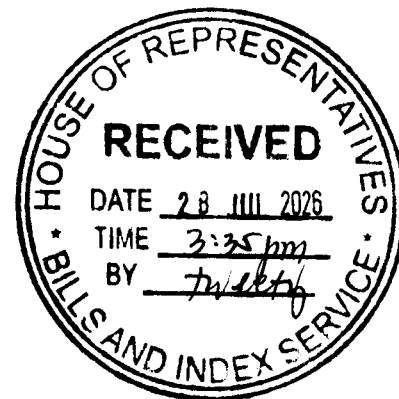


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
Second Regular Session

HOUSE BILL NO. 10303



Introduced by: Hon. Keith Micah "Atty. Mike" D.L. Tan

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

EXPLANATORY NOTE

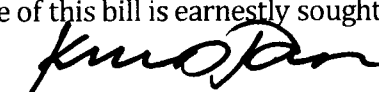
Over the decades, the Philippine government has made significant strides in breaking gender barriers, particularly within law enforcement, a sector traditionally dominated by men.

Republic Act No. 8551, otherwise known as the "Philippine National Police Reform and Reorganization Act of 1998," took a historic step by establishing a ten percent (10%) recruitment quota for women, primarily to handle cases in the Women's and Children's Protection Desks (WCPD). While this policy opened doors for female law enforcers, the evolving landscape of public safety and the complex nature of crimes against women and children demand a more robust and inclusive response.

Statistics and modern policing studies consistently show that a higher representation of female officers enhances the community-oriented approach of law enforcement.¹ Female officers bring unique perspectives to conflict resolution, de-escalation, and victim advocacy. Furthermore, the sheer volume of cases handled by the WCPDs across the country has heavily strained the current number of female personnel, necessitating an urgent increase in their ranks.

This bill seeks to amend Section 58 of Republic Act No. 8551 by progressively increasing the recruitment, training, and education quota for women in the Philippine National Police (PNP). By expanding the female recruitment quota, this measure does not only address the operational shortage of personnel in specialized desks, but it also fosters a more progressive, gender-fair, and highly effective police force capable of serving all sectors of society.

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


Keith Micah "Atty. Mike" D.L. Tan
4th District, Quezon

¹ United Nations Office on Drugs and Crime, International Criminal Police Organization, & UN Women. (2020). *Women in law enforcement in the ASEAN region: Summary report*. UNODC.
<https://www.interpol.int/content/download/15570/file/Summary%20%20Women%20in%20Law%20enforcement%20in%20the%20ASEAN%20Region.pdf>

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

SECTION 1. Section 58 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:

"SEC. 58. Prioritization of Women for Recruitment. – Within the next five (5) years, the PNP shall prioritize the recruitment and training for women who shall serve in the women's desk. Pursuant to this requirement, the PNP shall reserve ~~ten~~ FIFTEEN percent ~~[(10%)]~~ (15%) of its annual recruitment, training and education quota for women: PROVIDED, THAT THE RECRUITMENT QUOTA FOR WOMEN SHALL BE INCREASED TO TWENTY PERCENT (20%) FIVE YEARS THEREAFTER."

SEC. 2. *Implementing Rules and Regulations (IRR).* – Within ninety (90) days from the effectivity of this Act, the National Police Commission, in coordination with the Philippine National Police and the Department of the Interior and Local Government, shall promulgate the necessary rules and regulations for its effective implementation.

SEC. 3. *Repealing Clause.* – All laws, presidential decrees, executive orders, rules and regulations or part thereof, contrary to or inconsistent with the provision of this Act, are hereby repealed or modified accordingly.

SEC. 4. *Effectivity.* -This Act shall take effect fifteen (15) days after its publication in the Official Gazette and/or in at least two (2) newspapers of general publication in the Philippines.

Approved,