

# Sandiwa

One heart, one spirit, one family

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## CIE to amend constitution and by-laws

The Council of IRRI Employees (CIE) will amend its constitution and by-laws (CBL) for the first time since its adoption in November 1997 to make it more relevant to the changing environment in the Institute and responsive to employees' needs.

CIE Chair Tom Clemeno said, "Some of the provisions in the CBL are no longer relevant today."

"In 2001, CIE held a workshop to determine whether or not changes in the CIE charter were necessary. In 2002, an *ad hoc* committee was created to amend the CBL but the activity was shelved temporarily because of the impending retrenchment program. This year, CIE is again reviving this concern," Mr. Clemeno said.

CIE will soon create an *ad hoc* committee to discuss and analyze the comments and suggestions put forward especially by those who have served or participated in council deliberations in the past. Volunteers can sit in the committee, Mr. Clemeno said.

CIE is the umbrella organization of four sectoral organizations at IRRI—Association of IRRI Research Support Staff (AIRESS), Association of IRRI Secretaries and Administrative

Staff (AISAS), Society of IRRI Nonresearch Professionals (SINoP), and IRRI Filipino Scientists Association, Inc. (IFSA).

The Council serves as the channel of communication between Management and employees, a negotiating body that addresses complaints, grievances, and concerns that affect the interests of employees, and is tasked to recommend

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## 276 staff attend discipline code seminar

Two hundred seventy-six nationally recruited staff, including 14 from the IRRI-based centers, attended a series of Work Ethic, Disciplinary Policy and Protocols seminars sponsored last month by the office of the Director for Administration and Human Resources (DAHR) in coordination with the Council of IRRI Employees (CIE).

"The Code of Discipline was amended and launched last year and can be accessed in the DAHR portal. However, staff seem to be unaware of the policy, hence information dissemination was launched," HRS-ER Manager Lilian Mendoza said.

"A policy must be lawful, related to work, and sufficiently

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Senior Legal counsel Atty. Walfrido Gloria and Council of IRRI Employees Chair Tom Clemeno (from left) discuss relevant issues before conducting the 10 seminar series on the IRRI Code of Discipline from September 10 to 30.

known. The seminar series aimed to provide participants with information and guidance on the investigation and disciplinary processes under the Institute's Code of Discipline," Ms. Mendoza explained.

"Since policies are not cast in stone, the seminar also aimed to get inputs from participants regarding some provisions which may no longer be applicable, and suggestions on how to further improve the process," she added.

The IIRI Code of Discipline "provides the fundamental guiding policies for administering discipline for IIRI staff at headquarters or at IIRI Country Offices. The policies and procedures in this Code remain subject to the limitations of host country agreements, law, and customs of the countries where IIRI operates, and to the actions of its donors."

The Code of Discipline, however, points out that "IIRI Management reserves the right to act on such considerations and change, suspend, or terminate any disciplinary proceedings.

"Concerned staff will be given timely notice in writing should such action become necessary."

The Code underlines the importance of discipline in attaining the Institute's goals and objectives.

"Staff are expected to observe the Institute's established work ethic and disciplinary policy while performing their jobs and interacting with employees and others within their respective areas of responsibility,"

the Code emphasized.

"IIRI's work ethic values honesty and integrity; recognizes and rewards excellence, innovation, and creativity; upholds competence, efficiency, and effectiveness; encourages cooperation and teamwork; and prohibits offensive acts, and irresponsible and disruptive behavior," the Code stresses.

The Code of Discipline applies to all employees, regardless of rank, employment status, or position level in the Institute while they are performing their official duties within and outside IIRI premises. It also applies to off-duty employees who are within the Institute premises.

IIRI employees are also bound to promote IIRI's interests, maintain the highest ethical standards, and avoid putting themselves in compromising situations.

A conflict of interest occurs if an employee violates these obligations through decisions or actions for actual or perceived personal gain that are not in the Institute's best interests.

Employees who witness, discover, or are given a statement or report about a violation of any Institute policy requiring the enforcement of a disciplinary action are responsible for immediately reporting the incident to appropriate organizational unit (OU) heads.

The Institute believes that for discipline to be effective, it must be administered promptly

and fairly. OU heads must ensure that this is observed.

The HRS-ER manager is responsible not only for monitoring and ensuring compliance with the process, but also for providing support services and advice to OU heads.

These services include, among others, interpreting the Institute's work ethic and disciplinary policies and procedures, coordinating the investigation process, and offering assistance, as may be needed, and in determining the appropriate disciplinary measure.

The Institute has an appeals process in cases where employees consider a disciplinary measure or an administrative decision unjust and unacceptable. This process enables staff to voice their concerns on disciplinary measures and administrative decisions pertaining to the interpretation and implementation of policies, rules and regulations, and establishment of work standards that include performance appraisal.

Ten seminars were held in September with Ms. Mendoza, Senior Counsel Atty. Walfrido Gloria, and CIE Chair Tom Clemeno as resource speakers.

The participants were initially made up of levels 4 to 8 employees.

"Hopefully, we can assist the supervisors in conducting a similar seminar for their levels 1 to 3 staff," Ms. Mendoza said.

To read or print the IIRI Code of Discipline and the Personnel Policies and Procedures for IIRI Staff, go to the DAHR portal in the Intranet or access the following files:

**IIRI Code of Discipline**

<http://cpsrv2/hrs-er/hrserpolicies/irricode.doc>

**Personnel Policies and Procedures for IIRI Staff**

<http://cpsrv2/hrs/hrspolicies/manual.doc>

## New canteen concessionaire

Pila Delights, a branch of Plaza Delights in Pila, Laguna whose business has grown and expanded during the last 20 years to include a mini supermarket, a meat shop, bake shop, and specialty shop, is the new IRRI canteen concessionaire beginning this month.

Pila Delights takes over from SRP Food Shop whose concession term expired last September 15. It is owned and operated by Joey Martinez, a doctor of veterinary medicine, and wife Lisa, a nutritionist-dietitian. The members of the Food Services Monitoring Committee (FSMC) selected Pila Delights from among six shortlisted bidders. Thirty canteen operators



**Management remains focused on trying to provide the best possible food services to its staff, trainees, scholars, collaborators, and guests by engaging the services of a new canteen concessionaire.**

bided. Management aims to provide efficient and excellent food services to 700 local and 59 foreign staff from more than 24 countries, about 200 trainees, scholars, collaborators, and guests of IRRI.

Dollie Jolejole, Jojo Guce, Tom Clemeno, Mon Oliveros, Amaresh Chandel, Eves Reyes, Glenn Enriquez, and Lilian Mendoza comprised the committee. Each member rated the bidders based on criteria set under the terms of reference during unannounced visits to the canteens/restaurants of the six shortlisted operators.

The criteria were job-related exposure/experience in international cuisine, variety in menus, quality of food (nutritional value, variety of food served, consistency/texture, appearance/color, flavor and aroma, food serving temperature) speed of serving line, sanitation of premises including tables and chairs, staff's cus-

tomers relations, personal hygiene of staff, and reasonability of price.

Pila Delights will operate IRRI's main cafeteria for two years. Its obligations or scope of work include serving three meals and two snacks seven days a week, including holidays; serving meals during special functions at the IRRI Dining Room (IDR); serving snacks during meetings, conferences, and training sessions in IRRI premises; and providing required catering services to official Institute functions outside of IRRI campus.

Pila Delights is also required to submit monthly cycle menus for meals and snacks to the Food Service Monitoring Committee for two weeks prior to actual service, submit daily IDR menu to the senior manager of Food and Housing Services for review, and ensure an efficient and ample supply of quality healthy food responsive

to dietary requirements of residents, staff, and guests.

The new operator has also devised an efficient self-service system, with two service counters equipped with cash registers and cashiers, and prominently posts prices of food at the counter in accordance with the approved list.

Pila Delights will also provide a sufficient number of trained personnel to oversee and undertake required services and respond to clients' complaints regarding the performance of its staff. It will also respond to the comments or recommendations of the FSMC and the Technical Advisory Committee of FHS.

Employees ate at Sallimel's during the transition period from September 16 to 30. Arrangements were also made for trainees, scholars, residents of IRRI Residence I and II, and for those with dietary requirements. IDR lunches were also held at the guesthouse.

## BOT Chair visits IRRI

Board of Trustees Chair Keijiro Otsuka will visit IRRI on October 14 in the course of his 10-day visit to the Philippines.

During his stay in the Philippines, Dr. Otsuka will also visit Tubuan in Pila, Laguna where former IRRI economist Yujiro Hayami conducted studies that advanced and tested the induced innovation model of agricultural development.

These studies are reported in *Asian Village Economy at the Crossroads* with Masao Kikuchi.

Esther Marciano and Nobuhiko Fuwa of SSD will accompany Dr. Otsuka during his visit to Tubuan. Dr. Otsuka will have meetings and discussions with Director General Ronald Cantrell, Deputy Director General for Research Ren Wang, Director for Program Planning and Coordination Michael Jackson, and Irrigated Rice



**K. Otsuka**

Breeder Parminder Virk.

He will also visit the Embassy of Japan and the Asian Development Bank.

Dr. Otsuka is currently a professor at Japan's National Graduate Institute for Policy Studies and the director of the graduate program of the Foundation for Advanced Studies on International Development.

An expert in agricultural economics, Dr. Otsuka was a visiting scientist at IRRI in 1986-89 and a visiting research fellow at the International Food Policy Research Institute, a sister center, in 1993-98.

His past research subjects include the effect of the Green Revolution on income distribution in Asia.

## ● CIE . . . from page 1

actions to Management on matters of legitimate concern.

CIE's objectives include the improvement of employee-management relations; promotion of cooperation among sectoral organizations and between employees and Management as "partners in the pursuit of justice-based development; and addressing issues affecting the entire IRRI community.

CIE is composed of 15 duly elected employee representatives from the four sectoral organizations. AIRESS, because of its two subsectors—TAC and labor, is entitled to six representatives.

Council members elect among themselves the following officers during their first organizational meeting: chairperson, first vice chair representing the professional group (research and nonresearch sectors), second vice chairperson representing the support group (secretaries, administrative assistants, TAC, and labor), secretary, treasurer, auditor, and press relations officer.

The CBL or any of its portions may be changed, modified, or amended upon the recommendation of at least two-thirds of the council members. However, any change, modification, or amendment takes effect only upon approval of the Director General.

The present CBL supersedes the CBL of the former Council of IRRI Employees and Management or CIEM. Staff who are interested in participating in the amendment exercise or who have suggestions for changes can contact any CIE representative.



**DONATIONS:** IRRI recently donated signages, tables, cabinet, bookshelves, and a steel cabinet to the Maahas Elementary School in Los Baños. Community Relations Manager Chat Ocampo (second from left) handed over to principal Lucia Ajail IRRI's deed of donation in the presence of Community Relations Assistant Lito Platon, pupils, and teachers.

# Team IRRI: helping the Institute manage change

Major shifts in the external and internal environments have forced IRRI to pause to take a keen look at the way it operates. For the Institute to survive in these times of shifting donor funding, and changing donor and client demands and needs, it has to be able to rapidly realign its priorities and even adopt a paradigm shift, if needed.

Successful change management requires an agile organization that can recognize the need for change, identify change triggers, and at the same time is able to adapt to changes and implement the needed vertical and horizontal adjustments. It also needs buy-in by top management as well as all employees in the organization for it to work.

At IRRI, Management has responded to the call for change by creating Team IRRI, a task force composed of key staff involved in research, education and training, partnerships and alliance development, human resource management, employee development and relations, and administration and organizational development.

“Team IRRI is tasked to, among others, lead the Institute in the process of identifying areas for change that will enhance IRRI’s ability to operate in a new environment,” says Director General Ron Cantrell.

Mark Bell, head of the Training Center and the International Programs Management Office, who chairs this ad hoc committee, further explains, “These tasks include scanning the changing work environment, assessing and recommending interventions for change management, helping enhance and boost staff psyche and organizational health, and developing a program for creating an environment that can facilitate the needed changes”.

Since Team IRRI’s formation, the task force has organized consultations and discussions with staff, employee organizations, and various organizational units to gather information that can be used for developing initiatives for change management, and an action program for promoting changes that will significantly increase the efficient use of Institute resources. All these activities are expected to have an impact on the future of IRRI. Possible areas for change include the Institute’s thrusts and strategies, directions, policies, financial systems, organizational and programmatic structure, work approaches, values, client relationships, partnerships, and culture in the work place.

Team IRRI is developing a program of interventions that addresses aspects of employee and organizational development. This will be used as the basis for undertaking activities that will make the Institute a more dynamic and agile organization with fully engaged staff. This year, Team IRRI plans to initiate activities that will help staff see how the work they do contribute to the larger picture that is IRRI, and also clarify their roles and responsibilities in making the organization function well and succeed.

Other planned activities include launching a program that addresses the long-term professional growth and other training and development needs

## Tips for better organizational communication

### 1. Be clear about responsibilities

Make staff understand how the work they do makes the organization function and succeed.

### 2. Give good feedback

Use appraisals to make the staff understand how they can improve their performance.

### 3. Care...really care

Show genuine concern about employee’s opinions and reassure them that they are being listened to.

### 4. Paint the big picture

Make employees understand their role in the organization and show them how their work contributes to the overall success of the organization.

### 5. Firm it up

Be firm about communicating the organization’s ideals and aspirations.

### 6. Power to the employee!

Create self-motivated staff by making them see how their performance can further improve the organization.

of staff; creating a program that recognizes staff creativity, innovativeness, and efficiency; organizing a team-building program and facilities; and encouraging projects that enhance work processes and systems. Such activities are expected to ultimately result in self-motivated employees who are committed to helping make the organization succeed because they understand how their performance can improve along with that of the organization.

Other Team IRRI members are Bas Bouman, Tom Clemeno, Gary Jahn, Kathy Lopez, Duncan Macintosh, Graham McLaren, Lilian Mendoza, Sushil Pandey, Parminder Virk, and Ian Wallace.

## DG highlights progress in research, others

The Report of the Director General, 2002-03 is off the press. The 113-page report highlights the Institute's achievements in 12 research projects, the development of the IRRI environment agenda (IEA), the 2002 retrenchment program, and IRRI's role in the UN-declared International Year of Rice in 2004, among others.

The 12 research projects are part of IRRI's medium term plan for 2003-2005. They include the improvement of the agronomic management package of hybrid rice, development of key policy recommendations to facilitate wider adoption and commercialization of hybrid rice technology, identification in China of new nitrogen (N) management strategies, with considerable promise in reducing loss of N fertilizer to the environment, and development of the Rice Knowledge Bank.

Director General Ronald P. Cantrell said, "IRRI is developing an environmental agenda that covers both its research and its local community relations. The IEA spells out the problem, current progress, and future strategy for each of six issues—poverty and human health, land use and degradation, water, biodiversity, farm chemicals, and climate change—to make sure that the new doubly green revolution in Asia will have an environmental emphasis on the green.

"The IEA will not only heighten the awareness of these international issues among the Institute staff, but it will also promote community spirit through environment-friendly initiatives at the local level," Dr. Cantrell said.

Dr. Cantrell also emphasized in his report that the Board of Trustees-approved nationally recruited staff retrenchment program in 2002 was "part of a comprehensive remedial strategy aimed at restoring the Institute's financial equilibrium and a balanced budget by 2004."

The Institute is also involved in a global program implementing events throughout the International Year of Rice in 2004 declared by the 57<sup>th</sup> UN General Assembly in 2002 December.

The report also highlighted the International Rice Congress in Beijing on 2002 September 16-20, which was described by many as "one of the most important and influential in IRRI's 42-year history. "No less than President Jiang Zemin opened the

congress attended by more than 1,000 delegates from more than 20 countries. The first-ever International Roundtable on Rice was also held during the congress where agriculture ministers from 13 rice-producing countries endorsed the *Beijing Declaration on Rice*.

The declaration underscored the major role of the private sector in rice research and the development of new, freely available rice technologies. "It is also essential that the public sector—in both national and international research—be guaranteed the resources it needs to play this vital role."

The holding of the Annual General Meeting of the CGIAR in Manila on October 30 to November 1 was "one of the biggest events in IRRI's history,"

Dr. Cantrell said. The first-ever outside of Washington, D.C., it was attended by 500 "movers and shakers" in publicly funded agricultural research.

The report likewise highlighted the key changes in IRRI staff and BOT and the transfer of the Genetic Resources Center (GRC) from the office of the Deputy Director General for Partnerships to the office of the Deputy Director General for Research. "This move enhanced the interaction of the GRC with other research staff and streamlined the management of germplasm-related activities with breeding, resource management, and informatics research," Dr. Cantrell said.

The Institute received two major recognitions in 2002. One was a "felicitation" presented by the Deputy Prime Minister Badri Prasad Mandal of Nepal during the International Conference on Wild Rice (ICWR) on 2002 October 21 hosted by the Green Energy Mission in Kathmandu. A framed letter to IRRI from Dr. Gyan Shrestha, chief executive of Green Energy Mission/Nepal and chair of the ICWR, congratulated IRRI for "its significant contribution to global rice biodiversity conservation and rice crop improvement throughout the world."

A group of IRRI researchers won the CGIAR Outstanding Scientific Support Team Award in Manila in late October. Their project, called *Exploiting biodiversity for sustainable pest management*, is now expanding into other countries from China.



R. Cantrell

## Dr. Cantrell receives honorary degree

The Sardar Vallabh Bhai Patel University of Science and Technology, a new university in Modipuram, India, awarded Director General Ronald P. Cantrell an honorary degree on October 9.



**R. Cantrell**

Mangla Rai, Director General of the Indian Council of Agricultural Research (ICAR), also received an honorary degree.

The conferment ceremonies coincided with the inauguration of the new campus.

Dr. Cantrell is a Fellow of

the Crop Science Society and the American Society of Agronomy.

He received the International Service in Agronomy Award in 1994 from the American Society of Agronomy and was elected President of the Crop Science Society of America in 1998.

Recognized as a Distinguished Alumnus by the College of Agriculture of Texas Tech University, he also received the Distinguished Agricultural

Alumni Award from Purdue University.

Dr. Cantrell came to IRRI in 1998. Since joining IRRI, he has overseen the continued development and dissemination of improved germplasm to the more than 15 rice-producing nations that work with IRRI, and led the Institute into exciting new areas of research such as the development of nutritionally enriched rice varieties.

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## Australian youth ambassador joins VIS

Visitors and Information Services welcomes Adam Barclay, IRRI's first Australian Youth Ambassador, who will spend the next 12 months working in VIS as a communications officer and trainer.

The Australian Youth Ambassadors for Development Program, launched in 1998, aims to strengthen mutual understanding between Australia and its neighbors by placing skilled young Australian volunteers, aged 18-30, on short-term assignments in the developing countries of the Asia-Pacific region.

As the youth ambassadors, or "yambos," apply their skills and expertise toward their host countries' development, they gain an improved understanding of development needs and broaden their experience by living and working in a cross-cultural environment.

Adam was born and bred in Adelaide, South Australia, where he studied genetics and worked as a scientist at the South Australian Museum.



**A. Barclay**

to study science communication.

The past few years have seen him working in communications in academia and the private and public sectors. He has worked as a freelance writer and, in Japan, as an English teacher.

At IRRI, Adam will contribute rice research stories to the Asian and Australian media and to the institute's own *Rice Today* magazine, which he will assist in editing, and also help the Visitors Office in further developing its programs and activities.

After deciding that he was better at talking about science than doing it, he left the lab

He will help develop a rice media database and the media resources section of IRRI's Web site.

He will play a role in organizing International Year of Rice 2004 media events and work on a promotional campaign for the Riceworld Museum and Learning Center.

Last but not least, he will provide communications training to selected IRRI staffers.

Adam reports that he is excited by the chance to work at IRRI and that he looks forward to meeting the people who make the institute tick.

Drop by the newly renovated VIS office suite in Riceworld Museum and Learning Center to say g'day or give Adam a call at local 2344.

## IRS statistics: a brief snapshot

IRRI has a total of 66 internationally recruited staff (IRS) on board of whom six are seconded from other organizations. Five of the seconded IRS are from France while the other seconded IRS come from Korea.

Fifty-eight IRS work in Los Baños, with the remainder posted in various countries in the region, from Bangladesh to Vietnam.

CSWS and PBGB have the most IRS, with 14 each, followed by SSD (8), EPPD (7), the DGO (6), and IPMO (5). Eight other organizational units have either one or two IRS. Only seven IRS

are women but not all work full-time.

Three IRS have more than 20 years of experience at IRRI, with Dr. Mew leading the way with more than 28 years at the Institute. Drs. Virmani and Ladha are also members of the exclusive "20+ years club". The average IRS length of service is just under 7 years (not counting seconded scientists).

As far as age is concerned, IRS ages range from 64.12 years to 35.21 years (as of 2003 September 3). The average age is slightly below 50 years, again not counting seconded scientists.

As of this writing, IRS represent 23 countries, with 26 IRS coming from Asia, 18 from North America, 16 from Europe, 4 from Australia, and 2 from Africa. More IRS, 15, come from the USA than any other country. Next on the list are India and the UK with seven each, followed by France and the Philippines with five each.

Only three of the 10 ASEAN countries are represented among IRS: Malaysia, the Philippines, and Vietnam for a total of nine IRS. —*Ian Wallace, DAHR*

## 22 finish Rice Production Course

The two-week Rice Production Course, the longest-running training at IRRI since 1964 designed for researchers, extension and development workers, ended on September 12.

Twenty-two participants from Bangladesh, China, India, Malaysia, Nepal, Philippines, and USA successfully finished the course aimed at improving the understanding of new scientists, development professionals, and others on the importance of rice and its production methods.

The seven-part course focused on the importance of rice, the rice plant, crop establishment and water management, integrated nutrient management, integrated pest management, harvest and postharvest technology, and economic decision in rice production.

The resource persons were Ato Reaño (GRC), Varoy Pamplona, Rody Toledo, Dorie Resurreccion, and Tess Sta. Cruz (PBGB), Joe Rickman and Pat Borlagdan (AEU), Pat Gonzales and Caloy Huelma (SHU), Bas Bouman, J.K. Ladha, Chris Witt,

Muhmamed Murshedul Alam, Roland Buresh, and Joel Janiya (CSWS), David Dawe (SSD), Abe Oña, Pete Cabauatan, Jo Catindig, K.L. Heong, Bong Villareal, and Nancy Castilla (EPPD), Albert Dean Atkinson (TC), and Arnold Manza (ES). Agronomist Vethaiya Balasubramanian and Assistant Scientist Eugene Castro, Jr. were the course coordinator and facilitator, respectively.

The participants were Scientific Officers Mamunur Rashid and Khairul Alam Bhuiyan of the Bangladesh Rice Research Institute and Agronomist A.K.M. Ferdous of the Agricultural Advisory Society of Bangladesh, China Agricultural University (East Campus) Associate Professor Gang Liu of Beijing, Haryana Agricultural



Foreign participants take delight in transplanting rice seedlings raised through *dapog* method.

University Assistant Scientist Surender Singh Dahiya of India, Assistant Agriculture Officers Normah Bte Maatam (Integrated Agriculture Development), Hasaman Bin Simbon (Projek Bakat-Laut Selangor), and Zainuddin Bin Shamsuddin (Penang State Agriculture Department) of Malaysia, Senior Scientist (agronomy) Kailash Prasad Bhurer of the Regional

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## US Peace Corps volunteers visit IRRI

“You’ve come to IRRI at an absolutely interesting time when a lot of extraordinary changes are happening in rice and how it is produced,” said Mr. Duncan Macintosh, head of the Visitors and Information Services (VIS) as he welcomed around 40 US Peace Corps volunteers to IRRI last August 13.

“Last year, the most important breakthrough in rice occurred. Scientists have finally uncovered the sequencing of the rice genome. This means rice that half of the world’s population eat can be made more nutritious,” he stated as he further explained the role and goals of IRRI and what it has been doing for the last 40 years to achieve its goal. The Peace Corps volunteers asked questions about rice, production, biotechnology, genetically modified organisms and how they can affect health and the environment.

Mr. Macintosh concluded his welcome remarks and the open forum by saying, “IRRI focuses on poor countries and food security, not just national food security but most importantly household food security. We want every family in rice-eating nations to be able to have enough rice that is inexpensive yet nutritious to eat every single day, and this is the reason why we continue with our work and our research.”



**Experiment Station Manager Arnold Manza explains to US Peace Corps volunteers the long-term continuous cropping experiment of IRRI, which started in 1963. It is now the most intensely, continuous-cropped experimental site in Asia.**

The guests were then shown the audiovisual presentation of “Filling the World’s Rice Bowl” to give them an overview of IRRI’s global work. “This video was very enlightening. It showed us what IRRI is all about. The US Peace Corps and IRRI have similar goals. Both institutions want to improve the lives of the poor. They both want to pave the way for progress. These volunteers that I am with are getting intensive language and cross-cultural training to become part of the

communities where they live. Whatever they learn from IRRI today, they will be able to impart to farmers who do not know about IRRI or PhilRice,” said Mr. Boni Bucol, coordinator for the US Peace Corps volunteers in the Philippines.

After the presentation, the Peace Corps volunteers rode trailers and were toured around IRRI’s farm and rice mill by Mr. Arnold Manza, Senior Manager of the Experiment Station. – **Marium Jai Mesbech D. Chavez**

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Agricultural Research Station of Nepal, landowner Eugenio Lapuz of the Philippines, and Research Assistant Joshua Irving Herlands and Stephanie D. Greene (environmental science) of Stanford University, USA.

The 10 IRRI trainees were Eric John Azucena (TC), Al Benavente, Paul Hilario, and Bitá Avendaño (VIS), M.Sc. scholar Locedie Mansueto, Emily

Deomano, and Anne Prins (BBU), Jocelyn Pacia (EPPD), Aileen Maunahan (SSD), and intern Jessica Bertheloot (CSWS).

“I’m taking up Crop Science so I’m really interested in rice and how it is grown because we only have crops such as wheat and potatoes in the Netherlands,” answered Anne Prins of BBU.

Ms. Bertheloot said, “I find rice to be a very interesting

plant and it is something that we don’t have in France.”

“I’m really interested in international policies and you know how rice production is such an important economic activity in Asia. I really wanted to get a better understanding of how all of this works and so far I already have a good grasp of what rice really means in Asia,” said Joshua Herlands, a research assistant in Stanford University.

## Graindell animatics launched

Graindell's animatics version had a successful IRRI premiere last August 26 at the Chandler Hall Auditorium, attended by preschool and grade school students from Brightland School International Inc.

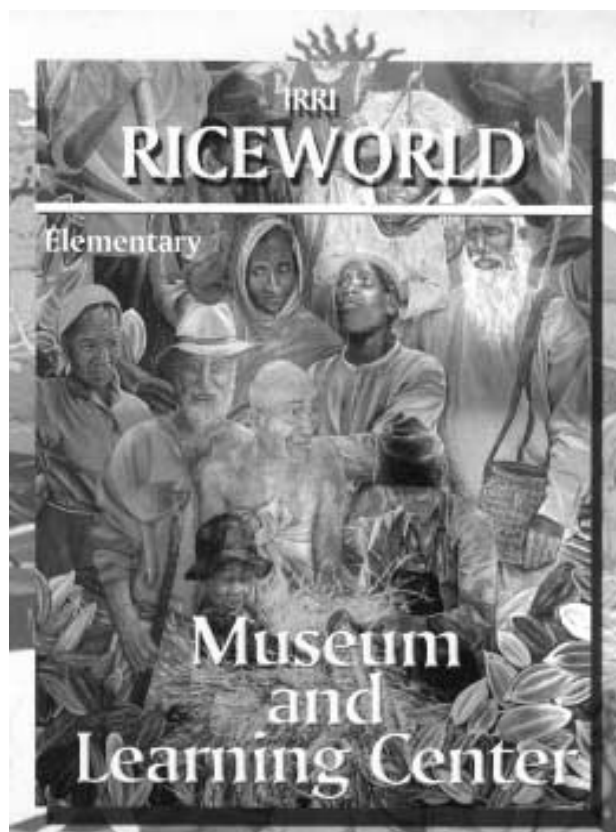
The 5-minute computer-animated movie is adapted from "Graindell", the first of a series of children's storybooks published by IRRI in celebration of the United Nations (UN) International Year of Rice in 2004. The movie features the voices of IRRI staff and their family members.

The event began with the registration of the students and their stewards as "Graindell Club" members. After the animation was screened, Mr. Harris Tumawis, Riceworld Assistant and Ms. Frances Tesoro, Visitors Officer organized some fun games and Graindell souvenir prizes for the students. Ms. Tesoro also explained to the children the values that Graindell highlighted such as the importance of cooperation, true friendship, nutrition, and love for the environment.

The children were very excited when they learned that Graindell is also a book. Camille Sumaya, a prep student loved the animation so much, "*Sana po biliban ako ng Mommy ko ng*

*Graindell book* (I hope Mommy buys me the Graindell book)." Adrian Monasterial, a boy in kindergarten said, "*Gusto ko maging scientist na farmer katulad ni Abu sa kuwento* (I want to be a scientist and farmer like Abu in the story)."

VIS also devised an activity booklet (see right) that allows visiting school children to answer basic questions about farming machinery, rice products and by-products, nutrients found in rice, processes in rice production, and to copy a cartooned illustration of a rice plant using grids as guide. The first 10 students to answer got pencils and bookmarks as prizes.



Graindell is a tale written by children's book writer, Rene Villanueva, and illustrated by Redge Abos. —**Marium Jai Mesbech D. Chavez**

## Riceworld Museum open house in Bañamos

Hundreds of students in Los Baños visited the Riceworld Museum and Learning Center on September 18-19 as part of the *Tuklas Agham* (Science Discovery) program of the 2<sup>nd</sup> Bañamos Festival and celebration of the 388<sup>th</sup> Foundation Day of the Science and Nature City.

Mayor Caesar Perez in his message said the occasion marked another milestone in the local government's continuing local tourism program that brought unity to the people of Los Baños. He commended the

14 science and research agencies affiliated with the Los Baños Science Community Foundation, Inc. (LBSCFI) for their continued and unwavering support. IRRI is an active LBSCFI member.

Such support, Mayor Perez said, contributes to the progress and development of tourism in Los Baños and its people.

This year's Bañamos included the *Diwata ng Los Baños* (Maiden of Los Baños) beauty contest, *palarong Pinoy* (Filipino sports), *buko* (coconut) pie festival, *bayle sa kalye* (street dancing), and Makiling mountain quest.

## Riceworld, “Oh I love it!”

**A** journey to where rice is twice as nice is the title of a new three-fold brochure that describes in full color the Riceworld Museum and Learning Center.

Produced by VIS, the brochure highlights the main attractions of Riceworld—*Momi*, a 7.5-ton Japanese sculpture depicting a germinating grain of wild rice, the population watch, the accucolored *kiping* of *the Pabiyas* Festival in Lucban, the Rice Genebank, rice by-products, and rice biotechnology.

Carbon-dated rice hulls, traditional farming tools, and a video on Ifugao rice rituals allow visitors the luxury to travel through time via Riceworld, the only museum in the world solely devoted to rice.

Riceworld Supervisor Paul Hilario, Information Assistant Al Benavente and, Riceworld Assistant Harris Tumawis conceptualized and pooled their creativity, with computer assistance from VIS intern Shirley

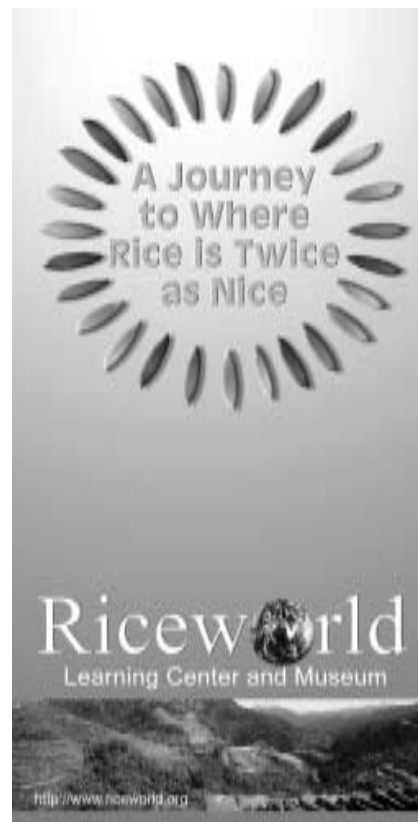
Esmiller of Batangas State University, to produce the brochure.

Here is what people say about Riceworld:

“I never knew that rice could be so interesting,” Bahrain-born Marium Jai Meshech Chavez says. “Each section has its own lessons,” comments Allen Dones of Makati. “Very informative,” adds Emma Aldridge of Australia. Reginald Gorobat of Bulacan exclaims, “Great! Conducive to learning!”

Eloisa Mariano of Bataan says, “Impressive! Informative! Amazing!” “Excellent...the pride of IRRI,” writes Teresita Gonzales of Los Baños. “It is the best,” Allen Du of General Santos City confirms.

Jose Manuel of Albay says it with finality: “Oh, I love it!”



## Non-IRRI events at IRRI

**I**RRI, because of its world-class facilities and geographical proximity, has become the hub and first choice as a venue for scientific meetings, general assemblies, seminars, and workshops of numerous scientific research, academic, professional, religious, business, medical, and civic organizations in Laguna and other places.

On November 12-13, the Fifth Scientific Experts Committee Meeting of the ASEAN Center for Biodiversity Convention (ARCBC) will be held at IRRI where a panel of experts will review and evaluate the results of the center's research grant projects in the ASEAN region.

During the past six months, nine other organizations and schools held their activities in IRRI. These are the ASPAC Worldwide Logistics, Inc., Victory Leadership Institute, UP Open

University, Mother Butler Guild, *Lingkod ng Panginoon* (Servant of God), Morning Star Montessori School, Inc., South Hill School, Inc., the Philippine Academy of Physicians (Laguna chapter), and Jollibee Foods Corp.

Piano Recital 2003 was also held at Chandler Hall auditorium on June 28. Among those who performed was young pianist Michaia Bea A. Gregorio, daughter of Glenn Gregorio of PBGB.

## IRRI features on cable TV

**T**he Los Baños-based Community Cable Vision Corporation (CCVC Channel 8) is featuring IRRI from October to December 2003.

Twelve-minute IRRI features—*Filling the World's Rice Bowl*, *Go Break into the Code*, and the newly produced IRRI video—are shown every Wednesday and Sunday starting at 8:00 P.M.

The Community Relations Office at VIS made the arrangements with CCVC.

# SINoP launches “No Smoking” campaign in LB

The Sangguniang Bayan (Municipal Council) of Los Baños, Laguna has assured SINoP of its all-out support for the latter’s anti-smoking campaign especially in public utility vehicles.

SINoP launched its “No Smoking” sticker campaign at the El Danda jeepney terminal in Crossing on September 12. The stickers were distributed to jeepneys plying the IRRI-UPLB-Calamba-Los Baños routes.

Municipal Council Executive Assistant Leo Pantua, who represented Mayor Caesar Perez during the launching, said *“Katuwang ng SINoP ang Sangguniang Bayan ng Los Baños sa kampanyang ito”* (the Municipal Council is a partner of SINoP in this campaign).

*“Nakikiisa kami sa layuning ito upang masugpo and paninigarilyo sa mga publikong lugar, lalong-lalo na sa mga sasakyang publiko* (We share this objective in preventing smoking in public places especially in public conveyances),” said Eddie Florentino of the Federation of Jeepney Drivers Association.

SINoP president Eves Reyes explained that the project is a multidisciplinary information dissemination approach in ensuring a healthy environment through engagement with various stakeholders.

“Our vision in launching this project is the promotion of social responsibility among individuals in attaining a healthy, strong, and healthy community,” she said.

The project supports the Clean Air Act of the government and the implementation of Municipal Ordinance No. 2001-16. Persons caught smoking inside a public utility vehicle in

Los Baños are fined ₱300, ₱500, and ₱700 for first, second, and third offenses, respectively.

Members of the Municipal Task Force Kalinisan, IFSA, CIE, and SINoP members, officers of the Espaleklek fraternity of UPLB headed by Earl Avance, officers of jeepney drivers associations, and jeepney drivers were present during the launching.



**Espaleklek head Earl Avance and IFSA President Caloy Huelma (top host) and, Jeepney Drivers Association representative Eddie Florentino and SINoP president Eves Reyes stick “No Smoking” signs in jeepneys.**



**Representatives from IRRI, CIE, and sectoral organizations (SINoP, IFSA, and AISAS) pose for a souvenir shot with Los Baños municipal council officers, jeepney drivers association officers, and jeepney drivers.**

## Reach out, SInoP head calls on members

SInoP president Eves Reyes called on members for commitment, action, and to reach out during the society's recent induction held at the Asia Room, Chandler Hall.

"SInoP spells challenge; SInoP is action. It is an endless commitment and trust. To be a true member, you've got to move, reach out, and share. SInoP got you and you got SInoP. We've got a lot of work to do together," Ms. Reyes said.

The newly inducted members are Diane Martinez and Cynthia Quintos (CPS), Lou Herrero (CSWS), Sally Trinidad (DDGP), Judith Dionisio, Asil

Bardenas, Betty Carreon, Jonalyn Gumafelix, and Flor Malonzo (Finance), Kitchie Victoria (HRS-ER), Tess Victoria (ISAAA), Tintin Doctolero (ITS), Imee Aspiras and Jenny Hernandez (TC), Bitá Avendaño, Harris Tumawis, Paul Hilario, Zordy Menguito, and Chat Ocampo (VIS). The other new members are Christian Concepcion and Kris Piñero (CPS), Orick Maligalig (Fi-

nance), Maya Capiña (ISLB), and Frances Tesoro, Al Benavente, and Boyet Benavente (VIS).

Lilian Mendoza, HRS-ER manager, noted the increasing membership of SInoP.

"This signifies SInoP's high potential level as a sectoral organization, which is essential not only in the professional growth of its members but also in its representation in the Council of IRRI Employees."

## IFSA and AISAS care!

IFSA members recently visited the *Babay ni Maria* (House of Maria), a home for abandoned aged women in Samperuhan, Calamba City, and donated various goods under its community service project called "IFSA Cares."

Part of the donations came from the proceeds of IFSA's "Bingo and Raffle for a Cause" and from generous members and friends. "I am indebted to our colleagues who responded generously and to those who have the heart and the willingness to share but were not able to take this opportunity," president Caloy Huelma said.

AISAS also donated boxes of used clothes to the *Babay ni Maria* beneficiaries. "The recipients were very happy and appreciative of our efforts. We hope we can visit again and make them feel that there are still a lot of people who love and care for their neighbors," Ms. Tabaquero said.

Meanwhile, eight staff took their oath of office as IFSA members. They were Elizabeth Naredo (GRC), Aileen Lapitan (SSD), Marnol Santos (CSWS),

Amelia de los Reyes (SSD), Clarissa Ocampo, (GRC), Ma. Romilee Bool (SSD), Vina Casumpang (EPPD), and Nelson C. Ereful (DDGP).



**Babay ni Maria Directress Sr. Patrick receives the donations from IFSA president Caloy Huelma. Others in the photo are (from left) Vina Casumpang, Juanito Pasuquin, Estela Pasuquin, Albert Naredo, Darlene Sanchez, Abigail Huelma, and Nathanael Huelma.**



**IFSA President Caloy Huelma (right) administers the oath of office to new members (from left) Nelson Ereful, Clarissa Ocampo, Elizabeth Naredo, Aileen Lapitan, Ma. Romilee Bool, Amelia de los Reyes, and Marnol Santos.**

## Carmelites learn organic vegetable gardening

The Institute is helping the Novitiate of Carmelite Sisters in Novaliches, Quezon City convert its backyard into an organic vegetable garden under the IRRI Community Projects.

IRRI tapped the services of Dr. Buddy Mabesa, head of the UPLB Horticulture Department, in teaching the novices how to plant and grow tomatoes, lettuce, pechay, mustard, upland kangkong, okra, eggplant, radish, cucumber, pole sitao, and bell pepper, among others.

Last year, the IRRI Community Projects under the supervision of the Visitors and Information Services undertook a similar project for the Carmelite missionaries in Calamba, Laguna under its Bio-Intensive Gardening project in cooperation with the International Institute for Rural Reconstruction.



**Dr. Buddy Mabesa of UPLB teaches novices the basics of growing green lettuce.**

## 1,446 benefit from IRRI outreach medical mission

IRRI's outreach medical missions to date have benefited 1,446 patients from 19 barangays in the municipalities of Bay and Los Baños combined at a total cost of ₱0.8 million.

Blood sugar and cholesterol determination, electrocardiogram test, urinalysis for protein, glucose, and acetone level, blood typing, medical consultation, and the provision of starter doses of medicines were the services rendered.

The eighth and latest medical mission was held in Barangay Baybayin in Los Baños with barangay health workers from barangays Baybayin in Los Baños and Paciano Rizal in Bay, medical representatives from pharmaceutical firms Pfizer and Roche, and representatives from the Philippine Institute of Certified Public Accountants (IRRI-Los Baños chapter) volunteering their services.

Aldwin Neypes and Aida dela Rea of the IRRI Clinic, Dr. Glenn Ramos, son of Library and Documentation Services Head Mila Ramos, and Dr. Mona Cabrera, daughter of Rolando Cabrera of Transport Services, also rendered services during the medical mission.

Occupational health and safety consultant Dr. Licinius Gonzalez and occupational health and safety nurse Cris Dawinan supervised the mission in coordination with VIS Community Relations Manager Chat Ocampo and Community Relations Assistant Lito Platon.



**VIS on-the-job trainees Shirley Esmiller and Jai Chavez of Batangas State University (from left) assist a patient. At right, Dr. Cabrera examines an elderly patient.**

## Ka Domeng retires after a 27-year journey with IRRI

Senior Associate Scientist Domingo F. Tabbal of CSWS, known to many as Ka Domeng, bowed out on September 15 after 27 years of involvement in IRRI's program on water management to improve rice production.

IRRI presented Engr. Tabbal with a plaque of appreciation on September 9 after his swansong seminar on *Water management research and training programs at IRRI: a personal journey*.

The Institute recognized Engr. Tabbal's contribution to the CSWS research program on water management to improve rice production. "His enthusiastic attitude and outstanding work in extension and dissemination of research results, especially the water-saving technologies such as direct seeding and controlled irrigation, made a difference in the lives of small farmers eking out a living under unfavorable circumstances," the Institute said.



CIE chair Tom Clemeno reads IFSA's citation to Ka Domeng (left), while incumbent president Caloy Huelma looks on.

IRRI also appreciated Engr. Tabbal's support to various Institute activities and active participation in different Institute committees during the 27 years of his dedicated tenure at IRRI.

IFSA also awarded Engr. Tabbal a certificate of recognition "for his laudable achievements in the field of water management and for his unwavering commitment to the goals of IRRI and IFSA."

"His work ethics has set the highest standard for every IFSA to emulate and his dedication has served as an inspiration to many of his colleagues in the research community," IFSA said.

Engr. Tabbal had served as chair of the Council of IRRI Employees and Management, now the Council of IRRI Employees. He is a member of the Board of Agricultural Engineering of the Professional Regulation Commission and a Fellow of the Philippine Society of Agricultural Engineers.

## IRRI fire brigade responds to train on fire

Guards at the main gate of IRRI were quick to act when they sensed trouble as an oncoming train bound for Manila emitted heavy smoke as it dashed through its tracks at around 7:30 in the morning last August 5.

Suspecting that the train's engine was on fire, the Desk Officer on duty instantly dispatched a fire engine to Buot where the train stopped. The fire brigade was immediately able to quench the part of the engine car that was already in flames.

According to the train operator, while nearing Buot, he noticed that his engine was on fire so he immediately detached the passenger cars and left them behind to separate the burning car. Evidently, the engine had overheated and produced some

sparks that ignited the hot and oily flooring and body of the car.

The incident, however, did not cause much damage to the train and no injuries were reported. The train was still able to run after the engine had cooled down and the passengers were safely taken to the next station in Calamba.—**Marium Jai Mesbech D. Chavez**



Firefighter Larry Guevarra trains his hose to the train's engine car to cool it down.

## Developments in IRRI residence halls

"I'm happy with the recent development in my dormitory," says Qiyuan Tang, a Ph.D. scholar and a resident of Harrar Hall where two rooms have been converted into a lounge where occupants can socialize and relax.

The TV Room and Reading Room are located at the second floor of the Harrar Residence and is the perfect place to catch your favorite TV programs, read the news, or simply converse with fellow residents.

The Drilon Residence Lounge, the Swaminathan Residence Lounges, and the IRRI Club at Khush Hall along with Harrar Residence Lounge have also been improved by installing individual Nokia Dream TV

Satellite System in all the television units in these lounges.

"I go to the lounge anytime to relax and watch TV. I watch many channels, usually the Discovery Channel and HBO," remarks Anitha Raman, a Ph.D. scholar who is staying at the Drilon Residence Hall.

Fazle Elahi Chowdhury, a collaborative research fellow staying at the Harrar Residence Hall is also very pleased that residents and IRRI staff can now enjoy watching a wider range of TV programs with this state-of-the-art digital entertainment system.

"Yes! Of course I like the new Dream TV Satellite System. I

watch HBO and other channels to relax," quips Jakir Hussain, a visiting research fellow also staying at the Harrar Residence Hall.

Microwave ovens and water percolators have also been recently added to the residence halls for the convenience of the residents. - **Marium Jai Meshech D. Chavez**



**Tapeshwar Shah of Nepal, Dr. A. Sakir Hussain of India, Atiqur R. Bhuiyan of Bangladesh, M. Raveendran, and Amaresh Chandel of India (from left) catch the latest international news at the Harrar residence lounge.**

## Apartments for Rent

(For IRRI Scholars/Collaborators/Fellows/NRS)

### Guidelines:

1. Family or Group of 2 to 4 certified IRRI staff/dependents per unit
2. Minimum stay of one year
3. Provide own bed and bath linens, kitchen and dining utensils
4. Pay monthly rent US\$214 (PVA) or US\$225 (FA) or peso equivalent, exclusive of utilities

### Pleasant Village Apartments (PVA)

- 2 story, 3-bedroom units, all fully-airconditioned
- carport
- living room & dining room (both with ceiling fan)
- kitchen

- maid's room
  - 3 toilets & bath
  - fully-furnished with basic sets of furniture, draperies and appliances (3-burner electro-gas cooking range with oven, refrigerator, washing machine, dryer)
  - generator facility (direct power connection to IRRI Research Center)
  - telephone system
  - 24-h security service
  - free garbage collection
- ### Forestry Apartments (FA)
- 2 story, 2-bedroom units, all fully-airconditioned
  - carport
  - living room & dining room (both with ceiling fan)

- kitchen
- maid's room with ceiling fan
- 2 toilets & bath
- fully furnished with basic sets of furniture, draperies and appliances (3-burner electro-gas cooking range with oven, refrigerator, washing machine, dryer)
- standby generator in case of brown-out
- free water delivery in case of water interruption
- telephone system
- 24-h security service
- free garbage collection

Note: IRRI maintains the units, furnishings, and appliances.

**For more information, please contact Dollie Jolejole, Senior Manager, Food and Housing Services, extension 2748/2402**