

# Immigrant skills and employment: Cross-country evidence from the adult literacy and life skills survey

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This paper studies the distributions of literacy skills, education, and employment of immigrants and natives in three host countries: Canada, the United States, and Norway. Results show that literacy skills are particularly important for groups characterized by low employment in the Norwegian labor market, consistent with the hypothesis that a compressed wage structure, employment protection, and social insurance with high replacement ratios create adverse employment effects for immigrants.

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