
Women in China Urban Labor Market

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Gender Dimensions of Labor Market During Economic Transition

- Labor market restructuring in China has lead to women being relatively disadvantaged
 - The unemployment rate of women was higher and their unemployment duration was longer (Giles, Park and Cai 2006; Dong, Yang, Du and Ding, 2006; Du and Ziao 2009).
 - Gender wage gap has considerably increased during 1988-2006 (Han and Zhang, 2010; Zhang, Han, Liu and Zhao, 2008).
- We know little about labor market outcomes other than unemployment rate and wages.

This Study

- Take a snapshot of the urban labor market in 2009 and examine local residents and migrant workers with respect to their
 - Labor force participation rate (LFPR)
 - Employment types
 - Job characteristics

- Descriptive analysis of gender difference in
 - Employment informality
 - Hours worked
 - Hourly earnings
 - The Probability of signing labor contract or having social security coverage

LFPR

- Differences between locals and migrants with respect to LFPR and employment types are significant:
 - Migrants have higher LFPR and employment rate;
 - Higher proportion of migrants are self-employed;
- There is gender difference in LFPR, but in employment types:
 - Men overall have higher LFPR;
 - The allocation of labor between wage labor and self-employed shows similar pattern among men and women.

Local Women's Employment

Gender	Type of Employer	Sector	Type of Employment				
			Self Employment			Wage Employment	
			Own account worker	Employer	Family worker	Formal wage employment	Informal wage employment
Women (age 16-55)	Private enterprises with less than 7 employees		5.93	1.76	0	0.65	0.97
	Employer's households	Informal	0.3	0	0.22	0.05	0.11
	Land contractor	sector	0.15	0	0	0.08	0
	Others		0	0	0	0.39	0.04
	Government , non-profit institutions and organizations		0.01	0	0	21.11	1.45
	State/Collective owned or controlled enterprises	Formal	0.07	0.04	0	27.08	1.78
	Foreign owned or controlled enterprises	sector	0.03	0	0	5.05	0.33
	Private enterprises with 8 or more employees		0.69	1.04	0	19.44	7.41
		Missing	0.37	0.1	0	0.88	0.48
	Total		7.54	2.94	0.22	74.72	12.58
Observations		214	90	2	1639	350	

Migrant Women's Employment

Gender	Type of Employer	Sector	Type of Employment				
			Self Employment			Wage Employment	
			Own account worker	Employer	Family worker	Formal wage employment	Informal wage employment
Women (age 16-55)	Private enterprises with less than 7 employees		17.24	9.52	0.05	2.38	2.92
	Employer's households	Informal	0.2	0	0.03	0.17	0
	Land contractor	sector	0	0.01	0	0	0
	Others		0	0	0	0.08	0
	Government , non-profit institutions and organizations		0.09	0.14	0	4.13	1.06
	State/Collective owned or controlled enterprises	Formal	0.02	0.22	0	4.5	2.16
	Foreign owned or controlled enterprises	sector	0.03	0	0	4.33	1.56
	Private enterprises with 8 or more employees		2.77	3.82	0	20.12	13.67
		Missing	1.09	0.15	0	0.84	0.76
	Total		21.44	13.86	0.08	36.56	22.13
Observations		720	252	3	822	583	

Men's Employment

- The same employment patterns are observed among men:
 - Local workers:
 - More than 85% of the employed are wage labors
 - Majority of the wage labors have (90%) formal employment;
 - About 60% of self-employed are own account workers.
 - Migrant workers:
 - Only 55% of the employed are wage labors
 - About 65% of the wage labors are formally employed;
 - About 55% of self-employed are own account workers.

Women's Job Characteristics

	Local Residents		Migrants	
	Formal Employment	Informal Employment	Formal Employment	Informal Employment
Place of work				
__factory, office, store	0.97	0.752	0.964	0.76
__open market or street	0.015	0.093	0.017	0.101
__own house	0.002	0.087	0.003	0.075
__employer's house	0.005	0.051	0.008	0.047
Monthly income	2298.557	1596.893	2335.324	2017.848
Weekly working Hours	41.987	52.413	42.902	55.232
Signed labor contract	0.675	0.165	0.66	0.173
Covered by pension program	0.885	0.264	0.844	0.206
Covered by medical insurance	0.853	0.368	0.858	0.365
Covered by unemployment insurance	0.624	0.033	0.589	0.032
Covered by work injury insurance	0.507	0.032	0.445	0.02
Industry	0.226	0.072	0.226	0.086
Service: retail and wholesale	0.168	0.432	0.239	0.512
Service: lodging and restaurant	0.028	0.077	0.117	0.096
Service: family service	0.11	0.196	0.115	0.18
Other service	0.462	0.214	0.298	0.123
Observations	1674	672	882	1702

Men's Job Characteristics

- The same pattern with respect to job characteristics are observed among men, that is, conditional on the form of employment, local men and migrant men share similar job characteristics:
 - People with formal employment earn higher income than those with informal employment, and it is more so among local residents.
 - People with informal employment work about 15 hours or more per week than those with formal employment.
 - About 60% of those with formal employment signed labor contract, and only about 17% do so among the informally employed.
 - Much higher percentage of formally employed are covered by pension, medical insurance, unemployment insurance or work injury insurance. Among the informally employed, a non-negligible share are covered by pension program or medical insurance.

The Probability of Having Informal Employment

	Local Workers	
Women	0.064*	-0.081**
	(0.035)	(0.036)
Individual characteristics and family background	Yes	Yes
Sector controls		Yes
City fixed effects	Yes	Yes
Observations	5,322	5,322

	Migrant Workers	
Women	0.045	-0.019
	(0.037)	(0.013)
Individual characteristics and family background	Yes	Yes
Sector controls		Yes
City fixed effects	Yes	Yes
Observations	5,318	5,318

Weekly Hours Worked

	Local Workers	
Women	-1.481***	-2.290***
	(0.276)	(0.258)
Individual characteristics and family background	Yes	Yes
Sector controls		Yes
City fixed effects	Yes	Yes
Observations	5,303	5,303

	Migrant Workers	
Women	-1.588***	-2.684***
	(0.362)	(0.381)
Individual characteristics and family background	Yes	Yes
Sector controls		Yes
City fixed effects	Yes	Yes
Observations	5,294	5,294

Hourly Earnings (log)

	Local Workers	
Women	-0.251*** (0.018)	-0.220*** (0.017)
Individual characteristics and family background	Yes	Yes
Sector controls		Yes
City fixed effects	Yes	Yes
Observations	5,251	5,251

	Migrant Workers	
Women	-0.240*** (0.019)	-0.218*** (0.018)
Individual characteristics and family background	Yes	Yes
Sector controls		Yes
City fixed effects	Yes	Yes
Observations	5,238	5,238

The Probability of Signing Labor Contract

	Local Workers	
Women	-0.033 (0.036)	0.039 (0.037)
Individual characteristics and family background	Yes	Yes
Sector controls		Yes
City fixed effects	Yes	Yes
Observations	5,322	5,322

	Migrant Workers	
Women	0.070 (0.045)	0.050*** (0.014)
Individual characteristics and family background	Yes	Yes
Sector controls		Yes
City fixed effects	Yes	Yes
Observations	5,318	5,318

The Probability of Having Social Security Coverage (Pension or Medical Insurance)

	Local Workers	
Women	-0.017 (0.044)	0.025 (0.046)
Individual characteristics and family background	Yes	Yes
Sector controls		Yes
City fixed effects	Yes	Yes
Observations	5,322	5,322

	Migrant Workers	
Women	-0.083** (0.035)	-0.022* (0.013)
Individual characteristics and family background	Yes	Yes
Sector controls		Yes
City fixed effects	Yes	Yes
Observations	5,318	5,318

Conclusions

- Labor markets for local residents and migrants are segregated. The level of segregation may be underestimated with CULS.
- Women in urban China are not disproportionately employed informally.
- Women work less (not including domestic chores) and earn less.
- With respect to the probability of signing a labor contract or having social security coverage:
 - There is no gender difference among the local residents.
 - Evidence for the migrant workers is mixed.