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Differences in the labour market gains from qualifications

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1. Introduction

This report documents the qualifications and subsequent outcomes achieved by the different groups of interest for the National Equality Panel. Using data from the Labour Force Surveys (LFS) post 2001, we first compare the raw differences in highest qualifications, main activity and earnings for different genders, ethnicities and disability groups. Continuing from this we use statistical analyses to examine if there are significant differences in the benefits of qualifications to different groups. This is done in two ways: first looking at the gains from different qualifications within one discriminatory grouping; and second how outcomes differ over these groupings for all those with the same highest qualification.

The key findings are that there are large differences in the qualification levels between the groups, which are subsequently accompanied by diverse labour market outcomes. For an individual within a traditionally disadvantaged group, such as Pakistani/Bangladeshi females, the increases in probability of employment from obtaining qualifications are higher than the gains a White British female would make from the same qualifications. This is not the case for earnings, where most groups earn on average the same proportion more than their unqualified equivalent. For example a black female with A-Levels earns the same proportion more than her unqualified equivalent as white British female would.

Further to this we found that the outcomes of some groups were significantly worse than others even when comparing individuals with the same highest qualification level. This is true for both employment rates and gross earnings. For example, a Pakistani/Bangladeshi female with A-Levels as her highest qualification is 20% less likely to be employed compared with a similar White British Woman. For employment issues we cannot establish if this is due labour supply or demand effects, i.e. the actions of potential employees or employers.

We find a significant pay gap between the genders, but we are unable to establish if this is due to the loss of experience/career break commonly associated with children or systematic discrimination of females. The earnings differential across most ethnic/disability groups within qualification level is generally small, but we do find that individuals from Black and Pakistani/Bangladeshi groups earn less than their similarly educated White British counterparts, even when accounting for the type of job they are employed in. Black male graduates earn on average 24% less than white male graduates. These heterogeneous outcomes for graduates are further investigated in the accompanying report 'Equality in the gains from University Education'.

The rest of the report continues as follows. Section two describes the data used, and the methods through which we got our results. Section three is split into two parts, part one describes the raw differences between the groups, and part two describes the relative gains each group gains from qualifications. The final section briefly summaries the results and concludes.

2. Data and Methods

The data used in this project is the Labour Force Survey (LFS) pooled over several waves. The LFS which is an annual cross sectional survey of 50,000 households from within the UK. Due to the nature of this project, which requires looking at relatively small groups of the population, we have pooled data over the last 8 years from Q1 2001 to Q4 2008. This allows us to provide statistically robust estimates of the differences between the groups.

The groups that we are focusing on are gender, disability (DDA definition¹) and ethnicity (White British, White Other, Black, Indian, Pakistani/Bangladeshi, Other Asian, Mixed and Other). For each of these groups we provide a breakdown by qualification level and main activity. These are different groupings to those found in a similar LFS analysis conducted by Platt (2009), where ethno religious groupings are used (White British Christian, Indian Hindus, Indian Muslims and Pakistani Muslims), and the analysis focused solely on males.

We then look for significant differences in outcomes of people from different ethnic groups but who have the same highest qualification (i.e. within-qualification group differentials). The two outcome measures we focus upon are employment and if employed, real gross hourly earnings.

We begin by estimating differences in outcomes for individuals within one a group. For example, we consider how much more an individual with qualification X from group Y is paid compared with an unqualified individual from that group. These results should be interpreted as the average difference in outcomes from attaining a certain highest qualification for members of a certain group. We can then compare these average gains with those found in other ethnic, disability or gender groups. If the difference is larger for the individuals in group Y, then we can say these individuals gain more on average from qualification X than the other group.

It is possible for certain groups to gain more than other groups from a qualification (relative to their unqualified base), but for this group to have worse outcomes amongst those with that qualification. Our second approach is to compare the outcomes of individuals who have the same highest qualification and other characteristics but differ in terms of ethnicity, gender or disability. This is standard method for examining the disparities between groups and will be able to tell us if the benefits from a qualification differ significantly with respect to a reference group. The reference groups for comparison are Male, Non-disabled and White British.

The effects on probability of employment are calculated for employees only and then again additionally including the self employed. This is done so we can get a clearer picture of the current workings of the labour market, as certain groups have higher rates of self employment than others. In summary we look for significant disparities in the outcomes of people from different groups but who have the same highest qualification.

This process of estimating the gains from qualifications and then estimating the differences is repeated controlling for two different sets of individual characteristics that are also likely to be correlated with the outcomes of interest. The first set of variables can be applied to employ and the unemployed, thereby allowing us to control for the same factors in the employment equation and the earnings equation. The characteristics in this set are; an age quintic, marital status, children present in the household, age of oldest child in household, region of residence and year of interview, they are referred to as Control 1 in the figures and tables. The second set of variables is more detailed and so the estimates we obtain will be more accurate but can only be applied to the

¹ Under this definition, a person has a disability if he or she has a physical or mental impairment which has a substantial and long- term adverse effect on a person's ability to carry out normal day-to-day activities. The key terms in this definition are themselves defined in further detail by the Disability Discrimination Act. The Act also covers people with a progressive illness (e.g. cancer, multiple sclerosis) even if the illness has yet to have a substantial adverse effect on day-to-day activities. A person who has had a disability within the DDA definition in the past is also protected from discrimination, even if he or she has since recovered.

employed i.e. incorporated into the earnings equation. The characteristics in this set are those stated above plus, a full-time dummy, tenure and tenure squared, and dummies for nine occupational categories and eighteen industry categories. They are referred to as Control 2 in figures and tables.

3. Results

This section is split into three parts; raw differences in qualifications and outcomes by group; differences in the returns to qualifications within the groupings; and the differences in returns to a qualification across the groupings.

3.1 Raw Differences

3.1.1 Qualifications – Tables 3 & 4, figures 1, 2a-2g, 3

The most common highest qualification for White British males in the UK is A-Levels (27.5%) and this is higher than all other ethnic groups with the exception of White Other (29%). This lead in A-Levels is mitigated by the fact that proportionately more male Indians, Other Asians and Others have at least a degree as their highest qualification, with White Other and Mixed being approximately the same as White British. The Pakistani/Bangladeshi group have the highest proportion amongst males with no qualifications (31.5%), in comparison 17% of White British and 16% of Black have no qualifications.

The most common highest qualification for White British females is GCSE/O-Level equivalent (29%), only Mixed ethnicity women have a similar proportion with 27%. Like males, many other ethnic groups have a higher concentration of graduates, only Pakistani/Bangladeshi women have a lower proportion. Again the Pakistani/Bangladeshi group have the highest proportion with no qualifications (41%), in comparison 18% of White British and 16% of Black women have no qualifications.

For disabled UK residents the ratio between different qualification groups is very similar to their non disabled counterparts. The difference being that they have a consistently lower share with qualifications levels GCSE and above, this is explained by the very high amount claiming to have no qualifications (28% females, 25% males).

3.1.2 Main activity – Tables 5 & 6, figures 4, 5a-5g, 6

Over all ethnic groups, White British consistently have the highest proportion of employees, this is true for both males and females. The three groups with the lowest employed rate are Pakistani/Bangladeshi males and females and Other females, with employed rates of 46%, 27% and 51% respectively. Pakistani/Bangladeshi males have the highest self employment rate (18%) they are followed by White Other Males (16%) and then White British Males (14%). Females have a low self employment rate, with the maximum share coming from the White Other ethnicity category with 7.5%. Combining employees and self employed categories we find the group with the highest proportion with a job is White British males (82%), followed by White Other and Indian males and then White British females (76%). The groups with the lowest share in employment are Pakistani/Bangladeshi females (30.5%), Other females (56%), Black females (63%), and then Pakistani/Bangladeshi males (65%).

Black males are the group with the highest proportion registered as unemployed (10.5%), and then those of Mixed ethnicity. White British Females have the lowest unemployment rate of 3%. Note this unemployment rate is different from inactivity rates.

White British have the lowest fraction classified as a student out of all ethnic groups, with only 5%. Other Asian males have the highest proportion (18.5%), closely followed by Pakistani/Bangladeshi women with 18%.

The relative levels of inactivity across ethnicities seem to be reflected across genders, with the female inactivity rate is typically higher. The groups with the lowest level of inactivity are the Indian and Other Asians males (7.2%, 6.3%). The highest levels of inactivity are found amongst Pakistani/Bangladeshi females (46%) and females from the Other category (25.5%). Pakistani/Bangladeshi males are the least active of all the males with 11% registered as being Inactive, with White British and Mixed close behind on 9% and 10.5%.

Comparing activities between disabled and non disabled individuals, the main differences are in the share employed and inactive. Disabled females have a high inactivity rate of 30.5% compared with 12% for their counterparts, similarly for males the proportions are 24.5% and 3%. Looking at the employee rates the gap between the two groups is about the same for males and females of approximately 14%, going from 72% to 58%.

3.1.3 Earnings – Tables 1, 2 & figures 7, 8a-8g, 9

At the mean the difference in hourly earnings between males and females is £1.00. This difference is mainly driven by high earning males, although males are earning more at all parts of the earnings distribution. Those in the 90th percentile earn £4.10 more than their female counterparts, where as the difference at the 50th and 10th is only £1.70 and £1.00 respectively.

Similar to the findings of Platt (2009) we find large variations in the distribution of earnings across ethnic groups. For males, the ethnic groups with the highest mean earnings are Indian and Other Asian, with around £14.25 per hour, they are followed by Other ethnic group with £13.50 and those with the lowest mean hourly earnings are Pakistani/Bangladeshi earning £11.50 per hour.

Looking at the low earners within each male ethnic group there is much less variation, with the bottom 10 percentile earning around £5.50 per hour. Also of note is that whilst Other Asian Males have the highest mean earnings, those in the bottom 10% have the lowest earnings over all groups with payments of £4.20. Clearly Other Asian males are the most diverse group in terms of hourly earnings as shown by their 90/10 earnings ratio of 5.88.

For females, the highest mean earning group are for those from a mixed ethnic background (earning £16.00 per hour, which is £3.00 higher than the average male earnings per hour). For all other ethnic groups, females earn less than their male counterparts do. The lowest average earning group is Pakistani/Bangladeshi at £10.00 per hour, but it is the Other Asian grouping has the lowest 10th and 90th percentile earners in the female sample (£4.00, £15.80).

The ethnic group with the highest earners at the 90th percentile amongst females is Other (£24.40) followed by Indian (£21), White Other (19.80), Mixed (£18.30) and then White British (£18.10). For all ethnic groups apart from Other, female earnings at this point in the distribution is below that of males.

In contrast to the ethnicity results, differences across the disability groups are small. Those with a registered DDA disability tend to earn very similar amounts to people of their own gender, although the gender gap is still in existence. The biggest difference is found at the 90th percentile where the difference in earnings is £1.20 for females and £1.30 for males.

3.2 Gains from qualifications

3.2.1 Employment – Tables 7(b), 8(b), 9(b), 10(b), 11(b)

This section describes how the benefits (in terms of employment) from attaining qualifications vary over the discriminatory groups.

Looking at the raw correlation between employment status (including the self employed in the tables suffixed with b) and qualifications there is a clear significant positive relationship. As the highest qualification increases so does the size of the gap. For example, we can see in Table 8 that White British Males with Other qualifications are 9.25% more likely to be employed compared with being unqualified, whereas for those with a degree the gap is higher at 16.4%.

The relationship between qualification and employment is stronger from females compared with males (Table 7), and this result generalises over all ethnicities and all qualifications. Equally it appears that all ethnic minority groups gain relatively more than White British from a degree in terms of getting a job.

While these general observations hold true, it is of interest to look at specific patterns across groupings and qualifications.

Of the standard ethnic groups, the Black and Pakistani groups gain the most out of getting higher level qualifications (GCSE, A Level, Higher Ed and Degree). The difference in the probability of being employed is largest for these two groups, with a Pakistani/Bangladeshi male being 28% more likely to be employed given he has a degree, whilst a White British male is only 16% more likely to be employed. Individuals from the Other ethnicity grouping also have show large gaps in the probability of being employed from these qualifications (e.g. those with a degree are 27% more likely to be employed). These raw figures reflect joblessness for those with a given qualification relative to those with no qualifications from that ethnic group. Therefore, we would expect the biggest gains to be in those groups that have the highest inactivity rate amongst the unqualified, as they have a lower base rate from which to improve.

Generally, there appears to be no significant difference in employment prospects between having A-Levels or other Higher Level Education qualifications. This is true for both genders and across most ethnic groups. The one group that has differential returns between the two are Black males and females, both gaining 6ppts more from Higher Level qualifications.

We have also performed analysis with immigrants removed from the sample, since there may be confounding effects surrounding the interpretations of GCSE and A-Level qualifications for immigrants who arrived late and have these qualifications. The groups whose results are mainly affected by this change are White Other and Other (where returns to all qualifications marginally increase by 1%) the main results outlined above remain.

When we include the Control 1 set of variables (so as to standardise for age, region, marital status, whether there is children in the household and the age of the oldest child in household, in addition to ethnicity), employment gaps for all qualifications for all ethnic groups decrease by approximately the same amount. It remains the case that the employment gain for a given qualification level is higher for females than males and that the Black, Pakistani/Bangladeshi are the ethnic groups that gain the most see Tables 9(b).

Within disability groups the employment differential associated with a given qualification level is typically higher for the disabled group (Tables 10, 10b). For example, those with a DDA disability are significantly more likely to be employed with any qualification (by 27% more with a GCSE equivalent and 34% with a degree). As above, the size of the employment gap is higher for females than males. The disabled, who have lower employment rates (as discussed in the raw figures above) have much larger changes in employment probabilities after gaining qualifications relative to their non disabled counterparts. For a disabled female the effect of obtaining a degree is over twice that of non disabled females (36% and 16%), this difference remains even after controlling for personal characteristics (Tables 11, 11b). There does not appear to be large gains in employment rates from getting A-Levels compared to GCESs for disabled individuals.

3.2.2 Earnings – Tables 12, 13, 14, 15, 16, 17, 18

We next look at qualification differentials in earnings for our groups of interest. The coefficients reported in the tables show the log real hourly earnings gap associated with highest qualification (for example the coefficient of 0.162 for a White British individual obtaining a GCSE A-C shows that their log earnings are 16.2% higher than for a White British individual with no qualifications).² This section contains no analysis of the self-employed as they do not report standard earnings in the LFS, and therefore are not in the working sample (which is the same as the sample used in the tables above without the b suffix).

It is clear that there are large positive earnings differentials over all ethnic groups and genders and that their size increases with the level of qualification. Females gain more from any given qualification than males under all three specifications, although the difference between the sexes is very small, apart from the relative benefits of Higher Education, where females have a 6% higher return compared to their non qualified equivalent (Table 12). The large coefficients tend to reflect the extent of the earnings gap between the highly and unqualified individuals from each group (conditional on them being employed). The ethnicities that lack significant gains from certain qualifications (GCSEs and Levels) are Pakistani/Bangladeshi and Other Asian females, which could be explained by the small sample sizes for these groups (Table 13).

For females the average gains in earnings above that of an unqualified individual of the same ethnic group is generally constant across ethnicities. For degrees, the log earnings gaps are of the order of 80% more, other Higher Education 60%, and A-levels 30%. After introducing the Control 2 set of variables (which additionally standardise for industry and occupation), one still sees a large positive differential associated with degrees (Table 15), although as we would expect they are much smaller

² To convert this to an earnings (rather than log earnings differential) the coefficient from the log earnings equation, say β , needs to be transformed as $\{\exp(\beta) - 1\}$. So the 0.162 log earnings gap becomes a 0.176 earnings gap (or a 17.6% gain in earnings).

than the raw (non-standardised) differentials. For other qualification groups only the White British and Black gain from qualifications within an industry and occupational group.

The results for males results are similar, with earnings gains from qualifications being similar over ethnic groups (for example log earnings gaps for those who have a degree is 83% on average, Other Higher Education being 56% and A-levels 31% higher). Once we take into account personal characteristics and the occupation and industry of the individual, the gains from qualifications again decrease, and only remain consistently significant for White British males. For example within a given job a White British male with A-Levels earns 15% more than an unqualified British male, but a Black male does not earn significantly more than an unqualified Black male. This is the case for most ethnicities and most qualifications. The exception is that obtaining a degree has a significant positive effect on earnings within an occupation and industry group across all ethnic groups for both genders. Again, when restricting the sample to UK natives we find qualitatively the same results, finding marginally smaller differences between White British and other ethnic groups.

Finally, we compare the size of the earnings differentials associated with different qualifications for the disabled and non-disabled. From Tables 16, 17, and 18 we can see there is very little difference between the returns to qualifications for disabled and non disabled individuals conditional on employment, under all three specifications.

3.3 Differential outcomes between groups

This section looks at how the outcomes (employment and earnings) vary over the groups of interest for individuals with the same highest qualification level.

3.3.1 Employment – Tables 19(b), 20(b), 21(b), 22(b), 23(b)

With regard to the gender gap, comparing employment rates of males and females with the same highest qualification. We find that males are significantly more likely to be in employment at any level of qualification, with the gap becoming smaller for those with higher qualifications, for graduates the difference is 1.8% (Table 19). When using the set of variables Control 1, the difference between the genders has increased. This is likely to be due to certain control variables having negative effects on employment for women but not for men, such as marital status and the presence of children. When including the self employed in the sample of analysis, again the employment gap increases, this is due to males having a larger rate of self employment.

Looking at the ethnicity employment gap, in general White British individuals are more likely to be employed for any given qualification compared with any other ethnicity and this is the case for both genders. The same holds true for the disability divide, where the non disabled consistently have significantly more employment irrespective of the qualification level.

From Table 20 we find that for males with no qualifications the largest difference in employment rates compared to White British is for the Pakistani/Bangladeshi and Other groups, a raw negative 10% differential, increasing to 22% with Control 1. White Other has the smallest difference after controlling for personal characteristics, being only 3% lower than White British males, the next being Indians with a 6% lower employment rate.

For those with qualification the majority of ethnicities have similar employment rates to White British, the exceptions being Pakistani, and Black males. These groups have significantly worse

employment outcomes given any qualification compared to White males. When conditioning on personal characteristics we find that graduates from all ethnic groups are significantly less likely to be employed compared with White British Males. This could be a reflection of the type of degree obtained by these ethnic groups. The inclusion of the self employed, which are particularly prevalent amongst Pakistani/Bangladeshi males, do not significantly change any of these results (Table 20b).

For females the ethnic groups show the same respective rankings, but the raw differences with respect to White British are much larger (Table 21). A Pakistani/Bangladeshi female with no qualification is 46% less likely to be employed compared with a White British woman. The differences become smaller at higher qualification levels, but they still remain at Degree Level. A Pakistani/Bangladeshi woman is 12% less likely to be employed, while Indian women 5% less likely, even when controlling for personal characteristics. We cannot establish in this analysis if this is due labour supply or demand effects, i.e. we do not know if these women with these qualifications are choosing not to work, or employers are choosing not to employ them.

There is little difference between the genders in terms of the effect of disability on employability across the qualifications levels. Unqualified non-disabled males are 38% more likely to be employed compared with unqualified disabled individuals, this disparity falls to 14.6% when comparing individuals with GCSE equivalents as their highest qualifications and 5.5% for graduates. This difference is statistically significant for all levels, and reflects the inactivity levels amongst the disabled.

3.3.2 Earnings – Tables 24, 25, 26, 27

We now explore how gender, ethnicity and disability are associated with different earnings levels conditional on qualification level.

The raw difference in log earnings for males and females is does not vary greatly over different qualification levels, with males receiving around 22% higher log gross wages (Table 24). When including controls for personal characteristics such as age, marital status and children the earnings gap between males and females with No Qualifications, and GCSEs increases by a small amount, whereas the gap for those with Degrees or Alevels decreases. Again this is likely to be due to these characteristics having different effects on males than females and having different effects conditional on education level. Finally controlling for employment characteristics, such as employment status, tenure, industry and occupation we find much smaller differences, but pay gap between males and females remains significant. For those educated up to Degree level or Higher education the difference is 7%, for A-Levels 11%, and GCSE, Other and No Qualifications the difference is around 15%.

Now examining across ethnicities, with the exception of Pakistani/Bangladeshi males, generally the remaining unqualified males are paid on average the same as White British unqualified males, both in raw terms and when controlling for other factors (Table 25). For males with some form of qualification it appears that, once we take into account the occupations and industries in which they work, generally are no significant differences in term of pay between White British and White Other, Indians, or Mixed. We do find that Black, Pakistani/Bangladeshi, and Other Asian men earn significantly less than White British men even when controlling for type of job. This is true for GCSE's, Higher Education, Degrees and Other qualifications. Notably this effect remains large even

amongst the most highly qualified, Pakistani/Bangladeshi male graduates have 21% lower log earnings than White British, while the equivalent for Black graduates is 24% lower log earnings.

The results for females follow a similar pattern to those described previously for males, see Table 26. Unqualified women from minority ethnic groups earn similar amounts to White British females, with the sole exception of the Pakistani/Bangladeshi group, who have 20% lower log earnings once Control Set 2 is used. In statistical terms, Other White and Indian women earn the same as Whites. The main difference between the males and the females is that the Pakistani Females also earn the same as their White British counterparts. This may be explained by the low employment patterns found amongst this group, meaning that those that do get into employment may be of high unobserved ability. Again we find significantly lower earnings for graduates from Black and Other Asian groups, and after accounting for their occupation and industry, we find their log earnings to be 12% and 8% less respectively.

These large differences found amongst graduates may be explained by factors that we cannot account for with this data, such as the type of university attended, the class of the degree and its subject. If these groups attended universities with poor reputations, achieving low grades in redundant subjects, then these differences may not be discrimination by employers, but just reflecting the characteristics of the individual.

Similarly, disabled female graduates do earn significantly less than non disabled graduates, and this is also the case for those with A Levels and Other qualifications, once we control for occupation (Table 28). For disabled men we see the same picture, with the log earnings of graduates being 4% lower and the equivalent percentage for males with A-Levels being 3% less (Table 27).

4. Conclusions

In this report we have used Labour Force Survey data to look at the educational qualifications and labour market outcomes of the different groups of interest for the National Equality Panel. We documented how various groups in the UK are represented in terms of their highest qualification, main activity and earnings. Moreover we then analysed how the benefits of these qualifications vary within and across these groups.

The Indian and Other Asian groups are most highly educated as a proportion of their total populations and they have the highest mean and 90th percentile earnings. At the other end of the spectrum the Black and Pakistani/Bangladeshi groups are the least educated and have the lowest mean and 90th percentile earnings. The Pakistani/Bangladeshi group also have the lowest share in employment, with White British having the highest.

As is well known, and like many previous studies, an individual's highest qualification is highly correlated with employment and earnings. The goal of this research was to find how these benefits of qualifications varied over the NEP groups of interest.

The main findings are that within groups the affect of qualifications on employability vary in magnitude, but the positive effect on earnings is generally constant. To reiterate the employment rate of individuals from different ethnicity groups, such as Pakistani/Bangladeshi males, significantly increase with qualifications and their gains are larger than those in other groups such as White British. In contrast there does not appear to be large differences between ethnic groups in financial

return to qualifications, with most groups gaining by a similar amount relative to unqualified individuals.

We also find significant pay and employment gaps between males and females. Although it is impossible for us to distinguish if these gaps are caused by the loss of experience and career breaks commonly associated with child bearing or if they are generated from systematic disadvantage (including discrimination) based on the characteristics of females.

Finally when looking at the outcomes across ethnicities, holding qualification level constant we find that Black, Pakistani/Bangladeshi and Other Asian groups generally have significantly worse outcomes in terms of employment and earnings, compared with White British. This difference is particularly stark at the degree level, where the log earnings of Black male graduates are 24% lower than White British male graduates, even when holding occupation and industry constant. These large differences may be explained by factors that we cannot account for with this data, such as the type of university attended. If these groups are completing their degrees with less attractive characteristics to employers, then these differences in outcomes may not be discrimination by employers, but just reflecting their university education.

More work needs to be done on the university education experienced by the different groups of interest. Our companion report looks in more detail at returns to university qualifications by looking specifically at the university sector.

References:

Platt L. Longhi S, Nicoletti C, (2009) *“Decomposing Pay Gaps across the Wage Distribution: investigating inequalities of ethno-religious groups and disabled people”*, ISER

Table 1: Gross Hourly Earnings by Group – LFS 2001-2008

Variable	Proportion	Median Earnings	90/10 Ratio	10th	Rank Med	90th
Overall		9.636	4.112	10	50	90
Gender						
Male	51.91	10.35	4.06	14	55	93
Female	48.09	8.70	4.04	6	44	87
Age						
16-19	8.33	4.37	2.46	1	6	24
20-24	10.47	6.65	2.61	6	26	60
25-29	10.21	9.35	3.05	11	48	81
30-34	11.27	10.60	3.77	15	57	91
35-39	12.40	10.80	4.18	14	58	93
40-44	12.02	10.65	4.27	13	57	93
45-49	10.72	10.62	4.11	14	57	93
50-54	10.15	10.30	4.19	14	55	93
55-59	10.27	9.16	4.20	11	47	92
Disability						
Disabled	27.46	9.13	4.05	10	47	90
Non Disabled	72.54	9.79	4.14	11	52	91
Ethnicity						
White British	85.06	9.62	4.11	11	50	91
White Other	4.92	10.30	4.57	12	55	94
Black	2.30	9.15	3.67	11	47	87
Indian	2.24	10.14	4.52	12	54	94
Pakistani/Bangladeshi	2.13	8.00	4.51	6	39	89
Other Asian	1.25	9.59	4.24	9	50	91
Mixed	0.67	9.83	4.08	9	52	89
Other	1.42	9.33	4.00	11	48	91

Table 1 continued: Gross Hourly Earnings by Group – LFS 2001-2008

Variable		Median	90/10		Rank	
		Earnings	Ratio	10th	Med	90th
Overall		9.64	4.11	10	50	90
Region						
Tyne and Wear	1.79	8.87	3.82	9	45	86
Rest of North East	3.13	8.84	3.99	8	45	87
Greater Manchester	2.08	8.50	3.74	9	42	85
Merseyside	3.59	8.74	3.91	10	44	86
Rest of North West	2.67	8.26	4.01	8	40	87
South Yorkshire	7.34	8.94	3.92	9	46	87
West Yorkshire	3.56	9.10	3.86	11	47	89
Rest of Yorkshire & Hum	5.16	13.68	4.75	26	72	98
East Midlands	7.9	12.46	4.16	20	67	95
West Midlands Met	18.22	10.80	4.44	13	58	94
Rest of West Midlands	7.67	8.94	3.87	9	45	87
East of England	4.1	9.17	3.72	10	47	87
Inner London	4.57	8.87	3.98	9	45	88
Outer London	5.27	9.32	3.74	11	48	87
South East	2.48	9.40	3.80	10	49	87
South West	4.59	9.14	4.09	9	47	89
Wales	4.95	9.01	3.87	9	46	86
Strathclyde	3.81	9.32	4.00	10	48	89
Rest of Scotland	4.66	9.31	4.21	9	48	90
Northern Ireland	2.46	8.52	3.50	10	42	84
Religion						
Christian	74.07	9.86	4.06	12	52	91
Buddhist	0.37	10.60	4.85	11	57	95
Hindu	1.35	10.71	4.45	15	57	95
Jewish	0.44	15.47	4.34	29	79	98
Muslim	3.84	8.84	4.37	7	45	89
Sikh	0.7	9.38	3.81	12	49	89
Any other	0.8	10.22	3.76	13	54	89
No religion	18.43	10.27	4.27	12	55	93

Table 2: Gross Hourly Earnings by Gender & Group – LFS 2001-2008

variables	Proportion	Median Earnings	90/10 ratio	10th	Rank Med	90th
Gender and Age						
Male						
16-19	8.23	4.40	2.53	1	7	25
20-24	10.22	6.83	2.54	7	27	61
25-29	9.82	9.31	2.97	16	48	82
30-34	10.82	11.01	3.54	20	59	92
35-39	11.82	11.57	3.82	22	62	95
40-44	11.4	12.02	4.02	23	64	95
45-49	10.23	11.96	3.98	23	65	94
50-54	9.68	11.38	4.11	21	61	95
55-59	9.76	10.25	4.13	16	55	94
60-64	8.02					
Female						
16-19	8.44	4.33	2.36	1	6	23
20-24	10.74	6.35	2.69	5	23	58
25-29	10.63	9.37	3.18	11	49	80
30-34	11.75	10.06	3.94	9	53	88
35-39	13.02	9.60	4.23	9	50	90
40-44	12.69	9.09	4.13	9	47	89
45-49	11.26	9.08	3.99	9	47	88
50-54	10.66	9.08	3.96	10	47	88
55-59	10.81	7.95	4.10	7	38	86
Gender and Disability						
Male						
Disabled	28.33	9.94	3.98	14	53	92
Non Disabled	71.67	10.48	4.09	16	56	93
Female						
Disabled	26.53	8.16	3.91	7	39	85
Non Disabled	73.47	8.88	4.08	8	45	87

Table 2 continued: Gross Hourly Earnings by Gender & Group – LFS 2001-2008

variables		Median Earnings	90/10 ratio	10th	Rank Med	90th
Gender and Ethnicity						
Male						
White British	85.42	10.37	4.02	16	55	94
White Other	4.88	10.79	4.72	14	58	96
Black	2.09	8.90	3.89	11	45	89
Indian	2.26	10.74	4.78	16	58	96
Pakistani/Bangladeshi	2.11	7.88	4.45	7	37	90
Other Asian	1.2	10.18	4.39	14	54	94
Mixed	0.61	10.27	4.07	14	55	92
Other	1.43	8.96	4.30	10	46	91
Female						
White British	84.67	8.62	4.03	7	39	86
White Other	4.97	9.74	4.42	9	51	92
Black	2.52	9.40	3.43	11	49	84
Indian	2.21	9.35	4.16	9	48	90
Pakistani/Bangladeshi	2.16	8.58	4.20	5	43	83
Other Asian	1.31	9.05	3.66	7	46	82
Mixed	0.74	9.34	4.49	6	48	88
Other	1.42	9.76	3.72	13	51	89
Gender and Religion						
Male						
Christian	72.33	10.75	4.03	17	58	94
Buddhist	0.33	10.75	4.17	22	58	96
Hindu	1.44	11.37	4.61	18	61	96
Jewish	0.45	18.14	3.66	53	86	99
Muslim	3.93	8.79	4.38	9	44	91
Sikh	0.72	9.79	4.02	17	52	93
Any other	0.76	10.20	3.83	14	54	91
No religion	20.03	10.72	4.19	16	57	94
Female						
Christian	75.9	8.84	3.95	8	45	87
Buddhist	0.41	9.55	4.04	8	50	89
Hindu	1.26	9.43	4.03	12	49	92
Jewish	0.43	12.81	3.68	24	68	94
Muslim	3.74	8.90	4.35	6	45	88
Sikh	0.69	8.59	3.56	10	43	84
Any other	0.85	10.25	3.77	12	55	88
No religion	16.73	9.54	4.28	8	50	90

Table 2 continued: Gross Hourly Earnings by Gender & Group – LFS 2001-2008

	Proportion	Median Earnings	90/10 ratio	10th	Rank Med	90th
Gender and Region						
Male						
Tyne and Wear	1.79	9.54	3.59	13	50	88
Rest of North East	3.15	9.70	3.61	14	51	89
Greater Manchester	2.07	9.11	3.39	13	47	85
Merseyside	3.57	9.28	3.70	14	48	89
Rest of North West	2.67	9.03	3.86	12	46	90
South Yorkshire	7.43	9.63	3.79	14	50	90
West Yorkshire	3.58	9.95	3.84	12	53	92
Rest of Yorkshire & Humber	5.12	14.09	5.33	27	74	99
East Midlands	7.87	13.07	4.23	25	70	97
West Midlands Met	18.19	12.07	4.41	20	65	96
Rest of West Midlands	7.71	9.92	3.80	14	52	91
East of England	4.13	9.66	3.57	14	51	89
Inner London	4.62	9.58	3.82	13	50	92
Outer London	5.29	9.86	3.63	15	52	90
South East	2.49	9.92	3.51	16	52	89
South West	4.58	10.03	3.98	13	53	91
Wales	4.94	9.72	3.77	12	51	89
Strathclyde	3.72	9.97	3.78	15	53	91
Rest of Scotland	4.63	9.93	4.11	14	52	92
Northern Ireland	2.46	8.61	3.36	13	43	85

Table 2 continued: Gross Hourly Earnings by Gender & Group – LFS 2001-2008

		Median Earnings	90/10 ratio	10th	Rank Med	90th
Female						
Tyne and Wear	1.78	7.76	3.91	6	36	84
Rest of North East	3.12	7.68	4.10	5	35	84
Greater Manchester	2.08	7.62	4.02	6	35	84
Merseyside	3.61	7.87	3.89	7	37	84
Rest of North West	2.67	7.33	4.03	5	32	82
South Yorkshire	7.25	8.00	3.87	7	38	84
West Yorkshire	3.55	7.95	3.64	8	38	83
Rest of Yorkshire & Humberside	5.21	13.39	4.42	23	71	97
East Midlands	7.94	11.82	3.96	16	63	92
West Midlands Metropolitan	18.25	9.43	4.03	10	49	89
Rest of West Midlands	7.63	7.86	3.75	6	37	82
East of England	4.07	8.48	3.72	8	42	83
Inner London	4.51	7.81	3.97	6	36	84
Outer London	5.24	8.68	3.87	8	44	85
South East	2.47	8.93	4.03	7	45	85
South West	4.6	8.09	4.00	6	39	84
Wales	4.95	8.01	3.89	6	38	83
Strathclyde	3.91	8.68	4.08	7	44	86
Rest of Scotland	4.69	8.45	4.16	6	42	86
Northern Ireland	2.47	8.39	3.69	8	41	83

Table 4: Proportions by Highest Qualification by Gender and Disability

<i>All</i>	<i>Male</i>	<i>Female</i>	<i>Full Sample</i>
Degree/Equivalent	17.8	16.5	17.1
Higher education	7.2	9.2	8.2
GCE Alevel/Equivalent	27.5	17.0	22.3
GCSE grades A-C/Equivalent	18.1	26.9	22.5
Other qualifications	12.5	12.2	12.3
No qualification	16.9	18.3	17.6
Total	100	100	100

<i>Males</i>	<i>Male Sample</i>	Non Disabled	Disabled
Degree/Equivalent	17.8	20.0	12.6
Higher education	7.2	7.4	6.7
GCE Alevel/Equivalent	27.6	27.8	26.9
GCSE grades A-C/Equivalent	18.1	19.2	15.4
Other qualifications	12.5	12.1	13.4
No qualification	16.9	13.5	25.1
Total	100	100	100

<i>Females</i>	<i>Female Sample</i>	Non Disabled	Disabled
Degree/Equivalent	16.4	18.4	11.2
Higher education	9.2	9.3	8.9
GCE Alevel/Equivalent	17.0	18.1	14.1
GCSE grades A-C/Equivalent	26.9	27.7	24.6
Other qualifications	12.2	11.7	13.5
No qualification	18.3	14.8	27.7
Total	100	100	100

Table 6: Proportions in Main Activities by Gender and Disability

	<i>Male Sample</i>	<i>Female Sample</i>	Full Sample
Employed	81.1	74.0	77.6
<i>Employee</i>	(66.8)	(68.5)	(67.6)
<i>Self Employed</i>	(14.2)	(5.5)	(10.0)
Unemployed	4.7	3.5	4.1
Student	5.3	5.9	5.6
Inactive	9.0	16.6	12.7
Total	100	100	100

<i>Male</i>	<i>Male Sample</i>	Non Disabled	Disabled
Employed	81.1	85.9	68.1
<i>Employee</i>	(66.8)	(71.2)	(55.2)
<i>Self Employed</i>	(14.2)	(14.7)	(12.9)
Unemployed	4.7	4.5	5.0
Student	5.3	6.2	2.8
Inactive	9.0	3.3	24.2
Total	100	100	100

<i>Female</i>	<i>Female Sample</i>	Non Disabled	Disabled
Employed	74.0	78.0	62.4
<i>Employee</i>	(68.5)	(72.2)	(57.7)
<i>Self Employed</i>	(5.5)	(5.7)	(4.7)
Unemployed	3.5	3.4	3.8
Student	5.9	6.8	3.2
Inactive	16.6	11.9	30.5
Total	100	100	100

Table 7: Relative to Females Probability of Employment by Gender Group**Sample: Native and Immigrants Full Time and Part Time**

	Raw		Control 1	
	Male	Female	Male	Female
Degree	0.172*** (0.001)	0.227*** (0.002)	0.132*** (0.002)	0.201*** (0.002)
Higher Ed	0.140*** (0.001)	0.197*** (0.002)	0.112*** (0.002)	0.178*** (0.002)
A Level	0.147*** (0.002)	0.188*** (0.002)	0.117*** (0.002)	0.170*** (0.002)
GCSE A-C	0.132*** (0.002)	0.177*** (0.002)	0.098*** (0.002)	0.161*** (0.002)
Other	0.099*** (0.002)	0.106*** (0.002)	0.068*** (0.002)	0.098*** (0.002)
N	175705	183261	174059	181616

Table 7b: Relative to Females Probability of Employment/Self Employment by Gender Group**Sample: Native and Immigrants Full Time and Part Time**

	Raw		Control 1	
	Male	Female	Male	Female
Degree	0.143*** (0.001)	0.218*** (0.001)	0.109*** (0.001)	0.193*** (0.002)
Higher Ed	0.116*** (0.001)	0.186*** (0.001)	0.090*** (0.001)	0.167*** (0.001)
A Level	0.126*** (0.001)	0.179*** (0.002)	0.099*** (0.001)	0.163*** (0.002)
GCSE A-C	0.107*** (0.001)	0.167*** (0.002)	0.080*** (0.001)	0.152*** (0.002)
Other	0.080*** (0.002)	0.102*** (0.002)	0.053*** (0.002)	0.094*** (0.002)
N	206742	194474	204769	192732

Table 8: Relative to Unqualified Probability of Employment by Ethnic Group

Sample: Native and Immigrants Full Time and Part Time - Raw

	White	White Other	Black	Indian	Pakistani Bangladeshi	Other Asian	Mixed	Other
All								
Degree	0.190*** (0.001)	0.188*** (0.006)	0.281*** (0.009)	0.235*** (0.009)	0.467*** (0.012)	0.231*** (0.015)	0.252*** (0.019)	0.304*** (0.014)
Higher Ed	0.159*** (0.001)	0.144*** (0.006)	0.247*** (0.009)	0.185*** (0.008)	0.369*** (0.020)	0.180*** (0.015)	0.202*** (0.019)	0.262*** (0.014)
A Level	0.163*** (0.001)	0.140*** (0.006)	0.191*** (0.011)	0.167*** (0.009)	0.359*** (0.015)	0.141*** (0.017)	0.190*** (0.020)	0.214*** (0.017)
GCSE A-C	0.145*** (0.001)	0.123*** (0.007)	0.160*** (0.012)	0.120*** (0.011)	0.264*** (0.017)	0.128*** (0.020)	0.159*** (0.023)	0.165*** (0.021)
Other	0.099*** (0.002)	0.133*** (0.007)	0.138*** (0.013)	0.108*** (0.011)	0.200*** (0.017)	0.084*** (0.018)	0.116*** (0.025)	0.178*** (0.017)
N	307672	16202	7122	6986	5428	3527	2141	4108
Male								
Degree	0.164*** (0.002)	0.167*** (0.007)	0.243*** (0.014)	0.180*** (0.013)	0.280*** (0.015)	0.194*** (0.019)	0.273*** (0.025)	0.271*** (0.016)
Higher Ed	0.136*** (0.002)	0.110*** (0.009)	0.211*** (0.013)	0.126*** (0.012)	0.234*** (0.022)	0.147*** (0.017)	0.194*** (0.028)	0.166*** (0.021)
A Level	0.145*** (0.002)	0.118*** (0.008)	0.151*** (0.017)	0.098*** (0.013)	0.196*** (0.019)	0.119*** (0.020)	0.145*** (0.033)	0.169*** (0.019)
GCSE A-C	0.131*** (0.002)	0.093*** (0.009)	0.107*** (0.020)	0.076*** (0.015)	0.135*** (0.021)	0.126*** (0.020)	0.192*** (0.031)	0.137*** (0.024)
Other	0.094*** (0.002)	0.131*** (0.009)	0.122*** (0.018)	0.078*** (0.014)	0.141*** (0.019)	0.122*** (0.020)	0.122*** (0.036)	0.171*** (0.020)
N	150986	7841	3200	3504	2810	1617	931	2061
Female								
Degree	0.213*** (0.002)	0.209*** (0.009)	0.311*** (0.012)	0.277*** (0.014)	0.681*** (0.017)	0.254*** (0.022)	0.234*** (0.027)	0.337*** (0.023)
Higher Ed	0.182*** (0.002)	0.179*** (0.009)	0.284*** (0.012)	0.245*** (0.012)	0.565*** (0.034)	0.209*** (0.024)	0.205*** (0.025)	0.363*** (0.019)
A Level	0.175*** (0.002)	0.154*** (0.010)	0.222*** (0.015)	0.232*** (0.013)	0.585*** (0.023)	0.152*** (0.029)	0.224*** (0.025)	0.262*** (0.028)
GCSE A-C	0.164*** (0.002)	0.154*** (0.010)	0.208*** (0.016)	0.168*** (0.016)	0.471*** (0.027)	0.126*** (0.032)	0.133*** (0.032)	0.216*** (0.032)
Other	0.101*** (0.002)	0.136*** (0.011)	0.153*** (0.018)	0.133*** (0.017)	0.218*** (0.033)	0.040 (0.028)	0.109*** (0.036)	0.193*** (0.028)
N	156686	8361	3922	3482	2618	1910	1210	2047

Table 8b: Relative to Unqualified Probability of Employment/Self Employed by Ethnic Group
Sample: Native and Immigrants Full Time and Part Time - Raw

	White	White Other	Black	Indian	Pakistani Bangladeshi	Other Asian	Mixed	Other
All								
Degree	0.170*** (0.001)	0.165*** (0.005)	0.267*** (0.009)	0.208*** (0.008)	0.396*** (0.010)	0.195*** (0.013)	0.238*** (0.017)	0.280*** (0.013)
Higher Ed	0.140*** (0.001)	0.125*** (0.006)	0.230*** (0.008)	0.163*** (0.007)	0.311*** (0.018)	0.149*** (0.014)	0.186*** (0.017)	0.236*** (0.013)
A Level	0.149*** (0.001)	0.127*** (0.005)	0.182*** (0.011)	0.145*** (0.008)	0.296*** (0.014)	0.116*** (0.016)	0.176*** (0.019)	0.197*** (0.015)
GCSE A-C	0.125*** (0.001)	0.105*** (0.006)	0.148*** (0.012)	0.102*** (0.010)	0.216*** (0.015)	0.101*** (0.018)	0.143*** (0.021)	0.148*** (0.019)
Other	0.086*** (0.001)	0.118*** (0.006)	0.127*** (0.012)	0.091*** (0.010)	0.190*** (0.015)	0.062*** (0.016)	0.104*** (0.024)	0.163*** (0.016)
N	343828	18470	7572	7797	6286	4013	2306	4547
Male								
Degree	0.137*** (0.001)	0.135*** (0.006)	0.222*** (0.013)	0.151*** (0.011)	0.209*** (0.012)	0.148*** (0.016)	0.242*** (0.023)	0.235*** (0.014)
Higher Ed	0.112*** (0.001)	0.089*** (0.008)	0.191*** (0.012)	0.103*** (0.011)	0.180*** (0.018)	0.118*** (0.015)	0.168*** (0.026)	0.146*** (0.018)
A Level	0.124*** (0.002)	0.100*** (0.007)	0.141*** (0.015)	0.078*** (0.012)	0.145*** (0.016)	0.092*** (0.017)	0.125*** (0.030)	0.150*** (0.016)
GCSE A-C	0.106*** (0.001)	0.074*** (0.008)	0.098*** (0.018)	0.060*** (0.013)	0.098*** (0.017)	0.098*** (0.018)	0.159*** (0.028)	0.113*** (0.022)
Other	0.076*** (0.002)	0.107*** (0.007)	0.109*** (0.017)	0.059*** (0.012)	0.121*** (0.015)	0.087*** (0.017)	0.095*** (0.033)	0.152*** (0.017)
N	177554	9395	3535	4106	3574	1944	1044	2379
Female								
Degree	0.204*** (0.002)	0.201*** (0.008)	0.307*** (0.012)	0.258*** (0.013)	0.662*** (0.017)	0.234*** (0.021)	0.237*** (0.025)	0.332*** (0.022)
Higher Ed	0.172*** (0.002)	0.168*** (0.008)	0.275*** (0.011)	0.230*** (0.011)	0.543*** (0.032)	0.184*** (0.023)	0.200*** (0.023)	0.343*** (0.018)
A Level	0.167*** (0.002)	0.145*** (0.009)	0.216*** (0.014)	0.216*** (0.012)	0.562*** (0.023)	0.129*** (0.027)	0.219*** (0.024)	0.249*** (0.026)
GCSE A-C	0.155*** (0.002)	0.143*** (0.009)	0.200*** (0.016)	0.157*** (0.016)	0.461*** (0.026)	0.107*** (0.031)	0.134*** (0.031)	0.214*** (0.029)
Other	0.096*** (0.002)	0.135*** (0.010)	0.146*** (0.018)	0.124*** (0.016)	0.214*** (0.031)	0.035 (0.026)	0.110*** (0.034)	0.182*** (0.027)
N	166274	9075	4037	3691	2712	2069	1262	2168

**Table 9: Relative to Unqualified Probability of Employment by Ethnic Group Updated No self
Sample: Native and Immigrants Full Time and Part Time - Control1**

	White	White Other	Black	Indian	Pakistani Bangladeshi	Other Asian	Mixed	Other
All								
Degree	0.159*** (0.001)	0.158*** (0.006)	0.247*** (0.010)	0.187*** (0.011)	0.403*** (0.016)	0.204*** (0.016)	0.209*** (0.021)	0.271*** (0.015)
Higher Ed	0.136*** (0.001)	0.126*** (0.007)	0.228*** (0.009)	0.159*** (0.009)	0.325*** (0.026)	0.170*** (0.015)	0.177*** (0.021)	0.244*** (0.015)
A Level	0.140*** (0.001)	0.124*** (0.006)	0.180*** (0.012)	0.154*** (0.009)	0.303*** (0.019)	0.147*** (0.017)	0.165*** (0.022)	0.188*** (0.018)
GCSE A- C	0.115*** (0.001)	0.107*** (0.007)	0.164*** (0.012)	0.106*** (0.012)	0.229*** (0.020)	0.131*** (0.019)	0.139*** (0.024)	0.158*** (0.021)
Other	0.081*** (0.002)	0.105*** (0.007)	0.118*** (0.014)	0.085*** (0.012)	0.166*** (0.019)	0.093*** (0.018)	0.092*** (0.027)	0.150*** (0.018)
N	304809	16033	7051	6924	5394	3496	2104	4068
Male								
Degree	0.121*** (0.002)	0.133*** (0.007)	0.201*** (0.015)	0.137*** (0.013)	0.239*** (0.018)	0.164*** (0.020)	0.224*** (0.028)	0.241*** (0.017)
Higher Ed	0.104*** (0.002)	0.090*** (0.009)	0.193*** (0.013)	0.101*** (0.013)	0.200*** (0.028)	0.130*** (0.016)	0.164*** (0.031)	0.159*** (0.020)
A Level	0.109*** (0.002)	0.104*** (0.008)	0.138*** (0.017)	0.092*** (0.012)	0.180*** (0.021)	0.112*** (0.018)	0.121*** (0.035)	0.147*** (0.019)
GCSE A- C	0.090*** (0.002)	0.080*** (0.009)	0.121*** (0.019)	0.075*** (0.014)	0.129*** (0.024)	0.123*** (0.017)	0.200*** (0.030)	0.133*** (0.023)
Other	0.063*** (0.002)	0.096*** (0.009)	0.099*** (0.019)	0.056*** (0.014)	0.118*** (0.021)	0.104*** (0.020)	0.099*** (0.038)	0.144*** (0.021)
N	149555	7751	3175	3419	2784	1603	908	2044
Female								
Degree	0.186*** (0.002)	0.178*** (0.010)	0.280*** (0.014)	0.221*** (0.017)	0.611*** (0.027)	0.208*** (0.025)	0.189*** (0.030)	0.292*** (0.027)
Higher Ed	0.163*** (0.002)	0.156*** (0.009)	0.260*** (0.013)	0.218*** (0.013)	0.497*** (0.048)	0.202*** (0.023)	0.179*** (0.028)	0.328*** (0.023)
A Level	0.155*** (0.002)	0.131*** (0.010)	0.213*** (0.015)	0.210*** (0.015)	0.502*** (0.033)	0.161*** (0.028)	0.195*** (0.027)	0.212*** (0.034)
GCSE A- C	0.146*** (0.002)	0.135*** (0.010)	0.201*** (0.017)	0.141*** (0.018)	0.421*** (0.033)	0.127*** (0.032)	0.096*** (0.035)	0.198*** (0.035)
Other	0.091*** (0.002)	0.114*** (0.011)	0.133*** (0.019)	0.110*** (0.019)	0.185*** (0.035)	0.067** (0.028)	0.082** (0.039)	0.160*** (0.032)
N	155254	8282	3876	3455	2610	1893	1190	2024

**Table 9b: Relative to Unqualified Probability of Employment/Self Employed by Ethnic Group
Sample: Native and Immigrants Full Time and Part Time - Control1**

	White	White Other	Black	Indian	Pakistani Bangladeshi	Other Asian	Mixed	Other
All								
Degree	0.142*** (0.001)	0.138*** (0.005)	0.233*** (0.010)	0.169*** (0.010)	0.346*** (0.013)	0.172*** (0.014)	0.195*** (0.020)	0.245*** (0.014)
Higher Ed	0.119*** (0.001)	0.109*** (0.006)	0.210*** (0.009)	0.139*** (0.008)	0.276*** (0.022)	0.140*** (0.014)	0.160*** (0.020)	0.217*** (0.014)
A Level	0.129*** (0.001)	0.111*** (0.005)	0.170*** (0.011)	0.136*** (0.008)	0.267*** (0.016)	0.123*** (0.015)	0.152*** (0.020)	0.176*** (0.016)
GCSE A- C	0.100*** (0.001)	0.091*** (0.006)	0.152*** (0.011)	0.093*** (0.010)	0.212*** (0.017)	0.107*** (0.017)	0.125*** (0.022)	0.143*** (0.019)
Other	0.070*** (0.001)	0.094*** (0.006)	0.108*** (0.013)	0.072*** (0.010)	0.171*** (0.016)	0.071*** (0.016)	0.078*** (0.026)	0.134*** (0.017)
N	340600	18277	7495	7732	6246	3972	2265	4500
Male								
Degree	0.100*** (0.001)	0.106*** (0.006)	0.181*** (0.014)	0.116*** (0.011)	0.178*** (0.014)	0.122*** (0.016)	0.193*** (0.026)	0.204*** (0.015)
Higher Ed	0.085*** (0.001)	0.071*** (0.008)	0.171*** (0.012)	0.081*** (0.011)	0.154*** (0.021)	0.100*** (0.014)	0.133*** (0.030)	0.136*** (0.016)
A Level	0.093*** (0.002)	0.086*** (0.006)	0.126*** (0.015)	0.073*** (0.011)	0.140*** (0.016)	0.087*** (0.015)	0.099*** (0.031)	0.133*** (0.016)
GCSE A- C	0.073*** (0.002)	0.061*** (0.008)	0.110*** (0.016)	0.062*** (0.012)	0.107*** (0.018)	0.097*** (0.014)	0.165*** (0.027)	0.107*** (0.020)
Other	0.049*** (0.002)	0.076*** (0.007)	0.087*** (0.017)	0.042*** (0.012)	0.104*** (0.015)	0.071*** (0.017)	0.066* (0.035)	0.122*** (0.018)
N	175840	9288	3506	4010	3542	1923	1017	2357
Female								
Degree	0.178*** (0.002)	0.172*** (0.009)	0.275*** (0.013)	0.207*** (0.016)	0.600*** (0.025)	0.190*** (0.023)	0.192*** (0.028)	0.287*** (0.025)
Higher Ed	0.153*** (0.002)	0.148*** (0.008)	0.251*** (0.012)	0.203*** (0.013)	0.483*** (0.045)	0.175*** (0.022)	0.174*** (0.026)	0.310*** (0.021)
A Level	0.149*** (0.002)	0.125*** (0.009)	0.207*** (0.015)	0.197*** (0.014)	0.496*** (0.031)	0.139*** (0.026)	0.192*** (0.025)	0.207*** (0.030)
GCSE A- C	0.139*** (0.002)	0.125*** (0.009)	0.193*** (0.016)	0.131*** (0.017)	0.433*** (0.031)	0.105*** (0.031)	0.100*** (0.033)	0.200*** (0.031)
Other	0.086*** (0.002)	0.115*** (0.010)	0.126*** (0.019)	0.103*** (0.018)	0.190*** (0.034)	0.061** (0.026)	0.085** (0.036)	0.152*** (0.030)
N	164760	8989	3989	3664	2704	2049	1240	2143

Table 10: Relative to Unqualified Probability of Employment by Disability Group
Sample: Native and Immigrants Full Time - Raw

	All		Male		Female	
	Non Disabled	Disabled	Non Disabled	Disabled	Non disabled	Disabled
Degree	0.128*** (0.001)	0.336*** (0.003)	0.088*** (0.002)	0.315*** (0.004)	0.163*** (0.002)	0.356*** (0.004)
Higher Ed	0.112*** (0.001)	0.294*** (0.003)	0.077*** (0.002)	0.273*** (0.004)	0.146*** (0.002)	0.316*** (0.004)
A Level	0.115*** (0.001)	0.269*** (0.003)	0.083*** (0.002)	0.248*** (0.005)	0.134*** (0.002)	0.292*** (0.004)
GCSE A-C	0.085*** (0.001)	0.265*** (0.003)	0.059*** (0.002)	0.255*** (0.004)	0.117*** (0.002)	0.281*** (0.005)
Other	0.057*** (0.002)	0.187*** (0.004)	0.047*** (0.002)	0.188*** (0.005)	0.063*** (0.003)	0.185*** (0.006)
N	260556	97852	125726	49703	134830	48149

Table 11: Relative to Unqualified Probability of Employment by Disability Group
Sample: Native and Immigrants Full Time – Control 1

	All		Male		Female	
	Non Disabled	Disabled	Non Disabled	Disabled	Non Disabled	Disabled
Degree	0.109*** (0.001)	0.303*** (0.003)	0.062*** (0.002)	0.270*** (0.004)	0.140*** (0.002)	0.330*** (0.004)
Higher Ed	0.096*** (0.001)	0.267*** (0.003)	0.057*** (0.002)	0.237*** (0.005)	0.128*** (0.002)	0.296*** (0.004)
A Level	0.104*** (0.001)	0.241*** (0.003)	0.066*** (0.002)	0.211*** (0.005)	0.123*** (0.002)	0.265*** (0.005)
GCSE A-C	0.079*** (0.001)	0.220*** (0.004)	0.051*** (0.002)	0.197*** (0.005)	0.112*** (0.002)	0.252*** (0.005)
Other	0.051*** (0.002)	0.156*** (0.004)	0.031*** (0.002)	0.140*** (0.006)	0.062*** (0.003)	0.167*** (0.006)
N	258108	97023	124524	49265	133584	47758

**Table 10b: Relative to Unqualified Probability of Employment/Self Employed by Disability Group
Sample: Native and Immigrants Full Time - Raw**

	All		Male		Female	
	Non Disabled	Disabled	Non Disabled	Disabled	Non disabled	Disabled
Degree	0.113*** (0.001)	0.308*** (0.002)	0.070*** (0.001)	0.275*** (0.003)	0.156*** (0.002)	0.344*** (0.003)
Higher Ed	0.097*** (0.001)	0.265*** (0.003)	0.062*** (0.001)	0.233*** (0.004)	0.138*** (0.002)	0.302*** (0.004)
A Level	0.104*** (0.001)	0.255*** (0.003)	0.069*** (0.002)	0.225*** (0.004)	0.127*** (0.002)	0.283*** (0.004)
GCSE A-C	0.072*** (0.001)	0.237*** (0.003)	0.045*** (0.002)	0.217*** (0.004)	0.110*** (0.002)	0.270*** (0.004)
Other	0.049*** (0.001)	0.169*** (0.003)	0.036*** (0.002)	0.160*** (0.005)	0.061*** (0.003)	0.178*** (0.005)
N	292653	107939	149057	57361	143596	50578

**Table 11b: Relative to Unqualified Probability of Employment/Self Employed by Disability Group
Sample: Native and Immigrants Full Time – Control 1**

	All		Male		Female	
	Non Disabled	Disabled	Non Disabled	Disabled	Non Disabled	Disabled
Degree	0.095*** (0.001)	0.277*** (0.003)	0.049*** (0.001)	0.234*** (0.004)	0.134*** (0.002)	0.319*** (0.004)
Higher Ed	0.082*** (0.001)	0.238*** (0.003)	0.044*** (0.001)	0.199*** (0.004)	0.120*** (0.002)	0.282*** (0.004)
A Level	0.093*** (0.001)	0.229*** (0.003)	0.054*** (0.001)	0.190*** (0.004)	0.117*** (0.002)	0.258*** (0.005)
GCSE A-C	0.067*** (0.001)	0.198*** (0.003)	0.040*** (0.001)	0.168*** (0.004)	0.106*** (0.002)	0.243*** (0.005)
Other	0.044*** (0.001)	0.140*** (0.004)	0.023*** (0.002)	0.116*** (0.005)	0.060*** (0.002)	0.161*** (0.006)
N	289886	107009	147610	56845	142276	50164

Table 12: Relative to Females Earnings by Gender Group**Sample: Native and Immigrants Full Time**

	Raw		Control 1		Control 2	
	Male	Female	Male	Female	Male	Female
Degree	0.836*** (0.009)	0.875*** (0.010)	0.789*** (0.008)	0.868*** (0.010)	0.400*** (0.008)	0.396*** (0.010)
Higher Ed	0.563*** (0.011)	0.609*** (0.011)	0.528*** (0.010)	0.613*** (0.010)	0.220*** (0.009)	0.279*** (0.010)
A Level	0.310*** (0.009)	0.297*** (0.011)	0.322*** (0.008)	0.381*** (0.010)	0.148*** (0.007)	0.165*** (0.009)
GCSE A-C	0.182*** (0.010)	0.205*** (0.010)	0.238*** (0.009)	0.256*** (0.010)	0.103*** (0.008)	0.097*** (0.009)
Other	0.113*** (0.010)	0.155*** (0.012)	0.094*** (0.009)	0.154*** (0.011)	0.062*** (0.008)	0.067*** (0.010)
N	50549	40918	50063	40528	49999	40471

Table 13: Relative to Unqualified Earnings by Ethnic Group

Sample: Native and Immigrants Full Time and Part Time - Raw

	White	White Other	Black	Indian	Pakistani Bangladeshi	Other Asian	Mixed	Other
All								
Degree	0.845*** (0.007)	0.809*** (0.036)	0.738*** (0.055)	0.815*** (0.059)	0.769*** (0.084)	0.690*** (0.081)	0.858*** (0.111)	0.928*** (0.081)
Higher Ed	0.565*** (0.008)	0.460*** (0.043)	0.497*** (0.060)	0.467*** (0.075)	0.627*** (0.116)	0.410*** (0.097)	0.662*** (0.128)	0.592*** (0.095)
A Level	0.332*** (0.007)	0.285*** (0.038)	0.271*** (0.058)	0.251*** (0.068)	0.229** (0.092)	0.275*** (0.099)	0.325*** (0.118)	0.327*** (0.093)
GCSE A-C	0.168*** (0.007)	0.140*** (0.042)	0.252*** (0.059)	0.176** (0.071)	0.177* (0.097)	0.001 (0.110)	0.253** (0.117)	0.317*** (0.105)
Other	0.099*** (0.009)	0.312*** (0.036)	0.161*** (0.058)	0.151** (0.064)	0.080 (0.092)	0.223*** (0.086)	0.359*** (0.127)	0.309*** (0.082)
N	82335	4322	1316	1226	468	620	507	643
Male								
Degree	0.843*** (0.010)	0.813*** (0.049)	0.668*** (0.071)	0.774*** (0.075)	0.756*** (0.099)	0.669*** (0.124)	0.872*** (0.175)	1.035*** (0.109)
Higher Ed	0.570*** (0.011)	0.448*** (0.064)	0.419*** (0.084)	0.441*** (0.099)	0.629*** (0.131)	0.388** (0.151)	0.546*** (0.191)	0.681*** (0.141)
A Level	0.310*** (0.009)	0.246*** (0.050)	0.257*** (0.073)	0.271*** (0.087)	0.373*** (0.113)	0.329** (0.145)	0.165 (0.182)	0.499*** (0.124)
GCSE A-C	0.180*** (0.010)	0.168*** (0.058)	0.219*** (0.077)	0.167* (0.091)	0.276** (0.116)	-0.102 (0.188)	0.221 (0.179)	0.370*** (0.141)
Other	0.086*** (0.011)	0.280*** (0.049)	0.080 (0.074)	0.135* (0.081)	0.080 (0.104)	0.207 (0.131)	0.258 (0.183)	0.342*** (0.108)
N	45610	2318	655	708	326	327	234	354
Female								
Degree	0.879*** (0.011)	0.852*** (0.052)	0.882*** (0.092)	0.909*** (0.093)	0.838*** (0.167)	0.683*** (0.104)	0.827*** (0.143)	0.786*** (0.121)
Higher Ed	0.614*** (0.012)	0.543*** (0.059)	0.646*** (0.095)	0.566*** (0.111)	0.609** (0.253)	0.428*** (0.122)	0.698*** (0.174)	0.494*** (0.132)
A Level	0.301*** (0.011)	0.298*** (0.059)	0.345*** (0.096)	0.243** (0.106)	0.089 (0.174)	0.148 (0.134)	0.403*** (0.155)	0.085 (0.138)
GCSE A-C	0.207*** (0.011)	0.165*** (0.059)	0.367*** (0.095)	0.237** (0.107)	0.053 (0.181)	0.073 (0.131)	0.206 (0.155)	0.238 (0.155)
Other	0.094*** (0.013)	0.374*** (0.053)	0.319*** (0.096)	0.207** (0.099)	0.060 (0.206)	0.212* (0.112)	0.305 (0.195)	0.261** (0.123)
N	36725	2004	661	518	142	293	273	289

Table 14: Relative to Unqualified Earnings by Ethnic Group

Sample: Native and Immigrants Full Time and Part Time –Control 1

	White	White Other	Black	Indian	Pakistani Bangladeshi	Other Asian	Mixed	Other
All								
Degree	0.826*** (0.007)	0.711*** (0.033)	0.716*** (0.054)	0.882*** (0.061)	0.849*** (0.083)	0.705*** (0.075)	0.807*** (0.107)	0.882*** (0.083)
Higher Ed	0.554*** (0.008)	0.386*** (0.040)	0.484*** (0.058)	0.509*** (0.074)	0.566*** (0.112)	0.370*** (0.089)	0.616*** (0.121)	0.609*** (0.096)
A Level	0.377*** (0.007)	0.267*** (0.035)	0.314*** (0.056)	0.384*** (0.068)	0.496*** (0.092)	0.362*** (0.093)	0.491*** (0.112)	0.368*** (0.093)
GCSE A-C	0.222*** (0.007)	0.118*** (0.038)	0.269*** (0.056)	0.271*** (0.070)	0.348*** (0.093)	0.160 (0.104)	0.356*** (0.110)	0.347*** (0.105)
Other	0.099*** (0.008)	0.276*** (0.033)	0.165*** (0.056)	0.159** (0.063)	0.112 (0.088)	0.213*** (0.079)	0.322*** (0.119)	0.311*** (0.082)
N	81570	4266	1303	1208	463	616	500	635
Male								
Degree	0.792*** (0.009)	0.710*** (0.044)	0.625*** (0.070)	0.817*** (0.078)	0.758*** (0.101)	0.652*** (0.118)	0.994*** (0.189)	0.983*** (0.116)
Higher Ed	0.533*** (0.010)	0.384*** (0.057)	0.412*** (0.083)	0.448*** (0.098)	0.485*** (0.131)	0.348** (0.144)	0.610*** (0.198)	0.685*** (0.151)
A Level	0.319*** (0.008)	0.223*** (0.045)	0.243*** (0.071)	0.333*** (0.086)	0.520*** (0.115)	0.374*** (0.140)	0.351* (0.194)	0.511*** (0.130)
GCSE A-C	0.233*** (0.009)	0.153*** (0.052)	0.237*** (0.075)	0.279*** (0.091)	0.374*** (0.116)	0.112 (0.189)	0.439** (0.191)	0.429*** (0.149)
Other	0.069*** (0.010)	0.260*** (0.044)	0.093 (0.072)	0.157* (0.081)	0.085 (0.101)	0.196 (0.124)	0.333* (0.189)	0.376*** (0.116)
N	45177	2292	651	696	322	324	232	352
Female								
Degree	0.879*** (0.010)	0.734*** (0.049)	0.861*** (0.092)	1.005*** (0.100)	1.011*** (0.177)	0.746*** (0.106)	0.716*** (0.141)	0.775*** (0.125)
Higher Ed	0.624*** (0.011)	0.456*** (0.056)	0.622*** (0.092)	0.616*** (0.113)	0.741** (0.284)	0.429*** (0.120)	0.589*** (0.168)	0.557*** (0.134)
A Level	0.386*** (0.011)	0.274*** (0.055)	0.438*** (0.095)	0.451*** (0.110)	0.491** (0.188)	0.313** (0.139)	0.570*** (0.146)	0.177 (0.141)
GCSE A-C	0.260*** (0.010)	0.127** (0.055)	0.381*** (0.093)	0.305*** (0.108)	0.366* (0.192)	0.251* (0.129)	0.317** (0.148)	0.281* (0.157)
Other	0.104*** (0.012)	0.307*** (0.050)	0.289*** (0.094)	0.214** (0.101)	0.232 (0.220)	0.229** (0.111)	0.249 (0.191)	0.292** (0.125)
N	36393	1974	652	512	141	292	268	283

Table 15: Relative to Unqualified Earnings by Ethnic Group –Control 2

Sample: Native and Immigrants Full Time and Part Time – Control 2

	White	White Other	Black	Indian	Pakistani Bangladeshi	Other Asian	Mixed	Other
All								
Degree	0.437*** (0.007)	0.252*** (0.031)	0.338*** (0.050)	0.406*** (0.061)	0.354*** (0.091)	0.248*** (0.072)	0.242** (0.099)	0.350*** (0.083)
Higher Ed	0.281*** (0.007)	0.093*** (0.035)	0.229*** (0.052)	0.163** (0.070)	0.274*** (0.105)	0.111 (0.081)	0.126 (0.108)	0.215** (0.091)
A Level	0.186*** (0.006)	0.037 (0.030)	0.125** (0.049)	0.163*** (0.062)	0.354*** (0.084)	0.131 (0.083)	0.204** (0.095)	0.026 (0.087)
GCSE A-C	0.109*** (0.006)	-0.055* (0.032)	0.158*** (0.049)	0.126** (0.063)	0.218*** (0.082)	0.050 (0.090)	0.083 (0.094)	0.169* (0.095)
Other	0.057*** (0.007)	0.089*** (0.028)	0.109** (0.048)	0.047 (0.056)	0.107 (0.075)	0.075 (0.069)	0.105 (0.100)	0.125* (0.073)
N	81468	4259	1301	1202	462	614	500	634
Male								
Degree	0.422*** (0.009)	0.267*** (0.042)	0.266*** (0.063)	0.293*** (0.077)	0.292*** (0.110)	0.209* (0.121)	0.409** (0.172)	0.450*** (0.119)
Higher Ed	0.237*** (0.009)	0.065 (0.050)	0.208*** (0.071)	0.046 (0.091)	0.145 (0.124)	0.058 (0.137)	0.157 (0.176)	0.382*** (0.141)
A Level	0.155*** (0.008)	0.028 (0.039)	0.072 (0.060)	0.093 (0.077)	0.430*** (0.102)	0.177 (0.132)	0.185 (0.168)	0.107 (0.126)
GCSE A-C	0.108*** (0.008)	-0.042 (0.045)	0.088 (0.063)	0.131 (0.081)	0.194* (0.100)	-0.016 (0.171)	0.215 (0.164)	0.299** (0.135)
Other	0.048*** (0.009)	0.113*** (0.038)	0.068 (0.060)	0.005 (0.070)	0.053 (0.087)	0.062 (0.115)	0.180 (0.161)	0.216** (0.105)
N	45123	2289	650	692	321	323	232	352
Female								
Degree	0.414*** (0.010)	0.230*** (0.045)	0.453*** (0.089)	0.578*** (0.117)	0.496** (0.232)	0.298*** (0.098)	0.224 (0.150)	0.264** (0.124)
Higher Ed	0.296*** (0.010)	0.105** (0.048)	0.311*** (0.087)	0.302** (0.125)	0.602* (0.314)	0.156 (0.112)	0.137 (0.169)	0.150 (0.134)
A Level	0.176*** (0.010)	0.019 (0.047)	0.232*** (0.089)	0.219* (0.120)	0.303 (0.215)	0.027 (0.123)	0.258* (0.140)	-0.040 (0.129)
GCSE A-C	0.104*** (0.009)	-0.064 (0.046)	0.292*** (0.086)	0.137 (0.115)	0.257 (0.210)	0.050 (0.113)	0.061 (0.143)	0.020 (0.146)
Other	0.046*** (0.011)	0.060 (0.042)	0.171** (0.087)	0.114 (0.104)	0.344 (0.233)	0.084 (0.095)	0.092 (0.171)	0.082 (0.113)
N	36345	1970	651	510	141	291	268	282

Table 16: Relative to Unqualified Earnings by Disability Group**Sample: Native and Immigrants Full Time - Raw**

	All		Male		Female	
	Nondisabled	Disabled	Nondisabled	Disabled	Nondisabled	Disabled
Degree	0.840*** (0.008)	0.833*** (0.013)	0.840*** (0.011)	0.823*** (0.018)	0.874*** (0.012)	0.876*** (0.020)
Higher Ed	0.559*** (0.009)	0.557*** (0.015)	0.564*** (0.013)	0.561*** (0.020)	0.606*** (0.013)	0.617*** (0.021)
A Level	0.331*** (0.008)	0.319*** (0.013)	0.315*** (0.011)	0.297*** (0.017)	0.300*** (0.013)	0.287*** (0.020)
GCSE A-C	0.172*** (0.009)	0.158*** (0.013)	0.181*** (0.011)	0.185*** (0.018)	0.212*** (0.012)	0.185*** (0.019)
Other	0.150*** (0.010)	0.099*** (0.015)	0.127*** (0.012)	0.076*** (0.019)	0.169*** (0.014)	0.118*** (0.022)
N	69764	21652	38557	11970	31207	9682

Table 17: Relative to Unqualified Earnings by Disability Group**Sample: Native and Immigrants Full Time – Control 1**

	All		Male		Female	
	Nondisabled	Disabled	Nondisabled	Disabled	Nondisabled	Disabled
Degree	0.815*** (0.008)	0.827*** (0.013)	0.790*** (0.010)	0.781*** (0.017)	0.863*** (0.012)	0.877*** (0.019)
Higher Ed	0.542*** (0.009)	0.557*** (0.014)	0.526*** (0.011)	0.535*** (0.019)	0.606*** (0.012)	0.632*** (0.020)
A Level	0.383*** (0.008)	0.351*** (0.013)	0.333*** (0.010)	0.289*** (0.016)	0.387*** (0.012)	0.360*** (0.020)
GCSE A-C	0.228*** (0.008)	0.210*** (0.013)	0.244*** (0.010)	0.226*** (0.017)	0.262*** (0.012)	0.238*** (0.019)
Other	0.144*** (0.009)	0.092*** (0.014)	0.110*** (0.011)	0.051*** (0.018)	0.168*** (0.013)	0.118*** (0.021)
N	69108	21432	38199	11842	30909	9590

Table 18: Relative to Unqualified Earnings by Disability Group**Sample: Native and Immigrants Full Time – Control 2**

	All		Male		Female	
	Nondisabled	Disabled	Nondisabled	Disabled	Nondisabled	Disabled
Degree	0.418*** (0.007)	0.408*** (0.013)	0.406*** (0.010)	0.382*** (0.017)	0.395*** (0.011)	0.397*** (0.019)
Higher Ed	0.264*** (0.008)	0.261*** (0.013)	0.223*** (0.010)	0.215*** (0.017)	0.276*** (0.011)	0.284*** (0.019)
A Level	0.184*** (0.007)	0.159*** (0.011)	0.157*** (0.009)	0.122*** (0.014)	0.169*** (0.011)	0.157*** (0.018)
GCSE A-C	0.108*** (0.007)	0.089*** (0.011)	0.107*** (0.009)	0.096*** (0.015)	0.103*** (0.010)	0.077*** (0.017)
Other	0.084*** (0.007)	0.045*** (0.012)	0.074*** (0.009)	0.031** (0.015)	0.076*** (0.011)	0.044** (0.019)
N	69008	21411	38144	11833	30864	9578

Table 19: Relative to Female Probability of Employment by Gender Group

Probability of Employment within Qualification Level by Gender

	Degree		Higher Ed		A Level		GCSE A-C		Other		None	
	Raw	Control1	Raw	Control1	Raw	Control1	Raw	Control1	Raw	Control1	Raw	Control1
Male	0.018*** (0.002)	0.036*** (0.002)	0.019*** (0.004)	0.038*** (0.003)	0.023*** (0.003)	0.056*** (0.003)	0.056*** (0.003)	0.057*** (0.003)	0.097*** (0.004)	0.104*** (0.004)	0.089*** (0.004)	0.113*** (0.004)
Sample Size	64011	63336	31226	30940	76084	75388	80603	79846	44941	44530	57504	57088

Table 19b: Relative to Female Probability of Employment/Self Employed by Gender Group

Probability of Employment within Qualification Level by Gender

	Degree		Higher Ed		A Level		GCSE A-C		Other		None	
	Raw	Control1	Raw	Control1	Raw	Control1	Raw	Control1	Raw	Control1	Raw	Control1
Male	0.021*** (0.002)	0.036*** (0.002)	0.025*** (0.003)	0.042*** (0.003)	0.036*** (0.002)	0.062*** (0.002)	0.063*** (0.002)	0.065*** (0.002)	0.108*** (0.004)	0.114*** (0.004)	0.128*** (0.004)	0.148*** (0.004)
Sample Size	72345	71571	34409	34098	88267	87452	87570	86741	49797	49341	63599	63130

Table 20: Relative to White British Probability of Employment by Ethnic Group – Male

Probability of Employment within Qualification Level by Ethnicity - Males

	Degree		Higher Ed		A Level		GCSE A-C		Other		None	
	Raw	Control1	Raw	Control1	Raw	Control1	Raw	Control1	Raw	Control1	Raw	Control1
White Other	0.004 (0.007)	-0.018** (0.007)	-0.039** (0.017)	-0.041*** (0.016)	-0.013 (0.009)	-0.020** (0.009)	-0.039*** (0.014)	-0.033** (0.014)	0.049*** (0.008)	0.008 (0.009)	0.022 (0.014)	-0.033** (0.016)
Black	-0.026** (0.012)	-0.064*** (0.014)	-0.005 (0.020)	0.004 (0.016)	-0.093*** (0.017)	-0.104*** (0.018)	-0.151*** (0.021)	-0.116*** (0.020)	-0.079*** (0.017)	-0.101*** (0.019)	-0.079*** (0.023)	-0.080*** (0.025)
Indian	0.005 (0.008)	-0.018** (0.009)	0.004 (0.020)	-0.036 (0.024)	-0.023 (0.017)	-0.085*** (0.020)	-0.054** (0.021)	-0.082*** (0.023)	-0.004 (0.014)	-0.057*** (0.017)	0.045** (0.020)	-0.059** (0.024)
Pakistani Bangladeshi	-0.034** (0.014)	-0.081*** (0.017)	-0.030 (0.036)	-0.103** (0.047)	-0.072*** (0.024)	-0.168*** (0.029)	-0.156*** (0.024)	-0.175*** (0.026)	-0.098*** (0.018)	-0.176*** (0.022)	-0.101*** (0.017)	-0.217*** (0.019)
Other Asian	-0.020 (0.013)	-0.048*** (0.015)	-0.000 (0.031)	-0.017 (0.030)	-0.033 (0.029)	-0.082** (0.033)	-0.007 (0.036)	-0.018 (0.036)	0.007 (0.018)	-0.048** (0.022)	-0.006 (0.030)	-0.080** (0.033)
Mixed	-0.015 (0.021)	-0.038* (0.022)	-0.061 (0.048)	-0.059 (0.046)	-0.134*** (0.034)	-0.165*** (0.036)	-0.071** (0.028)	-0.058** (0.026)	-0.109*** (0.039)	-0.122*** (0.040)	-0.116*** (0.044)	-0.114** (0.045)
Other	-0.016 (0.013)	-0.051*** (0.015)	-0.095** (0.038)	-0.094** (0.038)	-0.068** (0.028)	-0.132*** (0.032)	-0.115*** (0.039)	-0.123*** (0.041)	-0.042** (0.017)	-0.105*** (0.020)	-0.103*** (0.025)	-0.191*** (0.027)
Sample Size	32201	31863	13154	13030	45544	45126	31029	30721	22094	21878	26506	26292

Table 20b: Relative to White British Probability of Employment/ Self Employed by Ethnic Group – Male

Probability of Employment within Qualification Level by Ethnicity - Males

	Degree		Higher Ed		A Level		GCSE A-C		Other		None	
	Raw	Control1	Raw	Control1	Raw	Control1	Raw	Control1	Raw	Control1	Raw	Control1
White Other	0.004 (0.006)	-0.016** (0.006)	-0.030** (0.014)	-0.033** (0.013)	-0.008 (0.008)	-0.014* (0.007)	-0.031** (0.013)	-0.029** (0.012)	0.048*** (0.007)	0.013* (0.008)	0.023* (0.013)	-0.020 (0.014)
Black	-0.026** (0.011)	-0.064*** (0.013)	-0.008 (0.018)	-0.007 (0.016)	-0.091*** (0.016)	-0.102*** (0.017)	-0.143*** (0.020)	-0.107*** (0.019)	-0.082*** (0.016)	-0.100*** (0.017)	-0.100*** (0.022)	-0.094*** (0.023)
Indian	0.005 (0.007)	-0.013* (0.007)	0.003 (0.018)	-0.034 (0.021)	-0.027* (0.015)	-0.077*** (0.018)	-0.044** (0.019)	-0.069*** (0.020)	-0.004 (0.013)	-0.053*** (0.015)	0.043** (0.018)	-0.053** (0.021)
Pakistani Bangladeshi	-0.028** (0.012)	-0.068*** (0.015)	-0.016 (0.029)	-0.078** (0.038)	-0.058*** (0.020)	-0.132*** (0.025)	-0.115*** (0.020)	-0.133*** (0.022)	-0.045*** (0.014)	-0.113*** (0.017)	-0.058*** (0.015)	-0.169*** (0.017)
Other Asian	-0.017 (0.012)	-0.041*** (0.013)	0.005 (0.026)	-0.015 (0.026)	-0.025 (0.024)	-0.063** (0.027)	0.000 (0.030)	-0.013 (0.031)	0.009 (0.016)	-0.042** (0.019)	0.020 (0.025)	-0.051* (0.028)
Mixed	-0.013 (0.018)	-0.032* (0.019)	-0.054 (0.043)	-0.056 (0.042)	-0.126*** (0.031)	-0.142*** (0.032)	-0.070*** (0.026)	-0.051** (0.023)	-0.111*** (0.036)	-0.120*** (0.037)	-0.113*** (0.041)	-0.093** (0.041)
Other	-0.015 (0.012)	-0.046*** (0.013)	-0.078** (0.032)	-0.081** (0.033)	-0.058** (0.024)	-0.104*** (0.027)	-0.109*** (0.036)	-0.117*** (0.037)	-0.034** (0.014)	-0.091*** (0.017)	-0.107*** (0.023)	-0.183*** (0.025)
Sample Size	37592	37188	15177	15033	55332	54807	35463	35112	25668	25414	31341	31084

Table 21: Relative to White British Probability of Employment by Ethnic Group – Females

Probability of Employment within Qualification Level by Ethnicity - Females												
	Degree		Higher Ed		A Level		GCSE A-C		Other		None	
	Raw	Control1	Raw	Control1	Raw	Control1	Raw	Control1	Raw	Control1	Raw	Control1
White Other	-0.044*** (0.008)	-0.046*** (0.008)	-0.027** (0.013)	-0.038*** (0.014)	-0.039*** (0.013)	-0.045*** (0.013)	-0.000 (0.013)	-0.007 (0.013)	0.029*** (0.009)	0.008 (0.011)	0.006 (0.015)	-0.022 (0.016)
Black	-0.033** (0.013)	-0.027** (0.012)	-0.019 (0.015)	0.003 (0.014)	-0.094*** (0.019)	-0.066*** (0.019)	-0.095*** (0.016)	-0.050*** (0.016)	-0.102*** (0.018)	-0.048*** (0.018)	-0.143*** (0.021)	-0.059** (0.024)
Indian	-0.049*** (0.012)	-0.051*** (0.012)	0.010 (0.020)	0.004 (0.019)	-0.003 (0.018)	-0.010 (0.018)	-0.075*** (0.020)	-0.084*** (0.021)	-0.061*** (0.018)	-0.070*** (0.019)	-0.078*** (0.020)	-0.109*** (0.021)
Pakistani	-0.122*** (0.023)	-0.115*** (0.023)	-0.248*** (0.055)	-0.249*** (0.056)	-0.207*** (0.028)	-0.224*** (0.030)	-0.323*** (0.024)	-0.273*** (0.025)	-0.496*** (0.020)	-0.466*** (0.023)	-0.471*** (0.010)	-0.462*** (0.012)
Bangladeshi	-0.057*** (0.016)	-0.063*** (0.016)	-0.048* (0.028)	-0.033 (0.026)	-0.092*** (0.032)	-0.111*** (0.034)	-0.086** (0.037)	-0.102*** (0.038)	-0.122*** (0.021)	-0.116*** (0.023)	-0.006 (0.027)	-0.056* (0.029)
Other Asian	-0.072*** (0.023)	-0.063*** (0.021)	-0.040 (0.038)	-0.033 (0.035)	-0.006 (0.025)	-0.003 (0.024)	-0.107*** (0.026)	-0.084*** (0.026)	-0.056 (0.041)	-0.024 (0.041)	-0.046 (0.040)	0.028 (0.042)
Mixed	-0.151*** (0.021)	-0.143*** (0.021)	-0.030 (0.026)	-0.036 (0.026)	-0.161*** (0.034)	-0.183*** (0.036)	-0.188*** (0.037)	-0.180*** (0.038)	-0.160*** (0.019)	-0.169*** (0.021)	-0.206*** (0.025)	-0.198*** (0.028)
Other												
Sample Size	30925	30588	17594	17433	29343	29067	48354	47905	22033	21838	29886	29684

Table 21b: Relative to White British Probability of Employment/Self Employed by Ethnic Group – Females

Probability of Employment within Qualification Level by Ethnicity - Females												
	Degree		Higher Ed		A Level		GCSE A-C		Other		None	
	Raw	Control 1	Raw	Control 1	Raw	Control 1	Raw	Control 1	Raw	Control 1	Raw	Control 1
White Other	-0.038*** (0.008)	-0.040*** (0.007)	-0.021* (0.012)	-0.030** (0.012)	-0.037*** (0.012)	-0.042*** (0.012)	-0.000 (0.012)	-0.008 (0.012)	0.038*** (0.009)	0.018* (0.010)	0.006 (0.015)	-0.021 (0.016)
Black	-0.033*** (0.012)	-0.031*** (0.012)	-0.023 (0.015)	-0.003 (0.014)	-0.097*** (0.019)	-0.071*** (0.018)	-0.099*** (0.016)	-0.055*** (0.016)	-0.110*** (0.017)	-0.058*** (0.018)	-0.148*** (0.021)	-0.060** (0.024)
Indian	-0.050*** (0.012)	-0.050*** (0.012)	0.010 (0.018)	0.004 (0.018)	-0.006 (0.017)	-0.010 (0.017)	-0.069*** (0.019)	-0.079*** (0.020)	-0.054*** (0.017)	-0.065*** (0.018)	-0.066*** (0.019)	-0.097*** (0.021)
Pakistani Bangladeshi	-0.115*** (0.022)	-0.107*** (0.021)	-0.237*** (0.053)	-0.235*** (0.054)	-0.206*** (0.027)	-0.216*** (0.029)	-0.308*** (0.024)	-0.254*** (0.024)	-0.487*** (0.020)	-0.457*** (0.023)	-0.470*** (0.010)	-0.462*** (0.012)
Other Asian	-0.051*** (0.015)	-0.059*** (0.015)	-0.048* (0.027)	-0.038 (0.026)	-0.092*** (0.031)	-0.111*** (0.033)	-0.081** (0.036)	-0.104*** (0.037)	-0.102*** (0.020)	-0.100*** (0.021)	0.016 (0.026)	-0.034 (0.028)
Mixed	-0.067*** (0.021)	-0.061*** (0.020)	-0.040 (0.037)	-0.035 (0.034)	-0.011 (0.025)	-0.006 (0.023)	-0.106*** (0.026)	-0.081*** (0.025)	-0.060 (0.040)	-0.027 (0.040)	-0.059 (0.040)	0.019 (0.042)
Other	-0.135*** (0.019)	-0.132*** (0.019)	-0.029 (0.025)	-0.035 (0.025)	-0.156*** (0.033)	-0.173*** (0.034)	-0.167*** (0.035)	-0.157*** (0.035)	-0.158*** (0.019)	-0.169*** (0.021)	-0.202*** (0.025)	-0.194*** (0.028)
Sample Size	33741	33371	18707	18541	31537	31249	50815	50337	23250	23048	31046	30834

Table 22: Relative to Disabled Probability of Employment by Disability Group – Male

Probability of Employment within Qualification Level by Disability - Males

	Degree		Higher Ed		A Level		GCSE A-C		Other		None	
	Raw	Control 1	Raw	Control 1	Raw	Control 1	Raw	Control 1	Raw	Control 1	Raw	Control 1
Non Disabled	0.093*** (0.005)	0.055*** (0.004)	0.138*** (0.007)	0.081*** (0.006)	0.208*** (0.004)	0.159*** (0.004)	0.153*** (0.005)	0.146*** (0.005)	0.226*** (0.006)	0.217*** (0.007)	0.380*** (0.006)	0.384*** (0.006)
Sample Size	32649	32311	13332	13208	46244	45824	31439	31132	22478	22263	26918	26705

Table 23: Relative to Disabled Probability of Employment by Disability Group – Female

Probability of Employment within Qualification Level by Disability - Females

	Degree		Higher Ed		A Level		GCSE A-C		Other		None	
	Raw	Control 1	Raw	Control 1	Raw	Control 1	Raw	Control 1	Raw	Control 1	Raw	Control 1
Non Disabled	0.056*** (0.005)	0.055*** (0.005)	0.109*** (0.006)	0.100*** (0.006)	0.129*** (0.006)	0.127*** (0.006)	0.131*** (0.005)	0.150*** (0.005)	0.171*** (0.007)	0.214*** (0.007)	0.290*** (0.006)	0.341*** (0.006)
Sample Size	31283	30946	17862	17700	29772	29498	49105	48656	22399	22204	30496	30295

Table 22b: Relative to Disabled Probability of Employment/Self Employed by Disability Group – Male

Probability of Employment within Qualification Level by Disability - Males

	Degree		Higher Ed		A Level		GCSE A-C		Other		None	
	Raw	Control 1	Raw	Control 1	Raw	Control 1	Raw	Control 1	Raw	Control 1	Raw	Control 1
Non Disabled	0.077*** (0.003)	0.048*** (0.003)	0.121*** (0.005)	0.073*** (0.005)	0.175*** (0.003)	0.134*** (0.004)	0.137*** (0.004)	0.133*** (0.005)	0.204*** (0.005)	0.196*** (0.006)	0.355*** (0.005)	0.359*** (0.006)
Sample Size	38125	37721	15385	15241	56194	55667	35909	35559	26095	25842	31823	31567

Table 23b: Relative to Disabled Probability of Employment/Self Employed by Disability Group – Female

Probability of Employment within Qualification Level by Disability - Females

	Degree		Higher Ed		A Level		GCSE A-C		Other		None	
	Raw	Control 1	Raw	Control 1	Raw	Control 1	Raw	Control 1	Raw	Control 1	Raw	Control 1
Non Disabled	0.051*** (0.004)	0.051*** (0.005)	0.104*** (0.005)	0.096*** (0.006)	0.122*** (0.005)	0.122*** (0.005)	0.126*** (0.004)	0.145*** (0.005)	0.168*** (0.006)	0.209*** (0.007)	0.287*** (0.005)	0.338*** (0.006)
Sample Size	34133	33763	18990	18823	31992	31706	51600	51122	23633	23431	31680	31469

Table 24: Relative to Female log Gross Earnings by Gender Group

Log Gross Earnings within Qualification Level by Gender

	Raw	Degree Control 1	Control 2	Raw	Higher Ed Control 1	Control 2	Raw	A Level Control 1	Control 2	Raw	GCSE A-C Control 1	Control 2
Male	0.204*** (0.007)	0.164*** (0.006)	0.072*** (0.006)	0.196*** (0.009)	0.208*** (0.009)	0.075*** (0.009)	0.255*** (0.007)	0.217*** (0.007)	0.110*** (0.007)	0.219*** (0.007)	0.240*** (0.007)	0.152*** (0.007)
Sample Size	23664	23426	23396	10776	10689	10673	21553	21347	21319	18923	18742	18712
	Raw	Other Control 1	Control 2	Raw	None Control 1	Control 2						
Male	0.200*** (0.010)	0.211*** (0.009)	0.137*** (0.010)	0.242*** (0.010)	0.262*** (0.010)	0.170*** (0.012)						
Sample Size	9631	9522	9513	6522	6469	6462						

Table 25: Relative to White British log Gross Earnings by Ethnic Group – Males

Log Gross Earnings within Qualification Level by Ethnicity - Males

	Degree			Higher Ed			A Level			GCSE A-C		
	Raw	Control 1	Control 2	Raw	Control 1	Control 2	Raw	Control 1	Control 2	Raw	Control 1	Control 2
White Other	0.005 (0.022)	-0.023 (0.020)	0.018 (0.018)	-0.086** (0.039)	-0.099*** (0.036)	-0.028 (0.031)	-0.029 (0.022)	-0.077*** (0.020)	-0.036** (0.017)	0.024 (0.036)	-0.042 (0.031)	-0.044* (0.026)
Black	-0.265*** (0.040)	-0.388*** (0.036)	-0.242*** (0.032)	-0.241*** (0.059)	-0.328*** (0.055)	-0.116** (0.048)	-0.143*** (0.042)	-0.298*** (0.037)	-0.186*** (0.031)	-0.050 (0.053)	-0.194*** (0.046)	-0.095** (0.039)
Indian	-0.019 (0.033)	-0.035 (0.030)	-0.012 (0.027)	-0.079 (0.064)	-0.190*** (0.059)	-0.132*** (0.051)	0.011 (0.049)	-0.118*** (0.044)	-0.068* (0.037)	0.037 (0.059)	-0.053 (0.052)	0.012 (0.045)
Pakistani	-0.318*** (0.054)	-0.284*** (0.048)	-0.216*** (0.043)	-0.171* (0.091)	-0.263*** (0.084)	-0.166** (0.072)	-0.168** (0.070)	-0.153** (0.062)	-0.061 (0.052)	-0.135* (0.081)	-0.213*** (0.070)	-0.127** (0.060)
Bangladeshi	-0.237*** (0.044)	-0.285*** (0.039)	-0.178*** (0.035)	-0.245*** (0.086)	-0.353*** (0.079)	-0.148** (0.069)	-0.043 (0.079)	-0.182*** (0.070)	-0.061 (0.059)	-0.344** (0.145)	-0.428*** (0.123)	-0.222** (0.105)
Other Asian	-0.026 (0.064)	0.005 (0.056)	0.029 (0.050)	-0.078 (0.093)	-0.092 (0.083)	-0.041 (0.072)	-0.200*** (0.076)	-0.163** (0.068)	-0.073 (0.057)	-0.014 (0.074)	-0.037 (0.063)	-0.010 (0.053)
Mixed	-0.102** (0.051)	-0.180*** (0.045)	-0.094** (0.040)	-0.182* (0.094)	-0.239*** (0.087)	-0.022 (0.076)	-0.105 (0.072)	-0.159** (0.063)	-0.138*** (0.053)	-0.103 (0.104)	-0.265*** (0.089)	-0.072 (0.076)
Other												
Sample Size	12139	12024	12012	4951	4905	4897	14524	14390	14377	9008	8918	8898

Table 25 Continued: Relative to White British log Gross Earnings by Ethnic Group – Males

Log Gross Earnings within Qualification Level by Ethnicity - Males

	Other			None		
	Raw	Control 1	Control 2	Raw	Control 1	Control 2
White Other	0.230*** (0.019)	0.184*** (0.019)	0.119*** (0.017)	0.036 (0.031)	0.001 (0.030)	0.033 (0.027)
Black	-0.095** (0.041)	-0.258*** (0.040)	-0.157*** (0.035)	-0.089 (0.056)	-0.149*** (0.053)	-0.089* (0.048)
Indian	0.099*** (0.038)	-0.051 (0.037)	-0.083*** (0.032)	0.050 (0.052)	-0.112** (0.050)	-0.066 (0.045)
Pakistani	-0.237*** (0.054)	-0.280*** (0.051)	-0.185*** (0.044)	-0.231*** (0.064)	-0.268*** (0.061)	-0.200*** (0.055)
Bangladeshi	0.059 (0.052)	-0.139*** (0.049)	-0.098** (0.043)	-0.062 (0.089)	-0.176** (0.084)	-0.033 (0.076)
Other Asian	0.118 (0.073)	0.029 (0.067)	0.001 (0.058)	-0.054 (0.136)	-0.097 (0.135)	-0.051 (0.121)
Mixed	-0.038 (0.042)	-0.141*** (0.039)	-0.075** (0.034)	-0.293*** (0.079)	-0.233*** (0.074)	-0.089 (0.068)
Other						
Sample Size	5867	5807	5802	3789	3749	3744

Table 26: Relative to White British log Gross Earnings by Ethnic Group – Females

Log Gross Earnings within Qualification Level by Ethnicity - Females

	Degree			Higher Ed			A Level			GCSE A-C		
	Raw	Control 1	Control 2	Raw	Control 1	Control 2	Raw	Control 1	Control 2	Raw	Control 1	Control 2
White Other	0.024 (0.020)	-0.028 (0.019)	-0.000 (0.016)	-0.020 (0.031)	-0.038 (0.030)	-0.023 (0.025)	0.049 (0.035)	-0.043 (0.032)	-0.037 (0.027)	0.009 (0.031)	-0.044 (0.029)	-0.048* (0.024)
Black	-0.051 (0.037)	-0.179*** (0.035)	-0.118*** (0.031)	-0.022 (0.042)	-0.099** (0.042)	-0.063* (0.035)	-0.010 (0.051)	-0.177*** (0.047)	-0.130*** (0.040)	0.106** (0.044)	-0.068* (0.041)	0.012 (0.035)
Indian	0.033 (0.036)	0.026 (0.033)	0.014 (0.029)	-0.046 (0.064)	-0.053 (0.061)	-0.054 (0.050)	-0.055 (0.064)	-0.095 (0.058)	-0.086* (0.049)	0.033 (0.060)	-0.077 (0.055)	-0.049 (0.047)
Pakistani Bangladeshi	-0.110* (0.064)	-0.021 (0.059)	-0.020 (0.052)	-0.074 (0.206)	0.054 (0.195)	0.171 (0.160)	-0.282*** (0.087)	-0.178** (0.080)	-0.072 (0.068)	-0.223** (0.097)	-0.168* (0.089)	-0.053 (0.075)
Other Asian	-0.138*** (0.046)	-0.180*** (0.043)	-0.079** (0.037)	-0.127* (0.075)	-0.185*** (0.072)	-0.112* (0.059)	-0.094 (0.103)	-0.185** (0.093)	-0.169** (0.079)	-0.075 (0.091)	-0.135 (0.083)	-0.066 (0.071)
Mixed	-0.084* (0.047)	-0.118*** (0.044)	-0.069* (0.038)	0.051 (0.091)	0.011 (0.088)	-0.090 (0.072)	0.070 (0.072)	0.072 (0.065)	0.123** (0.055)	-0.033 (0.067)	-0.015 (0.061)	-0.011 (0.052)
Other	-0.010 (0.051)	-0.081* (0.047)	-0.042 (0.041)	-0.038 (0.070)	-0.051 (0.066)	-0.068 (0.055)	-0.133 (0.090)	-0.298*** (0.082)	-0.203*** (0.070)	0.114 (0.109)	-0.012 (0.099)	0.046 (0.086)
Sample Size	11512	11389	11371	5822	5781	5773	7024	6952	6937	9909	9818	9808

Table 26 Continued: Relative to White British log Gross Earnings by Ethnic Group – Females

**Log Gross Earnings within Qualification Level by Ethnicity
- Females**

	Other			None		
	Raw	Control 1	Control 2	Raw	Control 1	Control 2
White Other	0.332*** (0.022)	0.246*** (0.023)	0.107*** (0.020)	0.051 (0.038)	0.006 (0.038)	0.046 (0.034)
Black	0.172*** (0.045)	-0.000 (0.045)	-0.007 (0.037)	-0.054 (0.083)	-0.193** (0.080)	-0.143* (0.073)
Indian	0.116** (0.046)	-0.019 (0.045)	-0.038 (0.038)	0.003 (0.070)	-0.099 (0.068)	-0.041 (0.062)
Pakistani	-0.103 (0.139)	-0.104 (0.131)	0.027 (0.108)	-0.070 (0.149)	-0.074 (0.142)	-0.079 (0.127)
Bangladeshi	0.177*** (0.059)	0.065 (0.056)	0.012 (0.047)	0.059 (0.083)	-0.063 (0.080)	-0.043 (0.072)
Other Asian	0.180 (0.115)	0.122 (0.112)	0.104 (0.093)	-0.032 (0.097)	-0.057 (0.093)	0.006 (0.083)
Mixed	0.250*** (0.053)	0.160*** (0.051)	0.075* (0.043)	0.083 (0.100)	-0.019 (0.096)	0.051 (0.086)
Other						
Sample Size	3763	3714	3710	2731	2718	2716

Table 27: Relative to Disabled log Gross Earnings by Disability Group – Males

Log Gross Earnings within Qualification Level by Disability - Males

	Raw	Degree Control 1	Control 2	Raw	Higher Ed Control 1	Control 2	Raw	A Level Control 1	Control 2	Raw	GCSE A-C Control 1	Control 2
Non Disabled	0.011 (0.012)	0.061*** (0.011)	0.046*** (0.010)	-0.002 (0.016)	0.030** (0.015)	0.016 (0.012)	0.013 (0.009)	0.055*** (0.008)	0.032*** (0.007)	-0.009 (0.013)	0.041*** (0.011)	0.016* (0.010)
Sample Size	12142	12027	12015	4950	4904	4896	14523	14389	14376	9004	8914	8894
	Raw	Other Control 1	Control 2	Raw	None Control 1	Control 2						
Non Disabled	0.046*** (0.014)	0.060*** (0.013)	0.037*** (0.011)	-0.005 (0.015)	0.013 (0.014)	0.005 (0.013)						
Sample Size	5863	5803	5798	3791	3751	3746						

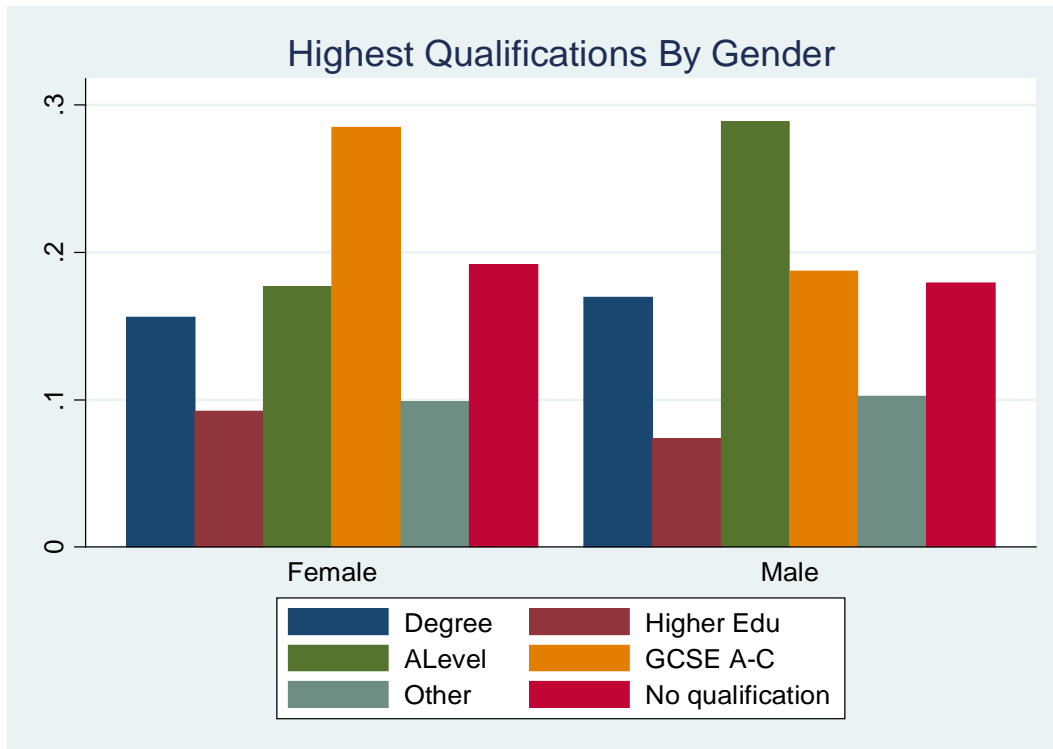
Table 28: Relative to Disabled log Gross Earnings by Disability Group – Females

Log Gross Earnings within Qualification Level by Disability - Females

	Raw	Degree Control 1	Control 2	Raw	Higher Ed Control 1	Control 2	Raw	A Level Control 1	Control 2	Raw	GCSE A-C Control 1	Control 2
Non Disabled	0.055*** (0.017)	0.071*** (0.017)	0.041*** (0.014)	0.005 (0.018)	0.028 (0.017)	0.016 (0.015)	0.055*** (0.017)	0.071*** (0.017)	0.041*** (0.014)	0.005 (0.018)	0.028 (0.017)	0.016 (0.015)
Sample Size	3760	3711	3707	2727	2714	2712	3760	3711	3707	2727	2714	2712

	Raw	Other Control 1	Control 2	Raw	None Control 1	Control 2
Non Disabled	0.055*** (0.017)	0.071*** (0.017)	0.041*** (0.014)	0.005 (0.018)	0.028 (0.017)	0.016 (0.015)
Sample Size	3760	3711	3707	2727	2714	2712

Figure 1: Highest Qualification by Gender



Highest Qualification by Gender and Ethnic Group

Figure 2-a: White British and White Other

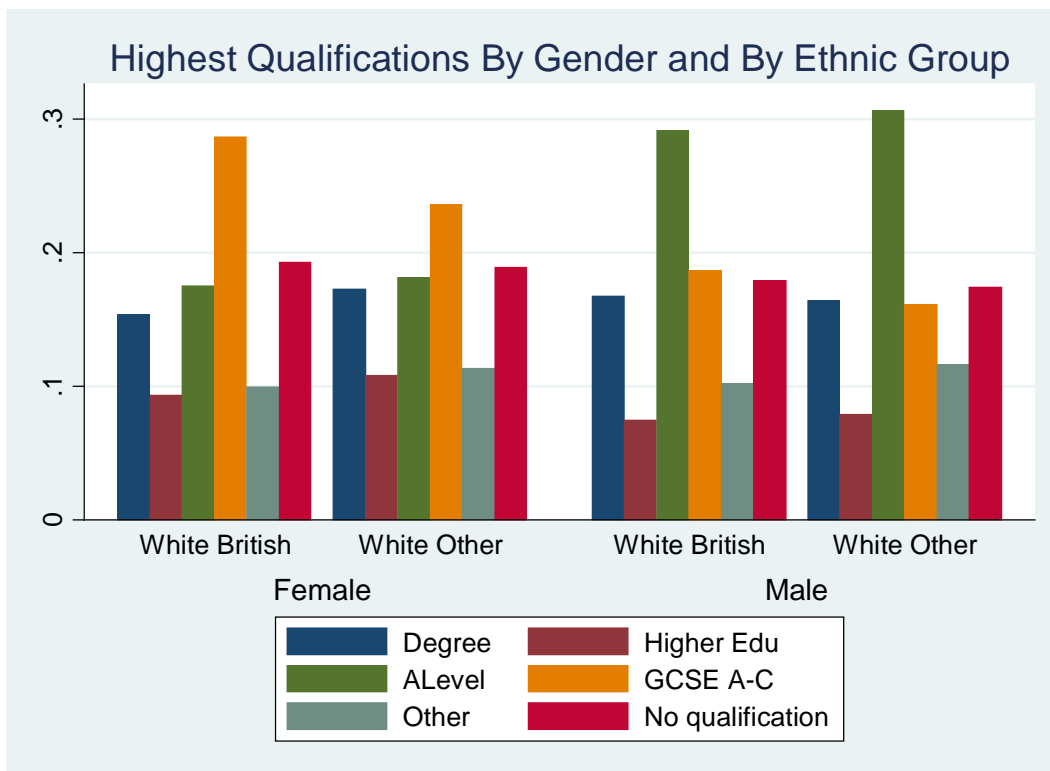


Figure 2-b: White British and Black

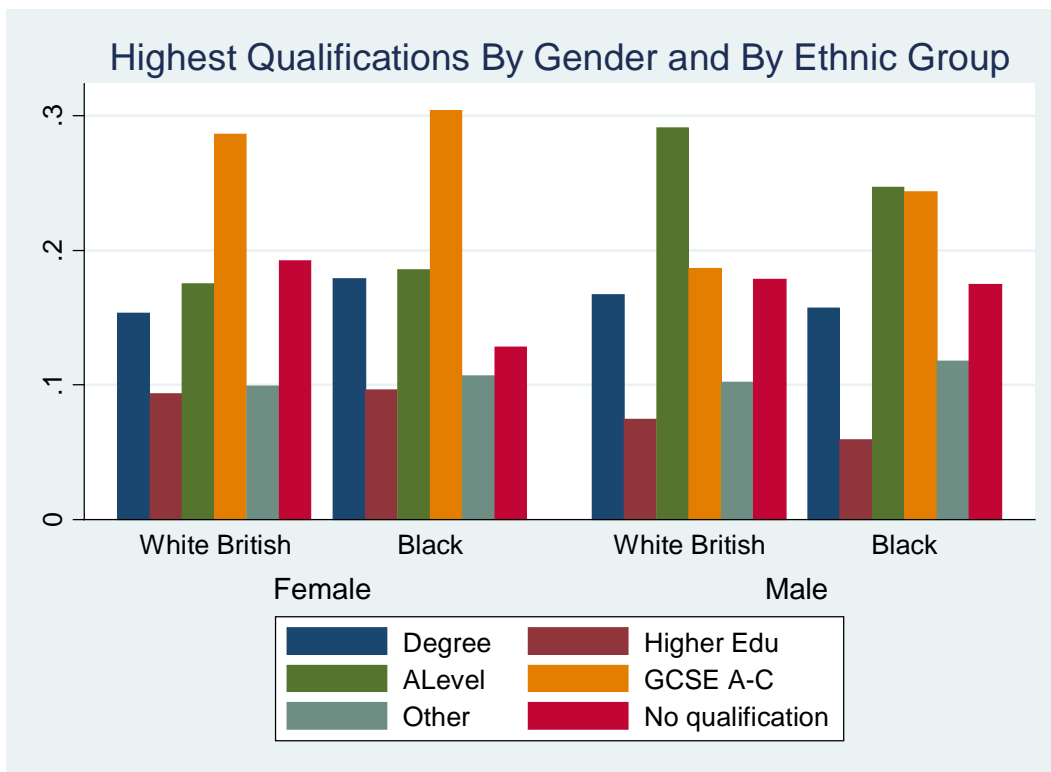


Figure 2-c: White British and Indian

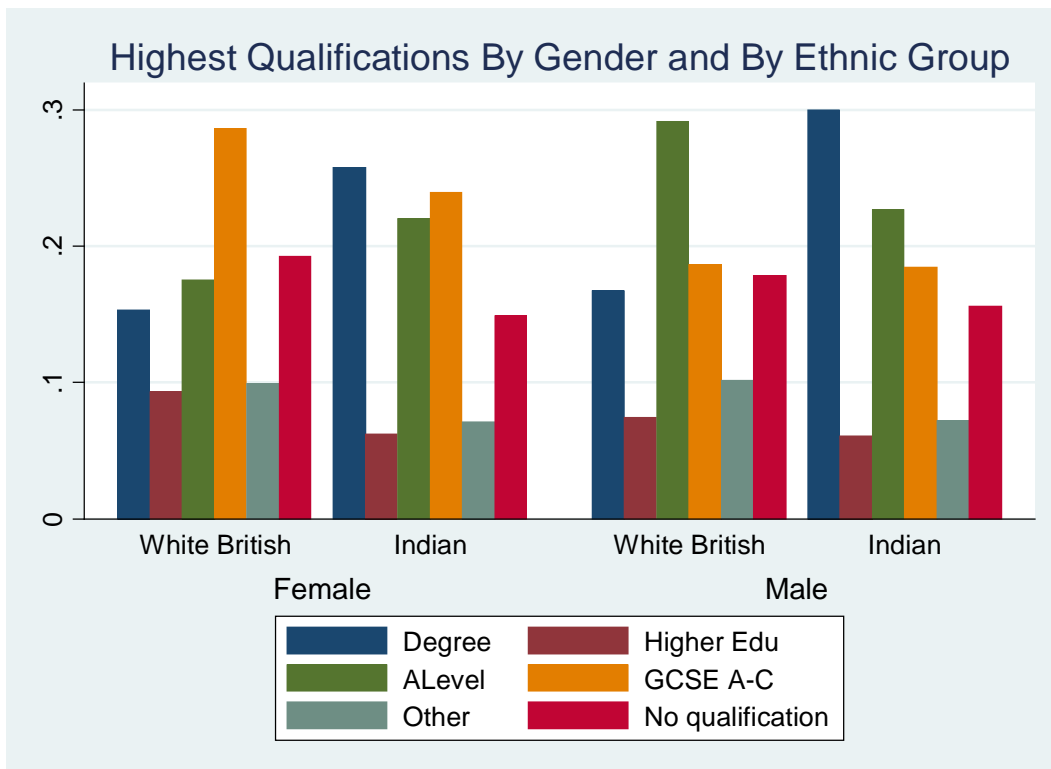


Figure 2-d: White British and Pakistani/Bangladeshi

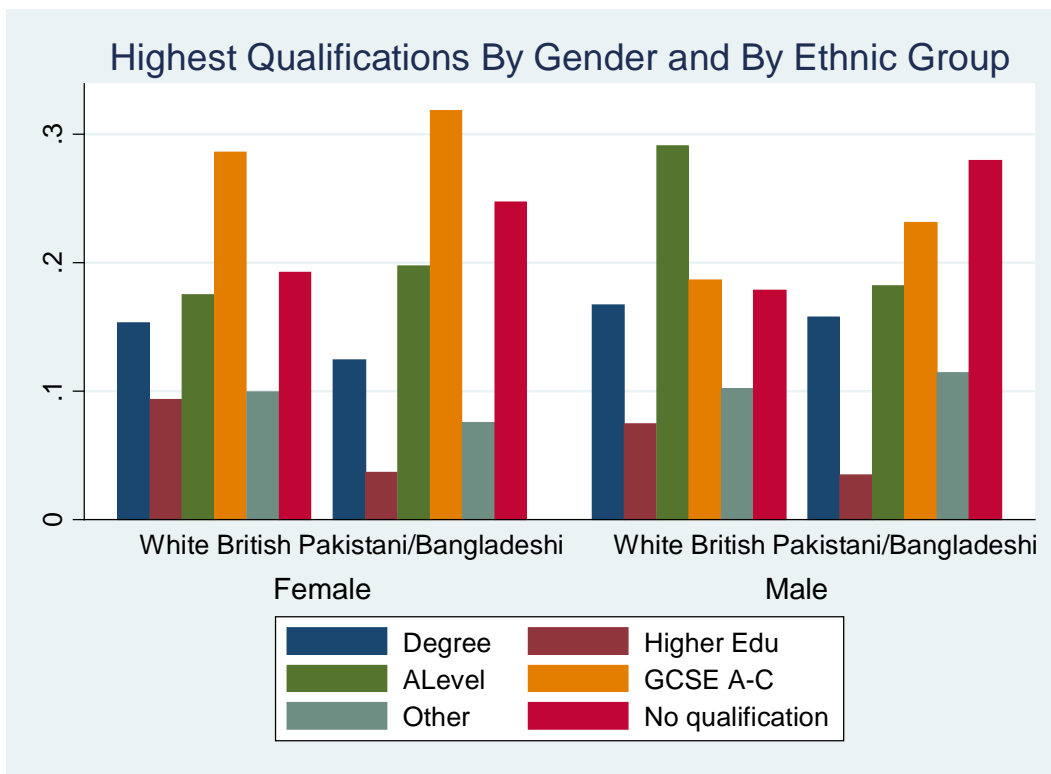


Figure 2-e: White British and Other Asian

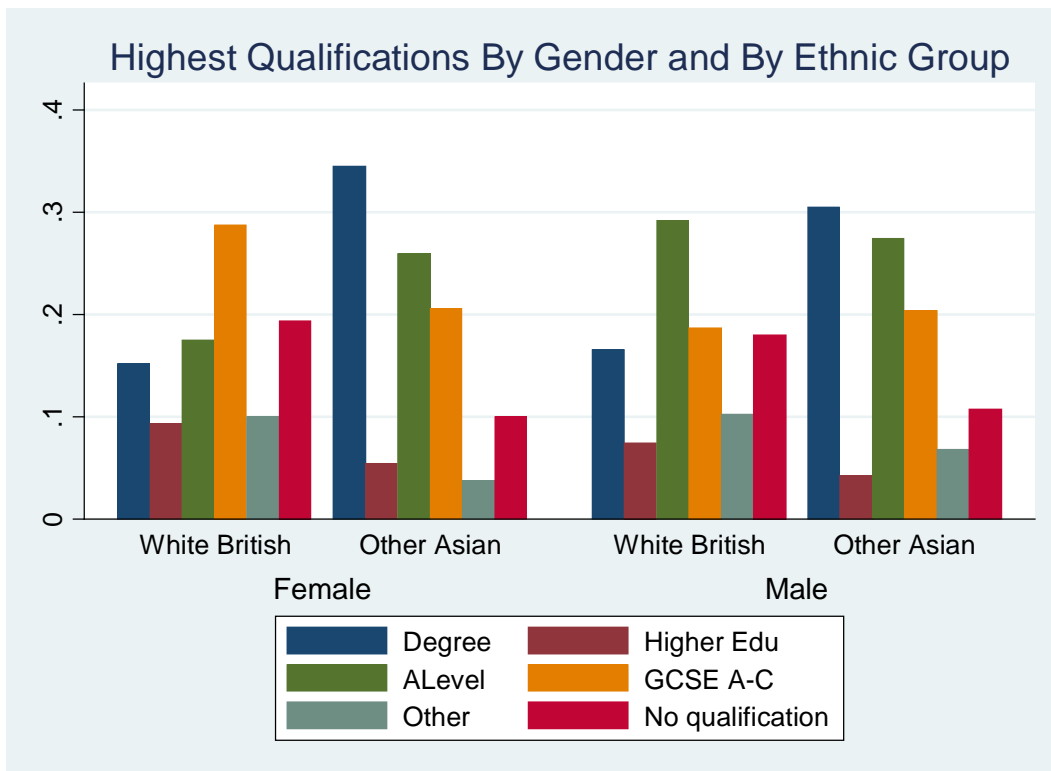


Figure 2-f: White British and Mixed

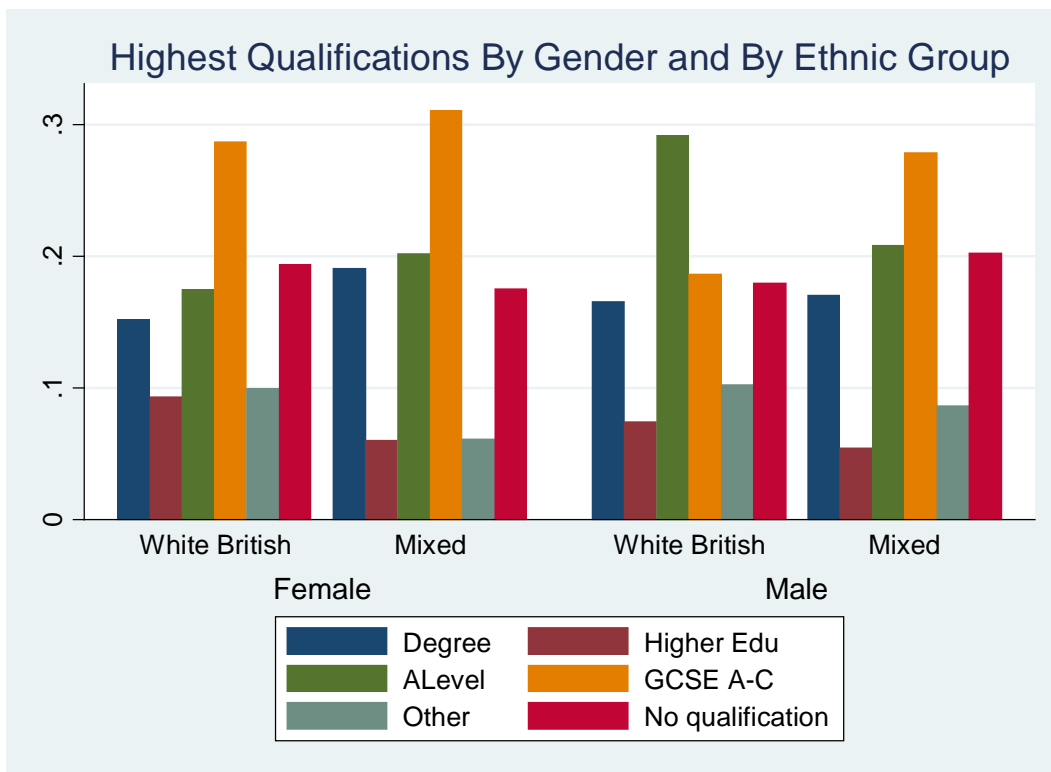


Figure 2-g: White British and Other

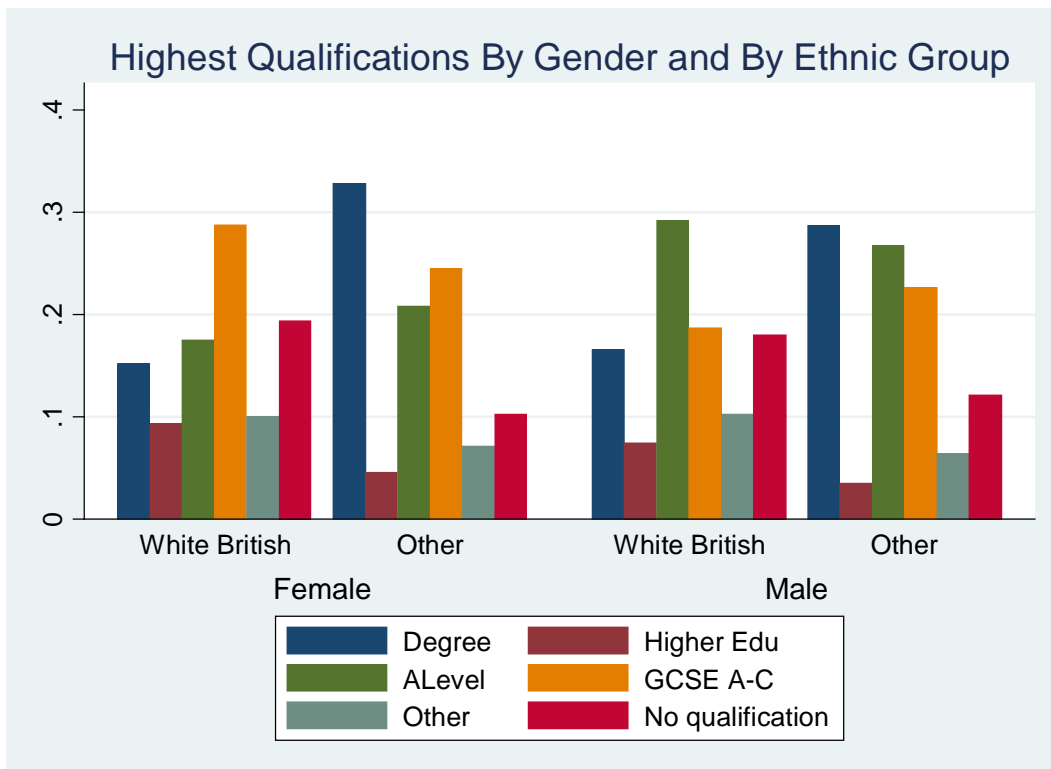


Figure 3: Highest Qualification by Gender and Disability Group

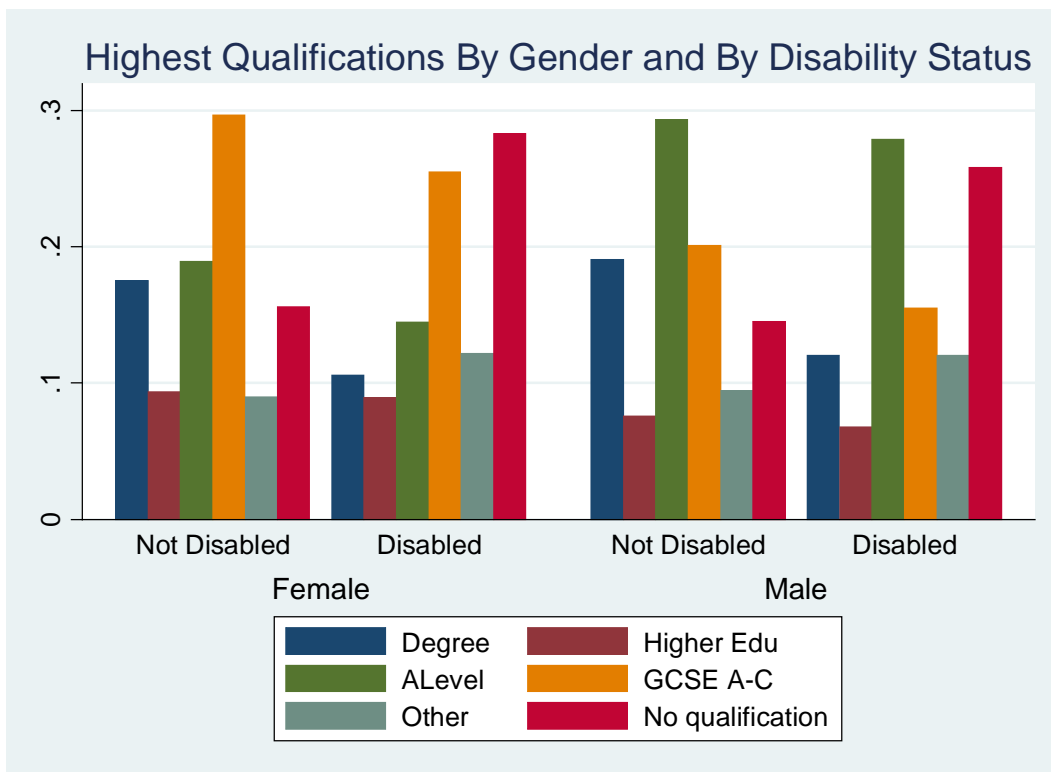
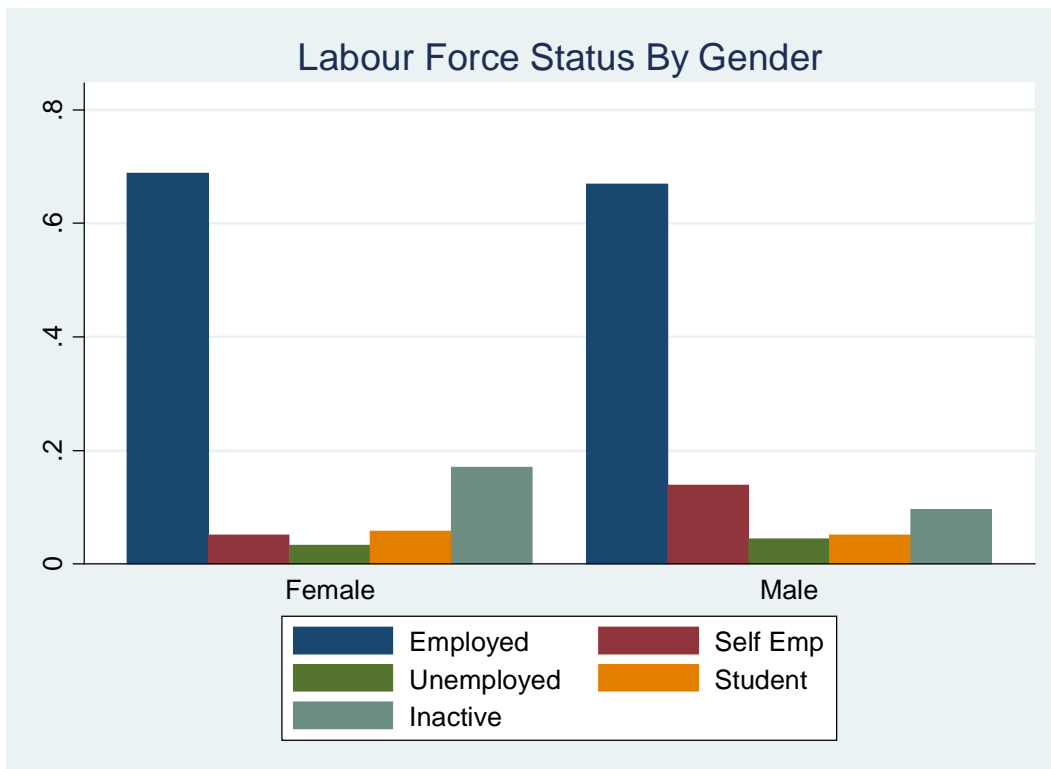


Figure 4: Labour Force Status by Gender



Labour Force Status by Gender and Ethnicity

Figure 5a: White British and White Other

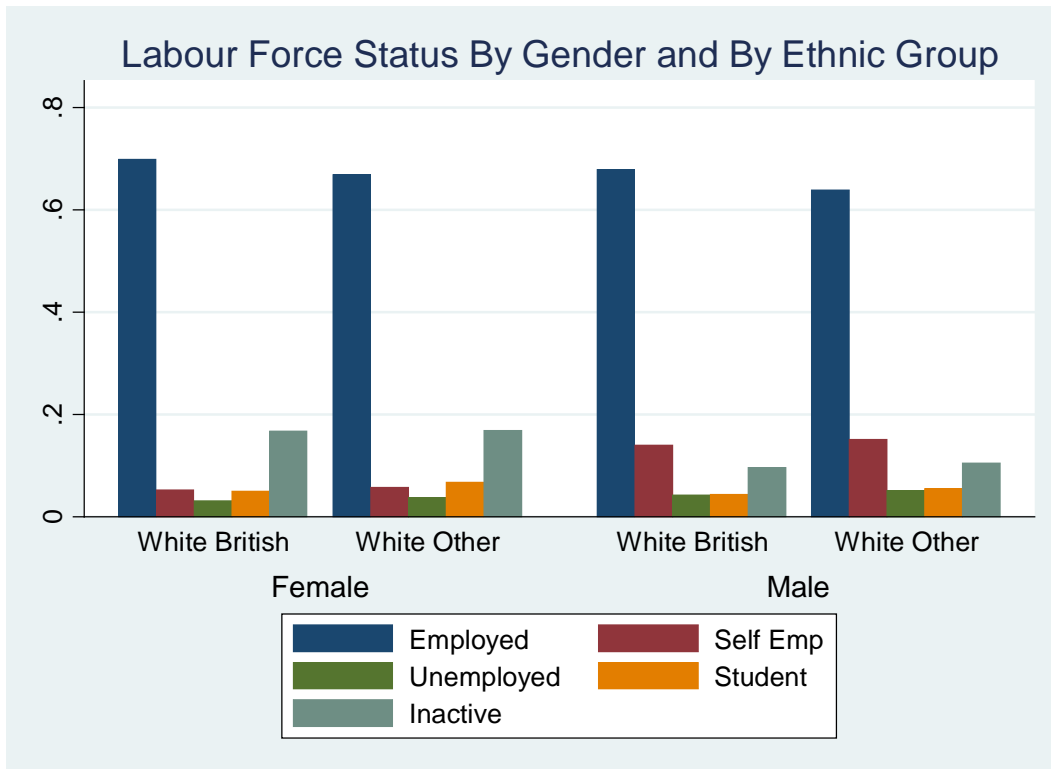


Figure 5b: White British and Black

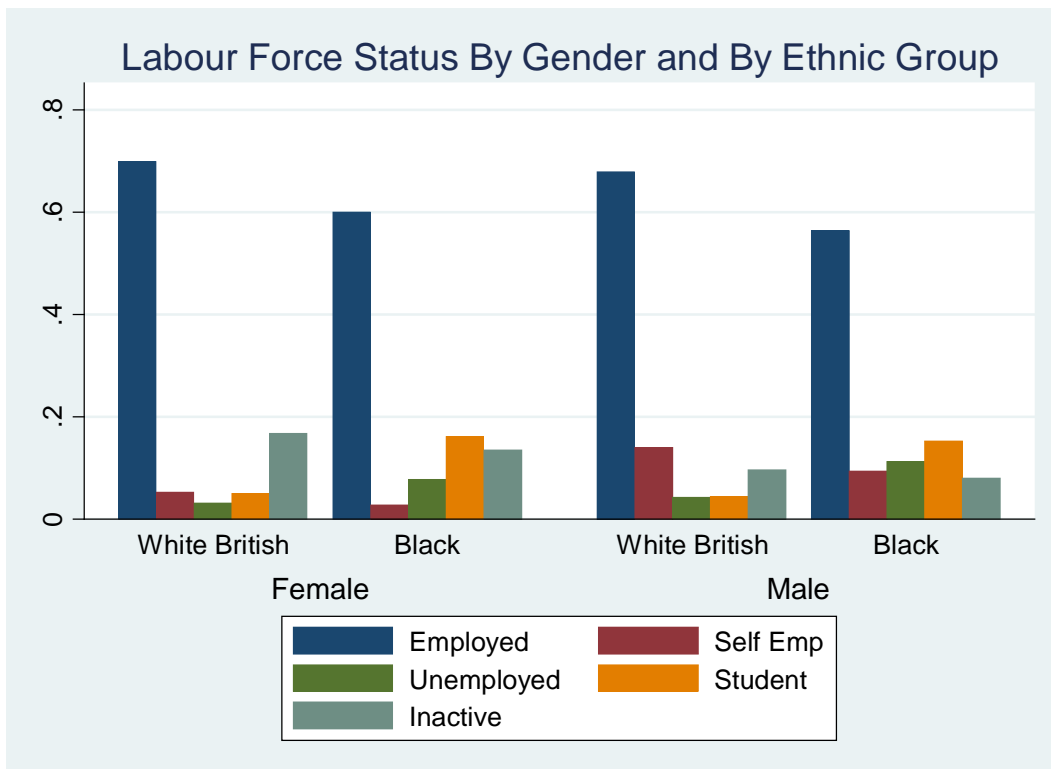


Figure 5c: White British and Indian

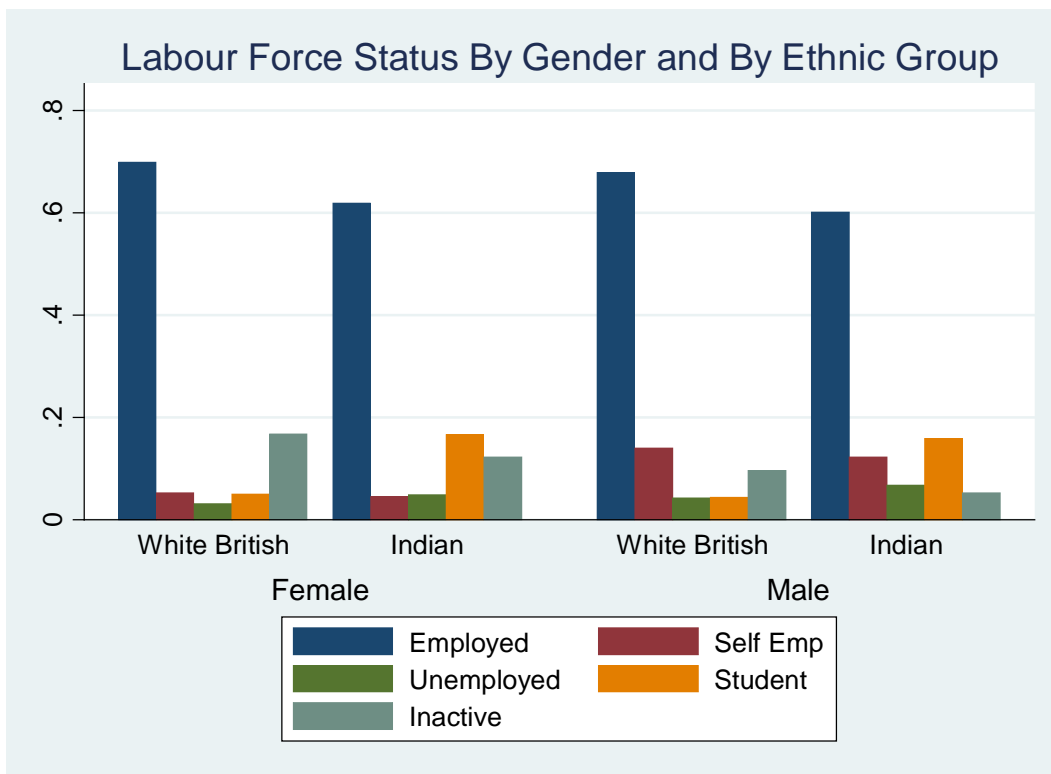


Figure 5d: White British and Pakistani/Bangladeshi

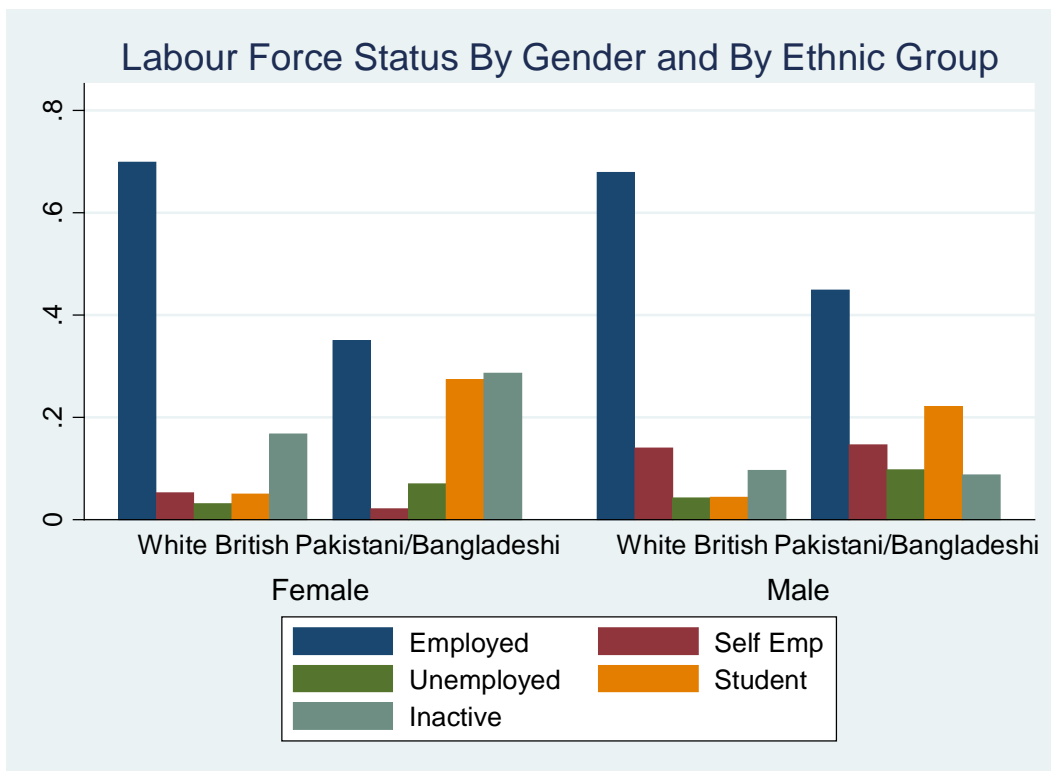


Figure 5e: White British and Other Asian

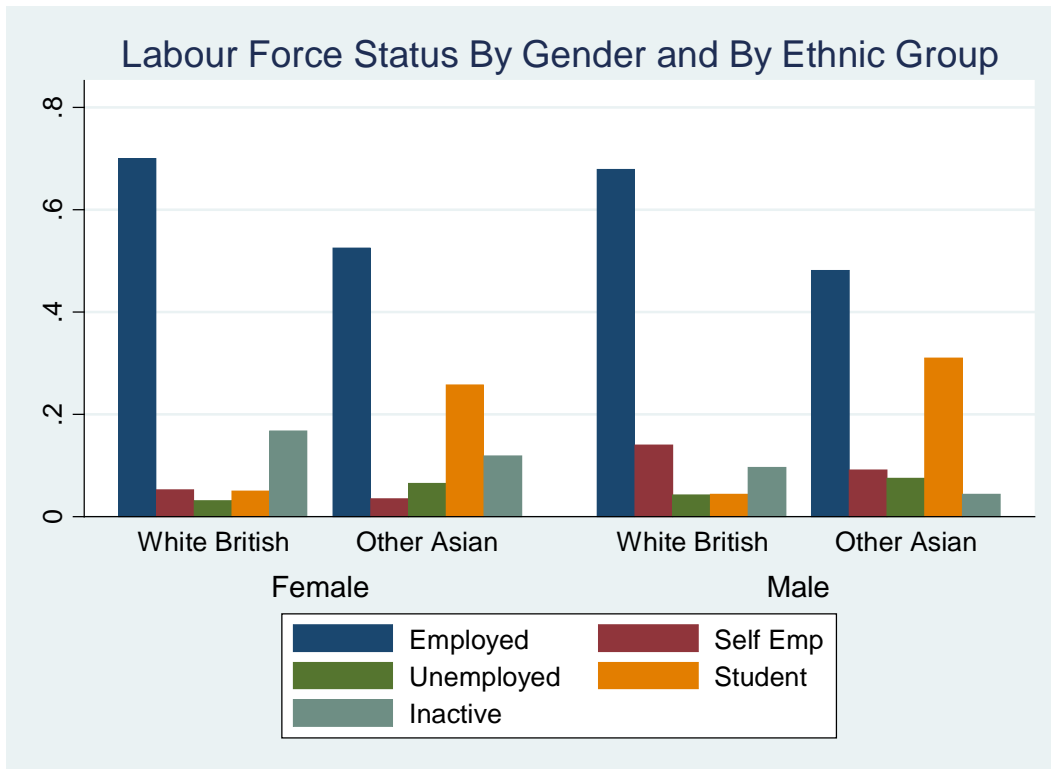


Figure 5f: White British and Mixed

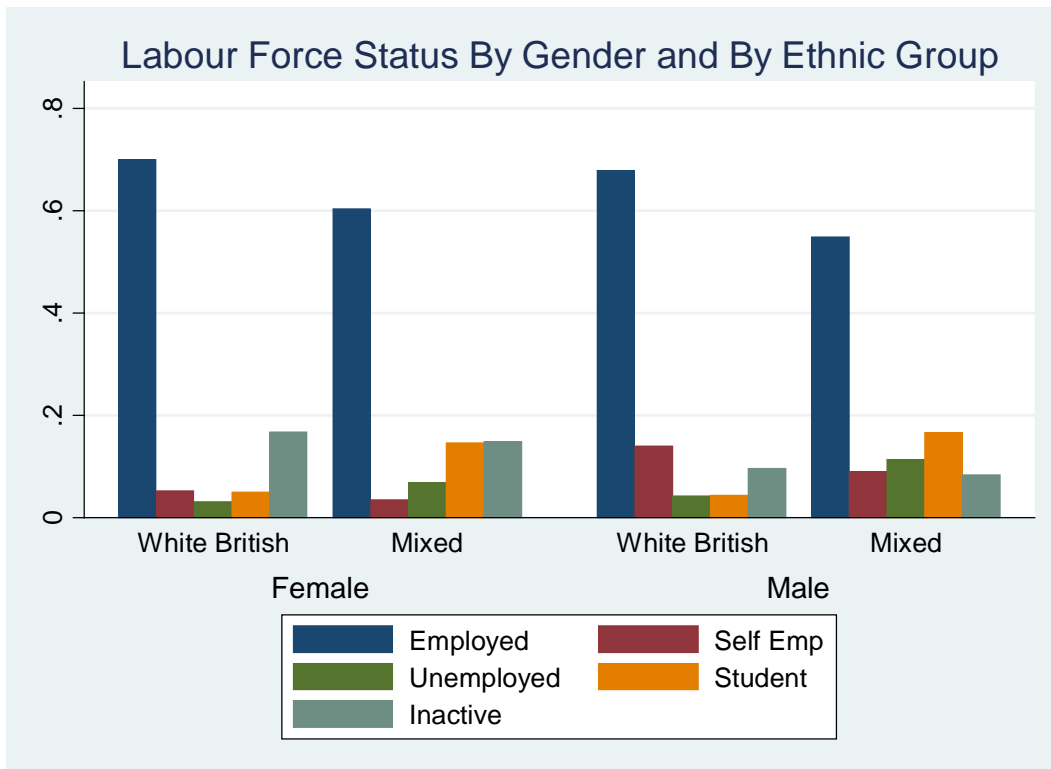


Figure 5f: White British and Other

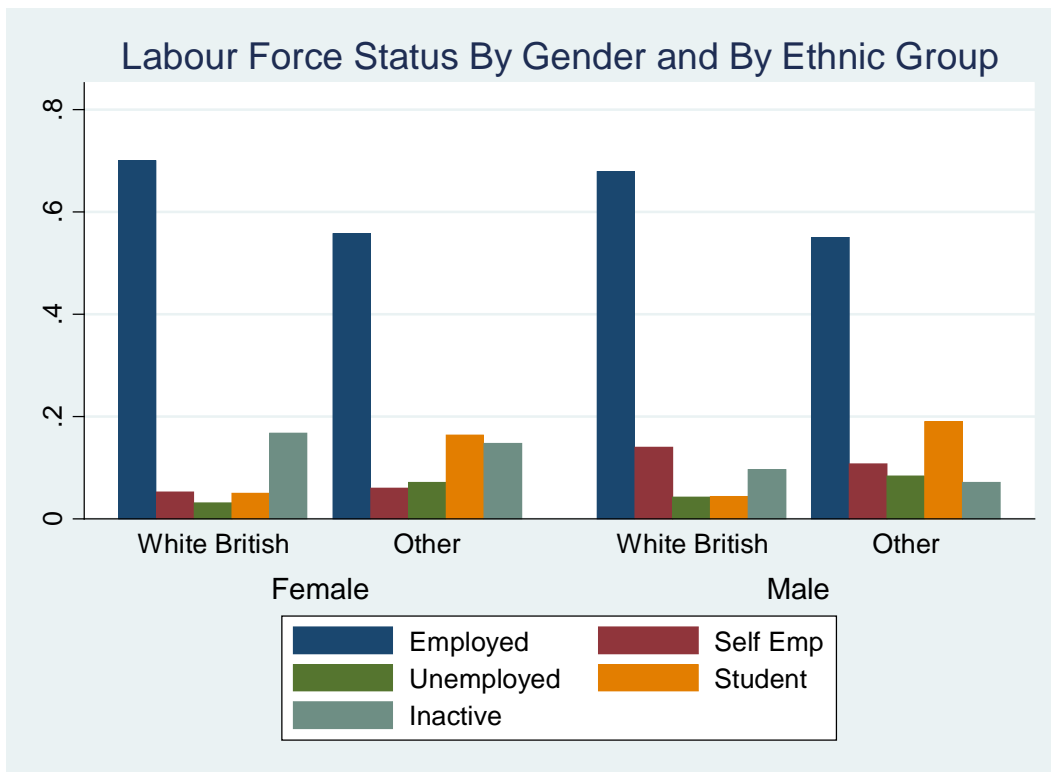


Figure 6 Labour Force Status by Gender and Disability

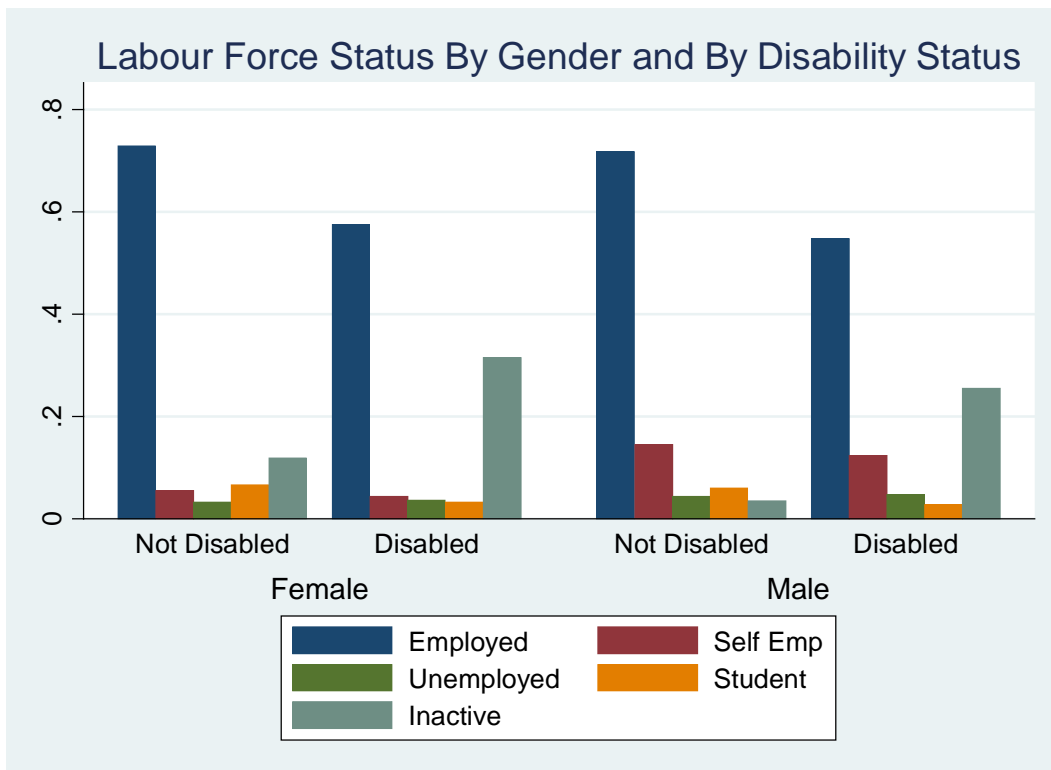
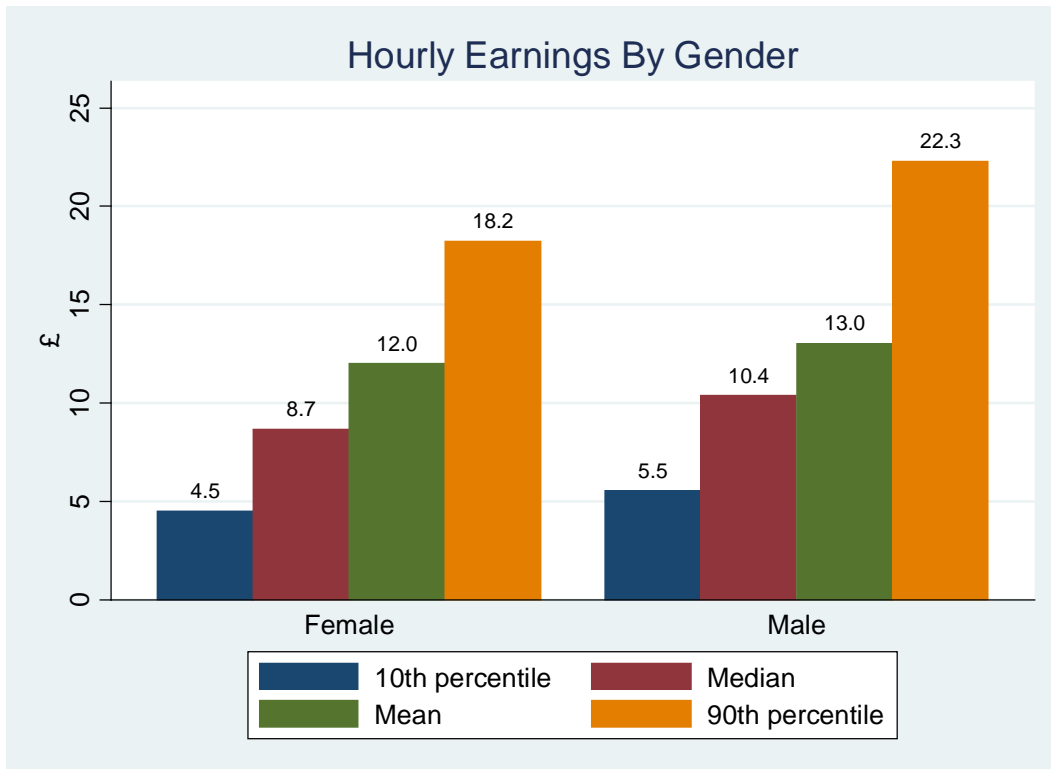


Figure 7 Gross Hourly Earnings by Gender



Gross Hourly Earnings by Gender by Ethnicity

Figure 8a: White British and White Other

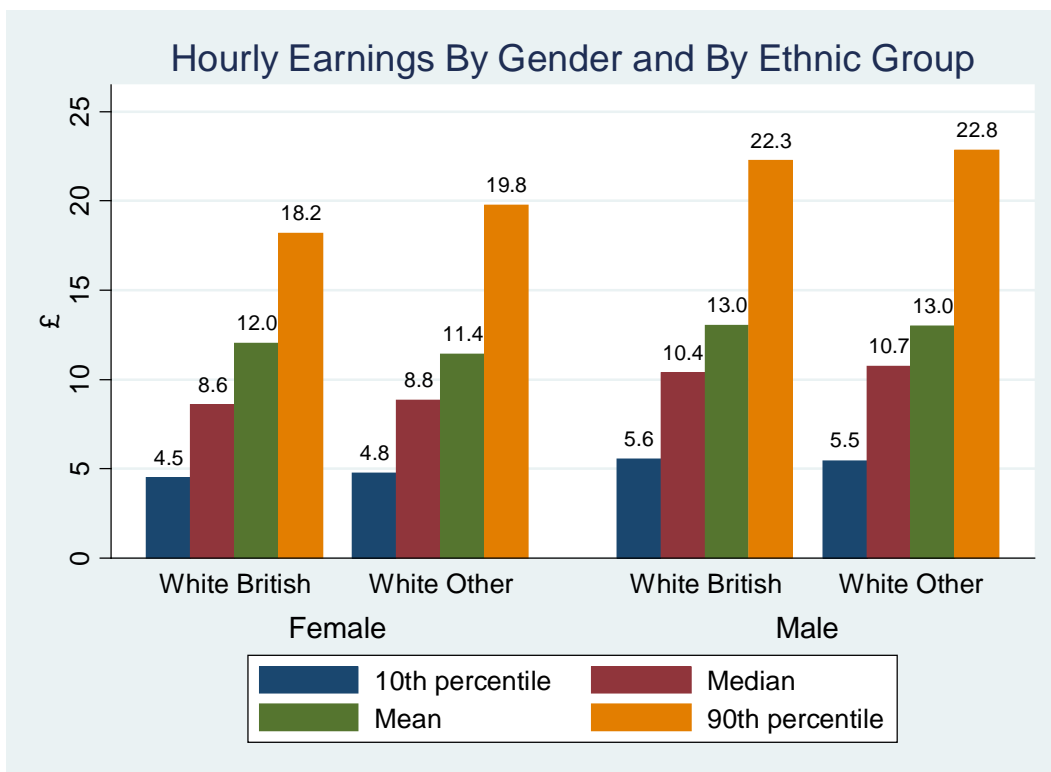


Figure 8b: White British and Black

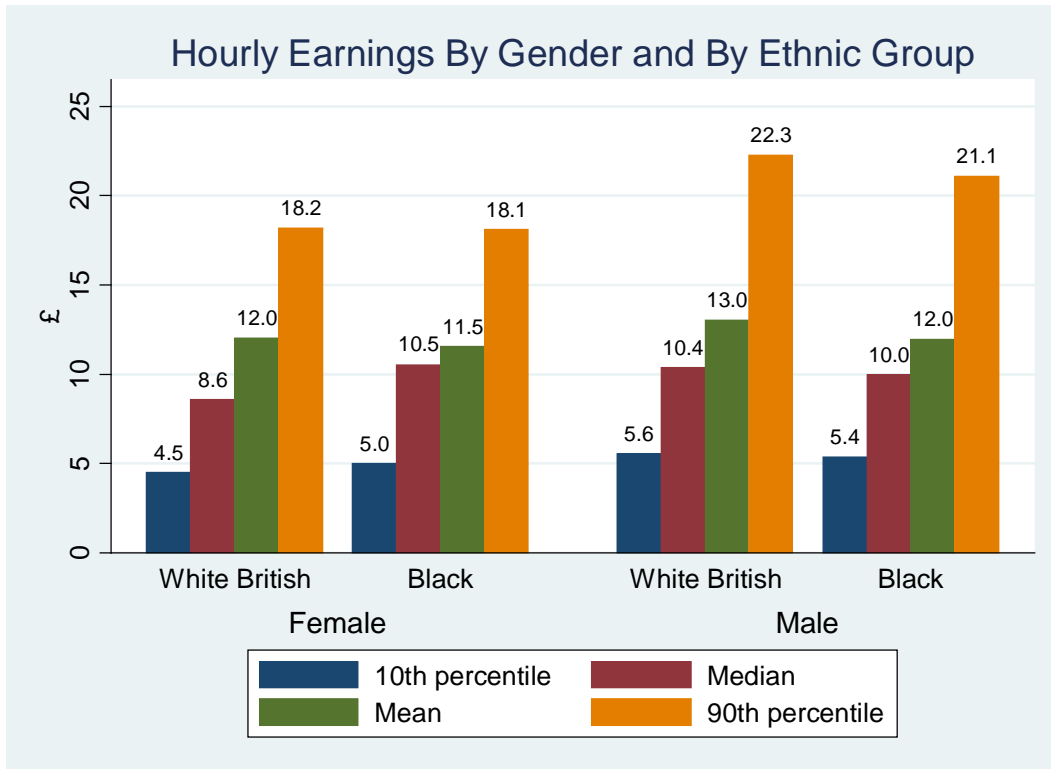


Figure 8c: White British and Indian

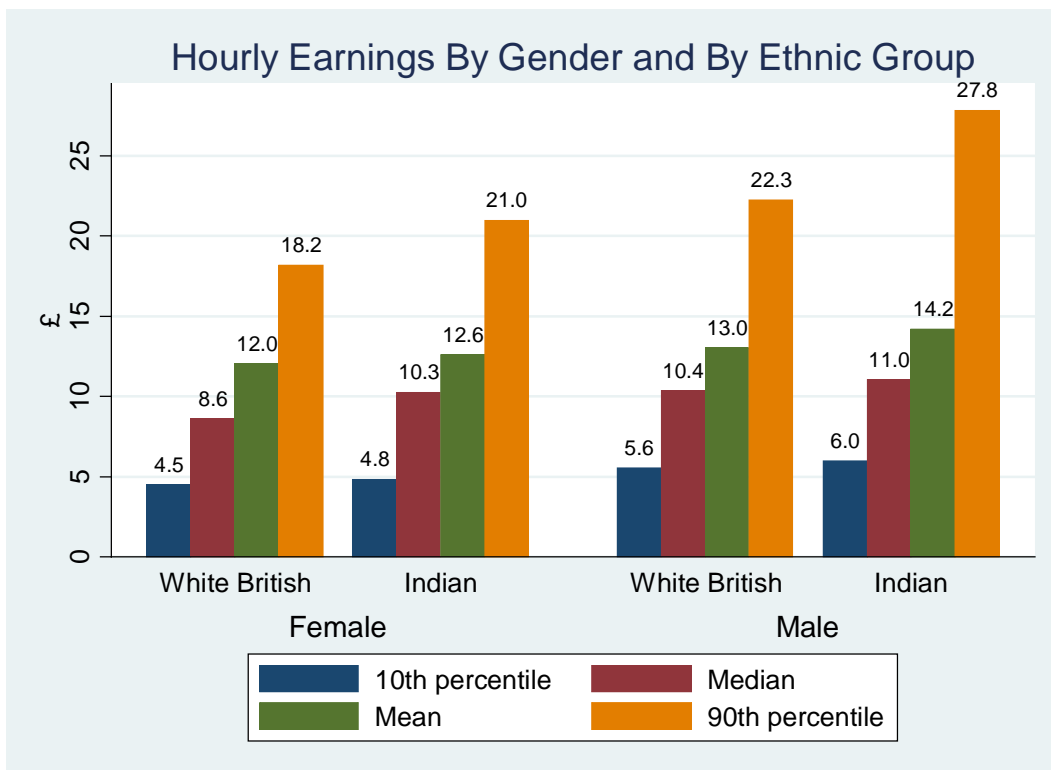


Figure 8c: White British and Pakistani/Bangladeshi

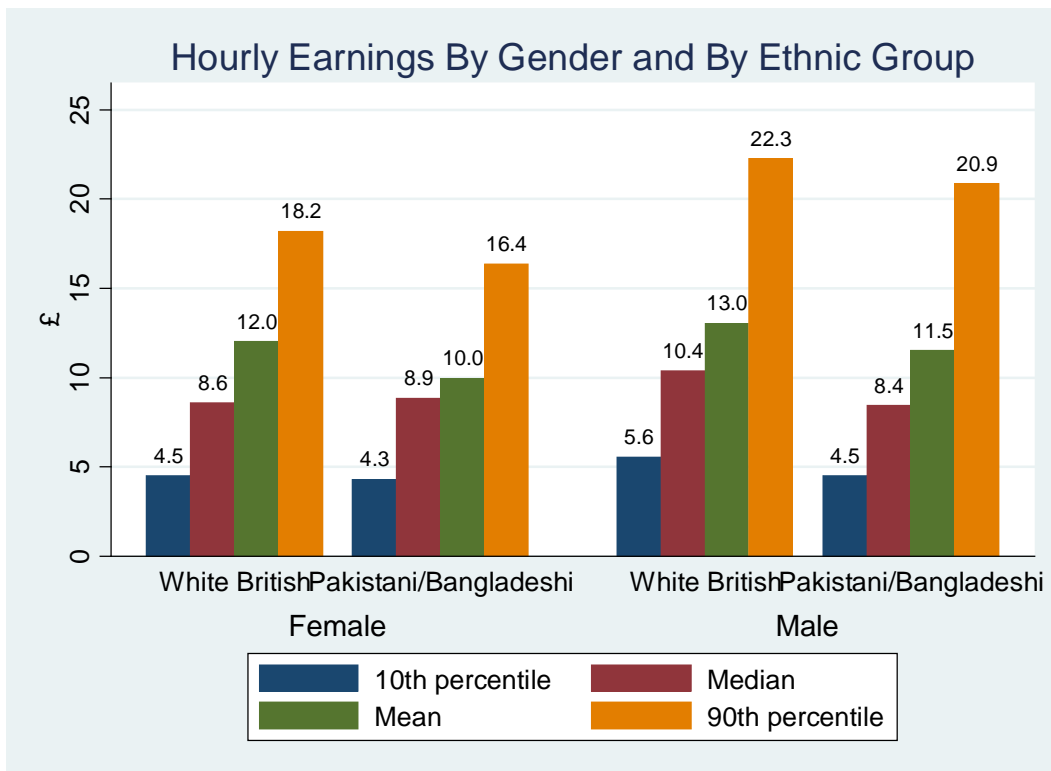


Figure 8d: White British and Other Asian

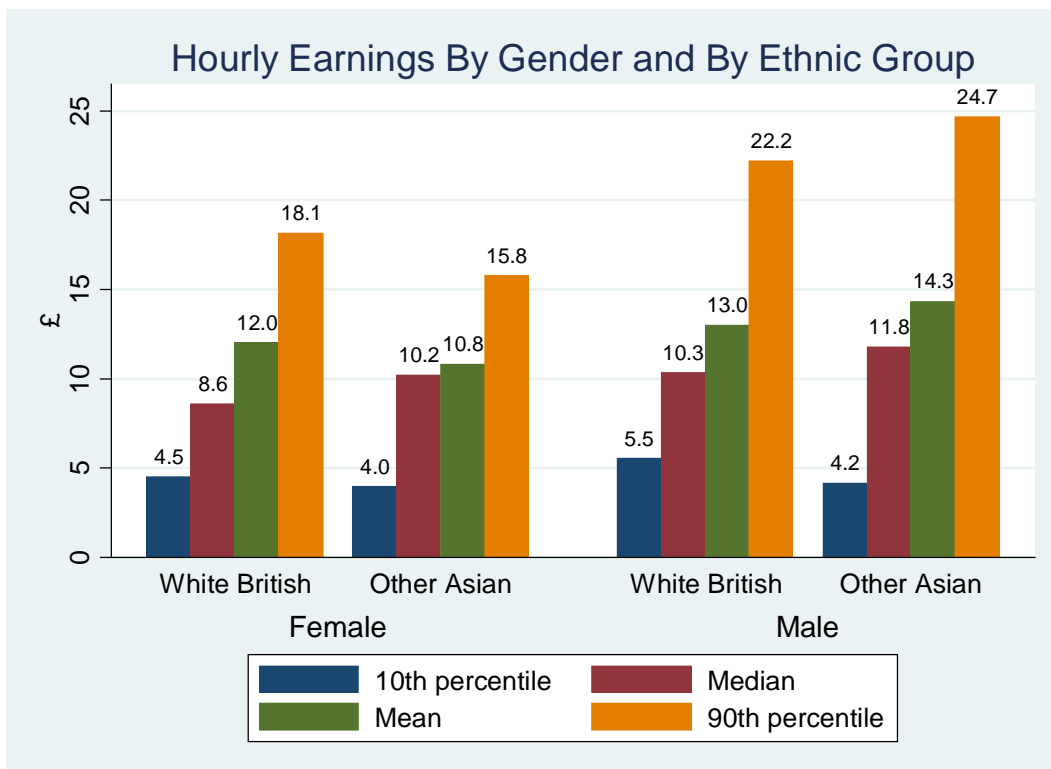


Figure 8d: White British and Mixed

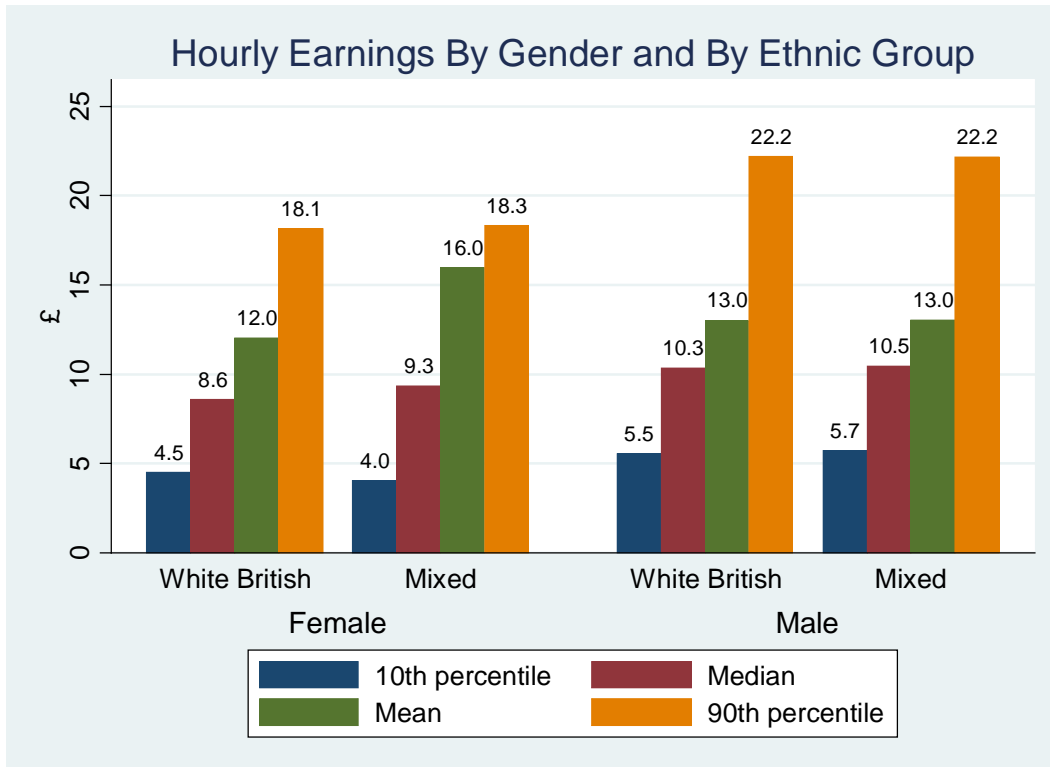


Figure 8d: White British and Other

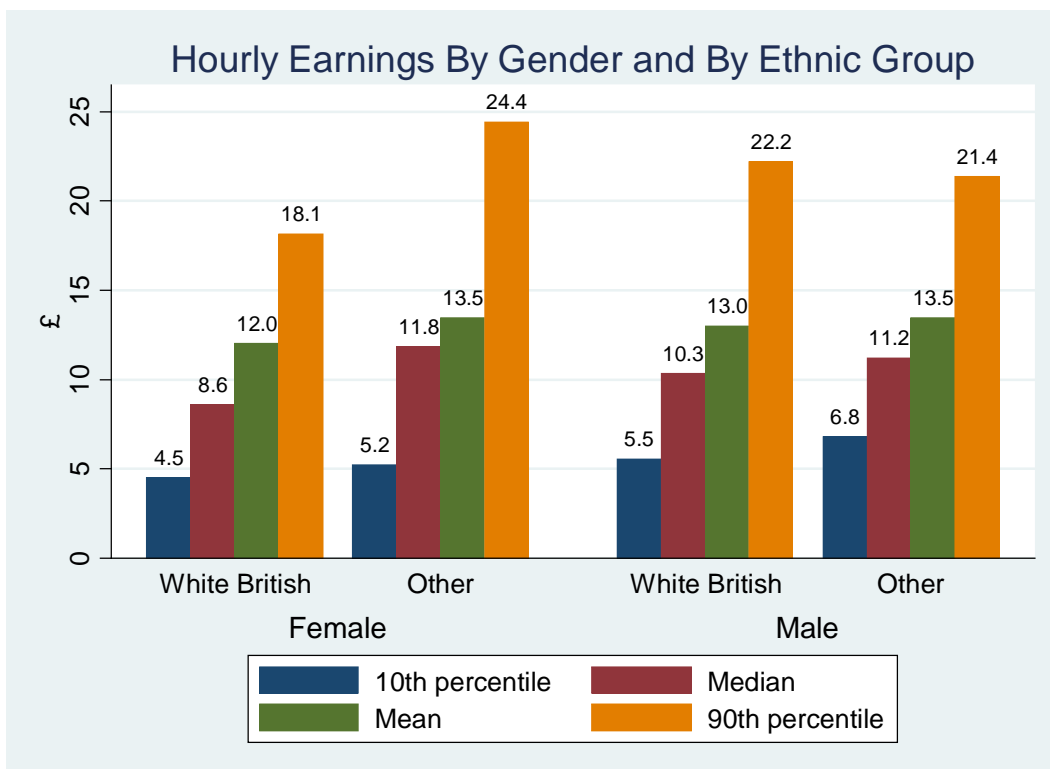


Figure 9: Gross Hourly Earnings by Gender and Disability

