LITERATURE REVIEW OUTLINE
THE GENDER PAY GAP IN THE TECHNOLOGY SECTOR IN THE UK

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INTRODUCTION (200 Words)

- Establishing the significance of the gender pay gap in global and UK markets
- Relevance of gender pay gap imbalance in the UK tech industry for diversity issues, talent retention, and innovation.
- Review Purpose and Objectives
  - Critically analyse existing literature on the gender pay gap in UK tech.
  - Explore key contributing factors, consequences, and solutions.
- Brief outline on the structure of the review

METHODOLOGY (200 Words)

- Approach to Systematic Literature Review (SLR) following Boza's (2022) six steps methodology: defining the research area, searching for literature, coding, creating a conceptual schema, and writing.
- Keywords : "Gender Pay Gap UK", "Women in tech UK", "Pay Inequality in technology".
- Databases / Data Sources : Google Scholar, JSTOR, ACM Digital Library, ONS, Tech Nation, Academic papers and Industry whitepapers.
- Inclusion criteria: Peer-reviewed studies (2015–2024), UK-focused, English language.
- Exclusion criteria: Non-UK studies, non-technology sectors, opinion pieces lacking empirical data.
- Data Extraction: Thematic coding (e.g., occupational segregation, leadership gaps, work-life balance).

LITERATURE REVIEW / KEY IDEAS (800 Words)

- Gender Pay Gap
  - Definitions, measurement methods, UK statistics and global comparisons.
- UK Technology Sector
  - Workforce demographics, underrepresentation of women in technical roles, leadership statistics (Tech Nation, 2022)
- Key Factors Contributing to the Gender Pay Gap in UK Tech
  - Occupational segregation, leadership barriers, work life balance, cultural biases, intersectionality (race, disability, LGBTQ+).
- Consequences of the Gender Pay Gap
  - Individual impacts (career progression, financial well-being), Organisational impacts (talent retention, innovation challenges), societal impacts (economic growth, gender equity goals).
- Mitigation Strategies
  - Pay transparency, gender pay gap reporting, mentorship, diversity initiatives, UK legislation and industry best practices.

LITERATURE CRITICAL EVALUATION (400 Words)

- Analysis of existing studies

- Strengths
    - Use of robust datasets(ONS, Tech Nation), policy focus, growing intersectional analysis.
- Limitations, and Gaps
    - Lack of longitudinal studies, underrepresentation of small firms, limited hybrid work impacts.
- Discussion of Results
    - Summary of patterns, contradictions, and areas needing further exploration.

FUTURE DIRECTIONS (250 Words)

- Longitudinal studies on the pay gap in the UK tech to assess long term impacts of interventions.
- Further exploration of intersectionality (race, disability, LGBTQ+).
- Examining small and medium enterprises (SMEs) and startups, as well as large companies.
- Recommendations for policy reforms and practical strategies for inclusivity.

CONCLUSION (150 Words)

- Summary of key findings and their implications.
- The value of addressing the gender pay gap for equity and sector development.
- Final thoughts and a call for action across industry and policy levels.

REFERENCES

- Paul, J. and Criado, A.R. (2020) The art of writing literature review: What do we know and what do we need to know? International Business Review, 29(4), p.101717.
- Office for National Statistics (2023) Gender Pay Gap in the UK: 2023. [Online] Available at: https://www.ons.gov.uk
- Tech Nation (2022) Diversity and Inclusion in UK Tech: Annual Report.
- World Economic Forum (2023) Global Gender Gap Report 2023.
  WISE (2023) Women in Science and Engineering Annual Report.
  McKinsey (2020) Women in the Workplace 2020.