

Figure 1. Structure of literature review and hypotheses

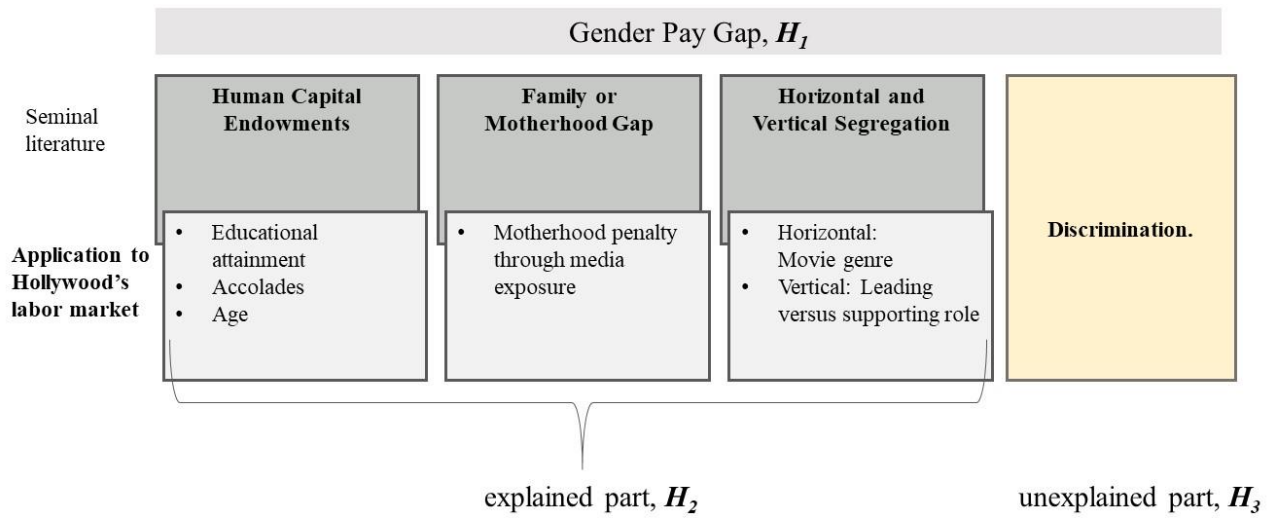
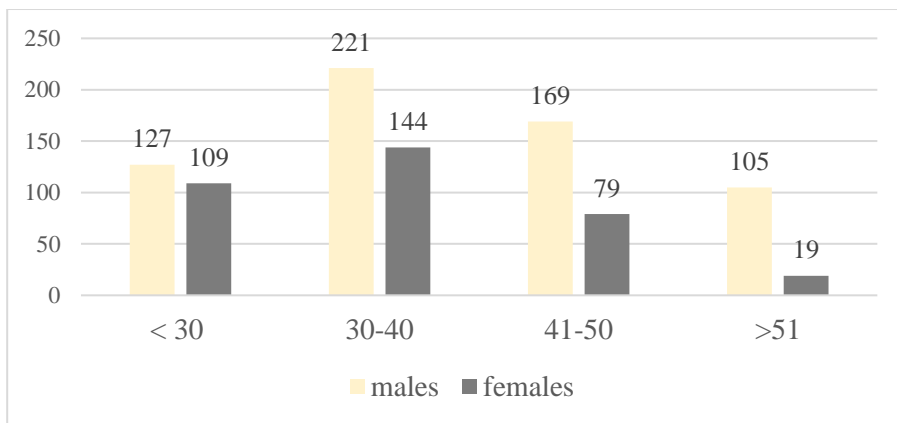


Figure 2. Distribution of female and male observations by age groups



Note. Diagram refers to 973 observations. One actor can repeatedly appear within an age group.

Table 1. Summary statistics of the main variables.

Variable	Definition	Men in the sample			Women in the sample		
		mean <i>sd</i>	min	max	mean <i>sd</i>	min	max
pay	total salary of actor for respective movie	10,100,000 <i>9,944,300</i>	38	75,000,000	5,741,199 <i>5,602,034</i>	1,600	35,000,000
release date	release date of movie		1980-03-21	2019-09-12		1980-12-19	2019-09-04
<i>Human Capital Endowments</i>							
age	age of actor	39.190 <i>11.725</i>	11	72	34.484 <i>10.307</i>	7	81
high school degree	0 = actor has no high school degree, 1 = actor has a high school degree	.976 .153			.954 .209		
college degree	0 = actor has no college degree, 1 = actor has one college degree, 2 = actor has two college degrees	.450 .498 .550 .498			.479 .500 .519 .500		
drama school degree	0 = actor has no drama school degree, 1 = actor has one drama school degree, 2 = actor has two drama school degrees	.580 .494 .420 .494			.604 .490 .393 .489		
oscar leading role	0 = actor never received an Oscar award for the leading role, 1 = actor received one Oscar award for the leading role in the past, 2 = actor received two Oscar awards for the leading role in the past	.905 .293 .080 .272 .014 .119			.803 .398 .154 .361 .043 .203		
oscar supporting role	0 = actor never received an Oscar award for the supporting role, 1 = actor received one Oscar award for the supporting role	.080 .272			.105 .308		
<i>Family Gap</i>							
married	0 = actor is single, 1 = actor is married,	.391 .488 .606 .489			.405 .492 .481 .500		

	2 = actor is in her/his second marriage,	.003	.066
		.057	.248
	3 = actor is in her/his third marriage,		.028
			.167
	4 = actor is in her/his fourth marriage		.020
			.140
divorced	0 = actor had no divorce,	.783	.567
		.413	.496
	1 = actor had one divorce,	.217	.353
		.413	.479
	2 = actor had two divorces,		.043
			.203
	3 = actor had three divorces,		.017
			.130
	4 = actor had four divorces		.020
			.140
children	0 = actor has no children,	.172	.231
		.378	.422
	1 = actor has one child,	.108	.179
		.310	.384
	2 = actor has two children,	.196	.262
		.397	.440
	3 = actor has three children,	.243	.199
		.429	.400
	4 = actor has four children,	.116	.083
		.320	.276
	5 = actor has five children,	.087	
		.282	
	6 = actor has six children,	.045	.046
		.208	.209
	8 = actor has eight children	.034	
		.181	
<i>Vertical and Horizontal Segregation</i>			
prequel or sequel movie	0 = no sequel or prequel movie, 1 = sequel or prequel movie	.151	.148
		.358	.356
leading role	0 = actor plays supporting role in the movie, 1 = actor plays leading role in the movie	.926	.843
		.262	.364
comedy	0 = no comedy, 1 = comedy	.272	.345
		.445	.476

horror	0 = no horror, 1 = horror	.024			.037		
		.153			.189		
drama	0 = no drama, 1 = drama	.270			.305		
		.444			.461		
action	0 = no action, 1 = action	.344			.222		
		.475			.416		
thriller	0 = no thriller, 1 = thriller	.088			.091		
		.284			.288		
<i>Performance Controls</i>							
bonus pay	0 = actor has no variable bonus pay, 1 = actor entitled to variable bonus pay depending on the movie's gross box office receipt	.068			.023		
		.251			.149		
number of movies	number of previous movie appearances	21.056	0	71	18.444	1	56
		13.961			9.684		
production budget	the production budget of the movie	70,900,000	250,000	356,000,000	52,500,000	1,190,000	321,000,000
		57,400,000			52,800,000		
domestic gross last movie	accumulated domestic box office receipts	99,900,000	4,450.314	1,360,000,000	54,500,000	2,804	497,000,000
		117,000,000			90,000,000		

Note. The summary statistics are obtained from 973 observations; 622 are male, and 351 are female actors.

Table 2. Correlation matrix

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	
(1) pay	1																						
(2) female	-0.190	1																					
(3) age	0.323	-0.197	1																				
(4) high school degree	0.066	-0.059	0.053	1																			
(5) college degree	0.028	-0.025	0.198	0.044	1																		
(6) drama school degree	0.050	-0.020	0.114	-0.097	0.151	1																	
(7) married	0.022	0.123	0.206	-0.029	0.033	0.143	1																
(8) divorced	-0.076	0.275	0.078	0.044	-0.087	-0.078	0.162	1															
(9) children	0.186	-0.198	0.259	0.035	0.118	0.236	0.128	-0.020	1														
(10) prequel or sequel movie	0.057	-0.004	-0.076	-0.055	-0.011	-0.007	-0.027	-0.062	-0.125	1													
(11) leading role	0.352	-0.130	0.031	0.015	0.018	0.018	-0.042	-0.040	0.155	-0.150	1												
(12) oscar leading role	0.154	0.147	0.282	0.025	0.086	0.021	0.089	0.034	0.132	-0.087	0.030	1											
(13) oscar supporting role	0.020	0.042	0.265	0.057	-0.036	0.154	0.192	0.035	0.158	-0.101	0.048	0.097	1										
(14) comedy	-0.031	0.077	0.012	0.029	0.059	-0.034	0.025	0.015	-0.040	-0.079	0.023	-0.044	-0.023	1									
(15) horror	0.025	0.037	0.064	0.031	-0.026	-0.007	0.002	0.014	0.047	-0.004	-0.022	0.009	-0.032	-0.112	1								
(16) drama	-0.176	0.037	-0.140	-0.016	-0.040	-0.034	-0.010	0.049	-0.081	-0.098	-0.048	0.081	-0.021	-0.409	-0.108	1							
(17) action	0.175	-0.128	0.059	-0.034	-0.022	0.071	0.006	-0.078	0.046	0.240	0.017	-0.119	0.015	-0.427	-0.1127	-0.411	1						
(18) thriller	0.033	0.005	0.078	0.016	0.014	0.001	-0.030	0.018	0.096	-0.101	0.024	0.130	0.066	-0.204	-0.0539	-0.1967	-0.205	1					
(19) bonus pay	0.136	-0.097	0.012	0.042	-0.028	-0.053	-0.004	0.029	-0.002	0.124	0.018	-0.009	-0.057	0.001	-0.0122	-0.0324	0.051	-0.024	1				
(20) number of movies	0.350	-0.099	0.747	0.068	-0.023	0.011	0.103	0.011	0.191	-0.048	0.031	0.272	0.281	-0.058	0.040	-0.124	0.116	0.083	0.006	1			
(21) production budget	0.405	-0.118	0.101	0.022	0.013	-0.004	-0.032	-0.144	0.052	0.336	0.020	-0.001	-0.001	-0.184	-0.0257	-0.1961	0.406	-0.032	0.095	0.139	1		
(22) domestic gross last movie	0.271	-0.138	0.051	0.021	0.025	0.000	-0.068	-0.126	0.078	-0.018	0.158	0.046	-0.043	-0.001	0.033	-0.0034	0.011	-0.035	0.033	0.046	0.117	1	

Table 3. Random effects regression results

<i>INDEPENDENT VARIABLES</i>	<i>DEPENDENT VARIABLE</i> <i>ln salary</i>
female	-0.244 <i>0.152</i>
<i>Human Capital Endowments</i>	
age	0.190*** <i>0.026</i>
age ²	-0.002*** <i>0</i>
high school degree	-0.062 <i>0.355</i>
college degree	-0.218 <i>0.144</i>
drama school degree	-0.054 <i>0.129</i>
oscar for leading role	0.261* <i>0.142</i>
oscar for supporting role	-0.150 <i>0.330</i>
<i>Family Gap</i>	
married	-0.117 <i>0.088</i>
divorced	-0.028 <i>0.107</i>
children	-0.013 <i>0.032</i>
<i>Vertical and Horizontal Segregation</i>	
prequel or sequel movie	0.100 <i>0.126</i>
leading role	1.237*** <i>0.206</i>
comedy, reference horror	0.100 <i>0.126</i>
drama, reference horror	-0.276* <i>0.167</i>
action, reference horror	-0.134 <i>0.141</i>
thriller, reference horror	-0.112 <i>0.194</i>
<i>Performance Controls</i>	
bonus pay	0.403** <i>0.159</i>
number of movies	0.045*** <i>0.008</i>
production budget	0.527*** <i>0.078</i>
domestic gross last movie	0.095*** <i>0.025</i>
constant	-0.735 <i>1.614</i>
Observations	973
Number of actors	178
R ² Overall	0.428
Robust standard errors in italics.	
*** p<0.01, ** p<0.05, * p<0.1.	

Table 4. Blinder-Oaxaca Decomposition Method.

<i>OVERALL</i>		<i>EXPLAINED GENDER PAY GAP</i>	
male	15.682***	<i>Human Capital Endowments</i>	
	<i>0.065</i>	age	0.500***
female	15.034***		<i>0.141</i>
	<i>0.087</i>	age²	-0.417***
difference	0.649***		<i>0.128</i>
	<i>0.109</i>	high school degree	-0.003
explained	0.473**		<i>0.007</i>
	<i>0.116</i>	college degree	-0.003
unexplained	0.176		<i>0.005</i>
	<i>0.116</i>	drama school degree	0.002
			<i>0.004</i>
		oscar for leading role	-0.046**
			<i>0.022</i>
		oscar for supporting role	0.012
			<i>0.01</i>
		<i>Family Gap</i>	
		married	-0.015
			<i>0.021</i>
		divorced	-0.011
			<i>0.053</i>
		children	0.02
			<i>0.021</i>
		<i>Vertical and Horizontal Segregation</i>	
		leading role	0.148***
			<i>0.042</i>
		prequel or sequel	0.001
			<i>0.006</i>
		comedy	0.011
			<i>0.023</i>
		drama	0.011
			<i>0.014</i>
		action	-0.017
			<i>0.038</i>
		thriller	0
			<i>0.001</i>
		<i>Performance Controls</i>	
		bonus pay	0.020*
			<i>0.01</i>
		number of movies	0.050**
			<i>0.022</i>
		production budget	0.135***
			<i>0.04</i>
		domestic gross last movie	0.077***
			<i>0.024</i>