	0.00	44.23	0.00
Unskilled & part-time, female												
LKE	-0.02382	0.33	0.00574	0.76	-0.00248	0.86	-0.02478	0.37	-0.00451	0.83	-0.00052	0.97
LOU	0.10651	0.00	0.12945	0.00	0.12477	0.00	0.09933	0.00	0.12518	0.00	0.11875	0.00
SLC	-0.00067	0.65	0.00077	0.30	0.00030	0.63	-0.00124	0.45	-0.00001	1.00	0.00039	0.60
SLI	0.00017	0.89	0.00240	0.04	0.00100	0.34	-0.00001	0.99	0.00081	0.60	0.00135	0.25
SLO	0.00235	0.04	-0.00309	0.27	-0.00278	0.23	0.00277	0.04	-0.00311	0.31	-0.00287	0.24
SFSS	0.00038	0.88	0.00043	0.81	0.00059	0.69	0.00054	0.87	-0.00169	0.48	-0.00006	0.97
SFSD	0.00001	0.67	0.00001	0.61	0.00000	0.94	0.00000	0.89	0.00001	0.53	0.00000	0.90
SFD	-0.00265	0.31	-0.00046	0.85	-0.00102	0.55	-0.00282	0.31	0.00114	0.68	0.00024	0.91
DMNE	0.07767	0.28	-0.00797	0.89	0.08381	0.09	0.09100	0.25	0.07268	0.35	0.13517	0.02
R^2	0.2641	-	0.1758	-	0.2625	-	0.2621	-	0.2038	-	0.2598	-
Observations	305	-	515	-	867	-	305	-	515	-	867	-
Breusch-Pagan	-	-	-	-	-	-	33.65	0.00	24.94	0.00	54.22	0.00

Notes: All estimates include 9 state/region dummies using Kuala Lumpur as the reference region and 1 or 2 year dummies using the earliest year in the sample as the reference; full results including all dummy variable coefficients and the constant available from the author upon request; P-values are based on robust standard errors to account for heteroskedasticity; for random effects estimates, standard errors are clustered by plant; in lagged specifications, all independent variables except state/region and year dummies are lagged one year; see text for further explanation and variable definitions.

Table A11: Estimates of Wage Equations by Occupation, Sex, and Year, General & Transport Machinery, Plants with 10+ Paid Workers

Slope	Pooled OLS						Random Effects					
Coefficient,	Lagged		Contemporaneous				Lagged		Contemporaneous			
	95-96		95-96		94-96		95-96		95-96		94-96	
Indicator	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Managers, male												
LKE	0.03482	0.11	0.02108	0.30	0.02980	0.04	0.03212	0.17	0.04634	0.02	0.03853	0.02
LOU	0.14413	0.00	0.16562	0.00	0.16166	0.00	0.13072	0.00	0.13772	0.00	0.13010	0.00
SLC	0.00448	0.00	0.00339	0.00	0.00363	0.00	0.00372	0.00	0.00204	0.03	0.00215	0.01
SLI	0.00191	0.54	0.00291	0.21	0.00074	0.71	0.00284	0.33	0.00071	0.79	0.00029	0.90
SLO	-0.00359	0.63	-0.00177	0.72	-0.00279	0.50	0.00044	0.95	-0.00072	0.79	-0.00039	0.89
SFSS	0.00329	0.03	0.00460	0.00	0.00470	0.00	0.00334	0.03	0.00315	0.09	0.00382	0.02
SFSD	0.00150	0.22	0.01028	0.03	0.01029	0.00	0.00087	0.50	0.01044	0.04	0.00983	0.00
SFD	-0.00307	0.10	-0.00114	0.40	-0.00236	0.03	-0.00278	0.10	0.00030	0.82	-0.00105	0.34
DMNE	-0.05223	0.43	-0.02208	0.72	-0.04910	0.31	-0.03923	0.61	0.01496	0.82	-0.00809	0.89
R^2	0.2439	-	0.1968	-	0.2138	-	0.2391	-	0.1889	-	0.2052	-
Observations	528	-	747	-	1,272	-	528	-	747	-	1,272	-
Breusch-Pagan	-	-	-	-	-	-	98.39	0.00	48.16	0.00	172.38	0.00
Managers, female												
LKE	0.05556	0.28	-0.02801	0.42	0.01523	0.60	0.03556	0.36	-0.01187	0.75	0.00269	0.91
LOU	0.07318	0.01	0.10939	0.00	0.10091	0.00	0.08579	0.00	0.10648	0.00	0.09816	0.00
SLC	0.00126	0.42	0.00149	0.14	0.00209	0.02	-0.00097	0.63	-0.00003	0.98	0.00167	0.10
SLI	0.00281	0.23	0.00192	0.25	0.00151	0.40	0.00433	0.03	0.00040	0.85	0.00096	0.70
SLO	-0.01060	0.00	-0.00064	0.92	-0.00329	0.11	-0.00560	0.02	-0.00186	0.80	0.00086	0.55
SFSS	0.00588	0.03	0.00155	0.60	0.00714	0.10	0.00295	0.29	0.00153	0.51	0.00609	0.15
SFSD	0.00037	0.38	0.00010	0.75	0.00018	0.34	0.00031	0.10	0.00011	0.70	0.00013	0.37
SFD	-0.00492	0.13	-0.00062	0.81	-0.00313	0.15	-0.00157	0.53	0.00309	0.41	-0.00075	0.78
DMNE	-0.05766	0.58	0.06676	0.41	0.01933	0.77	0.04019	0.75	0.12883	0.18	0.12009	0.08
R^2	0.1397	-	0.0808	-	0.1377	-	0.1074	-	0.0960	-	0.1275	-
Observations	209	-	333	-	522	-	209	-	333	-	522	-
Breusch-Pagan	-	-	-	-	-	-	43.30	0.00	43.12	0.00	148.24	0.00
Technical & supervisory, male												
LKE	0.00625	0.71	0.02375	0.13	0.03254	0.01	-0.01606	0.42	0.02958	0.10	0.04422	0.00
LOU	0.07123	0.00	0.08176	0.00	0.07939	0.00	0.07510	0.00	0.07992	0.00	0.06946	0.00
SLC	0.00446	0.00	0.00405	0.00	0.00480	0.00	0.00388	0.00	0.00364	0.00	0.00455	0.00
SLI	0.00178	0.23	0.00213	0.08	0.00353	0.00	0.00176	0.28	0.00216	0.10	0.00413	0.00
SLO	-0.00285	0.00	-0.00213	0.18	-0.00173	0.23	-0.00270	0.00	-0.00226	0.16	-0.00123	0.44
SFSS	0.00083	0.63	0.00461	0.01	0.00538	0.00	-0.00058	0.77	0.00412	0.05	0.00619	0.00
SFSD	0.19144	0.00	0.18584	0.01	0.08178	0.01	0.05789	0.02	0.06691	0.07	-0.07500	0.00
SFD	-0.00363	0.01	-0.00120	0.20	-0.00239	0.00	-0.00305	0.03	-0.00024	0.80	-0.00085	0.33
DMNE	-0.00398	0.94	0.00839	0.00	0.00106	0.98	-0.01050	0.87	0.04203	0.47	0.02000	0.67
R^2	0.2449	-	0.2209	-	0.2152	-	0.2368	-	0.2171	-	0.2078	-
Observations	438	-	630	-	1,051	-	438	-	630	-	1,051	-
Breusch-Pagan	-	-	-	-	-	-	31.40	0.00	37.15	0.00	121.47	0.00
Technical & supervisory, female												
LKE	0.07469	0.05	0.02095	0.48	0.02229	0.35	0.06729	0.08	0.03052	0.36	0.03374	0.18
LOU	0.11275	0.00	0.11569	0.00	0.10907	0.00	0.10086	0.00	0.08986	0.00	0.08683	0.00
SLC	0.00488	0.00	0.00437	0.00	0.00432	0.00	0.00369	0.00	0.00309	0.00	0.00265	0.00
SLI	0.00213	0.18	0.00183	0.28	0.00186	0.11	-0.00042	0.82	0.00174	0.34	0.00050	0.65
SLO	0.00047	0.83	-0.00312	0.03	-0.00176	0.14	0.00082	0.82	-0.00404	0.06	-0.00266	0.02
SFSS	0.01629	0.00	0.03033	0.00	0.02047	0.00	0.01157	0.00	0.01764	0.00	0.01211	0.00
SFSD	-0.00138	0.10	-0.00117	0.13	0.00017	0.79	-0.00185	0.03	0.00010	0.91	0.00117	0.11
SFD	-0.00193	0.47	-0.00400	0.01	-0.00528	0.00	-0.00063	0.81	-0.00261	0.23	-0.00369	0.04
DMNE	0.02906	0.69	0.04352	0.50	0.03978	0.45	0.04396	0.60	-0.00633	0.93	0.00198	0.98
R^2	0.4149	-	0.3014	-	0.3384	-	0.4066	-	0.3417	-	0.3196	-
Observations	194	-	281	-	440	-	194	-	281	-	440	-
Breusch-Pagan	-	-	-	-	-	-	10.51	0.00	17.19	0.00	58.85	0.00

Table A11 (continued)

Slope Coefficient, Indicator	Pooled OLS						Random Effects					
	Lagged		Contemporaneous				Lagged		Contemporaneous			
	95-96		95-96		94-96		95-96		95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Clerical & skilled, male												
LKE	-0.00585	0.70	0.00068	0.95	0.00123	0.00	-0.01493	0.37	0.00816	0.53	0.00611	0.54
LOU	0.10190	0.00	0.10013	0.00	0.10533	0.00	0.09681	0.00	0.09603	0.00	0.08803	0.00
SLC	0.00612	0.00	0.00538	0.00	0.00619	0.00	0.00485	0.00	0.00490	0.00	0.00523	0.00
SLI	0.00151	0.24	0.00085	0.46	0.00154	0.00	0.00153	0.30	0.00037	0.75	0.00159	0.10
SLO	-0.00241	0.36	0.00122	0.58	0.00208	0.00	-0.00188	0.52	0.00134	0.55	0.00181	0.24
SFSS	0.00104	0.61	-0.00094	0.50	0.00023	0.00	0.00127	0.62	-0.00143	0.31	-0.00053	0.67
SFSD	-0.00697	0.00	-0.00343	0.00	-0.00386	0.00	-0.00601	0.00	-0.00336	0.00	0.00020	0.73
SFD	0.00007	0.94	-0.00029	0.66	-0.00049	0.00	-0.00058	0.54	-0.00031	0.62	-0.00070	0.30
DMNE	0.01301	0.80	-0.04185	0.38	-0.03629	0.00	0.00163	0.98	-0.05977	0.28	-0.06217	0.18
R^2	0.3048	-	0.2732	-	0.2639	-	0.2960	-	0.2716	-	0.2602	-
Observations	575	-	859	-	1,491	-	575	-	859	-	1,491	-
Breusch-Pagan	-	-	-	-	-	-	59.93	0.00	82.14	0.00	214.00	0.00
Clerical & skilled, female												
LKE	0.03096	0.02	0.02867	0.02	0.03829	0.00	0.03535	0.02	0.02709	0.04	0.04038	0.00
LOU	0.09191	0.00	0.13527	0.00	0.09535	0.00	0.07306	0.00	0.10483	0.00	0.08168	0.00
SLC	0.00219	0.00	0.00266	0.00	0.00232	0.00	0.00137	0.04	0.00161	0.00	0.00185	0.00
SLI	-0.00066	0.58	0.00076	0.42	-0.00008	0.93	-0.00075	0.53	-0.00062	0.55	-0.00097	0.33
SLO	-0.00184	0.69	-0.00304	0.06	-0.00185	0.19	-0.00310	0.54	-0.00178	0.36	-0.00180	0.13
SFSS	-0.00694	0.22	-0.00650	0.05	0.00217	0.68	-0.00769	0.21	-0.00478	0.40	0.00371	0.74
SFSD	-0.00003	0.62	0.00003	0.50	0.00003	0.40	-0.00005	0.11	0.00003	0.57	0.00009	0.02
SFD	-0.00131	0.23	-0.00027	0.74	-0.00129	0.05	-0.00159	0.13	0.00008	0.92	-0.00035	0.58
DMNE	-0.02232	0.63	0.06842	0.09	0.01341	0.70	-0.01299	0.82	0.05460	0.28	0.05190	0.24
R^2	0.3499	-	0.2731	-	0.2897	-	0.3452	-	0.3283	-	0.2859	-
Observations	555	-	809	-	1,421	-	555	-	809	-	1,421	-
Breusch-Pagan	-	-	-	-	-	-	42.70	0.00	37.32	0.00	157.20	0.00
General & semi-skilled, male												
LKE	0.01381	0.32	0.01659	0.12	0.01438	0.09	0.00369	0.82	0.01640	0.18	0.01798	0.07
LOU	0.09838	0.00	0.10156	0.00	0.10127	0.00	0.09934	0.00	0.10252	0.00	0.08847	0.00
SLC	0.00248	0.00	0.00309	0.00	0.00330	0.00	0.00193	0.01	0.00320	0.00	0.00311	0.00
SLI	0.00245	0.00	0.00163	0.01	0.00165	0.00	0.00271	0.00	0.00125	0.08	0.00075	0.19
SLO	-0.00370	0.07	-0.00159	0.17	-0.00115	0.19	-0.00314	0.05	-0.00120	0.27	-0.00086	0.30
SFSS	0.00166	0.23	-0.00005	0.95	0.00009	0.87	0.00126	0.41	0.00011	0.88	-0.00011	0.86
SFSD	-0.00147	0.67	0.00004	0.15	0.00006	0.01	-0.00286	0.45	0.00017	0.00	0.00019	0.00
SFD	0.00099	0.29	0.00200	0.00	0.00114	0.07	0.00118	0.20	0.00181	0.01	0.00120	0.05
DMNE	0.04514	0.48	0.07389	0.14	0.05346	0.16	0.05872	0.45	0.07603	0.17	0.07070	0.13
R^2	0.3630	-	0.3452	-	0.3150	-	0.3603	-	0.3437	-	0.3123	-
Observations	531	-	818	-	1,406	-	531	-	818	-	1,406	-
Breusch-Pagan	-	-	-	-	-	-	76.00	0.00	84.66	0.00	181.18	0.00
General & semi-skilled, female												
LKE	0.03501	0.18	0.06094	0.01	0.03022	0.10	0.02567	0.36	0.04167	0.09	0.02906	0.17
LOU	0.10203	0.00	0.14359	0.00	0.11344	0.00	0.09383	0.00	0.11712	0.00	0.10062	0.00
SLC	0.00111	0.18	0.00351	0.00	0.00287	0.00	0.00081	0.35	0.00283	0.00	0.00313	0.00
SLI	-0.00118	0.19	0.00096	0.24	0.00020	0.74	-0.00146	0.14	0.00021	0.79	0.00127	0.07
SLO	-0.00324	0.30	-0.00747	0.00	-0.00361	0.12	-0.00338	0.24	-0.00603	0.02	-0.00290	0.28
SFSS	-0.00918	0.00	-0.00243	0.45	0.00118	0.64	-0.00829	0.00	-0.00259	0.32	0.00138	0.59
SFSD	0.00008	0.28	0.00000	0.83	0.00000	0.95	0.00010	0.10	-0.00001	0.33	-0.00002	0.26
SFD	0.00027	0.66	-0.00040	0.43	-0.00047	0.31	-0.00024	0.76	-0.00035	0.31	-0.00048	0.18
DMNE	0.04677	0.65	0.02313	0.76	0.01617	0.79	0.07330	0.51	-0.01118	0.89	0.02196	0.74
R^2	0.4111	-	0.2980	-	0.3079	-	0.4086	-	0.3586	-	0.2986	-
Observations	265	-	397	-	651	-	265	-	397	-	651	-
Breusch-Pagan	-	-	-	-	-	-	21.46	0.00	14.72	0.00	47.22	0.00

Table A11 (continued)

Slope Coefficient	Pooled OLS						Random Effects					
	Lagged		Contemporaneous				Lagged		Contemporaneous			
	95-96		95-96		94-96		95-96		95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Unskilled & part-time, male												
LKE	0.03634	0.07	0.04129	0.01	0.03273	0.02	0.01245	0.54	0.03562	0.05	0.04110	0.02
LOU	0.12751	0.00	0.10951	0.00	0.12066	0.00	0.12593	0.00	0.10582	0.00	0.12130	0.00
SLC	0.00263	0.04	0.00043	0.63	0.00122	0.10	0.00310	0.02	0.00031	0.74	0.00134	0.09
SLI	0.00095	0.65	0.00166	0.21	0.00148	0.12	0.00037	0.86	0.00116	0.39	0.00153	0.14
SLO	-0.00088	0.74	-0.00176	0.30	-0.00051	0.67	0.00008	0.98	-0.00213	0.22	0.00008	0.95
SFSS	0.00020	0.87	0.00006	0.95	0.00074	0.30	-0.00006	0.96	-0.00006	0.95	0.00104	0.16
SFSD	0.00262	0.04	-0.00412	0.34	-0.00087	0.53	0.00309	0.03	-0.00041	0.93	-0.00093	0.41
SFD	0.00545	0.08	0.00015	0.95	-0.00222	0.29	0.00164	0.51	-0.00110	0.65	-0.00311	0.12
DMNE	0.07313	0.40	0.09643	0.17	-0.02445	0.68	0.12531	0.23	0.10512	0.19	-0.06175	0.40
R^2	0.3631	-	0.2888	-	0.2696	-	0.3541	-	0.2861	-	0.2667	-
Observations	346	-	575	-	1,028	-	346	-	575	-	1,028	-
Breusch-Pagan	-	-	-	-	-	-	29.19	0.00	24.71	0.00	49.43	0.00
Unskilled & part-time, female												
LKE	0.10041	0.00	0.14781	0.00	0.09030	0.00	0.08127	0.03	0.06928	0.10	0.05989	0.06
LOU	0.06505	0.06	0.14014	0.00	0.10476	0.00	0.04814	0.23	0.11130	0.00	0.09153	0.00
SLC	0.00151	0.47	0.00017	0.93	-0.00173	0.29	0.00050	0.80	-0.00143	0.44	-0.00288	0.07
SLI	0.00048	0.73	0.00283	0.02	0.00085	0.37	0.00027	0.86	0.00047	0.74	-0.00106	0.32
SLO	0.01063	0.03	0.00164	0.45	0.00325	0.35	0.01037	0.00	0.00358	0.41	0.00030	0.92
SFSS	-0.01749	0.01	0.00161	0.63	0.00140	0.61	-0.02355	0.00	0.00486	0.01	0.00445	0.05
SFSD	-0.00014	0.10	-0.00002	0.46	-0.00005	0.22	-0.00015	0.13	-0.00002	0.54	0.00007	0.25
SFD	-0.00091	0.88	0.00206	0.67	-0.00232	0.64	-0.00389	0.43	-0.00282	0.54	-0.00461	0.27
DMNE	-0.15185	0.19	-0.07028	0.48	-0.04162	0.61	-0.10708	0.42	-0.10947	0.35	-0.00939	0.92
R^2	0.4686	-	0.2480	-	0.3140	-	0.4586	-	0.3359	-	0.0000	-
Observations	168	-	257	-	447	-	168	-	257	-	447	-
Breusch-Pagan	-	-	-	-	-	-	23.39	0.00	6.28	0.01	23.78	0.00

Notes: All estimates include 9 state/region dummies using Kuala Lumpur as the reference region and 1 or 2 year dummies using the earliest year in the sample as the reference; full results including all dummy variable coefficients and the constant available from the author upon request; P-values are based on robust standard errors to account for heteroskedasticity; for random effects estimates, standard errors are clustered by plant; in lagged specifications, all independent variables except state/region and year dummies are lagged one year; see text for further explanation and variable definitions.

Table A12: Estimates of Wage Equations by Occupation, Sex, and Year, Food & Beverages, Plants with 10+ Paid Workers

Slope Coefficient, Indicator	Pooled OLS						Random Effects					
	Lagged 95-96		Contemporaneous 95-96		94-96		Lagged 95-96		Contemporaneous 95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Managers, male												
LKE	0.03844	0.00	0.03774	0.01	0.03654	0.00	0.05199	0.00	0.02840	0.12	0.02263	0.12
LOU	0.17303	0.00	0.19384	0.00	0.20998	0.00	0.16371	0.00	0.19743	0.00	0.20459	0.00
SLC	0.00160	0.00	0.00263	0.00	0.00219	0.00	0.00124	0.03	0.00286	0.00	0.00239	0.00
SLI	0.00200	0.08	0.00302	0.02	0.00284	0.00	0.00198	0.14	0.00376	0.00	0.00229	0.05
SLO	0.00306	0.01	0.00465	0.00	0.00323	0.00	0.00297	0.01	0.00347	0.01	0.00264	0.01
SFSS	0.00180	0.30	0.00505	0.00	0.00389	0.00	0.00100	0.64	0.00679	0.00	0.00454	0.00
SFSD	0.00767	0.03	0.00896	0.02	0.00836	0.02	0.00365	0.00	0.00347	0.46	0.00269	0.26
SFD	-0.00431	0.21	-0.00006	0.98	0.00005	0.97	-0.00410	0.12	0.00208	0.07	0.00315	0.04
DMNE	0.15907	0.01	0.14591	0.02	0.13174	0.01	0.19898	0.01	0.16857	0.00	0.16819	0.01
R^2	0.2589	-	0.2408	-	0.2689	-	0.2575	-	0.2370	-	0.2639	-
Observations	1,146	-	1,522	-	2,377	-	1,146	-	1,522	-	2,377	-
Breusch-Pagan	-	-	-	-	-	-	100.58	0.00	270.35	0.00	424.27	0.00
Managers, female												
LKE	0.08379	0.01	0.08777	0.00	0.07039	0.00	0.07547	0.02	0.07138	0.01	0.04409	0.03
LOU	0.10580	0.00	0.15716	0.00	0.15577	0.00	0.11100	0.00	0.15362	0.00	0.16968	0.00
SLC	0.00074	0.35	0.00108	0.15	0.00077	0.20	0.00009	0.92	0.00115	0.21	0.00093	0.23
SLI	-0.00019	0.89	0.00062	0.67	0.00059	0.67	-0.00163	0.20	0.00110	0.38	0.00140	0.31
SLO	-0.00383	0.11	-0.00103	0.70	-0.00089	0.65	-0.00095	0.70	-0.00012	0.95	0.00187	0.31
SFSS	0.01178	0.00	0.00510	0.12	0.00396	0.15	0.00557	0.00	0.00197	0.46	0.00189	0.30
SFSD	-0.00044	0.39	-0.00056	0.23	-0.00068	0.06	0.00010	0.88	-0.00015	0.71	0.00005	0.90
SFD	-0.00326	0.07	0.00208	0.17	0.00042	0.72	-0.00323	0.11	0.00299	0.03	0.00130	0.33
DMNE	0.14171	0.04	0.18324	0.00	0.14059	0.01	0.17156	0.04	0.05169	0.51	0.07108	0.34
R^2	0.3354	-	0.3054	-	0.3384	-	0.3269	-	0.3170	-	0.3290	-
Observations	420	-	587	-	879	-	420	-	587	-	879	-
Breusch-Pagan	-	-	-	-	-	-	75.10	0.00	83.91	0.00	273.94	0.00
Technical & supervisory, male												
LKE	0.04516	0.00	0.03804	0.00	0.03509	0.00	0.04646	0.01	0.03582	0.01	0.02796	0.01
LOU	0.10332	0.00	0.10612	0.00	0.11474	0.00	0.09618	0.00	0.10690	0.00	0.11608	0.00
SLC	0.00270	0.00	0.00327	0.00	0.00312	0.00	0.00253	0.00	0.00345	0.00	0.00316	0.00
SLI	0.00033	0.68	0.00026	0.71	0.00051	0.34	0.00039	0.67	0.00061	0.41	0.00066	0.26
SLO	-0.00105	0.13	-0.00020	0.72	-0.00014	0.75	-0.00054	0.44	0.00007	0.90	0.00005	0.93
SFSS	0.00133	0.57	-0.00179	0.30	-0.00264	0.12	0.00387	0.27	-0.00208	0.36	-0.00323	0.10
SFSD	-0.01101	0.45	-0.00639	0.16	-0.00414	0.33	-0.01204	0.40	-0.00625	0.13	0.00155	0.76
SFD	-0.00217	0.03	-0.00101	0.17	-0.00111	0.07	-0.00250	0.02	-0.00079	0.31	-0.00025	0.74
DMNE	0.19449	0.00	0.20428	0.00	0.17615	0.00	0.19550	0.00	0.17757	0.00	0.14731	0.00
R^2	0.3937	-	0.3867	-	0.3823	-	0.3919	-	0.3854	-	0.3794	-
Observations	867	-	1,142	-	1,774	-	867	-	1,142	-	1,774	-
Breusch-Pagan	-	-	-	-	-	-	105.37	0.00	126.70	0.00	409.45	0.00
Technical & supervisory, female												
LKE	0.09670	0.00	0.04675	0.11	0.04731	0.01	0.08174	0.01	0.02751	0.29	0.01844	0.29
LOU	0.06113	0.00	0.12986	0.00	0.11291	0.00	0.05981	0.01	0.12673	0.00	0.12374	0.00
SLC	0.00399	0.00	0.00377	0.00	0.00418	0.00	0.00255	0.00	0.00370	0.00	0.00392	0.00
SLI	0.00012	0.94	0.00017	0.90	0.00073	0.59	0.00013	0.93	0.00025	0.89	0.00142	0.39
SLO	0.00005	0.98	0.00390	0.01	0.00330	0.02	0.00094	0.71	0.00574	0.01	0.00518	0.00
SFSS	-0.00172	0.52	0.00777	0.01	0.00803	0.00	-0.00253	0.34	0.00588	0.00	0.00688	0.00
SFSD	-0.00041	0.60	-0.00293	0.00	-0.00270	0.00	-0.00068	0.43	-0.00237	0.03	-0.00256	0.01
SFD	0.00029	0.89	0.00051	0.78	-0.00045	0.76	0.00026	0.88	0.00119	0.48	0.00046	0.73
DMNE	0.20709	0.00	0.20769	0.00	0.15851	0.00	0.19765	0.00	0.16134	0.01	0.14693	0.01
R^2	0.4445	-	0.3448	-	0.4014	-	0.4317	-	0.3814	-	0.3924	-
Observations	342	-	457	-	702	-	342	-	457	-	702	-
Breusch-Pagan	-	-	-	-	-	-	50.42	0.00	41.53	0.00	125.81	0.00

Table A12 (continued)

Slope Coefficient, Indicator	Pooled OLS						Random Effects					
	Lagged		Contemporaneous				Lagged		Contemporaneous			
	95-96		95-96		94-96		95-96		95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Clerical & skilled, male												
LKE	0.03792	0.00	0.03415	0.00	0.03320	0.00	0.03347	0.01	0.03671	0.00	0.03046	0.00
LOU	0.09913	0.00	0.10300	0.00	0.11051	0.00	0.09423	0.00	0.10333	0.00	0.10504	0.00
SLC	0.00286	0.00	0.00323	0.00	0.00332	0.00	0.00243	0.00	0.00327	0.00	0.00330	0.00
SLI	0.00036	0.57	0.00096	0.06	0.00113	0.01	0.00081	0.30	0.00106	0.09	0.00175	0.00
SLO	-0.00043	0.60	-0.00028	0.69	0.00023	0.67	0.00019	0.83	-0.00014	0.85	0.00049	0.46
SFSS	0.00126	0.44	-0.00177	0.08	-0.00162	0.06	0.00299	0.06	-0.00234	0.02	-0.00216	0.02
SFSD	-0.00190	0.01	0.00056	0.77	0.00017	0.90	-0.00162	0.14	0.00083	0.62	0.00180	0.23
SFD	-0.00101	0.29	-0.00047	0.51	-0.00043	0.45	-0.00175	0.10	-0.00014	0.85	-0.00029	0.66
DMNE	0.11168	0.01	0.11201	0.00	0.09976	0.00	0.12639	0.01	0.07779	0.06	0.06901	0.07
R^2	0.3410	-	0.3431	-	0.3422	-	0.3358	-	0.3417	-	0.3392	-
Observations	1,101	-	1,525	-	2,418	-	1,101	-	1,525	-	2,418	-
Breusch-Pagan	-	-	-	-	-	-	160.07	0.00	241.96	0.00	546.03	0.00
Clerical & skilled, female												
LKE	0.03636	0.00	0.03066	0.00	0.03072	0.00	0.03153	0.01	0.02673	0.01	0.02273	0.01
LOU	0.10368	0.00	0.12146	0.00	0.11136	0.00	0.09682	0.00	0.10843	0.00	0.09962	0.00
SLC	0.00208	0.00	0.00218	0.00	0.00198	0.00	0.00165	0.00	0.00188	0.00	0.00193	0.00
SLI	-0.00075	0.25	-0.00010	0.86	-0.00056	0.22	0.00005	0.94	-0.00134	0.12	-0.00035	0.59
SLO	0.00018	0.86	-0.00213	0.00	-0.00101	0.06	0.00134	0.30	-0.00298	0.01	-0.00206	0.03
SFSS	0.00197	0.43	-0.00106	0.76	-0.00097	0.73	-0.00130	0.36	-0.00037	0.91	0.00030	0.92
SFSD	0.00002	0.85	-0.00002	0.86	0.00004	0.73	0.00003	0.79	0.00032	0.18	0.00025	0.27
SFD	-0.00178	0.02	0.00015	0.81	-0.00020	0.70	-0.00099	0.19	-0.00016	0.83	0.00065	0.32
DMNE	0.12473	0.00	0.22957	0.00	0.15953	0.00	0.15575	0.00	0.13076	0.01	0.13449	0.00
R^2	0.3650	-	0.2402	-	0.3161	-	0.3585	-	0.2845	-	0.3095	-
Observations	1,168	-	1,600	-	2,526	-	1,168	-	1,600	-	2,526	-
Breusch-Pagan	-	-	-	-	-	-	177.12	0.00	123.60	0.00	400.43	0.00
General & semi-skilled, male												
LKE	0.01702	0.06	0.01225	0.09	0.01687	0.01	0.02016	0.06	0.02008	0.01	0.02253	0.00
LOU	0.11350	0.00	0.11377	0.00	0.11094	0.00	0.10235	0.00	0.10471	0.00	0.10051	0.00
SLC	0.00145	0.00	0.00204	0.00	0.00229	0.00	0.00074	0.21	0.00232	0.00	0.00272	0.00
SLI	0.00090	0.09	0.00122	0.01	0.00103	0.01	0.00067	0.29	0.00176	0.00	0.00126	0.01
SLO	0.00043	0.57	0.00009	0.88	-0.00010	0.84	0.00049	0.51	0.00021	0.75	0.00006	0.93
SFSS	-0.00078	0.27	-0.00116	0.03	-0.00120	0.01	-0.00032	0.65	-0.00137	0.03	-0.00139	0.01
SFSD	0.00020	0.57	-0.00005	0.86	-0.00007	0.73	-0.00001	0.95	0.00001	0.94	0.00007	0.53
SFD	-0.00111	0.27	-0.00038	0.63	-0.00044	0.49	-0.00083	0.39	-0.00038	0.62	0.00009	0.88
DMNE	0.18952	0.00	0.18549	0.00	0.16894	0.00	0.18302	0.00	0.14409	0.00	0.12664	0.00
R^2	0.4201	-	0.3861	-	0.3743	-	0.4154	-	0.3836	-	0.3711	-
Observations	1,107	-	1,588	-	2,534	-	1,107	-	1,588	-	2,534	-
Breusch-Pagan	-	-	-	-	-	-	163.98	0.00	222.33	0.00	498.25	0.00
General & semi-skilled, female												
LKE	0.02575	0.12	0.02568	0.04	0.02172	0.02	0.02395	0.17	0.02098	0.10	0.02174	0.04
LOU	0.09848	0.00	0.12402	0.00	0.09825	0.00	0.09811	0.00	0.10298	0.00	0.08906	0.00
SLC	0.00151	0.01	0.00214	0.00	0.00194	0.00	0.00154	0.02	0.00173	0.00	0.00177	0.00
SLI	-0.00020	0.75	0.00063	0.22	-0.00001	0.97	-0.00001	0.99	-0.00018	0.76	0.00052	0.32
SLO	0.00067	0.48	-0.00189	0.00	0.00026	0.65	0.00053	0.58	0.00056	0.50	-0.00017	0.79
SFSS	-0.00148	0.33	-0.00103	0.20	-0.00104	0.14	-0.00162	0.33	-0.00023	0.76	-0.00089	0.23
SFSD	-0.00002	0.60	-0.00011	0.14	-0.00002	0.41	-0.00003	0.23	-0.00003	0.66	-0.00003	0.16
SFD	-0.00022	0.65	0.00000	0.69	0.00000	0.15	0.00003	0.96	0.00000	0.18	0.00000	0.08
DMNE	0.18683	0.00	0.28181	0.00	0.18136	0.00	0.18129	0.00	0.17149	0.00	0.11382	0.05
R^2	0.4275	-	0.3024	-	0.3702	-	0.4268	-	0.3933	-	0.3669	-
Observations	591	-	955	-	1,540	-	591	-	955	-	1,540	-
Breusch-Pagan	-	-	-	-	-	-	63.62	0.00	117.22	0.00	267.26	0.00

Table A12 (continued)

Slope Coefficient	Pooled OLS						Random Effects					
	Lagged		Contemporaneous				Lagged		Contemporaneous			
	95-96		95-96		94-96		95-96		95-96		94-96	
	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.	coeff.	prob.
Unskilled & part-time, male												
LKE	0.04530	0.01	0.03700	0.01	0.04129	0.00	0.04116	0.01	0.03943	0.01	0.03937	0.00
LOU	0.09357	0.00	0.10175	0.00	0.10734	0.00	0.09554	0.00	0.10306	0.00	0.10991	0.00
SLC	-0.00015	0.88	-0.00067	0.34	0.00014	0.81	-0.00067	0.55	-0.00047	0.53	0.00040	0.56
SLI	0.00019	0.83	0.00057	0.40	0.00112	0.03	0.00027	0.77	0.00052	0.50	0.00112	0.09
SLO	0.00014	0.87	-0.00043	0.53	-0.00034	0.58	-0.00003	0.97	-0.00036	0.63	-0.00044	0.54
SFSS	-0.00068	0.27	0.00040	0.43	0.00035	0.42	-0.00116	0.09	0.00041	0.46	0.00047	0.39
SFSD	-0.00021	0.61	0.00016	0.57	-0.00009	0.75	-0.00010	0.84	0.00028	0.30	0.00014	0.65
SFD	-0.00310	0.07	-0.00437	0.00	-0.00349	0.01	-0.00158	0.34	-0.00429	0.01	-0.00347	0.02
DMNE	0.22520	0.00	0.28663	0.00	0.21037	0.00	0.22376	0.01	0.24645	0.00	0.18644	0.00
R^2	0.3915	-	0.3856	-	0.3556	-	0.3901	-	0.3846	-	0.3543	-
Observations	728	-	1,096	-	1,794	-	728	-	1,096	-	1,794	-
Breusch-Pagan	-	-	-	-	-	-	81.86	0.00	111.65	0.00	302.01	0.00
Unskilled & part-time, female												
LKE	0.03288	0.08	0.03968	0.01	0.04109	0.00	0.03327	0.11	0.03849	0.01	0.05093	0.00
LOU	0.15577	0.00	0.16395	0.00	0.14581	0.00	0.14730	0.00	0.13016	0.00	0.13140	0.00
SLC	0.00209	0.01	0.00288	0.00	0.00097	0.06	0.00206	0.02	0.00046	0.52	0.00024	0.71
SLI	0.00012	0.88	0.00197	0.00	0.00005	0.93	0.00085	0.34	-0.00011	0.88	0.00009	0.88
SLO	0.00086	0.36	-0.00268	0.00	0.00034	0.63	0.00182	0.08	-0.00053	0.62	-0.00006	0.94
SFSS	-0.00092	0.51	-0.00088	0.37	-0.00090	0.24	0.00000	1.00	-0.00038	0.68	-0.00049	0.57
SFSD	-0.00011	0.21	-0.00011	0.19	-0.00013	0.01	-0.00005	0.38	-0.00008	0.37	-0.00004	0.45
SFD	-0.00460	0.05	-0.00304	0.06	-0.00148	0.29	-0.00198	0.40	-0.00249	0.11	-0.00211	0.13
DMNE	0.25158	0.00	0.30846	0.00	0.21782	0.00	0.20304	0.03	0.19302	0.01	0.11509	0.09
R^2	0.5331	-	0.3784	-	0.4515	-	0.5276	-	0.4529	-	0.4469	-
Observations	569	-	908	-	1,515	-	569	-	908	-	1,515	-
Breusch-Pagan	-	-	-	-	-	-	105.13	0.00	79.79	0.00	233.25	0.00

Notes: All estimates include 9 state/region dummies using Kuala Lumpur as the reference region and 1 or 2 year dummies using the earliest year in the sample as the reference; full results including all dummy variable coefficients and the constant available from the author upon request; P-values are based on robust standard errors to account for heteroskedasticity; for random effects estimates, standard errors are clustered by plant; in lagged specifications, all independent variables except state/region and year dummies are lagged one year; see text for further explanation and variable definitions.

Table A13: Industry definitions

Industry	ISIC revision 2 codes
7 broadly defined sample industries	
Food & beverages	
Food products	311, 312
Beverages	313
Textiles, apparel, footwear	
Textiles	321
Apparel	322
Leather products	323
Footwear	324
Wood, furniture, paper	
Wood products	331
Furniture	332
Paper products	341
Chemicals, rubber, plastics	
Chemicals	351, 352
Rubber products	355
Plastics	356
Metals, non-metallic mineral products	
Non-metallic mineral products	360
Basic metals, ferrous	371
Basic metals, non-ferrous	372
Metal products	381
Electronics-related machinery	
Office & computing machinery	3825
Electric & electronic machinery	383
Precision machinery	385
General & transport machinery	
General machinery	3821, 3822, 3823, 3824, 3829
Transport machinery	384
4 narrowly defined excluded industries	
Tobacco	314
Printing & publishing	342
Oil & coal products	353+354
Miscellaneous manufacturing	39

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