

Sent to Daily Mail (Alan Roden) 27th Aug '09

It's good to see that the CMI gender their statistics, we wish more would. We believe that gender analysis of pay and work practices is the only way we can understand what's happening to women in the workplace. That said, we also need to ensure that the analysis of these statistics recognises the realities of the labour market for women. It's quite possible that the gender pay gap means that when it comes to redundancies women are kept on as the best option for employers because they are paid less, so more money is saved by losing men than women. It is also possible that women are more likely to accept changes in their position and conditions of service rather than lose their jobs, unlike men who could be seen to have a greater sense of worth i.e. their ability to negotiate better pay). While it's good news that salary increases for female and male managers in Scotland are increasing on an equal footing for the first time there is still a need to close the pay gap between men and women; the gender pay gap in Scotland overall has increased this year.

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