

The IICA logo consists of the letters 'IICA' in a stylized, bold, white font. The background of the entire page is a photograph of a young woman wearing a white helmet and a teal shirt, climbing a tree in a lush green forest. Other people's hands and arms are visible, assisting her.

IICA



**Our Magazine: The Staff of the- Inter-American
Institute for Cooperation on Agriculture (IICA)
First Edition - Year 1 - Number 1**

Join us

**In finding a name
for this Magazine!**

Director General bestows awards for excellence

**Rachelle Chéry from Haiti
is one of the prize laureates**

Participate!



This is the first edition of IICA's personnel's very own magazine. What we want is to look together as a team for a name for this magazine, which is intended to improve communication among us, facilitate our integration into the Institute, foster the values and principles that are a feature of our commendable work and create opportunities for us to participate and express our opinions.

Within the next few days, you may suggest a name for this publication by e-mail.

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Pride in belonging to a great institution

It is with a sense of great satisfaction that we introduce this new means of internal communication through which we can share with others, and instill in all our personnel the pride that comes from being a part of this great Inter-American organization.

The decision to publish the magazine is based on our belief that communication promotes transparency and encourages listening in the workplace. We are convinced that it will deepen the sense of belonging among our personnel and will provide opportunities to participate and share opinions.

If the magazine is to flourish and serve its purpose, each and every staff member must have a fundamental role to play.

We want your voice to be heard in every IICA Office across the hemisphere.

We want the entire IICA family to know what we are doing in pursuit of our vision and mission, and how, as we make agriculture an activity that generates prosperity for millions of people, we live out our institutional values. We want to know how your work, day in and day out, contributes ultimately to the well-being of rural communities.

This magazine is yours because IICA would not be what it is today without your work, your commitment and your dedication. This is why we invite you to participate actively in this joint effort so that we can get to know one another more, discover who we are and what each one of us does in our Offices. Write and let us know why you feel proud to work at IICA.



Chelston W.D. Brathwaite
Director General

Jose Emilio Araujo

The legacy of a leader

The modernization of IICA features among his many accomplishments.

Just a few months have gone by since the passing of Jose Emilio Araujo, Director Emeritus of our Institute, and his memory continues to live on, thanks to his rich legacy of accomplishments in aid of agriculture across the hemisphere and his typically sunny disposition.

At a recent Cabinet meeting, our Director General, Chelston Brathwaite, said, as those present observed a moment of silence in memory of our Director Emeritus, that there were no words or writings to aptly describe the magnitude of

Dr. Araujo's contributions to agriculture in the Americas and to IICA".

The magazine of the staff of the Institute pays tribute to this humanistic leader in agriculture by briefly describing his contribution to this Inter-American organization.

Araujo, who was born in Brazil in 1922, envisioned a model of agriculture which, at the time, was a dream –agriculture that factored in the perspective of the farmer and that took into account the social circumstances of the rural areas.

His career had a promising start. After receiving a doctorate degree in agronomy and specializing in soils at Cornell University in New York, he became a professor in soils at the School of Agriculture of the Federal University of Pelotas in the south of Brazil, where he went on to become head of the faculty and the research institute.

He joined IICA in 1965 as a specialist at the Inter-American Agrarian Reform Center, in Colombia. He was appointed head of that center a few years later and was later designated IICA Representative in that country.



José Emilio Araujo was a firm believer in the importance of agriculture and was a pioneer who introduced the perspective of small-scale farmers in international cooperation models.

In 1970, the Government of Brazil nominated him as a candidate for the post of Director General of IICA and he was elected to that office that same year. This ushered in a new phase of sweeping institutional reform and his administration, which went on for a second term, until 1982, is recognized as a period of "hemispheric and humanistic projection". During those years, Canada and many Caribbean countries joined the Institute.

It was also during his Administration that Member States adopted a new Convention which changed the physiognomy and the

name of the Inter-American Institute of Agricultural Sciences to Inter-American Institute for Cooperation on Agriculture.

The Convention, which dates back to December 8, 1980, marked the genesis of an Institute that would support agricultural development and rural well-being in the countries of the Americas through the delivery of technical cooperation services.

Humanistic Leader

Araujo's thinking may be summed up in the concept

of the hemispheric and humanistic projection that conceives the overall improvement of the human being as an end in itself, where science and technology and the application of the findings of that science and technology should be used to serve humankind.

He promoted IICA as being a flexible organization that was receptive to the expressed needs of its Member States, one that was conceptually sound and that had as its underpinning the technical expertise of its staff. The basis of that approach was established in the General Plan approved in Mar del



José Emilio Araujo with IICA staff members.



The Second Ministerial Meeting on Agriculture and Rural Life was also held in Panama in 2003. It was attended by Araujo and his wife.

Plata, Argentina, in 1970.

Many consider his most important accomplishment to be the adoption of the IICA Convention which paved the way for the Institute's transformation from an organization specialized in agricultural sciences and higher education into a technical cooperation agency.

That Convention also changed the management structure of the Institute. The responsibilities that heretofore rested with the ambassadors of the Member States of the Permanent Council of the Organization of American States (OAS) were transferred to the Ministers of Agriculture of the countries.

Araujo introduced to the Institute certain activities that had been the purview of other institutions or of the OAS General Secretariat and, thanks to him, the Institute became an organization of the Inter-American System specialized in agriculture and rural development.

It was during his Administration that the Offices in Member States were created and, with the support of the then President of Costa Rica, Jose Figueres Ferrer, the Headquarters Building was erected.

Thirty-five years ago, when he held the reins of

our Institute, the Brazilian Enterprise for Research on Farming and Cattle Raising (EMBRAPA) was created with decisive support from IICA. Today, EMBRAPA is the pride of Brazil and the Americas. The Tropical Agriculture Research and Higher Education Center (CATIE) was also created at that time.

His ideal was to make the Institute a cohesive instrument for development to serve the countries, one that would have a hemispheric projection and a humanistic vision. This ideal of his has served as an inspiration for the nations of the hemisphere as they seek to build

agriculture that is modern, competitive and equitable in terms of the distribution of wealth.

José Emilio Araujo is an example for coming generations that wish to build a brighter future, marked by more freedom and unity for the men and women of the rural areas of the hemisphere.



One of Jose Emilio Araujo's last visits to IICA Headquarters.



During the Thirteenth Meeting of the Executive Committee of IICA, held in Ribeirao Preto, Sao Paulo, Brazil in 2005, Director General, Chelston Brathwaite, paid tribute to Araujo for his commitment and work.

Excellence



Individual staff members and teams at IICA received awards for excellence from the Director General.

Creativity, outstanding performance, leadership and teamwork were the basis for the awards for excellence that individual staff members and teams received from Director General Chelston Brathwaite.

The recipients of the Director General's Awards for Excellence 2008 were announced at a ceremony held recently on October 29 at IICA Headquarters upon conclusion of Representatives' Week.

Individual Contribution

One of the awards went to **Jose Antonio Herrera Hernandez**, who led the process for applying the territorial approach to rural development in the upper part of the Chalatenango Department in El Salvador.

Maude Rachelle Chéry Pierre – Louis received an award for her outstanding work in Haiti where she participated in projects such as *Pro-Huerta and Kredifanm*, in aid of students, rural women and low-income families.

Daniel Rodríguez Saenz also received an award for promoting, through partnerships, exports from small- and medium-sized agribusinesses as well as the development of an *on-line* self-evaluation system, especially designed for small-scale exporters.

2008



The Representative in El Salvador, Keith Andrews, received the statuette on behalf of specialist José Antonio Hernández.



IICA Representative in Haiti, Alfredo Mena, received the award on behalf of Maude Rachelle Chéry Pierre – Louis.



Specialist Daniel Rodríguez Saenz, received one of the Director General's Awards for Excellence.



Linda Landry, Director of the Division of Human Resource Development and representatives of friendly and sponsoring organizations: the Chief Executive Officer of the Federal Staff Credit Union of the Organization of American States (OAS), Carlos Calderon, and the Vice President of Rutherford International Inc., Philippe de Dreuzy.

Teamwork

The Headquarters Web Committee was recognized for creating the new IICA Web Portal which places emphasis on knowledge management and the effective dissemination of technical findings.

The team is made up of Adriana Alpizar, Luis Paulino Fernandez and Emanuel Picado, specialists in information systems; Julio Mora, Henry Benavides and Viviana Palmieri, experts from the Directorate of Technical Leadership and Knowledge Management, and Monica Montero and Patricia Leon, journalists.

The team that launched the **Andean Countries' Cocoa Export Support Opportunity Program (ACCESO)** in Bolivia was also recognized.

Team members are Roberto Gonzalez, Director of Operations for the Andean Region; Marcelo Nunez, Executive Secretary of the Program; Juan Chavez Cossio, Representative in Bolivia; and Mario Vargas, Specialist in Technology and Innovation in that country.

Also honored was the team that developed the **Interactive Virtual Learning En-**

vironment for Agriculture, known as e-Vida, a tool which facilitates access to learning about training and technical cooperation activities.

The members of the team are: Jose Ramirez, Coordinator of the Distance Training Center (CECADI); Leticia Gimenez, Secretary; Juan Caliva, Education and Training Specialist; Olman Vargas, Multimedia Specialist; Liliana Chang, Promoter and Leader of Distance Education; and Priscila Cascante, Librarian at the Venezuela Library.



Adriana Alpizar, Patricia Leon and Emanuel Picado are members of the team that received an award for creating the IICA Web Portal.



Roberto Gonzalez, Marcelo Nunez and Juan Chavez Cossio are members of the team that launched the ACCESO program in Bolivia.



Liliana Chang, Juan Caliva, Olman Vargas, Leticia Gimenez, Priscila Cascante and Jose Ramirez developed a virtual platform known as e-Vida, which earned them an award.



Patica



Nurturing a **happy spirit** and sowing the seeds of **talent**



Hands as tough as leather from years of working the land, a face toasted by the Costa Rican sun and a cheerful disposition that is truly contagious...Jovel Jimenez Calderon, a gardener at IICA Headquarters, is an inspiration to many. Everyone knows him as "Patica," –which, in Costa Rica, means barefoot and tiny foot. He was born in San Isidro de Coronado in 1958, where he has lived and worked for decades. He is about to turn fifty, and far from being frightened by the prospect, is encouraged: "I'm looking forward to having a big party." Gardener, poet, singer, athlete, carpenter and bricklayer, he is part of the group of workers who built Building B at IICA Headquarters in the 1980s. He joined the Institute as an apprentice gardener in July 1984 and since then, has earned the respect and liking of all, including the highest-level authorities "for his interest in personal improvement." With the same spontaneous joy he brings to his work, Jovel now sits in front of the computer screen to learn how to communicate by electronic mail or takes delight in attending English class.

APIICA is for everyone

Maria Andrade and Juana I. Galvan de Tuñon

IICA Staff Association

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The time has come to inject new vitality into the IICA Staff Association (APIICA). This Association includes the entire staff of the General Directorate. That means everyone, regardless of whether they are local, international or general services staff, whether they work at Headquarters or in the IICA Offices in Member States.

APIICA was established by the Inter-American Board of Agriculture (IABA) as a channel for communication between the staff and the Director General. Its duration is indefinite. APIICA has its origin and basis in Article 54 of the Rules of Procedure of the General Directorate of IICA. By virtue of its origin, it is not a

union, but rather is part of the organizational structure of the General Directorate of the Institute and its representatives participate in the groups of advisors to the Director General in the area of personnel management. Given its origin, it does not require juridical personality in order for its actions or those of its representatives to be valid.

The objectives

The IABA empowers the Board of Directors of APIICA to make proposals on, and discuss with the Director General, all matters of common interest to the staff or that affect their welfare, including their working conditions, be they general or unique to each person-

nel category. Based on that general mandate, the objectives of APIICA are:

- a) To work with the bodies of IICA in attaining the objectives of the Institute and contribute to the continuing improvement of the performance of the General Directorate;
- b) To safeguard the rights granted by the Institute to its staff members through ongoing dialogue with the Director General and his representatives; and
- c) To improve the working and retirement conditions, as well as the conditions for professional and personal development, offered to staff members by the Institute.



In September of 1982, the first Board of Directors was elected, and APIICA operated normally from then until 1996. At that time, as the Board came to the end of its term in office, no candidates were proposed to hold a new election.

New elections

For the last 12 years, several staff members have committed themselves to continuing the work of the

Association on a volunteer basis, the most enthusiastic and constant of all being Ricardo Caceres. He, along with other colleagues, spearheaded the process of updating the bylaws of the Association, which must now be put to the vote. He also got together a group of colleagues who organized themselves on a volunteer basis and formed a Special Electoral Committee in charge of the electoral process for the new Board of Directors to take on the

challenge of putting the Association in motion again.

Following the elections in this month of November, we are about to enter a new stage in the life of APIICA, where staff members will have a proactive and purposeful role to play. This will help improve conditions for the most active and precious asset the Institute has –its personnel—and help the General Directorate fulfill its mission.

Assistance for emergencies

IICA stands

Ileana Barboza, Insurance Coordinator, IICA
Emergency Assistance Program,
Division of Human Resource Development
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It is not hard to imagine the anguish a father must feel when he cannot afford the medical care his child needs; or that of a family unable to replace the roof lost in a hurricane.

Consistent with the first of its principles "Social responsibility," IICA has created the Emergency Assistance Program. This program has been available to the staff of the Institute for three years, including their spouses and children.

The program provides financial assistance to staff

members faced with unexpected and uninsurable medical expenses associated with serious illnesses, or material damage caused by fire, flood, hurricane or natural disaster.

The criteria taken into consideration in evaluating applications are: the employee's salary - the lower the salary, the more money he/she can receive; the employee's family group - the larger the number of dependents, the more money he/she can receive; and the existence of private or government-sponsored insurance - if the staff member

has no medical coverage, the benefits are greater.

Recently, the Institute has helped cover the cost of medical emergencies in which the public health system could not provide a timely response, and has helped repair homes in countries battered by hurricanes.

Of the 25 applications received since February of 2005, 19 families in Argentina, Guyana, Costa Rica, Dominican Republic, Peru and Nicaragua have qualified for financial assistance. Remember that this Pro-

for solidarity

gram is open to all Institute personnel.

Applications for assistance are to be submitted to the Division of Human Resource Development, which will forward them to the Emergency Reserve Advisory Committee. The Committee will consider the application and make its recommendations to the Director General. Sitting on this Committee are representatives of the International Professional Personnel, the Local Professional Personnel, the General Services Personnel, the Director of Operations of the cor-

responding region or the unit at Headquarters where the staff member works, as well as the Directors of the Division of Human Resource Development and the Finance Division and a professional from outside the Institute.

The maximum benefit is US\$10,000. On the IICA Intranet you will find two brochures: "IICA is there for you" and "Emergency Assistance Program."



2008 Occupational Health Week

Occupational health is everyone's business

IICA Occupational Health Committee
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Aware of the importance of striving to ensure the well-being of its personnel, the General Directorate launched Occupational Health Week in 2007.

The theme for the week was "Ergonomics in the Office." The theme of this year's Occupational Health Week, to be held from November 17-21, will be "Risk factors in the offices, specifically those associated with Noise-Vibration-Radiation and Lighting."

There are many factors in the office that can damage our eyesight, some of the most frequent being dust particles in the air, exposure to ultraviolet rays, inadequate lighting, excessive



"An eight-hour workday in a noisy environment can damage hearing. I have used ear protectors since I started working at IICA." Dennis Martinez, IICA Print Shop.

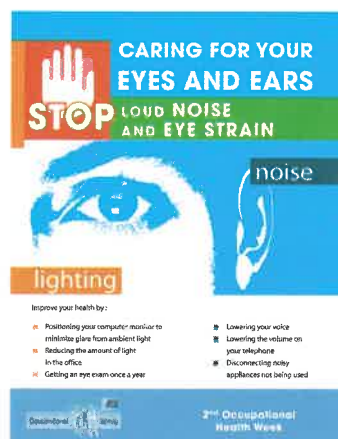


In November 2007, as part of Occupational Health Week, an evacuation drill was held at Headquarters.

light, inappropriate placement of lights and poor quality of light bulbs.

Many people spend a large part of the workday in front of a computer screen, answering e-mails, writing documents or looking for information on the Internet, which forces them to use their eyes in a way nature never intended and this leads to eye strain.

The result of staring at a computer monitor for long periods of time is fatigue, with symptoms such as red, watery or irritated



eyes; tired, painful or heavy eyelids; problems focusing; muscle spasms of the eye or the eyelid; and headaches, etc. Our hearing can also be affected by noisy machinery, printers, radios,

telephones, the volume and tone of our voices, and loud external noise. Some of the risk factors are the sound level, the type of noise and the length of exposure to same.

But remember, the office should be a quiet place that is conducive to efficient and effective work. Of course, for this, we must all do our part to reduce such risks.

During Occupational Health Week, we will be distributing information on how we can all help reduce such risks.

No day is better than your birthday!

Consult the Intranet to find the birthdays of IICA staff throughout the hemisphere.

On a light
note

www.intranet.int

The courtyard at the IICA Headquarters Building

Before



This is what it looked like in the eighties. Here, the then President of Costa Rica, Rodrigo Carazo Odio, and the then Director General of IICA, Jose Emilio Araujo.

Now



In the mid-eighties, the Government of Spain donated this beautiful mural and in March of 2006, the garden was landscaped.

Trivia

History of IICA

What year was IICA founded and what was its original name?

- A- International Institute of Agricultural Sciences (1942)
- B- Inter-American Institute of Agricultural Sciences (1942)
- C- Inter-American Institution of Agricultural Sciences (1948)

Answer: (B)

IICA Today

How many Offices does IICA have?

- A- 34
- B- 36
- C- 37
- D- 38

Answer: (B)