Assessment of the Philippine National Police (PNP) Human Rights Development Program (HRDP) in Protecting the Community from Abuse in Tabaco City, Albay, Philippines

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ABSTRACT

Enforcing the law serves as the key function of the police officer to maintain peace and order, thus, ensuring strict conformance with human rights. This study was conducted to assess the implementation of the PNP Human Rights Development Program in Tabaco City, Albay, Philippines, along with Institutional policy development, capability building on human rights protection, prevention and control measures on abuse of human rights, and strengthening of partnership and cooperation with multi-sectoral organizations for human rights compliance. It also identified the problems encountered and formulated an action plan that aims to further enhance the implementation of the program. The personnel assigned at the PNP Human Rights Development Program in Tabaco City selected Community Officials, and members of the community were the respondents of the study. Hence, the study revealed that the

community and other partner stakeholders have understood and accepted the principles of the programs implemented. Therefore, the primary objectives of the PNP in gaining the trust and confidence of the community were achieved. The study recommends the sustainability of the program through inculcating greater social responsibility, intervening appropriately, and acquiring useful and timely information for implementation of anti-human rights abuse programs which shall be continuously participated by the community with enhanced multi-sectoral collaboration to achieve a safer community free from abuse.

INTRODUCTION

The vision of comprehensive policing, well-defined as effective, official, and humane, would continue as a vision only until and unless the police organizations are well-accomplished and well-resourced by the respective governments. Only the promulgation of a police code of conduct and morals, human rights advocacies, evaluation, and oversight instruments will help to improve the overall human rights records and performance of the police, except that their basic rights will continue to be overlooked, unmet, and satisfied (Cerillo et al., 2020). The Universal Declaration of Human Rights (UDHR) was conscripted by the United Nations. The UDHR was embraced, alongside the Genocide Convention and the Convention on the Elimination of All Forms of Racial Discrimination, by the UN in response to the disastrous and awful abuses of human rights during World War II. The United Nations Charter, an agreement, was made to define what roles, powers, and duties the United Nations is permitted to exercise in dealing with global relations.

Human rights in the Philippines are related to the notion and use of human rights in the Philippines. The idea of human rights relates primarily to the political and civil rights of an individual living under the motives of the 1987 Philippines Constitution. These are a defensible set of privileges that agree on moral standards for members of the social race but are not limited to an explicit community or nationality. Membership in the human race is the single requirement to achieve these rights. Human rights and distinct area-specific agreements of international laws are generally admissible as they relate to the entire human race, notwithstanding biological location.

In the Philippines, the Philippine National Police, in response to the UN Declaration of Human Rights, has accepted numerous measures and efforts to develop human rights operations. The PNP is the major law enforcement organization that aids the support of the government as part of their trial. It safeguards human rights protection and promotes the same. This is crucial in understanding how their practice should characterize human dignity and in the campaign for every individual's right. Given this, LOI 55/07 ("PAMANA") on December 7, 2007, of the PNP, which has crafted an HRDP, was issued. This helps as the outline for accomplishment on human rights that the agency intends to undertake to safeguard the security of the community. The campaign for human rights is the main production area of the PNP-ITP. The transformation of this program reforms the PNP geared toward a more capable, effective, and credible police force (PNP LOI PAMANA, 2007).

Primarily, the study was conducted in Tabaco City, Albay. With the thorough investigation into human rights development program implementation, it has been observed that no fund was allocated exclusively for Human Rights Desk, no Police Commissioned Officer (PCO) was designated in Human Rights Desk, and no proper training thus, the capacity of designated HRD PNCOs which caused a delay of submission of reports. Through this, it is expected that the police officers can help formulate an action plan to improve human rights programs not only in Tabaco City but in the entire Bicol Region. To this end, this study is beneficial to the community, the PNP organization with its personnel, human rights advocates, Local Government Units, students, and future researchers.

FRAMEWORK

To assess the effectiveness of the PNP unit, this study looked into the implementation of the HRDP along with Institutional policy development, capability building on human rights protection, prevention, and control measures on abuse of human rights, and strengthening of partnership and cooperation with multi-sectoral organizations for human rights compliance. This study also identified the problems encountered in the implementation of the HRDP.

The study was anchored on the Empirical International Relations (IR) theory of William R. Thompson (2018), which established three comprehensive statements about why human rights abuses occurred. Overall, human rights specialists have prepared three large-scale theoretical statements: Human rights abuses are a way for an uncontrolled state, especially the executive branch

and its agents, to try to control individuals and hold on to power. This theory was supported by Implementation Theory and Program Evaluation Theory. The Implementation theory provides an organized procedure for planning an information discussion procedure followed by a provision rule that leads to provision decisions that are ideal for some pre-specified performance metric. Its objectives were to look for any given performance metric, whether or not there was an information exchange method and a provision rule that accomplished ideal allocation for that metric when the users had secluded data and were strategic.

For the present study, the practice of implementation theory provided the researchers the gauge to look into the conduct of the Human Rights Development Program in Tabaco City. By understanding the best practices and finding ways towards improvement, the researchers formulated ways of promoting more human rights advocates and performed better in their implementation of the same. This philosophy was reinforced by the Evaluation Theory of Smith and Scriven (Mertens & Wilson, 2012). The evaluation theory is the characteristic that replicates our rationale for how and why we engage in evaluation. Its purpose is for evaluation validation, accountability, monitoring, or improvement and development. Theories provide direction in defining the purposes of evaluations as well as in describing what we study as acceptable proof for making conclusions in an evaluation.

These theories are relevant in the present study, which assesses the program implementation of human rights. These theories contribute to its objectives primarily in assessing the program implementation and identifying the problems encountered by Tabaco City. This leads to an action plan that will sustain and maintain the program and prevent human rights abuse. It delivers further content to the theory of prevention of human rights violations, looks for actual means through which to prevent violations, and focuses on the role of stakeholders. Therefore, the Human Rights Prevention Theory was crafted as researchers' theory. This Human Rights Prevention Theory will prevent violations and strengthen the protection of human rights.

OBJECTIVES OF THE STUDY

The study aims to assess the PNP Human Rights Development Program in protecting the community from abuse in Tabaco City. Further, this study determined the impact of the program. In the end, an action plan was proposed to enhance. Specifically, it assesses the implementation Human Rights Development

Program (HRDP) along with Institutional policy development; Capability building on human rights protection; Prevention and control measures against violation of human rights; and Strengthening of partnership and cooperation with multi-sectoral organizations for human rights compliance. Likewise, it identifies the problems encountered by Tabaco City in the implementation of the Human Rights Development Program.

METHODOLOGY

Research Design

The study used the descriptive quantitative research method. The quantitative data was for testing objective theories by examining the relationship among variables. In this study, the researcher primarily assessed the implementation of the Human Rights Development Program and identified the problems encountered.

Research Site

This study was conducted in Tabaco City, Philippines. Tabaco City is a 4th class component city in Albay, Philippines. According to the 2020 census, it has a population of 140,961 people. Tabaco City has a 117.1 km2 total area composed of 47 communities.

Respondents

The respondents from Tabaco City Police Station were 27 personnel who were directly assigned to the implementation of the Human Rights Development Program. Further, other respondents were 30 Community Officials and 44 members. The Poblacion area was chosen because these are the areas where the majority of the PNP was deployed for day-to-day interaction, and the bulk of the population is concentrated in this area.

Instrumentation

To answer the objectives of the study, the researcher used a questionnaire to gather the data. The first part of the questionnaire was about the implementation of the Human Rights Development Program, and the second part was about the problems encountered. The study used a Likert-type of survey questionnaire that gave the respondents three (4) choices of answers on the effectiveness of the implementation of the program with the following scale values: High Implemented-3.50-4.00, Moderately Implemented-2.50-3.49, Implemented-1.50-2.49 and Not Implementation-0.50-1.49. Two questionnaires

were distributed to the respondents. The first questionnaire was categorized for the PNP personnel and the second for the Community Officials. The sets of questionnaires were made to able the researcher to gather the data applicable to the respondents.

Data Collection

In the gathering of the data, the researcher sought permission from the adviser to research the implementation Human Rights Development Program in Tabaco City. Right after, the researcher also sought permission from the Chief of Police of Tabaco CPS and the Community Captain to conduct the research. The researcher personally approached and distributed the questionnaires to the respondents. Each participant was formally introduced to the purposes of the study and ensured strict confidentiality of the data gathered.

Ethics Protocol

To ensure that there were no ethical issues in this research, this research is voluntary and the researcher provided a consent letter to freely answer the questionnaire. Further, the anonymity of the respondents was observed. Maintaining the dignity of the respondents using carefully selecting the words in the questions was of great importance in this study. Finally, the researcher ensures that the study is independent and impartial in providing all the data.

RESULTS AND DISCUSSION

Implementation of the PNP Human Rights Development Program

The PNP, in its stated purpose of upholding and evolving the foundation of human rights, had drawn up the HRDP to assist as a design for action on human rights, which the organization wishes to accomplish when the police have been overcome with a better request for the security of the community and the rights-based policing that comes with it.

Institutional Policy Development

In this component of the HRDP, its primary objective was to examine, and craft policy agenda in police operations attuned to the developing matters of human rights protection. The regular review and updating of Police Operational Procedures with the Human Rights Component were one of the main activities directed by the Philippine National Police under this component.

Table 1. Institutional Policy Development

	Indicators	PNP	AI
1.	Regular Review and apprising of Police Operational Procedures with HR mechanisms.	3.60	HI
2.	Assessment and apprising of the regular NP Examinations to identify subjects' trends for violating human rights.	3.44	MI
3.	Conduct reviews on HR policy and standards monitoring.	3.48	MI
4.	Monitoring and maintaining records of cases containing violations of human rights allegedly committed by Government and non-Government actors.	3.56	HI
5.	Implementation of a glossary of detailed human rights violations that may be committed by the police.	3.32	MI
	TOTAL	3.48	MI

Legend: 4-Highly Implemented, 3-Moderately Implemented; 2- Implemented 1-Not Implementation

Based on the results, the level of implementation of the institutional policy development on human rights is moderately implemented, as observed by the PNP respondents, with a general weighted mean of 2.48. This implies that the PNP monitors and updates the policy and procedure and develops a governmental program on human rights. Further, it shows that the monitoring and maintaining of records/files are hereby performed.

The study of Mariager and Madsen (2018) investigated the new Danish military manual based on the human security approach of Kaldor and Chinkin. The manual desires to integrate a flexible human rights method, which demands that it relate the clearest and intended rule to the condition. It must integrate the style as a general rule for how the interaction between HRL and IHL must be carried out and, through its plan of related rules. Likewise, Collantes-Celador and Schwandner-Sievers, (2019) also show the excessive character of the police organization in peace and state-building efforts as they are important instruments and uphold human rights.

Capability Building on Human Rights Protection

The purpose of the PNP's capability-building of the PNP to police officers was to improve and cultivate skills and competency in human rights awareness as well as to accept and hold the principles of human rights. Its main activity was to raise awareness and understanding of human rights. This protection emphasized

the competence building and services development of the members of the PNP to become promoters, community organizers, and human rights advocates.

Table 2. Capability Building on Human Rights Protection

Indicators		PNP	AI
1.	Enrichment of capability of police investigators.	3.68	HI
2.	Conduct special training programs on HR components for PNP personnel.	3.60	HI
3.	Improvement of police trainers in HR advocacy and ongoing legal education.	3.60	HI
4.	Establishing and making eligibilities for HR personnel based on capabilities and direct participation in HR advocacy.	3.64	HI
5.	Send PNP personnel in skills and competency training that will enhance their capabilities and increase awareness of HR advocacy.	3.64	HI
	TOTAL	3.63	HI

Legend: 4-Highly Implemented, 3-Moderately Implemented; 2- Implemented
1-Not Implementation

Based on the results, the level of capability building in human rights was highly implemented, with a total weighted mean of 2.63. It implies that the PNP personnel in Tabaco City were aware and knowledgeable about the program and human rights activities. Ichim (2019) says that building the capacities of human rights protectors plays a significant role in determining their security. She suggested that more can be done to increase the effectiveness of capacity building and its function to empower defenders. Kenny and Clarke (2010) say that the dominance of capacity building can be drawn back to sociological ideas derived from lead policy making. These are active citizenship, agency, and civil society. Hence, the norms that highlight capacity building in development programs are directly associated with that genealogy.

Prevention and Control Measures against Violation of Human Rights

The Prevention and Control Measures against Violation of Human Rights now place more significance on the development of the internal and external targets – the member of the PNP organization and the community. Its objective was to decrease the number of human rights abuses and address the legal processes for the violations committed. This prevention and control were conducted to support the police-community partnership, promote and generate the tone of a

citizen-police partnership, and pursue the collaboration and active support of the community.

Based on the results, the level of implementation under the prevention and control of human rights was highly implemented by the PNP and community and moderately implemented by the community officials. This implies that the program on prevention and control of human rights was organized and was regularly conducted. Likewise, the community officials were aware of the human rights activities implemented through the community Human Rights Action Centers (BHRAC) program at the community level. It further implies that the PNP was increasingly promoting community participation as a critical component of a successful human rights development program.

For Maiese (2004), to keep human rights is to guarantee that the community accepts humane treatment since governmental structures that defend human rights are thought to decrease the risk of world battles, and all countries have a role in upholding universal respect for human rights. According to Hubert and Weiss, humanitarian intervention is essential to protect human rights and uphold peace. Internationally, we are affecting the conception that governments have not only an adverse responsibility to respect human rights but also an optimistic responsibility to maintain these rights and protect people. Further, Johnson and Falcetta (2018) also show that human rights law creates, empowers, and forms current practices of public control, often with significant and far-reaching penalties.

Table 3. Prevention and Control Measures against Violation of Human Rights

	Indicators	PNP	AI	BO	AI	C	AI
1.	Improvement and delivery of information, education, and communication materials about human rights.	3.60	HI	3.41	MI	3.58	HI
2.	The PNP increases public cognizance of HR advocacy through information dissemination.	3.48	MI	3.59	HI	3.49	MI
3.	Conduct of record of PUPS and surprise/random inspections of police stations to check custodial facilities.	3.56	HI	3.28	MI	3.47	MI

4.	Strengthen the capability of the PNP and the communities to respond efficiently to reporting human rights abuses.	3.64	HI	3.50	HI	3.60	HI
5.	Strong linkage with CHR and other agencies in the monitoring of cases of human rights abuses.	3.52	HI	3.28	MI	3.53	HI
	TOTAL	3.56	HI	3.41	MI	3.53	HI

Legend: 4-Highly Implemented, 3-Moderately Implemented; 2- Implemented 1-Not Implementation

Strengthening of Partnership and Cooperation with Multi-Sectoral Organizations for Human Rights Compliance

In multi-sectoral cooperation, the Philippine National Police's primary objective was to improve and enrich the strong linkage between the organization, National Government Agencies and Organization, the Commission on Human Rights, stakeholders, and the community in pursuit of the campaign, protection, and success of human rights principles in the Philippines.

Table 4. Strengthening Of Partnership and Cooperation with Multi-Sectoral Organizations for Human Rights Compliance

	Indicators	PNP	AI	BO	AI	C	AI
1.	Conduct dialogues and human rights-driven activities with different sectors.	3.52	HI	3.53	HI	3.47	MI
2.	Partnership towards advancing the cause of human rights with the LGU, CHR, NGOs, Community Officials and the community.	3.68	HI	3.50	HI	3.37	MI
3.	Strong coordination with CJS pillars in quest of justice for the victim of HR abuses.	3.52	HI	3.38	MI	3.49	MI
4.	Creation of continuing information exchange between the PNP and international and local organizations for the improvement of HR.	3.52	HI	3.22	MI	3.51	HI

5.	Strong linkage with the different sectoral groups in reporting human rights abuses	3.64	HI	3.47	HI	3.63	HI
	TOTAL	3.58	HI	3.42	MI	3.49	MI

Legend: 4-Highly Implemented, 3-Moderately Implemented; 2- Implemented 1-Not Implementation

The data reveal that these activities were highly implemented by the PNP and moderately implemented by the community officials and community. This implies that partnerships and collaboration between the PNP and other agencies have been established. As a result, it contributed to the improvement of the human rights situation in Tabaco City primarily through the enhancement of the association between the CHR and PNP, on the one hand, and local communities and civil society organizations, on the other hand, on the common effort to promote human rights. Through community engagement and cooperation, it builds harmonious relationships between communities with related human rights concerns. The PNP and the community exchanged strategic information and resources, engaged in collective actions, and strengthened their capacity to secure human rights and promote community-led improvement.

Problems Encountered by Tabaco City in the implementation of the Human Rights Development Program

In this study, the researcher identified twenty (20) problems that met the conduct of HRDP in Tabaco City. These problems were categorized into the four variables used in this study. These problems were rated by the respondents through the checklist.

Institutional Policy Development

Table 2a presents the results of the problem encountered in Institutional Policy Development as perceived by the PNP respondents. The results show that the personnel from Tabaco City Police Station perceived that lacking facilities and equipment in HRDP and Custodial Facilities was the primary problem encountered in the program, with a frequency of 10 among the 26 respondents.

Table 5. Problem Encountered on Institutional Policy Development

	Indicators	PNP	Rank
1.	Lack of facilities and equipment in the Human Rights Protection Desk and Custodial Facility.	10	1
2.	Lack of standard systems and procedures from other support agencies relative to the Human Rights program	9	2
3.	Inadequate programs of other support agencies for Human Rights Advocacy	8	3
4.	Too many directives and policies from higher headquarters.	5	4
5.	Low implementation of the directive and policies of the program.	4	5

This implies that policy is important in the protection of the community from abuse. Importantly, the policy communicates internally and externally and reflects the operational policies and procedures to respond in preventing and protecting the community from abuse. Like Collantes-Celador and Schwandner-Sievers (2019) and Calubaquib and Tilman (2019), it discusses the difficulties of a general lack of policy coherence.

Capability Building on Human Rights Protection
Based on the results, it was revealed that the depleted number of personnel to conduct and manage the HRDP was the main problem encountered by the PNP respondents. Insufficient implementation of organizational strategies and practices will be brought in as a result of unsatisfactory personnel. According to Takwi (2012, cited in Engetou, 2017), this can be seen in the organization policy on staffing. The purpose of the personnel approach naturally concerns developing means of handling individuals that will support the attainment of organizational goals and objectives. Likewise, the accomplishment of organizations can extend on credited to competence and quality personnel. No organization and resources can survive without competent and qualified manpower (AZ Research Consult, 2023).

Table 6. Problems Encountered on Capability Building on Human Rights Protection

	Indicators	PNP	Rank
1.	Depleted some personnel to conduct and manage the Human Rights Development Program.	11	1
2.	Abrupt reassignment of the designated personnel.	10	2
3.	Those assigned at Human Rights Desk are not dedicated and inadequately trained.	7	3
4.	Lack of awareness of human rights concepts and processes.	6	4
5.	No proper turnover of documents of the personnel.	5	5

Prevention and Control Measures against Violation of Human Rights

As perceived by the PNP respondents, the data shows a lack of financial resources to conduct the program was their main problem, with a frequency of 9. Moreover, among the 29 respondents that represented the community officials, the lack of a sustainable information drive that instills awareness in human rights advocacy was the main problem they had met, with a frequency of 13. Lastly, as perceived by the 43 community respondents, the main problem encountered was the "no sustainability of the program," with a frequency of 16.

Table 7. Problems encountered on Prevention and Control Measures against Violation of Human Rights

	Indicators	PNP	Rank	BO	Rank	C	Rank
1.	There is poor governance, violation of human rights, and the rule of law	4	5	8	4	15	2
2.	Lack of sustainable information drive that instills awareness of human rights advocacy.	6	3.5	13	1	7	5
3.	There is marginalization and discrimination among the population in the delivery of basic human rights services.	6	3.5	5	5	8	4
4.	Lack of financial resources to conduct the program.	9	1	9	3	13	3
5.	No sustainability in the program.	8	2	10	2	16	1

Nolan (2014) states that a human rights-based approach to budgeting is described as allocating resources in a way that puts people first. However, for its program sustainability, Winkler and Williams (2017) state the human rights community, together with the sectoral groups, had been involved in the discussions for the new development agenda. Further, according to Broberg and Sano (2017), to have a clear consideration of the human rights-based approach to development, new and appreciated opportunities for providing development support should be given.

Strengthening of Partnership and Cooperation with Multi-sectoral Organizations for Human Rights Compliance

As perceived by the PNP respondents, the lack of cooperation between the community and other sectors is the main problem encountered in the cooperation of multi-sectors, as indicated by the respondents. Moreover, based on the responses of the Community Officials respondents, the main problem encountered in the implementation of the program is the unfamiliarity of the community and other sectors, with a frequency of 12 out of 29 respondents.

However, multi-sector collaborations can answer general difficulties, for they can exercise more influence in an organization (Axner, n.d.). The awareness of the implementation of human rights has been inadequate for the lawful endorsement of human rights treaties. Since this is a requirement for execution in strategy and practice, this must be operationalized, especially to be understood by the community (Council of Europe, 2016).

Table 8. *Problems encountered in Strengthening Partnerships and Cooperation with Multi-sectoral Organizations for Human Rights Compliance*

	Indicators	PNP	Rank	BO	Rank	C	Rank
1.	Weak partnership with community linkages to support the Human Rights Development Program.	3	5	9	3.5	17	3
2.	The strained relationship between the CHR and PNP is due to statements of the current Administration.	9	3	8	5	18	1.5
3.	Lack of cooperation between the community and other sectors.	11	1	9	3.5	16	4.5

4.	Lack of participation of the community and other sectors in the implementation of Human Rights advocacy.	10	2	10	2	16	4.5
5.	The unfamiliarity of the community and other sectors of the program.	6	4	12	1	18	1.5

CONCLUSION

From the salient findings, the study concluded that the development of human rights has often been matched by practice. There is rising harmony that the prevention and protection of human rights are imperative. To achieve these goals, the PNP and the community have recognized a series of activities and initiatives both to bring an end to human rights abuses and to create an atmosphere in which they will be accepted and respected. In achieving the goals of program implementation, acceptance and understanding on the part of the PNP, community, and stakeholders must be established. Community participation and multi-sectoral collaboration were evident in attaining zero recorded cases of human rights abuse in the locality where the study was conducted. The primary objectives of the PNP in gaining the confidence and self-reliance of the community were achieved.

Human rights generate situations essential for sustainable development. Unsustainable human rights activities decrease partnerships with stakeholders and lessen the awareness and knowledge of the community in HRDP and human rights as a whole. Further, the action plan will deliver a strong and user-friendly guide to the PNP organizations and government to maintain the program implementation and protect the community from abuse. The action plan will serve as a tool to ensure sustainability and meet its objectives set for the conduct of HRDP.

RECOMMENDATIONS

In light of the conclusion of the study, this study recommends that the PNP may sustain and maintain the implementation of the activities by inculcating greater social responsibility, intervening appropriately, and acquiring useful and timely information for the planning and implementation of anti-human rights abuse programs and communication activities. The PNP and Local Human

Rights Council may conduct monitoring and evaluation in implementing the program and strong community partnerships. Provide excellent opportunities for the police and the community to discuss issues of concern to the broader community through discussion on police policies and procedures, especially as they relate to the internal accounting system and the prevention of police misconduct. Furthermore, the PNP, Local Human Rights Council, and Human Rights Advocates may conduct an awareness campaign to educate police personnel and members of the community to enable constructive participation in addressing the problems of safety and security and resolve conflict between and within community groups in a manner that enhances peace and stability.

TRANSLATIONAL RESEARCH

The findings of this study could be translated into an action plan which focuses on human rights education and development programs to address the pressing problems encountered. This will be endorsed through a diverse scope of institutional and education campaigns. These opportunities are values and attitudes that will uphold human rights culture through the development of values and attitudes that maintain human rights. The implementation of this action plan will help both the PNP and the local community.

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