

Women's Worlds 2005
June 23, 2005
Panel on "Gender Gap within Household and the Labor Market:
Comparative Studies of Korea, China and Japan"

Gender Wage Gap in Economic and Social Systems in China/ Beijing:
A Wage Decomposition Analysis with the Ochanomizu University F-GENS
China/Beijing Panel Survey Data 2004

Hiromi ISHIZUKA
COE Post Doctoral Research Fellow, Ochanomizu University
e-mail: hiromi-ishizuka@nifty.ne.jp

This study investigates statistically today's "Gender equality employment" in China's economic and social systems: the levels of market, workplace (labour demand) and household (labour supply).

The People's Republic of China was founded in October 1949. The "gender equality employment policies" of planned economy was based on the socialistic ideology. In December of 1978, the Reform and Open Policy was adopted and aimed for introduction of market economy and foreign-open. Today, the China's labour market change sharply. It is confirmed that respective actual conditions of women and men with the Ochanomizu University F-GENS China/Beijing Panel Survey Data 2004.

Seven conclusions are reached in statistical terms: 1) It was found from the results of estimation by the Mincerian method and the Blinder(1973)-Oaxaca(1973) wage decomposition model that the gender wage gap exists in Beijing, China; 2) the absolute number of women's executives officers are small and their average wages are lower than men's; 3) among the human capital variables, age is, contrary to the theory, negative for earning; 4) the similarity of school attendance years between women and men contributes the "gender equality employment"; 5) the existence of preschool children under or 6-year-old itself has no influence on women's wages; 6) the burden for "household responsibility" (by the "gender variable at home") works significantly on women more heavy in the terms of statistics to decrease women's wages; 7) Taking the childcare leave, that is one of the Government's social security systems, of women contributes to increase the gender wage gap.