

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

NINETEENTH CONGRESS
First Regular Session

House Bill No. 5740



Introduced by

HON. YEDDA MARIE K. ROMUALDEZ
and
HON. JUDE A. ACIDRE

AN ACT
INCREASING THE ANNUAL FEMALE RECRUITMENT QUOTA FOR THE PHILIPPINE NATIONAL POLICE AMENDING SECTION 58 OF REPUBLIC ACT 8551 OTHERWISE KNOWN AS "THE PHILIPPINE NATIONAL POLICE REFORM AND REORGANIZATION ACT OF 1998", AS WELL AS SETTING A MINIMUM QUOTA FOR ANNUAL FEMALE RECRUITMENT IN THE BUREAU OF FIRE PROTECTION AND THE BUREAU OF JAIL MANAGEMENT AND PENOLOGY

EXPLANATORY NOTE

The role of women in the promotion of peace and security as law enforcement officers is an essential cornerstone in our nation-building. They have been steady rudders in the frontlines of various national emergencies as exemplified by the current national health emergency. Working alongside their male counterparts, they brave all dangers and difficulties in the performance of their functions as members of the numerous law enforcement agencies in the service of the people.

However, through the years, the doors of public service have remained partially open for women as exhibited by the dismal recruitment quotas set aside for women seeking to join the law enforcement service. The national police have pegged the quota for women at an unfair maximum of ten (10)

percent on an annual basis. The other attached bureaus of the Department of Interior and Local Government (DILG) have practically limited the entry of women in their agencies despite the lack of any formal limitation set by law. In some instances, the childbearing and childrearing duties of women have been used to unjustly set female recruitment quotas in these agencies at unrealistic levels.

This practice is grossly unfair to the countless young women who have spent a good number of years in tertiary education to gain the expertise in areas such as Criminology and Forensic Science to prepare them for their chosen careers as members of the Philippine National Police, Bureau of Fire Protection and the Bureau of Jail Management and Penology. Their formal education in such courses have sufficiently prepared them for these agencies. Moreover, the resources spent by the State and their parents for their tertiary education ought not to be wasted.

As such, it is in the interest of the State to dismantle existing rules and regulations that limit female recruitment quota in the Philippine National Police, Bureau of Fire Protection, and the Bureau of Jail Management and Penology. These artificial preclusions must be dismantled to allow the unfettered access of female into these agencies.

In view of the foregoing, the passage of this bill is earnestly sought.



Rep. YEDDA MARIE K. ROMUALDEZ
Representative, Tingog Sinirangan



Rep. JUDE A. ACIDRE
Representative, Tingog Sinirangan

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MANAGEMENT AND PENOLOGY

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

Section 1. *Short Title.* – This Act shall be known as “The PNP, BFP
and BJMP Annual Female Recruitment Quota Act of 2022.”

Section 2. *Declaration of Policy.* – The State values the role of women
in nation-building and shall promote the fundamental equality of men and
women. The indispensable role of women in the various law enforcement
agencies is a well-established fact. Likewise, the State promotes social justice
in all manners of nation-building. The existing laws limiting the number of
female applicants in several law enforcement agencies is contrary to the
promotion of social justice.

Section 3. Section 58 of Republic Act 8551, otherwise known as the “The Philippine National Police Reform and Reorganization Act of 1998” is hereby amended to read as follows:

“SEC. 58 Prioritization of Women Recruits in the Philippine National Police - The Philippine National Police shall allocate a minimum of **twenty (20) percent** in its annual recruitment, training, and education quota. The recruitment quota for women shall not be limited to assignment in the women’s and children’s desk but that the Philippine National Police shall allocate the said quota in its annual recruitment in all its police regional offices as well as in the various national support units and their regional offices. Likewise, the annual quota for women may go beyond the twenty percent quota should there be more qualified women applicants.

Section 4. *Recruitment Quota for Women in the Bureau of Fire Protection and the Bureau of Jail Management and Penology.* – The Bureau of Fire Protection, and the Bureau of Jail Management and Penology shall allocate a minimum of twenty (20) percent in its annual recruitment, training, and education quota. All the regional offices of the said bureaus shall allocate the said minimum quota. Likewise, the annual quota for women may go beyond the twenty percent quota should there be more qualified women applicants.

Section 5. *Implementing Rules and Regulations.* – The National Police Commission in coordination with the Philippine National Police, and the Directorate for Personnel and Records Management of the Bureau of Fire Protection, as well as the Directorate for Personnel and Records Management of the Bureau of Jail Management and Penology shall coordinate with the Department of the Interior and Local Government to promulgate rules and regulations for the effective implementation of this act.

Section 6. *Repealing Clause.* – If any provision of this Act is declared invalid or unconstitutional, the provisions not affected thereby shall remain in full force and effect.

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

Approved,