

## Unit 2: Literature Review & Research Proposal Outlines

### Proposed Topic:

*What is the gender pay gap in the IT technology sector in Singapore?*

### Rationale:

The gender pay gap remains a persistent global issue, yet its manifestation in specific high-growth sectors such as information technology (IT) varies across countries. In Singapore, a leading digital hub with strong gender equality policies, examining pay disparities in IT provides valuable insight into whether policy translates into workplace equity. This topic is relevant because it combines social and economic dimensions of digital transformation, contributing to discussions around diversity and inclusion.

### Aim and Focus:

The aim is to review current academic and industry literature to identify the extent, causes, and potential solutions to gender pay differences in Singapore's IT sector. The review will explore factors such as organisational culture, career progression barriers, and policy frameworks.

### Intended Audience:

The primary audience includes academics researching gender and employment, policymakers focused on labour equality, and HR professionals working in technology organisations who aim to create more inclusive workplaces.

### Need and Significance:

Although Singapore is known for its commitment to gender equality and economic competitiveness, research suggests that pay disparities persist within high-skilled sectors such as IT. This review is significant because it examines whether equality policies are effectively addressing pay gaps in one of the most innovative and high-growth areas of the economy. Understanding the drivers of inequality in this sector supports evidence-based policymaking and contributes to the broader discussion on women's participation in STEM fields.

### Context, Perspective and Frameworks:

The review is situated within the context of Singapore's digital transformation agenda and its ambition to become a global technology hub. Despite these advancements, women remain underrepresented in technical and leadership roles. The perspective taken is socio-economic, examining both structural and cultural barriers to pay equity. The analysis will be guided by *Human Capital Theory*, to assess the role of education and experience, and the *Gender Pay Gap Framework*, to evaluate discrimination and occupational segregation.

## Sources:

Sources will be located using academic databases such as Scopus, Google Scholar, and JSTOR, as well as institutional publications from the Singapore Ministry of Manpower and professional bodies like the Singapore Computer Society. Selection criteria include peer-reviewed articles and reports published after 2018 to ensure relevance. Search terms include “gender pay gap,” “IT sector Singapore,” “STEM employment,” and “gender equity in technology.” Preference will be given to empirical and policy-based studies that provide measurable data or qualitative insights.

## Structure:

The review will be structured as follows:

1. **Introduction:** Define the gender pay gap and outline its relevance in the IT sector.
2. **Context:** Overview of Singapore’s technology industry and labour landscape.
3. **Findings:** Review of empirical studies and statistics on pay disparities.
4. **Explanations:** Discussion of theoretical and organisational factors.
5. **Policies and Interventions:** Evaluation of government and corporate initiatives.
6. **Gaps and Future Research:** Identification of missing evidence or inconsistencies.
7. **Conclusion:** Synthesis of findings and implications for policy and practice.