



# DISPLACEMENT OF ESTABLISHMENTS AND WORKERS IN CENTRAL VISAYAS IN TIMES OF COVID-19 PANDEMIC

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## ABSTRACT

*This research paper aims to present the state of establishments and workers in times of COVID-19 pandemic; discuss the implication of the COVID-19 Adjustment Measures Program (CAMP) under the Bayanihan 1; and make recommendation for improvement in the implementation of CAMP to the Department of Labor and Employment. When the national government imposed a nationwide enhance community quarantine or lockdown on March 16, 2020, majority of business establishments resorted to temporary closures or flexible working arrangements. The implementation of the said lockdown caused the displacement of establishments and workers. There are 9,519 establishments with 261,828 workers affected due to COVID 19 in Central Visayas. Displacement was either establishment implemented flexible work arrangement or resorted to temporary closures. Majority of the displacement came from temporary closures with 6,661 affected establishments (70%) and 150,825 affected workers (58%). Most affected establishments belong to Accommodation and Food Service Activities while most affected workers belong to Manufacturing. Mostly, micro and small size businesses were affected of this pandemic which is found in the Tri-Cities of Cebu, Mandaue, and Lapu-Lapu being the center of commerce in Central Visayas. The Department of Labor and Employment being the implementing arm of the National Government in the field of labor and employment made a timely response thru the COVID-19 Adjustment Measures Program (CAMP).*

**KEYWORDS:** *Displacement, Covid-19 Pandemic, Covid-19 Adjustment Measures Program, Philippines*

## INTRODUCTION

On March 16, 2020, the Philippine government imposed an enhanced community quarantine (ECQ) with the primary objective of the ECQ is to flatten the curve, corresponding to the daily trend of cumulative cases. Prior to the ECQ, the number of cases was doubling almost every three days. Provinces and cities in Central Visayas also started to impose a lockdown following these developments. One of the consequences on the lockdown was displacement of business establishments and workers. Several displacements in business establishments and workers are being experienced in Central Visayas. It brought tremendous pressures on the government on how to help the workers. Among the problems are how to finance the basic necessities of the families of these workers.

Patrick Patriwirawan Jr.'s article entitled "An Evaluation of DOLE Programs for Displaced Workers: A Critique of the Policy Framework for Worker Displacement in the Philippines," published in the Philippine Journal of Labor Studies, indicated that although DOLE has been addressing the needs of displaced workers since 1997 and has released various department orders related to displacement, there is no official national definition of worker displacement provided by DOLE in both conceptual and operational terms. Also, the Labor Code of the Philippines does not offer a clear definition of worker displacement. In addition, Mr. Patriwirawan showed varying definitions and interpretations of job displacement from different DOLE issuances and programs as quoted below:



DOLE Issuance	Definition/Interpretation
<p><i>Paragraph 1, Article 1</i> DOLE Department Order No. 07-01 Guidelines for the Operation of Quick Response Teams (DOLE QRT RESPONSE: Balik_Trabaho)</p>	Displacement was implicitly referred to “industry closures and retrenchment due to the adverse effects of globalization and economic crises”
<p><i>Section 9, Article II</i> DOLE Department Order No. 137-14 Guidelines in the Implementation of the Department of Labor and Employment Integrated Livelihood and Emergency Employment Programs (DILEEP)</p>	Reasons cited for the displacement of workers are “natural and man-made disasters”.
<p><i>Section 5(f), Article I</i> DOLE Department Order No. 173-17 Revised Guidelines in the Implementation of the Department of Labor and Employment Integrated Livelihood and Emergency Employment Programs (DILEEP)</p>	Displaced workers were referred to as “workers in the formal and informal sectors who became unemployed, underemployed, or have lost their livelihood as a result of closure of establishment, economic crisis, retrenchment, termination, natural disaster/calamities”.
<p><i>Item 1 under Program Coverage</i> DOLE Department Order No. 85-07 DOLE Adjustment Measures Program for the Prevention of Job Losses and Assistance to Displaced Workers</p>	Displacement was implicitly describes through the enumeration of the following reasons for displacement: (1) rightsizing, (2) redundancy, (3) import competition, (4) introduction to technological change and labor-saving devices, and (5) other analogous causes directly or indirectly caused by trade liberalization.
<p><i>Section 2 and 4, Article I</i> DOLE Department Order No. 152-16 Guidelines in the Implementation of K to 12 DOLE Adjustment Measures Program</p>	Displacement was referred to the employment impact of the implementation of Republic Act No. 10533 otherwise known as the Enhanced Basic Education Act of 2016.
<p><i>Section 3(a) and 3(b), Article I</i> DOLE Department Order No. 177-17 Expanding DOLE Adjustment Measures Program for Displaced Higher Institution Personnel due to the Implementation of Republic Act No. 10533</p>	The expanded DOLE AMP defined displacement as the separation of the HEI and its personnel due to the implementation of RA 10533. Due to the peculiarity of education institutions, it also categorized displaced workers into: partially displaced (separated from employment but has other wage employment); totally displaced (separated from employment with no other wage employment); and temporary displaced (temporary suspended with no other wage employment).
<p><i>Section 3(a)(i), Article I</i> DOLE Department Order No. 191-18 Guidelines on the Adjustment Measures Program for Affected Workers Due to the Boracay Island Rehabilitation</p>	Displaced workers were referred to as “workers whose employment is severed by reason of the permanent cessation of operations, or permanent closure of the employer’s business establishment.
<p><i>Item 1, III. Definition of Terms</i> Job Displacement Monitoring System</p>	As a term, displacement was used interchangeable with termination. The term was referred to terminations of workers due to establishment shutdowns/closures or retrenchments due to economic reasons.

According to the research of Maria Isabel D. Artajo and colleagues titled "Leaving No Worker Behind: Evidence from a Participatory Assessment of DOLE Interventions for Displaced Workers," worker displacement can result in a severe crisis for workers and their communities. The impacts of displacement are extensive, and therefore, addressing the issue requires a combination of immediate, medium, and long-term measures to provide support not just during post-shock but also pre-shock

situations. To fulfill its mandate, DOLE has developed various policies and programs aimed at assisting displaced workers since the late 1990s. One of these programs is the COVID-19 Adjustment Measures Program (CAMP), which the DOLE issued Department Order No. 209, Series of 2020, entitled "Guidelines on the Adjustment Measures Program for Affected Workers Due to the Coronavirus Disease 2019." The guidelines outlined the program's objectives, coverage, program assistance,



corresponding requirements, and procedures regarding the provision of financial support as social protection and welfare for affected formal sector workers.

The CAMP is a safety net program that offers financial support to mitigate the adverse economic impacts and reduction of income brought about by the said pandemic. According to Charlotte Justine Diokno-Sicat and Ma. Alma P. Mariano in their research work entitled "A Public Expenditure Review of Social Protection Programs in the Philippines" cited that social safety nets are non-contributory programs, stop-gap mechanisms or urgent responses that address effects of economic shocks, disasters and calamities on specific vulnerable groups. These are measures that target affected groups with the specific objective of providing relief and transition. Measures include emergency assistance, price subsidies, food programs, employment programs, retraining programs and emergency loans. Assistance to Displaced Workers-Adjustment Measures Program (AMP) offers a package of assistance and other forms of intervention to workers displaced by social and economic disruptions. Examples include both local and overseas employment facilitation and livelihood assistance to those who prefer to engage in entrepreneurial activities. In 2007, the DOLE expanded the coverage of AMP to skilled workers in key industries and assisting affected companies that want to restructure and manage their workforce (DOLE 2007). In order to do this, the DOLE formed Quick Response Teams (QRT) in national and regional offices.

"Philippines: Social Protection Review and Assessment" published by International Bank for Reconstruction and Development/The World Bank, mentioned that the AMP provides assistance to (a) workers who have been displaced due to business closures, labor retrenchment, or economic downturn; and (b) agricultural workers who are affected by changes in the local economy. Benefits consist of (i) job-search assistance and counselling (including for overseas reemployment); (ii) entrepreneurship training; (c) provision of seed capital for income generating activities; and/or (iv) retraining to increase employability and competitiveness. The program is operated by DOLE. Further, Md. Ashrafal Alam and Sheikh Abir Hossai in their research work entitled "Effectiveness of Social Safety Net Programs for Poor People in the Government Level of Bangladesh" as published in the International Journal of Social Sciences and Management connotes that the contribution of Social Safety Net Program is now viewed not merely in terms of their impact on challenged families, but their systemic benefits - in enabling higher levels of employment and entrepreneurship, sustaining household consumption and human capital, securing pro-poor growth and promoting social inclusion and national cohesion.

The UNI Global Union-Philippine Liaison Council (UNI-PLC), through Jesus Exequiel Nidea, President, on March 16, 2020, called upon the Philippine government to put in place programs aimed at protecting workers and providing emergency relief for workers affected by the COVID-19 crisis. Specifically, it calls upon the Department of Labor and Employment (DOLE)

to enhance and fast-track the roll out of its COVID-19 Adjustment Measures Program (CAMP) particularly the financial assistance to those workers who have temporarily or permanently lost their jobs or their livelihood.

The Leaders Forum composed of the top-level representatives of business organizations including the Employers Confederation of the Philippines (ECOP), Philippine Chamber of Commerce and Industry (PCCI), Philippine Exporters Confederation (Philexport), Trade Union Congress of the Philippines (TUCP), Federation of Free Workers (FFW), and Sentro ng mga Nagkakaisa at Progresibong Manggawa (SENTRO), jointly issued on April 8, 2020 a recommendation on how to better implement the DOLE COVID-19 Adjustment Measures Program (CAMP). As a quick response, the Department of Labor and Employment has put in place the CAMP to provide temporary relief to workers. However, its enforcement has been encountering policy and programs gaps in terms of the following:

1. Notification: rank and file workers' only form of communication is through text messaging. Many do not have access to internet and thus, cannot use e-mails. Mobile messaging and calls will require additional costs for them.
2. Benefits: no public transportation is available; offices are closed; not all workers have ATMs or bank account.
3. Requirements: payroll and payslips, are confidential and are in offices which are closed.

To ensure that the assistance reach the workers in a timely manner to enable them to weather the economic contraction resulting from the ECQ, the Leaders Forum recommended the following:

1. DOLE to notify employees and/or employer through e-mail and/or text message on the status of a company's application under the CAMP (strictly within three days after submission of requirements, as prescribed in DOLE D.O. 209 series of 2020), stating the expected date/s of release of the benefits to the employees.
2. Government accounting and auditing rules may have to be relaxed and should take a backseat to address the paramount survival needs of our workers.
3. DOLE to release a report on the budget allocated for CAMP per region, with daily updates including amount disbursed, number of workers covered, and number of CAMP applications as against approvals and disapprovals.
4. State the reasons for disapproval of CAMP applications.
5. That only one documents among the following be submitted in lieu of the two documents as required such as establishment report, payslip, logbook, SSS Alpha list, HR-certified list of employees, & certified payroll.
6. That DOLE allows workers to submit requirements directly using an online portal especially created for CAMP applications. Applications may be verified



through the applicants' SSS and/or company IDs or certificate of employment (template should be provided by DOLE in the online portal).

7. That DOLE fast track the procedures by allowing both national and regional DOLE offices to process applications.
8. That distribution of benefits be done through of the following, whichever is most convenient and expedient for the worker to receive the financial assistance:
  - a. Through banks directly to the savings/payroll accounts of the workers;
  - b. By the employer through checks payable to the individual employees, uncrossed and encashable. The employers will take full responsibility and accountability for actual releases to their employees.
  - c. Through money-remittance services (e.g. Pera Padala, Palawan Express, Western Union, etc.)
  - d. Mobile wallets (e.g. Smart money, G-cash, etc.)
9. Since the ECQ has been extended, government will consider increasing allocation to CAMP, as this is clearly insufficient to meet the needs of a formal sector worker, and ensuring income subsidy, through CAMP, on a monthly basis for the duration of the ECQ. Any such income subsidy should be equivalent to the prevailing minimum wage.

The Department of Labor and Employment (DOLE) Regional Office No VII published a press release seeking full understanding from employers and workers, who have not received the COVID-19 Adjustment Measures Program (CAMP) financial assistance as it stopped accepting online application for said program effective 15 April 2020, 5:00 P.M. The DOLE-Central Office, in an official statement said that the labor department has been swamped with volumes of requests that the available fund for the program amounting to P1.6 billion is very close to being depleted.

On May 4, 2020, the Cebu Provincial Board passed a Resolution sponsored by 6th District Board Member Glenn Anthony Soco urging DOLE-7 to be more transparent in the actual status of the application processing for financial aid to displaced workers in both the formal and informal sector. The board asked for the total budgetary allocation received by the office for the program, the list of companies eligible for coverage along with their respective list of employees, the list of all approved companies and their corresponding employees, a breakdown on the total budgetary allocation released as aid to the approved companies' employees, the list of pending companies, a list of companies and their pending approval status and a timeline of the releasing of aid to companies that have submitted requirements prior to April 16, 2020. It was also pointed out that workers have reportedly cried out on the protracted implementation of CAMP. The board also demanded that DOLE-7 should endeavor to include all displaced workers in the financial assistance program as it was devised to assist

every displaced worker and not just those who have submitted applications at an earlier date.

Abad (2020) found that COVID-19 pandemic has significantly impacted the Philippine economy, leading to a contraction in economic activity, a decline in consumer and business confidence, and disruptions in global trade and supply chains. Alba (2021) pointed out that the COVID-19 pandemic has significantly affected small and medium enterprises (SMEs) in Cebu, Philippines, with many experiencing reduced sales, disrupted supply chains, and decreased profitability. The author also identified the challenges faced by SMEs in adapting to the pandemic, such as limited financial resources, inadequate digital infrastructure, and a lack of access to information and support services. Moreover, Calara (2020) investigated the impact of COVID-19 on small and medium-sized enterprises (SMEs) in the Philippines and identifies the challenges and opportunities that emerged during the pandemic. The author found that the pandemic has had a significant adverse impact on SMEs in the Philippines, with many facing decreased sales and revenue, disrupted supply chains, and difficulty in accessing financing.

Cielo (2021) investigated the impact of the COVID-19 pandemic on tourism workers in Cebu City, Philippines, and found that the pandemic has resulted in significant job losses and income reductions for workers in the tourism sector. The author noted that tourism businesses, such as hotels, resorts, and restaurants, have been severely affected by the pandemic, with many closing down or reducing their operations. This has resulted in the displacement of thousands of workers, particularly those in low-skilled and informal jobs. Also, Gorgonio (2020) examined the negative impact of the COVID-19 pandemic on the tourism and hospitality industry in the Philippines. The study revealed that the pandemic has led to a significant decline in tourist arrivals and revenues, resulting in many hotels and tourist attractions shutting down or limiting their operations.

In his article "The impact of COVID-19 pandemic on Philippine manufacturing," Labios (2020) examined the effects of the COVID-19 pandemic on the manufacturing industry in the Philippines. He highlighted the decrease in production and sales in the first half of 2020 due to lockdown measures and decreased consumer demand. Likewise, in his article "The impact of COVID-19 pandemic on Philippine transport sector," Mariano (2020) examined the effects of the pandemic on the transport industry in the Philippines. The author highlighted the decrease in passenger traffic and revenue for all modes of transportation due to the implementation of quarantine measures and reduced mobility.

The study conducted by Montecillo (2020) revealed that the COVID-19 pandemic has had a significant negative impact on micro, small, and medium enterprises (MSMEs) in the Philippines. The study found that MSMEs experienced a decline in sales and revenue due to various factors such as the implementation of community quarantine measures, which disrupted supply chains and restricted mobility, as well as a decrease in consumer demand. Meanwhile, Pineda's (2020)



study investigated the effects of the COVID-19 pandemic on the retail industry in the Philippines. It showed that the pandemic has caused significant disruptions in the retail industry, including reduced consumer demand, supply chain disruptions, and store closures. Also, Sy (2020) investigated the impact of COVID-19 on the food and beverage industry in the Philippines and identified the challenges and opportunities that emerged during the pandemic. The author cited challenges the need to comply with health and safety protocols and the increasing competition from online platforms. Based on the findings, Sy suggested several policy recommendations, including providing financial support to affected businesses, improving access to digital technology, and strengthening government support for the industry.

Bejarin et al. (2020) conducted a rapid assessment of the Client Experience under the COVID-19 Adjustment Measures Program (CAMP), a program of the Philippine government that provides financial assistance to workers who have lost their jobs or experienced a reduction in their income due to the pandemic. The authors found that the program has provided much-needed financial relief to affected workers and their families. The authors also identified several challenges and areas for improvement, such as the slow processing time and limited coverage of the program, as well as the need for better communication and information dissemination to beneficiaries. Based on the findings, the authors suggested several policy recommendations, including improving the targeting and coverage of the program, streamlining the application and processing procedures, and strengthening the monitoring and evaluation of the program. The study provided insights into the implementation of social protection programs during the pandemic and highlighted the importance of ensuring that such programs are accessible, efficient, and responsive to the needs of beneficiaries.

This research will give the government agencies and other stakeholders on the massive status on the displacement of establishments and workers in Central Visayas for proper planning. This problem is so urgent and timely that needs a prompt action on the government.

The main objective of this study is to present the state of establishments and workers in times of COVID-19 pandemic with specific objectives:

1. Identify the displacement rate of affected establishments and affected workers in Central Visayas;
2. Identify the concerns of affected workers in relation to the implementation of COVID-19 Adjustment Measures Program (CAMP) under the Bayanihan 1;
3. Discuss the implication of the COVID-19 Adjustment Measures Program (CAMP) in Region VII under the Bayanihan 1;

## METHODOLOGY

This research is quantitative and descriptive in nature. Quantitative research is the numerical representation and manipulation of observations for the purpose of describing and explaining the phenomena that those observations reflect. It is used in a wide variety of natural and social sciences, including physics, biology, psychology, sociology and geology (Wikipedia Encyclopedia, 2005). Descriptive, on the other hand, aims to illustrate a phenomenon.

The primary data was derived from the Establishment Data submitted by the displaced establishments from March to April 2020.

## DATA GATHERING

This research would utilize data mining in the conduct of study. Data mining is defined as the process of extracting useful information from large data sets through the use of any relevant data analysis techniques developed to help people make better decisions.

### Phase 1 Conceptualization Phase

Step 1: In line with the Department of Labor & Employment's mandate to formulate policies, implement programs and services, and serve as the policy-coordinating arm of the Executive Branch in the field of labor and employment, this research will look into the displacement of establishments and workers in Central Visayas in times of the COVID-19 pandemic.

Step 2: As early as 2007, the Department of Labor and Employment already issued D.O. No. 85, series of 2007 (DOLE Adjustment Measures Program for the Prevention of Job Losses and Assistance to Displaced Workers. In times of the pandemic, the DOLE issued Department Order No. 209, Series of 2020 entitled "Guidelines on the Adjustment Measures Program for Affected Workers due to the Corona Virus Disease 2019".

Step 3: The research will present the displacement of establishments and workers in Central Visayas and the implication of the COVID-19 Adjustments Measures Program under Bayanihan 1.

### Phase 2 Design Phase

Step 1: The study employed a research design which is quantitative and descriptive in nature. Quantitative research is used to find patterns and averages, make predictions, and generalize results to wider populations.

Step 2: It will also be a descriptive research which aims to accurately and systematically describe a population, situation or phenomenon.

Step 3: The tabulated data of displacement of establishments and workers will be collected and analyzed. These data will be described into a phenomenon.

### Phase 3 Data Gathering Phase

Step 1: The primary data was derived from the Establishment Report Forms on COVID-19 submitted by the displaced establishments from March to April 2020.

Step 2: The primary data was tabulated by the Department of Labor & Employment Regional Office No. VII



thru the Technical Services & Support Division – Labor Relations and Standards.

Step 3: The tabulated data is utilized and presented in this research.

Phase 4 Analysis Phase

There are 9,519 affected establishments submitted their Establishments Report Form on COVID-19 with 261,828 affected workers. Out of this number, there are 6,661

establishments that resorted to temporary closures while 2,858 were implementing Flexible Working Arrangement. There are 150,825 affected workers in the temporary closures and 111,003 affected workers in the Flexible Working Arrangement. The establishments were also segregated per provinces, industries, business sizes

## RESULTS AND DISCUSSION

Table No. 1.

**Number of Establishments and Number of Workers Affected due to COVID-19.**

Form of Displacement	No. of Establishments	Percentage	No. of Workers Affected	Percentage
Implemented FWA	2,858	30%	111,003	42%
Temporary Closures	6,661	70%	150,825	58%
Total	9,519	100%	261,828	100%

Source: DOLE RO-VII Report Monitoring on Covid-19 under Bayanihan 1

The table shows that a total of 9,519 establishments were affected by the pandemic, with 30% implementing Flexible Work Arrangements (FWA) and 70% temporarily closing. Of the total number of affected workers, 42% were under the FWA while 58% were affected by temporary closures.

Flexible Work Arrangements, such as work from home, reduced work hours, or rotating work schedules, are implemented to help companies operate and maintain employment while minimizing contact and transmission of the

virus among employees. Temporary closures, on the other hand, were implemented due to quarantine restrictions and reduced demand for goods and services.

The data indicates that the pandemic has affected a significant number of businesses and workers in the country. It also highlights the importance of government interventions, such as the Bayanihan 1 law, which provides financial assistance to affected workers and businesses to alleviate the economic impact of the pandemic.

Table No. 2.

**Number of affected establishments and affected workers implemented flexible work arrangement (FWA) per province.**

Field Offices	Total Establishments	Percentage	Total Workers	Percentage
Bohol	600	21%	19,067	17%
Cebu Province	339	12%	11,721	11%
Negros Oriental	384	13%	13,061	12%
Siquijor	130	5%	1,578	1%
Tri Cities (Cebu, Mandaue, & Lapu-Lapu)	1,405	49%	65,576	59%
Total	2,858	100%	111,003	100%

Source: DOLE RO-VII Report Monitoring on Covid-19

The table provides information on the number of establishments and workers in each Field Offices in Central Visayas that implemented Flexible Work Arrangements (FWA) in response to the COVID-19 pandemic.

In total, there were 2,858 establishments that implemented FWA, which accounts for 100% of the establishments included in the report. These establishments had a total of 111,003 affected workers who implemented FWA, which represents 100% of the affected workers in the report. Looking at the breakdown by province, the Tri Cities (Cebu, Mandaue, & Lapu-Lapu) had the highest percentage of

establishments (49%) and affected workers (59%) that implemented FWA. This is likely due to the high number of businesses and workers in these urban areas. Bohol had the second highest percentage of establishments (21%) and Negros Oriental had the third highest (13%). Cebu Province had the lowest percentage of establishments (12%) and Siquijor had the lowest percentage of affected workers (1%).

Overall, the table suggests that a significant number of establishments and workers in the region have implemented FWA as a response to the COVID-19 pandemic. This may have



helped to mitigate the spread of the virus by reducing the number of people who are physically present in workplaces.

**Table No. 3**

**Number of affected establishments and affected workers implemented temporary closure per provincial field office.**

Field Offices	Total Establishments	Percentage	Total Workers	Percentage
Bohol	1,207	18%	17,751	11%
Cebu Province	809	12%	15,934	11%
Negros Oriental	987	15%	15,270	10%
Siquijor	176	3%	1,349	1%
Tri Cities	3,482	52%	100,521	67%
<b>Total</b>	<b>6,661</b>	<b>100%</b>	<b>150,825</b>	<b>100%</b>

Source: DOLE RO-VII Report Monitoring on Covid-19 under Bayanihan 1

The table provides information on the number of establishments and workers affected by temporary closures in different provinces, as reported by the Department of Labor and Employment Regional Office VII under the Bayanihan 1 program in response to the COVID-19 pandemic.

The data shows that the Tri Cities, which may refer to the cities of Cebu, Mandaue, and Lapu-Lapu, have the highest number of affected establishments and workers, accounting for 52% and 67% respectively of the total for all the provinces listed. This indicates that the impact of the pandemic on businesses and employment in these cities has been significant. Bohol and Negros Oriental follow with 18% and 15% of the affected establishments respectively, while Cebu Province has

12%. Siquijor has the lowest number of affected establishments, accounting for only 3% of the total. In terms of the number of affected workers, the percentages are relatively lower than those for establishments, with the highest being in the Tri Cities at 67%. Bohol and Cebu Province follow with 11% each, while Negros Oriental has 10%. Siquijor has the lowest percentage at only 1%.

Overall, the table provides a snapshot of the impact of the COVID-19 pandemic on businesses and employment in different provinces in the region. It highlights the need for government support and interventions to mitigate the economic impact of the pandemic, particularly in areas where the impact has been most severe.

**Table No. 4**

**Number of affected establishments and number of affected workers per industry.**

Industry	Total Establishments	Percentage	Total Workers	Percentage
Accommodation and Food Service Activities	2,382	25.02%	46,854	17.89%
Administrative and Support Service Activities	930	10.00%	27,959	10.67%
Agriculture, Forestry, and Fishing	35	0.37%	1,239	0.47%
Arts, Entertainment, and Recreation	170	1.78%	2,870	1.09%
Construction	261	2.74%	13,896	5.30%
Education	367	3.85%	12,720	4.85%
Electricity, Gas, Steam and Air Conditioning Supply	30	0.32%	748	0.28%
Financial and Insurance Activities	475	5.00%	8,832	3.37%
Human Health and Social Work Activities	477	5.00%	8,366	3.19%
Information and Communication	74	0.78%	1,422	0.54%
Manufacturing	533	5.60%	63,099	24.10%
Mining and Quarrying	9	0.10%	324	0.12%
Other Service Activities	699	7.34%	8,336	3.18%
Professional, Scientific and Technical Activities	271	2.84%	7,349	2.80%



Real Estate Activities	281	2.95%	3,917	1.49%
Transportation and Storage	296	3.1%	9,753	3.72%
Water Supply, Sewerage, Waste Management, and Remediation Activities	20	.21%	468	0.17%
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	2,209	23.00%	43,676	16.68%
<b>Total</b>	<b>9,519</b>	<b>100%</b>	<b>261,828</b>	<b>100%</b>

Source: DOLE RO-VII Report Monitoring on Covid-19 under Bayanihan 1

The table shows the number of affected establishments and workers in various industries due to the COVID-19 pandemic.

The accommodation and food service activities industry has been the most affected, with 2,382 establishments or 25.02% of the total affected establishments, and 46,854 workers or 17.89% of the total affected workers. This is not surprising since the pandemic has significantly reduced the demand for travel and leisure activities, resulting in the closure of hotels, resorts, and restaurants. The manufacturing industry has the highest number of affected workers, with 63,099 or 24.10% of the total affected workers. This could be because manufacturing involves a large number of workers who are required to work closely with each other, making it difficult to maintain physical distancing measures. Wholesale and retail

trade, including the repair of motor vehicles and motorcycles, have the most affected establishments, with 2,209 or 23.00% of the total affected establishments. However, the percentage of affected workers in this industry is slightly lower than the overall average at 16.68%. It is also interesting to note that some industries such as agriculture, forestry, and fishing, as well as mining and quarrying, have a relatively low percentage of affected establishments and workers, possibly due to the nature of their work being less susceptible to the impacts of the pandemic.

Overall, the data in the table provides valuable insights into the industries most affected by the pandemic in terms of their establishments and workers, which can help policymakers and stakeholders in making informed decisions regarding support and assistance to these industries.

**Table No. 5**

**Number of affected establishments and number of affected workers which implemented flexible working arrangement per industry.**

<b>Industry</b>	<b>Total Establishments</b>	<b>Percentage</b>	<b>Total Workers</b>	<b>Percentage</b>
Accommodation and Food Service Activities	755	26.41%	20,927	18.85%
Administrative and Support Service Activities	332	11.61%	16,361	14.73%
Agriculture, Forestry, and Fishing	15	0.52%	815	0.73%
Arts, Entertainment, and Recreation	24	0.84%	828	0.74%
Construction	67	2.34%	4,563	4.11%
Education	125	4.40%	5,459	4.91%
Electricity, Gas, Steam and Air Conditioning Supply	21	0.73%	613	0.55%
Financial and Insurance Activities	128	4.50%	4,205	3.79%
Human Health and Social Work Activities	95	3.32%	3,325	3.00%
Information and Communication	42	1.50%	944	0.85%
Manufacturing	144	5.00%	18,703	16.90%
Mining and Quarrying	5	0.20%	241	0.22%
Other Service Activities	144	5.00%	2,014	1.81%
Professional, Scientific and Technical Activities	93	3.25%	3,958	3.56%
Real Estate Activities	92	3.21%	2,073	1.87%
Transportation and Storage	135	4.72%	6,236	5.62%



Water Supply, Sewerage, Waste Management, and Remediation Activities	5	0.20%	63	0.06%
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	636	22.25%	19,675	17.72%
<b>Total</b>	<b>2,858</b>	<b>100%</b>	<b>111,003</b>	<b>100%</b>

Source: DOLE RO-VII Report Monitoring on Covid-19 under Bayanihan 1

The table shows the number of affected establishments and affected workers by industry who implemented flexible working arrangements due to the COVID-19 pandemic.

The industry with the highest number of affected establishments is the Accommodation and Food Service Activities, with 755 establishments or 26.41% of the total establishments. It is followed by Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles, with 636 establishments or 22.25% of the total. Limited transportation and difficulty of the customers to go out from residences due to strict implementation of the lockdown prompted these businesses to implement a flexible work arrangement. These establishments also require close contact with the customers. On

the other hand, the industry with the highest percentage of affected workers is the Manufacturing industry, with 18,703 workers or 16.90% of the total affected workers. This is followed by Accommodation and Food Service Activities, with 20,927 workers or 18.85% of the total. It is worth noting that some industries have a low percentage of affected establishments and workers, such as Agriculture, Forestry, and Fishing, and Water Supply, Sewerage, Waste Management, and Remediation Activities.

Overall, the data in the table highlights the impact of the COVID-19 pandemic on different industries and the implementation of flexible working arrangements as a response to the crisis.

**Table No. 6**

**Number of affected establishments and number of affected workers which implemented temporary closure per industry.**

<b>Industry</b>	<b>Total Establishments</b>	<b>Percentage</b>	<b>Total Workers</b>	<b>Percentage</b>
Accommodation and Food Service Activities	1,627	24.43%	25,927	17.20%
Administrative and Support Service Activities	598	8.98%	11,598	7.69%
Agriculture, Forestry, and Fishing	20	0.30%	424	0.28%
Arts, Entertainment, and Recreation	146	2.19%	2,042	1.35%
Construction	194	2.91%	9,333	6.19%
Education	242	3.63%	7,261	4.81%
Electricity, Gas, Steam and Air Conditioning Supply	9	0.14%	135	0.09%
Financial and Insurance Activities	347	5.21%	4,627	3.07%
Human Health and Social Work Activities	382	5.73%	5,041	3.34%
Information and Communication	32	0.48%	478	0.32%
Manufacturing	389	5.84%	44,396	29.44%
Mining and Quarrying	4	0.06%	83	0.06%
Other Service Activities	555	8.33%	6,322	4.20%
Professional, Scientific and Technical Activities	178	2.67%	3,391	2.25%
Real Estate Activities	189	2.83%	1,844	1.22%
Transportation and Storage	161	2.42%	3,517	2.33%
Water Supply, Sewerage, Waste Management, and Remediation Activities	15	0.23%	405	0.27%
Wholesale and Retail Trade; Repair of Motor Vehicles and	1,573	23.62%	24,001	15.91%



## Motorcycles

Total	6,661	100%	150,825	100%
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Source: DOLE RO-VII Report Monitoring on Covid-19 under Bayanihan 1

The table provides information on the number of affected establishments and workers in the Philippines that implemented temporary closure due to the COVID-19 pandemic.

According to the table, a total of 6,661 establishments implemented temporary closure, affecting 150,825 workers. The industry with the highest number of affected establishments was the Accommodation and Food Service Activities with 1,627 establishments, accounting for 24.43% of the total affected establishments. However, this industry had a lower percentage of affected workers compared to other industries, with only 17.20% of the total affected workers. The industry with the highest percentage of affected workers was the Manufacturing industry with 29.44% of the total affected workers, despite having only 5.84% of the total affected establishments. The

Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry had the second-highest percentage of affected establishments with 23.62% and the second-highest percentage of affected workers with 15.91%. Limited customers or no customers prompted these hotel and restaurant owners to temporarily close their establishments. The highest affected workers belong to the Manufacturing since these businesses are large size establishments with more than 200 workers.

It is important to note that the data only includes establishments that implemented temporary closure, and does not include those that implemented other measures such as reduced operating hours or workforce. The data also does not account for the long-term effects of the pandemic on the industries and the workers, which may have further impacted their operations and livelihoods.

**Table No. 7**

**Number of affected establishments and number of affected workers per size of the establishments.**

Establishment Sizes	Total Establishments	Percentage	Total Workers	Percentage
Large	235	2.47%	92,123	35.18%
Medium	253	2.66%	32,480	12.41%
Small	4,181	43.92%	111,093	42.43%
Micro	4,836	50.80%	26,123	9.98%
No Data Supplied	14	0.15%	9	0.003%
Total	9,519	100%	261,828	100%

Source: DOLE RO-VII Report Monitoring on Covid-19 under Bayanihan 1

The table provides information on the number of establishments and workers affected by the COVID-19 pandemic, categorized by establishment sizes.

There are a total of 9,519 establishments included in the report, with 235 (2.47%) categorized as Large, 253 (2.66%) as Medium, 4,181 (43.92%) as Small, and 4,836 (50.80%) as Micro establishments. Additionally, there are 14 establishments (0.15%) with no data supplied. In terms of affected workers, there are a total of 261,828 workers affected by the pandemic in the establishments included in the report. Of these, 92,123 (35.18%) are from Large establishments, 32,480 (12.41%) are from Medium establishments, 111,093 (42.43%) are from Small

establishments, and 26,123 (9.98%) are from Micro establishments. There are also 9 workers (0.003%) from establishments with no data supplied.

The data presented in the table indicates that the majority of establishments affected by the pandemic are small and micro establishments, which also employ a significant portion of the affected workers. Meanwhile, large establishments, although comprising only a small percentage of the total establishments, employ a large number of affected workers. This information can be useful for policymakers and stakeholders in developing targeted interventions and support for the affected establishments and workers.

**Table No. 8**

**Number of establishments benefited and number of workers benefited per sizes.**

Establishment Sizes	Establishments	Percentage	Workers	Percentage
Large	15	1.07%	5,421	17.14%
Medium	42	3.00%	5,592	17.69%
Small	661	47.11%	17,261	54.59%
Micro	685	48.82%	3,344	10.58%
Total	1,403	100%	31,618	100%

Source: DOLE RO-VII Report Monitoring on Covid-19 under Bayanihan 1

The table shows that small and micro establishments received the majority of the benefits, accounting for 47.11% and 48.82% of the establishments respectively. In contrast, large establishments only accounted for 1.07% of the total establishments that received benefits.

In terms of workers benefited, small establishments also had the highest percentage at 54.59%, while large establishments had the lowest percentage at 17.14%. This indicates that the Bayanihan 1 program was more focused on providing support to small and micro establishments and their



employees who were more vulnerable to the economic impact of the pandemic. It is important to note that while the number of establishments and workers benefited in each category is provided, there is no information on the specific types of benefits provided to them. This limits the insights that can be drawn from the data.

Overall, the data on the table highlights the importance of providing targeted support to small and micro businesses during times of crisis to ensure that their employees are not disproportionately affected. Under the CAMP Guidelines, among the priority establishments must belong to the Micro and Small Size Establishments.

**Table No. 9**

<b>Number of establishments benefited and number of workers benefited per industry</b>				
<b>Industry</b>	<b>Total Establishments</b>	<b>Percentage</b>	<b>Total Workers</b>	<b>Percentage</b>
Accommodation and Food Service Activities	457	32.57%	9,970	31.53%
Administrative and Support Service Activities	115	8.20%	1,833	5.80%
Agriculture, Forestry, and Fishing	1	0.07%	360	1.14%
Arts, Entertainment, and Recreation	23	1.64%	775	2.45%
Construction	34	2.42%	2,389	7.56%
Education	52	3.71%	1,568	4.96%
Electricity, Gas, Steam and Air Conditioning Supply	0	0.00%	0	0.00%
Financial and Insurance Activities	39	2.78%	722	2.28%
Human Health and Social Work Activities	95	6.77%	1,363	4.31%
Information and Communication	3	0.21%	36	0.11%
Manufacturing	85	6.06%	2,934	9.28%
Mining and Quarrying	1	0.07%	47	0.15%
Other Service Activities	63	4.50%	638	2.02%
Professional, Scientific and Technical Activities	40	2.85%	744	2.35%
Real Estate Activities	39	2.78%	758	2.40%
Transportation and Storage	32	2.28%	1,464	4.63%
Water Supply, Sewerage, Waste Management, and Remediation Activities	1	0.07%	50	0.16%
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	323	23.02%	5,967	18.87%
<b>Total</b>	<b>1,403</b>	<b>100%</b>	<b>31,618</b>	<b>100%</b>

Source: DOLE RO-VII Report Monitoring on Covid-19 under Bayanihan 1

This table shows that the majority of the benefited establishments and workers belong to the Accommodation and Food Service Activities. Being the most affected industry, DOLE RO VII prioritized the said industry to be the recipient of CAMP assistance.

The table shows the number of establishments and workers that benefited from the government's Bayanihan 1

program in various industries in the Philippines. The Bayanihan 1 program was designed to provide financial assistance to workers affected by the COVID-19 pandemic. The Accommodation and Food Service Activities industry had the highest number of establishments benefited, with 457 or 32.57% of the total establishments. This industry also had the highest number of workers benefited, with 9,970 or 31.53% of the total



workers. This may indicate that the hospitality industry was hit the hardest by the pandemic and needed the most support. The Wholesale and Retail Trade industry had the second-highest number of establishments benefited, with 323 or 23.02% of the total establishments. This industry also had the second-highest number of workers benefited, with 5,967 or 18.87% of the total workers. This suggests that the retail industry was also significantly affected by the pandemic. The Manufacturing industry had the third-highest number of establishments benefited, with 85 or 6.06% of the total establishments. This industry also had the third-highest number of workers benefited, with 2,934 or 9.28% of the total workers. This may indicate that the manufacturing industry also experienced a significant impact from the pandemic.

Overall, the table suggests that the pandemic had a significant impact on the employment and financial stability of workers in various industries in the Philippines. The Bayanihan 1 program provided necessary support to affected workers and establishments, with the most assistance provided to those in the Accommodation and Food Service Activities, Wholesale and Retail Trade, and Manufacturing industries.

## CONCLUSION

There are 9,519 establishments with 261,828 workers affected due to COVID 19 in Central Visayas. Displacement was either implemented flexible work arrangement or resorted to temporary closures. Majority of the displacement came from temporary closures with 6,661 affected establishments (70%) and 150,825 affected workers (58%). Most affected establishments belong to the Accommodation and Food Service Activities while most affected workers belong to the Manufacturing. Mostly, micro and small size businesses were affected of this pandemic which is found in the Tri-Cities of Cebu, Mandaue, and Lapu-Lapu.

There were 1,403 establishments with 31,618 workers accommodated of the CAMP with a total disbursement of P158,090,000.00. Majority of the benefited establishments and workers belong to the Accommodation and Food Service Activities. However, manufacturing which had the highest number of affected workers had only 2,934 benefited workers or 9.28% share of the total disbursed amount. The workers received a one-time P5,000.00 thru the M. Lhuillier Kwarta Padala. This is a social safety net which is a non-contributory program and an urgent response. This assistance to displaced workers offers a package of assistance and other forms of intervention to workers displaced by the COVID 19. The financial assistance can help the workers to tide over in a short term and to mitigate the immediate adverse economic impact of the community quarantine or lockdown. This Adjustment Measures Program is only for short term and not for long term solution.

However, there were 8,116 establishments with 230,210 workers who were not given financial assistance due to limited budget of the Department of Labor and Employment. There was a big difference between the numbers of benefited

establishments vis-à-vis the affected establishments and the benefited workers in relation to affected workers.

There were also administrative issues that cropped up during the implementation of the CAMP as follows:

1. Form of notification to the workers is through text or call and many of them do not have an updated cell numbers;
2. Submission of requirements such as payroll/payslip and Establishment Report Form thru online by the employers is challenging;
3. No prioritization of the affected establishments and employees.

Based on the Guidelines on the Adjustment Measures Program, CAMP Assistance has two components such as Financial Support and Employment Facilitation. However, there was no intervention in the employment facilitation of the affected workers.

## Recommendation

Department of Labor and Employment (DOLE):

1. Additional funds for the affected establishments and workers who were included in the cut off.
2. Review the administrative concerns particularly on the release and claims of the workers in the financial institutions.
3. Review on the criteria of the affected establishments and workers.
4. Transparency of the benefited establishments and those who applied that were included in the cut-off.
5. Provide employment facilitation on the affected workers.

## Public Administrators

1. This will be the benchmark for all public managers or administrators who will implement social safety net program of the government.

## Future Researchers

1. This will pave the way for more studies in the field of social safety net programs of the government and non-governmental organizations.

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