Abstract

Since the early 21st century, the issue of gender pay inequality has increasingly captured public and academic attention. This topic covers a broad spectrum of aspects, among which the industry-specific influence on gender pay disparities is of particular interest to our study. This thesis specifically examines the extent to which the Gender Pay Gap (GPG) in the United Kingdom is influenced by industry affiliation. Additionally, it evaluates the average proportion of women employed within these sectors, utilizing this information as an indicator of industrial segregation. Our analysis relies on data from 4908 companies operating in the United Kingdom and reporting consistently throughout the 2017/18 - 2022/23 period. We employ the Ordinary Least Squares estimation technique, incorporating corrections for heteroskedasticity detected in our models, to explore these relationships. The first important finding confirms a link between the GPG and industry affiliation, revealing significant differences across industries. Furthermore, our research demonstrates that industries with a higher average proportion of women tend to have larger GPGs. Although this finding is highly statistically significant, its practical significance is weakened by the modest magnitude of the estimated effects.