

COVID – 19 Business Challenges

An Ibec Research Update

March 26th



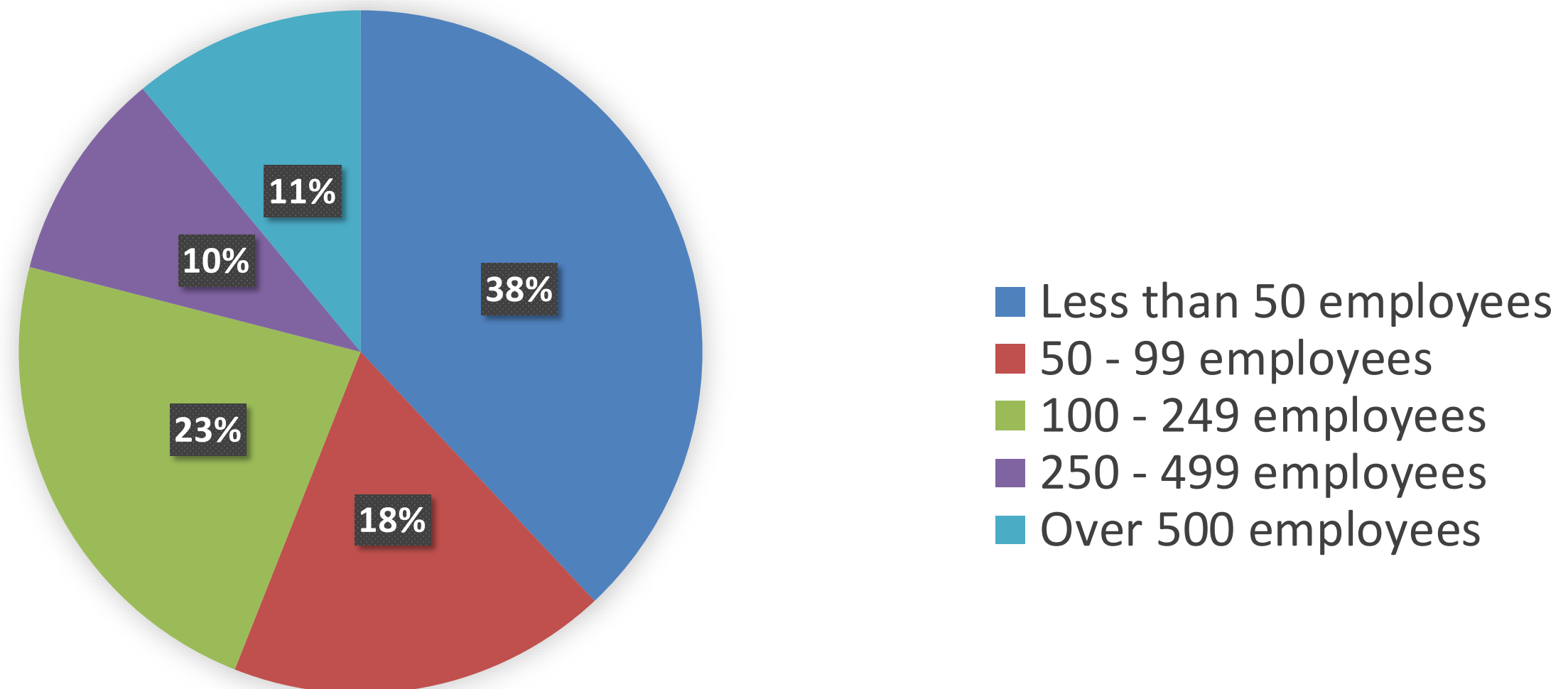
Ibec Business Survey Overview

- Survey of Ibec members provides early snapshot of major issues facing business in the initial stages of the COVID-19 crisis.
- Responses provided by Human Resource directors from 440 companies on March 23 & 24.
- Findings provide insights into challenges and supports across a wide variety of Irish organisations.
- Business Continuity is a challenge for 86% of HR directors.
- Cost containment (78%) and reduced/lost sales and orders (72%) are also key challenges for organisations at this stage.
- 44% of firms offering range of supports to employees working remotely, with similar level (38%) offering additional supports to employees working onsite.

Introduction

- Survey conducted March 23/24, 2020.
- Sent to the most senior HR contact in member companies.
- A total of 440 responses received by 4pm on March 24.
- Almost two out of five responses were from companies with fewer than 50 employees.
- Just over one in five responses were from organisations with over 250 employees.

**Respondents by
Company Size**



Key Findings

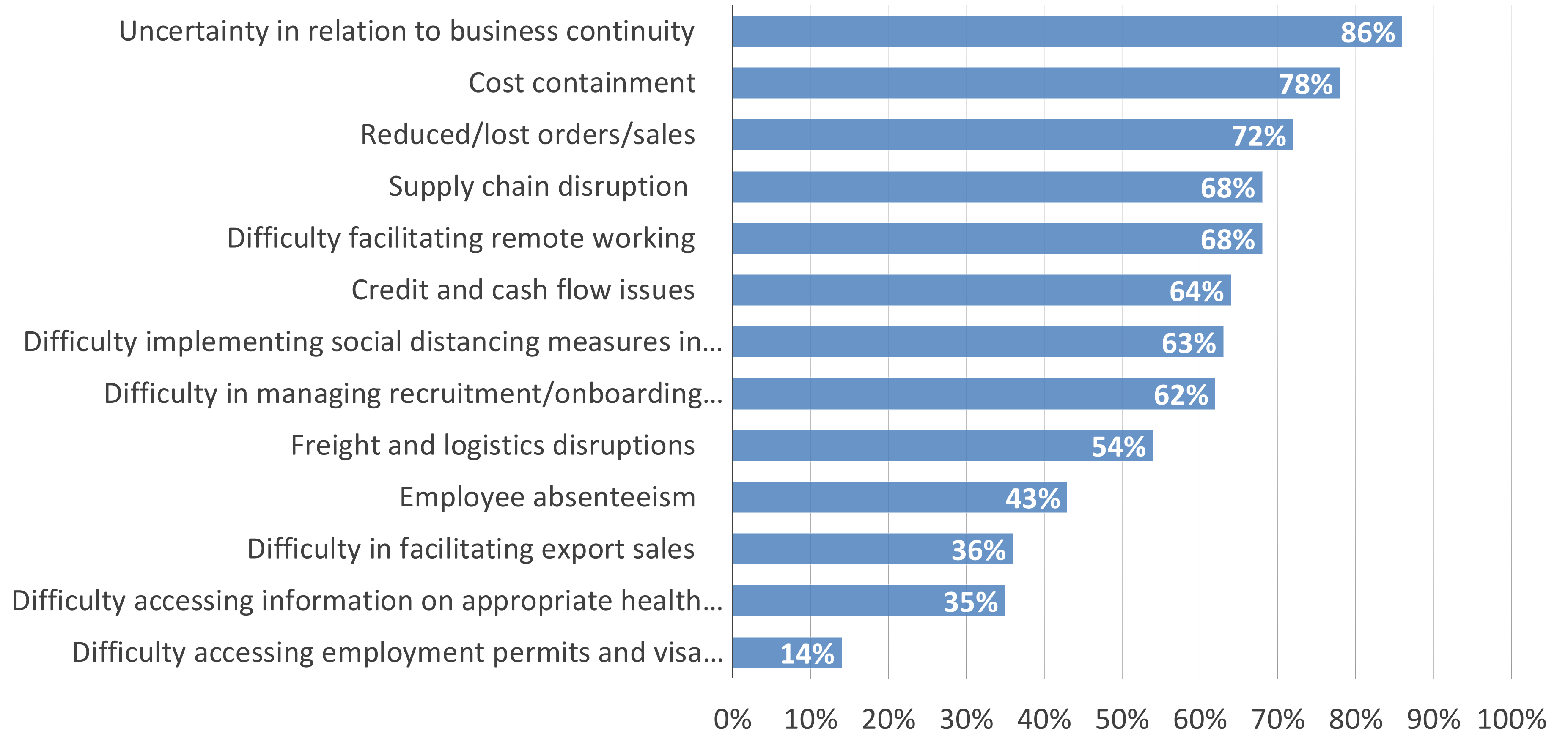
Key challenges for organisations are:

- Uncertainty around business continuity (86%)
- Cost containment (78%)
- Reduced/lost orders/sales (72%)
- Supply chain disruption (68%)
- Difficulty in facilitating remote working (64%)
- Difficulty in implementing social distancing measures (63%)
- Freight and logistics disruption (54%)

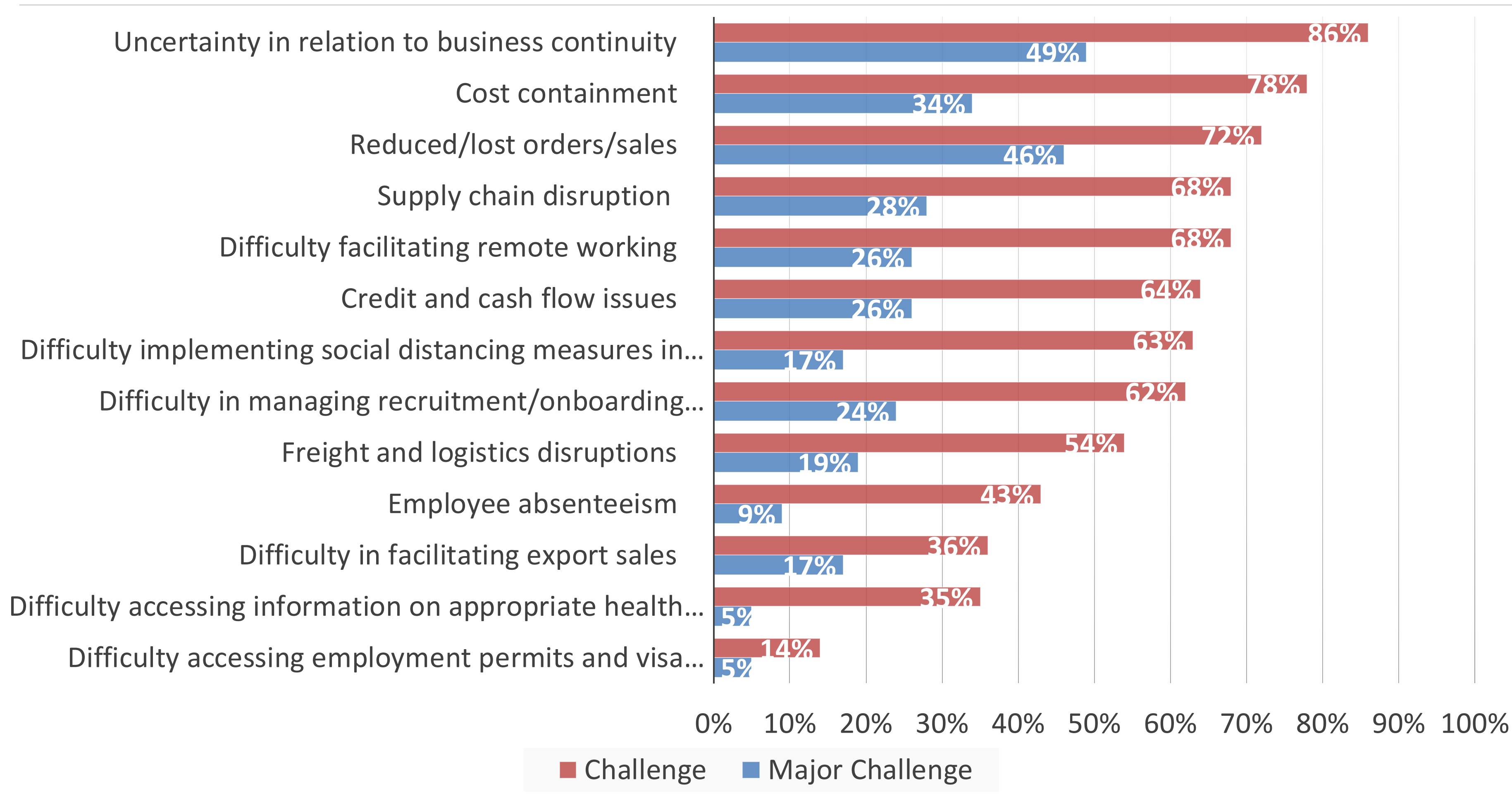
Supports offered by organisations:

- 44% of respondents are providing additional supports to employees working remotely.
- 38% are providing additional supports to employees working onsite.
- 40% are providing online technology training to employees.
- 35% are offering additional supports to employees with childcare responsibilities.

Key Challenges (Major and Minor Combined)

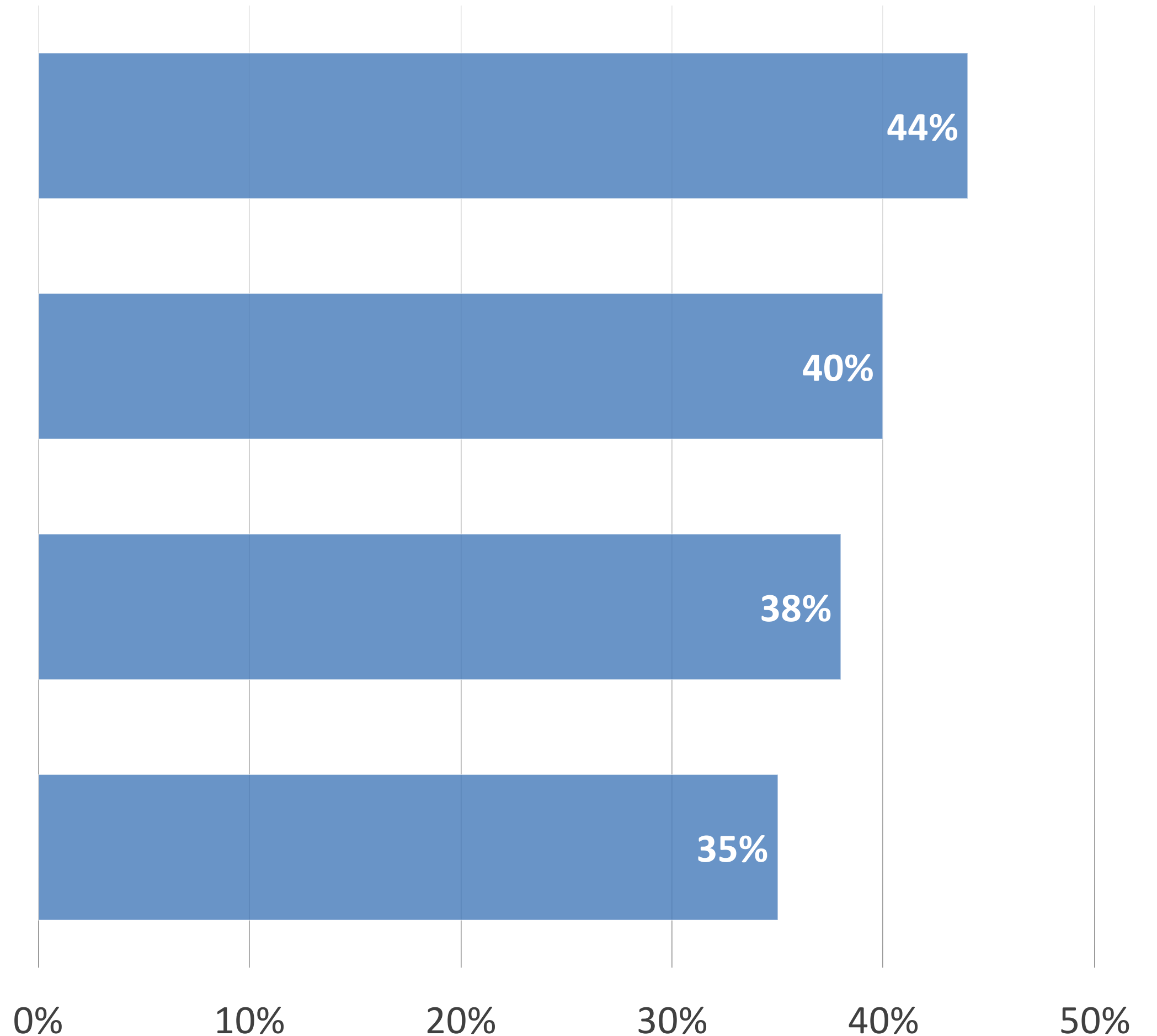


Key Challenges (Combined v. Major Challenges)



Key Supports

- Over two out of five respondents provided additional wellbeing supports to employees working remotely.
- Online technology training is offered in two out of five organisations.
- 38% of respondents provided wellbeing supports to employees working onsite.
- Additional supports to employees with childcare responsibilities are offered in over a third (35%).



Examples of support offered to employees working remotely



Increased communications with employees working remotely including daily conference calls



Access to Employee Assistance Programmes



Wellbeing and activity links



Guidelines on working remotely including the provision of appropriate equipment



Encouragement around taking appropriate rest breaks



Managing stress and anxiety, general health advisories and mindfulness supports

Examples of support offered to employees working onsite



Increased physical protections for employees onsite



Access to Employee Assistance Programmes



Calls and online supports



Provision of appropriate social interactions for staff onsite

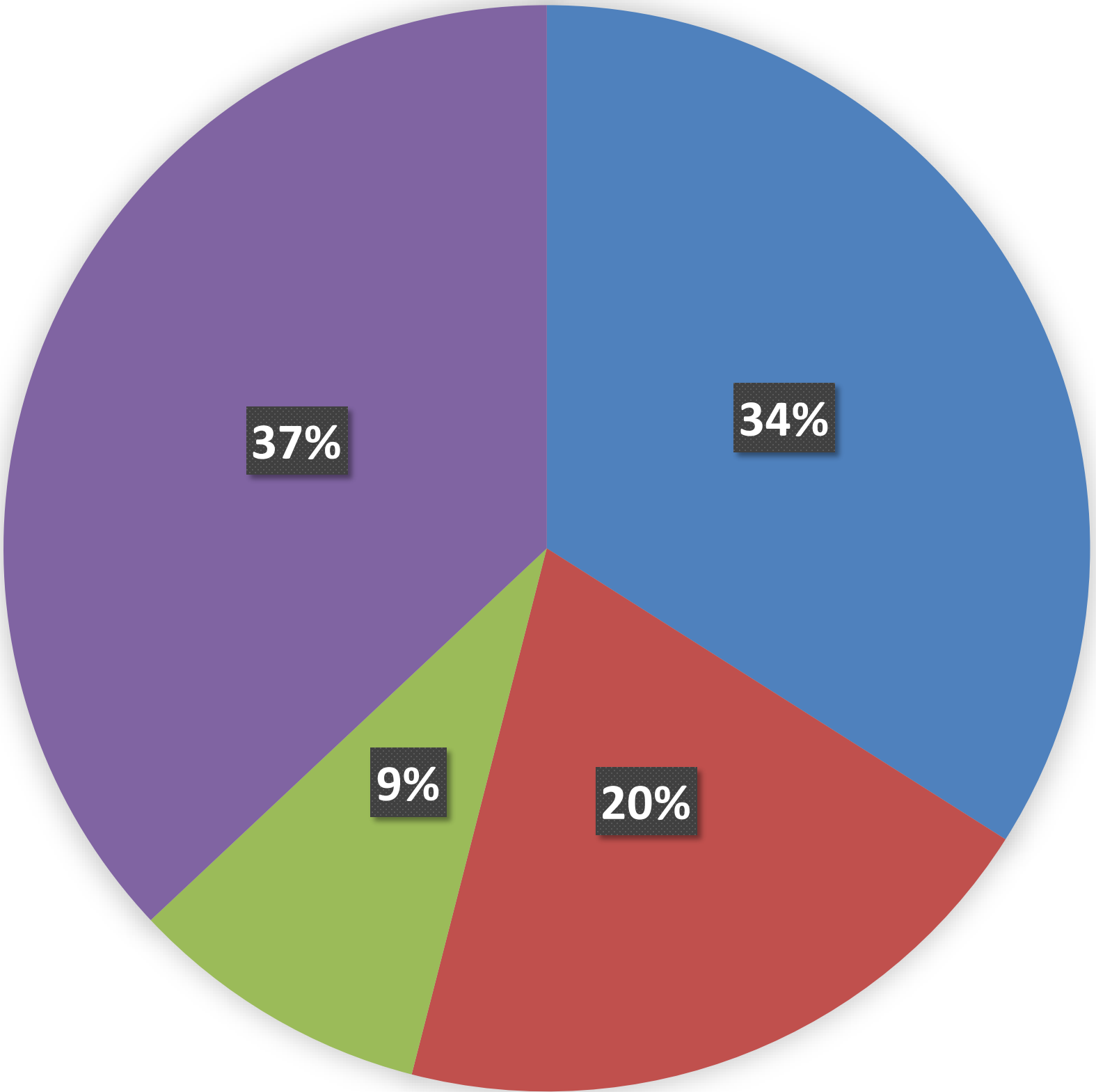


Provision of mental health supports



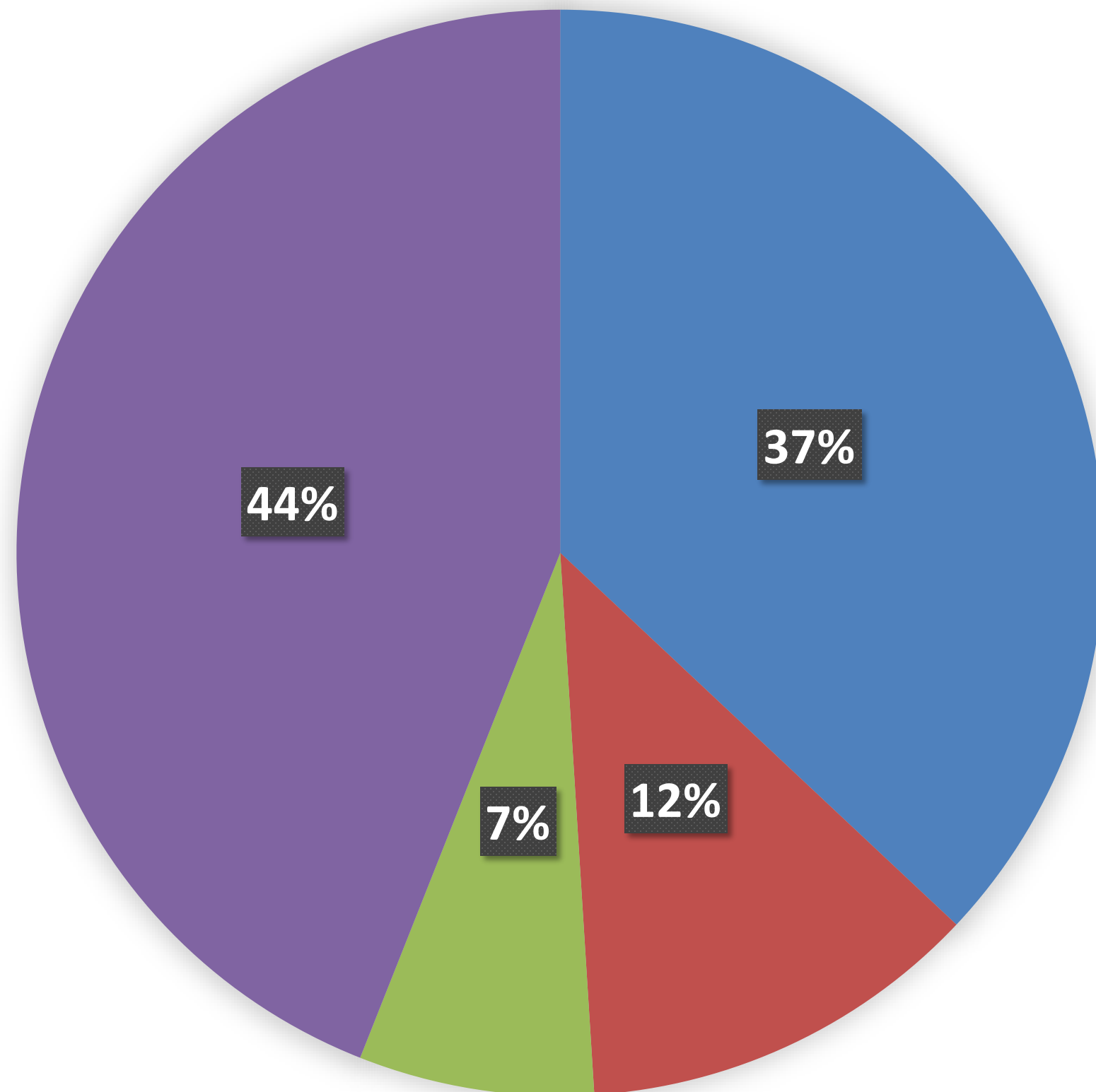
Provision of personal protective equipment, hygiene and social distancing measures

Annual Pay Reviews Due



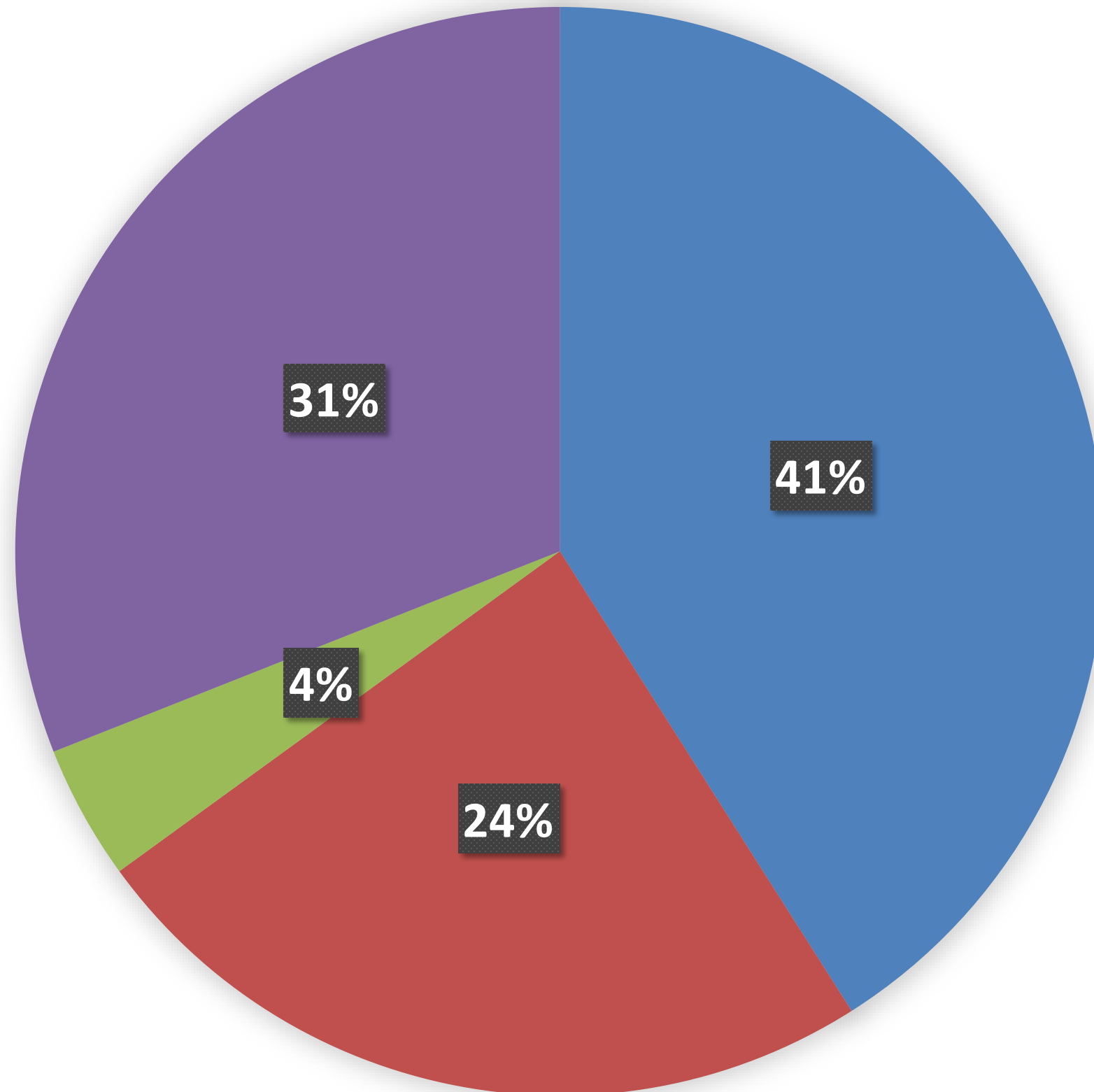
- Proceed as normal
- Postpone to later this year
- Postpone to 2021
- Not relevant/Don't know/Not stated

Bonus Payments Due



- Proceed as normal
- Postpone to later this year
- Postpone to 2021
- Not relevant/Don't know/Not stated

Performance Appraisals Due



- Proceed as normal
- Postpone to later this year
- Postpone to 2021
- Not relevant/Don't know/Not stated