

Social Indicators of Premarital and Postmarital
Labor Participation Among Women in Region XI -
South Mindanao

by

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S u m m a r y

This study is designed to explore the impact of social change and economic growth on women. Special attention is given to developing a set of indicators which are predictive of labor force participation after marriage.

The findings of the study are:

1. Current status variables and standard measures of socio-economic status do not contribute significantly to predicting postmarital employment. The best predictors of postmarital employment among women in Region XI are:
 - a) socialization to wage work before marriage and
 - b) relative incomes of husband and wife. Women married to men with low incomes are most likely to be employed, but only if their earning potential is equal to or higher than the husband's income and the women's occupational status is more than the man's. These indicators (a and b) are therefore proposed to be measured.
2. When women do work, they make less than men in the same occupations. Thus, regional development does not offer opportunities to women to the same degree as is true for men.
3. Female employment levels and fertility show little correlation. Duration of marriage is the single variable that can account for a significant difference in fertility levels.
4. Of all the antecedent variables which have moderate associations with the duration of marriage, age at marriage and level of education are the strongest. Age at marriage is also moderately linked to educational achievement by a positive correlation measurement.

Policy Implications and Recommendations:

The school system may offer a natural intervention point for an integrated program aimed at the long term reduction of fertility and increased labor force participation.

1. Employment programs may be best directed to females who are still in school and single. Premarital employment is strongly associated with postmarital labor force participation.
2. Encouraging women to finish high school and perhaps go beyond even that, should have some impact on fertility by increasing their age at marriage and decreasing the mean duration of marriage.

If such program were effective, it might be expected to increase rural to urban migration which may not be so desirable. In addition, increased education may not lead to a significant enhancement in living standards in the urban environment. Therefore, more efforts should be made to increase training and employment levels in rural areas and poblaciones where the advantages of education are more apparent relative to the existing labor force and pay scales. Such approach is necessary to increase female employment and improve income redistribution in areas of highest population and greatest need while, at the same time, reducing the risk of uncontrolled rural to urban migration and population growth.