

RESEARCH PROPOSAL PRESENTATION



PROJECT TITLE

IDENTIFY THE GENDER PAY GAP IN THE
CYBERSECURITY SECTOR IN CANADA TO
ADDRESS THE TALENT DEMAND.

FULL-TIME PAY IN CANADA



WOMEN AVERAGE 73.5 CENTS
FOR EVERY DOLLAR MEN EARN

IT'S **EVEN WORSE** FOR INDIGENOUS AND MINORITY WOMEN

SIGNIFICANCE OF THE RESEARCH PROBLEM

- Gender pay gap between women and men in Canadian tech jobs is just about \$20k per year.
- Women make up only about 10 per cent of the cybersecurity workforce in Canada.
- Demand for cyber security talent is growing by 7% annually.



CYBERSECURITY MAJOR REQUIREMENTS

- Enable the cybersecurity industry to take a closer look.
- Address the skill demand in the cybersecurity sector.



RESEARCH QUESTION

- Does the pay gap exist in the Canadian cybersecurity industry?
- Does the pay gap vary based on other factors?
- Does the pay gap prevent women from entering the field?

AIMS AND OBJECTIVES

- 1) By comparing the salaries of men and women with the same factors such as age, education, etc., identify the variance.
- 2) Analyse the data using various factors such as job title, age group, education level, security domain, etc., to identify the response to research question number 2.
- 3) Analysing the data based on the motivational factors to identify the primary factor and confirm whether women will be motivated to enter the field if the pay gap is reduced or eliminated?



KEY LITERATURE RELATED TO THE PROJECT

The gender pay gap in the Canadian tech industry:

- Examines the data using industry standard tools and techniques
- Survey method

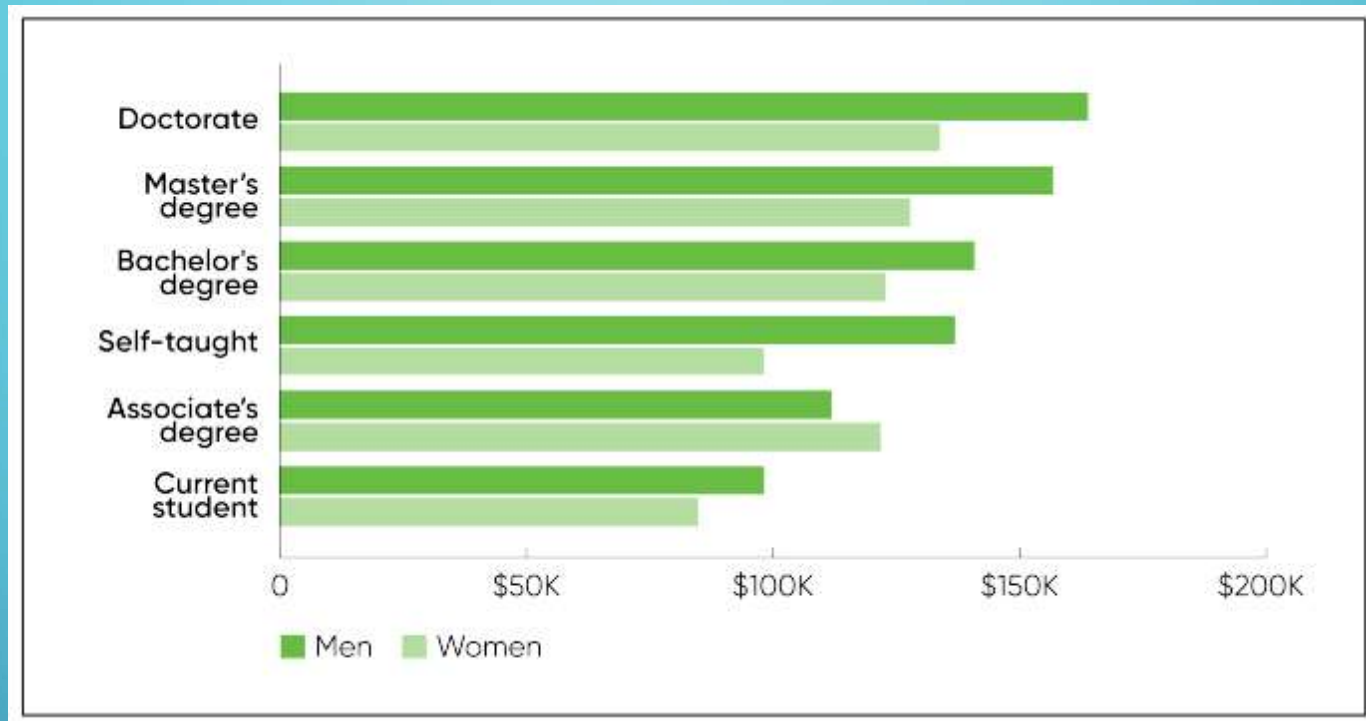


FIGURE 2: WOMEN'S AND MEN'S SALARIES BY DEGREE

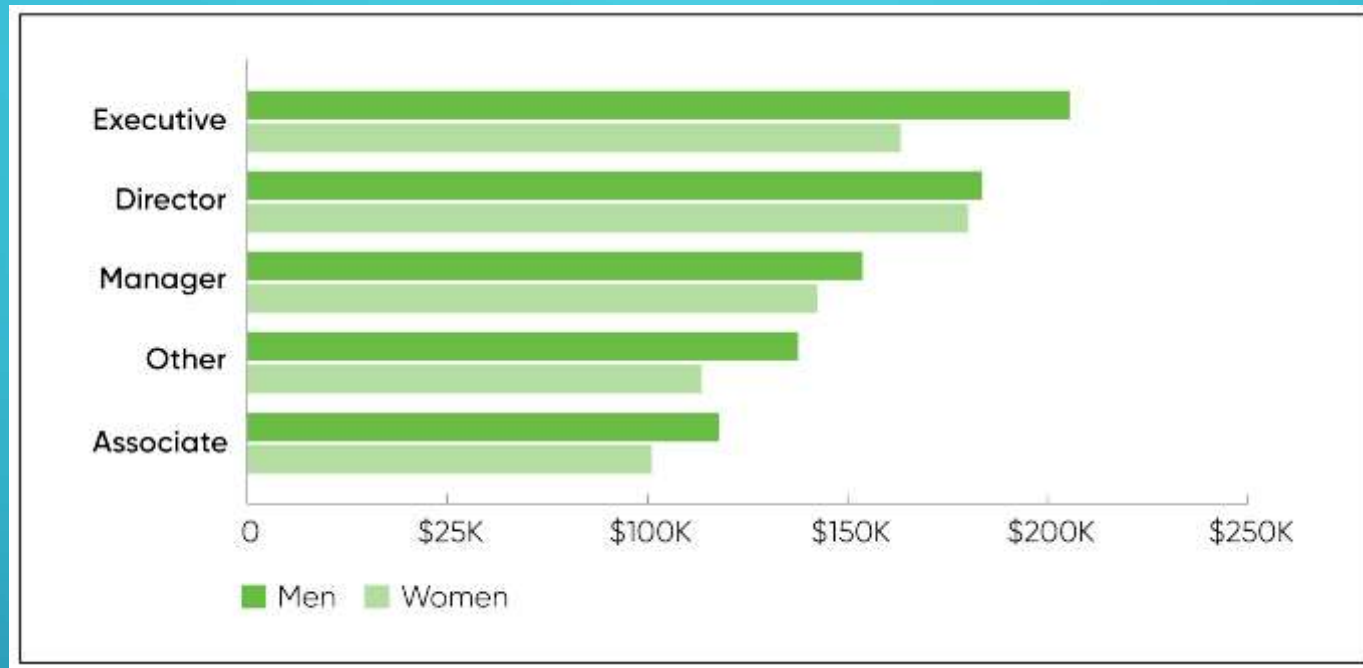


FIGURE 3: WOMEN'S AND MEN'S SALARIES BY JOB TITLE

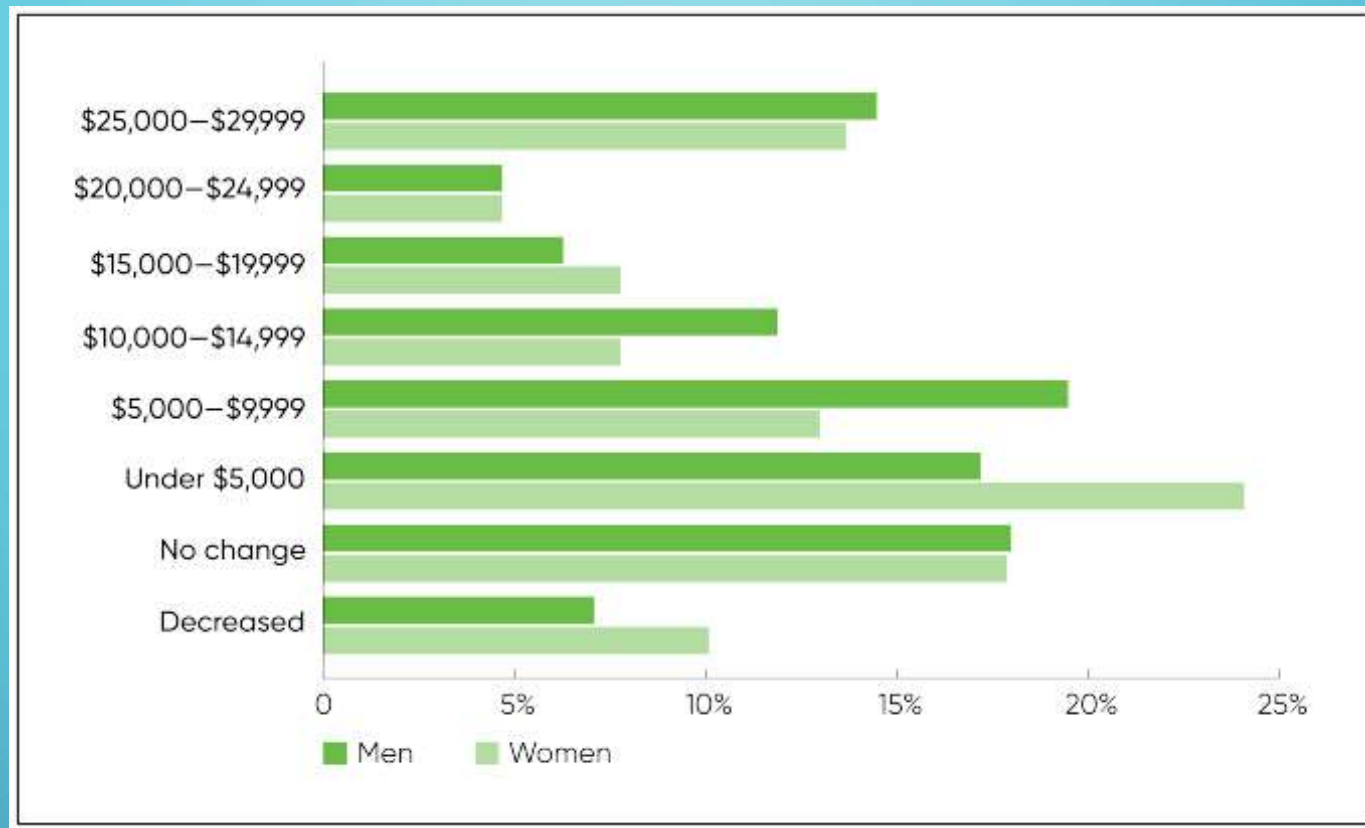


FIGURE 4 – THREE YEARS' SALARY CHANGES FOR WOMEN AND MEN

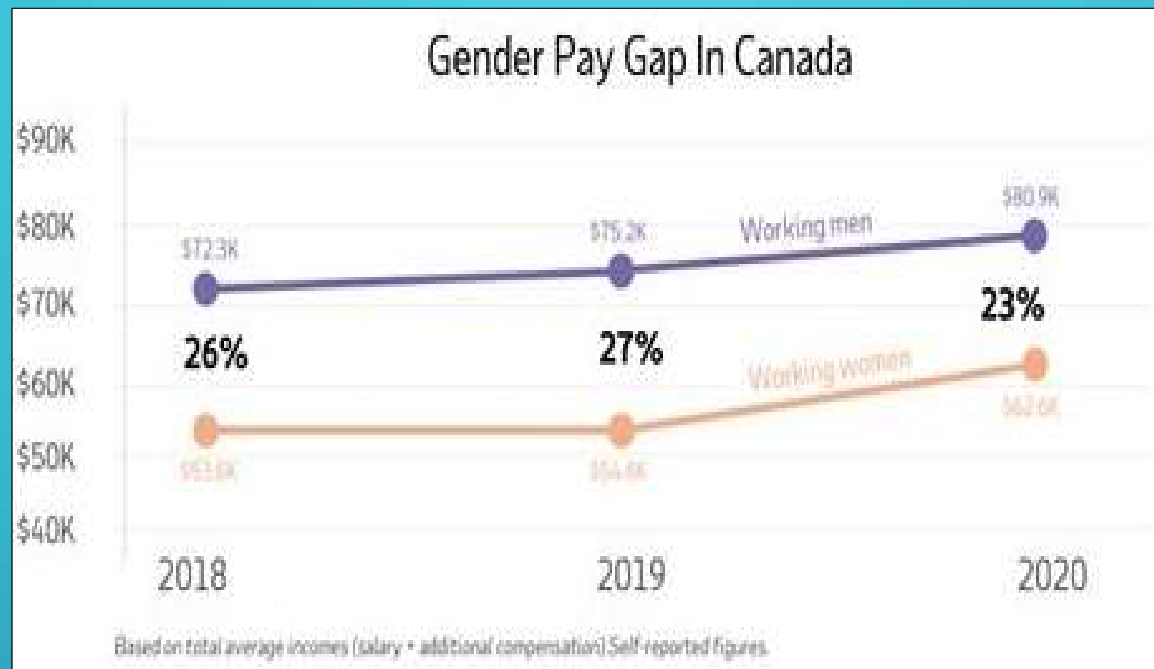
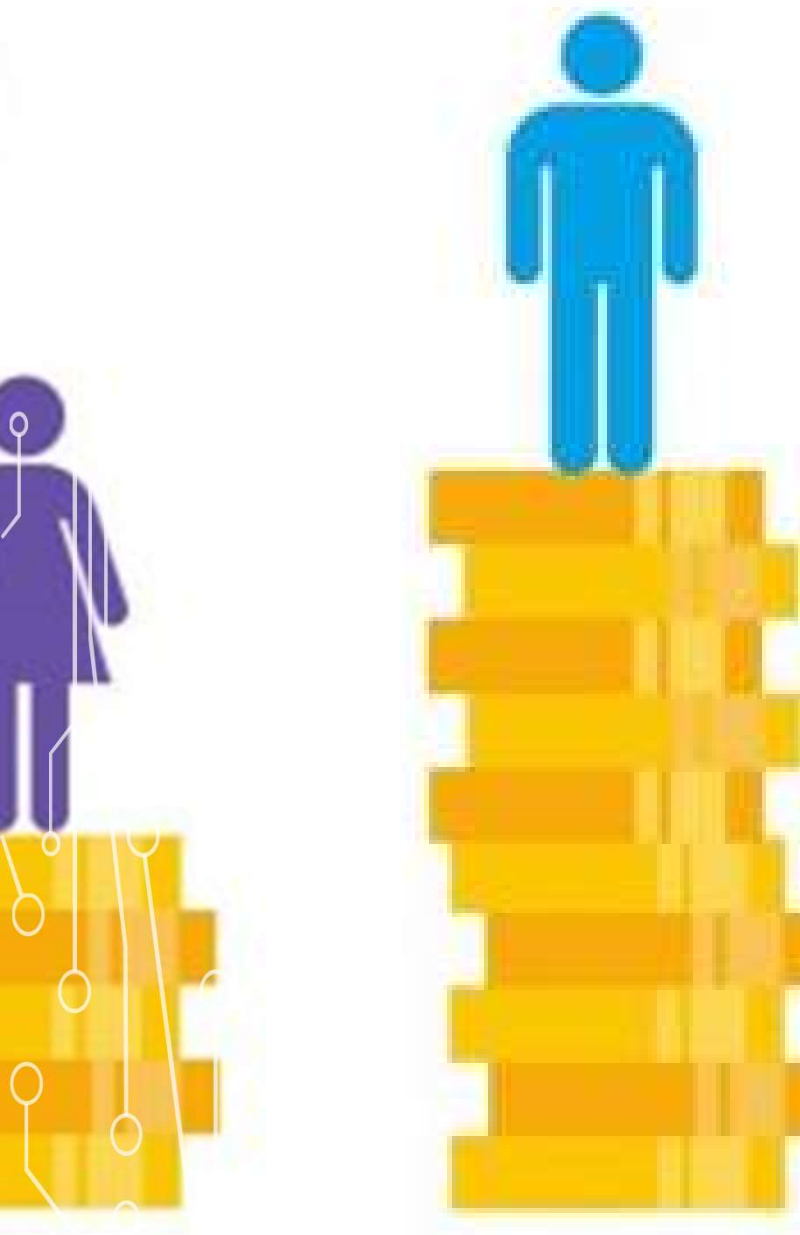


FIGURE 5: ADP CANADA SURVEY (ADP, 2021)

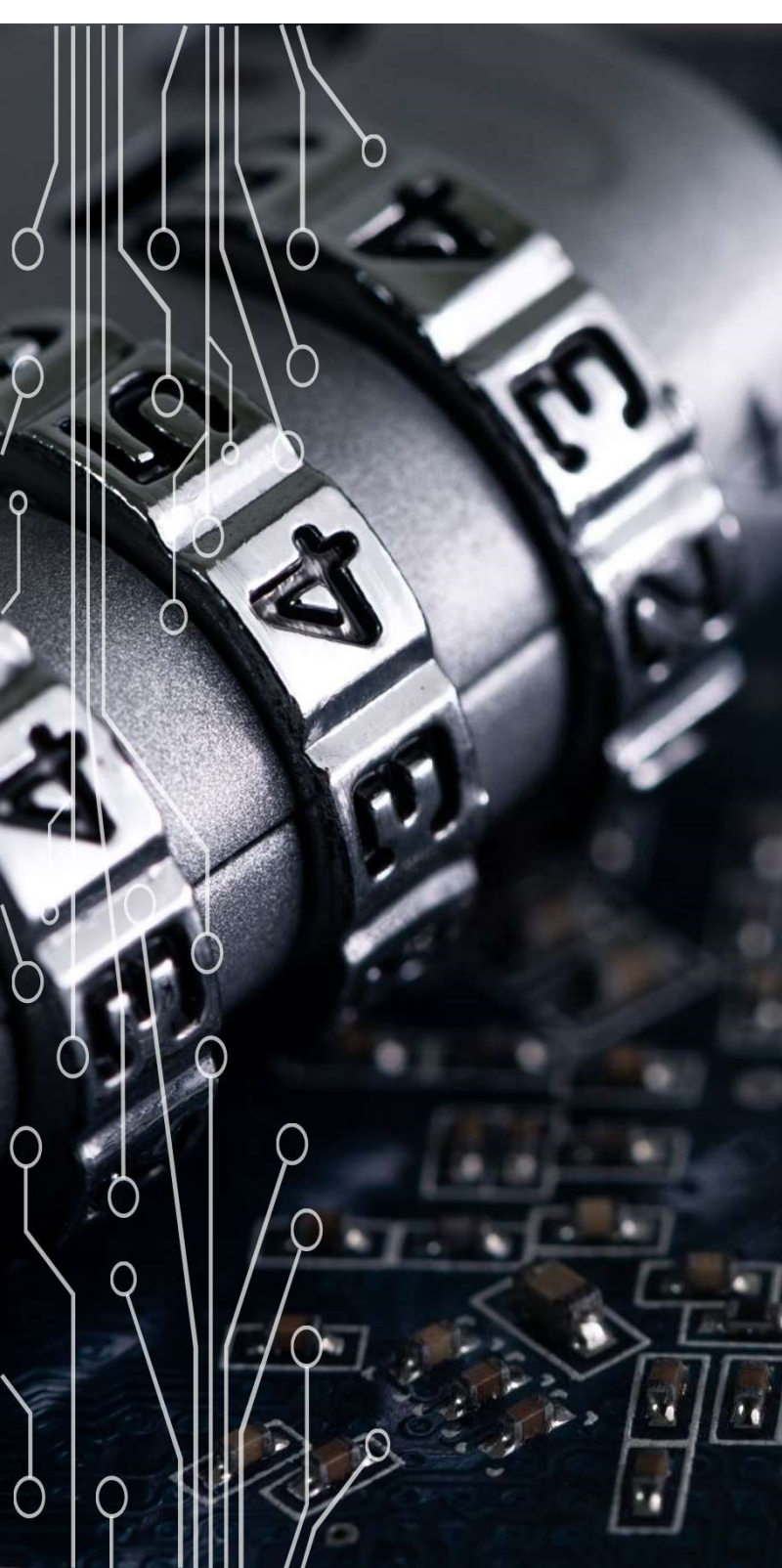


KEY LITERATURE RELATED TO THE PROJECT

- The gender pay gap in the Canadian cybersecurity industry

METHODOLOGY

- Survey the participants from various groups.
 - Male and female participants
 - Various roles (e.g., subject matter specialist, management roles)
 - Various age groups
 - Educational levels
 - Motivational factors
- Data Analysis to identify the trend.



ETHICAL CONSIDERATIONS

- Reduce the personally identifiable information about the survey participants.
- Security of the data collected.

DESCRIPTION OF ARTEFACT(S)

Report with the following details:

- Pay gap based on gender
- Trends based various factors
- Motivation factors

TIMELINE

Survey

- 3 months
- Data collection



Assessment

- 1 month
- Data analysis



Reporting

- 1 month
- Report writing

THANK YOU!

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