

The Class Ceiling: Why it Pays to be Privileged

Sam Friedman and Daniel Laurison

Policy Press, 2019

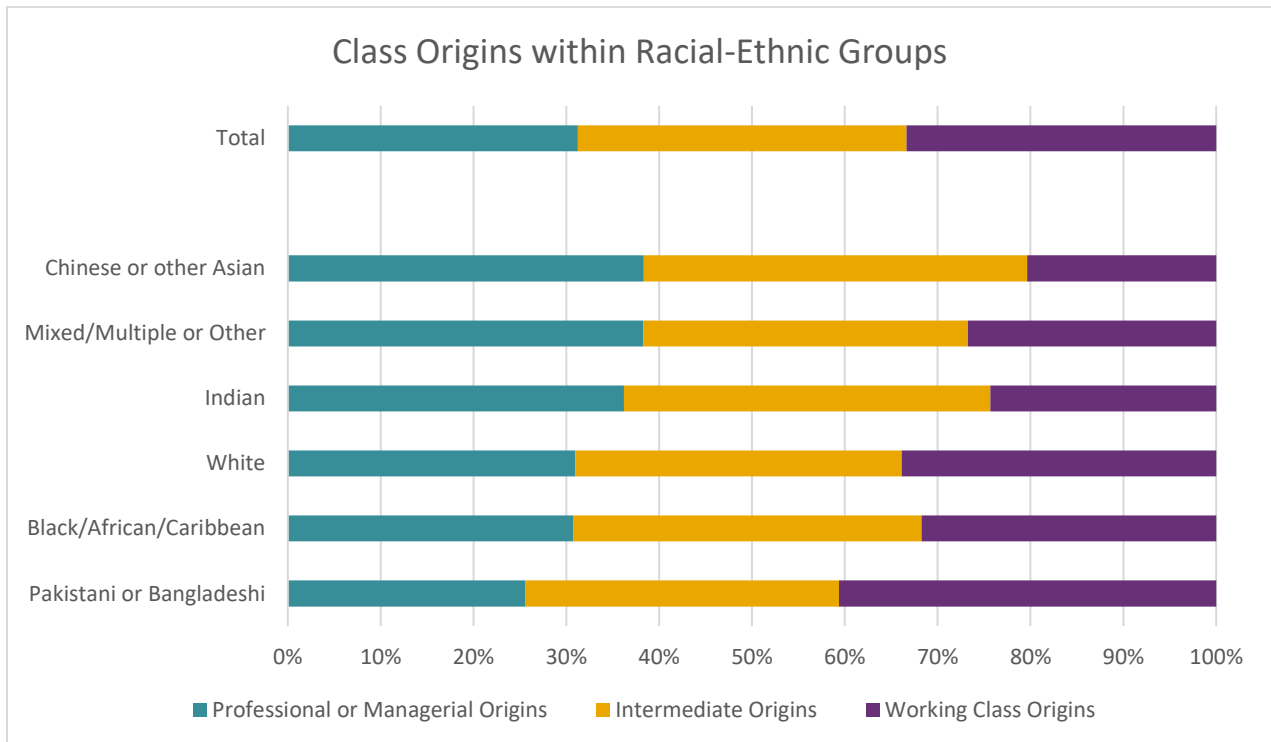
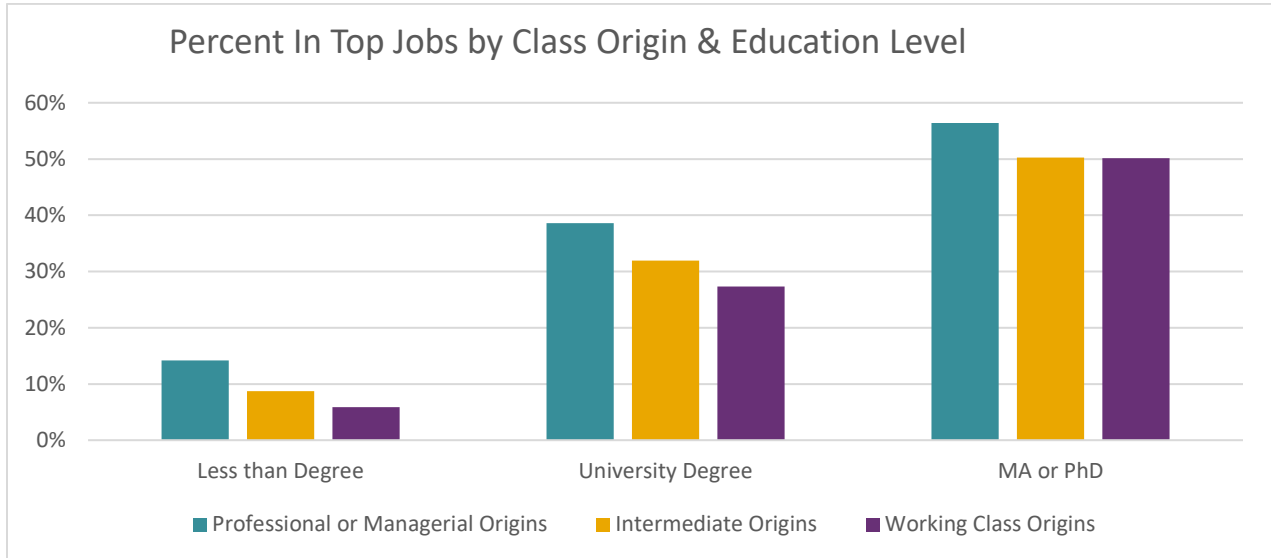
Online Appendix

Contents

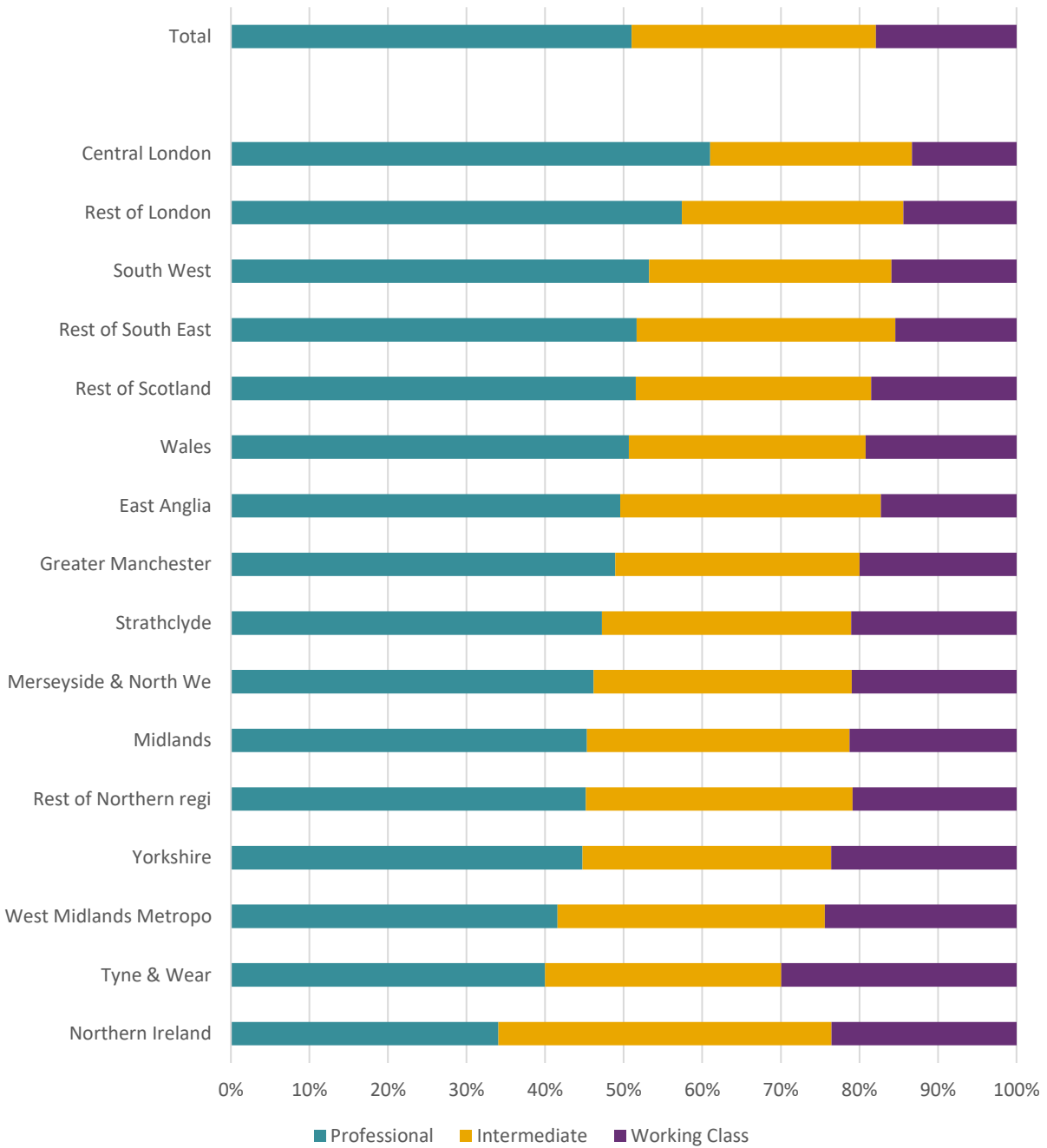
- 1. Extra Figures (mentioned on page 277) – page 2**
- 2. A note on our use of the LFS Data (mentioned in footnote 20 in the Methodological Appendix) – page 10**
- 3. Details about variables used in our analyses (mentioned in footnotes 17 and 20 in the Methodological Appendix) – page 11**
- 4. On Missing Earnings Data and our Confidence in the results (mentioned on page 267) – page 12**
- 5. Table of Number of Respondents in each occupational group, specific occupation, and class origin (mentioned in footnote 10 in Chapter 1) – page 14**
- 6. Regression Table for Analyses in Ch 3 (mentioned on page 269) – page 18**
- 7. Oaxaca-Blinder Decomposition of Difference in Earnings between Working Class and Privileged-Origin People (mentioned on page 269, and footnote 29 in Chapter 3) – page 25**

1. Extra Figures

These illustrate relationships we may have mentioned in the book, or that we just think are worth seeing for their own sake.



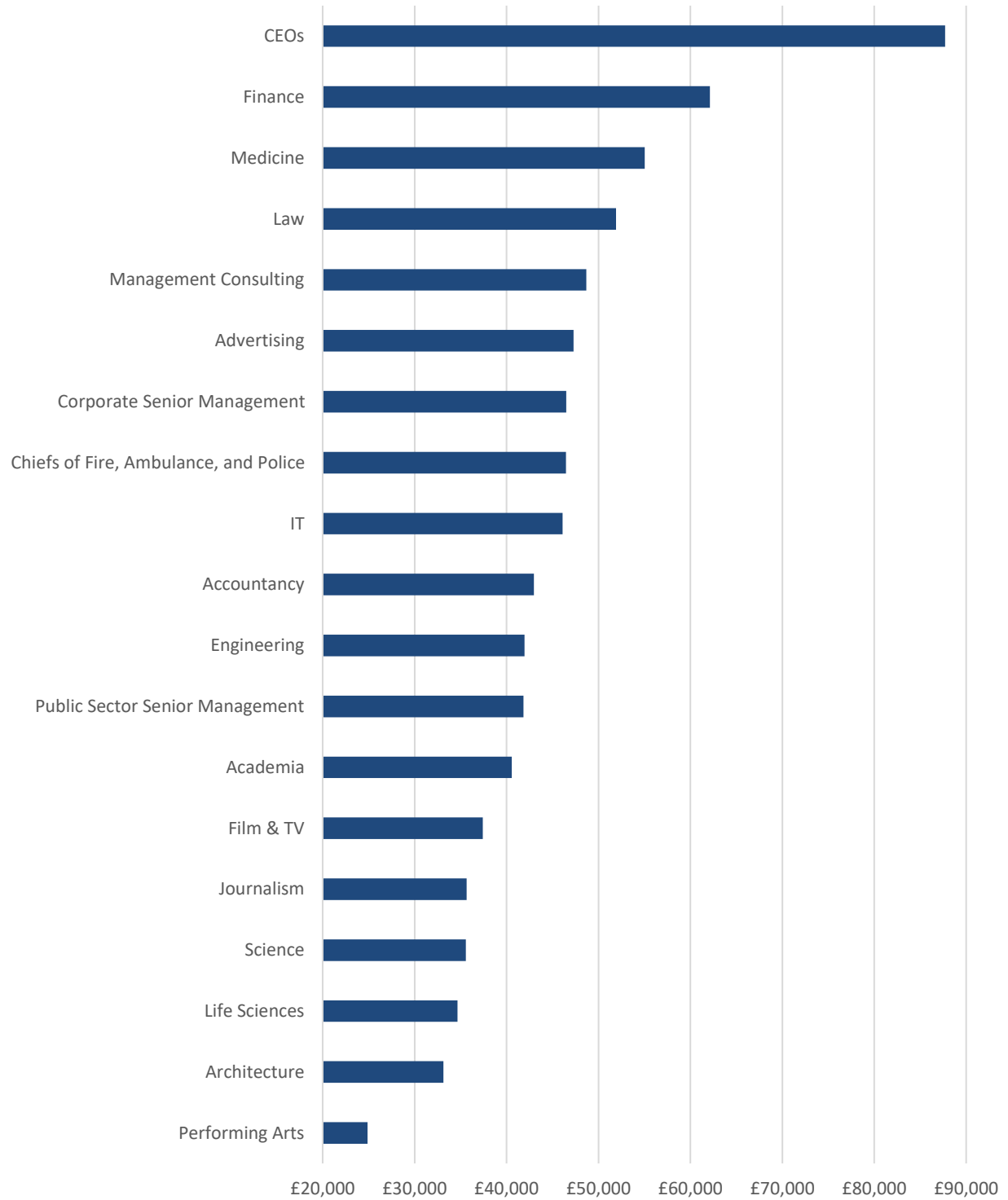
Percent of those in Top Jobs from Each Class Origin in Each Region



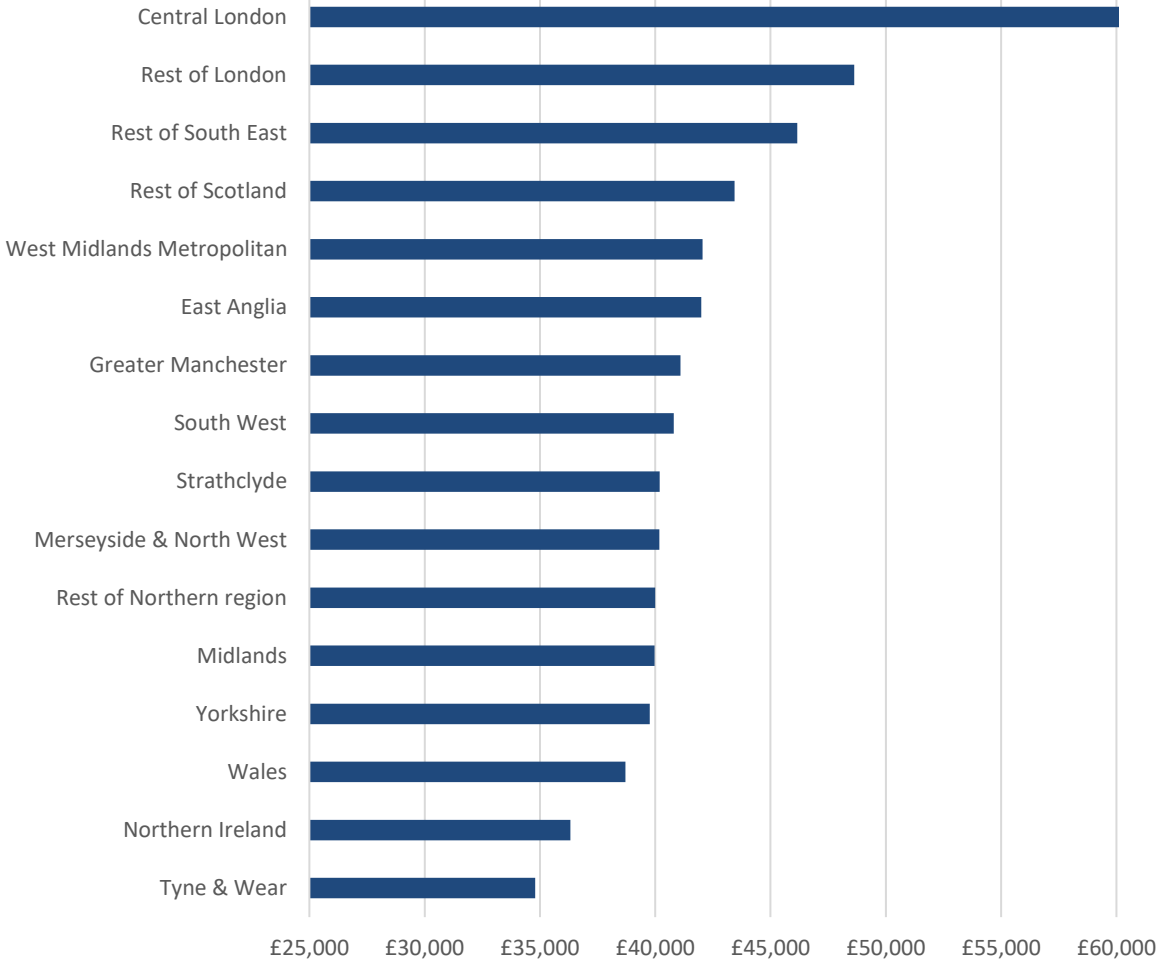
Average Estimated Annual Earnings in Top Jobs for Individual NS-SEC Class Origin Groups



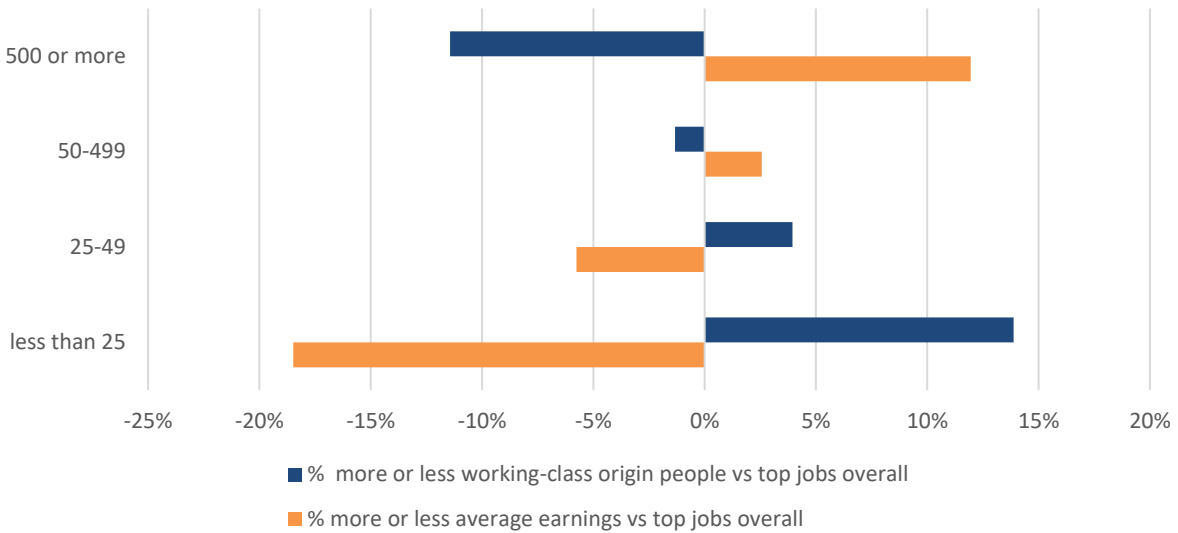
Average Earnings Within Top Jobs



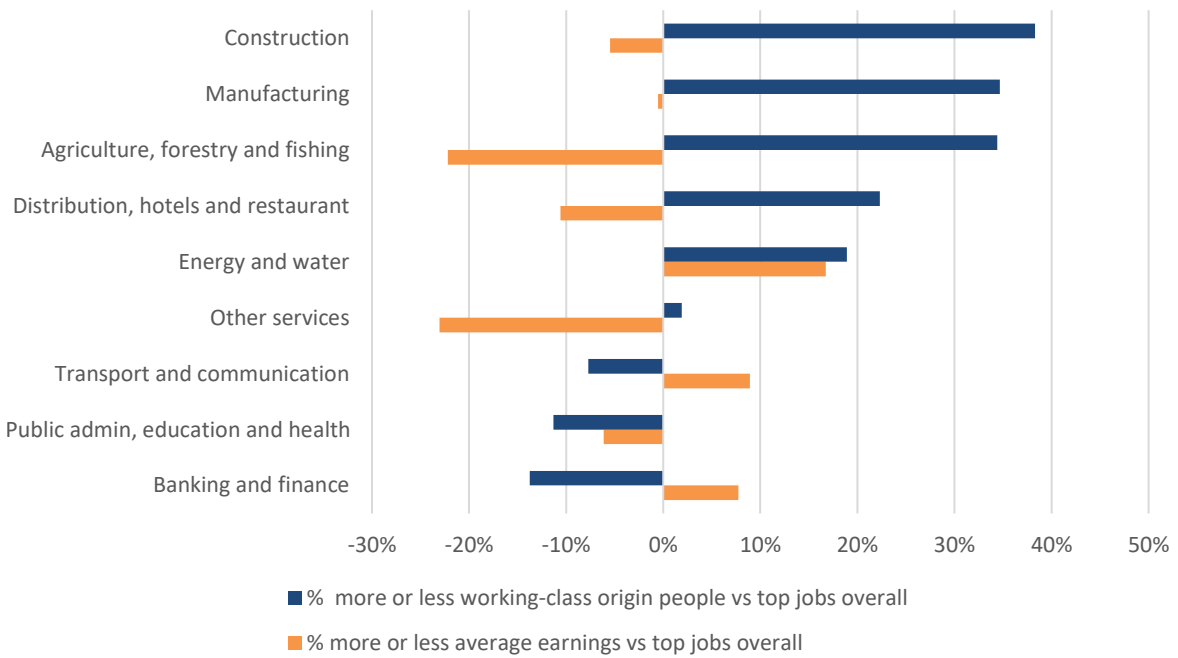
Average Earnings in Top Jobs by Region



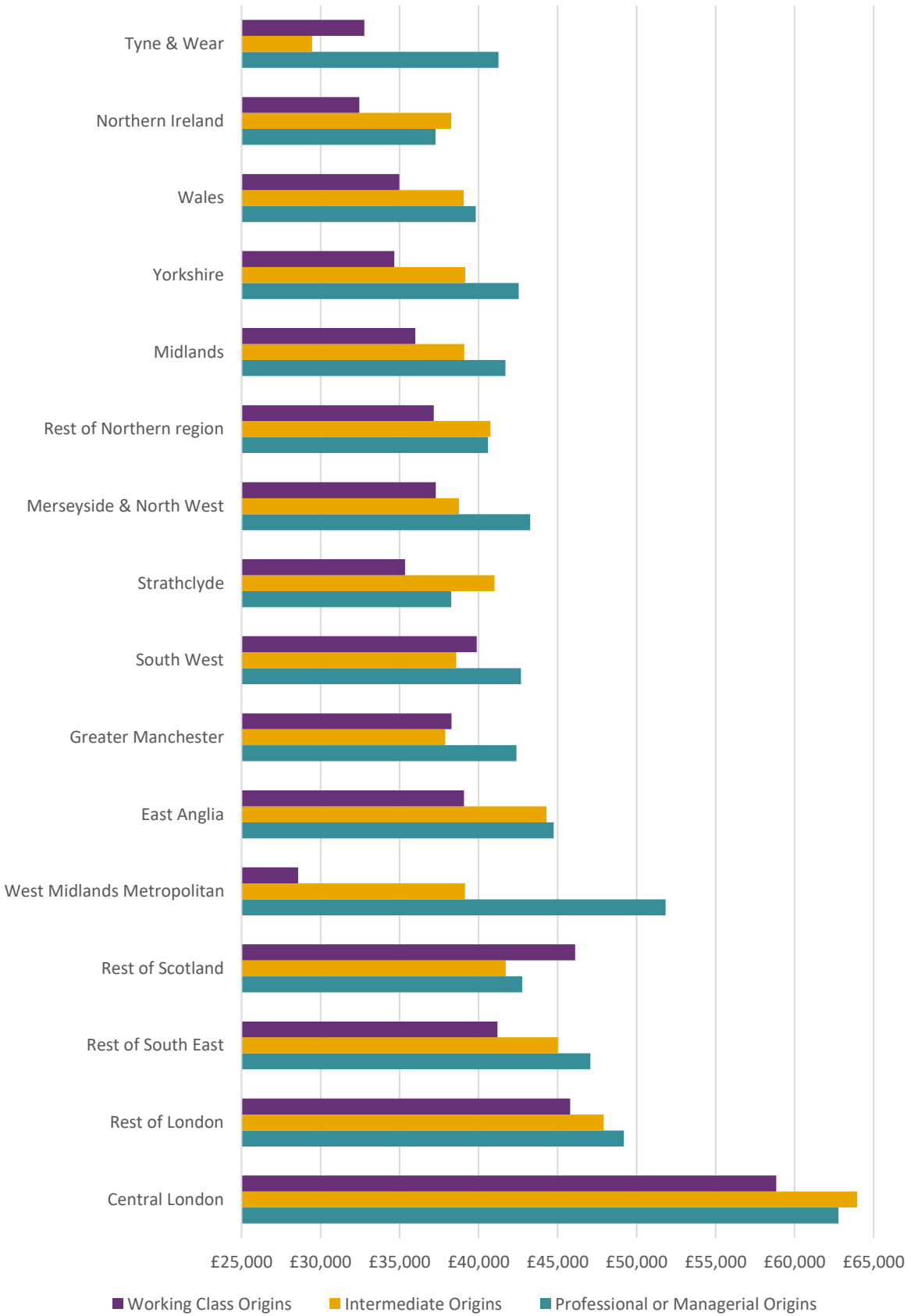
Smaller Firms have Lower Earnings and More Working-Class Origin People

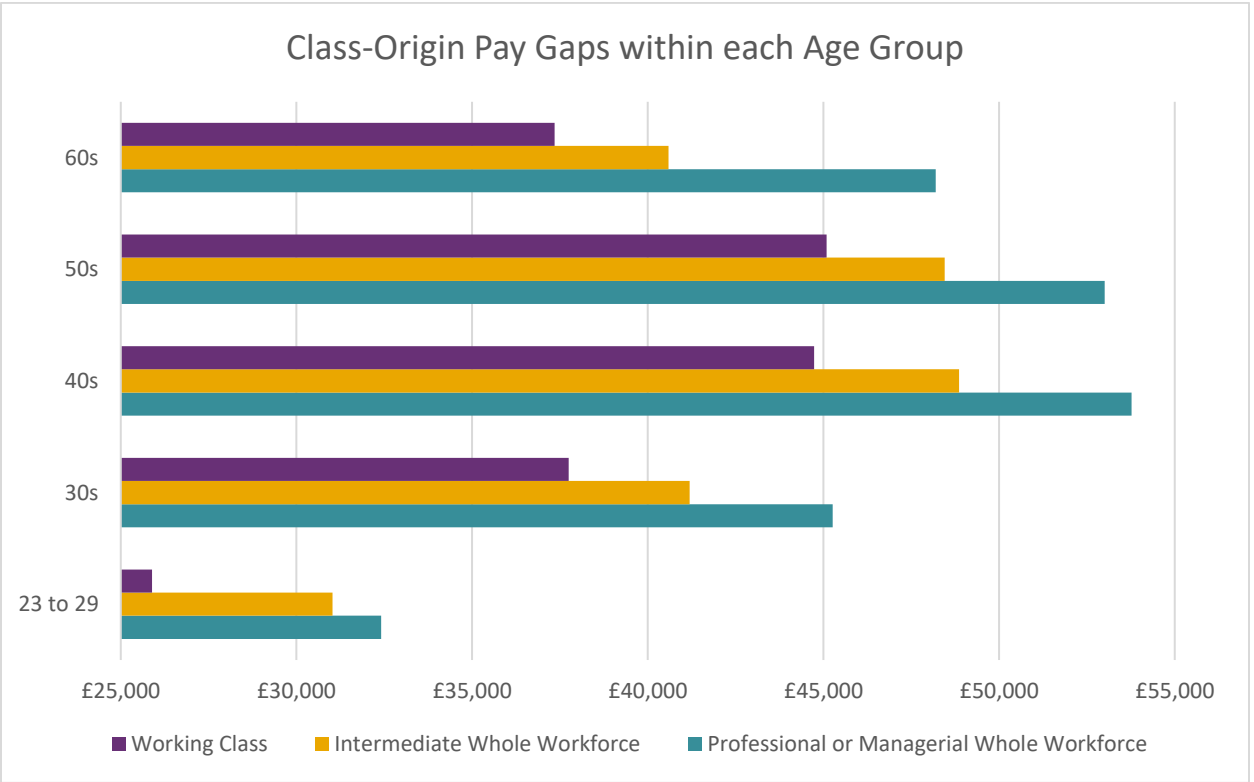
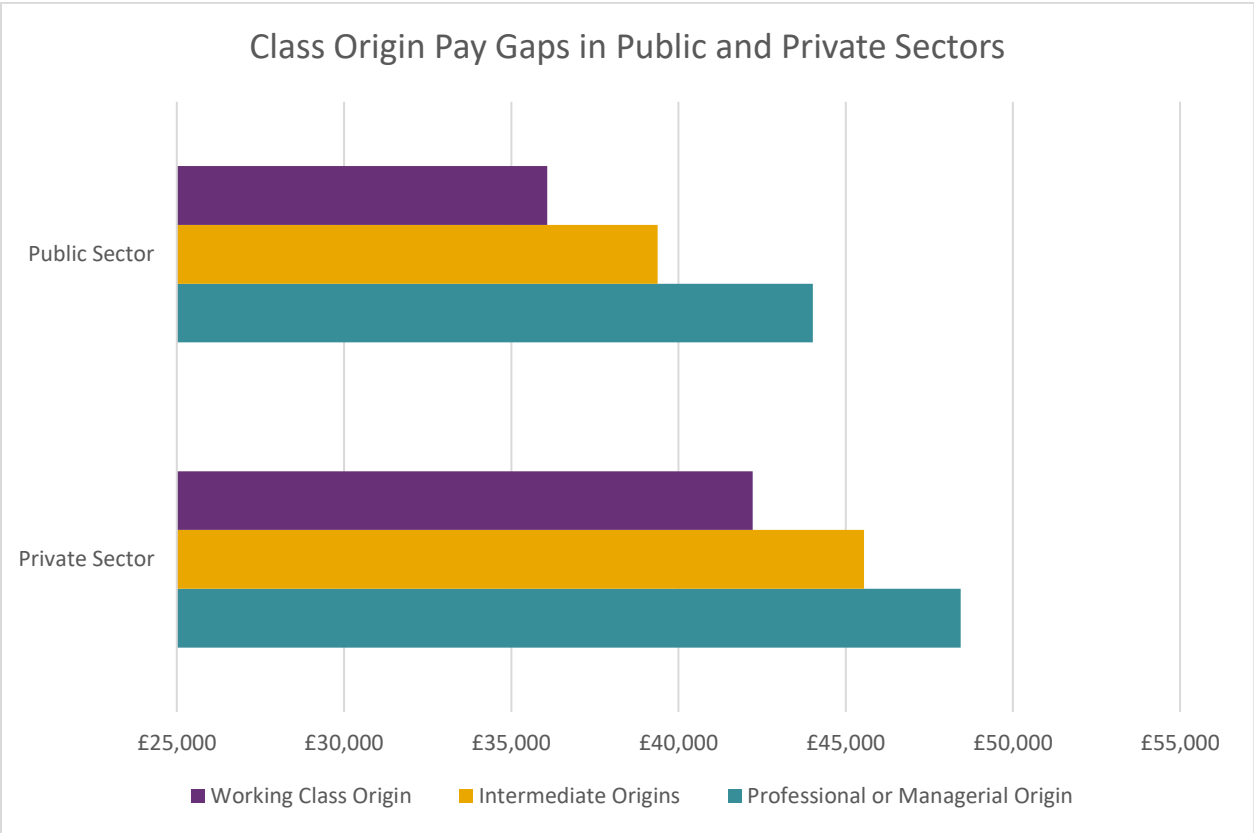


The Industries with the Most Working-Class Origin People Tend to Have the Lowest Earnings



Average Estimated Annual Earnings by Region and Class Origin





2. A note on our use of the LFS Data

The analyses in this book are based on a combination UK Labour Force Survey (LFS) data from 2013 to 2016. The LFS uses a rolling panel survey design, with each respondent contacted in five consecutive quarters, but earnings only reported by each respondent in their 1st and 5th quarters of participation. The survey has asked about class origin once each year, in its July-September quarter wave, since 2014. This means that any given LFS quarterly survey data file only contains earnings information for two-fifths of respondents (or really, 2/5ths of those who are willing to report on their earnings in the first place)—the ones for whom that quarter was their first or last as part of the panel. In order to obtain a larger sample size for these analyses, we pooled data in two ways: first, we obtained data files with a special user license from the UK Data Archive at Essex University, with permission from the Office of National Statistics. These records contained individual-level identifiers allowing us to link respondents for each July-September wave (2014 or 2015) to their responses in other quarters, including their first and/or fifth quarters when they reported earnings. In this way, we have earnings data for each person who answered the social origin question in either year and also ever reported their earnings, regardless of when in their panel participation they answered the origin question. In all our analyses, we use the occupation, education and other data from the quarter in which the respondent reported their income, and use the origin data from a July-September quarter. For the respondents who answered the origin question twice (because their first and last waves were July-September quarters), we use the first class origin reported if they differ.

Second, we also used the 2016 July-September quarterly survey, but because of new restrictions on data use, were unable obtain the identifiers to match respondents in this quarter to those who participated in earlier waves. This means that approximately one-fifth of the respondents in this dataset (those who started the survey in July-September 2015) are also in our 2013-2015 pooled data; to compensate for this, we divided the survey weight for all these respondents in half.

Earnings compared in our models are thus from as early as the April-June 2013 quarter through July-September 2016; however results for models run on each wave separately return substantively identical results to those reported here and in our ASR paper (Laurison and Friedman 2016), and we include a dummy variable for survey wave/income-reporting quarter in all regressions we report.

Weighting: the Labour Force Survey provides two weights with each survey: one for making inferences *about earnings* to the population of employed persons, and another for inference about anything other than income. However, the earnings weight provided was calculated based only on each quarter's respondents, and is inappropriate for use with the pooled data; instead, we use the person weight (*pwt14*) given for each respondent in the quarter in which they answered the origin question, which accounts for attrition in responses over the five waves of the survey and other aspects of survey design. On comparing these results to those with the earnings weight (*piwt14*) and without weights, we found there to be no meaningful differences.

Inclusions & Exclusions: We include respondents in our analyses only if they: have origin data, are at least 23 years old, and not more than 69 years old, and are not full-time students. For analyses of earnings, we exclude all those without reported earnings, as well as those

3. Variable definitions and notes

Exact question wordings available from the Office of National Statistics at <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/methodologies/labourforcesurveyuserguidance>. A few variable names or details changed very slightly over the 4 years of datafiles we use; if you are trying to replicate our work and want even *more* detail than what is here, please get in touch.

Origin: from *smsoc10*, *smsoc104*, *smsoc103* and *smearner* using Office of National Statistics Table 10 (<http://www.ons.gov.uk/ons/guide-method/classifications/current-standard-classifications/soc2010/soc2010-volume-3-ns-sec--rebased-on-soc2010--user-manual/index.html>) to assign parents' 4-digit occupations to NS-SEC classes; for the cases with only 3-digit soc10 origin codes (including all of the July-September 2016 respondents), we matched them to the NS-SEC class for the largest number of 4-digit codes within that 3-digit code. The respondents with only 2-digit or 1-digit origin codes were not included in these analyses. Respondents who said there was no earner in their family were coded as having NS-SEC category 8 origins.

NS-SEC Classes (including higher professional vs higher managerial distinction): from *nsecm10* and *nsecmj10*.

Occupations and Occupational Groups: from *soc10m*, for respondents with 4-digit occupational codes, grouped all those categorized as NS-SEC 1 into 15 groups.

Earnings: from *grsswk* for weekly gross earnings, multiplied by 52 to give an estimate of annual earnings.

Micro-class origin: coded parents with 4-digit occupational codes into the same groups as used in our occupational groups; respondents coded as "micro-class stable" if parent was in same occupational group as respondent.

Age, Age squared from *age* in years.

Gender: *sex*.

Racial-ethnic groups: from *ethukeul*.

Country of Birth: from *cry12*.

Paid hours: *paidhru*.

Educational Qualifications: from *hiqul11d* and *higho*.

Degree Classification: from *degcls7*.

University group: from *fdinst, hdinst, pginst, uginst*

Disability: from *discurr13*.

Past Health Problems Scale: ranges from 0 to 2; 0 if no past health problems, 1 if any health problems lasting longer than one year (*healyr*) 2 if those also limited activity (*healyl*).

Job-Related Training: from *ed13wk*.

Job Tenure: from *emplen*, recoded into years by taking the mid-point of each category (e.g. 3 months but less than 6 months recoded to 0.375).

Region of Work: *gorwkr*

Industry: 1-digit industry codes, *inde07m*

Public or Private Sector: from *publicr*

Firm size: recode of *mpnr02*

4. On Missing Earnings Data and our Confidence in the results in the book

About half of each class-origin group did not provide information on their earnings, either because they reported being self-employed and therefore were not asked, or because they refused, or because they did not participate in the survey in either of the quarters where earnings were asked about. There are small but not insignificant differences in earnings-missingness by class origin – working-class origin people overall are more likely than intermediate or privileged-origin people to have no reported earnings information (first two columns of table below). The difference is smaller in our top jobs: only about 2 percentage points more privileged-origin people have earnings data than working-class origin people.

	missing earnings, everyone	with earnings, everyone	missing earnings, in top jobs	with earnings, in top jobs
Professional or Managerial Origins	58.2%	41.8%	52.7%	47.4%
Intermediate Origins	61.6%	38.4%	51.9%	48.1%
Working Class Origins	64.4%	35.6%	54.5%	45.5%
<i>Total</i>	61.5%	38.5%	52.8%	47.2%

To check whether this uneven missing-ness affects our results, I randomly assigned about 2% of working-class origin people in top jobs who had missing earnings to have the same earnings as the

average privileged-origin person in our top jobs (£47,200). I then re-ran the models whose results are reported in figures 3.1 (demographic controls) and 3.6 (all controls) in the book, and in the regression tables below. The coefficient (pay gap) for working-class origin people in top jobs versus privileged origin people was reduced (as expected) but by fairly insubstantial amounts: by £82 in the demographic-only model, and £24 in the full model. Unless there is a much stronger relationship between non-reporting of earnings and actual earnings, and one that is linked to class origin as well (such that the privileged-origin people who don't report earnings have lower-than-average earnings and/or the working-class origin people who don't report have higher-than-average earnings) it seems unlikely that missing earnings data are a problem for this analysis.

5. Table of Number of Respondents in each occupational group, specific occupation, and class origin

	Professional Origins	Intermediate Origins	Working Class Origins	Total
Performing Arts	196	128	77	401
3411 'Artists'	66	47	27	140
3413 'Actors, entertainers and present'	52	29	25	106
3414 'Dancers and choreographers'	11	17	9	37
3415 'Musicians'	67	35	16	118
Film & TV	202	147	49	398
3416 'Arts officers, producers and dir'	105	56	20	181
3417 'Phtgrphrs, AV and broadcasting e'	97	91	29	217
Journalism	259	113	41	413
2471 'Journalists, newspaper and perio'	132	53	24	209
3412 'Authors, writers and translators'	127	60	17	204
Architecture	104	74	17	195
2431 'Architects'	73	45	8	126
2435 'Chartered architectural technolo'	1	5	0	6
3121 'Architectural and town planning'	30	24	9	63
Academia	321	146	92	559
2111 'Chemical scientists'	4	0	1	5
2112 'Biological scientists and bioche'	14	11	5	30
2113 'Physical scientists'	4	0	2	6
2114 'Social and humanities scientists'	3	3	0	6
2119 'Natural and social science profe'	39	16	9	64
2311 'Higher education teaching profes'	257	116	75	448
Science	284	176	83	543
2111 'Chemical scientists'	40	37	15	92
2112 'Biological scientists and bioche'	137	95	44	276
2113 'Physical scientists'	57	23	13	93
2114 'Social and humanities scientists'	23	13	4	40
2119 'Natural and social science profe'	27	8	7	42
Life Sciences	286	130	48	464
2212 'Psychologists'	61	19	7	87
2213 'Pharmacists'	72	55	28	155
2215 'Dental practitioners'	72	27	9	108
2216 'Veterinarians'	46	17	3	66
2223 'Speech and language therapists'	35	12	1	48
Medicine: 2211 'Medical practitioners'	561	151	52	764
Law	335	131	69	535
2412 'Barristers and judges'	55	14	11	80
2413 'Solicitors'	202	94	35	331

	2419 'Legal professionals n.e.c.'	78	23	23	124
Accountancy		412	289	165	866
	2421 'Chartered and certified accounta	281	201	93	575
	2425 'Actuaries, economists and statis	52	29	19	100
	3533 'Insurance underwriters'	41	26	23	90
	3535 'Taxation experts'	38	33	30	101
Engineering		481	432	266	1,179
	2121 'Civil engineers'	100	82	53	235
	2122 'Mechanical engineers'	92	97	43	232
	2123 'Electrical engineers'	46	40	30	116
	2124 'Electronics engineers'	40	33	20	93
	2126 'Design and development engineers	95	92	38	225
	2129 'Engineering professionals n.e.c.	108	88	82	278
IT		1,103	778	451	2,332
	1136 'IT and telecommunications direct	143	89	54	286
	2133 'IT specialist mngrs'	275	192	105	572
	2134 'IT project and programme mngrs'	111	89	53	253
	2135 'IT business analysts, archtcts a	136	100	64	300
	2136 'Programmers and software develop	363	256	155	774
	2137 'Web design and development profe	75	52	20	147
Advertising		645	334	216	1,195
	1132 'Marketing and sales directors'	275	155	91	521
	1134 'Advertising and public relations	47	17	15	79
	2472 'Public relations professionals'	87	28	14	129
	2473 'Advertising accounts mngrs and c	45	24	12	81
	3543 'Marketing associate professional	191	110	84	385
CEOs: 1115 'Chief executives and Snr officials'		115	69	33	217
Management Consulting: 2423 'Management consultants and business		259	121	75	455
Finance		356	253	121	730
	1131 'Financial mngrs and directors'	294	216	105	615
	3532 'Brokers'	61	36	16	113
	3534 'Finance and investment analysts	1	1	0	2
Corporate Senior Managers		1,612	1,236	810	3,658
	1121 'Production mngrs and directors i	339	329	249	917
	1122 'Production mngrs and directors i	2	3	0	5
	1123 'Production mngrs and directors i	10	15	7	32
	1133 'Purchasing mngrs and directors'	57	49	23	129
	1135 'Human resource mngrs and directo	138	105	69	312
	1139 'Functional mngrs and directors n	94	53	43	190
	1251 'Property, housing and estate mng	54	67	33	154
	2150 'Research and development mngrs'	80	48	19	147
	2424 'Business and financial project m	294	179	101	574

3545 'Sales accounts and business deve	544	388	266	1,198
Public Sector Senior Managers	297	225	141	663
1116 'Elected officers and representat	13	11	6	30
1181 'Health servcs and public health	61	49	34	144
1184 'Social servcs mngrs and director	42	39	31	112
2317 'Snr professionals of educational	138	99	51	288
2318 'Education advisers and school in	43	27	19	89
Chiefs of Fire, Ambulance and Police	83	66	42	191
1171 'Officers in armed forces'	40	25	10	75
1172 'Snr police officers'	20	16	9	45
1173 'Snr offcrs in fire, amblnc, pris	11	10	14	35
2443 'Probation officers'	12	15	9	36
Does not apply	959	797	584	2,340
Any Other Top Job	1,678	1,336	920	3,934
1150 'Financial institution mngrs and	1	0	0	1
1161 'mngrs and directors in transport	0	0	1	1
1190 'mngrs and directors in retail an	3	3	1	7
1221 'Hotel and accommodation mngrs an	1	1	0	2
1223 'Restrnt and catering establishme	1	1	2	4
1224 'Publicans and mngrs of licensed	0	1	0	1
1241 'Health care practice mngrs'	0	1	0	1
1242 'Residential, day and domic care	1	3	1	5
1252 'Garage mngrs and Prprtrs'	0	1	0	1
1253 'Hairdressing and beauty salon mn	1	1	0	2
1254 'Shopkeepers and Prprtrs wholesa	1	3	0	4
1255 'Waste disposal and environmental	0	1	0	1
1259 'mngrs and Prprtrs in other servi	3	1	0	4
2142 'Environment professionals'	52	32	15	99
2231 'Nurses'	0	1	0	1
2319 'Teaching and other educational p	0	1	0	1
2426 'Business and related research pr	55	29	21	105
2432 'Town planning officers'	32	24	14	70
2434 'Chartered surveyors'	86	66	35	187
2444 'Clergy'	73	51	24	148
2451 'Librarians'	44	20	22	86
2452 'Archivists and curators'	37	11	7	55
2463 'Environmental health professiona	17	10	8	35
3239 'Welfare and housing associate pr	0	1	0	1
3421 'Graphic designers'	91	74	35	200
3422 'Product, clothing and related de	88	60	49	197
3512 'Aircraft pilots and flight engin	49	12	11	72
3520 'Legal associate professionals'	1	0	0	1
3539 'Business and related associate p	1	0	1	2

3546 'Conference and exhibition mngrs	1	0	1	2
3562 'Human resources and industrial r	0	1	0	1
4122 'Book-keepers, payroll mngrs and	1	1	1	3
4161 'Office mngrs'	0	1	0	1
5111 'Farmers'	0	1	1	2
5211 'Smiths and forge workers'	2	3	3	8
5223 'Metal working production and mai	1	1	0	2
5242 'Telecommunications engineers'	0	0	1	1
5312 'Bricklayers and masons'	0	1	0	1
5319 'Construction and building trades	0	1	0	1
5411 'Weavers and knitters'	1	6	5	12
5434 'Chefs'	0	1	0	1
5436 'Catering and bar mngrs'	1	0	0	1
5441 'Glass and ceramics makers, decor	12	16	12	40
5442 'Furniture makers and other craft	29	47	24	100
5449 'Other skilled trades n.e.c.'	31	49	39	119
6121 'Nursery nurses and assistants'	0	0	1	1
7122 'Debt, rent and other cash collec	1	0	0	1
8211 'Large goods vehicle drivers'	0	0	1	1
8214 'Taxi and cab drivers and chauffe	0	1	0	1
9241 'Security guards and related occu	1	0	0	1
Total	9,589	6,335	3,768	19,692

6. Regression Table for Analyses in Ch 3

	Model 1 Figure 3.1	Model 2 Figure 3.3	Model 2 Figure 3.3	Model 3 Figure 3.4	Model 4 Figure 3.5	Model 5 Figure 3.6*
Class Origin (vs Professional)						
Intermediate	-3205***	-4511***	-2777***	-2538**	-1810*	-1414
	852	822	806	778	786	737
Working Class	-6377***	-8253***	-5240***	-5251***	-4046***	-3149***
	827	797	780	754	733	681
Age		4303***	4549***	4105***	4152***	3551***
		221	223	219	216	198
Age Squared		-44***	-46***	-41***	-41***	-34***
		3	3	3	2	2
Racial Ethnic Group (vs White)						
Mixed/Multiple ethnic groups		5365	5132	4872	1630	158
		4647	4555	4654	4270	3433
Indian		1342	93	61	-1560	-4542**
		1377	1381	1375	1413	1383
Pakistani or Bangladeshi		-6344**	-6853**	-6406**	-6419**	-7342***
		2462	2377	2156	2129	2159
Chinese		1093	-273	-345	-1032	-1687
		2815	2757	2579	2586	2232
Any other Asian Background		-2214	-2530	-2814	-4818*	-6499***
		2267	2400	1911	1994	1898
Black/African/Caribbean/Black British		-4191*	-3452*	-3835*	-5874***	-5506***
		1759	1744	1662	1688	1625
Other ethnic group		395	-336	-766	-2839	-5279*
		2523	2503	2424	2402	2358
Woman		-10717***	-11438***	-7335***	-7095***	-6115***
		659	658	658	642	691
Birth Country (vs England)						
outside UK		3225**	2456*	1666	-637	207
		1078	1120	1114	1144	1097
Northern Ireland		-2070	-2929*	-4067**	517	-162
		1441	1411	1369	1890	1697

Scotland		-629	-1087	-1184	580	183
		1220	1259	1237	1826	1735
Wales		-2199	-2683*	-2515*	1178	557
		1401	1349	1282	1609	1473
Disability Status (vs not disabled)						
DDA disabled and work-limiting disabled		-8688***	-7653***	-5540***	-5457***	-3567***
		1216	1171	1108	1061	978
DDA disabled		-2268	-1811	-1579	-1988	-1301
		2225	2217	2181	2152	2084
Work-limiting disabled only		-6703**	-6262**	-4860*	-3522	-3181
		2268	2223	1981	1947	1896
Highest Degree (vs BA)						
PhD or MA			-4	-192	4	1487
			937	904	892	992
A-Levels ..			-8520***	-8726***	-7830***	-7966***
			1116	1086	1028	972
GCSEs or ..			-11213***	-11745***	-10785***	-11328***
			1309	1282	1235	1217
Degree Class (vs lower 2nd-class)						
Don't Know/NA or Other (includes those without degrees)			4400***	3496**	3506**	3157**
			1248	1193	1157	1114
Pass or 3rd Class			863	95	1870	378
			1502	1455	1428	1295
Upper 2nd-Class			3993**	3655**	3396**	3679**
			1329	1288	1250	1237
First Class			6474***	5887***	5238**	4623**
			1784	1730	1737	1583
Attended Oxford or Cambridge			10696**	10895**	7503*	6319
			3684	3581	3432	3292
Attended any other Russell Group University			6381***	5784***	5744***	3579**
			1093	1068	1058	1089

Usual Paid Hours Worked Each Week				851***	834***	718***
				43	42	40
Years at Current Job				59	88	60
				47	47	46
Received Job-Related Training Last Quarter				1686*	1695*	884
				685	663	623
Count of Past Health Issues				-1751*	-1612*	-489
				685	655	605
Region of Work (vs the Southeast outside London)						
Tyne & Wear					-8699***	-8192***
					1371	1296
Rest of Northern region					-7179***	-4938***
					1457	1301
Yorkshire					-4967***	-4092***
					952	872
Midlands					-5399***	-4347***
					1016	963
East Anglia					-2827	-1740
					1532	1432
Central London					15154***	11032***
					1962	1802
Rest of London					3599**	3160**
					1173	1083
South West					-4590***	-3681***
					918	857
West Midlands					-2581	-1353
					2524	2489
Greater Manchester					-3913**	-3558**
					1198	1102
Merseyside & North West					-5527***	-4991***
					1065	1003
Wales					-7780***	-6158***
					1556	1484
Strathclyde					-5474**	-2639
					2081	1924
Rest of Scotland					-3223*	-1949
					1625	1500
Northern Ireland					-9729***	-6592**

					2276	2063
NS-SeC Category of Job (vs Higher Managerial & Professional)						
Lower Managers & Professionals						-22212***
						4950
Any Other Category						-23855***
						5492
Public Sector						-5349***
						704
Industry (vs Public admin, education and health)						
Agriculture, forestry and fishing						-1546
						2834
Energy and water						9426***
						1998
Manufacturing						3934**
						1231
Construction						3806*
						1700
Distribution, hotels and restaurants						3640*
						1459
Transport and communication						6785***
						1035
Banking and finance						5517***
						999
Other services						-62
						1306
Firm Size (vs 500 or more)						
Less than 25						-11029***
						894
25-49						-6888***
						855
50-499						-3600***
						5116

Specific Occupations (vs NS-SeC 1 unspecified)						(coefficients reported separately)
Quarter R first participated in survey						
13-Jul	-143	764	559	129	195	616
	1600	1518	1477	1447	1397	1293
13-Oct	3343	2272	2395	2765	2599	212
	5086	3026	3313	4083	3801	1336
14-Jan	6829	3780	4231	5401	5003	-814
	8572	4534	5149	6719	6205	1220
14-Apr	10315	5288	6067	8037	7407	1649
	12058	6042	6985	9355	8609	2042
14-Jul	13801	6796	7903	10673	9811	-38
	15544	7550	8821	11991	11013	1169
15-Jan	-1663	-620	-1227	-1391	-962	-2032
	2147	2022	2019	1917	1899	1682
15-Apr	1202	1627	1652	1550	1795	1291
	1738	1686	1659	1611	1556	1438
15-Jul	1004	2467	2627	1699	2080	1180
	1687	1635	1598	1573	1543	1482
15-Jul repeated	1100	943	1960	1602	1897	1294
	1694	1631	1654	1616	1567	1484
16-Jul	422	1811	3136*	2459	2424	1977
	1588	1538	1544	1504	1472	1371
Constant	47078	-46354	-55996	-81685	-82776	-68190
Constant (se)	1322	4442	4582	4730	4848	5116
N	9043	9043	9043	9043	9043	9043

*Note: the class coefficients for model 3.6 are somewhat different from those reported in the book, because we neglected to tell Stata to treat two variables (firm size and industry) as categorical/dummy variables instead of continuous. This was a dumb mistake, but the difference is about £133/year - £3282 is the figure used in the book, and £3149 is the correct class pay gap after all controls.

Coefficients for Specific Occupations from Model 5 in Regression Table Above

SOC2010 code/s	Specific Occupations (vs NS-SeC 1 unspecified)	Coefficient in Full Model	SE in full model
3121	Architectural associates	18480***	5505
1122, 1123	Production Managers in construction, mining, or energy	11040	6116
52111, 5411, 5441	Craft-Creative Occupations	13646*	6225
1115	Chief executives and Snr officials	38021***	7183
1116	Elected officers and representatives	-5351	3629
1121	Production mngrs and directors in manufacturing	6875**	2526
1131	Financial mngrs and directors	18494***	4265
1132	Marketing and sales directors	33630***	5901
1133	Purchasing mngrs and directors	6390*	2771
1134	Advertising and public relations directors	18975***	5132
1135	Human resource mngrs and directors	11184***	2448
1136	IT and telecommunications directors	23949***	4365
1139	Functional mngrs and directors n.e.c.	11782***	3430
1171	Officers in armed forces	12218***	3200
1172	Snr police officers	13598***	3356
1173	Snr offcrs in fire, amblnc, prison and related srvcs	5772	3005
1181	Health servcs and public health mngrs and directors	6622**	2538
1184	Social servcs mngrs and directors	5749*	2302
1251	Property, housing and estate mngrs	-783	2534
2111	Chemical scientists	-5939*	2538
2112	Biological scientists and biochemists	-1748	2200
2113	Physical scientists	-2410	2787
2114	Social and humanities scientists	-9875**	3142
2119	Natural and social science professionals n.e.c.	-3782	2293
2121	Civil engineers	751	2698
2122	Mechanical engineers	1739	2403
2123	Electrical engineers	907	2631
2124	Electronics engineers	-1897	3031
2126	Design and development engineers	1250	2591
2129	Engineering professionals n.e.c.	1454	2276
2133	IT specialist managers	5626*	2268
2134	IT project and programme managers	5458*	2503
2135	IT business analysts, architects and systems designers	2677	2326
2136	Programmers and software development profs	-243	2188
2137	Web design and development professionals	21714***	5868
2142	Environment professionals	-3541	2448
2150	Research and development mngrs	1827	2610
2211	Medical practitioners	18682***	2463

2212	Psychologists	7699**	2630
2213	Pharmacists	4179	2604
2215	Dental practitioners	28475**	8786
2216	Veterinarians	-3372	3072
2223	Speech and language therapists	1996	2788
2311	Higher education teaching professionals	3134	3142
2317	Snr professionals of educational establishments	8869***	2296
2318	Education advisers and school inspectors	8757**	3298
2412	Barristers and judges	10769*	5088
2413	Solicitors	11863***	3499
2419	Legal professionals n.e.c.	2843	4088
2421	Chartered and certified accountants	4795*	2235
2423	Management consultants and business analysts	3751	2478
2424	Business and financial project management professionals	7098**	2321
2425	Actuaries, economists and statisticians	10910*	4360
2426	Business and related research professionals	-6612*	2780
2431	Architects	-8845**	3323
2432	Town planning officers	-3006	2629
2434	Chartered surveyors	244	2597
2443	Probation officers	4510	2942
2444	Clergy	-16452***	2830
2451	Librarians	18651***	5487
2452	Archivists and curators	13269*	5557
2471	Journalists, newspaper and periodical editors	15117**	5676
2472	Public relations professionals	19139***	5491
2473	Advertising accounts mngrs and creative directors	25513***	6704
3411	Artists	15568*	6129
3412	Authors, writers and translators	14420**	5530
3413	Actors, entertainers and presenters	21798**	7397
3414	Dancers and choreographers	26868***	5793
3415	Musicians	28379***	6393
3416	Arts officers, producers and directors	20087***	5849
3417	Photographers, AV and broadcasting equipment operators	14269*	6033
3421	Graphic designers	15397**	5620
3422	Product, clothing and related designers	18516**	6040
3512	Aircraft pilots and flight engineers	18420***	4791
3532	Brokers	26130**	9642
3533	Insurance underwriters	-2475	2986
3535	Taxation experts	5349	2966
3543	Marketing associate professionals	18059***	5322
3545	Sales accounts and business development mngrs	3349	2118
5442	Furniture makers and other craft woodworkers	14489*	6031
5449	Other skilled trades n.e.c.	17041*	7950

7. Oaxaca-Blinder Decomposition of Difference in Earnings between Working Class and Privileged-Origin People

	Coef.	% of difference	Std. Err.	z	P>z	[95% Conf.	Interval]
overall							
Privileged Origin	47128		518	90.97	0.000	46113	48144
Working-Class Origin	40761		643	63.44	0.000	39502	42020
difference	6367		825	7.71	0.000	4750	7985
explained	2973	47%	593	5.02	0.000	1811	4135
unexplained	3394	53%	669	5.07	0.000	2083	4706
		% of difference					
demographics	-2776	-44%	332	-8.35	0.000	-3428	-2125
age	-2515	-40%	289	-8.69	0.000	-3083	-1948
woman	-239	-4%	93	-2.56	0.010	-421	-56
racial-ethnic group	-18	0%	50	-0.36	0.718	-117	81
birth country	-68	-1%	90	-0.76	0.450	-244	108
disability	64	1%	41	1.56	0.119	-16	144
Education	3039	48%	298	10.18	0.000	2454	3624
degree	2376	37%	322	7.38	0.000	1744	3007
degclass	87	1%	161	0.54	0.588	-228	403
university	576	9%	170	3.38	0.001	242	910
Other 'merit'	126	2%	212	0.59	0.553	-290	541
usual paid hours	0	0%	173	0.00	0.999	-339	338
job tenure	60	1%	120	0.50	0.616	-175	296
recent training	66	1%	52	1.26	0.207	-36	167
past health	0	0%	2	-0.10	0.922	-5	5
region	1449	23%	213	6.81	0.000	1032	1865
sorting	1136	18%	362	3.14	0.002	427	1846
firm	546	9%	128	4.26	0.000	295	798
industry	-262	-4%	162	-1.62	0.106	-579	55
fullpublicsector	-257	-4%	77	-3.33	0.001	-408	-106
nssec	-39	-1%	230	-0.17	0.866	-490	413
occ	1147	18%	343	3.34	0.001	475	1820