Plan Overview

A Data Management Plan created using DMPonline

Title: Board gender composition and Gender equality at Workplace

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Project abstract:

This research project focus on how board gender composition affects gender equality among at workplace. Gender inequality has remained a long-standing issue in the organization. It involves with gender pay gap, HR initiatives, gender segregation in occupation and social networking. Prior research mainly focused on the relationship between the board gender composition at the board and executive level. In particular, gender equality has emerged as a non-financial outcome for companies with more women on boards.

However, our research projects will explore those related issues at the employee level. For the first project, we aim to test whether the board gender composition affects gender pay gap among employees. Gender pay gap is a proxy of evaluating gender equality at workplace. By investigating the disclosure of gender pay gap data in the UK context, we seek to test the relationship between women on boards and gender pay gap among employees. For the second project, we aim to find out women's career path to the boardroom in terms of socio-psychological aspects. By interviewing professional women who are highly qualified for applying for the board role, we intend to uncover motivations and barriers for women to apply for board leadership.

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Board gender composition and Gender equality at Workplace

0. General information

0.1 Document version & date

version: 2.0
Date: 8th May 2023

0.2 Project title

Board gender composition and gender equality at workplace

0.3 Project summary

This project aims to explore how board gender composition affects gender equality among employees. Gender inequality has remained a long-lasting issue within organization. It involves with gender pay gap, gender segregation in occupation, HR initiative and social networking. however, prior literature mainly focused on how the board gender composition affects the board and executive level. Our first project aims to contribute to this gap by exploring the gender pay gap among employees. Gender pay gap is a proxy of gender equality in the workplace. In the year of 2017, the UK government required companies with 250 employees to report their gender pay gap data on the official websites with four pay quartiles and bonus pay data. By investigating this, we came to understand how this increasing number of women on boards could affect the whole company in terms of gender equality. Additionally, the second project targets on the career path for women to get appointed in the board role. By interviewing highly qualified women in Dutch business community, we gradually understand women's motivation and barriers to access the boardroom.

0.4 Your contact details

Telephone number: 06
Email: x.ai@vu.nl
ORCID: https://orcid.org/0009-0009-7146-4412
University: Vrije Universitie Amsterdam
Faculty/Institute: School of Business and Economics
Department/Research Group: Organization Behavior and Management

0.5 List other people involved, including those at partner organisations in the project (if applicable)

Question not answered.

0.6 Funding organisation & grant number (if applicable)

Funding organisation: Kunming FIO Education
Grant number:

0.7 Project code (if applicable)

Question not answered.

0.8 Consulted data management expert(s)

Question not answered.

1. Data description

1.1 Will you collect and/or process personal data in this project?

- Yes

my project will be involved with interview data. Since most of my interviewees are board directors or senior leaders, those data could be considered as confidential files.

1.2 Will you use existing data? If yes, what is their source?

yes, I will use panel data for one of my paper in this project. They are from public data sources from the official website of the British government, Hampton-Alexander review, UK firms via ORBIS database and corporate responsibility reports.

1.3 Will you collect or produce new data? If yes, please describe how.

I will be conducting interviews by accessing to SER Top Women Community, which endorses the importance of a larger share of women in the top of the Dutch business community. By far, we estimate around 20 to 30 interviews will be conducted cause they are social elites which are quite hard to approach.

1.4 Describe the population/participants/subjects that will be studied

This project aims to study the population of board directors in private or public organizations. However, due to the limited number of female board directors, we also include some male directors to conduct more interesting interviews regarding to the effects of board gender diversity.

1.5 Do you process any of the following (personal) data?

- Name
- Contact details
- Addresses
- Information about family and personal relations

1.6 Do you process the personal data based on informed consent?

- Yes, through a physical form

1.7 On what legal ground will the data processing take place if it is not based on informed consent?

- Not applicable, I use informed consent

1.8 Does the data collection include any of the following types of personal data?

- Race or ethnic origin
- Trade union membership

yes, because I target on FTSE 350 companies in the UK, they are publicly listed companies required to disclose those information online.

1.9 If your research involves special categories of personal data (previous question) and you will not use explicit informed consent, what is the legal ground for the exemption?

Most of board directors' personal information will be publized on the open source websites in order to show investors or other stakeholders.

1.10 What kinds of outputs will you produce in this project? Please describe these data assets.

Two types of data will be collected for my PhD research. One is based on Panel data, the other is grounded on interviews. Interview data is extremely rare in this filed since the accessibility of boardroom is not for the public. The panel data is processed by agents itself, most of top listed companies will be well-recorded.

1.11 How much digital data storage will your project require?

- 0 - 50 GB

1.12 Will you collect physical data? If yes, please describe these.

no

1.13 Will you take measures to ensure data quality? Please describe these, if applicable.

yes, I will make three steps to ensure the data quality. firstly, the data must be recorded logically step by step from raw data, processed data to finished dataset. Second, it must be updated regularly in order to gain more insights. third, using one source data storage software such as one drive to keep data safe.

2. Legal and ethical requirements, codes of conduct

2.1 What legislation applies to your research project? Please tick the relevant boxes for your project.

- General Data Protection Regulation (GDPR)/ Algemene Verordening Gegevensbescherming (AVG)

2.3 Do you require approval of an ethical committee for this project? If yes, please indicate which ethical committee and whether you have obtained approval for this project.

- No

2.4 Will you work with data for which intellectual property and/ or confidentiality are an issue? If yes, please describe.

- No

2.5 Do you plan on generating a marketable product from your research project? if yes, please describe

- No

3. Storage and back-up during the research process

3.1 What measures will you take to secure and protect data during the research process? Please describe, for each separate data asset you described for question 1.10, how you will ensure data security, where the data assets are stored & backed up, and who has authorization to access the asset.

I would use one drive to secure my data.
Raw data:
Data asset: Gender pay gap data from the British official website
Storage: one drive
Backup: my disc
Access: me and supervisors
Security measures: password

Processed data:
Data asset: FTSE 350 companies with gender pay gap data
Storage: one drive
Backup: my disc
Access: me and supervisors
Security measures: password

Analyzed data:
Data asset: Panel linear regression on FTSE 350
Storage: one drive

Backup: R notebook and google drive
Access: me and supervisors
Security measures: link password

3.3 Which tools are used in the collection, processing or storage of data during research?

- OneDrive
- Google Workspace for education **
- R (software) *
- SURFDrive

3.4 What other tools or software do you intend to use during your research?

Name: google drive
Role: storage
Country: the United States

3.5 Is it necessary to transfer the (physical or digital) data assets to other locations or research partners? If yes, please describe how you secure the file transfer.

- No

3.7 Do you transfer personal data outside of the European Economic Area (EEA)? If Yes, please provide additional information

- No

4. Data archiving and publishing

4.1 Which data assets will be archived and which will be published?

Panel data from open source will be archived and published on Yoda.

4.2 Where will you archive your data assets?

- Yoda

4.3 What other archive(s) do you intend to use to archive data assets?

Name: One drive
Role: software hosting
Country: United States

4.4 For how long will the data be available in the archive?

The data should be archived for ten years on Yoda.

4.6 Where will you publish your data assets?

Question not answered.

4.8 How will you ensure your data assets get a persistent identifier (e.g. a DOI-code)?

yes , Yoda will generate DOI code.

4.9 Will you register your datasets in an online registry other than PURE? If yes, where?

No, but I could consider to put R code and script on Github.

4.10 Are there restrictions to data publishing? If yes, please specify the reasons and list the data assets you do not wish to share publicly.

yes, there will be a substantial amount of data related to confidential information of interviewees.

4.12 When will you share the data? If not immediately after completion of the project, please specify the reasons.

At the moment, my onedrive repository is private, which means no one except me and my collaborators can see. I want to make this public as soon as possible when I submit a paper to a conference.

4.13 Please indicate the license and/ or terms of use under which you share your data.

OneDrive for work and school accounts is online storage space in the cloud that's provided for individual licensed users in an organization. Use it to help protect work files and access them across multiple devices. OneDrive lets you share files and collaborate on documents, and sync files to your computer.

5. Documentation

5.1 What documentation and metadata will accompany the project?

Name	Xixi Ai
Affiliation(s)	Vrije Universiteit Amsterdam
Identifier(s)	https://orcid.org/0009-0009-7146-4412
Date(s)	1st May, 2023
Language	English
Size	GB
Format	CVS,excel, word, pdf
Version	3
Description	
Resource type	Conference paper, dissertation, Data paper
Contributor type	Researcher, supervisor

5.2 What metadata and documentation will accompany the data assets?

R code,
Interview transcript
Interview informed consent.

5.3 What methods, software or hardware are needed to access and use your data?

Yoda

6. Data management responsibilities and resources

6.1 Who will be responsible for management of the data assets during the project? Please specify their name, position, role in the project, and faculty/ institution/ group.

Full name: Xixi Ai
Email: x.ai@vu.nl
ORCID: https://orcid.org/0009-0009-7146-4412
University: Vrije Universiteit Amsterdam
Faculty: School of Business and Economics
Department/Research Group: Organizational Behavior and Management

6.2 Who will be responsible for management of the data assets after completion of the project (e.g. the project lead/ dedicated data manager/ department head)? Please specify their name, position, role in the project, and faculty/ institution/ group.

Full name: Xixi Ai
Email: x.ai@vu.nl
ORCID: https://orcid.org/0009-0009-7146-4412
University: Vrije Universiteit Amsterdam

Faculty: School of Business and Economics
Department/Research Group: Organizational Behavior and Management

6.3 For data that are only available upon request, what methods will be used to handle requests for access and how will data be made available to those requesting access?

There he/she can just access it or send me a message through email.

6.4 What resources (for example financial and time) will be dedicated to research data management? Please estimate their cost.

It costs my labor force and electricity for computation. But I assume it will be timing consuming in the future as my dataset grows bigger.
By conducting interviews, sometime it will be involved with expense for meetings and accamodation.