Table 1: Data points taken from British cohort studies

	Year of birth	Dates for wages referred to here	
		Date	Age
National Survey of Health and Development (NSHD)	1946	1978	32
National Child Development Survey (NCDS 1991)	1958	1991	33
British Cohort Study 1970 (BCS)	1970	2000	30
National Child Development Survey (NCDS 2000)	1958	2000	42

Table 2: Means of samples of full-time employees in 1958 and 1970 Cohorts by gender

	Men BCS 30	Women BCS 30	Men NCDS 33	Women NCDS 33	Men NCDS 42	Women NCDS 42
Hourly wage, 2000 prices	10.02	9.02	9.84	8.35	12.81	9.10
O level or equivalent (%)	30	28	29	31	27	30
A level or equivalent (%)	18	15	19	15	18	13
Diploma or equivalent (%)	17	20	16	19	18	20
Degree or equivalent (%)	21	27	16	18	18	17
Full time work experience (years)	10.69	9.82	13.93	11.85	21.95	16.21
Part time work experience (years)	0.17	0.43	0.07	0.69	0.12	2.79
Tenure (years)	5.23	4.97	6.54	5.81	10.82	8.01
Maths: z score	0.091	.118	.128	.202	.123	0.074
Reading: z score	-0.006	.197	.108	.208	0.096	0.084
Lives in London or South East (%)	31	32	30	32	29	27
Sample size	4120	2730	3659	1704	3856	2270

The qualification variables are defined to include equivalent academic or vocational qualifications. They are dummy variables taking the value 1 if the qualification has been achieved and 0 otherwise.

Tenure is time with current employer.

The z-scores are derived from the values of the reading and mathematics scores in the largest sample of observations for each cohort and are computed for pooled samples of men and women. We obtain the z-score by subtracting the mean and dividing by the standard deviation. Observations with missing values are given a z-score of zero. The z-scores only have a mean of 0 and a standard deviation of 1 in the sample from which they are derived.

Lives in London or the South East is a dummy variable taking the value 1 for individuals living in that region and 0 otherwise.

Table 3: Oaxaca-Blinder decomposition of differences in the logarithm of wages for full time male and female workers,

	NSHD 1978 ***	NCDS 1991 ***		NCDS 1991	BCS 2000		NCDS 1991	NCDS 2000
Wage gap (log)	0.305	0.167		0.163	0.082		0.163	0.303
Decomposition (% of gap)								
Explained (%)	30	7		10	-37		10	39
Unexplained (%)	70	93		90	137		90	61
Index of unequal treatment								
Index (*a*) (increase in women's earnings)	23.9	16.9		15.8	11.9		15.8	20.5
Index (*b*) (decrease in men's earnings)	20.6	15.1		12.5	11.3		12.5	16.7

The wage gap is the difference in the means of log earnings.

*** refers to xxx (1999).

Index (a) shows the percentage by which the average woman's wage would increase if she were paid the same as a man. Index (b) shows the percentage by which the average man's wage would fall if remunerated as a woman.

Table 4: Mean hourly wages observed twice and at least once

	1991	2000	% change
	£	£	
Women			
In 1991 & 2000 samples	8.46	10.74	27
In work at time of sample	8.35	9.10	9
Men			
In 1991 & 2000 samples	9.99	13.28	33
In work at time of sample	9.84	12.81	30

Wages are in real terms (2000 prices).