



PAMBANSANG PUNONGHIMPILAN TANOD BAYBAYIN NG PILIPINAS
(National Headquarters Philippine Coast Guard)
139 25th St., Port Area
1018 Manila

NHQ-PCG/CGGAD

04 October 2022

STANDARD OPERATING PROCEDURE

NUMBER 09-22

**RULES AND PROCEDURES IN THE GRANT AND USE OF THE COAST GUARD
GENDER AND DEVELOPMENT BADGE AND GAD FOCAL POINT SYSTEM BADGE**

I. REFERENCES

- a. PCG Uniform Regulations Manual Series 2021
- b. HPCG Circular No. 06-10 dated 24 May 2010
- c. AFP Awards and Decorations Manual dated 26 June 2014
- d. CG-1/CGA Circular No. 01-13 dated 13 February 2013
- e. CG-1/CGA Circular No. 01-13 Amendment 01-16 dated 01 September 2016
- f. CG-1/CGGAD Circular No. 01-13 Amendment 01-20 dated 21 December 2020

II. PURPOSE

This SOP prescribes the authority, eligibility and manner of wearing of the Coast Guard Gender and Development (CGGAD) and Gender and Development (GAD) Focal Point System (GFPS) Badge.

III. OBJECTIVES

- A. To provide distinction and identity to personnel assigned at the Office of CGGAD and CGHRMC Officers (Commander, Deputy Commander and Chief of Staff) from other uniformed services such as the AFP and PNP.
- B. To provide distinction and identity to the designated members of PCG- GFPS.
- C. To provide distinction and identity to the designated members of GFPS assigned in Functional Commands, Special Services Commands, Admin Support Commands, Technical Offices, Operational Support Commands and CG Districts who have successfully finished all eight (8) webinars offered by the Philippine Commission on Women (PCW) per year.
- D. To provide policies, guidance and procedures for recommending, processing, deliberating and conferring the CGGAD and GFPS.

IV. SCOPE

This SOP will provide authority and eligibility to all PCG personnel assigned at the Office of CGGAD, CGHRMC Officers (Commander, Deputy Commander and Chief of Staff) and designated members of the GFPS to use or wear the CGGAD and GFPS Badges upon compliance of the requirements.

V. THE BADGES

A. CGGAD Badge Description

The symbols used in the Coast Guard Gender and Development (CGGAD) Badge are described as follows:

1. **Golden Circle** – through ongoing cooperation inside the organization and with other organizations, the golden circle, which stands for the group of GAD advocates, serves as a basis for providing protection and security as well as hope and peace for the causes of Gender and Development.
2. **Golden Laurel Leaves** – stand for fidelity, commitment and enthusiasm to the public good as well as the organization's aim for continuing expansion to support and advance programs that are gender sensitive.
3. **Golden Anchor** – represents faith, confidence and resiliency in overcoming challenges to accomplish the mission and goals of GAD. Equivalent to "Equity = Equality," anchors are tools used to keep floating objects in place and keep them from drifting away.
4. **Left-Side Face of a Man and Right-Side Face of a Woman** – In the sociological domains of gender politics, the left-side face of a man and the right-side face of a woman reflect gender. It represents evolution as a process of transforming the men and women of the organization into GAD champions, as well as unity and integrity.
5. **Dominant Black** – signifies dignified grace when promoting GAD programs and educating men and women in the organization with authority about women's empowerment.

B. GFPS Badge Description

The symbols used in the GAD Focal Point System (GFPS) Badge are described as follows:

1. **Laurel Leaves** – are a symbol of fertility and growth and the PCG Gender and Development pledges to work toward the development of its organizations gender sensitivity and to continue working on gender mainstreaming initiatives to prevent gender biases and create a productive workplace. Also, represents the Luzon group, the Visayas group and the Mindanao group, the three (3) major island groups that make up the Philippine archipelago.

2. **Dolphins** – are a symbol of protection, luck and organization in cultures that are nautical. They represent freedom, intelligence and communication in general. To keep the positive vibe in our office, we at the Coast Guard Service must utilize our freedom appropriately and constantly be good communicators.
3. **Hooke's Law** – the gold scale represents the achievement of justice and equality for both genders in the workplace, which is what the gender and development seeks to achieve.
4. **Rose Gold Gender Symbols** – the gender identification of a person is represented by rose gold, which is seen as a gender-neutral color.
5. **Purple Colored Hands** – represent blessing and expressiveness, as well as generally strength and security. The purple color stands for women in the workforce, emphasizing the need to safeguard women because they are most susceptible to abuse and violence. RA 9170, known as "the Magna Carta of Women," is also represented by the GAD Focal Point System members working together for its implementation.

VI. RULES AND PROCEDURES

A. Who are authorized to wear:

CGGAD Personnel, CGHRMC Officers (Commander, Deputy Commander and Chief of Staff) and member of the GFPS if and only if they comply with the requirements as provided in this SOP.

B. Requirements:

1. For CGGAD Personnel:
 - a. must be assigned at CGGAD Office (with appropriate order) atleast one (1) year;
 - b. must have successfully finished all eight (8) webinars offered by the Philippine Commission on Women (PCW) per year; and
 - c. must have a Certificate issued by C, CGGAD authorizing the use of such badge.
2. For GFPS members:
 - a. must be designated as GFPS members for at least six (6) months
 - b. must have successfully finished all eight (8) webinars offered by the Philippine Commission on Women (PCW) per year; and
 - c. must have a Certificate issued by C, CGGAD authorizing the use of such badge.
3. For CGHRMC Officers:
 - a. must be assigned at CGHRMC for at least three (3) months; and

- b. must have a Certificate issued by C, CGGAD authorizing the use of such badge.

C. Dimensions

SEE ATTACHED ANNEX A and B

D. Manner of Wearing

The badge must be worn at the center of the lower left breast pocket on every General Office Uniform (Marlen Blue, Bush Coat and Working Blue), Dress Blouse and White Docks.

The CGGAD and GFPS Patch shall be placed and worn on the center above the left breast pocket of the BDA.

VII. RECISSION

All policies and instructions in conflict with this SOP are hereby rescinded.


VIII. EFFECTIVITY

This SOP shall be implemented upon approval.

BY COMMAND OF COAST GUARD ADMIRAL ABU:

OFFICIAL:

TITO ALVIN G ANDAL
CG COMMO
Chief of Coast Guard Staff


JAYSIEBELL B FERRER
CG CDR
Coast Guard Adjutant

Annex A: Coast Guard Gender and Development (CGGAD) Badge
Annex B: GAD Focal Point System Badge

COAST GUARD GENDER AND DEVELOPMENT (CGGAD)
BADGE



Conceptualized and Lay-out by:
CG ENS JAYCENT B VIBAR

"CGGAD: Gender Equity leads to Gender Equality"

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A. Description

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5. **Dominant Black** – signifies dignified grace when promoting GAD programs and educating men and women in the organization with authority about women's empowerment.

B. Types According to the Nature of the Act (a. Service, b. Achievement, and c. Heroism)

Achievement – awards conferred to recognize exceptional accomplishments with easily discernible beginning and end carried through completion, the length of time involved is not a consideration but speed and impact of accomplishment are factors in themselves. Relief from duties/position is not a requirement to earn an achievement award. [Chapter 1, Section 1-2, AFP Awards & Decorations Manual, AFPRG 131-054]

C. Classification of Awards (a. Decorations, b. Service Medals and Ribbons, c. Badges and d. Streamers)

"CGGAD: Gender Equity leads to Gender Equality"

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Badges – awards that signify rating, qualification, or accomplishment in several career fields, and also serve as identification devices for personnel occupying certain assignments in the AFP. Badges are usually made from metal, plastic, leather, textile and rubber. Moreover, specialty badges are awarded to those graduates of specialty and career courses who had satisfied course requirements. The badges are arranged alphabetically and follow no hierarchy or precedence. [Chapter 1, Section 1-2, AFP Awards & Decorations Manual, AFPR G 131-054]

D. Types according to the recipient. (a. Individual, b. Unit and c. Civilian)

Individual – Awards granted to recognize exemplary service /achievement/heroism sustained or performed by an individual. [Chapter 1, Section 1-2, AFP Awards & Decorations Manual, AFPR G 131-054]

- CGGAD badge is given to officers designated by position, to wit: C, CGHRMC, DC, CGHRMC, CS, CGHRMC and C, CGGAD; and
- CG personnel who have been assigned in the Office of CGGAD for more than a year; and
- Who have successfully finished all eight (8) webinars offered by the Philippine Commission on Women (PCW) per year.

E. When Worn

– medals, decorations, badges, emblems and/or service ribbons may be worn on the formal military attire or the service uniform.

– Authorized badges may be worn on the coat or blouse of the service uniform but not on the mess jacket, Barong Filipino or civilian clothes. Badges of societies shall not be worn together with decorations, service medals, or substitutes. [Chapter 3, Section 3-2, AFP Awards & Decorations Manual, AFPR G 131-054]

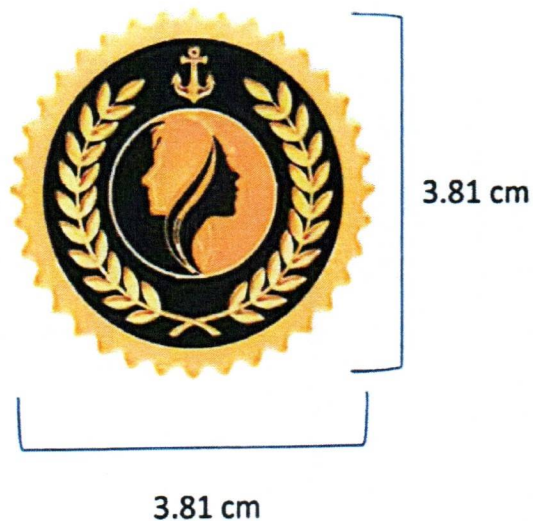
F. How Worn

Badges – May be worn at all times when in uniform. These badges are worn above the line of the medals or ribbons on the left breast pocket and on the right breast packet, respectively. Moreover, there shall be no limit in the number of badges to be worn given that they are worn evenly on the left and right side and appear appropriate on the uniform. Likewise, the badges worn shall not impede movements. [Chapter 3, Section 3-2, AFP Awards & Decorations Manual, AFPR G 131-054]

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G. CGGAD Badge Dimension

– As to its dimension, the seal/logo must be proportional to the field to which it shall be attached or emblazoned with in order to have a semblance of aesthetic appearance, thus: for use as metal badge, the seal/logo should be 1 1/2 inches in diameter.
[Chapter 3, Section 3-3, AFP Awards & Decorations Manual, AFPR G 131-054]



"CGGAD: Gender Equity leads to Gender Equality"

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GAD FOCAL POINT SYSTEM BADGE



Conceptualized and Lay-out by:
CG ENS JANFRED T JAVIER

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A. Description

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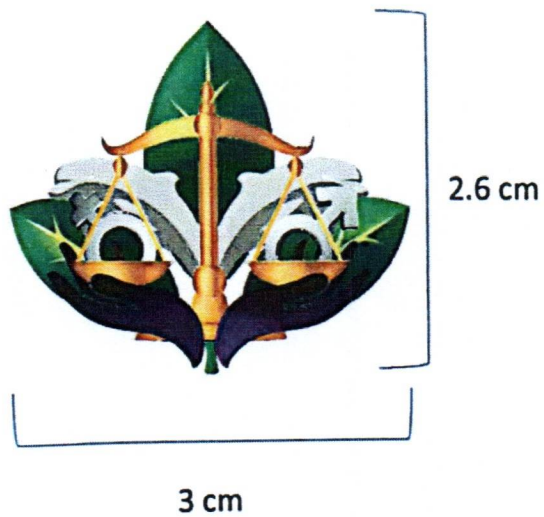
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