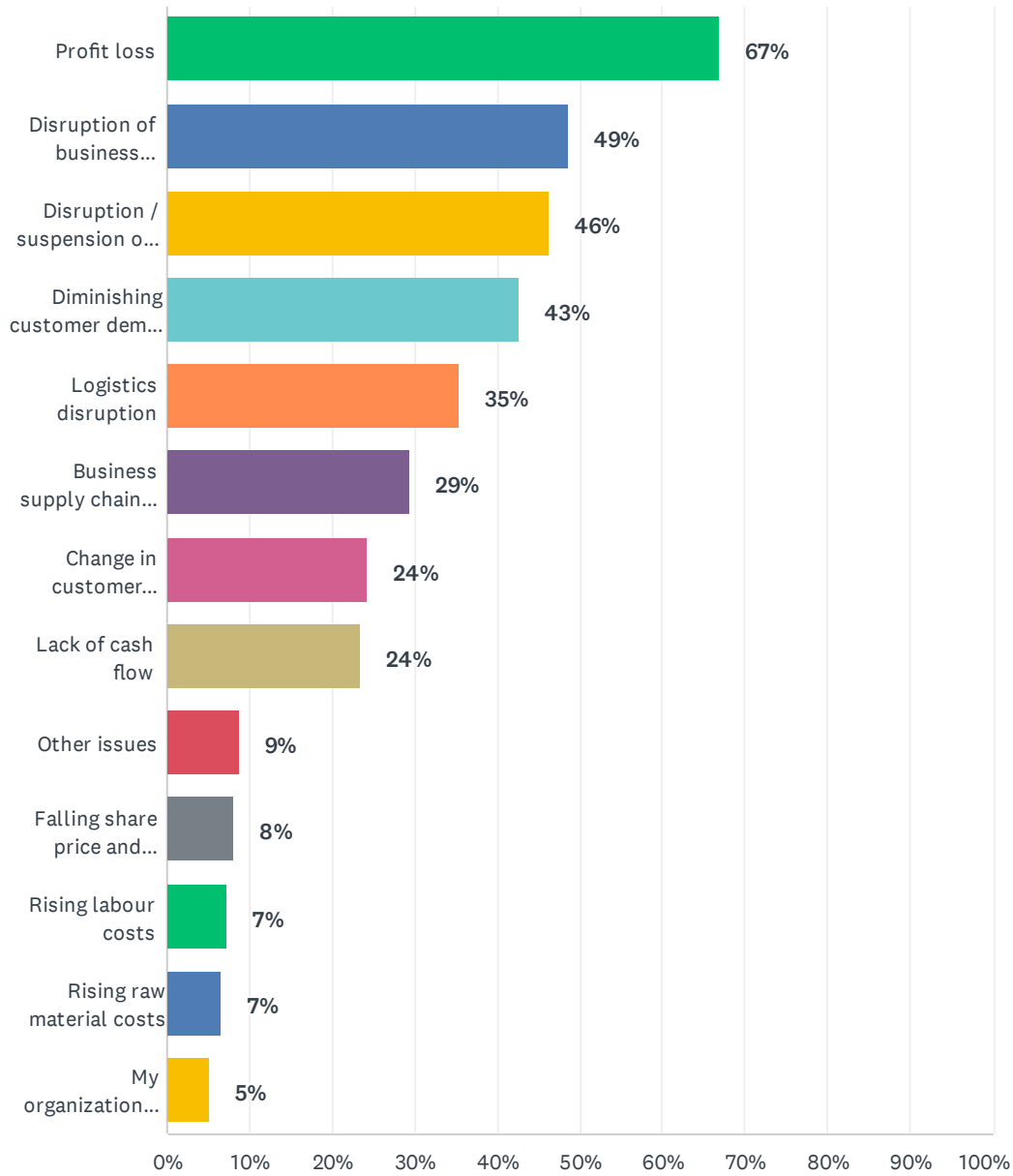


Q1 In view of the COVID-19 outbreak, what are the biggest challenges that your organisation is currently facing? (Please select all that apply)

Answered: 136 Skipped: 0

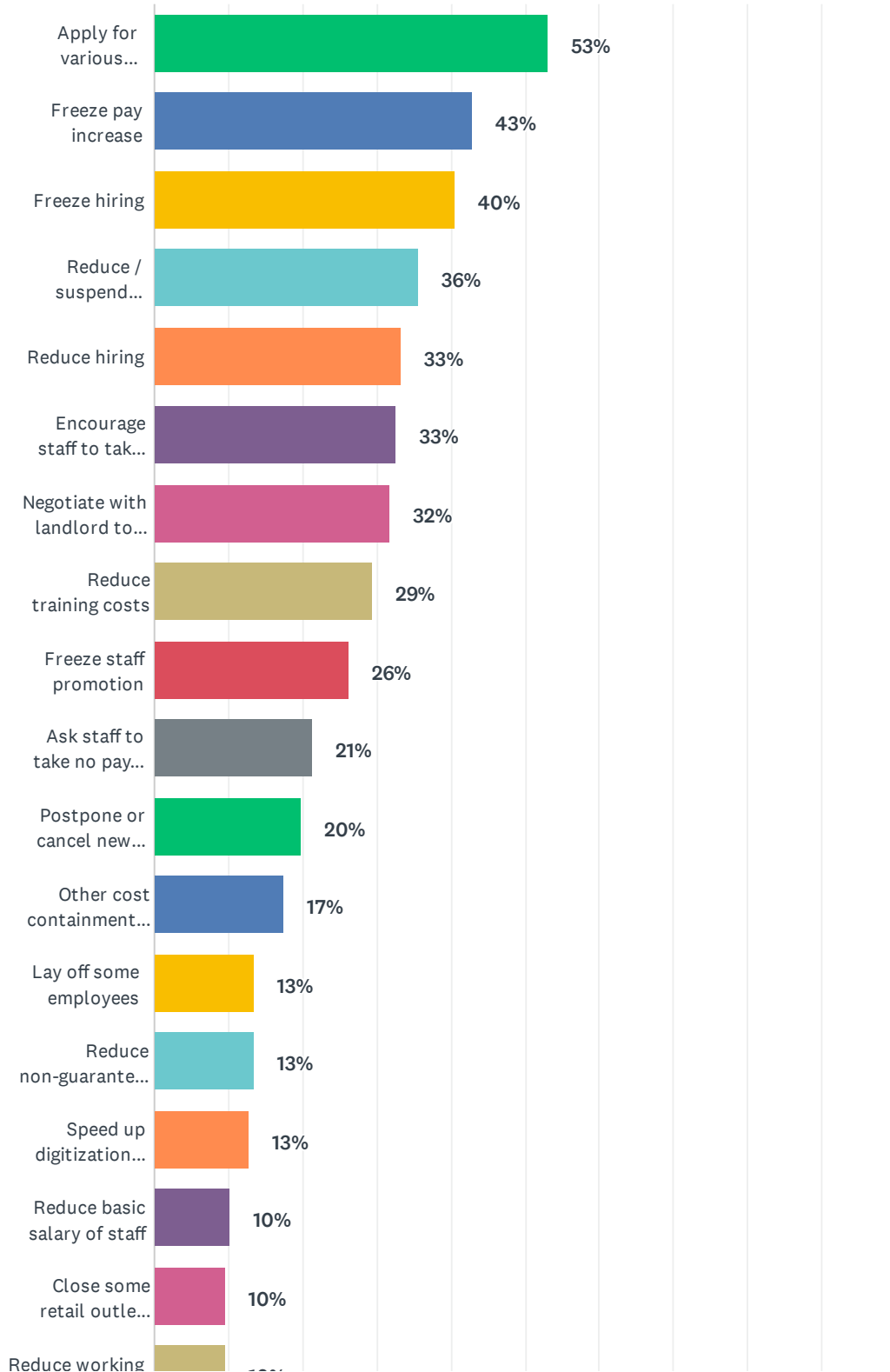


HKIHRM HR Pulse Check : Cost Containment Measures in the COVID-19 Outbreak

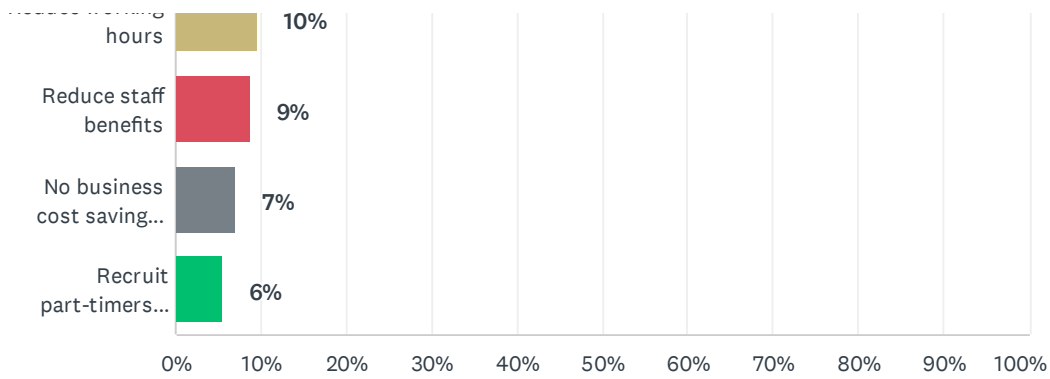
ANSWER CHOICES	RESPONSES	
Profit loss	67%	91
Disruption of business operation due to government imposed ban	49%	66
Disruption / suspension of business travel due to travel bans	46%	63
Diminishing customer demand for goods / services	43%	58
Logistics disruption	35%	48
Business supply chain disruptions	29%	40
Change in customer consumption patterns	24%	33
Lack of cash flow	24%	32
Other issues	9%	12
Falling share price and subsequent financing impact	8%	11
Rising labour costs	7%	10
Rising raw material costs	7%	9
My organization is not affected	5%	7
Total Respondents: 136		

Q2 What are the cost saving measures that have been put in place by your organisation to cope with the COVID-19 outbreak? (Please select all that apply)

Answered: 126 Skipped: 10



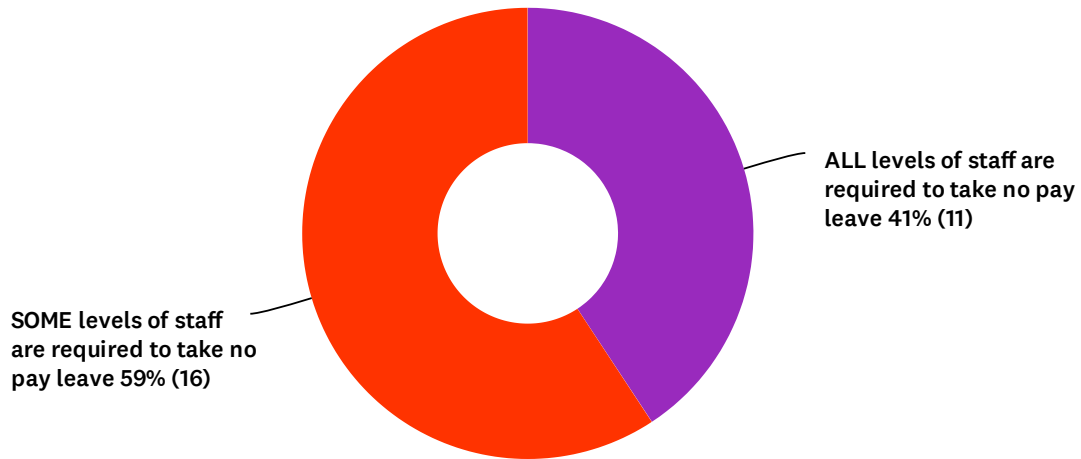
HKIHRM HR Pulse Check : Cost Containment Measures in the COVID-19 Outbreak



ANSWER CHOICES	RESPONSES	
Apply for various government subsidies	53%	67
Freeze pay increase	43%	54
Freeze hiring	40%	51
Reduce / suspend non-critical services	36%	45
Reduce hiring	33%	42
Encourage staff to take annual leave	33%	41
Negotiate with landlord to reduce rent / for more favourable lease terms	32%	40
Reduce training costs	29%	37
Freeze staff promotion	26%	33
Ask staff to take no pay leave	21%	27
Postpone or cancel new investments	20%	25
Other cost containment measures	17%	22
Lay off some employees	13%	17
Reduce non-guaranteed bonus	13%	17
Speed up digitization to online sales from physical stores	13%	16
Reduce basic salary of staff	10%	13
Close some retail outlets and / or offices	10%	12
Reduce working hours	10%	12
Reduce staff benefits	9%	11
No business cost saving measures implemented	7%	9
Recruit part-timers instead of full time staff	6%	7
Total Respondents: 126		

Q3 Which of the following statement best describes who is required to take no pay leave at your organisation?

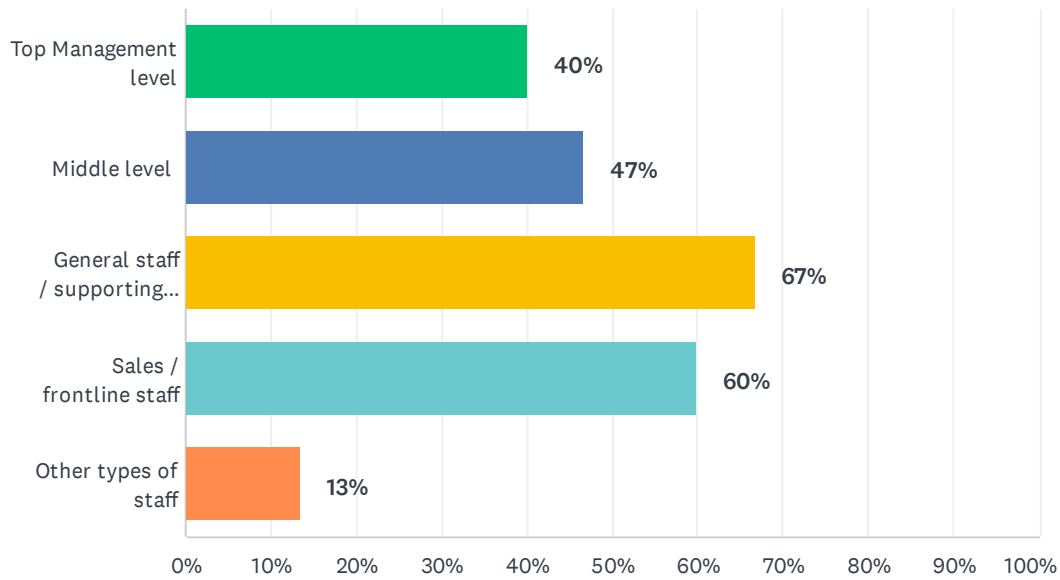
Answered: 27 Skipped: 109



ANSWER CHOICES	RESPONSES	
ALL levels of staff are required to take no pay leave	41%	11
SOME levels of staff are required to take no pay leave	59%	16
TOTAL		27

Q4 Which levels of staff have been asked to take no pay leave?

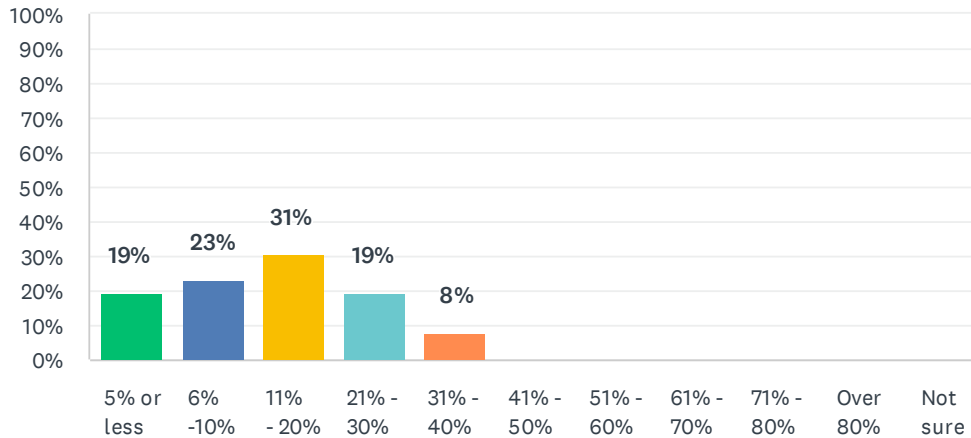
Answered: 15 Skipped: 121



ANSWER CHOICES	RESPONSES	
Top Management level	40%	6
Middle level	47%	7
General staff / supporting staff	67%	10
Sales / frontline staff	60%	9
Other types of staff	13%	2
Total Respondents: 15		

Q5 On average, by how much has the monthly working time of your organisation's employees been reduced as a result of implementing no pay leave?

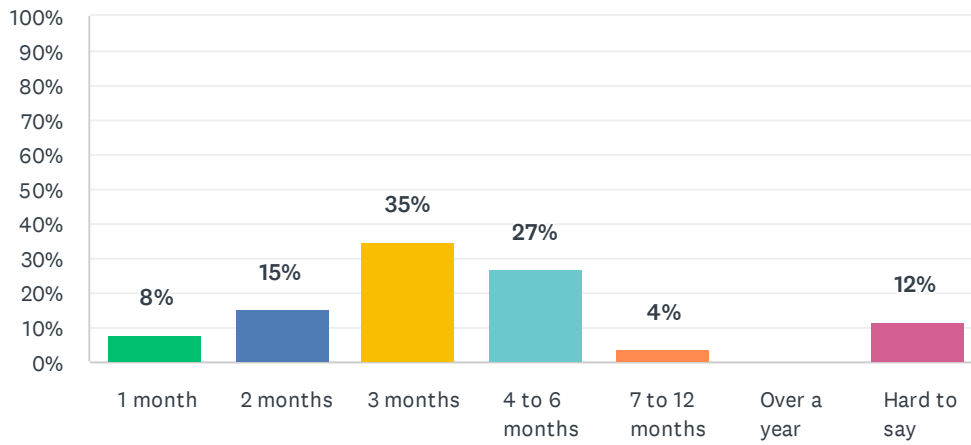
Answered: 26 Skipped: 110



ANSWER CHOICES	RESPONSES	
5% or less	19%	5
6% -10%	23%	6
11% - 20%	31%	8
21% - 30%	19%	5
31% - 40%	8%	2
41% - 50%	0%	0
51% - 60%	0%	0
61% - 70%	0%	0
71% - 80%	0%	0
Over 80%	0%	0
Not sure	0%	0
TOTAL		26

Q6 How long is the no pay leave measure expected to last?

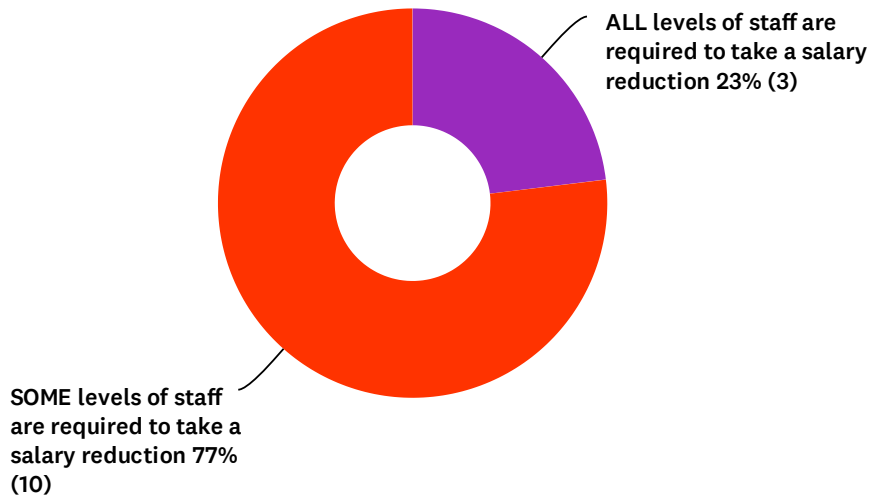
Answered: 26 Skipped: 110



ANSWER CHOICES	RESPONSES	
1 month	8%	2
2 months	15%	4
3 months	35%	9
4 to 6 months	27%	7
7 to 12 months	4%	1
Over a year	0%	0
Hard to say	12%	3
TOTAL		26

Q7 Which of the following statement best describes who is required to take a salary reduction at your organisation?

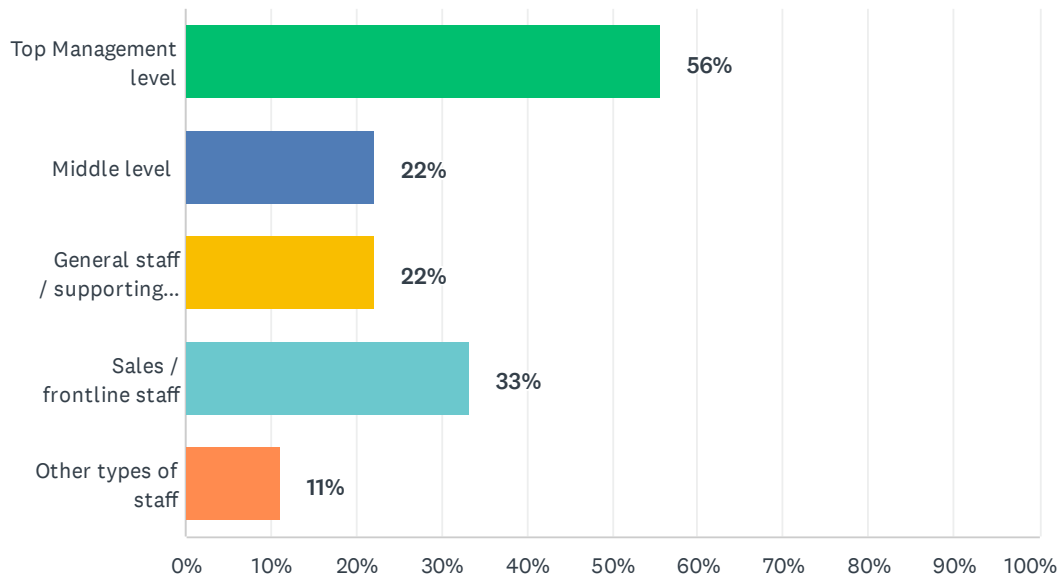
Answered: 13 Skipped: 123



ANSWER CHOICES	RESPONSES	
ALL levels of staff are required to take a salary reduction	23%	3
SOME levels of staff are required to take a salary reduction	77%	10
TOTAL		13

Q8 Which levels of staff have to take a salary reduction?

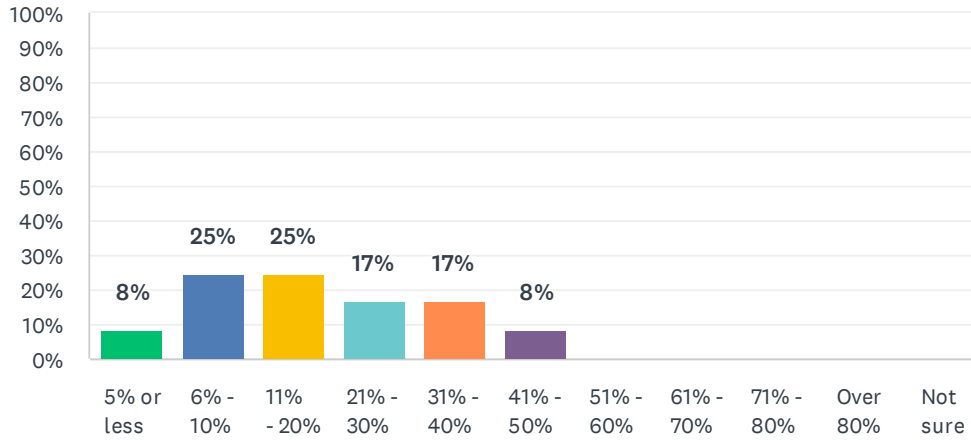
Answered: 9 Skipped: 127



ANSWER CHOICES	RESPONSES	
Top Management level	56%	5
Middle level	22%	2
General staff / supporting staff	22%	2
Sales / frontline staff	33%	3
Other types of staff	11%	1
Total Respondents: 9		

Q9 On average, by how much has the basic salary of your organisation's employees been reduced?

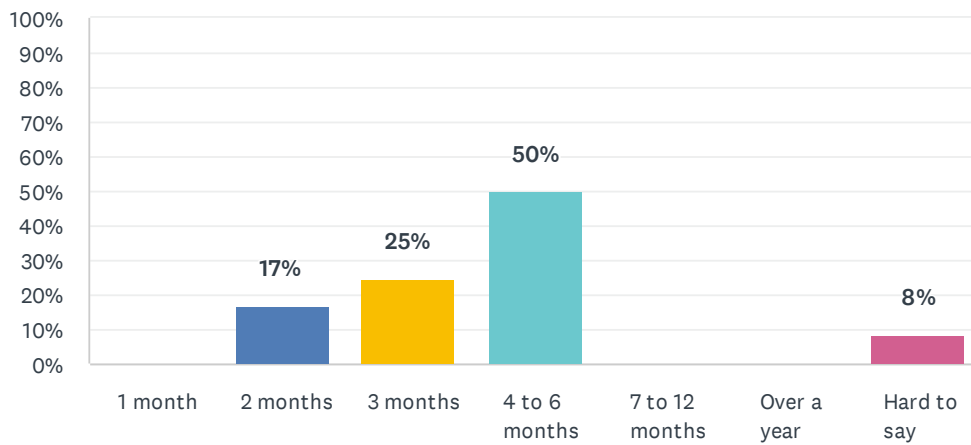
Answered: 12 Skipped: 124



ANSWER CHOICES	RESPONSES
5% or less	8% 1
6% - 10%	25% 3
11% - 20%	25% 3
21% - 30%	17% 2
31% - 40%	17% 2
41% - 50%	8% 1
51% - 60%	0% 0
61% - 70%	0% 0
71% - 80%	0% 0
Over 80%	0% 0
Not sure	0% 0
TOTAL	12

Q10 How long is the salary reduction expected to last?

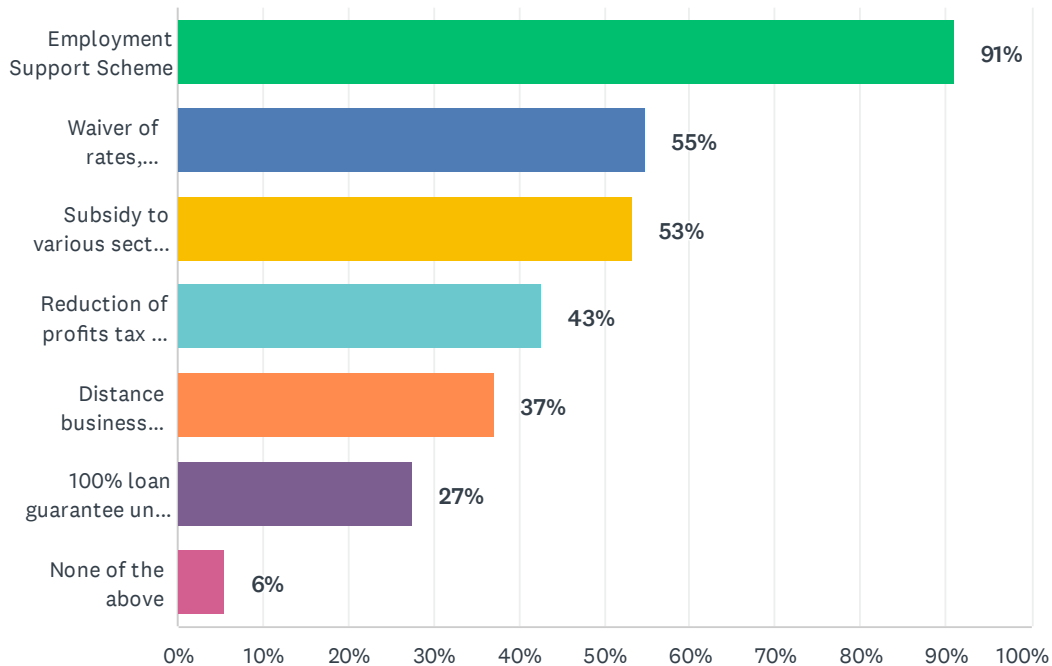
Answered: 12 Skipped: 124



ANSWER CHOICES	RESPONSES	
1 month	0%	0
2 months	17%	2
3 months	25%	3
4 to 6 months	50%	6
7 to 12 months	0%	0
Over a year	0%	0
Hard to say	8%	1
TOTAL		12

Q11 The Hong Kong Government has announced a series of relief measures to help businesses tide over financial difficulties during the COVID-19 outbreak. Which of the following of relief measures are you aware of? (Please select all that apply)

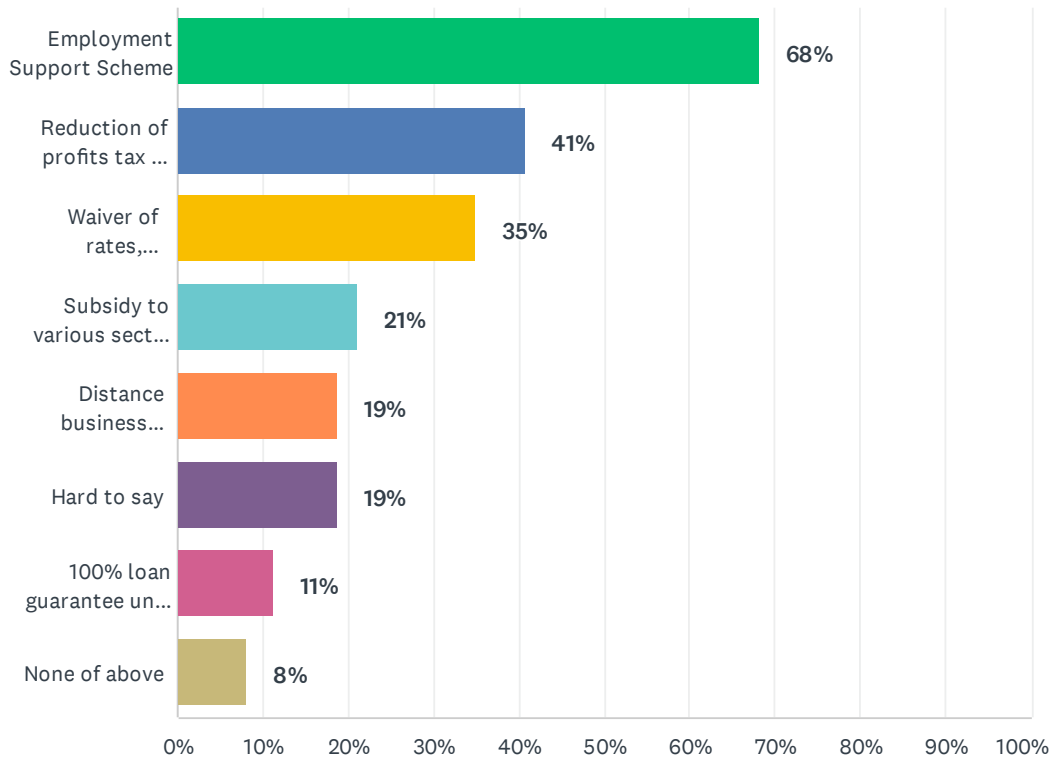
Answered: 124 Skipped: 12



ANSWER CHOICES	RESPONSES	
Employment Support Scheme	91%	113
Waiver of rates, registration fees and electricity fee	55%	68
Subsidy to various sectors and premises (e.g. Transport, Aviation, Construction, Fitness Centres, Beauty Palours etc.)	53%	66
Reduction of profits tax for the year of assessment 2019/20	43%	53
Distance business programme to support organization with technology adaption	37%	46
100% loan guarantee under SME Financing Guarantee Scheme	27%	34
None of the above	6%	7
Total Respondents: 124		

Q12 In your opinion, which of the following relief measure(s) is / are effective in helping your organisation weather the COVID-19 outbreak? (Please select all that apply)

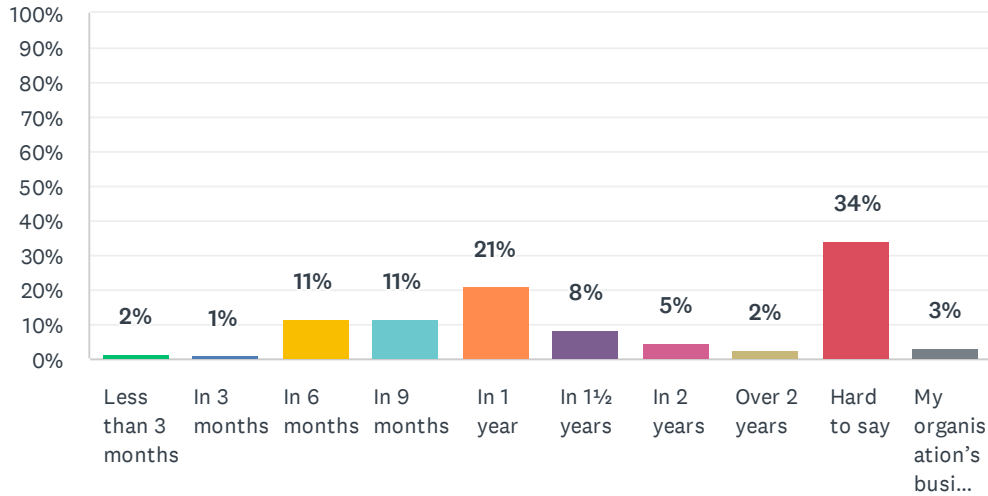
Answered: 123 Skipped: 13



ANSWER CHOICES	RESPONSES	
	Percentage	Count
Employment Support Scheme	68%	84
Reduction of profits tax for the year of assessment 2019/20	41%	50
Waiver of rates, registration fees and electricity fee	35%	43
Subsidy to various sectors and premises (e.g. Transport, Aviation, Construction, Fitness Centres, Beauty Palours etc.)	21%	26
Distance business programme to support organization with technology adaption	19%	23
Hard to say	19%	23
100% loan guarantee under SME Financing Guarantee Scheme	11%	14
None of above	8%	10
Total Respondents: 123		

Q13 How long do you estimate it will take for your organisation's revenue and/or output to resume to the level before the COVID-19 outbreak?

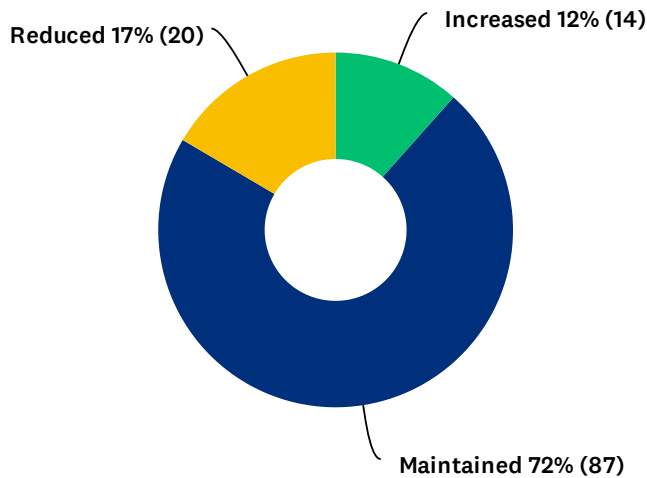
Answered: 122 Skipped: 14



ANSWER CHOICES	RESPONSES	
Less than 3 months	2%	2
In 3 months	1%	1
In 6 months	11%	14
In 9 months	11%	14
In 1 year	21%	26
In 1½ years	8%	10
In 2 years	5%	6
Over 2 years	2%	3
Hard to say	34%	42
My organisation's business has not been affected	3%	4
TOTAL		122

Q14 In view of the current economic situation, which of the following statement best describes your view towards the upcoming review of the 2021 Statutory Minimum Wage Rate (the current rate is HK\$37.5 per hour)? The current Statutory Minimum Wage Rate should be

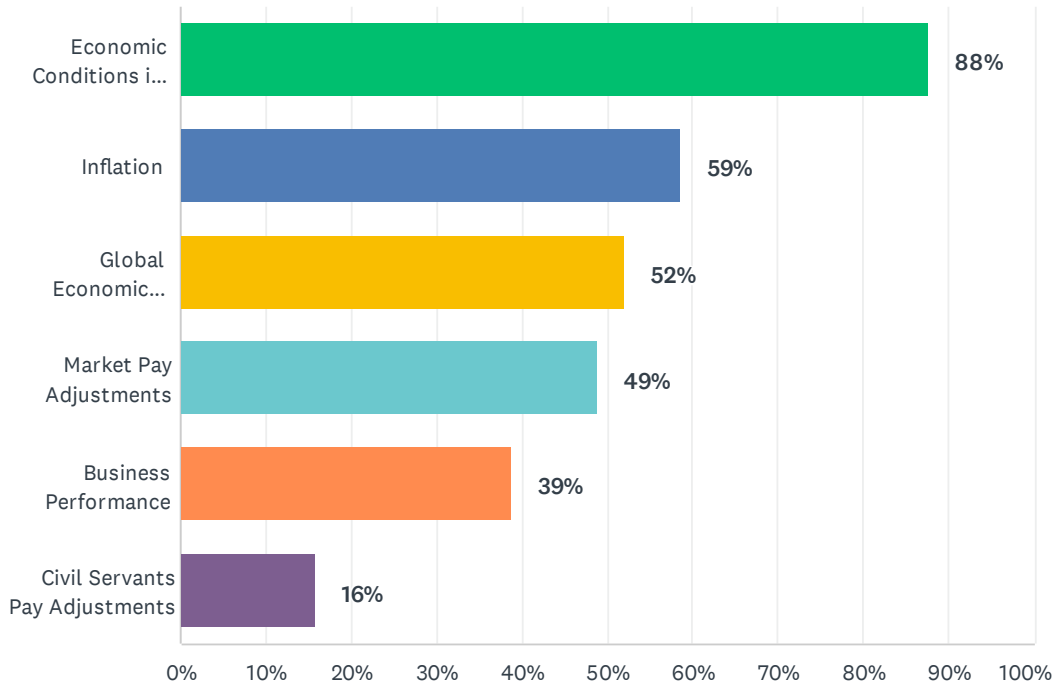
Answered: 121 Skipped: 15



ANSWER CHOICES	RESPONSES	
Increased	12%	14
Maintained	72%	87
Reduced	17%	20
TOTAL		121

Q15 Which of the following factors influence your view towards the Statutory Minimum Wage? (Please select all that apply)

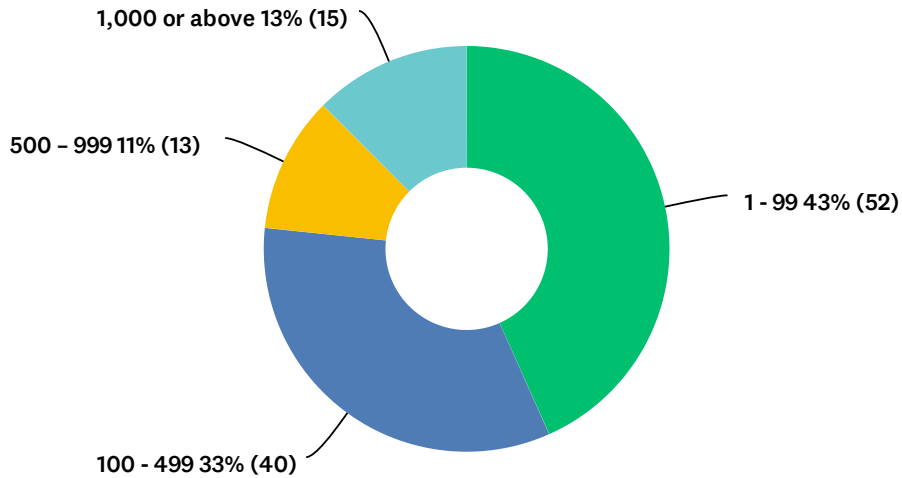
Answered: 121 Skipped: 15



ANSWER CHOICES	RESPONSES	
Economic Conditions in Hong Kong	88%	106
Inflation	59%	71
Global Economic Conditions	52%	63
Market Pay Adjustments	49%	59
Business Performance	39%	47
Civil Servants Pay Adjustments	16%	19
Total Respondents: 121		

Q16 What is the number of full-time employees currently employed by your company and working in Hong Kong?

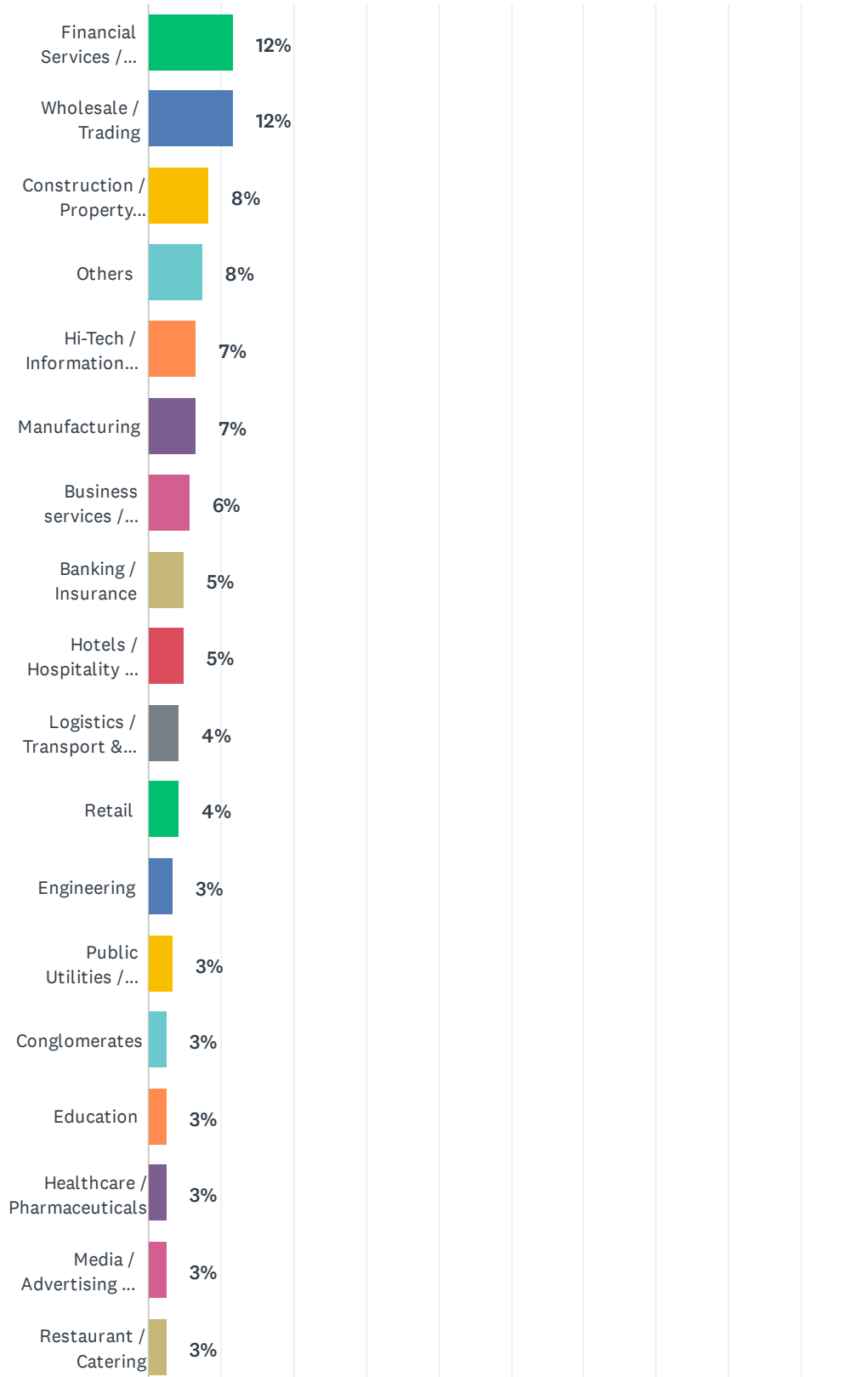
Answered: 120 Skipped: 16



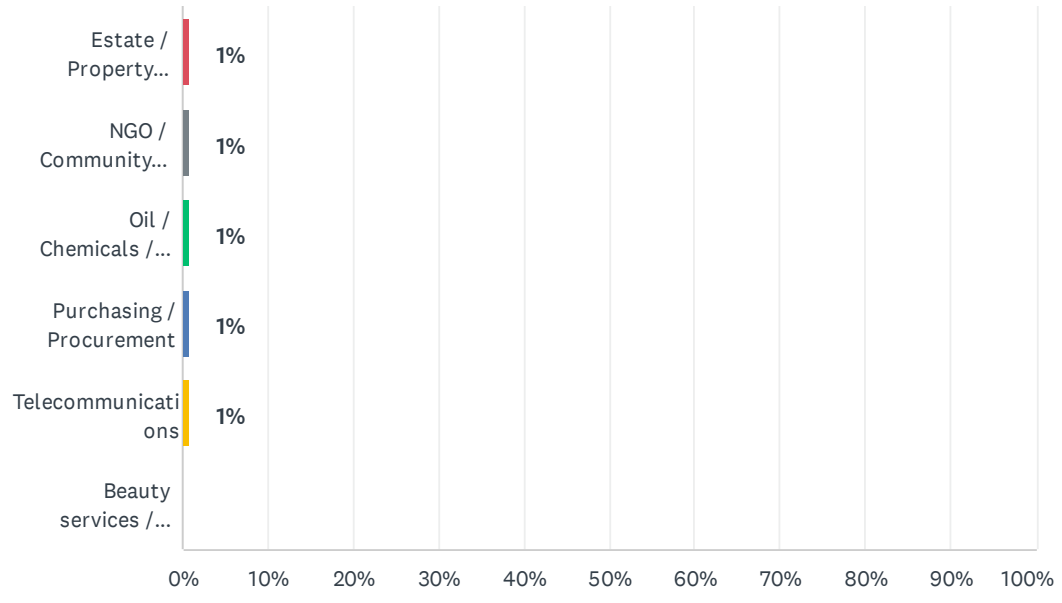
ANSWER CHOICES	RESPONSES	
1 - 99	43%	52
100 - 499	33%	40
500 - 999	11%	13
1,000 or above	13%	15
TOTAL		120

Q17 Which of the following industrial classification best describes the principal operation of your organisation in Hong Kong?

Answered: 120 Skipped: 16



HKIHRM HR Pulse Check : Cost Containment Measures in the COVID-19 Outbreak



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ANSWER CHOICES	RESPONSES	
Financial Services / FinTech	12%	14
Wholesale / Trading	12%	14
Construction / Property Development	8%	10
Others	8%	9
Hi-Tech / Information Technology / ICT	7%	8
Manufacturing	7%	8
Business services / Professional services	6%	7
Banking / Insurance	5%	6
Hotels / Hospitality / Tourism related services	5%	6
Logistics / Transport & related services	4%	5
Retail	4%	5
Engineering	3%	4
Public Utilities / Statutory bodies / Government	3%	4
Conglomerates	3%	3
Education	3%	3
Healthcare / Pharmaceuticals	3%	3
Media / Advertising / Publishing	3%	3
Restaurant / Catering	3%	3
Estate / Property Management	1%	1
NGO / Community services / Social services	1%	1
Oil / Chemicals / Energy	1%	1
Purchasing / Procurement	1%	1
Telecommunications	1%	1
Beauty services / Personal services	0%	0
TOTAL		120