



# PHILSUTECH

## NEWSLETTER

PHILSUTECH Bldg., Magsaysay Avenue, Bacolod City, Philippines

September - December 2016 Vol. XX • No. 12

### 63<sup>RD</sup> PHILSUTECH ANNUAL NATIONAL CONVENTION

## DA Usec Laviña: Join gov't drive in reducing poverty



*Evelyn Laviña*

*Opening of the 63rd Philsutech Annual National Convention*

Agriculture Undersecretary Evelyn Laviña urged sugar industry stakeholders to join hands with government in reducing the poverty level in the country during her keynote address in the opening of the 63rd Philsutech Annual National Convention in Cebu City on August 17.

“Let’s work together. The collaboration between the government and the sugar industry will be easier because you are organized and strongly united. Let’s reduce the poverty level in every province,” said Laviña who attended the event in behalf of Agriculture Sec. Manny Piñol.

Cebu Provincial Board Member Miguel Magpale welcomed the participants to the province while Philsutech President Mario G. Palma welcomed them to the convention. Convention Chairman Danilo B. Jugno announced the formal opening of the event.

Laviña, who handles agri-business, high value crops and financing program of the agriculture department, briefed the around 1,000 delegates, sponsors and guests gathered at Waterfront Hotel, Lahug, Cebu City on the department’s thrust under President Rodrigo Duterte’s administration.

“Our marching orders from the President are to make food available and affordable for our people and to eliminate corruption in all levels of the institution,” she stressed.

Before the opening of the convention, she also met with Philsutech officers, Past Presidents and the presidents of the various sugarcane planters federations who explained to her that the sugar industry needs to embark on mechanization

due to lack of laborers and also to become more cost-efficient.

They added that the industry needs to consolidate small farms and to expand the sugarcane area to fill the capacity and maximize the efficiency of the mills. Moreover, the millers and producers pointed out the need for more farm-to-market roads.

Laviña assured that she will bring the industry’s concerns to the attention of Sec. Piñol for proper government action.

On the other hand, Labor and Employment Undersecretary Dominador Say assured stakeholders that the sugar industry is covered by certain laws and Supreme Court rulings which apply in the midst of government’s avowed aim to end contractualization and “ENDO” or “end of contract”.

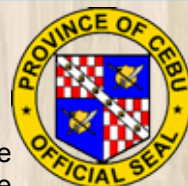
Say, the chief legal counsel of the labor department, said that the government’s thrust covers only employment relationships which violate the workers’ constitutional rights to security of tenure, such as the signing of five-month contracts and re-hiring the same employees after a month to circumvent the six-month period for the regularization of the workers.

“Project-based work and seasonal employment are exceptions to ENDO and illegitimate contractualization. Thus, our office is taking extra effort to get into the bottom of the nature of employment to determine the legitimate from the illegitimate contractors and contracts,” said Say who





## Welcome Message



In behalf of Gov. Hilario Davide III, Vice-Gov. Agnes Magpale and the Provincial Board of Cebu, and as Chairman of the Committee on Commerce & Industry and as a proud member of the Committee on Agriculture of the Province of Cebu, I welcome you to the Queen City of the South.

It is our pleasure that Philsutech has chosen Cebu once again to be the venue for its 63rd Annual National Convention parading with the theme "Philsutech: Catalyst for Greener, Diversified and Sustainable Sugarcane Industry".

The world is inevitably changing. It has catapulted itself into a more complex and diversified sphere where ideas have caused revolutions to further advance the seemingly inseparable economic and technological agendas.

Amid all of the advancements and the technical revolution, man has yet to fully understand the world and we have yet to fully understand the full potential of the resources readily given to us.

The sugarcane industry has been fueling the economy of the Philippines for centuries. The geographic stature of the state has been one of the contributing factors that made this industry flourish into its full potential.

However, we have been pushed to adapt to certain changes. The abrupt climate change shook the agricultural sector to immediately act and address the pressing concerns that could hamper the development and sustainability of the industry.

As I recall, the province of Cebu and major parts of Central Visayas have sustained colossal damage due to El Niño and the recent Typhoon Haiyan which we went through several years back. A lot of the major industries which fueled the economic sustainability of Cebu had been greatly affected and had to adapt.

Philsutech as the frontrunner in innovation, backed with the newly-passed Sugarcane Industry Development Act, will surely lay down plans and create a greener, diversified and sustainable sugarcane industry that will generate a ripple of good change and will stand strong against the challenges of the changing environment.

It is about time that the stakeholders and the new administration convene, collaborate and build better mechanisms and innovative solutions for the sustainability of the industry.

Let us be catalysts for good change! Again, welcome to Cebu. Mabuhay ang Philsutech!

**Miguel Magpale**

Cebu Provincial Board Member

## PHILSUTECH NEWSLETTER

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## Message of Condolence

The entire PHILSUTECH Board of Directors, Officers and Members express its deepest condolences to the family of the late **RUBEN CAMURUNGAN**, Philsutech Past President for Fiscal Year 1985-86, who passed away last September 19.

We will always pray for the eternal repose of your soul.



## Message from the Philsutech President

*Change is not coming! In fact, change is already here.*

*Officers and members of the Board, dignitaries and guests at the presidential table, Council of Past Presidents, heads of organizations, alliances, associations and federations, fellow delegates, both local & foreign, industrial partners, friends from the academe and other sectors, visitors, ladies and gentlemen, good morning.*

*Welcome to Cebu and welcome to the 63rd Annual National Convention of Philsutech – one of the biggest and highly anticipated annual gathering of sugar industry players and stakeholders.*

*Today, as we officially open and start this year's convention, we focus not only on the state of the Philippine sugar industry vis-a-vis its global counterpart; we focus on the only permanent thing in this life – change.*

*As I said earlier, change is not coming because it has come and is already here. We may not be aware of its presence or maybe we just pretended not to notice because we were then pre-occupied with other more important concern of the industry.*

*However, we can no longer escape the inevitable impact of change. It is around us and within us. We may not like the change, but we have to acknowledge it and embrace it in the name of survival.*

*Welcome to the convention. We, your officers, cognizant of the changes happening around us, made sure that this convention will be able to serve the members with a dose of things to do to address the change. Our plenary session today will tackle the very sensitive issue of ENDO or End of Contract practices in the country. No less than a representative from the Office of the Labor & Employment Secretary is here to explain, enlighten and guide us in the proper compliance to the laws on labor contracting.*

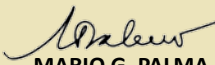
*Likewise, in the plenary, we will revisit the various statutes, laws and regulations governing the environmental protection and preservation. And lastly, to address the ever-growing problem of labor scarcity in the sugarcane industry, a panel presentation on mechanization of farm operations is timely.*

*Our technical paper and product presentations are designed to address, one way or another, pressing issues brought about by the changes around us. Our exhibit booths are abundant with technologies and ideas that can help us navigate in this uncertain, confusing and ambiguous world.*

*Change is here and so are we. Together we work to achieve our goal of a greener, diversified and sustainable sugarcane industry. Let Philsutech, your association, serve as catalyst in bringing about the unity and synergy as one nation, together with our new leaders, we dream, we believe and we survive!*

*Again, welcome to the 63rd Annual National Convention.*

*Mabuhay ka, Philsutech!*

  
MARIO G. PALMA  
President



## Opening Message from Convention Chairman

Over the years, Philsutech has continuously grown not only in total number of delegates, members, supporters and exhibitors but also in status, both in the local and international settings. It has continued to make its support and significance in the ever-evolving industry of sugar.

This 63rd Philsutech Annual National Convention theme "Philsutech: Catalyst for a Greener, Diversified and Sustainable Sugar Industry" will further be amplified in this year's roster of comprehensive divisional technical presentations to be delivered by world-class speakers and presenters, both local and foreign.

We will also have high level plenary sessions focusing on the recent developments and issues in the industry.


As in prior years, the convention serves as an important platform for technology updates, knowledge sharing and networking.

Philsutech conventions give an excellent opportunity to our delegates and participants to discuss new high-yielding varieties of sugarcane, technology initiatives, best practices in operations and environment matters, among others.

Apart from forging alliances and building relationships, both local and international, that enable each one to face the industry's challenges with greater confidence and ensure its growth and development in the coming years.

The convention will not be complete without all of you. So now, without much ado, by the power vested upon me by the Philsutech Board, I, Danilo B. Jugno, hereby declare the 63rd Philsutech Annual National Convention open.

Mabuhay ang Philsutech!

  
DANILO B. JUGNO  
Overall Convention Chairman





Grand Prize Winner of P300,000.00 - RICO B. DESUYO

## 63rd PHILSUTECH ANNUAL NATIONAL CONVENTION

### LIST OF WINNERS FOR THE GRAND RAFFLE

August 19, 2016

### GRAND RAFFLE DRAW WINNERS

Prize	Ticket No	Winner
Grand Prize P300,000.00	TICKET NO. 4520	RICO B. DESUYO ALIJS, BACOLOD CITY Solicitor: MR. ROBERT LAU
1st Prize P150,000.00	TICKET NO. 5275	ALELI E. DELATINA First Farmers Compound, Talisay City, NIR Solicitor: Crisanto A. Delatina, Jr.
2nd Prize P100,000.00	TICKET NO. 5072	LYNNIE E. ALORO SRA Compound, La Granja, La Carlota City Solicitor: Matti / N. Meneses
3rd Prize P50,000.00	TICKET NO. 2225	NEGROS METAL CORP. SRA Larec, Pampanga Solicitor: Ms. Inmaculada F. Dael
4th Prize P35,000.00	TICKET NO. 2898	RAY ANTHONY N. MARAÑON Palanas, Sagay City, Neg. Occ. Solicitor: Mr. Primitivo G. Rivera, Jr.
5th Prize P35,000.00	TICKET NO. 4863	LUZONFED INC. CADP, Nasugbu, Batangas Solicitor: Mr. Conrado C. Martinez

### TEN CONSOLATION PRIZES Of Php 2,500.00 CASH EACH

Ticket No.	Name	Address
1. Ticket No. 1398	CARLSON T. LOBATON	Victorias Milling Company, Inc.
2. Ticket No. 3970	CONFED COOP	6th St., Bacolod City
3. Ticket No. 3969	CONFED COOP	6th St., Bacolod City
4. Ticket No. 1641	MARIEVIC ABLANQUE	Cro Magnon Corp, Bacolod City
5. Ticket No. 3649	SUREWAY CARGO HANDLING SERVICES	Manila.
6. Ticket No. 5441	MITZI G. SALDAVIA	CACI, La Carlota City
7. Ticket No. 1214	ABRAHAN JOSHUA MAPANO	Valencia, Bukidnon
8. Ticket No. 3163	ABSFI	Butong, Quezon, Bukidnon
9. Ticket No. 3484	ARNIEL ORAY	Option MPC, Sagay City
10. Ticket No. 4196	MARIO ADONA	DAVAO MDDC

### DA Usec Laviña: Join gov't drive.... from page 1

pitched in for Labor Sec. Silvestre Bello III who was in Saudi Arabia to address the concerns of thousands of displaced OFWs in the kingdom.

The Philsutech convention is a much-awaited event which gathers all sugarcane industry stakeholders under one roof to discuss latest developments which affect and innovations which can improve the industry.

About a thousand sugar technologists, millers, planters, traders, ethanol distillers, product suppliers and technology providers not only from the Philippines but also from other sugar producing countries attended the event. More than one hundred companies are participating in the product exhibits.

Other plenary topics were "Toxic Hazardous Waste Management for the Sugar Industry" by Mr. Geri-Geronimo Sañez of DENR's Environmental Management Bureau, "Mechanical Harvesting Operation" by Mr. Dennis C. de Veyra, Mr. Rolando Tacardon and Mr. Ronan Sherwin T. Sibal, and "Updates on SIDA Development Projects" by Ms. Rose Guimera, Manager of SRA's Planning & Policy Department.

There were also technical paper and product presentations on sugar process, agriculture and farm engineering, management, factory engineering, and bio-

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1st Prize Winner of P150,000.00 - ALELI E. DELATINA, First Farmers Compound, Talisay City



2nd Prize Winner of P100,000.00 - LYNNIE E. ALORO, SRA Compound, La Granja, La Carlota City





Early Bird Winner - SAMUEL I. CADUNGON, Cotabato MDDCFI



First-ever Philsutech Choral of Past Presidents sings the Philsutech Hymn.



Dr. Pipat Weerathaworn of the International Society of Sugar Cane Technologists invites PHILSUTECH officers and members to the 29th ISSCT Congress in Chiang Mai, Thailand on December 5-8.



Opening Ceremonies



Mechanical Harvesting Operation (L-R): Mr. Ronan Sherwin T. Sibai, Mr. Dennis C. de Veyra and Mr. Rolando L. Tacardon



"Toxic Hazardous Waste Management for the Sugar Industry" Plenary Speaker Mr. Geri-Geronimo Sañez, DENR EMB



Aside from the plenary sessions, there were also divisional technical presentations



CONGRATULATIONS to PHILSUTECH scholar Marissa Elizabeth Gallenero for having passed the licensure exams for Chemistry given last September in Cebu City. The daughter of a farm worker in Hda. Consolacion, Guinhalaran, Silay City, she finished her Bachelor of Science in Chemistry at Colegio de San Agustin – Bacolod last March.



**DA Usec Laviña: Join gov't drive.... from page 4**

energy and environmental management.

During the opening ceremonies, the 2016 Don Carlos Locsin (DCL) Awardee was conferred on Mr. Ramon A. Picornell, Jr. formerly with Roxas Holdings for his significant contributions to the development of the industry and of Philsutech.

Mr. Antonio N. Chiu, Honorary Consul of the Slovak Republic and one of the vice-presidents of the Cebu Chamber of Commerce and Industry, opened the product exhibit which was participated by 122 domestic and foreign companies.

The four-day event also gave the delegates, sponsors and guests the opportunity to enjoy themselves thru the friendly golf tournament at the Cebu Country Club and the Iaua-themed Fellowship Night & Exhibitors Talent Competition on August 16 and the Rocky-Yoke themed Delegates Talent Competition on August 18.

Capping the gathering was the General Assembly & Membership Meeting where the newly-elected officers, led by Chairman of the Board Mario G. Palma (Universal Robina Corporation – Sugar and Renewables) and President Danilo B. Jugno (manager of Green Future Innovations), took their oath of office.

Behind the preparations for the 2016 Philsutech convention were the Convention Organizers and Working Committees headed by Overall Convention Chairman Danilo B. Jugno, President Mario G. Palma and Chairman of the Board Anthony Gerald S. Marañon. Corporate Secretary and Admin Officer Haydee V. Rivera headed the Philsutech Secretariat which backed up the officers and organizers.



*Posterity Picture of the BOD 2015-2016*



*Special BOD Meeting, Election of President, August 19, 2016*



*Chairman of the Board Anthony Gerald S. Marañon awards the medallion to president Mario G. Palma.*



*Past President Linley A. Retirado, Trust Fund Committee Report*



*Chairman of the Board Anthony Gerald S. Marañon (L) and Pres. Mario G. Palma present the Plaque of Appreciation to Convention Chairman Danilo B. Jugno.*



*Jocelyn Sorilla, announced the Best Technical Paper Award*



*Jinah Cuenca, Chairman Academe & Proceedings Committee Report*

### **Best Technical Paper:**

**"Sugarcane Varieties with High Sugar Yield and Profitability until the 2nd Ratoon"**

Presenters: Ms. Haydee P. Villariez, Mr. Jojit A. Demaraye and Ms. Rosalyn Luzaran

### **Second Best:**

**"PHILSURIN Releases Two New High Yielding Varieties for Specific Mill Districts"**

Presenters: Ms. Haydee P. Villariez, Ms. Chona R. Untal, Mr. Julius F. Chua, Mr. Jojit A. Demaraye, Mr. Bernie G. Dequinto and Ms. Rosalyn Luzaran



## CONSUL CHIU OPENS PRODUCT EXHIBITS

Mr. Antonio N. Chiu, Honorary Consul of the Slovak Republic, was the guest of honor and speaker during the opening on August 16 of the product exhibits of the 63rd Annual National Convention of the Philippine Sugar Technologists Association, Inc. (Philsutech) at Waterfront Hotel, Lahug, Cebu City.



*Mr. Antonio N. Chiu, Honorary Consul of the Slovak Republic, delivers his message.*

“Trade liberalization presents many challenges to the sugar industry but I hope that you will view these challenges as opportunities,” said Consul Chiu who is also one of the vice-presidents of the Cebu Chamber of Commerce and Industry.

“Continue with what you are doing in improving the efficiency of your industry so that it will become more sustainable, as the name of the game in any business is efficiency,” he urged Philsutech members and guests.

One hundred and twenty-two (122) foreign and domestic companies participated in the product exhibit. These companies are manufacturers and suppliers of sugar industry equipment, machineries, technology and professional services.



*Consul Antonio N. Chiu (4th from left) leads the ribbon-cutting for the opening of the product exhibits. Assisting him are (L-R) Philsutech Admin Officer Haydee V. Rivera, Board Chairman Anthony Gerald S. Maraño, Overall Convention Chairman Danilo B. Jugno, Ana R. Maraño, President Mario G. Palma and Friene C. Jugno.*



*Ford Tractor Phils., Inc. President Samuel L. Uy, Vice President Michael S. Uy, and Asst. Vice President Mark Samuel S. Uy. (DIAMOND Sponsor)*



*Shin Nippon Machinery President Akio Yoshikawa (DIAMOND Sponsor)*



*Universal Harvester EVP Dr. Milagros O. How (DIAMOND Sponsor)*



*Mega Engineering represented by Mithil Mane (GOLD Sponsor)*



*Dynamic Castings Liason Officer Eric Ngo (DIAMOND Sponsor)*



*Powerflo Solution (Asia) represented by Mr. Oliver Enriquez (GOLD Sponsor)*



## 2016 DON CARLOS LOCSIN AWARDEE: RAMON A. PICORNELL, JR.



*DCL Awardee Ramon A. Picornell, Jr.*

A deeply revered professional in his technical discipline ... an unwavering pillar and guiding light of Philsutech ..... a multi-awarded, highly accomplished sugar technologist. In a nutshell, ladies and gentlemen, that is how we can describe this year's Don Carlos Locsin Awardee.

He finished his elementary and high school studies at the University of San Carlos (Boys High School) in Cebu City. In 1971, he graduated with a degree in Bachelor of Science in Mechanical Engineering from the University

of San Carlos Technological Center in Cebu City and passed the Board exam the following year.

As a mechanical engineer, he was recognized as the Mechanical Engineer in the Manufacturing Sector in 2000 and as the Outstanding Mechanical Engineer in the Special Category of Management in the Sugar Industry in 2008 by the Philippine Society of Mechanical Engineers (PSME). PSME also conferred him the PSME Fellow Award in October 2011.

Among his peers, he enjoyed respect and admiration which were manifested by his election as two-time president of PSME-Batangas Chapter in 1995-96 and 1996-97, as Vice President for Luzon in 2008-2009 and as Executive Vice President and Chairman of the Annual Convention in 2010 and 2012.

His zeal in contributing his time, talent and efforts for the betterment of his fellow professionals has also extended to Philsutech, such that he is acknowledged as an unwavering pillar and guiding light of the organization for more than two decades.

He has authored and co-authored best technical papers that received major awards from PHILSUTECH, such as Best Technical Paper Award on "Wage, Salary and Compensation Survey of the Philippine Sugar Industry" in 1981 and Best Technical Paper award on "Development of CADP's Roll-On/Roll-off Transport System" in CADP.

From preparing and presenting technical papers, assisting in the transportation and tours committee, heading the secretariat and handling protocol, international affairs, promotions, attendance and reception, our DCL awardee has done them all simply for the glory of

Philsutech and selfless service to all Philsutech members.

Our DCL Awardee had served the Association as President in 1987-88, the youngest President at the age of 37 years since Philsutech was established in 1953.

He has served the Association in several capacities, namely:

- President 1987-88
- Convention Adviser for 9 years
- Convention Chairman & Organizer for 5 years
- Chairman Nomination & Election for 3 years
- Chairman of International Affairs
- Overall Convention Chairman in 33rd & 34th conventions for two consecutive years.

Our awardee's involvement with the sugar industry started a few years after he hurdled the board exam for mechanical engineers. He started out as Assistant Manager of Roxas & Company's Agro-Industrial Department in 1976 until 1982. His tasks included liaison and coordination with Central Azucarera Don Pedro (CADP) and Roxas Haciendas.

In 1982 he was designated as Cane Transport Consultant for the development of the Roll On, Roll Off (RORO) Cane Transport. He spearheaded the design, development and operationalization of CADPs innovative RORO Cane Transport System.

Four years later, he became the Administrative Manager of CADP and eventually its Vice President/Resident Manager from 1988 to 2004.

In 2004, more responsibilities were heaped upon him when he was designated as Senior Vice President for Operations of Roxas Holdings, Inc. (RHI) and, at the same time, the SVP of CADP Group, managing the raw and refined sugar operations of CADP in Nasugbu, Batangas and Central Azucarera de La Carlota (CACI) in La Carlota City, Negros Occidental.

From 2005 to 2008, he was the President and CEO of the CADG Group Corporation which includes CADP and CACI. He also became a Director of Hawaiian Philippine Company in Silay, Negros Occidental.

He is credited for having developed and installed major agro-industrial projects of the Roxas Haciendas and CADP, such as the CO2 recovery plant, suspension-type bagasse dryer, raw sugar factory expansion and modernization, wet scrubber project, the RORO cane transport system, farm mechanization program and many more.

His brilliance is not limited to the technical sphere, as he also conducted studies, designed and developed the Job, Salary & Compensation Structure Productivity Program, Organizational Structure and the Quality and Environmental Management Systems of CADP, CACI and Roxas Haciendas.

At the age of 60, he opted to retire from Roxas Holdings as President and COO but, because of his desire to work and still be part of the industry, he joined as President of the South Negros Biopower, Inc.

Our awardee is married to a very supportive wife, Maria Gracia S. Vista.

For his selfless dedication in serving Philsutech, his significant technical paper presentations, his management and administrative programs and his innovative technical accomplishments which have hugely contributed to the development and growth of the Philippine sugarcane industry, the

2016 Don Carlos Locsin Award is hereby conferred on RAMON ALVAREZ-PICORNELL, JR.



*DCL Awardee with friends and colleagues*



# DCL Awardee's Acceptance Speech

I'd like to say that this award came as a surprise, but I humbly accept it on behalf of all the sugar technologists that I have worked with for the past 40 years.

When I was informed by Haydee to look into my email to see the official advice from the committee, I told her, "Is this award a sign given to those people who are on their twilight years and are either forced to retire or not to come back to the Philsutech Convention because they are too old?"

Of course, Haydee said it is nothing of that sort, but I couldn't help feeling this way since I had a massive stroke just a year ago and I never expected to go back in any convention. Through God's help and my wife who was worse than the doctors, I was brought back to health, although not completely.

Anyway, I don't know if all of you knew when I joined the sugar industry way back 1976, I was asked by Past President Gaspar to involve myself in Philsutech. I never knew that it would lead to a lovestory with Philsutech that started from 1976 up to the present. And in that lovestory, there was another lovestory that came out. That is where I met my wife Marge, who was an usherette in PICC in the convention of 1978 wherein the President was Mr. Oreta.

This association has done many wonders to me and to others. As what Mr. Gaspar said in one of his messages to me, he said "Ramon, we are all boarding in this train of life, wherein all of us go in as passengers,



*DCL Awardee with his mother, wife Margie and Cousin Dr. Lourdes Narcise with DCL Committee PP E. Concepcion and PG Rivera, JR.*

and each one of us disembarks in different stations. Either because we die or drop out of sight".

I would like to acknowledge the role of the Past Presidents for inspiring me to really strive to do good in Philsutech because, in all the associations that I have been involved in, the continuing factor of seeing the past presidents here in Philsutech is really so overwhelming and it is because of this that one is inspired to do more for Philsutech and to the sugar industry.

At the same time, I believe that whatever success that I have gained, it is also because of the support that was given by the Roxas group. They always had the intention of developing its employees and staff professionally that we have to be involved in different organizations.

I would like to thank Mr. Pedro Roxas, on behalf of RHI, for all the support he gave me in the 37 years I spent with Roxas Holdings. At the same time, Mr. Gaspar, as you know, he has been my mentor and tormentor, in the same way I was a mentor and tormentor of Susan Urbanozo.

But anyway, the important thing is, the thing that Mr. Roxas and Mr. Gaspar passed on to me. I always felt that this had to be brought back to all the other employees, staff and all the members of Philsutech, wherein we would always be very active in promoting technical papers or studies; or in committees because mainly we had that commitment to help the industry.

I would like to take this opportunity to thank the various planter associations that I have served. The Batangas Federation and its associations and, in La Carlota, the AALCPI group has been very instrumental in making sure that the programs are implemented to the mills at the time of CADPI and CACI and was properly disseminated to everybody.

As I close to this acceptance speech, I would like to reiterate to all the young, the incoming generation of sugar technologists that your continued presence in the Philsutech is of outmost importance. Your role in the various committees or even participant in the different workshops and technical paper presentations is paramount for success in your respective companies or in whatever activities you do relating to sugar industry.

Philsutech is a good training ground and, for that, there is so much to be thankful to it because this association is an association that forms as a catalyst. It helps us introduce and accept new technologies and, at the same time, the camaraderie that exists within the association is equal to none.

So, in closing, just paraphrasing the words given by General McArthur as he ended his military career, he said, "Old soldiers never die, they just simply fade away."

I don't say that I'm a soldier in the military sense but I am a soldier as far as sugar industry is concerned. And I believe that I will be retiring and slowly fading away but, deep inside me, I am assured that Philsutech will continue to grow because of the young and very eager sugar technologists that are present here today and for the years to come. So with that again, thank you everybody and let's pray for Philsutech.



*DCL Awardee with Past Presidents*



*PP Eduardo Concepcion announces the 2016 DCL Awardee. DCL Awardee with PPs E. Concepcion and PG Rivera, Committee on DCL Award*



*DCL Awardee with the incumbent BOD & Officers*





## Keynote Speech

Agriculture Undersecretary **EVELYN LAVIÑA**  
63rd Philsutech Annual National Convention  
August 17, 2016

*DA Usec Evelyn Laviña delivers the keynote address in behalf of Agriculture Secretary Emmanuel Piñol.*

President Rodrigo Duterte believes that, as President of the Philippines, it is his moral obligation to provide available and affordable food for the Filipinos.

In line with his vision, the Department of Agriculture is undergoing a paradigm shift. Our marching orders from the President are to make food available and affordable for our people, to eliminate corruption in all levels of the institution and to increase the income of our farmers.

The Department of Agriculture aims to provide food security to all Filipinos. The DA subscribes to the vision of the Food and Agriculture Organization of the United Nations that food security exists when all people, at all times, have access to sufficient, safe and nutritious food to meet their dietary supplements and food preferences for an active and healthy life.

Agriculture officials, led by Agriculture Secretary Emmanuel Piñol, have embarked on the "Byaheng Bukid" so that we can meet the farmers and gather first hand info from the stakeholders themselves. We believe that there is no one time, sweeping formula to address the concerns of different sectors in the agriculture industry.

Thus, we are going around the country and consulting the farmers and fisherfolks at the grassroots level so that

the government response to their needs will be wholistic and unified among all government agencies, inclusive of all sectors and tailor-fit for the needs of specific groups, such as indigenous peoples.

The DA is also conducting a nationwide survey so that we can come up with a National Color-Coded Agriculture and Fisheries Map. The survey will identify key production areas and the crops best suited for that area.

Once the key production areas are identified for crop suitability, we can then come up with the needed interventions to support the farmers in terms of financing, production, marketing and value-adding.

However, we do not want to reinvent the wheel. Whatever existing programs which are found to be working and are beneficial to the farmers will be continued by the DA.

The DA is also coming up with the National Food Consumption Quantification Study so that we will know so that we will know the food needs of the entire country and we can design realistic programs to achieve food security.

Our department is part of a national movement for convergence and inter-agency networking to come up with coordinated action among government agencies and the





DA Usec Evelyn Laviña receives the plaque of appreciation as keynote speaker during the 63rd Philsutech Annual National Convention. Presenting the plaque are (L-R) Philsutech President Mario G. Palma, Board Chairman Anthony Gerald S. Maraño and Overall Convention Chairman Danilo B. Jugno.

private sector to ensure that there is no duplication of work and no waste of government resources and that we can render wider service to our constituents.

We are institutionalizing programs which will provide easy access to financing for our farmers, as well as wider crop insurance coverage which will protect not only their crops but also their machineries, equipment and related infrastructure against losses arising from natural calamities, plant diseases and pest infestation.

Moreover, the DA is building a database of farmers aimed at identifying them and issuing them with identification cards so that they can be assured of benefits from the government and, with their official IDs, it will be easier for them to transact business with government agencies and private businesses.

Most of our farmers are already old. To rekindle the love for farming among the younger generation, we are working with the Department of Education to reintroduce basic agriculture in the primary and elementary levels of the Philippine education system, with emphasis on the value of land and water and the maximum prudent utilization of these resources.

Before the opening of the convention, I met with Philsutech officers and the presidents of the various sugarcane planters

federations. They explained to me that the sugar industry needs to embark on mechanization due to lack of laborers and also to become more cost-efficient.

They added that the sugar industry needs to consolidate small farms and to expand the sugarcane area to fill the capacity and maximize the efficiency of the mills. Moreover, the millers and producers pointed out that they need more farm-to-market roads.

Rest assured that I will bring the industry's concerns to the attention of Sec. Piñol for proper government action.

Let us give government a chance. We must unite to achieve President Duterte's goal of providing food on the table of all Filipinos, sending kids to school and giving them access to health care, and sleeping soundly at night, knowing that we are secure in our own homes.

Let's work together. The collaboration between the government and the sugar industry will be easier because you are organized and strongly united. Together, let's reduce the poverty level in every province.



DA Usec Evelyn Laviña listens to the sugar industry's concerns from former SRA Administrator Ma. Regina B. Martin and planters federation presidents Manolet Lamata (Unifed), Danilo Abelita (Panayfed), Enrique D. Rojas (NFSP) and Pablo Lorenzo III (Confed) during the opening of the 63rd Philsutech Annual National Convention.



# ENDO or End of Contract

DOLE UNDERSECRETARY ATTY. DOMINADOR SAY

63rd Philsutech Annual National Convention

August 17, 2016

What is Endo or End of Contract? There are two forms of contractualization: valid or legitimate and illegitimate, which the government wants to curtail or eradicate.

Endo is practiced in a bilateral relationship where I directly hire somebody without going thru an agent or recruiter. But employers hire on short term contract, normally less than 6 months because, beyond 6 months, the employee becomes regular.

What employers do now is they ask you to sign a less than 6 months contract or you sign the employment contract AND your resignation. That is a prohibited act. Employees' right to constitutional security of tenure is lost because of that action. The repetitive hiring, firing and rehiring is what we know as the Endo. Normally employers make the employees rest for 1 day or 1 month until they rehire them.

Who are regular employees? Under Art. 280 of the Labor Code, it says, "Agreements to the contrary notwithstanding to whatever wordings of the contract with the employee, employees who render activities which are usually necessary or desirable to the main business of the employer, he is a regular employee."

We have exceptions to that article - those hired in project employment, the beginning and ending of which have been pre-determined at the signing of the contract. The second exception is a seasonal employee. Even if they perform activities necessary or desirable to the business, if it is only for the season, then he is not a regular employee.

For example, department stores have seasonal sales on December which lasts for 2-3 weeks, provided that the seasonality of the business, the present manpower is not sufficient to handle the additional business. If the manpower is enough for the rise in additional business, you cannot hire seasonal employees.

What is the necessary and desirable activity in the bank? The bank teller does the necessary activity. The bank can operate without the manager but her activities will be desirable because she can supervise everyone. The security guard does not do necessary and desirable banking activities. Thus, it falls on the allowable or permissible contracting but there is a thin line.

If you hire someone to make coffee every day, that is casual employment because it is not necessary or desirable. However, if casual employees rendered 12 months service, whether broken or continuous, he becomes a regular employee.

In the sugar industry, farming is seasonal. If you hire seasonal employees, they are regular employees for that season. When the season ends, they lose his regular status.

We also have the contracting arrangement which is a trilateral relationship involving the principal, the contractor/sub-contractor and the employees. In legitimate contracting, the contractor has an independent business. He is contracting not only for you and he has substantial capital or investment (tools, machinery, equipment, supervision and control).

Cooperatives have become Manpower Service Providers. Even if they are registered in the CDA, it does not qualify them

as independent contractors because the only thing they do is to provide manpower. Even if they do the hiring, the firing, the payment of the salary, they do not have control over the employees.

In labor-only contracting, the contractor does not exercise control over his employees. For

example, as a service provider, I deployed a bank teller who does everything that the manager tells her to do. The only role I have to do as a provider is to pay her. Everything about the job is controlled by the bank and the bank is the employer.

You as the principal should be very strict on your providers because, in the sugar industry, DO 159 was issued last June 2016, and you are allowed to hire people repetitively. Hindi kayo papasok sa ENDO.

Seasonal workers in your industry are regular employers during the season. If the season lasts for 4 months and you have complied with all the employment requirements but you dismissed the worker in his 2nd month, that is illegal dismissal because he has security of tenure for the 4 months that you hired him for the season. You cannot also extend after 4 months because the harvest season of sugar is only 4 months.

You have to respect the security of tenure of your sacadas during the season. You cannot remove him during the season because you will ignore the feature of being an independent contractor. He is an employer and contractor, even if the only thing he does is hire people, transport them to your farm and then pay them thru your collections. That is an exemption.

The service agreement should guarantee that your employees will enjoy the basic benefits under the law. If your recruiter does that, you are free. You have to be very strict to your recruiter.

If you do not intend to hire from another contractor but you hire directly, there is only a little difference, such as you pay directly, you can now control the activity not only to the end but also the means in attaining that end. But if he continues to fail you, you can exercise the power to fire and discipline. That is part of the prerogative of an employer.

The commitment by the end of 2017 is that all forms of endo and the illegitimate contracting processes should have been a thing in the past. What will be the sanctions? Probably one is the closure of the business. The President himself feels strongly about this and it might come up with priority legislation to curtail the practise for some people who will be hard-headed not to comply.



*Atty. Dominador Say*



# Sugarcane Industry and SIDA Program Updates

**ROSEMARIE S. GUMERA**

Manager, Planning and Policy Department, SRA  
63rd Philsutech Annual National Convention  
August 16, 2016



*Rosemarie S. Gumera*

## Sugar Industry Updates

Raw sugar production for the current crop year stands at 2.24 million metric tons while withdrawals amounted to almost 2 MMT, leaving a balance of 443,167MMT. On the other hand, we produced 957,308 MT of refined sugar with,

withdrawals at 816,529 MT and balance of 367,492 MT.

This year's production decreased by 3.5% compared to Crop Year 2014-2015. Negros registered the biggest drop at almost 70,000 MT, followed by Mindanao by about 43,000 MT and Luzon at 13,257 MT. Eastern Visayas production increased by 23,410 MT while that of Panay also increased by 19,017 MT.

## SIDA Mandates

The newly-passed Sugar Industry Development Act (SIDA) mandates the promotion of the competitiveness of the sugarcane industry, the maximization of the utilization of sugarcane resources and the improvement of the income of farmers and farm workers.

To accomplish these, committees were created to review and recommend programs to the Sugar Board. These program committees are on Infrastructure, Research, Development & Extension, Block Farm, Mill District Development, Farm Mechanization, Human Resource Development and Socialized Credit.

## 2016 SIDA Fund

Under the SIDA, the Department of Budget and Management is mandated to allocate, starting 2016, P2 billion for the sugarcane industry. The fund will be allocated for: Block Farm Program – 15%, Socialized Credit – 15%, Research & Development – 15%, Scholarship Grants – 5%, and Infrastructure – 50%.

This year, P325 million is allocated for Block Farm Program. Sixty-two block farms in all sugar-producing provinces in the country were organized and accredited by SRA. The fund is used for capacity building, start-up capital and purchase of farm equipment for the block farms.

For Socialized Credit, P325M is also allocated which can be availed by sugarcane farmers and service centers registered with SRA. The fund is earmarked to finance the acquisition of production inputs, farm machinery and implements.

For Infrastructure Support, P914.4M is allocated for farm-to-mill roads which will be constructed by DPWH. The identified projects are roads leading to block farms and endorsed by the MDDCs. The inspection and bidding of these projects are ongoing while two road sections in La Castellana and Hinigaran are already under construction.

Research, Development and Extension Services has an allocation of about P200,000 for capacity building, acquisition of prototype farm machineries for testing, sugarcane research, propagation of HYV nurseries and breeding stations and the upgrade of soil laboratories.

The scholarship program has an allocation of about P107M, broken down into P9.7M under SRA, P78.5M under the Commission on Higher Education (CHED) and P20M under the Technical Education and Skills Development Authority (TESDA). SRA, together with TESDA and CHED, have conducted nationwide briefings on how to avail of these scholarship grants.

## SIDA Scholarship Program

Duly-accredited sugar industry organizations (farm and mill workers, planters, millers, refiners, ethanol producers MDDCs and block farms) can recommend their scholars who will undergo screening by SRA's Mill District Office and Human Resource Development Program Technical Working Group. Qualified applicants will be endorsed by SRA to CHED or TESDA.

The program is open to qualified and deserving children and dependents of sugarcane farmers and workers enrolled in baccalaureate and graduate programs in these priority courses: Agriculture (Plant Breeding, Plant & Crop Physiology, Entomology, Soil & Agricultural Chemistry and Extension Education), Molecular Biology, Engineering (Chemical, Mechanical & Agricultural), Agricultural Statistics and Community Development.

The scholarship offers an annual subsidy of P250,00.00 for baccalaureate program and P365,000.00 for graduate program.

## 2017 Proposed SIDA Fund

For 2017, the P2 billion SIDA fund is proposed to be allocated as: Block Farming – P300M, Socialized Credit – P300M, Scholarship – P100M, RD&E – P243.41M and Infrastructure (P547M for farm-to-mill roads and P10M for a bridge).

As a general rule of the DBM, the SIDA budget for a given year has to be utilized for the industry to get the same level or higher budget on the next budget year. The budget of a given year will expire on the next budget year.



# The Grand

Philsutech Officers and  
PHILSUTECH ANNUAL MEETING  
Waterfront Hotel, Cebu



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BON ENG Y. TE**



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# Entrance

and Honored Guests  
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City (August 16, 2016)



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ANTHONY D. SANCHEZ



Treasurer  
DANILO G. VILLANUEVA



## Delegate's Night



*Grand Champion - Davao & Cotabato MDDCFI*



*Second Place - Victorias Milling Company, Inc.*



*Third Place - Sugar Regulatory Administration*



*Special Award - BUSCO Sugar Milling Co.*



*Juvy Retirado - Best Rockaoke Attire (Female)*



*Ernesto Salcedo - Best Rockaoke Attire (Male)*



*Delegates wore their best rockaoke outfit Ms. Almira Rey, Ms. Juvy Retirado, Ms. Michelle Pangamotan and Ms. Suzette Gedalanga*



*It's party time!*



## EXHIBITOR'S NIGHT



Consul Antonio N. Chiu, Ana and husband Board Chairman Anthony Gerald S. Marañon, Past President Terence S. Uyongco, Dr. Pipat Weerathaworn of the International Society of Sugar Cane Technologists and 2016 Don Carlos Locsin Awardee Ramon A. Picornell, Jr. enjoy the luau-themed Product Exhibitors Night.



PP Terence S. Uyongco, 2016 DCL Awardee Ramon A. Picornell, Jr., Dr. Pipat Weerathaworn of ISSCT, PP Primitivo G. Rivera, Jr., Board Chairman Anthony Gerald S. Marañon and President Mario G. Palma



DANCING: Grand Champion - Moto Industrial Traders Corporation



Special Dance Number by Female Convention Organizers



DANCING: Third Prize - First Pilipinas Power & Automation, Inc.



DANCING Second Prize - Sagrex Corporation



Ms. Joan Cabarrubias, Sales Assistant Manager and Ms. Mylyn Agapay, Convention Events Coordinator respectively of Waterfront Hotel are the judges during the talent competition



SINGING: Grand Champion - Ricardo Obiasada of Pert Machinery



SINGING: Second Prize - Val Manuel of SKF Philippines Inc.



SINGING: Third Prize - Louel Fernandez of First Pilipinas Power & Automation, Inc.



DCL Awardee Ramon A. Picornell, Jr. and Dir. Pipat of ISSCT



## Jugno is new Philsutech president

Danilo B. Jugno, Philsutech 63rd Annual National Convention Overall Convention Chairman, was elected as the Philsutech President for Fiscal Year 2016-2017 during the General Membership Meeting on August 19, 2016 at the Waterfront Hotel, Cebu City.



*Newly Elected President  
Danilo B. Jugno*

Immediate Past President Mario G. Palma assumed as Chairman of the Board of Directors.

Jugno is the General Manager

of Green Future Innovations, a bioethanol and cogeneration company in San Mariano, Isabela. He has more than 30 years of experience in executive leadership and managing business operations and corporate finance (both local and international).

Other officers who were elected as directors in their respective divisions were Jesus Edmundo Cardenas of Vicmico (Factory Engineering), Marie Antonette Colita of SPABI in Bukidnon (Agriculture & Farm Engineering), Noli Segovia of San Carlos Bioenergy (Bio-Energy &

Environmental Management), Francis Ferraris of Vicmico (Process) and Dean Guevarra of Sweet Crystals (Management Division)

With the vacancy in the Management Division brought about by Jugno's ascension to the presidency, Director-Elect Dean Guevarra of Sweet Crystals Sugar Corp was elevated as VP & Director for Management Division. In view thereof, there was a vacancy for Vice-Chairmanship by which Atty. Eva Rodriguez of VMC was elected by the Board of Directors as Vice Chairman in the Management Division.

Vice Presidents & Directors in Agriculture & Farm Engineering and Process Divisions Mr. Bon Eng Te and Ms. Ma. Lynette Jover also resigned due to personal reasons. In order to fill-in the vacancy for the two VPs and Directors, the Board of Directors appointed Mr. Gerardo Lopez (First Farmers Assn.) and Engr. Romulo Gargar (URC-Passi) to take over the two vacant positions who will serve for one year.

Treasurer Danilo G. Villanueva and Corporate Secretary & Administrative Manager Haydee V. Rivera were also recognized for their services to the association.

### CLOSING REMARKS ANTHONY GERALD MARANON



It's been an honor to be the Chairman for this year's PHILSUTECH and to be part of this convention which has been very successful as reported by the President and all the Vice Presidents. Special thank you goes out the convention committee heads and chairman for a very well done convention. With all the success this year, we hope that next year will be a better one. We hope to see you in the next convention. Thank you and have a good day!



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## Philsutech Annual Golf Tournament



READY TO TEE OFF (L-R): Philsutech Board Chairman Anthony Gerald S. Marañon, Convention Chairman Danilo B. Jugno, VP & Dir. Philip J. Vecino, Mr. Contancio Galinato & Golf Tournament Chairman Roy P. Quima



READY TO TEE OFF (L-R): Convention Chairman Danilo B. Jugno, VP & Dir. Philip J. Vecino & Anthony D. Sanchez and Golf Tournament Chairman Roy P. Quima



Convention Chairman Danilo B. Jugno displays his winning form.



Ronnie Alido - 2nd Runner-up (Class C)



Roger Arato - 1st Runner-up (Class B)



Enrico Besana - 1st Runner-up (Class A)



One of the Door Prize winners



Mr. Rey Navarro, President of Fabcon Phils., announces the Champion, for which he donated the cash prize. With him are Ways & Means & Sports Overall Chairman Allan M. Varga (left) and Golf Tournament Chairman Roy P. Quima.



Jim Borbe - 2nd Runner up (Class A)



Roy Gayoba - 2nd Runner-up (Class B)



Jun Montanez - Champion (Class C)



Raymond Calma - Champion (Class B)



Best Net - Lindsey Salilig



Best Gross - Rey Zamora





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