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Research Paper

Gender Inclusivity in Law Enforcement: Impact of Gender-Responsive Policing in Region IV-A, CALABARZON

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Abstract

This study investigates the status of gender equality in law enforcement, gender consideration and discrimination, gender safety in transportation, and the extent of gender-responsive policing. Employing a quantitative research design, the study sourced data from 165 participants through purposive sampling, which was sanctioned by the Land Transportation Office in Region IV-A CALABARZON. Findings reveal a young to middle-aged participant profile, predominantly with higher education, suggesting a potentially elevated perspective on gender inclusivity informed by their educational experiences. High mean scores across gender inclusivity metrics indicate a positive perception of gender equality, particularly in terms of economic participation, opportunities, and law enforcement practices. However, certain areas have highlighted the need for further research, especially regarding discrimination in career advancement. This study underscores the significant role of GROs in enhancing perceptions of gender equality and safety. This emphasizes the importance of fostering a positive community reception toward gender-responsive policing initiatives contrary to the initial hypotheses. Demographic profiles, including age and training received, were not significantly correlated with perceptions of gender-responsive policing, directing attention to areas warranting further investigation.

Keywords: *gender inclusiveness, law enforcement, gender-based organization*

INTRODUCTION

In an increasingly competitive business world, organizations must recognize the importance of leveraging the talents of women. Overcoming biases in decision-making that negatively impact women's outcomes is essential for harnessing the full potential of the entire workforce and benefiting from increased gender diversity. The investigation of law enforcement and its relationship to road safety advocacy in Region IV-A is grounded in achieving social justice, equity, and community well-being. Understanding how gender inclusivity is practiced within law enforcement agencies is crucial for assessing the sector's commitment to upholding this principle. The experiences of individuals within law enforcement, specifically male and female officers, need to be explored to discern whether gender-based disparities, barriers, or opportunities exist for improvement. Moreover, ensuring road safety is a matter of public health and reflects an equitable and just society. Examining the experiences of law enforcement officers in the context of road safety advocacy provides insights into how gender dynamics may influence their approaches to enforcement, community engagement, and education on road safety issues.

Chang and Milkman (2020) mentioned in their article emphasized the pervasive and significant impact of gender bias on critical organizational decisions like hiring, promotion, and mentoring. Even in high-stakes situations, systematic errors persist, highlighting the urgent need to address gender equality in the workplace. This paper underscores the importance of vigilance and scrutiny in decision making across all domains to

ensure optimal choices. Although the strategies proposed to combat gender bias may come with some costs, they are essential for prompting a revaluation and redesign of decision- making processes where gender biases can occur. Ultimately, this can reduce errors and make organizations more effective, competitive, and equitable.

Furthermore, this research aims to analyze gender equality in law enforcement, gender consideration and discrimination, gender safety in transportation, and the extent of gender-responsive policing. This research expected to recognize that gender intersects with various aspects of an individual's identity, such as race, socioeconomic status, and age. By uncovering potential biases, gaps, or barriers related to gender equality within law enforcement and its impact on road safety advocacy, more inclusive policies and strategies are expected to serve the community and foster trust. Thus, this study is challenging and exciting but also a fragile stage of life for a researcher.

LITERATURE REVIEW

The following local and foreign literature provided valuable information for the formulation of this study. Heymann et al. (2019) reported that extensive evidence suggests that gender inequalities and restrictive norms negatively impact health, with limited research focusing on effective solutions. A comprehensive review identified key change factors, including multi-sectoral action, stakeholder involvement, diversified programing, and social empowerment. Original quasi-experimental studies on national-level law and policy reforms related to education, work, and income, which are known determinants of health with significant gender inequalities, were conducted.

According to Batton and Wright (2019), feminist scholars have asserted for an extended period that patriarchy influences the framework and arrangement of society, impacting the lives of both men and women. Despite being frequently mentioned in discussions regarding gender disparities in crime and the justice system, there has been a lack of specific articulation concerning the connection between patriarchy and how men and women experience victimization, engage in criminal activities, or participate in the workforce.

However, law enforcement officers, much like other professionals, are susceptible to the impact of stress on their overall well-being. The nature of their work exposes them to unique and sometimes traumatic stressors, making them particularly vulnerable to these effects. The results reveal that female officers exhibit significantly higher mean stress scores on various items, particularly those related to safety factors, and are notably more inclined to utilize positive coping strategies when compared to their male counterparts (Bonner & Brimhall, 2022).

As cited by Shjarback and Todak (2019), the Taylor and Francis Online article discussed the historical focus on increasing gender diversity in American policing. This reform effort dates back to the 1960s. Although there was an initial improvement in the proportion of women entering the profession, most research has concentrated on the broader gender composition of police organizations. In contrast, there has been a noticeable lack of scholarly and empirical exploration regarding the representation of women in positions of authority, such as supervisory and managerial positions.

Miller and Segal (2019) said the impact of integrating women into the U.S. police force during the late 1970s and early 1990s on violent crime reporting and domestic violence (DV) is examined. Across these crucial dimensions, the inclusion of female officers positively influences the quality of policing. Analysis of data related to crime victimization indicates that as the representation of female officers increases within a given area, there is a significant increase in the reporting of violent crimes against women in that area, particularly in cases of DV.

Suzuki et al. (2022) also described an international comparative study on driving attitudes and behaviors based on questionnaire surveys. The driver's consciousness affects traffic crashes (RTCs). It approaches road safety, along with socioeconomic conditions, infrastructure development level, traffic conditions, social structure, and an unpromoted traffic safety culture prevalent in the region. Based on survey results from seven countries, this study examines each country's distinctive characteristics regarding attitudes toward traffic violations, risky driving behaviors, and acceptance of road safety measures. Moreover, to

diminish tolerance for traffic violations and risky driving, the recommendation is to promote road safety education, particularly targeting young and male drivers, along with enforcing stricter regulations.

However, Adams and Loideáin (2019) found that virtual personal assistants (VPAs) have become increasingly integrated into daily life. However, these devices, which are often characterized by female names, voices, and personas, seem to perpetuate harmful gender stereotypes regarding women's roles in society and the nature of their work. Created to help, VPAs like Apple's Siri and Amazon's Alexa inadvertently reinforce the notion that women are subservient to men and exist primarily to serve men's needs.

Ferrant and Thim (2019) stated that the "Empowerment" initiative, a collaborative effort involving the OECD Development Cooperation Directorate, the Development Center, and the Statistics Directorate, has a primary goal of identifying policy and program solutions that can facilitate the economic empowerment of women. This empowerment is pursued through strategies that acknowledge, diminish, and equitably redistribute the burden of women's unpaid care work.

Additionally, Bezerra (2020) stated that, in general, road safety is typically assessed by quantifying various indicators, such as the number of road accidents and the number of road-related fatalities and injuries. However, these indicators often need to provide a comprehensive or adequate definition of road safety.

Collet and Musicant (2019) explain shortly, vehicles are expected to become increasingly autonomous, fundamentally altering the role of drivers. Instead of primarily driving, drivers will transition into supervisory roles in intelligent systems that assume driving responsibilities. Despite these advancements, human involvement will remain crucial for road safety, prompting an examination of the limits beyond which a driver's functional state (DFS) may no longer ensure safety.

Abdelgawad and Said (2022) added that road safety research in Egypt explores the relationship between drivers' behavior, demographic factors, and the local environment, which impact risk perception and road crashes. This study focused on private car, truck, and public transportation drivers and utilized a Driver Behavior Questionnaire (DBQ) to collect information on behavior, personal attributes, risk perception, and crash involvement. Human factors, particularly the failure to maintain a safe following distance, were identified as significant causes of crashes. Predictions of crash frequency based on personal attributes were made using negative binomial models.

Milikić (2019) argued that enhancing the adoption of gender-inclusive talent management strategies within law enforcement agencies using measurement techniques from strategic human resource management. Gender-responsive talent management entails recruiting, developing, and retaining a skilled workforce with a strong emphasis on fostering gender equality. Achieving a balanced representation of female and male personnel is imperative for police services to effectively address and investigate crimes involving individuals of all genders.

Moreover, Nagel and Maenza (2021) suggested that the U.N.'s efforts to depict women as "more effective" peacekeepers and increase their representation in missions have sparked resentment and hostility among male personnel, leading to a sense of disenfranchisement. This essentialization of women's roles may intensify gender tensions within missions, potentially hindering cooperation and undermining social cohesion.

Addressing gaps in recruitment, training, leadership, and managerial practices can lead to a transformative emphasis on officer well-being and a comprehensive approach to ethical practices. This approach empowers police officers to uphold the rule of law, enhance public safety, and safeguard the communities they serve. (Dempsey et al. (2023)

The research of Sarza (2018), on road safety advocacy, during COVID-19 pandemic impacted the Philippines, where the nationwide quarantine posed significant challenges to mobility and transportation. In response, many Filipinos, particularly those categorized as "essential workers," turned to cycling as a form of commuting. With bike commuting likely to become a permanent feature of the "new normal," lawmakers introduced separate bills and guidelines to protect and promote cycling. In the research of Infante and Darmawan (2022), it was stated that in an ideal scenario, every individual should have an equal right to pursue a job, and recruitment or assignments should be based on one's abilities.

Choueiri and Choueiri (2023) introduced research exploring the potential of a STEM (Science, Technology, Engineering, and Mathematics) background in addressing road safety challenges. This underscored the significance of STEM education in equipping students with the necessary skills to assess issues related to transportation safety, devise practical solutions, and enhance existing transportation infrastructure. Integrating STEM concepts into road safety education empowers students with the knowledge required to make informed decisions and actively contributes to enhancing road safety.

Ogega (2022) proposed gender-responsive conflict analysis in Kenya. While Namibia has enacted progressive laws to promote gender equality and women's empowerment, a significant disparity exists between the formal equality guaranteed by these laws and substantive equality in practice. Substantive equality is evidenced by various key indicators, including multidimensional poverty rates, access to employment, ownership of productive assets, income and wealth disparities, social protection access, levels of gender-based violence, sexual and reproductive health and rights, and the differing impacts of COVID-19.

RESEARCH METHOD

Quantitative research design involves systematically planning and structuring a study that uses numerical data for analysis. Key elements include defining a specific, measurable research question or hypothesis, conducting a literature review, identifying independent and dependent variables, defining the target population, selecting a representative sample, choosing appropriate sampling techniques and research designs, determining data collection methods and instrumentation, applying statistical analysis, addressing ethical and objectivity, allowing for the generalizability of findings, but it requires careful consideration of study-specific requirements. This research design aligns with pragmatism as a philosophical companion, providing a framework for the design and execution of quantitative methods research (Guetterman, 2019). It ensures research quality and facilitates the resolution of research questions (Schumacher, 2021).

This study used a questionnaire checklist as the research instrument. A panel of specialists and a thesis adviser conducted content validation to ensure its validity. The comments and suggestions from the panel were carefully considered and incorporated into the questionnaire development. After revision, the questionnaire checklist was finalized and prepared for administration to the one hundred and sixty-five (165) employees of the Law enforcement office of the Land Transportation Office in Laguna.

The respondents answered the questionnaire by selecting an answer from the provided options based on a given scale.

Table 1. Four-point Likert scale interpretation of the study

Scale	Range	Description	Verbal Interpretation
4	4.00 – 3.00	Strongly Agree	Very High
3	2.99 – 2.00	Agree	High
2	1.99 – 1.00	Disagree	Moderately High
1	1.00 – 0.99	Strongly Disagree	Low

A descriptive statistical tool (SPSS) was used to analyze and interpret the data. This was applied to derive the information and frequency distributions of the gathered data. The weighted mean determines the respondents' average responses to measure central tendency. To analyze potential correlations using the Pearson correlation coefficient ((r)), we follow a structured approach for each research question. The coefficient (r) evaluates the linear relationship between two quantitative variables, ranging from 1 (perfect negative correlation) to 0 (no correlation) to +1 (perfect positive correlation).

FINDINGS AND DISCUSSION

After calculating and analyzing the research data, the author performed statistical tests and interpreted the results as follows:

Table 2 shows the descriptive statistical data provided, which covers the scope of economic participation in the context of gender inclusivity, law enforcement, and road safety in Region IV-A.

Table 2. Level of Gender Equality in Law Enforcement: Economic Participation

Statement	Mean	Standard Deviation	Remarks
1. Find interest in knowing about gender equality issues within law enforcement agencies.	3.63	.52	Strongly Agree
2. Do you feel that the work environment in your law enforcement agency is inclusive for all genders.	3.58	.54	Strongly Agree
3. Received training or education specifically addressing gender equality and sensitivity	3.58	.54	Strongly Agree
4. In promotion and opportunities, career advancement and promotions in law enforcement are equal for all genders.	3.56	.58	Strongly Agree
5. Implement effective existing policies and procedures to address gender equality issues within law enforcement agencies	3.46	.62	Strongly Agree
Overall Mean and Interpretation	3.56	.39	Very High

Legend: 3.25 – 4.00 = Strongly agree; 2.50 – 3.24 = Agree; 1.75 – 2.49 = Disagree; 1.00 – 1.74 = Strongly Agree

Table 2 presents the comprehensive analysis related to the perception of gender equality within the spheres of economic participation, specifically focusing on law enforcement and road safety in Region IV-A. This study was supported by Miller and Segal (2019), who emphasized the significant impact of the economic participation of women in the U.S. police force between the late 1970s and early 1990s on violent crime and domestic violence reporting. It was found that including female officers improved the quality of policing. As female representation in law enforcement increased, there was a corresponding rise in the reporting of violent crimes against women, especially domestic violence. Interestingly, these effects did not extend to violent crimes against men or due to an expansion in the number of female civilian police officers.

The respondents strongly acknowledge the highest mean in the table that was observed in the statement regarding the awareness of gender equality issues within law enforcement agencies, with a mean (M=3.63) and a standard deviation (SD=0.52), indicating a strong agreement among participants. This suggests that law enforcement individuals are highly interested in gender equality issues and are likely aware of the importance of such issues.

The lowest mean is recorded for the statement concerning the implementation of effective existing policies and procedures in addressing gender equality issues within the law enforcement agency, with a mean (M=3.46) and standard deviation (SD=0.62). Despite being the lowest, this value still falls within the Strongly Agree category, highlighting a generally positive perception but suggesting slightly less confidence in the effectiveness of existing policies and procedures compared to other areas assessed.

The overall mean is 3.56, with a standard deviation of 0.39, indicating the general perception of gender equality in law enforcement in terms of economic participation as Very High. This result reflects a strong consensus among respondents about the positive state of gender equality and inclusivity within organizations. The data uniformly suggest strong positive perceptions across all aspects surveyed, indicating a high level of agreement or strong agreement with the statements provided. This uniformity signals a consistently perceived positive environment for gender equality in the law enforcement sector in the region studied.

The findings indicate a strong foundation of recognition and adherence to gender equality principles in

law enforcement in Region IV-A CALABARZON, especially in the areas of economic participation. Since the area with the lowest mean concerns the implementation of policies and procedures, this implies that while awareness and training around gender equality and sensitivity are well regarded, there might be room for improvement in policy implementation or effectiveness.

Table 3 presents the comprehensive analysis of the perceived level of gender consideration and the presence of discrimination against employee promotion within law enforcement. This research explores various aspects such as the establishment of equal promotion criteria, opportunities for advancement, initiatives to eliminate barriers to women's promotion, mentorship and sponsorship programs, and training for decision makers.

Table 3. Level of Gender Consideration and Discrimination in Law Enforcement in terms of Promotion

Statement	Mean	Standard Deviation	Remarks
1. Have an equal promotion criterion established and are transparent to all employees, irrespective of gender	3.55	.52	Strongly Agree
2. Implement a law enforcement agency to ensure that all eligible candidates, regardless of gender, have equal opportunities for advancement.	3.55	.54	Strongly Agree
3. Experience with initiatives in place to identify and eliminate barriers that may disproportionately affect the promotion of women	3.33	.59	Strongly Agree
4. Awareness of mentorship and sponsorship programs that support the professional development of women within the organization	3.41	.61	Strongly Agree
5. Training for decision-makers involved in the promotion process to recognize and address unconscious biases	3.36	.58	Strongly Agree
Overall Mean and Interpretation	3.44	.43	Very High

Legend: 3.25 – 4.00 = Strongly agree; 2.50 – 3.24 = Agree; 1.75 – 2.49 = Disagree; 1.00 – 1.74 = Strongly Agree

According to Suzuki et al. (2022), road traffic crashes (RTCs) are significantly shaped by drivers' awareness of and approach to road safety, alongside broader determinants such as socioeconomic status, infrastructure quality, traffic conditions, social organization, and the local culture of traffic safety. The findings indicated that a community's leniency toward traffic offenses and hazardous driving habits may increase the frequency of these violations and RTCs across various countries. To mitigate this leniency, the study emphasized promoting road safety education, particularly targeting young and male drivers, and called for stricter legal measures.

The highest mean is tied between two statements: "Equal promotion criterion established, and they are transparent to all employees, irrespective of gender" and "Law enforcement agency ensures that all eligible candidates, regardless of gender, have equal opportunities for advancement," both with a mean (M=3.55) and standard deviations (SD=0.52) and 0.54, respectively. These high means and lower standard deviations emphasize a strong level of agreement (Strongly Agree) on transparency and equal opportunity in promotion practices.

The lowest mean was observed for the statement, "Experience with initiatives in place to identify and eliminate barriers that may disproportionately affect the promotion of women," with a mean (M=3.33) and standard deviation (SD= 0.59). Although the agreement level is still Strongly Agree, the lower mean suggests that there are areas for improvement regarding the identification and elimination of barriers affecting women's promotions.

The overall mean is 3.44 with a standard deviation (SD=0.43), which denotes a perception classified as Very High concerning the level of gender consideration in promotional opportunities within law enforcement. All items falling under the Strongly Agree category demonstrate a generally positive perception of gender equality practices in the context of promotions.

While there is an outstanding perception of gender equality regarding promotions in law enforcement, the data highlight the need for enhancements specifically related to initiatives to eliminate promotion barriers for women. Law enforcement agencies should refocus efforts to identify subtle impediments and work toward more effective promotion practices that support gender equality.

Table 4. Level of gender safety in transportation in terms of Driving Behavior

	Statement	Mean	Standard Deviation	Remarks
1.	Be aware of gender inclusivity issues in road safety advocacy	3.54	.58	Strongly Agree
2.	Believe that road safety driving initiatives adequately address gender-specific concerns	3.55	.57	Strongly Agree
3.	Observe gender diversity in leadership roles in road safety advocacy organizations	3.43	.64	Strongly Agree
4.	Road safety outreach programs target diverse gender groups	3.36	.70	Strongly Agree
5.	Safety advocacy organizations actively collaborate with gender-focused organizations to address inclusivity	3.40	.68	Strongly Agree
	Overall Mean and Interpretation	3.46	.49	Very High

Legend: 3.25 – 4.00 = Strongly agree; 2.50 – 3.24 = Agree; 1.75 – 2.49 = Disagree; 1.00 – 1.74 = Strongly Agree

The data presented in Table 4 elucidate the perceptions surrounding the level of gender safety in the transportation domain, specifically, through the lens of driving behavior. A strong consensus emerged across several key areas, indicating high commitment to gender inclusivity in road safety measures. At the same time, the transition into future transportation, as envisioned by Collet and Musicant (2019), where vehicles are expected to become progressively autonomous, might present new challenges to the framework of gender safety. As human drivers gradually assume supervisory roles in intelligent systems, gender safety should be considered in this transformative phase. Drivers' functional state (DFS) will maintain its importance for road safety in this era of intelligent systems, offering a pertinent rationale to explore potential boundaries beyond which DFS may not promise safety.

Similarly, a robust belief, demonstrated by a (M=3.55) is that road safety driving initiatives should sufficiently consider and address gender-specific concerns, further indicating a proactive approach toward inclusivity. The observation of gender diversity within leadership positions in road safety advocacy organizations is also notably positive, with a mean score of 3.43, implying healthy representation and inclusivity at decision-making levels.

Furthermore, the perception that road safety outreach programs effectively target diverse gender groups, with a mean score of 3.36, suggests that these initiatives are designed with an inclusive framework to reach and educate a broad demographic. Complementing this, the active collaboration between safety advocacy organizations and gender-focused groups, as evidenced by a mean of 3.40, highlights a strategic partnership geared toward enhancing inclusivity within the safety domain.

Collectively, these insights yield an overall mean of 3.46 with a standard deviation of .49 across the board, categorically placing gender safety in transportation, in terms of driving behaviour, in the Very High spectrum. This indicates not only a significant awareness and acknowledgment of gender inclusivity in road safety but also active steps being taken to address and incorporate these concerns, demonstrating a

comprehensive and inclusive approach to transportation safety in Region IV-A, Calabarzon.

Table 5 presents a comprehensive analysis of gender-responsive policing practices within Region IV-A Calabazo, specifically regarding their interaction with Gender-Based Organizations (GBOs). Achieving a balanced representation of female and male personnel is imperative for police services to effectively address and investigate crimes involving individuals of all genders.

Table 5. Level of Gender-Responsive Policing: A Gender-Based Investigation Organizations

Statement	Mean	Standard Deviation	Remarks
1. Have law enforcement agencies collaborate with Gender-Based Organizations to address gender-specific concerns in policing.	3.35	.58	Strongly Agree
2. Established partnerships with GBOs to enhance awareness and responsiveness to gender-related issues	3.36	.59	Strongly Agree
3. Educated about the specific needs and concerns of different gender groups within the community	3.40	.60	Strongly Agree
4. Law enforcement agencies facilitate information sharing with GBOs to address emerging issues related to gender-related crimes and safety concerns.	3.34	.62	Strongly Agree
5. Structured feedback mechanism for GBOs to provide input on the effectiveness of gender-based policing strategies	3.30	.61	Strongly Agree
6. Overall Mean and Interpretation	3.35	.47	Very High

Legend: 3.25 – 4.00 = Strongly agree; 2.50 – 3.24 = Agree; 1.75 – 2.49 = Disagree; 1.00 – 1.74 = Strongly Agree

This result was supported by Ogega (2022), who explained gender-responsive conflict analysis in Kenya. This equality is measured by various indicators, such as multidimensional poverty levels, employment opportunities, ownership of productive resources, discrepancies in income and wealth, access to social protection, prevalence of gender-based violence, sexual and reproductive health, and rights.

The highest mean was for the statement, "Educated on the specific needs and concerns of different gender groups within the community," with a mean (M) of 3.40 and a standard deviation (SD) of 0.60. This strong agreement indicates the perceived effectiveness of law enforcement's efforts to understand and address the unique needs of different gender groups within the community.

The lowest mean is for the statement, "Structured feedback mechanism for GBOs to provide input on the effectiveness of policing strategies concerning gender-based issues," with a mean (M=3.30) and standard deviation (SD=0.61). Despite still indicating strong agreement, this lower mean suggests that of all the aspects surveyed, respondents found the structured feedback mechanisms for evaluating policing strategies from a gender perspective to be slightly less robust or effective.

The overall mean of 3.35 with a standard deviation of 0.47 is categorized as Very High. This high average score across all statements reflects a strong consensus among respondents that law enforcement agencies are actively and effectively engaging with GBOs to address gender-specific concerns in policing. This highlights a commendable level of gender-responsiveness in policing efforts, as perceived by the respondents.

Level of gender-responsive Policing in Terms of Trust and Confidence in Law Enforcement

The table 6 presents a comprehensive analysis of the extent of trust and confidence placed in law enforcement within Region IV-A Calabazo, specifically through the lens of gender-responsive policing. Drawing on the perspectives of 165 respondents for each trust and confidence in law enforcement variable,

this analysis serves as a comprehensive gauge of public sentiment. It uniquely captures how gender-responsive measures implemented by law enforcement are perceived and whether such strategies foster a sense of security and faith among community members that they are designed to protect and serve.

Table 6. Level of gender-responsive Policing in Terms of Trust and Confidence in Law Enforcement

Statement	Mean	Standard Deviation	Remarks
3.2.1 Engage with the community to build trust and confidence, particularly among diverse gender groups	3.58	.55	Strongly Agree
3.2.2 Targeted efforts to address historical issues that may have eroded trust in law enforcement among specific gender communities.	3.41	.57	Strongly Agree
3.2.3 Transparency is the law enforcement agency's communication of its practices, policies, and procedures to the public, including gender-specific considerations.	3.49	.56	Strongly Agree
3.2.4 Handle cases of gender-based violence and crimes to ensure survivors' support and trust in the justice process	3.45	.58	Strongly Agree
3.2.5 Create strategies to address the specific needs and concerns of different gender groups within the community	3.52	.54	Strongly Agree
Overall Mean and Interpretation	3.49	.43	Very High

Legend: 3.25 – 4.00 = Strongly agree; 2.50 – 3.24 = Agree; 1.75 – 2.49 = Disagree; 1.00 – 1.74 = Strongly Agree

Table 6 comprehensively evaluates the level of trust and confidence in law enforcement through the prism of gender-responsive policing in Region IV-A. It is evident from the findings that there is a significant degree of approval regarding the initiatives taken by law enforcement to foster trust and confidence across diverse gender groups. The data are characterized by strong agreement across all statements and underscore a profound connection between gender-responsive practices and increased public trust in law enforcement.

The data from Region IV-A Calabarzon and the perspectives presented by Milikić (2019) are inherently interconnected when advocating gender-responsive practices in law enforcement.

In their research, Milikić (2019) emphasized two integral aspects: gender-responsive talent management and achieving a balanced representation of different genders in law enforcement agencies. These tenets align with insights from Region IV-A Calabazo, which exhibits a considerable level of gender responsiveness toward law enforcement and road safety.

Based on the data provided, the mean gender-responsive policing scores were comparably high across the indices. This suggests that adopting gender-inclusive strategies within law enforcement agencies is well received and appreciated within the community. It validates Milikić's advocacy for nurturing gender-inclusive talent management strategies for strategic human resource management. Furthermore, the data demonstrate a degree of trust and confidence in law enforcement agencies in maintaining gender-inclusive practices. This trust and confidence likely extend to the belief in these agencies' capabilities to ensure the even representation of both genders, as emphasized by Milikić (2019).

In conclusion, the data from Region IV-A Calabarzon provide supportive evidence for the need for gender-responsive considerations in law enforcement, underlining the potential impact of adopting such practices as promoted by Milikić (2019).

Table 7. Test of the Relationship between Gender-responsive Policing Gender Equality in Law Enforcement

	Gender Inclusivity in Law Enforcement		Gender-Based Organization GBO	Trust and Confidence in Law Enforcement TCLE
Equality in Participation		Pearson Correlation	.457**	.474**
		Sig. (2-tailed)	.000	.000
		N	165	165
Equality in Opportunities		Pearson Correlation	.507**	.477**
		Sig. (2-tailed)	.000	.000
		N	165	165

In analyzing the data in Table 7 about Region IV-A CALABARZON's law enforcement and road safety, a crucial relationship emerges between Gender-Based Organizations (GBO), trust and confidence in law enforcement (TCLE), and the degree of perceived gender inclusivity, particularly regarding Equality in Participation (EP) and Equality in Opportunities (EO). The Pearson Correlation coefficients are particularly important, delineating the strength and direction of these relationships. At the same time, the significance values (Sig. 2-tailed) convey the statistical significance of these associations, with a "**" symbol indicating strong statistical significance.

Table 7 presents a compelling analysis of the relationship between gender-responsive policing and the promotion of gender equality in law enforcement. The analysis is based on data collected from 165 respondents, providing a comprehensive overview of how gender-responsive practices impact several key dimensions. These include interactions with Gender-Based Organizations (GBO), Trust and Confidence in Law Enforcement (TCLE), and various aspects of equality in participation and opportunities within law enforcement agencies. To quantify the relationships, the analysis employs Pearson's correlation coefficient, which is a statistical measure that evaluates the strength and direction of the associations between variables.

The correlation between the involvement of Gender-Based Organizations (GBOs) in law enforcement activities and the resulting level of trust and confidence within the community demonstrated a moderate positive relationship, with significant correlations (.457 and .474) indicating that enhanced engagement with GBOs correlates with improved community trust and better gender equality in participation and opportunities. The statistical significance is emphasized by a Sig. 2-tailed value of .000, thereby clarifying that these findings are highly reliable and not random. Similarly, a moderate positive correlation exists between the internal gender equality of law enforcement agencies—in terms of equal participation and opportunities—and increased trust and confidence in these institutions, as evidenced by coefficients of .507 and .477, respectively. This suggests that agencies demonstrating higher gender equality tend to enjoy greater trust and confidence from the community, and the robustness of these relationships is supported by a Sig. 2-tailed value of .000.

In summary, the data in Table 7 suggest a substantial link between gender-responsive policing efforts and the advancement of gender equality in law enforcement. Such a symbiotic relationship underscores the vital role that gender-responsive policing plays in not only fostering community trust but also promoting internal gender equality. This interaction is facilitated through various mechanisms, including policy reforms, inclusive culture development, and increased accountability, all of which are aligned with the shared objectives of safety, justice, and equity. These findings highlight the essential nature of gender--responsive approaches to achieving substantive equality in law enforcement.

Test of the Relationship between Gender Consideration and Discrimination in Law Enforcement with Gender Responsive Policing

The data provided in Table 8 illustrates the influence of GBOs (GBO) and trust and confidence in law enforcement (TCLE) on perceptions of gender inclusivity in the context of law enforcement within Region IV-A CALABARZON, focusing on two key outcomes; Promotion within the ranks and Career Advancement Discrimination (CAREER AD). Pearson's correlation coefficients provide insight into the strength and direction

of these relationships, while significance values (Sig. 2-tailed) determine their statistical validity.

Table 8 reveals that addressing gender considerations in law enforcement significantly correlates with reduced discrimination, particularly in promotion and career advancement contexts. Positive correlations between Gender-Based Organizations (GBO) involvement and trust and confidence in law enforcement (TCLE) with promotion are moderate to strong, as indicated by Pearson's values of .538 and .473, respectively, with a significant p-value of .000 indicating a reliable statistical link. This suggests that enhanced gender focus and cooperation with GBOs are associated with decreased discrimination in promotion.

For career advancement, the correlation with GBO involvement was positive but weaker at .240, with a p-value of .002, indicating a significant but less robust relationship. The correlation between TCLE and career advancement was weaker (.146) and not significant (p = .061), suggesting that trust and confidence had a lesser impact on reducing discrimination in this aspect.

Table 8. Test of the Relationship between Gender Consideration and Discrimination on Law Enforcement in Gender-Responsive Policing

Gender Consideration and Discrimination		Gender Based Organization	Trust and Confidence in Law Enforcement
Promotion	Pearson Correlation	.538**	.473**
	Sig. (2-tailed)	.000	.000
	N	165	165
Career Advancement	Pearson Correlation	.240**	.146
	Sig. (2-tailed)	.002	.061
	N	165	165

For career advancement, the correlation with GBO involvement was positive but weaker at .240, with a p-value of .002, indicating a significant but less robust relationship. The correlation between TCLE and career advancement was weaker (.146) and not significant (p = .061), suggesting that trust and confidence had a lesser impact on reducing discrimination in this aspect.

Table 9. Test of the Relationship between Gender-Responsive Policing and Gender Safety in Public Transportation

Gender Safety in Public Transportation		Gender Based Organization	Trust and Confidence in Law Enforcement
Driving Enforcement	Pearson Correlation	.570**	.524**
	Sig. (2-tailed)	.000	.000
	N	165	165
Driving Behavior	Pearson Correlation	.607**	.435**
	Sig. (2-tailed)	.000	.000
	N	165	165

The data underscore the effectiveness of gender-responsive practices in reducing discrimination, especially in promotion within law enforcement. The analysis within Region IV-A CALABARZON highlights a significant positive relationship between the involvement of Gender-Based Organizations (GBOs), trust and confidence in law enforcement (TCLE), and enhanced perceptions of Driver Equality (DE) and Driver Safety (DS) in public transportation. Specifically, a Pearson correlation of 0.570 between GBOs and DE suggests a strong association, where increased GBO engagement correlates with higher driver equality perceptions. The relationship was even stronger (with a correlation of .607) between GBO involvement and perceptions of driver safety, indicating a substantial impact of GBO activity on safety perceptions.

Similarly, trust in law enforcement showed a moderately strong positive correlation with driver

equality perceptions (Pearson Correlation of .524) and a moderate relationship with driver safety perceptions (Pearson Correlation of .435). These correlations are statistically significant, with significance values marked at .000, confirming the reliability of these findings.

In essence, these results in the role that GBOs and trust in law enforcement play in shaping public perceptions of equality and safety within the realm of public transportation. This emphasizes the importance of engaging with gender-focused groups and the need for reliable law enforcement to enhance gender safety perceptions and realities in CALABARZON's public transportation systems.

CONCLUSIONS

Based on the collected and analysed data, the researcher concluded that (1.) The correlation between Gender-Based Organizations (GBOs) and Equality in Opportunities (EO) is found to be .507, with a significance value of .000, strongly rejecting the null hypothesis and indicating a statistically significant relationship that suggests GBOs enhance perceptions of gender equality in opportunities. (2.) The influence of GBOs and trust in law enforcement on perceptions of gender inclusivity, particularly regarding promotion and career advancement without discrimination, shows positive impacts with varying degrees of correlation. However, the less substantial correlation for career advancement discrimination indicates the need for further research, leading to a partial acceptance of the relevant hypothesis (Ho2). (3.) A strong correlation of .607 between GBO engagement and Driver Safety (DS) in public transportation, with a significance value of .000, significantly rejects the null hypothesis, suggesting that active participazion in GBOs is associated with increased perceptions of safety among drivers.

LIMITATION & FURTHER RESEARCH

This study has a very difficult analysis phase because of its dynamic character; therefore, it is a challenging and interesting subject for investigation. Moreover, there are limitations in the research method (quantitative-descriptive) and the number of samples involved in the study. In addition, there are several suggestions for future direction research: (1.) Implement comprehensive gender sensitization and inclusivity training programs for all members of law enforcement, regardless of their demographic profile, due to the finding that respondent profiles, including age, did not significantly affect gender-responsive policing. (2) Foster stronger collaborations with GROs, as their influence is statistically significant in enhancing perceptions of gender equality in opportunities. Law enforcement agencies should seek partnerships to integrate gender-responsive approaches into their organizational culture. (3) Future researchers should evaluate the long-term impact of policies and measures introduced to promote gender equality and inclusivity within law enforcement agencies and public transportation systems. This can help refine existing policies and develop new policies based on empirical evidence. By focusing on the policy impact evaluation, future researchers can contribute valuable knowledge and insights to support ongoing efforts to create a more inclusive and responsive environment in the law enforcement and public transportation sectors.

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