



THE TRUMPET

The Official Newsletter of DILG Rehiyon Dose - SOCSKSARGEN

Issue No. 31 January - March 2023



“DILG GAD Seal,



we Seal the Deal”



RD's Message

Warmest Greetings to all of you!

We have our hands full with many activities in the past few months and one of the most notable is the recent launching of the GAD Seal.

The launching day on March 22 has officially greenlighted the replication of the GAD Seal Certification nationwide. It was made possible through the drive and passion of the Bureau of Local Government Development (BLGD) Director Annaliza F. Bonagua.

The launching program was also joined by USEC. Serafin P. Barretto, Jr., CESO IV, DILG's Undersecretary for Public Safety, who recognized that this innovation is "the 1st in the Philippines as he commends DILG Rehiyon Dose" for the head start.

Usec. Baretto was also joined by the other USECs and ASECs of the Department who flew in from Metro Manila: USEC. Alfredo F. Bayan, the undersecretary for Mindanao Affairs and Special Concerns, USEC. Margarita N. Gutierrez (who sent her video message for the event), Asec. Elizabeth N. Lopez de Leon, Assistant Secretary for Community Participation, Asec. Lilian M. De Leon, Assistant Secretary for International Relations and Asec. Florida M. Dijan, Assistant Secretary for Human Resource Development.

On that historic day, GAD Seal Certification Logo has also been unveiled. The logo "will seal the deal," so to speak, for the offices who make it to the list as GAD Seal Certified. This is also a part of our commitment to continuously exert efforts to transform the Department into a GAD - centered institution.

We invite you to look at each page of this edition to give you a glimpse of what kept us busy, and how we managed to get things done in DILG Rehiyon Dose.

Mabuhay!!

JOSEPHINE CABRIDO-LEYSA, CESO III
Regional Director



About the Cover

The DILG XII Regional Execom, headed by RD Josephine Cabrido-Leysa, CESO III and ARD Lailyn A. Ortiz, CESO V, pose with the Official Logo of the GAD Seal which was unveiled during the launching of the GAD Seal Certification Program on March 22, 2023. From the left: CAO Dennis T. SucoI, ADC-LGCDD Mary Ann R. Traspe, DC-LGCDD Jermie Erie-Yeager, Sultan Kudarat-PD Margarita H. Baynosa, South Cotabato-PD. Atty. Rochelle D. Mahinay-Sero, Gensan CD Rilimin H. Sandoval, Cot Prov PM Inecita C. Kionasala (representing Cotabato Province PD Ali B. Abdullah), LGMED Chief Musarapha A. Alim and Sarangani-PD Samuel A. Camaganacan.

The logo features "surrounding hands which symbolize convergence, partnership and harmony between and among stakeholders in advancing gender and development in the workplace. It also symbolizes the commitment of the management in the continuous effort in transforming the organization into a GAD - centered institution."



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42 LGUs in Region XII recognized as Best Anti-Drug Abuse Councils



Forty-two LGUs in Region XII were recognized for their exceptional efforts in the fight against drug abuse during the 2022 Regional Anti-Drug Abuse Council (ADAC) Performance Awards held on March 9, 2023, at The Farm @ Carpenter Hill, Koronadal City.

Of the 42 LGUs, 25 Regional Awardees received a Plaque of Recognition from DILG-Central Office and 17 National Awardees received a cash incentive worth Php 100,000.00.



The event aimed to acknowledge and incentivize the best-performing and most effective ADACs in the region, highlight the LGU's continued efforts in the fight against drug abuse, and recognize the significant contributions made by ADACs to achieve a peaceful and drug-free society.

USEC. Marlo L. Iringan, Undersecretary for Local Government, was the Guest of Honor and Speaker at the ceremony, calling for combined efforts to deal with the country's drug problem.

Josephine Cabrido-Leysa, CESO III, DILG Regional Director, thanked the awardees for their unwavering determination and efforts in achieving a peaceful, orderly, stable, and drug-free society. She emphasized that their efforts in executing anti-drug abuse programs in their locality were crucial components in attaining sustained economic growth, social order, and security in the region.

ADAC Focal Persons were also given certificates of appreciation in recognition of their unending efforts, dedication, and sacrifice in helping the LGUs achieve their goals of becoming drug-free.



BEHIND THE SCENES: "Hapag kay PBBM" launching in Koronadal City



DILG XII joined the national simultaneous launching of the Department's new program, in partnership with the Department of Agriculture entitled Halina't Magtanim ng Prutas at Gulay sa Barangay/Kadiwa Ay Yaman/Plants for Bountiful Barangays Movement (HAPAG KAY PBBM) on March 1, 2023, at Barangay Caloocan, Koronadal City.

City Mayor Eliordo U. Ogena and the Barangay Council led by PB John L. Manaay welcomed DILG XII ARD Lailyn A. Ortiz, CESO V, DA XII OIC-RTD for Operation, Zaldy M. Boloron, MPA, DILG-South Cotabato Provincial Director Atty. Rochelle Mahinay-Sero, CESE, and other officials of DILG XII & DA XII.

CLGOO Ms. Jennifer Fernandez, DILG XII Execom including CAO Dennis T. Sucol, LGMED Chief Musarapha A. Alim, and purok presidents of the barangay has showed full support with their presence.

Mayor Eliordo U. Ogena led all the participants in the simultaneous planting of seeds/seedlings in the Barangay's Community Garden.

In his speech, PB Manaay said *"Nalipay gid kami na ang amon Barangay ang inyo napili."*

For a long time, Barangay Caloocan has been participating in the Clean and Green program of the City of Koronadal in which a barangay community garden is one of the requirements."

Meanwhile, DILG XII ARD emphasized the importance of establishing a community garden in every barangay, just like what DILG XII has been doing through its own backyard garden. DILG RO XII was once declared a champion in the 2019 Best Kitchen Garden in the Workplace contest by National Nutritional Council XII.

The Department of Agriculture XII OIC-RTD for Operation Mr. Zaldy M. Boloron, MPA reminds everyone that there is a "need to increase the production of our fruits and vegetable and these community gardens are a big help in achieving this goal.

The Halina't Magtanim ng Prutas at Gulay (HAPAG) sa Barangay Project." Aims to strengthen the capacities of barangays towards sustainable agriculture initiatives, through barangay community gardening, wherein households and communities are encouraged to produce fresh, healthy, and affordable fruits and vegetables from their backyard and spaces and vacant areas of the barangays.



DILG XII hosts Mindanao Cluster Briefing of DILG Regional Officers and Training of Local Resource Institutes (LRIs) for the CSO/PPPP Project Implementation

Fifty-two (52) attendees, 16 of whom were employees of Local Resource Institutes (LRIs) and DILG personnel from Regions X, XI, XII, and CARAGA joined the five-day Mindanao-cluster Briefing of DILG Regional Officers and Training of LRIs for the CSO/ PPPP Project on March 27-31, 2023 at Greenleaf Gensan in General Santos City. It was facilitated by the Bureau of Local Government Supervision (BLGS) in partnership with DILG XII.



BLGS Director Debbie T. Torres, CESO V, thanked its partner, DILG XII as she wished for the successful implementation of the CSIS program in Mindanao.

Participants were then given the opportunity to test the survey tools thru a trial field coverage using a Key Informant Interview tool in Barangay Lagao, General Santos City.

Meanwhile, RD Josephine Cabrido-Leysa, CESO III of DILG XII emphasized the importance of LRIs & CSOs since they implement the Citizen Satisfaction Index System (CSIS) survey in the target LGU, process the collected data, write a report, and present the findings to the LCEs and CSOs.

The CSIS started way back in 2013 to serve as a tool for gathering relevant information to gauge citizen satisfaction on the agenda-setting of LGU's economic and human development agenda. The indicators are health services, education, social welfare, governance, public works and infrastructure, environmental management, and economic and investment promotion services of LGUs.

For this Briefing, the LRI participants and CSIS Focals were given re-orientation on the program's methodology, CSO accreditation monitoring and engagement, an overview of Focus Group Discussion (FDG), Utilization Conference, Civil Society Participation Fund and Technical Assistance, and updates on the CSIS portal.

For the past 10 years, the CSIS targets different LGUs every year. For this year's implementation, the CSIS will cover CY 2023 - 2028.

They were also trained in dealing with the sample size, using spot map assignments, identifying research respondents using the Kish grid, among others.

The new five-year round framework, project cycle and institutional arrangements were now being implemented. During the 1st year, LRIs will gather data and create recommendations for target LGUs. The 2nd year will be for implementation and on the 3rd year LRI survey for the assessment of the intervention and program implementation. The 4th year will be another time for LGUs implementation to be followed by the CSO Survey on the 5th year.





DILG XII trains regional coaches on Localized Weather Disturbances Preparedness Manual

Fourteen (14) identified regional coaches from three national government agencies in Region XII were given orientation and training on Disaster Preparedness Manual for Localized Weather Disturbances (LWD) at The Farm@Carpenter Hill, Koronadal City last February 15-17, 2023

The three-day activity, part of the Local Government Academy's (LGAs) initiatives, is designed to capacitate local government units in responding to LWDs and is focused on developing the coaches' competencies on early warning systems and early preparedness specifically for localized weather disturbances, technical knowledge in navigating and analyzing data from the Automated Water-Level and Rain Monitoring Using Near-Real Time Observation (ALERTO) System, and skills in effectively mentoring the LGUs in developing their LWD Action Plans. The training is expected to enhance local governments' capacity on Disaster Risk Reduction-Climate Change Adaptation (DRR-CCA) Management under its Operation L!STO Program.

There were 11 regional, provincial, and city DRR-CCA focal persons of the Department, representatives from the

Mine and Geosciences Bureau (MGB) XII and Department of Science and Technology XII (DOST XII) who joined the training-orientation.

"The L!STO Preparedness Manual for LWD is a guide to help empower and enable LGUs in managing localized weather disturbances that are not categorized as typhoons. This manual complements existing disaster preparedness manuals developed by the Local Government Academy (LGA) and its partner agencies," said Prof. Mario S. Rodriguez, ALerto Project Leader from the Ateneo de Zamboanga University(AdZU).

It utilizes the ALERTO System, a stand-alone program devised by AdZU using automated rain gauges and water-level sensors installed by DOST-Advanced Science and Technology Institute (DOST-ASTI) in different river systems in the country. The system processes, interprets, and sends predetermined warning data to end-users, via short messaging services (SMS).

DILG XII is set to train its LGUs on disaster preparedness for LWD within the second quarter of 2023.





LGRRC DOSE drafts roadmap for 2023-2025 to strengthen "Central-Linkage", positive peace in Region XII



2023, at Viajera Dine and Cafe, Koronadal City, South Cotabato.

Various projects, activities, and capacity development interventions were identified to operationalize the four facilities of the LGRRC - capacity development, linkages, public education and citizen awareness, and multimedia.

The LGRRC Secretariat is set to present the draft roadmap to the top management for further deliberation and approval.

Members of the Regional and Sub-Local Governance Regional Resource Centers (LGRRCs) drafted its three-year roadmap, 2023-2025, as they continuously gear towards strengthening LGRRC as the "central linkage of knowledge and innovation" in Region XII with positive peace as its value proposition.

DILG XII Regional Director Josephine Cabrido-Leysa, CESO III, led the one day planning-workshop held last March 23,



" Last year, our mantra was the 'winning attitude.' This year we hope to keep the fire burning as we continuously strive to strengthen our regional and sub-LGRRCs as centers for innovation and knowledge sharing,"

~ Director Leysa

DILG Rehiyon Dose's Regional Monitoring and Evaluation Team (RMET) holds 1st onsite validation on SK Federations



The Regional Monitoring and Evaluation Team conducted, for the first time, its onsite validation of the Pederasyon ng mga Sangguniang Kabataan of General Santos City, Sarangani Province, Sultan Kudarat, South Cotabato, and the Province of Cotabato for the 2023 Governance Exemplars for Meaningful Service for Sangguniang Kabataan from March 29-31, 2023.

The assessment team was headed by LGOO V Jon Leo J. Licayan, CPA of the DILG XII- Local Government Monitoring and Evaluation Division (LGMED), together with Mr. Jose Anthony Laurent Octavio, Economic

Development Specialist II of NEDA XII, Ms. Shara D. Abdul, Chief Budget Specialist of DBM XII, and Ms. Marites D. Togonon, MPA, President of the Girl Scouts of the Philippines - South Cotabato Chapter, as members.

Pursuant to DILG XII Regional Memorandum Circular No. 2023-08, the Pederasyon ng mga Sangguniang Kabataan is evaluated in the four pillars of the "GEMS for SK", namely organizational effectiveness, development planning, financial administration, and leadership and innovativeness. GEMS for SK, (Governance Exemplars for Meaningful Service) is an initiative of DILG XII under its Program on Awards and Incentives for Service Excellence (PRAISE), giving recognition to SK Leaders and federations in the region.

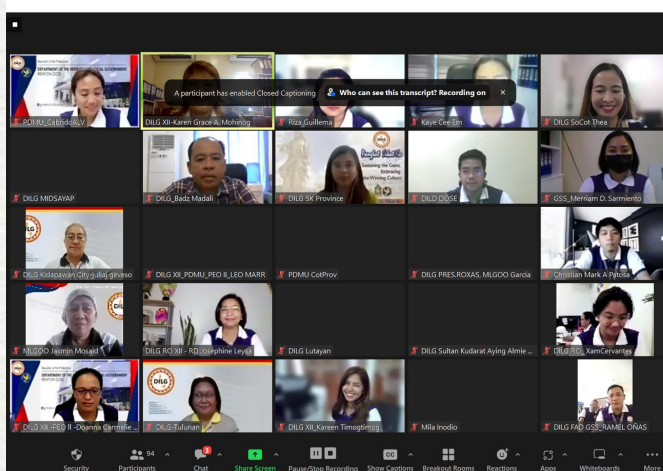
DILG XII RD Josephine Cabrido- Leysa, CESO III, lauded the move of the RMET and she hopes that the GEMS for SK will go the way of the GAD Seal Certification Program which had been launched for its Department-wide replication on March 22.

General Orientation for all DILG XII Personnel

DILG Dose, thru the FAD-Personnel Section, conducted the General Orientation for all DILG Dose Personnel via Zoom Platform on March 6, 2023, for both Regional and Field Office personnel.

The orientation was basically for the newly- hired personnel but it was a means to refresh the rest of the employees on the policies, guidelines and updates on the different Programs, Projects and Activities of the Department.

FAD resource persons presented new Department issuances including the Plans and Calendar of Activities of the Office for FY 2023. The general orientation provided the personnel guidance and information on the year-long scheduled events and they were briefed on how to plot their own Implementation Plan.



In her message, DILG XII RD Josephine Cabrido-Leysa, CESO III, encouraged everyone to participate in the discussions during the activity and to adhere to the Mantra of DILG Dose, "*to keep the fire burning*", in achieving the common goal towards being the best region.

DILG Dose GEMS Committee Starts Assessment for Field Office Personnel



The nominees for the different categories were subjected by the GEMS Committee to a thorough oral interview and meticulous assessment.

The following are the categories of the awards and the names of nominees:

1. Bugkos ng Bayan (Best Province);

- * Cotabato Province
- * General Santos City
- * Sarangani Province
- * South Cotabato Province
- * Sultan Kudarat Province

2. Singing ng Tanikala (Best MLGOO);

- * MLGOO Julia Judith A. Geveso
- * MLGOO Maria Fritzie A. Español
- * MLGOO Heidi A. Agustin
- * MLGOO Victoria S. Dolido

3. Dangal ng Kagawaran (People's Choice);

- * LGOO VI Maria Alma B. Engcong

4. Dagitab ng Paglilingkod (Best Administrative Personnel);

- * ADAS II May Joy Torquido
- * AA IV Amilyn A. Lagnason
- * AA IV Cesar L. Maguate
- * AA VI Henedina G. Caalim
- * AA VI Rovelyn B. Barbusa

5. Best Focal Person; and

- * LGOO V Laila Amanda Maha U. Sulaik
- * LGOO V Maria Kristine P. Sulaik
- * LGOO V Catherine A. Macion
- * LGOO III Chrysanthea D. Zorilla-Manait
- * LGOO III Joanne A. Castre

6. Sustainability Award

- * DILG Sultan Kudarat
- * MLGOO Marife S. Tenorio



In the quest of Strengthening the Internal Organization of the DILG Region Dose, the Regional Management, through its Program on Awards and Incentives for Service Excellence (PRAISE) Committee, has started its assessment and evaluation as a basis for levelling-up the granting of incentives and rewards to high performing provincial/ city office, division, section/ unit, and personnel in DILG Dose for 2023, through the DILG Dose Governance Exemplars for Meaningful Service Awards (GEMS Awards).

The DILG Dose GEMS Committee headed by Assistant Regional Director Lailyn A. Ortiz, CESO V, with LGMED Chief, Musarapha A. Alim, LGCDD Chief, Jermie A. Erie-Yeager, CAO Dennis T. Sucol, and Planning Officer III/OIC HRMO Karen Grace A. Mohinog, started the conduct of its assessment to the different Field Offices of DILG Region XII on the following schedules:

- * February 15, 2023, DILG General Santos City,
- * February 17, 2023, DILG South Cotabato ,
- * February 20, 2023, DILG Sarangani,
- * February 21, 2023, DILG Sultan Kudarat and
- * February 22, 2023, DILG Cotabato Province

ARD Ortiz and the team of division chiefs was also joined by the GEMS secretariat composed of Admin Officer IV Allamen Tom S. Pangilamen, Admin Assistant II, Marielle Joyce S. Tuble and Admin Aide IV Riza Jean D. Guillemma during the series of visits on the above dates.

NEWLY-ELECTED OFFICIALS (NEO) ORIENTATION COURSE FOR LOCAL LEGISLATORS FOR RENEWED LOCAL GOVERNANCE

Gen. Santos City Mayor Hon. Lorelei G. Pacquiao challenged local legislators during the Day One of the NEO Orientation Course for Local Legislators to "do whatever they can do for their constituent with '*Serbisyong Malinis, Serbisyo para sa Lahat*'".

Philippine Councilors League (PCL) Regional President Evelyn B. Alegario emphasized in her message the importance of the orientation in "capacitating local legislators to perform their duties and responsibilities, and other extended tasks."



On the other hand, DILG XII RD Josephine Cabrido-Leysa, CESO III encouraged the LGUs to "*aim for the SGLG award which will reflect the governance they have in their respective LGUs.*"

The main discussion focused on the Decentralization of Administration and Decentralization Process, Local Fiscal Autonomy, Operative Principles of Decentralization with Atty. Michelle Anne P. Viejo as Resource Person.

It was followed by the topic on Development Legislation which was given by Atty. Edward Justine Orden of the DOTBE Law Offices.

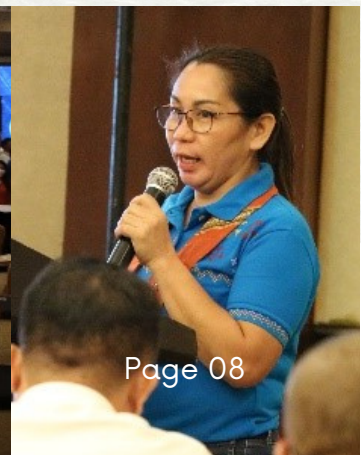
He discussed the dynamics of local legislation and tackled the Dynamics of Local Legislation.

There were about 110 attendees from the various legislative bodies of LGUs in Region XII and they received insights, inspiration and guidelines as Atty. Orden discussed the nature of legislative powers per the 1987 Constitution, RA 7160 and DILG Opinions. His personal experiences both while at the Department and as part of the Judiciary enabled him to give a wider lens and scope of things which made his talk interesting.



Atty. Orden shared his perspectives, learnings and experiences after having spent 20 years with the Department. He has retired from government service recently, at a young age of 49 after having served in the Regional Trial Court of Infanta, Quezon Province.

Atty. Cecile E. Diel, 2nd District Board Member of South Cotabato, on the other hand, discussed the topic on 'Resolutions & Ordinance-Making', followed by the 'Priority Development Legislation for Rehiyon Dose' as presented by RD Leysa.



7 LGOOs II and III of DILG XII to undergo Apprenticeship Program



Seven (7) Local Government Operations Officers (LGOO) II and III are set to undergo the DILG mandatory apprenticeship program starting May until December, 2023, the Local Government Academy (LGA) confirmed.

The apprenticeship program for LGOOs II and III is a designed to equip LGOOs with the necessary competencies as catalysts for excellence in local governance. It is an avenue to further strengthen its internal, as well as organizational, competencies that are critical in helping its clients in enhancing its service delivery functions.

The program is composed of Four (4) major components:

- 1) General Orientation;
- 2) Enhancement Training;
- 3) Field Practice and the
- 4) Revalida.

Over the years, the conduct of 'Component I: General Orientation' has been managed by the Regional/Bureau Offices, the course content of which has been prescribed by the Academy. The results become the basis in ranking the 150 trainees who can proceed to the next component.

The 8-to-5 Activity ran for five consecutive days from February 27 to March 3, 2023. In this General Orientation, there were seven (7) apprentices who qualified to represent DILG Dose, namely; LGOO III Wyndle Joy E. Padojinog, LGOO III Joanne A. Castre, LGOO III Aslamia K. Anggie, LGOO II Kimberly T. Tuanzon, LGOO II Tessa Mae G. Nogrates, LGOO Darwin G. Agbon, and LGOO II Cheezza P. Mirasol.

As the established principle of DILG Dose, RD Josephine Cabrido-Leysa, CESO III goes on to say that *“a dream doesn’t become a reality through magic; it takes sweat, determination, and hard work.”*



DILG Rehiyon Dose leads RGADC XII National Women's Month Celebration highlighting conferment of 8 RGRPs

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It is not enough to simply welcome differences; we must also have tangible programs, projects, activities, and services that cater to the needs of individuals just like Senior Citizens, people with disabilities, LGBTQIA+ members, Indigenous Peoples, women, children, and people with different cultural backgrounds and religious beliefs."

That was the central message of Regional GAD Committee XII Chairperson, Josephine Cabrido-Leysa, CESO III, RD of DILG Dose, during the CY 2023 National Women's Month Kick-off Celebration on March 6, 2023.

The 2023 NWM Kick-Off Celebration was held via blended mode, attended virtually by 85 individuals from the RGADC XII member agencies/ institutions, while 125 individuals joined the activity at the DILG Dose Conference Hall.

RD Leysa led the opening of the Celebration through a Ribbon Cutting Ceremony with the RGADC XII co-chair Private Sector Representative (PSR) and Retired BGen. Joselito E. Kakilala, CHR XII OIC-Regional Director, Atty. Keysie M. Gomez, the eight (8) Regional GAD Resource Pool (RGRP), and the DILG Execom.

During the Kick-off Ceremony, the eight (8) RGRP members were awarded certificates of accreditation and they are expected to help accelerate Gender Mainstreaming by providing GAD-related technical assistance. They will serve as multipliers of GAD advocacy and Rehiyon Dose's GAD Champions.

The 2022 accomplishments of the committee were also highlighted during the kick off, the secretariat was also able to present various events for the 2023 celebration. The RGADC members were later awarded with a certificate of appreciation for their contributions and active support.

"Serye sa Dose" showcased meaningful activities in its year 3 with a theme:
"WE Women and Everyone can make Gender Equality and Social Inclusivity a Possibility"

During the NWM Celebration, each Monday of March showcases meaningful discussions and lectures on Women's Empowerment and Social Inclusion. On March 13, 2023 the Serye featured Dr. Melba A. Magana of DOH-CHD 12 who discussed the Responsible Parenthood and Reproductive Health (RPRH) Law. What followed next was the grooming and beauty care lecture and demonstration with Ms. Archelyn G. Guidel, a TESDA-approved assessor, with a volunteer model from DILG Dose-PDMU.

The face-to-face activity was attended by 65 individuals along with 57 other participants via virtual room.

The RGADC XII, through its chair and in collaboration with the Philippine Red Cross-South Cotabato Chapter,

also held a bloodletting exercise to advance its advocacy for women's empowerment and self-development. Nine (9) individuals from DILG Dose and DepED XII donated blood.

The 3rd Monday (March 20, 2023) highlighted the value of empowerment through financial stability. RD Leysa stressed the value of "self-sustenance through financial security", in line with Mr. Marvin Genita's view on the entrepreneurial mind-set, in his capacity as DTI XII's Supervising Trade Industry Development Specialist. Successful entrepreneurs invited by Mr. Genita who served as resource persons provided guidance/ advices on how to launch a business. The activity was attended by 60 individuals and 13 others joined through the Zoom platform.

To conclude the month-long celebration, the DILG Dose as the chair of the RGADC XII, conducted the culminating activity with the Audio-Visual Presentation of the Launching of National Gad Seal Certification on March 22, which featured the main activities that transpired during the three-day launching event in Gen. Santos City. 90 participants were present at the DILG Dose Conference Room and the other 42 attendees via the Zoom platform.

Atty. Hannah U. Examen of CSC XII, RGRP Batch then discussed the Gender Equality, Disability and Social Inclusion (GEDSI), where she highlighted on legal mandates under the GEDSI and what can individuals do to cascade the GEDSI in their respective agencies.

Capping the month -long Women's Month Celebration was an AVP of the RGADC XI-member agencies convergence activities.





National GAD SEAL Rollout



The Department of the Interior and Local Government officially launched the National GAD Seal Certification Program last March 22, 2023, in a simple yet well-attended ceremony at the Greenleaf Hotel, General Santos City. The launching Program was made more memorable and historic with the presence of the Department's undersecretaries, assistant secretaries, with the Bureau of Local Government Development (BLGD) director and personnel, Regional GAD Committee (RGADC) XII member agencies, local chief executives and the Regional Management team of DILG Dose.

In her opening message, DILG XII RD Josephine Cabrido - Leysa, CESO III, thanked the USECs, ASECs, RDs, Directors of the Department, the partner LRIs, and representatives from various DILG Regional Offices who showed up to lend support. She also gave a brief narrative of how the GAD Seal Certification came about, tracing all the way back to 2019 when she became the RGADC Chair taking notice of some "issues in mainstreaming Gender and Development" and emphasizing her intention to "close the gender gaps."

The idea of establishing a GAD Zone at the Prime Regional Center was floated during the 4th quarter Meeting of RGADC XII in 2020 but it was during the RGADC XII 1st Quarter Meeting on February 22, 2021 when it was presented by the CSO Representative and Vice Chairperson of the RGADC XII, PSR Richlie Lyndon Magtulis.

In response, the RGADC XII approved Resolution No. 02, series of 2021 entitled "Resolution Adopting the Prime Regional Government Center XII as Gender and Development Zone". It was subsequently adopted by the RDC XII through Resolution No. 25 series of 2021.

On June 27, 2022, DILG Rehiyon Dose has given due recognition to the first batch of agencies which had been awarded the GAD SEAL in a simple ceremony. There had been nine (9) government agencies/institutions which received the GAD Seal Certification award on that day. The Certificate is issued to agencies which are compliant with the GAD parameters with a validity period of one year.

The Guest of Honor and Speaker during the ceremony was the former Usec. Marjorie N. Jalosjos, the-then DILG-Central Office, GAD Focal/ Undersecretary of Mindanao Affairs and Special Concerns. With her during the activity was Bureau of Local Government Development (BLGD) Director Annaliza F. Bonagua, CESO III.

The launching day on March 22 was made possible, as relayed by RD Leysa, through the drive and passion of BLGD Director Bonagua who also helped push for the replication of the GAD Seal Certification nationwide. USEC. Serafin P. Barretto, Jr., CESO IV, DILG's Undersecretary for Public Safety, congratulated DILG Rehiyon Dose for its efforts to have the GAD Seal Certification replicated nationwide.

"This innovation is the 1st in the Philippines... and we commend DILG Rehiyon Dose for this," the undersecretary announced.

Usec. Baretto is also joined by the other USECs and ASECs of the Department who flew in from Metro Manila, namely USEC. Alfredo F. Bayan, the Undersecretary for Mindanao Affairs and Special Concerns, USEC. Margarita N. Gutierrez (who sent her video message for the event), ASec. Elizabeth N. Lopez de Leon, Assistant Secretary for Community Participation,



ASec. Lilian M. De Leon, Assistant Secretary for International Relations, Asec. Florida M. Dijan, Assistant Secretary for Human Resource Development. Asec. Lopez de Leon urged attendees to the launching to "have hearts to be champions for women" through the GAD Seal Certification Program.

A number of bureau directors also came in to lend a hand during the launching of the GAD Seal Certification. They were led by BLGD Director Bonagua, Ass't. Dir. Alfonso A. Maralli, Jr, BLGD, PACS Director Marlo S. Guanzon, and NBOO Asst. Director Atty. Izza Marie Laurio.

The RDs and ARDs also came in full force: RD Araceli A. San Jose of CAR, Atty. Anthony C Nuyda of DILG 3, Atty Arnaldo E Escobar, Jr CESO V, of DILG 5, RD Alex Roldan of DILG XI, RD Wilhelm M Suyko of DILG 10, ARD Elpidio A. Durwin of DILG 2, OIC ARD Paulino G. Lalata of DILG 1, ARD Maria Calpiza J. Sardua of DILG 6, and DILG Dose's ARD Lailyn A. Ortiz, CESO V.

Meanwhile, Dir. Bonagua pointed out that the GAD Seal Certification Program will be replicated in the LGUs. "But for now, we will introduce this innovation within the Department, covering the Central Office and the Field offices as well.

Director Bonagua also gave due recognition to DILG Rehiyon Dose's effort to make the GAD Seal Certification Program a reality.

Gen. Santos City Mayor Lorelie G. Pacquiao welcomed everyone and thanked the DILG for making sure that "the GAD Seal has been opened to LGUs." Cotabato Governor Emily Taliño-Mendoza, the RDC XII chair, also pledged support through SP Ivy Dalumpines- Balitoc. Gov. Mendoza herself has been a staunch supporter and promoter of the GAD initiative, even while she was still a member of the House of Representatives. Through SP Balitoc, Gov. Mendoza extended her "full and unqualified support to the men and women behind the launching of the National GAD Seal Certification Program."

Asec. Florida M. Dijan, CESO III, the Department's assistant secretary for HRD brought a happy and hopeful note to the closing part of the launching and she congratulated DILG Rehiyon Dose and BLGD and that she "looks forward" to its success, as it will be now replicated nationwide.



DILG XII PDMU team intensifies FY 2021-2022 LGSF -SBDP Project Monitoring Activities in the four Provinces

Consecutive monitoring inspections, project site validations and inspections were conducted by the PDMU Team on the first quarter of 2023.

The 1st stop of the Regional and Provincial Technical Engineers of DILG Dose-PDMU, together with the LGU Personnel and Local Project Monitoring Committee was in Magpet, Cotabato Province for FY 2022 LGSF-SBDP ongoing projects covering Concreting of Farm-to-Market Road (FMR) in Barangays Inac, Balite, Alibayon Temporan, Basak and Bagumbayan.

Another team also held monitoring activities for the completed infrastructure projects of President Roxas, Cotabato Province on January 18, 2023. Said FMR projects received an allocation of P4 million and has started since December 2022 (under the 2022 LGSF-SBDP), located in Brgys. of Alegria, Mabuhay, Camasi, Poblacion and Cabangbangan.

On January 24, 2023, the Provincial Technical Engineers of DILG-PDMU, Sultan Kudarat conducted the pre-final inspection and validation of nine (9) Projects in Columbio, Sultan Kudarat (under the 2021 LGSF-SBDP):

1. Construction of School Building at Brgy. Natividad;
2. Construction of Potable Water System at Sitio Lamperas, Brgy. Natividad;
3. Construction of School Building at Sitio Lamperas Brgy. Natividad;
4. Concreting of FMR in Brgy. Lasak;
5. Construction of School Building at Brgy. Mayo;
6. Construction of Health Station at Brgy. Mayo;
7. Construction of Potable Water System at Brgy. Sucob;
8. Construction of Potable Water System Level II at Sitio New Ilocos, Poblacion; and
9. Construction of Potable Water System Level III at Telfas Purok 4

DILG Dose-PDMU also conducted Pre-final project documentation of an FMR in Barangay Midtungok, Senator Ninoy Aquino, Sultan Kudarat on March 14, 2023 to inspect the FY 2022 LGSF-SBDP of NTF-ELCAC project with P4M allocation for a 380-meter long concrete road.

In Sarangani Province, the Project validation and inspection, as well as Technical Assistance did the evaluation for FY 2022 SBDP Projects in Maasim FMR which connects Purok 7 to 7A in Brgy. Lumasal (worth P16M) and another FMR at Proper to Highland Breeze in Brgy. Seven Hills amounting to P14M.

In Cotabato Province, PDMU has evaluated eight (8) infrastructure projects in Kidapawan City funded by the DILG under the LGSF- Support to Barangay Development Program (SBDP) 2022 which include two (2) potable water systems and six (6) FMR projects.

Another Team monitored three (3) Infrastructure Projects under the LGSF-SBDP FY 2021 and they conducted the Final Inspection and Project Documentation of Water System Projects situated at Sitio Baldange, Datal Conde, and Datal Mutag in Barangay Domolok, Alabel, Sarangani Province.

These projects were funded by the LGSF-SBDP as part of the EO 70's Whole-of-Nation approach to promote peace and development in conflict-affected and vulnerable communities in the country.



PDMU Technical Engineers and PEO, together with the Municipal Engineering Staff also conducted a monitoring, final inspection and project documentation from March 14-16, 2023 in Malapatan, Sarangani Province, validating the concreting of a FMR project under the SBDP FY 2022 in Barangay Sapu Masla.

A Final Inspection and Project Documentation of the various projects under the SBDP FY 2021 in Brgy. Kinam was also conducted.

The projects include a farm-to-market road and a level II water supply in Sitio Alwayan and Sitio Klaoklao.

On March 6, 2023, a joint project monitoring activity was conducted for the FMR worth P15M under FY 2021 LGSF-SBDP in Brgy. Ned, Lake Sebu. Also, the Upgrading of the FMR at Sitio Antual to Sitio Kibatang was validated by the DILG Regional & Provincial Technical Engineers, and the PLGU South Cotabato PEO and PPDO.

"Start the year right, end it the same way..."

PDMU Chief, Engr. Herminia S. Ontoy welcomed all the PDMU personnel in a two-day orientation program for the New Contract of Service employees for year 2023 on January 16 and 17, 2023 at the DILG Dose Conference Hall.

The first day was for the strategic planning and it was facilitated by Engr. Ontoy. She presented the team goals for 2023 and discussed accomplishments, challenges and shortcomings faced in 2022 to evaluate and formulate strategies to attain its goals for 2023.

On the second day of the activity, the new positions and tasks for each personnel were presented, with the presence of DILG Dose Regional Director Josephine Cabrido-Leysa, CESO III and Assistant Regional Director Lailyn A. Ortiz, CESO V. RD Leysa welcomed the new personnel and presented the 2023 PDMU financial status and the adjustments done by the management to accommodate each new staff members.

PDMU STAFF JOIN REORIENTATION ACTIVITY ON PPAs and Technical Document Prep

All PDMU staff including provincial technical engineers and PEOs joined the reorientation on PPAs and Preparation of Technical Documents in line with the implementation, monitoring and evaluation activities of FY 2023 on January 25, 2023.

Attendees received the Guidelines in the Preparation of LGSF-SBDP Documents for the Programs administered by OPDS and LEO 70 funded projects, Detailed Engineering Design for Local Road and Water Supply & Sanitation. In the afternoon, there was a discussion on the issues faced in conducting Local Road Management Performance Assessment (LRMPA) and Results-based Monitoring and Evaluation of LGU Infrastructure Projects (RLIP) in preparation for the activity the next day.

The 2nd Day which was mainly a virtual activity had resource persons from the central office. They presented and explained the LRMPA and RLIP Processes and requirements. Other resource persons explained the Scoring Tool, including the capacity and performance elements and presented a sample LRMPA result. Afterwards, there was a presentation on the Enrollment Process (SubayBayan portal, guidelines on RLIP Forms, Implementation Process, Timelines and Requirements and the status of SubayBAYAN submission of Region XII as of January 26, 2023.



RD Leysa also assured the team that the management will give them full support to ensure transparent and good local governance.



DILG Sarangani celebrates Women's Month



In celebration of the Annual National Women's Month, DILG Sarangani Province conducted a Bloodletting Operation and various activities to reward its committed and working women with a day for a noble cause of relaxation and pampering.

On March 27-28, 2023, DILG-Sarangani, in partnership with the Philippine National Red Cross of SOCCSKSARGEN headed by Merlita U. Gludo, Chapter Administrator and the Philippine Association of Medical Technologists, Inc (PAMET) of SOCCSKSARGEN headed by their President, Mary Mae M. Cheung, RMT conducted a Bloodletting Activity which was joined and supported by the Provincial Government of Sarangani, Municipal Government of Alabel, PNP Sarangani, PNP Personnel of Alabel, Glan and Malapatan, BFP, BJMP, and the DENR. Families and friends of DILG Sarangani personnel were also present during the activity.

The bloodletting activity was able to gather 32 bags of blood of various types from volunteers which came from various agencies and offices.

In an interview with Mr. Noel S. Navarro, one of the blood donors, he thanked DILG Sarangani for giving him the privilege to join the activity which could greatly help others, especially those needing blood for medical

emergencies. Mr. Navarro works at the Provincial Planning and Development Office of the Local Government of Sarangani. "I understand, there is a potential that this one bag I have donated will help three other people. It feels great to be of help to others!", he added.

Aside from the bloodletting activity, DILG-Sarangani personnel were also treated and pampered with body or foot massages, manicure and pedicure services, foot spa, eyelash extension, haircut or hair treatment and a lot more.

The activity was later joined by DILG Regional Director Josephine Cabrido-Leysa, CESO III, and Assistant Regional Director Lailyn A. Ortiz, CESO V who travelled all the way from the Regional Office for more than an hour to visit the Provincial Office and take part in the Women's Month Celebration.

Later in the day, DILG Sarangani Provincial Director Samuel A. Camaganacan, CE, thanked all of his staff and personnel for the efforts which guaranteed the success of the celebration.

He thanked our partners from the Philippine Red Cross and PAMET of SOCCSKSARGEN Chapter, the office gave them a Plaque of Recognition for their unwavering support, and volunteerism.

DILG SULTAN KUDARAT: “PANGKAT SIKAT KA” / GEMS ASSESSMENT, RISK-INFORMED GDP UPDATING



DILG Regional Assessment Team (RAT) for GEMS for DILG Awards visits Sultan Kudarat Provincial Office today February 21, 2023 for an on-site validation and to interview the nominees from Pangkat Sikat Ka. RAT Chair ARD Lailyn A. Ortiz, CESO V with FAD Chief Dennis Sucol, LGMED Chief Musarapha A. Alim, LGCDD Chief Jermie Erie-Yeager, Personnel Officer-Designate Karen Grace Mohinog and Documenter Maryel Joyce Tuble were warmly welcomed by the DILG SK Team headed by PD Margarita H. Baynosa, OM Augustus Boy Tabugo and PM Aying Almie Castillo.

Pursuant to Section 106 of Republic Act No 7160, otherwise known as “Local Government Code of 1991”, LGUs are mandated to formulate their respective multi-sectoral development plans (Comprehensive Development Plan (CDP)) - to be initiated by its local development council and approved by its respective Sanggunian.

The 6-year CDP coincides with the planning period of the prevailing Philippine Development Plan (PDP) provides guidance to the subnational plans. The new set of elected local officials for CY 2022-2025 need to update their risk-Informed CDPs to align their development strategies with the new national priorities and thrusts and with full devolution.

With the need to update the Risk-Informed CDPs and LDIPs, in consideration of



the LGUs committed targets in the Provincial Results Matrices (PRM), the DILG Sultan Kudarat, with the support of the BLGD, provided Technical Assistance to the LGUs of Lebak, President Quirino and Senator Ninoy Aquino for the updating and formulation of their Risk-Informed CDPs through a 3-day training dubbed as **upscaling the LGUs on the formulation/updating of the risk-informed Comprehensive Development Plan (CDP+) and e-gam and E-LDIP System** on February 22-24, 2023 at the Green Leaf Hotel, General Santos City.

The activity also aims to guide the LGUs for the realization and strengthening of provincial oversight and reinforcing regional-provincial-city/municipal alignment of priorities and strategies to promote a holistic risk-informed comprehensive development planning.

The DILG-SK led by LGOO VII Outcome Manager Augustus Tabugo spearheaded the activity where Program Manager (LGOO VI) Almie G. Castillo, DILG Sarangani Outcome Manager (LGOO VII) Annalyn Doceo, CDP Regional Focal Mary Eulyn Yu Abdilah and LGOO V Alex Nathan Garcia served as Resource Persons and coaches to the 22 LGU participants.



DILG South Cotabato joins PNP, other partners in BIDA Program Rollout



The DILG South Cotabato team led by Provincial Director Atty. Rochelle D. Mahinay-Sero, CESE, joined PNP South Cotabato in the Buhay Ingatan, Droga'y Ayawan (BIDA) Program Rollout today, January 19, 2023, at the South Cotabato Police Provincial Office, City of Koronadal.

The program aims to ensure a safe and drug-free workplace, and to uphold the constitutional policy that "*Public Office is a Public Trust*", and that no public officers, and employees are using dangerous drugs while discharging their duties, and responsibilities.

BIDA is an advocacy program aimed at reducing drug demand through empowering communities, engaging them in anti-illegal drug activities, and raising public awareness on the ill-effects of drugs.

Highlights of the BIDA rollout include the Zumba, Biking, Motor Ride, and the Marching of Advocacy Groups, as well as the Signing of Pledge of Commitment, and the Giving of the Message of Support to the Program by the DILG, PNP, Provincial Governor Hon. Reynaldo S. Tamayo Jr., local chief executives, Sectoral Group, Quad Staff, and other partners.

As the guest of honor and speaker, PD Sero congratulated and thanked all partner agencies, Local Chief Executives of the 12 P/CMLGUs, CSOs, leagues, and the faith-based organizations on the milestones achieved by the government in its campaign against illegal drugs in the previous years. She emphasized that "this fight is a shared responsibility." She called on the attendees to reaffirm their commitment, and be a BIDA laban sa droga.

The activity is spearheaded and facilitated by the South Cotabato Police Provincial Office headed by PD PCol Nathaniel G Villegas. Also in attendance are the NGA representatives, the PNP Chiefs of Police, DILG ADAC Provincial Focal Person, City/Municipal Local Government Operations Officers, and faith-based organizations.

She also added that "DILG Rehiyon DOSE is seriously taking its role in advancing the government's cause." In fact, she shared that on October 10, 2022, the DILG launched its "Drug-Free Workplace Certification Program in Region XII".



AGILadies: Complexion Check Muna Tayo, for a Better You!



In support to the 2023 National Women's Month Celebration, the DILG Cotabato Provincial Office conducted a basic cosmetology tutorial session for female personnel on March 17, 2023 in Amas, Kidapawan City.

LGOO V Laila Amanda Sulaik shows how to put light make-up and other cosmetic products on the face of fellow employee LGOO III Aslamia Anggie.

The beauty session aims to improve the skills of lady personnel in applying cosmetic products, especially during important activities and even during the normal work days. Aside from getting a stunning look, having good makeup skills can eventually boost the confidence of the personnel and at the same time, exude a more welcoming atmosphere to guests and clients.

To provide an experiential session with the participants, a model was utilized for a vivid experience on the "how" and the 'do's and don'ts' in applying cosmetic products. The said session was participated and enjoyed by both the admin and technical personnel, LGOO V Sulaik doing the hands-on and lecture.



Meanwhile, the session was followed by the "4pm AGILA Talk" where attendees had sharing time of their personal and employment-concerns in a guided session which was spearheaded by OM Inecita Kionisala and PM Vita Gumahad.

Both activities from part of the "SAYAgila" Innovation of the Team Agila, which provides wellness and team-building activities for all DILG Cotabato personnel.

PLGU Cotabato Hosts 11th NTF-DPAGs Oversight Committee Meeting



The National Task Force for the Disbandment of Private Armed Groups (NTF-DPAGs) conducted the 11th NTF-DPAGs Oversight Committee Meeting in Capitol Compound, Amas, Kidapawan City on March 15, 2023.

Led by the National Task Force chairperson, DILG Secretary Atty. Benjamin C. Abalos, Jr., members discussed and presented the updates on the normalization program, operation updates from Western and Eastern Mindanao, crime prevention strategies, task force work and financial plan, and likewise heard the message of the peace, reconciliation, and unity special advisers.

The said task force was organized to disband all forms of private armed groups in the Philippines and to capture or even file cases against members, if they have committed any felonious activity. The cooperation among the members of the TF helped in the capture and/or disbandment of these illegal groups in every locality.

Participants to the presentation-discussion include Dir. Wendell P. Orbeso, Head MILF Peace Process Office, OPAPRU

& Member of NTF-DPAGs secretariat; Senior USec. Carlito G. Galves, Jr., OIC-DND, Vice Chairperson NTF-DPAGs; Mr. Ariel Hernandez, Co-Chair, Joint Normalization Committee & Head, NTF-DPAGs Secretariat; PBrig Viktor K. Wanchakan, Acting Deputy Commander, APC-WM & Task Force Western Mindanao; PLGen. Filmore B. Escobal, Commander, APC-EM & Task Force Eastern Mindanao; Pcol Harold R. Ramos, Provincial Director, Cotabato Provincial Police Office; Sec. Isidro L. Purisima, Acting Presidential Adviser on Peace, Reconciliation, and Unity & Special Adviser, NTF-DPAGs; and AFP/PNP Commanders.

Present also in the said meeting are DILG-Dose Regional Director Josephine Cabrido-Leysa, CESO III, DILG Cotabato Provincial Director Ali B. Abdullah, Provincial Governor Emmylou "Lala" Taliño-Mendoza, heads of partner National Government Agencies, local officials, and media partners.

SILG Atty. Abalos congratulated and appreciated the efforts and accomplishments of all the members, especially those working on the ground.

Meanwhile, a press conference was held thereafter to accommodate questions from the media especially with regard to the peace and order concern and security updates in the province, along with its nearby towns.

"We must not let our guards down. We have seen how fast the cases can be resolved because of this partnership and cooperation. Let us continue working together."

~ SILG Atty. Benjamin C. Abalos, Jr.



PLANNING WORKSHOP ON THE FORMULATION OF 3-YEAR BARANGAY DISASTER RISK REDUCTION & MANAGEMENT PLAN (BDRRM PLAN)



PLANNING WORKSHOP ON THE FORMULATION OF 3-YEAR BARANGAY DISASTER RISK REDUCTION AND MANAGEMENT PLAN (BDRRM PLAN)

DILG -GenSan City headed by City Director Rilimin H. Sandoval conducted a Planning workshop on the Formulation of 3-year Barangay Risk Reduction and Management Plan (BDRRM Plan) on March 13-15, 2023 at Grand Menseng Hotel, Davao City.

According to CD Sandoval, "the majority of BDRRM Plans of the 26 barangays of General Santos have already expired, hence there is a need to update and introduce enhancements to it."

RA 10121, also known as "An act strengthening the Philippine Disaster Risk Reduction and Management System, provides for the National Disaster Risk Reduction and Management Framework and institutionalizing the National Disaster Risk Reduction and Management Plan, appropriating funds therefor and for other purposes". Through RA 10121, the LGUs, including the barangays, are mandated to formulate their respective DRRM Plans to guide them of DRRM implementations in their respective areas of responsibilities.

The main objective of the Activity was to provide technical assistance to the barangays to Formulate and/or update their respective 3-year BDRRM Plan. The participants were re-oriented with the steps in conducting BDRRM Plan and inputs on how to avoid hazards and disaster; to mitigate their potential impacts by reducing vulnerabilities and exposure and enhancing capacities of communities to handle and address the negative impacts of emergency occurrences and disasters.

All of the 26 Punong Barangays, Barangay Secretaries; BDRRM Action Officers

BDRRM Focal Persons, and Technical / IT Staff joined the workshop. Participants were tasked to develop strategies for reducing the risks and impact of disasters in their respective communities and they engaged in discussions and workshops that covered topics such as hazard mapping, risk assessment, early warning systems, evacuation plans, and response protocols.

CD Sandoval emphasized the importance of well-prepared barangays so that they will know how to handle disasters, stating that "preparation is key to minimizing the impact of disasters in our communities. We need to ensure that our barangays are equipped with the necessary skills, knowledge, and resources to respond to any emergency situation."

The Planning Workshop on the Formulation of 3-year Barangay Risk Reduction and Management Plan (BDRRM Plan) is just one of the many initiatives of the DILG - General Santos to promote disaster resilience and preparedness in the area.



A day in the life of DILG-Sultan Kudarat OM Augustus “Boy” Tabugo

‘Sir Boy’. That is how everyone calls him. Sir Boy started with DILG back in November 1996. He is part of the 40th Batch of LGOO training which was concluded in Lipata, Surigao City. Despite seeing his father make a career in the Department, he has not considered or entertained any idea that he would end up in DILG. “What I have in mind was to grab any opportunity along the way,” he said.

Looking back, he counts 27 years of his life being fully devoted and dedicated to DILG and within those years, he had been to different places of assignment. He was born in Koronadal City but he finished his elementary in Dadiangas South Elementary School in 1975. He finished high school at the Notre Dame of Cotabato for Boys in 1979. He had three (3) years as a Mechanical Engineering student at the Notre Dame University in Cotabato City but he went on to pursue his Bachelor of Arts Degree, Major in Mathematics at Iligan Capitol College in 1989.

From 1994-1996, he worked as clerk at the LGU of Isulan. Then the opportunity came for him to work at DILG in 1996. His 1st four (4) years with the Department had also been spent in Isulan, Sultan Kudarat, from 1996 to 2000. In 1999, he was named “Best Performing MLGOO of Region XII.” He then moved to the neighboring town of Tacurong in 2001 and stayed there for a year.

From 2003 to 2004, he was assigned in DILG-Sarangani Provincial Office and by mid-2004, he was deployed in LGU-Malapatan and he lingered till 2006. By February 2006, he was assigned in DILG-Sarangani Province and he worked there until July 2006.

The following month, in August 2006, he was assigned in Gen. Santos City and he remained there until October 2010. From Gen. Santos City, he returned to Sarangani Provincial Office to serve from November 2010-December 2010. In January 2011, it was time to be back where his career all started, in Isulan, and he has remained there up to the present. This year, 2011, he finished his Master in Management, Major in Public Admin, his post-graduate studies at the Philippine Christian University.

The Interview:

Have you had any life-changing experience while in DILG?

My career in the DILG had a mixture of memorable and challenging experiences. It is like a roller coaster ride: full of excitements and doubts, as well its fair share of successes and failures. As I look back and wonder at the learnings that came my way, the people I met on my career journey and the tremendous knowledge shared by my colleagues from Sarangani, General Santos City and Sultan Kudarat and the people from different LGUs whom I worked with, SHAPED me into what I am today. Of course, it requires great amount of determination, perseverance and patience in order to acquire all of them.

How’s your family? Any children?

Well, I am happily married to Erma Teresa G. Tabugo, CE, MiM for 28 years. She is a college instructor and we have a son named Jose Augustus, 27 who finished his BS Computer Science degree. He is an entrepreneur and he has an online work related to gaming.

Do you have a list of “I could have done this or that better” while in DILG?

I have acquired relevant skills and experience from the organization. These are skills which I have cultivated through different challenges I encountered over the years. Yes, there are things which I could have done better: Maybe if I worked assiduously through different responsibilities assigned to me using all the tools that I acquired to nurture LGUs, I could have done better. But just like a typical employee, I think I fell short of challenging myself to go beyond what is expected from me. We all have imperfections and vulnerability. Not to make excuses, but I used these weaknesses as an opportunity to grow in the Department. As the saying goes, “We are the architect of our own self and an Artist for our own destiny”.

Where do you draw your confidence from?

I have to admit I am not being prolific or even proficient. Sometimes I feel awkward and I would prefer to be staying on the sidelines. But I realize not to let ego get the better of me. As Rene Descartes, a famous philosopher once said “Perfect knowledge requires us never to have any reason whatsoever to doubt it. In other words, the absence of doubt is what makes perfect knowledge”.

For many of us, it is molded by the fact that we are highly valued because of our technical competence, how we stand out where knowledge is perceived as the most powerful weapon will allow us to take the conversation of today and tomorrow.

Do you have a favorite quote relative to your career choice? How do you handle routine work schedules?

“Pleasure in the job puts perfection in the work.” – Aristotle

Our job is not just about earning money, it is also about personal and career development. We have to find ways to make our job interesting, instead of complaining about it because of the overwhelming tasks.

How do you see yourself in the next 3 years or so?

I might end up my career in the DILG in the next three years. Or shall I say “comfortably retire.”

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THE TRUMPET

1st Quarter Calendar Year 2023

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