

Preface

This Program on Awards and Incentives for Service Excellence System of Eastern Visayas State University (EVSU-PRAISE System) Manual is comprehensively crafted with the ultimate goal of making it consistent with and contributory to the proper, effective and efficient implementation of policies issued by the Civil Service Commission specifically CSC Resolution No. 010112 and CSC MC No. 01, s. 2001 and related laws, rules and regulations promulgated by the President of the Philippines, Congress of the Philippines, Department of Budget and Management, Commission on Higher Education, Commission on Audit and such government agencies concerned including the jurisprudence or doctrines enunciated by the Supreme Court of the Philippines.

The EVSU-PRAISE System Manual is organized according to the relevance and similarity of the provisions, and is comprised of 14 Articles and 65 Sections: Article I describes the Short Title and Legal Bases of Promulgation; Article II states the Coverage, Construction and Interpretation, and Definition of Terms contains the Governance of Eastern Visayas State University; Article III provides the Basic Policies; Article IV presents the Objectives; Article V states the Institutionalization of the PRAISE System, Composition, Duties and Functions of the PRAISE Committees, and PRAISE Secretariat; Article VI contains the PRAISE Awards and Incentives; Article VII presents the Search/Screening Procedures; Article VIII covers the Publications of the Final Screening Results, Protest, Awarding Ceremonies, Technical Assistance and Submission of PRAISE Report; Article IX discusses the Point Recognition and Equivalency of PRAISE Awards; Article X provides the Funding Requirements; Article XI contains the Miscellaneous Provisions; Article XII contains the Parity Clause and Prohibition Against Diminution and Elimination; Article XIII states the Implementing Guidelines; and Article XIV covers the Amendment, Revision, Separability, and Effectivity.

This Manual clearly embodies the noble resolve of the EVSU-Board of Regents to give the officials, faculty members and non-teaching personnel due recognition for their suggestions, inventions, superior accomplishment, and other personal efforts contributory to attain the efficiency, economy, or other improvement of University operations and such other extraordinary acts or services in the public interest in connection with, or in relation to, their official employment, along with the mandates, four-fold functions, vision, mission, objectives, goals and continuing improvement of the University.

This Manual is the first of its kind in the University's history which sets the operational rules and mechanisms in ascertaining and providing for awards and incentives to its officials, faculty members and non-teaching personnel as enunciated under CSC Resolution No. 010112 and CSC MC No. 01, s. 2001 and subsequent issuances thereof. Indeed, this Manual is a potent mechanism protecting, advancing and nurturing the welfare of the officials, faculty members and pro-non-teaching personnel of the University.

Message

of

HON. J. PROSPERO E. DE VERA III, DPA
Commissioner, Commission on Higher Education
Chairperson, EVSU Board of Regents

Message
of
DR. DOMINADOR O. AGUIRRE, JR.
University President III

Message

of

DIRECTOR VICTORIA F. ESBER

Director IV

Civil Service Commission, Regional Office No. VIII

“What Makes a Good Reward?” Recognition can be delivered in a number of ways, think about just saying “Thanks.” What does praise cost? Praise is inexpensive. If it only takes a few minutes to reap days’ worth of increased productivity and morale, isn’t it worth it?

It’s got to be SMART! That means that rewards should be:

Sincere. Above all else, a good reward should reflect a genuine expression of appreciation. Token acknowledgements leave something to be desired.

Meaningful. To endure a motivating influence, rewards and should be aligned with the values, goals, and priorities that matter the most.

Adaptable. The diverse workplace demands alternatives. Consider creative options to keep your program fresh. No single reward format works for everyone all the time. Recognition should be adapted and valuable to the receiver.

Relevant. Some personal dimension is essential to a good reward. No matter how formal or informal, expensive or affordable, the relevance of any recognition will be improved with a personal touch - - it’s a little thing that makes a big difference. Recognition should be provided by someone of significance to the receiver.

Timely. It is important that rewards respond to the behavior they are intending to reinforce. Don’t let too much time pass or the reward may be devalued and credibility eroded.

Henceforth, the CSC RO VIII congratulates EVSU for striving to develop exemplary employment practices for attracting, retaining and assisting the professional development of talented and diverse staff and support the educational goals of an inclusive and humanitarian university.

VICTORIA F. ESBER



Republic of the Philippines
EASTERN VISAYAS STATE UNIVERSITY
Tacloban City

BOARD OF REGENTS

Board Resolution No. 116

Series of 2017

RESOLUTION APPROVING/ADOPTING THE PROGRAM ON AWARDS AND INCENTIVES FOR SERVICE EXCELLENCE SYSTEM OF EASTERN VISAYAS STATE UNIVERSITY MANUAL OR THE EVSU-PRAISE SYSTEM MANUAL (COPY HERETO ATTACHED AS INTEGRAL PART HEREOF), EFFECTIVE IMMEDIATELY AFTER EVALUATION OR APPROVAL BY THE CIVIL SERVICE COMMISSION (CSC), REGIONAL OFFICE NO. VIII, SUBJECT TO THE PROVISIONS OF CSC RESOLUTION NO. 010112 AND CSC MC NO. 01, S. 2001 AND SUBSEQUENT ISSUANCES THEREOF, AND APPLICABLE LAWS, RULES AND REGULATIONS

Adopted this 19th day of April 2017 during the 2017 Second Special Board Meeting of the EVSU-Board of Regents held at the 5th Floor, Conference Room, Ironwood Hotel, P. Burgos St., cor. Juan Luna St., Barangay 34, Tacloban City.

J. PROSPERO E. DE VERA III, DPA

*CHED Commissioner
Chair, EVSU Board of Regents*

DOMINADOR O. AGUIRRE, JR., DM

*University President III
Vice Chair, EVSU Board of Regents*

FRANCIS JOSEPH G. ESCUDERO

*Chair, Committee on Education
Senate of the Philippines*

Member

Represented by:

FRANCES ANN BASILIO PETILLA

EDGARDO M. ESPERANCILLA, CESO II

*Regional Director, DOST-Region VIII
Member*

ROGELIO D. BASAS

*President, Federation of EVSU Faculty
Association, Inc.*

Member

RAUL S. SOLIVA

*President, Federation of Alumni Associations
of EVSU, Inc.*

Member

DANIEL A. ARIASO SR., CESO II

*Private Sector Representative
Member*

ANN K. HOFER

*Chair, Committee on Higher & Technical Education
House of Representatives*

Member

Represented by:

FLORENCIO "BEM" GABRIEL NOEL

BONIFACIO G. UY, CESO IV

*Regional Director, NEDA-Region VIII
Member*

MICHAEL L. MUZONES

*President, Federation of Supreme Student
Governments of EVSU*

Member

PACIENTE A. CORDERO, JR.

*Private Sector Representative
Member*

Certified Correct:

MA. BELINDA C. LORA, MAIS

University/Board Secretary



Republic of the Philippines
EASTERN VISAYAS STATE UNIVERSITY
Tacloban City

BOARD OF REGENTS

Board Committee on Finance

FOR: THE HONORABLE CHAIR AND MEMBERS
EVSU Board of Regents
Tacloban City

THRU: DR. DOMINADOR O. AGUIRRE, JR.
University President III

SUBJECT: Committee Report

FROM: Board Committee on Finance

=====

The Board Committee on Finance, to which the **Program on Awards and Incentives for Service Excellence System of Eastern Visayas State University Manual** or the **EVSU-PRAISE System Manual** (*copy hereto attached as integral part hereof*) has been referred to for further review and evaluation, and after presentation by the Board Committee on Review of Policies, Fees, Incentives and Assistance for Students & Employees Chaired by Regent Daniel A. Ariaso Sr., hereby respectfully submits its findings and recommendations, to wit:

1. The provisions of the subject **EVSU-PRAISE System Manual** were found to be consistent and compliant to applicable laws, rules and regulations; and
2. The Committee strongly recommends for the immediate approval/adoption and implementation of the said **EVSU-PRAISE System Manual**.

Adopted this 4th day of March 2017 during the Committee Meeting held at Executive House, EVSU-Main Campus, Tacloban City.

BONIFACIO G. UY, CESO IV
Regional Director, NEDA-Region VIII
Member, EVSU-Board of Regents
Committee Chair & Presiding Officer

EDGARDO M. ESPERANCILLA, CESO II
Regional Director, DOST-Region VIII
Member, EVSU-Board of Regents
Committee Vice Chair & Presiding Officer

ROGELIO D. BASAS
President, Federation of EVSU Faculty
Association, Inc.
Member, Board Committee

MICHAEL L. MUZONES
President, Federation of Student
Governments of EVSU
Member, Board Committee

Certified Correct:

BELINDA C. LORA, MAIS
Associate Professor III
University/ Board Secretary



Republic of the Philippines
EASTERN VISAYAS STATE UNIVERSITY
Tacloban City

BOARD OF REGENTS

Board Committee on Academic and Administration

FOR: THE HONORABLE CHAIR AND MEMBERS
EVSU Board of Regents, Tacloban City

THRU: DR. DOMINADOR O. AGUIRRE, JR.
University President III

SUBJECT: Committee Report

FROM: Board Committee on Academic and Administration

=====

The Board Committee on Academic and Administration, to which the **Program on Awards and Incentives for Service Excellence System of Eastern Visayas State University Manual** or the **EVSU-PRAISE System Manual** (*copy hereto attached as integral part hereof*) has been referred to for further review and evaluation, and after presentation by the Board Committee on Review of Policies, Fees, Incentives and Assistance for Students & Employees Chaired by Regent Daniel A. Ariaso Sr., hereby respectfully submits its findings and recommendations, to wit:

1. The provisions of the subject **EVSU-PRAISE System Manual** were found to be consistent and compliant to applicable laws, rules and regulations; and
2. The Committee strongly recommends for the immediate approval/adoption and implementation of the said **EVSU-PRAISE System Manual**.

Adopted this 4th day of March 2017 during the Committee Meeting held at Executive House, EVSU-Main Campus, Tacloban City.

EDGARDO M. ESPERANCILLA, CESO II
Regional Director, DOST-Region VIII
Member, EVSU-Board of Regents
Committee Chair & Presiding Officer

BONIFACIO G. UY, CESO IV
Regional Director, NEDA-Region VIII
Member, EVSU-Board of Regents
Committee Vice Chair & Presiding Officer

ROGELIO D. BASAS
President, Federation of EVSU Faculty
Association, Inc.
Member, Board Committee

MICHAEL L. MUZONES
President, Federation of Student
Governments of EVSU
Member, Board Committee

Certified Correct:

BELINDA C. LORA, MAIS
Associate Professor III
University/ Board Secretary



Republic of the Philippines
EASTERN VISAYAS STATE UNIVERSITY
Tacloban City

BOARD OF REGENTS

**Board Committee on Review of Policies, Fees, Incentives and
Assistance for Students and Employees**

FOR: THE HONORABLE CHAIR AND MEMBERS
EVSU Board of Regents
Tacloban City

THRU: DR. DOMINADOR O. AGUIRRE, JR.
University President III

SUBJECT: Committee Report No. 2, s. 2017

**FROM: Board Committee on Board Committee on Review of Policies,
Fees, Incentives and Assistance**

=====

The Board Committee on Review of Policies, Fees, Incentives and Assistance for Students & Employees, to which the **Program on Awards and Incentives for Service Excellence System of Eastern Visayas State University Manual** or the **EVSU-PRAISE System Manual** (*copy hereto attached as integral part hereof*) has been referred to for drafting, study, review and evaluation, hereby submit its report and recommendations, to wit:

1. The draft **EVSU-PRAISE System Manual** has been submitted to and discussed with the stakeholders or sectors on the schedules and venues, as follows:

1.1. Stakeholders' Consultations and Committee Meetings:

Dates	Time	Campuses	Number of Participants
January 27, 2017	8:00AM-10:30AM	Tanauan Campus	75
	11:30AM-1:00PM	Burauen Campus	54
	2:30PM-5:30PM	Dulag (Extension) Campus)	51
February 3, 2017	8:30AM-11:00AM	Ormoc City Campus	82
	1:30PM-4:00PM	Carigara Campus	48
February 4, 2017	8:30AM-11:00AM	Graduate School (Main Campus)	205
	1:30PM-4:00PM	NSTP	192
February 14, 2017	8:30AM-11:00AM	Tacloban City (Main Campus)	260
	1:00PM-3:00PM	EVSU-ISLS (Main Campus)	243

1.2. Sectoral Focus Group Discussions (FGD) and Committee Meetings:

Sector/s	Dates	Time	Venue	Number of Participants
Student	February 10, 2017	3:00PM-5:30PM	EVSU-Tanauan Campus	37
	February 18, 2017	8:30AM-10:00AM	Executive House, EVSU-Main Campus	36
Alumni and Alumni Relations Office	February 18, 2017	10:01AM - 12:30PM	Executive House, EVSU-Main Campus	27
Parents (GPTCA)	February 19, 2017	8:30AM-12:00NN	Executive House, EVSU-Main Campus	16
Non-Teaching Personnel, Campus Directors and Financial Officials (Directors/Heads, Budget Officers & Accountants)	February 24, 2017	9:00AM-2:00PM	La Villa Francisco Resort, Diit, Tacloban City	302
Faculty and College Deans		2:01PM-5:30PM	Graduate School, EVSU-Main Campus	85
University President	February 25, 2017	10:00AM -6:00PM	Executive House, EVSU-Main Campus	4

The participants in the foregoing activities were selected by their respective officials or associations' officers, as the case may be.

Comments, inputs and suggestions were gathered from the different sectors and were carefully studied and integrated to the draft.

2. The draft of the **EVSU-PRAISE System Manual** was submitted to the Civil Service Commission (CSC) Regional Office No. VIII for evaluation pursuant to the provisions of CSC Resolution No. 010112 and CSC MC No. 01, s. 2001.

The comments and inputs provided by the CSC Regional Office No. VIII per letters dated January 20, 2017, and February 6, 2017 were also integrated verbatimly and accurately; and

3. The draft of the **EVSU-PRAISE System Manual** was published in the EVSU website for wide dissemination to and solicitation of inputs, comments and refinements to thereof; and
4. The Committee did not receive any opposition to the final draft of the **EVSU-PRAISE System Manual**, whether in whole or in part/s.

Premises considered, the Committee strongly recommends for the immediate approval/adoption and implementation of the said **EVSU-PRAISE System Manual**.

Adopted this 4th day of March 2017 during the Committee Meeting held at Executive House, EVSU-Main Campus, Tacloban City.

DANIEL A. ARIASO SR., MEcon., CESO II

*Member, EVSU Board of Regents
(Private Sector Representative)
Committee Chair & Presiding Officer*

ROGELIO D. BASAS

President, Federation of EVSU Faculty
Association, Inc.
Member, Board Committee

MICHAEL L. MUZONES

President, Federation of Student
Governments of EVSU
Member, Board Committee

Certified Correct:

BELINDA C. LORA, MAIS

*Associate Professor III
University/Board Secretary
Committee Secretary*



Republic of the Philippines
EASTERN VISAYAS STATE UNIVERSITY
Tacloban City

ADMINISTRATIVE COUNCIL

Resolution No. _____
Series of 2017

RESOLUTION RECOMMENDING TO THE EVSU BOARD OF REGENTS, THROUGH THE UNIVERSITY PRESIDENT, FOR APPROVAL/ADOPTION OF THE PROGRAM ON AWARDS AND INCENTIVES FOR SERVICE EXCELLENCE SYSTEM OF EASTERN VISAYAS STATE UNIVERSITY MANUAL OR THE EVSU-PRAISE SYSTEM MANUAL (COPY HERETO ATTACHED AS INTEGRAL PART HEREOF), EFFECTIVELY AFTER EVALUATION OR APPROVAL BY THE CIVIL SERVICE COMMISSION (CSC), REGIONAL OFFICE NO. VIII, SUBJECT TO THE PROVISIONS OF CSC RESOLUTION NO. 010112 AND CSC MC NO. 01, S. 2001 AND SUBSEQUENT ISSUANCES THEREOF, AND APPLICABLE LAWS, RULES AND REGULATIONS

After presentation by the Board Committee on Review of Policies, Fees, Incentives and Assistance for Students & Employees Chaired by Regent Daniel A. Ariaso Sr., and thorough discussion by the Members, the EVSU-Administrative Council, on motion of DR. FELIBERTO E. AVESTRUZ duly seconded by DR. MA SOCRRO C. GICAIN, hereby recommends EVSU Board of Regents, through the University President, for Approval/Adoption of the Program on Awards and Incentives for Service Excellence System of Eastern Visayas State University Manual, hereinafter referred to, as the EVSU-PRAISE System Manual (copy hereto attached as integral part hereof), Effective Immediately Upon Evaluation or Approval by the Civil Service Commission (CSC), Regional Office No. VIII, Subject to the Provisions of CSC Resolution No. 010112 and CSC MC No. 01, S. 2001 and Subsequent Issuances Thereof, and Applicable Laws, Rules and Regulations.

Adopted this 1st day of March 2017 during the Regular Council Meeting of the EVSU-Administrative Council held at Office of the University President, EVSU-Main Campus, Tacloban City.

ATTESTED/APPROVED:

DOMINADOR O. AGUIRRE, JR., DM
University President III
Chair & Presiding Officer, EVSU-Administrative Council

Certified Correct:

MA. BELINDA C. LORA, MAIS
Associate Professor III
University/Board Secretary
Secretary, Administrative Council



Republic of the Philippines
EASTERN VISAYAS STATE UNIVERSITY
Tacloban City

ACADEMIC COUNCIL

Resolution No. 110-B
Series of 2017

RESOLUTION RECOMMENDING TO THE EVSU BOARD OF REGENTS, THROUGH THE UNIVERSITY PRESIDENT, FOR APPROVAL/ADOPTION OF THE PROGRAM ON AWARDS AND INCENTIVES FOR SERVICE EXCELLENCE SYSTEM OF EASTERN VISAYAS STATE UNIVERSITY MANUAL OR THE EVSU-PRAISE SYSTEM MANUAL (COPY HERETO ATTACHED AS INTEGRAL PART HEREOF), EFFECTIVELY AFTER EVALUATION OR APPROVAL BY THE CIVIL SERVICE COMMISSION (CSC), REGIONAL OFFICE NO. VIII, SUBJECT TO THE PROVISIONS OF CSC RESOLUTION NO. 010112 AND CSC MC NO. 01, S. 2001 AND SUBSEQUENT ISSUANCES THEREOF, AND APPLICABLE LAWS, RULES AND REGULATIONS

After presentation by the Board Committee on Review of Policies, Fees, Incentives and Assistance for Students & Employees Chaired by Regent Daniel A. Ariaso Sr., and thorough discussion by the Members, the EVSU-Academic Council, on motion of DR. ROLANDO V. MUSCA duly seconded by DR. HERMINIGILDO H. BADION, hereby recommends EVSU Board of Regents, through the University President, for Approval/Adoption of the Program on Awards and Incentives for Service Excellence System of Eastern Visayas State University Manual, hereinafter referred to, as the EVSU-PRAISE System Manual (copy hereto attached as integral part hereof), Effective Immediately Upon Evaluation or Approval by the Civil Service Commission (CSC), Regional Office No. VIII, Subject to the Provisions of CSC Resolution No. 010112 and CSC MC No. 01, S. 2001 and Subsequent Issuances Thereof, and Applicable Laws, Rules and Regulations.

Adopted this 1st day of March 2017 during the Regular Council Meeting of the EVSU-Academic Council held at the Auditorium, EVSU-Main Campus, Tacloban City.

ATTESTED/APPROVED:

DOMINADOR O. AGUIRRE, JR., DM
University President III
Chair & Presiding Officer, EVSU-Academic Council

Certified Correct:

GREGORIA C. DE LA CRUZ, MAIS
Associate Professor V
University Registrar III
Secretary, Academic Council

Brief History of the University

The Eastern Visayas State University had its humble beginnings in 1907, as a part of the Provincial school. It became a separate educational entity in 1915 and was renamed as the Leyte Trade School funded by the Provincial government. In 1953, after thirty-eight years, it was renamed as the National Provincial Trade School by virtue of R.A. 406 funded jointly by the National and Provincial Government to cover a wider curricular area. In 1961, the Congress of the Philippines passed Republic Act 1516 converting it into the Leyte Regional Arts and Trades and authorizing it to become a training institution, for vocational and industrial education in Eastern Visayas. Finally, Republic Act 4572 enacted by the congress of the Philippines which took effect in the school year 1965-1966 further converting the school into a chartered college. It was renamed the Leyte Institute of Technology, an institute of higher learning committed to the service of a larger academic area of responsibility.

For SY 1999-2000, LIT has its satellite campus, the Ormoc satellite Campus. In 1999, pursuant to the provisions of RA 7722, 8292 and 8745 and Board Resolutions No. 59, Series of 1999, two CHED Supervised institutions (CSIs) in Leyte, namely the Leyte College of Arts and Trades and the Burauen Polytechnic College were integrated to LIT. The LIT Dulag Campus started in SY 2000-20001. The Carigara School of Fisheries was integrated to LIT, the second phase of CSIs institution to SUCs.

In 2002-2003, LIT had continued accomplishing its significant role and responsibility to the people in the region. The introduction of new programs, technological and business, the realignment of courses, and high-passing percentage of the engineering and other professional programs established a great challenge and gigantic responsibility to the institution.

Finally, in 2004, Republic Act 9311 converted the Leyte Institute of Technology, into Eastern Visayas State University, a challenge to serve Eastern Visayas, through academic excellence and technological development.

Vision, Mission, Philosophy of the University

VISION

Leading State University in Technological and Professional Education

MISSION

Develop a Strong Technologically and Professionally Competent Productive
Human Resource Imbued with Positive Values Needed to Propel
Sustainable Development

PHILOSOPHY

EVSU addresses its academic endeavors towards the development of the socio economic condition of region VIII by emphasizing the development of human resources and necessary input to production and growth. It plays a major role in providing the human resources for industrial agri-business enterprises as well as for the small, medium, and large-scale industries, which are the components for regional development

The University Hymn

Lyrics: BELINDA C. LORA
Music: BIATO C. AMBE, JR.

There's a dawn of a new day breaking
There's a ray of light reaching
Every corner of the land
It's radiance keeps on spreading
Bringing hope and strength and life

There's a flame that keeps on burning
Touching the mind, the heart and the soul
Sending Knowledge truth, love, and wisdom
abundant blessings from GOD above

Refrain:

Beloved Eastern Visayas State University
Your blessed flame shall forever burn in our hearts
We give you outmost commitment and dedication
You shall shine with pride throughout the nation

Coda:

Shine with gladsome light
Oh alma mater dear
Lead our steps to path of excellence
Success, fulfillment and glory awaits.

The EVSU March

You're the shining glory of love,
You're the light that comes from above,
You're the precious gift I have,
I will treasure you in my heart.

You're an utmost shelter of mind,
You're the greatest pride of mankind,
You have the golden fruits to reap,
You're the sweetest hope of land.

Oh dear Alma Mater,
Eastern Visayas State University,
Your name is ringing in my heart,
There is love and joy from the start,
The abundance of your foundation,
Is a great help of our nation,
For in you is the fountain of wisdom
And your light is our shining freedom.

You're the precious gift from heaven,
You're the sweetest hope of land.

The ASEAN Hymn

ASEAN, Oh ASEAN
Our voices rise as one
From land to land
From sea to sea
Reach out for everyone

ASEAN, Oh ASEAN
Let's link our arms and stand
Behold the sun has risen to
The level of our eyes

Behold the sun has risen to
The level of our eyes

Acknowledgement

The Eastern Visayas State University (EVSU), through its Board of Regents and the University President, wishes to extend its deepest appreciation and thanks to all persons, who in one way or another, helped craft, review, evaluate and polish this noble EVSU-PRAISE System Manual.

Special thanks to the Civil Service Commission (CSC) Regional Office No. VIII under the leadership of Director Victoria F. Esber, Director IV, and special mention to Nila L. Filamor, Chief Human Resource Specialist and Lucille K. Lepasana of the Policies and Systems Evaluation Division, for painstakingly reviewing or evaluating, and immediate submission of inputs which were integrated to and surely made this Manual compliant to the provisions CSC Resolution No. 010112 and CSC MC No. 01, S. 2001.

The EVSU Family is also grateful to the Board Committee on Review of Policies, Fees, Incentives and Assistance for Students & Employees Chaired by Regent Daniel A. Ariaso Sr., for drafting the first ever EVSU-PRAISE System Manual and for steering the Stakeholders' Consultation and Sectoral Focus Group Discussion (FGD); the Board Committee on Finance Chaired by Director Bonifacio G. Uy, and Board Committee on Academic and Administration Chaired by Director Edgardo M. Esperancilla for their immediate review and providing inputs which further strengthened this Manual.

Vice Presidents, Campus Directors, College Deans, Heads, Chiefs, Chairpersons and Coordinators as well as Faculty Members, Non-Teaching Personnel, Students, Alumni, and Industry and Community Partners for their active participation during the Stakeholders' Consultation and Sectoral Focus Group Discussion, indeed, their inputs had contributed in shaping this Manual to be responsive and embodying the ideals and aspirations of the EVSU Family.

May the God Almighty Bless you all!

EVSU Family

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