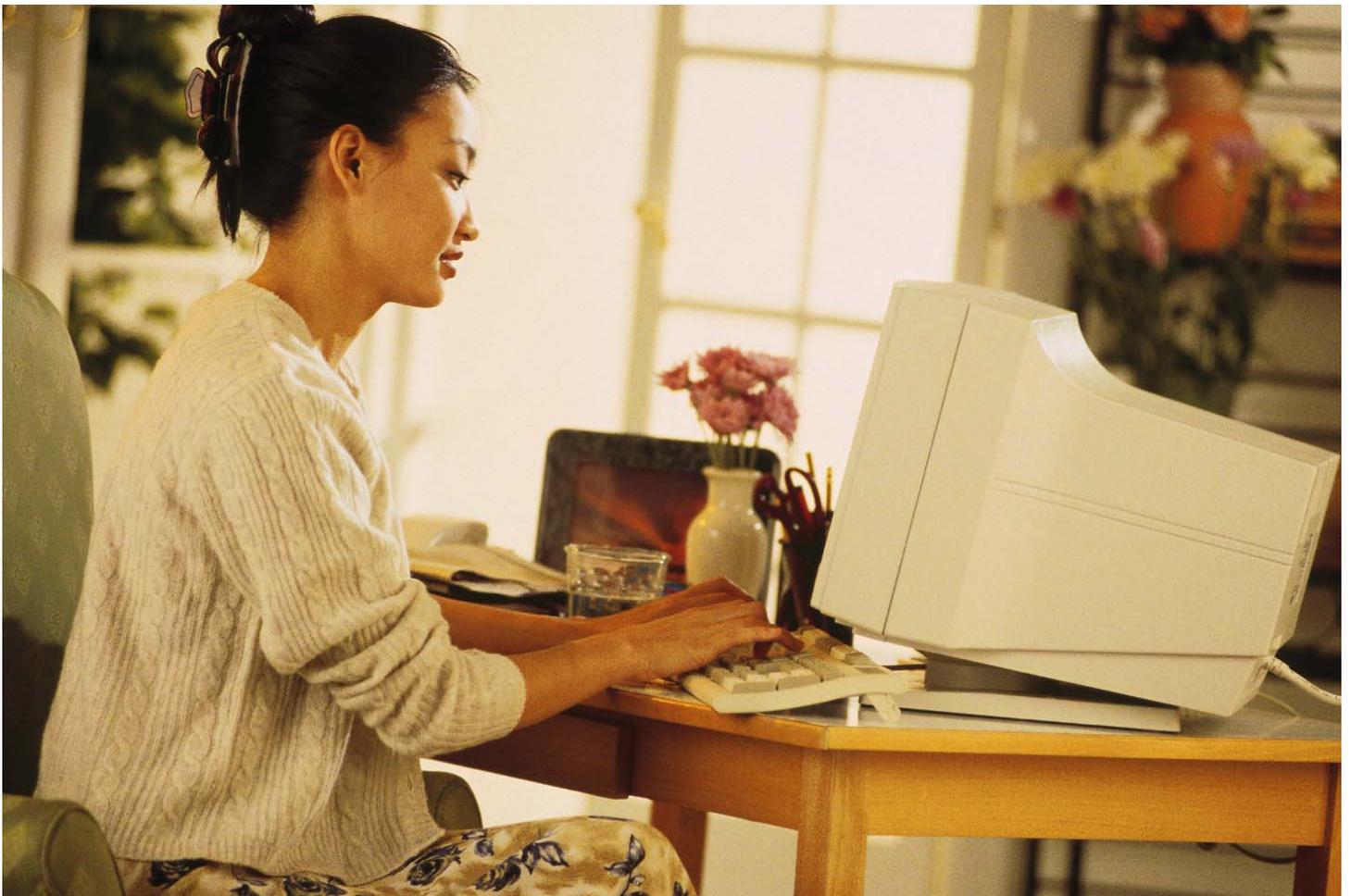


The gender pay gap in London and the United Kingdom

A discussion of the methodology used in Chapter 2.4
of the *Women in London's Economy* report

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The gender pay gap in London and the United Kingdom

1. Introduction

This paper is based on Chapter 2.4 of the *Women in London's Economy* reportⁱ. It discusses the technical methodology used to estimate the gender pay gap in the UK and London.

Women and men have different labour market experiences. This paper investigates the extent to which gender differences in pay are associated with factors such as qualification, occupation and so on, and how much cannot be so explained.

Attributing a difference in pay to a difference in qualification levels, for example, may simply mean it reflects discrimination further back in the education system. This paper provides an accounting framework for the gender pay gap.

While there have been many studies of the gender pay gap in the UK, there is a lack of empirical studies focusing on London. In this paper, two different modelling approaches are used to explain the gender pay gap. The first one is *Oaxaca's decomposition* which splits the gender pay gap into two parts: a) differences in characteristics and factors that men and women have, and b) discrimination and/or other unexplained factors. The second method looks at the extent to which differences in factors, such as the occupations that men and women work in, help to account for the gender pay gap in the UK and London in 2002/03.

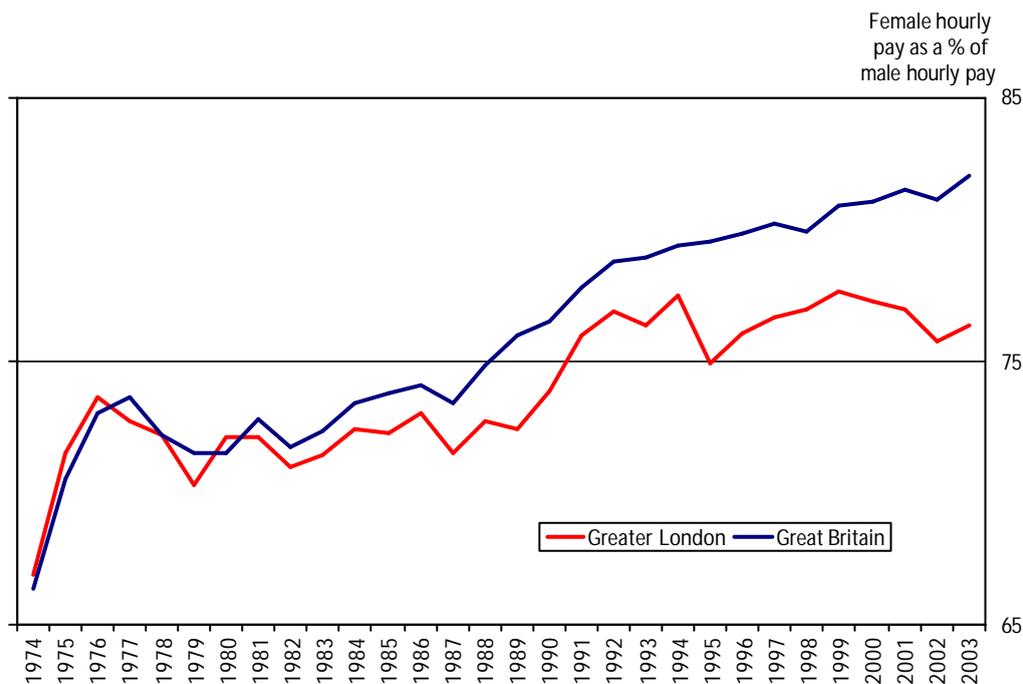
2. Gender pay gap

Figure 1 shows the ratio of average female hourly pay to average male hourly pay for full-time employees in Great Britain and London from 1974 to 2003. It shows that the gender pay gap has narrowed since the 1970s in London and more generally in Great Britain. However, it is now significantly greater in London than in Great Britain as a whole. In addition, while the national trend since the early 1990s has been for this gap to narrow further, this has not happened in London.

This disparity appears to be driven by differences in the growth of men’s pay. Female full-time employees’ hourly pay grew at very similar rates in London and in Great Britain between 1994 and 2003, at around 53.8 and 53.4 per cent respectively. However male full-time employees’ hourly pay rose by 56 per cent in London compared to the national figure of 48.4 per cent.

Figure 1: Gender pay ratio in Great Britain and London using NES data

Female earnings as a percentage of male earnings, full-time workers



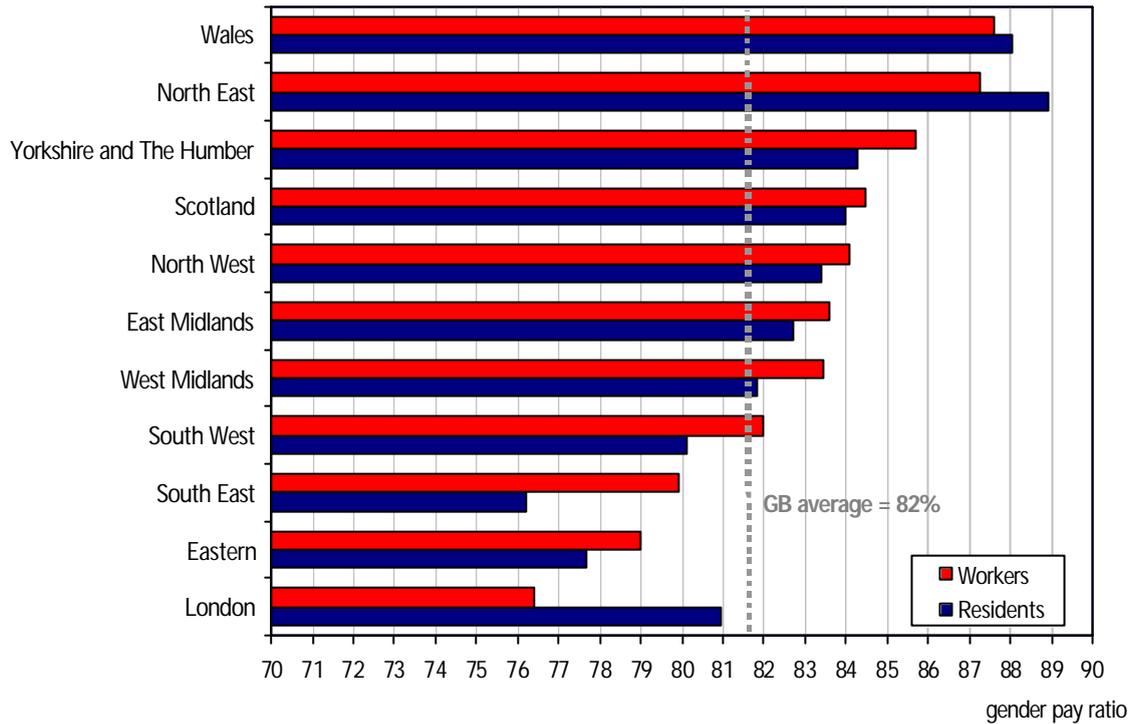
Note: Hourly pay relates to gross average hourly earnings, excluding overtime.

Source: New Earnings Survey, Office of National Statistics (ONS)

It is clear that the pattern of commuting into London exacerbates the size of this differential. Figure 2 shows the differential for residents and for workers in the different regions. For resident London women, the differential is around the Great Britain average (81 per cent against 82 per cent). Commuters are particularly dominated by highly paid men and this raises the differential for all women workers correspondingly.

A similar picture is seen in the other main source of earnings data in the UK. The Labour Force Survey (LFS) is available from 1993 onwards and gives a similar earnings gap for London residents as the New Earnings Survey (NES). Like the NES, Figure 3 below shows that from the mid-1990s onwards the gender pay gap has been shrinking in both London and Great Britain. The difference is that, unlike the NES, the gender pay gap in London is shown to be slightly less than that in Great Britain as a whole in 2003 rather than slightly more.

Figure 2: The gender pay ratio by region, full-time employees, 2003

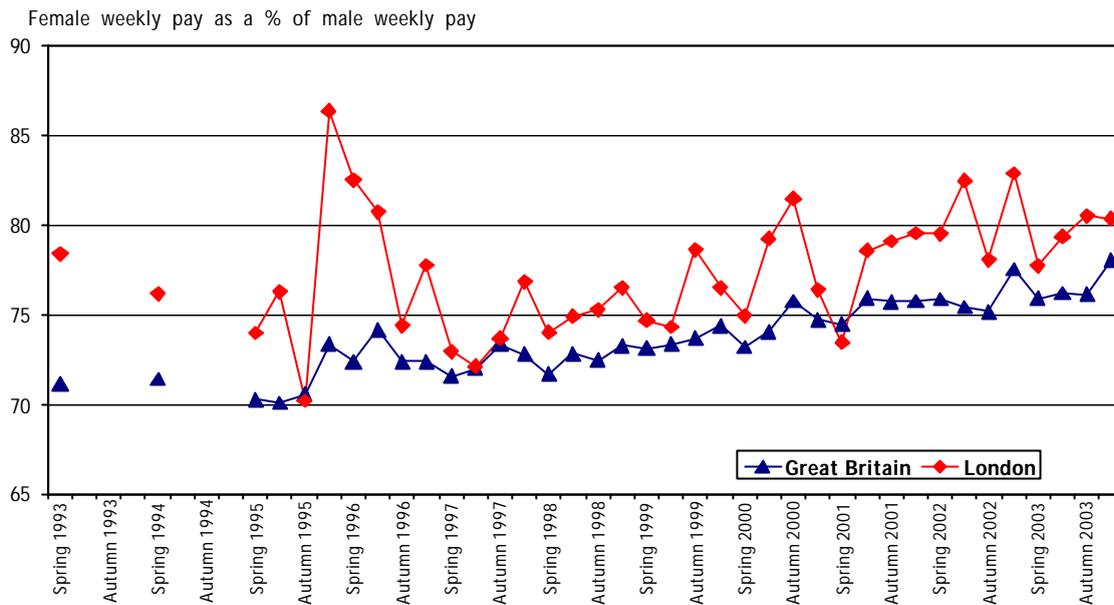


Source: *New Earnings Survey 2003*

It is probable that at an aggregate level the NES estimates are the more accurate, since they are based on employer records of actual pay rather than employee reporting. However, the LFS, in interviewing employees, is able to collect additional information that is not accessible to an employer based survey. Since the resident based differential is similar in the two surveys, the LFS material should continue to provide a good basis for further analysis.

The gender pay gap in London and the United Kingdom

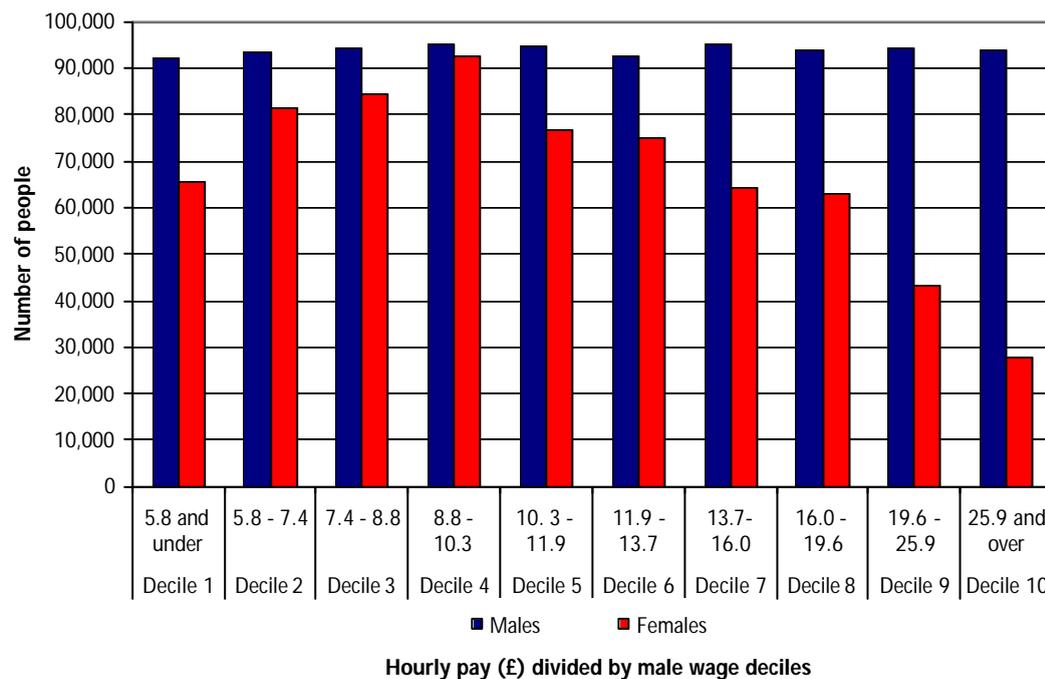
Figure 3: Gender pay ratio in Great Britain and London using LFS data



Source: Labour Force Survey

Figure 4 provides the distribution of wages divided up into the male wage deciles – that is bands of pay that each contain ten percent of male employees. It is clear that women workers are not equally distributed across these deciles and in particular there are far fewer women workers in the top four deciles of male pay. This suggests a glass ceiling effect with fewer women reaching top level jobs.

Figure 4: Hourly pay of full-time males and females in London divided by male wage deciles.



Source: GLA Economics own calculations based on Annual Labour Force Survey 2002/03

Distribution of wages by occupation

Table 1 presents the hourly wage for females and males in 2002/03 for those in the bottom ten per cent of the distribution (the tenth percentile), workers at the median (the fiftieth percentile) and those in the top ten per cent of the distribution (the ninetieth percentile) by occupation.

Comparison between the wages of those in the top (ninetieth percentile) and the bottom (tenth percentile) of the distribution reveals two main features. First, women generally earn less than men irrespective of whether looking at those who are relatively low or high paid within an occupation, although there are some exceptions to this rule. Second, wage inequalities between men and women are usually higher for top earners within an occupation than for those with the lowest earnings. Again this may reflect a glass ceiling for women workers.

The gender pay gap in London and the United Kingdom

Table 1: Distribution of wages by gender and occupation in Greater London in 2002/03 (£ per hour pay)

Occupation	Females 2002/03			Males 2002/03			A	B
	10th percentile	50th percentile	90th percentile	10th percentile	50th percentile	90th percentile		
							%	%
Corporate managers	8.6	15.2	28.3	8.9	17.5	36.9	97.1	76.7
Other managers proprietors	6.1	10.6	19.1	6.4	11.0	24.1	95.8	79.5
Science technology professionals		13.8	28.1	10.0	15.6	25.3	72.8	110.8
Health professionals	8.6	16.7	33.7	11.1	21.3	32.1	77.1	105.0
Teaching research professionals	8.4	14.4	21.9	8.8	14.5	23.7	95.8	92.1
Other professionals	9.4	16.3	28.7	9.5	18.8	35.0	98.9	82.0
Science technology associate professional	6.3	10.0	15.8	7.7	12.0	19.4	81.8	81.6
Health social welfare associate professional	7.5	11.5	16.4	6.9	11.0	17.0	108.9	96.2
Protective services	9.0	11.7	19.0	6.8	12.4	17.2	131.6	110.5
Culture media sports occupations	7.5	12.8	22.0	7.1	13.5	22.4	105.0	97.9
Business public service associate professional	8.2	12.4	21.9	8.5	14.6	30.2	95.8	72.3
Administrative occupations	5.8	8.8	13.4	6.2	9.6	15.3	93.4	87.5
Secretarial occupations	6.0	9.6	14.8	6.8	9.5	12.8	87.8	115.7
Skilled trades occupation	4.8	7.1	11.2	4.8	9.6	14.9	99.0	75.3
Caring personal service occupations	4.1	6.5	10.2	5.2	8.0	11.7	78.5	87.1
Leisure other personal service occupations	4.9	7.7	12.5	4.8	7.8	15.4	101.9	81.3
Sales occupations	3.8	5.4	8.5	3.7	5.6	10.3	100.5	82.8
Customer service occupations	4.6	6.5	10.4	5.6	8.2	11.6	82.4	89.7
Process plant machine occupations	4.4	6.7	10.0	4.3	7.8	13.3	102.3	74.8
Transport mobile machine drivers	1.8	8.7	12.5	5.2	7.6	11.1	34.4	112.8
Elementary trades plant storage	3.9	5.4	10.4	4.0	6.6	10.2	97.5	101.7
Elementary admin service	3.6	5.5	8.4	4.0	6.0	9.7	90.0	86.7

Notes: (A) measures the gender pay gap as the female hourly pay as a % of male hourly pay at the 10th percentile. (B) measures the gender pay gap as the female hourly pay as a % of male hourly pay at the 90th percentile.

Source: GLA Economics own calculations based on LFS 2002/03

3. Accounting for the gender pay gap

In attempting to understand the factors behind the gender pay gap, analysts have sought to find out how far it can be associated with the different characteristics of men and women, (which may themselves partly reflect indirect discrimination), and how far it is due to direct inequality of treatment. Once differences in characteristics have been allowed for, the residual component of the gender pay gap is often equated with gender discriminationⁱⁱ. However this may either under- or over-estimate the true extent to which the gender pay gap reflects discrimination.

It may be that men and women have different characteristics in part *because* of discrimination. For example, suppose women know that they will tend to be taken less seriously in certain relatively well paid, traditionally male-orientated occupations because of discriminatory attitudes amongst employers and/or their co-workers. Examples of such occupations could be as diverse as skilled trades – e.g. plumbers and electricians – on the one hand and investment banking on the other. It would then be rational for women to avoid such occupations. In these circumstances the predominance of women in less well paid occupations would at least in part reflect discrimination. In this case the residual gender pay gap would underestimate the role that discrimination plays in determining differences between men and women's pay.

On the other hand if data is not available for all relevant characteristics then the residual gender pay gap will incorporate their influence too. For example, if the data being used contained no information on the levels of qualifications that individuals have, the residual gender pay gap would overestimate the role that discrimination plays.

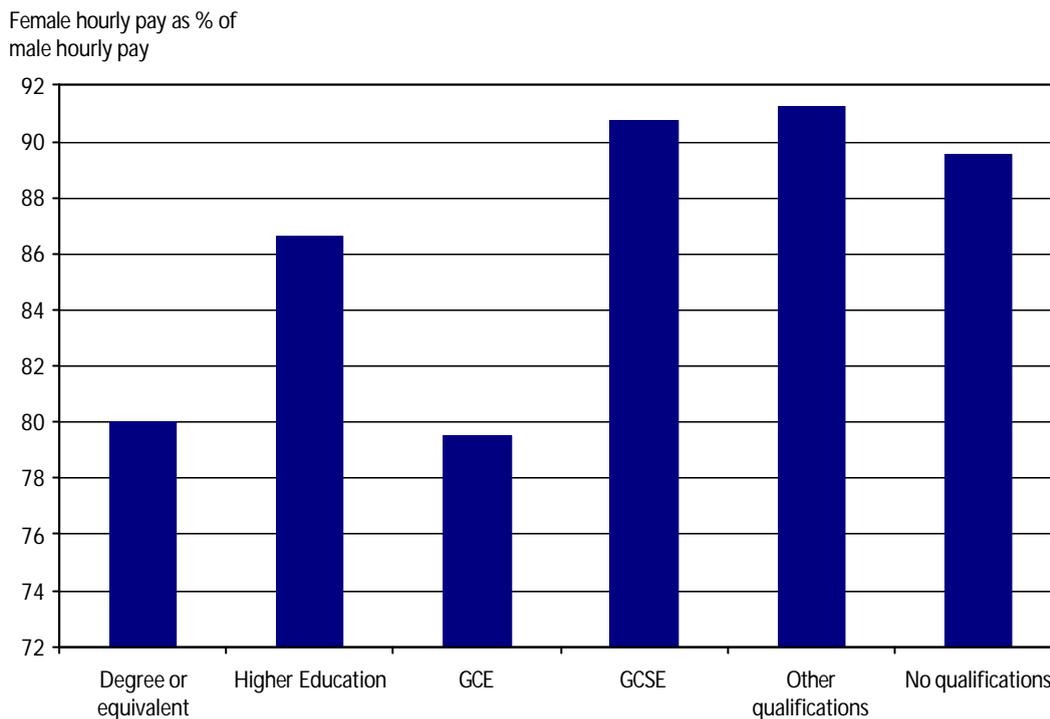
In practice, since both types of factors are likely to have some effect, it is not possible to ascribe the residual pay gap to the impact of discrimination with any precision.

Education

Education tends to raise individuals' productiveness at work and hence their wages. For example, recent research has shown that an extra year of education raises women's wages by around nine per centⁱⁱⁱ. Although men in general tend to have higher qualification levels than women, this gap is narrowing and so its influence on pay differences should be reducing.

In London the gender pay gap also appears to vary with the level of qualifications held (Figure 5). The wages of women and men are less unequal for workers with either lower levels of qualifications or no qualifications compared to better qualified individuals.

Figure 5: Median gender pay ratio in London by qualifications



Source: GLA Economics own calculations based on Annual Labour Force Survey 2002/03

Work experience

Individuals become more productive not only through acquiring qualifications but by learning on the job. Hence people with more work experience might tend to have higher levels of pay. Historically, women in both London and Britain have had lower employment rates than men and so lower levels of work experience. Research for the DTI^{iv} has found that differences in the length of men and women's full-time work experience was the most significant determinant in explaining the gender pay gap in the UK as a whole. As direct data on the extent of an individual's labour market experience is usually unobtainable, age is commonly used as a proxy, although it is not a perfect match: individuals of the same age can have different degrees of work experience for numerous reasons. For example, an individual may have less work experience than someone of the same age because they delayed their entry into the labour market to undertake additional years of education, or because they have taken time out of the labour market to assume caring responsibilities.

Motherhood

Women's careers can be interrupted as a result of having children. Women continue to take more responsibility than men for childcare, and lone mothers have the additional burden of sole childcare responsibility. In London, the ability of women with children to combine work and family responsibilities is not helped by the cost and availability of childcare^v. This absence from the labour market also reduces their levels of work experience. This effect may be especially important in London, where women with children have lower employment rates^{vi}.

However having children may affect women’s earnings in other ways too. Mothers may switch from full-time to part-time employment.^{vii} A higher proportion of women with children in London work part-time (50 per cent) compared to women without children (24 per cent), and their hourly pay tends to be lower than those working full-time. Finally the attitudes of employers may discriminate against women with children as some employers may perceive women with children to be less reliable or less committed to their jobs than men or women without children. If so, women with children will experience greater difficulties obtaining jobs with high degrees of responsibility, or will not be fairly considered for promotion, with their pay levels reflecting this discrimination.

Part-time employment

Women are more likely than men to work part-time in order to combine paid work with other responsibilities such as caring for children or older relatives. Table 2 presents hourly wage rates for females and males in 2002/03 for those in the bottom ten per cent of the distribution (tenth percentile), at the median (fiftieth percentile) and in the top ten per cent of the distribution (ninetieth percentile) by full-time and part-time status. The table indicates that part-time workers of both genders are paid less than full-time workers.

Among full-time workers, the gender pay gap is higher further up the wage distribution. At the bottom end of the wage distribution the wages of men and women working full-time are virtually identical. For part-time employees, women appear to be better paid than men except at the top end of the wage distribution. However only a small proportion of men in employment work part-time.

Table 2: Hourly pay and gender pay gap for males and females, London

Full-time/ part-time status	Females 2002/03				Males 2002/03				(A)	(B)	(C)
	10th p'tile	50th p'tile	90th p'tile	90/10	10th p'tile	50th p'tile	90th p'tile	90/10			
									%	%	%
Full-time	5.9	10.6	19.8	3.4	5.9	11.9	25.9	4.4	99.8	89.07563	76.4
Part-time	4.1	6.9	15.6	3.8	3.5	5.7	15.7	4.5	117.4	120.8406	99.4

Notes:

(A) measures the gender pay ratio as the female hourly pay as a % of male hourly pay at the 10th percentile

(B) measures the gender pay ratio as the female hourly pay as a % of male hourly pay at the 50th percentile

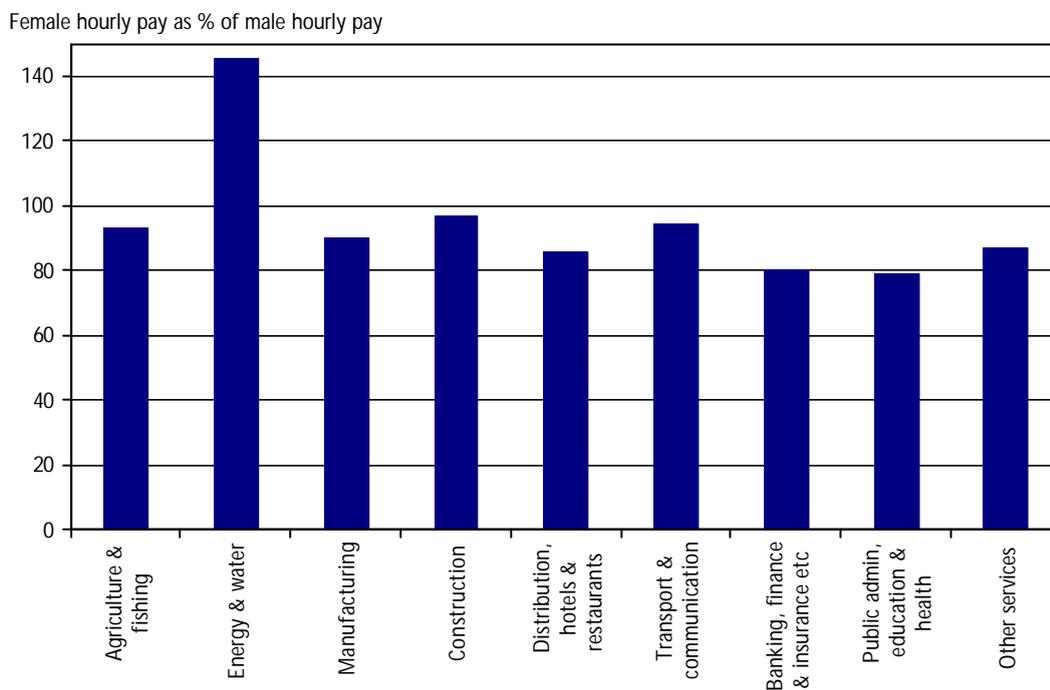
(C) measures the gender pay ratio as the female hourly pay as a % of male hourly pay at the 90th percentile

Source: GLA Economics based on LFS data

Industry

Wages vary between different industries in the UK owing to sectoral differences in profitability and productivity^{viii}. London's economic structure is different from the rest of the UK and hence the distribution of male and female workers across different industries will influence the gender pay gap^{ix}. Women in London are earning less than their male counterparts in all industries with the exception of the energy and water sector, where median female wages are 45 per cent higher than their male counterparts. However, fewer than one percent of employed Londoners, whether men or women, work in this sector. The gender pay gap is highest in London in financial and business services and in public administration, education and health (Figure 6) where just under 60 per cent of London women in paid employment are working.

Figure 6: Gender pay ratio by industry in London

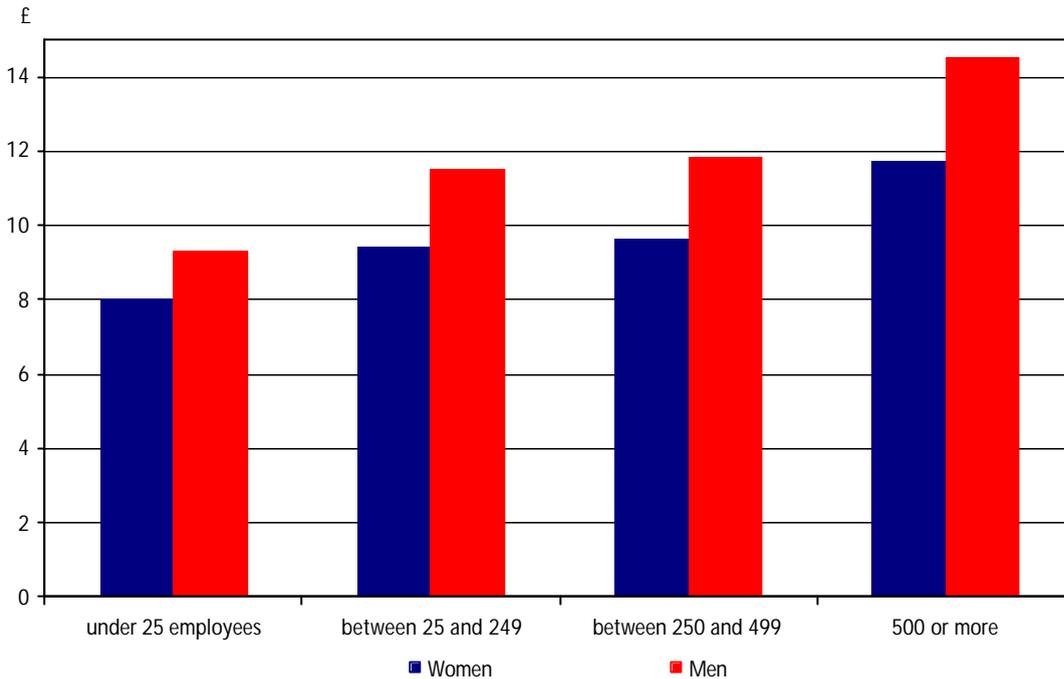


Source: GLA Economics own calculations based on Annual Labour Force Survey 2002/03

Firm size

Women are more likely to work in smaller firms and organisations. In London 69 per cent of women work in workplaces with under 250 employees compared to 67 per cent of men. Since wages tend to be higher in larger organisations (see Figure 7) this will increase the gender pay gap. Research has found that working in a small firm (fewer than 25 employees) reduces women's wages.^x

Figure 7: Median hourly pay for women and men by workplace size in Greater London



Source: GLA Economics calculations based on LFS data

Private versus public sector

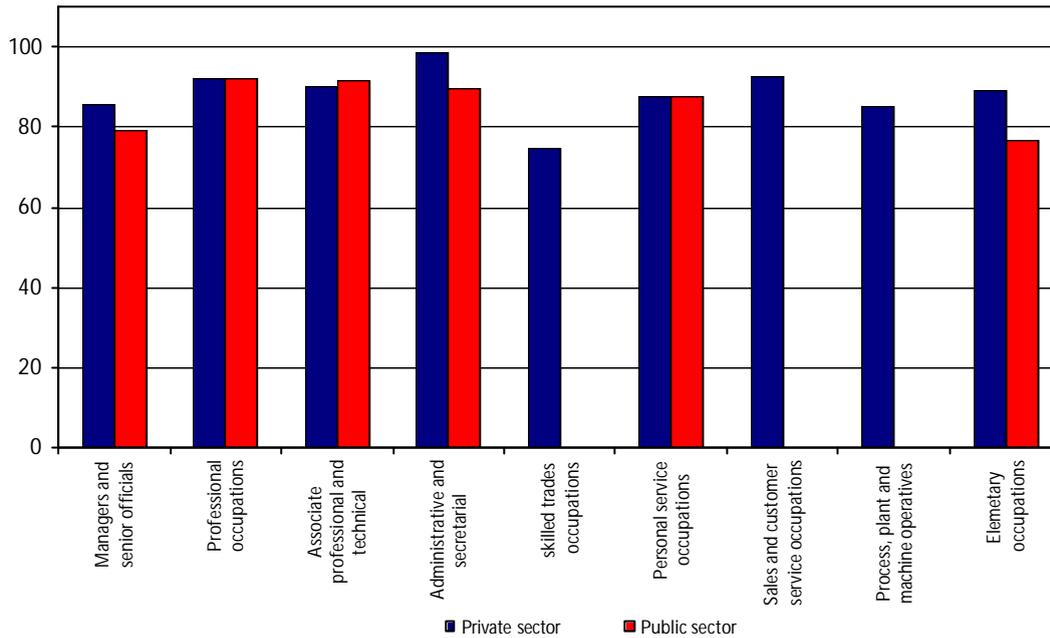
Women represent approximately 60 per cent of London's public sector workforce; almost 30 per cent of women workers are employed in the public sector, compared with just 15 per cent of men. Women working in the public sector often report positive practical reasons for staying there, such as conditions of employment. For example, public sector employees are more likely to work flexi-time than those in the private sector (20 per cent compared with seven per cent in 2001/02).^{xi} The earning differences between the private and public sectors combined with the high proportion of women working in the public sector will increase the overall gender pay gap.

The gender pay ratio (calculated for the median worker) was very similar in the private and public sectors in London at 82 per cent and 82.5 per cent respectively in 2002/03. However, a breakdown by occupational group suggests that if anything, women may be more equitably treated with regard to pay in the private than the public sector. Wage differentials between women and men are either higher or about the same in the public sector compared with the private sector for the same occupation (Figure 8).

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Figure 8: Wage differentials in the public and private sectors

Female hourly pay as % of male hourly pay



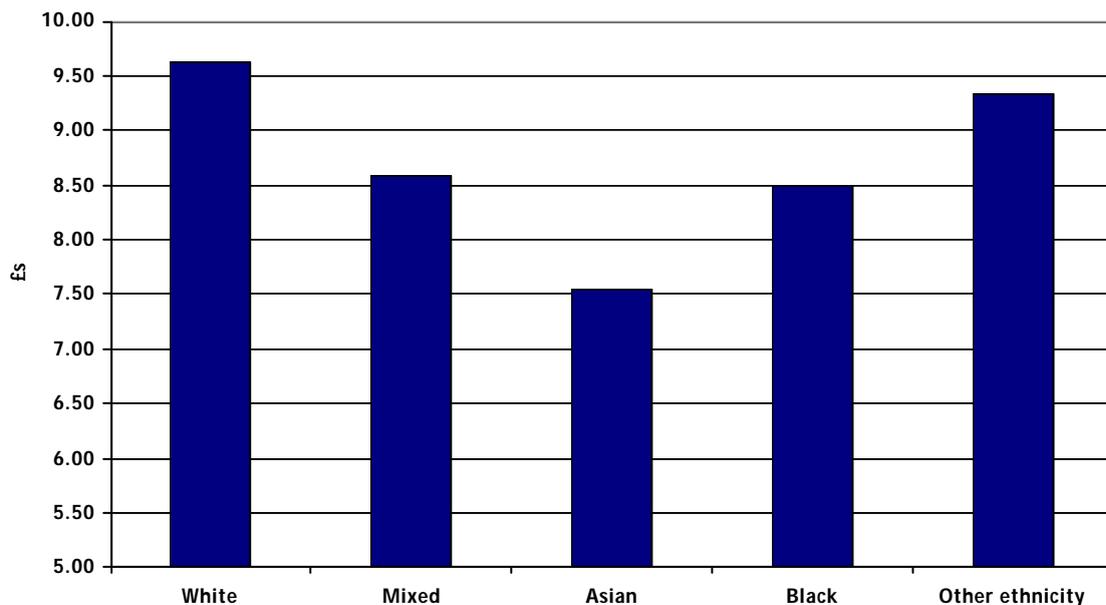
Note: Some occupation bars are missing from Figure 7 for the public sector as they are not statistically robust.

Source: GLA Economics own calculations based on LFS data

Ethnicity

The median wages of women from ethnic minority groups, especially those of Asian origin, are lower than those of white women: see Figure 9.

Figure 9: Median hourly earnings by ethnicity for women in London in 2001/02



Source: Table A23, DMAG Briefing 2003/12 using Annual LFS

There is a long history of (mainly US) empirical research which has found that at best only part of the differences in employment and earnings between minority ethnic groups can be attributed to independent characteristics, such as differences in qualifications or age structure.^{xii} More recent studies of the UK have similarly found large unexplained ethnic disparities in labour market outcomes.^{xiii} If these disparities cannot be accounted for by any other characteristic then it suggests that racial discrimination plays a role in causing them.

Region

Wages vary across regions. In particular, for most occupations average earnings in London are 15 to 25 per cent higher than in the rest of Britain^{xiv}. Hence the region that an individual resides in is included within the detailed analysis of the gender pay gap.

Occupation and occupational segregation

Analysts have identified occupational segregation as a potential significant source of discrimination against women. This occurs when men and women are employed in different types of occupations (horizontal segregation) or hold different positions within the same occupation (vertical segregation).^{xv} For example, occupations which are traditionally perceived as 'masculine' or 'feminine' lead to horizontal segregation^{xvi} and female-dominated occupations are generally lower-paid than male-dominated ones. Vertical segregation is exemplified by the 'glass-ceiling', where women encounter barriers hindering their promotion to middle and top managerial positions.

Women's choices of occupation also reflect their personal preferences. Therefore, the different distribution of men and women across occupations is not all the result of discrimination.^{xvii} As yet analysts have not devised a method that allows them to estimate the proportion of occupational segregation that can be attributed on the one hand to discrimination and on the other to individual preference.

4. Significance of these factors and discrimination

Many studies that have sought to account for the gender pay gap. In general, these studies have concluded that after controlling for differing quantifiable characteristics there remains unexplained differences between men and women's pay. However, these studies ascribe different weight to direct discrimination as a cause of the pay gap.^{xviii} This is perhaps not surprising, since different studies rely on different data sources, and include different sets of factors.

One recent study estimated that direct discrimination by employers declined between the 1980s and the 1990s in the UK and that this narrowed the gender pay gap. Despite this, the estimated impact of direct discrimination remained significant: during the 1980s women's pay would have been around 20 per cent higher if they had been rewarded in the labour market on the same basis as men while in the 1990s the equivalent figure was 10 per cent.^{xix}

A Department of Trade and Industry (DTI) study of women's position in the UK labour market found that the main factors behind the gender pay gap, in order of relative importance, were direct discrimination; full-time employment experience; interruptions to women's careers owing to them caring for their families; occupational segregation; and education.^{xx} Direct discrimination was found to account for around six percentage points of the 20 per cent difference in wages between men and women.

This paper analyses the gender pay gap in London, the UK as a whole, and the rest of the UK excluding London for the years 2001/02 and 2002/03 for all workers. In this analysis, Oaxaca and Ransom's (1994) methodology has been used.^{xxi} This decomposes the mean gender pay gap into two main components:

- 1) The amount due to differences in individual and job characteristics between women and men (in the absence of discrimination).
- 2) The amount due to discrimination and/or unexplained factors.

Appendix I describes this methodology in detail. Implementing Oaxaca's decomposition method requires the estimation of three different regression equations for all workers, men and women separately. The logarithm of hourly pay is regressed against different individual, job and combined characteristics for men and women, as set out in Table 3.

Table 3: Variables included in the analysis of the Gender Pay Gap

Individual characteristics	Job Characteristics	Combined Characteristics
Age	Working in the Public or Private Sectors	The combined impact of having dependent children and working part-time.
Number of children in the household	Working Part-time or Fulltime	
Highest Qualification	Industry of job	
Ethnicity	Occupation	
Region of Residence	Firm / Organisation Size	

Regression equations for all workers, women and men (of working age population)^{xxii} are estimated separately for the UK, London and the rest of the UK (excluding London), respectively, using residence based LFS data for 2001/02 and 2002/03.

Wage functions are estimated in a semi-log form using Ordinary Least Squares (OLS). Since the results are similar for 2001/02 and 2002/03, only present the results for 2002/03 are presented in Appendix III.

Having estimated the coefficients of the regression equation for all workers, women and men separately, equation (1) one was used, which is derived from Oaxaca and Ramson (1994). This formula allows the quantification of part of the gender pay gap due to a) discrimination and/or unexplained factors and b) differences in individual, job and combined characteristics between men and women.

The decomposition of the wage differential between men and women is given by:

$$(1) \quad \ln \bar{W}_m - \ln \bar{W}_f = \bar{X}'_m (\hat{\mathbf{b}}_m - \hat{\mathbf{b}}^*) + \bar{X}'_f (\hat{\mathbf{b}}^* - \hat{\mathbf{b}}_f) + (\bar{X}_m - \bar{X}_f)' \hat{\mathbf{b}}^*$$

where:

$\ln \bar{W}_m$ and $\ln \bar{W}_f$, denote the mean logarithm wage for men and women respectively.

\bar{X}'_m and \bar{X}'_f , are vectors of the mean values of the explanatory variables in the wage regression for men and women respectively.

$\hat{\mathbf{b}}_m$ and $\hat{\mathbf{b}}_f$ are the vectors of estimated coefficients from the regression equations for men and women respectively.

$\hat{\mathbf{b}}^*$ is the estimated vector of coefficients from the equation of all workers.

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- The first component in expression (1), $\bar{X}'_m(\hat{\mathbf{b}}_m - \hat{\mathbf{b}}^*)$, is the estimate of the discriminatory gain to men given their average characteristics.
- The second component, $\bar{X}'_f(\hat{\mathbf{b}}^* - \hat{\mathbf{b}}_f)$, is the estimate of the discriminatory loss to women given their average characteristics.
- The last component, $(\bar{X}_m - \bar{X}_f)' \hat{\mathbf{b}}^*$, is the estimate of the part of the total gender pay gap which is due to differences in characteristics between men and women.

This paper is interested in accounting for the proportion of the wage difference between men and women that is due to discrimination. Therefore, the first and second components in (1) can be added together to measure the impact of labour market discrimination, given the differences in characteristics between men and women. As noted at the start of Section 3 of this paper, some of the differences in individual and job characteristics may themselves reflect discrimination.

The results using (1) for the UK, for London and the rest of the UK outside London in 2002/03 are shown below in Tables 4 to 6. In all cases, differences in individual and job characteristics account for most of the gender pay gap. The impact of direct unequal treatment appears to be slightly lower in London than outside, reducing London women's wages by around four per cent compared to six per cent outside London. It accounts for 27 per cent of the London gender pay gap compared to 28 per cent in the rest of the UK.

Table 4: Breakdown of the average (mean) gender pay gap in the UK in 2002/03

Components of gender pay gap	Percentage point	% of pay gap
1. Differences in individual, job and combined characteristics between men and women as set out in Table 3	15.5	72.0
2. Unequal treatment given differences above and/or unexplained factors	6.0	28.0
Total mean gender pay gap (1) + (2)	21.5	100

Source: GLA Economics own calculations

Table 5: Breakdown of the average (mean) gender pay gap in London in 2002/03

Components of gender pay gap	Percentage point	% of pay gap
1. Differences in individual, job and combined characteristics between men and women as set out in Table 3	11.9	73.1
2. Unequal treatment given differences above and/or unexplained factors	4.4	26.9
Total mean gender pay gap (1) + (2)	16.3	100

Source: GLA Economics own calculations

Table 6: Breakdown of the average (mean) gender pay gap outside London in 2002-03

Components of gender pay gap	Percentage point	% of pay gap
1. Differences in individual, job and combined characteristics between men and women as set out in Table 3	15.9	71.9
3. Unequal treatment given differences above and/or unexplained factors	6.2	28.1
Total mean gender pay gap (1) + (2)	22.2	100

Source: GLA Economics own calculations

It is important to note, though, as explained above, that these figures may either over- or under-estimate the impact of discrimination on the gender pay gap. In particular, as one of the characteristics included in our model is ethnicity, these estimates are likely to pick up the impact of racial, as opposed to gender, discrimination on wages; our detailed results suggest that in London in 2002/03 being of black ethnic origin reduced an individual's earnings by around six per cent after controlling for other factors.

5. Relative significance of different factors

Using a different method from that above, the contribution of specific factors to the gender pay gap can be estimated.^{xxiii} That is, how much the different individual and job characteristics account for (separately or in combination) the gender pay gap.

This method consists of estimating a regression equation of the log of wages of all workers ($\ln W$) against a constant (γ) and a gender dummy variable, which takes value 1 if male and 0 if female.

$$(2) \quad \ln W = \mathbf{g} + \mathbf{b} \text{ Gender dummy} + \mathbf{e}_t$$

where: β is the coefficient of the parameter associated with the gender dummy variable.

Note that when the gender dummy variable is equal to 1 then equation (2) gives:

$$(2a) \quad \ln W_M = \mathbf{g} + \mathbf{b} + \mathbf{e}_t$$

and when the gender dummy variable is equal to zero then equation (2) is given by:

$$(2b) \quad \ln W_F = \mathbf{g} + \mathbf{e}_t$$

The mean average wage differential between men and women can be derived by subtracting (2b) from (2a) as follows:

$$(3) \quad \ln \bar{W}_M - \ln \bar{W}_F = \hat{\mathbf{b}}$$

So $\hat{\mathbf{b}}$ obtained from estimating equation (2) above is the estimated mean (average) wage differential between men and women (with no controls) and this corresponds to the figures in column 1 in Table 7. It is possible to include in such a regression equation different individual and job characteristics of workers, either separately or in combination.

For instance, equation (2) can be re-written to control for age and qualifications as follows:

$$(4) \quad \ln W = \mathbf{g} + \mathbf{b} \text{ Gender Dummy variable} + \hat{\mathbf{d}}_1 \text{ Age} + \hat{\mathbf{d}}_2 \text{ Qualifications} + \mathbf{e}_t$$

and this would give us a new form of equation (3) as follows:

$$(5) \quad \ln \bar{W}_M - \ln \bar{W}_F = \hat{\mathbf{b}} + \hat{\mathbf{d}}_1 \text{ Age} + \hat{\mathbf{d}}_2 \text{ Qualifications}$$

The results of this analysis are shown in column (2) of Table 7. So, Column 2 shows the gender pay gap that remains after controlling for differences between men and women

in terms of their age and the qualifications they hold. Similarly, this approach can be adjusted to analyse a range of different factors on the gender pay gap so column 3 shows the gender pay gap that remains after controlling for the different occupations that men and women work in. Column 4 shows the gender pay gap that remains after controlling for all the differences between men and women in terms of their individual and job characteristics included in the study as set out above in Table 3 apart from occupation or region. Column 5 shows the gender pay gap that remains after controlling for all the factors set out in Table 3 above.

Table 7: Gender pay gap (%)

Year	Controls				
	None (1)	Age & Qualifications (2)	Occupation (3)	Individual and job characteristics (4)	All controls (5)
2002/03 in UK	21.5	19.9	12.8	13.2	11.1
2002/03 in London	16.2	14.8	8.0	8.8	6.7
2002/03 in the rest of the UK	22.0	20.5	13.1	13.6	11.6

Note: Figures in column (1) are slightly different from the comparable figures in Tables 4-6, owing to the different methodology used

Source: GLA Economics own calculations based on LFS data

Age and qualifications alone explain less than a tenth of the gender pay gap both in London and the rest of the UK. After controlling for differences in the occupations worked in by men and women the average gender pay gap in London is reduced by a half (but by only two fifths outside London). Similarly, controlling for the individual characteristics and job characteristics (apart from occupation and region) set out in Table 3 reduces the average gender pay gap by around a half in London, but by only around two-fifths outside London. Average female wages were 11 per cent lower than male wages after controlling for all the factors set out in Table 3 in the rest of the UK outside London, while in London average female wages were seven per cent lower after controlling for all these factors. This provides an alternative estimate of the impact of unequal treatment on women's wages. Allowing for the different jobs that men and women are employed in and their different individual characteristics; direct unequal treatment of women reduces the wages of full-time employed women resident in London by four to seven per cent.

6. Conclusions

This paper has provided a framework to account for the gender pay gap in London and in the UK, based on two different methods. For both methods, LFS data for 2002/03 was used since for the analysis of the gender pay gap it is more appropriate to use a dataset that includes qualifications containing detailed information on individual and job characteristics.^{xxiv}

The results show that most of the gender pay gap appears to be explained by differences in individual and job characteristics, such as differences in qualifications held, age and occupations worked in. Of the raw 16 per cent difference between men and women's pay in London in 2002/03, such characteristics account for between nine and 12 percentage points. The remainder of the gap – between four and seven percentage points – appears to be the result of direct unequal treatment of women.

However, accounting for the sources of difference is not the same as an explanation of discrimination. Discrimination itself may well cause at least part of the differences between men and women's individual and job characteristics, such as the different occupations that men and women work in.

Considering the impact of individual factors, differences in the occupations worked in by men and women explain about half the average gender pay gap in London (but only two fifths outside London). Age and qualifications together explain less than a tenth of the gender pay gap, both in London and the rest of the UK. Gender divisions between occupations are therefore an important factor in the gender pay gap in London.

Appendix I. Methodology- Oaxaca's Decomposition

Many studies have measured labour market discrimination in different countries including in the UK. A standard methodology is to decompose the mean wage differential between two groups of people into:

- a) Differences in individual and job characteristics
- b) Discrimination in the labour market and/or unexplained factors

This decomposition method was proposed by Oaxaca (1973) and many other studies have refined this method such as Oaxaca and Ransom (1994). They define the gross wage differential between males and females (G_{mf}):

$$(1) \quad G_{mf} = [W_m / W_f] - 1.$$

where:

W_m = male wage and

W_f = female wage

The component of the gender pay gap related to differences in individual and job characteristics between men and women, (Q_{mf}) is measured as follows:

$$(2) \quad Q_{mf} = [W_m^o / W_f^o] - 1$$

Oaxaca and Ransom (1994) defined the market discrimination coefficient (D_{mf}) as the difference between the observed wage ratio ($G_{mf} + 1$) and the wage ratio due to differences in characteristics between men and women ($Q_{mf} + 1$), in percentage terms:

$$(3) \quad D_{mf} = \frac{(W_m / W_f) - (W_m^o / W_f^o)}{W_m^o / W_f^o}$$

$$D_{mf} + 1 = \frac{W_m / W_f}{W_m^o / W_f^o}$$

An expression in logarithms of the decomposition of the gross wage differential can be obtained from (1), (2) and (3) together with some algebraic manipulation as follows:

$$(4) \quad \ln(G_{mf} + 1) = \ln(D_{mf} + 1) + \ln(Q_{mf} + 1)$$

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Applying logarithms to (3) this reduces to:

$$(5) \quad \ln(D_{mf} + 1) = \ln(W_m / W_f) - \ln(W_m^o / W_f^o) \\ = \ln(W_m / W_m^o) + \ln(W_f / W_f^o)$$

If discrimination occurs it could be reflected in a combination of underpayment of the disadvantaged and overpayment of the advantaged group. The gender pay gap can be decomposed further into these two parts:

$$(6) \quad \mathbf{j}_m^o = (W_m / W_m^o) - 1 \\ \mathbf{j}_f^o = (W_f / W_f^o) - 1$$

where:

\mathbf{j}_m^o = differential between males' wage and the wages they would have received in the absence of direct discrimination, not taking into account any impact discrimination may have on the characteristics of men and women.

\mathbf{j}_f^o = differential between females' wage and the wages they would have received in the absence of direct discrimination, again not taking into account any impact discrimination may have on the characteristics of men and women.

Therefore, the gross wage differential in expression (4) can be re-expressed as follows:

$$(7) \quad \ln(G_{mf} + 1) = \ln(\mathbf{j}_m^o + 1) + \ln(\mathbf{j}_f^o + 1) + \ln(Q_{mf} + 1)$$

Wage functions are estimated in a semi-log form using Ordinary Least Squares (OLS). The decomposition of the wage differential between men and women is given by:

$$(8) \quad \ln \bar{W}_m - \ln \bar{W}_f = \bar{X}'_m (\hat{\mathbf{b}}_m - \hat{\mathbf{b}}^*) + \bar{X}'_f (\hat{\mathbf{b}}^* - \hat{\mathbf{b}}_f) + (\bar{X}_m - \bar{X}_f)' \hat{\mathbf{b}}^*$$

where:

$\ln \bar{W}_m$ and $\ln \bar{W}_f$ denote the mean logarithm wage for men and women respectively.

\bar{X}'_m and \bar{X}'_f , are vectors of the mean values of the explanatory variables in the wage regression for males and females respectively.

$\hat{\mathbf{b}}$ is the vector of estimated coefficients, $\hat{\mathbf{b}}_m$ refers to the vector of estimated coefficients associated with men and $\hat{\mathbf{b}}_f$ relates to the vector of estimated coefficients for women.

$\hat{\mathbf{b}}^*$ is the estimated wage structure for all workers

The first component in expression (8), $\bar{X}'_m(\hat{\mathbf{b}}_m - \hat{\mathbf{b}}^*)$, is the estimate of male wage advantage due to direct gender discrimination.

The second component, $\bar{X}'_f(\hat{\mathbf{b}}^* - \hat{\mathbf{b}}_f)$, is the estimate of female wage disadvantage due to direct discrimination.

The last component, $(\bar{X}_m - \bar{X}_f)' \hat{\mathbf{b}}^*$, refers to the part related to differences in individual and job characteristics between men and women.

This paper is concerned with accounting for the proportion of the gender pay gap that cannot be explained by differences in characteristics. Therefore, the first and second components of (8) can be added together to measure the relative wage effects of direct labour market discrimination. It should be stressed that this accounting approach cannot identify the extent to which differences in characteristics between any two groups, here men and women, are themselves the product of discrimination.

Appendix II. Variables definitions and codes

Table 8 provides detailed explanation on variables considered using the LFS data.

Table 8: All variables are based from the LFS data

Variable	Measurement	Codes in 2001/02	Codes in 2002/03
Wage	Logarithm of average hourly wage per week	HOURPAY	HOURPAY
Sex	Sex of respondent, male or female	ASEX	SEX
Age	Age of respondent	AGE	AGE
Age squared	The squared age of respondents		
Public	Whether working in the public or private sector	PUBLIC	PUBLIC
Full-time	Whether working full-time or part-time in main job	AFTPTWK	FTPTWK
Number of dependent children	Number of dependent children in household aged under 19	HDPCH19	HDPCH19
Interaction variable:	number of children multiplied by whether working part-time		
Highest qualifications: Degree Higher education GCEA GCSE Other qualifications No qualifications Do not known (base case)	Highest qualification (detailed grouping)	HIQUALD	HIQUALD
Ethnicity: White Mixed Asian Black Chinese	Different ethnic groups	ETHCEN6	ETHCEN6

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Variable	Measurement	Codes in 2001/02	Codes in 2002/03
Other ethnicity group (<i>base case</i>)			
Industry (ONE-digit): Agriculture and Fishing (<i>base case</i>) Energy and Water Manufacturing Construction Distribution, Hotels and Restaurants Transport and Communication Banking, Finance and Insurance Public administration, Education and Health Other services	Industry sectors in main job, industry dummy variables.	INDSECT	INDSECT
Occupation (THREE-digit): Corporate managers and senior officials (111) Production managers (112) Functional managers (113) Quality and customer care managers (114) Financial Institutions and office managers (115) Managers in distribution, storage and retail (116) Protective service officers (117) Health and Social services managers (118) Managers in Farming, Horticulture, Forestry (121) Managers in Hospitality and Leisure (122) Managers in other service industries (123)	Minor occupation group (main job), occupational dummy variables	SC2KMMN	SC2KMMN
	Minor occupation group (main job), occupational dummy variables	SC2KMMN	SC2KMMN

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Variable	Measurement	Codes in 2001/02	Codes in 2002/03
Science professionals (211)			
Engineering professionals (212)			
Information and Communication Technology (213)			
Health professionals (221)			
Teaching professionals (231)			
Research professionals (232)			
Legal professionals (241)			
Business and statistical professionals (242)			
Architects, town planners, surveyor (243)			
Public service professionals (244)			
Librarians and related professional (245)			
Science and engineering technician (311)			
Draughtspersons and building inspector (312)			
IT service delivery occupations (313)			
Health associate professionals (321)			
Therapists (322)			
Social welfare associate professionals (323)			
Protective service occupations (331)			
Artistic and literary occupations (341)			
Design associate professionals (342)			
Media associate professionals (343)			
Sports and Fitness occupations (344)			
Transport associate professionals (351)			
Legal associate professionals (352)			

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Variable	Measurement	Codes in 2001/02	Codes in 2002/03
Business and finance associate professionals (353)	Minor occupation group (main job), occupational dummy variables	SC2KMMN	SC2KMMN
Sales and related associate professionals (354)			
Conservation associate professionals (355)			
Public service and other associate professionals (356)			
Administrative: Government and relate (411)			
Administrative: occupations, Finance (412)			
Administrative: occupations, Records (413)			
Administrative: communications (414)			
Administrative occupations: general (415)			
Secretarial and related occupations (421)			
Agricultural Trades (511) (<i>base case</i>)			
Metal forming, welding and related (521)			
Metal machining, fitting, instruments makers (522)			
Vehicle trades (523)			
Electrical trades (524)			
Construction trades (531)			
Building trades (532)			
Textiles and garment trades (541)			
Printing trades (542)			
Food preparation trades (543)			
Skilled trades (549)			
Healthcare and related personal service (611)			
Childcare and related personal services (612)			
Animal care services (613)			

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Variable	Measurement	Codes in 2001/02	Codes in 2002/03
Leisure and travel service occupation (621)			
Hairdressers and related occupation (622)	Minor occupation group (main job), occupational dummy variables	SC2KMMN	SC2KMMN
Housekeeping occupations (623)			
Personal services occupations (629)			
Sales assistants and retail cashier (711)			
Sales related occupations (712)			
Customer service occupations (721)			
Process operatives (811)			
Plant and machine operatives (812)			
Assemblers and routine operatives (813)			
Construction operatives (814)			
Transport drivers and operatives (821)			
Mobile machine drivers and operatives (822)			
Elementary agricultural occupations (911)			
Elementary construction occupations (912)			
Elementary process plant occupations (913)			
Elementary goods storage occupations (914)			
Elementary administration occupations (921)			
Elementary personal service occupations (922)			
Elementary cleaning occupations (923)			
Elementary security occupations (924)			

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Variable	Measurement	Codes in 2001/02	Codes in 2002/03
Elementary sales occupations (925)			
Region: North East North West Yorkshire & Humberside East Midlands West Midlands Eastern London South East South West Wales Scotland Northern Ireland (base case)	Regional dummy variables	GOVTOF	GOVTOF
Firm size: Under 25 employees Between 25 and 499 employees (<i>base case</i>) More than 500 employees	How many employees at work	MPNE01	
Explanatory variables specific to London: Inner and Outer London dummy variables: Inner London Outer London (<i>base case</i>)		GOVTOR	GOVTOR

Appendix III. Results of regressions for the UK, 2002/03, Oaxaca's Decomposition

Table 9: All workers in the UK

Regression with robust standard errors						
Number of obs = 106,062						
F(118,105943) = 830.22						
Prob > F = 0.0000						
R-squared = 0.5584						
Root MSE = .37919						

All workers in the UK	Coefficients	Std. Error	t-statistics	P> t	[95% Confidence Interval]	

Log hourly pay (dependent variable)						
Age	0.0483	0.0009	56.6	0.00	0.05	0.05
Age squared	-0.0005	0.0000	-47.7	0.00	0.00	0.00
Public/Private sector	0.0651	0.0047	13.9	0.00	0.06	0.07
Fulltime/part-time status	0.0686	0.0051	13.4	0.00	0.06	0.08
Number of children	0.0023	0.0028	0.8	0.40	0.00	0.01
Interaction variable (number of children and working part-time)						
Degree	0.0164	0.0031	5.2	0.00	0.01	0.02
Higher Education	0.2245	0.0238	9.4	0.00	0.18	0.27
GCEA	0.1287	0.0239	5.4	0.00	0.08	0.18
GCSE	0.0559	0.0235	2.4	0.02	0.01	0.10
Other qualifications	-0.0099	0.0236	-0.4	0.68	-0.06	0.04
No qualifications	-0.0539	0.0237	-2.3	0.02	-0.10	-0.01
White	-0.1116	0.0238	-4.7	0.00	-0.16	-0.06
Mixed	0.0439	0.0199	2.2	0.03	0.00	0.08
Asian	0.0120	0.0279	0.4	0.67	-0.04	0.07
Black	-0.0443	0.0215	-2.1	0.04	-0.09	0.00
Chinese	-0.0204	0.0226	-0.9	0.37	-0.06	0.02
Energy and Water (ce)	-0.0723	0.0385	-1.9	0.06	-0.15	0.00
Manufacturing (d)	0.2632	0.0267	9.9	0.00	0.21	0.32
Construction (f)	0.1418	0.0241	5.9	0.00	0.09	0.19
Distribution, Hotels and Restaurants (ah)	0.1491	0.0249	6.0	0.00	0.10	0.20
Transport and communication (i)	0.0312	0.0242	1.3	0.20	-0.02	0.08
Banking, Finance and Insurance (jk)	0.1482	0.0245	6.1	0.00	0.10	0.20
Public administration, education and health (lmn)	0.1806	0.0242	7.5	0.00	0.13	0.23
Other services (opq)	0.0165	0.0242	0.7	0.50	-0.03	0.06
d111	0.0525	0.0246	2.1	0.03	0.00	0.10
d112	0.9637	0.0376	25.7	0.00	0.89	1.04
d113	0.5805	0.0253	23.0	0.00	0.53	0.63
d114	0.7410	0.0240	30.9	0.00	0.69	0.79
d115	0.5146	0.0287	17.9	0.00	0.46	0.57
d116	0.5307	0.0254	20.9	0.00	0.48	0.58
d117	0.3739	0.0253	14.8	0.00	0.32	0.42
d118	0.5991	0.0367	16.3	0.00	0.53	0.67
d121	0.5234	0.0272	19.3	0.00	0.47	0.58
d122	0.3353	0.0635	5.3	0.00	0.21	0.46
d123	0.2163	0.0267	8.1	0.00	0.16	0.27
d211	0.3673	0.0282	13.0	0.00	0.31	0.42
d212	0.3748	0.0303	12.4	0.00	0.32	0.43
d213	0.4714	0.0247	19.1	0.00	0.42	0.52
d221	0.6148	0.0255	24.1	0.00	0.56	0.66
d231	0.8194	0.0288	28.4	0.00	0.76	0.88
d232	0.5511	0.0238	23.2	0.00	0.50	0.60
d241	0.3125	0.0341	9.2	0.00	0.25	0.38
d242	0.6805	0.0369	18.4	0.00	0.61	0.75
d243	0.6949	0.0270	25.7	0.00	0.64	0.75
d244	0.4505	0.0297	15.2	0.00	0.39	0.51
d245	0.3485	0.0313	11.1	0.00	0.29	0.41
d311	0.2299	0.0416	5.5	0.00	0.15	0.31
d312	0.2498	0.0253	9.9	0.00	0.20	0.30
d313	0.2644	0.0335	7.9	0.00	0.20	0.33
d321	0.3677	0.0273	13.5	0.00	0.31	0.42
d322	0.3408	0.0243	14.0	0.00	0.29	0.39
d323	0.4454	0.0307	14.5	0.00	0.39	0.51
d331	0.2770	0.0254	10.9	0.00	0.23	0.33
d341	0.4582	0.0249	18.4	0.00	0.41	0.51
d342	0.3950	0.0468	8.5	0.00	0.30	0.49
d342	0.3177	0.0346	9.2	0.00	0.25	0.39

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continued

d343	0.3899	0.0306	12.8	0.00	0.33	0.45
d344	0.2319	0.0541	4.3	0.00	0.13	0.34
d351	0.6149	0.0420	14.6	0.00	0.53	0.70
d352	0.4366	0.0426	10.2	0.00	0.35	0.52
d353	0.4849	0.0265	18.3	0.00	0.43	0.54
d354	0.3799	0.0253	15.0	0.00	0.33	0.43
d355	0.3234	0.0407	8.0	0.00	0.24	0.40
d356	0.3478	0.0245	14.2	0.00	0.30	0.40
d411	0.1417	0.0240	5.9	0.00	0.09	0.19
d412	0.1725	0.0237	7.3	0.00	0.13	0.22
d413	0.0851	0.0240	3.5	0.00	0.04	0.13
d414	0.1075	0.0342	3.2	0.00	0.04	0.17
d415	0.0685	0.0240	2.9	0.00	0.02	0.12
d421	0.1169	0.0236	5.0	0.00	0.07	0.16
d521	0.1430	0.0269	5.3	0.00	0.09	0.20
d522	0.2305	0.0244	9.4	0.00	0.18	0.28
d523	0.1511	0.0267	5.7	0.00	0.10	0.20
d524	0.2739	0.0250	11.0	0.00	0.22	0.32
d531	0.1526	0.0259	5.9	0.00	0.10	0.20
d532	0.0795	0.0343	2.3	0.02	0.01	0.15
d541	-0.0569	0.0552	-1.0	0.30	-0.17	0.05
d542	0.2450	0.0324	7.6	0.00	0.18	0.31
d543	-0.0200	0.0253	-0.8	0.43	-0.07	0.03
d549	0.0697	0.0314	2.2	0.03	0.01	0.13
d611	-0.0047	0.0239	-0.2	0.85	-0.05	0.04
d612	-0.0685	0.0244	-2.8	0.01	-0.12	-0.02
d613	0.0052	0.0395	0.1	0.90	-0.07	0.08
d621	0.0782	0.0292	2.7	0.01	0.02	0.14
d622	-0.1310	0.0356	-3.7	0.00	-0.20	-0.06
d623	-0.0916	0.0299	-3.1	0.00	-0.15	-0.03
d629	0.2077	0.0508	4.1	0.00	0.11	0.31
d711	-0.0411	0.0235	-1.8	0.08	-0.09	0.00
d712	0.1154	0.0291	4.0	0.00	0.06	0.17
d721	0.0668	0.0243	2.8	0.01	0.02	0.11
d811	0.0616	0.0249	2.5	0.01	0.01	0.11
d812	0.1100	0.0264	4.2	0.00	0.06	0.16
d813	0.0020	0.0251	0.1	0.94	-0.05	0.05
d814	0.2600	0.0286	9.1	0.00	0.20	0.32
d821	-0.0100	0.0240	-0.4	0.68	-0.06	0.04
d822	0.0865	0.0271	3.2	0.00	0.03	0.14
d911	-0.0337	0.0411	-0.8	0.41	-0.11	0.05
d912	0.0437	0.0276	1.6	0.11	-0.01	0.10
d913	-0.0391	0.0253	-1.6	0.12	-0.09	0.01
d914	-0.0015	0.0249	-0.1	0.95	-0.05	0.05
d921	-0.0381	0.0254	-1.5	0.13	-0.09	0.01
d922	-0.0894	0.0239	-3.8	0.00	-0.14	-0.04
d923	-0.1325	0.0237	-5.6	0.00	-0.18	-0.09
d924	-0.1311	0.0250	-5.2	0.00	-0.18	-0.08
d925	-0.0792	0.0268	-3.0	0.00	-0.13	-0.03
Number of employees under 25	-0.1017	0.0032	-31.7	0.00	-0.11	-0.10
More than 500	-0.0267	0.0080	-3.4	0.00	-0.04	-0.01
Northeast	0.0201	0.0105	1.9	0.06	0.00	0.04
Northwest	0.0397	0.0101	3.9	0.00	0.02	0.06
Yorkshire and Humberside	0.0192	0.0103	1.9	0.06	0.00	0.04
East Midlands	0.0346	0.0107	3.2	0.00	0.01	0.06
West Midlands	0.0491	0.0103	4.8	0.00	0.03	0.07
Eastern	0.1263	0.0106	12.0	0.00	0.11	0.15
London	0.2600	0.0105	24.8	0.00	0.24	0.28
South east	0.1410	0.0101	13.9	0.00	0.12	0.16
South West	0.0463	0.0103	4.5	0.00	0.03	0.07
Wales	0.0217	0.0100	2.2	0.03	0.00	0.04
Scotland	0.0399	0.0106	3.8	0.00	0.02	0.06
Northern Ireland	(dropped)					
Constant	0.4920	0.0481	10.2	0.00	0.40	0.59

t-statistics greater than 2 is significantly different from zero at 5% significance level

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Table 10: Female workers in the UK

Regression with robust standard errors						
	Number of obs = 54,081					
	F(117, 53962) = .					
	Prob > F = .					
	R-squared = 0.5358					
	Root MSE = .36286					

Female workers in the UK	Coefficients	Std. Error	t-statistics	P> t	[95% Confidence Interval]	

Log hourly pay (dependent variable)						
Age	0.0431	0.0012	35.2	0.00	0.04	0.05
Age squared	-0.0005	0.0000	-30.5	0.00	0.00	0.00
Public/Private sector	0.0848	0.0057	14.9	0.00	0.07	0.10
Fulltime/part-time status	0.0405	0.0057	7.1	0.00	0.03	0.05
Number of children	-0.0031	0.0031	-1.0	0.31	-0.01	0.00
Interaction variable (number of children and working part-time)						
Degree	-0.0126	0.0040	-3.2	0.00	-0.02	0.00
Higher Education	0.1384	0.0348	4.0	0.00	0.07	0.21
GCEA	0.0715	0.0349	2.1	0.04	0.00	0.14
GCSE	-0.0186	0.0346	-0.5	0.59	-0.09	0.05
Other qualifications	-0.0697	0.0345	-2.0	0.04	-0.14	0.00
No qualifications	-0.1120	0.0347	-3.2	0.00	-0.18	-0.04
White	-0.1604	0.0348	-4.6	0.00	-0.23	-0.09
Mixed	0.0500	0.0259	1.9	0.05	0.00	0.10
Asian	0.0293	0.0350	0.8	0.40	-0.04	0.10
Black	-0.0200	0.0283	-0.7	0.48	-0.08	0.04
Chinese	0.0305	0.0290	1.1	0.29	-0.03	0.09
Energy and Water (ce)	-0.0081	0.0596	-0.1	0.89	-0.12	0.11
Manufacturing (d)	0.2193	0.0447	4.9	0.00	0.13	0.31
Construction (f)	0.1537	0.0388	4.0	0.00	0.08	0.23
Distribution, Hotels and Restaurants (gh)	0.1603	0.0420	3.8	0.00	0.08	0.24
Transport and communication (i)	0.0347	0.0385	0.9	0.37	-0.04	0.11
Banking, Finance and Insurance (jk)	0.1623	0.0397	4.1	0.00	0.08	0.24
Public administration, education and health (lmn)	0.1947	0.0386	5.0	0.00	0.12	0.27
Other services (opq)	0.0381	0.0383	1.0	0.32	-0.04	0.11
d111	0.0508	0.0390	1.3	0.19	-0.03	0.13
d112	1.0015	0.0979	10.2	0.00	0.81	1.19
d113	0.6668	0.0909	7.3	0.00	0.49	0.84
d114	0.8451	0.0774	10.9	0.00	0.69	1.00
d115	0.6576	0.0832	7.9	0.00	0.49	0.82
d116	0.6340	0.0775	8.2	0.00	0.48	0.79
d117	0.3919	0.0786	5.0	0.00	0.24	0.55
d118	0.8759	0.0949	9.2	0.00	0.69	1.06
d121	0.6699	0.0780	8.6	0.00	0.52	0.82
d122	0.4706	0.1164	4.0	0.00	0.24	0.70
d123	0.3354	0.0784	4.3	0.00	0.18	0.49
d211	0.4564	0.0799	5.7	0.00	0.30	0.61
d212	0.5217	0.0827	6.3	0.00	0.36	0.68
d213	0.6530	0.0827	7.9	0.00	0.49	0.82
d221	0.7423	0.0806	9.2	0.00	0.58	0.90
d231	0.9684	0.0809	12.0	0.00	0.81	1.13
d232	0.7307	0.0768	9.5	0.00	0.58	0.88
d241	0.4636	0.0826	5.6	0.00	0.30	0.63
d242	0.8444	0.0852	9.9	0.00	0.68	1.01
d243	0.8087	0.0800	10.1	0.00	0.65	0.97
d244	0.4880	0.0955	5.1	0.00	0.30	0.68
d245	0.5715	0.0790	7.2	0.00	0.42	0.73
d311	0.4326	0.0881	4.9	0.00	0.26	0.61
d312	0.2597	0.0787	3.3	0.00	0.11	0.41
d313	0.3761	0.1003	3.8	0.00	0.18	0.57
d321	0.4464	0.0824	5.4	0.00	0.28	0.61
d322	0.5215	0.0767	6.8	0.00	0.37	0.67
d323	0.6293	0.0795	7.9	0.00	0.47	0.79
d331	0.4426	0.0775	5.7	0.00	0.29	0.59
d332	0.6213	0.0806	7.7	0.00	0.46	0.78
d341	0.5018	0.0977	5.1	0.00	0.31	0.69
d342	0.4892	0.0857	5.7	0.00	0.32	0.66

The gender pay gap in London and the United Kingdom

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d343	0.5716	0.0803	7.1	0.00	0.41	0.73
d344	0.3378	0.0982	3.4	0.00	0.15	0.53
d351	0.7507	0.1418	5.3	0.00	0.47	1.03
d352	0.5169	0.0891	5.8	0.00	0.34	0.69
d353	0.5633	0.0780	7.2	0.00	0.41	0.72
d354	0.4726	0.0778	6.1	0.00	0.32	0.63
d355	0.4591	0.0887	5.2	0.00	0.29	0.63
d356	0.4980	0.0772	6.5	0.00	0.35	0.65
d411	0.2980	0.0767	3.9	0.00	0.15	0.45
d412	0.3356	0.0766	4.4	0.00	0.19	0.49
d413	0.2336	0.0768	3.0	0.00	0.08	0.38
d414	0.2689	0.0813	3.3	0.00	0.11	0.43
d415	0.2438	0.0766	3.2	0.00	0.09	0.39
d421	0.2962	0.0765	3.9	0.00	0.15	0.45
d521	0.0344	0.1151	0.3	0.77	-0.19	0.26
d522	0.1821	0.0904	2.0	0.04	0.00	0.36
d523	0.6058	0.0802	7.6	0.00	0.45	0.76
d524	0.3134	0.1059	3.0	0.00	0.11	0.52
d531	0.2996	0.1122	2.7	0.01	0.08	0.52
d532	0.3772	0.2552	1.5	0.14	-0.12	0.88
d541	0.0671	0.0995	0.7	0.50	-0.13	0.26
d542	0.1952	0.0856	2.3	0.02	0.03	0.36
d543	0.0930	0.0774	1.2	0.23	-0.06	0.24
d549	0.0636	0.0838	0.8	0.45	-0.10	0.23
d611	0.1598	0.0766	2.1	0.04	0.01	0.31
d612	0.0888	0.0768	1.2	0.25	-0.06	0.24
d613	0.1501	0.0811	1.9	0.06	-0.01	0.31
d621	0.2309	0.0806	2.9	0.00	0.07	0.39
d622	0.0083	0.0812	0.1	0.92	-0.15	0.17
d623	0.0333	0.0830	0.4	0.69	-0.13	0.20
d629	0.2542	0.1189	2.1	0.03	0.02	0.49
d711	0.0895	0.0763	1.2	0.24	-0.06	0.24
d712	0.2581	0.0806	3.2	0.00	0.10	0.42
d721	0.2444	0.0768	3.2	0.00	0.09	0.39
d811	0.1028	0.0778	1.3	0.19	-0.05	0.26
d812	0.0734	0.0932	0.8	0.43	-0.11	0.26
d813	0.0645	0.0775	0.8	0.41	-0.09	0.22
d814	0.3026	0.0841	3.6	0.00	0.14	0.47
d821	-0.0140	0.0839	-0.2	0.87	-0.18	0.15
d822	0.1540	0.1233	1.3	0.21	-0.09	0.40
d911	0.1196	0.1004	1.2	0.23	-0.08	0.32
d912	0.0828	0.0961	0.9	0.39	-0.11	0.27
d913	0.0296	0.0776	0.4	0.70	-0.12	0.18
d914	0.1258	0.0789	1.6	0.11	-0.03	0.28
d921	0.1213	0.0791	1.5	0.13	-0.03	0.28
d922	0.0475	0.0765	0.6	0.54	-0.10	0.20
d923	0.0181	0.0765	0.2	0.81	-0.13	0.17
d924	-0.0104	0.0778	-0.1	0.89	-0.16	0.14
d925	0.0917	0.0785	1.2	0.24	-0.06	0.25
Number of employees under 25	-0.0709	0.0042	-16.9	0.00	-0.08	-0.06
More than 500	-0.0172	0.0123	-1.4	0.16	-0.04	0.01
Northeast	(dropped)					
Northwest	0.0162	0.0079	2.1	0.04	0.00	0.03
Yorkshire and Humberside	0.0002	0.0084	0.0	0.98	-0.02	0.02
East Midlands	0.0146	0.0096	1.5	0.13	0.00	0.03
West Midlands	0.0235	0.0084	2.8	0.01	0.01	0.04
Eastern	0.0774	0.0093	8.3	0.00	0.06	0.10
London	0.2473	0.0089	27.8	0.00	0.23	0.26
South east	0.1020	0.0081	12.6	0.00	0.09	0.12
South West	0.0163	0.0085	1.9	0.06	0.00	0.03
Wales	0.0081	0.0078	1.0	0.30	-0.01	0.02
Scotland	0.0190	0.0093	2.1	0.04	0.00	0.04
Northern Ireland	0.0033	0.0140	0.2	0.81	-0.02	0.03
Constant	0.5212	0.0901	5.8	0.00	0.34	0.70

t-statistics greater than 2 is significantly different from zero at 5% significance level

The gender pay gap in London and the United Kingdom

Table 11: Male workers in the UK

Regression with robust standard errors						
	Number of obs = 51,981					
	F(118, 51862) = 426.72					
	Prob > F = 0.0000					
	R-squared = 0.5649					
	Root MSE = .3836					

Male workers in the UK	Coefficients	Std. Error	t-statistics	P> t	[95% Confidence Interval]	

Log hourly pay (dependent variable)						
Age	0.0630	0.0013	50.2	0.00	0.06	0.07
Age squared	-0.0007	0.0000	-43.6	0.00	0.00	0.00
Public/Private sector	0.0417	0.0079	5.3	0.00	0.03	0.06
Fulltime/part-time status	0.0525	0.0122	4.3	0.00	0.03	0.08
Number of children	0.0052	0.0073	0.7	0.48	-0.01	0.02
Interaction variable (number of children and working part-time)						
Degree	0.0141	0.0076	1.9	0.07	0.00	0.03
Higher Education	0.2728	0.0308	8.9	0.00	0.21	0.33
GCEA	0.1576	0.0309	5.1	0.00	0.10	0.22
GCSE	0.0910	0.0303	3.0	0.00	0.03	0.15
Other qualifications	0.0523	0.0304	1.7	0.09	-0.01	0.11
No qualifications	0.0046	0.0307	0.2	0.88	-0.06	0.06
White	-0.0464	0.0308	-1.5	0.13	-0.11	0.01
Mixed	0.0522	0.0294	1.8	0.08	-0.01	0.11
Asian	0.0063	0.0430	0.2	0.88	-0.08	0.09
Black	-0.0594	0.0312	-1.9	0.06	-0.12	0.00
Chinese	-0.0636	0.0340	-1.9	0.06	-0.13	0.00
Energy and Water (ce)	-0.1243	0.0498	-2.5	0.01	-0.22	-0.03
Manufacturing (d)	0.2353	0.0323	7.3	0.00	0.17	0.30
Construction (f)	0.1100	0.0295	3.7	0.00	0.05	0.17
Distribution, Hotels and Restaurants (qh)	0.1256	0.0301	4.2	0.00	0.07	0.18
Transport and communication (i)	0.0266	0.0299	0.9	0.37	-0.03	0.09
Banking, Finance and Insurance (jk)	0.1154	0.0300	3.9	0.00	0.06	0.17
Public administration, education and health (lmn)	0.1583	0.0299	5.3	0.00	0.10	0.22
Other services (opq)	0.0183	0.0306	0.6	0.55	-0.04	0.08
d111	0.0539	0.0308	1.8	0.08	-0.01	0.11
d112	0.9900	0.0412	24.0	0.00	0.91	1.07
d113	0.5764	0.0260	22.2	0.00	0.53	0.63
d114	0.7667	0.0250	30.6	0.00	0.72	0.82
d115	0.5361	0.0304	17.6	0.00	0.48	0.60
d116	0.6240	0.0292	21.3	0.00	0.57	0.68
d117	0.4278	0.0268	16.0	0.00	0.38	0.48
d118	0.5637	0.0381	14.8	0.00	0.49	0.64
d121	0.6580	0.0390	16.9	0.00	0.58	0.73
d122	0.3119	0.0726	4.3	0.00	0.17	0.45
d123	0.2780	0.0306	9.1	0.00	0.22	0.34
d211	0.4128	0.0323	12.8	0.00	0.35	0.48
d212	0.3991	0.0342	11.7	0.00	0.33	0.47
d213	0.4672	0.0256	18.2	0.00	0.42	0.52
d221	0.6221	0.0267	23.3	0.00	0.57	0.67
d231	0.8376	0.0334	25.1	0.00	0.77	0.90
d232	0.5619	0.0260	21.6	0.00	0.51	0.61
d241	0.3365	0.0460	7.3	0.00	0.25	0.43
d242	0.7052	0.0494	14.3	0.00	0.61	0.80
d243	0.7350	0.0294	25.0	0.00	0.68	0.79
d244	0.4689	0.0304	15.4	0.00	0.41	0.53
d245	0.2801	0.0467	6.0	0.00	0.19	0.37
d311	0.2172	0.0572	3.8	0.00	0.11	0.33
d312	0.2976	0.0265	11.2	0.00	0.25	0.35
d313	0.2832	0.0351	8.1	0.00	0.21	0.35
d321	0.4166	0.0283	14.7	0.00	0.36	0.47
d322	0.2940	0.0400	7.4	0.00	0.22	0.37
d323	0.3814	0.0581	6.6	0.00	0.27	0.50
d331	0.3023	0.0311	9.7	0.00	0.24	0.36
d341	0.4372	0.0261	16.8	0.00	0.39	0.49
d342	0.4779	0.0588	8.1	0.00	0.36	0.59
d342	0.3339	0.0415	8.1	0.00	0.25	0.42

The gender pay gap in London and the United Kingdom

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d343	0.3914	0.0395	9.9	0.00	0.31	0.47
d344	0.2921	0.0764	3.8	0.00	0.14	0.44
d351	0.6048	0.0428	14.1	0.00	0.52	0.69
d352	0.6022	0.0563	10.7	0.00	0.49	0.71
d353	0.5547	0.0301	18.4	0.00	0.50	0.61
d354	0.4619	0.0277	16.7	0.00	0.41	0.52
d355	0.3255	0.0499	6.5	0.00	0.23	0.42
d356	0.3891	0.0275	14.1	0.00	0.34	0.44
d411	0.1836	0.0289	6.3	0.00	0.13	0.24
d412	0.2595	0.0280	9.3	0.00	0.20	0.31
d413	0.1407	0.0269	5.2	0.00	0.09	0.19
d414	0.1363	0.0575	2.4	0.02	0.02	0.25
d415	0.0967	0.0299	3.2	0.00	0.04	0.16
d421	0.2710	0.0655	4.1	0.00	0.14	0.40
d521	0.1506	0.0276	5.5	0.00	0.10	0.20
d522	0.2324	0.0252	9.2	0.00	0.18	0.28
d523	0.1540	0.0272	5.7	0.00	0.10	0.21
d524	0.2805	0.0256	11.0	0.00	0.23	0.33
d531	0.1661	0.0265	6.3	0.00	0.11	0.22
d532	0.0915	0.0347	2.6	0.01	0.02	0.16
d541	-0.0334	0.0734	-0.5	0.65	-0.18	0.11
d542	0.3005	0.0346	8.7	0.00	0.23	0.37
d543	0.0326	0.0287	1.1	0.26	-0.02	0.09
d549	0.1317	0.0341	3.9	0.00	0.06	0.20
d611	-0.0129	0.0311	-0.4	0.68	-0.07	0.05
d612	0.0924	0.0627	1.5	0.14	-0.03	0.22
d613	0.0033	0.0976	0.0	0.97	-0.19	0.19
d621	0.1167	0.0352	3.3	0.00	0.05	0.19
d622	0.1921	0.1184	1.6	0.11	-0.04	0.42
d623	-0.0693	0.0328	-2.1	0.04	-0.13	0.00
d629	0.2371	0.0544	4.4	0.00	0.13	0.34
d711	0.0637	0.0264	2.4	0.02	0.01	0.12
d712	0.1479	0.0340	4.4	0.00	0.08	0.21
d721	0.1051	0.0293	3.6	0.00	0.05	0.16
d811	0.1091	0.0264	4.1	0.00	0.06	0.16
d812	0.1261	0.0271	4.7	0.00	0.07	0.18
d813	0.1046	0.0271	3.9	0.00	0.05	0.16
d814	0.2518	0.0294	8.6	0.00	0.19	0.31
d821	-0.0192	0.0248	-0.8	0.44	-0.07	0.03
d822	0.0713	0.0279	2.6	0.01	0.02	0.13
d911	-0.0370	0.0453	-0.8	0.41	-0.13	0.05
d912	0.0484	0.0283	1.7	0.09	-0.01	0.10
d913	0.0282	0.0273	1.0	0.30	-0.03	0.08
d914	-0.0046	0.0261	-0.2	0.86	-0.06	0.05
d921	-0.0302	0.0272	-1.1	0.27	-0.08	0.02
d922	-0.0410	0.0277	-1.5	0.14	-0.10	0.01
d923	-0.1180	0.0276	-4.3	0.00	-0.17	-0.06
d924	-0.1067	0.0277	-3.9	0.00	-0.16	-0.05
d925	-0.0623	0.0313	-2.0	0.05	-0.12	0.00
Number of employees under 25	-0.1289	0.0048	-26.8	0.00	-0.14	-0.12
More than 500	-0.0408	0.0102	-4.0	0.00	-0.06	-0.02
Northeast	0.0428	0.0153	2.8	0.01	0.01	0.07
Northwest	0.0666	0.0147	4.5	0.00	0.04	0.10
Yorkshire and Humberside	0.0401	0.0150	2.7	0.01	0.01	0.07
East Midlands	0.0611	0.0155	4.0	0.00	0.03	0.09
West Midlands	0.0765	0.0149	5.1	0.00	0.05	0.11
Eastern	0.1759	0.0152	11.6	0.00	0.15	0.21
London	0.2721	0.0153	17.8	0.00	0.24	0.30
South east	0.1814	0.0148	12.3	0.00	0.15	0.21
South West	0.0761	0.0149	5.1	0.00	0.05	0.11
Wales	0.0376	0.0146	2.6	0.01	0.01	0.07
Scotland	0.0673	0.0154	4.4	0.00	0.04	0.10
Northern Ireland	(dropped)					
Constant	0.1798	0.0631	2.9	0.00	0.06	0.30

t-statistics greater than 2 is significantly different from zero at 5% significance level

The gender pay gap in London and the United Kingdom

Table 12: All workers in London

Regression with robust standard errors						
		Number of obs = 8,575				
		F(106, 8466) = .				
		Prob > F = .				
		R-squared = 0.5736				
		Root MSE = .38695				

All workers in London	Coefficients	Std. Error	t-statistics	P> t	[95% Confidence Interval]	

Log hourly pay (dependent variable)						
Age	0.0547	0.0028	19.3	0.00	0.05	0.06
Age squared	-0.0006	0.0000	-16.7	0.00	0.00	0.00
Public/Private sector	0.0225	0.0142	1.6	0.11	-0.01	0.05
Fulltime/part-time status	0.0162	0.0180	0.9	0.37	-0.02	0.05
Number of children	-0.0285	0.0090	-3.2	0.00	-0.05	-0.01
Interaction variable (number of children and working part-	0.0318	0.0103	3.1	0.00	0.01	0.05
Degree	0.4171	0.1212	3.4	0.00	0.18	0.65
Higher Education	0.3627	0.1218	3.0	0.00	0.12	0.60
GCEA	0.2806	0.1212	2.3	0.02	0.04	0.52
GCSE	0.2143	0.1212	1.8	0.08	-0.02	0.45
Other qualifications	0.2195	0.1212	1.8	0.07	-0.02	0.46
No qualifications	0.0857	0.1218	0.7	0.48	-0.15	0.32
White	0.1333	0.0322	4.1	0.00	0.07	0.20
Mixed	0.0819	0.0482	1.7	0.09	-0.01	0.18
Asian	0.0203	0.0342	0.6	0.55	-0.05	0.09
Black	0.0236	0.0345	0.7	0.49	-0.04	0.09
Chinese	-0.0132	0.0669	-0.2	0.84	-0.14	0.12
Energy and Water (ce)	0.2049	0.1652	1.2	0.22	-0.12	0.53
Manufacturing (d)	0.0293	0.1519	0.2	0.85	-0.27	0.33
Construction (f)	-0.0380	0.1527	-0.3	0.80	-0.34	0.26
Distribution, Hotels and Restaurants (gh)	-0.0595	0.1517	-0.4	0.70	-0.36	0.24
Transport and communication (i)	0.0626	0.1520	0.4	0.68	-0.24	0.36
Banking, Finance and Insurance (jk)	0.1329	0.1515	0.9	0.38	-0.16	0.43
Public administration, education and health (lmn)	-0.0677	0.1517	-0.5	0.66	-0.37	0.23
Other services (opq)	-0.0069	0.1516	-0.1	0.96	-0.30	0.29
d111	1.2334	0.1326	9.3	0.00	0.97	1.49
d112	0.7816	0.1293	6.0	0.00	0.53	1.04
d113	0.8958	0.1253	7.2	0.00	0.65	1.14
d114	0.6084	0.1340	4.5	0.00	0.35	0.87
d115	0.7445	0.1270	5.9	0.00	0.50	0.99
d116	0.5546	0.1286	4.3	0.00	0.30	0.81
d117	0.7900	0.1676	4.7	0.00	0.46	1.12
d118	0.6785	0.1308	5.2	0.00	0.42	0.93
d121	0.0223	0.1255	0.2	0.86	-0.22	0.27
d122	0.4693	0.1305	3.6	0.00	0.21	0.73
d123	0.5901	0.1295	4.6	0.00	0.34	0.84
d211	0.5149	0.1378	3.7	0.00	0.24	0.78
d212	0.6708	0.1283	5.2	0.00	0.42	0.92
d213	0.7698	0.1269	6.1	0.00	0.52	1.02
d221	0.9379	0.1339	7.0	0.00	0.68	1.20
d231	0.6711	0.1265	5.3	0.00	0.42	0.92
d232	0.5026	0.1354	3.7	0.00	0.24	0.77
d241	0.9256	0.1379	6.7	0.00	0.66	1.20
d242	0.9134	0.1285	7.1	0.00	0.66	1.17
d243	0.6086	0.1300	4.7	0.00	0.35	0.86
d244	0.5378	0.1541	3.5	0.00	0.24	0.84
d245	0.3321	0.1372	2.4	0.02	0.06	0.60
d311	0.3867	0.1335	2.9	0.00	0.13	0.65
d312	0.3835	0.1302	3.0	0.00	0.13	0.64
d313	0.5689	0.1295	4.4	0.00	0.31	0.82
d321	0.5118	0.1267	4.0	0.00	0.26	0.76
d322	0.5594	0.1362	4.1	0.00	0.29	0.83
d323	0.4494	0.1316	3.4	0.00	0.19	0.71
d331	0.5950	0.1295	4.6	0.00	0.34	0.85
d341	0.4845	0.1449	3.3	0.00	0.20	0.77
d342	0.5789	0.1351	4.3	0.00	0.31	0.84

The gender pay gap in London and the United Kingdom

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d343	0.5720	0.1284	4.5	0.00	0.32	0.82
d344	0.4137	0.1629	2.5	0.01	0.09	0.73
d351	0.7072	0.1323	5.3	0.00	0.45	0.97
d352	0.7566	0.1540	4.9	0.00	0.45	1.06
d353	0.8027	0.1270	6.3	0.00	0.55	1.05
d354	0.5421	0.1269	4.3	0.00	0.29	0.79
d355	0.5829	0.2386	2.4	0.02	0.12	1.05
d356	0.5512	0.1273	4.3	0.00	0.30	0.80
d411	0.3870	0.1265	3.1	0.00	0.14	0.64
d412	0.4055	0.1251	3.2	0.00	0.16	0.65
d413	0.2939	0.1256	2.3	0.02	0.05	0.54
d414	0.2817	0.1470	1.9	0.06	-0.01	0.57
d415	0.2727	0.1253	2.2	0.03	0.03	0.52
d421	0.3899	0.1249	3.1	0.00	0.15	0.63
d521	0.3861	0.1535	2.5	0.01	0.09	0.69
d522	0.4130	0.1309	3.2	0.00	0.16	0.67
d523	0.4202	0.1355	3.1	0.00	0.15	0.69
d524	0.4830	0.1291	3.7	0.00	0.23	0.74
d531	0.4605	0.1325	3.5	0.00	0.20	0.72
d532	0.3882	0.1499	2.6	0.01	0.09	0.68
d541	0.2840	0.1614	1.8	0.08	-0.03	0.60
d542	0.3371	0.1588	2.1	0.03	0.03	0.65
d543	0.2042	0.1307	1.6	0.12	-0.05	0.46
d549	0.2453	0.1534	1.6	0.11	-0.06	0.55
d611	0.1735	0.1287	1.4	0.18	-0.08	0.43
d612	0.0867	0.1280	0.7	0.50	-0.16	0.34
d613	0.1266	0.1890	0.7	0.50	-0.24	0.50
d621	0.3467	0.1321	2.6	0.01	0.09	0.61
d622	0.2109	0.1583	1.3	0.18	-0.10	0.52
d623	0.0638	0.1386	0.5	0.65	-0.21	0.34
d629	0.3643	0.1774	2.1	0.04	0.02	0.71
d711	0.1110	0.1250	0.9	0.38	-0.13	0.36
d712	0.3042	0.1367	2.2	0.03	0.04	0.57
d721	0.2113	0.1301	1.6	0.10	-0.04	0.47
d811	0.0917	0.1375	0.7	0.51	-0.18	0.36
d812	0.2978	0.1657	1.8	0.07	-0.03	0.62
d813	0.1799	0.1351	1.3	0.18	-0.08	0.44
d814	0.3108	0.1483	2.1	0.04	0.02	0.60
d821	0.1398	0.1258	1.1	0.27	-0.11	0.39
d822	0.2440	0.1443	1.7	0.09	-0.04	0.53
d911	-0.3586	0.1254	-2.9	0.00	-0.60	-0.11
d912	0.2572	0.1313	2.0	0.05	0.00	0.51
d913	0.0610	0.1408	0.4	0.67	-0.22	0.34
d914	0.1377	0.1338	1.0	0.30	-0.12	0.40
d921	0.1249	0.1266	1.0	0.32	-0.12	0.37
d922	0.0061	0.1259	0.1	0.96	-0.24	0.25
d923	0.0156	0.1264	0.1	0.90	-0.23	0.26
d924	0.0111	0.1274	0.1	0.93	-0.24	0.26
d925	0.0398	0.1354	0.3	0.77	-0.23	0.31
Number of employees under 25	-0.1384	0.0103	-13.4	0.00	-0.16	-0.12
More than 500	-0.0763	0.0219	-3.5	0.00	-0.12	-0.03
Inner London	0.0304	0.0097	3.1	0.00	0.01	0.05
Constant	0.3454	0.2065	1.7	0.09	-0.06	0.75

t-statistics greater than 2 is significantly different from zero at 5% significance level

The gender pay gap in London and the United Kingdom

Table 13: Female workers in London

Regression with robust standard errors		Number of obs = 4339				
		F(96, 4238) = .				
		Prob > F = .				
		R-squared = 0.5689				
		Root MSE = .36129				

Female workers in London	Coefficients	Std. Error	t-statistics	P> t	[95% Confidence Interval]	

Log hourly pay (dependent variable)						
Age	0.0609	0.0041	14.8	0.00	0.05	0.07
Age squared	-0.0007	0.0001	-13.3	0.00	0.00	0.00
Public/Private sector	0.0430	0.0179	2.4	0.02	0.01	0.08
Fulltime/part-time status	0.0201	0.0203	1.0	0.32	-0.02	0.06
Number of children	-0.0305	0.0102	-3.0	0.00	-0.05	-0.01
Interaction variable (number of children and working part-time)						
Degree	-0.0062	0.0125	-0.5	0.62	-0.03	0.02
Higher Education	0.5988	0.1291	4.6	0.00	0.35	0.85
GCEA	0.5534	0.1299	4.3	0.00	0.30	0.81
GCSE	0.4783	0.1291	3.7	0.00	0.23	0.73
Other qualifications	0.4042	0.1291	3.1	0.00	0.15	0.66
No qualifications	0.3986	0.1290	3.1	0.00	0.15	0.65
White	0.2672	0.1296	2.1	0.04	0.01	0.52
Mixed	0.1309	0.0434	3.0	0.00	0.05	0.22
Asian	0.1230	0.0639	1.9	0.05	0.00	0.25
Black	0.0424	0.0463	0.9	0.36	-0.05	0.13
Chinese	0.0773	0.0460	1.7	0.09	-0.01	0.17
Energy and Water (ce)	0.1180	0.0900	1.3	0.19	-0.06	0.29
Manufacturing (d)	0.4099	0.2373	1.7	0.08	-0.06	0.88
Construction (f)	0.1678	0.2054	0.8	0.41	-0.23	0.57
	0.0781	0.2080	0.4	0.71	-0.33	0.49
Distribution, Hotels and Restaurants (gh)	0.0493	0.2045	0.2	0.81	-0.35	0.45
Transport and communication (i)	0.1462	0.2063	0.7	0.48	-0.26	0.55
Banking, Finance and Insurance (jk)	0.2179	0.2044	1.1	0.29	-0.18	0.62
Public administration, education and health (lmn)	0.0221	0.2043	0.1	0.91	-0.38	0.42
Other services (opq)	0.0303	0.2053	0.2	0.88	-0.37	0.43
d111	1.7519	0.5342	3.3	0.00	0.70	2.80
d112	1.1934	0.5290	2.3	0.02	0.16	2.23
d113	1.3869	0.5262	2.6	0.01	0.36	2.42
d114	1.1493	0.5306	2.2	0.03	0.11	2.19
d115	1.2336	0.5262	2.3	0.02	0.20	2.27
d116	1.0260	0.5298	1.9	0.05	-0.01	2.06
d117	1.5628	0.5277	3.0	0.00	0.53	2.60
d118	1.2035	0.5267	2.3	0.02	0.17	2.24
d121	(dropped)					
d122	0.9929	0.5282	1.9	0.06	-0.04	2.03
d123	1.1009	0.5271	2.1	0.04	0.07	2.13
d211	1.0884	0.5337	2.0	0.04	0.04	2.13
d212	1.1105	0.5437	2.0	0.04	0.04	2.18
d213	1.2361	0.5335	2.3	0.02	0.19	2.28
d221	1.4019	0.5311	2.6	0.01	0.36	2.44
d231	1.2412	0.5259	2.4	0.02	0.21	2.27
d232	0.9454	0.5303	1.8	0.08	-0.09	1.99
d241	1.4672	0.5284	2.8	0.01	0.43	2.50
d242	1.3892	0.5293	2.6	0.01	0.35	2.43
d243	0.9855	0.5367	1.8	0.07	-0.07	2.04
d244	1.1343	0.5315	2.1	0.03	0.09	2.18
d245	0.8492	0.5287	1.6	0.11	-0.19	1.89
d311	0.8541	0.5324	1.6	0.11	-0.19	1.90
d312	0.7714	0.5268	1.5	0.14	-0.26	1.80
d313	1.0903	0.5304	2.1	0.04	0.05	2.13
d321	1.0834	0.5259	2.1	0.04	0.05	2.11
d322	1.1105	0.5290	2.1	0.04	0.07	2.15
d323	1.0280	0.5285	2.0	0.05	-0.01	2.06
d331	1.1968	0.5301	2.3	0.02	0.16	2.24
d341	1.0143	0.5381	1.9	0.06	-0.04	2.07
d342	1.1359	0.5319	2.1	0.03	0.09	2.18

The gender pay gap in London and the United Kingdom

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d343		1.1517	0.5268	2.2	0.03	0.12	2.18
d344		0.9649	0.5501	1.8	0.08	-0.11	2.04
d351		1.2323	0.5266	2.3	0.02	0.20	2.26
d352		1.3203	0.5391	2.5	0.01	0.26	2.38
d353		1.2646	0.5271	2.4	0.02	0.23	2.30
d354		1.0533	0.5271	2.0	0.05	0.02	2.09
d355	(dropped)						
d356		1.1068	0.5263	2.1	0.04	0.07	2.14
d411		0.9395	0.5257	1.8	0.07	-0.09	1.97
d412		0.9634	0.5257	1.8	0.07	-0.07	1.99
d413		0.8336	0.5261	1.6	0.11	-0.20	1.87
d414		0.9109	0.5331	1.7	0.09	-0.13	1.96
d415		0.8342	0.5256	1.6	0.11	-0.20	1.86
d421		0.9619	0.5255	1.8	0.07	-0.07	1.99
d521	(dropped)						
d522		0.8434	0.5366	1.6	0.12	-0.21	1.90
d523	(dropped)						
d524		0.7961	0.5526	1.4	0.15	-0.29	1.88
d531	(dropped)						
d532		1.4128	0.5286	2.7	0.01	0.38	2.45
d541		0.9115	0.5517	1.7	0.10	-0.17	1.99
d542		0.6963	0.5477	1.3	0.20	-0.38	1.77
d543		0.7326	0.5267	1.4	0.16	-0.30	1.77
d549		0.5612	0.5378	1.0	0.30	-0.49	1.62
d611		0.7114	0.5265	1.4	0.18	-0.32	1.74
d612		0.6592	0.5259	1.3	0.21	-0.37	1.69
d613		0.6302	0.5492	1.2	0.25	-0.45	1.71
d621		0.9293	0.5284	1.8	0.08	-0.11	1.97
d622		0.7136	0.5345	1.3	0.18	-0.33	1.76
d623		0.6609	0.5342	1.2	0.22	-0.39	1.71
d629		0.7329	0.5262	1.4	0.16	-0.30	1.76
d711		0.6470	0.5252	1.2	0.22	-0.38	1.68
d712		0.8774	0.5288	1.7	0.10	-0.16	1.91
d721		0.6847	0.5264	1.3	0.19	-0.35	1.72
d811		0.5383	0.5310	1.0	0.31	-0.50	1.58
d812		0.5883	0.5533	1.1	0.29	-0.50	1.67
d813		0.7196	0.5288	1.4	0.17	-0.32	1.76
d814		0.9030	0.5263	1.7	0.09	-0.13	1.93
d821		0.4886	0.5993	0.8	0.42	-0.69	1.66
d822	(dropped)						
d911	(dropped)						
d912	(dropped)						
d913		0.5355	0.5323	1.0	0.31	-0.51	1.58
d914		0.7039	0.5398	1.3	0.19	-0.35	1.76
d921		0.7365	0.5280	1.4	0.16	-0.30	1.77
d922		0.5335	0.5260	1.0	0.31	-0.50	1.56
d923		0.5807	0.5261	1.1	0.27	-0.45	1.61
d924		0.6011	0.5269	1.1	0.25	-0.43	1.63
d925		0.5775	0.5358	1.1	0.28	-0.47	1.63
Number of employees under 25		-0.0930	0.0132	-7.0	0.00	-0.12	-0.07
More than 500		-0.1086	0.0295	-3.7	0.00	-0.17	-0.05
Inner London		0.0377	0.0125	3.0	0.00	0.01	0.06
Constant		-0.6093	0.5843	-1.0	0.30	-1.75	0.54

t-statistics greater than 2 is significantly different from zero at 5% significance level

The gender pay gap in London and the United Kingdom

Table 14: Male workers in London

Regression with robust standard errors						
	Number of obs = 4,236					
	F(105, 4127) = .					
	Prob > F = .					
	R-squared = 0.5800					
	Root MSE = .40468					

Male workers in London	Coefficients	Std. Error	t-statistics	P> t	[95% Confidence Interval]	

Log hourly pay (dependent variable)						
Age	0.0573	0.0040	14.2	0.00	0.05	0.07
Age squared	-0.0006	0.0001	-12.2	0.00	0.00	0.00
Public/Private sector	0.0090	0.0231	0.4	0.70	-0.04	0.05
Fulltime/part-time status	-0.0245	0.0385	-0.6	0.52	-0.10	0.05
Number of children	-0.0418	0.0203	-2.1	0.04	-0.08	0.00
Interaction variable (number of children and working part-time)	0.0573	0.0213	2.7	0.01	0.02	0.10
Degree	0.2937	0.1637	1.8	0.07	-0.03	0.61
Higher Education	0.2306	0.1650	1.4	0.16	-0.09	0.55
GCEA	0.1407	0.1634	0.9	0.39	-0.18	0.46
GCSE	0.1005	0.1636	0.6	0.54	-0.22	0.42
Other qualifications	0.1151	0.1637	0.7	0.48	-0.21	0.44
No qualifications	-0.0181	0.1647	-0.1	0.91	-0.34	0.30
White	0.1434	0.0463	3.1	0.00	0.05	0.23
Mixed	0.0446	0.0711	0.6	0.53	-0.09	0.18
Asian	0.0096	0.0488	0.2	0.85	-0.09	0.11
Black	-0.0296	0.0506	-0.6	0.56	-0.13	0.07
Chinese	-0.1173	0.0872	-1.3	0.18	-0.29	0.05
Energy and Water (ce)	0.1334	0.1987	0.7	0.50	-0.26	0.52
Manufacturing (d)	-0.0280	0.1847	-0.2	0.88	-0.39	0.33
Construction (f)	-0.0760	0.1855	-0.4	0.68	-0.44	0.29
Distribution, Hotels and Restaurants (gh)	-0.0855	0.1850	-0.5	0.64	-0.45	0.28
Transport and communication (i)	0.0340	0.1843	0.2	0.85	-0.33	0.40
Banking, Finance and Insurance (jk)	0.1152	0.1843	0.6	0.53	-0.25	0.48
Public administration, education and health (lmn)	-0.0697	0.1849	-0.4	0.71	-0.43	0.29
Other services (opq)	0.0262	0.1841	0.1	0.89	-0.33	0.39
d111	1.1604	0.1187	9.8	0.00	0.93	1.39
d112	0.7310	0.1126	6.5	0.00	0.51	0.95
d113	0.8633	0.1085	8.0	0.00	0.65	1.08
d114	0.5641	0.1264	4.5	0.00	0.32	0.81
d115	0.7576	0.1163	6.5	0.00	0.53	0.99
d116	0.5086	0.1126	4.5	0.00	0.29	0.73
d117	0.6938	0.1585	4.4	0.00	0.38	1.00
d118	0.7883	0.1465	5.4	0.00	0.50	1.08
d121	-0.0151	0.1099	-0.1	0.89	-0.23	0.20
d122	0.4219	0.1227	3.4	0.00	0.18	0.66
d123	0.5286	0.1168	4.5	0.00	0.30	0.76
d211	0.3965	0.1209	3.3	0.00	0.16	0.63
d212	0.6186	0.1112	5.6	0.00	0.40	0.84
d213	0.7213	0.1091	6.6	0.00	0.51	0.94
d221	0.9258	0.1228	7.5	0.00	0.68	1.17
d231	0.5892	0.1126	5.2	0.00	0.37	0.81
d232	0.5189	0.1290	4.0	0.00	0.27	0.77
d241	0.8798	0.1572	5.6	0.00	0.57	1.19
d242	0.8903	0.1125	7.9	0.00	0.67	1.11
d243	0.5664	0.1137	5.0	0.00	0.34	0.79
d244	0.3818	0.2134	1.8	0.07	-0.04	0.80
d245	0.3405	0.1401	2.4	0.02	0.07	0.62
d311	0.3594	0.1213	3.0	0.00	0.12	0.60
d312	0.3348	0.1159	2.9	0.00	0.11	0.56
d313	0.5365	0.1134	4.7	0.00	0.31	0.76
d321	0.3871	0.1170	3.3	0.00	0.16	0.62
d322	0.4650	0.1585	2.9	0.00	0.15	0.78
d323	0.3338	0.1196	2.8	0.01	0.10	0.57
d331	0.4834	0.1137	4.3	0.00	0.26	0.71
d341	0.4745	0.1486	3.2	0.00	0.18	0.77
d342	0.5270	0.1280	4.1	0.00	0.28	0.78

The gender pay gap in London and the United Kingdom

continued

d343	0.4916	0.1216	4.0	0.00	0.25	0.73
d344	0.3437	0.1729	2.0	0.05	0.00	0.68
d351	0.6323	0.1164	5.4	0.00	0.40	0.86
d352	0.6482	0.1566	4.1	0.00	0.34	0.96
d353	0.7798	0.1115	7.0	0.00	0.56	1.00
d354	0.5366	0.1128	4.8	0.00	0.32	0.76
d355	0.4842	0.2173	2.2	0.03	0.06	0.91
d356	0.4870	0.1187	4.1	0.00	0.25	0.72
d411	0.3348	0.1158	2.9	0.00	0.11	0.56
d412	0.3601	0.1104	3.3	0.00	0.14	0.58
d413	0.2609	0.1092	2.4	0.02	0.05	0.47
d414	0.0916	0.1699	0.5	0.59	-0.24	0.42
d415	0.2174	0.1192	1.8	0.07	-0.02	0.45
d421	0.3553	0.1214	2.9	0.00	0.12	0.59
d521	0.3668	0.1423	2.6	0.01	0.09	0.65
d522	0.3634	0.1145	3.2	0.00	0.14	0.59
d523	0.3733	0.1196	3.1	0.00	0.14	0.61
d524	0.4309	0.1122	3.8	0.00	0.21	0.65
d531	0.4175	0.1157	3.6	0.00	0.19	0.64
d532	0.3140	0.1341	2.3	0.02	0.05	0.58
d541	0.1349	0.1412	1.0	0.34	-0.14	0.41
d542	0.3246	0.1601	2.0	0.04	0.01	0.64
d543	0.1457	0.1187	1.2	0.22	-0.09	0.38
d549	0.2895	0.1549	1.9	0.06	-0.01	0.59
d611	0.2258	0.1350	1.7	0.09	-0.04	0.49
d612	0.0704	0.1363	0.5	0.61	-0.20	0.34
d613	0.3524	0.1074	3.3	0.00	0.14	0.56
d621	0.2788	0.1364	2.0	0.04	0.01	0.55
d622	0.5021	0.2968	1.7	0.09	-0.08	1.08
d623	-0.0211	0.1338	-0.2	0.88	-0.28	0.24
d629	0.3832	0.1631	2.4	0.02	0.06	0.70
d711	0.0719	0.1120	0.6	0.52	-0.15	0.29
d712	0.2081	0.1439	1.5	0.15	-0.07	0.49
d721	0.2908	0.1290	2.3	0.02	0.04	0.54
d811	0.1429	0.1319	1.1	0.28	-0.12	0.40
d812	0.2630	0.1596	1.7	0.10	-0.05	0.58
d813	0.1236	0.1333	0.9	0.35	-0.14	0.39
d814	0.2483	0.1352	1.8	0.07	-0.02	0.51
d821	0.0579	0.1074	0.5	0.59	-0.15	0.27
d822	0.1702	0.1294	1.3	0.19	-0.08	0.42
d911	-0.3730	0.1097	-3.4	0.00	-0.59	-0.16
d912	0.2018	0.1144	1.8	0.08	-0.02	0.43
d913	0.0822	0.1409	0.6	0.56	-0.19	0.36
d914	0.0661	0.1197	0.6	0.58	-0.17	0.30
d921	0.0434	0.1092	0.4	0.69	-0.17	0.26
d922	-0.0370	0.1105	-0.3	0.74	-0.25	0.18
d923	-0.0849	0.1162	-0.7	0.47	-0.31	0.14
d924	-0.0514	0.1114	-0.5	0.65	-0.27	0.17
d925	-0.0144	0.1268	-0.1	0.91	-0.26	0.23
Number of employees under 25	-0.1778	0.0161	-11.0	0.00	-0.21	-0.15
More than 500	-0.0381	0.0312	-1.2	0.22	-0.10	0.02
Inner London	0.0227	0.0147	1.5	0.12	-0.01	0.05
Constant	0.5437	0.2486	2.2	0.03	0.06	1.03

t-statistics greater than 2 is significantly different from zero at 5% significance level

Abbreviations

DMAG	Data Management and Analysis Group
DTI	Department of Trade and Industry
GLA	Greater London Authority
LFS	Labour Force Survey
NES	New Earnings Survey
OLS	Ordinary Least Squares
ONS	Office of National Statistics

Endnotes

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- xxii Only the working age population are included in this analysis. Working age is defined as 16-59 for women and 16-64 for men.
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- xxiv See Appendix 1: Comparison of NES and LFS data in the Women in the London's Economy, Mayor of London Publication, 2005.

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