

# Proposed Action Plan on the Control and Implementation Prevention Programs for Human Rights Violation of PNP Personnel

**Freddie Rodriguez Fernandez**

PhD CJ Student

Received 03-06-2025  
Revised 27-06-2025  
Accepted 29-06-2025  
Published 07-07-2025



Copyright: ©2025 The Authors. This is an open access article under the CC BY-NC-ND license

<https://creativecommons.org/licenses/by-nc-nd/4.0/>

## Abstract:

This study explores the control and prevention of human rights violations within law enforcement, focusing on the implementation of human rights programs in police practices. Specifically, it examines the effectiveness of operations, investigations, checkpoints, arrests and seizures, and lock-up jails in adhering to human rights standards. The study also assesses the impact of key prevention programs, including police training, policies and protocols, accountability mechanisms, public awareness campaigns, and resource allocations. Using quantitative methods, the research identifies gaps and strengths in the alignment of these programs with the control of human rights violations.

Findings reveal that while human rights adherence is generally perceived as controlled, inconsistencies remain in certain practices, particularly in interrogation methods and handling vulnerable populations. Police training programs and accountability mechanisms were found to have strong localized impacts, particularly in checkpoints and detention facilities. However, weaker correlations in areas such as public awareness campaigns and policies highlight the need for better integration of prevention efforts. Age-related differences emerged, with younger respondents perceiving programs more favorably, suggesting the influence of generational expectations and exposure to modernized practices.

Based on these findings, the study proposes an action plan, "strengthening human rights adherence: an integrated action plan for police operations and community engagement," aimed at addressing identified gaps. The plan includes targeted training, enhanced resource allocation, improved public awareness initiatives, and strengthened accountability mechanisms. By addressing these areas, the study contributes to advancing a more effective and human-rights-centered framework for law enforcement, fostering accountability, equity, and trust within the community.

**Keywords:** Human Rights Violation, Operations, Investigations, Checkpoint, Arrest And Seizures, Lock-Up Jails, Police Training Programs, Policies and Protocols, Accountability Mechanisms, Public Awareness Campaign; and Resource Allocations

## Introduction:

The adherence to human rights is a fundamental principle in democratic countries

across the globe, demonstrating a dedication to safeguarding the inherent worth and liberties of each person. Although these rights are widely

recognized and supported, there are nevertheless ongoing instances of infringement, especially in places affected by conflict or authoritarian governance. The United Nations has played a leading role in endeavors to prevent such transgressions, acknowledging their importance in promoting the worldwide agenda for safeguarding human rights (OHCHR, 2023). The Vienna Declaration and Program of Action (2024) highlight the commitment of the international community to confront current obstacles and mitigate the continuation of human rights violations on a global scale.

The observance of human rights holds significant relevance among law enforcement authorities, being a vital arena. Police personnel have a crucial role in upholding societal order, frequently encountering intricate scenarios that challenge the intricate equilibrium between law enforcement and the preservation of individual rights. Ensuring that law enforcement officers conform to human rights principles poses significant issues, whether in the context of preserving public order or managing individuals in detention. Therefore, it is crucial to establish thorough training and awareness initiatives specifically designed to educate officers on the principles of human rights (OHCHR, 2023). The primary objective of these programs is to augment the comprehension and implementation of these concepts among officers in their routine responsibilities, thereby cultivating a climate of reverence for human rights inside law enforcement agencies.

Respecting human rights and putting preventative and corrective measures in place for abuses of those rights are essential components of contemporary society. Even so, there are still many places where fundamental rights are violated, especially in areas where there is oppression or conflict. Therefore, the necessity for efficient preventative and control strategies is critical. Preventing and controlling violations of human rights, especially in law enforcement organizations, is a complex task that calls for

coordinated actions on a national and worldwide scale. Successful prevention measures need the adoption of international human rights standards in addition to domestic institutional reforms and strong participation from civil society. Human rights education is a powerful instrument in this regard, and it is crucial to incorporate it into school curricula in order to foster a culture of respect for human rights.

However, putting prevention and control programs into action is fraught with difficulties, especially when it comes to managing political forces. The effectiveness of such projects is strongly influenced by the political will of governments. Furthermore, as the UN has stressed, creating strong protocols for oversight and accountability within law enforcement organizations is essential. The implementation of judicial review procedures, external supervision mechanisms, and internal evaluations all work together to guarantee that human rights observance is not only a theoretical concept but is constantly upheld.

This requirement is particularly clear when it comes to the rights of those who are being held by the police. These people have the right to compassionate care, legal representation, and immunity from self-incrimination. Protecting these rights requires putting preventive measures into place, such as procedures for arrest and detention, continuous training on appropriate custody management, and strict monitoring systems. The regular application of these procedures is further ensured by a responsible and transparent command structure.

But preventive measures by themselves are not enough; strong control systems are also essential. The identification and resolution of rights violations is a critical function of internal affairs departments, external watchdog groups, and community oversight committees. This process helps to advance systemic changes in police practices. However, there are a number of challenges in the way of effective prevention and control, such as limited resources, resistance from

law enforcement, and heightened public awareness. The fact that police personnel frequently violate the human rights of suspects and those in detention emphasizes how serious the problem is. Abuse of excessive force, denial of legal rights, and inadequate circumstances of confinement are considered grave breaches of international human rights standards. To solve these systemic flaws, a thorough reorganization is necessary, with a focus on rigorous monitoring, extensive training, and an unflinching dedication to protecting the rights and dignity of every person detained.

### **Background of the Study:**

The Philippine National Police is the primary law enforcement agency mandated by the present constitution and international human rights instruments to fulfill the Philippine government's commitment to promote and protect human rights in the country. In response, the PNP has established its Human Rights Affairs Office (HRAO) from the National Headquarters Office down to the police station level PNP-wide. Among the notable programs that the PNP-HRAO has undertaken through its "Human Rights - Based Policing Development Program" is the enhancement of the condition of custodial facilities or lock-up cells/jails in police stations PNP-wide. The National Capital Region Police Office (NCRPO), being the mirror and show window of the PNP, has exerted efforts, among other programs related to human rights, to manifest commitment to protecting and promoting the fundamental rights of the Person Under Police Custody (PUPC), formerly referred to as a detainee. Incidentally, almost its thirty-eight (38) police stations NCR-wide, despite the human rights programs, were still beset with problems in enhancing the condition of its lock-up cells/detention facilities. Consequently, the existing and present condition of lock-up cells, as well as the status of PUCPs, have been the causes of allegations of human rights violations against the PNP by the netizens in the social media and news reports in the tri-media.

The PNP, in mainstreaming human rights programs, has likewise anchored its basis on Article 10, International Covenant on Civil and Political Rights, which generally provides the international human rights standards of 'Rights of Prisoners, "All persons deprived of their liberty shall be treated with humanity and with respect for the inherent dignity of the human person. An accused person shall, save in exceptional circumstances, be segregated from convicted persons and subject to separate treatment appropriate to their status as unconvicted persons. Prisoners and detainees have the right to be free from personal and physical abuse; the right to have access to medical health services and rehabilitation programs; the right to be visited; the right to free legal services; the right to air grievances and complaints through proper authorities and, the right to exercise their religious beliefs. The 1987 Philippine Constitution under Section 19 [2], Article III, has conformably supported said covenant, which states that: "The employment of physical, psychological, or degrading punishment against any prisoner or detainee or the use of substandard or inadequate penal facilities under subhuman conditions shall be dealt with by law."

*Section 1 of the GENERAL ORDERS NUMBER DPL-07-20, dated December 30, 2007, provides for the PNP HR Desks (Activation of Police Human Rights Desks). As of August 2019, the NCRPO has specific mandates on PNP-HRBP under Letter of Instructions 55/07 ("PAMANA") dated December 7, 2007. LOI "PAMANA" serves as the blueprint for action on human rights, which the agency aims to accomplish to ensure the protection of the citizenry, including those under the custody of the police. Relatedly, promoting human rights is also one of the key result areas of the PNP Integrated Transformation Program (ITP) as the roadmap for a long-term and lasting reform in the PNP towards a more Capable, Effective, and Credible police force.*

Paillamilla and Pavlic (2023), the Chilean protests in October 2019 were the most extensive demonstrations in Chilean history,

leading to unparalleled levels of suppression and abuses of human rights. This study seeks to elucidate the factors influencing individuals' perceptions of human rights abuses during the outburst by emphasizing contextual and local characteristics. The study suggests that there is a correlation between engaging in protests, consuming media, feeling fearful of crime, and being close to violent protests and the belief that Chilean security forces routinely violated human rights during the period of unrest. Analyzing two indicators of perceptions of human rights abuses in a nationally representative poll conducted during the outburst confirms three out of five hypotheses through bivariate and multivariate analysis. Engaging in protests is directly linked to the belief that the police, but not the military forces, frequently violated human rights, partially supporting Hypothesis 1. Using media for political information was positively associated with the belief that the police, but not the military, frequently committed human rights violations. Hypothesis 3 is firmly disproved since a higher level of fear of crime correlates positively with the belief that both the police and the military forces often violated human rights during the turmoil. This statement opposes the common belief that individuals are ready to sacrifice human rights safeguards in return for crime prevention. Hypothesis 4 is confirmed since there is a strong correlation between the belief that security personnel frequently violated human rights and the occurrence of violent protests in the area during the turmoil. The results confirm that considering within-country variance and subnational elements is crucial for comprehending political attitudes and human rights attitudes.

Flores-Macias and Zarkin (2023) governments rely more on armies for law enforcement, although there needs to be more rigorous research on the impact of this trend on human rights. NGO and media reports indicate extensive military abuses, although isolated instances may not provide proof of systematic abuse. Using specific data, we analyze the impact of constabularization on human rights in Mexico

by studying military deployments and human rights complaints. The researchers discovered a 150% rise in complaints against federal security officers through matching and difference-in-difference tactics. Researchers utilized deployments for disaster-relief operations and complaints against non-security organizations to demonstrate that the rise in numbers is not a result of underlying conditions or increased reporting in the military's vicinity. The findings significantly affect our comprehension of democracy's quality and the democratic principles of citizen policing.

Gunawan, Haque, and Aidonjio (2023) International law, such as the Universal Declaration of Human Rights, plays a vital role in governing human rights. Conventions, customary international law, and other legal sources safeguard universal human rights. The Convention Against Torture is a specific legislation. The US has not adequately dealt with police violence against Black individuals. National oversight is necessary as state-level action is inadequate. Enhancing oversight of police conduct, offering additional academic instruction to officers, and enforcing penalties for misbehavior should be prioritized by top management and institutions. The Justice Department should also lessen the evidentiary requirements for prosecutions related to racial profiling and abuse of authority.

Kb, Shubin, & Khatri (2023) Police are the major source responsible for maintaining order in society and enforcing the law. Police have a crucial role in enforcing laws, protecting human rights, and ensuring that individuals are treated with respect throughout trials and punishment. The study analyzed the legal integrity of the police system, their commitment to promoting human rights, and the ability of officers to do their duties without violating rights or causing fatalities in custody. Suggestions were made for preventing violations and deaths in prison. In the future, police personnel at all levels will need to make a considerable effort to implement a commitment to human rights in their policing methods. The individuals will also require close collaboration

with national and local governments, international observers, scholars, and educational institutions.

Uddin (2022) finds it difficult to implement human rights practices in policing in Bangladesh due to the involvement of law enforcement agencies in many types of human rights crimes. This study employed a mixed-methods research technique to enhance understanding of human rights breaches in Bangladesh. The study analyzed data from 40 in-depth interviews and 350 valid survey responses. Thematic content analysis, factor analysis, correlation analysis, and regression analysis were employed to determine the primary factors that impact human rights violations by police. The research results showed that human rights abuses in law enforcement are affected by three main factors: corruption, a culture of impunity, and the militarization of policing. The correlation of these elements is dynamic and leads to human rights abuses in policing methods in Bangladesh. The essay proposes policy solutions such as demilitarizing and depoliticizing law enforcement organizations, ending the culture of impunity, and eliminating corruption. Significant political, social, legal, and institutional changes are necessary to implement these measures and advance the human rights movement.

Maheswara, et.al. (2022) The continuing actions taken by government officials in a nation to accomplish state objectives are significantly impacted by the role of human rights in governance. Nonetheless, it is indisputable that human rights are still being violated when public services are rendered. Owing to the significance of community-based human rights-based public services, they are frequently employed as a gauge of a governing regime's effectiveness. In order to achieve good governance, where accountability is one of the principles that must be satisfied in governance, there are criteria that have not been achieved, particularly in human rights-based services. It is envisaged that this study would provide insight into how human rights-based public services are implemented. This study on

human rights-based public services employs a qualitative descriptive methodology, which is characterized by research that characterizes the object of study in its current state in accordance with the circumstances surrounding the study's conduct. The Immigration Office Class II Non TPI Ponorogo has implemented human rights-based public services in compliance with the human rights-based public service standards outlined in the Regulation of the Minister of Law and Human Rights of the Republic of Indonesia Number 2 of 2022, based on the findings of the research.

Landman and Schwarz (2022) the creation and use of human rights indicators has advanced significantly over the past few decades, concomitant with the ongoing development of national, regional, and international human rights legislative frameworks. This chapter shows how human rights indicators can be used to gauge and comprehend the application of human rights. The text examines various approaches to measuring the evolving legal framework for human rights (de jure protection) and the variations in the actualization of individual rights (de facto realisation). Taken together, these approaches offer valuable insights into the ways in which human rights are implemented. Human rights examples that have made use of event-based, standards-based, survey-based, and new forms of data—such as those derived from earth observation and remote sensing, big data approaches, artificial intelligence and machine learning—are used throughout the chapter to demonstrate these various measurement strategies. A review of the remaining gaps in this field of study and their implications for future research are included in the conclusion.

Jarvis (2022) the UN system as a whole has actively stressed the important connection between eventual atrocity crime outbreaks and abuses of human rights. Nonetheless, there hasn't been much investigation into how the R2P norm and human rights interact in actual UN Security Council procedures and discussions. In response,

the article traces how the shift in the R2P to an atrocity prevention focus has led to increased applicatory contestation over the push to deepen the connection between human rights and threats to international peace and security. This is done by building on constructivist research into norm robustness. The essay emphasizes two opposing ideological frames that now divide the Security Council's approach to atrocity prevention. It is based on an exhaustive review of meeting records of the UN Security Council as well as three case studies. The possibility for effective atrocity prevention interventions has been severely limited as a result of this separation, which has highlighted a critical divergence between the work of the Security Council and other UN institutions, such as the Human Rights Council. Therefore, the R2P norm's effectiveness as a preventive measure will continue to be severely constrained in the absence of a greater link to human rights in the threat detection process. As a result, the paper also advances our knowledge of the crucial role that changing institutional norms and practices play in governmental initiatives to both limit and modify human protection standards.

Singh (2022) states that the police are the first line of law enforcement and are responsible for initiating the criminal justice process, playing a crucial role in maintaining peace and order. The police are crucial as state representatives in maintaining public trust in the rule of law and internal security. Exposure to police corruption or its perceived prevalence can lead to a breakdown in public confidence and community ties with the police force. The police's lack of credibility also undermines the government's legitimacy. In communities with violent divisions or states experiencing armed conflict, negative public attitudes toward the police and administration are especially concerning. The essay discusses the primary reasons and outcomes of police corruption in challenging situations to present several prevention tactics to address it and rebuild public trust in law enforcement and administration. The article proposes that implementing a comprehensive anticorruption

strategy, as opposed to a sequential one, can enhance awareness, offer higher salaries to discourage minor corruption, establish autonomous anticorruption bodies, and regularly rotate police officers to boost their integrity and loyalty to the nation. Implementing diverse preventative methods is crucial for a police force dealing with a deeply divided community to maintain public backing and discourage backing for armed anti-governmental factions.

Weibelhaus-Brahm, et.al. (2022) Research on human rights compliance disregards advice from domestic bodies and national human rights authorities. Specifically, not enough research has been done on how interim truth commissions' recommendations are put into practice. To close this gap, we employ information from Skaar et al. (Citation2022a). on quantify state compliance, we specifically employ multilevel ordered logistic regression on data on the application of recommendations from 11 Latin American truth commissions. We discover that when truth commissions make a large number of recommendations, compliance is lower. Implementation of advice with a backward look is less common. On the other hand, suggestions for legal reform are more likely to be carried out. Lastly, factors that are frequently linked to the effectiveness of truth commissions, like the type of transition and the strength of civil society, are not important. By doing this, we improve our knowledge of human rights compliance and provide guidelines for truth commissions on how to formulate their recommendations in order to get the most possible impact.

US Department of State (2022) the Philippines is a constitutional republic with a bicameral legislature headed by President Ferdinand Marcos Jr. The country's national police and armed forces handle terrorist and counterinsurgency operations together. Local politicians wield substantial control over local police units, such as appointing senior officers and allocating funding. Reports have surfaced regarding human rights violations such as

extrajudicial killings, enforced disappearances, torture, severe jail conditions, unjustified detention, and privacy infringements. The government has encountered limitations on freedom of expression and media, high-level corruption, and constraints on domestic human rights organizations. Concerns regarding police impunity continue due to ongoing reports of extrajudicial executions by police. Corruption threatens security personnel, civilian officials, and influential economic and commercial players. Terrorist organizations persist in launching assaults on government security forces and civilians, causing displacement and fatalities among both groups. Terrorist groups also participate in abductions, bombings, beheadings, and illegal enlistment of underage soldiers.

Abas (2022) the core tenets of human rights, such as freedom of religion, conscience, and thought, also imply that all persons are created equal and have inherent rights. Contributors are those who, as family members, develop distinctive companies within society. By talking about 539 BC, we can better comprehend the victory against Babylon. People's lives took on a new dimension when Cyrus set free all the slaves of war, allowing them to travel anywhere they wished. Given that people at the period had no idea of human liberty or other rights, it was a tremendous move to give them special attention. It appears to be challenging to identify all fundamental rights when considering human rights because of the influence of both secular and Islamic legal frameworks. Each and every citizen of Pakistan is entitled to the freedom of speech, thought, and belief. These are the essential liberties protected by the 1956, 1962, and 1973 constitutions. Protecting the rights of others became the main objective of those constitutions. Pakistan has a human rights commission of its own. This study's main objective is to evaluate Pakistan's judicial implementation of international human rights. Each and every person is born free and entitled to the same rights, according to the fundamental principles of human rights, which also include freedom of religion, conscience, and

thought. Contributors are people who, as family members, establish distinctive companies within society. We comprehend the victory over Babylon better when we talk about 539 BC. Cyrus freed all the slaves of war, giving them the freedom to travel anywhere they wished. This was a completely new experience for the people. He gave liberty and other human rights a high priority, which at the time was unusual because no one had such an idea.

Nazarchuk (2022) A key component of legal science that impacts people's security and safety inside the state is the preservation of human rights. Limited consideration is given to the state and challenges of implementing human rights protection under all circumstances. International humanitarian law upholds the protection of human rights, shielding people from the negative effects of war. The framework of international legal measures intended to strengthen interstate cooperation contains the mechanism for observing and implementing these principles. Human rights are essential for social growth, state structure, and the interactions between the state and society. They are not only a tool for individual protection.

Huda, Suwandi, and Rofia (2022) Human rights abuses have happened in Indonesia under the New Order, Old Order, and during the present reform period. There have been other examples of egregious human rights breaches in Indonesia that have not yet been resolved. The author wishes to bring up the case of Paniai Papua's human rights as one of the egregious cases of human rights violations that have not yet been settled. From the standpoint of the notion of legal efficacy, this study focuses on how the state is implementing its duty to protect, respect, and fulfill human rights in the situation of Paniai human rights violations. This study's research methodology, known as the juridical-normative approach, looks at the law from both formal and historical perspectives. The data source for this study is secondary data, which is information gathered from a variety of reading sources about the issue under study and acquired through library resources. This work uses a

qualitative descriptive analysis as its research method. This paper's conclusion is that the state, as the possessor of the highest sovereignty, must implement the duty to uphold, defend, and fulfill human rights by enacting laws and rules pertaining to such rights as well as the Human Rights Court. Despite the existence of human rights laws and regulations as well as the human rights court, the state's implementation of its responsibility to respect, protect, and fulfill cases of gross human rights violations in Paniai has not been deemed effective to date because the case has not been resolved by taking into account the factors that can be used to measure whether a law is effective or not.

Amnesty International (2021) states that police using excessive force illegally can lead to fatalities, harm, and destruction, frequently resulting in the violation of individuals' right to life. International rules and standards, such as the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials (BPUFF), require that police only resort to lethal force when it is essential to defend themselves or others from immediate threats of death or severe harm. If the evidence shows that the killing was illegal, the police officer in question should face criminal prosecution. Amnesty International has found that police officers who unlawfully harm individuals may avoid punishment by intimidating the judiciary, witnesses, or survivors or through rules that grant police immunity or impede justice. Amnesty International's principles recommend that law enforcement's use of force and guns should be carefully regulated, prioritize the "protect-life" concept, and hold accountable those involved through fair trials.

Martin (2021) the article explores the human rights paradigm in the working lives of junior officers, highlighting its reshaping and repurposing in response to formal legal norms, organizational cues, police culture, and officers' values and experiences. The rights paradigm extends beyond legal concepts and becomes imbued with non-legal features from officers'

daily lives, such as their need for meaning, coherency, and self-esteem. This diversity of ideas and deviations from strict legalese may explain why officers are still willing to talk about human rights to make sense of policing two decades after landmark reforms. The sustained presence of a well-informed and lively rights discourse in this case study raises questions about how the same rights paradigm has fared in other societies with distinct cultures, histories, and experiences of policing.

Murray (2020) When a state is determined to have violated human rights, it is that state that must offer the necessary remedies. The supranational body refers its decision regarding a breach of human rights to that state. The legislative, the executive branch (which includes a wide range of ministries and departments), and the judicial branch—which includes tribunals and administrative bodies—compose the state, which is not a single institution. One, many, or all of these actors may be involved, depending on the kind of reparations that are mandated. Implementation is a multifaceted process, and whether implementation and ultimately compliance occurs can be explained, at least in part, by the regulatory, practical, and technical processes in place to respond to those supranational decisions. Findings from a three-year research project tracking the mechanics of what happens in practice at the national level after decisions from UN treaty bodies and the regional human rights commissions and courts are adopted. This article aims to analyze the notion of "political will" by looking at the roles played by various state actors as well as the processes used to carry out and adhere to reparations on a national scale. Finally, we offer some further insights on how litigants, states, and supranational organizations themselves can modify their approaches accordingly.

Risnain (2020) Human rights violations against natural resources in a region affect more than just the erosion of the most basic human rights; more significantly, they protect the region's

reputation from being associated with human rights violators, which deters investment and reduces tourism. Consequently, it is considerably more important to continue preventing human rights violations in the regions than it is to tolerate them when they do occur. Establishing strong cooperation (synergy) between stakeholders, such as local governments, communities, NGOs, community leaders, traditional leaders, and religious leaders, is one of the keys to preventing human rights violations in the regions. This prevents human rights violations based on human rights violations. Using the values of wisdom mechanism for dispute settlement has advantages because it incorporates elements of restorative justice, which offer justice and legal certainty as well as benefits to society and the state, in addition to offenders and victims of human rights violations. Preventing natural-based human rights violations can be started with district/city-friendly human rights policies and regional human rights action plans. Human rights breaches can be committed through the employment of settlement mechanisms founded on regionally held local wisdom, such as the SASAMBO tradition settlement in NTB, which can be employed as a backup plan in the event that further human rights abuses occur. Therefore, it is imperative to reform Law No. 39 of 1999 on abuses of human rights by incorporating a mechanism for resolving such violations based on regional institutions or local knowledge.

Meier et.al. (2020) The basic significance of monitoring and review processes to evaluate the use of human rights to improve public health is examined in this paper. The expanding roles of human rights monitoring demonstrate the variety of national, regional, and global review systems that offer oversight to promote the achievement of health-related human rights, in recognition of monitoring and review as essential to human rights responsibility. Despite the fact that these mechanisms frequently lack judicial authority and that their recommendations are advisory rather than legally binding, the interpretive function these review procedures are assigned has given

legitimacy to their health-related recommendations in terms of elucidating human rights treaty provisions and assessing state attempts to fulfill treaty obligations. Monitoring organizations can support human rights accountability for public health promotion and operationalize public health data to put pressure on governments to implement rights by evaluating the application of international human rights law through national practice.

Ruslan, et.al. (2020) Every nation in the globe is at the core of human rights violations since they stem from powerful groups' dominance over the weak, as well as from other factors like ignorance, a lack of law enforcement, etc. The same is true in the field of education, which by studying history should be a focal point for comprehension and knowledge of human rights. Nevertheless, academic settings like schools and universities are frequently the source of violations of human rights. The goal of the study is to examine how human rights principles are applied in historical research. While a document or documentary study instrument is used as the data collection methodology, the study employs a qualitative method with a library research strategy. These results imply that students' behavior that exemplifies the qualities of human awareness has been influenced by their study of history. Human rights principles, such as equality and the prohibition against discrimination (nondiscrimination), are evident in pupils both within and outside of the classroom once the historical learning process is complete. Therefore, studying history alone has a big impact on pupils in terms of fostering cooperation, tolerance, and respect for one another's opinions, among other things. The article's conclusion is that learning effectiveness must be maximized in order for students to be able to fully examine and comprehend the human rights that are mirrored in every historical event. This will allow students to live both nationally and internationally.

The Philippine Human Rights Situationer (2020) the Philippine government has continually

focused on its human rights obligations and interactions with stakeholders and the global community. The government under President Duterte is dedicated to addressing the issue of illegal drugs by the country's laws and international commitments. The government's anti-drug campaign strives to promote peace, security, and development for the Filipino people while upholding human rights. The government has enforced a strict policy of zero tolerance for abuses and violations of human rights, particularly within the anti-drug campaign. The indictment of Philippine National Police Chief Oscar Albayalde and 13 Pampanga police officials for breaching Republic Act 3019 on Anti-Graft and Corruption Practices demonstrates the legal system's effectiveness. The Senate investigation of the drug-recycling case in October 2019 reinforces a robust democracy with oversight and accountability among governmental divisions. 79% of adult Filipinos are satisfied with the government's anti-drug program, indicating significant public support. The Court of Appeals dismissed charges of retribution against Karapatan et al., citing that the evidence provided did not meet the standard required to prove that the petitioners' rights to life, liberty, security, and privacy were violated or at risk.

Heupel (2019) looks at the procedures for holding nations and international organizations accountable for violating human rights outside of their borders. I create and research a technique that I refer to as "indirect accountability." Since nations and international organizations are typically shielded from direct accountability claims, accountability fora engaged in extraterritorial human rights breaches do not directly hold them accountable in indirect accountability interactions. As an alternative, they indirectly hold them accountable by addressing accountability claims to a party that has been implicated, with the expectation that the third party will upload the allegations to the government or an international agency. I first conceptualize the mechanism and its scope requirements, then I use the deductive process

tracing approach to examine the mechanism's potential through two quick qualitative case studies. In the backdrop of widespread surveillance, the first case study tracks attempts to subtly hold the US accountable for infringing on the privacy rights of foreign nationals. The second case study documents efforts to subtly hold the UN Security Council responsible for allegedly depriving terror suspects on a blacklist of their right to a fair trial. The mechanism is supported by both case studies.

Zero, O. et al. (2019) In order to assist undocumented people seeking legal status in the US, the Brown Human Rights Asylum Clinic (BHRAC), an organization led by medical students and affiliated with Physicians for Human Rights, works with attorneys, community organizations, and mental health and medical professionals to offer pro bono medical affidavits. Better legal outcomes can result from affidavits that support and validate the physical and psychological evidence of trauma claimed by asylum applicants. This article includes demographics and statistics from our previous seven years of operation, along with details on our creative program, partnerships, and process. With the majority of its 55 medical assessments performed since its establishment in 2013, BHRAC has worked with Spanish-speaking female clients who identify as from Guatemala, El Salvador, and the Dominican Republic. Thirteen people have received legal status, one person has had status denied, and the remaining cases are still ongoing. Affidavit requests to BHRAC have increased significantly. This manuscript functions as an appeal for medical practitioners to get engaged in this endeavor.

Carro (2019) in order to determine how much and why two United Nations human rights mechanisms—the Universal Periodic Review (UPR) and the state reporting procedure of the treaty bodies—are thought to be able to promote human rights compliance, this article puts out and uses a model. It accomplishes this by identifying a set of objectives that these organizations may be

able to meet—producing pressure, promoting education, giving a precise picture of how well states are performing, and offering workable recommendations and determining the degree to which achieving these objectives is thought to make human rights compliance easier. It comes to the conclusion that states receiving learning opportunities and a precise picture of their internal circumstances is where the treaty bodies are thought to be strongest. On the other hand, the UPR is thought to be very effective at exerting public and peer pressure on states. This article presents a theoretical analysis of how, in some situations, the three main schools of thought on compliance—management, constructivism, and enforcement all provide plausible explanations for why states have performed poorly in putting human rights recommendations into practice. Notably, the enforcement school has performed relatively better than the other two. Forty semi-structured interviews and an online survey were used to gather data.

The researcher, a dedicated Police Officer, has been actively involved in the implementation of Philippine National Police (PNP) programs specifically aimed at addressing human rights violations. His role has given him firsthand experience in the operational challenges and gaps in current procedures, allowing him to witness both the strengths and areas for improvement in PNP services. His consistent engagement in these critical programs has sparked a deeper interest in understanding the nuances of human rights protection, particularly within the context of law enforcement. This professional exposure has fueled his desire to seek out innovative solutions that will enhance the efficiency and impact of PNP programs on human rights.

Motivated by his field experience, the researcher has chosen to pursue further studies with the goal of developing an actionable plan that will lead to the improvement of PNP services. His academic research will delve into the practical aspects of law enforcement and human rights

protection. By combining his on-the-ground experience with a research-based approach, he intends to contribute not only to the advancement of the PNP but also to the broader mission of safeguarding human rights in the Philippines.

### **Theoretical / Conceptual Framework**

This study will be anchored on the Article 2 Sec. 11 of the 1987 Constitution and enactment of Republic Act 9745 (Anti-Torture Act of 2009), R.A. 10353 (The Anti – Enforced Disappearance Law), all institutions in the country maintaining jails and detention facilities are mandated to submit an inventory on places of detention to the CHR. The PNP-NCRPO through its Regional, District and Station Police Human Rights Desk have already been complying with this mandate. Complementary to this, is in international level where in the international principle in pretrial detention which was made clear during 8th U.N. Congress on the Prevention of Crime and Treatment of Offenders in 1990 reiterates that [p]retrial detention may be ordered only if there are reasonable grounds to believe that the persons concerned have been involved in the commission of the alleged offences and there is a danger of their absconding or committing further serious offences, or a danger that the course of justice will be seriously interfered with if they are let free

### **Research Framework**

Figure 1 is the research paradigm of this study. The 1<sup>st</sup> rectangular shapes represents the demographic profile of respondents in terms of age, sex, civil status, and years in service.

The first rectangular shape inside the big box are the control of human rights violation in terms of the operations, investigations, checkpoint, arrest and seizures, and Lock-up jail. The second are the implementation of prevention of human rights violation in terms of Police Training Programs; Policies and Protocols; Accountability Mechanisms; Public Awareness Campaign; and Resource Allocation

The significant difference and in the assessment of respondents represents the dotted lines. While the arrow on the opposite direction represents the significant relationship in the assessment of respondents between the control of

human rights and the implementation of prevention of human rights violation .

The ultimate objective of this study is to come up with a proposed action plan.

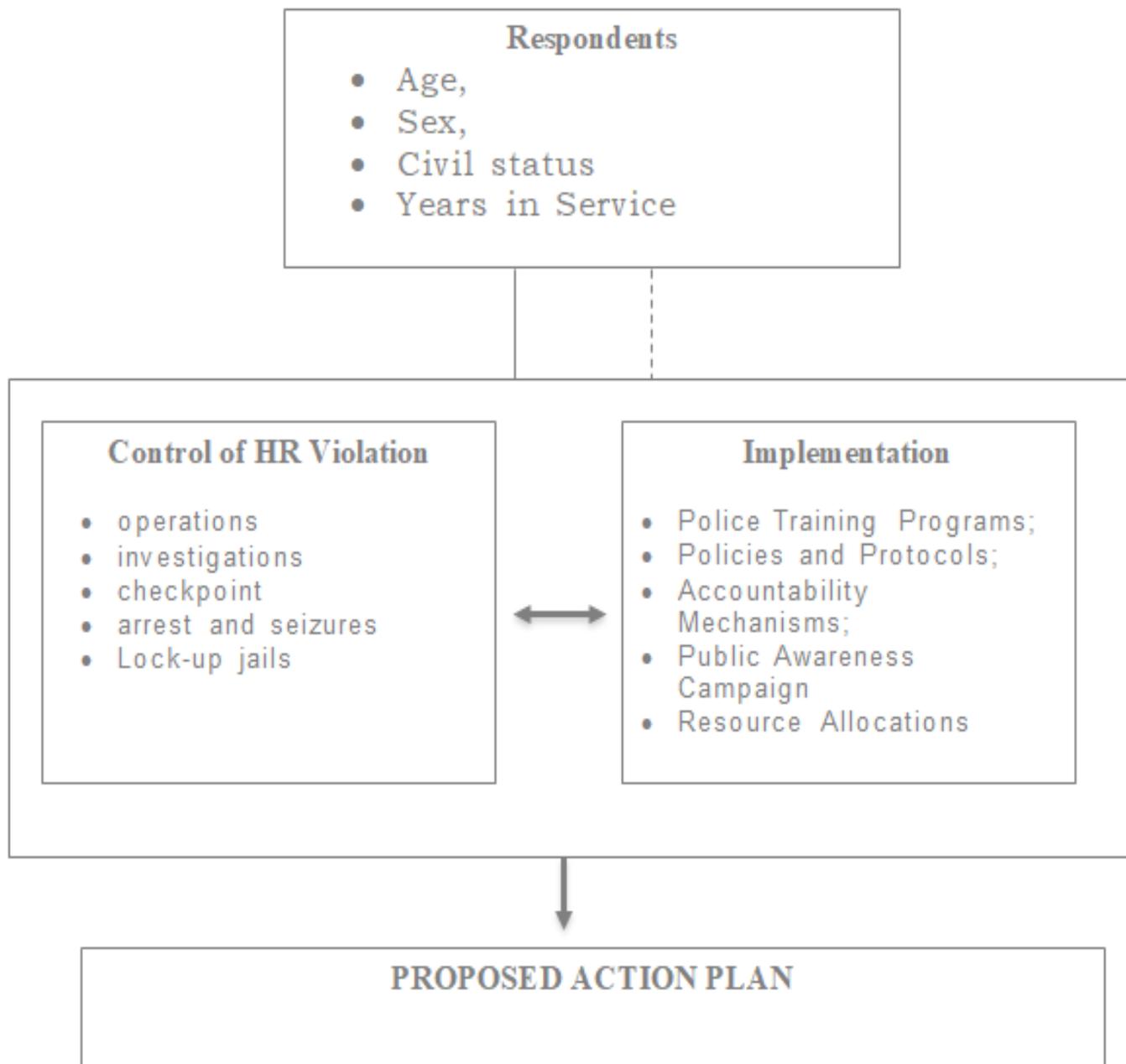


Figure 1. Research Paradigm

**Statement of the Problem**

This study assessed the control and implementation prevention programs for human rights violation of PNP personnel. Specifically, it answered the following questions:

1. What is the demographic profile of respondents in terms of the following:

1.1 age,

1.2 sex, and

1.3 years in service?

2. What is the assessment of the respondents on the control of human rights violation in terms of the following:

2.1 operations,

2.2 investigations,

2.3 checkpoint,

2.4 arrest and seizures, and

2.5 Lock-up jails?

3. Is there significant difference in the assessment of the respondents on the control of human rights when their profile is taken as test factor?

4. What is the assessment of the respondents on the implementation prevention programs for human rights violation in terms of the following:

4.1 Police Training Programs;

4.2 Policies and Protocols;

4.3 Accountability Mechanisms;

4.4 Public Awareness Campaign; and

4.5 Resource Allocations?

5. Is there significant difference in the assessment of the respondents on the implementation prevention programs for human rights violation when their profile is taken as test factor?

6. Is there significant relationship in the assessment of respondents between control and the prevention and implementation of human rights violations.

7. Based on the results of the study what inputs to an action plan can be proposed?

### Research Hypotheses

There is no significant difference in the assessment of the respondents on the control of human rights when their profile is taken as test factor.

There is no significant difference in the assessment of the respondents on the implementation of prevention program of human rights violation when their profile is taken as test factor.

There is no significant relationship in the assessment of respondents between control and the implementation of prevention programs for human rights violation

### Scope and Delimitation of the Study

This study was conducted at the National Capital Region Police Office (NCRPO), Taguig City. The PNP personnel assigned at the NCRP for at least two (2) years were the respondents in this study. Further, said PNP personnel are those who engaged in the implementation of the program on Human Rights Violation.

### Significance of the Study

The results of this study would be very crucial and of great significance to the following stakeholders:

**The Regional Police Human Desk – NCRPO.** The Regional Police Human Rights Desk – NCRPO will benefit from the findings of this study by gaining insights and actionable strategies to enhance their human rights observance and policing practices, ultimately leading to improved community relations and increased public trust.

**Person Under the Custody of the Police.** Persons Under the Custody of the Police will greatly benefit from this study as it aims to improve their living conditions, safety, healthcare, and overall rights protection, leading to more humane and just treatment within the justice system.

**National Police Commission.** The National Police Commission will benefit from this study by receiving comprehensive evaluations and recommendations for rights-based policing improvements, enhancing oversight effectiveness and policy development for police conduct nationwide.

**Commission on Human Rights.** The Commission on Human Rights will benefit from this study by obtaining detailed insights into the current state of human rights observance within the police force, aiding in formulating more targeted interventions and policy recommendations.

**Local Government Unit.** The Local Government Units will benefit from this study by gaining valuable insights into effective human rights practices within policing, which can guide the development of local policies and initiatives for better community safety and justice.

**Future Researchers.** The future researchers will benefit from this study by having a comprehensive reference on human rights in law enforcement, providing a foundation for further studies and advancements in rights-based policing methodologies.

### Definition of Terms

The following terms and phrases are operationally defined:

**Operations,** refers to the systematic activities carried out by law enforcement and related agencies to maintain public order, enforce laws, and protect human rights, ensuring adherence to national and international standards

**Investigations,** the process of systematically collecting, analyzing, and documenting evidence to determine whether human rights violations have occurred, identify responsible parties, and take appropriate legal action.

**Checkpoint,** a designated location where law enforcement personnel monitor, inspect, and control the movement of individuals and vehicles to prevent the commission of crimes and ensure compliance with laws, including those related to human rights

**Arrest and seizures,** The lawful detention of individuals suspected of violating laws, conducted in a manner that respects human

dignity and rights, accompanied by the seizure of property or evidence.

**Lock-up jails,** refers to the temporary detention facilities where individuals who have been arrested are held while awaiting charges or legal proceedings. These must operate under strict regulations that protect detainees' basic human rights, such as safety, health, and legal access

**Control of human rights,** the oversight and enforcement of policies, procedures, and actions taken to ensure that individuals' fundamental rights are not violated during police or state operations

**implementation of prevention of human rights violation.** Refers to the systematic application of strategies, regulations, and procedures designed to prevent the occurrence of human rights violations, including oversight mechanisms, monitoring, and proactive policies

**Police Training Program.** Structured educational and practical programs designed to educate law enforcement officers on the principles of human rights, ethical conduct, and the appropriate use of force, as well as their legal responsibilities in safeguarding human rights

**Policies and Protocols.** Specific, formalized procedures or guidelines that detail the exact steps to be followed in specific situations to implement policies. Protocols ensure that actions are carried out in a standardized manner, providing clear instructions on how to respond to certain events or challenges.

**Accountability Mechanisms,** it is the systems and procedures established to ensure that law enforcement and government agencies are held responsible for any actions that result in human rights violations, including independent investigations, disciplinary actions, and legal consequences.

**Public Awareness Campaign.** The efforts aimed at educating and informing the general public about human rights issues, the importance of preventing violations, and the roles

of both citizens and authorities in protecting human rights

**Resource Allocations.** The distribution of financial, human, and material resources to programs, initiatives, and agencies tasked with the prevention of human rights violations and the enforcement of human rights protections. Proper allocation ensures the effective functioning of preventive measures and legal enforcement

## Methodology

### Research Design

The researcher utilized the evaluation survey research design. Creswell, John W. and J. David, Creswell. 2018, explain that evaluation research study is a “process used to determine and identify the purpose of the survey research and accordingly, the primary purpose is to answer questions about variables of interest to the researcher. Since the main objective of the study is to assess by the two groups of respondents the control of human rights violation in terms of operations, investigations, checkpoint, arrest and seizures, and Lock-up jails. Further, on the implementation of prevention of human rights violation in terms of the police training programs, policies and protocols, accountability mechanisms, Public Awareness Campaign, and resource allocations

This study was conducted at the National Capital Region Police Office (NCRPO), Taguig City. The PNP personnel assigned at the NCRP for at least two (2) years were be the respondents employed in this study. Further, said PNP personnel are those who engaged in the implementation of the program on Human Rights Violation.

This study is generally quantitative. Quantitative descriptive research design describes an event or defines a set of attitudes, opinions, or behaviors that are observed or measured at a given time and environment (Creswell, John W. and J. David, Creswell, 2018). This design employed to gather information from the respondents on the assessment by the two groups of respondents the

control of human rights violation in terms of operations, investigations, checkpoint, arrest and seizures, and Lock-up jails. Further, the implementation of prevention of human rights violation in terms of the police training programs, policies and protocols, accountability mechanisms, Public Awareness Campaign, and resource allocation.

### Research Locale

The locale of the study was at National Capital Region Police Office, Taguig City. The PNP personnel assigned at NCRPO assessed the control of human rights violation in terms of operations, investigations, checkpoint, arrest and seizures, and Lock-up jails. Further, on the implementation of prevention of human rights violation in terms of the police training programs, policies and protocols, accountability mechanisms, Public Awareness Campaign, and resource allocations

### Population, Sample, and Sampling Technique

The population and sampling procedure (Babbie, 2015; & Fowler, 2014 cited by Creswell, John W. and J. David, Creswell, 2018) provide for the essential aspects of the population and sample describe in a research plan. 120 PNP personnel assigned at the NCRP for at least two (2) years employed as respondents in this study

### Research Instrument

As part of the data collection, the researcher’s made a survey questionnaire assessed by the respondents was the control of human rights violation in terms of operations, investigations, checkpoint, arrest and seizures, and Lock-up jails. Further, on the implementation of prevention of human rights violation in terms of the police training programs, policies and protocols, accountability mechanisms, Public Awareness Campaign, and resource allocations

An introductory letter to the respondents was likewise prepared, requesting them to answer all the items needed to completely gather the data required. The letter will also explain the objective of the study to the respondents. The main body

of the survey questionnaire was consist of the variables and indicators/statements concerning the the assessment of respondents on the control of human rights violation in terms of operations, investigations, checkpoint, arrest and seizures, and Lock-up jails. Further, on the implementation of prevention of human rights violation in terms of the police training programs, policies and protocols, accountability mechanisms, Public Awareness Campaign, and resource allocations.

The following rating scales was used by the respondents in their assessments:

| <u>Scale</u> | <u>Range</u> | <u>Degree</u>          |
|--------------|--------------|------------------------|
| 4            | 3.51-4.00    | Strongly Agree (SA)    |
| 3            | 2.51-3.50    | Moderately Agree (MA)  |
| 2            | 1.51-2.50    | Disagree (DA)          |
| 1            | 1.00-1.50    | Strongly Disagree (SD) |

**Data Gathering Procedure**

In the gathering of data, the researcher initially wrote a letter to the Chief of NCRPO. The respective approval of those personnel in charge is extremely necessary. After their respective approval, the questionnaires was distributed and retrieved from selected respondents by the researcher.

Upon the distribution of the questionnaires to the individual respondents, the researcher may made some explanations to the participants on the objective of the study as well as how they would fill up the same. Thereafter, the respondents was given a week to complete the questionnaire and send it back to the researcher. After a week, the researcher made personal calls or messages for follow-ups to the different locations where the respondents are having their respective offices to

retrieve the filled-up survey instruments.

**Statistical Treatment of Date**

The collected data were tallied, classified, and tabulated. Listed in the columns are the responses per item of the questionnaire and the rows representing the respondents. Data responses coming from the respondents were considered for statistical analysis using the following statistical tools.

**Weighted Mean.** The weighted mean scores will be computed to measure the assessment of the respondents. To obtain the weighted mean scores, the computed weighted mean scores on control of human rights violation and the implementation of prevention of human rights violation was interpreted using the following scales:

| <u>Scale</u> | <u>Range</u> | <u>Degree</u>          |
|--------------|--------------|------------------------|
| 4            | 3.51-4.00    | Strongly Agree (SA)    |
| 3            | 2.51-3.50    | Agree (A)              |
| 2            | 1.51-2.50    | Disagree (D)           |
| 1            | 1.00-1.50    | Strongly Disagree (SD) |

**ANOVA.** To test the hypotheses of no significant difference in the assessment of the PNP personnel respondents, the Analysis of Variance (ANOVA) was utilized.

Pearson r for the significant relationship in the assessment of respondents between the control of human rights violation and the implementation of prevention of human rights violation.

**Ethical Considerations**

In conducting this study, the researcher ensured that several ethical considerations were carefully observed to protect the rights and

welfare of the respondents. First, the respondents were fully briefed on the purpose of the research. They were provided with a clear explanation of the study’s objectives, the scope of the investigation, and how their participation would contribute to the overall research. This step ensured that respondents were well-informed before agreeing to take part in the study.

Second, it was made explicitly clear to all respondents that their participation was entirely voluntary. There was no pressure or obligation to participate, and respondents were free to withdraw from the study at any point without any negative consequences. This voluntary aspect helped ensure that all data collected was from individuals who chose to contribute freely.

Third, the researcher took care to describe the data collection and analysis procedures clearly to the respondents. This transparency ensured that they understood exactly what they would be asked to do, how their data would be collected, and how it would be analyzed. By clarifying the process, the researcher aimed to make participants feel comfortable and knowledgeable about their role in the research.

Additionally, respondents were provided with consent forms to fill out prior to their participation. These forms detailed the purpose of the study, the voluntary nature of participation, the confidentiality measures in place, and the right to withdraw. Signing the consent form indicated that

the respondents had been informed of their rights and agreed to participate under those conditions.

Finally, the confidentiality and anonymity of the respondents were strictly maintained throughout the study. Any personal information collected was kept secure, and no identifying details were shared in the analysis or final report. By protecting their anonymity, the researcher ensured that the respondents' privacy was respected and that their personal data remained confidential. These ethical practices were vital in fostering trust between the researcher and the participants and upholding the integrity of the study.

**Results and Analysis**

This section presents the analysis and interpretation of data gathered in the study. It involves the examination and interpretation of the collected data to uncover patterns, trends, and insights related to the research objectives and questions. It focuses on presenting and analyzing the data in a systematic and organized manner, using appropriate statistical techniques and qualitative methods as applicable.

**1. On The Demographic Profile Of Respondents In Terms of Age, Sex, And Years In Service**

Table 1 presents Frequency and Percentage Distribution on the

Demographic Profile of Respondents

**Table 1 Frequency and Percentage Distribution on the Demographic Profile of Respondents**

| Variable         | Category | Frequency | Percentage |
|------------------|----------|-----------|------------|
| Age              | 25-35    | 12        | 10.0%      |
|                  | 36-45    | 49        | 40.8%      |
|                  | 46-55    | 28        | 23.3%      |
|                  | 56 above | 31        | 25.8%      |
| Sex              | Male     | 69        | 57.5%      |
|                  | Female   | 51        | 42.5%      |
| Years in service | 1-5      | 25        | 20.8%      |
|                  | 6-10     | 36        | 30.0%      |
|                  | 11-15    | 35        | 29.2%      |
|                  | 16 above | 24        | 20.0%      |

The demographic profile of respondents provides valuable insights into the composition of the sample group, highlighting key characteristics such as age, sex, and years in service. In terms of age distribution, the largest proportion of respondents, 40.8%, fall within the 36–45 age bracket, indicating that mid-career individuals constitute the majority of the sample. This is followed by the 46–55 age group, which represents 23.3%, and the 56 and above category, accounting for 25.8%. The smallest group comprises individuals aged 25–35, making up only 10.0% of the total respondents. These figures suggest that the sample is predominantly composed of mature professionals with significant experience, while younger individuals are underrepresented.

The sex distribution of the respondents reveals a slight male dominance, with 57.5% of the participants being male and 42.5% being female. This disparity may reflect gender trends in the specific field or organizational setting under study. The near parity between sexes, however, suggests that both genders are fairly well represented, allowing for balanced perspectives in the findings.

With respect to years of service, the majority of respondents, 30.0%, have been in service for 6–10 years, followed closely by those with 11–15 years of experience, who constitute 29.2% of the group. Respondents with 1–5 years of service make up 20.8%, while those with over 16 years of service account for 20.0%. This distribution indicates a diverse range of professional experience within the sample, with a balanced representation

across varying levels of tenure. The relatively even spread of years in service suggests that the study captures a comprehensive view of individuals at different stages in their careers.

Overall, the demographic data reflect a diverse respondent pool in terms of age, gender, and professional experience, with a notable prevalence of mid-career professionals. This composition provides a robust foundation for analyzing the variables under investigation and ensures that the perspectives captured are representative of a broad spectrum of individuals within the study's context.

## 2. Onthe Assessment Of The Respondents On The Control Of Human Rights Violation In Terms Of The Operations, Investigations, Checkpoint, Arrest And Seizures, And Lock-Up Jails.

Table 2 presents the Assessment of the Respondents on the Control of Human Rights Violation in Terms of Operations

The assessment of respondents on the control of human rights violations in terms of police operations reveals insightful data on operational practices and adherence to human rights standards. The overall mean score of 2.873 with a standard deviation of 0.3991 indicates that respondents generally agree that human rights violations are controlled during police operations. This consistent agreement across indicators suggests that the operational framework employed by the police upholds a satisfactory level of human rights respect and control.

**Table 2: Assessment of the Respondents on the Control of Human Rights Violation in Terms of Operations**

| Operations  | Weighted Mean | Standard Deviation | Qualitative Description | Verbal Interpretation |
|---|---------------|--------------------|-------------------------|-----------------------|
| Police operations are carried out while upholding the dignity and rights of every suspect involved. | 2.76          | .745               | Agree                   | Controlled            |

|   |       |       |       |            |
|---|-------|-------|-------|------------|
| Clear guidelines are followed to avoid human rights violations during police operations.                            | 2.50  | .789  | Agree | Controlled |
| The use of force is always proportional, lawful, and the last resort in all police interventions.                   | 3.25  | .638  | Agree | Controlled |
| Police officers understand and respect diversity and non-discrimination in their operations.                        | 2.79  | .869  | Agree | Controlled |
| During police operations, body cams and other recording devices are used appropriately to guarantee accountability. | 3.07  | .950  | Agree | Controlled |
| Overall Mean  | 2.873 | .3991 | Agree | Controlled |

*Legend: 3.51 – 4.00 (Strongly Agree-Highly Controlled); 2.51 – 3.50 (Agree- Controlled); 1.51 – 2.50 (Disagree-Slightly Controlled); 1.0-1.50 (Strongly Disagree-Not Controlled)*

Among the specific indicators, the highest weighted mean score of 3.25, with a standard deviation of 0.638, pertains to the proportional, lawful, and restrained use of force as a last resort in police interventions. This finding underscores the strong adherence to international policing principles, ensuring that the use of force is controlled and justified. It reflects positively on the operational guidelines and training provided to police officers to minimize excessive or unwarranted force.

On the other hand, the lowest weighted mean score of 2.50, with a standard deviation of 0.789, is observed in the adherence to clear guidelines designed to avoid human rights violations during police operations. While this score still falls within the "Agree-Controlled" category, it highlights an area that could benefit from further reinforcement. The relatively higher standard deviation suggests some variability in perceptions among respondents, potentially pointing to inconsistencies in the application of these guidelines.

Other notable findings include the use of body cameras and other recording devices during operations, which received a weighted mean of 3.07 and a standard deviation of 0.950. This score reflects respondents' agreement on the appropriate usage of accountability tools, an important measure for ensuring transparency and safeguarding against potential violations. However, the high standard deviation indicates diverse opinions, possibly influenced by varying levels of implementation or awareness regarding these technologies.

The indicator on respecting diversity and non-discrimination in police operations scored a weighted mean of 2.79 with a standard deviation of 0.869, aligning with the overall perception of controlled human rights violations. Similarly, upholding dignity and rights of suspects during operations received a mean of 2.76 with a standard deviation of 0.745, signifying positive but slightly lower agreement levels.

In summary, the findings suggest that police operations are generally conducted in a

manner that controls human rights violations, with the strongest performance in maintaining proportional use of force. Areas such as the clarity of guidelines and consistency in accountability measures present opportunities for improvement. The overall controlled perception reflects a commendable

commitment to human rights, though continued focus on addressing variability in implementation could further enhance operational integrity.

Table 3 presents the Assessment of the Respondents on the Control of Human Rights Violation in Terms of Investigations

**Table 3 Assessment of the Respondents on the Control of Human Rights Violation in Terms of Investigations**

| Indicator   | Weighted Mean | Standard Deviation | Qualitative Description | Verbal Interpretation |
|---|---------------|--------------------|-------------------------|-----------------------|
| Fair and unbiased investigations are conducted, devoid of any partiality or prejudice.  | 3.10          | .929               | Agree                   | Controlled            |
| Complainants and suspects participating in an investigation are accorded fundamental human rights and treated with respect and dignity. | 3.35          | .644               | Agree                   | Controlled            |
| From the beginning of the investigation, the suspect's right to legal representation is acknowledged and supported.                     | 2.88          | .780               | Agree                   | Controlled            |
| The privacy rights of individuals under investigation are respected and protected.  | 3.35          | .795               | Agree                   | Controlled            |
| Interrogation methods are consistent with human rights standards and free from coercion, torture, or other forms of mistreatment.       | 2.68          | .862               | Agree                   | Controlled            |
| Overall Mean  | 3.072         | .3879              | Agree                   | Controlled            |

Legend: 3.51 – 4.00 (Strongly Agree-Highly Controlled); 2.51 – 3.50 (Agree- Controlled); 1.51 – 2.50 (Disagree-Slightly Controlled); 1.0-1.50 (Strongly Disagree-Not Controlled)

The assessment of respondents on the control of human rights violations in terms of investigations demonstrates a generally positive perception of investigative practices, with an overall mean score of 3.072 and a standard deviation of 0.3879. This indicates that respondents agree investigations are conducted in a controlled manner, respecting human rights standards. The relatively low standard deviation suggests consistency in responses, implying a shared perception of investigative practices among the respondents.

Two indicators received the highest weighted mean scores of 3.35, with standard deviations of 0.644 and 0.795, respectively. These indicators pertain to the respectful treatment of complainants and suspects, as well as the protection of privacy rights during investigations. These findings reflect a strong commitment to upholding fundamental human rights and demonstrate that practices promoting dignity and confidentiality are effectively integrated into the investigative processes. The lower variability in these responses suggests broad agreement among respondents, reinforcing confidence in these specific practices.

Conversely, the indicator assessing interrogation methods aligned with human rights standards received the lowest weighted mean score of 2.68, with a standard deviation of 0.862. While this score still falls within the "Agree-Controlled" category, it highlights a potential area for improvement. The relatively higher standard deviation suggests diverse opinions among respondents, which may point to inconsistencies in the application of humane interrogation practices or varying awareness levels among stakeholders.

The acknowledgment and support of the suspect's right to legal representation from the beginning of an investigation received a weighted mean score of 2.88, with a standard deviation of 0.780. This indicates agreement but also suggests room for strengthening

practices to ensure consistent adherence to legal representation rights. The moderate variability in responses highlights potential differences in how this right is implemented or perceived.

Fair and unbiased investigations, free from partiality or prejudice, scored a weighted mean of 3.10 with a standard deviation of 0.929. This finding reflects positive perceptions of impartiality in investigations, though the relatively higher standard deviation indicates some variability in respondents' experiences or observations, warranting further exploration to ensure uniform application of fairness principles.

In summary, the findings suggest that investigations are conducted with a general adherence to human rights standards, particularly in areas of respectful treatment and privacy protection. However, areas such as interrogation practices and consistent acknowledgment of suspects' legal representation rights present opportunities for improvement. The overall controlled perception underscores the need for sustained efforts to enhance consistency and address any gaps in investigative practices to fully uphold human rights principles.

## Discussions

### Summary of Findings

1. Profile of Respondents. The demographic profile of respondents reveals a diverse group in terms of age, sex, and years in service. The largest age group is 36–45 years old (40.8%), while the smallest group is 25–35 years old (10.0%). Males comprise a majority (57.5%) of the respondents, indicating slightly higher male representation. Years in service are well-distributed, with 30.0% having 6–10 years of service, followed closely by 29.2% with 11–15 years. This diversity ensures a broad perspective in assessing the control and prevention of human rights violations. However, significant representation gaps in some

categories, such as age, may influence overall findings.

2. Assessment of the Respondents on the Control of Human Rights Violation in Terms of Investigations. Respondents generally agree that human rights are controlled during investigations, with an overall mean score of 3.072, indicating positive perceptions. The highest-rated indicator (3.35) highlights respect for privacy rights and the humane treatment of participants in investigations. Respondents also acknowledged improvements in informing suspects of their rights and providing legal representation (2.88). However, the lowest-rated indicator (2.68) pertains to interrogation methods adhering to human rights standards, suggesting a need for further training and policy reinforcement. The results emphasize that while most investigation practices align with human rights standards, inconsistencies in specific areas, such as interrogation, require attention.

3. Differences in the Assessment of Respondents on the Control of Human Rights Violation in Terms of Investigations. The analysis of differences by sex, age, and length of service revealed no significant disparities for sex and length of service. However, age showed significant differences, particularly in perceptions of investigation practices. Respondents aged 25–35 had the most favorable view (mean = 3.20), while those aged 56 and above gave the lowest scores (mean = 2.97). These findings indicate that younger respondents perceive investigation procedures more positively, possibly due to different expectations or exposure to newer practices. While most variables do not show variation, addressing age-

related differences can further enhance consistency in perception.

4. Assessment of the Respondents on the Implementation Prevention Programs for Human Rights Violation in Terms of Police Training Programs. Police training programs received an overall mean score of 3.057, indicating that respondents agree on their effectiveness. The highest-rated aspect (3.15) relates to officers feeling confident and prepared to perform duties aligned with human rights. Training has also positively impacted the humane treatment of detainees and handling cases involving trauma (mean = 3.13). However, variability exists in the perceived improvements in handling vulnerable populations, with this indicator scoring the lowest (2.88). These results highlight the overall success of training programs while identifying specific areas for further enhancement.

5. Differences in the Assessment of Respondents on the Implementation Prevention Programs for Human Rights Violation in Terms of Police Training Programs. Differences in perceptions of police training programs were significant across age groups ( $p = .028$ ). Respondents aged 25–35 provided the highest ratings (3.23), while those aged 56 and above rated these programs the lowest (2.89). These variations suggest that younger respondents view training initiatives as more effective, possibly due to their greater exposure to modernized programs. No significant differences were observed for sex or length of service, indicating that these factors do not influence perceptions of training programs. Addressing the specific concerns of older respondents could help ensure equitable perceptions across all demographics.

6. Correlation Between Assessment of Respondents Between Control and Prevention and Implementation of Human Rights Violations. The correlation analysis highlights significant relationships in specific areas. Investigations showed a significant negative correlation with police training programs ( $r = -0.196$ ,  $p = .032$ ), indicating potential misalignment between training content and investigative practices. Checkpoints demonstrated a strong positive correlation with police training programs ( $r = 0.714$ ,  $p = .000$ ) and accountability mechanisms ( $r = 0.205$ ,  $p = .025$ ), emphasizing the impact of these factors on checkpoint operations. Lock-up jails also had strong positive correlations with police training programs ( $r = 0.647$ ,  $p = .000$ ), underscoring the importance of training in maintaining human rights standards. Overall, while training and accountability mechanisms show strong localized impacts, other constructs, such as policies and public awareness campaigns, demonstrate weaker or non-significant correlations, suggesting a need for greater integration of prevention and control measures.

## Conclusions

1. The study captured perspectives from respondents with varied backgrounds, including differences in age, sex, and years of service. This diversity provided a comprehensive understanding of the control and prevention of human rights violations. However, the underrepresentation of some groups, such as younger individuals, may have influenced the overall findings. Ensuring balanced representation in future assessments could yield even more nuanced insights.

2. Respondents generally agreed that human rights violations are controlled during investigations, particularly in areas such as respect

for privacy and humane treatment. However, inconsistencies were identified in interrogation practices, which require reinforcement through better training and stricter enforcement of policies. While the foundation for human rights adherence in investigations is strong, addressing these specific gaps could enhance overall compliance.

3. Younger respondents demonstrated more favorable views of investigation practices compared to their older counterparts, reflecting potential generational differences in expectations or exposure to updated protocols. This suggests that while newer practices are effective, ensuring that they are consistently understood and applied across all age groups is essential. Bridging this gap may involve tailored communication and ongoing professional development.

4. Police training programs were recognized as effective in building officer confidence and improving treatment of detainees and other vulnerable groups. However, there is room for improvement, particularly in addressing the needs of marginalized populations. Training programs would benefit from a more targeted focus on these areas to ensure comprehensive human rights adherence.

5. Younger respondents perceived training programs as more impactful, likely due to their exposure to modernized methods and recent updates. Older respondents, however, exhibited less favorable views, indicating that training initiatives may not fully resonate with them. To address this, training programs should be designed to engage all demographics, ensuring relevance and applicability to experienced and new personnel alike.

6. Training programs and accountability mechanisms demonstrated a strong positive influence on specific areas such as checkpoints and detention facilities, underscoring their importance in human rights adherence. However, the lack of significant correlations in other areas, such as public awareness campaigns and policies, highlights the need for better integration and alignment across prevention and

control initiatives. Strengthening this alignment would enhance the overall impact of human rights prevention programs.

### Recommendations

1. To ensure a comprehensive understanding of human rights prevention and control, future assessments should include balanced representation across all demographic groups, particularly younger respondents and those with shorter years of service. This can provide a more inclusive perspective and address potential biases in the findings.

2. Focused efforts should be directed toward improving interrogation methods to ensure they fully adhere to human rights standards. This could include revising existing protocols, offering targeted training modules on ethical interrogation techniques, and enforcing strict monitoring to eliminate inconsistencies.

3. Police training programs should incorporate specialized modules that address the unique needs of vulnerable populations, such as individuals with disabilities, mental health conditions, or those from marginalized communities. These enhancements can improve officers' capacity to manage diverse situations while respecting human rights.

4. To bridge the gap in perceptions between younger and older respondents, training programs should adopt inclusive strategies that resonate with all age groups. This can include offering refresher courses for seasoned officers to familiarize them with updated practices while ensuring younger officers are integrated into traditional principles of policing.

5. Efforts should be made to align public awareness campaigns, policies, and protocols with training and accountability mechanisms to create a cohesive framework for human rights adherence. Collaborative strategies involving multiple program elements can enhance their overall effectiveness and impact.

6. Resource allocations should be revisited to ensure sufficient funding for all

aspects of human rights prevention programs, including community outreach, public awareness initiatives, and detention facility maintenance. Regular audits and transparent reporting mechanisms should be implemented to assess resource distribution and utilization effectively.

7. Public awareness campaigns should focus on reaching diverse groups, including vulnerable populations, and use clear, accessible language to communicate citizens' rights and responsibilities. Strengthening collaboration with community leaders and organizations can amplify the reach and impact of these initiatives.

8. Continuous monitoring of human rights practices through accountability mechanisms should be prioritized. This includes conducting regular reviews of program implementation and gathering feedback from officers and community members to ensure programs remain relevant and effective.

9. To build trust, transparency in addressing complaints and misconduct must be prioritized. Clear communication with the public regarding disciplinary actions and steps taken to prevent violations can enhance the legitimacy of accountability measures.

10. Future research should explore the specific impact of training, policies, and resource allocation on human rights adherence in different contexts. Longitudinal studies could help track improvements over time and identify areas needing further intervention.

### Integrated Action Plan for Police Operations

#### Rationale

Human rights adherence is a cornerstone of ethical governance and policing, ensuring the protection of individual dignity, equality, and justice. In the context of law enforcement, the ability to prevent and control human rights violations is paramount to maintaining public trust, fostering accountability, and safeguarding the rule of law. However, as the findings of this study have revealed, there are gaps in training, resource allocation, public awareness, and

accountability mechanisms that must be addressed to strengthen the implementation of human rights programs.

The findings indicate that while significant efforts have been made to align police practices with human rights standards, challenges remain in specific areas such as handling vulnerable populations, interrogation practices, and ensuring equitable perceptions of training across demographic groups. Furthermore, the lack of strong correlations between some prevention programs and their intended control outcomes suggests that these initiatives need greater integration and alignment to maximize their impact.

This action plan, titled "Strengthening Human Rights Adherence: An Integrated Action Plan for Police Operations and Community

Engagement," seeks to address these challenges through targeted interventions. It aims to enhance the effectiveness of training programs, improve resource distribution, foster public awareness, and strengthen accountability mechanisms. By addressing these key areas, the plan not only responds to the gaps identified in the study but also lays the foundation for a more robust and human-rights-centered policing framework.

This initiative is guided by the principle that protecting human rights is a shared responsibility that involves law enforcement, policymakers, and the community. Through structured activities, inclusive strategies, and clear performance indicators, this action plan aims to create sustainable changes that will uphold human rights standards while fostering transparency, equity, and trust in law enforcement practices.

| Key Result Areas (KRA)         | Objectives   | Activities  | Persons Involved                                 | Performance Indicators   | Time frame    | Budget (IN PH PESO) |
|--------------------------------|--|---|--|--|---------------|---------------------|
| <b>Training Programs</b>       | Enhance police capacity to adhere to human rights standards during operations. | Conduct targeted training on ethical interrogation, handling vulnerable populations, and diversity. | Police officers, training facilitators, HR units | Percentage of officers trained; post-training evaluation results | Quarterly     | 50,000              |
| <b>Investigation Practices</b> | Ensure human rights standards are upheld in all investigation processes.       | Develop and implement updated protocols for interrogation and suspects' rights communication.       | Police investigators, policy developers          | New protocols established; compliance audits conducted           | Semi-Annually | 50,000              |
| <b>Resource Allocations</b>    | Improve resource distribution for human rights initiatives.                    | Increase budget allocation for educational materials and outreach programs.                         | Budget officers, police leadership, NGOs         | Percentage increase in funds allocated; distribution of          | Annually      | 100,000             |

|   |  |   |   |  |             |         |
|---|--|---|---|--|-------------|---------|
|   |  |   |   | educational materials  |             |         |
| <b>Public Awareness Campaigns</b>         | Increase public understanding of human rights and police responsibilities. | Conduct workshops, disseminate materials, and partner with community leaders for awareness.       | Police PR officers, community leaders, NGOs       | Number of campaigns conducted; community participation rates                     | Monthly     | 75,000  |
| <b>Accountability Mechanisms</b>          | Strengthen accountability for human rights violations.                     | Regularly review and publicize outcomes of complaints and disciplinary actions.                   | Accountability boards, external reviewers         | Number of reviews conducted; percentage of cases resolved within a set timeframe | Bi-Annually | 300,000 |
| <b>Policy and Protocol Enhancements</b>   | Align policies with international human rights standards.                  | Conduct periodic reviews of existing policies and develop updated guidelines.                     | Legal experts, policy makers, police leadership   | Updated policy documents; dissemination and compliance monitoring reports        | Annually    | 40,000  |
| <b>Monitoring and Feedback Systems</b>    | Ensure consistent implementation of human rights programs.                 | Develop digital and manual systems for feedback and regular monitoring.                           | IT teams, monitoring committees                   | Feedback reports generated; periodic evaluation and follow-up actions            | Quarterly   | 600,000 |
| <b>Generational Alignment in Training</b> | Address perception gaps among age groups regarding training programs.      | Develop refresher courses for experienced officers and introductory courses for younger recruits. | Training facilitators, senior and junior officers | Number of officers completing courses; post-training satisfaction ratings        | Bi-Annually | 350,000 |

**References:**

1. Alhazmi, F.A. (2020). British Journal of Humanities and Social Sciences. Taibah Universit, Kingdom of Saudi Arabia
2. AZ Research Consult, (2023). The Impact of Capacity Building on Organization Success.
3. Babbie, E. (2010). *The practice of social research* (12th ed.). Belmont, CA: Wadsworth.
4. Basilio, M. B., & Bueno, D. C. (2019). Research Skills and Attitudes of Master Teachers in a Division Towards Capability Training. In 19th CEBU Philippine International Conference on Economics, Education, Humanities and Social Sciences.
5. Broberg, M., & Sano, H. O. (2018). Strengths and weaknesses in a human rights based approach to international development—an analysis of a rights-based approach to development assistance based on practical experiences.
6. Calubaquib, C., & Tilman, N. (2019). Regaining Dignity and Social Inclusion: Street Homelessness in Manila and Strategies From Below. *Journal of Vincentian Social Action*, 4(1), 11.
7. Cerillo, A. C. Jr, Calandria, R.P., and Marribay J. (2020). Human Rights Development Program in Legazpi City. Public Safety Officer Senior Executive 122 JPAIR Multidisciplinary Research
8. Course (PSOSEC) Class 2019-02. Camp General Mariano N Castañeda, Silang, Cavite.
9. Collantes-Celador, G., & Schwandner-Sievers, S. (2019). Introduction to special section on ‘police reform and human rights in the Western Balkans
10. Clemeña, S. and Acosta, A. (2014). Developing Research Culture in the Philippines. UNESCO Forum on Higher Education, Research, and Knowledge.
11. Durand, R., Grant, R. M., & Madsen, T. L., (2017). The expanding domain of strategic management research and the quest for integration. *Strategic Management Journal*
12. Engetou, M. (2017). Impact of insufficient personnel on organizational performance.
13. Gisbert JP, Chaparro M. Tips and guidelines for being a successful researcher. *Gastroenterol Hepatol*. 2020;43:540–550. doi: 10.16/j.gastre.2020.03.007
14. Grimm, A and Yamold, M, (2000). *How to write a scientific paper?*
15. Halaweh, M. (2021), "Research Productivity Index (RPI): a new metric for measuring universities' research productivity", *Information Discovery and Delivery*, Vol. 49 No. 1, pp. 29-35.
16. Ichim, I. (2019). The Capacity Building of Human Rights Defenders and (Dis) Empowerment: An Analysis of

- Current Practice (No. 6).  
Working Paper.
17. Johnson, P., & Falcetta, S. (2018). Human Rights as Social Control. Available at SSRN 3233609
  18. Mariager, L., & Madsen, M. B. (2018). The Danish Military Manual and New Wars.
  19. Mertens, D. M., & Wilson, A. T. (2018). Program evaluation theory and practice.
  20. Thompson, W. R. (Ed.). (2018). The Oxford encyclopedia of empirical international relations theory.
  21. Winkler, I. T., & Williams, C. (2017). The Sustainable Development Goals and human rights: a critical early review. The international journal of human rights