

Leaving the Daylight: The Adjustments of Filipino Night Shift Workers in the State of Qatar

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Abstract: *Background:* Qatar, a member of the Gulf Cooperation Council, is among the countries relying on the foreign workforce to progress economically. Among the workforce are Filipino night shift workers who seek to improve and attain professional growth. This study focuses on achieving a complete understanding on the struggles of Filipino night shift workers while attaining professional while working in the state of Qatar. *Method:* This qualitative paper made use of a phenomenological research design to understand the lived experiences and perceptions of the participants, specifically Filipino night shift workers, relative to the central question: "How do night shift employees deal with their professional growth; financial problems; and personal problems?" Data were gathered through a twenty-five semi-structured interview, and were analyzed using an inductive approach in theme development. *Findings:* Findings have shown the advantages and disadvantages of being a night shift worker in terms of professional growth; which implies the adjustments done by night shift workers to mainly cater to the needs of their families. *Conclusion:* Filipino night shift workers' self-motivation plays a big part in attaining professional growth. *Recommendation:* To fill in the literature gap, this paper suggests future researchers focus on one profession and address various factors such as personal, financial state, and familial matters.

Keywords: Filipino Night Shift Worker, Acculturation, Coping Mechanisms, Professional Growth, Qatar, Struggles of Night Shift Worker, Phenomenological

1. Introduction

Overseas Filipino Workers, commonly known as OFWs are now called to be the modern-day heroes of the nation, Philippines, because of their significant contributions to the nation and to their families. Exhibiting traits such as perseverance, determination, and hard work, OFWs are considered to be one of the most sought-after employees worldwide (Khaleej Times, 2019.) Employees who work at least eight hours during the night time, which extends from 6 pm to 6 am, is considered to be night shift workers (Lim, Hoe, et. Al., 2018.) The number of job opportunities, including shift job, increased in Qatar due to the constructions and projects in preparation to FIFA. There are about 25 million expatriates who are currently working in the Gulf Cooperation Council(GCC) which constitutes half of the total population of the GCC (Ganji,2018.)

In every country of progress and development, there are about 20-25% of the workforce who engage themselves in the night shift work. This type of shift work is often faced by numerous problems and affects the physical, mental, and social operations of an individual. There is no guarantee that the health, wellness, and well-being of an individual will not deteriorate (Takahashi and Koda, 2019.) Night shift work is crucial in maintaining the safety, wellness, and operations of an organization. This commonly occurs in the health care, manufacturing, transport, business/retailing sectors of the society (Lancet Oncology, 2019.) One of the biggest challenges faced by the night shift workers is time management. Sleep that is obtained on an irregular sleeping pattern is said to be less effective compared to constant sleeping pattern. Due to the irregular schedule, night shift workers may suffer from various diseases and illnesses such as insomnia, excessive sleepiness and prone to accidents and

errors as a result of shift work (Mental Health Weekly Digest, 2017.) One more challenge that working shift poses is the adjustments of the body to different meal timings and maintaining health and wellness. Professionals working night shift, most especially those with families, may struggle in finding time to exercise and have an alone time. Other challenges that shift work may bring is drastic weight loss or gain, sleep deprivation, depression, and more (Caner, 2015.)

Professional growth is an important product of a professional career and progress towards a goal. Most professionals are mandated to attend workshops, seminars, and professional learning opportunities to cope with the modern times development (Clark, 2016.) In aiming for professional growth, it paves way for greater successes in life. Most professionals believe that being able to grow more and attain growth will help them reach more victories. Although most professionals seek professional growth, professional growth is often mandated yet underfunded or unsupported. It is mandated as it is required by the company to learn and to grow however unsupported because of shift work and underfunded due to the fact that most seminars are personal costings. Professional growth is never a waste of time. While most professionals settle for a career that is simple, to excel and to perform at the best level possible, one must see that professional growth is something to invest on (Davis, 2018.)

Qatar has continuously improved its working conditions in accordance to the welfare of its workers (Black, 2015.) According to Minister for Excise and Labor of the Indian State of Kerala, T P Ramakrishnan, Qatar's working environment and conditions has been commendable and appreciates the steps of Qatar in providing assistance, protection, and accommodation to temporary workers until they leave the country (The Peninsula, 2018.) Qatar has

provided a unique place to grow for professionals because of its multiracial working environment. It also has one of the highest reliance on foreign workers compared to other nations worldwide (Ridgway and Robson, 2018.) This reliance has captured the attention of researchers to focus on the status of one part of the work force in Qatar. Filipino Night Shift workers are part of the big work force in which Qatar's economy rely on. Lastly, the researchers are motivated to identify, understand, help, and resolve issues, challenges, and burdens carried by Filipino Night Shift Workers working in the state of Qatar.

2. Method

2.1 Research Design

This study is qualitative in nature and phenomenology in research design. Phenomenological research revolves around the participant's experiences while considering the participants background through in-depth conversation on interview with often 10 or less participants (Center for Innovation in Research and Teaching, 2019.) Phenomenology requires the researchers to illuminate the specific topics, to identify phenomena through how they are experienced and perceived by persons in the situation (Lester, 1999.) The fundamental goal of phenomenological research is to arrive at a description of the nature of a phenomenon by focusing on the commonality of a lived experience within a particular group (Chambers, 2013.)

2.2 Research Locus and Sample

The respondents in this study are night shift Filipino workers of varying expertise specifically Mechanical Engineering, Electrical and Computer Engineering, Nurse, and Flight Attendant which were selected carefully according to their profession.

In the selection of participants, two things were considered. First, the profession that the target participant had finished. Second, the time of work they have which would qualify the participants as a night shift worker. Among the participants, none have undergone beyond bachelor's degree. Four (4) of the participants have stayed in Qatar for at least 10 years or more and two (2) have been in Qatar for less than 2 years. Since phenomenological researchers are effective in focusing the experiences and perceptions of individuals from their own perspectives, the research requires the researcher to build a trusting and fruitful relationship with participants for continuous cooperation between the researcher and participant.

Qualitative research samples are smaller comparable to quantitative research. The size shall be large enough to be able to obtain sufficient data to interpret and describe the phenomenon (Complete Dissertation, 2019.) Interview-based researches seeks to penetrate beyond social life and requires the researcher to be immersed in the research field by continuously establishing fruitful relationships with respondents (Crouch and McKenzie, 2006.)

Participants were interviewed according to the place and time they are most comfortable. There are six (6) locations where the interviews occurred.



Figure 1: Map of Qatar

Source: <https://www.guideoftheworld.net/qatar-map.asp>



Figure 2: Location of Philippine School Doha at Al Messiah, Doha, Qatar taken Google Maps

2.3 Data Collection and Ethical Consideration

Using a two-part instrument allows the researchers to fully capture the essence of the phenomenon and understand the background of the participant through the Robotfoto, which refers to the personal data sheets of the researchers (Guzman and Tan, 2007.) The robotfoto may appear differently from paper to paper depending on the information the researchers are seeking and for this research it contains the following; Name, gender, Civil Status, Contact Number, Address, E-mail, Educational Attainment, Years of Stay in Qatar, Occupation and Shift time frame.

The robotfoto is followed by a twenty-five item semi-structured interview which is conducted with a fairly open framework which allows a comfortable atmosphere between the researcher and respondent (sswm, 2018.) Qualitative studies are frameworks in which the practices and standards are not only recorded but also considered as achieved, challenged, and well-achieved for they contain the data to be used for the study (Pharm, 2014.) The interviews were held face to face in personal for easy communication and clarification between the researcher and participant. Beforehand, the researchers have been told that confidentiality will be kept at utmost privacy and shall be known by the researcher and the group's adviser.

2.4 Data Analysis

Qualitative Data Analysis are often used in processes and procedures that are used to analyze the data and provided an interpretation for the clear understanding of the majority (Center for Innovation in Research and Teaching, 2019.)

Effective analysis requires preparation beforehand and delicate processing of information thus it follows certain steps; 1) Transcription of all data from recording into text form; 2) Convert the transcription from the participant's words to the researcher's understanding; 3) Review the transcription of data to be able to obtain a general insight of the participant's experience; 4) Identify small groups with similar ideas to create the thought unit; 4) Sort the themes and formulate clusters of themes from the dendrogram; 5) create a simulacrum that will aid readers understand; 6) conclude your transcription by having a member checking procedure to validate and strengthen the credibility of the paper through triangulation or member-checking procedure (EvaSys, 2019.)

3. Findings

This phenomenological study describes the adjustments of Filipino night shift workers in the state of Qatar concerning their professional growth, relative to the central question: "How do night shift employees deal with their professional growth; financial problems; and personal problems?" Furthermore, this study focused on the specific question: "How do night shift employees deal with their professional growth?" In an individual's desire to progress further in professional growth, the country who progresses is always a haven of growth and experience. Undeniably, Qatar has made great economic progress through the years, eventually become one of the world's highest income economies and becoming a place to be for professionals.

Figure 3 shows the simulacrum focused on four major themes: **work culture**, **work ethics**, **work growth**, and **work standard**. These highlight the various advantage and disadvantages that may be of help and hinder a Filipino night shift worker's professional growth and pursuit of performing at the highest level of excellence. Furthermore, the themes are connected to maintaining, progressing, improving and observing a Filipino night shift worker's professional growth.

3.1 Work Culture

The difference of workplaces and employees between Qatar and the Philippines may vary according to how the participant responded to the possible adjustments they may encounter. Currently, most local companies in Qatar are popularized by various nationalities and the number of Filipinos may be smaller compared to others. Encounters with diverse ethnic groups may heavily affect how the participant performs at work. Moreover, gaining the trust of co-workers is one of the main concerns the participants had encountered in their workplace. Consequently, the participants would eventually undergo means such as their social adjustment techniques, to be efficient in the workplace at the same time, build trust among colleagues. Filipino night shift workers in Qatar usually face difficulties in adjusting to their new environment. Moreover, working

with different nationalities would induce them to make some adjustments to form a productive workplace atmosphere. However, in some cases, like having to work with friends, would generate a more comfortable setting. Two night shift workers stated:

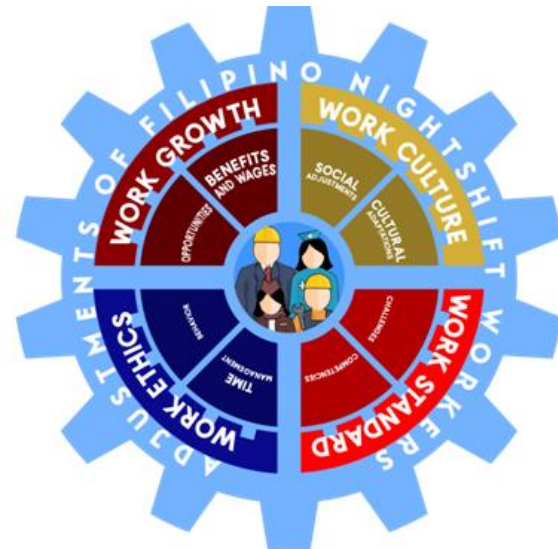


Figure 3: Simulacrum

"I didn't have difficulties with my colleagues in my previous work since they have been my friends since college." (P2)

"I am comfortable in both working environment since my co-workers are my friends. Even here in my current job, most of my co-workers are Filipinos so it is more comfortable working with them." (P2)

Additionally, acceptance is a major impression a Filipino night shift worker in Qatar wishes to feel. Furthermore, some people in Qatar possess warm and welcoming traits that incite not only Filipino night shift workers, but Filipinos in general. These traits do not only encourage the night shift workers but would also make them feel as if they are home. Two night shift workers affirmed:

"Since we are diversified in the company, I do not have favoritism and I am very transparent with things. In my opinion, I want the people who work for me to be happy at the same time I would be happy too. With this, I am not giving them any pressure. I am also aligned with the rules, regulations, policies and procedures of our company." (P5)

"My friends at work make me feel home even if I'm away from my actual home and I am very familiar with the work." (P2)

Moreover, Filipinos are known for being perseverant, especially when it comes to providing for the needs of their family. Some circumstances can make things go out of hand, but being able to possess qualities that counteract the struggles in life would yield positive results. The innate characteristics of Filipinos to adjust in particular situations, is something that other nationalities appreciate. Five night shift workers shared:

"Well, just be yourself. Actually, I did get along with them, however we may get into fights but all those

could be resolved. I mean, that's pretty normal anyways, just like in school, we may have some issues here and there, but everything is resolvable. This is where you'll see who your real friends are and those who are not. You'll just be yourself that's it, actually." (P3)

"I get along with my colleagues because I am an open person. I am talkative in a way that I like to share experiences with my colleagues and create an open relationship." (P6)

"I didn't really have difficulties in my previous work since we are able to maintain a good working relationship and we are able to talk our issues out." (P1)

"I talk with my colleagues and ask for their advice. I made a lot of adjustments and accepted my situation." (P2)

"Believe it or not, I was actually an introvert before. But because of this field I've chosen, I have no choice but to relate to people. I get to see new faces, so from there I was able to open myself up, get myself out of the shell and be who I am now." (P3)

Additionally, it is inevitable for the participants to be uncomfortable with their colleagues due to certain circumstances. Furthermore, the participants did not let those circumstances break the atmosphere of a productive workplace. One night shift worker attested:

"I am not comfortable with some of my colleagues but it is just a matter of adjustment and understanding." (P6)

Culture diversity is a common encounter the participants had endured as they step foot on the land of Qatar. Moreover, interaction with various nationalities is not the only difficulty faced by the participants but also the difference between the Qatar and the Philippine setting.

"I really enjoy my current situation because in the Philippines we have a different setting. My children have more friends here in Qatar although restricted in many ways due to the culture and the environment. These factors helped me bond with my family." (P6)

Furthermore, some Filipino night shift workers do not only experience difficulties in adjusting to their new environment, but also shifting from a profession to a new one. This proves how Filipinos are diligent and laborious to create a brighter future for their families. One night shift worker attested:

"In my previous work in the Philippines, I was working in the theater. Compared to my current work as a bedside nurse, the work routine is different as compared to the theater work. In terms of relationship with the patient and family, it's the same way of how you manage to communicate with them." (P6)

Moreover, the participants, as Filipinos, value the concept of family orientation. Significantly, working in a different environment requires sacrificing personal matters to provide for the necessities of the family.

"Seminars always come with a fee so in order to gain knowledge, you must pay for it. I spend less time with my family due to work and my body suffers a lot due to my difficult sleeping schedule." (P2)

"That would be kind of personal, but definitely for myself, I'd have to sacrifice personal happiness. But then again, sometimes it's not compromising, but more of like priorities, because I'm still young. I wanted to focus on my career first, and so if I have to sacrifice my night life or if I have to sacrifice my love life, it doesn't matter." (P3)

In the end, Filipino night shift workers possess admirable qualities and have specific goals, particularly goals that lead toward the comfortable life of their families.

3.2 Work Ethics

Working abroad as a nightshift worker requires patience and perseverance as Qatar is a foreign country for Filipinos and needs necessary adjustments to be taken. With that said the Filipino nightshift workers are required to deal with the different nationalities' work habits and behaviors, the shift timings, and the challenging situations brought by unforeseen circumstances.

Filipinos are known to possess great work ethics such as professionalism, diligence, hospitality, and generosity; these values may greatly affect each individual's professional growth, but may not be observed in certain circumstances. These situations are the catalysts to determine a person's action, whether work ethics leans toward the positive or negative side.

Nightshift workers generally have abnormal schedules and timings as compared to dayshift workers. With this said, nightshift workers' sleeping schedule is greatly affected and their time spent with their families is sacrificed. Two nightshift workers affirmed:

"I have been on night shift for almost 15 years and it is very difficult to work on shifts. It takes a heavy burden on our body regarding the timing of work because I don't have enough time to rest and for my family. There is a conflict time management." (P1)

"I have difficulty sleeping since I don't have a permanent sleeping pattern. My time for family is not enough because as my schedule differs all the time, my children are either at home sleeping or at school when I am at home." (P2)

Furthermore, working overtime is another factor that affects the sleeping schedule of nightshift workers. In exchange for sleep, nightshift workers finish their respective tasks for professional growth. One nightshift worker attested:

"There are times that I'm more focused on my work and I spend more of my time doing my work. I would sleep late just to finish the monthly lesson plan I prepared for the classes." (P6)

Appearance is important since not only it boosts one's confidence, but also it helps one gain respect in a workplace. One Filipino nightshift workers emphasized:

"For us, it'll be definitely, outside appearance. We should take care of ourselves, keep ourselves fit, our face must be presentable, and that's why I would go to the spa every now and then and have my hair treated." (P3)

Additionally, Filipino workers find ways to look presentable when going to work; taking care of oneself is an important part in boosting not only physical, but also mental health. One nightshift worker confirmed:

"That would be during our layovers. I would say that I make use of that time to pamper myself, especially during the trainings that I attend to which is pretty much mandatory." (P3)

It is a fact that money runs the world; without money, one is unable to access the basic needs of life. Filipino workers value their work as it is their main source of income to support their family. Their priorities are leaned towards work, thus sacrificing their time for other things. Two Filipino nightshift workers attested:

"We prioritize the time for our work, the bread and butter, before our family. First priority is work, second is family and the other things." (P4)

"Firstly, you have to sacrifice yourself to learn more since it is your dream. For instance, I was a warehouse operator before and I saw an opportunity open for me so I pursued to learn the things needed in the job. Instead of hanging out with friends and resting, I sacrificed myself for my work." (P5)

Planning is essential to ensure that one can avoid conflict of schedule or activities. Filipinos are keen on their schedules and are always a step ahead by creating a plan that will be strictly followed to ensure that the desired goal will be easily achieved. Two nightshift workers confirmed:

"I am only 43 years old and I plan on retiring at the age of 55, I still have 10 years on staying." (P1)

"I have been working for 7 years in my current company so an additional 10 years would do before going back home." (P2)

Listening to constructive criticism is a difficult task to take, but has a very rewarding effect. By analyzing pieces of advice given by superiors, one can produce an output exponentially better and efficient than the previous output. One nightshift confirmed:

"You need to learn every work done in the office for self-improvement. For instance, you have to take in consideration the advice that would be given to you that would contribute to your improvement. Just like what I experienced. We had a toolbox making with my superintendent and the other employees noticed my lengthy discussion, which made them uninterested. Thus, my superintendent coached me and told me to limit my words."

In addition, you need to choose a topic that would interest the listeners." (P5)

Food is an indispensable part of one's health. Failing to eat can cause an individual to become tired, unable to focus, catch illnesses, and eventually, lead to a malnourished lifestyle. On the first hand, adjustments are made when faced with unexpected circumstances to ensure that one is guaranteed to eat. One nightshift worker declared:

"Coping is normal for me. My eating time is at night and morning then I will sleep the whole day. Then in between there are breaks. It is just a matter of adjustment." (P6)

On the second hand, Filipinos tend to work hard and come home very tired. Instead of cooking their own food, they would rather sleep to regain energy and order food to save energy. One nightshift worker claimed:

"For us, sleep is life, and I'd rather sleep the day away. So sometimes, I don't get to eat. I would probably just takeout food from restaurants, when I don't have the energy or the time to do so, especially if the said layover isn't that long." (P3)

On the third hand, Filipinos are also organized although having an unfixed schedule. They also only bring simple foods such as fruits and bread since their company provides food for them. One nightshift worker declared:

"I eat before I leave the house then start work at 11. I only bring bread and some fruits while my company provides me coffee." (P4)

Working with diligence and integrity produces good outputs that may impress one's superiors. As a result, a worker may receive special treatments that may signify satisfaction, thus increasing the behavioral aspect of a worker. Two Filipino nightshift workers averred:

"As of now, I am very satisfied. You just have to trust God on all of it and if you stop, and feel tired and sick, it's okay because there are sick leaves and all. I am satisfied 99%." (P4)

"Well, aside from being well compensated, Qatar Airways knows how to handle and take care of their people very well, and I would say that I'm very much happy to where my career is right now." (P3)

Overall, Filipino nightshift workers are exposed to different situations such as different working schedules and environment. With this said, the Filipino workers find ways to cope up with their difficult situation in order to deliver and meet the expectations of their seniors: From taking care of themselves to look good and feel good, sacrificing their time with their families for professional growth, eating in their comfortable time, and lastly, meeting the expectations which leads to good benefits that motivate workers to do better.

3.3 Work Growth

The world is a fast-changing environment wherein people continually strive to improve themselves. Workers always seek to attain more as they grow individually within their personal and professional environments. Through the various opportunities that may arrive, professionals work hard to meet the standards set by their company concerning its growth. Increasing the potentials of each employee, these opportunities serve as a good foundation in the process of skill improvement that is expected to be observed in each worker.

In addition to that, the benefits that are provided are also a factor by which professionals use as a means of self-nurture. With its purpose of motivating each employee to perform outstandingly, these benefits assist in the development of each worker. Leading to a process of professional growth, these wages and benefits are serving its purpose in creating a path for each worker to perform their given occupation with utmost determination and excellence. Three of the nightshift workers affirmed that:

“Of course, looking for a greener pasture like every one of us would want to have. Most especially, success is what we want to attain. We would want to level up career-wise and I think transferring to Qatar Airways, would be a level up in my career.” (P3)

“First of all, the opportunity to learn is present. It was a package because I am with my family. This means it is a privilege given by the company to be with my family at the same time they are part of the benefits given by the company such as medical and airfare allowance.” (P5)

“In terms of salary, I am satisfied since it is much bigger here than my salary in the Philippines. I was also able to help my parents financially and provide myself and my children with their needs and wants.” (P2)

Furthermore, to improve their professional state, there must be a set of occasions for them to attain knowledge regarding the specific work they attend to. Attending seminars and training is essential in a way that these provide them the edge from the other professionals. This gives them the plus factor that employers will look at as well. Naturally, all companies must provide these said occasions to assure the professional growth of each worker. These will be used as a guide for each employee to develop their potential for a better set of skills and abilities that will surely help them perform in a standard of excellence:

“The seminars do not interfere with my schedule since we inform the chief nurse a day ahead of the seminar. The company gives us a 7-day privileged time which we could use whenever we want to. Also, if needed, we could change shifts in order to attend seminars. In my work, we have two shifts namely B shift and C shift. B shift ranges from 12 noon to 7 pm while C shift lasts from 6 pm to 1 am. C shift is more favorable to me than B shift since the seminar lasts from 8 am to 5 pm. B shift interferes with the seminar timings so we change shifts whenever needed.” (P2)

“We have schedules of trainings and seminars ahead of time for easier adjustment. For instance, it met with your regular schedule or normal timing. Now, we have our lead supervisor who is assigned to take my place whenever I attend trainings or seminars. We also have this ROCAP (Report on Company Activities and Property) that is common in this position.” (P5)

“It’s not our problem because Qatar Airways is very organized and they at least, make everything well scheduled. They organize everything and we will just attend the trainings given to us by the company.” (P3)

Every bit in their professional soul still seeks for that success, no matter what age. Success that guarantees that what they wanted from the start; they have achieved. An ideal company would always be attached with their growth as an individual and as a professional worker. From the very start of their careers, these individuals may have already formulated these ideals that make them motivated to do better until they achieve that growth they dreamed of. An ideal company is different from every perspective of the nightshift workers, which makes it unique in their own ways. Some may be close to it; some may be still searching for that greener pasture:

“Well, this is my ideal company, but then again we all ought for success, we all sought for a greener pasture again. I would say I’m satisfied to where I am right now, but if we’re talking about my ultimate dream for my career, it would be business. So after this I see myself having a salon, or maybe a spa of my own. Dream big, as they say, dream big.” (P3)

“The characteristic that makes our company pleasing is that they do not turn down ideas. My current company is close to my dream company because I could not find any other work that is comparable to my work now. Also, the salary and the bonuses are continuous in my current company.” (P5)

“I don’t really have an ideal company but my current company is close to ideal since my family and I have gained benefit from the company. The company will give more if you love your work.” (P1)

In conclusion, these various experiences that the night shifters have gone through shaped them into the workers they are today – skilled, talented, and determined by doing what they love and loving what they do. They shall continue to pass through many more experiences for the growth of their talents to hone their abilities towards a path of excellence.

3.4 Work Standard

The world is a fast-changing environment and to live is to cope with the ever-changing pace. As a professional, to survive is to be fully committed to the standards set by the company. However, these standards are not constant nor it is the norm for each employee found in the same company. Nevertheless, these standards may differ on how the employee performs tasks and duties according to what is expected. Although professionals strive to be better through

hard work and perseverance, it is inevitable for professionals to encounter challenges and difficulties as they perform daily tasks.

As professionals, the participants always seek to better themselves to meet the expectations of the company through development of various competencies and skills. One of the participants' concerns is the shift time they work and the possible effects it may have to the life of the participants.

"The physical workload in the theater was heavy because of the shifting." (P6)

As a human person, we have many commitments and it is rare to have only one. A person may be known for his workplace or as a family member, schoolmate, church member and other commitments they have. Therefore, this requires the respondents to allocate quality time to properly execute their duly responsibilities and duties as members of the society and of a certain organization.

"During morning shift, I still don't get to spend quality time with my family since the kids are busy in academics and we are also active in church community. Also, I still don't get enough rest since it is very difficult to sleep in the morning." (P1)

Supposing the participants enjoy the benefits given by the company, it is still a fact that most professionals are exposed to conditions at work that may put their health to danger. Unfortunately, the participants have encountered these scenarios not once but rather often in their daily work which puts their lives in danger just to perform their task accordingly. Most may experience these occurrences due to time, workload, or nature of work.

"Again, it depends on the number of flights given to us. Every now and then, we would be full with flights, and sometimes we don't get that much work to do. But most of the time, we get to do more flights which is favorable for us. It is toxic in a way because of the different time zones, but eventually, you'll get used to the routine." (P3)

The world is made of various industries that successfully progressed society to where it is now. However, the underlying truth that the employees are forced to sacrifice their health to perform what is expected of them. Employees work on varying work places, and the hazard may be higher on some places.

"There is a big difference now because in my present company there are many exposures to fumes, gases, and chemicals but before you just had to drive a heavy truck you sleep but you had no time." (P4)

"I enjoyed the company's benefits to its employees, although it puts its workers health in danger by exposing us to harmful gas. There is a stagnant development in my professional development." (P4)

As a professional, the participants learned to be flexible in terms of the roles they perform. In cases such as the emergence of lack of personnel may arise, participants have

showed their capacities to support their company to the extent of their utmost capability.

"There are workloads especially on shutdowns since I am part of the maintenance team wherein, we are busy doing fieldwork and report which is the heaviest task." (P1)

"The workload depended on the dispatcher, the trip of the harbor, vehicle and the load." (P4)

"The workload is very hectic because it depends on the workload needed by the company." (P5)

Working abroad may seem colorful and fun in the sight of those left behind, however they do not see the challenges and sacrifices Filipino professionals here in Qatar. Moreover, it was not an easy road for the participants to be where they are right now. The participants have faced the challenged and hardships in transferring to a foreign country.

"It was very difficult since the tests itself were difficult and it doesn't assure you to go abroad. Medical exams will dictate if you will continue and unfortunately medical tastes abroad are very sensitive especially on illnesses. We had difficulties took time in applying our visa and we had to update our Medical Exams monthly." (P1)

Professionals choosing to work abroad face several challenges in many areas including paper processing and health issues. In countries in the Middle East, officials are seldom lenient and often very strict on the compliance of the applicant. There are various requirements that a company may request for an applicant's background, lifestyle and other factors may heavily affect the chances of acceptance.

"I should secure a red ribbon document in order to pass the Ministry of Foreign Affairs here in Qatar. There are documents that are audited by auditors. I called the school because my credentials weren't verified because it was audited by a third-party auditor and that was the reason the school denied my credentials." (P5)

Filipinos aspire to be employees of world-class companies and strive to do so much to achieve what we dream. The standards may vary according to companies. However, we Filipinos stay determined despite the hindrances life may offer.

"As long as they would still need me. It isn't that easy to get inside Qatar Airways and to tell you honestly, I did a lot of things, like I went through so many screenings and I don't think I would give this up easily. It's been a dream and it's still a dream come true." (P3)

As professionals, it is a norm to find environment where one could grow more and fully develop potentials. It is a journey of endless discovery to improve and to explore the possibilities and maximum capabilities one can do. Professionals are always challenged to cope with the fast-paced movement of information through the years. Therefore, professionals are challenged to find time to attend

seminars and classes in order to avoid not knowing the knowledge of the generation of today.

"I attend seminars, workshops, and symposiums. Also, we are required to attend these since it is needed for our renewal to attain Continuing Professional Development (CPD) points." (P2)

Employers around the world are attracted to Filipinos because of their determination and strategy to perform jobs better than most nationalities present in their company. Most Filipinos are open to give up anything they can to improve their craft and workmanship.

"I am a multitasking person. I attend classes even if I have night shifts. I sleep from night going to class." (P6)

Truly, it is difficult to manage time to attend seminars and symposiums having an unfixed working schedule or difficulty in managing time itself. The company plays a big role in the growth of a professional due to the fact that the life of an employee revolves on how the company's management handles and supports the employees. Hence the working environment may heavily affect the progress of the professional in achieving a better version of himself or herself. There is a thick line that separates the Philippine working environment from the Qatar working environment. It may differ from the company management, colleagues, spoken language, ethics, and more.

"Our company provides us with in-house training for us to grow professionally and they are giving us a chance to get promoted." (P1)

Aside from the environment that may differ, the culture and the behavior of employees and the people they may interact may bring challenges and struggles to the employees. The language barrier may also hinder a better working envi

"My previous and current works have different styles. I was a head nurse in the theater for four years in the Philippines dealing with Filipinos. The culture here in Qatar is different because of the communication style and the attitude of the people." (P6)

"We are open to concerns, ideas and suggestions. For instance, suggestions are given for our safety. Hence, we have to take note of these. The development pertained there is if it should be done or not to ensure safety just like developing the procedure. The development I have made throughout my working experience is very big. When I first came to Qatar, I was a contractor then I also became a direct hire as an operator. Later on, I became the chief foreman and then now, my current position is supervisor." (P5)

"I improved a lot. Philippines has a good education background but here in Qatar, we have the capacity to let the staff acquire more knowledge through conducting seminars and classes." (P6)

The attitude of the professional towards the changes may play a big role in his or her growth. Filipino professionals in

general are treated with honor and respect in Qatar due to their strong work ethic, discipline, and thirst for improvement. At the end of the day, the number of seminars attended will not matter but how a professional is able to incorporate his or her learnings from the seminars to work.

"Here in HMC we not only take care of patients. I am also the educator link nurse in our unit and I am the one responsible teaching my colleagues how journal club and reflective learning are made and presented according to the QCH standards. Through these, I am still learning and evolving professionally." (P6)

"The development is refreshing. I have made a lot of improvements ever since I graduated in 2005. I have acquired new ideas, new skills, and new knowledge that are relevant to our work. The seminars that we attend are useful to us since we grow as individuals when we learn". (P2)

4. Discussion

Today, almost a fifth of the worldwide labor force is engaged in shift work, with an approximate of 20% European and American workers engaged in night shifts. (Ferri et al, 2016). "Rotating shifts are the major types of shift work in many industrial sectors" (Miaomiao et al., 2018). "The export of labor in the Philippines has been a state response to a failing economy. Filipino labor, one of the biggest assets of the Philippine state, became in great demand in the United States, Middle East, Europe and the rich countries of Asia." (Tope, 2016).

Shift work, and night shift in particular, is one of the most frequent reasons of circadian rhythms, causing significant alterations of sleep duration, quality and biological functions, which, in turn, can affect both physical and psychological well-being, impair on-shift alertness and performance, and increase occupational health and safety risks. (Chinoy et al., 2016; Ferri et al., 2016). Prolonged exposure to shift work, particularly to irregular night shifts, has been associated with higher risks of diet-related chronic conditions such as obesity, metabolic syndrome, cardiovascular diseases, and breast cancer. (Bonnell et al., 2017; Miaomiao et al., 2018).

Night shift work might have an impact on personal life, in particular social and family life. (Peplonska et al., 2014). Since most of Filipino workers abroad do not have sufficient skill in the language or desired level of proficiency of their host country's native language prior to migration or deployment, they struggle with language barriers, which greatly affect their socialization, work performance, and quality of life (Meniado, 2019).

4.1 Work Culture

Philippines, having limited opportunities, persuade Filipinos to work abroad not only because of the sake of employment but to have a decent wage to live comfortably (Salvador, 2015). According to Bandung and Vilog (2019), "The dominant theories of migration underscore the tendency of people to seek destinations that offer good economic opportunities, vast land and resources, and upright political

freedoms.” Additionally, the Neoclassical theory, for instance predicts the path that migrants take with their perfect knowledge of the salary and economic opportunities in the destination place (Bandung and Vilog, 2019).

Filipino workers usually identify that the conflicting expectations and the lack of language and communication competence result to barriers encountered at work (Jenkins and Huntington, 2016; Johnson, 2018). Adaptation differs from acculturation in a way that adaptation is the eventual outcome that occurs as a result of experiencing acculturation (Liboro, 2018).

One of the difficulties Filipino workers encounter as they transition to a new environment is isolation (Johnson, 2018; Delos Reyes, 2019). The feeling of isolation from being away from their families in a certain period of time and being unfamiliar with the social and cultural behaviors in the new environment creates a wall to the goal of these Filipino migrants. According to the findings of the study of Sarwar and Khalid (2015), night shift workers are also provided with flexible schedule for family and friends, but they mostly experience less social activities with their families and friends mainly due to pervasive fatigue. This shows how dedicated Filipinos are in their work, which makes them known for their good qualities as laborers in different fields.

Moreover, these barriers are easily broken by the qualities Filipinos possess. The success of some Filipino migrant workers comes from their assertive behavior, which include self-confidence and even more confrontational surface values of *bahala na*, *lakas ng loob* and *pakikibaka* (Tiburan, 2016; Petey, 2016). Filipinos have been known for their hardwork and good ethics, which gained the title of OFWs being modern-day heroes (Tiburan, 2016; Khaleej Times, 2019). As modern-day heroes, OFWs sacrifice a lot of things in return for the general well-being of their families, even if it means leaving special people behind for a certain period of time.

Family is of utmost importance for the Filipinos, which is why they work hard despite the struggles and adjustments they have to face and the time they have to sacrifice for their families in return for a better life for them (Jimenez, 2015; Cortez, 2016). Moreover, having a reliable network of colleagues and having peer mentors for support makes coping easier for them (Nagtalon-Ramos, 2017).

As temporary relief from homesickness and being away from their loved ones, being around people with the same interests and even the same struggles help OFWs deal with their daily routine.

It is human nature to pursue a better life for oneself and one's family. Through modernization and more lenient regulations on migration, employment abroad became more apparent than it was a decade ago. There is no doubt that Filipinos are one of the most infamous groups of migrants across the globe. While overseas employment entails sacrifices, Filipinos have the heart and grit to strive and survive hardships that eventually will lead them to their perception of success.

4.2 Work Ethics

The human and brain and body synchronized to the natural light-dark cycle of the 24th day by the Internal circadian clock. This promotes wakefulness behavior and activities during the light period and sleep during the dark period (Mchill, 2014). Accordingly, the investigated acute effects of white light sources with varied reduced portions of short wavelengths on cognitive and visual performance, mood and cardiac output was discovered by Canazei, Pohl, Bliem and Weiss (2017). On that basis, heart rate and increased vagal cardiac parameters during the night was reduced due to the exposure to the light spectrum with the largest attenuation of short wavelengths compared to the other two light spectra without deleterious effects on sustained attention, working memory and subjective alertness.

Time estimation increases the perceived control of time, which in turn decreases stress response as reported by Imura, et. al. (2016). However, taking each moment as it comes reduces perceived control of time, which in turn increases stress as discovered by the researchers. Consequently, job stress in recent years has grown significantly within the workforce due to performance pressure, long work hours and poor pay structures was testified by Bardhan (2018). Nurses work in the forefront to save patients' lives. High job demand in this noble profession often leads to progressive decline in physical and mental health.

Metabolic Syndrome's (MetS) strong risk factor is night-shift work (Lim, et. al., 2018), multiethnic Asian settings was included, where twofold increase in the risk of MetS was found. Although sex did not appear to modify the association between night-shift work and MetS, night-shift work was associated with higher risk of MetS among male workers compared to female workers was showed by a stratified analysis. Additionally, Sheikh-Ali and Maharaj (2014) stated that there is emerging evidence in the literature to suggest that disruption of the normal circadian rhythm (sleep-wake cycle signalling) is a potential risk factor to explain the increased incidence of metabolic syndrome.

On the first hand, self-confidence is the foundation of a successful career as stated by Kratz (2015). If a profession is not valued within an organization, questioning their professional identity is caused by the ability of the practitioner with that professional group within their organizational team to contribute. On the other hand, professional confidence grounded in the significance of their chosen profession, may contribute to a resilience to remain in their profession despite constraints that limit their capacity to serve their patients and their communities (Jackson, Purdy, Cooper-Thomas, 2019).

Professional confidence might blossom with socially negotiated roles and scope of practice, and community recognition of the significance of the profession (Jackson, Purdy, Cooper-Thomas, 2019). It appears clear that professional confidence is significantly socially determined by professional bodies that deliver training and development, legislative organizations that provide registration, other healthcare practitioners and professional

groups who are negotiators of role boundaries, and patients and their communities.

In the development of confidence, both affirming and disaffirming experiences have a role. That includes building resilience to setbacks. Both positive and negative workplace experiences contributed to the development of their professional confidence as reported by new graduate nurses. Furthermore, new graduate nurses must experience both positive and negative circumstances in order to move forward on the professional confidence continuum and each new graduate nurse developed at his or her own pace (Ortiz, 2016).

4.3 Work Growth

There is one goal that professional communities move towards which was described by Hord 2004 as "A vision of what is essential to an organization. (Kastner, Pamela M., 2015). There is a possibility for educators to facilitate a certain shift of their students from being "me centered" to a more developed mindset and area of professional growth through giving some moments to create some groupings and many participative processes. (Aarto-Pesonen, Leena; Tynjälä, Päivi, 2017).

The progressive practices that are focused on registered nurses help their abilities become timely and developed which also trains them to enhance their capabilities. There must be various professional growth opportunities that are readily available for these registered nurses for them to encourage and maintain clinical and professional proficiency and practice (Kelley, Cassandra, 2017). There should be a certain management for social workers to support their professional growth. With the educational management being prioritized for the social workers' professional growth, the training and learning methods must be enhanced and be given ample management. (Choi, SoYun, 2017).

The information gathered proposes that there is greater satisfaction for teachers whenever they are given freedom to reflect, collaborate and enhance their own professional growth. The participation or collaboration with other people can widen the span of being creative, it can raise values, they may become more appreciative of others, most especially to develop their selves (Morel, Nina J, 2014).

An effective change agent for teachers has been found in being taught and trained in a more cognitive way which helps the teachers' see their insights differently with regards to learning and teaching, it also develops the teacher's classroom practice, and it accumulates more emotion of being more effective and attaining satisfaction in doing their duties. (Batt, 2010; Edwards and Newton, 1995) (Netolicky, Deborah M, 2016).

Darby M. Roberts (2005) has observed new professionals, mid-managers, and senior student affairs officers and the level of skill they claim they possess. The propositions of this study's findings is that the opportunities for professional growth permit all levels of professionals attain their most wanted characteristics and capabilities as they develop through their careers (Roberts, 2005, p. 175). (Holroyd, Maggie R., 2019). With there being a large body of studies

(e.g., Chen, 2009; Lloyd, Byrne & McKoy, 2012; Tabata & Johnsrud, 2008) that tests the hindrances that breaks down the motivation of teachers and faculties from educating through online means, there is not much information with regards to the possibilities of developing faculty work that may have the potential to lead to an opportunity of professional growth through teaching online (Mansbach, J., 2015).

Decreasing the stress of having a longer span of time in work during night shifts and looking for some type of inspiration, are just some of the proposals to develop the performances of professional nurses in governmental hospitals. (Ayed, Ahmad; Thulth, Ahida Saleem; Sayej, Sumaya, 2015). It is needed, for many professions like military, law and finance, educating, medicine, to participate in developing oneself professionally. Professional development must not be limited only to the professions that need it these developmental programs have already provided the sufficient facts and evidences that it can be of help and be considered as an advantage to the entire workforce, personally and professionally (Hall, Matt, 2017).

4.4 Work Standard

The State of Qatar, a member of the six Gulf Countries Council, located in the Arabian Peninsula is a home to 94 nationalities (Ministry of Labor and Affairs- Qatar Labor Law, 2019, Snoj, 2019).

Due to the growing demands of the contemporary world, it has become common a norm for various industries to have some professionals work night shift (Apellido, 2017). The shift system design is viewed as a source of the night-shift related challenges faced by professionals that would pave way for competencies needed for development, (Vena et al., 2016). Night shift working remains doubtful due to the fact that man power is complicated to obtain in the range of shift timings (McConway, 2019). Work challenges demands self-adjustments from the professional and starts with the acceptance and awareness of limitations both in time and expertise as a professional and as a human (Luk and Yau, 2018).

As part of the growth of professionals, competencies are seen as vital tools not only for the company's improvement but also for the individuals working in the company by the employers (Fraser-Arnott, 2017). Professionals are developed in to leaders and competencies are seen as imperative parts in the growth of professionals in all aspects of the development of a man (Diskiene, Pauliene, and Ramanauskaite, 2019).

The development of contemporary work competencies is one of the most sought-after values in the labor market in the modern world (Kolasińska, 2018). Various companies have realized that investing in the working environment and providing employees the opportunity to develop work competencies motivates professionals to perform at the peak level of potentials (Francis, 2017, Knowlton, W., & A Consultant, A. A., 2015). Competencies are known to be the widespread-used standards used to define an ideal

professional that is considered to be fundamental across managements (Griffiths and Washington, 2015).

Qatar has emerged into a remarkable country for its achievements in various fields such as education, human development, economy, media and politics despite have a relatively small size geographically and in population (Ahmed, 2018). Professionals face various challenges as they strive to be at their best versions to perform numerous tasks in their industry. It is implied that in order to gain the peak of one's potential, one must be flexible and acquire the luxury of time to invest in the development of a professional's career. (Callanan, et al., 2017). Furthermore, there are a number of barriers that interferes it a professional's career and professional development. These barriers are as follows:

- *Language Barriers* – The daily use of language requires complexity which plays a crucial role in adjusting to a new environment such as work place and a new country. This may impact professionals who are educated and seeks for more complex, higher-status jobs because language challenges can be aggravated where a high level of proficiency in language is required.
- *Discrimination and Skill Discounting* – This difficulty is further complicated by the fact that most jobs and treatment to immigrant workers in a foreign land is the unfair treatment between locals and foreigners in a company.
- *Acculturation Stress and Cross-Cultural Difficulty* – Acculturation is initially described as the process by which immigrants begin to adopt to the norms and customs of the host country they are in. The importance of acculturation extends in all domains of life. For foreign workers, to work efficiently is to acculturate to the work environment and may be pressing on the side of the professionals.
- *Under/Unemployment of Professional Immigrants* – Underemployment occurs when the position of the person in the market labor is lower than preferred standard experienced by other s in the market on similar skill level.

These are some of the struggles that professional workers normally face when working towards professional development (Ali, 2016). Nonetheless, professionals would find a way to overcome obstacles to reach the pinnacle of their potential while climbing towards the top of one's career.

5. Conclusions

According to Right Vision News (2016), the Gulf countries ranked first in the world in terms of foreign employment with a number of 17 million expatriates which includes various nationalities from India, Philippines, Egypt, Sri Lanka and more. The six Gulf Cooperation Council (GCC) namely Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, and the United Arab Emirates are considered to be the dependent to foreign workers on private sector jobs due to goal of diversifying the economies of the GCC countries away from the oil industry. This is also the result of GCC natives refusing to work as employees but preferring to work as employers (Martin and Malit, 2017.)

A growth mindset allows professionals to see change as a means to focus on progress on professional growth and a positive outlook for opportunities and changes at work (Stewart, 2018.) Setting a goal in progressing as a professional, choosing a country that offers the best opportunity for a professional's career is the start to figuring out where to start (Belfast Telegraph, 2018.) The educational background, career milestones, and career degree of a professional is an evident criterion of opportunities worldwide. Professionals also experience various work benefits from companies to promote healthy working environment. Companies worldwide, especially in the Gulf Cooperation Council (GCC) provide assistance to the family of the professional, offer flexible working hours, and paid working and non-working days (Held, 2019.)

Most countries make use of immigrants as workers to progress economy however not considering the factors that may affect immigrant workers such as salary, working environment, and schedule (Tse and Maani, 2017.) Cross-culture management, which the company initiates to help employees set aside differences and motivate to work for a common goal, is one of the actions done to help immigrant workers adjust socially and culturally. It has been evident that culture adaptation has been one of the most effective methods of working efficiently in a foreign land (Al-Mazrouei and Pech, 2015.)

The knowledge and skills capability of a professional ten years ago and today, when compared, are two very different things. Thus, it is critical that professionals are given the chance to attend various seminars and lessons to cope with modern world methods of working (Severs, 2017.) There are a number of hindrances that delays or hamper the professional development. Consequently, the company's outlook to the improvement of professionals is very important. Fortunately, most countries in the Gulf Cooperation Council are very considerate of the competencies needed by professionals to perform at the highest level (Makathini, 2016.)

Work ethics is a main component of a professional in attaining excellence in their professional career. Time has always been an enemy for most professionals as it affects the over-all living of a professional. One can only manage how to maximize the time given in performing tasks while maintaining personal and professional life at balance (Nayak, 2018.) Work load can heavily affect a professional's performance and job satisfaction. The job satisfaction can be the determinant of an employee's future in the company and a determinant of an employee accomplishing the given workload. Work ethics must be developed and maintained with the help of sufficient work load and agreeable job satisfaction (Munandar, Musnadi, and Sulaiman, 2018.)

The state of Qatar has emerged as a haven for most professionals seeking growth in their career. As based from this study's simulacrum, the areas of focus as coping mechanisms of professionals working night shift in the state of Qatar are as follows (1) Work Growth, (2) Work Culture, (3) Work Standard, and (4) Work Ethics. The study emphasizes the factors of professional growth in the work

place and the challenges faced by professionals in their attempt to achieve professional growth.

However, humans are natural social beings and contains numerous roles in the society which are interconnected to one another. Future related studies may focus on other factors that may potentially affect the professional growth of one such as the status of household, financial status, and personal struggles. Furthermore, future researchers may also choose to focus on a specific profession to have a more precise result of the study.

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Author Profile



Paolo Andrei Emmanuel B. Dipasupil was born on the 23rd of May in the year 2002. Currently, he is a Grade 12 student in Philippine School Doha under the academic strand of Science Technology Engineering and Mathematics (STEMS) program of the Philippine Curriculum. He is a consistent honor student finishing his grade school and junior high school as a bronze medalist. He has been a part of the Philippine School Doha's student government for 8 years wherein he became as a level representative, auditor, vice president, and currently as the president of the student body. He had also been a proud officer of the C.A.T. group of Philippine School Doha and a Cadet of the Year awardee in the academic year 2017-2018. He is also the Batch Institute President of the Class 2020 of the Philippine School Doha. He is also a proud member of the Senior Safety Squad as the appointed Public Relations Officer. Furthermore, he was a member of the school paper, The Link, as a photojournalist during grade school. As a student, he takes up Technical Drafting to aid in his future aspirations. As a researcher, he has also achieved numerous accolades such as winning the experimental research on the academic year 2017-2018, competing in the Qatar National Research Fair 2018, and presenting during the International Conference on Developmental Research 2018. Also during his grade school years, he won the experimental research for three consecutive years (Grade 4, 5, 6). He considers himself as veteran in the field of research for undergoing various standards in writing such as Germanic, Experimental, Descriptive and the now prominent IMRaD writing research format. He is an aspiring

Mechanical Engineer student and pursues his dream of eventually becoming an engineer of two major disciplines; Mechanical and Metallurgical Engineer. He plans to pursue these in any of the following universities: University of the Philippines Diliman (UPD), Texas A&M University Qatar, and Batangas State University.



Rev Adligh V. Gamayon was born on the 17th of May in the year 2002. He is currently a Grade 12 student in Philippine School Doha under the academic strand of Science Technology Engineering and Mathematics (STEM) in the academic year 2019-2020. He finished his grade school and junior high school with flying colors as a bronze medalist in Philippine School Doha. Currently he is a consistent silver awardee for three consecutive terms in his senior years, earning his 11th spot in his 11th year and 7th spot in his 12th year midterms. He has taken Computer System Servicing (CSS) as his Technological Livelihood Education (TLE) specialization to expand his knowledge and skills, and has received two consecutive awards of excellence in this field. Along with his academic success, his skills in research has been honed and developed since his 5th grade including Science Investigatory Project, Qualitative and Quantitative Research, which includes both Germanic and IMRaD formats. He has been a part of various school organizations such as the LINK, the school's official publication, as a Layout Artist for the academic years 2018-2020. He had also been an officer of the Citizen's Army Training (C.A.T.) group and a proud Cadet Officer of the Year awardee in the school year 2017-2018, and has been a member of the Senior Safety Squad (SSS) since the 11th grade. He has also joined various competitions, representing Philippine School Doha in the Indian Women Association (IWA) interschool quiz bee, the Philippine Institute of Civil Engineer (PICE) in his junior and senior year respectively, as well as the annual Ultimate Dance Battle that commences in Philippine School Doha, with his dance group earning the 2nd place in his senior year. Futuristically speaking, he is an aspiring doctor and is planning to pursue his ambition of becoming a doctor with a specialization in cardiology. He plans to take nursing as his pre-medical course in any of the following universities: University of the Philippines Manila (UPM), University of Santo Tomas (UST), and University of Calgary Qatar, and hopefully take up his medicine proper course in the Qatar University.



Jeshana Novene F. De Guzman was born on the 9th of November in the year 2001. She is currently a Grade 12 student in Philippine School Doha under the academic strand of Science, Technology, Engineering and Mathematics (STEM) program of the Dep. ED. Curriculum in the academic year 2019-2020. Throughout Junior and Senior High School, she is a consistent honor student; Rank 5 in 10th grade and Rank 1 in 11th grade where she received the most outstanding award as she garnered 2 consecutive top ranks in both semesters in the academic year 2018-2019. At present, for the midterms, she earned the Rank 1 spot in her class. Alongside these academic achievements, her research skills and capabilities have been continuously developed and honed since the 5th grade including Science Investigatory Projects, Qualitative and Quantitative Research, with skills that encompass the Germanic and IMRaD format. Additionally, she is the current managing editor of the LINK, Philippine School Doha's official publication, and a member of the Senior Girl Scout Organization, particularly the Senior Planning Board, as the treasurer. She also joined and competed in some international and national events such as Order of the Knights of Rizal, Philippine Institute of Civil Engineers, Indian Women Association (IWA) Interschool Quiz bee, and Scouting Cultural Performance that won her 3rd Runner Up, 2nd Runner Up, Champion and Champion respectively. She also finished her Junior High School with flying colors, gathering several awards and recognitions in different disciplines, both in academics and co-curricular activities in her current school. In a

span of four years, she received both major and minor academic awards such as Best in Drafting, Citation in Journalism, Silver Awardee, and 5th Honors. She is an aspiring Architect who aims to hopefully immortalize herself through impeccable works in her career. In line with her strand in Senior High School, she plans to pursue a 5-year Course of Architecture at the National University of Singapore (NUS) as her first choice of university followed by University of the Philippines (UP) and University of Santo Tomas (UST).



Dianne Grace M. Bautista was born on October 1, 2001 in the Philippines. She is currently a Grade 12 student in Philippine School Doha under the academic strand of Science, Technology, Engineering and Mathematics (STEM) program of the Dep. ED. Curriculum in the academic year 2019-2020. In her junior years of high school, she was consistent in being in the top ten. She was on the running for the title as Best in English. In her 10th grade of junior high, she has received a medal for being in the honor roles and climbed up the graduation stage with her parents putting on the medal over her head. In the school year of 2018-2019, in her 11th year, she has gotten certificates called "Academic Distinction Awardee". She has competed in many debate competitions. She has won the title of "Best debater" in her school. Now she is currently competing in a speech competition, "ICC". She has competed in various singing competitions such as PSD Idol, The Choice and many more. She has competed in dance competitions such as Ultimate Dance Battle as well. She has choreographed for various dance crews/groups such as Vendetta, for performances and competitions as well. She has auditioned for becoming a Disney Star and passed the auditions with an opportunity for exposure. She has performed in a theatrical play, Katy the Musical, for charity, and has successfully completed the charity's goal. She is very passionate about music and dance and she has mastered playing various instruments such as the guitar, piano, and is currently learning how to play the drums. She is also passionate about sports and has played basketball as co-captain in her team during her elementary years. She also plays volleyball and has won championships in various sports competitions. She has a strong love for literature and reading various books with genres of every sort and has been invited to create speeches and introductions for various events. Her ambition is to become a doctor and she plans to go to the University of Calgary in the state of Qatar.



Ezekielle Manansala Milan was born on December 22, 2001 in Manama, Bahrain. She's currently Grade 12 and is under the strand of Science, Technology, Engineering, and Mathematics (STEM) in Philippine School Dohaprogram of the Dep. ED. Curriculum in the academic year 2019-2020. They're five in the family and she is the youngest. As she grew up in the environment full of architects, her passions and hobbies are somewhat inclined as well. During her younger years, she showed enthusiasm through drawing and painting, and as these talents developed, she joined in art exhibits twice in her old school. She is also a part of the Advance Art club in San Beda. She joined the contest, Drama Fest and was also the props manager at their play of Antony and Cleopatra, which placed third. She loves to join poster and slogan competitions at her school, because she believes she has an edge from the other students. She also loves music and plays different types of instruments, and out of all those instruments she used to perform with, the piano is her favorite. She joined a percussion ensemble, which is an Advance Music club, and she almost performed publicly, at a mall, with the other members using a lyre. She has taken Food Technology for her Technological Livelihood Education (TLE) specialization to expand her knowledge and skills on cooking. She placed top 5 in her section at the last term of her 11th year. In the school year 2018-2019, she attained and received a silver medal for qualifying under Laureola's silver awardees and placed 26th in the whole batch. She joined quiz bees and won at the

SS week, at third place. She was a consistent awardee from her pre-elementary days until now. At first, she spent 7 years in the Philippines to study in San Beda College Alabang. Second, she transferred to Philippine International School – Qatar to study for three years and finished grade ten with flying colors. And lastly, she continued her studies in Philippine School Doha up until grade twelve. In a few months after graduating, she would like to pursue her course of Nursing at one of the known schools in Qatar, which is the University of Calgary and would hopefully continue her medical proper course at either University of Santo Tomas or Qatar University.