

**Community-based Dialogue Sessions on
Human Rights Promotion and Protection
between the Philippine Public Security Sector and
Civil Society Organizations and
Local Communities**

A PROCESS DOCUMENTATION



APRIL 2015

Project Title: "Community-based Dialogue Sessions on Human Rights Promotion and Protection between the Armed Forces of the Philippines and the Philippine National Police, and Civil Society Organizations and Local Communities"

This Process Documentation is a confluence of stock knowledge, written reports, meetings and discussions, experiences as well as concepts and ideas gathered and shared during the period of implementation of the project, from 2008 to the present, including contributions from all project partners, as well as their constituent agencies.

This publication was made possible through the support of the Hanns Seidel Foundation/Germany, which is financed by the the Federal Ministry for Economic Cooperation and Development (BMZ) of the Federal Republic of Germany.

The interpretations and conclusions expressed in this publication are those of the authors and do not necessarily reflect the views of the project partners. The partners have done their best to provide high-quality content, but do not guarantee accuracy, reliability and timeliness of the information herein. Use of this material is encouraged with appropriate credit to the publishers.



A Process Documentation

of the

Community-based Dialogue Sessions on the Promotion and Protection of Human Rights Project

implemented in partnership by the

Alternative Law Groups, Inc. (ALG)

Armed Forces of the Philippines (AFP)

Commission on Human Rights of the Philippines (CHR)

Hanns Seidel Foundation/Germany (HSF)

Ninoy and Cory Aquino Foundation (NCAF)

Philippine Alliance of Human Rights Advocates (PAHRA)

Philippine National Police (PNP)

with the support of

the Federal Ministry for Economic Cooperation and Development (BMZ) of

the Federal Republic of Germany

“Everyone has the right
to life, liberty and security of person.”

- Article 3 of the United Nations Universal Declaration
of Human Rights 1948

ACKNOWLEDGEMENT

This publication presents a written account of the entire process of the project from conceptualization, development, implementation, monitoring, evaluation and reporting. It is a body of information covering a period of time from 2008 to the present based on this unique value proposition which we believe is worthy of sharing with other individuals, groups or institutions.

This learning material is our modest contribution to the human rights community, the government sector and the general public who take equal responsibility in the common effort to promote, protect and fulfill human rights within and outside the country.

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PREFACE

What started as an experimental initiative turned out to be an innovative strategy to address human rights issues. What was once a tentative approach focusing on the enhancement of the relationship between the military and the police, on one hand, and local communities and civil society organizations, on the other hand, proved to be an effective mechanism to collectively discuss the issue of human rights and to formulate and implement collective action and partnership in the common pursuit of human rights promotion and protection.

Many of the events and developments that are happening today would not have been possible a decade ago. The project cautiously started an untried design, but it courageously pursued exciting possibilities. After six years, patience and persistence have borne fruit.

Atty. Marlon J. Manuel

National Coordinator, Alternative Law Groups (ALG)

We express our sincere appreciation and gratitude to all our partners and stakeholders from the different regions and provinces in the country who have participated in the development and the implementation of the project from the beginning to the present, as well as the Federal Ministry for Economic Cooperation and Development (BMZ) of the Federal Republic of Germany, that has continuously provided funding support for the conduct of activities.

Human rights promotion and protection is integral to all areas of German foreign and development policy. Our common concern towards adherence to human rights and respect for the rights of every individual as a key priority has helped push our project forward and continue building on the progress.

The officers and staff of the partner organizations shared their invaluable time and talent to make this project a reality and a success. This publication is a living testament of our collaboration and solidarity in pursuit of a common aspiration towards making human rights protection and promotion a way of life.

The Hanns Seidel Foundation/Germany (HSF) and the Alternative Law Groups (ALG) are working together under this project in partnership with the Armed Forces of the Philippines (through its Office of the Deputy Chief of Staff for Civil Military Relations [OJ7] and Human Rights Office [HRO]), the Philippine National Police (through its Human Rights Affairs Office [HRAO]), the Ninoy and Cory Aquino Foundation (NCAF), the Philippine Alliance of Human Rights Advocates (PAHRA), and the Commission on Human Rights of the Philippines (CHR). May this documentation, which was done with the purpose of sharing our experiences, inspire similar initiatives in the Philippines, in Asia and in the world, and serve as a resource for replication.

Paul G. Schäfer

Resident Representative, Hanns Seidel Foundation/Germany

LIST OF ACRONYMS

AFP	-	Armed Forces of the Philippines
AFP-HRO	-	Armed Forces of the Philippines-Human Rights Office
ALG	-	Alternative Law Groups
BHRAC	-	Barangay Human Rights Action Center
BSAF/NCAF	-	Benigno S. Aquino, Jr. Foundation/Ninoy and Cory Aquino Foundation
CBD	-	Community-based Dialogue
CHR	-	Commission on Human Rights of the Philippines
CSO	-	Civil Society Organization
DCS-CMO/J7	-	Deputy Chief of Staff for Civil Military Operations, AFP
GA	-	Government Agency
HSF	-	Hanns Seidel Foundation/Germany
HRV	-	Human Rights Violation
IHL	-	International Humanitarian Law
LGU	-	Local Government Unit
LSB	-	Local Special Body
MOA	-	Memorandum of Agreement
MOU	-	Memorandum of Understanding
NGO	-	Non-government Organization
PAHRA	-	Philippine Alliance of Human Rights Advocates
PHRC	-	Presidential Human Rights Committee
PNP	-	Philippine National Police
PNP-HRAO	-	Philippine National Police-Human Rights Affairs Office
PO	-	People's Organization
POC	-	Peace and Order Council
PSC	-	Project Steering Committee
ToT	-	Training of Trainers

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I. Introduction

The Context: Human Rights Situationer / Environment

As a result of the alarming rise in unresolved cases of alleged extrajudicial killings and enforced disappearances in the mid-2000's, the Philippines got the attention of the international community and the government was prompted to initiate concrete actions to address the situation.

In 2006, President Gloria Macapagal-Arroyo created two bodies to investigate the killings. The first was the Task Force “Usig” (prosecute), created on May 13, 2006, under the Philippine National Police (PNP), and the second was the Independent Commission to Address Media and Activist Killings (known as the “Melo Commission”)¹, headed by retired Supreme Court Justice Jose A.R. Melo.

On February 11, 2007, Philip Alston, United Nations Special Rapporteur on Extrajudicial Executions, visited the country to conduct an inquiry into the killings and, thereafter, submitted his report² and recommendations to the United Nations. In June 2007, there was also the visit of a European Union (EU) fact-finding mission on extrajudicial killings and it expressed interest to help the Philippines in solving this problem.

On July 16-17, 2007, the Supreme Court hosted the National Consultative Summit on Extralegal Killings and Enforced Disappearances, which was attended by more than 400 participants from various government and non-government institutions. Earlier, the Supreme Court designated 99 Special Courts to handle cases involving alleged extralegal killings.

Among the notable government initiatives related to the effort to curb unresolved cases of alleged extrajudicial killings and enforced disappearances was the creation of human rights offices within the Armed Forces of the Philippines (AFP) and the PNP. On January 12, 2007, the AFP

activated the AFP Human Rights Office (AFP-HRO) as a special staff of the Chief of Staff, AFP, to address all human rights and international humanitarian law concerns. The AFP-HRO is tasked to conduct advocacy and training, investigation and research, monitoring and linking with the Commission on Human Rights of the Philippines (CHR) and other agencies advocating human rights. The AFP-HRO likewise integrates all policies and regulations pertaining to human rights and international humanitarian law.

For its part, the PNP created, on June 29, 2007, the Human Rights Affairs Office (PNP-HRAO) under the office of the Chief, PNP. The PNP-HRAO is primarily tasked to implement a Human Rights Development Program. This is a comprehensive blueprint for action on human rights that seeks to address four major components: (1) institutional policy development; (2) capability-building on human rights protection; (3) prevention and control measures against violation of human rights; and (4) strengthening of partnership and cooperation with multi-sectoral organizations for human rights compliance.

While the creation of the respective human rights offices within the AFP and the PNP are positive signs of openness within the uniformed and armed components of the government, these efforts should necessarily be complemented by improved relations with civil society and local communities. Without this essential link with the citizenry, the efforts of the AFP and the PNP to improve its credibility and human rights record will not be maximized and, at worst, may be put to naught.

On the side of the communities, the recent efforts of the PNP and the AFP to institute programs for human rights protection and promotion should be seen as newly opened venues that can be availed of to seek redress for human rights

¹ Melo Commission Report (www.humanwrongs.org/wp-content/themes/humanwrongs/reports/Melo-Commission-Report.pdf)

² Report of the Special Rapporteur on extrajudicial, summary or arbitrary executions, Philip Alston (www2.ohchr.org/english/bodies/hrcouncil/docs/14session/A.HRC.14.24.Add6.pdf)

I. INTRODUCTION

violations, and to help avoid similar incidents in the future. With the official programs of both the AFP and the PNP on human rights protection and promotion, there should be greater reason for citizens to exact accountability from members of the AFP and the PNP, and to monitor their performance against their avowed human rights promotion objectives.

Our Response

THE IDEA / CONCEPT

The prevailing socio-political environment and the human rights situation in the country gave impetus in establishing a genuine and relevant intervention that will bring together critical stakeholders in a neutral ground and understand each other better towards collective action. For the first three (3) years (2008-2010), the project focused on the overall goal of contributing to the confidence-building efforts and improvement of the relationship between the AFP and the PNP, on one hand, and local communities and CSOs, on the other hand, in the common effort to promote human rights. In line with this goal, it identified the following major objectives:

- To raise the level of public awareness about the programs and initiatives of various sectors on human rights promotion and protection;
- To enhance understanding of human rights issues and gaps in human rights promotion and protection, in the context of the relationship between the AFP/PNP and the different community sectors in a particular area;
- To provide a venue for dialogue among various stakeholders, both government and non-government, on



In light of all these, there is a need to create venues for the AFP and the PNP on one hand, and the communities and civil society organizations (CSOs) on the other hand, to collectively discuss the issue of human rights promotion and protection, and how cooperative efforts for on-going and future actions toward human rights promotion and protection can be maximized.



the need for cooperative efforts in the promotion and protection of human rights; and,

- To provide a venue for the collective formulation of concrete proposals for government and civil society action for the promotion and protection of human rights.

Moreover, the main project proponents, the Benigno S. Aquino, Jr. Foundation (BSAF, renamed Ninoy and Cory Aquino Foundation or NCAF in February 2010) and the Alternative Law Groups (ALG) representing civil society, also determined that at the end of the project, the following target results shall have been achieved:

- Increased level of public awareness about the complementary programs and initiatives of various sectors on human rights promotion and protection;
- Identified key issues and gaps in human rights promotion and protection, in the context of the relationship between the AFP/PNP and the communities in the area covered; and,
- Formulated concrete recommendations for government and civil society action on the promotion and protection of human rights.

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In the course of project implementation, the goal, objectives and expected results were reviewed and enhanced based on the progress of the project and future developments in the country. The scope of activities has been expanded and/or scaled up. The succeeding phases of the project were formulated according to the logical development framework (Logframe) approach with verifiable indicators of achievement, sources and means of verification, risks and assumptions, activities as well as the means, costs and responsible persons required to implement the activities.

To date, the project has taken a step higher towards institutionalizing the cooperation between the security forces and civilians in the promotion and protection of human rights

both at the institutional and local levels, and mobilizing support for local multi-sectoral cooperative efforts. The activities include the conduct of top-level policy dialogues, multi-sectoral human rights training, training of trainers, development of training module and resource materials, and human rights forums.

The project proponents are key stakeholders in the field of human rights promotion and protection. ALG⁴ is a coalition of 20 legal resource non-government organizations (NGOs) that adhere to the principles and values of alternative or developmental law primarily concerned with the pursuit of public interest, respect for human rights and promotion of social justice. BSAF/NCAF⁵, on the other hand, was established to perpetuate the memory, ideals and values of the late Senator Benigno S. Aquino, Jr. and former President Corazon C. Aquino, and it supports activities that embody the spirit of people power as a strong positive force for societal change and reform. HSF⁶ is an international NGO based in Munich, Germany and is currently active in more than 60 countries worldwide, funded mainly by the Federal Government of Germany. All three (3) institutions are legally registered entities.



⁴ Alternative Law Groups (ALG) (www.alternativelawgroups.org)

⁵ Benigno S. Aquino, Jr. Foundation/Ninoy & Cory Aquino Foundation (BSAF/NCAF) (www.iamninoy.com)

⁶ Hanns Seidel Foundation/Germany (HSF) (www.hss.de/southeastasia)

I. INTRODUCTION

The human rights and civil relations offices of the AFP⁷ and PNP⁸, namely, AFP-HRO and Office of the Deputy Chief of Staff for Civil Military Operations (DCS for CMO), J7 (AFP-J7), and PNP-HRAO respectively, represent the major institutions within the security sector in the project partnership. The PNP-HRAO is an office directly under the office of the Chief, PNP. It is primarily tasked to implement Letter of Instruction 55/07 (“PAMANA”)⁹, the blueprint for action on human rights of the PNP. The creation of the PNP-HRAO is one of the measures that the PNP leadership has brought into fore to improve existing mechanisms on human rights protection. The PNP-HRAO serves as the focal point on the formulation, implementation and monitoring of the PNP Human Rights Development Program.

The AFP-J7 is a major staff of the AFP that assists and advises the Chief of Staff, AFP, in the exercise of command and management of all civil military operations to include the political, social, and psychological dimensions of military operations and other activities embracing the relationship between and among the military establishment, civilian authority and the community-at-large.

The AFP-HRO serves as a special staff of the Chief of Staff, AFP. Among the major functions of the AFP-HRO, as per Staff Memorandum Number 01 dated 13 February 2007, are: (1) plan, implement and supervise programs, measures and mechanisms to uphold, protect and promote respect for Human Rights/adherence to International Humanitarian Law (IHL) and other international human rights instruments; (2)



develop information systems and advocacy packages and pursue continuous education and information dissemination programs; (3) integrate/synthesize all AFP policies/regulations and data gathered that are pertinent to Human Rights and IHL; (4) receive formal complaints on alleged violations of Human Rights and IHL and cause their investigation; (5) monitor litigation of cases against the AFP; (6) monitor violations of Human Rights and IHL by threat groups and cause the immediate filing of cases/complaints and assist the victims/families; and (7) Liaise with the CHR, the Presidential Human Rights Committee (PHRC), other government agencies, NGOs and People’s Organizations (POs) for the protection of Human Rights and adherence to IHL. This Staff Memorandum Number 01 was rescinded by Staff Memorandum dated 08 November 2010 (Annex 2).



It is important to note that during the course of project implementation, the PNP established/designated their respective human rights offices/officers down to the regions, provinces, cities and municipalities; and the AFP in all three (3) major service commands (i.e., Philippine Army, Philippine Navy and Philippine Air Force) from the headquarters down to its units on the ground. (Annex 1 – PNP Directive; Annex 2 – AFP Directive)

⁷ Armed Forces of the Philippines (AFP) (www.afp.mil.ph)

⁸ Philippine National Police (PNP) (www.pnp.gov.ph)

⁹ Letter of Instruction 55/07 “PAMANA” (PNP-HRAO)

THE STRATEGY: DIALOGUE AMONG STAKEHOLDERS, MANAGEMENT STRUCTURE, PRIORITY AREAS



The primary intervention is creating venues for dialogue (Annex 3-The Art of Dialogue) among critical stakeholders engaged in the promotion and protection of human rights from the ground up. The venues for dialogue cover the: (i) regional community-based dialogue sessions [in all 17 administrative regions (cluster of six or more provinces) of the country, and one at the provincial level (Palawan, given its geographic location) which were conducted in a span of three (3) years (2008-2011)]; (ii) follow-through activities such as island-, region-, and province-wide dialogue sessions [beginning in 2011 that were organized by the core groups at the local areas (region/province)]; (iii) top-level policy dialogues (national); (iv) Human Rights Week forums (December, national); and (v) multi-sectoral trainings and planning sessions (national or local).

The project is being managed by a Project Steering Committee (PSC) composed of key representatives from the partner and/or implementing organizations, namely, the heads of offices, ALG, CHR, NCAF and PAHRA, and the Chiefs of AFP-HRO and PNP-HRAO, and their respective deputies or alternates. The steering committee is in charge of overseeing the implementation of the project. The ALG (through its National Office and member-organizations around the country) is the overall Project Coordinator and handles the management of project funds. In addition to the officers at the headquarters or central offices of the partners, their regional officers are being tapped for the actual implementation of the project.

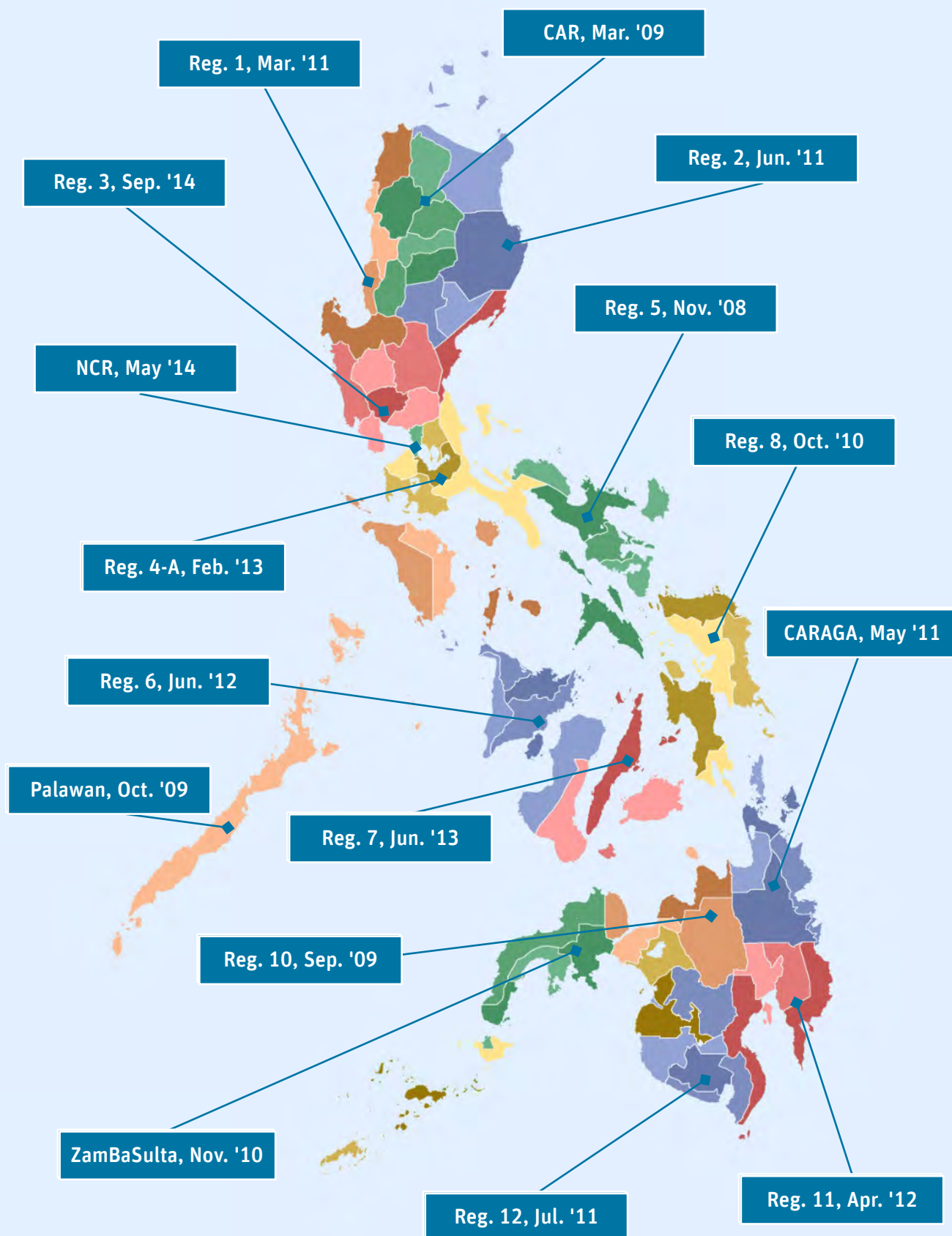
The PSC conducts regular meetings to prepare for the conduct of project activities and to assess activities as they are completed. These meetings are important in facilitating the more active involvement of the partners in the various activities of the project.

It should be noted that HSF, as a foreign entity, signified to the PSC that it will play a support role and will not be directly involved in the conduct of activities, looking at the project as an initiative of Filipinos who will be the one to sustain its gains in the long run.



Community-based Dialogues

From 2008-2011, the program covered all administrative regions in the country.



II. How we started: Laying the ground work

Meeting of the minds

The link-up between ALG and Hanns Seidel Foundation/Germany (HSF) was made possible through BSAF/NCAF, which is a long-time partner organization of HSF in the Philippines and is working closely in the implementation of joint projects nationwide including in the field of human rights. In January 2008, a meeting was held among the heads of office of HSF, ALG and BSAF, to explore possible areas of cooperation within the framework of human rights. As agreed upon during the meeting, a project proposal for an interim period of six (6) months (July-December 2008) was developed by ALG in cooperation with BSAF and submitted to HSF (funding agency) in July 2008 for possible assistance. HSF reviewed and discussed the proposal with the project proponents with respect to the former's funding guidelines, rules and regulations, reportorial requirements, project

visibility, and the partners' commitment (funding counterpart in cash or in kind) to the joint undertaking. Subsequent project proposals were submitted on a yearly basis.



Reaching out



Upon confirmation of support from HSF in July 2008, the ALG and BSAF approached the key stakeholders to the project - the Chiefs of the PNP-HRAO and AFP-HRO from the side of the security sector, to get their support for the joint undertaking with civil society. The presentation of the project was made to both officers which was positively received by the Chief of PNP-HRAO. Unfortunately, the then Chief of AFP-HRO was not receptive to the idea of dialogues between the military and CSOs. This was considered an initial setback, and, at this point, the project proponents were not sure if the

project could still push through. They had to step back and think of a different approach to secure the support of the AFP.

Informal and formal meetings and talks continued, jointly and personally, to break the barriers as the parties' views, sentiments and reservations were heard, explained and taken into consideration. This was a way of reaching out and opening doors towards working together to address the problem. The civil society partners sought the help of the Chief of PNP-HRAO to identify possible allies within the AFP as another entry point other than the AFP-HRO. The Chief of PNP-HRAO was able to successfully connect with other AFP officers to keep the lines open for communication, coordination and negotiation. A meeting was held with the AFP Office of the Deputy Chief of Staff for Civil Military Operations or J7 to secure its support. After several weeks of continuous constructive engagement among the key players from both sides, the project was declared a "go" by all participating institutions crucial to the partnership – ALG, BSAF, PNP-HRAO, AFP-J7, AFP-HRO and HSF.

Establishing partnerships

In August 2008, ALG organized a round-table discussion as an important preparatory or pre-launch activity. The concept and design of the dialogue sessions was presented to a select group composed of representatives of the CHR, the AFP, the PNP, and CSOs working on human rights issues. A free-flowing discussion ensued. The round-table discussion was intended to help the project partners refine the concept and design of the project. The activity was also an initial invitation to CSOs working on human rights issues to help disseminate information about the project and to mobilize their affiliate organizations in different geographical areas of the country to participate in the dialogue sessions.

In October 2008, the launching forum was held to formalize the partnership through the signing of a Memorandum of Understanding (MOU) (Annex 4) among the heads and key representatives of the partner organizations as an expression of their commitment to work for the success of the project. The signing was the highlight of the launching forum which included a press conference. The AFP was represented by the Deputy Chief of Staff for Civil Military Operations (J7), while the PNP was represented by the Director for Police Community Relations. The BSAF was



represented by its Executive Director; the ALG, its Chairperson; and, the HSF, its Resident Representative in the Philippines. It is worthy to note that during the MOU signing, the AFP introduced its new Chief of the AFP-HRO.

The participants included key representatives from the partner institutions, civil society and the government, including the CHR.

Expanding the partnership

Starting 2011, the CHR¹⁰ formally joined the project partnership. An independent office created by virtue of the Philippine Constitution¹¹, it is an independent national human rights institution (NHRI) that is committed to ensure the primacy of all human rights to their protection, promotion and fulfillment, on the basis of equality and non-discrimination, in particular, for those who are marginalized and vulnerable.

In 2012, the Philippine Alliance of Human Rights Advocates¹² (PAHRA) also formally joined the project partnership. It is a non-stock, non-profit alliance duly registered under the laws of the Philippines. It was formed as an alliance of individuals, institutions and organizations

committed to the promotion, protection and realization of human rights in the Philippines.

CHR and PAHRA are valuable partners in the project implementation and towards its sustainability. CHR, as the country's NHRI, has the constitutional mandate, regional/sub-regional presence, international partnerships, and critical resources necessary in expanding the project at the local level. PAHRA is a national alliance of 40 human rights, sectoral organizations advocating on all aspects of human rights.

At present, the project has seven (7) official partner organizations.

¹⁰ Commission on Human Rights of the Philippines (CHR) (www.chr.gov.ph)

¹¹ The 1987 Constitution of the Republic of the Philippines – Article 13, Section 17. (<http://www.gov.ph/constitutions/the-1987-constitution-of-the-republic-of-the-philippines/the-1987-constitution-of-the-republic-of-the-philippines-article-xiii/>)

¹² Philippine Alliance of Human Rights Advocates (www.philippinehumanrights.org)

Defining the concept: The Program for the Dialogue

The round-table discussion resulted in the improvement of the design of the dialogue sessions following the suggestions raised during the discussion. The discussion also served as an important link between the project partners, and the CHR and CSOs, that was eventually manifested in the active participation of the CHR regional officers and CSOs in the dialogue sessions.

Following the MOU signing, the PSC was convened to refine and finalize the 2-day program for the dialogue sessions (Annex 5). After the first two (2) sessions, the program followed an enhanced design that includes a planning session for local follow-through activities and a press conference as part of the activity to help in awareness-building and information dissemination on the conduct and results of the dialogues.

The dialogue session is a two-day activity. The first day is devoted primarily to the parallel preparatory caucuses of the participants from CSOs and the local communities, and the participants from the AFP and the PNP. The preparatory caucuses serve as an initial surfacing of problems, issues and gaps in relation to human rights promotion and protection in the area where they come from, and in preparation for the presentation of the human rights situation in the area. It is also an orientation session for the AFP and PNP officers, before they meet with representatives from CSOs, that gives



emphasis on the true intent of a dialogue which is openness in listening to the views of others as well as being constructive and non-confrontational. The parallel preparatory caucuses are being facilitated by members of the PSC representing the security sector and CSOs, respectively.

On the night of the first day, there is an informal welcome dinner get-together which serves as the first opportunity for the civil society participants and the AFP/PNP participants to interact with each other. There is a program prepared during this welcome activity, which is intended to be an ice-breaker, an introductory activity that is expected to facilitate a smooth dialogue on the next day.

The second day of the activity starts with the dialogue session proper. It is a venue to discuss and share information about the efforts of the participating government and non-government institutions in the area of promotion and protection of human rights. Issues and gaps in this area are then identified, and working mechanisms for cooperative efforts are discussed, and if possible, initiated. After the dialogue session proper, the second day will end with a planning session for local follow-through activities.



“The round-table discussion resulted in the improvement of the design of the dialogue sessions following the suggestions raised during the discussion.”

III. How we organized the dialogue sessions: Hit the ground running

Mobilizing key partners and stakeholders from the ground up

As project coordinator and secretariat, the ALG first consults with its member-organizations on the ground on possible dates for the conduct of the dialogue sessions and related activities. Then it calls for a PSC meeting before and after the conduct of a dialogue session and related activities to prepare for and assess the conduct of the activity. Important information are shared with the partner organizations such as a “concept note,” which is prepared by the ALG national coordinator as part of the briefing materials for the partner organizations for communicating with their superiors

in securing the necessary approvals. In line with these agreements, the partner organizations notify their respective superiors and local offices (AFP, PNP and CHR) or member-organizations (ALG and PAHRA) in accordance with their own institutional procedures. Regular communication/coordination between and among the PSC members, usually through e-mails or telephone calls, are being done for follow-ups, updates and/or coordination.

Selecting the participants, facilitators, resource materials and venues of dialogue

Each dialogue session gathers around 50 participants (10 officers each for the AFP and the PNP, and 30 representatives from CSOs, including NGOs, POs, religious/church-based groups, civic organizations, school-based organizations and local leaders) from the area/region. The AFP sends participants coming mostly from the Philippine Army, which has direct contact with civilians. In addition to the participants who will come from the area, PNP and AFP officers from their headquarters, and representatives of the project partners based in Manila are also present at each dialogue session primarily as facilitators or support staff.

The partner organizations identify and notify their respective participants to the dialogue sessions based on certain criteria set by the PSC (i.e., human rights officers, battalion/brigade commanders, human rights advocates and defenders, community leaders, regional directors, information and education officers) and send the names to the ALG secretariat for the necessary logistical arrangements (i.e., food, accommodation, training kits). It should be underscored that the choice of participants is contributory to the successful outcome of the dialogue.

The members of the PSC mainly serve as facilitators of the dialogue session based on their position, probity and



competence; however, the identification of resource persons from local offices or organizations, especially for follow-through activities, is encouraged. The PNP-HRAO taps its legal officers based in the Police Regional Offices (PRO). The regional officers of CHR are invited as facilitators for the session on “Human Rights Situationer” in the area and as key participants to the session as well. Officers of the Local Government Units (LGUs) are also invited with some Local Chief Executives (mayor or governor) present to give the welcome remarks and support to the activity.

It should be noted that the PSC has adopted a policy that for this particular project undertaking, it is appropriate

III. HOW WE ORGANIZED THE DIALOGUE SESSIONS

that the facilitators or trainers come from the partner organizations as they are in a better position to deliver the subject matter related to their organizations than external resource persons.

The venue and resource materials are discussed and decided upon during the PSC meeting. Resource materials come in the form of PowerPoint presentations, case studies, handouts, publications and videos, among others.

Preparing the conduct of the dialogue session and related activities

The ALG secretariat takes care of the logistical and administrative requirements in the conduct of the dialogue sessions such as securing quotations for the venue, making travel and venue arrangements (meals including food preferences especially for Muslims, rooming list, sound system, air-conditioning system, workshop rooms, backdrop, signages), preparation of IDs and Certificates of Participation, facilitating workshops, assisting in the presentations of

resource persons and workshop outputs, documentation, provision of supplies and equipment, reproduction of resource materials, preparation and submission to HSF of activity and accounting reports, among others. The resource materials are provided by the facilitators to ALG for reproduction and distribution to the participants, and/or presentation purposes.

Conducting the dialogue

The regional dialogue sessions are conducted following the 2-day program. Upon arrival in the function room, the participants are required to sign-up in the attendance sheets on a daily basis. All the information required in the form have to be filled-up. Upon check-in, the participants are also required to register at the venue's front desk for their accommodation. The ALG secretariat has to closely monitor the registration of participants to ensure reimbursement of approved project activity expenses.

During the first one-and-a-half days of the dialogue session, the AFP and PNP participants were advised not to wear their uniform. This “no-uniform” policy for the most part of the session, except in the afternoon of the second day, helped in removing the barriers between the members of the security force and the civilians during the dialogue. It created an atmosphere where project stakeholders treat each other as “equals” who are able to share and discuss their experiences on human rights based on mutual respect.

The ALG national coordinator is the focal person for the 2-day dialogue session. He presents the project overview and orientation on the dialogue process, including the general flow of the 2-day activity. More importantly, he facilitates the discussions and moderates in certain instances where the



discussions turn into heated debates or if there is creeping animosity among the participants. It is important to realize that the success or failure of a dialogue between the security forces and civilians greatly depends on a good and respected facilitator/moderator who is fair and balanced, and ensures a safe and neutral ground for the participants to share their views and experiences without being accused, harassed or threatened.

Various sessions are handled by facilitators coming from the partner organizations. They also participate in the workshops, if requested by any group. The Chiefs of the AFP-HRO and PNP-HRAO, and a designated representative of the

III. HOW WE ORGANIZED THE DIALOGUE SESSIONS



CSO-participants present their human rights programs or initiatives related to human rights promotion and protection. It should be noted that at the start of the project, the existence of AFP-HRO and PNP-HRAO are not well-known even among the police and the military. Each sector - security sector and CSOs - form separate workshop groups to identify, discuss and present the priority issues and major areas of concern on human rights protection and promotion in the covered region/area. The results of the discussions are presented in plenary on the second day.

The solidarity session during the informal dinner get-together give the participants an opportunity to get to know and understand each other better.

On Day 2, the summary of issues and recommendations identified during the first-day workshops are presented, followed by an open forum. It is not unusual that the open forum can trigger the opening of “old or fresh wounds” and the participants tend to show strong emotions. In these instances, the facilitator calls for a short break and, together with the PSC members, try to reach out to the contending parties and help them calm down before resuming the session. It is worthy to note that despite such incidents, the participants return to continue the discussions which signify their sincerity and commitment to the dialogue process as a

good way of addressing the human rights situation in the country.

During lunch break, the PSC hosts a press conference with local media practitioners. The ALG national coordinator provides a briefing about the project and highlights of the ongoing dialogue session, followed by a question-and-answer portion between the members of the media and representatives of the partner organizations.

The last workshop tackles the clarification of issues raised from the first day’s workshop outputs. The participants identify the major issues and gaps in human rights promotion and protection, and possible cooperative efforts that can be implemented in the area in the form of concrete recommendations for government and civil society action in the region. A plenary presentation of the workshop outputs ensues.

The next activity is the planning session to establish cooperation mechanisms for the implementation of the next steps. For this purpose, the participants are grouped per province and each group presents its outputs in plenary.

Finally, prior to the closing program, the participants are requested to fill up the evaluation form for the 2-day activity. ALG processes and analyzes the results to further enhance the conduct of the dialogue sessions. The Certificates of Participation are also distributed to the participants.



Preparing and submitting activity and accounting reports to HSF

The ALG prepares post-activity reportorial requirements covering the activity and accounting reports along with supporting documents for submission to HSF based on standard forms and prescribed deadlines. This

includes a one-page “Quick Feedback Form” (Annex 6), which contains general information on the results of the activity and forwarded to HSF within three (3) working days after the conduct of the activity.

Hearing Each Other's Stories

“An enemy is one whose story we have not heard,” Atty. Marlon J. Manuel, National Coordinator of the Alternative Law Groups, quotes peace activist Gene Knudsen-Hoffman in introducing the principles of the dialogue framework that the project adopts.



“Because what we have is a venue to exchange stories—not just talk and talk—but to hear and understand each other,” he says.

In crafting the mechanics of their activities, representatives of the partner-organizations and institutions recognized the risk in fault-finding among participants from traditionally adversarial sectors. For them, it was important to underscore the goal as seeking solutions beyond identifying issues.

“We meant the tone as non-confrontational,” recalls Atty. Manuel, “Instead, the dialogues should be action-oriented.”

One key strategy proved to have tangible as well as a symbolic value. Members of the Armed Forces of the Philippines (AFP) and the Philippine National Police

(PNP) were asked not to wear their uniforms when they attended the first set of the dialogue sessions.

According to Atty. Manuel, they were ‘civilians’ for the two-day activity. The rationale behind it was to remove the perceived barrier, as represented by their uniform. “We wanted to emphasize commonalities, that we are all citizens, rather than highlight the differences.”

During the Palawan session, the Hanns Seidel Foundation’s Paul G. Schäfer mentions that in their home country of Germany, they refer to military as “citizens in uniform.”

“The phrase captures the intent of the dialogue session design—no uniform—the AFP and PNP officers are citizens in uniform,” explains Atty. Manuel.

III. HOW WE ORGANIZED THE DIALOGUE SESSIONS

Ninoy and Cory Aquino Foundation's Atty. Joey Mendoza adds that the dynamic of the dialogue as two-way was always encouraged. It did not pit one party against the other—not the civilians versus the military or police, nor the accuser in the face of the accused.

The questions that were often raised resonated in each participant. "We aimed for a genuine dialogue," he says. "The military and police are usually asked about the human rights issues prevalent in their area and, surprisingly, in many instances, there are common issues identified."

Another practical yet meaningful strategy situated the first face-to-face "encounter" of the civilians and the AFP and PNP officers at the socials, over dinner and a videoke machine. "It was a light get-together, an ice breaker," observes Mary Ann Co of the Hanns Seidel Foundation.

Later on, they would be called for separate caucuses for civil society and security sector participants in order to prepare them for the dialogue proper. Divided into groups based on their provincial location, the discussion yielded insights that were "closer to the ground," according to Atty. Manuel. "Local stakeholders can discuss issues that they are familiar with."

As a result, at the end of what appeared as contentious debates, the participants would plan for community-based cooperative efforts towards human rights promotion and protection in the local areas in due course. Instead of a one-size-fits-all template, each region or group would often set their own targets and conceptualize future initiatives unique to their socio-political context.

What the planning sessions universally demanded were details—the groups must chart their next steps together. "It was evident from the many follow-through activities that they were conceived," says Co.

True enough, the participants demonstrated how deeply they were invested in the process. An army officer from Palawan, Maj. Neil Anthony Estrella suggested a tweak to the design—that in the last phase of the activity, they can wear their uniforms again. "So we can end the dialogue session with a symbolic acceptance of the AFP and PNP officers as citizens in uniform," he had reasoned. His inspired idea was adopted. From here on, they have more stories—from setbacks to successes—to tell.



"The military and police are usually asked about the human rights issues prevalent in their area and, surprisingly in many instances, there are common issues identified."

NINOY AND CORY AQUINO FOUNDATION'S ATTY. JOEY MENDOZA

IV. How we plan, monitor and evaluate the activities: Measuring results/impact

Conducting annual and strategic planning sessions



Towards the end of the year, the PSC holds a one-day planning session to discuss the workplan for the next year, following an assessment of the accomplishments for the year. The ALG national coordinator presents a report on the planned activities vis-à-vis actual results and reasons for the variance. He also facilitates the discussion which includes (i) a review of the 3-year project logical framework, in particular, the targets, risks and challenges in light of current developments and those in the immediate future; (ii) identification and resolution of issues; and (iii) planning of activities. These sessions are attended by key representatives of partner organizations.

The ALG submits to HSF an annual project proposal together with the budget requirements and monthly schedule of activities no later than October of each year for approval. The final proposals, which are submitted to and approved by the HSF head office, are communicated back to ALG, and then formalized through a Memorandum of Agreement (MOA) on a yearly basis. The ALG also submits to HSF project annual reports, which contain a summary of the activities and accomplishments of the project for the past year, including recommendations for further enhancement of project implementation.

The PSC convenes for a two-day strategic planning session, usually at the end of the 3-year project cycle, to review and/or revise the current 3-year project logical framework, or prepare a new one, if necessary. This is more intensive than the annual planning sessions to ensure that the

plans are consistent with the direction and priorities of the partner organizations for the next project cycle, including the formulation of the first year's work and financial plan. An external facilitator handles the session.

In April 2009, a one-day assessment and planning session for the first phase (July 2008-March 2009) of the project was conducted in preparation for the next phase.

In August 2009 and June 2011, two (2) national Joint Planning Sessions (2 days each) were held among the partner organizations, national government agencies, local coordinators, and key representatives of regional core groups and national CSO networks. These planning activities involved the presentation of past dialogue sessions and related activities, discussion of the gains and challenges of the project and regional developments in the area of human rights, orientation on the basic concepts and principles of human rights, updating on security sector reform and new laws, panel discussion (sharing of perspectives on human rights especially at the level of the communities), planning session (identification of concrete cooperative efforts for human rights promotion and protection for each area), and presentation of regional plans.

In April 2010, the project conducted its first 2-day strategic assessment and planning session to develop a 3-year project Logframe (2011-2013). In March 2013, the project conducted another 2-day strategic assessment and planning session for the next phase (2014-2016).



IV. HOW WE PLAN, MONITOR AND EVALUATE THE ACTIVITIES

Furthermore, as a preparatory activity for the conduct of follow-through dialogue sessions at the provincial level, island-wide meeting and planning sessions of the regional multi-sectoral core group members, i.e., one for Luzon, one for Visayas, and one for Mindanao, were organized. The meeting is primarily aimed at planning the

provincial-level dialogue sessions and identifying the provinces where the dialogue sessions will be conducted. Given the varied initiatives and issues across areas, the following criteria were applied in the final selection of the venues: (i) human rights issues; (2) organized groups and open-minded stakeholders; and (3) ALG/CSO presence.

Conducting coordination and monitoring meetings



The coordination and monitoring meetings are aimed at sustaining the link between the project partners and participants from the different organizations and offices of the past dialogue sessions at the regions. The activity also serves two main purposes: first, coordination of their efforts toward human rights protection and promotion; and second, information gathering on positive developments as a result of the previous regional dialogues, for further documentation and dissemination.

The PSC meetings and dialogue sessions serve as a venue for coordinating and monitoring the conduct of activities. As much as possible, during the field activities, a time is set to meet with local coordinators (ALG member-organizations based in the area) together with local multi-sectoral groups including the regional officers of CHR to share project

updates and related local developments, and discuss continuing or emerging concerns for possible joint action.

In 2010, HSF initiated a series of field coordination/monitoring meetings with the core groups from the first eight (8) areas (7 regions and 1 province) where the dialogue sessions were already completed. A consolidated report on the results of the activity was presented to the PSC during the annual evaluation and planning session. In 2011, the project organized three (3) meetings and in 2012, two (2) meetings.

Furthermore, local coordinators and/or core group point persons representing the different regions are requested to furnish the PSC a regular (quarterly) update on their activities and corresponding results and/or other information relevant to the project cooperation. This regular information exchange helps the PSC to touch base with them, and assess their needs for future planning of joint project activities and their possible further involvement. The information generated during the year forms part of the annual assessment and planning session, which is vital in determining the next steps and future direction of the project.

At the level of the top leadership of the PNP and AFP, the PSC initiates a courtesy call on the Chief PNP and AFP Chief of Staff to formally present the project and secure their support.

Conducting internal and external evaluations

Internal and external evaluations are an integral component of project implementation. Internal evaluations come in the form of the year-end evaluation sessions done in conjunction with the planning sessions and the activity evaluation. An activity evaluation is usually undertaken at the end of the last day of the activity or on a daily basis, if necessary. The participants are asked to accomplish the evaluation forms for processing and analysis by ALG assisted

by HSF. The consolidated report is submitted to HSF as part of the project requirements.

In April 2009, the project conducted a one-day assessment and planning session for Phase 1 to look back at the activities of the past months and plan for the next phase of the human rights dialogue sessions.

IV. HOW WE PLAN, MONITOR AND EVALUATE THE ACTIVITIES

External evaluation is usually done within 3-6 years of project implementation by tapping an external evaluator. In April 2014, after more than five years of project implementation, the PSC and HSF conducted a "participatory self-assessment and future development of the multi-sector Human Rights Dialogues" project through a 4-day National Conference. The activity presented the project and its results, and discussed its further roll-out and sustainability, with the involvement of representatives from all stakeholder groups nationwide, including the CHR chairperson. A project logical framework towards sustainability was formulated based on

the expected results and targets. It was facilitated by a German expert (Certified Professional Facilitator based in Thailand) who also prepared the concept, design, program and evaluation report of the activity, in consultation with the PSC and the HSF, through a focus group discussion and e-mail/phone exchanges.

It should be noted that improvements made in the course of project implementation are a result of continuous monitoring and assessment activities, especially in the initial phase.

Sharing project gains and milestones



In line with the celebration of Human Rights Week every December, the project holds a one-day public forum to present the project and the results of activities for the year. It also serves as an information-dissemination activity to share relevant developments on human rights promotion and protection especially in the local areas. The participants come from the human rights community as well as from government, NGOs, media groups and international organizations.

In June 2011, a project information material¹³ was developed and published spearheaded by ALG in cooperation with the PSC and with funding support from HSF. It highlighted the project results, gains and milestones, as well as featured the views and experiences of the partners and stakeholders, and its impact on the ground. Copies of the information material were made available to the partner organiza-

tions, local stakeholders, relevant government agencies and support organizations.

In view of inadequate information on the human rights situation in the different regions, the project conducted a research on the general situation in the areas covered for Phase 1 (2008-2010) and Phase 2 (2011-2013). This research was helpful in providing the context for the dialogue sessions and also for the discussion of policy recommendations identified by the project partners and participants.

In light of the valuable experiences and learnings from the regional/provincial dialogue sessions¹⁴, other local and international groups linked up with the project in pursuit of common interests such as the International Peace Observers Network, the European Union (EU), European Chamber of Commerce to the Philippines, Embassy of the Federal Republic of Germany, Embassy of the Kingdom of the Netherlands, ABS-CBN News Channel, The Asia Foundation, among others. In June 2013, HSF in cooperation with European and German human rights institutions organized an "Information and Exchange Visit" to Europe (Berlin, Brussels and Strasbourg) participated in by key representatives of partner organizations. In March 2014, a Business and Human Rights Forum was organized by the European Chamber of Commerce of the Philippines in cooperation with the CHR, ALG, PAHRA, HSF, Inter-Church Organization for Development Cooperation and Integrity Initiative.

¹³ Project Information Material (www.hss.de/fileadmin/suedostasien/philippines/downloads/050711-HR-dialogue-session-publication.pdf)

¹⁴ "Bantula" vows quick response to human rights violations in Bukidnon (www.mindanews.com/top-stories/2013/03/09/bantula-vows-quick-response-to-human-rights-violations-in-Bukidnon/)

V. Where we are now and moving forward: Institutionalization of dialogue within and among partner organizations and key stakeholders at the local level

Expanding the dialogue process towards institutionalization

The third phase of the project, 2014-2016, is a logical continuation of the previous two (2) phases. The thrust is on the institutionalization of the human rights dialogues at the local level. It shows the expansion of the coverage of the project: one, by scaling up the dialogue process from the grassroots to the policy arena by involving policy makers of lead government agencies/offices (national) through the conduct of Top-Level Policy Dialogues on Human Rights, and, two, Joint Training Sessions for a better relationship between the security sector and the civilians through a common understanding and appreciation of the human rights framework.



Top-Level Policy Dialogues

Looking back, an important issue that was raised in the planning sessions was the need for the dialogue sessions to translate the recommendations into concrete changes in policies and operating procedures of the PNP and the AFP. It was underscored that the issues and problems that were identified during the dialogue sessions should be able to help in crafting new policies. The PNP-HRAO and AFP-HRO's role as policy formulators within their respective organizations was also emphasized.

The Top-Level Policy Dialogues mechanism is intended to gather the leadership of the security forces (Chiefs and Deputy Chiefs of the AFP-HRO and PNP-HRAO), government human rights bodies (Chair and Commissioners of the CHR and the PHRC), other government agencies of the Executive Department (Secretaries of the Office of the Presidential Adviser on the Peace Process/OPAPP, Department of Justice/DOJ, Department of the Interior and Local Government/ DILG, Department of National Defense/DND), members of the Philippine Congress and the Judiciary, and CSOs (especially the national networks).

The half-day policy dialogue sessions involve a constructive discussion of policy gaps and policy reforms that can be implemented towards the promotion and protection of human rights, and the improvement of the relationship between the security forces and the civilians. With the concrete experiences from the communities and with the recommendations from the grassroots-level dialogue sessions, the top-level dialogue mechanism is a venue for the formulation of concrete policy issuances primarily in the policies and operating procedures of the PNP and the AFP, and also in other aspects of governance that may concern other agencies, as well as for the monitoring and resolution of issues and cases on the ground. It highlights the need for the convergence of grassroots discussion with policy discussion and reform.

It also convenes regular policy discussion sessions and policy formulation workshops that involve the leaders of various government and non-government stakeholders. In between the Top-Level Policy Dialogues, the project organizes policy discussions among members of the PSC and other key officials of the AFP, the PNP, and concerned government



agencies. This group acts as the Technical Working Group (TWG) for the actual Top-Level Policy Dialogues, with specific tasks assigned to the members, if necessary. In these policy discussion sessions, the policy issues that were identified in the regional/provincial dialogue sessions are reviewed, and priority issues are identified and taken up in the Top-Level Policy Dialogues.

The mechanism was launched in May 2012 during the 25th anniversary celebration of the CHR. The launching was highlighted by the formal signing of a “Statement of Commitment” (Annex 7) among the key officials who are the principal participants in the policy dialogue sessions, led by the CHR chairperson, DOJ Secretary, and key representatives of the DND, the DILG, the PNP and the AFP. In the Statement of Commitment, the signatories committed to participate in a process of regular constructive discussion of policy gaps and policy reforms that can be implemented towards the promotion and protection of human rights, and the improvement of the relationship between the security forces and the civilians. In September 2012, the PSC convened a workshop for the finalization of the policy dialogues agenda.

Human Rights Training

The human rights dialogue sessions all over the country came out with a strong and common recommendation on the need to come together to collectively learn more about concepts and principles, and recently enacted laws on human rights, including important topics on rights-based approaches to policing and military operations, as well as redress

After the launch, four (4) Top-Level Policy Dialogues were conducted which were attended by the project partners, relevant government agencies, human rights organizations and other stakeholder groups representing the national and local levels, international organizations, and members of the media. The topics tackled were on (i) Command Responsibility within the AFP and the PNP; (ii) Military Presence in/near Civilian Areas; (iii) Proposed CHR Charter Bill; and (iv) Review and Assessment of Human Rights Programs of the AFP and the PNP.

As a result of the policy dialogues, the AFP and the PNP have reviewed and/or instituted several policy directives/ issuances/guidelines, as well as agreements with various sectors consistent with human rights doctrines, principles and standards. This policy reform component enables the project to support the AFP-HRO and the PNP-HRAO in their respective roles as human rights advocates within their organizations.

The project will continue to support the creation of a favorable policy environment by advocating for the passage of relevant policies, both at the local and national levels.

mechanisms for complaints of human rights violation that would facilitate a better understanding and closer cooperation between the security sector and civilians. Thus, towards sustaining the gains of the dialogue sessions, a 3-day human rights training module (Annex 8) was developed and implemented.



The PSC initiated the review of existing human rights education/training materials and the preparation of a training module that is specifically focused on a multi-sector group of participants composed of both civilians (CSOs, CHR) and military/police personnel. A 2-day module review and development workshop was organized which made the final draft module ready for the pilot training. The module primarily contains session guides and resource materials, including case studies, that will enable the application of human rights principles to specific situations encountered by the civilians and the military/police officers as they relate with each other.

The project implemented a training session for the National Capital Region (NCR) where the training module was pilot-tested. The multi-sectoral human rights trainings are not traditional trainings with long technical inputs; the emphasis is more on the application of human rights principles in the operations of the AFP and PNP anchored on respect for the rights of the citizen and obligations of the state security sector. One of the practical application sessions conducted in plenary is an analysis of a case study on a critical human rights violation (HRV) in a particular region that is aimed at having a common appreciation/perspective on how an HRV is committed and what approaches should be taken for resolution.

These are structured in such a way that makes the most of the sharing of experiences between the security sector, and the civilians/CSOs and CHR, and basically continues the dialogue process and maximizes it to address local issues being experienced on the ground. The coverage of the training sessions can either be regional, provincial, or based on a geographic area following the AFP's area divisions or commands.

After the conduct of the pilot training session, the PSC organized a 2-part workshop (2 days) for the evaluation and refinement of the design and methodology of the training, and planning for the next training sessions.

Following the geographic distribution of the AFP units on the ground, six (6) cluster area-based trainings (5-6 regions per cluster) were conducted nationwide for a period of two (2) years.

Part of the human rights training component is the gathering and dissemination of information materials. In the planning sessions, it has been pointed out that aside from the new laws' being part of the training module, these can be the main focus of the information materials. These are the Anti-Torture Law¹⁵, the International Humanitarian Law Act¹⁶, and

¹⁵ Republic Act No. 9745 – An Act Penalizing Torture and Other Cruel, inhuman and Degrading Treatment or Punishment and Prescribing Penalties Therefor (<http://www.gov.ph/2009/11/10/republic-act-no-9745/>)

¹⁶ Republic Act No. 9851 – An Act Penalizing Crimes against International Humanitarian Law, Genocide, and other Crimes against Humanity, Organizing Jurisdiction, Designating Special Courts, and for Related Purposes (<http://www.gov.ph/2009/12/11/republic-act-no-9851>)

V. WHERE WE ARE NOW AND MOVING FORWARD

the Anti-Enforced Disappearances Act¹⁷. The information materials can be in various forms, such as booklets, pamphlets, brochures, posters, comics, magazines and other publications.

In addition to imparting knowledge, the training sessions have also been good venues for inter-region sharing of ideas and experiences related to the project, as well as for planning future collaborative action. In a sense, the training sessions became extensions of the dialogue sessions.

Consistent with the objective of institutionalizing the gains of the project, year 2015 will start the setting up of a network of trainers in different areas in the country, composed of area teams with multi-sector membership. There will be three (3) teams each for Luzon, Visayas, and Mindanao. Each team will be composed of eight (8) members with two (2) officers from the AFP, two (2) officers from the PNP, two (2) officers from the CHR, and two (2) representatives from CSOs. Hence, there will be a total of nine (9) teams covering different areas. For the coming years, the number of trainers' teams can be expanded, towards reaching the ideal situation of having one trainers' team for each administrative region.

Towards this end, the project will conduct three (3) island-wide "Training of Trainers" (ToT) sessions (5-day session each), i.e., one each for Luzon, Visayas and Mindanao. These sessions will have multi-sectoral participation (AFP, PNP, CSOs, CHR) and will target those who have basic training or teaching competencies such as educators, trainers, facilitators and paralegals. Aside from enhancing the capacity of the trainers to deliver the training program, based on the



module, the Trainers' Training sessions will also have a planning session that will discuss the expected roles of the training teams, and the expected activities for the year. During this session, each team shall commit to implement an assignment, which consists of a training session or a number of sessions that the team will conduct in their respective areas. A few months after the Trainers' Training session, selected members from each team (or selected teams) will be gathered for a Skills Upgrading and Sharing Session, where the teams are expected to report on their accomplishments, and their experiences in the conduct of training sessions, and possibly undergo further training based on the training needs assessment and evaluation of the results of the Training of Trainers. For the ToT, one of the training sessions (Annex 9) involves "demonstration teaching and critiquing," which makes use of the session guides made available to the trainers as part of the "Multi-sectoral Human Rights Training Handbook" developed through the project. It comes with a DVD of the resource/reference materials such as the presentations, videos, film clips, case studies, among others.

Sustaining the gains of the project

The project is currently on its third phase and continues to nurture and sustain the partnership through changes in leadership of the AFP, PNP and CHR.

Working within the sustainability framework developed in April 2014, the following goal, objectives and expected results have been established for the long-term:

Goal: To contribute to the improvement of the Human Rights situation in the Philippines through dialogue

and collaborative action in the common effort to promote and protect human rights, access to justice and the rule of law

Objectives:

- To institutionalize community-based dialogues (CBDs) on human rights at the local level convened by the CHR, Peace and Order Councils (POCs) or Local Special Bodies (LSBs, i.e, regional, provincial and municipal/city levels);
- To strengthen the collaboration of community-based

¹⁷ Republic Act No. 10353 – An Act Defining and Penalizing Enforced or Involuntary Disappearance (<http://www.gov.ph/2012/12/21/republic-act-no-10353/>)

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dialogues' constituencies with LGUs and other government agencies for the continued enhancement of local constructive engagement processes;

- To support convergence of multi-sectoral cooperative efforts in line with the "La Breza Declaration" (Annex 10, Security Sector Reform, National Preventive Mechanism, National Monitoring Mechanism, CBDs, Barangay Human Rights Action Centers, education, training and advocacy on human rights, IHL and rule of law, culture of human rights); and,
- To promote constructive discussion of policy gaps and policy reforms at the national and local levels.

Expected Results:

- Established and sustained CBDs at the regional, provincial and municipal/city levels;
- CBD mechanism adopted by the POC and/or LSB as platform for multi-stakeholder participation in the affairs of government (CBD shall be facilitated by the Vice-Governor/Mayor at the provincial/municipal/city level where the PNP, AFP, relevant government agencies, members of civil society, and other interested groups shall be invited to resolve issues and concerns on human rights and IHL violations);
- Established constructive relationship between the government (i.e, security sector, LGUs, other government agencies) and the human rights community (e.g., case conferences);
- Forged functional community-based partnerships (e.g., Disaster Risk Reduction and Management, multi-sectoral training/education/advocacy, information dissemination/campaigns through social media, collective celebration of events, resource mobilization, etc.) at all levels (i.e., regional, provincial, municipal/city); and,



- Strengthened collaboration among stakeholders in the promotion and protection of human rights through policy and practice changes at the institutional and community levels (e.g., CBDs as part of operational strategies and major programs/activities of the AFP and PNP, CSOs and CHR, human rights education curriculum review and updating, etc.).

After the initial dialogue sessions, it has become evident that in order to sustain the gains of the dialogue sessions, support for follow-through activities in project areas is found necessary especially in areas where there is strong potential for a continuing dialogue and cooperation among the participants.

These activities will focus on the implementation of the recommendations and plans initially discussed and agreed upon by the participants at the dialogue sessions. These may come in various forms such as regular core group meetings, sectoral dialogue sessions, discussion forums, information dissemination/campaigns, training and advocacy, case conferences, networking, setting up of local multi-sectoral structure for cooperation especially in monitoring, reporting and documentation of human rights issues and cases, fund mobilization, among others. Effective and sustainable mechanisms or working models established may be replicated in other areas.

Seventeen (17) follow-through activities were conducted during the period 2010 to 2012, which were co-organized by the local core groups and attended by representatives of partner organizations. It should be noted that follow-through activities are not limited to the participation of major project partners, but could be expanded to include other relevant government agencies depending on the human rights issues and concerns in the area, especially



LGUs. To date, a total of 96 activities have been conducted with an aggregate of 3,594 participants.

In this light, the important role of the CHR towards the institutionalization of the project has been recognized by the partnership and local stakeholders whose involvement should be used to the fullest extent especially at the local level. The CHR is the most logical center for project management, co-financing, and sustainability consistent with its mandate as a national human rights institution. Its central office can be the nerve center of the dialogue process, while its regional offices can be the convenor of the CBDs and other local multi-sectoral cooperation bodies that may be set up in different areas through the project. The regional offices can also link the AFP, PNP, and CSOs to other government agencies, including the local governments.

In February 2014, the PSC met with the CHR chairperson and commissioners, and subsequently, in April 2014, a meeting with the regional directors and/or their representatives was likewise held to ensure the active involvement of the CHR regional offices, as lead convenor or focal agency for the regional and local activities.

The main objective of the meeting was to formally present the project to the top leadership of the commission and its regional directors, and get their support for CHR to serve as convenor or focal group of the CBDs in the regions. It should be noted that this action was borne out of the strong

and consistent recommendation from the participants of the different dialogue sessions conducted nationwide. The meeting ended on a high note with the CHR's positive response to the recommendation. Among the agreements are the approval of a resolution by the CHR en-banc commission recognizing its role as lead convenor of the CBDs in the regions through the CHR regional directors.

In 2015, there will be a major transition for the CHR, as the incumbent Chairperson and Commissioners will be ending their term in the first half of the year. This will lead to the appointment by the President of the Philippines of a new set of chairperson and commissioners. With this development, the project will hold a meeting with the newly appointed Chair and Commissioners, to provide them an orientation on the status of the project and to seek their active involvement in the implementation of the project's activities. The project will also hold a meeting/planning session with the CHR Regional Directors, continuing the discussion that was started in 2014.

With the active involvement of the CHR regional offices, it is expected that the project shall have more regular activities and expand the stakeholders at the local level to involve or include the officers of the LGUs, DILG, the POCs, the Barangay Human Rights Action Centers (BHRAC) and other local actors.

ANNEXES

ANNEX 1: PNP DIRECTIVE ON THE ESTABLISHMENT OF HRAOs FROM HEADQUARTERS DOWN TO POLICE STATIONS



Republic of the Philippines
Department of the Interior and Local Government
National Police Commission
NATIONAL HEADQUARTERS, PHILIPPINE NATIONAL POLICE
Camp Crame, Quezón City

Copy to: CITRA

June 29, 2007

GENERAL ORDERS NUMBER DPL-07-04

ACTIVATION OF UNIT

1. Effective this date, the PNP Human Rights Affairs Office with official acronym "PNP-HRAO" is hereby activated under the Office of the Chief, PNP to serve as a management facility that will oversee the implementation of PNP guidelines and policies on human rights laws.

2. The PNP-HRAO shall perform the following functions:

a. Integrate the PNP efforts and come up with holistic approach and systematic implementation of human rights programs and activities;

b. Review, formulate and recommend policies and programs, as well as administrative and legislative measures to effectively implement human rights laws;

c. Monitor the conduct of investigation, legal and judicial processes of addressing human rights violations of PNP personnel;

d. Undertake information campaigns for media (local and foreign) and interested sectors (e.g. advocates for press freedom and human rights) to project government findings and perspectives and measures being implemented relative to human rights violation of PNP personnel;

e. Establish and maintain linkages with concerned agencies handling human rights violation cases against PNP personnel; and

f. Perform other duties as directed by the Chief, PNP.

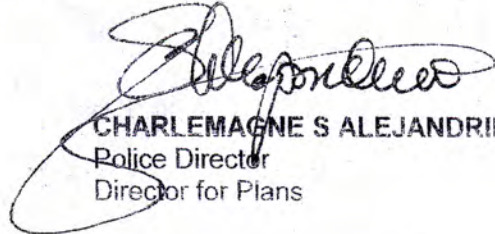
3. The PNP Human Rights Affairs Office shall be organized as reflected in the attached organizational structure Annex A. It shall be headed by a PCO with a rank of at least Police Senior Superintendent and shall be composed of three (3) sections, namely: (1) Complaints and Investigation Section; (2) Education and Advocacy Section; and (3) Plans and Programs Section.

4. The existing Special Committee on Human Rights created by virtue of NHQ-PNP Letter Orders Number 1278 shall cease to exist and its mandate shall be absorbed by the PNP Human Rights Affairs Office.

ANNEX 1: PNP DIRECTIVE ON THE ESTABLISHMENT OF HRAOs FROM HEADQUARTERS DOWN TO POLICE STATIONS

5. The issuance of this General Orders is in pursuance to the vested powers of the Chief, PNP under Section 26 of RA No. 6975.

BY COMMAND OF POLICE DIRECTOR GENERAL CALDERON:



CHARLEMAGNE S ALEJANDRINO
Police Director
Director for Plans

Incl:

Annex A – Organizational Structure and Staffing of PNP-HRAO

Distribution:

Chief, PNP
TDCA
TADCO
TACDS/Executive Director, PMO
Directorial Staff
Director, NSUs
RDs, PRO 1-3, 5-12, CALABARZON, MIMAROPA, CARAGA, ARMM
CAR and NCRPO
IG, IAS

Excerpt from AFP-HRO Staff Memorandum dated 8 November 2010 that rescinded the classified document, Staff Memo Number 01 dated 13 February 2007 which formally established the AFP-HRO in 12 January 2007.

General and Specific Functions of the Armed Forces of the Philippines - Human Rights Office

1. GENERAL FUNCTION:

The AFP Human Rights Office assists the Chief of Staff, AFP on matters related to Human Rights and the International Humanitarian Law.

2. SPECIFIC FUNCTIONS:

- a) Plan, implement and supervise programs, measures and mechanisms to uphold, protect and promote respect for HR/adherence to IHL & other int'l HR instruments.
- b) Develop and pursue advocacy activities and other education and information dissemination programs on HR and IHL.
- c) Integrate/synthesize all AFP policies/regulations & data gathered that have bearing on HR & the IHL.
- d) Receive complaints of alleged HR violations against AFP members and threat groups and cause the investigation.
- e) Monitor incidents of alleged HR/IHL violations as reported in open sources and cause immediate investigation thereof.
- f) Monitor the litigation of HR violation cases involving members of the AFP.
- g) Monitor HR/IHL violations of threat groups & cause the immediate filing of cases/complaints & assist the victims/their families.
- h) Liaise with CHR, other human rights organizations, NGOs, CSOs & POs for the promotion and protection of HR/IHL.
- i) Submit reports on issues, concerns & assessments of the HR situation in the AFP.
- j) Perform such other functions as may be directed.

The Art of Dialogue

www.ullerymanagement.com/art_of_dialogue.htm

Rights, Responsibilities and Skills of Dialogue

For true dialogue to occur
it needs to take place
within a protective environment
of mutually accepted
rights and responsibilities,
rooted in two fundamental values:
respect for the human person
and trust in the process of dialogue.

Dialogue works best
when the participants
are willing to develop certain skills
that facilitate the process.

Rights		Responsibilities		Skills	
1.	Each person has the right to define him/herself without being labeled by others.	1.	Each person must be willing to seriously question his/her assumptions about "the other".	1.	Each person should be able to evaluate and articulate his/her own attitudes, values and positions on issues within the context of his/her tradition.
2.	Each person has the right to express his or her beliefs, ideas and feelings.	2.	Each person must allow others the same right of self-expression that s/he expects for him/herself.	2.	Each person should learn how to temporarily set aside his/her own views and feelings in order to be more sensitive to what the other is saying.
3.	Each person has the right to ask questions that help him/her understand what someone else has said.	3.	Each person should ask questions that respect the other's right of self-definition, even in times of conflict or disagreement.	3.	Each person should learn how to respond to questions in ways that help others understand.
4.	Each person has the right not to change or be coerced to change.	4.	Each person must accept the others as equal partners in the dialogue, and acknowledge the dignity of the traditions represented.	4.	Each person should learn to deal with different points of view while maintaining his/her own integrity.
5.	Each person has the right to expect that what is said will be held in confidence.	5.	Each person must agree to hold what others say in confidence.	5.	Each person should learn to deal with others from a position of mutual trust, based on an expectation that others come to the dialogue in a spirit of honesty and sincerity.

Comparison of Dialogue and Debate

Dialogue is collaborative: the sides work together.	Debate is a type of fight: two sides oppose each other to prove each other wrong.
Dialogue builds a learning relationship between people.	Debate builds a competitive relationship between people.
Dialogue encourages the participants to identify questions and goals they could share.	Debate encourages each side to articulate its own questions and goals.
In a dialogue the goals are finding common ideas and new ideas.	In a debate the goals are winning with your own ideas.
In a dialogue everyone contributes to solving a problem.	In a debate one person and viewpoint wins, the other is dismissed.
In a dialogue you believe that many solutions might exist, and that different people have parts of the best solutions.	In a debate you believe that there is one solution, that you have it, and other solutions are not considered.
In a dialogue you are sensitive to each other's feelings, hopes, and ideas.	In a debate you do not care about the feelings, hopes and ideas of others.
In a dialogue you contribute your best ideas to be improved upon.	In a debate you contribute your ideas and defend them against challenges.
In a dialogue you listen to each other to understand and build agreement.	In a debate you listen to each other to find flaws and disagree.
In a dialogue you search for the good parts of other people's ideas.	In a debate you search for weaknesses in other people's ideas.
In a dialogue you may consider new ideas and even change your mind completely.	In a debate you do not admit you are considering new ideas and you must not change your mind, or you lose.
Dialogue encourages you to evaluate yourself.	Debate encourages you to criticize others.
Dialogue promotes open-mindedness, including an openness to being wrong.	Debate creates a close-minded attitude, a determination to be right.
Dialogue encourages you to see all sides of an issue.	Debate encourages you to see only two different sides of an issue.
Dialogue invites keeping the topic open after the discussion formally ends.	Debate, by creating a winner and a loser, discourages further discussion.

MEMORANDUM OF UNDERSTANDING

KNOW ALL PERSONS BY THESE PRESENTS:

This Memorandum of Understanding (MOU), made and entered into this 21st day of October 2008 in Pasig City, Philippines, by and between:

The **PHILIPPINE NATIONAL POLICE (PNP)**, a government agency duly created under Republic Act No. 6975 as amended by Republic Act No. 8551, with office at the National Headquarters, Camp Crame, Quezon City, represented herein by Police Director General Jesus A. Verzosa, Chief PNP;

The **ARMED FORCES OF THE PHILIPPINES (AFP)**, with office at the General Headquarters, Camp General Emilio Aguinaldo, Quezon City, represented herein by General Alexander B. Yano, Chief of Staff;

The **BENIGNO S. AQUINO JR., FOUNDATION (BSAF)**, a national foundation with office address at 2-D Classica 1 Building, H.V. Dela Costa St., represented herein by its Executive Director, Rafael C. Lopa;

The **ALTERNATIVE LAW GROUPS, INC. (ALG)**, a national coalition of legal resource non-government organizations, with office address at Room 216, Institute of Social Order, Ateneo de Manila University, Loyola Heights, Quezon City, represented herein by its Chairperson, Arnold F. De Vera;

and

The **HANNS SEIDEL FOUNDATION (HSF)**, an international German organization with office address at Unit 4D Cypress Gardens Building, 112 V.A. Rufino Street, Makati City, represented by its Resident Representative, Paul G. Schäfer.

WITNESSETH:

WHEREAS, the parties give highest regard to the value of human dignity and respect for the rights of every individual as guaranteed under international treaties and the domestic laws of the Philippines;

WHEREAS, the parties desire to jointly contribute to the improvement of the Human Rights situation in the Philippines primarily through the enhancement of the relationship between the AFP and PNP, on one hand, and local communities and civil society organizations, on the other hand, in the common effort to promote human rights;

WHEREAS, the parties recognize the need to raise the level of public awareness about the programs and initiatives of various sectors on human rights promotion and protection, and to enhance understanding of human rights issues and gaps in human rights promotion and protection, in the context of the relationship between the AFP/PNP and the communities and civil society organizations;

WHEREAS, the parties recognize the need to create venues for the AFP and the PNP on one hand, and the communities and civil society organizations on the other hand, to collectively discuss the issue of human rights promotion and protection, and how cooperative efforts for on-going and future actions toward human rights promotion and protection can be maximized;

WHEREAS, the parties see the importance of collective action and partnership among them in the common pursuit of human rights promotion and protection;

WHEREFORE, with the above premises considered, the parties hereby agree on the following:

I. SCOPE OF PARTNERSHIP

1. The parties agree to work together on a project entitled, "**Community-based Dialogue Sessions on Human Rights Between the Armed Forces of the Philippines and the Philippine National Police, and Civil Society Organizations and Local Communities,**" hereinafter referred to as the "Project".

2. The Project shall focus on the over-all goal of contributing to the improvement of the Human Rights situation in the Philippines primarily through the enhancement of the relationship between the AFP and PNP, on one hand, and local communities and civil society organizations, on the other hand, in the common effort to promote human rights. In line with this goal, the Project shall have the following major objectives:

- To raise the level of public awareness about the programs and initiatives of various sectors on human rights promotion and protection.
- To enhance understanding of human rights issues and gaps in human rights promotion and protection, in the context of the relationship between the AFP/PNP and the different community sectors in a particular area.
- To provide a venue for dialogue among various stakeholders, both government and non-government, on the need for cooperative efforts in the promotion and protection of human rights.
- To provide a venue for the collective formulation of concrete proposals for government and civil society action for the promotion and protection of human rights.

3. The Project shall have the following major components:

- Conduct of a series of dialogue sessions. The Project involves the conduct of a series of dialogue sessions in different areas nationwide, with the first four (4) sessions to be conducted in the three month period from November 2008-January 2009. The parties envision that the dialogue sessions will continue after this period and will cover the entire country, with at least two more dialogue sessions per island group.
- Human rights week forum. As part of the celebration of Human Rights Day in December 2008, the Project will have a public forum to present the initial results of the first three dialogue sessions. The forum will be a showcase of the Project's achievements in contributing to the efforts to promote and protect human rights.

II. RESPONSIBILITIES OF PARTIES

1. The PNP, through its Human Rights Affairs Office (HRAO), the AFP, through the Office of the Deputy Chief of Staff for Civil Military Operations (J7) and the Human Rights Office (HRO), the BSAF and the ALG shall work closely together in the implementation of the Project, and shall involve their regional and local officers and partners in the Project activities.

2. The Hanns Seidel Foundation shall support the implementation of the project by providing funding counterpart, subject to its financial policies and guidelines, and as provided in more detail in a separate agreement.

III. EFFECTIVITY

This Memorandum of Understanding (MOU) takes effect immediately and shall continue in full force until the final completion of the Project activities.

IN WITNESS WHEREOF, the parties' respective representatives have signed this Memorandum of Understanding this 21st day of October 2008 in Pasig City, Philippines.

PHILIPPINE NATIONAL POLICE

By:

JESUS A. VERZOSA
Police Director General
Chief

Represented by:

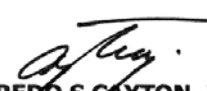

LEOPOLDO N. BATAOIL
Police Director
The Director for Police Community Relations
Philippine National Police

ARMED FORCES OF THE PHILIPPINES

By:

ALEXANDER B. YANO
General
Chief of Staff

Represented by:


ALFREDO S. CAYTON, JR.
Major General
Deputy Chief of Staff for
Civil-Military Operations, J7
Armed Forces of the Philippines

BENIGNO S. AQUINO JR., FOUNDATION

By:


RAFAEL C. LOPE
Executive Director

ALTERNATIVE LAW GROUPS

By:


ARNOLD F. DE VERA
Chairperson

HANNS SEIDEL FOUNDATION

By:



PAUL G. SCHÄFER
Resident Representative

ANNEX 4: MEMORANDUM OF UNDERSTANDING (MOU)

Signed in the presence of:



LIN C. SARMIENTO
Police Senior Superintendent
Chief, Human Rights Affairs Office
Philippine National Police



JOSE FELICIANO B. LOY, JR.
Lieutenant Colonel
Chief, Human Rights Office
Armed Forces of the Philippines



JOSE MARIA MENDOZA
Deputy Executive Director
Benigno S. Aquino, Jr. Foundation



MARLON J. MANUEL
Coordinator
Alternative Law Groups



MARYANN CO
Deputy Resident Representative
Hanns Seidel Foundation



ACKNOWLEDGMENT

Republic of the Philippines }
Quezon City } SS

BEFORE ME, a Notary Public for and in the city of Manila, Philippines, personally came and appeared:

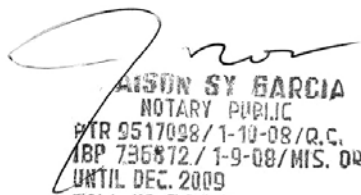
Leopoldo N. Bataoil	PNP ID No. <u>A192497</u>
Alfredo S Cayton, Jr.	AFP ID No. <u>J0806512</u>
Rafael Lopa	SSS ID No. <u>0383159270</u>
Arnold de Vera	Driver's Lic. No. <u>N0287058397</u>
Paul G. Schäfer	ACR No. <u>F0000029905</u>

with their respective competent evidences of identity, known to me and to me known to be the same persons who executed this instrument and they acknowledge to me that the same is of their own free act and deed, as well as of the entities they represent.

This instrument, consisting of five (5) pages refers to a Memorandum of Understanding and has been signed on each page by the parties and their witnesses and sealed with my notarial seal.

WITNESS my hand and seal this 28 day of October __, 2008 in Q.C., Philippines.

Doc. No. 4
Page No. 1
Book No. 2
Series of 2008.


AISON SY GARCIA
NOTARY PUBLIC
PTR 9517098 / 1-10-08/Q.C.
IBP 736872 / 1-9-08/MIS. OR.
UNTIL DEC. 2009
ROLL NO. 52248
SALIGAN, Q.C.

ANNEX 5: PROGRAM FOR 2-DAY HUMAN RIGHTS DIALOGUE SESSIONS

Day/Time	Activity	Description
Day 1		
9:00–9:30 am	Registration	✓ Participants from areas outside the city where the activity will be conducted are expected to arrive in the morning or on the night before the activity.
9:30–10:15 am	Overview of the Project and Orientation on Dialogue Session	✓ Parallel presentation of the project and its objectives, and an introduction to the dialogue process, for two separate groups (AFP/PNP and CSOs)
10:15–10:45 am	Opening Program	✓ Presentation of the objectives and general program flow of the 2-day activity (with special emphasis on the objectives of the first day of the forum) to all participants
10:45–12:00 nn	Presentation of the Human Rights Programs	✓ Representatives of the AFP-HRO, the PNP-HRAO, and civil society organizations operating in the area will be given the opportunity to present their initiatives related to Human Rights promotion and protection (with open forum)
12:00 nn–1:30 pm	Lunch	
1:30 – 2:30 pm	Human Rights Situationer	✓ Presentation by the Commission on Human Rights (CHR) Regional Office of the general human rights situation in the region covered and the programs of the CHR (with open forum)
2:30–2:45 pm	Introduction to the Workshop	✓ Presentation of the guidelines for the parallel workshops
2:45–4:00 pm	Workshop	<ul style="list-style-type: none"> ✓ Discussion of the Priority Issues and Major Areas of concerns on Human Rights protection and promotion in the region ✓ The CSO representatives will be divided into 4-5 groups; the PNP representatives will be one group; the AFP representatives will be one group
4:00–5:30 pm	Parallel Plenary Discussions and Preparation for the 2 nd day	<ul style="list-style-type: none"> ✓ The different groups will present the results of the workshop discussion, with opportunity for the participants to raise questions and comments. ✓ There will be two plenary groups – one for the CSO participants and another for the AFP and PNP participants. ✓ The discussion will arrive at a synthesis of the major areas of concerns and issues, and prepare the participants for the actual dialogue session on day 2
5:30–6:30 pm	Solidarity Session	✓ This will be an interactive introductory session where the participants will have the opportunity to know each other.
6:30–9:00 pm	Dinner/Get-together	✓ This will be an informal affair that will serve as an opportunity for the civil society participants and the AFP/PNP participants to interact with one another.

ANNEX 5: PROGRAM FOR 2-DAY HUMAN RIGHTS DIALOGUE SESSIONS

Day/Time	Activity	Description
Day 2		
8:00–8:30 am	Registration	
8:30–8:45 am	Opening Ceremony	✓ This will be a review of the first day and an introduction of the second day's activities.
8:45–9:45 am	Presentation of Results of the CSO workshop and AFP-PNP workshop	✓ Presentation of the summary of issues and recommendations identified during the first-day workshops (including open forum)
9:45–10:00 am	Introduction to the Workshop	✓ Presentation of the guidelines for the workshop
10:00–12:30 pm	Workshop	<ul style="list-style-type: none"> ✓ The workshop will start with a clarification of the issues raised during the presentation of the consolidated day 1 workshop outputs. ✓ During the workshop, the participants will identify the major issues and gaps in Human Rights promotion and protection, and possible cooperative efforts that can be implemented in the area in the form of concrete recommendations for government and civil society action on the promotion and protection of human rights in the region.
12:30–1:30 pm	Lunch	✓ A press conference will be conducted during this time.
1:30–3:00 pm	Plenary Presentation of Workshop Outputs	✓ The different groups will present the results of the workshop discussion, with opportunity for the participants to raise questions and comments.
3:00–5:00 pm	Planning Session	✓ Cooperation mechanisms for next steps in Human Rights promotion and protection will be discussed. (plenary session, with province-based caucus)
5:00–5:30 pm	Closing Program	

ACTIVITY FEEDBACK FORM (SUMMARY c/o Documentor*)

[illegible]

Notes:

- 5 Covers Civil, Political, Economic, Social and Cultural Rights (Examples: EJK, ED, Torture, Violence against Women & Children, etc.)
- 6 Examples: Increased/Decreased HRV incidents/cases; cases filed/pending/solved; mechanisms forged; collaboration with agencies/sectors to resolve HRV cases; deteriorating/improving peace and order situation-crimes, demolition, labor unrest, illegal drugs, illegal firearms; armed conflict/displacement; terrorism
- 7 Examples: Red-baiting; illegal search/arrest/detention; military presence in civilian communities; extortion/bribery; limited access to technical/material/financial resources; large-scale/illegal mining operations; education/health concerns; human trafficking/illegal recruitment; presence of private armies/vigilante groups/insurgents
- 8 Examples: Establish/tap existing mechanisms-organizational, fundings; set up/strengthen HR committees within the LGU structure; monitor cases in cooperation with CHR; file complaints with CHR/AFP/PNP/LGUs/other bodies; adopt fundraising schemes to support local initiatives; HR training/education
- 9 Examples: Regular project core group meetings and results; submission of periodic status reports to ALG through email; MOA/U with CHR/other GAs/institutions; establish periodic coordination, monitoring, evaluation and reporting system through project/others; continuing dialogue sessions with concerned sectors; membership/active participation in LGU/community/private sector programs/projects/events
- 0 Based on (8)

Prepared By: _____ Date: _____

DECLARATION OF COMMITMENT

In the past five years, significant developments have happened in the areas of human rights promotion and protection, and security sector reform. Among the notable initiatives is the creation of the respective human rights offices within the Armed Forces of the Philippines and the Philippine National Police.

While the creation of the AFP and PNP human rights offices are welcome developments, these efforts should necessarily be complemented by improved relations with other government agencies, and with civil society organizations and local communities. On the side of the communities, the PNP and the AFP's programs for human rights protection and promotion have been seen as newly opened venues that can be availed of to seek redress for human rights violations, and to help avoid similar incidents in the future.

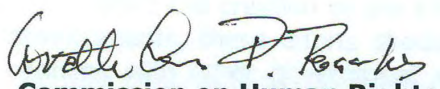
In recent years, many discussion sessions, including a series of community-based dialogues, have been conducted to create and enhance venues for the AFP and the PNP, on one hand, and civil society organizations and various government agencies, on the other hand, to collectively discuss the issue of human rights promotion and protection, and how cooperative efforts for on-going and future actions can be maximized.

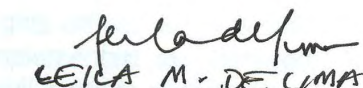
There is a need for these dialogue sessions to translate into concrete changes in policies and operating procedures of the PNP and the AFP. It is now time to convert the issues and recommendations that had been identified in various discussion sessions, into policy changes, primarily in the respective organizations of the PNP and the AFP, but also in other aspects of governance that may concern other agencies. This will be done by scaling up the dialogue process from the grassroots to the policy arena, by involving the top leadership of the AFP and the PNP, policy makers of lead government offices, and leaders of civil society organizations.

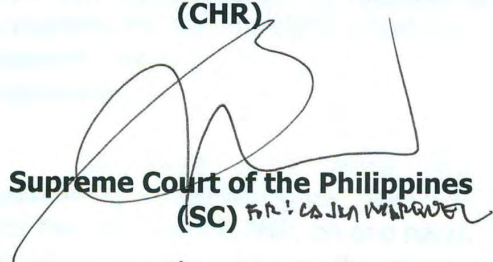
In this regard, WE COMMIT to participate in a Top-level Policy Dialogue Mechanism that will involve regular constructive discussion of policy gaps and policy reforms that can be implemented towards the promotion and protection of human rights, and the improvement of the relationship between the security forces and the civilians. With the concrete experiences from the communities, and with the recommendations from past discussion sessions, we shall endeavor to make the top-level dialogue mechanism an effective venue for the formulation of concrete policy issuances, and also for the monitoring and resolution of issues and cases on the ground.

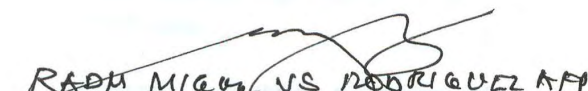
ANNEX 7: STATEMENT OF COMMITMENT (TOP-LEVEL POLICY DIALOGUES)

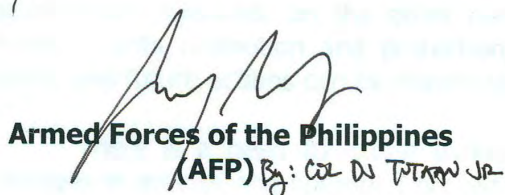
As a manifestation of our commitment, we sign this Declaration this 5th day of May 2012, on the occasion of the celebration of the twenty fifth (25th) anniversary of the Commission on Human Rights of the Philippines.

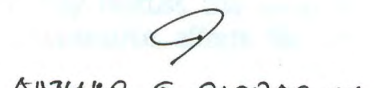

**Commission on Human Rights
(CHR)**



**Department of Justice
(DOJ)**


**Supreme Court of the Philippines
(SC)**

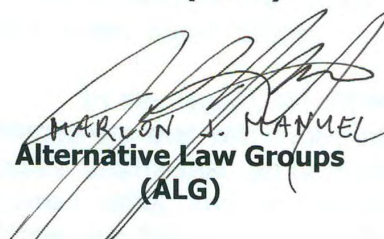

**Department of National Defense
(DND)**


**Armed Forces of the Philippines
(AFP)**


**Philippine National Police
(PNP)**


**Ninoy and Cory Aquino Foundation
(NCAF)**


**Hanns Seidel Foundation
(HSF)**


**Alternative Law Groups
(ALG)**


**Philippine Alliance of
Human Rights Advocates (PAHRA)**

Community-based Dialogue Sessions on Human Rights Promotion and Protection

MULTI-SECTORAL HUMAN RIGHTS TRAINING
(date), (venue)

DAY/TIME	ACTIVITY
DAY 1 – (date)	
8:00–8:30 am	<i>Arrival and Registration</i> - Participants are asked to fill up Registration, Training Needs Assessment (TNA) & Pre-Test Forms
8:30–9:00 am	<i>Opening Program</i> - Welcome Remarks - Background of the Activity - Overview of the Community-Based Dialogue Sessions on Human Rights Project - House Rules
9:00–10:00 am 10:00 am–12:00 nn	<i>Session 1: Basic Concepts and Principles of Human Rights</i> - Basic Concepts and Principles of Human Rights (input) - Workshop on Case Study Application
12:00 nn–1:00 pm	Lunch (<i>NOTE: this can be a <u>working lunch</u> if pressed for time</i>)
1:00–3:30 pm	<i>Session 2: Workshop on Local Human Rights Situationer</i> - Workshop per sector (AFP, PNP, CSOs, CHR)
3:30–4:30 pm	<i>Presentation of Human Rights Situationer in the Area</i> - Plenary presentation of outputs per sector (AFP, PNP, CSOs, CHR)
4:30–7:00 pm	<i>Session 3: Presentation of Human Rights Programs and Policies</i> - Internal Peace and Security Plan (IPSP) “Bayanihan” - Human Rights-Based Policing - Human Rights Defenders
7:00 pm	Dinner
DAY 2 – (date)	
8:00–8:30 am	Recap of Day 1
8:30–9:30 am 9:30–10:30 am	<i>Session 4: Input and Application on Procedures</i> - Search and Seizure - Arrest

1 *Multi-Sectoral Human Rights Training*
(date), (venue)



ANNEX 8: 3-DAY HUMAN RIGHTS TRAINING MODULE

DAY/TIME	ACTIVITY
10:30–11:30 am	- Detention with Custodial Investigation - Synthesis
11:30 am–12:30 pm	Lunch (<i>Grouping + Distribution of case studies + Video showing on IHL</i>)
12:30–2:00 pm 2:00–3:00 pm 3:00–4:00 pm	Session 5: Input and Application on Laws - International Humanitarian Law - Anti-Torture Act - Anti-Enforced Disappearance Law - Synthesis
4:00–5:00 pm	Session 6: Panel Discussion - Panelists are from the AFP, PNP, CHR and CSO. Panelists will answer questions from the participants
5:00–6:00 pm 6:00 pm–onwards	- Sharing of experiences - Dinner and Fellowship Night
Day 3 – (date)	
8:30–9:00 am	Recap of Day 2
9:00–10:00 am 10:00–11:00 am	Session 7: Input and Application on Human Rights Protection - Administrative Remedies in the AFP - Administrative Remedies in the PNP
11:00–11:30 am 11:30–12:00 nn	- National and International Remedies - Judicial and Other Remedies
12:00 nn–1:00 pm	Lunch
1:00–2:30 pm 2:30–3:00 pm	Session 8: Planning - Planning per Region - Brief presentation of Regional Plans
3:00–3:30 pm	Session 9: Overall Evaluation and Post-Test - Participants are asked to fill up Evaluation and Post-Test Forms
3:30–4:30 pm	Session 10: Closing Program

END

2

Multi-Sectoral Human Rights Training
(date), (venue)



Community-based Dialogue Sessions on Human Rights Promotion and Protection
Regional Training of Trainers Session – (island-group)
PROGRAM
 (date), (venue)

DAY 1 – (date)	ARRIVAL, PRELIMINARIES
8:00 am-12:00 nn	Arrival <ul style="list-style-type: none"> - Participants arrive at the venue - Participants are asked to fill up Registration, TNA and Pre-Test forms - Participants are given Training kit (module, handouts)
12:00 nn-1:00 pm	Lunch
1:00-2:30 pm	Opening/Preliminaries <ul style="list-style-type: none"> - Welcome Remarks - Personal Introductions, Expectations Check, Objectives of the Training - House Rules, Workshop Norms, Formation of Host Teams - Overview of the Community-Based Human Rights Dialogues Project - Presentation of the 5-day Training of Trainers (TOT) Program
2:30-5:00 pm	Session 1: Creating an Effective Training <ul style="list-style-type: none"> - Principles of Learning/Adult Education - Popular Education (Pop Ed) - The Effective Learning Environment
5:00-5:30 pm	Session 2: Overview of the Multi-Sectoral Human Rights Training Program <ul style="list-style-type: none"> - Overview of the Multi-Sectoral Human Rights Training Program - Distinction between the 3-day and 5-day Training Modules
DAY 2 – (date)	TRAINING PROPER
8:30-10:00 am 10:00-12:00 nn 12:00-1:00 pm 1:00-1:30 pm 1:30-2:00 pm 2:00-2:30 pm 2:30-3:15 pm 3:15-3:30 pm 3:30-4:15 pm 4:15-5:00 pm	Session 3: Training Proper (Condensed) <ul style="list-style-type: none"> - Basic Concepts and Principles of Human Rights - Workshop on the Local Human Rights Situationer <ul style="list-style-type: none"> -- Lunch Break --- - Presentation of Human Rights Programs and Policies: <ul style="list-style-type: none"> - Internal Peace and Security Plan (IPSP) “Bayanihan” - Human Rights-Based Policing - Human Rights Defenders - Input and Application on Procedures: <ul style="list-style-type: none"> - Search and Seizure <ul style="list-style-type: none"> --- Break --- (NOTE: Working break if pressed for time) - Arrest - Detention with Custodial Investigation - Synthesis

1 REGIONAL TRAINERS TRAINING SESSION
 (date), (venue)



ANNEX 9: PROGRAM FOR 5-DAY TRAINING OF TRAINERS

5:00-6:00 pm	Sharing of experiences
Day 3 – (date)	TRAINING PROPER
8:30-9:45 am 9:45-11:00 am 11:00 am-12:00 nn 12:00-1:00 pm 1:00-1:45 pm 1:45-2:30 pm 2:30-3:15 pm 3:15-4:00 pm	<p>Session 3: Training Proper (Condensed)</p> <ul style="list-style-type: none"> - Input and Application on Laws: <ul style="list-style-type: none"> - International Humanitarian Law - Anti-Torture Act - Anti-Enforced Disappearance Law - Synthesis --- Lunch Break --- - Input on Human Rights Protection: <ul style="list-style-type: none"> - Administrative Remedies in the AFP - Administrative Remedies in the PNP - National and International Remedies (NOTE: Working Break) - Judicial and other Remedies
4:00-4:30 pm	<p>Session 4: Review of the 3-day Human Rights Training Program</p> <ul style="list-style-type: none"> - The 3-day Human Rights Training program is reviewed per session. The participants are given guidelines/tips on how they will facilitate the training in their areas. - After undergoing the course, the participants will be asked to fill up the Post-Test form.
DAY 4 – (date)	DEMONSTRATION (DEMO) TEACHING
8:30-10:00 am	<p>Preparations for Demo Teaching:</p> <ul style="list-style-type: none"> - Participants are divided into regional groupings. - Each group will choose their topics for demo teaching, and prepare for a simulated training/demo teaching. - The groups are given the Multi-Sectoral Human Rights Training Handbook (which includes the session guides, PowerPoint presentations, video clips, case studies, and other reading materials) to prepare them for the demo teaching.
10:00 am-12:00 nn 12:00-1:00 pm 1:00-5:00 pm 5:00-5:15 pm	<p>Session 5: Demo Teaching Session</p> <ul style="list-style-type: none"> - Demo Teaching --- Lunch Break --- - Demo Teaching (continuation) - Summary of Learnings from the Demo Teaching
DAY 5 – (date)	CRITIQUING, PLANNING AND EVALUATION
8:30-12:00 am	Critiquing
12:00-1:00 pm	Lunch Break
	Session 6: Planning

2

REGIONAL TRAINERS TRAINING SESSION
(date), (venue)



ANNEX 9: PROGRAM FOR 5-DAY TRAINING OF TRAINERS

1:00-1:30 pm	- Planning (per Region) (<i>Note: working break</i>)
1:30-4:15 pm	- Brief presentation of regional plans
4:15-4:30 pm	<i>Evaluation, Post-Test</i>
4:30-5:00 pm	<i>Closing Program</i>

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3

REGIONAL TRAINERS TRAINING SESSION  
(date), (venue)





## LA BREZA DECLARATION ON HUMAN RIGHTS COOPERATION

WE, the participants of the "Round Table Discussion on Making Real Human Rights Work from Within Our Ranks", convened by the Commission on Human Rights and held at the La Breza Hotel in Quezon City on 6 December 2012, having come together to

- Take stock of our current level of human rights work within our respective organizations and in cooperation with each other;
- Discuss and analyze ways of enhancing and elevating said work; and
- Come out with a consensus of work to be done and its direction in the next three years;

### DECLARE, that

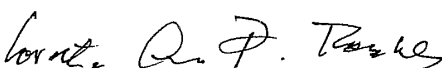
- We are united in our common fundamental commitment to promote and protect human rights in the Philippines as an expression of our country's adherence to the Universal Declaration of Human Rights, to the core human rights international instruments to which we are a party, and to International Humanitarian Law, and of our specific mandates under the Constitution and laws to serve the Filipino people's interest and welfare;
- Our different perspectives and various ways of carrying out our specific mandates do not detract from but enhance our common fundamental resolve to promote human rights, international humanitarian law and the rule of law;
- In the process of open and frank dialogue, we have identified specific areas of concern at the level of policy and practice, among them the need
  - to clarify the mandates, roles and functions of the Armed Forces of the Philippines and the Philippine National Police in the areas of internal security operations and law enforcement;

- to participate in national and multilateral monitoring bodies and mechanisms that monitor incidents and cases of extrajudicial killings, enforced disappearances, torture, and other violations involving economic, social and cultural rights and International Humanitarian Law;
- to develop a monitoring system within each organization with respect to the progress of complaints, from validation to investigation, prosecution, trial and judgment;
- to strengthen documentation, verification and cross-validation of complaints and investigation of human rights violations;
- to institute a system of sharing of information concerning reports of violations coming from different sources, including specific data on victims from vulnerable groups like women and children;
- to have a common language on human rights and standard definition of terms;
- to have regular updates on the status of complaints;
- to institutionalize human rights vetting prior to promotions of and awards to AFP and PNP personnel;
- to coordinate efforts in developing a program of education on human rights law, international humanitarian law and the rule of law, and, in particular, in translating human rights and international humanitarian law principles into day-to-day operational terms of the AFP and the PNP; and
- to foster understanding of the human rights-based approach to access to justice and effective remedies which will include the illumination of the military justice system;

- In order to address these specific concerns, we have agreed to form joint technical working groups to address these issues and find ways to move forward in the spirit of cooperation and extend the engagement to include the participation of civil society organizations;
- In the efforts to operationalize the National Monitoring Mechanism, this Declaration will be offered to ensure its activation and convergence with other similar mechanisms;
- We are confident that, with sincere efforts by all stakeholders, we will be able to find solutions to problem areas in the policies and practice of human rights in our country;
- We shall stay the course of our fundamental commitment to human rights, international humanitarian law and the rule of law in the Philippines.

The Commission on Human Rights, Armed Forces of the Philippines, and the Philippine National Police and other Law Enforcement Participants stand committed in the call to "make our voice count to end impunity and work for a human rights-based governance", as we celebrate the 2012 National Human Rights Consciousness Week.

ADOPTED and SIGNED at Quezon City on 20 December 2012.



**HON. LORETTA ANN P. ROSALES**

Chairperson

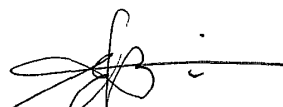
Commission on Human Rights



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Vice Chief of Staff

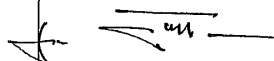
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Commanding General

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**LT. GEN. LAURO CATALINO G. DELA CRUZ AFP**

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Flag Officer In Command

Philippine Navy



**BRIG. GEN. HERBERT S. YAMBING AFP**

The Provost Marshal General

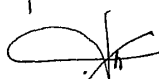
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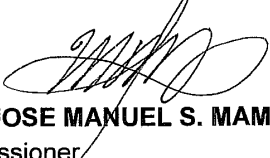



WITNESSED BY:

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## REFERENCES

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Excerpt from Atty. Marlon J. Manuel's PowerPoint presentation, quoting "The Art of Dialogue" from "[www.ullerymanagement.com/art\\_of\\_dialogue.htm](http://www.ullerymanagement.com/art_of_dialogue.htm)"

Philippines Administrative Map from "[www.mapsof.net](http://www.mapsof.net)" ([www.mapsof.net/map/philippines-administrative-map-blank](http://www.mapsof.net/map/philippines-administrative-map-blank)) is licensed under CC BY-SA 1.0 ([www.creativecommons.org/licenses/by-sa/1.0/](http://www.creativecommons.org/licenses/by-sa/1.0/)) / Added boxes with labels

## PNP HUMAN RIGHTS DEVELOPMENT PROGRAM

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Parallel to and in support of this “Community-based Dialogue Sessions on Human Rights between the Armed Forces of the Philippines (AFP) and Philippine National Police (PNP), and Civil Society Organizations (CSOs) and Local Communities Project,” the Hanns Seidel Foundation/Germany and the PNP through its Human Rights Affairs Office (HRAO) started a cooperation in 2008 for the joint implementation of the PNP’s Human Rights Development Program which extended in 2013 to the Philippine Public Safety College (PPSC) and its constitutive agencies to include a transformation program involving the integration of case-based analysis and practical training in police training and curricula. Modelled after the training program for police in Germany, this training approach helps to strengthen police training through the extensive use of practical, case-based training and incorporates human rights education and training, particularly in the training program for police recruits. Corollary thereto, core faculty and police instructors from the PPSC’s constitutive agencies are given further training to develop case material and effectively share these with their colleagues in the field for the latter to integrate in their respective training curricula and programs of instruction.



## HANNS SEIDEL FOUNDATION/GERMANY

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The Hanns Seidel Foundation/Germany is a non-stock, not-for-profit, non-governmental entity (NGO) organized and existing under the laws of the Federal Republic of Germany mandated by the German Federal Parliament (Deutscher Bundestag) with the task of promoting democratic and sustainable structures, presently through more than 100 projects in over 60 countries worldwide, and financed by the Federal Ministry for Economic Cooperation and Development (Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung, BMZ) of the Federal Republic of Germany.



## THE HUMAN RIGHTS LOGO

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### **THE UNIVERSAL LOGO FOR HUMAN RIGHTS**

The Universal Logo for Human Rights was borne out of the initiative “A Logo for Human Rights,” which sought the help of people from all over the world to come up with a human rights symbol that “transcends all borders to communicate” this basic right binding more than 7 billion people worldwide.

Of the 15,375 logo submissions from over 190 countries, the design by Predrag Stakic of Serbia was unveiled as the Human Rights Logo on 23 September 2011. Combining the shape of a hand with the silhouette of a bird, the logo is available under the following links to everyone cost-free as “an open source product for the promotion and protection of human rights”:

<http://www.humanrightslogo.net/>  
<https://www.facebook.com/humanrightslogo>

Reference: <http://www.humanrightslogo.net/en/competition>



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