

Gender differentials in wage and employment opportunity in urban labor market



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Abstract

According to the micro survey data of Jilin Province in 2007, the gender wage gap in the urban labor market is investigated, and it is found that the industrial distribution of male and female employment structure is unbalanced, and discrimination is the main reason for the wage gap. In addition, the distribution of employment and access to opportunities for men and women in different industries is investigated. The results show that women are at a disadvantage, which proves that there is gender discrimination in employment opportunities in the urban labor market.



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Why there is a gender difference?

Women increase the labor supply as human capital accumulates and the risk of divorce increases.

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Why there is a salary difference?

Reason

1. Salary increases with the number of hours worked.
2. Married people have a heavy family burden and require a higher salary when they sign up.
3. Most businesses are willing to hire married women, especially those who have given birth, because they can save on marriage leave and maternity leave, so they tend to offer them higher wages.



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How to solve the employment problem?

Increasing the amount of time you spend in education can help you find a job. Work experience also affects employment.



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Inconclusion

There is a gender wage gap in urban labor markets. Wage differentials can be partly explained by human capital differentials. But differences in human capital are not the only reason for differences in total wages.



LU YINHU, PAN HU, ZHANG LI. (2009, September 14). Gender Differentials in Wage and Employment Opportunity in Urban Labor Market. IEEE Xplore. <https://ieeexplore-ieee-org.ezproxy.ums.edu.my/document/5318870>