

Earnings Disparities between Migrant and Non-Migrant Workers in Formal Employment: An Examination of the Indonesian Family Life Survey Data

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Abstract: This Study employs data from the Indonesian Family Life Survey (IFLS) to identify the factors influencing Income from Indonesia's principal formal jobs. Examining the relationships between income and variables such as education level, work experience, gender, age, and **Non-wage Income**, the study employs regression analysis. Using the extensive IFLS data set, this study provides empirical evidence regarding the causes of income disparities in Indonesia. Education level and work experience positively affect income, while gender disparities exist. Age has variable effects on earnings. The findings contribute to understanding income determinants and have policy implications for reducing income inequality and fostering economic opportunity. Combining IFLS data with regression analysis, this study provides policymakers and researchers valuable insights for addressing income disparities in Indonesia and promoting equitable economic development.

Keywords: Income from main formal jobs, regression analysis, socioeconomic factors, gender disparities, incomedisparities, income determinants, longitudinal survey, income inequality

1. Introduction

Income distribution dynamics have long been a subject of rigorous academic exploration. Understanding the determinants of income can provide insights into the broader workings of an economy, illuminating potential disparities and guiding policy interventions. Among these determinants, migration and formal employment have emerged as crucial facets to investigate, especially in developing economies where these factors substantially influence income patterns. This paper seeks to extend this ongoing discourse by focusing on Indonesia, a nation characterized by significant internal and international migration alongside a notable informal sector. Despite numerous studies in the last three decades, the impact of immigration on local wages and employment remains a highly relevant and disputed issue in empirical labor economics (Borjas & Chiswick, 2019; Dustmann et al., 2013).

The degree of wage flexibility can significantly impact labor market dynamics when contrasting formal and informal employment sectors. Formal employment often operates under stricter regulatory constraints, with wages determined by established labor agreements, minimum wage laws, or long-term contracts, leading to a certain degree of wage rigidity. On the other hand, the informal sector, largely unregulated, exhibits a higher degree of wage flexibility, with wages primarily determined by market forces (Kleemans & Magruder, 2018)

To explore these dynamics empirically, our study leverages the robust data from the Indonesian Family Life Survey (IFLS 5), a valuable resource offering a wealth of socioeconomic information. The Indonesian Family Life Survey (IFLS), an ongoing longitudinal study, represents an invaluable resource in our research. Representing approximately 83% of the Indonesian population, IFLS encapsulates the socioeconomic information of over 30,000 individuals residing in 13 of the country's 27 provinces. IFLS5 was fielded from late October 2014 to the end of April 2015, with long-distance tracking extending through August 2015. This wave of the survey introduced new modules beyond those used in IFLS4, enriching the dataset and providing additional dimensions for analysis. By employing this comprehensive, carefully curated data source, we have been able to undertake our rigorous examination of socioeconomic factors influencing income levels in Indonesia. Our empirical investigation targets the multifaceted socioeconomic factors influencing an individual's income from their primary job in the Indonesian context. We specifically examine the impact of variables such as migrant status, formality of employment, education years, income from other sources, and professional experience on income levels.

This research employs a multiple regression model with the individual's primary job income as the dependent variable. We estimate coefficients using the widely accepted ordinary least squares (OLS) regression method. Our analytical focus on migrant status and the formality of employment - elements often sidelined in

traditional wage models - distinguishes our work. By isolating and examining their impacts, we illuminate these variables' unique influences on income levels, shedding light on potential areas for effective policy interventions.

A significant aspect of our research is the emphasis on migrant status and formality of employment - two critical yet often overlooked factors in traditional wage models. By isolating their impacts, we illuminate these variables' distinct effects on income levels, suggesting potential areas for policy intervention.

<i>Employment Status</i>	<i>Average Income from Main Job (Rp)</i>	<i>Observations</i>	<i>Standard Deviation (Rp)</i>	<i>Min (Rp)</i>	<i>Max (Rp)</i>
<i>Migrants</i>	20,300,000	317	42,400,000	N/A	684,000,000
<i>Non-Migrants</i>	25,600,000	9,238	35,600,000	N/A	1,000,000,000
<i>Formal Employment</i>	27,400,000	8,471	37,300,000	N/A	1,000,000,000
<i>Informal Employment</i>	10,500,000	1,084	13,700,000	N/A	230,000,000

Source: Indonesian Family Life Survey (2014)

Examining Indonesian workers' income data shows apparent disparities among different worker categories. Workers in non-migrant and formal employment status tend to earn higher average incomes—Rp 25,600,000 and Rp 27,400,000, respectively—compared to their migrant and informal worker counterparts, who average Rp 20,300,000 and Rp 10,500,000, respectively. The high standard deviations within each category suggest substantial income inequality. Additionally, the maximum incomes reported by non-migrants and formal workers (Rp 1,000,000,000) significantly surpass those of migrant and informal workers (Rp 684,000,000 and Rp 230,000,000, respectively). These income disparities underscore the necessity for carefully tailored policy interventions to promote equitable economic growth in Indonesia.

The extant literature underscores the contested effects of immigration on local wages and employment in Indonesia as an ongoing point of dispute within empirical labor economics (Dustmann, Schönberg, & Stuhler, 2016; Borjas & Chiswick, 2019). Within this dialectic, the current study situates its wage estimates equidistantly between the significant negative coefficient propounded by Caruso et al. (2021) and the comparatively more positive or insignificant findings as outlined by Morales-Zurita et al. (2020) and Lebow (2021). Furthermore, our wage estimate aligns more negatively with recent global migration studies (Aksu et al., 2018; Dustmann et al., 2013; Monras, 2020).

In the realm of tourism employment, a considerable body of scholarship has dedicated its focus to aspects such as employment statistics (Baldigara & Mamula, 2012; Leiper, 1999; Saluveer et al., 2020) and employment elasticity (Schiff & Becken, 2011; Seetaram et al., 2016). Further, the consequential impact of employment on the tourism sector has been scrutinized (Dogru et al., 2020; Fang et al., 2016). Nevertheless, the critical dimension of income analysis, a crucial variable in assessing labor market equality, remains conspicuously under-explored. This lacuna in the literature articulates an exigent need for a concentrated examination of income levels within the tourism sector, a lacuna our investigation is designed to fill. Hence, our research augments existing studies by dissecting the intricate nexus of socioeconomic determinants, migrant status, and the formality of employment on individual income levels in an Indonesian milieu."

This research illuminates the complex interplay between income distribution, migration patterns, and formal versus informal employment in the Indonesian context. Our unique approach deepens the growing body of empirical studies, offering fresh perspectives on labor market dynamics in developing economies. The insights from this study carry profound implications for policymakers and academics alike, fostering informed decision-making and sparking further discussions within the field. Given the critical nature of these issues, especially for developing economies, the need for comprehensive, data-driven research like ours is undeniable. Following this, we will elucidate our research methods, explore the data, present our findings, and discuss their implications in the context of existing literature.

2. Literature Review

The labor market segmentation theory, initially devised by Piore (1971), is an essential reference for investigating income disparities and labor deployment, particularly in Indonesian migrant issues. On a fundamental level, this theory posits that wage disparities are a direct consequence of the 'dual' configuration of the labor market, as opposed to skill differences. Institutional and structural variables, which are not directly associated with competition, divide the labor market into primary and secondary labor markets.

The primary labor market is distinguished from other labor markets by the presence of good income levels, substantial returns on human capital, stable employment connections, minimal unemployment risk, an abundance of prospects for promotion, enticing welfare benefits, and a comfortable working environment. In contrast, the secondary labor market is characterized by lower salaries, falling returns on human capital,

unstable employment, a heightened risk of unemployment, scarce promotion chances, inadequate welfare provisions, and a less attractive working environment (Form, 1977; Piore, 1971).

In addition, these two labor markets are governed by different mechanisms (Li, J., Liu, Y., & Zhang, 2018; Zhiqiang Li, 2007). The primary market, dominated by the structural internal labor market, has comprehensive employment policies and procedures. Institutional rules govern its wage structure and allocation of labor resources, with market forces playing a relatively minor role. The majority of its labor force is concentrated in the formal sector. In the meantime, the secondary market modifies its workforce size by comparing labor's marginal contribution and marginal cost and paying wages corresponding to labor's marginal contribution or the market wage. Its labor force predominates in the marginal informal sector, typical for many Indonesian migrants (Li, 2015).

Form (1977) and Piore (1971) contest that the wage competition model can comprehensively and precisely depict labor market operations. They suggest that positions in high-wage sectors are not assigned according to rigid standards and that the return on human capital investment varies across industries. Even when qualified and willing, institutional barriers frequently prevent certain individuals from obtaining employment opportunities in the primary sector. This may be especially pertinent for Indonesian immigrants. With the emergence of dualism in industrial structure, complementary dualism emerges in various work environments, wage structures, and the fluidity between various work departments. The central tenet of the labor market segmentation theory is that individuals with comparable skills are compensated differently for their various occupations. Moreover, the influence of various factors, such as systemic issues, impedes free mobility between departments, resulting in persistent wage disparities (Qu, 2014). Today, the theory of labor market segmentation is an essential theoretical foundation for analyzing wage differences and labor allocation, particularly in the context of Indonesian migrants.

3. Methodology

This research seeks to unravel the intricate dynamics that underpin income distribution in the Indonesian labor market. It pays special attention to the impacts of migration and the dichotomy between formal and informal employment. The data used in this study is derived from the fifth wave of the Indonesian Family Life Survey (IFLS5), which provides rich, micro-level socioeconomic data from 2,069 respondents. These respondents are aged 14 or older and are employed in the formal sector.

This robust dataset is harnessed to investigate how an array of socioeconomic characteristics, migrant status, and the nature of employment converge to shape an individual's income from their primary job. Such an exhaustive exploration augments existing knowledge and guide policy-making decisions, underscoring the imperative for a sophisticated understanding of economies at diverse developmental stages. The following sections will illuminate the research design, data sources, selection of variables, statistical methodologies, model specification, and ethical considerations pertinent to this study. The approach adopted by this study is quantitative and then leverages statistical methods to determine the relationship between various factors and individual earnings from primary employment. The regression analysis employs independent variables such as migrant status, work experience, years of schooling, gender, age, and the logarithm of income from other sources.

The geographical scope of our Study is Indonesia, focusing specifically on the formal labor market sector, guided by the information gleaned from the IFLS5 dataset. The temporal range of the study aligns with the IFLS5 data collection period, which spans from late October 2014 to the end of August 2015. Regarding the subject matter, our study scrutinizes income distribution dynamics, particularly how the previously mentioned variables influence income levels from a primary job among the population aged 14 and above. This study uses regression to simultaneously account for multiple influencing factors and examine their individual and collective impacts on income. This provides a nuanced understanding of the various elements shaping income levels in the Indonesian labor market.

The regression model in this study is specified as follows:

$$I n c M J_i = \beta_0 + \beta_1 M S_i + \beta_2 W E x_i + \beta_3 Y o S_i + \beta_4 G e n d_i + \beta_5 A g e_i + \beta_6 I c F_i + \varepsilon_i$$

In this model:

- $I n c M J_i$ = income level of an individual from their primary job.
- $M S$ = migrant worker status
- $W E x$ = number of years an individual has been employed.
- $Y o S_i$ = number of years an individual has spent in formal employment.

$G e n d_i$ = gender
 $A g e_i$ = age
 $I c F$ = is the natural logarithm of the income an individual accrues from sources other than their primary job.
 ϵ = the error term

We anticipate positive associations between the dependent and independent variables except for migrant status. A negative relationship may exist here due to a potential wage penalty linked to migrant work. We will employ several verification mechanisms to ensure our findings' robustness. A heteroskedasticity test will be applied to ascertain our model's reliability. We will resort to heteroskedasticity-robust standard errors for valid inference if heteroskedasticity is detected.

The method also addresses potential multicollinearity issues. Multicollinearity arises when independent variables are highly correlated, compromising the accuracy of the estimated coefficients. Variance Inflation Factors (VIFs) will be calculated for all independent variables to detect multicollinearity. Depending On The Threshold Stringency, a VIF above 5 or 10 would indicate problematic multicollinearity, prompting us to reassess the correlated variables' inclusion in our model. Furthermore, sensitivity analyses will be conducted by re-estimating the model using alternative specifications or data subsets. This will ensure that our findings are not dependent on specific model choices or individual data points.

4. Result and Discussion

Regression analysis results examine factors that impact income derived from an individual's main formal job. The analysis utilizes a data set consisting of 2,333 observations. The model includes six predictors: migrant status, work experience, years of schooling, gender, age, and log-transformed income from sources other than the main job. The dependent variable in this regression analysis is income from the main formal job. The analysis aims to discern how changes in the explanatory variables are associated with changes in this dependent variable.

The F-statistic of 26.84 and its virtually zero probability value tells that the model has statistical weight – it is improbable that all our findings happened by chance. The R-squared values indicate that our chosen factors account for roughly 6.47% of the variation in main job income, not a large share, but still notable. The table also lists coefficients, representing the change in income for each unit increase in a particular factor. This result also has a few other values, like standard errors, t-statistics, p-values, and 95% confidence intervals, that help confirm the significance and accuracy of our results. Essentially, these values are puzzle pieces, all contributing to our understanding of income determination.

	Source	SS	df	MS
Model		219.8353	6	36.6392221
Residual		3175.343	2326	1.3651516
Total		3395.178	2332	1.45590821

Key statistical values:

Number of observations = 2,333

F(6, 2326) = 26.84

Prob > F = 0.0000

R-squared = 0.0647

Adj R-squared = 0.0623

Root MSE = 1.1684

Variable	Coefficient	Std. Error	t-Statistic	p-value	95% Confidence Interval
Migrant Status	-0.353	0.138	-2.55	0.01	-0.6233383 to -0.0817748
Work experience	0.002	0.001	3.59	0.00	0.0010787 to 0.0036748
years of schooling	0.061	0.009	6.43	0.00	0.0423259 to 0.0795104
Gender	0.103	0.049	2.11	0.04	0.0074176 to 0.1981867
age	-0.001	0.002	-0.51	0.61	-0.0040642 to 0.0023764

Log IncomeAnother					
Work	0.144	0.015	9.47	0.00	0.1140558 to 0.1736631
_cons	13.567	0.257	52.7	0.00	13.06194 to 14.07159

The regression analysis provides comprehensive insights into the determinants of income from a Main Formal Job. However, the model's explanatory power is relatively modest, as indicated by the R-squared and Adjusted R-squared values of 0.0647 and 0.0623, respectively. These statistics reveal that the independent variables in the model account for about 6.47% of the variation in income from the Main Formal Job.

The F-statistic of 26.84 with a p-value of 0.0000 suggests that the model is statistically significant, implying that the predictor variables collectively exert significant influence on the dependent variable. The coefficients of the individual variables offer additional insights:

Migrant Status:

The regression analysis reveals a substantial negative relationship between migrant status and income from the primary formal occupation. The 'Migrant Status' coefficient is -0.353, statistically significant at 1%. As a binary indicator, where 1 indicates a migrant, and 0 indicates a non-migrant, this indicates that all else being equal, migrants tend to earn less from their primary formal employment than non-migrants. This could be due to various factors, such as differences in skills and qualifications that are not as highly valued in the new country, reduced social capital, or migrants' propensity to exploit the labor market.

Nonetheless, caution should be observed when analyzing these results. Given the model's comparatively low R-squared value, the included predictors do not explain a substantial fraction of the variance in income from the primary formal employment. Consequently, other possible influential variables not accounted for in this model may contribute to the income gap between migrants and non-migrants. It would be beneficial to conduct additional research incorporating additional variables, such as duration of migration, level of education, language proficiency, and industry/occupation, to deepen our understanding of this complex issue.

Work Experience

The regression analysis reveals a correlation between 'Work Experience' and 'Income from the Main Formal Job.' With a coefficient of 0.002, the model predicts a 0.002 unit increase in the logarithm of income from the primary formal employment for each additional unit of work experience, assuming all other factors remain constant, demonstrates that work experience positively affects income, possibly due to the increased skills, productivity, and proficiency that come with time and practice in a particular job or industry.

However, it is essential to interpret these results with an awareness of the involved complexities. However, factors such as the quality of work experience, the specific industry, and broader economic conditions can significantly influence. In addition, the comparatively small coefficient suggests that each additional unit of work experience increases the income from the primary formal job by only a small amount. Thus, while significant, work experience is only one-factor influencing income.

Years of Schooling

The 'Years of Schooling' variable indicates a positive correlation with the 'Income from the Main Formal Job,' affirmed by a statistically significant p-value of 0.00. The coefficient of 0.061 suggests that for each additional year of schooling, the log of income from the main formal job is expected to increase by 0.061 units, assuming all other variables remain constant. As with the 'Work Experience' variable, since the dependent variable is in log form, this interpretation is in terms of a percentage increase. Several factors can explain the observed association. First, schooling is a significant component of human capital investment, equipping individuals with knowledge, skills, and competencies, which may improve their productivity, thereby increasing their income potential. Second, more schooling can also enhance the probability of individuals getting employed in high-paying industries or roles requiring higher education credentials. Third, individuals with higher levels of education often have access to better job opportunities and career advancement, which can lead to higher salaries and income growth. Furthermore, this finding has shown that higher education levels correlate with better health outcomes and lower poverty rates, further contributing to increased potential income.

While the influence of years of schooling on income is statistically significant, it is crucial to interpret the result in light of potential limitations. The effect of schooling on income may vary considerably depending on the quality of education, the field of study, and the specific job market conditions. However, despite its significance, the coefficient value of 0.061 suggests a relatively modest effect size, which implies that each additional year of schooling leads to a small percentage increase in income from the main formal job. Therefore, while years of schooling are an important factor, it is one among many that influence income. Other factors

influencing income include work experience, skills, and networking opportunities. Socioeconomic factors such as race, gender, and family background can also play a role in determining income levels. Therefore, it is important to consider various factors when analyzing the relationship between schooling and income.

Gender

A p-value of 0.04 indicates a statistically significant link between the 'Gender' and the dependent variables. The coefficient of 0.103 captures the amount and direction of this influence. The 'Gender' variable, where 1 denotes males and 0 denotes females, has a coefficient of 0.103 and a p-value of 0.04, indicating that it is statistically significant. According to this study, men in this sample make, on average, more money than women in their primary formal employment. Men might be more educated, have more experience, or work in higher-paying fields, among other factors that could all impact.

It is crucial to use caution when interpreting this conclusion in any case. This discrepancy could be explained by several unobserved factors not considered by the model, such as occupational segregation, variations in full-time vs. part-time labor, and other potential factors like discrimination or cultural norms. The analysis draws attention to the intricate dynamics of gender wage disparity and urges further in-depth study to completely comprehend how gender interacts with earnings from the primary formal job.

Age

The coefficient for the variable 'Age' in the regression model is -0.001, indicating a negative relationship with 'Income from the Main Formal Job.' This relationship is not statistically significant, as indicated by the p-value of 0.61, which is greater than the conventional threshold for statistical significance ($p > 0.05$).

While the negative coefficient would initially suggest that the logarithm of income from the primary formal job decreases as age increases, the high p-value contradicts this. Under the null hypothesis, which holds no relationship between age and income, the high p-value suggests that the observed effect of age on income could have occurred by coincidence. This insignificance may have a variety of causes. In certain occupations and industries, age may be correlated with experience and productivity. In contrast, in others, it may be correlated with decreased adaptability to new technologies, methods, or the physical demands of specific roles. Therefore, the effect of age on income may be ambiguous in aggregate.

Also, the effect of age on income may not be linear, with income initially increasing with age (as work experience increases) and then declining (as employees approach retirement). If such nonlinearity exists, a linear regression model would not accurately represent this relationship, resulting in an insignificant result. A more complex model that integrates the possibility of nonlinear relationships between age and income could provide a more nuanced understanding.

Non-wage Income

In this regression analysis, the 'Log **Non-wage Income**' variable exhibits a statistically significant positive relationship with 'Income from the Main Formal Job.' The coefficient of 0.144 indicates that a 1% increase in income from another job corresponds to a roughly 0.144% increase in the income from the main formal job, given that all other variables remain constant. This relationship suggests an interconnectedness of income streams.

On a deeper level, this result implies that skills, expertise, or opportunities that allow individuals to earn higher income from another work could also lead to a proportionate increase in the income from their main formal job. For instance, individuals with broad marketable skills or extensive networks may secure higher-paying opportunities in their main and secondary jobs. Additionally, individuals earning more from another work may have increased economic stability, which could indirectly influence their earnings from the main formal job. They have more latitude to negotiate salaries or the ability to hold out for better-paying job opportunities due to the financial buffer provided by other income.

However, it is crucial to highlight that while the statistical correlation is evident, causality should not be automatically inferred. Underlying unobserved variables that could influence this positive relationship are not accounted for in the model, such as personal motivation, industry dynamics, or local economic conditions. Thus, further research is necessary to understand the causative mechanisms at playfully. While migrant status, work experience, years of schooling, gender, and **Non-wage Income** significantly influence the income from the Main Formal Job, the variable 'age' does not have a significant effect. Given the relatively low R-squared value, other important variables may need to be considered to improve the model's explanatory power.

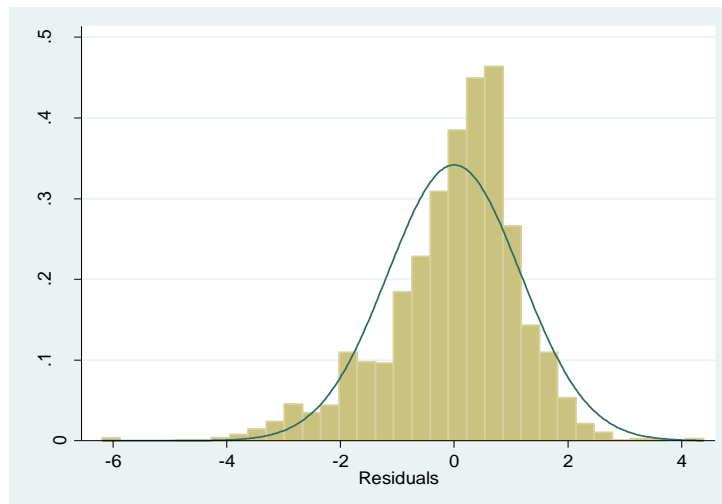
Classic Assumption for Regression Result

Normality

The table summarizes the number of observations (Obs) and the p-values for the Skewness and Kurtosis tests for Normality. It also displays the adjusted chi-square test statistic (adj chi2(2)) and the p-value associated with the joint test (Prob>chi2).

Skewness/Kurtosis tests for Normality				
Variable	Obs	Pr(Skewness)	Pr(Kurtosis)	adj joint ----- chi2(2) Prob>chi2
resid	2,333	0.0000	0.0000	. 0.0000

The results reveal that the residuals exhibit significant departures from Normality. The Skewness and Kurtosis tests indicate extremely low p-values (0.0000), suggesting strong evidence against the null hypothesis of Normality.



Source: Data Processed

Variable	VIF	1/VIF
Migrant Status	1.01	0.986
Work experience	1.01	0.989
yearsofschooling	1.00	0.995
Gender	1.00	0.997
age	1.00	0.998
Non-wage Income	1.00	0.999
Mean VIF	1.01	

The variables are not highly correlated when the VIF values are close to 1. In this case, all the variables have VIF values around 1, indicating a low level of multicollinearity.

Additionally, the 1/VIF values, representing the tolerance values, are close to 1, suggesting minimal shared variance among the variables. The mean VIF value of 1.01 further supports the absence of substantial multicollinearity. These results indicate that the independent variables in the model are not highly correlated, and there is no significant issue of multicollinearity that could impact the interpretation and reliability of the regression coefficients.

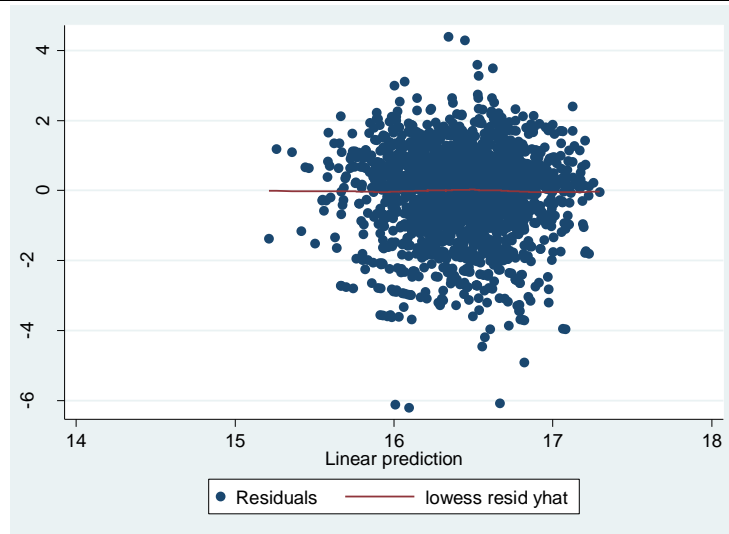
Breusch-Pagan / Cook-Weisberg test for heteroskedasticity

Ho: Constant variance

Variables: fitted values of logIncfrommainjob

chi2(1) = 14.78

Prob > chi2 = 0.0001



The Breusch-Pagan / Cook-Weisberg test for heteroskedasticity was conducted to examine whether there is evidence of non-constant variance in the regression model. The null hypothesis (H_0) states that there is constant variance, while the alternative hypothesis suggests the presence of heteroskedasticity. The test used the fitted values of the 'logIncfrommainjob' variable as the explanatory variable. The test statistic $\chi^2(1)$ is 14.78, and the associated p-value is 0.0001. Based on the test results, there is significant evidence to reject the null hypothesis of constant variance, indicating that heteroskedasticity exists in the regression model.

5. Conclusion

This study has identified some significant insights about the variables that influence income from their primary formal employment. Our analysis shows that whether an individual is a migrant, their work experience, level of education, gender, and income from another source all have significant relationships with their income. Notably, this study found a negative correlation between migrant status and income. This implies that migrants, on the other hand, tend to earn less from their main jobs compared to their non-migrant counterparts. Work experience and education level positively correlated with income, suggesting that the more experienced and educated an individual is, the higher their income is likely. Gender also plays a role, as our analysis found that men typically earn more than women. Surprisingly, however, age did not significantly influence income in our study.

Research findings offer valuable insights, yet it is important to acknowledge the limitations of our model's overall predictive capacity towards potential additional factors influencing income levels, such as specific industry, socioeconomic background, and regional variations, which were not included in our current analysis and warranted further research. The methodological limitation is the potential endogeneity of our independent variables, which could be correlated with the error term in the regression model, possibly due to omitted variables, measurement errors, or simultaneous causality. This endogeneity, if unaddressed, can lead to biased and inconsistent coefficient estimates, potentially misrepresenting the true influence of these factors on income. Despite these challenges, our study has shed light on several key determinants of income from a primary job, and we hope these findings contribute to discussions on income inequality and labor market dynamics, encouraging further research into this complex issue.

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