

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	0.045(0.0143)	Conventional + Unconventional	0.317	0.751590
Partialling out Lasso	0.0219(0.0567)	Conventional + Unconventional	-0.386	0.7
Post Double Lasso	0.02452(0.05419)	Conventional + Unconventional	0.452	0.651

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	-0.0367(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	0.06911(0.1433)	Conventional + Unconventional	0.571	0.5682
Partialling out Lasso	-0.05008(0.05483)	Conventional + Unconventional	-0.913	0.361
Post Double Lasso	-0.05144(0.05535)	Conventional + Unconventional	-0.929	0.353

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	-0.02883(0.1534)	Conventional + Unconventional	- 0.188	0.850966
Partialling out Lasso	-0.07621(0.06110)	Conventional + Unconventional	-1.247	0.212
Post Double Lasso	-0.08921(0.06541)	Conventional + Unconventional	-1.364	0.173

Table 4: PCA 2018-2021

Year	Coefficient	T Value	AICC	Degrees of Freedom
2018/19 (J)	-0.087076043(0.009227298)***	-9.436	-4558.687	46
2019/20 (K)	-0.103154773(0.009738453)***	-10.6	-4061.414	44
2020/21 (L)	-0.108348464(0.009807384)***	-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	-0.1555(0.1048)	+ Unconventional
2019/20	OLS	-0.24499(0.01736)***	Raw
2019/20	Post Double	-0.07099(0.08028)	Conventional
2019/20	Post Double	-0.07380(0.09535)	+ Unconventional
2020/21	OLS	-0.23754(0.01716)***	Raw
2020/21	Post Double	-0.14513(0.09835)	Conventional
2020/21	Post Double	-0.1278(0.1124)	+ Unconventional