
Prospecting the Gender Equality Adherence and Performance in The PNP Butuan City Spectrum

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Abstract — This study examined the extent of gender equality practices in the Philippine National Police (PNP) as perceived by police officers and the level of performance of the PNP station in Butuan City, Agusan del Norte, during calendar year 2023, as bases for strengthening adherence to gender equality. Employing a quantitative research approach with a descriptive analysis design, the study assessed gender equality practices, performance levels, and the issues and concerns encountered by police officers in implementing gender-related initiatives. The findings revealed that gender equality practices significantly contribute to the outstanding performance of the PNP in Butuan City by allowing the organization to access a wider pool of talents, skills, and competencies among both male and female officers. By minimizing gender bias and stereotypes, the PNP ensures that personnel selection and assignment are based on merit, resulting in a more inclusive and capable workforce. Furthermore, effective gender equality practices enhance public trust and confidence in the police force, as they reflect the organization's commitment to fairness, respect, and equal opportunity. This trust strengthens police–community relations and promotes cooperation that is essential for crime prevention and resolution. Overall, the integration of gender equality practices enables the PNP to maximize workforce potential, strengthen community support, and maintain peace, order, and public safety more effectively in Butuan City.

Keywords: Gender Equality Practices, Performance, Police Officers, PNP, Law and Order, Issues and Concerns

I. INTRODUCTION

Rationale of the Study

Studying and assessing gender equality practices in the police force is vital for promoting equality, enhancing trust, and improving police effectiveness. In Butuan City, evaluating these practices helps identify barriers preventing women from entering and advancing in the force, which leads to more representative and inclusive departments that inspire community trust.

Furthermore, gender equality in policing is crucial for addressing gender-based violence, as it sensitizes personnel to respond effectively to domestic violence and harassment cases. A diverse workforce brings different perspectives that improve problem-solving and operational capacity. Ultimately, by prioritizing equality within their own ranks, police departments serve as role models, breaking down biases in wider society.

Theoretical Framework

This study is anchored on several key psychological and sociological theories:

- **Social Role Theory:** Suggests that gender differences in the workplace result from societal expectations and traditional divisions of labor.
- **Human Capital Theory:** Posits that workplace inequalities stem from differences in education, skills, and experience, suggesting that equality is achieved by providing equal access to training and career development.
- **Stereotype Threat Theory:** Argues that negative stereotypes affect the performance and career progression of underrepresented groups, such as women in male-dominated fields.
- **Social Identity Theory:** Explains how individuals derive identity from group membership, and how group-based bias can lead to workplace inequality.
- **Intersectionality Theory:** Emphasizes that gender inequality intersects with other identities like race and class, requiring a non-binary, multi-faceted approach to discrimination.

Legal Bases

The study is supported by several Philippine laws aimed at eliminating discrimination:

- **RA 7192 (Women in Development and Nation-Building Act):** Promotes the integration of women in national development.
- **RA 6725:** Prohibits discrimination against women regarding terms and conditions of employment.
- **RA 7877 (Anti-Sexual Harassment Act):** Defines and prohibits sexual harassment in work and training environments.
- **RA 9710 (Magna Carta of Women):** A comprehensive law mandating equal access to opportunities and benefits.
- **RA 10911 (IRR):** Ensures a safe work environment and protects the rights of police officers.

Statement of the Problem

This research determines the extent of gender equality practices and the level of performance in the Philippine National Police (PNP) station of Butuan City for the calendar year 2023. It specifically seeks to answer:

1. **What is the profile of the police officers** in terms of age, gender, civil status, education, rank, years in service, and training?
2. **What is the extent of gender equality practices** regarding equal pay, opportunities, flexible work, and anti-discrimination policies?
3. **What is the level of performance** in terms of law enforcement effectiveness, professionalism, and community relations?
4. **Is there a significant relationship** between gender equality practices and the level of performance?
5. **What are the issues and concerns** of officers relative to gender equality?

6. What adherence strategy can be formulated based on the findings?

Hypothesis

There is no significant relationship between the extent of gender equality practices and the level of performance of the police officers.

Significance of the Study

This research provides valuable insights for:

- **PNP Heads:** To provide direction for enacting gender equality programs.
- **Local Government Officials:** To develop interventions for specific weaknesses in current initiatives.
- **Constituents of Butuan City:** To increase awareness of the community's role in enhancing police performance.
- **Future Researchers:** To serve as a basis for subsequent analysis and policy comparison.

II. RESEARCH METHODOLOGY

Research Design

This study utilized a quantitative research methodology integrating both descriptive and analytical designs. The descriptive component was used to establish and depict the current condition of gender equality practices and performance among police personnel. The analytical design was employed to assess and test the relationships between multiple variables to enable predictions. The study followed a Systems Model approach (Input-Process-Output) to explore the potential for a strengthened adherence strategy.

Research Environment

The study was conducted in Butuan City, a first-class highly urbanized city in the Caraga Region of Mindanao, Philippines. While it serves as the *de facto* capital of Agusan del Norte, it operates as an administratively independent government. The location is situated along the Agusan River and is a historical center for trade and manufacturing.

Participants and Sampling

The respondents of the study were one hundred forty-eight (148) police officers stationed across five (5) different stations in Butuan City. The researchers used convenient and quota sampling for recruitment via an online survey platform. Participation was limited to those who voluntarily responded to the digital invitation.

Distribution of Respondents

Department / Unit	Frequency	Percentage
Station 1	30	20.27%
Station 2	30	20.27%
Station 3	30	20.27%
Station 4	29	19.59%
Station 5	29	19.59%
Total	148	100%

Research Instruments

The study employed a triangulation of data sources using the following instruments:

- **Questionnaire:** A three-part standard questionnaire was used to gather data on the officers' profiles, gender equality practices (50 items), and performance levels (24 items).
- **Focus Group Discussion (FGD):** Twelve (12) select representatives participated in a session to benchmark effective practices and verify data collected from the main instrument.
- **Documentary Analysis:** The researchers analyzed test results and performance duties as primary evidence of officer effectiveness.
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Data Gathering Procedure

The researchers secured official approval from the PNP Chief of Police in Butuan City before commencing the study. Upon receiving authorization, questionnaires were administered to the target respondents through a digital platform. Simultaneously, the FGD was conducted with the selected representatives to discuss initiatives and performance. Finally, the gathered data was sorted into tables for statistical analysis.

Statistical Treatment

To analyze the data, the following statistical tools were used:

- **Frequency Distribution and Percentage:** Used to process respondent profile data such as age, gender, rank, and years in the PNP.
- **Weighted Mean:** Employed to determine the extent of gender equality practices and the level of police performance.
- **Pearson-r:** Used to determine if a significant relationship exists between gender equality practices and officer performance.

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- **Thematic Content Analysis:** Used to interpret qualitative data regarding challenges encountered by the officers.

Scoring Procedure

Responses for both gender equality practices and performance were measured using a four-point scale:

- **4 (3.26 – 4.0):** Always / Highly Practiced (Outstanding)
- **3 (2.51 – 3.25):** Sometimes / Practiced (Very Satisfactory)
- **2 (1.76 – 2.5):** Rarely / Less Practiced (Satisfactory)
- **1 (1.0 – 1.75):** Never / Not Practiced (Needs Improvement)

III. PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA

Profile of the Respondents

The study involved 148 police officers from the Philippine National Police (PNP) Station in Butuan City.

- **Age and Gender:** The largest age group is 31–40 years old (46.62%), followed by 41–50 years old (28.38%). The force is predominantly male (72.30%), while females represent 27.70% of the respondents.
- **Civil Status:** A majority of the officers are married (74.32%), while 25% are single.
- **Educational Attainment:** The force is highly educated, with 95.95% holding a Bachelor's Degree.
- **Rank and Service:** The most common rank is Police Corporal (36.49%). Nearly half of the respondents (45.27%) have served in the PNP for 6–10 years.
- **Training:** 74.32% of the officers have completed more than 24 hours of training and seminars.

Extent of Gender Equality Practices

The overall extent of gender equality practices in the PNP Butuan City was rated with a **Composite Mean of 3.80**, interpreted as "**Highly Practiced**".

- **Highest Rated Practices:** Diversity and Inclusion initiatives (Mean: 3.82) and Gender-Neutral Policies (Mean: 3.82) received the highest ratings.
- **Specific Strengths:** The most highly practiced individual indicators included providing family-friendly benefits (3.86), promoting gender equality (3.84), and utilizing gender-neutral language (3.84).
- **Other Key Areas:** Mentorship and sponsorship programs (3.81), equal opportunities (3.80), and equal pay (3.78) were also consistently rated as highly practiced.

Level of Performance of Police Officers

The officers' performance achieved an Overall Aggregate Mean of 3.92, which is interpreted as "Outstanding".

- **Response Time and Effectiveness:** This category received the highest mean of **3.93**, with officers showing exceptional ability to respond to emergency reports.
- **Professionalism and Conduct:** Officers were rated "Outstanding" in personal conduct and discipline (3.92), administrative duties (3.92), and professionalism (3.91).
- **Community Relations:** The level of performance in building trust and communicating with the community was also rated as "Outstanding" (3.92).

Relationship Between Variables

The statistical analysis revealed a Pearson r-value of 0.5752 with a P-Value of 0.00001.

- **Hypothesis Decision:** Since the P-value is less than the standard significance level (0.05), the Null Hypothesis was rejected.
- **Conclusion:** There is a significant positive relationship between the extent of gender equality practices and the level of performance of the police officers in Butuan City.

Challenges and Issues Encountered

The primary issues identified by the respondents included:

- **Infrastructure Gaps:** Insufficient funds for separate quarters for women and designated breastfeeding areas (Rank 1)
- **Perception and Culture:** Underestimation of female officers' abilities (Rank 2) and the presence of a "macho" culture (Rank 10)
- **Policy and Training:** Legal barriers from outdated circulars and a lack of continuous training opportunities

IV. SUMMARY, FINDINGS, CONCLUSION, AND RECOMMENDATIONS

Summary

This research assessed the extent of gender equality practices and the level of performance of the Philippine National Police (PNP) in Butuan City for 2023. Utilizing a quantitative descriptive-analytical design, the study aimed to identify current practices, performance levels, and prevailing issues to serve as a basis for a Strengthened Gender Equality Adherence Strategy.

Findings

1. **Gender Equality Practices (Mean: 3.80):** The PNP Butuan City demonstrates a strong commitment to equality, interpreted as "Highly Practiced." Key strengths include gender-neutral policies, diversity initiatives, and family-friendly benefits.
2. **Performance Level (Mean: 3.92):** The officers' performance is rated as "Outstanding" across all facets, particularly in response time, law enforcement effectiveness, and community relations.
3. **Correlation:** There is a significant relationship between gender equality practices and police performance, suggesting that as equality practices improve, performance levels also rise.
4. **Top Challenge:** The primary issue identified is insufficient funds and facilities, specifically the lack of separate quarters for women and designated breastfeeding areas.

Conclusion

Gender equality practices are pivotal to the outstanding performance of the PNP in Butuan City. By removing biases and stereotypes, the organization taps into a wider talent pool and fosters a diverse workforce. Furthermore, these practices enhance public trust and confidence, which are essential for effective community policing and a safer society.

Recommendations

- **Training:** Implement mandatory and comprehensive Gender Sensitivity Training to address unconscious biases.
- **Recruitment:** Enhance recruitment and promotion to ensure equal opportunities and gender-neutral selection criteria.
- **Support Systems:** Develop mentoring programs and support networks to help female officers overcome professional barriers.

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- **Policy Review:** Regularly review internal procedures to eliminate discriminatory practices and establish clear mechanisms for gender-related complaints.
 - **Infrastructure:** Prioritize the allocation of funds for gender-specific facilities (quarters and lactation rooms).

V. OUTPUT OF THE STUDY

Proposed Output: Strengthened Gender Equality Adherence Strategy

Based on the findings, the study proposes a comprehensive strategy aimed at transforming the PNP into a more inclusive and effective organization.

- **Rationale:** Gender equality is not just a human right but a driver of operational efficiency. The strategy seeks to dismantle historical disparities, eliminate "macho" culture, and ensure that all officers, regardless of gender, can thrive.
- **General Objectives:**
 1. Promote gender-sensitive policies to create a supportive work environment.
 2. Increase female representation in leadership positions through equal advancement opportunities.
 3. Foster a culture of respect and fairness by raising awareness of the negative impacts of bias.
 4. Enhance training to specifically address gender-based violence and sexual harassment within the force.
 5. Establish a monitoring and evaluation system to ensure the continuous improvement and sustainability of these equality initiatives.

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