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# RP-IRRI sign 2004-2006 workplan

The Department of Agriculture (DA), Philippine Rice Research Institute (PhilRice), IRRI, UPLB, other national agricultural agencies, and state colleges and universities have approved and signed a workplan for 2004-2006 designed to promote and accelerate research, technology promotion and delivery on rice and rice-based farming systems in the Philippines.

IRRI Deputy Director General for Partnerships William G. Padolina, PhilRice Executive Director Leocadio S. Sebastian, DA-Bureau of Agricultural Research (BAR) Director William C. Medrano, Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD) Executive Director Patricio S. Faylon, and DA-Agricultural Training Institute Director Alberto B. Maningding signed the approved workplan during the Philippines-IRRI Workplan Meeting at the PhilRice Headquarters in Muñoz, Nueva Ecija on September 2.



**Executive Director Leocadio S. Sebastian of PhilRice and Deputy Director General for Partnerships William G. Padolina (third and fourth from left) sign the Philippines-IRRI workplan for 2004-2006 at the PhilRice Headquarters in Muñoz, Nueva Ecija on September 2. Dean Candida B. Adalla of the UPLB College of Agriculture, ATI Director Maningding, and Ms Joy Eusebio of PCARRD, and Deputy Director General for Research Ren Wang (from left) witnessed the signing.**

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## CIE conducts housing survey

One hundred twenty eight or 81% of the 159 NRS surveyed by the Council of IRRI Employees (CIE) showed interest in owning a house and lot.

The CIE conducted the survey on July 21 and August 13 to determine how many of the NRS need housing. There are 701 NRS in IRRI at present.

CIE Chair Tom Clemeno said, "Foremost in our mind is to be able to offer affordable

housing units that are accessible from the workplace, the type of development we envision, and



**T. Clemeno**

our ability to finance the units." The survey said 71% preferred economy class

houses, while 55 or 34.6% indicated interest in owning a 200-square meter lot. Also, 81% expressed interest in acquiring their real estate property in Los Baños because of its proximity to work.

A well-lighted subdivision with a good water system, amenities, and security services were some of the major services the respondents wanted.

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The two-day meeting focused on the theme *Effective technology promotion and delivery*. It also identified new priorities and high-impact research areas, mechanisms and strategies for improved partnerships and increased awareness of Philippines-IRRI collaboration.

Dr. Sebastian welcomed participants from DA-attached agencies, state colleges and universities, PCARRD, SEAMEO Regional Center for Graduate Study and Research in Agriculture (SEARCA), Asia Rice Foundation, nongovernment organizations Philippine Peasants Institute, Philippine Rural Reconstruction Movement, Infanta Integrated Community Development Assistance, Inc., and local government units from Isabela, Nueva Ecija, and Iloilo City. Dr. Padolina gave an overview of the meeting.

The plenary sessions focused discussions on *Perspectives on the Philippines-IRRI*

*collaboration: lessons and challenges* (PCARRD), *Emerging initiatives for dissemination* (IRRI), and *Reflections on the Philippine rice industry* (SEARCA).

Workshops on biotechnology, varietal development and use, and grain quality/nutrition, crop production, technology promotion and delivery, policy, economics and marketing, and implementation structure of partnerships were also held.

IRRI and PhilRice have continuing research collaboration on basic seed production, rice germplasm, National Rice Cooperative Testing project, and International Network for the Genetic Evaluation of Rice.

The institutes also have ongoing research collaboration on *Reaching toward optimal productivity: long-term soil fertility experiment* in Muñoz, Nueva Ecija, Consortium for Unfavorable Rice Environments or CURE, and Council for Partnership on Rice Research in Asia

or CORRA.

The project on “Breeding for iron-dense rice: a low-cost, sustainable approach to reduce anemia in Asia” ends this year.

The following collaborative projects end in 2004: Hybrid rice “sustaining food security in Asia through the development of hybrid rice technology” (phase 2), Fine mapping of salt-tolerant genes in chromosome 1 using near-isogenic lines, Evaluation and management of wet direct-seeded inbreds and new plant types, Assessing the impact of potential trade liberalization of the Philippine rice sector, and Irrigated Rice Research Consortium.

Collaborative activities between IRRI and PhilRice on the pilot testing of the technical content-delivery model system of DAPITSAKA (Holding on together for the farm, Phase 2), and Improving yield in saline coastal areas through improved cultivar and management options end in 2005.

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## **Senator Drilon visits IRRI**

Senate President Franklin Drilon visited IRRI on August 15 after delivering the 3<sup>rd</sup> J.D. Drilon, Jr. Agribusiness Lecture at SEAMEO (SEARCA) in Los Baños, Laguna.

Director General Ronald P. Cantrell and Deputy Director General for Partnerships William G. Padolina welcomed Senator Drilon.

During his visit, Michael Jackson, Director for Program, Planning and Coordination, briefed Senator Drilon on IRRI’s role in research and develop-

ment and the Institute’s projects in the Philippines.

Assistant Scientist Alvaro Pamplona highlighted Philippines-IRRI collaboration on varietal development, while

Assistant Scientist Ma. Angeles Quillooy discussed the Iloilo-IRRI DAPITSAKA (*Dapitay sa Kaumban* or Holding on To-

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**Dr. Cantrell presents Senator Drilon a copy of the book *Rice beyond rice*, a Centro Escolar University centennial collection.**

## Canadian Minister visits IRRI

The Honorable Dr. Rey D. Pagtakhan, Minister of Veterans Affairs and Secretary of State for Science, Research and Development of Canada, visited IRRI on August 6. Minister Pagtakhan also served as Secretary of State for Asia-Pacific and Parliamentary Secretary to the Prime Minister.

Minister Pagtakhan was accompanied by his wife, Gloria V. Pagtakhan, Canadian Embassy Executive Assistant Christine Chan, Senior Trade Commissioner and Commercial Counselor Richard Bale, Trade Commissioner Robert McCubbing, and Senior Commercial Assistant Marife Villanueva.

Director General Ronald P. Cantrell discussed with Minister Pagtakhan the Institute's preparations for the 2004 International Year of Rice during a welcome briefing.

Michael Jackson, the director for Program Planning and Coordination, discussed IRRI's role

in research and development and provided an overview of CIDA projects, while Senior Molecular Biologist John Bennett explained IRRI's Rice Biotechnology Programs.

Minister Pagtakhan and his party also visited the Plant Molecular Biology Laboratory and the International Rice Genebank.

Born in the Philippines, Minister Pagtakhan graduated in medicine from the University of the Philippines and holds the degree of Master of Science in Perinatal Physiology from the University of Manitoba. Dr. Pagtakhan and his wife migrated to Canada in 1968.



**Minister and Mrs. Pagtakhan and party pose for this photograph with Dr. Cantrell, Dr. Padolina, and Mr. Wallace at the conclusion of their two-hour visit to IRRI.**

### ● Senator. . . from page 2

gether for the Farm), a model on rice technology transfer launched as a provincial project in Pototan, Iloilo in 2000.

Gender Specialist Thelma Paris and Senior Associate Scientist Pie Moya joined the discussions at the F. F. Hill boardroom.

Senator Drilon also visited the International Rice Genebank, the biotechnology laboratories, and the farm/rice mill facilities. Mrs. Mercy Drilon, widow of the late Dr. Jose Drilon, Jr. and eldest son Jose Drilon III accompanied the senator.



**Ruaraidh Sackville Hamilton, head of Genetic Resources Center, explains to Senator Drilon the role of the International Rice Genebank in gerplasm conservation.**

# IRRI ensures quality education for world's poor children

IRRI will proactively seek fresh relationships with farmer organizations, private corporations, local government units, and other groups to help ensure that quality education and other opportunities are made available to poor children in agricultural communities here in the Philippines, in Asia, and elsewhere in the world.

The Director General, Ronald P. Cantrell, issued this statement during the launching of "Graindell" at IRRI on July 18, the first title in a series of children's publications published by the Institute. Renowned children's author, Rene O. Villanueva, wrote the book.

The book is about "the planetoid shaped like an eye" that captures IRRI's goal for all children of the world—a "home for tomorrow," a progressive community where no one will go hungry.

"The story of *Graindell*, IRRI's first storybook for children, mirrors our endeavor to nurture future generations of rice farmers and consumers in the hope that they will be more inclined to embrace the traditional wisdom of farm life; understand the need for new, creative, and environment-friendly technology; and work together for a self-sufficient and well-developed society," Dr. Cantrell said.

The Graindell Community was also launched to help bridge the widening gap between urban and rural children. "We will be providing young people with a wealth of information about rice. Through our planned book series and the Web site, we hope to reach urban and rural children," Dr. Cantrell said.

The Graindell Community calls for a dynamic, well-devel-

oped community through multisectoral participation. Membership is open to children and their stewards, including parents, teachers, scientists, children's storywriters and illustrators, and other concerned citizens.

Congresswoman Uliran Joaquin, in her inspirational remarks, said providing quality education as well as producing quality books for children are major challenges for the government.

The launching of *Graindell*, she said, "is a fitting response to this challenge. It is rendered more significant since it is under the kindly patronage of a respected research center, IRRI, which is hailed for its most noble mission of fighting poverty and upholding the balance between nature and human survival."

"I encourage our writers and publishers to continue producing relevant quality books

for our students. Let us persevere in working upon the immortal minds of the young and imbue them with values and knowledge that will be with them not only in the mornings but also until the evenings of their lives," she said.

The Deputy Director for Partnerships, William G. Padolina, said, the launching of *Graindell* marked IRRI's entry into "a new frontier where our children become an important new audience to receive messages about rice."

Dr. Padolina said, "the IRRI community—the international and national scientists, researchers, support staff, and their families—reiterates its commitment, in conjunction with the local communities around it, to the mission of fulfilling a common dream, which is to have a better world for our children where life will be prosperous and no one will go hungry."



Visitors sign up for Graindell membership as Gigi Caballero, Kathy Lopez, Christian Concepcion, and author Rene Villanueva, look on. At right is Anna Arsenal.

## Graindell Community: Sharing a dream\*

We thank you all, the Philippine Board of Books for Young People in particular, for this gathering and for opening your arms to IRRI to celebrate with you National Children's Book Day.

We celebrate with you the richness of books that we share with our children, where we, as their stewards, work together to offer guidance, education, and entertaining ways for our future citizens to learn and view life.

IRRI is an advocate for rice, which is food and life for half of the world's population, including each and every one of us here today. We aspire that our children know more about rice and its importance.

For more than 40 years, IRRI has published its rice research findings in scientific books for researchers worldwide.

Today, there is a compelling reason for IRRI to venture into a new realm of publishing—that is, child-centered materials to help impress on the minds of our young people the value of rice—how it affects the lives of farmers, consumers, and themselves and how it has an impact on



**Dr. Cantrell delivers IRRI's message: "We would like to help bridge the ever-widening gap between urban and rural children."**

cultures, the environment, and human health.

*Graindell*, our first storybook for children, which we are launching today, will be the first of a series of books. There will also be a parallel educational Web site.

Through the book series and the Web site, we hope to reach both urban and rural children, first in the Philippines and then later, hopefully, to all of Asia and elsewhere in the

world. We would like to help bridge the ever-widening gap between urban and rural children.

Together with these children, we invite you, their stewards, to a community—the Graindell Community—where we all can come together 365 days a year to emphasize that "Rice is life."

We are using Graindell, partially, to help observe here in the Philippines the United Nations declaration to celebrate 2004 as the International Year of Rice, which has as its slogan that same motto: Rice is life.

As in the book, where two friends with a spirit of cooperation and community participation, share a dream to make their home a better place to live, so does the Graindell Community—you, me, and our children.

\* Text of DG's message at launching of *Graindell*, Museo Pambata, 2003 July 15.

Dr. Padolina stressed that during the approaching International Year of Rice in 2004, one of IRRI's goals is to achieve "a thriving and relevant Graindell Community."

Los Baños Mayor Caesar P. Perez also said *Graindell* "captures IRRI's goal for all the children of the world (as) it deals with the environment, health, and nutrition of our

future children. I wish for the great success of this valuable book. We will support its promotion."

The Philippine Board on Books for Young People (PBBY) launched Graindell at the Museo Pambata on July 15 in conjunction with the celebration of the 20<sup>th</sup> National Children's Book Day.



**Dr. Padolina presents a Graindell marque (rice panicle-shaped pin) to author Rene Villanueva in the presence of beaming Mrs. Cantrell.**

## World class IT training for IRRI staff

The Institute sustains its level of excellence by providing continuous world class training to its staff. There is a need, however, to see a strong link between training and performance assessment, i.e., between proven skills acquisition and compensation, promotion, and retention.

According to Information Technology (IT) Manager Paul O’Nolan, “Human resources policies that support this are, of course, important. We must reward and acknowledge excellence, not just say we believe in it. In organizations that really take training seriously, supervisors are assessed on how they have developed their staff, not just in IT skills! Overall, we have made a good start on something that we must improve continuously from now on as IT becomes ever more important.”

“In terms of the facilities available for learning, both through classroom training and self-paced e-learning, we have provided *world class* opportunities for IRRI staff. We have provided NETg software which Microsoft uses to train its own staff in using Microsoft products, allowing staff to learn new software skills at their desks as and when they can,” Mr. O’Nolan explained.

IRRI also provided classroom training facilities in a well-equipped IT Learning Center and retained the services of Marie Joy Sy, a training specialist who has been providing training in Microsoft software to the Asian Development Bank for the last seven years.

“I’m not aware of any other organization in the country providing the same combination of opportunities to its staff,” Mr. O’Nolan said.

“The reason for these investments is not complicated.

Training helps individuals to maximize their productivity and this helps the institute be more effective and efficient. So far, the feedback from employees strongly supports the idea that they can do their jobs more proficiently after having been trained in the use of software they use regularly. In future, I’d like IRRI to have a reputation for training staff in IT skills such that we preferentially attract applications from prospective employees because of this, and have them become highly sought after if and when they ever leave IRRI,” he said.

IT services conducts various computer trainings that are focused on Basic MS Outlook, Word, PowerPoint, and Excel 2000, Advanced MS Outlook 2000, Intermediate MS Word/

Excel, and Basic MS Access. Tips on Outlook, Word, Excel, and PowerPoint are also given to participants during the training.

A total of 312 staff were trained by ITS in 35 training courses since May.

### **Basic Microsoft Outlook:**

Boyet Aldipollo (FHS), Achu Arboleda (TC), Sylvia Arellano (DGO), Jesus Belen (CSWS), Carmen Bernal (EPPD), Gloria Cabuslay (PBGB), Tina Casanova (Accounting), Rosalinda del Rosario (DGO), Judith Dionisio (Accounting), Mirla Domingo (SSD), Devendra Kumar Dwivedi (PBGB), Cinta Evangelista (CSWS), Vangie Gonzales (SHU), Pat Gonzales (SHU), Jonalyn Gumafelix (Accounting), Jenny Hernandez (TC), Claire Mateo (Accounting), Zordy Menguito (VIS), Babak Nakhoda (CSWS),



**Basic Microsoft Excel 2000 trainees: Front row (left to right): Jerone Onoya (CSWS), Rajendran Raj (CSWS), Perly Malabayabas (TS), Marie-Joy Sy (ITS), Christine Doctolero (ITS), Josie Lynn Catindig (EPPD), and Ellen Suñaz (AEU). Back row (left to right): Noel Lantican (Accounting), Nelie delos Reyes (PBGB), Remy Labuguen (Accounting), Claire Mateo (Accounting), and Sylvia Villareal (EPPD).**

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Nida Reyes (HRS-IS), Ime Silang (Accounting), Jing Tan (PBGB), Frances Tesoro (VIS), and Marilyn Villegas (Accounting).

### **Basic Microsoft Word 2000:**

Edgar Amoloza (CSWS), Achu Arboleda (TC), Mary Grace Bautista (Accounting), Aniceto Boncajes (CSWS), Osmundo Bondad (CSWS), Arturo Crisostomo (CSWS), Pola de Guzman (GRC), Leodegario dela Rosa (CSWS), Edwin Dizon (CSWS), Devendra Kumar Dwivedi (PBGB), Eva Eloria (GRC), Pat Gonzales (SHU), Caloy Huelma (CSWS), Melencio Lalap (GRC), Eleah Lucas (Budget), Jackie Manuel (GRC), Rufino Manuel (CSWS), Claire Mateo (Accounting), Zordy Menguito (VIS), Lito Oleta (Accounting), Dory Resurreccion (PBGB), Jose Rosales (CSWS), and Ime Silang (Accounting).

### **Basic Microsoft Excel 2000:**

Edgar Amoloza (CSWS), Sylvia Arellano (DGO), Jose Banasihan (SHU), Edilisa Bardenas (Accounting), Jesus Belen (CSWS), Aniceto Boncajes (CSWS), Julie Carreon (Treasury), Pola de Guzman (GRC), Cesario de Mesa (CSWS), Leodegario dela Rosa (CSWS), Mirla Domingo (SSD), Jaime Farolino (CSWS), Aurelio Gamba (SHU), Leody Genil (FHS), Caloy Huelma (SHU), Melencio Lalap (GRC), Florencio Lapiz (SHU), Minerva Macatangay (GRC), Jun Madrid, Jr. (CSWS), Rufino Manuel (CSWS), Babak Nakhoda (CSWS), Selene Ocampo (HRS-IS), Lito Oleta (Accounting), Atanacio Orence (SHU), Isabel Penales (SHU), Nida Reyes (HRS-IS), Jose Rosales (CSWS), Tess Santos (GRC), and Lino Tatad (CSWS).

### **Advanced Microsoft Outlook 2000:**

Adelaida Alcantara (GRC), Boyet Aldipollo (FHS), Judy Anicete (Accounting), Sylvia

Arellano (DGO), Minnie Bandian (PBGB), Mary Grace Bautista (Accounting), Carmen Bernal (EPPD), Gloria Cabuslay (PBGB), Analiza de Roxas (ITS), Judith Dionisio (Accounting), Mirla Domingo (SSD), Devendra Kumar Dwivedi (PBGB), Beng Enriquez (PBGB), Ailene Garcia (Accounting), Annalyn Genil (DDG-R), Vangie Gonzales (SHU), Pat Gonzales (SHU), Orick Maligalig (Accounting), Claire Mateo (Accounting), Liza Miltante (DAHR), Lily Molina (CSWS), Babak Nakhoda (CSWS), Selene Ocampo (HRS-IS), Lanie Quinto (TC), Nida Reyes (HRS-IS), Jing Tan (PBGB), Marilyn Villegas (Accounting), and Thanda Wai (DDG-P).

### **Intermediate Microsoft**

**Word 2000:** Libby Almazan (EPPD), Edgar Amoloza (CSWS), Minnie Bandian (PBGB), Edilisa Bardenas (Accounting), Mary Grace Bautista (Accounting), Carmen Bernal (EPPD), Marilyn Bonador (Library), Cherry Bрева (Legal Services), Gloria Cabuslay (PBGB), Josie Lynn Catindig (EPPD), Ruben Chavez (CSWS), Lori Dagdag (Accounting), Devendra Kumar Dwivedi (PBGB), Beng Enriquez (PBGB), Jaime Faronilo (CSWS), Pat Gonzales (SHU), Eleah Lucas (Budget), Orick Maligalig (Accounting), Rufino Manuel (CSWS), Claire Mateo (Accounting), Liza Milante (DAHR), Lily Molina (CSWS), Ma.

Carmela Ong (CSWS), Salome Palmones-Bulaquina (SHU), Jing Tan (PBGB), and Bong Villareal (EPPD).

### **Intermediate Microsoft**

**Excel 2000:** Adelaida Alcantara (GRC), Libby Almazan (EPPD), Sylvia Arellano (DGO), Minnie Bandian (PBGB), Edilisa Bardenas (Accounting), Carmen Bernal (EPPD), Ma. Zenaida Borra (Budget), Gloria Cabuslay (PBGB), Josie Lynn Catindig (EPPD), Pola de Guzman (GRC), Analiza de Roxas (ITS), Mirla Domingo (SSD), Devendra Kumar Dwivedi (PBGB), Beng Enriquez (PBGB), Vangie Gonzales (SHU), Pat Gonzales (SHU), Margaret Jingco (IPMO), Melencio Lalap (GRC), Minerva Macatangay (GRC), Jun Madrid (CSWS), Roderick Maligalig (Accounting), Lily Molina (CSWS), Babak Nakhoda (CSWS), Selene Ocampo (HRS-IS), Lito Oleta (Accounting), Lorelie Olivo (PBGB), Sheila Quilloy (GRC), Nelia Resurreccion (GRC), Marnol Santos (CSWS), Ime Silang (Accounting), and Jing Tan (PBGB).

### **Basic Microsoft PowerPoint**

**2000:** Adelaida Alcantara (GRC), Judy Anicete (Accounting), Marida Borra (Budget), Pola de Guzman (GRC), Mirla Domingo (SSD), Caloy Huelma (SHU), Orick Maligalig (Accounting), Digna Salisi (GRC), and Jing Tan (PBGB).



**ITS Trainer Marie-Joy Sy teaches Basic Microsoft Excel 2000. Seated (left to right) are Claire Mateo, Josie Lynn Catindig, Bong Villareal, Nelie delos Reyes, and Noel Lantican.**

## 16 IRRI trainers attend experiential “run-thru” workshop

Sixteen IRRI trainers attended this year’s Run-Thru Workshop for Trainers, a teambuilding and experiential learning workshop designed to improve trainers’ facilitating skills. The La Corona de Pagsanjan Resort Hotel in Laguna conducted the workshop on August 27-28.

The training was held at the hotel’s 4.5-hectare property, considered as the “trainers’ venue for teambuilding and other outdoor workshops,” that included ropes challenge teambuilding events. Lito Cinco, a former corporate executive who has facilitated teambuilding and values formation workshops for 5 years for various business, corporate, government, private organizations, and youth groups, served as facilitator.

These events underscore the different positive values needed by team players such as communication, trust, concern, commitment, discipline, the acceptance of roles in a team, patience, self-confidence, coordination, planning, cooperation, determination, and focus, among others.

The participants were Jojo Lapitan and TeAnn Jingco (IPMO), Achu Arboleda, Imee Aspiras, EJ Azucena, Eugene Castro, and Gina Zarsadias (TC), Mary Ann Burac (CSWS), Caloy Huelma (SHU), Menchu Bernardo (PBGB), Lilian Mendoza (Team IRRI) and

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**IRRI staff test their mettle in various ropes challenge, teambuilding, high elements, and water events where values such as trust, commitment, discipline, self-confidence, planning, and focus, among others, emerge.**

Kitchie Victoria (HRS-ER), Arlett Portugal (BBU), Vivay Salazar (EPPD), Kathy Lopez (CPS/Team IRR), and Glenn Enriquez (SSS). They are all involved in various training courses at IRR.

Eight staff (see box) hailed the workshop and expressed the need to apply in the workplace what they have learned and experienced.



**Testing the limits of character, patience, endurance, courage, determination, self-denial, and self-sacrifice to achieve a common goal.**

## Conquering fear, discovering self-denial, and promoting teamwork

“It set my personal limit one step higher and increased my confidence in dealing with difficulties. Most importantly, it made my stubborn self work with the team and cultivate concern for others,” says Mary Ann Burac of CSWS.

“Through this workshop, I experienced the true meaning of team spirit in achieving a goal. I discovered some of my abilities and limitations as well,” Menchu Bernardo of PBGB says.

Jojo Lapitan of IPMO says, “The training brought out the best in all of us in terms of attitude and care for others. I did not only observe, but I really felt the bonding that was created among participants within two days. I believe that the training and the activities have succeeded in instilling in us the need to work as a team to generate the needed synergy to achieve positive results.”

“I agree,” said Arlett Portugal of BBU. “I have attended workshops and trainings for teambuilding and they didn’t usually achieve that goal. I was surprised to discover that physically demanding activities like

what we had were the best ways to create it.”

“The activities we did were not just about physical prowess. The willingness of each one to take a part and to sacrifice mattered more than individual strength or weakness. Group planning and strategy were important factors that made our activities successful.”

“The training made me realize that sheer individual determination to succeed is enhanced by the presence of colleagues who are ready to support and encourage you to move forward. When I see that some people believe that I can do better, it lifts up my spirit and tries to push it forward to reach the goal,” Gina Zarsadias of Training Center confesses.

For Caloy Huelma of SHU, the run-thru workshop was an eye opener. “It was a time for discovery about myself and the team. My most unforgettable time with myself was the catwalk where I conquered my personal fears, learned the value of focus, and determination.”

Achu Arboleda says: “The workshop was one of the best that I’ve attended. Although it was physically grueling, which resulted

in aching muscles and tired bodies, it was all worth it. The values and lessons which I learned, and the camaraderie and friendships I have developed in those two days made me a better person.”

“It helped me acknowledge my weakness as a person, build on this as I overcome my fear, and believe in what I am capable of doing. It made me realize the value of working as a team, of making little sacrifices, and of combining efforts to achieve positive results. More importantly, the immediate bonding among the members of the team has cultivated strong support and genuine concern for one another, making all the physical activities easier to hurdle,” Imee Aspiras of TC says.

“The workshop highlighted values that can be enhanced and developed at work and in our personal lives through various individual and team activities that tested our (participants’) resolve, character, patience, and determination,” says Kathy Lopez. “That’s what made this workshop a very valuable tool and experience for trainers and would-be facilitators like us.”

## Vera Cruz, Leung receive 2003 M.S. Swaminathan Award

Nollie Vera Cruz and Hei Leung of the Entomology and Plant Pathology Division, together with five other scientists, won the 2003 M.S. Swaminathan Outstanding Research Award. A plaque and a P20,000 cash prize comprised the award.



H. Leung



N. Vera Cruz

Their award-winning research is entitled *Marker-aided pyramiding of bacterial blight resistance genes in maintainer lines for hybrid rice production* and was coauthored by Lucia M. Borines of Leyte State University, Edilberto D. Redoña of the Philippine Rice Research Institute (PhilRice), Marina P. Natural of UPLB, and Brad W. Porter and Frank White of Kansas State University.

The Los Baños Science Community Foundation, Inc. (LBSCFI) conferred the award on July 18 during the celebration of the National Science and Technology Week at the Philippine Trade and Training Center in Manila.

The improved maintainer lines will help enhance the level of bacterial blight resistance in the hybrid rice germplasm in the Philippines. Bacterial blight is an important constraint especially in hybrid seed production and to the commercialization of hybrid rice technology.

"We are honored to receive this award from the LBSCFI, and delighted that the Los Baños science community has recognized the importance and appli-

cation of such research in managing an endemic disease problem in hybrid rice production in the country," Dr. Vera Cruz said. "This award was a demonstration of a fruitful collaboration among IRRI's partners from the national and advanced research institutions involved in the Asian Rice Biotechnology Network. We are grateful to Dr. M.S. Swaminathan, former IRRI director general, for inspiring us to maintain the quality and relevance of our science," she added.

The M.S. Swaminathan Outstanding Research Award is conferred to author/s of best research in agroforestry, biodiversity, natural resources, and socioeconomics. The award honors former IRRI Director General M.S. Swaminathan (1982-1988), who received the 1971 Ramon Magsaysay Award for Community Leadership, the Albert Einstein World Science Award in 1986, and the first World Food Prize in 1987.

TIME magazine acclaimed Dr. Swaminathan as one of the 20 most influential Asians of the 20th century. He was also described by the United Nations Environment Programme as "the Father of Economic Ecology," and by Javier Perez de Cuellar, former UN Secretary General, as "a living legend who will go into the annals of history as a world scientist of rare distinction".

## UPLB honor society award

The UPLB Gamma Sigma Delta honor society has conferred upon



Majid Sattari, an IRRI PhD scholar in plant breeding, the Outstanding Academic Performance Award for school year 2002-2003. Mr. Sattari is under the supervision of PBGB plant breeder Sant S. Virmani. Honor society President Salvador P. Catelo presented the award during the society's 46th annual initiation of new members and induction of officers held at the Student Union Building at UPLB. Mr. Sattari finished his MSc in plant breeding at UPLB in 2000 as an IRRI scholar.

## Dave Mackill is CSSA fellow

David J. Mackill, head of PBGB, will receive his award as a fellow of the Crop



Science Society of America (CSSA) for 2003. The award will be presented during the CSSA annual meeting in Denver, Colorado in November. Dr. Mackill was a research geneticist and adjunct professor at the University of California, Davis before joining IRRI in 2001. He also worked for the US Department of Agriculture-Agricultural Research Service. He had an earlier stint at IRRI as a plant breeder from 1981 to 1992.

## New health and safety committee

Ian M. Wallace, Director for Administration and Human Resources, heads the newly reorganized IRRI Health and Safety Committee in accordance with the requirement set by the Occupational Safety and Health Standards (OSHA).



I. Wallace



R. Delos Reyes



C. Huelma



S. Haefele



A. Manza



R. Oliveros



E. Tabaquero



R. Santos



M. Vergara



G. Enriquez

The reorganization was a result of a workplace assessment of IRRI on 2003 July 7 conducted by the Department of Labor and Employment (DOLE). According

to DOLE, the membership of IRRI's Safety Committee needed to include representatives of senior management, employee organizations, and at least two

OU heads.

The committee will plan and recommend policies in all matters pertaining to safety and health in the workplace.

Ric Delos Reyes (PPS), Licinius Gonzalez (Occupational Health and Safety physician), Carlos Huelma (IFSA), Stephan Haefele (CSWS), Arnold Manza (ES), Ramon Oliveros (SINOP), Elisa Tabaquero (AISAS), Rolando Santos (AIRESS), and Manuel Vergara (TS) are the other members of the committee.

Mr. Glenn Enriquez (SSS) is committee secretary.

## Capacity building for RP librarians

The Agricultural Librarians Association of the Philippines (ALAP) conducted a training workshop entitled *Capacity building for automation in Philippine libraries and for broadening the base of the FAO AGRIS database*. The workshop was held at IRRI on 2003 July 23-25.

The FAO, IRRI, and SEARCA cosponsored the training aimed at creating a generation of librarians who are capable of handling and manipulating digital tools and metadata for improving information services. It also aimed at expanding the base of the FAO-AGRIS database in the country.

Information specialists from the FAO Regional Office for Asia and the Pacific, the FAO AGRIS Centre in Rome, and from automated libraries in the Philippines were resource speakers.

The training focused on the *FAO AGRIS database – Attributes and the need for capacity building* and *Capacity building for library*

*automation and AGRIS participation*.

Mila Ramos, former ALAP president and head of the IRRI Library and Documentation Services, spoke on *Philippine participation in AGRIS: IRRI as a resource center*.

Janice Bautista, Database Administrator of the IRRI-based International Network for the Genetic Evaluation of Rice, discussed *Basic indexing techniques and use of metadata and FAO standard formats*.

The other topics discussed during the training included *The FAO AGRIS database and increased participation by libraries*, *Philippine participation in AGRIS: the role of UPLB*, *WINISIS:*

*an effective and free instrument for library automation*, and *FAO subject categories and using the AGROVOC thesaurus*.

WINISIS is a menu-driven information storage and retrieval system designed for the computerized management of structured non-numerical databases.

AGRIS was created by FAO to facilitate information exchange. It identifies world literature dealing with all aspects of agriculture: plant and animal production and protection, postharvest processing of primary agricultural products, forestry; fisheries, agricultural engineering, natural resources and the environment as related

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## Sixth IRRI outreach medical mission

Sixty-eight patients benefited from IRRI's sixth outreach medical mission held at Barangay Bambang in Los Baños, Laguna on 24 June. Electrocardiogram test, blood and cholesterol determinations, medical consultation, and blood typing were the services given to the patients.

IRRI spent P50,542.48 for the medical mission implemented by the IRRI Community Projects in cooperation with the Bambang Health Center, Pfizer, Los Baños Municipal Health Officer Dr. Ruby Villareal, Philippine Institute of Certified Public Accountants, and Philippine Association of Medical Technologists (Laguna chapter).



Photo shows the medical "missionaries" at the Bambang Health Center. Seated from left are Joanne Gumafelix, Juliet Carreon, Sherlene Mendoza, and Aida dela Rea. Standing from left are Cris Dawinan, Dr. Villareal, Dr. Gonzales, and Aldwin Neypes.

### ● Capacity. . . from page 11

to agriculture, food, human nutrition, agricultural economics, rural development, and agricultural administration, legislation, information, education, and extension.

FAO and the Commission of the European Communities developed the AGROVOC Thesaurus in the early 1980s for indexing and retrieval since 1986. It is a multilingual struc-

tured and controlled vocabulary designed to cover the terminology of all subject fields of agriculture, forestry, fisheries, food and related domains (e.g., environment) to describe the documents in a controlled system language.

The 40 participants also had practical exercises on data entry and assigning descriptors using WebAGRIS worksheet and the AGROVOC thesaurus and

experienced hands-on data encoding, retrieval, and database management during the training. WebAGRIS is a complete, multi-lingual Web-based system for distributed data input, processing and dissemination (through the Internet or on CD-ROM), of agricultural bibliographic information. WebAGRIS also allows linking to documents that are available in electronic format.

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Forty librarians, information, and communication specialists from government agencies and libraries in the Philippines attend the first training workshop on AGRIS in the world co-sponsored by FAO and IRRI.

# IRRI NRS in professional, civic, and religious organizations

IRRI staff are active in various professional, civic, religious, and other organizations in 2003-2004. Their active roles in such organizations contribute to the high degree of professionalism in the Institute.

The UPLB-IRRI chapter of the Philippine Institute for Certified Public Accountants or PICPA, for example, are composed mostly of staff from General Accounting:

**Charlene Dalmacio**, president-elect; Lisa Almendrala, vice president, professional development; Lori Dagdag, vice president, membership and ex-officio; Edelisa Bardenas, secretary; Joanne Gumafelix, treasurer; Judith Dionisio, director, commerce and industry; Marida Borra (Budget), director, public practice; Ninay Herradura, director, education; and Claire Mateo, director, government. Tony Deza of ILRI is the current president.



**Jessica Rey** of PBGB is the treasurer of the Crop Science Society of the Philippines with Ato Reaño (GRC) and Rolly Torres (CSWS) as members of the board of directors (BOD).



**Joel Janiya** of CSWS is the incumbent president of the Pest Management Council of the Philippines, Inc., while Pat



Gonzales of EPPD is a member of the executive board. She is also the secretary of the Philippine

Phytopathological Society, Inc. with Nollie Vera Cruz and Mayette Baraoidan as board member and member, respectively.

Caloy Huelma of SHU is a BOD member of the Mycological Society of the Philippines.

Carmen Bernal, Josie Lynn Catindig, Libby Almazan, Angelita Romena, Bong Villareal (members), all from EPPD, are active members of the Philippine Association of Entomologists.

**Mila Ramos**, head of the Library and Documentation



Services, is a board member of the Agricultural Librarians Association of the Philippines.

Kathy Lopez and Tess Rola are vice president and treasurer, respectively, of the Association for Communication Excellence in Agriculture, Natural Resources, and Life and Human Sciences (ACE) Philippines

charter country chapter.

In civic organizations, Tom Clemeno of ES is an assistant governor of Rotary International District 3820 for Rotary Year 2003-2004. Leody Ebron of PBGB is concurrently the vice president, Johnny Goloyugo of VIS the International Service director, and Mon Oliveros of DDGP the Club Service director of the Rotary Club of West Bay. Mon is also the coordinator of the Family Enrichment and Education Ministry of the Couples for Christ at St. Therese Chapel in Los Baños.

**Kathy Lopez** and Gina Santos of CPS are club service director/president-elect (2004-2005) and secretary, respectively, of the Rotary Club of



Los Baños Makiling. Sant Virmani of PBGB is a member of the Rotary Club of Los Baños.

**Dennis Gavino** of TC is the incoming president of the



IRRI Toastmasters Club 9005. He is also an area governor of Toastmasters International District 75.

## ● Capacity. . . from page 12

ALAP board members and IRRI Library staff Carme Austria, Lea delos Reyes, and Consie Parducho facilitated the workshop.

ALAP board members include Salome Ledesma (UPLB Main Library), president; Elaine Joshi (PhilRice), vice president; Imelda Veluz (PHRTC-UPLB), secretary; Connie Saul (BIOTECH-UPLB), treasurer;

Gloria Fandiño (CEM-UPLB), auditor; Lilia Bayabos (PCARRD), PRO; Mila Ramos (IRRI), Celia dela Cruz (CLSU), and Antonia Siriban (ex officio), board members.

# TB—the undreaded disease

Tuberculosis.

The word does not scare like SARS or AIDS. Most people think that tuberculosis or TB is a disease from the past, something that must surely have been eradicated ages ago. After all, when was the last time you heard or read about TB cases in the popular press?

Well, here is something to scare you: TB kills more people than any other infectious disease in the world. According to the World Health Organization (WHO), more people die each year of TB than AIDS, SARS, and malaria combined. The Philippines has the 4<sup>th</sup> highest number of TB cases in the world and TB is the fifth cause of death among Filipinos.

TB is said to be a disease of poverty. Recent health statistics gathered by the Council for Health and Development say that 70% of Filipinos live below the poverty line and cannot afford medicines, and 23.4 million do not have access to potable water and sanitation facilities. As a result 132 Filipinos die everyday from TB, while 100,000 new cases are diagnosed every year.

## What is TB?

Tuberculosis is a disease caused by a bacteria called *Mycobacterium tuberculosis*. It is a communicable disease that primarily affects the lung but can also affect the brain, the kidneys, or the spine. TB, like the common cold is airborne. When people infected with TB cough, sneeze, laugh, or even talk, the bacteria that cause TB may spread into the air. Persons who have been exposed to the disease may unknowingly be

carriers but are not infectious unless they develop the full-blown infection, which usually only happens when their immune system weakens. A person with TB infection will have no symptoms. A person with the *disease* may have a cough that will not go away, feelings of fatigue, weight loss, appetite loss, fever, coughing up of blood, or night sweats.

## Treatment for TB

WHO recommends Directly Observed Treatment Short Course (DOTS) as the strategy for detecting and curing TB. According to the Philippine Tuberculosis Society Inc., DOTS is the internationally accepted National TB Control Strategy to confront the disease and prevent the emergence of drug resistance. The DOTS strategy combines five elements: political commitment, microscopy services for diagnosis, Directly

Observed Treatment, regular and appropriate drug supplies, and monitoring systems. DOTS must be properly implemented to be effective.

This public health approach has lead to cure rates of 95% or higher for drug-susceptible strains, even in the poorest countries. Treatment for the disease costs an average of ₱33 a day.

## TB Management at IRRI

There is no cause for alarm. There are no TB cases in the IRRI community at this moment and it is also unlikely that there will be any since job applicants are first screened to make sure that they are in good health. IRRI staff also undergo an annual medical examination to check on their well being. To further ensure that all IRRI staff will be working under a safe and healthy environment, a revised guideline on Pulmonary Tuberculosis was implemented in January, 1999. *Marium Jai Meshech Chavez*

### Revised guidelines on the Pulmonary Tuberculosis (PTB) Program released in January, 1999

**Pre-Employment Cases:** Applicants found to have PTB Class III (Active) and PTB Class IV (Inactive, Untreated) will not be considered for employment until they have been adequately treated. Those found to have PTB Class IV (Inactive, Treated) may be considered for employment only upon presentation of a medical certificate from attending physician that the applicant has completed at least six (6) months of treatment and has passed the medical requirement of sputum smear culture negative and stable chest x-ray taken two (2) months apart.

**Currently Employed:** Those found to have PTB Class III (Active) shall undergo standard treatment regimen consisting of four (4) drugs and will be advised to rest for 1-2 months with monthly evaluation; possible return to work after one (1) month. Those found to have PTB Class IV (Inactive, Untreated) will undergo standard treatment regimen consisting of four (4) drugs but will not need to rest. Those found to have PTB Class IV (Inactive, Treated) will not be required any treatment but have to have an annual chest x-ray or purified protein derivative (PPD) skin test, if available.

## Enjoy a proper break for a better work-life balance

Enjoy a proper break by taking at least five consecutive work days off, advises Ian Wallace, the Director for Administration and Human Resources, to all employees as the Institute entered the second half of 2003 in July.

“IRRI would like to encourage staff to take at least one five-day continuous vacation leave each year. This management initiative is designed to help our employees achieve a better work-life balance as, in some cases, family responsibilities may have been neglected at times because of work pressures,” Mr. Wallace said.

Mr. Wallace noted that many staff use their vacation

leave sparingly and take vacation leave instead of medical leave.

“By encouraging staff to take at least five consecutive days vacation leave each year IRRI will be sending a clear signal that it wants its staff to use vacation leave for its intended purpose, at least for one week (five days) each year,” he said.

“The five-day continuous leave will be taken from the

employee’s accumulated vacation leave credits and, ideally, should be taken at least once a calendar year. Of course, an employee may be allowed to go on continuous leave for more than the proposed five days if the employee still has sufficient vacation leave credits,” Mr. Wallace said.

However, employees are requested to submit a schedule as to when they would like to take a continuous leave to maintain productive efficiency in both the research and support services, he said.

## 13 complete first aid/BLS training course

Thirteen NRS successfully completed the National Safety Council Standard (NSC) First Aid/Basic Life Support (BLS) Training Course conducted recently by the IRRI Safety Services.

The training is part of the Occupational Safety Program of the Human Resources Services – National Staff (HRS-NS) and is designed to prepare the NRS “to properly respond to emergencies

and calamities,” the Director for Administration and Human Resources, Ian Wallace, said.

The training focused on general first aid, emergency rescue and transfer, shock, BLS

(artificial respiration or rescue breathing and cardiopulmonary resuscitation or CPR), adult/child/infant CPR, fairway obstruction management, among others.



The successful participants, together with their instructors, show their certificates. Kneeling (left to right) are Noel Lantican, Orick Maligalig, Mon Oliveros, Louie Vitan (instructor), and Rolly Santos (instructor). Standing (left to right) are Cris Dawinan (instructor), Jojo Mejia, Gina Santos, Cynthia Quintos, Frances Tesoro, Joanne Gumafelix, Madel Vitan, Bita Avendaño, Ailene Garcia, Marida Borra, Meg Yandoc, and Glenn Enriquez (instructor).

## AFSTRI food festival 2003

Eleven countries showcased their succulent traditional cuisines during the annual Association of Fellows, Scholars, and Trainees of IRRI (AFSTRI) international food festival on August 2 at the Khush Hall.

“The program was a big success because it brought together people of different cultures and traditions,” Amaresh Chandel, General Secretary, said.

The Director General, Ron Cantrell, and Mrs. Pam Cantrell,

Deputy Director General for Partnerships Willy Padolina, Deputy Director General for Research Ren Wang, and AFSTRI General Secretary Amaresh Chandel (India) welcomed the participating countries and

guests, while President Jianlong Xu (China) delivered the opening remarks. Mrs. Pam Cantrell inaugurated the festival with a vote of thanks from Vice President Mirza Mofazzal Islam (Bangladesh).

Neil Tan Gana, head of the Office of Philippines Affairs, and Bahbita Thapa (Nepal), head of the Office of Literary Affairs, were masters of ceremony.

The other officers of AFSTRI are Assistant General Secretary Jatinder S. Sangha (India), Treasurer Nguyen Hong Thuy (Vietnam), Zheng Tianqing (China), head of the Office of Cultural Affairs, and Bimpong Kofi (Ghana), head of the Office of Sports.



**Dr. Cantrell lauds AFSTRI for initiating the annual international food festival.**



**Dr. Padolina, Mrs. Wallace, and Dr. Meli Hacque of UPLB (from left) are among the guests.**



**Maria Gay C. Carillo serves Dr. Wang.**



**Keiko Ozaki, Toshiyaki Takai, and Etsuko Araki display their certificates.**



**Dr. Gao Yongmin, Ian Wallace, Dr. Shi Yan, and Mrs. Cantrell.**



**Neil Tan Gana and Bahbita Thapa emcee the program.**



**Amaresh Chandel and Jatinder Sangha join the beat.**