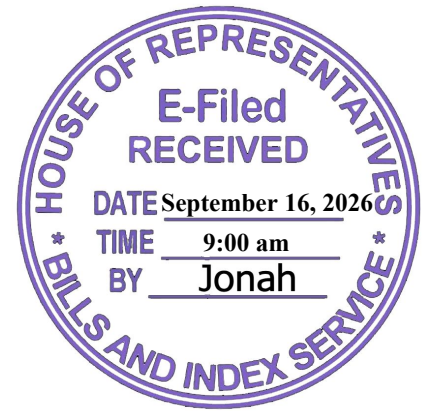


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Constitution Hills, Quezon City

TWENTIETH CONGRESS
Second Regular Session

House Bill No. **11354**



Introduced by: **REPRESENTATIVE ERIC L. OLIVAREZ**

EXPLANATORY NOTE

Women play an indispensable role in modern law enforcement. Their presence in the police service strengthens the capacity of law enforcement institutions to respond effectively and sensitively to cases involving women and children, sexual and gender-based violence, domestic abuse, and other crimes and situations requiring gender-responsive policing.

Recognizing this need, Republic Act No. 8551, otherwise known as the "*Philippine National Police Reform and Reorganization Act of 1998*," established women's desks in police stations and provided for the prioritization of women for recruitment and training. Section 58 of the law currently requires the Philippine National Police (PNP) to reserve ten percent (10%) of its annual recruitment, training, and education quota for women.

The statutory quota was established more than two decades ago. The evolving demands of policing and the continuing need for a more representative and gender-responsive police organization warrant a progressive increase in the participation of women in the PNP.

This measure therefore seeks to increase the existing quota from ten percent (10%) to fifteen percent (15%) during the first five (5) years from the effectivity of the proposed law, and to twenty percent (20%) beginning on the sixth (6th) year and every year thereafter.

The measure does not dispense with the qualifications, merit, fitness, eligibility, and other requirements prescribed by law for appointment to the PNP. Rather, it seeks to ensure that qualified women are given meaningful and increased opportunities to enter the police service within the reserved quota.

The measure likewise requires the PNP to incorporate the women's quota in its recruitment and manpower planning and to undertake reasonable and sustained efforts to attract, recruit, and qualify women applicants. This will help

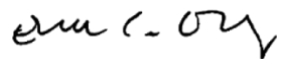
ensure that the statutory quota is treated as an integral component of PNP recruitment policy and not merely as an after-the-fact numerical target.

To promote accountability, the measure establishes a monitoring and reporting mechanism requiring the PNP to submit an annual report to the NAPOLCOM and Congress on its compliance with the women's quota, including the number of women who applied, qualified, were appointed, and underwent training, as well as any unfilled portion of the reserved quota and the reasons therefor.

The measure further recognizes that increasing the number of women in the PNP should not confine them to women's desks. Women recruited and trained under the program should be afforded equal opportunities for assignment, promotion, professional development, and career advancement throughout the police organization. This is consistent with the existing statutory policy that the women's-desk provisions should not restrict the assignment of policewomen to other positions or be used to prevent their promotion.

By progressively increasing the representation of women in the PNP, this measure seeks to build a more representative, professional, responsive, gender-sensitive, and effective police force capable of providing accessible and appropriate police services to all sectors of Philippine society.

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


ERIC L. OLIVAREZ

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

TWENTIETH CONGRESS
Second Regular Session

House Bill No. 11354

Introduced by: **REPRESENTATIVE ERIC L. OLIVAREZ**

**“AN ACT
INCREASING THE RECRUITMENT, TRAINING, AND EDUCATION
QUOTA FOR WOMEN IN THE PHILIPPINE NATIONAL POLICE,
AMENDING FOR THE PURPOSE SECTION 58 OF REPUBLIC ACT
NO. 8551, OTHERWISE KNOWN AS THE “PHILIPPINE NATIONAL
POLICE REFORM AND REORGANIZATION ACT OF 1998,” AND
APPROPRIATING FUNDS THEREFOR”**

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

SECTION 1. Amendment of Section 58 of Republic Act No. 8551. -
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. -
The Philippine National Police (PNP) shall prioritize the
recruitment and training of qualified women and shall
ensure increased participation and representation of
women in the police service.

For the first five (5) years from the effectivity of this
Act, the PNP shall reserve not less than FIFTEEN
PERCENT (15%) of its annual recruitment, training,
and education quota for women.

Beginning on the sixth (6th) year from the effectivity of
this Act and every year thereafter, the PNP shall
reserve not less than TWENTY PERCENT (20%) of its
annual recruitment, training, and education quota for
women.

The PNP shall undertake reasonable and sustained measures to attract, recruit, and qualify women applicants to fill the quota reserved under this Section. Qualified women applicants shall be considered within the reserved quota subject to the qualifications, merit, fitness, and other requirements prescribed by law and applicable rules and regulations.

Women recruited and trained pursuant to this Section shall be given appropriate opportunities for assignment, including assignment to women's desks, without prejudice to their subsequent assignment, promotion, professional development, or career advancement in other positions and units of the PNP."

SECTION 2. Compliance with the Women's Quota. - The PNP shall take all necessary and reasonable measures to ensure the effective utilization of the quota reserved for women under Section 58 of Republic Act No. 8551, as amended by this Act.

The quota reserved for women shall be determined based on the total annual recruitment, training, and education quota authorized for the PNP for the applicable recruitment cycle or calendar year, as may be prescribed by the NAPOLCOM.

The PNP shall incorporate the women's quota in its recruitment and manpower planning and shall undertake reasonable and sustained efforts to attract, recruit, and qualify sufficient women applicants to fill the reserved quota.

Nothing in this Act shall be construed as dispensing with, modifying, or lowering the qualifications, merit, fitness, eligibility, or other requirements prescribed by law for appointment and training in the PNP.

SECTION 3. Monitoring and Reporting. - The NAPOLCOM, in coordination with the PNP, shall establish a system for monitoring compliance with the women's quota provided under this Act.

The PNP shall submit an annual report to the NAPOLCOM and to Congress, through the appropriate committees, containing the following:

- (a) the total annual recruitment, training, and education quota of the PNP;

- (b) the number and percentage of women who applied, qualified, were appointed, and underwent training;
- (c) the number and percentage of women appointed and trained pursuant to the reserved quota;
- (d) any unfilled portion of the reserved quota and the reasons therefor;
- (e) the measures undertaken to attract, recruit, and qualify women applicants; and
- (f) such other information as may be necessary to assess compliance with and the effective implementation of this Act.

SECTION 4. Implementing Rules and Regulations. - Within ninety (90) days from the effectivity of this Act, the NAPOLCOM, in coordination with the PNP, shall promulgate the rules and regulations necessary for the effective implementation of this Act.

The implementing rules and regulations shall, among others, provide for:

- (a) the determination and computation of the annual quota reserved for women;
- (b) the incorporation of the women's quota in the PNP's recruitment and manpower planning;
- (c) the recruitment, selection, appointment, and training procedures applicable to the reserved quota;
- (d) measures to ensure the effective utilization of the reserved quota;
- (e) the monitoring and reporting of compliance;
- (f) measures and procedures for addressing any unfilled portion of the reserved quota, including the documentation and reporting of the reasons therefor; and
- (g) such other measures as may be necessary to carry out the purposes of this Act.

The implementing rules and regulations shall be consistent with the Constitution, Republic Act No. 8551, as amended, and other applicable laws, rules, and regulations governing recruitment, appointment, training, and career development in the PNP.

SECTION 5. Gender-Responsive Recruitment and Career Development. - The PNP and the NAPOLCOM shall, within their respective mandates, strengthen programs for the recruitment, orientation, training, professional development, and career advancement of women in the police service.

Such programs shall promote equal opportunity, gender sensitivity, professional development, and a safe and non-discriminatory working environment for women in the PNP consistent with Republic Act No. 8551, as amended, and other applicable laws.

The implementation of this Section shall be without prejudice to the gender sensitivity program and other protections provided under Republic Act No. 8551, as amended.

SECTION 6. Appropriations. - The amount necessary for the implementation of this Act shall be included in the appropriations of the PNP and the NAPOLCOM in the annual General Appropriations Act.

Thereafter, the funds necessary for the continued implementation of this Act shall be included in the annual General Appropriations Act.

SECTION 7. Separability Clause. - If any provision of this Act is declared unconstitutional or invalid, the other provisions not affected thereby shall remain in full force and effect.

SECTION 8. Repealing Clause. - All laws, decrees, executive orders, rules and regulations, and other issuances, or parts thereof, inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SECTION 9. 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.