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From Job Vulnerability to Job Recovery: The Phenomenological Study on Overseas Filipino Workers Job Cessation in the State of Qatar

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Abstract: ***Background: The labor market in Qatar became unstable since the blockade in 2017. As a result, numerous incidents of job cessation became rampant, greatly affecting the foreign workforce in Qatar. Among the workforce population are Filipino employees who experienced a series of trials along with evident worries evoked by the possibilities of job cessation. Method: The researchers utilized a phenomenological research design to discern the lived experiences and perspectives of Filipino workers who underwent job loss and thereafter recovered employment after a span of three months, relative to the central question: "What are the mechanisms commonly practiced by Filipino Overseas in Qatar who experienced job cessation?". Findings: Findings have shown that resiliency serve as coping mechanisms of employees in facing employment after effects who seek to continuously provide the needs of their families even under undesirable situations. Conclusion: The drive to push through surmounted working obstacles plays a crucial role in recovering from job loss. Difficulties brought by migrational push-pull factor may waver an employee faced with job cessation but acquired job benefits will develop one's mindset and improve adaptability. Recommendation: To fill in the gap of this study, the paper suggests to gather respondents with different working backgrounds to compare the effect of cessation to various job positions.***
Keywords: Job Cessation, Overseas Filipino Workers, Phenomenological Study, State of Qatar, Migrational Push-pull, Acquired Job benefits, Employment After-effects, Surmounted Working Obstacles

I. INTRODUCTION

Overseas Filipino Workers (OFWs), now called Filipino Workers, perform a vital role in the economy as they contribute significantly to the Philippines and their families back home (Gonzaga, 2007). They are known for exhibiting important values to several companies — perseverance, hard work, determination, and high work ethics, which is why Filipinos are one of the most sought after employees in the world. (Khaleej Times, 2019; cited by Dipasupil & Vallesteros, 2020). There are about 85.7% of expatriates in Qatar's population, wherein Filipinos are estimated to be the fourth-largest group of foreign workers, constituting 7.35% of the country's population (Ganji, 2018).

Once only known for its pearl-diving and fishing industry, Qatar had recently emerged as a dynamic force in the Middle East (Danowitz, 2018; Theodoropoulou & Alos, 2018). Throughout the years, Qatar's state has stood out in the sustainability of the construction projects of FIFA World Cup Qatar 2022. With the project and its future development in mind, it has adopted the sustainability and heritage principle. It learns how to utilize modern-day technologies— for water conservation, sustainable energy, and carbon emission management (Al-Kuwari, 2019). However, despite the economic flourishments that Qatar continues to undertake, a phenomenon called Job Termination continues to persist. Qatar may provide the best offers when it comes to varied life opportunities, but setbacks continue to manifest due to the labor law that Qatar has established back in the year 2004. Labor Law No. 14 states how a company can terminate one's employment. It will happen with or without reason given by the terminating party (Higham, 2014)

On June 5, 2017, the United Arab Emirates, Saudi Arabia, and other GCC nations cut diplomatic ties with Qatar, which resulted in detrimental effects on the workers' job security. Because of the blockade, companies chose to cut the worker population through contract terminations. With that happening, many Overseas Filipino Workers (OFWs) were affected. OFWs center their source of livelihood entirely on their job. Because of the phenomenon, Filipinos face the uncertainty of continuing to sustain their family's needs (Zafirov, 2017). The Oxford Daily Brief of Service (2017) expresses that Qatar's phenomenon has caused companies to delay

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or cancel the in-flow of projects. Since curtailment is present in the company, various aspects need to be cut down due to cost-cutting. Hence, a termination. OFWs then transform from having been employed to being unemployed.

Filipinos go abroad to save money and provide a stable life for their families. After termination, Filipinos would have to undergo a feeling of suffering from overwhelming distress. They lost their job and would have to find a new one to continue sustaining their families' needs. One of Qatar's main factors for the increase in employment cessation is the closure or loss of a company's operations. When a company ends its transactions, not only Filipino workers in Qatar lose their jobs, other expatriates and even locals lose their jobs (Anger et al., 2017). It can affect an employee because one would have to find a job replacement if he/she wants to continue working abroad.

Most of the Filipino workers in Qatar lose their jobs through forced termination. Because of it, Filipinos feel a sense of anger, abandonment, ambivalence, shock, and disbelief. Sometimes, a particular individual would also experience relational problems, suicidal behaviors, reduced well-being, and post-traumatic stress disorder. Job termination is not a situation that one can easily overcome. It has detrimental effects where different aspects of one's life can be affected, especially if one is not financially prepared for unemployment (Speights et al., 2017). Employment is a source of financial security and allows people to fulfill their obligations as members of the family and society (Mokona, 2020). As one struggles with the effects of termination, meeting personal and societal norms becomes a source of anxiousness that could highly affect the employee involved. To fully adapt to the situation and recover from it, Filipino workers must consider the reality of employment in Qatar and be aware of the various factors that affect job-hunting. The phase after termination is a challenging process to undertake, which involves coping with the competitive labor market and reduced opportunities for high-paying jobs (Kunene, 2017).

Despite the worrying truth of employment cessation, its difficulties shape one's overall capability and instill resilience, leading to a fruitful experience from which one can learn from. This research aims to understand further the in-depth experience of unemployment and how OFWs respond to this situation. Moreover, to learn more about the phenomenon, this paper seeks to comprehend the coping mechanisms and strategies OFWs utilized to overcome difficulties. This research paper provides reliable insights on job termination and struggles with transitioning from employment to unemployment and being employed once again. The respondents are Overseas Filipino Workers who have experienced termination and managed to land on a job after three months. The researchers have chosen them because they are highly compatible with the study and fit the set parameters. Like the respondents, the researchers' parents are also OFWs in Qatar, who might later encounter the same situation. For this reason, this study is highly significant for both the readers and the researchers.

The Filipino Workers in Qatar and the readers can use this research paper as a learning instrument and guide on coping with the struggles posed by termination. Moreover, the readers can expect to know about the OFW's experiences through shared stories, coping mechanisms, personal values, and varied opinions. This research can also aid the readers in distinguishing the mechanisms needed to overcome the occurrence of cessation. Through this paper, one can discern the peculiarities of this phenomenon. The study "The Threshold of Employment Cessation: The Phenomenological Study of Terminated Filipino Employees in the State of Qatar," which concentrates on the dismissed workers and how they came about the said termination after job search, applies a qualitative research design and utilizes a phenomenological approach to gather wanted results. The critical point was to describe the worker's transition and explain the concepts involved in the research rather than quantifying it (Merced & Vallesteros, 2018).

A semi-structured interview was used to permit the data collection of this study. The robotfoto and twenty-five developmental questions served as the semi-structured interview guide used to gather data. Preliminary copies of robotfotos (Kelchtermans & Ballet, 2002; Garcia & Acosta, 2016; Merced & Vallesteros, 2018) were given in-person to acquire personal and professional respondents' information. The researchers sought the demographic sketch, namely— the length of the terminated period, the company he/she has worked for, and the new employment company.

II. METHODS

A. Research Locus and Sample

The study was conducted at Philippine School Doha (PSD), one of Qatar's learning institutions, located at Mesaimeer, Doha, and founded way back in 1992. With its continual testaments of pride and legacy, PSD remains acknowledged as an institution that provides the best quality of education — gaining parents' trust in the Filipino community here in Qatar. PSD is considered as one of the most outstanding Philippine schools in the Middle East that is best-known for its national and international recognition of excellence.

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The participants selected to partake in this study were seven Filipino Workers in Qatar who underwent termination. The participants should fall under the qualifications they experienced employment cessation and found another job within at most three months. The researchers believed their insights are worthwhile because they have undergone the transition of being employed and unemployed after a certain period. The respondents know what it is like to be posed in the likeness of repatriation, making them ideal respondents of the study.

Figure 1. Map of Qatar taken from Google Images

B. Research Design

This study utilizes a qualitative research approach that especially made use of phenomenological research design. Qualitative research refers to the methodical investigation that entails data collection and analysis, which pursues to seek knowledge by forms of purposive sampling and semi-structured, open-ended interviews (Dudwick et al., 2006; Gopaldas, 2016.) This approach requires the researchers to broaden their perspective and knowledge on a specific phenomenon, exploring varying meanings and insights encompassed within a given topic. (Strauss & Corbin, 2008; Levitt et al., 2017.) Its central focus is to understand the participants' lived experiences, gaining a point of commonality, where all participants yield one generally thought-of idea (Chambers, 2013.)

Here, the researchers aim to pinpoint the phenomena— providing a description that will establish a clear understanding of the involved participants' ideas and opinions. This study employs a phenomenological research approach due to its purpose of understanding Filipino Workers' lived experiences regarding the on-going job termination here in Qatar.

C. Data Collection and Ethical Consideration

The implementation of a semi-structured interview permitted the data collection of this study. With the help of instruments such as the robotfoto and the developmental questions, the interview made it possible for the researchers to elicit answers that will capture the concepts of the phenomenon and encompass the research study. The implementation of a semi-structured interview permitted the data collection of this study. With the help of instruments such as the robotfoto and the developmental questions, the interview made it possible for the researchers to elicit answers that will capture the phenomenon's concepts and encompass the research study. Through the robotfoto (Kelchtermans & Ballet, 2002; Garcia & Acosta, 2016; Merced & Vallesteros, 2018), the researchers were able to seek information about the participants— the length of stay in Qatar, the length of terminated period, the company he/she has worked for, and the new company of employment. The robotfoto refers to the respondents' data, including information on both their personal and professional life (De Guzman & Tan, 2007; cited by Catacutan et al., 2015). The semi-structured interview questions were then utilized to discover the lived experiences of Filipino Workers in Qatar. The data gathered were then precisely transcribed with the aid of recording gadgets. Before the interview occurred, the researchers assured that there would be utmost confidentiality— no identity nor response will be disclosed to the public other than the researchers and their adviser. Before the interview proper, the researchers sought preparations where the scheduling of interviews and seeking of approvals were done. Subsequently, the researchers made sure to acquire consent from the participants, whom they made sure they were aware of the study they were about to partake.

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III. DATA ANALYSIS

This study's researchers adhered to inductive reasoning— also known as the inductive approach, (Ryan, 2003; Bernard, 2011; Vallesteros, 2018) to develop themes that are rooted and established from the participants' answers. The researchers implemented the inductive methodology through the process of (1) Listening and re-listening to the audio recordings of the participants' responses to attain full knowledge and understanding of their experience (2) Transcribing the recorded answers into encoded content verbatim; (3) Translating the responses from the language of the participants (emic) to the interpretation of the researchers (etic); (4) Extracting innate thoughts and ideas out of every response to acquire a general insight on their experiences; (5) Identifying similar ideas into small groups and formulating thought units common to the responses. (6) Categorizing thought units and selecting sub-themes to produce four main themes that will be used in the simulacrum ; (7) Constructing a simulacrum to serve as a visual representation of the findings; (8) Subjecting themes to quadrangulation and applying professional insight through member checking to guarantee the validity and credibility of the study's data (McWilliam et al., 2009; Acosta & Garcia, 2017).

IV. FINDINGS

This phenomenological study describes Filipino employees' lived experiences in Qatar who underwent job termination, relative to the central question, "What are the preparations commonly practiced by Filipino Overseas in Qatar who experienced job termination?". The sudden occurrence of job cessation is a typical scenario for many companies in Qatar. It is a phenomenon that hugely affects employees as they transition from being employed to becoming unemployed, consequently causing great fear and anxiety to most workforce members.

Due to the pressure of having a secure source of income to provide for one's family, this situation brings numerous challenges and countless stressors to an employee, escalating anxiety and sudden surges of various emotions. The loss of earnings is part of the hit to household finances due to unemployment and a source of financial stress to most breadwinners of the family. (Dickens et al., 2017)

Figure 2: Simulacrum Lived experiences of Filipino employees in job termination

Figure 2 shows the study's simulacrum, where four major themes are centered: *Migrational Pull-Push Factors, Acquired Job Benefits, Surmounted Working Obstacles, and Relative Employment After-effects*, each with two corresponding sub-themes. These themes show the transitions one undergoes when migrating, moving away from origin to working in a country with an entirely different culture. Moreover, these topics highlight Filipino Workers' lived experiences in Qatar who faced the challenges of unemployment and overcame it. The simulacrum blended multiple visual elements to convey each theme's meaning and the topic's main idea. There are two central portions found that signify the study. First, the blue circle, which encompasses the simulacrum's outer part, represents the workforce. Like the concept of the Earth being round, the workforce is a world where an employee's life is centered and allowed to prosper. Inside the gear, the topic's main idea follows its circular form.

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The corresponding sections in the inner circle signify that the central idea covers all themes tackled in the study. Second, the core contains a puzzling gear, a restart symbol, and the research's foundation, our respondents— the overseas Filipino workers. The puzzle pattern found in gear represents the obstacles that come with the transition caused by cessation. It implies that struggles and difficulties are hindrances meant to be solved piece by piece to adapt and cope with unaccustomed situations. The restart symbol indicates the new start that one attains after landing a new job.

Similarly, it implies that employees have to start over after facing termination. The employee symbolizes our respondents. Its tie illustrates that their role in the workforce— a job seeking individual. Furthermore, the researchers utilized colors to highlight and differentiate the distinct yet related themes. Green was used in the first theme, *Migrational Pull-push Factors*, denoting ambition and hope. It emphasizes the employees' dream of earning money for the sake of their family and one's hope of landing a good-paying job overseas. This theme contains two sub-themes: Enthralling Salary Value and Job Seeking Venture, which had a lighter Green shade to showcase its connection to the central theme. Second, the color Purple symbolizes uplifted spirits and nurturing tendencies, which refers to Acquired Job Benefits. This theme discusses the positive side of employment in Qatar. Hence, its sub-themes: Increasing Income Capacity and Enriched Job Compensation. Third, the color Red, packed with emotion ranging from passionate, intense love to frustration and anger, represents Surmounted Working Obstacles. This section centers on the difficulties of the path one has to take due to job cessation. Employees have to take action and muster up courage in order to face upcoming challenges. Thus encompassing the following sub-themes: Immerse Positive Realizations and Strategic Reinforcement Plans, which are of Red's shade. Last, Relative Employment After-effects, along with its sub-themes: Deficient Family Communication and Problematic Cultural Diversity, represented by different shades of Yellow. Yellow is a color that stands for emotional instability and deceptions in life. Frustrations, pessimism, anxiety are implications of the adverse effects of being in a foreign, diverse workplace— which is the theme's core.

V. MIGRATIONAL PUSH-PULL FACTORS

In a workforce run by money, people continuously search for more significant opportunities and job benefits. As a worker, a parent, or head of the family, expatriates want to provide for their family's needs. However, in a country with minimal benefits and salary accompanied by high taxes, they are propelled to search for every remedy and opportunity abroad. This migration phenomenon happens because working abroad provides better benefits: a higher salary, medical insurance, financial aid, and paid leave.

“In the Philippines, we used to work overtime to increase our salary, and the more you work overtime, the higher the tax will be. Secondly, if you are single, you pay a higher tax compared to those with families. Third, your usual salary in the Philippines would break even, which means your salary will only last for about a month. For example, you are an engineer with an income of 20,000 pesos. You will still deduct all the necessary expenses and will only have 2,000 or 3,000 pesos savings per month. Fourth, health insurance in the Philippines is not accessible. Unlike the Philippines, Qatar provides its people with multiple benefits. **The salary is high**, medical insurance is provided, and workers get sick leave and more.” (R2)

Many Filipino workers back in the Philippines had to do double duties for the sole aim of getting paid sufficiently, which also transforms into another problem due to the taxes that increase as one's pay increases. The fact that their average salary would already be a break-even after deducting necessary expenses and having no proper health insurance can only be an additional concern to their income and savings. This distressing situation mainly shows a sliver of the reality of more than 13 million Filipino workers who are underpaid in their home country. As a final observation, many Filipinos prefer to work abroad because the Philippine economy is far less competent than foreign countries. Each worker has been well-equipped with their skills yet are not much compensated in their work. Hence, workers desire more and choose to experience something better to provide for their families and eventually bring their families in Qatar to be a resident. “Just like any other Filipino overseas worker here in Qatar, my objective is to invest, be with my family, and seek multiple opportunities. “ (R6)

Migrational Push-Pull Factors highlights the different aspects considered before deciding to work overseas — the need, the hardships, the backstory, the goal, among other things.

A. Job Seeking Venture

Everyone is on a journey where challenges and opportunities abound. When one enters the workforce, not one expects it to be easy, yet will continue to hold onto their goal. Traveling abroad and seeking employment is one thing, but there are other situations that one will not expect to experience. The market abroad is indeed competitive, and there is a vast world that one will yet to see.

“Just like any other Filipino worker, we all know that being an OFW is an experience that the majority of our population wants to experience. By being one, you can help your family through financial assistance. The setback now is how it creates a distance between you and the family you left in the Philippines” (R6)

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The inevitable necessity of working abroad has become the reality of a lot of Filipino workers. It has become their most appealing resort to continue living a decent life as financial insufficiencies arise. The overseas worker's journey has certain factors, such as being at risk and with uncertainty, as they seek jobs. Working abroad entails how they would be enticed on a company's contract and agreement once they would settle in for a company since this is a formal agreement between an employee and employer.

Here, one respondent suggested:

"I suggest other employees find international companies who can secure projects shortly. It must be a company that would be firm and stable even in the next 10 years. " (R2)

However, in some cases, overseas workers who have attained a professional and bachelor's degree may not match in line with the job that he or she would be having, for there are things that an overseas worker needs to sacrifice to sustain the needs of the mouths that he or she will be feeding. As a result, an overseas worker seeks to get something, which is a job. In return, their family becomes a source of motivation to have a job seeking venture in the likeliness of being repatriated.

"My primary objective is to raise a family and give them a life where they will live comfortably." (R5)

Briefly, overseas workers who seek jobs abroad have their reasons as to why they strive every day to meet their own needs, which can help themselves and their family. The industry is a necessity; a job makes a living

B. Enthralling Salary Value

"The main factor is the salary. Here in Qatar, despite earning only the minimum, it is double in value when converted to Pesos, which means it can help my family more." (R1)

Overseas Filipino workers are known for being the breadwinners of their families. They work double duties as they try to provide a quality life for their family while also trying to make a living for their own. On the grounds of this, it becomes an immediate need to find jobs that will give them an adequate income, if not high, to sustain the needs of their loved ones in the Philippines and their own.

With a fixed amount of payment that is agreed between the employee and employer in each pay period, a salary plays a vital role for a worker in the Philippines to go overseas solely to gain a more incredible opportunity and salary. Even though the amount is not that plentiful, it can still help their families back home in the Philippines since it will double once converted. Many Filipinos are working abroad since the pay is much higher than what they are receiving in their motherland.

Qatar has a good aptitude in terms of its economy and providing a fair salary to its workforce. Companies in Qatar can offer approximately two times the same job position in the Philippines. As the cost of living increases, the appeal of high salary value also increases, hence becoming the main factor in going abroad, specifically to Qatar in this case. Particularly in Qatar, a worker's net income is high since there is not much tax. Thus, it became an attraction to workers looking for well-providing jobs. Qatar also provides benefits for its employees with the agreed salary such as housing allowance, car allowance, insurance, airline tickets to annual leave, and education allowance for their children, depending on their hired company. An employer is well aware that he or she needs to pay its employees through a paycheck and shine to an employee on why the company is an ideal employment option.

VI. ACQUIRED JOB BENEFITS

In the world of employment, a promise of a good salary might be enough to catch employees, but it also takes a set of great benefits to make them stay. As workers, personal circumstances such as health, housing, transportation, and retirement are a few inevitable concerns among the many. Situations like this bring out the need for aid and emergency benefits appeal. Some common yet essential examples of job benefits are health insurance, life insurance, sick leave, vacation days, housing accommodations, and transportation allowances. Apart from regular employees' average wages, companies' compensations increase the staff members' economic security. The acquisition of these advantages come to an excellent factor for workers' productivity, satisfaction, and retention in their workplace as it provides them a sense of stability within their livelihoods.

"We receive medical benefits, an annual vacation ticket, as well as, 21 days paid leave." (R7)

Filipino workers seek not only a fair value of money but also significant benefits from their company. One of these is the medical benefits. Medical benefits or health insurances are a type of insurance that usually covers the employees' medical, surgical, prescription, and dental expenses. The health insurance can compensate the insured for costs resulting from illness or injury or directly pay the treatment provider. Benefit like this is an effective way of appealing to quality workers, often included in workplace compensation packages, with premiums partly paid by the company and often withheld from employee paychecks. The majority of workers always seek to receive medical benefits to work without worrying about their health. They know that the security provided by the insurance or the services are free.

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Apart from medical benefits, employees are also granted paid leave, during which they receive average pay while being away from work for vacation, illness, among others. With that being provided, they also receive an airfare allowance from their company, which covers their two-way travel expenses when visiting their homes in the Philippines.

"I am satisfied with my current job since it provides many benefits and it is a well-established company." (R4)

OFW's absolute satisfaction in the workplace can be successfully achieved through a quality benefits package. Excellent employee benefits contribute a significant factor for them to stay longer for that company, improve productivity in their workplace, and perform better in their tasks. A company's way of prioritizing quality compensation packages shows how it values its employees' welfare. Great benefits will keep employees loyal and motivated, and as a result, they will achieve satisfaction.

A. Increased Income Capacity

Being the breadwinners of their families, Filipino employees always find ways to sustain their loved ones' financial needs. They find opportunities that will give them the potential of higher income to at least keep pace with the increasing demands of life. Most of them need to send their children and siblings to school or pay for their home expenses. With its well-known economic advantages, increased income capacity is the main benefit that Qatar can offer its employees.

"My main reason for going abroad is to earn money in order to help my family." (R4)

The reality of a significant number of Filipino employees choosing to work abroad is the force of insufficient salary and lack of benefits for their family needs. Instead of staying in the Philippines with their families, these circumstances push them to find jobs abroad. Qatar has an impressive capacity of providing better, if not the highest, amount of salaries to its employees. Compared to the Philippines, companies can offer two to three times the same job position in Qatar. As the leading providers for their family, this becomes an engaging deal, hence becomes their main reason for coming to Qatar. "The primary reason why I came to Qatar is to gain a higher salary so I can send my siblings to school and help with expenses at home." (R1)

Filipino OFWs bear the responsibility of earning money and supporting the financial needs of their family. They have grown to adapt to the principle of practicality, in which they believe that moving overseas gives them the best opportunity to seek a high-quality job that would suffice in supporting their financial needs. Their main goals often revolve around sending their children and siblings to school, providing for their families' needs and wants, bringing their family abroad with them, and improving their quality of living. They are also given to understand that financial stability and a brighter future for their family can be challenging to find in our homeland. These opportunities can only be found elsewhere, which becomes another main reason for coming here to Qatar.

B. Enriched Job Compensation

Compensation is the summation of the cash and non-cash payments given to an employee in return for the job that they fulfill for the company. It is usually one of the major expenditures for companies considering that it secures the employee's regular pay and involves several other forms of wages and benefits. Compensation can be tailored and may vary according to the company demands, priorities, and financial resources. "The company where I work provides a lot of benefits. One is health service. They give maternity leave to workers who undergo pregnancy. There is also sick leave provided to workers who cannot attend to work due to sickness. Aside from that, they also provide educational and financial support." (R4)

Health service, maternity leave, sick leave, and educational and financial support are what OFWs receive from their companies. These compensations' play a huge role in the workers' satisfaction, living up to its purposes of recruiting and retaining their assets, which are their highly skilled employees; increasing or preserving worker integrity and fulfillment; and promoting maximum efficiency of employee performance. "60% of my salary will cover my basic needs while the remaining 40% will be for my benefits like transportation, housing allowance, plane tickets, and others. The company also provides us with health cards for the entire family." (R2) The musing shows a proper division and distribution of the salaries and benefits given to the employees. A portion will be allotted to their basic needs, while another will be allotted for their benefits. The division ensures that everything they receive can sufficiently cover their livelihood expenses. As workers in Qatar, Filipinos receive enriched benefits apart from their regular wages that help their financial needs. They receive health insurance that can get themselves and their families treated without worrying about their income's sufficiency. They receive transportation allowances that aid them in their daily expenses of traveling to work. They also receive housing accommodations that ensure a roof over their heads while still having enough money to cover their necessities and to send to their beneficiaries in the Philippines. These common advantages are what most Filipino workers have sought in their homeland but have only successfully acquired in a foreign country. As a result, more of them are pushed to migrate to another country, sacrificing themselves for their family despite knowing that giving them a good life means living far away from home.

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VII. SURMOUNTED WORKING OBSTACLES

Everyone experiences obstacles throughout one's life. One setting where trials are rampant is in a working environment. Although with the primary purpose of earning, one has to deal with company-related problems, diversity between and among colleagues, language and communication barriers, and more. Such troubles are inevitable but can be approached through different strategies and techniques— choosing to possess an optimistic mindset, having a positive outlook, and preparing a back-up plan in advance. It is not easy to face adversities. However, with resilience, one can indeed overcome the despites that come along.

Like most employees working abroad, workers who migrated to Qatar experience a sense of unfamiliarity and developed the feeling of being homesick. Working in a foreign country that is way out of one's comfort zone gives off a feeling of anxiousness to one, knowing there will be no physical contact with the family whom one much relies on for support. There is also tremendous pressure since employees must face difficulties to attain the goals they have set for themselves. Gradually, they will learn to adapt and motivate themselves to act and meet certain expectations. The unstable economy of a country is one factor that can significantly affect the decisions of an employee. It can evoke decisions that have to do with the sudden shift of plans to save oneself from the possibility of contract termination. It may pose worry and anxiety to an individual, but they should not fear and instead embrace uncertainties despite its unpredictable nature. Instead, they should think of this opportunity as a way to find alternatives to reach their goals and motivate themselves that no matter what happens, their willingness to reach their targets will never falter. They can prove to themselves that any hindrances in their lives are nothing compared to their firm determination to lead a better life for themselves and their family.

A. Strategic Reinforcement Plans

Training an individual gives him a back-up plan when the original plan does not succeed. In this time of uncertainty, the most salient thing to do is to have a strategy in mind when worst comes to worst as it can prepare one for what he or she has to do and face the unexpected. Not having a back-up plan will let the worker see that giving up is the only option. It can cause them to degrade themselves on what they are capable of doing, but having a plan B is essential in any goal a person wants to reach because it helps them be optimistic in a dark situation, which can eliminate negative emotions causing them to focus on striving harder and having a firm grip on their desired goal that can lead to success. One respondent attested:

“The idea of termination is worrisome, especially if you have not earned enough money yet. If ever that happens, I would look for jobs before I go back home. At least, I have a back-up plan in case I do return home” (R4)

OFWs working in Qatar do not receive any permanent residency in the country even after many years of working, so when a worker's visa is canceled, they can no longer stay in Qatar and go back to the Philippines. Returning to their home country is worrisome because the expectations they have set for themselves to help their family financially were not met, and the thought of where to find financial stability causes anxious thoughts within the workers. They are not assured that the salary and benefits they are getting from their previous company will be the same in another company or the Philippines, so they look for alternatives to provide for their families financially to prove to themselves that they can provide and assure their families that they can be relied on in terms of finances.

“The idea of returning to the Philippines was not an option I was willing to take in the past. We wanted to maintain our financial stability without having to sacrifice anything else so we thought of alternative options where we would look for ways to earn money.” (R6)

B. Immerse Positive Realizations

To execute one's back-up plan, they should set their mindset on the positive side of things despite the shocking occurrences in their lives. The OFWs had to realize what they are capable of and conclude that life is not sure and that everything can change in a second. Uncertainty is inevitable when working in Qatar as there is no permanent residency and financial stability, but they still have the goal to provide for their families back at home so they can live a better life. An OFW accepted both the changes and whatever comes with it in his life when he was terminated from the company, he stated:

“I was able to acquire a point of realization through the different encounters I faced. I saw how capable Filipinos are in adjusting to various situations where we embrace change and accept what comes with it.” (R6)

Although it was hard to redirect their focus from disappointment to optimism, it is possible. Employees can take their termination as an opportunity to meditate and think about what was their original purpose to go abroad. They can determine which part of their work has gone wrong or what else they can do to be a better employee for their next company. They can take this opportunity to restart and make a better impression on their next employer and co-workers.

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The termination allows one to reflect on their previous performance and improve their mentality or attitude towards their employers, the tasks given, and their colleagues. Termination does not necessarily have to hurt a worker's performance and optimism; it can be a turning point in their lives if they want it. One employee said:

"We should not stray away from the reason why we are here in the first place. Despite the situation, we must continue to work hard in our own endeavors." (R7)

Positivity can also be contagious towards the workers' families because when they continuously think about positive realizations, they can confidently assure their family that they can aim towards a better life.

Termination did not affect the goal nor the determination of the Filipino workers. Instead, it became a reason for them to find another job opportunity and use it as a motivation to work harder and better. Working overseas is not an easy task, especially if they do not have their family support them physically. Expectations may not always be met while working abroad; problems also arise within a workplace often, and unexpected circumstances may occur that can pause the plans of the overseas workers. However, once they realize that any obstacle can be surpassed and that every problem has a solution or a better alternative, they can take that as their motivation to work harder for their family and still reach their goal. The change will always keep occurring because nothing can be sure, so it is better to train their mindset instead of trying to escape the reality and regret decisions later of what they could have done. Furthermore, promising results from their hard work will not come in a blink of an eye, but it will take time to be fruitful, so overseas workers should also acquire the virtue of patience to see where their efforts went.

First impressions always last, but it does not mean it is where overseas workers based their performance. They try to give their all despite their first impressions of their new job in a new country, far from their homeland, and a new job after termination. Leaving home will always be a problem for overseas workers because they are leaving their 'comfort zone' and sacrificing their relationships with their family so that they would be able to provide for them. They also have to experience different problems in an environment with various nationalities and cultures, which can cause a conflict as time passes. After-effects can have two outcomes: a positive one that can encourage the worker to strive to search for a solution to every problem or a negative one that can cause him/her to draw further away from his/her family and colleagues. It will take a lot in them to make a firm decision whether to go to a foreign country or not, but if it is for the financial stability of their family, it is a sacrifice they are willing to make.

VIII. RELATIVE EMPLOYMENT AFTER-EFFECTS

When they were accepted to an employer's company, the opportunities taken by overseas workers have resulted in effects between their families and people in their workplaces. The positive effects led to going abroad and will lead to sacrifices to provide a better life for an OFW and his or her family. Although working abroad created better opportunities and a better life, such sacrifices have resulted in a lack of communication between their families back in the Philippines. Once accepted into a company, an employee has a work agreement given by an employer. As a workplace is composed of people coming from different races and cultures, specific barriers arise. Language and cultural barriers arise; thus, communication has taken effects on an employee in the workplace. As a result, communication plays a big part between the sender and receiver that may affect the relationship between these two parties. Being employed has its positive and negative effects; as an overseas employee may learn to adjust and get along with their colleagues, they may also pay the price when communication to the people around their circle is not conveyed.

A. Deficient Family Communication

Filipinos believe in close family ties , as they have imparted this value through thick and thin to help each other out. As a result, sacrifices are made by Overseas Filipino Workers for their families back in the Philippines; this is to give their families a better life. As Overseas Filipino Workers are now abroad, communication plays a vital role in catching up with one another. Luckily, communication has been made easy nowadays; as technologies arise and progress, communicating with people from various parts of the world has been more convenient. However, the difference between time zones and a person's availability has led to low-income family communication.

As one respondent attested, even though needs and wants have been provided, it does not equate to an overseas employee's presence and time loss to his or her family. Thus, creating a distance to the family.

"Just like any other Filipino worker, we all know that being an OFW is an experience that majority of our population wants to experience. By being one, you can help your family through financial assistance. The only setback is how it creates a distance between you and the family you left in the Philippines." (R6)

An overseas employee's life becomes compromised as communication and quality time have been sacrificed for their families' better lives back home. Words are heard only virtually.

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Not being able to be by their child's side and absence during important events has resulted in the fondness between a parent and a child drifting apart slowly. The presence of a parent that a child yearns for would, later on, be diminished as the child gets old. Making a distant relationship with words and feeling left unsaid. As one respondent attested:

"It is very difficult that I am away from my son and my family, especially that my son does not have a father by his side. As he grows older, he yearns for parents that will stand by him, and there are times at school wherein our presence is needed yet we fail to be there for him. He always rejects my call every time I try to contact him, maybe because it has been a long time since we have last seen each other. I know that he feels ashamed of himself in front of his classmates who have their mothers and fathers with them, and that is one thing that saddens me each time we get to talk to each other." (R3)

One of Overseas Filipino Workers effects is poor communication with their families back in the Philippines. The lack of presence and communication in the lives of an overseas worker's family has created a gap among family members.

B. Problematic Cultural Diversity

As an employee starts to go to where he or she would go to work, a workplace, he or she now enters a different world since the workplace is diverse, he or she gets to meet different people. Since the modern workforce covers employees of different ages, beliefs, gender, ethnicities, and religions, it is crucial to learn how to build a harmonious relationship with co-workers. However, certain things cannot be avoided due to cultural differences and how work is perceived and understood, thus creating barriers.

A barrier is seen as something that may put a restraint on something to pass through. One prominent barrier in a modern workforce is the language barrier. This barrier creates a faulty language translation between the sender and receiver. English is not the first language of other people. As a result, what is in their minds is not conveyed through their mouths. The language barrier is creating misunderstandings and misinterpretations in the workplace that may affect both parties' relationship. As one respondent attested:

"Since each employee differs in nationality, we experience language barrier where we sometimes cannot comprehend what each other are trying to communicate." (R7)

Differences among people emerge because we are all created with uniquely acquired values and beliefs that shaped the whole being. As the environment may present these acquired things, the way a person thinks may significantly affect it. The mindset a person practices can significantly affect their surroundings and their work. As a result, the work to be done should objectively be viewed to have a common ground but be subjectively seen when it comes to opinions and perspectives being presented. Not having a common ground regarding work may result in the information being disseminated may not be conveyed that may result in disharmony.

Each person perceives and views things differently. As a result, these differences take effect on how work would be done in a modern workforce. As one respondent has said that:

"The cultural difference between the different people in the workplace is a struggle. Each individual came from a different upbringing and background. It is hard since ideas cannot be conveyed in a way that would be easily understood by people of other cultures. They may see it in a different light that is far from the actual meaning. Also, there is a difference in language, which makes communication between each one a struggle." (R6)

Relatively, communication has played a vital role in the experience of an overseas employee towards other people. The language spoken as a means of communication may either be a source of new information or misinformation. The sender conveys it to the receiver, thus, opening new opportunities to overseas workers in managing and adjusting to the workplace. An overseas worker has specific roles; first, as an employee of the company, second, as a family member who provides the needs and wants of their family. The sacrifices made by an overseas worker are meant to lead a valuable future for a better life.

IX. DISCUSSIONS

Filipinos are globally dispersed, encompassing an estimated number of at least 10.3 million individuals in over 200 countries and territories overseas (Commission on Filipinos Overseas, 2019; cited by Ang & Opiniano, 2020). Philippine nationalities are outwardly migrating populations with a history of migration to seek better life opportunities since 1907 (Philippine Overseas Employment Administration, 2016; as cited by Montayre, J., Neville, S., & Holroyd, E. 2017).

Filipinos are known for the values of diligence, loyalty, and temperance, which stand out in framing Filipinos as desirable and most sought-after migrants who are notable for their hard work (Collins & Bayliss, 2020). These individuals not only provide a sustainable livelihood to their families, but they also provide significant contributions to their nation through remittances they send back home, which strengthens the country's economy (Khaleej Times, 2019).

Since Qatar's founding in 1971, it has welcomed expatriates from all around the globe. Due to internationalization, Qatar hired multiple foreign employees with varied cultural backgrounds to share their expertise and contribute to the country's economy.

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According to a study conducted in 2013, 28% of Qatar's population are Arab, with 24% and 16% that are Indian and Nepali, respectively. The remaining percentage then encompassed the Filipino, Pakistani, Sri Lankan nationals, and a few Western Europeans. In 2015, The Ministry of Interior (MOI) recorded that the number of Filipinos in the country had increased by 18% in just a year (Del Rosario, K. A., & Ancho, I. V. 2020).

The Filipino migrant population in Qatar is considerably large. Numerous individuals from the Philippines travel abroad to pursue more significant opportunities and work to better their lives. However, along with the grandiose image of what it is like working abroad, unforeseeable situations can potentially cause instability. For one to achieve overseas employment, sacrifices should be made, and risks should be taken. Nevertheless, as Filipinos, there is no doubt that we have the heart and grit to strive and survive hardships (Dipasupil & Vallesteros, 2018).

On June 5, 2017, a diplomatic emergency arose in Qatar as the Gulf Cooperation Council (GCC) severed its ties with the country. The nations involved pulled back envoys, enforced travel bans, closed both land and air space, and cut any relation with Qatar (Khan, Islam, Al-Kharusi, & Kaitibie, 2017). This phenomenon mostly affected the country's economy and labor market, enforcing a decline in the labor force participants' employment rate by 0.3%. Data indicated that Qatar's number of workers decreased from 2,108,881 to 1,985,264 in the year 2017 alone (Al-Marri, Ahmed, Hafez, & Kaitibie, 2017). Because of the siege, numerous companies decided to lay-off employees for varied reasons, concerning the entire working population.

A. Migrational Pull-Push Factors

The necessities of an individual revolve around money and the benefits acquired from employment— the purpose why one is in search of better work wages and a suitable working environment (Kline, 2003). Job seeking individuals want to enter employment and migrate to other countries to acquire a profitable position and take advantage of opportunities (Ramos, 2017). These are considerable decisions since working abroad presents both the push and pull factors reflected by the environment and their beneficial potentiality (Tahir, Kauser & Bury, 2017).

A theory was formed whereas known as the push and pull theory, in which migration can be approached at two angles. The cause and effect of it as the push factor are flawed a country has, while pull factors are present in the host country on what he or she wants. This is because a person migrates. After all, they have dreams and aspirations that come with the need to gain exposure (Kanayo, O., Anjofui, P., & Stiegler, N. (2019). When individuals transfer from one place to another, it is not just a sudden occurrence since there would always be factors that influence it, which are the push and pull factors. In which these factors are the variables that relate to the socio-economic condition of potential job seekers and the physical condition of the country (Amar, S., Anis, A., Ariusni, & Satrianto, A. 2020).

When it comes to the growth of modernized economies, human capital plays a vital role (Jiang, J., Zhang, G., Qi, D., & Zhou, M. (2016). Since migrant workers are groups of different people besides the country that these workers reside from, some stressors can be a factor when it comes to these migrants going to the host country, whereas the lack of language skill may take much time for the desired job to be obtained, and may also result to them landing a survival job that has poor working conditions and increased uncertainty (Liu, X., Bowe, S. J., Milner, A., Li, L., Lay, S. T., & LaMontagne, A. D. (2019). That is why there is a need to strengthen the labor inspection services when it comes to an employee's working conditions in which there should be conformity towards employment contracts and see the incidences of poor and forced labor practices (The Financial Express, 2019).

The workforce abroad has determinant effects not only on wage but also on employees' personal lives (de Haas, 2011). Oda et al. (2018) researched the international migration of Indian nurses, mentioned that the huge salary margin between developed and developing countries, better working conditions, and elevated living standards are attracting nurses from developing countries. Individuals who look mainly for employment consider the salary and benefits of foreign countries (Lambert, Basuil, Bell, & Marquardt, 2017). There lies the absence of opportunities in their native country (Ortiga, 2018).

Initially, Filipinos working abroad give off the general idea that they work to help their loved ones. Hence, companies are compelled to pull Filipinos and provide them with promising positions. In exchange, they will provide assurance and benefits for them to perform occupations better than most identities present in their organization (Vallesteros et al., 2018). Consequently, the expected work performance increased drastically due to staff who work beyond designated office hours (Bardhan, 2018). It is not only Filipino adults who desire to help their families. Filipino graduates and workers are also inclined to help by seeking jobs overseas to provide financial support (Psychol, 2018).

Experiences of Vietnamese immigrant workers in China shared that their salary has been doubled ever since working there. One migrant worker said that back in Vietnam, as a farmer, she barely would make much income, but in her current workplace, she makes 2,000 RMB per month, enough to support her and her family.

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HR manager Xiong Yong would prepare light snacks for his employees and give them their traditional holidays to contribute to adequate working conditions. Adding the extra benefits to the company's enthralling salary value makes Vietnamese workers more attracted to working abroad rather than staying in their homeland (People's Daily, 2017). The desire for a higher salary, job promotion, and a new job equates to an employee's satisfaction in their work. This is because the lack of leadership, benefits, and salary leads to an employee's career is stagnant, which results in no satisfaction. Thus, this concern turns into whether they will stay or find better opportunities for their careers (Asia News Monitor, 2016). Thus employees who earn a high salary can have a quality life where they can afford better housing, education, and housing for their lifestyles (Montesclaros, J. M. L. P., & Caballero-Anthony, M.,2018).

B. Acquired Job Benefits

Domestic workers represent about one-fourth of the typical population of Filipino overseas workers (OFWs). They mostly go abroad to provide sufficient financial support to the families they left behind in the Philippines. (Vargas et al., 2020). One primary reason for this phenomenon is the lack of job benefits and salary offered in their home country, making the cost of living harder to manage. As a result, they are compelled to leave the country and find better job offers in a foreign land.

Overseas Filipino workers search for practical benefits in their work for them to achieve job satisfaction. Job satisfaction is the workers' attitude towards their work that stems from their perception of their work, based on supervision, policies and procedures, affiliations, working conditions, and additional benefits. (Gibson et al., 1996, as cited in Sudiardhita et al., 2018). Job satisfaction can affect the employee's performance and organizational outcomes as studies have shown that job satisfaction is positively connected to the employee's loyalty, trust, behavior, performance, and contribution to the company (Wang et al., 2018).

Employee or job benefits are the compensation packages, apart from salary, provided by the company to the employee, e.g., health insurances, life insurances, sick leaves, vacation days, housing, and transportation allowances. Compensation is a crucial element to employees because the amount of compensation represents their job's value amongst employees themselves, their families, and society. It is referred more commonly as an award or any reward offered to employees who contribute to the organization (Sudiardhita et al., 2018). When employees receive adequate benefits from a company, it guarantees them insurance of any type should a mishap or circumstance happen in the future. It lessens them of their worries about their livelihood and allows them to focus more on their workplace performance. Individual conditions such as health, accommodation, transport, and retirement are among the many unavoidable workers' concerns. Most employees receive health insurance, which generally covers their medical and prescription expenses. A medical service care framework fundamentally comprises the monetary, human, specialized, and enlightening assets, which are relegated to the arrangement of wellbeing administrations inside an all-around characterized institutional setting (Beckfield et al., 2013; Palumbo, 2017). Workers may also receive educational benefits for their children. The educational benefits standardize that school districts must meet in developing an affordable and appropriate public or private education for students (Yell et al., 2020). Vacation tickets are also provided for them to return home to their families in their homelands for a rest as unwinding from work facilitates psychological and physical restoration, and the impairment of recovery from work stress may result in poor health (Vandevala et al., 2017, as cited in Shattell, 2018).

Apart from companies' compensations, high salary value may also increase the economic security and livelihood stability of the staff members. It is extensively studied that pay satisfaction positively influences overall job contentment and performance and leads to less absenteeism and employee turnover (Judge et al., 2000, as cited in Muhammad et al., 2011).

C. Surmounted Working Obstacles

Every work has obstacles, whether an employee is working in a local setting or as an immigrant. Obstacles worsen when there is a diversity in culture. A 2017 study investigated the obstacles of Saudi women working in a mixed environment. The most severe problems encountered were social, professional, ethical, and psychological obstacles (Al-Hazmi et al., 2017). Filipino domestic immigrant workers in China were quoted to be among "the most vulnerable and marginalized groups of workers" when trying to investigate the comorbidity between anxiety and depression (Garabiles et al., 2019). Improving financial status is one of the main reasons why Filipinos go overseas. It was concluded that remuneration compensation had a significant effect on job satisfaction because it improved an employee's performance and allowed them to work more professionally (Berliana et al., 2018)

Migrating to other countries has been the norm for most Filipinos since it usually is the best option to help in their financial needs. Filipino overseas workers' migration has been occurring since the 1960s and has become a "crucial economic factor" because of the yearly generation of cosmic remittances (Seiger, 2015).

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Menchavez (2019) also stated that some migrant workers migrate due to the lack of options to work in the Philippines. The decision to migrate to support their families has been increasingly an attractive option for Filipinas.

Embracing the change of termination is not an easy task because no truth about change can easily be acceptable to any individual. According to Rixse (2019), experts have proposed that what people fear is the loss associated with change, they are afraid to lose control of something that a person has invested their time, energy, and passion for that has become a part of them and have already identified themselves with it. Rixse in 2019 introduced steps to the process of change. His first step is to focus on the positive aspect of change rather than the negative. One has to recall its original goal of what they are doing. He presented that research shows three of the essential factors in successful and sustainable change: communication, collaboration, and commitment. When all else fails, that is when back-up plans are necessary. A 2004 study (Griffin and Lucy) about disaster preparedness gave a statement that can strike motivation to back-up a back-up plan: "How effectively do we anticipate and plan for problems? Not as well as we should. There is bound to be something missing". The study concluded with a suggestion to be prepared to find alternatives to the back-up of a person. Applied are back up plans in coping with termination.

There are many ways to cope with termination, and going home to a home country should not be the first option, especially if a worker is still capable of more work opportunities. In Italy, a study was conducted among Moroccan and Romanian immigrants on how they cope with unemployment, and both rarely returned to their home country. Other unemployed migrants also minimize their living costs to live before getting an opportunity to work for a company (Sachetto, Devi, Vianello, Alice, 2016).

Another option to cope with termination is to improve personal networks to get a better job opportunity. In Warsaw, Poland, mobilizable resources are perceived as an asset in the labor market because employees' resources improve the perceived chances of getting a new job (Batorski et al., 2015).

Though easier said than done, a positive mindset is necessary to surmount any obstacle, but it cannot be done alone with self-motivation. An individual needs support from friends and family to boost their motivation and improve self-efficacy. A study about self-efficacy concluded five essential points. The results emphasized how parents' support has a more significant role in improving happiness to an individual than friends' support (Anumeboonsuke, 2017). Family support is an essential factor, especially if one has his/her own family. Married German couples who had one of them lose their employment has reduced their spouse's life satisfaction. Wives who had to observe their husbands losing their job have not been able to recover their life satisfaction for approximately two years, while for the husbands, they only react to their wives' unemployment for just a year (Sinem, 2019).

Furthermore, job retention programs have been proven effective in maintaining an employee's employment status with mental health conditions, which also added that job retention services contributed to improving the respondents' mental health outcomes. Engaging themselves in programs such as these has helped them feel better while still offering appropriate solutions that can help the organization that helps them retain their employment (Woodall et al., 2017). Pelczarski (2017) cited that any form of layoff from a job is undeserved, but getting reemployed is possible and getting the best results out of a job search is attained by maintaining confidence and a positive attitude. He presented significant 13 steps to take that can potentially help a terminated employee get back on their feet after a layoff.

D. Relative Employment After Effects

A growing number of expatriates have resided in Qatar, where Overseas Filipino workers take up a large population in the expatriate community. Migrant work has always been a critical part of the Philippines' economy. In the year 2009, the country's gross domestic product (GDP) reached 10 percent, which encompasses money sent by overseas workers. (Dolaman and Waverly, 2010). A study conducted in the Philippines states that it is one of the largest labor-exporting nations globally, generating workers from colleges and universities to meet global labor demands. In time, the graduates will then emigrate and choose to become employees in other countries. (Ortiga, 2015).

The migrant labor in Qatar rapidly increases with its nearing hosting

for the 2022 FIFA World Cup (Renkiewicz, 2016). With the event coming, numerous job openings emerge to fulfill the country's goals and aspirations— to host the World Cup with flying colors. Although Qatar opened different jobs, it does not guarantee maximum security. The growing competition for jobs leads potential workers to strive hard to keep their position. A study previously conducted says that if the job security is high, the job demand's performance must be above par (Lu, Du, Xu, and Zhang, 2017). Situated in the working environment, when an employee puts in extra effort in doing his/her job, the employer will take the employee's overall performance into full consideration. Hence, they prioritize them to stay in the company and keep them out of retrenchment (Koster and Fleischmann, 2017).

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As a consequence of working overseas, there will be poor communication among one's family, which increases the likeliness of disagreements (Michael-Tsabari & Weiss, 2015). Koerner and Fitzpatrick (2002) stated that cognitive processes in the workplace could divert its effect to family communication behavior, which later on takes a toll on the family relationship schema, demanding a need for clarity in order for the communication process to follow through (Zehrer, A., and Leiß, G., 2020). Regarding work and home duties and responsibilities, it is possible to connect and attend to both as long as a plan is sought out and duly prioritized. (Mushimiyimana, 2016). One reason why work-family conflict transpires is the extension of a worker's responsibility in work, even outside the work premises. According to Salazar (2016), those who have more responsibilities carry more work-family conflicts.

Communication plays an important factor in enriching a parent-child relationship (Burgoon, 1982; Noller, 1995; Petronio, 1994). When a child is in the developmental stage of adolescence, work can cause conflict as the parent fails to fulfill one's role; thus, it is essentially deemed to cater to both sides of the relationship (Cruz, 2007). Moreover, not every struggle is rooted in the employee's inner relations. Other than family conflicts, situations inside the work premise can also pose difficulty to one. A culturally diverse workforce can either provide a competitive edge for organizations or create a social category among people of the same culture. Although cultural diversity may hinder cooperation and trust between and among employees, employees who do not belong in the same culture are still expected to act cooperatively, making it mandatory for them to be on their best behavior to meet the organization's expectations and simultaneously get the job done (Saef, 2016).

Overseas Filipino Workers struggle to learn the country's local and common language to where they have migrated. The language barrier pushes them to utilize communication strategies such as gestures, facial expressions, and translation devices to obtain employment, cultural understanding, and cultural integration. As a result, they will acquire familiarity with the language as they go through immersion and communicative situations (Meniado, 2019). Moreover, the use of the English language serves as an entry into the labor market. The employees are then divided according to a level of comprehension and interactive service to keep up with the competitiveness of the economy. (Polanco and Zell, 2017). The daily use of language in an employee's life requires more than just enunciation and complexity. Even with remarkable results in language tests, one can still suffer from language barriers. (Ali, 2016). Not everything can go as planned despite numerous preparations, yet we can look for new opportunities for ourselves and act with a mentality that is open to change and adaptations. Our trained incapabilities and capabilities permit us to learn new orientations and welcome new beliefs. Despite the "despites," nothing can limit us from attaining our maximum potentiality and our own identities (Nunez, 2016).

X. CONCLUSION

Before the blockade, Overseas Filipino Workers (OFWs) go abroad to provide sufficient financial support to the families they leave behind in the Philippines. (Vargas et al., 2020). They migrate to Qatar to find better job offers that will make the cost of their living more comfortable to manage. Migrating to other countries has then been the norm for most Filipinos since it usually is the best option to help in their financial needs. Filipino overseas workers' migration has been occurring since the 1960s and has become a "crucial economic factor" because of the yearly generation of cosmic remittances (Seiger, 2015).

Gulf countries ranked first among other countries in the world in terms of foreign employment, hiring a total of 17 million expatriates from various cultural backgrounds (Right Vision News, 2016; as cited by). However, because of the blockade in 2017, numerous companies chose to repatriate foreign workers, pushing them to the brink of employment. Employment termination is an employee's ceasing from a job, usually due to specific reasons some companies choose not to say. Embracing the change of termination is not an easy task because no truth about change can easily be acceptable to any individual. Transitioning from being employed to unemployed is a rough and challenging path for an expatriate. This phenomenon is either an expected or a sudden situation that affects the roles, relationships, status, stability, and other aspects of a person's life. Moreover, this introduces the coping mechanisms and practices that an individual adapts to keep up with life changes. Overseas Filipino Workers feel the extreme need to work harder, making it their obligation to look for job replacements against all odds continuously. There are many ways to cope with termination, but going home to one's home country must not be the first option. Employees should study the recent changes in Qatar's working economy and learn how to adapt to stay afloat despite the competitive labor market. Some unemployed migrants can minimize their living costs (Sachetto, Devi, Vianello, Alice, 2016). Others can opt to improve their networks.

Though easier said than done, a positive mindset is necessary to surmount any obstacle. Any form of layoff from a job is undeserved, but getting reemployed is possible, and getting the best results out of a job hunt can be attained by maintaining confidence and a positive attitude (Pelczarski, 2017). Not everything can go as planned despite numerous preparations, yet we can look for new opportunities for ourselves and act with a mentality that is open to change and adaptations. Job securement is not the end of one's struggles as a member of the migrant workforce.

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After overcoming the obstacles encountered along the job search process, other challenges will abound soon (Pineda & Vallesteros, 2020). With the new work environment comes a new set of cultural differences and diverse attitudes. Employees are yet to make adjustments to adapt and focus on their goals and priorities, yet again. They need to invest time and effort in vital tasks to work their way towards stability and growth in the field.

Qatar has been a haven for most Filipinos seeking growth in their career and life position. Based on this study's simulacrum, the interconnected areas of focus involve the experiences of Filipino employees' in Qatar along the process of (1) Migrational Push-Pull Factors, (2) Acquired Job Benefits, (3) Surmounted Working Obstacles, and (4) Relative Employment After-effects. The study emphasizes Filipinos' challenges in the Qatar workforce and their attempt to overcome job cessation. Moreover, these concepts significantly help in realizing how resilient Filipinos are despite adversities. The following recommendations are encouraged for research purposes: to have an equal number of male and female respondents; to gather respondents who belong to different working backgrounds as well as compare the degree of struggles and level of adaptability experienced to compare the effect of cessation to various job positions; to elicit more detail-specific responses from respondents. Moreover, future researchers may opt to focus on a particular field or industry to obtain more precise and comparable results.

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BIOGRAPHICAL SKETCH

Raven Claire Mejia Rupisan was born on the 2nd of June in the year 2003 in the City of Mandaluyong, Metro Manila. She is currently a senior high school student under the academic stand of the STEM (Science, Technology, Engineering, and Mathematics) program mandated by the Department of Education Curriculum, adapted by Philippine School Doha.

During her Junior Year, she was a consistent top student. She always garnered awards belonging to the top 10 students at the end of each school year. She completed Junior High School with flying colors as a Silver Awardee where she was also awarded with a Citation in Journalism (Photojournalism). In her senior year, she maintained to be a Laureola awardee who consistently gains an average above 90 for all the semesters.

Alongside these academic achievements, her skills and expertise in research have been continuously developed since she was first introduced during 4th grade. From Science Investigatory Projects to Qualitative and Quantitative Research and finally, the IMRAD format. Throughout the years, she bagged numerous medals and certificates for her active participation in research— Champion in Research Congress 4th and 5th grade and 1st place in Quantitative Research Paper 10th grade.

She also joined various competitions including the Indian Women Association (IWA) inter school quiz bee, the 3rd Philippine Institute of Civil Engineer (PICE) Qatar Math Whiz Contest, the 7th GASNA Competition in Qatar University, and the QEERI Young Innovator Award 2020, where she represented her school, Philippine School Doha. Outside academics, she also experienced being a photojournalist and an information manager under The Link, the official publication of her school. During her 11th grade, she was a member of the Senior Safety Squad, the treasurer of Titanium class 2019-2020 and the Chief Photojournalist of the LINK of which she has been promoted as the Managing Editor for S.Y 2020-2021. Futuristically speaking, she is an aspiring Chemical Engineer who aims to present impeccable expertise in her field of work. She plans to pursue a 4-year curriculum in Simon Fraser University Canada.

Vianca Gloriene B. Pujante was born on September 11, 2003, in Santa Cruz, Manila. She later migrated to Qatar at the age of 13. She is currently a senior high school student in Philippine School Doha under the academic strand of STEM (Science, Technology, Engineering, and Mathematics.)

Having studied in five different schools prior to PSD, she has always been an achiever. She has consistently won academic and extra-curricular awards while being a steady honor student from elementary to senior high school. Some of her remarkable inter-school competitions include VALAPSA Battle of the Brains 2015 and MTAP (Mathematics Teachers Association of the Philippines) 2015. She also won as the champion in both the English Month Oration Contest and Buwan ng Wika Poetry Writing Contest in 2015.

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In her freshman year, she became one of the top scholars of VALMASCI (Valenzuela City School of Mathematics and Science), a high school specializing in advanced mathematics and science curricula. In her later junior years, she won as the champion in the IWA (Indian Women's Association) In-school Competition 2016 and participated in the 20th IWA-Aster Quiz Competition in the same year. She eventually finished junior high school as an Overall Silver Awardee.

During her 11th grade, she became the 1st ranking in her class and a consistent Laureola Awardee. She was also elected as the class's Public Relations Officer while being a part of the Senior Safety Squad and Dunong Academic Guild. From being the Features and Literary Editor of Philippine School Doha's official publication, The LINK, she has been eventually promoted as the Associate Editor for S.Y. 2020-2021. Her recent competitions include PICE (Philippine Institute of Civil Engineers Qatar Chapter) Math Whiz Competition 2019, and QEERI Young Innovator Award 2020. Outside of academics, she is also a dancer, an artist, and an aspiring writer. She is the author of the book adapted into comics, "GOODNIGHT." which won as the champion in the Harry Kieswetter's Graphic Novel Contest in 2018. After graduating from Senior High School in 2021, her next big aspiration is to study B.S. Nursing as a pre-med course at the University of Calgary-Qatar and eventually pursue her further studies and medical career as a doctor in Canada.

Angelica Docto Perez was born on September 6, 2002, in Doha, Qatar. She spent her academic years in Philippine School Doha and is currently a Senior High School student taking the strand of Science, Technology, Engineering, and Mathematics, also known as STEM. She has been a consistent honor student from elementary to high school. She graduated from Junior High School with both major and minor awards, being a Bronze Awardee, Cadette of the Year, and having a Deportment award. She has also received an award that is non-academic as she received the Rookie of the Season award in her volleyball training. She also entered various competitions such as the Indian Women Association (IWA) inter school quiz bee 2016 and Poetry Recitation Competition: Alexander Pushkin 2018. During her 10th and 11th grade she continued to prove herself as the president of her class and was a member of the Senior Safety Squad. As her fruits of labor had blossomed she developed her leadership skills and overcame obstacles that came along the way. Being abroad for 18 years as she graduates from high school in April 2020 she would now open new doors towards her dreams, as she plans to pursue in the aviation industry of becoming an Avionics technician at Philippine Air Transport and Training Services (PATTS) College of Aeronautics.

Louise Anne De Leon Ramirez was born on February 3, 2003 in Doha, Qatar. She is currently a Senior High School Student in the Philippine School of Doha under the strand of Science, Technology, Engineering and Mathematics (STEM). She has consistently maintained her high grades with honors from elementary until senior high school. She has participated in competitions such as Indian Women Association (IWA) and other school club competitions and presentations in elementary and junior high school. She also participated in school sport events to manifest her attitude for camaraderie and sportsmanship. She has had an astounding history and experience with Research and Science Investigatory Projects due to her engagement in contributing to the study that has earned her Champion and 2nd runner up awards in 8th and 7th grade. She has also been awarded with a citation of Journalism (Photojournalism) in 10th grade and has the honor in working hand in hand with the Chief Photojournalist of The Link for the school year 2020-2021. After graduation, she plans on pursuing occupational therapy as her course that she hopes will help her loved ones and other people in need in the future. She aims to open more opportunities for her in the future and reach her goals while still being a major help to her family. She has the willingness to strive harder in achieving her goals for her future as she makes her family, friends, and God as her source of encouragement. She faces obstacles but uses her faith in God to overcome such challenges and she will use that faith in reaching her future career plans.

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John Paul B. Milla is currently a senior high school student in Philippine School Doha. Born June 26, 2003, under the strand of science, technology, engineering, and mathematics (STEM). He is a willing and a determined student striving hard in order to attain his goals and dreams in the future, with the support of his loved ones and God by his side as his source of strength and motivation as he aims for greater heights. He plans on taking a medical course in order to achieve his goal of becoming a Doctor.

He is a consistent honor student during his Junior high school days; He is an athlete taking part in different sports such as basketball, volleyball, swimming, chess, badminton, and table tennis. He is an experienced and a self-taught artist with skills in drawing, and Painting. He has joined multiple clubs and in groups learning new different skills and developing them that would be useful in the future for attaining his dreams. There is nothing in this world that can be achieved without hard work; he is prepared to give it his all in order to overcome the challenges ahead of him in order to earn his dream.

Fahad Taup Bandaying is a grade 11 student under the strand of Science, Technology, Engineering, and Mathematics or STEM. He studies in Philippine School Doha. He was born on February 2, 2003 in Jeddah, Saudi Arabia, and he is currently 17 years of age. He studied his elementary in Philippine School Doha, then transferred to Philippine International School Qatar during his junior high were he graduated, and now he studies in Philippine School Doha taking Grade 11 under the (STEM) strand. He wishes to become a Doctor in the future, but in order for that to happen he plans to study nursing here in the university of Calgary in Qatar, and after graduating nursing, he will be taking medicine in the Philippines. His friends, family, teammates, and God is what fuels him to be the best he can be not only in his academics and non-academics but the best he could be as a person. He participated in many quiz bees during his junior high in Philippine International School Qatar. But, sadly he did not win any. He won awards non academically, being part of the mythical five during the *Barwako* basketball league, and being part of the team Speed Arrow where he and his teammates won the championship during the U17 Japa League.

Dynic Keen C. Seville was born on October 22, 2002 in Pagadian City, Zamboanga Del Sur. With much anticipation from his parents, he then relocated to Qatar at the age of 7. All of his life family is part of his core values because of how much his family has shown to him that family comes first. At the beginning of his Senior High School journey, he is a student under S.T.E.M. in Philippine School Doha.

During his years at PSD he has consistently shown his enthusiasm for learning and especially the arts. In his elementary to junior high years, he has been awarded multiple medals pertaining to academic excellence, talent showcases, and the like.

In Grade 6, he achieved 1st Place Runner-Up in the Scientific Investigatory Project Contest. He won 1st Pace Runner-up in the Character Impersonation in his 10th Grade. He loves his family and friends and treasures his time with them.

His hobbies and interests include dancing, singing, mixing music, shooting and editing videos and photos, vlogging, and DJ-ing. As a DJ, he has mixed music for a number of clients, he has DJ-ed for numerous events including debuts, birthdays, social gatherings, organizations, and many more. Lastly he also has DJ-ed in places such as Qabayan Radio, Intercontinental Hotel and The City, C.N.A.Q., Aqua Park, Dusit Hotel, Crowne Plaza Hotel, B-Square Mall, HBKU Student Center Education City, Oryx Rotana Hotel, Future Vision Cafe, and hopefully a lot more in the future

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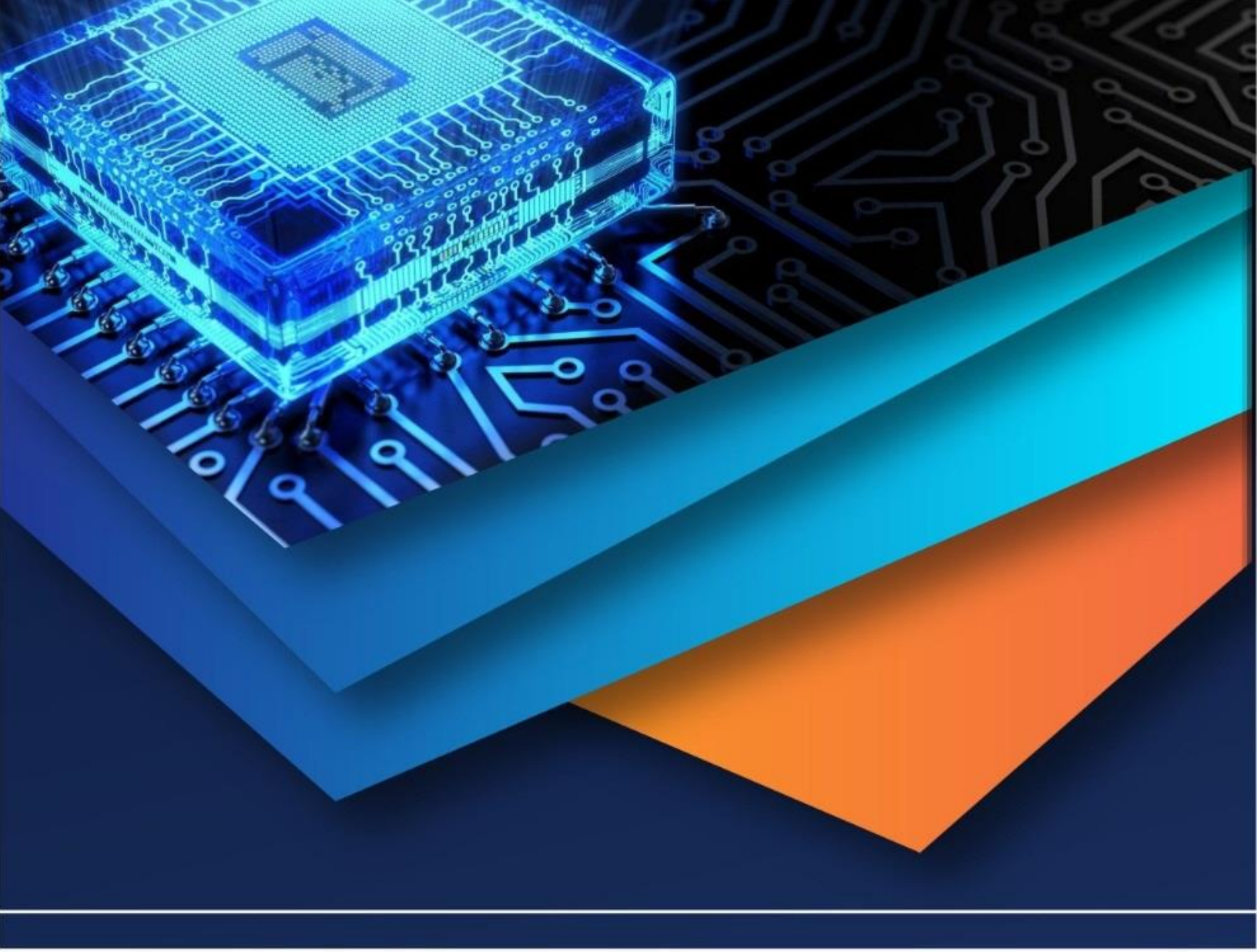

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