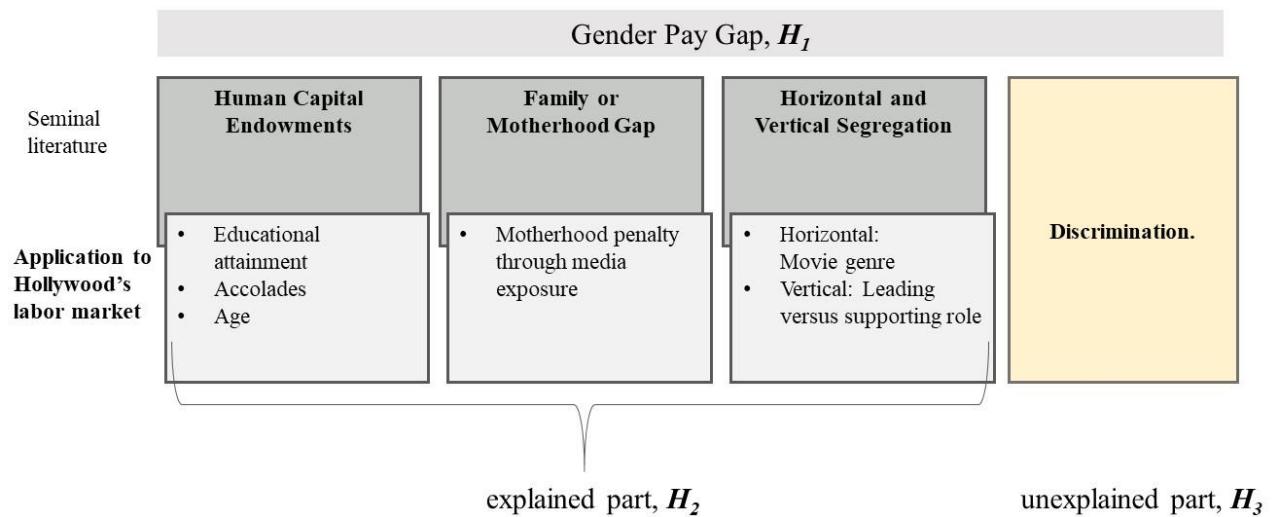
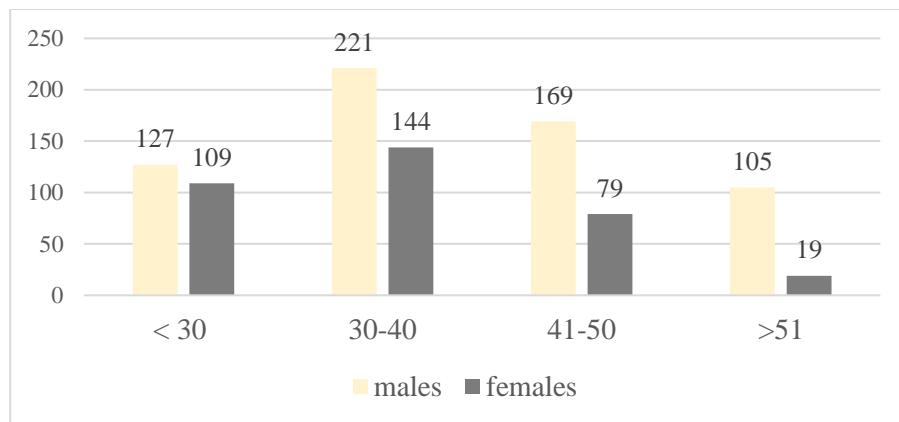


Figure 1. Structure of literature review and hypotheses**Figure 2. Distribution of female and male observations by age groups**

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	sd	min	max	mean	sd
pay	total salary of actor for respective movie	10,100,000	9,944,300	38	75,000,000	5,741,199	5,602,034
release date	release date of movie			1980-03-21	2019-09-12		
<i>Human Capital Endowments</i>							
age	age of actor	39.190	11.725	11	72	34.484	10.307
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
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
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	.803	.398
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	.014	.119	.154	.361
<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	

Vertical and Horizontal Segregation

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				
drama	0 = no drama, 1 = drama	.153	.189				
action	0 = no action, 1 = action	.270	.305				
thriller	0 = no thriller, 1 = thriller	.444	.461				
		.344	.222				
		.475	.416				
		.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 .251	.023 .149				
number of movies	number of previous movie appearances	21.056 13.961	0 9.684	71	18.444	1	56
production budget	the production budget of the movie	70,900,000 57,400,000	250,000 52,500,000	356,000,000 52,800,000	1,190,000	321,000,000	
domestic gross last movie	accumulated domestic box office receipts	99,900,000 117,000,000	4,450.314	1,360,000,000 54,500,000	2,804	497,000,000 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	-0.184	-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	1	

Table 3. Random effects regression results

INDEPENDENT VARIABLES	DEPENDENT VARIABLE
	<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***	
	0.065	<i>Human Capital Endowments</i>
female	15.034***	age 0.500***
	0.087	0.141
difference	0.649***	age² -0.417***
	0.109	0.128
explained	0.473**	high school degree -0.003
	0.116	college degree 0.007
unexplained	0.176	college degree -0.003
	0.116	drama school degree 0.005
		drama school degree 0.002
		drama school degree 0.004
number of observations = 973		oscar for leading role -0.046**
linear model		0.022
group 1: male, number of observations = 622		oscar for supporting role 0.012
group 2: female, number of observations = 351		0.01
		<i>Family Gap</i>
		married -0.015
		0.021
		divorced -0.011
		0.053
		children 0.02
		0.021
		<i>Vertical and Horizontal Segregation</i>
		leading role 0.148***
		0.042
		prequel or sequel 0.001
		0.006
		comedy 0.011
		0.023
		drama 0.011
		0.014
		action -0.017
		0.038
		thriller 0
		0.001
		<i>Performance Controls</i>
		bonus pay 0.020*
		0.01
		number of movies 0.050**
		0.022
		production budget 0.135***
		0.04
		domestic gross last movie 0.077***
		0.024