WRITING A LITERATURE REVIEW

Guiding questions to support planning, revising, and refining of a *literature review* *

What is the focus and aim of your review? Who is your audience?

1. The review focuses on examining the gender pay gap in the technology sector in Germany.
The audience refers to business executives, politicians and gender studies scholars.

Why is there a need for your review? Why is it significant?

2. The gender pay gap is present in many industries. This creates an imbalance and discrimination. The technology sector is still considered a male-dominated industry, which means that a larger gender pay gap between the sexes can be expected. Due to equal opportunities, an examination of the gender wage gap in the technology sector in Germany is important in order to point out this deficit, to analyze the reasons and to be able to take suitable countermeasures.

What is the context of the topic or issue? What perspective do you take? What framework do you use to synthesise the literature?

3. **Context:** Despite increased efforts on the part of politicians, such as the minimum wage, the quota of women in executive positions and the disclosure of salaries, there is a gender pay gap in Germany. However, this is not structural and differs depending on the industry, region and age of the employees.

Perspective: An objective perspective is taken. Reasons for the gender pay gap are considered from the point of view of the present and historical development, the socio-economy, as well as companies and politics.

Framework: Synthesis Matrix

How did you locate and select sources for inclusion in the review?

4. IEEE Computer Society
DBLP bibliography
ScienceDirect
Google Scholar

How is your review structured?

5. Introduction
Gender pay gap in Germany and worldwide
Reasons for the gender pay gap in the technology sector
Countermeasures
Conclusion

What are the main findings in the literature on this topic?

6. The gender pay gap has decreased in recent decades but is still imminent.
Sectors show differences in the gender pay gap.
Socio-economic as well as societal reasons point to the causes of the gender pay gap.
Political decisions have contributed to reducing the gender pay gap, but are not sufficient to eliminate it.

What are the main strengths and limitations of this literature?

7.

The literature review highlights the gender pay gap in the technology sector in Germany and compares it with other nations. Policies are examined and evaluated in terms of success.

Are there any discrepancies in this literature?

8.

The literature review only enables a historical and current view of the gender pay gap. No empirically valid statements can be made about suitable measures to reduce the gender pay gap.

What conclusions do your draw from the review? What do you argue needs to be done as an outcome of the review?

9.

The gender pay gap in the technology sector in Germany shows a lower wage gap than in other sectors. The main reasons for the wage differences can be traced back to the weekly working hours of employees and career breaks. Political decisions such as the minimum wage, the quota for women in management positions and the disclosure of salaries have led to a decrease in the gender pay gap, but this only applies to a small extent in the technology sector, since the minimum wage is usually exceeded in this industry and many companies are not affected by the women's quota.

* As with other sets of guiding questions in this book, select those questions that are relevant to your context, add others as appropriate, and decide the order in which you will address them to communicate effectively with your audience.

Source: Healey, M., Matthews, K.,& Cook-Sather, A. (2020)*Writing about learning and teaching in higher education: Creating and contributing to scholarly conversationsacross a range of genres*. Center for Engaged Learning Open-Access Books, Elon University.142-152.