

Sandiwa

ONE HEART, ONE SPIRIT, ONE FAMILY
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IRRI opens another chapter

A new tradition was born as formal ceremonies marked the handover of the IRRI leadership from Dr. Bob Havener to Dr. Ron Cantrell on Monday, August 31. Members of the IRRI community who packed the Umali Hall were treated to songs, speeches, and dances.

The AFSTRI kids, wearing their national costumes, represented the multicultural nature of IRRI, and their presentation of rice seedlings and bowls of rice to the Cantrells symbolized IRRI's goals. The UPLB Filipiniana Dance Company shared a T'boli dance from Mindanao, and the UPLB Rondalla presented a musical number.

During the ceremony, Dr. Havener presented Dr. Cantrell with gifts that represented the tasks that face him (Dr. Cantrell). The gifts included a pencil sketch of rice planting in the Philippines; a golden rice bowl with five pieces of firewood that represent the sectors that support IRRI's work — farmers, the donor community, NGOs, the NARS, and the private sector; a Banaue rice god, symbol of good luck and abundant harvest; and, last but not least, the IRRI flag. As Ms. Paulette Coburn had pointed out earlier, IRRI is the flagship of the CGIAR system, and one of Dr. Cantrell's tasks will be to make sure that IRRI stays out in front.

In turn, the Haveners were called up on stage to receive their gifts from all the organizations within IRRI. Finally, they were presented with a wood carving of a carabao pulling a cart laden with rice sacks up a rocky slope, which expresses the Institute's gratitude for Dr. Havener's pulling it through this time of change.



Mar Movillon and Sylvia Inciong emceed the program. Their efforts, along with those of the many other people involved in making the occasion memorable, were

greatly appreciated by all who attended. To the Haveners, Mabuhay! farewell, and good luck. To the Cantrells, Mabuhay! and welcome to IRRI. ■

The breadwinner

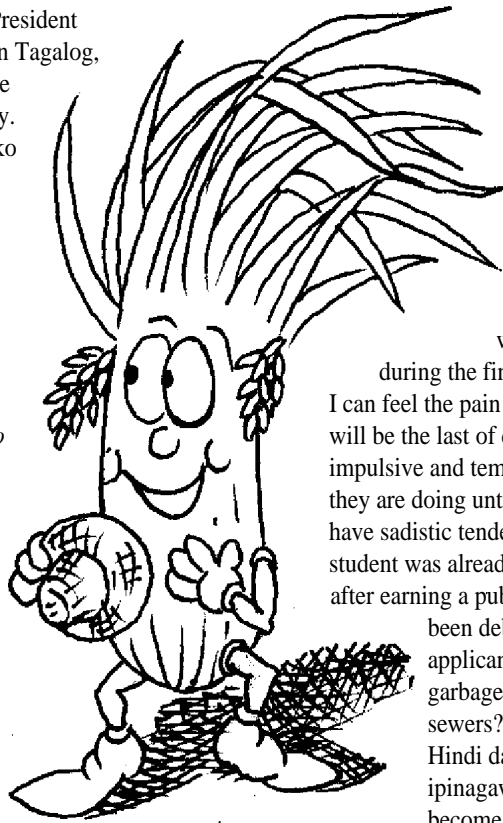
By Mila M. Ramos

I received some requests (not from President Erap) to have this column written in Tagalog, so, even if I find it more difficult to write (and type) in Tagalog, I am giving it a try. Hindi ko naman sinasabi na magaling ako sa English pero mas madali kasing sumulat sa wikang ito dahil maiigsi ang mga salita at sanay na tayong mag-type ng mga salitang English. Kaya mula ngayon, ang artikulong ito ay magiging halong Tagalog at English.

- *Sa wakas, nagsimula na ring magtatag ng isang samahan ang mga empleyado ng PSNR sector. Isang grupo na kumakatawan sa sektor na ito ang bumuo ng Constitution and By-Laws at sa paglabas ng issue na ito ay tapos na siguro ang final draft. Maganda ang napili nilang pangalan: Society of IRRRI Non-Research Professionals, o SINOP. Ayon sa Tagalog-English Dictionary ni Leo James English, ang ibig sabihin ng masinop ay "neat and orderly" o kaya ay "provident; careful in providing for the future." Nandoon din ang kahulugang "thrifty or prone to keep things rather than get rid of them." Kahit saang anggulo tingnan, e positibo ang dating. May the prospective members live up to the meaning of the term. Dapat lamang na magkaroon ng boses ang PSNR sector sa CIE dahil sila na lang walang samahan.*

- Tumataan na naman ang presyo ng mga bilihan. Noong July, grabe ang itinaas ng presyo ng mga gulay. Mabuti na lang at medyo bumababa na ang halaga ng mga ito ngayong Agosto. Ang problema naman ngayon ay ang asukal. Sobra ang itinaas ng presyo nito. Kung sabagay good news ito para sa mga diabetic; pero paano naman iyong malulusog na consumers ng asukal? Paano na kaya mapagkakasya ang maliit na kita ng pobrang breadwinner? Malaking tulong ang libreng bigas, pero ang rasyon ngayong Agosto ay napakatigas. Hindi ko lang alam kung lahat ay ganito. Mabubulunan ka kapag walang sabaw ang ulam. Mas mainam sana kung bukod sa bigas ay bibigyan at gatas buwan-buwan. Ang mga ito ay napakahalaga sa lahat ng tahanan. Ang ganitong benepisyo ay hindi taxable na tulad ng monetary benefits. Puwede kaya itong mangyari?

- *Nasa LBDH kami nong isang Sabado at napansin namin ang biglang pagdagsa ng mga out-patients at balita namin ay punung-puno daw ang hospital. Talagang oras ang bibilangin bago makapasok ang pasyente sa klinika ng doktor. Usung-uso ngayon ang mga sakit dahil sa kakaibang klima at dumi ng kapaligiran. Noong araw hindi nagkaroon ng maraming kaso ng dengue fever. Pero ngayon, parang isa na ito sa mga pangkaraniwang dumadapo sa mga bata at sa mga hindi na bata. Bukod sa sipon, ubo, at trangkaso, ang isa pang kinatatakutan ay ang typhoid fever. Dapat lubos ang ating*



pag-iingat para makaiwas sa mga sakit na ito. Uminom tayo ng maraming tubig (iyong tiyak na malinis) huwag softdrinks, at ang tamang pagkain ay dapat din nating bigyan ng pangunahing pansin. Sa aking palagay mas mainam na maubos ang pera natin sa pagkain kesa sa gamot. Hindi porke may insurance tayo ay dapat na tayong magpabaya. Let's not forget the adage: "An ounce of prevention is worth more than a pound of cure."

- My heart bleeds for the young UP student who died because of physical injuries sustained during the final fraternity initiation rites. Being a mother myself, I can feel the pain that his mother is enduring at present. I hope this will be the last of deaths due to frat hazings. The youth of today are impulsive and temperamental; they don't realize the gravity of what they are doing until the damage has been done. Some masters, who have sadistic tendencies, do not feel guilty at all. And to think that the student was already in his third year and was hoping to be a lawyer after earning a public administration degree. What a waste! I have been debating with my children over the best way to initiate applicants to an org or a frat. Why not make them collect garbage or trim grasses or clean dirty streets or declog sewers? Any of these will benefit the whole community. Hindi daw nagkakaroon ng loyalty sa frat kapag ganito ang ipinagawa. Flogging and humiliating neophytes have become a vicious cycle. One who was subjected to severe beating during initiation couldn't wait till he can inflict the same degree of pain and sometimes even more once he becomes a master. I hope these frat leaders will be less barbaric and more civilized.

- *I have another quotation here which I would like to share with fellow breadwinners. I can't identify the source, but it came from one of the bookmarks distributed many years ago by a local telecommunication company: "Perhaps the truest measure of a man lies not in what he achieves for himself. . . but in the nobleness of what he does for others."* ■

What I Like Best

*Of all my dreams
I like best tonight's;
Of all my days
I like best tomorrow;
Of all my work
I like best the next.*

*From Poetry: Life, Nature, and Science
by F.A. Bernardo*

ISLB welcomes new staff

As International School Los Baños (ISLB) looks forward to an exciting school year starting this August, it welcomes its new teachers and school administrator.

Breta and John Lee just moved from Doha, Qatar, where they both taught in an American international school. Both are from farming families of Wisconsin, USA.

Breta attended the University of Wisconsin La Crosse, where she completed her Bachelor of Science in Elementary Middle Level Education with minor in special education. In Qatar, she taught fifth grade, a poetry class, and piano. She is excited about working with second and third graders this school year at ISLB. In her spare time, she runs, reads, travels, spends time with friends, writes poetry, and plays the piano. She would like to pursue scuba diving while here in the Philippines.

Jon Lee has an elementary/middle level degree in education with minor in photography and special education. He loves working with children and has always wanted to be a role model to them. Jon will teach the fourth, fifth and six graders. He enjoys sports-related activities, including fishing, biking, hiking, swimming, and walking.

Sarita Mercado, Early Childhood Learning Center (ECLCO and grade one teacher, comes from Los Baños. She has been working with young children since she graduated from the University of the Philippines Los Baños (UPLB) with a bachelor's degree in human ecology, major in social technology. While a college instructor at UPLB, she worked for her master's degree in family life and child development at UP Diliman. Before she joined ISLB, she taught kindergarten at a



Debbie

private school in Los Baños. Sarita is very much interested in developmental work focusing on community-based early childhood education. Sarita enjoys gardening, swimming, and cross-stitching and looks forward to spending weekends with daughter Sarah Joy and husband Joel who is based in Davao City.

Debbie Cook is one of the "pioneers" of ISL, having taught ECLC and Grade One since ISLB opened three years ago. Debbie is now the school's full-time administrator. Born in England and raised in Canada, Debbie considers the Philippines her home. She earned her master's degree in early childhood education at McGill University in Montreal, and holds teaching certifications in early childhood and elementary special education. Debbie, her partner Hei Leung (an I), and their two sons Kailan and Jenning enjoy living in the international community IRRI provides. Her professional interests



Sarita



Jon and Breta Lee

include developing an early childhood curriculum within a multicultural framework and networking with colleagues in early childhood. When not working, Debbie enjoys, biking, snorkeling, reading, learning about ethnic cuisine, or just enjoying the company of her family. ■

Sandiwa and IRRI Bulletin Board provide complete information package

Sandiwa and the *IRRI Bulletin board* on the Intranet, together, are now filling an information void that existed with the demise of *IRRI Week* in February 1997. *Sandiwa* provides monthly news, features, literary works, commentaries, etc. The Bulletin Board contains the latest Staff Travel Schedules, Delegation of Authority, Internal Position Announcements, Visitors at IRRI, and other timely information.

Set the default opening page on your Explorer or Netscape browser to <<http://irriwww/>> so that every time you activate the browser, it will automatically open to the Intranet with a quick link to the Bulletin Board. In an attempt to start decongesting the CSLine information service, staff are urged to start sending items for placement on the Bulletin Board via email. MS Exchange users with access to the Global Address List should use the "IRRI Bulletin" address; Pop Mail users should use <Bulletin@irri.cgiar.org>.

Sandiwa back issues are being archived on both the Intranet and the external IRRI home page <<http://www.cgiar.org/irri/Sandiwa.htm>>. IRRI alumni can now access *Sandiwa* from anywhere in the world at this Internet address by downloading PDF files using Acrobat Reader software. IRRI staff in Los Baños and alumni worldwide are invited to send comments and contributions to the *Sandiwa* editors at <Sandiwa@irri.cgiar.org>. MS Exchange users can find use IRRI *Sandiwa* on the Global Address List. ■

And they did . . .

(Dedicated to parents whose children will grow up, are growing up, or have grown up)

One of these days you'll shout, "Why don't you kids grow up and act your age?" And they will. Or you'll say, "Kids, get outside and find yourselves something to do, and don't slam the door!" And they won't.

You'll streighten the boy's bedroom neat and tidy — bumpy stickers discarded, spread tucked and smooth, toys displayed on the shelves, hangers in the closet with clothes attached, animals caged — and you'll say out loud, "Now I want it to stay just like this!" And it will.

You'll prepare a perfect dinner with a salad that hasn't been picked to death and cake with no finger traces in the icing, and you'll say, "Now there's a meal fit for company!" And you will eat alone.

You'll say, "I want complete privacy while I'm on the phone. No dancing around. No pantomimes. No demolition crews. Silence. Do you hear me?" And you will have it.

No more plastic placemats stained with spaghetti. No more spreads to protect sofas from damp bottoms and dusty shoes. No more gates to stumble over in the doorways of the baby's room. No more Hot Wheels or Barbie Dolls under the couch. No more playpens to arrange a room around.

No more anxious nights under vaporizer tents. No more cracker crumbs on sheets. No more wall-to-wall water in the bathroom. No more iron-on patches. No wet, knotted shoelaces, pants with knees out, or rubber bands for pony tails.

Imagine a lipstick with a point on it, not having to get a baby-sitter for New Year's Eve, family washing only once a week, seeing a steak that isn't ground, marketing with only groceries in the basket. No more PTA meetings. No more car pools, no more blaring radios or Sesame Street three times a day. No more wahsing hair at 9 o'clock at night. And no more wondering, "Where is the family car!" Imagine having your own roll of Scotch tape.

Think about it. No more Christmas presents made out of construction paper and will-hold glue. No more sloppy oatmeal kisses. No more tooth fairy. No more giggles in the dark. No knees to heal. No responsibility! Only a voice crying, "Why don't you grow up!" And the silence echoing, "I did!"

Anonymous

Pa-andam

ni Rhulyx

Hayaan mong mabatid, nanasang pantas
yaring batingaw ng lahing nag-aalab,
mga hinaing sinisigaw ng hamak
sa pamunuang lilo ang namumugad. . . .

Yari sa dibdib ng Perlas ng Silangan
sa bayan ng Bukal, ating dinayuhan
karatig nitong estadong pamantasan
ay nahirang ang PULONG ng maaalam.

Pananaliksik sa kanya ay ang turing
ng sansinukubang banyaga ang giliw,
higit sa larangan ng Pag-saka mandin
nitong gintong uhay ng sanlaksang butil.

Yaong tanging pangkat na tinangis-tangis
ay pawang sagana ang inihahasik
kaya sa sinumang palarang maka-anib
tuwang pangalawa kung hindi man langit.

Nguni't ang labis nitong kinataha
ay dagling napaparam ang tuwa't sigla
lalo't apuhapin ang ngayong sistema
nga dalubhasa't ang salamangka.

Ano't nasasaloob ng PULONG sawi
salimuot, siyang nangyayaring hari,
kagalinga't dunong ay nalulugami
daig ng tikal at matabil na labi

Kung sa mapanglaw na gubat gumagala
hiyena't tigreng ganid na sumisila,
dito ay mayroon ding nangagkawala
pawang mga syerpe't basiliko'y madla,

Palibhasa'y hindi mo lubusang maarok
ang tunay na mukha ng kinalulugod
sa pakipanayam ay ingat kang lubos
at baka matuhog ng pana sa busog.

Huwag malilingat at pag-ingatan mo
ang higanteng handa ng mapagkanulo
pailag-ilagan at parang palaso
sukat na ang titig ng mata'y sa iyo,

At kung ang isalubong sa 'yong pagdating
ay masayang mukha't may pakitang giliw
pakaingata't baka kaaway na lihim
siyang isaisip na kakabakahin.

Bagaman ay huwag kang magpahalata
na batid mo ang lalim ng kanyang nasa
ang sasandatahi'y lihim na ihanda
nang may ipagtanggol sa araw ng digma

Hanggang dito na lang, sinisintang irog
at kulang ang titik sa isip nanasok
ang kapunaha'y kusang pinaaanod
sa dagat ng apoy ng mga pagsubok . . .

Tunay na kaibigan. . .

kailan?

hanggang saan?

ni Ezra

Isang kuwento ng pagkakaibigan . . . buong
buhay o bahagya lamang, para matawag na
tunay na kaibigan.

Mayroong tatlong magkakaibigan, ang
baboy, ang manok, at ang magsasaka. Nag-
uusap ang baboy at ang manok.

"Kaibigan baboy, kaibigan baboy,"
ang sabi ng manok. "Bukas ay kaarawan ng
ating kaibigan magsasaka. Ano ang ating
gagawin para naman mabigyan natin siya ng
kaunting kasiyahan?"

"Oo nga," ang sabi ng baboy. Sabay na
nag-isip ang dalawa. Medyo matagal.

"Alam ko na! Bigyan natin ng isang
masaganang almusal ang ating kaibigan
magsasaka," ang sabi ng manok.

Approved din naman sa baboy.

"Ako ang magbibigay ng estrelladong
itlog at ikaw, baboy, ang magbibigay ng
hamon."

Medyo natigilan ang baboy ... nag-isip.
At kapagdaka'y nagsalita.

"Tekang muna, teka muna, parang may
kaunting lamangan," ang sabi ng baboy.

"Ako ang magbibigay ng hamon at ikaw
naman ay itlog. Hindi ba may kaunting
lamangan?"

Tingnan natin.

Kapag ang manok ay nakapagbigay ng
estrelladong itlog, ang manok ay manok pa
rin, puwede pang mangitlog. *Bahagya
lamang ng buhay ng manok* ang kanyang
ibibigay, makapagbigay lamang ng kaunting
kasiyahan sa kanyang kaibigan magsasaka.

Subali't ang baboy, kailangang katayin
muna ang baboy para makapagbigay lamang
ng hamon. *Buong buhay ang ibibigay ng
baboy* na makapagbigay lamang ng kaunting
kasiyahan sa kanyang kaibigan magsasaka.

Dito muna natin tatapusin ang maikling
kuwento.

Ikaw kaibigan, sa baboy, sa manok?

Itataya mo ba ang iyong buhay,
matawag ka lamang na tunay na kaibigan?

Kung iibahin natin ang ating usapan,
halimbawa para sa ating bayan, "Tunay ka
bang kaibigan? Kailan? Hanggang saan?"

Buong buhay o bahagya lamang. Nasa
iyo ang tunay na kasagutan. Hindi ba,
KAIBIGAN?

Kay Ninoy

Bantayog ng lahi
Tawag sa iyo'y bayani

Pinag-alab ng ibig, ng rubdob na makalaya
Nang makita ang bayan, nang marinig ang pagdusta
Sinugpang ang apoy, pinatid ang tanikala
Nilabanan ang dragon, mga buwaya ay hinamon
Mga kasama ay inantig, pinitik ang salimuom
Di kawasa'y gumibik, digmaa'y isinulong!

Nguni' iyang digmaa'y matahimik ang layon
Maliwanag ang naisin, matiwasay ang solusyon
Nguni' mga damokles, isinagot ay bayolasyon
Dakip dito at doon, ang bintang ay subersyon
Murder ay popular, massacre ang dibersyon
Diktadurya'y naghari, isa lang ang pinangino'n
At ikaw na naghayag ng pagtutol, pagsagka
Pang-aapi sa masa, umayaw ka sa sistema
Inihain ang buhay, damdami'y pinag-alsa
Patriotismo, nasyonalismo, ang turo sa bawa't isa
Mga adhikaing pag-ibig na lumaya
Umasa ka, pakikibaka, laban mo ay tuloy pa!

Bantayog ng lahi
Tunay kang sa ami'y-bayani!

Pilo/SWSD

Funny notices around the world!

(ow where CPS editors can apply for a job)

In a Tokyo Hotel:
Is forbidden to steal hotel towels please. If you are not a person to do such thing is please not to read notis.

In a Bucharest hotel lobby:
The lift is being fixed for the next day. During that time we regret that you will be unbearable.

In a Leipzig elevator:
Do not enter the lift backwards, and only when lit up.

In a Belgrade hotel elevator:
To move the cabin, push button for wishing floor. If the cabin should enter more persons, each one should press a number of wishing floor. Driving is then going alphabetically by national order.

In a Paris hotel elevator:
Please leave your values at the front desk.

In a hotel in Athens:
Visitors are expected to complain at the office between the hours of 9 and 11 a.m. daily.

In a Yugoslavian hotel:
The flattening of underwear with pleasure is the job of the chambermaid.

In a Japanese hotel:
You are invited to take advantage of the chambermaid.

In the lobby of a Moscow hotel across from a Russian Orthodox monastery: You are welcome to visit the cemetery where famous Russian and Soviet composers, artists, and writers are buried daily except Thursday.

In an Austrian hotel catering to skiers:
Not to perambulate the corridors in the hours of repose in the boots of ascension.

On the menu of a Swiss restaurant:
Our sines leave you nothing to hope for.

On the menu of a Polish hotel:
Salad a firm's own make; limpid red beet soup with cheesy dumplings in the form of a finger; roasted duck let loose; beef rashers beaten up in the country people's fashion.

Outside a Hong Kong tailor shop:
Ladies may have a fit upstairs.

In a Bangkok dry cleaner's:
Drop your trousers here for best results.

Outside a Paris dress shop:
Dresses for street walking.

In a Rhodes tailor shop:
Order your summers suit. Because is big rush we will execute customers in strict rotation.

A sign posted in Germany's black forest:
It is strictly forbidden on our black forest camping site that people of different sex, for instance, men and women, live together in one tent unless they are married with each other for that purpose.

In a Zurich hotel:
Because of the impropriety of entertaining guests of the opposite sex in the bedroom, it is suggested that the lobby be used for this purpose.

In an advertisement by a Hong Kong dentist:
Teeth extracted by the latest Methodists.

In a Rome laundry:
Ladies, leave your clothes here and spend the afternoon having a good time.

In a Czechoslovakian tourist agency:
Take one of our horse-driven city tours - we guarantee no miscarriages.

Advertisement for donkey rides in Thailand:
Would you like to ride on your own ass?

In a Swiss mountain inn:
Special today — no ice cream.

In a Budapest zoo:
Please do not feed the animals. If you have any suitable food, give it to the guard on duty.

In a Tokyo bar:
Special cocktails for the ladies with nuts.

In a Copenhagen airline ticket office:
We take your bags and send them in all directions.

Contributed by Rhoda Lantin/SWSD

Isang liham ng isang dating kasamahan

Ang Kahapon at Ngayon

Nang mabasa ko ang mga nilalaman ng **Sandiwà**, (na ang ibig sabihin sa bikang English ay one heart, one spirit, one family), muling bumalik sa aking isip ang 27 taong pagkakaanib ko sa IRRi bilang isang manggagawa.



Hindi lang muling nabuksan ang aking kamalayan, kundi natuwa rin ako at nasabi ko sa aking sarili na sana naman sa tulong ng mapagpalang Diyos, ay magkaroon pa ng magandang kinabukasan ang lahat ng manggagawa sa kandungan ng IRRi.

Nasabi ko po ang bagay na ito dahil gusto ko pong ibahagi sa lahat ng pamunuan ng **Sandiwà**, at sa lahat ng manggagawa sa IRRi ang aking nakaraan.

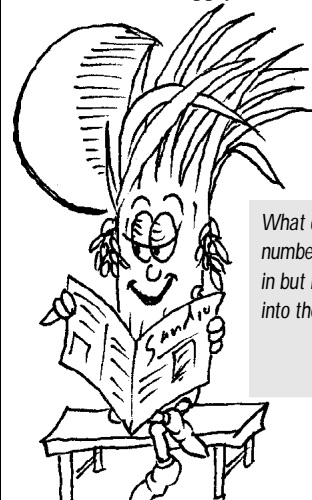
Noon pong panahon namin ay nagtayo kami ng isang unyon at ako ay isa sa mga nahalal. Hindi rin po kami halos pinakinggan ng pangasiwaan, dahil sa ang IRRi ay isang non-profit institution.

Kaya ang masasabi ko sa lahat ng pamunuan ng **Sandiwà**, ay ito:

Ipagpatuloy ninyo at pag-ibayuhin ang mga magagandang panukala para sa ikapagtatagumpay ninyong lahat sa IRRi.

Umasa kayo na mabibigyan kayong lahat ng makatarungang hatol ng pangasiwaan ng IRRi, at higit sa lahat ay ibayong biyaya ang ipagkakaloob sa inyo ng makapangyarihang poong Maykapal.

Semy Escalona
Former IRRi employee
General Supply Room/Shipping Office



What counts is not the number of hours you put in but how much you put into the hours.

Pilo/SWSD

Bakas ng Kalayaan photo contest winners

In line with the year-long commemoration of the 100th year of the Philippine Independence, the CIE Centennial Committee launched a Photo Contest aptly called "Bakas ng Kalayaan", which aims at reliving IRRI's glorious celebration of the event. The contest was held on 11 June 1998.

The Board of Judges, composed of Alberto Borrero of CPS and two representatives of Kodak Philippines Ltd, Manila, had a hard time selecting the winners from the many impressive entries. The following criteria were used:

Interpretation of the Theme	-	40%
Composition of Elements	-	25%
Impact	-	25%
Quality	-	10%

The judges gave quality the least weight, noting that the entries were taken by amateur photographers using automatic cameras. More weight was given to Interpretation of the Theme because the photographers tried to capture the moment with the intensity of unperturbed patriotism.

Kodak Philippines Ltd. and Leo's Photo Dealer gave away one unit of KB20 Camera, one unit of KB 10 Camera, 11 x 14" Photo Frame, and three Photo Albums to the winners.

The winners were 1st Prize, Nelson Tagle, Transport Office, "*Sa Likod ng Maitim na Ulap*;" 2nd Prize, Pannie Garcia, EPPD, "*Pananahi ng Bandila*;" 3rd Prize, Susan Telosa, APPA, "*Watawat, Simbolo ng Kagitingan*;" Consolation Prizes, Marianne Burac, SWS, "*Pilipina Sa Pilapil*," Andy Mendoza, Security Office, "*Ninoy Aquino*," Lou Herrero, SWS, "*Taas Noo Pilipino*." ■



From left to right : Eves Reyes, CIE photo contest coordinator; Susan Telosa (APPA), third prize winner; Pannie Garcia (EPPD), second prize winner; Bert Barrion, CIE Chair; and Nelson Tagle (Transport Office), first prize winner.

First Prize,
Nelson Tagle, Transport
Office

*Sa kabila ng maitim na
ulap ...
may liwanang at buhay na
makulay !!!*

*Mabuhay ang ika-100
taong Kalayaan ng Pilipinas
!!!*

Second Prize,
Pannie Garcia, EPPD

*Pilipinas kong minamahal
Kalayaan mo'y
pinaghandaan
Sagisag na bandila
Matiyagang ginagawa
Upang malayang
iwagayway
Sa pagdating ng iyong
paglaya*

Third Prize,
Susan Telosa, APPA

*Watawat : simbolo ng
kagitingan ng bawat
mamayang Pilipino*

*Ria: Mabuhay and
Pilipinas! Mabuhay ang
Pilipino! Mabuhay ang!!
Benjie: Ate Ria, ako ang
sisigaw niyan !!
Ria: Ah, ganoon ba? Ang
bagal mo kasi eh!!!*

Consolation Prize:
Andy Mendoza,
Security Office

*Bakiiit? Bakiiit ako pa????
Kung di lang malaki ang
bayad sa akin ...*

Sa likod ng maitim na ulap



Pananahi ng Bandila



Watawat: Simbolo ng Kagitingan



Reenactment of Ninoy Aquino's death during IRRI's Centennial Celebration



Gordon MacNeil started work as IRRI Director for Finance on July 31. He came from the CGIAR secretariat in Washington, where he was Senior Finance Officer, dealing with system-wide financial policies and liaising with donor representatives and senior Center management. He also traveled widely among the Centers in both a monitoring and an advisory capacity.

This is Gordon's first time to live in Asia, but not his first time to work in a CGIAR center. He spent four years at WARDA in Bouake, Cote d'Ivoire. His overseas experience also includes four years in Dakar, Senegal, during a 10-year stint with IDRC, and three years in the West Indies working for Canadian University Service Overseas, an organization similar to the Peace Corps.

"It was perfect timing when the job at IRRI came up," Gordon says. "I was ready to leave the Secretariat, and had always intended to go back to one of the Centers. I was lucky that IRRI, my first choice, had the right job at the right time."

30 minutes with



Gordon MacNeil

Gordon's familiarity with IRRI and the CG system as a whole has made settling into his new job straightforward. He sees the largely new management team as a positive experience for IRRI, although continuity and corporate memory can be helpful.

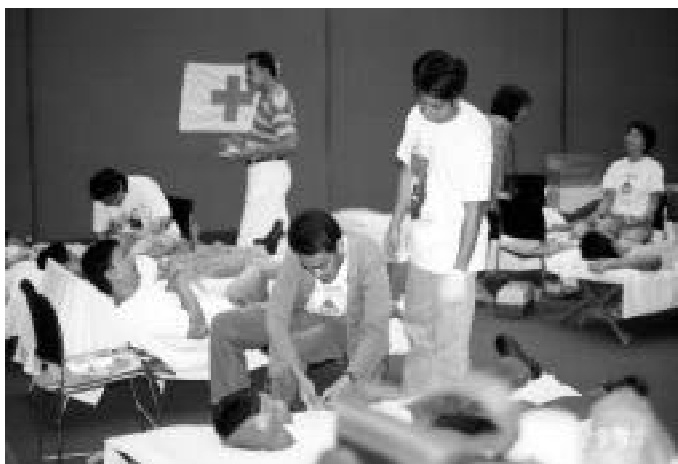
"New management always wants to make changes," Gordon points out. "But we must remember that IRRI has been going for over 35 years, so there is no need to rush."

Although alone at the moment, Gordon will not be joining the growing ranks of IRS part-time bachelors. Joan, his wife, will be moving to Los Baños in the first half of 1999, when work and other commitments permit. In the meantime, he has already been introduced to the delights of the Canlubang golf course. He also plays tennis when the weather and work allow. His other hobby, making golf clubs, will have to wait until his shipment arrives with the necessary materials and equipment. Golfers who fancy owning a set of custom-built clubs, take note! ■

IRRI conducts blood-letting activity

The IRRI Safety Office held a successful blood-letting activity dubbed "*Dugo Ko, Daloy ng Buhay Mo,*": at Umali Hall on 30 Jul. Blood extraction, screening, and processing were facilitated by the Philippine National Red Cross Blood Program Services (Laguna Chapter). Eighty-nine blood donors consisting mainly of regular and contractual IRRI employees and three IRS came in. A total of 35,450 cc of blood was accumulated. Each donor was given a card, which gives him/her priority in case of blood needs. ■

Members of the IRRI community sharing a most precious gift. . .



Ikaw at ang SSS

Simula sa isyung ito, ang HRD ay maglalathala ng mga mahahalagang patubay at impormasyon tungkol sa Social Security System (SSS). Ang mga patubay at impormasyong ito ya maaaring batid na ang nakararami nguni't minrapat na rin naming pag-ukulan ng panibagong pansin.

Ang bawala't empleyado ng IRRI ay sakop ng SSS simula pa sa unang araw ng kanilang pagtatrabaho, matapos na sila ay makapagsumite ng *SSS Form E-1 (Personal Data Record)* at maireport ito ng IRRI sa SSS.

Ang pagkakaroon ba ng SS number ay nangangahulugang ang isang tao ay miyembro na ng SSS at may karapatan sa mga benepisyo nito?

Hindi. Ang pagkakaroon ng SS number ay hindi nangangahulugang ang isang tao ay miyembro na ng SSS. Upang maging rehistradong miyembro na ng SSS. Upang maging rehistradong miyembro ng SSS, kinakailangang si ay may naihulog na kahit na isang buwang kontribusyon.

Ano ang epekto ng hindi pagbibigay-alam at hindi pagre-remit ng kontribusyon?

Para sa empleyado, siya ay may karapatan pa rin sa mga benepisyo kahit na ang kanyang employer ay hindi naghulog o tumangging maghulog ng kanyang kontribusyon sa SSS.

Ang employer na hindi nagbigay-alam ng kanyang pansamantala o probisyonal na empleyado ay lumalabag sa batas ng SSS. Siya ay may pananagutan sa kanyang mga empleyado at kailangang 1) bayaran niya ang mga benepisyo para sa mga empleyado; 2) bayaran niya ang lahat ng hindi nabayaranang kontribusyon pati na ang multang tatlong porsiyento bawala't buwan. Maaari rin siyang mapatawan ng kasong kriminal na maaaring maparusahan sa pamamagitan ng pagmumulta o pagkakakulong.

Maaari bang tanggalin ang sarili bilang miyembro ng SSS?

Hindi. Kung ang isang tao ay nagparehistro sa SSS bilang miyembro, siya ay miyembro na ng SSS habambuhay. Sa mga pagkakataon na hindi niya mabayaran ang kanyang kontribusyon bilang miyembro, maaari pa rin niyang makuha ang mga benepisyo at pantang sa SSS kung siya ay kuwalipikado sa mga ito.

Paano mapapalitan o mababago ng miyembro ang nilalaman ng kanyang membership record sa SSS?

Ang anumang pagbabago sa *member's record* ay kailangang ipaalam agad sa pinakamalapit na sangay ng SSS sa pamamagitan ng pagsumite ng pinunuang *SSS Form E04 (Member's Data Amendment Form)*. Isumite rin ang mga kopya ng sumusunod: sertipiko ng kasal para sa pagpapalit ng status; sertipiko ng kapanganakan o binyag ng mga anak para sa pagpapalit o pagdadagdag ng mga dependents; sertipiko ng kapanganakan o binyag ng mga anak para sa pagwawasto ng araw ng kapanganakan o pangalan.

Kung wala ang sertipiko ng kapanganakan o binyag, isumite ang *certificate of loss o non-availability* mula sa *local civil registrar* kung saan ang miyembro ay bininyagan. Isama rin ang alinman sa mga sumusunod na sekondaryong dokumento: *record of employment, GSIS member's record*, sertipiko mula sa *National Archives, Alien Certificate of Registraton*, sertipiko ng kapanganakan o binyag ng mga anak, sertipiko ng kasal, *school records*, pasaporte, o *joint affidavit* ng dalawang *interested parties* na magpapatunay sa tamang pangalan at araw ng kapanganakan ng miyembro.

Ang orihinal o *certified true copies* ng mga dokumento ay kailangang ipakita para sa pagpapatunay ng mga ito.

Sino ang mga itinuturing na legal na dependent ng isang miyembro?

Ang legal na dependents ng isang miyembrong may asawa ay ang kanyang legal na asawa at mga anak na lehitimo, pinalehitimo, o legal na ampon na umaasa sa kanyang suporta. Ito ang mga pangunahing benepisyaryo ng isang miyembro.

Kung ang miyembro ay walang asawa, ang kanyang mga benepisyo ay mapupunta sa mga pangalawang benepisyaryo. Ang mga ito ay ang kanyang mga magulang na may gulang na 60 o higit pa, at ang kanyang mga ilehitimong anak na umaasa sa kanya ng suporta.

Kung walang pangunahin at pangalawang benepisyaryo ang miyembro, ang sinumang nakatala sa kanyang *SSS Form E-1* ang kanyang ligal na benepisyaryo.

Kung maiwala ng miyembro ang kanyang SSS ID o kaya ay hindi niya matandaan ang kanyang SS number, kailangan ba niyang kumuha ng panibagong SS number?

Hindi. Ang SS number na ibinigay sa kanya ay ang numero niya habambuhay at kailangang gamitin sa lahat ng transaksyon sa SSS. Hindi siya dapat kumuha ng ibang numero kahit kailan. Kung gusto niyang kumuha ng panibagong *SSS ID card* at hindi niya matandaan ang kanyang *SS number*, maaari siyang sumangguni sa pinakamalapit na sangay ng SSS.

Ano ang mga tungkulin at responsibilidad ng isang SSS employee-member?

Ang miyembro ng SSS ay kinakailangang 1) kumuha ng *SS number*; 2) siguruhing siya ay inireport sa SSS ng kanyang employer; 3) magbayad ng bahagi ng kanyang buwanang kontribusyon at siguruhing ang mga kontribusyong ito ay inihuhulog sa SSS ng kanyang employer; 4) siguruhin na ang *SSS Form R-3 (Quarterly Collection List)*, kung saanat ang kanyang pangalan, ay isinusumite sa SSS ng kanyang employer bawala't quarter; 5) magbayad ng buwanang hulog para sa utang (kung mayroon) sa pamamagitan ng pagbabawas nito sa kanyang sahod at siguruhin na ang mga bayad na ito ay inihuhulog sa SSS ng kanyang employer; 6) iayos ang mga *personal records* sa SSS sa pamamagitan ng pagsusumite ng pinunuang *SSS Form E-4 (Member's Data Amendment Form)* at mga dokumentong sumusuporta dito tulad ng sertipiko ng kasal at iba pa upang maiwasan ang pagkaantala ng pagbibigay ng benepisyo; at 7) alamin ang mga pagbabago sa patakaran ng SSS at sa mga benepisyo nito.

(Susunod: Ang Mga Benepisyo) ■

Sandiwa

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