

GAWAD KAWAYAN

Gawad Kawayan is a GANG-led Award which will be the highlight during the celebration of a decade of gender mainstreaming within the Civil Service Commission (CSC). The **Gawad Kawayan** Ceremony will be held at the annual **Piknik sa Kalikasan** as part of the Women's Month celebration in March.

The Symbolism

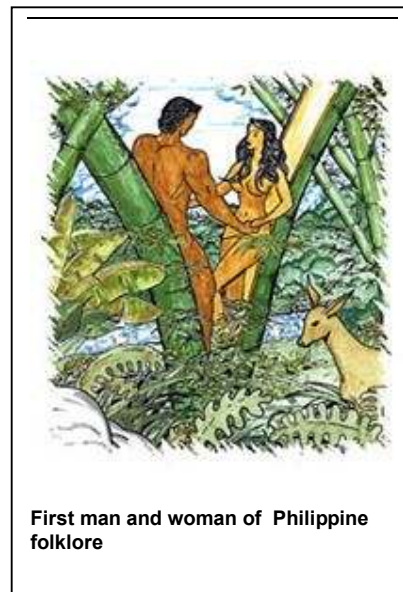


“Kawayan” or the bamboo is a group of woody perennial evergreen plants. It has economic and high cultural significance in the Philippines as well as in other parts of East Asia and South East Asia.

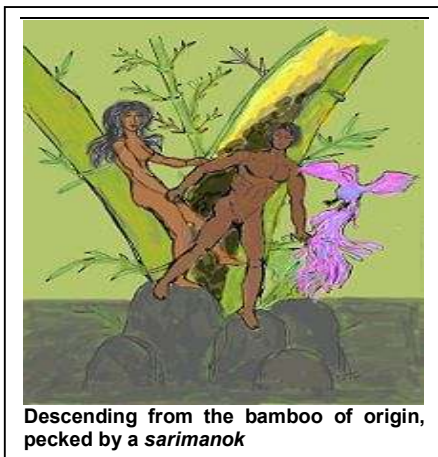
For most Filipinos, the bamboo, inarguably, symbolizes resiliency and strength of the Filipinos, especially during adversity and in difficult times.

Asian cultures believe that

humanity emerged from a bamboo stem. In the Philippine creation myth, legend tells that the first man and the first woman were split open from a bamboo stem that emerged on an island created after the battle of the elemental forces (Sky and Ocean).



First man and woman of Philippine folklore



Descending from the bamboo of origin, pecked by a *sarimanok*

A bird with a sharp beak and highly ornate feathers

sought a place to rest and eat after flying for several days. Looking down at the vast ocean below, the bird spots a small formation that seemed to be a cluster of pearls (the Philippine islands). Not desiring to fly any further, the bird lands and finds itself perched on a giant bamboo stem. Curious as to what was inside, the bird

proceeded to peck at the top end of the large plant. After several attempts, the stem finally splits in the middle and with amazement the bird finds itself looking at the first man and woman tucked inside the hollows of the bamboo halves.

The first man and woman emerging and stepping out from the bamboo symbolizes equality between men and women. As such, the bamboo of **kawayan** aptly represents the advocacy of the CSC, that is, gender equality in the bureaucracy.

For what

Gawad Kagawayan is bestowed upon:

- Gender and development (GAD) PPA (program/policy/activity) that has left an impact on and made an outstanding contribution to promoting and achieving gender equality within the bureaucracy;
- Individuals who have championed GAD; and,
- Offices that have been fully committed in the development and implementation of GAD PPA pursuant to their key result areas (KRAs).

Why the need to give recognition

In general, this recognition award is created primarily to acknowledge and celebrate outstanding contribution as well as the contributor/s who have made a difference in GAD mainstreaming efforts to achieve gender equality in the CSC and the bureaucracy.

In addition, the contribution and contributor have not been fully recognized. This lack of recognition has resulted in failure to benchmark outstanding contribution and the lack of role models which hampered both the CSC/bureaucracy's understanding of GAD and the participation of women in policy-making and implementation levels.

Various awards

It is with these objectives in mind that the GANG has created various types of recognition awards to celebrate a decade of GAD mainstreaming efforts.

The awards are:

- **Gawad Kawayan para sa Katangi-tanging Ambag sa Pagpapalawig ng GAD (GAD Contribution)**

Is a recognition of a noteworthy contribution as shown by GAD PPA (program/policy/activity) that has left an impact on and made an outstanding contribution to achieving gender equality within the bureaucracy.

- **Gawad Kawayan para sa Katangi-tanging Tagapagtaguyod (GAD Champion)**

Is given to an individual, whether a CSC official or rank-and-file employee, for championing GAD and seeing through the mainstreaming efforts within

the Commission and the bureaucracy. The GAD Champion is recognized for outstanding contribution to the advancement of gender equality.

- **Gawad Kawayan’s Tagapagpaganap (GAD P/P/A Implementor)**

Is given to an office within the CO that effectively shepherded GAD mainstreaming activities and GAD P/P/A.

- **Gawad Kawayan’s Katangi-tanging Kasapi ng GANG (GANG member)**

Is given to a GANG member who has shown deep understanding of GAD issues and concerns. The GANG member also espouses and lives the GAD advocacy in professional as well as personal life.

- **Gawad Katapatan (Loyalty Award)**

Is given to a GANG member who has been a consistent member for the last three years and an active participant in GANG-led activities.

There will be no set maximum number of recipients per award category. The number of awardees/recipients per award category is based on worthiness and meeting the identified criteria.

Criteria

The criteria are, as follows:

Award	Criteria	
	Nomination	Adjudication
Gawad Kawayan para sa Katangi-tanging Ambag sa Pagpapalawig ng GAD (Outstanding GAD Contribution)	<ul style="list-style-type: none"> • Contributed within the period 1998-2008 • The GAD P/P/A must have contributed to GAD mainstreaming efforts and achieving gender equality in the bureaucracy 	<ul style="list-style-type: none"> • Impact 50% • Relevance and applicability to the bureaucracy 40% • Sustainability 10%
Gawad Kawayan para sa Katangi-tanging Tagapagtaguyod (GAD Champion)	<ul style="list-style-type: none"> • An official or rank-and-file employee who has been with the CO for at least one year since 1998 • Has been involved in either GAD policy-making, implementation 	<ul style="list-style-type: none"> • Has proven record of championing GAD for at least one year since 1998 and with evidence of accomplishments in the said period 50%

	<p>or advocacy during the said period (Not a <u>current</u> GANG member)</p>	<ul style="list-style-type: none"> • Knowledgeable on GAD and espouses gender equality in profession and personal life 	50%
<p>Gawad Kawayan para sa Tagapagpaganap (GAD P/P/A Implementor)</p>	<ul style="list-style-type: none"> • Office is ably represented in the CO GANG • Contribution must have been significant to the GAD mainstreaming efforts and advocacy • Contribution in terms of GAD P/P/A must have been apart of the office's KRA 	<ul style="list-style-type: none"> • Evidence and impact of accomplishments in terms of GAD P/P/A • Employment of effective strategies that increased the level of understanding and acceptance by CSC constituency/ bureaucracy of gender issues addressed by the GAD P/P/A • Sustainability of strategies 	<p>50%</p> <p>40%</p> <p>10%</p>
<p>Gawad Kawayan para sa Katangitanging Kasapi ng GANG (GANG member)</p>	<ul style="list-style-type: none"> • Currently a GANG member and has been as such for at least one year 	<ul style="list-style-type: none"> • Has done noteworthy accomplishments in: <ul style="list-style-type: none"> - continuous personal learning in the area of GAD - advocating GAD within/outside of CSC • Active participant in GANG-led activities <u>for least one year</u> • Knowledgeable on GAD and espouses gender equality in profession and personal life 	<p>40%</p> <p>30%</p> <p>30%</p>

Gawad Katapatan (Loyalty Award)	<ul style="list-style-type: none"> • Currently a GANG member and has been as such for the last three years 	<ul style="list-style-type: none"> • Active participant in GANG-led activities for the <u>last three years</u> • Knowledgeable on GAD and espouses gender equality in profession and personal life 	50% 50%
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Procedures

1. Any CO official or employee may nominate GAD PPA contribution/individual/office at the CO for the various awards pursuant to the nomination criteria. The nomination form must be completely filled out and sent to OPMD c/o GANG Secretariat on or before 12 March 2008.
2. All the nomination forms shall be opened and summarized by the GANG Awards Committee and Secretariat.
3. A meeting of the GANG shall be set on 13 March 2008, 2:00 p.m. to deliberate on and prepare the list of qualified nominees. A majority vote of the members is enough to include a nominee in the list, provided that there is a quorum for the said meeting.
4. Once the list is ready, the same shall be sent to all offices at the CO for officials and employees to vote for their choice per award category. The results from this poll shall comprise 10% of the final score of each nominee. The 90% of the final score shall come from the average rating/score of the GANG members.
5. The last day for submission of ballots is on 19 March 2008. The GANG shall hold a deliberation meeting on the same date at 1:00 p.m.

Award

Each awardee will receive a citation and trophy.

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