

# Sandiwa

ONE HEART, ONE SPIRIT, ONE FAMILY  
published by the International Rice Research Institute • July 1998

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## Sena, the man...

**D**r. Sena, or DS, or Sena, as he was fondly called by his colleagues, was kind, approachable, simple, soft-spoken, understanding, shy, but fond of cracking jokes. Dr. Sena was so industrious and worked Mondays to Sundays in the office and at home. He would go home early when the Sri Lankan cricket team or the Philippines Gordon basketball team had a match (he was an avid fan of Jaworski). We sometimes associated him with Fernando Poe, Jr., the actor, because he would stand like Poe, with his hands in his pocket.

*Nelie M. de los Reyes*  
Secretary to Dr. Senadhira

DS was a dedicated scientist. He was supportive, open-minded, fair, and encouraging to his staff. He always took time to listen and be with us. He really motivated us to work as a team.

*Rhulyx D. Mendoza*  
PBGB

DS was a boss, a friend, an adviser, a colleague. My heart bleeds because it is now evening,  
Tomorrow I will not see you  
Even while the earth sleeps you travel,  
Your memories and goodness  
will lift you to heaven.

*Norvie L. Manigbas*  
PBGB

Dr. Sena,

You grabbed our hearts with your kindness and tenderness of your style. May you rest peacefully, no more worries.

*Juthaporn (Tuk) Charoenpravat*  
IRRI Bangkok Office

**I**t is with the deepest regret that IRRI announces the tragic and untimely death of Dr. Dharmawansa Senadhira, plant breeder and leader of the Institute's Flood-prone Rice Ecosystem Program. Dr. Senadhira was killed in a highway accident on 7 July in Bangladesh while returning to Dhaka from a field trip associated with a deepwater fish-rice production project.

Dr. Senadhira, a citizen of Sri Lanka, had worked at IRRI for 13 years. With his colleagues, he had successfully developed and refined screening techniques in determining the inheritance of tolerance for soil-related stresses, low temperature, and submergence in rice. Working in close collaboration with national agricultural research systems (NARS) in several countries, he had also developed improved germplasm for tidal wetlands and deep-flooded ricelands, and for irrigated ricelands affected by low temperatures and salinity. Dr. Senadhira also had administrative responsibility for IRRI's office in Bangkok, Thailand.

Before joining IRRI in 1985, Dr. Senadhira had been deputy director of agriculture (research) and senior rice breeder in the Sri Lankan Department of Agriculture. While in that position, he won his country's President's Award for Scientific Achievement and the CERES Medal from the United Nations Food and Agriculture Organization. Just prior to his death, he was informed that he had been awarded the prestigious Fukui International Koshihikari Rice Prize for 1998 in recognition of his outstanding achievements in rice culture development.



Dr. Senadhira will be sorely missed by his colleagues at IRRI and his collaborators in the NARS, not only for his excellent scientific achievements and leadership but also for his open, warm, ever-friendly personality, his irrepressible sense of humor, and his willingness to take on new tasks and responsibilities whenever asked. The news of his death has already brought many messages of sympathy and condolence from friends around the world. Dr. Senadhira, who was unmarried, leaves behind a family in Ranala, Sri Lanka. ■

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# The breadwinner

By Mila M. Ramos

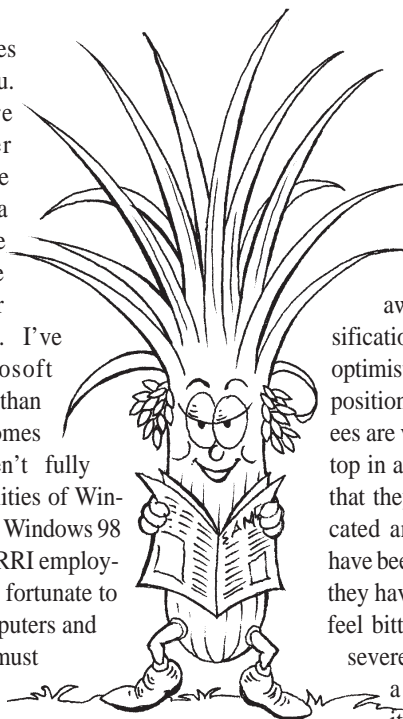
The Centennial celebration in IRRI is a complete success in spite of the rainy weather. Seeing some of our IRS handsomely garbed in the native Barong Tagalog makes one so proud of things Filipino. While some divisions really pooled their staff's talents and financial resources to produce elegant parade costumes, floats, and presentations, others preferred to be as simple and economical as they could. The indigenous games, however, had very limited participation. It would have been delightful to see people playing such games as "patintero," "piko," or "tumbang preso." Many employees are one in saying that we could all have lunched together instead of having dinner in the evening. Anyway, the program was very entertaining; we seldom witness programs featuring solely Filipino songs and dances these days. We could have had a fashion show of native costumes. Some of our women, especially the AISAns, were elegantly dressed in ternos, kimonas, Igorot and Muslim attires. The person who thought of decorating the pool with numerous multicolored kiping boats with lighted candles should be congratulated

*The rains are here after the long dry spell. It is so refreshing to see Mt. Makiling, and the other mountains bordering the IRRI landscape, in their greenest splendor once more. In the office and at home, however, we have to contend with leaking roofs. In Chandler Hall, I see some sections of the Rice World and the Library drenched with water after a heavy downpour. The leak in my section has been there since 1995 and no amount of repair could make it disappear. There's also the problem of some steps collecting water on the stairway fronting the library. If one is not careful, he would slip and fall (is this a work-related injury if it happens?).*

How computer literate are you? Whether we like it or not, we have to learn how to use this brilliant machine or we might be rendered obsolete. At the back of our minds we have DLOF (Dreaded Loss of Functionality) and technophobia. Nowadays, only those who have innovative outlook, time, and patience can cope with advances in IT. To surf the internet, it will take hours before you can connect to all the web sites that you want to reach. Using the internet is like being caught in a maze where there are so many alternatives to choose from. Before you know it, you can get lost with the

numerous web sites laid in front of you. Softwares too are plenty and ever changing. Before one can master a software, here comes another one challenging our memory and skills. I've been using Microsoft Outlook 97 for less than a year and here comes Outlook 98. I haven't fully grasped the capabilities of Windows 95 and shortly Windows 98 will be here. But, IRRI employees are indeed very fortunate to have access to computers and the internet. So we must take advantage of this privilege and learn how to use these machines to improve our work (some people use them for other purposes). Our counterparts in some government and private institutions are still using old-fashioned manual typewriters.

*So, it is Philamcare (again) that will cater to our health needs. If I remember right, it was the first health provider selected by IRRI several years ago. And the hitch came when they set up a clinic along the national highway in Batong Malake. Suddenly employees and their dependents were made to go for consultations (after a long long wait) with lesser known doctors after getting used to crowding it out at the nearby Los Baños General Hospital (former name of LBDH). My impression is they did this to limit the number of people going directly to LBGH. They gave up on IRRI afterwards. How many carriers have given up on us? The disadvantage of changing health providers every so often is that we have to change doctors after getting used to the ones accredited by the previous carrier. Also our health records will not be in one place. One thing I appreciate with the previous carrier is I had the chance to consult an eye doctor who is also the doctor of then Pres. Fidel Ramos (without spending a single centavo). I hope the doctors accredited by Maxicare are also in Philamcare's list. With Philamcare, an additional privilege that we didn't have before is*



*the annual dental checkup and prophylaxis, which the poor breadwinner cannot afford, but which are very necessary. It would have been ideal if extraction and permanent filling were included in the package.*

Employees are eagerly awaiting the results of the job reclassification in IRRI. They must not be very optimistic though because not everybody's position will be upgraded. Some employees are very lucky indeed to make it to the top in a short period of time. Others feel that they are left behind in spite of dedicated and efficient service. Those who have been bypassed several times, although they have been working so hard, naturally feel bitter and their work performance is severely affected. Job reclassification is a very delicate matter and objectivity seems to be beyond human capability. Also, the length of service, if undermined, will naturally demoralize those who have been here for so long. By the way, we thank the IRRI administration for the recent increase in our monthly allowance. This will help the breadwinner cope with the ever increasing cost of basic commodities. (We hope that more will be coming.)

*Let me end with a proverbial saying generally attributed to Stephen Grellet, which we often encounter but is taken for granted. I found this in a slip inserted in one of the thousands of books in the Library: "You will pass through this world but once. Any good thing therefore that you can do, or any kindness that you can show your fellow creature, do it now." If all breadwinners will let these words guide their actions, the end result will be a harmonious and peaceful workplace, where everyone is happy and contented.* ■

A boss who finds it necessary to remind a subordinate that he is the boss during the process of reprimanding him makes an open admission of incompetence or shows a lack of self-confidence.

# IRRI has a new HMO carrier

**I**RRI employees and their dependents, scholars, and trainees are now covered by the medical insurance provided by PhilamCare Health Systems, Inc. (PhilamCare). The health care agreement between IRRI and PhilamCare was signed on 29 Jun 1998 by Dr. Robert D. Havener, interim director general, IRRI; and Ms. Rowena Bueno Cruz, SVP for Marketing and Sales, PhilamCare. The signing was witnessed by Ms. Paulette Coburn, IRRI's director for administration and human resources; Mr. James G. Matti, vice president and chief operating officer of Ayala Bain Insurance Brokers, Inc., IRRI's accredited insurance broker; and other staff of IRRI, PhilamCare, and Ayala Bain.

The selection of a new HMO carrier was done by the Executive Committee of the Task Force on Medical Insurance composed of Fe Aglipay, HRD manager (chair); Bert Barrion, CIE chairman; Ato Reaño, IFSA representative; Mon Guevara, management representative; and Precy Comia, representing the scholars and trainees. Lisa Panes and Atty. Wally Gloria served as resource persons of the committee.

PhilamCare was selected from the 6 HMOs invited to submit proposals through IRRI's accredited insurance broker. The proposal was based on the Terms of Reference (TOR) developed by the Executive Committee, which were based on the results of the survey conducted by CIE's Benefits and Welfare Committee. Among the benefits requested by the employees and were incorporated in the new health care agreement are the following:



Signing the agreement are (from left) Mr. Matti of Ayala Bain, Ms. Bueno Cruz of PhilamCare, Dr. Havener, and Ms. Coburn.

1. Basic plan coverage of P100,000 per illness/year
  2. Accreditation of Los Baños Doctors Hospital (LBDH)
  3. Coverage of legitimate spouse up to 65 years of age and legitimate children from birth up to 21 years of age
  4. Private room and board category on top of Medicare benefits
  5. Maternity coverage of up to P75,000 per policy year
  6. Coverage of dreaded conditions/diseases up to a maximum benefit limit of P100,000 per illness or injury/year inclusive of all necessary medical services and the professional fees of attending doctors
  7. Waiver of preexisting conditions and diseases
  8. Automatic coverage of motor vehicular accidents, whether caused by third party or not
  9. ICU facilities confinement up to a maximum of P100,000
- The new health care agreement also covers dental services. A PhilamCare booklet, ID card, and Data Card were issued to all member-enrollees of our HMO. Member-enrollees should present their ID card and Data Card when availing themselves of the benefits under the health care agreement. ■

## Meet the new IRRI Clinic staff

New faces at the IRRI Clinic? Yes, they are the new medical staff assigned by PhilamCare to man IRRI's Medical Clinic Mondays to Fridays, 8:00 a. m. to 5:00 p. m.

The medical staff is composed of Dr. Dinah Habacon, physician; Tina Navasero and Lot Go, nurses; and Siony Perez, X-ray technician. They will provide immediate medical attention to all regular and project employees, scholars, trainees, and, when necessary, guests, within the existing guidelines on clinic operations. ■



Who wouldn't want to go to the clinic and meet these ladies? Seated, from left: Siony, Dr. Habacon; standing: Lotlot, Tina.



# Integrated Human Resource Project

by Fe V. Aglipay

A lot has been said and written about the Integrated Human Resource Project (IHRP). The IHRP is created to review, upgrade, and reclassify job positions in the Institute, which may result in a more equitable salary range for similar jobs.

Questions were raised consequent to the memorandum released by Ms. Paulette Coburn, Director for Administration and Human Resources. We would like to share with you some of those inquiries to acquaint everyone with the scope, process, and expected outcomes of the project.

### From Lolit Garcia, Rainfed Lowland Rice Ecosystem, APPA

1. In benchmarking, were the project management (i.e., SRA performing the role of Program Assistant) positions considered? This group is performing jobs that are entirely different from those of the rest of the NRS with the same classification (SRA doing research).
2. Aside from the Task Force, who will be involved in the job ranking of project management positions? If the PLs are not directly involved, will they be consulted?
3. I suggest that the Task Force be transparent by giving information about the 13 criteria that will be used in job ranking.

#### Answers:

*Yes, the project management positions will be included. At the end of this exercise, every single job in the Institute would have been rated. Your comment should serve as a reminder about the importance of developing a job description that accurately captures the full scope of responsibilities of the job, as this serves as the primary basis in determining the classification or level of a particular job.*

*Aside from the Task Force, all supervisors and heads are involved in the most crucial part of the process — the development of job descriptions. As a matter of policy, Watson Wyatt recommended that the rating of all jobs be done by only one group i.e., the Job Classification Committee, to ensure that the rating exercise is carried out objectively and consistently. The members of the committee are there not to represent their respective interests but as part of the body appointed to rate all jobs fairly and consistently and to classify them relative to one another.*

*As an added precaution, to avoid the so-called rater's bias, we normally inhibit PLs or heads who are members of the Classification Committee from rating their own jobs. They may, however, be consulted to help clarify any questions the Committee might have about these positions. After all, they would be the most knowledgeable about their own jobs.*

### From Ma. Angeles M. Quilloy, Irrigated Rice Ecosystem, EPPD

I hope that the series of information updates you provide in relation to your memo will include the data used by Watson Wyatt to compare IRRI salary ranges.

#### Answer:

*With regard to the IRRI salary survey, we have not seen the data collected by Watson Wyatt. But even if we have them, we cannot disclose to all NRS the salaries paid by other companies because, in order to get that information, we have agreed to keep it confidential.*

*The 13 criteria used in ranking the NRS are categorized into three (3) major factors:*

#### **Skill and knowledge**

1. Education
2. Experience
3. Training

#### **Responsibility**

4. Information
5. Accountability for assets/resources
6. Supervision
7. Decision and actions
8. Consequence of error
9. Planning and creativity
10. Internal contacts
11. External contacts

#### **Working conditions**

12. Physical and visual demand
13. Working conditions (exposure to elements and stress)

### From Ms. Violeta Bartolome, Biometrics Unit

1. How was Hoechst Agro-Chemical chosen to be included in the list of companies for the salary survey? Before joining IRRI, I worked with this company. When I joined IRRI, my salary was almost tripled. I wonder what the implication of this is.
2. Employees who have been with the Institute for many years are expected to have salaries not very far from entry level salaries of other institutions. Does this mean that longevity will not be a factor in determining if IRRI salaries are on par with those in other institutions?
3. How will this process protect employees from D/C/U Heads' biases?

#### Answers:

*When an employee moves to another organization, it is normal for that employee to receive an increase as an enticement and also as premium for the risk that he or she has to take. Many times, the transferee takes on a bigger role, hence the increase as well. The amount of increase, however, is dependent on a number of factors:*

- a. The difference in the size of jobs.** *The breadth and scope between the former and the new job might call for a significant promotional increase.*
- b. The timing of increases.** *If your former company has not yet effected the annual increase whereas the new company has just effected theirs, this may compound the problem.*
- c. Adjustment in the salary structure.** *It is possible that their salary structure had not been adjusted at the time you left, although they may already have done so at the time of the survey. Hence, although if IRRI tripled your salary upon joining, it does not always mean that the salary levels at Hoechst are significantly lower than IRRI's. Moreover, the intent of the survey is to observe the salary levels existing in the market, to enable IRRI to make a better decision about what its salary levels should be. The fact that you came from Hoechst is one more reason why Hoechst should be included on the list of the target market group (TMG). The companies included in the TMG are companies that compete with IRRI for the same types of individuals as a whole or for certain segments of the organization. Generally, we also perceive them to maintain similar approaches to compensation and benefits. The whole exercise was meant to survey not only those companies whose salaries are perceived to be higher than but also those that are equal to IRRI's.*

Watson Wyatt subjects all salary data collected to statistical validation. As in other processes, outliers are normally eliminated. Hence, if a salary is found to be way below or above the rest, then it may be excluded from the study.

Watson Wyatt has not yet submitted to us the results of the survey so at this stage, we cannot say exactly where salaries are relative to other institutions. Longevity will be considered in determining if IRRIs salaries are on par with those in other institutions.

Lastly, the Job Classification Committee determines the exact level of the job. This responsibility does not rest with the D/C/U heads. While

the respective heads can make recommendations, the Job Classification Committee rates the jobs and its decision is final and binding.

The review of individual positions for upgrading, which the Job Classification Committee is handling, is ongoing and is a continuing activity of the Human Resources Development. The target date of completion is 30 Jul 1998 and the implementation is retroactive to 1 Jan 1998. If any employee feels that his or her job has not been ranked appropriately, or that the requirements of a position have changed over time, he/she can make a request for review with HRD anytime, and HRD will conduct a further review using the same criteria. ■

**P**aulette Coburn had heard of IRRI when she was in the Philippines before, but although she had visited nearby resorts, Pagsanjan and Santa Cruz, she hadn't been to IRRI until she came for her interview. Fresh from *Save the Children in Cambodia*, Paulette finds IRRI very sophisticated and the facilities good compared with many other nonprofit organizations.

Paulette agrees with Fe Aglipay that wage and salary restructuring is a high priority at IRRI. She regrets that she wasn't here yet when the process began, but has found it easy to understand what is being done and where things stand at the moment. She hopes very much that the process will be finished on schedule. Once the NRS situation is settled, Paulette would like to see something similar done for non-IRS, again with a view to improving consistency and efficiency in policies and procedures for all who come to work or study at IRRI.

There will be many other areas for action in the future. The IRRI club needs to be revived. Although it is still open, it does not have

## 30 minutes with



**Paulette Coburn**

any organized activities that will promote its use. The time between making a request to Administration and receiving a response needs to be reduced. Space in FF Hill will be used more efficiently, and HRD will get the additional space it badly needs. Better use of the space will improve communication among the administrative sections, and this can be done without costly physical work on the building itself. Paulette notes that there is a large amount of old, unused, or broken equipment around the Institute, which can be either fixed or disposed of. Her other aim is to create an Administration that can relieve the scientists of some of their administrative burdens, so that they can devote more of their time to research, which is, after all, why they are here.

Paulette is looking forward to the arrival of the new Director of Finance, Gordon McNeil, as there are areas where they will need to work together to find the best solutions. In between all her other duties, Paulette Coburn hopes to learn more about the research being done here! ■

## Leadership

By T.R. Hargrove

[Dr. Tom Hargrove, OIS, CPD, then CPS, IC head from 1979 to 1991, wrote this memo to then IRRI director general Klaus Lampe, while on a plane for Vietnam. Although this article was written 10 yr ago, the ideas are as fresh and as relevant as ever. Ed.]

**I**seldom think about leadership per se. But I think a lot about how to make CPD the world's best ag communication shop. New directions and technology are essential, but even more important is how to motivate and develop our staff to move into new initiatives and to use that technology to its fullest potential. . . and that means leadership.

Leadership by example is undoubtedly the most effective form. A leader should set the pace in professionalism for his organization, to inspire others to set the pace in their own

areas of responsibility. Effective leadership requires the respect and loyalty of subordinates, but the leader must *earn* that respect.

A leader must be a disciplinarian when necessary, but he shouldn't have to be a constant disciplinarian. Because a true leader inspires *self-discipline* among subordinates. . . he motivates people to do their best, to take pride in themselves and their work.

A leader must appreciate and respect his subordinates whenever they do the best job they are capable of doing.

A good leader never takes personal credit for his unit's achievements. A leader gives maximum credit, publicly and privately, to subordinates whose efforts made those achievements possible. If the organization and its people are good, and that is recognized, the leader need not worry about personal kudos. . . they will come.

A leader must communicate with subordinates and must establish an atmosphere in which subordinates are not hesitant to communicate with him.

A leader must be honest and must follow a personal and professional code of ethics. How else can one expect honesty and ethics in one's subordinates?

A leader delegates authority when feasible, so he can spend more time leading his organization forward. With delegation of authority comes delegation of responsibility. But a leader must never forget that he is always ultimately responsible for the conduct and achievements of his organization.

Can a leader be friends with subordinates? Yes, but only if he has their respect. I think the strongest formula for leadership is:

Respect + Mutual Friendship = *Loyalty*  
And without loyalty, a leader is not a leader. ■

# IRRI staff continue to gather awards for excellence

**F**our IRRI staff members recently won prestigious awards in the United Kingdom, Hong Kong, Madagascar, Japan, and the United States.

**Dr. Gurdev Khush**, head of the Plant Breeding, Genetics and Biotechnology Division, has been awarded the Rank Prize in the United Kingdom, in recognition of his "application of crop science and plant breeding technology to the improvement of rice yield so that the food supply to poor people is safeguarded." He shares the award with Dr. Sanjaya Rajaram, Director of CIMMYT's wheat research program. The award will be presented in December 1998 at The Royal Society of Medicine in London.

**Dr. Khush** was also profiled last month as one of the "Asia Stars" of "Business Week," a popular Asian region magazine published in Hong Kong. Dr. Khush was invited by the same magazine to receive an award at the 8th Annual Asia Leadership Forum in Singapore on 24 Jun, where he was personally congratulated by former British Prime Minister John Major.

**Dr. Tomas Masajo**, a rice breeder with the Madagascar-IRRI Rice Research Project and who recently retired from IRRI, has been named an Officer of the Order of Merit, by declaration of the President of Madagascar, in recognition of his and IRRI's significant contribution to improving rice production in that country.

**Dr. Dharmawansa Senadhira**, Flood-prone Rice Ecosystem Program Leader, will be awarded the Fukui International Koshihikari Rice Prize for 1998 in recognition of his outstanding achievements in rice culture development. The award will be presented in Japan in November this year. [With the untimely death of Dr. Senadhira, a representative will be sent to receive the award.]

**Dr. K.L. Heong**, deputy head of the Entomology and Plant Pathology Division, has won the 1997 Article of the Year Award from the Journal of Applied Communications in the United States for his article "Perception Change in Rice Pest Management: A Case Study of Farmers' Evaluation of Conflict Information." Dr. Heong shares the award with coauthor Prof. M.M. Escalada of the Department of Development Communication, Visayas State College of Agriculture, Leyte. ■



Dr. Khush



Dr. Masajo



Dr. Senadhira



Dr. Heong

## More awards...

A number of IRRI scientists and researchers received awards in the 14th Annual Scientific Conference of the Federation of Crop Science Societies of the Philippines held in April in Cebu City.

• 1998 Crop Science Society of the Philippines Honorary Fellow—**Genoveva C. Loresto**. Eves was cited for her vital role in developing appropriate breeding strategies to achieve drought tolerance in rice, which led to the release of Makiling in the Philippines and Suresta in Mexico. Her role in rice germplasm conservation and exchange was likewise acknowledged.

• Third place, Best Paper—**Jumin Tu, Karabi Datta, Lina Torrizo, Norman Oliva, Editha Abrigo, Isabelita Ona, Tom Mew, Gurdev Khush, and Swapan Datta** for their paper *Transgenic indica rice with Xa21 conferring resistance to bacterial blight*.

• Second place, Best Paper—**Jacqueline Dionora, John Sheehy, Gurdev Khush, Peter Mitchell, Shaobing Peng, Kenneth Cassman, Gilles Lemaire, and Robert Williams** for their



Ms. Loresto



Mr. Buendia

paper *Critical nitrogen concentrations: implications for high yields*.

• Second place, Best Poster—**Arnel Sanico, Shaobing Peng, Ma. Rebecca Laza, Romeo Visperas, and Sant Virmani** for their poster *Managing tropical hybrid rice for maximum yield with minimum seed cost*.

## and more...

START Young Scientist Award — **Leandro V. Buendia**. Andrew was cited for his outstanding achievement in global change research. The decision was based on his journal article *Understanding the nature of methane emission from rice ecosystems as the basis of mitigation strategies published in Applied Energy*. ■

## Honorary appointment for BOT Chairman

Dr. Roelof Rabbinge, chairman of the IRRI Board of Trustees and a professor of Plant Production Systems at the Wageningen Agricultural University, The Netherlands, has been named as Knight in the Order of the Dutch Lion.

The honorary appointment is in recognition of his work in the academe and his significant contributions to society. It is the highest order, made available to only one person in the sector of agriculture, nature, forestry, and fisheries. ■



# What is freedom to me?

By Pilo/SWSD

**Webster says freedom is liberty.**

*Not restricted. Not impeded. It is the state of being free. Free from bondage. Free from strict and unfair laws. Free from the burden of paying high taxes. Free from oppressive obligations, etc. Freedom is spontaneous, liberal, frank, and familiar.*

**Others say that freedom is a right.**

*Right to express oneself without risking life. Right to choose and practice religion. Right to select a profession. Right to travel and meet all types of people.*

**And still, others insist that freedom is a must that should be provided by the government in any form.**

*Freedom is education: every citizen should be entitled to it for free. Freedom is justice: every individual should have an equal place in the fold of the law. Freedom is peace: all should be protected and secured from any form of harassment and crime. And freedom is wealth that should be divided equitably and proportionally among mankind.*

But for me, freedom simply means: *a plain and decent life. A stable and lasting job with considerable pay. And lastly, a quiet family and harmonious society.*

**Happy centennial anniversary, Philippines!**

## A bowl of soup

life has been hostile  
it has left me groping but  
life was also kind  
i wasn't alone

it turned its back on me once when  
it left me to die inside  
but with its gentleness  
it gave me hope

it was selfish  
for it wouldn't yield to me  
it was giving  
i had friends

by allowing me to live  
it was considerate  
by allowing unnecessary pain  
it was unfair

the bitter cold has finally conquered my soul  
i think i need a bowl of soup  
to at least make my life delicious

L/CPS

## Ang Palay

Ang buhay  
Sa pagsibol sa indang,  
Kakambal ang suliraning lumaki nang mainam.

Sa paglago,  
Kailangan ay pagsuyo:  
Mahusay na panga'laga, wastong pagpapala.

Dumatal man ang unos,  
Tatag ay isaayos;  
Binhi na na'punla  
May pag-asa pa, paglisan ng sigwa.

Sa kapayapaan  
Umasa. Ang bagong umaga  
May bitbit na sigla. Umani.  
Ang buhay ngayo'y may kaway na.

Pilo/SWSD

## Sa Kabukiran

Ko nakita ang halaga na sinalamin  
Ng pawis at hirap na pinuhunan sa pitak  
Sa putik na tinampisaw  
Sa lupa na niyurak  
Sa init ng araw, hinagpis ang palatak

Ang pag-asa ang hangad  
Ng tagumpay na mailap  
Nang itanim ko sa parang ang halamang may kislap  
Nang iwisik ko ang buhay, nang butil na may saysay  
May liwanag pa ba — sa nilalang na pagod na?

Pilo/SWSD

### Joke only

Jesus and Satan have a discussion as to who is the better programmer. This goes on for a few hours until they come to an agreement to hold a contest, with God as the judge. They set themselves before their computers and begin. They type furiously, lines of code streaming up the screen, for several hours straight. Seconds before the end of the competition, a bolt of lightning strikes, taking out the electricity. Moments later, the power is restored, and God announces that the contest is over. He asks Satan to show what he has come up with. Satan is visibly upset, and cries, "I have nothing. I lost it all when the power went out." "Very well, then," says God, "let us see if Jesus fared any better." Jesus enters a command, and the screen comes to life in vivid display, the voices of an angelic choir pour forth from the speakers. Satan is astonished. He stutters, "B-b-but how?! I lost everything, yet Jesus' program is intact! How did he do it?" God chuckles, "Everybody knows. . . Jesus saves."

Contributed by Erlie Putungan  
Source: Internet

# Know your officers

Some of us don't know whom to approach when it comes to solving job-related problems or just airing important concerns. Here are the gallant men and women who will champion our cause.

## Council of IRRI Employees (CIE)

Chairperson: *Alberto Barrion*  
 First vice chairperson: *Renato Reaño*  
 Second vice chairperson: *Artemio Madrid, Jr.*  
 Secretary: *Leila Herbano*  
 Treasurer: *Rachel Abrenilla*  
 Auditor: *Rolando Ramos*  
 PRO: *Sylvia Inciong*

## IRRI Filipino Scientists Association (IFSA)

President: *Alberto Barrion*  
 Vice president: *Renato Reaño*  
 Secretary: *Patria Gonzales*  
 Treasurer: *Criselda Ramos*  
 PRO: *Alberto Aguilar*  
 Auditor: *Josephine Narciso*  
 Ex-officio: *Julio Chavez*  
 Board members: *Bernardita Mandac*  
                   *Jessica Domingo-Rey, Manuel Alejar*  
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# Safety corner

## IRRI SAVES A LIFE!

by *Glenn A. Enriquez*

**T** rue to its commitment of helping its neighboring community, not only in rice research but also in other forms of assistance the Institute could provide, IRRI helped save the life of a man who was given only 48 hours to survive.

Forty-seven-year old Mario Adriano, a farmer from Tanauan, Batangas, was bitten by a venomous snake on 19 Jul 1998 and rushed to the Research Institute for Tropical Medicine (RITM) in Alabang. Unfortunately, the hospital did not have antivenin needed to save the patient, and neither did the other hospitals or drugstores in Manila. In fact, a nationwide shortage of antivenin had led to the death of at least 20 people at RITM alone. The Bureau of Research Laboratory (BRL), the only labora-

tory in the Philippines that produces antivenin, had closed and stopped production to relocate from Alabang to Los Baños.

Some RITM staff contacted IRRI, through the Safety Office, after learning that IRRI got the last six vials from the BRL before it stopped production. IRRI immediately sent three antivenin vials for Mang Mario.

On 24 Jul, a day after the third dose from IRRI was administered to the patient, the BRL released 200 vials of antivenin, its first production since it moved to Los Baños. The fourth and last dose was made available to Mang Mario from the BRL.

Mang Mario is now recuperating and is ever grateful to IRRI for saving his life. ■

## Ooops!

In the last issue's article on the Sandiwa Editorial Board, it was mentioned that Jessica Domingo-Rey has been with IRRI since 1983. Actually, she's not that old; the year should have been 1993. Sorry about that.

# ANTIVENIN TRIVIA!

by *Cris Dawinan*

Did you know that the new antivenin produced by the Bureau of Research Laboratory (BRL) actually comes from those big, irritating, loosely coordinated horses that usually destroy IRRI's experimental plots?

How? Well, BRL researchers extract venom from the Philippine cobra, inject it to the horses, and allow the horses to develop antibodies. After some time, the researchers bleed the horses, isolate the plasma and, after subjecting the plasma to several laboratory procedures, produce the life-saving antivenin. So, let's get easy on the horses, okay? ■



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