

The Push and Pull Factors of the Filipino Labor Migration in the Kingdom of Bahrain

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Abstract: The Philippine labor migration started in the earliest period as early as the 15th century. The migration was brought about by many causes such as political, economical and social factors. This paper used the descriptive method of research and employed Wilcoxon Rank Sum Test and Spearman's Rank test as the non parametric statistical tool. The primary data were gathered from the 56 male and 62 female Filipino OFW respondents from Manama area using the structured survey questionnaire. This study examined the profile of the respondents and investigated the different push and pull factors of Filipino labor migration in the Kingdom of Bahrain. It also answered the different problems presented in the research and it proved and disapproved the stated hypothesis. It was revealed that there is no significant difference in the perception of the male and female respondents as to the rank of the push factors of Filipino labor migration but there is a significant difference in terms of the rank of push factors as perceived by the respondents. The study also determined that there is no significant relationship between the push factors and the Filipino labor migration in Bahrain but there is a significant relationship in the pull factors and the Filipino labor migration as perceived by the respondents.

Keywords: Filipino, labor migration, push factors, pull factors.

I. INTRODUCTION

Philippine labor migration has existed in the country since its earliest history. There were four waves of migration in the Philippines which started in 1417 when one certain Sultan Paduka Batara commenced the task to develop the trade between the Chinese emperor and the royal families of Sulu. In the eighteenth century when the country was under the Spanish rule, the Acapulco trade with Manila began which led to the migration of Filipino seafarers to Mexico. Other Filipinos migrated to California as apple pickers and at the end of the nineteenth century, Filipino students, professionals and exiles traveled to Europe. In the twentieth century when the Philippines was a colony of the United States, more Filipinos moved to America. As a colony of the US, the Filipinos were considered as US nationals which facilitated their travel from the Philippines to United States. In the year of 1906, the Filipinos went to Hawaii to work in sugar plantations and as fruit pickers and some of them moved to Alaska to work in fish canneries. At the end of the Second World War, the American government imposed the national origin quota which led to the decline of Filipino migration to US.

The immigration restrictions instigated the movement of the Filipino people to Asian countries which started in 1950's. Some of the Asian countries where the Filipinos migrated were in the logging camps of Sabah and Sarawak and in the American bases in Vietnam, Thailand and Guam. In 1960, the Canadian and US government relaxed the immigration rules which allowed more Filipinos to migrate significantly to North America. The year of 1970 was the year when the Filipinos began to move to Iran and Iraq to work as engineers and technicians. At the same time during that period, the Filipinos started migrating to Europe as domestic helpers and nurses.

In the year 1970, former president Ferdinand Marcos institutionalized the policy to motivate and encourage the Filipinos for emigration to help the ailing economy. The policy was supposed to be temporary in nature but the Filipino migration was significantly increasing. There were many reasons of steadily increasing movement of the Filipino people to other countries such as high unemployment, poor living standards, and the martial rule imposed by Marcos. The imposition of the Martial law resulted to economic, political and social insecurities that caused the middle class families to move to neighboring Asian and gulf countries. From the ousted president Marcos to the present administration, it is very evident that the Philippine government is heavily depending on the remittances of the Overseas Filipino workers to augment the strength of the Philippine economy [1].

In 1970, the Philippines became one of the main labor exporters in the world. There was a very strong push factors to move out of the country due to the oil crisis in 1973 which affected the economic growth of the country. The population growth was uncontrolled which resulted to high unemployment rate. The Filipino people were searching for a descent life supported by good employment and appropriate wages.

During the year 1970, the Gulf countries called for skilled workers which included the Filipinos, to build their grand and impressive infrastructure projects. The Marcos government recognized the need for the Filipinos to migrate to the Gulf countries to lessen the unemployment in the Philippines. At that time, the Marcos government passed the Labor code in the Philippines in 1974. The government and private sector had played a vital role in the process of labor migration. The creation of

Philippine Overseas Employment Administration is an evidence of government's contribution to the process of labor recruitment such as processing workers' contracts, predeployment checks and acted as the arm of the government to check the licensing, regulating and monitoring the private recruitment agencies [2]. From 2006-2011, the Kingdom of Bahrain ranked eighth as the biggest destination for Filipino labor migrants both for hired and rehired workers. As of July, 2012, the documented Filipino domestic workers in Bahrain was accounted to be 21,254. Some of the Filipino workers in Bahrain are employed as accountants, construction workers, engineers and business and government staff. In 2011, during the uprising, the Philippine government imposed a deployment ban on Filipinos applying for work in the Kingdom but allowed Bahrain based Filipino workers to continue working. The deployment ban was lifted when the situation in the Kingdom was stable. Today, the Filipino workers accounted the 10% of Bahrain's population [3].

The kingdom is a member of GCC and the League of Arab States. Its population in 2006 was 0.636 million and in 2010 was 1.262 million. The increase in the rate was due to the rise of 11.1% in the international migration of foreign nationals between 2005 and 2010. Due the discovery of the oil well in the Gulf region, Bahrain and the other gulf countries obtained huge revenues which resulted to construction of infrastructure projects for development [4].

The Bahraini society had improved their living standard and as a result, the women of the country started to obtain education and thus employed after finishing their degree. The influx of domestic helpers in Bahrain occurred due to the new societal set up for women which necessitated a house help to do the household chores in the absence of the wives from home. The Filipino domestic workers were one of the many nationalities who traveled to Bahrain to grab the employment opportunity due to high rate of poverty and unemployment in their country of origin. Due to the continuous development of the Kingdom of Bahrain, more non-domestic helper employment opportunities were opened for foreign nationals and this resulted to various job openings for the Filipino people to work abroad.

This research paper will investigate the push and pull factors of the Filipino labor migration in the Kingdom of Bahrain. Specifically, this study will answer the following sub-problems:

1. What is the profile of respondents in terms of:
 - 1.1 Age
 - 1.2 Gender
 - 1.3 Educational Attainment
 - 1.4 Work Sector (Private or Government)
 - 1.5 Marital Status
 - 1.6 Number of Children
 - 1.7 Province (in the Philippines)
 - 1.8 Previous employment in the Philippines
 - 1.9 Number of years in the previous employment in the Philippines
 - 1.10 Present employment in Bahrain

1.11 Number of years in the present employment in Bahrain

1.12 Approximate monthly salary in the Philippines and Bahrain

1.13 Place of employment in Bahrain

1.14 Number of years of stay in Bahrain

2. Which push and pull labor migration factors have the highest rank among the list as perceived by the male and female respondents?

3. Is there a significant difference in the perception of the male and female respondents as to the rank of the factors under study?

4. Are the push factors related to the Filipino Labor migration in the Kingdom of Bahrain as perceived by the male and female respondents?

5. Are the pull factors related to the Filipino Labor migration in the Kingdom of Bahrain as perceived by the male and female respondents?

Objectives

This research study will determine the different push and pull factors of the Filipino labor migration in the Kingdom of Bahrain. This paper will also investigate which push and pull factors have the highest rank that motivate the Filipinos to leave their country in exchange of an employment in Bahrain.

Hypothesis

Ho: The male and female respondents do not have the same perception in terms of pull factors of the Filipino labor migration in Bahrain.

Ho: The male and female respondents do not have the same perception in terms of push factors of the Filipino labor migration in Bahrain.

Ho: The push factors do not have a relationship to the Filipino labor migration in the Kingdom of Bahrain as perceived by the respondents.

Ho: The pull factors do not have a relationship to the Filipino labor migration in the Kingdom of Bahrain as perceived by the respondents.

II. RESEARCH METHODOLOGY

This research paper will utilize the descriptive method of research which will determine the rank of the push and pull factors of Filipino labor migration in the Kingdom of Bahrain. This will also establish the differences in the perception of the respondents regarding the factors under study as well as the relationship of the factors to labor migration.

The survey questionnaire will be used to gather data from the respondents in order to answer the hypotheses and the problems posted. The instrument will be distributed to the individuals who will not be members of the respondents and will also be presented to the experts in line with the study in order to establish the clarity and the validity of the questionnaire.

The gathering of data will commence from the visit of the researcher to the venues where the Filipino Overseas Workers (OFWs) meet during their off days. The researcher will set meetings and appointments to the respondents for a brief explanation of the contents of the

questionnaire. Thereafter, the respondent will answer the survey tool and eventually, the answered instrument will be retrieved.

The following procedures will be employed by the researcher in data gathering.

1. The survey questionnaire will be validated through the help of the experts and will also be distributed to the individuals who will not be included in the choice of the respondents.
2. The approved and correct survey tool will be distributed to the respondents for data gathering.
3. Utmost confidentiality will be provided to the data gathered.
4. The responses will be tabulated, analyzed using the statistical instruments which complement the stated hypotheses.

Due to the limited time of survey instrument distribution and data gathering, the researcher will use the non-probability quota sampling. This method is the most common in the non-probability sampling because there is no rule as to the number of respondent to obtain. The objective of the researcher is to gather respondents who will have the features and attributes that can best answer the questionnaires depending on their experiences regarding the push and pull factors on Filipino labor migration in the Kingdom of Bahrain.

The respondents of the study will be the Overseas Filipino Workers in Manama, area which is composed of 47 male and 62 female respondents with variety of job classification such as domestic helpers, restaurant and salon workers, office staff, and professionals such as medical doctors, teachers, professors and engineers.

This research study will utilize the structured survey instrument which is composed of two parts. The first part contains the profile of the respondents and the second part deals with the push and pull factors of the Filipino labor migration in the Kingdom of Bahrain. The respondents will answer the first part of the questionnaire by filling the blanks regarding their profile and the second part will be answered by ranking the factors under study with 14 as the highest and 1 as the lowest.

The statistical tools will be employed to determine the rank, the differences or non differences and the relationship or non relationship of the factors being studied and as perceived by the respondents. For the differences in the perception of the respondents regarding the rank of the push and pull factors, the Wilcoxon Rank Sum Test for Independent samples will be used. For the relationship of the factors, the Spearman's Rank-Order correlation will be employed.

III. RESULTS AND DISCUSSION

1. Age of the respondents. Table 4.1 showed the age of the respondents. The male respondents has 14 or 11.8% which is in the 20-30 age group, 28 or 23.7% had 31-40 age, 7 or 5.9% belong to the 41-50 age group, 5 or 4.2% is in the 51-60 age group and the remaining 2 or 1.6% is in the 61-70 age group. The female respondents showed that 17 or 14.40% is in the 20-30 bracket, 30 or 25.4% has the

31-40 range of age, 8 or 6.7% is in the 41-50 group age, 4 or 3.3% is in the range of 51-60 and 3 or 2.5% has the 61-70 age group.

2. Educational attainment of the respondents. Table 4.2 showed the educational attainment of the respondents. The male group has 8 doctorate graduates or 8%, 8 master graduates or 8%, 22 college graduates or 22%, 6 undergraduate or 6% and 6 high school graduates or 6% which represented the male respondents. For the female respondents, 12 or 12% are doctorate graduates or , 8 or 8% are master graduates, 17 or 17% are college graduates, 10 or 10% are undergraduates and 3 or 3% are high school graduates.

3. Marital status of the respondents. Table 4.3 revealed the marital status of the respondents. The male group has 19 or 16.1% is single, 33 or 27.9% is married and 4 or 3.3% is separated. For the female respondents, 32 or 27.1% are single, 238 or 23.7% are married and 2 or 1.6% are separated.

4. Sector of workplace. Table 4.4 demonstrated that 17 or 14.4% of the male respondents are working in the government sector and 39 or 33% are working in the private sector. The female respondents revealed that 21 or 17.7% are employed in the government sector and 41 or 34.7% are in the private sector.

5. Nature of work of the respondent. Table 4.5 illustrated the nature of work of the respondents. Six or 5.1% of the male respondents work as a domestic helper, 12 or 10.1% work as salon or restaurant staff, 10 or 8.5% is employed as an office staff, 5 or 4.2% has teaching job, 8 or 6.7% are professors, 3 or 2.6% are doctors and 12 or 10.1% are engineers. The female respondents showed that 10 or 8.4% are employed as domestic helpers, 15 or 12.7% are in the salon or restaurant, 12 or 10.1% are working as office staff, 6 or 5.1% are teachers, 12 or 10.2% are professors, 2 or 1.6% are medical doctors and 5 or 4.3% are working as engineers.

6. The only bread winner of the family. Table 4.6 illustrates the member of the family who is the bread winner of the family. Forty seven of 39.9% stated that they are the only bread winner of the family and 9 or 7.6% confirmed that they are not the only bread winner of the family. As to the female group, 46 or 38.9% is the only bread winner of the family and 16 or 13.5% is not the only bread winner in the family.

7. Staying in Bahrain. Table 4.7 explains the desire of the respondents to stay in Bahrain. Thirty six or 30.5% of the male respondents stated that they desire to stay in Bahrain temporarily and 20 or 16.9% wanted to stay in Bahrain permanently. Forty nine or 41.5% of the female group confirmed that they wanted to temporarily stay in Bahrain and 13 or 11% desired to stay in Bahrain permanently.

8. Bringing the family in Bahrain. Table 4.8 illustrated the desire of the respondents to bring the family in Bahrain. Seven or 5.9% male respondents wished to bring the family in Bahrain and 49 or 41.5 did not desire to bring the family in Bahrain. The female respondents revealed that 14 or 11.8% desired to bring the family in Bahrain and 48 or 4.6% did not want to bring the family in Bahrain.

9. The Family of respondents is in Bahrain. Table 4.9 revealed that 4 or 3.4% of the male respondents stated that

their family is in Bahrain and 52 or 44.06% answered that their family is not in Bahrain. For the female group, 7 or 5.9% responded that their family is in Bahrain and 55 or 46.69% replied that their family is not Bahrain.

10. Number of children. Table 4.10 demonstrated the number of children of the respondents. Twelve or 19.6% have 1-2 children, 10 or 16.3% have 3-4 children 1 or 1.6% has 5-6 and 7-8 children. The female respondents stated that 14 or 22.9% have 1-2 children, 12 or 19.6% has 3-4 children 1 or 1.6% has 5-6 and 7-8 children.

11. Province in the Philippines. Table 4.11 revealed that 22 or 18.6% of the male respondents are from Manila, 12 or 10.2% are from Mindanao, 10 or 8.4% are from Visayas and 12 or 10.1% are from bicolor region. For the female group, 28 or 23.7% are from Manila, 14 or 11.8% are from Mindanao 15 or 123.7% are from Visayas and 5 or 4.23% are from Bicol region.

12. Previous employment in the Philippines. Table 4.12 showed the previous employment of the respondents in the Philippines. For the male group, 31 or 26.2% were working as office staff, 12 or 10.1% were teachers, 3 or 2.5% were working in the hospital, 10 or 8.4% were employed in salon. Twenty seven or 22.8% were employed as office staff, 13 or 11% were teachers, 2 or 1.6% were working in the hospital and 20 or 16.9% were salon workers.

13. Approximate monthly salary in the Philippines. Table 4.13 explained the approximate monthly salary of the respondents in the Philippines. Thirty two or 27.1% of the male respondents have P10,000-20,000 salary range, 17 or 14.4% received P21,000-30,000, 4 or 3.3% received P31,000-40,000 and 2 or 1.6% received P41,000-50,000. The female group revealed that 38 or 32.2% received P10,000-20,000 salary, 16 or 13.5% received P21,000-30,000 salary, 6 or 5.1% had P31,000-40,000 range of salary and 2 or 1.6% received a salary range from P41,000 to 50,000.

14. Number of years in the previous employment in the Philippines. Table 4.14 demonstrated the respondents' number of years in the previous employment in the Philippines. The male respondents stated that 28 or 23.7% stayed in their previous employment for 1-5 years, 18 or 15.2% stayed for 6-10 years and 10 or 8.4% stayed for 11-15 years. Thirty five or 29.6% of the female respondents stayed in their previous employment for 1-5 years, 17 or 14.4% stayed for 6-10 years, 10 or 8.4% stayed for 11-15 years.

15. Present employment in Bahrain. Table 4.15 illustrated the present employment of the respondents in Bahrain. Six or 5% of the male group are domestic helpers, 12 or 10.1% are working in a salon or restaurant, 10 or 8.4% are employed as office staff, 5 or 4.2% are teachers, 8 or 6.7% are professors, 3 or 2.5% are medical doctors and 12 or 10.2% are working as engineers. The female respondents revealed that 10 or 8.5% are working as domestic helpers, 15 or 12.7% are staff in salon and restaurants, 12 or 10.2% are working as office staff, 6 or 5.1% are teachers, 12 or 10.2% are professors, 2 or 1.7% are medical doctors and 5 or 4.2% are engineers.

16. Push factors for labor migration. Table 4.16 pointed out the rank by frequency of the push and pull factors of

labor migration in Bahrain as responded by the male respondents. Ten of male stated that unemployment is the highest push factors for labor migration, 2 have chosen underemployment, 8 for low salary/wage, 3 for weak safety and security, 4 for high incidence of natural calamity, 5 for low quality of life of the family, 4 for high percentage of criminality, 2 for inefficient working environment, 5 for high prices of goods and services, 4 for poverty, 2 for political instability, 2 for poor services from the government, 1 for conflict between the government troops and armed groups and 4 for lesser opportunity for children's education.

For the female group, eleven respondents have chosen unemployment as one of the highest push factor for labor migration, 2 have chosen underemployment, 8 for low salary/wage, 5 for weak safety and security, 3 for high incidence of natural calamity, 4 for low quality of life of the family and 3 for high percentage of criminality, 1 for inefficient working environment, 7 for high prices of goods and services, 6 for poverty, 1 for political instability, 2 for poor services from the government, 2 for conflict between the government troops and armed groups and 7 for lesser opportunity for children's education.

17. Pull Factors for labor migration. Table 4.17 revealed the pull factors of Filipino labor migration in Bahrain. The male group has chosen high income/salary as the highest pull factor for labor migration, 4 for employment potential, 8 for equitable compensation 3 for better safety and security, 2 for low incidence of natural calamities 3 for better and desirable quality of life especially for the family, 2 for low percentage of criminality 4 for better environment for foreign workers, 6 for reasonable prices of goods and services, 5 for descent life 2 for political security, 3 for better service provisions for foreign workers, 4 for no conflict between the government and armed groups and 1 for better education for children.

The female group has chosen high income/salary as the highest pull factor for labor migration, 3 for employment potential, 9 for equitable compensation 4 for better safety and security, 3 for low incidence of natural calamities, 3 for better and desirable quality of life especially for the family, 1 for low percentage of criminality, 7 for better environment for foreign workers, 6 for reasonable prices of goods and services, 4 for descent life, 2 for political security, 3 for better service provisions for foreign workers, 3 for no conflict between the government and armed groups and 4 for better education for children.

18. Difference in the perception of the male and female respondents as to the rank of the push factors of Filipino migration. Table 18 demonstrated the difference in the perception of the male and female respondents as to the rank of the push factors of Filipino migration. The sum of the ranks for the male group is 192.5 and 203 for the female group. At $\alpha .05$ level of significance, the z computed is -0.482 and the tabular value is $-.712$. Since the absolute value for the tabular value is $.712$ which is greater than $.0482$, the null hypothesis that there is no difference in the perception of the male and female respondents as to the rank of the push factors for Filipino migration is rejected, thus, the alternative hypothesis is accepted.

19. Difference in the perception of the male and female respondents as to the rank of the pull factors of Filipino migration. Table 19 revealed the difference in the perception of the male and female respondents as to the rank of the push factors of Filipino migration. The sum of the ranks for the male group is 194.5 and 211.5 for the female group. At $\alpha .05$ level of significance, the z computed is -1.03 and the tabular value is -.712. Since the absolute value for the tabular value is .712 which is less than .1.03, the null hypothesis that there is no difference in the perception of the male and female respondents as to the rank of the push factors for Filipino migration is accepted, thus, the alternative hypothesis is rejected.

20. Relationship of push factors to the Filipino labor migration as perceived by the male and female respondent. Table 4.20 illustrated the relationship of the push factors to the Filipino Labor Migration as perceived by the respondents. The sum of ranks (d_2) is 254.25. The obtained P value is .441 and the critical P value is .539 which means that the obtained P value is less than the critical P value, hence, the null hypothesis is accepted and the alternative hypothesis that there is a relationship in the push factors and the Filipino migration as perceived by the respondents is thus rejected.

21. Relationship of pull factors to the Filipino labor migration as perceived by the male and female respondent. Table 4.21 illustrated the relationship of the push factors to the Filipino Labor Migration as perceived by the respondents. The sum of ranks (d_2) is 504.5. The obtained P value is -1.08 and the critical P value is .539 which means that the obtained P value is greater than the critical P value, hence, the null hypothesis is rejected and the alternative hypothesis that there is a relationship in the push factors and the Filipino migration as perceived by the respondents is thus accepted.

IV. CONCLUSION

This chapter reveals the findings, conclusions and recommendations based on the problem and hypothesis presented in the beginning of the study.

1. The respondents of the study are composed of 56 male and 62 female respondents coming from the different regions of the Philippines particularly in Manila. The highest educational attainment of male and female respondents is PhD. holder and the lowest is a high school graduate. The youngest OFW is 20 years old and the oldest is 70. Most of the male respondents are married as well as the female group. Most of the male and female OFWs are working in the private sector especially in salon and restaurant. The respondents revealed that most of them are the only breadwinner of the family. Most of the male and female respondents are temporarily residing in Bahrain together with their families. The highest percentage for the number of children is between one to two children. The study showed that most of the respondents' employment in the Philippines was in the office and working as an office staff. Approximately, the highest salary received by the OFW when they were still working in the Philippines was P50,000 and it was only received by 2.6% and 1.6% of the male and female

respondents respectively. The highest number of years of stay of the OFW in their previous employment in the Philippines is 11-15 years.

2. Unemployment ranked first as the push factor for Filipino labor migration in Bahrain while the high income/salary was ranked as the first pull factor for labor migration.

3. The study also showed that there is no significant difference in the perception of the respondents as to the rank of the push factor of Filipino migration in Bahrain but there is a significant difference in the perception of the 2 groups in terms of the rank of the pull factors of labor migration.

4. The push factors have no relationship to the Filipino migration in Bahrain as perceived by the respondents while there is a relationship in the pull factors and the Filipino labor migration as perceived by the respondents.

The following conclusions were derived from the findings of the study.

1. The Filipino overseas workers originated from different places in the Philippines with different range of ages, occupation, educational attainment, previous employment in the Philippines as well as varying scales of salary and wages.

2. The Filipino labor migration in the Kingdom of Bahrain is primarily pushed by the unemployment in the Philippines as it is shown in the rank of the items presented in the questionnaire.

3. The Filipino overseas workers are predominantly pulled to go abroad due to high income/salary given by the host country. The male and female respondents have the same perception as to the rank of the push factors of labor migration while they did not have the same perception in terms of the rank of the pull factors of labor migration.

4. It is also concluded that the push factor have no relationship to the Filipino labor migration as perceived by the respondents but the pull factors have a relationship in the Filipino labor migration in the Kingdom of Bahrain as it is revealed by the two groups of respondents.

The following recommendations were derived from the conclusions of the study.

1. The Philippine government should devise a sustainable employment plan for the Filipino workers by creating more jobs through investment coming from the foreign investors.

2. The Philippine government should also create a sustainable development plan to educate the Filipino people for free specially the out of school youth to gain entrepreneurial knowledge and skills. These knowledge and skills could give them the benefit of starting a business or any income generating occupation.

3. The salary scale should be given a preferential attention by the government and the private business sector to improve and increase the income of the Filipino workers so as not to go abroad and earn a living as a means for survival.

4. There must be a program for the returning Filipino overseas worker in the Philippines. Although there are some benefits given to the returning OFW, but these benefits are not sufficient to all.

5. The conclusion also showed that OFWs do not have the same pull factors for going abroad but nevertheless, their plights should be given a special attention due to their role as great contributors to the remittances to the Philippines which help the country's economy in terms of international monetary reserves.

6. The researcher hopes that this paper may help other researchers who desire to undergo the same endeavor in order to support, confirm and substantiate the results of the study.

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BIOGRAPHY



Dr. Felicidad A. Dy Kam completed her degree in Liberal Arts and Commerce major in Economics and Management from Ateneo de Naga University. She took her Master in Business Administration and Doctor in Business Administration from Polytechnic University of the Philippines. She has taught in various universities in the Philippines. She has also an international exposure abroad as visiting professor for 3 months in one of the universities in China and for two years as visiting professor in South Korea. Currently, she is working as an Assistant Professor at AMA International University-Bahrain where she handles Management and Economics subjects.

TABLE I Age of the respondents

Respondents	20-30		31-40		41-50		51-60		61-70		%	
	F	%	F	%	F	%	F	%	F	%	F	%
Male	14	11.8	28	23.7	7	5.9	5	4.2	2	1.6	56	47.4
Female	17	14.4	30	25.4	8	6.7	4	3.3	3	2.5	62	52.5
Total	31	26.2	58	49.1	15	12.7	9	7.6	5	4.2	118	100

TABLE II Educational attainments of the respondents

Respondents	Doctorate		Master		College		Under graduate		High School		Elementary		Total		%
	F	%	F	%	F	%	F	%	F	%	F	%	F	%	
Male	8	8	8	8	22	22	6	6	6	6	0	0	50	50	
Female	12	12	8	8	17	17	10	10	3	3	0	0	50	50	
Total	20	20	16	16	39	39	16	16	9	9	0	0	100	100	

TABLE III Marital status of the respondents

Respondents	Single		Married		Separated		Divorce		Total	%
	F	%	F	%	F	%	F	%		
Male	19	16.1	33	27.9	4	3.3	0	0	56	47.4
Female	32	27.1	28	23.7	2	1.6	0	0	62	52.5
Total	51	43.2	61	51.6	6	5	0	0	118	100

TABLE IV Sector of workplace

Respondents	Government Sector		Private Sector		Total	
	F	%	F	%	F	%
Male	17	14.4	39	33	56	47.45
Female	21	17.7	41	34.7	62	52.54
Total	38	32.1	80	67.7	118	100

TABLE V Nature of work of the respondent

Respondents	Domestic Helpers		Salon & Restaurant Staff		Office Staff		Teachers		Professors		Medical Doctors		Engineers		Total	%
	F	%	F	%	F	%	F	%	F	%	F	%	F	%		
Male	6	5.1	12	10.1	10	8.5	5	4.2	8	6.7	3	2.6	12	10.1	56	47.4
Female	10	8.4	15	12.7	12	10.1	6	5.1	12	10.2	2	1.6	5	4.3	62	52.5
Total	16	13.5	27	22.8	22	18.6	11	9.3	20	16.9	5	4.2	17	14.4	118	100

TABLE VI The only bread winner of the family

Respondents	Yes		No		Total	
	F	%	F	%	F	%
Male	47	39.9	9	7.6	56	47.45
Female	46	38.9	16	13.5	62	52.54
Total	93	78.8	25	21.1	118	100

TABLE VII Staying in Bahrain

Respondents	Temporarily		Permanently		Total	
	F	%	F	%	F	%
Male	36	30.5	20	16.9	56	47.45
Female	49	41.5	13	11	62	52.54
Total	85	72.0	33	27.9	118	100

TABLE VIII Bringing the family in Bahrain

Respondents	Yes		No		Total	
	F	%	F	%	F	%
Male	7	5.9	49	41.5	56	47.45
Female	14	11.8	48	40.6	62	52.54
Total	21	17.7	97	82.2	118	100

TABLE VIII The Family of respondents is in Bahrain

Respondents	Yes		No		Total	
	F	%	F	%	F	%
Male	4	3.4	52	44.06	56	47.45
Female	7	5.9	55	46.69	62	52.54
Total	11	9.3	107	90.5	118	100

TABLE IX The Family of respondents is in Bahrain

Respondents	Yes		No		Total	
	F	%	F	%	F	%
Male	4	3.4	52	44.06	56	47.45
Female	7	5.9	55	46.69	62	52.54
Total	11	9.3	107	90.5	118	100

TABLE X Number of children

Respondents	1-2		3-4		5-6		7-8		Total	%
	F	%	F	%	F	%	F	%		
Male	12	19.6	10	16.3	1	1.6	1	1.6	33	54.09
Female	14	22.9	12	19.6	1	1.6	1	1.6	28	45.9
Total	26	42.5	22	36	2	3.2	2	3.2	61	100

TABLE XI Province in the Philippines

Respondents	Manila		Mindanao		Visayas		Bicol		Total	%
	F	%	F	%	F	%	F	%		
Male	22	18.6	12	10.2	10	8.4	12	10.1	56	47.4
Female	28	23.7	14	11.8	15	12.7	5	4.23	62	52.55
Total	50	42.3	26	22	25	21.1	17	14.4	118	100

TABLE XII Previous employment in the Philippines

Respondents	Office Staff		Teacher		Hospital		Salon		Total	%
	F	%	F	%	F	%	F	%		
Male	31	26.2	12	10.1	3	2.5	10	8.4	56	47.4
Female	27	22.8	13	11	2	1.6	20	16.9	62	52.5
Total	26	22	25	21.1	5	4.1	30	25.3	118	100

TABLE XIII Approximate monthly salary in the Philippines

Respondents	P10,00-20000		P21,000-30,000		P31,000-40,000		P41,000-50,000		Total	%
	F	%	F	%	F	%	F	%		
Male	32	27.1	17	14.4	4	3.3	3	2.6	56	47.4
Female	38	32.2	16	13.5	6	5.1	2	1.6	62	52.5
Total	70	59.3	33	27.9	10	8.4	5	4.2	118	100

TABLE XIV Number of years in the previous employment in the Philippines

Respondents	1-5		6-10		11-15		16-20		Total	%
	F	%	F	%	F	%	F	%		
Male	28	23.7	18	15.2	10	8.4	0	0	56	47.4
Female	35	29.6	17	14.4	10	8.4	0	0	62	52.5
Total	63	53.3	35	29.6	20	16.9	0	0	118	100

TABLE XV Present employment in Bahrain

Respondents	Domestic Helpers		Salon & Restaurant Staff		Office Staff		Teachers		Professor		Medical Doctors		Engineers		Total	%
	F	%	F	%	F	%	F	%	F	%	F	%	F	%		
Male	6	5	12	10.1	10	8.4	5	4.2	8	6.7	3	2.5	12	10.2	56	47
Female	10	8.5	15	12.7	12	10.2	6	5.1	12	10.2	2	1.7	5	4.2	62	53
Total	16	13.5	27	22.8	22	18.6	11	9.3	20	16.9	5	4.2	17	14.4	118	100

TABLE XVI Push factors for labor migration

PUSH FACTORS	RANK (by freq)		PUSH FACTORS	RANK (by freq)	
	Male	Female		Male	Female
Unemployment	10	11	Inefficient working environment	2	1
Underemployment	2	2	High prices of goods and services	5	7
Low salary/wage	8	8	Poverty	4	6
Weak safety and security	3	5	Political instability	2	1
High incidence of natural calamity	4	3	Poor services from the government	2	2

Low quality of life of the family	5	4	Conflict between government troops and armed groups	1	2
High percentage of criminality	4	3	Lesser opportunity for children's education	4	7

TABLE XVII Pull Factors for labor migration

PULL FACTORS	RANK (by freq)		PULL FACTORS	RANK (by freq)	
	Male	Female		Male	Female
Employment potential	4	3	Better environment for foreign workers	4	7
Equitable compensation	8	9	Reasonable prices of goods and services	6	6
High income/salary	9	9	Descent life	5	4
Better safety and security	3	4	Political security	2	2
Low incidence of natural calamities	2	3	Better service provisions for foreign workers	3	3
Better and desirable quality of life especially for the family	3	3	No conflict between the government and armed groups	4	3
Low percentage of criminality	2	1	Better education for the children	1	4

TABLE XVIII

Difference in the perception of the male and female respondents as to the rank of the push factors of Filipino migration

Respondents	Sum of the Ranks	z-computed	Tabular Value ($\alpha .05$)	Decision
Male	192.5			
Female	203	-0.482	-.712	Accept Ho

TABLE XIX

Difference in the perception of the male and female respondents as to the rank of the pull factors of Filipino migration

Respondents	Sum of the Ranks	z-computed	Tabular Value ($\alpha .05$)	Decision
Male	194.5			
Female	211.5	-1.03	-.712	Reject Ho

TABLE XX

Relationship of push factors to the Filipino labor migration as perceived by the male and female respondent

Respondents	Sum of the Ranks (d_2)	Obtained P	Critical Value P ($\alpha .05$)	Decision
Male	254.25			
Female		.441	.539	Accept Ho

TABLE XXI

Relationship of pull factors to the Filipino labor migration as perceived by the male and female respondent

Respondents	Sum of the Ranks (d_2)	Obtained P	Critical Value P ($\alpha .05$)	Decision
Male	504.5			
Female		-.108	-.539	Reject Ho