

# Sandiwa

One heart, one spirit, one family

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## Bumper Double Issue

This special December 2001/January 2002 issue of *Sandiwa* has 20 pages of news and pictures, from the DG's talk about the budget to highlights from SINO's *Sapin-sapin* extravaganza. The next issue of *Sandiwa* will appear in February. Happy holidays!

## IRRI enhances Philippine development

**T**he Philippines has benefited greatly from the presence of the International Rice Research Institute (IRRI) since it was established in Los Baños, Laguna, 41 years ago. IRRI's international prestige lends prominence to the country as the center for collaboration in rice research, not only with leading international research institutions, but also with the national agricultural research and extension systems (NARES) of the major rice-producing countries of the world.

Of critical importance to the Philippines, as its population continues to grow, are IRRI's advances in rice research and production technologies, which it shares with poor farmers through the country's NARES.

The training opportunities that the institute provides to Filipino researchers and scientists, and the employment opportunities for science and non-science professionals, are intangible contributions from IRRI to the growth and popularization of science in the Philippines. These opportunities also contribute concretely and significantly to economic development.

Philippine expenditures IRRI expected to spend ₱1.6 billion in the Philippines, overall, in 2001. Of that, ₱300 million went to the salaries of nationally recruited staff working in Los Baños. Another ₱50 million paid for other staff such as *kabesilya*, janitors and security guards. Some ₱185 million were spent on equipment, goods and services, and other items in the Philippines, mainly but not only in Los Baños and surround-

ing Laguna Province. Overall, the institute estimates it spends about 33 percent of its budget in Laguna. That is ₱535 million, or about ₱1.5 million per day.

Rapid population growth in the 1960s spurred consumer demand for more rice and the needed technology to prevent mass hunger. The introduction of the so-called miracle rice—IR8—fueled the Green Revolution in the Philippines, which subsequently spread throughout the rice-producing countries of the world, mostly in Asia.

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**IRRI to counter budget crunch:** Following his talk on 23 November about the budget challenges facing IRRI, Director General Ronald Cantrell replies to a question from Criselda Ramos (standing) of the Biometrics and Bioinformatics Unit. For a report in English and Pilipino, please turn to page 6.

## Vietnamese president pays second visit to IRRI

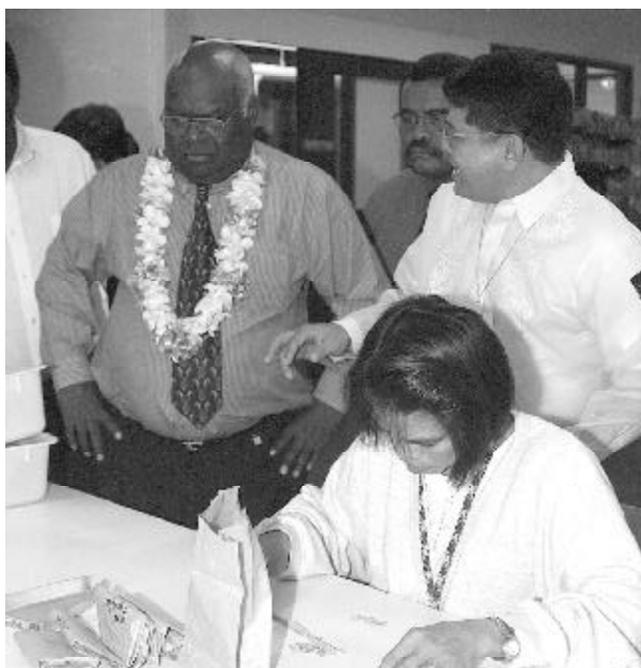
**I**RRI on 15 November welcomed Vietnamese President Tran Duc Luong to its headquarters. President Tran Duc Luong (left) is shown inspecting IRRI's long-term continuous-cropping experiment with Vice Prime Minister Nguyen Cong Tan, IRRI Director General Ronald Cantrell, an interpreter, and (back to camera) Vietnamese Trade Minister Vu Khoan. This was President Tran Duc Luong's second visit to the world's leading international rice research and training center, illustrating the strong ties between IRRI and one of its most important national partners.

In 1978, when a recently reunited Vietnam signed its first memorandum of agreement with IRRI, the country produced 10 million tons of rice. By 2000, this figure had climbed to 33 million tons, an increase of 230 percent in 23 years. Vietnam regained self-sufficiency in rice in 1989 and has since established itself as the world's second largest rice exporter. Today, rice is Vietnam's second most important export, accounting for a tenth of total exports by value. The role that IRRI has played in the return to health of Vietnam's rice-based



agricultural sector is indicated by the country's high rate of adoption of modern varieties. More than 60 percent of Vietnam's total rice area and 90 percent of its irrigated rice area are planted to IRRI-originated varieties. Today, IRRI has 34 internationally recruited scientists working on projects in Vietnam, reflecting a level of activity surpassed only in India and the Philippines. ■

## Deputy prime minister of Papua New Guinea cements IRRI ties



**T**he deputy prime minister and minister of forests of Papua New Guinea (PNG), His Excellency Michael Ogio, visited IRRI on 14 November. The director general, Ronald P. Cantrell, welcomed Mr. Ogio, whose one-hour visit marked a milestone in IRRI-PNG relations. The coordinator of the International Network for the Genetic Evaluation of Rice (INGER), Edwin L. Javier, noted that IRRI has been supplying PNG with seed materials for its upland and irrigated rice ecosystems for the past several years. Dr. Javier briefed Mr. Ogio on the role of the International Rice Genebank in conserving the world's rice biodiversity. Dr. Javier (right) is shown here explaining to Mr. Ogio (wearing a lei) the manual rice seed selection process in the International Rice Genebank. PNG is richly endowed with natural resources, but exploitation is hampered by rugged terrain and the high cost of developing infrastructure. In 1997, the El Niño phenomenon wreaked havoc on PNG's agriculture. The country's growing population will continue to rely heavily on agriculture in the years ahead, with more land being brought into production. ■

## Congressional committee members briefed at IRRI

**F**orty representatives of the House Committees on Science and Technology, Agriculture, Trade and Industry, Health, Ecology, Natural Resources, Higher and Basic Education, and Public Information visited IRRI on 16 November.

The director general, Ronald P. Cantrell, welcomed the congressional visitors in Chandler Hall Auditorium. Duncan Macintosh, head of Visitors and Information Services, presented an overview of IRRI's global work, followed by the audiovisual presentation *Filling the World's Rice Bowl*.

David J. Mackill, head of the Plant Breeding, Genetics, and Biochemistry Division, discussed germplasm development at IRRI, and Thanda Wai, intellectual property rights specialist, explored this issue as it applies to germplasm exchange and rice research.

The visitors also toured some of IRRI's research facilities, including the International Rice Genebank, and the transgenic greenhouse and laboratories. Committee members are shown here studying plantlets in



the light room, as Information Services Manager Sylvia Inciong (rear) looks on. They also visited the Riceworld Museum and Learning Center. ■

## Forced landing at IRRI with a happy ending

**R**emember the surprise landing at IRRI of a Cessna single-engine plane last 13 October? That incident was a "very special story, one with several happy endings," says Ian Wallace, director for administration and human resources.

The pilot, F. Loray Greiner, must now be flying his plane smoothly, after offering a "very small token to everyone at IRRI, especially to your security team"—a check for ₱5,000. "I think what you are doing at IRRI is a noble and worthwhile cause, and one that I would like to succeed," Mr. Greiner said in a letter to Mr. Wallace dated 23 October.

In his response on 26 October, Mr. Wallace wrote: "We were very glad to have been of assistance to you and there was no need to have sent us a donation. However, we gladly accept your gift in the spirit it was given and will put it to good use in one of our neighborhood projects. In various ways, IRRI tries to help needy families who live on the periphery of our research campus."

Mr. Greiner commended the professionalism and courtesy that the security team demonstrated during his forced landing at IRRI: "One of your security guards was literally on the scene within seconds of my landing, and your security supervisor arrived less than two minutes



later. Within a few moments, your entire security team and fire emergency team had been mobilized with efficiency that, quite frankly, I'm not accustomed to seeing in the Philippines.

"Without any prompting, the entire team took measures to protect the aircraft. The road was cordoned off, and a traffic detour was established. And although the incident was handled very seriously, I was also treated with extraordinary hospitality. They really did a great job," Mr. Greiner wrote.

He thanked everyone at IRRI for his or her understanding, and apologized for the scare and inconvenience that the incident may have caused, especially in the current climate of global terrorism. ■

## Pre-Christmas Bazaar

The Society of IRRI Nonresearch Professionals (SINoP) held a Pre-Christmas Bazaar 14-16 November at the IRRI Club. It was the third bazaar that SINoP sponsored. SINoP President Kathy Lopez said that the proceeds of the Christmas bazaar will be used for the organization's various community service projects.

Los Baños Mayor Caesar Perez and Suhay Chair Aurora Hettel are shown cutting the ceremonial ribbon during the opening program, as Ms. Lopez looks on. Items for sale included gifts, cards, toys, children's shoes and dresses, books, party needs, ladies' shoes and handbags, arts and crafts, home decor, ladies' and men's accessories, plants, kitchen ware, ethnic dresses and trinkets, bric-a-brac, souvenirs, and food. ■



## Employees' Credit and Development Cooperative expansion

The Pre-Membership Education Program of the IRRI Employees' Credit and Development Cooperative (ECDC) was held on 23 November in the General Meeting Room of F.F. Hill Hall. The program was organized by the Education Committee of the IRRI ECDC, which is chaired by Mon Oliveros, who also serves as concurrent vice chairman of the ECDC Board of Directors. The program is required for all who seek membership in the IRRI ECDC.

This is the second time the program has been offered, the first time being 27 April 2001. Twenty applicants attended the four-hour program. Topics discussed included the Cooperative Development Authority, the Cooperative Code of the Philippines, the IRRI ECDC Constitution and By-laws, the IRRI ECDC organizational structure and the duties and responsibilities of officers and members, loan policies and procedures, cooperative accounting, and office procedures. In addition to Mon Oliveros, the members of the Education Committee who served as resource persons were Tom Clemeno, Jessie Banasihan, Irma Lapis, and Coring Balangue.

The 20 prospective members, whose applications will be submitted to the Board of Directors of the IRRI ECDC for approval, are: Jocelyn Pacia (Entomology and Plant Pathology Division); Jojo Cabutin (Food and Housing Services); Eric John Azucena, Ivan Roy Mallari, Reah Clavio, Estela Hernandez, Achu Arboleda, and Jennifer Hernandez (Training Center); Ruby Sallan, Ellen Tumimbang, Rommel Javier, Vit Lopena, Dante Adorada, and Joie Ramos (Plant Breeding, Genetics, and Biochemistry); Bitá Avendaño (Crop, Soil, and Water Sciences); Melina Magsumbol (Social Sciences Division); Claire Mateo and Mary Grace Rayco (Finance); Rene Manlangit (Library); and Johnny Goloyugo (Visitors and Information Services).

The IRRI ECDC was established in 1980 and was formerly known as the IRRI Employees' Credit Coopera-

tive, Inc. (IRRI ECCI). As of 30 September 2001, the IRRI ECDC has 710 members and total assets of ₱33,197,709.13. ■

### IRRI in history



### A boy named IR8

On 29 November 1966, IRRI officially announced the name of its first rice variety, IR8. On 17 July 1968, K.N. Ganesan, a rice farmer in the southern Indian state of Tamil Nadu, named his newborn son IR8, after the popular high-yielding variety, which ushered in the Green Revolution in India. Eighteen years ago this month, on 10 December 1983, 15-year-old IR8 Ganesan and his father—shown here in a photo taken by Gene Hettel, head of Communication and Publications Services—met with IRRI and Indian officials in North Arcot District, Tamil Nadu. Today, the rice variety IR8 is 35 years old. The Tamil IR8 is 33.

## Something fishy on a sunny Saturday



**I**IRRI fishing enthusiasts and their families and guests, totaling 106 anglers, gathered on 24 November at the flood-prone experiment farm for the annual deep-water rice fishing competition, sponsored by Plant Breeding, Genetics and Biochemistry (PBGB). First prize went to 15-year-old Fred Halili (above, being congratulated by plant breeder Seiji Yanagihara and contest chair Joe Roxas). A student at Liceo de Calauan and son of Physical Plant Services staffer Felix Halili, Fred won ₱1,000 for catching the biggest and heaviest tilapia (350g, left).

Emmanuel "Boy" Benavente, a color stylist from Philippine Animations Studio, went home richer by ₱500 as second prize winner (310g). Consolation prizes of ₱100 each went to Greg Oca (250g), Danny Banasihan (250g), Bert Escandor (210g), Robert Ona (200g), Ofelia Namuco (200g), and Ben Garcia (190g). Arvin "Boyet" Benavente (bottom left) is shown teaching fishing technique to his son Arvin Christopher. By noon, part of the catch was already being roasted for lunch. ■



## Director general says IRRI will counter budget crunch with aggressive fund-raising and careful cost-cutting

**D**irector General Ronald Cantrell said that IRRI will respond to a sharp decline in funding by tapping new sources of financial support and by adopting measures to cut costs, including staff reductions. The scale and timing of the layoffs have yet to be decided, he said, adding though that there will be no voluntary staff reduction program.

"That's an easy way to reduce staff to meet your budget because it relieves management of the responsibility to make hard decisions," Dr. Cantrell said in his address to assembled staff in Umali Hall on 23 November. "But it affects the ability of the institute to function in the future."

Dr. Cantrell stressed that cuts would not be made across the board, which he said "would create a mediocre organization." Instead, staff reductions will be decided according to each unit's needs. "We have to look at all areas and set priorities, identifying high-priority areas in the research we do and determining what we need to have to continue to do that critical research," he explained. The review and adjustments will be undertaken mainly at the division or unit level.

### 25 percent drop

Management anticipates a 25 percent drop in unrestricted funding for IRRI, Dr. Cantrell reported. Unrestricted funding is the money IRRI is free to use to cover such ongoing operating costs such as salaries and benefits, utilities and building maintenance, supplies, and official travel expenses. Capital costs such as vehicles and other equipment also are paid with unrestricted funds. Restricted funds, on the other hand, are earmarked by donors for specific projects and do not cover full overhead or salary costs. IRRI has been fortunate over the years to enjoy a high proportion of

unrestricted funding, Dr. Cantrell noted, despite a long-term downward trend in funding for international agricultural research.

"But this is not just a downward trend," he said of the



## Haharapin ng IRRI ang suliranin sa badyet

**H**aharapin ng IRRI ang labis na pagbagsak ng pondo nito sa pamamagitan ng paghahanap ng mga bagong mapagkukunan ng suportang pinansyal at pagsasagawa ng mga pamamaraan upang mabawasan ang gastos, kasama na ang pagbabawas ng mga empleyado, ayon kay Director General Ronald Cantrell. Pagpapasiyahan pa ang lawak at panahon ng pagtitiwalag, subali't, ayon sa kanya, walang programa para sa boluntaryong pagbabawas ng mga kawani.

"Ito ang madaling paraan upang mabawasan ang mga kawani at maging sapat ang badyet at pagaangin ang responsibilidad ng pangasiwaan sa pagsasagawa ng mga mabibigat na desisyon," sabi ni Dr. Cantrell sa kanyang talumpati sa mga kawani sa Umali Hall noong

anticipated 25 percent plunge. "It's a very significant reduction in funds. This amount is almost equal to all IRS salaries and benefits, or all NRS salaries and benefits, and it's more than our current overhead costs. We'll have to make structural changes."

While discounting any hope of raising new unrestricted funds from traditional donors in the near term, Dr. Cantrell said IRRI will become more aggressive in fund-raising.

"We can package research in ways to recover more money from restricted funding," he said. "We'll look at untraditional donors and donors who can pick up some of our in-country costs. We receive very little money from our major Asian partners. There is our future. We'll work to help those countries see the purpose of investing in agricultural research and see its impact on the stability of Asia. And we'll look at charging for some of the products we produce—but not for germplasm or other public goods produced or managed by IRRI."

Steps to address the funding shortfall include the recent midyear budget reduction of 10 percent, which will be carried over to next year, and upcoming adjustments to allocations for project general operating costs, on the basis of past underutilization. Management is also looking at unfilled staff positions to determine which ones can be merged or left unfilled. "That can have a significant impact," Dr. Cantrell said.

Crucially in the short term, IRRI will dip into its strategic reserves. These are healthy, noted Dr. Cantrell, thanks to favorable foreign-exchange rates over the past three years that "have left surpluses that we can use for a soft landing."

However, spending reserves requires approval from the Board of Trustees (BOT). So, between now and the BOT meeting in April 2002, management will develop

three budget plans for approval—one each for the worst-case funding scenario, the best case, and the median case.

In response to a question about IRRI's ongoing staff renewal program, Dr. Cantrell stressed that it is unrelated to the funding problem and affects fewer than 10 staff members—not 40, as one rumor has it. He also defended the institute's policy of conducting the program on a confidential basis. "Transparency is important, but not in staff renewal, which is a private matter between the individual and the institute," he said. "Staff reduction, when it happens, will be transparent."

### Optimistic note

Dr. Cantrell ended his address on an optimistic note. The World Bank, he said, has confirmed its commitment to the CGIAR by contributing funds next year to alleviate, by up to half, the anticipated funding cut from one major donor. Korea has increased its funding for IRRI, and Indonesia has agreed to pick up half of the cost of running IRRI's office in that country. The critically important donor USAID anticipates spending more in the future on poverty alleviation. "In the long term, funding will go back up," Dr. Cantrell predicted, "but slowly."

Here and now, IRRI has recently signed a new 25-year lease with the University of the Philippines, the week-long Christmas break is almost upon us, and the New Year will bring the option of "flex-time" (see page 9). In reply to a question, Dr. Cantrell said management has recommended to the Board of Trustees a salary increase in 2002.

"There will be fewer IRS," Dr. Cantrell said as he looked ahead to the IRRI of the future. "There will be fewer NRS. We can downsize without capsizing. It will require effort on the part of all, but we can do it." It was encouraging that Dr. Cantrell indicated that he fully expects IRRI to be going strong 25 years from now. ■

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ika-23 ng Nobyembre. "Subalit ito ay makakaapekto sa kakayahan ng Institute na makapagpatuloy sa hinaharap."

### Ayusin ang mga prayoridad

Idiniin ni Dr. Cantrell na ang pagbabawas ay hindi pangkalahatang isasagawa (across the board), na ayon sa kanya ay "maaaring lumikha ng isang hindi-kagalingang organisasyon." Sa halip, ang pagbabawas ng mga kawani ay ibabatay sa pangangailangan ng bawat yunit.

"Kailangan nating tingnan ang lahat ng bahagi at ayusin ang mga prayoridad, tukuyin ang mga pananaliksik na may mataas na prayoridad, at alamin ang ating pangangailangan upang maipagpatuloy natin ang isang kritikal na pananaliksik," paliwanag niya. Ang pag-aaral at pagsasaayos ay isasagawa sa antas lamang ng dibisyon o yunit.

Inaasahan ng pangasiwaan na 25 porsiyento ang ibabagsak ng "unrestricted funding" para sa IRRI, ayon

kay Dr. Cantrell. Ang unrestricted funding ay halagang maluwa na ginagamit ng IRRI para sa mga pangkasalukuyang gastos tulad ng pasuweldo at benepisyong mga kagamitan at pagmamantine ng mga gusali, supplies, at mga opisyal na gastos sa biyahe. Ang "capital cost," tulad na mga sasakyan at iba pang mga kagamitan, ay binabayaran din ng unrestricted funds. Sa kabilang dako, ang "restricted funds" naman ay inilaan ng mga donor para sa mga tiyak na proyekto at di sakop ang pangkalahatang gugol o pampasuweldo. Sa mahabang panahon, mapalad ang IRRI sa pagkakaroon ng mataas na unrestricted funding, puna ni Dr. Cantrell, sa kabila ng pangmatagalang pagbaba ng pondo ukol sa pandaigdig na pananaliksik sa agrikultura.

"Subali't ito ay hindi lamang isang kalakaran ng pagbaba," ayon sa kanya kaugnay ng inaasahang 25 porsiyentong pagbaba. "Ito ay napakamakahulugang pagbabawas sa pondo. Ang halagang ito ay halos

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katumbas ng buong suweldo at benepisyo ng lahat ng IRS, o lahat ng suweldo at benepisyo ng NRS, at labis pa ito sa pangkasalukuyang pangkalahatang gugol. Kailangan nating magsagawa ng pagbabago sa istraktura."

Samantalang hindi na siya lubos na umaasang makapangilak pa ng panibagong unrestricted funds mula sa mga tradisyunal na donor sa malapit na panahon, sinabi ni Dr. Cantrell na magiging lalong agresibo ang IRRI sa pangangalap ng pondo.

"Maaari nating ipakete ang pananaliksik sa mga paraan upang mabawi ang pera mula sa restricted funding," ayon sa kanya. "Babaling tayo sa mga di-tradisyunal na donor at mga donor na makakatulong sa ating mga gugulin sa bansang ito. Kakaunti lamang ang perang nanggagaling sa mga pangunahing partner sa Asia. Iyan ang ating kinabukasan. Magsisikap tayo upang makita ng mga bansang ito ang layunin ng pamumuhunan sa pananaliksik sa agrikultura at upang makita nila ang epekto nito sa katatagan ng Asia. At bibigyan din natin ng pansin ang pagsingil sa mga produktong ating ginagawa—subali't hindi sa germplasm o ibang pampublikong kalakal na gawa at pinamamahalaan ng IRRI."

**Sampung porsiyentong pagbawas sa badyet**  
Kasama sa mga hakbang upang matugunan ang kakulangan ng badyet ang 10 porsiyentong pagbawas sa badyet sa kalagitnaan ng taon, na ilalaan sa susunod na taon, at mga darating na pagsasaayos ng mga alukasyon para sa pangkalahatang gastos sa mga proyekto, batay sa nakaraang di-lubos na paggamit ng mga ito. Tinitingnan din ng pangasiwaan ang mga bakanteng puwesto upang malaman kung ano ang dapat na pagsanibin o iwanang walang nakaupo. "Ito ay maaaring magkaroon ng malaking epekto," sinabi ni Dr. Cantrell.

Kritikal sa maikling panahon na galawin ng IRRI ang reserba nitong pondo. Maganda ang katayuan nito, pansin ni Dr. Cantrell, salamat sa paborableng halaga ng palitan sa nakalipas na tatlong taon na "nag-iwan ng labis na panggugol para sa ating 'mahinang pagbagsak'."

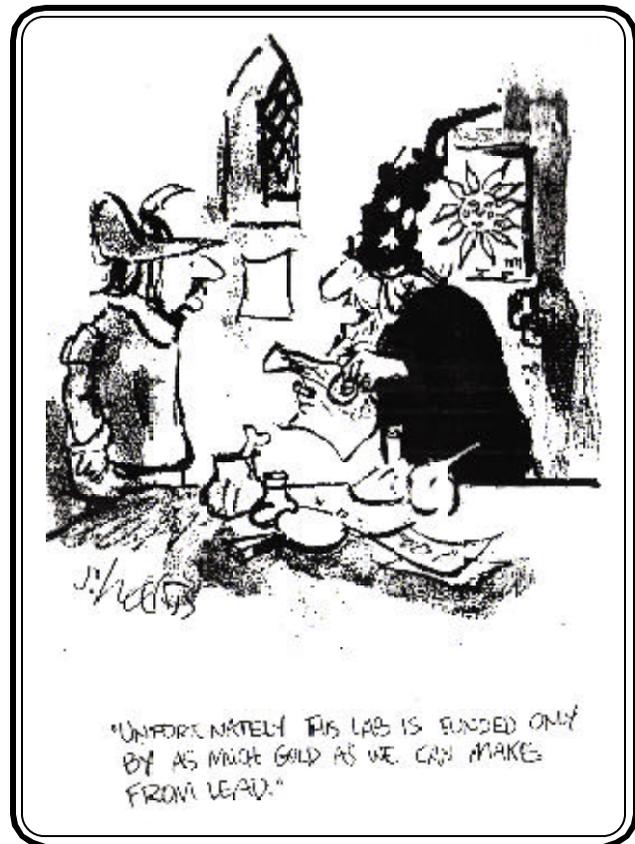
Subali't, kinakailangang aprubahan ng Board of Trustees (BOT) ang paggastos ng reserbang ito. Kaya't simula ngayon hanggang sa miting ng BOT sa Abril 2002, magsasagawa ang pangasiwaan ng tatlong klaseng badyet—isa para sa malubhang senaryo, isa sa pinakamabuting kaso, at isa sa panggitnang kaso.

Bilang tugon sa isang katanungan tungkol sa staff renewal program ng IRRI, idiniin ni Dr. Cantrell na ito ay walang kaugnayan sa problem sa pondo at apektado lamang ang 10 kawani—hindi 40, na napabalita. Ipinagtanggol din niya ang patakaran ng institute sa pagsasagawa ng program sa kompidensyal na paraan. "Mahalaga ang hindi paglilihim, subali't ang pagbabago ng kawani ay isang pribadong bagay sa pagitan ng indibiduwal at ng institute," ayon sa kanya. "Ang pagbabawas ng kawani, kapag nangyari ito, ay malalaman ng lahat."

Optimista si Dr. Cantrell sa pagtatapos ng kanyang talumpati. Ayon sa kanya, kinumpirma ng World Bank ang pangako sa CGIAR na magbibigay ito ng kontribusyon sa susunod na taon upang mabawasan, hanggang kalahati, ang napipintong pagbabawas sa pondo mula sa pangunahing donor. Dinagdagan ng Korea ang pondo nito para sa IRRI, at pumayag ang Indonesia na gugulan ang kalahati ng pagpapatakbo ng IRRI outreach office sa bansang ito. Ang USAID, isang mahalagang donor, ay umaasang gagastos nang lubos sa hinaharap sa mga proyektong makapagpapahango sa kahirapan. "Sa di kalayuan, babalik ang pondo," hula ni Dr. Cantrell, "subalit ito ay magiging mabagal."

Dito at sa kasalukuyan, lumagda ang IRRI ng panibagong 25-taong pag-upa sa University of the Philippines; ang isang linggong bakasyon sa Pasko ay naririto na; at ang Bagong Taon ay magbibigay ng opsiyon sa "flex time." Sa tugon sa isang katanungan, sinabi ni Dr. Cantrell na inirekomenda ng pangasiwaan sa BOT ang pagtataas ng sahod sa 2002.

"Magiging kakaunti ang IRS," sabi ni Dr. Cantrell habang tinitingnan niya ang IRRI sa hinaharap. "Magiging kakaunti ang NRS. Kaya nating magbawas nang hindi tayo lulubog. Nangangailangan ito ng tulong ng bawa't isa, at kaya natin ito." Nakakapagpasigla nang ipahiwatig ni Dr. Cantrell sa mga nakikinig na lubos siyang umaasa na ang IRRI ay mananatiling malakas sa susunod na 25 taon mula ngayon. ■



## Flex-time in the New Year

**D**irector General Ronald Cantrell announced that IRRI will launch a "flex-time" initiative in January 2002. The objective will be to offer staff more flexibility in choosing their working hours, while ensuring that the work environment is not adversely affected.

The institute's basic workweek will remain unchanged at 40 hours, from 8am to 5pm, Monday to Friday. In the proposed flexible time system, all employees will be expected to be at work during the core hours of 9am to 3pm, Monday through Friday. In addition, all organizational units (OUs) will be expected to be fully functional during the regular work hours of 8am to 5pm. Flex-time will not apply to weekend schedules.

Employees will continue to have a 15-minute merienda in the morning and another in the afternoon, and lunch will be scheduled for 12-1pm, as before.

Heads of OUs will determine who is eligible for flex-time. Not all employees will be able to participate because of the nature of their jobs. In each case, the employee will submit a written request to his/her OU head, endorsed by the IRS supervisor, asking permission to work special, flex-time hours, and providing a reason for this request (for example, to help get the children ready for school). Once approved, the signed request will be sent to HR-National Staff where it will be kept on file.

Participating employees will arrange their hours with their supervisor. Here are two examples: Employee A, 6am-3pm, Monday-Friday; Employee B, 8:30am-5:30pm, Monday-Friday. Note that employees A and B are both at work during the core hours of 9am to 3pm, Monday to Friday, and each works a full eight hours a day, and 40 hours a week.

The program can begin in the New Year, as soon as OU heads have determined which staff will be eligible and the hours to be worked by each participant. The program will be reviewed periodically and adjustments made as required. Staff should address any questions to their OU head. ■

## "Flex-time" sa Bagong Taon

**I**lulunsad ng IRRI ang inisyatibong "flex-time" simula Enero 2002, ayon kay Direktor Heneral Ronald Cantrell. Ito ay upang bigyan ang mga empleyado ng kaluwagan sa pagpili ng oras sa kanilang pagtatrabaho, habang sinisiguro namang hindi ito makakaapekto sa pangkalahatang trabaho.

Ang batayang 40 oras na lingguhang trabaho sa Institute ay hindi magbabago, mula ika-8 ng umaga (nu) hanggang ika-5 ng hapon (nh), Lunes hanggang Biyernes. Sa iminumungkahing sistemang nababagay na oras, ang lahat ng empleyado ay inaasahang nasa mga kritikal na oras ng trabaho—mula ika-9 nu hanggang ika-3 nh, Lunes hanggang Biyernes. Ang lahat ng yunit ay inaasahang tumatakbo sa mga regular na oras-paggawa mula ika-8 nu hanggang ika-5 nh. Ang flex-time ay hindi mag-aaplay sa mga nakatakdang gawain kapag Sabado at Linggo.

Ang mga empleyado ay patuloy pa ring magkakaroon ng 15 minutong miryenda sa umaga at 15 minuto rin sa hapon, at ang tanghalian ay mananatili pa ring mula sa ika-12 ng tanghali hanggang ika-1 nh.

Pagpapasiyahan ng mga pinuno ng mga yunit kung sino ang karapat-dapat sa flex-time. Hindi lahat ng empleyado ay maaaring sumali dahil na rin sa uri ng kanilang mga gawain. Sa bawa't kaso, kinakailangang sumulat ang empleyado ng sulat sa pinuno ng yunit, na sinasang-ayunan ng tagapangasiwang IRS, at humingi ng pahintulot upang makapagtrabaho sa ilalim ng flex-time. Dapat din niyang ibigay ang dahilan ng kahilingan (halimbawa, paghahanda ng mga anak para sa eskuwela). Sa sandaling maaprubahan, ang pirmadong kahilingan ay

ipapadala sa HR-National Staff na kung saan itatago sa file.

Kailangang isaayos ng mga lumahok na empleyado ang kanilang oras sa kanilang tagapangasiwa. Naririto ang dalawang halimbawa: Empleyado A, 6 nu-3 nh, Lunes-Biyernes; Empleyado B, 8:30 nu-5:30 nh, Lunes-Biyernes. Pansinin na ang mga empleyadong A at B ay kapwa nasa trabaho mula 9 nu hanggang 3 nh, Lunes hanggang Biyernes, at ang bawa't isa ay nagtatrabaho ng buong 8 oras bawa't araw (40 oras sa isang lingo).

Ang programa ay maaaring pasimulan sa Bagong Taon, sa sandaling malaman ng mga pinuno ng yunit kung sinong empleyado ang karapat-dapat sumali at maiayos ang oras ng trabaho ng bawa't kalahok. Ang programa ay pana-panahong pag-aaralan at isasaayos kung kinakailangan. Dapat ituon ng bawa't empleyado ang kanilang pagtatanong sa pinuno ng kanilang yunit. ■



# Sapin-sapin a hit!



**The musical extravaganza Sapin-Sapin at Iba Pa!**, sponsored by the Society of IRRRI Non-Research Professionals (SINoP) last 23 November at the Chandler Hall, demonstrated the many talents of IRRRI staff beyond research. From Pilipino classics, and music made famous by international pop divas, to ethnic songs, the audience was mesmerized by the musical artistry of (clockwise from left on this page) Consie Salinas, Erlie Putungan, William Padolina, Rob Bakker, Tony Deza, Joe Roxas (for a better view of his hat, please see page 5), Donna Holt, and Jenny Hernandez.

**The Moulin Rouge dancers wowed the audience** with their dance number entitled "Lady Marmalade." Standing from left are Lenlen Oliquiano, Cathy Navarez, Pinky Gallivo, Gladys Tan, Edna Reyes, Bing Laude, Jenny Montañano, and Tintin Doctolero. Seated (left to right) are Frances Tesoro, Annaliza de Roxas, and Carol Wangdi. The pupils of the International School at Los Baños also performed traditional dances. Jenny Hernandez sings, "There's a place in our hearts, and I know that it is love" from the finale number "Heal the world." "There are many talents you can tap, including those from our collaborating centers," Dr. Padolina told SINoP President Kathy Lopez.

Between 1966 and 2000, IRRI released 69 rice varieties in the Philippines—44 for irrigated areas, seven for rainfed areas, four for uplands, five for saline conditions, and five for low-temperature environments (see list on opposite page).

IRRI helped establish the Philippine Rice Research Institute (PhilRice) in 1985. IRRI then worked to further enhance PhilRice’s capabilities in varietal improvement, planting and fertilizer management, rice farming systems, farm mechanization and postharvest engineering, technology sharing, and social science and policy.

The two institutes collaborated from 1995 to 1996 on 40 research projects in the rice ecosystems of the country. Today, they are collaborating on a study of rice supply and demand for the Philippines, aimed at developing a methodology that takes into account biophysical and socioeconomic factors in analyzing the balance between rice supply and demand at national level and lower.

### Research priorities

IRRI, PhilRice, and the University of the Philippines Los Baños (UPLB) have signed a new work plan agreement on priority rice research activities for the period 2000 to 2002. The work plan focuses on key research priorities such as biotechnology, intellectual property rights, transgenic rice, and the physiology and high yield potential of new rice varieties. It will also look at integrated pest management, technology packaging and rice consortium activities, as well as human resource development. Other

research priorities include the evaluation of socio-economic trends in the rice industry, and the competitiveness as well as the strengthening of three important consortia: the Rainfed Lowland Rice Research Consortium (RLRRC), the Upland Rice Research Consortium (URRC), and the Irrigated Rice Research Consortium (IRRC).

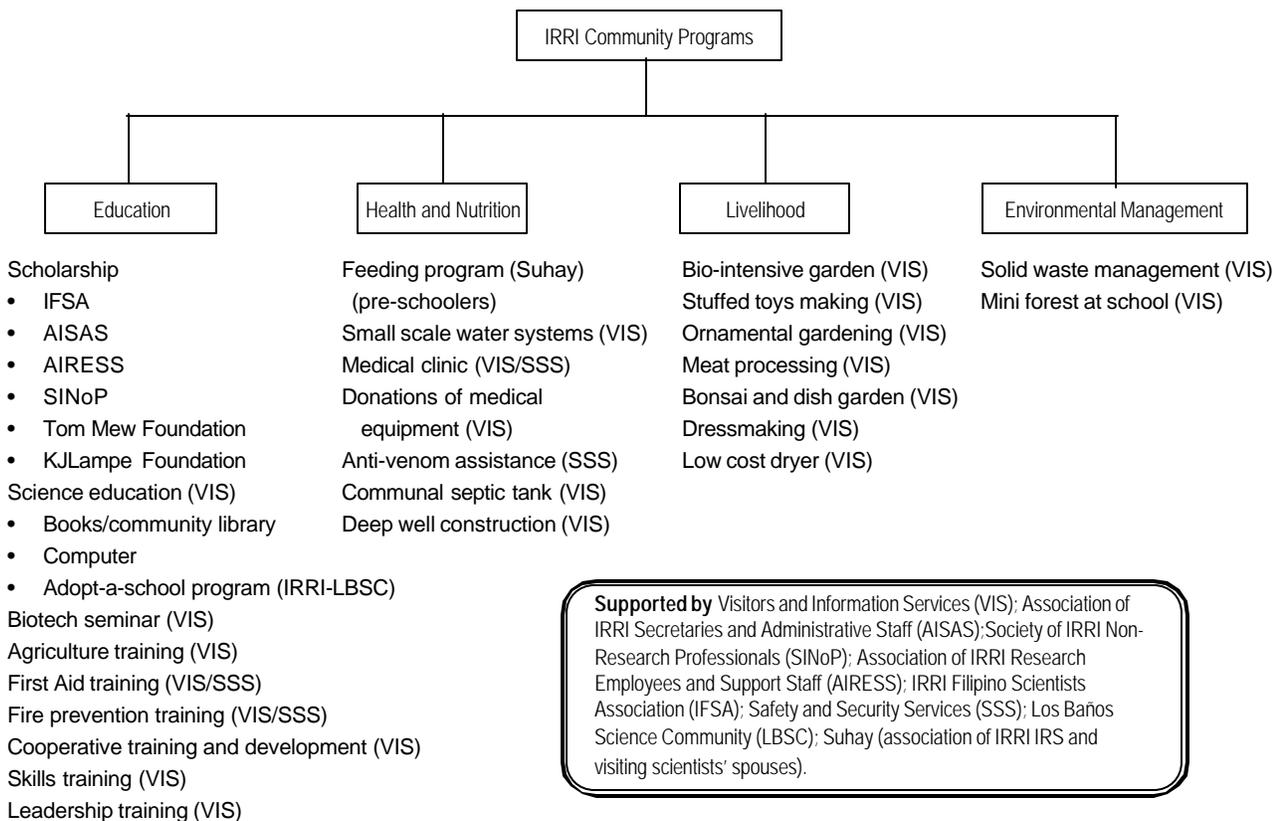
The priorities of these three research consortia are incorporated into the National Research Development and Extension Program of the Philippine government.

### Reducing poverty

These activities have had enormous implications and impact on our government’s “growth with social equity” vision of reducing the incidence of poverty from 32.1 percent of the population in 1997 to 28 percent by 2004, as underlined in the Medium-Term Philippine Development Plan, otherwise known as *Angat Pinoy 2004*, according to Senator Edgardo J. Angara, a former ex-officio member of the IRRI Board of Trustees and former secretary of the Department of Agriculture.

Trends towards globalization are sure to have a profound impact on the lives of poor Filipino rice farmers and consumers. Trade liberalization and the power and influence of international markets are likely to affect the local rice industry over the next decade.

In light of this, the institute is assisting Philippine policy makers with detailed, up-to-date understanding of the effects of trade liberalization on rice self-sufficiency,



food security, and the welfare of rice farmers and consumers. This work is being carried out on a regional basis under the project "Assessing the impact of potential trade liberalization on the Philippine rice sector."

Leading universities learn from IRRI expertise in rice research through project collaboration. UPLB, PhilRice, and IRRI, for example, are collaborating on the development of hybrid rice, on basic seed production, and on the national rice cooperative testing project to determine the yield potential, range of adaptability, and field reactions to major insect pests and diseases of promising rice selections. They are also collaborating on molecular mapping and introgression of genes for tolerance for abiotic stresses from wild species into rice.

The Philippine Rice Post-Production Consortium (PRPC) is another collaborative program that involves the Bureau of Post-Harvest Research and Extension of the Department of Agriculture, PhilRice, National Food Authority, UPLB, and IRRI.

Among its activities are dialogues on grain-quality issues with farmer-members of cooperatives engaged in processing and trading rice, assessing problems associated with using grain dryers provided by the Department of Agriculture in Central Luzon and Bicol regions, designing and developing a batch recirculating dryer in cooperation with the private sector represented by

the Metalworking Industry Association of the Philippines, and a nationwide survey and laboratory assessment of the quality of milled rice at retail level as set by Philippine Trade Standards.

UPLB, PhilRice, and the Mariano Marcos State University also collaborated with IRRI from 1997 to 2000 on the systems research network for ecoregional land use planning in tropical Asia.

IRRI takes pride in its manpower resources. As of 30 September 2001, there were 1,698 Filipinos working at IRRI, of which 887 were fully fledged nationally recruited staff. Since 1960, some of the country's leading scientists have occupied top positions and played lead roles in IRRI's work (see list on page 14).

Some of them have gained worldwide prominence through their scientific contributions and in promoting international cooperation in rice research. Indeed, some have been named National Scientist: Benito S. Vergara, plant physiologist and former director for administration, Bienvenido Juliano, chemist (1961-93), and consultant Gelia Castillo.

Prominent government leaders and academics have served on the IRRI Board of Trustees. They include former UP System presidents Senator Edgardo J. Angara (1981-87), Emil Q. Javier (1993-99), Onofre D. Corpuz (1975-79), and Salvador P. Lopez (1969-74).

IRRI takes pride in its manpower resources. As of 30 September 2001, there were 1,698 Filipinos working at IRRI, of which 887 were fully fledged nationally recruited staff. Since 1960, some of the country's leading scientists have occupied top positions and played lead roles in IRRI's work

to page 14. . .

#### IRRI rice varieties released in the Philippines

**Variety, environment, year released.** IR8, Irrigated, 1966. IR5, Rainfed, 1967. IR20, Irrigated, 1969. IR22, Irrigated, 1969. IR24, Irrigated, 1971. IR26, Irrigated, 1973. IR28, Irrigated, 1974. IR29, Irrigated, 1974. IR30, Irrigated, 1974. IR32, Irrigated, 1975. IR34, Irrigated, 1975. IR36, Irrigated, 1976. IR38, Irrigated, 1976. IR40, Irrigated, 1977. IR42, Irrigated, 1977. IR44, Irrigated, 1978. IR46, Rainfed, 1978. IR43, Upland, 1978. IR45, Upland, 1978. IR48, Irrigated, 1979. IR50, Irrigated, 1979. IR54, Irrigated, 1980. IR52, Rainfed, 1980. IR56, Irrigated, 1982. IR58, Irrigated, 1983. IR60, Irrigated, 1983. IR62, Irrigated, 1984. IR64, Irrigated, 1985. IR65, Irrigated, 1985. IR66, Irrigated, 1987. IR68, Irrigated, 1988. IR70, Irrigated, 1988. IR72, Irrigated, 1988. IR74, Irrigated, 1988. PSBRc1, Upland, 1990. PSBRc2, Irrigated, 1991. PSBRc4, Irrigated, 1991. PSBRc10, Irrigated, 1992. PSBRc18, Irrigated, 1994. PSBRc20, Irrigated, 1994. PSBRc26H, Irrigated, 1994. PSBRc48, High soil saline areas, 1995. PSBRc50, High soil saline areas, 1995. PSBRc28, Irrigated, 1995. PSBRc30, Irrigated, 1995. PSBRc44, Low temperature areas, 1995. PSBRc46, Low temperature areas, 1995. PSBRc52, Irrigated, 1997. PSBRc54, Irrigated, 1997. PSBRc64, Irrigated, 1997. PSBRc72H, Irrigated, 1997. PSBRc60, Rainfed, 1997. PSBRc68, Rainfed, 1997. PSBRc70, Rainfed, 1997. PSBRc5, Upland, 1997. PSBRc84, High soil saline areas, 1999. PSBRc86, High soil saline areas, 1999. PSBRc88, High soil saline areas, 1999. PSBRc80, Irrigated, 1999. PSBRc82, Irrigated, 1999. PSBRc92, Low temperature areas, 2000. PSBRc94, Low temperature areas, 2000. PSBRc96, Low temperature areas, 2000. PSBRc102, Rainfed, 2000. IR69726-29-1-2-2, Irrigated, 2000.

At present, the highest ranking Filipino official at IRRI is Dr. William G. Padolina. A former secretary of the Philippine Department of Science and Technology (DOST), Dr. Padolina is now IRRI deputy director general for partnerships. Another high-ranking Filipino at IRRI is Edwin L. Javier, acting head of the Genetic Resources Center (GRC) and coordinator of the International Network for the Genetic Evaluation of Rice (INGER).

Providing scientific training is a key part of IRRI's work. From 1960 to 2001, the number of Filipino scholars who studied at IRRI were as follows: master of science

146, PhD 76, nondegree 95, and trainees 851. IRRI has trained more people from the Philippines than from any other country.

IRRI also responds to requests for technical assistance from provincial governments and nongovernmental organizations. For example, the current tungro, rat, and adverse-soil problems in Iloilo, and the subsequent request for IRRI technical assistance by the provincial governor of the province, led to the development and implementation of a participatory ecological research project called *Dapitay sa Kaumhan* (Holding on together for the farm),

## Leading Filipinos at IRRI

**Leonardo Montemayor** (Secretary, Department of Agriculture), Ex-officio member, Board of Trustees 2001-present. **Dr. Edwin L. Javier**, Acting Head, Genetic Resources Center (GRC)/Coordinator, International Network for the Genetic Evaluation of Rice (INGER) 2001-present. **Dr. William G. Padolina**, Deputy Director General for Partnerships 1999-present, former Director for External Relations. **Dr. Francisco Nemenzo** (President, University of the Philippines System), Ex-officio member, Board of Trustees 1999-present. **Edgardo J. Angara** (Secretary, Department of Agriculture; President, UP System), Ex-officio member, Board of Trustees 1999-2000, 1981-1987. **Dr. William D. Dar** (Secretary, Department of Agriculture), Ex-officio member, Board of Trustees 1998-1999. **Dr. Glenn Gregorio**, Project Scientist, Plant Breeding, Genetics and Biochemistry Division (PBGB) 1998-present. **Dr. Dante B. de Padua**, Consultant, Agricultural Engineering Unit 1998-present. **Dr. Alma C. Sanchez**, Project Scientist, PBGB 1998-present. **Dr. Pompe C. Sta. Cruz**, Project Scientist, Entomology and Plant Pathology Division (EPPD) 1997-present. **Dr. Mercedes Sombilla**, Affiliate Scientist, Social Sciences Division 1995-present. **Dr. Maria Luz George**, Consultant, Asian Rice Biotechnology Network (ARBN) 1993-1994; EPPD 1994-present. **Dr. Arnulfo G. Garcia**, Cropping Systems Agronomist/IRRI Representative in Myanmar 1993-present. **Dr. Emil Q. Javier**, Ex-officio member, Board of Trustees 1993-1999. **Roberto S. Sebastian**, Ex-officio member, Board of Trustees 1992-1996. **G. San Valentin**, Agronomist 1992-1995. **Dr. Benito S. Vergara**, Plant Physiologist/Director for Administration 1991-1996, Consultant 1996-1997. **Dr. T. M. Masajo**, Rice Breeder/Madagascar-IRRI Project 1991-1997. **Dr. C. P. Mamaril**, Agronomist/Liaison Scientist to Indonesia 1990-1996. **Senen C. Bacani**, Ex-officio member, Board of Trustees 1990-1992. **Dr. Fernando A. Bernardo**, Deputy Director General for International Services 1987-1997, Consultant/Principal adviser for Philippine Affairs/National Agricultural Research Systems (NARS) Relations. **Dr. Jose V. Abueva**, Ex-officio member, Board of Trustees 1987-1993. **Carlos G. Dominguez**, Ex-officio member, Board of Trustees 1987-1989. **Dr. Salvador H. Escudero III**, Ex-officio member, Board of Trustees 1984-1986, 1996-1998. **Emanuel Soriano**, Ex-officio member, Board of Trustees 1979-1981. **Dr. Thelma R. Paris**, Affiliate Scientist/Gender Specialist 1978-present. **Dr. Alberto T. Barrion**, Taxonomist/Senior Associate Scientist 1977-present. **Dr. Onofre D. Corpuz** (President, UP System), Ex-officio member, Board of Trustees 1975-1979. **Dr. V. R. Carangal**, Agronomist/Coordinator, Asian Rice Biotechnology Network (ARBN) 1974-1994. **Dr. Marcos R. Vega**, Deputy Director General 1972-1986, Acting Director General 1981-1982. **Arturo R. Tanco, Jr.** (Secretary, Department of Agriculture), Ex-officio member, Board of Trustees 1971-1984. **Dr. Florencio A. Medina**, Ex-officio member, Board of Trustees 1970-1977. **Dr. Salvador P. Lopez** (President, UP System), Ex-officio member, Board of Trustees 1969-1974. **Fernando E. Lopez**, Ex-officio member, Board of Trustees 1966-1970. **P. Banzon**, Manager, Security and Safety 1965-1992. **Dr. M. L. George**, Consultant, ARBN 1994-1997. **Juan Salcedo, Jr.**, Ex-officio member, Board of Trustees 1964-1969. **Jose Feliciano**, Ex-officio member, Board of Trustees 1964-1965. **Benjamin P. Gozun**, Ex-officio member, Board of Trustees 1963. **Genoveva C. Loresto**, Project Scientist, GRC 1962-2000. **Rodolfo C. Aquino**, Specialized in varietal improvement 1962-1997. **Z. Pizarro**, Manager, Legal Office 1962-1991. **Ruby U. Castro**, Valuable contributions to the knowledge of the basic chemistry of rice soils through research on chemical equilibria of wetland rice soils 1962-1966, developed the mass screening method for salt tolerance 1968-1997. **B. Juliano**, Chemist 1961-1993. **Cesar M. Fortich**, Ex-officio member, Board of Trustees 1961-62. **F. V. Ramos**, Farm Superintendent 1960-1985. **Paulino Garcia**, Ex-officio member, Board of Trustees 1960-1963. **Vicente G. Sinco**, Ex-officio member, Board of Trustees 1960-1962. **Juan de G. Rodriguez**, Ex-officio member, Board of Trustees 1960. **Dr. P. Escuro**, Plant Breeder/IRRI-Burma Project 1978-1985.

or DAPITSAKA, which was officially launched as a provincial project in Pototan on 21 June 2000.

The project aims to develop and implement a model system of technical content delivery in response to observed farmers' needs. The Iloilo provincial government, PhilRice, Department of Agriculture, DOST, Process Foundation, and locally based government and private institutions are implementing the project.

IRRI will continue to provide technical assistance regarding problems that require policy advocacy and/or institutional intervention, and in research problems with options for field validation and expansion.

In Quezon Province, the Infanta-based nongovernmental organization Infanta Integrated Community Development Assistance, Inc., (ICDAI) sought IRRI's technical assistance in June this year in improving seed health for sustainable pest and crop management in the area.

In Tuguegarao, Cagayan, scientists from the Social Sciences Division conducted a workshop on valuing and promoting indigenous rice varieties in Cagayan Valley on 4-5 June at the Agricultural Pilot Center, Cagayan Valley and Marine Research Outreach Station, Department of Agriculture Region II.

IRRI is a model corporate citizen in the community. Its nongovernmental projects in adjoining barangays in Los Baños have benefited several families and dependents in ongoing medical, educational, and information campaign projects (see IRRI Community Programs table on page 12).

On 22 November, the sixth in a series of medical clinics was held in barangay Puypuy in Bay, Laguna, where beneficiaries underwent blood sugar tests, electrocardiograms, and medical consultations.

The institute is supporting the printing of 10,000 copies of a leaflet on solid waste management for distribution to Los Baños residents. IRRI donated 10 computers to the San Antonio National High School in barangay San Antonio, also in Bay, and maintains an ongoing dialogue and consultation with the mayors of the two municipalities of Bay and Los Baños on the Neighborhood Emergency Services Team (NEST) training project.

The institute also supports the Los Baños Science Community (LBSC), a 21-member group under the umbrella of UPLB, whose main purpose is to accelerate rural development through the generation, verification, packaging, and dissemination of technologies and information to promote agriculture and natural resource development. ■

Scientific training is a key part of IRRI's work. IRRI has trained more people from the Philippines than from any other country

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## Cost-saving measures reduce Christmas activities in 2001

**T**his year's program of Christmas events at IRRI will be reduced somewhat from those of previous years to save scarce resources. Here are the main activities for this year's Christmas celebration.

The institute Christmas party and raffle, originally scheduled for 14 December, has been cancelled. Since IRRI staff have traditionally held smaller Christmas events within their organizational units (OU), the afternoon of 14 December will be reserved instead for these parties. Staff are free to hold these parties at the institute or elsewhere.

Since the annual Recognition Day has been cancelled, it is recommended that the Length of Service Awards be presented during the respective OU parties. Awardees will receive a plaque and a cash payment, as before, and their names will be featured in Sandiwa.

A special merienda for staff with 25-30-35-40 years of service will replace the lunch for long-serving staff.

The institute will still provide all NRS, scholars, and interns with an appropriate Christmas food basket. As a sign of appreciation, agency staff will receive a small gift.

All probationary, regular, and project NRS on board as of 1 October will receive a cash gift of ₱2,000. Finance will issue a separate memo regarding the date and method of payment.

As announced earlier, the institute will be closed from 24 December to 1 January, to allow all staff to enjoy the holiday season with friends and family. Work will resume on 2 January 2002.

Management regrets having to adopt these cost-saving measures but hopes, nonetheless, that all IRRI staff members will enjoy the holiday season to the fullest and that everyone will look forward to a happy and healthy new year. ■



## Lingkod Sayo's 24 years of "*lingkod sa iyo*"

by Boopy Yandoc



**L**ingkod Sayo, a 65-year-old grandfather, is extremely happy about his retirement this month. Who wouldn't be? After capturing on film almost every significant IRRI event and a who's who of visiting dignitaries, Mr. Sayo, photography supervisor

in Communication and Publications Services, is ready to retire with 24 years of wonderful memories. These include presidents, prime ministers, ambassadors, and of course IRRI scientists, plus exclusive photo opportunities with the small celebrities at IRRI—rice plants, insects, and nematodes.

"I'm thinking of getting into farming or setting up a construction supply outfit," Mr. Sayo says when asked about life after IRRI. "I'll never run out of things to do. I can spend more time with my family and my granddaughter."

Indeed, Mr. Sayo is eagerly looking forward to finally settling down after 42 years of working at IRRI and several other places. A graduate of the Mapua Institute of Technology in business administration and mechanical engineering, Mr. Sayo started his career in 1960, working first as a mechanical draftsman, then as an accounting clerk, and eventually as a photographer for five magazines: *Liwayway*, *Aliwan*, *Bannawag*, *Hiligaynon*, and *Song Cavalcade*. Then he worked as a graphic arts supervisor for the *Philippine Herald* until it closed down during the martial law years.

So how did he end up in photography, given his totally different academic background?

"I started taking pictures in 1956 when I was in college, enthusiastically taking photographs of the places I went to, and attending workshops here and there," he recalls. "Eventually I became adventurous—defying some rules of photography only to discover remarkable outcomes." Those outcomes garnered him numerous awards during his stints as a press photographer.

In September 1977, he joined IRRI as a senior photographer. Life at IRRI was a totally different experience for Mr. Sayo, who was used to working around movie stars, crime syndicates, gang wars, dope dens, and gambling dives during his press photographer days.

"I was always on the move, risking life and limb just to get good shots in those dangerous places," he reminisces. His first few months at IRRI were full of adventure of a different sort. "I kept falling into rice paddies during location shoots and was always on the verge of getting my camera wet!"

He also had to adapt to laboratory and greenhouse shooting conditions. "Special equipment was needed to shoot all those specimens, so I had to learn new skills, new techniques," he relates. "I had to be more patient than ever." But it wasn't long before he found his way through all these challenges. Soon he developed into a master of scientific photography and learned the intricacies of scanning, photomicrography, and photomacrography.

Those days spent working with IRRI scientists and researchers, especially with Gurdev Khush and the late Marcos Vega, are moments that Mr. Sayo fondly recalls.



"They were the kindest and most professional people I have worked with in my career," he states. "They always had a smile and a word of appreciation." These and other professional relationships are what he will truly miss, along with day-to-day operations in the photography section at CPS.

Can it be an accident that Lingkod Sayo's name sounds like the Filipino phrase *lingkod sa iyo*? The phrase means "at your service," which aptly describes Mr. Sayo's attitude during his quarter century of service to IRRI and all its staff members. ■

## Mayee Villamayor, "Child of God"

**M**aria Ymber Villamayor, a researcher in the Entomology and Plant Pathology Division (EPPD), could find no one else to perform her religious composition ala Regine Velasquez, so she sang it herself—and won second place in a song-writing competition sponsored by the CFC (Couples for Christ) Singles for Christ, Laguna.

Her composition, entitled "Child of God," won her ₱5,000 and a trophy. There were eight finalists in the contest held in October last year at the Cultural Center of Laguna in Sta. Cruz.

Mayee, as she is called, recalls: "I had no time to find and teach someone who could interpret it better. It's really a pop song, and my voice quality isn't really for pop singing but for chorale."

What influenced her to write the song?

"I wanted something that would appeal to everybody, especially to those who are still unsure of who they are or what their future will bring," Mayee replied. "I was also at a stage where I had unanswered questions about life, and I needed to make some big decisions."

This was Mayee's first attempt at composing, though she regularly puts music to the Psalms when she sings as a cantor at Mass.

Mayee joined IRRI in 1996 as a laboratory assistant after working as a savings account bookkeeper in the Rural Bank of Rosales in Pangasinan. She is currently pursuing her master of science degree in molecular biology and biotechnology at the University of the Philippines Los Baños, where she obtained her bachelor of science in biology.

How does she balance her time as a researcher?

"I spend the rest of my time with the people I love, my family, friends, and my community Couples for Christ and Singles for Christ by sharing with them my talents," she says. "I sing mainly religious songs although my interests are a little more varied. I like classical, pop, rock 'n' roll—and, most of all, Broadway! My favorite singers are Lea Salonga, Julie Andrews, and the Christian singers Sandi Patty, Point of Grace, and Steven Curtis Chapman."

Mayee serves in the CFC Singles for Christ, Los Baños, including singing in a choir. She plays on the EPPD volleyball team and likes to read science fiction, especially Star Trek. ■



### CHILD OF GOD

You were made in His likeness, yet you seek for your own face.  
You have your Father's eyes, yet you turn and look away.  
You were born in His image, yet you wonder who you are.  
You are your Father's own, a miracle by far.

#### Refrain I

I see Him in you. It's a truth you can't deny.  
So, why do you try so hard to hide the truth that burns inside?

#### Chorus

(That) You are a child of God, created to be  
A mirror (living) image of His majesty.  
You are a child of God, a prince in His eyes.  
And all you have to do is accept your Father's love, O child of God.

When will you stop running and retrace your steps to home?  
When will you admit that you can't survive this world alone?

#### Refrain II

He loves you. He longs to hold you in His arms.  
He'll carry you and keep you safe against all harm.  
Repeat chorus

#### Bridge

Why is it so hard to open up your heart?  
This life you're leading is tearing you apart.

#### Change Key

#### Chorus II

I am a child of God. Created to be a living image of His majesty.  
I am your child, O God, a gem in your eyes.  
All I have to do is accept your wondrous love, O my God.

## Rodolfo Toledo collects award for hybrid support team

**A**ssistant scientist Rodolfo Toledo (right) of the Plant Breeding, Genetics, and Biochemistry Division accepts the 2001 CGIAR Excellence in Science Award in the Outstanding Scientific Support Team category, on behalf of the institute's hybrid rice breeding team. The award was presented by CGIAR Chairman Ian Johnson on 30 October during the Annual General Meeting at the World Bank in Washington, D.C.

"It is our hope, in the hybrid rice scientific support team at IRRI, that the 2001 CGIAR Science Awards will spur further funding support from those countries that have aided us in our research during the past 41 years," Mr. Toledo said in his acceptance speech. He cited the Asian Development Bank for supporting rice research in recent years.

Mr. Toledo also paid tribute to team leader Sant Virmani for organizing and encouraging the team to give their best in exploring new areas in rice research for a



**Hybrid vigor:** Rodolfo Toledo presents his acceptance speech as CGIAR Chairman Ian Johnson looks on. Emil Javier, chairman of the Technical Advisory Committee, is seated at right.

better world. The members of the IRRI Hybrid Rice Breeding team are Carlos Casal, Reynaldo dela Cueva, Luisito Caracuel, Julito Talay, Alejandro Manio, Juan Alzona, Oscar Gonzales, and Leonida Nazarea. IRRI also won the award for the Outstanding Scientific Article with the paper "Genetic diversity and disease control in rice."

### New faces

**H**amid Miah is the new IRRI liaison scientist for activities in Bangladesh not included under the program Poverty Elimination Through Rice Research Assistance (PETTRA). Dr. Miah is the former director general of the Bangladesh Rice Research Institute (BRRI). Prior to BRRI, he served as acting director general of the Bangladesh Jute Research Institute and director for crops of the Bangladesh Agricultural Research Council. Dr. Miah obtained a doctorate degree in entomology from the Imperial College of Science and Technology, University of London. He is a Fellow of the Bangladesh Academy of Sciences and the current president of the Entomological Society of Bangladesh. Noel Magor continues to be the IRRI representative for Bangladesh and PETTRA project manager.



**Vina A. Colis** joined IRRI on 13 November as a program coordinator in the Entomology and Plant Pathology Division (EPPD). Her duties include synthesizing, integrating, and finalizing technical reports, planning, developing, and preparing financial projections of projects' needs, and developing and managing program databases critical to report generation and financial monitoring and

evaluation. Miss Colis is a former program officer of the Philippine Development Assistance Program, Inc. She also worked as senior project officer at the National Development Company last year and as project development manager at AgriSwiss Corporation in 1999. Miss Colis is currently pursuing her masters degree in business administration from the De La Salle University in Manila. She finished her bachelor of science in agriculture from the University of the Philippines Los Baños in 1986. ■



### Back to work

**T**he director general, **Ronald P. Cantrell**, returned to IRRI on 5 November after undergoing surgery in September in Houston, Texas, where doctors removed a benign tumor from his forehead. The director general for partnerships, William G. Padolina, acted as director general during Dr. Cantrell's absence. Dr. and Mrs. Cantrell extended their most sincere and heartfelt thanks to those who gave them great support during those difficult times. ■



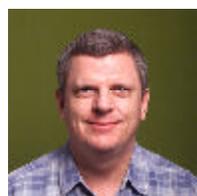
### Moving on

**A**fter 30 years of service to IRRI, **Kazuko Morooka**, librarian, resigned on 31 October. Mrs. Morooka joined the IRRI library office as an indexer in 1971. She became a library supervisor in 1988 and a librarian in 1995. She served IRRI by collecting, translating, and filing rice literature from Japan. A farewell party was held at a restaurant in Tsukuba, Japan, on 9 November. Thirteen IRRI alumni, including Yoshiko Yoshida and the artist Mitsuaki Tanabe, gathered in the party to thank Mrs. Morooka for her faithful service and to mark her launch into new challenges. Mrs. Morooka will continue working for IRRI for awhile on a part-time basis, to complete some current projects. Then she will begin work on a PhD in information processing. ■



### Awards

**Sant S. Virmani**, deputy division head of Plant Breeding, Genetics, and Biochemistry Division at IRRI, has been elected a Fellow of the American Association for the Advancement of Science (AAAS) for his "tremendous contributions to hybrid rice breeding, genetics, and seed production, which are significant steps toward global food security." Dr. Virmani will receive a certificate and a rosette during the AAAS Fellows Forum in Boston on 16 February. AAAS Executive Officer Richard S. Nicholson, who made the announcement in Washington, DC, on 3 October, said the AAAS Council elects members whose "efforts on behalf of the advancement of science or its applications are scientifically or socially distinguished." Dr. Virmani is also a Fellow of the National Academy of Agricultural Sciences, India (1995), American Society of Agronomy (1999), Crop Science Society of the Philippines (2001), and Crop Science Society of America (2001).



**Peter Fredenburg**, writer/editor in Visitors and Information Services, has been named regional winner, Asia, of the 2001 IUCN-Reuters Environmental Media Awards for his magazine article "The treasures of the Sierra Madre." The article, which ran last March in *Morning Calm*, the in-flight magazine of Korean Air, is about the establishment of the Northern Sierra Madre Natural Park in Isabela Province. Mr. Fredenburg and the other regional winners will receive trophies and certificates from Queen Noor of Jordan, patron of the World Conservation Union (IUCN), at an awards presentation in Berlin on 5 December. At the ceremony, one of the six regional winners will be named global winner.

The Mariano Marcos State University (MMSU)-IRRI Collaborative Research Project received two AFMA (Agriculture and Fisheries Modernization Act) Outstanding R&D Paper Awards from the Bureau of Agricultural Research (BAR), Philippine Department of Agriculture, on 2 October at the BAR office in Diliman, Quezon City. The project involved managing crop, soil, and water resources for enhanced productivity and sustainability in rainfed lowlands, carried out by the Rainfed Lowland Consortium in Batac, Philippines, during 1994-98. The award-winning papers were: "Rainfed lowland rice-based cropping systems of Ilocos Norte: show window for future diversified cropping systems," by **E.O. Agustin, R.K. Shrestha, M. Alam, B.P. Tripathi, D.S. Buccao, J.K. Ladha, M.P. Lucas, and S. Pandey**; and "On-farm trial on comparison of SPAD-based and farmer's nitrogen management in rainfed lowland rice," by E.O. Agustin, **M.C.P. Baga, M.P. Lucas, D.R. Culannay, A.C. Morales, and V. Balasubramanian**. Certificates of recognition and cash prizes worth ₱20,000 and ₱5,000 were given, respectively. Three of IRRI's scholars—R.K. Shrestha, M. Alam, and B.P. Tripathi, whose work was included in the outstanding paper award—received their PhDs on this research work done at MMSU under the supervision of J.K. Ladha.



**Gurdev Khush**, IRRI's principal plant breeder and former head of the Plant Breeding, Genetics, and Biochemistry Division, has been declared an Adopted Son of Los Baños. The resolution to adopt Dr. Khush was filed by Councilor Vicente Quintana, chairman of the Committee on Agriculture, and unanimously approved by the Sangguniang Bayan in its regular session on 12 October.



**Jamila Khandekar**, finance officer for IRRI Bangladesh, completed her Masters of Business Administration (MBA), awarded by The Trinity University in the U.S., as part of their new distance learning program. Ms. Khandekar was the only woman in a class of 25. Her husband, Nuruddin Mahmud, who is an assistant IT officer for UNICEF, also completed the class with her. This is a tremendous family achievement. Both work full time and have a six-year-old son, Aazan. Ms. Khandekar has been with the IRRI Office since 1986. ■



## AFSTRI International Culture Night

The Association of Fellows, Scholars, and Trainees of IRRI (AFSTRI) will hold its International Culture Night, Ricefest, in Chandler Hall Auditorium on Friday 25 January at 6pm. The event will showcase the various cultural backgrounds of the AFSTRI membership and feature a Filipina cultural troupe from the University of the Philippines and a lion dance performed by a Chinese cultural troupe from Manila. The new AFSTRI Excom 2002 will take their oath of office, and the IRRI director general will be on hand to award prizes and mementos. Tickets cost 25 pesos. For further information contact JianXiang Liu, AFSTRI secretary for cultural affairs (l.jianxiang@cgiar.org or ext 239 in PBGB) or Jauhar Ali, general secretary (j.ali@cgiar.org or ext 512/548 in PBGB). ■

## Supply and demand workshop

An international workshop at IRRI on 3-5 December will review developments in the rice sector at the country level for Asia. The workshop, "Medium- and long-term prospects of rice supply and demand in the 21st century," will update the results of a Japanese-sponsored study, among others, while incorporating recent developments brought about by the new trade regime and other related economic reforms. The Japanese study, "Projections and policy implications of medium- and long-term rice supply and demand," was undertaken to identify factors that influence changes in rice supply and demand in major rice-producing and -consuming countries of Asia. IRRI and the International Food Policy Research Institute coordinated and implemented the study in collaboration with various national agricultural research and extension systems partners. ■

## Food and feedback

Suggestion boxes have been placed in the two IRRI cafeterias, Riceland Cuisine and Sallimel's Canteen, to get feedback on the quality of their food and service. Customers are encouraged to offer their comments and/or suggestions, as they will help the Food Services Monitoring Committee evaluate the overall performance of our cafeterias. All comments and suggestions will be confidential. ■

## Community bulletin board

Use the Community Bulletin Board to publicize an event, make an announcement, send personal greetings, buy and sell. Please submit your notice no later than a week before the end of the month, to appear in the following month's *Sandiwa*. Email Sandiwa@irri.cgiar.org or call Johnny Goloyugo (x6824) or Peter Fredenburg (x401).

## Defensive driving

Transport Services and Safety and Security Services are offering a special half-day workshop for private drivers employed by IRRI staff. Drivers will have a chance to upgrade their professional skills and learn how to react in special driving situations. Most IRRI drivers have already benefited from a similar workshop. This activity will take place on 4 December from 2pm to 5pm, at IRRI. Drivers will not be required to provide a vehicle, and there is no charge for this special activity. For more information, please contact Glenn Enriquez, extension 6815. ■

## Drivers' license renewal

Employees with drivers' permits expiring between 20 December and 18 January are advised to renew them on 20 December. These are Modesto Amante, Randy Anocha Hautea, Gaudencio Indico, Cenon Lanao, Martin Andrew Mortimer, Emmanuel Panisales, Ariston Reyes, Jing Tan, and Danilo Vasquez. Employees with drivers' permits expiring between 18 January and 22 February are advised to renew them on 18 January. They are Pedro Aala, Dominador Alejandro, Ma. Soccoro Almazan, Jaime Angeles, Robert Reurd Bakker, Valentin Burgos, Maridelle Dizon, Nilo Driz, Patria Gonzales, Olivia Sylvia Inciong, Julian Lapitan, Joan Mary MacNeil, Artemio Madrid Jr., Emmanuel Mendoza, Silvino Merca, Roberto Paz, Alexander Ramos, Samjhana Shrestha, Candido Solivas, and Pablo Victoria. The required license renewal form is available through Microsoft Outlook. Please call Lito Cabral of Transport Services at extension 230 to check the availability of your permanent driver's license card. ■



## Captured in Silver and Paint

An exhibit featuring photographs by Jon Lee and paintings by Karen Klee-Atlin at the Sining Makiling Gallery One, D.L. Umali Hall, UPLB, opened on 23 November and runs until 5 January. Gallery hours are 8 am-12 noon and 1-5 pm, Monday through Friday.

