General comments
• Punctuation and grammatical errors
• Inconsistent terms make it difficult to follow (i.e. sometimes Manufacturing, sometimes Industry)
• Language is very difficult to read- needs proofreading
• This paper is difficult to follow. Authors need to identify the storyline of their paper and the main reason why they are writing this; only relevant literature supporting this aim should then be used.

Abstract
• Gary Becker wrote about the economics of discrimination in the 50s, which the authors acknowledge, so more accurately it's been written about for over 60 years- not last 20 years.

Introduction
• Hard to follow, not sure what the motivation for this study is: starts about value added in different sectors, then about labour force growth rates among different ethnic groups, then about male/female wage differentials

Literature review
• Very difficult to understand
• Unclear what is happening at the beginning of the review- initially states no empirical evidence on Malaysian immigrant-native wage differential and then jumps to different reasons why wage differentials can persist (without saying that is what we are going to read about). Important because it is not clear in the introduction that this will be a study to test theories regarding wage differentials, if that is what this paper is about.
• Page 5: Authors state, "The hypothesis mostly rejected but widely applied is that immigrants assimilate to the host country population over time," and then cite only two studies supporting the statement. Needs more support.
• Not sure what Oaxaca-Ransom reference is for.
• Unclear why focus on issues of which reference group to use for the decompositions (pg. 6)

Empirical methodology
• Equation 2: select another letter than 'n' to denote native (confusing since 'n' has already been defined as something else).
• Pg. 8, too confusing. What is beta double hat? What is the equation of expectations (Eq 6) for?
• Pg. 9, natural log or log?
• Equation numbers need to be fixed
• Second eqn 6 needs to be fixed

Results
• Data & summary statistics section shouldn't be here & need more explanation of the data.
• Pg 12, important point if I understand what authors are suggesting. Are they suggesting that immigrant wages are lower because immigrants only compete with each other and there is a greater supply of immigrants in manufacturing than natives? Need to explain.
• Pg 13, What are Q1 through Q5 percentages?
• Table 2, authors should consider presenting results that are of particular importance to the study (is it education returns, returns generally, returns across all the regions, etc)
• t-stats are not in parenthesis as suggested and stars not defined
• Table 3, need to explain what these are (don't use wording from output of STATA command)
• Table 4, why show this? The point of changing reference groups is if the study is interested in a particular nominal variable. It doesn't change overall discrimination.