

Women in the Philippine National Police

Thelma R. Balbuena, Ed.D.

Eloida M. Mailed, Ed.D.

Witerico T. Balbuena, Ph.D.

Abstract

This study involved 48 women respondents who work in the Philippine National Police in Ilocos Sur. Most of them are married and young with ages ranging from 25-29; graduates of BS Criminology; and are receiving less than 10,000 pesos per month. Most of their husbands are also employed in the PNP and their children's ages range from 1-4 years old. Most of them work as Police Officer I concentrating on WCP, investigatory, and FJGAP activities. They occupy permanent positions and receive benefits corresponding to their kind of promotion.

In terms of participation in decision-making, the respondents give information when asked. Their administrators, however, make the actual decisions in the areas of recruitment, appointment, promotion, granting of fringe benefits, establishment of new programs, and membership in administrative councils. In terms of involvement in decision-making, the respondents are involved as part of a group. They are often involved in some functions of management especially in the promotion of the organization's goals and objectives and in the identification of problems, alternative plans and strategies, needs, and resources. In terms of involvement in investigatory activities, the respondents perceive that they are highly involved and are sent to trainings to enhance their investigatory skills. Most of the respondents give high regard to their belongingness in the PNP as an organization.

Age highly influences the level of participation and involvement of the respondents which means that women in the PNP perform well at a young age. Civil status is related to level of participation and type of involvement in the PNP; however, it does not influence managerial functions, investigatory activities, and organization.

Based on the findings of the study, the researchers advance the following recommendations: the Philippine National Police should enhance its existing programs of providing stability and security to its employees and their families since the policewomen are prone to job-related injuries and accidents; there should also be mandatory programs

on continuous professional education and training; more aspects of police work should be open to women since they are equally effective and efficient; and more researches should be conducted especially on the extent of implementation of PNP Thrusts and Programs on gender and development, job satisfaction, and career advancement among PNP women,

Introduction

Background of the Study

The country's development hinges largely on the ability of the government to establish and maintain peace and order in the family, neighborhood, community, and society at large.

The State recognizes the role of women in nation-building and shall ensure the fundamental equality before the law of women and men. This is a state policy declared in Article 11, Section 14 of the Philippine Constitution of 1987 as a fitting accolade to the important contributions of women as equal partners of men in the total development and progress of the Philippine Society.

The passage of Republic Act 7192, otherwise known as The Women in Development and Nation Building Act, provided the impetus for collaboration towards the pursuit of equality of women and men in the administration of justice and maintenance of peace and order in the country.

There is a growing realization that women must participate actively in the administration of justice and assume their rightful roles in the establishment of peace and order in society. It is, however, necessary to create conditions that will help women to develop their potentials and use their abilities to the fullest and assure them of equal opportunities in terms of employment access to support systems and services, decision-making, and protection from harassment and violence.

Women in the sector as in other occupations are often prevented by multiple burdens (their roles as wife and mother) from taking advantage of opportunities for career advancement. Even if they have house help and other support systems, they must attend to the family in times of problems and need. Moreover, there is no policy granting pregnant women workers/special concessions when a pregnancy-related difficulty comes up.

This study assessed the condition of women working in the Philippine National Police (PNP) particularly in Region I. The researchers believe that the

results can be of help to the national as well as local police officials in looking for ways to improve the status of women in the agency.

Objectives

1. What is the profile of women in the PNP in terms of the following:
 - a. personal factors
 - a.1. age,
 - a.2. civil status,
 - a.3. educational attainment,
 - a.4. economic status, and
 - a.5. family background;
 - b. work-related factors
 - b.1. present position in the PNP,
 - b.2. nature of work,
 - b.3. length of service,
 - b.4. status of appointment, and
 - b.5. promotion?
2. What is the type of involvement of the women in PNP in terms of decision-making?
3. What is the level of participation of women in the PNP in terms of
 - a. managerial function,
 - b. investigatory activities, and
 - c. organization?
4. Is there a significant relationship between age and civil status of the respondents and the level of participation and type of involvement?

Scope and Delimitation

This study is delimited to the women who work in the Philippine National Police in Region I. The data gathered from 48 respondents describe the profile in terms of age, civil status, educational attainment, economic status, and family background. Work-related factors are delimited to present position, nature of work, length of service, status of appointment, and promotion. Type of involvement is determined in terms of decision-making and level of participation is analyzed in terms of managerial, investigatory, and organization functions. Test on significant relationships is delimited to level of participation and involvement of the respondents and their personal factors specifically age and civil status.

Review of Related Literature

Publications about women in different ventures and fields of interest have already been published. However, in the case of policewomen or the women involved in the police and military, there is a dearth of information. The researchers considered the materials cited in this section in the conceptualization of this study.

The Philippine National Police (PNP) is the national police force of the Republic of the Philippines. It is both a national and a local police force in that it provides all law enforcement services throughout the Philippines. The Philippine National Police lacks in uniformed personnel, mobility, communications, etc., and is considered as one of the world's worst police force. It was formed in 1989 by the merger of the Integrated National Police with the Philippine Constabulary. It is organized on a regional and provincial basis. Unlike the PC, it is a civil police force. (Wikipedia)

Among other requirements, a person to be taken in as a non-officer of the PNP must be a citizen of the Philippines. He/She must possess good moral conduct; must have passed the psychiatric/psychological, drug and physical tests to be admitted by the PNP or by any NAPOLCOM accredited government hospital for the purpose of determining physical and mental health; must possess a formal baccalaureate degree from a recognized institution of learning; must be eligible in accordance with the standards set by NAPOLCOM; must not have been dishonorably discharged from military employment or dismissed for cause from any civilian position in the government; must not have been convicted by final judgment of an offense or crime involving moral turpitude; must be at least one meter and sixty-two centimeters (1.62 m.) in height for male and one meter and fifty-seven centimeters (1.57 m.) for female; and must weigh not more or less than five kilograms (5 kgs.) from the standard weight corresponding to his or her height, age, and sex. For a new applicant, he/she must not be less than twenty-one (21) nor more than thirty (30) years of age.

In the speech delivered by Former President Fidel V. Ramos in 2005, he cited the unending story about courage, heroism, devotion to duty, and love of country by the men and women of the PC, the INP and the PNP and the equally deserving civilian personnel who helped to build the organization. The same dedication to duty and love of country that was the legacy of the personnel in the former PC/INP is still burning with the same fervor in the hearts of the officers, men and women of today's PNP. He said that the challenge of the times is for greater commitment on the part of active or retired personnel to serve the country, the people with honor and courage and to do their sworn duty, and to carry with pride the distinct privilege given them to protect the Filipino people.

The PNP scored a number of milestones in the promotion and protection of women and children's rights since its inception in 1991. Several programs, projects and activities were introduced, carried out, and sustained by the PNP as an instrument of the Philippine government to carry out its commitment to international treaties and standards on the protection of women and children, the most vulnerable and oftentimes helpless members of the society, (RA 6975)

This commitment eventually led to the establishment of the Women and Children Concerns Desk (WCCD) in 1993. Policewomen were appointed to handle cases involving women and children. They were trained on management and procedures in handling related cases. The PNP published books and pamphlets on child interview techniques, dynamics of child sexual abuse, its medico-legal implications, and other helpful tools to ensure that every policewoman knows her job. The WCCD works closely with the DSWD, DILG, NAPOLCOM, PNP, and the UNICEF.

The PNP recognizes the role of the Filipino women in law enforcement; thus gives emphasis on the policy of gender equality in the police service. At present, women comprise nine percent of the personnel. Gender awareness and development policies are explicitly included in PNP's Programs and Thrusts. These policies express the need to fill-up needed policewomen in WCCDs; recruit at least 10% female applicants for lateral entry and regular recruitment; provide equal opportunities for UN Peacekeeping Mission, schoolings, training, etc.; make way for the Rational Distribution of GAD Fund; provide police personnel mechanism and facilities for effective parenting without necessarily sacrificing time at work and responsibilities by constructing day care facilities at the national, regional, and provincial levels of PNP offices and conducting orientation seminars on responsible parenting.

In the history of the PNP, men dominated the major posts in the organization. It was only lately that women were appointed to high ranking jobs. On August 3, 2006, the country witnessed the oath-taking of the first police general in the person of Chief Superintendent Yolanda G. Tanigue. PNP Chief Dir. Gen. Oscar Calderon who administered the oath of office stated that the promotion of Tanigue to star-rank manifests the responsiveness of the national government as well as the PNP leadership to promote gender equality in the police service. Tanigue, concurrent head of the Women and Children Concerns Division (WCCD) and Executive Officer of the Directorate for Investigation and Detective Management (DIDM) is the first female officer to become police general in the PNP's 15-year history, after Police Brigadier General Luisa Dimayuga of the defunct Integrated National Police. (PNP News Release No. 06-0804)

The Philippine government and the PNP also recognizes deserving policewomen for outstanding accomplishments in the police service in the fields of

special operations, criminalistics, police community relations, investigation, and administrative management. Annually, the President presents the "Kabalikat" trophy and the PNP Medalya ng Katangitanging Gawa (PNP Outstanding Achievement Medal) to the Ten Outstanding Policewomen of the Philippines in fitting awards ceremony in Malacanang. The awardees are chosen among a field of candidates from the different PNP units and offices around the country. PNP Chief Calderon said that the awards show that law enforcement is not exclusively a male domain. According to him there are specialized police functions that are better accomplished by female personnel where they excel over their male counterparts. (PNP News Release No. 06-1015)

Research Design

The study used the descriptive research design. The researchers personally gathered the necessary data. This enabled them to meet the respondents and observe the actual working conditions.

Population and Sample. The respondents were the women in active service in the PNP in Region 1.

Data Gathering. A survey questionnaire was administered to gather the needed data. Part I of the questionnaire elicited personal information and Part II yielded work-related data.

Statistical Treatment, The data gathered used the following statistics; frequency counts, percentages, and weighted mean.

Results and Discussion

Profile of PNP Women

Age. As shown on Table 1, majority of the PNP women belong the youngest group as evidenced by their age bracket ranging from 25-29 (62.50%) and 29.17% belong to the age bracket 30-34. Only 1 or 2.08 % has an age ranging from 45-49.

Civil Status. Of the 48 respondents, 52.08% are married and 47.92% are single.

Table 1. Profile of women in the Philippine National Police

| Profile | No. | % |
|-------------------------------|-----|-------|
| Age | | |
| 25–29 | 30 | 62.50 |
| 30–34 | 14 | 29.17 |
| 35–39 | 3 | 6.25 |
| 40–44 | 0 | 0 |
| 45–49 | 1 | 2.08 |
| Civil Status | | |
| Single | 23 | 47.92 |
| Married | 25 | 52.08 |
| Educational Attainment | | |
| <i>Degree Finished</i> | | |
| <i>BSN</i> | 8 | 16.67 |
| <i>BS Med Tech</i> | 1 | 2.08 |
| <i>BSSW</i> | 4 | 8.33 |
| <i>BS Crim</i> | 13 | 27.08 |
| <i>BS Therapy</i> | 1 | 2.08 |
| <i>BEEEd</i> | 5 | 10.42 |
| <i>AB</i> | 3 | 6.25 |
| <i>BS Bio</i> | 1 | 2.08 |
| <i>BSIE</i> | 1 | 2.08 |
| <i>BS Comp Sci</i> | 2 | 4.17 |
| <i>BSEd</i> | 3 | 6.25 |
| <i>BSBA</i> | 3 | 6.25 |
| <i>BSC</i> | 1 | 2.08 |
| <i>BSEng'g</i> | 2 | 4.17 |
| <i>Year Graduated</i> | | |
| 1979 | 1 | 2.08 |
| 1990 | 2 | 4.17 |
| 1993 | 3 | 6.25 |
| 1994 | 3 | 6.25 |
| 1995 | 6 | 12.5 |
| 1996 | 6 | 12.5 |
| 1997 | 4 | 8.33 |
| 1998 | 4 | 8.33 |
| 1999 | 3 | 6.25 |
| 2000 | 6 | 12.5 |
| 2001 | 3 | 6.25 |
| 2002 | 4 | 8.33 |
| 2003 | 3 | 6.25 |

Table 1 continued.....

| Profile | No. | % |
|--|-----|-------|
| Economic Status | | |
| Salary from PNP | | |
| Below P10,00 | 41 | 85.42 |
| 10,000 – 14,999 | 6 | 12.50 |
| 15,000– 19,999 | 0 | 0 |
| 20,000 & above | 1 | 2.08 |
| Other Sources (N=21) | | |
| Salary from husband | 18 | 85.71 |
| Farming | 2 | 9.52 |
| Self-Employed | 1 | 4.76 |
| Family Background | | |
| <i>No. of Children</i> (N _y = 25) | | |
| 1 – 4 | 23 | 92.00 |
| <i>Occupation of Husband</i> | | |
| <i>P.O. member</i> | 16 | 64.00 |
| <i>Security guard</i> | 2 | 8.00 |
| <i>Farming</i> | 2 | 8.00 |
| <i>Self-employed</i> | 1 | 4.00 |
| <i>A my marine</i> | 1 | 4.00 |
| <i>No answer</i> | 3 | 12.00 |

'''

Educational Attainment. The PNP women respondents are graduates of different degrees. Majority (13 or 27.08%) of the respondents are graduates of BS Criminology, a degree very much related to their field of work. There are eight (16.67%) BS Nursing graduates. Health care is a need in Police operations. Because of the nature of the work, injuries and accidents are rampant and therefore emergency care is needed. This is the reason for the presence of nurses in the Philippine National Police.

Third in rank are Bachelor of Elementary Education graduates (5 or 10.42%). The professional development of PNP women is important. This can be done through in-service trainings and seminar workshops. BEED graduates are trained for this matter. They can help in the delivery of lectures when it is needed.

Year Graduated. Most (6 or 12.5%) of the respondents employed are graduates in the year 1995, 1996, and 2000. The least (1 or 2.08%) employed are 1979 graduates. This explains why majority of the respondents are young.

Economic Status

Salary from **PNP**. Majority (85.42%) of the respondents have a salary below 10,000 and only 1 respondent receives an income which ranges from 20,000 and above. This can be attributed to the fact that most of the respondents are new in the service.

Other Sources. Many (85.75%) of the respondents considered the salary of their husbands as other sources of income. Two respondents are engaged in fanning and one is self-employed.

Family Background

Number of Children. Twenty-three (92%) of the married respondents have children ranging from 1-4. To them, it may not be practical to have so many children because of the nature of their work.

Occupation of Husband. Majority (64%) of the husbands of the respondents also work in the Police Force. Two (8%) respondents have husbands who are security guards and another two are farmers. One respondent's husband is self-employed and another one belongs to the marine corps.

Profile of Women in the PNP in Terms of Work-Related Factors

Present Position in the PNP. In terms of present position in the PNP, 54.17% are Police Officer 1, 31.25% are Police Officer 2, and 10.42% are Police Officer 3. Most of the respondents occupy the lowest positions in the PNP. This may be due to their being young in the service and young in age.

Nature of Work. The kinds of work given to the respondents are WCP (29.17%), investigatory (18.75%), and FJGAP (18.75%), Office personnel (2.08%), administration (2.08), and clerical jobs (2.08%) are seldom given to the respondents.

Length of Service. The PNP women are still young in the service, majority (26) of which is 1-5 years. There are 20 (41.67%) respondents who have been with the PNP from 6-10 years.

Status of Appointment. All the PNP women except one carry a permanent appointment. To be permanent, she must have the following credentials: she must have passed a government examination like the NAPOLCOM and must have undergone a six-month training related to the work.

Table 2. Profile of women in the PNP in terms of work-related factors

| Work-Related Factors | No. | % |
|--|------------|----------|
| Present Position in PNP | | |
| PO1 | 26 | 54.17 |
| PO2 | 15 | 31.25 |
| PO3 | 5 | 10.42 |
| Senior Police Officer | 1 | 2.08 |
| Chief of Police | 1 | 2.08 |
| Nature of Work | | |
| Community Service | 5 | 10.42 |
| Investigating against women and children | 5 | 10.42 |
| FJGAP | 9 | 18.75 |
| WCP | 14 | 29.17 |
| Clerical | 1 | 2.08 |
| Investigator | 9 | 18.75 |
| PNCO | 3 | 6.25 |
| Office Personnel | 1 | 2.08 |
| Administrative | 1 | 2.08 |
| Length of Service | | |
| 1–5 years | 26 | 54.17 |
| 6–10 years | 20 | 41.67 |
| 11–15 years | 1 | 2.08 |
| above 15 years | 1 | 2.08 |
| Status of Appointment | | |
| Permanent | 47 | 97.92 |
| Temporary | 1 | 2.08 |
| <i>Number of Times Promoted</i> | | |
| <i>Once</i> | 23 | 47.92 |
| <i>Two times</i> | 10 | 20.83 |
| <i>Three times</i> | 1 | 2.08 |

Number of Times Promoted. Most (47.92%) of the respondents were promoted once, 20.63% were promoted twice and only one or 2.08% was promoted thrice. As observed, most of the women are young in the service. It would be heartwarming to note that women can be promoted once or twice in the service even at a young age or service.

.Table 3. Promotion details of the respondents.

| Promotion Details | No. of Years In Promotion | | | | Merit Promotion Types | | | |
|------------------------|---------------------------|-------|---------|---|-----------------------|-----------------|----|-------|
| | No. | % | No. | % | No. | % | | |
| PO1-PO2 | 19 | 39.58 | 6mos. | 1 | 2.08 | Regular | 19 | 39.58 |
| | | | 7mos. | 4 | 8.33 | | | |
| | | | 8 years | 1 | 2.08 | | | |
| | | | 6 years | 5 | 10.42 | | | |
| | | | 2 years | 1 | 2.08 | | | |
| PO2-PO3 | | | 7mos | 1 | 2.08 | Fringe benefits | 2 | 4.17 |
| | | | 9 mos | 1 | 2.08 | Regular | 3 | 6.25 |
| | | | 2 yrs | 3 | 6.25 | | | |
| SPO | 1 | 2.08 | 6 yrs | 1 | 2.08 | | | |
| <i>Chief of Police</i> | 1 | 2.08 | 6 yrs | 1 | 2.08 | | | |

Table 3 presents data on the promotion of the respondents. Those who get promoted to PO2 become regular members of the PNP. Five (10.42%) respondents got this type of promotion in six years. However, four (8.33%) respondents got this type of promotion in just seven months. This implies that promotion depends on how a PNP member works and proves worthy of recognition and merit. Three respondents got promoted from PO2 to PO3 in two years and two others got the position in less than a year. This promotion entitled them to fringe benefits. After six years in the service, one respondent was promoted to Senior Police Officer (SPO) and another respondent got promoted as Chief of Police in the same number of years. This further implies that promotion in the PNP is not confined to males. Women in the service also have the chance to be promoted depending on how well they perform their duties and responsibilities. Schooling and military training can also be a factor in promotions. This means that women also participate in in-service training and schooling.

Participation and Involvement in the Philippine National Police

Table 4 presents the level and type of participation and involvement of women respondents in the PNP in terms of decision making.

The table shows that as a whole, the respondents' level of participation in decision making is on the level of "GP, which means that they give information but the administrators make the actual decisions.

Table 4. Level and type of participation and involvement of women in terms of decision-making

| Items | Participation | | | | | Involvement | | | | |
|---|---------------|-----|-------|------|----|-------------|-----|-------|----|-----|
| | Type | No. | % | S | DR | Type | No. | % | S | DR |
| 1. Recruitment and qualifications of PNP personnel | NI | 27 | 56.25 | 1.67 | GI | IN | 5 | 2.73 | 1. | GR |
| | GI | 13 | 27.08 | | | GR | 13 | 59.09 | | |
| | R | 5 | 10.42 | | | BO | 4 | 18.18 | | |
| | ND | 3 | 6.25 | | | | | | | |
| 2. Appointment of HNP personnel | N | 34 | 70.83 | 1.8 | GI | I | 7 | 36.84 | 1. | cR |
| | I | 5 | 10.42 | | | GR | | 47.37 | | |
| | R | 8 | 16.67 | | | IO | 3 | 15.79 | | |
| | ND | | 2.05 | | | | | | | |
| 3. Dismissal from service | II | 37 | 77.08 | 1.4 | GI | I | 9 | 42.86 | 1. | 6GR |
| | I | 3 | 6.25 | | | GR | 9 | 42.8 | | |
| | R | 8 | 16.67 | | | BO | | 71 | | |
| 4. Determination of working hours. | NI | 27 | 56.25 | 1.77 | GI | I | 3 | 16.67 | 2. | BO |
| | G | 10 | 20.83 | | | R | 9 | 50.00 | | |
| | R | 6 | 12.5 | | | O | 6 | 33.33 | | |
| | NO | 5 | 10.42 | | | | | | | |
| 5. Determination of working hours | MI | I | 29.17 | 2.33 | R | IN | | 27.7 | 2. | NO |
| | I | 13 | 27.08 | | | R | 4 | 18.18 | | |
| | R | 12 | 25.00 | | | RO | 12 | 54.53 | | |
| | ID | 9 | 18.75 | | | | | | | |
| 6. Granting of fringe benefits like sick leaves, retirements, etc. | NI | 25 | 52.08 | 1.9 | G | I | 7 | 31.82 | 2. | 6GR |
| | G | 5 | 10.42 | | | GR | 7 | 31.82 | | |
| | R | 16 | 33.33 | | | BO | 8 | 36.3 | | |
| | N | 2 | 4.17 | | | | | | | |
| 7. Implementation of PNP development programs (study leaves, scholarships, fellowships) | N | 18 | 37.25 | 1.83 | GI | IN | 7 | 23.17 | 2 | Bo |
| | I | 2 | 45.83 | | | GR | 5 | 20.83 | | |
| | R | 6 | 12.5 | | | BO | 1 | 50.00 | | |
| | D | 2 | 4.17 | | | | | | | |
| 8. Implementation of programs to improve working relationship in the BNP | M | 5 | 10.42 | | | I | 3 | 12.10 | 2. | BO |
| | GI | 23 | 47.92 | | | GR | 11 | 44.00 | | |
| | R | 19 | 34.58 | | | O | II | 44.00 | | |
| | M | 1 | 2.08 | | | | | | | |
| 9. Planning and implementation of socio-cultural programs of PNP? | MI | 8 | 16.67 | 2.4 | R | IN | 4 | 14.81 | 2. | RO |
| | GI | 17 | 35.42 | | | GR | II | 40.74 | | |
| | R | 16 | 33.33 | | | BO | 12 | 44.44 | | |
| | MD | 7 | 14.58 | | | | | | | |
| 10. Implementation of the objectives of the organization | MI | 7 | 1.58 | 2.19 | R | IR | 6 | 19.35 | 2. | O |
| | G | 20 | 41.47 | | | GR | 13 | 41.94 | | |
| | R | 14 | 35.42 | | | BO | 12 | 38.71 | | |
| | MD | 4 | 8.33 | | | | | | | |

Table 4 continued.....

| Items | Participation | | | | | Involvement | | | | |
|--|---------------|-----|-------|------|----|-------------|-----|-------|------|----|
| | Type | Jo. | % | S | DR | Type | Io, | % | Sx | DR |
| II. Establishment of new programs or innovations | NI | 13 | 27.08 | 2.06 | GI | IN | 5 | 19.23 | 2.04 | GR |
| | GI | 21 | 43.75 | | | R | I5 | 57.69 | | |
| | R | 12 | 25.00 | | | BO | 6 | 23.08 | | |
| | ID | 2 | 4.17 | | | | | | | |
| 12. Evaluation of performance of PNP personnel | MI | 13 | 27.08 | 2.12 | R | IN | 4 | 14.91 | 2.30 | O |
| | GI | 21 | 43.75 | | | GR | 11 | 40.74 | | |
| | R | | 18.75 | | | BO | 12 | 44.44 | | |
| | MD | 5 | 10.40 | | | | | | | |
| 13. Membership in standing committees | MI | 21 | 43.75 | 2.17 | R | IN | 4 | 18.18 | 2.3 | 80 |
| | GI | 8 | 16.67 | | | GR | 6 | 27.27 | | |
| | R | 9 | 18.25 | | | O | 12 | 54.55 | | |
| | IO | | 20.83 | | | | | | | |
| 14. Channeling of communication among the administration, police and staff | M | 18 | 37.5 | 2.10 | R | IN | 4 | 17.39 | 2.39 | 80 |
| | GI | 13 | 27.08 | | | GR | 6 | 21.09 | | |
| | R | 11 | 22.92 | | | BO | 13 | 56.52 | | |
| | MD | 6 | 12.5 | | | | | | | |
| 15. Selection of department heads, section chiefs and officials | NI | 31 | 64.59 | 1.58 | GI | IN | 7 | 29.17 | 2.29 | O |
| | GI | 7 | 14.58 | | | cR | 3 | 12.5 | | |
| | R | | 18.75 | | | BO | 14 | 58.33 | | |
| | ND | 1 | 2.08 | | | | | | | |
| 16. Membership in administrative councils and committees | M | 22 | 45.83 | 2.10 | R | IN | 5 | 20.0 | 2.4 | BO |
| | GI | 10 | 20.83 | | | GR | 5 | 20.0 | | |
| | R | 5 | 10.42 | | | O | 15 | 60.0 | | |
| | MD | 11 | 22.90 | | | | | | | |

Legend:

NI – Not Involved means I am not involved

GI – Gives Information means I am asked information but the administrator makes the actual decision

R – Recommend means I am consulted for recommendation but the administrator makes the actual decision

ID) – Make Decisions means I make decision in this area

IN – Individual Involvement

Gr – Group Involvement

Bo – Both

In matters like recruitment, appointment, promotion, granting of fringe benefits, establishment of new programs and membership in administrative councils, the respondents are asked for some information but the administrators make the actual decisions. Regarding the determination of hours of work, implementation of programs to improve working relationship with PNP; planning and implementation of socio-cultural programs of PNP, evaluation of performance, membership in standing, channeling and communication among the administrative

police and staff & selection of department heads, the respondents are consulted and give recommendations but the administrators make the final decision.

Under the level of involvement in decision-making, the respondents' type of involvement in decision-making is under the level of "GR" = which means that the respondents are involved as a part of a group at the level described as evidenced by the overall mean of 2.09. This means that as a group, the respondents are involved in decision making in the recruitment, appointment and dismissal from the service of the PNP personnel. The respondents are also involved as a group in the decision making of the establishment of new programs or innovations. Other items in decision making are in the level of "IN", which means that individually, the respondents are involved as part of a group at the level described.

Participation in Terms of Managerial Functions

In the operation of organizational activities, every person is a manager. The involvement of personnel in planning as well as in decision-making is accepted not as a good gesture but rather as a good practice. Benefits accrue to the organization in terms of knowledgeable and competent personnel and administrators. Ultimately, each individual grows and develops within the organization.

Table 5. Level of participation of PNP women in terms of managerial function

| Managerial Function | X | Dr |
|--|-------------|--------------|
| 1. I help in the formulation of goals and objectives based on will-throughout assumption, needs and resources. | 3.56 | Often |
| 2. My ideas and suggestions are involved even if they are not priority needs. | 3.15 | Sometimes |
| 3. I am involved in identifying the needs and resources of a job including the cost (in terms of money and time) of achieving projects or satisfy needs. | 3.62 | Often |
| 4. I help identify future problem that may be enumerated and provide alternate plans and/or strategies. | 3.48 | Often |
| 5. I perform the job promptly even without superiors' commands. | 4.40 | Always |
| 6. I suggest ways of improving the performance of work in the division in general. | 3.44 | Often |
| 7. I am allowed to discuss problems and difficulties without jeopardizing the position. | 3.25 | Sometimes |
| <i>As a Whole</i> | 3.55 | Often |

Table 5 speaks of the participation of the respondents in terms of managerial functions. It is enlightening to note that as a whole, the PNP women are often involved in some functions of management. Women (≈3.56%) are often allowed to promote goals and objectives based on will, assumptions, needs and resources. They are often allowed to help identify future problems and provide alternate plans or strategies (≈3.48%) and are often involved in identifying the needs and resources of a job including the cost (≈3.62).

Most of all, the PNP women "always" (≈4.40) perform their jobs promptly even without superior's command.

There is a growing realization that women must participate actively in the administration of justice and assume their rightful roles in the establishment of peace and order in the society. It is, however, necessary to create conditions that will help women to develop their potentials and use their abilities to the fullest and assure them of equal opportunities in terms of employment, access to support systems and services, and protection from harm and violence.

Participation in Terms of Investigatory Functions

Shown on Table 6 is the degree of PNP women's participation in decision-making regarding investigatory activities.

The respondents feel that they are highly involved in decision-making regarding investigatory activities. This can be supported by their being encouraged to attend trainings regarding investigative procedures. However, only competent employees are selected and developed to conduct internal discipline investigation.

Tracing from the respondents' profile, it can be remembered that most of the women respondents are BS Criminology graduates. This implies that they are experts in terms of investigatory activities. Therefore, it is just right that women should be involved in decision-making regarding investigatory activities.

Table 6. Level of participation of PNP women in terms of investigatory activities

| Investigatory Activities | 5 | Dr |
|---|-------------|--------------|
| 1. All personnel assigned to investigate internal discipline complaints are given specific training in this task and are provided with written investigative procedures. | 4.08 | Agree |
| 2. Every policy agency establishes formal procedures for investigating minor internal misconduct allegations. | 4.10 | Agree |
| 3. Every investigation of internal discipline is conducted in a manner that best reveals the facts while preserving the dignity of all persons and maintaining the confidential nature of investigation. | 3.83 | Agree |
| 4. Every police agency provides at the time of employment and again prior to the specific investigations -all its employees with a written statement of their duties and rights. | 3.83 | Agree |
| 5. Every police chief executive has legal authority during an internal discipline investigation to relieve police employees from their duties when it is in the interest of the public and police agency. | 3.6 | Agree |
| 6. Investigators use all available investigative tools that can be reasonably used to determine facts and secure necessary evidence during an internal discipline. | 4.12 | Agree |
| 7. All internal discipline investigations are concluded 30 days from the date of complaint unless an extension is granted by the chief executive of the agency. | 3.88 | Agree |
| 8. The investigation process is swift, certain, and fair. | 3.96 | Agree |
| 9. Only the most competent employees are selected and developed to conduct internal discipline investigation. | 3.42 | Agree |
| <i>As a Whole</i> | 3.87 | High |

Participation in Terms of Organization

In the questions regarding the organization of the PNP, the respondents were made to express the feelings that they may have regarding the organization for which they work.

It is found out in this endeavor that the PNP women feel they belong to the organization. This can be attributed with the overall mean score of 3.48, "high". It can be gleaned from the table that even women agree that they should work beyond what is normally accepted; proud to tell others that they are part of the organization and would never leave the organization.

Table 7. Level of participation of PNP women in terms of organization

| Organization | 5 | Dr |
|--|-------------|----------------|
| 1. I am willing to work beyond what is normally expected in order to help the organization be successful. | 4.5 | Strongly Agree |
| 2. I talk about the organization to my friends as a great organization to work to. | 4.17 | Agree |
| 3. I would accept almost any type of job assignment in order to keep working for this school organization. | 4.06 | Agree |
| 4. I am proud to tell others that I am part of the organization | 4.56 | Strongly Agree |
| 5. The PNP really inspires me to do my best on the job | 4.48 | Strongly Agree |
| 6. Sometimes I feel I would like to leave the organization. | 2.44 | Disagree |
| 7. Often I find it difficult to agree with the PNP policies on important matters relating to the police, | 2.90 | Neutral |
| 8. I really care about the fate of the organization. | 4.29 | Strongly Agree |
| 9. For me, this is the best of all possible school organizations for which to work. | 4.42 | Strongly Agree |
| <i>As a Whole</i> | 3.48 | High |

Abraham Maslow's theoretical concept of the basic human needs incorporates the key components of many theories in a form that allows superiors to respond to subordinates' needs, Maslow has suggested that there is a hierarchy of basic human needs that the lower level needs generally take precedence over higher-order needs. His hierarchy of needs which has been divided in a variety of ways include: self-actualization, self-respect, belongingness and affection, safety

and security and physiological needs. Maslow's theoretical position is that people are basically good and that they have an innate need to be competent and accepted.

Relationship Between the Profile of the Respondents and their Level of Participation and Involvement

The level of participation on type of involvement, managerial function, investigatory activities and organization is significantly influenced by age of the respondents. The t-test is higher than the computed r-value. This maybe attributed to the fact that the women respondents are young. This implies that women respondents perform well at a young age.

Table 8. Relationship between age of PNP women and the level of participation and involvement.

| Variables | Value of X | Tabular Value | Interpretation |
|--------------------------|-------------------|----------------------|-----------------------|
| Level of participation | 55.55 | 16.92 | Significant |
| Type of involvement | 39.26 | 12.59 | Significant |
| Managerial function | 15.95 | 15.51 | Significant |
| Investigatory activities | 21.84 | 16.92 | Significant |
| <i>Organization</i> | 19.27 | 15.91 | Significant |

Table 9 shows that the computed t-value is lower than the t-test at .05 level of significance. This means that civil status of women is significantly related to the level of participation and type of their involvement. Managerial function, investigatory activities, and organization is not significantly related to civil status of the respondents.

Table 9. Relationship between civil status of PNP women and the level of participation and involvement

| Variables | Value of X | Tabular Value | Interpretation |
|--------------------------|-------------------|----------------------|-----------------------|
| Level of participation | 14.12 | 7.81 | Significant |
| Type of involvement | 10.18 | 5.99 | Significant |
| Managerial function | 1.88 | 9.35 | Not Significant |
| Investigatory activities | 1.736 | 7.81 | Not Significant |
| <i>Organization</i> | 3.18 | 9.35 | Not Significant |

Conclusions

1. Majority of the women in the Philippine National Police are married and young with ages ranging from 25-29; graduates of BS Criminology; and receiving less than 10,000 pesos per month. Most of their husbands are also employed in the PNP and their children's ages range from 1-4 years old.

2. Most of the respondents work as Police Officer 1 concentrating on WCP, investigatory, and FJGAP activities. They are new in the service but they occupy permanent positions having passed the NAPOLCOM examination and the six-month training. Since the respondents are young, most of them were promoted once and receive benefits corresponding to their kind of promotion.

3. In terms of participation in decision-making, the respondents give information when asked. Their administrators however make the actual decisions in the areas of recruitment, appointment, promotion, granting of fringe benefits, establishment of new programs, and membership in administrative councils. In terms of involvement in decision-making, the respondents are involved as part of a group.

4. Women in the PNP are often involved in some functions of management especially in the promotion of the organization's goals and objectives and in the identification of problems, alternative plans and strategies, needs, and resources. They perform their jobs promptly even without their superiors' command.

5. In terms of involvement in investigatory activities, the respondents perceive that they are highly involved and are sent to training to enhance their investigatory skills. However, only the seasoned employees are appointed to conduct internal discipline investigation.

6. Most of the respondents give high regard to their belongingness in the PNP as an organization. This makes them proud members of the organization willing to work beyond what is normally required of them.

7. Age highly influences the level of participation and involvement of the respondents which means that women in the PNP perform well at a young age.

8. Civil status is related to level of participation and type of involvement in the PNP; however, it does not influence managerial functions, investigatory activities, and organization.

Recommendations

1. The Philippine National Police should enhance its existing programs of providing stability and security to its employees and their families since the policewomen are prone to job-related injuries and accidents.

2. There should also be mandatory programs on continuous professional education and training so that the women in the organization will have greater opportunities for career advancement.

3. More aspects of police work should be open to women since they are equally effective and efficient.

4. More research should be conducted especially on the extent of implementation of PNP Thrusts and Programs on gender and development, job satisfaction, and career advancement among PNP women.

References

Guerrero, Sylvia H. 1999. Ed. *Gender-Sensitive and Feminist Methodologies: A Handbook for Health and Social Research*. Manila: University Center for Women's Studies, University of the Philippines.

Mananzan, Sr. Mary John, OSB. 1992. Ed. LILA • Asia-Pacific Women's Studies Journal. Manila: Institute of Women's Studies, St. Scholastica's College.

Wikipedia, the free encyclopedia

The Official Website of the Philippine National Police

PNP News Release No. 06-0804, Public Information Office, Camp Crame, Quezon City, August 3, 2006.

PNP News Release No. 06-1015. Public Information Office, Camp Crame, Quezon City, October 26, 2006.