



Journal Homepage: - www.journalijar.com

INTERNATIONAL JOURNAL OF ADVANCED RESEARCH (IJAR)

Article DOI: 10.21474/IJAR01/12245

DOI URL: <http://dx.doi.org/10.21474/IJAR01/12245>



RESEARCH ARTICLE

BEHIND A MASCULINE SPACE: THE EXPERIENCES OF WOMEN IN MALE-DOMINATED ENVIRONMENTS IN THE STATE OF QATAR

Kriztianpery Felipe A. Alicante, Aaron Will G. Calbang, Ej Angelo R. Gamboa, Daniel V. Garcia, Thed Lorhen B. Hermoso, Krisha Denise L. Bautista, Alexandra Aaron G. Fauni, Maria Mikaela V. Herrera and Dr. Evelyn S. Mariñas
Research Adviser.

Manuscript Info

Manuscript History

Received: 31 October 2020

Final Accepted: 30 November 2020

Published: December 2020

Key words:-

Filipina Migrant Workers, Women's Experiences, Male-Dominated workplace, Work Environment, State Of Qatar

Abstract

Background: The experiences of women, especially those in male-dominated environments in Qatar, may either be positive or negative. It is an arising topic in the 21st century to hopefully remediate gendered barriers and acknowledge women's struggles in the workplace.

Method: This research utilizes a qualitative approach; specifically, it uses the phenomenological approach to deeply understand the participants' experiences, which are Filipina workers who are working in male-dominated environments. The phenomenology aims to answer the central question: "What are the experiences of Filipina migrant workers in a male-dominated profession?". The researchers used 25 semi-structured interview questions to obtain the data needed, transcribing, and analyzing the study's themes.

Findings: Findings show that we can categorize the lived experiences of Filipina workers in male-dominated environments into four main themes: Cultural Adaptation, Foreign Circumstances, Work Difficulties, and Professional Adjustments. Women in male-dominated environments face various challenges; however, these challenges are vital in helping women adapt to their work environment and succeed.

Conclusion: Women have been eradicating gender "norms" and are fighting to normalize treating men and women as equals in the workforce, despite these gendered barriers.

Recommendation: The paper recommends interviewing female migrant workers with diverse nationalities and focusing on females' specific work and working status in different male-dominated institutions.

Copy Right, IJAR, 2020,. All rights reserved.

Introduction:-

In the community today, it is now customary to see women becoming the family's breadwinners (Eagly, 1987; Eagly & Wood, 2012; Bear & Glick, 2016). It is socially accepted now that women can work as hard and as strong as a man. The representation of women in workplaces is crucial for the growth of an industry and it helps empower other women since they are able to see that they can have the same opportunities as men (Somma & Cappabianca, 2019). Women are also noted to be highly dedicated to their work, and tend to show more compassion to their colleagues or to their team while still having high standards of work (Somma & Cappabianca, 2019). Women also

challenge the status quo and question traditions that don't allow them the opportunity to speak their minds. It is known that they also tend to show more effective communication skills and decipher other people's nonverbal personalities.

However, women face numerous struggles to work, primarily if they work in male-dominated environments (Froehlich et al., 2020). These struggles are usually rooted in the stereotypes society has on women, leading to gendered divisions that affect women's opportunities (Froehlich et al., 2020). A standard expectancy for women in male-dominated fields is to become more successful than men. However, others still prefer men to succeed first before women, and that others will prefer a male worker over females, especially when the females' gender identification is weak (Kaiser and Spalding, 2015).

Women often encounter unique problems in male-dominated environments. From these problems, women are able to come up with coping mechanisms, thereby amplifying their knowledge and giving them advantages when dealing with such hindrances. The main issues that women have to face are gender discrimination and bias. This discrimination also causes genders to "spillover," leading to a specific stereotype of gender to their assigned job, which prevents them from breaking out of that confident expectation (Dowd 1989; Eagly et al. 2000; Fuegen et al. 2004, Plickert and Sterling, 2017). The challenges women confront in endeavoring to enter effectively and drive forward in generally male-dominated work situations radiate from conventional gender progressions and standards that are rooted within society (Beyer, 2016; Wang and Degol, 2013; Smith & Gayles, 2018)

Some environments are still being dominated by masculinity, and are often being preserved by several professions, like law. This is because men are seen as being able to handle both hectic work schedules and family time, while these are viewed as obstacles to women (Epstein 2004, Plickert and Sterling, 2017). There are also fewer work environments wherein it is mainly composed of women, and these kinds of environments are less common (Keisu & Kvist, 2019). To add, women, mainly those who have children, are being discriminated against due to having stereotypes, such as being indifferent to work, having a low quality of work performance, and being unable to handle workload (Epstein et al. 1995; Rhode 2011, Plickert and Sterling, 2017).

People may not be aware of how women overcome these hardships daily and sometimes dismiss their work's dedication and quality. Difficulties such as unequal treatment and pay gaps are just some of the things women may experience in these environments (Desai et al., 2016). A study showed that women in the United States who hold identical titles and skill sets still earn less than men (Sallop & Kirby, 2007; Misra & Strader, 2013; Saari, 2013; Stanberry & Aven, 2013; Tharenou, 2013, Mandel & Semyonov, 2014; Johnson, 2018). Women with academic education improved their market position than men. They have entered male-dominated jobs formerly and managed to reduce some of the gaps in access to the better-paying professions (Stier and Herzberg-Druker, 2017).

The experiences of women in a workplace dominated by men may not always be positive. Still, through these experiences, they can develop themselves to be more competent inside and outside the workplace. The purpose of this study is to determine the lived experiences of women in a male-dominated work environment. The study also points to recognize how the respondents use these experiences to their advantage to be competent people in the workplace and how they can surpass the stereotypes set against them.

This paper imparts the lived experiences of women who are working in a male-dominated environment. The respondents of this study are Filipina Migrant workers who work in male-dominated environments. The researchers selected them because they bear great relevance to this study. The researchers are also made up of female members, who might be placed to work in a male-dominated environment once they enter the workforce. Therefore, this study becomes advantageous in the future not only for the researchers and readers but also for every woman working in a predominantly male workplace.

Readers may be able to use this study as an insight on how they may be able to succeed in the workplace, especially to readers who are female who are either a part of or ready to become a part of the workforce. Besides, readers of this study can understand the women's lived experiences, specifically how they adapted to and conquered the struggles of working in a male-dominated workplace. In this study, readers can view how the respondents overcame their social, environmental, personal struggles and what strategies they used.

The research "Behind a Masculine Space: The Experiences of Women in Male-dominated Environments in The State of Qatar," which talks about the lived experiences of women in male-dominated environments, utilizes a qualitative research design (Keh Jr. et al., 2020). Specifically, the study uses a phenomenological approach in gathering the needed data since the course focuses on a particular group of people's lived experiences.

The data needed for the study was gathered through a semi-structured interview, and a robotfoto (Keh Jr. et al., 2020) was personally handed to each respondent. The robotfoto was utilized to get the respondents' profile needed specifically: educational attainment, years of stay in Qatar, and current occupation (Kelchtermans & Ballet, 2002; Garcia & Acosta, 2016; Vallesteros et al., 2018). In addition to the robotfoto, twenty-five developmental questions were also used throughout the interview to obtain further viable data for the study (Vallesteros et al., 2018).

Methods:-

Research Design:

The study executes the use of a qualitative research design (Keh Jr. et al., 2020). Specifically, a phenomenological approach is used in gathering the needed data. Cultural and social sciences such as anthropology and sociology are commonly used as inspiration for qualitative research. (Ren, 2015; Umali, 2019; Dela Cruz, 2019). This research design's primary feature is to acknowledge the experience of the participant's portion inside the same ground. (Padilla-Diaz, 2015; Umali, 2019; Delavin, 2019). It is valuable in understanding the experiences and obtaining awareness about the individual's motivations and decisions. The researchers' aim here is to report precisely as possible, holding back from any framework but remaining verifiable to the facts. (Lesley, 1997; Groenewald, 2004; Umali, 2019; Merced, 2019).

Research Locus and Sample:

The researchers conducted this phenomenological study in Philippine School Doha (PSD), the top learning institution for Qatar's Filipinos. The educational institution has been recognized since 1992 for its numerous successes and for its vision to become the first Philippine Science School in the Middle East. It was chosen considering the openness and guidance of the researchers' adviser, Dr. Evelyn S. Mariñas.



Figure 1:- Map of Qatar

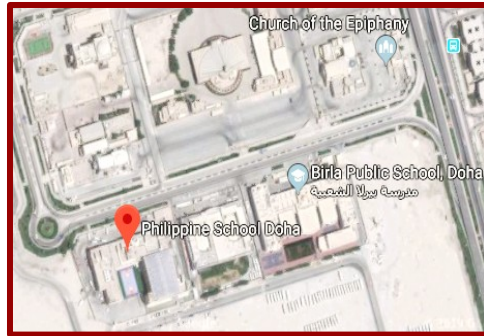


Figure 2:- Location of Philippine School Doha at Al Messiah, Doha, Qatar taken from Google Map.

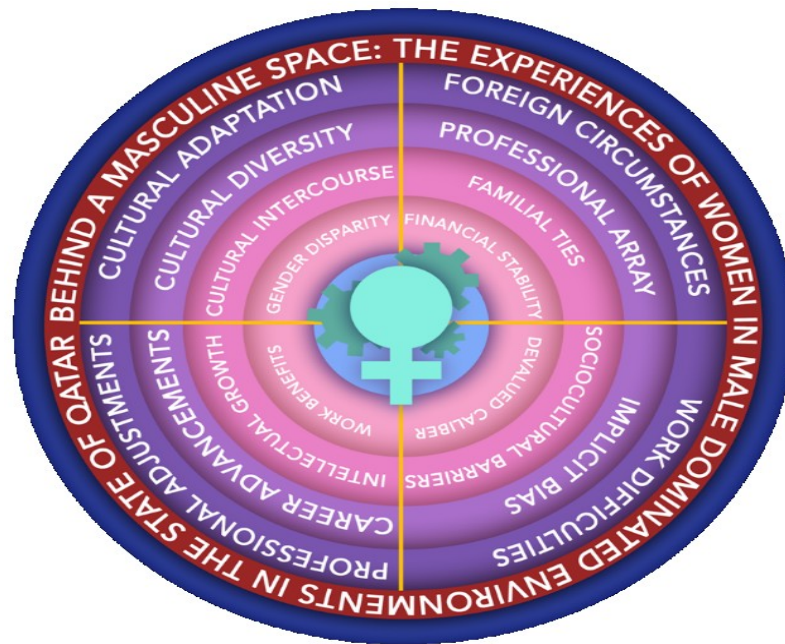


Figure 3:-Simulacrum

Behind a Masculine Space: The Experiences of Women in Male-dominated environments in the State of Qatar

The respondents that were selected for this phenomenology were Filipina workers who are working in a male-dominated environment. The researchers chose these participants in consideration that they have been working in a domain or workplace wherein males mainly dominate it. The responses and experiences of these Filipinas are considered to be beneficial by the researchers concerning this phenomenological study.

Data Collection and Ethical Consideration:

The researchers accumulated the essential data for the study through a semi-structured interview, along with the twenty-five developmental questions that aided in capturing the lived experiences of the respondents.

Prior the interview, the researchers did the scheduling of the first-person interviews. The researchers also asked for an approval from the respondents through a consent letter that was handed to them personally to let them know about the study they are about to participate in. Copies of the robotfoto were personally provided to the participants. The robotfoto inquired about the participant's demographic details: educational attainment, years of stay in Qatar, and current occupation. The researchers also used the guide with twenty-five items to determine Filipina workers' comprehension of the chosen topic. The accumulated data were then transcribed verbatim with the aid of recording devices to save the audio recordings. The researchers then guaranteed the respondents anonymity, wherein the

respondents' answers will only be shared with the researchers and the research adviser to assure the respondents that their answers' anonymity will be justified.

Data Analysis:

The researchers were utilizing an inductive approach by creating and identifying themes (Ryan, 2003; Vallesteros, 2018, Delavin, 2019) by comprehensively analyzing the data obtained by the researchers: (1) critically listening to the responses of the respondents numerous times to receive their further understanding of the study. The researchers then (2) did the emic transcription of the responses by transcribing them in verbatim; (3) and the emic to etic transcription by using the researchers' vague understanding of the answers given by the participants. The researchers then (4) employed the use of a dendrogram to be able to formulate themes and to be able to group similar themes according to their thought unit to form the themes of the study, and (5) visually represented the main themes and subthemes of the study through the use of a simulacrum (Keh Jr. et al., 2020). The researchers then (6) subjected the themes of the study to triangulation and member checking procedures to ensure validity and data trustworthiness (McWilliam et al., 2009; Umali, 2019).

This phenomenology tackles the lived experiences of Filipina workers who are working in a male-dominated environment. Furthermore, the study aims to answer the central question "What are the experiences of Filipina migrant workers in a male-dominated profession?", which is further narrowed down into the phenomenology's specific question "What coping strategies do Filipina migrant workers employ to address the difficulties in a working in a male-dominated profession."

Figure 3 is the study's simulacrum, which represents the four main themes, with each main theme having three corresponding sub-themes.

The simulacrum shows the experiences of women in a male-dominated workplace. These features the different circumstances that women encounter on a daily basis in the place of work. It revolves around four major themes: **Cultural Adaptation, Foreign Circumstances, Work Difficulties, Professional Adjustments**. These themes have three correlating sub-themes; **Cultural Diversity, Cultural Intercourse, and Gender Disparity, Professional Array, Familial Ties, and Financial Stability, Implicit Bias, Sociocultural Barriers, and Devalued Caliber, and Career Advancements, Intellectual Growth, and Work Benefits** respectively.

The simulacrum shows the different lived experiences that Filipina workers face when working in male-dominated environments in the State of Qatar. First, Filipina workers experience cultural adaptation, in which the workers need to learn how to interact with fully and understand other cultures to acclimate to their new workplace. Second, workers experience foreign circumstances that were not encountered beforehand in the worker's home country. These circumstances may be beneficial to them and how they further acclimate to living and working in a foreign country. Third, Filipina workers when working in male-dominated environments; experienced work difficulties. The working environment they are in and their co-workers are all foreign. With this in mind, these difficulties may hinder the respondents' potential to excel in their work thoroughly. Lastly, professional adjustment is crucial for the workers to experience growth in certain areas, particularly in their profession. This adjustment is important for the enculturation of the worker to the workplace and host country, which will aid in boosting their work performance and in shaping their mindset to excel in a male-dominated work environment.

Cultural Adaptation:

Entering a new work environment opens a door of unique struggles each one has to face, such as adjusting in communication with other nationalities, creating new relationships, adapting to the different cultures, and the like. It is a fact that when you join an unfamiliar country, place, or even just by being around with people of different nationalities, you get to see a glimpse of where they are from, based on how they act, speak, or by the clothes they wear. Upon entering a new workplace, one has to adapt to countless different things, which is the inspiration behind the theme Cultural Adaptation, which focuses on the process and time it takes to adjust into a new culture and feel comfortable within it.

The first sub-theme, Cultural Diversity, talks about the presence of various cultures existing within society. Since cultural diversity has increased over the years, it has opened opportunities for people to be exposed to unique and different cultures worldwide. Being in a working environment means that co-workers will be of different nationalities with other cultures, resulting in getting a chance to live new experiences and broaden the knowledge of

other cultures. To add to that, it gives each one an opportunity to be familiarized with said cultures and be acquainted with people of different nationalities. Filipina workers may often feel cautious about their actions here in the State of Qatar because of huge differences between the cultures and working behaviors as a respondent stated:

“... When I was promoted to become an analyst, it was difficult on my part because there is a lot more pressure and expectations especially my colleagues in that department are from Europe and America and they are all male. It is an opportunity that comes or falls into place, which is exactly what you really wish to have in a job.” R1

Differences in treatment between different nationalities is present at work. They may pose a problem to the respondents since there is a significant difference between how others would treat you just by basing on your nationality, as stated by one respondent below:

“...when almost everybody in the office especially the higher-ranking ones such as the British and Koreans knows that Philippines is a third-world country, that is why we don't receive a lot of praises for our efforts or basically the treatment that we receive from them is not the same as the treatment the British and the Arabs receives.” (R2)

The second sub-theme, Cultural Intercourse, talks about the dealings or communication between people of different cultures. It is the interchange of feelings, thoughts, and everyday social intercourse. The relationship formed despite the diverse culture creates not only new opportunities to be able to learn and adapt to the differences but also to exchange knowledge with each other and broaden each other's understanding as stated below:

“The opportunities opened to me were encountering many kinds of people that are not just Filipinos. The opportunity to learn their culture and to socially interact with them, to give your insights and at the same time to exchange our knowledge to each other.” (R2)

“For me, it is when I earned friends with different nationalities and to work with my employer as a Filipino was also quite a challenge but I get to learn their good values and I also get to share my knowledge as well.” (R2)

One may also find that understanding the behaviors and cultures of different nationalities is very crucial in order to foster effective communication and to find out the differences of how people of different nationalities behave in the workplace and how they deal with work, as stated below:

“Taking into consideration that working abroad is really different to working back in the Philippines because here, you meet so many nationalities that understanding is necessary.” (R3)

It may also solve the differences between gender and help eliminate the stereotypes the respondents experience in the workplace, as stated below:

“It made me think that working with men or with other nationalities is not an issue, what is important is that you are able to work properly and complete your job.” (R5)

“Every profession has its own challenge. Even if I am an engineer and most engineers from the Philippines are male, I do not think that there is a difference, as long as you are well experienced and passionate of the job and if from the start, it is the course that you wanted to get then I don't think there really is a big difference.” (R2)

“No, I think it is the same regardless of the employee's sex.” (R4)

The last sub-theme “Gender Disparity”, it talks about the inequality and differences between men and women in the work environment. Many Filipina migrant workers have experienced gender disparity, which has affected their performance in the workplace. The difficulties that were experienced include being doubted with their capabilities, unequal pay, and the chances of getting promoted or getting hired are lower compared to men, since there is a mindset that women are less superior than males when it comes to certain jobs. Using one's gender to degrade should not be an excuse to doubt one's abilities as stated below:

“Men usually don't believe in what I can share or what I can do.” (R3)

Judging one's capabilities because of one's identity and having stereotypes on them can significantly affect the potential of a person at work as well as how they are treated in the workplace, moreover a woman, as mentioned by two respondents:

"It was embarrassing because on my first job, I was not accepted by those construction companies because they kept on saying that I am a woman who is not capable of handling a man's job. So I told them why not give me a chance to test my capability. I don't have any experience yet because I was a fresh graduate but I kept on telling them to just try and I will share what I know to the company." (R3)

"I don't know if people are informed of this but here in Qatar, Filipinos are known as third-world people, though I don't really know much about what it means in the company I work for now. The Philippines is registered as a third world country, so we Filipinos are not seen as the one at top but only as third place, which if you observe here in Qatar, Filipinos are not really considered as a high level people, mainly because Philippines is a third-world country." (R2)

Filipina migrant workers experience countless hardships upon migrating to a different country. The workers will experience Cultural Diversity, which is the presence of various cultures in a given place; Cultural Intercourse, which is the interaction of one another, shares knowledge; and Gender Disparity, which is one of the most common issues women faced today. Inequality, as mentioned, became a challenge where one has to prove their capabilities. Being able to adapt to a new culture and be comfortable with it is part of the challenge of migrating to different countries. However, although it is considered a struggle, many respondents stated that the hardships they experienced were all worth it, and it led them to where they are now.

Foreign Circumstances:

Seeking a new job or opportunity abroad has been common to Filipinos since there is a significant increase of the demand for OFWs. The theme "Foreign Circumstances" tackles the occurrences that Filipina migrant workers experience once they have migrated to their host country. With Filipina migrant workers engaged in a male-dominated environment, concern in different predicaments arises. The lenses of classism enable us to see better the biased treatment among employees of different nationalities. Securing a job overseas has been a challenge to most OFW's following the implied factors to be identified at the place of work.

Working abroad provides more opportunities for the respondents, allowing them to find what they truly want and where their passion lies. It presents the first sub-theme, "Professional Array," wherein Filipina migrant workers were offered a series of opportunities within their respective fields' confines. Hence, working abroad broadens the perspectives of the respondents in choosing between diverse options set out for them, as stated below:

"Actually, I have declined job offers in UAE because a lot of opportunities here are better...." (R4)

"Site engineer, site inspector, project manager, construction manager, quantity surveyor, which I prefer and chose because that is my expertise and regards with work, I'd rather choose that because it has more variations." (R3)

With better career opportunities and high income and benefits packages, OFW's prefer working abroad. However, according to the response below, an employee must narrow down their interests in job hunting. Although there are several opportunities laid for an employee, one must consider the factors and benefits that may affect the employee's decisions.

"There were a lot of different opportunities that opened to me when I worked overseas. There were many choices but you need to choose where your passion is." (R6)

Although working abroad away from family is difficult, Filipina migrant workers were able to gain self-esteem from overcoming obstacles and being more independent to achieve the goals they have set for themselves. It resulted in the discussion of the second sub-theme, Familial Ties, which mainly discusses how the familial bond of the Filipina migrant workers strengthened when they had to work away from their families. Due to the increasing population in their home country, the employment opportunities are unable to meet the growing demand for jobs. As a result, more people are opting to live away from home and work as OFW's, despite the difficulties and loneliness that the

situation entails. Thus, the respondents' determination and perseverance result in the change of coping mechanisms in several aspects of living, as one respondent mentioned.

"I found it hard to work overseas because my family is far away, however, it helped me to be more confident and it helped me to achieve my goal." (R5)

The respondent felt pressured having to bear the weight as the breadwinner of the family, that includes a son who relies on her. Certain sacrifices are to be made in order to sustain a family's needs, and the family on the other hand has to understand the situation, and this was evidently described by two respondents:

"My family understands where the work is. The work is waiting for me abroad and they can adapt. They understand the needs of my work." (R3)

".... especially me, being the mother of my son, and I needed to support my son and my family financially." (R2)

The respondents fully understand that growth and financial stability are difficult to achieve in the Philippines, which results in Filipinos migrating to different countries to work. It gives the drive for the workers to achieve more and to acquire more opportunities to grow, as said by one respondent:

"Most opportunities opened up to me are financial stability. Here in Qatar, there is a guaranteed compensation and high wage distribution unlike in the Philippines. That is why, for me, every person is migrating to other countries looking for a wide range of opportunities. It is primarily about money and financial stability that people like us look up to. In America or Europe, you only look for permanent residency, but here in Qatar, it is always financial stability." (R1)

Financial Stability is the third sub-theme of this study. It merely implies how Filipina migrant workers take their chances abroad to sustain their family's needs, and signifies security and a steady income. It also suggests being in a position in life where they do not have to trouble where their next meal will come from or how they will pay rent the following month. More Filipinos consider migrating due to their home country's low salary and high tax rate. Related to this, a respondent stated:

"My main reason was to earn more money ... the difference of the salary in Qatar compared to the salary in the Philippines." (R2)

In other countries such as Qatar, it is known to have a higher salary rate than in the Philippines. In this way, Filipinos can acquire more money, therefore securing financial stability. In the responses below, the respondents described their goals in correlation to the concept of ensuring financial stability, stating that:

"My goal is to raise money for my family and get my needs in life." (R3)

"My main goal is to be able to give my son and my family a bright future." (R2)

"One of my goals is to be able to have my own house and lot. I also want to help my siblings finish their studies and to have a family of my own in the future." (R6)

"Just to earn for my kids. Enough to sustain their needs or even start a business when we'll go back home in the Philippines." (R4)

"I am close to achieving my goal by the end of this year, which is to finish my own house. I also have a number of investments in the Philippines, like stocks, and I am also able to invest in funeral services, and save up for my daughter's college tuition fee and rental house. ..." (R5)

With the increasing financial obligations and decreasing opportunities in the Philippines, it is understandable why OFWs have come to represent a huge portion of the labor force participation rate in the country. The difference in benefits and salary packages offered in other locations are so apparent that Filipina migrant workers opt for these opportunities despite the knowledge of having to be away from their families. They end up sacrificing valuable time

with their loved ones just to be able to make ends meet by working overseas, fully recognizing that to be able to provide for their family's basic needs, they need to choose the more suitable option with better promises of income, work place, and social development, encouraging them more to work abroad.

Work Difficulties:

When working, there are always circumstances to overcome to attain an acceptable result the employees want to achieve. Some cases may negatively impact the workers due to being a significant contributor to reduced performances, such as harassment, discrimination, bullying, communication problems, and more. The theme "Work Difficulties" discusses the issues they encounter when operating in the workplace. This theme shows the various situations they meet when working. The problems shown are common between women who migrated to Qatar who work in a male-dominated environment like quantity surveyors, analysts, and technicians.

One of these difficulties or "sub-themes" is Implicit Bias, which talks about the unconscious biases the work environment projects onto women. It applies to the central theme because of how it connects with Filipina migrant workers' difficulties since they get these unconscious biases from their coworkers and people above their position. Comments such as "she might be too weak," "only a man can do this," and "she doesn't belong here", as one respondent stated:

"You have to go on different sites and most of them do not allow women to work or to be on the field because you might be sexually assaulted. ... When I was promoted to become an analyst, it was difficult on my part because there is a lot more pressure and expectations especially my colleagues in that department are from Europe and America and they are all male. ..." (R1)

Filipina migrant workers always have a hard time showing their capabilities due to how their coworkers may consider them "low level" or someone who is not skilled enough to do the job assigned to them, as said by a respondent:

"...here in Qatar, Filipinos are known as third-world people... the Philippines is registered as a third world country...which if you observe here in Qatar, Filipinos are not really considered as a high-level people..." (R2)

Another sub-theme connected to Work Difficulties is called Sociocultural Barriers. It talks about the challenges of cross-cultural communication and social interaction within an organization. When people from different cultures who speak other languages, have different cultural beliefs or use other gestures and symbols to communicate, their cultural differences might become workplace success barriers. Filipina migrant workers experience this numerous times due to their lack of expertise in using the English language in communication, as two respondents noted:

"... Here in Qatar you have to speak English. You have to explain everything to each and every staff in the company you are working at. You have to explain in such a way they will understand." (R3)

"...I had to adjust in different ways such as to my co-workers which are now varied to different nationalities, and their cultures, and also I had difficulty speaking English which I had to adjust with." (R2)

In addition to language, the female OFWs had to adapt to their work environment's different nationalities. It may lead to them being nervous in working with other nationalities and being unsure how to socialize with their colleagues. Because of this, they spend more time doing their tasks since they have to balance adapting to their environment while trying to get past the difficulties doing their duties, as stated by two respondents:

"Taking into consideration that working abroad is really different to working back in the Philippines because here, you meet so many nationalities that understanding is necessary." (R3)

"... I had to cope up to the environment in my field of work wherein I had to adjust to my co-workers that are varying from different nationalities...For me, the only difficulty at first was how to socially interact, my co-workers, wherein I was nervous for I am not used to working with another nationality..." (R2)

The last sub-theme is called Devalued Caliber. This sub theme discusses how other nationalities underestimate the person's character or level of capability, regardless of whether they are women or men. Filipina migrant workers

struggle because they need to assure that what they will be saying will be worth listening. Filipina workers need not waste their coworkers' time, or superiors will devalue their work ability. As stated by one respondent:

“... To prove yourself means you have to assure that anything you do or what you say is worth listening to. You have a point and the things you say must have integrity and must be truthful. Working with female for me gives you less pressure in your work, but with men especially those who came from developed countries gives you a lot more pressure.”(R1)

The respondents felt pressured preparing themselves every day before working so that whenever there is a chance of encountering a problem in their work. They can show how capable they are in the workplace, as well as to be able to learn new things in the workplace and to adapt to it, as stated below:

“Of course, I had to think ahead, to go to work to prepare for the assigned task to be given to you the next day, in short you will not leave the office unless you have already organized the tasks for the next day, and we need to organize our work so that we won't encounter any difficulties.” (R2)

“Being culturally shocked made me unprepared because a brand new environment introduced to me is something really different. So I prepared myself physically in order to adapt to major changes in the environment. But I really needed to work on my mental aspect because when you start working, there is no such thing as preparation and there are always a lot of surprises. So you really have to prepare physically and mentally in order to learn something new everyday.” (R1)

Professional Adjustments:

Upon entering a new country, the complexity of adjusting to a new environment and the struggles one goes through. It also applies to the theme “Professional Adjustment”. Overseas Filipino Workers have encountered culture shock the moment the workers had moved to a new country; with the difference in cultures, this is inevitable, as the migrants try to adjust to their lives in a foreign country

The first sub-theme, Career Advancement talks about the promotions of the respondents in regards to where they have started and to what position in their career the respondents are at now. Overseas Filipina workers migrate abroad for different reasons, the most common one being for financial reasons, where these OFWs seek better opportunities to support their family. The OFW respondents claimed that they favor career opportunities that are in their expertise, as one respondent has said:

“Site engineer, site inspector, project manager, construction manager, quantity surveyor, which I prefer and chose because that is my expertise and regards with work, I'd rather choose that because it has more variations.” (R3)

Filipina migrant workers also find that they are continuously learning as they advance in their career or in other fields related to their career, wherein respondents emphasized that:

“I trained as a chief supervisor, then proceeded to assistant manager, then store manager, and also I am able to continuously learn.” (R5)

“... my work in Qatar is actually just a continuation from my work in the Philippines for they are both related to engineering professions, the only difference is here in Qatar, our work is involved in financial issues and concerns in terms of the commercial budget of the project wherein in the Philippines our work is only involved in monitoring the construction of the project wherein the financial issues are handled by another department. Basically here in Qatar, when you work as a civil engineer assigned to quantity surveyor, you will have to learn commercial concerns about the project, but overall, it is still in line with engineering works.” (R2)

The next sub-theme, Intellectual Growth, discusses the growth of the mindset of Filipina migrant workers as they advance and adjust in their professions where it includes the positive outlooks that they gain and the values they have learned from new experiences. This sub-theme also focuses on the realizations the respondents have obtained through their professional growth and to how they have applied these realizations and how it has changed them. These lessons helped the Filipina migrant workers in adjusting to their work environments for it gave new perspectives.

The respondents believed that in their years of working, a lot of realizations came to mind. One realization is that being challenged by working in a male-dominated environment has brought a new perspective that will change how they see their everyday lives and has helped the respondents to adjust to their work environment. The respondents gain positive and negative lessons that have changed their personal behaviors and values, and it forces the respondents to get out of their comfort zone, which in turn has helped them in becoming more confident in executing their tasks, one respondent states:

“... it gives you new lessons and makes you realize that you can do things that are out of your shell and that you can take risks since you were fed with the challenge.” (R6)

The second realization is that, in dealing with difficult challenges, such as adjusting to a male-dominated environment, it has helped in strengthening their outlook, for they reasoned that it is important that their outlook is positive and how being challenged has also given them a positive outlook, as said below:

“I can say that my outlook in life is stronger because I know that whatever it is, I can handle it.” (R3)

“I think my outlook becomes more positive. They always say that our outlook in everything must be positive” (R1)

The third realization is that at the end of the day, it is not the personal identity of the total population in the environment they are working in that is important, but the competency of an individual to do their tasks properly is what truly matters in a workplace, as a respondent has stated:

“It made me think that working with men or with other nationalities is not an issue, what is important is that you are able to work properly and complete your job.” (R5)

“For me, there are no changes, since I took the course that I really wanted, that is why it does not matter where you will place me as long as I know my job regardless of the genders of my co-workers, “. (R2)

Coming from a third-world country, OFWs seek better opportunities that will bring greater benefits to satisfy their efforts in their years of study and training. These opportunities and benefits are to help them achieve their dreams and ambitions and life, such as to help their families, construct their dream house, have stable investments, satisfy their personal needs, and many more. This is the reason why a lot of Filipina workers tend to migrate overseas, leading to the last sub-theme “ Work Benefits “.

Filipina migrant workers claimed that the main reason for their migration to Qatar is for better opportunities and the financial difference of the country in comparison to their homeland, wherein Qatar provides higher income for workers, as the respondents have noted that:

“The primary reason I migrated here in Qatar is that it is open to better opportunities and has higher income...”(R1)

“My main reason was to earn more money and I was given another opportunity to work in a new environment and to have a new beginning. But mostly for the difference in the salary in Qatar compared to the salary in the Philippines”(R2)

‘My reasons are that I was looking for a good job with a good salary.’(R6)

The respondents also implied that financial benefit is not only the reason they have migrated but also the experience that you learn which contributes to their individual growth as well as how the application of their values in the workplace will benefit them, as the respondents have stated that:

in Qatar, as long as you are hardworking, and you show your passion and your eagerness to learn and grow, the management will help you.”(R5)

“I migrated to help my family as much as I can, and also to grow and to have more experience.” (R5)

Beneficiary services such as healthcare, insurance, and the like, and the difference in society is also a factor for the Filipina migrant workers to consider migrating to Qatar. The respondents have found greater benefits for these services in Qatar which they have thought of as another motivation for them to migrate along with the opportunities that these services carry, with that the respondents have stated:

“In the Philippines, there are government programs, such as SSS, and there is also a 13th-month pay. In Qatar, there is a full package for us, which we have to manage, and if we achieve our target, we will be able to get our quarterly and yearly bonus.” (R5)

“In Qatar, there is a good salary, no traffic, no polluted areas, and no taxes”. (R6)

All Filipina Migrant Workers have a reason to migrate to a country with a big difference in culture, practice, and overall environment, and with these differences, adjustment is inevitable. There are a lot of factors that contribute to the adjustments of the respondents such as their Career Advancement, the factor that is generally about what the respondents have achieved in their career, Intellectual Growth, the factor that talks about the growth of the respondents such as the values that they have learned and how it has changed their perspective and outlooks, and the last factor, Work benefits, wherein the respondents have mentioned the different benefits of migration became their drive to continuously work, adapt, despite the challenges in migrating to a new environment brings them and to adapt to them.

Discussion:-

Industries have discarded women's experiences and struggles towards the work way back in the 1960s (Lentz-Smith, 2020); after 59 years of ignorance, it became a significant issue in society throughout the 20th century (Marcinko, 2020). Points, along with gender structure, has become an unconscious part of a culture, and as a result, creates barriers for opportunities (Risman & Davis, 2013, Kenny & Donnally, 2019). As a result, women are beginning to face unique experiences in a male-dominated environment, most of which turn out to be quite discriminatory (Tahir, 2020). In fear of discrimination, some women decide to stray from fields, specifically those relating to STEM (Blosser, 2019). Examples of this in the real world are women working in Information Technology, as they navigate a heavily male-dominated field (Kenny & Donnally, 2019). As well as those in other Science and Technology fields, the people in those fields are predominantly male (Wurah-Norgbey & Enyonam, 2019). Also, it leads to women being viewed as incompetent to process any work given. In male-dominated industries, women often feel overshadowed, lost, or isolated in the workplace (Bastow, 2020).

While women perform and their male counterparts at work, women are drastically underrepresented in the onboarding process to senior leadership (Hartman & Barber, 2020). However, countless women conquered these said barriers and have drastically changed the system (Ababneh, 2020). And to support these progressive steps in maintaining equal opportunities, industries that have been traditionally populated by male workers are making a concerted effort to attract more women into their workforces (Manning, 2020). In turn, it creates more opportunities for women and is amplified even more in environments where women are leaders. These leaders turn out to be more compassionate to others, especially fellow women under them, rather than male leaders, which gives much more power and hope for women (Arvate et al., 2018). The inclusion of women in male-dominated environments and their success stories create positive effects on their personal and social life, including confidence, acceptance of other cultures, and enriched social relations (Staurowsky et al., 2020).

Cultural Adaptation:

Cultural adaptation is the means of how a person copes up and assimilates with a new culture. Being introduced to an unfamiliar culture signifies that one may have to learn about society's different attitudes, habits, and manners. Working overseas may mean that one would encounter various cultures and their other practices. An essential aspect of working abroad that one needs to understand is culture since it could support the work and potential of an employee and guarantee the effectiveness of the organizational goals that they meet (Kamales & Knorr, 2019). Being in a different country brings new experiences, opportunities, and a modern workplace, which means that each person surrounding various familiar and unfamiliar cultures enables one to gain new knowledge. It uses new culture to slowly acclimate to their everyday life in another country (Rahman et al., 2019). As a result, it is crucial for employees working in a different country since they will presumably stay in their host country for an extended period. Knowing the various manners and behaviors of employees' different nationalities means that workers may be able to ease their adaptation to the environments they are in by adapting the cultures of their new environment into

their lives (Farcas&Gonçalves, 2017). However, the process of adapting may be complicated for those new in the background but is critical since they may be able to use the culture of the country they are in to solve problems in the workplace (Farcas&Gonçalves, 2017).

Upon entering a new country, city, or place in general, it is common knowledge that one will be exposed to various cultures. Known and unknown, familiar and unfamiliar, each individual will slowly but surely adapt to the different and unique cultures as time goes by. As a response to the social, political, educational, and economic changes, the term "cultural diversity" has broadened to encompass gender, race, religion, ethnicity, income, work experience, educational background, family status, and other aspects that may affect one's workplace (Heuberger et al., 2010; Mousa, 2017). The workplace's view on cultural diversity is also crucial since it can help control and lead its workers' abilities to become fruitful, transmit information successfully, and gather sustained benefits from a variety. (Lambert, 2016). Different factors of worldwide changing economic circumstances required both men and women to cross gender-based job-related fields (Forkuor et al., 2020). However, the concept of cultural diversity may not always be beneficial to workers since the dissimilarities of opinions brought about by variety in the culture of workers can act as a hindrance to unity when the workers are brought together for the achievement of a common goal (Abeid, 2020).

The interaction, relationship, and bond formed with people of different cultures when migrating into a new country are considered. Knowing that there will be various cultures that one will be exposed to when entering a new environment. Understanding multiple cultures and adapting to them would also mean that overall, culture is known to affect firms' different outcomes directly or indirectly (Mensah, 2019). They are making it necessary for workers to be skilled in the host country's language, or even just English. It may vary for workers' positions since there are positions wherein they need to learn the local language to interact with their co-workers (Rahman et al., 2019). There also might be some positions wherein they must learn English, which may aid them in communicating with other nationalities (Rahman et al., 2019). When individuals who share in unfamiliar cultural environments do not know others' communication behavior, they give meaning to others' attitudes and behavior according to their cultural norms. This situation causes communication conflicts between individuals having different cultures (Selçuk, 2005; Yeke&Semerciöz, 2016). In turn, this may cause misunderstandings between those in the workplace and people outside since the workers may not be familiar with the language of the host country and its usage (Cheng et al., 2020). Lack of knowledge in articulating the host language is a factor in the disruption of cultural adaptation since the workers may be unable to communicate their thoughts well. They are unable to efficiently utilize the host language (Cheng et al., 2020).

It is a fact that in a work environment, one will be surrounded by different genders. The workplace poses several kinds of other challenges, especially for women entering the workplace. Some factors make gender inequality innate in an environment. The misleadingness and unwanted influence that gender inequality may subconsciously bring to a workplace make it difficult to remove the issue (Chafetz& Dworkin, 1986; Korpi, 2000; Inglehart& Norris, 2003; Martin, 2004; Risman, 2004; Stefani &Prati, 2020). Patriarchy has also been noted to be the underlying factor in which associations classify themselves, with men steering and women playing the supporting parts (Khuzwayo, 2016). Moreover, as men progress faster, they receive more rewards more quickly based on an invisible masculine privilege of presumed potential. Women frequently have to prove their ability with a resultant lower career progression and smaller awards (McCracken, 2000:163; Steiner, 2015; O'Brien, 2019).

Despite some significant progress to change this in recent years, in no country do women have economic equality with men, and women are still more likely than men to live in poverty (Daly, 2019; Olarewaju& Fernando, 2020). Women are in the lowest-paid work across the world, and on average, they earn 24 percent less than men (Huffman et al., 2017; Oxfam, 2020; Olarewaju& Fernando, 2020). Gender inequality is particularly problematic in developing countries. Six hundred million women in developing countries are in the most insecure and precarious work forms (Hannum et al., 2009; Oxfam, 2020; Olarewaju& Fernando, 2020). Research also shows that in many developing countries, women occupy fewer senior positions, earn less than their male counterparts, are less likely to own land, and are more disproportionately affected by the haphazard application of customary and religious laws (Bertrand et al. 2015; Olarewaju, 2019; Olarewaju& Fernando, 2020).

Foreign Circumstances:

There are various instances that individual encounters when they are working in a foreign country. An individual's experiences may only encounter once they work abroad are increased salaries and better work opportunities and

conditions (Treve, 2020). The migration of workers to foreign countries also introduces globalization, making them an essential tool for this concept (Treve, 2020). Migration also helps boost workers' self-confidence, appreciate their profession, and explore more conventional ways to approach and accomplish their work (Serin, 2017). Contrasting assumptions and beliefs on the job and task distribution among employees are quite rife, seeing that the employees come from different backgrounds (Charbonneau & Robinson, 2020). As a result, it also allows for interaction between people since people identify themselves as individuals and members of social groups to which they belong (Hasler&Spanlang, 2017). Interactions between social groups of different nationalities are every day abroad, which prove fundamental to the advancement of successful interventions to reduce implicit racial bias (Kubota, 2017). When these racial biases are broken down, this allows for harmonious interaction between people from different cultures and enables individuals to accept and learn the cultures present in their host country (Wang, 2016).

Professionals are known for their knowledge based on their education, skills, certification for the profession, and their set of norms (Dikmen, 2016). When working abroad, one's profession's options increase due to the many opportunities presented in other countries. Many foreign countries require skilled and professional workers, such as those in technology-related or medical fields (Islam, 2020), which open up an array of job opportunities for migrant workers. The workers' occupations may vary, but they are usually working in service-oriented jobs (Garabiles& Hall, 2017). However, these jobs are what most foreign countries look for in their human resources, making tremendous opportunities for migrants looking to work abroad (Islam, 2020). Filipina migrant workers have developed a sense of obligation towards their jobs to remain in the organization and to achieve a positive impression in the workplace (Arasi&Aghdam, 2016). In line with this concept, workers strive to effectuate their duties to continue working in their respective jobs (Moghim, 2004; Arasi&Aghdam, 2016). It causes workers to efficiently manage their time to give equal importance to their work and personal life. It is said that managing time for one's self is the most challenging aspect to deal with while working (Hagqvist et al., 2018).

Filipina migrant workers leave their families with the purpose of seeking opportunities that will actualize their dream of improving their family's lifestyle and welfare. Consistent with the intention of opportunity seeking, a collective goal of ending their migration to reunite with their family serves as a visible reason for being separated. (Garabiles& Hall, 2017). Specific concerns about child-rearing arise as Filipina migrant workers leave their children to their husbands; they might neglect the collective responsibilities of a parent, especially the obligations of a mother (Hall &Garabiles, 2019). Filipina migrant workers aspire to work and earn for their families abroad even though the separation is often reconstructed as a sudden and possibly painful decision. Filipina working abroad away from their families to seek economic opportunities has been one of their leading motives in migrating. They gain more substantial capabilities in planning the family's future, thus aiding them in their chance to leave (Boccagni, 2017). Leaving their family to work overseas is a tough decision, yet workers do not lose the strength of their familial ties. With the help of technology, workers are still able to perform their role as a family member. They can communicate with them despite the distance, giving the workers additional support in living overseas (Ye & Chen, 2020).

Workers also migrate to other countries to pursue jobs that will aid them in achieving financial stability. Financial stability is one of the commonly accepted public priorities, which has achieved policy priority out of world policymakers because of its essential role in the country's economic growth phase (Siddik&Kabiraj, 2018). To provide solutions to poverty, a handful of mothers opted to work abroad as a domestic worker to supply basic needs for their families (Garabiles& Hall, 2017). With this in mind, good salaries overseas are the primary reasons workers are motivated to work abroad (Murnane et al., 1991; Serbes, 2017). Workers with better wages show to be more productive and efficient in the workplace (Ballou, 1996; Serbes, 2017). It is the reason why, despite the hardships they might face, workers still choose to migrate to other countries to achieve financial stability. An example of this can be seen in a study by Legaspi in 2019, which shows that Filipino nurses are more inclined to work abroad since it makes financial stability easier to obtain with the generous salaries (Legaspi, 2019).

Work Difficulties:

Working abroad may also present various work difficulties to migrant workers, like adjusting to the host country, which may hinder one's work performance (Doki et al., 2018). The construction of the meaning of work difficulty can directly influence groups, such as work colleagues, leaders, and communities (Spinelli-De-Sá, 2017). They often undergo strenuous labor and experience boundaries in achieving their goals. Taking this into account, many women encounter different challenges, especially in a demanding male work environment (Forkuor et al., 2020). Furthermore, recent studies have highlighted many difficulties that women still encounter in their professional day-

to-day lives are most likely not experienced by men first hand (Andrade & Carvalho-Neto, 2015; Spinelli-De-Sá, 2017). This theme uses this to understand the challenges better and identify reasonable practices, strategies, and suggestions to support women's employment (Lekchiri&Kamm, 2020). The discernment of gendered openings, male-exclusive social systems, and pressures to overcompensate for being female was all concrete, negative impacts on the seen opportunity of women to support and seek after careers in male-dominated work environments (Walker & Bopp, 2017)

Women are often greeted with prejudice in the male-dominant work field and subject to the misconception of women being incompetent in performing a man's work (Jones, 2017). Among the norms that construct the gender stereotypes at the workplace, the notion of an ideal worker is often viewed as a male and praised by male superiors (Gupta, 2017). It often leads to what is generally known as the ideal "masculine concept," which assumes that men can have long working hours, continuous availability, and complete devotion to work than women (Acker, 1990; Lewis, 2001; Gupta, 2017). An example of this is the job applications for harsh working environments in the Swedish labor market. Results showed that based on the callbacks received, recruiters tend to contact male applicants more often than female applicants for the job (Anni, 2019). Women do not have a chance to show their capabilities due to the amount of prejudice shown in their male-dominant work field. Although there is an overwhelming amount of women in the working environment and research reveals that women and men are equal in passion, ability, and commitment in the workplace, there is still segregation of the labor market (Hyde, 2014; Gianettoni&Guilley, 2016; Jones, 2017). They are resulting in women continually trying to prove their worth more than their male coworkers (Alves & English, 2018). Even if they work as hard or better than their male coworkers, women still receive less income (Desai et al., 2016).

Differences in culture and societal beliefs also cause barriers in the workplace experienced by women due to men who form the basis of different gendered practices in organizations (Ridgeway, 2009; Acker, 2006; Gupta, 2017) and cultural differences lead to miscommunications across different contexts (Steinmetz et al., 2014; Gupta, 2017). Based on the perspective that gender is constructing in organizations through interactions (West and Zimmerman, 1987; Gupta, 2017) and various formal and informal practices (Acker, 1990; Gupta, 2017), the mixed-gender interplay is often considered as the main barrier of social interaction in the workplace. The lack of communicative ability of immigrant workers in the multilingual workplace (Pujiastuti, 2017) is also one barrier women experience. One study in 2020 found that even though Filipinos are accustomed to speaking and writing in English, OFWs' most significant challenges are miscommunication. They usually choose to talk in English or try to make sense using body language (Bautista of & Tamayo, 2020). Other socio-cultural barriers in terms of woman language in a male-dominated workplace are women desirous of having agreements with husbands on various matters, including education, mobility, working status, recreational activities, household responsibilities, etc. (Ashraf, AbrarulHaq, & Ashraf, 2017; Yasmeen & Karim, 2014; Choudhry et al., 2019). It often violates colleagues' cultural beliefs that women should not be their work counterparts (Choudhry et al., 2019).

Women are also seen as subpar when compared to male colleagues. Their superiors frequently depict women as 'uneducated' and 'illiterate' to perform their organization's roles (Pujiastuti, 2017). Immigrants and minorities also report discrimination and racism at work regarding a lack of employment opportunities, poor career progression, or a low learning environment (Schildgen et al., 2020). They are having difficulty finding available work opportunities in the workplace and exposing women to an environment that devalues their capability to contribute to the organization (Turesky et al., 2020). An example of this is that there is an underrepresentation of women in senior management positions and industries requiring "masculine-typed duties" in the Information Technology Department in South Africa. They highlight an expectation that women cannot perform according to the gendered script of men performing masculine tasks (Long, 2020). Studies also show that in Kenya, there is an overwhelming amount of underrepresentation of women as supervisors and in other leadership positions in male-dominated management positions, as supervisors are reluctant to hire females due to the lack of experience in the field (Kariuki, 2019). Women in Florida represent almost 3% of head coaches, which conveys that there is practically a non-existent role of women in the male-dominated workplace in physical activities. The result often creates a double standard, in which men are managed more opportunities in coaching both men's and women's sports. Alternately, coaching openings for women are constrained in women's sports and are, for the most part, unavailable in men's sports (Walker & Bopp, 2017).

Professional Adjustment:

There are several reasons why Filipino professionals work abroad, whether it be for financial reasons, family benefits, to achieve their dreams, or for other purposes. Going overseas is already a common life decision for most Filipino professionals, and stating that there are almost 11 million Overseas Filipino Workers globally (E. San Juan Jr, 2016, Bautista & Tamayo, 2020). Migrating to a new country might seem very beneficial. However, it brings a lot of challenges and difficulties, such as homesickness and culture shock, where according to a study in 2017, it is defined as the personal disorientation someone experiences in an unfamiliar environment or place (Orta et al., 2017). These changes are difficult for humans since humans react negatively when they are affected by the change to adapt to a new society, however by being benefited in the long run, these negative effects are negated (Ramos et al., 2019). The challenges of adhering to a new environment varies. However, the understanding that the ability to adapt is essential to survive and to be successful in the present world. (Ferreira & Coetzee, 2010; Ferreira et al., 2012; Savickas & Porfeli, 2012; Tladinyane, Coetzee & Masenge, 2013; Makki et al., 2015; Mujajati, 2016). Professional adjustment, therefore, is vital for one to survive in working abroad. A person takes several factors into account, such as the environment they are in, the relationships that they build, and the decision they make to fully adjust to their workplace (Tabachiu, 2003, pp. 72; Cojocarui et al., 2018, p. 8). These adaptations and adjustments result in the individual enculturating into the work environment they are in, making it easier for them to achieve the goals needed in the workplace (Cojocarui et al., 2018, p. 8).

People seek jobs and work with a specific dream or goal in mind; such purposes can be to construct their dream house or support their younger siblings. In a study in 2017, they are suggesting by multiple studies that economic reasons are, for the most part, the main reasons or factors that are considered in working and migrating overseas (Aquino et al., 2017). However, women's advancement in their careers is not an easy task since career advancement for women workers holds more challenges than for men to succeed in their careers. Several barriers hinder women from advancing in their careers, such as gender stereotypes, gender discrimination, gender-based challenges, etc., affecting growth, productivity, relationship with co-workers, etc. (Al-Asfour et al., 2017). A study by Allen et al. states that the topic of women's career advancement has been prominent research, discussion, and debate for several years. However, they also said that as more women start to work, several organizations have been implementing programs that assist women in their career advancements (Allen et al., 2016).

In the contemporary period, where gender equality is promoted throughout, opportunities are now accessible to both genders. A study in 2016 stated that women's enrollment in tertiary education has abundantly increased by seven-fold compared to men's registration, which is only four-fold (Allen et al., 2016). These opportunities have also benefited the workers by affecting their work motivation and overall job performance (Haryono et al., 2020). The workers have also claimed that as they work, there is a continuous absorption of knowledge. In a study in 2016, it has been stated that both formal education is equal to the inside or experience they acquire in their work environment (Grace and Tede, 2013; Jackson 2016).

As we live in an ever-changing world, the road to becoming successful is not easy. However, women can overcome these difficulties by having a positive mindset, which plays a vital role in an individual's success. It helps in adapting and gaining several values such as resilience, patience, courage, and creativity to solve different obstacles, which opens up opportunities to successfully crack issues and problems (Fitriana & Simanjuntak, 2020). Also, female workers gain experience as they work, and as written by Boud, he claims that it is not the experience gained that is important. Still, it is the intellectual growth obtained through the process, for it can be reflected and used for an opportunity for improvement (Frontier & Mielk, 2016).

Furthermore, in working, different obstacles will come up. According to a study in 2020, women's mindset is one of the main strengths to break barriers and overcome obstacles. Women are given with the ability to multitask, making them versatile workers (Sandhu, 2020). In another study by O'Connor, a survey resulted in women being better and more effective executives than men (Ibarra & Obodaru, 2009, p. 66, O'Conner, 2018), which elevates the mindset of women, making them more competent leaders in the workplace.

Nevertheless, there were realizations by female workers. The first realization is that they turned their obstacles into an opportunity to gain new experiences and go out of their comfort zones because of their positive outlook and mindset, giving them more confidence, which enhances their productivity (Serin, 2017). The second realization is that they notice an improvement of their perspective as they took on those challenges with positivity. The last

completion is that what matters most in the work environment is not the difference in personal identity, but the performance in delivering and executing tasks.

Working abroad may seem like a long shot still if you have made your preparations. The overseas experience will be an unforgettable part of a person's life where it will change people's perspectives. It might even be a "second home" to most (Riva & Lauw, 2016), and there are reasons why most Filipino workers prefer to migrate to foreign countries. Such reasons may differ from work benefits to other factors such as to further continue their studies. Going overseas holds many different opportunities for everyone (Riva & Lauw, 2016), and with those opportunities comes to the benefits. Still, most notably, financial services are the primary purpose of going overseas. In terms of financial help, salaries overseas are much more significant than compared to the wage obtained in the Philippines (Legaspi, 2019). Also, work benefits are limited to financial and when it comes to the service for their families since work benefits are the accumulation of all the benefits that come with professional work.

Another benefit of working abroad is that education abroad is more significant than in the Philippines, giving their children more opportunities in the future. According to a study in 2017, students abroad are proven to have more fluency in languages other than the global language English and are much better prepared for careers in the worldwide environment (Bolen, 2017). Another example is the beneficiary services that they would otherwise not experience when employed in their home country (Legaspi, 2019). Working abroad also allows for one to experience new cultures and learn from them and gain additional knowledge that they may be able to use in the future (Trower & Lehmann, 2017, p. 275-289). They may utilize these and further enhance their workplace capabilities, especially when interacting with people of different nationalities. Also, overseas experience provides workers with better living conditions, such as better housing, housing allowance, and residences provided by the company they are working for (Beddoe & Bartley, 2019). These benefits extend up to the homeland of the workers, in the form of multiple recognitions and strengthened policies and government agencies that aid in the needs and safety of migrant workers (Bautista & Tamayo, 2020).

Conclusion:-

Women around the world face hardships in their workplace every day, due to fabricated societal obligations and gender-stereotypical behavior of male counterparts. These issues have been around for 4 decades, yet somehow only been taken seriously by women themselves. According to the World Bank Organization (2020), the amount of women in the labor force worldwide is 46.9%, making it less than half of the population in 2020. Also, the women's workforce in Qatar makes up 13.8% of its population. Yet despite these percentages, women are still trying to grasp gendered barriers and boundaries for their future careers (Bishu & Headley, 2020). Women often experience a lack of acknowledgement from superiors and they devalue their ability to contribute ideas and recommendations to the organization, despite having the required set qualifications and skills. Women also face more challenges than their male counterparts and tend to put women in low standards due to males' work being praised more than females. Moreover, women tend to encounter many difficulties in adapting to the male-dominated field's intercultural environment. With all these points said, it would indirectly influence their capability to do tasks and work-related outcomes (Salem & Yount, 2019).

Despite these hindrances of women working in a male-dominated field, several employers are making an effort to attract more women in the organization while maintaining many patriarchal elements. The majority of institutions are trying to eliminate the idea of gender stereotypes, specifically in the public sector workforce in Qatar; how Filipino women are entering the labor force in growing numbers and are acclimating to harsh working environments (Salem & Yount, 2019).

Throughout the years women have been experiencing multiple barriers, such as gender stereotypes, gender discrimination, gender-based challenges, etc. (Al-Asfour et al., 2017). However, women worldwide continue the mindset, which is one of their main strengths (Sandhu, 2020). Also, women are Multiple other factors outside the work environment that help women in overcoming different challenges. Factors could be the support from their family, support from their friends, or others. Furtherly, these factors will manifest into the strength and motivations that help women in overcoming the barriers.

Indeed, women are a vital part of the drastic economic transformation and development of countries worldwide. Women have been eradicating these "norms" and are trying to normalize that men and women should be treated as equals, such as:

1. Receiving an equal salary for having the same position.
2. Experiencing equal treatment.
3. Obtaining similar assets in order to function effectively in the company.
4. Acquiring equal dispensation of benefits (health insurance, retirement benefits, and etc.)
5. And being recognized for equal distribution of opportunities.

As seen in the simulacrum of this study, the lived experiences of Filipina Migrant workers in male-dominated environments, namely (1) Cultural Adaptation, (2) Foreign Circumstances, (3) Work Difficulties, and (4) Professional Adjustments, are what shapes the workers to adapt well to their work environment, as well as their host country. These experiences also strengthen the Filipina workers, which allows them to break the stereotypes given to them in a male-dominated environment, which lets the respondents utilize their full potential.

This phenomenology suggests the following recommendations for future researchers: to interview female migrant workers in male-dominated environments of other nationalities; to expand the locale of the study by interviewing female workers in male-dominated environments in the Philippines or in other foreign countries; to concentrate the study to a particular industry or work environment that is known to be male-dominated; to gather more extended and more comprehensive responses from the respondents and to explore other aspects of women development similar to this field of study. Additionally, future researchers are encouraged to discover and explore the lived experiences of male workers in female-dominated environments and to see if they share the same experiences and struggles faced by women in male-dominated environments.

Reference:-

1. Ababneh, S. (2020). The Time to Question, Rethink and Popularize the Notion of 'Women's Issues': Lessons from Jordan's Popular and Labor Movements from 2006 to now.
2. AlamSiddik, M. N., & Kabiraj, S. (2018). Does financial inclusion induce financial stability? Evidence from a cross-country analysis. *Australasian Accounting, Business and Finance Journal*, 12(1), 33-46. <https://doi.org/10.14453/aabfj.v12i1.3>
3. Al-Asfour, A., et al. (2017). Saudi women's work challenges and barriers to career advancement. *Saudi women's work challenges and barriers to career advancement*.
4. Ali, F. M. A. M. (2020). Impact of economic transformations on the development of the status of women in the Arabian Gulf-The case of Qatar and Bahrain (doctoral dissertation).
5. Al-Jenaibi, B. (2017). The scope and impact of workplace diversity in the United Arab Emirates—A preliminary study. *Geografia-Malaysian Journal of Society and Space*, 8
6. Ang, R. (2016). Women leadership. SSRN. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1795325
7. Anni, E. (2019). Do men favor men in recruitment? A field experiment in the Swedish labor market. *Work and Occupations*, 46(3), 239-264. doi:<http://dx.doi.org/eres.qnl.qa/10.1177/0730888419849467>
8. Aquino, R.S., Tuazon, G.P., Yap, T.W. & David, I.B.M. (2017). In search of greener pastures? Investigating Filipino tourism and hospitality management students' willingness to work overseas. *Asia-Pacific Journal of Innovation in Hospitality and Tourism*, 6(2), 81-90.
9. Arasi, D. A., & Aghdam, M. A. (2016). The relationship between job rotation and duty commitment of employees: A case study among employees of Islamic Azad University, District 13. ProQuest | Better research, better learning, better insights. <https://www.proquest.com/docview/1794650989/EDA97937F5974FA0PQ/47>
10. Bae, S. (2017). Work hours of immigrant versus U.S.-born female workers. *Workplace Health & Safety*, 65(10), 478-486. <https://doi.org/10.1177/2165079916686358>
11. Bailey, M. L., et al. (2018). Women and work in Premodern Europe: Experiences, relationships and cultural representation, C. 1100-1800. Routledge.
12. Baraceros, E. L (2016). Practical Research 2
13. Bastow, C. (2020). Women's advisory committee to support women in male dominated industries. Lithgow Mercury
14. Bautista, A. G., & Tamayo, V. T. (2020). Life challenges of overseas Filipino workers. *OALib*, 07(10), 1-9.
15. Bear, J. B., & Glick, P. (2016). Breadwinner bonus and caregiver penalty in workplace rewards for men and women - Julia B. Bear, Peter Glick, 2017. SAGE Journals.
16. Beddoe, L., & Bartley, A. (2019). Reviewing the benefits and challenges of overseas practice: Reflections upon coming home. *Aotearoa New Zealand Social Work*, 31(1), 72-88. <https://doi.org/10.11157/anzswj-vol31iss1id531>

17. Blosser, E. (2019). An examination of Black women's experiences in undergraduate engineering on a primarily white campus: Considering institutional strategies for change. Wiley Online Library. <https://onlinelibrary.wiley.com/doi/full/10.1002/jee.20304>
18. Boccagni, P. (2017). Aspirations and the subjective future of migration: comparing views and desires of the "time ahead" through the narratives of immigrant domestic workers. ProQuest | Better research, better learning, better insights. <https://www.proquest.com/docview/2430230657/93CD56E22A1442ACPQ/4>
19. Charbonneau, I., et al. (2020). Implicit race attitudes modulate visual information extraction for trustworthiness judgments. ProQuest | Better research, better learning, better insights. <https://www.proquest.com/docview/2445951832/33F70A42B0C94F9EPQ/136>
20. Chen, M. (2019). The impact of expatriates' cross-cultural adjustment on work stress and job involvement in the high-tech industry. *Frontiers in psychology*, 10, 2228.
21. Chiswick, B. (2004). Educational attainment: analysis by immigrant generation
22. Cojocar, C. L., Popa, C., Albayrak, T., & Toma, A. (2018). Professional adjustment variables onboard the seagoing ships. *IOP Conference Series: Earth and Environmental Science*, 172, 8. <https://doi.org/10.1088/1755-1315/172/1/012026>
23. Coontz, P. (2008). Gender bias in the legal profession. *Cross-cultural adaptation*. (2019).
24. Davidson, S. (2018). Beyond colleagues: Women leaders and work relationships. *Advancing Women in Leadership Journal*, 38, 1-13.
25. Day, & Gastel. (2006). Improving the writing of research papers: IMRAD and beyond.
26. Desai, T., Ali, S., Fang, X., Thompson, W., Jawa, P., & Vachharajani, T. (2016). Equal work for unequal pay: The gender reimbursement gap for healthcare providers in the United States. *Postgraduate Medical Journal*.
27. <https://pmj.bmj.com/content/92/1092/571.short>
28. Dikmen, Y., et al. (2016). The level of professionalism of nurses working in a hospital in Turkey. *Journal of Caring Sciences*, 5(2), 95-102. <https://doi.org/10.15171/jcs.2016.010>
29. Domingo, M. F. L. (2017). Exploring the overseas experience of Filipino employees working abroad: A qualitative study on cross cultural adjustment. *The Reflective Practitioner*
30. Dowd, J. B. (1989). Working environments: Practice aspects of the dominant operation in America.
31. Eagly, J., et. al (2000). The Leadership Styles of Women and Men.
32. Farcas, D., & Gonçalves, M. (2017). Motivations and cross-cultural adaptation of self-initiated expatriates, assigned expatriates, and immigrant workers: The case of Portuguese migrant workers in the United Kingdom. *SAGE Journals*. https://journals.sagepub.com/doi/full/10.1177/0022022117717031?casa_token=tUCzm7CSUKsAAAAA%3Ay-Hf-AgP04nedZYpGLvIbxEsAvOFw0FqWMBiZbsPFrnYjxa9HohpxVJD3cT28QxPpqbd6Hpf0Tk3
33. Feugen, K., et al. (2004). Mothers and fathers in the workplace: How gender and parental status influence judgments of job-related competence. *Society for the Psychological Study of Social Issues (SPSSI)*. https://spssi.onlinelibrary.wiley.com/doi/full/10.1111/j.0022-4537.2004.00383.x?casa_token=Qk9iNKLzQFMAAAAAA%3AyA78vmqyt4ZDpt3jG4-pvD39IXCOVB9I-T3ivG1PkpK-uZ1bRS0EK7W2IRS0WIOEX78dIT_9toEXJk
34. Forkuor, J. B., et al. (2020). Breaking barriers: The experiences of women in male dominated informal sector occupations in urban ghana. *Gender Issues*, 37(1), 25-43. doi:<http://dx.doi.org.eres.qnl.qa/10.1007/s12147-019-09231-5>
35. Frontier, T., & Mielke, P. (2016). Making teachers better, not bitter: Balancing evaluation, supervision, and reflection for professional growth. *ASCD*.
36. Gaines, J. (2017). Women in male-dominated careers. *DigitalCommons@ILR*. <https://digitalcommons.ilr.cornell.edu/chrr/96/>
37. Garabiles, M. R., Ofreneo, M. P., & Hall, B. J. (2017). Towards a model of resilience for transnational families of Filipina domestic workers. ProQuest | Better research, better learning, better insights. <https://www.proquest.com/docview/1932146215/fulltextPDF/591269D3A77C427APQ/20>
38. Gough, M., & Noonan, M. (2013). A review of the motherhood wage penalty in the United States.
39. Groenewald, T. (2004). A phenomenological research design illustrated. *SAGE Journals*. <https://journals.sagepub.com/doi/full/10.1177/160940690400300104>
40. Gupta, N. (2017). Gender inequality in the work environment: A study of private research organizations in india. *Equality, Diversity and Inclusion: An International Journal*, 36(3), 255-276. doi:<http://dx.doi.org.eres.qnl.qa/10.1108/EDI-04-2016-0029>
41. Hagqvist, E., et al. (2018). Balancing work and life when self-employed: The role of business characteristics, time demands, and gender contexts. *Social Sciences*, 7(8), 139. <https://doi.org/10.3390/socsci7080139>

42. Hall, B. J., Garabiles, M. R., & Latkin, C. A. (2019). Work life, relationship, and policy determinants of health and well-being among Filipino domestic Workers in China: a qualitative study. ProQuest | Better research, better learning, better insights. <https://www.proquest.com/docview/2296598384/93CD56E22A1442ACPQ/71>
43. Hartman, R. L., & Barber, E. G. (2020). Women in the workforce. *Gender in Management*, 35(1), 92-118. doi:<http://dx.doi.org/eres.qnl.qa/10.1108/GM-04-2019-0062>
44. Haryono, S., et al. (2020). The effect of training and job promotion on work motivation and its implications on job performance: Evidence from Indonesia. *Management Science Letters*, 10(9), 2107-2112.
45. Hasler, B. S., et al. (2017). Virtual race transformation reverses racial in-group bias. ProQuest | Better research, better learning, better insights. <https://www.proquest.com/docview/1891395600/33F70A42B0C94F9EPQ/92>
46. Hodges, M. J., & Budig, M. J. (2010). Who gets the Daddy bonus?: Organizational hegemonic masculinity and the impact of fatherhood on earnings. *SAGE Journals*. https://journals.sagepub.com/doi/abs/10.1177/0891243210386729?casa_token=b3X1V6jtE_0AAAAA:zcZjZyh5NLqO23ezT3HYHYH_65PuX_tHHcTTn5t3ZN53td8cCo9wx8rFesGDmDAfheBx27pW_j3W
47. International labour force. (2020). Labour force, female (% of total labour force). World Statistics. <https://world-statistics.org/index-res.php?code=undefined?name=undefined>
48. Islam, M. S. (2020). Need based skilled human resources for overseas employment. *NDC E-Journal*. <https://ndcjournal.ndc.gov.bd/ndcj/index.php/ndcj/article/view/277>
49. Jackson, D. (2016). Developing pre-professional identity in undergraduates through work-integrated learning. *Higher Education*, 74(5), 833-853. <https://doi.org/10.1007/s10734-016-0080-2>
50. Kaiser, C. R., & Spalding, K. E. (2015). Do women who succeed in male-dominated domains help other women? The moderating role of gender identification. *Wiley Online Library*. https://onlinelibrary.wiley.com/doi/full/10.1002/ejsp.2113?casa_token=tVn6kofxg4EAAAAA%3AszARgKhMTEIHlypcv3efVn00FqaLwYxx6GYyc0E1rvSG2ycqgepH1559RK2U8mOipdwfG_1Dcp7DNM
51. Kamales, N., & Knorr, H. (2019). Leaders with Managing Cultural Diversity and Communication. *Asia Pacific Journal of Religions and Cultures*, 3(1), 63-72.
52. Keh Jr., et al. (2020). Boon or bane: The lived experiences of the Robotics Club members of Philippine School Doha at the onset of Robotics. *International Journal of Research Publications*. <https://ijrp.org/paper-detail/1459>
53. Keisu, B., & Kvist, E. (2019, September 18). The prevalence and consequences of intragroup conflicts for employee well-being in women-dominated work. *Taylor & Francis Online*. <https://www.tandfonline.com/doi/full/10.1080/23303131.2019.1661321>
54. Kenny, E., & Donnelly, R. (2018). Navigating the gender structure in IT: Examining women's experiences and behaviors. *Academy of Management*.
55. Kubota, J. T., et al. (2017). Intergroup contact throughout the lifespan modulates implicit racial biases across perceivers' racial group. ProQuest | Better research, better learning, better insights.
56. <https://www.proquest.com/docview/1917953895/D45029326624960PQ/1>
57. Lambert, J. (2016). Cultural diversity as a mechanism for innovation: Workplace diversity and the absorptive capacity framework. *Journal of Organizational Culture, Communications and Conflict*, 20(1), 68.
58. Lekchiri, S., & Kamm, J. D. (2020). Navigating barriers faced by women in leadership positions in the US construction industry: A retrospective on women's continued struggle in a male-dominated industry. *European Journal of Training and Development*, 44(6), 575-594.
59. Lemkau, J. (1979) Personality and background characteristics of women in male-dominated occupations: A review.
60. Lentz-Smith, A. (2020). "The laws have hurt me" Violence, violation, and Black Women's struggles for civil rights. *Southern Cultures* 26(3), 42-66. doi:10.1353/scu.2020.0039.
61. Long, E. (2020). Gendered narratives relating to women in the information technology Department of a South African organisation. *Journal of International Women's Studies*. <https://vc.bridgew.edu/jiws/vol21/iss6/9/>
62. Lubberink, R., et al. (2019). Responsible innovation by social entrepreneurs: An exploratory study of values integration in innovations. *Taylor & Francis Online*. <https://www.tandfonline.com/doi/full/10.1080/23299460.2019.1572374>
63. Mandel, H., & Semyonov, M. (2014). Gender pay gap and employment sector: Sources of earnings disparities in the United States, 1970–2010. *Demography*, 51(5), 1597-1618. <https://doi.org/10.1007/s13524-014-0320-y>
64. Manning, E. (2020). Not just jobs for the boys: the women working in male-dominated sectors. *The Guardian*. <https://www.theguardian.com/global/2020/feb/04/not-just-jobs-for-the-boys-the-women-working-in-male-dominated-sectors>
65. Marcinko, B. (2020). 140 years later: A history of women's equality at penn state. *University Wire*

66. Martin, P. (2013). The experience of women in male-dominated occupations: A constructivist grounded theory inquiry.
67. Mensah, A. O. (2019). Does culture play a role at work? Examining the relationships among sociocultural values, job satisfaction, and social support as a mediator. *SAGE Open*, 9(1), 2158244019833275.
68. Misra, J., & Strader, E. (2013). Gender pay equity in advanced countries: The role of parenthood and policies.
69. Mousa, M. (2017). How do nurses perceive their cultural diversity? An exploratory case study. *African journal of business management*, 11(17), 446-455.
70. Mousa, M. (2018). The effect of cultural diversity challenges on organizational cynicism dimensions. *Journal of Global Responsibility*.
71. Muenjohn, N., & McMurray, A. (2017). Design leadership, work values ethic and workplace innovation: An investigation of SMEs in Thailand and Vietnam. *Asia Pacific Business Review*, 23(2), 192-204.
72. Nguyen, C. (2016). Asian American women faculty: Stereotypes and triumphs. USF Scholarship: a digital repository
73. O'Brien, A. (2019). *Women, Inequality and Media Work*. Routledge.
74. Olarewaju, T., & Fernando, J. (2020). Gender inequality and female entrepreneurship in developing countries.
75. Parker, K. (2019). Women and men in STEM often at odds over workplace equity.
76. Plickert, G. (2017). Gender still matters: Effects of workplace discrimination on employment schedules of young professionals.
77. Pujiastuti, A. (2017). Language socialization in the workplace: Immigrant workers' language practice within a multilingual workplace (Order No. 10645327). Available from ProQuest Dissertations & Theses Global. (1946057638).
78. Rahman, M. M., et al. (2019). Cultural adaptation by Bangladeshi migrant workers in Sarawak, Malaysia: An empirical study. *Indonesian Journal of Cultural and Community Development*. <https://ijccd.umsida.ac.id/index.php/ijccd/article/view/91/163>
79. Ramos, M., et al. (2019). Humans adapt to social diversity over time. *PNAS*. <https://doi.org/10.1073/pnas.1818884116>
80. Ren, T. (2015). Descriptions of sampling practices within five approaches to Qualitative Research in education and the Health Sciences.
81. *Revista De Administração Mackenzie*, 18(4), 109-136. doi:<http://dx.doi.org.eres.qnl.qa/10.1590/1678-69712017/administracao.v18n4p109-136>
82. Riva, N., & Lauw, M. N. (2016). Benefits and challenges of going abroad for research or clinical training. *Journal of Thrombosis and Haemostasis*, 14(9), 1683-1684. <https://doi.org/10.1111/jth.13412>
83. Rodriguez, J. K., & Scurry, T. (2019). Female and foreign: An intersectional exploration of the experiences of skilled migrant women in Qatar. *Gender, Work & Organization*, 26(4), 480-500.
84. Saari. (2013). Social norms and global environmental challenges: The complex interaction of behaviors, values, and policy.
85. Salem, R, Yount, KM. (2019) Structural accommodations of patriarchy: Women and workplace gender segregation in Qatar. *Gender Work Organ.*; 26: 501– 519. <https://doi.org/10.1111/gwao.12361>
86. Sallop, L. ,& Kirby, S. (2007). The role of gender and work experience on career and workforce diversity expectations.
87. Sarathchandra, D., et al. (2018). “It’s broader than just my work here”: Gender variations in accounts of success among engineers in U.S. academia. MDPI. <https://www.mdpi.com/2076-0760/7/3/32>
88. Schilgen, B., et al. (2020). The extent of psychosocial distress among immigrant and non-immigrant homecare nurses—A comparative cross sectional survey. *International Journal of Environmental Research and Public Health*, 17(5), 1635. doi:<http://dx.doi.org.eres.qnl.qa/10.3390/ijerph17051635>
89. Serbes, M. (2017). Teaching abroad: Why teachers prefer teaching overseas. CORE. <https://core.ac.uk/download/pdf/227204503.pdf>
90. Serin, H. (2017). Working overseas: An ideal way to improve teaching profession. *IJSSES – International Journal of Social Sciences & Educational Studies*. <https://ijsses.tiu.edu.iq/wp-content/uploads/2017/10/Working-Overseas-An-Ideal-Way-to-Improve-Teaching-Profession.pdf>
91. Sevillano, L. (2017). From the margins : Filipina skilled migrants tell their stories : a thesis presented in partial fulfilment of the requirements for the degree of Master of Arts in Psychology at Massey University, Albany, New Zealand.
92. Seymour, E., et al. (2004). Establishing the benefits of research experiences for undergraduates in the sciences: First findings from a three-year study. Wiley Online Library.

- https://onlinelibrary.wiley.com/doi/abs/10.1002/sce.10131?casa_token=qZb6FxBffvgAAAAA:Te4UIXIDQBNKgcccR87p-YjLPPnMB3gqrz_Hefoa8AjmWVLjcp2a-7ftSjx6H8i-9nYdTCTbB_LtZPRs
93. Simanjuntak, D., &Fitriana, R. (2020). Culture shock, adaptation, and self-concept of Tourism Human Resources in welcoming the New Normal Era. *Society*, 8(2), 403-418. <https://doi.org/10.33019/society.v8i2.200>
 94. Smidt, T. B., et al. (2017). How do you take time? Work-life balance policies versus neoliberal, social, and cultural incentive mechanisms in Icelandic higher education. *European Educational Research Journal*, 16(2-3), 123-140. <https://doi.org/10.1177/1474904116673075>
 95. Sollaci, L., &Pereira, M. (2004). The introduction, methods, results, and discussion (IMRAD) structure: a fifty-year survey.
 96. Smith, K. N., &Gayles, J. (2018, January 10). "Girl power": Gendered academic and workplace experiences of college women in engineering. MDPI. <https://www.mdpi.com/2076-0760/7/1/11/htm>
 97. Somma, T., &Cappabianca, P. (2019). Women in neurosurgery: A young Italian neurosurgeon's perspective. ScienceDirect.com | Science, health and medical journals, full text articles and books. <https://www.sciencedirect.com/science/article/abs/pii/S1878875019301561>
 98. Spinelli-De-Sá, J. G., et. al. (2017). Making a career in a male-dominated field: the meaning of work for women employed in the financial markets.
 99. Stanberry, K., &Aven, F. (2013). "Unequal pay for equal work": Why women still lag behind after the 50th anniversary of the U.S. Equal Pay Act. SAGE Journals. https://journals.sagepub.com/doi/full/10.1177/0886368713505991?casa_token=AprX3bggP14AAAAA%3Ax0v vCXe3bkV82GVlwUfdGmGvExTUOinh-GV8gIVsGOr6yWiYTx-vXn7i6QIUUIF-18ZjRSgLBLff
 100. Staurowsky, E. J., et al.(2020). Chasing equity: The triumphs, challenges, and opportunities in sports for girls and women. ERIC - Education Resources Information Center.
 101. Stefani, S., &Prati, G. (2020). Are dimensions of Gender Inequality uniformly associated with human values?.
 102. Tahir, M. W. (2020). Combating discrimination at workplaces through mainstreaming 'gender' and 'integration' needs in legislation: Testing a new analytical framework in germany and sweden. *Women's Studies International Forum*, 81, 1.
 103. Tharrou, P. (2013). The Work of Feminists is not yet done: The gender pay gap—A stubborn anachronism.
 104. Treve, M. (2020). Ghanaian EFL Teachers working in Asia: Benefits and implications for English Teachers working overseas. ERIC - Education Resources Information Center. <https://eric.ed.gov/?id=EJ1262290>
 105. Turesky, M., & Warner, M. E. (2020). Gender dynamics in the planning workplace. *American Planning Association Journal of the American Planning Association*, 86(2), 157-170. doi:<http://dx.doi.org.eres.qnl.qa/10.1080/01944363.2019.1691041>
 106. Vallesteros, F. A., Dela Cruz, A., Delavin, A., Merced, A., Platitas, A., &Tubello, J. (2018). The long way home: The social diagraming of Philippine School Doha alumni in the Philippines. *Semantic Scholar*. <https://pdfs.semanticscholar.org/3489/ba433840e6edefc77777f1de171a70360a.pdf>
 107. Vallesteros, F. D. J. A., et al (2019) *INTERNATIONAL JOURNAL OF CREATIVE RESEARCH AND STUDIES*.
 108. Wang, M. (2016). Effects of expatriates' cultural intelligence on cross-cultural adjustment and job performance. CEEOL. <https://www.ceeol.com/search/article-detail?id=520695>
 109. Wilton, S., & Ross, L. (2017). Flexibility, sacrifice, and insecurity: A Canadian study assessing the challenges of balancing work and family in academia. *Journal of Feminist Family Therapy*, 29(1-2), 66-87. <https://doi.org/10.1080/08952833.2016.1272663>
 110. Witt A., et. al. (2004). Perceiving distance: A role of effort and intent.
 111. Wurah-Norgbey, &Enyonam. (2019). RechercheuO research: Women in science and technology in higher education in Ghana: Policy environments and experiences. *Recherche*
 112. Yeke, S., &Semerciöz, F. (2016). Relationships between personality traits, cultural intelligence and intercultural communication competence. *Procedia-Social and Behavioral Sciences*, 235, 313-319.