

# BCPNG survey: COVID-19 vaccination for business

Data analysis - August 2021



**BUSINESS COUNCIL  
OF PAPUA NEW GUINEA**  
VOICE OF THE PRIVATE SECTOR

# Methodology and respondents

The information presented in this report is based on data gathered from an online survey conducted by the Business Council of PNG, with assistance from PwC, from 16 June to 12 July 2021.

Therefore, the findings are only reflective of the experiences of the respondents and may not mirror the experiences of other industry players that were not able to participate in the survey.

The questions were both open ended, which required a free text response, as well as multiple choice questions. The survey questionnaire was sent to respondents using an online survey tool, and the data gathered was analysed and organised by responses into themes. The responses were gathered on a confidential basis and the responses have not been audited or validated.

# Methodology and respondents

## Respondents' profile

- 76% of the respondents are heads of their organisations (CEO, Managing Director, Country Manager or equivalent).
- Types of entity
  1. Public company - 9%
  2. Entrepreneurial and private (family) business - 15%
  3. Privately owned - 59%
  4. Subsidiary of a multinational group - 15%
  5. State-owned - 2%
- Employee headcount
  1. <50 - 32%
  2. 50 to 100 - 23%
  3. 101 to 500 - 27%
  4. 501 to 1,000 - 8%
  5. >1,000 - 9%
- Average gender composition of employees
  1. Male - 58%
  2. Female - 42%
- Viewed as a whole, the respondents represent 25 sectors of the economy, and their business operations cover all provinces across PNG.

# Key findings

- A majority (86%) of the organisations surveyed shoulder costs related to COVID-19 prevention and management for employees, which include providing face masks and hand sanitizers (70%), testing employees (21%) and setting up of a clinic or medical facility (11%).
- On average, businesses have spent over K70,000 for face masks and hand sanitizers, and more than K136,000 for testing kits and ventilators. On the other hand, some organisations have spent around K50,000 to K9.5m to set up an in-house clinic or medical facility for employees.
- Though 64% have medical insurance cover for their staff, only 19% have coverage for COVID-19 and related medical issues.
- Aside from the financial loss, a majority (71%) of businesses also suffer from productivity losses amounting to less than K500,000, while for 12%, the range is between K1m - K5m.
- 46% of respondents have no measures in place to achieve herd immunity yet. Of this number, 8% find implementing herd immunity measures to be challenging due to employees' high rate of vaccine hesitancy and refusal to wear face masks and get tested.

# Key findings

- 63% of those who had critical employees infected by COVID-19 suffered major business losses, such as revenue loss, temporary closure of operations, scaled down operations and productivity loss.
- 85% of the respondents are willing to participate in the private sector's initiative to vaccinate private sector employees, while 15% are not willing to participate primarily because of the following reasons: they will be part of the Government's vaccination program; or there is a high rate of vaccine hesitancy among employees.
- Business leaders have a strong preference for vaccinating all employees, but they recognise the challenge of having a high vaccine hesitancy rate among their staff.
- Two out of every three (66%) business leaders surveyed are also open to shoulder the cost of vaccination for employees.
- A majority of the business leaders surveyed are still uncertain about whether or not their organisations can support the vaccination program for private sector employees and the wider community. 54% are unable to determine at this point if their organisation could support the private sector vaccination rollout, while 51% cannot say at this point if they can support the rollout for the wider community.

# Business costs

- Nearly half (46%) of the respondents say that less than 10% of their employees have been infected by COVID-19, while 37% say that none have been infected within their organisation.
- A majority (86%) of the organisations that responded shoulder costs related to COVID-19 prevention and management for employees, which include:
  1. providing face masks and hand sanitizers (70%)
  2. testing employees (21%)
  3. setting up of a clinic or medical facility (11%).
- 64% of the respondents say that their organisations have medical insurance cover for their staff, but only 19% have coverage for COVID-19 and related medical issues.

86%

of respondents say their organisation shoulders costs related to COVID-19 prevention and management for employees

Only

19%

have medical insurance coverage for COVID-19 and related medical issues

# Business costs

- On average, businesses have spent over K70,000 for face masks and hand sanitizers, and more than K136,000 for testing kits and ventilators. On the other hand, some organisations have spent around K50,000 to K9.5m to set up an in-house clinic or medical facility for employees.
- Aside from the financial loss, businesses also suffer from COVID-19 related productivity loss. Seven out of 10 (71%) respondents say that lost productivity has cost their business less than K500,000. On the other hand, 12% estimate their loss to be between the range of K1m - K5m.

# Herd immunity and vaccination

- More than half (54%) of respondents have policies in place to achieve herd immunity within the organisation. 20% encourage employees to get vaccinated, with few organisations setting targets of 80% to 90% vaccination rate among employees. Meanwhile, 4% of respondents want to ensure that all employees are vaccinated. 14% monitor infection, recovery and vaccination rates, and 11% implement Niupela Pasin protocols such as mask wearing, social distancing, temperature checks and hand hygiene.
- On the other hand, 46% of respondents have no measures in place yet with regard to achieving herd immunity. Of this, 8% say that implementing herd immunity measures are challenging due to employees' high rate of vaccine hesitancy and refusal to wear face masks and get tested.



# Critical employees

- Respondents define ‘critical employees’ as those who fit the following criteria, ranked according to importance:
  1. Vital to the company’s day-to day operations
  2. Interact face-to-face with customers and/or guests as part of their jobs
  3. Vital to the company’s operations and unable to work remotely
  4. Work in the company’s production line
  5. Frequently travel domestically or internationally as part of their jobs
- For more than a quarter (27%) of the respondents, 60% to 90% of their employees are considered as ‘critical employees’. On average, 58% of critical employees are males, while 42% are females.
- Almost a quarter (24%) of the respondents’ critical employees are based in the National Capital District. Most of the critical employees in the country are located in the following provinces:
  1. Morobe (14%)
  2. East New Britain (6%)
  3. Western Highlands (6%)
  4. Eastern Highlands (5%)
  5. Madang (5%)
  6. West New Britain (5%)

# Critical employees

- More than half (55%) of the respondents saw their critical employees infected by COVID-19. For 37% of the respondents, less than 10% got sick, while for 16%, between 10% to 30% of their critical employees have been infected.
- 63% of those who had critical employees infected by COVID-19 suffered major business losses, such as revenue loss, temporary closure of operations, scaled down operations and productivity loss.

55%

of respondents said they have critical employees who have been infected by COVID-19

# Vaccination

- Almost all (97%) respondents are aware of the Government's vaccination program, with 81% saying that their employees are beneficiaries of the Government's vaccination program.
  - 85% of the respondents are willing to participate in the private sector's initiative to vaccinate private sector employees, while 15% are not willing to participate primarily because of the following reasons: they will be part of the Government's vaccination program; or there is a high rate of vaccine hesitancy among employees.
  - When it comes to vaccination priority groups, business leaders prefer to use the following categories:
    1. Age group (i.e. prioritise older employees)
    2. Comorbidities (i.e. prioritise employees with underlying medical conditions)
    3. Role within the organisation (i.e. prioritise critical employees)
- However, they also emphasised that it is more important to immediately vaccinate all those who are willing, regardless of the category they belong to.

# Vaccination

- Business leaders also have a strong preference for vaccinating all employees, but they recognise the challenge of having a high vaccine hesitancy rate among their staff. 60% prefer to vaccinate all employees, while 28% prefer to vaccinate all employees and their household members. More than three out of four (77%) want to start their vaccination programs as soon as possible.
- Almost a third (31%) of the respondents do not have any brand preference for the vaccine. On the other hand, 29% prefer AstraZeneca and 23% prefer Pfizer. The top three reasons for the vaccine preference are:
  1. high efficacy rate
  2. better market availability
  3. minimal side effects based on studies and news reports.

60%

of respondents prefer to vaccinate all employees, but also recognise the challenge of vaccine hesitancy among their people

# Vaccination cost

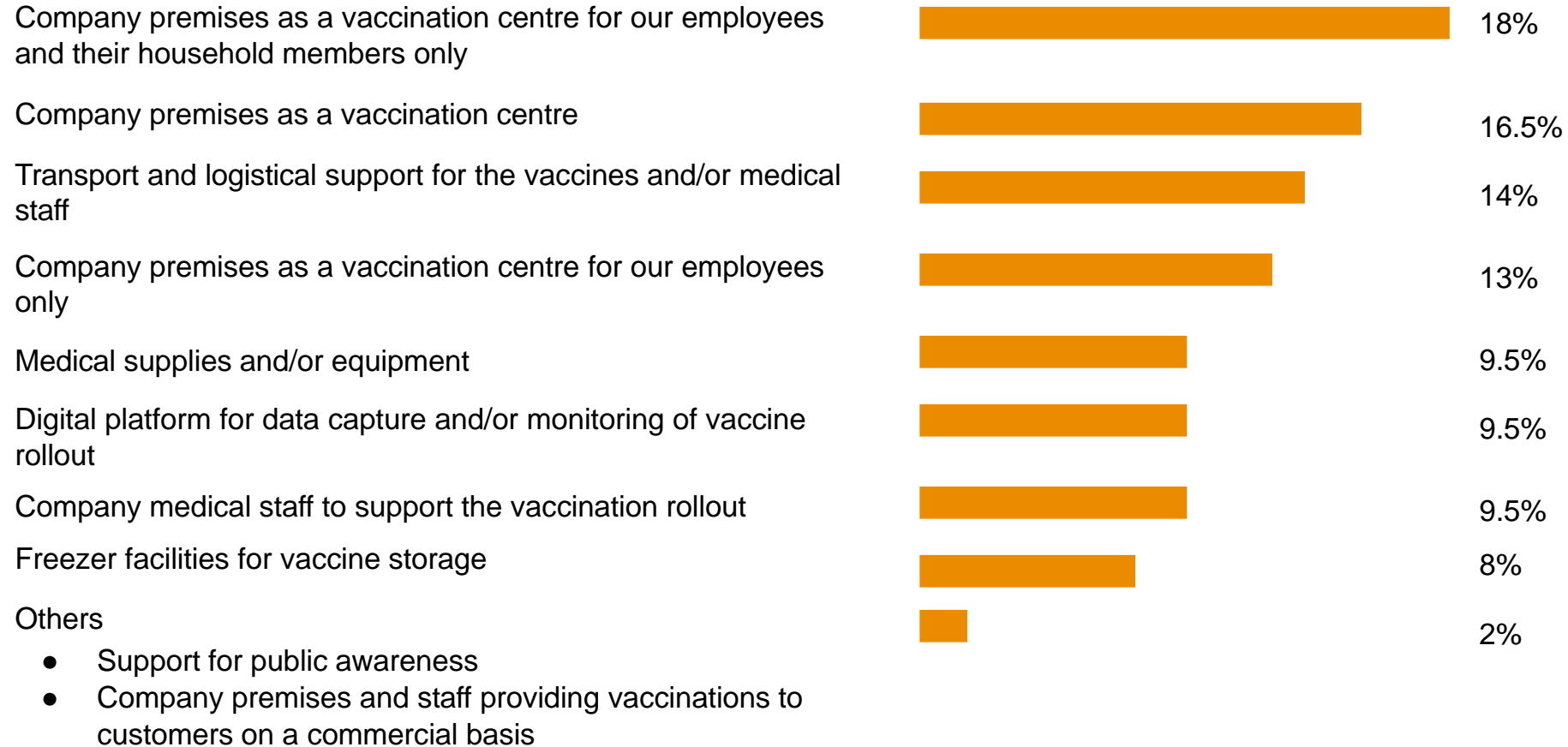
- Two out of every three (66%) business leaders surveyed are also open to shoulder the cost of vaccination for employees. 76% are willing to pay K300 - K500 per vaccination per person.
- 66% are also willing to shoulder the costs for healthcare workers who will support their organisation's vaccination program.

# Supporting the vaccination program

- For a majority of the respondents, there is uncertainty on whether or not their organisations can support the vaccination program for private sector employees and the wider community.
- More than half (54%) are unable to determine at this point if their organisation could support the vaccination rollout, while only 36% are currently willing.

# Supporting the vaccination program

- Those who say yes are able to help by providing:



# Thank you



**BUSINESS COUNCIL  
OF PAPUA NEW GUINEA**

VOICE OF THE PRIVATE SECTOR

Business Council of PNG  
Kawai Street, Gordons  
CHM Corporate Park  
P.O. Box 404  
Konedobu National Capital District  
Papua New Guinea  
Telephone: (675) 323 8465  
Fax: (675) 323 5162

[www.bcpng.org.pg](http://www.bcpng.org.pg)