









# COVID-19 effect on Gozitan Human Resources

1. NATURE OF BUSINESS			
Answer Choices			Response Percent
1	Hotel		9.46%
2	Boutique Hotel		6.76%
3	B & B		4.05%
4	Guesthouse		5.41%
5	Self-Catering		21.62%
6	Restaurant		14.86%
7	Diving Centre		9.46%
8	Transport		8.11%
9	Tourist Attraction		4.05%
10	Tourist Agency/DMC/Travel Agency		4.05%
11	Real Estate		2.70%
12	Retreats & Detox Health Centres		0.00%
13	Tourism Consultants		1.35%
14	Other (please specify):		8.11%
Other (please specify): (6)			
1	06/05/2020 16:08 PM ID: 140278607	Outdoor activities kayak, climb bike etc	
2	06/05/2020 19:44 PM ID: 140301850	GCA - GOZO Climbing Association	
3	08/05/2020 14:47 PM ID: 140431247	and Restaurant	
4	08/05/2020 17:25 PM ID: 140436884	I also have a small Hostel	
5	09/05/2020 21:11 PM ID: 140470017	Car hire and transfers	

## 1. NATURE OF BUSINESS

6	12/05/2020 09:07 AM ID: 140827399	Car Hire and Handling
Comments: (3)		
1	06/05/2020 19:44 PM ID: 140301850	<p>Sorry - may we are wrong to be here as an NGO - but you ask for it. Our offer was to create a possibility - NOW - for the next Winter (2020) This is to inform you : -sorry - it is nonsense to spend money in some advertising and fairs. Fairs - where??? When???</p> <p>Prepare the island - now - with innovating new products In this case we talk about the Government idea Whole Year Tourism! Creating a NEW Dobbin GOZO is perfect for - Rock Climbing I told you - do not wait for any help from Malta - we have to do this on our OWN.</p> <p>And we will be 5 Steps ahead - or we get nothing! Contact me - PLEASE 79901306</p>
2	07/05/2020 07:52 AM ID: 140317528	various businesses including B&B, cafes and restaurants
3	08/05/2020 07:28 AM ID: 140413804	Boutique Hotel & Restaurant

## 2. DEFINE BUSINESS SIZE BY THE NUMBER OF EMPLOYESS (Both Part-time and Full-time)

Answer Choices		Response Percent
1	Less than 3 employees 	24.66%
2	Less than 5 employees 	27.40%
3	Less than 10 employees 	16.44%
4	Between 10 - 15 employees 	8.22%
5	Between 15 - 20 employees 	5.48%
6	Between 25 - 40 employees 	5.48%
7	More than 40 employees 	4.11%
8	Other (please specify): 	8.22%

## 2. DEFINE BUSINESS SIZE BY THE NUMBER OF EMPLOYESS (Both Part-time and Full-time)

Other (please specify): (6)

1	07/05/2020 07:52 AM ID: 140317528	50
2	07/05/2020 09:48 AM ID: 140324562	Self-employed and work on my own
3	07/05/2020 12:43 PM ID: 140340000	Due to Covid-19 reduced to 4 Full-Timers
4	08/05/2020 17:28 PM ID: 140436977	Self-employed sole trader
5	09/05/2020 07:45 AM ID: 140447937	My wife and I manage our three holiday apartments
6	11/05/2020 22:22 PM ID: 140810348	One cleaner





Comments: (6)

1	06/05/2020 16:06 PM ID: 140278081	1 full time and 3 part time cleaners.
2	06/05/2020 16:06 PM ID: 140278262	6 skeleton (winter) staff. 6 more for the summer period
3	06/05/2020 20:21 PM ID: 140303838	We have 10 full time 6 Part time
4	07/05/2020 07:52 AM ID: 140317528	spilt over a number of businesses
5	07/05/2020 12:43 PM ID: 140340000	Diving business is very dependent on season. In summer we have about 8 Full-time employees normally.
6	12/05/2020 15:33 PM ID: 140864357	at the moment I am the only employee

## 3. Has your business reduced its business operational hours since the outbreak of COVID-19?

Answer Choices	Response Percent	Response Total
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### 3. Has your business reduced its business operational hours since the outbreak of COVID-19?

1	All employees have a reduced working week		15.07%	
2	Some employees have a reduced working schedule		8.22%	
3	No the business is still operating on full hours		0.00%	
4	The business is closed as we are at a complete standstill		71.23%	
5	Other (please specify):		5.48%	

#### Other (please specify): (4)

1	07/05/2020 09:48 AM ID: 140324562	Self employed
2	07/05/2020 16:30 PM ID: 140374769	Working behind closed doors
3	08/05/2020 17:28 PM ID: 140436977	More hours less income
4	12/05/2020 15:33 PM ID: 140864357	The business has been completely closed since March 17th. We resumed our work on May 8 after subjecting the structure to sanitizing / disinfecting rooms and air conditioners.




#### Comments: (8)

1	06/05/2020 15:54 PM ID: 140276394	doing some maintenance at the moment
2	06/05/2020 15:58 PM ID: 140277320	Just doing some maintenance
3	06/05/2020 18:24 PM ID: 140298070	just a small home delivery operation
4	06/05/2020 20:21 PM ID: 140303838	We are closed but we kept all the employees till the end of May till now.
5	07/05/2020 09:48 AM ID: 140324562	Since bookings are very quiet, I had to reduce my business operational hours.
6	11/05/2020 18:15 PM ID: 140785509	Since overseas travel is blocked we have no guests who can travel to the accommodations

### 3. Has your business reduced its business operational hours since the outbreak of COVID-19?

7	12/05/2020 11:13 AM ID: 140839949	No tourists
8	12/05/2020 15:33 PM ID: 140864357	The business has been completely closed since March 17th. We resumed our work on May 8 after subjecting the structure to sanitizing / disinfecting rooms and air conditioners.

### 4. Has your business enforced Vacation leave on your employees?

Answer Choices			Response Percent
1	Pro rata leave for 2020		20.00%
2	Total leave entitlement for 2020		17.14%
3	None of the above		62.86%





Comments: (9)

1	06/05/2020 16:33 PM ID: 140281184	NA
2	06/05/2020 20:21 PM ID: 140303838	We did not touch the Leave, Our management gave the wage supplement that was given to us from Malta enterprise
3	07/05/2020 09:48 AM ID: 140324562	I have no vacation leave.
4	08/05/2020 14:59 PM ID: 140431523	I have no employees for 2020 now
5	08/05/2020 17:28 PM ID: 140436977	Self-employed no leave
6	11/05/2020 10:40 AM ID: 140669078	because the government is going to pay the 800 however I haven't yet received any money
7	12/05/2020 11:13 AM ID: 140839949	Still paying the full timers
8	12/05/2020 15:33 PM ID: 140864357	I don't have employees

#### 4. Has your business enforced Vacation leave on your employees?

9	13/05/2020 08:40 AM ID: 140967969	We had leave in January 2020 already
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#### 5. Has your business put its employees on unpaid leave due to insufficient business?

Answer Choices			Response Percent
1	Some employees have been put on unpaid leave		20.29%
2	All employees have been put on unpaid leave		14.49%
3	None of the employees have been put on unpaid leave		46.38%
4	Other (please specify):		18.84%

Other (please specify): (13)

1	06/05/2020 16:33 PM ID: 140281184	NA
2	06/05/2020 16:47 PM ID: 140288293	employees' wages have decreased since business could not support full wages since the revenue has stopped and also because the working hours of employees have decreased accordingly
3	07/05/2020 09:48 AM ID: 140324562	
4	08/05/2020 07:28 AM ID: 140413804	
5	08/05/2020 14:59 PM ID: 140431523	The instructors did not return
6	09/05/2020 07:45 AM ID: 140447937	We do not have any employees
7	09/05/2020 21:11 PM ID: 140470017	No employees
8	11/05/2020 09:09 AM ID: 140634793	We are giving the wage supplement given by the government.

### 5. Has your business put its employees on unpaid leave due to insufficient business?

9	11/05/2020 18:15 PM ID: 140785509	no employees on payroll
10	12/05/2020 11:13 AM ID: 140840275	all our employees are part timers so they are on unpaid leave
11	12/05/2020 15:33 PM ID: 140864357	I don't have employees
12	13/05/2020 08:40 AM ID: 140967969	We are on the government scheme
13	14/05/2020 18:38 PM ID: 141147749	I run the B & B together with my husband and we are both redundant

### 6. REDUNDANCIES Has your business made any redundancies? (Both Part-time and Full-time Employees)

Answer Choices		Response Percent
1	Yes	19.44%
2	No	76.39%
3	If Yes kindly indicate by how much in the comments box	4.17%





Comments: (16)

1	06/05/2020 15:58 PM ID: 140277320	two employees
2	06/05/2020 16:06 PM ID: 140278081	3 part time cleaners
3	06/05/2020 16:33 PM ID: 140281184	Myself as self employed
4	06/05/2020 20:21 PM ID: 140303838	Till the end of May we are not seeing any redundancies. But if we remain closed part times may lose their jobs
5	06/05/2020 21:28 PM ID: 140279144	2

## 6. REDUNDANCIES Has your business made any redundancies? (Both Part-time and Full-time Employees)

6	07/05/2020 09:36 AM ID: 140322785	2 employees
7	07/05/2020 12:43 PM ID: 140340000	Seasonal, June we would have 8 normally.
8	08/05/2020 14:59 PM ID: 140431523	There was no-one here in March.
9	08/05/2020 15:23 PM ID: 140432661	2
10	08/05/2020 18:47 PM ID: 140439536	2
11	09/05/2020 07:08 AM ID: 140447485	2
12	11/05/2020 08:08 AM ID: 140614554	3
13	11/05/2020 10:40 AM ID: 140669078	Some of my new employees that I was going to start paper with identity malta had to leave the country
14	11/05/2020 13:03 PM ID: 140721163	We had to let go of 1 person that arrived on 9th march and as we could not generate a post in the current situation, we made sure she will be covered until the 27th of April so she has a possibility to fly back to her home country
15	11/05/2020 18:15 PM ID: 140785509	3
16	13/05/2020 08:40 AM ID: 140967969	3 part time

## 7. Do you perceive an increase in redundancies if COVID-19 persists beyond the end of May 2020?

Answer Choices		Response Percent
1	Yes 	39.44%
2	No 	23.94%
3	Undecided 	29.58%
4	Other (please specify): 	7.04%



## 7. Do you perceive an increase in redundancies if COVID-19 persists beyond the end of May 2020?






Other (please specify): (5)

1	06/05/2020 16:33 PM ID: 140281184	NA
2	07/05/2020 07:15 AM ID: 140316571	Real estate Agents
3	07/05/2020 09:48 AM ID: 140324562	
4	09/05/2020 07:45 AM ID: 140447937	Difficult to lay-off your own wife
5	11/05/2020 18:15 PM ID: 140785509	

Comments: (8)

1	06/05/2020 15:58 PM ID: 140277320	We can only withstand all this by May.
2	06/05/2020 16:08 PM ID: 140278607	All employees will be made redundant if government help stops May 2020
3	06/05/2020 20:21 PM ID: 140303838	We are suffering in a financial crisis since we are closed since the 18 th March 2020 There are several bills to be paid such as electricity and so on.
4	07/05/2020 07:15 AM ID: 140316571	Agents are self-employed as they work on commission based so they stay on
5	07/05/2020 09:36 AM ID: 140322785	If we continue to depend only from the domestic market, more redundancies would be considered during the coming winter months.
6	07/05/2020 09:48 AM ID: 140324562	I have no employees with me.
7	08/05/2020 14:59 PM ID: 140431523	we will close the business
8	08/05/2020 17:28 PM ID: 140436977	Self employed

## 8. Did your business implement any Digital measures due to COVID-19?

Answer Choices			Response Percent
1	Teleworking		18.84%
2	Video Conferencing - Internal & with clients		14.49%
3	E-Commerce - Websites & Online Advertising and Payments		15.94%
4	None of the above		59.42%
5	Other (please specify):		5.80%



### Other (please specify): (4)

1	06/05/2020 16:08 PM ID: 140278607	Sadly not applicable to my business
2	07/05/2020 07:52 AM ID: 140317528	no because we were already present online
3	11/05/2020 13:03 PM ID: 140721163	
4	12/05/2020 11:13 AM ID: 140840275	our business cannot do any of the above

### Comments: (2)

1	06/05/2020 20:21 PM ID: 140303838	Does not apply to my business
2	11/05/2020 13:03 PM ID: 140721163	we kept our adverts running as for the time after and try to make special events and offers for after as well

## 9. Is your business making use of the Wage Supplement?

Answer Choices			Response Percent
1	Yes		76.71%
2	No		23.29%

### 9. Is your business making use of the Wage Supplement?

### 10. If your answer to Q9 was YES, under which Annex does it fall?

Answer Choices		Response Percent
1	Annex A	92.31%
2	Annex B	7.69%

### 11. If your answer to Q9 was NO, for which of the following reasons your business is not making use of the Wages Supplement?

Answer Choices		Response Percent
1	Did not apply for Wage Supplement	5.26%
2	Did not receive a reply/payment from Malta Enterprise yet	36.84%
3	Am not eligible	21.05%
4	Other (please specify):	36.84%

Other (please specify): (7)

1	06/05/2020 19:28 PM ID: 140302185	Employee applies for parent grant from ME without letting us know. When we applied for the wage supplement it was refused due to possible double grant given to employee
2	06/05/2020 20:21 PM ID: 140303838	we got the wage supplement
3	07/05/2020 07:15 AM ID: 140316571	Real Estate employees
4	07/05/2020 07:52 AM ID: 140317528	we fall under both Annexes because of different business

**11. If your answer to Q9 was NO, for which of the following reasons your business is not making use of the Wages Supplement?**

5	08/05/2020 14:21 PM ID: 140430461	We got the wage supplement of March and April
6	08/05/2020 15:25 PM ID: 140432773	employee is under parental supplement and so the wage supplement was refused
7	09/05/2020 07:45 AM ID: 140447937	Am not sure if we are eligible but I did submit an application

**Comments: (7)**

1	06/05/2020 16:33 PM ID: 140281184	Although applied and am eligible no wage supplement received so far. Thank you.
2	06/05/2020 16:47 PM ID: 140288293	Still have received no reply from the when we have applied on whether the supplement will be given or not. Annex B applies to our type of business.
3	07/05/2020 07:15 AM ID: 140316571	Just Fulltime office secretaries
4	08/05/2020 14:59 PM ID: 140431523	I received a confirmation but still no payment
5	08/05/2020 15:22 PM ID: 140432601	We have not got a reply yet on whether our application has been accepted and if yes what are the amounts of the payments we will be entitled for and when will these be disbursed.
6	11/05/2020 10:40 AM ID: 140669078	I haven't received the payment and it is almost 2 months now waiting since I closed
7	12/05/2020 11:13 AM ID: 140839949	They still have not received any cheques.

**12. MORE RECOMMENDATIONS TO GOVERNMENT Which of the following measures would you recommend by order of priority to be introduced to assist the tourism sector?**

Item	Total Score <sup>1</sup>	Overall Rank
Reduction of VAT rates to kick start business	237	1
Reduction of the Water & Electricity Bills	209	2
Reduction on Fuel	140	3
Schemes for Commercial Rents	134	4
<sup>1</sup> Score is a weighted calculation. Items ranked first are valued higher than the following ranks, the score is a sum of all weighted rank counts.		

