

Research Proposal on gender pay gap (Outline)

Contribution to the research problem

As established in my literature review submitted in Unit 7, competitive traits (or lack thereof) are amongst the factors influencing the gender pay gap in tech the most. Some research suggests, that the differences between genders narrow down, when it comes to exhibiting competitive traits, with age (Flory et al., 2018). This begs a question: if the differences narrow down with age, is there any other factor, perhaps one that we can proactively influence, which would narrow the differences as well? Current literature does not appear to cover this topic sufficiently and therefore further study would be required in order to give a more coherent picture on the issue of the gender pay gap. Therefore I propose the following research question: Which factors impact the exhibition of competitiveness traits the most and how can we leverage them to reduce the gender pay gap?

Aims and objectives

It would be crucial to survey and test several hypotheses regarding the influencing factors on competitive traits. The objective of this process would be to propose (if found) at least one to three specific actions on an individual or societal (educational) level, which could be implemented in order to reduce the differences in the exhibition of competitive traits between genders. As such it could be taken by an individual and applied as a part of their self-improvement process. Societal level actions could be taken as suggestions to the education system or maybe even government policy, which would decrease, in turn, the gender pay gap.

Research design

For this research a mixture of qualitative and quantitative data will be needed. I propose to start with reviewing the literature from the psychology realm, in order to glean initial data that would allow to form more informed hypotheses. Depending on the outcome, this shall be followed with questionnaires, statistical and demographic data analysis (with, most likely, XGBoost Regression model used to define the factors).

Description of artefacts

The artefacts would include a draft of a policy proposal as well as a set of guidelines which could be taken by an individual in their self-improvement process.

Reference list

Flory, J.A., Gneezy, U., Leonard, K.L. and List, J.A. (2018). Gender, age, and competition: A disappearing gap? *Journal of Economic Behavior & Organization*, 150, pp.256–276. doi:<https://doi.org/10.1016/j.jebo.2018.03.027>.