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GENDER SENSITIVITY WITHIN THE PUBLIC SAFETY SECTOR IN SAN PABLO CITY, LAGUNA

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ABSTRACT

Gender equality and empowerment of both sexes in the workplace allow more opportunity and enhance the personnel's capability and job performance. In the context of public safety where sex is highly observed due to the nature of the job, gender sensitivity is oftentimes affected and, in some areas, discrimination exists. However, in the selected locale of the study, gender sensitivity is highly observed and given importance, and both sexes are given equal opportunity and treatment at all times. This study aimed to determine the perception of the group of respondents on gender sensitivity within the public safety sector in San Pablo City, Laguna, in terms of capability and job performance. The researcher employed a descriptive-quantitative research design through a survey questionnaire to gather accurate assessments by the group of respondents from the public safety sector, such as the Philippine National Police, Bureau of Jail Management and Penology, and the Bureau of Fire Protection. The findings revealed that gender sensitivity in the workplace within the public safety sector is largely upheld, highly observed, and promoted in the context of public safety concerning personnel capability and job performance. There is respect, autonomy, and equal treatment among the personnel. However, there is a potential benefit of enhancing employee capability through targeted interventions such as training and skills development to improve job performance outcomes in gender-sensitive environments. It was concluded that gender sensitivity in the workplace within the public safety sector is highly perceived. However, there is still a need to ensure consistent gender equality and awareness through capability training and interventions such as training development and close evaluation and motoring of gender-sensitive work environments. The researcher recommends a yearly evaluation and monitoring of enhancing capability and development programs to promote gender sensitivity.

KEYWORDS: *Gender sensitivity, Public Safety, Capability, Job performance, Workplace*

INTRODUCTION

The gender and sexism discourse in relation to workplaces is finally taking shape in some organizations. Most workplaces have more men than women, and any majority enable privilege. The problem is that men are not trained to recognize the signs of sexism, which leads to discrimination in the workplace that can cause an unhealthy work environment. There is a great deal an employer can do to ensure that both men and women have a good work environment.

Increased gender equality and gender-sensitive systematic work environment management can contribute to a better work environment for everyone.

LITERATURE REVIEW

The concept of gender sensitivity has been developed to reduce barriers to personal and economic development created by sexism. Gender sensitivity helps to generate respect for the individual regardless of sex. Gender sensitivity is not about pitting women against men. On the contrary, education that is gender-sensitive benefits members of both sexes. It helps them determine which assumptions in matters of gender are valid and which are stereotyped generalizations. Gender awareness requires not only intellectual effort but also sensitivity and open-mindedness. It opens up the widest possible range of life options for both women and men (UNESCO, 2004 as cited by Fernandes, 2018).

Gender sensitivity means respect for an individual irrespective of his or her gender. It involves greater awareness of the needs, aspirations, abilities, and professional values of employees as men and women, without any prejudice about their gender. A neutral workplace creates the right conditions for the fullest utilization of human potential in the organizational setting. Thus, it is imperative for people within an organization to be aware of the widest possible range of life options for everyone (Career Institute, 2015).

The ability to recognize gender issues and to recognize women's different perceptions and interests arising from their different social positions and gender roles. Gender sensitivity encompasses the ability to acknowledge and highlight existing gender differences, issues, and inequalities and incorporate these into strategies and actions. It is about changing behavior and instilling empathy into the views that we hold about our own and other genders. It helps examine their attitudes and beliefs and question the realities they thought they knew (Sharma, 2016).

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Yamaguchi's study (2019) concluded that in Japan, women are discriminated against in male-type jobs. Male-type jobs provide higher wages, require longer training, and have different masculine characteristics. The same scenario occurs in Pakistan, where women's employment in higher-paying jobs is very limited, and their advancement is slow compared to men's. Most women occupy low positions, and they suffer from gender discrimination.

Meanwhile, the United Nations ensures gender-sensitive policing throughout the work of the United Nations Police (UNP) as an operational necessity to address the differentiated security needs of women, men, girls, and boys. The UNP integrates the different concerns and vulnerabilities into the design, implementation, monitoring, and evaluation of all police activities ("Gender Initiatives" , n.d.).

Workplace experience can be from the perspective of the organization and the employees. Addressing the first point, research on women within organizations attempts to link the presence of women with the bottom line of the company. A study by Catalyst (2007), as cited by Kaul (2009), states that companies with more Women Board Directors have higher Return on Equity (53%), Return on Sales (42%), and Return on Invested Capital (66%) than those with the minimal representation of women on board. Arguably, then it makes business sense to discuss the role of women within organizations.

According to the Global Aid Network (2019), in many developing countries, women are viewed as second-class citizens. In countries like Benin and Tanzania, the inequality between men and women is an accepted part of society, and often men are not aware that women are experiencing hardships because of their sex.

Moreover, according to the European Institute for Gender Equality (2015), gender awareness raising plays an important role in informing women and men about gender equality, the benefits of a more gender-equal society, and the consequences of gender inequality. It also intends to change attitudes, behaviors, and beliefs that reinforce inequalities between women and men.

According to Singh (2019), his study states that an intervention program to diminish gender insensitivity and sexual harassment can significantly improve the environment in the institute. It is important to understand that giving respect to the opposite sex not only creates a gender-sensitive environment but also encourages individuals to rise above their current level, seek new opportunities, and move beyond outdated traditional mindsets. The ability of an organization to identify and address gender inequality and discrimination is essential for creating a gender-sensitive and inclusive work culture. Ultimately, the goal is to achieve gender equality (Prabhakar, 2019). According to Anethol, Barcuss, and Cobb-Clark (2009), discrimination against women in the workplace also exists in other parts of the world. Women are often viewed as unfit for senior management positions due to the high proportion of male managers who see women as lacking suitability for these roles. Additionally, Wood and Eagly (2010) stated that stereotypes influence attitudes toward women's performance and their promotion to higher management ranks. Both male and female employees believe that women require more time to attain senior management positions due to gender stereotyping attitudes.

Meanwhile in the context of public safety, historically, women were excluded from policing because they were thought to be physically as well as temperamentally unsuited for the rigors of police work. Even though most evaluations of behavior on the street reveal few differences in the way men and women perform most tasks, many police officers, a academicians, and observers, believe that women bring a different set of attitudes and values to policing. However, there has been little research that either confirms or casts doubt upon these attitudinal differences. Although men and women may not be equally integrated into their jobs as police officers, there are few differences in the ways men and women see their role, their clientele, or their departments (Worden, 2005).

According to Vasko (2024), women in policing emerged in specialized role positions based on gender but replaced this ideal with demands for equality and participation in uniform patrol. The roots of women in policing can be traced by their earlier approaches to addressing society's troubles. Their introduction into the occupation was one of the earliest significant modifications to policing. They filled a special role in many agencies early in the 20th century and were eventually hired for their distributive skills in mediating problems associated with women and children. In addition, despite the limitations placed on most women in policing during the early 20th century, the roles of women in policing continue to face hostility and harassment. They are underrepresented, and only a few have advanced to command and supervisory positions. Although women have served as police officers in Canada for approximately four decades, they still comprise only a small proportion of this profession (Perrott, 2021). As such, national and provincial police organizations are currently employing recruitment strategies with the aim of addressing this gender disparity. Despite these initiatives, the role of females within law enforcement remains complex, controversial, and limited. The issues surrounding female police officers and their contributions to Canadian law enforcement, to identify officers' perceptions about females' appropriateness and capabilities as police officers, and to provide a current assessment of female officers' occupational experiences (Lappage, 2015).

Men are disproportionately represented in many institutions, including law, politics, academy, and the economy. Women have made great strides in increasing representation in many of these professions except for policing, where police departments have had difficulty hiring, retaining, and promoting female officers. On women in policing, it is largely theoretical and does not thoroughly address advancement barriers, the retention of women, and women's experiences, as well as coping and adaptation

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strategies in the gendered institution of policing (Shelley, Morabito & Tobin-Gurley, 2011).

Female officers in Dubai and Taipei were more likely than their male colleagues to view women as capable and effective in performing police duties. Compared to their colleagues in Taiwan, the Emirati male and female officers were more likely to be supportive of women's restricted role in policing. Dubai male officers were less likely to be receptive to working in a unit with a female as their supervisor in comparison to their female colleagues in both countries (Chu, 2018).

Women firefighters' response to the gendered work environment was either to downplay gender differences and accept unfavorable customs or to actively challenge the existing masculinized culture. Many fire departments were ill-prepared for the mixed-gender workforce, women were more often forced to adapt to the masculine culture, and morale issues would allow gender-based challenges to the existing culture. The fire services are described as a vocation where men must prove they can be firefighters; women must prove they can, in some sense, be men (Hollerback et al., 2019). In Australia, despite the increasing percentage of women entering masculinized workplaces, certain organizations consistently see little change in the gender makeup of staff. Women in rigidly gendered organizations are victimized due to their gender. Women firefighters were less interested in dismantling general stereotypes about women's abilities as firefighters as they were about proving themselves as exceptional compared to other women and, therefore, deserving of the role of firefighters (Stamarski & Son Hing, 2016).

Meanwhile, the gender situation in the Philippines is characterized by sharp contradictions. It graphically showcases samples of women's advancement in politics, academic and professional excellence, and even legislation. But this is contrasted by images of prostituted women, battered wives, economically disadvantaged women, and exploited migrant workers. The conception of women as full-time homemakers, as subordinate to men, violence against them is private, as a reserve labor force, and as sexual objects are now being eroded by modern women asserting themselves in many aspects of life. On the other hand, some are marginalized, discriminated against, or exploited by the harsh realities of the global economy and consumerism (Anonuevo, 2000). More and more Filipino women in uniform are proving they can do whatever their male counterparts can. Females from all over have long broken the mold, but in the patriarchal Philippines, women are at the forefront of national security - whether as police officers, firefighters, or soldiers. Now, Pinays in uniform prove that what men can do, they can do too (Robillos, 2015). In Dumaguete City, Philippines, women perform well in the field of firefighting and can still do their duties like men. In fact, a woman's tender and loving care is very beneficial to the victims to calm them down. Further, the Chief of the Regional Operations Division of the Bureau of Fire Protection Region 7 (BFP 7) stated that for the second year, they held the Female Olympics to show that women are as effective as men in firefighting and they want to eradicate the notion of gender bias in the BFP, women can also do what men can in terms of rescue and putting out flames. He noted an increase in the number of female applicants to the BFP, that females comprise 20% of BFP 7, and that number continues to rise as they attempt to create a fire station where all the firefighters and marshals are women. He also urged women to join the region's firefighting force, emphasizing that not only men can do this work. The risk of work should not cause any apprehension to women because they can also do it (Sunnexdesk, 2017).

There is no gender gap in the BFP. The Fire Officer 1 training to be a firefighter entails tons of hard work. Even though it is difficult in terms of training, it can be learned. It's tough but manageable. It's all in the mind. Women go through the same training as men undergo; they all go through the exact same thing in assignments as well as in academic requirements are the same for the enhancement of their job performance (Robillos, 2015).

The high commanders of BFP recognized that in the past, women were not recruited and hired because of the occupational culture that was exclusionary. There seemed to be unequal employment opportunities in recruiting, hiring, assigning, and promoting women generally in the tri-bureau but more particularly in the fire service. With the selfless support through training and education facilitated by the instructors mentioned above, notwithstanding the encouragement of the superiors and colleagues, these lady firefighters are heroes already, standing up bravely to fight fires and related eventualities. They are the personification of gender equality in all aspects, as they show that women are very much capable of becoming firefighters (Hollerbach et al., 2019).

Even though it is given that women are usually in a disadvantaged position in workplaces compared to men, the promotion of gender equality requires explicit attention to women's needs and idiosyncrasies. Recognizes that there are significant negative effects of unequal power relations and expectations of men and boys due to stereotyping about what it means to be a male. The lectures emphasize that everyone should be free to develop his or her abilities and make choices without limitations set by rigid gender roles and prejudices (Magalit, 2018).

Women in leadership positions face an impossible situation. They will either receive feedback highlighting their lack of feminine, communal attributes, criticizing them for taking too much power, or for lacking some key leadership qualification. No matter their leadership style, they are deemed unfit. Women received more negative leadership attributes in greater overall quantity and variety than men. Specifically, women were more likely to be described as inept, frivolous, gossipy, excitable, scattered, temperamental, panicky, and indecisive; in other words, a host of negative feminine stereotypes, and women were evaluated as incompetent and not qualified to be leaders (Smith et al., 2018).

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THEORETICAL/CONCEPTUAL FRAMEWORK

The researcher was guided by the following theories and concepts relevant to her research work, which were derived from her findings of related literature and studies.

Theory of Gendered Practices in Organizations.

A vast amount of literature attempting to explain the mechanism of women's marginalization in the workplace through various theoretical approaches has identified several organization processes apparently responsible for the continued incidence of gender discrimination in the workplace. The discriminator organizational practices not only limit the desired movement of talent between organizational ranks but also reportedly impact the quality of employees' organizational experiences rendering less positive attitudes of female employees toward their jobs and less engagement in the work (Welle & Heilman, 2005 cited by Ansari, Jabeen, Baig & Salman, 2016).

In relation to the study, this theory explains the work role of women in an organization and how women are treated and discriminated against. Thus, research on gender sensitivity in the government agencies' workplace is important as it is commonly exhibited in some government organizational workplaces. However, there is a need to determine the causes and the level of assessment to come up with a possible solution to the problem.

Gender Sensitization

Gender sensitization involves teaching gender sensitivity and encouraging behavior modification by raising awareness of gender equality concerns. This can be achieved by conducting various sensitization campaigns, training centers, workshops, programs, etc. (Sharma, 2016). The goal of gender sensitization is to address issues in gender equality and encourage participants to pursue solutions (Vasundhara, 2020).

In relation to the study, this theory supports the notion that awareness of gender sensitivity must be increased by determining its causes. This will enhance knowledge and address issues relevant to the problem being studied.

Social Role Theory

This theory argues that individuals assimilate a gender role depending on their sex and behave according to this role in society. Some scholars believe gender roles are the result of a socialization process starting in early childhood and developing during adolescence. This is consistent with the liberal feminist thought that through family, school, and media, society supports and encourages the development of specific skills and qualities that facilitate the assimilation of social roles. Once rooted in individuals, gender roles are applied to domestic and working life and reproduce from one generation to another. Sex division of labor goes back historically, when male strength was required for outdoor activities such as hunting, and women were seen as more fragile and assumed domestic responsibilities. However, such characteristics lose their relevance in today's post-industrial societies. Based on differences in social behavior, expectations for men and women have varied. By perpetuating these expectations from generation to generation, social behavior has profoundly influenced both genders, leading to sexual stereotypes. Hence, the stereotypes of social roles govern male and female behavior. In this respect, men develop "agentic" characteristics such as assertiveness, independence, and competence that align with male social role expectations. In contrast, women develop "communal" characteristics such as friendliness, generosity, kindness, and compassion that are consistent with female social role expectations. Consequently, based on such traits, men are considered breadwinners and women as homemakers (Diekman & Goodfriend, 2008).

Schematic Illustration of the Study

To have a clearer picture of how the interaction of these concepts is used in this study, a schematic illustration of the study is constructed and presented in Figure 1.

The Independent Variables will affect the dependent variable through the moderator variables. The independent variable contains the (1) perception of gender sensitivity in the workplace within the public safety sector in San Pablo City, Laguna, in terms of capability and job Performance, (2) the correlation between capability and job performance on gender sensitivity in the workplace of government agencies within the public safety sector, and (3) predictive influence of capability on job performance through regression analysis. The moderator variable that is assumed to affect the process contains the group of respondents, specifically the personnel in the Philippine National Police (PNP), Bureau of Jail Management and Penology (BJMP), and the Bureau of Fire Protection (BFP) in San Pablo City, Laguna.

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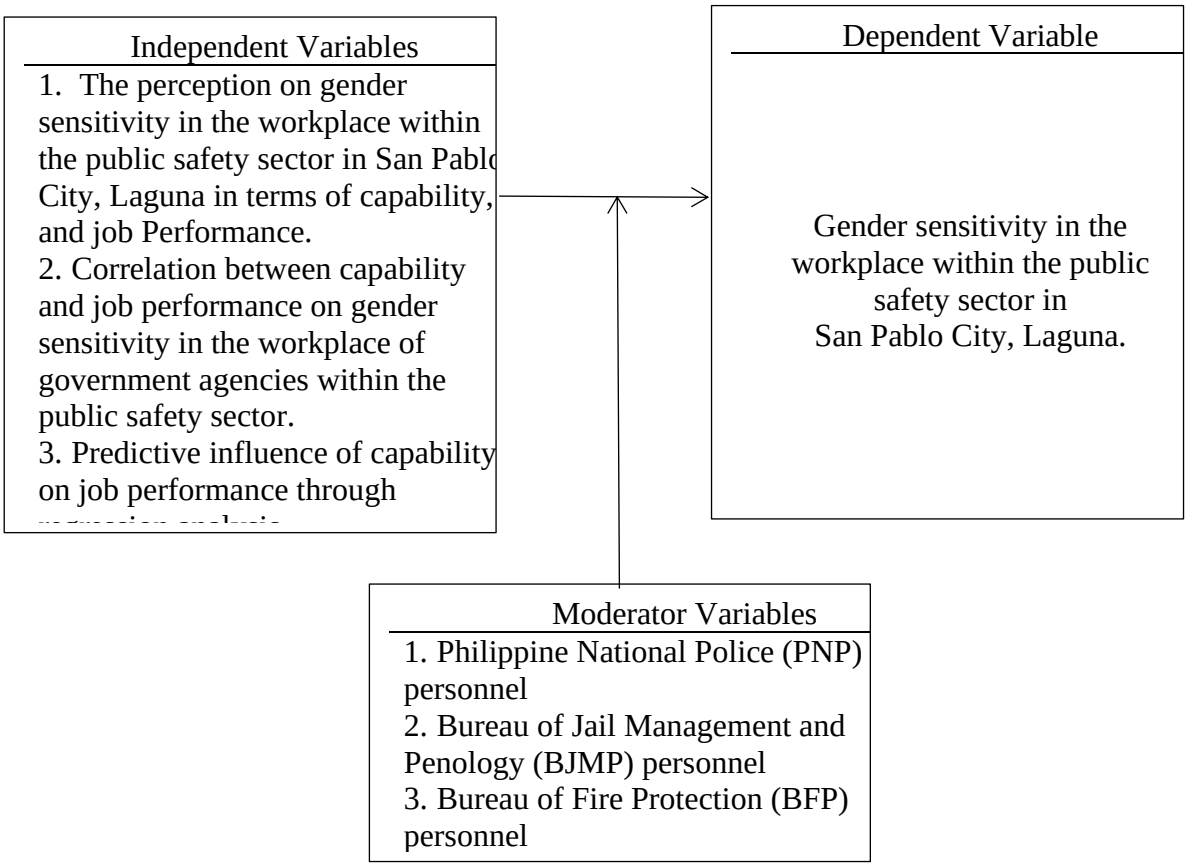


Figure 1. **Schematic Illustration of the Study**

SIGNIFICANCE OF THE STUDY

This study will be beneficial to the following.

The personnel of the Public Safety sector in this study will benefit them since they are constantly involved in the administration of the agencies and have direct experience relevant to the problem.

This study will benefit public safety sectors and government administrators, as they are the main anchors of the agency. It will also help them understand personnel perceptions of gender sensitivity in the workplace and determine possible remedies based on the results and discussion.

This study will benefit the Gender and Development Unit of Government Agencies by shedding light on the issue and providing them with an idea of what other remedies can be implemented to lessen the problem.

OBJECTIVES OF THE STUDY

To assess gender sensitivity in government agencies within the public safety
sector, focusing on the relationship between capability and job performance. Specifically, this study aims to (1) determine perceptions of gender sensitivity regarding capability and job performance, (2) examine the correlation between capability and job performance, and (3) analyze the predictive influence of capability on job performance through regression analysis.

STATEMENT OF THE PROBLEM

Specifically, this study sought to answer the following questions.

1. What is the perception of gender sensitivity in the workplace within the public safety sector in San Pablo City, Laguna, in terms of capability and job performance?
2. Is there a significant correlation between capability and job performance concerning gender sensitivity in the workplace within the public safety sector in San Pablo City, Laguna?
3. What is the predictive influence of capability on job performance through regression analysis on gender sensitivity within the public safety sector in San Pablo City, Laguna?

MATERIALS AND METHODOLOGY

Study Design

The researcher employed a descriptive-quantitative research design, using a survey questionnaire to gather accurate assessments from the respondents and conducting informal interviews to support and enhance the interpretation and analysis of the study findings.

Descriptive design deals with a situation that demands various techniques of
data gathering through survey questionnaires and informal interviews, which were eventually under the option of the researcher at the time the process of investigation was made.

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Population of the Study

The respondents were from the selected government agencies within the public safety sector in San Pablo City, Laguna, specifically the PNP, BJMP, and the BFP. Due to the nature of the job, gender or sex is highly observed in these agencies. Twenty-five personnel were chosen from each agency, for a total of 75 respondents. All respondents were full-time personnel who could accurately assess the problem being studied.

The respondents were selected through convenience sampling, where they were given equal chances to participate in the study based on their availability and convenient timing.

Data Gathering Tools

The researcher used a survey questionnaire as a data gathering tool composed of self-constructed indicators aligned to the specific and main problem of the study. The researcher also sought an authorized person to validate the self-constructed questionnaire to determine its validity and possible changes to enhance it. Afterward, since the tool was self-constructed, a reliability test was conducted using

Cronbach Alpha.

The survey questionnaire had two parts: the first part contained indicators on the perception of gender sensitivity in the workplace within the public safety sector in terms of Capability, and the second part was in terms of Job Performance. Each part was used to draw interpretations, findings, and conclusions.

Data Gathering Procedures

Before gathering data, the researcher sought the approval of the Chief or Head of Office of the selected government agencies within the public safety sector, specifically the PNP, BJMP, and BFP. Upon approval of the Chief or Heads, the researcher individually floated and explained the mechanics and contents of the survey questionnaire to better understand the group of respondents and avoid misunderstanding the purpose of the study.

After the respondents completed the survey questionnaire, the researcher personally collected and counted the data, then submitted it to the statistician for computing weighted means and conducting statistical treatments.

Treatment of Data

The study employed basic statistical tools such as frequency, mean, and standard deviation to determine the perception of gender sensitivity in the workplace within the public safety sector in terms of capability and job performance. Based on the 4-point Likert scale, it is followed by ranking for the interpretation and analysis of each indicator.

Furthermore, Pearson r correlation was used to test the significant relationship between capability and job performance. A regression analysis was also used to analyze the predictive influence of capability on job performance.

Ethical Considerations

The researcher considered the principles of voluntary participation, confidentiality of respondents' information and responses through consent forms, and to avoid potential harm among them. All gathered data was treated with utmost confidentiality and were used for education and research purposes only.

RESULTS AND DISCUSSION

The table below shows the results on the perception of gender sensitivity in the workplace within the public safety sector in terms of capability.

Table 1

Gender sensitivity in the workplace within the public safety sector in terms of capability.

	Indicators	Mean	SD	DI	Rank
1.	Women are primarily encouraged to apply for support roles (staff positions, administrative services and etc.) rather than for operational, technical, and general management.	3.00	.753	Agree	3
2.	There are equal career development opportunities for men and women.	3.32	.701	Strongly Agree	1
3.	Gender does influence your profession.	2.75	.807	Agree	5
4.	There is fair treatment in deployment.	3.24	.541	Agree	2
5.	Women must perform better than their male counterparts to be promoted to the same positions.	2.40	.658	Disagree	7
6.	Men get promoted more than women at workplace.	2.12	.614	Disagree	10
7.	The number of women penetrating the hierarchy and achieving senior positions is steadily rising.	2.51	.665	Agree	6
8.	Peers treat you differently because of your gender.	2.13	.577	Disagree	9
9.	Gender have influence on your decision-making in your workplace.	2.24	.694	Disagree	8
10.	Gender sensitivity exist in your workplace.	2.89	.815	Agree	4
	Overall Mean & Standard Deviation	**2.66**	**.392**	**Agree**	--

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Table 1 presents perceptions of gender sensitivity in the workplace within the public safety sector in terms of capability. The survey findings revealed that indicator 2, ranked first, "*there are equal career development opportunities for men and women,*" has obtained a mean of 3.32 with a descriptive interpretation of "Strongly Agree" and a standard deviation of .701. It suggests that respondents generally agree that career advancement opportunities are available equally across genders. Likewise, a standard deviation of 0.701 indicates that this perception is consistent among respondents, reflecting a positive view of gender equity in professional growth. Similaar findings was found by Robillos (2015) that more and more uniformed Filipino women prove they can do whatever their male counterparts do, whether as police officers, firefighters, jail officers, or soldiers and go through the same training and opportunities for the advancement of and enhancement of capabilities.

Indicator 3, ranked second, "*There is fair treatment in deployment,*" has obtained a mean of 3.24 descriptively interpreted as "Agree" and a standard deviation of .541. It implies a general agreement that deployment practices are fair regardless of gender, with a narrower spread of standard deviation of 0.541, pointing to even more consistency in perceptions on this indicator. Thus, there is equal opportunity among women and men in job opportunities and deployment within the public safety sector. These findings negate result of the study of Yamaguchi (2019) that male job deployment provides higher wages and requires longer training and different masculine characteristics. They found that employment of women in higher-paying jobs is very limited, and their advancement is slow compared to men. Most of the women occupy low positions and are suffering from gender discrimination.

Meanwhile, indicator 1 ranked third, *"women are primarily encouraged to apply for support roles (staff positions, administrative services etc.) rather than for operational, technical and general management"* has obtained a mean of 3.00 with a descriptive interpretation of "Agree" and a standard deviation of .753. It implies that, while overall seen as fair, there may still be traditional expectations or implicit biases about gender roles. This is similar to the claim of Sharma (2016) that the ability to recognize gender issues and to recognize women's different perceptions and interests arising from their different social positions and gender roles. Gender sensitivity encompasses the ability to acknowledge and highlight existing gender differences, issues, and inequalities and incorporate them into strategies and actions. However, the result of negates to the claim of Wood and Eagly (2010) that gender stereotyping influenced the attitude of women's performance toward promotion to higher management ranks. Both male and female employees believed that women need a longer time to be in senior management due to their gender stereotyping attitudes.

However, it was observed that indicators 6, 8, and 9 *"men get promoted more than women at the workplace", "peers treat you differently because of your gender"*, and *"gender have an influence on your decision-making in your workplace"* have obtained a mean of 2.40 (SD=.658), 2.13 (SD=.577), and 2.24 (SD=.694), with a descriptive interpretation of "Disagree." This means that respondents generally feel that promotions, peer treatment, and decision-making are not significantly impacted by gender, reinforcing a sense of fairness and neutrality on these fronts. It also implies that equal treatment and job opportunities are fairly observed and enjoyed by both genders/sexes within the public safety sector. If the negative impact of gender inequality is avoided, it obviously might greatly affect the self-confidence, job satisfaction, and career commitment of women in uniformed services. This result negates to what was found by Vasko (2024) and Lappage (2015) that despite limitations placed on most women in policing during the early 20th century, the roles of women continue to face hostility and harassment, and only a few have advanced to supervisory positions which also affects the appropriateness and capabilities as police officers.

In general, the perception of gender sensitivity in the workplace within the public safety sector in terms of capability has obtained an overall mean of 2.66 with a descriptive interpretation of "Agree" and a standard deviation of .392. It implies that there was general agreement on gender sensitivity in the workplace within the Philippine National Police, Bureau of Fire Protection, and Bureau of Jail Management Penology. Thus, gender equality and awareness are highly observed and promoted in the context of public safety. This finding is similar to the claim in the article by the European Institute of Gender Equality (2015) that gender awareness plays an important role in informing women and men about gender equality, the benefits of a more gender-equal society, and the consequences of gender inequality. In addition, similar findings were found by Prabhakar (2019) that the ability of an organization to identify and handle gender inequality underpins its success in the creation of gender-sensitive and inclusive work culture, which is also crucial in the public safety sector.

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Table 2

Gender sensitivity in the workplace within the public safety sector in terms of job performance.

	Indicators	Mean	SD	DI	Rank
1.	There is the same treatment with colleagues.	3.36	.607	Strongly Agree	3
2.	Job allows you to use personal initiative in carrying out the work regardless of gender.	3.39	.655	Strongly Agree	2
3.	Supervisors consider gender in delegating job assignments.	3.05	.715	Agree	5.5
4.	Receive equal respect you deserve from your colleagues.	3.43	.574	Strongly Agree	1
5.	Satisfied with your involvement in decisions that affect your work.	3.05	.695	Agree	5.5
6.	Working harder at your job because of your gender.	2.43	.738	Disagree	9
7.	Enough and equal opportunities for advancement in your job.	2.89	.669	Agree	7
8.	Women at your workplace receive opportunities than men.	2.15	.512	Disagree	10
9.	Enough and equal opportunities for career advancement in my department/unit.	2.87	.723	Agree	8
10.	Job gives equal opportunity for freedom in how you do your work.	3.15	.651	Agree	4
	Overall Mean & Standard Deviation	**2.98**	**.426**	Agree	--

Table 2 presents the perception of gender sensitivity in the workplace within the public safety sector in terms of job performance. The survey findings revealed that indicator 4, ranked first, "*receive equal respect you deserve from your colleagues,*" has obtained a mean of 3.43 with a descriptive interpretation of "Strongly Agree" and a standard deviation of .574. It indicates that respondents strongly agree they receive respect from colleagues, regardless of gender. This suggests a positive and respectful work environment where respect is distributed equally, enhancing workplace morale and job satisfaction. This also indicates the significance of gender awareness within the work environment. This finding is similar to the article published by Career Institute (2015) that greater awareness of the needs, aspirations, abilities, and professional value of employees as men and women, without any prejudice about their gender. A gender-neutral workplace creates the right conditions for utilizing human potential in the organizational setting. Moreover, the same result were found by Fernandes (2018) that gender sensitivity helps to generate respect for the individual regardless of sex, which helps promote enhancing workplace morale and job satisfaction.

Indicator 2, ranked second, "*job allows you to use personal initiative in carrying out the work regardless of gender,*" has obtained a mean score of 3.39 with a descriptive interpretation of "Strongly Agree" and a standard deviation of .655. It implies that employees feel empowered to use their initiative and skills without gender-based limitations. The relatively low standard deviation indicates consistent experiences among respondents, reinforcing a sense of autonomy in job performance. Similar findings were found by Magalit (2018) that there are significant negative effects of unequal power relations and expectations of men and boys due to stereotyping about what it means to be a male. Everyone should be free to develop his or her abilities and make choices without limitations set by rigid gender roles and prejudices.

Meanwhile, indicator 1, ranked third, *"There is the same treatment with colleagues,"* has obtained a mean of 3.36 with a descriptive interpretation of "Strongly Agree" and a standard deviation of .607. This reflects a workplace that strives for fairness and equality in treating employees, which can enhance job satisfaction and performance across gender lines. In the context of public safety, gender equality promotes the enhancement of job performance, which also contributes to an optimistic work environment, especially in this modern era. Sex discrimination can also likewise be avoided through positive and fair treatment of both sexes. This is similar to the claim of Antecol, Barcuss, and Clark (2009) that discrimination against women in the workplace also exists in other parts of the world and that sex discrimination is one of the main factors which influence worker's job satisfaction and worker's intention to quit affecting job performance and work environment.

However, it was observed that indicators 8 and 6, *"women at your workplace receive opportunities than men"* and *"working harder at your job because of your gender,"* obtained a mean of 2.15 (SD=.512) and 2.43 (SD=.738), respectively, with a descriptive interpretation of disagree. This disagreement indicates that respondents do not feel women receive preferential opportunities, nor do they feel that they need to work harder solely because of their gender. These scores suggest that, in general, gender does not impose additional effort requirements or favoritism in terms of job performance. This result is the same to the findings in the

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study of Hollerbach et al. (2015) that in the past, women were not recruited and hired because of occupational culture that was exclusionary within the public safety sector and there seemed to be unequal employment opportunities but with selfless support through training, gender equality in all aspects show that women are very much capable of. Women can also do what men can in terms of public safety.

In general, the perception of gender sensitivity in the workplace within the public safety sector in terms of job performance has obtained an overall mean of 2.98 with a descriptive interpretation of "Agree" and a standard deviation of .426. It suggests a positive perception of gender sensitivity regarding job performance in government agencies within the public safety sector. Similarly, gender sensitivity in government agencies' workplaces is largely upheld in terms of job performance, with employees perceiving respect, autonomy, and equal treatment. Minor reservations may exist, hinting at the potential need for further gender sensitivity training to ensure consistent agency experiences.

Table 3

Correlation between capability and job performance on gender sensitivity in the workplace within the public safety sector

		Capability	Job Performance
Capability	Pearson Correlation	1	.292*
	Sig. (2-tailed)		.011
	N	75	75
Job Performance	Pearson Correlation	.292*	1
	Sig. (2-tailed)	.011	
	N	75	75

**Significant at 0.05*

Table 3 presents that Pearson r correlation was performed to test the significant relationship in the perception on gender sensitivity in the workplace within the public safety sector in terms of capability and job performance. The results show a positive significant relationship between the capability and job performance of the employees in the Philippine National Police, Bureau of Fire Protection, and Bureau of Jail Management and Penology, *r*(.292*), p=.011. It reflects a positive relationship between capability and job performance in these government agencies. Although this correlation is moderate, it suggests that as gender sensitivity in terms of capability increases, so does job performance among employees. In other words, when employees perceive a workplace to be more supportive of their capability, they are likely to perform better. It implies that fostering gender-sensitive practices that support the capabilities of both male and female employees can enhance job performance in the PNP, BFP, and BJMP. For instance, providing equal opportunities for skill development, career growth, and unbiased treatment may lead to better outcomes in terms of productivity and job effectiveness.

Table 4

Predictive influence of capability on job performance using regression analysis on gender sensitivity within the public safety sector

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
Capability	(Constant)	1.860	.310		6.001	.000
	Job Performance	.269	.103	.292	2.608	.011
F=6.804, Sig.= .011, r square = .085						

Table 4 presents the results of a regression analysis assessing the perception of gender sensitivity in the workplace within the public safety sector. The analysis focused on the influence of capability on job performance in public safety contexts. The R-squared value of 0.085 indicates that capability explains approximately 8.5% of the variance in job performance. While this is a relatively low percentage, it demonstrates that capability has some predictive power for job performance, suggesting that other factors may also play significant roles in determining performance outcomes.

The model's F-statistic (F = 6.804, p = .011) is statistically significant, indicating that capability significantly predicts job performance. This significance level implies that the observed relationship between capability and job performance is unlikely to be due to random chance. In terms of effect size, the unstandardized coefficient (B = 0.269) suggests a positive association, where each unit increase in capability corresponds to an increase of 0.269 in job performance, holding other variables constant.

Additionally, the standardized coefficient (Beta = 0.292, p = .011) suggests that capability is a statistically significant predictor of job performance in gender-sensitive workplaces within the public safety sector. This finding underscores the potential benefits of enhancing employee capability through targeted interventions, such as training or skills development programs, to improve job performance outcomes in gender-sensitive

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environments.

CONCLUSION AND RECOMMENDATIONS

Conclusion

Gender sensitivity in the workplace within the public safety sector is highly perceived and need the consistent gender equality and awareness within the workplace of public safety sector is observed through capability training and interventions, such as training development, close evaluation, and monitoring of a gender-sensitive work environment.

Recommendations

1. A gender sensitivity training at least once a year to ensure consistent experiences across the public safety sector to be led by the Gender and Development Unit in collaboration with the Department Heads.
2. A gender sensitivity awareness program will be launched every year in conjunction with the celebration of Gender Awareness, which is celebrated every third month of the year.
3. A yearly evaluation and monitoring of enhancing employee capability and development programs to promoting gender sensitive environments that helped in enhancing job performance among personnel..

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