**RESEARCH PROPOSAL PRESENTATION  
TRANSCRIPT**

Good Day, Today I will be presenting my research proposal entitled ‘An Investigation INTO THE GENDER PAY GAP IN THE TECHNOLOGY SECTOR IN SOUTH AFRICA’

**Overview**

In this research proposal, I will briefly provide an introduction and context of the research, focusing on the significance and the research problem. What this research aims for and ought to achieve, present the research questions that will assist in seeking guidance and answers to successfully identify the research gaps and accomplish the research objectives.

Key literature reviews will be correlated that will examine different constructs to assist in investigating the gender pay gaps, and causal factors, and ultimately provide valuable findings, solutions, and recommendations. This will be based on a secondary research approach, therefore focus and analysis will be based on existing research, and the research design and approach will emanate from this.

Lastly, I will conclude the presentation with the ethical considerations, artifacts, and the proposed timeline of the research.

The foundation of South African law is the Constitution of the Republic of South Africa of 1996 (Constitution of the Republic of South Africa, 2009). The Bill of Rights states that neither the state nor any person, may unfairly discriminate directly or indirectly against anyone on the grounds of, inter alia, gender or sex. Furthermore, the state is obliged to enact national legislation 'to prevent or prohibit unfair discrimination. This obligation must be examined in light of South Africa's ratification of the ILO's Equal Remuneration Convention of 1951 (International Labour Organization, 2019)

The gender pay gap is the difference between the average hourly median earnings of a company’s male and female employees. Mosomi (2019) observes that average wages in the post-apartheid period have consistently outpaced median wages. This is reflective of South Africa’s high-income inequality, resulting in the incomes of few high-earning individuals at the top end of the income distribution pushing up average but not median wages. Changes to the labour market such as increased female participation and employment rates ought to narrow the wage gap between genders.

The gender pay gap has been a significant issue across various industries, including the technology sector. Understanding the extent and causes of the gender pay gap in South Africa's technology industry is crucial for promoting gender equality and informing policies aimed at closing this gap. It is therefore fitting to conduct an in-depth examination of the gender pay gap in the technology sector in South Africa. By collecting primary data from multiple sources and analysing various factors that contribute to the gender pay gap, this research seeks to provide a comprehensive understanding of the issue and propose targeted strategies to reduce or eliminate the gender pay gap in the South African technology industry.

**Problem Statement and Significance of the Study**

Understanding the gender pay gap in the technology sector in South Africa is essential for achieving gender equality and promoting a more inclusive work environment. This research proposal aims to investigate the magnitude, underlying factors, and potential solutions to address the gender pay gap in the South African technology sector, contributing to policy development and organizational practices that support equal pay and opportunities for all employees. In essence, this research seeks to promote gender equality and fairness in the technology field in South Africa.

**Aims and Objectives**

The purpose of the study is to determine the status of the gender pay gap among employees in the same salary band and to establish whether men and women receive similar pay for similar work in the study population. The focus will be on the South African Technology industry.

The primary objectives of the research are as follows:

To thoroughly investigate and examine if there is a gender pay gap in the technology industry in South Africa and the magnitude of that pay gap through existing literature.

To identify and examine the causal factors contributing to the gender pay gap in the technology industry within South Africa.

To further explore potential solutions, strategies, and policies that can contribute to policy development, and/or improvements, organisational best practices, and strategies that will help in eradicating gender pay gaps in the technology sector in South Africa.

**Research Questions**

1. What is the extent of the gender pay gap in the technology sector in South Africa?
2. What are the main factors contributing to the gender pay gap in the South African technology industry? How do these factors differ from those observed in other industries or countries?
3. How do individual characteristics, such as education and experience, influence the gender pay gap in the technology sector in South Africa?
4. How do existing policies, initiatives, and best practices in South Africa and other countries address the gender pay gap in the technology sector, and what can be learned from them?
5. What evidence-based strategies and recommendations can be proposed to reduce or eliminate the gender pay gap in the South African technology sector?

**Key Literature**

A significant number of studies have investigated the trends in gender pay gaps in post-apartheid South Africa, by focusing particularly on the divide across gender (Burger & Jafta, 2006)( Ntuli, 2009)(Goga, 2008)( Shepherd, 2008)(Burger & Jafta, 2010)(Casale & Posel, 2011)( Bhorat & Goga, 2013)( Fredericks & Yu, 2017). While these studies have shed some light on gender inequality, very few have sought to investigate the gender wage gap by occupation or specific to technology sector or by characteristics such as experience and qualifications.

Previous literature in the area of gender pay gaps has been gaining momentum in numerous countries across the globe, reporting gaps resulting from a number of different determinant factors. For example, Schmid (2016) reports that occupational segregation in Switzerland is one of the main reasons for the gender pay gap. Female and male individuals working in female-dominated occupations have lower wages than those in male-dominated and other integrated occupations.

An analysis of the gender wage gap in the South African labour market has consistently identified a positive and persistent gender wage gap (Ntuli, 2007)(Casale and Posel, 2011)(Bhorat and Goga, 2013)(Mosomi, 2019).

However, results on the evolution of the gender wage gap are mixed, with some researchers finding an increase in the gap, while others have observed a decline. The comparability of these findings is further complicated by the use of different methodologies and time periods (Mosomi, 2019).

**Research Design & Approach**

Taking into consideration that this will be based on secondary research. An emphasis in the literature review will be done that will drive the research design and approach, and ultimately achieve the research objectives as outlined earlier.

The following research methodology will be undertaken:

* First, a vigorous and thorough literature review pertaining to the gender pay gap in the South African technology sector will be conducted on previous and common research papers, this will include academic journals and articles, government reports and constitutional publications, industry publications, and literature from academic libraries.
* Secondly, the collected literature will be analyzed, synthesized, and re-synthesized in order to draw different constructs, identification of trends and common themes, and abstract the findings related to the gender pay gaps. These findings will also be compared with other countries and other industries as well in order to provide more insight into the topic and identify any conflicting information, disparities, and similarities.
* Thirdly, the evaluation of existing frameworks, best practices, policies, projects, and initiatives that exist in South Africa, and different sectors pertaining to gender pay gaps will be scrutinized in order to identify any correlations.

**Ethical Considerations & Risk Assessment**

Ethical practices shall be maintained throughout the entire research process. All information for the secondary data shall be references and the authors of these shall be sufficiently acknowledged (Welman et al, 2005).

Given that the research will be based on secondary research and relies on existing literature, key ethical considerations will be taken into account which include:

The Proper citation, referencing, and acknowledgment of sources to avoid plagiarism and breach of intellectual property rights, all results will be accurately represented, and no form of research misconduct will be associated with the research.

The research will also ensure anonymity where there are elements of personally identifiable information and ensure informed consent where necessary.

**Artefacts**

This research artifact outcome expected from this research is a Research Report that will provide:

Guidelines, a framework, recommendations, and an evidence-based strategy and policy recommendations to promote gender equality pay grades, and fairness in the technology field in South Africa.

**Timeline of Activities**

The Estimated timelines for conducting the research are tabled as follows:

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| --- | --- | --- | --- |
| **STAGE** | **ACTIVITY** | **ESTIMATED DURATION** | **DELIVERABLE** |
| Research Design and Planning | Finalise research problems and questions | 4 Weeks | Confirmed research problem and questions |
| Develop research design | 4 Weeks | Draft research design section for the final report |
| Prepare research proposal | 4 Weeks | Research proposal/ ethical approval submission |
| Literature review | Search, capture, and synthesize relevant literature | 12 Weeks | Notes and other output processes from the review process |
| Draft literature review | 6 Weeks | Draft literature review with relevant sources for the final report |
| Data analysis | Prepare secondary data for analysis | 3 Weeks | Secondary data ready for analysis |
| Draft conclusions and recommendations | 1 Week | Draft data analysis and findings section for the final report |
| Report Write-up | Prepare the final draft of the report | 2 Weeks | Report final draft |
| Review draft with Supervisor | 1 Week | Noted on feedback from supervisor |
| Final editing and Quality assurance | 2 Weeks | Final report |
| Submission of report | 1 Day | Final submission of the report |

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