



Republic of the Philippines  
**House of Representatives**  
Quezon City, Metro Manila

Twentieth Congress  
First Regular Session

HOUSE BILL NO. 2982



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**Introduced by Representatives Yedda Marie K. Romualdez,  
Andrew Julian K. Romualdez, and Jude A. Acidre**

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#### 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 a 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.

During the 17th Congress, this measure was approved on Third Reading. During the 18th and 19th Congresses, however, it remained pending with the Committee on Public Order and Safety.

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

  
**YEDDA MARIE K. ROMUALDEZ**

  
**ANDREW JULIAN K. ROMUALDEZ**

  
**JUDE A. ACIDRE**



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FEMALE RECRUITMENT IN THE BUREAU OF FIRE PROTECTION  
AND THE BUREAU OF JAIL MANAGEMENT AND PENOLOGY

*Be it enacted by the Senate and House of 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.*”

**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. – “SEC. 58 Prioritization of Women Recruits in the Philippine National Police. – [Within the next five (5) years, the PNP shall prioritize the recruitment and training of women who shall serve in the women's desk. Pursuant to this requirement, the PNP shall reserve ten percent (10%) of its annual recruitment, training, and education quota for women.]* **THE PNP 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 PNP 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 (BFP) and the Bureau of Jail Management and Penology (BJMP).***

– 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.*** – Within ninety (90) days from the effectivity of this Act, the National Police Commission, in coordination with the Philippine National Police, Bureau of Fire Protection, Bureau of Jail Management and Penology, and the Department of the Interior and Local Government, shall promulgate the necessary rules and regulations for the effective implementation of this Act.

**Section 6. *Separability 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. *Repealing Clause.*** – Section 58 of Republic Act No. 8551, otherwise known as the “*Philippine National Police Reform and Reorganization Act of 1998,*” is hereby amended. All other laws, rules and regulations, and other issuances or parts thereof, which are inconsistent with the provisions of this Act, are hereby repealed, amended, or modified accordingly.

**Section 8. *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,