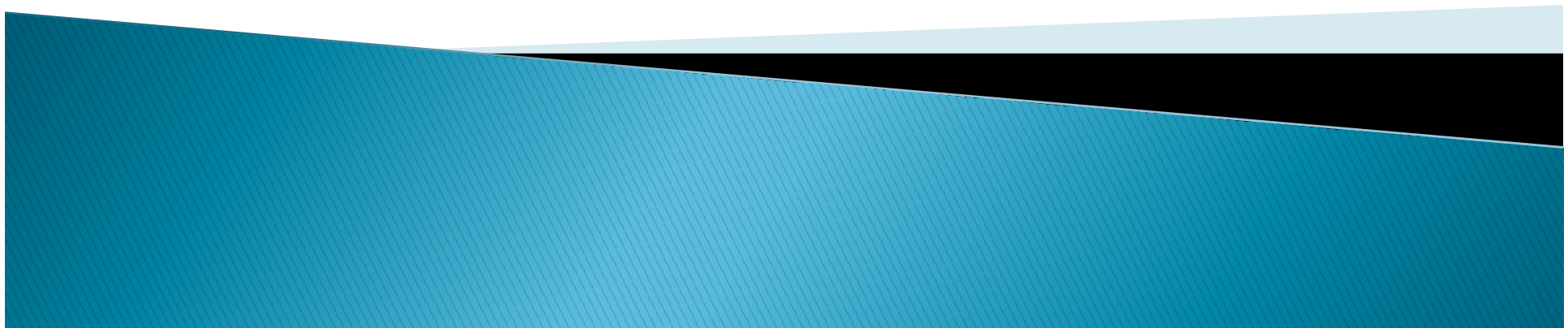


University of Essex
MSc Cyber Security
Research Methods and Professional Practice

Research Proposal:

Evaluation of ideological factors of family care work in capitalist and former communist countries in Europe on the gender pay gap in the technology sector.

Michael Geiger



Significance & Research Problem

Gender pay gap of European countries 2020

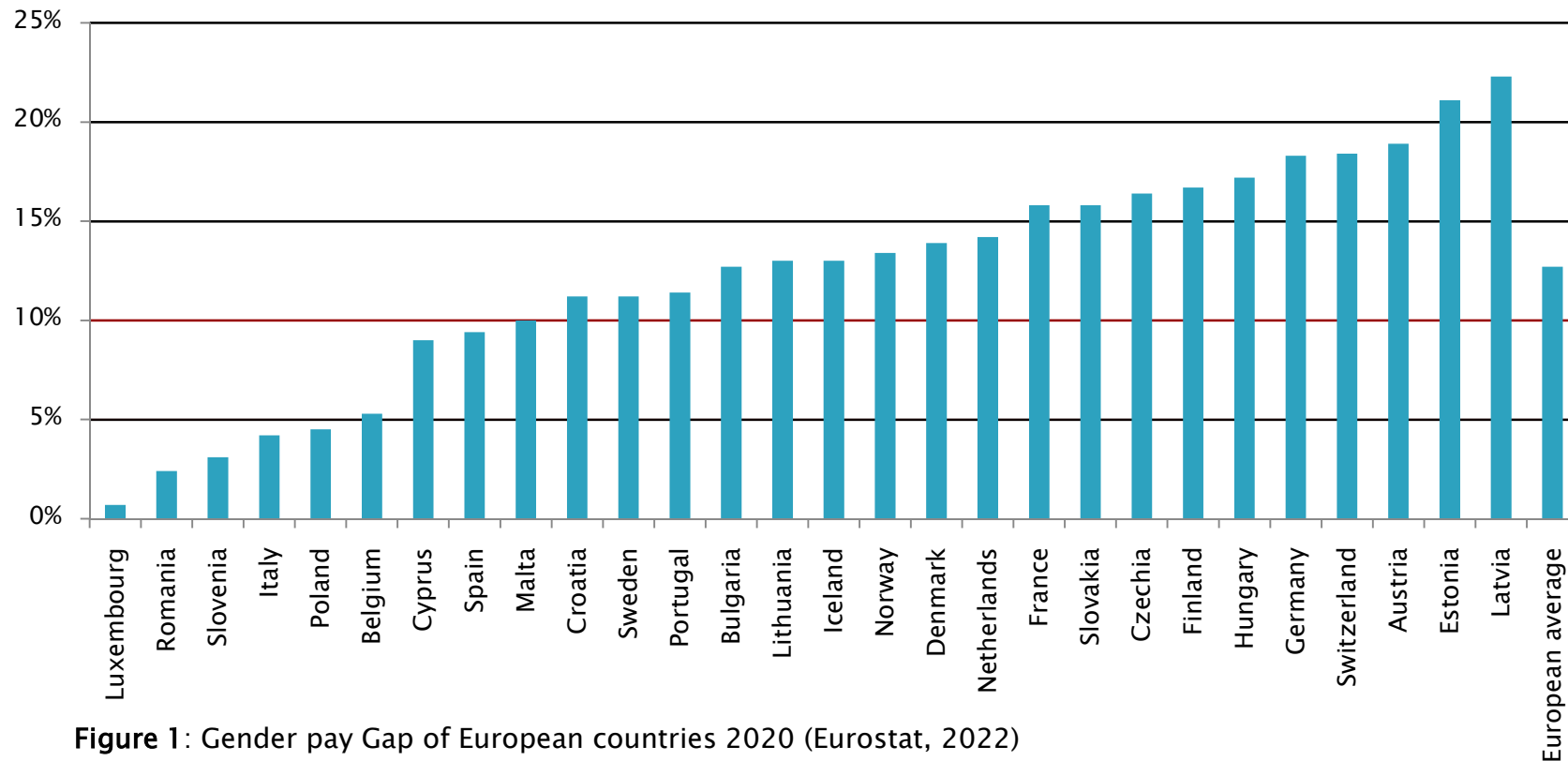
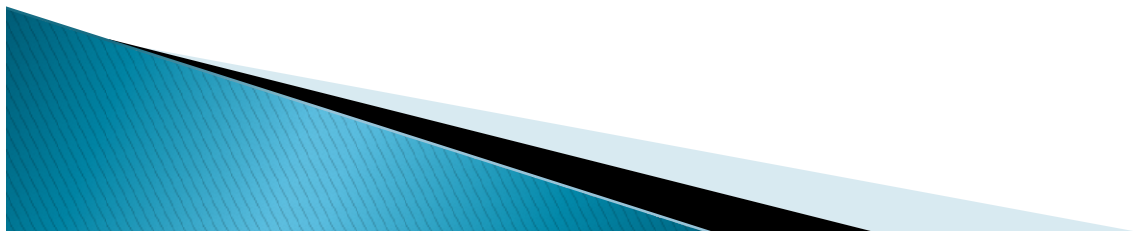


Figure 1: Gender pay Gap of European countries 2020 (Eurostat, 2022)



Significance & Research Problem

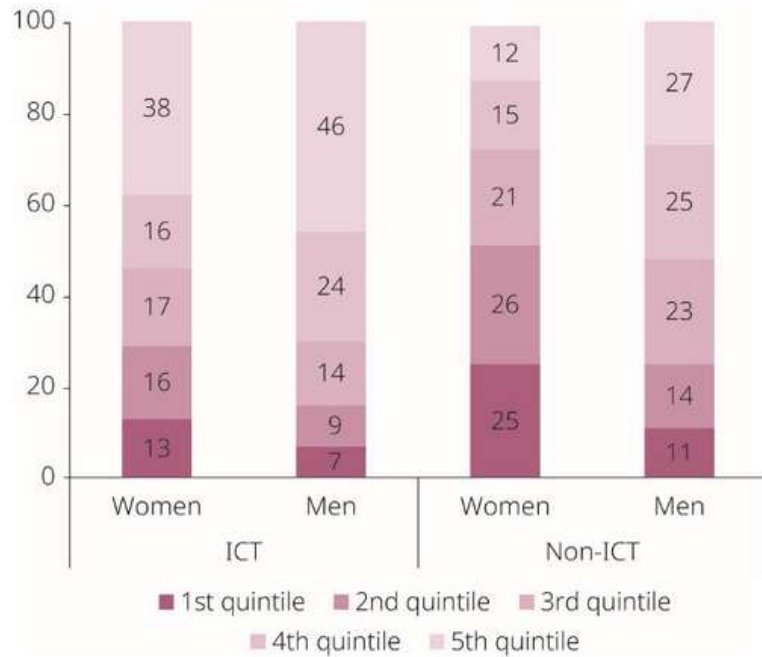


Figure 2: Income distribution of women and men in ICT and non-ICT sectors (EIGE, 2020)

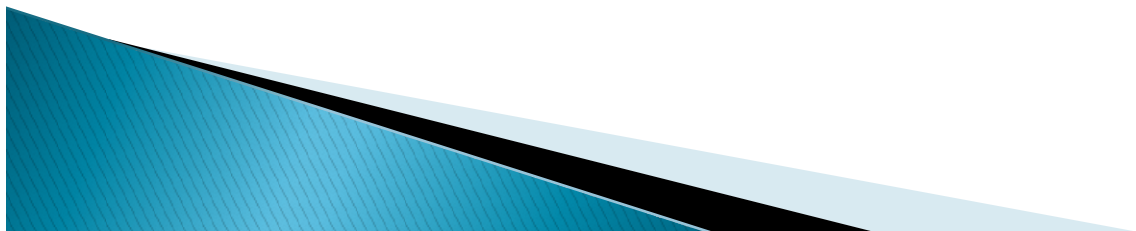
Country	Gender pay gap in technology sector	National average gender pay gap
Germany	25%	18.9%
Italy	17.4%	5.5%
Belgium	11.8%	6.5%
Latvia	10.9%	17%

Table 1: Comparison of the gender pay gap in the technology sector with the national average of selected countries (Honeypot, 2018)



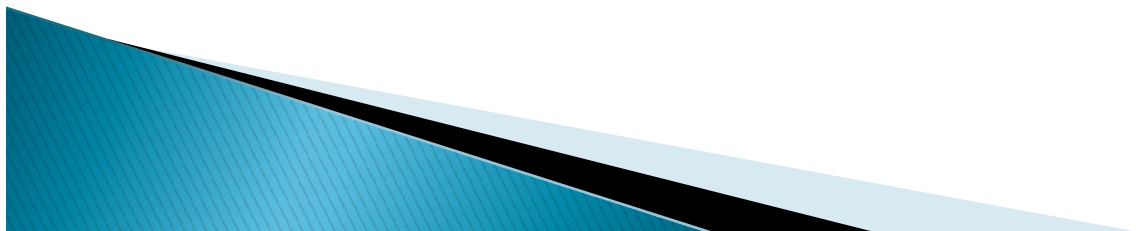
Research Questions

1. Do the former communist countries of Europe show differences in relation to the gender pay gap compared to traditionally capitalist European countries?
2. Can the theory of the different social perceptions of family care work between East and West Germany be confirmed as the cause of the prevailing regional differences in the gender pay gaps in the technology sector in an international comparison?



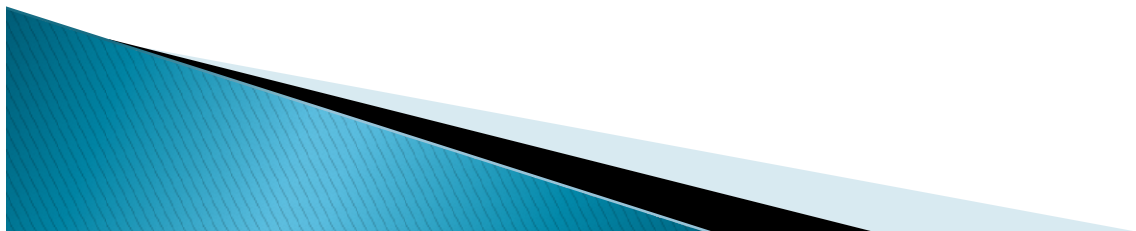
Aims & Objectives

- ▶ Identification of outstanding gender pay gap countries in Europe.
- ▶ Comparison of the gender pay gap rates from countries of the former Soviet Union with capitalist countries.
- ▶ Evaluation of the historical development of the gender pay gaps in selected European countries.
- ▶ Analysis of statistical significance of the theory in the macroscopic and in the microscopic context.



Key Literature

- ▶ ‘The division of Germany in the GDR and the FRG produces two very different political systems. This was accompanied by diverging cultural values, which are particularly reflected in the role of women in the labour market’ (Hobler et al., 2020).
- ▶ Gender ideologies as a gender pay gap factor (Hanjediers, 2021).
- ▶ Rise in the gender pay gap after the end of the soviet union (Newell & Reilly, 2001).



Key Literature

Country	National average gender pay gap	Gender pay gap in technology sector
Romania	5.8%	19.1%
Poland	7.7%	25.5%
Slovenia	8.1%	16.2%
Croatia	10.4%	13%
Hungary	11.76%	22%
Slovak Republic	13.38%	27.7%

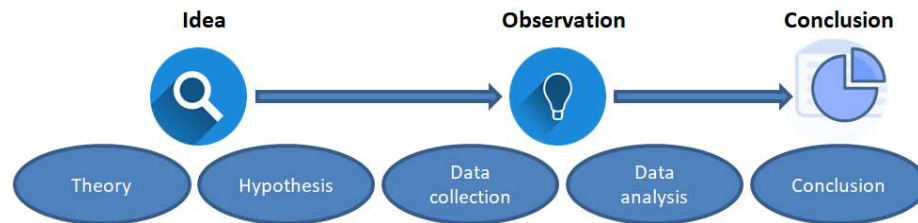
Table 2: Comparison of the average gender pay gap of former communist countries with the gender pay gap in the technology sector (Honeypot, 2018)

- ▶ Technology sector does not confirm theory of ideology as an influencing factor.
- ▶ Vertical segregation in technology sector.
- ▶ More intensive childcare in high-income households
- ▶ Assumption that socio-economic factors outweigh ideological ones.



Methodology & Research Design

- ▶ Scientific Method
- ▶ Conceptual approach
- ▶ Deductive reasoning



- ▶ Mixed method research

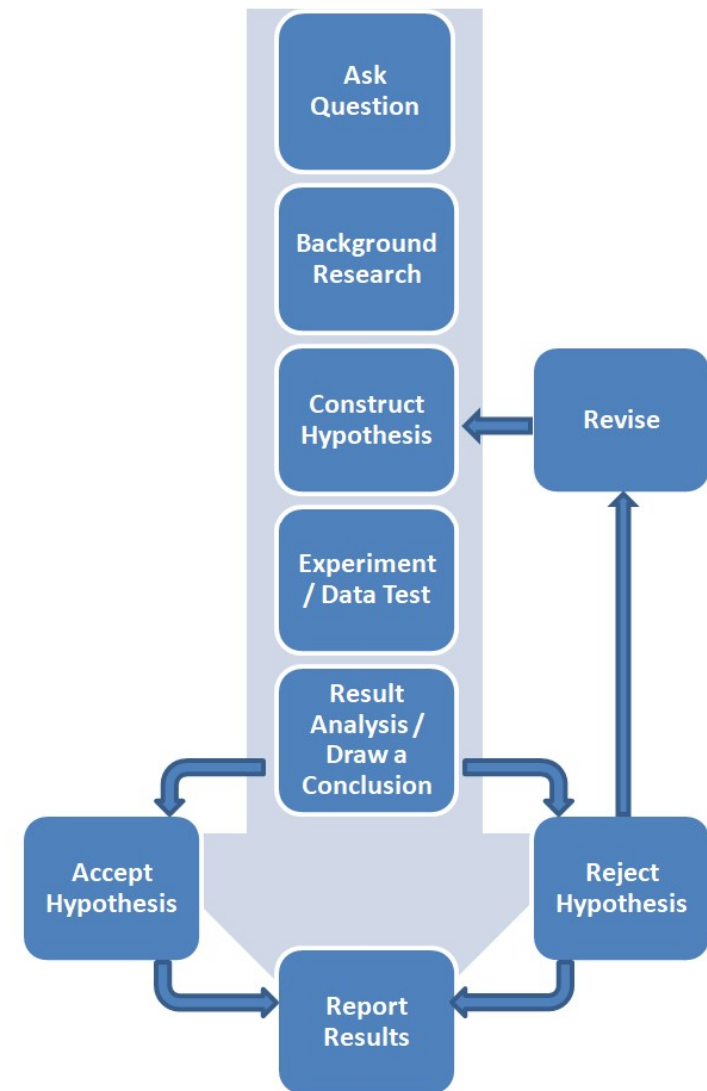


Figure 3: Scientific Method
(Wright & Lavery, N.D.)

Ethical Considerations & Risk Assessment

Ethical principles:



Risks:

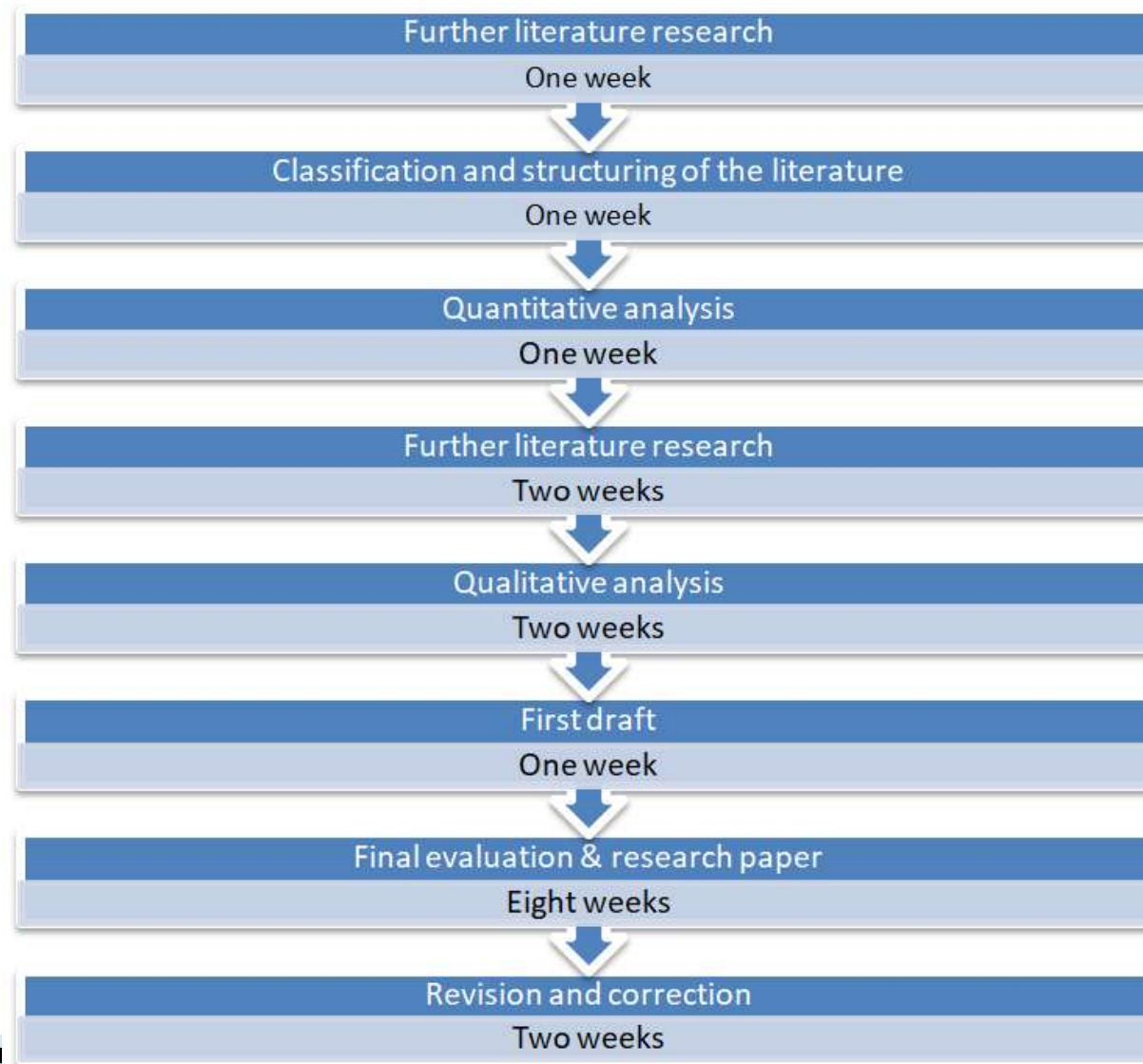


Artefacts

- ▶ Qualitative structuring of the existing literature
- ▶ Focal points in relation of the gender pay gap in the technology sector
- ▶ Evaluation of European gender pay gaps considering capitalist and former communist states
- ▶ Investigation of European ideological differences and consequences on the gender pay gap
- ▶ Evaluation of the theory of Hobler et al. (2020)



Timeline



References

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