

COVID-19 Alert Level 3 Lockdown Impact on Work Shifts and Transport Arrangements

The Manufacturing Circle administered a survey to its manufacturing sector database to ascertain the impact of COVID-19 on staggering shifts in response to COVID-19 workplace requirements and assess how companies have aided employee transport arrangements under Alert Level 3 of the nation-wide lockdown (6-9 July 2020). The overall responses to the survey totaled 26 companies, collectively employing 12,928 permanent and 942 temporary employees. As Table 1 illustrates, just over half of the sample size, at 57.6%, are companies operating in the *electrical machinery and electronics* and *basic iron and steel, non-ferrous metal products, metal products, and machinery* sub-sectors.

Table 1: Manufacturing Circle member responses per sub-sector

Manufacturing sub-sectors	Percentage (%)	Numbers of responses
Food products, beverages and tobacco products	0,00%	0
Textiles, clothing and leather goods	3,85%	1
Wood and wood products, paper, publishing and printing	3,85%	1
Petroleum, chemical products, rubber and plastic products	3,85%	1
Glass and non-metallic mineral products	7,69%	2
Basic iron and steel, non-ferrous metal products, metal products, and machinery	26,92%	7
Electrical machinery and electronics	30,77%	8
Motor vehicle, parts and accessories, and other transport equipment	0,00%	0
Furniture and other related manufacturing	3,85%	1
Packaging	3,85%	1
Other	15,38%	4
Total	100%	26



Alert Level 3 Lockdown effect on Working Shifts

In response to the question on the impact of COVID-19 on working shifts, 48.1% of respondents did not stagger shifts, while 51.9% of respondents reported staggering shifts to accommodate COVID-19 Workplace requirements under Alert Level 3. This entailed splitting single shift operations into two shifts or working short time of 60% (where an employee works for three days per week) in addition to introducing other measure such as flexi-time.

Comparing the number of shifts before the COVID-19 nationwide lockdown in March 2020 and the number of shifts currently in Alert Level 3, 27% of the companies reduced the number of shifts due to gazetted workplace place requirements. The remaining 73% indicated that although the number of shifts remained the same, the number of staff working on each shift was reduced by 50%.

Alert Level 3 Lockdown impact on Employee Transportation Arrangements

More than 85% of respondents reported that more than 50% of their employees rely on public transport to commute to work. To overcome the transportation challenges affecting the employees, 42.3% companies provided transportation assistance arrangements.

Of these companies, 43.48% provided private transport arrangement, whereas 47.83% utilized alternative measures such as company transport, call out arrangement, lift clubs. In other instances, employees made arrangements with taxi operators or contracted taxi services.

Alert Level 3 Lockdown effect on Selected Operations/Activities

Table 2 demonstrates the effect of shift staggering on employee attendance, employee productivity, employee remuneration, revenue, operational costs, and peak transit congestion.

Table 2: The effect of COVID-19 Alert Level 3 Lockdown on selected areas in the company

	No effect	Increase up to 20%	Increase more than 20%	Decrease up to 20%	Decrease more than 20%	Total number of companies (Respondents)
Employee Attendance	16	0	0	4	2	22
Employee Productivity	13	0	0	3	5	21
Employee Remuneration	13	5	1	2	0	21
Revenue	12	1	0	2	6	21
Operational Costs	9	7	3	2	0	21
Peak Transit Congestion	10	1	4	3	3	21

- *Employee attendance* – attendance remained the same for 16 of respondent companies while 4 of the companies saw a decrease in attendance of up to 20%. On the other hand, 2 of the companies reported more than 20% decrease in employee attendance as a result of staggering.
- *Employee productivity* – productivity remained the same for 13 of the respondent companies while 4 companies reported a less than 20% decrease in employee productivity. Due to Covid-19 nation-wide lockdowns, 5 companies reported a more than 20% decrease in employee productivity.
- *Revenue* – company revenue remained the same for 13 of the companies in the survey, while 1 of the company reported a decreased revenue stream as a result of subdued economic activity.
- *Operational costs* – for 9 of the companies in the survey operational costs remained the same. In contrast, 7 companies reported an increase in operational costs after staggering, and 3 of the companies reported a decrease in operational costs after staggering.

Covid-19 Testing Analysis

Manufacturing Circle member companies have continuously sought to prioritise the health, safety and hygiene as well as social distancing protocols in response to COVID 19 Regulations/Workplace requirements. To this end, we undertook to proactively assess the situation regarding positive cases at the time of the survey.

Table 3:COVID-19 test analysis

	Under 50 employees	50 – 100 employees	100 – 250 employees	250 – 500 employees	500 – 1000 employees	Over 1000 employees	Total number of companies (Respondents)
Number of companies concluded tests	19	2	3	0	0	0	24
Number of companies with employees tested positive	22	1	0	0	0	0	23
Number of companies with recoveries	22	1	0	0	0	0	23
Number of companies with active cases	21	1	0	0	0	0	22
Number of companies with asymptomatic employees	21	1	0	0	0	0	22
Number of companies has employees who Have Passed Away From COVID-19	19	0	0	0	0	0	19



- *Number of Tests Concluded* – of the total 24 companies responding to the question on the number of conducted COVID-19 tests conducted, 19 companies concluded under 50 tests, 2 companies concluded between 50 - 100 tests and 3 companies concluded 100 - 250 tests. There is no company that concluded more than 250 tests.
- *Number of Employees Tested Positive* – in the total number of 23 companies responding to this question, 22 of the companies confirmed under 50 positive cases and 1 company confirmed between 50 -100 cases. There is no company confirmed more than 100 positive cases.
- *Recoveries* – Of the total number of 23 respondent companies, 22 of the companies confirmed under 50 recoveries and 1 company confirmed 50 – 100 recoveries. There is no company that confirmed more than 100 recoveries.
- *Active cases* – in total 22 companies answered this question 21 of the companies confirmed under 50 active cases and 1 company confirmed 50 – 100 active cases. There is no company that confirmed more than 100 active cases
- *Asymptomatic Employees* – in response to this question, 21 companies confirmed under 50 asymptomatic employees and 1 company confirmed 50– 100 asymptomatic employees. There is no company that confirmed more than 100 asymptomatic employees.
- *Number of Employees Who Have Passed Away from COVID-19* – in the total number of 19 companies responding to the question, all the companies (19 companies) confirmed under 50 Employees passed away due to COVID-19. There is no company that confirmed more than 50 employees passed away due to COVID-19.

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