RESEARCH PROPOSAL OUTLINE
THE GENDER PAY GAP IN THE TECHNOLOGY SECTOR IN THE UK

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Module	Research Methods and Professional Practice
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INTRODUCTION (100 Words)

- Name : Murthy Kanuri
- University : University of Essex Online
- Module : Research Methods and Professional Practice
- Topic: The Gender Pay Gap in UK Tech

SUITABILITY & BACKGROUND (200 Words)

- Why Suitable candidate
  - Interest in the topic
  - Highlighting relevant skills
  - Background fulfilling the requirement
- Subject Overview
  - Overview of the gender pay gap
  - Economic importance of the UK tech sector
- Research Problem
  - Identifying gaps in current understanding
  - Focusing on structural and cultural causes within the unique sector

RESEARCH QUESTION (50 Words)

- What are the key structural and cultural causes of the gender pay gap in the UK tech sector, and how effective are current interventions in addressing them ?

AIMS AND OBJECTIVES (200 Words)

- **Aim**
  - To critically analyse the primary structural and cultural factors contributing to the gender pay gap in the UK technology sector and evaluate the efficacy of current strategies employed to mitigate these disparities.
- **Objectives:**
  - To review existing literature on structural causes (e.g., occupational segregation, career progression, pay transparency).
  - To explore cultural factors (e.g., unconscious bias, workplace culture, negotiation dynamics).
  - To assess the reported effectiveness of interventions (e.g., reporting mandates, D&I initiatives, flexible working).
  - To propose evidence-based recommendations for more effective strategies.

KEY STRUCTURAL CAUSES (200 Words)

- Occupational Segregation
- Vertical Segregation

- Career Progression Barriers
- Pay Transparency
- Part-time/Flexible working Penalties

KEY CULTURAL CAUSES (200 Words)

- Unconscious Bias
- Workplace Culture
- Stereotype Threat
- Negotiation Gap
- Lack of Sponsorship / Mentorship
- Societal Expectations

CURRENT INTERVENTIONS (200 Words)

- Government Legislation
- Diversity & Inclusion (D&I) Initiatives
- Flexible Working Policies
- Targets & Quotas
- Tech Sector Specific Programs

EFFECTIVESS OF INTERVENTIONS (200 Words)

- Mandatory Reporting: Transparency vs. Impact
- D&I Initiatives: Successes, Pitfalls, Sustained Impact
- Flexible Working: Adoption & Support
- Challenges: Resistance, Resources, Measurement
- Best Practices: Identifying What Works

DESIGN AND METHODOLOGY (150 Words)

- Qualitative, Exploratory & Evaluative Research.
- Data Collection & Research
- Academic Restrictions

ETHICS AND RISK ASSESSMENT (150 Words)

- Ethical considerations (Attribution & Citation, Honest & Unbiased Results)

- Risks (Misinterpretation of Secondary data, limited granular data, sector evaluation)
- Mitigations

TIMELINE (100 Words)

- Week 1-2 : Topic Finalization
- Week 3-4 : Literature Search & Screening
- Week 5-6 : Data Collection
- Week 7-8 : Data Analysis
- Week 9-10: Draft Writing
- Week 9-10: Final Review and Edits
- Week 9-10: Submission

ARTEFACTS & CONCLUSION (150 Words)

- A well-structured research report synthesising findings
- Visuals such as gender representation charts and thematic mind maps
- Comparative tables (e.g., SME vs large enterprise intervention outcomes)
- Reiterate the importance of understanding the gender pay gap in UK tech.
- Summarize key findings (once research is complete) regarding causes and intervention effectiveness.
- Highlight the potential impact of the research on policy and practice.
- Future Research

REFERENCES

- Listing all academic and other sources used in the proposal