



# Gender and Development BULLETIN

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## DILG Women Execs 'MAKE CHANGE WORK' amid Pandemic

A year has passed since the World Health Organization declared the coronavirus disease 2019 (COVID-19) as a pandemic. As every nation slowly gets back on its feet, the *DILG GAD Bulletin* looks into how the Department's newly minted women leaders cope with the change brought about by the health crisis.

In keeping with the theme of the National Women's Month Celebration this March that says **"WE Make CHANGE Work for Women"**, three women executives of the DILG share their thoughts on the distinctiveness and special edge of female leadership being endowed with the balance of adaptableness, compassion, and determination. Read on.

**"The challenge to work remotely in the midst of the pandemic was a behavioral and logistic concern. Realization is more on prioritizing things that matter most. Addressing the needs of our personnel in these unprecedented times -- their safety, security, physical, and mental health are all top of mind."**

**FLORIDA M. DIJAN, CESO III**

Assistant Secretary for Human Resource Development

For Asec. Dijan, the pandemic has challenged people to adopt a paradigm shift towards work. This has inspired her to keep initiating various learning and development (L&D) activities, devising an alternative working arrangement for DILG personnel, and other efforts for human resource management and development (HRMD).

Like many, the pandemic has taught her to not forget to take care of her health and holistic wellness. *"Everybody is more sensitive these days, more worried, more stressed, and sometimes get anxiety attacks. Let us stretch our patience and empathy a little more to our friends, to our staff. Be more compassionate and mindful of others. Don't cease being positive, not with COVID, but with our emotions and mental state. For this, prayer is the key. That's guaranteed,"* she said.

*"Let us support one another in this time of crisis. Let us empower one another. Empowered women empower fellow women,"* she urged.

**"In my opinion, a woman as a leader is an advantage as she can use her charm especially in pushing for reforms, in negotiations, and resolving conflict."**

**VIVIAN P. SUANSING**

OIC, Bureau of Local Government Supervision

Meanwhile, BLGS OIC Suansing is grateful to be leading the Bureau in assisting local government units (LGUs) to cope and bounce back amid the pandemic. *"It is heartwarming to note that we have a hand in helping LGUs address various concerns in this time of pandemic. We are able to do this electronically, without the need for physical presence,"* she said.

Experiencing three deaths in the family in the middle of this pandemic, Suansing learned to strongly hold on to faith, which helped her recover from the devastating grief. For her, personal woes end when office work begins.

For those who want to follow in her footsteps in being steadfast and resilient, Suansing has this tip: *"Don't wait for change to work for you. Make change happen, starting with yourself. Then with an improved self, let that change touch other people to hopefully, make a difference in their lives too. We can only make change happen with an open mind and heart to embrace it."*

**"Professionally, the pandemic has made me realize how important it is to have open and constant communication between and among colleagues. Openness and honesty in giving feedbacks make a difference in terms of work performance."**

**MARY ROSE L. VILCHEZ**

OIC, Internal Audit Service

Like Asec. Dijan and OIC Suansing, IAS OIC Vilchez has reflected on work, leadership, and all facets of life amid the COVID crisis. In her words, she said she has *"learned to go back to basics and what really matters."*

*"We should accept change, adapt, learn, and find opportunities from it. We should always be flexible so that we will not see change as a difficulty but rather see it as a chance to learn and discover new things and make that change work for ourselves and others. Women empowerment is key to this changeful time,"* she said.

Knowing these powerful thoughts from these three empowered women at the helm of the DILG, it is indeed a well-settled fact that women are equally capable of leading a workforce even through the most trying times like a pandemic that changed the 'world order' and dynamics of life. Juana Laban sa Pandemya: Kaya!

■ Paul Dominique D. Tejada

### DILG-CO Quality Policy

We, the DILG-Central Office, imbued with the core values of Integrity, Commitment, Teamwork and Responsiveness, commit to formulate sound policies on strengthening local government capacities, performing oversight function over LGUs, and providing rewards and incentives. We pledge to provide effective technical and administrative services to promote excellence in local governance and enhance the service delivery of our Regional and Field Offices for the LGUs to become transparent, resilient, socially-protective and competitive, where people in the community live happily.

We commit to continually improve the effectiveness of our Quality Management System compliant with applicable statutory and regulatory requirements and international standards gearing towards organizational efficiency in pursuing our mandate and achieving our client's satisfaction.

We commit to consistently demonstrate a **"Matino, Mahusay at Maasahang Kagawaran Para sa Mapagkalinga at Maunlad na Pamahalaang Lokal"**.