

# France tweaks entry rules to ease labor shortage



PARIS — The French government wants a new residency permit for foreigners to plug skills shortages and to allow some asylum seekers to enter the workforce quickly under proposed revisions to immigration rules.

Interior Minister Gerald Darmanin and Labor Minister Olivier Dussopt told *Le Figaro* newspaper that draft legislation to be sent to Parliament in early 2023 sought to balance labor market needs and voter concerns over identity, integration and security.

Mr. Dussopt said the bill reflected the government's "pragmatism and realism."

The French reform comes at a time when other European countries are also

loosening immigration rules to deal with labor market pressures, although it is a particularly sensitive subject in France.

German Chancellor Olaf Scholz this month said Europe's biggest economy should attract more foreign workers and make it easier for women and older people to work to avoid labor shortages and a pension system crisis in the years ahead.

Spain modified its residency permit rules this year to reduce restrictions on foreign students working and to allow temporary work permits for overstretched sectors, while Egypt will provide seasonal workers to help meet the needs of Greece's agricultural sector under a pilot scheme.

In Britain, however, where Brexit has exacerbated labor shortages, Prime Minister Rishi Sunak has pushed back against calls from companies to liberalize immigration to help boost growth.

Under the French plans, the new work permit for stressed sectors of the economy would run until end-2026 and would seek to 'regularize' certain groups of foreigners already working in the country, rather than new arrivals.

A report published by the INSEE national statistics agency in November highlighted builders, care assistants, butchers and plumbers as among professions suffering acute shortages.

Unemployment in France fell to its lowest levels in 14 years in the third quarter but still exceeded 7%.

Even so, many voters are against using immigration to fill the gaps. President Emmanuel Macron's government lacks a working majority in the lower house of parliament and will need support from the conservative Les Republicains party for it to pass in a vote.

Some right-wing lawmakers warn the immigration bill is not tough enough and will lead to a wave of foreigners illegally present in France obtaining papers.

Left-wing opponents say the proposals are too repressive. — *Reuters*

OPINION

## When the boss takes credit for everything

**O**ur department head keeps all the glory to himself but when the bad times come, he's quick to blame almost everyone except himself, for his own incompetence and mismanagement. What's the cure? — *Lone Wolf*.

**MINDSET CHANGE**

Having a boss who takes all the credit for the workers' contributions is a real problem. Your case is not unique as your situation may be found in many other workplaces. You must understand that you can't control such situations. But one thing is certain: your boss knows where he's getting all of those ideas. And most likely, the CEO knows that your boss can't do it alone.

Management is about effective delegation. Therefore, stop being resentful of your situation and start doing the following things that are within your power:

**One, discuss your career plan with your boss.** Solicit his input on how you can fast-track your career. This would constitute an indirect approach to your problem. Ask for his specific guidance and support so you can manage certain difficulties in your job. Point out the need for equipment, supplies or anything else that could be used to improve your performance.

**Two, document all your excellent ideas and accomplishments.** Be ready with your documentation when your performance appraisal comes along. When you have something new to offer, send an e-mail to your boss and secure his approval. If there's a delay in his reply, discuss the matter with your boss and send another e-mail to summarize what you've discussed. This is important to avoid miscommunication.

**Three, volunteer for some challenging assignments.** Do this without monopolizing all the opportunities to the exclusion of your colleagues. You can also ask other people in your department to help do the

work. You need to avoid being perceived as a know-it-all, which could make your position more difficult.

**Last, ensure that your projects include the names of your colleagues.** Regardless of the degree of their contribution, list down all the names of your team mates. Give your boss all the information he needs to give credit to all concerned. Let your boss know that you're not a credit grabber. This occasional hint may help the boss understand what he's missing in dealing with you.

**GOLDEN RULE**

The Golden Rule says it all — treat others as you would want to be treated. If you want your boss to give you credit, then in the same breath, you should do the same thing to your colleagues, even if they're not your direct reports. It's a universal principle that you can't ignore regardless of your religious belief.

Or better, follow the New Golden Rule as Irina Cozma puts it in *Harvard Business Review* (2022). In the modern workplace, wearing the shoes of another person may not be enough. "Treating others as you would like to be treated isn't always the best option," says Ms. Cozma. You must do better than that.

Instead, you need to treat others the way they would like to be treated. The emphasis is on the word "they." This means you must understand how others would like to be treated which may not necessarily be the same way you want to be treated. To understand others is to engage them in casual, regular dialogue to hear about their issues directly.

Chat your workplace questions with Rey Elbo on Facebook, LinkedIn or Twitter or e-mail [elbonomics@gmail.com](mailto:elbonomics@gmail.com) or via <https://reyelbo.com>



**IN THE WORKPLACE**  
**REY ELBO**

**ELBONOMICS: Empathy and sympathy are two different things.**

The solution is easy when you accept that we live in an unfair world. If you don't recognize this, you can always wallow in a pity forever. First of all, you've chosen to work as an employee. I'm not sure how long you plan to stay that way. Second, you have the misfortune of working for a boss who appears to grab all the credit to himself.

So, what can you do to reverse the situation? Psychologist and book author Sherrie Bourg Carter recommends changing your perspective. "Changes in mindset can help you move past life's hardships and get on with life." Expecting someone to be fair is not always possible. That's one major reason why you should choose to ignore the unfairness of life.

After all, "fair is not a useful concept," according to Ms. Carter who quotes fellow author Jonathan Lockwood Huie. After all, many of the things we consider as unfair are beyond our control, like the attitude of your boss. You can't do anything about it except probably to secretly complain to your friends at work, your family members and to this columnist.

Understand all the negative impacts on your mind, body and soul. Stress can build up that can adversely affect your work and mental health. Try complaining directly to your boss. If nothing happens, then elevate the case to the chief executive officer (CEO).

Let's see what happens, assuming that you're brave enough to do just that.

REPUBLIC OF THE PHILIPPINES  
Department of Transportation  
LAND TRANSPORTATION FRANCHISING AND REGULATORY BOARD  
East Avenue, Quezon City

Application for a Certificate of a Public Convenience to operate a Shuttle Service.

NDPSS CORP., Applicant/s CASE NO. 2022-16467

**NOTICE OF HEARING**

Applicant request approval of a Certificate of Public Convenience to operate a SHUTTLE Service for the exclusive transportation of employees, staff and personnel of ALLEGRO MICROSYSTEMS PHILIPPINES INC. (AMPI) located at 4756 Sampaguita St., Marimar Village, Brgy Sun Valley, Paranaque City and from said place to their respective pick-up and drop-off points in ALABANG, LAWTON, MUNTINLUPA CITY, TRINOMA, PASAY, SUCAT, CUBAO, C5, MAKATI, C6, TAGUIG, METRO MANILA, TRINOMA (NCR) MAYAPA CROSSING, TURBINA, BINAN, STA. ROSA CITY, CABUYAO (LAGUNA), PALAPALA, BACOR, CARMONA, IMUS, CAVITE BATANGAS CITY, LIPA CITY, MALVAR, TANAUAN CITY, STO TOMAS (BATANGAS) and vice versa with the use of TEN (10) units.

PLATE NO.	NDA3101, FAD7215	NBA7826, NEC6507
<b>NORMAL TIMES SCHEDULE</b>	<b>DEPARTURE</b>	<b>ARRIVAL</b>
INCOMING 7AM	6:00AM	6:00AM
OUTGOING 5PM	4:30PM	6:00PM
<b>SHIFTING SCHEDULE</b>	<b>DEPARTURE</b>	<b>ARRIVAL</b>
INCOMING 10AM	8:00AM	9:30AM
OUTGOING 10AM	10:00AM	12:15PM
INCOMING 10PM	8:00PM	9:30PM
OUTGOING 10PM	10:00PM	12:15AM

PLATE NO.	NCJ6236, NAF8892	ABH4911
<b>NORMAL TIMES SCHEDULE</b>	<b>DEPARTURE</b>	<b>ARRIVAL</b>
INCOMING 7AM	6:00AM	8:00AM
OUTGOING 5PM	4:30PM	6:00PM
<b>SHIFTING SCHEDULE</b>	<b>DEPARTURE</b>	<b>ARRIVAL</b>
INCOMING 10AM	8:00AM	9:30AM
OUTGOING 10AM	10:00AM	12:15PM
INCOMING 10PM	8:00PM	9:30PM
OUTGOING 10PM	10:00PM	12:15AM

PLATE NO.	NAV1853, NBT2774	NDG5124
<b>NORMAL TIMES SCHEDULE</b>	<b>DEPARTURE</b>	<b>ARRIVAL</b>
INCOMING 7AM	6:00AM	6:00AM
OUTGOING 5PM	4:30PM	6:00PM
<b>SHIFTING SCHEDULE</b>	<b>DEPARTURE</b>	<b>ARRIVAL</b>
INCOMING 10AM	8:00AM	9:30AM
OUTGOING 10AM	10:00AM	12:15PM
INCOMING 10PM	8:00PM	9:30PM
OUTGOING 10PM	10:00PM	12:15AM

NOTICE is hereby given that this application will be heard by this Board on JANUARY 13, 2023, at 1:00 P.M. at its Office at the above address.

At least five (5) days prior to the above date, applicant/s shall publish this Notice once in one (1) daily newspaper of general circulation in Luzon.

Pursuant to Memorandum Circular No. 2021-043 in relation to No. 2020-069 (re: Guidelines in conduct of on-line hearing during community quarantine), the Formal Offer of Evidence (FOE) must be submitted at least five (5) working days prior to the scheduled hearing.

Parties opposed to the granting of the application must file their written oppositions supported by documentary evidence on or before the above date furnishing a copy of the same to the applicant/s and may if they so, desire appear on said date and time.

This application will be acted upon by this Board on the basis of its records and documentary evidence submitted by the parties, unless the Board deems it necessary to receive additional documentary and/or oral evidence.

Witness the Honorable ENGR. RIZA MARIE T. PACHES, MNSA, Officer-in-Charge of the Office of the Chairperson this 15TH day of DECEMBER 2022.

(Sgd) Atty. PAUL VINCENT Y. AUSTRIA  
Attorney IV - Hearing Officer

# FORMER DA SEC. WILLIAM DAR JOINS GO NEGOSYO'S KAPATID ANGAT LAHAT PROGRAM

Former Department of Agriculture Secretary William Dar has joined Go Negosyo's Kapatid Angat Lahat as Head of its Agriculture program. Kapatid Angat Lahat aims to encourage medium and large corporations to help micro and small enterprises by including them in their value chain.

"When we first introduced Kapatid Angat Lahat in 2016, we saw that for MSMEs to grow and evolve from micro to small, small to medium, and medium to large, they need the three M's of money, market and mentoring, which can come with the help of big-brother corporations," said Go Negosyo founder Joey Concepcion. Last August 26 at the 2022 MSME Summit, a total of 37 organizations committed to its ideals and signed a pledge which was later presented to President Ferdinand Marcos Jr.

Mr. Dar served as Secretary of Agriculture under former President Rodrigo Duterte. He was also the first director of the Philippine Bureau of Agricultural Research, and served as an executive director of the Philippine Council for Agriculture, Aquatic, and Natural Resources Research and Development.

Along with Dar, Kapatid Angat Lahat will also be guided by inputs from the Department of Local and Interior Government Sec. Benhur Abalos. "The experience and expertise of former Sec. Dar and Sec. Abalos will be of great help in finding solutions to how we can uplift our micro-farmers," Concepcion said. The Go Negosyo founder recently presided over a meeting that brought together former Sec. Dar, National Irrigation Administration chief and former Piddig Mayor Eddie Guillen, Universal Leaf Phils. (ULP) President Winston Uy, and Lionheart Farms CEO and Co-Founder Christian Eyde Moeller. Another meeting is set for January to tackle the role of local government units in encouraging agri-microentrepreneurship.

"I would like to believe that there are existing models to improve upon," Dar remarked, with reference to the success of models adopted by ULP and Lionheart. "Now, with the coming in of Go Negosyo through the Kapatid Angat Lahat program for agro-microentrepreneurship, we need to elevate these models by way of looking at them through a



Go Negosyo founder Joey Concepcion welcomes former Department of Agriculture Sec. William Dar as Head of the Agriculture program of Kapatid Angat Lahat. In the photo are (from left) Lionheart Farms Co-Founder and CEO Christian Eyde Moeller, National Irrigation Administration head and former Piddig Mayor Eddie Guillen, Universal Leaf Phils. President Winston Uy, Concepcion, and former Sec. Dar.

number of lenses," he said. Among these lenses are productivity, value chain analysis, sustainability, resiliency and inclusivity.

"Private sector cannot do it alone," said Concepcion. "It needs to work with the LGUs and their leadership. Together we must provide an enabling environment that can help our country's micro-farmers grow and become entrepreneurs," said Concepcion. Among the first approaches would be to focus on four key crops, namely rice, coconut, corn and tobacco.

Concepcion cited the experience of Guillen in working with ULP and turning the province's moribund tobacco industry into an exporting powerhouse by examining the industry's value chain and the socio-economic structures surrounding it. In Palawan, Lionheart Farms is being cited as an example of how a large company can help small farmers using a system similar to nucleus estate farming, where small farmers or cooperatives enter into contract agreements with big companies, who provide the large initial investments and resources necessary for a farm to

profitably operate. "Christian Moeller has a fantastic model that can help our micro-farmers," observed Concepcion.

Uplifting the country's agriculture sector is seen as especially crucial to job generation, a key priority of the Marcos administration and the jobs sector led by Concepcion as a member of the Private Sector Advisory Council.

"More than 62 percent of the jobs generated in the Philippines come from MSMEs, and a big part of these MSMEs come from the agriculture sector," said Concepcion. He explained that the most challenged among these MSMEs are in the agriculture sector, most especially those operating at the smallest scale, or the micro-farmers. "We will aim to scale up our micro-farmers so they can become entrepreneurs, help them grow from micro to small, small to medium, and in the process, create more jobs for Filipinos, especially in the countryside," he said.

Beyond agriculture, Kapatid Angat Lahat will also have programs that will cover other sectors, including retail, where many micro-entrepreneurs can be found.