Since January 2020 Elsevier has created a COVID-19 resource centre with free information in English and Mandarin on the novel coronavirus COVID-19. The COVID-19 resource centre is hosted on Elsevier Connect, the company's public news and information website.

Elsevier hereby grants permission to make all its COVID-19-related research that is available on the COVID-19 resource centre - including this research content - immediately available in PubMed Central and other publicly funded repositories, such as the WHO COVID database with rights for unrestricted research re-use and analyses in any form or by any means with acknowledgement of the original source. These permissions are granted for free by Elsevier for as long as the COVID-19 resource centre remains active.
Introduction: Measures such as teleworking and social distancing, strongly affected employees' work and private life during the COVID-19 pandemic. Employees were confronted with reduced social contacts and a challenged work-life balance. We aimed to explore evolutions in psychological experiences, job-resources and mental well-being of employees during the first wave.

Material and methods: In a prospective cohort study conducted in a heterogeneous sample, psychological experiences (e.g. job insecurity), job-resources (e.g. managerial support), and well-being indicators (e.g. anxiety and depressive feelings) were addressed. Four online surveys, with a time lag of four weeks, were performed during the first lockdown (T1-T2: March-April 2020) and the first relaxations of the measures (T3-T4: May-June 2020).

Results: 1111 out of 9300 employees (12%) completed all questionnaires. Job insecurity remained stable over time (+/-4.5%). Feelings of loneliness decreased, with a large decline at T4 (T1: 9.1%, T2: 8.8%, T3:8.9%, T4: 4.6%). The job-resources ‘managerial support’ (T1: 71%, T2: 68%, T3:64%, T4: 61%) and ‘information and communication’ (T1: 64%, T2: 58%, T3:55%, T4: 52%) decreased. Anxiety and depressive feelings decreased (T1: 45%, T2: 40%, T3:41%, T4: 32%), while job satisfaction (T1: 66%, T2: 68%, T3:70%, T4: 72%) increased.

Conclusions: Results showed a slight improvement in mental well-being after relaxation of the measures, while job-resources decreased. Investments in job-resources by employers are of utmost importance as they are known to contribute to employees' well-being.

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COVID-19 and the Workplace

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Introduction: In the Philippines, COVID-19 has changed the new normal productivity into resilience and focus on wellness of the workers. This paper presents sharing best practice guidelines on COVID-19 prevention and control in an office setting. The objectives of this paper are: (1) increase awareness on COVID-19 amongst employees; (2) increase accessibility to health and safety services amidst the pandemic; and (3) decrease the incidence of cases through COVID-19 prevention and control.

Materials and Methods: The establishment makes every effort to comply with the guidelines issued by both national and local government agencies. To achieve the objectives, the methods include regular zoom webinars for the employees, telehealth consultation services, organization of an incident management team, COVID-19 vaccination campaign, and, quarterly and incident-related antigen testing.

Results: Close surveillance of cases, contact tracing, isolation/quarantine, area disinfection result in prevention of further transmission. The campaign for COVID-19 vaccination resulted in 75% vaccinated employees in all business units. Close coordination between the occupational health personnel and the business unit management resulted in quick implementation of actions leading to prevention and control.

Conclusions: Compliance with national and local guidelines is key to successful implementation of COVID-19 prevention and control.
Key result areas include increased awareness, increased accessibility to health and safety services, and decreased incidence.

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Who is most vulnerable to psychological distress following working from home? A national survey in U.S. employees during the COVID-19 Pandemic

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Introduction: The COVID-19 pandemic has precipitated broad and extensive changes in the way people live and work, especially regarding working from home rather than commuting to a public workplace. While the general subject of working from home has recently drawn increased attention as a research focus, few studies have assessed which demographic subgroups may be more vulnerable to the potential mental health effects of working from home.

Material and Methods: Data were from the Health, Ethnicity, and Pandemic Study (HEAP), a national survey conducted in the U.S. during the COVID-19 pandemic in October 2020. The effects of working from home on psychological distress in 1,577 workers were examined via logistic regression, and stratified analyses were conducted to identify vulnerable subgroups. This analytic research project was reviewed and approved for exemption by the University of California, Los Angeles Institutional Review Board.

Results: After adjustment for covariates, compared to workers who were not working from home, those who were working from home had higher odds of psychological distress (OR and 95% CI = 2.74 [1.49, 5.04]). Two subgroups, i.e., younger workers (<45 years) and women were identified to be associated with elevated psychological distress (ORs and 95% CIs were 3.23 [1.82, 5.76] and 3.70 [1.64, 8.34], respectively).

Conclusions: Working from home is associated with psychological distress, and these associations are stronger in younger workers and in women. These results have implications for workers' mental health in the overall transition towards working from home in the COVID-19 pandemic era.

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Business Continuity and Covid 19 Pandemic: A Case Study of resilient framework of multidimensional interventions undertaken at large petrochemical sector in South East Asia Region

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Introduction: Covid19 pandemic and related multidimensional novel challenges including lockdowns, local diseases spreads, managing supply chain of medicines, oxygen cylinders, consumables like PPEs as well as managing treatment for affected people in scarce resource settings had compelled the leading organizations to think resiliently and innovatively to take proactive measures to protect their people, plants along with profit in terms of business continuity. The author hereby sharing their people centered business continuity plan and their impact as a case study.

Materials and Methodology: A detailed business continuity plan including identifying all the risks proactively, implementing risk mitigating guidelines, defining roles and responsibilities from organizational top leadership to down the line field level executive and their family members, vendors and visitors, surveillance of ongoing interventions, taking decisions in highly ambiguous work scenarios were highlighted. The global, country, state, and district level Covid19 pandemic’s disease trend and epidemiological indicators were constantly monitored and compared with organization specific trends and indicators.

Results: The epidemiological indicators like total cases per ten thousand population for our site were low that is 45.28 as compared to national (India) level, state level and district level cases per 10k populations were India-238.24, Gujarat-121.41 and Bharuch-69.87 respectively.

Conclusion: The proactive planning and implementation of multidimensional interventions resulted in containing Covid19 disease and kept our business running.

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Oil and Gas Employees’ Experiences on the Workplace Adjustment in the Time of COVID-19: Experience from Indonesia

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Introduction: The pandemic has significantly changed the way people work in all industries. However, the oil and gas employees are uniquely impacted due to their specific nature of work. This study aims to describe the workplace adjustment in the oil and gas companies and how the workers perceived these adjustments.

Material and Methods: Cross-sectional data were collected via an online survey from oil and gas employees from November 9th to 23rd 2020. We asked the employees on their knowledge, attitude, practice, risk assessment in the workplace, and their perception on the new protocol. All analysis was conducted using SPSS.

Results and Conclusions: A total of 4,895 respondents was participated in the survey with the mean age ± SD was 39.88 ± 8.56 years, and the mean ± SD length of work was 12.37 ± 8.05 years. The majority of respondents were male, permanent workers, and work in the operation division. Respondents had a high level of knowledge and well attitude towards COVID-19, but they had some obstacles in complying to health protocols, such as lack of soap and clean water, unable to avoid contacts with other workers and families. These variables were found to be significant in increasing the risk of COVID-19 as perceived by the workers, i.e., unable to avoid meeting with coworkers, often checking the news related to COVID-19, unable to keep at least 1-metre distance, unable to wash hands regularly, and to wear masks all the time (p < 0.05).

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COVID-19 as an Occupational Illness: An International Comparison of Recognition Regulation in Selected Countries

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