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Immigration in High-Skill Labor Markets: The Impact of Foreign Students on the Earnings of Doctorates by Gender

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Abstract

Over the past three decades, both the number of high-skilled immigrants and low-skilled immigrants of the United States has grown with the increasing population of immigrants. The development of globalization of science and technology has continuously strengthened the social demand for human capital, so the growth of immigrants among doctorate recipients also has an important impact on the US labor market. This article will focus on the analysis of the impact of immigrant group income gender differences on labor market differences. When counting the US natives and immigrants at the same time, we know that the gender difference in income has increased to 29.91%. The income of immigrant doctorate recipients has a more significant gender difference in income than that of Natives in the United States. In fact, this has led to a 3.52% increase in the gender difference in the labor market. Although It is not entirely certain that this difference is mainly due to gender discrimination, this reflects the existence of gender differences in the income of higher education recipients.

Key Words: doctorate; gender; earnings; immigrants; discrimination

Introduction

After the Second World War, with the continuous advancement of technology, the links between countries have become increasingly close, and the process of global integration has been accelerated. Among them, one of the important characteristics of economic globalization has greatly promoted the globalization of capital and trade. development of. With the international division of labor, large-scale flows of international immigrants have also been achieved. According to the 2019 United Nations World Migrant Population Report, transnational immigrants account for only 3.5% of the global population. Of the 7.7 billion people in the world, 272 million are transnational immigrants, including 52% males and 48% females, and 74% of immigrants are between 20 and 64 years old. More than 40% of global immigrants were born in Asian countries, most of them from India. Therefore, India is the largest source of cross-border immigration in 2019, followed by Mexico, China, Russia and Syria. The United States remains the largest destination country, with 51 million immigrants in 2019.

Over the past three decades, the number of high-skilled and low-skilled immigrants in the United States has increased as the number of immigrants has increased. The development of globalization of science and technology has continuously increased the demand for human capital. High-tech immigration has become an important force in the current socio-economic development of the United States. Since 2000, the population aged 25 and above with the highest degree of master's degree has doubled to 21 million. The number of Ph.D. holders has increased from 2 million in 2000 to 4.5 million in 2018, more than tripled. Therefore, the impact of immigration on the labor market has also received widespread attention. George (2006) believes that previous cross-regional studies have drawbacks. Stereotyped studies define metropolitan areas as labor markets in which immigrants penetrate.

Although there is a lot of disparity between the various studies, the estimated correlation tends to be near zero. This finding is often interpreted as saying that immigration has little effect on local workers' labor market opportunities. Using 10-year immigration data from PUMS and CPS, he constructed foreign supply shocks and wage elasticity models and ran a three-level CES method. He found that the increase in the number of immigrants reduced the employment opportunities and wages of local workers, while highly skilled immigrants The impact is even more significant. Neeraj and Michael (2006) pointed out that people born outside the United States have brought more creativity, productivity, and creativity to the American economy, and the knowledge economy is an important source of the knowledge economy. They play a vital role in the country's overall scientific and engineering capabilities and its leadership in technology, among which the group of doctoral students as a highly skilled workforce occupies an important position in the labor market. George (2005) believes that changes in the labor supply of the skill group will affect the income and employment opportunities of the group. In the linear regression analysis, he used a two-stage method to correct the deviation caused by price elasticity. He found that immigrants and local doctorate graduates can completely replace the market, and the increase in the number of foreign-born doctorate degrees has a major disadvantage to the market. influences. The income of competing workers, regardless of whether the competing workers are born locally or foreign. In addition, by introducing work experience and income elasticity index, and using the relative supply shock and marginal productivity model, he continued to extend the research to the whole country, which also reflects that the income of immigrants and local doctors is affected by the increase in the number of immigrant doctors.

So far, the analysis of highly skilled immigrant groups has taken it as a whole. In fact, there are gender differences in highly skilled immigrants. There is a gender difference in the number of the most educated recipients, although this difference is narrowing. Using panel regression analysis and the F-Limer test method, Maryam Almasifard (2018) counted the gender income gap between men and women in 13 developing countries. The analysis believes that the productivity level of the labor force will affect their wages, and the gender gap in wages caused by the productivity gap between men and women is impressive and profound. At the same time, international trade also has a negative impact on the gender gap in wages. Sarihasan Imran (2017) uses international migration and international OECD Data from the Standard Classification of Education (ISCED) to analyze that women in many less developed countries still face unequal access to higher education. Women are overrepresented in the brain drain. The more highly skilled female immigrants, the poorer their country of origin is, although men have also observed this effect, to a lesser extent. According to data from the United Nations Population Division, the proportion of women in international migration has increased from 46% in 1960 to 48% in 2019, and even reached 52.2% in 2009. Lindsay and Abdeslam (2009) concluded that female participation in international migration is increasing and raises economic issues related to gender determinants and immigration consequences. The migration of educated women is likely to affect sending countries in specific ways: First, the immigration rate in the country of origin may be low, and skilled immigration has a positive impact on the return of human capital. Net loss increases exponentially with the speed of skilled migration. Many studies report that human capital for women is more scarce than for men. Second, because the education for women in developing countries is often considered a basic element of growth, the link between female migration and human capital accumulation is particularly important for developing countries.

At the same time, the income level of female higher education recipients is always lower than that of male higher education recipients. Sarihasan Imran (2017) pointed out that since the 1960s, international migration theory has clearly become more sensitive to gender issues. Research results show that men are more likely to be employed than women. In addition, the number of inactive female immigrants is higher than That of men. There are many reasons for these phenomena. First, is the patriarchal structure. Women generally do not work, or work less than men. Even when moving to another country, women rarely work. Secondly, factors such as marital status, education level, health status, and age make it difficult to implement policies that encourage female immigrants to improve their education and improve their skills in the labor force. Chang Hwan and Yang (2014) analyzed college education based on data from the 2003 National University Graduate Survey of Asian female labor market performance. The three areas of the regulation still have no clear advantages, even for Asian women who grew up in the United States. Employment logistic regression analysis shows that the unemployment rate of all Asian women is generally high. In the United States, the unemployment rate of Asian indigenous women is also white.

Then, the analysis of Asian female annual income through the basic Mincerian model reflects the benefits of higher education, but it is not obvious. This can also reflect the relatively disadvantaged position of female high-skilled immigrant groups.

Therefore, the purpose of this article is to analyze the impact of gender differences on the number and income of high-skilled immigrants in the United States through data, so that readers can more intuitively understand the differences and changes in gender power of high-skilled immigrants in the past decade. The rest of the paper is organized as follows. In Section II, I describe the approach and explain the data used in the estimation in detail. Section III reports the estimation results and offers various explanations for the findings and those of previous work; after ruling out explanations based on data problems or econometric considerations, I focus on the impacts of genders on the amount and income differences among high-skilled immigrants, especially doctorate recipients. Section IV presents concluding remarks.

Data

In this article, in order to objectively reflect whether the gender difference in the income of US immigrant doctoral students affects the gender difference in the income of doctoral students in the US labor market, we will select all the characteristics and income data of doctoral students in PUMS from 2014 to 2018. The American Community Survey (ACS) Public Use Microdata Sample (PUMS) files show the full range of population and housing unit responses collected on individual ACS questionnaires, for a subsample of ACS housing units and group quarters persons. Each record in the file represents a single person, or--in the household-level dataset--a single housing unit. In the person-level file, individuals are organized into households, making possible the study of people within the contexts of their families and other household members. PUMS files for an individual year, such as 2015, contain data on approximately one percent of the United States population. PUMS files covering a five-year period, such as 2014-2018, contain data on approximately five percent of the United States population.

Here, we will refer to the data from 2014 to 2018 for 5 consecutive years, and select 120,393 sample data from about 5% of the population of the United States that meets the doctorate recipients and both native and immigrants wage data as analysis resources. Use the theory of linear programming to explore whether there is an impact of immigrants' gender on the wage of all US doctorate recipients. Throughout the analysis, I define an immigrant to be a person who is either a naturalized citizen or a non-citizen, all other persons are classified as natives. Because PUMS data includes doctorate recipients of different majors, I restrict the majors to S&E and non-S&E majors, which are investigated as variables that affect income. We will start with the difference in gender and income and analyze the recent gender differences in the number of doctorate recipients and income levels for both natives and immigrants in the United States. Firstly, this article will analyze the change in the number of doctorate recipients from 2014 to 2018. The high-skilled immigrant group starts from the absolute number of changes and genders, reflecting the gender role of doctoral education in the past five years.

It is worth noting that because PUMS data has sample weights and income adjustment factors, in order to maintain the consistency of the sample subject and income data for the five years, we will apply these prerequisites during the regression analysis. It should also be noted that the target of this article is all PhD students participating in PUMS. The sample size is limited, which will affect the objectivity to a certain extent. At the same time, the data intercepted 5 years of data, the change in quantity is not obvious. However, this article still reflects the role of immigration in the income of all doctorate recipients. According to the comparison, we can more intuitively understand the importance of immigration gender control on income and gender differences.

Estimation and results

The method of estimation and samples

First, the model in this article is mainly

$$\ln Y = X\beta + \varepsilon$$

Where Y is the annual wage for doctorate male and female recipients. X is the set of their characteristics, including age and major of degree, and human capital variables such as the number of hours worked weekly. Because the academic qualifications of all the objects we selected are Ph.D. recipients, we do not use the educational qualifications as a variable that affects income. Finally, ε denotes the random error. We also control for regional differences including 4 administrative regions for the U.S.

In the second step, we estimate the components of the gender wage gap for the full sample, US natives and US immigrants respectively. The aim is to observe whether gender differences in the income of immigrant doctorate recipients have an impact on the US doctoral labor market. With that purpose, we use various alternatives of the well-known Oaxaca (1973) and Blinder (1973) decomposition techniques. First, we separate the income model by gender,

$$\ln Y_m = X_m \beta_m + \varepsilon$$

$$\ln Y_f = X_f \beta_f + \varepsilon$$

β_m and β_f are the wage return coefficients for men and women in the labor market respectively. We cannot directly understand $\ln Y_m - \ln Y_f$ as results of sexism so that we need to build a counterfactual group, that is, ‘women regarded as men’ in the labor market, whose income is recorded as Y_c . The basic setting for Y_c is

$$\ln Y_c = X_f \beta_m,$$

which is the labor remuneration received by women regarded as men in the labor market.

Based on this, the gender income gap can be decomposed.

$$\ln Y_m - \ln Y_f = (\ln Y_m - \ln Y_c) + (\ln Y_c - \ln Y_f) = \beta_m (X_m - X_f) + X_f (\beta_m - \beta_f).$$

Among them, the ‘explainable part’ is

$$\ln Y_m - \ln Y_c = \beta_m (X_m - X_f),$$

the income gap caused by different individual conditions (X_m is not equal to X_f).

The ‘unexplainable part’ is

$$\ln Y_c - \ln Y_f = X_f (\beta_m - \beta_f),$$

that is, the income gap due to the difference in the coefficient of return between men and women (β_m is not equal to β_f). This part can be understood as discrimination.

Finally, to estimate the nature of the contribution, we linearly decompose the factors that affect discrimination (C), and the contribution of each explanatory variable (X_i) is calculated using the derivative of $d(C) / d(X_i) = C_j$ subject to $C = \sum C_j$. This means that the total donation amount is equal to the total discrimination. The resulting coefficients are listed in Table 6.

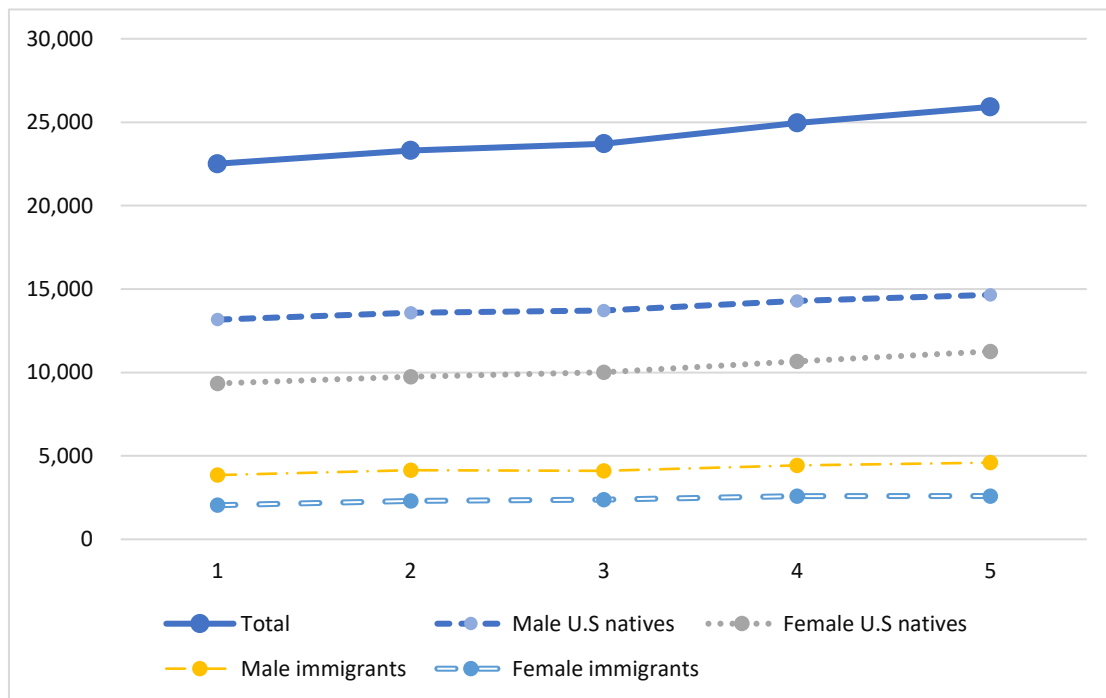


Figure 1 Sex and citizenship of doctorate recipients:2014-2018

Figure 1 is drawn based on the statistics of PUMS in 2014-2018 and reflects the increase in the number of doctoral degree recipients. Compared with the increase in the number of men in the US immigrant population, the increase rate for women is higher in both natives and immigrants, at 20.5% and 27.1% respectively while the overall number of American doctorate recipients increased by 15.1%. It can be seen that the importance of women among American doctorate recipients has continued to increase over the past five years. Therefore, our desire to understand the impact of gender differences in income among immigrant doctoral students is even more urgent.

Table 1 Descriptive statistics: All samples

	Male	Female
Mean earnings(natural log)	11.30	11.00
Mean age	50.98	46.79
Mean experience(work hours weekly)	43.79	41.41
Percentage of living in northeast	12.74%	9.67%
percentage of living in midwest	9.61%	7.33%
percentage of living in south	20.49%	15.43%
percentage of living in west	14.78%	9.95%
Percentage of S&E field or related of degree	43.58%	29.37%
N of observations	69,376	51,017

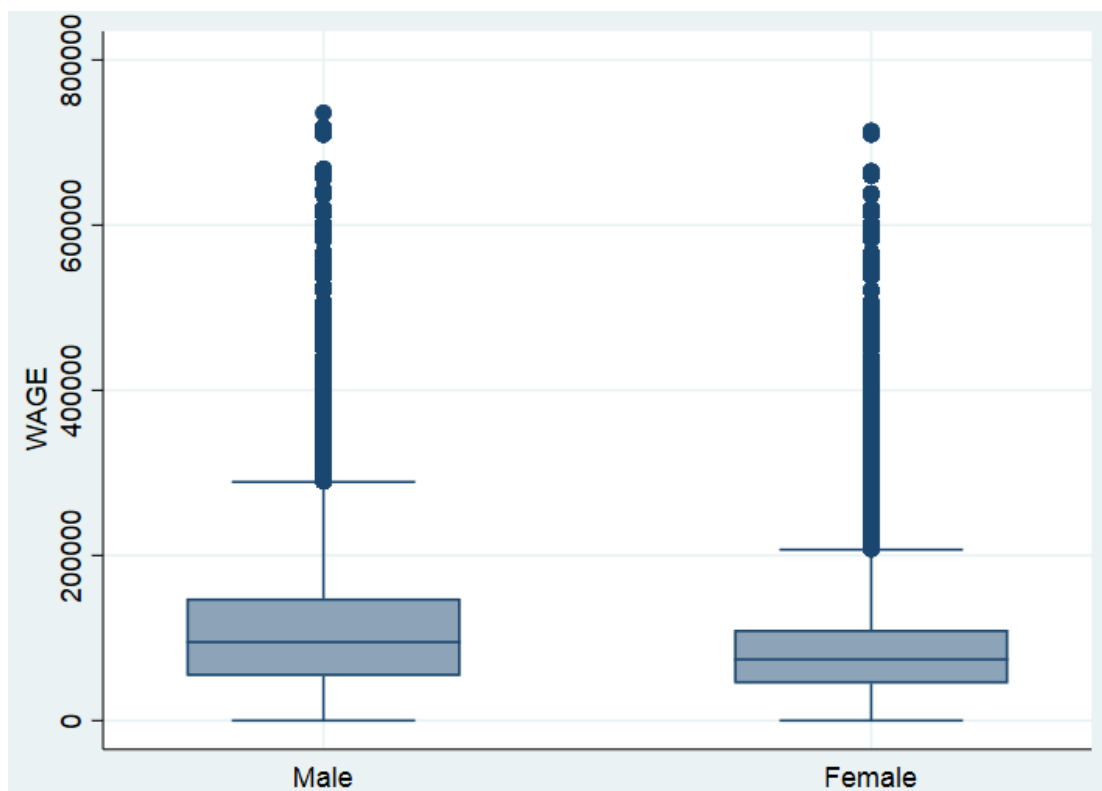


Figure 2 Box plot for wage gender differences

Table 1 is a summary of variables for the full sample. By taking the logarithm of salary, we can find that the annual income difference between men and women is 0.3. The box chart in Figure 2 more intuitively reflects the income difference between male and female Ph.D. recipients. The income distribution of men is denser above the median, showing a skewness, while the income of women is relatively even though the number is relatively low.

In terms of the characteristics of the respondents, the mean age of women is 3.19 years younger, and the working hours per week are relatively 2.38 hours less, the difference of which is small. In the regional distribution, the Northeast and the West of the United States have obvious regional advantages. Of course, this is closely related to the regional economic and educational development level. In the four regions, the number and proportion of men are higher than women. Major choices also showed a corresponding trend, with men accounting for 14.21 percentage points higher than women. As we all know, the income for S&E degree is generally higher, and the gender difference in the professional choice of doctoral recipients will also have a greater impact on income gender difference. The gender differences in the characteristics of US natives and immigrants are reflected in Table 2 and Table 3.

Table 2 Descriptive statistics: U.S. natives

	Male	Female
Mean earnings(natural log)	11.25	11.00
Mean age	52.24	47.40
Mean experience(work hours weekly)	43.78	41.46
Percentage of living in northeast	11.45%	9.68%
percentage of living in midwest	10.04%	8.32%
percentage of living in south	20.60%	16.90%
Percentage of living in west	13.13%	9.86%
Percentage of S&E field or related of degree	38.95%	29.76%
N of observations	48,254	39,119

Table 3 Descriptive statistics: Immigrants

	Male	Female
Mean earnings(natural log)	11.39	11.02
Mean age	48.11	44.77
Mean experience(work hours weekly)	43.81	41.27
Percentage of living in northeast	16.15%	9.62%
percentage of living in midwest	8.48%	4.68%
percentage of living in south	20.21%	11.54%
percentage of living in west	19.13%	10.19%
Percentage of S&E field or related of degree	55.84%	28.33%
N of observations	21,122	11,898

The estimation of the wage equation

Table 4 shows the results of the log wage equation. The coefficients capture the percent change per unit.

Table 4 Log wage estimates males and females

	Males	Females
Age	0.0111*** (16.32)	0.0110*** (11.29)
Experience	0.0295*** (27.15)	0.0386*** (31.75)
S&E field	-0.368*** (-15.74)	-0.275*** (-10.74)

Northeast	0 (.)	0.199*** (6.09)
Midwest	-0.187*** (-8.00)	0 (.)
South	-0.153*** (-8.19)	0.0717* (2.23)
West	0.0445* (2.25)	0.233*** (7.08)
Constant term	10.04*** (160.16)	9.118*** (124.16)
N	21122	11898
R-squared	0.164	0.241

t statistics in parentheses

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

The difference between male and female doctorate recipients affected by age is not obvious. Men are 0.9% higher. According to Table 1, we know that women work less on average per week than men, which may be the reason why women working hours have a more positive effect on income. In the choice of major, the impact of S&E major on income is negative, which is different from our usual perception. The reason may be that the S&E major focuses more on practice, and the investment of time and energy in theoretical knowledge is not conducive to income growth, and the higher proportion of men choosing S&E majors may also reduce the gender gap in income to a certain extent. There are omissions in the regional distribution, but the effect on female income is generally positive, and the role in the northeast and west is particularly obvious, which is related to the level of regional economic and educational development. For male doctors, in addition to the positive effect of the western region, the other two regions have a more data-related negative impact on income.

Gender wage gap decomposition

Table 5 Oaxaca-Blinder gender wage differentials

Overall		
Log wage male earnings		11.349
Log wage female earnings		11.050
Wage gap		0.299
Explained		0.129[43.29%]
Unexplained		0.170[56.71%]
Natives		
Log wage male earnings		11.313
Log wage female earnings		11.049
Wage gap		0.264
Explained		0.1176446
Unexplained		0.1462472
Immigrants		
Log wage male earnings		11.423
Log wage female earnings		11.052
Wage gap		0.371

Explained	0.1541509
Unexplained	0.2173383

As shown in table 5, the average logarithmic income of men in the immigrant group is 11.423, and the average value of women is 11.052. The gap between the two is 0.371. Among them, the explainable part is 0.154, accounting for 41.51% of the difference. The unexplainable part accounts for 58.49% of the difference. Therefore, in the immigrant doctor group, there is a gap between the income levels of men and women. The income level of men is 37.15% higher than that of women. Because men and women differ in age, working hours per week, professional choices, and regional distribution, even if women are considered to be men in the labor market, there will still be an income gap from real men. Specifically, 41.51% of the income gap is related to the differences in conditions between men and women in these areas. It is not possible to explain the income gap between women who are regarded as men and those who are really women. The comparison objects are all women, and the difference is the perspective of the labor market on women, so it cannot be explained by the above-mentioned difference in conditions between men and women. Specifically, 58.49% of the income gap is related to the differential treatment or gender discrimination of women in the labor market. Therefore, the result indicates that sex discrimination may exist in the labor market. However, since this decomposition only involves variables in the model and does not exhaust all determinants of income levels, it is impossible to be sure that sexism is the cause of the gender income gap in the labor market.

For natives in the United States, the income level of men is 26.39% higher than that of women, and 10.76% lower than that of immigrant doctors. 44.70% of the income gap is explained by age, working hours, professional choices, and regional distribution. The remaining 55.30% is related to other factors. By comparison, we can see that even if there are gender differences in income caused by gender discrimination among the natives of the United States, their impact will be less than that of the immigrant group.

However, when the US natives and immigrants are counted at the same time, it can be clearly seen that the gender difference in income has increased to 29.91%, an increase of 3.52%. We can find from this that the income of immigrant doctorate recipients has a more significant gender difference in income than that of Natives in the United States. In fact, this has led to a 3.52% increase in the gender difference in the labor market.

Although It is not entirely certain that this difference is mainly due to gender discrimination, this reflects the existence of gender differences in the income of higher education recipients.

3.4 The linear decomposition of the gender wage gap

Table 6 shows the linear decomposition of the gender wage gap for all samples (including natives and immigrants). The purpose is to assess the impact of the variables examined on the composition of the wage gap.

Table 6 Linear decomposition of the gender wage gap (full sample)

	Explained	Unexplained
Age	0.015	0.055
Experience	0.098	-0.151
S&E field	0.016	-0.023
Constant term	N.S	0.290

4 regions for the US have been included.

N.S. stands for non-significant coefficients.

The listed coefficients are significant at .05.

For Ph.D. recipients who include natives and immigrants, age, working time and major choice have a positive effect on the explainable income difference, especially the working time, which increases the gap by 0.098, which can be understood as the unit of working time affects the income gender differences significantly so that the increase in the number of female doctorate recipients who work fewer hours will further widen the gender gap. The choice of age and S&E major also has the same effect.

At the same time, age also has a positive effect on the unexplained income gap, which reflects a certain extent that there may be age-related discrimination in the labor market, meaning that the increase in the age of women may affect income, resulting in the growth of income differences. Conversely, the increase in working hours and the choice of S&E majors have reduced the unexplained income gap, that is, reinforcing the hypothesis of reduced discrimination on working hours and fields of females.

Conclusion

For Native Americans, male income levels are 26.39% higher than women's and 10.76% lower than immigration doctors. 44.70% of the income gap is explained by age, working hours, career choices, and geographic distribution. The remaining 55.30% is related to other factors, although gender differences in income due to Native American sex discrimination have a small impact on the immigrant population.

When counting the US natives and immigrants at the same time, we know that the gender difference in income has increased to 29.91%. The income of immigrant doctorate recipients has a more significant gender difference in income than that of Natives in the United States. In fact, this has led to a 3.52% increase in the gender difference in the labor market. Although it is not entirely certain that this difference is mainly due to gender discrimination, this reflects the existence of gender differences in the income of higher education recipients.

Age, working hours, and major choices have positive effects on income differences. This will increase the gap by 0.098. At the same time, age has a positive effect on unexplained income inequality. To some extent, it reflects age-related discrimination in the labor market. In other words, as a woman's age increases, it will affect her income. As a result, the income gap will be greater. On the other hand, the increase in working hours and the choice of science and technology fields have narrowed the unexplainable income gap. In short, assumptions about working hours and professional choices discriminating against women have been weakened.

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