

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
Second Regular Session

HOUSE BILL NO. **10893**



Introduced by REP. PHILIP CONRAD "DOK BONG" M. ACOP

AN ACT
INCREASING THE RECRUITMENT QUOTA REQUIREMENT OF FEMALE
PNP OFFICERS, AMENDING SECTION 58 OF REPUBLIC ACT 8551,
APPROPRIATING FUNDS THEREFOR AND FOR OTHER PURPOSES

EXPLANATORY NOTE

Article II, Section 14 of the 1987 Philippine Constitution explicitly declares that "[t]he State recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men." In line with this constitutional mandate, the State is duty-bound to eliminate all forms of gender discrimination and provide equal opportunities for women in all spheres of public and private life, including the security and law enforcement sectors.

Republic Act No. 8551, otherwise known as the "Philippine National Police Reform and Reorganization Act of 1998," took a monumental step towards gender equality by creating Women's Desks in all police stations and establishing a recruitment quota for female police officers under Section 58 thereof. While this paved the way for the entry of women into the Philippine National Police (PNP), law enforcement remains a predominantly male-dominated institution.

This proposed measure seeks to amend Section 58 of R.A. 8551 by increasing the recruitment training and education quota for female PNP officers to fifteen percent (15%) within the next five (5) years, and further increasing it to twenty percent (20%) five (5) years thereafter. This progressive increase is necessary for the following reasons:

1. **Promoting Women Empowerment:** Integrating more women into the police force challenges long-standing gender stereotypes that paint security and law enforcement as exclusively male domains. Empowering women to take on active, frontline roles in maintaining peace, order, and national security elevates their status in society and encourages young girls to pursue careers in public safety.

2. **Ensuring Equal Opportunities:** True gender equality means providing equal access to employment, training, and career advancement. Increasing the statutory quota ensures that qualified and capable women are given a fair and institutionalized opportunity to serve their country, rather than being sidelined by structural biases or arbitrary recruitment caps.
3. **Enhancing Police Effectiveness:** Women bring vital, diverse perspectives to law enforcement. A more gender-balanced police force is better equipped to handle sensitive cases, particularly those involving gender-based violence, human trafficking, and child abuse. Studies consistently show that female officers excel in community policing, de-escalation of violence, and fostering trust between law enforcement agencies and the communities they serve.

To build a police force that truly reflects the public it serves, the PNP must proactively evolve. By granting more women the opportunity to wear the uniform, we are not only fulfilling our commitment to equal opportunity but also building a more compassionate, responsive, and highly capable police organization.

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



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

SECTION 1. Within the next five (5) years, the PNP shall reserve fifteen percent (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 (5) years thereafter.

SEC. 2. The National Police Commission in coordination with the Philippine National Police and the Department of the Interior and Local Government, shall promulgate rules and regulations for the effective implementation of this Act. Such rules and regulations shall take effect upon their publication in three (3) newspapers of general circulation.

SEC. 3. The amount necessary to carry out the provisions of this Act is hereby authorized to be appropriated in the General Appropriations Act of the year following its enactment into law and thereafter.

SEC. 4. All laws, presidential decrees, letters of instructions, executive orders, rules and regulations insofar as they are inconsistent with this Act. are hereby repealed or amended as the case may be.

SEC. 5. This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,