



# COVID-19 Impact Assessment Survey Result



**Employers  
Confederation  
of the  
Philippines**

# INTRODUCTION

- ▶ In a survey conducted by the Employers Confederation of the Philippines (ECOP) from 27 March 2020 to 15 April 2020, a total of 347 enterprises responded regarding the impact brought about by the COVID-19 pandemic on business operations, work arrangements, and workforce planning.
- ▶ The 347 enterprises which responded in the survey are categorized based on their number of employees:
  - ▶ Micro enterprises – 1-9 employees
  - ▶ Small enterprises – 10 to 99 employees
  - ▶ Medium enterprises – 100 to 199 employees
  - ▶ Large enterprises – 199 and more employees

Out of the **347** respondents...

**148** are **large** enterprises

**62** are **medium** enterprises

**17** are **small** enterprises

**115** are **micro** enterprises

Note: 5 respondents did not disclose this information.

## Size of enterprise based on no. of employees

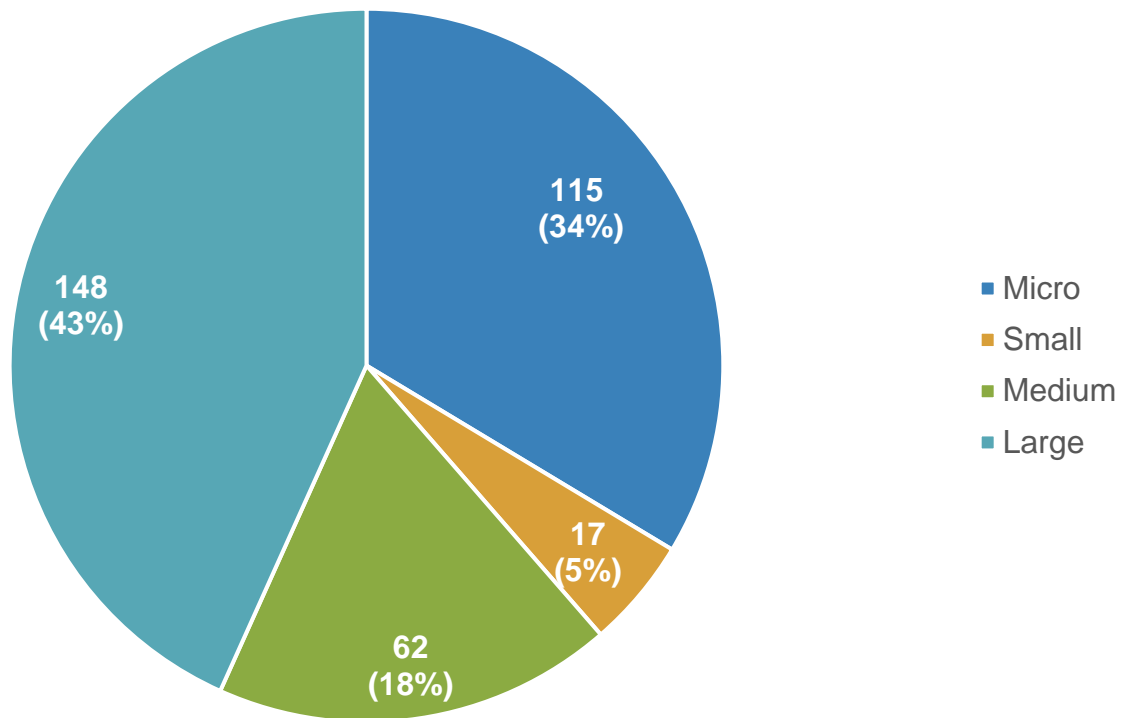


Figure 1. Size of enterprise

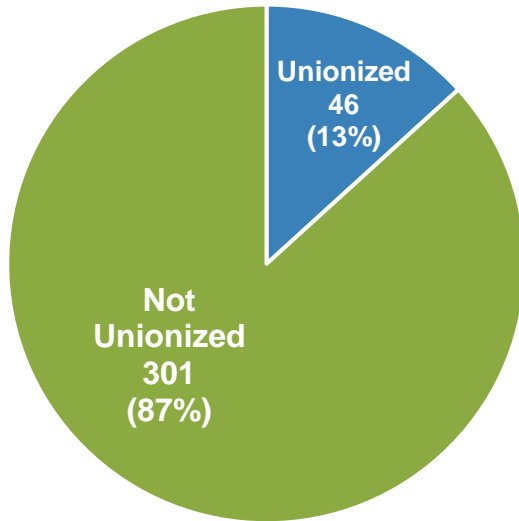
Note: 5 respondents did not disclose this information.



**~306,180 workers**

are employed in the companies of the 347 respondents

# Out of the 347 respondents...



**301** are **not unionized**  
while **46** are **unionized**.

Those which are unionized are affiliated with either the Associated Labor Unions (ALU)/Trade Union Congress of the Philippines (TUCP), Kilusang Mayo Uno (KMU), Federation of Free Workers (FFW), or other independent unions.

Figure 2. Unionization

## What is the **current state** of your company?

Out of the 347 respondents, 321 answered this question. 26 respondents did not disclose their answer to the question.

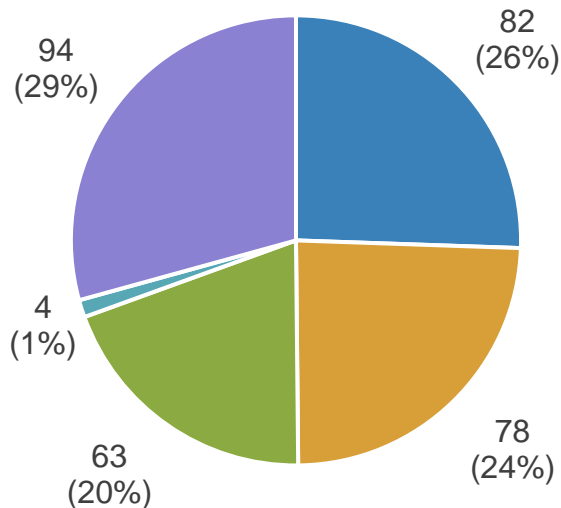


Figure 3. Current state of enterprise

- 82** answered **total shutdown**
- 78** answered **observing slowdown of operations/workers are on skeletal workforce**
- 63** answered **all employees are on WFH arrangement**
- 4** answered **observing normal operations**
- 94** answered **others\***

\* Other answers from the respondents include variations or combination of different flexible work arrangements

## Have you **postponed** any expansion and/or investment decision?

Out of the 347 respondents, 315 answered this question. 32 respondents did not disclose their answer to the question.

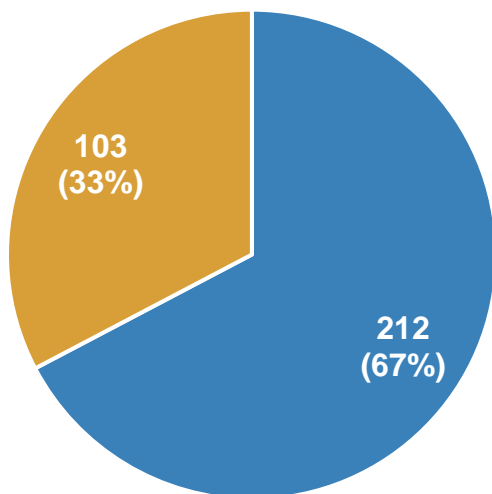


Figure 4. Postponement of expansion and/or investment decision

**212** said **that their company postponed expansion and/or investment decision**

**103** said **that they did not**

The prevalence of the “postponement of any expansion and/or investment decision” by enterprise according to employment size is shown below:

- 98 out of 135 or 72.59% of large enterprises postponed any expansion and/or investment decision.
- 77 out of 108 or 71.30% of small enterprises postponed any expansion and/or investment decision.
- 12 out of 17 or 70.60% of micro enterprises postponed any expansion and/or investment decision.
- 25 out of 55 or 45.5% of medium enterprises postponed any expansion and/or investment decision.



## What has been the **main impact** of the enhanced community quarantine (ECQ) to your company?

Out of the 347 respondents, 320 answered this question. 27 respondents did not disclose their answer to the question.



Table 1. Main impact of ECQ

## What has been the **main impact** of the enhanced **community quarantine (ECQ)** to your company?

Out of the 347 respondents, 320 answered this question. 27 respondents did not disclose their answer to the question.

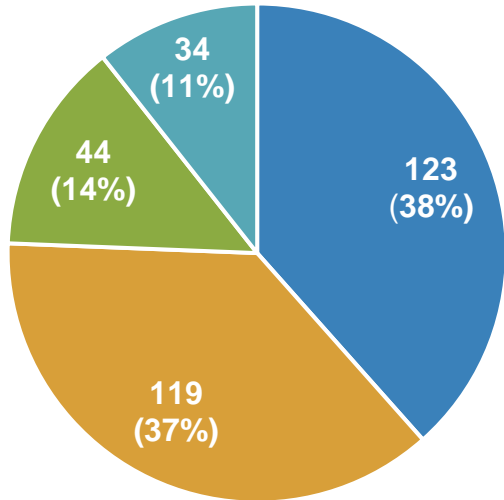
- ▶ Out of the 320 respondents:
  - ▶ 70 or 21.88% companies answered that the main impact of the ECQ is **decrease in demand for products/services/lack of customers**
  - ▶ 61 or 19.06% answered **change in work arrangements**
  - ▶ 33 or 10.31% answered **difficulty in paying employee's salaries**
  - ▶ 32 or 10.00% answered **inability to meet deadlines and other obligations**
  - ▶ 27 or 8.44% answered **reduction in the number of working hours**
  - ▶ 21 or 6.56% answered **well-being of employees**
  - ▶ 18 or 5.63% answered **difficulty in accessing raw materials/disruptions in the supply chain**
  - ▶ 16 or 5.00% answered **reduction in the number of employed persons**
  - ▶ 3 or 0.94% answered **no impact**
  - ▶ The remaining 39 or 12.19% specified other answers.

## What has been the **main impact** of the enhanced community quarantine (ECQ) to your company?

Out of the 347 respondents, 320 answered this question. 27 respondents did not disclose their answer to the question.

- ▶ Other answers from the respondents include:
  - ▶ Decrease of manpower due to travel restriction and lack of public transportation;
  - ▶ Delayed collection of receivables from clients;
  - ▶ Difficulty in communication with clients and supply chain; and
  - ▶ Implementation of strict cash preservation mode.

## When the enhanced community quarantine (ECQ) is lifted, when do you see or expect your operations to go **back to normal**?



Out of the 347 respondents, 320 answered this question. 27 respondents did not disclose their answer to the question.

**123** said **one month**

**119** said **two to three months**

**44** said **six months**

**34** said **over six months to one year**

Figure 5. Expected time frame for operations to go back to normal

# How much are you **prepared to manage** any current impact of the COVID-19?

Out of the 347 respondents, 308 answered this question. 39 respondents did not disclose their answer to the question.

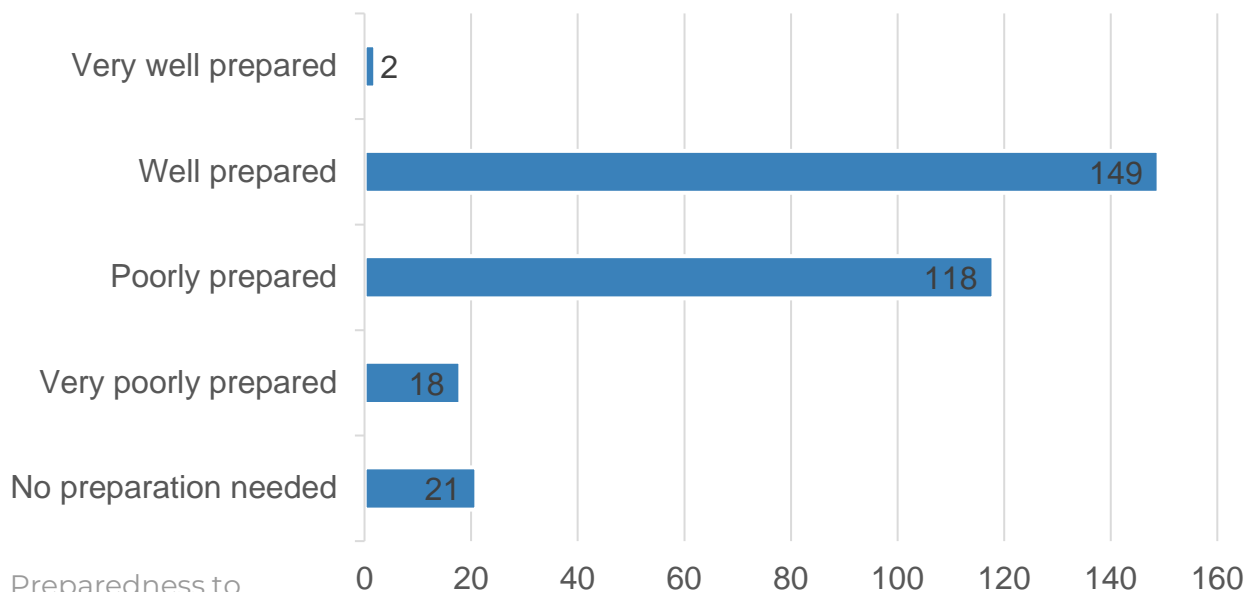


Table 2. Preparedness to manage current impact

## How much are you prepared to manage any current impact of the COVID-19?

Out of the 347 respondents, 308 answered this question. 39 respondents did not disclose their answer to the question.

- ▶ Out of the 308 respondents:
  - ▶ 2 or 0.6% are **very well prepared**
  - ▶ 146 or 42.7% are **well prepared**
  - ▶ 117 or 34.2% are **poorly prepared**
  - ▶ 18 or 5.3% are **very poorly prepared**
  - ▶ The remaining 21 or 6.1% said that **no preparation is needed**
- ▶ The enterprises which said that no preparation is needed cited the following:
  - ▶ A contingency planning group was already established prior to the lockdown;
  - ▶ Organization is prepared but modifies as the situation develops; and
  - ▶ Had some levels of preparation and taking daily fluid directions from the government.

## Correlating the responses to the size of business based on number of employees, it is observed that:

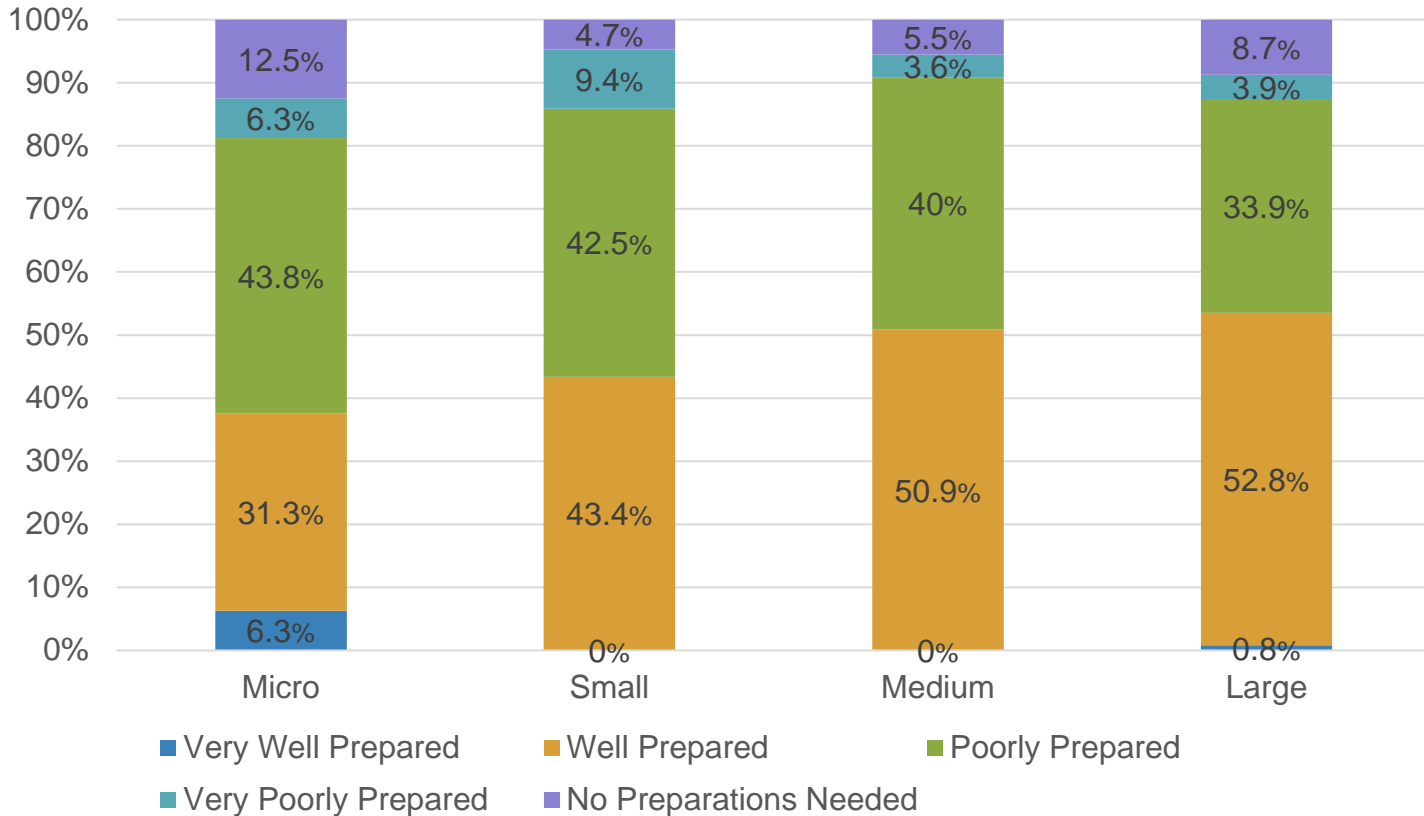


Figure 6. Preparedness to manage current impact according to size of enterprise

## Correlating the responses to the size of business based on number of employees, it is observed that:

- ▶ Out of 127 large enterprises, 0.8% are very well prepared, 52.8% are well prepared, 33.9% are poorly prepared, 3.9% are very poorly prepared, while 8.7% did not need any preparations.
- ▶ Out of 55 medium enterprises, 50.9% are well prepared, 40% are poorly prepared, 3.6% are very poorly prepared, while 5.5% did not need any preparations.
- ▶ Out of 16 micro enterprises, 6.3% are very well prepared, 31.3% are well prepared, 43.8% are poorly prepared, 6.3% are very poorly prepared, while 12.5% did not need any preparations.
- ▶ Out of 106 small enterprises, 43.4% are well prepared, 42.5% are poorly prepared, 9.4% are very poorly prepared, while 4.7% did not need any preparations.



# Before the COVID-19 outbreak, did you have a written **business continuity plan (BCP)**?

Out of the 347 respondents, 304 answered this question. 43 respondents did not disclose their answer to the question.

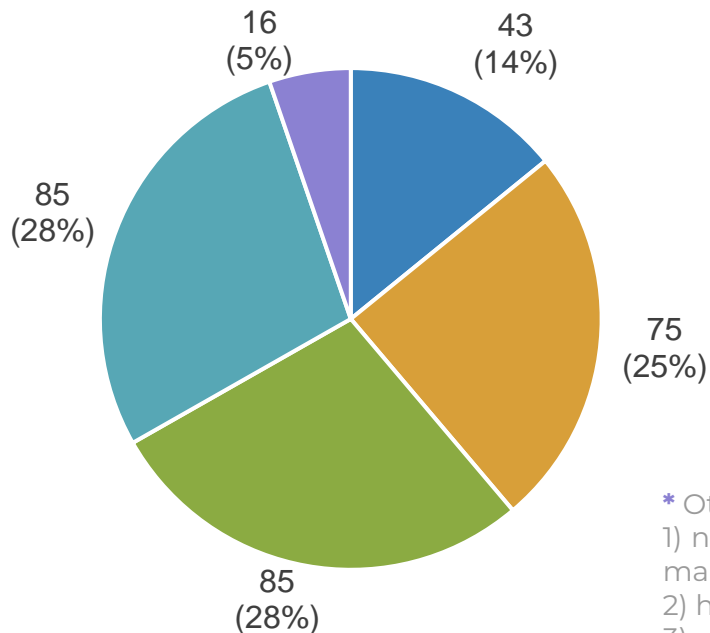


Figure 7. Existence of a written BCP

**43** have BCP and found it useful in managing impact of COVID-19

**75** have BCP

**85** do not have BCP but currently developing one

**85** do not have BCP

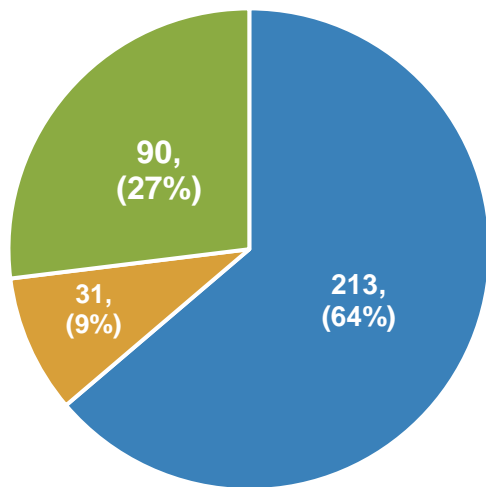
**16** answered others\*

\* Other answers from the respondents include:

- 1) no existing BCP but doing constant communication with top management and people to stay on top of the situation;
- 2) has an existing BCP but doesn't cover for pandemics;
- 3) plant level offices already implemented BCP but head office is still developing one;
- 4) re-used BCP implemented during Taal Volcano eruption; and
- 5) BCP was modified to fit COVID-19 pandemic needs.

## How has the pandemic influenced your **workforce planning**?

Out of the 347 respondents, 334 answered this question. 13 respondents did not disclose their answer to the question.



**213** are on **freeze hiring**  
**31** had to **lay-off workers\***  
**90** answered **others\***

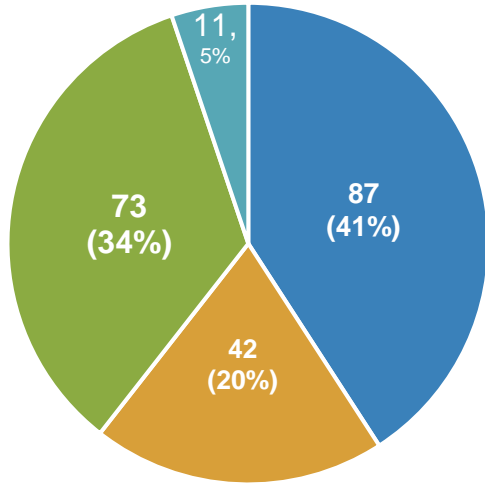
\* For those enterprises which were forced to lay-off employees, number of laid-off workers range from 25-50% of their employees, while some had to lay-off more than 100 employees.

\* Other answers from the respondents include:

- 1) maintaining the number of employees, but if the ECQ or pandemic continues over the next 6 months, project employees will have to be laid-off;
- 2) continuous hiring but deferred in deployment once operations normalize;
- 3) delayed deployment of new hires as the company is unable to start face-to-face training;
- 4) project workers are laid-off;
- 5) extension of probationary period of a number of staff;
- 6) freeze hiring for indirect employees and continuous hiring for direct employees;
- 7) while some said that the pandemic has not influenced their workforce planning yet.

Figure 8. Workforce planning

Regardless of size, majority of the enterprises answered **freeze hiring**. Out of the 213 companies which answered this...

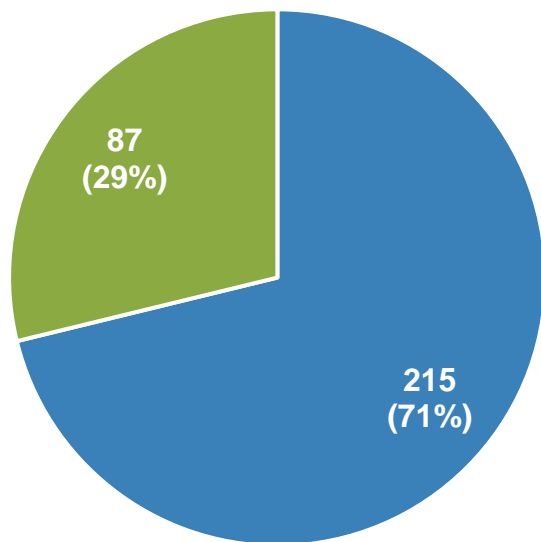


**87** are **Large enterprises**  
**42** are **Medium enterprises**  
**73** are **Small enterprises**  
**11** are **Micro enterprises**

Figure 9. Freeze hiring based on size of enterprise

# Does your company implement flexible working arrangements (FWA)?

Out of the 347 respondents, 302 answered this question. 45 respondents did not disclose their answer to the question.



**215** Implements FWA  
**87** do not implement FWA

A bulk of the respondents which practices FWA are categorized as **large enterprises** which totals **97 out of the 215 companies**.

Figure 10. Implementation of FWA

# What types of FWA did you put in place?

(May not add up to 215 due to multiple answers)

Out of the 215 respondents...

166 or 33.54% said that they practice **telecommuting/work-from-home**

90 or 18.18% said employees are **on forced leave**

58 or 11.72% have **reduction of workdays**

54 or 10.91% practice **rotation of workers**

52 or 10.51% have **reduced work hours**

31 or 6.26% answered **compressed workweek**

12 or 2.42% have a **broken-time schedule**

11 or 2.22% have **flexi-holidays**

21 or 4.24% specified other\* arrangements

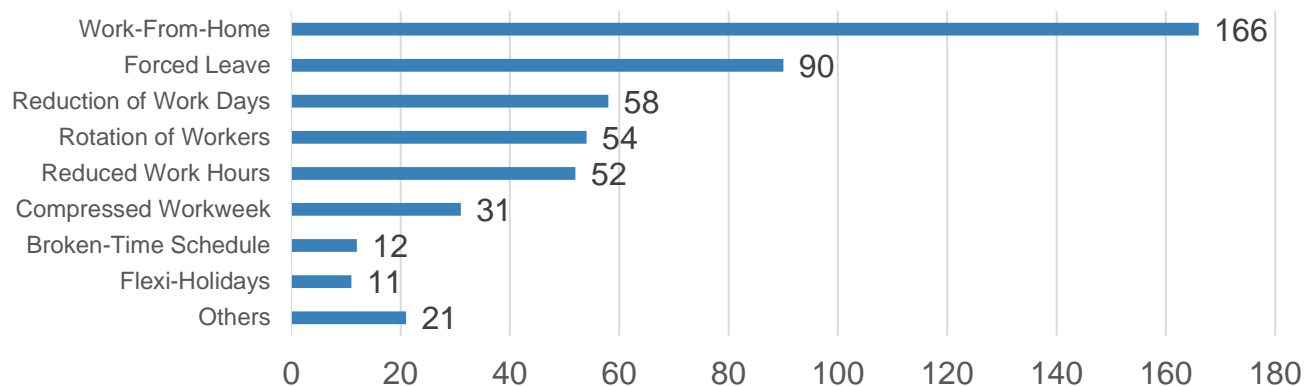


Figure 11. Types of FWA

\*Other FWAs provided by the respondents include stay in with lodging provisions for employees; skeletal workforce; total suspension of work; and relaxed timekeeping for those who are still able to work.

# For WFH arrangements, what **other assistance** did you provide your employees? (May not add up to 166 due to multiple answers)

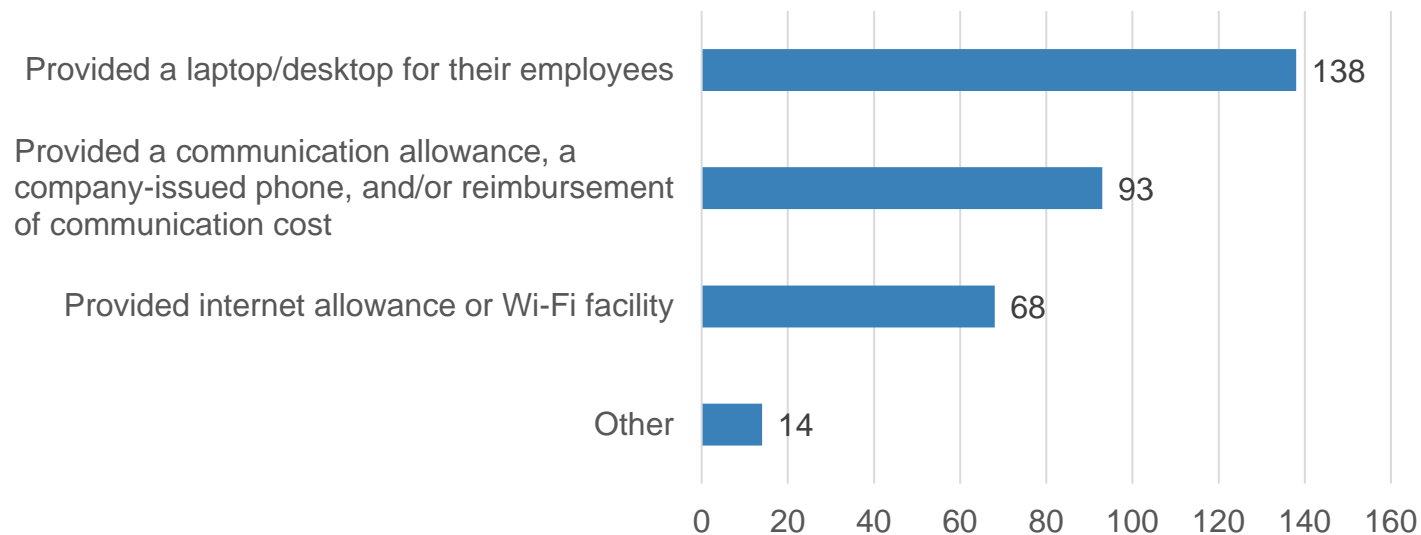


Figure 12. Assistance for those on WFH

Out of the 166 respondents which implement WFH arrangements...

138 or 44.09% provided a **laptop/desktop for their employees**

93 or 29.71% provided a **communication allowance, a company-issued phone, and/or reimbursement of communication cost**

68 or 21.73% provided **internet allowance or a Wi-Fi facility for their employees**, and

14 or 4.47% specified other assistance.

# Does your company provide **additional leave credits** to cover for the leaves incurred during the enhanced community quarantine (ECQ)? (May not add up to 347 since multiple answers are allowed)

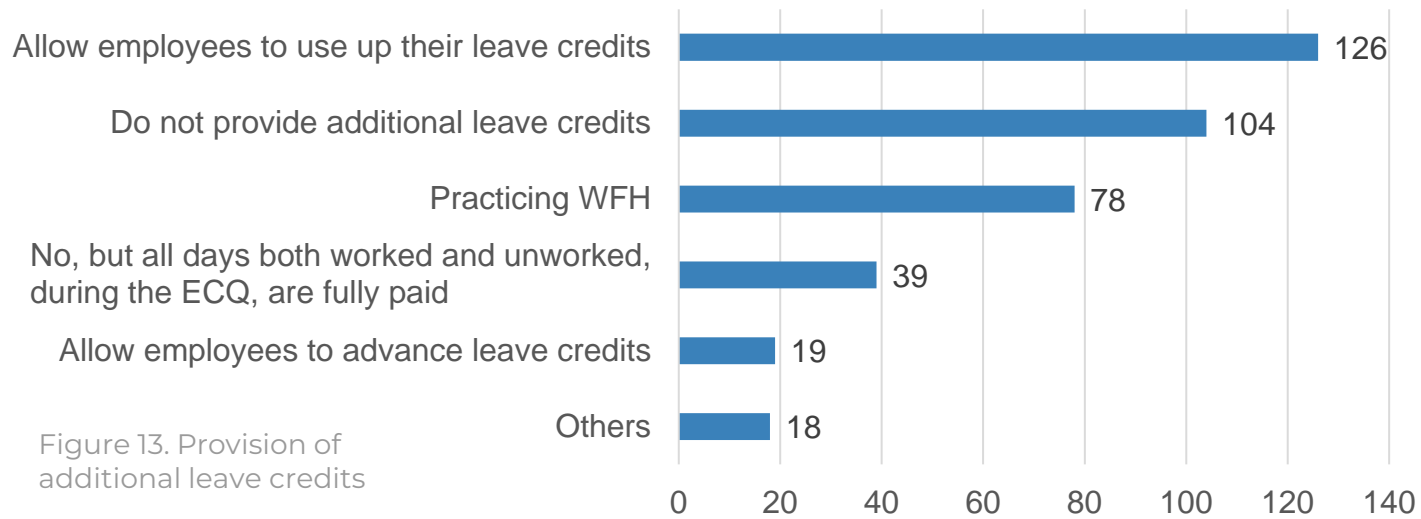


Figure 13. Provision of additional leave credits

From the 347 respondents

126 or 29.93% **allow their employees to use up their remaining leave credits**

104 or 24.70% **do not provide any additional leave credits**

78 or 18.53% **are practicing WFH so there is no need for such**

39 or 9.26% said **no but all days, both worked and unworked during the ECQ, are fully paid**

19 or 4.51% **allow employees to advance their leave credits for 2021**

18 or 4.28% **have special pandemic/quarantine leaves**

37 or 8.79% specified other answers.

## Does your company provide **additional leave credits** to cover for the leaves incurred during the enhanced community quarantine (ECQ)?

- ▶ Other answers include:
  - ▶ Two-week retreat for all personnel with pay;
  - ▶ Provision of the Php 5,000 financial assistance from DOLE in advance, whether the company gets approved or not;
  - ▶ Employees can avail of their sick leave benefit if they get sick while on WFH;
  - ▶ All employees working from home have a special sick leave policy should they be diagnosed with COVID-19 and they will still be fully paid;
  - ▶ Workers with inadequate leave credits availed of the advanced the 13th month pay;
  - ▶ Provision of a pro-rated 13th month pay;
  - ▶ Those on WFH arrangement are given an allowance;
  - ▶ SL and VL of employees are 15 days each against the DOLE SIL of only 5 days;
  - ▶ Administrative personnel are paid 50% of their salary;
  - ▶ Advance leave credits for 2020; and
  - ▶ Extension of “*vale*” to employees weekly.



## Did your company release, in advance, the **13th month pay** to your employees to cover any expense that they may incur during the ECQ?

Out of the 347 respondents, 294 answered this question. 53 respondents did not disclose their answer to the question.

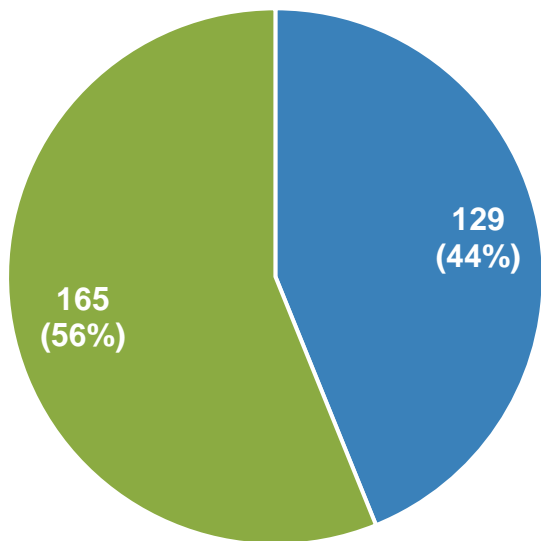


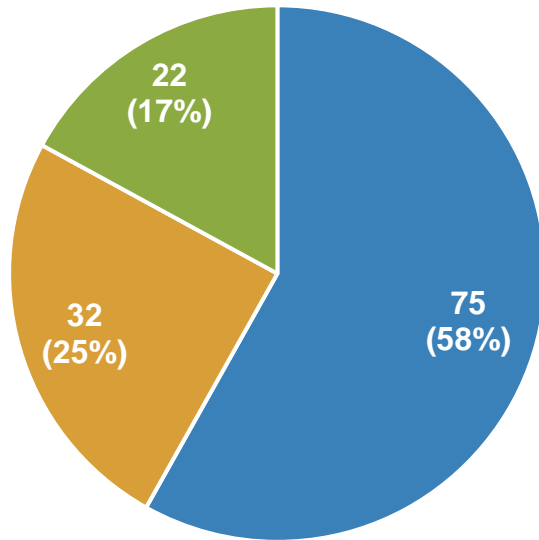
Figure 14. Advance release of 13<sup>th</sup> month pay

**129 released in advance the 13<sup>th</sup> month pay**  
**165 did not release in advance the 13<sup>th</sup> month pay**

- ▶ If broken down per company size, data shows that out of the 165 respondents which were not able to release the 13th month pay, 66 are small enterprises, 11 are micro enterprises, 32 are medium enterprises, and 56 are large enterprises.
- ▶ On the other hand, large enterprises make up the bulk of respondents (68 out of 129) that were able to pay, in advance, the 13th month pay of its employees.

# How is it disbursed?

Out of the 129 that released in advance the 13<sup>th</sup> month pay...

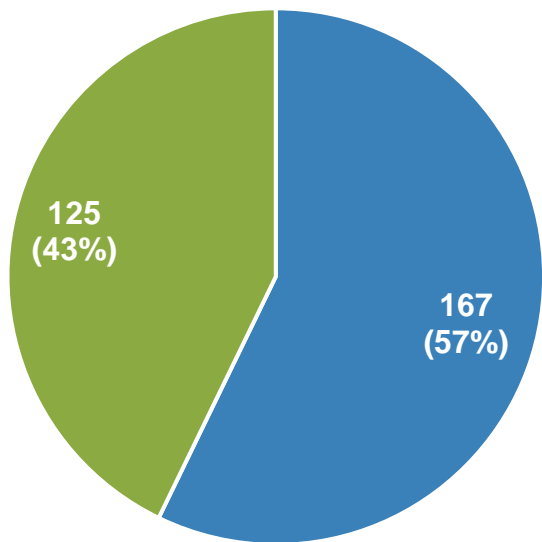


**75** answered **Pro-rated**  
**32** answered **1/2 Year**  
**22** answered **In Full**

Figure 15. Disbursement of 13<sup>th</sup> month pay

## Are there **any other benefits / assistance** extended to your employees?

Out of the 347 respondents, 292 answered this question. 55 respondents did not disclose their answer to the question.



**167** answered **that they provided other benefits and assistance**  
**125** answered **that they did not provide other benefits and assistance**

- ▶ Out of the 167 companies which said yes, 78 respondents are categorized as large enterprises.
- ▶ On the other hand, the majority of those which said “no” are from small businesses which accounts for 52 out of 125 respondents.

Figure 16. Provision of any other benefits / assistance

## What are these other benefits/assistance?

Out of the 167 respondents which said other benefits/assistance are provided...  
(Answers may not add up to 167 since multiple answers are allowed)

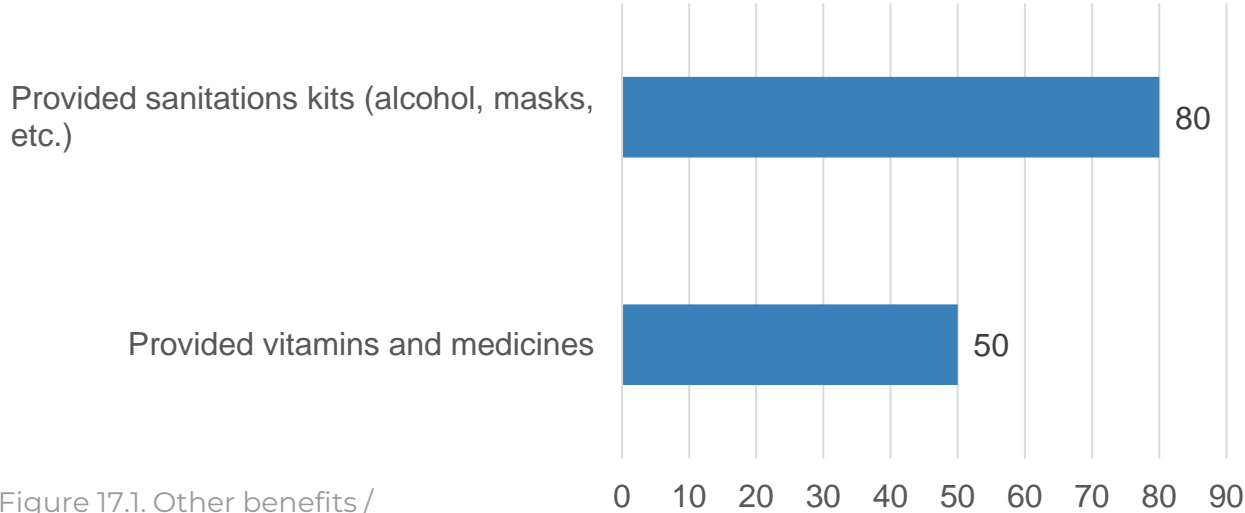


Figure 17.1. Other benefits / assistance provided

It is evident that a majority put premium on the safety of their employees considering that 80 enterprises, or 47.90%, provided their employees with sanitation kits (alcohol, masks, etc.) while 50 or 29.94% provided their employees with vitamins and medicines.

## What are these other benefits/assistance?

Out of the 167 respondents which said other benefits/assistance are provided...  
(Answers may not add up to 167 since multiple answers are allowed)

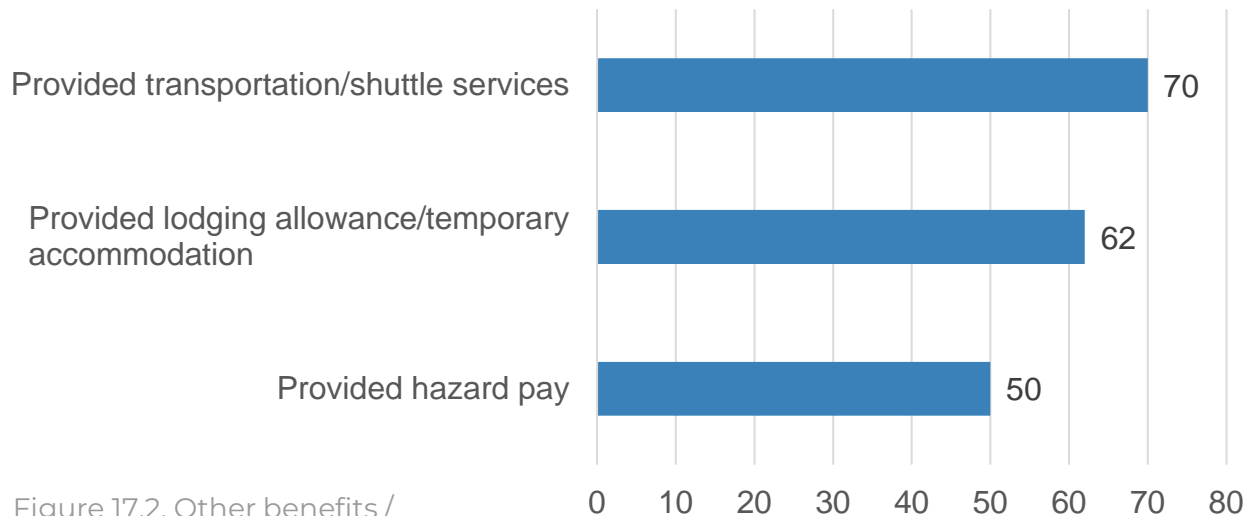


Figure 17.2. Other benefits/  
assistance provided

While some have decided to continue with their operations, 70 or 41.92% provided transportation/shuttle services to their employees in order to ease commute-related concerns, 62 or 37.13% provided lodging allowance/temporary accommodation, while 50 or 29.94% provided their employees with hazard pay.

## What are these other benefits/assistance?

Out of the 167 respondents which said other benefits/assistance are provided...  
(Answers may not add up to 167 since multiple answers are allowed)

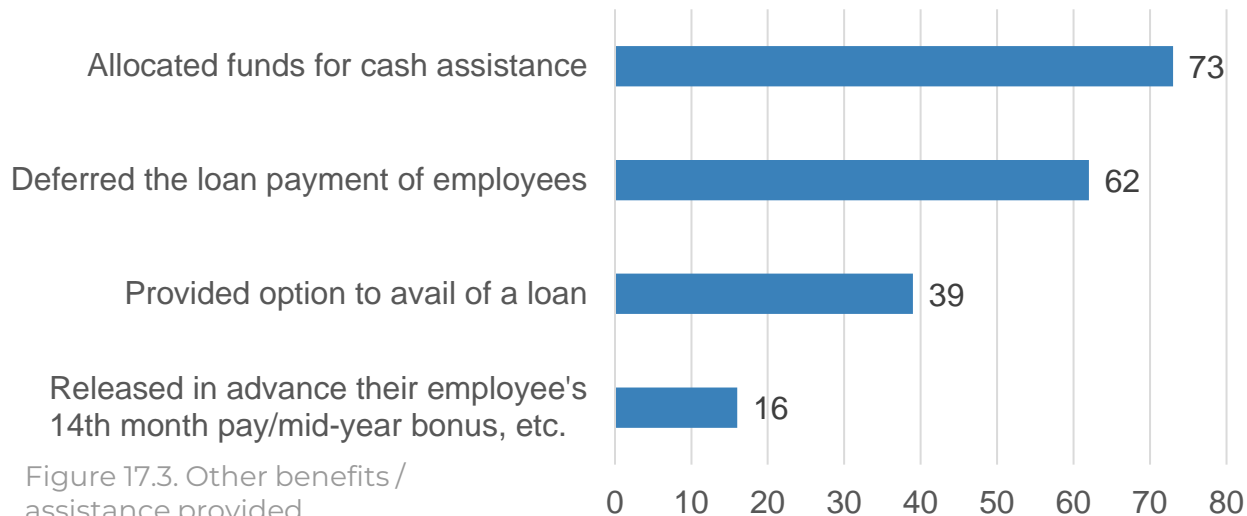


Figure 17.3. Other benefits/  
assistance provided

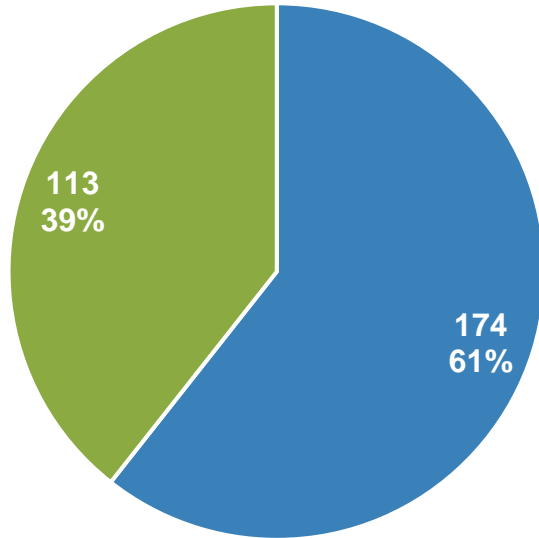
To further help their employees cope up with the effects of COVID-19, 73 or 43.71% allocated funds for cash assistance to their employees, 62 or 37.13% deferred the loan payments of their employees, 39 or 23.35% provided their employees the option to avail of a loan, and 16 or 9.58% already released in advance their employees' 14th month pay/mid-year bonus/etc.

## Are there any **other benefits/assistance** extended to your employees?

- ▶ Other efforts also include:
  - ▶ Early release of leave encashment;
  - ▶ Gave their employees one sack of rice each;
  - ▶ Advance release of salary until April 15;
  - ▶ Advancement of cash benefit;
  - ▶ All employees were given average pays for the Holy Week Holidays regardless whether they worked on March 16 or April 8;
  - ▶ Cash conversion of budget for company activities like sports fest and summer outing;
  - ▶ Charging 50% of ECQ days to company;
  - ▶ Deferment of deductions;
  - ▶ Employees who still report to work are paid additional 25% premium for every 30 minutes of work and are provided with free meals (snack and lunch);
  - ▶ Health cards for all regular employees were fully paid by the company;
  - ▶ Instead of “no work, no pay”, the administrative employees received 50% of their salary during the ECQ;
  - ▶ Provision of internet subsidy;
  - ▶ Gave employees Php5,000 health assistance even before the ECQ;
  - ▶ A stimulus package type of program contributed as pledge or donation from employees particularly managers; and
  - ▶ Mental health consultation at company’s expense.

## In terms of **social responsibility**, has your company extended any support to the community?

Out of the 347 respondents, 287 answered this question. 60 respondents did not disclose their answer to the question.



**174** said **they extended their support to the community**

**113** said **they did not extend their support to the community**

Figure 18. Extension of support to the community



## In terms of **social responsibility**, has your company extended any support to the community?

(May not add up to 174 due to multiple answers)

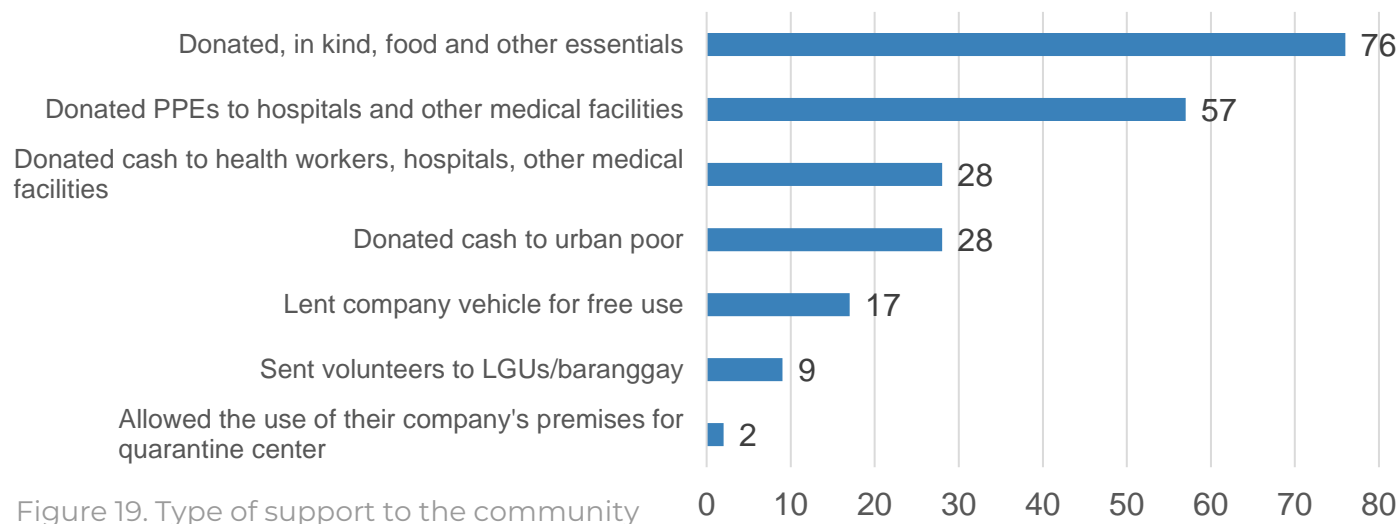


Figure 19. Type of support to the community

Out of the 174 companies which have extended their support to the community, 76 or 30.77% donated in kind of food and other essentials, 57 or 23.08% donated personal protective equipment (PPE) to hospitals and other medical facilities, 28 or 11.34% donated cash to health workers, hospitals, other medical facilities, 28 or 11.34% donated cash to the urban poor, 17 or 6.88% lent their company vehicles for free use, 9 or 3.64% sent volunteers for the LGUs/barangays, and 2 or 0.81% allowed the use of their company's premises for quarantine center.

## In terms of **social responsibility**, has your company extended any support to the community?

- ▶ Other efforts also include:
  - ▶ Working in partnership with the Philippine Red Cross – Quezon City Chapter;
  - ▶ Donation of company's products to make protective case used in hospitals while treating patients with COVID-19;
  - ▶ Donation of 400 sacks of rice, PPEs, thermal scanners, and masks;
  - ▶ Conducting of webinar to school HR regarding legal remedies in handling their employees and weekly newsletter on government advisories and other practices they can adopt in their institutions;
  - ▶ Solicitation of donations for the company's foundation;
  - ▶ Used company's foundation to cover and care for a number families across Metro Manila; and
  - ▶ Wrote to the LGUs to provide assistance to company's clients-veterans, who are also considered senior citizens.

## What other **good business practice** can you share for the benefit of other companies which may wish to benchmark or follow suit?

- ▶ The following is a list of good business practice that respondent companies have shared:
  - ▶ Barangay efforts on ECQ is aligned with the company efforts
  - ▶ Foot bath and tire bath are installed in the advance post
  - ▶ Shower Cabin for drivers and passengers and disinfection bay for vehicles who came from areas with COVID cases
  - ▶ Entrance is manned by HR, Medical, Safety and Security to ensure proper assessment is done prior to entry to the mine site
  - ▶ 3D printing of face shields
  - ▶ Put up wash areas and alcohol areas across the plant/factory
  - ▶ Provided grocery for employees every other week
  - ▶ Donated thermal scanners
  - ▶ Called workers regularly to check on them
  - ▶ 10 per room meeting limitations, others to participate through Skype
  - ▶ Advanced all benefits that are commutable including loans without prerequisites or requirements
  - ▶ Allowed outsourced workers to do rotation of work to maintain income/compensation

## What other **good business practice** can you share for the benefit of other companies which may wish to benchmark or follow suit?

- ▶ Always update all employees on status of their employment and benefits such as HMO and government advisories
- ▶ As a training provider, we can provide free online courses and seminars on managing change in times of crisis, leading through adversity, and other appropriate courses. This we believe will help others cope mentally as they prepare for the more stringent ECQ ahead.
- ▶ Cash Donations to Charitable Religious organizations this is the best time to show your love and concern to all the employees and make them feel secure that in time of crisis like this, no one will be left out. It's sowing good deeds which can be reaped in the future through loyalty and increased productivity.
- ▶ Credit card endorsement of employees instead of loans; most of them have been approved in December 2019.
- ▶ Emergency funds at our sites to cover for employees' meals and immediate needs that will not be procured anymore
- ▶ Employees with remote managers were personally checked by the HR to see if they have any concerns that were not addressed by their remote leaders
- ▶ Have emergency/contingency fund on stand-by
- ▶ Health check, communication, and e-employee engagement initiatives

## What other **good business practice** can you share for the benefit of other companies which may wish to benchmark or follow suit?

- ▶ Implemented an on-line medical consultation with the company doctors so that employees won't need to go to hospital for consultation, prescribed medicines is send thru messenger. Maintain an open on-line communication with all the workers by creating GC and ensure all workers are well informed of the company's updates.
- ▶ In spite of the lock down, we are closely monitoring the status of our employees and those that are in need cash assistance, despite if they are new employees, we shared the same incentives we afford to regular employees. Those without ATM we send them cash assistance via Cebuana Lhuillier.
- ▶ Livelihood opportunities (short-term) for nearby communities
- ▶ Making sure that the employees are well taken care of during the crisis. Further, we monitor daily everyone's health including their family members/household and make sure that they become well (daily call to the sick).
- ▶ Our technology in school (Google/Moodle) made it easy for us to transition to online classes. Most of our employees continue to receive their pay because of this. We have mobilized support for our outsource workers by seeking donations from generous employees, students, customers. Outsource staff such as the housekeeping staff and security guards were given cash assistance by the school.

## What other **good business practice** can you share for the benefit of other companies which may wish to benchmark or follow suit?

- ▶ Personnel were given 2-weeks Retreat at home with continuous full pay of salaries regardless of employment status.
- ▶ Provide counseling and training on work from home best practices. Regular communication with all employees daily.
- ▶ Provision of transportation to maintenance personnel who are required to physically report for work. Granting of COVID19 Hazard Pay: Stay-in - Php500.00 and stay-out - Php300.00
- ▶ Shifted focus on training and skills building for the field force
- ▶ Special salary rates are given to employees, free full meals, provided all the necessary needs such as pillows, mats, blankets, basic care needs. Cash Advance, Emergency loans without interest, issued face masks and alcohol
- ▶ We conducted pulse surveys to check on the well-being of employees. We partnered with organizations that provide mental health services such as counseling. Townhall meeting via Zoom led by top management.
- ▶ We connect and update our employees through 8-week morale booster activities and frequent zoom meetings (per department and management committee)

## What other **good business practice** can you share for the benefit of other companies which may wish to benchmark or follow suit?

- ▶ We have a BCM team that conduct regular meeting via Zoom to discuss Daily health and pandemic bulletins and contact tracing as Well as checking the wellbeing of employees. We also discuss the condition of our assets and preparedness for eventual re startup of operation
- ▶ We made 662 aerosol boxes in a span of 2 weeks and was donated to 132 hospitals nationwide
- ▶ We planned for a 3-month lockdown scenario where employees may still get their salaries (month 1 - shouldered by employer, month 2 - charged to leaves, and month 3 - advanced leaves usage)

## What other **good business practice** can you share for the benefit of other companies which may wish to benchmark or follow suit?

- ▶ Before the COVID-19 issue begun, Nissan Philippines Inc. (NPI) had already established its Work From Home (WFH) policy. Any NPI employee (full time or under probationary) is encouraged to apply a scheduled WFH once in a week by submitting an accomplished form (with his/her deliverables for that day and has to be signed by his/her manager) to HR department. An Occupational Safety and Health committee was immediately established after it was signed into law by our President. The committee ensures its compliance with the law by creating programs related to office health and safety. Such as; requiring employees who made business trips outside the country to undergo self-quarantine before the panic arise on the COVID-19 issue, alcohol and sanitizers are placed on the meeting rooms to prevent the transmission of the virus (if there is any), infographics and other information were given to avoid getting the virus after NPI held a short briefing with our company Physician. The day after the World Health Organization declared COVID-19 Outbreak a Pandemic, the management committee prepared for the worst thing that can happen. An emergency town hall was announced that day and a skeletal workforce was presented. And as our President announced the Enhance Community Quarantine (ECQ), the management and its employees know we are prepared for this thing to happen. After the official announcement, HR team immediately informed its employees thru posting to its social media group the effectivity of the WFH arrangement. Guidelines were given, meetings will be held via Zoom or Skype call, payroll adjustment date was also announced, and emergency numbers were given in case there will a confirmed case of an employee. I'm sharing this email hoping this can support or enlighten any business owners, freelancers, and employers across the Philippines who have been disrupted by the Corona Virus. With the challenges that our World is currently facing, we need to act calm and have the presence of mind when helping others.



# What kind of support do you need from ECOP?

(May not add up to 347 due to multiple answers)



Figure 20. Kind of support needed from ECOP

Out of the 347 respondent companies, 239 or 30.72% said that they are in need of regular update through advisories on important policy pronouncement, 226 or 23.78% said that they are interest in learning about other companies' good business practices and coping measures, 185 or 23.78% said that ECOP should conduct webinars, and 115 or 14.78% said that ECOP may provide further assistance to its members via the ECOP Service Helpdesk.

## What kind of **support** do you need **from ECOP**?

- ▶ Looking at their interests, 105 out of 148 of the large enterprises and 45 of the 62 medium enterprises responded that they need regular update through advisories on important policy announcements, while 73 out of 115 of the small establishments and 11 out of the 17 micro establishments said they are interested on the sharing of good business practices and coping measures.

## What kind of **support** do you need from ECOP?

- ▶ Other responses include:
  - ▶ Company signifying interest on the results of this survey;
  - ▶ Benchmark data on hazard pay;
  - ▶ Provide updates on customs, importation, and other supply chain topics;
  - ▶ Help provide clearer interpretation on policies and benefits being released by the government;
  - ▶ Assistance for government action to ease return to normal business;
  - ▶ Push the government to simplify requirements on financial assistance;
  - ▶ Provide a united front to the government in terms of policies and issues with uncoordinated response of national and local;
  - ▶ Provide a centralized repository of all DOLE advisories and announcements;
  - ▶ More vigorous representation with DOLE when it issues conflicting announcement regarding use of company benefits and legal standards;
  - ▶ Open a lending window to much affected employers as bounce back contingency fund or allow a follow-up committee of members who applied for CAMP at DOLE but still slow on paying the displaced workers via their employers; and
  - ▶ Advocacy with banks and financial institutions on reduction of loan interest rates, new grace period on repayment or re-structuring of principal, deferment of interest payment for 3-6 months and one-year amortization thereof.

## What kind of support and intervention do you need from the government? (May not add up to 347 due to multiple answers)

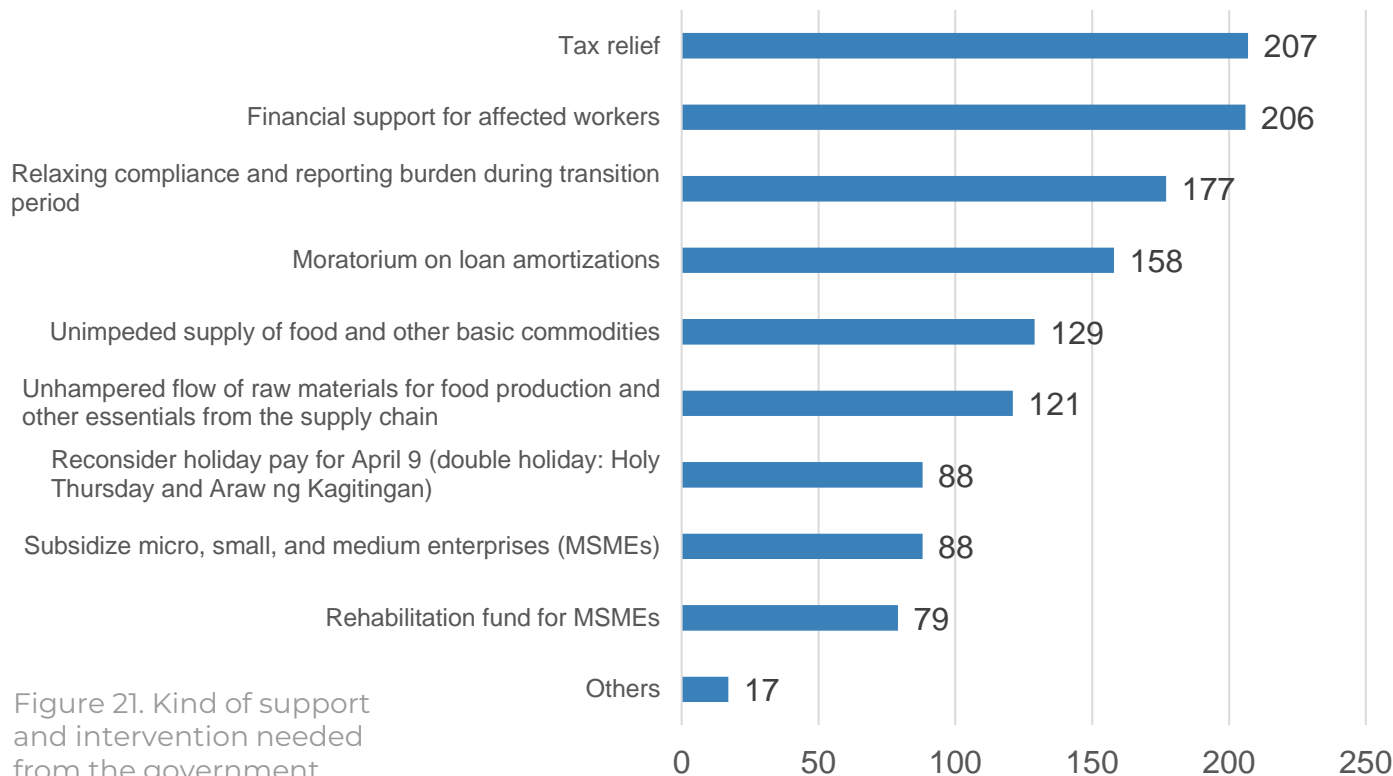


Figure 21. Kind of support and intervention needed from the government

## What kind of **support and intervention** do you need from **the government**? (May not add up to 347 due to multiple answers)

- ▶ Out of the 347 respondent companies,
  - 207 or 16.30% are calling for tax relief
  - 206 or 16.22% are in need of financial support for affected workers
  - 177 or 13.94% are calling for the relaxation of compliance and reporting burden during the transition period
  - 158 or 12.44% said that they need moratorium on loan amortizations
  - 129 or 10.16% said they need to have an unimpeded supply of food and other basic commodities,
  - 121 or 9.53% said they need to have an unhampered flow of raw materials for food production and other essentials from the supply chain
  - 88 or 6.93% responded that the government should subsidize micro, small, and medium enterprises (MSMEs)
  - 88 or 6.93% also called for the reconsideration of holiday pay for April 9 (double holiday: Holy Thursday and Araw ng Kagitingan)
  - 79 or 6.21% answered that the government should allocate rehabilitation funds for MSMEs.

## What kind of **support and intervention** do you need from **the government**? (Multiple answers are allowed)

- ▶ Looking at their interests, majority of the large companies are interested in tax relief (91 out of 148 respondents from large enterprises), while a majority of the medium (36 out of 62 respondents from medium enterprises), small (74 out of 115 respondents from small enterprises) and micro (11 out of 17 respondents from micro enterprises) enterprises are interested in financial support for affected workers.

# What kind of **support and intervention** do you need from the government?

- ▶ Other responses include:
  - ▶ Amnesty for overdue contributions to SSS, PhilHealth, and HMDF;
  - ▶ That the government should consider the areas of weaknesses that was seen during the first two weeks implementation of ECQ and provide measure and directive that each constituents should follow;
  - ▶ Advocate to DOF/BIR the use of tax due May 15 for payment of salaries, subject to presentation of pay receipts, deductible from ITR tax;
  - ▶ Correction of wrong interpretations of national guidelines at LGU level;
  - ▶ Facilitate critical manpower movement within ECQ framework and guidelines;
  - ▶ Government intervention to ensure that banks do not restrict or limit their lending activities/program to enterprises;
  - ▶ Increase the subsidy for students (FAPE/ESC) to prevent too much influx to public schools;
  - ▶ Release DepEd tuition/voucher payments to schools to help sustain employee wages;
  - ▶ Provide support for skeletal workforce by means of mandate for LGUs to honor and uphold continuity of export-oriented and critical businesses;
  - ▶ Tax credits or other financial benefits for support given to front-liners or for community welfare or other ways for the private sector to contribute;
  - ▶ Consideration of DOLE on the 30-day notice to employees and regarding reduction of workers since clients would order outright suspension or reduction of manpower which is beyond the company's control.

# THANK YOU!

Any questions about this survey?

You may contact us at [advocacy@ecop.org.ph](mailto:advocacy@ecop.org.ph)