International Journal of Social Science And Human Research

ISSN (print): 2644-0679, ISSN (online): 2644-0695

Volume 06 Issue 10 October 2023

DOI: 10.47191/ijsshr/v6-i10-52, Impact factor- 6.686

Page No: 6173-6180

The Reintegration of Ex-Convicts in Society: A Case Study

Kristal May S. Vivares¹, Jose F. Cuevas Jr.²

^{1,2} Misamis University, College of Criminology, H. T. Feliciano St. Aguada, Ozamiz City, Philippines

ABSTRACT: Reintegration into society is one of the things that Persons Deprived of Liberty or those who committed crimes and are serving their sentences inside a correctional institution look forward to. The restoration of freedom and the thought of spending time with their families brought them so much joy and comfort amidst all their experiences and struggles. This study explored the life of seven ex-convicts in their reintegration into society, particularly Ozamiz City. It utilized the case study design using Yin's method of data analysis. This study yielded the following themes: having difficulty applying for a job, struggling to earn a living, feeling indifference among family members and relatives, enduring the negative treatment of other people, trying to start a new life, having a positive outlook in life despite hardship, and aiming to reconcile with their families. In addition, this study showed that most ex-convicts had experienced challenges that tested their patience and views in life, yet they encouraged themselves to look for the brighter side of life. Thus, the researcher recommends revisiting for enhancement the briefing and debriefing conducted before the reintegration of the ex-convicts with their families, and a government program may be created for ex-convicts to have employment opportunities.

KEYWORDS: challenges, community, ex-convicts, incarceration, reintegration, stigma

I. INTRODUCTION

The primary goal of the Criminal Justice System is to protect the community from high-risk offenders (Mckay, 2020). Incapacity of offenders through incarceration is one method of achieving such protection. When a verdict convicts an accused person, their freedom is taken away through the death penalty, a monetary fine, or imprisonment (Ismaila, 2020). In every country worldwide, imprisonment is used as a form of punishment. In most countries, it is the most severe form of punishment that courts can impose (Weidner & Schultz, 2019). Incarceration is the confinement of convicted and sentenced offenders for an extended period. Inmates in a penal institution are denied many rights, including the right to life and personal liberty, one of the most important human rights (Niranjana & Sundaram, 2022; Guercke, 2021). The anthropological significance is that incarcerated people can form new principles and have different experiences than when free.

Individuals who end up in prison/jail can be some of society's most vulnerable or traumatized members, and the experience of prison/jail is traumatic in and of itself. In some ways, the entire family is imprisoned or, at the very least, profoundly affected. Recently released offenders suffer from negative mental health effects due to a lack of a support system and the resources required for reintegration into the community (Bebbington et al., 2021). It is not as simple as walking out the door and returning to one's previous life to leave a penal institution. Many people have lost their jobs, relationships have suffered, and living situations have changed. One may lack a social network, financial support, insurance, or the resources needed to find work, a place to live, see a therapist, or reconnect with the community. According to this viewpoint, former inmates face many psychological challenges after being released from prison or jail, including stigma, discrimination, isolation, and instability (Baffour et al., 2021). Such a condition can have disastrous consequences, such as failed relationships, homelessness, substance abuse, recidivism, overdose, and suicide.

Released offenders, regardless of their offense, require jobs to survive in their new domain of liberty. Studies have reported that employment reduces recidivism tendencies and facilitates ex-convicts' adjustment to civilian life in several ways (Chikadzi et al., 2022; Obatusin & Ritter-Williams, 2019; English, 2018). According to Obatusin and Ritter-Williams (2019), the likelihood of criminal behavior decreases significantly when ex-convicts are employed. First, employment allows ex-convicts to earn money to help pay for transportation, food, and other daily expenses and rebuild lost relationships with children and family. Second, employment promotes socialization among coworkers and provides the structured activity. Third, employment improves social status and allows ex-convicts to demonstrate to the public that they have learned their lessons (Chen & Rine-Reesha, 2022; Riley, 2022).

In the Philippines, about a thousand Person Deprived of Liberty (PDL) were released yearly in jails. However, the data varied depending on the agency or bureau handling the task. For BJMP, as of September 2022, there are about 9102 Persons Deprived of Liberty, while for Parole and Probation Administration during the calendar year 2021, there are about 7859 terminal



cases (fulfilled the terms and conditions of his probation). In region ten only, the BJMP released 346, both male and female and the Parole and Probation about 683 as of 2021. The government aims to decongest the jails and release at least 5,000 PDL by the next year (Neil, 2022). According to the Bureau of Jail and Management Penology Region X, approximately 200 Persons Deprived of Liberty have been released annually in Misamis Occidental. This estimated number is based on the Persons Deprived of Liberty who finished serving their sentence inside the jail. In addition, there were a small number of studies on the quality of life of exconvicts focusing on their coping strategies during their reintegration. Therefore, the study aims to reveal what, how, and why exconvicts face challenges in reintegration into the community.

The data suggested that there is more number of released Persons Deprived of Liberty who reenter the community and face several challenges. The preceding facts motivated the researcher to explore how these released Persons Deprived of Liberty could meet their reintegration into the community. This study is necessary to provide more understanding of the lives of ex-convicts after their incarceration. It helped the community understand their roles in the ex-convicts' successful reentry without returning to recidivating. This study is also necessary to address government agencies like the Department of Labor and Employment to create government programs for ex-convicts continuously. It lightens the burden and gives them hope to start a new life again in society.

II. METHODS AND MATERIALS

This study utilized the qualitative approach using the case study design. A case study is an empirical investigation into a case or cases seeking to answer "how" or "why" questions about the phenomenon of interest (Yazan, 2015). It was conducted in Ozamiz city, in the province of Misamis Occidental Philippines. The participants of this study were ex-convicts or individuals who finished serving their sentences inside a prison or jail. A combination of purposive and snowball sampling was used to identify the participants of this study. The selection criteria were based on the following: 1) has served a sentence in any penal institution in the Philippines; 2) has at least one child 3) had been released for more than six months; 5) had consented to participate in the study.

In this qualitative research, specific measures were addressed, particularly the selection and the conduct of the interviews with the participants. The researcher conformed to the ethical protocol set by the university. The researcher applied for ethical review and filled out the following forms: Application for Ethics Review, Informed Consent for Interview, Technical Review of Research Proposal, Ethical Review of Assessment Form, and Informed Consent Assessment Form. After reviewing all the submitted forms, the Ethics Board gave a feedback on the study. The researcher gathered the data from the participants using an Interview Guide. Questions were translated into the Bisayan language to facilitate communication with the participants. The six stages of Yin's (2009) case study were used in this study which was also used to evaluate the transcripts of all the interviews.

III. RESULTS AND DISCUSSION

The study looked into the situation and experiences of ex-convicts after their incarceration. It used the case study design to explore the life of ex-convicts in their reintegration in society. A total of seven participants voluntarily participated in the face-to-face interviews. Four participants ranged from 30-40 years old, while three were 40-50 years old. All of them have dependents with two or more children with their partners. All of the participants were convicted and released for more than six months from correctional institutions in the Philippines.

From the responses of the participants, there were seven emergent themes, namely: (1) Having difficulty applying for a job; (2) struggling to earn a living; (3) feeling indifference among family members and relatives; (4) enduring the negative treatment of other people; (5) trying to start a new life; (6) having a positive outlook in life despite the hardship; and (7) aiming to reconcile with the family.

1.1 Having difficulty applying for a job

Finding a job nowadays is very difficult; even new graduates need help finding a company that would hire applicants without experience. Like new graduates needed help to land their first job, ex-convicts also needed the same to avoid the path of recidivating. Still, these criminal records prevented them from being hired for any available vacancy. Thus, the economic difficulties the ex-convicts face make their reintegration into society difficult.

These are the shared statements of the ex-convicts:

"I do not have a job and cannot find one because of my record. There was also a time that I applied for a job and did not make it because I failed during the background investigation/checking."

"I do not have a job to enable me to sustain my daily needs."

"I searched for a job to sustain my daily needs but I was rejected."

The result of the study was not only because of derogatory records supported by Besin-Mengla (2020), who stated that exconvicts were unskilled and spent a longer period of unemployment since they were incarcerated. The vocational training inside the penal institution is limited and does not impart high skills that can make them competitive in the job market. With the high number of job seekers in the Philippines, it becomes difficult for people with questionable characters and limited skills to be employed. Many employers conduct background investigations to discover job seekers with a criminal history and most often do not employ

them. It implies that ex-convicts struggle to find a job not only because of their derogatory records being the factor but because of the skill needed in a job that they lack due to incarceration.

1.2 Struggling in earning for a living

Ex-convicts find it hard to find a job after they are released from prison or jail, the same struggle they faced in earning a living. Ex-convicts would most likely start from scratch since no company would hire them, they resorted to selling something to sustain their daily needs and to lessen the burden they put on their families for not finding a job (Yin et al., 2022; Scanlon, 2001).

With teary eyes, the participants gave the following statements: "Regarding economic situations, I still depend on my family because I struggled to find a job." "It totally affected my family and me. I even heard that no one would want to buy and drink in our store because they are all afraid of me."

"It was hard. I was starving; I had no shelter."

Being financially incompetent can drastically alter one's life. Money is necessary for everyone. Though these ex-convicts would want to be as productive as they can during their reintegration, being unable to find a job made them struggle to earn a living. Furthermore, the knowledge they have gained and the skills they have developed are of no use because no one would want to hire them. This kind of condition may push them into recidivating.

1.3 Feeling the Indifference among Family Members and Relatives

Every family is unique. In every situation, each responds differently. Although some family members would refuse to accept ex-convicts because of what they did, others would gladly accept them despite everything.

These are the unraveling challenges shared by participant during the interview:

"Finally, I could see my family, although I was also worried if they will accept me."

"My relationship with my family is 50/50. My wife? She forgives but never forgets."

"It is still not good because my children are still distant from me."

"Some would avoid or go away when they saw me approaching."

"Everything is different now that I am an ex-convict."

Close family ties have a strong bond. Whatever trouble comes in a family, as long as the family has close ties, blood is thicker than water (Gozum, 2019). It is very common in Filipino families, but in the case of the participants in this study, the saying does not apply. The gap between them and their families starts from imprisonment to reintegration into the community. Ex-convicts' relationship with their family and relatives is vital as it influences their reintegration into society. However, imprisonment leaves a scar that is not easy to forget (Haimson, 2022; Toubiana, 2020; Ndaba, 2019). It would create a gap that starts the poor relationship between families and relatives (Haimson, 2022; Blancaflor et al., 2021; Ndaba, 2019). These individuals aspire to become lawabiding citizens again. However, it would not be possible without society making them feel that there is still a place for forgiveness, renewal, and acceptance.

1.4 Enduring the negative treatment of other people

Adverse treatment from other people will always be part of the everyday struggle of an ex-convict (Peters, 2020). Both family and society's treatment of ex-convicts affects them significantly. If the treatment toward them is pleasant, it can favor them. However, if it is not, it can be otherwise.

The statements below were shared by the participants:

"When I reintegrated, it seemed like all eyes were on me."

"These challenges affected me greatly because of the way people avoided me."

"Distant, afraid, and careful. That is how I describe my relationship with my family and neighbours."

"I cannot stop them from saying unfavourable words to a poor person like me."

"My neighbours blamed my parents for raising me badly."

Their existence in the community allows others to say spiteful words against them. This kind of scenario would go on for quite a while, which would test their patience to the point that they would compare the treatment they received inside the prison against the treatment they received in the community. Inside a correctional institution there was no feeling of indifference toward each other, they all shared the same agony which made it more bearable. In most cases, emotional acceptance is the coping mechanism of these people (Bakken & Visher, 2018). Acceptance is one of the factors in coping with their current situation. The world needs to be more understanding of people who have made mistakes and are now doing their best to be productive members of society; therefore, let us be kind and show them kindness by accepting them in society and becoming law-abiding citizens again.

1.5 Trying to start a new life

Life after prison can be a difficult transition. Going home after prison is a very challenging transition for most ex-convicts and their families (Yin et al., 2022; Muthee et al., 2020). Everyone expects them to start a new life, from being a person who violated

the law to a newly abiding citizen in the country. But creating a new life is not easy for ex-convicts. Some of them re-offend after being released due to the stigma, discrimination, and instability they received from the people in the community (Baffour et al., 2021; Muthee et al., 2019).

Thus, these are the statements of the participants:

"Even if I have to start from scratch I will do it for my family. In the hopes of accepting me as renewed individual already." "I will not give up on proving them that I am a good citizen now. I will work my way to proving them that I am better now."

Studies disclosed that if an ex-convict reintegrates into the community without proper intervention, they are most likely return to correctional institutions. Some ex-convicts feel like they are facing a whole second sentence when they re-enter society. But some ex-convicts strive to be renewed because they do not want to return to prison or jail due to bad experiences. Trying to start a new life may be difficult for most of them for many reasons, but it would be the best decision they can make for themselves and those who believe in them (Baffour et al., 2021; Muthee et al., 2019).

1.6 Having positive outlook in life despite the hardships

A positive outlook means being optimistic, expecting success and favorable outcomes of one's plans, being happy, and looking at the bright side of life. When one has a positive attitude, he or she is more alert, and less stressed. One may also have a lower risk of depression and other mental health problems. Anything that reduces the risk of psychological and physical illnesses is a must in life. As an ex-convict, maintaining a positive attitude in the face of adversity is essential; it will assist them in successfully becoming a newly abiding citizen in the community while also regaining the trust and confidence of the people (Farrington, 2020; Agan & Starr, 2018).

Here are their shared statements as they unravelled their positive outlooks in life:

"It's hard but I will survive because it motivates me to work harder and become a better version of myself."

"My realization as a renewed individual is that I am able to appreciate the learnings I get from my journey as a convicted person to an ex-convict. It draws me nearer to God."

"It became tougher and tougher each day but the more I have the reason to be stronger and prove them wrong."

"My realizations as a renewed individual is that, I learned to forgive myself before I asked the forgiveness from others."

"I am persistent to win my wife because she's the only person who believed in me after the downfall that I've experienced." (P7)

Ex-convicts want to be accepted and be treated generally without malice and hesitations as a law-abiding citizens. Forgiveness and acceptance are what they are trying to get from their families, neighbors, and society in general. Others may give up and accept how society has labeled them, even if some things are not true anymore. Despite the difficulties they've faced, there are still ex-convicts who maintain a positive outlook on life. Negativity will not grant them forgiveness, but positivity will (Yin et al., 2022; Bakken, & Visher, 2018).

1.7 Aiming to reconcile with their families

The ex-convicts need a way to family reconciliation which is possible, and when handled effectively, can bring joy, healing, and a renewed bond with one another. Building relationship needs a lot of emotional work and willingness on the part of the people involved and surprisingly the road to healing leads to new beginnings. It is why strengthening the relationship of ex-convicts and their families should be given more importance to help them successfully become a law-abiding citizen again in society. Forgiveness may not come easily to most people, but it will eventually come to those who are patient enough to receive it.

These are the shared sorrows of the participants:

"I was able to handle this unpleasant situations because after the years that I have been away from my family I want to make it up to them."

"I will strive hard to earn the complete trust of my family, our neighbours and the people in our community." "I was happy to be reintegrated in the hopes that finally I can see them every day."

Filipinos are known for their character as being family-oriented people (Marie, 2018). Family relationships are often the primary source of emotional, practical, and financial support for people in the criminal justice system, from the arrest to after release. Evidence shows that strong family relationships are crucial in reducing the possibility of reoffending. Family members play an essential role in the re-entry of those ex-convicts. They are the ones who provide support such as shelter, food, clothing, and guidance to avoid criminal behaviors. Families affect position outcomes that can help them transition from prison to the community (Michigan Department of Corrections, 2018). Thus, ex-convicts aim to reconcile with their family from incarceration to reintegration phase in the hopes for a strength to keep going with their lives. Forgiveness and trust are not easily acquired or earned. It takes time and a lot of effort to prove that one is regretful of what he has done. The same as it takes a lot of time to forgive the person who caused pain and suffering (Moak et al., 2020; Ndaba, 2019; Moyo, 2017). But at the end of the day, family is generally receptive toward their loved ones who have just gone out of incarceration. Time is the ultimate healer, no matter how long it takes, a family will always forgive its family member.

IV. CONCLUSION AND RECOMMENDATIONS

Based on the findings of the study, the following are the conclusions. First, ex-convicts faced economic and social challenges as they reintegrated into the community due to their criminal records. Not all ex-convicts share the same level of acceptance. Ex-convicts experienced challenges from their families, employment, and society, making a living and sustaining their daily needs gets more difficult as they continued. Secondly, Ex-convicts were able to create a coping mechanism for themselves to handle their current situation, looking on the brighter side of life to survive all the challenges they encountered as they reintegrated into society. The coping mechanisms the ex-convicts, the participants of this study never gave up on their lives. Instead, they plan for their future without returning to the life they had experienced inside the penal institution. Further, the social treatment, motivation to live, and the presence of the Divine intervention upon liberation made the ex-convicts fully accept their life transformation for the better.

From the results of the study, it is recommended that the Department of Labour and Employment may develop more employment opportunities and job assistance programs where the target beneficiaries are ex-convicts to help them sustain their daily needs. A continuous Community Assistance Program may be created or developed to assist and monitor ex-convicts' successful reentry into the community. The community may support the ex-convicts in their plans through acceptance. Instead of the stigmas, the community may give encouragement and support for their renewal of life to be productive citizens. Programs between exconvicts and the community may be emphasized and given more attention to explain further the role of the community in the reintegration of ex-convicts.

ACKNOWLEDGMENT

The author would like to sincerely thank the study participants for their time and valuable contribution. To the family, friends and relatives of the researchers. To Misamis University, Graduate School for the opportunity to present this research study.

REFERENCES

- 1) Agan, A., & Starr, S. (2018). Ban the box, criminal records, and racial discrimination: A field experiment. *The Quarterly Journal of Economics*, *133*(1), 191-235. Retrieved on August 24, 2022 from https://bit.ly/3SwcU8E
- Augustine, D. (2019). Working around the law: Navigating legal barriers to employment during reentry. Law & Social Inquiry, 44(3), 726-751. Retrieved on August 24, 2022 from https://bit.ly/3kw2jhK
- 3) Baffour, F. D., Francis, A. P., Chong, M. D., Harris, N., & Baffour, P. D. (2021). Perpetrators at first, victims at last: Exploring the consequences of stigmatization on ex-convicts' mental well-being. *Criminal Justice Review*, 46(3), 304-325. Retrieved on August 24, 2022 from https://bit.ly/3KzvIIJ
- 4) Bakken, N. W., & Visher, C. A. (2018). Successful reintegration and mental health: An examination of gender differences among reentering offenders. *Criminal Justice and Behavior*, 45(8), 1121-1135. Retrieved on November 26, 2022 from https://bit.ly/3SrN9GJ
- 5) Bebbington, P. E., McManus, S., Coid, J. W., Garside, R., & Brugha, T. (2021). The mental health of ex-prisoners: analysis of the 2014 English National Survey of Psychiatric Morbidity. *Social Psychiatry and Psychiatric Epidemiology*, 56(11), 2083-2093. Retrieved on November 26, 2022 from https://bit.ly/3Y10xAU
- 6) Becker, H. S. (2018). Labelling theory reconsidered 1. In *Deviance and social control* (pp. 41-66). Routledge. Retrieved on November 26, 2022 from https://bit.ly/3Iy1PiP
- 7) Berghuis, M. (2018). Reentry programs for adult male offender recidivism and reintegration: A systematic review and meta-analysis. *International journal of offender therapy and comparative criminology*, 62(14), 4655-4676. Retrieved on November 26, 2022 from https://bit.ly/3Z2Fe51
- 8) Bernburg, J. G. (2019). Labeling theory. In *Handbook on crime and deviance* (pp. 179-196). Springer, Cham. Retrieved on November 26, 2022 from https://bit.ly/3krdloe
- 9) Besin-Mengla, M. M. (2020). Reintegration difficulties of ex-convicts: Reasons for recidivism of ex-convicts in Cameroon. *African Journal of Social Sciences and Humanities Research*, 3(4), 10-24. Retrieved on November 26, 2022 from https://bit.ly/3kr5JII
- Blancaflor, E., Eusebio, F. L., & Sy, R. M. (2021, August). GigSpot: A Mobile Application for Talents and Talent Seekers. In 2021 5th International Conference on E-Society, E-Education and E-Technology (pp. 232-237). Retrieved on August 24, 2022 from https://bit.ly/41piNZy
- 11) Bowman, E. I., & Ely, K. (2020). Voices of returning citizens: A qualitative study of a supportive housing program for exoffenders in a rural community. *The Prison Journal*, *100*(4), 423-446. Retrieved on August 24, 2022 from https://bit.ly/3SwupWL
- 12) Brackett, C. W. (2020). *The Rise and Rise of the Criminal Record: Power, Order and Safety in the United States, 1848–1960* (Doctoral dissertation, University of Massachusetts Boston). Retrieved on December 28, 2022 from https://bit.ly/41srOBe

- 13) Chen, C. P., & Rine-Reesha, N. (2022). Identity transition in ex-offenders: key issues and career counselling interventions. *International Journal for Educational and Vocational Guidance*, 1-18. Retrieved on December 28, 2022 from https://bit.ly/3ktpV6A
- 14) Chikadzi, V., Chanakira, P., & Mbululu, D. (2022). Ex-offenders' Appraisal of Offender Reintegration Programmes in South Africa: A Human Rights Perspective. *Journal of Human Rights and Social Work*, 1-11. Retrieved on December 28, 2022 from https://bit.ly/3Zcu5yq
- 15) Connolly, K., & Granfield, R. (2017). Building recovery capital: The role of faith-based communities in the reintegration of formerly incarcerated drug offenders. *Journal of Drug Issues*, 47(3), 370-382. Retrieved on August 24, 2022 from https://bit.ly/3Z0wVXH
- 16) Colon, T. (2022). Ecological Needs and Challenges That Impact Ex-Offenders' reintegration And Recidivism A Dissertation Submitted (Doctoral Dissertation, University Of Arizona). Retrieved on August 24, 2022 from https://bit.ly/3IR15XE
- 17) Couloute, L., & Kopf, D. (2018). Out of prison & out of work: Unemployment among formerly incarcerated people. *Prison Policy Initiative*. Retrieved on August 24, 2022 from https://bit.ly/3kpWkLa
- Cuevas Jr, J. F (2020). The Paradox of Being a Probationer: Tales of Joy and Sorrow. Retrieved on September 8, 2022 from https://bit.ly/3xTpaqA
- 19) Deuren, S., Blokland, A., & Kleemans, E. (2022). Examining Membership of Dutch Outlaw Motorcycle Gangs and Its Association with Indqividual Criminal Careers. *Deviant Behavior*, 43(7), 880-895. Retrieved on December 28, 2022 from https://bit.ly/3SxrNIc
- 20) Dobbie, W., Goldin, J., & Yang, C. S. (2018). The effects of pretrial detention on conviction, future crime, and employment: Evidence from randomly assigned judges. *American Economic Review*, 108(2), 201-40. Retrieved on December 28, 2022 from https://bit.ly/3xUj09s
- 21) English, K. (2018). Conflicting approaches to addressing ex-offender unemployment: The work opportunity tax credit and ban the box. *Ind. LJ*, *93*, 513. Retrieved on September 8, 2022 from https://bit.ly/3xSRj0J
- 22) Evans, D. N., Blount-Hill, K. L., & Cubellis, M. A. (2019). Examining housing discrimination across race, gender and felony history. *Housing Studies*, *34*(5), 761-778. Retrieved on September 8, 2022 from https://bit.ly/3xVx56J
- 23) Evans, D. N., Blount-Hill, K. L., & Hoyos-Torres, S. (2020). The frontline of housing access: comparing criminal stigma among landlords and real estate agents in New York. *Critical Criminology*, 1-19. Retrieved on September 8, 2022 from https://bit.ly/41oRqPl
- 24) Farrington, D. P. (2020). Human development and criminal careers. In *Crime, Inequality and the State* (pp. 223-244). Routledge. Retrieved on September 8, 2022 from https://bit.ly/3kxY1pR
- 25) Gozum, I. E. A. (2019). Gabriel Marcel's the mystery of the family in the Filipino context. *Talisik: An Undergraduate Journal of Philosophy*, 6(1), 57-79. Retrieved on December 28, 2022 from https://bit.ly/3EAZXok
- 26) Guercke, L. (2021). State Responsibility for a Failure to Prevent Violations of the Right to Life by Organised Criminal Groups: Disappearances in Mexico. *Human Rights Law Review*, 21(2), 329-357. Retrieved on August 24, 2022 from https://bit.ly/3kmucc1
- 27) Haimson, C. (2022). Redemption performance in exoneration and parole: Two pathways home. *Qualitative Sociology*, 45(2), 241-269. Retrieved on December 28, 2022 from https://bit.ly/3ZiiD4i
- 28) Harding, D. J., Morenoff, J. D., Nguyen, A. P., & Bushway, S. D. (2017). Short-and long-term effects of imprisonment on future felony convictions and prison admissions. *Proceedings of the National Academy of Sciences*, 114(42), 11103-11108. Retrieved on September 8, 2022 from https://bit.ly/3Y6jlk6
- 29) Hindus, M. S. (2017). *Prison and Plantation: Crime, Justice, and Authority in Massachusetts and South Carolina, 1767-1878.* UNC Press Books. Retrieved on September 8, 2022 from https://bit.ly/3xSE3Jy
- 30) Hanniball, K. B., Aknin, L. B., Douglas, K. S., & Viljoen, J. L. (2019). Does helping promote well-being in at-risk youth and ex-offender samples. *Journal of Experimental Social Psychology*, 82, 307-317. Retrieved on December 28, 2022 from https://bit.ly/3St9yDo
- Heney, D. B. (2022). Solving for stigma in mental health care. *Journal of Evaluation in Clinical Practice*. Retrieved on December 28, 2022 from https://bit.ly/3ZjcIvH
- 32) Herbert, C. W., Morenoff, J. D., & Harding, D. J. (2015). Homelessness and housing insecurity among former prisoners. *RSF: The Russell Sage Foundation Journal of the Social Sciences*, *1*(2), 44-79. Retrieved on August 24, 2022 from https://bit.ly/3ko3uQj
- 33) Insong, J. A., & Cuevas Jr, J. F. (2021). Ways of coping of prisoners' spouses: a structural equation model. *Technium Soc. Sci. J.*, 17, 486. Retrieved on August 24, 2022 from https://bit.ly/41DUXtl
- 34) Ismaila, S. (2020). Availability of Reformative Education Programmes for Prisoners in North West Nigeria. UMT Education Review, 3(1), 01-24. Retrieved on August 25, 2022 from

https://journals.umt.edu.pk/index.php/uer/article/view/562. Retrieved on August 24, 2022 from https://bit.ly/3IyMS0b

- 35) Ispa-Landa, S. (2019). Believing in a Positive Future as a Form of Stigma Resistance: Narratives of Denied Expungement-Seekers. *Deviant Behavior*, 40(11), 1428-1444. Retrieved on December 28, 2022 from https://bit.ly/2UMAO4o
- 36) Liem, M., & Weggemans, D. (2018). Reintegration among high-profile ex-offenders. *Journal of developmental and life-course criminology*, 4(4), 473-490. Retrieved on September 8, 2022 from https://bit.ly/3Z0ygOd
- 37) Lotter, C. (2018). *The integration of ex-offenders in South Africa based on the contemporary Chinese model: an interdisciplinary study* (Doctoral dissertation, University of the Free State). Retrieved on September 8, 2022 from https://bit.ly/41iMLhI
- 38) Mpb, A. S., Muin, A. M., & Indrawati, D. The Effect of Labeling On Ex-Work in Companies in https://bit.ly/3xS2Q0p
 Convict in the Scope of the World of South Sulawesi. Tadulako Law Review, 6(1), 75-93. Retrieved on September 8, 2022 from
- 39) Muthee, J. M. (2020). *Challenges facing reentry and reintegration of women ex-offenders into the community in Nyeri County, Kenya* (Doctoral dissertation, Moi University). Retrieved on August 24, 2022 from https://bit.ly/3lvnt7A
- 40) Muthee, J. M., Adeli, M., & Barasa, F. O. (2020). Effects of the challenges facing re-entry of women ex-offenders in Nyeri County, Kenya. International Journal of Research in Business and Social Science (2147-4478), 9(4), 29-40. Retrieved on September 8, 2022 from https://bit.ly/41v5jvd
- 41) Moak, S. C., Walker, J. T., Earwood, M., & Towery, G. (2020). Using reentry simulations to promote changes in attitude toward offenders: Experiential learning to promote successful reentry. *American journal of criminal justice*, 45(1), 126-144. Retrieved on September 8, 2022 from https://bit.ly/3YXoufA
- 42) Moyo, N. (2017). Using restorative justice approaches with ex-prisoners and their families: an action research project in Zimbabwe. *Building peace via Action Research: African case studies*, 207-222. Retrieved on August 24, 2022 from https://bit.ly/3Z0lyPp
- 43) Muthee, J. M., Adeli, M., & Barasa, F. O. (2020). Effects of the challenges facing re-entry of women ex-offenders in Nyeri County, Kenya. *International Journal of Research in Business and Social Science (2147-4478)*, 9(4), 29-40. Retrieved on August 24, 2022 from https://bit.ly/3EEm9OC
- 44) Muthee, J. M., Barasa, F. O., & Adeli, S. (2019). Relationship Challenges Facing Re-Integration of Women Ex-Offenders In Nyeri County, Kenya. Retrieved on August 24, 2022 from https://bit.ly/3xXjFXC
- 45) Ndaba, B. P. (2019). *Ex-offenders and their families: a study of reintegration in Zululand* (Doctoral dissertation). Retrieved on January 3, 2023 from https://bit.ly/3ko3uQj
- 46) Neil. (2022, October 6). Philippines eyes release of 5,000 inmates by 2023. BusinessWorld Online. https://www.bworldonline.com/the-nation/2022/10/06/479149/philippines-eyes-release-of-5000-inmates-by-2023/. Retrieved on December 28, 2022 from https://bit.ly/3xQXmmr
- 47) Niranjana, K., & Sundaram, A. (2022). A Study on Prison Reformation System In India. *Journal of Algebraic Statistics*, *13*(3), 2337-2343. Retrieved on September 8, 2022 from https://bit.ly/3xUj09s
- 48) Nowak, B. M. (2018). At Risk of Social Exclusion. Labor Market Disadvantage of Ex-Convicts-The Case of Poland. *Przegląd Badań Edukacyjnych (Educational Studies Review)*, 2(27), 85-96. Retrieved on August 24, 2022 from https://bit.ly/3KD9EGN
- 49) Obatusin, O., & Ritter-Williams, D. (2019). A phenomenological study of employer perspectives on hiring exoffenders. *Cogent Social Sciences*, 5(1), 1571730. Retrieved on January 3, 2023 from https://bit.ly/2kjCUbO
- 50) Obedgiu, V., Lagat, C., & Sang, J. (2022). Talent Management and Employee Performance: The Moderating Effect of Transformational Leadership. Orsea Journal, 12(1). Retrieved on January 3, 2023 from https://bit.ly/3EFxn5w
- 51) Parole And Probation Administration "45 years of Redeeming Lives and Restoring Relationships." (n.d.). Retrieved on October 10, 2022 from https://probation.gov.ph/wp-content/uploads/2022/04/Annual-Report-2021-FInal-Dep-Apr-7.pdf.
- 52) Quinn-Hogan, A. N. (2021). The Stain of a Criminal Label: Post-Release Stigmatization and its Effects on Reintegration and Recidivism among Ex-Offenders. Retrieved on January 3, 2023 from https://bit.ly/3ITfwdC
- 53) Riley, T. (2022). Yeah, but Would You Hire Them? An Interpretative Phenomenological Analysis of How Employers Make Sense of Hiring Ex-offenders (Doctoral dissertation, Northeastern University). Retrieved on January 3, 2023 from https://bit.ly/3m8wMCF
- 54) Rosen, J. D., & Cruz, J. M. (2018). Overcoming stigma and discrimination: Challenges for reinsertion of gang members in developing countries. International journal of offender therapy and comparative criminology, 62(15), 4758-4775. Retrieved on January 3, 2023 from https://bit.ly/3m5dyOD
- 55) Shuja, K. H. (2022). Criminal Recidivism in Pakistan: A Grounded Theory of Social & Environmental Causes and Psychological Consequences. *Nature-Nurture Journal of Psychology*, 2(2), 41-53. Retrieved on January 3, 2023 from https://bit.ly/3ZmmH3C

- 56) Siegel, L. J., & Worrall, J. L. (2018). Essentials of criminal justice. Cengage Learning. Retrieved on January 3, 2023 from https://bit.ly/3Iy6EZt
- 57) Smith, C. D. (2021). *Exploring the Employability of Ex-Offenders: Employer Perspectives* (Doctoral dissertation, Walden University). Retrieved on January 3, 2023 from https://bit.ly/3m4risM
- 58) Sun, N., Wei, L., Wang, H., Wang, X., Gao, M., Hu, X., & Shi, S. (2021). Qualitative study of the psychological experience of COVID-19 patients during hospitalization. *Journal of affective disorders*, 278, 15-22. Retrieved on December 28, 2022 from https://bit.ly/3xUzezm
- 59) Tekola, B., Kinfe, M., Girma, F., Hanlon, C., & Hoekstra, R. A. (2020). Perceptions and experiences of stigma among parents of children with developmental disorders in Ethiopia: a qualitative study. *Social Science & Medicine*, 256, 113034. Retrieved on December 28, 2022 from https://bit.ly/3IQpR9h
- 60) Tietjen, G. (2019). Convict criminology: Learning from the past, confronting the present, expanding for the future. *Critical Criminology*, 27(1), 101-114. Retrieved on December 28, 2022 from https://bit.ly/3xPrpLo
- 61) Tyler, I. (2018). Resituating Erving Goffman: From stigma power to black power. *The Sociological Review*, 66(4), 744-765. Retrieved on December 28, 2022 from https://bit.ly/3xOQZ3g
- 62) Peters, R. (2020). Prisons and Marginalisation in Nineteenth-Century Egypt. In *Shari ʿa, Justice and Legal Order* (pp. 221-237). Brill. Retrieved on September 8, 2022 from https://bit.ly/3m84dFF
- 63) Scanlon, W. (2001). Ex-convicts: A workplace diversity issue. *Employee Assistance Quarterly*, *16*(4), 35-51. Retrieved on September 8, 2022 from https://bit.ly/3EBWYfs
- 64) Toubiana, M. (2020). Once in orange always in orange? Identity paralysis and the enduring influence of institutional logics on identity. *Academy of Management Journal*, *63*(6), 1739-1774. Retrieved on September 8, 2022 from https://bit.ly/3EBWPsq
- 65) Toulmin, S. (2020). How medicine saved the life of ethics. In *New directions in ethics* (pp. 265-281). Routledge. Retrieved on December 28, 2022 from https://bit.ly/3XuGBsc
- 66) Van Hout, M. C., & Mhlanga-Gunda, R. (2018). Contemporary women prisoners health experiences, unique prison health care needs and health care outcomes in sub Saharan Africa: a scoping review of extant literature. *BMC international health and human rights*, *18*(1), 1-12. Retrieved on September 8, 2022 from https://bit.ly/3IUOu5I
- 67) Weidner, R. R., & Schultz, J. (2019). Examining the relationship between US incarceration rates and population health at the county level. SSM-population health, 9, 100466. Retrieved on December 28, 2022 from https://bit.ly/3lWfxVa
- 68) Wiafe, E. A. (2021). Willingness of employers to employ ex-convicts among selected SMEs in the western region of Ghana. Cogent Social Sciences, 7(1), 1868670. Retrieved on September 8, 2022 from https://bit.ly/3ZiIN6Y
- 69) Yin, E. T., Boateng, W., & Kofie, N. (2022). Family acceptance, economic situation, and faith community: The lived experiences of ex-convicts in Ghana. Social Sciences & Humanities Open, 5(1), 100240. Retrieved on August 24, 2022 from https://bit.ly/3Zl2Wt3



There is an Open Access article, distributed under the term of the Creative Commons Attribution – Non Commercial 4.0 International (CC BY-NC 4.0)

(https://creativecommons.org/licenses/by-nc/4.0/), which permits remixing, adapting and building upon the work for non-commercial use, provided the original work is properly cited.