Gender and Income: Differences in the Migration Experience of males and females

In Shanghai

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Abstract
According to China’s censuses in 2010 and 2000, there were a growing number of female floating people every year in Shanghai. Females are playing increasingly important role in migration stream due to expanded employment opportunities. This paper explores gender difference in income of floating people in Shanghai.

Data used is from the dynamic monitoring survey of the floating population in Shanghai, conducted in 2012, which examined the living and development conditions of 14993 floating people at the age of 15 to 59 and 44675 their family members. The interest of this study lies in gender based income difference. First, we check whether there is income difference between males and females, by using multiple linear regression controlling for potential confounders (age, occupation, education). Second, the comparison of income difference in gender perspective is conducted both before and after floating experience of floating people.

Introduction
In the process of economic development in Shanghai, China, floating people has become an indispensable diving force in employment market. According to China’s national census in 2000, the number of floating population in employment market took up 27.37% of all working population in Shanghai. In this case, almost three out of ten employees in employment market are floating people. In the employment course of floating people, the employment rate of females is higher than the local people. In some industries, female
floating people played an increasingly important role in economic activities of local social
development. However, do they receive the equal treatment as that of males?

This paper is trying to check the income of floating people in gender perspective.
Firstly, whether there is gender difference in income of floating people in Shanghai?
Secondly, we will compare the income difference between men and women before
and after their floating experience in Shanghai.

**Data and method:**
The dynamic monitoring survey of the floating population in Shanghai, conducted in
2012, examined the living and development conditions of 14993 floating people at the
age of 15 to 59 and 44675 their family members. This paper uses 14993 floating
people as analysis object, consisting of 50.7% males and 49.3% females.

This study firstly examines whether there is income difference between males and
females of floating people. So in the multiple linear regression, the dependent variable
is set as monthly salary of floating people. The analysis considers a selection of
variables that could influence the income of floating people, and conducts separate
analysis for males and females. The variables are: gender, age, education level, and
occupation. Age, education level are selected according to wage appraisal system in
China, both in public institutions and enterprises. Education level is categorized into
eight classes, illiteracy, primary school, middle school, high school, vocational school,
junior college, undergraduate college and postgraduate. Occupation is selected
referring to literature review. It is classified into eighteen categories, government
officer, professional, civil servant, businessman, small retailer, attendant, domestic
worker, cleaner, decorate personnel, other commercial services personnel, farming,
forestry, husbandry and fishing water conservancy production personnel, production
personnel, transportation worker, builder, equipment operator, security, unoccupied
person, others.
This paper describes the gender difference in income by comparing the average monthly salary of men and women. In addition, change of occupation distribution between men and women before and after their floating experience according to their occupations is also conducted. The gender based distribution of occupation according to the various income levels is displayed. Occupations are categorized into four classes based on their average income. The forth category, also the highest one, comprises government officer, professional, civil servant, businessman. Within the group, average income level is above 4500RMB. The third category includes decorate personnel, transportation worker, builder (average income is between 3800 and 4500RMB). The second one is consist of attendant, other commercial services personnel, transportation worker, farming, forestry, husbandry and fishing water conservancy production personnel and production personnel (average income is between 2500-3800RMB). The first one includes domestic worker, cleaner, unoccupied person, security and others (average income is under 2500RMB). The figure can be seen below.

Figures 1 the occupation distribution between male and female

[Figure showing the distribution of occupations for male and female before and after migration, divided into four categories: category I, category II, category III, and category IV, with different colors indicating the percentage of each category.]
Obviously, the income of floating people increase as the occupational class goes up from I to IV. There was a tiny gap between the income of female floating people and that of male before their migration. However, after they flow into Shanghai, the occupation of males developed dramatically, while occupational development of females was gently. The phenomenon was especially prominent among professionals and executives.

Result:
Table 1 presents the results from the multiple linear regression models that examine whether there is gender difference in income of floating people in Shanghai. We confirmed that gender has a significant (p < .05) effect on the income.

Table 2 and Figure 1 describe the gender based changes in occupation distribution before and after migration experience of floating people in Shanghai. We confirmed that men’s average income is higher than women. What’s more, they are more likely to have better job with larger amount of salary.

Table 1 the multiple linear regression

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
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<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
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<tr>
<td>1 (Constant)</td>
<td>2616.709</td>
<td>472.884</td>
<td>5.534</td>
<td>.000</td>
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<tr>
<td>gender</td>
<td>734.769</td>
<td>64.015</td>
<td>.099</td>
<td>11.478</td>
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<tr>
<td>e1</td>
<td>461.895</td>
<td>254.844</td>
<td>.040</td>
<td>1.812</td>
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<tr>
<td>e2</td>
<td>1065.856</td>
<td>247.006</td>
<td>.144</td>
<td>4.315</td>
</tr>
<tr>
<td>e3</td>
<td>1682.081</td>
<td>257.911</td>
<td>.158</td>
<td>6.522</td>
</tr>
<tr>
<td>e4</td>
<td>1786.545</td>
<td>276.351</td>
<td>.118</td>
<td>6.465</td>
</tr>
<tr>
<td>e5</td>
<td>2790.613</td>
<td>268.213</td>
<td>.217</td>
<td>10.404</td>
</tr>
<tr>
<td>e6</td>
<td>4148.592</td>
<td>273.701</td>
<td>.308</td>
<td>15.157</td>
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<tr>
<td>e7</td>
<td>6885.743</td>
<td>402.865</td>
<td>.177</td>
<td>17.092</td>
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<tr>
<td>j1</td>
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<td>365.681</td>
<td>-.182</td>
<td>-5.515</td>
</tr>
<tr>
<td>j2</td>
<td>-2526.251</td>
<td>405.248</td>
<td>-.104</td>
<td>-6.234</td>
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Table 2 gender difference in mean monthly salary

<table>
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<tr>
<th>gender</th>
<th>mean</th>
<th>N</th>
<th>standard error</th>
</tr>
</thead>
<tbody>
<tr>
<td>female</td>
<td>3301.25</td>
<td>5551</td>
<td>3154.277</td>
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<tr>
<td>male</td>
<td>4214.98</td>
<td>7105</td>
<td>4027.387</td>
</tr>
<tr>
<td>total</td>
<td>3814.20</td>
<td>12656</td>
<td>3697.853</td>
</tr>
</tbody>
</table>

Conclusions

Based on the discussion above, we can draw conclusions as follows. Firstly, there is an approximately linear relationship between gender and income. Secondly, male’s average income is higher than that of female. Thirdly, there was little difference between men and women in distribution of occupation pre-migration. While, after they flow into Shanghai, the percentage of men’s occupation with higher income is much higher than that of women.

The wide disparity between males’ income and that of females showed an unbalanced development among floating people in gender perspective. This disparity hindered the career development of female floating people and had a bad impact on rational
exploitation of their human resources.

References


