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ARTICLES

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Paid Work among Women of Reproductive Age
in Western Visayas
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Practices among Married Men
in Selected Barangays in Leganes, Iloilo
ESTER L. CONCEPCION

The order in which the articles appear in this journal does not indicate relative merit.

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PREFACE

When Central attained university status, its administrators decided to expand the Teachers' Journal into a learned university publication. Dr. Rex D. Drilon then president, hoping to inspire the Central Philippine University (CPU) academic community to avail of it as a vehicle for their learned writing, aimed to cultivate readership among Southeast Asia academics, chose to name the publication The Southeast Asia Quarterly.

When it became clear that the University faculty and **students** could not put out every quarter materials of interest to Southeast Asian academic communities, it was decided to **change** the name to Southeast Asia Journal, which was supposed to come out once a year.

Gradually the Journal more and more became a vehicle for disseminating research outputs of the faculty and students of the CPU School of Graduate Studies. Because of this fact, partly in compliance with the graduate school accreditation requirement — the publication of a research journal — the Editorial Board deemed the adoption of the new name CPU Research Journal, not only necessary, but also being more fair and accurate; i.e., in accordance with its present contents.

Elma S. Herradura
Former Dean
CPU School of Graduate Studies

FAMILY PLANNING PRACTICE AND PARTICIPATION IN PAID WORK AMONG WOMEN OF REPRODUCTIVE AGE IN WESTERN VISAYAS

Fely P. David, Ed. D.

***Abstract:** A study of 1,100 married women of reproductive age in Western Visayas showed a positive influence of family planning on the work participation of women. The findings support the hypothesis that the women's opportunities to work tend to be enhanced by FP practice. Their being able to limit the number of their children or space their pregnancies have allowed them to have more time to work for a pay. The need for women to work and earn income becomes more evident when they already have children. As their number of children increases, their need to join the work force is also increased.*

INTRODUCTION

One of the aspects of a woman's life which is expected to be affected by her reproductive behavior is her employment status. In many societies, female employment is becoming more a necessity than a choice because of changing views, and values and economic demand. Many married women who desire to work, however, cannot work because of the conflict of work and mothering responsibilities. It has been argued, however, that if a married woman can postpone or space childbearing through family planning, her chances of getting employed, and of being promoted, if she is already working, can be improved. Whether this holds true among married women of

reproductive age (MWRA) of Western Visayas is a question which this study attempts to answer.

Two specific concerns were addressed in the inquiry: 1) whether or not family planning practice is associated with the women's involvement in gainful work or employment status, and 2) the women's perception, as well as the perception of their husbands, and of family planning providers regarding the influence of family planning on the economic situation or activities of married women of reproductive age.

DATA SOURCE

The data for this analysis were taken from the set of data of the Family Health International (FHI)

* Part of the Women Studies Project of the Family Health International (FHI) conducted by the Social Science Research Institute in collaborations with FHI and funded by the USAID.

Women's Studies Project, particularly the study conducted in Region VI, entitled "Economic and Psychosocial Influence of Family Planning on the Lives of Women in Western Visayas." This study involved personal interview with 1100 married women of reproductive age who were randomly selected from three sample provinces in Region VI. In addition, qualitative data were gathered through focus group discussions (FGDs) with health care providers, husbands of the women respondents and other selected female key informants who were not part of the survey sample.

FINDINGS AND DISCUSSION

Family Planning and Women's Employment

The data show that practice of family planning tended to have a positive influence on women's labor participation. Table 1 shows that there were significantly more FP users than non-users who were gainfully working (45.1% and 36.7%, respectively) at the time of the survey. On the whole, most (58.9%) of the women were engaged in remunerative work. The favorable effect of family planning practice on the women's employment status consistently emerged even when certain factors were controlled.

When religion was controlled, the difference in work participation

between FP users and non-users, was statistically significant but only among the Roman Catholics. There were 9.5% more Roman Catholic FP users (45.2%) than their catholic counterparts (35.7%) who were gainfully working.

Controlling for age, the employment advantage of the FP users over the non-users was maintained in all age levels. This suggests that the age of the women is a mediating factor in the relationship between family planning practice and working status of the women. Age tends to suppress the extent of association between family planning and work status.

When educational attainment was considered, the proportion of working FP users remained consistently higher than the proportion of working non-users in all education levels, except among women with no formal education. The difference between proportions, however, was statistically significant only for those with at least high school education ($Z=2.583$). The limited work opportunities for women with low educational attainment and the fact that the college-educated are likely to be employed may have concealed the influence of family planning practice on employment of women belonging to these two education categories.

The positive influence of family planning on the women's work participation of the MWRAs was

Table 1. Percentage Distribution of MWRAs According to Labor Force Participation and Family Planning Practice Controlling for Selected Variables.

Variables	Non-users (n =521)*	FP -Users (n=579)	Total (n=1100)	Z-test Values
<u>MWRAs who were currently working for pay</u>	36.7(191)	45.1(261)	41.1(452)	2.842**
<u>Employment Status According to:</u>				
<u>Age</u>				
Below 20	5.9(17)	16.7(6)	8.7(23)	0.664
21-30	23.5(179)	29.3(157)	26.2(336)	1.203
31-40	41.7(211)	49.1(281)	45.9(492)	1.638
41 and above	52.6(114)	56.3(135)	54.6(249)	0.584
<u>Religion</u>				
Roman Catholic	35.7(429)	45.2(465)	40.6(894)	2.907**
Non- Roman Catholic	41.3(92)	44.7(114)	43.2(206)	0.491
<u>Educational Attainment</u>				
No Formal Education	66.7(3)	33.3(3)	50.0(6)	0.868
Elementary	34.1(135)	39.4(109)	36.5(244)	0.854
High School and Vocational	21.8(220)	32.4(241)	27.3(461)	2.583**
College and Above	58.3(163)	61.5(226)	60.2(389)	0.635
<u>Barangay</u>				
Rural	32.7(208)	41.7(175)	36.8(383)	1.819
Urban	39.3(313)	46.5(404)	43.4(717)	1.940**
<u>Household Size</u>				
1-2	63.0(27)	66.7(3)	63.3(30)	0.129
3-4	38.0(179)	48.3(145)	42.6(324)	1.859
5-6	33.3(192)	42.4(236)	38.3(428)	1.944**
7 and above	34.1(123)	45.6(195)	41.2(318)	2.066**
<u>Number of Pregnancies</u>				
0	38.7(31)	100.0(1)	40.6(32)	7.007**
1-2	42.0(200)	48.1(154)	44.6(354)	1.145
3-4	28.8(170)	41.2(216)	35.8(386)	2.570**
5-6	37.1(70)	51.1(135)	46.3(205)	1.944**
7 and above	40.0(50)	38.4(73)	39.0(123)	0.178
<u>Number of Children Ever-born</u>				
0	44.4(36)	50.0(2)	44.7(38)	0.154
1-2	38.6(223)	48.0(171)	42.6(394)	1.872
3-4	29.9(157)	41.5(234)	36.8(391)	4.000**
5-6	39.1(64)	48.2(112)	44.9(176)	1.180
7 and above	41.5(41)	45.0(60)	43.6(101)	0.349

* Figures enclosed in parenthesis are frequencies.

** Statistically significant at 5 percent level.

sustained even when residence was controlled. There were more working FP users than working non-users in both rural and urban areas (9.0% and 7.2% difference, respectively) The difference, however, was significant only among the urban dwellers. This may be due to the fact that most of the women farm workers, (FP users or non-users), are likely to be engaged in paid work when work in the land the till done. Available work for women in the rural areas are mostly seasonal, intermittent, and low-paying, such as farming, vending, and service-related jobs, types of occupation which non-users can do just as well as the FP users

The data support the hypothesis that family planning is significantly associated with the MWRAs' participation in paid work. Although the practice of family planning may not directly result to a woman's participation in the labor force, it is clearly a facilitating factor. Low educational attainment can also reduce the positive influence of family planning on the women's work participation because this can decrease their ability to compete for the limited number of better-paying jobs.

Participation in Gainful Work Between Pregnancies

Table 2 shows that there were more FP users than non-users who were able to work between

pregnancies: 11.9% more FP users than non-users between their first and second pregnancies (46.0% vs. 34.1%); 5.8 % more FP users than non-users between their second and third pregnancies; and 12.5% more FP users than non-FP users between their third and fourth pregnancies.

The data also show that there were more FP users than non-users who were engaged in professional/technical (38.7% vs. 28.8%) On the other hand, there were more non-FP users than FP users, who were engaged service-related jobs (23.0% vs. 12.05%) during periods between pregnancies. This implies that the FP users had better opportunities than the non-FP users to engage in better-paying jobs outside the home. It seems that non-FP users tended to engage in seasonal or part-time jobs which allow them to work near their homes.

The data suggest that having small children limits a woman's opportunities to engage in paid work outside the home or far from her home. Since child care in Filipino homes is dominantly a woman's responsibility, she usually takes care of the children when they are young. A woman already working before child birth is sometimes forced to quit work after childbirth especially when she cannot find nor afford to hire a baby sitter. Mothers who cannot trust their babies, especially their first born, to a care giver, may quit work when the baby is still small.

Table 2. Distribution of MWRAs by Employment Status Between Pregnancies and FP Practice

Employment Status Between pregnancies	Non-users (521)	FP -Users (579)	Total (1100)	Z-test Values
<u>MWRAs who were employed/worked for pay</u>				
<u>Between first and second pregnancies</u>	34.1(651)	46.0(324)	38.1(975)	3.569**
<u>Type of Work</u>	(222)	(150)	(372)	
Professional/Technical	28.8	38.7	32.8	1.978**
Managerial/Administrative	1.4	2.7	1.9	0.844
Sales/Business (engaged in buying/selling)	23.9	28.0	25.5	0.882
Farming/Fishing	13.1	4.7	9.7	2.949**
Clerical work	3.6	5.3	4.3	0.767
Transport and communication	0.5	0.7	0.5	0.241
Craft/Production process	5.4	4.7	5.1	0.304
Service/Sport	23.0	12.0	18.5	2.839**
Others	0.5	3.3	1.6	1.826
<u>MWRAs who had worked/employed for pay</u>				
<u>between second and third pregnancies</u>	29.9(455)	35.7(252)	32.0(707)	1.566
<u>Type of Work</u>	(136)	(89)	(225)	
Professional/Technical	19.9	37.1	26.7	2.792**
Managerial/Administrative	0.7	2.2	1.3	0.877
Sales/Business (engaged in buying/selling)	24.3	25.8	24.9	0.253
Farming/Fishing	16.2	5.6	12.0	2.656**
Clerical work	3.7	4.5	4.0	0.293
Transport and communication	0.7	0.0	0.4	0.979
Craft/Production process	5.1	6.7	5.8	0.492
Service/Sport	28.7	13.5	22.7	2.864**
Others	0.7	4.5	2.2	1.644
<u>MWRAs who had worked/employed for</u>				
<u>pay between third and fourth pregnancies</u>	28.1(324)	40.6(175)	32.5(499)	2.794**
<u>Type of Work</u>	(91)	(71)	(162)	
Professional/Technical	22.5	31.4	26.4	1.265
Managerial/Administrative	0.0	2.9	1.3	1.456
Sales/Business (engaged in buying/selling)	23.6	34.3	28.3	1.490
Farming/Fishing	20.2	7.1	14.5	2.521**
Clerical work	2.2	4.3	3.1	0.735
Transport and communication	0.0	1.4	0.6	1.004
Craft/Production process	4.5	4.3	4.4	0.062
Service/Sport	25.8	14.3	20.8	1.858
Others	1.1	0.0	0.6	1.006

* Figures enclosed in parenthesis () are frequencies.

** Statistically significant at 5 percent level.

FP Practice and Work Participation, Controlling for Other Variables: Regression Analysis

The effect of FP practice on work participation when other variables are held constant, was determined using regression analysis. Work participation was categorized simply as working or non-working. FP practice was measured in terms of duration of FP use. The reference variable for duration of use is, current users who have used FP continuously for 24 months or more.

The results of the regression analysis (Table 3) show a log odds value of 0.6743 for the non-FP users. Since it is less than 1.0, it can be interpreted that the non-users are less likely to work compared with the FP users. The negative regression coefficient of -.3940, means that there is a 39.4% less probability that the non-FP users can work, compared with the FP users. This confirms the favorable effect of FP practice on women's participation in paid work, even when other factors are held constant.

The data support the argument that when a woman can space or limit her pregnancies, she will have better opportunities to work for pay because she has more time for work when she is not saddled with reproductive responsibilities.

The analysis also showed that each of the variables controlled in the regression had significant influence on the women's work participation. The women's participation in paid work significantly increased with age, household size, educational attainment and socio-economic status. As women grow older and have more children, it is more likely that they will work for pay. It also confirms precision research findings that women with high school or college education, high socio-economic status have better chances of participating in the labor force than those with less education and lower status. (Bizgrove, 1995)

The female FGD participants acknowledged specific contributions of family planning practice on their economic opportunities. The women stressed that family planning has allowed them to spend more time at their work, be more efficient, advance in their work position, and earn better income.

Mothers with closely spaced child births will definitely need more time for child care and house work and therefore, will have less time for gainful work.

Table 3. Regression Analysis of Women’s Work Participation and Selected Variables.

Independent Variables	Regression Coefficient	Log Odds	Significance
<u>Age</u>	.0675	1.069	.0000**
<u>Residence</u>			
Rural	.0761	1.079	.6136
Urban*			
<u>Household Size</u>	-1.183	.8884	.0157**
<u>No. of children ever born</u>	.0288	1.029	.5744
<u>Religion</u>			
Non-Roman Catholic	.1391	1.149	.4318
Roman Catholic*			
<u>Education</u>			
Elementary	-.3850	.6804	.0693
High school	-.9046	.4047	.0000**
College*			
Postgraduate	2.0313	7.623	.0105**
Vocational	-.9883	.3722	.0002**
<u>Duration of FP use</u>			
Non-FP users	-.3940	.6743	.0203**
PU for 24 mos. & above, but not CU	-.4256	.6533	.1339
PU, for less than 24 mos. But not CU.	-.1094	.8963	.4573
PU stopped, then CU 24 mos. & above	.4266	1.532	.0087**
PU stopped, then CU, less than 24 mos.	-.4550	.6344	.0685
CU, continuous for 24 mos. & above **			
CU, continuous for less than 24 mos.	-.0497	.9515	.2759
Cannot recall	-.00004	1.000	.3776
<u>Socioeconomic status</u>	.1159	1.122	.0000**
Constant	-3.0342	0.0481	.0000

* Reference category

**Statistically significant at 5 percent level

CU - Current users

PU - Previous users

Family Planning and Work Participation: Qualitative Examinations

Results of the FGDs and in-depth interviews support the survey results. Both the male and female key informants tended to favor wives' working for pay. The men shared the women's view that women should work if they want to. They also agreed that women can help augment their family income and that having multiple and closely-spaced pregnancies can prevent mothers from working, even if they want to. Being the one mainly responsible for child care, a mother cannot easily leave the house when the children are still small, unless she has a full-time baby sitter. With the high cost of baby sitters, however, a mother would rather stay at home to attend to her mothering responsibilities.

The husbands concurred that when pregnancies are spaced or when the number of children is limited, it is easier for their wives to decide to work full-time outside the house; otherwise, they have to wait until their children are grown up. Both the men and the women perceived that working women with closely-spaced pregnancies often suffer from physical as well as emotional exhaustion from the multiple burden of housework, child care and formal employment.

The women acknowledged the economic and psychological advantages of working for pay. They underscored the fact that in difficult

situations, working women can contribute to the family coffer, and, economic partnership of the husband and the wife is "more of a necessity rather than a choice."

The women pointed out that among the psychological benefits they get from earning money is the enhancement of their self-esteem or self-worth. They said that when they have their own money, they "think highly of themselves" and "feel more secure and confident because they can buy what they want.

Some key informants also confided that having more children than the number they desire limits their economic opportunities. They recognized the fact that most mothers give priority to their children.

The husbands agreed that the wife's time is usually concentrated in child care and household chores and that the presence of small children at home increases their responsibilities and burden. Some of the men expressed that they prefer their wives to stay at home than for them to work outside the home when the children are still of pre-school age, even when household help is available.

The following cases illustrate how family planning has enhances the economic opportunities and improves the quality of life of woman.

The Case of Salve

Salve (21 years old) married Alexis immediately after college graduation. Two months after, she got pregnant. Even if she wanted

to work, she could not because two months after the birth of her first baby. Realizing, that she could never work unless she stopped having babies, she discussed with Alexis the possibility of family planning. They visited a doctor for advice and since they still wanted to have a third child, they were prescribed pills. Salve was still on pills during the survey and was already working as an accounting clerk in a private firm. With a steady income, she felt better that she could help meet the financial needs of her family. She was also pleased that she could buy things for herself without asking for Alexis' permission.

The Case of Mary

Mary, a fish vendor, has seven children. When she married Andres, a fisherman, she was convinced that a wife's functions were to "bear children," "serve her husband," and "take care of the children and the house;" and the husband's role was to "provide for the family." After 13 years of marriage, however, she realized that Andres' income from fishing could adequately not support their family. Although Mary wanted to work, her closely spaced pregnancies prevented her from doing so. When her seventh child was born, the eldest was only about 13 years old. She had heard about family planning from

a BHW, but being a devout Roman Catholics, she and Andres hesitated to contracept, until they could no longer ignore their economic difficulties. They decided to go to the RHU where they obtained family planning advice. Mary was able to work and earn about Php 100 daily by vending fish.

CONCLUSIONS AND RECOMMENDATIONS

The results of the study confirm the positive influence of family planning on the work participation of women. The findings support the hypothesis that the women's opportunities to work tend to be enhanced by FP practice. Their being able to limit the number of their children or space their pregnancies have allowed them to have more time to work for a pay.

The need for women to work and earn income becomes more evident when they already have children. As their number of children increases, their need to join the work force is also increased.

This findings support the position of Hong and Seltzer (1994) that women's chances of getting employed are enhanced by family planning practice as evidenced by the favorable association between family planning practice and work participation of MWRAs.

Since many women are already working for a living, work environments must be improved to make it safe, especially for women who have special needs, like those who are pregnant, with small children, or those who are lactating. A day care or drop-in center near or at their workplace can help working mothers perform their work well, since they do not need to worry about their children during work hours. With less things to worry about they can be more punctual in their work and

they can be more productive. If their performance improves, so better-paying jobs will be opened to them, and promotions and other incentives usually enjoyed only by men will also be enjoyed by them.

Women must be given equal chance as men in the field of work. There should be laws requiring companies/institutions to show proof that they give women equal chance so men to be employed, to occupy decision-making positions, and to get promoted.

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CONFLICT MANAGEMENT STYLE OF DEANS IN STATE UNIVERSITIES AND COLLEGES IN REGION VI: ITS RELATIONSHIP TO JOB SATISFACTION AND PERFORMANCE OF FACULTY MEMBERS*

Nelly S. Señeres, Ed. D.

Abstract: *The study aimed to find out the conflict management style of the deans as perceived by themselves and by the faculty members, and job satisfaction of and performance of the faculty. The deans and the faculty agreed that deans resolve conflicts using the collaborating style. The deans and the faculty members' perceptions did not vary significantly by age, sex, civil status, educational qualification, length of service and academic rank. Most of the faculty members were satisfied with their jobs and have good performance.*

INTRODUCTION

One of the most important functions of management is to resolve conflicts. Conflicts are inherent in all organizations (Katz and Kahn, 1978) and the success of an organization can be affected by the way the manager handles conflict or how he leads (Davis, 1977). A manager's style of resolving conflict is expected to influence a personnel's work performance. The connection between performance and management style, however, may still be affected by other intervening factors, one of which is job satisfaction (Caipang, 1989). According to Herzberg (1966) dissatisfaction can be prevented by good supervision, in other words,

good management. One aspect of good management is conflict management.

Many studies in leadership style and management style have already been conducted, but most studies focus on management style in general. Despite the adverse effects of conflicts in an organization, very few studies, if any has been conducted in this area.

OBJECTIVES OF THE STUDY

The study was conducted to find out whether the conflict management style of the deans as perceived by the faculty members of state universities and colleges in Region VI is related to their job satisfaction and performance. The study further

*Based on the author's dissertation submitted in fulfillment of the requirement for the degree of Doctor of Education at Central Philippine University.

aimed to determine whether conflict management styles of deans as perceived by themselves and by the faculty members under them significantly differ when the respondents are grouped according to age, sex, civil status, educational qualification, length of service and academic rank. The study also sought to determine whether level of job satisfaction of the faculty members is related to their performance ratings.

THEORETICAL AND CONCEPTUAL FRAMEWORK

The basic framework of this study is the Thomas-Kilman Conflict Handling Mode Model. Thomas (1976) classifies conflict management into two dimensions: that of assertiveness and that of cooperativeness. The degree of assertiveness refers to a person’s concern for oneself and his own

goals. On the other hand, cooperativeness refers to a person’s concern for relationships and the goals of others. Based on these dimensions, there are five strategies or styles in dealing with conflicts: competing, collaborating, compromising, avoiding, and accommodating styles.

In this study, conflict management style of the deans, which serves as the independent variable, is expected to influence the faculty members’ job satisfaction (dependent variable1) and performance (dependent variable2). It is assumed that the deans’ degree of assertiveness can influence their relationships with faculty members which will affect their responses and reactions and consequently, their performance (dependent variable). As shown in Figure 1, these major variables are also expected to vary according to certain characteristics of the faculty and of the deans (antecedent variables).

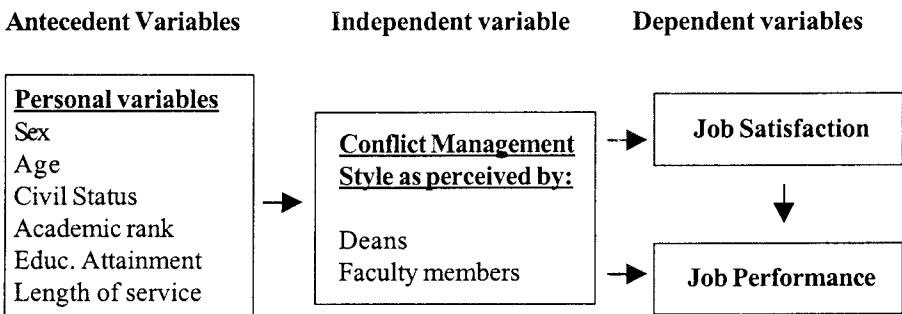


Figure 1. Schematic Diagram Showing the Assumed Flow of Relationships Among the Study Variables

METHODOLOGY

The study sample consisted of 15 deans and 235 faculty members who were selected using proportionate random sampling in the seven state universities and colleges (SUC's) in Western Visayas, namely; ASCA in Aklan, PSPC in Capi, PSCA in Antique, CAHMSC in Negros Occidental, NIPSC in Estancia, ISCOF in Barotac Nuevo, and WVSU in Iloilo City.

Data were collected using three sets of self-administered structured questionnaires; one on conflict management style of the deans as perceived by themselves; another on conflict management style of deans as perceived by the faculty members, and the third on the job satisfaction of faculty members. The instruments were tested for validity and reliability. The questionnaires were distributed to the sample respondents and later retrieved. The data were processed and analyzed using the SPSS PC+ statistical software.

MAJOR FINDINGS

Personal Characteristics of the Deans and Faculty

Most of the deans in the seven SUC's were 46 years old or older (87%), female (67%), married (87%), and doctoral degree holders (67%). Most of them (54%) had served for one to four years as deans, and had

an academic rank of full professor (80%).

On the other hand, most of the faculty members were 45 years old or younger (54%). They were also mostly women (69%) and married (79%). The deans were obviously better educated than the faculty members. While the deans were mostly doctorate degree holders, the faculty members were mostly holders of masters degree and have earned 21 or more units towards Ed. D./Ph. D. On average, the faculty members had been in service for nine or more years. Their academic ranks varied: 34% were instructors, 37% were assistant professors, while one in four were associate professors. Only 4% hold the rank of full professor.

Conflict Management Style of the Deans as Perceived by Themselves and by the Faculty Members

When asked to assess the deans' management responses to certain conflict situations, the deans and the faculty members agreed that deans tend to adopt the "collaborating style" of conflict management. Among the five styles of conflict management, this style obtained the highest mean score both for the deans (4.61) and for the faculty members (4.31).

The faculty members also affirmed the deans perception that

that deans tend to avoid the “avoiding style” of conflict management. This style obtained the lowest mean score for both groups (1.55 and 1.67, respectively). This means that the action representing this style is the least that the deans prefer to adopt.

Apparently, the deans involve the faculty in resolving conflicts. They obviously consider the views and positions of others rather than ignore them, a characteristics of the “avoiding style.”

Table 1. Distribution of Respondents According to Personal Variables

Indicators	Deans		Faculty	
	Number	%	Number	%
Age: Older (46 – above)	13	87	107	46
Younger (45-below)	2	13	128	54
Total	15	100	235	100
<u>Sex</u>				
Male	5	33	74	31
Female	10	67	131	69
Total	15	100	235	100
<u>Civil Status</u>				
Single/Widow	2	13	50	21
Married	13	87	185	79
Total	15	100	235	100
<u>Educational Qualification</u>				
Ed.D./Ph.D.	10	67	27	12
MA with units in Ed.D./Ph.D.	5	33	102	43
MA	0	0	19	8
Bachelor’s Degree with MA Units	0	0	87	37
Total	15	100	235	100
<u>Length of of Service</u>				
1-4 years	8	54	25	11
5-8 years	1	7	31	13
9 years and above	6	40	179	76
Total	15	100	235	100
<u>Academic Rank</u>				
Instructor	0	0	79	34
Assistant Professor (I-IV)	1	7	87	37
Associate Professor (I-IV)	2	13	58	25
Full Professors (I-VI)	12	80	11	4
Total	15	100	235	100

Table 2. Differences in Means of Dean’s Conflict Management Styles as Perceived by themselves and by the Faculty Members

Conflict Management Style	Dean’s Perception	Faculty’s Perception
Competing	3.44	3.33
Collaborating	4.61*	4.31*
Compromising	3.19	3.27
Avoiding	1.55	1.67
Accommodating	2.07	2.37
	Mean = 2.99	Mean = 2.98

t= 0.18 not significant at 5 percent level

Over-all Mean = 2.9889

Legend:

5- most preferred

2- Least Preferred

4- often preferred

1- would not make at all

3 – occasionally preferred

The faculty members’ assessment of their deans’ conflict management style did not differ significantly according to their age, educational qualification, length of service, and academic rank. This is indicated by insignificant the Cramer’s V values for all crosstabulations of the faculty’s perceptions by their specified characteristics. This means that irrespective of age, educational

qualification, length of service and academic rank, the faculty members consistently perceived that their deans’ preferred conflict management style was “collaborating” in nature, and their least preferred style was the “avoiding style.” Not one of the personal variables studied was significantly related to the conflict management style of the deans as reported by themselves.

Table 3. Association Between Conflict Management Styles and Personal Variables

Personal Variables	Cramers V
Age	0.15 ns
Sex	0.19 ns
Civil Status	0.27 ns
Educational attainment	0.17 ns
Length of Service	0.31 ns
Academic Rank	0.22 ns

ns = not significant at 5 percent

Association between Conflict Management Style and Level of Job Satisfaction

Most the faculty members in every state university/college were either satisfied or very satisfied with their jobs. Job satisfaction of the faculty did not vary significantly according to the faculty member’s personal characteristics, namely; eye, sex, civil status, education, length of service and academic rank. This is substantiated by Cramers V values which all are not statistically significant at 5 percent level. (Table 4). The findings corroborate Janay’s (1995) observation that conflict management style and educational qualification are

not related and Caipang’s (1989) finding that there is no significant difference in the job satisfaction level of the college graduates and of the non-college graduates.

Relationship Between Job Satisfaction and Performance

Majority of the faculty members in each sample state university/college obtained a performance rating of “very satisfactory”. The level of job performance of the faculty members is slightly related to their level of job satisfaction. The conflict management style of the deans was not significantly related with job satisfaction.

Table 4. Association Between Faculty Members’ Job Satisfaction and their Personal Variables.

Personal Variables	Cramers V Values
Age	0.08 ns
Sex	0.31 ns
Civil Status	0.43 ns
Educational Qualification	0.19 ns
Length of Service	0.47 ns
Academic Rank	0.32 ns

ns = Not Significant at 5 percent

CONCLUSIONS

Both the deans and faculty members in State Colleges and Universities in Region VI perceived that deans tend to resolve conflicts using the “collaborating style” and seek solutions to problems through open discussion.

Faculty members with high level of job satisfaction tended to perform better than those less satisfied with their job. There is no significant relationship between the level of job satisfaction of faculty members and their performance ratings. The findings corroborate Janay’s (1995) findings.

The results support the null hypothesis that there is no significant difference in the job satisfaction of the faculty members when they are grouped as to age, sex, civil status, educational qualification, length of service and academic rank. Caipang (1989) also observed that job satisfaction is constant for those who have been in the service for a long time. The study, however, failed to confirm Buensuceso's (1984) findings that length of service had no significant influence on job satisfaction.

Job satisfaction did not also have a significant bearing on the job performance of faculty members.

RECOMMENDATIONS

School administrators must be trained on conflict management so that they could gain skills and competence in making sound decisions and in resolving conflicts. SUC presidents/administrators should adopt strategies that will help increase teachers' level of satisfaction.

Further research on conflict management should make use of more refined instruments or more discriminating procedures for measuring/determining conflict management styles of administrators, job satisfaction and performance. Future studies on the perception of non-teaching personnel, students, and alumni regarding conflict management style of deans/administrators should also be undertaken. Private higher education

institutions should be covered in these future studies.

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AN ASSESSMENT OF THE FINANCIAL CONTROL SYSTEM AND FINANCIAL STATUS OF CREDIT COOPERATIVES IN THE PROVINCE OF ANTIQUE*

Esperanza M. Nolasco, M.B.A.

Abstract: *Coop managers of 15 credit cooperatives in the Province of Antique were personally interviewed and their financial statements were examined to assess their financial control system and financial status. The findings revealed that most of the coops had moderate to strong financial control system and had borderline to healthy financial status. Most of the coops paid current and long-term obligations and distributed dividends to their members. The coops' extent of financial control and financial status significantly varied according to their years of existence, initial capital, number of members, number of employees, and educational attainment of managers. No significant relationship exists between the coops' financial status and extent of financial control.*

INTRODUCTION

Records show that despite many reported successes of cooperatives, still many have failed. Most of those which failed were credit cooperatives. Failure has been attributed to many reasons, some of which are poor management, lack of training of members, lack of qualified officers, lack of cooperation and continuous education among members and lack of capitalization (Benares, 1989). These reasons, however, are mostly perceptions expressed by cooperative members or patrons. The causes of the failure and their significant bearing on cooperative's performance have not really been conclusively established.

An analysis of relationship between performance of cooperatives and selected variables

could bring light to some doubtful connections between them. An examination of the organization's non-financial aspects, may yield important findings than can be used as basis for improving cooperative performance. If an organization's financial status can be affected by its financial control system, it would be interesting to examine whether this also holds true in cooperatives.

OBJECTIVES OF THE STUDY

This study aimed to determine the extent of financial control and the financial status of credit cooperatives in the Province of Antique and to ascertain the relationship between extent of financial control and financial status. The study further determined whether the extent of

*Based on the author's thesis submitted in fulfillment of the requirement for the degree of Master in Business Administration at Central Philippine University.

financial control and the financial status of the cooperatives are related to certain financial and non-financial factors, namely, capitalization, number of employees, number of members, number of years of existence, managers' educational attainment, kinds of loans extended to members, sources of capital other than paid-in and dominant economic activity.

THEORETICAL AND CONCEPTUAL FRAMEWORK

This study is anchored on Homes and Overmyer's Principles of Internal Control (Holmesland Gvermfer, 1979), which evaluate the financial as well as the administrative functions of the company. Since effective financial internal control is based upon the concept of charge and discharge of responsibility and duty, the 11 Cardinal Principles of Internal Control were used to measure the extent of financial control employed by credit cooperatives. It is assumed that when a credit cooperative complies with

these principles, it is more likely than not, to have a strong internal control. It is assumed that when proofs of accuracy are utilized, such as utilization of double-entry bookkeeping; utilization of controlling accounts, use mechanical devices, and issuing operating instructions for each position, financial reports are accurate and reliable, transactions are properly recorded and accounted for and these are expected to lead to profitable undertaking (Steninhoff and Burgess, 1989, p.82).

Extent of internal control and the financial status of cooperatives, which serves as the dependent variables of this study, are expected to vary according to capitalization, number of employees, members, and years in existence, kinds of loans extended to members, source of capital other than paid-in, dominant economic activity, and educational attainment of manager. These are the study's independent variables. Figure 1 shows the assumed flow of relationship among the target variable of the study.

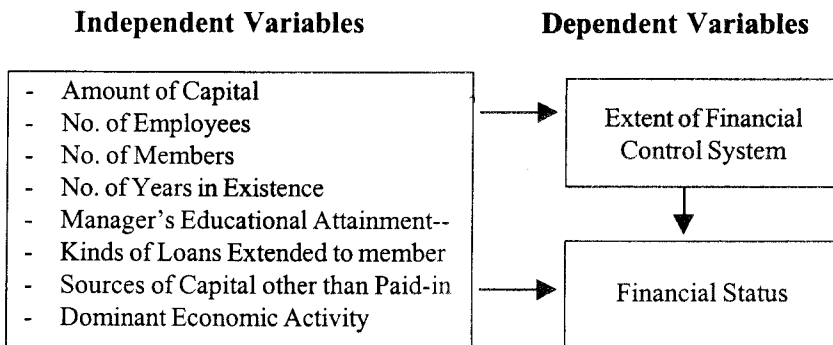


Figure 1. Assumed flow of relationship among the target variables of the study.

HYPOTHESES

1. Extent of financial control significantly differs according to capitalization, number of years in existence, number of members, number of employees, educational attainment of managers, type of loans extended to members, sources of capital other than paid-in, educational attainment of managers, and dominant economic activity in the locality.
2. The financial status of credit cooperatives significantly differs according to capitalization, number of years in existence, number of members, number of employees, educational attainment of managers, type of loans extended to members, sources of capital other than paid-in capital and dominant economic activity in the locality.
3. There is no significant relationship between the coops' extent of financial control and the financial status of credit cooperatives.

RESEARCH DESIGN AND METHODOLOGY

This is a study of 15 credit cooperatives in Antique. A questionnaire based on the 11 Cardinal Principles of Internal Control accompanied by a brief information sheet was administered to the coop managers. In addition, the coops'

financial statements were examined to determine their status and performance. The respondents were asked to indicate how often a coop employed a particular procedure and each response was given a weighted score: 1 for "Never," 2 for "Rarely" (1 to 2 times), 3 for "Sometimes" (3 to 4 times), 4 for "Always" (five or more times). The sum of the weights of the responses represented a coop's overall extent of financial control and categorized as follows: "strong financial control" (34-44), "moderate financial control" (23-33), and "weak financial control" (11-22).

The Altman's Z score was used to predict bankruptcy using financial ratios, which included: the ratios of working capital to total assets, cumulative retained earnings to total assets; earnings before income taxes to total assets; equity to book value of total liabilities; and sales to total assets. The sum of the ratios represented a coop's financial status. These ratios were computed based on the audited financial statements (from 1988-1992) of the credit cooperatives.

RESULTS AND DISCUSSIONS

Financial and Non financial Characteristics of the Cooperatives

Table 1 shows that the majority of the 15 credit cooperatives studied started small, with 60% of them starting with an initial capital of less than P1,000. The rest had less capital.

After several years of operations most of the cooperatives apparently have grown financially, with the majority (60%) posting a capitalization of more than P1,000,000 in December 30, 1992 (Table 1). Some of the coops have apparently expanded operations through increase in membership and infusion of additional capital.

Twelve of the 15 cooperatives (80%) had been operating for more than 25 years. Slightly more than half (53%) of the cooperatives had more than 800 members, the rest had fewer. Most of them had five or less employees and the managers of most (80%) were college-educated.

All the cooperatives extended income generating/provident loans to

Table 1. Distribution of Credit Cooperatives According to Financial and Non-Financial Characteristics.

Categories	Number (n=15)	%
<u>Initial Capital</u>		
Small (P1,000.00 or less)	9	60
Large (over P1,000.00)	6	40
<u>Capitalization as of December 31, 1992</u>		
Small (1,000,000.00 or less)	6	40
Large (over P1,000,000.00)	9	60
<u>Years in Existence</u>		
Short (twenty five years or less)	3	20
Long (over five years)	12	80
<u>Number of Members</u>		
Few (800 or less)	7	47
Many (over 800 members)	8	53
<u>Number of employees</u>		
Few (five or less)	10	67
Many (over five employees)	5	33
<u>Educational Attainment of Managers</u>		
College undergraduate	3	20
College graduate	12	80
<u>Kinds of loans extended to Members</u>		
Income Generating/Provident loan	15	100
Other Special Purpose loan	0	0
<u>Sources of Capital Other than paid-in</u>		
Private loans	11	73
Government loans	4	27
<u>Dominant Economic Activity in the locality</u>		
Farming	14	93
Business/trade	1	7

their members. To finance their operations, 11 of the cooperatives obtained loans from the private sector; 4 borrowed from government entities. Fourteen of the cooperatives were situated in municipalities outside of San Jose, the capital town of the Province of Antique, where the other one was established. The dominant economic activity in almost all the municipalities was farming, while in San Jose it was business/trade.

Extent of Financial Control of the Cooperatives and its Variation according their Financial and Non-Financial Characteristics

On the whole, the 15 cooperatives studied exhibited “moderate” extent of financial control as indicated by an over-all mean score of 32.25. The cooperatives’ extent of financial control was noted to vary significantly according to certain financial and non-financial factors (Table 2).

Capitalization. Cooperatives with capitalization ranging from P1,000,000 or more as of December 31, 1992 exhibited significantly higher mean extent of financial control score (37.11) than those with less capitalization. The former had strong financial control, while the latter had moderate financial control. The t-test result of 3.93 was significant at 5% level. This means that cooperatives with bigger capital tended to have stronger financial control system than those with less capital.

Number of years of Existence.

Cooperatives that existed for more than 25 years obtained a higher mean score (34.97) in financial control than those which had been in existence for less than 25 years (23.00). The extent of financial control of the former was strong, while that of the latter was moderate. The difference between means ($t=2.8998$) was significant at 5% level, which means the older cooperatives were more stable than the younger ones. The cooperatives which had existed for more than 25 years may have generated big income, paid their loans and distributed dividends to their members.

Number of Members. Cooperatives with over 800 members exhibited significantly stronger financial control (mean score = 38.78) than those with less than 800 members (mean score = 25.86). Based on their scores, the extent of financial control of the former was strong, while that of the latter was moderate. The t-test result of 5.19 was significant at 5% level. Big membership may have allowed cooperatives to build-up capital, hire more employees of duties and have better control of their finances.

Number of Employees. Cooperatives with more than five employees exhibited a strong financial control, while those with less had moderate financial control. The former obtained a significantly higher extent of financial control score

Table 2. Average Extent of Financial Control Scores and Test for Differences Between Means According to Selected Characteristics of Cooperatives.

Category of Credit Cooperatives	N	Mean	SD	t-test	Description
Overall Extent of Financial Control	15	32.25	5.63		Moderate
<u>By initial capital</u>					
Small (P1,000 or less)	9	31.89	8.24		Moderate
Large (over P1,000)	6	33.50	7.94	3.9332*	Strong
<u>By capitalization as of Dec. 31, 1992</u>					
Small (P1,000,000 or less)	6	25.67	6.25		Moderate
Large (over P1,000,000)	9	37.11	5.01	3.9332*	Strong
<u>By years in existence</u>					
Short (five years or less)	3	23.00	2.00		Moderate
Long (over five years)	12	34.92	6.87	2.8993*	Strong
<u>By number of members</u>					
Few (800 or less)	7	25.86	4.98		Moderate
Many (over 800 members)	8	38.38	4.37	5.1864*	Strong
<u>By number of Employees</u>					
Few (five or less)	10	28.60	6.50		Moderate
Many (over five employees)	5	40.40	2.41	3.8665*	Strong
<u>By educ. Attainment of Managers</u>					
College/Undergraduate	3	25.67	3.06		Moderate
College Graduate	12	34.25	7.82	1.8240*	Strong
<u>Sources of Other Capital</u>					
Private Loans	11	32.18	7.82		Moderate
Government Loans	4	33.50	9.15	.2771	Strong
<u>Dominant Economic Activity</u>					
Farming	14	32.07	7.72	No test	Moderate
Business/Trade	1	39.00	0.00		Strong

*Significant at 5 % level

(40.4) than the latter (28.6). The t-test result of 3.86 was significant at 5% level. This suggests that with adequate staff cooperatives can achieve better internal control.

Educational Attainment of Managers. Cooperatives with college-educated managers demonstrated a better financial control system (mean=34.25) than

those with managers who were undergraduates (25.67). The extent of financial control of the former was strong, while that of the latter was moderate. The t-test result of 1.8240 was significant at 5% level. Apparently higher education prepared the managers to make logical management decisions in terms of cooperative operating procedures.

Sources of Capital other than Paid-in. The data further show that cooperatives that availed of government loans other than paid-in capital showed better financial control score (33.50) than those who availed of private loans other than paid-in capital (32.18). The former had a strong financial control while the latter had moderate financial control. The t-test result, however, (0.2771) was not significant at 5 % level. This means that irrespective of their source of loan, the financial control system of the cooperatives remain to be moderate to strong.

Financial Status and Its Variations According to Selected Variables. The data in Table 3 show that on the whole the 15 cooperatives had healthy financial status as indicated by an overall mean of 4.75. This means that the cooperatives were viable and were earning enough to pay current as well as long-term obligations and distribute dividends or surplus to its members. The mean scores ranged from 3.01 to 8.65 which show that cooperatives were homogenous in terms of financial status.

Amount of Capital. Cooperatives with initial capital of more than P1,000 also exhibited a slightly higher mean financial status score than those who started with less capital (Means=4.78 and 4.21, respectively; t-test= .5430). The difference between the two means, however, is not statistically significant at 5%

level. The data further show that cooperatives with capital ranging from P1,000,000 or more as of December 31, 1992 had healthier financial status (5.04) than those with less capital (3.54). The t-test result however (.5286) was not significant at 5% level. This does not necessarily mean that cooperatives with bigger capital have more funds or resources available for cooperatives operations are stable. capital.

Number of Years of Existence. The cooperatives which have been in existence for more than 25 years registered a slightly higher mean financial status score of 4.67 but is not significantly higher than the mean of those which existed for less than 25 years (t-test =.9033). This means that the length of existence of the cooperatives does not affect their financial status.

Number of Employees and Members. Cooperatives with less than five employees registered a mean financial status score of 4.96 which is significantly higher than the mean financial status score (3.40) of those with less than five employees (t-test-1.5213). This means that cooperatives with few employees have less operating expenses in terms of salaries and benefits than those cooperatives with many employees.

Educational Attainment of Managers. Cooperatives with managers who were college graduates also exhibited a significantly higher mean financial

Table 3. Tests for Difference Between Means of Financial Status of Credit Cooperatives According to Certain Factors.

Category of Credit Cooperatives	N	M	SD	t-test
Entire Group	15	4.75	1.71	
<u>Initial Capital</u>				
Small (P1,000 or less)	9	4.21	1.61	
Large (more than P1,000)	6	4.78	2.51	.5430ns
<u>Capitalization as of Dec. 31, 1992</u>				
Small (less than P1,000,000)	6	3.54	1.60	
Large (more than P1,000,000)	9	5.04	2.01	.5286ns
<u>Year of Existence</u>				
Short (less than 25 years)	3	3.52	1.57	
Long (more than 25 years)	12	4.67	2.03	.9033ns
<u>Number of Members</u>				
Few (800 or less)	7	4.68	2.02	
Many (more than 800)	8	4.23	2.01	.4302ns
<u>Number of employees</u>				
Few (five or less)	10	4.96	2.13	
Many (more than five)	5	3.40	1.08	1.5213*
<u>Educational Attainment of Managers</u>				
College undergraduate	3	3.01	0.92	
College Graduate	12	4.80	2.00	1.4759*
<u>Source of Capital other than Paid-in</u>				
Private loans	11	4.49	1.63	
Government loans	4	4.29	2.98	.1661ns

ns – not significant at 5 % level.

*Significant at 5% level

status score (4.80) than those with less educated managers. The t-test result was 1.4759, which was significant at 5% level. Better education apparently provides managers better management skills.

Sources of Capital other than Paid-in. The table shows that

cooperatives whose source of capital other than paid-in, was obtained from private loans revealed a slightly higher mean financial status score (4.49) than those who obtained loans from government. The t-test results of .1661, however, was not significant at 5 % level.

Extent of Financial Control and Financial Status: A Correlation

The correlation analysis between the extent of financial control of the cooperatives and their financial status yielded a Pearson r of 0.17, which is not significant at 5% level. Since the indifferent or negligible

relationship between the two variables is not statistically significant, it can be deduced that the financial status of the cooperatives is not dependent on its extent of financial control (Table 4). The result fails to support the hypothesis that there is a correlation between the two variables.

Table 4. Relationship Between Extent of Financial Control Employed and Financial Status Among Credit Cooperatives

Pearson r	Extent of Financial Control	Financial Status
Financial control system	1.0000	-.1694 ns
Financial status	-.1694 ns	1.0000
Clinical Value of r	.4973	

ns- not significant at 5 percent level

CONCLUSIONS AND RECOMMENDATIONS

The credit cooperatives in the Province of Antique tend to safeguard their assets against improper disbursements and improper liabilities and they apparently recognize the need for financial control in their operations. The credit cooperatives are financially capable in managing the resources of their members and have good financial managers.

The cooperatives' extent of financial control significantly vary according to number of years in existence, capitalization, number of members, number of employees, and

educational attainment of managers and educational attainment of managers. The cooperatives' financial status is significantly associated only to number of employees and educational attainment of the manager. The cooperatives' extent of financial control, however, did not significantly influence their financial status.

Despite the fact that some cooperatives are careful in safeguarding their assets and other resources, there are still credit cooperatives which employed moderate financial control system, because of inadequate capitalization and educational training of managers.

Although most of the credit

cooperatives studied exhibited healthy financial status, they still need to exert more effort to increase their capital, help the less qualified managers obtain academic degrees which are vital for their positions, and tap prospective and/or existing business/trade potentials in the locality.

The credit cooperatives should also encourage capital build-up among their members or obtain loans from outside sources. This will enable them to increase their area of coverage, thereby increasing the members yield or dividends. In doing so they can improve their membership.

In order to maintain sound financial conditions the credit cooperatives must strive to be control conscious, building upon their number of years in operation, their capital structure as of December 31, 1992 and their number of members. They should also devise other mechanisms to evaluate their financial performance to enable them to monitor or check their operations in order to maintain or further improve their financial health or status.

Since financial control of credit cooperatives are affected by their financial and non-financial characteristics, they should strive to continuously assess their operations and search for new methods to improve their financial control system thereby protecting the investments of the members and creditors.

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FACTORS ASSOCIATED WITH SELF-CARE PRACTICES OF THE ELDERLY FSCAP MEMBERS IN THE DISTRICT OF JARO, ILOILO CITY*

Sofia Cosette P. Monteblanco, M.A.N.

Abstract: *Two hundred fifty two elderlies were interviewed to examine their self-care practices and the association between these practices and selected factors. The findings showed that the elderlies had "good" promotive, preventive, and curative self-care practices. Their work status was significantly associated with their eating habits and utilization of health services. A significant gender variation was noted in their exercise practices and avoidance of harmful habits. Educational attainment affected their hygienic and health screening practices. An increase in income improved their health screening practices.*

INTRODUCTION

As the number of elderlies in the Philippines continues to increase, attention has been focused on efforts to promote their well-being and address their health needs. In recent years, the role of the elderlies has shifted from that of being recipients of care to active participants of their own care. Self-care means that activities are performed by the aged on their own behalf, particularly, in health promotion, prevention and in disease detection and treatment. Self care emphasizes a person's control over health care and health actions through knowledge and the development of skills (Orem, 1980).

Certain expectations, however, may hinder the elderlies' self-care practices, like their expectation that

once they retire, their family will take care of their needs (Costelo, 1994). Some choose not to take responsibility for their wellness, others may prefer illness to escape from unpleasantness and responsibility. Family members, in their desire to make life comfortable for their elderly parents/relatives, may decide or do things for them. This prevents independent functioning, the primary goal of self-care.

Studies on the health condition of the elderly abound, however, information about their self-care behavior are still limited. Most of the studies on self-care behavior mainly describe patterns of behavior. Attempts to identify factors which contribute to the variations in self-care behavior are limited. It is in this light, that this study was conducted.

*Based on the author's thesis submitted in fulfillment of the requirement for the degree of Master in Nursing at Central Philippine University.

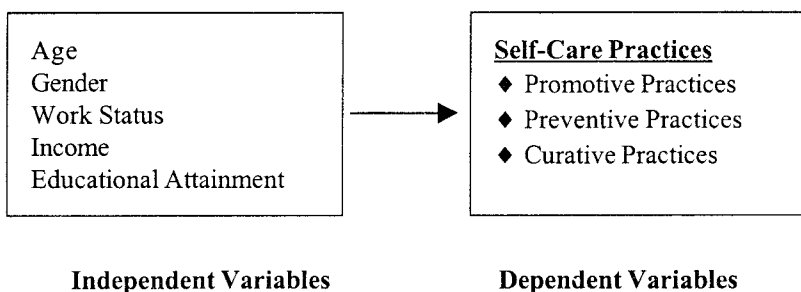
OBJECTIVES OF THE STUDY

This study aimed to determine the self-care practices of elderlies who were members of the Federation of Senior Citizens' Association of the Philippines (FSCAP) in five selected barangays in the district of Jaro, Iloilo City. The study further aimed to determine the relationship between the elderlies' self-care practices and selected factors, namely, age, gender, work status, income and educational attainment.

The specific self care practices of the elderly which were examined included: a) promotive self-care practices, in terms of nutrition, exercise, avoidance of harmful habits and hygienic practices, b) preventive self-care practices, in terms of health screening, utilization of health and health-related services and immunization, and c) curative self-care practices, in terms of their medication-taking and treatment practices for specific health conditions.

THEORETICAL AND CONCEPTUAL FRAMEWORK

The concept of self-care emphasizes the need for individuals to perform activities of daily living without assistance. The person makes the decision to attain the desired outcome and determines which risk to contend with or avoid (Orem, 1996). A person's response to self-care, however, may vary depending on certain situations/factors which facilitate or hinder a desired behavior, such as, age, sex, educational attainment, occupation, marital status, individual beliefs and expectations and attitudes may affect their needs and perceptions. In this study, it was assumed that these factors (independent variables) may have some important bearing on the elderlies' promotive, preventive, and curative self-care practices (dependent variables). The assumed flow of relationship among the major variables of the study is shown in the diagram below.



METHODOLOGY

The study utilized the one-shot survey design. The target population consisted of 258 FSCAP members in the District of Jaro, Iloilo City who were sixty years old or older. Since six of the total number of members were completely non-functional at the time of the survey, they were excluded, thus the total number of respondents 252.

Data were collected through personal interview of the elderlies themselves or a primary caretaker. A structured interview schedule, translated in the dialect of the respondents was the main instrument used. Interviews were conducted by the researcher herself and 10 trained registered nurses.

FINDINGS AND DISCUSSIONS

Profile of the Elderly

On the average, the elderlies who were FSCAP members in the district of Jaro were 69.23 years old. More than half of them (57.6%) were 60 to 69 years old, while slightly more than one-third (34.9%) were in their

seventies, the rest (7.5%) were 80 years old or more. The women were about as old as the men (on average 68.8 and 69.4 years old, respectively). A small majority (57.5%) of the elderlies were elementary-educated, one in four (25%) had high school education., while 17.5% were college-educated. No gender variation was noted in their educational attainment.

Only a few of the elderlies were engaged in gainful work at the time of the survey (5 men and 10 women). Those working were mostly engaged in vending (men=40% and women=50%), and were earning an average monthly income of P1,838.80. The men had a slight income advantage over the women (P 2,035 vs. P 1,743).

Half of both male and female elderlies were receiving financial assistance from family members (50% and 49.4%, respectively). Other than financial help, many of the elderlies were also receiving goods, such as, food, grocery, and medicine, from relatives and friends. Their average income from all sources both in cash and in kind, was P3,733.02.

Table 1. Distribution of Respondents by Age, Gender, Educational Attainment and Occupation

Indicators	Male		Female		Total	
	n	%	n	%	n	%
<u>Age</u>						
60-69 years old	53	63.1	92	54.8	145	57.6
70-79	24	28.6	64	38.1	88	34.9
80 and above	7	8.3	12	7.1	19	7.5
Total	84	100.0	168	100.0	252	100.0
Mean	68.84		69.42		69.23	
<u>Educational Attainment</u>						
Elementary and below	46	54.8	99	58.90	162	57.5
High School	23	27.4	40	23.80	63	25.0
College and above	15	17.8	29	17.3	44	17.5
Total	84	100.0	168	100.0	252	100.0
<u>Work Status</u>						
Not working	79	94.0	158	94.0	237	94.0
Working	5	6.0	10	6.0	15	6.0
Total	84	100.0	168	100.0	252	100.0
<u>Type of Occupation</u>						
Vending	2	40.00	5	50.0	7	46.9
Laundrying	0	0.0	3	30.0	3	19.9
Sewing	0	0.0	2	20.0	2	13.3
Mechanic	1	20.0	0	0.0	1	6.7
Trisikad Driver	1	20.0	0	0.0	1	6.7
Kagawad	1	20.0	0	0.0	1	6.7
Total	5	100.0	10	100.0	15	100.0
<u>Income of working members</u>						
P3,000 and below	4	80.0	8	80.0	12	79.9
3,001 to 7,000	1	20.0	1	10.0	2	13.3
Above 7,000	0	0.0	1	10.00	1	6.7
Total	5	100.0	10	100.0	15	100.0
Mean	P2,035.00		P1,743.00		P1,839.00	
<u>Those Receiving Financial Help</u>						
42	50.0		83		49.4	
125					49.6	
<u>Income From all Sources</u>						
P3,000 and below	51	60.7	106	63.0	157	62.3
3,0001 to 7,000	17	20.2	39	23.2	56	22.2
Above 7,000	16	19.0	23	13.6	39	15.4
Total	84	100.0	168	100.0	252	100.0
Mean	P4,926.00		P3,111.00		P3,733.00	

Promotive Self-care Practices

The promotive self-care practices which were examined included: eating habits, exercises, and avoidance of harmful habits, such as smoking and drinking liquor. The data are presented in Table 2.

Eating Habits. Almost all of the respondents ate three full meals

a day. Seven in ten usually had snacks, which consisted mainly of a beverage and a carbohydrate food (bread, biscuit, or root crop). Based on the kind and quantity of their food intake, however, it was noted that more than half of elderlies had “inadequate” food intake. They usually ate foods that were insipid or lacking in taste.

Table 2. Distribution of Respondents as to their Eating Habits, Exercise, Avoidance of Harmful Habits and Personal Hygienic Practices

Dimension of Eating Habits	Male		Female		Total	
<u>Composite Score for Food Eating Habits</u>						
Good (7)	5	6.0	16	9.50	21	8.3
Fair (5-6)	78	92.90	150	89.30	228	90.5
Poor (4 and below)	1	1.2	2	1.20	3	1.2
Total	84	100.0	187	100.0	252	100.0
<u>Composite Score for Exercise</u>						
Very inadequate (0)	0	0.0	2	1.2	2	0.8
Inadequate (1)	13	17.5	45	26.8	58	23.0
Excessive (2)	26	31.0	64	38.1	90	35.7
Adequate (3)	45	53.6	57	33.9	102	40.5
Total	84	100.0	168	100.0	252	100.0
<u>Composite Score for Avoidance Smoking</u>						
High extent (.5 point)	58	69.0	146	86.9	204	80.9
Moderate extent (1 point)	16	19.0	20	11.9	36	14.3
Low extent (1.5 points)	10	12.0	2	1.2	122	4.8

Considering all the indicators of eating habits, a high majority of the elderlies (90.5%) had “fair” eating habits. Only 8.3% had “good” eating habits. De Guzman (1996) had the same observation in Metro Manila.

Exercise. Almost all of the respondents were engaged in routine exercise, with more than one half of them performing aerobic exercises, like brisk walking, dancing, etc. They were spending an average of 15 minutes to one hour per exercise session. A substantial number of the elderlies, however, did not observe regular exercise time.

The composite scores for exercise indicate that 40.5% of the elderlies had “adequate” exercise, however, slightly more than one-third (35.7%) of them had “excessive” exercise, or they were doing more than what was expected of them. One in four (23.8%) had “inadequate exercise.

Harmful Habits. Most of the elderlies were not engaged in harmful habits. Only one in five took liquor, and most of those who did, took only a glass or a bottle of beer a day. Most of them (81.2%) did not smoke. Those who did, smoked one to five cigarettes a day. The avoidance score for both smoking and drinking liquor was “high” for the majority (80.9% and 77%, respectively). The data further show that the majority (66.7%) of the elderlies had a “high degree of avoidance” of harmful habits.

Preventive Self-care Practices. The preventive self-care practices of the elderlies, which were examined in this study, were utilization of health and health-related services, immunization and health screening.

Utilization of health and health-related services. For the prevention of illness, nearly half (42.9%) of the elderlies had “very good” practices in terms of utilization of health services. More than one-third (38.9%) of them, however, had only “fair” practices. A good practice means that they regularly submitted for medical check up. Most of them consulted with a private physician in a private clinic or in the out-patient department of a hospital for regular check-up.

Immunization. Immunization against infectious diseases was not very popular among the elderlies. A big majority of them (95.6%) had “poor” immunization status. Only a few (18) had been immunized, mostly against cholera only. Immunization seemed to have been neglected among the elderlies. The DOH Expanded Program for Immunization (EPI) also attest to this, its focus, being mostly young children and pregnant women only.

Health screening. Most of the elderlies had physical examination and laboratory diagnostics during the past year,

Table 3. Distribution of Respondents According to Preventive Self-Care Practices, such as Utilization of Health and Health-Related Practices, Immunization Practices and Health Screening Practices.

Indicators	Male		Female		Total	
	n	%	n	%	n	%
<u>Utilization of health-related services</u>						
Very good (3)	36	42.9	72	42.9	108	42.9
Good (2)	9	10.7	18	10.7	27	10.7
Fair (1)	34	40.5	64	38.1	98	38.9
Poor (0)	5	6.0	14	8.3	19	7.5
Total	84	100.0	168	100.0	252	100.0
<u>Level of Immunization</u>						
Good (1 point)	3	3.5	1	0.6	4	1.6
Fair (2 points)	4	4.8	3	1.8	7	2.8
Poor (1 points)	77	91.7	164	97.6	241	95.6
Total	84	100.0	168	100.0	252	100.0
<u>Health Screening Practices</u>						
Good (3 points)	47	56.0	85	50.6	132	52.4
Fair (2 points)	29	34.5	66	39.3	95	37.7
Poor (1 point)	8	9.5	17	10.1	25	9.9
Total	84	100.0	168	100.0	252	100.0

thus, most (52.4%) were categorized as having “good” health screening practices. The four most common laboratory exams the elderlies had were: urine test, stool examination, chest x-ray, and blood sugar test.

Curative Self-Care Practices

Almost all of the respondents had taken medication during their last illness, and assumed the responsibility of regulating their own medication. The majority of them also purchased and stored their own medicine. The elderlies

manifested a “good” knowledge about the drugs they were taking, the dosage and the frequency of taking. On the whole, they had “fair” to “good” medication-taking practices, their average score being 3.38. Slightly more than half (57.9%) of the respondents had “fair” medication-taking practices, while, one-fifth (21.4%) had “good” practices. One in five, however, had “poor” medication-taking practices because they were not able to take medicines without the help of others.

Table 4. Distribution of Respondents As to Medication-taking Practices for the Past Twelve Months

Indicators	Male		Female		Total	
	n	%	n	%	n	%
Composite Score for Medication-taking Practices						
Good (4 to 5)	20	23.8	34	20.2	54	21.5
Fair (2 to 3)	45	53.6	101	60.1	146	57.9
Poor (0 to 1)	19	22.6	33	19.7	52	20.6
Total	84	100.00	168	100.00	252	100.00
Mean = 3.38						

Relationship Between Personal Characteristics and Self-care Practices of Elderlies.

It was hypothesized that the promotive, preventive, and curative self-care practices of the elderlies would vary according to their age, sex, work status, educational attainment, and income. Table 5 shows the results of the relational analysis.

Eating habits was significantly associated with work status (Cramer's $V=0.17$) and educational attainment (Gamma=0.28). The non-working elderlies and those with college education were found to have better eating habits than those who were working and those with elementary and high school education, respectively.

Gender was also found to be significantly associated with exercise (Cramer's $V=0.20$) and avoidance of harmful habits (Cramer's $V=0.26$). There were more male than female elderlies who performed exercises. The results of this study

support the findings of Schone (1996) that men are more likely to engage in physical activities than women. The men, however, were more likely to indulge in smoking and drinking liquor than the women. This corroborates the findings of Snyder and Way (1979).

Educational attainment was also found to be significantly associated with hygienic practices (Gamma=0.22), screening practices (Gamma=0.22) and medication-taking practices (Gamma=0.35). The data suggest that the higher the educational attainment of the elderlies, the better their hygienic, health screening, and medication-taking practices. This supports the hypothesis that education tends to improve a person's health behavior.

Income was found to be associated only with health screening practices ($r=0.32$). As the elderlies' income from all sources increased, their health screening practices also improved. This is not surprising, since health screening requires money.

Table 5. Relational Analysis Between the Selected Factors and Specific Promotive, Preventive and Curative Self-care Practices of the Elderlies.

Self Care Practices	Selected factors				
	Age ^a	Gender ^b	Work Status ^c	Income ^d	Educational Attainment ^e
<u>Promotive</u>					
1. Eating Habits	0.01	0.06	0.17*	0.04	0.28*
2. Exercise	0.08	0.20*	0.09	0.10	0.01
3. Avoidance Harmful Habits	0.02	0.26*	0.13	0.06	0.09
4. Hygienic Practices	0.12	0.15	0.01	0.06	0.22*
<u>Preventive</u>					
1. Health Screening	0.01	0.15	0.09	0.32*	0.22*
2. Utilization of Health Services	0.00	0.05	0.17*	0.02	0.07
3. Immunization Practices	0.02	0.16	0.08	0.03	0.04
<u>Curative</u>					
1. Medication Taking	0.11	0.06	0.03	0.05	0.35*
2. Treatment Practices	0.09	0.13	0.12	0.03	0.00

* Significant at 5 percent level

a & d = Pearson Product Moment Coefficient was used in the analysis between these variables and specific promotive, preventive and curative self-care practices

b & c = Cramer's V was used in the relational between gender and work status and specific promotive, preventive and curative self-care practices

e = Gamma Coefficient was used in the relational analysis between educational attainment and specific promotive, preventive and curative self-care practices

CONCLUSIONS

The elderly who were not working tended to have better eating habits than those who were employed.

Male elderlies had better exercise practices than their female counterparts. Male elderlies significantly differed from the female elderlies in terms of avoidance of harmful habits, with the women exhibiting greater avoidance than the men.

Elderlies with higher education had better hygienic practices and health screening practices than those with

lower educational attainment. Regardless of age, the elderlies utilized health and health-related services in frequently. Irrespective of age and employment status, the elderlies tended to have poor health screening practices and immunization practices. The elderlies' utilization of health and health related services is significantly influenced by their work status.

The elderlies' educational attainment did not, in any way, influence their level of exercise and degree of avoidance of harmful habits. Level of health screening practices, utilization of health and

health-related services and immunization practices did not vary between the men and the women.

As the income of the elderlies increased, their health screening practices also improved. However irrespective of income, work status, and educational attainment, the elderly tended to have poor immunization status.

RECOMMENDATIONS

The elderlies must be taught how to take care of themselves and be encouraged to visit the health clinics for regular check-up.

The local FSCAP could plan regular exercise sessions for the elderly, especially for women with inadequate exercise practices.

Health clinics should provide services specific for the elderlies. They should also conduct home visits for those who could not go to clinics. Policy makers and program planners should: a) find ways and means to maximize the independence of the elderly and to enable them to be with their families for as long as possible, b) reassess the existing health and social services, c) strengthen family support system for the elderly, and d) provide tax credits, free basic training in elderly care and free comprehensive health services for families who take care of their elderly.

Support groups and non-government organizations should uphold the cause of the elderly and assist the FSCAP in lobbying for budget allocations for programs and services for the elderly.

More studies on the elderlies must be conducted. Other determinants of their self-care practices must be considered in future investigations, such as social and psychological dimensions of aging, rehabilitative self-care practices and other factors. A similar study can also be conducted on non-FSCAP members and those residing in institutions.

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RISK AND HEALTH-SEEKING BEHAVIORS AND STD'S AMONG FEMALE SEX WORKERS IN ILOILO CITY*

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Abstract: *Personal interviews with female commercial sex workers in Iloilo City showed low condom use among the sex partners of the women. Chlamydia (pain or burning sensation during urination) was the most common STD symptom the commercial sex workers experienced. Most of them sought health care from government-run clinics/hospitals. Number of sex partners and use of condom were significantly associated with their experience with signs and symptoms of STD.*

INTRODUCTION

Sexually Transmitted Diseases (STDs) is a serious health problem in both developed and under-developed countries. Research evidences show that common STDs contribute to the spread of AIDS (WHO, 1997). The association between common STDs and AIDS makes STD prevention and control an important objective of the health program of the country.

Serological reports show an increasing trend of STD cases in Iloilo City. In 1993, out of 15,486 persons examined at the Iloilo Social Hygiene Clinic, 96 were found to be gonorrhea-positive. In 1995, the number increased to 180 out of 13,549 persons examined (Iloilo Social Hygiene Clinic, Serological Report, 1996).

Most STD studies in the Philippines and abroad center on epidemiologic investigation of STDs

and the description of the risk and health-seeking behaviors of high risk groups. Attempts to examine the relationship between risk and health seeking behavior and the occurrence of the signs and symptoms of STDs are few. This research gap explains the researcher's interest in conducting this study. Data generated from this study can help design intervention programs, which can help modify and correct the risk behaviors of female registered sex workers.

THE STUDY OBJECTIVES

This investigation primarily aimed to determine risk and health-seeking behaviors and the occurrence of the signs and symptoms of STD's among the registered female sex workers in Iloilo City. It also aimed to determine if there is a relationship between the respondents' risk and health-seeking behaviors and the occurrence of the signs and symptoms of STDs.

*Based on the author's thesis submitted in fulfillment of the requirement for the degree of Master in Nursing at Central Philippine University.

THEORETICAL AND CONCEPTUAL FRAMEWORK

Based on the Theory of Disease Triangle or Epidemiologic Triad, there are at least three factors needed in order for a disease or infection to occur or set in, namely: the host and his health behavior, the agent and environment (Burdon and Williams, 1985). The occurrence of sexually transmitted diseases (dependent variable), may be influenced by certain characteristics or behavior of the host which is one of the components of the triad. The carrier and the environment, where the client/or the sex worker is exposed

to, constitute the two other components of the triad.

Female sex workers who have multiple partners who do not use condom, those who use injectable drugs and those who practice unsafe sexual behavior or practices (independent variables) and do not regularly visit a health provider for consultation or check up are predicted to be more susceptible to STDs. Occurrence of signs and symptoms of STDs serves as the dependent variables.

The diagram below shows the expected flow relationship among the study variables.

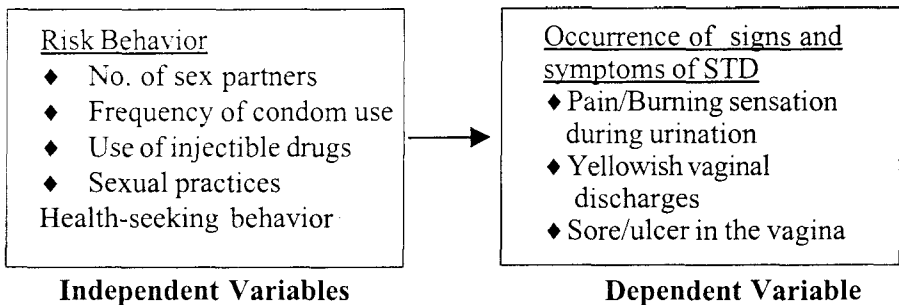


Figure 1. Schematic Diagram of the Links Among the Major Variables of the Study.

HYPOTHESES

1. Commercial sex workers with multiple sex partners, those whose partners do not use condoms, and who are injecting drug users are more likely to get infected with STD that those with single partners, those whose partners use condoms and those who are not using injectable drugs, respectively.
2. Sex workers who practice unsafe sex are more likely to acquire STD than those who practice safe sex.
3. Sex workers who regularly visit clinics or consult with a doctor for advise or STD management are less likely to acquire STDs than those who do not.

METHODOLOGY

A random sample of 146 registered female sex workers who were regular clients of Iloilo Social Hygiene Clinic constitutes the respondents of this study. They were interviewed in bars, disco houses or in the clinic during their periodic check-up by nurses trained to interview. A standardized interview guide adopted from DOH and the UCLA Behavioral Research Guide was the main survey instrument used. The respondents' consent was sought before any interview was conducted. Data were processed and analyzed using the Statistical Package for Social Sciences (SPSS) for Windows Version 6.0.

FINDINGS**Characteristics of the Sex Workers**

On the average, the registered female sex workers were 24.4 years old. Most of them were in their twenties (54.8 %), but one in five were in their 30's. Most of the women were single (82.2%). Most of them were educated slightly more than half (53.4%) had high school education, while nearly a quarter (23.3%) were college-educated. They were working in various places, but mostly in a bar/club gardens (54.10%).

Table 1. Distribution of Respondents According to Sex, Civil Status and Educational Attainment

Characteristics	No.	Percent
<u>Age (in years)</u>		
15-19	38	26.33
20-29	80	54.80
30 and above	28	20.97
Mean Age = 24.40		
<u>Civil Status</u>		
Single	120	82.20
Married	11	7.50
Separated/Widowed	15	10.30
<u>Educ. Attainment</u>		
Elementary or less	34	23.30
High-School	78	53.40
College	11	23.30
<u>Place of Work</u>		
Bar/club garden	79	54.10
Massage parlor	25	17.10
Karaoke/KTV/disco house	42	28.70

Risk Behaviors

Although slightly more than half (61.7%) of the commercial sex workers had only one to two sex partners during the week preceding the interview, one in four (24.7%) had five or more sex partners (Table 2). The rest had three or more partners. The data suggest that most of the commercial sex workers in Iloilo City were “monogamous.”

Condom use was unpopular among the partners of the sex workers. Nearly half of them claimed that their sex partners never used condom, while, slightly more than one-third (38.4%) admitted occasional use of condom. Only 13.7 % reported that they “always” used

of condom. Only a few (5%) were intravenous drug users.

Sex Behaviors

A high percentage of the sex workers were engaged in penetrative vaginal sex (83.6%) and fellatio (cunnilingus)-oral sex (82.2%). Table 3 shows that more than half admitted engaging in sodomy or anal sex (54.8%). The women claimed, that they always remind their partners to use condom during sex. This practice puts most (56.8%) of the sex workers under the category of having “probably safe” sex practices. Slightly more than a quarter (26.4%) were classified as having “unsafe” sexual practices because aside from

Table 2. Distribution of Commercial Sex Workers According to Number of Sex Partners for the Past Week, Condom Use and Use of Intravenous Drugs.

Indicator	Number	Percent
<u>Number of Sex Partners</u>	(n=146)	
1-2	90	61.7
3-4	20	13.7
5 or more	36	24.7
Ave. No. of sex partners =1.5		
<u>Condom Use By Sex partners</u>	(n=146)	
Always	24	16.4
Sometimes	56	38.4
Never	66	45.2
Women who Used Intravenous Drugs	8	5.50

Table 3. Distribution of Commercial Sex Workers According to Sexual Practices

Sexual Practices	Number	Percent
Safe Practices (Non-penetrative Sex)	24	16.4
Probably Safe (Penetrative sex with condom)	83	56.8
Unsafe (penetrative sex without condom)	39	26.4

engaging in penetrative sex, their partners were also not using condom.

Occurrence of Signs and Symptoms of STD

STD infection was not common among the sex workers. Less than one-half of the respondents had experienced signs and symptoms of STD. Among those who had been infected, the most common sign or symptom of STD reported was burning sensation during urination, a symptom of Chlamydia. Table 4 shows that Chlamydia was experienced by nearly a quarter of the women (23.3%). Yellow discharges, a symptom of gonorrhea, was experienced by 15.1% of the

women, while sore or ulcer in the vagina or syphilis was reported by 10%. Most of them did not have any sign or symptom of STD. The sex workers attributed the low incidence of STD infection among them to the fact that they regularly visit the Social Hygiene Clinic of Iloilo City for examination or check up.

Health Seeking Behavior

The Iloilo Social Hygiene Clinic remains to be the focal avenue for STD check-up and treatment among the female registered sex workers. Table 5 shows that slightly more than one-half of the women had visited the clinic the week before the survey (57.5%). Others had gone to government health clinics (11.0%) or to private clinics (14.4%). A

Table 4. Percentage Distribution of Women Who Experienced Signs and Symptoms of STD's (Multiple Response)

Signs and Symptoms of STD	Number (N=146)	Percent
Pain/Burning Sensation During Urination (Chlamydia)	34	23.3
Yellowish Discharge from Vagina (Gonorrhea)	22	15.1
Sore or Ulcer in Vagina (Syphilis)	10	6.9

Table 5. Distribution of Respondents According to Who/Where they Primarily Sought Help When They Have STD's (Multiple Response)

Person/Institution Consulted	Number (n=146)	%
Social Hygiene Clinic	84	57.5
Government Clinic/Hospital	16	11.0
Private Doctor/Clinic/Hospital	21	14.4
Friends/Relatives	1	0.7
Co-workers	24	16.4

substantial number (16.4%) of the women sought the help of their co-workers, who may have probably previous experience with STD.

Relational Analysis

A significant association was found between the sex workers' number of sex partners and their experience with each of the three signs and symptoms of STD (pain/burning sensation during urination, yellowish discharges from vagina and sore/ulcers in the vagina). All the Cramer's V results for the tests of association between variables were significant at 5% level (0.28, 0.35, 0.49, respectively). The data support the hypothesis that the more sexual partners a sex worker has, the more likely that she will get infected with STD. Contact with numerous partners exposes a woman to

infection because of the amount and the numerous sources of semen that goes to the body of a women.

Frequency of condom use was also found to be significantly linked with occurrence of STD, particularly chlamydia infection or pain/burning sensation during urination and sores/ulcer in the vagina (Cramer's V=0.26 and 0.58, respectively). Sex workers whose partners do not use condom were more likely to get infected with chlamydia and gonorrhea than those whose partners are not using condom. This confirms the protective function of condom. The use of intravenous drug was found to be associated with occurrence of yellowish discharges from the vagina only (Cramer's V=0.28). Contrary to expectations, the occurrence of the signs and symptoms of STDs was not

Table 6. Cramer's V Results for Tests of Association Between Risk Health-Seeking Behaviors and Incidence of Signs and Symptoms of STD's.

Signs and Symptoms of STD's	Rish /Health-Seeking Behavior				
	No. of Sex Partners	Condom Use	Use of Injectible Drugs	Sexual Practices	Health-seeking Behaviors
Pain/Burning Sensation (Chlamydia)	0.28*	0.26*	0.13	0.18	0.29*
Yellowish Discharge from Vagina (Gonorrhea)	0.35*	0.24	0.28*	0.20	0.44*
Sore/Ulcer in the vagina (Syphilis)	0.49*	0.58*	0.09	0.10	0.26*

* Significant at 5 percent level

related to the sex workers' sexual practices.

The significant association between health seeking behavior of the sex workers and the occurrence of signs and symptoms of STD supports the theory on health promotion. Since most of the sex workers were conscious of the health risks of their sexual activities, they tended to take precautionary measures by submitting to regular consultation and check up at the Social Hygiene Clinic. Their consistent health-seeking behavior clearly contributes to their health promotion and protection from STD.

CONCLUSIONS AND RECOMMENDATIONS

The significant association between number of sex partners, condom use and incidence of STD among the sex workers confirms the dangers of unsafe sex. The more exposed a sex worker is to semen due to multiple partners, the more likely that she will get infected with STD. The avoidance of condom use puts a sex worker at greater risk of acquiring STD.

The findings suggest the need to intensify and strengthen STD prevention and control programs. There is a need for a more aggressive campaign against

prostitution and irresponsible sexual behaviors to protect women from health risks. Moreover, since prostitution cannot be easily eradicated, those who are in the "business" must at least be given protection through health education, counseling services and aggressive campaign for safe sex. It is also important that the Iloilo Social Hygiene Clinic and City Task Force on Prostitution strictly implement the regulatory measure of issuing pink cards to sex workers who are not sick of STD.

Future research should look more closely into psychological factors and relationship dynamics that affect risk behaviors and health seeking behaviors of the sex workers.

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THE DEGREE OF PREGNANCY-INDUCED HYPERTENSION OF MOTHERS IN SELECTED HOSPITALS: ITS RELATIONSHIP TO PREGNANCY OUTCOMES*

Lilia A. Delicana, M.A.N.

Abstract: *This study determined the relationship between degree of pregnancy-induced hypertension (PIH) and pregnancy outcomes among 361 mothers admitted in two hospitals in Iloilo City. An analysis of hospital records showed that mothers with family history of hypertension were more likely to develop PIH than those with none. Moreover, the higher their degree of PIH, the more likely that their babies would get sick. When mode of delivery was controlled, the significant influence of PIH on the fetal condition was sustained, and its significant adverse effect on mother's condition which was absent in the zero order analysis, surfaced.*

INTRODUCTION

Pregnancy induced hypertension (PIH) remains a significant cause of maternal and perinatal mortality. In the Philippines, it is one of the country's top three leading causes of maternal deaths. The Philippine Obstetrical and Gynecological Society (POGS) also reported that 18.42% of maternal deaths in the country are due to PIH (Sumpaico, 1995).

Despite the risks of PIH on pregnant women, studies about it are still limited. Most studies on PIH focus on epidemiology and most statistical data are concentrated on perinatal deaths. This study was conducted to generate significant information on the influence of the degree of PIH to the pregnancy outcomes of mothers and fetus.

OBJECTIVES OF THE STUDY

This study aimed to determine the relationship between the degree of PIH and the pregnancy outcomes of mothers in selected hospitals in Iloilo City. Specifically, this investigation sought to determine whether there is a significant relationship between a) degree of PIH and selected variables namely: age, parity, adequacy of prenatal care and history of hypertension in the family; b) degree of PIH and mode of delivery; c) mode of delivery and pregnancy outcome (maternal and fetal); d) degree of PIH and pregnancy outcome (maternal and fetal); and e) degree of PIH and pregnancy outcome, controlling for mode of delivery.

*Based on the author's thesis submitted in fulfillment of the requirement for the degree of Master of Arts in Nursing at Central Philippine University.

HYPOTHESES

1. Mothers' age, parity, occupation, protein intake, adequacy of prenatal care, and history of hypertension in the family, are significantly associated with degree of PIH among pregnant mothers.
2. Mothers with severe PIH tend to have poor pregnancy outcomes for both mothers and the fetus. The higher the PIH, the more likely that the mother and the baby will be sick.

THEORETICAL AND CONCEPTUAL FRAMEWORK

According to the "Theory of Disease Triangle" (Burdon and Williams, 1985) a disease is an interplay of three factors; agent, host and environment. The susceptibility of the host, the virulence of the agent and a favorable environment

contribute to the severity of the disease or illness. In this study, the degree of PIH as the disease entity is hypothesized to be linked to certain characteristics of the pregnant women (the host) which may predispose them to PIH or prevent the disease from setting in. These characteristics, which include age, nutrition, occupation, genetic history of hypertension act as agents or environmental factors. They are treated as possible predictors of degree of PIH (independent variable) which is expected to affect the condition of the mother and infant before and after birth (dependent variable). The possible interplay of the variables of the study are reflected in Figure 1.

METHODOLOGY

This is a retrospective study of 361 pregnant mothers with PIH, who were admitted in two hospital in Iloilo City from October 1, 1995

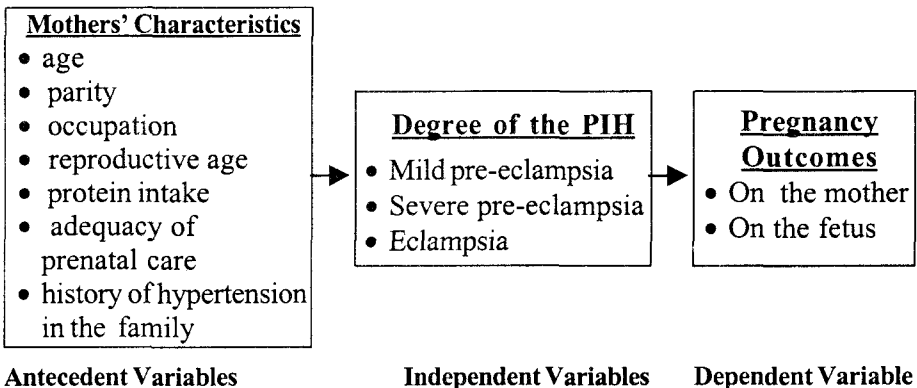


Figure 1. Schematic Flow of the Relationships of Variables

to October 31, 1997. With permission from the hospital directors, data on PIH level pregnancy outcomes and other relevant information needed to answer the study objectives were copied from the mothers' records. The data were categorized, computer-processed and analyzed using the SPSS software.

MAJOR FINDINGS OF THE STUDY

The majority of the pregnant mothers (63.43%) were 20 to 35 years old and belonged to the low-risk age group. Slightly more than one-third (36.6%) of the mothers belonged to the high-risk age group (Table 1). The average age of the mothers was 32.

Most of the mothers (50.7%) were *multiparas* or had given birth to 2 to 5 babies, 6.65% had more than five births or were *grand multiparas*, while 42.7% had given birth to only one baby (*primiparas*). Of the 361 pregnant mothers studied, half (50.1%) had history of hypertension in the family. The data indicate that regardless of a mother's number of deliveries or pregnancies, PIH can still develop. The data also suggest that with or without history of hypertension, any mother can develop PHI.

Prenatal Care

All of the 361 mothers studied received prenatal care at least once

Table 1. Distribution of Pregnant Mothers According to Age and Parity

Characteristics	f	%
<u>Age</u>		
Low risk (20-35 years)	229	63.4
High risk (< 20 years, > 35 years)	132	36.6
Total	361	100.0
Mean Age (in years)	32.0	
<u>Parity</u>		
Primipara (has borne one baby)	154	42.7
Multipara (has borne up to 5 babies)	183	50.7
Grand Multipara (has borne more than 5 babies)	24	6.6
Total	361	100.00
<u>History of Hypertension</u>		
Yes	181	50.1
No	180	49.9
Total	361	100.0

during their pregnancy. Less than half of the mothers, however, received “adequate” prenatal care throughout their pregnancy. Table 2 shows that during the first trimester, only 45.7 % had at least one prenatal visit, during the second trimester.

Only 41.7% had received at least three prenatal care, while during the last trimester, only 36.1% had at least four prenatal visits. The data indicate that as the mothers’ pregnancy progressed, their prenatal care compliance diminished.

Table 2. Distribution of Pregnant Mothers According to Prenatal Care

Period Care	Number (n=361)	%
<u>Prenatal Care During the 1st Trimester</u>		
Adequate (at least one prenatal care)	165	45.7
Inadequate	196	54.3
<u>Prenatal Care During 2nd Trimester</u>		
Adequate (at least three prenatal care)	149	41.3
Inadequate	212	58.7
<u>Prenatal Care During 3rd Trimester</u>		
Adequate (at least four prenatal care)	130	36.0
Inadequate	231	64.0

Incidence of PIH

Of the 361 mothers studied, 55.7% developed severe pre-eclampsia, 40.4 percent developed mild pre-eclampsia. In 3.9 % of the mothers, conditions progressed to eclampsia.

Mode of Delivery and Pregnancy Outcomes to Mothers and Fetus

The data also revealed that almost half (49.3%) of the pregnant mothers delivered via normal spontaneous vaginal delivery

Table 3. Distribution of Pregnant Mothers According to Degree of PIH

Degree of PIH	f	%
Mild Pre-eclampsia	146	40.4
Severe Pre-eclampsia	201	55.7
Eclampsia	41	3.9
Total	361	100.00

Relationship Between Degree of PIH and Selected Factors

A significant relationship was found between family history of hypertension and degree of PIH (Table 5). Mothers with history of hypertension tended to develop severe pre-eclampsia or eclampsia more than those who did not have family history of hypertension (Cramer's $V=0.15$).

Mode of delivery was also found to be significantly related to degree of PIH as indicated by a significant Cramer's V value of 0.13. There were more mothers who developed severe pre-eclampsia and eclampsia

than those who only had mild eclampsia among those who delivered their babies through caesarean section.

Age of mothers, parity and adequacy of prenatal care, however, were not significantly associated with degree of PIH.

The findings indicate that family history of hypertension tended to predispose a mother to PIH and the higher the degree of PIH, the more likely that a mother cannot have normal delivery. On the other hand, age, parity and adequacy of prenatal care did not significantly contribute to the occurrence of PIH among the mothers.

Table 5. Relationship Between Selected Variables and Degree of Pregnancy Induced Hypertension (PHI)

Selected Variables	Cramer's V value
Age	0.04
Parity	0.09
Adequacy of Prenatal Care	
(1 st tri)	0.06
(2 nd tri)	0.08
(3 rd tri)	0.09
History of Hypertension	0.15*
Mode of Delivery	0.13*

*Significant at 5 percent level

Mode of Delivery, Degree of PIH, and Maternal and Fetal Outcomes: Relational Analysis

This study further revealed was no significant relationship between mode of delivery and maternal outcome (Cramer's $V=0.11$). Table 6

shows that most of the mothers who had NSVD, CS, or forcep extraction did not suffer any complication during and shortly after delivery. On the contrary, mode of delivery was significantly related to fetal outcome. This means that babies delivered by CS or forcep extraction were more

likely to get sick compared to those who were delivered via NSVD.

When mode of delivery was controlled, the degree of association between degree of PIH and pregnancy outcome on the mother was further strengthened. The insignificant zero order Cramer's V of 0.11 between the two variables increased to 0.17 and became statistically significant. This means that mode of delivery tended to moderate the association between the degree of PIH and pregnancy outcome on the mother (Table 7).

The significant relationship

between PIH and pregnancy outcome on the baby was sustained even when mode of delivery was controlled. The partial Cramer's V (0.24) was higher than the zero-order Cramer's V of 0.19. This means that mode of delivery tended to moderate the association between the degree of PIH and fetal outcome. The results support the hypothesis that mothers and infants are predisposed to greater risk and are likely to suffer from as degree of PIH of mothers increases.

Table 6. Relationship Between Mode of Delivery, Degree of PIH and Maternal and Fetal Outcome

Pregnancy Outcome	Mode of Delivery	Degree of PIH
Maternal Outcome	0.11	0.11
Fetal Outcome	0.19*	0.19*

*Significant at 5 % level

Table 7. Relationship Between Degree of PIH and Pregnancy Outcome Controlling for Mode of Delivery

Pregnancy Outcome	Partial Cramer's V
Maternal Outcome	0.17*
Fetal Outcome	0.24*

*Significant at 5 % level

CONCLUSIONS

PIH definitely increases the risk in the health and survival of the mother and infant. Although mothers with PIH may not suffer from serious complications after delivery, their infants are likely to be born

premature, have low birth weight, sepsis or infection, hyperbilirubinemia and respiratory distress syndrome. Some could even die after delivery or inside their mother's uterus. The higher the mother's degree of PIH, the greater the infant's risk to be ill.

Mother's age, parity or mother's number of pregnancies, and adequacy of prenatal care do not significantly influence degree of PIH, but mothers with history of hypertension, are more prone to develop PIH.

Mode of delivery is not significantly related with mother's health condition after delivery, but it significantly affected fetal condition. Babies delivered by caesarean and forceps extraction are more likely to get sick compared to babies delivered via NSVD. Regardless of mode of delivery the fetal outcome is likely to be bad or worse if the mother has PIH.

RECOMMENDATIONS

1. Health care/services should be made more accessible to all women of reproductive age. Health service providers must be continuously trained to enable them to give proper intervention and health units must strengthen their referral system.
2. Women of reproductive age and their spouses should be educated on reproductive health, responsible parenthood and about the normal course of pregnancy and its possible complications;
3. Since history of hypertension in the family is significantly related to degree of PIH, there should regular screening and monitoring of patients with hypertension history;
4. Further studies be made on this problem to include other variables not covered in this study.

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FAMILY PLANNING: KNOWLEDGE, ATTITUDES AND PRACTICES AMONG MARRIED MEN IN SELECTED BARANGAYS IN LEGANES, ILOILO*

Ester L. Concepcion, M.A.N.

Abstract: *This study was conducted to determine men's family planning (FP) knowledge, attitude and practices. Using a structured questionnaires, randomly selected 320 married men were interviewed. The findings show that the majority of the married men in Leganes had adequate knowledge about and had favorable attitudes towards FP. The men's FP practice, however, was poor, as most couples (50%) were not practicing FP. The men from urban areas and those who were educated had less knowledge about FP than their counterparts. Knowledge about FP and attitudes towards it were significantly correlated but both variables were not significantly associated with FP practice.*

INTRODUCTION

Research findings about family planning (FP) are derived almost exclusively from women, and policies and programs based on these findings have not been successful in increasing contraceptive prevalence rate (Mbizvo and Adamchak, 1991, p.31). Although the importance of male involvement in family planning has been recognized in recent years, still only a few studies on the subject have been conducted in the Philippines. Most studies on family planning practice have focused on women, the general population or couples.

Women have also been the main source of information even about men's responses and decisions regarding family planning. Studies

with men as sources of information are very rare.

The fact that in the Philippines, the men's role in reproductive decisions is still very pronounced (David, 1996), it is important that men are also involved in family planning studies as source of information. This will help pave the way for a more active involvement of men in family planning endeavors. It is important therefore, to know how much men know about family planning, what their attitudes are towards it, and what their family planning practices.

OBJECTIVES OF THE STUDY

This study was conducted to determine the men's knowledge about FP, attitudes toward FP and their FP

*Based on the author's thesis submitted in fulfillment of the requirement for the degree of Master in Nursing at Central Philippine University.

practice and whether these three variables are associated with each other. The study further determined whether men's knowledge about and attitudes towards FP and their FP practices vary according to their age, residence educational attainment and work status and their wives' educational attainment and works status.

THEORETICAL AND CONCEPTUAL FRAMEWORK

The assumed link between men's knowledge about FP, their attitudes towards it and their FP behavior may be explained by the Gender Schema, introduced by Sandra Bern (Myers, 1986). The theory suggests sex differences in behavior, that social expectations mold the experience of men and women and when social expectations vary, a person's role behavior also change. Men's lack of participation in FP may be traced to social "gender conditioning," and the roles and responsibilities they learn

as children from their parents and other role models, from the mass media, schools and other institutions.

The theory of Reasoned Action and Planned behavior by Fisbein and Ajzen (Clifford, 1979) also guided this study. Fisbein argues that human beings are rationale and use information available to them in deciding what to do. Specific attitudes combined with social factors are assumed to produce behavior. Fisbein asserts that change in beliefs can produce change in attitudes which can also lead to change in behavior. What men knows about FP (independent variable) is expected to affect their attitudes towards it (intervening variable) and may lead them to practice or not to practice FP (dependent variable). Variations in men's FP knowledge, attitudes and practices, are also expected, particularly according to their age, educational attainment, residence and work status. Figure 1. shows the assumed flow of relationship among the variables of the study.

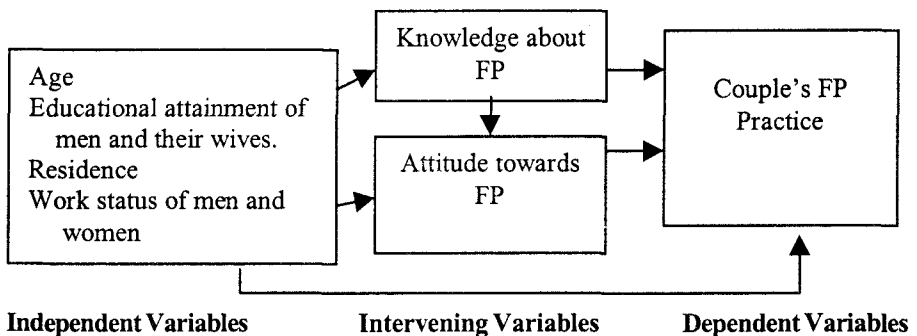


Figure 1. Assumed flow of relationship among the variables of the study.

METHODOLOGY

This is a one shot survey involving personal interviews of 320 men who were married to women of reproductive age (15-49). The men were identified based on a list of women of reproductive age in randomly selected urban and two rural barangays (one coastal and one agricultural), in the Municipality of Leganes, Iloilo. Barangay Poblacion represented the urban areas, while Barangays Guinobatan and Camangay represented the rural sector. The sample respondents were drawn using systematic sampling with a random start (Parel, et. al., 1979). A structured interview schedule translated to "hiligaynon," the dialect of the people of Iloilo was used to

collect the data. Interviews were conducted by registered nurses who underwent training on interviewing.

FINDINGS AND DISCUSSIONS

Characteristics of the Men and their Wives

The men in this study were 37 years old on the average. Four in ten of them (41.6%) had high school/vocational education, while slightly more than one-third (35.6%) were college-educated. Their wives had about the same education as their husbands had. Almost all of the men were gainfully working (94.1%), but only 16.5 percent of their wives were. On average, the couples had three to four children (Average = 3.7).

Table 1. Distribution of Respondents According to Selected Characteristics

Characteristics	Number (n=320)	Percent
Mean Age		37.3
Men's Educational Attainment		
Elementary or lower	83	25.9
High School/Vocational	132	41.3
College/Post Graduate	105	32.8
Wives' Educational Attainment		
Elementary & lower	73	22.8
High school/Vocational	133	41.6
College and above	114	35.6
Men's Working Status: Working	301	94.1
Wives' Work status of wife: Working	54	16.9
Number of Children		
0	12	3.8
1 - 2	101	31.5
3 - 4	114	35.6
5 or more	93	29.1
Mean = 3.7		

Men's Knowledge about Family Planning

The married men of Leganes had "average" to "high" level of knowledge about FP. Most of them knew what FP is (80 %), where they can avail of FP services (94.4%) and why couples should practice FP (81.9%). Most of them were also familiar with the different FP methods, and were able to identify the male-oriented contraceptives (88.4%), the

female-oriented methods (93.8%) and the methods that require surgery (95%).

Most of the men, however, still had misconceptions about FP methods, particularly on the side effects of male FP methods. A high majority (95.7%) of them believed that a vasectomized male could not carry heavy loads. Most of them (93.7 %) failed to identify any side effects of condom, while only a few (6.35%) knew that it can cause allergic reactions.

Table 2. Distribution of Respondents m According to their Knowledge About Family Planning

Questions About FP Knowledge	Number (N=320)	%
<u>A. FP Awareness:</u>		
What is FP?	256	80.0
Where can you avail of FP services?	302	94.4
Why should a couple practice FP?	262	81.9
<u>B. FP Methods:</u>		
Which of the following is a male-oriented method?	283	88.4
Which of the following is a female-oriented method?	300	93.8
Which of the following methods require surgery?	304	95.0
<u>C. Side-Effects:</u>		
Which of the following is the side-effect of condom?	19	5.9
Which of the following is the side-effect of pills?	277	86.6
Which of the following is the side-effect of vasectomy?	15	4.7
<u>D. Effectivity:</u>		
Which of the following male-oriented method is permanent and most effective?	267	83.4
Which of the following male-oriented method is least effective?	112	35.0
Which of the following is the most effective and permanent female method?	245	76.6
<u>E. Level of Knowledge about FP</u>		
High	164	51.3
Average	149	45.6
Low	10	3.1

Men's Attitudes towards Family Planning

The men's attitude toward FP was generally favorable. All of them agreed that men should take responsibilities at home. Most of them also favored FP practice (94%), and agreed that couples should jointly decide on FP (98.8%). The majority expressed willingness to practice FP if their wives could not (92.8%). Nearly all of them acknowledged that an additional child means more expense (97.2%) to the family and that having many children hinders its economic development (93.8%). A

substantial proportion of the men, however, thought that being childless puts their virility in question (59.4%) and 77.9% believed that vasectomy decreases man's sexual satisfaction (Table 3).

Consistent with the findings in Africa (Mbizvo and Amanchak 1991). The men in general had favorable attitudes towards FP. Almost half of them (47.5%) obtained attitude scores from 9 to 10 which has a categorical equivalent of "Very Favorable" and almost the same percentage (46.5%) obtained scores from 7 to 8 which is equivalent to "Favorable."

Table 3. Distribution of Respondents According to their Attitudes Towards Knowledge About FP

Questions About Attitudes Toward FP	f	%
1. Should men help in the responsibilities at home?	320	100.0
2. Do you believe that men should actively participate in FP?	303	94.7
3. Do you believe that the couple should jointly decide about FP?	316	98.8
4. If your wife is unable to practice FP, are you willing to do it?	297	92.8
5. Does an additional child mean an additional expense?	311	97.2
6. Do you think having a lot of children will hinder the improvement of the economic status of the family?	300	93.8
7. Do you believe that men who do not have many children is not very fertile?	190	59.4
8. Do you believe that male-oriented methods are necessary although it is the woman who gets pregnant?	288	90.0
9. Do you believe that vasectomy does not decrease man's sexual satisfaction?	71	22.2
10. Do you believe that the use of condom is good?	275	85.9
<u>Overall Attitude Rating</u>		
Very favorable (9-10)	152	47.5
Favorable (7-8)	149	46.5
Unfavorable (5-6)	14	4.4
Very Unfavorable (3-4)	5	1.6

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FP Practices

Despite the men's good knowledge about and favorable attitude towards FP, their FP practice was still far from desirable. The majority of the men reported that they and their wives (59.4 %) were not practicing FP. Only 40.6% were currently using a method to delay pregnancy or limit the number of children. This is lower than the 1997 national (48.1%) and regional (58.1%) figures (David, 1998). It was noted

that many of the non-FP users were previous users (18.8%) and were therefore, drop-outs.

The data further show that among the FP users, there were more users of modern FP methods than those using traditional FP methods. The pill was the most commonly used among the modern methods. The male FP methods were unpopular and the condom was more favored by men than vasectomy. The same were found by David in an earlier study (1998).

Table 4. Distribution of Respondents According to FP Practice

FP Practice	Number	%
Current FP user	130	40.6
Non-users:	190	59.4
Previous users	60	18.8
Never users	130	40.6
TOTAL	320	100.0
Male FP Methods	N=130	%
<u>Modern Methods</u>	92	71.8
Condom	21	16.2
Vasectomy	3	2.3
DMPA (Injectable)	9	6.9
BTL (Tubal Ligation)	26	20.0
* Pills	31	23.8
IUD	2	1.5
LAM	11	8.5
Traditional Methods	38	29.2
Withdrawal	12	9.2
Periodic Abstinence/Rhythm	26	20.0

Variations in FP Knowledge, Attitudes and Practice According to Selected Characteristics of the Men and those of their Wives.

Among the personal characteristics of the men which were found to be associated with FP knowledge were residence (Eta=.18), their educational attainment (eta=.19), and that of their wives' (eta=0.14), their wives' work status (eta = 12). All eta values were significant as 5 % level. This means that men's knowledge about FP significantly varied according to residence, the men's and their wives' and educational attainment and wives' work status. Men from urban areas, those who were college educated, with college-educated wives and those with working wives tended to be more knowledgeable

about FP than those who were from rural areas, those with no college education, those whose wives were not college-educated and those with non-working wives, respectively.

A significant correlation was found between FP practice and educational attainment of the husbands (eta=.17) and that of their wives (eta=.16). This means that college educated men and those with college educated wives were more likely to practice FP than those who were less educated and those with less educated wives.

The results support Alip's (1994) conclusion that knowledge about FP is dependent on occupation and educational attainment. The study also confirmed the absence of a significant link between age and FP knowledge.

Table 5. Results of Relational Analysis Between Selected Characteristics of Husbands and Wives and Husband's Knowledge, Attitudes and FP Practice

Selected Characteristics	Knowledge about FP (Eta Values)	Attitudes Towards FP (Eta Values)	FP Practice (Eta Values)
<u>Husbands'</u>			
Age	0.01	0.03	0.12*
Residence	0.18*	0.06	0.05
Educational Attainment	0.19*	0.07	0.17*
Work Status	0.07	0.01	0.03
<u>Wives'</u>			
Educational attainment	0.14*	0.07	0.16*
Work Status	0.12*	0.05	0.03

*Significant at 5 percent level

Relationship Between Men’s FP Practice and their Knowledge about FP and their Attitudes Towards It

The data further show that men’s knowledge about FP was found to be significantly related to their attitudes toward FP ($r=0.30$). Although low, the positive correlation between the two variables is significant at 5% level. However, knowledge about FP and attitudes towards it, did not yield a significant effect on FP practice. Men’s knowledge about FP was

not significantly related to FP practice. When attitudes toward FP was controlled, the relationship between knowledge about FP and FP practice was strengthened ($r=.14$). Table 6 shows the data.

The findings indicate that the more knowledgeable the men were about FP, the better their attitudes toward it. High knowledge about FP and favorable attitudes toward FP, however, do not guarantee FP practice. Favorable attitude toward FP, however, strengthens the relationship between knowledge about FP and FP practice.

Table 6. Correlation Matrix for Men’s Knowledge About FP, Attitudes Towards FP and FP Practice

Characteristics	Knowledge about FP	Attitudes Towards FP	FP Practice
Knowledge	0.00	0.30*	0.08
Attitudes	0.30*	0.00	0.12
Practice	0.08	0.12	0.00

Partial Correlation Between Knowledge about FP and FP Practice Controlling for Attitudes Toward FP Practice: = 0.14*

*Significant at 5 percent level.

CONCLUSIONS AND RECOMMENDATIONS

The findings of the study support the hypothesis that men's knowledge about FP enhances their chance of practicing family planning. The significant relationship between men's knowledge about FP and their residence, educational attainment and that of their wives' and their own work status confirms that the men's environment, experiences and learnings significantly influences their knowledge acquisition. In this study, they significantly contribute to the men's acquisition of knowledge about FP.

Men's attitude towards family planning, however, was not significantly influenced by any of the independent variables: age, residence, educational status and work status of the men.

Considering the study's findings and conclusions, it is recommended that DOH and non-government organizations strengthens their information, education and communication programs and their IEC materials must include and emphasize FP male methods. Various methods of information dissemination such as, the use of comics, drama, informal education and posters in the dialect must be explored. FP programs, like FP counseling should involve not only women but also men. Pills and condoms being the most popular contraceptive methods should always be available at the health center.

Men can be involved as teachers/informants or as male FP motivators to male target FP users, in order to overcome gender barriers. More studies involving men must be conducted.

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“Research is a high-hat word that scares a lot of people. It needn’t. It is rather simple. Essentially, it is nothing but a state of mind - - a friendly, welcoming attitude toward change. Going out to look for change, instead of waiting for it to come. Research, for practical men, is an effort to do things better and not to be caught asleep at the switch. The research state of mind can apply to anything. Personal affairs or any kind of business, big or little. It is the problem-solving mind as contrasted with the let-well-enough-alone mind. It is the composer mind, instead of the fiddler mind; it is the ‘tomorrow’ mind, instead of the ‘yesterday’ mind.” -- C.F. Kettering



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