



# The DBM Bulletin

The official newsletter of the Department of Budget and Management

## Pushing Strategic Budgeting Onwards Innovations Introduced in 2016 Budget Preparation

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Budget Secretary Florencio 'Butch' Abad (inset) delivers his welcome remarks to DBM during the first batch of the Budget Forum. He enjoins colleagues to aggressively pursue structural and operational reforms to "make the budget serve the citizenry better". Photo above shows participants from the security, peace, and justice sector - one of the groups briefed on the 2016 Budget Call.

In preparing for its sixth and final expenditure blueprint, the Aquino Administration, through the Department of Budget and Management (DBM), introduces two new reforms in budget preparation—the Two Tier Budgeting Approach (2TBA) and the Results-Based Monitoring and Evaluation (M&E) System.

The 2TBA provides for a more focused and strategic budgeting by separating the evaluation of ongoing/existing programs/projects (Tier I); and the new spending proposals and expansion of ongoing/existing programs and projects (Tier II). The combined budgetary requirements in Tiers I and II will represent the total budget proposal of the President to Congress. This approach will not only minimize the possibility of realignment requests from agencies but it will also engage

the Cabinet and the agencies in the strategic allocation of the available funding that the government could use for new priority programs or what is referred to as the *fiscal space*. The incorporation of the M&E concept in budget preparation, on the other hand, will provide systematic monitoring through the development of a credible M&E Plan and use of clear and verifiable baseline information or statistics. Under this M&E system, each new program/project proposed for funding in 2016 shall be accompanied by a project profile.

Aside from the foregoing two new concepts, modifications to improve the budget preparation process are also introduced:

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# PFM UPDATES

## LGU PFM Reform Roadmap and Implementation Strategy Launched

Sound public financial management (PFM) leads to better service delivery through efficient, accountable, and transparent use of public funds.

To keep pace with the national government in implementing PFM reforms, a Local Government Unit (LGU) PFM Reform Roadmap was developed by the LGUs, with technical support from the DBM, the Department of the Interior and Local Government, Department of Finance-Bureau of Local Government Finance, and the National Economic and Development Authority. The said Roadmap serves as a counterpart to the national PFM Reforms Roadmap crafted by the principal fiscal oversight agencies—the Commission on Audit, the DBM, and the Department of Finance-Bureau of the Treasury—to address the gaps and weaknesses in the Philippine PFM system identified in a comprehensive assessment using the Public Expenditure and Financial Accountability (PEFA) framework.

More importantly, the LGU PFM Reform Roadmap provides LGUs strategic directions to help them effectively address key issues in the PFM system particularly in revenue generation, budgeting, accounting, auditing, cash management, and debt management, among others.

To complement the Roadmap, an Implementation Strategy was likewise developed to provide the specific actions to be done to carry out the policy interventions that will, in turn, achieve the intended fiscal, social and operational outcomes (e.g., aggregate fiscal discipline at the LGU level, operational efficiency and effectiveness in service delivery, transparency and accountability in financial operations of LGUs, etc.).

On 24 February 2015, the LGU PFM Reform Roadmap and the Implementation Strategy were launched at the Century Park Hotel, Malate, Manila. The Joint Memorandum Circular adopting and advocating the Roadmap and the corresponding Implementation Strategy was signed as part of the activity. The event was attended by high profile personalities such as Ambassador Guy Ledoux of the European Union delegation to the Philippines, DBM Secretary Butch Abad, and other national and local officials.

The development and launching of these documents are part of the European Union-funded project—Support to the Local Government Units for More Effective and Accountable Public Financial Management (LGU-PFM 2). (TIS)



Photo ops before and after the launch



# Coaching and Mentoring: A Must in the Workplace

By: Marlyn A. de Guzman, SPIB

Coaching and mentoring are now required of all supervisors per Civil Service Commission Memorandum Circular No. 6, s. 2012 which prescribes the guidelines in the establishment and implementation of agency Strategic Performance Management System (SPMS). In doing this, there are related prescribed forms to be accomplished such as the Performance Monitoring and Coaching Journal, and Tracking Tools for Monitoring Targets and Assignments.

This was emphasized during the training on Coaching and Mentoring conducted by the Civil Service Institute (CSI) in November. The course aimed to teach coaching and mentoring for professionals, coaches and managers interested in the long-term development of people, in order to improve individual and organizational performance. Subject matter expert was Ms. Elvie M. Torrobal, Managing Director of the Career Clinic and Enterprise Solutions, Inc.

In the past, training has been the traditional mode of expanding employees' knowledge and skills. But while it helps in improving employees' productivity, training and coaching yield better employee performance. In fact, based on a study, training plus coaching boosted productivity by 88% as compared to 22.4% through training mode alone<sup>1</sup>.

## Difference Between Coaching and Mentoring

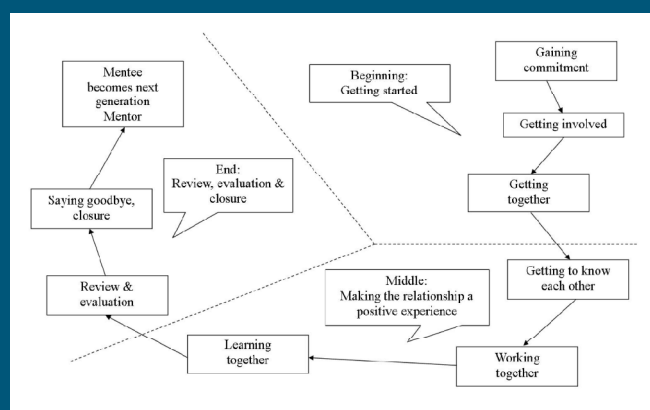
To shed light on the concepts of coaching and mentoring, the speaker provided insights on these two development techniques and differentiated them for better understanding. While these are often used interchangeably, there are distinctions. For one, coaching is task-oriented, focusing on certain development needs or areas that would result to positive change in performance and positive work

relationship between the manager and the subordinate. Mentoring, on the other hand, is more long-term to help the staff build their careers thru enhancement of their self-esteem and self-confidence.

## The Mentoring Process

The speaker likewise guided the participants on the process of mentoring which involves three phases: Beginning (establishing rapport, setting directions, getting established, negotiating); Middle (making the relationship a positive experience, working and learning together, reviewing progress); and End (allowing the relationship to evolve or end, establishing friendship or saying goodbye).

## The Monitoring Process Life Cycle



(lifted from the presentation materials of the speaker, Ms. Torrobal)

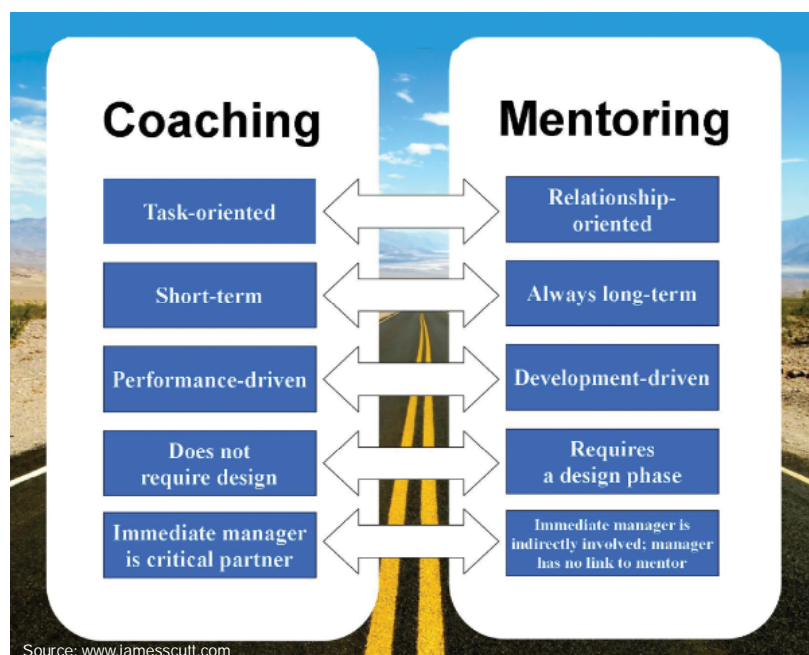
## Coaching and Mentoring Models

Participants to the course were likewise acquainted with the various approaches to coaching and mentoring such as:

**CLEAR** (contracting/listening, exploring, action and review) – helps the coachee evaluate his/her present status/condition and explores where he or she wants to go;

**OSKAR** (outcome, scaling, know-how and resources, affirm action, and review) – helps the coachee determine what he/she wants to achieve focusing on solutions rather than on problems;

**Storytelling** (listening, appreciating, suggesting and asking) – uses stories to engage coachee's attention and bring the mentor's values to life to inspire action from the former; and



Source: [www.jamesscutt.com](http://www.jamesscutt.com)

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<sup>1</sup> Public Personnel Management, Winter 97, Vol. 26, Issue 4, p. 461

The Georgia Experience**DBM Participates in “Fiscal Policy and Public Financial Management” Training Program**

By: OIC-Assistant Director Vilma Gorospe, BMB-E

The U.S. Agency for International Development (USAID) is currently providing assistance to the Philippine Government through the “Facilitating Public Investment (FPI)” project, specifically designed to facilitate the expansion of “fiscal space” for public and private investments in the Philippines through reforms in tax revenue and public expenditures.

Capacity development is one of the activities lined up under the FPI project to enhance the analytical skills of personnel in key public financial management agencies. This is aligned with the government's performance management system and public financial management thrusts which is focused on results and organizational outcomes.

The FPI has engaged the Georgia State University in Atlanta, Georgia-USA to design and implement a customized training program on Fiscal Policy and Public Financial Management for the Philippines. This program has three modules, namely: (a) Monitoring and Evaluation (M&E), (b) Fiscal Study Tour, and (c) Project Management.

The M&E module enabled participants to develop an appropriate M&E framework including techniques in formulating the right indicators and data systems for measuring implementation progress of programs and projects of departments/agencies as well as measuring their impact on sector objectives.

**Coaching and . . . from page 3**

GROW (goal, reality, options, and wrap-up) – involves asking series of questions concerning the coachee's specific goal or outcome to achieve, where he/she is now, possible courses of actions, and the best option that will be done, when, where and who might help out.

**Core Skills for Coaches**

To become good coaches and mentors, it is not enough to learn the various approaches to coaching and mentoring. Equally vital is mastering the core skills of coaching and mentoring such as: attention/deep listening (listening with respect, interest, fascination); equality (treating each other as peers); ease (offering freedom from rush or urgency); appreciation (offering genuine acknowledgment of a person's qualities); encouragement (encouraging and going to the cutting edge of ideas without internal competition); feelings (allowing sufficient emotional release to restore thinking); information (supplying the facts); diversity (welcoming divergent thinking); incisive questions (removing assumptions that limit ability to think for ourselves clearly and creatively).

The second module which is a Fiscal Study Tour is a combination of classroom learning and study visits of government agencies in Georgia. This module gave the participants concepts underpinning public financial management methods and practical exposure to functioning public financial and forecasting systems.

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Assistant Director Gorospe with fellow participants in the M&E module (L-R) Ms. Cecille Narido, Mr. Christopher Kuzhuppily, RO IV-A Assistant Director Ruby Muro, and Ms. Grace delos Santos.

**Walk the Talk**

After the series of lectures, the participants had a role playing activity which put their newly acquired learning into practice. It was the most appreciated and effective activity particularly the critiquing made by the coordinator and the participants.

The training on coaching and mentoring is a must for all those performing supervisory functions. For those interested, the CSI will conduct similar training on Coaching and Mentoring this year. ■



**About the Author:** Ms. De Guzman is a Chief Budget and Management Specialist of the Systems and Productivity Improvement Bureau. She participated in the said seminar, together with 47 other supervisors from various government agencies and government-owned and controlled corporations, last November 24-25, 2014 at the CSI Training Room in Quezon City. Interested DBM readers can get in touch with Ms. De Guzman at 490-1000 local 1230 for the reference materials on coaching and mentoring.



## Retiree's Notebook

# Reminiscing my 41-year journey in DBM

By: Renato D. Apostol

I was still a teenager when I first set foot in DBM (Budget Commission) in March of 1974. I was hired by the Department of Agrarian Reform (DAR) as a casual employee, but was assigned in DBM, as a detail employee. It was a common practice, at that time, for departments to have employees detailed to DBM to do all sorts of tasks to facilitate the preparation of action documents of their respective mother agencies.

My task was clerical in nature—to facilitate the processing of requests originating from my mother agency and do errands mostly to the convenience of the budget analyst handling the DAR budget. From DAR, I moved to the Philippine Air Force (PAF), still rendering direct services to DBM as a detail employee.

In July of 1976, Commissioner Jaime C. Laya decided to get rid of all detail employees. Those holding permanent positions were ordered to report back to their respective mother agencies while some of the temporary workers like me were absorbed by the DBM on a contractual basis. I was very grateful to Mr. Laya for giving me the opportunity to truly become part of the DBM family.

I was assigned at the Standards Division headed by Atty. Herminigildo F. Granados. At that time, there was only one operations office—the Budget Operations Office (BOO), headed by Director Silvestre Sarmiento (popularly known as Silver). The Standards Division was the core of what had become the original Budget Technical Service (BTS).

At BTS, I was trained at the IBM Philippines to take charge of the typesetting and layouting aspects of all budget documents. I was at the helm of the production of these budget documents such as the voluminous Expenditure

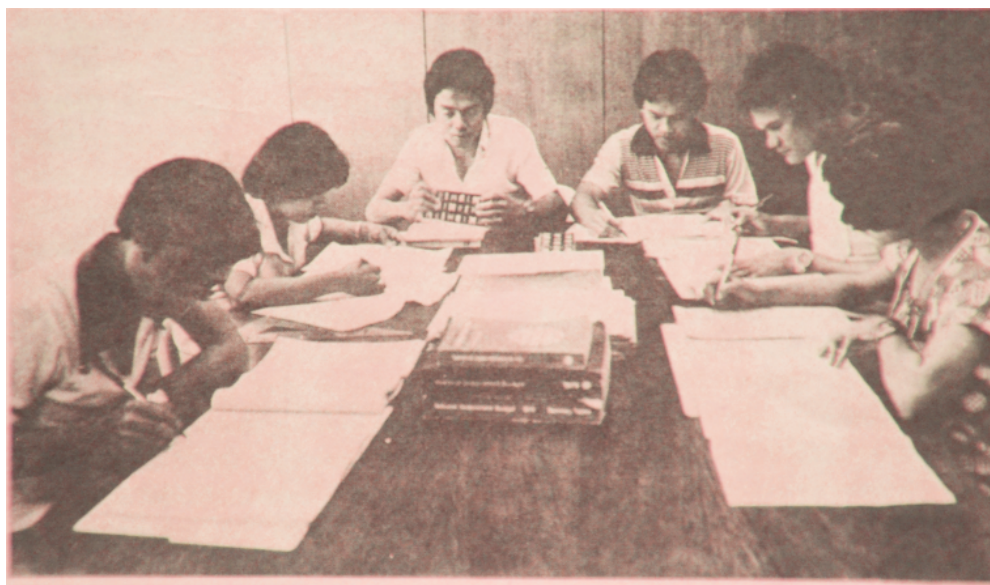
Program and the Personal Services Itemization as well as the occasional budget papers which made me spend most of my time at the NEDA-APO. I usually dropped by at the Office once a week to submit the status reports on the production of all these documents in time for the weekly staff meeting of all division chiefs and officials with the Minister which was usually held at the Malacañang Canteen.

I could vividly recall one weekend when Minister Laya instructed his driver to fetch me so I can be at his office to typeset, together, one of his many occasional budget papers. That was how close I had worked with this man. He would be signing official papers on one side of his long working table while I was typesetting his papers on the other side of the table. At one point, thinking that I was already tired, he asked me to set the IBM typesetting machine; and he himself did all the typing. I really wanted to reciprocate the good gesture of the Minister, but I just did not have the guts to sit at the opposite side of the table and to do the signing for him.

Mr. Laya's simpleness, down-to-earth attitude, and his image as a good father of the family are just some of the attributes I began to cherish and tried to emulate as I trek along this long journey of public service.

After a long and winding 41-year journey, I opted for an early retirement effective March 2015. I felt that it is an opportune time for me to quit and enjoy the rest of my fruitful years in the comfort of my family on a full time basis.

I thank DBM for allowing me to be a part of this esteemed institution and to share whatever limited talent God has bestowed upon me. Again, to my DBM family, *maraming salamat po*. ■



*The BTS Task Force in charge of the printing of budget documents.*

Rene (third from left) during his early years in DBM. Prior to his retirement, he was the Chief Administrative Officer of the Financial and Administrative Division, DBM RO IV-B. (Photo taken from the September 1980 issue of the Budget Cycle.)

## Pushing Strategic . . . from page 1

- Three-Year Rolling Infrastructure Program (TRIP). The TRIP is being reinstituted to ensure that budget ceilings are allocated to priority infrastructure programs/projects.
- Rationalization of special purpose funds. To enhance transparency and accountability and provide detailed disclosure of government spending on lump-sums, the number and magnitude of the SPFs will be reduced. For 2016, the SPFs will be limited to the National Disaster Risk Reduction Management Fund, Contingent Fund, statutory shares of LGUs (e.g. from taxes, national wealth, internal revenue allotment, etc.), and other SPFs not falling under any of the preceding purposes, the details of which could not be determined during the budget preparation stage. The SPFs administered by certain departments such as the International Commitments Fund under the Department of Foreign Affairs, and the eGovernment Fund under the Department of Science and Technology, as well as requirements for creation/filling up of positions, and Personnel Services benefits and retirement benefits previously under the Miscellaneous Personnel Benefits Fund and Pension and Gratuity Fund shall be integrated into the agency budget.
- Adoption of the Classification of Functions of Government (COFOG) for sector outcomes and use of location codes to consolidate the geographic locations of programs and projects. The former will allow the tracking of budget to sectors while the latter will help improve reporting, particularly in terms of providing geographical information.

These innovations and enhancements in the 2016 budget preparation were discussed with representatives from various government agencies during the budget fora conducted in February at the Philippine Trade Training Center. Participants were also briefed on the 2015 fund release guidelines, salient features of the 2015 Budget, and challenges in the procurement process, among others. A similar briefing (photo below) was also conducted for civil society organizations at the DBM Library. (TIS) ■



Participants from different civil society organizations

## NEWS FROM THE REGION



**DBM RO I holds Budget Forum.** A Budget Forum on the 2015 Budget Execution and 2016 Budget Preparation was conducted at the Hotel Luna, Vigan, Ilocos Sur on February 13, 2015. The event was participated in by some 200 local chief executives of various cities and municipalities in Region I. In the said Forum, Secretary Florencio Abad discussed the reform agenda of the Administration and its goal of deepening the devolution to LGUs through the Bottom-Up Budgeting approach. (Ms. Jocene Banan, Budget and Management Analyst, DBM RO I)

## The Georgia . . . from page 4

The Project Management module also provided the participants with basic training on the principles of good project design and planning to sharpen their skills and enhance their techniques in clarifying objectives, formulating strategies, and setting concrete goals and targets.

The training program started on January 12, 2015 and ended on January 31. Program participants were selected senior officers and technical staff of the Bureau of Internal Revenue (BIR), Department of Finance (DOF) and Department of Budget and Management (DBM).

Eighteen (18) officials and employees from the DBM's Central and Regional Offices were selected to participate in this training program i.e., five (5) for M&E; eight (8) for Fiscal Study Tour; and five (5) for Project Management<sup>1</sup>.

Participants in the M&E module, myself included, consider this training as "just in time learning" in view of the budgetary reforms implemented in the DBM. The training inputted knowledge gathered not only from the personal experiences of the training resource persons and facilitators, but also from the sharing of experiences and information between and among participants from the DBM, BIR and DOF.

Learning gained from the M&E module will indeed help the participants develop their capacity to monitor and evaluate the performance of departments/agencies specifically in developing the right indicators per program and project; formulating an appropriate M&E Framework; and understanding the concepts and purposes of data and information use. ■

<sup>1</sup>Office Order No. 2014-658 dated December 15, 2014



## **WANDERLUST: Meditation Retreat A Must-see Place This Summer**

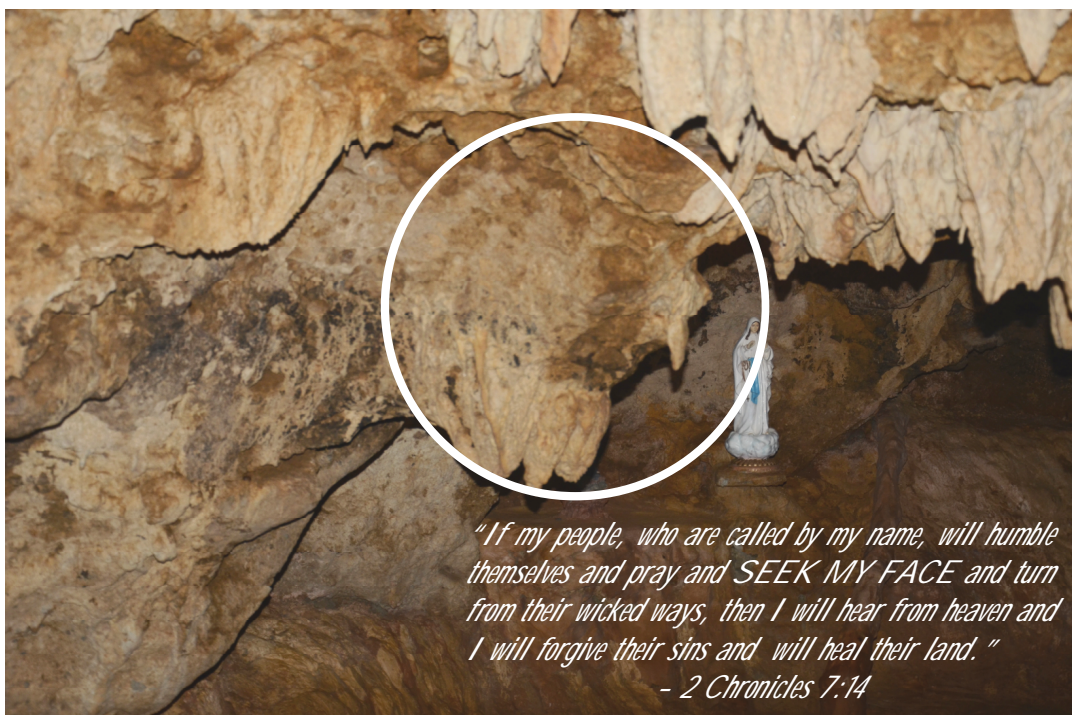
Looking for a place to go to this summer?

Try *Kuyba Almoneca Meditation Garden* in Sitio Masikap, San Jose, Puerto Princesa, Palawan. It is where you can find the most beautiful face in the world—the Holy Face of Jesus, a magnificent rock formation inside the Holy Family cave.

Named after the children **(Allen, Monalisa, Neil, Monica)** of the owners—Pete and Alice Montejo, Kuyba Almoneca, with its serene ambiance, is a great place to meditate and/or pray the Stations of the Cross. It also has

natural spring water pools located inside the cave and chapels suitable for garden weddings. The 1.2 hectare place also has a restaurant and a conference area for trainings and seminars.

So, if you are planning to go to Puerto Princesa, include *Kuyba Almoneca* in your itinerary. You will not only be one with nature but will also feel spiritually blessed.



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## **News Briefs**

**Governance Cluster CSO Consultation Workshop.** A two-hour consultation workshop was held with civil society organizations on February 24, 2015 at the DBM Building I, right after the Budget Forum for CSOs. The said consultation provided the participants an overview of the Governance Cluster and Open Government Partnership. They were also updated on the upcoming activities of the Governance Cluster<sup>1</sup> and Open Government Partnership (OGP)<sup>2</sup>. During the event, participants were asked to evaluate and provide inputs on the status, activities, and key accomplishments of Governance Cluster Initiatives in 2014. The outputs from the activity will be used as initial inputs to the upcoming 3rd OGP National Co-created Action Plan.



<sup>1</sup> The Governance Cluster is tasked to institutionalize open, transparent, accountable, and participatory governance (in government).

<sup>2</sup> The OGP is a multilateral initiative aimed to secure commitments from member countries to make their government transparent and responsive to their constituents. The Philippines is one of its founding members.

## LS Nook

Prepared by the  
Legal Service**Subject:**

**Query<sup>1</sup> on the authority of the Optical Media Board (OMB) to Use the Proceeds from the Disposal of Seized Materials**

**ISSUE:**

Whether the Optical Media Board Employees Association (OMBEA) may use twenty percent (20%) of the proceeds from the disposal of all seized materials for its Collective Negotiation Agreement (CNA) Incentive.

**DISCUSSION:**

The Optical Media Board (OMB) is mandated under Republic Act (RA) No. 9239<sup>2</sup> to regulate the mastering, manufacturing, importation and exportation of optical discs. Thus, as part of ensuring the protection of optical media products, the OMB is authorized under Section 23<sup>3</sup> of RA No. 9239 to dispose all seized materials found to be in violation of the provisions of the said Act.

It appears that this authority was the basis of the OMBEA to include in its CNA<sup>4</sup> with OMB management that it is entitled to the twenty percent (20%) proceeds from the disposal of all seized materials, subject to existing rules and regulations.

At the outset, we note that the grant of CNA Incentive may be provided in the CNA duly entered into by the union and management of a government agency in recognition of the joint efforts of labor and management to achieve all planned targets, programs and services approved in the budget of the agency at a lesser cost pursuant to Public Sector Labor-Management Council (PSLMC) Resolution No. 04<sup>5</sup>, s. 2002. Moreover, pursuant to the provisions of said Resolution, the payment of CNA Incentive shall specifically be sourced from free unencumbered savings of the agency, which are no longer intended for any specific purpose.

PSLMC Resolution No. 2, s. 2004<sup>6</sup> further clarifies that only the terms and conditions of employment or improvements thereof that are not fixed by law may be the subject of negotiation and included in the CNA.

To properly implement the grant of CNA Incentive, the Department of Budget and Management issued Budget Circular No. 2013-4<sup>7</sup> dated November 25, 2013, among others, which outlines the policy and procedural guidelines in the grant of CNA Incentive particularly on the source of payment. Consistent with PSLMC Resolution No. 4, s. 2002, payment of CNA incentive shall be sourced solely from savings realized from Maintenance and Other Operating Expenses (MOOE) allotments for the year under review and still valid for obligation during the year of payment. In addition, such savings are limited only to the following MOOE items: (i) travelling expenses; (ii) communication expenses; (iii) repairs and maintenance; (iv) transportation

and delivery expenses; (v) supplies and materials; and (vi) utility expenses.

It is clear, therefore, that the payment of CNA Incentive may be sourced only from the savings realized from the aforesaid MOOE items and not from the proceeds of the disposal of seized materials. The provision in the subject CNA on sourcing the CNA incentive from the said proceeds should be read together with the law and rules on the grant thereof, as explained above. The questioned provision in the CNA recognizes this when it qualified that the use of proceeds from the disposal of all seized materials shall be subject to existing rules and regulations.

Moreover, the provisions of CNAs create no vested rights since one's right to the CNA Incentive becomes enforceable only upon compliance with the conditions set forth by law and issuances i.e., dependent on achievement of all planned targets, projects and services at a lesser cost, joint efforts by labor and management, and generation of savings. A vested right has been defined as "one that is absolute, complete and unconditional; to its exercise, no obstacle exists; and it is immediate and perfect in itself and not dependent upon any contingency. To be vested, a right must have become a title— legal or equitable— to the present or future enjoyment of property."<sup>8</sup>

Furthermore, settled in the rule that the use of income by agencies should be authorized by a substantive law pursuant to Executive Order (EO) No. 292<sup>9</sup> and Presidential Decree (PD) No. 1445<sup>10</sup>. However, there is nothing in RA No. 9239 that authorizes the use of the proceeds from the disposal of seized materials for the payment of CNA Incentive of OMB employees.

Accordingly, the provision in the subject CNA authorizing the use of the twenty percent (20%) proceeds from the disposal of seized materials is not a valid basis for the grant of CNA Incentive to OMB employees, nor may it be used for the payment of said incentive because the same is dependent on the attainment of several conditions, the foremost being the generation of savings. Additionally, the provision in the CNA cannot give OMBEA the legal authority to use the income from the disposal of seized materials since CNA is not a law as required under EO No. 292 and PD No. 1445. ■

<sup>1</sup> In Budget and Management Bureau-B Memorandum to Legal Service dated February 7, 2014

<sup>2</sup> Optical Media Act of 2003

<sup>3</sup> Section 23. Disposal of Seized Materials. – Any optical media, equipment or materials found to be in violation of the provisions of this Act, any books, records, or paraphernalia providing evidence of any violation committed by any person, establishment or entity, shall be confiscated and forfeited in favor of the government and shall be disposed in accordance with pertinent laws and regulations: Provided, That confiscated optical media may, pending consideration of the case, be immediately destroyed upon final determination by the OMB in an administrative case, or by a court in a civil or criminal case, that are the same are in violations of this Act: Provided, further, that a sufficient representative sample shall be retained for evidentiary purposes.

The retained representative sample shall remain in custodia legis until the final resolution of proceedings thereon.

Equipment and materials imported of this Act shall be subject to seizure and immediate disposal by the Bureau of Customs.

<sup>4</sup> Section 8. The Association shall, subject to existing rules, be entitled to twenty percent (20%) of the proceeds from the Disposal of all Seized Materials.

<sup>5</sup> Grant of Collective Negotiation Agreement (CNA) Incentive for National Government Agencies, State Universities and Colleges and Local Government Units

<sup>6</sup> Amended Rules and Regulations Governing the Exercise of Right of Government Employees to Organize

<sup>7</sup> Guidelines on the Grant of Collective Negotiation Agreement (CNA) Incentive for FY 2013

<sup>8</sup> *Wilhelmina Jovellanos, et al vs. Court of Appeals, et al.* 210 SCRA 126 (1992)

<sup>9</sup> Administrative Code of 1987

<sup>10</sup> Ordaining and Instituting a Government Auditing Code of the Philippines





## WOMEN OF STRENGTH

*"To call woman the weaker sex is a libel; it is man's injustice to woman. If by strength is meant brute strength, then, indeed, is woman less brute than man. If by strength is meant moral power, then woman is immeasurably man's superior. Has she not greater intuition, is she not more self-sacrificing, has she not greater powers of endurance, has she not greater courage? Without her, man could not be. If nonviolence is the law of our being, the future is with woman. Who can make a more effective appeal to the heart than woman?" – Mahatma Gandhi [To the Women of India (Young India, Oct. 4, 1930)]"*

Strength lies not in one's physical capacity, but in one's ability to cope with difficulties amidst the many challenges of life.

In celebration of Women's Month, we are featuring some of DBM's Juanas—a survivor, a mother, an advocate of women's rights, and some mountain trekkers—who have exuded strength of various kinds.

Here are their stories:

### Surviving the Big C: A Journey of Strength and Faith

"It all started with a lump in my breast," Gloria 'Glo' Evangelista recalls.

Her initial biopsy result in 1990 was benign, but after another excision biopsy seven years later, the result revealed her biggest fear—she had invasive ductal carcinoma, Stage II-B cancer. She was only 36 years old then.

Accepting the findings was the most difficult moment in her life. "I experienced fear, anxiety, sadness, grief, and even questioned why it happened to me. I felt miserable and I thought that it was the end of the world for me," Glo relates.



The Strong Survivor: Glo Evangelista

But then, life wouldn't be life without challenges. One has to cope with life's many trials. And Glo did just that!

With the Lord and her family by her side, she was able to walk through the pain and survive the hard times.

She underwent modified radical mastectomy and the most traumatic part—the six-cycle chemotherapy—as part of the cancer treatment. She also had to cope with the side effects of the chemo drugs—hair loss (from head, eyebrows and in other areas), recurring mouth sores, nausea, fatigue, loss of appetite, and temporary onset of menopause. These side effects brought fear but she continued to cling to faith that she will survive. After the chemo treatment she viewed the challenging diagnosis from a different perspective.

During those hard times, Glo sourced her strength from the Lord, whom she considers as the greatest physician, and from her loved ones. "My husband supported me all the way; he would always say to me 'We will get through this'. He bonded with me during those difficult times to make me feel and look better. My kids, on the other hand, are my inspiration in the battle," she reveals.

The encouragement and motivation she got from relatives, friends, and colleagues who prayed for her recovery also helped her win the battle against the big C.

Glo's amazing strength to cope with her ordeal is an inspiration to us all.

For those experiencing the same storm, Glo has this to say: "You are not alone. We will survive. The best doctor that cures and fights misery is spirituality. Continue your cancer journey by counting your blessings everyday as this will benefit your mind, body and spirit as well. If you have a home to live in, clothes to wear, food to eat and the love of other people, you have enough, anything above and beyond is a blessing. Keep on nourishing your cells with antioxidants and lead a healthy lifestyle with enough sleep and rest and balanced with some physical activity. Live a simple, happy, and peaceful life. Live in the present and enjoy every moment and be thankful for everything you have in life." (jponio)

*Gloria Evangelista is a Senior Budget & Management Specialist at the Budget Performance/Monitoring & Evaluation office.*

### Single Motherhood

What will you do when a couple friend—because of health issues—suddenly gives you the child they have adopted? Will you accept and take the child?

A DBM employee did just that! Out of mercy and compassion, this single lady took the child and claimed him as her own flesh and blood.

**Women of Strength . . . from page 9**

On February 18, 2001, Rainer June P. Sta. Maria, an eight-month-old baby became an instant son to Ms. Teresa "Tess" Siccion. She brought him to a priest and had him baptized. Raising RJ (a nickname given by then Director and now



'Mother' & Son: A Bonding Like No Other

Undersecretary Luz M. Cantor) is no easy task. Tess has to balance everything just to be sure that RJ is well taken care of.

RJ is growing fast that her "Tita" (that's what he calls Tess) constantly fears the thought of losing him when he finally makes a family of his own.

In their 15 years of togetherness, Tess is a hands-on mom /tita to RJ. She cooks him

his favorite: fried bangus partnered with sinigang, tinola, nilaga or sopas; tutors him with his school assignments; and gives advice (on love & life) when he needs it.

Her advise to single moms out there is to give 100% trust in the Lord. In doing so, you will greatly feel love, peace and joy. (jponio)

*Ms. Tess Siccion is an Administrative Officer V of Budget and Management Bureau F. She has been with the DBM for 36 years now and intends to continue her service with DBM until her ripe age for compulsory retirement.*

### **Woman with a Cause: Empowering Women through Information**

Abused women must not continue to live in darkness and endure pain alone, for there are people and organizations that support women in such situations. This is what Atty. Donnabel Tenorio of DBM's Legal Service reminds women suffering of abuse.

With two licenses (as a lawyer and a social worker) under her belt, there is no doubt that Atty. Tenorio is the right person to turn to by abused women who are afraid to do anything to break free from their situation. By empowering these women through proper information of their legal rights against physical, emotional, psychological, sexual, and/or financial abuse, they are able to stand up for themselves and end the cruelty that they experience.

"Just seeing how these previously cowering women blossom into empowered survivors is the most gratifying and humbling experience for me," Atty. Tenorio shares.

Her empathy towards these maltreated/mistreated women also helps them put their broken pieces back together. Just by being a good listener, she is able to encourage them to realize what they can do about their situation. "Some of them are afraid to do anything to change their lot, so just the fact that they know they can count on you to listen to them is enough," she says.

Although working in DBM limited her time to represent victims of abuse in court, she can still give legal advice to those who ask her.

To share her advocacy in DBM, she helped organize the Legal Forum on Republic Act No. 9262, also known as the Anti-Violence Against Women and Their Children Act of 2004, for the DBM employees last January 2014. The forum raised awareness on how victims of violence can be protected by the law.

"For all the women: Do not let yourselves be victims. Empower yourselves by knowing your rights and protecting them," Atty. Tenorio advises. Remember: Acting like a martyr only works on teleseryes, and should never be in real life. Be informed, be empowered, be a woman of strength. (mmatundan)

*Atty. Donnabel Tenorio graduated from Miriam College with a degree in Bachelor of Science Major in Social Work and is a licensed and registered Social Worker having passed the licensure exam in April 2002. She studied Bachelor of Laws in Far Eastern University and passed the 2006 Bar Exams. Prior to working in the DBM, she was in private practice for six years as a litigation lawyer at Cristal and Tenorio Law Office and handled civil, criminal, labor and administrative cases. She is a member of Gender Justice Network and Women in Nation Building, Inc. (WIN). Her mother—Atty. Ana Luz Cristal who founded a women's shelter for abused women and one of the proponents who lobbied for the enactment of Republic Act No. 9262 (Anti-Violence Against Women and their Children)—is her inspiration to continuously advocate such an endeavor.*



### **Breaking the Gender Barrier in Mountaineering**

Mountaineering is considered a male-dominated arena. But many women are breaking the barrier to make it to the top, literally!

Two of these women, both from the Fiscal Planning



**Women of Strength . . . from page 10**

Bureau, are featured in this issue. They may be petite, but these ladies have definitely shown their physical, mental, and emotional strength as attested by the many mountains they have “conquered”.

**Maribel ‘Bel’ Dulay** has been ‘conquering’ mountains for four years now. Her enthusiasm for mountain climbing began in 2011 when she saw the engaging scenery and experienced the serene mood while walking through the trail to the “rockies” of Mt. Maculot in Batangas. Since then, she was able to do 11 minor and major climbs from the Northern to the Southern part of Luzon. Among the mountains she has climbed include Tarak Mountain Ridges (Bataan), Mt. Pico De Loro (Cavite), Mt. Arayat (Pampanga), Mt. Marami (Cavite), and Mt. Pulag (Benguet). In the near future, she wants to add more to the list: Lioness Back and Rhino Rocks in Norzagaray, Bulacan; Mt. Romelo in Laguna; and Mt. Apo in Mindanao.

For Bel, the most challenging part of climbing is “when there is only limited water source and you have to trek amidst the heat of the sun. Because it means that you should bring more liters of drinking water to avoid dehydration.” And more water means more weight on your backpack.

To hurdle the weight and the hardships of the climb, “it is important to condition your body with physical activities such as jogging [and by getting] enough sleep; and to gather information about the mountain by reading hiking-related site, forums or blogs. Always take note of the do’s and don’ts and ensure that you have [enough] money to spend for the fare, food, tour guide fee, etc.,” Bel shares.

“Mountain climbing requires physical strength and

determination to continue and reach the summit. If you have a lot of these, then you’re good to go,” she adds.

*Bel is currently a Budget and Management Specialist I in FPB. Prior to her employment in DBM in 2009, she was a Marketing Associate at the BPI Bancassurance, Incorporated. This hardcore lady mountaineer hails from Pangasinan and holds a Bachelor of Arts degree in Social Sciences-Major in Economics; Minor in Political Science from UP-Bagui.*

**Andria Patricia Labudahan** started her passion for mountain climbing about 10 years ago when she was in second year college. She joined a school-based mountaineering/hiking organization at the University of the Philippine-Bagui to get her started. To date, she has climbed seven mountains such as Mt. Pulag, Mt. Ugo, and Mt. Amuyao, all three located in the Cordillera region. In the future, she wants to climb Mt. Apo (Philippines), Hkakabo Razi (Myanmar) and the Annapurna Circuit (Nepal)—to name a few in her bucket list.

Andria shares that the most challenging part of mountain climbing is adjusting to whatever situations the climb may bring. So, it is better to be well-prepared.

When preparing for a climb/hike, Andria strongly suggests researching on the terrain and the place you intend to climb/hike so that “you will know what to expect and prepare for.” Do not solely rely on the information that would be provided during orientation briefings. Jogging or running regularly also helps as it builds stamina and endurance.

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*Above the clouds,  
Just beneath the blue sky,  
The sun peeks,  
Welcoming a brand new day,  
A glorious day!  
(jsa)*

Indescribably beautiful! Bel at the peak of Mt. Pulag



## Philippines Bags Guinness Record for Largest Woman Symbol Formation

It's official! The Philippines now holds a new world record for the largest human symbol. The Philippine Commission on Women (PCW), the brains behind the event "Sulong Juana! Human Woman Symbol Formation", received the Guinness Book of World Records Certificate last January 2015.

The feat was made possible by 10,168 men and women from government agencies (DBM included), state universities and colleges, and non-government organizations who gathered at the Quirino Grandstand in Manila on March 8, 2014 for the Women's Day celebration. The formation served as a symbolic activity to commemorate women's strength and resilience and their contributions in nation-building. (TIS)



Photo courtesy of PCW

## Throwback Moments



**The DBM Contingent.** DBM employees, led by then DBM GAD Focal Point Chairperson and Undersecretary Mario Relampagos, during the Woman's Symbol Formation activity held in Manila last March 8, 2014.

## Women of Strength . . . from page 11

But, the best training for mountaineering, Andria adds, is mountaineering! Indeed, practice makes perfect, as the cliché goes.

Her advice for women who want to try mountain climbing but are afraid of heights, "Take the first step, take it slow and don't look down."

To fellow "eves" who want to conquer mountains (be they real or figurative "mountains" of challenges), we wish you a successful 'climb'! (jalmazan)

*Andria, a Bachelor of Arts in Social Science (major in Economics, minor in Political Science) graduate at the University of the Philippines, joined the DBM in 2008 as a Budget and Management Analyst and was later promoted to Budget and Management Specialist I in 2010 and to Budget and Management Specialist II in 2013. Indeed, this girl is a woman of strength. She can definitely climb mountains and the career ladder. Climbing, to quote the former president of India, Abdul Kalam, "demands strength, whether it is to the top of Mount Everest or to the top of your career."* ■



**The ascent to the top.** Andria at Mt. Kota Kinabalu in Malaysia during her September 2014 climb with fellow UP Baguio Mountaineers.