

## **Brief outline: What is the gender pay gap in the IT technology sector in Singapore ?**

### **Focus and Aim of the Review:**

My literature review will focus on examining the existence, causes, and implications of the gender pay gap within Singapore's IT technology sector. The aim is to analyse current academic and industry research to understand the extent of wage disparities, identify contributing factors, and evaluate policy and organisational responses. The review will also explore how socio-cultural and structural influences affect women's participation and career progression in the IT sector.

The literature review is directed toward an academic audience, students, researchers, and professionals, interested in gender equality, labour market policy, and diversity in technology.

### **Need and Significance:**

Despite Singapore's strong global standing on gender equality, recent studies and reports reveal persistent wage inequalities, particularly in high-skilled industries such as technology (World Economic Forum, 2024; MOM, 2023). Addressing this gap is vital for meeting the Sustainable Development Goal 5 (Gender Equality) and ensuring an inclusive digital economy. This review contributes by combining statistical evidence with interpretive perspectives to highlight structural, cultural, and organisational barriers to pay parity.

### **Context and Conceptual Framework:**

The literature review adopts a mixed methods framework that showcases both quantitative and qualitative findings (Creswell and Plano Clark, 2018). It is based on Human Capital Theory, which attributes pay differences to experience and education (OECD, 2024), and Gender Inequality Theory, which highlights discrimination, social norms, and workplace culture (Ng and Burke, 2020). This dual approach enables a balanced understanding of both individual and systemic drivers behind the pay gap.

### **Source Selection and Search Strategy:**

Sources will be pulled from academic databases such as Google Scholar, alongside official Singaporean and global datasets. Search terms include gender pay gap, Singapore, IT sector, and women in IT technology. Quantitative data will primarily come from national labour statistics (MOM, 2023; OECD, 2024), while qualitative sources will include corporate diversity reports and government policy frameworks (TAFEP, 2023). The review will prioritise literature published from 2018 onwards to ensure relevance.

## **Proposed Structure of the Literature Review**

1. Introduction: Define key terms and justify the topic's relevance.
2. Contextual Overview: Outline the IT sector and Singapore's labour market.
3. Empirical Evidence: Analyse Quantitative trends and statistics.
4. Qualitative Insights: Analyse social and organisational influences.
5. Theoretical Discussion: Apply Human Capital and Gender Inequality frameworks.
6. Policy Evaluation: Assess national and corporate equality initiatives.
7. Gaps and Limitations: Identify inconsistencies and under-researched areas.
8. Conclusion and Implications – Summarise findings and policy recommendations.

## **Expected Outcome:**

The review is expected to show that Singapore's gender pay gap in IT is narrower than in other countries but persists due to structural biases, limited advancement pathways, and underrepresentation in senior technical roles (Ng and Burke, 2020; WEF, 2024). The findings will advocate for more transparent pay reporting, stronger diversity metrics, and continuous monitoring of workplace equality practices.

## **References:**

- Braun, V. and Clarke, V. (2006) 'Using thematic analysis in psychology', *Qualitative Research in Psychology*, 3(2), pp. 77–101.
- Creswell, J.W. and Plano Clark, V.L. (2018) *Designing and Conducting Mixed Methods Research*. 3rd edn. Thousand Oaks, CA: Sage Publications.
- Ministry of Manpower (MOM) Singapore. (2023) *Labour Force in Singapore 2023: Gender, Age and Education Profile*. Singapore: MOM. Available at: <https://www.mom.gov.sg> (Accessed: 31 October 2025).
- Ng, E.S. and Burke, R.J. (2020) 'Gender equality and the tech industry: Challenges and opportunities', *Equality, Diversity and Inclusion: An International Journal*, 39(4), pp. 389–404.
- Organisation for Economic Co-operation and Development (OECD). (2024) *Gender Wage Gap (Indicator)*. Paris: OECD. Available at: <https://data.oecd.org/earnwage/gender-wage-gap.htm> (Accessed: 31 October 2025).
- Tripartite Alliance for Fair & Progressive Employment Practices (TAFEP). (2023) *Fair Employment Practices Guidelines*. Singapore: TAFEP. Available at: <https://www.tal.sg/tafep> (Accessed: 31 October 2025).
- World Economic Forum (2024) *Global Gender Gap Report 2024*. Geneva: WEF. Available at: <https://www.weforum.org> (Accessed: 31 October 2025).

**Feedback:****1. Knowledge and Understanding of the Topic**

You demonstrate good knowledge of the gender pay gap in terms of the IT sector in Singapore. It is evident through this submission the focus, purpose and importance of the review is identified, linking the pay disparity to sociocultural, structural and organisational components. Furthermore, you have evidenced awareness of multiple perspectives affecting pay gaps, through your discussion of both Human Capital Theory and Gender Inequality Theory.

**2. Critical Thinking**

You show good critical thinking in your submission through the support for quantitative trends with insights through qualitative, and considering a plan to review both individual and systemic drivers of the pay gap. You have pointed out opportunities for gaps such as underrepresentation in senior positions and structural biases, and you have linked theory and practice, although it could be strengthened by identifying ways your findings would inform policy or organisational change.

**3. Use of Relevant Sources**

There are good examples of use of relevant and high quality sources to support your discussion: through the use of academic research, Gov datasets and reports, and organisational datasets. Further, you provide a range of quality sources and recent data (beginning from 2018) from both national and international perspectives. Adding more specific examples or intermediate summaries of your findings, along with a review of the academic literature, or some of the primary research studies could also help strengthen your engagement with the subject in the outline.

**4. Organization and Presentation**

This submission is excellently organized. Sections are presented in a logical sequence, and the proposed journey from introduction to conclusion is well explained. Headings and subheadings are consistent and the structure is clear. The integration of qualitative and quantitative sections suggests there has been a significant thought process in planning the outline.

**5. Academic Integrity**

You show a good level of academic integrity through appropriate referencing of your sources and using credible datasets. The citations are correctly formatted and the use of both academic and official sources suggests some consideration has been given to scholarly practice.

You could better your work by slightly making clearer connections between the theories you discussed and the practical implications for Singapore's IT sector, to demonstrate how those findings may act as a resource for other policy or organisational decisions. Alternative addition of specific short examples (or key findings) from the cited sources in the literature section of the outline would demonstrate a deeper engagement with the literature. It may also be useful to consider outlining, in your methodology, how you will analyse the quantitative and qualitative data for your research project (in addition to acknowledging objectivity during this process). In the outline, you may want to include some small transitions or connecting sentences between sections (with the outline) so that the project reads more smoothly. Finally, you may need to ensure that you are consistent with your citation style you are using, and note in-text references for all points, to ensure academic integrity, and professionalism.