

THREE TOOLS TO ORGANIZE YOUR HIRING ACTIVITIES

As a recruiter, a hiring manager, or an HR professional, it does not have to be such a dreadful task to look for one - or even 500 - employees. There is no need to stretch out your muscles beyond the maximum or get lost between a million candidates.

Technology is the closest thing to magic, and if you use leading online job sites, such as Bayt.com, for your talent sourcing and acquisition needs, then you already know this much! You can put the powerful tools to use and let technology search, filter, navigate, sort, organize, share, save, print, or perform any other essential command you can think of to help you hire efficiently and whenever you have a vacancy.

Time is precious and we are aware of that. But when you are working against deadlines, running

hundreds of search queries, and trying to manage piles of applicants for different positions at your company, things can become quite messy! Consequently, Bayt.com has developed and introduced even more solutions that help companies find and hire talent as smoothly as possible.

1 Saved Searches

Supposing that you want a candidate for a digital marketing position who is located in Kuwait city, with 3 to 5 years of experience, speaks English and Arabic fluently, is a citizen or holds a work permit in Kuwait, has a bachelor's in marketing or a related field, and within 26 and 35 years old. Don't be scared! This can all be specified in your search. By inputting the data, you will be able to retrieve highly relevant results. What's even better is that you can

save your searches to avoid spending your precious hours next time you look for a candidate with the same qualifications. Just name your saved search and access it a week later - or even years later!

2 Email Alerts

Besides being able to save your search criteria and running it whenever you need, you can also choose to use Auto Search. This feature allows you to receive emails whenever there are new posted CVs that match your criteria. How convenient is it to have the latest CVs delivered right to your inbox? Of course, you can choose the frequency of such emails; whether daily, weekly, monthly, or none.

3. CV Folders

Between different positions, departments, and

candidate files, your hiring activity can easily lose organization. You have the option of using CV folders for organizing the search results. Using the CV search platform, you can export, mark, print, and save CVs into folders for later use. CV searches are smoothly saved into folders and can be re-accessed at any time. Employers have the option of creating the folders and sorting CVs based on position, relevance, or any other criteria. This can further simplify the process of selecting the right person to hire among many candidates. - Courtesy of Bayt.com

With access to more than 28 million CVs in the Middle East and North Africa, this powerful CV Search tool relieves every recruiter's nightmare and gives companies the highest number of relevant CVs in the entire region - no matter what field they're searching! — Courtesy of Bayt.com

CHINA 'BACKYARD' PIG FARMERS SQUEEZED AS SECTOR SCALES UP

BEIJING: Walking through swarms of flies at his piggery on the outskirts of Beijing, Liu Jin shows off 1,500 hormone-free black hogs raised for China's growing organic meat market. Liu employs a dozen people to look after the swine that are kept in indoor sties and outdoor pens-the type of large-scale operation China hopes will one day replace the millions of "backyard" farms across the country. "Even ordinary people care a lot about whether their food has hormones," said Liu, describing his pigs as "green".

About 90 percent of China's estimated 40 million pig farmers raise fewer than 50 hogs and account for about one third of supply, according to Dan Wang, an analyst at The Economist Intelligence Unit. Poorly educated and lacking an understanding of market cycles, they often buy and sell their pigs at the wrong time, triggering supply disruptions and price volatility.

To stabilise the industry and encourage cleaner large-scale production, Beijing has been cutting back subsidies for smaller farmers and rolling out stricter environmental regulations to force backyard producers to expand or get out. "The larger farmers have a very steady production cycle but the smaller ones don't," Wang said. "The government wants to commercialise the entire pork industry-they don't want small farmers."

Farmers disappearing

China consumes more pork than any other country, with the average person gobbling 20-40 kilogrammes a year, according to analyst estimates, and its farmers are struggling to keep up with demand. The country's world-beating output fell in the last two years as authorities ordered farmers to install waste disposal

systems, properly dispose of carcasses and move foul-smelling piggeries away from drinking water sources and urban areas.

But many backyard farmers cannot afford the additional costs and an estimated 10 million left the sector last year, contributing to a doubling of China's pork imports. Wang Landong, 52, has been losing money on his 100 hogs for the past two years due to price swings and government subsidy cuts for vaccinations. "The pig industry is hard and miserable," said Wang, who, despite the difficulties, feels he has invested too much money in his farm in eastern Shandong province to quit. The decision may eventually be out of his control.

"Many of them will disappear in the next five years," said Chenjun Pan, a senior analyst at Rabobank. China's move towards industrial-scale pork production is part of a broader plan to develop a more modern and efficient agricultural sector that it hopes will lead to improved productivity and-importantly-food safety. High-profile pork scandals in recent years have exposed some of the unsavoury practices in the industry, including the dumping of thousands of dead pigs in a river near Shanghai and the sale of meat from diseased swine.

Some pig farmers, like Liu, are exploiting the growing demand among Chinese consumers for higher quality produce that is safe and free of chemicals. The Beijing restaurant owner spotted an opportunity to make money from hormone-free pig farming five years ago. He chose black hogs instead of the more common white variety because the market was relatively stable and the meat attracted significantly higher prices in the market. After starting with 10 piglets he now has a herd of 1,500 pigs and makes as much money from them as his restaurant. —AFP



VILANOVA: This file photo taken on June 7, 2017 shows a man operating at the ATM as customers exit a Banco Popular branch in Vilanova i la Geltru near Barcelona. — AFP

WHO KILLED BANCO POPULAR? SPAIN PUZZLES OVER RESCUE

'HOW DID A 'ZOMBIE' BANK KEEP AFLOAT FOR FIVE YEARS?'

MADRID: Is there something fishy behind the rescue of Spain's Banco Popular? Questions are swirling over the last-minute buyout of the country's sixth largest bank by its bigger rival Santander. On June 7, the European Central Bank (ECB) announced Banco Popular was "failing or likely to fail" and would be sold to Santander, the eurozone's largest bank, for a symbolic euro.

This was the first time that such a decision had been taken by the ECB since it took over as Europe's banking supervisory authority in 2014. Keen to explain the operation, Spain's Economy Minister Luis de Guindos told parliament this week that, by June 6, Popular no longer had any liquidity and would not have been able to open its agencies the next day if it hadn't been bought. People's 60-billion-euro (\$67-billion) savings were preserved and "not one euro of public funds" was spent in the rescue, he pointed out.

'Zombie' bank?

But this did not pacify critics. The Expansion financial daily revealed that local authorities who had money in the bank had taken out their cash before the buyout, as had investment funds, adding to the liquidity crisis. These withdrawals "coincided with the moment when national financial authorities were saying that 'Popular fulfilled regulation requirements... and were trying to reassure savers,'" the daily said.

More generally, "how did a 'zombie' bank keep

afloat for five years? What was the role of the government and supervision authorities?", asked Socialist lawmaker Pedro Saura in parliament. He was referring to the period since the 2012 EU rescue of Spanish banks, which Popular refused, believing it could struggle through and survive by raising more capital.

Then on Tuesday, the central bank's inspectors expressed surprise at estimates provided by the Deloitte consultancy that were used as a base by European authorities to fix the sale at one euro. These estimated the value of Popular "between minus two billion and plus eight billion"-a huge discrepancy that left experts scratching their heads. "Either the scenarios were extremely diverse, or the 'expert' was not such an expert, or he was not independent," the inspectors wrote. They also pointed out that Popular passed stress tests aimed at measuring its financial mettle last year, saying this showed the "futility" of such evaluations.

Short selling

On another note, would it have been possible to prevent the flight of liquidity by banning rampant short selling on Popular-the practice of selling a security in the belief its value will decline and buying it back at a lower price? By the time Popular was bought out, its shares had fallen so dramatically they were just worth 32 cents. "If short selling had been banned for three months,

Banco Popular would still be alive," says Robert Tornabell, a banking expert at Spain's Esade business school. But it would still likely have needed saving in the long run, which could have entailed a public bailout.

And Spain's Prime Minister Mariano Rajoy, at the head of a minority government, could not afford such a scandal as he faced a vote of no confidence over rampant corruption brought by far-left opposition party Podemos, says Tornabell. This could have given Podemos further ammunition for the vote this week, which eventually failed, as the bailout of banks during the crisis caused controversy. On Friday, the central bank said the state may only ever retrieve just over a quarter of the multi-billion-euro aid it granted.

Lawsuits

In parallel, Banco Santander is considering compensating some small shareholders who lost all their investment in the buyout of Popular. The bank could face thousands of legal challenges over this. Two official complaints have already been filed in Spain, and others are reportedly in the works in the United States. If their lawsuits are accepted and they win them, "taxpayers may have to pay" as Popular's bonds-which were sold to many investors-were guaranteed by the state, says Tornabell, meaning it promised to take responsibility if the bank could not meet its obligation. — AFP



BEIJING: In this picture taken on June 5, 2017 farmers look out on their pigs at a pig farm on the outskirts of Beijing. —AFP

TAXIFY HOPES TO LURE UBER DRIVERS WITH A LARGER SHARE OF THE FARE

TALLINN: The key to success for ride-hailing providers like Uber is keeping drivers happy so they run their app, ensuring that enough cars respond to passenger demand. Estonia upstart Taxify is hoping to win over drivers and take on Uber Technologies Inc, the industry leader, by offering a larger share of the profit. Upstarts across the world, such as Lyft Inc and Ola, are trying to catch Uber in the on-demand car-ride market by securing brand loyalty.

But Uber has gathered critical mass and reached a valuation of over £60 billion in just eight years, despite a lack of profits. It has kept rivals at bay, partly by offering incentives to drivers to stay online. Taxify, a minnow compared to Uber, cannot afford these perks but believes that by taking a smaller share of fares - 15-20 percent compared to Uber's 20-25 percent - it can steal market share from its San Francisco-based rival.

It also hopes that allowing drivers to take cash as well as credit card fares will also help it attract more passengers. "Taxify's biggest advantage is the focus on good service by treating the drivers and riders better than other platforms. This means having higher pay for drivers, thanks to lower fees," Chief Executive Markus Villig told Reuters at Taxify's headquarters in Estonia. "By the end of the year, I think we will be No 1 in about 10 countries in Europe and Africa."

Incumbent cab companies

An Uber spokeswoman declined to comment but the company has said it had fare revenue of around \$20 billion last year. Villig said Taxify generated fares worth "tens of millions of euros" each month. Taxify runs in just 25 cities in Europe and Africa, while Uber operates in nearly 600 cities world-

wide. Its basic business model is identical - both hook up passengers with self-employed drivers. Many incumbent cab companies in Europe have developed apps to operate in a similar manner but most have focused on their domestic markets. But Taxify is unusual in launching in about 18 countries, mainly smaller markets in Eastern Europe and Africa, where Uber is absent or not yet dominant.

Uber usually takes market share by giving drivers money to sign on to its app, paying them even if they are not driving passengers. Then, as it becomes more popular with passengers, it withdraws the inducements. Analysts say Uber aims to build a customer franchise and stable of drivers to dominate the market.

"The way I see it, Taxify is cheaper than Uber," said Tumelo Malatjie, 33, a former truck driver for a logistics firm turned full-time Taxify driver in Johannesburg. "Taxify takes 15 percent and Uber about 25 percent or 30 percent," said Malatjie, who nonetheless is on a waiting list to become an Uber driver. Taxify has avoided expensive head-to-head battles with its much larger rival but its model will soon be tested as Villig plans to launch in London - Uber's biggest European market in the coming months. "We are coming in as a second wave," Villig said.

Founded 3-1/2 years ago, Taxify has 140 staff worldwide, a third of whom are based in Estonia. It says it has 2.5 million active passengers in 18 countries. Uber says it has more than 12,000 people across the world and millions of passengers in 70 countries. In Africa, Villig said Taxify has hired away 20 former Uber executives, helping its expansion in cities like Lagos, Cairo and Johannesburg. — Reuters

ACTIVISTS MARCH ON BEN & JERRY'S

MONTPELIER: Scores of dairy farm workers and activists marched Saturday to a Ben & Jerry's factory to push for better pay and living conditions on farms that provide milk for the ice cream maker that takes pride in its social activism. Protesters said Ben & Jerry's agreed two years ago to participate in the so-called Milk with Dignity program, but the company and worker representatives have yet to reach an agreement. "We can't wait any more. We are going to pressure them and see what happens," said Victor Diaz, a Mexican immigrant now working on a farm in Vergennes.

The march that began Saturday morning in Montpelier ended mid-afternoon at the plant in Waterbury, about 14 miles away. Organized Will Lambek said the marchers presented a letter to company CEO Jostein Solheim who said the company was committed to joining the program. Ben & Jerry's spokesman Sean Greenwood said before Saturday's march from the Statehouse to the Waterbury factory that the company was eager to reach an agreement and negotiations were underway. "We are a values-led business. We frame ourselves as an aspiring social justice company," said Greenwood. "We try to do good with everything we can with our business. Dairy has definitely been one of those issues we have done a ton of work on for decades." Ben & Jerry's touts its social activism as much as its quirky ice-cream flavors such as Cherry Garcia, Chunky Monkey and Phish Food. Many of its raw materials, like sugar, cocoa, vanilla, bananas and coffee come from producers across the world that subscribe to the Fairtrade program, which promotes higher prices and better working conditions for farmers.

About 85 percent of the milk Ben & Jerry's uses in its ice cream made in North America comes from about 80 Vermont dairy farms. Its Caring Dairy program promotes sustainable farming by offering farmers cash incentives for keeping up with best management practices. The Milk with Dignity program was developed in 2014 by farm workers and the Vermont group Migrant Justice to ensure that farms provide them fair wages and working conditions and decent housing. In 2015, Ben & Jerry's agreed to join the program. Since then, the two sides have been negotiating over

the details. "We've been negotiating in good faith," said Lambek. "It's an unacceptable delay." Greenwood said Ben & Jerry's didn't get the first details from the workers until a year ago and the two sides have been working since then to reach an agreement. "It has to work for the farmers, the farm owners, and it has to work for the businesses involved and that's the complex piece," Greenwood said. "How do you make sure that it will be operationalized so it's a win-win across the board and that's what we've been working on for well over a year now."



MONTPELIER: Scores of dairy farm workers and activists march. — AP