

LABORFORCE PARTICIPATION

Chapter 12. Labor Force Participation

As the Commonwealth of the Northern Mariana Islands develops economically, labor force participation provides a measure of how well the government and the private sector are doing in providing jobs for the population. Although some data on labor force participation are obtained from periodic surveys in the Commonwealth, data for the whole population can be obtained only from a census. Since the decennial census is, by definition, collected once each decade, it provides a measure every ten years of labor force participation at the particular point in time. By the same token, since the census is only a snapshot, it does not provide temporal data; we cannot see change in the labor force characteristics over time, and the data themselves are extremely affected by temporary ups and downs in the economic situation in the Commonwealth as well as in the United States. In fact, as is sometimes noted, when the United States sneezes economically, the CNMI gets a severe case of pneumonia.

Less than half of the population aged 16 years and over in 1970 was in the labor force, compared to almost two-thirds in 1980 (Table 12.1). Both Saipan and Rota had 64 percent of its adult population in the labor force compared to 57 percent on Tinian and 28 percent in the Northern Islands. Only 24 persons were recorded as being in the U.S. Armed Forces in 1970 and 13 in 1980. (These 13 were at a Coast Guard Station in the San Antonio area of Saipan and were not native to the area.)

Table 12.1 Labor Force Participation by Island: 1970 and 1980

Labor Force	1980					
	1970	Total	Saipan	Rota	Tinian	Northern Islands
Persons 16 + years.	4599	9599	8366	727	466	40
Labor force.....	2236	6102	5359	466	266	11
Percent.....	48.6	63.6	64.1	64.1	57.1	27.5
U.S. Armed Forces.....	24	13	13	0	0	0
Civilian Labor Force..	2212	6089	5346	466	266	11
Employed.....	2149	5941	5215	453	262	11
Unemployed.....	63	148	131	13	4	0
Percent.....	2.8	2.4	2.5	2.8	1.5	0.0
Not in Labor Force.....	2363	3497	3007	261	200	29

Source: PC(1)-B58, Table 12, and PC80-1-C/D, Table 50, and STF3

The unemployment rate in 1970 was 2.8 percent and in 1980 was 2.4 percent, essentially the same. "Unemployment" in the CNMI is problematic, however, since persons doing subsistence or not otherwise in the labor force, may be included in the "not in the labor force" category rather than in the labor force, but unemployed, so the "real" unemployment rate was probably considerably higher than that obtained from the census.

The labor force participation of males in the CNMI continued to be much higher than for females. In 1970, 69 percent of the males 16 years and over were in the labor force, which increased to 77 percent in 1980 (Table 12.2). Rota had the highest male participation rate of 79 percent, followed by Saipan at 77 percent, and Tinian at 73 percent. Only 11 of the 25 males in the age group in the Northern Islands were recorded as in the labor force.

The unemployment rate for males for 1970 was slightly lower than that of the whole population, but was essentially the same as for the whole population in 1980. Again, these figures mean very little in the case of the Northern Mariana Islands because of so many other factors which must be considered. The rates for all islands were low.

Table 12.2. Male Labor Force Participation by Island: 1970 and 1980

Labor Force	1970	1980				
		Total	Saipan	Rota	Tinian	Northern Islands
Males 16 + years.	2368	5197	4478	419	275	25
Labor force.....	1635	4008	3465	332	200	11
Percent.....	69.0	77.1	77.4	79.2	72.7	44.0
U.S. Armed Forces.....	24	13	13	0	0	0
Civilian Labor Force..	1611	3995	3452	332	200	11
Employed.....	1579	3902	3368	325	198	11
Unemployed.....	32	93	84	7	2	0
Percent.....	2.0	2.3	2.4	2.1	1.0	0.0
Not in Labor Force.....	733	1189	1013	87	75	14

Source: PC(1)-B58, Table 12, and PC80-1-C/D, Table 50, and STF3

The labor force participation of females remained much lower than that of males, as is usually the case, since females are more likely to move in and out the labor force as they have babies, and take care of their children. However, although only about 1 in every 4 women in 1970 was in the labor force, by 1980, almost 1 in every 2 women was in the labor force, which shows real, rather than merely statistical, change. It is clear that a larger proportion of females actually were involved in work-for-pay activities in 1980 than in 1970.

It is also clear that the islands which provided the greatest variety of work options for women, also had the highest labor force participation rates. Saipan had the highest participation rate for women of 49 percent in 1980, followed by 44 percent for Rota, and 35 percent for Tinian. No women in the Northern Islands were in the labor force in 1980 (Table 12.3).

The unemployment rate for females in 1980 (2.6 percent) was exactly half what it was in 1970 (5.2 percent), probably indicating the greater variety of job options open to women in 1980 than were unavailable in 1970.

Table 12.3. Female Labor Force Participation by Island: 1970 and 1980

Labor Force	1980					
	1970	Total	Saipan	Rota	Tinian	Northern Islands
Females 16 + years.	2231	4402	3888	308	191	15
Labor force.....	601	2094	1894	134	66	0
Percent.....	26.9	47.6	48.7	43.5	34.6	0.0
U.S. Armed Forces.....	0	0	0	0	0	0
Civilian Labor Force..	601	2094	1894	134	66	0
Employed.....	570	2039	1847	128	64	0
Unemployed.....	31	55	47	6	2	0
Percent.....	5.2	2.6	2.5	4.5	3.0	0.0
Not in Labor Force.....	1630	2308	1994	174	125	15

Source: PC(1)-B58, Table 12, and PC80-1-C/D, Table 50, and STF3

The labor force participation of females used to be somewhat dependent on whether they had young children. The traditional communal society found in the Northern Mariana Islands would have freed women to work because of elderly people being built-in babysitters, but women would be unlikely to join the labor force because they would normally be expected to take care of their young children. Part-time paid employment also is a recent development in the Pacific, so females would probably not have been able to avail themselves of many work opportunities in the past.

The percentages of females 16 years and over with own children less than 18 years old increased from 50 percent in 1970 to 63 percent in 1980 (Table 12.4). The percentages of these women with children under 18 who were also in the labor force, however, increased even more, from 12 percent in 1970 to 30 percent in 1980. That is, in 1970, about 1 in every 8 females 16 years and over had a child and was also in the labor force, compared to 1 in 3 in 1980.

Another way of looking at these data is to look only at the group of females 16 years and over who actually had a child under 18 years old. Of the 1127 females in this category, the 260 who were in the labor force in 1970 constituted 23 percent of that population; this percentage more than doubled in 1980 to 47 percent - almost half of all women 16 years and over with a child under 18 in 1980 were in the labor force.

The percentage of adult females with own children under 6 increased from 34 percent in 1970 to 42 percent in 1980. About 9 percent of all adult females in 1970 had a child under 6 years old and were in the labor force compared to 20 percent in 1980. More adult females in 1980 than in 1970 had a child under 6 and more of them were in the labor force as well. Women with children 6 to 17 years old only had similar increases, with the proportion of these women in the labor force tripling, from 3 to 10 percent.

The percentage of adult females with own children under 6 and who were also in the labor force increased from 25 percent of the women in this group in 1970 to 48 percent in 1980. Similarly, the percentage of adult females with own children 6 to 17 years only and who were also in the labor force increased from 18 percent to 46 percent of the women in this group during the decade (Table 12.4).

Table 12.4. Females with Own Children by Labor Force: 1970 and 1980

Labor Force	Number		Percent	Percent	
	1980	1970	Change 1970 to 1980	1980	1970
Females, 16 + yrs..	4402	2231	49.3	100.0	100.0
With own child < 18 yrs.	2782	1127	59.5	63.2	50.5
In the labor force....	1309	260	80.1	29.7	11.7
Percent.....	47.1	23.1	...	...	...
With own child < 6 yrs..	1830	753	58.9	41.6	33.8
In the labor force....	873	191	78.1	19.8	8.6
Percent.....	47.7	25.4	...	...	...
With own child 6-17 only	952	374	60.7	21.6	16.8
In the labor force....	436	69	84.2	9.9	3.1
Percent.....	45.8	18.4	...	...	...

Source: Summary Tape File 3A, Table 57, and PC(1)-B58, 1970

There were also differences in female labor force participation by island. Tinian had the largest proportion of females 16 years old and over with children under 18 years, and also had the smallest percentage of them in the labor force - only 23 percent. (This excludes the Northern Islands where 2/3s of the females had children under 18, but none of the women were in the labor force.) About 3 of every 10 women on Saipan and Rota had children under 18 and were also in the labor force.

As seen in Table 12.4, 47 percent of the females with children under 18 were in the labor force. On Tinian (Table 12.5), less than one-third (32 percent) of the females with children under 18 were in the labor force, compared to 45 percent for Rota and 48 percent for Saipan. The percentages for females with children under 6 and for females with children 6 to 17 only were similar.

The Commonwealth of the Northern Mariana Islands also experienced growth in the labor force at almost all age ages. The data for 1970 and 1980 are difficult to compare for some age groups, because not all comparable age groups could be obtained from the data available. Labor force participation at all age groups for each sex either stayed the same or increased during the decade (except for females 16 to 19 who decreased slightly, although probably not significantly). For the youngest group aged 16 to 19, for example, 1 in every 4 males in both 1970 and 1980 was in the labor force, and so were about the same proportion of females. Until the age group 35 to 44, the peak period for employment (when people have sown their oats and are earning for themselves and their growing families), the percentage in the labor force increased for each age group, and then gradually dropped off.

Table 12.5. Females with Own Children by Labor Force Participation: 1980

	Numbers				|	Percent			
	Sal- pan	Tin- Rota	N. ian	N. Is.		Total	Sal- pan	Tin- Rota	ian ian	N. Is.
Labor Force					|				
Females, 16 + yrs..	3888	308	191	15	|	100.0	100.0	100.0	100.0
With own child < 18 yrs.	2429	207	136	10	|	63.2	62.5	67.2	71.2
In the labor force....	1172	93	44	0	|	29.7	30.1	30.2	23.0
Percent.....	48	45	32	0	|	...	...	...	...
With own child < 6 yrs..	1591	142	90	7	|	41.6	40.9	46.1	47.1
In the labor force....	782	61	30	0	|	19.8	20.1	19.8	15.7
Percent.....	49	43	33	0	|	...	...	...	...
With own child 6-17 only	838	65	46	3	|	21.6	21.6	21.1	24.1
In the labor force....	390	32	14	0	|	9.9	10.0	10.4	7.3
Percent.....	46	49	30	0	|	...	...	...	...

Source: Summary Tape File 3A, Tables 57 and 58

Again, except for females in the youngest age group, the percentage of males in the labor force was always greater than the percentage of females, and for some ages the differences were significant. For example, in 1970 only 25 percent of the females 35 to 44 were in the labor force compared to 93 percent of the males. While the percentage of males in this age group only increased to 94 percent during the decade, the percentage of females more than doubled to 54 percent (but this is still significantly less than the male labor force participation rate for the age group) (Table 12.5).

Both men and women seemed to be working much longer than they used to. The proportion of males 45 to 64 years old in the labor force increased from 73 to 82 percent during the decade, while the female labor force participation jumped from 13 percent to 32 percent.

Table 12.6. Labor Force Participation by Age and Sex: 1970 and 1980

Age Group	Males		Females	
	1980	1970	1980	1970
15 to 19 years....	24.9	24.8	32.1	31.0
20 to 24 years....	74.9	(NA)	60.9	(NA)
20 and 21 years.	(NA)	71.7	(NA)	48.0
22 to 24 years..	(NA)	85.1	(NA)	53.7
25 to 34 years....	90.7	89.5	61.8	31.5
35 to 44 years....	94.1	93.0	54.9	25.1
45 to 64 years....	82.0	72.6	31.8	12.8
65 years and over.	23.7	18.6	7.5	0.8

Source: PC80-1-C/D57A, Table 36 and PC(1)-B58, 1970, Table 12

The trend for labor force participation by age is seen more clearly in the smaller age ranges (Table 12.7). By 20 to 24 years old, 2 out of every 3 persons in the Northern Marianas were in the labor force in 1980, including 3 of every 4 males, and about 6 of every 10 females. The proportions increased for every age group to the 45 to 54 year olds, and then dropped off progressively. These trends were seen for both males and females, although the females started decreasing after the 35 to 44 year old age group, perhaps because women were dropping out of the labor force to care for their growing children.

Table 12.7. Age and Sex by Labor Force Participation: 1980

Age Group	Percent		
	Total	Males	Females
Total.....	63.6	77.1	47.6
16 to 19 years.....	31.5	32.1	31.0
20 to 24 years.....	67.5	74.9	60.9
25 to 29 years.....	76.8	88.4	64.5
30 to 34 years.....	78.1	93.0	58.4
35 to 44 years.....	79.1	94.1	54.9
45 to 54 years.....	71.3	89.2	41.9
55 to 59 years.....	52.1	76.0	19.0
60 to 64 years.....	32.6	52.0	15.5
65 years and over.....	14.9	23.7	7.5

Source: PC80-1-C/D57A, Table 36

FIGURE 12.1

Labor Force Participation by Age: 1980 (Percent)

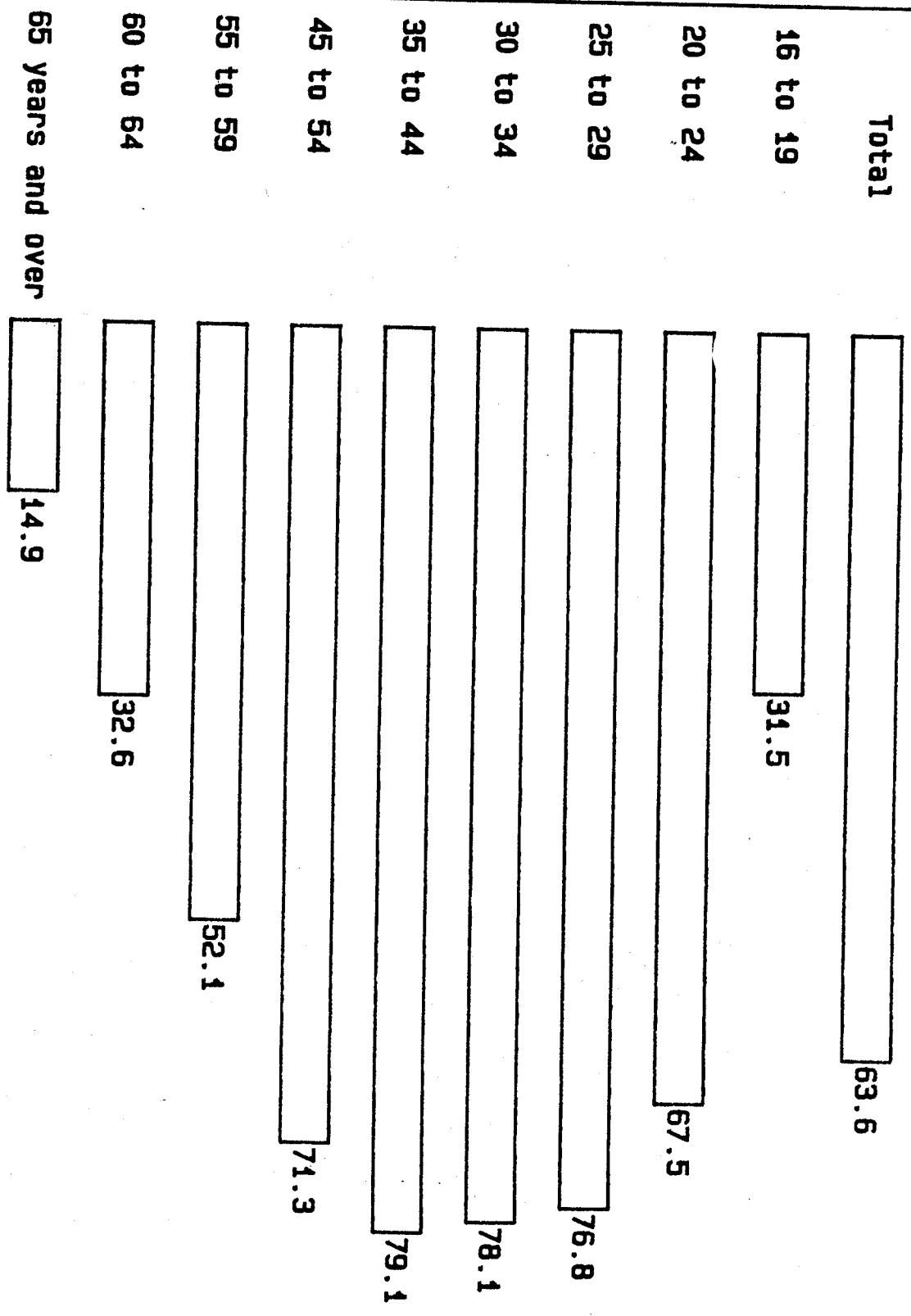


FIGURE 12.2

Labor Force Participation for Females by Age: 1970 and 1980 (Percent)

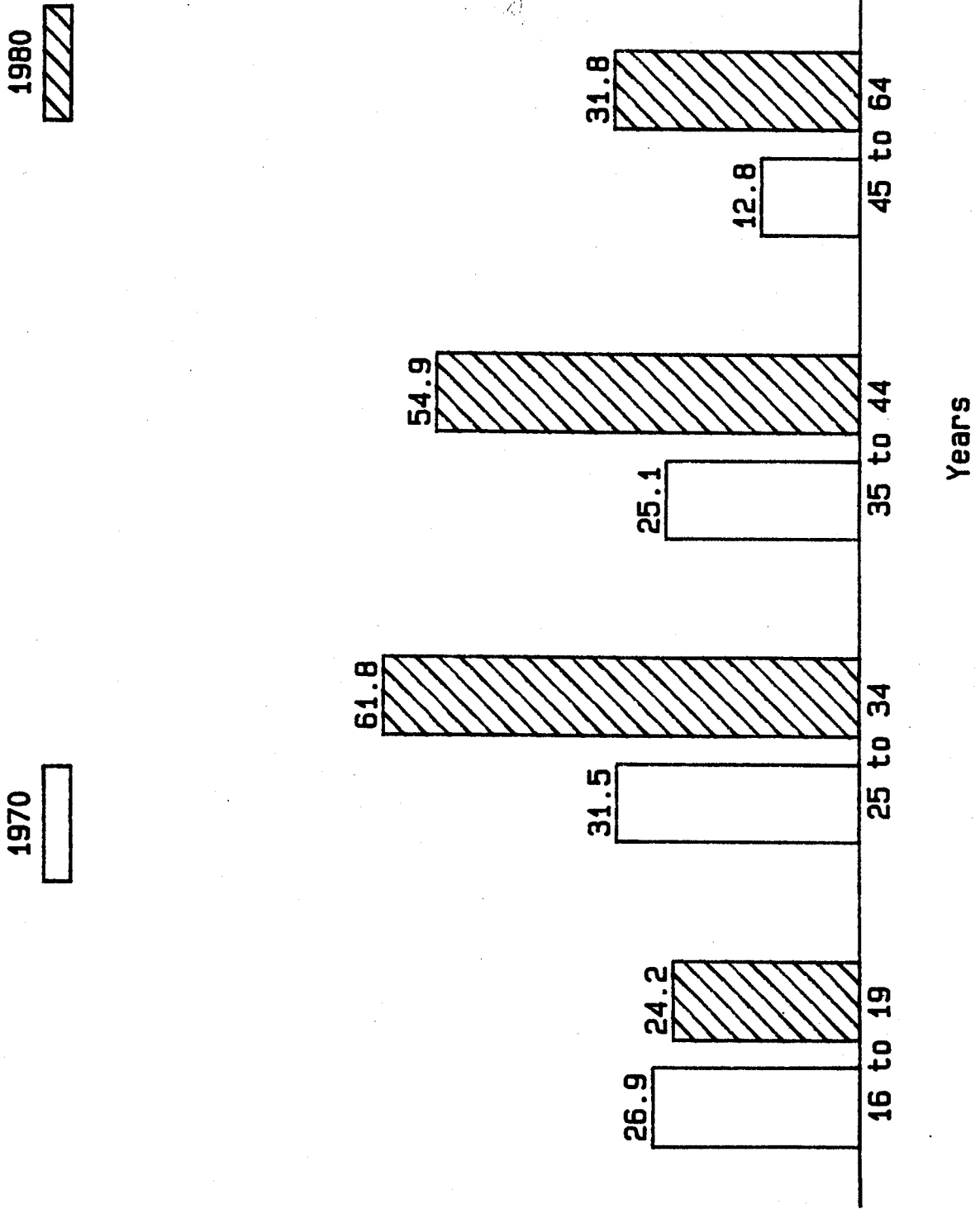
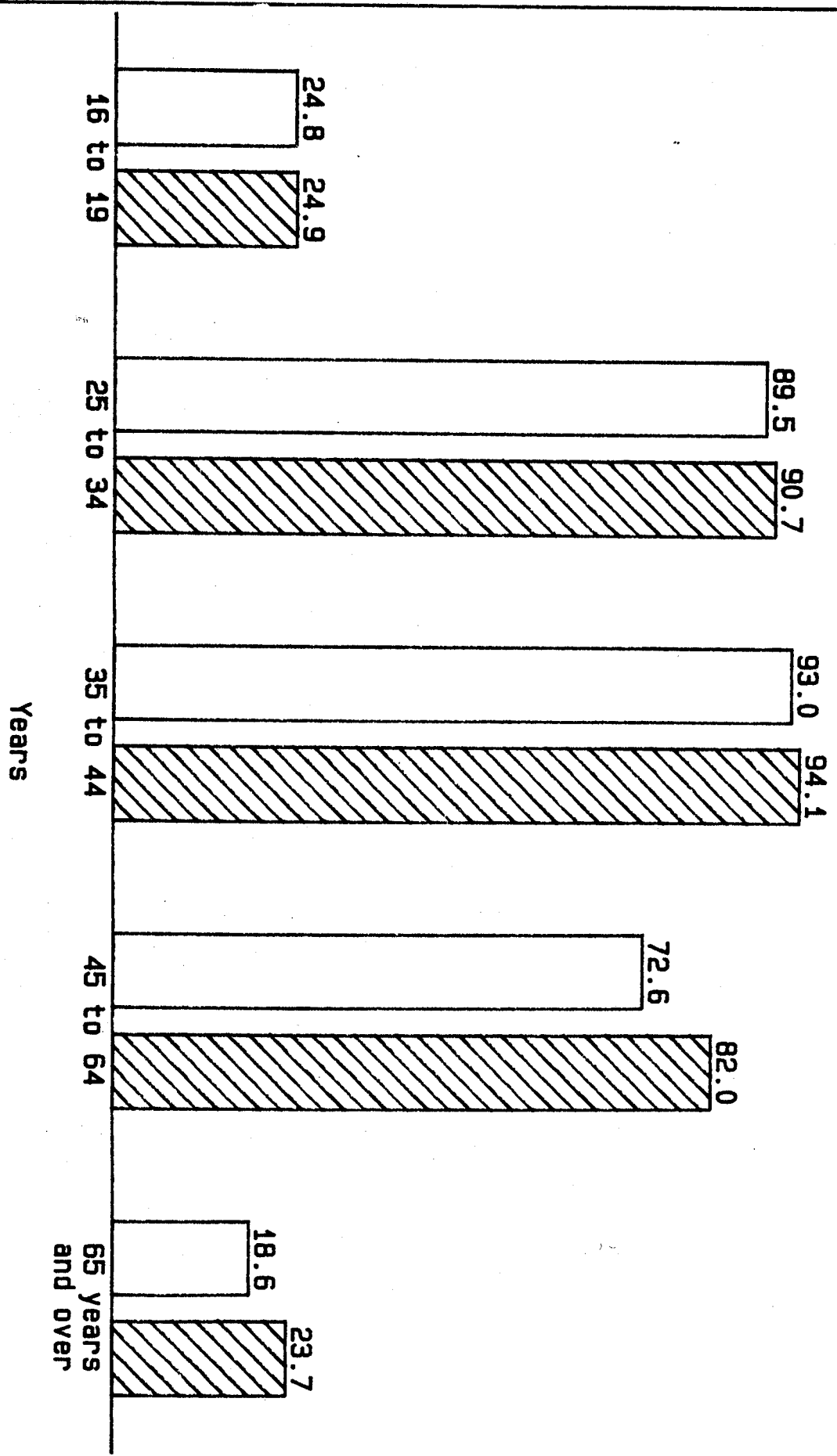


FIGURE 12.3

Labor Force Participation for Males by Age: 1970 and 1980

(Percent)



As might be expected, there was a direct correlation between educational attainment and labor force participation (albeit with a slight dip for persons with exactly 3 years of high school) (Table 12.8). More than 8 in every 10 of CNMI high school graduates over 25 years old in 1980 were in the labor force, including about 19 of every 20 males and more than 7 in 10 females. Lack of educational attainment affected female labor force participation much more than it did males. Although more than half of the males with no education were in the labor force, this was true for only 15 percent of the females. At every level of educational attainment, females had lower participation rates than males; however, the gap between the two sexes closed quite a bit for the higher levels of education, from a 40 percentage point difference for the lowest levels of educational attainment, to less than 20 percentage points for some of the higher levels of education (and less than 10 points for persons with 5 or 6 years of college).

Table 12.8. Years of Schooling Completed by Labor Force Status: 1980

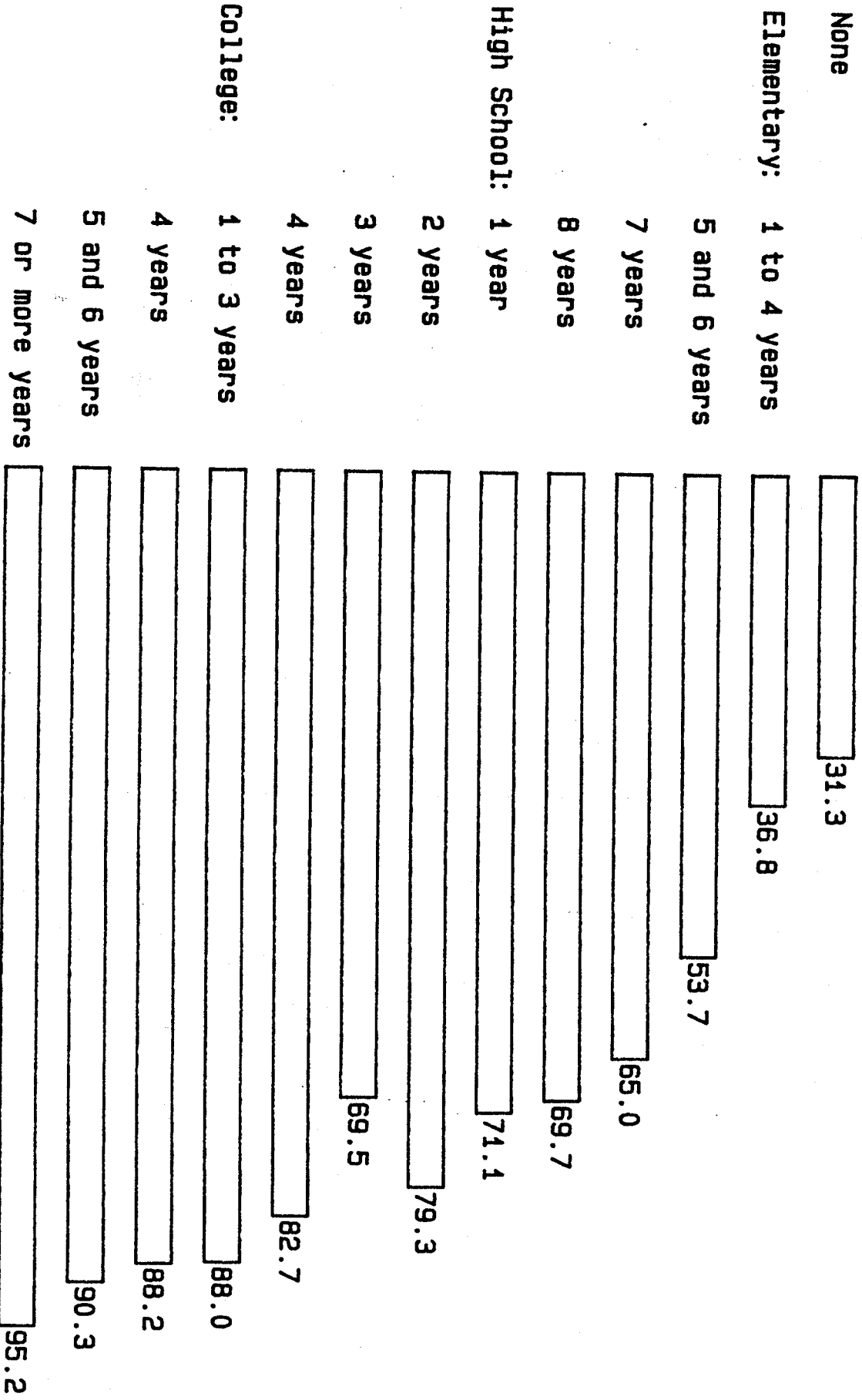
Years of Schooling	Percent in the Labor Force		
	Total	Males	Females
Persons, 25 + years...	69.0	85.2	47.7
None.....	31.3	51.3	15.2
Elementary: 1 to 4 years...	36.8	61.5	19.2
5 and 6 years..	53.7	73.3	32.3
7 years.....	65.0	83.1	43.4
8 years.....	69.7	89.9	46.1
High School: 1 year.....	71.1	89.1	51.9
2 years.....	79.3	91.4	49.4
3 years.....	69.5	86.2	46.2
4 years.....	82.7	92.6	68.1
College: 1 to 3 years..	88.0	95.9	75.3
4 years.....	88.2	95.2	72.3
5 and 6 years.	90.3	93.2	84.2
7 or more yrs.	95.2	97.8	80.0

Source: PC80-1-C/D57A, Table 39

Birthplace had different affects on the labor force participation. Many immigrants to the CNMI seemed to come specifically to work here for better wages and working conditions than they had in their home countries, so their labor force participation rates were naturally higher. About 57 percent of the adults born in the CNMI were in the labor force in 1980, including 69 percent of the males and 45 percent of the females (Table 12.9). (Although not shown separately here, 58 percent of all adult Chamorros were in the labor force, and 50 percent of the Carolinians.) The highest labor force participation rates in 1980 were for Asians - 97 percent for the males, and 66 percent for females. As might be expected, the rates for Philippine migrants were highest of all tabulated groups - 98 percent for males, and 74 percent

FIGURE 12.4

Years of Schooling Completed by Labor Force Status: 1980 (Percent)



for females. The rates for persons born in the United States were similarly high. On the other hand, only 56 percent of the males and 30 percent of the females born on Guam were in the labor force, and while 3 of every 4 males from the old Trust Territory areas (excluding CNMI) were in the labor force, this was true for only about 4 of every 10 TTPI females.

Table 12.9. Birthplace by Labor Force Participation: 1980

Birthplace	Percent in the Labor Force		
	Total	Males	Females
Total.....	63.6	77.1	47.6
Northern Mariana Islands...	57.0	68.6	44.9
Guam.....	41.3	55.7	30.5
TTPI.....	57.4	74.8	43.2
United States.....	81.1	92.9	62.8
Asia.....	87.4	96.7	66.0
Japan.....	73.8	91.9	38.6
Korea.....	58.2	84.8	21.2
Philippines.....	90.9	97.7	73.9

Source: PC80-1-C/D57A, Table 37

About 3500 persons 16 years and over were not in the labor force in the week before the census (Table 12.10.) Of these, 62 percent had never worked. About half of those persons who did report a year last worked, selected 1979 or 1980. All of the those not in the labor force in the Northern Islands last worked in either 1979 or 1980. More than 7 in 10 of the non-workers on Rota last worked in one of these two years, with 40 percent of those who worked before having worked in 1980. Although about 1 in 6 of those who did not work in the week before the census had last worked between 1975 and 1978, about 1 in 3 had not worked since 1974 or before that. Of the three large islands, the smallest proportion of these long-term out-of-the-labor-forcers were on Rota (less than 10 percent), and the largest percent (more than 40 percent) were on Tinian.

FIGURE 12.5

Birthplace by Labor Force Participation: 1980 (Percent)

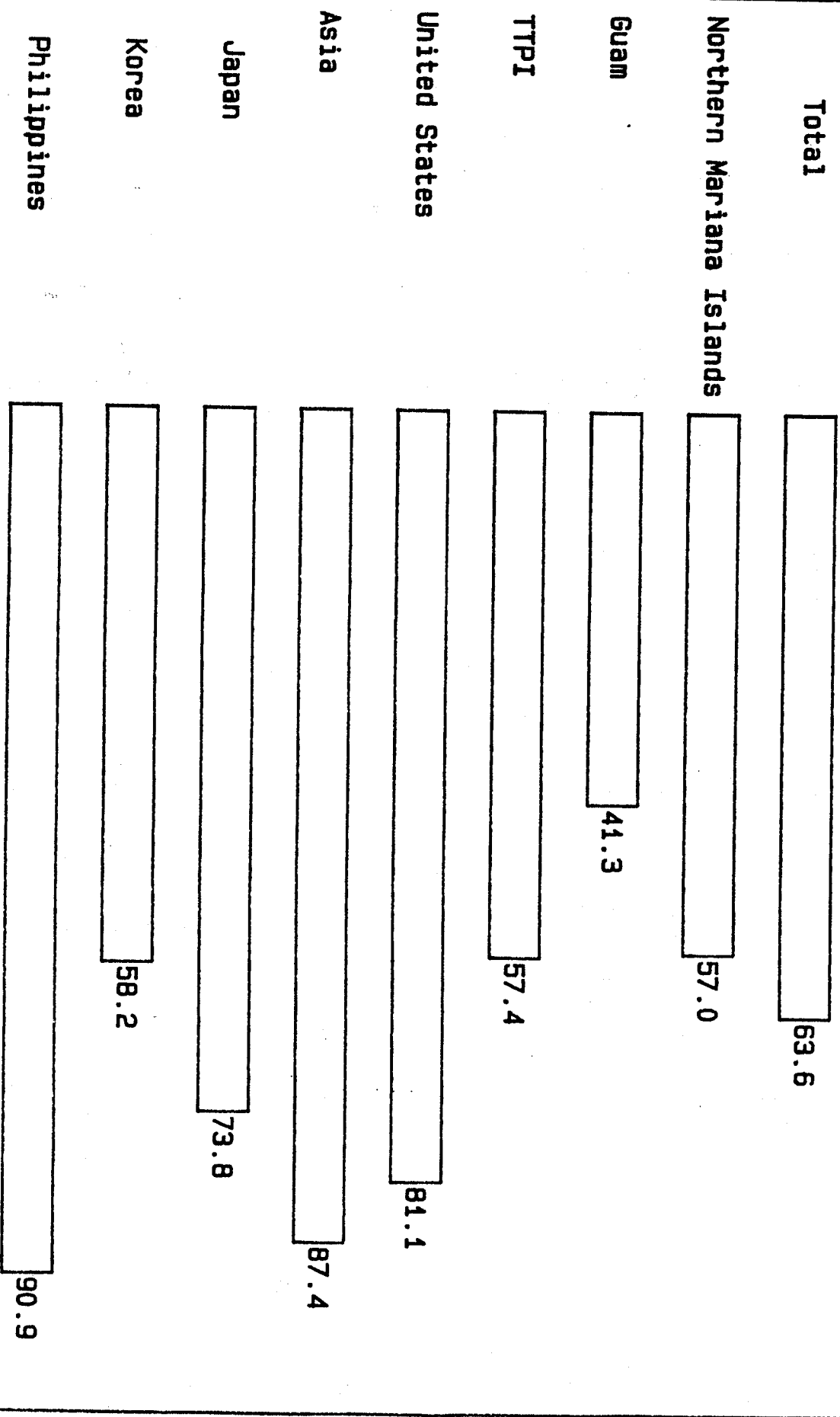
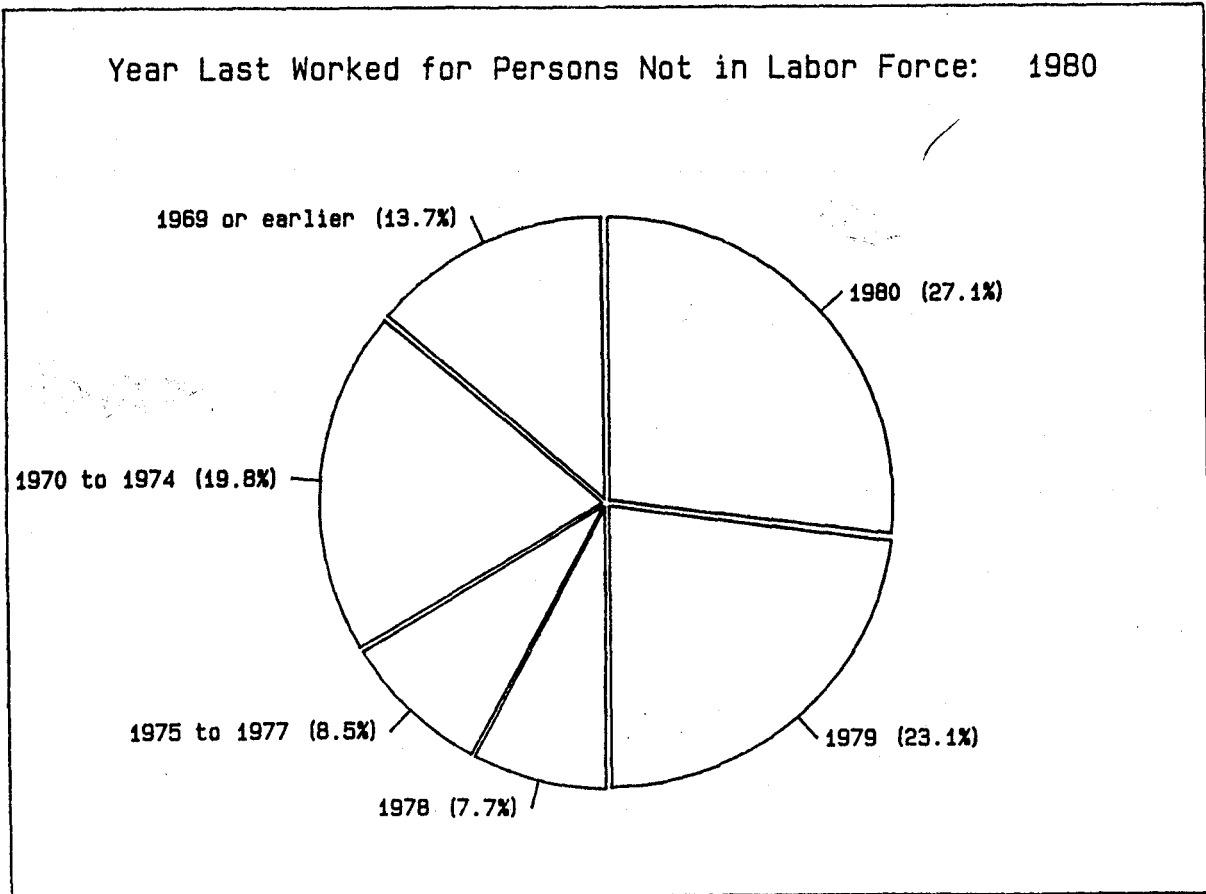


Table 12.10. Year Last Worked for Persons Not in Labor Force: 1980

Year Last Worked	Numbers				Total	Percent			
	Sai-pan	Tin-Rota	N. Ian	N. Is.		Sai-pan	Tin-Rota	N. Ian	N. Is.
Prsns 16 +, Not in LF.	3007	261	200	29	...	...	...	...	...
Worked before.....	1161	89	75	11	100.0	100.0	100.0	100.0	100.0
1980.....	298	36	20	8	27.1	25.7	40.4	26.7	72.7
1979.....	263	27	16	3	23.1	22.7	30.3	21.3	27.3
1978.....	86	13	4	0	7.7	7.4	14.6	5.3	0.0
1975 to 1977.....	105	5	4	0	8.5	9.0	5.6	5.3	0.0
1970 to 1974.....	246	4	15	0	19.8	21.2	4.5	20.0	0.0
1969 or earlier.....	163	4	16	0	13.7	14.0	4.5	21.3	0.0
Never worked.....	1846	172	125	18	...	...	...	...	...

Source: Summary Tape File 3A, Table 167

FIGURE 12.6



LABOR FORCE PARTICIPATION IN 1979

In addition to information on labor force participation in the week before the census, the 1980 census also collected information on labor force participation in all of 1979 (the year before the census.) Labor force participation in the week before the census allows us to obtain data about the labor force once every decade, as a sort of snapshot for that week, but the week may not be representative of labor force participation over a year, so another series of question is used to obtain that type of information.

The data on labor force status in 1979 were derived from answers to question 29 on the 1980 census. Persons 16 years old and over were classified as "in labor force in 1979" if (a) in 1979 they worked 1 or more weeks for pay or profit (including weeks on paid vacation or on paid sick leave) or in a family business, or were on active duty in the U.S. Armed Forces; or (b) had any weeks of unemployment in 1979. The categories "Worked in 1979" and "With unemployment in 1979" were not mutually exclusive.

About 65 percent of the population 16 years and over were in the labor force in 1979 (Table 12.11). Rota had the highest percentage in the labor force in 1979 (67 percent), followed by Saipan (65 percent), and Tinian (60 percent). Slightly more than half of this age group in the Northern Islands were in the labor force in 1979.

Table 12.11. Labor Force Participation in 1979 by Island: 1980

	Numbers				|	Percent				
	Sai- pan	Tin- Rota	N. ian	N. Is.		Total	Sai- pan	Tin- Rota	N. ian	N. Is.
Persons, 16 + yrs....	8366	727	466	40	|	100.0	100.0	100.0	100.0	100.0
In Labor Force in 1979..	5471	490	279	21	|	65.2	65.4	67.4	59.9	52.5
Worked in 1979.....	5318	464	270	21	|	63.3	63.6	63.8	57.9	52.5
With unemployment...	149	19	35	5	|	2.2	1.8	2.6	7.5	12.5
No unemployment.....	5169	445	235	16	|	61.1	61.8	61.2	50.4	40.0
No work in 1979, with unemploymt in 1979...	153	26	9	0	|	2.0	1.8	3.6	1.9	0.0
Not in labor force.....	2895	237	187	19	|	34.8	34.6	32.6	40.1	47.5

Source: Summary Tape File 3A, Table 58

In order to have "worked in 1979", a person had to have worked at least one week for pay or profit (including paid vacation and sick leave) or worked without pay on a family farm or in a family business. Persons who did only subsistence activity in 1979 were tabulated in the category "Did not work in 1979. (It is probable that the number of persons who worked in 1979 and the number of weeks worked are understated since there is some tendency for respondents to forget intermittent or short periods of employment or to exclude weeks worked without pay).

Of the 5471 persons in the labor force in the CNMI in 1979, 5318 worked in 1979 (97.2 percent). Of these only 149 (2.8 percent) experienced some unemployment. Also, there were 153 additional people (2 percent of the total population 16 years and over) who did not work in 1979 by this definition, but who were "unemployed" for at least some part of the year. The data on "unemployment in 1979" pertain to the number of weeks during 1979 in which a person did not work or did subsistence activity only, but spent any time looking for work to earn money or on layoff from a job.

For Saipan and Rota, unemployment was very low in 1979. The rates of unemployment were higher on Tinian and the Northern Islands, but the numbers were so small, that it is difficult to comment on any real unemployment problems. Most people in the Northern Islands did considerable subsistence, even though it was evidently not reported as such in the census. Tinian also has a developing economy, but many individuals continue primarily to grow agricultural products for home use, and may not have been actively involved in the labor force. As was noted earlier, it is sometimes difficult to use the United States definition of unemployment in a transitional economic situation.

As was true for labor force participation in the week before the census, male labor force participation in 1979 was greater than female labor force participation (Table 12.12). About 79 percent of all adult males in CNMI were in the labor force in 1979 as were about 49 percent of all adult females. The rates by island were comparable to those seen for the total population. Unemployment rates were low for both males and females. It is interesting to note that for Rota, the male unemployment rate was higher than for females.

Table 12.12. Labor Force Participation in 1979 by Sex: 1980

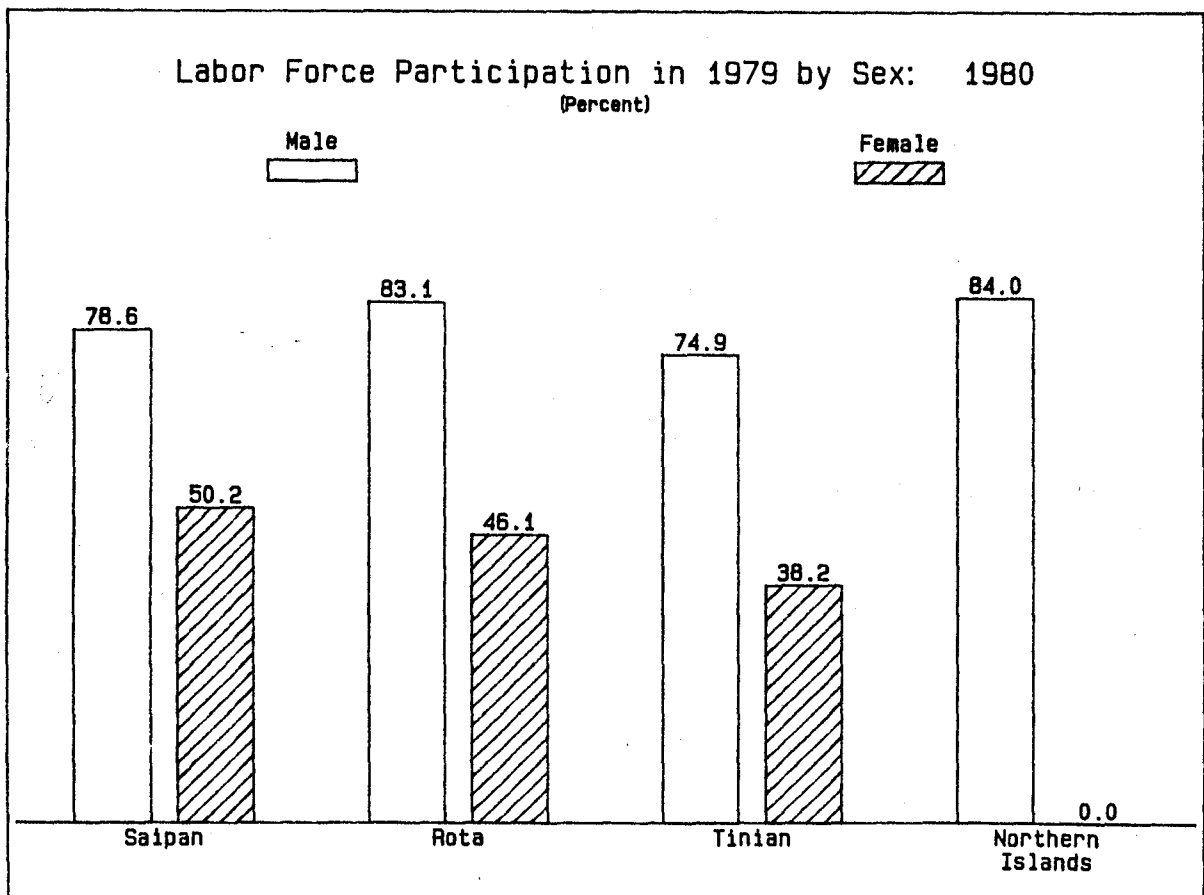
	Numbers				Percent				
	Sai- pan	Tin- Rota	N. ian	N. Is.	Total	Sai- pan	Tin- Rota	ian	N. Is.
Males, 16 + yrs....	4478	419	275	25	100.0	100.0	100.0	100.0	100.0
In Labor Force in 1979..	3519	348	206	21	78.8	78.6	83.1	74.9	84.0
Worked in 1979.....	3417	331	197	21	76.3	76.3	79.0	71.6	84.0
With unemployment...	85	13	19	5	2.3	1.9	3.1	6.9	20.0
No unemployment.....	3332	318	178	16	74.0	74.4	75.9	64.7	64.0
No work in 1979, with unemployt in 1979...	102	17	9	0	2.5	2.3	4.1	3.3	0.0
Not in labor force.....	959	71	69	4	21.2	21.4	16.9	25.1	16.0
Females, 16 + yrs..	3888	308	191	15	100.0	100.0	100.0	100.0	100.0
In Labor Force in 1979..	1952	142	73	0	49.2	50.2	46.1	38.2	0.0
Worked in 1979.....	1901	133	73	0	47.9	48.9	43.2	38.2	0.0
With unemployment...	64	6	16	0	2.0	1.6	1.9	8.4	0.0
No unemployment.....	1837	127	57	0	45.9	47.2	41.2	29.8	0.0
No work in 1979, with unemployt in 1979...	51	9	0	0	1.4	1.3	2.9	0.0	0.0
Not in labor force.....	1936	166	118	15	50.8	49.8	53.9	61.8	100.0

Source: Summary Tape File 3A, Table 58

The definition of weeks worked was presented earlier. Respondents were also asked to give the numbers of hours they usually worked each week in 1979. These data pertained to the number of hours a person usually worked during the weeks worked in 1979. The respondent was to report the number of hours worked per week in the majority of the weeks he or she worked in 1979. If the hours worked per week varied considerably in 1979, the respondent was to report an approximate average of the hours worked per week.

Persons 16 years old and over who reported that they usually worked 35 or more hours each week during the weeks they worked were classified as "Usually worked full-time"; persons who reported that they usually worked 1 to 34 hours were classified as "Usually worked part time". Persons who usually worked 35 hours or more per week for 50 to 52 weeks in 1979 were classified as "Year-round full-time workers".

FIGURE 12.7



About 80 percent of the males who worked in 1979 worked between 50 and 52 weeks (Table 12.13). On the other hand, about 12 percent worked less than half the year (1 to 26 weeks). Except for the Northern Islands, Rota had the smallest percentage of males who worked the whole year (73 percent), and the largest percentage who worked less than half the year (18 percent).

Table 12.13. Males who Worked in 1979 by Usual Hours Worked Per Week in 1979 by Weeks in 1979: 1980

Hours and Weeks Worked	Numbers				Percent				
	Sai-pan	Tin-Rota	N.ian	N.Is.	Total	Sai-pan	Rota	ian	N.Is.
Males, 16 + years..	3417	331	197	21	100.0	100.0	100.0	100.0	100.0
50 to 52 weeks.....	2775	242	167	9	80.5	81.2	73.1	84.8	42.9
40 to 49 weeks.....	151	12	3	2	4.2	4.4	3.6	1.5	9.5
27 to 39 weeks.....	118	17	7	0	3.6	3.5	5.1	3.6	0.0
1 to 26 weeks.....	373	60	20	10	11.7	10.9	18.1	10.2	47.6
Usually worked 35+ hr/wk	3277	323	190	17	96.0	95.9	97.6	96.4	81.0
50 to 52 weeks.....	2715	239	163	9	78.8	79.5	72.2	82.7	42.9
40 to 49 weeks.....	139	12	2	2	3.9	4.1	3.6	1.0	9.5
27 to 39 weeks.....	98	16	5	0	3.0	2.9	4.8	2.5	0.0
1 to 26 weeks.....	325	56	20	6	10.3	9.5	16.9	10.2	28.6
Usually work 1-34 hr/wk.	140	8	7	4	4.0	4.1	2.4	3.6	19.0
50 to 52 weeks.....	60	3	4	0	1.7	1.8	.9	2.0	0.0
40 to 49 weeks.....	12	0	1	0	.3	.4	0.0	.0	0.0
27 to 39 weeks.....	20	1	2	0	.6	.6	.0	.1	0.0
1 to 26 weeks.....	48	4	0	4	1.4	1.4	.1	0.0	.1

Source: Summary Tape File 3A, Table 59

Fully 96 percent of the males worked full-time (35 or more hours per week) during 1979. Of these, most (82 percent) worked the whole year, so are considered year-round full-time workers. Again, except for the Northern Islands, Rota had the smallest proportion of year-round full-time workers, and Tinian had the highest percent. Very few males in the Commonwealth worked only part-time in 1979.

Fewer of the females worked for the whole year (71 percent) (Table 12.14). No women in the Northern Islands were working in 1979. Only about 6 of every 10 women who worked in 1979 and lived on Rota in 1980 worked the whole year, while 1 in 4 on Rota and Tinian worked for less than half the year. Rota also had the smallest proportion of full-time female workers. Although 92 percent of all CNMI women who worked, worked full time, this was true for only 89 percent of the women on Rota.

Table 12.14. Females who Worked in 1979 by Usual Hours Worked per Week
in 1979 by Weeks in 1979: 1980

Hours and Weeks Worked	Numbers				|	Percent				
	Sal- pan	Tin- Rota	N. Ian	N. Is.		Total	Sal- pan	Tin- Rota	N. Ian	N. Is.
Females, 16 + yrs...	1901	133	73	0	|	100.0	100.0	100.0	100.0	0.0
50 to 52 weeks.....	1367	82	46	0	|	71.0	71.9	61.7	63.0	0.0
40 to 49 weeks.....	119	8	4	0	|	6.2	6.3	6.0	5.5	0.0
27 to 39 weeks.....	87	9	5	0	|	4.8	4.6	6.8	6.8	0.0
1 to 26 weeks.....	328	34	18	0	|	18.0	17.3	25.6	24.7	0.0
Usually worked 35+ hr/wk	1752	118	68	0	|	92.0	92.2	88.7	93.2	0.0
50 to 52 weeks.....	1309	80	44	0	|	68.0	68.9	60.2	60.3	0.0
40 to 49 weeks.....	101	7	3	0	|	5.3	5.3	5.3	4.1	0.0
27 to 39 weeks.....	77	7	4	0	|	4.2	4.1	5.3	5.5	0.0
1 to 26 weeks.....	265	24	17	0	|	14.5	13.9	18.0	23.3	0.0
Usually work 1-34 hr/wk.	149	15	5	0	|	8.0	7.8	11.3	6.8	0.0
50 to 52 weeks.....	58	2	2	0	|	2.9	3.1	1.5	2.7	0.0
40 to 49 weeks.....	18	1	1	0	|	.9	.9	.1	.1	0.0
27 to 39 weeks.....	10	2	1	0	|	.6	.5	.1	.1	0.0
1 to 26 weeks.....	63	10	1	0	|	3.5	3.3	.5	.1	0.0

Source: Summary Tape File 3A, Table 59

As noted earlier, 63 percent of the adults in the CNMI worked in 1979 (Table 12.15). Of those who did not work, only 94 (2.7 percent) were recorded as having done subsistence in 1979. It is clear that either much less subsistence was being carried out in 1979 than was previously thought, or these activities were not reported, or they were not recorded, coded, and tabulated.

It is very unlikely that no one in the Northern Islands was doing subsistence activities in 1979 since much of the food is only obtainable from subsistence for much of the year. Apparently there was some confusion either about what was meant by subsistence, or whether subsistence was to be recorded.

Table 12.15. Labor Force Status and Activity Status in 1979: 1980

Status and Activity	Numbers				Percent				
	Sal- pan	Tin- Rota	N. lan	N. Is.	Total	Sal- pan	Tin- Rota	lan	N. Is.
Persons, 16 + years..	8366	727	466	40	100.0	100.0	100.0	100.0	100.0
Worked at job/business..	5318	464	270	21	63.3	63.6	63.8	57.9	52.5
Did not work job/bus....	3048	263	196	19	36.7	36.4	36.2	42.1	47.5
Did subsistence actvty	66	26	2	0	1.0	.8	3.6	.4	0.0
Did no subsistence act	2982	237	194	19	35.8	35.6	32.6	41.6	47.5
Prent of not work.	...	...	...	...	97.3	97.8	90.1	99.0	100.0

Source: Summary Tape File 3A, Table 168

CLASS OF WORKER

Class of worker allowed general grouping of people by economic activity. The six categories in 1980 were private wage and salary worker, Federal government employee, local government employee, self-employed, unpaid family worker, and subsistence activity workers (Table 12.16). Once again, the category for subsistence did not obtain reliable data; the number of unpaid family workers was also unaccountably low, but may be explained by persons, usually the children or wife of the owner of a business or farm, not reporting this work.

Table 12.16. Class of Worker: 1970 and 1980

Labor Force	Number		Percent Change 1970 to	Percent	
	1980	1970	1980	1980	1970
Employed, 16+ yrs.....	5941	2149	63.8	100.0	100.0
Private wage and salary.	3308	673	79.7	55.7	31.3
Federal government.....	275	133	51.6	4.6	6.2
Local government.....	2225	1278	42.6	37.5	59.5
Self-employed.....	124	63	49.2	2.1	2.9
Unpaid family worker....	3	2	33.3	.1	.1
Subsistence.....	6	(NA)	(NA)	.1	(NA)

Source: Summary Tape File 3A, Table 67, and PC(1)-B58, 1970

In 1970, almost 6 of every 10 employed persons 16 years and over worked for the local (Territorial) government. Only about 1 in 3 worked for private wage or salary. By 1980, the data were almost reversed, with 56 percent working for private wage and salaries, and only 38 percent working for the local government. Federal workers included post office employees, Interior and State Department contacts and others, and the percent of those decreased slightly.

No one in the Northern Islands worked for private wages or salary in 1980 (Table 12.17). Of the 11 workers, 1 worked for the Federal government, and the other 10 worked for the Commonwealth government (mostly as teachers and health aides). Of the other islands, Tinian had the highest proportion of local government workers (53 percent - more than half), and the smallest percentage of private wage and salary workers (45 percent). On the other hand, only 36 percent of the workers on Saipan worked for the local government, while 57 percent worked for private wages and salaries. About 2 percent of the workers on Saipan and Rota were self-employed. Saipan had the largest proportion of Federal government employees - 1 in every 20 workers on Saipan worked for the U.S. Federal government.

FIGURE 12.8

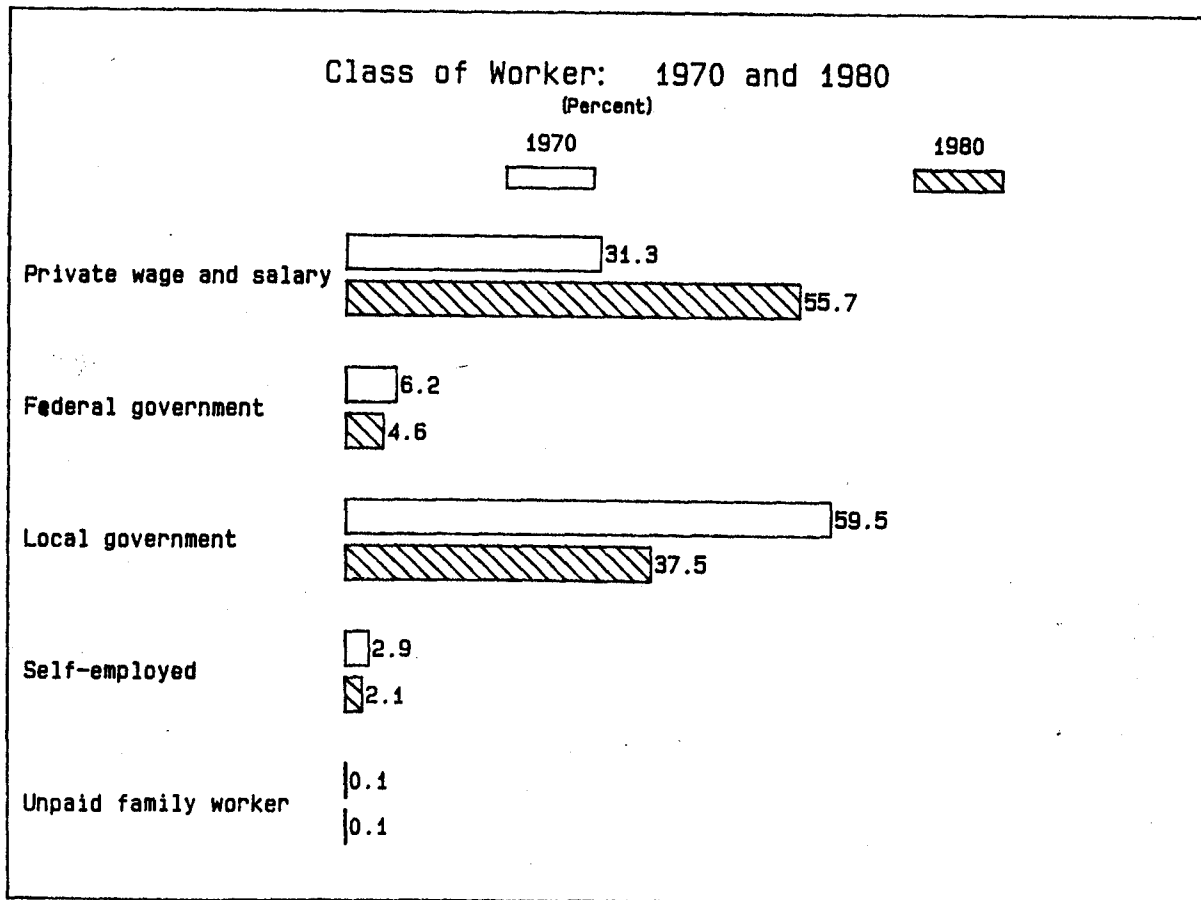


Table 12.17. Class of Worker by Island: 1980

Class of Worker	Numbers				Percent				
	Sai-pan	Tin-Rota	N. Ian	N. Is.	Total	Sai-pan	Tin-Rota	N. Ian	N. Is.
Employed, 16 + yrs....	5215	453	262	11	100.0	100.0	100.0	100.0	100.0
Private wage and salary.	2954	236	118	0	55.7	56.6	52.1	45.0	0.0
Federal government.....	262	8	4	1	4.6	5.0	1.8	1.5	9.1
Local government.....	1878	199	138	10	37.5	36.0	43.9	52.7	90.9
Self-employed.....	114	9	1	0	2.1	2.2	2.0	.4	0.0
Unpaid family.....	3	0	0	0	.1	.1	0.0	0.0	0.0
Subsistence.....	4	1	1	0	.1	.1	.2	.4	0.0

Source: Summary Tape File 3A, Table 67

Finally, the distribution of the labor force was greatly affected by birthplace (Table 12.18). Almost half of all employed persons 16 years and over who were born in the Commonwealth of the Northern Mariana Islands worked in local government in 1980 (compared to 23 percent of those not born in the CNMI). On the other hand only 43 percent of those born in the CNMI were in private wage and salary employment, compared to 71 percent of those born outside the CNMI. The absolute counts are also important - while 1412 of the 3308 total wage and salary workers in the CNMI in 1980 (43 percent) were born in the CNMI, fully 57 percent were born outside. On the other hand, 1603 of the 2225 local government workers (72 percent) were born in the CNMI. The percentage of local-born Federal government employees (6 percent of all local born), was roughly double that of the non-local born.

Migrants from the Philippines went almost exclusively into wage and salary employment. Fully 92 percent of all employed Philippine-born persons were in wage and salary employment (compared with only 51 percent of all other persons not born in the CNMI). On the other hand, 40 percent of the non-Philippine off-islanders were in local government, compared with only 6 percent of the Philippine-born persons.

Table 12.18. Class of Worker by Birthplace: 1980

Class of Worker	Numbers				Percent				
	Other		Phil. Othr		Total	Other		Phil. Othr	
	CNMI	Tot	Phil.	Othr		CNMI	Total	Phil.	Othr
Employed, 16 + yrs....	3279	2662	1311	1351	100.0	100.0	100.0	100.0	100.0
Private wage and salary.	1412	1896	1206	690	55.7	43.1	71.2	92.0	51.1
Federal government.....	194	81	6	75	4.6	5.9	3.0	.5	5.6
Local government.....	1603	622	84	538	37.5	48.9	23.4	6.4	39.8
Self-employed.....	64	60	15	45	2.1	2.0	2.3	1.1	3.3
Unpaid family.....	1	2	0	2	.1	.0	.1	0.0	.1
Subsistence.....	5	1	0	1	.1	.2	.0	0.0	.1

Source: Summary Tape File 3A, Table 67

In this chapter we have looked at the labor force participation in the Commonwealth of the Northern Mariana Islands in 1980. There are no intercensal estimates, so the census data have to be used to interpret the labor force status of the CNMI population even though it is known that the Commonwealth has experienced massive immigration since 1980 which has heavily affected the labor force participation.

FIGURE 12.9

