

**Sexual orientation-based wage gaps in Australia: the potential role of discrimination and personality**

Andrea La Nauze University of Melbourne ELRR 26(1) Supplementary file

**Male sexuality wage gaps identified using ordinary least squares**

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Age	-0.003 (0.002)	-0.003 (0.002)	-0.006** (0.002)	-0.006** (0.002)	-0.007** (0.002)	-0.003 (0.002)	-0.002 (0.002)
Post graduate	0.664*** (0.085)	0.556*** (0.068)	0.590*** (0.062)	0.473*** (0.063)	0.449*** (0.064)	0.557*** (0.068)	0.533*** (0.079)
Graduate diploma	0.548*** (0.084)	0.446*** (0.067)	0.489*** (0.061)	0.378*** (0.062)	0.374*** (0.063)	0.446*** (0.067)	0.429*** (0.078)
Bachelor	0.555*** (0.082)	0.466*** (0.064)	0.475*** (0.058)	0.379*** (0.059)	0.374*** (0.060)	0.466*** (0.064)	0.453*** (0.075)
Diploma	0.382*** (0.082)	0.342*** (0.064)	0.312*** (0.058)	0.248*** (0.057)	0.249*** (0.058)	0.342*** (0.064)	0.322*** (0.075)
Certificate III	0.266*** (0.080)	0.272*** (0.062)	0.180** (0.055)	0.149** (0.054)	0.150** (0.055)	0.271*** (0.062)	0.255*** (0.073)
Certificate I or II	0.039 (0.100)	0.062 (0.084)	0.000 (.)	0.000 (.)	0.000 (.)	0.061 (0.084)	0.043 (0.093)
Other certificate	0.000 (.)	0.000 (.)	-0.115 (0.091)	-0.130 (0.085)	-0.140 (0.086)	0.000 (.)	0.000 (.)
Year 12	0.214** (0.081)	0.204** (0.063)	0.182** (0.057)	0.149** (0.056)	0.149** (0.057)	0.204** (0.063)	0.196** (0.074)
Year 11	0.099 (0.080)	0.121 (0.062)	0.052 (0.055)	0.055 (0.053)	0.063 (0.055)	0.121 (0.062)	0.111 (0.073)
Work experience (years)	0.009*** (0.002)	0.009*** (0.002)	0.010*** (0.002)	0.010*** (0.002)	0.011*** (0.002)	0.009*** (0.002)	0.009*** (0.002)
New South Wales	-0.065 (0.052)	-0.062 (0.050)	-0.078* (0.039)	-0.064 (0.037)	-0.081 (0.052)	-0.063 (0.050)	-0.039 (0.035)
Victoria	-0.090 (0.053)	-0.087 (0.051)	-0.104** (0.039)	-0.093* (0.038)	-0.107* (0.052)	-0.088 (0.051)	-0.067 (0.035)
Queensland	-0.107* (0.052)	-0.094 (0.050)	-0.132*** (0.039)	-0.113** (0.038)	-0.128* (0.052)	-0.095 (0.050)	-0.073* (0.035)
South Australia	-0.155** (0.055)	-0.145** (0.053)	-0.179*** (0.043)	-0.163*** (0.042)	-0.171** (0.055)	-0.146** (0.053)	-0.119** (0.039)
Western Australia	-0.040 (0.054)	-0.030 (0.052)	-0.029 (0.043)	-0.011 (0.042)	-0.029 (0.055)	-0.032 (0.052)	-0.014 (0.039)
Tasmania	-0.224*** (0.057)	-0.215*** (0.055)	-0.228*** (0.045)	-0.208*** (0.045)	-0.224*** (0.058)	-0.216*** (0.055)	-0.171*** (0.042)
Northern Territory	0.000 (.)	0.000 (.)	-0.018 (0.063)	-0.003 (0.061)	0.000 (.)	0.000 (.)	0.020 (0.060)
Australian Capital Territory	0.000 (0.061)	-0.005 (0.059)	0.000 (.)	0.000 (.)	-0.017 (0.063)	-0.007 (0.059)	0.000 (.)
Job tenure (years)	0.002* (0.001)	0.001 (0.001)	0.002** (0.001)	0.002 (0.001)	0.002 (0.001)	0.001 (0.001)	0.001 (0.001)
Labour force status (full time)	0.105*** (0.016)	0.072*** (0.016)	0.087*** (0.023)	0.059* (0.023)	0.058* (0.024)	0.072*** (0.016)	0.074*** (0.017)
No. children	0.025*** (0.005)	0.023*** (0.005)	0.010 (0.006)	0.009 (0.005)	0.008 (0.006)	0.023*** (0.005)	0.021*** (0.005)
Occupational tenure (years)	0.004*** (0.001)	0.004*** (0.001)	0.003*** (0.001)	0.003*** (0.001)	0.003*** (0.001)	0.004*** (0.001)	0.004*** (0.001)
Birthplace (0=Australia)	0.025 (0.019)	0.020 (0.018)	0.002 (0.021)	-0.002 (0.021)	-0.006 (0.021)	0.020 (0.018)	0.017 (0.020)
Language (0=English first language)	0.069* (0.028)	0.047 (0.027)	0.089** (0.031)	0.068* (0.030)	0.055 (0.031)	0.047 (0.027)	0.046 (0.030)
Works in small to medium enterprise	-0.180*** (0.011)	-0.176*** (0.011)	-0.166*** (0.013)	-0.166*** (0.012)	-0.165*** (0.013)	-0.176*** (0.011)	-0.171*** (0.011)
Union member	0.033** (0.012)	0.053*** (0.011)	0.020 (0.013)	0.044*** (0.013)	0.045*** (0.013)	0.053*** (0.011)	0.052*** (0.012)
Sexuality	-0.093* (0.042)	-0.133*** (0.038)	-0.159*** (0.041)	-0.182*** (0.038)	-0.179*** (0.040)	-0.088* (0.039)	-0.136*** (0.033)

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Manager		0.149*** (0.022)		0.238*** (0.031)	0.164*** (0.027)	0.149*** (0.022)	0.218*** (0.025)
Professional		0.120*** (0.022)		0.187*** (0.031)	0.114*** (0.026)	0.119*** (0.022)	0.186*** (0.025)
Trade		-0.025 (0.020)		0.121*** (0.029)	0.050* (0.024)	-0.025 (0.020)	0.047* (0.023)
Community worker		0.000 (.)		0.069* (0.033)	0.000 (.)	0.000 (.)	0.072** (0.026)
Clerical		0.008 (0.021)		0.080** (0.030)	0.008 (0.025)	0.007 (0.021)	0.067** (0.024)
Sales		-0.072** (0.024)		0.000 (.)	-0.076* (0.033)	-0.072** (0.024)	0.000 (.)
Machinery		-0.022 (0.021)		0.044 (0.030)	-0.028 (0.026)	-0.022 (0.021)	0.045 (0.024)
Labourer		-0.111*** (0.022)		-0.014 (0.031)	-0.081** (0.026)	-0.111*** (0.022)	-0.043 (0.024)
Partner full time employment					-0.041** (0.014)		
Partner post graduate					0.184*** (0.053)		
Partner graduate diploma					0.070 (0.041)		
Partner bachelor					0.084* (0.037)		
Partner diploma					0.072 (0.040)		
Partner certificate III					0.027 (0.036)		
Partner certificate I or II					0.000 (.)		
Partner other certificate					0.029 (0.061)		
Partner year 12					0.054 (0.036)		
Partner year 11					0.061 (0.035)		
Agreeableness							-0.039*** (0.008)
Conscientiousness							0.032*** (0.007)
Emotional stability							-0.003 (0.006)
Extroversion							-0.002 (0.006)
Openness to experience							0.012 (0.007)
Constant	2.664*** (0.111)	2.723*** (0.098)	2.940*** (0.090)	2.894*** (0.092)	2.982*** (0.105)	2.725*** (0.098)	2.650*** (0.100)
Observations	17049	17049	11669	11669	11306	17049	15049
R squared	0.282	0.300	0.225	0.246	0.250	0.300	0.316
F	99.847	88.146	52.599	49.330	38.521	88.082	68.772
Personality controls	N	N	N	N	N	N	Y
Occupation controls	N	Y	N	Y	Y	Y	Y
Coupled comparison	N	N	Y	Y	Y	N	N
Partner characteristics	N	N	N	N	Y	N	N
Sexuality identification	O	O	O	O	O	S	O

Clustered standard errors in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Female sexuality wage gaps identified using ordinary least squares

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Age	0.000 (0.001)	0.001 (0.001)	-0.002 (0.001)	-0.000 (0.001)	-0.001 (0.001)	0.001 (0.001)	0.001 (0.001)
Post graduate	0.566*** (0.036)	0.376*** (0.036)	0.570*** (0.040)	0.375*** (0.041)	0.349*** (0.045)	0.376*** (0.036)	0.361*** (0.039)
Graduate diploma	0.482*** (0.033)	0.303*** (0.033)	0.472*** (0.036)	0.292*** (0.037)	0.276*** (0.039)	0.302*** (0.033)	0.278*** (0.035)
Bachelor	0.426*** (0.031)	0.260*** (0.030)	0.431*** (0.033)	0.263*** (0.034)	0.252*** (0.037)	0.260*** (0.030)	0.251*** (0.033)
Diploma	0.275*** (0.032)	0.182*** (0.030)	0.278*** (0.035)	0.181*** (0.034)	0.185*** (0.037)	0.181*** (0.030)	0.168*** (0.033)
Certificate III	0.120*** (0.030)	0.087** (0.029)	0.108** (0.033)	0.080* (0.032)	0.093** (0.035)	0.087** (0.029)	0.070* (0.031)
Certificate I or II	0.000 (.)	0.000 (.)	0.000 (.)	0.000 (.)	0.000 (.)	0.000 (.)	0.000 (.)
Other certificate	0.016 (0.066)	-0.027 (0.063)	-0.006 (0.075)	-0.058 (0.073)	-0.019 (0.070)	-0.029 (0.064)	-0.020 (0.059)
Year 12	0.148*** (0.030)	0.102*** (0.029)	0.170*** (0.034)	0.119*** (0.032)	0.122*** (0.035)	0.102*** (0.029)	0.087** (0.031)
Year 11	0.051 (0.030)	0.037 (0.028)	0.057 (0.032)	0.042 (0.031)	0.055 (0.033)	0.037 (0.028)	0.023 (0.031)
Work experience (years)	0.005*** (0.001)	0.003** (0.001)	0.004** (0.001)	0.002 (0.001)	0.002 (0.001)	0.003** (0.001)	0.003* (0.001)
New South Wales	-0.092*** (0.026)	-0.059* (0.025)	-0.019 (0.066)	-0.005 (0.054)	-0.013 (0.055)	-0.059* (0.025)	-0.049 (0.028)
Victoria	-0.150*** (0.026)	-0.121*** (0.025)	-0.078 (0.066)	-0.068 (0.054)	-0.080 (0.055)	-0.121*** (0.025)	-0.117*** (0.028)
Queensland	-0.164*** (0.026)	-0.122*** (0.025)	-0.087 (0.066)	-0.061 (0.054)	-0.065 (0.055)	-0.122*** (0.025)	-0.116*** (0.028)
South Australia	-0.165*** (0.029)	-0.130*** (0.028)	-0.069 (0.067)	-0.055 (0.056)	-0.060 (0.056)	-0.130*** (0.028)	-0.120*** (0.031)
Western Australia	-0.121*** (0.029)	-0.097*** (0.028)	-0.052 (0.068)	-0.043 (0.057)	-0.044 (0.058)	-0.097*** (0.028)	-0.091** (0.030)
Tasmania	-0.175*** (0.034)	-0.133*** (0.033)	-0.113 (0.069)	-0.087 (0.058)	-0.098 (0.058)	-0.133*** (0.033)	-0.135*** (0.035)
Northern Territory	-0.091 (0.051)	-0.052 (0.044)	0.000 (.)	0.000 (.)	0.000 (.)	-0.052 (0.044)	-0.048 (0.047)
Australian Capital Territory	0.000 (.)	0.000 (.)	0.061 (0.070)	0.050 (0.059)	0.023 (0.060)	0.000 (.)	0.000 (.)
Job tenure (years)	0.004*** (0.001)	0.003*** (0.001)	0.005*** (0.001)	0.004*** (0.001)	0.004*** (0.001)	0.003*** (0.001)	0.003** (0.001)
Labour force status (full time)	0.003 (0.009)	-0.039*** (0.009)	-0.021 (0.011)	-0.058*** (0.011)	-0.055*** (0.011)	-0.040*** (0.009)	-0.039*** (0.009)
No. children	0.013* (0.005)	0.010* (0.005)	0.005 (0.006)	0.004 (0.005)	0.007 (0.006)	0.010* (0.005)	0.010 (0.005)
Occupational tenure (years)	0.004*** (0.001)	0.002*** (0.001)	0.004*** (0.001)	0.003*** (0.001)	0.003*** (0.001)	0.002*** (0.001)	0.002*** (0.001)
Birthplace (0=Australia)	0.018 (0.015)	0.020 (0.014)	-0.000 (0.017)	0.006 (0.016)	0.003 (0.016)	0.020 (0.014)	0.021 (0.015)
Language (0=English first language)	0.021 (0.022)	-0.011 (0.020)	0.022 (0.026)	-0.015 (0.024)	-0.019 (0.025)	-0.011 (0.020)	-0.018 (0.022)
Works in small to medium enterprise	-0.102*** (0.009)	-0.098*** (0.009)	-0.107*** (0.011)	-0.103*** (0.010)	-0.106*** (0.011)	-0.098*** (0.009)	-0.100*** (0.009)
Union member	0.028** (0.010)	0.029** (0.010)	0.018 (0.012)	0.017 (0.012)	0.014 (0.012)	0.029** (0.010)	0.030** (0.010)
Sexuality	0.131* (0.051)	0.113* (0.050)	0.096 (0.051)	0.086 (0.050)	0.075 (0.050)	0.125** (0.047)	0.128* (0.057)

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Manager		0.233*** (0.044)		0.220*** (0.034)	0.188*** (0.048)	0.234*** (0.044)	0.232*** (0.028)
Professional		0.228*** (0.042)		0.229*** (0.030)	0.203*** (0.046)	0.229*** (0.042)	0.220*** (0.025)
Trade		-0.008 (0.045)		0.000 (.)	-0.029 (0.052)	-0.008 (0.045)	0.000 (.)
Community worker		-0.026 (0.041)		-0.043 (0.031)	-0.065 (0.045)	-0.026 (0.041)	-0.026 (0.025)
Clerical		0.090* (0.040)		0.087** (0.029)	0.058 (0.044)	0.090* (0.040)	0.072** (0.024)
Sales		-0.066 (0.041)		-0.051 (0.032)	-0.071 (0.045)	-0.066 (0.041)	-0.067** (0.025)
Machinery		0.000 (.)		0.032 (0.051)	0.000 (.)	0.000 (.)	0.007 (0.050)
Labourer		-0.131** (0.044)		-0.142*** (0.033)	-0.147** (0.046)	-0.131** (0.044)	-0.142*** (0.031)
Partner full time employment					-0.008 (0.019)		
Partner post graduate					0.165 (0.134)		
Partner graduate diploma					0.130 (0.133)		
Partner bachelor					0.132 (0.132)		
Partner diploma					0.129 (0.132)		
Partner certificate III					0.080 (0.131)		
Partner certificate I or II					0.139 (0.144)		
Partner other certificate					0.000 (.)		
Partner year 12					0.085 (0.132)		
Partner year 11					0.070 (0.132)		
Agreeableness							-0.014* (0.006)
Conscientiousness							0.015** (0.005)
Emotional stability							0.004 (0.005)
Extroversion							0.008 (0.004)
Openness to experience							-0.008 (0.005)
Constant	2.768*** (0.050)	2.786*** (0.062)	2.835*** (0.078)	2.852*** (0.073)	2.818*** (0.161)	2.785*** (0.062)	2.809*** (0.055)
Observations	17565	17565	11512	11512	10657	17565	15459
R squared	0.232	0.276	0.216	0.261	0.266	0.276	0.289
F	100.887	107.459	68.603	72.320	53.411	107.497	82.955
Personality controls	N	N	N	N	N	N	Y
Occupation controls	N	Y	N	Y	Y	Y	Y
Coupled comparison	N	N	Y	Y	Y	N	N
Partner characteristics	N	N	N	N	Y	N	N
Sexuality identification	O	O	O	O	O	S	O

Clustered standard errors in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$