

21 February 2024

Gender Pay Gap reveals women working on average 52 days for free

Analysis from the Trades Union Congress (TUC) has revealed today, 21 February as the day when the average woman stops working for free compared to the average man because of the gender pay gap.

The gender pay gap, the difference between what men and women are paid on average now stands at 14.3% meaning that women essentially work for the first 52 days of the year for free. The analysis of the gender pay gap was first reported in 2017 and, whilst the gap is narrowing, it is predicted that it could take until 2044 to close.

The TUC analysis states that reasons for the gap include that women are more likely to work part time, and because women tend to occupy less well-paid roles, although the gap persists in industries dominated by female workers such as education and care.

In education, the gap is 21.3% meaning that women are working until 17 March for free whilst in health and social care, the gap is 12.6%, the equivalent of 46 days for free – 14 February. The biggest gap is in finance and insurance, where the gap is 27.9% (102 days).

Lifelong gender pay disparity

The pay gap is also wider for older women, those aged 40 to 49 have a gap of 17% (62 days), those aged over 60 are at 18.1% (66 days), whilst those in their fifties have the biggest gap of 19.7% (72 days).

The gap widens as women get older, taking on more care responsibilities and further reducing their hours.

TUC General Secretary Paul Nowak said “Everyone should be paid fairly for the job that they do.

“It’s clear that just publishing gender pay gaps isn’t working. Companies must be required to publish and implement action plans to close their pay gaps. And bosses who don’t comply with the law should be fined.”

Take action

PCS has [submitted our pay claim for 2024/25](#) to the Cabinet Office. To ensure that our demands are met we need the support of ordinary union members and strong union branches. If you haven’t joined PCS yet, you can do so now by completing [this online form](#).