

직무에 따른 학력별 상선과 어선의 임금 격차 비교

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Comparison of the wage gap between merchant vessel and fishing vessel by job and education level

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Abstract

Wage disparity refers to the difference in wages among individuals performing the same or similar tasks in the labor market. Specifically, career and experience can be explained by the theory of human capital. Human capital, which encompasses intangible assets such as knowledge, skills, and experience, is enhanced through education and training, leading to wage increases. This study analyzes the causes of wage disparities by educational attainment among domestic sailors on merchant ships and fishing vessels, applying the Cobb–Douglas production function based on human capital theory. In addition to educational attainment, further analysis was conducted by distinguishing between occupations as officers and crew members. The research results revealed wage disparities based on educational attainment, ship type (merchant or fishing), and occupation (officer or rating). Based on human capital theory, it was confirmed that education positively influences wages, with highly educated individuals exhibiting higher productivity and income. To address these income inequality issues, it is necessary to equalize educational opportunities, strengthen retraining programs, implement proactive employment policies, enhance tax and welfare policies, and foster an environment rich in technological knowledge.

Keywords: Wage disparity, theory of human capital, Cobb–Douglas production function, ship officer, rating

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