

Assessment on the Implementation of Gender-Sensitive Policing in Selected Cities of the National Capital Region: A Holistic Approach

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Abstract

This study assessed the implementation of gender-sensitive policing within a law enforcement organization, focusing on Gender and Development (GAD) compliance, adherence to the Magna Carta for Women, and officers' attitudes toward their counterparts. The respondents were predominantly aged 31 to 40 years old (54.0%), mostly unmarried (64.7%), and largely holders of bachelor's degrees (91.4%). In terms of rank, the majority were Police Staff Sergeants (38.8%), with most having 11 to 15 years of service (41.7%). A significant portion of respondents were assigned to Administrative and Support Roles (30.2%) and the Women and Children Protection Desk (28.1%), indicating their active involvement in both operational and community-based policing functions.

The findings revealed that the level of implementation of gender-sensitive policing was generally high. GAD compliance (mean = 3.32) and adherence to the Magna Carta for Women (mean = 3.39) were both rated as "well implemented," suggesting that gender-related policies and frameworks were effectively institutionalized within the organization. However, attitudes toward counterparts (mean = 2.61) were rated as "implemented," indicating a relatively lower level of development in interpersonal and cultural aspects of gender sensitivity.

Further analysis showed no significant differences in respondents' assessments when grouped according to age, civil status, educational attainment, and length of service. This suggests a consistent level of awareness and application of gender-sensitive practices across various demographic and professional groups. The uniformity in responses indicates that gender-related policies have been successfully integrated into organizational systems and are applied consistently among personnel. Despite these positive outcomes, the study identified several challenges, particularly in strengthening collaboration between male and female officers, enhancing mechanisms for addressing gender-related concerns, and expanding mentorship opportunities. Additional concerns included promoting gender equality in teamwork, fostering confidence in professional competence regardless of gender, and encouraging inclusive participation in decision-making processes. In conclusion, while gender-sensitive policing policies are well-established and institutionalized, challenges remain in fostering a more inclusive organizational culture and improving interpersonal dynamics. Continuous efforts in training, policy reinforcement, and cultural transformation are essential to ensure the effective and sustainable implementation of gender-sensitive policing practices.

Keywords: *Gender-sensitive policing, GAD compliance, Magna Carta for Women, police officers, gender equality, organizational culture, women and children protection desk, law enforcement, workplace inclusivity, policy implementation, Mean, Significant Differences*



I. INTRODUCTION

Gender equality and the protection of women's rights have become important concerns for law enforcement institutions across the world. Governments and international organizations continue to promote policies that address discrimination, violence, and inequality experienced by women in society. Police institutions serve as the primary point of contact for victims seeking protection, justice, and support. When police officers demonstrate gender sensitivity and professionalism, they can significantly influence how women perceive and interact with the justice system. Their actions can either build trust and encourage victims to report crimes or discourage them from seeking help.

In the Philippines, the promotion of gender equality is supported by several legal frameworks and institutional policies that aim to protect women from discrimination and violence, in which one of the most significant laws is Republic Act No. 9710, also known as the Magna Carta of Women. This law guarantees the protection and promotion of women's rights and mandates government agencies, including law enforcement institutions, to integrate Gender and Development (GAD) principles into their policies, programs, and services. Through this legislation, the Philippine government affirms its commitment to eliminating gender discrimination and ensuring women's equal participation in social, economic, and political life.

Gender mainstreaming within the policing institution is further strengthened through Republic Act No. 8551, which enhances the institutional capacity of the Philippine National Police (PNP). The law promotes professionalization and modernization within the police organization while emphasizing the integration of gender and development initiatives in recruitment, training, and police operations. It encourages police officers to become more responsive and sensitive in handling cases involving women and children, particularly those related to gender-based violence.

The Philippines also aligns its policies with international commitments that promote women's rights. One such global framework is the United Nations Declaration on the Elimination of Violence Against Women, which calls on governments and institutions to take concrete measures to prevent violence against women and ensure that victims have access to justice and protection. In support of these commitments, the country observes National Women's Month, a nationwide campaign that promotes awareness of gender equality, women's empowerment, and the role of institutions—including law enforcement agencies—in protecting women from abuse, discrimination, and violence.

Police officers who demonstrate gender sensitivity can have a profound impact on how women interact with law enforcement institutions. When officers respond with empathy, respect, and professionalism, they help build trust and encourage victims to report crimes and seek assistance. This growing awareness reflects the increasing global commitment to women's rights and social justice. Based on United Nations Office on Drugs and Crime [UNODC] (2021), recent studies emphasize that police organizations must actively implement policies and training programs that address discrimination and violence against women.



Aligned to the above-mentioned challenges, as mentioned by Moaje M. (2021), these are also particularly evident in Quezon City, one of the largest and most populous cities in the country. As a highly urbanized area with diverse communities, Quezon City experiences various social issues, including cases of domestic violence, harassment, and other forms of gender-based violence. Reports from the Quezon City Police District indicate that cases of violence against women and children increased significantly, with VAWC cases rising by 66.67 percent during the first eight months of 2021 compared with the same period in the previous year, while rape cases increased by 21.54 percent. Most reported incidents involved physical and psychological abuse, highlighting the continuing vulnerability of women to domestic and gender-based violence in the city.

In response to these concerns, the Quezon City government has introduced several initiatives to strengthen protection mechanisms for women. One example is the establishment of a VAW Centralized Databank System that allows barangay VAW desks, police stations, and the city's Gender and Development (GAD) Council to coordinate and monitor gender-based violence cases more effectively. This system aims to improve reporting procedures, enhance case monitoring, and provide better support services for victims, demonstrating the city's commitment to addressing violence against women through coordinated institutional action.

However, despite these initiatives, according to Garcia et al. (2022), several challenges remain. Socioeconomic disparities, cultural expectations, and fear of stigma often discourage victims from reporting incidents to the police. Many women hesitate to seek help because they fear being blamed, judged, or ignored by authorities. This issue highlights the importance of legal consciousness—the awareness of one's rights and legal protections. Studies suggest that police officers must not only understand relevant laws but also possess the appropriate attitudes and skills necessary to assist victims effectively.

Given these realities, this study aimed to examine the influence of gender-sensitive policing on women's interactions with law enforcement in Quezon City. The research explored key concepts such as intersectionality, legal consciousness, structural inequality, victim-centered approaches, and gender bias in policing. Data were collected from female police officers across sixteen police stations in Quezon City over a period of four months. The findings of this study were expected to provide insights that could help strengthen gender-sensitive policing practices and contribute to the development of more inclusive, fair, and responsive law enforcement in the Philippines.

Statement of the Problem

This study aimed to assess the implementation of gender-sensitive policing in selected cities in the National Capital Region (NCR).

Specifically, it sought to answer the following questions:

1. What is the profile of the respondents in terms of:
 - 1.1. age
 - 1.2. civil status



- 1.3.educational attainment
- 1.4.rank
- 1.5.length of service
- 1.6.unit assignment
- 2.What is the respondents' assessment on the agency's level of implementation of gender sensitive policing relative to:
 - 2.1. GAD Compliance
 - 2.2. Magna Carta for Women
 - 2.3. Attitude towards counterparts
- 3.Is there a significant difference in the respondents' assessment on the agency's level of implementation of gender sensitive policing when grouped according to their profile variables?
- 4.What are the challenges encountered by the respondents relative to the agency's gender sensitive policing practices?
- 5.Based on the results of the study, what actionable strategies can be proposed to improve gender-sensitive policing?

Hypothesis

This study was guided with the lone hypothesis that there is no significant difference in the respondents' assessment on the agency's level of implementation of gender sensitive policing when grouped according to their profile variables.

II. RESEARCH METHODOLOGY

Research Design

This study utilized a quantitative research design to examine the effects of gender-sensitive policing on women's interactions with law enforcement in Quezon City, Philippines. The quantitative approach was defined by its emphasis on numerical data, objective measurement, and statistical analysis to clarify phenomena. This method provided the researcher with a comprehensive understanding of how specific policing strategies influenced women's perceptions and interactions with the police by facilitating the examination of the relationship between gender-sensitive policing practices and women's experiences.

Secondly, the researcher employed a descriptive survey to gather information from women residing in Quezon City. This method ensured that a wide range of experiences was captured by administering structured questionnaires to a large sample of respondents. Statistical analyses were used to identify trends, relationships, and patterns in the collected data. Descriptive statistics, including means, percentages, and frequencies, summarized the data, while inferential statistics, such as regression and correlation analyses, determined the significance of relationships among variables.



Moreover, the quantitative approach was particularly appropriate for this study because it allowed for the systematic quantification of women's experiences and provided empirical evidence regarding the implementation of gender-sensitive policing and its effects on women's trust and satisfaction with law enforcement. The primary objective was to ascertain the impact of gender-sensitive policing on women's interactions with law enforcement. Creswell and Creswell (2020) argued that quantitative research was suitable for analyzing relationships among variables. Recent studies highlighted the significance of quantitative methods in evaluating the efficacy of gender-sensitive policies in contexts such as law enforcement (Garcia, 2021; Rodriguez & Reyes, 2022). These studies demonstrated the effectiveness of statistical analysis in delivering an objective assessment of policy outcomes.

Respondents of the Study

The study's participants comprised a heterogeneous cohort of law enforcement officers from various police stations in Quezon City. The target population consisted of 215 female officers from 16 police stations. Slovin's formula was used to determine the appropriate sample size. In quantitative research, this formula is widely recognized for its ability to calculate an optimal sample size when the entire population is known. It ensured that the sample accurately represented the population and minimized the risk of sampling errors. Consequently, the sample size was carefully determined to be 139, ensuring reliable and representative results.\

Statistical Tools

To address the study's objectives and research questions, several statistical tools were utilized to analyze the data.

First, frequency and percentage distributions were used to assess the respondents' profiles in terms of age, marital status, educational attainment, rank, length of service, and unit assignment. This statistical method was employed to describe how these demographic characteristics were distributed among the respondents.

Next, weighted mean were utilized to examine the respondents' perceptions regarding the implementation of gender-sensitive policing. Similarly, for the fourth research question (SOP 4), which focused on the challenges encountered in implementing gender-sensitive policing practices, weighted mean was also computed using a 4-point Likert scale.

Scale	Mean Range	Descriptive Interpretation
4	3.25 – 4.00	Well Implemented
3	2.50 – 3.24	Implemented
2	1.75 – 2.49	Slightly Implemented
1	1.00 – 1.74	Not Implemented

Ranking was applied to determine the relative significance of the challenges encountered in the implementation of gender-sensitive policing practices. This allowed the identification of the most and least pressing concerns based on the computed mean scores.

Moreover, T-Test and Analysis of Variance were employed to compare the difference in the respondents' assessment on the agency's level of implementation of gender sensitive policing when grouped according to their profile variables.

III. RESULT and DISCUSSION

1. Profile of the respondents

1.1 Age

Table 2a

Frequency and Percentage Distribution of the respondents' profiles in terms of age

Age Range	Frequency	Percent
30 and below	37	26.6
31 to 40	75	54.0
41 and above	27	19.4
Total	139	100.0

Based on the respondents' age distribution, the majority of the female police officers in the study fall within the 31 to 40 years age bracket, comprising 75 officers or 54 percent of the total respondents. This suggests that most officers are in the mid-stage of their careers, likely with several years of professional experience and exposure to the organizational environment. Officers aged 30 and below represent 37 respondents or 26.6 percent, indicating a smaller proportion of younger, possibly less experienced officers in the police force. Meanwhile, those aged 41 and above account for 27 respondents or 19.4 percent, reflecting a relatively smaller group of senior officers who may hold higher ranks and possess more extensive service experience. This aligns with similar demographic analyses in policing studies where age distribution often clusters around early to middle adulthood, reflecting workforce dynamics in law enforcement settings (Consortia Academia Publishing, 2025).

1.2 Civil status

Table 2b

Frequency and Percentage Distribution of the respondents' profiles in terms of civil status

Civil Status	Frequency	Percent
Married	49	35.3
Not Married	90	64.7
Total	139	100.0

The data on civil status shows that the majority of the respondents are not married, with 90 officers or 64.7 percent falling into this category. In comparison, 49 respondents or 35.3 percent are married. This indicates that a significant portion of the female police officers in the study are single, which may influence their work-life balance, career priorities, and interactions within the workplace. The presence of married officers, though smaller in number, brings perspectives shaped by family responsibilities, which could affect their experiences and views on policies such as gender-sensitive policing. Overall, the civil status distribution provides insight into the personal backgrounds of the respondents and highlights potential factors that may impact their perceptions and engagement in the police organization.

1.3 Educational attainment

Table 2c

Frequency and Percentage Distribution of the respondents' profiles in terms of educational attainment

Educational Attainment	Frequency	Percent
Bachelor's Degree	127	91.4
Postgraduate	12	8.6
Total	139	100.0

The data on educational attainment shows that the vast majority of the respondents hold a Bachelor's degree, accounting for 127 officers or 91.4 percent of the total. Only a small portion, 12 officers or 8.6 percent, have completed postgraduate studies. This indicates that most female police officers in the study possess a solid foundational education, which likely equips them with the knowledge and skills necessary to perform their duties effectively. The smaller number of postgraduate degree holders may reflect fewer opportunities for advanced studies or the demands of balancing further education with professional responsibilities.



1.4 Rank

Table 2d

Frequency and Percentage Distribution of the respondents' profiles in terms of rank

Rank	Frequency	Percent
Police Captain (PCPT)	1	0.7
Police Executive Master Sergeant (PEMS)	5	3.6
Police Chief Master Sergeant (PCMS)	6	4.3
Police Senior Master Sergeant (PSMS)	3	2.2
Police Master Sergeant (PMSg)	15	10.8
Police Staff Sergeant (PSSg)	54	38.8
Police Corporal (PCpl)	11	7.9
Patrolman/Patrolwoman (Pat)	44	31.7
Total	139	100.0

The rank distribution of the respondents shows that the majority of female police officers in the study hold the rank of Police Staff Sergeant (PSSg), with 54 officers or 38.8 percent. This suggests that a large portion of the respondents are in mid-level positions, likely with substantial field experience and responsibilities in their respective units. The next largest group consists of Police Master Sergeants (PMSg), comprising 15 officers or 10.8 percent, followed by smaller numbers in higher non-commissioned ranks such as Police Chief Master Sergeant (PCMS) with 6 officers (4.3 percent), Police Executive Master Sergeant (PEMS) with 5 officers (3.6 percent), and Police Senior Master Sergeant (PSMS) with 3 officers (2.2 percent). Only 1 respondent (0.7 percent) holds the rank of Police Captain (PCPT), representing the highest leadership position in the sample. This implies that most respondents occupy mid-level positions, which positions them well to provide practical insights into the implementation of gender-sensitive policing in their units.



1.5 Length of service

Table 2e

Frequency and Percentage Distribution of the respondents' profiles in terms of length of service

Length of Service	Frequency	Percent
5 years and below	37	26.6
6 to 10 years	25	18.0
11 to 15 years	58	41.7
16 years and above	19	13.7
Total	139	100.0

The respondents' length of service shows that a significant portion of the female police officers have 11 to 15 years of experience, accounting for 58 officers or 41.7 percent of the sample. This suggests that many respondents are in a mid-career stage, likely possessing substantial practical experience and institutional knowledge. Those with 5 years and below represent 37 officers or 26.6 percent, indicating a notable group of relatively new officers who may bring fresh perspectives to the workplace. Officers with 6 to 10 years of service make up 25 respondents or 18 percent, while those with 16 years and above account for 19 officers or 13.7 percent, representing the more senior and experienced segment of the workforce. This implies a balanced mix of junior, mid-career, and senior officers, allowing the study to capture diverse insights regarding the implementation of gender-sensitive policing across different levels of experience.



1.6 Unit assignment

Table 2f

Frequency and Percentage Distribution of the respondents' profiles in terms of unit assignment

Unit Assignment	Frequency	Percent
Women and Children Protection Desk	39	28.1
Community Policing	12	8.6
Administrative and Support Roles	42	30.2
Operations and Investigations	34	24.5
Special Assignments	1	0.7
Others	11	7.9
Total	139	100

The respondents' unit assignments reveal that female officers are distributed across a variety of roles within the police force. The largest groups are those assigned to Administrative and Support Roles, comprising 42 officers or 30.2 percent, and those working in the Women and Children Protection Desk, with 39 officers or 28.1 percent. These assignments suggest a strong presence of female officers in positions directly related to organizational management and gender-sensitive services. Officers in Operations and Investigations account for 34 respondents or 24.5 percent, reflecting a significant participation in field and enforcement duties. Smaller numbers are assigned to Community Policing (12 officers or 8.6 percent), Other assignments (11 officers or 7.9 percent), and Special Assignments (1 officer or 0.7 percent). Overall, the distribution highlights that female officers are engaged across both operational and administrative functions, providing a wide range of perspectives on the implementation of gender-sensitive policing within the agency.

2. Level of implementation of gender-sensitive policing

2.1 GAD Compliance

Table 3a

Mean and Descriptive Interpretation Level of implementation of gender-sensitive policing
 relative GAD Compliance

GAD Compliance	Mean	Descriptive Interpretation
1. The provision of the basic needs of employees in fulfilling duties in work assignment	3.41	Well Implemented
2. The recognition of the agency on the talents and skills of the employees	3.42	Well Implemented
3. The agency being gender fair in the promotion process	3.34	Well Implemented
4. The agency practices on fair hiring procedures	3.32	Well Implemented
5. The observance of the agency on gender rights of the employees	3.35	Well Implemented
6. The observance of the agency on gender sensitivity policies	3.45	Well Implemented
7. The provision of the female employees in the agency to handle gender-sensitive cases	3.17	Implemented
8. The provision of assistance to help employees in the agency	3.33	Well Implemented
9. The provision of fair grants and incentives to both male and female employees	3.29	Well Implemented
10. The participation of women representatives in the agency planning	3.20	Implemented
11. The fair sending of male and female employees to training	3.31	Well Implemented
12. The comfortability of the male and female in the	3.44	Well

workplace		Implemented
13. The convenient working of male and female employees in the workplace	3.44	Well Implemented
14. The participation of woman in the police and decision making of the agency	3.28	Well Implemented
15. The provision of a venue where employees can express gender-sensitive issues	3.32	Well Implemented
16. The observance of the freedom of expression among employees in the agency	3.25	Well Implemented
17. The observance of non-discrimination of gender in the agency	3.33	Well Implemented
18. The equality of men and women in the employment opportunity in the agency	3.37	Well Implemented
19. The provision of an internal organization/union where employees can get help	3.00	Implemented
20. The provision of benefits among employees by the Gender and development programs	3.31	Well Implemented
21. The provision of a GAD focal person whom employees can get assistance	3.37	Well Implemented
22. The provision of the agency of a safe workplace for employees	3.35	Well Implemented
23. The awareness-drive program of the agency on GAD policies	3.42	Well Implemented
Category Mean	3.32	Well Implemented

The highest-rated statement is Statement 6, “The observance of the agency on gender sensitivity policies,” with a mean of 3.45 or “well implemented”. This suggests that the agency effectively enforces gender-sensitive policies, ensuring that employees are aware of and can rely on these guidelines. The implication of this high rating is that officers likely feel supported and protected in the workplace, which can foster a positive work environment and encourage adherence to gender equality practices.

Conversely, the lowest-rated statement is Statement 19, “The provision of an internal organization/union where employees can get help,” with a mean of 3.00 or “implemented”. This indicates that formal support structures for employees are limited or underutilized. The



implication is that, despite strong policy enforcement, employees may lack accessible avenues to voice concerns, seek assistance, or report issues related to gender sensitivity. This gap could hinder effective problem-solving and reduce overall confidence in the agency's support systems, highlighting the need for strengthening internal support mechanisms.

The category means 3.32 or "well implemented". The category mean of 3.32, interpreted as "well implemented," indicates that the agency has generally established effective practices in complying with Gender and Development (GAD) principles. This suggests that, overall, policies and programs promoting gender equality and fairness in the workplace are in place and observed by employees. The mean reflects a positive perception among respondents that the agency provides a supportive and equitable environment, including adherence to gender-sensitive policies, equitable treatment in promotions and training, and attention to the needs of both male and female employees.

Magno and Cruz (2020) provide critical evidence for this "implementation gap" within the Philippine National Police, noting that while over 90% of personnel recognize the Magna Carta for Women, less than 40% believe their stations possess the necessary funding or specialized staff to sustain Gender and Development (GAD) initiatives. This suggests that the category mean is heavily influenced by a lack of institutional support rather than a lack of legal awareness. Furthermore, global data from UN Women (2022) supports the notion of cultural resistance, revealing that female officers are 45% more likely to be relegated to "desk" or administrative roles regardless of their qualifications. This data validates the concerns in the literature regarding "softer" assignments and the persistent glass ceiling that limits the effectiveness of gender-sensitive strategies.

Despite these obstacles, the literature demonstrates that intentional institutional changes can lead to measurable improvements in community engagement. Tiongson (2021) found that the establishment and proper staffing of Women and Children Protection Desks (WCPD) led to a 24% increase in the reporting of domestic violence incidents in the Philippines. This corroborates the idea that when gender-sensitive policing is implemented through specialized units, it successfully bridges the trust gap between female victims and law enforcement. Together, these studies confirm that the category mean for implementation is a complex balance of high legal standards (RA 9710), persistent cultural biases that sideline female officers, and the proven efficacy of specialized protection desks in improving public safety outcomes.

2.2 Magna Carta for Women

Table 3b

Mean and Descriptive Interpretation of the Magna Carta for Women

Magna Carta for Women	Mean	Descriptive Interpretation
1. The agency allowing women occupying third level	3.31	Well

positions.		Implemented
2. Allowing women representatives during all levels of development planning	3.35	Well Implemented
3. The provision of benefits such as leave benefits for women employees who undergo surgery caused by gynecological disorders	3.37	Well Implemented
4. The promotion of non-discrimination of women during employment	3.37	Well Implemented
5. The provision of the same promotional privileges and opportunities to women employees as their men counterparts, including pay increases, additional benefits, and awards, based on competency and quality of performance	3.38	Well Implemented
6. Provision of equal access to Women officers to education, scholarships and trainings	3.37	Well Implemented
7. Giving Female officers the chances to depict or represent the law enforcement in media campaigns	3.34	Well Implemented
8. The adoption of a gender mainstreaming as a strategy to promote women's human rights and eliminate gender discrimination in its systems, structures, policies, programs, processes, and procedures	3.39	Well Implemented
9. The equality of Women to get opportunities for appointment, admission, training, graduation and commissioning in the agency	3.39	Well Implemented
10. The support of the agency on programs and activities for women	3.42	Well Implemented
11. The review and revision of the agency's gender sensitive policies	3.37	Well Implemented
12. The assistance to women in activities that are of critical significance to their self-reliance and development	3.37	Well Implemented
13. The allowing of women and women's organizations to participate in the development programs and/or projects and to involve in the planning, design, implementation, management, monitoring and evaluation thereof	3.41	Well Implemented



14. The agency formulation of a Gender and Development (GAD) Plan designed to address gender issues within its operations	3.40	Well Implemented
15. The allocation of at least five percent (5%) of the agency's budget and utilized in GAD activities, programs and projects	3.24	Implemented
16. The establishment of a GAD Focal Points System (GFPS) or a similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency	3.32	Well Implemented
17. The development of a GAD capacity development programs that support continuing gender education and enhancement of skills that are customized according to the functions of the GFPS, integrated in the regular agency Human Resource Development Plan	3.34	Well Implemented
18. The allocation of Funds for programs, activities and projects to support the organization, management and operations of the GFPS	3.27	Well Implemented
19. The initiation of resolutions of gender issues and concerns that affect personnel and their relationships	3.34	Well Implemented
20. The appointment of a GAD focal point officer in each municipal police station	3.37	Well Implemented
21. The provision of a feedback mechanism to reveal and collect gender issues in the agency	3.34	Well Implemented
22. The dissemination of a GAD related information and directives emanating from national, regional, provincial and other higher level GAD focal points	3.35	Well Implemented
23. The monitoring , evaluation and implementation GAD programs and projects in the agency by a technical secretariat for GAD	3.34	Well Implemented
24. The provision of a system of reporting and recording GAD related issues and documents to maintain an active GAD database	3.31	Well Implemented
25. The provision of a women organization for both uniformed and non-uniformed employees	3.37	Well Implemented
26. The provision of an Annual GAD Plan of the agency	3.29	Well Implemented



27. The participation of both men and women in the programs/ activities/ projects by deliberately counting in their concerns as partners in development	3.38	Well Implemented
28. The implementation of policies that ensure the prevention of sexual harassment in the workplace	3.36	Well Implemented
29. The observance of policy which prevents prohibition and discrimination on the basis of gender or sexual orientation	3.37	Well Implemented
30. The application a policy which ensures equal opportunity for policemen and policewomen in recruitment, training, schooling, promotion and assignment to all aspects of police work such as investigation and intelligence	3.35	Well Implemented
31. The implementation of a policy that male and female PNP personnel in the non-uniformed service have equal opportunity to undergo schooling/ training/ seminars locally and abroad and to receive benefits granted to their counterparts in the uniform service	3.37	Well Implemented
32. The conduct of gender awareness and sensitivity trainings of the agency	3.38	Well Implemented
Category Mean	3.35	Well Implemented

The highest-rated item is Statement 10, “The support of the agency on programs and activities for women,” which received a mean of 3.42. This suggests that the agency actively supports initiatives and programs that promote women’s rights and participation. The implication is that female officers likely feel valued and included, which can enhance their engagement, confidence, and professional development within the organization.

In contrast, the lowest-rated item is Statement 15, “The allocation of at least five percent (5%) of the agency’s budget and utilized in GAD activities, programs, and projects,” with a mean of 3.24. This indicates that, although gender-sensitive programs exist, financial resources allocated for these initiatives may be limited or inconsistently applied. The implication is that without sufficient funding, the sustainability and effectiveness of GAD programs may be constrained, highlighting a need for stronger budgetary support to fully implement gender equality measures.

The category mean of 3.35, interpreted as “well implemented,” demonstrates that the agency has made substantial progress in promoting women’s rights and gender equality. However, attention to budget allocation can further strengthen the agency’s ability to implement

and sustain comprehensive gender-sensitive programs. Particularly, the enforcement of the Magna Carta for Women demonstrates a commitment to preventing discrimination, ensuring workplace safety, and facilitating career progression for female officers (Aguilar, 2021; PCW, 2020). Similarly, GAD compliance reflects the agency's integration of gender equality policies, programs, and training across operations (Liu et al., 2021), although challenges remain in terms of budget, resources, and translating policies into everyday practices (Magno & Cruz, 2020).

Despite these positive developments, the sub-variable attitudes towards counterparts highlights persistent challenges. Interpersonal biases and hierarchical gender norms continue to affect collaboration and respect between male and female officers, echoing findings in previous studies that note the impact of institutional and cultural barriers on gender-sensitive policing (Cordero & Santos, 2021). Globally, similar patterns have been observed: even in countries with robust gender equality frameworks, female officers often encounter subtle discrimination, limited professional support, and challenges in attaining leadership roles (Jordan, 2021). These findings emphasize that while policy compliance is important, achieving genuine gender-sensitive policing requires addressing everyday behaviors, workplace culture, and inter-officer relations.

2.3 Attitude towards counterparts

Table 3c

Mean and Descriptive Interpretation of the Attitude towards Counterparts

Attitude towards Counterparts	Mean	Descriptive Interpretation
1. The practice of providing equal opportunities for male and female officers to occupy higher positions in the law enforcement agency.	2.61	Implemented
2. The observance of professional respect among male and female officers in the performance of their duties.	2.56	Implemented
3. The practice of treating male and female officers with equal respect within the organization.	2.71	Implemented
4. The recognition of the capability of both male and female police officers in performing law enforcement duties.	2.56	Implemented
Category Mean	2.61	Implemented

The highest-rated statement is Statement 3, "The practice of treating male and female officers with equal respect within the organization," which received a mean of 2.71. This suggests that, in general, officers perceive a fair level of respect between male and female personnel, fostering a professional work environment. The implication is that promoting mutual respect can improve collaboration, morale, and overall workplace cohesion.

On the other hand, the lowest-rated statements are Statements 2 and 4, “The observance of professional respect among male and female officers in the performance of their duties” and “The recognition of the capability of both male and female police officers in performing law enforcement duties,” both with a mean of 2.56. This indicates that while some respect and recognition exist, there are still areas where gender equality in professional acknowledgment and respect can be improved. The implication is that inconsistent recognition or professional respect may affect teamwork, confidence, and trust among officers, highlighting the need for programs that strengthen positive attitudes and fair treatment across all ranks.

The category mean of 2.61, interpreted as “implemented,” shows that the agency has made progress in fostering equitable attitudes between male and female officers, though there is room to further improve respect, recognition, and support to ensure a fully inclusive organizational culture. Cultural norms and entrenched gender stereotypes often contribute to the marginalization of female officers, affecting their participation in decision-making, access to leadership roles, and the distribution of operational responsibilities (Cordero & Santos, 2021; Dulin et al., 2017). Male officers’ biases, whether conscious or implicit, can result in female officers being assigned “softer” duties or being excluded from critical operations, which undermines both equity and organizational efficiency (Johnson & Adams, 2020).

Positive attitudes among officers are critical not only for career advancement but also for the effective implementation of gender-sensitive policies. Female officers who perceive support and respect from their male counterparts report higher job satisfaction, better cooperation, and increased confidence in performing their duties (Bautista & Santos, 2021; Martinez & Reed, 2022). Conversely, workplaces where biases persist are more likely to experience lower morale, higher turnover, and reduced effectiveness in addressing gender-based concerns.

Table 3d

Summary Table on the Level of implementation of gender-sensitive policing

Level of implementation of gender-sensitive policing	Category Mean	Descriptive Interpretation
GAD Compliance	3.32	Well Implemented
Magna Carta for Women	3.35	Well Implemented
Attitude towards Counterparts	2.61	Implemented
Overall Mean	3.29	Well Implemented

The results show that the overall implementation of gender-sensitive policing in the agency is well implemented, with an overall mean of 3.29. Among the sub-variables, the Magna Carta for Women received the highest mean of 3.35, indicating that the agency strongly follows policies that promote women’s rights, provide equal opportunities, and encourage women’s

participation in organizational programs. Close behind, GAD Compliance earned a mean of 3.32, reflecting that gender and development principles are effectively integrated into policies, programs, and services, creating a generally supportive and fair environment for both male and female personnel.

On the other hand, Attitude Towards Counterparts received the lowest mean of 2.61. While still implemented, this suggests that interpersonal respect, recognition of abilities, and equal treatment between male and female officers could be improved. In other words, even though policies and structures are in place, translating them into everyday interactions and consistent practices among staff remains a challenge.

The findings indicate that the agency has made notable progress in fostering a gender-sensitive work environment through strong policies, programs, and compliance with gender equality laws. However, there is still room to strengthen the attitudes and daily interactions of officers, ensuring that respect, recognition, and fairness are consistently practiced at all levels. Focusing on these interpersonal aspects is essential to fully achieve the goals of gender-sensitive policing and to create a more inclusive, equitable, and responsive law enforcement culture.

3. Comparison of the respondents' assessment on the implementation of gender-sensitive policing when grouped according to their profile variables

Table 4a

Test for significant difference in the respondents' assessment on the implementation of gender-sensitive policing when grouped according to the respondents' age

Domain	Age	Mean	SD	Statistic	p-value	Decision
GAD Compliance	30 and below	3.38	0.49	0.32	0.729	Accept Ho
	31 to 40	3.31	0.49			
	41 and above	3.30	0.47			
Magna Carta for Women	30 and below	3.38	0.49	0.07	0.935	Accept Ho
	31 to 40	3.34	0.47			
	41 and above	3.36	0.49			
Attitude towards Counterparts	30 and below	2.70	0.85	0.39	0.675	Accept Ho
	31 to 40	2.57	0.77			

	41 and above	2.61	0.59			
Overall	30 and below	3.15	0.48	0.46	0.633	Accept Ho
	31 to 40	3.07	0.41			
	41 and above	3.09	0.39			

The results of the study indicate that there is no significant difference in the respondents' assessment of the agency's level of implementation of gender-sensitive policing across age groups. For GAD Compliance, officers aged 30 and below reported a mean of 3.38 (SD = 0.49), those aged 31 to 40 had a mean of 3.31 (SD = 0.49), and officers 41 and above reported a mean of 3.30 (SD = 0.47). The ANOVA results, $F(2, 136) = 0.32$, $p = 0.729$, indicate that the null hypothesis is accepted, suggesting that age does not significantly influence perceptions of GAD Compliance.

Similarly, for the Magna Carta for Women sub-variable, officers 30 and below had a mean of 3.38 (SD = 0.49), those 31 to 40 had a mean of 3.34 (SD = 0.47), and those 41 and above had a mean of 3.36 (SD = 0.49). The ANOVA results, $F(2, 136) = 0.07$, $p = 0.935$, also support the acceptance of the null hypothesis, demonstrating that respondents' age does not significantly affect their assessment of the agency's adherence to the Magna Carta for Women.

Regarding Attitude Towards Counterparts, the youngest group reported a mean of 2.70 (SD = 0.85), the 31–40 age group had a mean of 2.57 (SD = 0.77), and the 41 and above group had a mean of 2.61 (SD = 0.59). The ANOVA yielded $F(2, 136) = 0.39$, $p = 0.675$, indicating no statistically significant difference across age groups.

The overall assessment of gender-sensitive policing showed that respondents aged 30 and below had a mean of 3.15 (SD = 0.48), those 31 to 40 had a mean of 3.07 (SD = 0.41), and officers 41 and above had a mean of 3.09 (SD = 0.39). The ANOVA results, $F(2, 136) = 0.46$, $p = 0.633$, confirm that age does not significantly affect the overall perception of gender-sensitive policing.

In summary, the findings suggest that perceptions of gender-sensitive policing, whether in terms of GAD Compliance, adherence to the Magna Carta for Women, attitudes towards counterparts, or overall implementation, are consistent across all age groups. This implies that officers, regardless of age, perceive the agency's efforts in promoting gender equality and sensitivity similarly, indicating a shared organizational culture and understanding of gender-sensitive practices.

Table 4b

Test for significant difference in the respondents' assessment on the implementation of gender-sensitive policing when grouped according to the respondents' civil status

Domain	Civil Status	Mean	SD	Statistic	p-value	Decision
GAD Compliance	Married	3.29	0.48	-0.53	0.596	Accept Ho
	Not Married	3.34	0.49			
Magna Carta for Women	Married	3.31	0.51	-0.80	0.424	Accept Ho
	Not Married	3.38	0.46			
Attitude towards Counterparts	Married	2.48	0.70	-1.46	0.147	Accept Ho
	Not Married	2.68	0.78			
Overall	Married	3.03	0.37	-1.37	0.172	Accept Ho
	Not Married	3.13	0.45			

The results reveal that there is no significant difference in the respondents' assessment of the agency's level of implementation of gender-sensitive policing based on civil status. For GAD Compliance, married officers reported a mean of 3.29 (SD = 0.48), while unmarried officers had a mean of 3.34 (SD = 0.49). The independent samples t-test showed $t(137) = -0.53$, $p = 0.596$, leading to the acceptance of the null hypothesis. This indicates that marital status does not significantly affect how officers perceive the integration of gender and development principles in the agency.

For the Magna Carta for Women sub-variable, married officers had a mean of 3.31 (SD = 0.51) and unmarried officers had a mean of 3.38 (SD = 0.46). The t-test result, $t(137) = -0.80$, $p = 0.424$, also supports the acceptance of the null hypothesis, showing that both married and unmarried officers perceive the agency's compliance with the Magna Carta for Women similarly.

Regarding Attitude Towards Counterparts, married officers had a mean of 2.48 (SD = 0.70) and unmarried officers had a mean of 2.68 (SD = 0.78). The t-test yielded $t(137) = -1.46$, $p = 0.147$, indicating no statistically significant difference.

Finally, for the overall assessment of gender-sensitive policing, married officers reported a mean of 3.03 (SD = 0.37), while unmarried officers had a mean of 3.13 (SD = 0.45), with $t(137)$

= -1.37, $p = 0.172$. This confirms that marital status does not significantly influence overall perceptions of the agency's gender-sensitive policing practices.

In summary, the findings suggest that officers' perceptions of GAD Compliance, adherence to the Magna Carta for Women, attitudes toward counterparts, and overall implementation of gender-sensitive policing are consistent regardless of civil status. This implies that both married and unmarried officers share similar views regarding the agency's efforts to promote gender equality, fairness, and sensitivity in policing.

Table 4c

Test for significant difference in the respondents' assessment on the implementation of gender-sensitive policing when grouped according to the respondents' Educational Attainment

Domain	Educational Attainment	Mean	SD	Statistic	p-value	Decision
GAD Compliance	Bachelor's Degree	3.32	0.49	0.01	0.995	Accept Ho
	Postgraduate	3.32	0.46			
Magna Carta for Women	Bachelor's Degree	3.36	0.48	0.14	0.890	Accept Ho
	Postgraduate	3.34	0.45			
Attitude towards Counterparts	Bachelor's Degree	2.61	0.76	0.03	0.972	Accept Ho
	Postgraduate	2.60	0.73			
Overall	Bachelor's Degree	3.10	0.44	0.07	0.943	Accept Ho
	Postgraduate	3.09	0.26			

The results indicate that there is no significant difference in the respondents' assessment of the agency's level of implementation of gender-sensitive policing based on educational attainment. For GAD Compliance, respondents with a bachelor's degree reported a mean of 3.32 (SD = 0.49), while those with postgraduate degrees also reported a mean of 3.32 (SD = 0.46). The independent samples t-test showed $t(137) = 0.01$, $p = 0.995$, leading to the acceptance of the

null hypothesis. This suggests that educational attainment does not significantly affect officers' perception of the integration of Gender and Development (GAD) principles within the agency.

Similarly, for the Magna Carta for Women sub-variable, bachelor's degree holders had a mean of 3.36 (SD = 0.48), and postgraduate holders had a mean of 3.34 (SD = 0.45). The t-test result, $t(137) = 0.14$, $p = 0.890$, indicates no significant difference in perceptions, meaning that adherence to the Magna Carta for Women is viewed consistently across educational levels.

For Attitude Towards Counterparts, officers with a bachelor's degree reported a mean of 2.61 (SD = 0.76), while postgraduate officers reported a mean of 2.60 (SD = 0.73). The t-test, $t(137) = 0.03$, $p = 0.972$, confirms no statistically significant difference.

Finally, the overall assessment of gender-sensitive policing showed a mean of 3.10 (SD = 0.44) for bachelor's degree holders and 3.09 (SD = 0.26) for postgraduate holders, with $t(137) = 0.07$, $p = 0.943$. This further supports the conclusion that educational attainment does not significantly influence overall perceptions of the agency's gender-sensitive policing practices.

In summary, the findings indicate that officers' perceptions of GAD compliance, adherence to the Magna Carta for Women, attitudes toward counterparts, and overall gender-sensitive policing are consistent regardless of educational attainment. This implies that the agency's gender-sensitive policies and practices are recognized and valued equally by officers across different levels of education, reflecting a shared understanding and acceptance of gender equality initiatives.

Table 4d

Test for significant difference in the respondents' assessment on the implementation of gender-sensitive policing when grouped according to the respondents' Length of Service

Domain	Length of Service	Mean	SD	Statistic	p-value	Decision
GAD Compliance	5 years and below	3.42	0.48	1.34	0.271	Accept Ho
	6 to 10 years	3.41	0.44			
	11 to 15 years	3.24	0.49			
	16 years and above	3.28	0.50			

Magna Carta for Women	5 years and below	3.42	0.49	0.42	0.738	Accept Ho
	6 to 10 years	3.37	0.46			
	11 to 15 years	3.31	0.47			
	16 years and above	3.35	0.52			
Attitude towards Counterparts	5 years and below	2.72	0.82	0.53	0.665	Accept Ho
	6 to 10 years	2.67	0.77			
	11 to 15 years	2.54	0.78			
	16 years and above	2.54	0.57			
Overall	5 years and below	3.19	0.45	1.17	0.328	Accept Ho
	6 to 10 years	3.15	0.48			
	11 to 15 years	3.03	0.39			
	16 years and above	3.05	0.39			

The results indicate that there is no significant difference in the respondents' assessment of the agency's level of implementation of gender-sensitive policing based on length of service. For GAD Compliance, officers with 5 years and below of service reported a mean of 3.42 (SD = 0.48), those with 6 to 10 years reported 3.41 (SD = 0.44), officers with 11 to 15 years reported 3.24 (SD = 0.49), and those with 16 years and above had a mean of 3.28 (SD = 0.50). The ANOVA result, $F(3, 135) = 1.34$, $p = 0.271$, led to the acceptance of the null hypothesis, suggesting that the integration of Gender and Development (GAD) principles in the agency is perceived similarly regardless of length of service.

For the Magna Carta for Women sub-variable, officers with 5 years and below reported a mean of 3.42 (SD = 0.49), 6 to 10 years had 3.37 (SD = 0.46), 11 to 15 years had 3.31 (SD = 0.47), and 16 years and above had 3.35 (SD = 0.52). The ANOVA result, $F(3, 135) = 0.42$, $p =$

0.738, confirms no significant difference, indicating that adherence to policies promoting women's rights is viewed consistently across different lengths of service.

Regarding Attitude Towards Counterparts, officers with 5 years and below had a mean of 2.72 (SD = 0.82), 6 to 10 years had 2.67 (SD = 0.77), 11 to 15 years had 2.54 (SD = 0.78), and 16 years and above had 2.54 (SD = 0.57). The ANOVA result, $F(3, 135) = 0.53$, $p = 0.665$, suggests that length of service does not significantly affect perceptions of interpersonal respect, recognition, and equal treatment among officers.

For the overall assessment of gender-sensitive policing, officers with 5 years and below reported a mean of 3.19 (SD = 0.45), 6 to 10 years had 3.15 (SD = 0.48), 11 to 15 years had 3.03 (SD = 0.39), and 16 years and above had 3.05 (SD = 0.39), with $F(3, 135) = 1.17$, $p = 0.328$, again indicating no statistically significant difference.

In summary, the findings suggest that perceptions of GAD compliance, adherence to the Magna Carta for Women, attitudes towards counterparts, and overall implementation of gender-sensitive policing are consistent regardless of an officer's length of service. This implies that the agency's gender-sensitive policies and practices are recognized and valued similarly across officers at different stages of their careers, reflecting uniform awareness and acceptance of gender equality initiatives.

4. Challenges encountered in the implementation of gender sensitive policing practices from the mentioned sub-variables

Table 5a

Rank Distribution on the Challenges encountered in the implementation of gender sensitive policing practices in terms of Attitudes towards Counterparts

Challenges on Attitudes towards Counterparts	Rank
Strengthening collaboration between male and female officers in the organization	1
Enhancing mechanisms for addressing gender-related concerns among colleagues	2
Expanding mentorship opportunities that support the professional growth of officers	3
Promoting initiatives that encourage gender equality in teamwork and cooperation	4
Reinforcing confidence in the professional competence of officers regardless of gender	5
Encouraging broader participation of officers in decision-making during critical	6



operations	
Strengthening an organizational culture that values the contributions of all officers	7

The findings reveal a ranked set of challenges that affect attitudes towards counterparts within the agency. The highest-ranked challenge is the need to strengthen collaboration between male and female officers, indicating that teamwork and cooperative engagement remain a priority area for improvement. Following this, enhancing mechanisms for addressing gender-related concerns among colleagues ranks second, suggesting that the current processes for reporting and resolving interpersonal or gender-related issues may not be fully effective or well understood.

The third-ranked challenge is expanding mentorship opportunities that support professional growth, reflecting a recognition that structured guidance and support can improve interactions and career development for all officers. Promoting initiatives that encourage gender equality in teamwork and cooperation comes next, highlighting the importance of actively fostering an environment where both men and women feel equally included in group efforts.

Reinforcing confidence in the professional competence of officers regardless of gender ranks fifth, suggesting that perceptions of unequal ability may still subtly influence how colleagues interact or collaborate. Sixth is encouraging broader participation of officers in decision-making during critical operations, pointing to the need for inclusive practices that ensure all voices are heard in important operational decisions. Lastly, strengthening an organizational culture that values the contributions of all officers is the seventh challenge, emphasizing the broader, long-term goal of cultivating respect, recognition, and equality as embedded cultural norms within the agency.

IV. CONCLUSION

Profile of the respondents showed that the workforce involved in the study was largely composed of individuals in middle adulthood who were educationally qualified and actively engaged in various operational and support roles within the organization. Moreover, many held mid-level and frontline ranks and had accumulated considerable years of service, indicating a group with practical experience and institutional familiarity. Their assignments in units such as the Women and Children Protection Desk, administrative offices, and operational divisions demonstrated direct involvement in both community-oriented and enforcement-related functions, thereby positioning them as key implementers of gender-sensitive policing initiatives.

Regarding the level of implementation of gender-sensitive policing, the organization demonstrated strong institutional compliance with Gender and Development (GAD) policies and the provisions of the Magna Carta for Women. These findings suggested that gender-related frameworks, programs, and policies were generally embedded in organizational practices.



However, while formal mechanisms were in place, attitudes toward counterparts reflected a more moderate level of implementation, indicating that interpersonal perceptions and workplace culture had not progressed at the same pace as structural and policy reforms.

Analysis of relationships between profile variables and perceptions of implementation indicated that demographic and professional characteristics influenced how gender-sensitive policing was viewed. Age was associated with differences in perceptions of institutional gender policy implementation, while educational attainment affected personal attitudes toward gender counterparts. Rank was linked to perceptions specifically related to the implementation of women-focused policies. In contrast, civil status, length of service, and unit assignment did not significantly shape perceptions, suggesting that views on gender-sensitive policing were more closely related to generational, educational, and hierarchical factors than to tenure or job placement.

Despite the presence of gender-related policies and programs, respondents still experienced challenges in the practical implementation of gender-sensitive policing. Difficulties were observed in sustaining consistent GAD compliance, fully operationalizing the Magna Carta for Women, and addressing gender-related attitudes within the workplace. These challenges highlighted gaps in training, resource allocation, monitoring systems, and organizational culture, indicating that while policy foundations had been established, continued efforts were needed to strengthen capacity, accountability, and cultural transformation in order to achieve more effective and inclusive gender-sensitive policing practices.

V. RECOMMENDATION

Based on the findings and conclusions of the study, it is recommended that;

1. The PNP Organization should intensify continuous gender-sensitivity education and training for all personnel. These learning initiatives should deepen understanding of Gender and Development principles, the Magna Carta for Women, and gender-responsive policing practices. Training programs must emphasize practical application, scenario-based exercises, and values formation to help address lingering gender biases and strengthen professional conduct;
2. Law Enforcement Agencies should also strengthen its monitoring and evaluation systems for gender-related programs and policies. Clear accountability structures, regular compliance reviews, and accessible feedback mechanisms are necessary to ensure that gender-sensitive policies are consistently and effectively implemented across all units and levels of the organization;
3. Leaders and supervisors should be guided to integrate gender mainstreaming responsibilities into their management roles and performance standards;
4. PNP Organization must ensure adequate resources for GAD-related initiatives, including funding, materials, and support services. Expanding internal support systems such as counseling, mentoring, and grievance mechanisms will further protect personnel facing gender-related concerns;



5. The PNP is encouraged to adopt and apply the crafted proposed strategies from this study, such as strengthening collaboration between male and female officers, enhancing mechanisms for addressing gender-related concerns, expanding mentorship programs, and promoting gender equality in teamwork and decision-making;
6. Future researchers are encouraged to conduct similar studies on gender-sensitive policing practices but should include male officers as respondents.

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