

News release from Marlyn Glen MSP

9 February 2011

Dundee gender pay gap : Women face a double disadvantage on pay.

Women in Dundee face a “double disadvantage” on weekly pay, according to Marlyn Glen.

Figures in an answer to her recent Parliamentary Question indicate that the weekly pay of full-time working women in the city have been the second lowest in Scotland of the six Scottish cities in each of the past three years. (the lowest being Inverness/Highland)

During the same three year period, female pay in Dundee has been running at only 77-84 per cent of the level of full-time working men.

A further indication of the gender gap in pay between men and women was that while full-time men in Dundee had the lowest weekly pay last year of all men in the Scottish cities, it was still above the pay of the highest paid women in Scotland , in Edinburgh.

Ms Glen said,

“The persistence of the gender pay gap arises from three main sources – the concentration of women in low-paid jobs, the undervaluation of their work, and their caring duties and raising a family.

“Added to this, some 40 per cent of women work part-time compared with 10 per cent of men.

“If we were then to compare the pay of full-time men with that of part-time women, the extent of the gender pay gap would increase considerably.

“The gender gap has been closing, but only over a relatively long period of time.

“ The public sector in Scotland has a good record in narrowing gap between men and women to 95 per cent. ”

ends

Answer from John Swinney to Parliamentary question from Marlyn Glen

Table 1 – Median gross weekly pay (£) for full-time employee jobs by gender.

| | Male | | | Female | | | All | | |
|-----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 2008 | 2009 | 2010 | 2008 | 2009 | 2010 | 2008 | 2009 | 2010 |
| Aberdeen | 599.65 | 585.06 | 640.40 | 452.21 | 471.17 | 480.74 | 532.13 | 538.41 | 576.93 |
| Dundee | 502.70 | 498.73 | 507.35 | 391.41 | 417.15 | 418.76 | 465.36 | 465.41 | 482.85 |
| Edinburgh | 523.84 | 535.02 | 545.15 | 459.12 | 483.91 | 500.75 | 497.75 | 513.67 | 527.74 |
| Glasgow | 495.00 | 524.17 | 516.92 | 411.73 | 428.45 | 439.54 | 459.81 | 475.97 | 477.48 |
| Inverness | 463.52 | 472.97 | 508.58 | 387.11 | 396.62 | 381.95 | 416.10 | 450.84 | 457.19 |
| Stirling | 452.80 | 494.38 | 599.41 | 458.17 | 433.24 | 426.08 | 454.07 | 460.25 | 499.15 |
| Scotland | 504.87 | 509.90 | 521.54 | 401.13 | 420.29 | 431.21 | 462.60 | 472.78 | 488.17 |

Gender Pay Gap in Dundee

Median gross weekly pay (£) for full-time employee jobs by gender.

| | Male | | | Female | | |
|---------------------|--------|--------|--------|--------|--------|--------|
| | 2008 | 2009 | 2010 | 2008 | 2009 | 2010 |
| Dundee City | 502.70 | 498.73 | 507.35 | 391.41 | 417.15 | 418.76 |
| Female as % of male | 77.8% | 83.6% | 82.5% | | | |

Last year (2010) weekly pay for men in Dundee was the lowest of the six Scottish cities - £507.35p.

However, Dundee's lowest pay for males of £507.35p is above the highest pay for women in the best paid city for females, Edinburgh, of £500.75p

In each of the past three years, women's weekly pay in Dundee has been the second lowest (above only Inverness/Highland).

The Dundee weekly pay for women was £418.76p

In both 2008 and 2009, the weekly pay for men in Dundee was above the highest pay for women in the best-paid city for women, Edinburgh.

| Female weekly pay 2010 in £ | Dundee women's pay expressed as a % that pay |
|-----------------------------|--|
| Aberdeen 480.74 | 87% |
| Dundee 418.76 | 100% |
| Edinburgh 500.75 | 83% |
| Glasgow 439.54 | 95% |
| Inverness 381.95 | 109% |
| Stirling 426.08 | 98% |
| Scotland 431.21 | 97% |

Gender pay gap in each city (female pay as a percentage of men's)

2008, 2009, 2010

Aberdeen

2008, 2009, 2010 = 75, 81, 75

Edinburgh

2008, 2009, 2010 = 88, 90, 92

Glasgow

2008, 2009, 2010 = 83, 82, 85

Inverness

2008, 2009, 2010 = 84, 84, 75

Stirling

2008, 2009, 2010 = 101, 87, 71

Dundee

2008, 2009, 2010 = 78, 84, 83
