

FPA@38: Celebrating food safety & sufficiency thru proper use of farm inputs



FPA staff from the central, regional and provincial offices posed for a group photo after the opening program.

THIS year marks the 38th anniversary of the Fertilizer and Pesticide Authority (FPA) as a technical regulatory agency mandated to assure adequate, safe and affordable supply of fertilizers and pesticides, rationalize the manufacture and marketing of fertilizer, protect the public from risks inherent to pesticides and educate the

agricultural sector on the proper use of these inputs.

In view of its progressive success through the years, the FPA held a one-day celebration themed "Wastong Gamit ng mga Pestisidyo at Pataba: Sapat at Ligat na mga Pagkaing Agrikultura para sa Lahat" on May 29, 2015 (Friday) at the Conference Hall, FPA Building, BAI Compound, Diliman, Quezon City.

Officially opening the celebration and welcoming the participants was FPA Executive Director Norlito R. Gicana. "In behalf of the entire FPA, it is truly my honor and privilege to welcome all of you who have come to join us today in the celebration of our 38 years of dedicated public service as a regulatory agency that has been contributing to the progression of the Philippine agriculture sector through assuring effective, economical and safe farm inputs," he said.

The event was teeming with the Agency's officials and staff from the central and field offices nationwide

as well as its honorable partners from the academe, stakeholders and fellow regulatory government agencies. Also invited as esteemed guests were the fertilizer and pesticide industry associations, including the Fertilizer Industry Association of the Philippines (FIAP), CropLife Philippines, Inc., Crop Protection Association of the Philippines (CPAP), and Philippine Integrated Crop Management Association (PICMA).

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Dr. Norlito R. Gicana
FPA Executive Director

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Honorable guests from the academe and government agencies posed with FPA Executive Director Norlito R. Gicana (rightmost).



Industry association partners



Industry association partners



Industry association partners



Industry association partners



Industry association partners



Industry association partners



Industry association partners together with FPA Executive Director Norlito R. Gicana (rightmost)

Hon. Kenneth Hartigan-Go, Undersecretary for Regulation Cluster of the Department of Health (DOH), was invited to give a message on the significance of food safety in human health.

"Congratulations to FPA for your 38th anniversary... I would like to mention that in the year 2013, our President signed the Food Safety Act. It is an important milestone of the cabinet legislation because it enforces interagency collaboration primarily to protect the public," he said.

The Food Safety Act, also known as the Republic Act No. 10611, was approved on August 2013 to strengthen the food safety regulatory system in the country to protect consumer health and facilitate market access of local foods and food products, and for other purposes (www.gov.ph/2013/08/23/republic-act-no-10611/).

Also gracing the event were Dr. Fernando Sanchez, Jr., Chancellor of the University of the Philippines Los Banos (UPLB) and delegates from the Office of the Presidential Assistant

for Food Security and Agricultural Modernization (OPAFSAM) including Mr. Edward Antiojo and Mr. Carlo Moro.

In view of the devoted and loyal service of several exemplary FPA staff, an awarding ceremony was held to motivate recognition and inspiration among the entire FPA family. The awarding of plaques and certificates was led by Dir. Gicana together with the honorable guests USec. Hartigan-Go, Chancellor Sanchez, and Mr. Antiojo.

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Usec. Kenneth Hartigan-Go Regulation Cluster Department of Health (DOH)



Usec. Kenneth Hartigan-Go received a Certificate of Appreciation.



Hon. Fernando C. Sanchez, Jr. Chancellor University of the Philippine Los Banos (UPLB)



Awarding of plaque



Awarding of certificate and bouquet of roses



Awarding of certificate



Mr. Edward Antiojo Office of the Presidential Assistant for Food Security and Agricultural Modernization (OPAFSAM)

FPA BOARD APPROVES FIVE RESOLUTIONS



The FPA Board meeting was led by Sec. Francis N. Pangilinan, presidential assistant for food security and agricultural modernization.

ON June 30, 2015, the Fertilizer and Pesticide Authority (FPA) Board has approved five Board Resolutions concerning registration technical evaluators, globally harmonized system (GHS), pesticide analytical services, and regular Board meeting schedule.

The Board members who attended the June 30 meeting were Sec. Francis N. Pangilinan, Presidential Assistant for Food Security and Agricultural Modernization and Chairman of the Board; Atty. Raul Angeles, Executive Director of the Investment Assistance Center-Bureau of Investment under the Department of Trade and

Industry (DTI); Ms. Teresita Deveza, Deputy Director of the Bangko Sentral ng Pilipinas (BSP); Ms. Maria Lourdes De Mata, Chief of the National Pesticide Analytical Laboratory (NPAL) under the Bureau of Plant Industry (BPI); Ms. Eva Ocfemia, Assistant Director of the Environmental Management Bureau (EMB) under the Department of Environment and Natural Resources (DENR); and Ms. Tanya Teves, Financial Analyst IV of the Department of Finance (DOF).

"Five out of six Board Resolutions, which were proposed for approval last June 30, were approved by the Board," confirmed Ms. Maricon S. Andayog, FPA Board Secretary. Ms. Andayog also reported that as of July 16, 2015, the resolutions are being routed among the members for signing.



Ms. Maricon S. Andayog
FPA Board Secretary



FPA has to tap experts to fast track the evaluation process of product registration



Dr. Norlito R. Gicana
FPA Executive Director

Registration Technical Evaluators for F/P

Two resolutions on the proposed technical evaluators, each for fertilizer and pesticide, were approved to finalize the constitution of the evaluators or experts who will provide technical assistance in the scrutiny of product registrations.

FPA Executive Director Norlito R. Gicana presented the proposals to the Board together with Ms. Aida V. Ordas, Chief of the FPA-Pesticide Regulations Division (PRD) and Ms. Julieta B. Lansangan, Chief of the FPA-Fertilizer Regulations Division (FRD). It was emphasized that the FPA has to tap experts to fast track the evaluation process of product registration.

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The roster of fertilizer technical evaluators is composed of seven experts from the University of the Philippines Los Banos (UPLB) and one from the National Tobacco Administration (NTA). The specializations of these experts are plant physiology, soil fertility, horticultural crops, fruit crops production, soil chemistry, plant growth promoter, and soil science.

They will review and evaluate fertilizer registration data such as product composition, chemical and physical properties, technical formulation analyses, production process for local products, biological efficacy, phytotoxicity, microbial population, human safety, residue on food and in the environment, and effects on wildlife.

Meanwhile, the roster of pesticide registration evaluators is composed of 14 experts from UPLB, two from the Department of Agriculture (DA) and one each from the UP College of Medicine (UPCM), UP Diliman (UPD), Department of Labor and Employment (DOLE), Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development (PCAARRD), and International Service for the Acquisition of Agri-biotech Applications (ISAAA).

Among the data that these experts will review and evaluate are product specification, biological efficacy, toxicology, human exposure, and residue, environmental fate and transport.

Relative to the rates of evaluation fees, Ms. Andayog

reported that Sec. Pangilinan had advised that the proposed rates of evaluation fees of fertilizer and pesticide evaluators should be subjected to the Department of Budget and Management (DBM) guidelines on allowable increase of evaluation fees.

Moreover, it was resolved that in the next Board meeting, an expansion on the list of proposed evaluators will be presented. **Globally Harmonized System**

Upon the recommendation of the Pesticide Policy Technical Advisory Committee (PPTAC), the resolution "Approving the Adoption of the United Nations Institute for Training and Research - Globally Harmonized System (GHS) of Classification and Labelling of Chemicals" was approved by the Board.

According to Ms. Ordas' presentation, PPTAC has issued on June 25, 2015 a Memorandum for the Board indicating its two recommendations: (1) FPA should adopt and implement the GHS as its basis for the classification and labelling of pesticides to be registered in the country and (2) in consideration of the urgent need to resolve the dermal and respiratory issue, the implementation of the GHS parameters on this subject be initially prioritized as soon as possible after complying with the legal requirements on policy formulation and implementation.



Pesticide Analytical Services

Since 2011, the FPA-Laboratory Services Division (LSD) has been accepting fertilizer samples to provide analytical services that are pre-requisite to the approval of fertilizer product registration. This year, LSD reported that it is now ready to accept and analyze

pesticide samples through the recently-established Pesticide Analytical Services Laboratory (PASL). In order to formalize the operation of the PASL, the Board has approved the resolution "Approving the Proposed Implementing Guidelines on the Conduct of Various Physico-Chemical Analyses in the Pesticide Analytical Services Laboratory (PASL) Section of the Laboratory Services Division (LSD)". The proposal was presented by Ms. Jerolet C. Sahagun, Chief of the LSD.



On July 16, 2015, LSD conducted a stakeholders' consultation in relation to the corresponding fees and charges to be imposed as soon as the PASL becomes fully-operational. According to the implementing guidelines, "the LSD was established to support the Agency's monitoring and regulatory activities through analysis of various pesticides including its metabolites and impurities to ensure that the pesticide products strictly conform to the established quality standards and technical specifications".

Regular Board meeting schedule

Since the transfer of the FPA to the Office of the President (OP) under the Office of the Presidential Assistant for Food Security and Agricultural Modernization (OPAFSAM), the FPA Board has already met five times from December 2014 to June 2015 where important issues on regulations and policies were tackled and settled.

In order to expedite the improvement of FPA policies and services, the Board has resolved to approve the resolution to regularize the meeting of the Board every last Friday of the month. #

CSC holds workshop to fine-tune FPA's Strategic Performance Management System



The SPMS workshop was attended by FPA staff from the central, regional and provincial offices.

"PERFORMANCE management system is a set of processes for establishing a shared understanding of what will be achieved, how it will be achieved, and managing people in a way that will increase the probability that it will be achieved".

This was stated by Atty. Judith D. Chicano, Director of the Civil Service Commission (CSC) Region IV, in the seminar-workshop held on May 23-24, 2015 to fine-tune the Strategic Performance Management System (SPMS) of the Fertilizer and Pesticide Authority (FPA).

Held at the Boso-Boso Highlands Resort and Convention Center in



Atty. Judith D. Chicano
Director
CSC-Region IV



This transformation from PES to SPMS has caused major paradigm shift in various areas of performance assessment



Antipolo City, the two-day activity was participated by officials and staff from the FPA central, regional and provincial offices nationwide. Spearheaded by the FPA-Planning, Management and Information Division (PMID), the workshop, among other activities, was conducted in celebration of the FPA's 38th anniversary on May 30, 2015.

FPA Executive Director Norlito R. Gicana, in his brief remarks, welcomed all the participants to the activity and extended his warm gratitude to Atty. Chicano for serving as the expert and main resource speaker of the workshop.

"I encourage all the FPA staff to learn and understand the essence of SPMS as this is vital to the improvement of the services of our Agency," he said.



Dr. Norlito R. Gicana
FPA Executive Director

SPMS: Paradigm shift from performance 'evaluation' to 'management'

Before the SPMS was implemented by the CSC, the previous evaluation scheme being utilized by the government was the Performance Evaluation System (PES). This transformation from PES to SPMS has caused major paradigm shift in the various areas of performance assessment such as 1) perspective, 2) focus, 3) indicators, 4) performance alignment and 5) role of supervisor.

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ASEAN Economic Community 2015

"This year is a special year not only because FPA is one year older and stronger, but also because of the onset of the ASEAN Economic Community (AEC) 2015," said Dir. Gicana in his speech as he explained that the celebration also aims to uphold the onset of the Association of Southeast Asian Nation (ASEAN) Economic Community (AEC), which is characterized by (a) a single market and production base, (b) a highly competitive economic region, (c) a region of equitable economic development, and (d) a region fully integrated into the global economy (www.asean.org).

In his remarks, Dir. Gicana highlighted the endeavors of the Agency that are geared towards the realization of the AEC in the fertilizer and pesticide industries.

These include the recent banning of Endosulfan, which was plagued by issues on smuggling and adulteration; the anticipated partnership of FPA with the Department of Science and Technology (DOST) on the conduct of a validation study on the effects of aerial spraying; the on-going application process of the FPA-Laboratory Services Division (LSD) for International Organization for Standards (ISO)

certification; and the upcoming operationalization of the LSD-Pesticide Analytical Services Laboratory (PASL).

In view of the anniversary theme and the onset of the AEC, the FPA central and regional staff had prepared cultural dance presentations featuring the traditional dance of ASEAN member countries including Vietnam, Thailand, and the Philippines.

The Thailand group, which was composed of staff from the FPA-LSD and the FPA-Planning, Management and Information Division (PMID), bagged the first place in the cultural dance contest critiqued by selected industry partners.

Anniversary Kickoff

In preparation for the anniversary celebration, a kickoff activity was held on May 28, 2015 (Thursday) at the FPA grounds. Led by the FPA-Pesticide Regulations Division (PRD), the kickoff activity began with a parade of the FPA central, regional and provincial staff inside the entire BAI compound. Afterwards, recreational activities and games were hosted and held to motivate and enhance camaraderie among the entire FPA staff.

This year, the anniversary celebration was led by the FPA-PRD headed by Ms. Aida V. Ordas. #



Thailand Group



Ms. Aida V. Ordas, chief of FPA-PRD, hosted the kickoff activity.



FPA staff played the traditional game "patilin" during the kickoff activity.



Visayas Group



Vietnam Group



FPA staff held a parade inside the entire BAI compound.



Mindanao Group



Luzon Group



FPA staff played the traditional game "bosingang palayok" during the kickoff activity.

Executive Director's *Corner*

OPENING MESSAGE

FPA @ 38: "Wastong Gamit ng mga Pestisidyo at Pataba: Sapat at Ligtas na mga Pagkaing Agrikultura para sa Lahat"

A pleasant morning to everyone!

In behalf of the entire FPA, it is truly my honor and privilege to welcome all of you who have come to join us today in the celebration of our 38 years of dedicated public service as a regulatory agency that has been contributing to the progression of the Philippine agriculture sector through assuring effective, economical and safe farm inputs.

I would like to welcome our honorable guests (1) from the Office of the Presidential Assistant for Food Security and Agricultural Modernization (OPAFSAM), none other than Secretary Francis "Kiko" N. Pangilinan; (2) from the Department of Health (DOH), USec. Kenneth Hartigan-Go; (3) from the CropLife Philippines, Pres. Hans-Joachim Wegfahrt; (4) from the Crop Protection Association of the Philippines (CPAP), Pres. Fernando Malveda; (5) from the Pest Integrated Crop Management Association (PICMA), Pres. Salvador Ferido; and (6) from the Fertilizer Industry Association of the Philippines (FIAP), Pres. Robert Luis Castro. Thank you very much for giving us the opportunity to have you on this special day.

And of course, FPA will not be spending its 38 years today if not for the people who make up the entire FPA family. To all the FPA staff from the Central, Regional and Provincial Offices, HAPPY ANNIVERSARY to us! It is my pride and honor to be your "leader and father" for many years and I am truly proud of how you have helped the Agency in fulfilling its mandate through and through.

This year is a special year not only because FPA is one year older and stronger, but also because of the onset of the ASEAN Economic Community (AEC) 2015. This is also the reason why, as you can see, our FPA staff are colourfully and traditionally dressed and made up since the anniversary theme "Wastong Gamit ng mga Pestisidyo at Pataba: Sapat at Ligtas na mga Pagkaing Agrikultura para sa Lahat" is also anchored on the AEC 2015.

As we know, the ASEAN Economic Community has already begun and the main factor that FPA and the industry need to consider in this regional event is the safety of end-users of fertilizers and pesticides through proper labelling and judicious utilization, which in the long haul will better ensure the safety and wellness of the Filipino and global consumers.

Remarkable steps have been made by FPA towards the realization of AEC in the industry. It is important to note that early this year, the FPA Board chaired by Secretary Pangilinan has resolved to ban Endosulfan, which for many years has been plagued by issues on adulteration and smuggling.

Also, FPA through OPAFSAM is on the verge of partnering with the Department of Science and Technology (DOST) to validate the effects of aerial spraying, which could help formulate more policies on helping the farming sector lessen the hazards from the aerial use of chemical farm inputs.

The FPA-Laboratory Services Division (LSD) is currently undergoing application for International Organization for Standards (ISO) certification, which will make the FPA laboratory facilities and services more equipped and competitive in providing accurate tests needed in product registration.

Apart from that, the FPA Pesticide Laboratory is currently under construction and it will be operational tentatively fourth quarter this year.

In the long run, all these endeavours are for the realization of the ASEAN Economic Integration, which will make the industry globally-competitive and known for its excellence in regulatory services.

We hope that in this journey, your support to us will not be faltered.

For the information of everyone, FPA is not the only one celebrating its Anniversary. OPAFSAM also celebrated its 1st Anniversary early this May. To Secretary Pangilinan and the dedicated staff of OPAFSAM, thank you very much for your unwavering support and Happy Anniversary to your Office.

So before I end, let me leave you with a short quotation from the TV series "The Office". It says, "What is the single most important thing for a company? Is it the building? Is it the stock? Is it the turnover? It's the people, investment in people."

Once again, welcome to our 38th Anniversary and congratulations to all of us!



The following framework portrays the paradigm shift from PES to SPMS (based on the presentation):

Area	Paradigm Shift	
	From	To
Perspective	Evaluation	Management
Focus	Activities and Inputs	Outputs and outcomes
Indicators	Performance indicators (e.g., number of appointments processed)	Success indicators (e.g., response time)
Performance alignment	Focus on individual (competition)	Align individual to office/organization (teamwork and collaboration)
Role of Supervisor	Evaluator	Coach and mentor
Role of Supervisor	Evaluator	Coach and mentor

The SPMS, according to Atty. Chicano's presentation, is a mechanism which aims to address the demand to produce tangible results and is a means to professionalize the civil service.

Through the SPMS, it can be assured that personnel's performance is aligned with the organization's performance which can therefore enhance the performance orientation of the compensation system.

Atty. Chicano stressed that the SPMS should contain SMART objectives: Specific, Measurable, Attainable, Realistic and Timebound. "You cannot target

what you cannot control," she said.

Workshop proper

After the seminar, all regions and divisions were tasked to draft and accomplish their Office Performance Commitment and Review (OPCR) and Individual Performance Commitment and Review (IPCR) through the SPMS worksheet format provided by Atty. Chicano.

The said worksheet consisted of the major final output (MFO) and corresponding success indicators. Afterwards, each group presented their outputs and were critiqued by Atty. Chicano.

She advised that the MFOs of the

OPCR and IPCR should be unambiguous in order to arrive at measurable success indicators. Moreover, she stressed that the MFOs should be congruent with the corresponding success indicators so that the OPCR and IPCR would reflect clear targets, timelines and accomplishments.

"Thank you [Director Chicano] for your support and expertise. I hope all our concerns are clarified, but nevertheless, we will go back again to consider the roadmap we've made in order to align our MFOs," said Dir. Gicana in his closing remarks. #



The FPA staff posed with Dir. Norlito R. Gicana and Atty. Judith D. Chicano for posterity after the workshop.



Workshop proper



Workshop proper



Workshop proper



Workshop proper

Employees' CORNER

NEWLY APPOINTED EMPLOYEES OF FPA



Ms. Elizabeth T. Ramiro
Chief Administrative Officer
Finance and Administrative Division

Ms. Maricon S. Andayog
Board Secretary
Office of the Executive Director



Mr. Marc Samuel A. Molina
Agriculturist I
Pesticide Regulations Division

WELCOME TO FPA!

Industry CORNER

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Accredited Researcher (F/P)

- PACPA/PMCPFI (August 11-14, GenSan) – Ms. Dory Dizon (09274774069)
- PAE (October 21-22, Davao) – Ms. Ester Magsino (09176260383)

Accredited Responsible Care Officer

- PACPA/PMCPFI (August 11-14, GenSan) – Mr. Bailey Yu (09175311800)
- PAE (October 20-23, Davao) – Ms. Remy Aguda (09175449114)

Agricultural Exterminator

- PACPA/PMCPFI (August 11-14, GenSan) – Mr. Bailey Yu (09175311800)
- PAE (October 20-23, Davao) – Ms. Ester Magsino (09176260383)

Agricultural Fumigator

- PACPA/PMCPFI (August 11-14, GenSan) – Ms. Dory Dizon (09274774069)
- PAPFI (August 24-26, Davao) – Ms. Fatima Apuyan (09186495273)
- PAPFI (September 7-10, TBA) – Ms. Fatima Apuyan (09186495273)
- PAPFI (October 19-22, Manila) – Ms. Fatima Apuyan (09186495273)
- PAPFI (November 16-19, N. Luzon) – Ms. Fatima Apuyan (09186495273)

Symposium

- PACPA/PMCPFI (August 14, GenSan) – Mr. Bailey Yu (09175311800)
- PAPFI (August 26, Davao) – Ms. Fatima Apuyan (09186495273)
- PAPFI (September 10, TBA) – Ms. Fatima Apuyan (09186495273)
- PAPFI (October 22, Manila) – Ms. Fatima Apuyan (09186495273)
- PAE (October 23, Davao) – Ms. Ester Magsino (09176260383)
- PAPFI (November 19, N. Luzon) – Ms. Fatima Apuyan (09186495273)

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FPA, CSC CONDUCT 2ND NATIONAL GAD TRAINING

"GENDER refers to the specific set of characteristics that identifies the social behavior of women and men and the relationship between them...To ensure that explicit, implicit, actual and potential gender biases are removed, the government embarked on Gender and Development (GAD) as one of its priority programs. GAD focuses on the principle that development is for all. Everyone in society, female or male, has the right to equal opportunities to achieve a full and satisfying life." (<http://excell.mcsc.gov.ph/GAD/GADhome.html>).

Cognizant to the importance of Gender and Development (GAD) as a priority program of the government, the Fertilizer and Pesticide Authority (FPA) conducted its second national GAD activity titled "Gender Sensitivity Training" on May 25, 2015 at the Boso-Boso Highlands Resort and Convention Center. The training was participated by officials and staff from the FPA central, regional and provincial offices.

Ms. Nancy B. Asilo, Chief Personnel Specialist of the Civil Service Commission (CSC) Region IV, was invited as the key resource speaker of the training, which aimed to develop and improve the perspective and "sensitivity" of the participants on gender, human rights and empowerment in order to become more effective in interrelating with colleagues.

Held in light of the FPA's 38th anniversary, the training was coordinated by the FPA-Planning,

Management and Information Division (PMID) headed by Ms. Digna M. De Leon, Planning Officer V and Ms. Digna B. Pucan, FPA Focal Person for GAD.

GAD for equality and opportunity

"This [training] is not an indictment but an opportunity to reflect," said Ms. Asilo in her introductory remarks. She emphasized that the training is a venue for enrichment and for sharing common and deeper understanding of gender issues among all participants.

The four main premises of the training were: 1) not a war of the sexes, 2) not anti-male, it is pro-human, 3) both men and women are victims, although women more than men, and 4) both have a stake in the struggle for gender equality.

Training activities

A series of recreational and insightful activities were conducted to enrich the understanding and appreciation of the participants on gender and development:

- **Depiction of a "woman" and puzzle-making.** The participants illustrated how they depict a woman on blank puzzle pieces distributed by Ms. Asilo. Afterwards, they searched for the other puzzle pieces that would fit or match their own in order to form a square-shaped puzzle made of three puzzle pieces. A total of 25 puzzles were formed. The illustrations depicted in the puzzles symbolized femininity, happiness, simplicity, purity, vulnerability, motherhood, attractiveness,



Ms. Nancy B. Asilo
Chief Personnel Specialist
CSC-Region IV

compassion, beauty, strength, hardwork, loyalty, and home. Through this activity, the participants realized the value, essence and symbolism of women in the society.

- **Pitik Palak.** The participants formed a big circle and performed a series of hand gestures as Ms. Asilo randomly instructed them to say which words or traits come first to mind whenever they hear the words 'girl' and 'boy'. After the activity, it was found that the words and traits listed under 'girl' and 'boy' were almost the same in sense. Ms. Asilo then stated that the difference of man and woman lies only in the physical and/or biological aspects and that their traits can be interchanged. The participants learned that gender is dictated by the society imposed by roles and responsibilities and is created socially and can therefore be changed.

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Depiction of a woman



Pitik Palak



Sapong Gagamba



MaSaLi Male Group

•**Sapot ng Gagamba.** The participants were divided into nine groups: five male and four female groups. Each male group was tasked to specify one concrete central problem that they encounter in relating with women; meanwhile, each female group was tasked to specify one concrete central problem that they face as women. The groups were then tasked to write these problems at the center of their illustration papers. From there, they wrote and interconnected the causes of the central problems. The participants realized that every individual, regardless of sex/gender, faces problems that have complex and varied causes and that it is best to have respect for others at all times.

•**MaSaLi.** The participants were divided into two: male and female.



MaSaLi Female Group

They played the game "MaSaLi", which stands for Magulang, Salinlahi and Lipunan. The premise of the game is similar to that of the classic games jack-en-poy and rock-paper-scissors. In this game, Lipunan beats Magulang, Magulang beats Salinlahi, and Salinlahi beats Lipunan. At the end of the activity, it was realized that social norms relative to gender are affected by the perspectives and principles of lipunan or society, magulang or parents, and salinlahi or tradition.

•**Film-showing: "Mga Babae sa Ating Buhay".** In this film, it was emphasized that most women today perform multiple roles which include being a mother, a breadwinner, a corporate employee and a home manager. According to the film, these multiple roles make it difficult for women to attain



Ritwal

high-rank positions in the corporate world as compared to men. Highlighted in the film were the importance of women in home management, their essential value in the society and the dangerous incidents against their welfare such as battering, rape and prostitution. Nonetheless, the film emphasized that peace, respect and love can change the jeopardizing situation for women, especially to those who are abused and mistreated.

•**Ritwal.** Before the training's conclusion, a "ritwal" was conducted wherein cross-shaped papers were burned by each participant as an offering to the women of their lives. The "ritwal" symbolized the lifting of women's cross, which embodies the trials and burdens that women face in our society today. #

Fostering unity and trust: FPA'S 1ST NATIONAL TEAMBUILDING

"TOGETHER Everyone Achieves More." This famous backronym of the word 'team' was put into work as the Fertilizer and Pesticide Authority (FPA) conducted its first-ever national teambuilding on May 26, 2015 at the Boso-Boso Highlands Resort and Convention Center.

In celebration of its 38th anniversary, the FPA once again invited Atty. Judith D. Chicano, Director of the Civil Service Commission (CSC) Region IV, to serve as the key resource person for the said activity, which aimed to develop and strengthen the interrelation, unity and trust among all FPA staff in order to create and develop a more responsive and more efficient FPA.

The one-day activity, which was participated by staff from the FPA central, regional and provincial offices nationwide, was spearheaded by the FPA-Planning, Management and Information Division (PMID).



Atty. Judith D. Chicano
Director
CSC-Region IV

In her introductory remarks, Atty. Chicano read a famous quote of Henry Ford, president of Ford Motors, which states - "Coming together is a beginning. Keeping together is progress. Working together is success."

Importance of teamwork

Teamwork is a vital aspect in every organization because it puts everyone on the same page, hence, making everybody work together to achieve the same goals and outcomes.

"Through this teambuilding activity, we aim (1) to create teamwork and trust, (2) to clarify and align values, (3) to understand organizational goals and (4) to clarify functions and roles," said Atty. Chicano. *turn to next page*



To develop teamwork and coordination among the participants, an activity titled "Building a Home" was held. The participants were divided into five groups and each was tasked to construct a mock-up home out of limited supplies.

Initially, Atty. Chicano displayed the office supplies and materials that can be utilized by the groups which can only be bought through bartering personal items with varying values.

During the presentation and reflection of each group, it was found that all the groups have conducted a series of steps in order to build a home. These include planning and development, role discussion and delegation, goal setting, needs and budget assessment, designing, and actual construction. Through this activity, the participants realized that an effective team is essential in the success of every endeavour.

The characteristics of an effective team, according to Atty. Chicano, are 1) plan, 2) informality, 3)

participation, 4) listening, 5) civilized disagreement, 6) consensus decision, 7) open communication, 8) clear roles and work assignments, 9) shared leadership, 10) external relations, 11) style diversity and 12) self-assessment.

Up close and personal

Interpersonal relationships create trust, collaboration and connection. The ability to connect, interact, network, work, persuade, listen, engage, serve, pay attention, and get to know each other come into play in every area of our lives, especially in teams.

To enhance interpersonal relationships among the participants, an activity titled "You Don't Know Me" was held. Each group was tasked to write on a cartolina the traits or characteristics of every member which are not known or familiar to all. Afterwards, each group presented their set of traits while the other groups tried to guess who among the members is the one being described by a specific trait.

This activity improved the camaraderie of the participants as they gained new knowledge and perspective among their colleagues. "You still have a lot to learn about your colleagues," said Atty. Chicano as she explained that disclosure and feedback are important mechanisms of an effective team.

Success in effective communication

Communication is a way to

bridge gaps and differences and is therefore the most important aspect in every organization. It is a human process that involves the heart and it is the secret to an organization's success.

In order to emphasize the importance of effective communication, the final activity titled "Find a Spot" was conducted wherein the groups were instructed to each form a circle. The participants then faced outward from the center of the circle and held each other arm-in-arm to tightly bond the circle they formed.

At first, Atty. Chicano instructed the groups to find and move towards a spot in the conference hall without talking to each other. In effect, the groups struggled to move because aside from not being able to look at each other for gestures or signs, they were not allowed to communicate, which caused the group members to move toward different directions.

Atty. Chicano then instructed the groups to communicate among its members before finding and moving towards a spot which they prefer. Since they were allowed to communicate, the groups were able to move easily towards the spot they chose.

"Unless goals and visions are discussed and understanding is levelled off, there will be a tendency for individuals in an organization to come up with different definitions or understanding of what and how they will achieve certain things," stated Atty. Chicano. #

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