

Challenges and Experiences of Night Shift Workers in Kyrenia, Northern Cyprus

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Abstract: Night shift work is essential to the functioning of round-the-clock service sectors such as healthcare, hospitality, retail, and delivery, yet it is consistently associated with adverse health, safety, and social outcomes for employees. This study examines the challenges and experiences of night shift workers in Kyrenia, Northern Cyprus, a context for which empirical evidence remains scarce. Using a qualitative thematic synthesis of international and regional literature, supplemented by five illustrative interviews with night shift workers in the delivery, hospitality, and retail sectors, the study explores how health impacts, safety risks, organisational practices, and infrastructural constraints interact to shape night shift experiences. Findings indicate that night shift workers in Kyrenia report disrupted sleep, fatigue, and mental health strain, alongside safety concerns linked to poor street lighting, limited public transport, and unsupportive workplace policies. These findings broadly align with the international literature while highlighting context-specific gaps in transport infrastructure and policy attention. The study concludes that targeted night-time labour policies, improved transport provision, and organisational support mechanisms are needed to protect the well-being of night shift workers in small-state contexts such as Northern Cyprus, and proposes directions for future empirical research.

Keywords: Night-shift work, Occupational health, Workplace safety, Kyrenia, Thematic synthesis.

1. Introduction

Night shift work has become an integral part of operations across many organisations, helping them meet business demands and remain competitive in a 24-hour economy [1]. In sectors such as healthcare, hospitality, and essential services, night shifts are often mandatory, allowing organisations to maintain service standards and productivity around the clock. The growing demand for income opportunities, combined with competitive pressures, has also encouraged organisations across the globe, including those in Northern Cyprus, to develop 24/7 work structures [2].

Despite these operational benefits, existing literature suggests that night shift work can negatively affect mental and physical health, although the extent of these impacts varies with context and working conditions [3]. Long-term engagement in night shifts has been linked to significant disruptions in sleep, with consequences for both mental and physical well-being [4].

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Security is another important factor shaping the experience of night work, particularly in countries such as Northern Cyprus, where accidents, injuries, and other unprecedented incidents are frequently reported among night shift employees [5]. Limited availability of public transport, security concerns, and the risk of theft or other criminal activity further compound the negative impact of night work on employees' physical and mental health [6, 7].

This paper employs a qualitative thematic synthesis, drawing primarily on secondary literature and supplemented by a small number of illustrative interviews, to examine the largely unexplored situation of night shift labour in Kyrenia, Northern Cyprus. By bringing together international and regional evidence, the study aims to inform future empirical research and policy formulation relevant to night-time labour conditions in Northern Cyprus.

The growing demands of competitive labour markets have encouraged organisations to treat night shifts as a key driver of productivity and as a source of income for many individuals. However, working night shifts remains highly challenging for many employees, owing to the complexities associated with the practice, including negative impacts on health and safety and on work-life balance [8].

Working consistently at night can disrupt the circadian rhythm [9], and employees on night shifts are at increased risk of developing Shift Work Sleep Disorder (SWSD) [10, 11]. Night shift work has also been associated with elevated risks of cardiovascular and metabolic disorders, as poor sleep cycles increase the likelihood of conditions such as hypertension and coronary heart disease [12]. International evidence suggests that approximately 4.3% of night workers experience cardiovascular disease compared with 2.6% of day workers; although these figures originate from the automotive sector and are not specific to Cyprus, they are used here illustratively to indicate the severity of the issue for workers engaged in consistent night work [13].

Night shifts also pose notable safety challenges, particularly in Northern Cyprus, where accidents, injuries, and other unprecedented threats have been linked to the practice [14]. Available occupational safety reports suggest that workplace accidents are relatively common among non-standard workers (freelancers, part-time staff, and gig workers) in Northern Cyprus, although the evidence remains disaggregated and does not specifically address night shift workers [15, 16]. This represents an important gap that the present study seeks to address.

The geographical focus of this study is Kyrenia (Girne), Northern Cyprus, with particular attention to the impacts of night shift work on employability, work-life balance, and health and safety. While Kyrenia remains the primary analytical lens, references to Northern Cyprus or Cyprus more broadly are used only where national-level data or regulatory information is unavoidable due to the absence of disaggregated local statistics. In such cases, findings are interpreted cautiously and are not assumed to be fully representative of night shift workers in Kyrenia specifically.

This study aims to synthesise qualitative evidence from primary and secondary sources to critically examine how night shift work in Kyrenia, Northern Cyprus, is shaped by health impacts, safety risks, organisational practices, and infrastructural constraints, and to identify evidence gaps requiring future empirical research. The specific objectives are to:

- Synthesise evidence on the health and well-being impacts of night shift work most relevant to Kyrenia's labour context;
- Analyse the key safety and security risks associated with night work in Kyrenia, including transport and environmental conditions;
- Determine the health, safety, and organisational issues that shape the night shift work experience in Kyrenia, Northern Cyprus;
- Inform policy-makers and urban planners about these challenges and suggest strategies for improving conditions for night shift workers.

These objectives are addressed through the following research questions:

- What health and well-being impacts of night shift work are most consistently reported in the literature, and how might they apply, or not apply, to Kyrenia?
- What safety risks, both workplace-related and commuting-related, are relevant to night shift workers in Kyrenia, and what contextual factors intensify or reduce these risks?
- How do organisational practices, infrastructure limitations, and policy conditions interact to shape night shift work outcomes in Kyrenia?

2. Literature Review

This section reviews literature relevant to night shift work, identifies the research gap addressed by this study, and considers the credibility of the sources used.

2.1 Review of Related Literature

Table 1 summarises ten studies that inform the thematic framework of this review, alongside their relevance to the present study.

Table 1. Assessment of research papers informing the thematic framework

Authors (Year)	Findings	Relevance to this study
Adamopoulos et al. (2022) [17]	Public health inspectors in Greece face significant disruptions to their work due to high responsibility, long hours, and night shifts, contributing to burnout and reduced job satisfaction.	Indicates that prolonged working hours and high job demands, particularly during night shifts, can substantially affect employees' job satisfaction and mental and physical well-being.
Ozduran et al. (2025) [18]	Long working hours, demanding responsibilities, and night shifts negatively affect work-life balance and family relationships, contributing to burnout and reduced productivity.	Resonates with the focus of this study on how night work affects productivity, burnout, and work-life balance.

Authors (Year)	Findings	Relevance to this study
Györi et al. (2025) [19]	Heavy workloads and consistent night shifts are associated with reduced mental stability across human service sectors in Europe, particularly where employee workload is poorly managed.	Supports the analysis of how night shifts affect the mental health of employees in Cyprus, including reports of mental instability and physical strain.
MAKAREVIČIENĖ et al. (2023) [20]	High workload, long hours, and consistent night shifts affect employees' mental health, an area often overlooked in workplace health evaluations; the authors call for policies that better support employee well-being.	Provides a basis for recommending policies that could help organisations in Cyprus create more flexible, employee-centred night shift environments.
Scheiwe (2021) [21]	Reviews changes in EU policy frameworks aimed at strengthening the rights of domestic workers in employment relationships.	Offers a reference point for policies that organisations in Cyprus could adapt to improve employee-centred protections during night shifts.
Pal (2025) [22]	Beyond health and safety concerns, workplace bullying and discriminatory practices are major factors shaping employees' experiences during night shifts.	Highlights the negative effects of bullying and discrimination on job satisfaction during night work, a theme relevant to this study.
Bardhan & Byrd (2023) [23]	Emergency Medical Service (EMS) staff face significant work stress and heavy workloads, with the situation worsening during crises such as COVID-19, affecting their mental and physical capacity to deliver services.	Provides insight into how heavy workloads affect job satisfaction and well-being, informing potential measures for organisations in Cyprus.
Al (2023) [24]	Employees in the hospitality industry face significant challenges in maintaining work-life balance due to long hours and consistent night shifts, affecting their mental and physical health.	Can inform measures to help the hospitality sector in Cyprus manage night shifts without compromising employees' mental and physical health.
Cai et al. (2024) [25]	During the COVID-19 crisis, frontline retail workers faced long hours and heavy workloads, compounded by social isolation, staff shortages, and inadequate facilities.	Indicates that structured workplace frameworks can help workers in supermarkets and similar settings manage workload and work intensity.
Kamara et al. (2023) [26]	Hospital employees often struggle to manage their physical and mental health due to limited flexibility and ineffective workplace policies.	Offers a basis for identifying policies and frameworks that could help medical employees manage their roles while safeguarding their health.

Across these studies, there is broad agreement that night shift work is associated with negative outcomes such as sleep disruption, fatigue, reduced work-life balance, and increased safety risks across sectors including healthcare, hospitality, and retail. However, the extent and nature of these impacts vary by sector and organisational context: some studies emphasise mental health consequences, while others highlight infrastructural and

safety-related challenges. There are also contradictions regarding the effectiveness of organisational measures such as rotational shifts, which appear beneficial in some contexts but insufficient in others. Most existing literature is based on international or European settings with stronger infrastructure and regulatory systems than those found in Kyrenia, limiting its direct applicability. This highlights the need for a context-specific synthesis that interprets global findings cautiously in relation to night shift work in Northern Cyprus.

2.2 Research Gap and Credibility of Sources

A gap exists in the literature regarding a context-specific synthesis of night shift work in Kyrenia, Northern Cyprus. Existing research tends to focus on either European or global populations, or on specific sectors such as healthcare, without considering the broader infrastructural systems, transport networks, and regulatory limits relevant to Kyrenia. Limited attention has also been given to the interplay between organisational practice, urban infrastructure, and social isolation in exacerbating the risks associated with night shifts. This study addresses this gap by systematically conceptualising and thematising varied sources on night work, with explicit contextualisation to Kyrenia, to provide a coherent picture of the issues involved and to identify areas requiring further empirical and policy attention.

The selected sources provide substantive information on how workload intensity, poor workplace policies, night shifts, and discriminatory practices affect employees' job satisfaction, working experience, physical and mental health, and work-life balance. The frequent occurrence of night shifts, combined with inadequate organisational support for health and safety, has also been shown to affect employees' long-term engagement with organisational goals. The chosen sources are therefore considered credible for identifying measures that organisations in Northern Cyprus could adopt to support the safety and security of night shift employees. All sources are recent and draw on evidence from a range of industries, including healthcare, hospitality, and retail, in which employees' experiences of night work under heavy workloads differ.

3. Methodology

This study adopts an interpretivist research philosophy, which treats reality and knowledge as subjective and socially constructed [27]. An inductive approach is applied, reflecting the qualitative methodology adopted: the study begins with a specific context, and assumptions are developed from theoretical assessments and the findings obtained, following a bottom-up process [28]. This approach is also observatory in nature, in that the research objectives and questions guide the development of findings that, in turn, inform broader theoretical understanding of the topic. The analysis is structured around a basic model linking organisational practice, infrastructure limitations, and personal health and safety outcomes, and their mutually reinforcing impact on the well-being of night shift workers in Northern Cyprus.

Data were collected from peer-reviewed sources, including journal articles, reports, case studies, and verified websites, which provided legitimate information and illustrative cases regarding the impacts of night shift work on employee health and safety in Northern Cyprus. The study also draws on a small number of interviews with individuals working night shifts, together with informal observations. Articles, reports, and other published material were sourced from established academic databases and platforms, including Google Scholar, Springer, and ResearchGate. Before selection, sources were screened against the following criteria:

- Articles or papers published within the last five years (i.e., from 2020 onwards);
- Publications in the English language only;
- Exclusion of websites, blogs, or news articles containing misleading information.

Search terms used to identify relevant literature included combinations such as “impact of night shifts on employees”, “health and safety concerns during night shifts in Northern Cyprus”, “commuting culture during night shifts in Northern Cyprus”, “impact of heavy workload on employee mental health”, “effects of long working hours and consistent night shifts on physical and mental health”, “social environment in Northern Cyprus”, “legislation and policy supporting employee well-being”, “alternatives to night shift work”, and “workplace culture improvement and technology adoption for employees”.

Data analysis followed a thematic analysis approach, considered appropriate for evaluating both secondary and primary data sets through a flexible framework that supports the exploration of patterns across sources [29]. The analysis followed the six-phase reflexive framework proposed by Braun and Clarke [30]. The first phase involved repeated reading of the selected sources to ensure familiarity with the data. Meaningful segments relating to the challenges of night shift work were then manually coded according to health impacts, safety risks, organisational practices, and infrastructural constraints. Initial codes were repeatedly reviewed and grouped into broader themes based on their similarity and relevance to the research objectives. Themes were refined through repeated comparison with the original data to ensure internal coherence and clear distinctions between themes. As this is a qualitative study, source triangulation and comparison across studies were used to validate the analysis, rather than participant verification [31]. Reflexivity was applied throughout to acknowledge the interpretative role of the researcher in constructing the themes.

Ethical considerations focused primarily on the integrity of the secondary research, including careful evaluation of source credibility, recognition of potential data bias, and avoidance of selective interpretation, to ensure that the research met appropriate academic standards. The ethical guidelines of the university were followed throughout, and all sources of data, articles, and reports used to extract information have been acknowledged and represented accordingly. For the primary data collected through interviews, informed consent was obtained from all participants, and anonymity and confidentiality were maintained throughout; participants are therefore identified in this paper only by participant number and job role.

4. Findings and Discussion

This section presents the findings of the thematic synthesis, organised around five themes: health and well-being; work-life balance and social effects; safety, transport, and environmental risks; organisational practices and policy gaps; and evidence-informed strategies for improvement. Findings from the literature are discussed alongside illustrative accounts from five night shift workers interviewed in Kyrenia: a delivery rider (Interviewee 1), a restaurant waiter (Interviewee 2), a hotel receptionist (Interviewee 3), a supermarket worker (Interviewee 4), and a restaurant cleaner (Interviewee 5). Full transcripts are provided in Appendix B.

4.1 Health and Well-being Impacts

A growing body of literature indicates that night shift work has substantial consequences for physical and psychological well-being. Persistent interference with the body's biological clock can result in sleep disorders, chronic fatigue, metabolic disturbance, and other adverse health outcomes [32]. This evidence resonates strongly with the experiences of night shift workers interviewed in Kyrenia. Interviewee 1 (delivery rider) described disrupted daytime sleep, persistent tiredness, body pain, headaches, and eye strain, while Interviewee 2 (waiter) reported similarly poor sleep quality and constant fatigue, and Interviewee 4 (supermarket worker) described severe exhaustion accompanied by muscle and back pain. These accounts align with findings that repeated transitions between day and night schedules considerably worsen sleep regularity and physical performance [33].

Sleep disruption also affects cognitive functioning. Insufficient restful sleep has been linked to slower reaction times, memory lapses, and reduced concentration [34], risks that are particularly significant in safety-sensitive roles such as delivery riding, late-night driving, and customer-facing duties. Interviewee 1 identified fatigue as a direct safety risk, explaining that night deliveries are made more dangerous by poor street lighting and reckless driving, and describing a constant fear of accidents while commuting. Interviewee 3 (hotel receptionist) similarly noted that sleeplessness leads to headaches and poor concentration, making it harder to manage guest complaints during late hours. Such accounts illustrate how everyday tasks become more difficult and time-consuming at night, not because they are inherently demanding, but because mental clarity diminishes with fatigue, a pattern consistent with evidence that uncontrolled workloads and prolonged night shifts erode mental stability and functional productivity [19].



Figure 1. Fatigue-related driving risk during and after night work.

The psychological impacts of night work are equally significant. Feelings of anxiety, depression, and low mood are common among night shift workers, particularly where social isolation becomes a chronic condition [35]. Several interviewees described emotional strain linked to loneliness and a lack of connection with normal social life. Interviewee 1 described night work as psychologically stressful and lonely, with a strong sense of social isolation, while Interviewee 3 reported that loneliness during late hours, combined with limited socialisation, negatively affects his mood. Interviewee 5 (restaurant cleaner) similarly described feeling disconnected from a normal lifestyle due to his schedule. These accounts closely reflect concerns that the mental health implications of night work are often inadequately addressed in organisational evaluations, despite their evident relevance [20].

4.2 Work-Life Balance and Social Effects

Interview data indicate that night work substantially disrupts personal schedules and education. Interviewee 2, who combines night shifts with university study, described his work-life balance as extremely low, often attending classes feeling exhausted and agitated. Interviewee 3 similarly reported that combining college life with night work has affected his academic performance. These accounts support findings that hospitality employees on non-standard schedules experience a considerable burden across both personal and professional life [24]. Interviewees 4 and 5, both migrant workers, emphasised that their night shifts leave them with very limited time to see friends or family, reflecting evidence that night work is linked to strained relationships, emotional burnout, and long-term social disengagement [18].

4.3 Safety, Transport, and Environmental Risks

Safety emerged as one of the most consistent themes across all interviews. Interviewees described fears of accidents, harassment, and robbery, alongside concerns about poor infrastructure. Interviewee 2 described fear of robbery and harassment both at and away from his workplace, while Interviewee 4 noted that commuting involves dimly lit streets where the risk of robbery or accidents feels constant. Interviewee 5 added that cleaning empty restaurants at night feels unsafe due to the possibility of unforeseen incidents.

These accounts reflect the physical risks associated with night shift hours and the social stigma frequently attached to night work [36]. Because most of the population is active during the day, night shift workers tend to be more isolated and receive less support or protection from colleagues or employers, increasing the likelihood of accidents or criminal incidents, particularly for delivery workers who often travel alone at night. These observations are consistent with evidence that workers facing inadequate infrastructure and limited institutional support are especially vulnerable [25]. Informal observation also suggests that many areas of Kyrenia lack sufficient street lighting, have inconsistent pavements, and see little police presence late at night, conditions that act as risk amplifiers rather than isolated inconveniences.



Figure 2. Environmental and service conditions affecting night-shift commuting in Kyrenia.

A structurally consistent theme across interviews was the lack of adequate transport. All participants referred to the absence of reliable bus services and the high cost of taxis. Interviewee 1 explained that there is no public transport and that taxis are too expensive to use daily, while Interviewee 3 reported that he is usually forced to walk or rely on private lifts. These accounts illustrate how persistent infrastructural constraints directly shape both occupational risk and personal insecurity for night shift workers.



Figure 3. Road and mobility constraints relevant to night work in Kyrenia.

This pattern supports the interpretation that infrastructure can act as a risk amplifier for night-shift commuting; the present study treats this as a plausible mechanism rather than a quantified local estimate.

Night work in hospitality also involves managing intoxicated customers and considerable emotional labour. Interviewee 2 reported that his mood is affected by dealing with drunk or aggressive customers, while Interviewee 3 described safety concerns when handling late-night guests under the influence of alcohol. These experiences align with evidence that bullying, harassment, and negative interactions with colleagues or customers substantially affect job satisfaction and mental well-being during night shifts [22]. Informal observation suggests that the behaviour of late-night customers can become uncivil, at times leading to impatience, aggression, or neglect, and that workers are often required to manage these situations professionally without managerial support present. This emotional burden increases exhaustion and adds to evidence that excessive emotional and physical demands, without adequate support, reduce resilience and increase the risk of burnout [23].



Figure 4. Workplace environmental stressors during night shifts.

4.4 Organisational Practices and Policy Gaps

All interviewees identified a lack of organisational support systems as one of the most significant issues they face. Interviewee 1 noted the absence of clear organisational policies on rest or safety and described supervisor support as minimal. Interviewees 2 and 5 made similar observations, indicating that supervisors prioritise business performance over employee welfare. These findings align with evidence that limited regulatory attention and weak institutional commitment to employee protection contribute to burnout and dissatisfaction [17]. The need for formalised policies to protect mental health during irregular working hours, an element clearly absent in the organisations where participants worked, has also been highlighted elsewhere [20]. Although European policy frameworks have become increasingly attentive to workers' rights, their practical application at the organisational level often remains limited, particularly for migrant and low-wage workers [21], a mismatch between policy principles and workplace reality that is reflected in the interview evidence.

The interviews suggest that most of these issues stem from systemic factors rather than individual shortcomings. Workplaces were reported to have weak risk assessment practices, limited training, insufficient rest provisions, and no solutions for transport difficulties. Interviewee 4 noted that organisational policies emphasise work output over worker well-being, while Interviewee 5 observed that productivity is valued far more highly than safety. These experiences support evidence that inadequate risk management and limited resources reduce organisations' capacity to safeguard night workers [18], and that ineffective institutional policies can lead to a long-term deterioration in workers' physical and psychological health [26].

4.5 Towards Improvement: Evidence-Informed Strategies

Interview participants also proposed practical solutions, consistently calling for improved transport, stronger safety measures, and better labour protection. Interviewee 1 suggested that organisations and policy-makers should improve night transport, safety regulations, and access to health services, while Interviewee 3 proposed mental health education to improve the night shift working environment.

These recommendations are broadly consistent with the academic literature. Improved ergonomics and technological support can help reduce physical strain on workers [24], while rotating shift patterns can help prevent excessive night work [22]. Training in emergency response and the development of peer support networks can strengthen resilience [23], and sustainable worker well-being requires both government regulation and coordinated organisational policy [26].

5. Conclusion

This study suggests that night shift work in Northern Cyprus presents multiple challenges for workers in the delivery, hospitality, and retail sectors. Health risks associated with sleep deprivation and mental health strain, together with difficulties in commuting safely, weigh heavily on night shift workers. Beyond the cost of taxis, workers also face safety risks linked to walking long distances or relying on informal transport arrangements. The psychological toll of night work cannot be overlooked among the broader risks associated with night shift arrangements in Northern Cyprus.

Addressing these challenges requires greater attention to developing adequate transport systems, providing accessible mental health support, and improving working conditions to meet appropriate health and safety standards for night shift workers in Northern Cyprus.

This study contributes academically by providing a context-specific qualitative synthesis of international literature on night shift work, applied to the under-researched setting of Kyrenia, Northern Cyprus. By integrating health, safety, infrastructural, and organisational perspectives, the research advances understanding of night shift work as a multidimensional experience rather than a purely occupational or medical issue. It also highlights the importance of contextual factors, such as transport limitations and regulatory gaps, in shaping night shift experiences in small-state contexts, offering a conceptual foundation for future empirical research on non-standard work arrangements.

From a policy and organisational perspective, the findings indicate a need for targeted night-time labour policies in Northern Cyprus that extend beyond general occupational health and safety regulations. Policy-makers should consider improving night-time public transport, strengthening enforcement of workplace safety standards, and recognising night shift work as a distinct category requiring tailored protection. At the organisational level, employers are encouraged to adopt rotational shift systems, provide safety and emergency-response training, and implement mental health support mechanisms for night shift workers. These measures may contribute to improved worker well-being, reduced safety risks, and more sustainable night-time operations.

A key limitation of this study is its reliance on a small number of interview accounts and secondary sources, which restricts generalisability and may introduce interpretive bias, as it does not provide a basis for broader claims about the experiences of night shift employees in Kyrenia. Differences in the quality, sectoral focus, or regional relevance of the data may also contribute to interpretive bias, and the lack of disaggregated local statistics further limits generalisation. Future studies should prioritise primary qualitative interviews and mixed-methods research to confirm and build on these findings, particularly with respect to informal workers and gendered experiences of night work. Given the limited sources and sample, contextual gaps, and the potential for interpretive bias, these results should be viewed as indicative rather than conclusive, underscoring the need for further critical research.

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Appendix A. Interview Questionnaire

1. What is your current job role in the night shift in Northern Cyprus, and what is your average working time?
2. What have been the effects of night shifts on your physical health (such as sleep patterns, fatigue, or other health-related issues)?
3. How, and in what ways, has night shift work affected your mental health, including your level of stress, mood, or social isolation?
4. What are the implications of your night shifts for your work-life balance (including family life, social life, or personal routine)?
5. What safety or security concerns do you have when working night shifts, either at the workplace or while commuting to and from work?
6. How would you describe the level of safety and access to transportation when commuting after night shifts in Kyrenia, Northern Cyprus?
7. Which organisational policies (shift schedules, workload, rest, or supervisor support) influence your experience of working night shifts?
8. Does your employer provide any health, safety, or well-being support for employees working night shifts? Based on your experience, what would you recommend organisations or policy-makers do to provide more effective support for night shift workers in Kyrenia, Northern Cyprus?

Appendix B. Interview Transcripts

Interviewee 1 - Delivery Rider

Working hours: 6:00 PM - 6:00 AM. **Status:** University student.

1. Job role and working hours. My night shift is as a delivery rider, normally between 6:00 PM and 6:00 AM. My work involves making food deliveries to customers in Kyrenia, often under time pressure and with little time to rest between orders.

2. Physical health effects. The night shifts have affected my sleeping pattern. My usual sleeping hours are during the day, and my sleep is neither deep nor regular. I am tired most of the time and also experience body pain, headaches, and eye strain, particularly after long hours of riding.

3. Mental health effects. Night work is stressful and lonely, psychologically. I spend most of my time alone, and the lack of interpersonal contact makes me feel socially isolated. I also feel anxious while riding at night, especially on quiet roads, which affects my mood.

4. Work-life balance. My night shifts have disrupted my work-life balance. I miss social events and calls with my family because my schedule differs from theirs. Combining night work with my studies is also very stressful and affects my performance at university.

5. Safety and security concerns. Safety is a major concern. Night delivery is dangerous because of poor street lighting, reckless driving, and the risk of being robbed. While commuting, I am always afraid of accidents.

6. Transport at night. Transportation at night is not safe or reliable. There is no public transport, and taxis are too expensive to use every day.

7. Organisational policies. There are no clear organisational policies regarding rest or safety, and supervisors provide very little support.

8. Employer support and recommendations. My employer does not offer health or mental health support. In my view, organisations and policy-makers need to improve night transport, safety regulations, and health services for night shift workers.

Interviewee 2 - Restaurant Waiter

Working hours: 6:00 PM - 4:00 AM. **Status:** University student.

1. Job role and working hours. I work as a waiter on night shifts from 6:00 PM to 4:00 AM. My duties include serving customers, taking orders, and managing the late-night rush in the restaurant.

2. Physical health effects. These night shifts have affected my physical health by disrupting my sleep and leaving me tired all the time. I rarely sleep well, and my body feels tired most days. I also experience leg and back pain from standing for long hours.

3. Mental health effects. Night work causes stress and frustration. My mood is affected by having to deal with drunk or aggressive customers. I also feel socially isolated, as my schedule does not align with that of my friends or family.

4. Work-life balance. My work-life balance is extremely poor. I am unable to take part in social activities or focus properly on my studies, and I often attend university classes feeling exhausted and agitated.

5. Safety and security concerns. Safety is a concern, particularly when closing the restaurant late at night. There is a fear of robbery and harassment, both at the workplace and outside it.

6. Transport at night. Transportation to and from night shifts is unsafe and limited. There are no buses, and it becomes unsafe to walk long distances at night.

7. Organisational policies. Organisational policies are weak; breaks and workload are not managed properly, and supervisors are more concerned with business performance than employee welfare.

8. Employer support and recommendations. My employer provides no health or safety support. I would suggest improved shift arrangements, better transport options, and stricter safety measures to support night shift workers in Kyrenia.

Interviewee 3 - Hotel Receptionist

Working hours: 7:00 PM - 3:00 AM. **Status:** University student.

1. Job role and working hours. I work as a receptionist on the night shift between 7:00 PM and 3:00 AM. My duties include welcoming guests, answering phone calls, managing reservations, and addressing guest issues after hours.

2. Physical health effects. Night shift work has affected my sleep. During the day, I find it hard to sleep because of noise and sunlight, so I am always tired. I often feel low on energy and experience headaches and poor concentration.

3. Mental health effects. Night work increases mental pressure, especially when dealing with difficult guests alone. Loneliness is particularly noticeable during late hours, and the lack of socialisation negatively affects my mood. Over time, this has left me feeling emotionally drained.

4. Work-life balance. My professional and personal life are out of balance. I have few opportunities for friendships or social gatherings, and it is increasingly difficult to balance university work with night shifts, which has affected my grades.

5. Safety and security concerns. Safety concerns mainly relate to handling late-night guests under the influence of alcohol, as well as the fear of commuting alone after shifts, particularly on dark roads.

6. Transport at night. Transportation at night in Kyrenia is poor. There is no public transport, taxis are expensive, and I am often forced to walk or rely on private lifts.

7. Organisational policies. Organisational policies are limited. While shift schedules are fixed, they offer little flexibility or psychological support, and supervisors are rarely present at night.

8. Employer support and recommendations. My employer does not provide formal health or well-being support. I would recommend improvements to night-time security, transport availability, and mental health education to improve the working environment during night shifts.

Interviewee 4 - Supermarket Worker

Working hours: 12:00 AM - 8:00 AM. **Status:** Migrant worker (work permit holder).

1. Job role and working hours. I work as a market/supermarket worker on the night shift, from 12:00 AM to 8:00 AM. My responsibilities include unloading goods, restocking shelves, and preparing the store for opening.

2. Physical health effects. Night shifts have caused severe exhaustion and sleep difficulties. It is not easy to sleep during the day, and my body feels physically weak. The manual labour involved in long working hours results in muscle pain and back problems.

3. Mental health effects. Night work is a source of stress and frustration. Constant fatigue affects my mood, and social isolation makes me feel increasingly disconnected. In the long run, this has affected my motivation and emotional well-being.

4. Work-life balance. My work-life balance has been negatively affected by night shifts. I have little time to spend with friends or family, my daily habits are disrupted, and I feel out of step with everyday life.

5. Safety and security concerns. Safety is a concern, particularly during the early-morning commute. The streets are poorly lit, and there is a constant fear of being involved in an accident or being robbed.

6. Transport at night. Transportation options are limited. There are no buses, and taxis are too expensive, which makes walking long distances an unavoidable but unsafe option.

7. Organisational policies. Organisational policies focus largely on work output rather than worker well-being. Rest breaks are minimal, and safety training is limited.

8. Employer support and recommendations. My employer does not provide health or safety assistance. I would strongly recommend more effective labour policies, transport facilities, and stronger worker-protection measures for night shift employees in Kyrenia.

Interviewee 5 - Restaurant Cleaner

Working hours: 9:00 PM - 5:00 AM. **Status:** Migrant worker (work permit holder).

1. Job role and working hours. I work as a restaurant cleaner on the night shift, from 9:00 PM to 5:00 AM. I am responsible for cleaning the dining area, kitchen, and storage facilities after closing, and for preparing the restaurant for the next day of business.

2. Physical health effects. Night work has had numerous effects on my physical health. My sleep pattern is completely disrupted; I tend to sleep during the day, but the sleep is of poor quality and frequently interrupted. I experience constant exhaustion, pain, and weakness, largely due to the physical labour involved, including lifting, bending, and standing for long hours. I also suffer frequent headaches.

3. Mental health effects. Night shifts have increased my stress and emotional fatigue. Much of the work is repetitive and performed in isolation. I feel less motivated and often mentally exhausted due to the lack of rest and social interaction.

4. Work-life balance. My work-life balance is very poor. I have little time to communicate with family or socialise. My routine is the reverse of most people's, which makes me feel disconnected from everyday life.

5. Safety and security concerns. Safety is a serious concern. Cleaning an empty restaurant at night feels unsafe, and I worry about theft or unforeseen incidents. This concern is compounded by commuting to and from work in the dark.

6. Transport at night. Transportation after night shifts is very limited in Kyrenia. Taxis are expensive and there are no buses, so I mostly walk long distances, which feels unsafe.

7. Organisational policies. Organisational policies focus primarily on completing work quickly. Little consideration is given to breaks or worker health, and supervisors are not supportive.

8. Employer support and recommendations. My employer does not provide health, safety, or well-being support. I would recommend improved safety precautions, low-cost transport options, and stronger labour legislation for night shift employees in Northern Cyprus.