

Gap in log annual income by class origin  
(professional origin – working class origin)

0.0

0.2

0.4

Factual  
gap

Counterfactual  
gap if assigned  
to a professional  
occupation

Counterfactual  
gap if assigned  
to a working class  
occupation

Counterfactual  
gap under  
marginal  
equalization

Counterfactual  
gap under  
conditional  
equalization

Estimand

Estimation  
Strategy

Unadjusted  
mean difference

Doubly-robust with  
generalized  
linear models

Estimation by  
predicted treatment  
probabilities  
from generalized  
linear models

Estimation by  
predicted outcomes  
from generalized  
linear models

Cross-fitting  
with generalized  
additive models

Cross-fitting  
with random  
forests

