

## Essential School Workers' Experiences During the COVID-19 Pandemic: A Qualitative Study on A Higher Education Institution in Metro Manila, Philippines

<sup>1</sup>Jovy F. Cuadra, <sup>2</sup>Joanna Juvyjoy A. Rojo,  
Lyceum of the Philippine University

Received: 19- June -2023  
Revised: 02- July -2023  
Accepted: 10- August -2023

### Abstract

At the onset of the COVID-19 pandemic, higher education institutions (HEIs), have been mandated to protect employees from the threats of COVID-19. During the implemented lockdown in the Philippines, only essential school workers (ESWs) were permitted on site, limiting contact and mobility. As such, this study sought to describe the perceptions of ESWs of a selected higher education institution in Metro Manila, Philippines, and how the HEI capacitates them in compliance with national guidelines. Focus group discussions (FGDs) were conducted among four (4) sectors of ESWs: security, maintenance, health services, and office staff. The FGDs were conducted during the period of Enhanced Community Quarantine period year 2021. A total of twenty-three (23) ESWs participated in this qualitative study. Thematic analysis was used to draw insights from the narratives of the FGDs. Results show three (3) emergent themes from the FGDs namely: (1) Physical and Mental Health implications, (2) Changes in Personal Life, and (3) Identified Risks during Working Hours. This study highlights that from the perspective of ESWs, the identified higher education institution strives to comply with the Philippines' Inter-Agency Task Force for the Management of Emerging Infectious Diseases (IATF) guidelines through various expressions of capacitation to protect them from the threat of COVID-19. However, results also demonstrate challenges that deter full compliance and consistent implementation of the guidelines across the said institution.

**Keywords:** capacitation, essential school workers, lockdown

### I. INTRODUCTION

When the COVID-19 virus hit the world in 2020, the social differences between various groups of workers became apparent. In addition to job losses, those who remained confronted additional challenges that varied by social and economic class (Bartik et al., 2020) Workers in numerous so-called essential enterprises were not allowed to work from home, putting them at danger of COVID-19 exposure (Blau et al., 2020; The Lancet, 2020; Goldman et al., 2020). A community's or a part of a community's safety, health, or welfare would be jeopardized or disadvantaged without essential services, according to the International Labor Organization (ILO) (ILO, 2020). Many governments rushed to identify essential services and personnel categories as soon as the virus hit (Gaitens et al., 2021). It varies by country, but it typically includes healthcare workers (Blau et al., 2020).

As a result of close contact with people and viral infection, most essential sector personnel must report to work, increasing their risk of disease and death (The Lancet, 2020). Frontline workers in healthcare are an obvious example. Due to the nature of their job, their health and safety at work has been widely documented (Barrett et al., 2020; Nguyen et al., 2020). COVID-19's impact on other "frontline" workers' health and safety is equally important to highlight. A combination of social and economic disadvantages predisposes this latter set of "frontline" employees, who are more likely to be low-income and ethnically diverse than other workers (Goldman et al., 2020; McCormack et al., 2020), to illness (McCormack et al., 2020; Hawkins, 2020). For example, many essential workers in the Philippines are underpaid and unprotected, exposing them to social and health inequities (Cordero Jr., 2020).

The academic industry has changed tremendously with the advent of online learning to fulfill student needs.

Despite the challenges, schools and institutions took proactive measures to guarantee education continues (Cuaton, 2020). These regulations include modified online learning to help students learn. The Philippines' academic institutions produced health guidelines and recommendations based on the Inter-Agency Task Force's (IATF) published health protocols (Tria, 2020; Robosa et al., 2021). During the lockdown, only essential workers were permitted on site, limiting contact and mobility.

The Workforce Institute (2020) at the Ultimate Kronos Group conducted a survey to a more than 3,900 workers and business leaders in 11 countries to describe attitudes around trust in the workplace, digital transformation, and crisis response/management. Based on the data gathered, 43% of the participants manifested that the management or employers must prioritized the prevention of workers' fatigue and burnout by balancing workloads. More than half (59%) of the respondents said their employer has taken at least some measures to protect and safeguard their employees, while 29% said they wish their employer would be more empathetic to the uncertain situations of the workers. Interestingly, the study showed that worker-respondents are very much "concerned about coming in contact with an asymptomatic workplace visitor (45%) than an asymptomatic co-worker (40%)." Lastly, the high-traffic areas in the workplace like elevators, staircases, and lobbies are a much concern for 35% of the respondents.

Many of the essential workers in the academe struggle during the pandemic, they were temporarily laid off from work and when they went back to work, they were given 2-3 days working days only. According to the research of Ford (2021), "in South-East Asia, unions suddenly found themselves fighting not only for their members' right to decent work, but also for their right to survive. They struggled to convince governments and employers to provide workplace protection and social security for those who needed it."

As a focal point of this study, workers at a private institution in Metro Manila get free housing and transportation, and to visit the university grounds, all jobsite staff must complete the Health Assessment Survey (HAS). Stakeholders were also encouraged to do business online to safeguard university staff. As a result, this study aims to describe the capacitation of essential school workers (ESWs) of a private institution in Metro Manila, in compliance with Philippine COVID-19 guidelines by: (1) physical and mental health implications; (2) changes in personal life; and (3) identified risks during working hours.

**METHODS**

This study used a qualitative research design to examine the experiences of essential workers in a private institution in Metro Manila. Focus group discussion (FGD) was the main data collection used for the study. Multiple FGDs were conducted per HEI. Each FGD represented a specific sector of essential workers as follows:

- (1) Security staff: which includes guards manning key areas of the university ensuring the peace and order within the campus vicinity
- (2) Maintenance staff: which includes janitors and other property maintenance personnel
- (3) Health services staff: which refer to professional and non-professional personnel working in the university clinic or health services office
- (4) Office staff: which includes non-teaching personnel in key offices that were functional during quarantine such as registrar, finance, and administrative offices.

ESWs recruited for the FGDs are officially documented in the human resource office of the private institution. Table 1 shows the distribution of FGD participants per sector.

**Table 1**

Distribution of FGD participants

Private institution in	Security staff	Maintenance staff	Health services staff	Office staff	Total
Metro Manila	7	7	2	7	23

### Data gathering procedure

After gaining administrative and ethical clearances from the HEIs, an on-site FGD was conducted. Informed consent was secured from the respondents. An FGD guide was used to facilitate the discussions per session. This FGD guide is comprised of seven (7) open-ended, semi-structured questions and was validated by an expert on qualitative research. Follow-up questions were asked to probe into the topics further. The FGD sessions were audio recorded. The FGDs were conducted during the period of Enhanced Community Quarantine period year 2021. The FGDs were held in open spaces and the participants were physically distant from each other. COVID-19 protocols were observed throughout the data collection process. All audio and textual files were anonymized and stored in a two-factor authenticated cloud storage, accessible only to the research team members.

### Data analysis procedure and ensuring trustworthiness

Thematic analysis was used to derive insights from the FGDs (Braun & Clarke, 2019). First, the audio recordings were transcribed. The transcripts were then read and reread to gain a sense of the whole. Next, the narratives were coded. Codes were then clustered into categories, which in turn emerged into themes. Efforts were employed to ensure the trustworthiness of the findings according to the criteria of Lincoln and Guba (1986). Credibility and confirmability were ensured through peer review among team members, member checking, and triangulation through observation of participant behaviors pre-FGD. Dependability and conformability by documenting audit trails.

### Results

Three (3) major themes emerged from the analysis of the FGDs among ESWs: (1) physical and mental health implications; (2) changes in personal life; and (3) identified risks during working hours. Categories represent the specific capacitation provided by the participating private institution in Metro Manila. Table 2 shows the conceptual categories and representative quotes under each emergent theme.

Table 2. Emergent themes, conceptual categories, and representative quotes

THEME 1. PHYSICAL AND MENTAL HEALTH IMPLICATIONS	
Categories	Representative Quotes
High level of anxiety and fear	<p>MP #4: Nakakabangot ma'am, kasi matagal din kams nagpansama-sama dito sa LPU tapos ryon sa isang iglap dahil sa pandemic d'na kami magkakarana.</p> <p>MP #5: kasi biwalay ako, yung ex ko ma'am meron pong trabaho, natatagot din ako para sa kanya kasi sobrang mahal ko siya eh, may madit po siyang anak ih sa kasalanan nya ngayon pero pinapanatnan ko pa din para sa aring dalawang anak at Makita ko nya.</p> <p>MP#1: Hindi ko kasi alam mangyayari sa amin man, nakakatakot po. Arawa ko din, parang ano po hindi ka makalabas, kasi hindi kontrolado ang virus kaya yung hang nakakalabas, halos parang yung pagsuntahan mo parang nagsadeldelgado. Kasi tuladng arawa ko, kung pag-shik siya, hindi pala nating alam na may covid siya baka maburaan-pala kama.</p>
Physically and emotionally exhausted	<p>SO #2: Number 1 talaga nating pangamba is mag cut cutting tayu, yang nag bawas ng tao, ilang araw na walang pasok, which is kulang sa pangpansok ng pansiya. Kaya hindi na nating maayadong pinapressure ang swab test kasi bakalid-deduct pa sa sahod naman eh wala na halos sahod, so pinanganganiba po talaga nating iyon ma'am. Tapos paribayad sa bahay, sa resta, sa pagkain, kulang na talaga, kaya kulangan talaga gumawa ka ng parana, tapos kung ganon pa ang decision na AGENCY or LPU na ganon na pagbayad hindi na talaga kakayarin. Nakakapagod at nakakatakot po talaga.</p>
Persistent fear of getting infected	<p>MP #1: Ma'am pag nagkakarit ka, hospital ka, walang gwedong harapit sa'yo, walakang pera wala na.</p> <p>MP #2: Ano po, nakakatakot magkakarit, ubo lang covid na apid</p> <p>NT#3: Opo ma'am nakakatakot, kasi yung iba hindi proper yung pag face mask at face shield, tapos yung mga nakakasalamin pa na sasadyan.</p>

THEME 2. CHANGES IN PERSONAL LIFE	
Categories	Representative Quotes
Self-quarantining	NTP#4: Kasi ma'am ako neong nagkaron ako ng symptoms din ka tatatagan tapos itatrace kung sino sino nakasalunda mo tapos on the spot ipositive ka na, pwede ka na parason agad at home quarantine ka na po mam.
Fear of transmitting the disease to family members	MP#3: Anxiety po paguri mo may dala ka na palang virus diba? May edad na rin kasi mga magulang ko kaya natatakot ako para sa karala. MP#4: Natatakot lang po kasi, nag positive ang boss ko, natatakot po ako pag uni ko baka makahawa ako sa mga anak ko at arawa. SG#2: "Syempre since nasa harapan kami yung risks po, kasi number 1 po ryan kasi lagi kami umarati sa bahay, kaya napapaisip kami na "Pano kami nakatagurado na wala kaming sakit? Hindi kami nakalaha ng COVID, na wala kaming madadala sa bahay" Kasi ngayon ma'am, kabiti yung mga sirpleng sakit kabiti ubo, symptoms kasi ryan ng Covid, parang nagalala ka na agad"

THEME 3. IDENTIFIED RISKS DURING WORKING HOURS	
Categories	Representative Quotes
Inconsistency of provision of essential materials (i.e. face masks, face shields, sanitization supplies, RT PCR testing)	MP#1: Dati po ma'am may binigay po na mask ngayon wala na po. Ang agency po naming walang binigay kabiti koring ayuda, kabiti face shield wala po. MP#2: Dati nag bigay si LPU ng alcohol pero ngayon po sarili na po naming alcohol. MP#1: Wala din pong sabon at tissue sa mga CR. MP#4: Opo ma'am, Plywood at Karton lang po kami natatag dito nang nag stay in kami. NTP#1:Ma'am sa swab test si Management ang bahala if nasa office ka, but outside it's your own expenses, pero sa sa mga regular may medicard. NTP#5: Wala po na provide na transportation, yung malalapit po pero sa malayo wala talaga, 10 km radius lang ang sukop, 3 months lag po yun. SG #1: During the first month, provided by the RGBC ang face mask po naming. Then after sum bambigyan na kami ng gallon na alcohol, kasi marami naming kami. SG #2: Since nandito kami sa frontlines ma'am, front liners kami, lahat ng tao nakakausap naming at hindi kami kabiti one-time naka pag RTP CR Test. SG#1: Saramin na training, sa tingin ko wala, pero yung meetings and paulala sa emails, paulala yung mga dapat sundin, incase na may makaccontact na tao na may sakit. Yun lang po pero wala pong training at webinar.
Unequal vaccination across employee types	MP#2: Si doktorang lang po nag seminar sa amin. MP#1: Nag iregister po kami para sa vaccine mulingan kami si doktor, tapos kumuhang QR code, papala nalang po sa site lang saan malapit. MP#2: Kabiti neong 3 days lang ang pasok naming ma'am 3 months na 3 days lang ang pasok, tapos ang laki pang kalas naming wala din po kami hazard pay. NTP #1: Webinars po meroon po ma'am provide ng school. NTP #2: Meroon po webinar sa mental health po si HR po ang nag invite pero hindi naka attend kasi may work po kami dito. NTP#3: Meroon pong vaccine sa amining regulars provided po si LPU. SG#1: Yes encourage po kami kaso kami po bahala, sinabihan kami na dapat mag sa vaccine kayo, sinabihan na kami, kasi darating ang araw na "NO VACCINE NO DUTY"

	HC#1: I for myself experience, I had covid last April, so <u>majorly</u> nila akong work for home, but dapat hindi since our work is here, but since there is lot of communication through emails and webinars, so <u>pinayagan</u> ako with pay. HC #1: Security, custodial mga BGD, kasi hindi sila regulars so hindi sila included sa vaccination program ng Lycum, so iregister lang naming silang lahat. Sa mga regulars lang kasi ang vaccine si LPU.
--	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

## Discussion

### Physical and mental health implications

#### High level of anxiety and fear

The primary factors contributing to employees' mental health issues during the lockdown were the fear of losing their jobs, financial hardships, and excessive exposure to misinformation through social media, used to maintain

social connections. Consequently, scholars (Liu et al., 2021) recommend implementing practical interventions, including social support and timely access to mental health assistance, to alleviate the psychological symptoms that emerged during the lockdown period.

Various studies (Giorgi et al., 2020) have focused on healthcare workers and frontline employees as a work group at higher risk of experiencing multiple psychological outcomes like depression, anxiety, stress, and sleep disturbances. The data collection took place in April and May 2020, a period when fear of COVID-19 was widespread. The results indicated that individuals more susceptible to emotion contagion also had increased concerns about COVID-19's spread, along with higher levels of depression, anxiety, stress, and OCD symptoms. This complements the study of Wheaton et al. (2019) on emotional aspects related to the COVID-19 pandemic.

#### *Physically and emotionally exhausted*

Fear and anxiety about this new disease and other strong emotions can be overwhelming, and workplace stress can lead to burnout, which supports the study of Rožman & Tominc (2021). Increase in emotional symptoms, such as depressive feelings, afraid of losing the job or not finishing the work on schedule, tension, feeling of helplessness, sadness, emotional exhaustion, feeling panic, everything seems meaningless, extreme sensitivity, feeling anger and quarrelsome, among employees during the COVID-19 epidemic.

#### *Persistent fear of getting infected*

Employees show psychological symptoms, including psychological distress, depression, anxiety, stress, worries, insomnia, somatization, and emotional reactions. Scholars (Liu et al., 2021) have found that the fear of contracting the coronavirus is the chief concern of employees, especially those who cannot avoid face-to-face interactions during work (e.g., bank employees, restaurant workers, and teachers). In a survey of 44,000 participants conducted in Belgium in the beginning of April 2020 (Eguchi et al., 2021), the number of people reporting an anxiety (20 %), or a depressive disorder (16 %) had increased substantially compared to a survey conducted in 2018 (i.e., 11 % and 10 % prevalence, respectively).

### **Changes in personal life**

#### *Self-quarantining*

The legal situation of workers in mandated quarantine who cannot work from home differs across countries. In some countries, quarantined workers are covered by sick pay (Howatt, 2020). As cases of COVID-19 continue to rise across the country, many employers are making decisions around when to ask employees to quarantine themselves for their own protection and that of others (Rožman & Tominc, 2021). But employers who are making these policies may not be considering the psychological impact a quarantine could have on employees. Instead, employers should consider how employees will be able to cope with being isolated from the workplace, as work is a critical part of employees' social connection and identity.

#### *Fear of transmitting the disease to family members*

In addition, during the COVID-19 pandemic, essential workers were worried about contracting the disease and transmitting it to their families. This is true with the hospital workers who were parents who reported worrying about bringing the virus into their homes. They expressed concerns regarding a lack of protective equipment which put not only them but also their families at risk (Mayer et al., 2021). Amidst previous pandemics such as SARS and H1N1, significant fears included fear of being infected with the disease, and fear of infecting family members and having family members who worried about being infected.

### **Identified risks during working hours**

#### *Inconsistency of provision of essential materials (i.e. face masks, face shields, sanitation supplies, RT PCR testing)*

The respondents claimed about the abrupt provision of essential materials to them. Numerous studies have likewise highlighted the challenges faced by selected healthcare systems in managing the supply chain during the

pandemic. The sudden surge in demand for personal protective equipment (PPE) like face masks and face shields led to shortages in many regions, particularly during the early stages of the pandemic (Peters et al., 2020; Sengupta et al., 2021). Inconsistencies in the availability of these essential materials raised concerns about the safety of frontline workers and the public.

#### *Unequal capacitation across employee types*

Responses show that there was an unequal capacitation and treatment across employee types of the institution. Kugler et al. (2023) examined how the COVID-19 pandemic affected employment in 40 mostly low and middle-income countries. The findings reveal that at the beginning of the pandemic, more women, young people, less educated individuals, and urban workers stopped working. The gender gaps in work stoppage were mainly due to differences within sectors rather than between sectors. The differences in work stoppage between urban and rural workers were smaller compared to gender, age, and education groups. As such, future research is needed to explore how the COVID-19 crisis impacted the labor market in developing countries and highlights the usefulness of real-time phone surveys to measure differential employment impacts across different groups during a crisis.

#### **Conclusion**

The findings show that the private academic institution in Metro Manila made efforts to follow IATF (Inter-Agency Task Force) guidelines by providing support to the Essential School Workers (ESWs) to protect them from COVID-19. However, the results also revealed challenges that hindered complete compliance and consistent implementation of the guidelines among different employee types.

The findings suggest that the administrators establish policies that encourage protective behaviors and have a structured plan for employees to follow during health emergencies, not only during pandemics but also in other health-related crises. The experiences shared by ESWs during the pandemic highlight the challenges they faced, so HEI leaders are encouraged to review their health support and benefits policies, ensuring that they are distributed fairly among all employees.

#### **REFERENCES**

- [1] Barrett, E. S., Horton, D. B., Roy, J., Gennaro, M. L., Brooks, A., Tischfield, J., ... & Panettieri Jr, R. A. Prevalence of SARS-CoV-2 infection in previously undiagnosed health care workers at the onset of the US COVID-19 epidemic. *MedRxiv*. April 2020
- [2] Bartik, A. W., Cullen, Z. B., Glaeser, E. L., Luca, M., & Stanton, C. T. *What jobs are being done at home during the COVID-19 crisis? Evidence from firm-level surveys* (No. w27422). National Bureau of Economic Research. June 2020
- [3] Blau, F. D., Koebe, J., & Meyerhofer, P. A. Essential and frontline workers in the covid-19 crisis. *Econofact*, 6, 16. March 2022
- [4] Cordero Jr, D. A. Saving Our Healthcare Workers Again During the COVID-19 Pandemic in the Philippines. *Journal of Preventive Medicine and Public Health*, 54(5), 380-381. September 2021
- [5] Cuaton, G. P. Philippines higher education institutions in the time of COVID-19 pandemic. *Revista Românească pentru Educație Multidimensională*, 12(1 Sup2), 61-70. June 2020
- [6] Eguchi, H., Hino, A., Inoue, A., Tsuji, M., Tateishi, S., Ando, H., ... & Fujino, Y. Effect of anxiety about COVID-19 infection in the workplace on the association between job demands and psychological distress. *Frontiers in Public Health*, 9, 722071. October 2021
- [7] Ford, M., & Ward, K. South-East Asian unions respond to the pressure of COVID-19. *International Journal of Labour Research*, 10(1/2), 81-XX. \_\_\_\_\_ 2021
- [8] Gaitens, J., Condon, M., Fernandes, E., & McDiarmid, M. COVID-19 and essential workers: A narrative review of health outcomes and moral injury. *International Journal of Environmental Research and Public Health*, 18(4), 1446. February 2021

- [9] Giorgi, G., Lecca, L. I., Alessio, F., Finstad, G. L., Bondanini, G., Lulli, L. G., ... & Mucci, N. COVID-19-related mental health effects in the workplace: a narrative review. *International journal of environmental research and public health*, 17(21), 7857. October 2020
- [10] Goldman, N., Pebley, A. R., Lee, K., Andrasfay, T., & Pratt, B. Racial and ethnic differentials in COVID-19-related job exposures by occupational status in the US. *MedRxiv*. September 2020
- [11] Hawkins, D. Differential occupational risk for COVID-19 and other infection exposure according to race and ethnicity. *American journal of industrial medicine*, 63(9), 817-820. September 2020
- [12] Howatt, Bill. How employers and employees should manage self-quarantines. Retrieved from <https://www.theglobeandmail.com/business/careers/workplace-award/article-how-employers-and-employees-should-manage-self-quarantines/March 2020>
- [13] Kugler, M., Viollaz, M., Duque, D., Gaddis, I., Newhouse, D., Palacios-Lopez, A., & Weber, M. How Did the COVID-19 Crisis Affect Different Types of Workers in the Developing World?. *World Development*, 106331. October 2023
- [14] Liu, W., Xu, Y., & Ma, D. Work-related mental health under COVID-19 restrictions: a mini literature review. *Frontiers in public health*, 9, 788370. November 2021
- [15] Mayer, Y., Etgar, S., Shiffman, N., & Lurie, I. The Fear of COVID-19 Familial Infection Scale: Development and Initial Psychometric Examination. *Measurement and evaluation in Counseling and development*, 55(2), 71-83. \_\_\_\_\_ 2022
- [16] McCormack, G., Avery, C., Spitzer, A. K. L., & Chandra, A. Economic vulnerability of households with essential workers. *Jama*, 324(4), 388-390. June 2020
- [17] Mertens, G., Gerritsen, L., Duijndam, S., Salemink, E., & Engelhard, I. M. Fear of the coronavirus (COVID-19): Predictors in an online study conducted in March 2020. *Journal of Anxiety Disorders*, 74, 102258. August 2020
- [18] Nguyen, L. H., Drew, D. A., Graham, M. S., Joshi, A. D., Guo, C. G., Ma, W., ... & Zhang, F. Risk of COVID-19 among front-line health-care workers and the general community: a prospective cohort study. *The Lancet Public Health*, 5(9), e475-e483. September 2020
- [19] Peters, M. D., Marnie, C., & Butler, A. Policies and procedures for personal protective equipment: Does inconsistency increase risk of contamination and infection?. *International journal of nursing studies*, 109, 103653. September 2020
- [20] Robosa, J., Paras, N., Perante, L., Alvez, T., & Tus, J. The experiences and challenges faced of the public school teachers amidst the COVID-19 pandemic: A phenomenological study in the Philippines. *International Journal Of Advance Research And Innovative Ideas In Education*, 7(1), 10-6084. February 2021
- [21] Rožman, M., & Tominc, P. The physical, emotional and behavioral symptoms of health problems among employees before and during the COVID-19 epidemic. *Employee Relations: The International Journal*, 44(7), 19-45. December 2022
- [22] Sengupta, M., Roy, A., Ganguly, A., Baishya, K., Chakrabarti, S., & Mukhopadhyay, I. Challenges encountered by healthcare providers in COVID-19 times: an exploratory study. *Journal of Health Management*, 23(2), 339-356. June 2021
- [23] The Lancet. The plight of essential workers during the COVID-19 pandemic. *Lancet (London, England)*, 395(10237), 1587. May 2020
- [24] Tria, J. Z. (2020). The COVID-19 pandemic through the lens of education in the Philippines: The new normal. *International Journal of Pedagogical Development and Lifelong Learning*, 1(1), 2-4. \_\_\_\_\_ 2020
- [25] Wheaton, M. G., Prikhidko, A., & Messner, G. R. (2021). Is Fear of COVID-19 Contagious? The Effects of Emotion Contagion and Social Media Use on Anxiety in Response to the Coronavirus Pandemic. *Frontiers in Psychology*, 11. January 2021

#### AUTHORS PROFILE



**Jovy F. Cuadra is a professor at Lyceum of the Philippines University. She finished her Bachelors Degree in Education Major in Social Science in Saint Louis University. She took her Master in Education Major in Social Science in Philippine Normal University. She is now pursuing her PhD in Educational Leadership in New Era University. She is in the academe for 23 years. She already published and presented researches on Muslim women and on Covid 19.**



Joanna Juvyjoy Rojo is the Vice-Chair of the Broadcasting, Communication, Journalism and Multimedia Arts Department of the College of Arts and Sciences, and a Faculty Member of the Claro M. Recto Academy of Advanced Studies of Lyceum of the Philippines University Manila. She holds a master's degree in communication, major in Applied Media Studies from De La Salle University Manila and is currently a PhD in Media Studies student at University of the Philippines Diliman. She has a personal and academic interest in transnational cinema and identity, and digital and visual culture of Philippine films.