

Study on Gender Differences of Migrant Workers' Wages in the Background of Sustainable Development

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Keywords: gender differences in wages, migrant workers, sustainable development, regression model

Abstract. In the background of sustainable development, the distribution of wages should follow the principle of distribution according to work, but the current gender difference in wages has become one of the factors hindering the further fair development of the economy and society. As the migrant workers, the gender difference of wages is more obvious. Gender differences are mainly reflected in human capital, while human capital has different influences on gender wages differences. The regression model is used to analyze the survey data, and it is concluded that the marital status, age, and non-agricultural working experience significantly negatively affect the wages of female migrant workers. The number of years of education and the number of vocational training have significantly positively affected the wages of female migrant workers. The influence of marital status and years of education is greater than that of male migrant workers. It is pointed out that in order to improve the gender differences, female migrant workers should actively seek educational opportunities and promote them when they are young and in order to increase the wages.

1. Introduction

In 2017, women accounted for 34.4% of the nation's migrant workers, and the proportion has exceeded one-third. Female migrant workers have become an important part of the labor force. So is there still gender discrimination in the labor market? Gender differences are mainly reflected in human capital, so does human capital have an impact on the wages of female migrant workers? Does this effect compare to male migrant workers? What are the influencing factors? This paper intends to compare the difference between male migrant workers' wages and female migrant workers' wages, analyze the influencing factors through questionnaire survey, in order to try to answer the above questions, hoping to narrow the gender wage difference, promote the integration of female migrant workers into society, and promote sustainable and healthy development.

2. Hypothesis

The gender wages difference is a common phenomenon in all countries of the world. The factors affecting the gender wage difference are mainly human capital factors, because in the same situation, women take on more family responsibilities than men, and enterprises worry about the output of female human capital investment. It is lower than that of men, which in turn produces a gender difference in wages. Age and non-agricultural working experience will also produce gender human capital differences, which in turn will affect employee performance output, which is also a factor in corporate recruitment considerations. So the following assumptions are made:

H1a: The marital situation has a greater impact on the wages of male migrant workers than female migrant workers.

H1b: The marital situation has a greater impact on the wages of female migrant workers than male migrant workers.

H2a: The effect of age on the wages of male migrant workers is greater than that of female migrant workers.

H2b: The effect of age on the wages of female migrant workers is greater than that of male

migrant workers.

H3a: The non-agricultural working years have a greater impact on the wages of male migrant workers than female migrant workers.

H3b: The non-agricultural working years have a greater impact on the wages of female migrant workers than male migrant workers.

H4a: The number of years of education has a greater impact on the wages of male migrant workers than female migrant workers.

H4b: The number of years of education has a greater impact on the wages of female migrant workers than male migrant workers.

H5a: Vocational training has a greater impact on the wages of male migrant workers than female migrant workers.

H5b: Vocational training has a greater impact on the wages of female migrant workers than male migrant workers.

3. Data Sources and Analysis

This paper mainly surveys migrant workers aged 21-56. A total of 151 questionnaires were distributed to 181 families, and 151 were collected, including 79 males and 72 females.

3.1 Analysis of the difference ratio of each variable

In order to analyze the gender wage difference of migrant workers, the following analysis is made by using the difference ratio of each variable. Overall, the average monthly wages of male migrant workers is 3565.82, and the average monthly wages of female migrant workers is 2669.01. It can be seen that the average female wage is lower than that of males. The difference between the average wages of male migrant workers and the average wages of female migrant workers is 0.33. The ratio of difference = (the average wages of male migrant workers - the average monthly wages of female migrant workers) / the average monthly wages of female migrant workers.

Table 1. Comparison of gender wage differences

	Male	Female	Difference ratio
Monthly Wage	3566	2669	0.33

(1) Marital Status

Judging from the marital status, the number of married people among migrant workers is 119, and the number of unmarried persons is 32. The difference between married female migrant workers and married male migrant workers is more significant than that in unmarried state, which indicates marital status. The impact on women's wages is significant.

Table 2. Comparison of wage differences in Marital Status variables

		Male	Female	Difference ratio
Marital Status	Married	3754	2324	0.59
	Unmarried	4207	3765	0.12

(2) Age

The average age is 35.05, which shows that the age of migrant workers is young. It can be seen from Table 3 that with the increase of age, the wages of female migrant workers is increasing with the wages of male migrant workers, which indicates that age has a side effect on the wages of female workers.

Table 3. Comparison of wage differences in demographic variables

		Male	Female	Difference ratio
Age	16-25	4538	3860	0.21
	26-35	4411	2726	0.64
	36-45	3508	1842	0.86

46-55	3010	1538	0.95
>56	1967	1800	0.12

(3) Non-agricultural working years

It can be seen from Table 4 that under different non-agricultural working years, the wages of female migrant workers are lower than those of male migrant workers, and the wage level generally shows a negative growth with the increase of non-agricultural working years. In the 1-5 years of non-agricultural working years, the difference between the wage level of female migrant workers and the wage level of male migrant workers is the smallest, which may be because female migrant workers have just entered the society, and most unmarried women are more integrated into the labor market; In the 11-15 years of non-agricultural working years, the difference in wages between female and male migrant workers is greatest, probably with age and marital status, female migrant workers are more likely to leave from the labor market, in order to do more housework and children's education. The female migrant workers have to choose a job with low requirements and low wage level.

Table 4. Comparison of wages of non-agricultural working years variable

	Male	Female	Difference ratio
1-5	4367	3358	0.30
6-10	4319	2754	0.57
11-15	4088	1680	1.43
>16	3163	1864	0.69

(4) Years of education

According to Table 5, the average number of years of education for migrant workers is low, and the average number of years of education is only 10.28, which is the junior middle school education level. With the increase of years of education, the wages of migrant workers has also increased. Female migrant workers and male migrant workers have lower wages than male migrant workers under different years of education. According to gender, the wages of female migrant workers in primary school and below, junior middle school, senior middle school is different from that of male migrant workers. The wages gap with male migrant workers has narrowed, which also shows that female migrant workers can improve their education level and can narrow the income gap with male migrant workers.

Table 5. Comparison of average wages for different years of education

	Male	Female	Difference ratio
Primary school and below	2313	1578	0.47
Junior middle school	3363	2169	0.55
Senior middle school	4570	2718	0.68
Junior college and above	5015	4167	0.20

(5) Vocational training

From the perspective of vocational training, the average number of training for migrant workers was 1.85, indicating that migrant workers lack training experience. It is known from Table 6 that the average wages of trained migrant workers are higher than the average wages of untrained migrant workers, and the difference between trained female migrant workers and trained male migrant workers is smaller than that of untrained male migrant workers. It can be seen that increasing training can be used for female migrant workers to increase their wages.

Table 6. Comparison of wage differences under the training situation variable

		Male	Female	Difference ratio
Vocational training	Yes	4705	3676	0.28
	No	2846	2122	0.34

3.2 Regression analysis

In order to further analyze the differences between human capital variables and the gender wages of

migrant workers, the regression model analysis of each factor is carried out in Table 7.

Table 7. Regression Coefficients of Influencing Factors of Migrant Workers' Wages

Variable	Male		Female	
	Standard coefficient	P-Value	Standard coefficient	P-Value
Age	-0.604	0	-0.494	0
Marital Status	-0.145	0.184	-0.35	0
Years of education	0.355	0.004	0.495	0.001
Non-agricultural working years	0.005	0.966	-0.337	0.002
Vocational training	0.396	0.001	0.131	0.004

The analysis results are as follows:

(1) In the marital status variable, the standard coefficient of male migrant workers is -0.145, the P value is 0.184, the standard coefficient of female migrant workers is -0.350, and the P value is 0.000. From the point of view of P value, the influence of marital status on the wages of male migrant workers is not significant, and it has a positive impact on female migrant workers and is very significant. From the absolute value of the standard coefficient, the standard coefficient of female migrant workers is greater than that of male migrant workers. The impact of marital status on the wages of female migrant workers is greater than the impact on the wages of male migrant workers. Assume that H1b is verified.

(2) In the age variable, the male migrant worker standard coefficient is -0.604, the P value is 0.000, the female migrant worker standard coefficient is -0.494, and the P value is 0.000. From the perspective of P value, age has a significant impact on the wage difference between male and female migrant workers; from the absolute value of the standard coefficient, the standard coefficient of female migrant workers is smaller than that of male migrant workers. This shows that age has a negative correlation with the wages of migrant workers, and the impact of male migrant workers' wages is more significant than that of female migrant workers. Assume that H2a is verified.

(3) In the non-agricultural working years, the standard coefficient of male migrant workers is 0.005, the P value is 0.966, the standard coefficient of female migrant workers is -0.337, and the P value is 0.002. From the perspective of P value, the non-agricultural working years have a significant impact on female migrant workers, and the impact on male migrant workers' wages is not significant; from the absolute value of the standard coefficient, the non-agricultural working years have a negative impact on female migrant workers. The impact is significant, which also supports the negative impact of female age growth on wages growth. Assume H3b is verified.

(4) In the years of education, the standard coefficient of male migrant workers is 0.355, the P value is 0.004, the standard coefficient of female migrant workers is 0.495, and the P value is 0.001. From the perspective of P value, the years of education have a significant impact on both male and female migrant workers; from the absolute value of the standard coefficient, the standard coefficient of female migrant workers is greater than male migrant workers, which indicates the impact of years of education on the wages of female migrant workers. It is more positive and more significant than the wages of male migrant workers. Assume H4b is verified.

(5) Among the vocational training, the standard coefficient of male migrant workers is 0.396, the P value is 0.001, the standard coefficient of female migrant workers is 0.131, and the P value is 0.004. From the point of view of P value, the number of training has a significant impact on the wages of migrant workers; from the absolute value of the standard coefficient, the standard coefficient of male migrant workers is greater than that of female migrant workers, which indicates that vocational training has a greater impact on the wages of male migrant workers than female migrant workers. Assume that H5a is verified.

4. Conclusion

First of all, age, marital status, non-agricultural working experience, years of education, and vocational training are all significantly related to the wages of migrant workers, indicating that

migrant workers' human capital is an important factor affecting their wages, and age is negative. Other aspects such as actively participating in academic capital education, vocational training and other human capital investments can effectively raise wages. The government can set up special funds to support the training of migrant workers, and set up technical training courses in vocational colleges.

Secondly, marital status, age and non-agricultural working experience have significant negative impacts on the wages of female migrant workers, indicating that the employment of female migrant workers is still dominated by simple non-technical work, especially the physical strength declines with age, and the competitiveness declines. Combined with the negative impact of non-agricultural working experience on the wages of female migrant workers, it also shows that with the increase of age, the wage level of female migrant workers is lower than that of male migrant workers. In addition, marital status affects women more than men, and young unmarried women have an advantage over older married women.

Finally, the years of education and vocational training have a significant positive impact on the wages of female migrant workers, and the years of education is more effective in improving the wages of female migrant workers. With the popularization of compulsory education and vocational education, the difference between female migrant workers and male migrant workers is getting smaller and smaller, and more and more female migrant workers are eligible for good recruitment. Therefore, female migrant workers should change the awareness of traditional women's family status from an early age, and strive for more opportunities to improve their own human capital, in order to obtain more employment opportunities and higher wages.

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