



## THE GENDER PAY GAP IN CHINA: PERSPECTIVES ON DISCRIMINATION

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### ABSTRACT

*To take a look at the reputation of the gender wage hole in China, the utilization of archives from China Income and (CHIP) 2018, this paper finds that the gender wage hole nonetheless exists, as guys earn a frequent hourly wage of 5.65 Yuan and a sizeable annual income of 17,637 Yuan more than women. Men moreover work of 0.33 hours per week greater than women. OLS regression analysis determined that all men's frequent wage income has been 24.4% larger than women's frequent hourly wage earnings. They analyze about moreover validated that human beings who are insured, have an employment contract, or whose administrative middle affords social blessings earn drastically increased hourly wages than personnel who no longer have these advantages.*

**Keywords:** Gender pay gap, China, labor market.

**JEL Codes:** J16, J46, J30.

### 1. INTRODUCTION

This work contributes to the wage gap. Government firms behave in every other way than non-government agencies, which feature in business enterprise environments that greater carefully resemble an aggressive labor market. Pointed out that one-third of the gender wage gap is completely due to discrimination by way of regional governments toward personnel who are assigned jobs, whilst two-thirds is due to discrimination in opposition to personnel who find out jobs by their very own non-public searches. Another rationale for the gender wage gap proposed with the useful resource of Meng (1998b) is gender occupational segregation, which suggests that women tend to be overcrowded in low-wage jobs. Wang and Cai (2008) studied the gender pay gap in the interdepartmental dimension. The 2nd vital alternative is the fast growth of the non-public sector, with the emergence of awesome kinds of ownership, especially multinational corporations, global joint ventures, domestic non-public companies, and independent companies. From 1980 to 2009, these gadgets grew from nothing to nearly 1/2 of the city's entire employment in an exceptional 30 years of expansion. Labor markets are turning extra aggressive and flexible. Many personnel is categorized primarily based on their gender, experience, immigration popularity, and marketability. Market economies lead to differential therapies based totally

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absolutely on the discriminatory tastes of employers, people, and consumers. The ongoing urbanization machine and surplus agricultural labor have attracted a big variety of rural labor to unexpectedly create town areas.

Due to low skills and lack of education, these immigrants are overcrowded in the low-income segment of the labor market. It can be viewed that the reform and opening up of the Chinese monetary device have had a main effect on the labor market. While some personnel faces greater job insecurity and deteriorating conditions, others face multiplied expert opportunities, job mobility, and greater pay for their potential and training. Overall, employers are under growing pressure to decorate quality, adaptability, and performance. This requires equality in the labor market and greater rules to protect the rights of Chinese workers.

## **2. THEORETICAL FRAMEWORK**

Wage inequality is a pervasive phenomenon in labor markets around the world and has generated amazing literature on its origins. On the one hand, it is necessary to find out wage determinants that can be used to shut the gap. On the different hand, it is quintessential to detect explanations to quantify the extraordinary wage versions between companies that are no longer justified with the aid of potential variants in productiveness and human capital investment. This unexplained area extra regularly no longer relates to discrimination. It is subsequently imperative to limit the segment of the wage gap that is now not related to human capital and productiveness via a range of insurance and regulatory measures. At the theoretical level, there are three predominant kinds of financial theories that deal with wage differentials. One is a neoclassical theory, mainly based totally on the work of Becker (1985), which assumes that distortions appear in the discriminatory tastes of employers, personnel, and consumers. The 2nd focuses on the statistical concept of discrimination (Aigner and Cain, 1977). The premise of this approach is that agencies have a constrained understanding of the capabilities of job applicants. This affords them the incentive to infer an applicant's expected productiveness except for issues with observable features such as race or gender. The last approach is the segmented labor market approach<sup>5</sup>, which dates returned to Mill's (1885) work on the precept of non-competitive businesses. This method departs from the idea of an aggressive labor market and divides the labor market into sectors dominated by the capability of male or female workers. Examples of this approach are "job crowding" and "dual labor markets." The econometric learning about discrimination started out with Becker's seminal work on the economics of discrimination in 1957. Since then, the developing use of microdata has enabled economists to analyze the productiveness of individuals. In particular, the decomposition approach developed by way of Blinder (1973) and Oaxaca (1973) has been significantly utilized for data gathered from specific countries and extraordinary time periods (Wolf and Petrela, 2004; Boraas and Rodgers, 2003; Bhandari and Heshmati, 2008). This method departs from the notion of an aggressive labor market, dividing the labor market into sectors dominated by using the capability of males or women workers. Examples of this approach are "job crowding" and "dual labor markets". Becker's seminal work



on the economics of discrimination in 1957 used to be the beginning factor for the econometric mastering of discrimination. Since then, the developing use of microdata has enabled economists to analyze the productiveness of individuals. In particular, the decomposition approach developed by means of the ability of Blinder (1973) and Oaxaca (1973) has been generally utilized for information accrued from precise worldwide places and time periods (Wolf and Petrela, 2004; Boraas and Rodgers, 2003; Bhandari and Heshmati, 2008). According to the "2021 China Workplace Gender Pay Gap Report" compiled with the useful resource of BOSS, the frequent income of girls in 2020 is 6,847 yuan, in distinction with 6,995 yuan in 2019, a year-on-year make bigger of 2.1% year-on-year decrease. In 2020, the frequent male income used to be as soon as 9,024 yuan, and in 2019, the frequent male income was once as soon as 8,572 yuan, a year-on-year extension of 5.3%, indicating that the gender gap amongst China's town employment groups has widened again. In the labor market, occupational segregation takes vicinity when the occupational distribution internal one populace crew differs appreciably from that internal any different populace crew (Zhao, 2016). The classification of populace companies is popular and primarily completely on gender, coloration, and nationality, e.g., male and female, white and black, native and foreign. China has been the middle of interest in huge variations in the distribution of jobs between these categories. Hakim's (1992) search first divided occupational segregation into horizontal and vertical segregation. The good-sized profits disparity between male and women aggregated sectors is one proof of occupational horizontal segregation.

Gender Differences in China's Labor Force Participation search for sexism in transition economies due to the reality of its large labor force, essential monetary changes, and entrenched Confucian patriarchy. In this section, we furnish a rapid overview of essential insurance characteristics and a cautiously related empirical search for the gender wage gap in China (Dong and Zhang, 2009; Shen and Deng, 2008). From 1949 to 1978, the Chinese authorities labored to narrow the gender gap in the labor market, promising equal pay for adult males and ladies for equal work (Liu et al., 2000), albeit at the price of market efficiency. In the late Nineteen Eighties and 1990s, China's female labor stress participation fee surpassed that of its Asian neighbors, exceptionally developing countries, and socialist countries (Maurer-Fazio et al., 2007). Since 1979, China has handed thru sweeping monetary reforms that have regularly given organizations higher administrative autonomy over employment and wage systems. The adoption of the National Labor Law in 1995 appreciably improved the freedom and flexibility of companies in making labor market decisions. These essential economic changes have increased market competitiveness, which can limit gender discrimination in the labor market (Naughton, 1995). Given China's fantastic crew of employees and deeply rooted Confucian patriarchal social norms, the loosening of the Chinese government's grip on the monetary machine may additionally make a contribution to the resurgence of gender discrimination in the administrative middle (Maurer-Fazio et al., 2007). Furthermore, as a give up the end result of labor market liberalization and the weakening of socialist equality, the gender wage gap can also moreover widen, reflecting gender editions in human

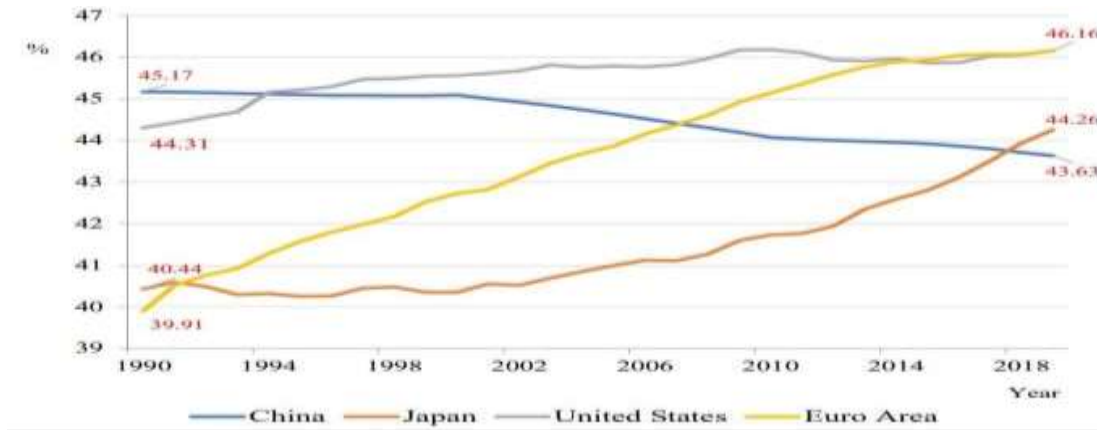


capital resources. China's transition from a deliberate financial device to a market monetary device used to be as soon discovered with the aid of the skill of rapid monetary globalization. Over the preceding three decades, the Chinese authorities have strongly promoted international change and foreign places direct investment. As a result, China's global alternate accelerated with the aid of 75.5 cases between 1979 and 2009. 1 By 2010, China had overtaken Germany to quit being the world's biggest merchandise exporter, accounting for about 10 percent of whole world exports. Direct funding has strengthened China's connection with the world financial machine as a using problem of economic globalization. FIEs account for larger than half of China's exports and 60 proportion of imports, and larger than zero percent of China's GDP growth in 2003 and 2005. (Whalley and Xin, 2010). Despite the global recession, China received \$90 billion in FDI in 2009, making it the 2nd largest recipient of FDI in the world after the United States. In particular, world alternate, and foreign places' direct funding have increased the employment and productiveness of Chinese firms with the aid of adopting modern-day technology, altering manufacturing buildings, and exploiting some comparative advantages. Considering the deep economic and cultural penalties of China's open-door strategy, it is specifically integral to have a seem to be at the relationship between globalization and the gender wage gap. Economic globalization and the elimination of gender discrimination in wages are long-term commitments of the Chinese government. Several empirical research has assessed the impact of globalization on gender wage inequality in China. For example, Brownstein and Brenner (2007) blended household survey records with regional mixture statistics to research the impact of remote places' direct funding on male and female wages in towns China. Women have been discovered to earn greater than guys on FDI in 1995, however, the fully gender-sensitive wage pinnacle price used to be reversed in 2002. Employment stress influences multiplied labor work that interacts with a surely gendered employment sector. Zhang and

Dong (2008) pioneered the use of affiliation documents to discover wage discrimination in developing and transitioning economies. They used a survey of 1,500 organizations to take a appear at variants in productiveness and wages between guys and ladies and discovered no proof of gender discrimination in distant places and exporting companies. They examined gender wage discrimination in each export-oriented and non-export-oriented affiliation and decided no proof of discrimination in any type of firm. Our observations contribute to this physique of literature, which affords estimates of the fundamental firm-to-population ratios for each outcome of globalization in phrases of employment and wages of women workers. The organization model of gender inequality is related to the corporate, regional, and corporation ranges of globalization. In difference to Dong and Zhang (2009), our results showcase massive wage discrimination amongst non-exporting individuals, however now not between distant places and exporting firms. The girl employment cost is the ratio between economically lively females and the total range of females in the 15-6 age group. "Economically active" capability is the participation of ladies in the manufacturing of objects and services. In the 1990s, China's women's labor stress participation cost persisted rating first in the world. According to Chinese statistics, the male labor

stress participation charge expanded from 1990 to 2019 from 88.79% in 1990 to 82.76% in 2019, and the lady participation rate accelerated from 79.39% in 1990 to 68.57% in 2019. The crew of employees is particularly stable. Regarding the labor strain participation rate, the fashion of alternate in the girls' labor stress participation rate fluctuates greatly, no longer entirely in unique regions, but moreover in precise intervals of the same region.

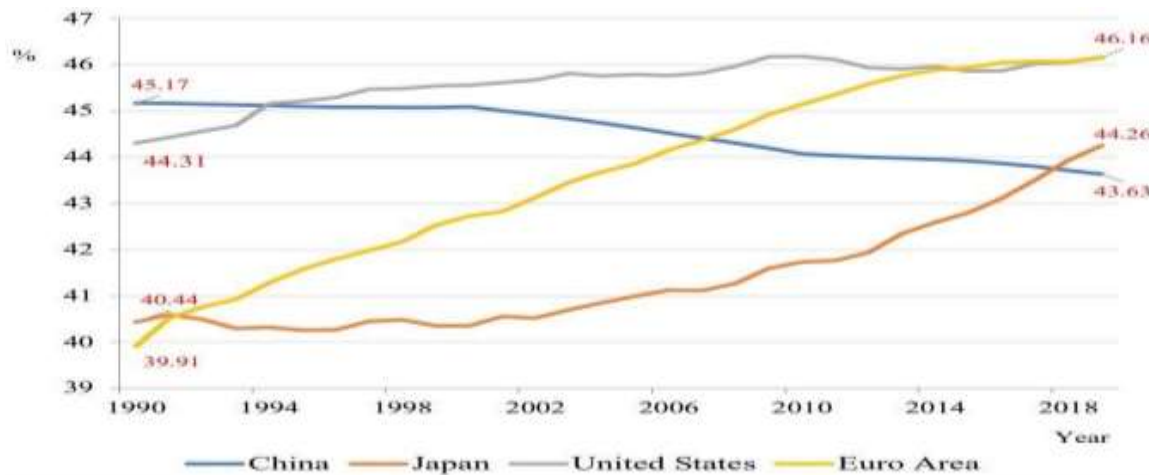
**Figure 1. Female and Male Labor Force Participation Rate**



Source: World Bank, International Labor Organization, ILOSTAT database.

The female labor force as a percentage of the total working population (female and male) shows the degree of employment of women. Figure 2 shows that between 1990 and 2019, the female labor force increased as a percentage of the total labor force in almost all the Euro area, Japan, and the United States, with particularly rapid growth in the euro and in Japan. On the other hand, in China, the proportion of the female working population in the total working population has been decreasing year by year, going from a high value in 1990 to a low value in 2019.

**Figure 2. Proportion of the Population of Active Feminine**



Source: World Bank, International Labor Organization, ILOSTAT database.





In the 2000s, researchers looking at the trouble of the gender pay hole in China regularly centered on the influence of financial reforms on the gender pay gap. In present-day years, there have been few lookups on the gender pay hole in China. Gustafsson and Li (2000) analyzed the gender income hole in city China making use of the largescale Urban Household Income Survey for the years 1988 and 1995 for the duration of which China expert the transition from the centrally deliberate financial machine to the market-orientated financial system, industrialization, in addition to urbanization. Firstly, they determined that the widespread gender income hole in city China seemed to be an alternative small in distinction to the state of affairs of many one-of-a-kind countries. In 1988, familiar lady earnings have been 15.6% limit than regular male profits. The gender profits hole is even smaller for many of the youngest income earners and human beings with longer educations. Secondly, the gender earnings hole had extended questioning about girls' incomes 17.5% an accurate deal a lot much less than guys on typical in 1995. Thirdly, they concluded that the dimensions of incomes in China are distinctly reliant on geographic area and possession of the organizations. Best paid exercising is determined in faraway locations owned corporations and in joint ventures, located thru way of the capability of US sectors. In addition, it is some distance determined that income has been simply troubled with the aid of capacity of age and education. Their decomposition evaluation validated that about 1/2 of the typical gender earnings hole may additionally be described with the resource of way of talent of distinction in everyday values for variables that omit gender. Liu et al. (2000) distinguish the gender earnings differentials and discrimination internal the three sectors: the personal sector, the collective area, and the private vicinity in China utilizing the two pattern surveys from Shanghai and Jinan, which stop up one after the different after the one-of-a-kind ones carried out in 1996 and 1995, to analyze the outcomes of monetary reform at the gender earnings gap. As Gustafsson and Li (2000) analyzed, the marketization of the monetary system has brought on a greater gender earnings differential. The consequences of every dataset exhibit that the gender income hole narrows notably as one strike from the United States zone to the non-public sector. They contended that it is no longer feasible to interpret the market as developing discrimination. On the different hand, monetary liberalization and decentralization may additionally moreover extend the extent of discrimination. On the opposite hand, market opposition reduces the share of discrimination contributing to the ordinary gender income gap. Meng (1998) examined male and woman earnings dedication and gender income discrimination in the new most excellent rural industrial vicinity in China. They observed that gender-based earnings discrimination is a lot greater generally in China's rural industrial vicinity than in different countries. But this occasion has been modified due to the fact the difficult work market has step by means of step been liberalized. It is an increasing number of arguments that gender profits discrimination is greater typical in nonmarket companies than in market organizations. Marketization has decreased the unexplained gender income gap.

Chi and Li (2008) used 1987, 1996, and 2004 facts to look at the gender profits differential at several factors in the income distribution in Beijing. Their findings tested that the gender earnings

differential in the Chinese town labor market has improved during the earnings distribution, with the make bigger concentrating on the decreased quantiles. They located that the “discrimination impact” or “unexplained gender pay gap” contributed extra to the increase inside the everyday gender profits differential than did the gender endowment differences. They in addition argued that the “sticky floor” have an impact that can be related to an especially low-paid agency of girl manufacturing personnel with on the whole low coaching walking in the non-country-owned enterprise.

### 3. RESEARCH PURPOSE AND METHODOLOGY

Because it is difficult to find macro data on female and male labor force participation in various sectors, industries, and occupations, as well as gender earnings gaps in China, individual-level microdata is used to analyze the gender distinction and gender wage gap in the labor market.

**Table 1. Description of Variables**

Variables	Description
age	Sample selection: 18-60 years old
female	Dummy variable, 1=female, 0=male
education	0= elementary and below; 1=Senior High school; 2= High School;3=University; 4= Graduate and above
married	Dummy variable, 1=married, 0= Single
han	Dummy variable,1= Han Nationality, 0= other Nationalities
party	Dummy variable, 1= Communist Party member, 0= otherwise
hour	Average number of hours worked in a day
income	Total annual salary income
experience	Total number of years in the current job
insurance	Dummy variable, Whether the work unit buys pension insurance for them, 1= Yes, 0=No
socail_security	Does this job provide social security including work injury insurance, unemployment insurance, housing fund, maternity insurance, accident insurance. 1= Yes, 0=No
state_owned_sector	Whether the work sector is a state-owned, 1=Yes, 0=No
Wage	Hourly Wage

Table 2 indicates descriptive data for every variable, on the grounds that this work is about the gender pay gap. The t-test on the distinction between means and effects is proven in Table 1. Overall, the common hourly income of guys (30.87 yuan) is greater than that of ladies (25.22 yuan), and the hourly earnings of guys are considerably greater than those of ladies with the aid of 5.65 yuan. The common hourly profits of girls are 81.69% of the common hourly revenue of men. This suggests an average gender pay gap. Men work one-third more hours than women. The common annual profits of male samples are 17,673 yuan greater than those of female samples, which may additionally be due to

the reality that adult males work longer hours than ladies and their hourly wages are greater than females. In phrases of work ride for men, the common size of provider for girls is substantially much less than that for guys by means of 2.19 years. It is fascinating to learn that the common working size of females is 2.19 years, a great deal lower than that of men.

**Table 2. Descriptive Statistics by Gender**

Variable	obs(0)	mean (0)	obs(1)	mean (1)	mean-diff	t
age	10139	40.85	7989	39.09	1.75***	11.89
education	10129	1.76	7984	1.75	0.01	0.46
married	10132	0.87	7978	0.86	0.01	1.39
Han	10138	0.95	7989	0.94	0.01***	3.29
hukou	10126	0.64	7985	0.64	-0.01	-1.15
hour	10122	8.73	7969	8.39	0.33***	13.08
party	10136	0.18	7988	0.12	0.06***	10.58
income	10080	65917	7940	48279	17637***	17.25
experience	10074	11.30	7928	9.11	2.19***	15.50
low_income	10139	0.32	7989	0.28	0.04***	5.11
low_middle	10139	0.36	7989	0.47	-0.11***	-14.57
middle_high	10139	0.27	7989	0.22	0.05***	7.19
high	10139	0.13	7989	0.11	0.02***	4.00
insurance	8319	0.61	6727	0.60	0.01	0.93
contract	8332	0.49	6725	0.44	0.06***	6.75
socail_security	4138	0.21	3497	0.18	0.04***	3.88
state_owned_sector	10125	0.30	7977	0.28	0.03***	3.83
wage	10063	30.87	7920	25.22	5.65***	5.69

Note:

(1) \*\*\* p<0.01 \*\* p<0.05 \* p<0.1

(2) 0 = male, 1= female

In terms of work-related benefits and security, an increased share of men compared to women acquires greater job benefits. 49% of the male sample had an employment contract, while 44% of the female sample had an employment contract. The common social security gets proper entry rate is reduced for every man and woman, however, is significantly increased for guys than girls with the aid of way of 3%. There had been no sizeable versions in the insurance plan format of top-class charges for guys and women. Judging from the ratio of guys and girls in industries with different profit levels, ladies are more targeted in low- and middle-income industries, with a frequent rate of 0.47, which is notably higher than that of guys (0.11). In middle-to-high-income industries, guys earn distinctly more than women. Overall, with descriptive facts and the potential of gender, we can see that the gender pay hole exists and has an impact on China. To apprehend the degree of effect of gender versions on wage





differences, the paper in this section takes the log of hourly wages as the hooked-up variable, gender, education level, etc. as structured variables, and makes use of OLS to estimate the degree of the influence of each variable on wages. The structured variable will end up being the independent variable. Table 3 suggests the consequences of hourly wages as the hooked-up variable. It can be viewed that gender has a sizable impact on wages, with women's incomes 24.4% much fewer hourly wages than men, indicating a large gender pay hole and guys being more recommended in the job market. Larger stage of schooling contributes to a 13% increase in hourly wages, suggesting that the larger the stage of education, the increased the hourly wages a personality can earn and the higher the return on funding in human capital. From the perspective of family size, the hourly wages of rural households are 7.9% limit than these of metropolis households, which may additionally be due to the truth human beings in rural households typically have poorer family stipulations and can additionally now not have the money to gather education and enter the labor market earlier, overall, for low-income kind to minimize the burden on the family.

Professional experience gained in organizations moreover has a massive effect on wage rates, which is moreover normal with empirical research. This is due to the truth as humans attain larger experience, they have higher on-the-job expertise, are higher capacity, and are successful to create greater value, thereby developing wage rates. Compared with humans in low-income industries, personnel in upper- and middle-income industries earned 5.5 percentage points less per hour, while personnel in high-income industries earned 13 percent more per hour. There is no big difference between human beings in low- and middle-income industries, which needs to be due to the fact that even as there is a difference in annual wages between low- and middle-income workers, the big difference in hourly wages is smaller. Providing insurance, signing employment contracts, and imparting social security all have a remarkable effect on hourly wages. This is due to the reality that firms that can provide insurance, sign employment contracts, or grant social safety are alternative high-income groups or authorities corporations that have a greater entire human sources machine and normally have a sound gadget for managing employee welfare in accordance with country-wide jail requirements. On the special hand, if personnel are in low-income industries, these industries do now no longer have a sound labor administration system.

## **5. CONCLUSION**

There may additionally have several reasons why the gender income hole in China is significant. One critical problem is discrimination in hiring and promotion. Women are oftentimes now no longer given the same chances as guys to enhance their careers and can be surpassed for promotions or higher-paying positions. Additionally, traditional societal expectations and gender roles in China nonetheless play a function in limiting women`s career chances and income potential. Another reason for the distance is the absence of presidential regulations to promote gender equality withinside the workplace. China



has no prison hints mandating equal pay for the same artwork and there is no crook requirement to provide paid parental leave for each parent. Furthermore, girls are disproportionately represented in lower-paying jobs and industries, consisting of training and healthcare, which tend to pay plenty much less than male-ruled industries like manufacturing and construction. And cultural factors moreover play a position, as women are oftentimes predicted to prioritize their very own circle of loved ones' duties over their careers, which can restrict their income potential In this paper, the popularity of the gender income hole in China and the use of CHIP 2018 statistics are analyzed. It can be considered that there may additionally be extreme gender discrimination withinside the tough work market, especially pondered withinside the extensively higher frequent hourly wage income ratio for guys than for women. In phrases of regression coefficients, men`s frequent hourly wage earnings are appreciably higher than women`s by way of skill by 24.4%. Similar to the findings of previous studies, training has a big first-class influence on the increase of hourly wage. In addition, artwork revel in has the best effect on salary. Due to the possibility of obtaining data, this paper classifies humans into 4 training of immoderate and occasional income withinside the business enterprise they artwork in and devices them as dummy variables, and the effects show that humans in immoderate income industries have a drastically higher hourly income by way of the ability of 13% as in contrast to human beings in low-profits industries. Workers with get proper entry to benefits from the commercial enterprise company they artwork for earn significantly higher hourly wages than the ones without get proper entry advantages. The above findings suggest that notwithstanding the reality that gender equality has been an international subject over the years, the gender income hole stays massive, and we must take good steps to promote gender equality, for example, through the way of the capability of developing the share of female in better-profits industries. Since women are likely to be higher equality-minded, developing the share of girls in excessive-profit industries and pinnacle manipulation positions will facilitate greater implementation of gender equality suggestions and limit gender bias.

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