

# The Implementation Status of Welfare Development Programs of Urdaneta District Jail Female Dorm

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## ABSTRACT

The Welfare Development Programs are implemented with goal of achieving the highest attainable well-being of Persons deprived of Liberty (PDL). The core programs are designed to address the varying needs of the PDL while confinement, effect positive behavioral changes and facilitate the acquisition of vocational skills thereby reducing the chances of recidivism on one hand and increasing the possibility of successful community reintegration. This study aimed to assess the level of implementation and level of effectiveness of Welfare Development Programs as rehabilitation in Urdaneta Dristict Jail Female dorm. The explanatory sequential mixed-method design was used in this study. Based on the findings, the Welfare Development Programs in Urdaneta District Jail Female Dorm is highly implemented and highly effective as a form of rehabilitation across various aspects. These findings suggest that WDPs plays a crucial role in promoting positive outcomes and facilitating the rehabilitation process for PDLs within the BJMP facilities. However, despite the program's effectiveness, several challenges were identified in its implementation, including non-participation and engagement, limited resources and space and poor internet connection. Thus, a comprehensive action plan can enhance the program's effectiveness and contribute to the holistic rehabilitation and reintegration of PDLs into society.

**Keywords:** Implementation Status, Welfare, Welfare Programs, Jail Female Dorm

## INTRODUCTION

The Welfare and Development Program (WDP) is a structured initiative aimed at enhancing the well-being, rehabilitation, and reintegration of incarcerated individuals. These programs focus on reducing recidivism and improving the quality of life for inmates by offering a range of services and activities. Educational programs provide basic literacy, vocational training, and sometimes higher education to improve employment prospects (Benko, 2015).

Jails are institutions that have been used to incarcerate persons awaiting trial or found guilty of committing deviant or prohibited behaviors in the society they live in. Conditions in most jails have neither rehabilitative nor meaningful work opportunities. Persons Deprived of Liberty (PDL) are idle and in most places dismally cared for throughout their sentences. Almost universally, the conditions experienced by persons in lockups and jails are bad (Bocar et al., 2018).

Counseling and mental health services help PDL cope with incarceration stress and address mental health issues, while substance abuse treatment programs assist those struggling with addiction. Work programs develop job skills and work ethic, and recreational activities promote physical health and stress relief. Religious services support moral and ethical development, and life skills training teaches essential skills like financial literacy and communication. Family and community outreach facilitates visits and prepares inmates for reunification, while legal assistance helps them navigate the legal system. These programs are typically administered by correctional institutions in partnership with government agencies, non-profits, and community groups, aiming to create a supportive environment for inmates' successful reintegration into society (Directorate of Inmates Welfare Development, 2010).

However, the correctional system's primary purpose is rehabilitation. The premise underlying the goal is that persons can be cured and deterred from committing crimes (Huebner & Inzana, 2020). Criminal rehabilitation is an essential component of our legal system. The idea is that people who commit crimes should be allowed to change their ways and become valuable members of society. It is accomplished through various rehabilitation procedures adapted to the needs of the individual (Inside Government, 2022). Rehabilitation programs must address the issues that led offenders to turn to crime in the first place (Drury, 2022). However, negative societal attitudes toward inmates might obstruct support for comprehensive rehabilitation programs (Peka, 2021).

In many countries worldwide, prison population rates are high and have risen significantly since the 1990s (Dünkel and Geng 2015; Walmsley 2016). Modern sentencing principles, laid down *inter alia* in international recommendations such as the revised United Nations Standard Minimum Rules for the Treatment of Prisoners (UN General Assembly 2015) define humane treatment and standards for the rehabilitation and reintegration of prisoners, both core elements of prison sentencing. As most prisoners serve determinate sentences and will eventually be released, the purpose of imprisonment is to reduce future criminality by ensuring, as much as possible, that the offender is able to lead a law-abiding and self-supporting life upon return to society (Huber 2016). In this sense, successful reintegration results in the reduction of criminality and therefore contributes to promoting peaceful and inclusive societies for sustainable development (Gisler, C. et. al, 2018).

The debate on desirable correctional services systems by presenting four national case studies on the welfare, rehabilitation and reintegration of prisoners, and how each country regulates and institutionalizes these aspects of the penal system. The countries analyzed are: Canada, known for its community involvement in release approach; Norway, known for its strong welfare system; Japan, known for its decreasing prison rate; and Malaysia, known for its efforts in the deradicalization and reintegration of prisoners with extremist ideologies. To create a comparable basis for analysis between the different countries, a comparative scale was developed based on the revised United Nations Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules). Some of the main findings and lessons of the paper are as follows. The only country classified as sufficient in terms of the Nelson Mandela Rules is Norway, which demonstrates promising practices (in terms of exceeding the standards) in the areas of health care, living conditions, visits, offender assessment, conditional release, parole and probation, aftercare and re-entry assistance, as well as family support.

The most frequent breach affecting the prison regime is the inappropriate use of solitary confinement. This demonstrates that correctional services administrators in these countries still have difficulties in finding the right balance between the rights of inmates on the one hand, and the overall peace and order of the institution (or in a broader sense, of the society) on the other. The impact of an insufficient or sufficient prison regime on the implementation of welfare, rehabilitation and reintegration measures is considerable. Further, the analysis in this paper argues that promising practices are achieved in collaboration with external stakeholders, such as non-governmental organizations (NGOs), volunteers, families, national service providers, communities or external employers. This finding underscores the positive impact that intersectoral collaborations have on prisoner rehabilitation, as well as the need for equal provision of services for inmates and for the general population (Gisler, C. et. al, 2018).

A recent large-scale study conducted in the United States of America found that prisoners who receive general education and vocational training are significantly less likely to return to prison after release and are more likely to find employment than peers who do not receive such opportunities in the course of imprisonment. The United Nations Special Rapporteur on the Right to Education has equally reported that learning in prison is generally considered to have a positive impact on recidivism, reintegration and employment outcomes. More specifically, he recommended that comprehensive education programs should be arranged, aimed at the development of the full potential of each prisoner: "These should aim also to minimize the negative impact of incarceration, and improve prospects of reintegration, self-esteem and morale (Vienna, 2017).

One of the critical factors in the success of rehabilitation programs is the offender's adherence to the program's guidelines and their willingness to make meaningful changes in their lives. Most offenders tend to believe that rules do not apply to them, which contributes to their imprisonment (Delong and Reichert, 2019). This

phenomenon in the contemporary period aligns with the principle of consequentialism, which focuses on managing and treating prisoners to prepare them for a productive life post-imprisonment (Bulow, 2014).

Solely, rehabilitation programs have continued in some areas with modifications. In Estonia, one-on-one sessions have persisted; in Thailand, preventive measures such as allowing trained detainees and prison officials to lead basic vocational training and ensuring adequate training materials have enabled the continuation of work programs. Online solutions were implemented where digital technology was available, facilitating the adaptation or introduction of new programs. For instance, in Ireland's Mountjoy Jail, online access to university courses was provided, and universities in the United States continued or initiated new courses for incarcerated individuals via online platforms (Global Prison Trends, 2021).

Moreso, rehabilitation programs, encompassing educational, vocational, and counseling initiatives, are critical in assisting former persons deprived of liberty (PDLs) in abandoning criminal lifestyles (Reamico, 2022). In Ghana, the prison system emphasizes the importance of providing inmates with basic and vocational education, aiming to reduce unemployment and facilitate social integration post-release (Baffour, 2021).

Furthermore, in Latin America, the implementation of therapeutic community modality program is effective as perceived by jail officers and inmate. The various Inmates' welfare programs such as Health services, livelihood services, educational services, sports and recreational services, para-legal services, religious services, and therapeutic community modality programs were effective in changing the values and attitudes of inmates (Gonzalez et al . , 2022 as cited by Casabar, 2024).

According to Asis, (2022), the beginning of prisons and jails, religion has influenced philosophies of punishment and rehabilitation. Pennsylvania Prison System was called Solitary Confinement, these prison systems confined the prisoners in a single cell day and night where they lived, slept and they received religious instructions, and were required to read a bible. The Prison society called for separate, solitary confinement and labor with instructions in labor, morals, and religion. Work was not to be for punishment, but to be used as an agent of reform.

The Horizon Prison Initiative is a good multifaith program of reformation for hundreds of offenders housed in Ohio prisons. Research on interfaith in prison has often focused on the impact of faith on behavioral outcomes of prisoners, specifically misconduct in prison and recidivism after release. However, after 16 years, there has been a marked decrease in inmate violence within the institutions and a recidivism rate of only 9 percent among program graduates, earning Horizon the Ohio Department of Rehabilitation and Correction's evaluation of "best practices." According to studies, religious inmates are less likely than nonreligious inmates to engage in misconduct, especially violent and serious offenses (The Columbos Dispatch 2018).

Few communities are as socially vulnerable as prisoners, particularly in a developing country like Bolivia. This vulnerability is exacerbated by the fact that the Bolivian prison system receives so little funding from the state that prison maintenance; prisoner welfare and even prison security are the responsibility not of the penal authorities, but of the prisoners themselves. Incarcerated persons in Bolivia must pay all living expenses in prison. This results in a need for the steady outcome, something for which most prisoners are not skilled enough to sustain when they arrive in jail. Given that the State presence in the prisons is almost non-existent, NGOs work in the prisons to provide programs focused on education and skills training. These programs facilitate the improvement of the prisoners' literacy levels and their entry into skilled labor while they are incarcerated. The uniqueness of the Bolivian prison system is based not only on the fact that prisoners must pay to be in prison but also on the country's low recidivism rate ( Downing, 2014).

According to the study conducted by Isiaka and Adewuyi (2020), a sporting and recreational program ranked number 1 in the survey and was rated highly effective as a rehabilitation program. This finding was confirmed by the study by Lindquist M.J. (2020), which stated that recreational activity accounts for 66.5 percent of effective rehabilitation programs in Remand Homes. However, participating in the programs has significantly benefited their prison life, mainly by providing enjoyment and increasing their happiness. Since spirituality is fundamentally about love and connectedness, spiritually connected inmates would be less likely to hurt other inmates or engage in wrong activities. The Kenyan government has institutionalized faith-based programs that

15 emphasize moral values, good Conduct, spiritual transformation, and obedience to the Kenyan laws, and they are supervised by chaplaincy services (Nyaberi, 2021).

According to the study of Alarid and Reichel (2008) as cited by Bagtaso (2018), stated that persons more directly charged with carrying out treatment duties range from full-time psychiatrists, psychologists, and social workers to other professionals working with prisoners on health, ethical, educational, and vocational and recreational issues. However, they said that implementation will vary as the capabilities of jail officers and correctional institutions. In this case, the treatment objectives can also vary.

Further, religion and spirituality can be juxtaposed to evil. Spiritually provides individuals with a sense of meaning in their lives and a recipe to live morally. An individual's faith often provides values, standards, and norms that are expected to be embraced. Spiritually often produces a framework that governs how decisions are made and reality is conceived. While some adhere to moral standards which are enforced through rigid religious forces, others follow more fluid, dynamic sets of morals that still govern one's choices. Regardless of its title, everyone has a belief system that they refer to for guidance. Prison is likely the last place one would refer to when considering morals and values. The prison system is meant to punish individuals for breaking the moral standards our society has embraced, so most individuals assume that prisoners find difficulty in upholding a moral framework (Webb 2009 as cited by Bagtaso, 2018).

Adult Education in prisons aims to challenge the illiteracy of those incarcerated, which often leads to delinquency and recidivism. In Greece, there are educational programs designed for inmates' like of those of vocational training and counseling. With the establishment of Second Chance Schools (SCS) inside prisons, a more systematic and integrated effort was made for the overall development of trainees and their fullest participation in the economic, social, and cultural life. In the past, little interest had been shown regarding the education of adult inmates. Lately, however, many studies have been conducted regarding the work that SCS provides. A systematic review of the relevant bibliography and a compilation of the findings of the studies realized, regarding the motives of inmates participating in the educational programs, was considered appropriate (Vasiki, 2018).

For many years, the guiding principle for correctional health services was the legal mandate to provide care that met the constitutional obligation to avoid imposing cruel and unusual punishment on inmates by withholding medical care that met community standards. Recently, some correctional health professionals have articulated an alternate vision in which these programs take on a broader mission of promoting the health of inmates both during and after incarceration. Among the elements of this approach are information and education, robust prerelease and discharge planning, correctional facility environments, meeting basic needs of inmates, and advocacy for health-promoting policies and programs (Ramaswamy & Freudenberg, 2022).

The rate of female incarceration continues to surge, resulting 714, 000 women currently being held behind bars worldwide. Females generally enter carceral facilities with low educational profiles, and educational programming inside is rarely a high priority. Access to education is a proven contributor to women's social and economic empowerment and can minimize some of the obstacles they encounter after being released from custody. Support for the intellectual potential of incarcerated females can address intersecting inequalities that impede access to social protection, public services and sustainable infrastructure. Policymakers, academics and activists concerned with gender equality must begin by focusing on academic and vocational program development for female prisoners built through strong community partnerships and inclusive of trauma-informed supports (Ryder, 2020).

Education acts as a catalyst for human development. In support of this contention, the United Nations' Rule 791 of the Standard Minimum Rules (SMR) says that provision shall be made for further education of all prisoners. Similarly, Rule 40 provides that every institution should have a library for the use of all categories of prisoners, adequately stocked with recreational books for the prisoners to be encouraged to make full use of it. Given the demands of time, Jovanić et al. (2019) claimed that modernity demands that educational opportunities should be equalized; this has led to the development of policies that facilitate the realization of guaranteed rights for all citizens in different countries. Different countries have developed their inclusive education versions, which can be broadened to include reformatory education for prisoners as well.

Education has been established basically and very widely as a rehabilitation cornerstone. It includes academic, vocational, commercial, and technical and it plays a vital role in the formation of attitudes and character of PDL. Vocational works which is technical in nature remains to be one of the main tools in the treatment program. Vocational training was found important element in the reintegration phase of many treatment programs. Job preparation skills are often considered critical to treatment as they prepare residents to become productive members of society after release.

According to the study by Bad-ay (2012) as cited by Bagtaso (2018), they mentioned that vocational programs should be aimed at giving offenders a specific job skill that will enhance their ability to compete in the job market. These, they said, are programs afflicted by the principle of least eligibility. However, the types of training provided are often directed towards less desirable jobs in industries that already have access to large labor pools like barbering, printing, welding and the like.

Hence, there were significant vocational training opportunities that were made available to inmates because correctional institutions were able to acquire the necessary equipment and trained instructors. Shop works such as automobile repair and maintenance; radio and television repair, welding sheet metal work and woodworking are now common. The well-organized shops have civilian vocational instructors, a place to do shop work and space in which to conduct the necessary instruction.

While in California, prison programs include thorough educational programs, therapeutic services, and pre-release rehabilitation services for criminals. These programs concentrate on cognitive behavioral interventions before releasing education, organizing skills, and obtaining a California identity card. Its primary objective is to give rehabilitative activities and skills to jailed individuals to lessen their chance of reoffending when they return to their families and communities (California Department of Corrections & Rehabilitation, n.d.). However, California's governance still struggles to implement effective criminal justice policies. At one time, California had one of the nation's highest prison population percentages. As a result, developing an inmate's rehabilitative program based on rehabilitative needs is not only obvious but also necessary to optimize effectiveness (Martin, 2021).

In the Philippines, A study by the Commission on Human Rights found that the conditions in jails and detention centers including the majority of the facilities utilized for conjugal visits were found unfit for human confinement. It was observed and described as unlikely to be able to rehabilitate. It revealed that most jails covered by the visits needed gargantuan amount of budget for reconditioning and restoration. The most common problems of inmates were insufficiency or lack of food provisions due to the delay in the release of food allotment and inadequate/or unsanitary food preparation. Another major problem is the inmates' shelter and living space. This refers to the basic confinement areas where the prisoners live to complete their term. Their place of confinement has been a perennial problem. Inspectors encountered old, dilapidated, and congested buildings that were no longer suited for humane existence and defective comfort rooms resulting in unsanitary conditions. It was also observed that there was a lack of sleeping paraphernalia and undersized cells with poor ventilation and a defective water system. It has been noted that there is lack of supply of potable water which is basic to human living. A high percentage of jails also had poor lighting facilities (Senados 2012).

The Philippine prison system adopted two approaches for treatment of offenders. These are the institutional-based treatment program and the community-based treatment programs. These programs aimed towards the improvement of offender's attitude and philosophy of life. Reformation and rehabilitation of inmates as well as preparation for the reintegration in community are the ultimate goals of the programs. Prison inmates are some of the most disturbed and unstable people in society. Most of the inmates have had too little discipline or too much come from broken homes and have no self-esteem. They are very insecure and are at war with themselves as well with society. Most inmates did not learn moral values or learn to follow everyday norms. In order to rehabilitate criminals, we must do more than just send them to prison (Manwong, 2006).

Furthermore, an inmate welfare and development program (IWDP) are a collection of mental, physical, intellectual, technical, and spiritual activities or treatments designed to improve the well-being and Development of inmates in conformity with established societal norms and ethical standards. Provision of

basic needs; health services; educational program; skills training/enhancement program; livelihood program/activities; behavioral management/modification program; interfaith program; cultural program/activities; legal assistant program; and e-law service are among the Inmate Welfare and Development services and activities. (Bureau of Jail Management and Penology, n.d.). However, budget constraints often hinder the implementation of comprehensive rehabilitation programs, leading to insufficient staff, facilities, and other resources (Bolledo, 2023).

The Behavioral management and modification programs play a vital role in the BJMP's welfare development initiatives. These programs employ various strategies to address maladaptive behaviors among inmates, focusing on positive reinforcement and skill development. Studies indicate that behavioral modification techniques can lead to significant reductions in recidivism rates (Johnson & Lee, 2023). By implementing structured behavioral management programs, the BJMP not only addresses immediate behavioral issues but also equips inmates with the tools necessary for long-term success outside of incarceration.

The Bureau of Jail Management and Penology (BJMP) has been at the forefront of implementing various programs aimed at improving the welfare and rehabilitation of inmates. One such initiative is the Paralegal Program, which seeks to empower inmates by providing them with legal knowledge and assistance. This program is crucial in promoting inmates' rights and ensuring they have access to legal resources, which can significantly impact their rehabilitation process (Cruz & Santos, 2022). Paralegal training equips inmates with the skills to navigate the legal system, fostering a sense of agency and responsibility that can lead to positive behavioral changes.

In addition to the Paralegal Program, the BJMP also recognizes the importance of interfaith initiatives in fostering a supportive environment for inmates. Interfaith programs encourage dialogue and understanding among individuals of different religious backgrounds, promoting tolerance and respect. Research has shown that such programs can reduce conflict and enhance emotional well-being among inmates (Rodriguez & Lim, 2021). By facilitating interfaith interactions, the BJMP aims to create a more harmonious environment that aids in the social reintegration of inmates after their release.

The BJMP's Directorate of Inmate Welfare and Development and TCMP, a major development in the field of welfare and rehabilitation for the BJMP was the creation of the Directorate for Inmate Welfare and Development in 2007, based on the memorandum issued by the DILG. This formalized and centralized the role of welfare staff in response to the revision of the BJMP's vision and mission to include development alongside safekeeping. Rather than an original system of focal points, assigned officers are now considered change agents, who must monitor and attend to welfare, focused activities and services inside the prison from health to recreation according to a structured program. In women's prisons, this role has the potential to fill important functions and protect detainee's rights particularly as bridges between inmates and their children, families, and communities and as support in the case of economic or health problems.

One of the most intensive programs of BPSU Extension is focused on livelihood programs since primarily the university has been a technology and vocational school since its very beginning so most of its experts have developed exceptional researches based on technology and livelihood over the years which are viable for community development programs. One of the recipients of the university's development programs is the Bataan District Jail in Balanga City, Bataan. With its hundreds of inmates within its "community", the university has smoothly delivered skills training and livelihood programs among the inmates in the facility. Skills and livelihood programs such as Food and Beverage Trainings, Baking and Commercial Cooking, Housekeeping, among others were delivered to the clients. To assure skills mastery, all participants were required to undergo TESDA NC II Assessment, which will provide them a certificate valid for local and international employment once they are released from detention. Apparently, participants register a 99-100% passing rate during assessments. One of the most visible results of the development efforts inside the jail was the construction of a "bakery sa Jail" which has provided livelihood opportunities among some of the detainees in the male dormitory. On the other hand, inmates at the female dormitory have also started their own bakery business, catering to demands even outside the detention facility (Gabor, 2013).

In Laoag City Jail under wardens' tenure, Herminigildo B. Rivera, has intensified the implementation of the Therapeutic Community Modality Program, which is the main backbone program in the implementation of various PDL Welfare and Development activities. The Therapeutic Community Modality is a behavioural shaping tool that aims to change offenders' perceptions of the culture inside detention facilities such as LCJ (Laoag City Jail). Religious/interfaith activities among programs and activities aim to safeguard the welfare of inmates. As a result of this achievement, the Laoag City Jail was the in the country to be designated as TC Model Jail by the BJMP National Headquarters. (Ilocos Sentinel 2019).

In the study of Mapangdol (2023) in Mountain Province, the study found that persons deprived of liberty participated in vocational skills and survival acquisition programs to a high extent for self-reliance and sustainable economic growth. They had the opportunities to experience religious activities and learned the right actions in situations where they needed to seek Divine Providence. Most of all, they had enjoyed the intellectual component of the therapeutic community in terms of the Alternative Learning System. The Therapeutic Community Modality Program is perceived to be effective especially the work and educational therapy services, livelihood skills training, counselling, and religious services.

According to Belen et al. (2020) their study focused on evaluating the correctional system's modernization initiative at the Quezon City correctional. The findings revealed that the increased budget work with the livelihood program ranks among the lowest regarding allocation of funds, and the work and livelihood program ranks among the lowest regarding the reformation program. Solving the funding problem is crucial to ensure that rehabilitation programs within correctional systems receive adequate resources, enabling them to prepare inmates for successful reintegration into society effectively.

The BJMP implemented the WDP to carry out its mission and vision. The principles observed should be in accordance with the accepted social norms and ethical standards as stipulated in the United Nations Standards in the treatment of inmates. The WDP is responsive and dynamic, its treatment approach is holistic in nature, its treatment should be rehabilitative, not punitive, and all inmates have equal opportunities to avail of the program regardless of age, race, sex, beliefs, and others. The IWDP is built on mutual trust and confidence (BJMP manual, 2007).

BJMP Urdaneta is mandated to direct, supervise, and control the administration and operation of all district, city, and municipal jails with pronged tasks of safekeeping and development of inmates. The goal of Urdaneta BJMP, is to safely detain those deprived of liberty while rehabilitating them for reintegration into society. The Urdaneta District Jail implemented Welfare and Development programs and services with the goal of achieving the highest attainable well-being of Persons Deprived of Liberty (PDL). The core programs are designed to address the varying needs of the PDL while in confinement, effect positive behavioral changes, and facilitate the acquisition of vocational skills thereby reducing the chances of recidivism on one hand and increasing the possibility of successful community reintegration on the other hand.

The objective of this study is to assess and determine the level of implementation and effectiveness of welfare and development program of PDL's in the BJMP Urdaneta District Jail Female dorm. The researcher believes that there is a need to assess the implementation and effectiveness of the Welfare development Program to visualize how BJMP Urdaneta complied and conform to the concept and mandate of Welfare Development Program. Hence, the concerned jail institution may be informed of the result for they can improve the programs and give more attention to those programs that are much needed to the PDLs.

## THEORETICAL/CONCEPTUAL FRAMEWORK

This study is anchored on the Reformation Theory. The theory of reformation or rehabilitation as cited by (Bestre, 2006 and Bagtaso, 2018), this theory requires some kind of inner or spiritual transformation. The rehabilitation, and reformation of PDL in the BJMP should always bear positive perceptions in the society. In various ways, despite their individual crimes or offenses, they should be treated with compassion, and with deep understanding. They should not be considered outcasts because they may feel more like they are human misfits. This is also one reason that BJMP initiatives should resort to other activities which is covered by the

Inmates Welfare Development Program. Those activities indicated will help the Person's Deprived of Liberty to divert their way of thinking and also change their views about life.

In addition, reformation theory, in the context of corrections and criminal justice, focuses on the rehabilitation and transformation of offenders through structured programs and interventions. It emphasizes the idea that individuals who have committed crimes can change their behavior and attitudes, thereby reduce recidivism and promote their successful reintegration into society. This theory plays a crucial role in shaping how correctional facilities operate and how programs are designed to facilitate inmates' rehabilitation.

Also, supported by Govindan (2022), rehabilitation aims to return the criminal to society not resentful or determined to exact revenge for his humiliation and misery but with a new set of ethical and moral principles and a desire to contribute to society. It is a highly individualized and resource-intensive process. A constructive program with proper facilities and well-trained professionals is required to alter criminals' attitudes and rehabilitate criminals to become valuable members of society.

According to research conducted by Sigdel et al. (2023), rehabilitation programs are essential to the criminal justice system to lower recidivism rates by providing offenders with the tools and resources they need to reintegrate into society.

The study by Ross and Moro (2020) stated that incorporating restorative justice principles into rehabilitation programs emphasizes addressing the causes of criminal behavior, fostering empathy, repairing harm, and promoting a sense of responsibility and accountability. This approach aims to reduce recidivism and encourage positive reintegration into the community.

In connection with cognitive-behavioral Theory, which was rooted in the idea that thoughts and behaviors are interconnected, cognitive-behavioral therapy (CBT) is often used in rehabilitation programs. It aims to change negative thought patterns and behaviors associated with criminal conduct. It can also help with coping skills and managing emotions, leading to better mental health results (Gom-gom-o, 2024). Furthermore, inmates who learn CBT techniques can utilize them outside of jail to regulate their behavior and emotions, thus lowering recidivism rates and enhancing their prospects of successful reintroduction into society (Karabatak, 2023).

According to **Republic Act No. 10575 known as the Bureau of Corrections Act of 2013** it emphasizes the humane treatment of inmates and includes provisions for rehabilitation programs aimed at reducing recidivism. In relation to my study, it mandates the establishment of rehabilitation programs that provide education, vocational training, and psychological support. This law aims to provide frameworks and guidelines for the treatment and rehabilitation of inmates, ensuring that they are prepared for reintegration into society and this law also requires the enhancement of jail infrastructure to ensure that facilities meet health and safety standards.

In the context of the aforementioned situation, Figure 1 presents the schematic diagram of the conceptual framework for the implementation of Welfare Development Programs in Urdaneta City District Jail Female Dorm Using the Input-Process-Output model, the inputs contain the Level of Implementation of Welfare Development Programs of Urdaneta City District Jail Female Dorm, Level of effectiveness of Welfare Development Programs of Urdaneta City District Jail Female Dorm and Challenges of Welfare Development Programs of Urdaneta City District Jail Female Dorm. The process in this study will be the administration of survey questionnaire and interview guide. The output of this study is to Propose an action plan to improve and maintain the Welfare Development Programs in the Urdaneta City District Jail Female Dorm.

## Significance of the Study

This study will benefit the following.

**BJMP Administration.** The results of the study will be used by the BJMP Administration as a basis to improve the management quality of Welfare Development Program for PDL's, to be more effective and efficient in the implementation programs for PDL's.

**BJMP Personnel.** The Urdaneta City BJMP can be greatly benefit from the results of the study since their knowledge in the methods of the implementation of the programs can be improved and developed to enhance the performance and efficiency of the PDL's and intensify conduct of development programs for PDL's to improve the living condition of PDL's.

**PDL's.** The results of the study will give them awareness and impressions that they have gained significant knowledge and learning that would enhance their self-respect, dignity, and responsibility thus eliminating their criminal behavior and further equip them with proper and appropriate tools that will enable them to look for respectable jobs upon reintegration to the fold of the society.

**NGO's.** This study provides a deeper understanding of how NGOs help improve the quality of life for vulnerable population. Thus, the study can offer valuable insights into best practices, program effectiveness, and areas for improvement.

**Community.** The outcome of the study can give a better understanding on their vital role in providing support and assistance and understanding on the PDL's reintegration to their respective communities.

**Researchers.** This research will give information, and recommendations and propose action plans to improve and maintain the Welfare Development Program. Thus, further research on the stated problem of this manuscript is encouraged.

**Future researchers.** The result of this study will be used as a reliable reference tool to future researchers who would wish to conduct further studies related to this.

## Objectives of the Study

This study aims to determine the implementation of the Welfare Development Programs in the Urdaneta District Jail Female Dorm.

Specifically, it sought to answer the following research problems;

1. What is the level of implementation of the Welfare Development Programs (WDPs of Urdaneta District Jail Female Dorm (UDJ-FM) in terms of:
  - a. Provisions of Basic Needs;
  - b. Health Services;
  - c. Educational Program;
  - d. Skills Training/Enhancement Program;
  - e. Livelihood Program;
  - f. Behavioral Management/Modification Program;
  - g. Interfaith Program;
  - h. Cultural and Sports Program;
  - i. Paralegal Program; and
  - j. E-Dalaw/visitation services?
2. What is the level of effectiveness in implementation of the WDPs of UDJ-FM in terms of:
  - a. Provisions of Basic Needs;

- b. Health Services;
- c. Educational Program;
- d. Skills Training/Enhancement Program;
- e. Livelihood Program;
- f. Behavioral Management/Modification Program;
- g. Interfaith Program;
- h. Cultural and Sports Program;
- i. Paralegal Program; and
- j. E-Dalaw/visitation services?

3. What are the challenges encountered in the implementation of the WDPs of UDJ-FM?
4. What action plan can be proposed to improve the WDPs of UDJ-FM?

## METHODOLOGY

### Study Design

This study made used a mixed method. A descriptive survey method was used to determine the level of implementation and effectiveness of the Welfare Development Programs of the Urdaneta City District Jail Female Dorm.

Likewise, qualitative research uses narrative analysis to explore the respondents' fieldwork experiences. Narrative analysis in the sense that it determines the challenges in the implementation of Welfare Development Programs of Urdaneta City District Jail Female Dorm. Narrative analysis or narrative inquiry is a qualitative research approach whereby the researchers analyze the stories people create, asking a given question of the narrative 'texts' for a given purpose (Petrakis, 2017).

Also, the methodological triangulation method was used to validate the reliability of the data collected and capture the different dimensions of the phenomena.

### Population of the Study

This study was conducted in the Urdaneta District Jail Female Dorm. The primary source of information was the Female Person's Deprived of Liberty and Bureau of Jail Management and Penology personnel in WDP unit including the warden. There are 28 PDLS and 9 BJMP personnel under WDP units including warden, a total of 37 were chosen as respondents hence the PDLS are the primary beneficiaries of the programs, and their first-hand experiences provide valuable insights into the implementation, effectiveness, challenges, and impact of these initiatives. Their feedback highlights the areas for improvement and identifies the most beneficial aspects of the programs and BJMP personnel in WDP unit including the warden who are responsible for implementing and managing these programs. Their perspective is crucial to understanding how the programs are delivered, any operational challenges they face, and their observations on the programs' effectiveness. They can provide insights into the feasibility, sustainability, and practical aspects of program implementation.

### Data Gathering Tools

The researcher made use of a survey questionnaire and interview guide as the main tool in the study. Survey questionnaires were used for problems 1 and 2. The problem 3 used interview guide. The interview was

conducted through formal and informal interview. In addition, random probing questions were asked during the actual interview when necessary for clarification and additional information.

To achieve the validity of the instrument, the questionnaire was subjected to validation by expert validators. The validators of the survey questionnaire and interview guide were the Warden of Urdaneta City District Jail Female Dorm, Jail Personnel of Urdaneta City District Jail, and the Dean of the University of Eastern Pangasinan. The result of the validation questionnaire is 3.75 interpreted as highly valid.

### **Data Gathering Procedures**

The researcher sent a letter request to the Warden of Urdaneta City District Jail asking permission to allow the researcher to conduct a study in her area of responsibility. Upon the approval of the warden, the researcher administered the survey questionnaire to the target respondents. Questions were translated into the dialect as suggested by one of the validators to understand and comprehend by the PDLs. Survey questionnaires from the respondents were collected, tallied, tabulated, and analyzed to achieve the objectives of this study. The data collected were analyzed and interpreted with the use of Thematic analysis. Next, the interview with the participants was done using written interview and following the protocols of the BJMP personnel and this was transcribed after.

### **Treatment of Data**

The weighted mean was used to determine the level of implementation and effectiveness of the Welfare Development Programs of the Urdaneta City District Jail Female Dorm. The weighted mean was computed using the formula AWM.

**Categorization of Data** is the process of organizing and classifying data into distinct groups or categories based on shared attributes or characteristics, making it easier to manage, analyze, and retrieve. The descriptive equivalent rating and the ways of values are presented below using 4 point Likert Scale.

The researcher used document and analyze the gathered data from the written interview, documentation, and informal and formal interviews. The researcher presented a narrative presentation of these data by discussing the challenges encountered by the BJMP personnel in the implementation of WDP. Thematic analysis is one of the most common forms of analysis in qualitative research. It emphasizes pinpointing, examining, and recording patterns or themes within data. Themes are patterns across data sets that are important to the description of a phenomenon and are associated with a specific research question.

### **Ethical Considerations**

Confidentiality is an essential approach to generate voluntary participation of the different personalities involved in this study. Further assurance was stressed in the letter that the personnel and PDLs' names would never be mentioned in any part of the discussion on the findings and results of the study. The respondents may opt to use pseudonyms to safeguard their anonymity. Thus, other than voluntary involvement, the letter also included a statement of an option to withdraw should any of the personnel and the PDL decide to do so. All literatures were cited accordingly. Data gathered were treated with confidentiality and only the researchers have access.

## **RESULTS AND DISCUSSIONS**

### **The Level of Implementation of Welfare Development Programs (WDPs of Urdaneta District Jail Female Dorm (UDJ-FM))**

<b>WELFARE DEVELOPMENT PROGRAMS</b>	<b>AWE</b>	<b>DE</b>
Provisions of Basic Needs	3.87	HI
Health Services	3.90	HI
Educational Program	3.74	HI

Skills Training/Enhancement Program	3.77	HI
Livelihood Program	3.86	HI
Behavioral Management/Modification Program	3.91	HI
Interfaith Program	3.98	HI
Cultural and Sports Program	3.76	HI
Paralegal Program	3.88	HI
E-Dalaw/visitation services	3.98	HI
<b>OWM</b>	<b>3.86</b>	<b>HI</b>

The table presents the overall average weighted mean on the level of implementation of the welfare development programs of UDJ-FM in terms of ten programs.

It could be gleaned on the table that the overall weighted mean on the level of implementation of welfare development program of UDJ-FM in terms of ten programs is 3.86 interpreted as highly implemented. The success of the programs underscores the importance of adopting a holistic and humanizing approach to incarceration. By focusing on rehabilitation rather than mere punishment, institutions like BJMP contribute to societal reintegration and potentially reduce recidivism rates. This implies that welfare development programs appear to be a valuable and effective approach to rehabilitation within the BJMP facilities in Urdaneta, warranting continued support, potential expansion, and further investigation.

Welfare development programs for PDLs designed to equip individuals with skills necessary for successful reintegration into society. According to Miller et al. (2021), these programs can significantly reduce recidivism rates by providing PDLs with the tools needed to secure employment upon release. The authors found that participants in structured vocational training programs exhibited a 30% lower likelihood of reoffending compared to those who did not participate.

In the study of Garcia (2022), highlights that successful reintegration of PDLs contributes to enhanced community safety. When PDLs are provided with resources to re integrate successfully, the likelihood of reoffending decreases, leading to safer communities. Additionally, welfare programs that promote community involvement can help reduce stigma associated with incarceration, fostering a more inclusive environment. Additionally, Smith and Brown (2020) argue that reintegration is significantly easier when PDLs have access to supportive family and community networks. Programs that facilitate family visits and community engagement help maintain these connections, which are vital for emotional support and stability post-release.

### **The Level of Effectiveness of Welfare Development Programs (WDPs of Urdaneta District Jail Female Dorm (UDJ-FM)**

<b>WELFARE DEVELOPMENT PROGRAMS</b>	<b>AWE</b>	<b>DE</b>
Provisions of Basic Needs	3.85	HE
Health Services	3.84	HE
Educational Program	3.78	HE
Skills Training/Enhancement Program	3.83	HE
Livelihood Program	3.88	HE
Behavioral Management/Modification Program	3.88	HE
Interfaith Program	4.00	HE
Cultural and Sports Program	3.79	HE
Paralegal Program	3.92	HE
E-Dalaw/visitation services	3.99	HE
<b>OWM</b>	<b>3.88</b>	<b>HE</b>

Next table presents the overall average weighted mean on the level of effectiveness of the welfare development programs of UCDJ-FM in terms of ten programs.

It could be gleaned on the table that the overall weighted mean on the level of implementation of welfare development program of UDJ-FM in terms of ten programs is 3.88 interpreted as highly effective. The success of the programs underscores the importance of adopting a holistic and humanizing approach to incarceration. By focusing on rehabilitation rather than mere punishment, institutions like BJMP contribute to societal reintegration and potentially reduce recidivism rates. This implies that welfare development programs appear to be a valuable and effective approach to rehabilitation within the BJMP facilities in Urdaneta, warranting continued support, potential expansion, and further investigation.

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### **Challenges Encountered by the PDL's and BJMP personnel in the implementation of the WDPs of UDJ-FM**

The discussion below presents the Challenges Encountered by the PDLs and BJMP personnel in the implementation of the Welfare Development Programs. The following were the themes generated from the responses of the respondents.

#### **Non-participation and Engagement**

Addressing the challenges of non-participation and engagement among Persons Deprived of Liberty within the welfare development programs is essential for ensuring the effectiveness of rehabilitation efforts. This highlights the complexities involved in fostering active participation and sustained engagement among PDLs, underscoring the importance of understanding and mitigating these challenges to promote successful reintegration and long-term rehabilitation outcomes.

One of the challenges experienced by the PDLs and BJMP personnel in the implementation of the Welfare Development Programs is the Non-participation and Engagement of the PDLs in the programs. Some PDLs resist participation due to various reasons such as doubts about their duration of stay and perceiving the programs as time-wasting. Further, PDLs are hesitant to participate because of their anticipation of a short stay in the facility. In the interview with BJMP Personnel Key Informant 4, he claimed that,

*“As an officer, one of the problems encountered in the implementation of WDPs is that some PDLs do not want to participate in the said program”.*

Similarly, PDLs perceive the programs as repetitive and time-wasting. Furthermore, boredom, lengthy durations of the programs and the influence of their case perception contribute to their non-engagement within the facility. In the interview with the PDL Key Informant 3, she further claimed that,

*“Some of the PDLs find it a waste of time”*

In the interview also of Key informant 9, state that, *“No interest in the activity”*

Also key informant 6, state that, *“PDLs do not want to participate”*

These findings imply that PDLs often express scepticism about the effectiveness of such programs and perceive them as unproductive or irrelevant to their situation. Some PDLs may exhibit reduced motivation to actively engage in program activities, hindering their progress toward rehabilitation and reintegration goals. The PDLs may view rehabilitation programs as disconnected from their lived experiences or daily realities. If the program content, activities, or interventions do not resonate with their needs or interests, participants may question the program's value and opt out of participation.

A study by **Garcia et al. (2021)**, examined the factors contributing to PDLs' non-participation in educational and vocational training programs. The study highlighted that factors such as perceived irrelevance of programs, lack of motivation, and a feeling of hopelessness about reintegration are significant barriers. PDLs often feel disconnected from the rehabilitation process, as they believe it does not directly address their needs or future prospects.

Social connections, particularly family ties, play a crucial role in motivating PDLs to engage in rehabilitation programs. A study by **Santos (2020)**, focused on the impact of family support and visitation programs. The study found that PDLs who maintained regular family contact were more likely to participate in vocational training and educational programs, as they felt a sense of hope and responsibility for their future. Moreover, the **E-Dalaw (electronic visitation) program** has shown positive effects in maintaining family connections, leading to better emotional well-being and higher program engagement.

Technological innovations, such as **E-Dalaw (electronic visitation)** and online educational tools have been shown to increase engagement by providing easier access to communication and learning opportunities. A study by **Torres and Reyes (2022)**, demonstrated that integrating technology into rehabilitation efforts leads to higher levels of participation in educational programs. These tools also provide PDLs with a sense of normalcy and connectivity, which reduces feelings of isolation and contributes to their emotional and mental health.

### Limited Resources and space

Limited resources and Space pose significant challenges in the effective implementation of the Welfare Development Program. This highlights the barriers stemming from insufficient funding, staffing and expertise, hindering the program's capacity to provide comprehensive rehabilitation services. Addressing these constraints is crucial for optimizing WDPs outcomes and fostering the successful reintegration of Persons Deprived of Liberty (PDL) into society.

Other challenges experienced by the BJMP officer in the implementation of the Welfare Development Program is the Limited Resources, and limited space and training. In the interview with BJMP officer Key informant 7, she claimed that,

*“One of the challenges encountered in WDPs is Limited resources, limited space and support which hurdles the implementation of WDPs”.*

Key informant 2, also stated that challenges they encountered is, *“Lack of space and resources”*

It was supported by the answer of PDL Key Informant 8 stating that,

*“They experienced Lack of space and fund inside the jail”*

Also, key Informant 11 stating that, *“The educational program is running smoothly, but the problem is the lack of materials and space”*. And key Informant 16 stating that, *“All activities are implemented, however due to limited space they cannot carried out simultaneously”*.

According to the Jail personnel key Informant 1, thus, inadequate funding for WDPs can result in a lack of essential materials and resources.

This may imply that the jails have limited resource allocations and space which may call for interdisciplinary collaboration and policy reform in regard to the implementation of the programs. Without sufficient financial resources, it can be challenging to establish and maintain the necessary infrastructure for Welfare Development programs. This includes constructing appropriate facilities and providing essential resources.

In the study by Chen et al. (2023), similar findings were observed, indicating that inadequate training and limited resources significantly hindered the effective implementation of programs in correctional facilities.

Limited resources in correctional facilities often lead to inadequate access to essential services such as healthcare, education and vocational training. According to Gaes (2020), resource constraints can hinder the implementation of comprehensive rehabilitation programs, thus affecting inmates' ability develop skills necessary for successful reintegration into society. Additionally, limited resources may also lead to insufficient staffing, which can compromise facility safety and security.

Relatively, Resource Dependency Theory and Organizational Change Theory offer strategies to address resource limitations enhance staff training, adapt to cultural diversities and foster collaboration among stakeholders, aligning with the challenges faced in implementing WDPs within BJMP facilities.

However, budget constraints often hinder the implementation of comprehensive rehabilitation programs, leading to insufficient staff, facilities, and other resources (Bolledo, 2023). Moreover, a study by the Urban Institute (2021), found that facilities with constrained budgets frequently struggle to provide adequate healthcare services, resulting in higher rates of untreated medical conditions among inmates. This lack of resources not only affects inmate health but also increases long-term costs due to the need for more intensive medical interventions.

### **Poor Internet Connection**

Poor internet connectivity in BJMP facilities has far-reaching implications that directly affect operations, service

delivery, and the overall welfare of Persons Deprived of Liberty (PDLs). One of the most critical consequences is the delay in virtual court hearings, as unstable connections often lead to missed or rescheduled hearings, which prolongs the detention period of PDLs. This has been documented in various reports from regional BJMP units and the judiciary, especially during the pandemic when virtual hearings became the norm. Additionally, poor connectivity hampers the success of the BJMP's E-Dalaw program, which facilitates online visitation for inmates. Without reliable internet, many PDLs are unable to maintain regular contact with their families, negatively impacting their emotional well-being. The lack of internet access also limits inmates' participation in online education and rehabilitation programs, many of which are offered in partnership with organizations like TESDA and NGOs. In the interview with BJMP officer Key informant 8, he claimed that,

*“One of the challenges encountered is we experience lack of space and fund inside the jail and also the poor of internet connection when we have activities thru online”.*

On the administrative side, staff struggle to perform essential tasks such as uploading reports, accessing centralized databases, and coordinating with courts and other government agencies. This inefficiency is frequently cited in internal BJMP audits and ICT assessments. Furthermore, the constant disruptions caused by poor connectivity reduce staff productivity and morale, as they are unable to rely on digital tools to streamline their daily operations. Lastly, there are data security concerns, as inconsistent internet access often forces facilities to use insecure or improvised means of communication and data storage. According to DICT cybersecurity guidelines, stable and secure internet connections are crucial for protecting sensitive government and personal data. Collectively, these issues highlight the urgent need to upgrade internet infrastructure within BJMP to ensure a more efficient, humane, and digitally inclusive correctional system.

The integration of digital technologies in correctional institutions such as the Bureau of Jail Management and Penology (BJMP) has become increasingly necessary, especially in the context of virtual court hearings, digital documentation, and inmate rehabilitation programs. According to the Department of Information and

Communications Technology (DICT, 2021), the "Free Wi-Fi for All" program aimed to provide internet connectivity in public places, including some BJMP facilities, to support digital inclusion. However, due to limited infrastructure, many jail units, particularly in rural or remote areas, continue to suffer from unreliable or insufficient internet service. This challenge is further emphasized by Mateo (2020), who noted that during the COVID-19 pandemic, several online court hearings were delayed or cancelled due to technical issues caused by poor internet access within detention facilities.

In a study by Almario and Cruz (2019), on ICT readiness in government institutions, BJMP was identified as one of the agencies that required significant digital upgrading to meet modern demands. The authors highlighted how connectivity issues directly affect not just administrative efficiency but also the human rights of PDLs, who depend on online hearings and visitations to exercise legal and emotional support rights.

## **Proposed Action Plan to Address the Concerns**

### **Based on the Finding of the Study**

The implementation of the Welfare Development Programs UCDJ-FM aims to foster rehabilitation and promote positive behavioural change among Persons Deprived of Liberty (PDLs). However, despite its noble intentions, various challenges hinder its implementation and effectiveness, impacting both PDLs and Jail Officers involved in the program. In response to these challenges, a proactive action plan is necessary to address them comprehensively. This proposed action plan outlines strategic initiatives aimed at mitigating the obstacles experienced by PDLs and Jail Officers in the successful execution of the Welfare Development Programs within BJMP facilities.

The proposed action plan to address the concerns based on the findings of the study. As gleaned from the figure, the key areas include the challenges experienced in the implementation of WDPs are non-participation and engagement, limited resources and training and poor internet connection. Furthermore, the strategies identified were the following: conduct assessment, interest and preferences of PDLs regarding WDPs activities, develop strategies to optimize the use of existing resources, including personnel, facilities and materials and to support WDPs implementation effectively. In implementing the proposed action plan to address the challenges experienced by the respondents through strategies identified by the jail personnel in the WDPs, they must embody resilience and adaptability. By embracing a proactive approach to problem-solving, fostering a culture of collaboration and providing robust training and support, this can overcome challenges with determination and efficacy. They should seize the opportunity to enhance the effectiveness of WDPs ensuring the safety and well-being of both personnel and PDLs while promoting rehabilitation and reintegration.

## **CONCLUSION AND RECOMMENDATIONS**

### **Conclusion**

Based from the findings of the study, the following conclusions were reached:

1. The Welfare Development Program of UDJ-FM has been effectively implemented, showing significant positive outcomes in various aspects of the lives of Persons Deprived of Liberty (PDLs). The program covers a comprehensive range of services.
2. The Welfare Development Program of UDJ-FM has been highly effective, showing significant positive outcomes in various aspects of the lives of Persons Deprived of Liberty (PDLs). The program covers a comprehensive range of services.
3. Despite the evident effectiveness of the Welfare Development Programs of UCDJ-FM, several challenges have emerged during its implementation. Addressing these challenges is needed for further enhancing its implementation and ensuring comprehensive rehabilitation services.

## Recommendations

Based from the findings of the study, the following are recommended:

1. BJMP may implement system of monitoring and evaluating the consistent implementation of WDPs, including regular assessment of participant outcomes, program fidelity, staff performance and resource utilization.
2. BJMP may allocate resources to enhance the training capacity of Jail officers and improving facility infrastructure to support the WDPs effectively.
3. BJMP may prioritize budget allocation to ensure sufficient resources are available. Securing adequate funding will enable the procurement of essential materials and education materials as well as the recruitment and retention of qualified personnel.
4. BJMP may include incentive-based engagement, needs-based program customization, and strengthened counseling support.
5. BJMP may improve internet infrastructure to access digital skills training and educational resources. Regular monitoring and feedback mechanisms should be institutionalized to ensure continuous improvement, sustainability and stronger rehabilitation outcomes for female PDLs.
6. BJMP may adapt the propose action plan to further enhance the rehabilitation and reintegration efforts within detention facilities.

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