



Post Covid Syndrome: Perspectives, Implications and Strategies for Affected Staff in Malaysia

Siti Marshita Binti Mahyut^(✉), Lee Xiang Yen, Onn Yu Xin, Tay Lee Wen, Shayne Louie Chin, and Jazlan Syazwan Bin Andrian

Faculty of Law, Multimedia University, Melaka, Malaysia
marshita.mahyut@mmu.edu.my, {1191100385, 1191100390, 1191100453, 1191100463, 1191100407}@student.mmu.edu.my

Abstract. The COVID-19 pandemic has impacted the world in unimaginable ways and presents an unprecedented challenge to public health, the economy and the world of work. One of the most vulnerable and impacted groups during this pandemic are employees who suffer from Post-COVID Syndrome. The aim of this research paper is first to provide an in-depth explanation of what is Post-COVID Syndrome or also known as Long Covid. Next, we will include a background review of other research to understand the perspective and issues surrounding Post-COVID Syndrome. In addition, we will examine the implications of Post-COVID Syndrome to employees in the workplace by collecting data from respondents. Based on the findings, we will suggest solutions towards the issues faced by employees for employers and the government to implement immediately.

Keywords: Covid 19 · employee · protection · affected · sick

1 Introduction

Coronavirus disease (COVID-19) is an infectious illness caused by the Severe Acute Respiratory Syndrome Coronavirus 2 (SARS-CoV-2). It was identified in China in December 2019. The COVID-19 disease pandemic has caused a worldwide public health and economic crisis. The economic and social impact caused by coronavirus 2019 disease is devastating where tens of millions of people are at threat of falling into economic hardship which is extreme poverty, and the number of undernourished people, which is currently estimated at about 690 million, might rise by up to 132 million by the end of the year. (“Impact of COVID-19 on people’s livelihoods, their health and our food systems”, 2020) Based on the Malaysia Coronavirus Disease 2019 (COVID-19) Situation Report 60, the weekly report for the week ending 19 September 2021 provides that there have been 2,209,194 cases and 25,695 coronavirus-related deaths documented in the country since the pandemic began. The average number of intensive care unit (ICU) cases per day is 915, with a 76.6% ICU bed occupancy rate.

Many people with severe COVID-19 may not recover completely and have a variety of persistent symptoms for weeks or months following infection, which are frequently neurological, cognitive, or psychiatric in nature. Post-COVID Syndrome is defined by

persistent clinical symptoms that occur during or after COVID-19, last longer than 12 weeks, and are not able to be explained by other diagnoses. (S.L.U., 2021) In this study, we analyse the symptoms of Post-COVID Syndrome, describe how these symptoms affect employees who return to work, and outline difficulties confronted by employees who had these symptoms after recovering from COVID-19. Fatigue, breathing difficulties, chest pain, cough, memory, concentration, or sleep issues, headache, and a rapid or pounding heartbeat are the examples of typical long-term symptoms. Besides these symptoms, there are few issues faced by the employee who had these symptoms after recovering from COVID-19. These issues include their ability to perform physical tasks decrease, the employees might suffer with mental health issue, such as depression, anxiety, stress and insomnia, the employees need to frequently take sick leave or did not have adequate sick leave and there might be discrimination in workplace such as the reduction of wages and the possibility of being fired. Based on research, we also suggest a few strategies to tackle the issues that are faced by employees such as the employer shall make the reasonable adjustments on the working hours and workplace that are most suitable for the employees to carry out their duty, the employer should monitor all employees for any changes in productivity, behavior, mood and mental function, the employer should also encourage his or her employee to speak with a primary care provider, employers in Malaysia should give sickness benefits as well as give financial stability throughout the sick leave time and the employers must take sufficient efforts to ensure that disabled workers may obtain their employment as conveniently.

2 Background and Literature Review

In this section we examine the symptoms of the Post-COVID Syndrome, discuss how these symptoms of the Post-COVID Syndrome affect the worker who returned to work, and define issues that faced by workers who suffered from these symptoms when they returned to work after recovering from COVID-19.

COVID-19 is more specifically known as coronavirus disease 2019, this disease can lead to heart failure, lung disease and neurological diseases. It may take weeks to overcome; however, there are some patients who nonetheless show some symptoms even after the original infection, this is called Post-COVID Syndrome. With a large number of treated patients discharged from hospital, the potential long-term effects of Post-COVID Syndrome will become more and more significant, which brings the burden on healthcare systems, mainly for those COVID-19 survivors who have suffered medical trauma throughout this pandemic, and additionally patients' families and the entire society. Post-COVID Syndrome, also referred as Long-COVID Syndrome, is a condition wherein a former COVID-19 patient still shows signs and symptoms for a period of up to 12 weeks or more and those symptoms cannot be defined with the aid of using means of any alternative diagnosis. The common symptoms often experienced by former COVID-19 patients encompass fatigue, brain fog which will affect the brain, difficulty breathing, insomnia, cough and anxiety. Long-term consequences are dysregulated sleep-wake cycle, cognitive impairment, and profound unremitting anergia. Thus, this long-term persistent fatigue is related to post-exertional neuroimmune exhaustion. Due to this reason, patients who suffer with a long-term relapse of exhaustion or cognitive

impairment have been dismissed by physicians, employers, and families as experiencing exaggerated or psychosomatic disorders. (Masoud Mardani, 2020, p1).

2.1 Ability to Perform Task

Post COVID-19 symptoms might have an effect on one's ability to work, many workers have reported suffering from breathing difficulties, pain, fatigue, headaches and insomnia long after they recover. In other words, the COVID-19 virus will trigger semipermanent fatigue that severely impairs the personal and occupational functioning of sufferers. It was explained that up to 1 in 5 of individuals infected with COVID-19 have developed a series of irregular and dynamic symptoms corresponding to chronic fatigue, headaches, respiratory, metabolic, muscular and neurocognitive symptoms that will last for an extended time. Due to these symptoms, it creates a severe risk to people's health that causes the workers or employees who suffer from it becoming unable to work after being infected with COVID-19 virus (Kamau., 2021, p2).

The medical literature suggest that chronic fatigue could be a result of the body's immune response to viruses, and some people might have higher risks than others, but they cannot simply predict the risks by considering the severity of COVID-19 symptoms, as there are some people with mild COVID-19 symptoms also developed Long-COVID Syndrome. In fact, due to the result of the infection of COVID-19, some of the patients went through suffering permanent hearts, kidneys, lungs or brain damage; while some of them are still struggling to regain their vitality. (Masoud Mardani, 2020, p1) Therefore, there will be a new group of people with disabilities. Specifically, a disability is a condition that interferes with a major life activity such as breathing, performing manual tasks, concentrating, communicating, sleeping or hearing. It is noteworthy that Post Covid Symptoms can affect multiple organs and all age groups, the affected range are wide which include kids, teenagers, adults, and elders.

These Post-COVID Symptoms show effects that can be prolonged and affect a person's quality of life and productivity. It is said that even if the workers or the employees did not experience overall weakness, they may still lose some of their grip strength. ("Sickness and absence because of long COVID: Long COVID – advice for employers and employees," 2021) Grip strength is used to predict one's overall strength and health and their risk of cardiovascular disease, if the employees lack grip strength or it was greatly reduced, it might indicate that such employees might have health issues. For instance, some employees may experience chest pain or shortness of breath after COVID-19 infection, this can show the abnormalities in their lungs or heart, that might greatly impair their ability to perform manual and physical tasks. In other words, due to these Post-COVID Symptoms, many employees are suffering with various kinds of health problems which, subsequently, affected their ability to perform their tasks assigned by their employer. To illustrate this, most workers that are suffering with these Post-COVID Symptoms are not able to work fulltime as before they got infected with COVID-19. They will find it hard to finish their work, especially those that require work force. This is because their health conditions are not as good as before, and they might need to rest most of the time. Thus, the inability to work indicates that they might need a reduced work schedule which is hard to implement in a certain workplace.

2.2 Mental Health Issues

The Post-COVID Syndrome had also affected the psychological function of the former COVID-19 patients. According to a medical and health expert, it is not uncommon for an infected person to get panicked and scared of death after being infected, and some of them were directly and badly hit as their large family being admitted to the ICU or died because of COVID-19. In fact, COVID-19 infections could have a short term impact on the individual's mental health such as anxiety and long term syndrome causing him or her to experience post-trauma stress anxiety such as prolonged depression. Therefore, quite a number of former COVID-19 patients experience Post COVID-19 mental health problems such as depression, anxiety, stress and post-traumatic stress disorder (PTSD). This is also due to the common symptoms such as fatigue, brain fog, breathing difficulties, pain, headaches and insomnia which affected their quality of life, caused them to have disabilities and adversely affected their mental health or mental function.

The symptoms shown under this mental health issue can be also recognised as Post Trauma Symptoms which would impair the employee's concentration or cause them to have rapid mood changes when they returned back to work with the Post-COVID Syndrome. Most of these affected workers are suffering from sleep disorders, extreme anxiety as well as physical symptoms, and possibly causing them to be emotionally disturbed that they could not undergo their daily life activities or perform their duty properly. This would lead to increase the risk of depression among the workers, which later affects their ability to solve problems, set and achieve goals, and function effectively when they get back to work after recovering.

Another crucial reason of increasing risk of depression is that each of us are forced to deal with death in ways unrelated to human civilization during this pandemic, where everyone is not able to be with the deceased who might be one of his or her family or friends, in their last moments of life. The appearance of the depressive symptoms is where it generates anguish for an uncertain future. Everyone in this pandemic has been experiencing impotence, vulnerability, and a sense of loss of control over their own life as a response to something indeterminate in time and space. The risk of depression is even higher for those former COVID-19 patients, as they can relate themselves in that situation, especially where some of them are still suffering with the Post-COVID Syndrome that prevents them from going back to the normal life they used to have. Therefore, the affected employee who had Post-COVID Syndrome will also be emotionally disturbed and unable to focus on their work or find it hard to deal with the workload given.

2.3 Sick Leave

Coronavirus (COVID-19) infection in certain persons might result in weeks or even months of symptoms. This condition is sometimes referred to as 'Post-COVID-19 Syndrome'. COVID symptoms that persist for an extended period of time may impair an individual's capacity to work or force them to take sick leave. When someone is off work due to prolonged COVID, the same regulations for sickness absence and sick pay apply. However, we will take a look at the issues faced by employees on the matters of sick leave where it was not assessed properly by the employers around the world, even in Malaysia.

According to the International Labour Organization (ILO), those unprotected employees, including self-employed, informal, and freelance labourers, are likely to be significantly affected by the viral pandemic because they lack the resources to pay or grant sick leave. As a result, they are less guarded by conservative social security protocols as well as many other income sources to help smoothen it (“COVID-19 and the world of work: Impact and policy responses”, 2020). In America, it is part of America’s muddled leave rules, where their time off is primarily determined by their employers, and not the employee’s necessities. Due to this patchy framework, Americans are perhaps the only laborers in the Western countries who will risk losing their jobs if they do not show up ill. As a result, the crisis left a fifth of private-sector employees with no paid sick leave. Unpredictability in sick leave policies will worsen as more states open and employers push employees to return to work. Employers will soon be able to determine whether their employees are at danger of contracting COVID-19 and if so, whether they can maintain their employment. Because unemployment rises and businesses have more alternatives, and even more individuals may lose their jobs whenever they contact COVID-19 (Khazan, 2020).

2.4 Discrimination in Work Place

Another difficulty that many employees encountered during the Post COVID-19 period is discrimination. However, the issue here is whether prolonged COVID is considered a disability. According to the legislation, a disability is defined as a physical or psychological disability that impairs a person’s capacity to perform routine daily tasks in a substantial and long-term way. COVID-19 is a relatively new disease, and it may require time to completely comprehend it. It can have a significant impact on a person’s everyday routines and is now believed can last several months or come and go. Additional deficits may occur as a result of prolonged COVID. Impairment is one of ‘protected characteristics’ which is protected under Equality Act 2010. This legislation safeguards employees from workplace discrimination, harassment, and victimization. It is indeed critical to realise that the majority of disabled individuals did not acquire their impairment, but that anyone can become disabled at any point during their working lives, that some impairments are not observable to everyone else and are frequently and that not everybody who is protected by the Equality Act 2010 will deem themselves disabled (“Whether long COVID is treated as a disability: Long COVID – advice for employers and employees - Acas”, 2021).

According to the TUC’s analysis, many workers encountered bad treatment in the form of discrimination or disadvantages during working hours as a result of the prolonged COVID. Even when there is no physiological consequence, employees with prolonged COVID may experience discrimination. For instance, there could be a prejudice associated with the illness where when an employer learns that a person has a prolonged COVID record, he or she may assume that the employee is unable to receive a raise or keep working. In this manner, we believe that prolonged COVID is comparable to other disorders considered to be disabilities. Certain impairments, including HIV, cancer, and multiple sclerosis, are usually recognized under the Equality Act 2010, which means that employees are surely protected by the Act’s disabilities provisions from the time of diagnosis. Including prolonged COVID to the category of legally protected impairments

under the Act will certainly improve the law itself for the employees (Macniven & Hale, n.d.).

3 Research Methodologies

In order to further understand the implications and severity of existing, new or ongoing symptoms caused by Post COVID-19 Syndrome to employees, we have conducted a self-selecting online survey through google forms. The survey was open for responses from between 1 October to 10 October 2021. The survey was promoted on social media, email and messaging apps such as whatsapp. The target was mainly employees from the private and public services sector who have been diagnosed with COVID-19 and have existing, new or ongoing symptoms after recovery. At the end of the survey, we received a total of 25 responses from people who self-reported that they have had COVID-19. Of these 25 responses, 24 respondents indicated that they have post covid 19 syndromes.

4 Analysis

4.1 Overview of the Survey

The survey we conducted centred on 11 multiple choice questions which are compulsory for the respondents to answer. The first question relates to the gender of the respondents. This is just to lay out the demographics of our respondents. The second question is about the age of our respondents. This is important so we can see how Post COVID-19 Syndrome affects a particular age group of employees. Thirdly, the respondents were asked about which sector they are employed in whether private sector or public sector. This is because policy relating to employees may be different between those in the private sector and public sector. Next, the respondents were asked how long they were absent from work after being diagnosed with COVID-19.

The next part of the survey questions relates directly to the impact of Post COVID-19 Syndrome to employees. Among the questions include did the respondents experience any Post COVID-19 Syndrome and what were the symptoms. To determine the severity of the symptoms the respondents were also asked how long they experienced Post COVID-19 Syndrome symptoms. Moreover, the respondents were also asked if Post COVID-19 Symptoms affected their ability to work such as causing fatigue. Next, the questions touched on whether their employers allowed them to go back to work after recovering from COVID-19. This is to see whether the employees experienced any discrimination regarding dismissal or termination. Respondents were also asked if they experience other forms of discrimination such as stereotyping or poor treatment from employers due to post COVID-19 Syndrome. Besides that, questions relating whether the employees experience any mental health issues such as stress, anxiety or sleep disorders were also asked to the respondents. This is because their mental well-being is very important for them to be able to work effectively. For example, if a respondent has stress or sleep disorders, it may make him or her lose focus at work. Finally, respondents were also asked if their employer provided adequate medical leave when they were suffering from Post COVID-19 symptoms.

4.2 Results of the Survey

Demographics of respondents (Fig. 1).

After 10 days of collecting the data, we managed to find 25 respondents. Out of the 25 respondents 14 are male (56%) and 11 are female (44%) (Fig. 2).

Most of the respondent that is 9 respondents (36%) were between 21 to 31 years of age. Followed by those aged 16 to 20 years old and 32 to 41 years old, both having 7 respondents (28%) respectively. We also managed to find 2 respondents (8%) who are between 42 to 51 years old (Fig. 3).

For their sector of employment, 23 respondents (92%) were from the private sector and 2 respondents (8%) were from the public sector.

Respondents experiencing Post Covid-19 Syndrome symptoms (Fig. 4).

Out of 25 respondents, 24 respondents (96%) indicated that they experience post covid 19 syndrome symptoms after recovery. These symptoms include new, existing or ongoing symptoms. Among the symptoms reported by the respondents were fatigue which was the most common symptom affecting 16 respondents (66.6%). 10 respondents (41.6%) stated that due to this fatigue they have difficulty concentrating. This may happen because they don't have the mental energy needed to pay attention to things. Furthermore, 13 respondents (54.1%) indicated that they experience headache while 10 respondents

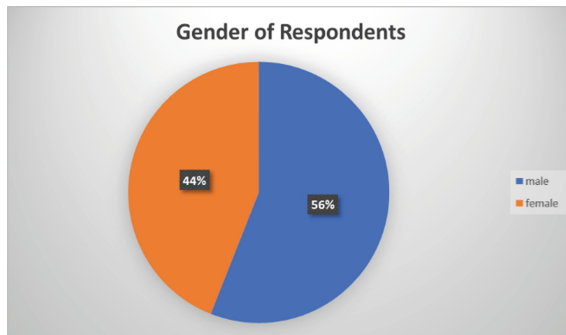


Fig. 1. Gender of the respondents

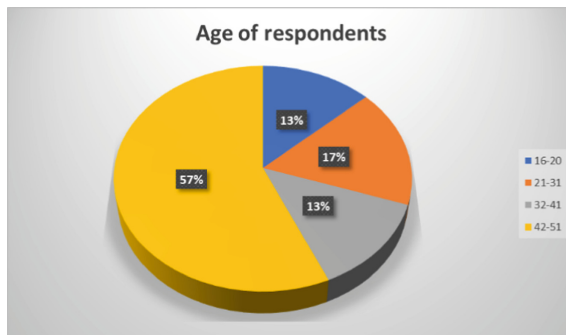


Fig. 2. Age of respondents

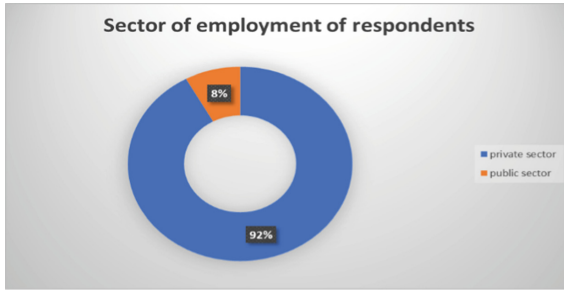


Fig. 3. Sector of employment of respondents

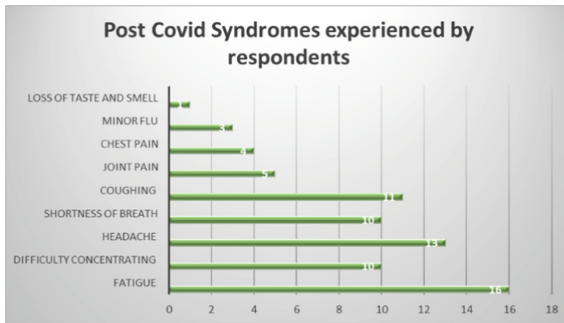


Fig. 4. Post-COVID Syndromes experienced by respondents

(41.6%) indicated they had shortness of breath. High number of respondents which is 11 respondents (45.8%) also reported experiencing coughing as a symptom. In addition, other less common symptoms were also reported by respondents consisting of joint pain '5 respondents (20.8%)', chest pain '4 respondents (16.6%)', minor flu '3 respondents (12.5%)', and loss of taste and smell '1 respondent (4.1%)'.

5 Future Work

Since these young people are the primary group of workers in various sectors in our country, it is therefore noteworthy that healthy young people are the key to the nation's productivity. Thus, both the government and employers of the workers play an important role to solve the problems faced by these workers who were affected with Post-COVID Syndrome.

1. To improve the health condition and productivity of affected workers

Government should create a department to take care of this issue, they should conduct the research to measure the percentage of people who developed such post covid symptoms which affected their ability to work after being infected with COVID-19, or revealing the prevalence of post covid symptom by asking people who had COVID-19 questions

about key symptoms, such as debilitating fatigue more than 6 months, and following them up for months or years. With these data, we can estimate the risk of Post-COVID Syndrome across the population and the risk by occupation, so as to identify the high risk groups and may also forecast future workforce shortages. (Kamau., 2021, p2) Suitable diagnosis and advice may be helpful, even though there is no known cure yet. As such, the government should advise people with Post-COVID Syndrome and also provide employers with occupational health guidance to help them better support employees infected with COVID-19 who are suffering from chronic fatigue and other negative health effects stretching months or years. This guidance shall also be provided for self-employed workers. The most crucial part is that the government under the Department of Health encourages universities and organisations who used to help in developing vaccines, artificial antibodies and treatments for COVID-19 to explore or investigate suitable methods of preventing or treating Post-COVID Syndrome (Kamau., 2021, p3).

Employers should be aware that the Post-COVID Symptoms can cause prolonged effects, the employees who got the worse symptoms might need to be off work as they were not able to perform their tasks. Employers therefore have the duty and responsibility to make sure that all employees who return to work are able to perform their job. Before the employees can return to work, employers shall decide on how and when to make contact with those affected employees when they are absent from work. Employers shall also ensure that the works that were initially assigned to those affected employees are covered and shared out appropriately while they are off work. This is to ensure that no work is delayed or unperformed when the affected employees are having sick leave due to the Post-COVID Syndrome. Employers should also talk with the employee about any support they may need as they return to work where and when possible. The work schedule of the affected employees shall be rearranged to cope with their health condition and their ability to work. Therefore, they shall make the reasonable adjustments on the working hours and workplace that are most suitable for the employees to carry out their duty. For instance, if the employee had severe fatigue or was facing any difficulties while breathing due to the Post-COVID Syndrome, the employer shall allocate some of the work of such employees to others in the team to share with the workload. (“Sickness and absence because of long COVID: Long COVID – advice for employers and employees,” 2021) The employer can offer such affected employees the part time hours to start their return to work, to slowly adjust their ability to perform work while having Post-COVID Syndrome. Most importantly, employers should carry out occupational health assessments from time to time so that the employer can understand what is needed for the affected employee to be able to do their job when they are having health issues. In short, both employer and employee can plan the best course of action to help the employees back to work, where they can agree for reduced working hours or lighter duties, or for more time off work, or make some adjustments to their workspace so that the employee can perform their tasks comfortably even though they had the Post-COVID Symptoms. (“Using occupational health at work,” 2021).

2. To improve possible mental health or mental function problem of affected workers

Government should also take into account the mental health problem of the community who developed such post covid symptoms which caused them to be emotionally

disturbed. The government should therefore under the Department of Health provide advice for these groups of people to overcome their mental health problems. The government should also provide employers with occupational mental health guidance to help them better support employees infected with COVID-19 who are suffering from various mental health issues that subsequently affected their productivity of work and life.

Since the responsibility to safeguard the safety, health and welfare of the workers at the office is on the employers, the employers shall be able to spot possible signs of mental health problems among his or her employees. ("Supporting your staff's mental health: Coronavirus (COVID-19) and mental health at work," 2021) It might be challenging as not many of them will show obvious signs of mental health problems, but the employer may try to observe how the employee behaves while performing their work. Some possible signs of mental health problems at work are such as appearing anxious, frequently absent or late to work, decreased in standard of work and focus on tasks, did not behave as before, always not in a good mood, or did not show any interest in any task. Therefore, employer should monitor all employees for any changes in productivity, behaviour, mood and mental function, the employer should also encourage his or her employee to speak with a primary care provider if any of the employee is experiencing any Post Trauma Symptoms which would impair the employee's concentration or cause them to have rapid mood changes when they returned back to work with the Post-COVID Syndrome. Employers can approach such an affected employee to have a peep talk to understand his or her situation, the employer shall listen carefully to what they say and reassure them that the employer will be there to help them and support their needs. With this, employers will be able to understand the issue faced by the affected employee and to decide how to help the employee. If the mental health problems were very fraught, then the employers shall advise the affected employee to seek psychotherapy assistance or counselling or recommend an appropriate course of treatment so that such employee is mentally prepared to return to work. Most importantly, the employers must have compassion and should not force the employee to go back to work which could worsen his or her condition.

3. To improve possible issues regarding sick leaves of affected workers

We surely could understand that providing the most effective ways on sick leave is one of the key importance to safeguarding all employees who are suffering from the Post COVID-19 or even during the employees suffering from the sickness. In Malaysia, it can be seen that under Section 60F (1) (aa) of the Employment Act 1955 provides that when hospitalised is not necessary, employee is entitled to have paid sick leave of fourteen days if the employee has been employed for less than two years, eighteen days if the employee has been employed for two years or more but less than five years, twenty-two days if the employee has been employed for five years or more. Even under Section 60F (1) (bb) of the Employment Act 1955 stated that when hospitalisation is necessary, an employee is entitled to have paid sick leave of sixty days in aggregate. These 2 sections do protect employees in Malaysia on the matters of sick leaves. However, it might not be as effective during the pandemic. This part will examine the best suggestions and

improvements on the issue regarding sick leaves on the affected employees in Malaysia through the practice from Malaysia to other countries.

First of all, we can take a look in Sweden on ways of overcoming the issue of sick leave after COVID-19 and Long COVID. The SSIA is the Swedish public authority responsible for making sick leave decisions and paying sickness benefits. All working employees in Sweden, irrespective of citizenship or place of residence, are entitled for sickness payments under the SSIA even when they are considered to have a lessened capacity to work because of health. Additionally, self-employment, maternity leave, and jobless after their employment, qualify an individual to illness payments. During the first two weeks of sick leave, the employer will pay for the sick leave as well as sick payment from the SSIA. Even if an employee is jobless, the SSIA will also provide payments from the beginning of the sick leave. This is one of the ways where any authorities or organizations in Malaysia should be more concerned about sick leave.

6 Conclusion

The current coronavirus (COVID-19) pandemic is an unusual worldwide issue. The World Health Organization (WHO) and international public health agencies are working to halt the spread of COVID-19 and reduce the infection rates. Since the situation is rapidly changing, it is essential for all employers to stay current with the latest information and developments provided by the WHO, the Malaysian government, and local health agencies. Employers should also be aware of their legal duties under relevant laws and regulations, contracts, and obtain legal assistance as needed. Since there is no specific legislation imposing duties on employers regarding COVID-19 at the workplace, the Malaysian government requires employers to provide and maintain a safe workplace to ensure the safety and health of their employees and other staff at the workplace. This involves establishing and maintaining a safe and hygiene work environment, which includes recognising risks related with possible COVID-19 exposure and taking the appropriate precautions to control such risks.

References

- Agovino, T. (2020) Covid-19 Deals a Dual Threat to Older Workers. <https://www.shrm.org/hr-today/news/all-things-work/pages/covid-19-deals-a-dual-threat-to-older-workers.aspx>
- Azmi & Associates. (2020). Employers' Obligations During Movement Control Order (MCO). <https://www.legal500.com/developments/thought-leadership/26903/>
- Cheng, C. (2020) Pandemic Economics – Impact of the COVID-19 pandemic on the Malaysian economy. https://d-arch.ide.go.jp/RIN/common/pdf/2020-09_ws-prst_4-2_calvin.pdf
- Chern & Co. (2020). COVID-19 Update: Unfair Dismissal in Malaysia. <https://www.chernco.com.my/unfair-dismissal-in-malaysia/>
- D' Angelus, M. (2021). Dismissing Employees in Malaysia. <https://www.mondaq.com/redundancy/1110484/dismissing-employees-in-malaysia>,
- Impact of COVID-19 on people's livelihoods, their health and our food systems. Who.int. (2020). Retrieved 29 September 2021, from <https://www.who.int/news/item/13-10-2020-impact-of-covid-19-on-people's-livelihoods-their-health-and-our-food-systems>.

- Kamau. (2021, January 27). Risk of debilitating fatigue after covid-19 lasting years and implications for the UK workforce. Birkbeck Institutional Research Online. <https://eprints.bbk.ac.uk/id/eprint/44404/1/Risk%20of%20debilitating%20fatigue%20after%20covid-19.pdf>
- Khazan, O. (2020). A Hidden COVID-19 Risk Factor: Your Boss. The Atlantic. Retrieved 10 October 2021, from <https://www.theatlantic.com/health/archive/2020/06/sick-leave-covid-time-off/612361/>.
- Lim, L. (2020). The socioeconomic impacts of COVID-19 in Malaysia: Policy review and guidance for protecting the most vulnerable and supporting enterprises. Ilo.org. Retrieved 10 October 2021, from http://ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_751600.pdf.
- Macniven, L., & Hale, C. Workers' experiences of long Covid A TUC report. Tuc.org.uk. Retrieved 10 October 2021, from <https://www.tuc.org.uk/sites/default/files/2021-06/Formatted%20version%20of%20Long%20Covid%20report%20-%20v1.3.pdf>.
- Mardani M. Post COVID Syndrome, Arch Clin Infect Dis. 2020; 15(2):e108819. Retrieved September 28, 2021, from doi: <https://doi.org/10.5812/archcid.108819>.

Open Access This chapter is licensed under the terms of the Creative Commons Attribution-NonCommercial 4.0 International License (<http://creativecommons.org/licenses/by-nc/4.0/>), which permits any noncommercial use, sharing, adaptation, distribution and reproduction in any medium or format, as long as you give appropriate credit to the original author(s) and the source, provide a link to the Creative Commons license and indicate if changes were made.

The images or other third party material in this chapter are included in the chapter's Creative Commons license, unless indicated otherwise in a credit line to the material. If material is not included in the chapter's Creative Commons license and your intended use is not permitted by statutory regulation or exceeds the permitted use, you will need to obtain permission directly from the copyright holder.

