

Online Appendix for
How the 1963 Equal Pay Act and 1964 Civil Rights Act
Shaped the Gender Gap in Pay

By Martha J. Bailey, Thomas Helgerman, and Bryan A. Stuart

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Appendix Table 1. Evidence Presented at 1963 Equal Pay Senate Hearings

Chicago	Industry and Occupation	Difference in Average Hourly Earnings
	Furniture Manufacturing	
	Assemblers, case goods	-2.04
	Off-bearers, machine	0
	Packers, furniture	-1.53
	Sanders, furniture, hand	-2.64
	Power Laundries	
	Assemblers	-0.69
	Clerks, retail, receiving	-5.11
	Identifiers	-1.99
	Pressers, machine (dry cleaning)	-2.60
	Tumbler operators (laundry)	-2.08
	Wrappers, bundle	-2.34
Winston-Salem	Industry and Occupation	Difference in Average Hourly Earnings
	Furniture Manufacturing	
	Assemblers, case goods	-0.94
	Packers, furniture	-1.02
	Rubbers, furniture, hand	-0.09
	Rubbers, furniture, machine	-0.34
	Sanders, furniture, hand	-0.77
	Sprayers	-1.11
Philadelphia	Industry and Occupation	Difference in Average Hourly Earnings
	Eating and Drinking Places	
	Bus girls and boys	1.21
	Counter attendants	-1.13
	Pantry workers	0
	Power Laundries	
	Assemblers	2.60
	Identifiers	0
	Tumbler operators (laundry)	-0.69
	Wrappers, bundle	-0.61

Notes: Table reports the difference in average early earnings (women minus men), expressed in January 2020 dollars using the CPI-U. Data on Furniture Manufacturing taken from Table 15 pg. 38; Data on Power Laundries taken from Table 9 pg. 33; Data on Eating and Drinking Places Taken from Table 12 (U.S. Congress 1963, p. 63).

Appendix Table 2. Estimates of the Gender Gap in 1963 using the OWS

Dependent variable	(1)	(2)	(3)
	Log weekly pay		
<i>A. All jobs</i>			
Women	-0.348 (0.00796)	-0.341 (0.00829)	-0.170 (0.00598)
Observations	4,182	4,182	4,182
R-squared	0.343	0.474	0.900
<i>B. Jobs reporting hourly wages</i>			
Women	-0.564 (0.0181)	-0.561 (0.0175)	-0.179 (0.0122)
Observations	1,858	1,858	1,858
R-squared	0.313	0.538	0.897
<i>Controls</i>			
City f.e.		X	X
Narrow job classification f.e.			X

Notes: Heteroskedasticity robust standard errors in parentheses. Coefficient on “Women” captures the difference in weekly wages earned by women relative to men. In panel A, we combine jobs reporting weekly wages and hourly wages, by converting hourly wages into weekly equivalents (multiplying the hourly wage by 40 hours). In all regressions in panel A, we include a dummy variable equal to 1 for these jobs. In panel B, we examine the pay differential in hourly wages in hourly wage jobs only and omit this control. Column 2 includes city fixed effects and column 3 includes dummy variables for detailed occupational classes.

Appendix Table 3. Omitted Cells by Occupation/Industry

Occupation	Industry	#
Professional, technical	Mining	19
	Construction	15
	Transportation, Communications, Electric, Gas & Sanitary Services	2
	Wholesale Trade	16
	Retail Trade	2
	Finance, Insurance & Real Estate	2
Managers, Officials and Proprietors	Mining	20
	Construction	11
	Transportation, Communications, Electric, Gas & Sanitary Services	3
	Wholesale Trade	2
Clerical	Mining	8
Sales	Mining	21
	Construction	21
	Manufacturing	1
	Transportation, Communications, Electric, Gas & Sanitary Services	18
	Wholesale Trade	4
	Services	3
	Public Administration	21
Craftsmen	Mining	21
	Construction	19
	Transportation, Communications, Electric, Gas & Sanitary Services	6
	Wholesale Trade	17
	Retail Trade	1
	Finance, Insurance & Real Estate	20
	Services	2
Public Administration	16	
Operatives	Mining	21
	Construction	21
	Transportation, Communications, Electric, Gas & Sanitary Services	3
	Wholesale Trade	1
	Finance, Insurance & Real Estate	19
	Public Administration	7
Service Workers	Mining	21
	Construction	21
	Manufacturing	1
	Transportation, Communications, Electric, Gas & Sanitary Services	2
	Wholesale Trade	20
	Finance, Insurance & Real Estate	1
Public Administration	1	
Non-farm Laborers	Mining	21
	Construction	21
	Manufacturing	1
	Transportation, Communications, Electric, Gas & Sanitary Services	15
	Wholesale Trade	19
	Retail Trade	12
	Finance, Insurance & Real Estate	21
	Services	11
Public Administration	19	
Total		570

Notes: This table reports the number of industry-occupation-state cells that we drop from our analysis. The final column reports the number of state-groups within each occupation-industry pair that are dropped from the analysis because of the exclusion of the requirement that at least 10 men and women wage earners be observed in 1960. We also drop cells in the agriculture industry or farmer and farm-laborer occupations.