



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City



TWENTIETH CONGRESS
First Regular Session

House Bill No. 4128

Introduced by Representative Nelson S. Legacion
Third Congressional District, Camarines Sur

The 1987 Constitution mandates both gender equality and the protection of working women. Article II, Section 14 recognizes "the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men." This is further detailed in Article XIII, Section 14, which requires the State to "protect working women by providing safe and healthful working conditions...and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential."

Despite these clear mandates, women remain significantly underrepresented in the Philippine National Police (PNP). However, their performance as law enforcement officers has consistently shown they are not only equal to their male counterparts but also bring unique skills and perspectives essential for a more effective and responsive police force. Women's presence in the PNP is crucial for handling sensitive cases, such as those involving women and children, and for building community trust.

This bill seeks to address this gender disparity by amending Republic Act No. 8551, the "Philippine National Police Reform and Reorganization Act of 1998." It introduces a structured, phased approach to increasing female representation within the PNP. The measure mandates a gradual increase in the annual recruitment quota for women, reserving 25% for them within five years of the law's effectivity and progressively increasing this to 50% ten years thereafter. This legislative action will not only ensure gender equality but also enhance the professionalism and effectiveness of our police force by leveraging the full potential of all its members.

This bill is a refiled version of a measure introduced in the 19th Congress by several esteemed members of both the House of Representatives and the Senate, including Representatives Marlyn Primicias-Agabas, Rufus Rodriguez, Joseph Gilbert Violago, Ma. Cynthia Chan, Marie Bernadette Escudero, and Senators Ramon Bong Revilla, Jr., Ronald Dela Rosa, and Jinggoy Estrada.

In view of the foregoing, the immediate passage of this proposed measure is earnestly sought.



NELSON S. LEGACION

Representative, Third District, Camarines Sur



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

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

SECTION 1. Title VII of Republic Act No. 8551, otherwise known as the "Philippine National Police Reform and Reorganization Act of 1998", is hereby amended to read as follows:

TITLE VII
[CREATION OF WOMEN'S DESKS IN ALL POLICE
STATIONS] PRIORITIZATION OF WOMEN'S
RECRUITMENT AND THE FORMULATION OF A GENDER
SENSITIVITY PROGRAM

SECTION 2. Section 57 of Republic Act No. 8551 is hereby amended to read as follows:

Sec. 57. [Creation and Functions.] **Prioritization of Women for Recruitment.** - [The PNP shall establish women's desks in all police stations throughout the country to administer and attend to cases involving crimes against chastity, sexual harassment, abuses committed against women and children and other similar offenses: Provided, That municipalities and cities presently without policewomen will have two (2) years upon the effectivity of this Act within which to comply with the requirement of this provision.] **WITHIN THE NEXT FIVE (5) YEARS, THE PNP SHALL PRIORITIZE THE RECRUITMENT**

AND TRAINING OF WOMEN. PURSUANT TO THIS REQUIREMENT, THE PNP SHALL RESERVE TWENTY-FIVE PERCENT (25%) OF ITS ANNUAL RECRUITMENT, TRAINING, AND EDUCATION QUOTA FOR WOMEN: PROVIDED, THAT THE RECRUITMENT QUOTA FOR WOMEN SHALL BE INCREASED PROGRESSIVELY UNTIL IT REACHES FIFTY PERCENT (50%) TEN YEARS THEREAFTER."

SECTION 3. Section 58 of Republic Act No. 8551 is hereby amended to read as follows:

Sec. 58. [Prioritization of Women for Recruitment.] CREATION OF WOMEN'S DESKS. - [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 ESTABLISH WOMEN'S DESKS IN ALL POLICE STATIONS THROUGHOUT THE COUNTRY TO ADMINISTER AND ATTEND TO CASES INVOLVING CRIMES AGAINST CHASTITY, SEXUAL HARASSMENT, ABUSES COMMITTED AGAINST WOMEN AND CHILDREN AND OTHER SIMILAR OFFENSES.

SECTION 4. *Implementing Rules and Regulations.* - Within ninety (90) days from the effectivity of this Act, the National Police Commission in coordination with the PNP, the Department of the Interior and Local Government (DILG), and the Philippine Commission on Women (PCW) shall formulate the necessary rules and regulations for the effective implementation of this Act.

SECTION 5. *Separability Clause.* - If any part, section or provision of this Act is declared invalid or unconstitutional, the sections or provisions which are not affected shall remain valid and subsisting.

SECTION 6. *Repealing Clause.* - All laws, decrees, ordinances, rules, regulations, other issuances or parts thereof which are inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 7. *Effectivity.* - This Act shall take effect fifteen (15) days after its complete publication in at least two (2) newspapers of general circulation.

Approved,