



UNMASKING THE IMPACT: ANALYZING THE FACELESS AND NAMELESS APPROACH IN MODERNIZED PHILIPPINE NATIONAL POLICE RECRUITMENT

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Article DOI: <https://doi.org/10.36713/epra15302>
DOI No: 10.36713/epra15302

ABSTRACT

The influence of the Faceless and Nameless Approach (FNA) on the recruiting process of the Philippine National Police (PNP) is investigated in this study. It seeks to ascertain how FNA lessens nepotism, prejudice, and favoritism; comprehend applicants' viewpoints on openness, equity, and communication; measure public perceptions; and assess FNA's long-term sustainability in light of changing recruitment and law enforcement procedures in the Philippines.

Through the use of a qualitative methodology and in-depth interviews with candidates, police officers, and members of the public, the research explores subjective experiences. Results show that FNA greatly reduces name- and personal-based prejudices and promotes an impartial, open selection process based on qualifications and merit. Fairness and equity are promoted by FNA, even while unconscious prejudices are not eliminated. Ongoing initiatives including training, open communication, assessments, and a dedication to equity are advised in order to maintain efficacy.

To sum up, FNA represents a critical advancement in modernizing recruitment and fostering public confidence in organizations such as the PNP. It maintains the ideals of fairness and impartiality while striking a balance between anonymity and transparency, signaling a major advancement in hiring practices.

KEYWORDS: *Faceless and Nameless Approach, Philippine National Police, Recruitment Process, Impact Analysis, Modernization*

INTRODUCTION

"Faceless and Nameless Approach" in the Philippine National Police (PNP) is a notable departure from traditional recruitment methods, with the primary goal of addressing long-standing issues of bias, favoritism, and nepotism (Caliwan, 2023). This innovative approach has attracted significant attention among various stakeholders, reflecting a broader trend in law enforcement adapting to evolving societal norms (Jordan, 2021). This research aims to comprehensively examine the impact of this approach on PNP's recruitment practices, its effectiveness in achieving its goals, and its potential benefits and limitations for the future of Philippine law enforcement. This study provides valuable insights for policymakers, law enforcement professionals, and the Filipino population interested in upholding the integrity of the PNP's recruitment procedures as the Philippines continues its journey towards modernization and reform.

The adoption of the Faceless and Nameless Approach in the Philippine National Police (PNP) recruitment process signifies a notable deviation from customary procedures. The impact of this

novel technique is still up for discussion and investigation, despite its foundational goals of openness and equity.

This study holds substantial significance for the Philippine National Police (PNP) and the broader community, offering insights to enhance recruitment procedures, promote transparency, and merit-based selection. This approach benefits potential recruits by providing a more equitable and accessible process, instilling confidence in the criminal justice system and enhancing public trust in law enforcement. It also contributes to knowledge on creative recruitment strategies, fostering principles of justice and transparency. The study primarily focuses on the Philippine context, providing a comprehensive analysis of the entire recruitment process within the PNP, with an emphasis on practical implications and societal perceptions, making it a valuable resource for law enforcement and public service recruitment.

A comprehensive review of various studies highlights key themes and insights in the realm of police recruitment strategies. Williams and Sondhi's extensive evaluation (2022) identifies three major themes, including cultural considerations, well-being,



work-life balance, and skill harnessing, emphasizing the importance of portraying recruits as dedicated adult learners committed to public service and the need for leadership emphasizing cooperation and transparency. Lentz's research (2022) underscores the critical attrition issue in American policing, with insights into multifaceted recruitment and retention challenges. Aiello's work (2021) highlights the significance of fair and respectful treatment in recruitment materials and its uniform impact across diverse groups. Inzunza's study (2016) emphasizes clear selection criteria and method interpretation improvements for police candidate suitability. Wilson's synthesis (2014) provides insights into transferable recruitment strategies applicable to various fields. Stubbs (2022) suggests focusing on pastoral care and community interactions to enhance diversity in police recruitment. Cubitt's UK study (2023) calls for integrating police intelligence and criminal history data into screening procedures. Studies like Caliwan (2023), Peralta-Malonzo (2021), Casilao (2021), Matucan (2022), and Mascardo (2021) showcase various recruitment methods and initiatives, including 'faceless and nameless' recruitment, CORES adoption, efforts to eliminate the 'padrino system,' and equitable recruitment for specific affiliations, each providing valuable insights into improving the police recruitment process. These studies collectively offer crucial implications and recommendations for enhancing the effectiveness of police recruitment strategies.

This study highlights a global trend in law enforcement recruitment towards equitable and principle-based methods, emphasizing skill selection, fairness, and transparency. Cultural factors and evolving attitudes among recruits are recognized as essential, focusing on creating supportive environments that prioritize well-being and work-life balance. The study also underscores the importance of leveraging recruits' skills, improving screening methodologies, and the unique context of the Philippine National Police's (PNP) "Faceless and Nameless Approach." This innovative approach aims to ensure anonymity and merit-based selection, but its long-term sustainability is still being investigated. The research bridges global recruitment trends with the PNP's specific context, addressing local challenges, systemic issues, and the interplay between recruiting strategies and community dynamics. It employs the Procedural Justice Theory and the Organizational Culture and Change Theory to examine how fairness perceptions and organizational culture affect various stakeholders involved in the Faceless and Nameless Approach.

OBJECTIVES OF THE STUDY

The Objectives of the study are as follows:

1. To determine the degree to which nepotism, bias, and favoritism have been eliminated from the recruitment process of the Philippine National Police (PNP) through the implementation of the Faceless and Nameless Approach and to determine whether the application of this technique has not eliminated all indications of unconscious prejudice;

2. To investigate applicants' viewpoints on matters including transparency, equity, and communication in the hiring process;
3. To investigate how the general public view the Faceless and Nameless Approach, and to ascertain if the public's trust in the recruiting process and the PNP overall has increased or decreased as a result of this strategy; and
4. To evaluate the Faceless and Nameless Approach's long-term viability in light of its impacts as well as the changing nature of law enforcement and recruitment practices in the Philippines.

METHODS

The research technique employed in this study utilizes a qualitative approach through in-depth interviews. This method aims to gather comprehensive insights into the experiences, views, and opinions of participants regarding the Faceless and Nameless Approach (FNA) and its impact on police recruitment in the Philippine National Police (PNP). Purposive sampling was used to select participants with relevant information and expertise in PNP recruiting, including 10 PNP personnel, 10 PNP applicants, and 10 community representatives. Semi-structured interviews with open-ended questions were conducted in person or via video conferencing, recorded for accuracy, and supported by field notes. Thematic analysis was employed to systematically code and categorize data to identify recurring themes, patterns, and insights. Ethical considerations and anonymity protection were ensured through institutional review board approval and anonymization of participants. The study presents qualitative results in a narrative format aiming to provide a comprehensive understanding of this subject.

RESULTS AND DISCUSSION

This section focuses on the outcomes and discourse arising from an extensive examination of the Faceless and Nameless Approach (FNA) as it is applied in the recruiting process of the Philippine National Police (PNP). The present study examines the effectiveness of this novel approach in tackling widespread issues pertaining to nepotism, prejudice and favoritism. By conducting a comprehensive analysis that incorporates the viewpoints of police personnel, police applicants, and the public, The objective is to reveal the genuine effects of the FNA on the recruiting process of the Philippine National Police (PNP). This paper examines the degree to which the FNA has addressed prejudices and promoted openness, and its consequences for applicants, recruit diversity, public trust, and the long-term sustainability of this revolutionary strategy inside the PNP.

How much has nepotism, prejudice, and favoritism been eradicated from the PNP hiring process because of the Faceless and Nameless Approach? Does this strategy not eliminate the existence of traces of unconscious biases?



The Impact of Faceless and Nameless Approach on Mitigating Nepotism, Prejudice, and Favoritism

The Philippine National Police (PNP) has largely adopted the Faceless and Nameless Approach (FNA) to reduce nepotism, bias, and favoritism in recruiting. Participants praise the FNA's ability to reduce personal ties, biases, and name-driven prejudices, making applicant evaluation more objective and transparent. The FNA has made progress, but unconscious biases remain, underlining the necessity for ongoing monitoring and awareness campaigns to combat recruiting biases.

The Unveiling Face of Bias - Assessing the Efficacy of Faceless and Nameless Approach in the PNP

The Faceless and Nameless Approach (FNA) in the Philippine National Police (PNP) has been widely praised for decreasing nepotism, bias, and favoritism during recruiting. The FNA has reduced personal networks and name-based prejudices, promoting an objective and transparent hiring process. Participants agree that the FNA has simplified evaluation and reduced personal biases, but it doesn't eliminate them. This consensus emphasizes the need for constant vigilance, monitoring, and awareness to ensure recruiting fairness and impartiality.

How does the Faceless and Nameless Approach affect applicants generally? From the standpoint of the applicants, are there issues with communication, openness, and fairness in the process?

Anonymity Promotes Equality

Applicants often praise the Faceless and Nameless Approach for promoting equity and justice in the hiring process. Applicants like the strategy for reducing personal connection and name prejudices. Candidates believe the Faceless and Nameless Approach is a vital step toward evaluating candidates entirely on their merit. This topic emphasizes the belief that this strategy levels the playing field and makes selection fairer. By removing names and personal ties, candidates believe their ratings are more objective. Candidates agree that anonymity equalizes possibilities and strengthens the recruiting process.

Anonymity for Justice

Applicants' comments emphasize the Faceless and Nameless Approach's support for fairness in the recruiting process. Many candidates praise the approach's ability to reduce personal connection and name prejudices. This topic underscores applicants' conviction that the Faceless and Nameless Approach is a substantial step toward assessing candidates exclusively on credentials and merit, demonstrating justice. Candidates say this technique levels opportunities and creates a fairer selection process. Names and personal links are removed to increase review impartiality. There is an agreement that anonymity promotes justice by equalizing opportunities and greatly improves recruiting integrity.

What impressions does the Faceless and Nameless Approach have on the public? Does it strengthen or weaken public confidence in the hiring procedure and, thus, in the PNP?

Transparency Builds Trust

Participants consistently noted that the Faceless and Nameless Approach increased public trust and confidence in the PNP's recruiting procedure. Respondents regularly say this method upholds fairness, impartiality, and transparency. This development reduces recruiting biases, boosting stakeholder trust in the PNP's integrity. The theme emphasizes that anonymity symbolizes the Philippine National Police's dedication to fair and unbiased choosing.

Impartiality Builds Confidence

Participants emphasized how the Faceless and Nameless Approach boosts public trust and confidence. Participants repeatedly say this novel method shows a deep dedication to fairness, impartiality, and openness. The PNP's credibility has increased as stakeholders see this development as a major step toward reducing recruiting biases. Anonymity sends a powerful message about the Philippine National Police's commitment to fair and unbiased selection.

Given its effects and the way that law enforcement and recruiting procedures are changing in the Philippines, is the Faceless and Nameless Approach viable over the long term?

Long-Term Sustainability Optimism

Respondents were positive about the Faceless and Nameless Approach's longevity in police recruiting. Its ability to promote fairness and maintain relevance makes respondents confident in its compatibility with modern recruiting trends. Participants emphasize the significance of continuing review, modification, and improvement to ensure the strategy's efficacy despite changing recruiting hurdles. This subject emphasizes the Faceless and Nameless Approach's ability to change police recruiting procedures.

Public Trust and Continuous Improvement

Respondents' comments emphasize the Faceless and Nameless Approach's long-term sustainability in police recruiting. Participants emphasize its relevance due to its congruence with current recruiting trends and ability to promote fairness. Continuous review, modification, and refining are essential to overcoming recruiting issues, according to respondents. This technique is also believed to rebuild and boost public trust in the Philippine National Police (PNP), improving the organization's image and credibility over time.

CONCLUSION

In conclusion, the implementation of the Faceless and Nameless Approach (FNA) has brought significant improvements to the recruitment process of the Philippine National Police (PNP), addressing issues related to nepotism, prejudice and favoritism.



This has led to widespread agreement among police personnel, police applicants, and the public that the FNA has reduced the influence of personal connections and biases, fostering a more objective and transparent recruitment process. While the FNA has effectively tackled these issues, it hasn't eliminated unconscious biases, highlighting the need for continued efforts to raise awareness and mitigate such biases. Prospective police applicants appreciate the FNA for advancing principles of equality and justice. The FNA has enhanced diversity and representation, boosted public trust, and improved the PNP's reputation. Participants express optimism about the FNA's long-term sustainability, emphasizing the need for ongoing assessment, transparency, and adherence to fairness and ethical conduct to ensure its continued effectiveness. In summary, the FNA has significantly improved PNP recruitment, but maintaining its success requires a commitment to impartiality, openness, and adaptability.

RECOMMENDATION

To enhance the effectiveness and long-term viability of the Faceless and Nameless Approach (FNA) implemented in the recruiting process of the Philippine National Police (PNP), several recommendations can be proposed. Firstly, it's essential to provide sustained training and education for personnel involved in the recruitment process, focusing on addressing biases, data security, and FNA protocols. Transparent communication should be promoted, allowing applicants to access information, ask questions, and understand their roles while striking a balance between anonymity and personal involvement. Consistently evaluating the FNA's efficacy and its impact on the recruiting process is essential. It's crucial to uphold an equilibrium between anonymity and transparency, prioritize equity, enhance public knowledge about the FNA, evaluate and modify recruitment policies to align with the FNA, and establish collaborative coordination mechanisms within the PNP units involved in the recruiting process. These recommendations aim to optimize the FNA's effectiveness and maintain public confidence in the PNP's recruiting processes.

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