| **RESEARCH ARTICLE**

Violent Extremism: Work Stories of Women Police Officers in a Mobile Force Company in Eastern Philippines

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| **ABSTRACT**

This study delved into the work experiences of women police officers assigned in mobile force companies in the entirety of Samar. Criticized for its underperforming economy due to insurgent threats, this district provided a backdrop for exploring the role of women police officers in counter-insurgency programs. The research employed a phenomenological, qualitative approach to uncover deeper insights.This study used phenomenological research design. Ten (10) women police officers from various areas in Samar, including Allen, Pambujan, Calbayog, Catbalogan, Dolores and Quinapondan were chosen as informants. These officers, with a minimum of two years of experience, were selected from the Samar provincial police records.Interviews were conducted and recorded using a smartphone application, ensuring detailed and accurate transcriptions. Most responses were in English, with a small portion in the local dialect, which was translated for clarity.The study identified nine emergent themes: *Community Engagement and Trust, Negotiation and Conflict Resolution, Community Resilience and Peacebuilding, Mental Health and Resilience, Gender Dynamics and Cultural Sensitivity, Operational Challenges and Adaptation, Personal Growth*, *Professional Development and Strategic and Tactical Innovation* and *Women's Leadership and Empowerment* . These themes highlighted the importance of of the role of women police officers between the police and community, acknowledged the risks in implementing counter-insurgency programs, and noted the challenges of funding and aligning with government initiatives. The officers expressed continuous effort and aspiration in their roles, emphasizing the need for recognition in the role of women police officers.

| **KEYWORDS**

Criminal Justice, Mobile Force Company, Women Police Officers, Police Community Relation, Bridging gaps, Connecting People, Establishing Rapport, Phenomenological Research, Relationship, Involvement, Support, Samar

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1. Introduction
1.1 Rationale
Throughout the world, criminal justice agencies such as police, courts, and corrections play a pivotal role in preventing radicalization among individuals and groups. These efforts are essential to impede the progression of radicalized individuals into violent actors and ultimately decrease the probability of terrorist attacks. The urgency of these efforts was starkly underscored by the September 11 attacks in the United States, highlighting the catastrophic potential of unchecked radicalization (Hoffman, 2006).

Globally, terrorism and violent extremism continue to pose significant threats to peace and security, necessitating a coordinated and multifaceted approach to counter these challenges. Countries worldwide are grappling with diverse manifestations of extremism, each influenced by unique sociopolitical and economic factors. For instance, Europe faces threats from homegrown

jihadists and right-wing extremists, while African nations combat groups like Boko Haram and Al-Shabaab (Neumann, 2016). These varied contexts underscore the importance of tailored strategies in counter-terrorism efforts, involving international cooperation, intelligence sharing, and community engagement to effectively mitigate the risk of terrorism and foster global stability (Schmid, 2013).

In the Philippines, violent extremism remains a pressing challenge, particularly in regions where rebel groups like the New People's Army (NPA) are active. Areas such as the Eastern Visayas, including Samar Island, are especially affected, where dense forests and remote locations provide cover for insurgents (Santos, 2010). This ongoing issue not only threatens the safety of local communities but also poses broader security challenges, demanding continuous attention and action from the government and security forces to restore stability and peace.

In response to the persistent challenge of violent extremism in the Philippines, numerous counter-insurgency programs have been established, notably the Philippine National Police (PNP) Mobile Force Companies. These specialized units, which include women police officers, are integral to national security and public order (PNP, 2020). Women officers actively engage in all facets of these operations, from internal security efforts against insurgents and terrorists to law enforcement against organized crime. Their participation enhances tactical responses and strategic planning through tasks like long-range reconnaissance and surveillance. The inclusion of women not only fosters gender inclusivity but also adds valuable perspectives and skills that enrich the overall effectiveness of the counter-insurgency initiatives (Cruz, 2019).

The enactment of the Anti-Terrorism Act of 2020 (Republic Act No. 11479) marks a significant legislative effort by the Philippine government to strengthen its legal framework against terrorism. This law, designed to address the complexities of modern terrorism, provides more robust mechanisms for the prevention, interdiction, and suppression of terrorist activities. It is seen as a crucial tool for the government in its fight against insurgency and violent extremism, particularly in regions with a history of rebel activities like Samar Island.

The Anti-Terrorism Act of 2020 has broadened the definition of terrorism to include acts intended to cause death, serious bodily harm, or significant property damage to coerce the government or the public into pursuing a particular ideological, political, or religious cause. This expanded definition is aimed at encompassing a wider array of terrorist activities, including those that may not involve direct violence but still pose significant threats to national security (Republic Act No. 11479, 2020).

However, the law has been met with both support and criticism. Proponents argue that it is a necessary measure to combat terrorism more effectively, especially in light of the increasing sophistication and global reach of terrorist organizations. Critics, on the other hand, have raised concerns about potential human rights violations, arguing that the law could be used to target political dissenters and activists under the guise of national security (Amnesty International, 2020). These concerns underscore the importance of ensuring that the implementation of the law is carried out with strict adherence to human rights standards and legal safeguards.

For the Eastern Visayas, particularly Samar Island, where insurgency has historically posed a significant threat, the Anti-Terrorism Act could serve as a critical component of the government's broader counter-insurgency strategy. It provides law enforcement agencies, including the PNP Mobile Force Companies, with enhanced legal authority to conduct operations against individuals or groups suspected of terrorist activities. This legal backing is vital in addressing the ongoing security challenges in the region, contributing to the overall stability and safety of local communities.

1.2 Theoretical Background

This study is anchored on the Feminist Theory of J. Ann Tickner (1992) and supported by the Human Security Theory by Mary Kaldor (2007) and Social Role Theory by Alice H. Eagly and Sabine Steffen (1984).

Feminist theory explores gender inequality by examining women's social roles, experiences, and interests. It seeks to understand gender injustice and focuses on issues such as power relations, sexuality, and gender politics across various disciplines (Tong, 2019). This framework analyzes how societal structures perpetuate gender disparities and their impact on women's lives in various spheres.

Feminist theory advocates for equal rights and opportunities for women, including equal pay, fair treatment, and the freedom to make personal choices. It challenges traditional power dynamics and pushes for systemic change to ensure women are treated equitably in all areas of life (Tickner, 1992).

Additionally, feminist theory supports the idea that everyone, regardless of gender, should live without facing discrimination or violence. This approach addresses both overt and subtle forms of gender discrimination, providing a critical lens to examine and address gender-based injustices (Butler, 2004).

Human Security Theory, prominent post-Cold War, broadens the concept of security beyond military concerns to include threats like disease, hunger, and violence. It shows how these interconnected threats impact individuals' basic safety and well-being (Paris, 2021).

This theory emphasizes protecting individuals' security and well-being, ensuring they have access to essentials like food, clean water, medical care, and safe living conditions (Kaldor, 2007). It marks a shift from traditional security notions prioritizing state sovereignty to focusing on individual protection.

The Human Security approach aims to help vulnerable groups, such as children and the poor, by addressing root causes of insecurity. It advocates for sustainable solutions to enhance overall human well-being, promoting stability and better lives (Chen, 2014).

Social Role Theory explains gender differences through the social roles individuals occupy, which shape behaviors and expectations (Eagly, 2013). Societal norms and expectations influence these roles, impacting various aspects of life from career choices to interpersonal interactions.

People learn these roles from a young age, and they often dictate the kinds of jobs and social positions men and women occupy. These roles are reinforced throughout life, perpetuating gender differences (Eagly & Wood, 2012).

Social Role Theory highlights the need to change societal expectations to promote gender equality. By challenging traditional gender roles and encouraging equitable social practices, society can reduce gender disparities and foster inclusivity (Ridgeway, 2011).

Criminal justice agencies, including the police, courts, and corrections, play a pivotal role in the prevention of radicalization among individuals and groups, thwarting the transition of radicalized individuals into violent actors, and ultimately reducing the likelihood of terrorist attacks. It is crucial for decision-makers to have a clear understanding of the current evidence base as well as areas lacking in-depth study (Sydes et al., 2023).

Alice H. Eagly (2013) discussed how working in security and the armed forces offers unique and varied experiences. Roles in this sector demand good teamwork and communication skills, especially since they can involve danger. Some jobs may be office-based, while others require travel or fieldwork. This field is particularly relevant to women police officers in mobile force companies, highlighting both the challenges and opportunities they face.

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Eagly (2013) discusses how working in security and the armed forces offers unique and varied experiences. Roles in this sector demand good teamwork and communication skills, especially since they can involve danger. This is particularly relevant to women police officers in mobile force companies who are part of counter-insurgency programs as it highlights both the challenges and opportunities they face (Eagly, 2013).

Community policing is critical in countering insurgency through the building of trust and cooperation between the police and the communities they serve. This approach is especially pertinent given the longstanding issues of mistrust and allegations of bias within the police force, as highlighted by the experience of Neomi Bennett and the broader discontent among black communities in the UK (Wright, 2021). Community policing emphasizes understanding the community's diversity, establishing partnerships, and maintaining open lines of communication to enhance policing effectiveness.

Integrating feminist perspectives in policing is crucial, especially in efforts like counter-insurgency where community trust and cooperation are vital. Feminism in the police force can lead to more inclusive and equitable practices, enhancing the effectiveness of policing by acknowledging and addressing issues of gender and power dynamics. This is particularly important in counter-insurgency as a diverse and gender-inclusive approach can provide deeper insights into community needs and dynamics, leading to more effective strategies in maintaining peace and security (Nadon, 2022).

Despite the advantages of including more women in policing, such as their less frequent use of severe force and more positive public interactions, women remain significantly underrepresented in U.S. police forces, making up only about 12.8% of officers. Women face numerous barriers in the policing profession, including a non-supportive work environment, inadequate family-friendly policies, and a lack of proactive recruitment. These challenges hinder their career advancement and impact their morale and the overall effectiveness of the police force. Addressing these issues is crucial for fostering a diverse and effective policing environment (Lavender & Todak, 2022).

A notable incident occurred on January 6, 2024, in an upland village of Borongan City, Eastern Samar, Philippines, where a clash between Philippine soldiers and NPA rebels resulted in the death of a high-ranking NPA leader. Brig. Gen. Noel Vestuir commented on the potential impact of this event, suggesting that the demise of this leader could lead to a significant decline in the operational effectiveness of the NPA fighters under SRC Sesame. He hypothesized that this could result in disorientation, demoralization, and a reduced capability for sustained armed conflict driven by what he describes as a 'lost cause and incorrect communist ideology.' This perspective aligns with the Philippine Army's ongoing stance urging NPA members to cease their armed struggle and reintegrate into their communities (Meniano, 2024).

In Southern Leyte, Philippines, the dynamics of the conflict are mirrored by the actions of the NPA-Leyte Island, particularly in their reported success in thwarting an April raid by the 14th Infantry Battalion and responding to what they termed retaliatory actions by the military in civilian domains. The reported outcomes of these confrontations included the fatalities of two military agents and the confiscation of weaponry and communication devices. These engagements occurred in the context of intensified military operations by the 8th Infantry Division, characterized by the deployment of advanced technology and weaponry, including helicopters, drones, and other high-tech military equipment (Meniano, 2024).

The Philippine Anti-Terror Law, officially known as the Anti-Terrorism Act of 2020, aims to prevent, prohibit, and penalize terrorism in the Philippines. The law grants law enforcement agencies more power to conduct surveillance, arrest suspects, and detain them for extended periods. While it aims to bolster the country's counter-terrorism capabilities, it has faced criticism for potential human rights abuses and the broad definition of terrorism that could be used to suppress dissent (Republic Act No. 11479, 2020).

The National Task Force to End Local Communist Armed Conflict (NTF-ELCAC) was established in 2018 to combat the communist insurgency in the Philippines. The task force's mandate includes promoting peace and development in conflict-affected areas, providing livelihood assistance, and implementing infrastructure projects. However, the NTF-ELCAC has faced scrutiny for allegations of red-tagging and human rights violations, with critics arguing that its actions sometimes target activists and critics of the government under the guise of counter-insurgency (NTF-ELCAC, 2018).

The Philippine National Police (PNP) Mandate on Mobile Force Companies is integral to maintaining public safety and order. These specialized units are deployed in areas with high incidences of criminal activity, insurgency, or terrorism. They are equipped with advanced training and resources to handle various security challenges, from riot control to counter-terrorism operations. The effectiveness of Mobile Force Companies is crucial in the overall strategy of the PNP to ensure peace and security across the nation (PNP, 2022).

Melkamu and Teshome (2023) show that trust in the local police in Addis Ababa, Ethiopia, is low largely due to perceptions of inefficiency in crime reduction and a lack of fairness in police procedures. These factors are compounded by poor community relations. The findings underscore the importance of procedural justice, effective communication, and community policing in building trust between the police and the community. Enhancing these areas can lead to better cooperation in countering insurgency as community support is crucial for effective law enforcement (Melkamu & Teshome, 2023).

The intersection of counter-terrorism and human rights remains a critical area of concern, particularly in the context of the Philippines. Garcia (2022) delves into this complex relationship, emphasizing the necessity of balancing effective counter-terrorism measures with the protection of civil liberties. The study critically examines the Philippine Anti-Terrorism Act of 2020, raising concerns about its potential for abuse and the possible erosion of fundamental rights. Garcia argues that while counter-terrorism is essential for national security, it should not be pursued at the expense of civil liberties. The study underscores the importance of implementing strong legal safeguards to prevent the misuse of such laws, ensuring that the fight against terrorism does not infringe upon human rights.

In the realm of counter-insurgency, gender perspectives play a significant role in shaping more effective strategies. Lozano (2021) explores how female police officers in the Philippines contribute uniquely to counter-insurgency efforts, particularly in community engagement and intelligence-gathering. The study highlights that gender-sensitive approaches are not only beneficial but necessary to enhance the effectiveness of counter-insurgency operations. Female officers bring diverse perspectives and skills that can lead to more nuanced and effective interactions with communities, which are crucial in gaining the trust and cooperation needed to combat insurgency effectively.

Technological advancements have dramatically transformed modern policing, particularly in the areas of counter-terrorism and counter-insurgency. Santos (2020) discusses the impact of technology on policing in the Philippines, noting that the integration of drones, surveillance systems, and data analytics has significantly bolstered the operational capabilities of law enforcement agencies. These technologies have enhanced the ability of the police to conduct more efficient and effective operations, allowing for better surveillance, quicker responses, and more precise targeting of threats. The study illustrates that technology is a critical enabler of modern policing, providing the tools necessary to adapt to the evolving landscape of security threats.

Building community resilience is another crucial component of counter-terrorism strategies. Aquino and Mendoza (2021) emphasize that communities with strong social bonds and a high level of trust in local law enforcement are better equipped to resist radicalization and extremism. Their research shows that fostering community resilience involves not just law enforcement but also community development and engagement. By strengthening the social fabric and ensuring that communities are well-informed and vigilant, the risk of radicalization can be significantly reduced. This approach highlights the need for holistic strategies that go beyond traditional policing and involve the active participation of community members.

The legal frameworks governing counter-insurgency operations are integral to their success and ethical execution. Reyes (2023) provides a thorough analysis of these frameworks in the Philippine context, focusing on how recent legislation affects counter-insurgency efforts. The study argues for a more comprehensive legal approach that not only enhances operational effectiveness but also integrates human rights considerations. Reyes advocates for legal reforms that would ensure that counter-insurgency operations are conducted within the bounds of the law, respecting the rights of individuals while maintaining national security.

Ethical considerations in counter-terrorism operations are another area of significant concern. Delgado (2022) discusses the ethical dilemmas that law enforcement officers face, particularly regarding the use of force and intelligence-gathering. The study highlights the need for clear ethical guidelines to navigate these challenges, ensuring that counter-terrorism measures do not undermine the rule of law. Delgado argues that adherence to ethical standards is crucial in maintaining public trust and legitimacy in counter-terrorism efforts, suggesting that ethical training and oversight should be integral parts of law enforcement operations.

Finally, the psychological impact of counter-terrorism duties on police officers cannot be overlooked. Tan (2023) examines the stress, burnout, and risk of PTSD among police officers engaged in counter-terrorism activities in the Philippines. The study highlights the need for comprehensive mental health support and resilience training for these officers, who operate in high-stress environments. Tan's research underscores the importance of addressing the mental health needs of law enforcement personnel to ensure their well-being and the sustained effectiveness of counter-terrorism operations.

These discussions collectively underscore the multifaceted nature of counter-terrorism and counter-insurgency efforts, highlighting the need for a balanced approach that integrates technological advancements, gender perspectives, community engagement, legal safeguards, ethical considerations, and mental health support to address the complex challenges posed by terrorism and insurgency in the Philippines.

Mitts (2022) utilizes social media data to investigate how counter-radicalization efforts influence online interactions with extremist groups. By analyzing geolocated Twitter data from Islamic State sympathizers and correlating it with detailed information about counter-extremism activities in the United States, it becomes evident that these efforts may not necessarily lead to deradicalization. Instead, Islamic State supporters appear to modify their behavior strategically to evade detection.

Haleem and Masood (2023) developed and validated a scale to measure violent extremism beliefs among young adults, which is crucial for understanding and addressing extremist ideologies. The scale measures justification for violence in defense and promotion of ideologies and is validated by its correlation with the moral disengagement scale. This tool is crucial for counter-insurgency efforts as it provides a structured way to quantify and understand the extent and nature of extremist beliefs within populations, particularly among youth.

Chemmalar (2023) illustrates the need to better understand and support women police officers to leverage their potential fully in critical policing roles. Women police officers face significant gender-related challenges within a traditionally male-dominated policing culture, marked by discrimination, sexual harassment, and inadequate support for maternity and parental leave. Despite these challenges, there is growing recognition of their valuable contributions to policing, particularly in areas such as counter-insurgency.

Todak (2023) examines the underrepresentation of women in supervisory and leadership roles within U.S. police forces. Analyzing narrative data from 226 women who have successfully earned promotions, this study identifies significant challenges in the promotions process due to gender bias. Emergent themes suggest a pervasive gender bias within the organizational culture of the agencies involved, impacting the promotion of women officers.

Ingole, Shijomon, and Qureshi (2023) explored the relationship between personality traits, coping styles, and stress among police officers in the Amravati Police Department in Maharashtra. Results revealed that 35.33% of the officers experienced significant psychological distress. Key findings indicate that personality traits such as neuroticism, psychoticism, and extraversion, along with coping styles like negative distraction and denial/blame, correlate strongly with psychological stress (Ingole et al., 2023).

Pryce and Ingrid (2023) focus on the critical role of procedural justice in enhancing trust between the police and African American communities in Durham, NC. By interviewing seventy-seven African Americans, the research highlights the importance of respect, fairness, and improved interactions as key factors in building a positive relationship between these communities and law enforcement.

Manthovani (2023) examines the process of de-radicalization in Indonesia, focusing on managing and mitigating the radical behaviors and ideologies of those involved in or sympathetic to terrorist activities. The study provides a set of recommendations to improve the de-radicalization efforts and addresses both theoretical and practical aspects of counter-radicalization.

Gonzales et al. (2022) reveal significant discrepancies in how police officers and Black civilians perceive the effectiveness of diversity in policing amidst national protests against police brutality. Police officers often demonstrate an "epistemology of racial ignorance," while Black female civilians approach from a "standpoint epistemology" using history, collective memory, and personal experiences to understand police-minority relations. This difference underscores the complexities in enhancing police-minority relations and the need for profound systemic reform (Gonzales et al., 2022).

The balance between counter-terrorism policies and the protection of civil liberties is a critical issue, particularly in the context of Southeast Asia. Johnson and Alvarez (2022) conducted a comparative study examining the impact of counter-terrorism policies in the Philippines and Malaysia, revealing a complex interplay between security measures and individual freedoms. Their findings indicate that while these policies have been effective in mitigating the threat of terrorism, they have also led to significant restrictions on civil liberties, most notably in areas such as freedom of expression and assembly. This study underscores the importance of implementing counter-terrorism measures that do not compromise fundamental human rights, highlighting the need for a careful balance between national security and the protection of civil liberties.

The role of women in counter-terrorism is another crucial area of study, particularly in the context of Southeast Asia. Rodriguez (2021) explores the unique contributions of women to counter-terrorism efforts, particularly in intelligence-gathering and community-based interventions. The study emphasizes that women bring distinct strengths to these operations, including their ability to access information and engage with communities that are often less accessible to their male counterparts. This highlights the value of incorporating gender perspectives into counter-terrorism strategies, recognizing that the inclusion of women can enhance the effectiveness of these operations by providing a more comprehensive approach to intelligence and community engagement.

The mental health of police officers involved in counter-terrorism operations is a significant concern, as highlighted by Singh and Thomas (2023). Their study examines the relationship between mental health and job performance among police officers in India, finding a negative correlation between high levels of stress, poor mental health, and job performance. This underscores the critical need for mental health support systems within police forces, particularly for those involved in high-stress counter-terrorism operations. The study suggests that improving mental health support can lead to better job performance and overall effectiveness in counter-terrorism efforts.

Community policing has been identified as a key strategy in counter-insurgency operations, particularly in regions like Mindanao in the Philippines. Ramirez (2022) evaluates the effectiveness of community policing initiatives in these efforts, showing that when implemented effectively, community policing significantly improves intelligence-gathering and fosters better cooperation between law enforcement and local communities. This cooperation is essential for the success of counter-insurgency operations, as it helps build trust and ensures that communities are more willing to collaborate with law enforcement in combating insurgent activities.

Youth radicalization, particularly through social media, has become a growing concern in urban areas of Southeast Asia. Lee (2023) investigates the role of social media in this process, identifying specific online behaviors and platforms that contribute to the spread of extremist ideologies among young people. The study highlights the importance of developing strategies to counter these trends, suggesting that proactive engagement on social media and targeted interventions can help mitigate the risk of radicalization among youth.

Training programs for counter-terrorism units are crucial for ensuring that these units are prepared to respond effectively to terrorist threats. Kim and Park (2023) analyze the effectiveness of such programs in South Korea, concluding that continuous and specialized training significantly enhances the operational readiness and effectiveness of counter-terrorism units. The study emphasizes the importance of regular training to keep pace with evolving threats and ensure that law enforcement personnel are equipped with the necessary skills and knowledge to handle complex and high-risk situations.

Psychosocial support for counter-terrorism officers is another area of concern, particularly in high-stress environments like Pakistan. Ahmad and Rahman (2023) focus on the importance of providing psychosocial support to these officers, highlighting the positive effects of counseling and support groups on their mental well-being and job satisfaction. The study suggests that such support is essential for maintaining the morale and effectiveness of officers involved in counter-terrorism operations, who often face significant psychological challenges.

Ethnic diversity within police forces can also play a crucial role in enhancing the effectiveness of counter-terrorism efforts. Patel (2022) examines this issue in the United Kingdom, finding that ethnically diverse police forces are more effective in engaging with minority communities and gathering crucial intelligence. The study suggests that promoting diversity within law enforcement can lead to more effective policing, particularly in areas with diverse populations where trust and cooperation are essential for successful counter-terrorism operations.

The implementation of counter-insurgency strategies in rural areas presents unique challenges, as discussed by Villanueva (2023). The study identifies logistical issues, lack of resources, and community mistrust as major obstacles to effective counter-insurgency operations in rural areas of the Philippines. Villanueva's research highlights the need for tailored strategies that address these specific challenges, suggesting that a more localized approach to counter-insurgency could improve the effectiveness of these operations.

Terrorism financing is a critical aspect of national security, as it underpins the operations of terrorist organizations. Alim and Yusuf (2023) explore the link between terrorism financing and national security in Indonesia, highlighting the challenges faced by law enforcement in disrupting illicit financial networks. The study underscores the importance of international cooperation and robust financial regulations in combating terrorism financing, which is essential for weakening the operational capabilities of terrorist groups.

Finally, the role of religious leaders in countering extremism is a significant factor in promoting peace and security, particularly in regions vulnerable to extremist influences. Hassan (2022) examines this role in Malaysia, finding that religious leaders are instrumental in de-radicalizing individuals and promoting messages of peace within their communities. The study suggests that empowering religious leaders and involving them in counter-extremism efforts can be an effective strategy for reducing the appeal of extremist ideologies and promoting social cohesion.

The reviewed literature and studies highlight the complex nature of policing, counter-insurgency, and counter-radicalization. Addressing gender biases and supporting women in policing roles can enhance counter-insurgency efforts. The Philippine Anti-Terror Law, NTF-ELCAC, and the PNP Mandate on Mobile Force Companies are key to combating terrorism and insurgency, though they face human rights concerns. Balancing law enforcement practices with community trust is essential for maintaining public safety and security.

1.3 Statement of the problem
This study aimed to delve into the work experiences of women police officers in the implementation of the counter-insurgency programs of mobile force companies, Samar Island, Philippines.

Specifically, the study sought to answers to the following questions:

1. What are the experiences of the informants in the implementation of the counter-insurgency programs?
2. What are the strategies employed by the informants in addressing the problems encountered in the implementation of counter insurgency programs?
3. What are the aspirations of the Informants to improve the implementation of insurgency programs?

1.4 Significance of the Study
The researcher identified some people, group of people, and institutions that could directly or in directly benefited with this undertaking. These are the following:

Women Police Officers. This study can provide these officers with valuable insights about their experiences, highlighting both their challenges and achievements in addressing insurgencies as a women police officer. By understanding their own experiences better, they can refine their strategies, enhance their communication and problem-solving skills, and ultimately improve their performance.

Mobile Force Companies. The findings from this research are expected to provide comprehensive insights into effective management strategies and task assignments for women officers in the Mobile Force Companies. It can contribute to a deeper understanding of the challenges and opportunities faced by women officers.

Philippine National Police (PNP). This research offers the PNP valuable insights into the specific experiences and challenges faced by women police officers in mobile force companies, particularly in counter-insurgency roles. By understanding these dynamics, the PNP can enhance its operational strategies, ensuring that the unique skills and perspectives of women officers are effectively integrated. This could lead to more nuanced and effective approaches in counter-insurgency operations, thereby improving overall mission outcomes.

National Police Commission. The findings of this study are instrumental for the National Police Commission in guiding policy development and reforms. By highlighting the systemic challenges and barriers that women officers face, the Commission can advocate for and implement more inclusive and equitable policies. This could include improvements in recruitment, training, and professional development programs specifically tailored to support and advance women in the police force.

City and Municipal Police Chiefs. The findings of this research could inform police chiefs about the on-ground experiences of women police officers assigned in counter-insurgency programs. This can help them make informed decisions in their leadership roles, such as policy formulation, resource allocation, and personnel training and development.

Local Government Units (LGUs). The research may offer crucial information for LGUs in understanding how they can support the police in maintaining and improving counter-insurgency measures. This could inform the development of programs or policies that facilitate more effective policing.

Department of National Defense (DND). The study can inform policy and training reforms within the Department of National Defense, promoting gender inclusivity and enhancing the overall capacity of mobile force companies. Ultimately, this research has the potential to improve the effectiveness of counter-insurgency efforts and advance gender equality within the armed forces.

Armed Forces of the Philippines (AFP). The study can inform strategies to enhance gender inclusivity, operational effectiveness, and overall morale in these units. Moreover, understanding the dynamics of women's roles in counter-insurgency operations can lead to more nuanced and effective approaches in maintaining national security, ultimately contributing to the progressive evolution of the Armed Forces of the Philippines.

Community. The study will provide the community with a better understanding of the work and experiences of their local women police officers. This understanding can foster increased community trust and cooperation with the police, contributing to improved public safety and order.

The Researcher. For the researcher, this study presents an opportunity to contribute to the broader academic and professional discourse on gender equality in law enforcement. The research can provide a foundation for future studies and initiatives aimed at understanding and improving the integration of women in security forces, especially in specialized roles like those within counter-insurgency units. This work not only advances academic knowledge but also supports practical applications that enhance the effectiveness and fairness of law enforcement practices.

Future Researchers. This research can serve as a reference for future studies related to women police officers and counter-insurgency programs. It can fill a gap in the existing literature by presenting first-hand experiences of women police officers on counter insurgency programs in a specific Philippine context. Future researchers can build upon this study, explore other related aspects, or replicate it in different settings.

2. Research Methodology
2.1 Research Design
This study employed a phenomenological research approach, a type of qualitative research. As posited by Creswell and Poth (2017), qualitative research is exploratory in nature, delving beneath the surface to explore the intricacies of human experiences. Its primary aim was to gain insights into people's lived experiences-what they do, how they use things, and what they need in their daily or professional lives. In this context, the study sought to explore the experiences of women police officers in relation to counter-insurgency programs, focusing on patrol activities, organizational work, and community interactions.

Transcendental phenomenology is a philosophical approach developed by Edmund Husserl that focuses on exploring and describing the structures of consciousness and the lived experiences of individuals from a first-person perspective. It seeks to transcend the natural attitude, or the everyday, taken-for-granted view of the world, and uncover the essential, invariant features of experiences.

In the study of the lived experiences of women police officers assigned to mobile force companies in counter-insurgency programs, transcendental phenomenology was used because it allows researchers to deeply understand and articulate the essence of these officers' experiences. By employing this method, the study aimed to capture the subjective, personal perceptions and emotions of the participants, providing rich, detailed insights into their challenges, motivations, and interactions within a highly specific and

complex context. This approach is particularly suited to exploring the nuanced and often underrepresented perspectives of women in the police, contributing to a more comprehensive understanding of their roles and experiences.

2.2 Research Environment

The research environment for this study encompasses the entire Samar Island, which is distinctively segmented into Western Samar, Eastern Samar, and Northern Samar. Samar Island, situated in the Eastern Visayas region of the Philippines, serves as an illustrative microcosm of the broader security landscape in the country, particularly as it pertains to counter-insurgency programs.

The focal point of the study is the Provincial Mobile Force Company (PMFC) stationed across the island. The PMFCs, spread across various units of the Northern, Western, and Eastern Samar Mobile Force Companies, each playing a crucial role in regional security and law enforcement in the Samar region of the Philippines. In Northern Samar, the 1st Mobile Force Company is positioned in Allen. This unit works in tandem with the 2nd Northern Samar Mobile Force Company, located in Pambujan. These units collectively contribute to maintaining law and order in the northern part of the Samar region.

In Western Samar, the 1st Mobile Force Company is stationed in Calbayog City. This unit is complemented by the 2nd Western Samar Mobile Force Company, based in Paranas. Their presence and activities are integral to the stability and security of Western Samar, particularly in areas prone to insurgency and civil unrest.

Further east, the 1st Eastern Samar Mobile Force Company, located in Dolores. This effort is bolstered by the 2nd Eastern Samar Mobile Force Company in Quinapondan. Together, these units form a critical component of the law enforcement and peacekeeping framework in the Eastern Samar area.

This network of Mobile Force Companies, strategically stationed across the Samar Island and led by experienced commanders, provides a diverse and dynamic environment for the research. Their varied locations and leadership styles offer a rich context for examining the complexities of maintaining law and order in a region marked by various security challenges, including insurgent activities and community policing issues.

2.3 Research Informants

The primary informants for this research were ten (10) women police officers who were actively engaged in counter-insurgency programs within the six Provincial Mobile Force Companies (PMFCs) distributed throughout Samar Island and had served with at least two years of experience as women police officers assigned to a mobile force company involved in the implementation of counter-insurgency programs.

Narratives were drawn from three (3) informants from the 1st Samar Mobile Force Company and three (3) informants from the 2nd Samar Mobile Force Company, who participated in a Focus Group Discussion (FGD). The remaining four (4) informants, from the 1st Northern Samar, 2nd Northern Samar, 1st Eastern Samar, and 2nd Eastern Samar, were individually interviewed.

Through their unique experiences and insights, these officers provided a nuanced understanding of the challenges and intricacies of counter-insurgency operations from a gendered perspective. Their roles and responsibilities, set against the backdrop of Samar Island's diverse terrains and socio-cultural dynamics, constituted the core of this investigation.

2.4 Research Instruments

As part of the research methodology, the researcher had developed an Interview Guide (IG), a common tool used in qualitative research to facilitate in-depth exploration of participant experiences (Creswell & Poth, 2017). This guide comprised open-ended questions designed to provide informants with the freedom to express their perceptions and experiences about their life satisfaction through medical and welfare services.

Open-ended questions, as defined by Creswell and Poth (2017), were inquiries that enabled respondents to describe and interpret their experiences and events that influenced their life satisfaction. These types of questions offered the opportunity for participants to share detailed, nuanced responses that could yield rich data for analysis.

Part I of the IG dealt with the experiences of the informants in the implementation of the counter-insurgency programs. Part II delved into the strategies employed by the informants in addressing the problems encountered in the implementation of counter insurgency programs and Part III inquiered in there aspirations of the Informants to improve the implementation of insurgency programs. The IG was validated by the panel and was submitted to the ethics committee for review.

2.5 Research Procedures

After the proposal was approved by the panel, the interview guide was formulated and sent to the panel members for validation. Once it was approved, a letter seeking permission was sent to the Philippine National Police Regional Office 8 (PNP PRO8) and its

authorizing agencies, attaching the interview guide for the conduct of the study. Once the PNP PRO8 approved the letter, the transmittal letters were then sent to all PNP provincial offices of Samar to arrange the execution of the interviews.

Data Collection. Prior to data collection, a letter was sent to the Dean of the graduate school requesting permission to conduct the study outside the school. Additionally, a request letter had been sent to the PNP Regional Office VIII, asking for permission to conduct the research study in the respective areas of responsibility of the different mobile force companies in Samar. After receiving approval from the PNP Regional Office, I began arranging the interviews with those selected for individual interviews and contacted those who were included in the Focus Group Discussion. During the interviews, an audio recorder was used to properly document the data that were gathered. Subsequently, transcripts of the individual interviews and the focus group discussion were created for use in the thematic analysis.

Data Analysis. The results of the data gathered were analyzed using Collaizzi's method, which is appropriate and fitting for the research study. Collaizzi's method employs components of Husserlian phenomenology, placing emphasis on the description of the lived experiences of women police officers working in counter-insurgency programs within the Provincial Mobile Force Company across the entirety of Samar Island. This method of data analysis consists of seven steps, namely: reading and re-reading all the informants' verbatim transcripts of the phenomena to acquire an answer from them; extracting significant statements or phrases from the informants' responses; constructing formulated meanings from the significant statements; then, arranging formulated statements into cluster themes which evolve into emergent themes; incorporating the results in order to acquire an exhaustive description of the lived experiences; validating the exhaustive description with the informants of the study; and incorporating any new or pertinent data obtained from the informants in order to attain congruency with the life experiences of the women police officers.

2.6 Ethical Considerations

Prior to the commencement of the research, informed consent will be sent to all informants, ensuring voluntary participation and confidentiality of information shared during the discussion and interviews. The informed consent form is typically conveyed through a form and verbal explanation, presented in a comprehensive manner to facilitate the informed decision maling. '

Beneficence. It was imperative to ensure that the research contributed positively to the welfare and well-being of the women police officers of the mobile forces companies in Samar. This entailed conducting the research with sensitivity and respect towards the experiences and challenges faced by the women officers, while also highlighting their invaluable contributions to the implementation of counter-insurgency programs. Furthermore, any findings derived from the research were utilized to inform policies and practices aimed at enhancing the effectiveness of these counter-insurgency programs, furthering the goal of promoting public safety and positive police-community relations.

Non-maleficence. The researcher recognized and mitigated any potential risks or adverse effects associated with the informants' participation. This included safeguarding the confidentiality and anonymity of the informants, especially considering the sensitive nature of their work and the potential for repercussions if their identities or experiences were revealed without consent. Additionally, the researcher ensured that the data collection methods and research process did not inadvertently expose the informants to further stress or trauma, and appropriate support mechanisms were in place to address any adverse reactions or emotional distress that may have arisen during or after participation in the study.

Justice. Furthermore, it was crucial to ensure that the women police officers of the different mobile force companies were provided with equitable opportunities to participate in the study, regardless of their rank, affiliation, or background. This included adopting inclusive recruitment strategies, providing accessible information about the research aims and procedures, and accommodating diverse needs and preferences of informants to facilitate the broader implications of their findings and recommendations. The study strove to promote social justice by advocating for policies and interventions that addressed the underlying inequalities and vulnerabilities contributing to counter-insurgency programs.and vulnerabilities contributing to counter insurgency programs.

Autonomy. Lastly, the researcher upheld the autonomy of the informants by obtaining voluntary and informed consent prior to their involvement in the research. This included providing clear and comprehensive information about the purpose, risks, benefits, and procedures of the study, allowing informants to ask questions and seek clarification as needed, and respecting their right to withdraw from the research at any time without repercussions. Additionally, the researcher was mindful of power dynamics and potential conflicts of interest that may influence the informants' decision-making process, striving to create an environment that fostered trust, transparency, and mutual respect throughout the research process.

2.7 Trustworthiness of Research

To ensure the trustworthiness of the study, the researcher observed credibility, dependability, transferability, and confirmability. The credibility of the study was ensured by sourcing all data from reliable sources. Interviews were conducted at the convenience of the participants, and the researcher ensured that all answers reflected the participants' own experiences and perceptions.

Credibility. The study's credibility was established by accurately reflecting what transpired within the scope and ensuring that the researcher understood what was being learned. All occurrences during the interviews were recorded, including how information was interpreted.

Dependability. The researcher ensured that all details, key significances, clusters, and evolving trends were consistent with the raw data gathered. The data were re-checked and validated, ensuring that other researchers could arrive at similar conclusions when analyzing the evidence.

Transferability. Transferability was addressed by thoroughly describing the research context and assumptions, allowing other researchers to apply the findings to their own studies where relevant.

Confirmability. The researcher guaranteed compliance in preserving the original transcripts and citing audit trails. The original transcripts were checked with the assistance of the researcher's adviser and a known expert in the field of community relations. Categorization was used to facilitate an audit trail for easy and accurate access to information, enabling others to confirm or corroborate the results of the study.

2.8 Reflexibility and Bracketing
The reflexivity of this qualitative research, which explored the experiences, strategies, and aspirations of women police officers in a mobile force company, required the researcher to be open about their own biases and perspectives, especially since they were new to the topic of qualitative methods. They needed to constantly reflect on how their background and experiences might affect the study. By being transparent about these factors, they helped ensure that the research was trustworthy and credible.

Bracketing, a key process in phenomenological research, involves setting aside personal biases and preconceived notions to approach the study objectively. The researcher engaged in bracketing by documenting their initial assumptions and continuously revisiting these reflections throughout the research process. This practice allowed them to focus on the participants' narratives without letting their personal views influence the data interpretation.

To maintain reflexivity, the researcher kept a reflective journal, noting any potential biases or emotional responses during data collection and analysis. This journal served as a tool to recognize and mitigate the impact of the researcher's subjectivity. Regular discussions with a mentor or peer debriefer also provided an external perspective to challenge and refine the researcher's interpretations, further enhancing the study's credibility.

By combining reflexivity and bracketing, the researcher was able to navigate their novice status in qualitative methods effectively. This dual approach ensured that the findings genuinely reflected the lived experiences of the women police officers, contributing to the study's overall rigor and reliability. The transparency in acknowledging and managing personal biases not only strengthened the trustworthiness of the research but also provided a robust framework for future studies in similar contexts.

2.9 Definition of Terms
The following terms are operationally defined by the researcher in order to make a vivid meaning to the readers who are not familiar with the terms used by the researcher.

Experiences of Women Police Officers in Implementing Programs Against Insurgency: This refers to the personal encounters, observations, and feelings of women police officers as they execute programs intended to quell insurgency. These experiences can involve a variety of challenges, triumphs, and lessons learned in the field.

Programs Against Insurgency Implemented by Women Police Officers: These are specific initiatives, strategies, or projects put into effect by Women Police Officers to counteract insurgent activities. Such programs may encompass a wide range of efforts, including community engagement, intelligence gathering, and proactive policing measures, aimed at reducing insurgent influence and ensuring public safety.

Aspirations of Women Police Officers to Improve Program Implementations Against Insurgency: These are the goals, hopes, or visions of women police officers for the enhancement of current programs countering insurgency.

3. Presentation and Analysis of Data
Presented in this chapter are the themes that materialized after the gathered data were subjected via phenomenological approach. Moreover, this also deals with the analysis of data using Collaizzi's method.

3.1 Presentation of Data
This study presented through qualitative method and thematic analysis where it identifies, analyze and report patterns (themes) within data (Braun & Clarke, 2020). To analyze the collected data the six phases of thematic analysis by was used.

Out of the responses of the informants, the researcher was able to get one hundred (174) significant statements and formulated the same number of core meanings. Most of the informants answered professionally in plain English to allow them to express their part freely and some in a combination of English and Filipino.

Furthermore, formulated core meanings were then grouped and clustered according the similarity and thought of their statements. The formulated core meanings which appeared to a common grouped and reflecting unique structures were organized into twenty-one (30) clustered themes were then re-grouped to come up with nine (9) emergent themes.

The emergent themes are as follows:

I. Experiences of the Informants in the Implementation of the Counter-Insurgency Programs
      A. Positive Experiences
          1. Community Engagement and Trust
          2. Negotiation and Conflict Resolution
          3. Community Resilience and Peacebuilding
      B. Negative Experiences
          1. Mental Health and Resilience
          2. Gender Dynamics and Cultural Sensitivity

II. Strategies Employed by the Informants in Addressing the Problems Encountered in the Implementation of Counter-Insurgency Programs
          1. Operational Challenges and Adaptation
          2. Personal Growth and Professional Development
          3. Strategic and Tactical Innovation

III. Aspirations of the Informants to Improve Program Implementations Against Insurgency
1. Women's Leadership and Empowerment
As the data gathering process unfolded, the researcher reflected of the profound sense of commitment and professionalism exhibited by the women officers, who operate in an environment that continuously tests their skills and resolve. Despite facing the dual challenges of managing high-risk security tasks and navigating the prevalent gender biases within the Philippine National Police framework, these officers demonstrated remarkable capabilities in leadership, strategic planning, and community engagement.

The realization of the depth of their involvement and the critical roles they play in the operational success of the mobile force was enlightening. The researcher gained a nuanced understanding of how these women not only fulfill their mandated security roles but also actively contribute to bridging the gap between the security forces and the local communities. Their efforts in community engagement and trust building have been important in enhancing the effectiveness of counterinsurgency measures. Shown below are the presentations and elucidations of emergent themes.

I. Experiences of the Informants in the Implementation of the Counter-Insurgency Programs
This part of the study delves deeply into the personal narratives and operational insights of women police officers serving in a mobile force company on Samar Island, illuminating the complex interplay between their professional roles and the socio-political landscape in which they operate. The researcher have generated five (5) emergent themes which focuses on both positive and negative experience of the informants. The following themes are:

A. Positive Experiences
1. Community Engagement and Trust. In an individual interview, informant 1's community relations activities, significant progress was observed, which greatly motivated them. The effective organization of community outreach programs by their team has been instrumental in fostering trust with the locals. This positive impact of their efforts on community trust is highly encouraging and uplifting for the informant and their team. Informant 1 said that:

> Han mga activity namon parte community relation, Nakita ko an progreso nga nagpamotivate ha akon nga an amon grupo nagakakada hin maupay nga kaorganisar hin mga community outreach nga nakakabulig ha mga molopyo. Nakakadugang ini han ira pagtapod ha amon nga kapulisan (IDI1:SS1). *(In our community relation activities, I had witnessed progress and I felt very motivated when our team successfully organized a community outreach that helped build trust with the locals. Seeing our efforts bear fruit in such a tangible way is extremely uplifting).*

Expressing the emotional highs and lows experienced while working in community relations, an informant notes the rejuvenating effect of local support during challenging times and the satisfaction gained from making communities feel safer through their repeated presence and efforts. Informant 6 stated that:

> Kun nakikit.an naton an sinseredad han pagbulig han molopyo. Nakakalipay gad udug kay syempre danay may panahon nga makluba na ngani magual pa tas bagat nakakapoy ka na pagkinita nga an mga tawo di naayon nga may pulis ha ira lugar. Pero ha iba liwat nga naayon, nalilipay liwat ak nga nabulig na hira kay ha binalik balik namon ngadto ira lugar bagat nakaabat na sigurpo hira hin siguridad (FGD2:SS104). *(When we see the sincerity of the people's help, it's really heartening because, of course, there are times when we're already down and tired, and then it's draining when you see that the people aren't pleased to have police in their area. But on the other hand, I am also happy when they receive help because as we keep going back to their place, they probably feel more secure).*

In the focused group discussion, an informant stated that she frequently leads community integration efforts related to counter-insurgency programs. Their assignments often involve leveraging communication skills to strengthen relationships with the community, showcasing the vital role effective communication plays in building trust and cooperation between the police force and local residents. Informant 6 stated that:

> Pagiging usa nga babaye nga nakadestino ha mobile force, dana yak maasign ha pakigsturya ha mga tawe parte tam mga programa kontra terrosimo. Dara hini nga mga assignment ko nagagamitan an akon abilidad parte komunikasyon. Usa kasi ini na paagi para magkaada kami makusog na relasyon hit kumunidad (FGD2:SS10). *(As a woman police officer,I am often assigned to communicate with the people of the community in terms of our counter-inusrgency programs. I often spearhead the community integration efforts, utilizing my skills in communication to foster stronger relationship with the community).*

2. Negotiation and Conflict Resolution. Emphasizing on respectful communication with the community during educational awareness programs on counter-insurgency. They prioritize demonstrating respect to ensure that community members feel valued, which is crucial for the smooth execution and effectiveness of their programs. This approach also aims to foster mutual respect, essential for the successful implementation of their initiatives. Informant 1 shared that:

> Hini nga mga programa namon nga kinahanglan makigsturya ha mga molopyo, labi na kun mga educational awareness programs kontra terrorismo. Guinkikita gud namon nga makapakita nga nahatag kami respetar ha mga tawo. Importante kasi ini para gihap respetohon kami hit am mga program ngan maging maupay an dalagan han aktibides. (IDI1:SS7). *(When we need to talk with the people of the community especially on education awareness programs on counter-insurgency. We really see to it that the people would feel that they are respected in order to make sure that the program will be smooth).*

Discussing the severe challenges and ethical dilemmas encountered in high-threat areas during counterinsurgency operations, an informant emphasized the necessity of balancing tactical expertise with a strong ethical commitment to minimize civilian casualties. Sharing her experience Informant 3 stated that:

> Pinakamakuri nam nga trabaho kun aadto kami hit mga delikado nga lugar. Kay kinahanglan gud nam gumias nga diri magkaada hin problema ha mga molopyo, nga diri kami makaamong ha ira. Ini kas inga am trabaho kinahanglan gud hin utok kay maghuhuna huna ka gud hin mga strategies ngan kinahanglan committed ka hin sakto nga pagprotektar ha molopyo para maiwas it mga diri pagkakaintindihan. Kada gius kasi namon nakaapekto hit moral hit tawo. Sugad makit.an la kami nga naduty nga nakacomplete uniform. Mga tawo hito baga danay kinukulba kay danay huhunahunaon nira nga bangin may tiabut nga ambush kay adi man an kapulisan (IDI3:SS49). *(The job is very difficult when we are in dangerous places. We really need to be careful so that we don't cause any problems with the residents, and not to harm them. This kind of job really requires intelligence because you have to think of strategies, and you need to be truly committed to protecting the people to avoid misunderstandings. Every move we make affects people's morale. It's like they only see us in duty, always in complete uniform. People often feel nervous because they might think that an ambush might happen since the police are present).*

Highlighting the challenge of overcoming gender-based skepticism about her authority and emphasizing on the need to demonstrate expertise and consistently command respect to establish her authority among insurgents. Informant 2 stated that:

> Pakignegotiate ha mga NPA parte pagsurrender hin kakuri. Pero nakikita namon kun kami ngani nga mga babaya an nakikigsturya bagat magaan ira loob. Amon gad ito hira guinhihinay hinay pero danay kinahanglan liwat pagkita hin awtoridad para matagan kan respeto gihapon (IDI2:SS27). *(Negotiating surrender terms with insurgents was particularly challenging as they didn't take women officers seriously at first. I had to assert my authority and expertise consistently to command respect and effectively communicate our terms).*

3. Community Resilience and Peacebuilding. Articulating the critical impact of recognizing and incorporating the unique contributions of women into the planning and execution of counterinsurgency operations. Emphasizing that fostering a more inclusive planning process not only enhances the quality of conflict resolution and community engagement strategies but also boosts the overall effectiveness of the programs thereby promoting a more comprehensive approach to peace and security efforts . Informant 3 said:

> It pag intindi kun ano gud ba it sakto nga role hit usa nga babaye nga pulis ha mobile force company nakakabulig ha amon kay mababaro man kami kun anot maupay nga paagi para masolbar kun may conlict it usa nga lugar. Mas maupay kun perme naapi it babaye nga pulis ha mga pagplano kay mas makakahatag kami tam side ngan makahatag hin maupay nga babaye nga approach liwat hit pag implementar hini nga mga programa (IDI3:SS63). *(Understanding the proper role of a female police officer in the mobile force company helps us because we learn the best ways to resolve conflicts in any area. It's better if a female police officer is always involved in the planning because we can provide a different perspective and also contribute a valuable female approach to the implementation of these programs).*

Sharing insights into the important role of building strong, respectful, and understanding relationships within the community as a fundamental strategy for the long-term success of counterinsurgency efforts. Some narrative emphasized the mutual benefits derived from such engagements, highlighting how close cooperation between the police force and the community leads to more sustainable and impactful outcomes. In the focus group discussion Informant 7 stated that:

> Creating good relationships that are based on respect and understanding is very important for our success over time. By working closely with the community, we can achieve results that last longer and have a bigger positive impact. Importante gud liwat nga may maupay nga relasyon it kapulisan ha mga molopyo kay kadamo tam mga kinahanglan ha mga molopyo nga makakabulig hit am trabah. Bisan in mga pagpapakiana nala namon hit mga NPA sightings. Kun maupay it relasyon, kun diri nahadlok it mga tawo, nakabaton hira hin maupay. Kay tam trabaho pagpaupay han amon trabaho ngan han ira manta kinabuhi (FGD3:SS17). *(It is also important that there is a good relationship between the police and the residents because there are many needs from the residents that can help with our work. Even just our inquiries about NPA sightings. If the relationship is good and the people are not afraid, they respond well. Because our job is to improve our work and their quality of life).*

Detailing the main activities of her mobile force company in Samar, focusing on surveillance, community integration, and tactical responses. Informant 8 stated that:

> Amo urug na program kanan surveillance, mga community integration nga mga aktibidadis tapos an usual namon nga pagresponde nga trabaho. Nakakabulig in inga mga program ha pagminus han kusug han mga terrorista ngan pagpakusog an aton relasyon ha kumunidad (FGD4:SS8). *(Our main programs involve surveillance, community integration efforts, and direct tactical responses. Each program has specific goals tailored to undermine insurgent activities and strengthen community resilience).*

B. Negative Experiences
1. Mental Health and Resilience. Providing a candid reflection on the challenges of balancing the demands of field operations with personal and family life, a common issue faced by many in high-stress professions such as law enforcement. Discussing their approach to prioritizing critical tasks and ensuring quality time with family, demonstrating the crucial need for work-life balance within the force. Sharing her insights, Informant 2 stated that :

> Juggling family life with the demands of our jobs in the field is a big challenge for many of us. Our work can be unpredictable and often gets in the way of our personal life, making it hard to keep a good balance between work and home. However, I try to handle these challenges by focusing on the most important tasks and making sure to spend quality time with my family whenever I can (IDI2:SS38).

Discussing their proactive efforts to enhance the support networks for women within the police force, with a particular emphasis on mental health and resilience training. Informant 5 stated that:

> As a woman police officer assigned to a mobile force company in Samar, involved in counter-insurgency programs, I recognize the unique challenges and high-stress situations we often encounter. My commitment extends beyond just fulfilling the tactical aspects of our duties. I am actively working on enhancing the support systems specifically tailored for women in the force. This involves developing stronger networks that provide not only tactical support but also emotional and psychological support (FGD1:SS97).

Undermining the intense psychological pressures faced in high-stress operational environments, an informant highlights the critical need for resilience, effective stress management, and mental health support to maintain both operational readiness and personal well-being. Informant 9 stated that:

> Grabe it psychological na amon inaabat, labi na kay perme kami ada hit mga napastress nga lugad. It tanan namon nga desisyon may balos gud perme. Kinahanglan maaram ka gud magadara tim kalugaringon ngan maaram ka maghunahuna kun pano mo macontrol tim stress. Kay in nga mga kakurian ha panrabahuan nakakaapektar hit aton mental health (FGD5:SS43). *(The psychological strain of constantly dealing with high-stress environments where every decision can have significant consequences is our biggest challenge. Managing this stress requires resilience and effective coping mechanisms to maintain operational readiness and personal well-being. These challenges highlight the need for robust mental health support within our ranks)* .

2. Gender Dynamics and Cultural Sensitivity. Offering a candid look at the reality of navigating persistent gender biases in a traditionally male-dominated field. Informant 4 stated that:

> Komo usa nga babaye nga pulis ha mobile force company ha Samar, an pagtagad ngan pakisama sulod han amon grupo ngan tikang ha komunidad usa nga padayon nga problima. Pirme namon kinahanglan ipakita an amon abilidad ngan kun ano an amon mga papel nga ginbubuhat, nga nagkikinahanglan hin dako nga disiplina ngan dedikasyon. Importante nga ipakita namon nga an amon mga abilidad labaw pa ha ira pagkita ha amon kay babaye manla daw kami, ngan agsob kinahanglan aktibo nga partisipasyon ha mga proseso han pagdesisyon, ngan paghatag hin mga resulta nga nasisimang han tradisyonal nga mga panhunahuna parte babaye nga kapulisan. Pinaagi hini, diri la namon ginpapatapod an amon mga kapabilidad kundi nag-aabri liwat kami hin dalan para ha mas dako nga pag-hatag hin respeto para ha mga babaye nga pulis ha ungod nga trabaho han kapulisan, nga nagpapaluyo hin mas inklusibo nga nagpapahalaga han mga kahibaroan ngan kontribusyon nga waray labot ha gender. (IDI4:SS78). *(As a woman police officer in a mobile force company in Samar, handling attitudes and relationships within our group and from the community is a continuous problem. We constantly need to demonstrate our abilities and clarify our roles, which requires significant discipline and dedication. It is important for us to show that our abilities go beyond how we are perceived just because we are women, and often this requires active participation in decision-making processes, and delivering results that challenge traditional thoughts about female police officers. Through this, we not only affirm our capabilities but also open pathways for greater respect for female officers in the true work of law enforcement, fostering a more inclusive environment that values skills and contributions regardless of gender).*

Sharing experiences of working in high-risk situations, emphasizing how such demanding environments require immense discipline and perseverance. Informant 8 the stated that:

> Ha kaiha ko na hini nga trabaho, labi kay agsob ak ikadto hit mga delikado nga lugar bisan pa daw ako babaye. baga nadevelop na gadla udug nak skills. Labi na hit pakigsturya ha mga tawo. Aworon kasi ak hadto pero didan pagpulis ko bisan pa han training pa dawla nawara na ito. Baga bumulig gad gihap ini han pagupay pa nak batasan ngan skills (FGD4:SS28). *(In my years in this job, especially since I often go to dangerous places even though I am a woman, it seems I have developed strong skills. Particularly in communicating with people. I used to be shy, but ever since I became a police officer, even during training, that shyness has disappeared. It seems this has also helped improve my behavior and skills further.*

Highlighting the struggle with gender-based skepticism from both the community and insurgents, an informant emphasized the need for persistence and strength to overcome these biases and prove that leadership and competence are not defined by gender. Informant 7 stated that:

> Ha pagiging babaye nga pulis naabat ko an pagruhaduha han mga tawo hit ak abilidad dara la kay babaye ako. Danay napabido pero guiniilob ko kay kinahanglan ko magpursige. Kinahanglan ko ipakita it ak leadership skills ngan abilidad ngan pagpasabot nga diri purke babaye ako di ko na kaya. Kada adlaw ko ito guinpapaniguruhan nga makuha ko an respeto hit pagiging maupay nga leader bisan pa daw ako babaye (FGD 3:SS5) .*As a woman officer, I've found it deeply challenging to face skepticism about my abilities from both community members and insurgents simply because of my gender. Overcoming this doubt demands constant persistence and strength. I need to consistently demonstrate that effective leadership and competence are not tied to whether one is male or female. Every day, I strive to show through my actions and decisions that I am a capable leader, working to earn respect and change outdated perceptions about gender roles.*

II. Strategies Employed by the Informants in Addressing the Problems Encountered in the Implementation of Counter-Insurgency Programs.

This part delves into how informants navigate operational hurdles, invest in personal and professional growth, and innovate strategically and tactically to enhance the effectiveness of their missions. The researcher generated three (3) emergent themes and these themes are:

1. Operational Challenges and Adaptation. Statements of reflection that experiences have been instrumental in developing their ability to handle stressful situations through careful planning and effective communication. These statement highlights the importance of patience and understanding in achieving successful outcomes in their operations. Sharing such experiences, Informant 2 stated that:

> As a woman police officer in a mobile force company in Samar, implementing counter-insurgency programs, these experiences have been invaluable in teaching me how to handle stressful situations through careful planning and smart communication. I've learned to approach each scenario with a clear strategy, using my communication skills not only to deescalate potential conflicts but also to build trust and gather crucial intelligence from local communities. This strategic interaction allows us to preemptively address issues before they escalate, thereby ensuring a more stable and secure environment. Such skills are essential in navigating the complex dynamics of counter-insurgency, where the ability to adapt quickly and communicate effectively can often mean the difference between success and failure (IDI2:SS32*).*

Emphasizing on the importance of maintaining peak physical condition for both operational effectiveness and personal safety, particularly in their area of responsibility with mountainous terrain. Informant 6 shared that:

> Hin kaguol baa hin sinakasaka ha bukid kay kun konsyon tim lawas. Manhihimataay ka gud. Kinahanglan gud liwat maupay tim kalawas kay labi kun may operasyon. Huna mo nga it babaye diri guinpapaupod. Depende na gadla ito it iyo force commander. Kay danay paupdon kami. Pero napapansin ko mga outreach programs la kami pinapaupod. Pero kay bisan pa ito outreach kay adto mat gihap ha bukid. Kinahanglan gudla ghap na kondisyon ka (FGD2:SS113). *(It's really tough to hike up the mountains especially if your body isn't conditioned. You will truly get exhausted. You also need to be in good physical health, especially when there's an operation. You might think that women aren't included. It really depends on*

> *your force commander. Because often, we are included. But I've noticed that we are mostly included in outreach programs. Even though it's just an outreach, it still takes place in the mountains. You really need to be in good condition as well).*

Reflecting on how challenging experiences have improved their skills in handling difficult situations and deepened their dedication to protecting innocent lives. Each challenge faced provides new learning opportunities, enhancing their job performance and decision-making in critical moments. This growth not only boosts their capability to respond effectively but also reinforces their commitment to ensuring that the community can live safely and without fear. Informant 5 stated that:

> Hini nga ak guin agihan nga experience, amon nagpaupay han ako abilidad pag atubang hit mga magkuri na problema perte am panrabahuan, labi na an pagsigurado nga safe an mga inosente na tawo han molopyo. Kada kakurian nga akon guinaagihan may nababaruan ako ngan mas nagiging maupay pa tak panrabahuan. Pagmay mga kailangan nga desisyon nga tigdaay, nakakadesisyon ak hin maupay ngan nakakasigurado ak nga it mga tawo mabubihi hin waray kahadlok (FGD1:SS88).*Going through this experience has really sharpened my skills in handling tough situations and made me even more committed to keeping innocent people safe. Every challenge I face teaches me something new and important, making me better at my job. This not only improves how I respond in critical moments but also strengthens my resolve to ensure that the people we're here to protect can live their lives without fear.*

2. Personal Growth and Professional Development. Emphasizing on communication as a means to forge a strong bond within the team and highlighting the importance of trust and solidarity in achieving shared goals. Informant 2 stated that:

> I believe in fostering a culture of open communication and mutual respect, which I find crucial for streamlining efforts and maximizing our collective effectiveness. This approach has cultivated a strong bond among team members, reinforcing the sense that we have each other's backs in every situation. Whether facing a high-risk operation or engaging in community outreach, this solidarity ensures that we operate as a cohesive unit, anticipating each other's needs and supporting one another both strategically and emotionally. This teamwork not only enhances our operational success but also builds resilience and trust, which are vital in the complex dynamics of counter-insurgency work. (IDI2:SS37*).*

Discussing efforts to develop comprehensive training programs for new recruits in the mobile force, focusing on the importance of ethical behavior and community engagement. Informant 7 stated that:

> Kun tagan hin oportunidad maghihimu ak hin training program para hit mga bag na babaye nga pulis nga masulod ha am grupo. Ton nga mabubuligan hira hit ano gut sakto nga trabaho hit babaye nga pulis ha mobile force. Sugad ton nga sakto nga pakikigsturya ha mga tawo. Pagplano gihapon hit mga aktibidides labi kun mga program kanan counterinsurgency. Makakabulig in inga dako ha ira ngan maboboost pa ira moral (FGD3:SS29). *(If given the opportunity, I would create a training program for the new female police officers joining our group. This would help them understand the exact role of a female police officer in the mobile force. Such training would include proper ways to communicate with people and also planning activities, especially for counterinsurgency programs. This would greatly assist them and also boost their morale).*

Presenting role of female officers in rehabilitation programs, where they use empathy and understanding to aid the reintegration of ex-combatants. Their unique perspective and soft skills are essential in these scenarios, significantly impacting individuals' reintegration journeys. By spearheading these efforts, women officers not only transform lives but also challenge the traditional gender roles within the security sector. Informant 8 stated that:

> An mga babaye nga opisyal kasagaran an nangunguna ha mga programa han rehabilitasyon, ginagamit namon an amon empatiya ngan pagsabot para buligan an pag-uli ha komunidad han mga kanhi mga mangaraway. An amon talagsaon nga panan-aw importante gud hini nga mga kahimtang, diin an mga malumo nga kahanas nakakahatag hin dako nga pagbabag-o ha panaw han pag-uli ha usa nga tawo. Pinaagi han pagpanguna hini nga mga paningkamot,

diri la namon ginbabag-o an mga kinabuhi kundi gin-aaro gihapon namon an tradisyonal nga papel han gender ha sektor han seguridad (FGD4:SS76). *Women officers are often at the forefront of rehab programs, using our empathy and understanding to help reintegrate ex-combatants. Our unique perspective is crucial in these settings, where soft skills can make a significant difference in someone's reintegration journey. By leading these efforts, we not only change lives but also challenge traditional gender roles within the security sector .*

3. Strategic and Tactical Innovation. Reflecting on overcoming challenges by demonstrating consistent, reliable results that earned respect over time. Each successful operation not only added to their credibility but also showcased the effectiveness of their methods. Informant 4 in the stated that :

Nalagpasan ko man gihap ini, siguru dara nan ito nga perme nala karuyag mo ipakita nga bisan babaye ka. Kaya mo makigsabayan ira. Papakita mo nga pulis ka man gihap ngan di ka man gihap nahadlok hit mga NPA. Nakakaupod ngani ako hin operasyon tas successful. Nalilipay gud ak hito tas nahitaas tak pride kay nakapakita ak kun ano gud it ak abilidad (IDI4:SS72). *(I have also overcome this, probably because you always want to show that even though you are a woman, you can keep up with them. You demonstrate that you are also a police officer and that you are not afraid of the NPA. I have participated in operations that were successful. I am really pleased with that, and my pride has increased because I was able to show what my abilities truly are).*

Expressing eagerness for advancements in technological capabilities for surveillance and intelligence, recognizing their potential to greatly enhance operational efficiency. Informant 10 stated that:

Maupay unta baga magakaada na improvement it am mga gamit. Labi na kun mga pan.intel na gamit nga pansruveillance kay amo tam kinahanglan yana. Siguro di gad lugi it gobyerno kun matagan gud kami hin maupay nga budget. Labi na kun parte gamit namon panoperasyo, makakahatag gihapon hin kusog ha amon ngan magiging maupay pa it mga implementasyon hit mga programa (FGD6:SS57). *(It would be great if there could be improvements in our equipment, especially the intelligence and surveillance tools because that's what we really need right now. I don't think the government would be at a loss if they provided us with a proper budget. Especially in terms of our operational equipment, it would not only strengthen us but also improve the implementation of our programs).*

Underscoring the potential to significantly enhance counterinsurgency operations through improved data-driven strategies. By leveraging advanced analytics and comprehensive intelligence gathering, there is an opportunity to refine operational planning and decision-making. This method not only boosts efficiency but also effectiveness in tackling insurgency challenges.. Informant 8 stated that:

Improving data-driven strategies for counterinsurgency operations to better predict and mitigate risks is where I see potential for significant improvements. By utilizing advanced analytics and gathering comprehensive intelligence, we can enhance our operational planning and decision-making. This approach not only improves our efficiency but also our effectiveness in addressing insurgency (FGD4:SS31).

III. Aspirations of the Informants to Improve Program Implementations Against Insurgency
In this third subproblem, it focused on the aspirations of the informants to enhance the implementation of programs against insurgency, specifically through the lens of promoting women's leadership and empowerment. This segment examines the informants' goals to transform the landscape of counter-insurgency by increasing the presence and influence of female leaders. The researcher have generated one (1) emergent theme and this themes is:

1. Women's Leadership and Empowerment. Expressing the need to challenge stereotypes that suggest tactical roles are unsuitable for women. By empowering female officers to take on leadership positions, the force can demonstrate their capabilities and inspire future generations to pursue careers in law enforcement. Sharing her thoughts, Informant 1 stated that:

Kinahanglan na gud liwat mag iba na it panhunahuna hit tawo parte haam nga mga babaye nga pulis. Labi na kami nga adi ha mobile force company. Tas ha Samar pagud nga may

problema kita partr NPA. Kinahanglan matagan nah in leadership roles it mga babaye gihapon bahin hini. Labi na kay may mga abilidad it babaye ha maupay nga communication ha mga kumunidad. Makakainspire hini hit mga babaye naton nga kabataan nga magpulis. Ha amon baryo kadamot babaye nga karuyag magpulis. Nauli ngani ako nakauniform. Sus, damo ton dayon nakikigsturya akon mga highschool pipinamakiana (IDI1:SS22). *(There really needs to be a change in people's attitudes towards us women police officers, especially those of us in the mobile force company in Samar, where we face issues with the NPA. Women should also be given leadership roles in this context. Especially since women have the ability to communicate effectively with communities. This can inspire our young women to join the police force. In my village, few women want to become police officers. When I went home in uniform, wow, many people, including my high school peers, came up to talk and ask questions)* .

Emphasizing the importance of women police officers in the fight against insurgents in Samar and highlighting the unique perspective and contributions they bring to security operations. Informant 5 shared that:

> Through these efforts, we not only resolve disputes but also promote gender equality in leadership. In my own way, I consistently emphasize the crucial role of women police officers in combating insurgents here in Samar. By taking on challenging assignments and excelling in high-pressure situations, I demonstrate the capability and resilience of female officers. My active involvement in both tactical operations and community engagement helps break down stereotypes and paves the way for more women to step into leadership roles. This not only strengthens our force but also sends a powerful message about the indispensable contributions of women in maintaining security and fostering peace in our community (FGD1:SS94).

Emphasizing their own leadership as an example, showcasing the significant contributions of women in fostering peace, Informant 6 stated that:

> Pinaagi hini nga mga paningkamot, diri la namon ginreresolba an mga ginkakarawat kundi ginpopromotir liwat namon an pagkaparehas han gender ha liderato. Ha akon pagdumara, ginpapakita ko an kahalagahan han papel han mga babaye ha pagtukod hin kalinaw (FGD2:SS94). *(Through these efforts, we not only resolve disputes but also promote gender equality in leadership. In my leadership, I demonstrate the importance of the role of women in building peace).*

3.2 Analysis of Data

The researcher used Colaizzi's method within the phenomenological tradition to derive significant emergent themes from the re-grouped clusters through the formulated meanings (Pojanapunya & Todd, 2020). These themes were categorically simplified to narrate the unfolding work experiences of the women police officers in a mobile force company.

The clustered themes derived from the significant statements of women police officers in a mobile force company showcased the multifaceted challenges and contributions of female officers within the context of counterinsurgency programs. Each of the discussed themes ranging from "Women's Leadership and Empowerment" to "Strategic and Tactical Innovation" benefits from the analytical lenses provided by Feminist Theory, Human Security Theory, and Social Role Theory.

Feminist Theory is pivotal in understanding the themes of "Women's Leadership and Empowerment" and "Strategic and Tactical Innovation". This theory supports the inclusion and empowerment of women in traditionally male-dominated fields, emphasizing that bringing diverse perspectives to the table enhances problem-solving capabilities and decision-making processes. Feminist Theory argues that when women occupy roles that have been historically closed to them, they not only challenge existing gender norms but also contribute to more effective and inclusive operational strategies. This theory encourages viewing the integration of women into these roles as beneficial not only for the individuals and the organization but for the broader goals of equality and effectiveness in security operations (Disch & Hawkesworth, 2015).

Human Security Theory aligns closely with themes like "Mental Health and Resilience" and "Operational Challenges and Adaptation". It emphasizes the importance of safeguarding individual welfare and dignity as integral to the concept of security. This theory extends the traditional focus on territorial and military security to include the well-being of individuals as a critical component. By focusing on the human aspects of security, including mental health and resilience, Human Security Theory supports the need for comprehensive support systems and adaptive strategies that respond to the complex needs of officers engaged in

high-stress environments. This broader perspective on security is essential for developing approaches that are not only effective in managing conflict but also in ensuring the welfare and effectiveness of those involved in these operations (Atkinson, et. Al., 2015).

Social Role Theory provides insights particularly into how gender roles and expectations affect the dynamics within "Negotiation and Conflict Resolution" and other leadership roles undertaken by women. This theory helps explain the interactions and challenges faced by women in a male-dominated profession, where they are often expected to navigate their professional roles within the confines of societal expectations. Social Role Theory underscores the importance of recognizing and challenging these gendered expectations, which can hinder or shape the contributions of women in these fields. By understanding and addressing these social roles, the force can better support its members in overcoming stereotypes, thereby enhancing their ability to perform their roles effectively.

Together, these theories provided a comprehensive framework that supported the clustered themes identified from the statements of women police officers. They highlighted the importance of considering gender, individual welfare, and societal roles in developing effective, equitable, and sustainable security strategies within the complex and demanding field of counterinsurgency operations.

I. Experiences of the Informants in the Implementation of the Counter-Insurgency Programs. The following themes were formulated unfolding the work experiences of the informants:

a. Positive Experiences
1. Community Engagement and Trust. This theme reveals a concerted effort to enhance relationships and trust within the community. These efforts are primarily articulated through roles that necessitate empathetic communication, negotiation, and a visible commitment to gender diversity and empowerment within the force.

The statements reflect a recognition of the unique contributions women can make in these roles. For instance, overcoming skepticism from local leaders, often steeped in cultural dynamics that may not traditionally recognize women in authority, requires patience, a deep cultural understanding, and showcasing competence and goodwill. This aspect is further emphasized through the promotion of gender diversity, which not only enhances operational effectiveness but also addresses complex challenges more effectively by leveraging a broader range of insights.

Human Security Theory supports the theme of community engagement and trust. For it promotes a holistic approach to security, which includes not only protection from violence but also efforts to secure livelihoods, food, health, and political freedom. This theory underscores the importance of engaging with local communities as key stakeholders in their own security. In the context of the statements from the women officers, this approach is manifested through initiatives that empower local leaders and community members, emphasizing the roles of women in fostering peace and security (UN Officials, 2017).

The officers' experiences highlight the pivotal role of direct engagement and empathy in building trust. For instance, overcoming skepticism from local leaders particularly towards women in authority necessitates demonstrating competence, patience, and understanding of cultural dynamics. This not only builds trust but also establishes a foundation for sustainable peace and security, a central goal of Human Security Theory (Understanding the Human Security Approach, n.d.).

Human Security Theory emphasizes the significance of involving communities in their own security, fostering a sense of ownership and trust (Paris, 2001). This theory suggests that security is not just about protecting individuals from violence but also about ensuring their well-being through inclusive community engagement. Literature on community policing reinforces this, indicating that when security forces, including women officers, actively engage with local communities, it enhances trust and cooperation. Women in these roles often bring unique perspectives and skills that foster more empathetic and effective communication, which is crucial in building long-term relationships and trust within communities (Myhill & Quinton, 2011). This aligns with the findings that women officers are particularly effective in overcoming cultural skepticism through competence and goodwill, ultimately contributing to more resilient and secure communities.

A study by Skogan (2006) found that community policing initiatives that involve direct engagement with citizens significantly increase public trust in law enforcement. The study revealed that when police officers, especially those who represent diversity in gender and ethnicity, are visible and engaged within their communities, there is a noticeable improvement in community cooperation and trust. This supports the theme of "Community Engagement and Trust," where women officers' involvement in community outreach plays a pivotal role in breaking down barriers and fostering trust, which is essential for the success of counter-insurgency operations.

2. Negotiation and Conflict Resolution. The theme highlights their crucial roles in mediating conflicts and fostering peace in complex environments. The theme underscores the effectiveness of communication, empathy, and a deep understanding of the local context as foundational elements in successful negotiations. Women officers, often tasked with high-stakes negotiations, not only manage to de-escalate tensions but also facilitate constructive dialogue between conflicting parties.

Women's leadership in these efforts is instrumental in achieving peace and stability, demonstrating their capabilities beyond traditional roles. The emphasis on cultural sensitivity and respect for local norms enhances the effectiveness of negotiations, ensuring that all parties feel heard and respected. This approach aligns with broader organizational goals of promoting peace through understanding and collaboration rather than force.

Moreover, the statemes from the women police officers reveal that successful conflict resolution often leads to tangible improvements in community safety and well-being, reinforcing the importance of continued engagement and dedicated service from the officers. The efforts of these women not only resolve immediate threats but also contribute to building a reputation of competence and reliability, essential for long-term peacebuilding efforts.

This theme is deeply supported by Social Role Theory. This theory posits that the roles individuals occupy within society come with specific expectations about their behaviors, and these roles are typically gendered, influencing how individuals are perceived and how they interact within their social context.

In the context of negotiation and conflict resolution, Social Role Theory helps explain the dynamics women officers face and utilize in their roles. Women are often expected to be more empathetic, communicative, and cooperative traits that can significantly enhance negotiation outcomes. These officers leverage such gendered expectations to foster more effective communication and resolution strategies, aligning with their roles in peacekeeping and conflict resolution. They face the challenge of navigating these expectations while also proving their competence and authority in high-stakes environments typically dominated by men.

Therefore, the integration of Social Role Theory into the theme of "Negotiation and Conflict Resolution" provides a nuanced understanding of how gender roles influence the strategies and effectiveness of women officers in conflict environments, showcasing the potential for leveraging these roles in promoting peace and stability.

Social Role Theory posits that societal expectations and gender roles can influence how individuals perform in specific roles, including conflict resolution (Eagly & Wood, 2012). Literature suggests that women are often perceived as more empathetic and communicative, traits that are advantageous in negotiation settings (Babcock & Laschever, 2003). This theory supports the idea that women officers, by leveraging these perceived strengths, can navigate high-stakes negotiations more effectively. Their ability to mediate conflicts and foster dialogue is enhanced by these gendered expectations, which can be strategically used to de-escalate tensions and build lasting peace.

In a study by Holmes (2014), it was found that female peacekeepers were particularly successful in conflict resolution roles due to their approachability and communication skills. The study demonstrated that women in peacekeeping roles often facilitated more productive dialogues between conflicting parties, leading to more sustainable resolutions. This research aligns with the theme of "Negotiation and Conflict Resolution," highlighting how women officers effectively use empathy and communication to manage conflicts, thus contributing to peacebuilding efforts in their communities.

3. Community Resilience and Peacebuilding. The theme shows an integrative approach that combines community outreach with strategic peacebuilding initiatives. The focus is on fostering long-term stability and resilience by addressing the root causes of conflict and engaging local communities actively in the peace process.

The significance of this theme is underscored by various efforts that aim to integrate ex-insurgents back into society through rehabilitation programs and vocational training. These programs not only provide alternatives to conflict but also help in building a stable community, thus mitigating future conflicts and insurgency activities. This approach reflects a deep understanding of the complexities involved in insurgency environments where community trust and cooperation are crucial for any lasting peace

This theme aligns with Feminist Theory in several impactful ways. Feminist Theory emphasizes the crucial roles that gender and inclusive security policies play in the broader security and peacebuilding processes. It advocates for recognizing the different impacts of conflict on women and men, and the unique contributions women can make to peacebuilding.

The women officers are often at the forefront of initiatives that integrate ex-insurgents back into society by addressing root causes of insurgency, such as lack of employment or education, and offering vocational training and other community integration efforts. The empowerment of women within the force to lead such transformative initiatives is a testament to the application of Feminist Theory.

This theory supports the idea that involving women in peace and security efforts leads to more sustainable and effective solutions. By promoting gender diversity and inclusivity, the mobile force company not only enhances its operational effectiveness but also strengthens community ties and understanding, which are essential for long-term peace and stability.

Feminist Theory emphasizes the role of women in peacebuilding, arguing that their inclusion leads to more comprehensive and sustainable peace processes (Tickner, 2001). Literature on peacebuilding underscores the importance of gender diversity in these efforts, as women often bring different perspectives and priorities that contribute to addressing the root causes of conflict. For instance, they may focus on social and economic issues that are critical for long-term peace and stability. The theme of "Community Resilience and Peacebuilding" reflects this, as women officers are shown to lead initiatives that integrate ex-insurgents and promote community stability through vocational training and other support programs.

A study by Anderlini (2007) found that peace processes that actively include women are more likely to result in durable peace. The study noted that women often advocate for community-focused solutions that address underlying issues like poverty and lack of education, which are essential for building resilience against future conflicts. This research supports the theme, showing that the involvement of women officers in peacebuilding efforts not only strengthens community resilience but also helps prevent the resurgence of insurgency.

B. Negative Experiences
1. Mental Health and Resilience. The theme emphasizes the psychological endurance required in high-stress, undercover operations and intelligence gathering. It explored the complex dynamics that female officers face, including the challenges of operating in environments that frequently underestimate or overlook their contributions because of gender biases. These scenarios require not only robust mental resilience but also meticulous preparation and cultural acumen to effectively blend into local settings and perform their duties without compromising their mental health.

Women police officers discussed the dual challenge of managing the psychological stress associated with maintaining deep cover and navigating the additional layer of difficulty presented by gender stereotypes. The preparation for such roles involves extensive study of local dialects and cultural nuances, which is crucial for the successful execution of missions while ensuring personal safety and maintaining mental well-being. The theme also reflects on the importance of building resilience through experiences that affirm the vital role of women in intelligence and security fields, gradually shifting perceptions and earning respect in traditionally male-dominated environments.

Human Security Theory supports this theme. By advocating for a comprehensive approach to security that goes beyond the absence of violence and incorporates the overall well-being of individuals. According to this theory, ensuring the mental health of security personnel is as crucial as their physical safety, as it directly impacts their effectiveness, decision-making, and ability to manage stress and adversity. This holistic approach is essential for maintaining long-term operational effectiveness and well-being, highlighting the need for robust support systems that address the psychological impacts of high-stress and high-risk operational environments.

The integration of Human Security Theory into the practices of the mobile force company, as suggested by the theme "Mental Health and Resilience," involves prioritizing psychological health and resilience as key components of security measures. This perspective not only enhances the capacity of individuals to perform under pressure but also ensures that the security operations are more human-centered, ultimately contributing to more sustainable and effective security outcomes

The application of Human Security Theory in this context underlines the need for a security approach that encompasses mental health as a critical component of human security. By prioritizing mental health, the force not only aids in coping with immediate stressors but also contributes to long-term resilience, thereby preventing burnout and ensuring the sustainability of peace and security efforts. This holistic approach aligns with the core principles of Human Security Theory, which prioritize the well-being and dignity of every individual as the foundation of a secure, stable, and prosperous society.

Human Security Theory advocates for a comprehensive approach to security that includes the mental well-being of individuals involved in security operations (King & Murray, 2001). Literature on occupational stress in law enforcement highlights the psychological challenges faced by officers, particularly those in high-stress roles like undercover operations. The importance of mental resilience is emphasized, suggesting that adequate support systems are crucial for maintaining the effectiveness and well-being of security personnel. This literature supports the theme by emphasizing the need for psychological preparedness and resilience-building among women officers who face both the stress of their roles and the added pressure of gender biases.

In a study by Violanti et al. (2016), it was found that police officers who lack adequate mental health support are at a higher risk of developing PTSD and other stress-related disorders. The study highlighted the importance of resilience training and mental health resources in helping officers cope with the demands of their work. This research aligns with the theme of "Mental Health and Resilience," reinforcing the idea that ensuring the psychological well-being of women officers is essential for their effectiveness and long-term contribution to security operations.

2. Gender Dynamics and Cultural Sensitivity. The theme underscores the challenges and nuances of integrating gender perspectives in security roles, particularly in culturally diverse and challenging environments. This theme is explored through the lens of the officers' experiences in balancing demanding field operations with family life, advocating for policies that support work-life balance, and enhancing the capacity of women in intelligence roles.

The women officers discuss the balancing act required to manage professional demands and personal life, highlighting the importance of support for maternity and child care benefits to retain talented women officers. Such support is crucial not only for the officers' well-being but also for maintaining a diverse and resilient workforce, which is better equipped to address complex security challenges through varied perspectives. The theme elaborates on the efforts to increase women's capacity in intelligence roles, recognizing their effectiveness and advocating for greater acknowledgment of their contributions. The statements reflect an ongoing struggle against gender-based skepticism both within the force and in the communities they serve. Overcoming these challenges involves proving competence repeatedly and advocating for equality and respect in all aspects of their work, which are crucial for effective community policing and intelligence gathering..

This theme deeply intertwined with Feminist Theory. This theory advocates for acknowledging and addressing the systemic gender biases that affect women, particularly in male dominated fields such as law enforcement and military operations. Feminist Theory supports this theme by highlighting the need for gender-sensitive policies that acknowledge the different experiences and contributions of women in these roles.

Feminist Theory emphasizes the importance of creating equitable environments that support the professional advancement and personal well-being of women. In the context of the mobile force company, this is reflected in the advocacy for work-life balance, family support policies, and the recognition of women's effectiveness in intelligence roles. These aspects not only support the retention and satisfaction of women officers but also enhance their capacity to contribute effectively to their roles.

Feminist Theory explores the impact of gender dynamics in traditionally male-dominated fields, advocating for gender-sensitive policies that recognize and support the unique challenges women face (Butler, 1990). Literature on gender integration in the military and law enforcement suggests that women often encounter resistance and skepticism, both from within their organizations and the communities they serve. Addressing these challenges requires policies that promote work-life balance and acknowledge the value of women's contributions in these roles. This theme is reflected in the literature that supports the need for maternity and childcare benefits, as well as other forms of institutional support, to retain and empower women officers.

A study by Miller (1998) on gender dynamics in policing found that women officers often face significant challenges related to cultural sensitivity and gender bias, which can hinder their performance and professional growth. The study suggested that when law enforcement agencies implement gender-sensitive policies, such as flexible work arrangements and leadership training for women, it leads to improved job satisfaction and retention rates among female officers. This supports the theme of "Gender Dynamics and Cultural Sensitivity," emphasizing the importance of creating supportive environments that allow women to thrive in their roles.

II. Strategies Employed by the Informants in Addressing the Problems Encountered in the Implementation of Counter-Insurgency Programs. The following themes were formulated presenting how the informants addressed problems on implementing counter-insurgency programs:

1. Operational Challenges and Adaptation. The theme provides a deep insight into the intricate dynamics of conflict management and the necessary adjustments required in their operations. This theme encapsulates the officers' experiences with the continuous evolution of operational strategies to address both the unpredictability of insurgency and the complex social dynamics within the communities they serve.

The theme elaborates on the adaptation required in high-threat areas, emphasizing the necessity for tactical skill and ethical commitment to minimize civilian casualties and maintain the integrity of their operations. Women officers, in particular, face the dual challenge of asserting their authority and expertise in environments often skeptical of their capabilities, necessitating a consistent demonstration of leadership and negotiation skills honed through experience and dedication.

Moreover, the theme highlights the continual need for flexibility in response strategies, reflecting the officers' ability to adapt to rapidly changing situations on the ground. This includes the integration of high-tech tools with human intelligence to tailor approaches that maximize operational impact while understanding the threats more comprehensively. Such adaptability is crucial not only for immediate operational success but also for maintaining the safety and effectiveness of the team under intense pressure
.

Social Role Theory supports this theme by elucidating how gender roles influence the expectations and performances of these women officers within their operational roles. According to Social Role Theory, women might be perceived as less suited for certain tasks in counterinsurgency based on traditional gender norms. However, these officers challenge such stereotypes by demonstrating competence and adaptability, thus gradually altering perceptions about their capabilities and roles in such challenging environments. The theory highlights the interaction between these societal expectations and the officers' responses, which involve adapting to and overcoming the operational challenges through skills that may be stereotypically associated with or against their gender roles.

This integration of Social Role Theory reveals not only the dynamic nature of counterinsurgency operations but also the impact of gender dynamics in shaping these operations. It underscores the need for recognizing and leveraging the unique capabilities that women bring to these roles, thereby enhancing the overall effectiveness and adaptability of the force in complex conflict scenarios
.
Social Role Theory suggests that societal expectations about gender roles can influence how individuals are perceived and how they perform in their professional capacities (Eagly, 1987). Literature on women in law enforcement highlights that female officers often face the dual challenge of adapting to operational demands while simultaneously overcoming gender-based skepticism. This theory supports the theme of "Operational Challenges and Adaptation" by illustrating how women officers navigate these challenges, demonstrating their competence and adaptability in roles traditionally dominated by men.

A study by Rabe-Hemp (2009) explored the experiences of women in policing, finding that female officers frequently had to adapt their strategies to overcome both operational challenges and gender biases. The study showed that women who successfully navigated these challenges often brought new perspectives and innovations to their roles, which improved overall operational effectiveness. This research supports the theme by highlighting the ways in which women officers adapt to and overcome the unique challenges they face in high-pressure environments.

2. Personal Growth and Professional Development. The theme reflects the commitment to continuous learning and skill enhancement amidst challenging conditions. This theme emphasizes the officers' efforts to develop competencies that not only support their operational roles but also foster individual growth and leadership capabilities.

Key to this theme is the focus on building rapport and trust through consistent communication, demonstrating competence, and maintaining integrity under pressure. Women police officers are described as actively engaging in learning to understand and address community concerns, which is vital for strengthening relationships and enhancing collaboration in conflict-affected areas. Such efforts not only contribute to professional development but also to personal resilience, as officers navigate cultural norms and biases that may restrict their roles based on gender.

The theme underscores the importance of personal and professional growth through continuous engagement with challenging environments, which teaches valuable lessons in patience, resilience, and cultural sensitivity. Women officers often find themselves proving their competence repeatedly to overcome biases both within the force and the community, an endeavor that demands a high level of commitment and skill. These experiences, while challenging, ultimately strengthen their resolve and deepen their commitment to advocate for equality and respect in all aspects of their work.

Human Security Theory supports this theme by advocating for a broad concept of security that extends beyond mere physical safety to include the psychological and social well-being of individuals. This theory emphasizes that security personnel, who are well-prepared and resilient, not only perform their duties more efficiently but also contribute to the overall stability and security of the community they serve. By fostering personal growth and professional development, the force ensures that officers are not only equipped to handle the immediate challenges of counterinsurgency but are also capable of contributing to long-term peace and security goals.

The alignment of Human Security Theory with the theme of personal growth and professional development highlights the importance of investing in the human capital of security forces. This investment enhances the operational capabilities of the officers and ensures that they can adapt to and manage the complex dynamics of conflict-affected environments effectively. The focus on continuous education and skill development within the force is critical to building a resilient and capable team that can respond to emerging threats and challenges with competence and confidence.

Human Security Theory broadens the concept of security to include the well-being and professional development of individuals involved in security operations (Owen, 2004). Literature on professional development in law enforcement suggests that continuous learning and skill enhancement are critical for both personal growth and operational effectiveness. This theory aligns with the theme by emphasizing the importance of investing in the professional development of women officers, ensuring they are equipped to handle the complex demands of their roles while also fostering their leadership potential.

A study by Cordner and Cordner (2011) on the professional development of women in policing found that opportunities for continuous education and leadership training were key factors in career advancement and job satisfaction. The study highlighted the importance of mentorship and professional support networks in helping women officers navigate their careers and overcome barriers to advancement. This research supports the theme of "Personal Growth and Professional Development," demonstrating the value of investing in the development of women officers to enhance their contributions to security operations.

3. Strategic and Tactical Innovation. The theme highlights the critical role that innovative strategies play in enhancing the effectiveness of counterinsurgency operations. This theme focuses on the integration of women's perspectives into program planning and execution, which significantly broadens the scope and depth of strategies, ensuring a more comprehensive approach to managing security challenges.

This theme showcases the commitment to improving tactical responses through the use of advanced analytics, intelligence-led operations, and community integration efforts aimed at addressing the root causes of conflict. Such strategic innovations not only undermine insurgent activities but also strengthen community resilience, highlighting the dual focus on immediate security concerns and long-term social stability.

Additionally, the involvement of women in these processes is noted as crucial for enhancing the quality and effectiveness of strategies. Their unique contributions lead to more nuanced and successful approaches to conflict resolution and community engagement, ultimately promoting sustainable and impactful outcomes. This aligns with the broader goals of ensuring peace and stability while also fostering gender equality within the force and the communities they serve

Feminist Theory strongly supports this theme by advocating for the integration of gender perspectives into all aspects of program planning and operational strategy. According to Feminist Theory, recognizing and utilizing the unique contributions of women can lead to more nuanced and successful approaches to conflict resolution and community engagement. This theory posits that diverse perspectives not only enrich the decision-making process but also enhance the overall quality and effectiveness of strategies, making them more comprehensive and inclusive.

The incorporation of women's perspectives under the guidance of Feminist Theory significantly enhances strategic and tactical innovation by introducing different viewpoints that challenge conventional approaches and foster creativity in problem-solving. This alignment helps in addressing the root causes of conflict, promoting long-term stability, and ensuring that operational strategies are responsive to the complexities of the socio-political environments in which these officers operate.

Feminist Theory advocates for the inclusion of diverse perspectives, including gender, in strategic decision-making processes, arguing that this leads to more comprehensive and effective strategies (Tickner, 1992). Literature on innovation in law enforcement suggests that when women are included in strategic planning, their unique perspectives contribute to more creative and inclusive

solutions to security challenges. This theme is supported by the theory, which emphasizes the importance of integrating women's perspectives to enhance the effectiveness of counterinsurgency operations.

A study by Silvestri (2007) on women in policing found that female officers often introduced innovative approaches to operational strategy, particularly in areas related to community engagement and conflict resolution. The study suggested that these innovations were largely driven by the inclusion of women's perspectives in decision-making processes. This supports the theme of "Strategic and Tactical Innovation," highlighting the critical role that women officers play in developing and implementing innovative strategies that enhance the overall effectiveness of security operations.

III. Aspirations of the Informants to Improve Program Implementations Against Insurgency. The following theme was formulated expressing the aspirations of the informants:

1. Women's Leadership and Empowerment. The theme provides profound insights into the evolving role of female officers within traditionally male-dominated fields like counterinsurgency operations. This theme underscores the pivotal contributions of women in leadership positions, highlighting how their unique perspectives and skills enhance the effectiveness and responsiveness of security strategies.

The statments within this theme celebrate the breaking of conventional barriers, with women officers taking on roles that require critical decision-making, strategic thinking, and high levels of accountability. These roles are not just operational but also symbolic, serving as a beacon for gender equality and empowerment within the force. Women officers are depicted as integral to mentoring and inspiring the next generation of female officers, thereby fostering a culture of inclusivity and respect.

This theme also discusses the challenges that come with these leadership roles, including the need to constantly prove their capabilities and navigate gender biases. Despite these challenges, women officers have made significant strides in demonstrating their indispensability and in effecting cultural shifts within the force. Their leadership is not only about commanding respect but also about demonstrating compassion, strategic foresight, and an unwavering commitment to their duties.

Feminist Theory provides a robust framework supporting this theme by advocating for the dismantling of traditional gender roles and promoting gender equality in all spheres, including law enforcement and military operations. It emphasizes the unique strengths that women bring to leadership roles, such as inclusivity, empathy, and a collaborative approach to problem-solving, which are crucial for effective leadership in complex, high-stress environments. Feminist Theory argues that empowering women and ensuring their representation in leadership roles not only challenges the existing patriarchal structures but also leads to more effective and equitable outcomes. This empowerment is not merely about having more women in positions of power but about transforming the leadership dynamics to incorporate feminist principles, which advocate for fairness, justice, and equal opportunities for all, regardless of gender.

In the context of the women police officers assigend in a mobile force company, this empowerment translates into specific policies and practices that promote women's leadership and address the challenges they face. This includes training programs focused on developing leadership skills among female officers, policies that support work-life balance to ensure women do not have to choose between their careers and personal lives, and initiatives that enhance the visibility and acceptance of women in strategic positions within the force. These efforts are critical for creating a more inclusive, balanced, and effective security apparatus that values and utilizes the full potential of its personnel.

Feminist Theory provides a framework for understanding the importance of women's leadership in traditionally male-dominated fields, emphasizing the transformative impact of women in leadership roles (Gilligan, 1982). Literature on leadership in law enforcement underscores the value of women's contributions to leadership, noting that their inclusive and collaborative approaches often lead to more effective and equitable outcomes. This theory supports the theme by highlighting how women in leadership positions within security forces contribute to cultural shifts and the empowerment of future female leaders.

A study by Archbold and Hassell (2009) on the leadership styles of women in policing found that female leaders often employed more inclusive and empathetic approaches, which contributed to higher morale and better team cohesion. The study demonstrated that women in leadership roles were able to effect significant cultural changes within their organizations, promoting greater gender equality and improving overall operational effectiveness. This research supports the theme of "Women's Leadership and Empowerment," showing that empowering women in leadership positions leads to positive outcomes both within security forces and in the broader community.

4. Summary, Findings and Implications

This chapter presents the summary, findings and the implications about the phenomenon under study.

4.1 Summary

This study aimed to explore the work experiences of women police officers on a mobile force company in eastern Philippines.

Specifically, this study sought answer to the following sub-problems:

1.   What are the experiences of the informants in the implementation of the counter-insurgency programs?

2.   What are the strategies employed by the informants in addressing the problems encountered in the implementation of counter insurgency programs?

3.   What are the aspirations of the Informants to improve the implementation of insurgency programs?

This study utilized a qualitative research method using phenomenological approach. In conducting the data gathering, The researcher had used individual interview using open-ended questions. Furthermore, the study was conducted the entire Samar Island, which is distinctively segmented into Western Samar, Eastern Samar, and Northern Samar. The focal point of the study is the Provincial Mobile Force Company (PMFC) stationed across the island. The PMFCs, spread across various units of the Northern, Western, and Eastern Samar Mobile Force Companies.

Correspondingly, the informants of this study were women police officers of the different mobile force companies. Focus group interview were done in face to face but some individual interview were done through online through google meet.

4.2 Findings

Upon meticulous data collection from the informants, nine distinct themes emerged. These themes were crafted to encapsulate various facets of the informant's experiences and aspirations, as well as strategies for implementing programs against insurgencies.

The first set of themes addresses the experiences of the informants as women police officers in the implementation of counter insurgency-program. Among these, *Community Engagement and Trust, Negotiation and Conflict Resolution, Community Resilience and Peacebuilding, Mental Health and Resilience* and *Gender Dynamics and Cultural Sensitivity*.

In terms of strategies for implementing programs against insurgencies, three themes were generated. *Operational Challenges and Adaptation, Personal Growth* and *Professional Development and Strategic and Tactical Innovation*.

Finally, in terms of the informants' aspirations for program improvement, a single theme was crafted: *Women's Leadership and Empowerment* .

4.3 Implications

Through this study, the researcher was able to arrive with significant suggestions and recommendations for implementation and finds it appropriate to current management practices and for future studies that will be made.

4.4 Implications for Practice

Here are my recommendations based on the findings regarding the experiences of women police officers in mobile force companies in Eastern Philippines:These are the possible recommendations offered:

For the women police officers, I suggest setting up strong support systems tailored for women officers because they face unique psychological and operational challenges. This includes mental health resources, training to build resilience, and mentorship programs to help women develop their careers and leadership abilities.the tactical and interpersonal capabilities of these officers.

For the mobile forces fompany commanders, I recommend providing training focused on leadership and strategic management to effectively handle diverse teams and stressful situations. This training should cover emotional intelligence, stress management, and effective decision-making, emphasizing gender inclusivity and cultural sensitivity, to enhance team cohesion and operational success.

For the Philippine National Police, It's important to encourage diversity in leadership and operational roles and support policies that help balance work and family life for women officers. Adopting strategies based on data analysis can improve planning and decisions, making the force more effective and inclusive.

For the City or Municipality Police Stations, Engaging with the community and building trust are crucial. I advise implementing strategies that emphasize the unique roles women can play in fostering community relationships and sustainable peace, as this can significantly enhance community policing effectiveness.

For the National Police Commission, I suggest ensuring that gender equality policies are effectively implemented within the police force and supporting initiatives that empower women and tackle systemic barriers they face, to foster a more inclusive and equitable work environment.

For the Departnmant of National Defense, I recommend integrating mental health and resilience as core components of security measures to enhance the well-being and effectiveness of all officers, recognizing that personal well-being is crucial for operational readiness.

For the Armed Forces of the Philippines, Collaborating with the National Police to develop joint training and operations that highlight the role of women in leadership and conflict resolution can significantly enhance operational effectiveness and understanding across the forces.

For the Local Government Unit, LGUs play a pivotal role in strengthening community policing by endorsing and funding police-led initiatives that are pivotal in building community engagement and trust. An increase in resources should be directed towards initiatives that not only foster immediate community resilience but also contribute to sustainable peacebuilding. Furthermore, LGUs should facilitate the integration of cutting-edge technologies and innovative practices in policing, such as advanced surveillance systems and data-driven policing techniques, to amplify operational efficiency and effectiveness..

For the Community, Active engagement in local police efforts, especially those led by women, can help build a cooperative environment that fosters mutual respect and understanding, improving public safety and community relations.

For the Researcher, I plan to continue studying the impacts of gender dynamics within the police force, applying theories of feminism and human security to inform future practices and policies, to deepen understanding and drive systemic change.

For Future Researchers, I encourage conducting studies that track the long-term effects of inclusive policies in security forces and examine the effectiveness of specific training programs designed for women officers, to provide evidence-based recommendations for further improvements.

4.5 Implications for Future Studies
The following topics for future studies are recommended:

A comparative analysis of gender roles in different security contexts. To understand the impact of cultural and environmental factors on the effectiveness of women in policing roles, especially in counter-insurgency operations. This would provide deeper insights into how gender-sensitive policies can be tailored to fit diverse operational contexts. his study would compare how gender roles and dynamics affect the implementation of security measures across different cultures and environments, such as urban versus rural settings or different countries with varying levels of insurgency activity.

Effectiveness of Community Engagement Strategies Led by Women Officers. This study would evaluate the effectiveness of community engagement strategies that are spearheaded by women officers, comparing them with those led by their male counterparts to ascertain any differences in outcomes related to community trust, cooperation, and crime reduction. To determine if women officers bring unique strengths to community policing efforts that could be systematically integrated into broader policing strategies. This could lead to more nuanced approaches in community policing frameworks, enhancing overall public safety and community relations.

Longitudinal Study on the Impact of Leadership Training on Women Officers' Career Progression and Effectiveness. To evaluate the long-term effects of targeted leadership training on the career progression, leadership roles, and operational effectiveness of women officers in security forces. This study would help identify the specific components of leadership training that are most beneficial for women in security roles. It could guide the development of more effective training programs that not only promote gender equality within the ranks but also enhance the operational capabilities of the force. Additionally, it would provide insights into how such training impacts the internal culture of security organizations regarding gender dynamics and leadership.

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Appendices
Appendix A
Transmittal Letter

March 12, 2024

PBGEN. REYNALDO H. PAWID
Regional Director
Police Regional Office VIII
Camp Sec. Ruperto K. Kangleon, Palo, Leyte

Dear Sir:

Greetings and salutations!

My name is Joseph Roque A. Pensotes Jr., a graduate student at the University of Cebu, pursuing a Doctor of Philosophy in Criminal Justice. I am writing to request your approval to conduct a research study entitled "**VIOLENT EXTREMISM: WORK STORIES OF WOMEN POLICE OFFICERS IN A MOBILE FORCE COMPANY IN EASTERN PHILIPPINES.**"

The aim of this study is to delve into the experiences and challenges faced by **women police officers assigned to mobile force companies in Samar Island**, particularly in the context of violent extremism. The insights gained from this research are intended to contribute to the understanding of the unique roles and perspectives of women in law enforcement.

To gather the necessary data, **I seek your permission to conduct focus group interviews and individual interviews with selected women police officers serving in various mobile force companies across Samar Island**. Please be assured that all information collected during these interviews will be treated with the utmost confidentiality and used solely for the purposes of this academic research.

Attached to this letter, you will find my interview guide, which outlines the topics and questions that will be covered during the interviews. I am committed to conducting this research ethically and responsibly, in accordance with the standards set by both the University of Cebu and the Philippine National Police.

I am hopeful for your support and approval to proceed with this study. Your cooperation will be invaluable in shedding light on the important contributions and experiences of women police officers in our country.

Should you have any questions or require further information, please do not hesitate to contact me at 09056730988. I am eager to discuss any aspects of the research and address any concerns you may have. Thank you for considering my request.

Very respectfully yours,

JOSEPH ROQUE A. PENSOTES JR
Researcher

Noted by:

ATTY. DODELON E. SABIJON, Ph. D. CRIM
Adviser

DR. YOLANDA C. SAYSON
Dean, Graduate School

Informed Consent Form
Informed Consent
This informed consent form is intended for you as one of my research informant in this research entitled: "**VIOLENT EXTREMISM: WORK STORIES OF WOMEN POLICE OFFICERS IN A MOBILE FORCE COMPANY IN EASTERN PHILIPPINES**". I am inviting you to voluntarily participate in the oral discussion to share your experiences, thoughts and ideas regarding the topic.

Name of Principal Investigator: Joseph Roque A. Pensotes Jr

Name of Organization: University of Cebu

Name of Proposal: Violent Extremism: Work Stories of Women Police Officers in a Mobile Force Company in Eastern Philippines

This Informed Consent Form has two parts:

- **Information Sheet (to share information about the research with you)**
- **Certificate of Consent (for signatures if you agree to take part)**

You will be given a copy of the full Informed Consent Form

PART I: Information Sheet
Introduction
I am Joseph Roque A. Pensotes Jr., presently enrolled in Doctor of Philosophy in Criminal justice with specialization in Criminology at the University of Cebu-Main Campus, Cebu City. I will be conducting a qualitative research study titled "Lived Experiences of Women Police Officers Assigned in a Mobile Force Company in Eastern Philippines." This study aims to explore the experiences of women police officers assigned in a mobile force company across Samar Island. We are inviting you to participate in this research as an interviewee. Your participation will involve individual interviews and/or focus group discussions, which can be conducted face-to-face or through online platforms such as Zoom or Google Meet, depending on your preference.

Purpose of the research
The research aims to understand the experiences, challenges, and perspectives of women police officers working in a mobile force company in Eastern Philippines. Your insights will contribute to a deeper understanding of the unique experiences of women in law enforcement and may inform future policies and practices.

Type of Research Intervention
This research involves individual interviews and focus group discussions. These may be conducted face-to-face or via online platforms such as Zoom or Google Meet, depending on your comfort level.

Participant selection
We are inviting women police officers who are currently assigned in a mobile force company across Samar Island to participate in this study.

Voluntary Participation
Your participation in this research is entirely voluntary. Your decision to participate or not will not affect your employment with the Philippine National Police or any related agencies. You have the right to withdraw from the study at any time without any consequences.

Procedures and Protocol
As a participant, you will be asked to share your experiences and perspectives during the interviews or focus group discussions. These sessions will be scheduled at your convenience and are expected to last between 40 minutes to an hour. Your responses will be kept confidential, and only the researcher and authorized personnel will have access to the data. The recordings and transcripts will be securely stored and destroyed six months after the completion of the study.

Duration
The research will be conducted over a period of twelve months. Your participation will only require a one-time involvement during the scheduled interview or focus group discussion.

Risks
There are minimal risks associated with your participation in this study. You are not obligated to answer any questions that make you uncomfortable, and you can withdraw from the study at any time.

Benefits
While there are no immediate personal benefits from participating in this study, your contribution will provide valuable insights into the experiences of women police officers in the Philippines, which may inform future policies and practices.

Reimbursements
You will not be provided with any payment or monetary remuneration if you will take part in this research.

Confidentiality
Your privacy and confidentiality will be strictly maintained. All information collected will be coded and stored securely. Only the researcher and authorized personnel will have access to the data..

Sharing the Results
The results of this study will be shared with the academic community and relevant law enforcement agencies. A summary of the findings will also be made available to participants upon request.

Right to Refuse or Withdraw
You have the right to refuse to participate or to withdraw from the study at any time without any penalty or loss of benefits to which you are otherwise entitled.

Who to Contact
If you have any questions or concerns about the research or your participation, please feel free to contact the researcher Joseph Roque A. Pensotes Jr. – 09056730988 and UCAREC's Dr. Juanito N. Zuasula, Jr. - MD - 233-5503 UCAREC.

By agreeing to participate, you acknowledge that you have read and understood this consent form and agree to participate in the study.

PART II: Certificate of Consent
I have read the foregoing information, or it has been read to me. I have had the opportunity to ask questions about it and any questions that I have asked have been answered to my satisfaction. I consent voluntarily to participate in this research.

Print Name of Participant_____

Signature of Participant _____

Date _____

       Day/Month/Year

If Illiterate
A literate witness must sign (if possible, this person should be selected by the participant and should have no connection to the research team). Participants who are illiterate should include their thumb-print as well.

I have witnessed the accurate reading of the consent form to the potential participant, and the individual has had the opportunity to ask questions. I confirm that the individual has given consent freely.

Print Name of Witness_____   **AND Thumb Print of the Participant**
Signature of Witness _____
Date _____

       Day/Month/Year

Statement by the researcher/person taking consent
I have accurately read out the information sheet to the potential participant, and to the best of my ability made sure that the participant understands that the following will be done:

1. focus group discussion/interview

2. record the proceeding of the interview

3. manually record other responses/ answers during the interview

I confirm that the participant was given an opportunity to ask questions about the study, and all the questions asked by the participant have been answered correctly and to the best of my ability. I confirm that the individual has not been coerced into giving consent, and the consent has been given freely and voluntarily.

A copy of this ICF has been provided to the participant.

Print Name of Researcher/Person Taking the Consent_____

Signature of Researcher /Person Taking the Consent_____

Date _____

        Day/Month/Year

Appendix C
Sample Consent Form - Cebuano
Informed Consent
Kining informed consent nga porma gituyo alang kanimo isip usa sa akong research informant niini nga research nga nag-ulohan**: "VIOLENT EXTREMISM: WORK STORIES OF WOMEN POLICE OFFICERS IN A MOBILE FORCE COMPANY SA EASTERN PHILIPPINES"**. Gidapit ko ikaw sa boluntaryong pag-apil sa oral nga diskusyon aron ipaambit ang imong mga kasinatian, mga hunahuna ug mga ideya mahitungod sa hilisgutan.

Name of Principal Investigator: <u>Joseph Roque A. Pensotes Jr</u>

Name of Organization: University of Cebu

Name of Proposal: Violent Extremism: Work Stories of Women Police Officers in a Mobile Force Company in Eastern Philippines

Kining Informed Consent Form adunay duha ka bahin:

- **Information Sheet (aron ipaambit kanimo ang kasayuran bahin sa panukiduki)**
- **Certificate of Consent (alang sa mga pirma kung mouyon ka nga moapil)**

Hatagan ka ug kopya sa kompletong Form sa Informed Consent
PART I: Information Sheet
Introduction
Ako si Joseph Roque A. Pensotes Jr., kasamtangang naka-enrol sa Doctor of Philosophy in Criminal justice nga adunay espesyalisasyon sa Criminology sa University of Cebu-Main Campus, Cebu City. Magpahigayon ko og qualitative research study nga giulohan og "Lived Experiences of Women Police Officers Assigned in a Mobile Force Company in Eastern Philippines." Kini nga pagtuon nagtumong sa pagsusi sa mga kasinatian sa mga babayeng pulis nga nadestino sa usa ka kompanya sa mobile force sa tibuok Isla sa Samar. Kami nagdapit kanimo sa pag-apil niini nga panukiduki isip usa ka interbyu. Ang imong partisipasyon maglangkit sa indibidwal nga mga interbyu ug/o focus group discussions, nga mahimong ipahigayon face-to-face o pinaagi sa mga online platform sama sa Zoom o Google Meet, depende sa imong gusto.

Purpose of the research
Ang panukiduki nagtumong sa pagsabot sa mga kasinatian, mga hagit, ug mga panglantaw sa mga babayeng pulis nga nagtrabaho sa usa ka kompanya sa mobile force sa Eastern Philippines. Ang imong mga panabut makatampo sa usa ka mas lawom nga pagsabut sa talagsaon nga mga kasinatian sa mga babaye sa pagpatuman sa balaod ug mahimong magpahibalo sa umaabot nga mga palisiya ug gawi.

Type of Research Intervention
Kini nga panukiduki naglakip sa indibidwal nga mga interbyu ug focus group discussions. Mahimo kining ipahigayon face-to-face o pinaagi sa mga online platform sama sa Zoom o Google Meet, depende sa lebel sa imong kaharuhay.

Participant selection

Among giimbitar ang mga babayeng pulis nga nadestino karon sa usa ka kompanya sa mobile force sa tibuok Isla sa Samar sa pag-apil niini nga pagtuon.

Voluntary Participation

Ang imong pag-apil niini nga panukiduki kay boluntaryo. Ang imong desisyon sa pag-apil o dili dili makaapekto sa imong pagpanarbaho sa Philippine National Police o sa bisan unsang mga ahensya nga may kalabutan. Kamo adunay katungod sa pag-atras gikan sa pagtuon bisan unsang orasa nga wala'y mga sangputanan.

Procedures and Protocol

Isip usa ka partisipante, hangyoon ka sa pagpaambit sa imong mga kasinatian ug mga panglantaw sa panahon sa mga interbyu o focus group discussions. Kini nga mga sesyon ma-iskedyul sa imong kasayon ug gilauman nga molungtad tali sa 40 minuto hangtod sa usa ka oras. Ang imong mga tubag himoong kompidensyal, ug ang tigdukiduki ug awtorisado nga mga personahe lamang ang adunay access sa datos. Ang mga rekording ug mga transcript luwas nga tipigan ug gub-on unom ka bulan pagkahuman sa pagtuon

Duration

Ang panukiduki ipahigayon sulod sa dose ka bulan. Ang imong pag-apil manginahanglan lamang og usa ka higayon nga pag-apil atol sa gikatakda nga interbyu o focus group discussion.

Risks

Adunay gamay nga mga risgo nga nalangkit sa imong pag-apil niini nga pagtuon. Dili ka obligado sa pagtubag sa bisan unsang mga pangutana nga makapahimo kanimo nga dili komportable, ug mahimo kang mobiya sa pagtuon bisan unsang orasa.

Benefits

Samtang wala'y diha-diha nga personal nga mga benepisyo gikan sa pag-apil niini nga pagtuon, ang imong kontribusyon maghatag ug bililhong mga panabut sa mga kasinatian sa mga babayeng opisyal sa pulisya sa Pilipinas, nga mahimong magpahibalo sa umaabot nga mga palisiya ug gawi.

Reimbursements

Dili ka hatagan og bisan unsang bayad o suhol sa kwarta kung moapil ka niini nga panukiduki.

Confidentiality

Ang imong pribasiya ug kompidensyal higpit nga pagmentinar. Ang tanang impormasyon nga makolekta i-code ug tipigan nga luwas. Ang tigdukiduki ug awtorisado nga mga personahe lamang ang adunay access sa datos

Sharing the Results

Ang mga resulta sa kini nga pagtuon ipaambit sa komunidad sa akademya ug mga may kalabotan nga ahensya sa pagpatuman sa balaod. Ang katingbanan sa mga nahibal-an mahimo usab nga magamit sa mga partisipante kung gihangyo.

Right to Refuse or Withdraw

Ikaw adunay katungod sa pagdumili sa pag-apil o sa pag-atras gikan sa pagtuon sa bisan unsang oras nga walay bisan unsang silot o pagkawala sa mga benepisyo diin ikaw adunay katungod.

Who to Contact

Kung naa kay pangutana o kabalaka bahin sa panukiduki o sa imong partisipasyon, palihog kontaka ang tigdukiduki nga si Joseph Roque A. Pensotes Jr. – 09056730988 ug Dr. Juanito N. Zuasula, Jr. sa UCAREC - MD - 233-5503 UCAREC.

Pinaagi sa pag-uyon sa pag-apil, imong giila nga imong nabasa ug nasabtan kining porma sa pagtugot ug miuyon nga moapil sa pagtuon.

PART II: Certificate of Consent
Nabasa ko na ang naunang impormasyon, o gibasa na kini kanako. Nakahigayon ko sa pagpangutana bahin niini ug ang bisan unsang mga pangutana nga akong gipangutana natubag sa akong katagbawan. Ako mitugot nga boluntaryo nga moapil niini nga panukiduki.

I-print ang Ngalan sa Partisipante _____

Pirma sa Partisipante _____

Date _____

Day/Month/Year

If Illiterate
Kinahanglang mopirma ang usa ka saksi nga makabasa (kung mahimo, kini nga tawo kinahanglan nga pilion sa partisipante ug kinahanglan nga walay koneksyon sa grupo sa panukiduki). Ang mga partisipante nga dili makamaong mobasa ug mobasa kinahanglan nga maglakip usab sa ilang thumb-print.

Akong nasaksihan ang tukma nga pagbasa sa porma sa pagtugot sa potensyal nga partisipante, ug ang indibidwal adunay higayon sa pagpangutana. Akong gikumpirma nga ang indibidwal naghatag ug pagtugot nga libre.

I-print ang Ngalan sa Saksi _____   **UG Thumb Print sa Partisipante**
Pirma sa Saksi _____
Date _____

Day/Month/Year

Pahayag sa tigdukiduki/tawo nga nagkuha ug pagtugot

Sakto nakong gibasa ang information sheet ngadto sa potensyal nga partisipante, ug kutob sa akong mahimo nakasiguro nga ang partisipante nakasabut nga ang mosunod pagabuhaton:

1. focus group discussion/interview

2. irekord ang pagpadayon sa interbyu

3. manwal nga irekord ang ubang mga tubag/ tubag atol sa interbyu

Akong gikumpirma nga ang partisipante gihatagan ug higayon sa pagpangutana bahin sa pagtuon, ug ang tanan nga mga pangutana nga gipangutana sa partisipante natubag sa husto ug kutob sa akong mahimo. Akong gikumpirma nga ang indibidwal wala pugsa sa paghatag ug pagtugot, ug ang pagtugot gihatag nga gawasnon ug boluntaryo.

Ang usa ka kopya niini nga ICF gihatag ngadto sa partisipante.

I-print ang Ngalan sa Tigdukiduki/Tawo nga Nagkuha sa Pag-uyon _____

Pirma sa Tigdukiduki/Tawo nga Nagkuha sa Pag-uyon _____

Date _____

Day/Month/Year

Appendix D
Interview Guide & Validation
Violent Extremism: Work Stories Of Women Police Officers In A Mobile Force Company In Eastern Philippines
Interview Guide
Interview Introduction
Length: 30-45 minutes

Interviewee's Initials: (minimum of 2 letters)

Date of Interview:

To be completed at time of data entry

Date of data entry:

Initials of data entry staff:

Preliminaries
(Overview: The interview will be begin briefly asking the interviewee its verbal consent and general information about background and open questions such as:

- How long have you've been a police officer?
- What is the reason on why you had chosen to become a police officer?
- How long had you been part of the Mobile Force Company?
- What are your duties as a women police officers in the implementation of counter-insurgency programs?

I. Experiences of the Informants in the implementation of the programs against insurgency

A. What are your experiences in which you felt satisfied, encouraged or motivated in implementing programs against insurgency?
B. Please describe your experiences in implementing the programs against insurgency where you felt sad, not contented, or discouraged?
C. What specific scenario in which you consider the most challenging experience as women police officer in implementing programs against insurgencies?
D. Please describe how you addressed such challenging experience as a women police officer implementing programs against insurgencies?

II. How the PROGRAMS against insurgency are implemented
A. What are the different programs against insurgency that are being implemented by the mobile force company?
B. Please describe the role of a woman police officer through each program against insurgency are implemented?
C. As woman police officer kindly give details on the challenges that were encountered in the implementation of each program

III. Aspirations of the Informants to improve program implementations against insurgency

A. What do you have as your goals that you need to achieve concerning the roles of women police officers in programs against insurgencies?
B. What aspects or area that you aspire to see improvements in the next few years?

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VALIDATION SHEET FOR INTERVIEW GUIDE

Name of Researcher JOSEPH ROQUE A. PENSOTES JR   Degree Enrolled Ph. D.C.J.

Title of Research VIOLENT EXTREMISM: WORK STORIES OF WOMEN POLICE OFFICERS IN A MOBILE FORCE COMPANY IN EASTERN PHILIPPINES

Name of Evaluator Dr. Yolanda Sayson _____   Date Evaluated _____ march 11, 2024

Signature of Evaluator _____ yllaysm _____

RATING: Number of YES marks

(✓ 10   Very Good   ( ) 6-7   Fair
( ) 8-9   Good   ( ) 0-5   For Revalidation

To the Evaluator: Kindly check the column which fits your evaluation of the item

ITEMS	YES	NO
Ethics		
1. Introduction (purpose, confidentiality, duration, way of conduct) and closing components (for additional comments) are provided	✓	
2. Informed Consent is included	✓	
Artistry:		
3. Script is included/built in, so interviewer can introduce, guide and conclude the interview in a consistent manner	✓	
4. Questions are appropriate to the study, enhancing the possibility of story telling and narratives	✓	
Rigor:		
5. Questions are open-ended to encourage in-depth responses; avoiding close-ended questions which are answerable by **yes** or **no**	✓	
6. Questions are stated in the affirmative	✓	
7. Probe questions are provided	✓	
8. Questions are logically ordered asking the highest priority questions first. Opinion questions follow information questions	✓	
9. Questions are stated in clear and simple terms	✓	
10. Number of questions can be covered within 60 to 90 minutes. Not exceeding 15 open-ended items (probes excluded), for every research question, except for special cases	✓	

REMARKS:

_____

_____

_____

_____

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GRADUATE SCHOOL

VALIDATION SHEET FOR INTERVIEW GUIDE

Name of Researcher JOSEPH ROQUE A. PENSOTES JR   Degree Enrolled Ph. D.C.J.

Title of Research VIOLENT EXTREMISM: WORK STORIES OF WOMEN POLICE OFFICERS IN A MOBILE FORCE COMPANY IN EASTERN PHILIPPINES

Name of Evaluator _Dr. Renato Sagayno_   Date Evaluated ___3/4/24___

Signature of Evaluator _____

RATING: Number of YES marks

( ) 10   Very Good   ( ) 6-7   Fair
(✗) 8-9   Good   ( ) 0-5   For Revalidation

To the Evaluator: Kindly check the column which fits your evaluation of the item

ITEMS	YES	NO
Ethics:		
1. Introduction (purpose, confidentiality, duration, way of conduct) and closing components (for additional comments) are provided	✓	
2. Informed Consent is included	✓	
Artistry:		
3. Script is included/built in, so interviewer can introduce, guide and conclude the interview in a consistent manner	✓	
4. Questions are appropriate to the study, enhancing the possibility of story telling and narratives	✓	
Rigor:		
5. Questions are open-ended to encourage in-depth responses: avoiding close-ended questions which are answerable by **yes** or **no**	✓	
6. Questions are stated in the affirmative	✓	
7. Probe questions are provided		✓
8. Questions are logically ordered asking the highest priority questions first. Opinion questions follow information questions	✓	
9. Questions are stated in clear and simple terms	✓	
10. Number of questions can be covered within 60 to 90 minutes. Not exceeding 15 open-ended items (probes excluded), for every research question, except for special cases	✓	

REMARKS:

_____
_____
_____
_____

UNIVERSITY OF CEBU

GRADUATE SCHOOL

VALIDATION SHEET FOR INTERVIEW GUIDE

Name of Researcher JOSEPH ROQUE A. PENSOTES JR   Degree Enrolled Ph. D.C.J.
Title of Research VIOLENT EXTREMISM: WORK STORIES OF WOMEN POLICE OFFICERS IN A MOBILE FORCE COMPANY IN EASTERN PHILIPPINES
Name of Evaluator Dr. Esmeraldo Damuag   Date Evaluated   MARCH 11, 2024
Signature of Evaluator _____

RATING: Number of YES marks

( ) 10   Very Good   ( ) 6-7   Fair
(✓) 8-9   Good   ( ) 0-5   For Revalidation

To the Evaluator: Kindly check the column which fits your evaluation of the item

ITEMS	YES	NO
Ethics		
1. Introduction (purpose, confidentiality, duration, way of conduct) and closing components (for additional comments) are provided	✓	
2. Informed Consent is included	✓	
Artistry:		
3. Script is included/built in, so interviewer can introduce, guide and conclude the interview in a consistent manner	✓	
4. Questions are appropriate to the study, enhancing the possibility of story telling and narratives	✓	
Rigor:		
5. Questions are open-ended to encourage in-depth responses: avoiding close-ended questions which are answerable by **yes** or **no**	✓	
6. Questions are stated in the affirmative	✓	
7. Probe questions are provided	✓	
8. Questions are logically ordered asking the highest priority questions first. Opinion questions follow information questions	✓	
9. Questions are stated in clear and simple terms	✓	
10. Number of questions can be covered within 60 to 90 minutes. Not exceeding 15 open-ended items (probes excluded), for every research question, except for special cases	✓	

REMARKS:

follow the suggestions.

Appendix E

Sample Verification Forms of Transcription

Informant   :   Informant 1
Session Number :   1
Date   :   March 27 2024

Line Number	Responses	Code
1	Ha amon pag-urusa, nakikita ko an pag-uswag han komunidad, and I felt very motivated when our team successfully organized a community outreach that helped build trust with the locals.	I-A
2	Seeing our efforts bear fruit in such a tangible way is extremely uplifting.	I-A
3	It's rewarding to witness firsthand the positive change and increased cooperation among community members.	I-A
4	Knowing we're making a difference boosts our morale and encourages us to push further.	I-A
5	Kinahanglan la gihapon kita magpadayon, bisan pa kon diri pirme magmalinamposon, especially when operations didn't go as planned and it felt like our efforts were in vain.	I-B
6	These moments are particularly disheartening when we face resistance or when unforeseen circumstances undermine our initiatives.	I-B
7	It's challenging to maintain high spirits when the outcomes don't reflect our hard work.	I-B
8	However, these experiences also teach us resilience and the importance of adapting our strategies.	I-B
9	Overcoming skepticism from local leaders who are hesitant to accept women in authority is truly challenging.	I-C
10	Ha ira pagduha-duha, gin papakita ko an akon kahibaro ngan kabuotan para magkaada kami sin maupay nga relasyon.	I-C
11	This involves patience, persistence, and a deep understanding of cultural dynamics.	I-C
12	I've learned to build rapport through consistent communication and by demonstrating competence and integrity.	I-C
13	These negotiations are crucial for our success and require a nuanced approach to ensure mutual respect and collaboration.	I-C
14	Gintutukod naton an pagsarig ngan pagtahod, by demonstrating our commitment and reliability, gradually gaining their trust and respect.	I-D
15	It's a slow process, but by consistently showing up and delivering on our promises, we make significant inroads.	I-D
16	This approach not only helps in easing tensions but also establishes a foundation for long-term cooperation.	I-D
17	Each successful interaction adds a layer of trust and helps dispel doubts about our capabilities and intentions.	I-D
18	An pag-aram ngan pag-entender ha komunidad amo an yawi han tinuod nga kauswagan, and we implement several programs, including community engagement initiatives and local peace talks, which are designed to reduce insurgency through a mix of soft and hard approaches.	II-A
19	These programs are tailored to address the specific needs and issues within the community, fostering a sense of involvement and partnership.	II-A
20	By engaging directly with the people, we not only understand their concerns better but also empower them to be part of the solution.	II-A

21	This holistic approach is critical for achieving sustainable peace.	II-A
22	As women officers, gintatagad naton an mahinungdanon nga papel, often taking roles that require empathetic communication and negotiation, which is crucial for building trust.	II-B
23	Our ability to listen and understand the concerns of the community strengthens the bonds and facilitates more effective collaboration.	II-B
24	By showing compassion and professionalism, we lead initiatives that foster peace and mutual respect.	II-B
25	These skills are invaluable in achieving long-term results in areas plagued by distrust and conflict.	II-B
26	Haros kada adlaw, nagkikinahanglan kita magpakita han aton kaaradman ngan pagkamatinud-anon, dealing with biases within the force and from the community.	II-C
27	It's a recurring challenge that we constantly face.	II-C
28	Proving ourselves in environments that sometimes doubt our capabilities requires not just skill but resilience.	II-C
29	hrough persistence and demonstrating our competence, we gradually change perceptions and establish our rightful place as leaders and peacekeepers.	II-C
30	My goal is to enhance the involvement of women in strategic positions within our programs. Ha pagbutang ha mga babaye ha estratehiko nga posisyon, nakikita naton an ira dako nga kontribusyon ha pagpaluyo han kalinaw ngan seguridad.	III-A
31	Women bring unique perspectives that are essential for comprehensive strategies, enriching the planning and execution of operations.	III-A
32	By promoting gender diversity, we aim to leverage a broader range of insights to address complex challenges effectively.	III-A
33	I aspire to see more women leading operations, not just participating.	III-B
34	Kinahanglan naton buwagan an panhunahuna nga diri angay an mga babaye ha mga taktikal nga papel.	III-B
35	We need to break the stereotype that tactical roles are not suited for women.	III-B
36	Empowering female officers to take on leadership roles will demonstrate their capabilities and inspire future generations to pursue careers in law enforcement, thus enriching the force with diverse leadership styles.	III-B

Verification Forms of Transcription

Informant : Informant 2
Session Number : 1
Date : March 28 2024

Line Number	Responses	Code
1	Ha pagdumara hin malinamposon nga operasyon nga nakalikay hin potensyal nga kunprontasyon, I felt incredibly empowered and motivated. This success not only demonstrated our team's capability but also reinforced my personal commitment to our mission.	I-A
2	The feeling of making a tangible difference in enhancing community safety is profoundly fulfilling and drives me to strive for even greater results in future engagements.	I-A
3	It's disheartening when operations fail due to lack of resources or coordination, feeling helpless knowing more could have been done.	I-B
4	Each failure is a heavy burden, particularly when we realize the potential consequences of our shortcomings.	I-B
5	These moments push us to review our strategies and seek improvements in how we manage resources and communication.	I-B

6	Kinahanglan naton pag-igbaw an aton pamaagi para masiguro nga diri na ini maulit.	I-B
7	Negotiating surrender terms with insurgents was particularly challenging as they didn't take women officers seriously at first.	I-C
8	I had to assert my authority and expertise consistently to command respect and effectively communicate our terms.	I-C
9	Through these interactions, I demonstrated that leadership and negotiation skills are not gender-specific but are qualities honed through experience and dedication.	I-C
10	Diri ini mahinungdanon kon lalaki ka o babaye, an importante amo an imo kakayahan nga pamunuan.	I-C
11	By maintaining professionalism and showing a deep understanding of the issues, I managed to gain their respect and successfully negotiate.	I-D
12	Each successful negotiation not only resolved immediate threats but also built my reputation as a competent leader.	I-D
13	These experiences have been instrumental in shaping my approach to handling high-stress situations with diplomacy and strategic insight.	I-D
14	Pinaagi han akon pasensya ngan pag-intindi, nagin epektibo an amon panuyo.	I-D
15	Our programs range from intelligence gathering to direct combat operations against insurgent groups, each with its strategic importance.	II-A
16	We tailor our approaches to maximize impact, utilizing both high-tech tools and human intelligence to understand and mitigate threats.	II-A
17	The integration of various tactics ensures that we remain adaptable and effective in a rapidly changing security landscape.	II-A
18	An pagkaada lain-lain nga estratehiya importante para han seguridad.	II-A
19	My role involves coordinating between different units and ensuring all team members are prepared and informed, often bridging communication gaps.	II-B
20	Effective coordination is crucial for the success of our operations, as it ensures that all units operate synchronously towards common goals.	II-B
21	By fostering a culture of open communication and mutual respect, I help to streamline efforts and maximize our collective effectiveness.	II-B
22	Ha pagtinabangay naton, mas napapadig-on naton an aton mga operasyon.	II-B
23	Balancing family life with the demands of field operations is a significant challenge for many of us. The unpredictable nature of our work often conflicts with personal responsibilities, making it difficult to maintain work-life balance.	II-C
24	However, I strive to manage these challenges by prioritizing critical tasks and ensuring quality time with family when possible.	II-C
25	An pagbalanse han trabaho ngan pamilya nagkinahanglan hin dako nga paningkamot.	II-C
26	I aim to increase our capacity in intelligence roles as women have proven extremely effective in these areas.	III-A
27	Enhancing our capabilities not only involves training and resource allocation but also advocating for greater recognition of women's contributions to intelligence work.	III-A
28	By highlighting the successes of female officers, I hope to inspire more women to join and thrive in these critical roles.	III-A
29	Kinahanglan naton ig-upay pa an aton mga abilidad ha pag-intel.	III-A

30	Improving support systems for women in the force, such as maternity and child care benefits, is crucial to ensure we do not lose talented officers due to family commitments.	III-B
31	I am committed to advocating for policies that support work-life balance, recognizing that a supportive work environment is essential for retaining skilled personnel.	III-B
32	These improvements will help us maintain a diverse and resilient workforce.	III-B
33	Paghatag hin igong suporta ha kababayen-an importante para han ira pagpadayon ha serbisyo.	III-B

Sample Verification Forms of Transcription

Informant   :   Informant 7 and 8

Session Number :   1

Date   :   March 21 2024

Line Number	Responses	Code
1	I felt extremely motivated when our team managed to secure a key area without any violence, thanks to our preemptive community outreach efforts.	I-A
2	Seeing peaceful resolutions is always encouraging.	I-A
3	This success is a testament to the effectiveness of proactive engagement and conflict prevention strategies.	I-A
4	Napapas-an ako hin kalipay han nakikita ko nga an amon mga paningkamot nakakabulig ha pagtindog hin malinamposon ngan mapayapa nga komunidad!	I-A
5	Feeling discouraged when seeing the aftermath of conflicts where communities are torn apart weighs heavily on me.	I-B
6	Witnessing the destruction and suffering caused by conflict challenges our resolve but also reinforces the importance of our mission to restore peace.	I-B
7	It's tough to remain optimistic in those moments, but it motivates us to work harder towards reconciliation and rebuilding.	I-B
8	An pagkità han mga nasamad nga komunidad nagtututdo ha aton nga magpadayon ngan mag-igi pa ha aton trabaho.	I-B
9	Dealing with gender-based skepticism from both community members and insurgents has been profoundly challenging as a woman officer.	I-C
10	Overcoming these prejudices requires persistence and strength to demonstrate that leadership and capability are not gender-specific.	I-C
11	Each interaction is an opportunity to change minds and advocate for equality.	I-C
12	n akon kasinatian ha pag-atubang han pagduda ha kakayahan han kababayen-an nagpapakusog ha akon determinasyon nga pakita an ira pagkakamali.	I-C
13	I addressed this by consistently demonstrating professionalism and competence, slowly changing perceptions through my actions rather than just words.	I-D
14	My approach has been to lead by example, showing dedication and expertise in every task. Over time, this has helped to earn respect and diminish skepticism among colleagues and community members alike.	I-D
15	Pinaagi han akon padayon nga pagpakita hin maupay nga panarabaho, unti-unti nga nababag-o an ira panan-aw ngan pagrespeto ha akon kapas.	I-D
16	Our main programs involve surveillance, community integration efforts, and direct tactical responses.	II-A
17	Each program has specific goals tailored to undermine insurgent activities and strengthen community resilience.	II-A
18	We strive to implement a balanced approach that addresses both immediate security concerns and long-term social stability.	II-A

19	An amon mga programa diri la para ha seguridad, kundi para gihapon ha pagpauswag han kinabuhi han komunidad.	II-A
20	As a woman officer, I often spearhead the community integration efforts, utilizing my skills in communication to foster stronger community ties.	II-B
21	My role involves bridging gaps between law enforcement and the public, ensuring that our actions align with the community's needs and expectations.	II-B
22	This leadership is crucial for building trust and effective cooperation.	II-B
23	Ha pagdumara han mga paningkamot para ha komunidad, importante an pagpakita hin abilidad ngan sinseridad.	II-B
24	The challenge of balancing rigorous physical demands with the need for strategic thinking in high-pressure situations is significant.	II-C
25	This aspect of our work requires both mental and physical toughness, as well as the ability to quickly adapt to changing circumstances.	II-C
26	Ensuring that we maintain our readiness on all fronts is critical to our effectiveness.	II-C
27	An pagbalanse han pisikal ngan mental nga mga panginahanglanon ha trabaho usa nga dako nga hagit.	II-C
28	My goal is to enhance the visibility and acceptance of women in leadership roles within our force, showing that we can lead just as effectively.	III-A
29	By promoting more inclusive policies and practices, we aim to inspire and empower more women to take on significant roles in security and leadership.	III-A
30	Ini nga tinguha importante para ha pagpauswag han papel han kababayen-an ha seguridad.	III-A
31	I aspire to see an increase in community trust and cooperation, which would significantly enhance our effectiveness in counterinsurgency efforts.	III-B
32	Building strong relationships based on mutual respect and understanding is key to our long-term success.	III-B
33	By working closely with the community, we can achieve more sustainable and impactful outcomes.	III-B
34	An pagtukod hin mas maupay nga relasyon ha komunidad makakabulig ha pagpauswag han amon trabaho ngan han ira kinabuhi.	III-B
35	Leading a team that successfully disarmed a potentially dangerous situation without any casualties was a pivotal moment for me.	I-A
36	It made me feel empowered and affirmed the importance of our mission.	I-A
37	This experience demonstrated our team's capability to handle critical situations effectively and safely.	I-A
38	Dako nga kalipay ha akon parte nga makita nga waray bisan usa nga naangol o namatay han amon operasyon!	I-A
39	It's really sad when you realize that some of the insurgents are just young individuals misled by circumstances, and our only interaction is in conflict.	I-B
40	This reality highlights the importance of addressing the underlying social and economic issues that lead to insurgency.	I-B
41	It drives home the need for compassionate and targeted community interventions.	I-B
42	An paghingyap nga magbag-o han ira kahimtang pinaagi han pag-intindi ngan pagtubag ha mga hinungdan nga nakakaapekto ha ira mga kinabuhi.	I-B
43	The most challenging experience was during a covert operation where maintaining my cover was critical to the mission's success.	I-C

44	This required not only tactical skill but also a deep understanding of the local culture and behaviors to remain undetected.	I-C
45	Navigating this complex environment tested all my training and instincts.	I-C
46	An pagtago ngan paggamit han lokal nga kultura para diri mahibaroan an akon tinuod nga identidad amo an pinakamabudlay nga parte han operasyon.	I-C
47	I meticulously prepared for this by studying the local dialect and cultural nuances, which helped me blend in and carry out the mission effectively.	I-D
48	Mastery of these elements was essential for gaining trust and gathering crucial information without arousing suspicion.	I-D
49	Through this approach, I was able to achieve our objectives while ensuring my safety and that of others.	I-D
50	An maupay nga pagplano ngan pag-aram han lokal nga yinaknan nakabulig ha akon nga magin epektibo ha pagkolekta han impormasyon.	II-A
51	We run various initiatives like youth engagement programs, vocational training for ex-insurgents, and community policing, all aimed at dismantling the insurgency infrastructure.	II-A
52	These programs are designed to provide alternatives to conflict, offering support and opportunities for a better future.	II-A
53	By addressing the root causes of insurgency, we hope to build a more stable and peaceful community.	II-A
54	An amon mga programa nagtatagana hin iba nga dalan para han mga tawo, labi na ha mga kabataan, nga makalikay ha pagsuporta ha insurgency.	II-B
55	My role involves a lot of on-ground interaction, especially in executing community policing strategies which require a nuanced approach.	II-B
56	This hands-on involvement allows me to directly influence community relations and ensure that our efforts are both effective and culturally sensitive.	II-B
57	Building these relationships is key to the success of our operations.	II-B
58	Ha akon pagdumara, importante an direkta nga pakig-uban ha komunidad para masiguro nga angay ngan epektibo an amon mga pamaagi.	II-B
59	Facing and overcoming the inherent risks of working undercover, especially in hostile environments, has been one of the toughest aspects.	II-C
60	These operations demand a high level of courage and resilience, as the stakes are incredibly high.	II-C
61	My experiences in these situations have strengthened my resolve and enhanced my skills.	II-C
62	An pagtrabaho ha peligroso nga kahimtang nagpapakusog ngan nagpapaupay han akon mga kakayahan.	II-C
63	I am focusing on developing comprehensive training programs for new recruits, emphasizing ethical conduct and community engagement.	III-A
64	These programs are designed to prepare them not only for the challenges they will face but also to instill a strong moral foundation.	III-A
65	By educating the next generation of officers, we ensure that they carry forward the values of integrity and service.	III-A
66	Ha pag-andam han bag-o nga henerasyon, importante an pagtutdo han husto nga pamatasan ngan pagserbisyo ha komunidad.	III-A

Location Map

Appendix F
Sample Coded Significant Statements

Informant   :   Individual Interview Informant 1 and 2
Session Number   :   1
Date   :   March 27 – April 5 2024

Significant Statement Number	SIGNIFICANT STATEMENTS	Informant Number	Line Number
1	Han mga activity namon parte community relation, Nakita ko an progreso nga nagpamotivate ha akon nga an amon grupo nagakakada hin maupay nga kaorganisar hin mga community outreach nga nakakabulig ha mga molopyo. Nakakadugang ini han ira pagtapod ha amon nga kapulisan (IDI1:SS1). (In our community relation activities, I had witnessed progress and I felt	1	1-2

	very motivated when our team successfully organized a community outreach that helped build trust with the locals. Seeing our efforts bear fruit in such a tangible way is extremely uplifting).		
2	It's rewarding to witness firsthand the positive change and increased cooperation among community members. Knowing we're making a difference boosts our morale and encourages us to push further *(IDI1:SS2)*.	1	3-4
3	Kinahanglan la gihapon kita magpadayon, bisan pa kon diri pirme magmalinamposon, especially when operations didn't go as planned and it felt like our efforts were in vain. These moments are particularly disheartening when we face resistance or when unforeseen circumstances undermine our initiatives *(IDI1:SS3)*.	1	5-6
4	It's challenging to maintain high spirits when the outcomes don't reflect our hard work. However, these experiences also teach us resilience and the importance of adapting our strategies *(IDI1:SS4)*.	1	7-8
5	Overcoming skepticism from local leaders who are hesitant to accept women in authority is truly challenging. Ha ira pagduha-duha, gin papakita ko an akon kahibaro ngan kabuotan para magkaada kami sin maupay nga relasyon. This involves patience, persistence, and a deep understanding of cultural dynamics *(IDI1:SS5)*.	1	9-11
6	I've learned to build rapport through consistent communication and by demonstrating competence and integrity *(IDI1:SS6)*.	1	12
7	Hini nga mga programa namon nga kinahanglan makigsturya ha mga molopyo, labi na kun mga educational awareness programs kontra terrorismo. Guinkikita gud namon nga makapakita nga nahatag kami respetar ha mga tawo. Importante kasi ini para gihap respetohon kami hit am mga program ngan maging maupay an dalagan han aktibides. (IDI1:SS7). When we need to talk with the people of the community especially on education awareness programs on counter-insurgency. We really see to it that the people would feel that they are respected in order to make sure that the program will be smooth.	1	13
8	Gintutukod naton an pagsarig ngan pagtahod, by demonstrating our commitment and reliability, gradually gaining their trust and respect. It's a slow process, but by consistently showing up and delivering on our promises, we make significant inroads. This approach not only helps in easing tensions but also establishes a foundation for long-term cooperation *(IDI1:SS7)*.	1	14-16
9	Each successful interaction adds a layer of trust and helps dispel doubts about our capabilities and intentions *(IDI1:SS9)*.	1	17
10	An pag-aram ngan pag-entender ha komunidad amo an yawi han tinuod nga kauswagan, and we implement several programs, including community engagement initiatives and local peace talks, which are designed to reduce insurgency through a mix of soft and hard approaches. These programs are tailored to address the specific needs and issues within the community, fostering a sense of involvement and partnership *(IDI1:SS10)*.	1	18-19

11	By engaging directly with the people, we not only understand their concerns better but also empower them to be part of the solution. This holistic approach is critical for achieving sustainable peace *(IDI1:SS11)*.	1	20-21
12	As women officers, gintatagad naton an mahinungdanon nga papel, often taking roles that require empathetic communication and negotiation, which is crucial for building trust *(IDI1:SS12)*.	1	22
13	Our ability to listen and understand the concerns of the community strengthens the bonds and facilitates more effective collaboration *(IDI1:SS13)*.	1	23
14	By showing compassion and professionalism, we lead initiatives that foster peace and mutual respect. These skills are invaluable in achieving long-term results in areas plagued by distrust and conflict *(IDI1:SS14)*.	1	24-25
15	Haros kada adlaw, nagkikinahanglan kita magpakita han aton kaaradman ngan pagkamatinud-anon, dealing with biases within the force and from the community. It's a recurring challenge that we constantly face *(IDI1:SS15)*.	1	26-27
16	Proving ourselves in environments that sometimes doubt our capabilities requires not just skill but resilience *(IDI1:SS16)*.	1	28
17	Through persistence and demonstrating our competence, we gradually change perceptions and establish our rightful place as leaders and peacekeepers *(IDI1:SS17)*.	1	29
18	My goal is to enhance the involvement of women in strategic positions within our programs. Ha pagbutang ha mga babaye ha estratehiko nga posisyon, nakikita naton an ira dako nga kontribusyon ha pagpaluyo han kalinaw ngan seguridad *(IDI1:SS18)*.	1	30
19	Women bring unique perspectives that are essential for comprehensive strategies, enriching the planning and execution of operations *(IDI1:SS19)*.	1	31
20	By promoting gender diversity, we aim to leverage a broader range of insights to address complex challenges effectively *(IDI1:SS20)*.	1	32
21	I aspire to see more women leading operations, not just participating. Kinahanglan naton buwagan an panhunahuna nga diri angay an mga babaye ha mga taktikal nga papel *(IDI1:SS21)*.	1	33-34
22	Kinahanglan na gud liwat mag iba na it panhunahuna hit tawo parte haam nga mga babaye nga pulis. Labi na kami nga adi ha mobile force company. Tas ha Samar pagud nga may problema kita partr NPA. Kinahanglan matagan nah in leadership roles it mga babaye gihapon bahin hini. Labi na kay may mga abilidad it babaye ha maupay nga communication ha mga kumunidad. Makakainspire hini hit mga babaye naton nga kabataan nga magpulis. Ha amon baryo kadamot babaye nga karuyag magpulis. Nauli ngani ako nakauniform. Sus, damo ton dayon nakikigsturya akon mga highschool pipinamakiana (I1:SS22). (There really needs to be a change in people's attitudes towards us women police officers, especially those of us in the mobile force company in Samar, where we face issues with the NPA. Women should also be given leadership roles in this context. Especially since women have the ability to communicate effectively with communities. This can inspire our young women	1	35-36

	to join the police force. In my village, few women want to become police officers. When I went		
23	Ha pagdumara hin malinamposon nga operasyon nga nakalikay hin potensyal nga kunprontasyon, I felt incredibly empowered and motivated. This success not only demonstrated our team's capability but also reinforced my personal commitment to our mission *(IDI2:SS23)*.	2	1
24	The feeling of making a tangible difference in enhancing community safety is profoundly fulfilling and drives me to strive for even greater results in future engagements *(IDI2:SS24)*.	2	2
25	It's disheartening when operations fail due to lack of resources or coordination, feeling helpless knowing more could have been done. Each failure is a heavy burden, particularly when we realize the potential consequences of our shortcomings *(IDI2:SS25)*.	2	3-4
26	These moments push us to review our strategies and seek improvements in how we manage resources and communication. Kinahanglan naton pag-igbaw an aton pamaagi para masiguro nga diri na ini maulit *(IDI2:SS26)*.	2	5-6
27	Negotiating surrender terms with insurgents was particularly challenging as they didn't take women officers seriously at first. I had to assert my authority and expertise consistently to command respect and effectively communicate our terms *(IDI2:SS27)*.	2	7-8
28	Through these interactions, I demonstrated that leadership and negotiation skills are not gender-specific but are qualities honed through experience and dedication *(IDI2:SS28)*.	2	9
29	Diri ini mahinungdanon kon lalaki ka o babaye, an importante amo an imo kakayahan nga pamunuan *(IDI2:SS29)*.	2	10
30	By maintaining professionalism and showing a deep understanding of the issues, I managed to gain their respect and successfully negotiate *(IDI2:SS30)*.	2	11
31	Each successful negotiation not only resolved immediate threats but also built my reputation as a competent leader *(IDI2:SS31)*.	2	12
32	As a woman police officer in a mobile force company in Samar, implementing counter-insurgency programs, these experiences have been invaluable in teaching me how to handle stressful situations through careful planning and smart communication. I've learned to approach each scenario with a clear strategy, using my communication skills not only to deescalate potential conflicts but also to build trust and gather crucial intelligence from local communities. This strategic interaction allows us to preemptively address issues before they escalate, thereby ensuring a more stable and secure environment. Such skills are essential in navigating the complex dynamics of counter-insurgency, where the ability to adapt quickly and communicate effectively can often mean the difference between success and failure (IDI2:SS32).	2	13-14
33	Our programs range from intelligence gathering to direct combat operations against insurgent groups, each with its strategic importance. We tailor our approaches to maximize impact, utilizing both high-tech tools and human intelligence to understand and mitigate threats *(IDI2:SS33)*.	2	15-16
34	The integration of various tactics ensures that we remain adaptable and effective in a rapidly changing security landscape. An pagkaada lain-lain nga estratehiya importante para han seguridad *(IDI2:SS34)*.	2	17-18

35	My role involves coordinating between different units and ensuring all team members are prepared and informed, often bridging communication gaps *(IDI2:SS35)*.	2	19
36	Effective coordination is crucial for the success of our operations, as it ensures that all units operate synchronously towards common goals *(IDI2:SS36)*.	2	20
37	I believe in fostering a culture of open communication and mutual respect, which I find crucial for streamlining efforts and maximizing our collective effectiveness. This approach has cultivated a strong bond among team members, reinforcing the sense that we have each other's backs in every situation. Whether facing a high-risk operation or engaging in community outreach, this solidarity ensures that we operate as a cohesive unit, anticipating each other's needs and supporting one another both strategically and emotionally. This teamwork not only enhances our operational success but also builds resilience and trust, which are vital in the complex dynamics of counter-insurgency work. (IDI2:SS37).	2	21-22
38	Juggling family life with the demands of our jobs in the field is a big challenge for many of us. Our work can be unpredictable and often gets in the way of our personal life, making it hard to keep a good balance between work and home. However, I try to handle these challenges by focusing on the most important tasks and making sure to spend quality time with my family whenever I can (IDI2:SS38).	2	23-24
39	An pagbalanse han trabaho ngan pamilya nagkinahanglan hin dako nga paningkamot. I aim to increase our capacity in intelligence roles as women have proven extremely effective in these areas *(IDI2:SS39)*.	2	25-26
40	Enhancing our capabilities not only involves training and resource allocation but also advocating for greater recognition of women's contributions to intelligence work *(IDI2:SS40)*.	2	27
41	By highlighting the successes of female officers, I hope to inspire more women to join and thrive in these critical roles. Kinahanglan naton ig-upay pa an aton mga abilidad ha pag-intel *(IDI2:SS41)*.	2	28-29
42	Improving support systems for women in the force, such as maternity and child care benefits, is crucial to ensure we do not lose talented officers due to family commitments *(IDI2:SS42)*.	2	30
43	I am committed to advocating for policies that support work-life balance, recognizing that a supportive work environment is essential for retaining skilled personnel. These improvements will help us maintain a diverse and resilient workforce *(IDI2:SS43)*.	2	31-32
44	Paghatag hin igong suporta ha kababayen-an importante para han ira pagpadayon ha serbisyo *(IDI2:SS44)*.	2	33

Informant   :   Informant 7 and 8
Session Number   :   1
Date   :   March 21 2024

Significant Statement Number	SIGNIFICANT STATEMENTS	Informant Number	Line Number

1	I felt extremely motivated when our team managed to secure a key area without any violence, thanks to our preemptive community outreach efforts. Seeing peaceful resolutions is always encouraging (FGD1:SS1).	7	1-2
2	This success is a testament to the effectiveness of proactive engagement and conflict prevention strategies. Napapas-an ako hin kalipay han nakikita ko nga an amon mga paningkamot nakakabulig ha pagtindog hin malinamposon ngan mapayapa nga komunidad (FGD1:SS2)!	7	3-4
3	Feeling discouraged when seeing the aftermath of conflicts where communities are torn apart weighs heavily on me. Witnessing the destruction and suffering caused by conflict challenges our resolve but also reinforces the importance of our mission to restore peace (FGD1:SS3).	7	5-6
4	It's tough to remain optimistic in those moments, but it motivates us to work harder towards reconciliation and rebuilding. An pagkità han mga nasamad nga komunidad nagtututdo ha aton nga magpadayon ngan mag-igi pa ha aton trabaho (FGD1:SS4).	7	7-8
5	Dealing with gender-based skepticism from both community members and insurgents has been profoundly challenging as a woman officer. Overcoming these prejudices requires persistence and strength to demonstrate that leadership and capability are not gender-specific (FGD1:SS5).	7	9-10
6	Each interaction is an opportunity to change minds and advocate for equality. an akon kasinatian ha pag-atubang han pagduda ha kakayahan han kababayen-an nagpapakusog ha akon determinasyon nga pakita an ira pagkakamali (FGD1:SS6).	7	11-12
7	I addressed this by consistently demonstrating professionalism and competence, slowly changing perceptions through my actions rather than just words. My approach has been to lead by example, showing dedication and expertise in every task. Over time, this has helped to earn respect and diminish skepticism among colleagues and community members alike. Pinaagi han akon padayon nga pagpakita hin maupay nga panarabaho, unti-unti nga nababag-o an ira panan-aw ngan pagrespeto ha akon kapas (FGD1:SS7).	7	13-15
8	Our main programs involve surveillance, community integration efforts, and direct tactical responses. Each program has specific goals tailored to undermine insurgent activities and strengthen community resilience (FGD1:SS8).	7	16-17
9	We strive to implement a balanced approach that addresses both immediate security concerns and long-term social stability. An amon mga programa diri la para ha seguridad, kundi para gihapon ha pagpauswag han kinabuhi han komunidad (FGD1:SS9).	7	18-19
10	Pagiging usa nga babaye nga nakadestino ha mobile force, dana yak maasign ha pakigsturya ha mga tawe parte tam mga programa kontra terrosimo. Dara hini nga mga assignment ko nagagamitan an akon abilidad parte komunikasyon. Usa kasi ini na paagi para magkaada kami makusog na relasyon hit kumunidad (FGD1:SS10). (As a woman police officer,I am often assigned to communicate with the people of the community in terms of our counter-inusrgency programs. I often spearhead the community integration efforts, utilizing my skills in	7	20

	communication to foster stronger relationship with the community.		
11	My role involves bridging gaps between law enforcement and the public, ensuring that our actions align with the community's needs and expectations *(FGD1:SS11)*.	7	21
12	This leadership is crucial for building trust and effective cooperation. Ha pagdumara han mga paningkamot para ha komunidad, importante an pagpakita hin abilidad ngan sinseridad *(FGD1:SS12)*.	7	22-23
13	The challenge of balancing rigorous physical demands with the need for strategic thinking in high-pressure situations is significant. This aspect of our work requires both mental and physical toughness, as well as the ability to quickly adapt to changing circumstances *(FGD1:SS13)*.	7	24-25
14	Ensuring that we maintain our readiness on all fronts is critical to our effectiveness. An pagbalanse han pisikal ngan mental nga mga panginahanglanon ha trabaho usa nga dako nga hagit *(FGD1:SS14)*.	7	26-27
15	My goal is to enhance the visibility and acceptance of women in leadership roles within our force, showing that we can lead just as effectively. By promoting more inclusive policies and practices, we aim to inspire and empower more women to take on significant roles in security and leadership. Ini nga tinguha importante para ha pagpauswag han papel han kababayen-an ha seguridad *(FGD1:SS15)*.	7	28-30
16	I aspire to see an increase in community trust and cooperation, which would significantly enhance our effectiveness in counterinsurgency efforts *(FGD1:SS16)*.	7	31
17	Creating good relationships that are based on respect and understanding is very important for our success over time. By working closely with the community, we can achieve results that last longer and have a bigger positive impact. Importante gud liwat nga may maupay nga relasyon it kapulisan ha mga molopyo kay kadamo tam mga kinahanglan ha mga molopyo nga makakabulig hit am trabah. Bisan in mga pagpapakiana nala namon hit mga NPA sightings. Kun maupay it relasyon, kun diri nahadlok it mga tawo, nakabaton hira hin maupay. Kay tam trabaho pagpaupay han amon trabaho ngan han ira manta kinabuhi (FGD1:SS17). (It is also important that there is a good relationship between the police and the residents because there are many needs from the residents that can help with our work. Even just our inquiries about NPA sightings. If the relationship is good and the people are not afraid, they respond well. Because our job is to improve our work and their quality of life).	7	32-34
18	Leading a team that successfully disarmed a potentially dangerous situation without any casualties was a pivotal moment for me. It made me feel empowered and affirmed the importance of our mission. This experience demonstrated our team's capability to handle critical situations effectively and safely. Dako nga kalipay ha akon parte nga makita nga waray bisan usa nga naangol o namatay han amon operasyon *(FGD2:SS18)*!	8	35-38
19	It's really sad when you realize that some of the insurgents are just young individuals misled by circumstances, and our only interaction is in conflict. This reality highlights the importance of addressing the underlying social and economic issues that	8	39-41

	lead to insurgency. It drives home the need for compassionate and targeted community interventions *(FGD2:SS19)*.		
20	An paghingyap nga magbag-o han ira kahimtang pinaagi han pag-intindi ngan pagtubag ha mga hinungdan nga nakakaapekto ha ira mga kinabuhi *(FGD2:SS20)*.	8	42
21	The most challenging experience was during a covert operation where maintaining my cover was critical to the mission's success. This required not only tactical skill but also a deep understanding of the local culture and behaviors to remain undetected *(FGD2:SS21)*.	8	43-44
22	Navigating this complex environment tested all my training and instincts. An pagtago ngan paggamit han lokal nga kultura para diri mahibaroan an akon tinuod nga identidad amo an pinakamabudlay nga parte han operasyon *(FGD2:SS22)*.	8	45-46
23	I meticulously prepared for this by studying the local dialect and cultural nuances, which helped me blend in and carry out the mission effectively. Mastery of these elements was essential for gaining trust and gathering crucial information without arousing suspicion. Through this approach, I was able to achieve our objectives while ensuring my safety and that of others. An maupay nga pagplano ngan pag-aram han lokal nga yinaknan nakabulig ha akon nga magin epektibo ha pagkolekta han impormasyon *(FGD2:SS23)*.	8	47-50
24	We run various initiatives like youth engagement programs, vocational training for ex-insurgents, and community policing, all aimed at dismantling the insurgency infrastructure. These programs are designed to provide alternatives to conflict, offering support and opportunities for a better future *(FGD2:SS24)*.	8	51-52
25	By addressing the root causes of insurgency, we hope to build a more stable and peaceful community. An amon mga programa nagtatagana hin iba nga dalan para han mga tawo, labi na ha mga kabataan, nga makalikay ha pagsuporta ha insurgency *(FGD2:SS25)*.	8	53-54
26	My role involves a lot of on-ground interaction, especially in executing community policing strategies which require a nuanced approach. This hands-on involvement allows me to directly influence community relations and ensure that our efforts are both effective and culturally sensitive. Building these relationships is key to the success of our operations. Ha akon pagdumara, importante an direkta nga pakig-uban ha komunidad para masiguro nga angay ngan epektibo an amon mga pamaagi *(FGD2:SS26)*.	8	55-58
27	Facing and overcoming the inherent risks of working undercover, especially in hostile environments, has been one of the toughest aspects. These operations demand a high level of courage and resilience, as the stakes are incredibly high. My experiences in these situations have strengthened my resolve and enhanced my skills *(FGD2:SS27)*.	8	59-61
28	Ha kaiha ko na hini nga trabaho, labi kay agsob ak ikadto hit mga delikado nga lugar bisan pa daw ako babaye. baga nadevelop na gadla udug nak skills. Labi na hit pakigsturya ha mga tawo. Aworon kasi ak hadto pero didan pagpulis ko bisan pa han training pa dawla nawara na ito. Baga bumulig gad gihap ini han pagupay pa nak batasan ngan skills (FGD2:SS28). (In my years in this job, especially since I often go to dangerous places	8	62

	even though I am a woman, it seems I have developed strong skills. Particularly in communicating with people. I used to be shy, but ever since I became a police officer, even during training, that shyness has disappeared. It seems this has also helped improve my behavior and skills further.		
29	Kun tagan hin oportunidad maghihimu ak hin training program para hit mga bag na babaye nga pulis nga masulod ha am grupo. Ton nga mabubuligan hira hit ano gut sakto nga trabaho hit babaye nga pulis ha mobile force. Sugad ton nga sakto nga pakikigsturya ha mga tawo. Pagplano gihapon hit mga aktibidides labi kun mga program kanan counterinsurgency. Makakabulig in inga dako ha ira ngan maboboost pa ira moral (FGD2:SS29). (If given the opportunity, I would create a training program for the new female police officers joining our group. This would help them understand the exact role of a female police officer in the mobile force. Such training would include proper ways to communicate with people and also planning activities, especially for counterinsurgency programs. This would greatly assist them and also boost their morale).	8	63-64
30	By educating the next generation of officers, we ensure that they carry forward the values of integrity and service. Ha pag-andam han bag-o nga henerasyon, importante an pagtutdo han husto nga pamatasan ngan pagserbisyo ha komunidad *(FGD2:SS30)*.	8	65-66
31	Improving data-driven strategies for counterinsurgency operations to better predict and mitigate risks is where I see potential for significant improvements. By utilizing advanced analytics and gathering comprehensive intelligence, we can enhance our operational planning and decision-making. This approach not only improves our efficiency but also our effectiveness in addressing insurgency *(FGD2:SS31)*.	8	67-69

Appendix – F1
Sample Formulation of Core Meaning

SIGNIFICANT STATEMENTS	FORMULATED MEANINGS
Han mga activity namon parte community relation, Nakita ko an progreso nga nagpamotivate ha akon nga an amon grupo nagakakada hin maupay nga kaorganisar hin mga community outreach nga nakakabulig ha mga molopyo. Nakakadugang ini han ira pagtapod ha amon nga kapulisan (IDI1:SS1). (In our community relation activities, I had witnessed progress and I felt very motivated when our team successfully organized a community outreach that helped build trust with the locals. Seeing our efforts bear fruit in such a tangible way is extremely uplifting).	FM1: The informant feels highly motivated by the tangible success of community outreach efforts, emphasizing the satisfaction derived from visible progress and trust-building within the community.
It's rewarding to witness firsthand the positive change and increased cooperation among community members. Knowing we're making a difference boosts our morale and encourages us to push further *(IDI1:SS2)*.	FM2: Observing positive changes and increased cooperation within the community is rewarding and boosts morale, encouraging further efforts.
Kinahanglan la gihapon kita magpadayon, bisan pa kon diri pirme magmalinamposon, especially when operations didn't go as planned and it felt like our efforts were in vain. These moments are particularly disheartening when we face resistance or when	FM3: Despite occasional failures and setbacks, the need to persist is essential, especially when facing resistance or unexpected challenges.

unforeseen circumstances undermine our initiatives *(IDI1:SS3)*.	
It's challenging to maintain high spirits when the outcomes don't reflect our hard work. However, these experiences also teach us resilience and the importance of adapting our strategies *(IDI1:SS4)*.	FM4: Challenges in achieving desired outcomes can dampen spirits, but also offer valuable lessons in resilience and the need for adaptive strategies.
Overcoming skepticism from local leaders who are hesitant to accept women in authority is truly challenging. Ha ira pagduha-duha, gin papakita ko an akon kahibaro ngan kabuotan para magkaada kami sin maupay nga relasyon. This involves patience, persistence, and a deep understanding of cultural dynamics *(IDI1:SS5)*.	FM5: Overcoming skepticism from local leaders towards women in authority involves showcasing knowledge and goodwill, requiring patience and a deep understanding of cultural dynamics.
I've learned to build rapport through consistent communication and by demonstrating competence and integrity *(IDI1:SS6)*.	FM6: Building rapport and gaining trust through consistent communication and demonstrating competence and integrity is a learned skill.
Hini nga mga programa namon nga kinahanglan makigsturya ha mga molopyo, labi na kun mga educational awareness programs kontra terrorismo. Guinkikita gud namon nga makapakita nga nahatag kami respetar ha mga tawo. Importante kasi ini para gihap respetohon kami hit am mga program ngan maging maupay an dalagan han aktibides. (IDI1:SS7). When we need to talk with the people of the community especially on education awareness programs on counter-insurgency. We really see to it that the people would feel that they are respected in order to make sure that the program will be smooth.	FM7: Success in negotiations depends on a nuanced approach that ensures mutual respect and collaboration.
Gintutukod naton an pagsarig ngan pagtahod, by demonstrating our commitment and reliability, gradually gaining their trust and respect. It's a slow process, but by consistently showing up and delivering on our promises, we make significant inroads. This approach not only helps in easing tensions but also establishes a foundation for long-term cooperation *(IDI1:S8)*.	FM8: Success in negotiations depends on a nuanced approach that ensures mutual respect and collaboration.
Each successful interaction adds a layer of trust and helps dispel doubts about our capabilities and intentions *(IDI1:SS9)*.	FM9: Each successful interaction incrementally builds trust and helps dispel doubts about capabilities and intentions.
An pag-aram ngan pag-entender ha komunidad amo an yawi han tinuod nga kauswagan, and we implement several programs, including community engagement initiatives and local peace talks, which are designed to reduce insurgency through a mix of soft and hard approaches. These programs are tailored to address the specific needs and issues within the community, fostering a sense of involvement and partnership *(IDI1:SS10)*.	FM10: Understanding and engaging with the community is key to genuine progress, involving a mix of strategies tailored to specific needs and fostering partnership.
By engaging directly with the people, we not only understand their concerns better but also empower them to be part of the solution. This holistic approach is critical for achieving sustainable peace *(IDI1:SS11)*.	FM11: Direct engagement with community members enhances understanding of their concerns and empowers them, which is critical for sustainable peace.

As women officers, gintatagad naton an mahinungdanon nga papel, often taking roles that require empathetic communication and negotiation, which is crucial for building trust *(IDI1:SS12)*.	FM12: Women officers often take roles that require empathetic communication and negotiation, essential for trust-building.
Our ability to listen and understand the concerns of the community strengthens the bonds and facilitates more effective collaboration *(IDI1:SS13)*.	FM13: Listening and understanding community concerns are crucial for strengthening relationships and enhancing collaboration.
By showing compassion and professionalism, we lead initiatives that foster peace and mutual respect. These skills are invaluable in achieving long-term results in areas plagued by distrust and conflict *(IDI1:SS14)*.	FM14: Compassion and professionalism in leadership promote peace and mutual respect, essential for long-term results in conflict-affected areas.
Haros kada adlaw, nagkikinahanglan kita magpakita han aton kaaradman ngan pagkamatinud-anon, dealing with biases within the force and from the community. It's a recurring challenge that we constantly face *(IDI1:SS15)*.	FM15: Continually proving competence in the face of biases within the force and community is a recurring challenge.
Proving ourselves in environments that sometimes doubt our capabilities requires not just skill but resilience *(IDI1:SS16)*.	FM16: Proving oneself in environments that sometimes doubt women's capabilities requires resilience and skill.
Through persistence and demonstrating our competence, we gradually change perceptions and establish our rightful place as leaders and peacekeepers *(IDI1:SS17)*.	FM17: Persistence and competence gradually change perceptions, establishing women's place as leaders and peacekeepers.
My goal is to enhance the involvement of women in strategic positions within our programs. Ha pagbutang ha mga babaye ha estratehiko nga posisyon, nakikita naton an ira dako nga kontribusyon ha pagpaluyo han kalinaw ngan seguridad *(IDI1:SS18)*.	FM18: Promoting the involvement of women in strategic positions highlights their significant contributions to peace and security.
Women bring unique perspectives that are essential for comprehensive strategies, enriching the planning and execution of operations *(IDI1:SS19)*.	FM19: Women bring unique perspectives that enrich the planning and execution of operations.
By promoting gender diversity, we aim to leverage a broader range of insights to address complex challenges effectively *(IDI1:SS20)*.	FM20: Gender diversity leverages a broader range of insights, addressing complex challenges more effectively.
I aspire to see more women leading operations, not just participating. Kinahanglan naton buwagan an panhunahuna nga diri angay an mga babaye ha mga taktikal nga papel *(IDI1:SS21)*.	FM21: Breaking stereotypes that tactical roles are unsuitable for women is necessary for empowering female officers and inspiring future generations.
Kinahanglan na gud liwat mag iba na it panhunahuna hit tawo parte haam nga mga babaye nga pulis. Labi na kami nga adi ha mobile force company. Tas ha Samar pagud nga may problema kita partr NPA. Kinahanglan matagan nah in leadership roles it mga babaye gihapon bahin hini. Labi na kay may mga abilidad it babaye ha maupay nga communication ha mga kumunidad. Makakainspire hini hit mga babaye naton nga kabataan nga magpulis. Ha amon baryo kadamot babaye nga karuyag magpulis. Nauli ngani ako nakauniform. Sus, damo ton dayon nakikigsturya akon mga highschool pipinamakiana *(I1:SS22)*. (There really needs to be a change in people's attitudes towards us women police officers,	FM22: Empowering women to lead in tactical roles demonstrates their capabilities and serves as inspiration for future female officers, enriching the force with diverse leadership styles.

especially those of us in the mobile force company in Samar, where we face issues with the NPA. Women should also be given leadership roles in this context. Especially since women have the ability to communicate effectively with communities. This can inspire our young women to join the police force. In my village, few women want to become police officers. When I went home in uniform, wow, many people, including my high school peers, came up to talk and ask questions) .	
Ha pagdumara hin malinamposon nga operasyon nga nakalikay hin potensyal nga kunprontasyon, I felt incredibly empowered and motivated. This success not only demonstrated our team's capability but also reinforced my personal commitment to our mission *(IDI2:SS23)*.	FM23: Feeling empowered and motivated after successfully managing operations that avoid potential confrontations highlights the team's capabilities and strengthens personal commitment to the mission.
The feeling of making a tangible difference in enhancing community safety is profoundly fulfilling and drives me to strive for even greater results in future engagements *(IDI2:SS24)*.	FM24: The fulfillment derived from making a tangible difference in enhancing community safety motivates the pursuit of greater achievements in future engagements.
It's disheartening when operations fail due to lack of resources or coordination, feeling helpless knowing more could have been done. Each failure is a heavy burden, particularly when we realize the potential consequences of our shortcomings *(IDI2:SS25)*.	FM25: Operations failing due to inadequate resources or coordination are deeply disheartening, emphasizing the need for better management to prevent such failures.
These moments push us to review our strategies and seek improvements in how we manage resources and communication. Kinahanglan naton pag-igbaw an aton pamaagi para masiguro nga diri na ini maulit *(IDI2:SS26)*.	FM26: Reflecting on and improving strategies for resource and communication management is crucial after experiencing operational failures.
Negotiating surrender terms with insurgents was particularly challenging as they didn't take women officers seriously at first. I had to assert my authority and expertise consistently to command respect and effectively communicate our terms *(IDI2:SS27)*.	FM27: Overcoming initial doubts from insurgents about women officers' authority requires asserting expertise and consistently commanding respect.
Through these interactions, I demonstrated that leadership and negotiation skills are not gender-specific but are qualities honed through experience and dedication *(IDI2:SS28)*.	FM28: Demonstrating that leadership and negotiation skills transcend gender, honed through experience and dedication, is crucial in challenging operations.
Diri ini mahinungdanon kon lalaki ka o babaye, an importante amo an imo kakayahan nga pamunuan *(IDI2:SS29)*.	FM29: Leadership ability is not defined by gender but by the capability to effectively lead and manage.
By maintaining professionalism and showing a deep understanding of the issues, I managed to gain their respect and successfully negotiate *(IDI2:SS30)*.	FM30: Maintaining professionalism and understanding key issues helps in gaining respect and successfully negotiating under challenging conditions.
Each successful negotiation not only resolved immediate threats but also built my reputation as a competent leader *(IDI2:SS31)*.	FM31: Each successful negotiation not only resolves immediate threats but also builds the reputation as a competent leader.
As a woman police officer in a mobile force company in Samar, implementing counter-insurgency programs, these experiences have been invaluable in teaching me how to handle stressful situations through careful planning and smart communication. I've learned to approach each scenario with a clear strategy, using my communication skills not only to	FM32: Handling high-stress situations with diplomacy and strategic insight shapes effective approaches in insurgency programs.

deescalate potential conflicts but also to build trust and gather crucial intelligence from local communities. This strategic interaction allows us to preemptively address issues before they escalate, thereby ensuring a more stable and secure environment. Such skills are essential in navigating the complex dynamics of counter-insurgency, where the ability to adapt quickly and communicate effectively can often mean the difference between success and failure (IDI2:SS32)	
Our programs range from intelligence gathering to direct combat operations against insurgent groups, each with its strategic importance. We tailor our approaches to maximize impact, utilizing both high-tech tools and human intelligence to understand and mitigate threats *(IDI2:SS33)*.	FM33: Employing a mix of high-tech tools and human intelligence in operations against insurgencies tailors approaches to maximize impact and understand threats.
The integration of various tactics ensures that we remain adaptable and effective in a rapidly changing security landscape. An pagkaada lain-lain nga estratehiya importante para han seguridad *(IDI2:SS34)*.	FM34: Integrating various tactical approaches ensures adaptability and effectiveness in a rapidly changing security environment.
My role involves coordinating between different units and ensuring all team members are prepared and informed, often bridging communication gaps *(IDI2:SS35)*.	FM35: Coordinating between different units and ensuring all team members are prepared and informed is crucial for successful operations.
Effective coordination is crucial for the success of our operations, as it ensures that all units operate synchronously towards common goals *(IDI2:SS36)*.	FM36: Effective coordination ensures that all units operate synchronously towards common goals, enhancing overall mission success.
I believe in fostering a culture of open communication and mutual respect, which I find crucial for streamlining efforts and maximizing our collective effectiveness. This approach has cultivated a strong bond among team members, reinforcing the sense that we have each other's backs in every situation. Whether facing a high-risk operation or engaging in community outreach, this solidarity ensures that we operate as a cohesive unit, anticipating each other's needs and supporting one another both strategically and emotionally. This teamwork not only enhances our operational success but also builds resilience and trust, which are vital in the complex dynamics of counter-insurgency work. (IDI2:SS37).	FM37: Fostering a culture of open communication and mutual respect helps streamline efforts and maximize collective effectiveness.
Juggling family life with the demands of our jobs in the field is a big challenge for many of us. Our work can be unpredictable and often gets in the way of our personal life, making it hard to keep a good balance between work and home. However, I try to handle these challenges by focusing on the most important tasks and making sure to spend quality time with my family whenever I can (IDI2:SS38).	FM38: Balancing demanding field operations with family life is a significant challenge; managing these pressures involves prioritizing critical tasks and quality family time.
An pagbalanse han trabaho ngan pamilya nagkinahanglan hin dako nga paningkamot. I aim to increase our capacity in intelligence roles as women have proven extremely effective in these areas *(IDI2:SS39)*.	FM39: Increasing women's capacity in intelligence roles, where they have shown great effectiveness, requires addressing the balance between work and family life.

Enhancing our capabilities not only involves training and resource allocation but also advocating for greater recognition of women's contributions to intelligence work *(IDI2:SS40)*.	FM40: Enhancing capabilities involves training, resource allocation, and advocating for greater recognition of women's contributions to intelligence work.
By highlighting the successes of female officers, I hope to inspire more women to join and thrive in these critical roles. Kinahanglan naton ig-upay pa an aton mga abilidad ha pag-intel *(IDI2:SS41)*.	FM41: Inspiring more women to join and excel in critical intelligence roles highlights the need for ongoing skill improvement and empowerment.
Improving support systems for women in the force, such as maternity and child care benefits, is crucial to ensure we do not lose talented officers due to family commitments *(IDI2:SS42)*.	FM42: Supporting women in the force with maternity and child care benefits is essential to retain talented officers despite family commitments.
I am committed to advocating for policies that support work-life balance, recognizing that a supportive work environment is essential for retaining skilled personnel. These improvements will help us maintain a diverse and resilient workforce *(IDI2:SS43)*.	FM43: Advocating for policies that support work-life balance is crucial for maintaining a diverse and resilient workforce.
Paghatag hin igong suporta ha kababayen-an importante para han ira pagpadayon ha serbisyo *(IDI2:SS44)*.	FM44: Providing adequate support for women in the service is important for their continued contribution and career progression.
I felt extremely motivated when our team managed to secure a key area without any violence, thanks to our preemptive community outreach efforts. Seeing peaceful resolutions is always encouraging *(FGD1:SS1)*.	FM118: The informant feels extremely motivated by the successful peaceful resolution of securing a key area, highlighting the importance and effectiveness of preemptive community outreach efforts.
This success is a testament to the effectiveness of proactive engagement and conflict prevention strategies. Napapas-an ako hin kalipay han nakikita ko nga an amon mga paningkamot nakakabulig ha pagtindog hin malinamposon ngan mapayapa nga komunidad *(FGD1:SS2)*!	FM119: The success of proactive engagement and conflict prevention strategies is celebrated, reflecting a joy in seeing efforts contribute to building a successful and peaceful community.
Feeling discouraged when seeing the aftermath of conflicts where communities are torn apart weighs heavily on me. Witnessing the destruction and suffering caused by conflict challenges our resolve but also reinforces the importance of our mission to restore peace *(FGD1:SS3)*.	FM120: Witnessing the destruction and suffering in conflict-affected communities weighs heavily on the informant, reinforcing the importance of their mission to restore peace.
It's tough to remain optimistic in those moments, but it motivates us to work harder towards reconciliation and rebuilding. An pagkità han mga nasamad nga komunidad nagtututdo ha aton nga magpadayon ngan mag-igi pa ha aton trabaho *(FGD1:SS4)*.	FM121: The challenges of seeing damaged communities motivate the informant to work harder towards reconciliation and rebuilding, despite the difficulty in remaining optimistic.
Dealing with gender-based skepticism from both community members and insurgents has been profoundly challenging as a woman officer. Overcoming these prejudices requires persistence and strength to demonstrate that leadership and capability are not gender-specific *(FGD1:SS5)*.	FM122: Gender-based skepticism faced by the informant as a woman officer in both community and insurgent interactions requires persistence and strength to demonstrate that leadership capabilities are not gender-specific.
Each interaction is an opportunity to change minds and advocate for equality. an akon kasinatian ha pag-atubang han pagduda ha kakayahan han kababayen-an nagpapakusog ha akon determinasyon nga pakita an ira pagkakamali *(FGD1:SS6)*.	FM123: Each interaction is viewed as an opportunity to change perceptions about gender capabilities and advocate for equality.

I addressed this by consistently demonstrating professionalism and competence, slowly changing perceptions through my actions rather than just words. My approach has been to lead by example, showing dedication and expertise in every task. Over time, this has helped to earn respect and diminish skepticism among colleagues and community members alike. Pinaagi han akon padayon nga pagpakita hin maupay nga panarabaho, unti-unti nga nababag-o an ira panan-aw ngan pagrespeto ha akon kapas *(FGD1:SS7)*.	FM124: The informant aims to change perceptions and earn respect through consistent demonstration of professionalism and competence, leading by example in every task.
Our main programs involve surveillance, community integration efforts, and direct tactical responses. Each program has specific goals tailored to undermine insurgent activities and strengthen community resilience *(FGD1:SS8)*.	FM125: The main programs involving surveillance, community integration, and direct tactical responses are tailored to undermine insurgent activities and strengthen community resilience.
We strive to implement a balanced approach that addresses both immediate security concerns and long-term social stability. An amon mga programa diri la para ha seguridad, kundi para gihapon ha pagpauswag han kinabuhi han komunidad *(FGD1:SS9)*.	FM126: A balanced approach in programming addresses both immediate security concerns and long-term social stability.
Pagiging usa nga babaye nga nakadestino ha mobile force, dana yak maasign ha pakigsturya ha mga tawe parte tam mga programa kontra terrosimo. Dara hini nga mga assignment ko nagagamitan an akon abilidad parte komunikasyon. Usa kasi ini na paagi para magkaada kami makusog na relasyon hit kumunidad (**FGD1:SS10**). (As a woman police officer,I am often assigned to communicate with the people of the community in terms of our counter-inusrgency programs. I often spearhead the community integration efforts, utilizing my skills in communication to foster stronger relationship with the community	FM127: As a woman officer, the informant often leads community integration efforts, using communication skills to foster stronger community ties.
My role involves bridging gaps between law enforcement and the public, ensuring that our actions align with the community's needs and expectations *(FGD1:SS11)*.	FM128: The role involves bridging gaps between law enforcement and the public, ensuring actions align with community needs and expectations.
This leadership is crucial for building trust and effective cooperation. Ha pagdumara han mga paningkamot para ha komunidad, importante an pagpakita hin abilidad ngan sinseridad *(FGD1:SS12)*.	FM129: Leadership in community efforts is crucial for building trust and effective cooperation, requiring demonstrated ability and sincerity.
The challenge of balancing rigorous physical demands with the need for strategic thinking in high-pressure situations is significant. This aspect of our work requires both mental and physical toughness, as well as the ability to quickly adapt to changing circumstances *(FGD1:SS13)*.	FM130: Balancing the rigorous physical demands with strategic thinking in high-pressure situations is a significant challenge, requiring mental and physical toughness.
Ensuring that we maintain our readiness on all fronts is critical to our effectiveness. An pagbalanse han pisikal ngan mental nga mga panginahanglanon ha trabaho usa nga dako nga hagit *(FGD1:SS14)*.	FM131: Maintaining readiness on all fronts is critical to operational effectiveness, highlighting the challenge of balancing physical and mental demands.
My goal is to enhance the visibility and acceptance of women in leadership roles within our force, showing that we can lead just as effectively. By	FM132: The goal is to enhance visibility and acceptance of women in leadership roles within the

promoting more inclusive policies and practices, we aim to inspire and empower more women to take on significant roles in security and leadership. Ini nga tinguha importante para ha pagpauswag han papel han kababayen-an ha seguridad *(FGD1:SS15)*.	force, promoting inclusive policies to inspire and empower more women.
I aspire to see an increase in community trust and cooperation, which would significantly enhance our effectiveness in counterinsurgency efforts *(FGD1:SS16)*.	FM133: The informant aspires to increase community trust and cooperation to enhance effectiveness in counterinsurgency efforts.
Creating good relationships that are based on respect and understanding is very important for our success over time. By working closely with the community, we can achieve results that last longer and have a bigger positive impact. Importante gud liwat nga may maupay nga relasyon it kapulisan ha mga molopyo kay kadamo tam mga kinahanglan ha mga molopyo nga makakabulig hit am trabah. Bisan in mga pagpapakiana nala namon hit mga NPA sightings. Kun maupay it relasyon, kun diri nahadlok it mga tawo, nakabaton hira hin maupay. Kay tam trabaho pagpaupay han amon trabaho ngan han ira manta kinabuhi (FGD1:SS17). (It is also important that there is a good relationship between the police and the residents because there are many needs from the residents that can help with our work. Even just our inquiries about NPA sightings. If the relationship is good and the people are not afraid, they respond well. Because our job is to improve our work and their quality of life).	FM134: Building strong relationships based on mutual respect and understanding is key to long-term success, aiming for sustainable and impactful outcomes.
Leading a team that successfully disarmed a potentially dangerous situation without any casualties was a pivotal moment for me. It made me feel empowered and affirmed the importance of our mission. This experience demonstrated our team's capability to handle critical situations effectively and safely. Dako nga kalipay ha akon parte nga makita nga waray bisan usa nga naangol o namatay han amon operasyon *(FGD2:SS18)*!	FM135: Leading a team that successfully disarmed a potentially dangerous situation without casualties was empowering and affirmed the importance of the mission, demonstrating the team's capability.
It's really sad when you realize that some of the insurgents are just young individuals misled by circumstances, and our only interaction is in conflict. This reality highlights the importance of addressing the underlying social and economic issues that lead to insurgency. It drives home the need for compassionate and targeted community interventions*(FGD2:SS19)*.	FM136: Realizing that some insurgents are young individuals misled by circumstances highlights the need for compassionate community interventions to address underlying social and economic issues.
An paghingyap nga magbag-o han ira kahimtang pinaagi han pag-intindi ngan pagtubag ha mga hinungdan nga nakakaapekto ha ira mga kinabuhi *(FGD2:SS20)*.	FM137: The effort to change circumstances through understanding and addressing the factors affecting lives underscores the importance of targeted interventions.
The most challenging experience was during a covert operation where maintaining my cover was critical to the mission's success. This required not only tactical skill but also a deep understanding of the local culture and behaviors to remain undetected *(FGD2:SS21)*.	FM138: A covert operation requiring maintenance of cover demanded tactical skill and deep understanding of local culture, testing all training and instincts.

Navigating this complex environment tested all my training and instincts. An pagtago ngan paggamit han lokal nga kultura para diri mahibaroan an akon tinuod nga identidad amo an pinakamabudlay nga parte han operasyon *(FGD2:SS22).*	FM139: Navigating a complex environment while maintaining cover was the most challenging part of the operation, requiring significant preparation and local cultural knowledge.
I meticulously prepared for this by studying the local dialect and cultural nuances, which helped me blend in and carry out the mission effectively. Mastery of these elements was essential for gaining trust and gathering crucial information without arousing suspicion. Through this approach, I was able to achieve our objectives while ensuring my safety and that of others. An maupay nga pagplano ngan pag-aram han lokal nga yinaknan nakabulig ha akon nga magin epektibo ha pagkolekta han impormasyon *(FGD2:SS23).*	FM140: Preparation involving study of local dialect and cultural nuances was crucial for blending in and effectively carrying out the mission, achieving objectives while ensuring safety.
We run various initiatives like youth engagement programs, vocational training for ex-insurgents, and community policing, all aimed at dismantling the insurgency infrastructure. These programs are designed to provide alternatives to conflict, offering support and opportunities for a better future *(FGD2:SS24).*	FM141: Initiatives like youth engagement programs and vocational training for ex-insurgents are designed to dismantle insurgency infrastructure by offering alternatives to conflict.
By addressing the root causes of insurgency, we hope to build a more stable and peaceful community. An amon mga programa nagtatagana hin iba nga dalan para han mga tawo, labi na ha mga kabataan, nga makalikay ha pagsuporta ha insurgency *(FGD2:SS25).*	FM142: By addressing root causes of insurgency, the programs aim to build a stable and peaceful community, providing alternative pathways especially for the youth.
My role involves a lot of on-ground interaction, especially in executing community policing strategies which require a nuanced approach. This hands-on involvement allows me to directly influence community relations and ensure that our efforts are both effective and culturally sensitive. Building these relationships is key to the success of our operations. Ha akon pagdumara, importante an direkta nga pakig-uban ha komunidad para masiguro nga angay ngan epektibo an amon mga pamaagi *(FGD2:SS26).*	FM143: The informant's role involves direct on-ground interaction in executing community policing strategies, emphasizing the importance of a nuanced, culturally sensitive approach.
Facing and overcoming the inherent risks of working undercover, especially in hostile environments, has been one of the toughest aspects. These operations demand a high level of courage and resilience, as the stakes are incredibly high. My experiences in these situations have strengthened my resolve and enhanced my skills *(FGD2:SS27).*	FM144: Facing and overcoming the risks of working undercover in hostile environments is among the toughest aspects, demanding courage and resilience.
Ha kaiha ko na hini nga trabaho, labi kay agsob ak ikadto hit mga delikado nga lugar bisan pa daw ako babaye. baga nadevelop na gadla udug nak skills. Labi na hit pakigsturya ha mga tawo. Aworon kasi ak hadto pero didan pagpulis ko bisan pa han training pa dawla nawara na ito. Baga bumulig gad gihap ini han pagupay pa nak batasan ngan skills (FGD2:SS28). (In my years in this job, especially since I often go to dangerous places even though I am a	FM145: Working in dangerous situations strengthens and enhances the informant's capabilities, reflecting on the personal growth that comes from facing such challenges.

woman, it seems I have developed strong skills. Particularly in communicating with people. I used to be shy, but ever since I became a police officer, even during training, that shyness has disappeared. It seems this has also helped improve my behavior and skills further.	
Kun tagan hin oportunidad maghihimu ak hin training program para hit mga bag na babaye nga pulis nga masulod ha am grupo. Ton nga mabubuligan hira hit ano gut sakto nga trabaho hit babaye nga pulis ha mobile force. Sugad ton nga sakto nga pakikigsturya ha mga tawo. Pagplano gihapon hit mga aktibidides labi kun mga program kanan counterinsurgency. Makakabulig in inga dako ha ira ngan maboboost pa ira moral (FGD2:SS29). (If given the opportunity, I would create a training program for the new female police officers joining our group. This would help them understand the exact role of a female police officer in the mobile force. Such training would include proper ways to communicate with people and also planning activities, especially for counterinsurgency programs. This would greatly assist them and also boost their morale).	FM146: The informant is focused on developing comprehensive training programs for new recruits that emphasize ethical conduct and community engagement, preparing them for the challenges they will face with a strong moral foundation.
By educating the next generation of officers, we ensure that they carry forward the values of integrity and service. Ha pag-andam han bag-o nga henerasyon, importante an pagtutdo han husto nga pamatasan ngan pagserbisyo ha komunidad *(FGD2:SS30)*.	FM147: By educating the next generation of officers, the informant ensures they carry forward values of integrity and service, vital for effective community policing.
Improving data-driven strategies for counterinsurgency operations to better predict and mitigate risks is where I see potential for significant improvements. By utilizing advanced analytics and gathering comprehensive intelligence, we can enhance our operational planning and decision-making. This approach not only improves our efficiency but also our effectiveness in addressing insurgency *(FGD2:SS31)*.	FM148: Improving data-driven strategies for counterinsurgency is seen as a potential area for significant improvement, utilizing advanced analytics and comprehensive intelligence to enhance operational planning and decision-making.

Appendix – F2
Development of Cluster Themes

FORMULATED MEANINGS	CLUSTER THEMES	EMERGENT THEMES
FM1: The informant feels highly motivated by the tangible success of community outreach efforts, emphasizing the satisfaction derived from visible progress and trust-building within the community. FM2: Observing positive changes and increased cooperation within the community is rewarding and boosts morale, encouraging further efforts.	**Community Outreach, Trust Building, Motivation and Morale Enhancement, Conflict Resolution and Diplomacy, Empowerment and Sustainable Peace, Strategic Communication and Engagement, Operational Challenges and Adaptation**	**Community Engagement and Trust**

FM10: Understanding and engaging with the community is key to genuine progress, involving a mix of strategies tailored to specific needs and fostering partnership.		
FM11: Direct engagement with community members enhances understanding of their concerns and empowers them, which is critical for sustainable peace.		
FM45: Successfully negotiating a ceasefire as part of a team provides motivation and demonstrates the impact of diplomacy in conflict resolution.		
FM46: Contributing to peace efforts that directly improve lives is fulfilling and encourages persistence in these endeavors.		
FM84: Leading a community workshop that changed locals' negative perceptions about the police was highly motivating and underscored the importance of community engagement efforts.		
FM85: It is gratifying to see that the team's work helps change community perceptions, reinforcing the value of persistent and dedicated service.		
FM104: Persistent efforts are crucial for gaining trust and improving community relations, necessitating continuous demonstration of sincerity.		
FM110: Leading community policing initiatives requires balancing authority and approachability, essential for building trust and cooperation.		
FM127: As a woman officer, the informant often leads community integration efforts, using communication skills to foster stronger community ties.		
FM134: Building strong relationships based on mutual respect and understanding is key to long-term success, aiming for sustainable and impactful outcomes.		
FM164: Successfully reintegrating insurgents back into society is incredibly		

rewarding, motivating the informant to continue their efforts in reintegration and rehabilitation. FM165: Hostility encountered during operations, despite best intentions, can be discouraging, challenging the team to improve communication and engagement strategies to better align with community needs. FM166: Leading operations in areas where there is significant distrust of police presence requires a tactful approach, building trust through consistent positive interactions and transparency. FM167: Focusing on community engagement helps ease tensions, actively involving community leaders and stakeholders in planning and decision-making to foster partnership and reduce hostility.		
FM5: Overcoming skepticism from local leaders towards women in authority involves showcasing knowledge and goodwill, requiring patience and a deep understanding of cultural dynamics. FM12: Women officers often take roles that require empathetic communication and negotiation, essential for trust-building. FM18: Promoting the involvement of women in strategic positions highlights their significant contributions to peace and security. FM19: Women bring unique perspectives that enrich the planning and execution of operations. FM20: Gender diversity leverages a broader range of insights, addressing complex challenges more effectively. FM21: Breaking stereotypes that tactical roles are unsuitable for women is necessary for empowering female officers and inspiring future generations. FM22: Empowering women to lead in tactical roles demonstrates their capabilities and serves as inspiration for	**Women in Leadership and Authority, Empowerment and Gender Diversity, Strategic Contributions of Women, Inclusivity in Peacebuilding and Security, Training and Development for Women, Cultural Dynamics and Gender Sensitivity**	**Women's Leadership and Empowerment**

future female officers, enriching the force with diverse leadership styles.		
FM59: Establishing more leadership training for women ensures a pipeline of qualified female leaders, enhancing organizational strength and diversity.		
FM60: Strengthening women's roles in the force not only enhances operations but also promotes inclusivity and diversity, empowering women to assume impactful roles.		
FM61: Preparing opportunities and training for women to become future leaders reflects a commitment to gender equality and leadership diversity.		
FM80: Enhancing the involvement of women in strategic positions within programs showcases the integral roles women can play in security and leadership, fostering a more inclusive and balanced approach.		
FM81: This initiative is about leveraging diverse perspectives to enhance decision-making and operational effectiveness, paving the way for more women to join leadership roles.		
FM82: The informant aspires to see more women leading operations and breaking the stereotype that tactical roles are not suited for women, empowering individual women and setting a precedent for future generations.		
FM93: Leading negotiations and conflict resolution efforts as a woman showcases the vital contributions women can make in peacebuilding and conflict management.		
FM94: These leadership efforts in conflict resolution not only resolve disputes but also promote gender equality in leadership, demonstrating the importance of inclusive approaches.		
FM132: The goal is to enhance visibility and acceptance of women in leadership roles within the force, promoting inclusive policies to inspire and empower more women.		

FM3: Despite occasional failures and setbacks, the need to persist is essential, especially when facing resistance or unexpected challenges. FM4: Challenges in achieving desired outcomes can dampen spirits, but also offer valuable lessons in resilience and the need for adaptive strategies. FM25: Operations failing due to inadequate resources or coordination are deeply disheartening, emphasizing the need for better management to prevent such failures. FM26: Reflecting on and improving strategies for resource and communication management is crucial after experiencing operational failures. FM32: Handling high-stress situations with diplomacy and strategic insight shapes effective approaches in insurgency programs. FM33: Employing a mix of high-tech tools and human intelligence in operations against insurgencies tailors approaches to maximize impact and understand threats. FM34: Integrating various tactical approaches ensures adaptability and effectiveness in a rapidly changing security environment. FM36: Effective coordination ensures that all units operate synchronously towards common goals, enhancing overall mission success. FM53: Regular training programs and operational briefings are integral to the strategy against insurgency, keeping personnel well-prepared and informed. FM54: Continual education and adaptation are vital for effectively responding to insurgent activities, ensuring security and operational success. FM87: Operating in high-threat areas while minimizing civilian casualties is highly stressful and challenging,	**Resilience and Adaptation in Operations, Strategic Management and Coordination, Tactical Innovation and Precision, Training and Continuous Improvement, Cultural and Analytical Enhancements**	**Operational Challenges and Adaptation**

demanding high alertness and precise execution to ensure safety. FM88: The experience of managing operations with precision highlights the team's dedication to protecting innocent lives, showcasing their tactical skills and commitment. FM89: Focusing on improving tactical responses to minimize risks during operations is critical for maintaining effectiveness and credibility. FM113: Maintaining peak physical condition is crucial for operational effectiveness and personal safety, highlighting the importance of fitness in complex situations. FM117: Enhancing training programs to incorporate cultural sensitivity and gender awareness not only improves interactions but also strengthens the overall mission effectiveness, fostering a more adaptive and inclusive approach to security challenges. FM148: Improving data-driven strategies for counterinsurgency is seen as a potential area for significant improvement, utilizing advanced analytics and comprehensive intelligence to enhance operational planning and decision-making. FM150: Feeling discontent arises when, despite best efforts, setbacks occur due to unforeseen circumstances, reminding the informant of the complexities of their work and the need for perseverance and adaptability. FM169: Handling sensitive information and making real-time judgment calls during operations is a significant part of the informant's role, requiring discretion and rapid decision-making under intense pressure to ensure team safety and mission success. FM170: The constant need to adapt to rapidly changing situations on the ground poses a continual challenge, necessitating flexible and responsive strategies to		

maintain operational integrity and effectiveness. FM171: The constant need to adapt to rapidly changing situations on the ground poses a continual challenge, necessitating flexible and responsive strategies to maintain operational integrity and effectiveness.		
FM7: Success in negotiations depends on a nuanced approach that ensures mutual respect and collaboration. FM8: Success in negotiations depends on a nuanced approach that ensures mutual respect and collaboration. FM9: Each successful interaction incrementally builds trust and helps dispel doubts about capabilities and intentions. FM27: Overcoming initial doubts from insurgents about women officers' authority requires asserting expertise and consistently commanding respect. FM28: Demonstrating that leadership and negotiation skills transcend gender, honed through experience and dedication, is crucial in challenging operations. FM49: Operating in high-threat areas while minimizing civilian casualties demands not only tactical skill but also a strong ethical commitment to protect non-combatants. FM50: Ensuring the safety of civilians during operations indicates a high level of preparation and caution, reflecting the informant's dedication to ethical operational conduct. FM55: Leading negotiations and conflict resolution efforts in insurgency programs requires a deep understanding of the local context and effective communication across cultural lines. FM56: Leadership in these areas is instrumental in advancing objectives and fostering peace, emphasizing the	**Ethical Leadership and Tactical Integrity, Negotiation Excellence and Trust Building, Gender Dynamics and Leadership, Cultural Competence and Strategic Mediation, Operational Effectiveness and Community Impact, High-Stakes Conflict Management**	**Negotiation and Conflict Resolution**

importance of cultural understanding and respect.		

FM65: Successfully mediating between locals and government forces, reducing hostilities, showcases the team's ability to foster peace and emphasizes the importance of dialogue over conflict.

FM66: Seeing tangible results from efforts that lead to community stabilization and hope reinforces the importance of dedicated service and continuous engagement.

FM101: Experiencing a significant decrease in violent incidents in a previously volatile area as a result of their efforts not only demonstrates the effectiveness of their strategies but also contributes greatly to community safety and well-being.

FM102: It is profoundly fulfilling to see the team's hard work translate into a peaceful environment, reinforcing the community's strength and progress.

FM105: Facilitating dialogue between conflicting parties as a woman, despite resistance due to traditional gender roles, requires demonstrating competence and neutrality to change perceptions and enhance effectiveness.

FM106: Overcoming resistance with unwavering commitment and deep knowledge gradually earns respect from all parties involved in negotiations.

FM107: Each successful negotiation reinforces the importance of female leadership in conflict resolution and establishes a reputation as a reliable and skilled mediator.

FM154: The informant leverages negotiation skills and psychological tactics to ensure the safety of all hostages during these high-stakes negotiations.

FM155: Effective communication and empathy are crucial in these negotiations, allowing for de-escalation and securing peaceful resolutions

FM156: Each successful outcome in high-stakes situations is a testament to the team's preparedness and ability, demonstrating the effectiveness of the informant's knowledge and negotiation skills.		
FM30: Maintaining professionalism and understanding key issues helps in gaining respect and successfully negotiating under challenging conditions. FM31: Each successful negotiation not only resolves immediate threats but also builds the reputation as a competent leader. FM35: Coordinating between different units and ensuring all team members are prepared and informed is crucial for successful operations. FM37: Fostering a culture of open communication and mutual respect helps streamline efforts and maximize collective effectiveness. FM51: Improving tactical responses to reduce risks to civilians and officers involves refining strategies and enhancing training to handle complex situations more effectively. FM52: These improvements are crucial for maintaining safety and the success of missions, underscoring the informant's commitment to operational excellence. FM74: The informant's programs, which include community engagement initiatives and security patrols, aim to reduce insurgency by addressing the complex dynamics of conflict and promoting long-term peace. FM75: Engaging with the community at various levels enhances understanding and support, building a foundation for sustainable security. FM76: Women officers often lead rehabilitation programs, using their empathy and understanding to help reintegrate ex-combatants, demonstrating the crucial role of soft skills in successful reintegration.	**Negotiation Leadership and Professionalism, Operational Coordination and Safety, Community Engagement and Peacebuilding, Rehabilitation and Reintegration, Training and Development in Law Enforcement, Cultural Sensitivity and Ethical Conduct, Leadership in Conflict Resolution and Community Policing**	**Personal Growth and Professional Development**

FM77: The informant's empathy and care are vital in assisting people to return to normal life, underscoring the importance of these qualities in rehabilitation efforts. FM114: Aspiring to become a senior trainer to influence the next generation of officers in community policing and conflict resolution shows a commitment to imparting necessary skills and values for effective community engagement and peaceful management. FM115: Training new officers aims to perpetuate a culture of empathy and professionalism within the force, underscoring the importance of these qualities in law enforcement. FM116: The aspiration for more comprehensive training programs that include cultural sensitivity and gender awareness is aimed at improving operational effectiveness by preparing officers to handle diverse situations with greater understanding and respect. FM146: The informant is focused on developing comprehensive training programs for new recruits that emphasize ethical conduct and community engagement, preparing them for the challenges they will face with a strong moral foundation. FM147: By educating the next generation of officers, the informant ensures they carry forward values of integrity and service, vital for effective community policing. .		
FM6: Building rapport and gaining trust through consistent communication and demonstrating competence and integrity is a learned skill. FM13: Listening and understanding community concerns are crucial for strengthening relationships and enhancing collaboration. FM14: Compassion and professionalism in leadership promote peace and mutual	**Trust Building and Competence, Overcoming Gender Biases and Cultural Barriers, Cultural Sensitivity and Community Engagement, Leadership Resilience and Advocacy for Equality, Operational Effectiveness and Gender Diversity, Strategic Interaction and Perception Change, Courage and**	**Gender Dynamics and Cultural Sensitivity**

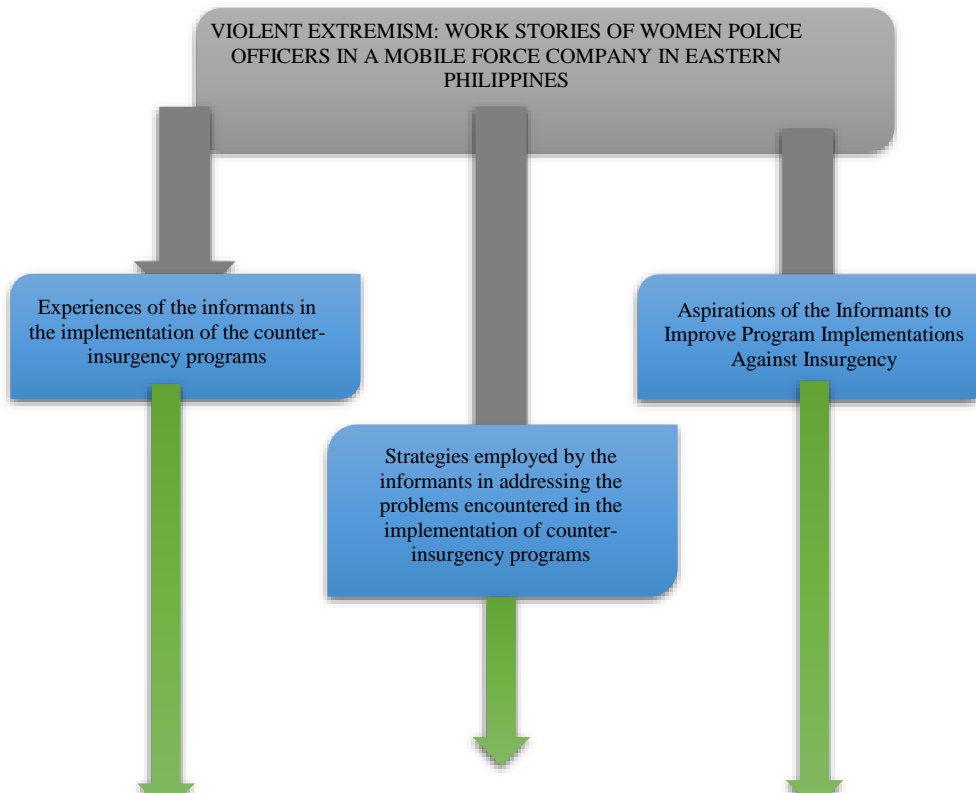|	**Personal Growth in Hostile Environments**	
respect, essential for long-term results in conflict-affected areas. FM15: Continually proving competence in the face of biases within the force and community is a recurring challenge. FM16: Proving oneself in environments that sometimes doubt women's capabilities requires resilience and skill. FM17: Persistence and competence gradually change perceptions, establishing women's place as leaders and peacekeepers. FM57: Navigating through cultural norms that restrict women's roles is challenging but provides valuable lessons in patience, resilience, and cultural sensitivity. FM58: Overcoming cultural barriers allows for more effective engagement with local populations, teaching patience and deeper cultural understanding. FM78: Continually proving the role and abilities of women in the force and community amidst biases is a recurring challenge that demands resilience and commitment. FM79: These experiences strengthen the informant's resolve and deepen their commitment to advocate for equality and respect in all aspects of their work. FM122: Gender-based skepticism faced by the informant as a woman officer in both community and insurgent interactions requires persistence and strength to demonstrate that leadership capabilities are not gender-specific. FM123: Each interaction is viewed as an opportunity to change perceptions about gender capabilities and advocate for equality. FM143: The informant's role involves direct on-ground interaction in executing community policing strategies, emphasizing the importance of a nuanced, culturally sensitive approach. FM144: Facing and overcoming the risks of working undercover in hostile		

environments is among the toughest aspects, demanding courage and resilience. FM145: Working in dangerous situations strengthens and enhances the informant's capabilities, reflecting on the personal growth that comes from facing such challenges. FM158: The informant's role in psychological operations is crucial as it provides a softer, more relatable front, bridging the gap between military efforts and community needs. FM159: Women play a unique role in these contexts, bringing empathy and insight that significantly aid operations, demonstrating the importance of gender diversity in operational roles.		
FM38: Balancing demanding field operations with family life is a significant challenge; managing these pressures involves prioritizing critical tasks and quality family time. FM39: Increasing women's capacity in intelligence roles, where they have shown great effectiveness, requires addressing the balance between work and family life. FM40: Enhancing capabilities involves training, resource allocation, and advocating for greater recognition of women's contributions to intelligence work. FM42: Supporting women in the force with maternity and child care benefits is essential to retain talented officers despite family commitments. FM43: Advocating for policies that support work-life balance is crucial for maintaining a diverse and resilient workforce. FM44: Providing adequate support for women in the service is important for their continued contribution and career progression	**Work-Life Balance and Family Support, Mental Health and Resilience Training, Advocacy for Supportive Workplace Policies, Integrating Gender Perspectives in Security Planning**	**Mental Health and Resilience**

FM95: Balancing the demands of field operations with family life is a significant challenge, managed by prioritizing and seeking support when needed, crucial for maintaining personal well-being and professional effectiveness. FM96: Balancing work and family life requires substantial effort and support, emphasizing the need for supportive measures within the force. FM97: Developing better support networks for women in the force, particularly focusing on mental health and resilience training, is vital for enhancing capacity to handle stress and challenges. FM98: Promoting mental health awareness empowers officers to perform their duties effectively while maintaining their well-being. FM99: Aspiring to integrate gender perspectives in all program planning ensures more effective strategies and a comprehensive approach to managing security challenges. FM160: Managing the psychological strain of high-stress environments is challenging, highlighting the need for robust mental health support within military ranks. FM161: The informant aims to see improved mental health support for officers, believing it to be crucial for maintaining long-term operational effectiveness and well-being. FM162: Prioritizing mental health not only enhances individual well-being but also improves the collective capacity to manage stress and adversity, underscoring the importance of comprehensive support systems.		
FM70: Operating undercover in environments that underestimate female operatives is doubly challenging, requiring careful planning and execution to overcome these biases and contribute valuable insights.	**Undercover Operations and Gender Dynamics, Intelligence Gathering and Operational Effectiveness, Cultural Competence and Covert Strategies, Community Engagement and Counterinsurgency**	**Strategic and Tactical Innovation**

FM71: Persistent efforts in intelligence gathering under challenging conditions allow the informant to obtain important information that aids their mission, demonstrating resilience and dedication. FM72: Proving worth through consistent, reliable results gradually earns respect and credibility, highlighting the effectiveness of the informant's methods in intelligence operations. FM73: Over time, successful operations have helped shift perceptions and affirmed the vital role of women in intelligence and security fields, challenging traditional gender roles. FM138: A covert operation requiring maintenance of cover demanded tactical skill and deep understanding of local culture, testing all training and instincts. FM139: Navigating a complex environment while maintaining cover was the most challenging part of the operation, requiring significant preparation and local cultural knowledge. FM140: Preparation involving study of local dialect and cultural nuances was crucial for blending in and effectively carrying out the mission, achieving objectives while ensuring safety. FM141: Initiatives like youth engagement programs and vocational training for ex-insurgents are designed to dismantle insurgency infrastructure by offering alternatives to conflict. FM142: By addressing root causes of insurgency, the programs aim to build a stable and peaceful community, providing alternative pathways especially for the youth. FM148: Improving data-driven strategies for counterinsurgency is seen as a potential area for significant improvement, utilizing advanced analytics and comprehensive intelligence to enhance operational planning and decision-making.	**Initiatives, Technological Advancements in Intelligence Operations**	

FM173: There is a strong desire to see advancements in technological capabilities for surveillance and intelligence, which would greatly enhance operational efficiency and effectiveness by improving data accuracy, analytical capabilities, and threat response.		
FM63: Recognizing the unique contributions of women leads to more nuanced and successful approaches to conflict resolution and community engagement. FM64: Incorporating women's perspectives improves the quality and effectiveness of strategies, enhancing overall program success. FM108: Implementing community policing and intelligence-led operations aims to address root causes of conflict and promote long-term stability. FM109: Enhancing community ties and understanding helps preemptively address potential threats, maintaining peace. FM125: The main programs involving surveillance, community integration, and direct tactical responses are tailored to undermine insurgent activities and strengthen community resilience. FM126: A balanced approach in programming addresses both immediate security concerns and long-term social stability. FM133: The informant aspires to increase community trust and cooperation to enhance effectiveness in counterinsurgency efforts. FM134: Building strong relationships based on mutual respect and understanding is key to long-term success, aiming for sustainable and impactful outcomes.	**Women's Impact on Conflict Resolution, Community Policing and Intelligence-Led Strategies, Enhancing Community Ties for Security, Balanced Approach to Security and Stability, Building Trust and Cooperation for Effective Counterinsurgency**	**Community Resilience and Peacebuilding**

Appendix G
Diagram of Themes

VIOLENT EXTREMISM: WORK STORIES OF WOMEN POLICE OFFICERS IN A MOBILE FORCE COMPANY IN EASTERN PHILIPPINES

Experiences of the informants in the implementation of the counter-insurgency programs

Aspirations of the Informants to Improve Program Implementations Against Insurgency

Strategies employed by the informants in addressing the problems encountered in the implementation of counter-insurgency programs

Community Engagement and Trust

Negotiation and Conflict Resolution

Operational Challenges and Adaptation

Women's Leadership and Empowerment

Personal Growth and Professional Development

Community Resilience and Peacebuilding

Mental Health and Resilience

Strategic and Tactical Innovation

Gender Dynamics and Cultural Sensitivity

Curriculum Vitae

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Mc Kinley Street, Brgy. Munoz, Catbalogan City, Philippines

Educational Background

Graduate School   : Ph. D in Criminal Justice
                                           University of Cebu – Main Campus
                                           2022 to Present (on-going)

                                         Masters in Criminal Justice Education
                                         University of Cebu – Main Campus
                                         Graduated March 2020

College   : Bachelor of Science in Criminology
                                         Asian Development Foundation College –   Tacloban City
                                         Graduated March 2019

College   : Samar National Highschool
                                         San Roque Street, Catbalogan City
                                         Graduated March 2004

College   : Catbalogan III Central School
                                         San Francisco, Catbalogan City
                                         Graduated March 2000

Work Experiences

        Acting-Dean   : Samar Colleges Inc.
                                       Catbalogan City, Samar
                                       June 2016 to present

        College Instructor   : Samar Colleges Inc.
                                       Catbalogan City, Samar
                                     June 2011 to 2016

        Administrative Clerk   : DPWH Samar 2nd District
                                       Catbalogan City, Samar
                                     April 2010 to 2011

        Manager   : Kudz Fried Chicken House
                                       Tacloban City, Leyte
                                     September 2010 to 2011

Trainings Attended

- Environment and Ethics: A Basic Course
  Webinar via Zoom Hosted by Dr. Swati Chakraborty
  September 17, 2022

- Ethical hacking and Pentesting Workshop: An Introduction to Hacking, Pentesting, and Cybersecurity
  Webinar via Zoom Hosted by MST Connect
  August 27-28, 2022

- Best Investigative Practices to Combat Trafficking in Persons for the Purpose of Human Organ Removal Hosted by ASEAN-Australia Counter Trafficking
  Webinar via Zoom
  February 18, 2021

- Training for National Certificate II in Driving
  TESDA REGION VIII, Catbalogan City

March 20, 2021

- Capability Training on Investigative Best Practices Online Against Sexual Exploitation of Children and Women
  Webinar via zoom Hosted by ASEAN-Australia Counter Trafficking
  December 4 2020

- Forensic Anthropology and its Application
  Webinar via zoom Hosted by Holy Angel University
  November 7, 2020

- TED Talk Success: Be a Sought After TedX Speaker
  Webinar via zoom Hosted by Udemy
  March 18, 2020

- Writing Tips for Academic Research Papers and Lit Reviews
  Webinar via zoom Hosted by Dr. Kevin Jennings
  March 18, 2020

- Community Based Trainer's Course for Security Services NCII
  TESDA REGION VIII, Catbalogan City
  October 26, 2020

- Mixed Methods in Research and Instrument Development
  Junior Highschool AVR, University of Cebu – Main Campus, Cebu City
  May 4, 2019

- Predictive Analytics in Quantitative Research
  Junior Highschool AVR, University of Cebu – Main Campus, Cebu City
  May 3, 2019

- Frame working for Quantitative Research
  Junior Highschool AVR, University of Cebu – Main Campus, Cebu City
  May ,3 2019

- 2nd Provincial Advisory Council Summit
  Villa Josefa, Catbalogan City
  September 21, 2019

- Training of Trainers on Cybercrime Investigation Course Program of Instruction
  Diamond Hotel, Roxas Boulevard, Manila
  September 25-27, 2019

- Lecture Series on Trafficking in Persons and Environmental Crimes Investigation and Prosecution
  Samar College, Catbalogan City
  May 26-27, 2018

- Teaching Strategy & OBE Curriculum Mapping and Syllabus Making
  Samar College AVR, Catbalogan City
  June 14-15, 2018

- Trainers Methodology Certificate I
  TESDA REGION VIII, Catbalogan City
  July 17, 2018

- Lecture Series on Updates in the Criminal Justice Tools Against Crimes Against Persons and Property
  Ritz Tower De Leyte, Tacloban City
  November 25-26, 2017

- Opportunity to Impact
  Lucas Wharf Restaurant, Catbalogan City
  January 13, 2017