

LOCKDOWN STORIES

Workers' Struggles Amid the Pandemic

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INTRODUCTION

Mass arrests of quarantine violators; slow, inefficient, and insufficient distribution of aid; stranded workers walking for hours or even days; and millions losing their jobs and livelihoods. These phrases characterize the economic and political situation in the country amid the COVID-19 pandemic.

The lockdown/community quarantine implemented in the country has been tagged as the world's longest one amid the pandemic. This gravely impacted the economy, damaging jobs and livelihood of the people.

As early as June this year, the Philippine Statistics Authority (PSA) has reported that the unemployment rate in the country as of April 2020 is at 17.7% or 7.3 million Filipinos in the labor force. In their recent report, they said that the unemployment rate decreased to 10%.

Meanwhile, in July, the Social Weather Stations (SWS) released a report saying the adult joblessness has hit a record-high 45.5% or equivalent to around 27 million Filipinos. The Labor Department tried downplaying it, saying that their monitoring says that job displacement in the formal sector is only at 3.3 million workers who are mostly under flexible work arrangements, temporary closure, retrenchment, or permanent closure of establishments.

When asked for Malacanang's reaction to the SWS survey, Presidential Spokesperson Harry Roque was quoted saying, "*Ako po ay nagagalak na hindi tayo 100 percent nawalan ng trabaho kasi sa tagal po na naka-lockdown tayo, talagang I'm still surprised at our resilience at 45 percent pa lang po ang nawawalan ng trabaho... It could have been worse, kasi nga po complete lockdown ang nangyayari sa atin.*" ([Translation: I am glad to hear that we didn't hit 100 percent in terms of unemployment because we've been under lockdown for so long. I'm still surprised at our resilience that only 45 percent lost their jobs. It could have been worse since we're experiencing complete lockdowns.])¹

Amid this massive unemployment and economic crisis, the government's responses were criticized for being inutile, ineffective, and slow-paced. Despite the millions of dollars of foreign debt incurred and the millions realigned government funds, supposedly for COVID-19 response, the government's actions are still inept and their priorities misplaced.

¹ <https://www.cnn.ph/news/2020/8/17/Harry-Roque-SWS-survey-45.5-percent-Pinoys-jobless.html>

The government did not heed the calls for free mass testing which obviously contributed the rapid increase of COVID-19 cases in the country. As of September 27, the number of COVID-19 cases breached the 300,000 mark.² The total number is at 301,356, while the number of deaths is 5,284. The government takes pride in the high number of recoveries which is at 232,906. However, this also raised a lot of confusion and doubts from the public, as the Department of Health (DOH) implemented a “mass recovery” adjustment wherein patients who no longer exhibit symptoms are re-classified by doctors as recovered without further testing.

Meanwhile, there was also a public clamor for social protection, particularly financial assistance from the government, amid the massive unemployment. The government responded with different forms of aid, but still fell short, considering the urgency and gravity of the needs of the people. There were food packs from the local government units (LGUs) and from the Department of Social Welfare and Development (DSWD) in some areas. The Department of Labor and Employment implemented a COVID-19 Adjustment Measures Program (CAMP) which includes a Php5,000 cash aid for affected workers in the formal sector. They also offered a safety net program called “Tulong Panghanapbuhay sa Ating Disadvantaged/ Displaced Workers Program (TUPAD)” for affected informal workers which provides temporary employment in their respective barangays as disinfection/sanitation personnel for 4-10 days. They are paid the minimum wage per day.

These programs also received much criticism, for being slow-paced, bureaucratic, and insufficient. When the program ended in April, DOLE claimed to have given assistance to 407,300 under CAMP. This is just a small fraction of the department’s (conservative) estimate of the number of workers affected by the pandemic and the lockdown.

The government also implemented a safety net program for Micro, Small and Medium Enterprises (MSME’s) – the Small Business Wage Subsidy which, according to reports of the Department of Finance (DOF) has reached 2.1million workers.³ Their target was to provide aid to 3.4 million workers of small businesses.

Then, there is also the Social Amelioration Program (SAP) of the government through DSWD which unfortunately poses a lot of trouble for the beneficiaries and the LGUs. The LGUs were bombarded with complaints, as the budgets provided were insufficient for those in need. The selection of beneficiaries was also questioned.

Millions of affected workers were still left helpless, not being able to access any of these government assistance programs. To make things worse, the government’s response was more focused on restraining the mobility and pacifying dissent of the people.

The lockdown or community quarantine imposed was more militaristic than medical, causing more harm than good to the lives of millions of Filipinos. The police and the Armed Forces were given so much power by the President to enforce the rather anti-poor policies supposedly containing the spread of the virus. It also worsened the human rights crisis in the country. Instead of focusing its efforts on combating the disease, the state seemed more intent on curbing

² <https://manilastandard.net/mobile/article/335236>

³ <https://www.dof.gov.ph/dof-releases-p16-4-b-subsidies-to-2-1-m-sbws-beneficiary-workers/>

people's rights. President Duterte, even publicly, ordered state forces to "Shoot them dead," pertaining to those who will violate quarantine regulations.

As of June 8, the police have arrested a total of 193,779 for quarantine violations since March 17. Among these, 58,848 have been formally charged and 15,307 have been detained. As of June 8, 2,637 remain in congested jails, putting them at higher risk of contracting the disease.

The state has also used the pandemic to wage more attacks on activists and critics. To date, at least five (5) leaders of progressive organizations have been killed – Jory Porquia of Bayan Muna Iloilo, Carlito Badión of Kalipunan ng Damayang Mahihirap (KADAMAY), Randall Echanis of Kilusang Magbubukid ng Pilipinas (KMP), Zara Alvarez of Karapatan Alliance for the Advancement of People's Rights, - Negros and Jose Jerry Catalogo of National Federation of Sugar Workers (NFSW).

An Anti-Terrorism Law was also railroaded and enacted which is expected to result to heightened attacks on the democratic rights of the people. Red-tagging and vilification of activists and critics of the government have intensified.

Women WISE³ (Women in Struggle for Employment, Empowerment and Emancipation) in cooperation with the Center for Trade Union and Human Rights (CTUHR), despite its limitations during this crisis, strived to pursue its work, especially the monitoring and documentation of workers' and human rights violations. In March to April, an online survey was conducted to see if the affected workers have accessed social protection measures and the promised assistance from the government. It has also been continuously coordinating with unions, organizations and individual workers through online consultations and other means of communication.

The two institutions also collaborated and launched an "Adopt-a-Community" project which aims to gather donations for affected workers and urban poor communities. In March to June, it has provided food packs to around 500 families of affected workers (with an average of 5 members per family) in Metro Manila and Central Luzon.

OBJECTIVES AND METHODOLOGY

This report aims to expose the struggles of workers amidst the pandemic and government's incompetence and neglect in addressing the needs and demands of the people.

The organization selected 5 stories of workers that reflects the common problems that most workers are facing during this difficult time. The Center for Trade Union and Human Rights (CTUHR) collaborated with Women WISE³'s local chapters in Metro Manila and its allied network in Bulacan, the Solidarity for Workers Network (SWN) in the conduct of this solidarity-based action.

The support provided by AROSP was used to support the efforts of the local chapters of Women WISE³ and SWN in providing urgently needed assistance for affected workers and their families.

62 food and sanitation packs were distributed to workers in Caloocan City, Valenzuela City, Quezon City, and Bulacan.

The distribution of goods also served as a venue for the volunteers and staff to conduct short interviews with the workers. A short questionnaire delving on the impact of the lockdown and the pandemic on the livelihood and working conditions; how they coped amid the crisis; what forms of social protection has helped them; and their hopes and demands was used during the interviews. Among the 62 beneficiaries of the solidarity action, 28 were interviewed personally, while there were 5 interviewed through phone calls.

The group also held some online meetings to share and analyze results of the interviews and plan future courses of actions based on them.

SUMMARY OF FINDINGS

Impact on jobs and livelihood

Workers are one of the worst affected by the pandemic and the lockdown. Millions lost their jobs and other sources of income due to the restrictions in mobility and the implementation of other safety protocols.

Most of the interviewed workers temporarily lost their income during the two-month long Enhanced Community Quarantine. Factories producing non-essential goods were closed and most of their workers are under the “no-work-no-pay” scheme.

Some totally lost their jobs but complain about their companies not following protocols in retrenchment. They complain that their companies seem to be using the pandemic to retrench workers, especially regular workers, and replace them with contractuales, to save on labor costs. Most of these workers are used to finding new jobs every 6 months or so, due to lack of security of their employment. However, they said that it is doubly difficult to look for jobs now. Some workers end up enduring jobs with very low pay, even way below the mandated minimum wage, “It’s better than nothing,” they say.

Meanwhile, another common struggle of the workers is reduction of income due to reduced days of work. Some companies implemented rotational scheme at work to limit the number of people and at the same time to lessen production costs.

For the informal workers like drivers, vendors, and construction workers, whose livelihoods are unstable to begin with, their meager income was also gravely reduced when the lockdown was implemented.

Impact on Working Conditions

One of the most common problems that the interviewed workers encountered were related to the lack of public transportation. Although the government ordered the companies to provide shuttles or any form of transportation to transport workers to and from work, many companies did not provide this or took a while before being able to do so. Many complained about having to walk long distances due to lack of transportation or the high cost of alternative transportation (like tricycles) they took to get to work. Some had to borrow bicycles or get loans to buy one.

Another struggle of workers is of course, the fear of contacting COVID-19, especially in their workplaces where they are exposed to different people who may have the virus. Most of the companies of the interviewed workers follow the basic protocols but the workers also shared some weaknesses in its implementation, especially the physical distancing in production lines and canteens and the provision of sufficient face masks and alcohol.

Only a few workers interviewed have had COVID-19 cases in their workplaces. Still, it worries them a lot, especially most, if not all of them do not have access to medical insurance that could cover COVID-19 testing and if ever needed, hospitalization.

In terms of wages, some of the workers experienced different forms of reduction of wages, as the government allowed companies to do this. For some it was through reduction of working hours, rotational schedule, or explicit lowering of salary. Some workers interviewed who work under a piece-rate system (pakyawan) complained about the implementation of unreasonably lower rates.

How Workers Coped amid the Crisis

Displaced workers and informal workers largely depended on food packs from their respective LGUs. Many workers had to take loans from relatives, friends, and even loan sharks. Others also applied for loans from the Social Security System (SSS) and Pag-ibig, but the process was a bit of a hassle for them. Some had small amount of savings which helped them get by for 2 months.

They were all hoping that they would be given financial assistance through the different programs of the government; most received some amount (Php5,000 from DOLE), 6,500- 8,000 from DSWD's Social Amelioration Program) but most did not. Common complaints about government's assistance programs vary from being insufficient, late, questionable, a bureaucratic process, and unreasonable exclusion from the programs.

Workers' Demands

Based on the interviews conducted, the workers understood and expected their struggles to be more difficult during the pandemic. But they also think that the government can do better in terms of helping them cope with the current situation.

They believe that government aid should be made more accessible to all, especially to the most vulnerable. As one of the workers put it, *"The government has the money to help the people but they choose to put funds on less important things."*

Another common concern is that mass testing should have been conducted early on the outbreak of COVID-19. They also demand that employers be required to conduct periodical mass testing among workers to ensure their health and safety.

Informal workers appeal for livelihood programs and more financial assistance to help them get back to their feet and provide for their families.

CONCLUSION

The pandemic has plunged further the most marginalized sectors, like the workers under no-work-no-pay and informal workers to deeper poverty. It also clearly exposed how weak the current social protection measures in the country are.

It is true that economic and social impacts are inevitable during the pandemic, however, the government has the resources and the power to somehow mitigate them. Social protection through financial aid or subsidy for affected sectors, increased budget for health services and provision of free testing and treatment are some of the ways that could somehow lessen the burden of the people amid this difficult time.

Workers demand that the government address the urgent needs of the people amid the pandemic. The Duterte government's poor and slow response to the pandemic has aggravated the situation of the most vulnerable sectors, including the no-work-no pay workers and informal workers.

On the other hand, companies must also take on their role in helping their workers. Most of the interviewed workers are from medium enterprises which are relatively more vulnerable to the economic impacts of the pandemic. These companies are observed to have been finding ways to keep their businesses afloat, oftentimes, at the expense of the workers through reduction of wages, compressed work week, rotational schemes, retrenchment, etc.

As workers continue to struggle to survive amid the pandemic, they also continue to advocate for their rights. Despite limitations, they strive to build solidarity in helping each other survive and protect their rights.

WORKERS' LOCKDOWN STORIES

Employers Using the Pandemic as an Excuse to Retrench Workers



When we first met Blas four (4) years ago, he was brought by a friend to a church in Valenzuela City where Women WISE³ conducts seminars, discussions, and labor rights consultations. They were working then, in an abusive company manufacturing snacks (chichirya). They sought assistance as to how they could complain about the precarious working conditions in the company.

After some time, he left the company and applied to a new one. He landed a job as a welder at Champion Fine Tooling, a manufacturer of lockers, tool boxes, etc. He has been working in the company for 3 years already.

Blas originates from Tacloban City. He is currently residing in Punturin, Valenzuela City. He is 45 years old and separated from his wife. He has 2

children who are 18 and 16 years old. The 18-year old daughter resides with him, together with his mother. Their current residence is a relocation site where they have been transferred from C5. They are required to pay P450 (around \$9) per month. It may be a small amount for some, but for Blas who has a meager income, it's a struggle to pay that amount, especially now.

Blas survives on a daily wage of P559. *"If we work without overtime, our salary is not really enough for the daily needs of our family. That's why we really push to work overtime most of the time even if it takes a toll on our health,"* Blas shared.

According to Blas, even before the pandemic, they have already been experiencing some abuses in the company. There are times that their supervisors humiliate them at work. They are also arbitrarily transferred to a different factory manufacturing diapers (Triumph), which happened to be a sister company of Champion. They are asked to multi-task, working in 2 factories at the same time.

When the pandemic hit, he was working at Triumph. The company provided a shuttle service for the workers during the Enhanced Community Quarantine (ECQ). When it has shifted to GCQ, he rides a bike to and from the factory.

One of the impacts of the pandemic to Blas and his family is the reduction of wages. Before the pandemic, they work for 6 days a week, sometimes even 7. Now, they only have work for 4 to 5 days. He lost more or less P1,000 of his income per week.

Blas experienced more hardship in the past months. He was sick for almost a month. He was able to file for sick leave and received his paid leaves. Unfortunately, it came late and was not even enough to pay the debt he incurred.

When he came back from his sickness leave, he was told by his fellow workers that the company is reducing their workforce. They are now facing a threat of losing their jobs. He believes the company is using the pandemic as an excuse to retrench regular workers who are paid higher than the newly hired contractual workers. *"I think our company is using the pandemic as an excuse to retrench regular workers who are paid higher than the newly hired contractual workers. I don't buy the claim of the company that they have been incurring income losses because of the COVID-19 crisis. They will just replace us with contractual workers to save some money,"* Blas lamented.

Blas also shared that the company barely follows the basic minimum health protocols in the workplace such as social distancing, *"Outside the factory, it seems like they are following social distancing protocols. But in the production area, nothing changed."*

Having spent many years as a worker in different companies and having experienced being a member of a union, Blas knows his rights and even though he still fears losing, yet another job, he tries to be assertive when he sees the need to be, not only for himself, but for his fellow workers too.

He has encouraged his fellow workers to attend discussions on their rights. Amid the strict quarantine measures, they were able to hold a small gathering to discuss their situation at work and educate them of their basic rights as workers.



Currently, they have been trying to push for a petition for mass testing among the workers, as there is 1 employee (driver) who is suspected to have COVID-19. They fear for their health and safety. They are unsure if the company will shoulder their expenses if ever they will contract COVID-19.

For Informal Workers, the Pandemic is a Matter of Survival of the Fittest



Lota, 49 years old, is a mother of four (4). She is currently residing in Sta. Mesa, Manila with his husband who is a tricycle driver. She has been selling fish as her source of income for 10 years now.

She learned this livelihood through her mother who was also a small merchant many years ago. When she was young, she sometimes helped her mother sell fish and other goods in the market in Tanay, Rizal where she grew up. Her mother used to buy goods to sell from Divisoria (a known market area in Manila where products can usually be bought at

cheaper prices). Eventually, their family decided to move to Manila, in search for better opportunities for their livelihood.

Due to lack of money to serve as capital, Lota works under an “investor” whom she considers as her employer. She is paid P250 per day for selling fish that comes from the Navotas fish port. If there is surplus fish, they give it to her as additional payment. Sometimes, she is also given bonuses if the sales are good.

Before the pandemic, Lota was able to sell 7-8 ‘banyeras’ of fish in a day. That’s equivalent to 50- 60 kilograms of fish per day. But when the pandemic hit and the lockdown was implemented, her sales went down drastically; 3-4 banyeras of fish took two days to be sold. Her employer had to reduce the volume of fish that they import because of travel restrictions and the low sales turnout.

“When COVID-19 hit, life became harder for us. No income, no transportation. We barely survived with an average of P250 earnings per day before the pandemic. Our fish sales were also gravely affected, probably because most people have no or less money during this time,” Lota lamented.

Lota received financial assistance from the government through the Social Amelioration Program (SAP) worth P8,000. But this amount quickly dried out because of the long period of the lockdown. Their family’s income was greatly reduced. Her husband was also unable to earn because tricycles were also prohibited from operating during the first few months of the lockdown.

This pandemic has brought so much difficulty to Lota and her family. Her eldest son was forced to stop his education because they can’t afford to provide for it, especially now that schools are going online, requiring them to have gadgets.

During the interview, she was not able to control her emotions, as tears rolled down her face, while she was narrating their hardships these past few months. She said that this time is really a survival of the fittest, especially for those who have less in life.

Lack of Job Security Made More Workers Vulnerable to Impacts of the Pandemic



more than a year, but still as a contractual.

It was just February this year when Rhea got into her job at a factory manufacturing paper products in Caloocan City. She was earning P537 per day, the minimum wage in Metro Manila. Her husband also works in one of the factories in the city, also a minimum wage-earner.

She has been jumping from one factory to another for the past 5 years. She has never been given regular status in the factories she worked in, it was always as a contractual, sometimes directly-hired, more often under manpower agencies. The longest job she had was for a little

Rhea is only 24 years old but she has a 7-year old son and is currently pregnant. She is currently residing with 4 family members (son, live-in partner, mother, and brother) at a rented house in Valenzuela City.

During the Enhanced Community Quarantine (ECQ) implemented by the government, many companies stopped operating due to the restrictions. Unfortunately for Rhea and her family, all 3 of them who were bringing food to their table were affected by this.

"It has been more than 4 months since I lost my job because of the pandemic. Until now, it's unclear if our company will still reopen. We are really struggling with daily expenses. My husband received some aid from the government but of course, it's not enough. We haven't been able to pay our rent since March."

She added that they can't even demand for a separation pay from the company because of their contractual status. She can only wonder if things would have been better if she was a regular employee.

She also shared that their debts piled up and that they have depended on the relief goods that the government provided for some time. They also fear being evicted from their rented house, as they have failed to pay its rent.

When her husband's work resumed, he had a hard time because of the lack of transportation. Their companies did not provide service to get them to and from work. Only tricycles were allowed to operate but they cannot afford it. Even if her brother and husband got their jobs back, it's still not enough so they had to cut some costs. And they cannot afford the P26 (\$5) tricycle ride to and from work. They had no choice but to walk to and from their workplaces.

Rhea fears for the health and safety of her family, especially for herself, now that she is pregnant. If she has a choice, she will just opt to stay home until their baby is born. But she can't afford to not look for any means to earn money. She's currently looking for a job or any livelihood, while still waiting if their company will still re-open.

Heightened Anxiety and Stress during the Pandemic

Elsa, 36 is a mother of 3. She was born and raised in Marilao, Bulacan. She worked in a factory manufacturing food boxes for big fast food restaurants and snacks. The factory is located inside the Meycauayan Industrial Park. She was dismissed from her job in July.

She has been with the company since 2016, but she had to go on and off work because she gave birth in 2017. Even before the pandemic, they worked under unfair labor practices. Their wages are very low. Elsa worked in the production department, under a piece-rate system or 'pakyawan.' For example, for them to earn Php200.00 (\$4), they had to finish 1,000 boxes of Krispy kreme donuts. It is a bit smaller for the Max's chicken and Yellow Cab boxes which costs Php180/1,000 boxes. They worked in groups of 7 people and they shared the income based on their output.

In addition to that, the company does not pay for their social security – no SSS, Philhealth, and Pag-ibig. They also do not receive 13th month pay. They also work under unsafe working conditions. They are not provided with appropriate personal protective equipment (PPE), even when the pandemic has started. The company also did not provide its workers with a shuttle service when public transportation was suspended. They had to walk to and from work.

Elsa and her 12 other colleagues who were also dismissed consider their termination illegal. The company did not follow the necessary procedure before terminating its employees. They do not believe that the reason behind their termination is because of revenue loss for the company during the pandemic. They say this because the company continues to hire new workers under manpower agencies. Elsa and her fellow workers, with the assistance of the Solidarity for the Workers Network (SWN), already filed a complaint for illegal dismissal to the DOLE Region 3.

Elsa's husband is a tricycle driver. His livelihood was also gravely affected during the strict lockdown, as they were not allowed to operate. So, when the pandemic and the lockdown started, their family depended solely on her income as a factory worker. When she was terminated, they were really distraught.

"When I lost my job last month, it was like I'm in a state of shock. I was really in distress. I am often caught staring blankly at nowhere and sometimes, crying out of nowhere. One of our main concerns is the expenses for our 2-year old child. Sometimes, we barely even have enough to buy him the cheapest milk," Elsa shared.

She added that for a while, they depended on the relief goods and the cash assistance from the government. They also tried borrowing from family and neighbors, but they had a hard time because they were also struggling. When the quarantine restrictions began easing out, she started selling different kinds of stuff she buys from Divisoria.

Elsa also lamented their sources of income affected her relationship with her husband, *"We were always fighting. Probably it's because of the stress, boredom, and anxiety. My husband's vices also got worse."*

Elsa hopes that she will be able to land a job soon, with better working conditions. She also continues to appeal to the government to provide livelihood assistance for workers like herself who lost their jobs because of the pandemic.

The “New Normal” for Many Workers Means Hunger

Elena, 54, is a mother of 3. She works at a garments factory in Bulacan. Her husband works at a rice mill near their house.

Before the pandemic, she was working in a different garments factory. She left the company because of a labor dispute. She joined her co-workers to file a complaint against the company when they suddenly announced a drastic reduction of their wages. They work under a piece-rate system or ‘pakyawan.’ The company claims that they have been losing income due to low sales so they have to reduce wages. *“With the new rates that they introduced, it became so hard for us to earn even just Php150. We did not agree to it. We left the company and filed a complaint to the Labor Department,”* Elena shared.

She was able to land a new job, not long after that. However, her fate there was also the same. She was still under a manpower agency. She also worked under a pakyawan system and the company also implemented a reduction of wages. Around April, they are paid Php1.60 per operation (operation is equivalent to a portion of the garment sewn) With the sudden change, the cost per operation is now at Php1. *“When the pandemic hit, the company reduced our wages.*

I still have my job but it's very hard with the new system. For 4 days, I only earned P400. This week, I opted not to come to work. I'm selling banana cue in our neighborhood.”

Before COVID, she can earn at least Php500 per day. It's still not enough for their family's needs but they can get by somehow. When the pandemic hit, they really experienced hunger. During the enhanced community quarantine, the factory she worked in stopped its operations resulting in loss of income. They only depended on the earnings of her husband as a worker in the rice mill. However, his income was also reduced, as they only had work for 2 days per week.

Elena shared that they can't even afford to pay for their rent. She lives in a relocation site in Bulacan and they are required by the National Housing Authority to pay monthly rent or contribution for the housing. Elena says they can't even afford to put enough food on their table, how can they afford to pay for their rent.

She also shared her struggle coming to work with limited operations of public transportation. *“A big chunk of my measly earnings go to transportation costs. The company does not provide shuttle service for us employees. We have to ride the tricycle to and from work, which amounts to Php100,”* she shared.

“It's so depressing. It seems that nowadays, it's really difficult to find a good company that would not abuse its workers. With no vaccine for COVID-19 yet, they say we have to get used to this ‘new normal.’ But how do we do that when this ‘new normal’ means hunger for us?” Elena lamented.

GUIDE QUESTIONS FOR AROSP INTERVIEW

A. Respondent's Profile

- a. Pangalan (Name):
- b. Edad (Age):
- c. Kasarian (Sex):
- d. Address:
- e. Probinsyang pinagmulan (Province of origin):
- f. Civil status:
- g. Bilang ng anak (No. of children):
- h. Bilang ng kasama sa bahay (No. of people at home):
- i. Contact no.:
- j. Trabaho o kabuhayan (Job or livelihood):
- k. Kumpanyang pinagtatrabahuhan at address nito (Company address):

- l. Bilang ng taon na nagtatrabaho sa kumpanya (No. of years in the company):
- m. Edukasyon (Educational Attainment):

B. Kalagayan bago ang Pandemya (Situation before the Pandemic):

- a. Sahod (Wage):
- b. Iba pang pinagkukunan ng panggastos (Other source of income):
- c. Sapat ba ito sa pamilya? (Is it enough for your family's needs)
- d. Mga suliraning kinakaharap kaugnay ng trabaho (sahod, benepisyo, kalusugan at kaligtasan, seguridad, atbp) [Problems related to work such as wage, benefits, safety and health, security, etc.]

C. Epekto ng COVID-19 at Lockdown (Impacts of COVID-19 and the Lockdown)

- a. Ano ang pinakamatinding epekto sa iyo nitong pandemya? Anong epekto nito sa iyong pamilya? (What is the greatest/worst impact of the pandemic to you and your family's life?)
- b. Nakatanggap ka ba ng tulong/ayuda mula sa pamahalaan ngayong panahon ng COVID-19? Anu-ano ito? Sapat ba ito sa pangangailangan ng inyong pamilya? (Did you receive any assistance from the government? What are these? Are they enough?)
- c. Anong pagbabago ang dulot ng COVID sa inyong trabaho/lugar paggawa? (nawalan ba ng trabaho, lumiit ang sahod, nabawasan ang oras ng paggawa, etc.) [What are the changes that happened in your workplace?]
- d. Paano napoprotektahan ang inyong kalusugan sa trabaho? (How is your health and safety ensured at work?)
- e. May kinaharap ka bang suliranin kaugnay ng transportasyon sa panahon ng COVID? (Did you experience any problem related to transportarion during this period?)
- f. Nakaranas ka ba ng anuman sa mga sumusunod ngayong panahon ng COVID: kalungkutan, depression, pangamba, stress? (Did you experience any of the following during the pandemic: stress, sadness, depression, etc.?)

- g. Paano mo nakakayanan ang mga suliraning dulot ng krisis na ito? (How did you cope amid this crisis?)
- h. Anong mga kahilingan/demands mo kaugnay ng pagsulong sa gitna ng krisis ng COVID-19? (Moving forward, amidst the COVID-19 crisis, what are your demands/wishes?)

SOLIDARITY ACTION



