

## Fewer and Fewer Expats Working--Says Canadian Consultant

By **Agnes M. Abrau**

In recent years, the number of expatriates working in multinational companies declined with more and more firms wanting to migrate senior positions to Asian nationals.

The trend is certainly global and the Philippines is part of this transition as well. Chalre Associates (an executive search and management consulting firm) Chairman Richard Mills said in his presentation at the American Chamber of Commerce that "the number of expatriates employed throughout the Asia Pacific region has steadily declined and it continuing to do so."

In a telephone interview with



Chalre Associates Chairman  
Richard Mills

What's On & Expat, Mills said "localization" in hiring has become a global trend and in the case of the Philippines, so-called "local expatriates" are proportionally greater in number and are preferably hired than international expatriate managers. For those who aren't familiar with the term, a "local expatriate" is a non-Filipino who decides to live in Philippines because he enjoys the country and its people.

Mills said "localizing expatriates is the next best thing to Filipinos". He also said that a significant percentage of expatriates posted to the Philippines has interest to remain in the country when their terms are finished. Mills also serves as the First Vice President of Canadian Chamber of Commerce of the Philippines.

By this, Mills said there is momentous growth for the Philippines particularly in sectors like Business Process Outsourcing (BPO) and mining. The BPO industry in the Philippines, for instance, needs 50 percent more managers each year over the next few years.

This may mean good news for returning Filipino managers who have been living overseas and wanting to reconsider relocating to their home country.

But is this bad news for expats? Mills said not at all. He explained that expats who hold top positions know that they are here to develop local talent.

However, high growth sectors like BPO, mining and others require expats. Mills said expatriates are required in sectors when local talent is not yet developed or available.

"Filipinos think all expats earn more than them. That is not the case anymore. Today's expats get fewer extras and they are often fired on short notice," Mills said.

### Cross Postings

At present, Asians are taking over the helm in many industries over Western expats, saying that Indians, Filipinos and Malaysians all have the same cross posting opportunities to gain experience and be considered for the most senior roles.

"I have noticed that Indians seem to have taken over CitiBank in the region. Today, Filipinos and other Asians have a better chance than expats to get the top regional jobs," he said.

### Asia Becoming

#### Noticed

Mills said the Asia-Pacific region accounts for less than 15 percent of total revenues for most multinational companies. Many still see Asia as a place to sell and deploy and not much more.

The entire gross domestic product (GDP) of the Philippines is about 25 percent of the GDP of Dallas-Fort Worth or Philadelphia. The Canadian consultant said countries in Southeast Asia are small and need to work together to be noticed. That means successful managers need to be able to manage different cultures.

### Immigration

#### Concerns

In his presentation, Mills also mentioned "immigration concerns" encountered by expats. "We constantly get calls from expatriates whose term has ended and they want to stay. Many cite beautiful Filipinas as one reason. Philippine immigration is considered unfriendly. We lose motivated and experienced management talent as a result," he said.

## Relaunching a New eBay.ph

By **Vanessa R. Balagapo**

**From something organic as** Other features include the almond leaves to a USD4.9 "new seller tools" which are

## PICC Upgrades Facilities

By **Carmencita H. Acosta**

**The Philippine** ules: Delegation Building, **International** Convention Secretariat Building, Plenary

million private business jet to pranks of selling a half opened tube of toothpaste, online shopping is becoming a way of life to a vast growing number of people who'd rather click away and stroll in virtual shopping carts.

One of the lures of online shopping is being able to shop in one's just-got-out-of-bed-ensemble with matching pink rollers on one's hair. Nobody will ever know. One of the most popular shopping sites, eBay has just relaunched its new baby, eBay.ph, for an enhanced Pinoy user experience. Here, shoppers can now enjoy faster and more accurate searches with an advanced search tool, allowing clients to find items by seller, bidder, item number and even one's favorite store.

The "my eBay" tool, for instance, lists down a client's buying activity in one location, allowing one to monitor items bid on.

essential for the online entrepreneur. The "selling manager" and "eBay sales reports" help sellers track their sales and successful listings.

There's also the option of setting up an ebay store to showcase their products and build one's own brand on eBay, or even purchase optional Listing Upgrade features to lure more buyers. There's also the newly improved Community Hub where users can interact or ask for advice on the discussion boards

According to Sam Mcdonaugh, director of eBay Southeast Asia, the company places utmost importance on community feedback. As the world's leading online market place, eBay is here to promote and enable e-commerce in the Philippines within a safe and secure online environment.

Center (PICC) is undergoing an upgrading and rehabilitation program of its facilities.

Built on reclaimed area along scenic Manila Bay 31 years ago, the PICC has more than 60,000 square meters of floor area and a range of facilities that can accommodate gatherings of great magnitude.

Ongoing is the general refurbishing of its complex, the addition of new high-ceilinged meeting rooms and dining halls at the fourth and fifth floors of the Delegation Building and the installation of state-of-the-art equipment and facilities. The courtyards and gardens are also being further improved to accommodate large outdoor receptions and functions.

The PICC has five building mod

Hall, Reception Hall and The Forum. All their spaces are convertible to almost any number of settings for any type of exhibition, convention or event.

The PICC is under the aegis of the Central Bank of the Philippines. It has made history as Asia's first huge international convention center, setting a trend that has led other countries to construct their own.

An architectural landmark in Metro Manila, the PICC houses works of various leading Philippine painters and sculptors and has been the venue for presentations of such international artists as the late Luciano Pavarotti and the dancers of the famed Russian Bolshoi Ballet, as well as pop artists Ricky Martin and Burt Bacharach.



eBay's director of Southeast Asia Sam Mcdonaugh (right) with eBay's new style ambassador Jolina Magdangal

### The Airbus 380 Team Takes Off at Heritage Hotel Manila's New Era of Experience



The Heritage Hotel Manila houses the Airbus 380 team in some of 450 newly- refurbished rooms during the A380 team's inaugural trip to Manila, as part of the world tour for technical and commercial route proving mission. In photo, from left are Oliver Esguerra, front office manager of Heritage Hotel, Romina Gervacio, marketing communications manager, Heritage Hotel; Jean-Christophe Renaud and Mark Cousin (Airbus 380 team leaders); Winnie Plata, sales manager of Heritage Hotel and Norielle Roldan, director of sales and marketing also of Heritage Hotel.