

P16 Gender Pay gap part time and self employed workers

Conference notes:

- i. According to the Office for National Statistics, in 2023 the pay gap among full time employees increased to 7.7 percent up from 7.6 percent in 2022.
- ii. The continuing upward trend in the part-time gender pay gap seen since 2015 is continuing.
- iii. women fill more part-time jobs, which in comparison with full-time jobs have lower hourly median pay

Calls on the TUC to campaign to:

- a) Introduce mandatory action plans for businesses, public bodies, and public funded organisations to identify what actions they are taking to reduce the gender gap, ensuring that part time and self-employed women workers are included.

The action plans must contain time bound targets that are clear and measurable. Including reporting requirements to include businesses and publicly funded organisations with 50 employees.

AUE - Artists Union England

P17 Pensions Gap

Conference notes that there exists a gender pensions gap in the UK which, by most measurements, is more than double that of the gender pay gap and which is largely a reflection of differentials in private pension wealth accrument between men and women.

Conference recognises the Pensions Policy Institute report, showing that:

- i. Approaching retirement age, the median private pension wealth of women is one third that of men's private pension wealth.
- ii. 50% more women than men are heading towards retirement without any private pension savings.

Conference acknowledges the largest causal factor of the pensions gap is women being more likely to take time off work to assume caring responsibilities, and notes that on average, women carry out 60 percent more unpaid work than men.

Conference, therefore, commits to campaign in support of policy measures which target the numerous causes of the gender pensions gap, including:

- a) Reduction in the earnings trigger threshold for automatic enrolment in a workplace pension, as more women than men tend to be excluded.
- b) Introduction of a family carer top-up, to boosts the pension wealth of people who take time away from work to care for children or relatives.

Community

Amendment:

Add to end of motion:

'(c) Encouraging more equal sharing of caring responsibilities by gender and making affordable childcare more widely available.

(d) Increase in the incidence of sharing of pension assets on the ending of long-term relationships.

(e) Higher take-up of credits that can boost women's pension income.

Prospect

P18 Gender Pension Gap

Conference notes that research by the Pensions Policy Institute found that women in their early 60s will have built up just a third of the pension wealth as men of the same age.

Multiple factors contribute to the gender pension gap, such as the gender pay gap and unpaid caring responsibilities.

For musicians and other self-employed workers, the problem is particularly acute as many will not have sufficient savings to support them in retirement.

The Musicians' Census found that only 28 percent of musicians had access to a workplace pension scheme and only 14 percent have access to other types of pensions, indicating musicians may be especially vulnerable to poverty in later life.

Work for women in the arts over 60 is scarce and many cannot afford to retire until they receive their state pension leaving them actively seeking work, that in many cases, doesn't exist. The proposed rises in state pension age means musicians working for longer with no hope of retirement in sight.

Conference calls on the TUC to lobby government to:

- i. Rule out any further pension age rises.
- ii. Address the root causes of the gender pensions gap.
- iii. Review the incentives provided for pension saving among self-employed workers.

MU – Musicians' Union

The gender pay and pension gap including for part-time and self-employed workers

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- d) Encouraging more equal sharing of caring responsibilities by gender and making affordable childcare more widely available.
- e) Increase in the incidence of sharing of pension assets on the ending of long-term relationships.
- f) Higher take-up of credits that can boost women's pension income.