

EXPLORING THE NEEDS OF BARANGAY POLICE

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Abstract— Barangay Police, popularly known as Barangay Tanods, stand as law enforcers at a community grassroots level. However, research reveals that there is a decreasing trajectory in the level of effectiveness in the maintenance of peace and order among the barangay police. In order to determine plausible solutions to the decreasing number of barangay police performance, a mixed method sequential explanatory design is utilized. This design aims to determine the needs of barangay police in terms of maintaining peace and order. Barangay policemen of fifteen (15) different barangays of Tuguegarao City were tested. One-way ANOVA, independent sample t-test, and Kruskal Wallis test with a significance threshold of 0.05 were utilized to determine the significant difference of the two sample variables. The findings revealed that there is a great need for training intervention. Notably, the level of educational attainment has a significance in the varying training needs of the respondents. Hence, in order to improve peace and order implementation of the barangay police, the Barangay Police Capacity-Building Program will be implemented. It is composed of four phases tackling different aspects of barangay policing, such as skills development, resource utilization, and training on the 11 duties. This study recommends that other factors affecting the performance of the barangay police should also be investigated to provide a holistic and comprehensive academic undertaking in the field of barangay policing.

Keywords— *Barangay police, peace and order, training needs*

I. INTRODUCTION

Amidst the high crime index in the Philippines, the government continues to safeguard the rights of its constituents by legislating laws that serve as thresholds in alleviating criminalities. Clearly, citizens of a community need peace and order as it is their fundamental right (Habiatan, 2019). In fact, research shows that the key factor in the development of the

barangay and the country is the maintenance of peace and order (Bienes et al., 2022; Laru-an & Penny, 2018). Henceforth, in order to effectively enforce peace and order in a geographically fragmented country such as the Philippines, the “barangay system” was established. The Local Government Code of 1991 (LGC) was the decentralization law that mandates the Local Government Unit (LGU) to devolve all the national and local projects to the barangay level (Kelekar & Llanto, 2013; Banderlipe et al., 2014). As the basic political unit, the barangay is established as the first unit to plan and implement development initiatives for its community (LGC, 1991).

To enhance the role of the Barangay in law enforcement and local peace and order, the barangay is empowered to form barangay tanods. Barangay Tanods, regarded as the most basic level of Law Enforcement officer in the Philippines (Lacanilao, 2021), play a vital role in the progress and development of the barangay (Cruz et al., 2021; Panelo, 2013). Known formally as Barangay Peacekeeping Security Officers or Barangay Police, they are a group of civilian volunteers who safeguard the community from lawless elements and demonstrate their commitment to crime prevention, especially in areas where police presence is minimal (De Asis, 2020). In line with their duties, they perform rondas or nightly patrols, inevitably risking their lives and safety from criminals and other miscreants in society (Estrada, 2010). Indeed, they are at the forefront in preparing for and responding to all forms of atrocities, public disturbances, emergencies, and even disasters or human-induced calamities (De Asis, 2020; Lacanilao, 2021).

However, despite such well-entrenched descriptions, research shows that the effectiveness of Barangay Police in maintaining peace and order is decreasing (Angolab, 2022; Lacanilao, 2021; Laru-an & Penny, 2015; Sumad-On, 2020). Lack of equipment and skill set, poor compensation, and lack of

cooperation among its constituents are the primary reasons that affect the effectiveness of the Barangay Tanods in peace and order (Angolab, 2022; Cruz, et al., 2021; De Asis, et al., 2020). Such issues are most realized in urban cities like Tuguegarao City, Cagayan.

In order to solve this problem, the Training Needs Assessment (TNA) can provide guidance for a productive training event (Togado, 2019). TNA is a method of determining if a training need exists and, if it does, what training is required to fill the gap. The need to determine the needs of the police can help alleviate crimes in one of the emerging metropolises in the Philippines (Angolab, 2022). Importantly, violent crimes in urban areas are rising dramatically (Anderson, 2022). Hence, this research will study the city to assess the needs of barangay police, which underscores where the city is when it comes to maintaining peace and order. Verily, there is a need to strengthen the capability of the Barangay Police as frontliners in addressing the peace and order concerns in the locality (Guidelines on Professionalizing the Barangay Tanod, 2013).

II. METHODS

This study employed an Explanatory Sequential Research Design, which enabled a comprehensive exploration of the needs of the barangay police. The design commenced with the collection and analysis of quantitative data derived from the responses of the barangay police, followed by the integration of qualitative findings from focus group discussions. This approach ensured that the statistical patterns observed in the quantitative phase were explained and substantiated by narrative data, thereby providing a richer and more accurate representation of the phenomena under study.

The research was conducted in fifteen (15) barangays of Tuguegarao City, Philippines, with a total of seventy (70) barangay police officers serving as respondents.

To gather the necessary data, three instruments were employed. A checklist was used to determine the profile variables of the barangay police. A questionnaire was then administered to assess their level of performance. The questionnaire, which was validated for reliability and content, consisted of 15 items rated on a 4-point Likert scale and was based on the duties and responsibilities outlined in Memorandum Circular 2003-42. Finally, focus group discussions (FGDs) were conducted to determine the needs of the barangay police in relation to their roles and responsibilities.

The data gathering procedure followed several systematic and ethical steps. First, formal letters were submitted to relevant offices to secure approval for the conduct of the study. Second, the researchers identified the locale and respondents using a quota sampling technique. Third, a communication letter was sent to the respective barangays seeking authorization to conduct the study and to access pertinent records. Fourth, the objectives, significance, and ethical considerations of the research were thoroughly explained to the respondents. Lastly, the questionnaires were personally administered by the

researchers to ensure voluntary participation and to address clarifications while the respondents answered the survey.

For data analysis, appropriate quantitative and qualitative techniques were applied. Frequency counts and percentages were used to describe the profile of the barangays and barangay police. The weighted mean was employed to determine the perceived needs of the barangay police, with ranks assigned to each identified need. To test significant differences between and among variables, Independent Sample t-test and One-Way Analysis of Variance (ANOVA) were used, while the Kruskal-Wallis test was applied for non-parametric comparisons. For the qualitative phase, a narrative synthesis was performed, wherein responses sharing similar themes or ideas were consolidated to generate meaningful interpretations.

In terms of ethical considerations, the researchers ensured that participation was entirely voluntary and free from coercion. Respondents were fully informed of the objectives, procedures, and significance of the study, and informed consent was obtained prior to participation. Furthermore, strict compliance with the provisions of the Data Privacy Act of 2012 was observed to safeguard the confidentiality and integrity of all collected data.

III. RESULTS AND DISCUSSION

Table 1. Profile of Respondents

Profile Variable	Frequency	Percentage
Age		
30 years old and below	3	4.30
31-45 years old	38	55.10
46 years old and above	28	40.60
Total	69	100.00
Gender		
Male	67	97.10
Female	2	2.90
Total	69	100.00
Educational Attainment		
No Formal Education	1	1.40
Elementary Graduate	11	15.90
High School Graduate	45	65.20
College Graduate	6	8.70
Post-Graduate	6	8.70
Total	69	100.00
Number of Years as Barangay Police		
2 years old below	17	24.60

2-4 years	17	24.60
5-6 years	6	8.70
7-8 years	11	15.90
9-10 years	9	13.00
11 years and above	9	13.00
Total	69	100.00
Number of Training Attended as Barangay Police		
None	27	39.10
1-3	30	43.50
4 and above	12	17.40
Total	69	100.00

Table 1 shows the profile variables of the respondents. Notably, it indicates a predominant male representation among the respondents, comprising 97.10% of the total surveyed population. Regarding age distribution, more than half of the respondents fall within the 31-45 age range, followed by the age group within 46 years old or above. The table also highlights that more than half of the respondents are high school graduates. As depicted in the table above, a significant number of barangay police have not attended training in respect to their duties and responsibilities. Based on the profile of the respondents, barangay police are dominated by men. This is explained by the patriarchal system in the Philippines, where there are statistically more male officials compared to female counterparts (Medina, 2015). Furthermore, the nature and work demand of barangay police can be the reason why there is a higher ratio of males in this field (International Labour Organization, 2022). It is also notable that most of the public officials, such as barangay police, are predominantly coming from the older generation. This is due to the notion that older people have more experience in terms of work in comparison to the younger generation (NYC Small Businesses, 2015). Another explanation may be due to the fact that the elders who have been in the community for a long time have a more grassroots knowledge on the community they serve. This results in a higher trust rate compared to the younger generation (Bailey et al., 2015). As for educational attainment, most of the respondents are high school graduates, occupying more than 50% of the whole sample. Based on existing laws, educational attainment is not a requirement to be qualified as barangay police (Memorandum Circular 2003-42). However, this profile variable holds statistical significance in the effectiveness and efficiency of providing peace and order in the community.

Table 2. Training Needs Assessment of Barangay Police

Training Needs	Mean	Qualitative Description	Rank
Duty No. 1. Prevention of crime and promotion of public safety	3.10	To a great extent	8
Duty No. 2. Conduct of patrol / ronda in the barangay	3.14	To a great extent	6

Duty No. 3. Report on the occurrence of any crime, fire, accident, public disturbance, and degradation activities and other untoward incidents in the barangay	3.25	To a great extent	2.5
Duty No. 4. Monitoring on the presence of suspicious persons, criminals, and other lawless elements within my jurisdiction and reporting the same to the proper authorities	3.12	To a great extent	7
Duty No. 5. Conduct of surveillance on crime breeding areas within the barangay / purok and reporting of observations / findings to the proper authorities	3.03	To a great extent	11
Duty No. 6. Assist the police and the Lupong Tagapamayapa in the execution of warrants and other judicial processes, such as tracking the whereabouts of missing persons, arresting escaped prisoners and other fugitives, and recovering stolen properties	3.04	To a great extent	10
Duty No. 7. Close coordination closely with the police / local authorities in the drive against all forms of crimes such as terrorism, smuggling, carnapping, drug trafficking, drug pushing, illegal gambling, child abuse, crime against women, all forms of vices, and syndicated crimes	3.05	To a great extent	9
Duty No. 8. Assist in the institutionalization of PATROL "117" Programs	3.16	To a great extent	5
Duty No. 9. Assist in the implementation of	3.20	To a great extent	4

the Fire Code of the Philippines			
Duty No. 10. Detection of all forms of fire hazards and other public safety hazards / violations and institution of corrective measures	3.26	To a great extent	1
Duty No. 11. Assist in facilitating a smooth flow of traffic	3.25	To a great extent	2.5

Table 2 provides the results of the training needs assessment of the barangay police. The results show that training regarding their duties is needed to a great extent. This means that there is currently insufficient knowledge and skills on these aspects of community policing, and there is a need to train the respondents on all duties of crime prevention and control. Of the 11 training needs of the respondents, the detection of all forms of fire hazards and other public safety hazards/violations and institution of corrective measures (duty 10) is the most needed having a 3.26 mean score, while the conduct of surveillance on crime breeding areas within the barangay/purok and reporting of observations/findings to the proper authorities (duty 5) is the least needed.

The lack of training and seminars for barangay police is a significant concern, as these are crucial for enhancing their skills and competencies. The absence of these learning opportunities can lead to a gap in their knowledge and abilities, negatively impacting their performance and effectiveness in maintaining peace and order in the community (Boysillo, 2017). This is particularly concerning given the diverse and complex nature of their roles, which include crime prevention, surveillance, reporting, detection of public safety hazards, and traffic management (De Asis et al., 2020).

Moreover, the infrequent monitoring of the competency measures of barangay officials further exacerbates this issue. Without regular assessments, it is challenging to identify areas of improvement and provide targeted training to address these gaps. This lack of monitoring can lead to a decline in the quality of service provided by the barangay police, thereby affecting the overall peace and order situation in the community (Caldo, 2015).

Therefore, it is imperative to address these issues by providing regular training and seminars for barangay police and implementing a robust system for monitoring their competencies. By doing so, the barangay police can effectively dispense their duties and responsibilities equipped with the necessary skills and knowledge. This will not only enhance their performance but also contribute to the promotion of peace and order in the community (De Asis et al., 2020; Caldo, 2015).

Table 3a. Significant Difference on the Training Needs Assessment of Barangay Police when Grouped According to Profile Variables

Training Needs	Age	Gender	Educational Attainment	Numbers of Years as	Number Training Attended as
Duty No. 1. Prevention of crime and promotion of public safety	-	.877	-	-	-
Duty No. 2. Conduct of patrol / ronda in the barangay	.333	.544	.013*	.214	.539
Duty No. 3. Report on the occurrence of any crime, fire, accident, public disturbance, and environmental degradation activities and other untoward incidents in the barangay	.525	.891	0.79	.162	.702
Duty No. 4. Monitoring on the presence of suspicious persons, criminals, and other lawless elements within my jurisdiction and reporting the same to the proper authorities	.687	.833	.047*	.085	.825
Duty No. 5. Conduct of surveillance on crime breeding areas within the barangay / purok and reporting of observations / findings to the proper authorities	.331	.778	.028*	.087	.505
Duty No. 6. Assist the police and the Lupong Tagapamayapa in	.514	.669	.075	.275	.477

the execution of warrants and other judicial processes, such as tracking the whereabouts of missing persons, arresting escaped prisoners and other fugitives, and recovering stolen properties					
Duty No. 7. Close coordination closely with the police / local authorities in the drive against all forms of crimes such as terrorism, smuggling, carnapping, drug trafficking, drug pushing, illegal gambling, child abuse, crime against women, all forms of vices, and syndicated crimes	.391	.299	.011*	.342	.405
Duty No. 8. Assist in the institutionalization of PATROL "117" Programs	.551	.806	.010*	.444	.812
Duty No. 9. Assist in the implementation of the Fire Code of the Philippines	.530	.560	.039*	.181	.624
Duty No. 10. Detection of all forms of fire hazards and other public safety hazards / violations and institution of corrective measures	.502	.707	.041*	.138	.994
Duty No. 11. Assist in facilitating a smooth flow of traffic	.427	.709	.053	.239	.741

*Significant at 0.05 level

Table 3a shows the test of significance of the training needs when grouped according to profile variables. Using the Independent sample T-Test and one-way analysis of variance, the two variables were tested to identify significant differences based on the sample data. Among the profile of the respondents, the level of educational attainment yielded a statistical result below the 0.5 significance threshold. This implies that the educational background of the barangay police significantly contributes to their training needs. On the other side, the p-values associated with the following variables: age, gender, number of years as barangay police, and number of training attended surpass the significance threshold of 0.05. This prompts the rejection of the null hypothesis (Ho), leading to the acceptance of the notion that there is no statistically significant difference in the variables as perceived by the respondents.

Table 3b. Kruskal Wallis Test on the Significant Difference in the Training Needs Assessment of Barangay Police when Grouped According to Educational Attainment

Training Needs	Educational Attainment	Mean Rank	p-value
Duty No. 2. Conduct of patrol / ronda in the barangay	No Formal Education	40.00	.013
	Elementary Graduate	43.23	
	High school Graduate	35.93	
	College Graduate	37.75	
	Post-Graduate	9.33	
Duty No. 4. Monitoring on the presence of suspicious persons, criminals, and other lawless elements within my jurisdiction and reporting the same to the proper authorities	No Formal Education	40.00	.047
	Elementary Graduate	45.32	
	High school Graduate	35.23	
	College Graduate	33.25	
	Post-Graduate	15.25	
Duty No. 5. Conduct of surveillance on crime breeding areas within the barangay / purok and reporting of observations / findings to the proper authorities	No Formal Education	15.00	.028
	Elementary Graduate	47.23	
	High school Graduate	35.73	
	College Graduate	27.00	
	Post-Graduate	18.42	
Duty No. 7. Close coordination closely with the police / local authorities in the	No Formal Education	29.00	.011
	Elementary Graduate	43.82	

drive against all forms of crimes such as terrorism, smuggling, carnapping, drug trafficking, drug pushing, illegal gambling, child abuse, crime against women, all forms of vices, and syndicated crimes	High school Graduate	37.59	
	College Graduate	21.42	
	Post-Graduate	14.00	
Duty No. 8. Assist in the institutionalization of PATROL "117" Programs	No Formal Education	57.50	.010
	Elementary Graduate	37.41	
	High school Graduate	37.72	
	College Graduate	31.92	
	Post-Graduate	9.50	
Duty No. 9. Assist in the implementation of the Fire Code of the Philippines	No Formal Education	35.50	.039
	Elementary Graduate	38.73	
	High school Graduate	38.02	
	College Graduate	27.33	
	Post-Graduate	13.08	
Duty No. 10. Detection of all forms of fire hazards and other public safety hazards / violations and institution of corrective measures	No Formal Education	42.00	.041
	Elementary Graduate	43.00	
	High school Graduate	36.93	
	College Graduate	21.00	
	Post-Graduate	18.67	

*Significant at 0.05 level

Table 3b is a Kruskal Wallis Test that is used when the assumptions of one-way ANOVA are not met. Referencing Table 3a, the level of educational attainment yields a significant difference in the training needs of the barangay police. Based on the Kruskal Wallis Test, the p-values of duties no. 4, 7, and 9 are below the significance threshold. This means that a specific level of educational attainment will render higher needs for training, specifically on the aforementioned duties, compared to other levels. Duties no. 2, 5, 8, and 10 have higher values than the 0.05 significance level. Hence, the null hypothesis must be retained as it shows a significant difference.

Based on the result, out of all the different profiles of the barangay police, such as age, gender, educational attainment, number of years as barangay police, and number of

trainings attended as barangay police, only the third profile shows a significant difference. Irrespective of whether a barangay police is younger or older, the need for training does not vary. This analysis also applies to the gender, years of experience, and number of training of a barangay police. It means that no matter how many training and seminars were attended by the respondents and how long they rendered service as barangay police, they still need training. Notably, educational attainment as a profile variable is an exception in this case.

Educational attainment is the highest level of education a person receives (Statistics Canada, 2021). It is presumed that the higher attainment one has, the more knowledgeable one is in a certain field of expertise (Winters, 2018). Education in the Philippines is divided into three (3) parts: basic education, college education, and post-education. Basic Education program cements fundamental knowledge and concepts in the most important learning areas of education (British Council, 2023). Higher education offers various courses and is widely categorized into two: undergraduate (Bachelor's Degree) and postgraduate (Master's Degree) (Granada, 2021). Based on the result of this study, educational attainment shows a significant difference in the training needs of the barangay police. This can be explained by the fact that different educational attainment carries different mastery and knowledge (Abun et al., 2021).

In order to deepen the investigation of the needs of the barangay police, two qualitative questions were asked for the respondents to ponder on. Based on the responses of barangay police when asked for their primary needs as stewards of grassroots peace and order, four main themes have emerged: the need for materials and equipment, the need for personal development, the need for training, and the need for assistance.

The Need for Materials and Equipment

Materials and equipment are inherent in every workplace in order to ensure productivity and efficiency. Most of the barangay police revealed that they are in need of materials and equipment, which they deemed important, in order to accomplish the duties expected of them. Such materials and equipment include uniforms (vest), gadgets (radio communication, flashlights), and patrol cars. Some verbalizations of the respondents are as follows:

R26: *"Kailangan naming ng flashlight at vest para ma-identify din kami bilang tanod at para may magamit din kaming ilaw kapag nagduduty kami tuwing gabi."* (We need a flashlight and vest so that we can be identified as barangay police and to have something to use during night patrol).

R34: *"Wala parin kaming mga uniform dito at ID."* (We still do not have uniform and ID in our barangay).

The use of uniforms and gadgets helps the barangay police accomplish their duties holistically as it helps their performance better (Musamba et al., 2018). Gadgets are convenient tools that make work faster and more efficient. It allows them to contact police or local authorities, help improve community visibility, and be able to assist in any police encounter or engagement effectively. Some verbalizations of the respondents are as follows:

R04: *“Kailangan namin ng patrol vehicle, para kung may emergency kami, agad ay makapag responde.”* (We need a patrol vehicle so that when there is an emergency, we can immediately respond).

R10: *“Patrol car para malibot namin ang barangay tuwing gabi.”* ([We need a] patrol car to go around the community at night).

The need for a patrol vehicle is based on the second duty, which is the conduct of patrol/ronda in the barangay. As part of their responsibility, barangay police are expected to monitor the community to prevent any hostilities or be able to immediately respond when issues occur (Memorandum Circular 2003-04). Through the patrol vehicle, they deemed it more efficient to monitor the community and render their performance in surveillance and monitoring more effective and faster.

The Need for Personal Development

A good workplace and teamwork play a vital role in the workplace. Research suggests that teamwork provides better results for organizations than individual work (Khawam, 2017). The barangay police need good coordination with different concerned people to do emergency work with prompt action (Disaster Risk Reduction, 2020). Other than the technical skills needed to be a responsible agent of peace, the need to foster personal development to promote conducive workspace, mental and emotional integrity, and good character can really contribute to the peace-building process. Some verbalizations of the respondents are as follows:

R27: *“Kulang minsan ng cooperation ang bawat tanod nito sa amin”* (Sometimes, there is lack of coordination in our place).

R21: *“Minsan yung iba dito walang kusa at hindi man lang tumutulong.”* (Sometimes, other [barangay police] have no initiative and they do not even offer help).

Even when there are various seminars and training conducted in order to develop the capabilities of the barangay police, if the workplace itself is governed and handled by people who cannot foster a good working environment, then there is a possibility that these duties may not be fulfilled.

V.CONCLUSION AND RECOMMENDATIONS

The study concludes that the Barangay Police is in need of a fundamental training program to enhance the execution of their duties and responsibilities as barangay brigade. The program must take into account the educational backgrounds of the individuals involved. This is to properly devise appropriate and effective training interventions for the barangay police. In addition, aside from skills development training programs, barangay police also need support and funding for basic equipment and resources, such as but not limited to flashlights, vests, patrol cars, and radio communications. The blatant need for barangay police training and support is a potential loophole for the proliferation of grassroots injustices. Hence, its immediate intervention to this looming problem is a manifestation of the local government unit's commitment in upholding peace and order even at a community level.

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