

PAGSUBAYBAY

THE OFFICIAL EMPLOYEE NEWSLETTER OF THE PROCUREMENT SERVICE – DEPARTMENT OF BUDGET AND MANAGEMENT

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BREAKING THE BIAS, TAKING THE LEAD

By Kevin Joshua G. Rebultan



In 1990, a 20-year-old computer operator formed part of the division in the Department of Budget and Management (DBM) tasked to encode the Philippines' National Expenditure Program during budget preparation. With only spreadsheet software and no system to computerize the encoding, she needed to work almost 21 hours a day. As if this was not arduous enough, her duty also included troubleshooting computers and local area networks.

She may have been deprived of sleep, but her vision for career advancement never dimmed. It did not come as a surprise when she later enjoyed the fruits of her labor. Over time, she was promoted to several positions including being a Senior Computer Programmer, Information System Analyst, Officer-in-Charge and eventually as the Chief of the Database Administration Division following her attainment of Master in Business Administration degree from the Polytechnic University of the Philippines in 1999. In 2007, a year after the official launching of the Philippine Government Electronic Procurement System (PhilGEPS), she was designated as the Director of the PhilGEPS Group — and has been leading it since then.

Having been with the Procurement Service – DBM (PS-DBM) for 17 years, hers is a name that rings a bell. She is **Rosa Maria M. Clemente**, 52, and her good reputation as a female leader precedes her.

“I want to break the preconceived notions that women are fickle-minded and that we are the weaker gender,” Clemente says when asked about the stereotypes she intends to break through her leadership. This is fueled by her recognition of other unsolicited expectations that the society demands from women, such as the conventionalized portrayal of being a mother, a wife, a housekeeper, and a cook, among others.



A day in the professional life of Dir. Clemente at the PhilGEPS office.

Aware that not all women should be boxed within these gender roles, Clemente — a mother herself to a 13-year-old child — personalizes motherhood as a form of sacrifice and as her source of empowerment. “It requires much bravery for any woman to endure the pain and overcome the challenges that come with pregnancy, giving birth, and nurturing a child,” she says.

At work, the same qualities that she possesses as a woman are manifested in her people management skills. Female leaders, Clemente believes, care for their subordinates as if they are their own children, pushing them to be leaders themselves. She also attests to the greater emotional attachment that women tend to exhibit, resulting in the passionate exertion of efforts to accomplish both personal and professional goals.

“As their role model and coach, I need to lead by example that despite the hardships, they must remain inspired and motivated,” she adds.



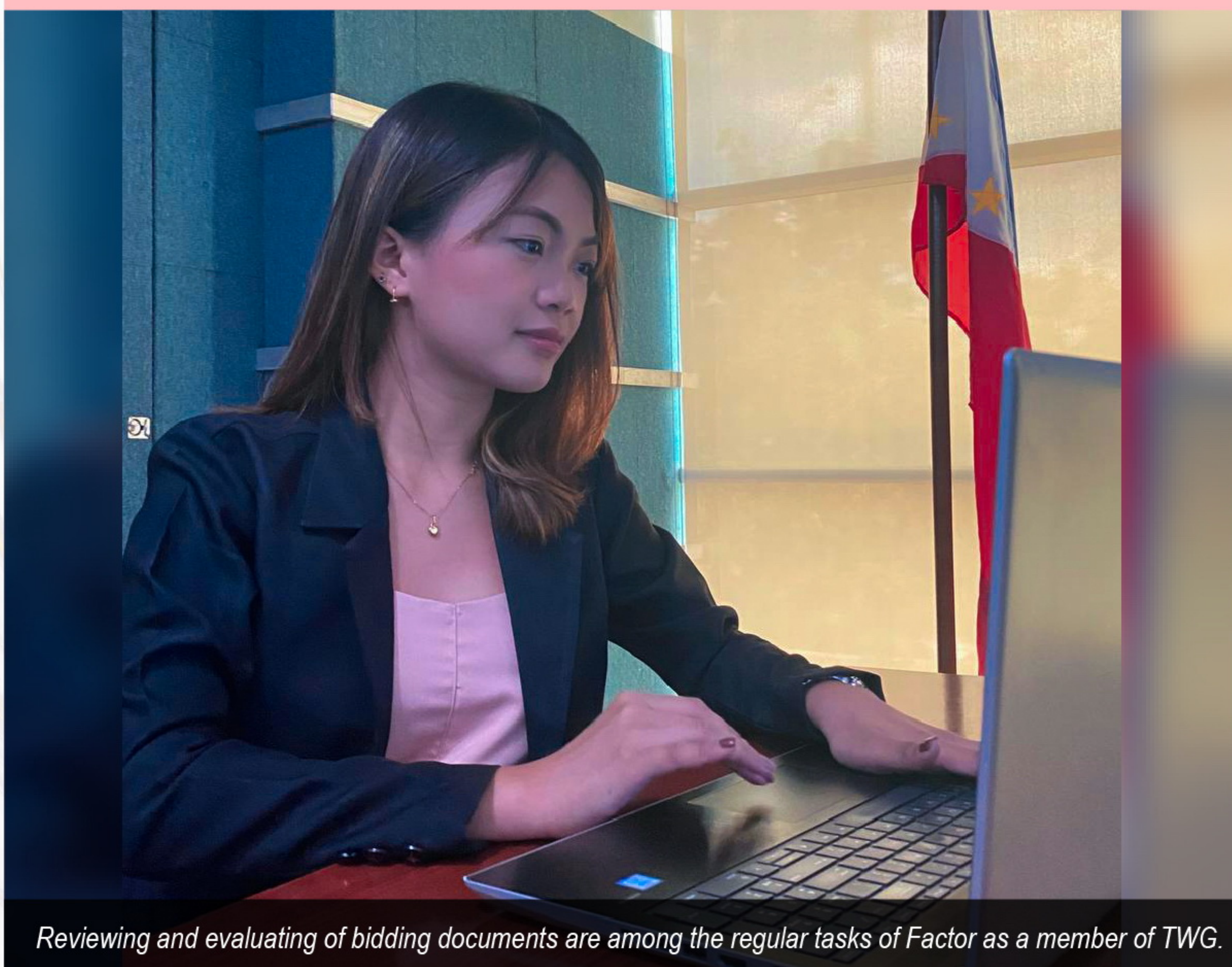
Dir. Clemente (center) in the public launching of the Philippine Open Government Partnership in 2019.

Clemente herself lives by this mantra, especially remembering the late DBM Secretary Emilia T. Boncodin who was among the first people who believed in her, and whom she looks up to until now.

Clemente recalls how she used to feel intimidated when surrounded by men in the male-dominated industry of information and communications technology. Had she not stood her ground, she would not be where she is today. “Do not be afraid... Gender is not an issue. There is a level playing field. Be mature. Continue to improve and learn new things... [until] you gain people’s respect,” she concludes.

For women in a position of power, intimidation may no longer work. But for up and coming female workers, fearful experiences are still frequently encountered. This is admitted by 24-year-old **Jyzel Cris B. Factor**, a licensed civil engineer who works as a Procurement Management Officer in the PS-DBM Procurement Division VII.

“I have personally experienced [in a previous work] being sexually harassed,” Factor laments. This unfortunate circumstance, while challenging and traumatic, did not stop her from demolishing gender discrimination in the workplace. She believes that having more women in the field of engineering will diversify the collective contribution of their industry in improving the quality of people’s lives. The thought of this keeps her drive and passion alive.



Reviewing and evaluating of bidding documents are among the regular tasks of Factor as a member of TWG.



Factor (center) with her colleagues in Procurement Division VII.

Prior to her PS-DBM employment that commenced only last year, Factor used to work for a construction company as soon as she passed the licensure exam in 2019. As a then office and field engineer, Factor monitored status of projects, supervised manpower, and documented all the necessary paperwork. She was also part of her former organization’s budget and procurement team. All the skills she acquired from this work experience proved to be essential as she is now a member of the PS-DBM Technical Working Group (TWG) that handles mostly non-common use projects, mainly for the Department of Transportation.

But more than the acquisition of these technical competencies is the possession of other abilities that Factor considers to be innate in every woman. “My profession is not just about working on a project, but also building relationships, collaborating with people from diverse backgrounds, and adapting to the environment,” she says.

Factor is also cognizant of other people’s inclination to consider these abilities as being fragile and vulnerable, which she quickly counters by recognizing the characteristics of a woman most beneficial to any organization. “Women are persistent in getting things done... and are generally more persuasive,” she adds.

At a young age, Factor is fully aware of her worth, and she stands up for it. After all, no less than her own mother is whom she sees as a “superwoman” and considers as a personal role model. “She always supports me in all the decisions that I make. Whether I succeed or not, she constantly reminds me not to be regretful,” she says. Her mother’s dedication in everything she undertakes is also what inspires Factor to fulfill her other aspirations in life.

An alumnae of Mapua University, Factor is currently a graduate student in the University of the Philippines - Diliman, completing units in her Master of Science in Transportation Engineering degree. “I believe this is a huge stepping stone in achieving more of my dreams,” she says.

Improving credentials is clearly not a measure of one’s value and worthiness, in the same way that other simpler forms of self-presentation do not merit judgment. Factor is evidently mindful of this. “The way women look or dress has no bearing on their skills and potentials. It is always about treating them with respect,” she asserts.

Respect, in the context of basic human interaction, should always be given. There are those, however, who command it — as they should.

Daisy Flores, 53, is the incumbent Security Supervisor of PS-DBM. A native of Babatnon, Leyte, Flores started government service as a municipal clerk in her hometown, circa 1994.

In 1998, Flores decided to move to Manila with hopes for a better future. Together with her husband and her first child, she used her separation pay to make ends meet and start a new life. In September of the same year, she was employed as a lady guard in the National Power Corporation (NAPOCOR).

Several years later, in June 2013, PS-DBM was in need of additional security personnel for its newly constructed building. Flores was hoping to land on the same job, but what awaited her was much more than that. In her interview with then General Services Division Chief Ramon Martinez, she was offered the top security position.

“Nung tiningnan nya ‘yung records ko, nakita niya ‘yung mga commendations. Kasi noong dumating ako, two years wala silang supervisor. Kinausap ako kung okay lang ba sa akin [mag-supervisor] kasi gusto niya babae naman dahil puro lalaki lahat dati,” she recalls.

She remembers responding with hesitation.

“Sabi ko, ‘Sir hindi ako marunong mag-handle [ng tao]. Pero sinabi niyang matagal na akong security, at may mga kaalaman na rin. Lahat naman ng trabaho, nagsisimula na walang alam pero kapag nandiyan na, matututunan mo na rin gawin,” she adds.

Taking his words of encouragement as a challenge, Flores accepted the job. The rest, as they say, was history.

From when she began occupying the post, Flores has since remained as security head despite numerous management changes – a proof that nobody, so far, does the job better than her.



As security head, Flores monitors employees' activities within the office premises.

Being the rose among the thorns, Flores describes working with her male counterparts easier than what most people assume. For her, the secret is treating her colleagues the way she treats her family, that is, equally and with respect.

“Wala akong masamang tinapay [kahit kanino]. Lahat inuunawa ko, alam nila ‘yun. Parang mga kapatid ko na rin sila. Parang isang bahay, isang pamilya,” Flores shares.

Her leadership is also a solid proof that no job is exclusive to a specific gender. Whether one answers a calling or rises to the occasion, men and women share equal rights in taking the lead. *“Wala naman sa kasarian ‘yan. Depende ‘yun sa tao. Basta ako, ginawa akong leader, ina-apply ko kung ano ‘yung tama,”* she says.

As a leader, Flores is objective in observing due process and fairness — keeping herself grounded despite her position.

“Yung pagtrato ko sa kanila ay pantay-pantay. Kapag may pagkakamali, inaayos ko na agad. Hindi na kailangang makarating [sa management] kung kaya ko naman ayusin bilang bisor. Ang leader, hindi naniniwala agad sa kung anong sumbong. Kasi minsan, may halong inggit o kaya paninira. Both sides, pakikinggan sa investigation. Pakiramdaman. Pero walang daya,” she elaborates.

Flores' professionalism is easily perceived when she speaks. Her composure demands attention, like any uniformed personnel. Interestingly, her greatest dream is to become a police officer. Her father, unfortunately, did not approve of it.

Nevertheless, Flores is now blazing a trail of her own. Today, she heads a male-dominated group whose job is to secure the safety of the entire PS-DBM workforce.

Since time immemorial, women are oppressed. While it can be argued that they are better off these days, much work still needs to be done. And these women of PS-DBM, among others in various fields and workplaces, are taking the lead in breaking the bias.

With equal opportunities and progressive mindset, lo and behold, the last man standing is really a woman.

*Written in collaboration with Gideon A. Betito
*Some quoted statements from the subjects were edited for brevity and clarity of thought



HINDI SINISINO, HINDI BINABASTA-BASTA

In a social media post on International Women's Day, March 8, PS-DBM expressed message of appreciation for all Filipinas.

Empowered Women, Empower Women

By Pam Candice V. Medina


The month of March came swooping in with the gentle shades of purple and violet — signifying the commencement of a month-long celebration of women empowerment. In the Philippines, the National Women's Month Celebration (NWMC) highlights the contributions and achievements of women, and serves as an avenue to discuss gender equality issues and concerns, challenges, and commitments.

By virtue of Republic Act 6949, s. 1990, the National Women's Day is commemorated every March 8th. Several other legal mandates serve as bases for the same observance. All these proclamations are aligned with the national and international instruments and treaties such as the Convention on the Elimination of All Forms of Discrimination Against Women, the Beijing Platform for Action, the Philippine Plan for Gender - Responsive Development (1995 - 2025), the Framework Plan for Women, and the Sustainable Development Goals.

The running theme of the celebration is "We Make Change Work for Women," as determined by the Philippine Commission on Women (PCW) and one that has been in use since 2017 until this year. This aims to highlight that empowered women are active contributors to and claimholders of development anchored on the commitment of "Malasakit at Pagbabago" or true compassion and real change.




The NWMC 2022 puts the spotlight on the gains achieved for women and girls, actions towards gender equality, and steps that must be taken to ensure progress in empowering women, especially in a time of a pandemic. The PCW recognizes that COVID-19 made a huge impact on gender equality and gaps — affecting women's vulnerabilities in social, political, and economic aspects.



Women's Day Word Scramble

Instructions: Unscramble all the hidden adjectives used to describe powerful women in PS-DBM.

- BSSADA
- DNNIPNETDEE
- IEERLABLE
- NRIPSGIIN
- RTSOGN
- NILOVG
- ICNRAG
- VAEBR
- EERMLRAABK
- TTEELDAN
- RNEIVD
- PEABLCA



Facilitated by HRDD

Only this April 8, President Rodrigo Duterte signed Executive Order 167 which creates a PCW secretariat mandated to supervise the provision of technical and administrative services to the members of the Commission in the fulfillment of its role as the primary policy-making and coordinating body of all women's development programs and institutions in the country.

The NWMC in the Procurement Service - Department of Budget and Management (PS-DBM) is spearheaded by its Gender and Development Focal Point System, primarily focusing on establishing a more gender sensitive environment through gender sensitivity surveys and distribution of information campaign materials such as health and wellness care kits and advocacy t-shirts. The Human Resource Development Division (HRDD) also conducted a Women's Day Word Scramble for the women employees which warranted tokens for winning participants.

The PS-DBM honors the importance of women as harbingers of change not only at work but also in society. This is most manifested in the agency's commitment to ensure that the workplace is a safe space for women empowerment.

In relation, we ask our colleagues:

**WHAT DO YOU THINK
MAKES AN EMPOWERED WOMAN?
HOW CAN YOU CONTRIBUTE MORE
TO WOMEN EMPOWERMENT?**



"I am an empowered woman because I continue to strive for integrity, grace, and kindness. I believe men can contribute more to women's empowerment by including us in places where decisions and designs are being made in the world around us."



Mirra Reyes
Operations Group - Office of the Director

"I think intelligence, kindness, and confidence make a woman empowered. An empowered woman knows exactly who she is. She knows her strength, what she's good at, what she loves doing, her values and life beliefs, and how to use all of these things to make a difference in the world. I think men can contribute more to women empowerment by supporting gender equality. Simply reminding them that they are doing a good job can make them feel special and appreciated."



John Glenn De Jesus
Information Technology Services Division

"I claim to have some form of empowerment because at my age I know my worth, my capabilities, and I can defend the choices I have made in life. I celebrate small to big wins and learn from the lessons life has thrown at me. Being empowered also means having a strong faith in God and entrusting unto Him matters that are beyond my understanding. I also believe that an empowered woman is able to lift and support other women because we all share common bonds and have a lot at stake in investing our energy in family and our careers."



Leah Valdez
Marketing and Sales Division

"An empowered woman is someone who can confidently make her own choices independent of the influence of her partner or others. I believe men can contribute more to women's empowerment by respecting their rights and their choices without forcing anything upon them. Men should let women fully participate in decision-making [to] promote gender equality."



Mark Huertas
General Services Division

"I feel most empowered when I'm able to express myself, by not being afraid to show who I really am and speaking up for what I believe in. I think men can contribute more [to women empowerment] by breaking the obnoxious norms of our society, treating everyone with equal rights, regardless of gender, social status, religion, etc. At the end of the day, treating people with equal rights doesn't make any of us less of a person."



Feliciano Villarba III
Warehousing and Delivery Division

"I observe that the women in our society are constantly subjected to unrealistic standards of beauty displayed on TV and social media. To empower them, I believe we should promote body positivity, recognize their intelligence and authenticity, and encourage them to take a stand against negativities."



Dominic John Lebico
Human Resource Development Division

"I think in general everyone is empowered... [despite] the factors lang in life that may break us or bring us down. Let us get rid of the idea that men are above women. We should support one another."



Feddie Villahermosa
PS Cagayan de Oro

"We may be unable to completely eliminate the gender stereotypes around us, but we can work on rooting out prejudices that may lodge within ourselves. A good start is by not supporting warped and distorted views on women empowerment. Also, knowing people on a personal level will help us see through these misinterpretations."

I consider a few lines from one of the Apple commercials as the best description of an empowered woman: 'There's a certain kind of person who doesn't take no for an answer. They don't walk in quietly. They parade in, trailblazing, eyebrow-raising, status quo-breaking, grazing greatness, braving hatred and taking up space. Never got a set at the table so we can't sit and behave. We'd rather defy the rules and amaze. There's a certain kind of person who doesn't wait for greatness. They make it.'"



Johnsen Yason
EGP Development and Operations Division

"I am privileged to balance my life as a career woman, spouse, mother, and teacher to my children because of support from my husband. It is nice to know that our society has accepted that a married woman is not expected to become merely a housewife but a partner who can also be a provider of a growing family. May we not forget that all of this will not be made possible without the guidance from our Almighty God. His promise is faithful; Psalm 46:5 says: 'God is within her, she will not fall: God will help her at break of day.'"



Anna Liz Bona
Marketing and Sales Division

**Some quoted statements from the respondents were edited for brevity and clarity of thought*

WORKS OF Art FROM THE HEART

By Sittie Laila Guinomla

February is popularly known as the "love" month, with Valentine's Day falling on the 14th. But in the same period is another celebration whose subjects are just as close to our hearts: works of art.

Under Presidential Proclamation No. 683, s. 1991, the National Arts Month is celebrated every February to celebrate artistic excellence and pay tribute to the uniqueness and diversity of the Filipino heritage and culture. This year, the observance focuses on the value of arts during challenging times by serving as a source and expression of hope.

The nature of work at the Procurement Service - Department of Budget and Management (PS-DBM) may be highly technical, but our workforce is far from running out of artistry and creativity. As a testament to this, the Communications Team called for contributions from our artistic colleagues.

From photographs, digital arts, music, to literary pieces, the employees' works of art are a form of self-expression that reflects not only their hobbies and interests but also their identities.

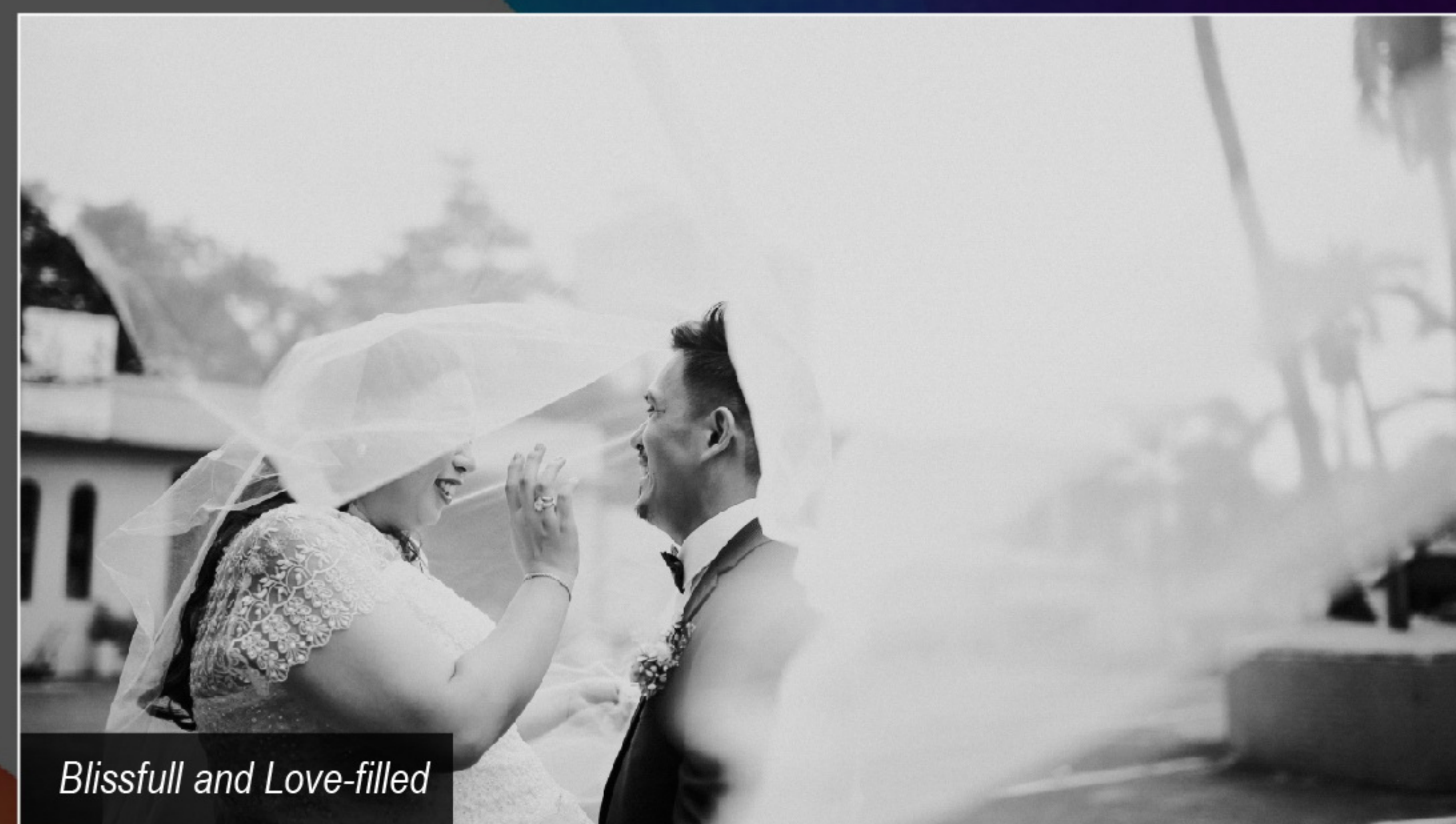


"The most enjoyable parts of photography [for me] are having endless opportunities to be able to express and bring out the beauty in subjects, and to capture the best moments and turn them into beautiful memories."

Photos and captions by
Dickson T. Panti
Procurement Division II



Happily ever after



Blissfull and Love-filled



Love so high



"Filipino women today are beginning to defy social norms by expressing themselves through their devotion, passion, arts, gifts, talents and skills — proving that their strength and worth are beyond generalizations and stereotypes."

Photos by
Jeffrey M. Bertumen
Warehousing and Delivery Division



JEFFREY BERTUMEN



JEFFREY BERTUMEN

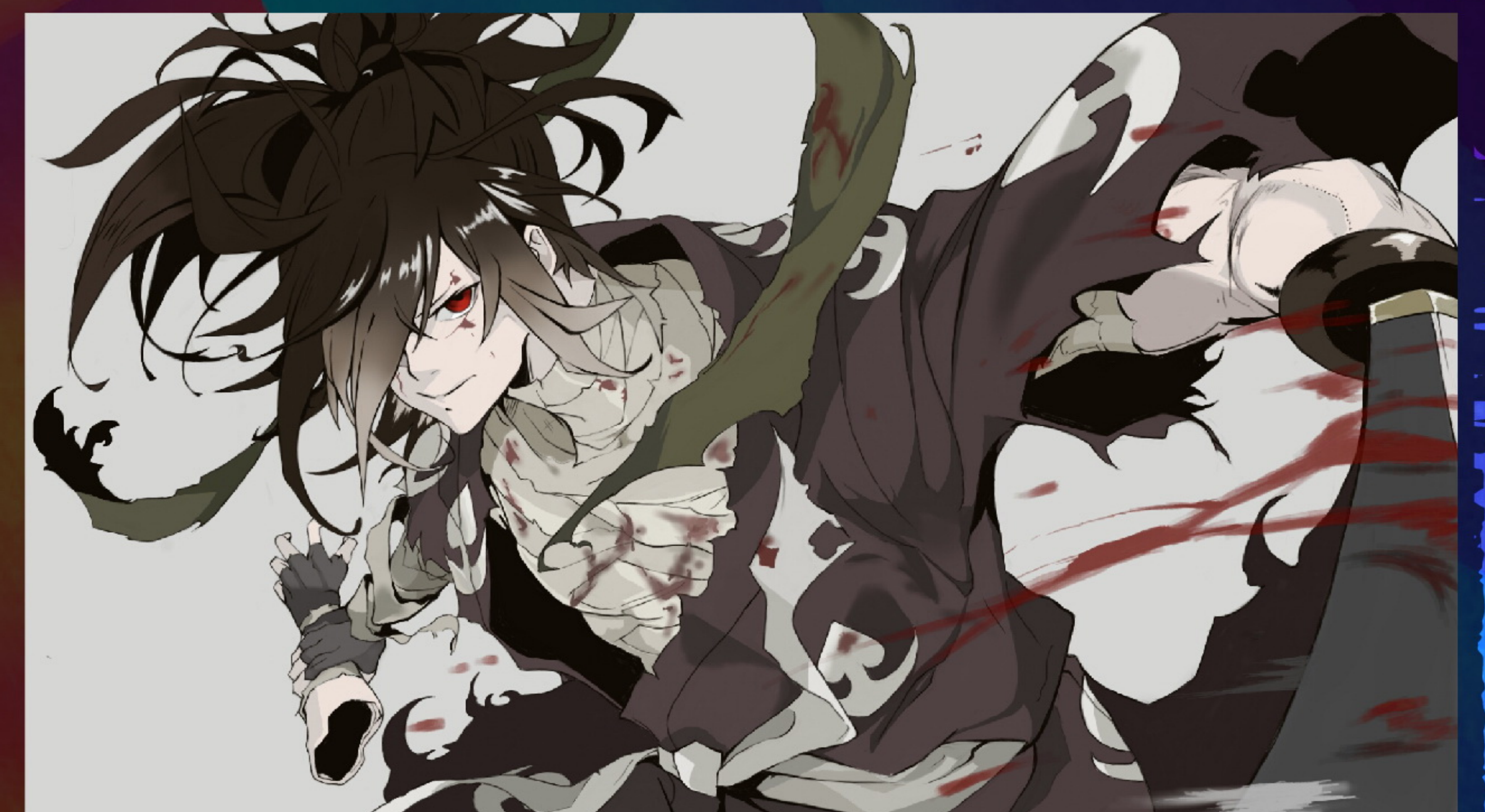


JEFFREY BERTUMEN

"The drawing was complicated and the lines were prominent. I needed to use different brushes to apply the original texture. It is not 100% the same with the reference but... I'm happy with the outcome."



Digital Art by
Jernimel Galit
Marketing and Sales Division



Subject: Dororo, a Japanese manga/anime
Device: Tablet and stylus pen
Application: Autodesk Sketchbook
Process: Conceptualize > Create outline > Finalize outline > Color

“Playing musical instruments makes me relaxed and helps me forget my problems. I also like to share my talent through posting my videos online. My ultimate goal is to reach more audiences and connect to other people worldwide through music.”

Victor S. Martinez
General Services Division

Martinez learned how to play musical instruments such as piano, organ, and electric guitar in high school, circa 1980s. Subscribe to his YouTube channel now!



Wait lang...

Tuwing gumagawa ka ng assignment
O naglalaro ng ML sa ‘yong gadget
Tatawagin ka ni nanay, at kapag siya’y lumapit
Daglian mong sambit, “Nay, wait lang...”

Tuwing mahuhuli ka na sa opisina
Saka titiyempo si Manong drayber magpagasolina
Tumatawag na ang boss mo kasi Zoom meeting na
Ang maisasagot mo na lang, “Malapit na po, wait lang...”

Tuwing may mga hinihiling ka
Taimtim na dalangin ay naibulong mo na
Tumawag ka na rin ng mga santo’t santa
At sa sarili’y ipaaalala, “Kalma ka lang, self, wait lang...”

“Wait lang” ang palagi mong naririnig lalo sa new gen
Dagdagan pa ng mga slangs na nakalilito rin
Paano nga ba sila mas angkop na kausapin?
Aralin ko na nga lang din ang ibig sabihin, wait lang...



by
Rica G. Fegalquin
Internal Audit Division

(fri)end

Isolation

always kept me company. I used to avow that
being alone was neither a state of loneliness
nor a form of desolation. Until you came.

You asserted that no man is an island, and
your resolve to break down my walls led me
to explore your isle, too. And in your space
I found refuge.

We visited each other’s comfort zones
where I must have lingered a little longer.
Soon I learned to despise solitude, as I
delved into the uncharted places within you.

That was when I crossed the line
setting foot in a prohibited territory.
It was no longer a companionship
but fondness, attachment, affection.

The continent we forged began drifting apart. Like
an archipelago I was shattered and broken. In this
familiar seclusion, it ends with how it all began.

Isolation



by
Kevin Joshua G. Rebultan
Marketing and Sales Division

PS-DBM EMPLOYEES IMMERSE IN INDIGENOUS CULTURE IN A COLLEAGUE'S TRADITIONAL WEDDING

To witness the union of any loving couple is one thing, but to take part in the traditional wedding ceremony with the presence of an entire indigenous community is in all respects a different experience.

On March 19, 2022, Diadem Joy Baliling — a personnel of the Office of the Director of the Operations Group — tied the knot with her long-time lover JSINSP Lord Bryce Kinao at the St. Williams Cathedral in Bulanao, Tabuk City, Kalinga. Prior to the church wedding, its traditional counterpart was held the night before, or in the *bisperas* of the big day.

After roughly 10 hours of land travel, Baliling's colleagues from the Procurement Service – Department of Budget and Management (PS-DBM) settled upon their arrival in Kalinga on

March 18 to prepare for the said evening event. The occasion was worth the wait, especially from the perspective of the visiting guests including her workmates.

The couple gracefully performed their native dance called “Tadok” before a crowd of relatives, friends, and the young and old members of the Kalinga ethnic groups known as the Pangol, Limos, and Cal-oan tribes. In a previous conversation, Baliling said that her participation in these local activities is her way to preserve her individuality.

“I take so much pride in our culture and traditions,” she said.

The celebration would not have been complete without the showcase of talents of the guests. With the locals' prodding, made more encouraging by the rhythmic sound of gongs, the PS-DBM employees took the center stage and followed the basic steps of the dance to the delight of the cheering audience. It was apparent in the faces of Baliling's colleagues that the experience was definitely one for the books.

Following several other performances, the attendees were treated to a gastronomic adventure with the serving of food that best encapsulates the taste of Kalinga — among these were their take on igado, bulalo, papaitan, ata-ata (hilaw-hilaw), dinuguan, adobo, kare-kare, and steak with carabao meat as the main ingredient of all dishes.



More delicacies were offered in the reception that followed the actual wedding. Some of the most remarkable ones were their version of rice cakes (suman) called inandila and inatata. These are best paired, of course, with a hot cup of Kalinga coffee — one of their best local products that any tourist would get a hold of as *pasalubong*.



“I’m beyond happy that my colleagues in PS-DBM were able to attend my wedding. Their effort and time must have really paid off as I’m sure that they enjoyed dancing, travelling, eating, and feeling the warm welcome of Ykalingas!” Baliling expressed.

This brief Kalinga journey is now a core travel memory for the PS-DBM guests, made extra special by their immersion in indigenous traditions and culture. More than a love story, it is also a testament that the agency truly has a work environment that upholds diversity and promotes inclusivity — in the office and beyond.



Present in the event are the bride's colleagues and friends from the PS-DBM Operations Group-Office of the Director, Marketing and Sales, Legal, IT Services, and Procurement divisions.



POSTSCRIPT

A rundown of the latest news in PS-DBM.
Manatiling nakasubaybay.



PS-DBM IMPLEMENTS NEW WORK ARRANGEMENT

Following the issuance of DBM Department Order (DO) No. 7, s. 2022, the Procurement Service-PhilGEPS and its regional depots nationwide have implemented a new work arrangement that began on April 4. For areas under Alert Level 1, which cover PS-PhilGEPS offices in Metro Manila, regular operations to cater visiting client-agencies are only from Tuesday to Friday. Walk-in transactions every Monday are limited to the submission of documents from external stakeholders. Prior to this, other alternative work arrangements were implemented including the four-day work with ten hours of duty per day. Guidelines issued by the IATF for the management of emerging infectious diseases must be the basis for the work arrangement of areas under other alert level status. This new set-up, per the DO, is also a measure to practice efficient use and conservation of energy.

PS-DBM RESUMES FLAG-RAISING CEREMONY AFTER TWO YEARS

For the first time in two years, PS-DBM conducted its face-to-face flag-raising ceremony physically attended by its officials and personnel on March 28, hosted by the Office of the Executive Director. Since March 2020, the month when Metro Manila was first placed on lockdown due to COVID-19, employees were participating in the activity from their respective workstations. Similar to the usual schedule, the flag raising and lowering take place every first and last day of the week, respectively. The comeback, however, is short-lived. In view of the implementation of DO No. 7, s. 2022, the ceremony shall now be conducted online by each Functional Group.



PS-DBM EMPLOYEES GET BOOSTED AGAINST COVID-19

In collaboration with the Manila Health Department, the Department of Budget and Management (DBM) facilitated a vaccination drive for its workforce including its attached agencies Procurement Service-PhilGEPS and Government Procurement Policy Board-Technical Support Office. The event was conducted in two waves; the first was from January 19 to 20 and the second on March 1 — both held at the DBM Central Office in San Miguel, Manila. The PS-DBM Quick Response Team reported that of the more than 700 individuals who were inoculated, over 200 were PS-PhilGEPS employees. In June 2020, it was the Procurement Service that led the efforts to coordinate with the Department of Health for the DBM-wide vaccination.

Read "PS Express Volume 2 Issue no. 1" emailed by the Communications Team on February 18, 2022



ICT UPDATES

A recap of the Information, Communications, and Technology updates issued by the Information Technology Research and Planning Division (ITPRD) to keep the PS-DBM employees in the loop about new technologies and trends in the industry, as well as cyber security threats, tips, and solutions.

The featured articles are classified into **Cyber Security Updates/News**, **ICT Security Tips**, and **What's New** categories, emailed to all personnel every two weeks.

ICT UPDATE NO.	DATE OF EMAIL	FEATURED ARTICLES
25	Jan. 5, 2022	Cybersecurity in the Philippines
		How to Go Incognito Mode
		Converge Connects Typhoon-Hit Siargao Island Using Satellite Technology
26	Jan. 12, 2022	COMELEC Servers Hacked; Downloaded Data may Include Information that Could Affect 2022 Elections
		Little Tips to Increase Productivity with Google Workspace
		The Government's Role in Promoting 5G Cybersecurity
27	Jan. 19, 2022	BSP: Cybersecurity Standards are Updated as soon as 'the Need Arises'
		Top 10 Secure Computing Tips
		Mober Backs IKEA's Goal of Delivering 100% Electric Vehicles by 2030
28	Jan. 26, 2022	LandBank Denies System Hack, says Teachers Lost Funds due to 'Isolated' Phishing Schemes
		PH Records Faster Internet Speeds in December, up 9 Notches for Fixed BB
		6 Sure Signs Someone is Phishing you- besides Email
29	Feb. 3, 2022	How to Report a Facebook Hack
		Gmail to get 'Integrated View' from February 8: Here's what will be new
		DOJ, Banks Set 'Coordinated' Crackdown on Cybercriminals
30	Feb. 9, 2022	Google Opens 'Project Shield' to Protect PH Elections from Cybersecurity Threats
		Kaspersky Lauches Video Game to Boost Cybersecurity Awareness
		PCCI, DICT Partner for Satellite Broadband Connectivity
31	Feb. 17, 2022	Stop Online Criminals in this New Cybersecurity Game in PH
		How to Avoid Online Dating Scams, according to a Cybersecurity Firm
		SpaceDC to Build Hyperscale Data Center in PH
32	Feb. 23, 2022	Flexibility in Working Hours the Most Important Hybrid Work Arrangment to Workers in the PH - Qualtrics
		5 Information Security Prediction for 2022
		Israel Shares Cybersecurity Expertise with Philippine Financial Sector
33	Mar. 2, 2022	Landbank Brushes Off DICT in Probe of OTP System
		Mobile Number Portability: How Does it Work?
		Google Workspace Users to Migrate from Hangouts to Chat in March
34	Mar. 9, 2022	The Philippines Central Bank Expects Digital Transactions to Continue Rapid Growth
		Upskilling Filipinos for Career in Tech
		The ARTA's Role in Digital Transformation
35	Mar. 16, 2022	Banks Warn 'Money Mule' Scams are Rising in the Philippines
		Cyber Security Expert Offers Tips to Avoid Cyberattacks
		PayMaya power e-Government Digital Payments
36	Mar. 24, 2022	New Cybersecurity Hub for Asia-Pacific
		10 Basic Netiquette Rules
		Wondering what it's like to Live in a Smart Home?
37	Mar. 30, 2022	PH 4th among Countries Most Targeted by Web Threats
		Alternative Web Browsers other than Google to Use
		11 Things to Consider in Upgrading Your Digital Life



WE KNOW YOU'VE GOT SOMETHING TO SHARE, TOO!

We believe that your skills go beyond your professional competencies.
Get creative with us!

All PS-DBM employees at the Main Office in Paco, Manila and at the regional depot offices nationwide are encouraged to contribute.

Subject to our editorial guidelines, and in line with specific themes, you may contribute by submitting written pieces like **news and feature stories, essays, poems, or artistic works such as digital (or copy of) paintings and drawings, photographs, comic strips, and other illustrations.**

Please await email from **communications@ps-philgeps.gov.ph** for more details.
For comments and suggestions, you may email the same.

We look forward to putting the spotlight on your work!



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WOMEN'S MONTH WORD SEARCH PUZZLE

Hidden in this heart are words that describe the innate strength, grace, and beauty of a woman. Find them.

Break the Bias
Female Representation
Celebrate
Gender Equal
Inclusive
Diverse
Equitable

Positive
Forward
Thrive
Success
Uplift
Support
Elevate

Progress
Inspire
Encourage
Movers
Leaders
Power



Employees who wish to join in on the fun may submit their answers to communications@ps-philgeps.gov.ph. Thank you for participating.
Kudos to **PS La Union Depot** for acing the games in the previous Issue!