



## **Describing the Practices of Social Workers in Handling Children in Conflict with the Law**

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### **Abstract**

This study examines social workers' practices in addressing the complex needs of children in conflict with the law, focusing on a case study. Using a qualitative research approach, the study explores strategies, interventions, and challenges encountered by social workers in this field. The research design includes interviews, intervention plan reviews, and observation of social work practices. The case study investigates various aspects of these children, such as their backgrounds, family circumstances, and offenses committed. The findings reveal diverse approaches employed by social workers, including preventive measures, diversion programs, restorative justice practices, counseling, and collaboration with stakeholders. The study highlights the importance of holistic and client-centered approaches to address underlying factors contributing to children's engagement in unlawful behaviors. It also uncovers significant challenges faced by social workers, such as limited resources, ethical dilemmas, and difficulties in building rapport with the children and their parents. These obstacles affect the effectiveness and sustainability of interventions, calling for critical reflection on existing policies and practices. The study concludes by offering recommendations to enhance social work practices, such as promoting positive discipline approaches, establishing temporary rehabilitation centers, increasing public awareness, and employing more social workers. By addressing these gaps, the research contributes to the knowledge base on practical approaches for handling children in conflict with the law, with the ultimate goal of supporting their rehabilitation, reintegration, and overall well-being.

**Keywords:** Social Work Practices, Children in Conflict with the Law, Interventions, Challenges, Rehabilitation

### **Introduction**

Social work is a dynamic and multifaceted profession dedicated to promoting social change, empowering individuals, and enhancing the well-being of communities. Social workers play a crucial role in addressing societal challenges, advocating for vulnerable populations, and facilitating access to resources and services. According to a

comprehensive study conducted by Williams, Jones, and Smith (2019), social workers engage in diverse activities such as Counseling, case management, community outreach, and policy development. This study further highlights social workers' importance in supporting individuals and families facing various difficulties, including poverty, mental health issues, domestic violence, and substance abuse. Moreover, the research emphasizes the significance of a client-centered approach and the ability to work collaboratively with other professionals and organizations to effectively meet clients' complex needs and foster positive social change in communities.

### **Social Worker**

As defined by Republic Act No. 4373, the social work profession in the Philippines encompasses a wide range of activities and interventions aimed at promoting social welfare, empowering individuals and communities, and addressing social problems. According to Republic Act No. 4373, also known as the "Social Work Law," social work is defined as "a profession committed to the pursuit of social justice, the enhancement of the quality of life, and the development of the full potential of each individual, group, and community in society." This legislation provides a legal framework that governs the practice of social work in the country and establishes the Philippine Association of Social Workers (PASW) as the professional organization responsible for upholding and advancing the standards and ethics of the profession. The Social Work Law emphasizes social workers' importance in addressing marginalized populations' needs, promoting social change, and advocating for the rights and well-being of individuals and communities. It recognizes social workers' diverse roles and functions, including but not limited to Counseling, case management, community development, and policy advocacy, all of which contribute to the overall goal of creating a just and inclusive society.

### **Children in Conflict with the Law**

These children, as defined by the Juvenile Justice and Welfare Act of 2006 (Republic Act No. 9344), are individuals under eighteen alleged or found to have committed offenses punishable by Philippine laws. Social workers, in accordance with the Social Work Law, are committed to promoting social justice, enhancing the quality of life, and maximizing the potential of each individual, group, and community in society. Specifically, social workers provide essential services to children in conflict with the law, including but not limited to Counseling, rehabilitation, and reintegration programs. They work collaboratively with various stakeholders, such as law enforcement agencies, the judiciary, and community organizations, to ensure the rights and well-being of these children are protected and upheld throughout the legal process. Moreover, social workers

advocate for restorative justice approaches that focus on rehabilitating and reintegrating children into society, aiming to address the root causes of their offending behavior and preventing further involvement in criminal activities. By employing a child-centered and rights-based approach, social workers in the Philippines strive to create a supportive and inclusive environment that fosters children's holistic development and well-being in conflict with the law, ultimately promoting a just and compassionate society.

Many different types of crimes are committed in our world, regardless of the perpetrator's age. However, if someone between 18 and 15 commits a crime, they are considered children in conflict with the law. Approximately 424,300 people under 18 get arrested by law enforcement agencies in 2020, 71% fewer than the number of arrests made in 2011 (OJJDP Statistical Briefing Book, 2022). As a result of their ineligibility, they face light repercussions because they are not involved in the adult world of law and politics. Whereas the adult world is knowledgeable, their world is innocent, and so on. There is a clear line between the behavior required of adults and children; what is considered a suitable treatment for children differs from that for adults. Roles and responsibilities are separated (Brocklehurs, 2016), and based on the 2019 U.N. Global Study on Children Deprived of Liberty reported that in 2018, there were between 160,000 and 250,000 children detained on any given day. Around 410,000 children got detained in remand centers and prisons throughout the year. The study collected data from 124 countries, utilizing various sources such as responses to questionnaires, the World Prison Brief, and the World Bank Data Portal to generate these estimates. Furthermore, the study indicated that approximately 1 million children got held in police custody, based on data from a sample of 25 countries and unspecified extrapolation methods (UNICEF, 2021).

Juvenile justice became a matter of children's rights after the United Nations (U.N.) The Convention on the Rights of the Child (CRC) ratified thirty years ago. Because of this, during the past thirty years, issues relating to juvenile justice have benefited from the growing awareness of children's rights. In many 196 countries that have ratified the CRC, children's rights have been incorporated into legislation and institutional change, which has considerably impacted domestic criminal justice systems and how children got treated within these systems. The idea of child-friendly justice has arisen as a result of this evolution. The effective involvement of children in justice systems is a crucial component of child-friendly justice. The European case law on juvenile justice issues played a significant role in its emergence. Due to the inclusion of child-friendly justice in international standards, including in legally binding documents and jurisprudence, the notion has taken on a special significance for juvenile justice systems in Europe and beyond (Liefwaard, 2020).

Belgian law distinguishes between open and closed centers for the supervision of juveniles in the criminal justice system. Since each municipality has its regulations governing the treatment of juvenile offenders, Belgium established the social strategy of

communalizing placement centers for children who came into touch with the law in 1980. So, as of 2010, there were 64 children in conflict with law situated in closed centers in Belgium's French region alone, 60 of which were for g males and 4 for g girls. Belgium converges the same objective using programs for education, assistance and reintegration, monitoring, public security, observation, assessment, and decision support (Shabani, 2019).

In the case of Indonesian children, the assistance of community mentors has not got fully implemented under Article 23 of Law No. 11 of 2012 concerning the Juvenile Criminal Justice System, which states that children must be given legal assistance and accompanied by a Community Counselor or other assistance by the provisions of the legislation, and Article 64 of the same Law (Noor et al., 2016; Utami, 2021).

The practice of social work in juvenile delinquent rehabilitation facilities was essential to the reformation and transformation of the lives of juvenile offenders. Social workers have recently gotten involved in rehabilitating young people in prisons. As a result, their work has become crucial to the criminal justice system in cases where children have engaged in criminal activity. Social workers play a significant role in their reformation and after-care rehabilitation by providing legal assistance, preserving family ties, and executing intervention programs for convicts. Social workers' roles are to fill in for assistance and support that is either absent or improperly provided in jail programs (Patalinghug, 2021).

In the Philippines, the Bahay Pag-Asa was created based on the R.A. 9344 (Juvenile Justice and Welfare Act) requirement that Bahay Pag-Asa established in the Province of Cagayan. R.A. No. 9344 as amended 10630 under the considerations made by the lawmakers: the right to special protection and assistance for CICL provided by the state and the improvement of the Philippine Juvenile Justice System through the establishment of financing and management by the Bahay Pag-Asa Local Government Units (LGU) for the provision of short-term residential care for CICL. The LGU creates regional juvenile intervention programs for children in danger or violating the law. It is a rehabilitation facility for children in conflict with the law (CICL). It has been in operation for about seven (7) years, and someone currently oversees it through the City Social Welfare & Development Office. To address the factors contributing to the child's criminal behavior, they offer an intervention program consisting of activities. It refers to systematic social protection programs for kids that use programmatic strategies to promote kids' physical and mental health, deter youth crime, and stop or prevent repeat offenders (Luna, 2020).

In the municipality of Aurora, Zamboanga del Sur, the municipal mayor organized the local planning management team (LMPT) to develop and administer the Comprehensive Local Juvenile Intervention Program (CLJIP) for children at risk (CAR) and children who conflict with the law. It entails that all LGUs must develop their 3-5-year comprehensive local juvenile intervention program based on the assessed local situation of their children-at-risk and children in conflict with the law and that it must be implemented

and funded from their 1% IRA following rule 244—b.c of the revised implementing rules and regulations of RA 9344 as amended by RA 10630. The Department of Interior and Local Government (DILG) issued Memorandum Circular No. 2009-124, requiring LGUs to establish a Model Ordinance to conduct an intervention and diversion program under RA 9344, also known as the Juvenile Justice Welfare Act. The LMPT must also take the initiative and lead preparatory social activities like data collection, planning, and creating systems for juvenile information and referral (E.O. no 07-20).

In Bayog, Zamboanga Del Sur, a municipal ordinance has been established to safeguard the youth. The protection of children in conflict with the law also addresses in section 6, which states that such children should not be subject to torture or other cruel, inhuman, or degrading treatment, nor should they face the possibility of the death penalty or life in prison without the possibility of parole, or to be arbitrarily or unlawfully deprived of their liberty. Detention or imprisonment should only be used as a last resort and should only be for a limited period, either therapy or discipline. Additionally, they emphasized the children's rights to prompt access to legal and other appropriate assistance, to challenge the legality of the deprivation of their liberty in front of a court or other competent, independent, and impartial authority, and to a prompt decision on such action, to have restrictions on their liberty limited to the absolute minimum, and where discretion granted by law to the judge to detain (M.O. no. 13-219-17).

This study is based on Albert Bandura's Social Learning Theory, which emphasizes that individuals learn through observation, imitation, and reinforcement. In the context of children involved in legal conflicts, social workers play a crucial role by providing alternative learning opportunities, facilitating positive social connections, and guiding them toward adopting healthier behaviors. By incorporating the key concepts of the Social Learning Theory, social workers design interventions that reinforce positive behavior, enhance skill development, and promote the rehabilitation and successful reintegration of these children into society. Continuous learning through seniors, seminars, and training programs further strengthens social workers' ability to make a positive impact.

The objective of this study was to examine the approaches and interventions employed by social workers in addressing the needs and challenges of children in conflict with the law in Zamboanga del Sur. The study explored various aspects of social work practice and assessed their effectiveness in assisting these children. It sought to understand the practices described by social workers in handling such cases, the programs implemented for these children, and the contributions of these practices to their well-being. Additionally, the study aimed to identify the challenges encountered by social workers in implementing these programs and activities and examine how they cope with these challenges.

## **Method**

The research design used in this study is a qualitative method type of research. It utilized the case study research method of Merriam (1998) to describe the practices of social workers in handling children in conflict with the law.

The study participants are seven (7) social workers with experience in assisting in making interventions for young people to prevent or lessen misdeeds. These participants fall under the category of employees with three (3) years of experience working with children who have run afoul of the law. In order to represent the majority viewpoint in the area, the researcher interviewed seven (7) employees who were the target participants. The researchers sought the consent of the participants after obtaining permission from the municipal offices to perform the study. The researchers conducted face-to-face interviews with the researchers as the primary instruments of the study. The researchers used an interview guide with open-ended questions to learn about the practices of social workers in handling children in conflict with the law. The participants were free to use any language to describe their experiences.

The data analysis process adopted a sequential approach, influenced by Everitt, Landau, Leese, and Stahl's (2011) cluster analysis framework. Using this method, the researchers systematically categorized and organized the data, identifying patterns and groupings based on similarities or relationships. This approach led to the discovery of significant insights and a deeper understanding of the dataset through the emergence of clusters or themes during analysis.

## **Results and Discussion**

In this section, the findings of the study are presented based on the categories that emerged during data analysis. Subsequently, a comprehensive discussion of these categories is provided.

### **Programs administered by social workers for children in conflict with the law**

Three distinct categories emerged from the narratives of the participants, highlighting the various programs and activities implemented to address the needs of children in conflict with the law.

*Counseling.* Employed as an intervention strategy by social workers, was utilized to meet the needs of children involved in conflicts with the law. These dedicated professionals employed Counseling to offer guidance and support to these children. Through counseling sessions, the social workers aimed to assist the children in navigating their challenges, developing effective coping strategies, and fostering personal growth and positive behavioral transformations.

We have what is called Counseling; through this program, we can identify the strengths and weaknesses of a child, and we can get to know and understand the child's situation better. – SW1

We have regular counseling sessions, and in terms of providing good intervention, we mostly rely on Counseling to address the issues of CICL. – SW2

We provide services related to Counseling to help the children; this is to enhance their skill development and strategies to overcome the challenges they may encounter in the future and for them to become more successful. – SW3

Based on the gathered information, Counseling is the predominant approach used to address the needs of children in conflict with the law (CICL), empowering them to overcome obstacles and make better decisions. It creates a safe and supportive environment for CICL to express their thoughts and emotions, leading to a deeper understanding of their circumstances. Counseling also plays a vital role in preventing reoffending by addressing the root causes of delinquent behavior and promoting positive lifestyle changes. Effective Counseling brings benefits such as anxiety reduction, increased resilience, boosted self-confidence, and improved overall quality of life. Specifically, child counseling equips children and adolescents with the skills to manage emotions and navigate challenges independently, preparing them for self-reliance in adulthood. Therapy safeguards future growth and fosters healthy coping mechanisms by addressing negative self-perception and low self-esteem during childhood (Madison, 2020; Fifth Street Counseling Center, 2020).

*Community-Based Programs.* In social work practice, "Community-Based Programs" serve as alternatives to rehabilitation centers, offering tailored support and interventions within the local community to address the needs of Children in Conflict with the Law (CICL) and facilitate their rehabilitation, reintegration, and access to necessary support and interventions.

Community-based programs are designed for them to participate in youthful activities to divert their attention, especially for closely monitored children not in rehabilitation facilities. – SW4

In our area, where we do not have a rehabilitation center, we focused on community-based programs. However, this activity applies to children with less severe cases and does not necessarily need to be referred to a rehabilitation center. – SW5

From the data gathered after interviewing the participants, we learn that community-based programs offer a less stigmatized and more accessible alternative to institutional care for Children in Conflict with the Law (CICL). By providing support and

rehabilitation within their communities, CICL can avoid removal from their homes, reducing negative impacts like stigma and social isolation and promoting reintegration. These programs involve families and communities, addressing CICL's needs holistically and sustainably. They can serve as preventive measures for at-risk youth or as substitutes for incarceration, empowering young individuals, improving behavior, and reducing the likelihood of reoffending (Darnell & Schuler, 2015; Trinidad, 2009; Fain et al., 2014; Vidal et al., 2017; Pennington, 2019).

*Diversion Program.* Facilitated by social workers, it offers individuals involved in criminal activity a chance to address legal issues while promoting spiritual growth, personal development, and reintegration into society, aiming to redirect them away from a life of crime and foster a holistic and fulfilling life.

This diversion program, and we are emphasizing spiritual growth as a part of this program because it can provide a sense of purpose and direction in the lives of young people who have strayed from the right path.  
– SW6

We give importance to this diversion program, in which our primary aim is to help individuals develop themselves, with a big tendency for them not to repeat their mistakes and commit offenses again. - SW7

Incorporating spiritual growth into a diversion program can effectively address the root causes of criminal behavior by providing individuals with a sense of direction, purpose, and self-awareness. By fostering a deeper connection to spirituality and values, children in conflict with the law (CICL) can develop a greater understanding of themselves, empathy for others, and a recognition of the impact of their actions. Spiritual growth also promotes qualities like responsibility, respect, and reverence, while mitigating distress and reducing the likelihood of depression and substance misuse among youths (R.A. 9344; Sicnao, 2022; Tang, 2022; Lucas, 2019; Divecha, 2015).

### **Social worker's implementation of programs and activities**

This section of the research highlights the implementation and discussion of programs and activities carried out by social workers. Two distinct categories emerged, where social workers collaborate with their clients through the application of the helping process and the use of diversion contracts, aiming to achieve their goals and promote their overall well-being.

*Applying the Helping Process.* Holistic and individualized assistance was provided by the participants to support children in conflict with the law, encompassing comprehensive assessment, collaborative goal setting, and targeted interventions tailored



to their unique needs.

I follow the learnings that I acquired during my college days, especially when it comes to a phased approach to addressing issues. The helping process is very reliable in this area. – SW1

We should always follow the proper process to ensure that the intervention plans we offer during implementation are effective in meeting the individual or group needs of the youth. – SW2

Through the use of the helping process, we as social workers can ensure that the programs and activities we implement are effective, efficient, and client-centered. - SW3

For implementation, we have what we call a helping process. It requires careful planning, monitoring, and evaluation to ensure the program's effectiveness that addresses the problem it was designed to solve. – SW4

According to the participants, the helping process is a systematic and client-centered approach utilized by social workers to address client needs and implement effective programs and interventions. It involves building a relationship, assessing needs, planning, implementing interventions, and evaluating outcomes. This process ensures the well-being and positive outcomes for clients, such as children in conflict with the law (CICL) and is guided by professional values and ethical principles. (Social Welfare and Social Work, p.183, 2008).

*Using Diversion Contract.* A formal agreement between the social worker and CICL/family outlining goals, responsibilities, and progress monitoring.

Since we focused more on community-based programs, we practice the diversion contract with our clients and their parents to make our intervention plan effective and to implement it immediately to exercise the commitment to the development of the child. - SW5

When it comes to implementation, there is mutual confirmation between our workers and, most especially, the clients. An example of this is during the signing of a diversion contract, which is a type of agreement that serves as proof that the client will indeed follow the instructions given by the social worker. - SW6

We do a diversion contract, and it is a critical phase in the implementation because it serves as proof that both parties are committed to working towards the goals of the intervention. - SW7

The participants claimed that diversion contracts are vital in community-based programs for social work interventions, establishing commitment, trust, and accountability between social workers and clients. They promote restorative justice and effective progress monitoring to meet the needs of CICL and foster community healing (DSWD, 2008).

### **The contributions of these programs and activities to children in conflict with the law**

This section is classified into two categories. The participants employ programs for children in conflict with the law (CICL) that focus on developing their potential, recognizing strengths, and enhancing resilience to promote personal growth and success in overcoming challenges.

*Potential Development.* It involves identifying and nurturing the inherent strengths of children in conflict with the law to empower them, build self-confidence, and acquire skills for successful rehabilitation and reintegration.

Through the program we implemented, children will become more aware of their individuality, and they will have a better understanding of their strengths and the areas we focus on for their development. - SW4

They will discover their potential, interests, and things they want to do so that in the future, they can find the right direction in their life and find a good job that will lead to a more fulfilling life. - SW5

The implemented program aims to help children discover their strengths and interests, providing direction and guidance towards a fulfilling life by identifying potential career paths and helping them make informed decisions about their future. The success of the program will be measured by its effectiveness in helping children achieve their goals and lead fulfilling lives (Editor's Desk, 2022; Nash, 2022; Nyatyowa, 2017).

*Enhancing Resiliency.* Social workers equip CICL with the ability to adapt and overcome challenges, cope with stress, and bounce back from adversity; social workers foster a positive mindset and promote personal growth.

The children learn how to bounce back from challenges, regulate their emotions, and cope with the stress and traumas they have experienced. – SW1

It helps them in a way to cope with their challenges, especially in their schooling, and to heal their social relationships. – SW2

They know how to cope with their challenges, and we have workers who can monitor them and talk to them. Along the way, while staying with us, they can slowly develop healthy relationships – SW3

They will develop their coping skills, strategies, or techniques so that the child can learn to manage their emotions and come up with good decision-making. – SW6

The program can help develop the self-esteem and self-worth of the child and make them resilient by providing a supportive environment where they can develop a sense of competence and mastery. This can help the child gain a sense of pride and accomplishment positively. – SW7

The research participants narrated that the program focuses on developing children's coping skills, resilience, self-esteem, and social competence, enabling them to manage emotions, overcome challenges, and build healthy relationships (American Psychological Association, 2022; Raising Children, 2021; Rylan, 2016). By promoting resilience, children can bounce back from setbacks, enhance their self-confidence, and develop effective problem-solving strategies (American Psychological Association, 2022; Raising Children, 2021). This fosters their personal growth and equips them with the skills needed to navigate life's challenges successfully (Rylan, 2016).

### **Challenges social workers encounter in the implementation of the programs and activities**

This section has three categories. The participants encounter challenges in implementing programs for CICL, including ethical dilemmas, limited resources, and establishing rapport with clients, all of which require careful attention and consideration to ensure successful outcomes.

*Ethical dilemmas.* Frequently arise in social work interventions with children in conflict with the law, necessitating careful analysis, consideration of competing interests, and decisions that uphold ethical standards while prioritizing the well-being of the children involved, striking a balance that promotes rehabilitation and correction while ensuring the best outcomes for all parties.

There are instances where we encounter a dilemma when intervening with CICL. There are cases where the complainant wants the child to be imprisoned as a way to punish them. However, one of the principles of our program is to rehabilitate the child and correct their wrongdoings. This is one of the struggles we face in terms of how to handle such situations. – SW6

For me, the challenge that I encountered before when we were doing documentation for CICL was when we had to submit it to the region. There were instances when the case became more complex and involved many legal personnel. They would ask for private information or the type of case directly from us, which they would then use for public information. This practice conflicts with our beliefs as social workers, as we do not disclose client information to the public for their safety. – SW7

The participants claimed that implementing programs and activities for children in conflict with the law (CICL) poses challenges for social workers, including the delicate balance between punishment and rehabilitation, the need to protect client confidentiality while complying with legal requirements, and navigating ethical dilemmas and conflicting values to promote the well-being of clients while upholding professional standards (VCU Online Social Work, 2020).

*Limited Resources.* Hinder participants from providing holistic interventions and rehabilitation services that are crucial for meeting the diverse needs of children in conflict with the law (CICL) and promoting their well-being and successful reintegration into society.

We have a pending project to construct a sports complex. However, due to the current situation, our area needs a sufficient budget because we had to allocate resources for the calamity-affected areas that require immediate assistance, as it has a greater impact on our locality. Also, during that time, we only had activities that required a small amount of funds, so we reallocated our budget accordingly. – SW3

I often feel burnout because here in our area, we lack staffing as limited Social Workers are being hired. So, when it comes to implementing programs and activities, it takes a long time to accomplish due to the limited workforce. – SW4

We do not have a recognized temporary shelter for children, but one of our alternatives is to have them stay in vacant offices. However, there is a need for more in terms of providing them with their necessities, so as soon as possible, we refer them to other centers. – SW5

The participants stated that limited resources significantly impact social workers' ability to provide quality care for children in conflict with the law (CICL) (FSU Online, 2020). This includes delays in program implementation, increased risk of burnout among social workers, and challenges arising from the absence of a temporary shelter for CICL (Toe, 2021). Despite these obstacles, social workers remain committed to their clients, referring them to other centers for additional support (FSU Online, 2020). Addressing

resource and human resource issues is crucial for improving the quality of services provided to CICL and supporting the well-being of both social workers and clients (FSU Online, 2020; Toe, 2021).

*Difficulty in Establishing a Good Rapport.* A challenge for participants working with CICL hindering effective interventions and the implementation of programs aimed at assisting these children.

I often face challenges in building rapport, especially when gathering information. There are instances when the child is afraid to disclose information, especially when I have encountered cases related to sexual assault. – SW1

There are parents who do not cooperate or face us because they are shy or afraid to accept the actions of their children. They might question their way of raising their child.] – SW2

The participants expressed that building rapport with CICL is crucial for effective rehabilitation, but it can be challenging when parents are uncooperative or hesitant to engage in the program, hindering the social worker's understanding and assistance (IvyPanda, 2023; Frontline, 2020). Effective communication and understanding the child's personal history, strengths, weaknesses, and cultural context are essential for providing practical support (Zeiger, 2018; Indeed, 2023; DSWD, 2007).

### **Social workers coping mechanism with the challenges**

This section encompasses three categories. Participants use various strategies to manage stress and maintain their emotional well-being while supporting individuals and families facing challenging circumstances.

*Seminars and Training.* Social workers employ coping mechanisms to manage stress and emotional demands, particularly when encountering ethical dilemmas and limited resources. Continuous skill development is crucial to effectively meet clients' needs.

More on training for us such as leadership, how to be an effective mediator for CICL, and also techniques on how to handle diversity like ethical dilemmas. – SW6

We had many activities in the Zamboanga region; what I remember from that is the importance of being resourceful, especially when external factors are limited. - SW7

Participants' continuous training and development are crucial for social workers to

handle various aspects of their profession, including leadership skills, effective mediation with CICL, and resourcefulness in addressing limited resources (NASW, 2020). Attending seminars enhances knowledge, communication, and social skills, fostering personal and professional growth (Hype Think Education, 2022). Training activities improve professional qualifications, promote collaboration, and provide opportunities for problem-solving and knowledge sharing (Celesio, 2021; Natsir, 2022). Resourcefulness enables social workers to find solutions despite limited resources, promoting innovation and proactive problem-solving (Ariella, 2023).

*Individualization.* It involves tailoring interventions and support to the specific needs, circumstances, and strengths of each child in conflict with the law (CICL), enhancing effectiveness and outcomes, especially in the face of limited resources.

If we encounter difficulties, we rely on the application of individualization, which is a common practice among social workers. This is used to prioritize the needs that should be addressed to help our clients.  
- SW3

When handling complex or multiple issues of a client, we make sure to break them down into smaller pieces and assess which one should be prioritized to address first. This is what we call individualization in our social work practice. – SW4

The participants stated that individualization is a powerful coping mechanism for social workers, allowing them to effectively address complex problems by tailoring interventions to each client's specific needs and strengths, leading to better outcomes (Biestek, 1957; Social Workin, 2021; Good Therapy, 2019).

*Reflective Supervision.* A collaborative and reflective process where participants discuss their work with a supervisor, analyzing their thoughts, feelings, and reactions when working with CICL. It promotes self-awareness and professional development and improves the quality of services provided to clients.

In our office, we also help each other because we understand each other, and through that, I can also apply the learnings I acquire from them, especially from our supervisors, on how to gain the trust of our clients. – SW1

Our office encourages a counseling-like approach wherein we talk to our superiors or higher authorities in the office. We discuss our accomplishments report, and have it evaluated to determine its effectiveness in helping our clients. – SW2

What we do is that we are being summoned by the region to assess

the effectiveness of our accomplishments in our municipality. It serves as an evaluation where there is a mixed type of Counseling where they criticize our methods of implementation and give us suggestions on how to address our shortcomings. – SW5

Collaborative work and communication among social workers in the office can enhance services for CICL, and reflective supervision promotes self-awareness and effective implementation methods. Regular evaluation and assessment are conducted to identify areas of improvement and provide suggestions for development. Supervision provides a secure environment to explore the personal impact and decision-making processes and ensure client-centered approaches (Jennings, 2020). Reflective supervision involves active listening, thoughtful questioning, and support for managing job-related stress (Fraser, 2016).

The practices of social workers in handling children in conflict with the law can be described as holistic, client-centered, and community-oriented. Social workers take a comprehensive approach, considering the individual needs, circumstances, and potential of each CICL they work with. They prioritize building a therapeutic relationship with the CICL, providing guidance, support, and individual Counseling to address their emotional, social, and behavioral challenges. Social workers also recognize the importance of engaging the community and collaborating with local resources to create a supportive environment for the rehabilitation and reintegration of CICL. They actively promote diversion programs as an alternative to incarceration, focusing on both the legal aspects and the personal development of CICL. Despite resource limitations, social workers demonstrate a commitment to upholding ethical standards and facilitating successful reintegration outcomes for CICL.

Social workers implementing programs in the (Children in Conflict with Law) system could significantly impact the rehabilitation and reintegration of young offenders. Social workers are trained to work with individuals and groups to address social problems and improve social well-being. Their expertise can be valuable in developing effective rehabilitation programs for young offenders.

By implementing programs that focus on education, life skills, Counseling, and other forms of support, social workers can help young offenders develop the skills and knowledge they need to become responsible members of society. They can also work with families and communities to create a supportive environment that encourages positive behavior and reduces the likelihood of recidivism.

The ability to provide a more all-encompassing approach to rehabilitation is another benefit of social workers conducting programs under the CICL system. Social workers can identify each young offender's unique requirements and create programs specifically designed to address those needs. They can work with other experts, such as psychologists, psychiatrists, and attorneys, to ensure that young offenders get the assistance

they require to deal with their difficulties. Overall, using social workers in the CICL system can increase the efficiency of rehabilitation programs and foster successful results for young offenders.

### Conclusion

An essential part of the criminal justice system is the social work practice of dealing with children in conflict with the law (CICL). Social workers are essential in offering them support, direction, and interventions to curb further delinquency and advance CICL's rehabilitation and reintegration into society. Case management, Counseling, group therapy, and community-based initiatives are just a few activities that help achieve this. The overarching objective is to safeguard that CICLs do not commit repeat offenses while advancing their well-being and development. To offer CICL holistic and all-inclusive services, social workers collaborate closely with other experts like judges, lawyers, law enforcement officials, and child protection agencies. However, there are several difficulties in working with CICL, such as stigma, a lack of resources, and complicated family relationships. Nonetheless, social workers continue to be an essential part of the system that addresses the needs of CICL and promotes their successful reintegration into society.

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