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Top five lists

Top five lowest paying industries where young women are concentrated

- Wholesale, retail, repair of vehicles
- Accommodation and food services
- Other service activities
- Admin and support services
- Arts, entertainment and recreation

Top five industry pay gaps

Whole workforce

- Financial and insurance
- Education
- Professional, scientific and technical activities
- Electricity, gas, air conditioning supply
- Information and communication

Young workers (aged 30 and under)

- Electricity, gas, air conditioning supply
- Financial and insurance
- Mining and quarrying
- Other service activities
- Professional, scientific, and technical activities

For information, more details on the sub-industries included within the standard industry classifications (SIC) can be found [here](https://resources.companieshouse.gov.uk/sic/).¹

¹ <https://resources.companieshouse.gov.uk/sic/>

Analysis detail

Top five lowest paying industries where young women are concentrated

The top five list of low-paying industries where young women are concentrated is subjective, depending on whether we are more concerned with, e.g., absolute numbers of young women in the sector, or hourly pay in the sector, or some combination of factors, etc. Considering absolute values and rank, the following 6 industries might be described as worst offenders:

- Health and social work *
- Wholesale, retail, repair of vehicles
- Accommodation and food services
- Other service activities
- Admin and support services
- Arts, entertainment and recreation

**Health and social work, however, is perhaps an odd one out, since the pay here is a bit higher across all measures. Around 81% of health and social care employees are female, while the gender balance across the industry generally is close to 50/50 in the other five sectors listed.*

The following table shows actual values, and rank (in brackets) among 21 industry sectors, across several measurements. Industries are ranked **worst to best**. All of the top five employers of young women rank among the ten worst paid in all three low pay measures.

Industry sector	Young female members as % of all UK employed	Hourly pay overall	Annual pay overall	Hourly pay for young women	Gender pay gap overall
Health and social work	3.32 (1)	11.91 (9)	20497 (8)	9.57 (8)	1.62 (11)
Wholesale, retail, repair of vehicles	3.20 (2)	9.06 (2)	16169 (3)	7.91 (4)	1.67 (7)
Accommodation and food services	2.16 (3)	7.85 (1)	11386 (1)	7.17 (1)	0.39 (18)
Other service activities	0.80 (4)	10.52 (7)	18861 (5)	7.83 (3)	3.36 (6)
Admin and support services	0.79 (5)	10.09 (5)	19847 (6)	8.92 (6)	1.22 (12)
Arts, entertainment and recreation	0.65 (6)	10.13 (6)	17290 (4)	8015 (5)	0.94 (14)

Dark shading indicates ranking within top 5; **light shading** represents ranking within top 6.

Top five industry pay gaps

The industries with the highest (absolute) gender gaps in median **hourly** pay, for everyone (left), and just for young people (right), are:

Industry sector	Pay gap (everyone) (£)	Industry Sector	Pay gap (young people) (£)
Financial and insurance	8.19	Electricity, gas, air cond. supply	2.06
Education	5.13	Financial and insurance	2.06
Prof., scientific and technical activities	4.88	Mining and quarrying	1.91
Electricity, gas, air conditioning supply	4.55	Other service activities	1.79
Information and communication	4.42	Prof. scientific, technical	1.34

For the purposes of measuring fairness of pay between genders in an industry, net of the hours people tend to work within that industry, we would consider median hourly pay to be the better measure.

However, for information, four and three industries respectively also feature (**shaded**) in the corresponding top fives of absolute **annual** pay gap:

Industry sector	Pay gap (everyone) (£)	Industry sector	Pay gap (young people) (£)
Financial and insurance	19963	Electricity, gas, air cond. supply	8928
Prof., scientific and technical activities	14936	Other service activities	8573
Mining and quarrying	14860	Mining and quarrying	6859
Electricity, gas, air conditioning supply	14715	Wholesale, retail, repair of vehicles	6064
Information and communication	14385	Agriculture, forestry and fishing	5575