

## **PROGRAM PROFILE**

**OFFICE: PROVINCIAL HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT OFFICE  
(PHRMDO)**

**Title: PROGRAM ON AWARDS AND INCENTIVES FOR SERVICE EXCELLENCE (PRAISE)/REWARDS  
AND RECOGNITION**

**Location: Provincial Government of Benguet, Poblacion, La Trinidad, Benguet**

### **OBJECTIVES:**

1. Empower, motivate, encourage and recognize exemplary performances, efforts, talents, contributions and services of all female and male employees including persons with disability (PWD's) members of the LGBTQ+ regardless of age, status and position in the agency for improved employee engagement, morale and retention resulting to effective and efficient government operations.
2. Acknowledge the participation of all employees in the program regardless of sex, gender, physical impairment or disability, age, civil & employment status, political affiliation, religion or sexual orientation (equal opportunity principle) in excelling in their own career through a fair and just rewards and recognition program/ system.
3. Determine reasonable awards to be given to all employees and develop criteria that is inclusive and non-discriminatory to all employees especially to women with special circumstances e.g. single or solo parents, employees who are members of the LGBTQ+ community or employees who are classified as persons with disabilities (PWD).

### **RATIONALE/JUSTIFICATION:**

The most important asset in an organization is the human resources. Human resources pertain to the workforce composing of diverse personalities, abilities, competence and potential of both female and male employees united to meet the mission-vision and goals of the agency. The Civil Service Commission (CSC) is known to be the central human resource management and development agency in the Philippines. The said agency, being compliant to mandates on Gender and Development (GAD) adheres and advocates it through its Program to Institutionalize Meritocracy and Excellence in the Civil Service (PRIME-HRM). The agency through the said program assesses and awards the maturity levels of all Human Resource Core Areas in all government agencies including the Provincial Government of Benguet namely: 1) Recruitment, Selection and Placement (RSP), 2) Performance Management (PM), 3) Learning and Development (L&D) and 4) Rewards and Recognition (R&R). All of the four (4) HR core areas promote the **equal opportunity principle** in all processes and systems of Human Resources in the government sector. In June 17, 2019, the Provincial Government was recognized/accredited by the Civil Service Commission (CSC) in two HR core areas and fortunately, **Rewards and Recognition** was one of them.

Rewards and Recognition is a fundamental part of employee motivation in generating higher levels of performance. Enhancing and implementing this program will help increase employee engagement, increase retention, and help create a more positive overall work environment. The system

of rewards and recognition in the Provincial Government of Benguet has improved through the years. Criteria for awards were becoming more inclusive and non-discriminatory and female employees who compose most of the workforce in the Provincial Government of Benguet regardless of their circumstances are more empowered, recognized and appreciated because they qualify based on their exemplary behavior, merit, performance and competence. Through the improved process and system of rewards and recognition, gone are the days where only men were considered as competent in the civil service and in the workplace in general.

Due to issues such as lack of opportunities for career advancement/promotion and work related stress due to additional workloads and continuing biases and discrimination and decreasing employee morale and motivation among employees especially women, the organization through its Program on Awards and Incentives for Service Excellence (PRAISE) Committee, and the Provincial Human Resource Management and Development Office (PHRMDO), continues to plan and implement the Rewards and Recognition program to address such issues.

**EXPECTED OUTPUTS:**

- Increased employee value, engagement, motivation and retention
- Encouraged friendly and equal competition among all employees: males & females who are given equal and fair opportunities to be nominated for specific awards
- Improved productivity for both female and male employees
- More empowered/inspired personnel especially female/women employees, persons with disability (PWD's) members of the LGBTQ+ regardless of age, status and position.

**IMPLEMENTING SCHEDULE: CY: 2025**

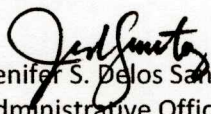
3<sup>rd</sup> & 4<sup>th</sup> Quarter

**TOTAL AMOUNT: P 4,750,000.00** (Proposed budget for the program)

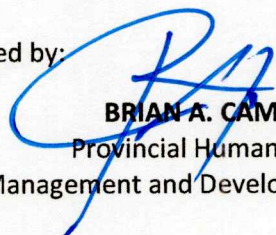
**IMPLEMENTING OFFICE:**

Provincial Human Resource Management and Development Office in coordination with the Program on Awards and Incentives for Service Excellence (PRAISE) COMMITTEE

Prepared by:

  
Jenifer S. Delos Santos  
Administrative Officer IV

Submitted by:

  
**BRIAN A. CAMHIT**  
Provincial Human Resource  
Management and Development Officer



PROJECT /ACTIVITY: *Rewards & Recognition / PRAISE*

Element and item/question (col. 1)	Done			Score for an item/ element* (col. 3)	Gender issues identified (col. 4)
	No (2a)	Partly (2b)	Yes (2c)		
<b>1.0 Involvement of women and men</b> (max score: 2; for each item, 1)					
1.1. Participation of women and men in beneficiary groups in problem identification (possible score: 0, 0.5, 1.0) >			1.0		
1.2. Participation of women and men in beneficiary groups in project design(possible scores: 0, 0.5, 1.0) >			1.0		
<b>2.0. Collection of sex-disaggregated data and gender- related information</b> (possible scores: 0, 1.0, 2.0) >		1.0			
<b>3.0. Conduct of gender analysis and identification of gender issues</b> (max score: 2; for each item, 1)					
3.1. Analysis of gender gaps and inequalities related to gender roles, perspectives and needs, or access to and control of resources (possible scores: 0, 0.5, 1.0) >			1		
3.2. Analysis of constraints and opportunities related to women and men's participation in the project (possible scores: 0, 0.5, 1.0) >			1		
TOTAL GAD SCORE – PROJECT IDENTIFICATION STAGE					
<b>4.0 Gender equality goals, outcomes and outputs</b> (possible scores: 0, 1.0, 2.0) Does the project have clearly stated gender equality goals, objectives, outcomes or outputs? >			2		
<b>5.0. Matching of strategies with gender issues</b> (possible scores: 0, 1.0, 2.0) Do the strategies and activities match the gender issues and gender quality goals identified? >			2		
<b>6.0. Gender analysis of likely impact of the project</b> (max score: 2; for each item or question, 0.67)					
6.1. Are women and girl children among the direct or indirect beneficiaries? (possible scores: 0, 0.33, 0.67) >			.67		
6.2. Has the project considered its long-term impact on women's socioeconomic status and empowerment? (possible scores: 0, 0.33, 0.67) >		<del>0.33</del>	.67		
6.3. Has the project included strategies for avoiding or minimizing negative impact on women's status and welfare? (possible scores: 0, 0.33, 0.67) >		<del>0.33</del>	.67		
<b>7.0 Monitoring targets and indicators</b> (possible scores: 0, 1.0, 2.0) Does the project include gender equality targets and indicators to measure gender equality outputs and outcomes? >		1			
<b>8.0. Sex-disaggregated database requirement</b> (possible scores: 0, 1.0, 2.0) Does the project M&E system require the collection of sex-disaggregated data? >		1			
<b>9.0. Resources</b> (max score: 2; for each question, 1.0)					
9.1. Is the project's budget allotment sufficient for gender equality promotion or integration? OR, will the			1.0		



project tap counterpart funds from LGUs/partners for it GAD efforts (possible scores: 0, 0.5, 1.0) >					
9.2. Does the project have the expertise in promoting gender equality and women's empowerment? OR, does the project commit itself to investing project staff time in building capacities within the project to integrate GAD or promote gender equality? (possible scores: 0, 0.5, 1.0) >			1.0		
<b>10.0 Relationship with the agency's GAD efforts</b> (maximum score: 2; for each question or item, 0.67)					
10.1 Will the project build on or strengthen the LGU's commitment to the empowerment of women? (possible scores: 0, 0.33, 0.67)  IF THE AGENCY HAD NO GAD PLAN: Will the project help in the formulation of the implementing agency's GAD plan? >			.67		
10.2. Will the project build on the initiatives of actions of other organizations in the area? (possible scores: 0, 0.33, 0.67) >		.33			
10.3. Does the project have an exit plan that will ensure the sustainability of GAD efforts and benefits? (possible scores: 0, 0.33, 0.67) >		.33			
TOTAL GAD SCORE - PROJECT DESIGN STAGE					

Interpretation of GAD Scores
 16.34

Maximum score: 20 points

- 👎 0-3.9 : GAD is invisible (Proposal to be returned)
- 🤔 4.0-7.9 : Has promising GAD prospects ("conditional pass")
- 👍 8.0-14.9 : Gender sensitive
- 👏 15.0-19.9 : Gender responsive
- ★ 20.0 : Fully Gender responsive

Attribution of Programs or Projects to GAD Fund

HGDG Score	Description	Corresponding Budget for the Year of the Program that may be Attributed to the LGU GAD Budget
Below 4.0	GAD is invisible	0% or no amount of the program/project budget for the year may be attributed to the GAD budget
4.0 – 7.9	Promising GAD prospects (conditional pass)	25% of the budget for the year of the program/project may be attributed to the GAD budget
8.0 – 14.9	Gender sensitive	50% of the budget for the year of the program/project, may be attributed to the GAD budget
15.0 – 19.9	Gender-responsive	75% of the budget for the year of the program/project may be attributed to the GAD budget
20.0	Fully gender- responsive	100% of the budget for the year of the program may be attributed to the GAD budget





Republic of the Philippines  
**PROVINCE OF BENGUET**  
**OFFICE OF THE PROVINCIAL ENGINEER**

Wangal, La Trinidad, Benguet 2601

Main: (telefax) 074-422-2104/ Admin: 074-422-2104/ Planning & Prog:/074-665-6878



**PROJECTS/PROGRAMS AND ACTIVITIES**

NAME/TITLE (P/P/A)	PROVINCIAL ROAD IMPROVEMENT PROGRAM
LOCATION	BENGUET PROVINCIAL ROADS
RATIONALE/JUSTIFICATION	<p>Provincial roads serves as access roads to and from the different municipalities of Benguet. Farmers, tourist, government workers, women, school children, PWD's and senior Citizens benefit from the road infrastructure projects.</p> <p>Based on the Barangay consultative meetings involving men &amp; women, Brgy. stakeholders, the following emerges as the priorities; widening of narrow road sections, pavement of provincial roads, construction of drainage systems, sidewalks &amp; barriers and installation of railings and road signs.</p>
TARGET BENEFICIARIES	Women, school children, PWD's & senior citizens
GOALS & OBJECTIVES	To upgrade and improve the quality and gender responsiveness of provincial road projects to ensure a safe and convenient physical mobility for women, school children, PWD's and senior citizens
PROJECT DESCRIPTION/ACTIVITIES	The proposed program is a provincial road improvement that aims to address safe and convenient physical mobility of women, school children, PWD's and senior citizens. The provincial roads will be widened and paved in accordance with plans and specifications prepared by the Provincial Engineering Office adhering to established construction quality and standards. The provincial roads will also have sidewalks with railings, concrete barriers and road signs in order to achieve safety and convenience of end users.
SUSTAINABILITY PROJECT MONITORING AND EVALUATION	The project management team will continuously conduct the monitoring and evaluation of the project to ensure the sustainability of the project in cordination with the concerned LGU and provincial road maintainance Division from the Provincial Engineering Office.
IMPLEMENTATION SCHEDULE (Specific month/quarter)	JANUARY-DECEMBER 2025
IMPLEMENTING OFFICE	Provincial Engineering Office in coordination with Project Monitoring and Evaluation Committee (PMEC)
PROJECT COST	Php. 35,000,000.000
ATTRIBUTED COST	Php. 17,500,000.000

Certified Correct:

  
ENGR. JERRY L. BOCANOG  
Provincial Engineer