

table

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1 Introduction

Table 1: 2018/19 (J)

Model	Gender Pay Gap	Controls	t value	$Pr(> t)$
OLS	-0.0937(0.010396)**	Raw	-9.016	$< 2e - 16$
OLS	0.00242(0.03284)	All	0.074	0.941324
OLS	0.1428(0.095)	Conventional	1.797	0.07247
Partialling out Lasso	-0.1493(0.07678) .	Conventional	-5.829	$5.56e - 09$
Post Double Lasso	-0.15546(0.06763)*	Conventional	-2.299	0.0215
OLS	-0.3667(0.4821)	Conventional + Unconventional	0.317	0.751590
Partialling out Lasso	0.05625(0.01)	Conventional + Unconventional	0.562	0.574
Post Double Lasso	0.01528(0.10733)	Conventional + Unconventional	0.142	0.887

Table 2: 2019/20 (K)

Model	Gender Pay Gap	Controls	t value	$Pr(> t)$
OLS	-0.107386(0.010923)***	Raw	-9.831	$< 2e - 16$
OLS	-0.0343(0.0144)*	All	-3.013	0.0026
OLS	0.1624(0.0968) .	Conventional	1.678	0.093520
Partialling out Lasso	-0.03319(0.04552)	Conventional	-0.729	0.466
Post Double Lasso	-0.02995(0.04444)	Conventional	-0.674	0.5
OLS	0.908(3.07)	Conventional + Unconventional	0.571	0.5682
Partialling out Lasso	-0.01445(0.08952)	Conventional + Unconventional	-0.161	0.872
Post Double Lasso	-0.01571(0.12019)	Conventional + Unconventional	-0.131	0.896

Table 3: 2020/21 (L)

Model	Gender Pay Gap	Controls	t value	$Pr(> t)$
OLS	-0.115963(0.011435)***	Raw	-10.14	$< 2e - 16$
OLS	-0.01857(0.026)	All	-0.714	0.475480
OLS	-0.0315(0.102)	Conventional	-0.310	0.756556
Partialling out Lasso	-0.04522(0.05285)	Conventional	-0.856	0.392
Post Double Lasso	-0.05563(0.05375)	Conventional	-1.035	0.301
OLS	-0.1302(0.222)	Conventional + Unconventional	- 0.188	0.850966
Partialling out Lasso	0.0398(0.083)	Conventional + Unconventional	0.48	0.6
Post Double Lasso	-0.01351(0.106)	Conventional + Unconventional	-0.128	0.898

Table 4: PCA 2018-2021

Year	Coefficient	T Value	AICC	Degrees of Freedom
2018/19 (J)	-0.0844(0.00921)***	-9.436	-4558.687	46
2019/20 (K)	-0.0993(0.00971)***	-10.6	-4061.414	44
2020/21 (L)	-0.103(0.00982)***	-11.1	-3868.125	45

Table 5: Sensitivity Analysis Using Net Monthly Pay

Survey Year	Model	Gender Pay Gap	Controls
2018/19	OLS	-0.21862(0.01814)***	Raw
2018/19	Post Double	-0.4363(0.1373)**	Conventional
2018/19	Post Double	0.2567(0.2280)	+ Unconventional
2019/20	OLS	-0.24499(0.01736)***	Raw
2019/20	Post Double	-0.07099(0.08028)	Conventional
2019/20	Post Double	0.1206(0.1388)	+ Unconventional
2020/21	OLS	-0.23754(0.01716)***	Raw
2020/21	Post Double	-0.14513(0.09835)	Conventional
2020/21	Post Double	0.1642(0.1627)	+ Unconventional