

ISSN 2809-672X (Online)
IUS POSITUM: Journal of Law Theory and Law Enforcement
https://journal.jfpublisher.com/index.php/jlte
Vol. 5 Issue 3, July 2026
doi.org/10.56943/jlte.v5i3.1122

Legal Enforcement of the Indonesian National Police Professional Code of Ethics: Effectiveness and Accountability

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ABSTRACT

Police integrity and public trust depend on the Indonesian National Police (Polri) Professional Code of Ethics, but its institutional independence, procedural fairness, and penalty uniformity are problematic. The legal structure guiding the Polri Professional Code of Ethics' enforcement and its problems and legal ramifications are examined in this paper. This research uses legislation, conceptual, case, and comparative normative legal research. Qualitative descriptive, evaluative, prescriptive, and comparative methodologies were used to analyze legal materials from systematic library research. This study's integrated approach to normative frameworks and institutional implementation by analyzing substantive norms, institutional arrangements, and examination methods is innovative. Although the framework governs substantive ethical norms and institutional procedures, considerable inadequacies remain. Institutional independence is questioned due to the Professional and Security Division's position within the police hierarchy, while procedural fairness is affected by closed proceedings, limited legal representation, uncertain evidentiary standards, inconsistent sanctions, and no independent appeal mechanism. Supervisory institution' recommendation authority limits external oversight. The study indicates that institutional independence, procedural transparency, universal sentencing criteria, effective external scrutiny, and ethical capability are needed to create a fair, predictable, and accountable enforcement system.

Keywords: *Accountability, Ethical Enforcement, Police Code of Ethics, Procedural Fairness*

INTRODUCTION

The police profession occupies a distinctive position within the structure of modern state governance because police officers are entrusted with coercive powers and the authority to use force in the exercise of the State's legitimate power. Such extensive authority is conferred for a public purpose, namely to maintain public security and order, to protect the community, and to enforce the law. Nevertheless, the exercise of police authority inherently carries the risk of abuse when it is not accompanied by effective accountability mechanisms and a strong institutional culture of integrity. Accordingly, in addition to formal legal regulation through legislation and other regulatory instruments, professional ethical standards and their effective enforcement constitute essential instruments for guiding police conduct, maintaining professional integrity, and preserving public confidence in the police institution.[1]

In Indonesia, the professional conduct of members of the Indonesian National Police is currently governed by the Regulation of the Indonesian National Police Number 7 of 2022 concerning the Professional Code of Ethics and the Professional Code of Ethics Commission of the Indonesian National Police. This regulation establishes ethical standards governing the conduct of police officers and provides a specific institutional mechanism for examining alleged violations through the Professional Code of Ethics Commission. The professional code of ethics therefore serves as an internal disciplinary instrument and as a normative framework for maintaining the integrity, professionalism, and accountability of police officers in the performance of their duties.[2]

Previous research has examined various dimensions of police ethics enforcement in Indonesia, but there remain significant gaps in the literature. A study by Yahman et al. examined disciplinary actions based on the Police Code of Ethics for officers involved in adultery, revealing that despite existing regulations, disciplinary and ethical violations continue to occur frequently among police officers due to low legal awareness and the influence of their social environment.[3] Another study in the same journal examined law enforcement against police officers involved in drug abuse, showing that police personnel remain subject to ordinary legal processes while also being held accountable within the institutional framework of the Police through the Professional and Security Division and the

[1] Laily Rahmah et al., "The Implementation of The Work Ethics Dynamics at The Police Corps (Exploration Study on Unethical Behavior)," *Jurnal Ilmiah Peuradeun* 9, no. 1 (January 30, 2021): 123–44, https://doi.org/10.26811/peuradeun.v9i1.517.

[2] "Peraturan Kepolisian Negara Republik Indonesia Nomor 7 Tahun 2022 Tentang Kode Etik Profesi Dan Komisi Kode Etik Kepolisian Negara Republik Indonesia" (2022), https://peraturan.bpk.go.id/Details/301760/perpol-no-7-tahun-2022.

[3] Yahman Yahman et al., "DISCIPLINARY ACTIONS UNDER THE POLICE CODE OF ETHICS FOR OFFICERS INVOLVED IN ADULTERY," *Journal of Law Theory and Law Enforcement* 3, no. 4 (January 10, 2025): 24–35, https://doi.org/10.56943/jlte.v3i4.680.

Code of Ethics Commission.[4] A further contribution analyzed a legal review of prosecutions for violations under Government Regulation No. 80/2012, highlighting the importance of effective law enforcement in ensuring that police authority is exercised consistently with applicable legal standards and the principle of legal certainty.[5] Collectively, these studies affirm that the enforcement of professional ethics goes hand in hand with and is not merely a substitute for criminal and administrative law.

Nevertheless, the existing body of research has not yet provided a comprehensive legal examination of the enforcement system of the *Polri* Professional Code of Ethics from the perspective of institutional independence, procedural fairness, and the consistency of sanctions. Most prior studies focus on substantive violations and their disciplinary consequences, while the structural and procedural dimensions of the enforcement mechanism remain underexplored. The internal position of the Professional and Security Division within the police hierarchy, the closed nature of proceedings before the Professional Code of Ethics Commission, the limited availability of legal representation for officers under examination, the uncertain evidentiary standards, and the absence of an independent appeal mechanism constitute critical areas that have not been systematically analysed in relation to the effectiveness and accountability of ethical enforcement. This gap is significant because the legitimacy of the enforcement system depends not only on the existence of comprehensive ethical norms but also on the credibility of the institutional mechanisms through which violations are investigated, adjudicated, and sanctioned.

The novelty of this study lies in its integrated approach to evaluating the enforcement of the *Polri* Professional Code of Ethics. Rather than examining substantive ethical provisions in isolation, this research connects the legal framework with its institutional implementation by analysing three interconnected dimensions, namely substantive norms, institutional arrangements, and examination procedures. This approach enables a more nuanced understanding of how structural limitations within the police organization affect the fairness, predictability, and accountability of ethical enforcement. Furthermore, this study identifies specific reform priorities that address both institutional independence and procedural safeguards, thereby offering a conceptual contribution that extends beyond descriptive accounts of ethical violations and disciplinary outcomes.

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[4] Budiarsih Budiarsih and Vera Rimbawani Sushanty, "LAW ENFORCEMENT AGAINST POLICE OFFICERS INVOLVED IN DRUG ABUSE BASED ON JUSTICE VALUES," *Journal of Court and Justice* 3, no. 4 (December 27, 2024): 25–40, https://doi.org/10.56943/jcj.v3i4.662.

[5] Erki Maulana Putra and Dr. M. Sholehuddin, "LEGAL REVIEW OF INFRINGEMENT PROSECUTION UNDER GOVERNMENT REGULATION OF INDONESIA NO. 80/2012 THROUGH TELEGRAM LETTER OF THE HEAD OF INDONESIAN NATIONAL POLICE NO. ST/2264/X/HUM.3.4.5./2022," *IUS POSITUM: Journal of Law Theory and Law Enforcement* 2, no. 4 (October 27, 2023): 29–46, https://doi.org/10.56943/jlte.v2i4.404.

The gap addressed in this study therefore consists of the absence of a comprehensive legal analysis that links the normative framework of the *Polri* Professional Code of Ethics with the practical challenges of its enforcement. While previous research has documented instances of ethical violations and their disciplinary consequences, the question of whether the existing enforcement mechanism is structurally capable of delivering consistent, transparent, and accountable outcomes remains insufficiently examined. This study responds to that gap by conducting a systematic analysis of the legal framework, identifying the structural and procedural limitations that affect enforcement effectiveness, and formulating recommendations for institutional reform. Such an analysis is necessary because ineffective ethical enforcement may weaken the accountability of police officers, create a gap between normative obligations and actual institutional practice, undermine legal certainty, and diminish public confidence in the police institution.

Accordingly, the objective of this study is to analyse the legal framework governing the enforcement of the *Polri* Professional Code of Ethics and to identify the challenges and legal implications arising from its implementation. This research employs normative legal research using statute, conceptual, and case approaches. Legal materials were collected through systematic library research and analysed qualitatively through descriptive, evaluative, and prescriptive methods. The findings are expected to contribute to the development of a fair, predictable, and accountable enforcement system that safeguards both institutional integrity and the procedural rights of police officers.[6]

LITERATURE REVIEW

The enforcement of the police professional code of ethics has become a growing area of study in Indonesian legal and criminological literature. Previous studies have shown that violations of the code of ethics are often driven by unbalanced institutional and social pressures. Wirawan, Koesbardiari, and Sutinah found that disparities in access and resources among police officers lead to ethical conflicts that result in violations of the code of ethics, particularly when officers feel pressured to meet high public expectations while institutional support is inadequate.[7] This study emphasizes that the effectiveness of a code of ethics does not depend solely on the strictness of its norms but also on the organization's ability to create structural conditions that enable ethical compliance. This perspective is

[6] Maria Margareth Manik, Achmad Irwan Hamzani, and Kus Rizkianto, "Problematika Penegakan Hukum Pelanggaran Kode Etik Di Kepolisian Republik Indonesia," *SALAM: Jurnal Sosial Dan Budaya Syar-I* 10, no. 1 (February 17, 2023): 135–44, https://doi.org/10.15408/sjsbs.v10i1.31112.
[7] Hendra Wirawan, Toetik Koesbardiati, and Sutinah, "Institutional and Social Pressure in Violating the Police Code of Ethics," *Jurnal Ilmu Kepolisian* 18, no. 2 (December 18, 2025): 51–62, https://doi.org/10.35879/jik.v18i3.470.

relevant to your analysis of structural limitations within the Indonesian National Police's code of ethics enforcement system.

Another study examined the importance of perceptions of integrity and the culture of silence within the police force. This study conducted a large scale survey of 57,574 Indonesian National Police *(Polri)* personnel and revealed that although police officers understand the applicable rules, their willingness to report violations remains low, especially for minor offenses such as accepting gratuities. [8] This study found that organizational norms that hinder reporting known as the "code of silence" are the primary obstacle to internal accountability. These findings reinforce the argument that reform of code of ethics enforcement must address aspects of organizational culture, rather than merely revising normative provisions. In this context, procedural transparency and whistleblower protection are prerequisites for establishing a credible enforcement system.

From an institutional perspective, several studies highlight the limitations of internal oversight mechanisms and the need for a multi layered accountability framework. Research conducted by Dicki and Ade analyzed legal gaps in the Indonesian National Police's ethics hearing procedures and found that unclear standards of proof and limited access to legal representation affect procedural justice for members under investigation.[9] Meanwhile, another study by Riphat et al. offers a perspective on legal protection for police officers who refuse to carry out unlawful orders, implying the need for a balance between hierarchical obedience and individual ethical responsibility.[10] A study by Putri et al. emphasizes that internal oversight alone has structural limitations when investigations involve colleagues or senior officials, thus requiring effective independent complaint mechanisms and external oversight.[11] Overall, this literature indicates that enforcing the Indonesian National Police's professional code of ethics faces multidimensional challenges encompassing normative, cultural, and institutional aspects all of which must be addressed simultaneously to create a fair and trustworthy accountability system.

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[8] Indarto, "Police Integrity and the Code of Silence (CoS): Evidence from a Large-Scale Scenario-Based Survey in Indonesia," *Kejahatan & Keadilan: Jurnal Kriminologi Indonesia* 2, no. 1 (February 25, 2026): 1–11, https://doi.org/10.7454/kriminologi.v2.i1.1013.

[9] Dicki Agri Kurniawan and Ade Saptomo, "Legal Vacuums in the Procedural Code of Ethics Trials of the Indonesian National Police," *CognitionisCivitatisetPoliticae* 1, no. October (2024): 297–310, https://doi.org/https://doi.org/10.70177/politicae.v1i5.1629.

[10] Mohammad Fattah Riphat et al., "Reforming Ethical Policing in Indonesia: Legal Protection for Conscientious Objection and the Duty to Disobey Unlawful Orders," *Jambe Law Journal* 8, no. 2 (December 31, 2025): 839–69, https://doi.org/10.22437/5w3e5821.

[11] Sarah Nathania Putri, Victoria Ruth Elizabeth, and Benjamin Samuel Wijaya, "Police Corruption and Public Trust in Indonesia : Institutional Accountability and the Reform of Internal Oversight Mechanisms" 3, no. 2 (2026): 99–112, https://doi.org/https://doi.org/10.65815/ez3nfk28.

RESEARCH METHODOLOGY

This research utilizes a normative legal research utilizes a normative legal research approach, concentrating on the legal standards that regulate the implementation of the Code of Ethics for the Indonesian National Police *(Polri)*. These standards encompass legal conditions, organizational guidelines, and procedural directives necessitating a methodical doctrinal analysis.[12] Four methodologies were employed: legislative, theoretical, case-based, and comparative. The legal framework was utilized to examine Law No.2 of 2002 adn Police Regulation No.7 of 2022. The theoretical framework was employed to analyze institutional autonomy, procedural fairness, legal predictability, proportionally, and responsibility. The case-based methodology was employed to explain the application of ethics in practice, grounded in recorded judgements and instances. A comparative analysis was conducted to investigate the oversight systems of police ethics in Malaysia and the Philippines, focusing on the Independent Police Conduct Commision Act 2022 and Republic Act No. 6713.[13] The conceptual foundation of this research combines accountability thepry as articulated in modern studies.[14]

The legal resources employed include primary, secondary, and tertiary sources. Fundamental legal documents encompass relevant statutes and regulations. Secondary legal resources encompass literature, scholarly publications, and investigative reports pertaining to police ethics and law enforcement reform. Tertiary legal resources encompass legal lexicons, encyclopedic references, and digital repositories. Comparative legal resources encompass legislation and documentation from Malaysia and the Philippines. All resources were gathered via a methodical literature study and reputable academic databases.[15] The examination

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[12] Tunggul Ansari Setia Negara, "Normative Legal Research in Indonesia: Its Originis and Approaches," *Audito Comparative Law Journal (ACLJ)* 4, no. 1 (February 2, 2023): 1–9, https://doi.org/10.22219/aclj.v4i1.24855.

[13] Peter Machmudz Marzuki, "The Essence of Legal Research Is to Resolve Legal Problems," *Yuridika* 37, no. 1 (March 1, 2022): 37–58, https://doi.org/10.20473/ydk.v37i1.34597; "INDEPENDENT POLICE CONDUCT COMMISSION ACT 2022" (2022), https://lom.agc.gov.my/ilims/upload/portal/akta/outputaktap/1745930_BI/ACT 839.pdf; "AN ACT ESTABLISHING A CODE OF CONDUCT AND ETHICAL STANDARDS FOR PUBLIC OFFICIALS AND EMPLOYEES, TO UPHOLD THE TIME-HONORED PRINCIPLE OF PUBLIC OFFICE BEING A PUBLIC TRUST, GRANTING INCENTIVES AND REWARDS FOR EXEMPLARY SERVICE, ENUMERATING PROHIBITED ACTS" (1989), https://lawphil.net/statutes/repacts/ra1989/ra_6713_1989.html.

[14] Putri, Elizabeth, and Wijaya, "Police Corruption and Public Trust in Indonesia : Institutional Accountability and the Reform of Internal Oversight Mechanisms"; Tom Tyler and Caroline Nobo, *Legitimacy-Based Policing and the Promotion of Community Vitality* (Cambridge University Press, 2023), https://doi.org/10.1017/9781009308014.

[15] Abdul Kalam Azad, Arifai, and Abdul Jabal Rahim, "IMPLEMENTASI PERATURAN KODE ETIK TERHADAP ANGGOTA POLRI YANG MELANGGAR KETENTUAN PIDANA," *Journal Publicuho* 7, no. 3 (August 24, 2024): 1377–88, https://doi.org/10.35817/publicuho.v7i3.496; Manik, Hamzani, and Rizkianto, "Problematika Penegakan Hukum Pelanggaran Kode Etik Di Kepolisian Republik Indonesia."

was performed qualitatively with four techniques: descriptive, evaluative, prescriptive, and comparative. The analytical description delineates the legal structure and organizational frameworks. The evaluative examination appraises the efficacy, equity, and responsibility of the enforcement framework. The prescriptive analysis generates suggestions for improvement. The comparative study investigates insights from Malaysia and the Philippines.

RESULT AND DISCUSSION

Legal Framework of the Enforcing the Code of Ethics

The enforcement of the Professional Code of Ethics of the Indonesian National Police *(Polri)* constitutes an integral part of institutional accountability and professional integrity. The legal framework is principally based on Law Number 2 of 2002 concerning the Indonesian National Police *(Polri)*, particularly Articles 34 and 35, which establish the obligation of police personnel to comply with the professional code of ethics and provide a legal basis for the establishment of the Professional Code of Ethics Commission. The ethical framework is further regulated by Police Regulation of the Republic of Indonesia Number 7 of 2022 concerning the Professional Code of Ethics and the Professional Code of Ethics Commission of the Indonesian National Police, which serves as the current principal instrument governing the ethical conduct of police personnel and the institutional mechanism for examining alleged violations.[16]

Nonetheless, a doctrinal analysis of this regulatory structure uncovers essential legal deficiencies. A normative legal examination revealed that Police Regulation No. 7 of 2022 is deficient in a comprehensive legal foundation as stipulated in Law No. 2 of 2002. The legislation comprises solely broad stipulations lacking specific criteria pertaining to ethics, institutional affairs, and public relations, including limitations on directives from superiors that contradict the public interest.[17] The ambiguity of these standards generates legal ambiguity over the obligatory nature and extent of the ethical code's stipulations, leading to varied interpretations in its implementation.

The enforcement system established by this regulation is comprised of two interrelated functions: the establishment of professional conduct standards and the provision of mechanisms for accountability in the event of violations. Article 8 establishes the code of ethics as a binding document that serves as a guide for the behavior of Indonesian National Police personnel. Acts of violence and specific types of misconduct are prohibited by Articles 13 and 14. Administrative sanctions and disciplinary sanctions are among the sanctions that may be implemented, as

[16] Peraturan Kepolisian Negara Republik Indonesia Nomor 7 Tahun 2022 tentang Kode Etik Profesi dan Komisi Kode Etik Kepolisian Negara Republik Indonesia.
[17] Wirawan, Koesbardiati, and Sutinah, "Institutional and Social Pressure in Violating the Police Code of Ethics."

outlined in Articles 95 and 96. Even though this normative framework is exhaustive, the absence of detailed statutory parameters in the parent law, in conjunction with the overly broad article wording, results in a situation where legal certainty is compromised. This system prioritizes hierarchical accountability over legal accountability, which means that the enforcement of ethics is more dependent on internal supervision than on predictable external standards, as per Romzek and Dubnick's theory of accountability.[18]

Institutional and Procedural Challanges

The legitimacy of enforcement mechanisms is influenced by structural concerns that are raised by their institutional design. Within the police hierarchy, the Professional and Security Division and the Professional Code of Ethics Commission are operational. Their internal position necessitates that their institution investigates their members, which raises concerns regarding institutional solidarity and impartiality. Research on police corruption and public trust in Indonesia contends that internal oversight is structurally constrained when investigations involve senior officials or institutional colleagues.[19]

These challenges are demonstrated by numerous empirical studies. The effectiveness of sanctions for violations of the code of ethics was the subject of research that determined that, despite the systematic regulation of enforcement mechanisms by National Police Regulation No. 7 of 2022, there are still challenges in terms of the transparency of the enforcement process, the consistency of sanction application, and the effectiveness of guidance. According to data from 2023 and 2024, there was an increase in the number of violations, the majority of which were resolved through ethics proceedings. Institutional factors, procedural compliance, and robust internal leadership all contribute to the effectiveness of sanctions.[20]

Another study that specifically examined legal gaps in ethics hearing procedures revealed that the hearing process is frequently hindered by ambiguity and conflicting legal provisions, which in turn undermine the legitimacy and internal performance of the police institution. The results of this study indicate that a lack of regulatory consistency, insufficient transparency in hearing processes, and ineffective enforcement mechanisms result in reduced accountability and public trust.[21] Related research has confirmed that the implementation of ethics hearings is frequently impeded by a lack of transparency and accountability, even in the

[18] Shannon A. Bowen and Alessandro Lovari, "Ethics in Government Public Relations and Modern Challenges for Public Sector Organizations," in *The Practice of Government Public Relations* (New York: Routledge, 2021), 175–95, https://doi.org/10.4324/9781003177654-10.
[19] Putri, Elizabeth, and Wijaya, "Police Corruption and Public Trust in Indonesia : Institutional Accountability and the Reform of Internal Oversight Mechanisms."
[20] Muhammad Iqbal Jumadi, Baso Madiong, and Zulkifli Makkawaru, "Efektivitas Penjatuhan Sanksi Terhadap Pelanggaran Kode Etik Profesi Polri," *Indonesian Journal of Legality of Law* 7, no. 2 (2025): 225–30, https://doi.org/10.35965/ijlf.v7i2.6222.
[21] Kurniawan and Saptomo, "Legal Vacuums in the Procedural Code of Ethics Trials of the Indonesian National Police."

presence of a clear regulatory framework. The public's skepticism regarding the integrity of the law enforcement process is exacerbated by hearings that are conducted behind closed doors. Additionally, the sanctions that are implemented are frequently perceived as being disproportionate to the severity of the violations, which gives the impression that offenders are able avoid harsher consequences.[22]

The efficacy of ethics enforcement is also significantly influenced by cultural dimensions. The reporting of violations is hindered by organizational norms, a phenomenon referred to as the "code of silence," according to a large-scale scenario-based survey that included 57,574 Indonesian National Police *(Polri)* personnel. The survey revealed that personnel consistently rated drunk driving as the most serious violation and the one most likely to be reported. In contrast, accepting bribes and other minor violations were rated as the least serious and the least likely to be reported. These perceptions were strongly influenced by the type of assignment, the length of service, and the rank of the individual, suggesting variation in the organization's interpretation of integrity expectations. These results highlight the necessity of enhancing the certainty of sanctions, enhancing confidential reporting mechanisms, and developing integrity interventions that are specifically designed for the units and career stages where the code of silence is most deeply ingrained.[23]

Case Analysis and Legal Implication

Case studies can illustrate a concrete example of how these difficulties occur in real-world scenarios. This research highlights the instance of extortion at the Djakarta Warehouse Project (DWP) in 2024 as a significant example. In this instance, twenty law enforcement officials were charged with extorting forty-five Malaysian nationals during a musical performance in Jakarta. Sanctions were enacted following a disciplinary trial in accordance with Police Regulation No. 7 of 2022, which included dishonorable discharge for irresponsible supervisors and primary offenders, as well as demotion for those who enabled the unlawful detention.[24] Despite these actions fulfilling the criteria for a criminal violation as outlined in Article 369 of the Criminal Code and the Corruption Crimes Act, legal proceedings were stopped due to insufficient victim involvement; the victims declined to initiate legal measures due to worry of revenge. This result highlights a significant deficiency in the enforcement framework: the lack of adequate

[22] Donny Widianto and Suparno, "The Challenges of Enforcing the Police Code of Ethics in the Ethical Tribunal Procedures for Police Officers," *CognitionisCivitatiset Politicae* 1, no. 2 (2024): 439–56, https://doi.org/https://doi.org/10.70177/politicae.v1i6.1832.

[23] Indarto, "Police Integrity and the Code of Silence (CoS): Evidence from a Large-Scale Scenario-Based Survey in Indonesia."

[24] Abdul Jabbar Gayuh Febrian, "ANALISIS HUKUM DALAM PENERAPAN KODE ETIK OLEH ANGGOTA POLISI PADA PERATURAN KEPOLISIAN NO. 7 TAHUN 2022 (STUDI KASUS PEMERASAN WARGA NEGARA MALAYSIA OLEH OKNUM POLISI NARKOBA)" (UIN SUNAN KALIJAGA YOGYAKARTA, 2022), http://digilib.uin-suka.ac.id/id/eprint/75971.

witness and victim protection measures that would enable criminal responsibility to advance alongside ethical penalties.

This situation highlights the conflict between internal ethical regulation and the overarching legal framework. Ethical consequences can be implemented quickly via internal processes; yet, criminal impunity may endure because of procedural and cultural obstacles. According to Tyler's theory of procedural justice, the legitimacy of an enforcement system relies on both the actual results and the perceived fairness of the decision-making process. Restricted trials, constrained access to legal counsel, and ambiguity around evidentiary standards diminish the perception of procedural fairness, thereby weakening public confidence in law enforcement.[25]

The legal implications of these difficulties are multifaceted. Ineffective implementation of ethical norms reduces police officers' accountability and establishes an imbalance between normative duties and real institutional actions. Secondly, inconsistent enforcement reduces legal certainty as both law enforcement and the public are unable to reliably anticipate the handling of similar crimes. Thirdly, insufficient accountability destroys people's trust in the police organization. Reforms in law enforcement in Indonesia illustrate that the credibility of legal institutions is affected by how well the rule of law is enacted in a way judged attuned to substantive justice.[26]

Analysis in comparison with Malaysia and the Philippines

The experiences from different Southeast Asian nations provide insightful viewpoints for assessing Indonesia's structure. Malaysia instituted the Independent Police Conduct Commission (IPCC) by the Independent Police Conduct Commission Act 2022, which commenced its operations in 2023. The IPCC operates as an autonomous entity tasked with overseeing, examining, and addressing grievances related to breaches and the behavior of officers of the Royal Malaysian Police in a manner that is independent, transparent, and cohesive.[27] Since the commencement of its activities till July 2026, the IPCC has accumulated 1,635 public complaints, of which 844 issues, representing 76 percent, have been resolved.[28]

Nonetheless, the efficacy of the IPCC continues to be a topic of contention. Critics contend that the IPCC possesses constraints regarding its autonomy and

[25] Tyler and Nobo, *Legitimacy-Based Policing and the Promotion of Community Vitality*.

[26] Yanto Sufriadi, "The Progress of Indonesian Law Enforcement Reform after 25 Years of the Reform Movement," *Asian Affairs: An American Review* 51, no. 1 (January 2, 2024): 28–54, https://doi.org/10.1080/00927678.2023.2268491.

[27] INDEPENDENT POLICE CONDUCT COMMISSION ACT 2022.

[28] Farid Inas, "Saifuddin: IPCC Received 1,635 Complaints against Policemen since Inception," *New Strait Times*, 2026, https://www.nst.com.my/news/nation/2026/07/1497983/saifuddin-ipcc-received-1635-complaints-against-policemen-inception.

investigative power. Observations suggest that the IPCC lacks complete autonomy due to its subordination to the executive branch.[29] Nonetheless, the establishment of an external regulatory entity signifies a significant transition from an exclusively internal monitoring paradigm to a multi-tiered accountability structure that incorporates external supervision.

On the other hand, the Philippines has implemented a strategy under Republic Act No. 6713, the Code of Ethics and Ethical Standards for Public Officials and Civil Servants, which defines ethical norms relevant to all public officials, encompassing law enforcement officers.[30] The Philippine National Police (PNP) has modified its ethical code to include operations specific to the organization, prioritizing morality, integrity, and the ban on corruption and unethical conduct.[31] Research about adherence to the ethical code within the PNP reveals that although staff appreciate the importance of compliance, obstacles persist in fully internalizing ethical principles.[32]

This comparison indicates that while Indonesia, Malaysia, and the Philippines encounter comparable difficulties in maintaining police ethics, their institutional methodologies show notable disparities. Malaysia has progressed by creating an external oversight institution, however its efficacy remains under evaluation. The Philippines use a universal ethical code framework for all public officers, with particular modifications for law enforcement. Meanwhile, Indonesia struggles with the absence of a sufficient legal framework in its primary legislation and depends on internal systems that encounter structural constraints.

This analysis indicates that successful ethics enforcement requires an agreement between internal and external systems. Malaysia illustrates that external regulatory entities may increase public trust; yet, effectiveness is dependent upon autonomy, investigative power, and sufficient political backing. The Philippines illustrates that a thorough ethical code framework requires the incorporation of value internalization processes and continuous monitoring.

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[29] "Malaysia Needs an Independent Police Oversight Commission That Is Not Toothless," *The Star*, 2021, https://www.thestar.com.my/opinion/letters/2021/09/14/malaysia-needs-an-independent-police-oversight-commission-that-is-not-toothless.

[30] AN ACT ESTABLISHING A CODE OF CONDUCT AND ETHICAL STANDARDS FOR PUBLIC OFFICIALS AND EMPLOYEES, TO UPHOLD THE TIME-HONORED PRINCIPLE OF PUBLIC OFFICE BEING A PUBLIC TRUST, GRANTING INCENTIVES AND REWARDS FOR EXEMPLARY SERVICE, ENUMERATING PROHIBITED ACTS.

[31] Kristina Mae Trocio-Macaraeg and Nestor Nabe, "Understanding Ethical Conduct in the Philippine National Police: A Phenomenographic Approach," *Psychology and Education: A Multidisciplinary Journal* 61, no. 1 (August 7, 2026): 16–24, https://doi.org/10.70838/pemj.610102.

[32] Oscar G Abuan, Renel P Cruz, and Edelito P Deles, "COMPLIANCE WITH THE CODE OF CONDUCT AND ETHICAL STANDARDS BY MANILA INTERNATIONAL AIRPORT AUTHORITY POLICE DEPARTMENT PERSONNEL: BASIS FOR CAPACITY BUILDING PROGRAM," *EPRA International Journal of Multidisciplinary Research (IJMR)* 9, no. 10 (November 2, 2023): 362–73, https://doi.org/10.36713/epra14797.

Synthesis and Implications of the Reforms

The results of this research culminate in several significant conclusions. Initially, a considerable normative disparity exists between Police Regulation No. 7 of 2022 and its foundational legislation, resulting in legal ambiguity and diminishing the enforceability of ethical stipulations. Secondly, the internal placement of the Propam Division and the Professional Code of Ethics Commission constrains institutional autonomy and fosters the impression of a conflict of interest. Thirdly, the lack of robust witness and victim protection systems enables the continuation of criminal impunity notwithstanding the imposition of ethical penalties. Fourth, a corporate culture that permits trivial infractions and dissuades reporting perpetuates a climate of silence and diminishes the efficacy of enforcement.

The essential improvements must be all-encompassing and address multiple aspects. At the regulatory level, the general statute requires modification to incorporate more specific criteria about the police code of ethics, particularly requirements addressing directives from colleagues that may contradict the public interest. At the organizational level, it is imperative to enhance the National Police Commission's function as an external regulatory entity endowed with greater substantive power, as suggested in the literature.[33] At the procedural stage, the enforcement framework should integrate enhanced safeguards, such as obligatory legal counsel for officers being investigated, clear criteria for evidence, and autonomous appeal processes. At the cultural dimension, integrity initiatives must be customized for the specific units and career phases where the code of silence is most firmly established, and safeguards for whistleblowers should be enhanced.

Malaysia exemplifies how external regulatory entities can function as a mechanism of checks and balances that minimize any conflicts of interest within the police department. The effectiveness of such institutions is contingent upon their autonomy, investigative power, and sufficient political backing. The Philippines emphasizes the significance of assimilating ethical principles via continuous education and character enhancement. Indonesia can derive insights from these two instances by formulating a framework that integrates robust external supervision with the enhancement of internal capabilities for ethical internalization.

The validity of the Indonesian National Police *(Polri)* as a law enforcement body hinges on the reliability of the processes employed to investigate, judge, and enforce penalties for ethical breaches. Ethical enforcement should be recognized as a crucial element of police accountability and institutional transformation, rather than only an internal disciplinary measure. In the absence of reforms that concurrently tackle the normative, institutional, procedural, and cultural aspects, the implementation of the Indonesian National Police Professional Code of Ethics

[33] Hardiansyah Thoriq, "Penguatan Penegakan Etik Kepolisian Republik Indonesia Pada Komisi Kepolisian Nasional," *Jurnal Konstitusi Dan Demokrasi* 5, no. 1 (June 30, 2025): 1–16, https://doi.org/10.7454/JKD.v5i1.1501.

will persist in encountering obstacles in fulfilling its core aims: upholding the integrity of the institution and safeguarding the procedural rights of police personnel.

CONCLUSION

The implementation of the Indonesian National Police's Professional Code of Ethics encounters normative, institutional, procedural, and cultural deficiencies. Police Regulation No. 7 of 2022 does not possess a comprehensive legal foundation in Law No. 2 of 2002. The internal placement of the Professional Ethics Division *(Propam)* and the Professional Ethics Commission constrains their autonomy. Confidential hearings, restricted access to legal counsel, and ambiguous evidentiary standards compromise procedural fairness. A culture of silence obstructs the disclosure of transgressions. The 2024 Djakarta Warehouse Project case illustrates that ethical penalties can be enforced independent of criminal liability. Comparative analysis with Malaysia and the Philippines highlights the significance of external supervision and the internalization of ethical principles.

This study is limited to a normative approach using documentary sources, and thus does not capture the dynamics of practice in the field. The scope of the case study is limited to a single major case, and the legal comparison covers only Malaysia and the Philippines. The effectiveness of the reform recommendations has also not been empirically tested.

Future research is recommended to adopt a socio-legal approach involving in-depth interviews with stakeholders. Empirical studies are needed to measure perceptions of procedural justice. Legal comparisons could be expanded to other Southeast Asian countries or countries with similar legal systems. Evaluative studies on the implementation of Police Regulation No. 7 of 2022 in various regions are also needed.

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