

table

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## 1 Introduction

Table 1: 2018/19 (J)

Model	Gender Pay Gap	Controls	t value	$Pr(>  t )$
OLS	-0.0852(0.0082)**	Raw	-10.45	$< 2e - 16$
OLS	-0.00889(0.00995)	All	-1.04	0.298506
OLS	0.0852(0.05).	Conventional	1.797	0.07247
OLS	0.38(0.0754)	Conventional + Unconventional	0.858	0.390923
Partialling out Lasso	-0.2286(0.0383)***	Conventional	-5.829	$5.56e - 09$
Partialling out Lasso	-0.2388(0.05205)***	Conventional + Unconventional	-4.577	4.73e-06
Post Double Lasso	-0.22869(0.03988)***	Conventional	-5.735	9.78e-09
Post Double Lasso	-0.18737(0.05187)***	Conventional + Unconventional	-3.612	0.000303

Table 2: 2019/20 (K)

Model	Gender Pay Gap	Controls	t value	$Pr(>  t )$
OLS	-0.0992(0.0089)***	Raw	-11.2	$< 2e - 16$
OLS	-0.0317(0.0111)**	All	-3.013	0.0026
OLS	0.0566(0.0053)*	Conventional	2.064	0.039
OLS	-0.00598(0.0811)	Conventional + Unconventional	0.571	0.5682
Partialling out Lasso	-0.3017(0.03945)***	Conventional	-7.649	2.03e-14
Partialling out Lasso	-0.34128(0.05671)***	Conventional + Unconventional	-6.018	1.77e-09
Post Double Lasso	-0.3061(0.0407)***	Conventional	-7.52	5.48e-14
Post Double Lasso	-0.34300(0.05652)***	Conventional + Unconventional	-6.069	1.29e-09

Table 3: 2020/21 (L)

Model	Gender Pay Gap	Controls	t value	$Pr(>  t )$
OLS	-0.077911( 0.00907)***	Raw	-8.589	$< 2e - 16$
OLS	-0.00803(0.019)	All	-0.492	0.622487
OLS	0.134(0.058)*	Conventional	2.608	0.009158
OLS	0.04985(0.0366)	Conventional + Unconventional	0.535	0.592933
Partialling out Lasso	-0.23624(0.03984)***	Conventional	-4.701	$2.84e - 08$
Partialling out Lasso	-0.2479(0.0538)***	Conventional + Unconventional	-4.611	4.01e-06
Post Double Lasso	-0.2368(0.05329)***	Conventional	-4.443	$8.87e - 06$
Post Double Lasso	-0.2506(0.0548)***	Conventional + Unconventional	-4.572	4.83e-06

Table 4: PCA 2018-2021

Year	Coefficient	T Value	AICC	Degrees of Freedom
2018/19 (J)	-0.5784(0.021)***	-27.2	$-4.484413e + 04$	496
2019/20 (K)	-0.8811(0.0068)***	-13.0	$-5.690687e+04$	496
2020/21 (L)	-0.3376(0.0076)***	-44.4	$-4.623441e+04$	496

Table 5: Sensitivity Analysis Using Net Monthly Pay

Survey Year	Model	Gender Pay Gap	Controls
		Net Monthly Pay	
2018/19	OLS	-0.4199(0.0222)***	Raw
2018/19	Post Double	-0.3743(0.01967)***	Conventional No Interaction
2018/19	Post Double	-0.38403 (0.02038)***	Unconventional No Interaction
2019/20	OLS	-0.4164(0.02402)***	Raw
2019/20	Post Double	-0.3737(0.0214)***	Conventional No Interaction
2019/20	Post Double	-0.37951 (0.02038)***	Unconventional No Interaction
2020/21	OLS	-0.39348(0.02359)***	Raw
2020/21	Post Double	-0.33551(0.02106)***	Conventional No Interaction
2020/21	Post Double	-0.36752 (0.02251)***	Unconventional No Interaction