Table 1: Descriptive statistics by worker type and gender

	Blue Collar			White Collar		
	N	Mean	Std. Dev.	N	Mean	Std. Dev.
Female						
Wage	357	53,899.74	24679.29	530	65,614.76	27897.84
Age	357	41.10	10.96	530	41.79	11.02
Years of Tenure	357	17.86	11.19	530	18.59	11.08
Male						
Wage	368	54,360.28	26129.05	545	71,399.23	29204.37
Age	368	39.83	11.14	545	40.20	11.17
Years of Tenure	368	16.73	11.15	545	17.10	11.23

Table 2: Wage regressions

	ln(Wage)		Wage	
	(1)	(2)	(3)	(4)
Age	0.005***	0.007***	340.031***	422.053***
	(0.001)	(0.001)	(59.661)	(83.182)
Female	-0.057*	0.051	-4128.632**	2759.371
	(0.023)	(0.086)	(1323.781)	(5045.686)
Age × Female		-0.003		-168.821
		(0.002)		(119.337)
Intercept	10.748***	10.697***	50913.384***	47628.477***
	(0.044)	(0.059)	(2563.005)	(3457.930)
Observations	1,800	1,800	1,800	1,800
R^2	0.018	0.019	0.022	0.023

Significance levels: * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$. Format of coefficient cell: Coefficient (Std. Error)

Table 3: Predicting Promotions

	Promotion	
	OLS	Probit
	(1)	(2)
Years of Tenure	0.001	0.003
	(0.001)	(0.003)
Female	0.009	0.027
	(0.021)	(0.063)
Worker Type=White Collar	0.125***	0.379***
	(0.022)	(0.066)
Intercept	0.194***	-0.855***
	(0.025)	(0.078)
Observations	1,800	1,800
R^2	0.019	-
Pseudo R^2	-	0.016

Significance levels: * p < 0.05, ** p < 0.01, *** p < 0.001. Format of coefficient cell: Coefficient (Std. Error)

Table 4: Predicting Promotions

	Promotion	
	OLS	Probit
	(1)	(2)
Years of Tenure	0.001	0.003
	(0.001)	(0.003)
Female	0.009	0.027
	(0.021)	(0.063)
Worker Type=White Collar	0.125***	0.379***
	(0.022)	(0.066)
Intercept	0.194***	-0.855***
	(0.025)	(0.078)
Observations	1,800	1,800
R^2	0.019	-
Pseudo R^2	-	0.016

Significance levels: * p < 0.05, ** p < 0.01, *** p < 0.001. Format of coefficient cell: Coefficient (Std. Error)