

# Comparison Of Indonesian Police With Asian Police ( Japan, South Korea, And Singapore)

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**Abstract :** *This study aims to analyze and compare the institutional structure, functions, and authorities of the Indonesian National Police (Polri) with those of three Asian countries: Japan, South Korea, and Singapore. This study is motivated by various problems still faced by the Polri, including declining public trust due to several cases of violence by officers, such as the death of Afif Maulana, the shooting of Gamma Rizkynata, and internal conflict between Polri members in South Solok. The research method used is a juridical-normative with a comparative approach, through document studies, regulatory analysis, and a review of the latest literature. The results show that the police systems in Japan, South Korea, and Singapore have advantages in terms of accountability, transparency, and a stricter internal oversight system compared to Indonesia. In addition, these three countries have also demonstrated consistency in maintaining the independence of officers and providing human rights-oriented training. Meanwhile, the Polri still faces challenges in terms of structural reform, strengthening ethical culture, and apparatus professionalism. Therefore, it is necessary to adopt best practices from these countries to strengthen the Indonesian National Police as an effective, professional and publicly trusted law enforcement institution.*

**Keywords :** *Indonesian Police, Asian Police, Police Reform, System Comparison, Best Practices.*

**Abstrak :** Penelitian ini bertujuan untuk menganalisis dan membandingkan struktur kelembagaan, fungsi, serta kewenangan Kepolisian Negara Republik Indonesia (Polri) dengan sistem kepolisian di tiga negara Asia: Jepang, Korea Selatan, dan Singapura. Studi ini dilatarbelakangi oleh berbagai persoalan yang masih dihadapi oleh Polri, termasuk menurunnya kepercayaan publik akibat sejumlah kasus kekerasan oleh aparat, seperti kasus kematian Afif Maulana, penembakan Gamma Rizkynata, dan konflik internal antaranggota Polri di Solok Selatan. Metode penelitian yang digunakan adalah yuridis-normatif dengan pendekatan komparatif, melalui studi dokumen, analisis regulasi, dan kajian pustaka terkini. Hasil penelitian menunjukkan bahwa sistem kepolisian di Jepang, Korea Selatan, dan Singapura memiliki keunggulan dalam hal akuntabilitas, transparansi, serta sistem pengawasan internal yang lebih ketat dibandingkan Indonesia. Selain itu, ketiga negara tersebut juga menunjukkan konsistensi dalam menjaga independensi aparat serta memberikan pelatihan yang berorientasi pada hak asasi manusia. Sementara itu, Polri masih menghadapi tantangan dalam hal reformasi struktural, penguatan budaya etik, dan profesionalisme aparat. Oleh karena itu, diperlukan adopsi praktik terbaik (*best practices*) dari negara-negara tersebut guna memperkuat Polri sebagai institusi penegak hukum yang efektif, profesional, dan dipercaya publik.

**Kata kunci :** Kepolisian Indonesia, Polisi Asia, Reformasi Polri, Perbandingan Sistem, Best Practices.



## I. INTRODUCTION

The police are a vital institution in the modern government system, responsible for enforcing the law, maintaining public order, and protecting the rights and freedoms of citizens. In Indonesia, the Indonesian National Police (Polri) plays a central role not only as a security force but also as a state instrument in ensuring social and political stability. Under Law Number 2 of 2002 concerning the Indonesian National Police, the Polri is directly responsible to the President and functions as law enforcers, protectors, guardians, and servants of the public, as well as maintaining public security and order.<sup>1</sup> However, in recent years, the Polri has frequently been in the public spotlight due to various cases involving its members, reflecting serious problems in the institution's professionalism and integrity.<sup>2</sup> Throughout 2024, 2,341 Polri members were recorded as committing disciplinary violations, with 1,827 of these violating the Police Professional Code of Ethics (KEPP). Violations of personal ethics were the most common.<sup>3</sup>

These cases reflect structural problems within the Indonesian National Police (Polri), including weak internal oversight, a lack of accountability, and a deeply rooted culture of violence. Furthermore, the National Commission on Human Rights (Komnas HAM) noted that the Indonesian National Police (Polri) was the institution most frequently complained about regarding alleged human rights violations throughout 2024, with 663 complaints.<sup>4</sup>

This situation raises the urgent need for comprehensive institutional reform of the Indonesian National Police (Polri). One approach that can be used to strengthen these reform efforts is to conduct a systematic comparison between the Indonesian National Police (Polri) and police institutions from other countries that have a positive track record of building modern, transparent, and professional police systems. Countries such as Japan, South Korea, and Singapore have long been recognized as having stable police systems that are adaptive to change and command a high level of public trust.<sup>5</sup>

The police play a vital role in enforcing the law, maintaining public order, and protecting citizens' rights. Amid public demands for security sector reform, it is important to compare the Indonesian police system with other countries that have successfully established professional and trustworthy police systems.<sup>6</sup> Japan, South Korea, and Singapore are examples of Asian countries with relatively advanced, modern, and accountable police systems.

Through comparative studies, Indonesia can learn lessons and apply best practices from these countries within a national framework. This is crucial given the increasingly complex nature of today's security challenges, encompassing transnational crime, cyber threats, and the need for more humane and preventative approaches to social conflict management. National Police reforms focused on strengthening institutional structures, increasing

<sup>1</sup>Law Number 2 of 2002 concerning the Republic of Indonesia National Police, Articles 2–13.

<sup>2</sup>Hasibuan, ES, & SH, M. (2021). *Police law and criminal policy in law enforcement*. PT. RajaGrafindo Persada-Rajawali Pers.

<sup>3</sup>National Police Chief: 2,341 Police Officers Will Be Problematic in 2024, Most of Them Degrading Dignity. Suara.com, December 31, 2024.

<sup>4</sup>By the end of 2024, the Indonesian National Police will be in the spotlight. Koma.id, December 15, 2024

<sup>5</sup>Choi Jin-Wook, "Police Reform in Korea: Challenges and Successes," *Asian Policing Journal*, Vol. 4, no. 2 (2022): 105.

<sup>6</sup>Hasibuan, ES, & SH, M. (2023). *The face of precision policing: giving birth to many innovations and achievements*. PT. RajaGrafindo Persada-Rajawali Pers.

accountability, and adopting digital technology are essential for addressing the challenges of the times.<sup>7</sup>

However, in practice, the Indonesian National Police (Polri) still faces numerous challenges, particularly regarding the integrity, professionalism, and accountability of officers in the field. Throughout 2024 and early 2025, several high-profile cases that went viral in the public sphere further emphasized the need for institutional reform. Among the most prominent cases, the following three cases captured national attention:

1. Afif Maulana, a 13-year-old boy, was found dead with severe injuries in the Kuranji River, Padang. The public suspected police involvement in the incident, given that before he was found, Afif and dozens of his friends were arrested by police on suspicion of planning a brawl. A slow internal investigation and lack of transparency from the police sparked public outrage and prompted the National Commission on Human Rights (Komnas HAM) to intervene. <sup>8</sup>This case is seen as a symbol of systemic violence and weak oversight within the Indonesian National Police.
2. Gamma Rizkynata, a vocational high school student, was shot dead by a police officer who accused her of being involved in a brawl. It was later discovered that the victim was not involved in the incident. The shooting went viral and sparked public debate about the use of firearms by officers in dealing with children and adolescents, as well as the lack of a humane approach by officers.<sup>9</sup>
3. Police Commissioner Ulil Ryanto Anshari was shot dead by his colleague, Police Commissioner Dadang Iskandar, following a dispute during an investigation into illegal mining. The fact that this murder was carried out between police officers using official weapons demonstrates weak emotional control, an internal ethical crisis, and a lack of early detection systems for potential internal conflict within the police institution.<sup>10</sup>

The three cases above are not simply procedural violations, but also reflect structural issues, a repressive culture of power, and a lack of accountability within the Indonesian National Police (Polri). It's no surprise that survey results show declining public trust in the police, and growing public pressure for major reforms.<sup>11</sup>

In this context, conducting a comparative study of police systems in Asian countries such as Japan, South Korea, and Singapore is crucial. These countries are known for their professional, transparent, and accountable police systems. By understanding the structures, functions, and best practices implemented there, Indonesia can adopt appropriate approaches to strengthen the Indonesian National Police (Polri) from an institutional perspective, including governance, and organizational culture.

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<sup>7</sup>Aseanapol, *Modernization of Police Forces in Southeast Asia*, (Jakarta: ASEANAPOL Secretariat, 2024), p. 21. See also Hasibuan, ES (2023). Police Reform: Examining the Success of the Police Precision Program. *KRTHA BHAYANGKARA*, 17 (3), 515-524.

<sup>8</sup>"Afif Maulana's Death Case, Komnas HAM Intervenes," *Kompas.com*, June 18, 2024.

<sup>9</sup>"Police Shoot Vocational High School Student, New Facts Revealed," *Tempo.co*, January 5, 2025.

<sup>10</sup>"Police Commissioner Shot Dead by His Own Colleague in South Solok," *CNN Indonesia*, January 4, 2025.

<sup>11</sup>ICW, *Annual Report on Transparency and Complaints of State Institutions 2024*, (Jakarta: ICW, 2025), p. 12.

## II. RESEARCH METHODS

This research uses a normative-comparative method with a qualitative approach. Data were obtained through literature review from various sources, including journals, books, international reports, and regulations from the countries being compared: Japan, South Korea, and Singapore. The analysis was conducted descriptively and critically, comparing the institutional structure, functions, and authority of each police agency, as well as the values and practices that can be used as examples by the Indonesian National Police.

## III. DISCUSSION

### 1. Police Organizational Structure in Indonesia, Japan, South Korea, and Singapore

A comparison of the police organizational structure in Indonesia with that of countries such as Japan, South Korea, and Singapore reflects the differences in police management systems, each adapted to the local social, political, and legal context. A more detailed comparison of police organizational structures follows:

#### a) Indonesia, Indonesian Police Structure

Structure of the Republic of Indonesia National Police (Polri) : Polri is a state institution under the President as head of state and head of government. The Indonesian National Police is directly responsible to the President in carrying out its duties.<sup>12</sup> The Indonesian National Police is led by the Chief of the Republic of Indonesia National Police (Kapolri) who is directly responsible to the President and The police structure consists of the Central (Indonesian National Police) and the Regional Police (Polda) which oversees the Resort Police (Polres) at the district/city level, and the Sector Police (Polsek) at the sub-district level.

Then in Main Divisions in the Indonesian National Police: Criminal Investigation Division : Handles serious crimes such as murder, corruption, and terrorism, <sup>4</sup> Traffic Division : Regulates traffic and road safety issues, Public Relations Division : Manages public relations and communications, Intelligence Division : Tasked with collecting information related to security and threats and Propam Division : Internal supervision of the Indonesian National Police. Furthermore, regarding Functions and Authorities, it includes The Indonesian National Police (Polri) has extensive authority in the areas of law enforcement, security, and maintaining order, and the Indonesian National Police also plays a role in military operations in emergencies, although they focus more on civilian duties.

#### b) Japan, Japanese Police Structure

The structure of the Japanese Police is the Japanese National Police led by Commissioner General of the National Police (NPA) which is under the Ministry of Home Affairs, Japan has a decentralized system with each prefecture having a Prefectural Police Force. which is responsible for police matters in its region and the Prefectural Police are under the coordination of the NPA and are led by the Chief of the Prefectural Police . Then the Japanese Police Divisions are: Public Security Police : Responsible for law enforcement

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<sup>12</sup>Law Number 2 of 2002 concerning the Republic of Indonesia National Police.

and public order,<sup>14</sup> Criminal Police : Handles serious crimes and investigations, Traffic Police : Regulates traffic and accidents and Drug Eradication Police : Focuses on the distribution of illegal drugs. Furthermore, regarding the Functions and Authorities, namely The Japanese police have authority in crime prevention, criminal investigation, and traffic regulation and the NPA coordinates national policies, while prefectural police implement these policies in their respective areas.

### c) South Korea

The structure of the South Korean Police is The South Korean National Police is under the Korean National Police which is led by the Commissioner General,<sup>13</sup> South Korea's police force has a greater degree of decentralization, with a more centralized structure under the Regional Police which governs several districts<sup>21</sup> And **The** Metropolitan Police System exists in large areas such as Seoul, which have greater authority in security surveillance.

Then regarding the South Korean Police Divisions, namely Criminal Division : Focuses on investigating and prosecuting major crimes, Public Security Division : Responsible for traffic management and general crime prevention, Traffic Division : Regulates compliance with traffic regulations and Criminal Investigation Division : Focuses on investigating high-profile crimes. Furthermore, the Functions and Authorities include **The South Korean** police have full authority in law enforcement, although there is cooperation with other agencies such as the military in emergency situations,<sup>27</sup> and They have the authority to conduct national investigations and defense in the event of a threat to the state.

### d) Singapore

The structure of the Singapore Police Force is The Singapore Police Force is headed by the Commissioner of Police, who reports to the Minister for Home Affairs,<sup>14</sup> Singapore has one police force that governs the entire country, there is no regional or local police system like in other countries and this structure facilitates excellent coordination between the various divisions within the police force.

Then regarding the Singapore Police Divisions, namely Criminal Police : Handles investigations of major and high-risk cases. Traffic Police : Responsible for regulating traffic safety and managing accidents. Public Security Police : Maintain public order and prevent crime and Intelligence Division : Collect information related to terrorism and security threats.

The functions and authorities of the Singapore Police are as follows: The Singapore Police Force is responsible for strict law enforcement, maintenance of order, and strict surveillance of crime. The police force is known for its use of high technology in operations and surveillance.

From the four comparisons of police organizational structures, it is known that:

<sup>13</sup>National Police Agency of Korea, "Organizational Structure," NPA Korea.

<sup>14</sup>Singapore Police Force, "Structure and Organization," SPE.

- a) Decentralization vs. Centralization : Indonesia and South Korea are more decentralized than Japan and Singapore, which have more centralized police structures.<sup>38</sup>
- b) Inter-Divisional Coordination : Each country has various divisions that specifically handle certain aspects of law and order enforcement, although the names and focus of the divisions may vary.
- c) Authority and Function : All countries have broad authority to enforce the law, although there are differences in terms of the role of the military and cooperation between state institutions.

## 2. Differences in the Functions and Roles of the Police in Indonesia, Japan, South Korea, and Singapore

Police across countries share similar primary functions: maintaining public order, enforcing the law, and protecting the public. However, differences in political systems, legal cultures, and governance approaches significantly vary the implementation of these functions and roles. Here's a comparative breakdown:

### a) Indonesia

Main Functions and Roles, namely According to Law No. 2 of 2002 , the Indonesian National Police (Polri) is tasked with being a state apparatus that maintains public security and order, enforces the law, and provides protection, patronage, and services to the community.<sup>15</sup> And The Indonesian National Police can also be involved in military operations under certain circumstances as part of the national defense system.

There are also Characteristics of the Functions and Roles of the Police in Indonesia : The Indonesian National Police has a dual function , namely as a law enforcer and maintainer of order who can also play a role in a state of emergency. It is often criticized for the high concentration of authority at the center (Chief of Police) and minimal local accountability<sup>16</sup> and the approach to the community is often still repressive in several cases of handling demonstrations or horizontal conflicts.

### b) Japan

Main Functions and Roles: **The Japanese police carry out** preventive and repressive functions , but place more emphasis on crime prevention through a community approach.<sup>17</sup> and the Japanese Police have a “Koban” system (small police posts in residential areas), which allows for social closeness between the police and the community.<sup>18</sup>

There are special characteristics of the functions and roles of the Japanese police, including : The level of public trust in the police is very high due to structural closeness and service culture, Focus on the rehabilitation of minor offenders and participatory management of social conflict and Centralization of policy through the National Police

<sup>15</sup>Law Number 2 of 2002 concerning the Republic of Indonesia National Police.

<sup>16</sup>Fajar, M. (2023). *Police Reform and the Challenges of Democracy* . Jakarta: LP3ES.

<sup>17</sup>NPA Japan. (2023). *Community Policing in Japan* . <https://www.npa.go.jp>

<sup>18</sup>Bayley, D.H. (2022). *Police for the Future* . Oxford University Press.

Agency (NPA), but implementation is carried out by the prefectural police which are quite autonomous.<sup>19</sup>

### c) South Korea

Main Functions and Roles include The Korean police perform standard functions as law enforcement and order maintainers, but are also actively involved in handling national crises , such as mass demonstrations or national security threats and <sup>20</sup>digital law enforcement and cyber crime functions are becoming a priority along with the development of information technology.<sup>21</sup>

There are also special characteristics of the functions and roles of the South Korean police, including: Highly disciplined and bureaucratic , following a strict hierarchical structure, Known for its high level of responsiveness to modern crimes, such as cybercrime, digital bullying , and online fraud and There remains criticism of its militaristic style in its approach to demonstrations.<sup>22</sup>

### d) Singapore

Main Functions and Roles: The Singapore Police Force (SPF) is tasked with maintaining law and order strictly , and is one of the security agencies with the highest <sup>23</sup>level of efficiency and technology in Asia . And SPF plays a major role in crime prevention through technology-based surveillance , such as the massive use of CCTV and AI analytics systems.<sup>24</sup>

There are also distinctive characteristics of the functions and roles of the Singapore Police. covering Deterrence -based approach : severe penalties and strict supervision prevent crimes from occurring, the SPF has a strong internal intelligence function and is often involved in counter-terrorism operations and the police role is more professional-technocratic , with technology-oriented and systemic training.

**Summary Table of Comparison of Functions and Roles**

Country	Main Function	Characteristic
Indonesia	Law enforcement, order, limited military assistance	High centralization, sometimes repressive approach
Japan	Crime prevention, community service	Koban System, social and participatory approach
South Korea	Law enforcement, national crisis management	High discipline, response to cyber crime

<sup>19</sup>Johnston, L. (2024). *Comparative Policing in Asia* . Cambridge University Press.

<sup>20</sup>Korean National Police Agency. (2023). *Public Order and Safety Systems* . <https://www.police.go.kr>

<sup>21</sup>Kim, H. (2023). "Cybersecurity and Korean Law Enforcement," *Asian Journal of Law and Society* , 10(1).

<sup>22</sup>Lee, J. (2022). *Democracy and the Police in South Korea* . Seoul: Yonsei Press.

<sup>23</sup>Singapore Police Force. (2024). *Annual Report on Security and Law Enforcement* . <https://www.spf.gov.sg>

<sup>24</sup>Tan, E. (2022). "Smart Surveillance in Singapore," *Journal of Asian Criminology* , 17(3).

Singapore	Law enforcement, national crisis management	High surveillance, deterrence-based, maximum efficiency
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Indonesia emphasizes a broad role with significant authority, but faces challenges in accountability and public trust. Japan excels in its humanistic, communitarian approach and prevention. South Korea demonstrates its ability to adapt to modern crime while maintaining tight controls. Singapore demonstrates that technology-based professionalism and strict laws can create an efficient and effective police system.

**3. Models of Police Oversight and Accountability in Asian Countries Can Be Applied in Indonesia to Strengthen the Rule of Law and Protect Human Rights**

The police force is a crucial pillar in law enforcement and human rights protection in a democratic nation. The National Police (Polri)'s role as a law enforcement agency must be aligned with the principles of accountability and oversight. However, in Indonesia, oversight of the police's performance remains suboptimal. Cases of violence by officers, human rights violations, and repeated abuse of power are still found, indicating weak internal and external oversight.<sup>25</sup>

Several countries in Asia have implemented stricter and more effective oversight and accountability systems for police institutions. The experiences of Japan, South Korea, and Singapore demonstrate that robust oversight systems can strengthen the rule of law and ensure human rights protection. Implementing elements from these countries' models can serve as an important reference for Indonesia in reforming its police system.

In Japan, the police force is decentralized but tightly controlled by an independent civilian agency called *the National Public Safety Commission (NPSC)*. This commission, composed of five members appointed by the Prime Minister and approved by parliament, plays a strategic role in overseeing national police policy.<sup>26</sup> At the prefectural level, *Prefectural Public Safety Commissions (PPSC)* act as oversight of local police forces. This model ensures that law enforcement officers do not become tools of power and encourages public involvement in social control of officer actions.<sup>27</sup> Civilian oversight in Japan is also supported by a public reporting system and performance transparency. The public has access to annual police reports and a complaints mechanism that can be submitted directly to the PPSC.<sup>28</sup> Strengthening police-community relations through *the kōban* (neighborhood police post) system also strengthens social control and community-based accountability.<sup>29</sup>

<sup>25</sup>Supriyadi, Y. (2022). *National Police Reform and the Challenges of Institutional Accountability*. Jakarta: Pustaka Hukum. ↵  
<sup>26</sup>Yamamoto, H. (2021). *Police Oversight in Japan: Civilian Control and Community Engagement*. Tokyo University Press  
<sup>27</sup>Tanaka, M. (2022). "Community Policing and Civil Accountability in Japan." *Asian Journal of Criminology*, 17(1), 45–62.  
<sup>28</sup>Ito, Y. (2023). "Public Safety Commissions and Democratic Police Oversight in Japan." *Journal of Asian Legal Systems*, 11(1), 88–104.  
<sup>29</sup>Nakahara, K. (2021). *Kōban System and Public Trust: A Japanese Experience*. Tokyo: Legal Studies Review. ↵



South Korea has undergone a post-authoritarian legal system transformation toward a model that emphasizes institutional control and public participation. In Korea, police oversight is conducted through two main channels: internal oversight through the Audit and Inspection Division of the Korean National Police, and external oversight by *the National Human Rights Commission of Korea* (NHRCK) and *the Board of Audit and Inspection*.<sup>30</sup> Accountability is also strengthened through the use of information technology. For example, the public can report police actions in real time through the official national police app. Body cameras have even *become* standard in patrols, allowing for objective evaluation of police interactions with the public.<sup>31</sup> South Korea also positions the police as public servants, not law enforcers. Therefore, training in ethics, human rights, and social sensitivity is an integral part of police education. Transparency in case handling and openness to internal investigations have made the Korean police relatively trusted by the public compared to previous eras.<sup>32</sup>

Unlike Japan and Korea, Singapore implements a very strong internal police oversight system. While it lacks an external civilian oversight body, oversight is effectively conducted by *the Ministry of Home Affairs* and *the Internal Affairs Office*, which are independent of the day-to-day police structure.<sup>33</sup> The key to effective oversight in Singapore lies in a culture of professionalism and *zero tolerance* for disciplinary violations, corruption, and abuse of power. Police officers are monitored through a merit-based system, regular audits, and prompt investigations into every public report. The public is also given the opportunity to provide anonymous feedback through official government channels.<sup>34</sup> The success of the Singaporean model is also influenced by bureaucratic efficiency and swift decision-making in responding to institutional issues. Officer misconduct is handled thoroughly, and the results are communicated openly to the public, fostering a sense of fairness and public trust.<sup>35</sup>

Indonesia currently faces significant challenges in building an accountable police force. The current National Police Commission (Kompolnas) and the National Police and Security Agency (Propam) are unable to meet the need for independent and effective external oversight. Therefore, lessons learned from the Asian countries mentioned above can serve as the basis for realistic reforms, namely establishing an independent oversight body (modeled after Japan). Indonesia needs to establish a Police Oversight Commission that is independent from the government and the police, consisting of professional civilian elements and community leaders. This commission must have the authority to investigate, provide recommendations for sanctions, and report on the performance of

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<sup>30</sup>Lee, H. K. (2020). *The Evolution of Police Accountability in Korea: A Legal Perspective*. Seoul: Korea Institute for Public Administration.

<sup>31</sup>Kim, J. S. (2023). "Digital Oversight: Technology-Driven Police Accountability in South Korea." *Asian Journal of Law and Society*, 10(2), 111–130.

<sup>32</sup>Park, D. (2024). "Police, Human Rights, and Democratic Accountability in Korea." *Korean Journal of Legal Reform*, 8(2), 51–75.

<sup>33</sup>Wong, A. (2021). *Law Enforcement and Public Trust in Singapore: The Role of Internal Oversight*. Singapore: National University Press.

<sup>34</sup>Lim, T.Y. (2024). "Professionalism and Integrity in the Singapore Police Force." *Journal of Asian Governance*, 6(3), 214–233.

<sup>35</sup>Chew, B. (2023). "Singapore's Internal Affairs Model: A Comparative Review." *Asian Journal of Public Administration*, 19(1), 95–112

the National Police to the public. Utilization of Technology and Involvement of Human Rights Institutions (South Korean Model) There needs to be integration between the National Commission on Human Rights, the Ombudsman, and the National Police Ethics Court in a single integrated digital monitoring system, including online reporting, body cam monitoring, and transparency of investigation results and Professionalism and Internal System Reform (Singapore Model) Improvements in recruitment quality, ongoing training, and a performance- and integrity-based promotion system are needed. Internal affairs should be given a greater mandate to investigate violations without structural interference from direct superiors.

#### IV. CONCLUSION

Oversight and accountability of police institutions are crucial pillars in realizing the rule of law and protecting human rights in a democratic country. A comparative study of police models in Japan, South Korea, and Singapore shows that effective oversight can be achieved through a combination of professional internal mechanisms and independent external oversight. The Japanese model emphasizes the role of civilian oversight through *Public Safety Commissions*, which provide a structured and transparent space for public participation. South Korea combines internal and external oversight by utilizing digital technology and strengthening the role of human rights institutions. Meanwhile, Singapore emphasizes high professionalism, a strict internal system, and the principle of *zero tolerance* for violations of the law by officers. Indonesia can learn from these three models: encouraging the establishment of independent civilian oversight institutions, integrating an easily accessible digital public complaints system, and reforming the internal oversight system and fostering professionalism among Polri members. Furthermore, the implementation of these elements will not only strengthen the legitimacy of Polri institutions in the eyes of the public but also serve as an important foundation for building a state based on the rule of law that upholds human rights principles. The key to the success of these reforms is strong political commitment, supportive regulations, and active public involvement in oversight of the police institution.

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