Table 1: Descriptive statistics by worker type and gender

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Blue Collar | | | White Collar | | |
|  | N | Mean | Std. Dev. | N | Mean | Std. Dev. |
| Female |  |  |  |  |  |  |
| Wage | 357 | 53,899.74 | 24679.29 | 530 | 65,614.76 | 27897.84 |
| Age | 357 | 41.10 | 10.96 | 530 | 41.79 | 11.02 |
| Years of Tenure | 357 | 17.86 | 11.19 | 530 | 18.59 | 11.08 |
| Male |  |  |  |  |  |  |
| Wage | 368 | 54,360.28 | 26129.05 | 545 | 71,399.23 | 29204.37 |
| Age | 368 | 39.83 | 11.14 | 545 | 40.20 | 11.17 |
| Years of Tenure | 368 | 16.73 | 11.15 | 545 | 17.10 | 11.23 |
|  | | | | | | |

Table 2: Wage regressions

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | ln(Wage) | | Wage | |
|  | (1) | (2) | (3) | (4) |
| Age | 0.005\*\*\*   (0.001) | 0.007\*\*\*   (0.001) | 340.031\*\*\*   (59.661) | 422.053\*\*\*   (83.182) |
| Female | -0.057\*   (0.023) | 0.051   (0.086) | -4128.632\*\*   (1323.781) | 2759.371   (5045.686) |
| Age x Female |  | -0.003   (0.002) |  | -168.821   (119.337) |
| Intercept | 10.748\*\*\*   (0.044) | 10.697\*\*\*   (0.059) | 50913.384\*\*\*   (2563.005) | 47628.477\*\*\*   (3457.930) |
| Observations | 1,800 | 1,800 | 1,800 | 1,800 |
| R² | 0.018 | 0.019 | 0.022 | 0.023 |
| Significance levels: \* p < 0.05, \*\* p < 0.01, \*\*\* p < 0.001. Format of coefficient cell: Coefficient (Std. Error) | | | | |

Table 3: Predicting Promotions

|  |  |  |
| --- | --- | --- |
|  | Promotion | |
|  | OLS | Probit |
|  | (1) | (2) |
| Years of Tenure | 0.001   (0.001) | 0.003   (0.003) |
| Female | 0.009   (0.021) | 0.027   (0.063) |
| Worker Type=White Collar | 0.125\*\*\*   (0.022) | 0.379\*\*\*   (0.066) |
| Observations | 1,800 | 1,800 |
| R² | 0.019 | - |
| Pseudo R² | - | 0.016 |
| Significance levels: \* p < 0.05, \*\* p < 0.01, \*\*\* p < 0.001. Format of coefficient cell: Coefficient (Std. Error) | | |

Table 4: Predicting Promotions

|  |  |  |
| --- | --- | --- |
|  | Promotion | |
|  | OLS | Probit |
|  | (1) | (2) |
| Years of Tenure | 0.001   (0.001) | 0.003   (0.003) |
| Female | 0.009   (0.021) | 0.027   (0.063) |
| Worker Type=White Collar | 0.125\*\*\*   (0.022) | 0.379\*\*\*   (0.066) |
| Observations | 1,800 | 1,800 |
| R² | 0.019 | - |
| Pseudo R² | - | 0.016 |
| Significance levels: \* p < 0.05, \*\* p < 0.01, \*\*\* p < 0.001. Format of coefficient cell: Coefficient (Std. Error) | | |