A longitudinal analysis of gender-ethnic wage gaps in the UK: success stories and continuing challenges
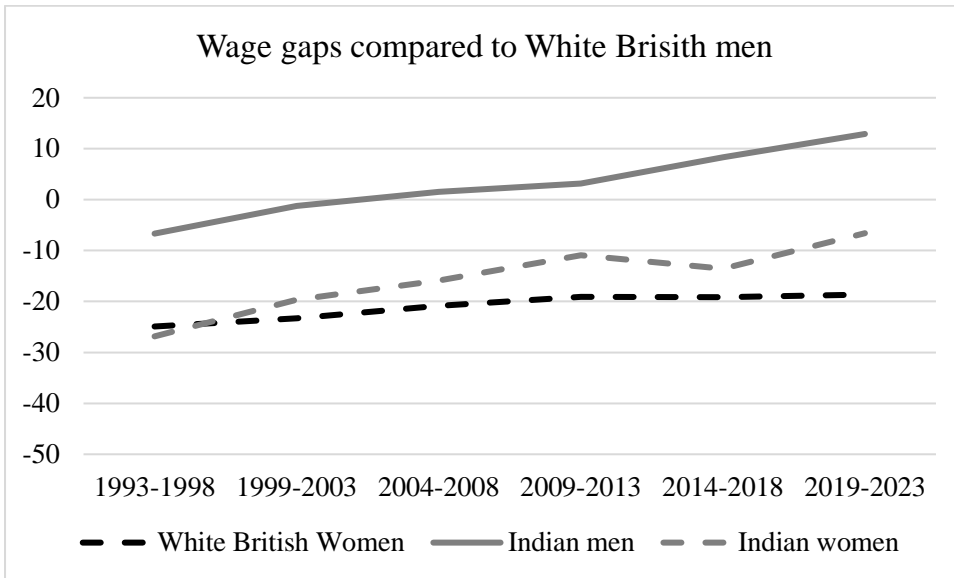
Supplementary Material -- Figures

Figure A1: Trends in wage gaps for white British women and Indian men and women
Note: The full set of regression coefficients can be found in Table A1 in the Supplementary Material.

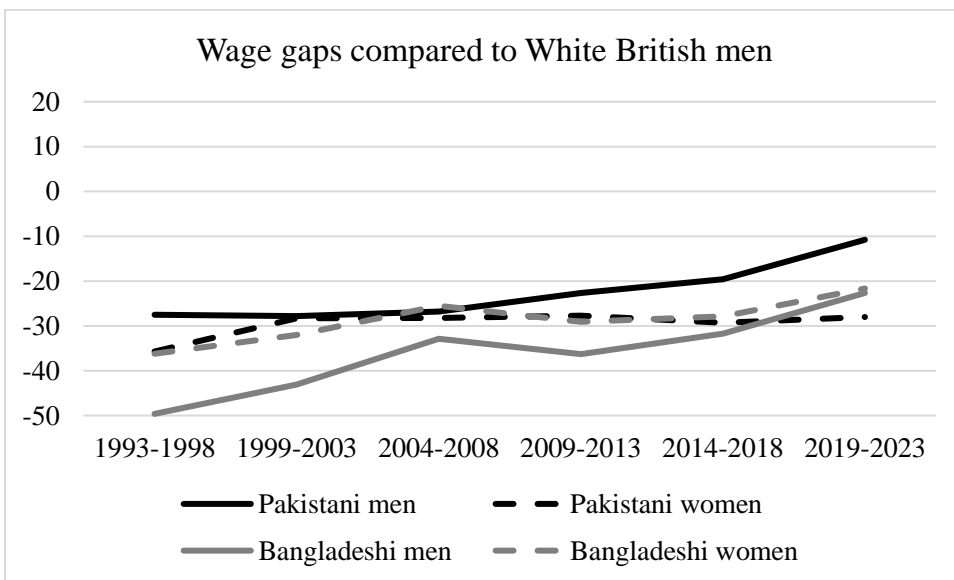Figure A2: Trends in wage gaps for white Pakistani and Bangladeshi men and women
Note: The full set of regression coefficients can be found in Table A1 in the Supplementary Material.

Wage gaps compared to White British men
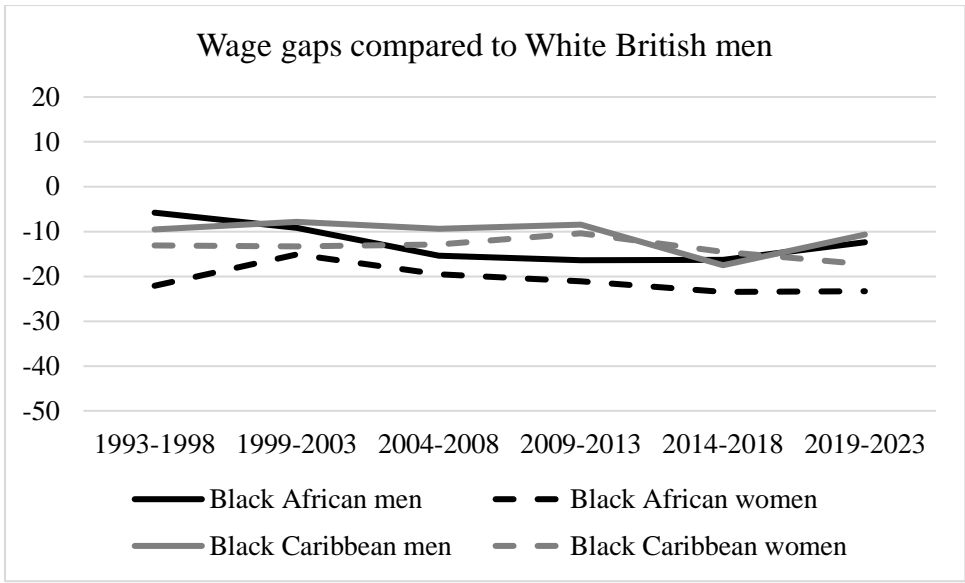
Figure A3: Trends in wage gaps for white Black African and Black Caribbean men and women
Note: The full set of regression coefficients can be found in Table A1 in the Supplementary Material.
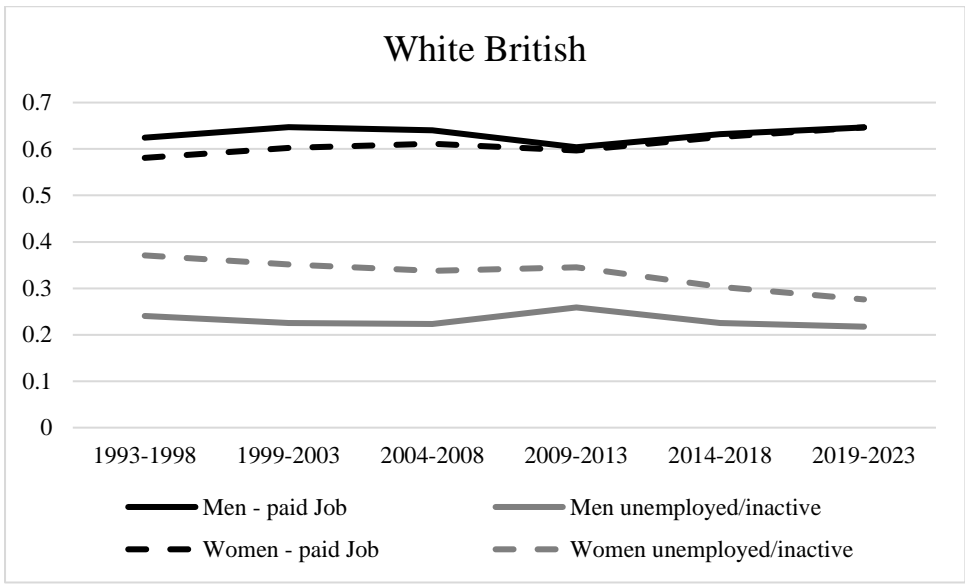
Figure A4: Trends employment (paid jobs) and unemployment/inactivity among white British men and women

Figure A5: Trends employment (paid jobs) and unemployment/inactivity among Indian men and women

Figure A6: Trends employment (paid jobs) and unemployment/inactivity among Pakistani men and women

Figure A7: Trends employment (paid jobs) and unemployment/inactivity among Bangladeshi men and women

Figure A8: Trends employment (paid jobs) and unemployment/inactivity among Black African men and women

Figure A9: Trends employment (paid jobs) and unemployment/inactivity among Black Caribbean men and women
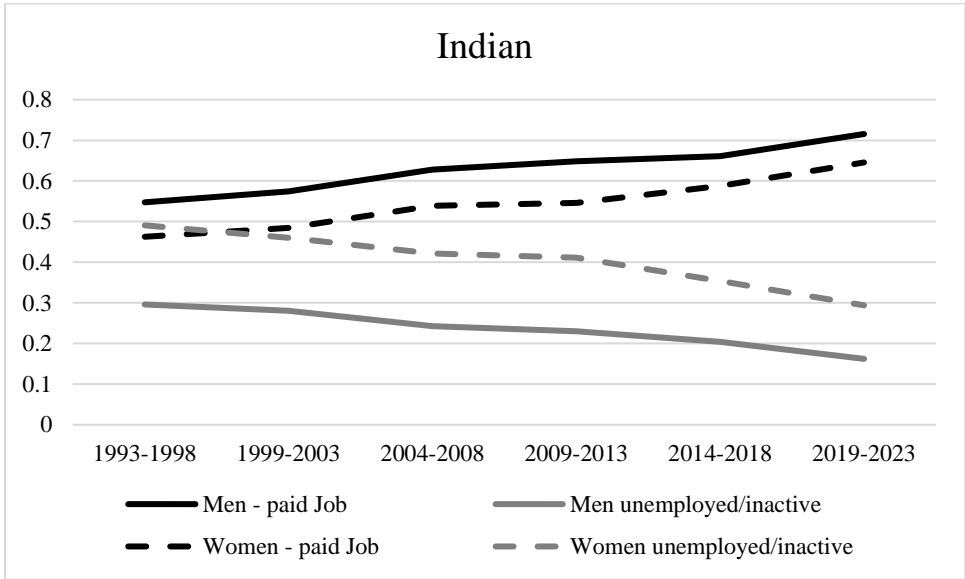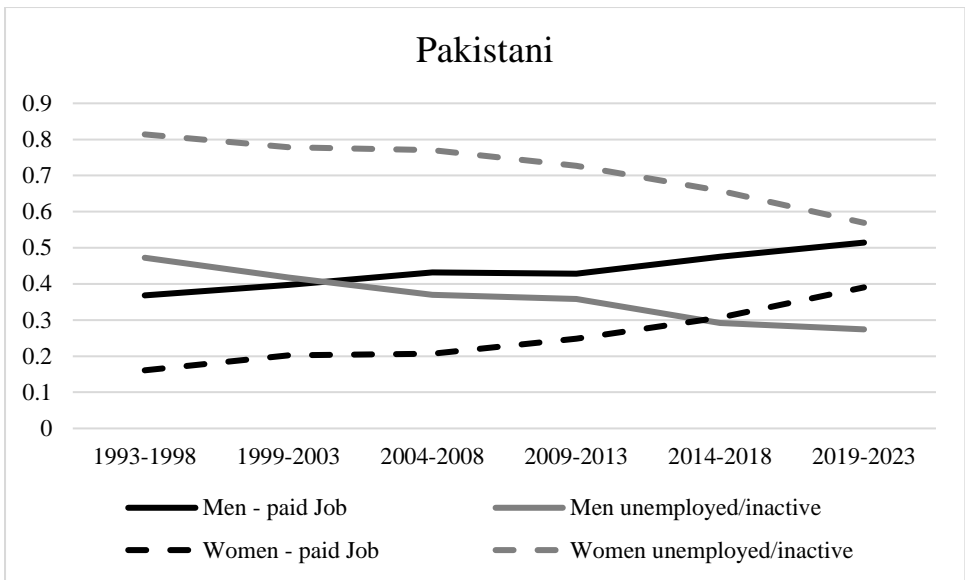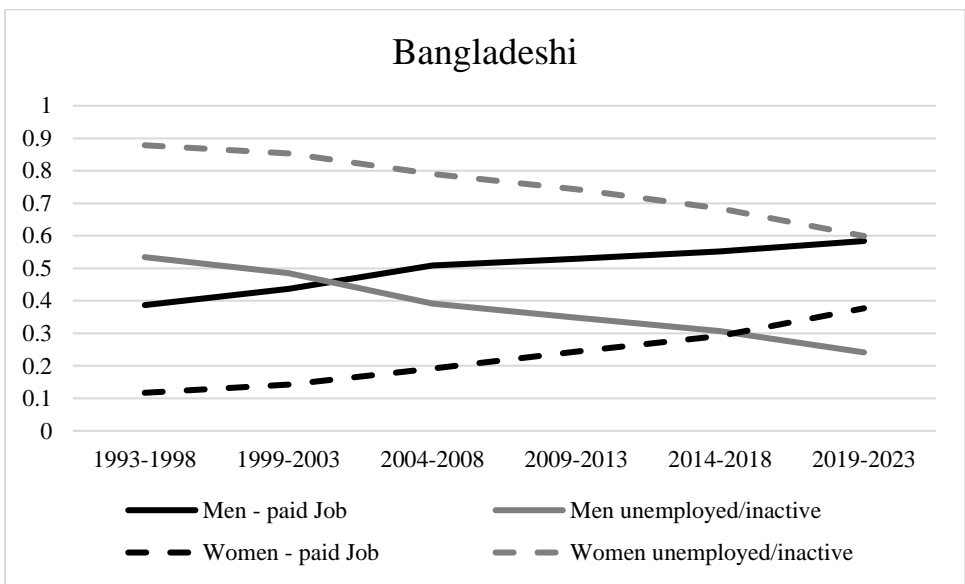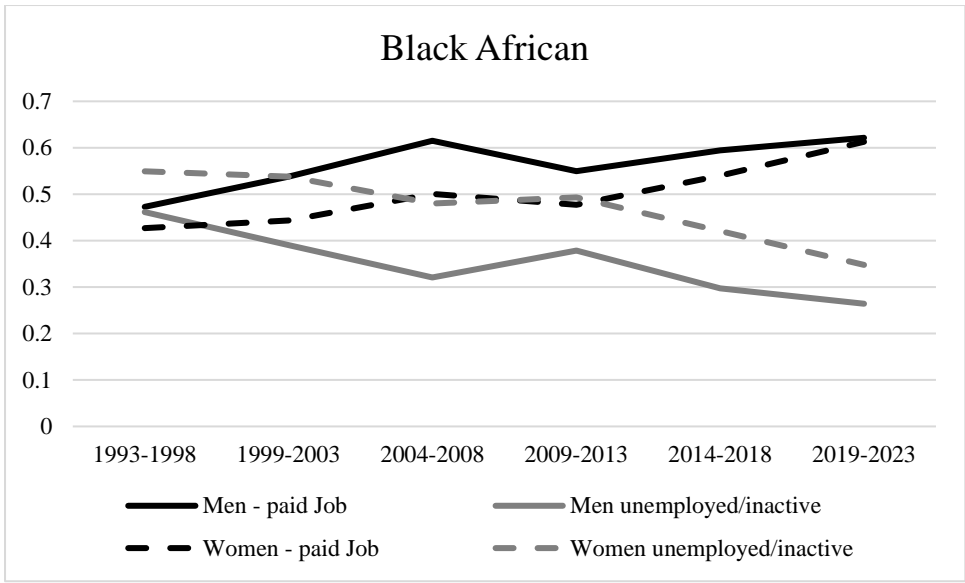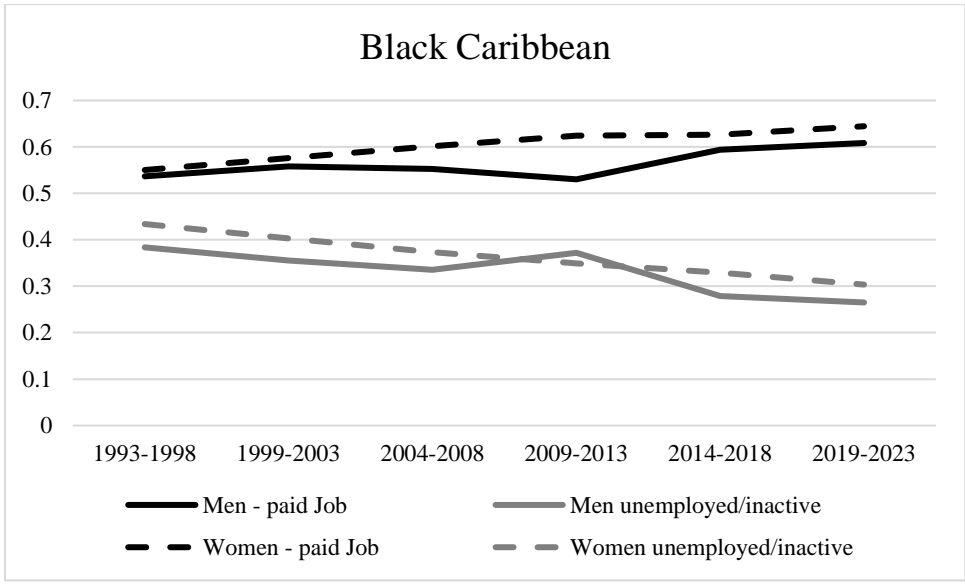
Supplementary Material -- Tables

Table A1: Trends in raw wage gaps

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
White British women	-0.286***	-0.265***	-0.234***	-0.212***	-0.213***	-0.206***
	(0.003)	(0.003)	(0.003)	(0.004)	(0.004)	(0.004)
Indian men	-0.069***	-0.012	0.015	0.031*	0.080***	0.121***
	(0.018)	(0.019)	(0.017)	(0.017)	(0.017)	(0.018)
Indian women	-0.313***	-0.219***	-0.173***	-0.116***	-0.146***	-0.068***
	(0.017)	(0.017)	(0.015)	(0.016)	(0.015)	(0.017)
Pakistani men	-0.322***	-0.326***	-0.312***	-0.257***	-0.218***	-0.114***
	(0.031)	(0.026)	(0.024)	(0.023)	(0.023)	(0.026)
Pakistani women	-0.442***	-0.333***	-0.332***	-0.325***	-0.347***	-0.328***
	(0.041)	(0.033)	(0.030)	(0.027)	(0.028)	(0.027)
Bangladeshi men	-0.686***	-0.563***	-0.398***	-0.451***	-0.381***	-0.257***
	(0.059)	(0.050)	(0.040)	(0.032)	(0.030)	(0.037)
Bangladeshi women	-0.450***	-0.386***	-0.295***	-0.344***	-0.327***	-0.244***
	(0.093)	(0.080)	(0.045)	(0.045)	(0.043)	(0.038)
Black African men	-0.060*	-0.096***	-0.167***	-0.179***	-0.178***	-0.132***
	(0.034)	(0.029)	(0.021)	(0.021)	(0.018)	(0.022)
Black African women	-0.250***	-0.164***	-0.217***	-0.237***	-0.267***	-0.265***
	(0.028)	(0.024)	(0.018)	(0.018)	(0.017)	(0.017)
Black Caribbean men	-0.100***	-0.082***	-0.098***	-0.089***	-0.193***	-0.113***
	(0.022)	(0.024)	(0.026)	(0.032)	(0.029)	(0.033)
Black Caribbean women	-0.140***	-0.143***	-0.138***	-0.110***	-0.157***	-0.190***
	(0.018)	(0.018)	(0.019)	(0.021)	(0.021)	(0.025)
year=1994	0.023***					
	(0.007)					
year=1995	0.052***					
	(0.007)					
year=1996	0.067***					
	(0.008)					
year=1997	0.082***					
	(0.008)					
year=1998	0.132***					
	(0.007)					
quarter=2	0.005	0.010**	0.002	0.008	0.019***	0.018***
	(0.004)	(0.004)	(0.004)	(0.005)	(0.005)	(0.006)
quarter=3	0.008*	0.012***	0.011**	0.004	0.010*	0.032***
	(0.004)	(0.004)	(0.004)	(0.005)	(0.005)	(0.006)
quarter=4	0.023***	0.027***	0.023***	0.019***	0.019***	0.053***
	(0.004)	(0.004)	(0.004)	(0.005)	(0.005)	(0.006)
year=2000		0.057***				
		(0.005)				

	(1)	(2)	(3)	(4)	(5)	(6)
year=2001		0.121***				
		(0.005)				
year=2002		0.157***				
		(0.004)				
year=2003		0.192***				
		(0.005)				
year=2005			0.056***			
			(0.005)			
year=2006			0.092***			
			(0.005)			
year=2007			0.128***			
			(0.005)			
year=2008			0.163***			
			(0.005)			
year=2010				0.018***		
				(0.005)		
year=2011				0.039***		
				(0.005)		
year=2012				0.069***		
				(0.005)		
year=2013				0.082***		
				(0.006)		
year=2015					0.017***	
					(0.006)	
year=2016					0.042***	
					(0.006)	
year=2017					0.077***	
					(0.006)	
year=2018					0.107***	
					(0.006)	
year=2020						0.077***
						(0.006)
year=2021						0.112***
						(0.006)
year=2022						0.154***
						(0.006)
year=2023						0.213***
						(0.007)
_cons	1.874***	2.048***	2.271***	2.448***	2.536***	2.664***
	(0.008)	(0.005)	(0.005)	(0.005)	(0.006)	(0.006)
Observations	170,837	145,607	132,727	108,993	95,376	79,689

Coefficients of OLS estimates; robust standard errors in parenthesis. Statistically significant at * 10%, ** 5%, *** 1%.

Table A2: Trends in raw wage gaps including the imputed sample

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
White British women	-0.281***	-0.262***	-0.229***	-0.201***	-0.197***	-0.191***
	(0.002)	(0.002)	(0.002)	(0.002)	(0.003)	(0.003)
Indian men	-0.104***	-0.004	0.009	-0.009	0.050***	0.070***
	(0.011)	(0.010)	(0.010)	(0.011)	(0.011)	(0.014)
Indian women	-0.352***	-0.262***	-0.206***	-0.132***	-0.179***	-0.114***
	(0.010)	(0.009)	(0.008)	(0.010)	(0.010)	(0.011)
Pakistani men	-0.352***	-0.339***	-0.368***	-0.310***	-0.289***	-0.225***
	(0.014)	(0.011)	(0.011)	(0.011)	(0.011)	(0.013)
Pakistani women	-0.424***	-0.431***	-0.399***	-0.380***	-0.357***	-0.325***
	(0.011)	(0.010)	(0.009)	(0.010)	(0.013)	(0.012)
Bangladeshi men	-0.670***	-0.644***	-0.391***	-0.389***	-0.412***	-0.292***
	(0.024)	(0.021)	(0.017)	(0.017)	(0.014)	(0.020)
Bangladeshi women	-0.382***	-0.385***	-0.263***	-0.434***	-0.285***	-0.282***
	(0.022)	(0.015)	(0.014)	(0.017)	(0.015)	(0.016)
Black African men	-0.100***	-0.062***	-0.196***	-0.221***	-0.191***	-0.146***
	(0.018)	(0.015)	(0.013)	(0.012)	(0.011)	(0.014)
Black African women	-0.275***	-0.219***	-0.267***	-0.279***	-0.295***	-0.253***
	(0.015)	(0.011)	(0.010)	(0.010)	(0.010)	(0.011)
Black Caribbean men	-0.150***	-0.118***	-0.107***	-0.134***	-0.244***	-0.161***
	(0.014)	(0.013)	(0.014)	(0.018)	(0.019)	(0.021)
Black Caribbean women	-0.163***	-0.160***	-0.148***	-0.148***	-0.172***	-0.166***
	(0.011)	(0.011)	(0.012)	(0.013)	(0.014)	(0.015)
year=1994	0.028***					
	(0.005)					
year=1995	0.054***					
	(0.005)					
year=1996	0.081***					
	(0.005)					
year=1997	0.095***					
	(0.005)					
year=1998	0.138***					
	(0.005)					
quarter=2	0.007***	0.009***	0.002	0.006**	0.019***	0.011***
	(0.003)	(0.003)	(0.003)	(0.003)	(0.003)	(0.004)
quarter=3	0.015***	0.015***	0.013***	0.005*	0.014***	0.020***
	(0.003)	(0.003)	(0.003)	(0.003)	(0.003)	(0.004)
quarter=4	0.026***	0.020***	0.028***	0.020***	0.024***	0.047***
	(0.003)	(0.003)	(0.003)	(0.003)	(0.003)	(0.004)

year=2000		0.058***				
		(0.003)				
year=2001		0.118***				
		(0.003)				
year=2002		0.151***				
		(0.003)				
year=2003		0.187***				
		(0.003)				
year=2005			0.060***			
			(0.003)			
year=2006			0.092***			
			(0.003)			
year=2007			0.135***			
			(0.003)			
year=2008			0.161***			
			(0.003)			
year=2010				0.015***		
				(0.003)		
year=2011				0.043***		
				(0.003)		
year=2012				0.076***		
				(0.003)		
year=2013				0.084***		
				(0.003)		
year=2015					0.015***	
					(0.004)	
year=2016					0.043***	
					(0.004)	
year=2017					0.088***	
					(0.004)	
year=2018					0.111***	
					(0.004)	
year=2020						0.078***
						(0.004)
year=2021						0.112***
						(0.004)
year=2022						0.152***
						(0.004)
year=2023						0.203***
						(0.004)
_cons	1.842***	2.025***	2.231***	2.408***	2.498***	2.644***
	(0.005)	(0.003)	(0.003)	(0.003)	(0.004)	(0.004)
Observations	342006	304295	277459	231224	192771	160389

Coefficients of OLS estimates; robust standard errors in parenthesis. Statistically significant at * 10%, ** 5%, *** 1%.

Table A3: Changing characteristics of white British men

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
Observations	81,867	68,317	60,467	48,444	41,878	34,532
University degree or higher	0.26	0.28	0.31	0.35	0.38	0.43
Less than university degree	0.62	0.60	0.59	0.57	0.55	0.51
No qualifications	0.12	0.11	0.10	0.08	0.06	0.06
Age	38	39	41	42	42	43
Job tenure	9	9	9	9	9	9
UK born	1	1	1	1	1	1
London	0.09	0.07	0.06	0.06	0.06	0.06
South East	0.21	0.22	0.21	0.21	0.22	0.23
Rest of the country	0.70	0.71	0.73	0.73	0.71	0.71
Part-time	0.07	0.07	0.08	0.09	0.09	0.09
Public sector	0.22	0.20	0.20	0.21	0.18	0.19
SOC1990 1	0.19	0.09				
2	0.12	0.05				
3	0.09	0.04				
4	0.08	0.04				
5	0.18	0.08				
6	0.07	0.03				
7	0.05	0.02				
8	0.15	0.06				
9	0.08	0.03				
SOC2000 1		0.10	0.20	0.09		
2		0.07	0.14	0.07		
3		0.08	0.14	0.06		
4		0.03	0.05	0.02		
5		0.09	0.15	0.07		
6		0.01	0.03	0.01		
7		0.02	0.04	0.02		
8		0.07	0.13	0.05		
9		0.07	0.12	0.05		
SOC2010 1				0.07	0.14	0.07
2				0.11	0.21	0.10
3				0.09	0.17	0.08
4				0.03	0.05	0.02
5				0.08	0.14	0.05
6				0.02	0.03	0.01
7				0.03	0.05	0.02
8				0.06	0.11	0.04
9				0.06	0.10	0.04
SOC2020 1						0.09
2						0.15
3						0.09
4						0.03
5						0.07
6						0.02

						0.02
7						0.02
8						0.05
9						0.05

Table A4: Changing characteristics of white British women

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
Observations	84,278	72,260	65,895	53,906	46,315	39,127
University degree or higher	0.23	0.27	0.32	0.38	0.42	0.48
Less than university degree	0.58	0.58	0.57	0.54	0.53	0.48
No qualifications	0.18	0.15	0.11	0.08	0.06	0.04
Age	38	39	40	41	42	43
Job tenure	6	7	7	8	8	9
UK born	1	1	1	1	1	1
London	0.09	0.07	0.06	0.06	0.06	0.06
South East	0.20	0.21	0.21	0.20	0.22	0.22
Rest of the country	0.71	0.71	0.74	0.74	0.72	0.72
Part-time	0.45	0.45	0.43	0.43	0.42	0.38
Public sector	0.35	0.36	0.38	0.39	0.36	0.37
SOC1990 1	0.10	0.05				
2	0.09	0.04				
3	0.11	0.05				
4	0.26	0.11				
5	0.02	0.01				
6	0.16	0.07				
7	0.12	0.05				
8	0.04	0.02				
9	0.10	0.04				
SOC2000 1		0.05	0.15	0.05		
2		0.06	0.26	0.06		
3		0.08	0.11	0.07		
4		0.13	0.07	0.09		
5		0.01	0.08	0.01		
6		0.07	0.03	0.07		
7		0.07	0.07	0.05		
8		0.02	0.11	0.01		
9		0.07	0.13	0.05		
SOC2010 1				0.04	0.07	0.04
2				0.12	0.22	0.10
3				0.07	0.13	0.06
4				0.11	0.19	0.08
5				0.01	0.02	0.01
6				0.09	0.16	0.07
7				0.07	0.11	0.04
8				0.01	0.01	0.01
9				0.06	0.09	0.04
SOC2020 1						0.05
2						0.15

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
3						0.08
4						0.10
5						0.01
6						0.07
7						0.05
8						0.01
9						0.04

Table A5: Changing characteristics of Indian men

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
Observations	1,090	1,051	1,392	1,460	1,454	1,270
University degree or higher	0.30	0.35	0.45	0.58	0.62	0.73
Less than university degree	0.54	0.52	0.44	0.35	0.31	0.24
No qualifications	0.16	0.13	0.11	0.07	0.07	0.03
Age	37	38	38	38	40	41
Job tenure	7	7	6	7	7	7
UK born	0.24	0.30	0.27	0.31	0.32	0.36
London	0.41	0.40	0.32	0.32	0.35	0.27
South East	0.12	0.16	0.17	0.06	0.19	0.03
Rest of the country	0.47	0.44	0.52	0.62	0.46	0.70
Part-time	0.09	0.09	0.09	0.12	0.09	0.08
Public sector	0.18	0.18	0.21	0.19	0.17	0.22
SOC1990 1	0.15	0.05				
2	0.15	0.07				
3	0.08	0.03				
4	0.11	0.04				
5	0.14	0.05				
6	0.06	0.02				
7	0.06	0.03				
8	0.20	0.07				
9	0.06	0.02				
SOC2000 1		0.10	0.15	0.07		
2		0.12	0.26	0.11		
3		0.06	0.11	0.04		
4		0.05	0.07	0.02		
5		0.06	0.08	0.03		
6		0.01	0.03	0.02		
7		0.03	0.07	0.03		
8		0.11	0.11	0.04		
9		0.08	0.13	0.05		
SOC2010 1				0.06	0.12	0.05
2				0.19	0.31	0.15
3				0.08	0.13	0.06
4				0.04	0.07	0.02
5				0.04	0.08	0.02
6				0.03	0.04	0.01
7				0.06	0.06	0.01

				2009-2013	2014-2018	2019-2023
8				0.05	0.07	0.03
9				0.05	0.12	0.04
SOC2020 1						0.06
2						0.28
3						0.06
4						0.04
5						0.03
6						0.03
7						0.03
8						0.03
9						0.05

Table A6: Changing characteristics of Indian women

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
Observations	995	1,013	1,283	1,327	1,401	1,230
University degree or higher	0.24	0.32	0.42	0.53	0.62	0.72
Less than university degree	0.56	0.57	0.47	0.40	0.33	0.24
No qualifications	0.20	0.11	0.11	0.07	0.05	0.04
Age	35	36	37	38	40	41
Job tenure	6	5	6	7	7	7
UK born	0.24	0.34	0.35	0.34	0.37	0.40
London	0.45	0.44	0.34	0.33	0.34	0.25
South East	0.14	0.16	0.17	0.18	0.19	0.23
Rest of the country	0.41	0.40	0.49	0.49	0.47	0.52
Part-time	0.34	0.34	0.33	0.34	0.32	0.27
Public sector	0.28	0.30	0.38	0.37	0.32	0.36
SOC1990 1	0.07	0.04				
2	0.09	0.05				
3	0.10	0.04				
4	0.26	0.12				
5	0.11	0.01				
6	0.08	0.03				
7	0.12	0.05				
8	0.12	0.05				
9	0.06	0.02				
SOC2000 1		0.03	0.07	0.04		
2		0.08	0.17	0.07		
3		0.08	0.20	0.08		
4		0.14	0.18	0.07		
5		0.01	0.01	0.00		
6		0.04	0.09	0.04		
7		0.09	0.13	0.05		
8		0.04	0.05	0.02		
9		0.08	0.12	0.04		
SOC2010 1				0.02	0.05	0.03
2				0.18	0.30	0.15
3				0.06	0.12	0.05

4				0.10	0.16	0.05
5				0.01	0.01	0.00
6				0.06	0.13	0.05
7				0.07	0.11	0.02
8				0.02	0.03	0.01
9				0.06	0.10	0.03
SOC2020 1						0.06
2						0.26
3						0.07
4						0.07
5						0.01
6						0.06
7						0.04
8						0.01
9						0.04

Table A7: Changing characteristics of Pakistani men

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
Observations	404	487	612	644	645	517
University degree or higher	0.23	0.26	0.30	0.45	0.52	0.59
Less than university degree	0.53	0.52	0.50	0.42	0.37	0.32
No qualifications	0.24	0.22	0.20	0.13	0.11	0.08
Age	33	33	35	35	37	39
Job tenure	5	5	5	6	6	7
UK born	0.26	0.36	0.32	0.34	0.40	0.40
London	0.24	0.23	0.18	0.17	0.23	0.19
South East	0.13	0.13	0.15	0.14	0.14	0.16
Rest of the country	0.64	0.64	0.67	0.69	0.63	0.65
Part-time	0.18	0.24	0.20	0.22	0.20	0.15
Public sector	0.12	0.12	0.13	0.13	0.16	0.22
SOC1990 1	0.10	0.05				
2	0.11	0.04				
3	0.04	0.02				
4	0.08	0.04				
5	0.13	0.04				
6	0.07	0.03				
7	0.10	0.04				
8	0.29	0.09				
9	0.07	0.03				
SOC2000 1		0.06	0.07	0.05		
2		0.07	0.14	0.06		
3		0.05	0.10	0.03		
4		0.04	0.06	0.03		
5		0.05	0.09	0.04		
6		0.00	0.03	0.01		
7		0.07	0.15	0.05		
8		0.11	0.18	0.05		

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
9		0.14	0.19	0.08		
SOC2010 1				0.04	0.07	0.03
2				0.10	0.20	0.11
3				0.07	0.13	0.04
4				0.05	0.08	0.04
5				0.06	0.08	0.02
6				0.01	0.02	0.01
7				0.08	0.12	0.03
8				0.09	0.12	0.03
9				0.12	0.18	0.08
SOC2020 1						0.08
2						0.19
3						0.07
4						0.06
5						0.03
6						0.01
7						0.03
8						0.05
9						0.07

Table A8: Changing characteristics of Pakistani women

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
Observations	199	275	326	402	495	412
University degree or higher	0.19	0.29	0.34	0.47	0.49	0.54
Less than university degree	0.70	0.61	0.55	0.46	0.43	0.41
No qualifications	0.12	0.10	0.12	0.07	0.07	0.05
Age	29	30	33	34	36	37
Job tenure	3	4	4	5	6	6
UK born	0.48	0.56	0.56	0.55	0.58	0.57
London	0.26	0.21	0.18	0.17	0.21	0.16
South East	0.10	0.13	0.18	0.15	0.14	0.19
Rest of the country	0.64	0.66	0.64	0.68	0.66	0.66
Part-time	0.42	0.46	0.46	0.50	0.47	0.47
Public sector	0.35	0.38	0.38	0.41	0.38	0.38
SOC1990 1	0.07	0.02				
2	0.10	0.06				
3	0.09	0.03				
4	0.21	0.09				
5	0.11	0.01				
6	0.15	0.04				
7	0.21	0.09				
8	0.05	0.04				
9	0.03	0.03				
SOC2000 1		0.03	0.06	0.02		
2		0.08	0.15	0.06		
3		0.07	0.12	0.05		
4		0.12	0.18	0.08		

5			0.02			
6		0.07	0.16	0.09		
7		0.11	0.16	0.06		
8		0.04	0.02	0.01		
9		0.07	0.11	0.05		
SOC2010 1				0.02	0.03	0.01
2				0.12	0.23	0.13
3				0.05	0.10	0.04
4				0.10	0.12	0.05
5				0.00	0.01	
6				0.11	0.22	0.07
7				0.09	0.17	0.05
8				0.01	0.01	0.00
9				0.08	0.11	0.03
SOC2020 1						0.04
2						0.15
3						0.06
4						0.11
5						0.00
6						0.11
7						0.07
8						
9						0.08

Table A9: Changing characteristics of Bangladeshi men

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
Observations	126	184	198	280	308	228
University degree or higher	0.14	0.22	0.28	0.36	0.41	0.49
Less than university degree	0.48	0.46	0.50	0.48	0.45	0.42
No qualifications	0.38	0.32	0.22	0.16	0.14	0.10
Age	32	32	33	34	37	39
Job tenure	3	3	4	4	6	7
UK born	0.13	0.16	0.17	0.24	0.26	0.35
London	0.50	0.53	0.51	0.45	0.46	0.50
South East	0.16	0.09	0.15	0.14	0.16	0.14
Rest of the country	0.34	0.39	0.34	0.40	0.38	0.36
Part-time	0.25	0.28	0.37	0.43	0.37	0.27
Public sector	0.12	0.11	0.08	0.09	0.12	0.20
SOC1990 1	0.13	0.02				
2	0.06	0.05				
3	0.04	0.02				
4	0.08	0.05				
5	0.07	0.04				
6	0.42	0.14				
7	0.09	0.04				
8	0.02	0.01				
9	0.10	0.04				

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
SOC2000 1		0.04	0.09	0.06		
2		0.04	0.07	0.03		
3		0.04	0.10	0.01		
4		0.03	0.05	0.01		
5		0.14	0.25	0.04		
6		0.01	0.02	0.01		
7		0.10	0.13	0.04		
8		0.07	0.07	0.01		
9		0.13	0.23	0.13		
SOC2010 1				0.06	0.06	0.05
2				0.06	0.14	0.06
3				0.05	0.08	0.05
4				0.08	0.06	0.04
5				0.12	0.20	0.05
6				0.01	0.03	0.01
7				0.06	0.12	0.04
8				0.04	0.09	0.04
9				0.18	0.21	0.06
SOC2020 1						0.06
2						0.10
3						0.10
4						0.06
5						0.04
6						0.02
7						0.09
8						0.02
9						0.10

Table A10: Changing characteristics of Bangladeshi women

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
Observations	47	68	105	132	164	172
University degree or higher	0.15	0.25	0.40	0.42	0.42	0.54
Less than university degree	0.66	0.69	0.58	0.54	0.52	0.42
No qualifications	0.19	0.06	0.02	0.05	0.05	0.04
Age	26	27	29	31	33	36
Job tenure	3	4	3	5	6	6
UK born	0.17	0.37	0.50	0.47	0.50	0.55
London	0.55	0.49	0.50	0.45	0.52	0.57
South East	0.06	0.06	0.10	0.12	0.11	0.15
Rest of the country	0.38	0.46	0.40	0.42	0.37	0.28
Part-time	0.43	0.34	0.41	0.59	0.51	0.41
Public sector	0.23	0.37	0.35	0.42	0.42	0.45
SOC1990 1	0.09	0.04				
2	0.11	0.04				
3	0.02	0.06				
4	0.21	0.07				
5	0.06	0.01				

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
6	0.11	0.04				
7	0.21	0.07				
8	0.11					
9	0.09	0.06				
SOC2000 1		0.04	0.07	0.01		
2		0.09	0.14	0.07		
3		0.06	0.13	0.06		
4		0.12	0.20	0.08		
5						
6		0.06	0.11	0.07		
7		0.10	0.25	0.06		
8		0.01		0.01		
9		0.10	0.10	0.03		
SOC2010 1				0.03	0.05	0.01
2				0.10	0.17	0.11
3				0.05	0.10	0.06
4				0.10	0.16	0.06
5					0.01	
6				0.16	0.21	0.08
7				0.10	0.18	0.05
8					0.01	
9				0.08	0.10	0.04
SOC2020 1						0.03
2						0.20
3						0.09
4						0.05
5						0.01
6						0.07
7						0.10
8						
9						0.04

Table A11: Changing characteristics of African men

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
Observations	292	373	637	678	765	657
University degree or higher	0.47	0.44	0.50	0.56	0.58	0.63
Less than university degree	0.50	0.52	0.44	0.38	0.36	0.31
No qualifications	0.03	0.05	0.06	0.06	0.05	0.05
Age	36	35	38	39	40	43
Job tenure	4	3	4	5	5	5
UK born	0.19	0.18	0.14	0.11	0.13	0.14
London	0.75	0.63	0.46	0.42	0.40	0.27
South East	0.08	0.14	0.21	0.19	0.16	0.22
Rest of the country	0.17	0.23	0.33	0.40	0.44	0.51
Part-time	0.19	0.21	0.16	0.18	0.16	0.12
Public sector	0.39	0.27	0.24	0.27	0.23	0.27
SOC1990 1	0.13	0.04				

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
2	0.15	0.06				
3	0.12	0.04				
4	0.12	0.06				
5	0.05	0.01				
6	0.16	0.03				
7	0.04	0.03				
8	0.11	0.03				
9	0.12	0.05				
SOC2000 1		0.05	0.08	0.03		
2		0.11	0.16	0.06		
3		0.09	0.13	0.06		
4		0.05	0.08	0.01		
5		0.03	0.04	0.03		
6		0.05	0.10	0.05		
7		0.06	0.08	0.02		
8		0.05	0.06	0.02		
9		0.17	0.26	0.10		
SOC2010 1				0.03	0.06	0.02
2				0.14	0.21	0.10
3				0.07	0.10	0.03
4				0.02	0.08	0.03
5				0.02	0.06	0.02
6				0.08	0.12	0.05
7				0.04	0.06	0.01
8				0.05	0.07	0.03
9				0.17	0.24	0.09
SOC2020 1						0.04
2						0.20
3						0.07
4						0.03
5						0.03
6						0.09
7						0.03
8						0.06
9						0.08

Table A12: Changing characteristics of Black African women

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
Observations	302	407	672	756	953	841
University degree or higher	0.36	0.43	0.47	0.57	0.55	0.61
Less than university degree	0.57	0.51	0.47	0.36	0.38	0.34
No qualifications	0.07	0.06	0.07	0.07	0.06	0.05
Age	35	36	37	39	40	41
Job tenure	4	4	4	5	5	5
UK born	0.15	0.18	0.11	0.13	0.13	0.14
London	0.84	0.70	0.49	0.49	0.50	0.36
South East	0.04	0.12	0.20	0.19	0.16	0.21

Rest of the country	0.12	0.18	0.31	0.33	0.35	0.43
Part-time	0.34	0.31	0.32	0.37	0.37	0.33
Public sector	0.50	0.43	0.37	0.40	0.37	0.41
SOC1990 1	0.06	0.02				
2	0.08	0.03				
3	0.15	0.09				
4	0.19	0.06				
5	0.02	0.00				
6	0.21	0.09				
7	0.08	0.03				
8	0.02	0.01				
9	0.21	0.04				
SOC2000 1		0.05	0.04	0.02		
2		0.06	0.09	0.04		
3		0.14	0.26	0.08		
4		0.09	0.10	0.05		
5		0.00	0.02	0.00		
6		0.12	0.25	0.11		
7		0.07	0.10	0.03		
8		0.02	0.02	0.00		
9		0.08	0.13	0.04		
SOC2010 1				0.02	0.04	0.01
2				0.18	0.26	0.12
3				0.06	0.08	0.04
4				0.05	0.08	0.03
5				0.00	0.01	0.01
6				0.18	0.29	0.12
7				0.05	0.08	0.03
8				0.01	0.01	0.00
9				0.09	0.14	0.05
SOC2020 1						0.02
2						0.20
3						0.05
4						0.05
5						0.01
6						0.16
7						0.03
8						0.01
9						0.07

Table A13: Changing characteristics of Black Caribbean men

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
Observations	527	485	452	358	393	257
University degree or higher	0.19	0.19	0.22	0.30	0.34	0.40
Less than university degree	0.63	0.65	0.65	0.60	0.61	0.50
No qualifications	0.18	0.16	0.14	0.10	0.05	0.10
Age	38	39	40	41	43	45

	8	7	7	8	8	8
Job tenure	8	7	7	8	8	8
UK born	0.52	0.56	0.68	0.63	0.65	0.74
London	0.51	0.49	0.40	0.42	0.45	0.30
South East	0.14	0.17	0.16	0.14	0.14	0.24
Rest of the country	0.35	0.34	0.43	0.44	0.41	0.46
Part-time	0.09	0.07	0.12	0.11	0.12	0.09
Public sector	0.28	0.21	0.23	0.23	0.21	0.19
SOC1990 1	0.12	0.06				
2	0.07	0.02				
3	0.08	0.05				
4	0.09	0.04				
5	0.17	0.08				
6	0.11	0.03				
7	0.03	0.01				
8	0.20	0.06				
9	0.13	0.04				
SOC2000 1		0.09	0.12	0.04		
2		0.06	0.11	0.08		
3		0.08	0.14	0.05		
4		0.03	0.07	0.03		
5		0.12	0.15	0.06		
6		0.03	0.03	0.02		
7		0.02	0.08	0.03		
8		0.08	0.14	0.06		
9		0.10	0.15	0.07		
SOC2010 1				0.04	0.08	0.04
2				0.10	0.14	0.09
3				0.10	0.18	0.07
4				0.04	0.04	0.01
5				0.10	0.13	0.05
6				0.03	0.06	0.01
7				0.04	0.08	0.02
8				0.06	0.13	0.06
9				0.06	0.16	0.06
SOC2020 1						0.06
2						0.13
3						0.09
4						0.05
5						0.06
6						0.04
7						0.03
8						0.09
9						0.05

Table A14: Changing characteristics of Black Caribbean women

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
Observations	710	687	688	606	605	446

University degree or higher	0.28	0.29	0.38	0.42	0.47	0.54
Less than university degree	0.57	0.60	0.54	0.52	0.47	0.42
No qualifications	0.15	0.11	0.08	0.06	0.06	0.04
Age	38	38	40	43	43	45
Job tenure	7	7	7	9	8	8
UK born	0.50	0.59	0.65	0.64	0.63	0.72
London	0.56	0.54	0.48	0.51	0.50	0.42
South East	0.08	0.11	0.14	0.12	0.14	0.18
Rest of the country	0.36	0.35	0.38	0.36	0.36	0.40
Part-time	0.32	0.29	0.29	0.31	0.33	0.28
Public sector	0.52	0.45	0.47	0.46	0.43	0.47
SOC1990 1	0.08	0.03				
2	0.08	0.03				
3	0.19	0.07				
4	0.25	0.12				
5	0.02	0.00				
6	0.19	0.08				
7	0.05	0.03				
8	0.04	0.01				
9	0.10	0.03				
SOC2000 1		0.04	0.10	0.04		
2		0.05	0.11	0.06		
3		0.09	0.18	0.08		
4		0.17	0.24	0.08		
5		0.00	0.02	0.01		
6		0.10	0.17	0.08		
7		0.06	0.08	0.05		
8		0.01	0.01	0.01		
9		0.07	0.09	0.03		
SOC2010 1				0.03	0.04	0.02
2				0.12	0.24	0.12
3				0.08	0.11	0.06
4				0.09	0.21	0.08
5				0.01	0.01	0.01
6				0.10	0.20	0.09
7				0.06	0.09	0.04
8				0.01	0.00	
9				0.06	0.09	0.04
SOC2020 1						0.03
2						0.14
3						0.11
4						0.08
5						0.00
6						0.10
7						0.04
8						0.00
9						0.02

Table A15: Trends in adjusted wage gaps

	1993-1998	1999-2003	2004-2008	2009-2013	2014-2018	2019-2023
White British women	-0.191***	-0.169***	-0.153***	-0.143***	-0.146***	-0.149***
	(0.003)	(0.003)	(0.003)	(0.003)	(0.003)	(0.004)
Indian men	-0.056***	-0.044***	-0.011	-0.050***	0.013	0.008
	(0.018)	(0.016)	(0.015)	(0.015)	(0.015)	(0.016)
Indian women	-0.218***	-0.170***	-0.126***	-0.140***	-0.149***	-0.134***
	(0.017)	(0.014)	(0.013)	(0.014)	(0.014)	(0.016)
Pakistani men	-0.113***	-0.130***	-0.111***	-0.130***	-0.108***	-0.092***
	(0.025)	(0.021)	(0.020)	(0.019)	(0.019)	(0.022)
Pakistani women	-0.186***	-0.128***	-0.151***	-0.166***	-0.189***	-0.200***
	(0.035)	(0.025)	(0.024)	(0.021)	(0.023)	(0.024)
Bangladeshi men	-0.418***	-0.345***	-0.212***	-0.285***	-0.237***	-0.217***
	(0.048)	(0.044)	(0.033)	(0.028)	(0.026)	(0.031)
Bangladeshi women	-0.146**	-0.204***	-0.146***	-0.188***	-0.167***	-0.227***
	(0.058)	(0.061)	(0.035)	(0.034)	(0.034)	(0.033)
Black African men	-0.138***	-0.099***	-0.113***	-0.157***	-0.094***	-0.092***
	(0.028)	(0.025)	(0.020)	(0.019)	(0.018)	(0.022)
Black African women	-0.244***	-0.174***	-0.142***	-0.232***	-0.177***	-0.184***
	(0.026)	(0.021)	(0.019)	(0.018)	(0.017)	(0.018)
Black Caribbean men	-0.055***	-0.076***	-0.072***	-0.092***	-0.158***	-0.098***
	(0.019)	(0.021)	(0.020)	(0.026)	(0.026)	(0.027)
Black Caribbean women	-0.170***	-0.150***	-0.172***	-0.167***	-0.151***	-0.204***
	(0.016)	(0.015)	(0.015)	(0.016)	(0.017)	(0.021)
Less than degree	-0.249***	-0.227***	-0.214***	-0.209***	-0.200***	-0.189***
	(0.004)	(0.003)	(0.003)	(0.004)	(0.004)	(0.004)
No qualifications	-0.393***	-0.346***	-0.325***	-0.315***	-0.307***	-0.287***
	(0.005)	(0.004)	(0.005)	(0.006)	(0.007)	(0.008)
Age	0.059***	0.053***	0.048***	0.047***	0.051***	0.050***
	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)
Age square	-0.001***	-0.001***	-0.001***	-0.001***	-0.001***	-0.001***
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)
Job Tenure	0.021***	0.017***	0.014***	0.015***	0.012***	0.008***
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.001)
Job Tenure square	-0.000***	-0.000***	-0.000***	-0.000***	-0.000***	-0.000***
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)
UK Born	0.094***	0.074***	0.079***	0.031***	0.094***	0.061***
	(0.014)	(0.012)	(0.012)	(0.012)	(0.012)	(0.013)
London	0.249***	0.248***	0.225***	0.219***	0.213***	0.217***
	(0.004)	(0.004)	(0.005)	(0.006)	(0.006)	(0.007)
South East	0.128***	0.130***	0.116***	0.105***	0.108***	0.100***
	(0.003)	(0.003)	(0.003)	(0.003)	(0.004)	(0.004)
Part-time	-0.094***	-0.093***	-0.073***	-0.073***	-0.073***	-0.066***
	(0.003)	(0.003)	(0.003)	(0.003)	(0.004)	(0.004)
Public sector	0.060***	0.003	0.008***	0.005*	-0.046***	-0.068***
	(0.003)	(0.003)	(0.003)	(0.003)	(0.003)	(0.004)
Managers and administrator	0.490***	0.388***				
	(0.005)	(0.007)				
Professional occupations	0.524***	0.405***				
	(0.006)	(0.008)				
Associate prof & tech occupations	0.388***	0.259***				
	(0.006)	(0.007)				
Clerical & secretarial occupations	0.223***	0.051***				

	(0.004)	(0.006)				
Craft and related occupations	0.156***	-0.016**				
	(0.005)	(0.007)				
Personal & protective occupations	0.070***	-0.097***				
	(0.005)	(0.006)				
Sales occupations	0.123***	-0.059***				
	(0.005)	(0.007)				
Plant and machine operatives	0.114***	-0.076***				
	(0.005)	(0.007)				
Other occupations		-0.182***				
		(0.007)				
year=1994	0.025***					
	(0.006)					
year=1995	0.050***					
	(0.006)					
year=1996	0.069***					
	(0.006)					
year=1997	0.089***					
	(0.006)					
year=1998	0.132***					
	(0.006)					
quarter=2	0.009***	0.014***	0.007**	0.010***	0.013***	0.014***
	(0.003)	(0.003)	(0.003)	(0.004)	(0.004)	(0.004)
quarter=3	0.015***	0.022***	0.018***	0.012***	0.013***	0.026***
	(0.003)	(0.003)	(0.003)	(0.004)	(0.004)	(0.004)
quarter=4	0.031***	0.035***	0.029***	0.022***	0.025***	0.041***
	(0.003)	(0.003)	(0.003)	(0.004)	(0.004)	(0.005)
Managers and senior officials		0.581***	0.597***	0.551***		
		(0.006)	(0.005)	(0.009)		
Professional occupations		0.598***	0.610***	0.575***		
		(0.006)	(0.005)	(0.008)		
Associate professional and technical occupations		0.418***	0.429***	0.390***		
		(0.005)	(0.005)	(0.008)		
Administrative and secretarial occupations		0.238***	0.236***	0.189***		
		(0.005)	(0.004)	(0.007)		
Skilled trades occupations		0.168***	0.186***	0.147***		
		(0.006)	(0.005)	(0.009)		
Personal service occupations		0.046***	0.056***	0.023***		
		(0.006)	(0.005)	(0.008)		
Sales and customer service occupations		0.063***	0.057***	0.012		
		(0.006)	(0.005)	(0.008)		
Process, plant and machine operatives		0.091***	0.119***	0.062***		
		(0.006)	(0.005)	(0.009)		
sc2kmmj==9 elementary occupations=1				-0.043***		
				(0.007)		
year=2000		0.047***				
		(0.003)				
year=2001		-0.062***				
		(0.004)				
year=2002		-0.027***				
		(0.003)				
year=2005			0.053***			

			(0.003)			
year=2006			0.078***			
			(0.003)			
year=2007			0.113***			
			(0.004)			
year=2008			0.140***			
			(0.004)			
Managers, Directors and Senior Officials				0.593***	0.580***	0.397***
				(0.010)	(0.008)	(0.013)
Professional Occupations				0.605***	0.595***	0.403***
				(0.007)	(0.006)	(0.010)
Associate Professional and Technical Occupations				0.461***	0.449***	0.253***
				(0.007)	(0.006)	(0.010)
Administrative and Secretarial Occupations				0.256***	0.247***	0.065***
				(0.006)	(0.006)	(0.010)
Skilled Trades Occupations				0.184***	0.186***	-0.010
				(0.007)	(0.006)	(0.012)
Caring, Leisure and Other Service Occupations				0.051***	0.046***	-0.150***
				(0.007)	(0.006)	(0.010)
Sales and Customer Service Occupations				0.085***	0.080***	-0.083***
				(0.007)	(0.006)	(0.011)
Process, Plant and Machine Operatives				0.120***	0.120***	-0.073***
				(0.008)	(0.007)	(0.012)
Elementary Occupations						-0.180***
						(0.010)
year=2010				0.011***		
				(0.004)		
year=2011				-0.021***		
				(0.004)		
year=2012				-0.007		
				(0.004)		
year=2015					0.015***	
					(0.004)	
year=2016					0.038***	
					(0.004)	
year=2017					0.067***	
					(0.004)	
year=2018					0.093***	
					(0.004)	
Managers, Directors And Senior Officials						0.580***
						(0.011)
Professional Occupations						0.554***
						(0.008)
Associate Professional occupations						0.386***
						(0.009)
Administrative And Secretarial Occupations						0.236***
						(0.009)
Skilled Trades Occupations						0.176***
						(0.010)

Caring, Leisure And Other Service Occupations						0.020**
						(0.009)
Sales And Customer Service Occupations						0.061***
						(0.010)
Process, Plant And Machine Operatives						0.110***
						(0.011)
year=2020						0.036***
						(0.005)
year=2021						-0.100***
						(0.005)
year=2022						-0.050***
						(0.006)
_cons	0.391***	0.841***	0.936***	1.160***	1.049***	1.424***
	(0.020)	(0.018)	(0.018)	(0.020)	(0.021)	(0.024)
Observations	170,837	145,607	132,727	108,993	95376	79689

Coefficients of OLS estimates; robust standard errors in parenthesis. Other explanatory variables: dummies for year and quarter. Statistically significant at * 10%, ** 5%, *** 1%.

Reference groups. Education: Degree or higher; Place of residence: Rest of the UK; Occupation: Other occupations (SOC90) for 1993-1998, Elementary occupations (SOC2000) for 1999-2003 and for 2004-2008; Elementary occupations (SOC2010) for 2009-2013 and for 2014-2018; Elementary occupations (SOC2020) for 2019-2023.

Table A16: Oaxaca decompositions for white British women

1993-1998

```
Blinder-Oaxaca decomposition                          Number of obs = 166,145

            1: WBW = 0
            2: WBW = 1


------------------------------------------------------------------------------
             |                 Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
Prediction_1 |   1.952304    .0021464   909.58   0.000     1.948097    1.956511
Prediction_2 |   1.665701    .0019467   855.64   0.000     1.661885    1.669516
  Difference |    .2866033   .0028977    98.91   0.000      .2809239   .2922827
-------------+----------------------------------------------------------------
Explained    |
Qualification |   .0160094    .0006807    23.52   0.000      .0146752   .0173436
         Age | -.0022993     .0005946    -3.87   0.000     -.0034647  -.0011339
   JobTenure |   .0247899    .0006304    39.32   0.000      .0235543   .0260255
   Migration |          0    (omitted)
    Location |   .0003237    .0004021     0.80   0.421     -.0004644   .0011118
    PartTime |   .0363556    .0012462    29.17   0.000      .0339131   .0387982
      Public | -.0078052     .000379    -20.60   0.000     -.0085479  -.0070624
  Occupation |   .0280749    .0013612    20.62   0.000      .0254069   .0307428
        Time |   .0001167    .0001957     0.60   0.551     -.0002668   .0005003
       Total |   .0955658    .0024162    39.55   0.000      .0908302   .1003014
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |   .0137406    .0014636     9.39   0.000      .0108721   .0166092
         Age |   .7941804    .0259179    30.64   0.000      .7433822   .8449787
   JobTenure | -.0009273     .0034181    -0.27   0.786     -.0076266   .0057719
   Migration |          0    (omitted)
    Location |   .0039975    .0022159     1.80   0.071     -.0003456   .0083407
    PartTime |   .0031773    .003593      0.88   0.377     -.0038647   .0102194
      Public |   .0149748    .0012204    12.27   0.000      .0125829   .0173668
  Occupation | -.0141712     .0008489   -16.69   0.000     -.015835   -.0125073
        Time | -.0015108     .0014285    -1.06   0.290     -.0043107   .001289
       _cons | -.6224239     .025054    -24.84   0.000     -.6715288  -.573319
       Total |   .1910375    .0026929    70.94   0.000      .1857596   .1963154
------------------------------------------------------------------------------
```

1999-2003

```
Blinder-Oaxaca decomposition                          Number of obs = 140,577

            1: WBW = 0
            2: WBW = 1


------------------------------------------------------------------------------
             |                 Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
Prediction_1 |   2.161492    .002261    955.99   0.000      2.15706    2.165923
Prediction_2 |   1.896971    .0020116   943.03   0.000      1.893028   1.900913
  Difference |    .2645211   .0030263    87.41   0.000      .2585896   .2704525
-------------+----------------------------------------------------------------
Explained    |
Qualification |   .0063761    .0006431     9.91   0.000      .0051157   .0076365
         Age | -.0031645     .0005915    -5.35   0.000     -.0043239  -.0020051
   JobTenure |   .0146354    .0005404    27.08   0.000      .0135762   .0156945
   Migration |          0    (omitted)
    Location |   .001037     .0004251     2.44   0.015      .0002038   .0018702
    PartTime |   .0353306    .0011853    29.81   0.000      .0330075   .0376538
```

27

```
           Public |  -.0003462   .0004231   -0.82   0.413   -.0011754    .000483
       Occupation |   .0398545   .0022248   17.91   0.000    .035494    .0442151
             Time |   .0022196   .0011999    1.85   0.064   -.0001321   .0045713
            Total |   .0959426   .0025872   37.08   0.000    .0908718   .1010133
------------------+---------------------------------------------------------------
Unexplained       |
    Qualification |   .0096051   .0014997    6.40   0.000    .0066656   .0125445
              Age |   .6582509   .0252449   26.07   0.000    .6087717     .70773
        JobTenure |  -.0115742   .0033096   -3.50   0.000   -.0180608  -.0050876
        Migration |          0  (omitted)
         Location |   .0001318   .0025629    0.05   0.959   -.0048913   .0051549
         PartTime |   .0130621   .0033018    3.96   0.000    .0065907   .0195335
           Public |   .0138356   .0012877   10.74   0.000    .0113116   .0163595
       Occupation |  -.0113902   .0017806   -6.40   0.000   -.0148802  -.0079003
             Time |   .0014322   .0014039    1.02   0.308   -.0013194   .0041838
            _cons |  -.5047748   .0243472  -20.73   0.000   -.5524945   -.457055
            Total |   .1685785   .0026718   63.09   0.000    .1633418   .1738152
------------------------------------------------------------------------------
```

2004-2008

```
Blinder-Oaxaca decomposition                     Number of obs = 126,362

         1: WBW = 0
         2: WBW = 1


------------------------------------------------------------------------------
             |              Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
Prediction_1 |   2.367365   .0024025   985.37   0.000    2.362656   2.372073
Prediction_2 |   2.133664   .0020856  1023.07   0.000    2.129576   2.137751
  Difference |   .2337009   .0031814    73.46   0.000    .2274654   .2399364
-------------+----------------------------------------------------------------
Explained    |
Qualification |  -.0010357   .0006436   -1.61   0.108   -.0022972   .0002257
         Age |  -.0033648    .000586   -5.74   0.000   -.0045134  -.0022162
   JobTenure |   .0093321   .0004831   19.32   0.000    .0083853   .0102789
   Migration |          0  (omitted)
    Location |   .0015348   .0003918    3.92   0.000    .0007668   .0023028
    PartTime |   .0259468   .0011052   23.48   0.000    .0237805    .028113
      Public |  -.0010954   .0004879   -2.24   0.025   -.0020518  -.0001391
  Occupation |   .0509901   .0017685   28.83   0.000    .0475238   .0544563
        Time |  -.0001227   .0002816   -0.44   0.663   -.0006747   .0004292
       Total |    .082185   .0026863   30.59   0.000    .0769199   .0874501
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |   .0119399   .0017878    6.68   0.000    .0084359   .0154438
         Age |   .6218169   .0263026   23.64   0.000    .5702648    .673369
   JobTenure |  -.0175416   .0036533   -4.80   0.000   -.0247019  -.0103812
   Migration |          0  (omitted)
    Location |  -.0014424   .0032358   -0.45   0.656   -.0077844   .0048995
    PartTime |   .0065119   .0032392    2.01   0.044    .0001632   .0128607
      Public |   .0108252   .0012542    8.63   0.000    .0083671   .0132834
  Occupation |  -.0158899   .0016065   -9.89   0.000   -.0190385  -.0127412
        Time |  -7.11e-06   .0000621   -0.11   0.909   -.0001288   .0001145
       _cons |  -.4646971   .0255626  -18.18   0.000   -.5147989  -.4145953
       Total |   .1515159   .0028485   53.19   0.000    .1459329   .1570988
------------------------------------------------------------------------------
```

2009-2013

```
Blinder-Oaxaca decomposition                     Number of obs = 102,350

         1: WBW = 0
```

28

```
          2: WBW = 1

-------------------------------------------------------------------------------
              |             Robust
   LnHourpay  | Coefficient  std. err.       z     P>|z|    [95% conf. interval]
--------------+----------------------------------------------------------------
Differential  |
 Prediction_1 |   2.493747   .0027436    908.93   0.000     2.48837    2.499124
 Prediction_2 |   2.281799   .0023575    967.90   0.000     2.277179    2.28642
   Difference |   .2119477   .0036173     58.59   0.000     .2048579   .2190375
--------------+----------------------------------------------------------------
Explained     |
Qualification |  -.0059496   .0007079     -8.40   0.000    -.0073371   -.0045622
          Age |  -.0016447   .0006718     -2.45   0.014    -.0029614    -.000328
    JobTenure |    .007512   .0005453     13.78   0.000     .0064433   .0085808
    Migration |          0  (omitted)
     Location |   .0019437   .0004175      4.66   0.000     .0011254   .0027621
     PartTime |   .0242316   .0011931     20.31   0.000     .0218931   .0265701
       Public |  -.0002848   .0005885     -0.48   0.628    -.0014381   .0008686
   Occupation |   .0436904   .0019683     22.20   0.000     .0398326   .0475482
         Time |   .0002351   .0002601      0.90   0.366    -.0002746   .0007448
        Total |   .0697338   .0029594     23.56   0.000     .0639335   .0755341
--------------+----------------------------------------------------------------
Unexplained   |
Qualification |   .0142342   .0024935      5.71   0.000      .009347   .0191215
          Age |    .526793   .0313765     16.79   0.000     .4652961   .5882898
    JobTenure |  -.0274685    .004599     -5.97   0.000    -.0364823   -.0184548
    Migration |          0  (omitted)
     Location |  -.0010082   .0037286     -0.27   0.787    -.0083161   .0062996
     PartTime |     .01027    .003261      3.15   0.002     .0038785   .0166615
       Public |   .0107893   .0014209      7.59   0.000     .0080043   .0135743
   Occupation |  -.0158433   .0018868     -8.40   0.000    -.0195415   -.0121452
         Time |  -.0023899   .0014008     -1.71   0.088    -.0051354   .0003555
        _cons |  -.3731625   .0303731    -12.29   0.000    -.4326926   -.3136324
        Total |   .1422139   .0032273     44.07   0.000     .1358886   .1485392
-------------------------------------------------------------------------------
```

2014-2018
```
Blinder-Oaxaca decomposition                          Number of obs = 88,193

          1: WBW = 0
          2: WBW = 1

-------------------------------------------------------------------------------
              |             Robust
   LnHourpay  | Coefficient  std. err.       z     P>|z|    [95% conf. interval]
--------------+----------------------------------------------------------------
Differential  |
 Prediction_1 |   2.596006   .0029459    881.22   0.000     2.590232   2.601779
 Prediction_2 |   2.383417   .0025417    937.73   0.000     2.378435   2.388398
   Difference |   .2125889   .0038908     54.64   0.000      .204963   .2202147
--------------+----------------------------------------------------------------
Explained     |
Qualification |  -.0082472   .0007398    -11.15   0.000    -.0096972   -.0067972
          Age |  -.0015527   .0007864     -1.97   0.048    -.0030941   -.0000114
    JobTenure |   .0040448   .0005144      7.86   0.000     .0030367    .005053
    Migration |          0  (omitted)
     Location |    .001593   .0004586      3.47   0.001     .0006941   .0024919
     PartTime |   .0234311   .0012494     18.75   0.000     .0209823   .0258799
       Public |   .0088994    .000633     14.06   0.000     .0076587   .0101401
   Occupation |   .0404448   .0020469     19.76   0.000      .036433   .0444567
         Time |   -.000288   .0002384     -1.21   0.227    -.0007552   .0001791
        Total |   .0683253   .0031066     21.99   0.000     .0622364   .0744141
--------------+----------------------------------------------------------------
Unexplained   |
```
29

```
Qualification |    .0174017    .0033809      5.15    0.000     .0107753     .0240281
          Age |    .4497962    .0351255     12.81    0.000     .3809515      .518641
     JobTenure |   -.0197828      .00486     -4.07    0.000    -.0293082    -.0102574
     Migration |           0   (omitted)
      Location |   -.0018941    .0038713     -0.49    0.625    -.0094818     .0056935
      PartTime |    .0196899    .0034168      5.76    0.000     .0129931     .0263866
        Public |    .0073192    .0017498      4.18    0.000     .0038898     .0107487
    Occupation |   -.0133516      .00228     -5.86    0.000    -.0178203    -.0088829
          Time |   -.0000536    .0000967     -0.55    0.579    -.0002431     .0001358
         _cons |   -.3148613    .0341209     -9.23    0.000     -.381737    -.2479856
         Total |    .1442636    .0034931     41.30    0.000     .1374173     .1511099
------------------------------------------------------------------------------
```

2019-2023

```
Blinder-Oaxaca decomposition                          Number of obs = 73,659

            1: WBW = 0
            2: WBW = 1


------------------------------------------------------------------------------
             |              Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
 Prediction_1 |    2.789968      .00324    861.11    0.000     2.783618     2.796318
 Prediction_2 |    2.583078     .002738    943.41    0.000     2.577711     2.588444
  Difference |    .2068904    .0042419     48.77    0.000     .1985764     .2152045
-------------+----------------------------------------------------------------
Explained    |
Qualification |   -.0099429    .0007751    -12.83    0.000     -.011462    -.0084238
          Age |    -.000184    .0008151     -0.23    0.821    -.0017815     .0014136
     JobTenure |    .0027871    .0004049      6.88    0.000     .0019936     .0035806
     Migration |           0   (omitted)
      Location |    .0015543    .0004873      3.19    0.001     .0005991     .0025095
      PartTime |     .019842    .0013072     15.18    0.000     .0172799     .0224041
        Public |    .0132106    .0007203     18.34    0.000     .0117989     .0146223
    Occupation |    .0306022     .002141     14.29    0.000     .0264059     .0347984
          Time |    .0008852    .0008132      1.09    0.276    -.0007086     .0024791
         Total |    .0587545    .0032031     18.34    0.000     .0524766     .0650324
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |    .0184407    .0040758      4.52    0.000     .0104522     .0264291
          Age |    .4287716    .0395737     10.83    0.000     .3512085     .5063346
     JobTenure |   -.0202509    .0053316     -3.80    0.000    -.0307006    -.0098012
     Migration |           0   (omitted)
      Location |   -.0011834    .0046127     -0.26    0.798    -.0102242     .0078573
      PartTime |    .0087364    .0042657      2.05    0.041     .0003758      .017097
        Public |    .0110599    .0018316      6.04    0.000     .0074699     .0146498
    Occupation |    .0002071    .0039999      0.05    0.959    -.0076327     .0080468
          Time |    .0039521    .0013455      2.94    0.003      .001315     .0065893
         _cons |   -.3015975    .0386929     -7.79    0.000    -.3774342    -.2257608
         Total |    .1481359    .0038758     38.22    0.000     .1405395     .1557323
------------------------------------------------------------------------------
```

30

Table A17: Oaxaca decompositions for Indian men

1993-1998

Blinder-Oaxaca decomposition   Number of obs = 82,957

```
          1: IM = 0
          2: IM = 1
```

LnHourpay	Coefficient	Robust std. err.	z	P>|z|	[95% conf. interval]	
Differential						
Prediction_1	1.952304	.0021464	909.58	0.000	1.948097	1.956511
Prediction_2	1.887492	.0182043	103.68	0.000	1.851813	1.923172
Difference	.0648117	.0183304	3.54	0.000	.0288848	.1007386
Explained						
Qualification	-.0038984	.0044098	-0.88	0.377	-.0125413	.0047446
Age	-.0074953	.0048415	-1.55	0.122	-.0169844	.0019938
JobTenure	.0207847	.0029798	6.98	0.000	.0149444	.0266251
Migration	.1219635	.0244355	4.99	0.000	.0740707	.1698562
Location	-.063118	.0038587	-16.36	0.000	-.070681	-.055555
PartTime	.0024171	.0008944	2.70	0.007	.0006641	.0041701
Public	.0008043	.0002936	2.74	0.006	.0002288	.0013798
Occupation	.005511	.0051318	1.07	0.283	-.0045472	.0155692
Time	-.0044997	.0012886	-3.49	0.000	-.0070253	-.0019742
Total	.0724692	.0268783	2.70	0.007	.0197886	.1251498
Unexplained						
Qualification	-.0056943	.0076883	-0.74	0.459	-.0207631	.0093745
Age	.5520642	.1948864	2.83	0.005	.1700938	.9340346
JobTenure	-.0177873	.0232865	-0.76	0.445	-.063428	.0278534
Migration	-.090984	.0180815	-5.03	0.000	-.1264231	-.0555449
Location	.0066755	.0097313	0.69	0.493	-.0123975	.0257485
PartTime	.0033351	.0252911	0.13	0.895	-.0462346	.0529048
Public	.0289278	.0133189	2.17	0.030	.0028233	.0550324
Occupation	-.0222246	.0069298	-3.21	0.001	-.0358068	-.0086424
Time	.0002917	.0109671	0.03	0.979	-.0212033	.0217868
_cons	-.4622616	.1803395	-2.56	0.010	-.8157205	-.1088027
Total	-.0076575	.0275269	-0.28	0.781	-.0616092	.0462942

1999-2003

Blinder-Oaxaca decomposition   Number of obs = 69,368

```
          1: IM = 0
          2: IM = 1
```

LnHourpay	Coefficient	Robust std. err.	z	P>|z|	[95% conf. interval]	
Differential						
Prediction_1	2.161492	.002261	955.99	0.000	2.15706	2.165923
Prediction_2	2.158674	.0187104	115.37	0.000	2.122003	2.195346
Difference	.0028172	.0188465	0.15	0.881	-.0341212	.0397557
Explained						
Qualification	-.0127994	.0041467	-3.09	0.002	-.0209268	-.004672
Age	-.010003	.0042332	-2.36	0.018	-.0182999	-.0017061
JobTenure	.0112888	.002399	4.71	0.000	.0065868	.0159908
Migration	.0953042	.0204576	4.66	0.000	.055208	.1354004
Location	-.0723809	.0041668	-17.37	0.000	-.0805478	-.0642141

```
   PartTime |    .002379    .0011015     2.16   0.031     .0002201     .004538
     Public |   -.0005681    .0003855    -1.47   0.141    -.0013236    .0001874
 Occupation |   -.0063927    .0072584    -0.88   0.378    -.0206188    .0078334
       Time |    .0011486    .0011755     0.98   0.328    -.0011553    .0034525
      Total |    .0079767      .02389     0.33   0.738    -.0388469    .0548003
------------+----------------------------------------------------------------
Unexplained |
Qualification |  -.0040371    .0092354    -0.44   0.662    -.0221381    .0140639
        Age |    .5922342    .1996483     2.97   0.003     .2009307    .9835376
   JobTenure |   .0256027    .0199149     1.29   0.199    -.0134298    .0646352
   Migration |  -.0785762    .0157335    -4.99   0.000    -.1094132   -.0477391
    Location |   .0161858    .0071138     2.28   0.023     .0022429    .0301287
    PartTime |  -.0400007    .0238253    -1.68   0.093    -.0866974     .006696
      Public |   .0108437    .0108712     1.00   0.319    -.0104634    .0321508
  Occupation |  -.0197166    .0117045    -1.68   0.092    -.0426571    .0032239
        Time |  -.0040341    .0034183    -1.18   0.238    -.0107338    .0026656
       _cons |  -.5036611    .1879004    -2.68   0.007    -.8719391   -.1353832
       Total |  -.0051594     .023844    -0.22   0.829    -.0518929     .041574
------------+----------------------------------------------------------------
```

2004-2008

```
Blinder-Oaxaca decomposition                          Number of obs = 61,859

        1: IM = 0
        2: IM = 1


------------------------------------------------------------------------------
            |               Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
------------+----------------------------------------------------------------
Differential |
 Prediction_1 |  2.367365    .0024025   985.37   0.000     2.362656    2.372073
 Prediction_2 |  2.387446    .0163518   146.01   0.000     2.355397    2.419495
  Difference |  -.0200817    .0165273    -1.22   0.224    -.0524746    .0123113
------------+----------------------------------------------------------------
Explained   |
Qualification |  -.0287092     .003428    -8.37   0.000    -.0354279   -.0219905
        Age |    .0011618    .0032997     0.35   0.725    -.0053054     .007629
   JobTenure |   .0199604    .0017486    11.41   0.000     .0165332    .0233877
   Migration |   .0407053    .0191445     2.13   0.033     .0031829    .0782278
    Location |  -.0538802    .0035066   -15.37   0.000    -.0607531   -.0470073
    PartTime |    .001035    .0006828     1.52   0.130    -.0003033    .0023733
      Public |   .0000915    .0002104     0.44   0.664    -.0003209    .0005039
  Occupation |  -.0186413    .0065836    -2.83   0.005    -.0315449   -.0057376
        Time |  -.0045756    .0013261    -3.45   0.001    -.0071747   -.0019765
       Total |  -.0428521    .0219673    -1.95   0.051    -.0859072     .000203
------------+----------------------------------------------------------------
Unexplained |
Qualification |   .0033621    .0105417     0.32   0.750    -.0172993    .0240235
        Age |    .5207047    .1953685     2.67   0.008     .1377894      .90362
   JobTenure |    .018166    .0184107     0.99   0.324    -.0179183    .0542502
   Migration |  -.0330311    .0142736    -2.31   0.021    -.0610068   -.0050555
    Location |   .0069815    .0059387     1.18   0.240    -.0046581    .0186211
    PartTime |  -.0081046    .0241068    -0.34   0.737    -.0553531    .0391439
      Public |    .025269    .0104687     2.41   0.016     .0047507    .0457874
  Occupation |  -.0293096    .0072447    -4.05   0.000     -.043509   -.0151102
        Time |   .0018283    .0016023     1.14   0.254    -.0013121    .0049687
       _cons |  -.4830959    .1921298    -2.51   0.012    -.8596633   -.1065284
       Total |   .0227704    .0219162     1.04   0.299    -.0201845    .0657253
------------+----------------------------------------------------------------
```

2009-2013

```
Blinder-Oaxaca decomposition                          Number of obs = 49,904
```

```
            1: IM = 0
            2: IM = 1


-------------------------------------------------------------------------------
             |             Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+-----------------------------------------------------------------
Differential |
Prediction_1 |   2.493747   .0027436   908.93   0.000     2.48837    2.499124
Prediction_2 |   2.527784   .0166416   151.90   0.000    2.495167    2.560401
  Difference |   -.034037   .0168662    -2.02   0.044    -.0670943   -.0009798
-------------+-----------------------------------------------------------------
Explained    |
Qualification |  -.0489176   .0034128   -14.33   0.000    -.0556067   -.0422286
         Age |   .0010396   .0032267     0.32   0.747    -.0052846    .0073637
    JobTenure |   .0195877   .0016766    11.68   0.000     .0163015    .0228738
    Migration |  -.0052513   .0189719    -0.28   0.782    -.0424355    .0319328
     Location |  -.0554287   .0035964   -15.41   0.000    -.0624775   -.0483799
     PartTime |   .0026345   .0008794     3.00   0.003     .0009109     .004358
       Public |  -.0002871   .0002378    -1.21   0.227    -.0007533     .000179
   Occupation |  -.0249271   .0066212    -3.76   0.000    -.0379045   -.0119498
         Time |   .0011753   .0008744     1.34   0.179    -.0005384     .002889
        Total |  -.1103749   .0216838    -5.09   0.000    -.1528744   -.0678754
-------------+-----------------------------------------------------------------
Unexplained  |
Qualification |    .006634   .0122773     0.54   0.589     -.017429     .030697
         Age |    -.0774   .1739705    -0.44   0.656    -.4183759    .2635759
    JobTenure |   .0209463   .0194346     1.08   0.281    -.0171447    .0590374
    Migration |   .0026474   .0139891     0.19   0.850    -.0247706    .0300655
     Location |   .0170972   .0053456     3.20   0.001     .0066201    .0275744
     PartTime |  -.0336515   .0168341    -2.00   0.046    -.0666457   -.0006572
       Public |    .038056   .0096658     3.94   0.000     .0191115    .0570006
   Occupation |  -.0464803   .0087967    -5.28   0.000    -.0637215   -.0292392
         Time |  -.0047153   .0026038    -1.81   0.070    -.0098186     .000388
        _cons |   .1532039   .1727129     0.89   0.375    -.1853072    .4917151
        Total |   .0763379   .0240328     3.18   0.001     .0292344    .1234413
-------------------------------------------------------------------------------
```

2014-2018
```
Blinder-Oaxaca decomposition                        Number of obs = 43,332

            1: IM = 0
            2: IM = 1


-------------------------------------------------------------------------------
             |             Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+-----------------------------------------------------------------
Differential |
Prediction_1 |   2.596006   .0029459   881.22   0.000    2.590232    2.601779
Prediction_2 |     2.6759   .0168265   159.03   0.000     2.64292    2.708879
  Difference |  -.0798939   .0170824    -4.68   0.000    -.1133748   -.0464131
-------------+-----------------------------------------------------------------
Explained    |
Qualification |  -.0505535   .0035502   -14.24   0.000    -.0575118   -.0435952
         Age |  -.0150355   .0033325    -4.51   0.000     -.021567   -.0085039
    JobTenure |   .0136475   .0015566     8.77   0.000     .0105965    .0166984
    Migration |   .0742632   .0179322     4.14   0.000     .0391168    .1094097
     Location |  -.0596191   .0038079   -15.66   0.000    -.0670825   -.0521558
     PartTime |  -.0005535   .0008701    -0.64   0.525    -.0022588    .0011518
       Public |  -.0011709   .0006226    -1.88   0.060    -.0023912    .0000494
   Occupation |  -.0232159   .0062187    -3.73   0.000    -.0354043   -.0110275
         Time |  -.0003772   .0009928    -0.38   0.704     -.002323    .0015686
        Total |  -.0626149   .0208678    -3.00   0.003     -.103515   -.0217148
-------------+-----------------------------------------------------------------
```

```
Unexplained   |
Qualification |    .0080491    .014914      0.54   0.589    -.0211817      .03728
          Age |   -.1280868   .1747475     -0.73   0.464    -.4705857    .2144121
     JobTenure |    .0378827   .0192268      1.97   0.049     .0001989    .0755665
     Migration |   -.0558835   .0134839     -4.14   0.000    -.0823115   -.0294554
      Location |    .0087786   .0054652      1.61   0.108     -.001933    .0194902
      PartTime |    .0274085   .0233081      1.18   0.240    -.0182746    .0730915
        Public |    .0314118   .0108839      2.89   0.004     .0100798    .0527439
    Occupation |   -.0377136   .0088165     -4.28   0.000    -.0549936   -.0204335
          Time |    .0028567   .0018437      1.55   0.121    -.0007568    .0064702
         _cons |    .0880173   .1644414      0.54   0.592     -.234282    .4103165
         Total |    -.017279   .0216917     -0.80   0.426    -.0597941     .025236
--------------------------------------------------------------------------------
```

2019-2023

```
Blinder-Oaxaca decomposition                            Number of obs = 35,802

              1: IM = 0
              2: IM = 1


--------------------------------------------------------------------------------
              |               Robust
    LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
--------------+-----------------------------------------------------------------
Differential  |
 Prediction_1 |    2.789968     .00324    861.11   0.000     2.783618    2.796319
 Prediction_2 |    2.920744   .0174699    167.19   0.000     2.886504    2.954984
   Difference |   -.1307757   .0177678     -7.36   0.000    -.1655999   -.0959514
--------------+-----------------------------------------------------------------
Explained     |
Qualification |   -.0672439   .0034982    -19.22   0.000    -.0741003   -.0603876
          Age |     -.01828   .0033125     -5.52   0.000    -.0247723   -.0117877
     JobTenure |    .0104376   .0012422      8.40   0.000      .008003    .0128723
     Migration |    .0163532   .0176279      0.93   0.354    -.0181968    .0509032
      Location |   -.0474666   .0037048    -12.81   0.000    -.0547278   -.0402054
      PartTime |   -.0004978   .0006975     -0.71   0.475    -.0018648    .0008693
        Public |    .0024455   .0011403      2.14   0.032     .0002105    .0046804
    Occupation |   -.0409683   .0066527     -6.16   0.000    -.0540073   -.0279292
          Time |    -.012467   .0028145     -4.43   0.000    -.0179833   -.0069508
         Total |   -.1576873   .0205708     -7.67   0.000    -.1980054   -.1173692
--------------+-----------------------------------------------------------------
Unexplained   |
Qualification |   -.0424227   .0321242     -1.32   0.187    -.1053849    .0205396
          Age |    .1916498   .2046911      0.94   0.349    -.2095373    .5928369
     JobTenure |    .0254478   .0196239      1.30   0.195    -.0130144       .06391
     Migration |   -.0112624   .0138697     -0.81   0.417    -.0384465    .0159218
      Location |   -.0034076    .006084     -0.56   0.575     -.015332    .0085168
      PartTime |   -.0100029   .0310307     -0.32   0.747    -.0708218    .0508161
        Public |    .0175952   .0098104      1.79   0.073    -.0016328    .0368232
    Occupation |    -.035522   .0168237     -2.11   0.035    -.0684959   -.0025481
          Time |    .0026473   .0019922      1.33   0.184    -.0012573    .0065519
         _cons |   -.1078109   .1994953     -0.54   0.589    -.4988145    .2831927
         Total |    .0269116   .0217403      1.24   0.216    -.0156985    .0695217
--------------------------------------------------------------------------------
```

Table A18: Oaxaca decompositions for Indian women

1993-1998

```
Blinder-Oaxaca decomposition                         Number of obs = 82,862

         1: IW = 0
         2: IW = 1
```

LnHourpay	Coefficient	Robust std. err.	z	P>|z|	[95% conf. interval]	
Differential						
Prediction_1	1.952304	.0021464	909.58	0.000	1.948097	1.956511
Prediction_2	1.643177	.017273	95.13	0.000	1.609323	1.677032
Difference	.3091267	.0174059	17.76	0.000	.2750118	.3432416
Explained						
Qualification	.0192224	.0044906	4.28	0.000	.0104209	.0280239
Age	-.0021177	.0051772	-0.41	0.683	-.0122647	.0080293
JobTenure	.036625	.0027446	13.34	0.000	.0312458	.0420043
Migration	.1893557	.0235646	8.04	0.000	.1431699	.2355414
Location	-.075446	.0040815	-18.48	0.000	-.0834455	-.0674464
PartTime	.0264744	.0028226	9.38	0.000	.0209421	.0320067
Public	-.0012457	.0003882	-3.21	0.001	-.0020066	-.0004849
Occupation	.0404266	.0047498	8.51	0.000	.0311172	.049736
Time	-.0036248	.0013406	-2.70	0.007	-.0062524	-.0009972
Total	.2296698	.0260416	8.82	0.000	.1786293	.2807103
Unexplained						
Qualification	.0186641	.0066495	2.81	0.005	.0056313	.0316969
Age	.7946891	.1797239	4.42	0.000	.4424368	1.146941
JobTenure	.0148893	.0177804	0.84	0.402	-.0199596	.0497382
Migration	-.1649474	.0178768	-9.23	0.000	-.1999852	-.1299096
Location	-.0029976	.0082154	-0.36	0.715	-.0190994	.0131042
PartTime	.0099082	.0053552	1.85	0.064	-.0005878	.0204041
Public	.0104241	.0072325	1.44	0.150	-.0037513	.0245995
Occupation	-.0045188	.0072051	-0.63	0.531	-.0186405	.009603
Time	-.0133564	.0093756	-1.42	0.154	-.0317323	.0050195
_cons	-.5832977	.1769509	-3.30	0.001	-.9301151	-.2364804
Total	.0794569	.0273311	2.91	0.004	.0258888	.1330249

1999-2003

```
Blinder-Oaxaca decomposition                         Number of obs = 69,330

         1: IW = 0
         2: IW = 1
```

LnHourpay	Coefficient	Robust std. err.	z	P>|z|	[95% conf. interval]	
Differential						
Prediction_1	2.161492	.002261	955.99	0.000	2.15706	2.165923
Prediction_2	1.951365	.0172472	113.14	0.000	1.917561	1.985168
Difference	.2101272	.0173948	12.08	0.000	.1760341	.2442203
Explained						
Qualification	-.0104122	.0040191	-2.59	0.010	-.0182895	-.0025349
Age	.0068624	.0047103	1.46	0.145	-.0023696	.0160944
JobTenure	.0278191	.0022243	12.51	0.000	.0234595	.0321787
Migration	.1061831	.0165018	6.43	0.000	.0738403	.138526
Location	-.0824229	.004334	-19.02	0.000	-.0909174	-.0739285

```
    PartTime |   .0321936    .0028645    11.24   0.000    .0265793    .0378078
      Public |   .0030218    .0006069     4.98   0.000    .0018322    .0042114
  Occupation |    .039233    .0066576     5.89   0.000    .0261844    .0522817
        Time |   .0010544    .0011615     0.91   0.364    -.001222    .0033309
       Total |   .1235324    .0203109     6.08   0.000    .0837237     .163341
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |   .0090611    .0108034     0.84   0.402   -.0121131    .0302353
         Age |   .6576813    .1295292     5.08   0.000    .4038088    .9115539
    JobTenure |   .0061293    .0183037     0.33   0.738   -.0297453    .0420038
    Migration |  -.0963009      .01326    -7.26   0.000   -.1222899   -.0703118
     Location |   .0009799    .0054643     0.18   0.858   -.0097299    .0116898
     PartTime |   .0173907    .0051628     3.37   0.001    .0072718    .0275097
       Public |    .008448     .005854     1.44   0.149   -.0030257    .0199218
   Occupation |  -.0143908      .01437    -1.00   0.317   -.0425554    .0137739
         Time |   -.004167    .0083206    -0.50   0.617   -.0204751    .0121412
        _cons |  -.4982369    .1248757    -3.99   0.000   -.7429888    -.253485
        Total |   .0865949    .0191468     4.52   0.000    .0490678    .1241219
-------------+----------------------------------------------------------------
```

2004-2008

```
Blinder-Oaxaca decomposition                        Number of obs = 61,750

        1: IW = 0
        2: IW = 1


-----------------------------------------------------------------------------
             |             Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|    [95% conf. interval]
-------------+---------------------------------------------------------------
Differential |
Prediction_1 |   2.367365    .0024025   985.37   0.000    2.362656    2.372073
Prediction_2 |    2.20071    .0147284   149.42   0.000    2.171843    2.229578
  Difference |   .1666541     .014923    11.17   0.000    .1374055    .1959027
-------------+---------------------------------------------------------------
Explained    |
Qualification |  -.0215375    .0034981    -6.16   0.000   -.0283937   -.0146813
         Age |   .0015051    .0036942     0.41   0.684   -.0057353    .0087455
    JobTenure |   .0219278      .00174    12.60   0.000    .0185174    .0253381
    Migration |    .099462    .0145471     6.84   0.000    .0709503    .1279737
     Location |  -.0584639     .003692   -15.84   0.000   -.0657001   -.0512277
     PartTime |   .0217333    .0023402     9.29   0.000    .0171466    .0263199
       Public |   .0033078      .00079     4.19   0.000    .0017594    .0048562
   Occupation |   .0466508     .006508     7.17   0.000    .0338953    .0594063
         Time |  -.0053262    .0014032    -3.80   0.000   -.0080765   -.0025759
        Total |   .1092591     .018133     6.03   0.000    .0737191    .1447991
-------------+---------------------------------------------------------------
Unexplained  |
Qualification |   .0080296    .0091874     0.87   0.382   -.0099774    .0260366
         Age |   .4203881    .1534638     2.74   0.006    .1196044    .7211717
    JobTenure |     .03364    .0161187     2.09   0.037    .0020479    .0652321
    Migration |  -.0820771    .0112582    -7.29   0.000   -.1041428   -.0600114
     Location |  -.0074552    .0051796    -1.44   0.150   -.0176072    .0026967
     PartTime |   .0058993    .0049644     1.19   0.235   -.0038307    .0156294
       Public |   .0089484    .0032062     2.79   0.005    .0026643    .0152324
   Occupation |  -.0666327     .027008    -2.47   0.014   -.1195674   -.0136981
         Time |  -.0010545    .0016202    -0.65   0.515   -.0042301    .0021211
        _cons |  -.2622907    .1549074    -1.69   0.090   -.5659035    .0413222
        Total |    .057395    .0172565     3.33   0.001    .0235729    .0912172
-----------------------------------------------------------------------------
```

2009-2013

```
Blinder-Oaxaca decomposition                        Number of obs = 49,771
```

```
              1: IW = 0
              2: IW = 1


     ------------------------------------------------------------------------------
                   |               Robust
        LnHourpay |  Coefficient  std. err.       z    P>|z|     [95% conf. interval]
     --------------+---------------------------------------------------------------
     Differential |
     Prediction_1 |    2.493747   .0027436    908.93   0.000     2.48837     2.499124
     Prediction_2 |    2.381274   .0159457    149.34   0.000     2.350021    2.412527
       Difference |    .1124728   .0161801      6.95   0.000     .0807605    .1441851
     --------------+---------------------------------------------------------------
     Explained    |
     Qualification |   -.0390178   .0034541    -11.30   0.000    -.0457878   -.0322479
              Age |   -.0048629   .0033916     -1.43   0.152    -.0115103    .0017845
         JobTenure |    .0171574   .0017086     10.04   0.000     .0138087    .0205061
         Migration |    .0244822   .0165632      1.48   0.139    -.0079811    .0569455
          Location |   -.0566987   .0037038    -15.31   0.000    -.0639581   -.0494394
          PartTime |    .0225818   .0024222      9.32   0.000     .0178344    .0273292
            Public |     .003971   .0008709      4.56   0.000      .002264     .005678
        Occupation |    .0246772   .0068367      3.61   0.000     .0112776    .0380768
             Time |   -.0013587   .0007966     -1.71   0.088    -.0029199    .0002026
            Total |   -.0090685   .0201333     -0.45   0.652    -.0485291    .0303921
     --------------+---------------------------------------------------------------
     Unexplained  |
     Qualification |    .0305996   .0145705      2.10   0.036      .002042    .0591573
              Age |    .2189597   .1742817      1.26   0.209    -.1226262    .5605456
         JobTenure |    .0232708   .0204039      1.14   0.254    -.0167202    .0632617
         Migration |   -.0276309   .0127399     -2.17   0.030    -.0526006   -.0026612
          Location |   -.0050882   .0054267     -0.94   0.348    -.0157243     .005548
          PartTime |    .0114326   .0054078      2.11   0.035     .0008334    .0220317
            Public |    .0042831   .0038546      1.11   0.267    -.0032719     .011838
        Occupation |   -.0303229   .0146008     -2.08   0.038    -.0589399   -.0017058
             Time |    .0003262    .001469      0.22   0.824     -.002553    .0032054
            _cons |   -.1042887   .1702701     -0.61   0.540    -.4380119    .2294345
            Total |    .1215413    .020985      5.79   0.000     .0804113    .1626712
     ------------------------------------------------------------------------------
```

2014-2018
```
Blinder-Oaxaca decomposition                    Number of obs = 43,279

              1: IW = 0
              2: IW = 1


     ------------------------------------------------------------------------------
                   |               Robust
        LnHourpay |  Coefficient  std. err.       z    P>|z|     [95% conf. interval]
     --------------+---------------------------------------------------------------
     Differential |
     Prediction_1 |    2.596006   .0029459    881.22   0.000     2.590232    2.601779
     Prediction_2 |    2.452432   .0150118    163.37   0.000      2.42301    2.481855
       Difference |    .1435735   .0152981      9.39   0.000     .1135898    .1735572
     --------------+---------------------------------------------------------------
     Explained    |
     Qualification |   -.0530178   .0034336    -15.44   0.000    -.0597475   -.0462881
              Age |   -.0111667   .0035312     -3.16   0.002    -.0180876   -.0042457
         JobTenure |    .0124934   .0016025      7.80   0.000     .0093526    .0156342
         Migration |    .0912572   .0145622      6.27   0.000     .0627159    .1197984
          Location |   -.0579527    .003759    -15.42   0.000    -.0653203   -.0505852
          PartTime |     .026473   .0024598     10.76   0.000     .0216518    .0312942
            Public |    .0089113   .0011074      8.05   0.000     .0067407    .0110818
        Occupation |    .0238849   .0066706      3.58   0.000     .0108107    .0369591
             Time |   -.0018994   .0010344     -1.84   0.066    -.0039267     .000128
            Total |    .0389831   .0181759      2.14   0.032     .0033591    .0746071
     --------------+---------------------------------------------------------------
```

37

```
Unexplained    |
Qualification | .0249624    .014445     1.73   0.084    -.0033493    .0532741
          Age | .135491     .1746487    0.78   0.438    -.2068142    .4777961
     JobTenure | -.0015499   .0200465   -0.08   0.938    -.0408402    .0377405
     Migration | -.0776736   .0116413   -6.67   0.000    -.1004901   -.0548571
      Location | .0001969    .0045455    0.04   0.965    -.0087122    .009106
      PartTime | -.0013381   .0054168   -0.25   0.805    -.0119548    .0092786
        Public | .0031731    .0047248    0.67   0.502    -.0060874    .0124335
    Occupation | -.0275745   .0145271   -1.90   0.058    -.0560471    .0008981
          Time | .0042173    .0018666    2.26   0.024     .0005589    .0078758
         _cons | .0446858    .1717424    0.26   0.795    -.2919231    .3812947
         Total | .1045904    .0183197    5.71   0.000     .0686845    .1404963
-------------------------------------------------------------------------------
```

2019-2023

```
Blinder-Oaxaca decomposition                         Number of obs = 35,762

           1: IW = 0
           2: IW = 1


-------------------------------------------------------------------------------
              |              Robust
    LnHourpay | Coefficient  std. err.      z    P>|z|    [95% conf. interval]
--------------+----------------------------------------------------------------
Differential  |
 Prediction_1 | 2.789968     .00324     861.11   0.000    2.783618    2.796319
 Prediction_2 | 2.729224     .0170816   159.78   0.000    2.695744    2.762703
   Difference | .0607445     .0173862     3.49   0.000     .0266682    .0948208
--------------+----------------------------------------------------------------
Explained     |
Qualification | -.0636379    .0035429   -17.96   0.000    -.0705819   -.056694
          Age | -.0162946    .0034775    -4.69   0.000    -.0231104   -.0094788
     JobTenure | .0092002    .0012349     7.45   0.000     .0067799    .0116205
     Migration | .0525058    .0171551     3.06   0.002     .0188825    .0861291
      Location | -.0430308    .0034856   -12.35   0.000    -.0498624   -.0361991
      PartTime | .0144032    .0022443     6.42   0.000     .0100044    .0188021
        Public | .0160761    .0016651     9.65   0.000     .0128126    .0193396
    Occupation | -.0191043    .0070174    -2.72   0.006    -.0328582   -.0053505
          Time | -.0062371    .0018893    -3.30   0.001     -.00994    -.0025342
         Total | -.0561194    .0203784    -2.75   0.006    -.0960603   -.0161785
--------------+----------------------------------------------------------------
Unexplained   |
Qualification | .0023322     .0214162     0.11   0.913    -.0396428    .0443072
          Age | .5206617     .2232405     2.33   0.020     .0831185    .958205
     JobTenure | .0132421    .0213282     0.62   0.535    -.0285604    .0550446
     Migration | -.0471284    .0145549    -3.24   0.001    -.0756556   -.0186012
      Location | -.009416     .0060061    -1.57   0.117    -.0211878    .0023558
      PartTime | .0295019    .0087968     3.35   0.001     .0122605    .0467434
        Public | .0077143    .0045143     1.71   0.087    -.0011337    .0165622
    Occupation | -.0451838    .0409078    -1.10   0.269    -.1253616    .0349939
          Time | .0001469    .0047319     0.03   0.975    -.0091274    .0094213
         _cons | -.3550071    .2311543    -1.54   0.125    -.8080613    .0980471
         Total | .1168638    .0223964     5.22   0.000     .0729678    .1607599
-------------------------------------------------------------------------------
```

Table A19: Oaxaca decompositions for Pakistani men

1993-1998

```
Blinder-Oaxaca decomposition                          Number of obs = 82,271

          1: PM = 0
          2: PM = 1


-------------------------------------------------------------------------------
             |              Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|    [95% conf. interval]
-------------+-----------------------------------------------------------------
Differential |
Prediction_1 |   1.952304    .0021464   909.58  0.000    1.948097    1.956511
Prediction_2 |   1.635842    .0310704    52.65  0.000    1.574945    1.696739
  Difference |    .316462    .0311445    10.16  0.000    .2554199    .3775041
-------------+-----------------------------------------------------------------
Explained    |
Qualification|   .0292775    .0071759     4.08  0.000    .0152129     .043342
         Age |   .0376253    .0089167     4.22  0.000     .020149    .0551017
    JobTenure|   .0507861    .0045182    11.24  0.000    .0419306    .0596416
    Migration|   .0535094    .0369117     1.45  0.147   -.0188362     .125855
    Location |  -.0232707    .0051355    -4.53  0.000   -.0333361   -.0132052
    PartTime |   .0115277    .0022097     5.22  0.000    .0071967    .0158588
      Public |    .002117    .0005423     3.90  0.000    .0010542    .0031799
  Occupation |   .0467027    .0077661     6.01  0.000    .0314814    .0619239
        Time |  -.0058317    .0021568    -2.70  0.007    -.010059   -.0016043
       Total |   .2024434    .0419335     4.83  0.000    .1202553    .2846316
-------------+-----------------------------------------------------------------
Unexplained  |
Qualification|   .0101717    .0109865     0.93  0.355   -.0113616    .0317049
         Age |   .7164467    .2553781     2.81  0.005    .2159148    1.216979
    JobTenure|  -.0408672    .0324237    -1.26  0.208   -.1044164    .0226821
    Migration|  -.0416658    .0288579    -1.44  0.149   -.0982263    .0148947
    Location |   .0071323    .0159797     0.45  0.655   -.0241874    .0384521
    PartTime |  -.0606129    .0270051    -2.24  0.025    -.113542   -.0076839
      Public |   .0675936    .0279895     2.41  0.016    .0127351     .122452
  Occupation |  -.0217613    .0149902    -1.45  0.147   -.0511415     .007619
        Time |   -.018045    .0143393    -1.26  0.208   -.0461495    .0100594
        _cons |  -.5043735    .2516276    -2.00  0.045   -.9975546   -.0111925
       Total |   .1140186    .0415866     2.74  0.006    .0325103    .1955268
-------------------------------------------------------------------------------
```

1999-2003

```
Blinder-Oaxaca decomposition                          Number of obs = 68,804

          1: PM = 0
          2: PM = 1


-------------------------------------------------------------------------------
             |              Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|    [95% conf. interval]
-------------+-----------------------------------------------------------------
Differential |
Prediction_1 |   2.161492     .002261   955.99  0.000     2.15706    2.165923
Prediction_2 |   1.843797     .026408    69.82  0.000    1.792038    1.895556
  Difference |   .3176947    .0265046    11.99  0.000    .2657467    .3696427
-------------+-----------------------------------------------------------------
Explained    |
Qualification|   .0207042    .0060504     3.42  0.001    .0088457    .0325627
         Age |   .0535395    .0073067     7.33  0.000    .0392187    .0678603
    JobTenure|    .036534    .0031113    11.74  0.000    .0304361    .0426319
    Migration|   .0536684    .0263957     2.03  0.042    .0019337    .1054031
    Location |  -.0267441    .0049798    -5.37  0.000   -.0365043   -.0169839
```

39

```
  PartTime |   .0209566   .0027989     7.49   0.000     .015471    .0264423
    Public |  -.0025586   .0005822    -4.39   0.000    -.0036997  -.0014174
Occupation |   .0586702   .0098249     5.97   0.000     .0394138   .0779267
      Time |   .0007986    .001474     0.54   0.588    -.0020905   .0036876
     Total |   .2155689   .0331703     6.50   0.000     .1505563   .2805814
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |  -.0157148   .0074958    -2.10   0.036    -.0304063  -.0010233
         Age |   .4753364   .2057328     2.31   0.021     .0721076   .8785652
    JobTenure |  -.0478554   .0233965    -2.05   0.041    -.0937117  -.0019992
    Migration |  -.0452001   .0218814    -2.07   0.039     -.088087  -.0023133
     Location |   .0034905   .0141838     0.25   0.806    -.0243093   .0312902
     PartTime |  -.0327859   .0128076    -2.56   0.010    -.0578884  -.0076834
       Public |   .0176516   .0280677     0.63   0.529    -.0373601   .0726633
   Occupation |  -.0304363   .0105818    -2.88   0.004    -.0511762  -.0096965
         Time |   .0013465   .0065944     0.20   0.838    -.0115784   .0142714
        _cons |  -.2237065   .2029893    -1.10   0.270    -.6215582   .1741452
        Total |   .1021258   .0350417     2.91   0.004     .0334454   .1708062
-------------+----------------------------------------------------------------
```

2004-2008

```
Blinder-Oaxaca decomposition                       Number of obs = 61,079

          1: PM = 0
          2: PM = 1


------------------------------------------------------------------------------
             |               Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
Prediction_1 |   2.367365   .0024025   985.37   0.000     2.362656   2.372073
Prediction_2 |   2.060426   .0241739    85.23   0.000     2.013046   2.107806
  Difference |    .306939    .024293    12.63   0.000     .2593256   .3545523
-------------+----------------------------------------------------------------
Explained    |
Qualification |   .0162047   .0051214     3.16   0.002     .0061669   .0262425
         Age |   .0316473   .0057664     5.49   0.000     .0203453   .0429493
    JobTenure |   .0313992   .0022978    13.66   0.000     .0268955   .0359028
    Migration |   .1289674   .0261061     4.94   0.000     .0778003   .1801345
     Location |  -.0208213   .0039824    -5.23   0.000    -.0286267  -.0130159
     PartTime |    .011222   .0017887     6.27   0.000     .0077161   .0147279
       Public |  -.0013397   .0004021    -3.33   0.001    -.0021278  -.0005515
   Occupation |    .089936   .0089404    10.06   0.000     .0724132   .1074588
         Time |  -.0048318   .0020022    -2.41   0.016     -.008756  -.0009075
        Total |   .2823838   .0309587     9.12   0.000     .2217059   .3430617
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |  -.0095008   .0076119    -1.25   0.212    -.0244198   .0054182
         Age |   .0834468   .2192843     0.38   0.704    -.3463425    .513236
    JobTenure |  -.0008354   .0220894    -0.04   0.970    -.0441299   .0424591
    Migration |  -.1029538   .0201467    -5.11   0.000    -.1424405  -.0634671
     Location |  -.0057405   .0141058    -0.41   0.684    -.0333875   .0219064
     PartTime |  -.0041497   .0138045    -0.30   0.764    -.0312061   .0229067
       Public |   .0798536    .020771     3.84   0.000     .0391432   .1205641
   Occupation |  -.0260266   .0105856    -2.46   0.014    -.0467739  -.0052793
         Time |   .0032616   .0029211     1.12   0.264    -.0024636   .0089868
        _cons |      .0072   .2119351     0.03   0.973    -.4081851   .4225852
        Total |   .0245551   .0306932     0.80   0.424    -.0356025   .0847128
------------------------------------------------------------------------------
```

2009-2013

```
Blinder-Oaxaca decomposition                       Number of obs = 49,088
```

```
            1: PM = 0
            2: PM = 1


-----------------------------------------------------------------------------
             |               Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|    [95% conf. interval]
-------------+---------------------------------------------------------------
Differential |
Prediction_1 |   2.493747   .0027436   908.93   0.000    2.48837    2.499124
Prediction_2 |   2.241235   .0232958    96.21   0.000    2.195576   2.286894
  Difference |   .2525116   .0234568    10.76   0.000    .2065371   .2984862
-------------+---------------------------------------------------------------
Explained    |
Qualification| -.0132203   .0051636    -2.56   0.010   -.0233407  -.0030999
         Age |  .0269162   .0052861     5.09   0.000    .0165556   .0372768
    JobTenure |  .0271914   .0023345    11.65   0.000    .0226158    .031767
    Migration |  .0669151   .0242307     2.76   0.006    .0194238   .1144065
     Location | -.0156748   .0036817    -4.26   0.000   -.0228909  -.0084588
     PartTime |  .0125904   .0019599     6.42   0.000    .0087491   .0164317
       Public | -.0017855   .0004948    -3.61   0.000   -.0027552  -.0008158
   Occupation |   .075421   .0091491     8.24   0.000    .057489    .093353
         Time | -.0021388   .0012865    -1.66   0.096   -.0046603   .0003827
        Total |  .1762147   .0291484     6.05   0.000    .1190848   .2333446
-------------+---------------------------------------------------------------
Unexplained  |
Qualification|  .0045031   .0087284     0.52   0.606   -.0126043   .0216106
         Age |  .4985848   .2752026     1.81   0.070   -.0408024   1.037972
    JobTenure |  .0141827   .0251287     0.56   0.572   -.0350686    .063434
    Migration | -.0507522    .019751    -2.57   0.010   -.0894634   -.012041
     Location | -.0066096   .0135679    -0.49   0.626   -.0332022   .0199829
     PartTime | -.0262897   .0125265    -2.10   0.036   -.0508412  -.0017382
       Public |  .0605734   .0185602     3.26   0.001    .024196    .0969507
   Occupation | -.0719654   .0192664    -3.74   0.000   -.1097267   -.034204
         Time |  .0052832   .0083631     0.63   0.528   -.0111082   .0216745
        _cons | -.3512134   .2784605    -1.26   0.207   -.896986    .1945593
        Total |  .0762969   .0310248     2.46   0.014    .0154894   .1371045
-----------------------------------------------------------------------------
```

2014-2018

```
Blinder-Oaxaca decomposition                      Number of obs = 42,523


            1: PM = 0
            2: PM = 1


-----------------------------------------------------------------------------
             |               Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|    [95% conf. interval]
-------------+---------------------------------------------------------------
Differential |
Prediction_1 |   2.596006   .0029459   881.22   0.000    2.590232   2.601779
Prediction_2 |   2.379192   .0231065   102.97   0.000    2.333904    2.42448
  Difference |   .2168132   .0232935     9.31   0.000    .1711588   .2624677
-------------+---------------------------------------------------------------
Explained    |
Qualification| -.0237483   .0052431    -4.53   0.000   -.0340245  -.0134721
         Age |  .0197752    .005679     3.48   0.000    .0086445    .030906
    JobTenure |  .0244808   .0022336    10.96   0.000    .0201029   .0288586
    Migration |  .0694228    .021148     3.28   0.001    .0279735   .1108722
     Location | -.0264756   .0041589    -6.37   0.000   -.034627   -.0183242
     PartTime |  .0132337   .0021486     6.16   0.000    .0090225    .017445
       Public | -.0013187   .0009202    -1.43   0.152   -.0031223   .0004849
   Occupation |  .0554917   .0090035     6.16   0.000    .0378451   .0731382
         Time | -.0012878   .0014621    -0.88   0.378   -.0041534   .0015778
        Total |  .1295738    .026532     4.88   0.000    .0775719   .1815756
-------------+---------------------------------------------------------------
```

```
Unexplained   |
Qualification |   -.0061126    .0117713    -0.52   0.604    -.029184     .0169588
          Age |    .6189143    .2055633     3.01   0.003    .2160176     1.021811
     JobTenure |    .0042136    .0221889     0.19   0.849    -.039276     .0477031
     Migration |   -.0638517    .0180984    -3.53   0.000    -.099324    -.0283795
      Location |   -.0217221    .0127053    -1.71   0.087    -.046624     .0031798
      PartTime |   -.0065213    .0130726    -0.50   0.618    -.0321432    .0191005
        Public |    .0499284     .014971     3.34   0.001    .0205858     .0792711
    Occupation |   -.0118112    .0113797    -1.04   0.299    -.0341149    .0104925
          Time |    .0051381    .0030907     1.66   0.096    -.0009196    .0111958
         _cons |   -.4809359    .2006068    -2.40   0.017    -.8741181    -.0877538
         Total |    .0872395     .026876     3.25   0.001    .0345635     .1399154
------------------------------------------------------------------------------
```

2019-2023

```
Blinder-Oaxaca decomposition                        Number of obs = 35,049

              1: PM = 0
              2: PM = 1


------------------------------------------------------------------------------
              |               Robust
    LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
--------------+---------------------------------------------------------------
Differential  |
 Prediction_1 |    2.789968      .00324   861.11   0.000    2.783618     2.796319
 Prediction_2 |     2.67726    .0265187   100.96   0.000    2.625284     2.729236
   Difference |    .1127083    .0267159     4.22   0.000    .0603462     .1650705
--------------+---------------------------------------------------------------
Explained     |
Qualification |   -.0315102    .0054266    -5.81   0.000    -.0421461    -.0208742
          Age |    .0034036    .0059531     0.57   0.568    -.0082643    .0150714
     JobTenure |    .0097461    .0017145     5.68   0.000    .0063857     .0131065
     Migration |    .0548716    .0257207     2.13   0.033    .0044601     .1052832
      Location |   -.0229591    .0044369    -5.17   0.000    -.0316553    -.0142628
      PartTime |    .0053919    .0015547     3.47   0.001    .0023447     .0084391
        Public |    .0023155    .0017654     1.31   0.190    -.0011446    .0057757
    Occupation |    .0256099    .0102718     2.49   0.013    .0054776     .0457422
          Time |   -.0067864    .0041828    -1.62   0.105    -.0149846    .0014118
         Total |     .040083    .0309157     1.30   0.195    -.0205107    .1006768
--------------+---------------------------------------------------------------
Unexplained   |
Qualification |   -.0053167    .0188138    -0.28   0.777    -.042191     .0315576
          Age |    .4933827    .2589809     1.91   0.057    -.0142105    1.000976
     JobTenure |    .0541596    .0339423     1.60   0.111    -.0123661    .1206853
     Migration |   -.0511328    .0214274    -2.39   0.017    -.0931297    -.0091358
      Location |   -.0017485    .0138853    -0.13   0.900    -.0289632    .0254663
      PartTime |    -.023467    .0202588    -1.16   0.247    -.0631735    .0162396
        Public |     .036112    .0154225     2.34   0.019    .0058845     .0663395
    Occupation |   -.0049381    .0188306    -0.26   0.793    -.0418454    .0319693
          Time |    .0045114    .0060766     0.74   0.458    -.0073985    .0164214
         _cons |   -.4289375    .2471514    -1.74   0.083    -.9133453    .0554702
         Total |    .0726253    .0330819     2.20   0.028     .007786     .1374645
------------------------------------------------------------------------------
```

Table A20: Oaxaca decompositions for Pakistani women

1993-1998

```
Blinder-Oaxaca decomposition                        Number of obs = 82,066

            1: PW = 0
            2: PW = 1


------------------------------------------------------------------------------
             |               Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
Prediction_1 |   1.952304   .0021464   909.58   0.000     1.948097    1.956511
Prediction_2 |   1.518269    .041065    36.97   0.000     1.437783    1.598755
  Difference |   .4340348   .0411211    10.56   0.000      .353439    .5146306
-------------+----------------------------------------------------------------
Explained    |
Qualification|   .0176844   .0084134     2.10   0.036     .0011945    .0341743
         Age |   .1184874   .0136486     8.68   0.000     .0917367    .1452381
    JobTenure |   .0717621   .0045081    15.92   0.000     .0629264    .0805979
    Migration |   .0468434    .036775     1.27   0.203    -.0252343    .1189211
    Location |  -.0243349   .0074496    -3.27   0.001    -.0389358    -.009734
    PartTime |   .0343756   .0047072     7.30   0.000     .0251496    .0436015
      Public |  -.0026596    .000879    -3.03   0.002    -.0043824   -.0009368
  Occupation |   .0306135   .0097082     3.15   0.002     .0115857    .0496413
        Time |  -.0082893   .0030654    -2.70   0.007    -.0142974   -.0022811
       Total |   .2844826   .0448294     6.35   0.000     .1966187    .3723466
-------------+----------------------------------------------------------------
Unexplained  |
Qualification|  -.0158433   .0279761    -0.57   0.571    -.0706755    .0389889
         Age |   .1819682   .3920817     0.46   0.643    -.5864977    .9504342
    JobTenure |   .0640327   .0476299     1.34   0.179    -.0293203    .1573857
    Migration |  -.0453737    .035804    -1.27   0.205    -.1155482    .0248008
    Location |  -.0042015   .0244906    -0.17   0.864    -.0522023    .0437992
    PartTime |   .0129924   .0083461     1.56   0.120    -.0033656    .0293503
      Public |   .0165946   .0180294     0.92   0.357    -.0187424    .0519315
  Occupation |   .0230468    .022075     1.04   0.296    -.0202194    .0663129
        Time |  -.0065053   .0258245    -0.25   0.801    -.0571203    .0441098
        _cons |  -.0771587   .3717748    -0.21   0.836     -.805824    .6515066
       Total |   .1495522   .0443622     3.37   0.001     .0626039    .2365005
------------------------------------------------------------------------------
```

1999-2003

```
Blinder-Oaxaca decomposition                        Number of obs = 68,592

            1: PW = 0
            2: PW = 1


------------------------------------------------------------------------------
             |               Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
Prediction_1 |   2.161492    .002261   955.99   0.000      2.15706    2.165923
Prediction_2 |    1.83985   .0331576    55.49   0.000     1.774862    1.904838
  Difference |   .3216419   .0332346     9.68   0.000     .2565033    .3867806
-------------+----------------------------------------------------------------
Explained    |
Qualification|  -.0050006   .0074003    -0.68   0.499    -.0195049    .0095038
         Age |   .0921243     .01042     8.84   0.000     .0717014    .1125472
    JobTenure |   .0447042    .003573    12.51   0.000     .0377013     .051707
    Migration |   .0779517   .0230007     3.39   0.001     .0328711    .1230323
    Location |  -.0213349   .0063506    -3.36   0.001    -.0337818    -.008888
```

43

```
    PartTime |    .0469345    .0049041      9.57    0.000     .0373227    .0565463
      Public |    .0057926    .0012106      4.79    0.000     .0034199    .0081652
  Occupation |    .0524674     .012319      4.26    0.000     .0283227    .0766121
        Time |   -.0031074    .0020053     -1.55    0.121    -.0070377    .0008229
       Total |    .2905317    .0331209      8.77    0.000      .225616    .3554475
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |  -.0222827    .0222291     -1.00    0.316     -.065851    .0212855
         Age |    .2829072    .2835704      1.00    0.318    -.2728807     .838695
    JobTenure |   .0084051    .0323855      0.26    0.795    -.0550694    .0718795
    Migration |  -.0819355    .0251149     -3.26    0.001    -.1311597   -.0327113
     Location |  -.0453201    .0198176     -2.29    0.022    -.0841619   -.0064782
     PartTime |   .0038566    .0036236      1.06    0.287    -.0032454    .0109587
       Public |   .0223601    .0083405      2.68    0.007     .0060131    .0387071
   Occupation |  -.0254856    .0173335     -1.47    0.141    -.0594586    .0084874
         Time |   .0046886    .0109676      0.43    0.669    -.0168076    .0261847
        _cons |  -.1160834    .2854897     -0.41    0.684    -.6756329    .4434661
        Total |   .0311102    .0335559      0.93    0.354    -.0346581    .0968785
-------------+----------------------------------------------------------------
```

2004-2008

```
Blinder-Oaxaca decomposition                         Number of obs = 60,793

          1:  PW = 0
          2:  PW = 1


-------------------------------------------------------------------------------
             |               Robust
    LnHourpay |  Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+-----------------------------------------------------------------
Differential |
 Prediction_1 |   2.367365    .0024025    985.37   0.000     2.362656    2.372073
 Prediction_2 |   2.042371    .0300799     67.90   0.000     1.983416    2.101327
   Difference |   .3249931    .0301757     10.77   0.000     .2658499    .3841364
-------------+-----------------------------------------------------------------
Explained    |
Qualification |  -.0032289    .0065773     -0.49   0.623    -.0161203    .0096624
         Age |    .0558791    .0081519      6.85   0.000     .0399016    .0718565
    JobTenure |   .0348047    .0026064     13.35   0.000     .0296962    .0399132
    Migration |   .0358085    .0224206      1.60   0.110    -.0081351     .079752
     Location |  -.0238252    .0053512     -4.45   0.000    -.0343133    -.013337
     PartTime |   .0320202    .0039523      8.10   0.000     .0242739    .0397665
       Public |   .0036675    .0009474      3.87   0.000     .0018107    .0055244
   Occupation |   .0836641    .0125998      6.64   0.000     .0589689    .1083593
         Time |  -.0057926    .0027473     -2.11   0.035    -.0111772    -.000408
        Total |   .2129975    .0313433      6.80   0.000     .1515657    .2744292
-------------+-----------------------------------------------------------------
Unexplained  |
Qualification |   .0124776    .0238573      0.52   0.601    -.0342819    .0592371
         Age |    .5497334    .3315355      1.66   0.097    -.1000642    1.199531
    JobTenure |  -.0555544    .0356058     -1.56   0.119    -.1253404    .0142317
    Migration |  -.0387506    .0248372     -1.56   0.119    -.0874306    .0099295
     Location |  -.0102815    .0171823     -0.60   0.550    -.0439582    .0233951
     PartTime |   .0075078    .0047792      1.57   0.116    -.0018593    .0168749
       Public |   .0101086     .006665      1.52   0.129    -.0029545    .0231718
   Occupation |  -.0478853    .0204555     -2.34   0.019    -.0879773   -.0077933
         Time |  -.0079778    .0055293     -1.44   0.149     -.018815    .0028594
        _cons |  -.3073821    .3438509     -0.89   0.371    -.9813175    .3665532
        Total |   .1119957    .0296386      3.78   0.000     .0539051    .1700863
-------------------------------------------------------------------------------
```

2009-2013

```
Blinder-Oaxaca decomposition                         Number of obs = 48,846
```

```
            1: PW = 0
            2: PW = 1


---------------------------------------------------------------------------
            |               Robust
   LnHourpay | Coefficient  std. err.      z     P>|z|    [95% conf. interval]
------------+--------------------------------------------------------------
Differential |
 Prediction_1 |   2.493747   .0027436   908.93   0.000    2.48837   2.499124
 Prediction_2 |   2.172319   .0271955    79.88   0.000   2.119017   2.225621
   Difference |    .321428   .0273335    11.76   0.000   .2678553   .3750007
------------+--------------------------------------------------------------
Explained   |
Qualification | -.0251826   .0060672    -4.15   0.000   -.0370741   -.013291
        Age |   .0499915    .007408     6.75   0.000    .035472   .0645109
   JobTenure |   .0300531   .0026502    11.34   0.000   .0248589   .0352474
   Migration |   .0277781   .0194974     1.42   0.154   -.0104362   .0659924
    Location | -.0170063    .004608    -3.69   0.000   -.0260379   -.0079748
    PartTime |   .0380042   .0042534     8.94   0.000   .0296678   .0463407
      Public |    .005355   .0012173     4.40   0.000   .0029692   .0077408
  Occupation |   .0965458   .0118951     8.12   0.000   .0732318   .1198598
        Time |   .0002486   .0011071     0.22   0.822   -.0019213   .0024185
       Total |   .2057874    .028647     7.18   0.000   .1496404   .2619344
------------+--------------------------------------------------------------
Unexplained |
Qualification |   .0238714   .0197775     1.21   0.227   -.0148917   .0626346
        Age |   .5703554   .2484857     2.30   0.022   .0833324   1.057378
   JobTenure | -.0269512   .0350295    -0.77   0.442   -.0956077   .0417053
   Migration | -.0288287   .0215803    -1.34   0.182   -.0711252   .0134679
    Location |  -.011213   .0170179    -0.66   0.510   -.0445675   .0221414
    PartTime |    .000265   .0009303     0.28   0.776   -.0015585   .0020884
      Public |   .0041425   .0047624     0.87   0.384   -.0051917   .0134766
  Occupation | -.0199968   .0157514    -1.27   0.204   -.0508689   .0108753
        Time | -.0037649   .0051291    -0.73   0.463   -.0138178    .006288
        _cons |  -.392239   .2458866    -1.60   0.111   -.874168   .0896899
       Total |   .1156406   .0262659     4.40   0.000   .0641603   .1671209
---------------------------------------------------------------------------
```

2014-2018

```
Blinder-Oaxaca decomposition                    Number of obs = 42,373

            1: PW = 0
            2: PW = 1


---------------------------------------------------------------------------
            |               Robust
   LnHourpay | Coefficient  std. err.      z     P>|z|    [95% conf. interval]
------------+--------------------------------------------------------------
Differential |
 Prediction_1 |   2.596006   .0029459   881.22   0.000   2.590232   2.601779
 Prediction_2 |   2.251914   .0274138    82.15   0.000   2.198184   2.305644
   Difference |   .3440914   .0275717    12.48   0.000    .290052   .3981309
------------+--------------------------------------------------------------
Explained   |
Qualification | -.0230377   .0055626    -4.14   0.000   -.0339403   -.0121352
        Age |    .032499   .0073702     4.41   0.000   .0180537   .0469443
   JobTenure |   .0227425   .0025023     9.09   0.000   .0178381   .0276469
   Migration |   .0577437   .0198732     2.91   0.004   .0187929   .0966945
    Location | -.0218345   .0045614    -4.79   0.000   -.0307747   -.0128943
    PartTime |   .0440706   .0043168    10.21   0.000   .0356097   .0525314
      Public |   .0123027   .0017502     7.03   0.000   .0088723   .0157331
  Occupation |   .0840194   .0109564     7.67   0.000   .0625453   .1054934
        Time | -.0025752   .0016697    -1.54   0.123   -.0058478   .0006973
       Total |   .2059304    .027186     7.57   0.000   .1526469    .259214
------------+--------------------------------------------------------------
```

```
Unexplained    |
Qualification  |    .0116633     .0369583      0.32    0.752     -.0607736     .0841002
          Age  |    .6771431     .2490371      2.72    0.007      .1890394     1.165247
    JobTenure  |   -.0256709     .0357878     -0.72    0.473     -.0958137     .0444718
    Migration  |    -.066449      .023124     -2.87    0.004     -.1117713    -.0211267
     Location  |    -.003315     .0137632     -0.24    0.810     -.0302903     .0236603
     PartTime  |    .0006682     .0019956      0.33    0.738     -.0032432     .0045796
       Public  |    .0198245     .0072282      2.74    0.006      .0056575     .0339916
   Occupation  |    -.057571     .0226264     -2.54    0.011     -.1019179     -.013224
         Time  |    .0020802     .0043238      0.48    0.630     -.0063943     .0105547
        _cons  |   -.4202125     .2493549     -1.69    0.092     -.9089391     .0685141
        Total  |     .138161     .0274744      5.03    0.000      .0843122     .1920098
---------------------------------------------------------------------------------
```

2019-2023

```
Blinder-Oaxaca decomposition                          Number of obs = 34,944

          1: PW = 0
          2: PW = 1


---------------------------------------------------------------------------------
               |                  Robust
    LnHourpay  | Coefficient   std. err.      z      P>|z|     [95% conf. interval]
---------------+-----------------------------------------------------------------
Differential   |
 Prediction_1  |    2.789968       .00324    861.11   0.000      2.783618     2.796319
 Prediction_2  |    2.466045     .0268042     92.00   0.000       2.41351     2.518581
   Difference  |    .3239229     .0269993     12.00   0.000      .2710053     .3768406
---------------+-----------------------------------------------------------------
Explained      |
Qualification  |   -.0226756     .0057135     -3.97   0.000     -.0338738    -.0114773
          Age  |    .0285953     .0074995      3.81   0.000      .0138965     .0432942
    JobTenure  |    .0159276     .0019391      8.21   0.000       .012127     .0197282
    Migration  |    .0282811     .0205725      1.37   0.169     -.0120402     .0686024
     Location  |   -.0173067     .0044984     -3.85   0.000     -.0261235      -.00849
     PartTime  |    .0318671     .0046896      6.80   0.000      .0226757     .0410584
       Public  |    .0181212      .002597      6.98   0.000      .0130312     .0232111
   Occupation  |    .0759996     .0125524      6.05   0.000      .0513974     .1006019
         Time  |    -.010492     .0047865     -2.19   0.028     -.0198734    -.0011105
        Total  |    .1483176     .0294862      5.03   0.000      .0905256     .2061095
---------------+-----------------------------------------------------------------
Unexplained    |
Qualification  |    .0465207     .0303608      1.53   0.125     -.0129853     .1060267
          Age  |    .6540386      .269511      2.43   0.015      .1258067      1.18227
    JobTenure  |   -.0840762     .0333208     -2.52   0.012     -.1493838    -.0187687
    Migration  |   -.0299297     .0237161     -1.26   0.207     -.0764124      .016553
     Location  |   -.0434776     .0183372     -2.37   0.018     -.0794178    -.0075374
     PartTime  |    .0019054     .0025635      0.74   0.457     -.0031189     .0069297
       Public  |     .019647     .0076219      2.58   0.010      .0047084     .0345855
   Occupation  |    .0452538     .0426399      1.06   0.289     -.0383188     .1288264
         Time  |   -.0009442     .0117585     -0.08   0.936     -.0239905      .022102
        _cons  |   -.4333323      .269554     -1.61   0.108     -.9616485     .0949839
        Total  |    .1756054     .0297937      5.89   0.000      .1172107         .234
---------------------------------------------------------------------------------
```

Table A21: Oaxaca decompositions for Bangladeshi men

1993-1998
```
Blinder-Oaxaca decomposition                          Number of obs = 81,993

            1: BM = 0
            2: BM = 1


--------------------------------------------------------------------------------
              |                Robust
   LnHourpay  | Coefficient  std. err.      z     P>|z|    [95% conf. interval]
--------------+-----------------------------------------------------------------
Differential  |
 Prediction_1 |   1.952304    .0021464   909.58   0.000    1.948097    1.956511
 Prediction_2 |   1.279228     .058875    21.73   0.000    1.163835    1.394621
   Difference |   .6730763    .0589141    11.42   0.000    .5576068    .7885457
--------------+-----------------------------------------------------------------
Explained     |
Qualification |    .073932    .0124284     5.95   0.000    .0495729    .0982911
          Age |   .0560012     .017986     3.11   0.002    .0207493    .0912531
     JobTenure |   .0733338    .0062949    11.65   0.000     .060996    .0856715
     Migration |   .2185162    .1634419     1.34   0.181   -.1018241    .5388564
      Location |  -.0902969    .0098536    -9.16   0.000   -.1096096   -.0709842
      PartTime |   .0178692    .0041613     4.29   0.000    .0097133    .0260251
        Public |   .0020294    .0007193     2.82   0.005    .0006195    .0034393
    Occupation |   .0538954    .0136561     3.95   0.000    .0271299    .0806609
          Time |  -.0134277    .0037255    -3.60   0.000   -.0207295   -.0061259
         Total |   .3918526    .1670894     2.35   0.019    .0643633    .7193418
--------------+-----------------------------------------------------------------
Unexplained   |
Qualification |  -.0602423    .0331905    -1.82   0.070   -.1252945      .00481
          Age |   1.513886    .3725956     4.06   0.000    .7836123     2.24416
     JobTenure |   -.050699     .043925    -1.15   0.248   -.1367904    .0353924
     Migration |  -.2139871    .1209754    -1.77   0.077   -.4510946    .0231204
      Location |   .0560189    .0238734     2.35   0.019     .009228    .1028099
      PartTime |   .0336798    .0271136     1.24   0.214   -.0194619    .0868214
        Public |  -.0595078    .0862525    -0.69   0.490   -.2285595    .1095439
    Occupation |   .1741953    .0542723     3.21   0.001    .0678236    .2805669
          Time |  -.0217418    .0420812    -0.52   0.605   -.1042195    .0607358
         _cons |  -1.090378    .3757348    -2.90   0.004   -1.826805   -.3539518
         Total |   .2812237    .1796422     1.57   0.117   -.0708685    .6333159
--------------------------------------------------------------------------------
```

1999-2003
```
Blinder-Oaxaca decomposition                          Number of obs = 68,501

            1: BM = 0
            2: BM = 1


--------------------------------------------------------------------------------
              |                Robust
   LnHourpay  | Coefficient  std. err.      z     P>|z|    [95% conf. interval]
--------------+-----------------------------------------------------------------
Differential  |
 Prediction_1 |   2.161492     .002261   955.99   0.000     2.15706    2.165923
 Prediction_2 |   1.599897    .0503701    31.76   0.000    1.501174    1.698621
   Difference |   .5615944    .0504208    11.14   0.000    .4627715    .6604173
--------------+-----------------------------------------------------------------
Explained     |
Qualification |   .0426696    .0101028     4.22   0.000    .0228685    .0624707
          Age |   .0560049    .0116303     4.82   0.000      .03321    .0787998
     JobTenure |   .0551393    .0037341    14.77   0.000    .0478206    .0624581
     Migration |   .2801627    .0779475     3.59   0.000    .1273885    .4329369
      Location |  -.0955934     .009363   -10.21   0.000   -.1139445   -.0772423
```

47

```
    PartTime |   .0254245    .004375      5.81   0.000     .0168496    .0339994
      Public |  -.0026862   .0008295     -3.24   0.001    -.0043121   -.0010604
  Occupation |   .0791812   .0138435      5.72   0.000     .0520484     .106314
        Time |   .0046786   .0022521      2.08   0.038     .0002644    .0090927
       Total |   .4449811   .0826988      5.38   0.000     .2828945    .6070677
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |  .0336045   .0159569      2.11   0.035     .0023296    .0648793
         Age |   2.438035   .4243114      5.75   0.000       1.6064     3.26967
    JobTenure |  -.1005909   .0585125     -1.72   0.086    -.2152734    .0140915
    Migration |  -.3136915   .0664796     -4.72   0.000    -.4439891   -.1833938
    Location |   .0081986   .0299642      0.27   0.784    -.0505302    .0669274
    PartTime |   .0349259   .0180482      1.94   0.053    -.0004479    .0702996
      Public |   .0826272   .0637396      1.30   0.195    -.0423002    .2075546
  Occupation |   .0069413   .0367634      0.19   0.850    -.0651137    .0789962
        Time |   .0124479   .0129715      0.96   0.337    -.0129758    .0378717
       _cons |  -2.085885   .4020963     -5.19   0.000    -2.873979   -1.297791
       Total |   .1166133   .0799005      1.46   0.144    -.0399888    .2732153
-------------+----------------------------------------------------------------
```

2004-2008

```
Blinder-Oaxaca decomposition                      Number of obs = 60,665

            1: BM = 0
            2: BM = 1


------------------------------------------------------------------------------
             |               Robust
    LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
Prediction_1 |   2.367365   .0024025    985.37   0.000     2.362656    2.372073
Prediction_2 |   1.972735   .0401864     49.09   0.000     1.893971    2.051499
  Difference |   .3946296   .0402581      9.80   0.000      .315725    .4735341
-------------+----------------------------------------------------------------
Explained    |
Qualification |  .0216958    .008928      2.43   0.015     .0041972    .0391943
         Age |    .033072   .0088663      3.73   0.000     .0156944    .0504497
    JobTenure |  .0390035   .0033893     11.51   0.000     .0323606    .0456464
    Migration |  .2763185   .0737035      3.75   0.000     .1318623    .4207748
    Location |   -.09931   .0086296    -11.51   0.000    -.1162237   -.0823964
    PartTime |   .0256362   .0038897      6.59   0.000     .0180125    .0332599
      Public |  -.0025908   .0006711     -3.86   0.000     -.003906   -.0012755
  Occupation |   .1038962   .0144376      7.20   0.000      .075599    .1321933
        Time |  -.0027363   .0036908     -0.74   0.458    -.0099702    .0044976
       Total |   .3949852   .0781674      5.05   0.000     .2417799    .5481904
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |  .0109335   .0107401      1.02   0.309    -.0101168    .0319837
         Age |   .6268149   .4373519      1.43   0.152     -.230379    1.484009
    JobTenure |  -.0166063   .0378423     -0.44   0.661    -.0907758    .0575632
    Migration |  -.2509517   .0482071     -5.21   0.000    -.3454359   -.1564675
    Location |   .0101495   .0152267      0.67   0.505    -.0196943    .0399933
    PartTime |   .0000716   .0090854      0.01   0.994    -.0177355    .0178786
      Public |   .0470199   .0477617      0.98   0.325    -.0465914    .1406311
  Occupation |   .0670206    .026988      2.48   0.013      .014125    .1199162
        Time |  -.0054602    .008765     -0.62   0.533    -.0226394    .0117189
       _cons |  -.4893473   .4260552     -1.15   0.251      -1.3244    .3457056
       Total |  -.0003556   .0815205     -0.00   0.997    -.1601328    .1594216
------------------------------------------------------------------------------
```

2009-2013

```
Blinder-Oaxaca decomposition                      Number of obs = 48,724
```

```
            1: BM = 0
            2: BM = 1


-------------------------------------------------------------------------------
            |               Robust
  LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
------------+------------------------------------------------------------------
Differential |
Prediction_1 |   2.493747   .0027436   908.93   0.000     2.48837    2.499124
Prediction_2 |    2.04855   .0323954    63.24   0.000    1.985057   2.112044
  Difference |   .4451965   .0325114    13.69   0.000    .3814753   .5089176
------------+------------------------------------------------------------------
Explained   |
Qualification |  .0094307   .0076249     1.24   0.216   -.0055137   .0243752
        Age |   .0399082   .0081407     4.90   0.000    .0239526   .0558637
   JobTenure |   .0382818   .0030563    12.53   0.000    .0322916    .044272
   Migration |   .1706981   .0455225     3.75   0.000    .0814757   .2599205
    Location |  -.0823014   .0074215   -11.09   0.000   -.0968472  -.0677556
    PartTime |   .0323748   .0041289     7.84   0.000    .0242823   .0404673
      Public |  -.0029977   .0007365    -4.07   0.000   -.0044412  -.0015542
  Occupation |   .1056314   .0136329     7.75   0.000    .0789114   .1323514
        Time |   .0026515   .0019096     1.39   0.165   -.0010913   .0063943
       Total |   .3136773   .0508602     6.17   0.000    .2139932   .4133615
------------+------------------------------------------------------------------
Unexplained |
Qualification |   .016622    .009481     1.75   0.080   -.0019604   .0352044
        Age |   .4153133   .3134171     1.33   0.185    -.198973     1.0296
   JobTenure |    .074411   .0410719     1.81   0.070   -.0060884   .1549105
   Migration |  -.1563486   .0400195    -3.91   0.000   -.2347853  -.0779118
    Location |  -.0056066   .0122233    -0.46   0.646   -.0295638   .0183507
    PartTime |  -.0078616    .006127    -1.28   0.199   -.0198703   .0041471
      Public |   .0691721   .0379002     1.83   0.068   -.0051108   .1434551
  Occupation |     .02379   .0252993     0.94   0.347   -.0257958   .0733758
        Time |  -.0093894   .0077735    -1.21   0.227   -.0246253   .0058465
       _cons |  -.2885832   .3198437    -0.90   0.367   -.9154653   .3382989
       Total |   .1315192   .0502175     2.62   0.009    .0330947   .2299437
-------------------------------------------------------------------------------
```

2014-2018
```
Blinder-Oaxaca decomposition                       Number of obs = 42,186


            1: BM = 0
            2: BM = 1


-------------------------------------------------------------------------------
            |               Robust
  LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
------------+------------------------------------------------------------------
Differential |
Prediction_1 |   2.596006   .0029459   881.22   0.000    2.590232   2.601779
Prediction_2 |   2.215445   .0296995    74.60   0.000    2.157235   2.273655
  Difference |   .3805602   .0298452    12.75   0.000    .3220647   .4390558
------------+------------------------------------------------------------------
Explained   |
Qualification |  .0033378   .0074517     0.45   0.654   -.0112673   .0179429
        Age |   .0028392   .0083756     0.34   0.735   -.0135767   .0192551
   JobTenure |   .0243595   .0030659     7.95   0.000    .0183504   .0303686
   Migration |   .1494142   .0446427     3.35   0.001    .0619161   .2369123
    Location |  -.0833068   .0072094   -11.56   0.000   -.0974369  -.0691768
    PartTime |   .0336174   .0041849     8.03   0.000    .0254151   .0418197
      Public |   -.004082    .001244    -3.28   0.001   -.0065202  -.0016438
  Occupation |   .1034785    .011948     8.66   0.000    .0800608   .1268962
        Time |  -.0004865   .0020568    -0.24   0.813   -.0045177   .0035447
       Total |   .2291712   .0493923     4.64   0.000     .132364   .3259784
------------+------------------------------------------------------------------
```

```
Unexplained   |
Qualification |    .0337804    .0119449      2.83    0.005      .0103688     .0571921
          Age |    1.464656    .2824013      5.19    0.000      .9111599     2.018153
     JobTenure |   -.0378581    .0306066     -1.24    0.216      -.097846     .0221298
     Migration |    -.155801    .0330069     -4.72    0.000     -.2204934    -.0911085
      Location |    .0148083     .011026      1.34    0.179     -.0068022     .0364188
      PartTime |   -.0112154    .0075653     -1.48    0.138      -.026043     .0036123
        Public |    .0618009    .0333694      1.85    0.064     -.0036019     .1272036
    Occupation |   -.0030847    .0159737     -0.19    0.847     -.0343926     .0282231
          Time |   -.0004682    .0047391     -0.10    0.921     -.0097567     .0088203
         _cons |   -1.215229    .2779449     -4.37    0.000     -1.759991    -.6704673
         Total |     .151389    .0527863      2.87    0.004      .0479297     .2548484
------------------------------------------------------------------------------
```

2019-2023

```
Blinder-Oaxaca decomposition                       Number of obs =     34,760

            1: BM = 0
            2: BM = 1


------------------------------------------------------------------------------
              |               Robust
    LnHourpay | Coefficient  std. err.      z     P>|z|     [95% conf. interval]
--------------+---------------------------------------------------------------
Differential  |
 Prediction_1 |    2.789968      .00324    861.11   0.000      2.783618     2.796319
 Prediction_2 |    2.533389    .0367432     68.95   0.000      2.461373     2.605404
   Difference |    .2565797    .0368858      6.96   0.000       .184285     .3288745
--------------+---------------------------------------------------------------
Explained     |
Qualification |   -.0072203    .0080773     -0.89   0.371     -.0230515     .0086109
          Age |    .0003169    .0091043      0.03   0.972     -.0175271     .0181609
     JobTenure |    .0118637    .0024264      4.89   0.000       .007108     .0166194
     Migration |    .1582847    .0406713      3.89   0.000      .0785704     .2379991
      Location |   -.0933836    .0088563    -10.54   0.000     -.1107417    -.0760255
      PartTime |     .015848    .0032776      4.84   0.000      .0094239      .022272
        Public |    .0008901    .0025999      0.34   0.732     -.0042056     .0059858
    Occupation |    .0734354    .0150645      4.87   0.000      .0439095     .1029614
          Time |   -.0036413    .0060792     -0.60   0.549     -.0155564     .0082737
         Total |    .1563936    .0465284      3.36   0.001      .0651996     .2475875
--------------+---------------------------------------------------------------
Unexplained   |
Qualification |    .0100684     .021534      0.47   0.640     -.0321376     .0522743
          Age |   -.6163364     .542751     -1.14   0.256     -1.680109     .4474361
     JobTenure |   -.0623145    .0460923     -1.35   0.176     -.1526538     .0280248
     Migration |   -.1358707    .0337537     -4.03   0.000     -.2020268    -.0697146
      Location |    .0337989    .0144589      2.34   0.019      .0054601     .0621377
      PartTime |    .0074001    .0158121      0.47   0.640     -.0235911     .0383913
        Public |    .0734935    .0232263      3.16   0.002      .0279708     .1190163
    Occupation |   -.0010848    .0234569     -0.05   0.963     -.0470595     .0448899
          Time |     .009375    .0092655      1.01   0.312     -.0087851     .0275351
         _cons |    .7816567    .5094754      1.53   0.125     -.2168968      1.78021
         Total |    .1001862    .0491364      2.04   0.041      .0038806     .1964917
------------------------------------------------------------------------------
```

Table A22: Oaxaca decompositions for Bangladeshi women

1993-1998

```
Blinder-Oaxaca decomposition                        Number of obs = 81,914

        1: BW = 0
        2: BW = 1


--------------------------------------------------------------------------------
             |                Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+------------------------------------------------------------------
Differential |
 Prediction_1 |   1.952304    .0021464   909.58   0.000    1.948097    1.956511
 Prediction_2 |   1.504022    .0940548    15.99   0.000    1.319678    1.688366
  Difference |    .4482818    .0940793     4.76   0.000     .2638898    .6326737
-------------+------------------------------------------------------------------
Explained    |
Qualification |   .0398305    .0178544     2.23   0.026     .0048365    .0748244
         Age |   .1709586    .0300662     5.69   0.000      .11203     .2298872
    JobTenure |   .0831956    .0090434     9.20   0.000      .065471    .1009203
    Migration |   .1397116    .0764105     1.83   0.067    -.0100502    .2894735
     Location |  -.0897891    .0168893    -5.32   0.000    -.1228915   -.0566868
     PartTime |   .0354051    .0079011     4.48   0.000     .0199191     .050891
       Public |  -.0002758    .0012346    -0.22   0.823    -.0026957     .002144
   Occupation |   .0483141     .021268     2.27   0.023     .0066297    .0899986
         Time |  -.0022732    .0059924    -0.38   0.704    -.0140181    .0094717
        Total |   .4250773    .0988756     4.30   0.000     .2312847    .6188699
-------------+------------------------------------------------------------------
Unexplained  |
Qualification |   .0062748    .0432268     0.15   0.885    -.0784482    .0909977
         Age |   1.325427     .600235      2.21   0.027     .1489875    2.501866
    JobTenure |  -.0515612     .064268    -0.80   0.422    -.1775242    .0744019
    Migration |  -.2144206    .0917606    -2.34   0.019     -.394268   -.0345732
     Location |   .0224559    .0597945     0.38   0.707    -.0947391     .139651
     PartTime |   .0066946    .0118918     0.56   0.573    -.0166129    .0300021
       Public |   -.036685    .0589284    -0.62   0.534    -.1521825    .0788125
   Occupation |  -.0336926    .0526288    -0.64   0.522    -.1368432    .0694579
         Time |   .0121547    .0587194     0.21   0.836    -.1029331    .1272426
        _cons |  -1.013443    .6532424    -1.55   0.121    -2.293774    .2668888
        Total |   .0232045    .0831344     0.28   0.780    -.1397359    .1861448
--------------------------------------------------------------------------------
```

1999-2003

```
Blinder-Oaxaca decomposition                        Number of obs = 68,385

        1: BW = 0
        2: BW = 1


--------------------------------------------------------------------------------
             |                Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+------------------------------------------------------------------
Differential |
 Prediction_1 |   2.161492     .002261   955.99   0.000     2.15706    2.165923
 Prediction_2 |   1.785511    .0820793    21.75   0.000    1.624638    1.946383
  Difference |    .3759811    .0821105     4.58   0.000     .2150475    .5369147
-------------+------------------------------------------------------------------
Explained    |
Qualification |   .0000477    .0135706     0.00   0.997    -.0265501    .0266455
         Age |   .1357588    .0202109     6.72   0.000     .0961461    .1753714
    JobTenure |   .0487003    .0066423     7.33   0.000     .0356817     .061719
    Migration |   .1156252    .0685929     1.69   0.092    -.0188144    .2500648
     Location |  -.0813582    .0153095    -5.31   0.000    -.1113642   -.0513522
```

51

```
    PartTime |  .0322039   .0073112     4.40   0.000     .0178743    .0465335
      Public |  .0054943   .0020468     2.68   0.007     .0014826    .0095059
  Occupation |  .0421895   .0259771     1.62   0.104    -.0087246    .0931037
        Time | -.0023158   .0039321    -0.59   0.556    -.0100225    .0053909
       Total |  .2963455   .0844394     3.51   0.000     .1308473    .4618438
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |  .0230596   .0794863     0.29   0.772    -.1327307    .1788499
         Age | -1.056257   .9153029    -1.15   0.249    -2.850218    .7377034
    JobTenure |  .1411977   .0760255     1.86   0.063    -.0078096    .2902049
   Migration | -.0732866   .0577031    -1.27   0.204    -.1863826    .0398094
    Location |   .032641    .050935     0.64   0.522    -.0671897    .1324718
    PartTime |  .0809231   .0378179     2.14   0.032     .0068013    .1550449
      Public | -.0131226    .016129    -0.81   0.416    -.0447349    .0184898
  Occupation | -.0119341   .0659274    -0.18   0.856    -.1411494    .1172813
        Time |  .0523668   .0440526     1.19   0.235    -.0339748    .1387084
        _cons |  .9040478    .873853     1.03   0.301    -.8086726    2.616768
       Total |  .0796355   .0743182     1.07   0.284    -.0660254    .2252964
------------------------------------------------------------------------------
```

2004-2008

```
Blinder-Oaxaca decomposition                        Number of obs = 60,572

           1: BW = 0
           2: BW = 1


------------------------------------------------------------------------------
             |               Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
Prediction_1 |   2.367365   .0024025   985.37   0.000     2.362656    2.372073
Prediction_2 |    2.08639   .0445818    46.80   0.000     1.999012    2.173769
  Difference |   .2809744   .0446465     6.29   0.000     .193469    .3684798
-------------+----------------------------------------------------------------
Explained    |
Qualification | -.0293326   .0105377    -2.78   0.005    -.0499862    -.008679
          Age |  .1136826   .0147958     7.68   0.000     .0846833     .142682
    JobTenure |  .0444714   .0041179    10.80   0.000     .0364005    .0525423
    Migration |  .0349913   .0363311     0.96   0.335    -.0362162    .1061989
     Location | -.0899054   .0116649    -7.71   0.000    -.1127681   -.0670426
     PartTime |  .0288154   .0050299     5.73   0.000     .0189568    .0386739
       Public |  .0032332   .0011992     2.70   0.007     .0008828    .0055835
   Occupation |  .0819795    .021655     3.79   0.000     .0395364    .1244226
         Time | -.0119845   .0049145    -2.44   0.015    -.0216168   -.0023522
        Total |  .1759509   .0563288     3.12   0.002     .0655485    .2863533
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |  .0077075   .0657009     0.12   0.907    -.121064    .1364789
          Age |  .6333819   .3939178     1.61   0.108    -.1386828    1.405447
    JobTenure |   .082863   .0694444     1.19   0.233    -.0532455    .2189715
    Migration |   -.03485   .0360552    -0.97   0.334    -.1055169    .0358168
     Location | -.0226141   .0246453    -0.92   0.359    -.0709181    .0256898
     PartTime |  .0112431     .00869     1.29   0.196    -.0057889    .0282751
       Public |  .0085179   .0114575     0.74   0.457    -.0139384    .0309742
   Occupation | -.0837117   .0241768    -3.46   0.001    -.1310974    -.036326
         Time | -.0001122   .0148243    -0.01   0.994    -.0291673    .0289429
        _cons | -.4974018   .3803751    -1.31   0.191    -1.242923    .2481197
        Total |  .1050235   .0563194     1.86   0.062    -.0053604    .2154075
------------------------------------------------------------------------------
```

2009-2013

```
Blinder-Oaxaca decomposition                        Number of obs = 48,576
```

```
         1: BW = 0
         2: BW = 1


--------------------------------------------------------------------------------
             |              Robust
   LnHourpay | Coefficient  std. err.     z     P>|z|    [95% conf. interval]
-------------+------------------------------------------------------------------
Differential |
Prediction_1 |  2.493747    .0027436   908.93   0.000    2.48837    2.499124
Prediction_2 |  2.152827    .044268     48.63   0.000    2.066064   2.239591
  Difference |  .3409194    .0443529     7.69   0.000    .2539893   .4278496
-------------+------------------------------------------------------------------
Explained    |
Qualification | -.017618    .0099413    -1.77   0.076   -.0371027   .0018666
         Age |  .0916911    .0133459     6.87   0.000    .0655337   .1178485
    JobTenure |  .0330829    .0042326     7.82   0.000    .0247871   .0413787
    Migration |  .0734847    .0356919     2.06   0.040    .0035299   .1434395
     Location | -.0809351    .0103016    -7.86   0.000   -.1011258  -.0607444
     PartTime |  .0474389    .0060326     7.86   0.000    .0356152   .0592625
       Public |  .0056511    .0015717     3.60   0.000    .0025706   .0087315
   Occupation |  .1046494    .0199172     5.25   0.000    .0656124   .1436865
         Time | -.0001412    .0017863    -0.08   0.937   -.0036422   .0033598
        Total |  .2573038    .0487406     5.28   0.000    .1617741   .3528336
-------------+------------------------------------------------------------------
Unexplained  |
Qualification | -.0234057    .0335153    -0.70   0.485   -.0890945   .0422831
         Age |  .6148733    .5470143     1.12   0.261   -.457255    1.687002
    JobTenure | -.0338164    .0734373    -0.46   0.645   -.1777509   .1101181
    Migration | -.0718979    .034071     -2.11   0.035   -.1386759  -.0051199
     Location | -.0120945    .0285913    -0.42   0.672   -.0681325   .0439435
     PartTime |  .0076056    .0079009     0.96   0.336   -.0078798   .023091
       Public |  .0052269    .0063588     0.82   0.411   -.0072361   .0176898
   Occupation |  .0151573    .0400117     0.38   0.705   -.0632642   .0935787
         Time | -.0080903    .0116167    -0.70   0.486   -.0308587   .014678
        _cons | -.4099426    .4991104    -0.82   0.411   -1.388181   .5682958
        Total |  .0836156    .0474122     1.76   0.078   -.0093105   .1765418
--------------------------------------------------------------------------------
```

2014-2018
```
Blinder-Oaxaca decomposition                        Number of obs = 42,042


         1: BW = 0
         2: BW = 1


--------------------------------------------------------------------------------
             |              Robust
   LnHourpay | Coefficient  std. err.     z     P>|z|    [95% conf. interval]
-------------+------------------------------------------------------------------
Differential |
Prediction_1 |  2.596006    .0029459   881.22   0.000    2.590232   2.601779
Prediction_2 |  2.269086    .0432754    52.43   0.000    2.184268   2.353904
  Difference |  .3269195    .0433755     7.54   0.000    .241905    .411934
-------------+------------------------------------------------------------------
Explained    |
Qualification | -.0098339    .0091928    -1.07   0.285   -.0278515   .0081837
         Age |  .065493     .0125453     5.22   0.000    .0409046   .0900813
    JobTenure |  .0246888    .0040125     6.15   0.000    .0168244   .0325532
    Migration | -.0261806    .0333189    -0.79   0.432   -.0914845   .0391233
     Location | -.0914079    .0096723    -9.45   0.000   -.1103652  -.0724505
     PartTime |  .048654     .0059591     8.16   0.000    .0369744   .0603336
       Public |  .0152341    .0028168     5.41   0.000    .0097133   .0207549
   Occupation |  .0983273    .017559      5.60   0.000    .0639123   .1327424
         Time | -.0002036    .0026584    -0.08   0.939   -.0054139   .0050067
        Total |  .1247712    .045567      2.74   0.006    .0354615   .2140809
-------------+------------------------------------------------------------------
```

```
Unexplained   |
Qualification |    .0236436    .0331278     0.71    0.475    -.0412858    .0885729
          Age |    .3600981    .3809741     0.95    0.345    -.3865973    1.106794
    JobTenure |    .0082717    .0546799     0.15    0.880     -.098899    .1154423
    Migration |    .0261806    .0332586     0.79    0.431    -.0390051    .0913663
     Location |   -.0064618    .0298423    -0.22    0.829    -.0649517    .0520281
     PartTime |   -.0006161    .0031697    -0.19    0.846    -.0068286    .0055963
       Public |    .0029088    .0064089     0.45    0.650    -.0096524      .01547
   Occupation |   -.0488608     .027985    -1.75    0.081    -.1037105    .0059888
         Time |    .0011951    .0095141     0.13    0.900    -.0174522    .0198425
        _cons |   -.1642107    .3827586    -0.43    0.668    -.9144037    .5859823
        Total |    .2021483    .0434051     4.66    0.000     .1170758    .2872208
------------------------------------------------------------------------------
```

2019-2023

```
Blinder-Oaxaca decomposition                        Number of obs = 34,704

          1: BW = 0
          2: BW = 1


------------------------------------------------------------------------------
              |              Robust
    LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
--------------+---------------------------------------------------------------
Differential  |
 Prediction_1 |    2.789968      .00324   861.11   0.000     2.783618    2.796319
 Prediction_2 |    2.552439    .0381985    66.82   0.000     2.477572    2.627307
   Difference |    .2375289    .0383356     6.20   0.000     .1623925    .3126654
--------------+---------------------------------------------------------------
Explained     |
Qualification |   -.0251599     .008673    -2.90   0.004    -.0421586   -.0081612
          Age |     .028804    .0117387     2.45   0.014     .0057964    .0518115
    JobTenure |    .0144873    .0026422     5.48   0.000     .0093086    .0196659
    Migration |    .0316473    .0310492     1.02   0.308     -.029208    .0925025
     Location |   -.1106562    .0099903   -11.08   0.000    -.1302368   -.0910757
     PartTime |    .0277972    .0048483     5.73   0.000     .0182948    .0372996
       Public |    .0246843    .0039985     6.17   0.000     .0168473    .0325213
   Occupation |    .0478673    .0184466     2.59   0.009     .0117126     .084022
         Time |   -.0088301     .007327    -1.21   0.228    -.0231909    .0055306
        Total |     .030641    .0425177     0.72   0.471    -.0526921    .1139741
--------------+---------------------------------------------------------------
Unexplained   |
Qualification |    .0270107    .0290502     0.93   0.352    -.0299266    .0839479
          Age |   -.7302969    .3822471    -1.91   0.056    -1.479487    .0188936
    JobTenure |   -.0100937    .0437672    -0.23   0.818    -.0958759    .0756884
    Migration |   -.0367059    .0344426    -1.07   0.287    -.1042122    .0308003
     Location |    .0572912     .019684     2.91   0.004     .0187113    .0958711
     PartTime |   -.0060512    .0079589    -0.76   0.447    -.0216504    .0095479
       Public |    .0122028      .00921     1.32   0.185    -.0058485    .0302541
   Occupation |    .0205453    .0330871     0.62   0.535    -.0443043    .0853949
         Time |   -.0044803    .0099375    -0.45   0.652    -.0239574    .0149968
        _cons |    .8774661    .3652847     2.40   0.016     .1615212    1.593411
        Total |    .2068879    .0394049     5.25   0.000     .1296558      .28412
------------------------------------------------------------------------------
```

Table A23: Oaxaca decompositions for Black African men

1993-1998

```
Blinder-Oaxaca decomposition                          Number of obs = 82,159

        1: BAM = 0
        2: BAM = 1


-----------------------------------------------------------------------------
             |              Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|    [95% conf. interval]
-------------+---------------------------------------------------------------
Differential |
Prediction_1 |   1.952304   .0021464   909.58   0.000    1.948097   1.956511
Prediction_2 |   1.905876   .0336191    56.69   0.000    1.839984   1.971768
  Difference |   .0464281   .0336875     1.38   0.168   -.0195982   .1124545
-------------+---------------------------------------------------------------
Explained    |
Qualification|   -.065071   .0078169    -8.32   0.000   -.0803919  -.0497501
         Age |  -.0086332    .008522    -1.01   0.311   -.0253359   .0080696
    JobTenure |   .0560492   .0046348    12.09   0.000    .0469652   .0651333
   Migration |   .0543693   .0480583     1.13   0.258   -.0398233   .1485618
    Location |  -.1377305   .0066076   -20.84   0.000   -.1506811  -.1247799
    PartTime |   .0120719   .0025217     4.79   0.000    .0071294   .0170145
      Public |  -.0033027   .0008961    -3.69   0.000    -.005059  -.0015463
  Occupation |   .0082107   .0103557     0.79   0.428   -.0120861   .0285075
        Time |   -.013498   .0025275    -5.34   0.000   -.0184518  -.0085441
       Total |  -.0975342   .0529891    -1.84   0.066   -.2013909   .0063225
-------------+---------------------------------------------------------------
Unexplained  |
Qualification|   .0371092   .0251514     1.48   0.140   -.0121866    .086405
         Age |   .2271302   .3597325     0.63   0.528   -.4779326   .9321929
    JobTenure |   -.045631   .0347448    -1.31   0.189   -.1137295   .0224675
   Migration |  -.0316581   .0352263    -0.90   0.369   -.1007004   .0373843
    Location |   .0044901   .0229449     0.20   0.845   -.0404811   .0494612
    PartTime |   .0138694   .0264923     0.52   0.601   -.0380545   .0657933
      Public |  -.0003521   .0066763    -0.05   0.958   -.0134375   .0127333
  Occupation |  -.0184377   .0129597    -1.42   0.155   -.0438383   .0069629
        Time |   .0073894   .0168473     0.44   0.661   -.0256306   .0404094
        _cons |  -.0499471   .3428994    -0.15   0.884   -.7220176   .6221234
       Total |   .1439623   .0513942     2.80   0.005    .0432315   .2446931
-----------------------------------------------------------------------------
```

1999-2003

```
Blinder-Oaxaca decomposition                          Number of obs = 68,690

        1: BAM = 0
        2: BAM = 1


-----------------------------------------------------------------------------
             |              Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|    [95% conf. interval]
-------------+---------------------------------------------------------------
Differential |
Prediction_1 |   2.161492    .002261   955.99   0.000     2.15706   2.165923
Prediction_2 |   2.079669   .0286227    72.66   0.000    2.023569   2.135768
  Difference |   .0818231   .0287119     2.85   0.004    .0255488   .1380974
-------------+---------------------------------------------------------------
Explained    |
Qualification|  -.0455053   .0065288    -6.97   0.000   -.0583016  -.0327091
         Age |    .005803   .0073759     0.79   0.431   -.0086536   .0202595
    JobTenure |   .0527139   .0028658    18.39   0.000    .0470971   .0583307
   Migration |  -.0268386   .0562804    -0.48   0.633   -.1371462   .0834691
    Location |  -.1282411   .0065422   -19.60   0.000   -.1410637  -.1154186
```

```
   PartTime |   .0167918   .0028107     5.97   0.000     .011283     .0223006
     Public |   .0023192   .0008037     2.89   0.004    .0007439     .0038944
 Occupation |    .024282   .0122751     1.98   0.048    .0002232     .0483407
       Time |   .0079038   .0031169     2.54   0.011    .0017947     .0140129
      Total |  -.0907715   .0605183    -1.50   0.134   -.2093851     .0278422
------------+----------------------------------------------------------------
Unexplained |
Qualification|  .0518792   .0299939     1.73   0.084   -.0069077     .1106661
        Age |    .968152   .2812151     3.44   0.001    .4169806     1.519323
   JobTenure|   -.037482   .0257134    -1.46   0.145   -.0878793     .0129154
  Migration |   .0261289   .0400835     0.65   0.514   -.0524333     .1046912
   Location |    .039376   .0146702     2.68   0.007    .0106231      .068129
   PartTime |  -.0012779   .0223862    -0.06   0.954   -.0451541     .0425983
     Public |   .0106572   .0132078     0.81   0.420   -.0152296      .036544
 Occupation |  -.0293172   .0138831    -2.11   0.035   -.0565277    -.0021068
       Time |   .0041456   .0065431     0.63   0.526   -.0086785     .0169698
      _cons |  -.8596674   .2757271    -3.12   0.002   -1.400082    -.3192523
      Total |   .1725945   .0642601     2.69   0.007    .0466471      .298542
------------+----------------------------------------------------------------
```

2004-2008

Blinder-Oaxaca decomposition   Number of obs = 61,104

```
        1: BAM = 0
        2: BAM = 1


------------------------------------------------------------------------------
            |              Robust
   LnHourpay| Coefficient  std. err.      z    P>|z|     [95% conf. interval]
------------+----------------------------------------------------------------
Differential|
Prediction_1|   2.367365   .0024025   985.37   0.000    2.362656     2.372073
Prediction_2|   2.210362    .021576   102.45   0.000    2.168073      2.25265
 Difference |    .157003   .0217093     7.23   0.000    .1144534     .1995525
------------+----------------------------------------------------------------
Explained   |
Qualification|  -.043798   .0047871    -9.15   0.000   -.0531805    -.0344155
        Age |   -.010572    .004798    -2.20   0.028    -.019976     -.001168
   JobTenure|   .0426116   .0020701    20.58   0.000    .0385542      .046669
  Migration |   .0741522   .0414397     1.79   0.074   -.0070682     .1553725
   Location |  -.0925023   .0052314   -17.68   0.000   -.1027556     -.082249
   PartTime |   .0075682   .0014639     5.17   0.000    .0046989     .0104374
     Public |    .000915   .0004066     2.25   0.024     .000118     .0017119
 Occupation |   .0809015   .0095777     8.45   0.000    .0621296     .0996734
       Time |  -.0088404   .0019577    -4.52   0.000   -.0126775    -.0050033
      Total |   .0504356    .044734     1.13   0.260   -.0372415     .1381127
------------+----------------------------------------------------------------
Unexplained |
Qualification|  .0358599   .0130158     2.76   0.006    .0103495     .0613704
        Age |   .7199412   .2243056     3.21   0.001    .2803104     1.159572
   JobTenure|  -.0009994   .0241713    -0.04   0.967   -.0483744     .0463755
  Migration |  -.0396735    .026853    -1.48   0.140   -.0923044     .0129574
   Location |   .0153683   .0062282     2.47   0.014    .0031612     .0275755
   PartTime |   .0117891   .0152809     0.77   0.440    -.018161     .0417392
     Public |   .0231439   .0102383     2.26   0.024    .0030773     .0432106
 Occupation |   .0051598   .0080133     0.64   0.520   -.0105459     .0208655
       Time |   .0009515   .0033402     0.28   0.776   -.0055951     .0074982
      _cons |  -.6649736   .2293314    -2.90   0.004   -1.114455    -.2154922
      Total |   .1065674   .0450196     2.37   0.018    .0183306     .1948042
------------------------------------------------------------------------------
```

2009-2013

Blinder-Oaxaca decomposition   Number of obs = 49,122

```
             1: BAM = 0
             2: BAM = 1


--------------------------------------------------------------------------
             |             Robust
   LnHourpay | Coefficient  std. err.      z     P>|z|    [95% conf. interval]
-------------+------------------------------------------------------------
Differential |
Prediction_1 |   2.493747   .0027436   908.93   0.000    2.48837    2.499124
Prediction_2 |   2.319494   .0203814   113.80   0.000    2.279547   2.359441
  Difference |    .174253   .0205652     8.47   0.000    .1339459   .2145601
-------------+------------------------------------------------------------
Explained    |
Qualification | -.0467206   .0046827    -9.98   0.000   -.0558985  -.0375427
         Age | -.0181853   .0044599    -4.08   0.000   -.0269266  -.0094441
    JobTenure |  .0369527   .0022269    16.59   0.000    .0325879   .0413174
    Migration |  .0320885   .0418525     0.77   0.443   -.0499408   .1141178
     Location | -.0768064   .0051197   -15.00   0.000   -.0868409  -.0667719
     PartTime |  .0083638   .0015916     5.26   0.000    .0052443   .0114832
       Public |  .0016425   .0005396     3.04   0.002    .0005849   .0027002
   Occupation |  .0787511   .0098426     8.00   0.000    .0594599   .0980423
         Time |  .0016493   .0013698     1.20   0.229   -.0010355   .0043341
        Total |  .0177356   .0448645     0.40   0.693   -.0701973   .1056684
-------------+------------------------------------------------------------
Unexplained  |
Qualification |  .0109685   .0160821     0.68   0.495   -.0205518   .0424889
         Age |  .6490806   .2059561     3.15   0.002    .2454141   1.052747
    JobTenure | -.0072016   .0242951    -0.30   0.767   -.0548191   .0404159
    Migration | -.0049676    .028171    -0.18   0.860   -.0601817   .0502465
     Location |  .0120555   .0065197     1.85   0.064   -.0007229   .0248338
     PartTime |   .019069   .0147769     1.29   0.197   -.0098931   .0480311
       Public |  .0255616   .0092774     2.76   0.006    .0073783    .043745
   Occupation | -.0331464   .0146894    -2.26   0.024   -.0619371  -.0043557
         Time |  .0032544   .0053817     0.60   0.545   -.0072935   .0138023
        _cons | -.5181565   .2054932    -2.52   0.012   -.9209157  -.1153973
        Total |  .1565174   .0439302     3.56   0.000    .0704158   .2426191
--------------------------------------------------------------------------
```

2014-2018

```
Blinder-Oaxaca decomposition                        Number of obs = 42,643


             1: BAM = 0
             2: BAM = 1


--------------------------------------------------------------------------
             |             Robust
   LnHourpay | Coefficient  std. err.      z     P>|z|    [95% conf. interval]
-------------+------------------------------------------------------------
Differential |
Prediction_1 |   2.596006   .0029459   881.22   0.000    2.590232   2.601779
Prediction_2 |   2.420801   .0182045   132.98   0.000    2.385121   2.456481
  Difference |   .1752049   .0184413     9.50   0.000    .1390606   .2113492
-------------+------------------------------------------------------------
Explained    |
Qualification | -.0439713   .0044507    -9.88   0.000   -.0526946  -.0352481
         Age | -.0115217   .0050125    -2.30   0.022   -.0213461  -.0016973
    JobTenure |  .0280626   .0020535    13.67   0.000    .0240378   .0320875
    Migration |  .1483698   .0379946     3.91   0.000    .0739017    .222838
     Location | -.0674949   .0049661   -13.59   0.000   -.0772282  -.0577615
     PartTime |  .0082384   .0016674     4.94   0.000    .0049705   .0115064
       Public |  .0029965   .0010065     2.98   0.003    .0010238   .0049691
   Occupation |  .0851061    .008887     9.58   0.000    .0676878   .1025243
         Time |  -.002828   .0013388    -2.11   0.035    -.005452  -.0002041
        Total |  .1469576   .0410815     3.58   0.000    .0664394   .2274758
-------------+------------------------------------------------------------
```

```
Unexplained   |
Qualification |    .0399755    .0152162     2.63   0.009     .0101522     .0697987
          Age |     .810378    .1771119     4.58   0.000      .463245     1.157511
     JobTenure |    .0083141    .0180283     0.46   0.645    -.0270207     .0436489
    Migration |   -.1019468    .0255217    -3.99   0.000    -.1519685    -.0519251
     Location |    .0136359    .0070426     1.94   0.053    -.0001675     .0274392
     PartTime |    .0254013    .0129908     1.96   0.051    -.0000602     .0508628
       Public |     .025597    .0091601     2.79   0.005     .0076436     .0435504
   Occupation |   -.0152314    .0077679    -1.96   0.050    -.0304562    -6.57e-06
         Time |    .0029234    .0027807     1.05   0.293    -.0025267     .0083734
        _cons |   -.7807995    .1769065    -4.41   0.000     -1.12753    -.4340692
        Total |    .0282473    .0412674     0.68   0.494    -.0526353     .1091299
------------------------------------------------------------------------------
```

2019-2023

```
Blinder-Oaxaca decomposition                        Number of obs = 35,189

          1: BAM = 0
          2: BAM = 1


------------------------------------------------------------------------------
             |              Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
 Prediction_1 |    2.789968      .00324   861.11   0.000     2.783618     2.796319
 Prediction_2 |    2.669297    .0223584   119.39   0.000     2.625476     2.713119
   Difference |    .1206711    .0225919     5.34   0.000     .0763918     .1649504
-------------+----------------------------------------------------------------
Explained    |
Qualification |    -.042985    .0045725    -9.40   0.000    -.051947     -.034023
          Age |   -.0272705    .0043357    -6.29   0.000    -.0357683    -.0187728
    JobTenure |    .0190254    .0017721    10.74   0.000     .0155521     .0224986
    Migration |    .0943958    .0489359     1.93   0.054    -.0015168     .1903084
     Location |   -.0474926    .0045702   -10.39   0.000    -.0564501    -.0385351
     PartTime |    .0024967    .0011402     2.19   0.029      .000262     .0047314
       Public |     .007883    .0017693     4.46   0.000     .0044153     .0113507
   Occupation |    .0731775    .0100259     7.30   0.000     .0535271      .092828
         Time |    -.015722    .0040185    -3.91   0.000    -.0235981    -.0078458
        Total |    .0635083    .0512298     1.24   0.215    -.0369003     .1639169
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |    .0587574    .0178394     3.29   0.001     .0237927      .093722
          Age |    .9652048    .2520938     3.83   0.000       .47111       1.4593
    JobTenure |   -.0102937    .0238566    -0.43   0.666    -.0570518     .0364645
    Migration |   -.0517779    .0317111    -1.63   0.103    -.1139306     .0103747
     Location |   -.0165015    .0068573    -2.41   0.016    -.0299415    -.0030615
     PartTime |   -.0193513    .0246499    -0.79   0.432    -.0676642     .0289616
       Public |    .0198878    .0103266     1.93   0.054    -.0003521     .0401276
   Occupation |    .0588955    .0206066     2.86   0.004     .0185072     .0992838
         Time |   -.0073183    .0075894    -0.96   0.335    -.0221933     .0075567
        _cons |     -.94034    .2468307    -3.81   0.000    -1.424119    -.4565607
        Total |    .0571628    .0530287     1.08   0.281    -.0467715     .1610971
------------------------------------------------------------------------------
```

Table A24: Oaxaca decompositions for Black African women

1993-1998

```
Blinder-Oaxaca decomposition                          Number of obs = 82,169

          1: BAW = 0
          2: BAW = 1


------------------------------------------------------------------------------
             |               Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|    [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
Prediction_1 |   1.952304   .0021464   909.58   0.000    1.948097   1.956511
Prediction_2 |   1.709375    .028235    60.54   0.000    1.654036   1.764715
  Difference |   .2429291   .0283164     8.58   0.000    .1874298   .2984283
-------------+----------------------------------------------------------------
Explained    |
Qualification|  -.0337851   .0077174    -4.38   0.000    -.048911   -.0186592
         Age |   -.013384   .0082548    -1.62   0.105   -.0295632    .0027951
    JobTenure |   .0647523   .0040027    16.18   0.000    .0569072    .0725973
   Migration |   .1362175   .0421719     3.23   0.001    .0535622    .2188729
    Location |  -.1537379   .0063866   -24.07   0.000   -.1662554   -.1412204
    PartTime |   .0271086   .0036859     7.35   0.000    .0198844    .0343328
      Public |  -.0054324   .0012829    -4.23   0.000   -.0079469   -.0029179
  Occupation |   .0576707   .0094954     6.07   0.000     .03906     .0762814
        Time |  -.0077674   .0024614    -3.16   0.002   -.0125917   -.0029431
       Total |   .0716423   .0468558     1.53   0.126   -.0201934    .1634781
-------------+----------------------------------------------------------------
Unexplained  |
Qualification|    .034479   .0206424     1.67   0.095   -.0059793    .0749373
         Age |    1.18882   .3038013     3.91   0.000    .5933801    1.784259
    JobTenure |  -.0517031   .0326032    -1.59   0.113   -.1156043    .0121981
   Migration |  -.1052189   .0289964    -3.63   0.000   -.1620508   -.0483871
    Location |   .0218186   .0390815     0.56   0.577   -.0547797     .098417
    PartTime |   .0162405   .0108725     1.49   0.135   -.0050693    .0375502
      Public |    .000181   .0016303     0.11   0.912   -.0030144    .0033764
  Occupation |   -.012509   .0233891    -0.53   0.593   -.0583508    .0333328
        Time |  -.0223078   .0156418    -1.43   0.154   -.0529652    .0083497
        _cons |  -.8985134   .3089263    -2.91   0.004   -1.503998   -.2930289
       Total |   .1712867   .0429171     3.99   0.000    .0871708    .2554027
------------------------------------------------------------------------------
```

1999-2003

```
Blinder-Oaxaca decomposition                          Number of obs = 68,724

          1: BAW = 0
          2: BAW = 1


------------------------------------------------------------------------------
             |               Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|    [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
Prediction_1 |   2.161492    .002261   955.99   0.000     2.15706   2.165923
Prediction_2 |   2.010527   .0239531    83.94   0.000     1.96358   2.057474
  Difference |   .1509647   .0240596     6.27   0.000    .1038088   .1981207
-------------+----------------------------------------------------------------
Explained    |
Qualification|  -.0408158    .006389    -6.39   0.000    -.053338   -.0282936
         Age |  -.0046218   .0062954    -0.73   0.463   -.0169605    .0077169
    JobTenure |   .0457524   .0029921    15.29   0.000     .039888    .0516168
   Migration |   .0310887   .0384122     0.81   0.418   -.0441979    .1063753
    Location |  -.1434546   .0064054   -22.40   0.000   -.1560089   -.1309004
```

```
    PartTime |   .0285662    .0034115    8.37   0.000     .0218799    .0352526
      Public |   .0074618    .0012589    5.93   0.000     .0049944    .0099291
  Occupation |   .0320251    .0110649    2.89   0.004     .0103382     .053712
        Time |   .0063492    .0027634    2.30   0.022     .0009331    .0117654
       Total |  -.0376488    .0431991   -0.87   0.383    -.1223174    .0470199
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |   .0183289    .0134619    1.36   0.173     -.008056    .0447137
         Age |   .9158435    .2901837    3.16   0.002     .3470939    1.484593
    JobTenure |   .0156264    .0186702    0.84   0.403    -.0209665    .0522192
    Migration |  -.0201595     .027296   -0.74   0.460    -.0736587    .0333396
     Location |   .0426164     .016271    2.62   0.009     .0107258    .0745071
     PartTime |   .0139962    .0105734    1.32   0.186    -.0067273    .0347197
       Public |   .0050385    .0033299    1.51   0.130     -.001488    .0115649
   Occupation |  -.0471306    .0236378   -1.99   0.046    -.0934599   -.0008014
         Time |   .0116333     .010753    1.08   0.279    -.0094422    .0327089
        _cons |  -.7671795    .2867143   -2.68   0.007    -1.329129   -.2052298
        Total |   .1886135    .0426122    4.43   0.000     .1050952    .2721318
-------------+----------------------------------------------------------------
```

2004-2008

```
Blinder-Oaxaca decomposition                         Number of obs = 61,139

        1: BAW = 0
        2: BAW = 1


------------------------------------------------------------------------------
             |               Robust
    LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
 Prediction_1 |   2.367365    .0024025   985.37  0.000     2.362656    2.372073
 Prediction_2 |   2.156506    .0185539   116.23  0.000     2.120141    2.192871
   Difference |   .2108583    .0187088    11.27  0.000     .1741897     .247527
-------------+----------------------------------------------------------------
Explained    |
Qualification |  -.0367409    .0046285   -7.94   0.000    -.0458125   -.0276693
         Age |  -.0045125    .0050339   -0.90   0.370    -.0143788    .0053538
    JobTenure |    .039749    .0020246   19.63   0.000     .0357809    .0437171
    Migration |   .0524336     .055732    0.94   0.347    -.0567991    .1616663
     Location |  -.0979442    .0052723  -18.58   0.000    -.1082777   -.0876106
     PartTime |   .0202411    .0025163    8.04   0.000     .0153093     .025173
       Public |   .0037242    .0008463    4.40   0.000     .0020655     .005383
   Occupation |   .0936674     .008789   10.66   0.000     .0764413    .1108936
         Time |  -.0056383    .0018697   -3.02   0.003    -.0093028   -.0019737
        Total |   .0649796    .0582153    1.12   0.264    -.0491204    .1790795
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |   .0292773    .0155167    1.89   0.059    -.0011348    .0596894
         Age |   .7415874     .159608    4.65   0.000     .4287615    1.054413
    JobTenure |  -.0330944    .0217158   -1.52   0.128    -.0756566    .0094677
    Migration |  -.0201734    .0336345   -0.60   0.549    -.0860958    .0457489
     Location |   .0092759    .0062056    1.49   0.135    -.0028867    .0214386
     PartTime |   .0165897    .0069944    2.37   0.018     .0028809    .0302985
       Public |    .006718    .0045418    1.48   0.139    -.0021837    .0156197
   Occupation |  -.0304865    .0155397   -1.96   0.050    -.0609439   -.0000292
         Time |   .0008563    .0024445    0.35   0.726    -.0039349    .0056475
        _cons |  -.5746714    .1564611   -3.67   0.000    -.8813294   -.2680134
        Total |   .1458788    .0609782    2.39   0.017     .0263637    .2653938
-------------+----------------------------------------------------------------
```

2009-2013

```
Blinder-Oaxaca decomposition                         Number of obs = 49,200
```

```
        1: BAW = 0
        2: BAW = 1


------------------------------------------------------------------------------
             |               Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
Prediction_1 |  2.493747    .0027436    908.93   0.000     2.48837    2.499124
Prediction_2 |  2.262794    .0182417    124.05   0.000     2.227041   2.298547
  Difference |  .2309529    .0184469     12.52   0.000     .1947977   .2671081
-------------+----------------------------------------------------------------
Explained    |
Qualification | -.0464964   .0045644    -10.19   0.000    -.0554426  -.0375503
         Age | -.0172159    .0043504     -3.96   0.000    -.0257426  -.0086892
    JobTenure |  .0341396    .0021112     16.17   0.000     .0300017   .0382775
    Migration |  .0804249    .035049       2.29   0.022     .01173     .1491197
    Location  | -.0939462    .0053935    -17.42   0.000    -.1045171  -.0833752
    PartTime  |  .0253024    .0029073      8.70   0.000     .0196043   .0310005
      Public  |  .0046198    .0010677      4.33   0.000     .0025272   .0067124
   Occupation |  .0745155    .0096031      7.76   0.000     .0556939   .0933372
        Time  |  .0017071    .0014751      1.16   0.247    -.0011841   .0045982
       Total  |  .0630508    .0384919      1.64   0.101    -.012392    .1384936
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |  .03325     .0216247      1.54   0.124    -.0091335   .0756336
         Age |  .9413596    .178131        5.28   0.000     .5922293   1.29049
    JobTenure | -.0553338   .0197722      -2.80   0.005    -.0940867  -.016581
    Migration | -.0449461   .0240643      -1.87   0.062    -.0921112   .0022191
    Location  |  .0104148    .0059802       1.74   0.082    -.0013062   .0221358
    PartTime  |  .0133973    .0047027       2.85   0.004     .0041802   .0226145
      Public  |  .017457     .0043672       4.00   0.000     .0088974   .0260165
   Occupation | -.0265724   .0217816      -1.22   0.222    -.0692635   .0161187
        Time  |  .0030839    .0081303       0.38   0.704    -.0128513   .019019
        _cons | -.7242081   .1855399      -3.90   0.000    -1.08786   -.3605566
       Total  |  .1679021    .0377692       4.45   0.000     .0938759   .2419284
------------------------------------------------------------------------------
```

2014-2018

```
Blinder-Oaxaca decomposition                   Number of obs = 42,831


        1: BAW = 0
        2: BAW = 1


------------------------------------------------------------------------------
             |               Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
Prediction_1 |  2.596006    .0029459    881.22   0.000     2.590232   2.601779
Prediction_2 |  2.330943    .0168576    138.27   0.000     2.297903   2.363984
  Difference |  .2650624    .0171131     15.49   0.000     .2315214   .2986035
-------------+----------------------------------------------------------------
Explained    |
Qualification | -.0371368   .0040484     -9.17   0.000    -.0450715  -.0292021
         Age | -.0143651    .0043867     -3.27   0.001    -.0229629  -.0057672
    JobTenure |  .030931     .0019295      16.03   0.000     .0271492   .0347127
    Migration |  .0590704    .0334933       1.76   0.078    -.0065752   .124716
    Location  | -.0886022    .0053106     -16.68   0.000    -.0990108  -.0781936
    PartTime  |  .030296     .0030325       9.99   0.000     .0243523   .0362396
      Public  |  .0119431    .0014335       8.33   0.000     .0091335   .0147527
   Occupation |  .0860724    .0086338       9.97   0.000     .0691504   .1029944
        Time  | -.0021851   .0011643      -1.88   0.061    -.0044671   .000097
       Total  |  .0760237    .036454        2.09   0.037     .0045751   .1474722
-------------+----------------------------------------------------------------
```

61

```
Unexplained   |
Qualification |   .0459102    .0175723     2.61   0.009    .0114691    .0803513
          Age |   .8131768    .1725215     4.71   0.000    .4750408    1.151313
     JobTenure |   .0322152    .0193101     1.67   0.095   -.0056319    .0700622
     Migration |  -.0264477    .0214186    -1.23   0.217   -.0684273    .0155319
      Location |   .0076033    .0062308     1.22   0.222   -.0046089    .0198155
      PartTime |   .0186293    .0055951     3.33   0.001    .0076631    .0295954
        Public |   .0096367    .0043876     2.20   0.028    .0010372    .0182361
    Occupation |   .0030216    .0191174     0.16   0.874   -.0344479     .040491
          Time |  -.0011125    .0020499    -0.54   0.587   -.0051302    .0029052
         _cons |  -.7135939    .1703799    -4.19   0.000   -1.047532   -.3796555
         Total |   .1890388    .0356372     5.30   0.000    .1191912    .2588863
------------------------------------------------------------------------------
```

2019-2023
```
Blinder-Oaxaca decomposition                     Number of obs = 35,373

           1: BAW = 0
           2: BAW = 1


------------------------------------------------------------------------------
              |              Robust
    LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
--------------+---------------------------------------------------------------
Differential  |
 Prediction_1 |   2.789968      .00324   861.11   0.000    2.783618    2.796319
 Prediction_2 |   2.530703    .0172085   147.06   0.000    2.496975    2.564431
   Difference |    .259265    .0175109    14.81   0.000    .2249444    .2935856
--------------+---------------------------------------------------------------
Explained     |
Qualification |   -.037858    .0041028    -9.23   0.000   -.0458994   -.0298166
          Age |  -.0073495    .0046431    -1.58   0.113   -.0164497    .0017507
     JobTenure |    .020161    .0017471    11.54   0.000    .0167369    .0235852
     Migration |   .0626819    .0313827     2.00   0.046     .001173    .1241909
      Location |  -.0658762    .0048779   -13.50   0.000   -.0754368   -.0563157
      PartTime |    .019476    .0029355     6.63   0.000    .0137224    .0252295
        Public |   .0209951    .0021073     9.96   0.000    .0168648    .0251254
    Occupation |   .0871081     .009479     9.19   0.000    .0685297    .1056865
          Time |   -.008581    .0033846    -2.54   0.011   -.0152147   -.0019474
         Total |   .0907573    .0348199     2.61   0.009    .0225116    .1590031
--------------+---------------------------------------------------------------
Unexplained   |
Qualification |   .0406285    .0182562     2.23   0.026     .004847    .0764101
          Age |   .8615972    .1965627     4.38   0.000    .4763415    1.246853
     JobTenure |  -.0182327    .0198766    -0.92   0.359    -.05719    .0207246
     Migration |  -.0343858    .0208626    -1.65   0.099   -.0752757    .0065041
      Location |  -.0084043    .0053677    -1.57   0.117   -.0189248    .0021161
      PartTime |   .0103072    .0065161     1.58   0.114   -.0024642    .0230786
        Public |   .0087906    .0037461     2.35   0.019    .0014483    .0161329
    Occupation |  -.0456811    .0248698    -1.84   0.066   -.0944251    .0030629
          Time |   .0027026    .0030793     0.88   0.380   -.0033327    .0087379
         _cons |  -.6488145    .1975659    -3.28   0.001   -1.036037   -.2615926
         Total |   .1685077    .0335395     5.02   0.000    .1027714     .234244
------------------------------------------------------------------------------
```

Table A25: Oaxaca decompositions for Black Caribbean men

1993-1998

```
Blinder-Oaxaca decomposition                        Number of obs = 82,394

            1: BCM = 0
            2: BCM = 1


-----------------------------------------------------------------------------
              |              Robust
   LnHourpay  | Coefficient  std. err.      z    P>|z|    [95% conf. interval]
--------------+--------------------------------------------------------------
Differential  |
 Prediction_1 |   1.952304    .0021464   909.58   0.000    1.948097    1.956511
 Prediction_2 |   1.852253    .0217553    85.14   0.000    1.809614    1.894893
   Difference |   .1000508     .021861     4.58   0.000    .0572041    .1428975
--------------+--------------------------------------------------------------
Explained     |
Qualification |   .0282628      .00562     5.03   0.000    .0172479    .0392777
          Age |  -.0004665    .0064456    -0.07   0.942   -.0130995    .0121666
     JobTenure |   .0158343    .0043839     3.61   0.000     .007242    .0244267
     Migration |   .0384021      .01721     2.23   0.026    .0046711    .0721332
      Location |  -.0888428    .0053312   -16.66   0.000   -.0992918   -.0783938
      PartTime |   .0029045    .0012989     2.24   0.025    .0003588    .0054502
       Public  |  -.0011833    .0004639    -2.55   0.011   -.0020926    -.000274
   Occupation |    .051267    .0070212     7.30   0.000    .0375058    .0650282
         Time |  -.0003906    .0017625    -0.22   0.825   -.0038451    .0030639
        Total |   .0457877    .0232804     1.97   0.049    .0001588    .0914165
--------------+--------------------------------------------------------------
Unexplained   |
Qualification |   .0134653    .0119921     1.12   0.262   -.0100387    .0369694
          Age |   .0830388    .2972949     0.28   0.780   -.4996485    .6657261
     JobTenure |   -.038228    .0267004    -1.43   0.152   -.0905599    .0141039
     Migration |  -.0404547    .0177056    -2.28   0.022    -.075157   -.0057524
      Location |   .0083637    .0111977     0.75   0.455   -.0135833    .0303108
      PartTime |  -.0157471    .0298991    -0.53   0.598   -.0743481     .042854
       Public  |    .019613    .0098964     1.98   0.047    .0002164    .0390096
   Occupation |  -.0163563    .0117324    -1.39   0.163   -.0393512    .0066387
         Time |  -.0045659    .0104444    -0.44   0.662   -.0250367    .0159048
         _cons |   .0451342     .295123     0.15   0.878   -.5332961    .6235646
        Total |   .0542631    .0245576     2.21   0.027    .0061311    .1023952
-----------------------------------------------------------------------------
```

1999-2003

```
Blinder-Oaxaca decomposition                        Number of obs = 68,802

            1: BCM = 0
            2: BCM = 1


-----------------------------------------------------------------------------
              |              Robust
   LnHourpay  | Coefficient  std. err.      z    P>|z|    [95% conf. interval]
--------------+--------------------------------------------------------------
Differential  |
 Prediction_1 |   2.161492     .002261   955.99   0.000     2.15706    2.165923
 Prediction_2 |   2.088697    .0240048    87.01   0.000    2.041648    2.135745
   Difference |   .0727949    .0241111     3.02   0.003     .025538    .1200517
--------------+--------------------------------------------------------------
Explained     |
Qualification |   .0272105    .0052503     5.18   0.000    .0169202    .0375009
          Age |  -.0150036    .0059461    -2.52   0.012   -.0266577   -.0033496
     JobTenure |    .009091    .0034255     2.65   0.008    .0023771    .0158049
     Migration |   .0065592    .0171002     0.38   0.701   -.0269567    .0400751
      Location |  -.0960456    .0058373   -16.45   0.000   -.1074865   -.0846047
```

```
    PartTime |   .0004966     .001434     0.35   0.729    -.002314    .0033073
      Public |    .000377    .0006097     0.62   0.536    -.000818     .001572
  Occupation |   .0340121    .0101451     3.35   0.001     .014128    .0538962
        Time |     .001318   .0016806     0.78   0.433   -.0019759    .0046119
       Total |  -.0319848    .0247638    -1.29   0.196    -.080521    .0165513
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |   .0042063     .011512     0.37   0.715   -.0183567    .0267694
         Age |   .3708076    .2454316     1.51   0.131   -.1102295    .8518447
    JobTenure |   .0516448    .0261492     1.98   0.048    .0003933    .1028963
   Migration |  -.0114674    .0196912    -0.58   0.560   -.0500614    .0271267
    Location |   .0253515    .0083478     3.04   0.002    .0089901    .0417128
    PartTime |   .0756811    .0595308     1.27   0.204   -.0409972    .1923594
      Public |   .0161728    .0154952     1.04   0.297   -.0141972    .0465427
  Occupation |  -.0573625    .0239495    -2.40   0.017   -.1043027   -.0104222
        Time |   .0075343    .0087256     0.86   0.388   -.0095675    .0246361
        _cons |  -.3777889    .2097166    -1.80   0.072   -.7888258    .0332481
       Total |   .1047797    .0278213     3.77   0.000     .050251    .1593084
------------------------------------------------------------------------------
```

2004-2008

```
Blinder-Oaxaca decomposition                         Number of obs = 60,919

          1: BCM = 0
          2: BCM = 1


------------------------------------------------------------------------------
             |               Robust
    LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
Prediction_1 |   2.367365    .0024025   985.37   0.000    2.362656    2.372073
Prediction_2 |   2.271503    .0255671    88.84   0.000    2.221393    2.321614
  Difference |   .0958614    .0256798     3.73   0.000      .04553    .1461928
-------------+----------------------------------------------------------------
Explained    |
Qualification |   .0249454    .0050448     4.94   0.000    .0150578     .034833
         Age |  -.0274879    .0062121    -4.42   0.000   -.0396635   -.0153124
   JobTenure |   .0089965    .0029775     3.02   0.003    .0031608    .0148323
   Migration |   .0099407    .0127252     0.78   0.435   -.0150002    .0348815
    Location |  -.0753839     .005893   -12.79   0.000    -.086934   -.0638339
    PartTime |   .0041275    .0014142     2.92   0.004    .0013558    .0068993
      Public |   .0006254    .0004508     1.39   0.165   -.0002581     .001509
  Occupation |   .0557675    .0103061     5.41   0.000    .0355679     .075967
        Time |  -.0020097    .0024061    -0.84   0.404   -.0067256    .0027062
       Total |  -.0004785    .0224036    -0.02   0.983   -.0443887    .0434316
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |  -.0180718    .0138892    -1.30   0.193   -.0452941    .0091505
         Age |   .0476585      .22284     0.21   0.831   -.3890999    .4844169
   JobTenure |   .0111984    .0265067     0.42   0.673   -.0407538    .0631507
   Migration |  -.0167468    .0201569    -0.83   0.406   -.0562536    .0227599
    Location |   .0065637    .0086384     0.76   0.447   -.0103673    .0234947
    PartTime |  -.0089571    .0296969    -0.30   0.763    -.067162    .0492478
      Public |  -.0090096    .0134539    -0.67   0.503   -.0353787    .0173595
  Occupation |   .0018356    .0074295     0.25   0.805    -.012726    .0163972
        Time |   -.001688    .0034142    -0.49   0.621   -.0083797    .0050037
        _cons |   .0835571    .2092575     0.40   0.690   -.3265801    .4936942
       Total |   .0963399     .024435     3.94   0.000    .0484483    .1442315
------------------------------------------------------------------------------
```

2009-2013

```
Blinder-Oaxaca decomposition                         Number of obs = 48,802
```

```
             1: BCM = 0
             2: BCM = 1


--------------------------------------------------------------------------------
             |             Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+------------------------------------------------------------------
Differential |
Prediction_1 |   2.493747   .0027436   908.93   0.000     2.48837    2.499124
Prediction_2 |   2.404999   .0319243    75.33   0.000    2.342429     2.46757
  Difference |   .0887478    .032042     2.77   0.006    .0259467    .1515489
-------------+------------------------------------------------------------------
Explained    |
Qualification |   .0131824   .0060134     2.19   0.028    .0013963    .0249684
         Age |  -.0165068   .0071264    -2.32   0.021   -.0304744   -.0025392
    JobTenure |   .0111273   .0033976     3.28   0.001    .0044682    .0177864
   Migration |  -.0055409   .0175771    -0.32   0.753   -.0399914    .0289096
    Location |  -.0741268   .0066113   -11.21   0.000   -.0870847   -.0611688
    PartTime |   .0014093   .0015563     0.91   0.365   -.0016409    .0044596
      Public |   .0007468   .0005978     1.25   0.212   -.0004248    .0019184
  Occupation |   .0427046   .0120911     3.53   0.000    .0190065    .0664028
        Time |   .0016689   .0012142     1.37   0.169   -.0007109    .0040488
       Total |  -.0253351   .0274613    -0.92   0.356   -.0791584    .0284881
-------------+------------------------------------------------------------------
Unexplained  |
Qualification |  -.0025167   .0185287    -0.14   0.892   -.0388323    .0337989
         Age |   .1028131   .3448144     0.30   0.766   -.5730107    .7786369
    JobTenure |  -.0259148   .0452541    -0.57   0.567   -.1146113    .0627817
   Migration |   .0116914   .0232635     0.50   0.615   -.0339042     .057287
    Location |   .0035627   .0130272     0.27   0.784   -.0219702    .0290955
    PartTime |   .0010905   .0299819     0.04   0.971    -.057673     .059854
      Public |   .0130931   .0163441     0.80   0.423   -.0189406    .0451269
  Occupation |   .0077339   .0122712     0.63   0.529   -.0163173    .0317851
        Time |  -.0074363   .0066301    -1.12   0.262    -.020431    .0055584
        _cons |   .0099661   .3359193     0.03   0.976   -.6484237    .6683559
       Total |   .1140829   .0358197     3.18   0.001    .0438775    .1842883
--------------------------------------------------------------------------------
```

2014-2018

```
Blinder-Oaxaca decomposition                       Number of obs = 42,271


             1: BCM = 0
             2: BCM = 1


--------------------------------------------------------------------------------
             |             Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+------------------------------------------------------------------
Differential |
Prediction_1 |   2.596006   .0029459   881.22   0.000    2.590232    2.601779
Prediction_2 |   2.403564   .0294954    81.49   0.000    2.345754    2.461374
  Difference |   .1924419   .0296421     6.49   0.000    .1343444    .2505394
-------------+------------------------------------------------------------------
Explained    |
Qualification |    .006057   .0056879     1.06   0.287   -.0050912    .0172051
         Age |  -.0154657   .0072097    -2.15   0.032   -.0295965   -.0013349
    JobTenure |   .0076633   .0032269     2.37   0.018    .0013388    .0139879
   Migration |   .0027378   .0192657     0.14   0.887   -.0350223    .0404978
    Location |  -.0789156   .0066613   -11.85   0.000   -.0919716   -.0658596
    PartTime |   .0034958   .0019546     1.79   0.074   -.0003352    .0073267
      Public |     .00194   .0013658     1.42   0.155   -.0007369     .004617
  Occupation |   .0666243   .0109779     6.07   0.000    .0451081    .0881405
        Time |  -.0003384   .0018344    -0.18   0.854   -.0039338     .003257
       Total |  -.0062015   .0273751    -0.23   0.821   -.0598557    .0474526
-------------+------------------------------------------------------------------
```

65

```
Unexplained    |
Qualification | -.0875825    .0702938   -1.25   0.213    -.2253557    .0501908
          Age |  .7609099     .320538    2.37   0.018     .1326669    1.389153
     JobTenure |   .002132    .0370662    0.06   0.954    -.0705164    .0747804
     Migration | -.0016924    .0259615   -0.07   0.948    -.0525761    .0491912
      Location | -.0126317    .0131512   -0.96   0.337    -.0384075    .0131441
      PartTime | -.0126162    .0348801   -0.36   0.718    -.0809799    .0557476
        Public |  .0057282    .0199633    0.29   0.774    -.0333992    .0448556
    Occupation | -.0041608    .0130354   -0.32   0.750    -.0297098    .0213881
          Time |  .0000673    .0029412    0.02   0.982    -.0056974     .005832
         _cons | -.4515103    .3327702   -1.36   0.175    -1.103728    .2007072
         Total |  .1986435    .0313825    6.33   0.000     .1371349     .260152
-------------------------------------------------------------------------------
```

2019-2023

```
Blinder-Oaxaca decomposition                          Number of obs = 34,789

            1: BCM = 0
            2: BCM = 1


-------------------------------------------------------------------------------
              |                 Robust
    LnHourpay | Coefficient   std. err.      z    P>|z|    [95% conf. interval]
--------------+----------------------------------------------------------------
Differential  |
 Prediction_1 |  2.789968      .00324    861.11   0.000     2.783618    2.796319
 Prediction_2 |  2.676417    .0337816     79.23   0.000     2.610206    2.742628
   Difference |  .1135514    .0339367      3.35   0.001     .0470368     .180066
--------------+----------------------------------------------------------------
Explained     |
Qualification |  .0123475     .007424      1.66   0.096    -.0022033    .0268982
          Age | -.0196654    .0071679     -2.74   0.006    -.0337141   -.0056166
     JobTenure |  .0057563    .0025949      2.22   0.027     .0006703    .0108423
     Migration |  .0055504    .0154058      0.36   0.719    -.0246443    .0357452
      Location |  -.057355    .0069412     -8.26   0.000    -.0709595   -.0437505
      PartTime |  .0001013    .0015498      0.07   0.948    -.0029362    .0031388
        Public |  .0001924    .0024515      0.08   0.937    -.0046125    .0049973
    Occupation |  .0520048    .0141804      3.67   0.000     .0242118    .0797978
          Time | -.0034571    .0057422     -0.60   0.547    -.0147116    .0077975
         Total | -.0045248    .0268599     -0.17   0.866    -.0571692    .0481197
--------------+----------------------------------------------------------------
Unexplained   |
Qualification | -.0351203    .0202547     -1.73   0.083    -.0748189    .0045783
          Age | -.4091046    .3752081     -1.09   0.276    -1.144499    .3262898
     JobTenure | -.0119037    .0350953     -0.34   0.734    -.0806892    .0568818
     Migration | -.0076076    .0279356     -0.27   0.785    -.0623604    .0471451
      Location |  .0110294    .0088871      1.24   0.215     -.006389    .0284479
      PartTime |  .0158005    .0347352      0.45   0.649    -.0522793    .0838803
        Public |  .0004272    .0168869      0.03   0.980    -.0326705     .033525
    Occupation |  -.029164    .0279593     -1.04   0.297    -.0839633    .0256352
          Time |  .0190864     .011501      1.66   0.097    -.0034551    .0416278
         _cons |  .5646329     .37033       1.52   0.127    -.1612005    1.290466
         Total |  .1180762    .0295831      3.99   0.000     .0600944     .176058
-------------------------------------------------------------------------------
```

Table A26: Oaxaca decompositions for Black Caribbean women

1993-1998

```
Blinder-Oaxaca decomposition                        Number of obs = 82,577

            1: BCW = 0
            2: BCW = 1
```

LnHourpay	Coefficient	Robust std. err.	z	P>|z|	[95% conf. interval]	
Differential						
Prediction_1	1.952304	.0021464	909.58	0.000	1.948097	1.956511
Prediction_2	1.81255	.0180283	100.54	0.000	1.777215	1.847885
Difference	.1397542	.0181556	7.70	0.000	.1041698	.1753386
Explained						
Qualification	-.0008999	.0052384	-0.17	0.864	-.011167	.0093673
Age	-.0241569	.0051619	-4.68	0.000	-.0342741	-.0140398
JobTenure	.013981	.0036832	3.80	0.000	.006762	.0212
Migration	.0581133	.0142141	4.09	0.000	.0302542	.0859723
Location	-.0938536	.0050254	-18.68	0.000	-.1037032	-.084004
PartTime	.0246565	.0028465	8.66	0.000	.0190775	.0302355
Public	-.0060849	.0013135	-4.63	0.000	-.0086594	-.0035104
Occupation	.0281872	.0061176	4.61	0.000	.0161969	.0401776
Time	-.0009113	.0015488	-0.59	0.556	-.0039469	.0021242
Total	-.0009685	.020568	-0.05	0.962	-.041281	.0393439
Unexplained						
Qualification	-.0048438	.0102063	-0.47	0.635	-.0248478	.0151601
Age	1.024269	.1943326	5.27	0.000	.643384	1.405154
JobTenure	.0224033	.0210717	1.06	0.288	-.0188965	.063703
Migration	-.0581571	.0141992	-4.10	0.000	-.0859871	-.0303271
Location	-.0082664	.0116717	-0.71	0.479	-.0311424	.0146097
PartTime	.0067097	.0067502	0.99	0.320	-.0065205	.0199399
Public	-.0006045	.000836	-0.72	0.470	-.0022431	.001034
Occupation	-.0294915	.0139482	-2.11	0.034	-.0568294	-.0021536
Time	.0054651	.0089633	0.61	0.542	-.0121026	.0230329
_cons	-.8167608	.1897975	-4.30	0.000	-1.188757	-.4447645
Total	.1407227	.0221779	6.35	0.000	.0972549	.1841906

1999-2003

```
Blinder-Oaxaca decomposition                        Number of obs = 69,004

            1: BCW = 0
            2: BCW = 1
```

LnHourpay	Coefficient	Robust std. err.	z	P>|z|	[95% conf. interval]	
Differential						
Prediction_1	2.161492	.002261	955.99	0.000	2.15706	2.165923
Prediction_2	2.022462	.0181787	111.25	0.000	1.986832	2.058091
Difference	.1390299	.0183188	7.59	0.000	.1031258	.174934
Explained						
Qualification	-.000721	.0047205	-0.15	0.879	-.009973	.0085311
Age	-.0205257	.0053076	-3.87	0.000	-.0309283	-.010123
JobTenure	.0129337	.0028634	4.52	0.000	.0073216	.0185457
Migration	.0434265	.0109801	3.96	0.000	.021906	.064947
Location	-.1020789	.0054357	-18.78	0.000	-.1127327	-.091425

```
    PartTime |   .0266159    .0027907     9.54   0.000     .0211462    .0320856
      Public |   .0080745    .0012097     6.67   0.000     .0057035    .0104454
  Occupation |   .0488138    .0081544     5.99   0.000     .0328314    .0647961
        Time |   .0045915    .0021872     2.10   0.036     .0003047    .0088783
       Total |   .0211303    .0188979     1.12   0.264    -.015909     .0581695
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |  -.011114    .0114154    -0.97   0.330    -.0334877    .0112597
         Age |   .325628     .1725187     1.89   0.059    -.0125024    .6637585
    JobTenure |  .0233128    .0209089     1.11   0.265    -.0176679    .0642936
    Migration |  -.0476497   .0131207    -3.63   0.000    -.0733659   -.0219335
     Location |   .0056193   .0102149     0.55   0.582    -.0144016    .0256401
     PartTime |   .0143177   .0073684     1.94   0.052    -.0001241    .0287595
       Public |   .0023958   .0019924     1.20   0.229    -.0015092    .0063008
   Occupation |  -.0763183   .0111535    -6.84   0.000    -.0981788   -.0544577
         Time |  -.0036649   .0024895    -1.47   0.141    -.0085441    .0012144
        _cons |  -.1146271   .171007     -0.67   0.503    -.4497948    .2205405
        Total |   .1178996   .0193128     6.10   0.000     .0800471    .1557521
-------------+----------------------------------------------------------------
```

2004-2008

```
Blinder-Oaxaca decomposition                        Number of obs = 61,155

        1: BCW = 0
        2: BCW = 1


------------------------------------------------------------------------------
             |               Robust
    LnHourpay | Coefficient  std. err.     z     P>|z|    [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
 Prediction_1 |  2.367365    .0024025   985.37   0.000     2.362656    2.372073
 Prediction_2 |  2.231992    .0193505   115.35   0.000     2.194066    2.269918
   Difference |  .1353728    .0194991     6.94   0.000     .0971553    .1735902
-------------+----------------------------------------------------------------
Explained    |
Qualification |  -.0174144   .0044653    -3.90   0.000    -.0261662   -.0086626
         Age |  -.0313679   .0048159    -6.51   0.000    -.0408069   -.0219289
    JobTenure |  .0099435    .0024838     4.00   0.000     .0050752    .0148117
    Migration |  .027601     .0097077     2.84   0.004     .0085743    .0466278
     Location |  -.0894603   .0053965   -16.58   0.000    -.1000372   -.0788834
     PartTime |  .0181928    .0022961     7.92   0.000     .0136925    .0226931
       Public |  .0056847    .0012411     4.58   0.000     .0032521    .0081172
   Occupation |  .0575586    .0087077     6.61   0.000     .0404918    .0746254
         Time |  -.0027956   .0019462    -1.44   0.151    -.0066101    .0010188
        Total |  -.0220576   .0181479    -1.22   0.224    -.0576268    .0135116
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |  .0247051    .0118403     2.09   0.037     .0014986    .0479116
         Age |   .1693144   .2264731     0.75   0.455    -.2745647    .6131935
    JobTenure |  .0017696    .0194218     0.09   0.927    -.0362966    .0398357
    Migration |  -.0354482   .0132833    -2.67   0.008    -.0614829   -.0094134
     Location |  .0193233    .0093061     2.08   0.038     .0010838    .0375628
     PartTime |  .0035179    .0082581     0.43   0.670    -.0126676    .0197034
       Public |  .0017004    .0015109     1.13   0.260    -.0012609    .0046617
   Occupation |  -.0132008   .015264     -0.86   0.387    -.0431178    .0167161
         Time |  .0022923    .0022704     1.01   0.313    -.0021576    .0067422
        _cons |  -.0165435   .2289301    -0.07   0.942    -.4652383    .4321512
        Total |   .1574304   .0198339     7.94   0.000     .1185566    .1963042
------------------------------------------------------------------------------
```

2009-2013

```
Blinder-Oaxaca decomposition                        Number of obs = 49,050
```

```
            1: BCW = 0
            2: BCW = 1


------------------------------------------------------------------------------
             |               Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
Prediction_1 |   2.493747   .0027436   908.93   0.000     2.48837    2.499124
Prediction_2 |   2.384994   .0206167   115.68   0.000    2.344586    2.425402
  Difference |    .108753   .0207984     5.23   0.000    .0679888    .1495172
-------------+----------------------------------------------------------------
Explained    |
Qualification |  -.0153126   .0047909    -3.20   0.001   -.0247026   -.0059226
         Age |  -.0358978   .0047069    -7.63   0.000   -.0451232   -.0266724
    JobTenure |   .0036651   .0026803     1.37   0.171   -.0015882    .0089184
    Migration |   .0224372   .0113997     1.97   0.049    .0000942    .0447802
     Location |  -.0957423    .006108   -15.68   0.000   -.1077137    -.083771
     PartTime |    .020351   .0025903     7.86   0.000    .0152742    .0254278
       Public |   .0064669   .0013765     4.70   0.000     .003769    .0091649
   Occupation |   .0541329   .0097233     5.57   0.000    .0350756    .0731901
         Time |  -.0003422   .0006863    -0.50   0.618   -.0016873     .001003
        Total |  -.0402419   .0210304    -1.91   0.056   -.0814607    .0009769
-------------+----------------------------------------------------------------
Unexplained  |
Qualification |    .007625   .0155279     0.49   0.623   -.0228091     .038059
         Age |   1.074825   .1826721     5.88   0.000     .716794    1.432855
    JobTenure |   -.029285   .0288082    -1.02   0.309    -.085748    .0271781
    Migration |  -.0363755   .0157815    -2.30   0.021   -.0673067   -.0054444
     Location |  -.0054193   .0092402    -0.59   0.558   -.0235298    .0126913
     PartTime |   .0048362   .0078829     0.61   0.540   -.0106139    .0202863
       Public |   .0037238   .0023038     1.62   0.106   -.0007916    .0082392
   Occupation |    .006708   .0132667     0.51   0.613   -.0192943    .0327102
         Time |  -.0103595   .0078707    -1.32   0.188   -.0257858    .0050669
        _cons |  -.8672836   .1852802    -4.68   0.000   -1.230426   -.5041412
        Total |   .1489948   .0204064     7.30   0.000     .108999    .1889906
------------------------------------------------------------------------------
```

2014-2018

```
Blinder-Oaxaca decomposition                   Number of obs = 42,483


            1: BCW = 0
            2: BCW = 1


------------------------------------------------------------------------------
             |               Robust
   LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
-------------+----------------------------------------------------------------
Differential |
Prediction_1 |   2.596006   .0029459   881.22   0.000    2.590232    2.601779
Prediction_2 |   2.437694   .0208577   116.87   0.000    2.396813    2.478574
  Difference |   .1583119   .0210648     7.52   0.000    .1170258    .1995981
-------------+----------------------------------------------------------------
Explained    |
Qualification |  -.0201556   .0048889    -4.12   0.000   -.0297377   -.0105734
         Age |  -.0210397   .0056012    -3.76   0.000    -.032018   -.0100615
    JobTenure |   .0097657   .0025893     3.77   0.000    .0046907    .0148406
    Migration |   .0215116   .0126845     1.70   0.090   -.0033495    .0463726
     Location |  -.0883243   .0060191   -14.67   0.000   -.1001215   -.0765271
     PartTime |   .0266106   .0030363     8.76   0.000    .0206597    .0325616
       Public |   .0157016   .0018741     8.38   0.000    .0120284    .0193747
   Occupation |    .058769   .0096731     6.08   0.000    .0398102    .0777279
         Time |   .0017376   .0014787     1.18   0.240   -.0011607    .0046359
        Total |   .0045764   .0214483     0.21   0.831   -.0374615    .0466143
-------------+----------------------------------------------------------------
```

```
Unexplained   |
Qualification |    .0133369    .0193314     0.69   0.490    -.0245519    .0512257
          Age |    .4378454    .2195924     1.99   0.046     .0074523    .8682385
    JobTenure |   -.0273826    .0226775    -1.21   0.227    -.0718297    .0170646
    Migration |   -.0308599    .0171087    -1.80   0.071    -.0643923    .0026726
     Location |    .0183852    .0102767     1.79   0.074    -.0017568    .0385272
     PartTime |    .0101632    .0078558     1.29   0.196    -.0052339    .0255603
       Public |    .0091694    .0037873     2.42   0.015     .0017464    .0165925
   Occupation |    .0178738    .0198822     0.90   0.369    -.0210945    .0568422
         Time |     .003719    .0026644     1.40   0.163    -.0015031    .0089412
        _cons |   -.2985151     .223992    -1.33   0.183    -.7375314    .1405011
        Total |    .1537355    .0213325     7.21   0.000     .1119246    .1955464
------------------------------------------------------------------------------
```

2019-2023

```
Blinder-Oaxaca decomposition                         Number of obs = 34,978

           1: BCW = 0
           2: BCW = 1


------------------------------------------------------------------------------
              |               Robust
    LnHourpay | Coefficient  std. err.      z    P>|z|     [95% conf. interval]
--------------+---------------------------------------------------------------
Differential  |
 Prediction_1 |    2.789968      .00324   861.11   0.000     2.783618    2.796319
 Prediction_2 |    2.595613    .0242895   106.86   0.000     2.548007     2.64322
   Difference |    .1943552    .0245046     7.93   0.000     .1463271    .2423834
--------------+---------------------------------------------------------------
Explained     |
Qualification |   -.0249753    .0053922    -4.63   0.000    -.0355438   -.0144067
          Age |   -.0215171    .0057468    -3.74   0.000    -.0327805   -.0102536
    JobTenure |    .0070494    .0019846     3.55   0.000     .0031597    .0109391
    Migration |    .0084876    .0133283     0.64   0.524    -.0176354    .0346105
     Location |   -.0789761    .0065885   -11.99   0.000    -.0918893   -.0660628
     PartTime |     .016233    .0027973     5.80   0.000     .0107503    .0217156
       Public |    .0271042    .0028591     9.48   0.000     .0215005    .0327079
   Occupation |    .0481442    .0114333     4.21   0.000     .0257355     .070553
         Time |    .0031518    .0029817     1.06   0.290    -.0026922    .0089957
        Total |   -.0152983    .0224053    -0.68   0.495    -.0592119    .0286153
--------------+---------------------------------------------------------------
Unexplained   |
Qualification |   -.0270695    .0383595    -0.71   0.480    -.1022528    .0481138
          Age |    .1146169    .3967375     0.29   0.773    -.6629743    .8922082
    JobTenure |   -.0012941    .0291043    -0.04   0.965    -.0583374    .0557492
    Migration |   -.0202961    .0230122    -0.88   0.378    -.0653991    .0248069
     Location |    .0057912    .0074056     0.78   0.434    -.0087235    .0203059
     PartTime |    .0243199    .0118015     2.06   0.039     .0011895    .0474503
       Public |    .0034167    .0028417     1.20   0.229    -.0021529    .0089863
   Occupation |   -.0020324    .0278892    -0.07   0.942    -.0566943    .0526295
         Time |    -.008898    .0113409    -0.78   0.433    -.0311257    .0133297
        _cons |    .1210989    .4113644     0.29   0.768    -.6851605    .9273583
        Total |    .2096535    .0243805     8.60   0.000     .1618686    .2574384
------------------------------------------------------------------------------
```