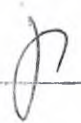


NINETEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )



'22 JUL 18 A9:27

**SENATE**  
S. No. 666

RECEIVED BY: 

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**Introduced by SENATOR JINGGOY EJERCITO ESTRADA**

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**AN ACT  
INCREASING THE RECRUITMENT QUOTA REQUIREMENT OF FEMALE  
PHILIPPINE NATIONAL POLICE (PNP) OFFICERS, AMENDING SECTION 58  
OF REPUBLIC ACT NO. 8551, APPROPRIATING FUNDS THEREFOR, AND FOR  
OTHER PURPOSES**

**EXPLANATORY NOTE**

The Philippine Commission on Women (PCW) says that females remain outnumbered by their counterpart, as they comprise only 17.94% while men occupy 82.06% of the police force. PCW also noted that there are no women holding the positions of Police Brigadier General, Police Major General, Police Lieutenant General, and Police General<sup>1</sup>.

This bill seeks to amend Republic Act No. 8551 or the "Philippine National Police Reform and Reorganization Act of 1998" and increase the quota of female PNP officers from the current ten percent (10%) to fifteen percent (15%) in its annual recruitment, training, and education. The recruitment quota for women shall be further increased to twenty percent (20%) after five years.

As observed in many occasions, female police officers contribute to the improvement of law enforcement effectiveness. Their presence in the police organizations are acknowledged to "contribute to building community trust and can reduce the incidence of sexual and gender-based violence in some contexts."


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<sup>1</sup> "PCW, PNP boost ties to strengthen gender mainstreaming in police force." June 17, 2021.  
<https://pcw.gov.ph/pcw-pnp-boost-ties-to-strengthen-gender-mainstreaming-in-police-force/>

Policewomen are also said to be more effective communicators, natural peace-builders, and better sympathizers.

This measure is also in line with the National Action Plan on Women, Peace and Security (2017-2022), specifically on Action Point 5: Improved the role and status of women in the security sector through the formulation of policy for the recruitment, training, deployment and career-pathing of women in the military and the police.

In view of the foregoing, the passage of this bill is recommended.



**JINGGOY EJERCITO ESTRADA**

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*Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:*

1 Section 1. Section 58 of Republic Act No. 8551, otherwise known as the  
2 "Philippine National Police Reform and Reorganization Act of 1998", is hereby  
3 amended to read as follows:

4 "Sec. 58. *Prioritization of Women for Recruitment.* –

5 Within the next five (5) years, the PNP shall prioritize the  
6 recruitment and training for women who shall serve in the  
7 women's desk. Pursuant to this requirement, the PNP shall  
8 reserve [~~ten~~] **FIFTEEN** percent [~~(10%)~~] **(15%)** of its annual  
9 recruitment, training and education quota for women:  
10 **PROVIDED, THAT THE RECRUITMENT QUOTA FOR**  
11 **WOMEN SHALL BE INCREASED TO TWENTY PERCENT**  
12 **(20%) FIVE YEARS THEREAFTER."**

13 Sec. 2. *Implementing Rules and Regulations.* – Within ninety (90) days from  
14 the effectivity of this Act, the National Police Commission in coordination with the PNP  
15 and the Department of the Interior and Local Government, shall formulate the  
16 necessary rules and regulations for the effective implementation of this Act.

1           Sec. 3. *Separability Clause.* – If any provision or part hereof is held invalid or  
2 unconstitutional, the remainder of the law or the provision or part not otherwise  
3 affected shall remain valid and subsisting.

4           Sec. 4. *Repealing Clause.* – All laws, decrees, orders, rules and regulations or  
5 parts thereof inconsistent with this Act are hereby repealed or amended accordingly.

6           Sec. 5. *Effectivity.* – This Act shall take effect fifteen (15) days after its  
7 publication in the *Official Gazette* or in two (2) newspapers of general circulation.

*Approved,*