

Philippine Young Rural Women: A Case Study of Issues and Challenges to Employability

Charisma Rhea S. CASTRO*

Abstract

This paper is written on the basis of a research done on the issue of rural unemployment of young women and the need to design relevant programs specific to them. Using a combination of survey, ethnography and case study, Castro's paper explores women's perceptions on employability based on personal characteristics, attitudes, personal knowledge and skills and educational attainment. Her research reveals that young rural women rated themselves positively on basic literacy, general and actual job knowledge but unfortunately there is severe lack of employment in the formal sector to absorb them and apply the knowledge they acquired. Majority of the women in the study are unaware of government programs that can potentially benefit them and are also hampered by their lack of proficiency and competency in mechanical, technical and entrepreneurship skills.

* Corporate Secretary, Kalinangan Youth Foundation Incorporated (KALFI). Paper presented at the International Industrial Relations Association 5th Asian Regional Congress, Seoul Korea, 23-26 June 2004.

Introduction

The environment of work and the labor market has changed considerably making it much less secure than it used to be. Technological, scientific and economic movements have affected the work situation on a global scale. Such phenomenon has made an impact in the employment status of young rural women in the Philippines.

The growth in unemployment has been explained in terms of a lack of aggregate demand, an increased supply of young people, the changing structure of the economy from industry to services, increased participation of married women taking on part-time work in the service sector, and increase in the relative costs of hiring young people. On the micro level, it has been reported that unemployment is highly concentrated on a portion of the youth: those who come from rural backgrounds.

Fundamental political, economic and socio-cultural transformations affect young people profoundly, further exposing their vulnerability that is inherent in the transition from childhood to adulthood. A United Nations survey done in 2002 registers that one billion people live in poverty in developing countries and most of them are in the rural areas. It also states that 96 million young women are illiterate. There is a greater burden and urgency to address this issue through relevant programs specific to them. Young people find it difficult to enter the labor market. This specific group is more vulnerable to external shocks such as the financial and socio economic crises and are thus highly imperiled in the employment scenario as reported by the International Labor Organization in 1999. This is a reflection of an unfavorable economic situation for them. Economic growth in the country has not been accompanied by increase in the number of jobs available. This is the phenomenon of "jobless growth" as explained by Ofreneo (2001). National policy reports have indicated that labor market problems in the Philippines such as mismatch, low productivity and underemployment greatly affects young people (Amante, 2001). Mismatch at the micro or individual level is a phenomenon which is an imbalance between jobs and the relevant skills available. The phenomenon of mismatch could be more pronounced in rural unemployment, which is a major issue of concern in Philippine labor policy.

It has been noted that youth unemployment is higher than adult unemployment. The challenge is how to absorb the big volume of young entrants to the labor market. This study will examine how unemployment among young rural women can be given appropriate remedies by looking into how their employability can be enhanced. These occurrences take place in an industrial relations system where the workers, government and employers interact either in harmony or in discord depending on their intentions to meet their goals.

The strategic choice model introduced by Kochan (1986 as cited in jinjisoshiki, 2005) which recognizes interaction among players opens the venue for dialogue among the actors in the industrial relations setting. The framework emphasizes the importance of relevant environmental factors in the dynamic processes among government, management and labor. Although this model has been used extensively in adopting new business strategies for firms it also has implications for young rural women. Business strategies adopted by corporations in the form of mergers and acquisitions and other cost cutting measures will redound to limiting the employment opportunities for women who are not skilled and educated as competition for jobs will be more intense as a result of downsizing in these firms. Decisions resulting from strategic choice will likewise condition movements within work. The focus will then have to be in training and enhancing the abilities of each one to improve their potential in the labor market.

Work patterns and systems have also been transformed in recent years due to globalization. Braverman (1974 as quoted by Kitay, 2005) argues that the work dynamic of deskilling happens with workers performing routine fragmented tasks without understanding the principles behind it. He also affirms that labor released from industries is subject to mechanization and clustering in industries less amenable to technological advances particularly in clerical, sales and service work results to polarization of wage levels with lower paid women in industrialized countries and workers in less developed countries concentrated in growing labor intensive industries. He maintained the idea that control is exerted on the workers by the capitalists and is exploited as a source of cheap labor by industries. It aptly defines the status of young rural women who find themselves in low wage work resulting from these movements. These women who are in need of jobs succumb to any opportunity given them because of the need to earn. Control in this circumstance still rests on the provider of work because of

the low bargaining power of the worker owing to her lack of skills and other competencies.

Although participation of women in the labor market has improved in recent times, it does not signify an amelioration of their condition based on opportunities, access to programs and opportunities for higher and well paid work especially that of young rural women.

Employability of women

The subject of women and the labor market have received considerable attention in the last decade especially from those directly concerned with the policy implications of a "gendered" labor force.

Globalization and the WTO have affected the status of women and their employment rates. Many found jobs in the formal sector but a majority have increasingly turned to work in the informal sector. This finding was substantiated by Aganon (2000) that women were usually confronted with: lack of capital, lack of technology, low productivity, too much competition, harassment from police authorities, lack of help and child care facilities, lack of basic services and domestic violence. The informal sector as reported in a UN study (1991) is seen as essential for the economic survival of women. While men's work consisted of paid time in the market, women's traditional work consists of unpaid, non market work which national censuses do not usually report as economically gainful (dela Torre 1991). The UN study reported that governments gave little or no support to activities which women predominate more notably in the informal sector or in subsistence agriculture.

Labor force participation of women

The ILO report on Global Employment Trends for Women (March 2004) stated that more women are working and they comprise 1.1B of the world's 2.8 B workers noting an increase of 40% for the past ten years. The women's desire for work here and abroad and other reasons brought about by individual concerns and culture have been the cause of the rising entry of women into the labor force. These observations of Ofreneo (1986), Marquez (1959) and Lee (2004) were highly noticeable. However,

they still faced higher unemployment rates, received lower wages than men and represented 60% of the world's working poor.

The experience of women in the labor market is somewhat similar in various countries in the Asian region. Globalization as an economic force has created new employment opportunities in various fields of work but has also retained some in low paid, unstable, insecure work environment. Volume has increased but a large proportion are still concentrated in low wage and casual or manual work. Several works are cited in this paper to provide basis for these observations.

Amante (2001) reported that the skilled workforce in the Philippines was predominantly a male world. Generally, women experienced discrimination and have lower average earnings than men. The reasons included shorter working hours and concentration of women workers in low productive occupations (Jian Li and Zhao 2004; Jamieson 2004; Ishii 2004; Choi 2004 and Amante 2001). Kochan (2004) added that policies and labor markets should be made more equitable for them especially in Asian countries.

National statistics taken in October 2003 showed that labor force participation rate of women was registered at 50.9% while that of men was at 83.4% . Unemployment rate of women was 10.3% while that of men was 10% for the same reference period. The employed women were mostly laborers and unskilled workers. Women workers were a distinct minority in the modern sector. Andam and Malilong (1996), Ishii (2004) and Choi (2004) stated that there existed gaps or differentials between males and females with respect to labor force participation rates and monthly earnings.

Human capital

According to the ILO report on Learning and Training for Work in the Knowledge Society and Shankar (2001), knowledge and skills endowed in a country's labour force determine its ability to compete in the world economy. The individual's possession of knowledge and skills increasingly determine their employment outcomes and lifetime incomes. Countries which do not pay attention to the human factor and are experiencing human factor underdevelopment are in peril. An ILO project in 2002 reported that basic education ensures the full development of the human

personality and citizenship and lays the foundation for employability. Initial training develops further employability by providing general core work skills, and the underpinning knowledge, and industry based and professional competencies which were portable and facilitated the transition into the world of work.

The emphasis on the human element is a sound foundation for employability skills as many studies affirm. However, the question of objectivity of self assessments is a question to contend with. The effect of other factors external to the individual also needs to be evaluated so as to further assess the validity of results. Further analysis of data need to be undertaken to predict the interplay and relationship of both internal and external variables.

Employability of the individual

Employability which springs forth from the foundations of the human factor has been much discussed because of its utility and growing relevance. What makes a person employable? For many theorists and practitioners, a composite of factors can explain employability. Baker and Tippin (1999) said that its main feature is the focus on individual characteristics, such as educational level, job seeking skills, work habits....general attitude. It is basically an individual capacity. Brown et. al., (2003) also defined it as relative chances of acquiring and maintaining different kinds of employment. It is also referred to as skills, attitudes and behaviors that one needs to participate and progress in today's dynamic world of work.

One way of looking at employability is through defining competencies in terms of inputs – underlying characteristics of a person which results in effective performance on the job. Tufnell, Cave and Neale (1998) identified that employability skills as those general skills which were not necessarily subject/job specific but which enabled an individual to operate effectively within an organization. Naganawa (2000) observed that perception and assessment of attitudes could change with exposure to real worklife experiences and can affect rating later on. This could be the case for these young rural women.

Individuals were most employable when they have a broad based foundation in education and training, basic and portable high level skills, problem solving ICT communication and language

skills, learning skills, competencies to protect themselves from occupational hazards and diseases. The type of education that an individual must have is to provide the preparation for non-linear paths and likelihood if career changes in one's lifetime.

Increasing employability through government

The competitive advantage of nations have come to depend on the knowledge, skills and entrepreneurial zeal of the workforce and employability policies of government (Brown, Hesketh and Williams, 2003).

The TESDA was tasked as an authority in skills training of the youth in the country. TESDA is mandated to initiate appropriate training programs in partnerships with the private sector. These training programs should match those that are needed by the market. The government through the Department of Labor and Employment (DOLE) listed several employment programs for young people. They are the Kabataan 2000 which provides short term employment opportunities. The Special Program for Employment of Students (SPES) aimed to help poor but deserving students to pursue their education through employment during breaks. The Work Appreciation Program (WAP) which provided the youth the opportunity to appreciate work and develop proper work ethics by exposing them to actual work situations. The Public Employment Service Office (RA 8759 PESO Act of 1999) was mandated as a community based employment service referral and information service which functions to provide persons with entrepreneurship access to the various livelihood and self employment programs offered by government and non-government organizations.

The government has addressed the problem of youth unemployment through the conceptualization and implementation of various employment programs. However, its positive effects still needs to be evaluated . Many of the young rural women are not aware of these programs because the information is kept from them due to political reasons. There is also the problem of manpower and financial limitations on the part of the implementing entities. Access to these programs is one area of concern as these women do not have the finances for participation in these programs. The volume of people who need jobs far exceeds the demand for them. In summary, efforts of government are not enough to address the need thus the cooperation of non-

government organizations and cause oriented groups are necessary in this area. The inadequacy of access and quality as well as timeliness, or relevance of information should be one consideration. Young rural women do not have access to these employment service centers. Timeliness is also a problem.

Framework

Employability in this framework took the perspective of labor and is founded on the human capital theory. It explored women's perceptions on employability based on personal characteristics, attitudes, personal knowledge and skills and educational attainment. The effect of external factors like employment opportunity in the area and availability/accessibility to capital on their employability were also studied.

The focus of this study was mainly on the internal dimensions of employability but has also considered the external environment and its effects. The perspectives of employers which ratified the demand side of employment extracted through interviews enriched the results of the study.

Methodology

The study used a combination of methods such as survey, ethnography, and case study to gather the relevant data. Questions sought to identify the perceptions of employability of young rural women, type of possible programs that would improve their employability status, training needs of this sector, validate the correlation between personal characteristics, personal skills, knowledge and attitudes, educational attainment, employment opportunity and accessibility to capital on their employability or non-employability status, and determine the predictors of employability. Multi-stage design was used in the study. This technique was suitable as a complete list of all members of the population does not exist. There were two stages of sampling done. First, stage cluster sampling was administered on the choice barangays. The second stage cluster sampling was on the choice of sample respondents. Random selection of barangays and respondents were done in the two stages. A total of 200 questionnaires were fielded and 195 questionnaires (97.5 percent) were gathered. The main data gathering instrument was the questionnaire complemented by personal interviews and focus

group discussions with the employed and unemployed women. Interviews with key local, non government officials and employers were also undertaken. Quantitative data were processed and analyzed using the Statistical Package for Social Sciences (SPSS).¹

The study was conducted in the Science City of Muñoz. It is located in the northern part of the province of Nueva Ecija which thrives on agriculture.² Household poverty ratio is high at 81%. Participants are composed of farmers, vendors, tricycle drivers among others.

Most of the labor force are employed in agriculture and agriculture related occupations. There are 26,238 males and 25,528 females (Municipal Profile: 2001). The young population represents a substantial volume in the total population. There are newly built and refurbished commercial buildings in the central business district. A variety of stores can be found here. Major trading enterprises and buying stations are also located in this central area.

Findings and Discussions

There were 195 respondents in the survey. Majority of them (39%) were in the 23-26 age bracket. A minority (6%) comprised the 15-18 years old age group.

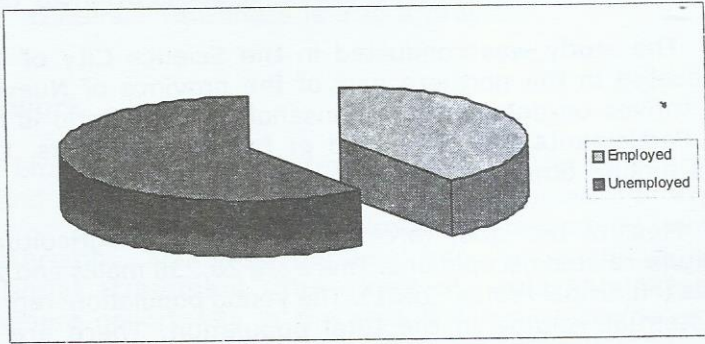
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¹ The following statistical tests were employed to analyze the data: cross tabulations, chi square and logistic regression.

² The updated municipal profile report published in October 2003 states that Muñoz has a population of 67,081. It is home to 16 Research and Development Centers. Among the major research entities in the municipality are the Philippine-Sino Agricultural Technology Center, National Center for Rural Development, Philippine Rice Research Institute, Philippine Carabao Center. The Central Luzon State University, a forerunner in agricultural research is also located in the vicinity. The university has been conducting several scientific researches in agriculture since its establishment.

Employment Profile of the Respondents

Figure 1 Employment Profile of the Respondents



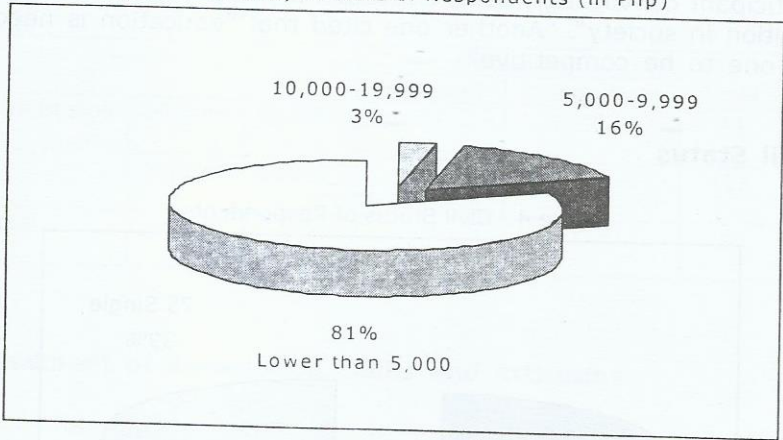
The unemployed respondents at the time of the survey comprised (60%). Majority of the young rural women in the municipality were in that group (Figure 1). Of the 77 employed respondents, 41 were in the informal sector working as store owners, domestic and farm workers. The rest were employed by government and private entities. Unemployed respondents were desperate about their situation and were saying "when will we ever be out of this situation?" Streamlining in the bureaucracy has restricted the chances for employment of these graduates. The system of relying on referrals still existed and diminished the equity of the selection process. Farm work is the most accessible work for the women.

Economic Profile

Majority of the respondents earned income less than Php 5000 (81%); not enough to meet the basic needs of the family. The daily wage for a regular farm job was pegged at a minimum of Php 90 and maximum level at 135.50 (City Development Strategy Report: 2003). One HR officer of a government institution remarked "the pay is really low here".

The Focus group discussion participants disclosed the need for more income and showed apprehension over acquisition of loans. One participant mentioned "...collateral and high interest on loans threatens our very unstable financial situation..." Low

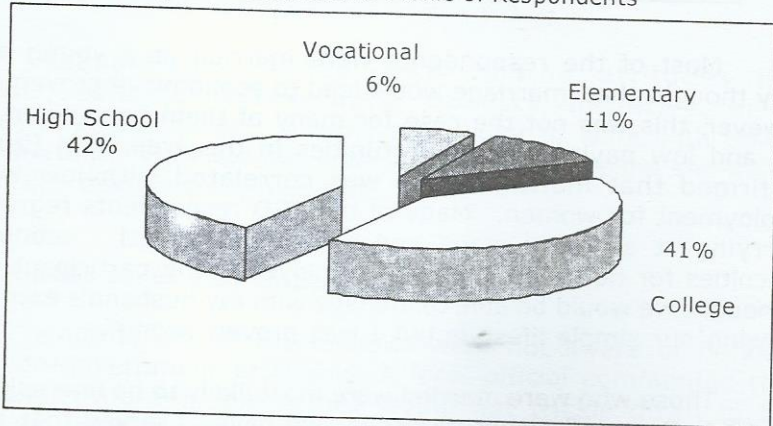
Figure 2 Monthly Income of Respondents (in Php)



earnings limit credit access for them. Many (77.2%) admitted this problem. In view of the difficulty of looking for outside funding, they have to rely on informal sources. Majority of them borrowed money from relatives and friends.

Educational Background

Figure 3 Educational Profile of Respondents

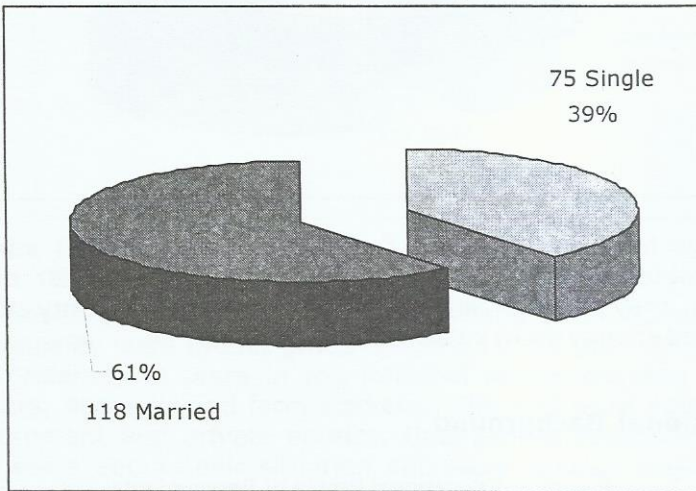


The respondents have all received basic education. The greatest percentage (42%) have either reached or finished high school. The smallest proportion (6%) were those who have either had or finished vocational education. The women agreed that education was a basic requirement for employment. One

participant convincingly said "education is the passport to a higher position in society". Another one cited that "education is needed for one to be competitive".

Civil Status

Figure 4. Civil Status of Respondents



Most of the respondents were married at a young age. They thought that marriage would lead to economic improvement. However, this was not the case for many of them because of the few and low paying job opportunities in the area. Kim (2000) confirmed that marital status was correlated with low wage employment for women. Many of the FGD respondents regretted marrying at an early stage and have experienced economic difficulties for not being gainfully employed. One participant said "I thought we would be able to manage with my husband's earnings knowing our simple lifestyle but I was proven wrong".

Those who were married were most likely to be unemployed (64.1%). One stall owner disclosed "we have observed that once the women get married they quit their jobs with us because they need to be with their children".

Studies have shown that once the woman marries, she usually gives up her career for her family.

Table 1 Effect of civil status on employment

			Occupation		Total
			Employed	Unemployed	
Civil Status	Single	Count	34	40	74
	Married	Count	42	75	117
Total		Count	76	115	191

Assessment of Knowledge, Skills and Attitudes

The women rated themselves positively in basic literacy, general knowledge and actual job knowledge.

In terms of skills, the respondents needed further training in technical and mechanical skills. They were competent in agricultural skills, language proficiency, vocational and other skills (care giving etc.). Baker and Tippin (1999) said that skills development is needed to create jobs. A local official commented "...skills to be acquired by the women should be what an agricultural community needed. These skills should also make use of materials readily available in the area".

Respondents viewed most of the attitudes like industriousness, perseverance, honesty, initiative, being responsible, punctuality, orderly, and ability to work with others as important. They did not view loyalty, self discipline and ability to accept mistakes as important.

Awareness level and Impact of Programs

Majority of the respondents were not aware of national and non-government programs. A local official commented that "national programs sometimes would not trickle down to the barangay level because of 'some vested interests' among the implementers". Information dissemination at the barangay level has made them aware of the existence of local programs. However, not all were reached by this information. Generally, respondents revealed their desires to know more about the programs.

Those who have not been recipients of national programs were most likely to be unemployed. The PESO mechanisms were not fully operational because of lack of personnel. As a result, young people in the area were not fully aware about these programs, and did not avail of them. Assistance from the national government were packaged as TESDA training programs in livelihood skills. A local official admitted that "politics hampers the smooth delivery of these few programs."³ Limited participation lessened the impact of these employment interventions. Lack of funding restricted the scope of training. Respondents who have not participated in local government programs were most likely to be unemployed (62.2%).

The municipal government has given priority to women's concerns through financial assistance for livelihood programs. The mayor explained that "this sector needs help and as long as they are willing to undergo training or propose a livelihood project, funding will be given"⁴ Women leaders saw the need for training in entrepreneurship and financial management for the sustainability of these projects. Although the women were more aware of these local programs, participation have not been maximized. Respondents were not aware of non-government programs and thus, have not benefited from them. Local officials revealed in the interviews that non-government organizations need to be more involved in municipal concerns so as to effect an impact in the employment status of women. Employment facilitation, skills training, fund generation and credit facilitation were areas identified for NGO collaboration.

Predictors of Employability

At 5% level of significance on the variables vocational and agricultural skills (p-value: 0.0002) were significant predictors of employability of young rural women in Muñoz, Nueva Ecija.

The results showed that assessment of agricultural skills predicted employability. Interviews revealed the women's apprehension over this type of work because of its physical demands and low compensation.

³ Interview by author with Adrian Q. on 11 October 2004.

⁴ Interview by author with Mayor Nestor Alvarez Ph.D. 23 July 2004

"Where else will the women go but to do farm work because there is no industry in the municipality except agriculture" lamented one barangay official. Although the tasks involved in agricultural work are not physically favorable to these women, opportunities abounded in this field. It is the major source of employment in the community. Skills needed in agriculture consisted of the following: planting, harvesting, fertilizer application, irrigation management, animal husbandry etc. Young women who possessed these skills were most likely to find work.

On the macro level, women are those who experience lesser access to the labor market owing to lower education, narrow range of technical and mechanical skills and less access to capital. Labor force participation rates across agricultural economies register young women mostly in the agricultural and informal sectors. This phenomenon was confirmed by Sison (1989) when he wrote that roughly half of the female labor force participation were in agriculture, and half were in industry and services. This meant that half of the economically active adult women were in agriculture (Sison:1989). Employment in this sector was centered on jobs that are low paying and unstable. One participant shared her emotional experience "...even when it was hard I had to do work in the farm to be able to send my three children to college, they could not stop schooling because they were scholars and I had to earn the money for their daily transportation to school".

Table 2 Vocational skill as predictor of employability

			Occupational		Total
			Employed	Unemployed	
Assessment of vocational skill	Competent	Count	52	71	123
	Neutral	Count	19	23	42
	Not competent	Count	6	21	27
Total		Count	77	115	192

Respondents who were not competent in vocational skills were most likely to be unemployed (77.8%). These skills included: typing, cooking, dressmaking, cosmetology etc. Those who possessed these skills found themselves employed in the informal sector. One said "...if I acquire these skills then I can earn some

money for myself and the family since people need (referring to cosmetology skills) these services." Achieving competence in these skills could help them improve employment status. Jobs employing these skills were domestic in nature. The FGD participants expressed the need for better dissemination and funding of these programs. The local officials concurred and added that a marketing plan should also accompany these training programs. Training can be expanded to enhance employability skills since usually in times of economic crises, women are "first out and last in" (Lazo 1984, Choi 2004).

Barangay officials agreed in their views that "there has to be a clear link from training to production then to marketing for it to be a stable means of livelihood." "The municipality has the resources and the research institutions but an industry has to be created for employment to be stable" added an HR head.

The possession of agricultural and vocational skills opens employment possibilities but they are of the unstable and low wage type.

At 5% level of significance the variable Age was a significant predictor of employability of young rural women in Munoz, Nueva Ecija.

Variable	p-value
Age	0.0121

Table 3 Age as predictor of employability

			Occupation		Total
			Employed	Unemployed	
Age	15-18	Count	1	10	11
	19-22	Count	9	28	37
	23-26	Count	33	36	69
	27-30	Count	28	36	64
Total		Count	71	110	181

The table confirmed that there was a preponderance of the young in the unemployed sector (90.9%). Amante(2001) cited that employment of young people were often part time, casual, temporary and insecure. Kim (2000) mentioned that low wage workers were disproportionately young and less educated which the findings also affirmed. Domestic help were career options for women in the 25 to 30 year old age bracket. The respondents traced difficulties in employment to the following: many applicants for a job, no opportunities for the job desired, lack of knowledge and qualifications for the job and absence of a referral system. The older FGD respondents expressed "We need to be employed because of our family's growing needs." The single younger respondents were not as concerned because they can still depend on their parents. Alba further explained that labor force participation may be relatively more unstable among the younger ages. This is because they have not completed their schooling decisions or being unmarried, they have less need to earn income on a regular basis.

At 5% level of significance, the variable Educational attainment was a significant predictor of employability of young rural women in Munoz, Nueva Ecija.

Variable	p-value
Educational Attainment	0.0045

Table 4 Educational Attainment as predictor of employability

			Occupation		Total
			Employed	Unemployed	
Educational attainment	Elementary under grad/grad	Count	8	12	20
	High School grad/undergrad	Count	20	61	81
	Vocational grad/undergrad	Count	6	6	12
	College grad/undergrad	Count	42	33	75
Total		Count	76	112	188

Respondents who have lower educational attainments were most likely to be unemployed (75.3%). Discussions with local officials and respondents affirmed the importance of educational attainment to employability. One of them recounted sad realities in this area "many of them drop out of school because of financial reasons, many take short courses which are in demand at present and were not interested to finish college, some get married and do not finish school." These situations hampered the full development of potentials of these women. Schultz (1981) confirmed that education played a role in the improvement of population quality and that it increased the productivity of the individual. This was evident in the responses of educated respondents saying "the next step will be taking graduate studies because we cannot be satisfied with what we have achieved so far and this will make us more employable." However, persistent high unemployment rates could discourage young women from investing in education. One participant complained "for what is education if one ends up unemployed?"

Formal employment required specific educational attainment from the women. An HR head asserted "if she is not educated, chances are her employment will not be permanent or stable. It is one of the basic things that we look into in pre-selection." Only a few of the women respondents finished degrees required by the research institutions thus the most accessible employment option was still farm work.

Kim (2000) linked low wage employment to the worker's educational level and added that as the educational level increased women were less likely to be paid low wages. Mary (1999) agreed with Kim and stated that women's education moderated the disadvantage in pay for women compared to men.

Table 5 Education correlated with employability

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	16.339	3	.001
Likelihood Ratio	16.697	3	.001
Linear-by-Linear	11.117	1	.001
Association	118		
N of Valid Cases			

Symmetric Measures

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Interval by Interval	Pearson's R	-.244	.072	-3.429	.001 ^c
Ordinal by Ordinal	Spearman Correlation	-.240	.073	-3.365	.001 ^c
N of Valid Cases		188			

A link existed between education and employability. Investments in education for the woman is a wise move. Tan (1999) mentioned that countries which developed the only resource that they possessed – labour, reaped economic rewards.

Employability was high in farm and domestic work because there was a match of possessed and needed skills. Formal work was only accessible to those who met qualification standards. Other employment opportunities could not absorb labor supply because of financial considerations. Employment opportunities were scarce. Employment creation was not very dynamic because of the lack of access to sources of capital and political reasons.

Logistic regression tests done validated the predicting ability of vocational and agricultural skills, educational attainment and age as well as the employability of young rural women.

Conclusions

The following conclusions can be drawn from the study:

1. Young rural women perceived their employability positively. However, they can only be employed in farm and domestic work because of their skills and the employment opportunities available in the area.
2. Limited employment opportunities available in formal employment required basic qualification standards. The selection process was competitive and tinted by politics. Persons who were "favored" by those who held political positions were most likely to be prioritized over the others.

Only a few of the young rural women were absorbed in this sector.

3. Majority of the women were not aware of the different programs of government thus are not able to participate fully in them. Participation needs greater access to funds so as to ensure continuity and greater impact on their lives.
4. Respondents revealed their lack of proficiency in driving and operating farm equipment, welding and entrepreneurship due to lack of exposure and formal training. They need help in acquiring business knowledge as well as training in mechanical and technical skills.
5. Based on logistic regression results, the following variables were significantly predictive of employability: age, vocational skills, agricultural skills and educational attainment. Thus, programs can have these components to improve employability.

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