



REPORT FOR

CoVid-19 Impact Assessment on Members Business

CAMFEBA

Covid-19 Impact Assesement on Members Businessⁱ

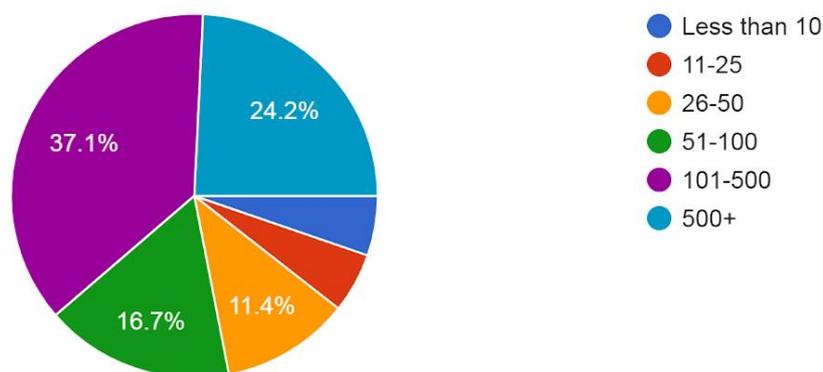
Due to the developing situation in China and Asia, especially Cambodia concerning the Coronavirus, we, CAMFEBA, have been doing the CoVid-19 impact assesment among its members. We try to collect the data and understand how the CoVid-19 impacts on the work arrangements and measurement in members' workforce planning, and the best interest in mind during these adversity times and continuing lobby the government on the possible supports to keep businesses involved in Cambodia with the latest relevant news.

CoVid-19 Alert

- March 31, 2020, the government of Cambodia started the conversation and discussion on the Draft Law in the State of Emergency in order to prepare the key measurements during the outbreak of COVID-19 in the country and around the world.
- The Prime Minister has ordered the closure of all casinos in the country. The number of cases in the country has reached 110.
- NBC's circular on the Loan Restructuring during the Outbreak of Covid-19.
- Cambodia has ordered the closure of schools in the capital, Phnom Penh, and the popular tourist destination of Siem Reap.
- Cambodia has announced a ban on the entry of foreigners from Italy, Germany, Spain, France and the US for 30 days.

How many employees do you have?

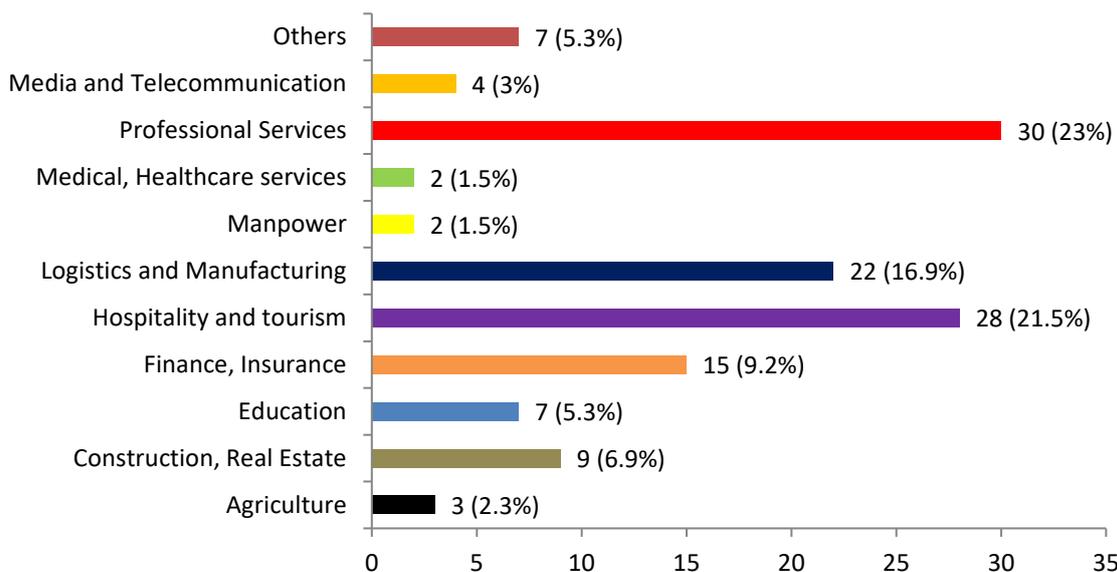
132 responses



The given pie chart shows the percentage of numbers of employees in the responding companies. There are six different categories such as less than 10, 11-25, 26-50, 51-100, 101-500, and 500+ in 2020. There are 132 repondents and majority of them have more than 100 employees.

What industry are you primarily involved in?

130 responses



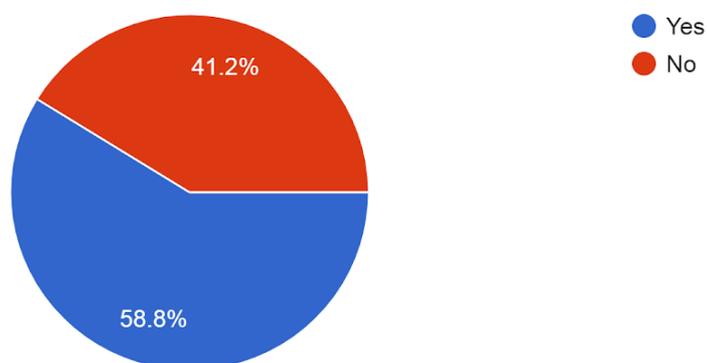
The bar chart demonstrates the selected primary industry involved in the impact of CoVid-19. The ten industries were media and telecommunication, professional services, medical-healthcare services, logistics and manufacturing, manpower sourcing, hopstitality and tourism, finance and insurance, education, construction and real estate, and agriculture.

Overall, professional services was the major industry what the number of collecting survey in the report, whereas hospitality and tourism was the second major industry that collected. Finance and insurance, logistics and manufacturing, and construction were more or less than others.

It it evident that, during this adversity situation of CoVid-19 2020, professional services, where concerned and primarily involved in, what is 30 (23%) individual members provided the feedback and inputs for the report. Hospitality and tourism was the second highest input that is 28 (21.5%) companies, while others are more or less by a few of responses nearly 9% as equally.

Does your company have policies or guidelines for managing the impact of COVID-19 at the workplace?

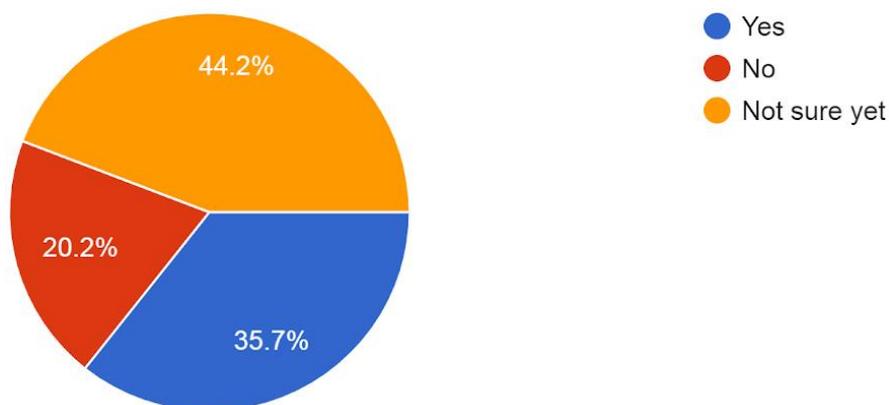
131 responses



This pie chart shows 58.8% of the respondents agreed and prepared either policies or guidelines, whereas 41.2% expressed that they have not yet ready to develop or prepare the policies for managing the impact.

Have you postponed any investment decisions, capital or otherwise?

129 responses



The pie chart demonstrates whether the respondents have made decision to postpone any investment and capital from the impact of CoVid-19.

Overall, it can be seen that the majority of companies (44.2%) still do not have clear decision to postpone any investment and capital. Similarity, the second major 35.7% said that they already postponed the investment decision and other capital. To add up, total reponses of this question in report were 129 reponses.

How is the Outbreak influenced your workforce planning?

126 responses



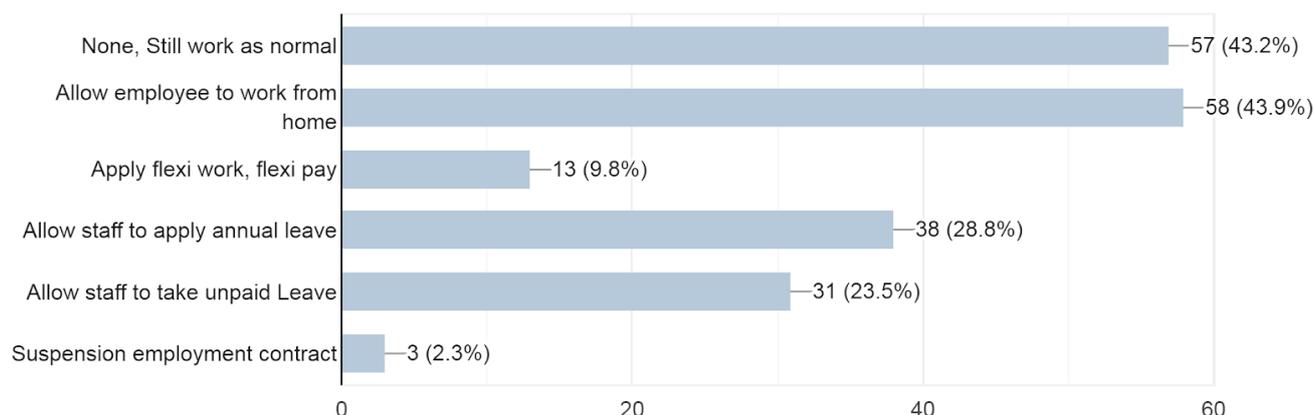
The bar chart demonstrates the most reasons how the outbreak influenced members' workforce planning in 2020. The were some particular reasons to seek out.

Having seen that, 43 individual companies (34%) have stoped hiring new staff as the major reasons to be stated. Likewise, some other companies allowed staff to take unpaid leave and planned to move their people to part-time work with flexible schedule and shift.

In contrast, according to the chart, there were some companies remained their operation planning from the outbreak impacts.

If any of the following approaches have you implemented in your workplace regarding working time?

132 responses



The bar chart reports the appropriate approaches that company has implemented regarding the working time. 57 (43.2%) companies still work as normal during this turbulent situation of CoVid-19, whereas other 58 (43.9%) companies implemented the policy for employees to work from home.

By the way, there were companies still enforced either annual leave (28.8%) or unpaid leave (23.5%).

Can you suggest best practices you are currently undertaking to manage during the COVID outbreak?

From the survey, we have found some suggested best practices to undertake and manage the situation during the outbreak. Here are the summary of the suggested actions:

No	Proposal	% of responses
1.	Providing protection material include alcohol, hand sanitizing gel, face mask to employees and arrange the nurse to stand by in office to check health and thermometer for staffs and guests before entering the company.	42.8%
2.	Social distancing by avoiding all face to face meetings, traveling, workshop, training even inside or outside office, social gatherings, and not traveling to the highly affected countries, instead using telephone or video conference.	21%
3.	Working from home or separating working schedule for all employee, going to office only necessary needs and applying flexi work, flexi pay.	10%
4.	Employee who travelled to restricted countries will be quarantined for 14 days before being allowed back to work or follow any guideline provided by Ministry.	7.8%
5.	Advanced annual leave and public holidays, multi-tasking, job rotation. We shall choose to encourage them taking unpaid leave once they used all paid leave or choose to suspend the contract.	15%
6.	50% of employee salary should be paid by employers within quarantine period. Government should also subsidize 20-50% for employer during this quarantine period (3months).	7%

In addition to the most frequent feedback above, we found there are also similar actions as follow:

- Waiting for Government advices, announcement the preventive action from ministry of health and following strictly with public health guidelines or instructions.
- Using Telecommuting using 365 and Teams.
- We issue Security Advice to staff in regard to pre-cautions measure to takes including postponing oversea travels. For staff who travel from aboard - are put on self-quarantine for 14 days - during self -quarantine; the staff could have options as working from home or taking sick leaves/annual leaves depending on their nature of works.... the Company sets up a Covid19 response committee "inter-departmental" - to monitor on going health threats by Covid 19 and discuss on measure to takes, the committee are very active". Supplies provided at offices:
 - masks
 - sensitizer
 - temperature check
 - self-disclosure by all staffs
 - assessed potential risks and Covid 19 symptoms
 - Hygiene Advice poster by all offices
 - Business Continuity Plan (BCP)

To ensure your business sustainability during this period, what are the most pressing need that the government would be able to support your employment issue?

Among the key proposals from the respondents, we have consolidated and group the proposals as follows:

No	Proposal	% of responses
1.	Reducing or withdrawing the tax payment on salary, income tax, TOP and WHT for 6 months or until the overall economic situation improves.	38%
2.	Delaying payment on utilities since there is no business, especially Mall and other building.	12%
3.	Suspension of employment contract by paying only 50% of employee's salary and another 50% by government or even without paying to employees.	10%
4.	The government should be helped to private sector due to current situation by maintain economy stability and accountability not shutting their operation.	9%
5.	Strengthen the service of Ministry of Health to minimize the infected of COVID19 and finding a way of curing the disease.	9%
6.	Allow for flexibility implementation of labour law as long as we report to government what we do e.g. change a full-time contract to part time to make sure we can maintain jobs in the country, otherwise we have to suspend everyone. Ask the government to continue with strict implementation and measures for reducing transmission of viruses.	4%

7.	Postpone/Suspend the following payment for 3 months or until the situation turns back to normal and Pension Fund shall be delayed till the economic recovery: <ul style="list-style-type: none"> a. Contribution payment for healthcare and accident b. The implementation of Pension c. The Payment of seniority in June this year and the back-pay seniority Repayment of loans for investment purpose, to apply tax exemption as the government did for the hotels in Siem Reap. Many small retailers, small business in our hospitality industry will have to close very soon, firing a massive amount of employees.	3%
8.	Wish the government had systems so that all payments could be made online, through bank transfers, as opposed to having to make cash payments in person.	3%
9.	Keeping basic services running (power, water, Food & Beverage outlets) and control the price of consumer products as well as protection tools.	2%
10.	Coordinate with the owners of buildings that are rented for our businesses (commercial and office buildings, warehouse,) to suspend the payment of rental or at least to cut down 50%	2%
11.	Provide clear guidelines on related action with COVID-19 such as any quarantine periods (i.e. AL or sick leave) or allows employer to be flexibility on working and paying.	2%
12.	Government should provide the mechanism to support SMEs as these are the most vulnerable.	1%
13.	It is good if the government implementation like Garment Sector during the shortage of raw material.	1%

Government's Correspondence to the Survey Result

The Draft Law in the State of Emergency is being discussed

Monday, 31 March 2020, the government of Cambodia started the conversation and discussion on the Draft Law in the State of Emergency in order to prepare the key measurements during the outbreak of COVID-19 in the country and around the world. [>>> Detail](#)

NBC's circular on the loan restructuring during the outbreak of CoVid-19

Phnom Penh, March 27: In preserving the financial stability and support economic activities during the impact of Covid-19, especially in order to reduce the burden of borrower who are losing their primarily income and facing difficulties in settle the payment, the National Bank of Cambodia has introduced the key guideline and procedure in restructuring loan for borrowers and key economic sectors. [>>> Detail](#)

Suspension of Employment Contract

Due to the serious difficulty on economic or material or any particularly unusual difficulty, which leads to a suspension of the enterprise's operations. This suspension shall not exceed two months and be under the control of the Labour Inspector. [>>> Detail](#)

The Government Second Measures to Support the Private Sectors and Workers Affected by the Outbreak Covid-19

March 31, 2020, despite the overall assessment, the Cambodian economy remains strong and while all measures are being taken, the government unofficial press release obtained by the Fresh News Network is featured this morning. while the first round measures which was launched on February 24, 2020 will remain in effect as usual, the Royal Government has decided to introduce the second round of measures aimed at helping the worst-hit private sectors survive this difficult time, as well as assist workers in related sectors. [*>>> Detail*](#)

Financial Supports for SMEs by the Government of Cambodia

April 3rd 2020: Ministry of Finance and Economic has announced earlier today on the Launch of Financial Supports for Small and Medium Enterprises initiated by the government of Cambodia. This initiation is meant to financially support prioritized small and medium enterprises especially those who are from manufacturing industries. [*>>> Detail*](#)

^{i i} Source: <https://docs.google.com/forms/d/1ttj-UcUpz38SM70bcknt3iV6bp-H5ywDocK2qdBXwJ0/viewanalytics>