e-Portfolio Activity

Literature Review and Research Proposal Outlines

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Title
- The Gender Pay Gap in the Technology Sector in the UK

Focus and Aim
- **Focus:** To look at the reasons for the gender wage gap in the UK tech industry, see how it affects people, and come up with ways to fix it.
- **Goal:** To carefully look over the current literature, find important themes, and point out areas where more research is needed.
- **Target audience:** academics, policymakers, professionals in the tech industry, and people who want to see more diversity in tech.

Rationale/Significance
- The gender pay gap in tech impacts talent retention, innovation, and workplace fairness.
- The issue is pressing due to the underrepresentation of women in technical and leadership roles in the UK.
- Existing research is often fragmented, with a limited number of studies on SMEs, intersectionality, and hybrid work**.**

Context and Framework
- **Context:** UK technology sector post-2022, in the context of rapid AI advancements and workplace diversity challenges.
- **Perspective:** Gender equity and diversity, considering intersectionality (e.g., race, disability, LGBTQ+).
- **Framework:** Systematic Literature Review (SLR) using Boza's (2022) six-step method, incorporating thematic coding.

Source Selection
- **Databases:** Google Scholar, JSTOR, ACM Digital Library, ONS, Tech Nation, WISE, industry reports.
- **Inclusion criteria:** Peer-reviewed, UK-focused, 2015–2024, English language.
- **Exclusion criteria:** non-UK studies, non-technology sectors, and opinion pieces lacking empirical data.

Structure of the Literature Review
1. **Introduction** (Significance of the topic, objectives, structure)
2. **Methodology** (SLR approach, inclusion/exclusion criteria, thematic coding)
3. **Literature Review (Key Themes)**
   - What the gender wage gap is, and how to measure it
   - Demographics of ICT workers in the UK
   - Important variables that contributed:
     - Job Segregation
     - Barriers to leadership
     - Problems with balancing work and life
     - Cultural and structural biases
     - Intersectionality (race, disability, LGBTQ+)
   - Consequences of the pay gap:
     - Individual impacts (career progression, financial security)
     - Organisational impacts (talent retention, innovation)
     - Societal impacts (economic growth, diversity targets)

- Mitigation strategies:
    - Pay transparency and gender pay gap reporting.
    - Mentorship and sponsorship
    - Diversity initiatives and policy reforms

4. **Critical Evaluation of the Literature**
    - Strengths (e.g., robust datasets, policy relevance)
    - Limitations (e.g., lack of longitudinal studies, underexplored SMEs, limited intersectional focus)
    - Discrepancies and gaps (e.g., conflicting findings on the effectiveness of interventions)

5. **Future Directions**
    - Need for longitudinal studies and SME-focused research.
    - Broader intersectional analysis
    - Policy recommendations and best practices for inclusivity

6. **Conclusion** (Summary of findings, implications, call for action)

7. **References**

Expected Contributions
- A better knowledge of what causes and effects the gender wage gap has in the UK tech industry.
- Ideas for governments and business leaders to implement interventions that are more effective.
- Finding areas where more research is needed, especially in the areas of small and medium-sized businesses, leadership, and intersectionality.