VMC ANALYTIKS

Serving the Country, Protecting the Family: Worklife Balance of Women Police Officers in Negros Island Region, Philippines

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Karen T. Perater[1], MSCJ, ORCID No. 0000-0003-3894-419X
Atty. Dodelon F. Sabijon[2], PhD

[1]Assistant Professor, College of Criminal Justice Education, Negros Oriental State University-Mabinay Campus, Philippines
[2]Dean, College of Criminal Justice, University of Cebu–Main Campus, Cebu City, Philippines

Abstract

The researchers examined the experiences of women police officers of the Philippine National Police (PNP) in the Negros Island Region, Philippines as they balance police work and personal life as mothers. Conducted between October 2024 and March 2025, the study investigated the police officers' coping strategies and aspirations as working mothers. Using a transcendental phenomenological qualitative approach, the researchers employed a validated interview guide to conduct in-depth interviews with eleven (11) women police officers, each possessing at least three (3) years of experience as police officers and having at least two (2) children. Colaizzi's method was used to analyze the data comprehensively. Findings revealed positive experiences, including financial stability and security, job satisfaction and fulfillment, and recognition and appreciation. Conversely, participants reported negative experiences such as time constraints on parental fulfillment and family relationships, emotional and psychological toll, and shifting mandates and rigid structures. Furthermore, the officers employed time management and organization, resilience and determination, and effective communication as coping strategies. Their aspirations focused on cultivating the holistic development of their children, transitioning from career success to family legacy and fulfillment, and fostering personal growth. Based on these findings, the study recommends the creation of policies and programs for enhanced work life balance, including intervention programs such as wellness initiatives.

Keywords: work-life balance, women police officers, Philippine National Police (PNP), Negros Island Region, Colaizzi's method

INTRODUCTION

Worklife balance is a system of ethics that involves several factors. This entails the number of work hours, healthcare support received, and that, the work is in unison to ensure it can be performed to the best of worker's capabilities while enabling to live a happy, healthy life outside the workplace (Remote, 2024). The global context of work-life balance employs powerful worldwide forces-technological shifts, economic pressures, cultural norms, and governmental policies-to determine how people structure their time between professional and personal life (International Labour Organization, 2023).

Recent findings from the Global Life-Work Balance Index 2024, in which the Philippines ranked 59th out of 60 countries with a score of 27.46/100, suggest a global struggle for Filipinos to strike a balance between their personal and professional lives (Ferreras, 2024).

After the assassination of former governor Roel Degamo and eight others, a newly created Special Investigation Task Group, which was primarily tasked with investigating the assassination, relieved a massive number of police personnel from Negros Oriental of their duties. The Special Investigation Task Group relieved the entire 75-member Bayawan City police force and replaced the former station chief. On March 8, 2023, they also transferred 56 police officers from Sta. Catalina town and designated a new police chief (Partlow, 2023). The researchers noticed that some women police officers assigned to those police stations were transferred. As a result, there could be

major adjustments to worklife balance, especially for mothers transferred to another station. This scenario can prevent her fully from exercising her domestic or family responsibilities while also serving the community.

The role of police officers is crucial in preserving security and the continuity of critical national functions. Police officers are exposed to different kinds of psychological concerns. However, women in the law enforcement profession experience a higher level of stress because of other factors (Blanco et al., 2023).

Personal struggles and domestic responsibilities, particularly motherhood, often cause women police officers difficulty in advancing their careers. Many respondents hesitated to apply for certain jobs because they were mothers or planned to have children. Furthermore, many women believed supervisors would deny promotions due to the bias that mothers couldn't maintain constant availability (O'Hara, 2011). Current literature inadequately explores the worklife balance of women in law enforcement, especially mothers. There is a dearth of studies on how these officers effectively balance their demanding jobs with motherhood and personal responsibilities, a dual role that profoundly impacts their careers and families.

Motherhood and domestic responsibilities significantly affect women's recruitment in the police service. Despite initiatives to hire women, research shows the number of female officers remains extremely low compared to the overall workforce (Archbold & Schulz, 2012).

The main objective of this study is to explore the experiences of women police officers in balancing their work and life as mothers. This research provides information on the positive and negative experiences of women police officers. Moreover, it also explores coping with the challenges encountered and lastly the aspirations of the informants.

Theoretical Framework. This research is primarily anchored on the following theories:

Spillover Theory by Staines (1980), supported by Inter-role Conflict Theory by Greenhaus and Beutell (1985), and Resilience Theory by Southwick et al. (2014).

Spillover Theory posits that the quality of work and family experiences transfer between spheres, viewing them as a single entity without true boundaries. This process means workers carry emotions, attitudes, and behaviors from one environment to the other, where positive experiences lead to positive outcomes and negative experiences lead to negative outcomes in the corresponding domain (Staines, 1980).

Inter-role Conflict Theory explains that incompatible work and home demands create difficulty in meeting the needs of both domains. This refers that challenges in meeting the requirements of one role due to adhering to the requirements of another. In other words, it describes a conflict between different roles (Greenhaus & Beutell, 1985).

Resilience Theory describes resilience as the healthy, adaptive, and integrated positive functioning unfolding after adversity. The theory fundamentally supports the idea that individuals can adjust to stressful situations—including those stemming from work and family—even when work-related stressors transfer to personal life (Southwick et al., 2014).

As a summary, participants' experiences are likely a blend of positive and negative work experiences that spill over into family life, creating inter-role conflict, which the officers then manage through resilience.

LITERATURES

Legal and Policy Context. The research considers pertinent legal frameworks and policies advocating for women's welfare. Republic Act No. 8551 (1998) established the Philippine National Police (PNP) as a more gender-sensitive institution, mandating Women's Desks, developing a gender sensitivity program, and setting a 10% recruitment quota for female officers. Subsequently, the Magna Carta of Women (R.A. No. 9710, 2009) protects

Filipino women's human rights and specifically invoked non-discrimination in employment within the police and military. Furthermore, the Safe Spaces Act (R.A. No. 11313, 2019) covers and penalizes all forms of gender-based sexual harassment in public spaces, workplaces, schools, and online.

The Critical Role of Work-Life Balance. Work-life balance predicts employee well-being and organizational success (Omar et al., 2015). When work-life balance compromises, police officers face severe health challenges, including burnout, due to demanding jobs and trauma exposure. This imbalance strains relationships, reduces job satisfaction, and drives higher turnover (Miryala, 2019). Research on the DEA found 69% of female agents consider resigning after starting a family due to work-life balance struggles, accounting for the high attrition rate among women (Giachetti, 2008).

The Burden of Gender and Role Conflict. Women in law enforcement universally face fundamental stress balancing careers with traditional gender roles (Miller, 2012). This intensifies due to the "second shift"—unpaid domestic labor disproportionately falling to women causing inter-role conflict (DeCruise-Fortune, 2020). For mothers, this conflict increases pressure to resign (Buzzanell et al., 2005). Female officers' domestic burden causes feelings of failure when professional demands interfere (Yu, 2014), even leading to the destruction of family connections (Andres et al., 2023).

Organizational and Occupational Barriers. Female officers encounter organizational and cultural barriers that hinder careers. Negative attitudes from male colleagues, lack of role models, and work-life balance issues constitute major barriers (Yu, 2014). Societal expectations force women to conform to gender roles, hindering career advancement (Olowu, 2020). Workload and role conflict negatively affect work-life balance (Omar et al., 2015). For instance, Garda Síochána female officers faced promotional disadvantage due to self-exclusion from opportunities, driven by domestic conflict (O' Hara, 2011).

Existing literature addresses female police officers, but a significant gap remains, requiring an in-depth, lived-experience study using transcendental phenomenology. Researchers need this study within the Negros Island Region due to a disruptive, localized event: the transfer of women police officers after the provincial governor's assassination. This involuntary relocation creates a unique scenario that restricts an officer's ability to fulfill domestic duties while serving. Consequently, this study will add vital perspective by highlighting the critical importance of worklife balance for women police officers, especially mothers, under conditions of extreme professional disruption.

METHODOLOGY

The researchers utilized Husserl's transcendental phenomenological approach as design for this qualitative study. This design allows researchers to probe participants' subjective feelings, thoughts, and behaviors regarding work-life balance. Crucially, the approach mandates the use of Epoche (bracketing), requiring researchers to systematically set aside all prior knowledge and preconceived ideas to remain fully receptive to participant descriptions (Moustakas, 1994). This method uses transcendental reduction to uncover the underlying structures of consciousness regarding the phenomenon (Husserl, 1931).

The phenomenon's essence lies in the officers juggling a demanding, male-dominated profession with the culturally-laden role of motherhood. This dual role creates negative spillover, where work stress actively transfers to family life. Consequently, officers experience inter-role conflict and incompatible demands, making them feel torn between professional duty and maternal commitment. Participants then employ specific mechanisms to adjust and manage these stressors, demonstrating the adaptive process of resilience.

The study purposively selected eleven (11) women police officers from the Philippine National Police across six (6) city police

stations in Negros Oriental, Negros Island Region. Each participant had at least three (3) years of experience as an officer and at least two (2) children. Researchers obtained permission from the Provincial Director and used a validated interview guide to gather data. After securing approval from the six (6) City Station Chiefs of Police, the researchers identified and met qualified participants at their stations, scheduled individual interviews based on participants' availability, explained informed consent, and assured confidentiality. After the participants signed the forms, the researchers documented the discussions via audio recorder in a comfortable, language-appropriate setting.

The researchers used Colaizzi's method in analyzing the data (Praveena & Sasikumar, 2021). The researchers followed these steps: First, read and re-read each transcript to grasp the whole content. Second, extract significant statements. Third, formulate meanings from these statements. Fourth, organize these meanings into cluster themes and sub-themes. Fifth, integrate the findings into an exhaustive description. Sixth, describe the phenomenon's fundamental structure. Finally, the researchers validated the findings.

RESULTS

The study generated a total of twelve (12) themes. First, the participants described their positive and negative experiences through three (3) themes each. Furthermore, three (3) themes were also generated for coping strategies to balance work and life as mothers. Lastly, three (3) themes emerged that captured the participants' aspirations as working mothers.

Positive Experiences of the Participants in Balancing Police Work and Life as Mothers.

Financial Stability and Security. This theme constitutes one of the participants' positive experiences balancing work and life as mothers. Being financially stable allows them to provide for their children's and family's needs. This stability and security make the informants happy, contented, and satisfied.

Participant 2 disclosed that:

I'm contented with my work now because at least I have a stable job. I can provide for my children's needs, because it's really difficult these days when you don't have a job and you have children. I can buy what my children want. I can send them to private school. (Participant 2)

In addition, Participant 5 gladly shared her experiences. She unveiled that:

I'm really happy to work every day. Even with the tiredness from work, we're still persistent in working. I'm still happy because this is what sustains us, this is our source of income. If we talk about salary, it can shoulder our needs and wants too. It can pay for school bills, household bills. (Participant 5)

Moreover, Participant 9 also shared that:

I'm happy because I provide for my children's needs...I'm contented with my job because, as I said, I can provide all the needs of my children and siblings who need my help. The salary given by the PNP, from my work, also helps in life. (Participant 9)

Job Satisfaction and Fulfillment. The theme focuses on the participants' strong sense of job satisfaction and fulfillment derived from assisting colleagues in the workplace. Participant 11 shared her experiences where she was happy when she helped her colleagues. She made known that:

I'm really happy whenever I can help the personnel in the sections, I'm assigned to... Whatever help I can give to my colleagues in the sections I'm assigned to, I'll definitely give it as long as I can manage. (Participant 11)

Participant 10 openly shared the contentment she felt when imparting knowledge and practical advice in the community. She noted that:

I'm really happy here because if someone asks me, I can impart what I've learned. I can also

impart to them what they should do. They ask for help on what to do as a traffic investigator. (Participant 10)

One of the participants positively experienced the harmonious integration of work, family, and community, which highlighted the importance of finding a career that aligns with personal values and resulted in a fulfilling life. Participant 3 shared that:

I'm happy because I'm in this organization. As a mother, I can provide for my children's needs through my salary. And I can also serve the community where I live... We're really contented to be here in because at the same time, we can see our children every day. (Participant 3)

Recognition and Appreciation. This theme constitutes another positive participant experience. Officers valued a simple "thank you" from clients, which boosted their confidence and self-worth. Being recognized and appreciated impacted her and the community she served significantly. Consequently, this brought satisfaction and contentment to Participant 1. She declared that:

For me, as a mother and someone who also serves the public, as long as I've given my best, my right assessment of the client, and a simple thank you on that day that I've assisted several clients,... that already has a big impact, at the same time, on the community that I serve. (Participant 1)

Participant 10 emphasized that receiving recognition and appreciation felt heartfelt, especially when her advice solved a problem for someone. If it was not solved, at least she guided them on what to do. She confided that:

I can advise people on what to do. I'm also happy when they thank me because their problems are solved. I have acquaintances whose children... they refer them to me, you know, when they have vices, I advise them not to hang out in those places because there are a lot of illegal drugs there, they might get involved. It happened that their child was actually caught, and they didn't have much to say. Their only

question was what to do, and I just advised them on what to do. (Participant 10)

Participant 11 also shared that:

When I was assigned to admin, with the personnel, if they had personal admin matters, whatever they needed, you just help them. I'm happy to help my colleagues. I'm also happy when they thank me. (Participant 11)

Negative Experiences of the Participants in Balancing Police Work and Life as Mothers.

Time Constraints on Parental Fulfillment and Family Relationships. This theme presents the participants' negative experiences where they missed family events, lacked time with children, and experienced strain on family bonds because of their work. Participant 8 confided that:

Balancing time is also one thing. I have a hard time attending my children's special occasions. I don't have much time because of my work. (Participant 8)

Participant 9 also shared that:

Sometimes I'm really not happy because there are times when we really don't have any free time to give to our children because we're mostly on duty. Mostly every day we're on duty, then our time with our children is lessened. (Participant 9)

Further, Participant 10 revealed that she had a hard time balancing her work with her children's activities. She unveiled that:

When your child has an activity, you really find a way to ask permission from your duty station... In the PNP these days, it's difficult, there really has to be someone at the outpost. So, that's one of my issues, it's time for my children. I have less time for my family. (Participant 10)

Emotional and Psychological Toll. This theme refers to the difficulty in concentrating, emotional distraction, increased stress, and anxiety that decreased work productivity when

a child was sick, which were the major reasons informants felt sad. Participant 3 shared that:

Sometimes... I feel it as a mother, especially when your child gets sick. And when you're busy. Then you think, 'What do I prioritize?' Because your child also needs you, especially when they're hospitalized. I've gone through that, so that's when I feel worried... (Participant 3)

Participant 8 also added by saying:

There are times when I'm not happy because I want to give my children time, especially when they're feeling unwell, when they're getting sick. Then I get confused. I don't know what to prioritize, whether it's my work or my child. (Participant 8)

The emotional toll also involved participants worrying about their children's well-being, especially when distance separated them due to work demands. Participant 3 shared that:

Especially during seminars that are far away. Then it takes about 1 week or 2 to 3 days. We're there at the seminar, but we're thinking about our children, wondering if they are all well here. (Participant 3)

Participant 7 also confided that:

Time and distance. That's probably the biggest challenge for us. (Participant 7)

Shifting Mandates and Rigid Structures. This theme refers to rapid changes in directives and sudden reassignments, which confused and disappointed officers, indicating a lack of clarity and stability.

Participant 3 disclosed that:

Sometimes, it's like the pressure from work. There are different directives from the higher office, from our higher-ups. So, we get confused sometimes, when there are new directives, like one week there's something new, then the next week there's another... So, that's sometimes when you get disappointed or discouraged, but...

it's just that, you stick to your mandate as a police officer, we just follow what they've directed, and do it correctly. (Participant 3)

Furthermore, Participant 2 shared that when you become a police officer, you are not immediately assigned to a location near your family. She unveiled that:

Before, when I was assigned in another city, it was difficult because my children were left here... I'm a widow. So, I was assigned in that city before, but even when my husband was still alive, we were far apart. My husband was assigned in another unit, I was assigned in that city before, and my children were here, in our hometown. So, it was a struggle, because if your child gets sick, you're not there. You feel far away from them. Because when you become a police officer, you don't immediately get assigned to where you're from. (Participant 2)

Participant 7 also confided that:

Sudden re-assignment. That's really the hardest thing as a mother. You can't do anything; you just have to go. Just like what happened 2 years ago, the year the provincial governor died. We were all suddenly relieved and sent to other stations outside the province, and I had just given birth...As PNCOs or police officers, we have the motto—'follow before you complain'. (Participant 7)

Coping with the Challenges Encountered by the Participants in Balancing Work and Life as Mothers.

This section describes the strategies of the participants in coping with the challenges encountered in balancing work and life as mothers. The participants' responses revealed three (3) themes, as follows:

Time Management and Organization. This theme pertains to participants' coping mechanisms for balancing work and life as mothers. These are essential for survival and success in their demanding dual roles, helping them maintain balance, reduce stress, and strengthen relationships for a more fulfilling life.

Participant 3 stated that time management is important so that she can be effective in both fields. She shared:

Time management... There are time frames that you need to follow... For me, it's time management, and then explaining to my children what my job is like. (Participant 3)

Participant 6 also shared that:

Time management... I list my work tasks with their respective dates, so I can see them in advance, before the date arrives, I know what to submit, what I need to comply with... For my family... I also list the bills, all the groceries, almost everything I need to do for the family... (Participant 6)

Participant 8 strengthened their experiences as she disclosed that:

You know how to balance your work and your family. So, time management is really what's needed. That's it as a mother, and then you also give a little time to your family. Even though you have a job, you just don't forget that... you have obligations to your family. (Participant 8)

Resilience and Determination. This theme refers to the foundations upon which women police officers build sustainable worklife balance. Participants maintain a positive attitude and persevere through challenges by focusing on solutions and adapting to change. Participant 2 shared that:

We should be really resilient. As a police officer and a mother, you have to work on both. You have to work to provide for them. At the same time, you have to be a mother to them. Of course, they depend on you financially... So, it's just... being resilient. (Participant 2)

Participant 4 conveyed that:

We really just strive to find a way. Sometimes it's unavoidable that we have seminars that take 1 week, 5 days, 3 days... we find strategies or ways to cope with those work demands

because we can say that sometimes in our line of work, family becomes the second priority, because work is really a priority. (Participant 4)

Participant 5 imparted that:

You really need to strive to be mentally and physically fit. If you have extra time, you really need to exercise... take vitamins so you don't get weak... You really need to have the mindset that you can't get sick, you can't be weak, you really need to fight for your stamina because it's very difficult to get sick when you have children and a job, and it's also stressful sometimes. (Participant 5)

Participant 3 gave also importance to prayers. She conveyed that:

Prayer and time management, because if we don't have good time management, we'll get confused. (Participant 3)

Effective Communication. This theme focuses on how the participants use effective communication with their children, colleagues, and superiors as a strategy for balancing work and life as mothers. Participant 8 shared that:

I really explained to them that I need to work to provide for their needs. So, at least even with the little time I spend with my children, they're still happy. I've been able to provide for them. (Participant 8)

Participant 11 explained to her children the value of proper spending and saving of money, as well as prioritizing needs over wants. She conveyed that:

I also explained to them that we're not rich, and they shouldn't waste money. If something isn't necessary, they shouldn't buy it; they should save the money. (Participant 11)

Effective communication has helped Participant 10 in portraying her role as a mother and a public servant. She imparted that:

If we have an activity... we inform our superiors and colleagues beforehand. We give notice, we

ask permission in advance that we won't be there at this time because our child has an activity. I plan ahead of time what to do about it... It's really about communication. (Participant 10)

Aspirations of the Participants as Working Mothers.

The participants also revealed their aspirations as working mothers. There are three (3) identified themes that would describe their aspirations as follows:

Cultivating Holistic Development of Children. This theme refers to participants' aspiration to nurture their children (physically, emotionally, intellectually, socially, morally, and spiritually) for future success and social collaboration. Participants emphasize education as the basic foundation for achieving future success. Participant 3 shared that:

...that I can raise my children to be good, that they have fear of God, that even when I'm busy with work, I still have time to take them to church... (Participant 3)

Participant 5 also disclosed that:

My husband and I, who are both police officers, really strive to guide our children in their schooling... for our children to finish their education. We also always support our children. That God is always with us, keeping us safe from harm, because our work is difficult, we need to pray every day! (Participant 5)

Participant 9 shared her selfless aspirations. She confided that:

My goal for myself, ma'am, is not for myself but for my family. Especially for my children, that I can provide all their needs. Especially in the coming years when they'll be going to school. (Participant 9)

Transitioning from Career Success to Family Legacy and Fulfillment. This theme refers to the participants' hope for successful retirement, whether mandatory or optional, so that when they are retired, they can spend more time with the family. Successful retirement highlights prioritizing the child's wellbeing and future above personal aspirations.

Participants 6, 8, and 11 expressed their hopes of retiring so that they can enjoy full family time and their pension benefits. Participant 6 stated:

That I'll be successful in retiring, with everything going well, all is well. For my family, that my kids will also be successful in their studies, and in their professions in the future. The future of our children. (Participant 6)

On the part of Participant 8 and 11, they expressed their aspirations on retiring. This was their statements, respectively:

My goal is to just finish my work, you know... The time will come when I'll finally achieve my retirement. If it's not compulsory, at least if I reach 20 years in service, I can take optional retirement. At least then, in the future... I'll have a pension, and at the same time, I'll have time for my family. (Participant 8)

What I'm focused on now is, compulsory retirement is still far off because I'm only 47. In the future, I'll take optional retirement so I can give them the time I haven't been able to give. So, you know, I'll have time for them. (Participant 11)

Personal Growth. This theme refers to the aspiration of the participants for personal growth and a deep commitment to service. Participant 4 aspires for personal development through the experiences that she encountered. She shared that:

...the very first designation I was assigned was handling women and children. Even before I had any experience having a child, I experienced that designation, you know... I would entertain the problems of couples, so in a positive way, it was also helpful to me... (Participant 4)

Participant 5 also expressed that:

Pray and think positively. If you want something to happen, if you want to be a police officer, then

you strive to finish your studies. Just focus and just pray to God, because only God knows. (Participant 5)

DISCUSSIONS

Through the qualitative transcendental phenomenological approach, the study identified and categorized its results and findings. Thematic analyses specifically revealed the participants' positive and negative experiences, the challenges they encountered in balancing work and life as mothers, and their future aspirations.

Financial stability and security give women police officers fulfillment because they provide for their children's and family's needs, including extended relatives. Fair compensation and well-defined policies encourage officers to work, keeping their spirits high and fostering strong morale (Mellijor, 2023). Female officers express satisfaction with their salaries and benefits, believing the compensation is fair given their complex work (Ambata et al., 2025). Appropriate compensation most dominantly affects employee performance, encouraging better output and responsibility (Zaeni et al., 2022).

Job satisfaction—defined by Locke (1969) as a positive emotional state from job appraisal—gives women police officers fulfillment when they assist colleagues and experience collaborative support. Individual workers acknowledge positive interpersonal relationships enhance productivity (Mabona et al., 2022) by fostering mutual assistance, learning, and easy communication (Quarmyne, 2018). Employees like their work in a positive environment, motivating sustained effort (Sacro & Genuba, 2020). Work passion also increases job satisfaction (Sankham, 2024), reinforcing that committed and satisfied officers are less likely to leave (Ahmad et al., 2019).

Women police officers experienced recognition and appreciation. Kaarninen (2023) explains that appreciation, spontaneous or intentional, increases productivity, performance, and well-being while reducing turnover, absenteeism,

and stress. Imran et al. (2025) claim the synergistic effect of recognition and appreciation improves employee performance, increases engagement, and reduces turnover. Kumar and Vasudevan (2024) support that appreciation, recognition, and job satisfaction relate positively and significantly to employee performance.

Time constraints negatively impact women police officers' parental fulfillment and family relationships. Demanding work schedules prevent them from attending children's activities and academic requirements. Nisa et al. (2024) observed that long work hours reduce mothers' involvement in children's academic lives, causing stress, guilt, and reduced responsiveness. This emotional toll can make children feel unsupported and prone to difficulties. Onwuka & Nwosuji (2015) reported that working mothers have little time for children, leaving early and returning late and tired. Edgley (2021) also found professional women emphasize full presence for children, attributing flexible work success to luck.

The emotional and psychological toll also challenged women police officers. When their child was sick, participants experienced difficulty concentrating, emotional distraction, and increased stress and anxiety, which decreased work productivity and caused sadness. Kadale et al. (2018) defined a working mother as one who combines a career with childcare responsibility. Women balancing careers and family face emotional, psychological, and physical burdens while juggling professional and child-rearing duties. Heymann et al. (1999) believe parents play a critical role in caring for sick children.

Shifting mandates and rigid structures confronted women police officers, impacting worklife balance. Rapid changes and sudden reassignments confused and disappointed officers, showing a lack of clarity and stability. Occupational stressors and administrative policies cause low psychological well-being in the male-dominated profession (Olowu, 2020). Societal expectations for childcare clash with professional demands (like obeying superiors

and irregular schedules), hindering careers. Overtime stresses the family by reducing time together. Working in a paramilitary setting carries risks and detrimental effects on officers' home lives (Rojero, 2022).

The women police officers employed strategies to cope with the challenges of balancing work and life as mothers. The study identified time management and organization, resilience and determination, and effective communication as the emergent themes.

Women police officers used time management and organization in balancing work and life as mothers. Time management involves planning and prioritizing tasks to use time effectively, complete projects, and meet deadlines (University of Pennsylvania, 2025). Successfully balancing duties requires consciously choosing how to spend time, including creating to-do lists and scheduling (University of Pennsylvania, 2025). Women adopt techniques like effective time and stress management and prioritizing tasks to integrate work and family commitments (Uddin, 2021). Conversely, poor time management and lack of organizational skills harm general self-efficacy and parental competence (Afsaneh et al., 2019).

Women police officers also adopted resilience and determination. Mentally and physically healthy personnel ensure public safety (Miryala, 2019). The concept of "mind over body"—prioritizing thoughts over physical feelings—influences stress and health, increasing a sense of community responsibility and leading to better task performance (Moore et al., 2016). Resilience training programs effectively enhance female officers' resilience, job satisfaction, and well-being while reducing occupational stress, thus organizations should embed them (Chitra & Karunanidhi, 2021). Notably, some officers expressed that meditating and praying before shifts alleviates stress and improves role performance (Andres et al., 2023).

Women police officers also applied effective communication as a coping strategy. William (1993) asserts that effective communication is

essential in law enforcement for maintaining order through interventions and mediation. Police administrators need to communicate effectively to guide officers and resolve conflicts. Mabona et al. (2022) identified effective communication as a factor required for a healthy work environment. Maintaining open communication increases team productivity because members exchange information more effectively, leading to improved outcomes (Asido et al., 2025).

The women police officers have aspirations as working mothers. The study found that their aspirations included cultivating the holistic development of their children, transitioning from career success to family legacy and fulfillment, and achieving personal growth.

Women police officers hope to cultivate the holistic development of their children, aspiring for future success with emphasis on education. This cultivation focuses on the children's complete well-being (physical, emotional, intellectual, social, and moral), navigating the challenges of the mother's demanding profession. Kim & Bang (2017) identified four types of parental aspirations linked to socioeconomic status, showing how aspirations contribute to educational inequality. Mahbub (2016) expressed that professional mothers often stress the necessity of their jobs to send their children to private schools, ensuring the quality of their education.

Women police officers also aspire for a smooth transition from career success to family legacy and fulfillment. This aspiration includes achieving financial stability after retirement (Ambata et al., 2025). Most retired police officers "strongly agree" with positive financial impact indicators and "agree" they have more time with family, which positively impacts their well-being. Officers establish a realistic financial foundation to accommodate optional retirement changes, requiring they understand spending habits and have clear expense expectations before leaving (Garcia, 2024).

Equally important, women police officers strive for personal growth. Andres et al. (2023) define

personal growth as developing one's skills through challenges and experiences, pushing individuals to reach their highest potential. Nadeem et al. (2025) pointed out that female officers must deliberately develop their emotional, intellectual, social, physical, and spiritual health to grow personally. This self-discovery journey helps them become more effective officers and more resilient individuals. The study also emphasized that resilience training and support programs improve police officers' mental health and reduce work-related stress.

Conclusion. The study revealed that women police officers experienced varied successes in balancing work and life as mothers. Participants described positive themes, including financial stability and security, job satisfaction and fulfillment, and recognition and appreciation. Conversely, they also reported negative experiences, including time constraints on parental fulfillment and family relationships, emotional and psychological toll, and shifting mandates and rigid structures. Women police officers used coping strategies---time management and organization, resilience and determination, and effective communication. As mothers, their aspirations extended to cultivating the holistic development of their children, transitioning from career success to a family legacy, and fostering their own personal growth.

Recommendations. The study's results highlight suggestions for enhancing worklife balance among women police officers.

Women police officers in the Philippine National Police (PNP) perform vital daily operations. Worklife balance seminars offer significant benefits by addressing their unique challenges in managing demanding careers and family responsibilities. When officers achieve a healthy balance, they gain improved well-being, better health, and stronger family relationships, leading to greater job satisfaction, personal fulfillment, and a more sustainable career.

The Philippine National Police must implement policies and programs that support a better balance between work and family life. Emphasizing worklife balance brings key benefits like increased retention rates, improved morale and productivity, an enhanced organizational image, and enhanced teamwork and collaboration. Ultimately, this is a crucial factor in creating a healthier, more effective, and more representative police force better equipped to serve and protect the Filipino people.

Women police officers, particularly those assigned to the Women and Children Protection Desks (WCPD) carry significant weight due to the sensitive and emotionally demanding nature of their specific roles. Therefore, crafting an intervention program to improve their wellbeing and job performance is a necessary step. By prioritizing worklife balance, WCPD officers can mitigate the trauma and burnout that they face from regular exposure to abuse, exploitation, and violence against women and children. This can also help in managing the emotional toll of WCPD cases, which can easily spill over into their personal lives, affecting their relationships with their children and families.

The National Police Commission (NAPOLCOM) should formulate and review policies and standards for the Philippine National Police (PNP) to address worklife imbalance among women officers. Policies should include guidelines for workload management, flexible work arrangements, mandatory rest periods, and support systems.

The Department of Interior and Local Government should provide a budget for programs like wellness and mental health services. By facilitating coordination between the PNP and other government agencies—such as the Department of Social Welfare and Development and the Civil Service Commission—they can leverage resources to better serve working police parents and their families.

Local Government Units should be supportive in providing valuable resources, and influence local policing priorities in ways that positively impact the worklife balance of PNP officers.

LGUs can facilitate connections for the victims they serve with local social welfare agencies, counseling services, and support groups. They can also facilitate access to local social services, especially for WCPD officers.

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