

# Level of Implementation of Gender and Development Program in Dagupan City Jail

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## ABSTRACT

This study assessed the implementation of the Gender and Development (GAD) Program in Dagupan City Jail. It specifically examined the level of implementation in terms of livelihood and skills programs, educational programs, and health information and education programs. The study also identified the challenges encountered in implementing these initiatives, determined whether a significant relationship exists between the level of implementation and the challenges encountered, and examined whether there is a significant difference between the responses of jail personnel and Persons Deprived of Liberty (PDL). The study employed a quantitative descriptive research design. Data were collected using a researcher-made questionnaire that was validated by experts in the field. The respondents consisted of 200 individuals from Dagupan City Jail, including 100 jail personnel and 100 PDL. The gathered data were analyzed using the weighted mean, Pearson Product-Moment Correlation Coefficient. The findings revealed that the GAD Program in Dagupan City Jail is highly implemented across the three areas examined: livelihood and skills programs (3.81), educational programs (3.76), and health information and education programs (3.70). Moreover, the results indicated that respondents generally disagreed that the identified factors posed significant challenges in the implementation of the program, suggesting that the availability of resources, partnerships with external agencies, and participation of PDL are generally adequate. The findings further emphasize the importance of sustaining collaborations with partner agencies, maintaining continuous program support, and strengthening gender-responsive initiatives within correctional institutions. Overall, the study concludes that the GAD Program in Dagupan City Jail is effectively implemented and plays a significant role in promoting the rehabilitation, welfare, and empowerment of Persons Deprived of Liberty while supporting gender-responsive correctional management.

**Keywords:** Level of Implementation, Gender and Development Program (GAD), Challenges Encountered

## INTRODUCTION

Gender and Development (GAD) is a national policy, its effective implementation requires a high level of awareness and training among all correctional personnel. This includes providing gender-sensitivity training, gender-responsive planning and budgeting, and training on the use of Gender and Development (GAD) tools.

The concept of gender-responsive correctional practices was established 20 years ago through a report commissioned by the National Institute of Corrections in the U.S. At that time, the focus was primarily on cisgender women, and most of the strategic recommendations and research evidence centered on this group. Similarly, the Bangkok Rules adopted a cis-normative approach, leaving the needs of gender-expansive individuals and transgender women unaddressed. In recent decades, the concept of gender within correctional settings has slowly begun to expand beyond the binary, and a few studies have explored effective treatment for gender-expansive individuals under correctional supervision. However, there is no solid evidence base outlining best practices for gender-expansive clients in correctional systems. Moreover, most correctional agencies in the U.S. and many other countries have yet to fully embrace or implement policies reflecting a more inclusive understanding of gender. Nevertheless, gender-responsive correctional practices is currently being updated to adopt a more gender-diverse perspective and emphasize research aimed at improving outcomes for women of color (Salisbury EJ, Crawford, 2025).

The lack of sustained training and capacity-building programs can hinder GAD mainstreaming efforts (Santos, 2020). Gender equality pertains to the entitlements, duties, and opportunities that are relevant to both men and females, along with minors, as stated by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women, 2018).

Likewise, on the global stage, the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and The United Nations Rules for the Treatment of Women Prisoners and Non-Custodial Measures for Women Offenders represent laws that enforce measures and promote the safeguarding and respect for women's human rights and dignity. Gender and Development (GAD) focuses on creating gender-sensitive and tailored psychosocial and psychiatric assistance, as well as livelihood training and educational initiatives that address the specific requirements of women PDL (Dignity, n.d.; Pradier, Bastick, & Grimm, 2015).

Although the Philippines has advanced Gender and Development (GAD) policies such as the Magna Carta of Women (RA 9710), incarceration policies frequently stay "gender-neutral," not sufficiently recognizing and addressing the unique needs of women in custody. This may result in a neglect of their unique vulnerabilities and rights (Dignity, n.d.; UN Women Asia and the Pacific, n.d.). Even with strong national policies promoting gender sensitivity, the actual rollout of Gender and Development (GAD) programs can vary especially in correctional facilities. The Philippines Magna Carta of Women, defines Gender and Development Program (GAD) as the development perspective and process that is participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and actualization of human potential. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices and contends that women are active agents of development, not just passive recipients of development. (Republic Act No. 9710)

In recent years, there has been a growing body of research focused on the effectiveness of Gender and Development (GAD) programs in various institutional settings, including prisons and jails. Studies have shown that gender-sensitive approaches can significantly impact the rehabilitation and reintegration of inmates, particularly women, who often face distinct challenges within the correctional system (Bacani, 2022; De Vera, 2021). For instance, the establishment of Gender and Development (GAD) Corners in facilities has been highlighted as a positive step toward providing support and resources for female inmates, allowing them to voice their concerns and access necessary services (BJMP, 2020).

The establishment of separate male and female dormitories at BJMP Dagupan is strongly supported by various BJMP memorandum circulars, standard operating procedures, and local ordinances, all of which collectively promote safety, discipline, gender sensitivity, and institutional efficiency. BJMP-DHS-MC-77 and BJMP-DHS-MC-122 provide clear guidelines on personnel housing, welfare, and facility management, emphasizing the need for gender-segregated accommodations to ensure privacy, security, and proper living conditions. By maintaining well-organized and secure dormitories for personnel, these policies indirectly benefit PDL through improved staff readiness, reduced fatigue, and enhanced professionalism, which contribute to more consistent supervision, humane treatment, and effective jail management. BJMP-DWD-MC-66, BJMP-DWD-MC-96, and BJMP-DWD-MC-115 further reinforce discipline, decorum, gender sensitivity, and personnel protection within BJMP facilities. The separation of male and female dormitories minimizes risks of misconduct, promotes respectful interactions, and fosters a professional working environment. This orderly and disciplined atmosphere directly supports PDL welfare by reducing staff-related conflicts, ensuring impartial enforcement of rules, and maintaining a stable custodial environment conducive to safety, rehabilitation, and respect for human dignity.

Operational and institutional compliance is strengthened through BJMP-LSO-MC-69, BJMP-DIWD-SOP-023, BJMP-LLO-MC-146, and BJMP-CDS-MC-139, which provide guidance on logistical support, welfare facility implementation, legal compliance, and personnel development. Proper dormitory arrangements enhance efficient facility utilization, ensure adherence to national gender and human rights standards, and support personnel development and morale. When personnel welfare is adequately addressed, staff are better equipped to deliver quality custodial services, uphold the rights of PDL, and implement rehabilitation programs effectively, thereby improving overall jail operations.

At the local level, Dagupan City Ordinances Nos. 2267-2023, 2268-2023, 2280-2024, and 2289-2024 demonstrate the commitment of the local government to improving facilities for BJMP personnel. These

ordinances allocate resources and promote gender-responsive, safe, and sustainable infrastructure, including separate male and female dormitories. Such support enhances institutional capacity, ensuring that jail personnel operate in a secure and humane environment, which ultimately benefits PDL through improved security, orderly jail conditions, and the consistent delivery of custodial and rehabilitative services.

Overall, the implementation of separate male and female dormitories at BJMP Dagupan reflects a comprehensive approach to personnel welfare, discipline, and gender sensitivity, as mandated by BJMP policies and local ordinances. By ensuring the well-being and professionalism of jail personnel, these measures create a safer, more organized, and rights-based custodial environment that directly contributes to the protection, humane treatment, and rehabilitation of persons deprived of liberty, while strengthening public trust in the jail management system.

Despite these advancements, the implementation of Gender and Development (GAD) programs in city jails often encounters significant challenges. Limited resources, inadequate training for staff on gender issues, and a lack of awareness regarding GAD principles can hinder the effectiveness of these initiatives (Mendoza, 2021).

Gender and Development in a City jail is different in outside world, The focus is on Gender-Responsive Corrections. This means addressing the specific needs of Persons Deprived of Liberty (PDL), particularly women. It includes providing separate facilities for female PDL, implementing "Gender-Sensitive Planning" for rehabilitation programs, and ensuring that security protocols. Respect the dignity and gender of the individual.

Furthermore, existing research indicates that while foundational studies have laid the groundwork for understanding gender dynamics in correctional settings, there remains a need for comprehensive evaluations of GAD program implementation at the local level (De Vera, 2021).

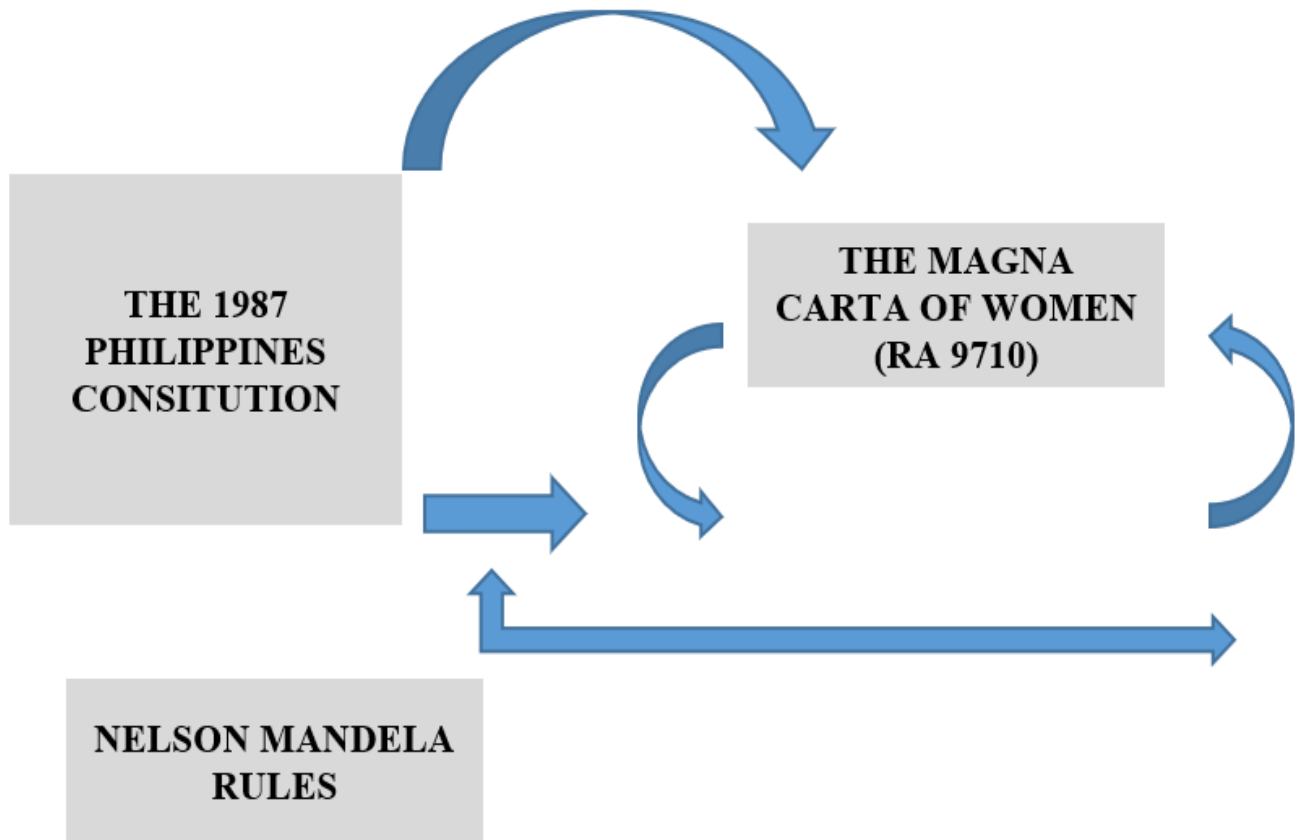
Dagupan City has a Gender Equality Ordinance (Dagupan City Ordinance, n.d.) and is designated as a "Justice Zone" (Supreme Court of the Philippines, 2024; DOJ, n.d.), it is essential to ensure that personnel at local jails and justice officials receive specialized training on gender-responsive methods for women in incarceration. City is a critical area of research that addresses the intersection of gender equality and the criminal justice system. As societies increasingly recognize the importance of gender-responsive policies, the need for such initiatives in correctional settings has become paramount. Gender And Development (GAD) programs aim to ensure that the unique needs of all genders are acknowledged and addressed, promoting a more equitable environment for inmates. Female Person Deprived of Liberty (PDL) often face different social and psychological challenges compared to their male counterparts, including a higher tendency to commit self-harm and deal with the stigma of being incarcerated. Many also have children and are a primary source of support for their families, a role that is disrupted by their imprisonment.

Although significant efforts have been made at the national level through policies like Republic Act No. 7192 and various BJMP directives such as Memorandum Circular BJMP-DHS-MC-77, BJMP-DHS-MC-122, BJMP-DWD-MC-66, BJMP-DWD-MC-96, BJMP-DWD MC-115, BJMP-LSO-MC-69, BJMP-DIWD-SOP-023, BJMP-LLO-MC-146, BJMP-CDS-MC-139 and dagupan city Ordinance 2267 - 2023, Ordinance 2268-2023, Ordinance 2280-2023, Ordinance 2289-2023 to promote gender-responsive governance and gender equality, there has been little focus on how Gender and Development (GAD) programs are actually implemented at the local jail level, particularly in Dagupan City Jail. While the memorandum clearly outlines objectives to address gender disparities and protect the rights of Persons Deprived of Liberty (PDL), there remains a gap in the literature regarding the effectiveness and actual execution of these initiatives. The role of local implementation including how well the Gender and Development (GAD) Focal Point System and gender-responsive policies are functioning in Dagupan City Jail remains uncertain.

Therefore, the researchers decide to conduct research and gather information about implementing gender and development program through collecting data among the Dagupan city jail, this study primarily aims to evaluate the implementation of the Gender and Development (GAD) program within the Dagupan City Jail by focusing on two main aspects. First, it will assess the current level of implementation of Gender and Development (GAD)-related policies and services within the jail, examining resource allocation, gender-sensitive approaches, provision of gender-specific services for inmates, and staff awareness and training on Gender and development (GAD) principles. Second, the study will identify and analyze the challenges affecting the effective execution of

the GAD program, such as budget constraints, inadequate infrastructure, limited human resources, lack of clear guidelines, difficulties in monitoring and evaluation, and potential staff resistance to Gender and development (GAD) principles. Moreover, by pinpointing these barriers, the research aims to offer actionable insights for improving the Gender and development (GAD) program’s effectiveness and fostering a more gender-responsive environment in the jail, thereby contributing to the broader discourse on gender equality in the correctional system.

**Conceptual Framework**



**Figure 1. Research paradigm**

**Research Paradigm**

The research paradigm shows the 1987 Philippines Constitution or The Supreme Law of the land. It provides the mandate for human rights, social justice, and gender equality. Also, it determines the legal validity of Magna Carta of Women, The specific, actionable rights and programs, to recognize and promote the rights of women and Nelson Mandela Rules as adopted and implemented as a result to protect the dignity of every human being and the Constitution’s prohibition against "cruel, degrading, or inhuman punishment". This was to help the Bureau of Jail Management and Penology (BJMP) specifically the Dagupan City Jail in the Implementation of Gender And Development (GAD). Program.

**Objectives of the Study**

This study aims to determine the level of implementation, challenges encountered and significant relationship between the level of implementation and challenges encountered of GAD program in Dagupan City Jail, Dagupan City Pangasinan.

**Statement of the Problem**

The purpose of this study is to assess the level of implementation of Gender and development program in Dagupan City jail

Specifically, this research aims to answer the following questions:

1. What is the level of implementation of gender and development programs in Dagupan City Jail along the following area; a. Livelihood and Skills, Programs, b. Educational Programs and c. Health Information?
2. What are the challenges encountered in the implementation of the GAD Program?
3. Is there a significant relationship between the level of implementation and challenges encountered?
4. What can be recommended to enhance the implementation of GAD program in Dagupan City Jail?

## METHODOLOGY

This study used a quantitative descriptive research design to measure the level of implementation of the Gender and Development (GAD) program at Dagupan City Jail. This method was considered appropriate for systematically collecting numerical data to describe the current state of a phenomenon and to identify patterns and trends. The primary data-gathering tool was a researcher-made survey questionnaire. This instrument, developed following the principles of modern psychometrics (Creswell & Creswell, 2018), was subjected to a rigorous validation process by three experts to establish its content and face validity. The questionnaire was designed to collect data on specific indicators of GAD program implementation, such as program frequency, participant demographics, and perceived effectiveness, using a structured and scaled format.

### Population and Locale of the Study

The study was conducted in Dagupan City Jail Located in Dagupan City, Pangasinan. The respondents of the study was composed of Thirty (30) Jail Personnel from Female Dormitory, seventy (70) Jail Personnel from Male Dormitory and one hundred (100) Persons Deprived of Liberty (PDL) from Minimum Security-Unit with total respondents of two hundred (200). The researcher used Convenience sampling method on Jail Personnel based on their availability and Purposive sampling on Persons Deprived of Liberty (PDL) for having adequate knowledge on the purpose of the study.

### Data Gathering Instruments

A structured survey questionnaire used in this study. The questionnaires are composed of two (2) parts: Part 1 contains the Level of level of implementation of gender and development programs in Dagupan City Jail along the following area; Livelihood and Skills Programs, Educational Programs and Health Information and Education Programs: Part II contains the challenges encountered in the implementation of the GAD Program. After the questionnaire was validated, the researchers formulated a request letter addressed to BJMP Regional Office 1, upon approval the letter of request to conduct study addressed to Dagupan City Jail to conduct survey. Data Anaylsis The weighted mean was used to determine the level of implementation of Gender and Development Program. The weighted mean we're computed using the formula:

$$\bar{x} = \frac{\sum fx}{n}$$

Where:  $\bar{x}$  = weighted mean

$f$  = frequency associated to  $x$

$x$  = item value

$n$  = number of respondents

$\sum fx$  = sum of answers

**Categorization of Data.** The descriptive equivalent rating and the ways of values are presented below using 4-point Likert Scale.

Evaluation Scale

**A. Level of Implementation of Gender and Development Program in Dagupan City jail**

Numerical Evaluation	Descriptive equivalent
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3.25 – 4.00	Highly Implemented
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2.50 – 3.24	Implemented
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1.75 – 2.49	Rarely Implemented
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1.00 – 1.74	Not Implemented
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**B. To determine the challenges encountered in the implementation of the GAD Program**

Evaluation Scale

Numerical Evaluation	Descriptive equivalent
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3.25 – 4.00	Highly Encountered
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2.50 – 3.24	Encountered
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1.75– 2.49	Moderately Encountered
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1.00 – 1.74	Not Encountered
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**C. To determine significant relationship between the level of implementation and challenges encountered,** the researchers used correlation, using the formula is shown below:

$$r = \frac{N(\sum XY) - (\sum X)(\sum Y)}{\sqrt{[N(\sum X^2) - (\sum X)^2][N(\sum Y^2) - (\sum Y)^2]}}$$

Where:

r = Pearson Product-Moment Correlation Coefficient

N = Number of pairs of scores

X = Scores on the independent variable

Y = Scores on the dependent variable

XY = Sum of the products of paired scores

+1.0: A perfect positive correlation (as one variable goes up, the other goes up).

0.0: No relationship at all.

-1.0: A perfect negative correlation (as one goes up, the other goes down).

## RESULTS AND DISCUSSION

This chapter presents the statistical results and analysis of the data gathered from the survey conducted to 200 respondents, consisting of 100 Jail Personnel and 100 Persons Deprived of Liberty (PDL) at the Dagupan City Jail (BJMP) In assessing the level of implementation of Gender and Development Program.

### Level Of Implementation of Gad

#### Livelihood And Skills Programs

The table, presents the level of implementation of the Gender and Development (GAD) Program in Dagupan City Jail in terms of Livelihood and Skills Programs, based on the responses of Jail personnel and PDL.

INDICATOR	WEIGHTED MEAN	DESCRIPTIVE RATING
1. Strategic alignment of livelihood programs with current job market opportunities for post-release employment.	3.84	Highly Implemented
2. Issuance of recognized skill training certificates to PDL upon completion of the program.	3.82	Highly Implemented
3. Maintenance of consistent partnerships with external agencies (e.g., TESDA, DOST) for high-quality training.	3.82	Highly Implemented
4. Provision of adequate training and knowledge for officers-in-charge to effectively supervise livelihood programs.	3.80	Highly Implemented
5. Provision of sufficient, well-maintained, and regularly available training materials and equipment.	3.79	Highly Implemented
6. Conduct of regular assessments of PDL interests to match programs with their personal motivations.	3.77	Highly Implemented
<b>Average Weighted Mean</b>	<b>3.81</b>	<b>Highly Implemented</b>

The results show that the overall average weighted mean is 3.81, which is interpreted as Highly Implemented. This indicates that livelihood and skills programs under the Gender and Development (GAD) program in Dagupan City Jail are consistently and effectively carried out, providing opportunities for Persons Deprived of Liberty (PDL) to develop skills that may help them secure employment after release.

Among the indicators, “Strategic alignment of livelihood programs with current job market opportunities for post-release employment” obtained the highest weighted mean of 3.84, interpreted as Highly Implemented. This implies that the livelihood programs offered are carefully designed to match current labor market demands, helping prepare PDL for future employment.

Similarly, the “issuance of recognized skill training certificates to PDL upon completion of the program” and the “maintenance of partnerships with external agencies such as TESDA and DOST” both received a weighted mean of 3.82, also interpreted as Highly Implemented. This suggests that the jail administration actively collaborates with external institutions to provide credible training and certification that can benefit PDL after release.

Meanwhile, the “provision of adequate training and knowledge for officers-in-charge to supervise livelihood programs” obtained a weighted mean of 3.80, indicating that officers are properly equipped to manage and oversee these programs effectively. The “provision of sufficient training materials and equipment” also showed a high implementation level with a weighted mean of 3.79, suggesting that resources necessary for skill development are generally available and maintained.

Lastly, the “conduct of regular assessments of PDL interests to match programs with their motivations” received the lowest weighted mean of 3.77, although it is still interpreted as Highly Implemented. This indicates that

while interest assessments are being conducted, there may still be opportunities to further strengthen this aspect to ensure programs are more aligned with the personal interests of PDL.

Overall, the findings reveal that the Livelihood and Skills Programs under the GAD Program in Dagupan City Jail are strongly implemented, contributing to the rehabilitation, empowerment, and reintegration of PDL into society.

These findings are supported by the policies of the Bureau of Jail Management and Penology, particularly BJMP LLO MC 146, which emphasizes the development and implementation of livelihood programs for PDL to enhance their skills, productivity, and readiness for reintegration into the community. The memorandum circular encourages partnerships with agencies such as Technical Education and Skills Development Authority and Department of Science and Technology, as well as the provision of training, certification, and resources necessary for sustainable livelihood initiatives.

Furthermore, the results are aligned with local government efforts, particularly relevant ordinances of Dagupan City that support GAD implementation and rehabilitation programs for PDL.

### Education Program

The table shows that all listed indicators related to the implementation of the GAD (Gender and Development) program are rated “Highly Implemented,” with an average weighted mean of 3.76. This suggests that the program is being carried out effectively and consistently within the facility.

INDICATOR	WEIGHTED MEAN	DESCRIPTIVE RATING
1. Strategic scheduling of ALS and GAD programs to maximize attendance and minimize disruptions.	3.80	Highly Implemented
2. Maintenance of a safe, respectful, and designated environment for children visiting parents.	3.79	Highly Implemented
3. Regular provision of assistance and advisories regarding case status and legal rights.	3.78	Highly Implemented
4. Conduct of educational and GAD-related seminars according to the facility’s annual development plan.	3.76	Highly Implemented
5. Active execution of "Men Opposed to Violence Against Women Everywhere" (MOVE) initiatives.	3.74	Highly Implemented
6. Allocation of sufficient space to prevent overcrowding from hindering classes or consultations.	3.74	Highly Implemented
7. Specialized training of GAD Focal Persons in managing mandated welfare programs.	3.69	Highly Implemented
<b>Average Weighted Mean</b>	<b>3.76</b>	<b>Highly Implemented</b>

Among the indicators, the highest-rated item (3.80) is the strategic scheduling of ALS and GAD programs, indicating that activities are well-planned to ensure maximum participation and minimal disruption. This reflects strong organizational management and prioritization of inmates’ education and development. The provision of legal assistance and advisories (3.78) and the execution of seminars aligned with the annual development plan (3.76) were both rated as highly implemented. These scores indicate that the facility consistently provides necessary legal support and adheres to its planned educational curriculum.

Moreover, the active execution of “Men Opposed to Violence Against Women Everywhere” (MOVE) initiatives and the management of physical space to prevent overcrowding both garnered a mean of 3.74, demonstrating sustained efforts in promoting gender sensitivity and maintaining conducive learning environments.

While all indicators fell within the highest descriptive bracket, the specialized training of GAD Focal Persons received the lowest weighted mean of 3.69. Although still interpreted as Highly Implemented, this relatively lower score points toward a potential area for institutional growth, specifically in the continuous professional development of personnel tasked with managing mandated welfare programs.

These findings are strongly supported by existing national laws and policies. In particular, Republic Act No. 9710 mandates all government agencies, including correctional institutions, to adopt gender-responsive programs and ensure the protection, empowerment, and welfare of women and other vulnerable groups. This law reinforces the implementation of GAD programs such as legal assistance, gender sensitivity initiatives, and capacity-building activities.

In addition, Republic Act No. 9262 supports initiatives like the MOVE program, which aim to eliminate violence against women through education, advocacy, and male involvement—reflected in the facility’s highly implemented gender sensitivity efforts.

**Health Information**

This table presents the level of implementation of the Gender and Development (GAD) Program in Dagupan City Jail in terms of Health Information. based on the responses of 200 respondents. The results show that the overall average weighted mean is 3.70, which falls within the range of 3.25–4.00 and is interpreted as Highly Implemented. This indicates that health-related services and programs under the GAD framework are consistently and effectively carried out, ensuring that the health and well-being of Persons Deprived of Liberty (PDL) are properly addressed.

INDICATOR	WEIGHTED MEAN	DESCRIPTIVE RATING
1. Maintaining sufficient health personnel (nurses/aides) to meet the daily needs of the PDL population.	3.74	Highly Implemented
2. Consistency in maintaining a full inventory of hygiene kits and over-the-counter medications.	3.73	Highly Implemented
3. Efficient budget and procurement processes to ensure specialized health supplies are acquired without delay.	3.71	Highly Implemented
4. Provision of medical attention to PDL within designated standard time frames.	3.70	Highly Implemented
5. Maintenance, cleanliness, and availability of the Ordinance-Based Lactation Room for mothers and visitors.	3.68	Highly Implemented
6. Implementation of specialized care protocols and dedicated facilities for pregnant or postpartum PDL.	3.66	Highly Implemented
<b>Average Weighted Mean</b>	<b>3.70</b>	<b>Highly Implemented</b>

Among the indicators, maintaining sufficient health personnel such as nurses and aides to meet the daily needs of the PDL population obtained the highest weighted mean of 3.74, interpreted as Highly Implemented. This suggests that the facility prioritizes the availability of healthcare workers to provide adequate medical services to PDL. The consistency in maintaining a full inventory of hygiene kits and over-the-counter medications followed with a weighted mean of 3.73, indicating that basic health supplies necessary for maintaining personal hygiene and minor medical needs are regularly provided.

On the other hand, the efficient budget and procurement processes to ensure specialized health supplies are acquired without delay received a weighted mean of 3.71, suggesting that the facility has systems in place to support the timely acquisition of health-related resources. Similarly, the provision of medical attention to PDL within designated standard time frames obtained a weighted mean of 3.70, indicating that medical services are generally delivered promptly when needed.

The maintenance, cleanliness, and availability of the ordinance-based lactation room for mothers and visitors recorded a weighted mean of 3.68, which reflects the facility’s effort to support maternal health and ensure a suitable space for breastfeeding. Moreover, the implementation of specialized care protocols and dedicated facilities for pregnant or postpartum PDL obtained the lowest weighted mean of 3.66, although still interpreted as Highly Implemented. This suggests that while such services are in place, there may still be opportunities to further enhance specialized care for pregnant or postpartum individuals.

Overall, the findings indicate that the Health Information and Education Programs under the GAD Program in Dagupan City Jail are highly implemented, reflecting the institution’s commitment to promoting health awareness, providing medical support, and ensuring a safe and healthy environment for the PDL population.

These results are strongly supported by national laws and institutional policies. The Republic Act No. 11223 mandates equitable access to quality and affordable healthcare services for all Filipinos, including vulnerable populations such as PDL. This reinforces the provision of medical personnel, timely healthcare services, and access to essential medicines within custodial facilities.

In terms of maternal and child health, Republic Act No. 10028 supports the establishment of lactation stations in institutions, aligning with the facility’s implementation of an ordinance-based lactation room. Additionally, Republic Act No. 10354 promotes access to reproductive health services, including care for pregnant and postpartum women, which is reflected in the specialized care protocols for female PDL.

From an institutional standpoint, the Bureau of Jail Management and Penology enforces health service standards through policies such as BJMP DHS Memorandum Circular 77 and BJMP DHS Memorandum Circular 122, which emphasize the provision of adequate healthcare personnel, sanitation, medical supplies, and timely medical attention for PDL. These circulars also support gender-responsive health services, including provisions for women, pregnant inmates, and other vulnerable groups.

Furthermore, these practices are aligned with local government initiatives in Dagupan City, particularly city ordinances promoting public health, sanitation, and the establishment of breastfeeding-friendly facilities in government institutions. These local policies strengthen the implementation of health-related GAD programs within the jail.

### Challenges Encountered in the Implementation Of Gad Program in Dagupan City Jail.

#### A. Livelihood and Skills Program

The results reveal that the challenges encountered in the implementation of the Gender and Development (GAD) Program in Dagupan City Jail in terms of Livelihood and Skills Programs, based on the responses of 200 respondents. The results show that the overall average weighted mean is 1.97, which falls within the range of 1.75–2.49, interpreted as Moderately Encountered. This indicates that while challenges are present in the implementation of livelihood and skills programs, they are not severe and are generally manageable.

INDICATORS	WEIGHTED MEAN	DESCRIPTIVE RATING
1. Inadequate Budget/Funding significantly limits the variety or quality of Livelihood/Skills programs offered.	2.04	Moderately Encountered
2. Limited Resources (ex. lack of sufficient materials, equipment, and training supplies) hinder the effective implementation of Skills programs.	2.14	Moderately Encountered
3. The quality of external partnerships (ex. TESDA, DOST,) providing skills training is inconsistent or not sustainable long-term.	1.90	Moderately Encountered
4. Low participation rate or lack of sustained interest/motivation from PDL in long-term skills training programs is a challenge.	1.93	Moderately Encountered
5. Overcrowding or lack of adequate space makes it difficult to conduct skills workshops and store materials safely.	1.88	Moderately Encountered
<b>Average Weighted Mean</b>	<b>1.97</b>	<b>Moderately Encountered</b>

Among the indicators, “limited resources such as insufficient materials, equipment, and training supplies” obtained the highest weighted mean of 2.14, interpreted as Moderately Encountered. This suggests that although resources are available, there are instances where they may be insufficient to fully support all training activities.

Similarly, “inadequate budget or funding” received a weighted mean of 2.04, indicating that financial constraints are occasionally experienced and may somewhat affect the variety or quality of programs offered.

“The low participation rate or lack of sustained interest among PDL” obtained a weighted mean of 1.93, which implies that while most PDL participate, there are still some challenges in maintaining consistent engagement, particularly in long-term training programs.

Meanwhile, “the quality and sustainability of external partnerships with agencies such as TESDA and DOST” recorded a weighted mean of 1.90, suggesting that partnerships are generally present but may face occasional inconsistencies or limitations over time.

Lastly, “overcrowding or lack of adequate space for conducting skills workshops and storing materials” obtained the lowest weighted mean of 1.88, also interpreted as Moderately Encountered. This indicates that space constraints exist but are not a major barrier to program implementation.

Overall, the findings suggest that the challenges encountered in the implementation of livelihood and skills programs under the GAD Program in Dagupan City Jail are moderate in nature, implying that while certain limitations exist, they do not significantly hinder the overall effectiveness of the programs.

### Education Program

The results show that the overall average weighted mean is 1.94, which falls within the range of 1.75–2.49, interpreted as Moderately Encountered. This indicates that while certain challenges exist in the implementation of education programs, these are not severe and are generally manageable within the facility.

INDICATOR	WEIGHTED MEAN	DESCRIPTIVE RATING
1. Slow Procurement Process causes significant delays in acquiring educational tools and supplies necessary for timely program implementation.	2.09	Moderately Encountered
2. The physical space/Overcrowding constraint prevents the smooth conduct of classes, seminars, or counseling sessions (ex. ALS).	1.97	Moderately Encountered
3. Staffing Shortage (too few personnel designated as GAD Focal Persons or WDO) limits the number of educational programs that can be managed.	1.93	Moderately Encountered
4. Policy/Coordination Gaps make it difficult to integrate national BJMP educational policies effectively into daily local jail operations.	1.92	Moderately Encountered
5. Inadequate Budget/Funding affects the provision of necessary educational materials (ex. books, visual aids) for PDL.	1.82	Moderately Encountered
<b>Average Weighted Mean</b>	<b>1.94</b>	<b>Moderately Encountered</b>

Among the indicators, “slow procurement process causing delays in acquiring educational tools and supplies” obtained the highest weighted mean of 2.09, interpreted as Moderately Encountered. This suggests that delays in procurement are occasionally experienced and may affect the timely delivery of educational activities.

“The physical space or overcrowding constraint” followed with a weighted mean of 1.97, indicating that limitations in space sometimes affect the smooth conduct of classes, seminars, and counseling sessions, such as those under the Alternative Learning System (ALS).

Meanwhile, “staffing shortage, particularly the limited number of GAD Focal Persons or Welfare Development Officers (WDO),” obtained a weighted mean of 1.93, suggesting that personnel limitations are occasionally felt and may affect program management.

Similarly, “policy or coordination gaps in integrating national BJMP educational policies into local jail operations” recorded a weighted mean of 1.92, indicating that coordination issues are present but not significantly disruptive.

Lastly, “inadequate budget or funding affecting the provision of educational materials “obtained the lowest weighted mean of 1.82, which is still interpreted as Moderately Encountered. This implies that while funding constraints exist, they only moderately affect the availability of learning resources such as books and visual aids.

Overall, the findings suggest that the challenges encountered in the implementation of education programs under the GAD Program in Dagupan City Jail are moderate in extent, indicating that although there are some limitations in procurement, space, staffing, and coordination, these do not greatly hinder the overall effectiveness of the educational initiatives.

**Health Information Program**

This table presents the findings show that the overall average weighted mean is 1.93, which falls within the range of 1.75–2.49, interpreted as Moderately Encountered. This indicates that the identified challenges are present but not severe, and are generally manageable in the delivery of health-related programs.

INDICATOR	WEIGHTED MEAN	DESCRIPTIVE RATING
1. The quality or sustainability of external partnerships for health education programs is a challenge.	<b>2.04</b>	Moderately Encountered
2. Staffing Shortage (specifically health personnel) hinders the regular delivery of health information and education programs to the PDL.	<b>2.02</b>	Moderately Encountered
3. There is a perceived lack of incentives or motivation from PDL to prioritize and sustain interest in attending long-term health and hygiene information sessions.	<b>1.94</b>	Moderately Encountered
4. Overcrowding/Space Constraint makes it challenging to conduct private, focused, and effective health counseling or education seminars.	<b>1.90</b>	Moderately Encountered
5. Inadequate Budget/Funding restricts the ability to purchase necessary GAD-related health supplies.	<b>1.79</b>	Moderately Encountered
<b>Average Weighted Mean</b>	<b>1.93</b>	<b>Moderately Encountered</b>

Among the indicators, “the quality or sustainability of external partnerships for health education programs” obtained the highest weighted mean of 2.04, followed closely by staffing shortage, particularly of health personnel, with a weighted mean of 2.02. Both are interpreted as Moderately Encountered, suggesting that while partnerships and staffing are generally in place, there are occasional limitations that may affect the consistency of program delivery.

“The perceived lack of incentives or motivation among PDL to sustain participation in health and hygiene sessions” recorded a weighted mean of 1.94, indicating that while participation exists, maintaining long-term engagement remains a moderate concern.

Meanwhile, “overcrowding or space constraints affecting the conduct of private and focused health counseling or seminars” obtained a weighted mean of 1.90, suggesting that space limitations are sometimes experienced but do not critically disrupt program implementation.

Lastly, “inadequate budget or funding for health supplies” received the lowest weighted mean of 1.79, still interpreted as Moderately Encountered. This implies that while funding constraints exist, they only moderately affect the acquisition of necessary health-related resources.

Overall, the findings indicate that the challenges encountered in the implementation of health information and education programs under the GAD Program in Dagupan City Jail are moderate in extent, suggesting that although there are some issues related to staffing, partnerships, space, and motivation, these do not significantly hinder the overall effectiveness of the programs.

## Correlation Between The Level Of Implementation Of The Gad Program And The Challenges Encountered

The results reveal several significant relationships between the variables. First, the challenges encountered in livelihood and skills programs show a positive but weak correlation with the level of implementation of livelihood and skills programs ( $r = 0.215, p = 0.002$ ). This indicates that as the implementation of livelihood programs increases, respondents may become more aware of minor operational issues associated with these programs. However, this relationship is relatively weak.

		Level of Implementation - Livelihood and Skills Programs	Level of Implementation - Educational Programs	Level of Implementation - Health Information and Education Programs
Challenges Encountered - Livelihood and Skills Programs	Pearson Correlation	<b>0.215**</b>	<b>-0.172*</b>	<b>-0.310**</b>
	Sig. (2-tailed)	0.002	0.015	0.000
	N	200	200	200
Challenges Encountered - Educational Programs	Pearson Correlation	<b>-0.210**</b>	-0.149	<b>-0.318**</b>
	Sig. (2-tailed)	0.003	0.035	0.000
	N	200	200	200
Challenges Encountered - Health Information and Education Programs	Pearson Correlation	-0.128	-0.115	<b>-0.273**</b>
	Sig. (2-tailed)	0.071	0.105	0.000
	N	200	200	200
*. Correlation is significant at the 0.05 level (2-tailed).				
**. Correlation is significant at the 0.01 level (2-tailed).				

Meanwhile, the level of implementation of educational programs shows a significant negative correlation with the challenges encountered in livelihood programs ( $r = -0.172, p = 0.015$ ). This suggests that stronger educational program implementation may contribute to reducing challenges associated with livelihood programs.

A moderate negative correlation was also found between the level of implementation of health information and education programs and the challenges encountered in livelihood programs ( $r = -0.310, p = 0.000$ ). This indicates that improved health-related program implementation is associated with fewer challenges in livelihood initiatives.

In terms of challenges encountered in educational programs, the level of implementation of livelihood programs shows a significant negative correlation ( $r = -0.210, p = 0.003$ ), while the implementation of health programs shows a moderate negative correlation ( $r = -0.318, p = 0.000$ ). These findings imply that better implementation of livelihood and health programs helps reduce challenges in the educational component of the GAD program.

However, the relationship between the implementation of educational programs and the challenges encountered in the same area ( $r = -0.149, p = 0.035$ ) indicates only a weak negative correlation, suggesting a minimal but still significant relationship.

Lastly, the challenges encountered in health information and education programs show a moderate negative correlation with the implementation of health programs ( $r = -0.273, p = 0.000$ ). This means that improved implementation of health programs significantly reduces the challenges experienced in this area.

On the other hand, the correlations between health program challenges and the implementation of livelihood ( $r = -0.128, p = 0.071$ ) and educational programs ( $r = -0.115, p = 0.105$ ) are not statistically significant, indicating that these variables are not strongly related. Overall, the findings indicate that higher levels of GAD program implementation are generally associated with fewer challenges encountered, particularly in health and

educational programs. This suggests that effective and consistent implementation of GAD initiatives contributes to minimizing operational difficulties within the facility.

## CONCLUSIONS AND RECOMMENDATIONS

This chapter presents the Conclusions and Recommendations.

### Conclusions

1. The Gender and Development (GAD) Program in Dagupan City Jail are effectively implemented, particularly in the areas of livelihood, education, and health services for Persons Deprived of Liberty.
2. The average weighted mean for livelihood, educational, and health programs fall under the “Moderately encountered” interpretation, indicating that respondents believe that the facility has adequate resources, sufficient personnel, and effective coordination in implementing the programs.

### Recommendations

1. The administration sustain and further strengthen these initiatives to ensure their long-term effectiveness and impact. Continuous support through adequate funding, staff development, and resource provision should be prioritized to maintain the quality of program implementation.
2. The administration of Dagupan City Jail continue to strengthening the implementation of the GAD program by sustaining existing programs and ensuring their consistent delivery to PDL.
3. A future researcher can use mixed-method approach to capture qualitative dimensions of GAD implementation.

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