

Table A1: Wage Equations for the Blinder-Oaxaca Decompositions

Variable	Males		Females	
	Heterosexual	Non-Heterosexual	Heterosexual	Non-Heterosexual
Degree	0.349*** (0.008)	0.259*** (0.069)	0.319*** (0.008)	0.384*** (0.066)
Further education	0.188*** (0.009)	0.028 (0.084)	0.154*** (0.009)	0.207*** (0.073)
A-levels	0.130*** (0.007)	0.007 (0.070)	0.085*** (0.008)	0.084 (0.069)
GCSE	0.078*** (0.008)	0.012 (0.076)	0.041*** (0.007)	0.108 (0.066)
Age	0.048*** (0.001)	0.039*** (0.013)	0.032*** (0.001)	0.037*** (0.011)
Age (squared)	-0.0005*** (0.000)	-0.0004*** (0.000)	-0.0003*** (0.000)	-0.0004*** (0.000)
White	0.107*** (0.007)	0.118* (0.066)	0.034*** (0.007)	0.117 (0.072)
London	0.104*** (0.009)	0.176*** (0.050)	0.142*** (0.008)	0.218*** (0.058)
South	0.078*** (0.005)	0.089** (0.041)	0.048*** (0.004)	0.060* (0.035)
Occupation: (Base: Managerial)				
Professional	-0.081*** (0.007)	-0.211*** (0.055)	-0.067*** (0.008)	-0.029 (0.051)
Clerical	-0.373*** (0.012)	-0.449*** (0.072)	-0.350*** (0.009)	-0.355*** (0.072)
Skilled manual	-0.335*** (0.008)	-0.388*** (0.106)	-0.486*** (0.018)	-0.195 (0.125)
Services	-0.455*** (0.010)	-0.507*** (0.065)	-0.488*** (0.009)	-0.380*** (0.062)
Manual	-0.525*** (0.008)	-0.595*** (0.078)	-0.579*** (0.010)	-0.553*** (0.072)
Industry: (Base: Hospitality)				
Agricultural	-0.013 (0.026)	0.335 (0.260)	0.043 (0.033)	0.233 (0.154)
Energy and water	0.284*** (0.013)	0.386*** (0.150)	0.299*** (0.022)	0.196 (0.152)
Manufacturing	0.141*** (0.008)	0.173* (0.089)	0.158*** (0.010)	0.150* (0.085)
Construction	0.173*** (0.009)	0.638*** (0.122)	0.195*** (0.015)	0.283 (0.232)
Transport	0.206*** (0.008)	0.387*** (0.071)	0.196*** (0.011)	0.219*** (0.075)
Finance	0.184*** (0.008)	0.379*** (0.066)	0.191*** (0.007)	0.159** (0.067)
Public sector	0.043*** (0.008)	0.290*** (0.059)	0.075*** (0.006)	0.093 (0.057)
Other industry	-0.023* (0.013)	0.280*** (0.086)	0.022** (0.011)	-0.041 (0.090)
Job Tenure: (Base: < 1 year)				
1 – 5 years	0.017** (0.007)	0.033 (0.058)	0.036*** (0.007)	0.068 (0.047)
5 – 10 years	0.065*** (0.008)	0.108 (0.066)	0.089*** (0.007)	0.159*** (0.052)
10+ years	0.124*** (0.008)	0.239*** (0.067)	0.183*** (0.007)	0.240*** (0.053)
Full-time job	0.076*** (0.009)	-0.036 (0.070)	0.016*** (0.004)	-0.039 (0.045)
Temporary job	-0.073*** (0.013)	-0.164* (0.089)	-0.039*** (0.010)	-0.063 (0.070)
Large firm (>25 employees)	0.178*** (0.005)	0.209*** (0.043)	0.095*** (0.004)	0.173*** (0.038)
Constant	1.054***	1.214***	1.482***	1.186***

	(0.033)	(0.274)	(0.029)	(0.243)
Sample Size	38,740	592	38,905	573
Notes: Additional controls include a set of year dummies. Robust standard errors in parentheses. * p<0.1. ** p<0.05. *** p<0.01*				

Table A2: Blinder-Oaxaca Decompositions (Full Results)

Variable	Male		Female	
	Explained	Unexplained	Explained	Unexplained
Degree	0.041*** (0.007)	0.040 (0.031)	-0.034*** (0.007)	-0.029 (0.036)
Further education	0.000 (0.002)	0.015** (0.007)	-0.000 (0.002)	-0.006 (0.009)
A-levels	0.003 (0.002)	0.027* (0.014)	0.002 (0.001)	0.000 (0.013)
GCSE	0.003*** (0.001)	0.009 (0.010)	0.002*** (0.001)	-0.011 (0.012)
Age	0.112*** (0.021)	0.361 (0.454)	0.052*** (0.014)	-0.182 (0.502)
Age (squared)	-0.097*** (0.018)	-0.139 (0.238)	-0.049*** (0.012)	0.041 (0.267)
White	-0.003** (0.001)	-0.010 (0.076)	-0.001*** (0.000)	-0.079 (0.060)
South	-0.011*** (0.002)	-0.006 (0.020)	-0.001 (0.001)	-0.008 (0.006)
London	-0.016*** (0.002)	-0.016 (0.012)	-0.004** (0.002)	-0.005 (0.016)
Professional	0.004*** (0.001)	0.057* (0.030)	-0.007*** (0.002)	-0.018 (0.032)
Clerical	0.022*** (0.005)	0.008 (0.007)	0.043*** (0.004)	0.000 (0.006)
Skilled manual	-0.033*** (0.003)	0.002 (0.004)	-0.003 (0.003)	-0.006** (0.003)
Services	0.039*** (0.007)	0.008 (0.010)	0.023*** (0.008)	-0.020 (0.014)
Manual	-0.054*** (0.006)	0.007 (0.008)	-0.010 (0.008)	-0.003 (0.010)
Agricultural	-0.000 (0.000)	-0.002 (0.001)	-0.000 (0.000)	-0.002 (0.002)
Energy and water	0.005*** (0.001)	-0.001 (0.002)	-0.001 (0.001)	0.001 (0.002)
Manufacturing	0.017*** (0.002)	-0.002 (0.005)	0.001 (0.001)	0.000 (0.006)
Construction	0.010*** (0.001)	-0.012*** (0.004)	0.003*** (0.001)	-0.000 (0.001)
Transport	0.005* (0.003)	-0.019** (0.009)	-0.007*** (0.002)	-0.002 (0.006)
Finance	-0.003 (0.003)	-0.034** (0.016)	0.005** (0.003)	0.004 (0.008)
Public sector	-0.008*** (0.002)	-0.095*** (0.027)	-0.004** (0.002)	-0.010 (0.032)
Other industry	0.000 (0.000)	-0.018*** (0.006)	-0.000 (0.000)	0.003 (0.004)
1 – 5 years	-0.001** (0.000)	-0.006 (0.012)	-0.000 (0.001)	-0.010 (0.015)
5 – 10 years	0.000 (0.001)	-0.009 (0.013)	0.000 (0.001)	-0.015 (0.011)
10+ years	0.011*** (0.002)	-0.031* (0.017)	0.012*** (0.003)	-0.015 (0.016)
Full-time job	0.000 (0.000)	0.103* (0.057)	-0.004*** (0.001)	0.046 (0.043)
Temporary job	0.001 (0.001)	0.004 (0.004)	0.000 (0.000)	0.001 (0.005)
Large firm (>25 employees)	-0.005 (0.003)	-0.022 (0.032)	-0.005*** (0.002)	-0.056* (0.031)
Notes: Standard errors in parentheses. * p<0.1. ** p<0.05. *** p<0.01.				

Table A3: Blinder-Oaxaca Decompositions Full Results (Males)

Variable	Cohabiting		Legally Partnered	
	Explained	Unexplained	Explained	Unexplained
Degree	-0.039*** (0.009)	0.009 (0.032)	-0.058*** (0.011)	0.114** (0.055)
Further education	-0.002 (0.003)	0.011 (0.009)	0.000 (0.003)	-0.027** (0.012)
A-levels	0.003 (0.003)	0.031* (0.018)	0.006* (0.003)	0.044** (0.019)
GCSE	0.004** (0.001)	-0.004 (0.013)	0.004* (0.001)	0.029** (0.014)
Age	-0.084*** (0.029)	-0.235 (0.516)	0.078*** (0.029)	1.234 (0.901)
Age (squared)	0.068*** (0.024)	0.105 (0.259)	-0.072*** (0.025)	-0.579 (0.507)
White	0.001 (0.001)	0.066 (0.073)	-0.004* (0.002)	-0.016 (0.128)
South	-0.013*** (0.002)	-0.008 (0.025)	-0.011*** (0.002)	-0.018 (0.037)
London	-0.025*** (0.004)	-0.010 (0.014)	-0.015** (0.003)	-0.008 (0.023)
Professional	0.006*** (0.002)	0.081** (0.037)	0.004* (0.003)	0.022 (0.050)
Clerical	0.022*** (0.006)	0.025** (0.012)	0.014** (0.007)	-0.004 (0.010)
Skilled manual	-0.033*** (0.004)	0.011* (0.006)	-0.035*** (0.004)	-0.002 (0.004)
Services	0.025*** (0.007)	0.027** (0.014)	0.046*** (0.011)	-0.003 (0.016)
Manual	-0.054*** (0.008)	0.010 (0.012)	-0.061*** (0.009)	0.010 (0.012)
Agricultural	-0.000 (0.000)	-0.002 (0.001)	-0.000 (0.000)	-0.002 (0.002)
Energy and water	0.003* (0.002)	-0.003 (0.003)	0.006*** (0.002)	-0.001 (0.002)
Manufacturing	0.017*** (0.002)	0.005 (0.006)	0.017*** (0.002)	-0.012 (0.001)
Construction	0.015*** (0.002)	-0.016** (0.007)	0.008*** (0.002)	-0.008 (0.005)
Transport	0.005 (0.003)	-0.025** (0.010)	0.003 (0.004)	-0.022 (0.019)
Finance	-0.002 (0.003)	-0.018 (0.015)	-0.003 (0.005)	-0.073** (0.034)
Public sector	-0.012*** (0.003)	-0.069** (0.027)	-0.008*** (0.002)	-0.145** (0.062)
Other industry	0.000 (0.000)	-0.011* (0.006)	0.001 (0.001)	-0.028** (0.014)
1 – 5 years	-0.001 (0.001)	0.054** (0.025)	-0.001 (0.001)	-0.051* (0.031)
5 – 10 years	0.002 (0.002)	0.028* (0.015)	-0.000 (0.001)	-0.034 (0.022)
10+ years	-0.001 (0.004)	0.021 (0.021)	0.012*** (0.003)	-0.071** (0.029)
Full-time job	0.000 (0.001)	0.182** (0.081)	0.001 (0.001)	0.078 (0.089)
Temporary job	0.003* (0.002)	0.010* (0.006)	0.000 (0.001)	0.000 (0.006)
Large firm (>25 employees)	-0.008** (0.003)	-0.054 (0.043)	-0.001 (0.005)	-0.016 (0.049)
Constant		0.009 (0.381)		-0.398 (0.513)
Sample Size	9,921	9,921	29,411	29,411

Notes: Standard errors in parentheses. * p<0.1. ** p<0.05. *** p<0.01.

Table A4: Blinder-Oaxaca Decompositions Full Results (Females)

Variable	Cohabiting		Legally Partnered	
	Explained	Unexplained	Explained	Unexplained
Degree	-0.048*** (0.008)	0.007 (0.051)	-0.015 (0.010)	-0.037 (0.048)
Further education	0.002 (0.002)	0.002 (0.010)	-0.005 (0.003)	-0.007 (0.018)
A-levels	0.005** (0.002)	0.017 (0.017)	0.001 (0.002)	-0.003 (0.019)
GCSE	0.004*** (0.001)	0.006 (0.014)	0.002* (0.001)	-0.019 (0.018)
Age	-0.083*** (0.023)	-0.339 (0.576)	0.040** (0.018)	-0.069 (0.969)
Age (squared)	0.069*** (0.020)	0.192 (0.298)	-0.043*** (0.016)	-0.097 (0.501)
White	-0.000 (0.000)	-0.127 (0.095)	-0.001* (0.001)	-0.097 (0.078)
South	-0.002 (0.002)	-0.016** (0.009)	-0.001 (0.001)	0.040* (0.022)
London	-0.006** (0.003)	0.041* (0.020)	-0.002** (0.002)	0.003 (0.008)
Professional	0.005** (0.003)	-0.001 (0.037)	0.008*** (0.002)	0.002 (0.047)
Clerical	-0.029*** (0.005)	0.017* (0.009)	-0.051*** (0.006)	-0.004 (0.007)
Skilled manual	0.005 (0.004)	-0.006 (0.005)	-0.001 (0.003)	-0.004 (0.003)
Services	-0.019** (0.010)	-0.008 (0.020)	-0.038*** (0.011)	-0.015 (0.015)
Manual	-0.009 (0.009)	0.009 (0.011)	0.026** (0.013)	-0.002 (0.016)
Agricultural	-0.001 (0.001)	-0.000 (0.004)	-0.000 (0.000)	-0.000 (0.001)
Energy and water	-0.001 (0.001)	0.002 (0.004)	0.000 (0.002)	-0.002 (0.002)
Manufacturing	0.002 (0.002)	0.001 (0.005)	0.000 (0.002)	0.006 (0.012)
Construction	0.002* (0.001)	0.000 (0.002)	0.004*** (0.000)	-0.000 (0.000)
Transport	-0.004 (0.003)	-0.010 (0.008)	-0.010*** (0.004)	0.006 (0.011)
Finance	0.011*** (0.003)	-0.001 (0.007)	-0.001 (0.004)	0.010 (0.015)
Public sector	-0.009*** (0.002)	0.021 (0.039)	-0.002 (0.002)	-0.032 (0.055)
Other industry	-0.000 (0.000)	0.007 (0.006)	0.000 (0.000)	0.000 (0.004)
1 – 5 years	0.002* (0.001)	-0.005 (0.019)	-0.000 (0.001)	0.001 (0.022)
5 – 10 years	0.002 (0.002)	-0.009 (0.012)	-0.002 (0.002)	-0.006 (0.020)
10+ years	-0.003 (0.004)	-0.048*** (0.017)	0.011** (0.005)	0.032 (0.031)
Full-time job	-0.004*** (0.002)	0.065 (0.061)	-0.005*** (0.001)	0.004 (0.055)
Temporary job	0.002 (0.001)	0.005 (0.007)	-0.000 (0.000)	-0.004 (0.004)
Large firm (>25 employees)	-0.005* (0.002)	-0.037 (0.036)	-0.006** (0.003)	-0.089* (0.046)
Constant		0.083 (0.310)		0.467 (0.578)
Sample Size	10,359	10,359	29,119	29,119
Notes: Standard errors in parentheses. * p<0.1. ** p<0.05. *** p<0.01.				

Table A5: Occupational Attainment Logit Full Results (Males)

Variable	Cohabiting			Legally Partnered		
	Prof/Man	Higher Prof/Man	Lower Prof/Man	Prof/Man	Higher Prof/Man	Lower Prof/Man
Non-het	-0.007 (0.035)	-0.011 (0.015)	0.065** (0.026)	-0.063 (0.041)	-0.064*** (0.020)	0.064** (0.030)
Degree	0.615*** (0.012)	0.405*** (0.023)	0.292*** (0.019)	0.568*** (0.006)	0.483*** (0.012)	0.237*** (0.011)
Further Education	0.434*** (0.015)	0.253*** (0.032)	0.302*** (0.025)	0.338*** (0.006)	0.344*** (0.017)	0.288*** (0.014)
ALevel	0.237*** (0.019)	0.142*** (0.020)	0.123*** (0.018)	0.193*** (0.009)	0.183*** (0.014)	0.142*** (0.012)
GCSE	0.129*** (0.021)	0.061*** (0.019)	0.063*** (0.019)	0.151*** (0.010)	0.122*** (0.015)	0.138*** (0.012)
Age	0.034*** (0.005)	0.016*** (0.002)	0.011*** (0.003)	0.031*** (0.003)	0.022*** (0.002)	0.014*** (0.002)
Age (squared)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)
White	0.133*** (0.026)	0.025** (0.012)	0.068*** (0.018)	0.176*** (0.012)	0.022*** (0.007)	0.074*** (0.008)
South	0.045* (0.026)	-0.005 (0.011)	0.010 (0.017)	-0.027* (0.015)	-0.031*** (0.008)	0.010 (0.010)
London	0.114*** (0.013)	0.027*** (0.007)	0.057*** (0.010)	0.104*** (0.007)	0.056*** (0.005)	0.018*** (0.006)
Agriculture	-0.201*** (0.066)	-0.030 (0.050)	-0.127*** (0.036)	-0.126*** (0.044)	-0.050 (0.037)	0.029 (0.034)
Energy and Water	-0.016 (0.037)	0.142*** (0.035)	-0.144*** (0.017)	-0.002 (0.020)	0.131*** (0.021)	-0.092*** (0.014)
Manufacturing	0.013 (0.021)	0.143*** (0.020)	-0.146*** (0.012)	0.022* (0.012)	0.162*** (0.014)	-0.121*** (0.009)
Construction	-0.051** (0.024)	0.065*** (0.020)	-0.116*** (0.013)	0.032** (0.014)	0.043*** (0.015)	-0.014 (0.012)
Transport	0.047** (0.023)	0.106*** (0.020)	-0.072*** (0.014)	0.040*** (0.012)	0.129*** (0.014)	-0.067*** (0.010)
Finance	0.198*** (0.020)	0.166*** (0.020)	-0.037*** (0.014)	0.209*** (0.010)	0.198*** (0.014)	-0.003 (0.010)
Public sector	0.246*** (0.019)	0.025* (0.014)	0.036** (0.016)	0.208*** (0.010)	0.022** (0.011)	0.089*** (0.010)
Other industry	0.119*** (0.034)	-0.008 (0.022)	0.046* (0.027)	0.112*** (0.017)	0.117*** (0.020)	-0.005 (0.016)
1 – 5 years	0.044** (0.019)	0.016 (0.010)	0.024* (0.014)	0.044*** (0.012)	0.011 (0.010)	0.036*** (0.011)
5 – 10 years	0.072*** (0.021)	0.017 (0.012)	0.048*** (0.017)	0.063*** (0.013)	0.011 (0.010)	0.050*** (0.011)
10 + years	0.156*** (0.021)	0.043*** (0.013)	0.077*** (0.017)	0.131*** (0.012)	0.033*** (0.010)	0.073*** (0.011)
Full-time job	0.278*** (0.021)	0.037*** (0.014)	0.154*** (0.013)	0.291*** (0.015)	0.120*** (0.008)	0.115*** (0.009)
Temporary job	-0.091*** (0.035)	-0.050*** (0.014)	-0.036 (0.025)	-0.039* (0.022)	-0.007 (0.016)	-0.028* (0.017)
Large firm (>25 employees)	-0.004 (0.014)	0.051*** (0.007)	-0.055*** (0.011)	-0.004 (0.008)	0.091*** (0.005)	-0.095*** (0.007)
Sample Size	9,921	9,921	9,921	29,411	29,411	29,411

Notes: Standard errors in parenthesis. * p<0.1. **p<0.05. ***p<0.01.

Table A6: Occupational Attainment Logit Full Results (Females)

Variable	Cohabiting			Legally Partnered		
	Prof/Man	Higher Prof/Man	Lower Prof/Man	Prof/Man	Higher Prof/Man	Lower Prof/Man
Non-het	0.049 (0.036)	0.008 (0.011)	-0.020 (0.026)	0.142*** (0.037)	0.035* (0.018)	0.002 (0.030)
Degree	0.642*** (0.016)	0.205*** (0.023)	0.387*** (0.021)	0.622*** (0.008)	0.267*** (0.013)	0.368*** (0.012)
Further Education	0.412*** (0.022)	0.075*** (0.023)	0.347*** (0.025)	0.406*** (0.010)	0.118*** (0.016)	0.376*** (0.013)
ALevel	0.233*** (0.026)	0.075*** (0.019)	0.143*** (0.024)	0.176*** (0.014)	0.087*** (0.013)	0.149*** (0.014)
GCSE	0.116*** (0.027)	0.017 (0.014)	0.078*** (0.023)	0.055*** (0.014)	0.024** (0.010)	0.082*** (0.013)
Age	0.034*** (0.004)	0.011*** (0.002)	0.017*** (0.004)	0.026*** (0.003)	0.012*** (0.001)	0.017*** (0.002)
Age (squared)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)
White	0.001 (0.028)	-0.003 (0.009)	0.002 (0.023)	0.099*** (0.011)	0.004 (0.005)	0.060*** (0.009)
South	0.019 (0.024)	0.005 (0.007)	-0.006 (0.018)	0.002 (0.015)	0.004 (0.006)	-0.015 (0.012)
London	0.066*** (0.013)	0.013*** (0.004)	0.025** (0.011)	0.037*** (0.008)	0.012*** (0.003)	0.020*** (0.006)
Agriculture	-0.102 (0.084)	0.019 (0.046)	-0.138** (0.056)	-0.145** (0.065)	-0.000 (0.036)	-0.108** (0.050)
Energy and Water	0.047 (0.062)	0.099** (0.041)	-0.078* (0.043)	0.075** (0.038)	0.107*** (0.027)	-0.004 (0.032)
Manufacturing	0.098*** (0.029)	0.114*** (0.023)	-0.085*** (0.020)	0.081*** (0.019)	0.097*** (0.014)	-0.049*** (0.015)
Construction	0.218*** (0.043)	0.095*** (0.033)	0.074* (0.039)	0.076*** (0.028)	0.073*** (0.019)	0.027 (0.024)
Transport	0.114*** (0.031)	0.084*** (0.021)	-0.007 (0.024)	0.106*** (0.020)	0.082*** (0.014)	0.016 (0.017)
Finance	0.179*** (0.021)	0.125*** (0.018)	-0.032** (0.016)	0.192*** (0.014)	0.117*** (0.011)	0.025** (0.012)
Public sector	0.183*** (0.017)	0.022*** (0.008)	0.066*** (0.014)	0.168*** (0.012)	-0.010 (0.006)	0.137*** (0.010)
Other industry	0.112*** (0.033)	0.006 (0.015)	0.025 (0.026)	0.092*** (0.021)	0.023* (0.012)	0.044** (0.019)
1 – 5 years	0.062*** (0.018)	0.005 (0.006)	0.048*** (0.015)	0.081*** (0.014)	0.013** (0.006)	0.051*** (0.012)
5 – 10 years	0.098*** (0.021)	0.012* (0.007)	0.070*** (0.017)	0.161*** (0.014)	0.022*** (0.007)	0.119*** (0.013)
10 + years	0.182*** (0.022)	0.017** (0.008)	0.138*** (0.019)	0.249*** (0.013)	0.035*** (0.007)	0.178*** (0.012)
Full-time job	0.210*** (0.012)	0.045*** (0.004)	0.158*** (0.010)	0.206*** (0.007)	0.051*** (0.003)	0.131*** (0.006)
Temporary job	0.030 (0.029)	0.024** (0.012)	-0.022 (0.023)	0.033* (0.018)	0.010 (0.008)	-0.012 (0.015)
Large firm (>25 employees)	0.054*** (0.013)	0.038*** (0.004)	-0.025** (0.011)	0.050*** (0.008)	0.043*** (0.003)	-0.025*** (0.007)
Sample Size	10,359	10,359	10,359	29,119	29,119	29,119

Notes: Standard errors in parenthesis. * p<0.1. **p<0.05. ***p<0.01.