Gender Differences within the Firm: Evidence from Two Million Travelers

ONLINE APPENDIX

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October 5, 2020

Abstract

We document gender differences in the booking of business air travel among similar workers within a firm. Women pay consistently less per ticket than men after accounting for a large set of covariates. A large proportion of the lower fares paid are explained by women booking earlier. We find that gender differences increase with age, but find no deviation from this trend during the childbearing years. We also find that country-level gender differences in reciprocity are associated with the documented gender differences. The documented gender differences have important monetary implications for firms and suggest an important role for workers' morale.

JEL Codes: D91, J16, F00, L93, M50.

Keywords: Gender differences; worker gender differences; airline industry.

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Appendix

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I Details on Kernel Density Estimation

We estimate the kernel density and empirical cumulative distribution in Figure 1 as follows. Let pf denote realized paid fare for each observation $j \in \{1, \ldots, J\}$. We estimate the probability density function for the paid fare for women and men, $f(pf)$, as: $\hat{f}_K(pf; h) = \frac{1}{Jh} \sum_{j=1}^{J} K\left(\frac{pf - pf(j)}{h}\right)$, where $K(z)$ is a standard univariate gaussian kernel function, h is the bandwidth that we choose by cross validation, and $pf(j), j = 1, \ldots, J$ are the paid fare for each observation in the data. Given that the paid fare has its domain bounded we use a renormalization method to deal with the boundaries when estimating the probability density function of the paid fare. We estimate the empirical cumulative distribution of paid fare, $F(pf)$, as: $\hat{F}_J(pf) = \frac{1}{J} \sum_{j=1}^{J} \mathbf{1}\{pf(j) \leq pf\}$, where $\mathbf{1}\{A\}$ is the indicator function of the event A.

II Additional Results

II.A Booking a Flight in First Class, Business Class, or Premium Economy

Table A3: Female-male probability gap for booking first class, business class, or premium economy.

Linear probability model for booking first class, business class, or premium economy	(1)	(2)	(3)	(4)	(5)
Female	-0.027***	-0.010***	-0.013***	-0.005***	-0.004***
	(2.62-e4)	(2.04-e4)	(1.95-e4)	(1.96-e4)	(1.96-e4)
Trip characteristics (8,248)	No	Yes	Yes	Yes	Yes
Employer characteristics (23,669)	No	No	Yes	Yes	Yes
Employee characteristics (14)	No	No	No	Yes	Yes
Days booked in advance F.E. (26)	No	No	No	No	Yes
Total number of F.E.	0	8,248	31,917	31,931	31,957
Adjusted R^2	0.001	0.415	0.512	0.519	0.519
Number of Observations	7,426,390	7,426,390	7,426,390	7,426,390	7,426,390

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked the flight in any of the following ticket class groups: first class, business class, or premium economy, and 0 otherwise. "Trip characteristics" include the following variables: Origin-Destination route fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses. The probability of a man booking booking first class, business class, or premium economy: 0.070.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

Table A4: Female-male probability gap for booking first class, business class, or premium economy: female interactions (part I).

Linear probability model for booking first class, business class, or premium economy	(1)	(2)
Female ×		
(age ≤ 24)	-5.16e-4	
	(0.002)	
(25 ≤ age ≤ 34)	-0.003***	
	(4.28e-4)	
(35 ≤ age ≤ 44)	-0.003***	
	(3.27e-4)	
(45 ≤ age ≤ 54)	-0.006***	
	(3.37e-4)	
(55 ≤ age ≤ 64)	-0.010***	
	(5.06e-4)	
(age ≥ 65)	-0.020***	
	(0.002)	
(length of stay ≤ 1 day)		-0.008***
		(5.10e-4)
(1 < length of stay ≤ 2 days)		-0.008***
		(4.01e-4)
(2 < length of stay ≤ 3 days)		-0.008***
		(4.15e-4)
(3 < length of stay ≤ 4 days)		-0.004***
		(4.53e-4)
(length of stay ≥ 5 days)		5.39e-4
		(3.55e-4)
Trip characteristics (8,248)	Yes	Yes
Employer characteristics (23,669)	Yes	Yes
Employee characteristics (14)	Yes	Yes
Total number of F.E. included	31,931	31,931
Adjusted R^2	0.520	0.520
Number of Observations	7,426,390	7,426,390

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked the flight in any of the following ticket class groups: first class, business class, or premium economy, and 0 otherwise. The table displays female interactions using specification (4) from Table A3. "Trip characteristics" include the following variables: Origin-Destination route fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

Table A5: Female-male probability gap for booking first class, business class, or premium economy: female interactions (part II).

Linear probability model for booking first class, business class, or premium economy	(1)	(2)
Female ×		
(trips per year ≤ 5)	-0.002***	
	(2.80e-4)	
($6 \leq$ trips per year ≤ 10)	-0.005***	
	(3.99e-4)	
($11 \leq$ trips per year ≤ 15)	-0.007***	
	(5.30e-4)	
(trips per year ≥ 16)	-0.011***	
	(4.36e-4)	
Africa		-0.007*
		(0.003)
Australia		-0.004***
		(9.06e-4)
Europe		-0.013***
		(3.42e-4)
Asia		-0.022***
		(9.72e-4)
Middle East		-0.002
		(0.006)
North America		-1.29e-5
		(2.65e-4)
South America		0.003**
		(8.74e-4)
Trip characteristics (8,248)	Yes	Yes
Employer characteristics (23,669)	Yes	Yes
Employee characteristics (14)	Yes	Yes
Total number of F.E. included	31,931	31,931
Adjusted R^2	0.520	0.520
Number of Observations	7,426,390	7,426,390

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked the flight in any of the following ticket class groups: first class, business class, or premium economy, and 0 otherwise. The table displays female interactions using specification (4) from Table A3. "Trip characteristics" include the following variables: Origin-Destination route fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

Table A6: Female-male probability gap for booking first class, business class, or premium economy: female interactions with preference data.

Linear probability model for booking first class, business class, or premium economy	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Female	-0.004***	2.32e-4	-0.007	-0.012	-0.011***	-0.008	-0.012**
	(6.43e-4)	(0.002)	(0.005)	(0.007)	(0.003)	(0.005)	(0.004)
Female ×							
Patience		0.056**					
		(0.016)					
Risk taking			-0.009				
			(0.017)				
Altruism				0.041			
				(0.035)			
Positive reciprocity					0.057**		
					(0.020)		
Negative reciprocity						-0.013	
						(0.018)	
Trust							0.0250*
							(0.011)
Trip characteristics (8,248)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Employer characteristics (23,669)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Employee characteristics (14)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Total number of F.E. included	36,931	36,931	36,931	36,931	36,931	36,931	36,931
Adjusted R^2	0.523	0.523	0.523	0.523	0.523	0.523	0.523
Number of Observations	7,011,259	7,011,259	7,011,259	7,011,259	7,011,259	7,011,259	7,011,259

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked the flight in any of the following ticket class groups: first class, business class, or premium economy, and 0 otherwise. The table displays female interactions using specification (4) from Table A3. "Trip characteristics" include the following variables: Origin-Destination route fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. See Table 3 in the main paper for a summary of the survey items for each preference. All regressions are OLS regressions. Robust standard errors clustered at the country level are in parentheses.

II.B Booking a Direct Flight

Table A7: Female-male probability gap for booking a direct flight.

Linear probability model for booking a direct flight	(1)	(2)	(3)	(4)	(5)
Female	0.017***	0.006***	0.005***	0.006***	0.005***
	(2.60e-4)	(1.46e-4)	(1.51e-4)	(1.53e-4)	(1.53e-4)
Trip characteristics (16,404)	No	Yes	Yes	Yes	Yes
Employer characteristics (23,668)	No	No	Yes	Yes	Yes
Employee characteristics (14)	No	No	No	Yes	Yes
Days booked in advance F.E. (26)	No	No	No	No	Yes
Total number of F.E.	0	16,404	40,072	40,086	40,112
Adjusted R^2	5.45e-4	0.698	0.702	0.702	0.703
Number of Observations	7,426,390	7,426,390	7,426,390	7,426,390	7,426,390

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked a direct flight, and 0 otherwise. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses. The probability of a man booking booking a direct flight is: 0.890.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

Table A8: Female-male probability gap for booking a direct flight: female interactions (part I).

Linear probability model for booking a direct flight	(1)	(2)
Female ×		
(age ≤ 24)	0.004*	
	(0.002)	
(25 ≤ age ≤ 34)	0.005***	
	(3.34e-4)	
(35 ≤ age ≤ 44)	0.006***	
	(2.55e-4)	
(45 ≤ age ≤ 54)	0.006***	
	(2.64e-4)	
(55 ≤ age ≤ 64)	0.005***	
	(3.96e-4)	
(age ≥ 65)	0.009***	
	(0.001)	
(length of stay ≤ 1 day)		4.20e-4
		(3.98e-4)
(1 < length of stay ≤ 2 days)		0.003***
		(3.13e-4)
(2 < length of stay ≤ 3 days)		0.006***
		(3.24e-4)
(3 < length of stay ≤ 4 days)		0.008***
		(3.54e-4)
(length of stay ≥ 5 days)		0.009***
		(2.78e-4)
Trip characteristics (16,404)	Yes	Yes
Employer characteristics (23,668)	Yes	Yes
Employee characteristics (14)	Yes	Yes
Total number of F.E. included	40,086	40,086
Adjusted R^2	0.702	0.702
Number of Observations	7,426,390	7,426,390

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked a direct flight, and 0 otherwise. The table displays female interactions using specification (4) from Table A7. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses.
* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

Table A9: Female-male probability gap for booking a direct flight: female interactions (part II).

Linear probability model for booking a direct flight	(1)	(2)
Female ×		
(trips per year ≤ 5)	0.006***	
	(2.19e-4)	
(6 ≤ trips per year ≤ 10)	0.007***	
	(3.11e-4)	
(11 ≤ trips per year ≤ 15)	0.005***	
	(4.14e-4)	
(trips per year ≥ 16)	0.003***	
	(3.41e-4)	
Africa		-6.68e-4
		(0.002)
Australia		0.002**
		(7.08e-4)
Europe		0.004***
		(2.67e-4)
Asia		0.001
		(7.61e-4)
Middle East		0.014**
		(0.005)
North America		0.008***
		(2.07e-4)
South America		0.002**
		(6.83e-4)
Trip characteristics (16,404)	Yes	Yes
Employer characteristics (23,668)	Yes	Yes
Employee characteristics (14)	Yes	Yes
Total number of F.E. included	40,086	40,086
Adjusted R^2	0.702	0.702
Number of Observations	7,426,390	7,426,390

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked a direct flight, and 0 otherwise. The table displays female interactions using specification (4) from Table A7. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses.
* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

Table A10: Female-male probability gap for booking a direct flight: female interactions with preference data.

Linear probability model for booking a direct flight	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Female	0.006***	0.007***	1.37e-4	0.004*	0.003***	0.002	0.001*
	(0.002)	(0.001)	(0.001)	(0.002)	(6.94e-4)	(0.001)	(5.90e-4)
Female ×							
Patience		0.018*					
		(0.007)					
Risk taking			-0.018**				
			(0.005)				
Altruism				0.008			
				(0.010)			
Positive reciprocity					0.026***		
					(0.006)		
Negative reciprocity						-0.013*	
						(0.006)	
Trust							0.015***
							(0.002)
Trip characteristics (16,121)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Employer characteristics (20,825)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Employee characteristics (14)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Total number of F.E. included	36,960	36,960	36,960	36,960	36,960	36,960	36,960
Adjusted R^2	0.700	0.700	0.700	0.700	0.700	0.700	0.700
Number of Observations	7,011,259	7,011,259	7,011,259	7,011,259	7,011,259	7,011,259	7,011,259

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked a direct flight, and 0 otherwise. The table displays female interactions using specification (4) from Table A7. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. See Table 3 in the main paper for a summary of the survey items for each preference. All regressions are OLS regressions. Robust standard errors clustered at the country level are in parentheses.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

II.C Booking a Flight that Spans over a Weekend

Table A11: Female-male probability gap for booking a flight that spans over a weekend.

Linear probability model for booking a flight that spans over a weekend	(1)
Female	-0.00013***
	(0.00033)
Trip characteristics (16,405)	Yes
Employer characteristics (23,668)	Yes
Employee characteristics (14)	Yes
Number of F.E. included	40,087
Adjusted R^2	0.456
Number of observations	7,426,390

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked a flight that spans a weekend, defined as the trip extending across Friday, Saturday, or Sunday, and 0 otherwise. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. See Table 3 in the main paper for a summary of the survey items for each preference. All regressions are OLS regressions. Standard errors are in parentheses.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

III Robustness

III.A Alternative Specifications for the Linear Probability Model

III.A.1 One week or more in advance

Table A12: Female-male probability gap for booking one week or more in advance.

Linear probability model for booking one week or more in advance	(1)	(2)	(3)	(4)
Female	0.082***	0.070***	0.047***	0.049***
	(3.81e-4)	(3.67e-4)	(3.71e-4)	(3.75e-4)
Trip characteristics (16,405)	No	Yes	Yes	Yes
Employer characteristics (23,668)	No	No	Yes	Yes
Employee characteristics (14)	No	No	No	Yes
Total number of F.E.	0	16,405	40,073	40,087
Adjusted R^2	0.006	0.109	0.165	0.167
Number of Observations	7,426,390	7,426,390	7,426,390	7,426,390

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked the flight with one week or more in advance (*i.e.* if the trip was booked 7 days or more prior to the day of departure), and 0 otherwise. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses. The probability of a man booking one week or more in advance is: 0.697.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

Table A13: Female-male probability gap for booking one week or more in advance: female interactions (part I).

Linear probability model for booking one week or more in advance	(1)	(2)
Female ×		
(age ≤ 24)	0.033***	
	(0.004)	
(25 ≤ age ≤ 34)	0.056***	
	(8.20e-4)	
(35 ≤ age ≤ 44)	0.053***	
	(6.26e-4)	
(45 ≤ age ≤ 54)	0.045***	
	(6.47e-4)	
(55 ≤ age ≤ 64)	0.041***	
	(9.71e-4)	
(age ≥ 65)	0.028***	
	(0.003)	
(length of stay ≤ 1 day)		0.058***
		(9.77e-4)
(1 < length of stay ≤ 2 days)		0.063***
		(7.67e-4)
(2 < length of stay ≤ 3 days)		0.057***
		(7.94e-4)
(3 < length of stay ≤ 4 days)		0.041***
		(8.68e-4)
(length of stay ≥ 5 days)		0.034***
		(6.81e-4)
Trip characteristics (16,405)	Yes	Yes
Employer characteristics (23,668)	Yes	Yes
Employee characteristics (14)	Yes	Yes
Total number of F.E. included	40,087	40,087
Adjusted R^2	0.167	0.167
Number of Observations	7,426,390	7,426,390

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked the flight with one week or more in advance (*i.e.* if the trip was booked 7 days or more prior to the day of departure), and 0 otherwise. The table displays female interactions using specification (4) from Table A12. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses.
* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

Table A14: Female-male probability gap for booking one week or more in advance: female interactions (part II).

Linear probability model for booking one week or more in advance	(1)	(2)
Female ×		
(trips per year ≤ 5)	0.053***	
	(5.37e-4)	
($6 \leq$ trips per year ≤ 10)	0.049***	
	(7.63e-4)	
($11 \leq$ trips per year ≤ 15)	0.047***	
	(0.001)	
(trips per year ≥ 16)	0.040***	
	(8.36e-4)	
Africa		0.038***
		(0.006)
Australia		0.031***
		(0.002)
Europe		0.049***
		(6.56e-4)
Asia		0.058***
		(0.002)
Middle East		0.018
		(0.012)
North America		0.050***
		(5.08e-4)
South America		0.050***
		(0.002)
Trip characteristics (16,405)	Yes	Yes
Employer characteristics (23,668)	Yes	Yes
Employee characteristics (14)	Yes	Yes
Total number of F.E. included	40,087	40,087
Adjusted R^2	0.167	0.167
Number of Observations	7,426,390	7,426,390

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked the flight with one week or more in advance (*i.e.* if the trip was booked 7 days or more prior to the day of departure), and 0 otherwise. The table displays female interactions using specification (4) from Table A12. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses.
* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

Table A15: Female-male probability gap for booking one week or more in advance: female interactions with preference data.

Linear probability model for booking one week or more in advance	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Female	0.0486***	0.0494***	0.0471***	0.0442***	0.0462***	0.0459***	0.0455***
	(0.00114)	(0.000842)	(0.00336)	(0.00436)	(0.00197)	(0.00266)	(0.00223)
Female ×							
Patience		0.00962					
		(0.0135)					
Risk taking			-0.00473				
			(0.00881)				
Altruism				0.0222			
				(0.0259)			
Positive reciprocity					0.0215*		
					(0.00956)		
Negative reciprocity						-0.00970	
						(0.00916)	
Trust							0.0107*
							(0.00457)
Trip characteristics (16,122)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Employer characteristics (20,825)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Employee characteristics (14)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Total number of F.E. included	36,961	36,961	36,961	36,961	36,961	36,961	36,961
Adjusted R^2	0.166	0.166	0.166	0.166	0.166	0.166	0.166
Number of Observations	7,011,259	7,011,259	7,011,259	7,011,259	7,011,259	7,011,259	7,011,259

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked the flight with one week or more in advance (*i.e.* if the trip was booked 7 days or more prior to the day of departure), and 0 otherwise. The table displays female interactions using specification (4) from Table A12. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. See Table 3 in the main paper for a summary of the survey items for each preference. All regressions are OLS regressions. Robust standard errors clustered at the country level are in parentheses.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

III.A.2 Three weeks or more in advance

Table A16: Female-male probability gap for booking three weeks or more in advance.

Linear probability model for booking three weeks or more in advance	(1)	(2)	(3)	(4)
Female	0.066***	0.063***	0.038***	0.041***
	(3.88e-4)	(3.71e-4)	(3.76e-4)	(3.80e-4)
Trip characteristics (16,405)	No	Yes	Yes	Yes
Employer characteristics (23,668)	No	No	Yes	Yes
Employee characteristics (14)	No	No	No	Yes
Total number of F.E.	0	16,405	40,073	40,087
Adjusted R^2	0.004	0.118	0.171	0.174
Number of Observations	7,426,390	7,426,390	7,426,390	7,426,390

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked the flight with three weeks or more in advance (*i.e.* if the trip was booked 21 days or more prior to the day of departure), and 0 otherwise. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses. The probability of a man booking three weeks or more in advance is: 0.282.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

Table A17: Female-male probability gap for booking three weeks or more in advance: female interactions (part I).

Linear probability model for booking three weeks or more in advance	(1)	(2)
Female ×		
(age ≤ 24)	0.029***	
	(0.004)	
(25 ≤ age ≤ 34)	0.040***	
	(8.31e-4)	
(35 ≤ age ≤ 44)	0.042***	
	(6.34e-4)	
(45 ≤ age ≤ 54)	0.040***	
	(6.55e-4)	
(55 ≤ age ≤ 64)	0.045***	
	(9.83e-4)	
(age ≥ 65)	0.025***	
	(0.003)	
(length of stay ≤ 1 day)		0.015***
		(9.90e-4)
(1 < length of stay ≤ 2 days)		0.033***
		(7.77e-4)
(2 < length of stay ≤ 3 days)		0.051***
		(8.04e-4)
(3 < length of stay ≤ 4 days)		0.051***
		(8.78e-4)
(length of stay ≥ 5 days)		0.048***
		(6.90e-4)
Trip characteristics (16,405)	Yes	Yes
Employer characteristics (23,668)	Yes	Yes
Employee characteristics (14)	Yes	Yes
Total number of F.E. included	40,087	40,087
Adjusted R^2	0.174	0.174
Number of Observations	7,426,390	7,426,390

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked the flight with three weeks or more in advance (*i.e.* if the trip was booked 21 days or more prior to the day of departure), and 0 otherwise. The table displays female interactions using specification (4) from Table A16. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses.
* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

Table A18: Female-male probability gap for booking three weeks or more in advance: female interactions (part II).

Linear probability model for booking three weeks or more in advance	(1)	(2)
Female ×		
(trips per year ≤ 5)	0.056***	
	(5.44e-4)	
($6 \leq$ trips per year ≤ 10)	0.037***	
	(7.73e-4)	
($11 \leq$ trips per year ≤ 15)	0.028***	
	(0.001)	
(trips per year ≥ 16)	0.019***	
	(8.47e-4)	
Africa		0.029***
		(0.006)
Australia		-0.001
		(0.002)
Europe		0.042***
		(6.64e-4)
Asia		0.038***
		(0.002)
Middle East		0.002
		(0.012)
North America		0.046***
		(5.15e-4)
South America		0.029***
		(0.002)
Trip characteristics (16,405)	Yes	Yes
Employer characteristics (23,668)	Yes	Yes
Employee characteristics (14)	Yes	Yes
Total number of F.E. included	40,087	40,087
Adjusted R^2	0.174	0.174
Number of Observations	7,426,390	7,426,390

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked the flight with three weeks or more in advance (*i.e.* if the trip was booked 21 days or more prior to the day of departure), and 0 otherwise. The table displays female interactions using specification (4) from Table A16. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses.
* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

Table A19: Female-male probability gap for booking three weeks or more in advance: female interactions with preference data.

Linear probability model for booking three weeks or more in advance	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Female	0.041***	0.042***	0.030**	0.037***	0.035***	0.033***	0.029***
	(0.003)	(0.004)	(0.010)	(0.007)	(0.004)	(0.004)	(0.004)
Female ×							
Patience		0.014					
		(0.027)					
Risk taking			-0.034				
			(0.028)				
Altruism				0.021			
				(0.046)			
Positive reciprocity					0.055*		
					(0.025)		
Negative reciprocity						-0.029	
						(0.017)	
Trust							0.039***
							(0.008)
Trip characteristics (16,122)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Employer characteristics (20,825)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Employee characteristics (14)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Total number of F.E. included	36,961	36,961	36,961	36,961	36,961	36,961	36,961
Adjusted R^2	0.171	0.171	0.171	0.171	0.171	0.171	0.172
Number of Observations	7,011,259	7,011,259	7,011,259	7,011,259	7,011,259	7,011,259	7,011,259

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked the flight with three weeks or more in advance (*i.e.* if the trip was booked 21 days or more prior to the day of departure), and 0 otherwise. The table displays female interactions using specification (4) from Table A16. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. See Table 3 in the main paper for a summary of the survey items for each preference. All regressions are OLS regressions. Robust standard errors clustered at the country level are in parentheses.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

III.A.3 Four weeks or more in advance

Table A20: Female-male probability gap for booking four weeks or more in advance.

Linear probability model for booking four weeks or more in advance	(1)	(2)	(3)	(4)
Female	0.047***	0.047***	0.028***	0.030***
	(3.38e-4)	(3.26e-4)	(3.31e-4)	(3.35e-4)
Trip characteristics (16,405)	No	Yes	Yes	Yes
Employer characteristics (23,668)	No	No	Yes	Yes
Employee characteristics (14)	No	No	No	Yes
Total number of F.E.	0	16,405	40,073	40,087
Adjusted R^2	0.003	0.108	0.157	0.159
Number of Observations	7,426,390	7,426,390	7,426,390	7,426,390

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked the flight with four weeks or more in advance (*i.e.* if the trip was booked 28 days or more prior to the day of departure), and 0 otherwise. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses. The probability of a man booking four weeks or more in advance is: 0.187.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

Table A21: Female-male probability gap for booking four weeks or more in advance: female interactions (part I).

Linear probability model for booking four weeks or more in advance	(1)	(2)
Female ×		
(age ≤ 24)	0.021***	
	(0.002)	
(25 ≤ age ≤ 34)	0.028***	
	(7.31e-4)	
(35 ≤ age ≤ 44)	0.031***	
	(5.58e-4)	
(45 ≤ age ≤ 54)	0.030***	
	(5.76e-4)	
(55 ≤ age ≤ 64)	0.035***	
	(8.65e-4)	
(age ≥ 65)	0.017***	
	(0.003)	
(length of stay ≤ 1 day)		0.004***
		(8.71e-4)
(1 < length of stay ≤ 2 days)		0.019***
		(6.83e-4)
(2 < length of stay ≤ 3 days)		0.036***
		(7.07e-4)
(3 < length of stay ≤ 4 days)		0.042***
		(7.73e-4)
(length of stay ≥ 5 days)		0.040***
		(6.07e-4)
Trip characteristics (16,405)	Yes	Yes
Employer characteristics (23,668)	Yes	Yes
Employee characteristics (14)	Yes	Yes
Total number of F.E. included	40,087	40,087
Adjusted R^2	0.159	0.159
Number of Observations	7,426,390	7,426,390

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked the flight with four weeks or more in advance (*i.e.* if the trip was booked 28 days or more prior to the day of departure), and 0 otherwise. The table displays female interactions using specification (4) from Table A20. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses.
* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

Table A22: Female-male probability gap for booking four weeks or more in advance: female interactions (part II).

Linear probability model for booking four weeks or more in advance	(1)	(2)
Female ×		
(trips per year ≤ 5)	0.045***	
	(4.79e-4)	
($6 \leq$ trips per year ≤ 10)	0.025***	
	(6.80e-4)	
($11 \leq$ trips per year ≤ 15)	0.018***	
	(9.05e-4)	
(trips per year ≥ 16)	0.010***	
	(7.45e-4)	
Africa		0.021***
		(0.005)
Australia		-0.009***
		(0.002)
Europe		0.032***
		(5.84e-4)
Asia		0.029***
		(0.002)
Middle East		-0.002
		(0.011)
North America		0.034***
		(4.53e-4)
South America		0.020***
		(0.001)
Trip characteristics (16,405)	Yes	Yes
Employer characteristics (23,668)	Yes	Yes
Employee characteristics (14)	Yes	Yes
Total number of F.E. included	40,087	40,087
Adjusted R^2	0.159	0.159
Number of Observations	7,426,390	7,426,390

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked the flight with four weeks or more in advance (*i.e.* if the trip was booked 28 days or more prior to the day of departure), and 0 otherwise. The table displays female interactions using specification (4) from Table A20. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses.
* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

Table A23: Female-male probability gap for booking four weeks or more in advance: female interactions with preference data.

Linear probability model for booking four weeks or more in advance	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Female	0.030***	0.030***	0.021*	0.030***	0.026***	0.024***	0.022***
	(0.002)	(0.003)	(0.008)	(0.007)	(0.004)	(0.004)	(0.004)
Female ×							
Patience		0.005					
		(0.023)					
Risk taking			-0.028				
			(0.023)				
Altruism				0.001			
				(0.041)			
Positive reciprocity					0.038		
					(0.023)		
Negative reciprocity						-0.021	
						(0.015)	
Trust							0.028**
							(0.009)
Trip characteristics (16,122)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Employer characteristics (20,825)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Employee characteristics (14)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Total number of F.E. included	36,961	36,961	36,961	36,961	36,961	36,961	36,961
Adjusted R^2	0.156	0.156	0.156	0.156	0.156	0.156	0.156
Number of Observations	7,011,259	7,011,259	7,011,259	7,011,259	7,011,259	7,011,259	7,011,259

Notes: The table displays the estimates of a linear probability model. The dependent variable is a dummy variable equals to 1 if the traveler booked the flight with four weeks or more in advance (*i.e.* if the trip was booked 28 days or more prior to the day of departure), and 0 otherwise. The table displays female interactions using specification (4) from Table A20. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. See Table 3 in the main paper for a summary of the survey items for each preference. All regressions are OLS regressions. Robust standard errors clustered at the country level are in parentheses.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

III.B Alternative Subsamples

III.B.1 Subsample with Most Popular Routes

Table A24: Female-male paid fare gap: most popular routes.

Dependent variable: paid fare	(1)	(2)
Female	-17.970***	-8.817***
	(0.385)	(0.380)
Trip characteristics (16,405)	Yes	Yes
Employer characteristics (23,668)	Yes	Yes
Employee characteristics (14)	Yes	Yes
Days booked in advance F.E. (26)	No	Yes
Number of F.E. included	25,267	25,293
Adjusted R^2	0.823	0.829
Number of observations	5,893,358	5,893,358

Notes: Dependent variable is the paid fare, which is measured in U.S. dollars. Sample restricted to the 25 percent most popular routes in the original sample. The table displays similar coefficients as the ones in specifications (4) and (5) in Table 4A in the main paper using the sample of 25 percent most popular routes in the original sample. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

III.B.2 Subsample with United States Trips Only.

Table A25: Female-male paid fare gap: Sample restricted to trips in the United States (with Thanksgiving Week).

Dependent variable: paid fare	(1)	(2)
Female	-18.05***	-3.564***
	(0.365)	(0.345)
Trip characteristics (10,223)	Yes	Yes
Employer characteristics (3,368)	Yes	Yes
Employee characteristics (14)	Yes	Yes
Days booked in advance F.E. (26)	No	Yes
Total number of F.E.	13,631	13,631
Adjusted R^2	0.890	0.902
Number of Observations	3,263,836	3,263,836

Notes: Dependent variable is the paid fare, which is measured in U.S. dollars. Sample restricted to trips in the United States only. The table displays similar coefficients as the ones in specifications (4) and (5) in Table 4A in the main paper using the sample of trips that took place in the United States only. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses.
* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

III.B.3 Subsample with United States Trips Only, without Thanksgiving Week.

Table A26: Female-male paid fare gap: Sample restricted to trips in the United States without Thanksgiving Week.

Dependent variable: paid fare	(1)	(2)
Female	-18.15***	-3.660***
	(0.365)	(0.345)
Trip characteristics (10,200)	Yes	Yes
Employer characteristics (3,356)	Yes	Yes
Employee characteristics (14)	Yes	Yes
Days booked in advance F.E. (26)	No	Yes
Total number of F.E.	13,596	13,596
Adjusted R^2	0.889	0.902
Number of Observations	3,241,740	3,241,740

Notes: Dependent variable is the paid fare, which is measured in U.S. dollars. Sample restricted to trips in the United States only, without Thanksgiving week. The table displays similar coefficients as the ones in specifications (4) and (5) in Table 4A in the main paper using the sample of trips that took place in the United States only, without Thanksgiving week (*i.e.*, same subsample as Table A25 without including the trips during Thanksgiving week from November 23 to November 30 2014). "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

III.B.4 Subsample without End of the Year Holiday Weeks

Table A27: Female-male paid fare gap: Subsample without end of the year trips.

Dependent variable: paid fare	(1)	(2)
Female	-15.542***	-4.551***
	(0.315)	(0.307)
Trip characteristics (15,990)	Yes	Yes
Employer characteristics (22,728)	Yes	Yes
Employee characteristics (14)	Yes	Yes
Days booked in advance F.E. (26)	No	Yes
Total number of F.E.	38,732	38,758
Adjusted R^2	0.902	0.908
Number of Observations	7,426,390	7,426,390

Notes: Dependent variable is the paid fare, which is measured in U.S. dollars. Sample restricted to trips that do not take place in November or December. The table displays similar coefficients as the ones in specifications (4) and (5) in Table 4A in the main paper using the sample of trips that do not take place in November or December. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

III.C Alternative Specifications for "days booked in advance Fixed Effects"

Table A28: Female-male paid fare gap: Alternative specifications for advance booking fixed effects.

Dependent variable: paid fare	(1)	(2)
Female	4.460***	-4.414***
	(0.285)	(0.285)
Trip characteristics (16,405)	Yes	Yes
Employer characteristics (23,668)	Yes	Yes
Employee characteristics (14)	Yes	Yes
Days booked in advance F.E. specification 1 (26)	Yes	No
Days booked in advance F.E. specification 2 (91)	No	Yes
Number of F.E. included	40,113	40,178
Adjusted R^2	0.907	0.907
Number of observations	7,426,390	7,426,390

Notes: Dependent variable is the paid fare, which is measured in U.S. dollars. The specification in column (1) in this table is the same specification as the specification in column (5) in Table 4A in the main paper. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." "Days booked in advance F.E. specification 1:" A set of 26 dummy variables, where each of the them equals 1 depending on how many days or weeks in advance the booking was made, defined as follows; a set of 15 dummy variables, one for each of the first 15 days prior to a flight; a set of 10 dummy variables, one for each of the 10 weeks following the first 15 days prior to a flight; an additional dummy variable for a booking that took place 85 days ($85 = 15 + 10 \times 7$) before the flight. "Days booked in advance F.E. specification 2:" A set of 91 dummy variables, one for each day booked in advance before the departure for the first 90 days and 1 additional dummy variable for more than 90 days. The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors are in parentheses.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

III.D Alternative Clustering of Standard Errors

III.D.1 Firm Level: 7,783 clusters.

Table A29: Female-male paid fare gap: Standard errors clustered at the firm level.

Dependent variable: paid fare	(1)	(2)	(3)	(4)	(5)
Female	-103.966***	-27.656***	-20.791***	-15.482***	-4.460***
	(7.870)	(1.051)	(0.749)	(0.666)	(0.508)
Trip characteristics (16,405)	No	Yes	Yes	Yes	Yes
Employer characteristics (23,668)	No	No	Yes	Yes	Yes
Employee characteristics (14)	No	No	No	Yes	Yes
Days booked in advance F.E. (26)	No	No	No	No	Yes
Total number of F.E.	0	16,405	40,073	40,087	40,113
Adjusted R^2	0.002	0.896	0.901	0.901	0.907
Number of Observations	7,426,390	7,426,390	7,426,390	7,426,390	7,426,390

Notes: Dependent variable is the paid fare, which is measured in U.S. dollars. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors, adjusted for 7,783 firm clusters, are in parentheses.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

Table A30: Female-male days booked in advance gap:: Standard errors clustered at the firm level.

Dependent variable: days booked in advance	(1)	(2)	(3)	(4)
Female	2.728***	2.693***	1.606***	1.809***
	(0.257)	(0.144)	(0.100)	(0.0820)
Trip characteristics (16,405)	No	Yes	Yes	Yes
Employer characteristics (23,668)	No	No	Yes	Yes
Employee characteristics (14)	No	No	No	Yes
Total number of F.E.	0	16,405	40,073	40,087
Adjusted R^2	0.003	0.158	0.225	0.228
Number of Observations	7,426,390	7,426,390	7,426,390	7,426,390

Notes: Dependent variable is the days booked in advance. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors, adjusted for 7,783 firm clusters, are in parentheses.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

III.D.2 Firm-division Level: 23,609 clusters.

Table A31: Female-male paid fare gap: Standard errors clustered at the firm-division level.

Dependent variable: paid fare	(1)	(2)	(3)	(4)	(5)
Female	-103.966***	-27.656***	-20.791***	-15.482***	-4.460***
	(7.870)	(0.961)	(0.733)	(0.643)	(0.481)
Trip characteristics (16,405)	No	Yes	Yes	Yes	Yes
Employer characteristics (23,668)	No	No	Yes	Yes	Yes
Employee characteristics (14)	No	No	No	Yes	Yes
Days booked in advance F.E. (26)	No	No	No	No	Yes
Total number of F.E.	0	16,405	40,073	40,087	40,113
Adjusted R^2	0.002	0.896	0.901	0.901	0.907
Number of Observations	7,426,390	7,426,390	7,426,390	7,426,390	7,426,390

Notes: Dependent variable is the paid fare, which is measured in U.S. dollars. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors, adjusted for 23,609 firm-division clusters, are in parentheses.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.

Table A32: Female-male days booked in advance gap: Standard errors clustered at the firm-division level.

Dependent variable: days booked in advance	(1)	(2)	(3)	(4)
Female	2.728***	2.693***	1.606***	1.809***
	(0.257)	(0.113)	(0.0891)	(0.0716)
Trip characteristics (16,405)	No	Yes	Yes	Yes
Employer characteristics (23,668)	No	No	Yes	Yes
Employee characteristics (14)	No	No	No	Yes
Total number of F.E.	0	16,405	40,073	40,087
Adjusted R^2	0.003	0.158	0.225	0.228
Number of Observations	7,426,390	7,426,390	7,426,390	7,426,390

Notes: Dependent variable is the days booked in advance. "Trip characteristics" include the following variables: Origin-Destination route × ticket class fixed effects, direct flight, length of stay dummy variables, and week fixed effects. "Employer characteristics" include the following variables: Division × firm fixed effects and country fixed effects. "Employee characteristics" include the following variables: age dummy variables, number of trips per traveler dummy variables, and employee type fixed effects. "F.E." stands for "Fixed Effects." The parenthesis in the initial column, next to the labels, summarizes the number of fixed effects included in each line. The total number of fixed effects reports the number of fixed effects included in each column/specification. See Appendix Section 1 in the main paper for the definitions of the variables and fixed effects. All regressions are OLS regressions. Standard errors, adjusted for 23,609 firm-division clusters, are in parentheses.

* significant at $p < .05$; ** $p < .01$; *** $p < .001$.