EPRA International Journal of Socio-Economic and Environmental Outlook (SEEO) ISSN: 2348-4101
Volume: 13 | Issue:3 |March 2026 | SJIF Impact Factor (2026): 8.701 | Journal DOI: 10.36713/epra0314 |Peer-Reviewed Journal

IMPLEMENTATION OF GENDER AND DEVELOPMENT IN PANGASINAN POLICE PROVINCIAL OFFICE

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Article DOI: https://doi.org/10.36713/epra26585
DOI No: 10.36713/epra26585

ABSTRACT
This study assessed the implementation of Gender and Development (GAD) programs in the Pangasinan Police Provincial Office (PPPO) using a mixed-methods explanatory sequential design. Quantitative data were collected from 30 police personnel, followed by qualitative interviews to further explain the findings. Results revealed that GAD mechanisms and structures were not implemented, indicating the absence of formal organizational systems and designated focal persons. Meanwhile, environment and support systems, as well as participation and representation, were generally implemented, reflecting a supportive institutional climate and active involvement of female personnel. However, monitoring and evaluation were only moderately implemented, highlighting inconsistencies in reporting and feedback mechanisms. Key challenges identified include insufficient funding, limited resources, lack of formal structures, and persistent gender-related cultural norms. The study concludes that while there is a favorable environment for GAD, structural and institutional gaps hinder its full implementation. It recommends the institutionalization of GAD structures, allocation of adequate resources, strengthening of monitoring systems, and continuous capacity-building initiatives to enhance gender-responsive policing.

KEYWORDS: *Gender And Development, Policing, Gender Equality, Law Enforcement, Philippines*

INTRODUCTION
Gender and Development (GAD) has emerged as a fundamental framework for promoting gender equality and enhancing institutional effectiveness, particularly within law enforcement organizations. The integration of gender perspectives in policing is essential in ensuring inclusive service delivery, strengthening public trust, and protecting vulnerable sectors such as women and children. Globally, gender-responsive policing aligns with broader development goals, particularly those emphasizing equality, justice, and strong institutions. However, despite policy advancements, policing remains a traditionally male-dominated profession, where female personnel often encounter structural barriers, limited career advancement opportunities, and workplace discrimination. These conditions hinder the full institutionalization of gender equality within police organizations.

In the Philippine context, GAD implementation is supported by various legal and policy frameworks, including the 1987 Constitution, Republic Act No. 9710 or the Magna Carta of Women, and Republic Act No. 9262 or the Anti-Violence Against Women and Their Children Act. The Philippine National Police (PNP) has adopted gender mainstreaming initiatives such as the establishment of the GAD Focal Point System, conduct of gender sensitivity trainings, and operation of Women and Children Protection Desks. Despite these efforts, gaps in implementation persist due to organizational culture, limited resources, and weak monitoring mechanisms. At the local level, the Pangasinan Police Provincial Office (PPPO) is tasked with operationalizing these mandates; however, there is limited empirical evidence assessing the extent of GAD implementation within the organization. This study addresses this gap by examining the level of implementation, identifying challenges, and proposing intervention measures to strengthen gender-responsive policing.

METHODOLOGY
This study utilized a mixed-methods explanatory sequential design, integrating both quantitative and qualitative approaches to provide a comprehensive assessment of GAD implementation. The quantitative phase focused on measuring the level of implementation across key dimensions, while the qualitative phase explored underlying

challenges and contextual factors influencing the results. The study was conducted at the Pangasinan Police Provincial Office, involving 30 police personnel composed of 25 female and 5 male respondents who were directly or indirectly engaged in GAD-related activities. Participants were selected based on their roles in administrative functions, planning, and Women and Children Protection Desks.

Data were collected using a structured survey questionnaire based on a four-point Likert scale to assess implementation levels, complemented by a semi-structured interview guide for the qualitative phase. The instruments underwent expert validation and were deemed highly valid. Data collection followed ethical standards, including securing informed consent, ensuring confidentiality and anonymity, and maintaining voluntary participation. Quantitative data were analyzed using descriptive statistics such as percentage and weighted mean, while qualitative data were analyzed using thematic analysis to identify recurring patterns and themes.

RESULTS AND DISCUSSION

The findings reveal that the majority of respondents were female, accounting for 83.33 percent, indicating strong female representation in GAD-related roles. Most respondents were within the age range of 31 to 36 years, married, and had more than ten years of service, suggesting a mature and experienced workforce. Additionally, the majority were licensed criminologists with bachelor's degrees, reflecting a high level of professional qualification. These characteristics imply that respondents possess the competence and experience necessary to implement GAD programs effectively, although personal responsibilities and institutional constraints may influence their level of engagement. Recent studies emphasize that workforce competence and professional experience are critical determinants of effective public sector service delivery and institutional performance (OECD, 2025).

In terms of GAD implementation, mechanisms and structures were rated as not implemented, indicating the absence of a formal GAD organizational structure, lack of designated focal persons, and unclear institutional arrangements. This finding implies that without a structured system, coordination and accountability in GAD implementation are significantly weakened. Contemporary research on gender mainstreaming highlights that institutional mechanisms and governance structures are fundamental requirements for translating gender policies into practice, particularly in law enforcement agencies (UN Women, 2024).

On the other hand, environment and support systems were assessed as implemented, suggesting that the organization fosters a generally supportive climate for gender equality, although limitations in resources and training opportunities remain evident. This implies that while formal structures are lacking, organizational culture and informal support systems contribute to sustaining GAD-related initiatives. Recent findings indicate that supportive institutional environments and continuous capacity-building significantly enhance gender responsiveness in public institutions (UN Women, 2023).

Participation and representation were likewise rated as implemented, reflecting active involvement of women in leadership roles and decision-making processes, which strengthens inclusivity and promotes gender-responsive practices within the organization. This finding implies that increased female participation contributes to improved governance outcomes and more responsive service delivery. Evidence shows that gender-balanced institutions improve trust, legitimacy, and effectiveness in policing and community engagement (United Nations Police, 2024).

However, monitoring and evaluation were found to be only moderately implemented, indicating inconsistencies in reporting, feedback mechanisms, and program assessment. This implies that the absence of a robust monitoring system limits the organization's ability to track progress, evaluate outcomes, and sustain improvements in GAD implementation. Recent program evaluation frameworks stress that systematic monitoring and data-driven assessment are essential for ensuring accountability and continuous improvement in gender equality initiatives (World Bank, 2023).

Qualitative findings further revealed that major challenges include the lack of formal GAD structures, insufficient budget allocation, limited training opportunities, and persistent cultural norms that reinforce gender stereotypes. These challenges highlight both institutional and socio-cultural barriers that hinder the effective implementation of GAD programs. Current global assessments confirm that entrenched social norms and structural inequalities remain primary obstacles to achieving gender equality, particularly in developing and institutional contexts (UNDP, 2023).

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