

Alternative Sources of Income of Employees from the Foodservice Industry in Puerto Princesa City during Pandemic

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Abstract: *The overwhelming impact of the COVID-19 pandemic on company sales, notably in the restaurant industry, compelled employers of various foodservice companies to change their business models, resulting in the loss of thousands of jobs in the Philippines. The primary objective of this study was to ascertain alternative sources of income for foodservice industry personnel in Puerto Princesa City during the pandemic. A descriptive correlational research design was adopted in this study. Following pretesting, the researchers individually administered the self-created questionnaire to available personnel at the city's most popular restaurants. For those who were not there at the time, a link to Google Forms was also supplied. The survey form was completed by 135 participants. The findings indicated that 41.5 percent of respondents lacked alternative income sources due to their membership in the skeletal workforce or their reliance on help from their employers, private businesses, and both national and local government units. Meanwhile, employees who used online business as a supplement to their income during ECQ earned an average of 2,206.37 pesos per month. Their initial capital came from savings and their 13th-month pay of 2,992.21 pesos. Additionally, the study discovered that the respondent's age, spouse's salary, and job title/position were significantly related to the amount of alternative income earned. Furthermore, while more restaurant employees engaged in entrepreneurial ventures during ECQ than those employed in hotel foodservice outlets, there is no statistically significant difference in terms of alternative income earned.*

Keywords: Alternative sources of income, Foodservice industry, Pandemic, Employees, Puerto Princesa city

1. Introduction

The impact of the COVID-19 pandemic on businesses, particularly in the tourism industry, is already a global issue, since it has resulted in trip cancellations, public events cancellations, temporary job modifications, and income loss. To avoid community transmission,

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the Philippine government blocked all borders and airports and prohibited large meetings as part of the ECQ (Enhanced Community Quarantine). President Rodrigo Duterte revealed this in an evening address on March 12 after proclaiming that the coronavirus warning level had been increased to its maximum level of Code Red Sublevel 2, triggering the country's first widespread lockdown in recent history (Talabong, 2020). However, Pastor (2020) stated that restaurants were already feeling the pandemic's impact prior to mall closures and the Luzon quarantine. There are fewer diners and many bookings have been cancelled. Foreign businessmen who were a significant part of the operation are also absent. While this is the most common scenario in the foodservice business, the impact of the Covid 19 epidemic differs by area. According to a restaurant manager in Boracay, they saw a significant decline in sales because their primary market of 60% Koreans and Chinese was completely depleted. According to Back, Okumus, and Tasci (2020), food purchases account for around one-third of total tourist spending (Organization, 2015). As a result, without tourists, the restaurant business, particularly in tourist regions, has suffered significantly. As a result of decreased revenues and the need to continue paying overhead expenses, the majority of restaurant owners did not withstand the pandemic's onslaught. This contributed to an increase in adult unemployment in the country, which reached a record high of 45.5 percent, or around 27.3 million, in July, according to a Social Weather Stations Inc. (SWS) mobile phone poll (Jaymalin, 2020).

As the future becomes bleaker, it's reassuring to know that the government is willing to lend a helping hand to the Filipino workforce. Financial aid would be provided to micro, small, and medium-sized firms under the Bayanihan To Recover as One Act, or Bayanihan 2. (MSMEs). According to the passed bill, the transportation, tourism, and agriculture sectors will receive the lion's share of the P165.5 billion stimulus package. This should result in a more rapid rehabilitation and recovery of enterprises and industries that have been severely harmed by months of lockdown. Apart from that, numerous corporations led by Filipino billionaires have committed millions to tackle the impact of the COVID-19 outbreak more than a month after a lockdown order halted many corporate operations. They have made various contributions to the health sector, government agencies, and urban poor communities to assist in dealing with the pandemic's effects (Valdez, 2020).

On the other hand, smaller foodservice outlets in Puerto Princesa had to find innovative strategies to stay afloat. They shifted their emphasis away from dine-in and toward take-out, pick-up, and delivery. Group (2020) mentioned that even the Philippines' most beloved fast-food chain, Jollibee, revealed in late May that it will construct its own cloud kitchens as part of a global reorganization effort. This adjustment in corporate strategy is predicated on the assumption that consumer behavior will not return to normal immediately. If this reasoning is correct, it is critical for foodservice employees to have a backup source of income not only during the ECQ, but also afterward. As a result of the employers of various foodservice outlets adopting a different method to mitigate the detrimental impact of Covid-19 on their sales, thousands of jobless Filipinos have recently entered the realm

of e-commerce. The newly minted digital entrepreneurs are akin to "evacuees" or "exiles" in the midst of a raging battle that has obliterated their means of subsistence. They are not conducting business online in order to become wealthy; rather, they are conducting business online in order to have something to eat today and to assist their families survive another day (Javier, 2020). The same news item emphasized that these digital entrepreneurs include former employees, ex baristas, and sales staff of shuttered food enterprises. Many of them live on a shoestring budget, and some resort to selling food, nutritional supplements, and anything else that may be peddled over social media (Javier, 2020).

Given this national perspective on the restaurant business during the pandemic, the researchers have proposed the establishment of a new knowledge base on how foodservice staff cope with the pandemic. Puerto Princesa is a world-class vacation destination, and as a result, the majority of locals rely on the tourism industry for a living. Restaurants, for example, have given employment for inhabitants of Puerto Princesa and aided in their economic development. However, when the city was placed under ECQ, the first measure done by business owners was temporary employment adjustment. Many businesses have instituted a "no work, no pay" policy. As a result, employees must find alternative sources of income for their families, hence, this study.

2. Literature Review

2.1 Covid-19

The coronavirus, also known as Covid-19, was originally found in China and had quickly spread to other countries throughout the world. It has infected approximately 10 million individuals and killed over 500,000 people worldwide, according to the World Health Organization. Globally, the spread appears to be unabated. While daily cases are dropping in Europe and the Western Pacific, they are growing in the Americas, Southeast Asia, and Africa. The majority of countries have responded by closing their borders to visitors and tourists. For the first time ever, the United Nations World Tourism Organization stated that 100% of worldwide locations imposed travel restrictions in the second quarter of 2020. As a result, foreign travel has been almost entirely suspended, while domestic tourist has been severely restricted in a few of countries due to lockdown conditions. Although certain locations have begun to open up gradually, many people remain fearful of overseas travel or are unable to afford it due to the economic crisis (Gopalakrishnan, Peters, & Vanzetti, 2020).

In the Philippines, the President's Office issued a Memorandum on March 16, 2020 through its Executive Secretary, placing the whole Luzon area under heightened community quarantine and rigorous social distancing measures, including the National Capital Region (Gazette, 2020). Additionally, mass gatherings are prohibited as part of the rigorous precautions. Flexible work arrangements are encouraged in the private sector under the new rules, with the Department of Labor and Employment (DOLE) and the Department

of Trade and Industry (DTI) establishing guidelines to protect workers' wellbeing. It is also recommended that service firms such as the food sector continue operations to support all front line workers (Office, 2020).

With these health guidelines in place, the food industry adapts to changing consumer demand, which is shifting away from dining and toward home delivery or pick-up of items ordered. Additionally, some businesses and individuals became engaged via online commerce.

2.2 Alternative Sources of Income

As Covid-19 grew significantly in the third and fourth weeks of March 2020, various government agencies, schools, public and private colleges, as well as commercial firms, notably those in the tourism industry, began allowing workers to work from home or on a rotating basis from the office. The tourism business, including hospitality, tourism destinations, airlines, tours, and travel, began utilizing alternate or shifting work schedules for their personnel (Soehardi, 2020). Numerous workers have become unemployed or displaced as a result of this substantial reduction in the tourism industry. Displaced people can seek employment in other sectors within countries, however finding work in other sectors or industries may be difficult during an economic slump. Employment in areas unrelated to tourism can rise, absorbing some of the displaced workers from the tourism industry (Gopalakrishnan, Peters, & Vanzetti, 2020).

Employees in the food sector, such as cooks, food attendants, baristas, and bartenders, must look for novel ways to survive, one of which is by having a secondary source of income to support their family. According to [rappler.com](https://www.rappler.com), the epidemic has had a direct impact on livelihoods — from small business owners to single employees. In April, the Philippines' jobless rate reached an all-time high of 17.7 percent, or 7.3 million people. Among the ways Filipinos coped was through the use of internet selling as a secondary source of income (Rappler, 2020). The fast expansion of the digital entrepreneur sector is remarkable because this shows that many Filipinos who lost their employment and livelihood have chosen a good and proactive reaction to the crisis. Philippine social media was filled by posts about cuisine like leche flan, sushi, longganisa being sold or resold. This suggests Filipinos are actively finding ways to live instead of moaning about the current predicament. In this community of digital entrepreneurs, they help each other, buy from each other and promote each other's products thus, displaying the essence of the "bayanihan" spirit (Javier, 2020) Aside from this, several employees transitioned to other careers as food delivery drivers. Betterton (2020) noted that on-demand delivery services, such as online meal delivery, have become a highly sought-after sector. There are also opportunities in starting an independent courier service, delivering groceries and other necessities or running errands.

2.3 Effects of Pandemic on the Restaurant Industry

Once a thriving industry, the restaurant business was unexpectedly felled in its prime by the COVID- 19 pandemic. Although there are no exact figures on the number of restaurants afflicted by this pandemic, one thing is for sure, conditions are really terrible. Numerous restaurants have closed: some permanently, while others are stalling in the hope that the end is nigh. Some restaurants are putting up a valiant battle because there is a great deal of life in it. The fact that literally thousands of lives are at stake, certain businesses have remained open only for the benefit of their employees (Uy, 2020).

When the IATF (Interagency Task Force on Emerging Infectious Diseases) announced that restaurants would be closed as part of the enhanced community quarantine, restaurateurs and chefs were understandably emotional (Uy, 2020). Restaurants in regions subject to General Community Quarantine (GCQ) were permitted to operate at a maximum capacity of 50%. However, according to the Philippine Chamber of Commerce and Industry, the country's largest business organization, operating at 50% capacity is insufficient to cover rent, utilities, and employee salaries (Cahiles-Magkilat, 2020). As revenues decreased, particularly in the initial months of paranoia, management can no longer meet expenses. While variable costs may decrease, fixed expenses remain constant. Aside from that, there was also the issue of labor reduction, logistics, handling, and supply chain management to consider (Uy, 2020). Moreover, employees working as part of the skeleton force must be healthy in order for a firm to continue operating. At the same time, several changes must be made in the operations like instituting social distance measures, modifying personal protective equipment (PPE) regulations, cleaning equipment and surfaces on a regular basis, restricting visitation, and altering delivery processes. Everyone must become familiar with updated protocols and be encouraged to report suspected or proven infections in friends or family members who have recently come into contact and require quarantining.

Since the commencement of lockdown operations, foot traffic to fast food and casual dining establishments has plummeted by 45 percent and 67 percent, respectively. Restaurants that offer delivery and pick-up services noticed significant increases in order volume. Most people often visit restaurants in-person just to pick up an online order or to purchase take-out (Marketing, 2020). This trend had given rise to caked cloud kitchens as a food and beverage (F&B) response to shifting consumer demand. Cloud kitchens, alternatively referred to as virtual or ghost kitchens, are areas where restaurants can make food orders exclusively for delivery. Rather of being positioned in high-traffic restaurants, they are typically located in less expensive, practical locations such as industrial neighborhoods, mall parking lots, or hotel kitchens with many food preparation stations (Group, 2020). On the other hand, in The US and other countries, meal kit delivery businesses are also experiencing a significant increase in popularity.

With people spending more time at home and being discouraged from dining out, interest in home cooking has risen dramatically. Many lockdown cooks are looking for healthier cooking methods and one-pot dishes that involve less time and effort and are also easily reproducible. Additionally, there is a sizable group of home chefs interested in honing their cooking talents and experimenting with new baking and barbecuing techniques (Marketing, 2020).

2.4 Government and Private Sector Assistance to Individuals and Businesses

The Rodrigo Duterte administration launched a P1.17 trillion four pillar socioeconomic strategy to fight the COVID 19 pandemic, and eventually recover from it. The 1st pillar of the stimulus package provides emergency support to vulnerable groups, amounting to P305 billion. Majority of the fund (P205 billion) is allocated to provide subsidies to 18 million low income households in the country for two months. Wage subsidies were distributed to employees of small business that closed down during the enhanced community quarantine (ECQ), and cash assistance were given to displaced workers and overseas Filipino workers (OFWs) (Jacinto, 2020). Based on the We Will Rise as One brochure, pillar 1 also contains loans that were provided to small and medium-sized businesses, microfinance institutions, and cooperatives. It likewise acted as a livelihood initiative that provides MSMEs with livelihood kits, business consultancy services, and other services. It also includes unemployment compensation to those who were terminated from their jobs under the Social Security System (SSS) as well as the Department of Labor and Employment (DOLE) program that places displaced informal sector workers in minimum-wage jobs and a free online upskilling courses for workers offered by the Technical Education and Skills Development Authority (TESDA). Lastly, this pillar housed the Bayanihan I and Bayanihan II grace periods on residential and commercial rent and loan payments, without interest on interest or additional fines or fees during the enhanced community quarantine. Pillar 2 includes the allocation of resources to combat COVID-19 health insurance coverage for all COVID-19 patients; special risk allowance, hazard pay, and personal protective equipment (PPE) for frontline health workers; expanded testing capacity; and so on. On the other hand, Pillar 3 comprises the monetary interventions to keep the economy afloat, as well as other forms of finance for emergency response and recovery projects (P1.3 trillion liquidity infusion into the economy and P1.3 trillion financing support). Lastly, Pillar 4 contains a program of economic recovery aimed at generating jobs and sustaining growth which is also known as Bayanihan II and CREATE. This includes programs aimed at strengthening the health system and responding to pandemics, as well as assisting households, businesses, local governments, micro, small, and medium-sized enterprises, and critical-sector entities impacted by COVID-19 under the Bayanihan to Recover as One Act (Bayanihan II) (Finance, 2020).

Meanwhile, employees in the commercial and public sectors who contract COVID 19

while on the job will receive support from the government through the Employees Compensation Commission's employee compensation program (ECC). The ECC is a Department of Labor and Employment-affiliated entity. Employees will get loss of income benefits, medical benefits, and monetary assistance in the case of a work-related illness or injury that results in disability or death. In the event of death, a funeral reward of P30,000 plus death benefits will be paid to the affected employees' families. SSS provides additional benefits to private sector employees and GSIS provides benefits to government employees (Rubio, 2020).

Recognizing the need to supplement government assistance to needy families, World Vision also launched its Unconditional Cash Transfer (UCT) program. This program intends to assist the "poorest of the poor" in a number of provinces whose livelihoods have been impacted by the ECQ as a result of COVID-19. UCT is intended to assist the most vulnerable families in meeting their fundamental needs, particularly those of their children. This comprises food, enough nourishment, and other requirements, as well as risk mitigation against covid 19- infection. Since May 2020, World Vision has provided cash support to 14,255 families in the National Capital Region, Luzon, Visayas, and Mindanao. Each household received PHP 1,000, totaling PHP 14,255,000 in monetary aid (Vision, 2020).

Lastly, companies led by Filipino billionaires have likewise invested millions to assist attempts to alleviate the impact of the coronavirus illness 2019 outbreak. Alliance Global Group, Inc.; San Miguel Corporation (SMC); and International Container Terminal Services, Inc. have each made distinct contributions to the health sector, government agencies, and urban disadvantaged populations to assist in dealing with the pandemic's effects (Valdez, 2020). Big companies in the Philippines like the Ayala Group had implemented a P2.4 billion COVID 19 emergency response package that includes pay, bonuses, leave conversions, and loan deferments for its partner firms' extended workforces. Their employees received compensation and financial assistance. PLDT, Smart, and Meralco employees received the advance payment of their 13th month pay as well as the continuation of their salaries and perks. Additionally, employees have received vitamins and maintenance medications, and their vacation and sick leave remained unaffected. Even McDonald's fast food chain has given a large portion of the P500 million COVID 19 response fund to its employees (Vergara, 2020).

3. Objectives of the Study

The primary objective of the study to ascertain alternative sources of income for employees working in foodservice establishments in Puerto Princesa City during the community quarantine. It sought to determine respondents' alternative sources of income and the amount of alternative income earned per month, to identify the amount

and source of respondents' initial capital, to analyze the significant relationship between respondents' profile and the amount of alternative income earned, and to examine the significant difference between employees working in independent restaurants and those working in foodservice outlets of hotels in terms of their alternative income earned during the pandemic.

4. Materials and Methods

The descriptive correlational research design was used in this study. Gall, Gall and Borg (2007) pointed out that the purpose of descriptive research is to provide detailed information about a phenomenon and its features. This research is more concerned with what occurred than with how or why it occurred. As a result, observation and survey methods are frequently utilized to collect data. Moreover, Davis (2021) mentioned that correlation studies that are descriptive in nature describe the variables and the relationships that exist naturally between and among them. As is the case with experimental designs, factors in the study are categorized as independent (predictor) and dependent (outcome).

The researchers gathered data by administering a self-created survey questionnaire comprised of seven sections. The first section discusses the respondents' demographic characteristics, followed by employer assistance and then government assistance, before moving on to the respondents' alternative sources of income, the amount earned from alternative sources of income per month, the source of initial capital, and finally, the amount of initial capital.

The study's respondents were employees in the foodservice industry in Puerto Princesa City who were affected by business owners' temporary employment adjustments. A total of 135 individuals responded to the survey questionnaire. The number of employees surveyed was determined by convenience and non-random sampling.

Permission to conduct the study and administer the research instrument had previously been obtained from the proprietors of the businesses where the employees worked. After receiving approval, the researchers visited the locations and performed the survey among the on-site staff. Additionally, they used Google Forms to send the survey instrument directly to the messenger accounts of selected employees who were not present during the onsite survey. The questionnaire was pretested on August 5, 2020, with the agreement of several employees. The pretesting respondents' responses were not included in the total number of responses analyzed in this study.

The respondents' profiles were described using frequency, percentage, rank, and mean. The Pearson-r correlation was used to determine the existence of a link between variables, while the t-test was used to determine the correlation's significance at the 0.01 and 0.05 levels of significance using a two-tailed test.

5. Results and Discussion

5.1 Demographic Profile of the Respondents

Table 1 showed the demographic profile of the respondents. It began by revealing the respondents' characteristics according to their age. The results indicated that of the 135 respondents, 71 (52.6 percent) are between the ages of 25 and 34, followed by 42 (31.1 percent) who are between the ages of 18 and 24. This indicates that most respondents are older millennials perceived to be aggressive and productive in their work and performance. Additionally, The New York Times reported in an article that the average age of restaurant employees is 29 these days, according to the National Employment Law Project (Feuer, 2013). Male respondents rank first with 83 (61.5 percent) respondents, while female respondents rank second with 49 (36.3 percent) respondents. As a result, the foodservice business appears to be controlled by men (Chowdhury et al., 2021; Nahar & Zayed, 2019; Patyka et al., 2021; Sultana & Zayed, 2018). Additionally, male employees place a higher premium on extrinsic work values such as self-development, achievement, wealth, and superiority than female employees do. Thus, in the majority of corporations, males are awarded prominent roles rather than women, consistent with the traditional idea that women are best suited to assistant and service positions. Similarly, the Employment and Skills Strategies in the Philippines show that males have a substantially greater work participation rate than females (Development, 2017).

The findings further indicated that the respondents were predominantly single, with 69 (51.1%) respondents, followed by married, with 62 (45.9%) respondents. This suggests that the majority of foodservice operations are staffed entirely by singles employees. This confirms Brown's (2018) study, which found that workers are so focused on their trade and maintaining a steady profession that they are unable to accommodate a significant relationship into their busy routine. Moreover, he emphasized that there may be incentives for workers who are not in a meaningful relationship to work longer hours in exchange for a chance to earn more money (Brown, 2018).

With 52 (38.5 percent) respondents, college graduates had the highest educational attainment, followed by college undergraduates with 48 (35.6 percent) respondents. This indicates that the majority of employers prefer to hire college graduates. Because jobs in the foodservice business need a high degree of proficiency, employers prefer college graduates who possess both technical and employable abilities. According to the Employment and Skills Strategies in the Philippines, the Filipino population's educational attainment has consistently improved in recent decades, but the country has failed to achieve the levels of more developed countries, despite its regional success. However, the Filipino rate of tertiary education enrolment was greater in 2013 than in the majority of ASEAN countries, excluding Thailand and Malaysia (Development, 2017).

In terms of the number of children, 66 (48.9 percent) respondents indicated they had none or no children, followed by 30 (22.2 percent) respondents who stated they had one child. This means that, as the majority of respondents are single, they did not have children. As Brown remarked, people are preoccupied with their professions, which is why they are unable to integrate a significant relationship into their career lives (Brown, 2018).

In terms of spouse income, 91(67.4 percent) of respondents indicated they had none, followed by those earning between \$5,000 and \$9,999 with 32(23.7 percent). The findings show that the majority of employees with wives earn between 5,000 and 9,999 pesos because their companies adhere to Salary Order No. RB-MIMAROPA-09, which establishes the minimum wage for employees in the MIMAROPA region, which includes Puerto Princesa. This also implies that the wives of foodservice industry personnel are primarily minimum wage earners.

The name of the foodservice establishments where the respondents are connected with are as follows: 138 Foods, Ka Inato, Badjao Seafront, Coning's Restaurant, Chika-an, Cabalen, Bridge Houz, Giligan's, Skylight, Penong's Seafood & Grill, Best Western Plus Restaurant, Kusineros, A&A Plaza Restaurant, Kalui, McCoy's, Nokinoc's, Palawan Seaview Restaurant, Ugong Rock, Kinabuch's Grill & Bar, and Senordamla. These are just a few of the highly recommended restaurants in Puerto Princesa City that had been included in the survey.

Furthermore, as to job title/position, 30 (22.22 percent) respondents are food attendants, followed by 16 (11.9 percent) respondents who are both assistant cook and cashier. Foodservice establishments must ensure that they have an adequate staffing level, particularly front-line workers such as food attendants, in order to deliver exceptional service and complete client satisfaction. According to Chefify (2018), each restaurant is unique, and the number of food attendants required varies depending on the type of service. Self-service restaurants have the fewest requirements for food attendants, as customers are not served individually. On the other hand, seated yet casual eating patrons demand a higher level of service if they are not self-serving. One waiter for five to six tables every shift and four back of house personnel for fifty tables is a reasonable ratio. However, when delivering fine meals, you must be far more attentive, with more servers out front and kitchen workers. One waiter for every three to four tables per shift and 6-7 back of house personnel for every fifty clients is a reasonable ratio (Chefify, 2018).

When it comes to employment status, the majority, 119 (88.1 percent) respondents, are permanent, while the remainder, 16 (11.9 percent), are contractual. This means that the majority of employees are engaged in tasks that are typically required or desirable for the employer's business. A contractual employee can only become permanent after completing the employer's mandatory probationary period. The probationary term may not

exceed six months, beginning on the date the new employee begins work (Torres, 2016). According to Article 281 of the Philippine Labor Code, if an employee is not discharged after a six-month probationary period, the employment is considered regular. Additionally, permanent employees enjoy the certainty of tenure that contractual employees do not. As a result, establishments cannot just terminate employees' employment without due process.

In terms of compensation, 100% of respondents receive a basic salary. Additionally, 55 (40.7 percent) respondents receive gratuities/tips in addition to their base income, followed by 54 (40 percent) respondents who additionally receive service charges, and finally, 4 with 11 (8.1 percent) respondents who receive overtime pay. According to Wage Order No. RB-MIMAROPA-09, Puerto Princessa City's new daily minimum wage rate is 320.00 pesos. The minimum wage rate in the Philippines is determined by the applicable Regional Tripartite Wages and Productivity Board and varies by region.

In terms of monthly compensation, rank number one earned between 5,000 and 9,999 pesos, according to 83 (61.5 percent) respondents, followed by rank number two, who earned between 10,000 and 14,999 pesos, according to 41 (30.4 percent) respondents. According to Wage Order No. RB-MIMAROPA-09, the daily new minimum wage rate in Puerto Princessa City is 320.00 pesos, which equates to an average monthly salary of 8,320 pesos for employees. As a result, the income group of 5,000 to 9,999 pesos received the majority of responses.

Table 1: Personal Profile of the Respondents

Characteristics	Frequency(n=135)	Percentage(%)	Rank
Age			
18 – 24	42	31.1	2
25 – 34	71	52.6	1
35 – 44	21	15.6	3
45 – 54	1	0.7	4
Gender			
Male	83	61.5	1
Female	49	36.3	2
Prefer not to say	3	2.2	3

Civil Status				
	Single	69	51.1	1
	Married	62	45.9	2
	Separated	2	1.5	3.5
	Single Parent	2	1.5	3.5
Highest Educational Attainment				
	High School Graduate	25	18.5	3
	Senior High Undergrad	1	0.7	5
	Senior High Graduate	8	5.9	4
	College Undergraduate	48	35.6	2
	College Graduate	52	38.5	1
	Master's Degree	1	0.7	5
Number of Children				
	1	30	22.2	2
	2	27	20	3
	3	5	3.7	4.5
	4	5	3.7	4.5
	5 or More	2	1.5	6
Number of Children				
	1	30	22.2	2
	2	27	20	3
	3	5	3.7	4.5
	4	5	3.7	4.5
	5 or More	2	1.5	6
	None	66	48.9	1
Income of Spouse				
	5,000-9,999	32	23.7	2
	10,000-14,999	9	6.7	3
	15,000-19,999	2	1.5	4
	20,000-24,999	1	0.7	5
	None	91	67.4	1
Total		135	100	

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Company's Name	138 Foods	7
	Ka Inato	3
	Badjao Seafront	6
	Coning's Restaurant	3
	Chika-an	10
	Cabalen	3
	Bridge Houz	5
	Giligan's	7
	Skylight	6
	Penong's	2
	Seafood & Grill	
	BestWestern Resto	2
	Kusineros	2
	A&A Plaza Resto	7
	Kalui	10
	McCoys	9

Characteristics	Frequency	Percentage	Rank
Job Title/ Position			
Chief Cook	14	10.4	4
Assistant Cook	16	11.9	2
Chopper	3	2.2	12
Dining Supervisor	13	9.6	5
Cashier	16	11.9	2
Food Attendant	30	22.22	1
Bartender	7	5.2	7
Barista	3	2.2	12
Accounting Clerk	5	3.7	9

Purchaser	7	5.2	7
Maintenance	5	3.7	9
Dishwasher	9	6.7	6
Security Guard	4	3.0	11
Others, Pls. Specify:			
Food Dispatcher	1	0.7	14
Sales	1	0.7	14
Assistant manager	1	0.7	14
Employment Status			
Permanent	119	88.1	1
Contractual	16	11.9	2
Types of Compensation			
Basic Salary	135	100	1
Overtime pay	11	8.1	4
Service Charge	54	40.0	3
Tip	55	40.7	2
Others, Pls. Specify			
Monthly income			
5,000-9,999	83	61.5	1
10,000-14,999	41	30.4	2
15,000-19,999	10	7.4	3
30,000- more	1	0.7	4
Total	135	100	

Source: Survey.

The following Table summarized the various types of employer assistance provided to respondents. It revealed that the top response, given by 120 (88.9 percent) respondents, was the 13th-month pay, followed by food packs, offered by 48 (35.6 percent) respondents. Employers' quick help to their employees during the ECQ was facilitated by the early release of the 13th-month pay in the private sector. According to Presidential Decree 851, all private sector rank-and-file employees are entitled to receive their 13th-month pay on or before December 24 of each year. However, the President of the Philippines has urged private businesses to pay workers their 13th month's pay in advance, or even half of their wage, in order to assist people who may have lost jobs as a result of the coronavirus disease outbreak in 2019. (Parrocha, 2020).

Table 2: Employer Assistance Received by the Respondents.

Classification	Frequency	Percentage	Rank
13 th -month pay	120	88.9	1
Cash Advances	11	8.1	3
Food packs	48	35.6	2
Cash Assistance from the Management	8	5.9	4
Separation Payment	8	5.9	4
Others, Pls. Specify			
Total	135	100	

Source: Survey.

The respondents got various sorts of government assistance during the expanded community quarantine, as shown in Table 3. Seventy-three respondents (54.1%) got the national government's Small Business Wage Subsidy (SBWS). This was followed by Cash Assistance from the Department of Labor and Employment (DOLE), which received 37 (27.4 percent) respondents, and the Department of Social Welfare and Development's (DSWD) Social Amelioration Program (SAP), which received 22 (16.3 percent) respondents. Through various platforms or agencies, the national government gave financial support or wage subsidies to affected employees. The SBWS was the simplest to claim, as employers filled the applications on behalf of their employees. The government, through the Social Security System (SSS), should give a wage subsidy of between 5,000 and 8,000 pesos (depending on the regional minimum salary) each month to each qualifying employee under the Small Business Wage Subsidy (SBWS) policy (Finance, 2020). Additionally, under the COVID-19 Adjustment Measures Program (CAMP), the DOLE may give qualified employees with financial help in the form of a one-time, lump-sum payment equal to Five Thousand Pesos (PhP5,000.00), independent of their employment status. Priority will be given to Micro, Small, and Medium-Sized Enterprises, or businesses with less than 200 employees (Navarro et al., 2020).

On the other side, the local government units or LGUs have given the following forms of assistance to the respondents: 10 kilos of rice according to 86 (63.7%) respondents, followed by cash assistance (1,500 pesos) according to 82 (60.7%) respondents. Additionally, the affected employees and households around Puerto Princesa City received assistance from the local government departments. The City Council of Puerto Princesa empowered the Mayor to disburse approximately P472 million from the catastrophe fund by Resolution No. 0452-2020 adopted during a special session conducted on March 20, 2020. (Miranda, 2020).

Table 3: Government Assistance Received by the Respondents

Classification		Frequency	Percentage	Rank
From	National			
Government				
	Cash Assistance from DOLE	37	27.4	2
	Social Amelioration Program (SAP)	22	16.3	3
	Small Business Wage Subsidy (SBWS)	73	54.1	1
	Others, Pls. Specify:			
	None	6	4.4	4
From	Local			
Government	Units			
(LGU's)				
	Cash Assistance (1,500)	82	60.7	2
	1 sack rice (50 kg)	2	1.5	6
	Food packs	79	58.5	3
	10kg. Rice	86	63.7	1
	5kg. Rice	69	51.1	4
	Others, Pls. Specify:			

Source: Survey.

Table 4 shows that 38 (28%) respondents had no alternative sources of income during enhanced community quarantine, followed by 34 (25%) respondents who engaged in online business, 28 (21%) respondents who offered take-out service of cooked foods with free delivery, and 18 (13%) respondents who remained on duty as part of the establishment's skeletal force during ECQ. It demonstrates that a sizable percentage of employees did not have alternate means of income during ECQ, either by choice or because they were part of the skeletal workforce. Under the ECQ, only private establishments providing necessities and activities related to food are permitted to be physically open. These establishments must operate with a skeleton workforce to support operations that are subject to strict social distancing measures and/or Flexible Work Arrangements ("FWAs") (Navarro et al., 2020). Another explanation for their absence from other business-related activities is that the majority of them are single, with no family to support, and hence rely on aid from their employers, private businesses, and both national and local government entities. However, for those employees who have families to support but lack alternate sources of income, these are extremely difficult times. According to Vandenberg and Helble (2020), workers without earnings equate

to households without money, which results in problems purchasing food and other basics. However, as this study's findings indicated, over half of respondents engaged in some type of business to supplement their income during the pandemic. This showed the entrepreneurial spirit and creativity of the restaurant industry's workforce.

Table 4: Alternative Sources of Income of the Respondents during Enhanced Community Quarantine

Classification	Frequency	Percentage	Rank
Online Business	34	25	2
Buy and Sell fresh seafood	6	4	6
Buy and Sell dried/processed seafood/	3	2	7
Take out services of cooked foods with free delivery	28	21	3
Farming	8	6	5
Others, Pls. Specify:			
None	38	28	1
On Duty During ECQ/Skeletal Duty	18	13	4
Total	135	100	

Source: Survey.

This Table 5 exhibited the amount earned from the respondents' alternative sources of income per month. Aside from the 56 (41.5%) respondents who did not earn anything because they did not engage into any type of business, 50 (37%) respondents had an income that ranged from 501 to 2,000 pesos, followed by 10 (7.4%) respondents who earned 2,001 to 4,000 pesos, then by 6 (4.4%) respondents who both earned 500 below and 4,001 to 6,000 pesos, followed by those who earned 6,001 to 8,000 pesos with 4 (3%) respondents, then by 8,001 to 10,000 pesos with 2 (1.5%) respondents and lastly, 10,001 to 12,000 pesos with 1 (0.7%) respondent. This resulted in an average monthly income of 2,206.37 pesos per month.

Table 5: Amount Earned from Alternative Sources of Income per Month

Classification	Frequency	Percentage	Rank
Earnings			
500 – below	6	4.4	4
501 – 2,000	50	37	2

2,001 – 4,000	10	7.4	3
4,001 – 6,000	6	4.4	4
6,001 – 8,000	4	3	6
8,001 – 10,000	2	1.5	7
10,001 – 12,000	1	.7	8
None	56	41.5	1

Mean Earnings = 2,206.37

Source: Survey.

The respondents' initial capital was derived from a variety of sources, as shown in Table 6. The 56 (41.5%) respondents who had no business-related activity and thus no initial capital are at the top, followed by 27 (20%) respondents who used personal savings as initial capital, 26 (19.26%) respondents who used their 13th-month pay as initial capital, 6 (4.4%) respondents who had family support, and 5 (3.7%) respondents who had a salary loan from Pag-ibig Fund.

Table 6: Sources of Initial Capital

Classification	Frequency	Percentage	Rank
Savings	27	20	2
13 th Month pay	26	19.26	3
Cash advances from employer	3	2.2	7
Cash Assistance from employer	2	1.5	9
Separation payment is given by the employer	4	3.0	6
The salary loan from SSS	2	1.5	9
The salary loan from Pagibig Fund	5	3.7	5
The emergency loan from SSS	3	2.2	7
The emergency loan from Pagibig Fund	1	0.7	11
Family support	6	4.4	4
Others, Pls. Specify:			
None	56	41.5	1
Total	135	100	

Source: Survey.

The amount of respondents' initial capital was shown in Table 7. The results indicated that 501 to 5,000 pesos ranked first with 67 (49.6%) respondents, followed by none or no business-related activity with 56 (41.5%) respondents, below 500 pesos with 5 (3.7%) respondents, 5001 to 10,000 pesos with 3 (2.2%) respondents, 25,001 to 30,000 pesos with 2 (1.5%) respondents, and finally, both 10,001 to 15,000 and 15,001 to 20,000 pesos with 1 (0.7%) respondent. On average, respondents' initial capital was 2,992.21 pesos.

Table 7: Amount of Initial Capital

Classification		Frequency	Percentage	Rank
Initial Capital	500 - Below	5	3.7	3
	501 – 5,000	67	49.6	1
	5001 – 10,000	3	2.2	4
	10,001 – 15,000	1	.7	6
	15,001 – 20,000	1	.7	6
	25,001 – 30,000	2	1.5	5
	None	56	41.5	2

Mean Initial Capital = 2,992.21

Source: Survey.

As illustrated in Table 8, there is a strong correlation between age and the amount of alternative income earned. The computed r-value of 0.654801 demonstrates this. As a result, older employees typically earn more money from alternate sources such as their entrepreneurial ventures. Because younger employees may have recently entered the workforce or are in their first few years of careers and are experiencing their first taste of discretionary cash, they have little interest in developing an alternative source of income. On the other side, those beyond the age of 30 may already have children and require additional purchases for family use, forcing them to earn slightly more than their regular pay (Development, 2017). This age group may be more aggressive in their efforts to earn more money to support their family's everyday costs. This was affirmed by Cappelli (2014) when he stated that older employees seek alternative sources of income in addition to their normal jobs in order to survive.

The spouse's income has a weak negative relationship with the amount of alternative income obtained. The computed r-value of -0.37679 demonstrates this. This means that as the spouse's salary increases, the alternative income produced by the employee working in the foodservice outlet decreases. As the family income increases as a result of the spouse's increased earnings, respondents may have less motivation to earn more through alternative business ventures.

Moreover, a negligible correlation between job title/position and the amount of alternative income was obtained. The computed r-value of 0.170186 demonstrates this. It can be deduced that job title/position and respondent characteristics have little to do with alternative revenue earned. The possibility of an employee engaging in an alternative business outside of his or her regular employment does not depend greatly on the person's job title or position.

The other respondents' profile that had a weak correlation are: gender ($r = 0.049942$), civil status ($r = -0.13808$), educational attainment ($r = 0.10185$), number of children ($r = 0.098933$), and employment status ($r = -0.09873$). To confirm if there is a significant relationship between those respondents' profile and amount of alternative income earned, the computed correlation values was subjected to the test of significance and the findings revealed that those respondents' profile has no significant relationship to the amount of alternative income earned, these are:

Gender ($r = 0.049942$), civil status ($r = -0.13808$), educational attainment ($r = 0.10185$), number of children ($r = 0.098933$), and employment status ($r = -0.09873$) are the other respondents' profiles with a weak correlation with the amount of alternative income earned. The results of the significance test indicated that the following respondents' profiles have no significant relationship with the amount of alternative income earned: gender ($t = 0.576675 < 1.960/2.576$, $df = 133$), civil status ($t = -1.904379 < 1.960/2.576$, $df = 133$), educational attainment ($t = 1.181236 < 1.960/2.576$, $df = 133$), no. of children ($t = 0.098933 < 1.960/2.576$, $df = 133$), and employment status ($t = -1.14417 < 1.960/2.576$, $df = 133$).

Table 8: Relationship between Respondents' Profile and Amount of Alternative Income Earned

Profile Characteristics	Coefficient	t-value	Critical Value	Remarks
	R		0.05/0.01	
Age	0.654801	9.961431	1.960/2.576	**
Gender	0.049942	0.576675	1.960/2.576	Ns
Civil Status	-0.13808	-1.904379	1.960/2.576	Ns
Educational Attainment	0.10185	1.181236	1.960/2.576	Ns
No. of Children	0.098933	1.146581	1.960/2.576	Ns
Income of Spouse	-0.37679	-4.69104	1.960/2.576	**
Job Title/ Position	0.170186	1.99	1.960/2.576	*
Employment Status	-0.09873	-1.14417	1.960/2.576	Ns

Legend: ns – not significant ** - significant at 0.01 level two-tailed test * - significant at 0.05 level two-tailed test (Source: Estimated)

The difference in alternative income earned between restaurant and hotel food service personnel is shown in Table 9. To determine whether there is a significant difference in alternative income earned by food service employees in restaurants and hotels, the computed t-values were subjected to a significance test. The results indicated that there is no

significant difference in alternative income earned by employees working in independent restaurants and those working in hotel food outlets ($t = -0.26831$ 1.991, $df = 77$). It can be deduced that, while the proportion of respondents participating in alternative business ventures from stand-alone restaurants is greater than that from hotel food outlets, there is no statistically significant difference in terms of alternative income earned between the two variables.

Table 9: Difference between Alternative Income of Food Service Employees in Restaurants and Hotel Food Outlets

Variables	MEAN Income	t-value	Critical Value 0.05	Remarks
Restaurant Employees	2,269.02			
Hotel Employees	2,417.24	-0.26831	1.991	ns

Legend: ns – not significant ** - significant at 0.01 level two-tailed test * - significant at 0.05 level

two-tailed test (Source: Estimated)

6. Conclusion

The following conclusions were drawn in light of the study's findings:

- A total of 41.5 percent of respondents lack alternative sources of income because they are either part of the skeletal workforce or prefer to rely on assistance from their employers, private businesses, and both national and local government units because they are still single. Foodservice employees who engaged in business as a secondary source of income during the ECQ earned an average of 2,206.37 pesos per month.
- The respondents who started businesses obtained their initial capital primarily from their savings and 13th-month pay. This beginning capital ranged between 501.00 and 5,000.00 pesos, with an average of 2,992.21 pesos.
- At the 0.01 and 0.05 level of significance, respondents' age, spouse's salary, and job title/position were found to be significantly related to their alternative income earned.
- At the 0.01 and 0.05 level of significance, there is no statistically significant difference in the amount of alternative income earned by those working in independent restaurants and those working in hotel food outlets.
- This study demonstrates that only those foodservice personnel with a great desire to earn more money have engaged in online business during the enhanced community

quarantine. Although this research was unable to inquire about respondents' reasons for starting small businesses during the pandemic, the rationale is self-evident: they want to earn more money to feed their families. They felt the need to do something other than wait for assistance from their company or the government, which is why they entered the business world. Because these individuals work in the food industry, the majority of them have developed a sideline around their skills and enthusiasm for food.

7. Recommendations

The following recommendations were given in light of the study's findings:

7.1 Employees

- Spend prudently, save as much as possible, and invest a portion of your earnings to generate passive income.
- Participate in training, seminars, and webinars on the following topics: opportunity identification, new product development, packaging design, online marketing business, and pricing strategy.
- Develop a recovery plan that would help you to recuperate from the aftermath of the Covid pandemic.
- Be creative and do not be afraid to take calculated risks as you work your way out of a negative bottom line.

7.2 Future Researchers

- Future research can be conducted in other towns/ municipalities, as the results may vary due to the conditions/environment. Similarly, this research may look into why certain individuals engage in alternative enterprises while others do not.
- Additional research on tourism-related service employees may be undertaken using this study as a foundation.
- Follow-up study on the status of foodservice employees' online business ventures

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