

# Contents

<b>I. Introduction .....</b>	<b>5</b>
1.1. Policy background .....	5
1.2. The unadjusted gender pay gap .....	6
1.3. General methodology .....	7
<b>II. Data source and methodology .....</b>	<b>9</b>
2.1. Data source .....	9
2.2. Methodology .....	9
2.3. Programming .....	13
<b>III. Results and analysis.....</b>	<b>14</b>
3.1. Adjusting the gender pay gap .....	14
3.2. Impact of differences in characteristics .....	15
3.3. Gender differences in returns .....	21
<b>IV. Other segregation effects .....</b>	<b>24</b>
4.1. Sectoral and occupational segregation .....	24
4.2. Other segregation effects .....	26
4.3. The gender overall earnings gap .....	27
<b>V. Conclusions .....</b>	<b>29</b>
<b>References .....</b>	<b>32</b>
<b>Appendix 1: Statistical tests.....</b>	<b>33</b>
<b>Appendix 2: National publications.....</b>	<b>48</b>