CHAPTER V

TEST OF HYPOTHESES ON MOBILITY AND OTHER VARIABLES

This chapter discusses about the relationship between the respondent's occupation and education with selected personal status variables like age and sex to test hypotheses 4 and 5 cited in Chapter I in this paper.

A. Respondents' Current Job and Other Socio-Demographic Variables

This portion analyzes the possible relationship between the respondents' current job and his age, sex, rank at first job, income level at first job and birth order to test the hypotheses posed in Chapter I.

The hypotheses were tested using the Chi-Square statistics. To facilitate the statistical computation, some data were compressed into high and low categories like income, education, occupation and degree. The basis for compressing the data into high and low are the means. For instance, for income, age and occupation, the means are extracted from the interval distribution. Those cases which fall below the mean are considered low and those containing the mean and above belong to high category. For the degree and education, the mode is the basis for the categorization. Respondents who fall below the mode comprise the low category. Those above the mode are considered high in education or degree.

1. **Respondents' Current Job Versus Age**. The job and age variables of respondents are shown in Table 13. The data indicate that there are 137 (49.64%) cases whose ages are below 35 but whose job are above the mean occupation. These people work in the upper blue collar job as electricians or mechanics, clerical workers and towards the top most prestigious occupations.

The respondents who comprise the low category are a combination of the unskilled and skilled workers and those engaged in the lower blue collar jobs as farmers, fishermen, and construction workers. Of the 276 cases whose ages are below 35, around half of them are engaged in the

low category of jobs. This suggests a trend of more upward movement of children at a younger age. Older respondents who have jobs of higher category comprise 63 cases (45.66%) while those of low-job category have 75 (54.34%) cases. Children who are categorized under higher age cohort are twice the proportion of the children belonging to the younger age cohort. The occupational distributions found in both groups are more or less similar. This means that no relationship exists between age and the present occupational distribution of the Maranao children. The X^2 value of .298 corroborates this interpretation. Age, therefore, is not a factor in determining who are those likely to occupy high- and low-status occupations.

Table 13. Percent Distribution of Respondents Current Job Versus' Respondents' Age

N = 414

Current Job	Respondents' Age		
	Low %	High %	Total %
High	49.64	45.66	48.31
Low	50.36	54.34	51.69
Total	100.00	100.00	100.00
Number	276	138	414

X^2 = .298; d.f. = 1; tabular value = 3.84;
p > .05 n.s.

2. **Respondents' Current Job Versus Sex**. Little is known about female mobility and their status attainment despite their active participation in the labor force. There are scholars who indicate sexual differences in mobility patterns and occupational inheritance as a factor influencing career destination as seen in the studies of Tyree and Trees (1974) and Hauser et al. (1974). However, this dimension is not intensively explored in this research. This writer simply wants to determine sexual composition

in the current occupations of Maranao children.

As can be seen in Table 14 males and females engaged in high category occupations do not differ much in frequency. For example, of the 190 (46%) children with high occupations, 104 (43.88%) are males and 86 (48.86%) are females. The same pattern is observed with low status occupations. Out of 223 (54%) children having low status jobs, 133 (56.12%) are males and 90 (51.14%) are females. This data support McClendon's (1976) finding that the occupational status of both sexes are more or less similar, although males are more likely to have high and low status jobs. The Chi-Square test supports this observation. No significant difference exists between the respondent's current job and sex (computed $\overline{X}$ = .657 versus tabular value = 3.84).

These findings imply that in the Maranao society, women are now able to break out from the shell of conservatism which has been the image of a typical Maranao woman. They are fairly represented in both the higher and lower status jobs in relation to their male counterparts.

Table 14. Percent Distribution of Respondents' Current Job Versus Respondents' Sex

N = 414

Current Job	SEX		
	Male %	Female %	Total %
High	43.88	48.86	46.00
Low	56.12	51.14	54.00
Total	100.00	100.00	100.00
Number	237	176	413*

X^2 = .657; d.f. = 1; tabular value = 3.84;
p > = .05 n.s.
* = 1 case with no information

3. **Respondents' Current Job Versus First Job**. It is of interest to find out whether a relationship exists between the first job and current job categories among the respondents. This leads us to determine the extent of their career mobility.

Data from Table 15 point out that of the 408 cases, half (204) belong to the high job level and the remaining half is of low job level. Of these 204 currently possessing a high job classification, 145 (77.96%) cases had already been in that same job classifications when they started earning a living. Of the 201 cases whose present jobs are low, 163 (73.42%) were of the same level in their first job. Comparing the row marginal total and the column marginal total, a marked difference exists between the respondents' first job categories (initial career) against the present. For example, respondents who are of low job categories in their first job are greater in number as against their present jobs (222 vs. 204), suggesting an upward movement. The same trend is observed in the current job categories.

Table 15. Percent Distribution of the Respondents' Current Job Versus First Job Category

N = 414

Current Job	First Job		
	Low %	High %	Total %
High	26.50	77.46	50.00
Low	73.42	22.04	50.00
Total	100.00	100.00	100.00
Number	222	186	408*

$X^2 = 63.3$; d.f. = 1; tabular value = 3.84; $p < .05$

* = 6 cases of no information

The Chi-Square test supports the observation that the respondents' current job is related to their first job because the computed ($X^2 = 63.3$) is greater than its tabular value ($X^2 = 3.84$). Furthermore, the table shows that the higher the respondents' first job classification, the higher is their current job. This finding confirms the upward mobility trend suggested in Table 15.

4. **Respondents' Current Job Versus Income in the First Job**. Table 16 presents the information on the relationship between respondents' income in their first job and status of current job. Out of 178 (43.42%) respondents who are categorized as high in their current job, 153 (42.15%) have low income in their first job. The majority of the respondents (210 cases or 57.85%) are those whose present job category is low and whose income at first job is also low.

There is no evidence to show that those who have high income at first job are those who have obtained a high-status category in their current job. The Chi-Square computation affirms this observation. The null hypothesis that no significant relationship exists between these two variables at 95% level of probability is accepted.

Table 16. Percent Distribution of the Respondents' Current Job Versus Respondents' Income at First Job

N = 414

Current Job	Income		
	Low %	High %	Total %
High	42.15	53.20	43.42
Low	57.85	46.80	56.58
Total	100.00	100.00	100.00
Number	363	47	410*

$X^2 = .33$; d.f. = 1; tabular value = 3.84
$p > .05$ n.s.
* = 4 cases of no information

5. **Respondents' Current Job Versus Current Income**. Exploring the possible relationship of respondent's current job and their current income is a way of finding out whether a job and its monetary reward are related. Table 17 revealed that the respondents who belong to the high job category comprise 248 cases or 60.05%. Of this number, 120 (54.20%) have high job category but low income level and the other 128 cases (66.67%) belong to high job level and high income level. On the other hand, of the 165 (39.95%) respondents who belong to the low job category, 101 (45.70%) have low income levels.

The Chi-Square computation shows that there is a significant relationship of respondents' current job and current income at .05 level of significance. The direction of relationship suggests that the higher the status of current job, the higher is the current income. This finding must be carefully noted since the preceding discussion confirms that no significant relationship exists between the respondents' current job and their income in the first job. The possible explanation for this is that there is an observed career mobility of children from their first to current jobs, and the children obtaining their current job find these occupations more rewarding than their first (see Table 17 and Table 4 for comparison).

Table 17. Percent Distribution of the Respondents' Current Job Versus Their Current Income

N = 414

Current Job	Current Income		
	Low %	High %	Total %
High	54.30	66.67	60.05
Low	45.70	33.33	39.95
Total	100.00	100.00	100.00
Number	221	192	413*

$X^2 = 5.068$; d.f. = 1; tabular value = 3.84; $p < .05$
* = 1 case of no information

6. **Respondents' Current Job Versus Their Birth Order**. Table 18 presents the respondents' current job and their birth order. Out of 188 cases (45.85%) of high-status jobs, 73 (54.07%) are eldest, 94 (44.96%) are middle-born and 21 (32.30%) are youngest. The middle-born, despite having the highest frequency in the high status jobs, is offset by their heavy concentration in the low job category. On the other hand, the eldest have higher frequency in high status occupations than in the low status job.

According to Blau and Duncan (1967) the eldest and youngest tend to obtain upward mobility than their siblings of intermediate birth cohorts because of their relative status privilege in the family. In almost all instances, the family takes an educational priority on the eldest because he is the first one among the children to be offered with such opportunity. In the Philippines, the intermediate children are usually given an educational favor from the family only after the eldest has finished schooling. The eldest, in turn, is expected to support financially the educational needs of his younger siblings. Children born after the eldest and before the youngest tend to be considered as secondary priorities.

On the other hand, the youngest is supposed to enjoy all the educational favors of his parents and his older siblings. He has everybody to support him. These are the common reasons why the eldest and youngest are the most likely to climb upward occupationally. The Chi-Square test dictates that the alternative hypothesis that a relationship exists between the current job attainment level and birth order must be accepted.

The data further show that the eldest tend to be upwardly mobile than either the middle-born or youngest based on the proportion of those who are in this birth order cohorts in the high job categories (54.07% eldest, 44.76% middle, 32.30% youngest).

Table 18. Percent Distribution of Respondents' Current Job Versus Birth Order

N = 414

Current Job	Birth Order			
	Eldest %	Middle %	Youngest %	Total %
High	54.07	44.76	32.30	45.85
Low	45.93	55.24	67.70	54.15
Total	100.00	100.00	100.00	100.00
Number	135	210	65	410*

$X^2 = 8.57$; d.f. = 2; tabular value = 5.991; $p < .05$
* = 4 cases of no information

7. **Respondents' Current Job Versus Degree Obtained**. This study earlier posed a hypothesis that degree is associated with high rank in occupation.

Table 19 shows that of the 249 (60.44%) respondents whose current job is high, 139 (70.56%) cases have high levels of degree obtained. On the other hand, of the 163 cases (39.56%) whose job category is low, 115 (51.12%) cases belong to the low level of degree.

On the whole, the statistical test indicates that a significant relationship exists between respondents current job and the degree they have obtained. The X^2 test shows enough evidence for the alternative hypothesis to be accepted at $p < .05$.

Table 19. Percent Distribution of the Respondents' Current Job Versus their Degree Obtained

N = 414

Current Job	Academic Degree Obtained		
	Low %	High %	Total %
High	48.88	70.56	60.44
Low	51.12	29.44	39.56
Total	100.00	100.00	100.00
Number	225	197	412*

$X^2 = 15.69$; d.f. = 1; tabular value = 3.84; $p < .05$
* = 2 cases of no information

B. Respondents' Education and Selected Socio-demographic Variables

This study further analyzes the possible relationship between the respondents' education and their age, sex, rank in first job, income level in first job and birth order to test the hypotheses posed in Chapter I.

1. **Respondents' Education Versus Age**. To find out whether the respondents education and age matters, Table 20 suggests that respondents with higher education (those who are high school and college graduates), are in their late 20s to late 30s. For example, those with some college education comprise 55 cases of which 26 are in their 20s, 21 are in their 30s, 6 are in their 40s, and 2 and in their 50s. Of those college graduates comprising 170 cases, 46 are in their 20s, 83 are in their 30s, 34 are in their 40s, and 5 are in their 50s. Of the 15 respondents who obtained post graduate education, 7 are in their 30s, 3 are in their 40s, and 5 are in their 50s.

At 95% level of confidence, the computed Chi-Square value of 4.615 indicates that there is a significant relationship between the respondents' education and age.

Table 20. Respondents' Education Versus Age

Education	Age					
	20 29	30 39	40 49	50 59	60 up	Total
None	6	8	10	8	2	34
Some elem.	9	4	16	3	3	35
Elementary graduate	7	9	4	0	1	21
Some high school	15	12	5	1	0	33
High school graduate	12	12	10	5	0	39
Some college	26	21	6	2	0	55
College graduate	46	83	34	5	2	170
Post graduate	0	7	3	5	0	15
Total	121	156	88	29	8	402*

$X^2 = 4.615$; d.f. = 1; tabular value = 3.84 $p < .05$
* = 12 cases with no information

2. **Respondents' Education Versus Sex**. Table 21 presents the sex factor in the educational attainment. This analysis verifies the so-called sexual inequality in education. The sexual composition and educational bracket show that there is not much difference in the number of males and females who do not have schooling, (19 and 16 for males and females, respectively). There is a higher proportion of males than females in the elementary level (17.23% vs. 10.18%). However, the data suggest that the proportion of those with high school education does not differ much for males and females (18.48% males vs. 16.76% for females).

However, a substantial difference is indicated between males and females who have college degrees. Among males 36.56% graduated in college while 49.70% among females did so.

Those of post-graduate education data point out a dominance of males against females (12 and 3, respectively).

The data suggest that Maranao women are now competitive with men in educational attainment. As suggested by Lacar (1991), today's Muslim women tend to be active both in the occupational and educational pursuits. Such observation is confirmed here. However, the inability of women to be educationally competitive with men in the elementary could be due to the over-representation of the male respondents (sampling error). An alternative explanation is the tendency to favor the males over females in going to the elementary schools while the females help in the household chores.

The males' predominance in the post-graduate educational attainment could be due to the traditional expectation that women, especially married ones, are usually tied to the household chores and do less on career advancement. Men, on the other hand, are not so tied up to the home chores and have more freedom in the choice and advancement of their career.

Table 21. Percent Distribution of the Respondents' Education Versus Sex

N = 414

	Sex		
Respondents Education	Male %	Female %	Total %
None	7.98	9.58	8.62
Some elementary	10.93	6.59	9.14
Elementary graduate	6.30	3.59	5.19
Some high school	8.40	7.78	8.15
High school graduate	10.08	8.98	9.63
Some college	14.71	11.98	13.58
College graduate	36.56	49.70	41.97
Post graduate	5.04	1.80	3.7
Total	100.00	100.00	100.00
Number	238	167	405*

$X^2 = 1.75$; d.f. = 1; tabular value = 3.84 $p > .05$ n.s.
* = 9 cases with no information

3. **Respondents' Education Versus Their Job**. Table 22 shows that respondents with high education in their first job comprise 223 (54%) of which 120 (48%) have low first-job category. On the opposite end, of the 190 whose education is low, 130 cases (52%) belong to low-job category and 60 (36.81%) belong to the high-category job level.

Parallel data in Table 23 reveal that respondents with high education increase from 223 (54%) in their first job to 248 (60.34%) in their current job. It is also noted that children whose education category is low decreased from 190 (46%) in their first job to 163 (39.66%) in their current job.

This means that education and jobs are significantly related despite the differences in the starting and terminal points of the respondents' jobs being reckoned. The Chi-Square computations of Tables 22 and 23 lead us to accept the alternative hypothesis that a significant relationship exists between education and occupation (first and current jobs).

Table 22. Percent Distribution of the Respondents' Education Versus First Job Category

N = 414

Respondents' Education	First Job		
	Low %	High %	Total %
High	48.00	63.19	54.00
Low	52.00	36.81	46.00
Total	100.00	100.00	100.00
Number	250	163	413*

$X^2 = 5.99$; d.f. = 1; tabular value = 3.84 $p < .05$
* = 1 case with no information

4. **Respondents' Education Versus Current Job Category**. The respondents' education and current job are analyzed in Table 23. Out of the 248 (60.34%) respondents whose jobs are of high category, 108 have low-educational levels and 140 (70%) belong to the high-educational

category. On the other hand, of the 163 cases (39.66%) whose job level is low, 103 (48.82%) are of low-educational level and the remaining 60 cases (30%) belong to the high-educational bracket.

The Chi-Square test indicates that there is enough reason to accept the hypothesis that a relatiionship exists between current education and occupation. This means that education commands a substantial influence in obtaining a higher occupational position as suggested in the studies of Valera (1983), Bacol (1971), Eckland (1965) and McClendon (1976).

Table 23. Respondents' Education Versus Their Current Job Category

Education	Current Job		
	Low %	High %	Total %
High	51.18	70.00	60.34
Low	48.82	30.00	39.66
Total	100.0	100.00	100.00
Number	211	200	411*

$X^2 = 20.15$; d.f. = 1; tabular value = 3.84; $p < .05$
* = 3 cases with no information

5. **Respondents' Education Versus Their Income**. Table 25 reveals that of the respondents who do not report any income in their first job, 3 (4.92%) did not have schooling, 9 (14.75) have elementary schooling, 17 (27.87%) have high school education, 31 (50.82%) have college education and 1 (1.64) has post graduate education.

Respondents who had an income of P1,000.00 and below in their first job include 19 (12.26%) cases of those who have no education, 23 cases (14.84%) with elementary education, 27 cases (17.42%) with high school education, 81 (52.26%) cases having college education, and 5 cases (3.22%) of post graduate education. For those with a mean income of P1,314.7 in their first job, the data indicate that the more educated ones did not get as much income in accordance with their professions.

The data further suggest that earning high income is enjoyed by the better educated ones. In fact, the mean income of the rows shows that the higher is the education, the higher is the mean. As revealed by

the row means, college graduates have the highest mean and comprise the highest proportion of those earning from P1,000 to P3,000 monthly in their first job.

However, despite the observation that better educated ones receive meager income, the Chi-Square test further indicates that at 95% level of confidence, there exists a relationship between education of the respondents and their income in the first job. The direction shows that the higher is the education, the higher is the income in the first job.

The data in Tables 24 and 25 reveal that the better educated ones receive better remuneration at present. The tabular comparison of these two tables shows that the marginal totals (vertical) have more respondents moving upward in the income brackets. For example, of those 61 children who did not have income in their first job, only 12 are reported in the current job as distributed in the various educational brackets. Likewise, out of 155 who received an income of P1,000 and less in their first job, only 108 are recorded in the current. Moreover, of the 130 receiving P1,001 to P3,000 a month in their first job, 189 are indicated in the current. Around 45 cases received more than P3,000 a month in their first job, while 103 are shown in the present.

Table 24. Respondents' Education Versus Income in Their First Job

Education	Income			
	None %	1000 below %	1001 3000 %	3001 up %
None	4.92	12.26	6.92	8.89
Some elem.	9.83	13.55	5.39	2.22
Elem. grad.	4.92	1.29	4.61	0
Some HS	11.48	10.97	3.85	8.89
HS graduate	16.39	6.45	10.77	11.11
Some coll.	22.95	10.97	10.77	22.22
Coll. grad.	27.87	41.29	52.30	42.22
Post grad.	1.64	3.22	5.38	4.44
Total	100.00	100.00	100.00	100.00
Number	61	155	130	45

$X^2 = 6.53$; d.f. = 1; tabular value = 3.84; $p < .05$
* = 23 cases with no information

Further analysis of Table 24 points out that the row means increase as the education increases with a defined break in the mean value among those of high school education. It is further indicated that college graduates have the highest proportion of earners in all income brackets, 41.67% for P1,000 and below monthly earners, 35.98% of those who earned from P1,001 to P3,000, and 52.83% of those who earned from P3,001 to P5,000.

On the whole, the Chi-Square test indicates that the relationship between education and current income exists by comparing their computed value (9.24) against its tabular value (3.84) at 95% level of probability.

Table 25. Percent Distribution of the Respondents' Education Versus Current Income

N = 414

Education	Income				
	None %	1000 Below %	1001-3000 %	3001-5000 %	5000 up %
None	1	4.63	4.23		
Some elem.	3	11.11	4.23	3.77	12.00
Elem. grad.	0	6.48	8.46	3.77	4.00
Some HS	4	9.25	6.88		6.00
HS graduate	2	12.05	25.40	11.32	4.00
Some college	1	14.81	11.11	22.64	14.00
College grad.	1	41.67	35.89	52.83	52.00
Post graduate	0		3.80	5.66	8.00
Total		100.00	100.00	99.99**	100.00
Number	12*	108	189	53	50

$X^2 = 9.24$; d.f. = 1; tabular value = 3.84; $p < .05$

* = percentage extraction unnecessary

** = rounding error

6. **Respondent's Education Versus Birth Order**. Looking into the variations of the respondents' education based on their birth order, Table 26 indicates that among the 131 eldest, 7.63% do not have any schooling, 12.97% have elementary education, 11.5% have high school education, 63.35% have college education and 4.55% have post graduate education.

Of the 207 middle-borns, 7.25% do not have any schooling, 13.04% have elementary education, 22.22% have high school education, 53.62% have college education and 3.87% have post-doctoral education.

Table 26. Percent Distribution of the Respondents' Education Versus Birth Order

N = 414

Education	Birth Order			
	Eldest %	Middle %	Youngest %	Total %
None	7.63	7.25	15.39	8.68
Some elementary	10.68	6.76	13.85	9.18
Elementary grad.	2.29	6.28	7.69	5.21
Some high school	3.10	11.11	9.23	8.14
High School grad.	8.40	11.11	7.69	9.68
Some college	14.50	13.53	12.31	13.65
College graduate	48.85	40.09	32.30	41.69
Post graduate	4.55	3.87	1.54	3.77
Total	100.00	100.00	100.00	100.00
Number	131	207	65	403*

$X^2 = 8.956$; d.f. = 2; tabular value = 5.991; $p < .05$
* = 11 cases with no information

Among the youngest of 65 cases, 15.39% do not have schooling, 21.54% have elementary education, 16.92% have high school education, 44.61% have college education, and 1.54% have a post-graduate education. As suggested, there is a difference among the eldest, middle-

borns and youngest concerning their educational attainment which is also confirmed by the Chi-Square result. The data showed that the eldest are more heavily represented in higher educational brackets (college to post graduate level) consisting of 67.9%, followed by the middle-borns with 57.49 and youngest, 46.15. This result affirms Blau and Duncan's (1967) assumption of the relative mobility of extreme sibling-position.

Related to the discussion of educational interest of respondents is the analysis of their education and degree earned (Table 27). As shown in the table, there is only a slight difference between those who obtained a degree and those who have none (192 vs. 210). As elsewhere pointed out in this study, this trend can be considered and indication of the observed competitive spirit of Maranaos in the area of education. Acquiring higher educational attainment could be a reflection of their increasing awareness regarding the various opportunities provided by education.

Table 27. Percent Distribution of the Respondents' Education Versus Degree Obtained

N = 414

Education	Degree					
	None	Vocational	College	Masters	Doctoral	Total
None	30	0	0	0	0	30
Some elem.	36	0	0	0	0	36
Elem. grad.	21	0	0	0	0	21
Some high sch.	32	0	0	0	0	32
High sch. grad.	38	0	0	0	0	38
Some college	50	4	0	0	0	54
College grad.	3	0	166	0	0	169
Post graduate	0	0	0	13	9	22
Total	210	4	166	13	9	402*

$X^2 = 121.24$; d.f. = 1; tabular value = 3.84; $p < .05$

* = 12 cases with no information

C. Comparison of the Maranao Fathers and Their Children's Occupational Profile

This portion deals with a comparison of the employment profile of the respondents and their fathers. More specifically, a comparison is made between the employment categories of the fathers and the respondents, their ages during their employment and the years they have spent in their jobs. These discussions are helpful in shedding light on the employment history of the respondents.

1. **Employment Category of the Jobs Held by Both Cohorts**. Table 28 presents the respondent's fathers employment classification. The bulk of the respondent's fathers are self-employed which totals to 330 cases out of 407. The pattern of the employment classification of their children is similar with their father (Tables 28 and 29). However, the proportion of respondent's fathers who are self-employed is twice as many as their children. On the other hand, the proportion of the children who are in public/government employment is three times as many as their fathers. This implies that although there is a trend of occupational inheritance of children whose fathers are self-employed, the outflow of children's occupation is towards government or public employment.

Table 28. Respondents' Fathers' Employment Classification

Employment Category	N	Percent
Public	58	14.01
Private	15	3.62
Self-employed	330	79.71
NA	4	0.97
No information	7	1.69
Total	414	100.00

Table 29 discloses the employment type of the respondents in their first job. The data indicate that the majority of the respondents (40.58%) are self-employed. This could be due to the nature of their employment (Table 4) which is predominantly trading and related occupations. The Maranaos appear to be attracted to business occupation. In fact, our interviews show that quite a few who had good jobs in the government

and private sectors resigned in order to put up their own business. The principal reason for changing jobs was income; in business they can profit more. Rather than sacrificing themselves with the meager income from their prestigious jobs, they would rather engage in ordinary occupations that provide them more lucrative economic returns.

On the other hand, 153 cases (36.96%) of those interviewed were employed in the public/government sector. This finding is similar with Lacar's (1991) regarding the occupational participation of Muslim women in the government service and Michael Hout's (1985) on the role of the public sector in occupational upgrading and providing more high-and middle-status occupations among minorities. Maranaos tend to seek their occupational niche in the government sector. This is probably because the government also wants them to be active members of society. In fact, some government officials sponsors them so they can be considered for jobs in any government service (Lacar, 1987).

In contrast, 9.18% among the children have tried or made it in the private employment. This low proportion of workers in the private sector could be due to the discriminatory practices of private employers against Muslim or Maranao applicants. This observation was expressed by the respondents themselves. Interestingly, this is also a common experience of racial and ethnic minority groups in other societies (Blau and Duncan, 1967; Hunt et al., 1974).

The cases of those who were not employed at the time of the interview comprise 9.42%.

Table 29. Where Employed at First Job

Employment Category	N	Percent
Public	53	36.96
Private	38	9.18
Self-employed	168	40.58
NA	39	9.42
No information	16	3.86
Total	414	100.00

The classification of the respondents' present employment is presented in Table 30. Comparing the data on table 29 (respondents first job) with this table tend to show a similar trend as to the proportion of

cases employed in public, private or self-employed. Although there is an increase of cases who are publicly employed (from 153 in Table 29 to 176), and the self-employed (from 168 to 178), there is now a trend of equal proportion of the publicly employed and the self-employed (42.51% and 42.99% respectively). On the other hand, there is a decrease of those who were privately employed in their first job with their present job (from 38 to 23). The apparent pattern could be due to the attraction offered by both public and self-employment sectors. While the Maranaos have a fair chance to obtain public or government employment, there is also a strong attraction among them in jobs which offer more freedom and autonomy in terms of time, management and monetary gains. The entrepreneurial inclinations of the Maranaos have been observed by Magdalena (1986) among the Maranao labor migrants working abroad. He noticed the increase of entrepreneurs among those who had finished their overseas labor contracts.

On the contrary, the decrease of the private sector employment is ironic considering the so-called industrial/commercial employment that could be offered by the commercial and the industrial sectors here in Iligan. There are two implications of this: (1) socio-culturally, it is possible that the Maranaos experience discrimination by the private employers, or, (2) they are personally more inclined to engage in jobs that give them more social space, freedom and economic returns.

2. **Age Profile of Fathers and Respondents Upon Employment**. Table 31 presents the father's age at the time he started holding his current job. The data showed that there are 14 respondents whose fathers started their current job when they were less than ten. There were 23 fathers who started their current job when they were 10-15 years old. On the average, the mean age of the fathers when they occupied their first job is 25.09. The data also tell us that about 119 (28.74%) respondents started working between the ages of 20 years old and below. Among the fathers, there were 166 cases who did so. Among fathers, the pattern is to start working at a much younger age than their sons. This may be because most of the respondents' parents are engaged in farming, fishing and other unskilled occupations which do not require much formal training. However, there were parents who started their current jobs at an older age. Those who held their present jobs when they were 26 to 40 years old comprise 120 cases (28.99%) and those who were 41 years old and above consist of 37 cases (8.94%).

Table 30. Classification of the Respondents' Present Employment

Employment Category	N	Percent
Public	176	42.51
Private	23	5.56
Self-employed	178	42.99
Not Applicable	30	7.25
No information	7	1.69
Total	414	100.00

Looking into the respondents' age at first job Table 32 shows that, on the average, the interviewees started working at the age of 22 ($\bar{X}$ = 22.26). The most frequent range in the distribution is between the ages of 21-25 with 152 cases (36.72%). Around 1/4 (21.01%) of them also had their first job at the ages 16-20. Those who started working at a younger age constitute 7.73%. Adding the cases of the interval containing the mean and below comprise some 65.46% (271 cases) and those above the mean accounts for 19.09% (79 cases).

Table 31. Respondents' Fathers' Age at Current Job

Age Bracket	N	Percent
Below 10 years old	14	3.38
10 - 15	23	5.56
16 - 20	129	31.16
21 - 25	66	15.95
26 - 30	66	15.95
31 - 35	30	7.25
36 - 40	24	5.80
41 - 45	10	2.40
46 - 50	10	2.40
51 - 55	15	3.62
56 - 60	1	0.24
61 - up	1	0.24
Not Applicable	20	4.84
No information	5	1.21
Total	414	100.00

Mean : 25.09

The data reveal that the respondents started their first job at a younger age. Those who started working early are respondents whose parents are in the business/trading occupation. For the professional respondents, work commenced immediately after graduation when they were at the ages 21-25. Incidentally, the mean age happens also to fall on this interval.

Table 32. Respondents' Age at First Job

Age Bracket	N	Percent
Below 10 years old	6	1.45
10 - 15 years old	26	6.28
16 - 20 years old	87	21.01
21 - 25 years old	152	36.72
26 - 30 years old	60	14.49
31 - 35 years old	11	2.66
36 - 40 years old	5	1.21
41 - 45 years old	2	0.48
46 - 50 years old	0	-
51 - 55 years old	0	-
56 - up	1	0.24
Not Applicable	43	10.39
No information	21	5.07
Total	414	100.00

Mean : 22.26

Looking into the age of the respondents when they had their current job (Table 33) reveals that those who started their current jobs at a very young age (below 10 years old) comprise 5 cases (1.21%). Respondents who were in their current jobs are in their late childhood and young adulthood (10-20 years old) make 73 cases (17.63%). The age bracket containing the highest frequency in the distribution is between 21 to 30 years old with 170 cases (41.06%). The mean age which is 26.60 also falls within this range. Ages 31-40 also comprise 89 cases or 21.50%. The much older ones (41 up) constitute 6.04%. Comparing this table with the respondents' age in their first job pointed out that they started their current job at a much older age than their first job ($\overline{X}$ current job: 26.60). This is suggestive of the fact that the cohort of Maranao children had spent

some years in their previous jobs before obtaining their current occupation. It is further noted that ages 21 to 35 is the group where several cases tend to concentrate on working. An explanation of this is that usually, employment qualifications, whether public or government sector, set certain age limits upon which an applicant can be admitted. Some firms do not hire older applicants on the ground that older applicants lack creativeness, dynamism or flexibility. Those who have been initiated in their current jobs at a much younger years (example 20 and below) are usually the Maranao children who follow the occupational footsteps of their parents as sidewalk vendors, or operators of eateries. These interviewees said that they are likely to quit schooling because they already have income from their work.

3. Years Spent by the Respondents and Their Fathers in Their Jobs

As indicated in Table 34, the fathers spent around 34 years in their current job ($\overline{X}$ = 33.63). Considering that the present mean age of the fathers is 63.7 (see Table 2), it can be inferred that there is a considerable occupational stability of the current jobs held by the respondents' fathers.

Table 33. Respondents' Age Upon Holding the Present Job

Age Bracket	N	Percent
Below 10 years old	5	1.21
10 - 15	21	5.07
16 - 20	52	12.56
21 - 25	102	24.63
26 - 30	85	20.53
31 - 35	54	13.04
36 - 40	35	8.45
41 - 45	12	2.90
46 - 50	7	1.70
51 - 55	3	0.73
56 - 60	2	0.48
61 - up	1	0.24
Not Applicable	30	7.25
No information	5	1.21
Total	414	100.00

Mean: 26.60

The data in Table 35 show that more than half of the respondents (243) 58.70% have been in their jobs for less than 10 years. It is followed by 59 cases (14.25%) who have stayed from 10 - 18 years in their current jobs. Those who have been in their jobs from 16 to 25 years comprise 51 cases or around 1/8 (12.33%) of the total respondents.

Considering the age of the respondents (Table 1) and the age when they started doing their current job (Table 19), the data suggest that the respondents started their current job at age 27 (Table 33, $\overline{X} = 26.60$). This means that they have been in their present occupations for at least 10 years. Older respondents are those who have been at their current jobs for more than 10 years. However, the older they are, they lesser is the frequency of those who stayed longer in their occupations.

Table 34. Number of Years the respondents' Fathers Have Been on Their Current Jobs

Years Spent	N	Percent
less than 10 years	28	6.76
10 - 15 years	24	5.80
16 - 20	29	7.00
21 - 25	24	5.80
26 - 30	59	14.25
31 - 35	36	8.70
36 - 40	69	16.66
41 - 45	31	7.50
46 - 50	34	8.21
51 - 55	21	5.07
56 - 60	13	3.14
61 - 65	9	2.17
66 - 70	4	0.97
71 - up	8	1.93
Not Applicable	21	5.07
No information	4	.97
Total	414	100.00

Mean: 33.63

D. Factors of Respondents' Occupational Choices

This portion deals with the factors that affect the occupational choices of children, namely: lineage factors, parental factors and personal factors. Towards the end of this section, an analysis is presented as to the avenues of the occupational attainment of the respondents.

Table 35. Years Respondents Held in Current Job

Years Spent	N	Percent
less than 10 years	243	58.70
10 - 15 years	59	14.25
16 - 20	30	7.25
21 - 25	21	5.08
26 - 30	17	4.10
31 - 35	8	1.93
36 - 40	2	0.48
41 - 45	1	0.24
46 - 50	0	-
51 - up	1	0.24
Not Applicable	30	7.25
No information	2	.48
Total	414	100.00

Mean: 10.12

1. Lineage Factors

Having been initially socialized by the family, the individual is also influenced by the cultural and social orientation of his roots. As indicated elsewhere on this study, the Maranao society is closely knit, traditional and familistic. The values inculcated by the elderly are expected to be ingrained into the psyche of the children as the guiding principles of their group living.

In the Maranao society, one of the values attached to the family is the high premium given to the nobility status of the family in order to preserve the lineage rank. These assumptions are highlighted in the succeeding discussions.

Table 36 elicits responses on the respondents regard for their family's lineage rank. The data show that on a scale of 1 to 5 — where 1 is the lowest, and 5 is the highest — the distribution shows that the children still accord high premium on their lineage rank. With a mean of 3.69, the responses including the mean and above comprise 89.95%. Only 10.15 expressed that the lineage rank is not anymore important to them. These are usually those Maranao who have stayed in Iligan for quite a long time and did not have frequent contacts with their relatives in Marawi City or in the Lanao provinces. Some of these respondents are also Maranaos whose family do not have direct blood relations to the nobility classes in their hometown.

Among the respondents who have high regard for their lineage rank are those whose close relatives or family members have been family title bearers like sultan or datu. However, the result also suggests that the respondents expressed varied intensities in their regard for this issue despite the observed tendency to uphold the tradition. For instance, 35.99% of the respondents scored 3 on the scale showing ambivalence towards this culture. This figure is considerable. They said that if one is in Marawi or Lanao del Sur they cannot have command over their followings if they do not claim their titles in the lineage rank, like being a princess or Sultan. However, if they are in Iligan, they have to abide by the rule of the new setting where customary traditions of the original locality does not apply. This coping mechanism allows them to adjust in both the cultural settings of traditionalist Marawi and the more secular Iligan City.

A follow-up question was asked regarding the respondents regard for the Maranao lineage ranking system. Tables 36 and 37 show similar pattern. This confirms that those who have high regard for the lineage ranking of their families feel the same way for the lineage ranking system of the Maranao society.

However, when asked about a more personal question regarding one's life decisions, Table 38 indicates that there is an attitudinal ambiguity about their lineage rank influence in their present occupation. Close to one-third of the cases (29.78%) answered 1 to this question and only 38 cases (9.2%) rated 5 on the scale. The mean of 2.76 implies a much "lukewarm" evaluation of the influence of lineage rank on one's present occupation. Among the interviewees, they reasoned out that whether they are in the noble or ordinary families, those family ranks do not interfere with the choice of one's professions as long as their job does not violate the norm of propriety and morality. The family's lineage rank is independent of one's career choice. Hence, a Sultan can be a fisherman without losing his social identity.

When the respondents were asked whether they value lineage rank above their profession (still using the 1-5 scale) the responses indicate some sort of cultural ambiguity (see Table 39). The mean response is 2.81.

More than half of the cases (271), fall within the mean and below which comprise 65.45% of the total responses. Only 137 (33.1%) valued their lineage rank above their profession (those who scored 4 and 5 in the scale). These are those who admitted that their present occupational status could not equal the status of the noble individuals. They said that in the Maranao society it is not enough to claim a title if they do not have money. A Sultan should be financially able to subsidize the financial obligations of his followings especially in cases of family feuds. Aside from this, a sultan should be able to finance the elaborate celebration upon his crowning which an ordinary Maranao cannot make.

On the other hand, the respondents who responded 1 - 3 on the question reflect a more cosmopolitan view on the value of individual achievement. Usually, these are the respondents who expressed that their occupations are of primary importance being a way of living than any other consideration.

On the question as to whether they would like to be known for their lineage rank or for their own profession, data indicated that about half of the cases (47.10%) wanted to be known both for their lineage and their occupation (see Table 40.) Around 1/5 (19.32%) are undecided. There seems to exist some form of "cultural confusion" or cultural marginality among the respondents. It is a situation wherein the individual is caught between two cultures of differing cultural expectations. When there is a conflict of these expectations and the individual is unable to meet both because he is not likely to give up one over the other, he becomes a culturally marginal person.

Incidentally, 110 of the cases (26.57%) wanted also to be identified in their own profession. Only 18 cases (4.35%) expressed willingness to be known for their lineage rank. For these people, their common reasons include: social responsibility (1.69%), respect and belongingness to the noble family (1.69%), and because it is part of the Maranao tradition (1.21%) (see Table 41).

Those who opted to identify themselves with their professions (see Table 42), the common reasons are: economic (12.32%), success orientation (1.93%), and achievement of profession through ones effort (1.45). These respondents expressed a more gesellschaft type of orientation where individualistic, rationalistic, and impersonalistic mind predominate.

Table 36. Respondents' Regard for Their Family's Lineage Rank

Scale	N	Percent
1	13	3.14
2	29	7.01
3	149	35.99
4	105	25.36
5	118	28.50
Total	414	100.00

Mean: 3.69

Table 37. Respondents' Regard for the Maranao Lineage Ranking System

Scale	N	Percent
1	15	3.62
2	38	9.18
3	136	32.85
4	105	25.36
5	119	28.75
No information	1	.24
Total	414	100.00

Mean: 3.67

Table 38. Respondents' Regard for the Lineage Ranks' Influence On One's Occupation/career

Scale	N	Percent
1	123	29.71
2	37	8.94
3	110	26.57
4	106	25.60
5	38	9.18
Total	414	100.00

Mean: 2.76

Table 39. Respondents' Perception Whether Lineage Rank Is Valued Above Profession

Scale	N	Percent
1	15	3.62
2	38	9.18
3	136	32.85
4	105	25.36
5	119	28.75
No information	1	.24
Total	414	100.00

Mean: 2.81

Table 40. Respondents' Choice of Identification

Responses	N	Percent
a. to be known for one's lineage rank	18	4.35
b. to be known for one's career/profession	110	26.57
c. combination of a and b	195	47.10
d. don't know	80	19.32
e. others	2	.48
no information	9	2.18
Total	414	100.00

Table 41. Respondents' Reasons for Identifying With One's Lineage Rank

Responses	N	Percent
Mobility status is an identity/tradition	5	1.21
Respect/belongingness to the Maranao		
Maranao royal blood	7	1.69
Service/social responsibility and obligation	7	1.69
Political/power affiliation	2	.48
Others	0	0
Not Applicable	58	14.01
No information	335	80.92
Total	414	100.00

Table 42. Respondents' Reasons for Identifying With Their Occupation/Profession

Responses	N	Percent
No response	285	68.84
Love of profession/ occupation	5	1.21
Prestige of profession/ occupation	6	1.45
Profession is competitive success-oriented	8	1.93
Economic reasons	51	12.32
Service reasons	5	1.21
To gain connections/ friends	1	.24
Profession is achieved through one's effort	6	1.45
To prove one's potentials/ capabilities	3	.73
Freedom from social pressures responsibilities	8	1.93
Indifference to the Maranao lineage ranking system	1	.24
Others	3	.73
Not Applicable	32	7.72
Total	414	100.00

2. Parental Factors

The respondents were asked who chose their career. The data in Table 43 show that the parental influences account for 8.94% of the children's career choices. On the other hand, comparing the paternal and maternal factors with their children's career options, the former is more influential than the latter. This could be a reflection of the patriarchal nature of the Maranao familial authority in particular or of the Philippine society in general.

On the other hand, personal choice of one's own career constitute 239 cases or 57.73%. It is an indication that despite the authoritative nature of the Maranao society, a leeway is given to the individual in matters

pertaining to one's career life.

The respondents also indicated other people responsible for their current occupations, namely: relatives and siblings who helped them in the course of their education and employment.

Around 46 cases are reported to have uncertainty as to who influenced their present career.

Table 44 also suggests the same trend as being revealed in Table 43.

To verify whether the respondents were inspired to pursue their present occupation because of the education of their parents, Table 45 discloses that 118 cases or 28.50% agree, 23.91% strongly agree, 21.26% disagree, 15.70% strongly disagree and 4.83% are uncertain.

In general, those expressing agreement with the question account for 217 of all the cases or 52.41%. These are those who said that the absence or presence of the educational competence of their parents motivated them to pursue their present occupation. Inversely, those who disagree are 153 cases or 36.96% of the respondents. These are usually the respondents who obtained their career through their own effort like scholarship, financial assistance from either relatives or siblings or engagement in business.

Table 43. The People Who Chose the Respondents' Career

Responses	N	Percent
Father	22	5.31
Mother	10	2.42
Parents	37	8.94
Myself	239	57.73
Others	21	5.07
Uncertain	46	11.11
No information	39	9.42
Total	414	100.00

Table 44. The People Who Chose the Respondents' Job/Occupation

Responses	N	Percent
Father	18	4.35
Mother	10	2.42
Parents	29	7.01
Myself	305	73.67
Others	18	4.35
Uncertain	17	4.10
Not Applicable	17	4.10
Total	414	100.00

When the respondents were asked whether they intend to follow their parents occupations, Table 46 reveals that 111 cases (26.85%) disagree, 89 cases (21.50%) strongly disagree, 97 cases (23.43%) agree, and 82 (19.81%) strongly agree.

Adding the cases of those who agree and strongly agree amount to 179 cases (43.24%), while 200 cases (48.31%) disagree and strongly disagree. As suggested, there is a more or less the same percentage of those who intend to follow their parents' jobs and those who do not, with only a slight difference of 5.07% in favor of the latter.

Table 45. Respondents' Perception Whether Parents Education Inspired Them to Pursue Present Occupation

Responses	N	Percent
Strongly Agree	99	23.91
Agree	118	28.50
Disagree	88	21.26
Strongly Disagree	65	15.70
Uncertain	20	4.83
No information	24	5.80
Total	414	100.00

3. Personal Factors

Questions were asked to ascertain whether the present occupational choices of the respondents were due mainly to their own effort. Tables 47 to 48 present the findings in relation to these questions.

Table 46. Respondents' Perception Whether They Intend to Follow Their Parents Occupation

Responses	N	Percent
Strongly Agree	82	19.81
Agree	97	23.43
Disagree	111	26.81
Strongly Disagree	89	21.50
Uncertain	20	4.83
No information	15	3.62
Total	414	100.00

There is an indication in Table 47 that the present jobs the respondents are into are due mainly to their own effort which comprise 180 (43.48%) of those who strongly agree and 179 (43.24%) of those who agree summing up to 359 (86.72) in all.

The same trend is observed on the response presented in Table 48 concerning the question of whether the respondents' occupational prestige is the prime consideration in their occupational status. However, this time those who agree account for half of the cases (49.28%) and those who strongly agree constitute some 35.50%.

To ascertain whether they feel occupationally fit in their jobs, Table 49 answers this query. Those who strongly agree represent 188 cases (45.42%) and those who agree also constitute 180 cases (43.48). Only 25 cases (6.03%) expressed disagreement or uncertainty about it.

To countercheck the respondents' evaluation of the prestige of their job in relation to their lineage rank (see Table 50), a more salient response is observed indicating that there is an overall agreement among the respondents in giving higher social evaluation to their present job/ occupation. Furthermore, the responses in Table 50 confirm that the respondents did not consider much their lineage rank above their profession.

Table 47. Respondents' Perception Whether Their Career Is Due to Their Own Effort

Responses	N	Percent
Strongly Agree	180	43.48
Agree	179	43.24
Disagree	15	3.62
Strongly Disagree	8	1.93
Uncertain	13	3.14
No information	19	4.59
Total	414	100.00

E. **Avenues for Occupational Attainment**

This portion is a discussion of how the respondents were able to get their jobs and who were the persons responsible for helping them.

Table 48. Respondents' Perception Whether Their Occupational Prestige is the Prime Consideration in Their Occupational Status

Responses	N	Percent
Strongly Agree	147	35.50
Agree	204	49.28
Disagree	14	3.38
Strongly Disagree	2	.48
Uncertain	27	6.52
No information	20	4.84
Total	414	100.00

Table 49. Respondents' Perception Whether They are Capable and Interested in Their Present Occupation

Responses	N	Percent
Strongly Agree	188	45.42
Agree	180	43.48
Disagree	10	2.41
Strongly Disagree	2	.48
Uncertain	13	3.14
No information	21	5.07
Total	414	100.00

Table 50. Respondents' Perception Whether Their Present Occupational Status is More Honorable Than Their Lineage Rank

Responses	N	Percent
Strongly Agree	149	35.99
Agree	163	39.37
Disagree	5	8.45
Strongly Disagree	7	1.70
Uncertain	38	9.18
No information	22	5.31
Total	414	100.00

Tables 51 and 52 present information on how the respondents were able to obtain their jobs. Table 51 shows that despite the indication that the respondents got their first job by qualification, the help of social connections cannot be dismissed. Infact, 19.57% reported that they got their jobs through social connection. The combined influence of personal qualification and social connections were reported by around 1/5 of all cases (19.32%). The presence of both conditions constitute what is called the coexistence of meritocratic and ascriptive principles of job attainment.

Social differentiation theory suggests that as society progresses from traditional to industrial, its major functions also undergo separation (Moore, 1963). Within the non-industrialized society, economic and familial values are enmeshed in a single nexus where the conditions of birth determine the subsequent productive roles. Industrialization involves the breakdown of this economic-familial nexus; the economic sphere becomes spatially and temporally isolated from the family because of gains in efficiency with differentiation. This differentiation allows the emergence of the universalist values in the economic sector rather than the perpetuation of the particularistic and affective values of the household (Grusky, 1983). Thus, the ascriptive nature of recruitment which is based on kinship, familism or friendship is replaced by a more meritocratic consideration anchored on one's credential, efficiency, skill and training or education.

If the coexistence of the meritocratic and ascriptive recruitment bases in the Maranao society is a reflection of Philippine society in general, then, perhaps, this is an indication of a transitory period as the society proceeds toward industrialization.

However, one cannot escape the observation that 12.32% of the respondents expressed a fatalistic outlook on their employment lot. These are those who believe that they are in that job because it is God's will. Combining those who believe in luck and personal qualifications, about 25 cases or 6.04% would be included.

There is also a seeming tendency of the Maranaos to display one of the characteristics of the "authoritarian personality" which is observed among the black Americans. This personality is characterized by powerlessness, fatalism and dependency. Whether the fatalistic tendency of the Maranao depicts an authoritarian personality or the religious influence of Islam is a subject fit for another research.

Table 52 also shows more incidence of respondents obtaining job by credential and by sponsorship or social connections. There is also an increased percentage of "chance" factors in current employment (17.87%).

On the other hand, there is a decreasing percentage of those who expressed having passed the job by qualification (15.22%) or by connection (13.77%) based on comparative analysis from table 51. The change could be due to the difficulty of obtaining a job for the first time because of the rigidity of screening.

Table 51. Respondents' Avenues in Getting Their First Job

	Responses	N	Percent
a)	passing the job entry requirements	69	16.67
b)	help of social connections	81	19.57
c)	both a and b	80	19.32
d)	by chance, luck or "swerte"	51	12.32
e)	a and d	25	6.04
f)	c and d	22	5.31
g)	others	35	8.45
h)	Not Applicable	17	4.11
i)	No information	34	8.21
	Total	414	100.00

Table 52. Respondents' Avenues in Getting Their Current Job

	Responses	N	Percent
a)	passing the job entry requirements	63	15.22
b)	help of social connections	57	13.77
c)	both a and b	82	19.80
d)	by chance, luck or "swerte"	74	17.87
e)	a and d	28	6.76
f)	c and d	23	5.56
g)	others	41	9.90
h)	Not Applicable	23	5.56
i)	No information	23	5.56
	Total	414	100.00

Table 53 shows who are those people responsible for obtaining the respondents' job. The data reveal that family and kinship account for 72 of the cases or 17.39%. Other persons not necessarily related by blood ties like friends, government officials and ritual kins also comprise 60 cases (14.49%). The prevalence of familial cooperation among Maranaos is reflective of their familistic orientation. The emergence of people who extended support in getting their jobs is also a manifestation of the Filipino spirit of camaraderie, utang na loob, or pakikisama.

A more direct question was asked as to whether the lineage rank has helped them in getting a job. Table 54 indicates that 135 (32.61%) answered affirmatively and 242 cases (58.45%) said "no". The reason behind their responses are presented in Table 55 and Table 56.

Table 53. People Who Helped the Respondents To Obtain Their Job

Responses	N	Percent
None/no response	113	27.30
Parents	22	5.31
Brothers/sisters	17	4.11
Relatives	33	7.97
Friends	31	7.49
Government official	27	6.52
Ninong/ninang	2	.48
Multiple responses	9	2.17
Not Applicable	160	38.65
Total	414	100.00

Table 56 indicates the respondents' affirmation on their lineage rank influence in getting their jobs. Of those who responded, the primary reason is that their relatives facilitated their employment (8.45%) and that the nobility rank of their families helped them in getting employment (2.66%).

Of those who said that their lineage rank did not help them in getting a job, their primary reasons are: they obtained the job based on merits (9.42%), they obtained the job through their own effort (6.52%), they did not have connection (1.93%), and got their job through promotion (1.70%). All these responses indicate a more individualistic and competitive attitude of the Maranao respondents that allows them a space in the occupational world.

Table 54. Respondents' Perception Whether their Lineage Rank Has Helped Them in Getting a Job

Responses	N	Percent
Yes	135	32.61
No	242	58.45
No response	37	8.94
Total	414	100.00

Table 55. Reasons for Affirming the Lineage Influence in Getting a Job

Responses	N	Percent
No response	269	64.98
Relatives of my lineage rank facilitates my employment	35	8.45
Prestige, respect and popularity of my lineage rank enables me to get a job	11	2.66
Others	8	1.93
Not Applicable	91	21.98
Total	414	100.00

The respondents were asked to rank the various ways of getting a job. Table 57 shows that the respondents indicated education as the primary factor (57.25%) of all cases followed by (in order): perseverance (25.85%), social connection (22.00%), luck/swerte (17.63%), bribery (9.42%), utang na loob (9.18%), and other factors like beauty and personality (11.59%).

Table 56. Reasons for Rejecting the Lineage Rank's Influence in Getting a Job

Responses	N	Percent
No response	226	54.59
Got the job through qualification	39	9.42
Got the job by promotion	7	1.70
Got the job through ones initiative/effort	27	6.52
Got the job through the help of other people	3	.72
It's God's will	3	.72
Relatives not well-known no connections	8	1.93
Others	11	2.6
Not Applicable	90	21.74
Total	414	100.00

The responses indicate the awareness among the Maranaos that education and personal effort are important in obtaining a job. This finding reinforces the discussion in the increase of the educational participation among the Maranaos as elsewhere indicated in this study. However, socially cogent factors like social connection, bribery and utang na loob, also matter. Luck or "swerte" is also rated quite highly as one of the bases of one's occupational destiny.

Table 57. Summary table of the Ways of Getting a Job

N = 414*

Rank	Ways of Getting a Job						
	Educational Competence	Perseverance	Social Connection	Luck/ Swerte	Bribery	Utang na Loob	Others Beauty/ Personality
1	57.25	8.21	10.87	15.46	.97	2.41	2.18
2	17.87	25.85	22.00	13.28	5.31	2.66	1.45
3	5.80	14.00	21.01	17.63	6.03	6.76	.73
4	2.41	8.94	14.00	13.53	4.84	6.28	.97
5	1.21	6.28	3.62	3.14	9.42	8.21	1.20
6	1.21	2.18	2.66	3.14	9.42	9.18	(0)
7	.48	(0)	.24	.97	2.42	.73	11.59
Response	13.77	34.54	25.60	32.85	61.59	63.77	81.88
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00
Number	414	414	414	414	414	414	414

* Multiple Response