



	<b>MEMORANDUM CIRCULAR</b>	DOCUMENT NO. BJMP-PCVE-MC- 141
	TOPIC	ISSUE NO. 1
	<b>REWARDS AND RECOGNITION FOR PEACEBUILDING AND DEVELOPMENT (GRAY DOVE AWARD)</b>	REVISION NO. 0
	SUB TOPIC	EFFECTIVE DATE 10 SEP 2022
<b>GUIDELINES IN THE SELECTION AND CONFERMENT OF "GRAY DOVE AWARD" FOR JAIL UNITS IN THE BJMP</b>	PAGE NO. 1 of 11	

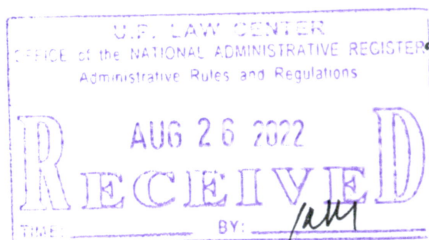
### 1.0 REFERENCES:

- a. Republic Act No. 6975, "DILG Act of 1990" and its Implementing Rules and Regulations;
- b. Civil Service Commission Memorandum Circular (MC) No. 1, series of 2001 re: Program on Awards and Incentives for Service Excellence;
- c. Civil Service Commission's Program to Institutionalize Meritocracy and Excellence in Human Resource Management;
- d. BJMP Memorandum Circular No. 2005-03 re: PRAISE;
- e. Republic Act No. 11479, otherwise known as the Anti-Terrorism Act of 2020;
- f. National Action Plan on Preventing and Countering Violent Extremism (NAP P/CVE);
- g. Implementation Plan on NAP P/CVE PDL with TRC and VEO Cluster;
- h. Memorandum from the OIC, DILG dated February 11, 2021 re: Activation of BJMP P/CVE Center;
- i. BJMP-P/CVE-MC-126 re: Memorandum Circular on BJMP Peacebuilding and Development Policy approved on October 23, 2021; and
- j. Approved proposal for the conferment of Gray Dove Award for Jail Units by the Chief, BJMP dated February 10, 2022.


### 2.0 RATIONALE

In 1981, during its 37th Session, the United Nations General Assembly has declared that the third Tuesday of September, the opening day of its regular sessions, shall be officially proclaimed and observed as International Day of Peace to commemorate and strengthen the ideals of peace within and among all nations and peoples. Member States were invited to cooperate with the UN in the observance of that Day. Since September 21, 1982, the commemoration is observed around the world, including the Philippines, by various sectors of the society.

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 <b>RUFINO M. SANTIAGO JR, TLPE</b> Jail Senior Superintendent Chief, Preventing and Countering Violent Extremism Center		



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To promote the culture of peace among the peoples, various peace consciousness programs were introduced and used as a unitive act of peace to show that worldwide peace is possible. Take for instance, the International Day of Peace is observed globally through the following: a) global "Minute of Silence" wherein individuals, organizations, communities and nations are invited to participate in this shared and practical act of peacebuilding; b) the 24-hour global ceasefire; c) hosting of a Global Peace Feast by breaking bread together to bring peace into life and making interfaith and intercultural discussions; and d) fostering peace through education by teaching key concepts that promote peace such as conflict-resolution, peaceful dialogue, consensus-building and the choice of non-violence, among others.


In the National Action Plan on Preventing and Countering Violent Extremism (NAP P/CVE), the persons deprived of liberty with Terrorism-Related Cases (PDL with TRC) in jails and the Violent Extremist Offenders (VEOs) in prisons were identified as among the six (6) sectors vulnerable to violent extremism. Accordingly, the Jail Bureau was designated to be the co-lead agency with the Bureau of Corrections of the PDL with TRC and VEOs Cluster that is tasked to implement the Programs, Projects and Activities (PPAs) identified in the NAP P/CVE aimed at addressing the push and pull factors of radicalization to violent extremism in detention facilities.

The agency's Peacebuilding and Development Policy had been adopted on October 23, 2021 to provide a policy framework that will prevent radicalization leading to violent extremism in jails through a synergy of approach among BJMP units and the convergence with civil society organizations, religious sector and other key stakeholders. This policy strengthened the support of the BJMP to the NAP P/CVE.

Hence, the annual search for jails which are actively implementing its peacebuilding programs, projects and activities and initiating related innovations is essential to recognize the competence and professionalism of the jail management in the custody of PDL with Terrorism-Related Cases (TRC) and enhance the implementation of peacebuilding and disengagement programs for PDL. This will not only boost the morale of the agency's human resources but also ensure that its contributions to peacebuilding are recognized in the entire nation.

Meanwhile, a *dove* has been a symbol of peace for thousands of years in many different cultures. In ancient Greek mythology, it was a symbol of love and the renewal of life, while in ancient Japan a dove carrying a sword symbolized the end of war. In 1949, the dove was made a modern symbol of peace when it was selected as the emblem for the World Peace Congress. On the other hand, gray has been used as official color of the jail service. As such, the conferment of the BJMP Gray Dove Award is recommended as symbol of peace and the whole institution's support to peacebuilding efforts.

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This *Gray Dove Award* is designed to encourage creativity, innovativeness, efficiency, integrity and productivity in the public service by recognizing and rewarding jail units for their superior accomplishments and other team efforts which contribute to the efficiency, economy, or other improvement in government operations, or for other extraordinary acts or services to further promote peacebuilding and development in the BJMP.

### 3.0 OBJECTIVES

- a. To encourage creativity, innovativeness, efficiency, integrity and productivity in the public service by recognizing and rewarding jail units for their superior accomplishments and other team efforts;
- b. To further promote a culture of peace in the organization;
- c. To recognize deserving jail units for their peacebuilding and development efforts in jails to strengthen the implementation of the National Action Plan on Preventing and Countering Violent Extremism in the Philippines; and
- d. To identify outstanding accomplishments, best practices of jail units on a continuing basis, and establish a mechanism for identifying, selecting and rewarding their outstanding accomplishments on preventing and countering violent extremism and implementation of peacebuilding efforts.

### 4.0 SCOPE

The nominations and conferment of Gray Dove Award shall cover all deserving district, city and municipal jail units of the Jail Bureau.


### 5.0 DEFINITION OF TERMS

**Award** – a form of recognition which may be monetary or non-monetary conferred to an individual, a group of individuals or a unit for exemplary accomplishments and notable deeds that contribute to the Jail Bureau’s achievements.

**Countering Violent Extremism** – focuses on curtailing the propagation of violent extremism narratives as well as limiting or removing the delivery system of violent extremist beliefs or the pull factors in jails. It also involves disengagement programs aimed for radicalized PDL at the different stages of the extremist lifecycle.

**Disengagement** – refers to the intervention or process of changing the behavior of a PDL by moving them away from extremist organizations and

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activities with the ultimate goal of convincing them to refrain from the use of violence to achieve the desired change.

**Jail Bureau** - refers to the Bureau of Jail Management and Penology.

**Morale** – the mental and emotional condition of an individual or group with regard to the function or tasks.

**P/CVE Center** – a Center created in the BJMP to provide management and technical support on P/CVE as well as synergize peacebuilding efforts of the agency.

**PDL** – refers to persons deprived of liberty.


**PDL with TRC** – refers to PDL with terrorism-related cases detained in BJMP jails who are awaiting trial, undergoing trial, or awaiting final judgment. PDL with TRC are those charged with violation of the Anti-Terrorism Act (ATA) of 2020 and individuals or groups proscribed and/or designated as terrorist under the ATA, such as but not limited to members of the communist terrorist group and Daesh-inspired local terrorist groups, foreign terrorist fighters including those charged with other offense but identified by local and international law enforcement and intelligence sectors as terrorists or member/s of terrorist organization.

**Peacebuilding** – refers to a range of measures to reduce the risk of lapsing or relapsing into conflict by strengthening capacities for conflict management at all levels and laying the foundation for sustainable peace and development through activities that are coherent, tailored to the specific needs and comprised of carefully identified and prioritized activities to achieve said objectives.

**Preventing Violent Extremism** - refers to interventions that aim to reduce the vulnerability of the PDL and the communities in embracing violent extremist beliefs. They deal with the push factors such as poverty, human rights violations, discrimination, injustice, among others by ensuring that PDL will not be radicalized due to these factors.

**Preventing and Countering Violent Extremism and Insurgency** – focuses on curtailing the propagation and limiting or removing the delivery system of violent extremist and insurgency narratives and the formulation of disengagement programs aimed at reducing the vulnerability of the PDL to violent ideologies. P/CVEI activities shall include improvement of service

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delivery, protection of PDL's basic rights, implementation of educational and livelihood programs towards vocational and life skills and enhancement of the functionality of criminal justice system.

**Pull Factors** – refer to the so-called benefits from an extremist organization that entice PDL to join, or those factors that are structural within society such as the individual motivations and processes, group's ideology, strong bonds of brotherhood, charismatic VE leaders, reputation building, prospect of fame and glory, money, power, sense of purpose and other advantages desired by the recruits which play a key role in transforming ideas and grievances into violent extremist action.

**Push Factors** – refer to the root causes or conditions conducive to violent extremism and the structural context from which it emerges. These include: lack of socio-economic opportunities, illiteracy, historical grievances, political and/or economic marginalization and discrimination, poor governance, violations of human rights and the rule of law, prolonged and unresolved conflicts and radicalization in jails.

**Radicalization** – a process whereby an individual adopts extreme ideas and goals to bring about desired change through violent or non-violent means. Such desired change can be ideological, political, religious, social, economic and/or personal in nature.

**Shortlist** – a list of selected nominees from which the selection of the awardee is made.


**Terrorism** – refers to acts or threat to commit a violent act to intimidate the public, create an atmosphere of fear, influence the government or any international organization or to destroy or destabilize the fundamental political, constitutional, economic or social structures of the country or create a public emergency or seriously undermine public safety.

**Violent Extremism** – refers to the belief system that drives a PDL or groups to commit violent acts that stems out of push and pull factor. It aims to further the causes that are ideological, religious, political, social and/or economic in nature.

## 6.0 GENERAL GUIDELINES

1. Every 4<sup>th</sup> week of July, the Regional PRAISE Committee shall assess, evaluate, deliberate and endorse to the Regional Director of the Jail Bureau the region's nominees for the *Annual Gray Dove Award*. Based on the criteria provided herein, the Regional PRAISE Committee shall endorse three (3) nominees to vie for the


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award in the national level. See Annex "A" for timetable of activities and Annex "B" for Criteria of the Gray Dove Award.

2. Every 1<sup>st</sup> week of August, all Regional Offices shall submit the three (3) names of jails and other supporting documents to the National Headquarters through the Directorate for Personnel and Records Management (DPRM) as follows:
  - a. Significant accomplishments of nominees based on the criteria set by this policy;
  - b. Regional PRAISE Resolution; and,
  - c. Endorsement by the Regional Director of the Jail Bureau.
3. After assessment, evaluation and deliberation by the National PRAISE Committee, the nominees shall be shortlisted into ten (10) nominees for endorsement to the Chief, BJMP.
4. The Regional and National PRAISE Committee shall consider the following areas in evaluating and deliberating the merits of the nominations of the jail units concerned:
  - a. The sustained engagement and strong commitment of the jail facility in preventing and countering violent extremism and insurgency and the promotion of a culture of peace in jails;
  - b. The intrinsic pertinence and relevance of the actions undertaken for P/CVE and promotion of a culture of peace; and,
  - c. The impact and influence of the actions of the jail facility to the communities and the society or people/organizations in the international, national or local sphere in the performance of P/CVE and peacebuilding efforts.
5. Jail units with escape incidents from October of the preceding year to July of the succeeding year shall automatically be disqualified from this annual award. Likewise, jail units which have not introduced any welfare and development program and peacebuilding efforts and activities in a month to PDL shall automatically be disqualified from this award.
6. The National PRAISE Committee may take appropriate actions, such as but not limited to, ocular inspections, interviews, investigation or such other means to validate the nomination.
7. The Chief, BJMP will choose the top (3) jails to be conferred with the *Gray Dove Award* from the list endorsed by the National PRAISE Committee. In case the nominees garner equal ratings, the Chief, BJMP may choose to declare all nominees as awardees.


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8. Once the determination of the awardee has been made, the same shall be final and no appeal or reconsideration shall be entertained thereon.
9. General orders will be issued by the DPRM informing the awardees of them being conferred the *Gray Dove Award*. A ceremony, either physically or virtually, shall be facilitated by the DPRM and BJMP Preventing and Countering Violent Extremism Center for the formal conferment of Gray Dove Award every year.
10. The *Gray Dove Award* shall be conferred every 21<sup>st</sup> day of September in harmony with the International Day of Peace or "Peace Day," notwithstanding the date falling on weekends or holidays. The ceremonial awarding, however, can be conducted on the next working day or a date decided upon by the National PRAISE Committee.
11. The very first *Gray Dove Award* shall be conferred on September 21, 2023 to give the jail units the opportunity to reassess their programs, projects, and activities on P/CVE and peacebuilding.
12. From time to time, the National PRAISE Committee may recommend measures for the objective and accurate performance evaluation of nominees to improve the system of evaluation for the Gray Dove Award.
13. A Resolution by the National PRAISE Committee will suffice for any changes in the criteria, trophy/pin designs, awards/decorations and incentives in the granting of this award.
14. The following shall be the forms of rewards and incentives:

RECIPIENT	AWARDS/DECORATIONS
Jail Unit	<ul style="list-style-type: none"> <li>• <i>Medalya ng Papuri</i> to all officers and staff of the unit</li> <li>• Congratulatory message from the NAP/PCVE Committee and the Anti-Terrorism Council</li> <li>• Gray Dove trophy</li> <li>• Gray Dove pin to all staff and officers of the unit</li> <li>• Cash incentive of PHP 5,000.00 to the jail unit, subject to existing rules and regulations of the Commission on Audit (COA)</li> <li>• Recognition in the official BJMP website, official FB page and other platforms</li> </ul>

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15. In addition to provision No. 5 of this policy, the National PRAISE Committee may decide to disqualify any nominee based on any of the following grounds:

- a. Late or incomplete documentary requirements;
- b. Misrepresentation, in any form, by the nominee in the documents being submitted;
- c. Any form of solicitation, either directly or through intermediaries, for favorable actions or recommendations from the members of the National PRAISE Committee or any other personality; and
- d. Non-compliance to the guidelines of this policy.

16. All Regional Directors shall issue Commendations to all jail units which qualified but did not win in the national level.

17. Jail Units which are recipients of the award for the third time shall instead be conferred the *Gray Dove Award Hall of Famer* and shall no longer be qualified for nomination in the next succeeding search. The National PRAISE Committee, however, is authorized to conduct surveillance every year to ensure that all jail units with Hall of Famer status have sustained their programs on P/CVE and peacebuilding. Otherwise, their elevated status shall be revoked by the National PRAISE Committee through a Resolution.

18. All Wardens in the BJMP are encouraged to go the extra mile to lead the implementation of this policy to further boost the morale of his/her staff.

#### **7.0. SEPARABILITY CLAUSE**

In the event that any provision or part of this policy is declared illegal or rendered invalid by competent authority, those provisions not affected by such declaration shall remain valid and effective.

#### **8.0 MONITORING CLAUSE**


The DPRM and the P/CVE Center shall utilize all existing monitoring tools implemented by different Directorates and Offices of the Jail Bureau to implement this policy.

#### **9.0 FINANCIAL CLAUSE**

The Directorate for Comptrollership shall allocate budget for the implementation of this Memorandum Circular after consultation with the P/CVE Center, DPRM and the National PRAISE Committee.

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## 10.0 REPEALING CLAUSE





All issuances inconsistent with this policy are hereby rescinded or modified accordingly.

## 11.0 EFFECTIVITY

This Memorandum Circular shall take effect fifteen (15) days following the filing of a copy hereof at the Office of the National Administrative Registrar, University of the Philippines Law Center in consonance with Sections 3 and 4, Chapter 2, Book VII of Executive Order No. 292 otherwise known as the Revised Administrative Code of 1987.

## 12.0 ANNEXES

- Annex A - Timetable of Activities
- Annex B - Criteria for the Gray Dove Award
- Annex C - Worksheet
- Annex D - Official BJMP Gray Dove Award Trophy
- Annex E - Official BJMP Gray Dove Pin

PREPARED BY:	REVIEWED BY:	APPROVED BY:
 <b>Ms. Marie Louise E. Engracial</b> Deputy Chief, Preventing and Countering Violent Extremism Center	 <b>DENNIS U ROCAMORA, CESE</b> Jail Chief Superintendent Deputy Chief for Operations of the Jail Bureau/ QMR	 <b>ALLAN S IRAL, CESE</b> Jail Director Chief, BJMP
 <b>RUFINO M SANTIAGO, JR TLPE</b> Jail Senior Superintendent Chief, Preventing and Countering Violent Extremism Center		

Annex "A". Timetable of Activities

ANNUAL GRAY DOVE AWARD FOR JAIL UNITS

**TIMETABLE OF ACTIVITIES**

PERIOD COVERED	ACTIVITIES
July 16 of the ensuing year - July 15 of the succeeding year	Performance monitoring to commence
July 20	Units to submit their accomplishment reports to the Regional Office
July 21-30	Assessment, shortlisting, evaluation, deliberation and endorsement to the Regional Director
August 1	Endorsement and submission of the top three (3) nominees to the NHQ by the Regional Office (Attention: National PRAISE Committee)
August 2-25	Assessment, shortlisting and evaluation by the DPRM, P/CVE Center and other concerned offices
August 25- September 10	Evaluation, deliberation and validation by the National PRAISE Committee
September 15	Announcement of awardees and issuance of letter order
September 21	Ceremonial Awarding of the Gray Dove Award
One week after the awarding ceremony	Distribution of the Feedback Survey Form

## Annex "B". Criteria for Gray Dove Award

### ANNUAL GRAY DOVE AWARD FOR JAIL UNITS

## CRITERIA

(July 16 of the ensuing year to July 15 of the succeeding year)

**1. ABSENCE OF JAIL INCIDENTS (25%)**

Has jail incident	Automatically Disqualified
No jail incident	25%

**2. NUMBER OF INTELLIGENCE-LED ACTIVITIES TO PREVENT AND COUNTER RADICALIZATION LEADING TO VIOLENT EXTREMISM IN JAILS (5%)**

0 in a month	0
1-2 activities	20%
3-4 activities	40%
5-6 activities	60%
7-8 activities	80%
9 and more	100%

**3. NUMBER OF PDL PARTICIPATING IN WELFARE AND DEVELOPMENT PROGRAMS (30%)**

0 in a month	Automatically Disqualified
1-20% of the jail population	10%
21-30% of the jail population	20%
31-40% of the jail population	30%
41-50% of the jail population	40%
51-60% of the jail population	50%

61-70% of the jail population	60%
71-80 of the jail population	70%
81-90 of the population	80%
91-99% of the population	90%
100% of the population	100%

Note formula:  $PDL \text{ participating in WD Programs} / \text{Total Jail Population} \times 100\%$

**4. STRATEGIC COMMUNICATIONS/COMMUNITY RELATIONS ACTIVITIES ON P/CVE AND PEACEBUILDING (BJMP JAIL INITIATED) -20%**

**a. No. of beneficiaries - (Weight allocation: 10%)**

0 in a month	0
1-25 beneficiaries	20%
26-50 beneficiaries	40%
51-75 beneficiaries	60%
76-99 beneficiaries	80%
100- beneficiaries	100%

**b. No. of Media engagement (Digital and Traditional Media)- (Weight allocation: 10%)**

0 in a month	0
1-2 press releases/media engagement a month	20%
3-4 press releases/media engagement a month	40%
5-6 press releases/media engagement a month	60%
7-8 press releases/media engagement a month	80%
9 and more press releases/media engagement a month	100%

**5. NUMBER OF EXTERNAL STAKEHOLDERS' ENGAGEMENT INITIATED/FACILITATED ON P/CVE/PEACEBUILDING - 10%)**

0 in a month	0
1-2 external stakeholder engagements a month	20%

3-4 external stakeholder engagements a month	40%
5-6 external stakeholder engagements a month	60%
7-8 external stakeholder engagements a month	80%
9 and more external stakeholder engagements a month	100%

**6. COMMITMENTS AND COMPLIANCES FOR NHQ DIRECTIVES BY REGIONAL OFFICES- 10%)**

No submission or submitted beyond the deadline (for both Regional Office and Jail Unit concerned)	0
All compliances within the month are met within the deadline but are either incomplete or with errors	85%
All compliances within the month submitted on the deadline without error	95%
All compliances within the month submitted prior the deadline and without error	100%

**7. OTHER PEACEBUILDING ACTIVITIES AND INITIATIVES- (10%)**

*\*Intrinsic pertinence and relevance of the actions undertaken for P/CVE and promotion of a culture of peace.*

*\*Activities and initiatives which show creativity on the part of the Warden, such as joint projects with stakeholders on peacebuilding.*

Annex "C". Worksheet for Gray Dove Award

ANNUAL GRAY DOVE AWARD FOR JAIL UNITS

**NATIONAL PRAISE COMMITTEE SUMMARY WORKSHEET**

(July 16 of the ensuing year to July 15 of the succeeding year)

NAME OF JAIL	ABSENCE OF JAIL INCIDENTS (25%)		NO. OF PDL PARTICIPATING IN WELFARE AND DEVELOPMENT PROGRAMS (30%)		NO. OF INTELLIGENCE-LED ACTIVITIES ON P/CVE (5%)	STRATEGIC COMMUNICATIONS /COMMUNITY RELATIONS ACTIVITIES ON P/CVE AND PEACEBUILDING (10%)	STAKEHOLDERS' ENGAGEMENT ON P/CVE AND PEACEBUILDING (10%)	COMMITMENTS AND COMPLIANCES WITH NHQ DIRECTIVES FOR BOTH JAIL UNIT AND REGIONAL OFFICE (10%)	OTHER PEACEBUILDING ACTIVITIES AND INITIATIVES (10%)	TOTAL RATING	RANKING	REMARKS
	Absence of escape incident	Absence of jail disturbance	Targeted Number	Actual Accomplishment								
	0	0										
Jail A												
Jail B												

Prepared by:

Reviewed by:

Approved by:

Morale and Welfare Division, DPRM

Director for Personnel and Records Management

Chairperson, PRAISE Committee

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ANNUAL GRAY DOVE AWARD FOR JAIL UNITS

# REGIONAL PRAISE COMMITTEE SUMMARY WORKSHEET

(July 16 of the ensuing year to July 15 of the succeeding year)

NAME OF JAIL	ABSENCE OF JAIL INCIDENTS (25%)		NO. OF PDL PARTICIPATING IN WELFARE AND DEVELOPMENT PROGRAMS (30%)			NO. OF INTELLIGENCE -LED ACTIVITIES ON P/CVE (5%)	STRATEGIC COMMUNICATIONS/ COMMUNITY RELATIONS ACTIVITIES ON P/CVE AND PEACEBUILDING (10%)	STAKEHOLDERS' ENGAGEMENT ON P/CVE AND PEACEBUILDING (10%)	COMMITMENT AND COMPLIANCES WITH NHQ DIRECTIVES FOR BOTH JAIL UNIT AND REGIONAL OFFICE (10%)	OTHER PEACEBUILDING ACTIVITIES AND INITIATIVES (10%)	TOTAL RANKING	REMARKS
	Absence of Escape Incident	Absence of Jail Disturbance										
	0 (must be zero-escape)	0 (must be zero-disturbance)	Total No. of PDL in jail	Targeted Number of PDL programmed to participate	Actual Accomplishment							
Jail A												
Jail B												
Jail C												

Prepared by:

Morale and Welfare Section, PRMD  
Committee


Reviewed by:

Chief, PRMD

Approved by:

Chairperson, Regional PRAISE

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### Annex "D". Official BJMP Gray Dove Award Plaque


#### Plaque Specifications:

- a) Height – 7 inches; base – 3 inches
- b) Width – 5 inches
- c) Color – White background; black base
- d) Materials: Glass and wood
- e) Format for Citation
  - Font Style – Base: Monotype Corsiva  
Top: Copperplate Gothic Bold
  - Font Size – Base: 18  
Top: 2022 – 36  
GRAY DOVE AWARD – 14



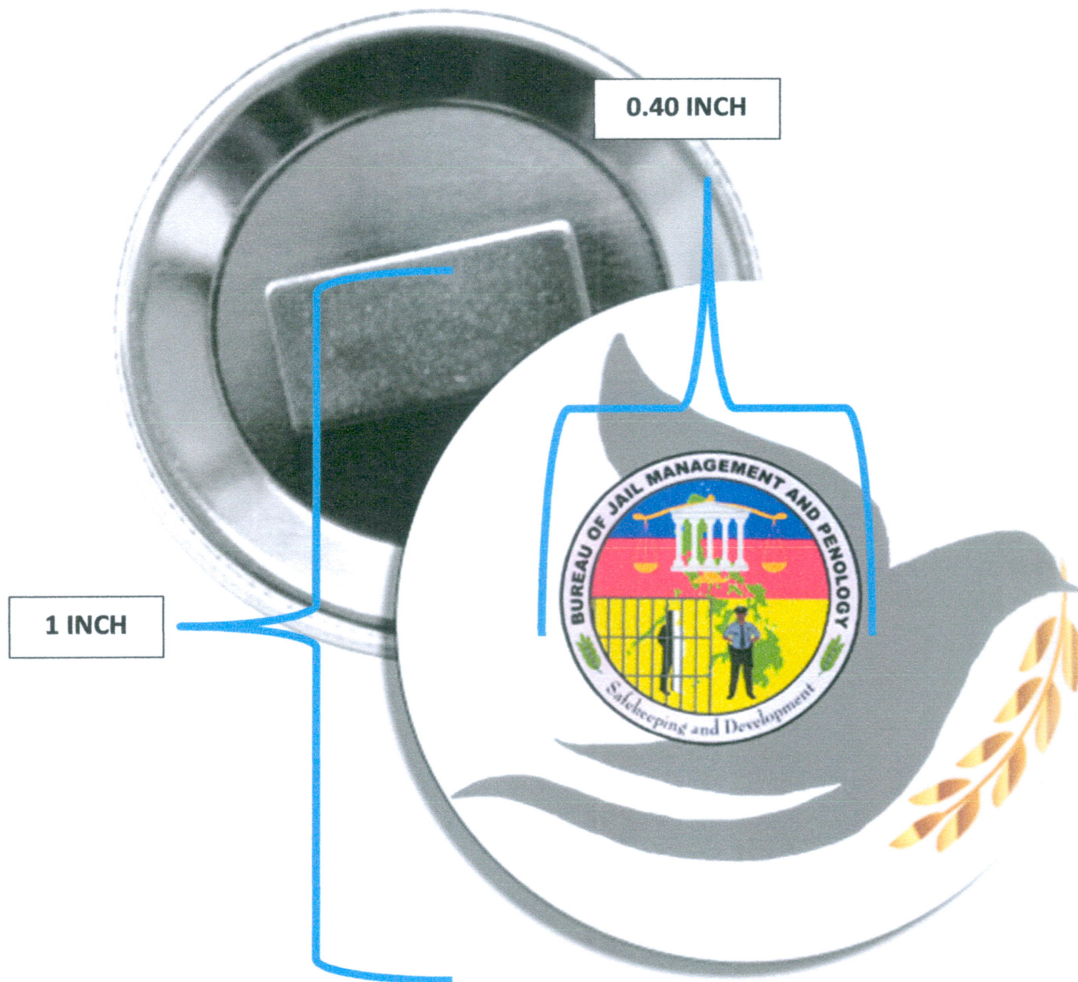
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	<b>MEMORANDUM CIRCULAR</b>		DOCUMENT NO. BJMP-PCVE-MC- 141
	TOPIC	<b>REWARDS AND RECOGNITION FOR PEACEBUILDING AND DEVELOPMENT (GRAY DOVE AWARD)</b>	ISSUE NO. 1
	SUB TOPIC		REVISION NO. 0
	<b>GUIDELINES IN THE SELECTION AND CONFERMENT OF "GRAY DOVE AWARD" FOR JAIL UNITS IN THE BJMP</b>		EFFECTIVE DATE 10 SEP 2022

**Annex "E". Official BJMP Gray Dove Pin**

- a) Diameter of metal pin – 1 inch x 1 inch
- b) Proportion of center image, BJMP logo – 0.40 inch
- c) BJMP Logo; white background; gray dove; laurel leaves



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