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The **DLSU Business & Economics Review** (B&ER) publishes high quality theoretical, empirical and methodological research in the fields of accounting, business management, commercial law, economics, finance, and marketing. The B&ER is published twice a year. Unless otherwise noted, the ideas, opinions and conclusions expressed in the B&ER are those of the authors and not necessarily those of the editors nor of the management and staff of DLSU.

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DLSU-Business and Economics Review

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GUIDELINES FOR CONTRIBUTORS

Editorial Objectives

The objective of the *DLSU Business & Economics Review* (B&ER) is to publish high quality theoretical, empirical, and methodological research in the fields of accounting, business management, commercial law, economics, finance and marketing. Since it is the major academic journal of the College of Business and Economics (CBE), the articles published must meet high standards of scholarship. They should make a significant contribution to the business and economics discipline, and stimulate interest for further research.

Editorial Policies

In line with the objectives of the, *B&ER* priority shall be given to the following articles:

- *Theoretical research*: studies that explore or test theoretical issues and provide additional insights on the issues.
- *Empirical research*: studies that reexamine important empirical works using an alternative theoretical or empirical framework, or a different data set. These studies often involve experimental designs and multi-variate techniques that examine relationships among variables.
- *Methodological research*: studies that present new approaches for analyzing data or addressing research problems.
- *Review articles*: surveys that review and evaluate critically the literature. A review article must go beyond summarizing previous research. It must provide a critical and integrative evaluation of prior research, develop a conceptual framework to explain contradictory findings and suggest directions for further research.

The *B&ER* also encourages and welcomes papers that use an interdisciplinary approach (e.g., law and economics) in analyzing issues as well as those that use multiple research methods to support hypotheses.

In addition to the above categories of articles, the *B&ER* also welcomes critiques, short notes, or comments on previously published articles and the corresponding rejoinders from the authors of these articles. Short articles which are not "full-blown" research papers, but whose content adds new insights or

knowledge to their respective fields will be considered. These short articles and comments shall be included under a separate section called "Research Notes."

Book reviews will also be considered for recently published books (within one year prior to the review date). The review of a second edition or revised edition is discouraged, unless the revisions are substantial. Review of textbooks will not be considered. A separate section called "Book Reviews" will be added to the journal issue as necessary.

The *B&ER* is published twice a year. Unless otherwise noted, the ideas, opinions, and conclusions expressed in the *B&ER* are those of the authors and not necessarily those of the editors nor of the management and staff of DLSU.

Review Process¹

The papers are reviewed by an Editorial Board consisting of six members, each one representing a department of the CBE. The department representative initially screens and reviews the articles submitted to him/her for consistency with the editorial objectives and policies. From the pool of articles submitted to the Board by each representative, five to six papers are chosen by consensus voting among the members. The selected papers are reviewed again by the editor-in-chief. If major revisions are required, the papers are sent back to the authors for revision and re-submission. Authors of papers which are not accepted are given a written notice of the action taken on their paper. The Board reserves the right to keep copies of all papers submitted.

Priority in the publication of the articles is *generally* guided by the following order.

1. faculty of CBE with Ph.D./ Master's degrees
2. visiting professors of CBE
3. graduate students of CBE
4. undergraduate students of CBE
5. alumni of CBE
6. other faculty of the DLSU system
7. invited or solicited papers from professionals outside DLSU

¹A "double blind" peer review process with external referees is being developed for future editions of the journal. The process will engage the expertise of the academic professionals from local and foreign universities. At present, ad hoc external reviewers fill the need for the review of papers dealing with highly specialized research areas where expertise in the Board may be insufficient.

liberalization in the movement of natural persons as a mode of supply in the global trade in services can participate in the human development effort through its impact on competitiveness, economic security, ability to compete, reduction in inequality and impact on local communities.

Factors contributing to competitiveness

a. Education and Skills. The Philippines' service industry benefits from the large pool of labor, the high level of educational qualification, and the English proficiency of its population. The Philippine APEC Study Center Network, in its research agenda for the five-year period from 1999 to 2004 (PASCN 1999), says that "the Philippines is believed to have a comparative advantage in medical and maritime services. Based on a survey on competitiveness conducted by the Switzerland-based Institute for Management Development (IMD), in partnership with the Asian Institute of Management (AIM)-Policy Center (2001), the Philippines ranked number one in terms of unit labor costs in manufacturing and number 4 in remuneration in services professions, number 1 in terms of availability of skilled labor, number 3 for competent managers and number 4 in terms of skills in finance. The Philippines ranked number 14 in terms of IT skills and number 14 in terms of flexibility of people. But these strengths were wiped out by the country's seemingly stagnant productivity (Labor Market Intelligence Report TESDA 2001). However, there are major factors that may constrain the long-run development of human resources of the country, and may, in turn, threaten the competitiveness of Filipino workers.

Chanda (2003) characterizes Indian migrants as knowledge workers, semi-skilled and unskilled. Knowledge workers are highly educated in the fields of health, engineering, information technology, and accountancy. For semi-skilled to unskilled workers, their educational status ranges from illiterate to high school or middle school graduates.

In Sri Lanka, the introduction of free primary, secondary and tertiary education, including university education, in 1945 and the change in the medium of instruction from English to the local languages led to a rapid increase in educational opportunities. Parents no longer had to choose whether to invest in the education of children, and the popular perception that education is a major avenue of upward socioeconomic mobility accelerated equal access to general education for boys and