



AQD Matters

In-house newsletter of the SEAFDEC Aquaculture Department, Tigbauan, Iloilo



Damhin ang pag-ibig at pagtutulungan sa bawat isa



AQD Chief Dr. Joebert D. Toledo

Feel the love and cooperation of colleagues,” was what AQD Chief Dr. JD Toledo told AQD staff on 14 December during the 2010 Christmas program at AQD’s Tigbauan Main Station.

The Chief thanked the staff for their inputs to AQD’s accomplishments this year, including the publication of 20 papers in ISI-covered journals. “There are three more papers in press and another nine accepted for publication. And all these go into our science-based technologies that will be extended to the aquaculture industry in Southeast Asia.”

The Chief also brought up the amount of funds generated by the four divisions, noting that the

training & information group netted the highest income increase (43%), followed by research (5%), and administration & finance (3.4%).

“For externally-generated or collaborative program

funds, AQD saw an increase of 25% this year vis-a-vis 2009,” the Chief summed up. “I thank each and everyone for their dedication and love for AQD, their hard work and cooperation.”

AQD’s giant Christmas tree placed mid-field in front of FishWorld is ceremonially lit on 6 December after the opening parade from Buyu-an Bridge to AQD’s Tigbauan Main Station. Section / groups compete for best lantern and most joyous cheers. The divisions each adopted a live tree to decorate. More on page 9.



AQD has team spirit!



AQD Deputy Chief Dr. Teruo Azuma

After three “-ber” months, we are now in December when everybody can enjoy a fabulous time spent with family, her/his sweetheart, and/or close friends.

This summer’s unusually long drought caused delays in planting schedules.

Higher temperatures caused disruptions in the normal spawning of a lot of our broodstocks. One of the training programs under the GOJ-TF project could not be implemented as scheduled and was postponed because of a typhoon. Probably all of them are more or less ascribed to the El Niño phenomenon, which also brought an unusually high incidence of dengue fever in the country this year. Indeed, several family members of AQD (including myself) suffered. Apart from such unpredictable incidents, however, we may say that we fortunately had no big disaster here in Iloilo this year.

Thanks to everyone's endeavor and usual high team spirit in AQD, we were getting steady progress in our activities, clearing plenty of hurdles in all divisions as well.

On the other hand, the needs surrounding us, which AQD is expected to implement/resolve, are always not decreasing but increasing. The establishment of various technologies /

methodologies / strategies toward environmentally & holistically responsible aquaculture practices in the region will surely depend on our untiring attitude toward challenges. To attain such goal, we would need to possess higher power of bonds between us as well as to heighten individual abilities as much as possible.

Considering the happiness in our peaceful lives in this pre-holiday-season, we cannot help expressing our sincere gratitude to God and Nature. They always not only support our spiritual and material welfare, but also allow us to secure such great relieves, irrespective of a lot of mistakes we might have made.

By the way, if you are asked "What is your biggest mistake in this year?" You may answer, "I have no major, major mistake..." Merry Christmas and a Happy New Year to All!!!

- Dr. Teruo Azuma
Deputy Chief



The belen of RD

"Merry Christmas! Ho ho ho!"

- Dr. EG Ayson and the RD staff



[Clockwise, from under the belen] Nutrition & Feed Development Section, Fish Health Section, Farming Systems & Ecology Section, Breeding & Seed Production Section, and the combined group of the Office of the Research Division Head / Laboratory Facilities for Advanced Aquaculture Technologies / Socioeconomics Section



We Filipinos unofficially hold the world record for having the longest Christmas celebration. Cooler nights, Christmas carols, native Capiz lanterns, blinking Christmas lights, holiday bazaars, heavy mall and city traffic --- all mean that Christmas is here. At AQD, the best indicators of this joyous season are the smiles brought about by the 10th bonuses, the practice sessions for the Christmas program presentations and the never-ending, tummy filling parties (regardless of the alarming results of that last annual medical examination). As we celebrate, apart from avoiding the extra calories, let us remember that more than the parties, the carols and the twinkling lights, **CHRISTMAS** is always the time when it is **CHRIST** who **MUST** be remembered.

Have a Happy Christmas everyone!

- **Dr. Ma. Rowena Eguia**
Head, TVDD



Ang Pasko ang siyang pinakahihintay nating araw dahil ito ay araw ng kasiyahan. Ngunit higit sa lahat ang Pasko ay panahon ng pagmamahalan at pagbibigayan. Ito ang araw ng isinilang si Jesus ang pinakadakilang regalo ng Diyos sa sang katauhan.

Ako'y nagpapasalamat sa Diyos sa lahat ng biyaya na ibinigay niya sa akin sa taong 2010, ang aking kalusugan, ang aking pamilya at mga mahal sa buhay, ang aking mga kaibigan at ang aking trabaho sa SEAFDEC/AQD. Ako'y nagpapasalamat din sa inyong lahat na kasama ko sa hanap-buhay dito sa SEAFDEC at sa inyong tulong at supporta upang ang aming responsibilidad na maisagawa ang mga "training and information dissemination" para sa kapakanan ng ating mga "stakeholders" lalong lalo ang mga mahihirap na mangingisda. Nagpapasalamat din ako sa "management" at kay Chief Joebert sa mga beneficio at bonus na ibinigay niya sa atin. Sana meron pang dagdag!!!

Maligayang Pasko sa ating lahat at sa ating mga pamilya at mahal sa buhay. Sana lalong maging mariwasa ang taong 2011!

- **Mr. Renato Agbayani**
Head, TID



Yuletide Season is here and once again we prepare to celebrate the coming of our Lord. Excitedly, we buy gifts, decorate our homes, plan for the Noche Buena and reunions with family and friends. But amid our excitement and preparations, let us not forget the true meaning of Christmas.

This year's theme: *Paskong Pinoy sa SEAFDEC/AQD: Damhin ang Pag-ibig at Pagtutulungan sa Bawat Isa* is very apt because in our work, we find many opportunities to show love and generosity – even in simple ways. Let us strive to imbue this year's theme well... and make it our mission this Christmas to express our love in concrete ways and give our selves away in a true spirit of camaraderie and service to one and all.

May the true spirit of Christmas pour forth and fill us with love, joy, thanksgiving and peace as we gather to celebrate the birth of our Lord Jesus Christ.

MERRY CHRISTMAS
and A PROSPEROUS NEW
YEAR TO ALL!

- **Ms. Renee Valencia**
Head, AFD

AQD conducts training on freshwater aqua...

Eight trainees from Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Thailand and the Philippines completed the course on *Community-based freshwater aquaculture for remote rural areas of Southeast Asia* that was held 8-18 November 2010.

The training was initiated through the Government of

Japan Trust Fund to help Southeast Asian countries adopt freshwater aquaculture.

The lectures and practicals included the overview of freshwater aquaculture in Southeast Asia; hatchery, broodstock management & grow-out of commercially-important freshwater species like tilapia, bighead carp, catfish, and freshwater prawn; aquatic ecology; design & construction of tanks, cages, pens and ponds; preparation of feeds; preparation of hormones for tilapia & catfish; major diseases; and the sustainable management of small-scale farms.

Participants also visited AQD's

Igang and Dumangas stations, a private catfish farm in Iloilo, and a community-managed tilapia cage culture in Capiz.

During the closing ceremony, AQD Chief Dr. Joebert Toledo expressed his hope that the trainees, all of whom are government officers, will share their experiences and knowledge to help answer the call for livelihood options in rural areas. To which Mr. James Villanueva, the class representative and an aquaculturist of the Philippine Bureau of Fisheries and Aquatic Resources, made assurances that he and his co-trainees will use the course as a guide in implementing freshwater aquaculture development programs in their respective countries. Mr. Villanueva noted that the needs and priorities of rural communities should come first.



Clockwise: Participants of the Community-based freshwater aquaculture training for remote rural areas of Southeast Asia, trainees discuss with tilapia cage operators during the participatory rapid appraisal exercise, and trainees strip catfish eggs during the practicals on artificial fertilization

... and fish nutrition

The *Special training course on fish nutrition* for Mr. Ahmed Said Al Souti of Oman started on 22 November.

The 12-day training course had lectures such as nutrition in aquaculture, nutrient requirements, feeding habits and behavior, processing of feedstuff & aquafeeds, nutritional diseases, and economics of feeding.

There were also practical sessions on anatomy/physiology of the digestive tract, formulation of feeds, feed microscopy, proximate analysis & other relevant chemical analysis, and water stability test.



Mr. Ahmed Said Al Souti examines feed ingredients and formulated feed on the microscope during the feed microscopy practicum with AQD visiting scientist Ms. Perla Eusebio

Interns and OJTs

AQD has three interns and 12 on-the-job trainees (OJT) in November.

The three interns, namely, Mr. Jack Bloomer (BS Marine Biology graduate) of United Kingdom, Dr. Ma. Adena Detera (veterinarian) of the Philippines and Mr. Christopher Contreras (fish cage operator) of the USA started their internship on 15 November. The first two concentrated on fish health while the third went into marine fish hatchery & seaweed culture.

For the OJT, two 2nd year electrical technology students from the Technical Institute of Iloilo City are being assigned at AQD's mechanical-electrical-water-aeration services unit from November until February 2011. Six 4th year BS Library & Information Science students from Central Philippine University are assigned at the library from 15 November to 17 December. Another four 2nd year Diploma in Fishery Technology students from Surigao del Norte College of Agriculture & Technology at Dinagat Islands are assigned at the abalone hatchery from November to January 2011.

AQD and RFTC consult on extension strategies

To ensure that the Philippines continue to benefit from AQD's science-based technologies, a nationwide capacity building program was discussed by AQD and BFAR's regional fisheries training centers (RFTCs) on 19 November in Iloilo.

The *Consultation on training, extension and information needs and strategies* was attended by RFTC directors from Palawan, Albay, Cebu,



RFTC directors / representatives in attendance include (L-R): Mr. Ismael Jevry Fermo (Palawan), Mr. Abubakar Abdula (Zamboanga), Ms. Lorna Cardano (Albay), Mr. Andrew Ventura (Davao del Norte), Mr. Norberto Berida (Samar), Mr. Eduardo Suderio (Cebu). Rightmost are BFAR's Mr. Jonathan Dickson (chief of capture fisheries division) and Mr. Nelson Lopez (chief of the inland fisheries and aquaculture division)

Samar, Zamboanga, and Davao del Norte; and two national BFAR officials. Together with AQD senior staff, they discussed the needs of the seven training centers and the technologies that AQD can showcase on-site.

Basically, the extension strategy will focus on marine fishes, abalone & seaweeds, sandfish, mudcrab, and shrimp. RFTC technicians may be sent to AQD, on-site training & technology demonstration will be conducted at the RFTCs, and AQD manuals will be translated in local languages.

“The collaboration between AQD and RFTC is the missing link in the country's extension program,” AQD Chief Dr. JD Toledo noted. “The Philippines is important to AQD because it is our host country which provides 75% of our operating expenses.”

On the other hand, Mr. Jonathan Dickson, the SEAFDEC national coordinator for the Philippines, conveyed the message of the BFAR National Director that the RFTCs should maximize the adoption of AQD technologies because the country's mariculture parks need technology support.

The consultation participants



Albay mining firm seeks AQD assistance

Upon the request of the Rapu-Rapu Polymetallic Mining Firm, AQD specialists went to Rapu-Rapu Island in Albay 3-5 November to discuss ways of rehabilitating the island's coastal resources.

The AQD team consulted with the fishing communities first, and they were told that Rapu-Rapu's coral reefs and sea grass beds are in a bad state because of destructive fishing practices like dynamite and cyanide fishing. The impacts and benefits of the mining operation were also discussed.



AQD team is composed of Ms. JM Ladja (left); Ms. MT Arnaiz, Dr. JD Toledo, Mr. RF Agbayani (right, L-R). Together with Mr. AG Gaitan, not in picture, they assess the freshwater source of Rapu-Rapu Island

The team then conducted a participatory rapid assessment, and came up with the following recommendations for alternative livelihood:

- (1) culture-based fisheries

with abalone and sandfish as the main commodities, and

- (2) land-based tilapia culture with mountain springs as water source.

AQD staff visit Japanese universities



Dr. MR Eguia and Ms. MN Santos (3rd-4th from left) with Japanese scientists from Tohoku University

AQD scientist Dr. Maria Rowena Eguia and senior technical assistant Ms. Mary Nia Santos visited two Japanese universities involved in DNA marker work from 25 October to 5 November.

This was part of the *Japan Society for the Promotion of Science (JSPS) Joint Research Program*

between Tohoku University and AQD titled *Application of molecular genetic markers in the conservation and management of marine genetic resources in Asia*.

The universities visited by Dr. Eguia and Ms. Santos were Fukuyama University and Tohoku University (Amamiya Campus). They also went to the latter's Onagawa Field Science Center where

Ms. Santos received training on advanced DNA marker methods from 6 November to 14 December.

The trip, supported by AQD and the JSPS, was also made to accurately analyze mud crab and abalone samples for mtDNA sequence and microsatellite marker variation for use in the stock conservation project of both commodities.

Patent, publish and profit

It is no longer publish-and-perish," said Patent Examiner Mr. Merito Carag of the Intellectual Property Office (IPO) Philippines during the 1-day seminar on intellectual property rights (IPR) conducted 12 November.

The new rule for R&D is patent-publish-and-profit.

IPO advised researchers to do prior-work search or looking up patents before proposing a study. "There's no need to re-invent the wheel," Mr. Carag added.

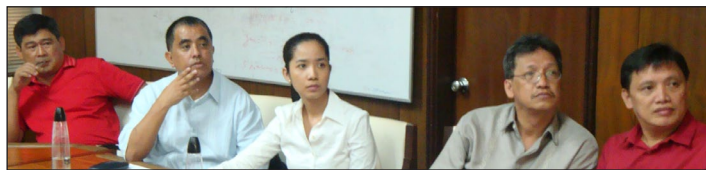
IPO gave an orientation to senior AQD researchers on the different intellectual properties like copyright, trademark and patent; and how to draft the patent application which needs full or total disclosure.

In the Philippines, the average approval rate for patents is about 4.5 years. Additionally, the patent process has two phases, the

formal and substantive exam phases. The latter determines if the technology or process is inventive, novel, and has industrial applications.

The Philippines is part of the more than 150-member World Intellectual Property Organization (WIPO) of the United Nations.

For AQD employees interested in checking out patents on aquaculture inventions, they could visit this link provided by the AQD Library: <https://sites.google.com/a/seafdec.org.ph/library/link-to-open-access-journals>.



[L-R] AQD Chief Dr. JD Toledo, IPR lawyers Oswaldo Santos and Earlene Lirio Turano of Santos & Santos law office, and patent examiners Mr. MJ Carag and Mr. Benjamin Eder of IPO Philippines

Team empowerment

AQD conducted a *Team empowerment: a seminar on professionalism and teamwork* from 22-23 November at AQD's Tigbauan Main Station.

The topics included:

(a) being proud to be of service to people selflessly, (b) the importance of being upright men and women, (c) the true meaning of competence in work,

(d) the power of a vision in uniting individuals to attain a common goal, (e) the importance of quality and efficiency in work, and (f) the need to trust one another to achieve a common goal.

There were also workshops on identifying the positive and negative working cultures of the institution and identifying employee habits that should be

stopped or started to improve productivity.

The resource speaker was Dr. Roque Carballo, director of the Institute for Values and Professional Development of the Iloilo-based Daguia Foundation.

The seminar was attended by AQD's technical assistants, information assistants, and technicians.

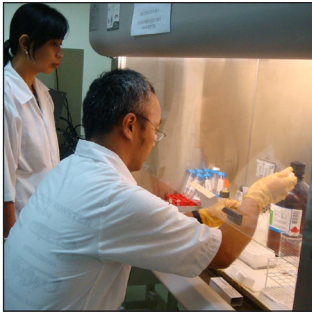


One of the groups during the *Stop-start workshop* discussing the habits at AQD that should be stopped or started to improve productivity



The participants with resource person Dr. Roque Carballo (in blue) and AQD Chief Dr. JD Toledo. Dr. Toledo tells AQD staff that the institution's vision of being a global leader in generating aquaculture technologies can be achieved with a high degree of professionalism. The Chief encourages the participants to apply and share what they learn from the seminar. He also hopes that through this seminar AQD operations will be more efficient

AQD visitors



AQD associate scientist Dr. Fiona Pedroso observes the steroid extraction technique performed by FRA researcher Dr. Narisato Hirai



[L-R] Mr. Pierre Bosc, Mr. Mathieu Meralikan, and Dr. Michel Autrand at AQD's mud crab set-up



AQD research technician Mr. Harold Figurado shows sandfish juveniles to Indonesian students who were with UPV extension specialist Ms. Marie June Esprela (in white)

Japanese researcher

Dr. Narisato Hirai of the Fisheries Research Agency (FRA) in Japan was in AQD on 10 November to share some laboratory techniques on steroid extraction and fish maturation assessment to AQD associate scientist Dr. Fiona Pedroso.

Dr. Hirai and Dr. Pedroso have a collaborative study on *Reproductive biology and seed production of Napoleon wrasse* funded by FRA.



Abalone hatchery manager Mr. Nestor Bayona shows the Kagoshima University students AQD's abalone broodstocks



Pilar Vice Mayor Mr. Eufrazio Maratas Jr (in blue) and other LGU officials with senior information assistant Mr. Rosenio Pagador (2nd from left)

Japanese students

Seven Japanese students from Kagoshima University taking up Master's degree in Fisheries toured AQD's laboratories and hatcheries on 2 December.

They were especially fascinated with the milkfish, abalone and seahorse hatcheries. The students were accompanied by their professors, Dr. Ishizaki Munechika and Dr. Erlinda Lacierda, and two University of the Philippines Visayas staff.

French specialists

Aquaculture specialist Dr. Michel Autrand and biologist Mr. Mathieu Meralikan were at AQD's Tigbauan and Dumangas stations on 29-30 October to see its research facilities. Their visit was coordinated by Mr. Pierre Bosc, the manager of the private company ARDA or Association Reunion Development of Aquaculture.

They also sought to establish collaboration with AQD for their mud crab

/ aquasilviculture in Mozambique.

Accompanied by AQD scientist Dr. Emilia Qunitio, they also visited a crab farm in Roxas City and the Ibajay mangrove eco-park in Aklan.

Indonesian graduate students

On 26 November, three Indonesian graduate students from the University of the Philippines Visayas (UPV) visited AQD's facilities. They toured the different laboratories, especially the mud crab hatchery since they were training for mudcrab culture at UPV.

LGU of Pilar, Cebu

Vice-Mayor Mr. Eufrazio Maratas Jr of Pilar, Cebu and four other local government officers made a four-day study tour at AQD, from 25 to 28 November. They learned about the mangrove-friendly mud crab culture techniques being developed and refined by AQD.

Apart from the lectures, they also visited AQD's stations in Igang and Dumangas.

Despedida party for retirees

A going-away party was held for former Engineering Section head Engr. Salvador "Rex" Tillo and Financial Assistant III Ms. Evelyn Torres at the AFD lobby on 10 November. The celebration was doubly-special for Engr. Tillo since it was also his birthday.



Engr. SR Tillo and Ms. Evelyn Torres (seated) with the heads of research Dr. EG Ayson, training&info Mr. RF Agbayani, and admin&finance Ms. R Valencia; and with accounting (upper right) and engineering staff



What I want for Christmas are not my two front teeth, but...



“Merry Christmas to all and may AQD acquire more external funding for its various activities.”

Emiliano Aralar
BFS Head



“In this season of joy and cheer, hope your heart and home are blessed with happiness and peace... Have a Merry Christmas and a Happy, Fulfilling Year Ahead!”

Joy de la Cruz
Technical Assist.



“Christmas is the best time for us to nurture good thoughts, speak kind words, and do excellent deeds with a broad outlook that everyone should be happy. But above all, it is a time to remember to count our blessings and be thankful for everything we have even though times may be getting harder nowadays. Let us take some moment of silence, reflect, and share some love to the people that mean most to us for they are the ones that truly make us rich. Wishing everybody good health – so we may enjoy each day in comfort, wisdom – to choose things that really matter in life, and the best of everything that we so well deserve... Merry Christmas and Happy New Year to all!!!! Cheers to 2011!!!!”

Janelli Genzola-Garibay
Information Assist.



“May peace be your gift at Christmas and your blessing all year through!”

Albert Gaitan
IMS Head



“Sana maging maganda ang production ng ulang kahit malamig ngayong Christmas season.”

Dianne Deauna
Technical Assist.



“MERRY CHRISTMAS! Let us celebrate the true meaning of this with our family and friends. Thank you for being a part of our lives. GOD BLESS! If I could wish a wish for you, it would be for peace and happiness not only now but for the whole year through!”

Hanani Torrilla
DBS Head



“I wish for abundant love and happiness. Strength for everyday endeavors. Good health and More Wealth!”

Vanessa Lagud
Clerk



“The celebration of Christmas is very different between Japan and the Philippines. It is just an ordinary day in Japan, while it is a much-anticipated time of the year in the Philippines. While I will be missing the “fukubukuro” stuff in Japan, I am looking forward to spending Christmas with my loved ones for the first time after 5 years of staying in Japan. I wish that this Christmas season, everyone will not only be busy shopping for gifts, attending parties here and there, but will also be thankful for all the blessings we received this year. May you all have a Blessed Christmas and a Prosperous New Year!”

Frolan Aya
Associate Scientist



“This Christmas, let us look back, appreciate and give thanks for the joys and blessings bestowed upon us by Him this past year and look forward with great expectations to the coming year. Merry Christmas and a Happy New Year to all.”

Malou Cuvin-Aralar
Scientist



“Sana walang magkasakit sa darating na taon.”

Federico Reyes
Technician



“New Year’s Resolution: Spend more time with family, friends and pet cat Mark. Christmas Wish: Dear Santa, send me a brand new car in 2011 for me and Mark.”

Dianne Hope Tormon
Senior Technical Assist.



“I don’t have a new year’s resolution, I have **daily** resolutions. Walk, don’t drive; eat veggies, not carbo; smile and laugh; forgive and forget; appreciate, encourage, and love. Follow my family’s advice more assiduously, which is *mag-mikla* (do nothing stressful!)”

Mila Castaños
Devcom Head

AQD celebrates Christmas 2010

Opening Salvo 6 December



TVDD won first place in the adopt-and-light-a-tree-contest, followed by RD, AFD and TID / Management Group (at right, L-R)

Best group parade performance went to **Breeding & Seed Production Section**, followed by Farming Systems & Ecology Section, then Fish Health Section (see photos on page 2). Other groups are shown below



The fish lantern of **Breeding & Seed Production Section** won them the top spot in the hand-held-lantern-contest, followed by Fish Health Section's virus-shaped lantern. Library&DataBanking Services Section (arowana-shaped lanterns) tied with the Office of the RD Head / Laboratory Facilities for Advanced Aquaculture Technologies / Socio-economics Section



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AQD celebrates Christmas 2010

Program 14 December

Research Division was the best group presentation, acting out the conversation of an overseas Filipino worker and a family member as they reminisce the Christmas spirit in the Philippines. The **Training & Information Division / Management Group** was second place with the much applauded roles of the AQD Chief and Deputy Chief as priest and lady-dancer, respectively. Administration & Finance Division and Technology Verification & Demonstration Division were third and fourth

Research Division



Dr. EG Ayson and Dr. RV Pakingking Jr are Joseph and Mary



Training & Information Division



Administration & Finance Division



Technology Verification & Demonstration Division

Gift Giving 14 December

AQD gave gifts to the communities of Parara Norte / Sur, Nanga and Buyu-an who in turn sang Christmas carols for AQD staff



Ms. Lota Alpasan and Ms. Ellen Flor Doyola-Solis bested other finalists (above) in the best costume for the night. While Mr. Isidro Tendencia was the best-costumed male

