

OPINION

When a company is ghosted by applicants

Many of our job vacancies can't be filled because applicants who agree to come in for an interview are ghosting us. What's happening? — Rain Drop.

There are many reasons why applicants ghost recruitment managers. The most common reasons, according to Justin Lowe, include the following:

One, applicants are selecting from multiple lucrative job offers and may have already chosen one.

Two, personal emergencies prevent them from going forward with the interview.

Three, they are unprofessional and believe that ghosting will not hurt their career.

Four, they feel they're not good communicators who might not do well in an interview, and are expressing it through self-rejection.

Fifth, ghosting is normal for the younger generations. Boomers, for instance, did it too, except those cases tended to be a lack of technology to communicate with a prospective employer in the event of emergencies.

Today there is no cogent reason to miss out on an interview. In addition to Lowe's explanations, I also find the candidate's ego to be boosted by follow-up text

IN THE WORKPLACE REY ELBO

ELBONOMICS: Always look on the bright side.

applicants to not honor an interview appointment. The only acceptable reason for me is illness, a vehicular accident or an emergency of equivalent severity.

MANPOWER PLANNING

When I was looking for jobs decades back, I took every opportunity to honor all interview appointments. Back then I received word of my job interviews via telegram by companies like PT&T and RCPI. Of more recent vintage are messages from potential employers sent via my trusty Motorola pager. Sometimes I accepted invites for the wrong reasons.

My intention was to practice answering all IQ tests and rehearse my replies to killer interview questions hurled at me along the way. That built my confidence. I say I accepted interviews for the wrong reasons because I was gainfully employed at the time, even at 19.

What's the solution to your problem? Accept ghosting as part of the risk of offering employment. Shrug it off. You can't control everything. Be proactive by focusing on what you can do to fill all the vacancies or prevent them from happening with the following approaches:

One, establish a dynamic manpower plan. This is the first step in getting the right people, at the right time and in the right place. The plan must be linked with an organization's business forecast. When your organization has a plan for its operations for the current year and beyond, you can identify its manpower needs for the short and long term.

It will require an honest self-assessment of staff strengths and weaknesses to allow identification of jobs that can be outsourced to temps or project workers.

Two, analyze all factors affecting future demand. What are the plans for expansion? What new products or services are expected for launched in several months? How about the competition? What are the prospects for a merger or buyout to achieve economies of scale?

Is a new technology that promises to reduce manpower requirements? How many workers are due to retire in the next few years? Who are the workers receiving red circle pay, and who are currently above their pay scale and yet doing the job of lower-ranking personnel?

Three, consider all internal supply considerations. This means having a dynamic succession plan based on promoting from within. If no one can step up in an emergency vacancy, then your organization is in deep trouble. Hiring an external candidate can be demotivating to the current workforce.

It's best to have an apprenticeship program to identify potential candidates if the work is complex and can't be learned within six months. You can sometimes get by rely on casuals, temps or project workers as a stopgap while they acquire special skills from your organization.

Last, discover your weaknesses in attracting candidates. It's about managing your organization's online reputation. Check the job portals where you advertise your vacancies and gather feedback from applicants and current workers. Chances are you will discover many negative views about you and the organization.

Applicants might balk at the lack of clarity in your ads. You may have confused them with illegal requirements specifying age or gender for certain positions. This is a red flag for many people and a sign that they're dealing with unprincipled management.

In conclusion, when your applicant has ghosted you, then rejoice. In the words of Steven Levitt and Stephen Dubner, you've become successful in "letting the garden weed itself," if you know what I mean.

Bring REY ELBO's leadership program called "Superior Subordinate Supervision" to your management team. Or chat with him on Facebook, LinkedIn, Twitter or e-mail elbonomics@gmail.com or via <https://reyelbo.com>



LinkedIn rates IT, fintech companies among best employers in Philippines

COMPANIES in the information technology (IT) and financial tech (fintech) industries are among the best places to work in the country, professional networking platform LinkedIn Corp. said.

In a statement on Wednesday, LinkedIn said IT services and consulting firms topped the list of the 15 best industries to work for this year, followed by financial services firms.

"The in-demand skills that the top companies in the Philippines are looking for are in the IT services sector,

include Software Development Life Cycle (SDLC) and Computer Security," LinkedIn said.

In its third annual list of the best companies to work for in the country, it ranked IT consulting firm Accenture Philippines at the top.

Globe Telecom, Inc. fintech arm Mynt, which operates GCash, and PLDT group's Maya ranked second and third, respectively.

"Companies in the financial services sector are looking for skills such

as fintech, Artificial Intelligence, and economics," it added.

LinkedIn ranked companies based on an employee's ability to advance, skills growth, company stability, external opportunity, company affinity, and gender diversity, among others.

Another IT company, Kyndryl Holdings, Inc., placed eighth on the list, while financial service companies took 12th and 14th places — Citi and Prudential plc, respectively.

"The 2023 Top Companies list is filled with actionable insights and resources that help professionals at all levels discover job opportunities," LinkedIn Head of Emerging Markets and Country Lead Atul Harkisanka said.

"Those interested in a specific company can now easily identify the skills and roles being hired for, connect with employees they know in their network, and follow the company to stay informed about future opportunities," Mr. Harkisanka added. — **Adrian H. Halili**

Supreme Court rules in favor of seafarer in disability case

THE Supreme Court has granted the disability claim of a seafarer who injured his leg while on duty, ruling that an invalid final medical assessment of his injury makes the disability permanent under law.

In a 16-page decision made public on April 17, the tribunal ordered North Sea Marine Service Corp., Ships Leisure S.A.M., and Silversea

Cruise Ltd. to pay Alexei Joseph P. Grossman disability benefits worth \$60,000 with 10% interest and legal fees.

"There being no final and definite assessment of petitioner's fitness to work or permanent disability within the prescribed periods... Which thus precludes him from pursuing his usual work as a seafarer, his disability has, by operation of law,

become total and permanent," Associate Justice Antonio T. Kho, Jr. said in the ruling.

The ruling upheld the findings of the Office of the Voluntary Arbitrators (VA), which said he was entitled to the disability benefits. The VA decision was later reversed by the Court of Appeals.

The appellate court had said the seafarer failed to prove that the conditions of his work led to his injury.

Under the Labor Code, a disability is total and permanent if the employee is unable to perform any "gainful" duties for a continuous period exceeding 120 days.

Only doctors chosen by employers may determine if a worker sustained permanent disability during employment. — **John Victor D. Ordoñez**



Republika ng Pilipinas LUNGSOD NG MAKATI SANGGUNIANG PANLUNGSOD OF MAKATI

PRESENT:

- | | |
|--------------|--|
| Vice Mayor | HON. MONIQUE YAZMIN MARIA Q. LAGDAMEO –Presiding Officer |
| Councilor | HON. DENNIS B. ALMARIO |
| Councilor | HON. MARIA DOLORES M. ARAYON |
| Councilor | HON. MARTIN JOHN PIO Q. ARENAS |
| Councilor | HON. JOEL M. ARIONES |
| Councilor | HON. SHIRLEY C. ASPILLAGA |
| Councilor | HON. BENEDICT B. BANIQUED |
| Councilor | HON. ARNOLD J. CRUZ |
| Councilor | HON. VIRGLIO V. HILARIO, JR. |
| Councilor | HON. LUIS S. JAVIER, JR. |
| Councilor | HON. EDRALYN M. MARQUEZ |
| Councilor | HON. CARMINA C. ORTEGA |
| Councilor | HON. ARMANDO P. PADILLA |
| Councilor | HON. RENE ANDREI Q. SAGUISAG, JR. |
| Councilor | HON. KRISTINA T. SAROSA |
| Councilor | HON. JOSE C. VILLENA, IV |
| Councilor | HON. ANNA ALCINA M. YABUT |
| SK President | HON. RODOLFO C. SAN PEDRO, JR. |

N.B.

LnB President HON. MARIBEL F. VITALES – Vacation Leave

ALSO IN ATTENDANCE:

Secretary to the Sanggunian ATTY. DINDO R. CERVANTES

Upon motion of Hon. K.T. Sarosa, duly seconded, the Sangguniang Panlungsod of Makati, by a unanimous vote, approved City Resolution No. 2023-033 on second and final reading.

CITY RESOLUTION NO. 2023-033

Authors: Hon. A.P. Padilla, Hon. R.A.Q. Saguisag, Jr., Hon. D.B. Almario, Hon. B.B. Baniqued, Hon. V.V. Hilario, Jr., Hon. K.T. Sarosa, Hon. C.C. Ortega, Hon. J.M. Ariones, Hon. A.A.M. Yabut and Hon. R.C. San Pedro, Jr.

Co-Authors: Hon. M.D.M. Arayon, Hon. M.J.P.Q. Arenas, Hon. A.J. Cruz, Hon. L.S. Javier, Jr., Hon. E.M. Marquez and Hon. J.C. Villena, IV

A RESOLUTION AUTHORIZING THE HONORABLE MAYOR MAR-LEN ABIGAIL S. BINAY OR HER DULY AUTHORIZED REPRESENTATIVE TO NEGOTIATE, ENTER INTO AND SIGN A MEMORANDUM OF UNDERSTANDING (MOU), AND ALL OTHER PERTINENT DOCUMENTS RELATIVE THERETO, FOR AND ON BEHALF OF THE CITY GOVERNMENT OF MAKATI, WITH THE DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT - FIELD OFFICE NATIONAL CAPITAL REGION (DSWD-FONCR) IN RELATION TO THE IMPLEMENTATION OF SUPPLEMENTAL FEEDING PROGRAM (SFP), SUBJECT TO EXISTING LAWS, RULES, AND REGULATIONS.

WHEREAS, Section 10 (e) (14) of R.A. No. 7854, otherwise known as the Charter of the City of Makati, provides:

"Section 10. The Sangguniang Panlungsod - xxx The sangguniang panlungsod shall:

e. Approve ordinances which shall ensure the efficient and effective delivery of the basic services and facilities as provided for under the Local Government Code and, in addition to said services and facilities, shall:

xxx

14. Provide for the care of disabled persons, paupers, the aged, the sick, persons of unsound mind, abandoned minors, juvenile delinquents, drug dependents, abused children and other youth below eighteen (18) years of age; and, subject to availability of funds, establish and provide for the operation of centers and facilities for said needy and disadvantaged persons;

xxx."

WHEREAS, R.A. No. 11037, otherwise known as the "Masustansyang Pagkain para sa Batang Pilipino Act", mandates the institutionalization of a comprehensive National Feeding Program for undernourished children in public Child Development Centers (CDCs), and Kindergarten and Elementary Schools noting the confirmed link between food and nutrition and the capacity of children to develop and learn;

WHEREAS, R.A. No. 10410, otherwise known as the "Early Years Act of 2013", mandates the Early Childhood Care and Development (ECCD) Council to act as the primary government agency supporting the government's ECCD programs that cover health, nutrition, early education, and social services for children ages 0-4 years;

WHEREAS, as part of the DSWD's contribution to the early childhood care and development (ECCD) program of the government, the aforementioned agency implements the Supplementary Feeding Program (SFP) which is a health service involving the provision of food in addition to the regular meals beneficial for the physical, mental, and psychosocial development of target children ages 2-4 years old who are enrolled in Child Development Center (CDCs) and Supervised Neighborhood Play (SNPs);

WHEREAS, the General Appropriation Act of 2022 states that the target outcome indicator of SFP is 80% of malnourished children in CDCs and SNPs with improved nutritional status;

WHEREAS, noting the limitation in the purchasing power of most families due to the extended effect of the COVID-19 pandemic and inflation of food commodities, SFP implementation shall assist in addressing the issues of hunger and food security among Filipino children and prevent regression of the current nutritional status of the beneficiaries;

WHEREAS, the execution of a Memorandum of Understanding (MOU), among other documents, between the City Government of Makati and the Department of Social Welfare and Development - Field Office National Capital Region (DSWD-FONCR) is necessary to achieve and guide the parties in carrying out the abovementioned purpose;

WHEREAS, Section 8 (a) (6) of R.A. No. 7854, otherwise known as the Charter of the City of Makati, provides that the City Mayor, as the chief executive of the city government, shall, among others, represent the City in all its business transactions and sign on its behalf all bonds, contracts, and obligations, and such other documents upon authority of the sangguniang panlungsod or pursuant to law or ordinance;

WHEREAS, in consideration of the reasonableness and absence of any legal impediment to the aforesaid authority that will be given to the City Mayor, the Sangguniang Panlungsod of Makati, pursuant to the abovementioned provision of law, hereby approves this Resolution.

NOW, THEREFORE, BE IT RESOLVED, AS IT IS HEREBY RESOLVED BY THE SANGGUNIANG PANLUNGSOD OF MAKATI, METRO MANILA, BY THE POWERS VESTED IN IT BY LAW, IN SESSION ASSEMBLED, to authorize the Honorable Mayor Mar-len Abigail S. Binay or her duly authorized representative to negotiate, enter into and sign a Memorandum of Understanding (MOU), and all other pertinent documents relative thereto, for and in behalf of the City Government of Makati with Department of Social Welfare and Development - Field Office National Capital Region (DSWD-FONCR) in relation to the implementation of Supplemental Feeding Program (SFP), subject to existing laws, rules, and regulations.

RESOLVED FURTHER, that a copy of this Resolution be furnished to the Office of the Mayor, Office of the City Administrator, Law Department, Makati Social Welfare Department (MSWD), Department of the Interior and Local Government (DILG)-Makati City, Information and Community Relations Department (ICRD), Department of Social Welfare and Development - Field Office National Capital Region (DSWD-FONCR), and other concerned offices, departments, and agencies for their information, guidance, and reference.

This Resolution shall take effect immediately upon its approval.

APPROVED BY THE SANGGUNIANG PANLUNGSOD OF MAKATI, METRO MANILA, in its Regular Session held on 19 April 2023.

Attested by:

ATTY. DINDO R. CERVANTES
Secretary to the Sangguniang Panlungsod

Certified true and correct by:

HON. MONIQUE YAZMIN MARIA Q. LAGDAMEO
Vice Mayor & Presiding Officer