

LIVED EXPERIENCES OF PNP PERSONNEL IN REGION V WITH DYSFUNCTIONAL MARITAL STATUS

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Abstract: This study examined and analyzed the lived experiences of PNP personnel with dysfunctional marital status. More specifically, this research wants to portray the effects of their status as separated in fact in updating legal beneficiaries and the remedies done by uniformed men and women of the Philippine National Police in updating legal beneficiaries in line with the said memorandum.

Homogeneous purposive sampling was utilized in the study in choosing the participants. The key informants were five (5) separated in fact in the Philippine National Police assigned in different Police Provincial Offices such as, Camarines Sur, Albay and Sorsogon using. An interview guide was the main instrument that was used in gathering the needed data. Thematic analysis was used to determine the theme. The data gathered were analyzed and interpreted using phenomenological method of research.

Based from the data gathered, the following findings were revealed: the participants' age ranged from 36-40 years. Three (3) participants were female and Two (2) were male. Four (4) key informants were separated from 10 to 14 years and one (1) key informant was separated for only two (2) years. Only one (1) participant was married to a military personnel and four (4) were married to civilian; on marriage dilemma, five or all participants have short marriages and have short boyfriend-girlfriend relationship. Infidelity was the common reason of separation amongst three (3) participants of mixed gender, the other one was financial problem and the other one was continuous arguments that arouses from many misunderstandings. Other factors such as working hours, constant alcohol drinking, drugs and gambling contributed to the participants' marriage separation; on psychological perspective, all participants believed that separation of parents have great impact on their children and each mother and father has different roles in molding a child. Three (3) of the participants' concept of marriage have changed before and after separation from not in favor of separation to in favor of separation. The other participant was in favor of separation even before and the other one (1) was not in favor of separation even after separation. All participants agreed that after separation, they all got stronger personalities and have discovered their capabilities. All female participants claimed that the most difficult or the most challenging about being separated is raising their children. Male participants however claimed that not seeing their children was the most difficult part of being separated; on moral obligation on children, three or all female participants were open for child visitation however they were not visited because one (1) was totally neglected by the father and the other two (2) was because of the distance. One (1) of the male participant could not visit his child due to hatred and the other participant could not visit his children because his visitation rights was controlled by his estranged wife; on moral obligation on seeing other people, four (4) of the participants were engaged in casual relationships and the other participant was involved in serious relationship. All are open for the possibility that their previous partners might also seeing someone already; on moral consideration on trying to get back together, all participants tried to fix their broken marriages and all were unsuccessful; on moral consideration on remarrying, two (2) of the participants were not sure if they will still consider marrying, two (2) wishes to get married in the future and the other one had no plan of

marrying again; on economic obligation, two (2) male participants were regardful of their financial obligations. Two (2) female participants did not receive monetary support from their estranged husbands and one (1) participant settled for automatic deduction of allotment from her husband's salary; on social relationship with family, four (4) of the participants became close to their family after marriage separation and the other one (1) had unsettled business with his sister; on social relationship with friends, Two (2) participants were not abandoned by their friends, one (1) participant also lost some friends but gained some, one (1) participant distant herself from others therefore lost friends too and the other one (1) lost some friends; on distressed emotion, t took seven years (7) for (1) one participant to recover from losing her family; three (3) and two (2) years respectively for the other two; and two (2) claimed that they can no longer recall how long it took them to adjust on the new normal situation. Four (4) participants kept themselves busy by working, studying, trying to fall in love and tending to their children in order to recover from previous relationships. The other participants found relief through vices such as drinking and pursuing casual sexual relationship with women however, resorted also to positive coping strategy to improve himself; o distinctive impression on children, No matter how old or young the child would be, regardless of the level of maturity, separation of parents would still have an amount of influence on the child. Environment, especially school can have an impact on both the child and the parent who came from a broken family. A single parent could not fulfill the intangible needs of children. Custodial parent has a capacity to influence the relation of the child with the other parent; on ruling vs human freedom, all of the informants were against the idea of declaring their former spouses as one of their beneficiaries. Out of the five key informants, two were able to manage to submit their requirements, two disregarded the memorandum and waiting for the reminders coming from their respective administrative sections and the other one delayed her submission while waiting for the decision of the annulment she filed in court; on strategies employed, two (2) participants who managed to update legal beneficiaries obtained pictures of their spouses online.

Based from the revealed findings, the following conclusions are drawn: the profile of the key informants vary along age, sex, number of years separated and spouse's job; the marriage separation of participants incited psychological stimulus to both the child and the parent. Male participants were mindful of their financial obligations while female participants acknowledge the visitation rights and carry the financial burden. Most were abandoned by their friends after marriage separation; all participants prayed for the exclusion of their spouses as their legal beneficiaries.

Based from the conclusions, the following recommendations were drawn: conduct of survey or situational reports by the admin branch be initiated to identify the cases and numbers of separated in fact in the PNP; psychological evaluation, stress management seminar and moral recovery program be conducted by the PNP Health Service to identified personnel who are separated in-fact; consultation among the members of the Philippine National Police for the integration in the Memorandum of several laws such as Magna Carta for Women and Solo Parent Act be conducted to ensure full compliance; other studies on employees' welfare be conducted by other researchers.

Keywords: Lived Experiences, dysfunctional marital status, separated in fact, and Memorandum Circular No. 2018-007

1. INTRODUCTION

Family is the basic unit in the society.(<https://www.merriam-webster.com>.) Each parent role is vital in molding the personhood of each child. However, nowadays many married couples ended up separated due to many factors including the common ones such as inability to forgive, build-up resentment, financial strain, poor communication and intimacy problems. As mentioned by Pace, R. (2018), the long, painful and costly process of annulment or separation caused these married couples to come to a mutual agreement to settle in de facto separation.

The 1857 Matrimonial Causes Act allowed ordinary people to divorce. Before then, divorce was largely open only to men, and had to be granted by an Act of Parliament, which was hugely expensive, and therefore was also open only to the rich. Under the new law, women divorcing on the grounds of adultery not only had to prove their husbands had been unfaithful but also had to prove additional faults, which included cruelty, rape and incest. A private members' bill in 1923 made it easier for women to petition for divorce for adultery, but it still had to be proved. In 1937, the law was changed and divorce was allowed on other grounds including drunkenness, insanity and desertion. Henry (2009).

Based from the world population review, the 2020 divorce rate shows that Russia has the highest rate of divorce. According to United Nations data from 2011, Russia's divorce rate is 4.8 divorces per every 1,000 residents. Belarus trails only slightly behind with 4.1 divorces per every 1,000 residents. When it comes to the nation with the third highest divorce rate, there are two countries that are tied, each of which falls significantly behind Russia and Belarus. Gibraltar and the United States each have a divorce rate of 3.2 divorces per every 1,000 residents. On the other side of the coin, there are nations with very low divorce rates. The country with the lowest, based on UN data, is Sri Lanka with a divorce rate of 0.15 divorces per 1,000 residents. Vietnam has the next lowest rate at 0.4 divorces per every 1,000 residents. South African and Bosnia and Herzegovina are tied for the third lowest rate of divorce at 0.6 divorces per 1,000 residents. (www.worldpopulationreview.com)

As of 2016, both marriage and divorce rate in the US are decreasing. Recent studies have shown that millennials are choosing to wait longer to get married and staying married longer and are the main driver in the decline of both marriage and divorce rate in the US wherein their current divorce rate is 6.8 per 1,000 total population. Almost 50 percent of their marriages end up in divorce or separation, 41 percent of the first marriages end in divorce, 60 percent on second marriages and 73 percent of all third marriages. (www.wf-lawyers.com)

Unlike Western countries, the family code laws in the Philippines forbid divorce. The Philippines, with 80 percent of its population being devoutly Roman Catholic, is only one of two countries in the world that prohibits divorce. The Filipino Congress has made strides towards permitting legal divorce. In January 2018, Senate Bill No. 2134, otherwise known as the Divorce Act of 2018, was introduced in the Senator Risa Hontiveros. In this bill, an absolute divorce is permitted under certain circumstances, such as, the occurrence of physical abuse, exhibition of "grossly abusive conduct, psychological incapacity, marital rape, irreconcilable differences despite efforts to reconcile and separation for at least five years. Kissewetter (2020).

According to Salgado (2015), statistics from the Philippines' Office of the Solicitor General that there were more than 10,000 petitions filed to end marriages in 2013, out of a population of roughly 100 million, with women filing slightly more than half of the petitions. The most recent statistics, based on a sample of such cases from 2010 to 2011, showed that 6 percent of these petitions were dismissed or denied. Also, according to the writer, that this obscures the fact that such cases can drag on for years, and that court fees, which typically amount to nearly \$400 just to file paperwork, can exceed the average monthly wages of Filipino workers, which a 2012 International Labor Organization study estimated at less than \$300.

According to the records of Women and Children's Protection Desk (WCPD) at Sorsogon Police Provincial Office, there are bulk of numbers of complaints involving husbands and wives however, mostly were not referred to prosecutor's office due to personal reasons. The discretion on whether the complainant and the suspect will settle for legal separation or mutual agreement is left to their decision. Moreover, there are always similar complaint involving PNP personnel in the province of Sorsogon every year and most cases were silently settled for non-formal separation.

At Sorsogon City, marriage separation is evident in the increasing number of single parent applying for solo parent ID at City Social Welfare and Development (CSWD). WCPD at Sorsogon City Police Station records show that there is an increasing number of violation of RA 9262 or the Violence against Women and Their Children Act of 2004 filed in court. Both public and private schools in Sorsogon also exhibited accelerating number of students from broken families.

According to Abalos, J.B. (2017), many members of the PNP are not exempted from that situation. Based on observation, one (1) out of every 13 policemen settled for peaceful mutual agreement of living separately with their husband or wife without undergoing legal proceedings at Sorsogon City alone. This however gave them forthcoming problem especially when the higher headquarter introduced the Memorandum Circular No. 2018-07 or the guidelines and procedures in updating the declared legal beneficiaries of PNP personnel.

Separation affects beneficiaries. Most people are aware that a surviving spouse is usually entitled to inherit all or a large portion of the estate of a deceased spouse. Fewer understand the effect on estates if one spouse dies during a legal separation or after a divorce. After a divorce, many neglect to change wills that specify bequests to a former spouse or their beneficiary designations for life insurance and retirement accounts. Pearlman (2014).

This paper dealt with the causes and effects of marriage dissolution of uniformed men and women of the Philippine National Police in Region V and how their status as separated in fact affect in updating legal beneficiaries. It will also try to address the issues faced during the implementation of Memorandum Circular No. 2018- 007. The analyzed lived experiences will therefore be a stepping stone to give recognition to separated in fact and adjust according to the needs of the employees and on the current situation.

OBJECTIVES OF THE STUDY:

This study analyzed the lived experiences of PNP personnel in Region V with dysfunctional marital status. Specifically, it aims to (1) determine the demographic profile of the participants in terms of age, sex, number of years separated and spouse's job; (2) describe the marriage experiences of the separated in fact; (3) determine the experiences in complying with Memorandum Circular No. 2018- 007 in terms of updating of legal beneficiaries and submission of requirements and strategies employed to comply with the memorandum.

2. METHODOLOGY

Research Design: This study examined and analyzed the lived experiences of PNP personnel with dysfunctional marital status in Region V, year 2020. The researcher used the phenomenological method of research in the sense that it described and interpreted the direct participation and observation of men and women in uniform with ambiguous marital status and the effects of mentioned memorandum circular with regard to their situations.

The present study was a qualitative research since it identified the quality and the deeper meaning of the responses of the key informants according to their actual experience. Thematic analysis was the method used to determine the theme of the gathered data.

According to Christensen, Johnson and Turner (2010) the primary objective of phenomenological study is to explicate the meaning, structure and essence of lived experiences of a person or a group of people around a specific phenomenon. They also added that the phenomenologist attempts to understand human behavior through the eyes of the participants in the study. This has been called *verstehen*, which is German for the interpretive understanding of human interaction.

Accordingly, a phenomenologist worldview is in line with the belief that all perceptions and constructions are ultimately grounded in a particular perspective in time and space. Phenomenology does not begin in theory but, instead, begins with a phenomenon under consideration.

Documentary analysis was used in the study because the researcher used some documents coming from PNP. The key informants were PNP personnel in the region 5. The primary instrument was an interview guide.

Respondents: The primary sources of data of this study were the selected Philippine National Police Personnel employed in region 5 and were separated in fact. Homogeneous purposive sampling were utilized by the researcher in choosing the participants since identical traits is needed in this study. There were five (5) PNP personnel tapped as key informants.

Among these participants were three (3) females and two (2) males who were deployed in Camarines Sur, Albay and Sorsogon. Participants' ages ranged from 36-40 years old and all are rendering more than 12 years in service. Four (4) participants (3 females and 1 male) were separated for 10-13 years and only one (1) participant was separated for 2 years. All participants have short boyfriend-girlfriend relationships, four (4) participants (3 females and 1 male) have short marriage that ranged from 1-3 years and one (1) participant had a 10-year marriage.

Instruments: The instrument used to gather the data was interview guide formulated by the researcher. The interview guide had three (3) parts. The first part delved with the demographic profiles of the key informants. The second part focused on questions that answered the statement of the problem which explores personal experiences such as cause and effect of separation and so on. The third part focused on queries regarding direct observation surrounding the said memorandum circular.

The draft of the instrument was submitted to the thesis adviser and panel of examinees for comments and suggestions. The researcher was advised to categorize the questions and as a result of the experts' validation, modification was made in accordance with the suggestions.

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Some of the interviews were piloted in the participants' respective police stations using face-to-face discussion while others were done through cellular phone call conducted in the researcher's residential house. The researcher used pen, paper and recording material (cellular phone) in recording details. Each interview lasted for 60 to 90 minutes. Laptop and internet were also utilized in sending information and consent form to participants.

Process: To be able to realize the results of this study, the researcher prepared research instrument for the purpose of the conduct of unstructured interview. The approval of the Regional Director of Philippines National Police – Region V was first sought for the conduct of the study. *(Please refer to the communication letter on Appendix A).*

After the approval of the letter, the researcher sent letter and secured approval from the provincial director of PNP in the province Sorsogon and the chiefs of different PNP units in different municipalities. *(Please refer to information and consent form on Appendixes B and C).*

The researcher personally conducted the interview and recorded their responses. Before the conduct of interview, an information and a copy of consent form were sent to participants thru email and the others were handed personally. *(Please refer to information and consent form on Appendix D).* Moreover, the researcher also explained to them the purpose of the research. The key informants allowed the researcher to include their statements or responses in the study. The researcher made sure that no ethical standards were violated in the conduct of the study.

Upon providing consent, a 60-90-minute unstructured interview were arranged. The data were completed through telephone and face-to-face interview. The telephone interview was conducted due to COVID-19 pandemic that restrained the researcher to travel. After the interview, the researcher transcribed the data subject for analysis and interpretation.

3. RESULT AND DISCUSSION

The topics were divided into three (3) parts and were sequentially arranged according to pre-selected themes which were presented as follows: Part I: participants demographic profile Part II: 1. marriage experiences 2. psychological perspective 3. moral obligation 4. moral consideration 5. economic obligation 6. social relationship 7. distressed emotion. Part III: 1. experiences in complying Memorandum Circular No. 2018 – 07 in terms of updating of legal beneficiaries and submission of requirements and 2. strategies employed by the personnel to comply with the said memorandum.

PARTICIPANTS' DEMOGRAPHICS

This implied that participants ranged in age from 36 to 40 years. Three females and two males who were separated in fact participated in this study. Four participants were separated from 10 to 14 years and one participant was separated for two years. Four participants were married to a civilian and one was married to a military personnel.

According to McKinley Irvin Family Law, young couples under the age of 25 have a higher divorce risk than couples who married in their late twenties, but data also shows that there is also an increased statistical risk of divorce for couples who waited until their mid-thirties to get married. Regardless of these conclusions, successful marriages are typically built on a solid foundation of maturity, coping skills, and social support.

This was similar to the study of Lehrer (2006) which states that the maturity effect, which is the way age at first marriage is postulated to directly affect the probability of divorce, predicts a pattern of steadily declining marital instability as age at marriage rises. Age at marriage also influences the risk of dissolution indirectly, in two ways. First, the age at which a woman enters her first marriage is systematically associated with other characteristics she has at that time that are relevant to marital stability. Women who marry late tend to do so when they have completed more schooling, which is a stabilizing factor. At the same time, at the later ages at marriage there is greater exposure to the risk of having had a previous cohabitation and/ or a child from a previous partnership, which are destabilizing influences. If these variables are not controlled, age at marriage would capture their effects.

MARRIAGE EXPERIENCE

There were different statements narrated by each participant on their predicament. KI-1, KI-4 and KI-5 who were all separated for 10 to 13 years revealed that their separations were due to infidelity, although there were some other contributory factors that triggered their separation. KI-1 and KI-5 were both married to civilian while KI-4 was married to an enlisted personnel. All three participants exhibited short marriages.

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KI-1 had a 3-year relationship with her estranged husband before deciding to live separately. According to her:

“Nagkakilala kami civilian palang ako, matanda sya sa akin ng 8 years. Una palang ayaw na talaga ng parents ko sa kanya kaso inlove ako sa kanya noon, first boyfriend ko sya. 3 years lang kami nagsama. Paulit ulit lang kasi away namin kasi may babae sya, co-teacher nya din. Mahilig na sya mambabae dati noong boyfriend ko pa lang sya kaso akala ko magbabago sya nong kinasal kami. Inaaway nya ako dahil sa work ko kaso parang dahilan nya lang un para umalis ng bahay. Pag-inaway nya ako lalayas sya, 2 weeks, 3 weeks di umuuwi. Paulit-ulit na away kaya lumayas na ako dala ko anak namin. (I met him when I was still a civilian, he is 8 years older than me. My parents don't favor him from the start but I was so inlove with him that time. We lived together for 3 years. He has another woman who is his co-teacher that's why we keep on arguing. He was really a womanizer eversince he was my boyfriend but I thought he will change after we got married. He fight with me because of my work but I think he was just making his excuse so that he can leave the house. He won't come back for 2 or 3 weeks whenever he leave. It was like a cycle that's why I left him and brought our son with me.)

This implied that the reason for their separation was due to cohabitation that resulted in unending arguments. Although, factors like age gap and nature of work can arouse misunderstanding, cheating is the major aspect of separation of KI-1. This further implied that continues arguments drove the participant to live separately with her husband.

KI-4 who lived with her husband for only three years demonstrated similar dilemma on her marriage and had a one year relationship as boyfriend and girlfriend before entering a married life. She averred that:

“1 year after namon ikasal nag-apply din sya sa PNP tapos yan na start kan siwayan mi. May pig-intris sya na kapwa nya aplikante. Dakulon syang babae. Mahilig sya sa bisyo, babae, sabong, patay-sindi, inom, sigarilyo, sugal. Hamakon mo pakilala kaito sako girlfriend nya o kaya naman fiancée? Pirang beses sya dae nagpadara ta sabi mapadara sa magurang o tugang. Ok lang naman sana kasi magurang nya kaso sabi ko sana ininform ako. Dae man kaming pisikal na away, puro lang makukulog na surumaton.” (1 year after getting married, he applied in the PNP. That was the start of our altercation. He courted his co-applicant. He has so many girlfriends. He has so many vices, girls, cockfighting, pub house, alcohol, cigarette, gambling. Imagine, he used to introduce me as his girlfriend or fiancée? He did not send money to us for several months because he said he sent money to his parents or brothers. It was okay for me because they are his parents but he should have informed me. All of our fights were all verbal, we don't hurt each other physically.)

PSYCHOLOGICAL PERSPECTIVE

Each participant demonstrated blissful relationship after marriage that lasted ranging from one to three years.

All participants believed that separation has a great impact on their children and each mother and father has different roles in molding a child. However, KI-1, concept on marriage has changed, before and after separation from not in favor of separation to in favor of separation. This was similar with the idea on separation of KI-2 and KI-5 who all narrated that there's nothing wrong with separation if you will both become better persons and if you will function better and be more productive as an individual.

KI-5's idea on the sanctity of a family before however was rooted from the tribal group he came from which he claimed is traditional kind of culture that give strong emphasis on marriage and family. The effect of his previous marriage changed his perspective which according to him, he was able to adopt the changes brought by time. This implied that regardless of gender, the effects of separation or the experiences that the participants went through changes their perspective on the sacredness of a family.

According to Vitelli (2015), people who have poor marriages often do much better following divorce. Since these marriages often involve verbal and even physical abuse at times, divorce often comes as a relief, since the people affected are actually able to get on with their lives afterward. He also added that for many cultures, divorce is considered shameful no matter how poor the quality of the marriage happens to be.

MORAL OBLIGATION

On Children

This part of the study covered the moral obligation on the children of PNP personnel who are separated in fact. KI-1, KI-3 and KI-4 who are females averred that they are all open for child visitation and they will allow their children to go out with their father. KI-1 however claimed that although she is open for child visitation, her estranged husband never did. This was similar with the case of KI-4, nevertheless, the father was not able to visit their child due to his duty assignment which is in Mindanao. KI-3 on the other hand, allows child visitation in consideration for their child's needs.

This implied that the three female participants were willing to share their child with their estranged husbands. This further implied that participants know the "need of a father" of their children and recognize the parental rights of their husbands.

Male participants had different dilemma on child visitation. KI-2 stated:

"Kondisyon ko, tugutaan man na magluwas kami kan mga aki o mag-overnight digdi pero habo nya. Dae ko aram kung nata habo. May topak ngani." (My condition, I hope she will let the children go out with me or sleep overnight here but she doesn't like. I don't know why she doesn't like. She's insane.)

This implied that the visitation rights of the participant was controlled by his estranged wife. This also implied that KI-2 respected the wants of his wife and refused to recognize his parental rights.

KI-5 nonetheless was allowed to visit his child but according to him:

"Pwedeng bisitahin ang bata anytime kaso di ko nabibisita kasi galit ako sa nanay nya saka sa magulang ng nanay nya. Di ko alam kung bakit nakakaramdam ako ng inis sa bata. Pinipigilan ko pero may nararamdaman talaga ako. Kawawa nga eh." (I can visit our daughter anytime but I can't visit her because I'm so angry with her mother and with her grandparents. I don't know why I have a feeling of annoyance towards our daughter, I tried to control it but I can really feel it. I pity her.)

This expressed rejection by the participant to render parental visitation due to the pains caused by his previous experience that affected his feelings towards the people connected to his wife. This also exhibited mixed emotion on the participant towards their child. According to Panayotova (2016), you may feel as if your ex's family is your family as well, and if they take sides and shut you out you may end up feeling resentful or betrayed. However, you may need to accept that it's their prerogative, and keep your distance no matter how much it hurts.

Updating of Legal Beneficiaries

There were several responses that came from the key informants which were vital in the completion of the study. All of the informants were against the idea of declaring their former spouses as one of their beneficiaries. Out of the five key informants, two were able to manage to submit their requirements, two disregarded the memorandum and waiting for the reminders coming from their respective administrative sections and the other one delayed her submission while waiting for the decision of the annulment she filed in court.

KI-1 whose son was neglected after separation deferred her submission of the requirements since she needs to wait for the court decision on the annulment case she filed against her spouse. She mentioned that:

"Batas kasi yun eh kaya dapat sundin pero syempre gusto ko anak ko lang magbenefit, sa pinagdaan ko ba naman." (It is a law that we must follow but of course I want my son to benefit after what I went through.)

Strategies Employed to Comply with the Memorandum

In this part, participants were asked on how they manage to comply the memorandum. Since KI-1, KI-2 and KI-3 did not submit the requirements, only KI-4 and KI-5 were able to answer this question wherein they shared common answer. KI-4 stated that:

"Pinaedit ko picture nya sa LCC na hali sa FB. Civilian pa nga pinakua ko ki picture ta bako man kami friends sa fb." (I asked my civilian friend to get a copy of his picture from FB because we are not friends in FB then I had it edited in LCC.)

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KI-5 also narrated that:

“Kumuha ako ng picture online.”(I got her picture online.)

These suggested that the participants chose to find a remedy in order to comply the mandates of Memorandum Circular No. 2018-07. This further implied that the remedy applied by the participants did not include opening a communication with former spouses. This likewise connoted that KI-4 and KI-5 obtained one of the requirements which was the latest picture of their spouses without the consent of the latter just to comply the said memorandum.

This situation can be attributed to Will Theory or Choice Theory which was initiated by Herbert L.A. Hart (1907-92) wherein he cited Kant as inspiring his thinking about the importance of human freedom, or liberty. Freedom is the most basic right, according to will theory. It is a moral (or natural) right. All other rights, moral or legal, are specific protected freedoms. Limiting anyone’s freedom always requires the authorization of others’ rights; and the subjects of rights remain free to “claim” them or not. The will theory, also known as the “choice theory,” allows rights-holders free choice to insist upon their rights, or to waive them.

4. CONCLUSION AND RECOMMENDATION

Conclusions

Based from the revealed findings, the following conclusions were drawn:

1. The profile of the key informants vary along age, sex, number of years separated and spouse’s job.
2. The marriage separation of participants incited psychological stimulus to both the child and the parent. Male participants were mindful of their financial obligations while female participants acknowledge the visitation rights and carry the financial burden. Most were abandoned by their friends after marriage separation.
3. All participants prayed for the exclusion of their spouses as their legal beneficiaries.

Recommendations

Based from the findings and conclusion gathered, the researcher recommends the following.

1. Conduct of survey or situational reports by the admin branch be initiated to identify the cases and numbers of separated in fact in the PNP.
2. Psychological evaluation, stress management seminar and moral recovery program be conducted by the PNP Health Service to identified personnel who are separated in-fact.
3. Consultation among the members of the Philippine National Police for the integration in the Memorandum of several laws such as Magna Carta for Women and Solo Parent Act be conducted to ensure full compliance.
4. Other studies on employees’ welfare be conducted by other researchers.

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