

**THE UNIVERSITY OF ZAMBIA
INSTITUTE OF DISTANCE EDUCATION (IDE)
MASTER OF SCIENCE IN COUNSELING (MSCC)**

DISSERTATION

**TITLE: THE EFFECT OF REHABILITATION ON JUVENILES' RECIDIVISM:
A CASE OF MUKOBEKO MEDIUM CORRECTIONAL FACILITY**

**BY
LIKOMENO RICHARD
COMPUTER NUMBER: 716814738
2018**

**THE DISSERTATION SUBMITTED TO THE UNIVERSITY OF ZAMBIA/ZIMABWE
OPEN UNIVERSITY IN PARTIAL FULFILLMENT OF THE REQUIREMENT FOR
THE AWARD OF MASTER OF SCIENCE IN COUNSELLING**

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DECLARATION

I, Richard Likomeno, wish to declare that this project is my own work, it has not been submitted for scholarly work at any other institution and that all other people's work and ideas used in this report have been acknowledged,

Student signature..... Date...../...../.....

Supervisor signature..... Date...../...../.....

CERTIFICATION OF APPROVAL

This dissertation of Likomeno Richard has been approved as partial fulfillment of requirements for the award of Master of Science in counseling by the University of Zambia/ Zimbabwe Open University.

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DEDICATION

I sincerely dedicate this work to my loving and ever supportive wife Love Likashi Likomeno and the entire family for their inspiration patience, love, the tireless effort and hard work. Their spiritual support and inspiration which they have given to me all through the study cannot go without recognition.

I dedicate this research study also to my friends, class mates and every one that participated towards the accomplishment of this study. Finally I am thankful to the Almighty God for the life and the blessings he has continued to bestow on my life.

ACKNOWLEDGEMENTS

I would like to express my gratitude to my supervisor DR. R Chikopela for her tireless effort, patience and guidance towards the completion of this study because without her, I would not have managed. I would also like to thank my family and friends for all the support and assistance provided during the period that I was in school. My sincere thanks also go to the staff in the Institute of Distance Education (IDE) for their contribution to my professional development.

I wish also to acknowledge my friends and classmates for the support given and making my stay at The University of Zambia a memorable one.

I would also like to thank the Zambia Correctional Service for its contribution to this research project because without it, it would have been difficult for me to complete my study

ABSTRACT

The objective of this study was to establish the effect of rehabilitation on juveniles' recidivism at Mukobeko Medium Correctional facility. The study was guided by the following objectives: To establish the influence of rehabilitation on juveniles' recidivism; to determine the reliability of rehabilitation towards juveniles' recidivism; to identify challenges faced by Correctional Service on juveniles' rehabilitation to reduce recidivism; to suggest strategies on rehabilitation in order to improve service delivery for juveniles.

A descriptive design method was preferred for this study. The target population of this study targeted 200 people with a special focus on Correctional Instructors, Administrators, Counselors, Offender management and Juvenile offenders. The study collected primary data from Medium correctional facility. The main instruments for data collection were questionnaires and interview guide with both structured and open ended questions. The research was qualitative in nature and descriptive statistics analysis was employed in terms of charts tables and percentages.

Based on the study findings on the effects of rehabilitation on juveniles' recidivism, the study recommended that, in order to improve on the rehabilitation services, there is need for the government to improve on infrastructure. The study also recommends that there is need for the Zambia Correctional service to employ or train more trade instructors who will help the Juveniles to acquire vocational training and experience during their period in custody. Rehabilitation programmes in correctional institutions should be relevant to offenders to address their offending behaviour and to enhance them to be self-sufficient. The Zambia correctional service needs to create vocational training programs where Juvenile offenders work under the supervision of institutions and organizations outside the correctional facility. The Correctional Service is also faced with numerous challenges in trying to modify the behaviour of the Juveniles under their custody. Some of the challenges include inadequate infrastructure, shortage of correctional staff which leads to misplacement of staff, overcrowding, and lack of capacity building in the fields of behaviour modification and inadequate provision of reintegration programmes.

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LIST OF ACRONYMS

CJS ó Criminal Justice System

CMC - Case Management Committee

GCE ó General Certificate of Education

REBT - Rational Emotive Behaviour Therapy

TEVETA ó Technical Education Vocational Training Authority

WHO ó World Health Organisation

CHAPTER ONE

INTRODUCTION

1.0 OVERVIEW

This chapter presents background to the study on the effect of rehabilitation on juveniles' recidivism. It also covers topics such as statement of the problem, general objective, specific objectives, research questions, significance of the study, scope and limitations, delimitation of the study.

1.1 BACKGROUND

The background of the study discusses in detail juveniles' recidivism by analyzing how rehabilitation helps in reducing re-offending and also as key priority for the development of policy in relation to the management of offenders. This had enhanced our understanding of juveniles who come into conflict with the law after being released from Correctional facilities.

The Zambia Correctional Service is one of the institutions in the Criminal Justice System (CJS) mandated among others, to provide correctional services to inmates lodged therein, to maintain law and order in a country. According to Prisons act, cap 97, Correctional Services also act as a deterrent measure for would be offenders and are responsible for carrying out rehabilitation of juveniles. Rehabilitation entails changing an offender's behavior by addressing particular social, psychological, welfare and other factors associated with crime such as anti-social thinking, poor work skills, drug abuse and limited education with a view of preventing offenders from re-offending. It gives the juvenile a chance to lead a crime free life once released and can have major benefits for the community in reducing crime and its associated costs.

The protection of citizens is possibly the single greatest responsibility of government which covers a broad and diverse range of issues while keeping the citizenry safe from crime. The government has a mandate to ensure that, elements of social and economic protection is reserved by passing laws to protect individuals and preserve social order whilst on the other hand safeguarding those individuals who transgress against fundamental societal norms (Mermis, 2005).

To enforce those laws and administrative justice, the government runs the criminal justice system with various rules and roles played by the police, the courts, the Correctional service and numerous others. The division of power and management of offenders is carried right through the courts and correctional facilities on provincial and District levels throughout the country.

It is important to remember that most offenders in Zambia enter the Correctional system at the provincial level. Some following sentencing, are then moved to a district penitentiary. The severity of the offence will ultimately determine the length of the sentence, and whether that sentence is served in a district or provincial facility, an offender will be held at a provincial prison or correctional facility for some length of time (Cillier, 007).

There is a wide range of Correctional programs and Service that are almost exclusively provide by provincial and district correctional facilities including the great majority of probation and parole services. Correctional facilities have always had, at their most basic level, a twofold purpose which is punishment and rehabilitation. They are intended principally to incarcerate those whose crimes have been considered serious enough to warrant it.

However, very few juveniles serve life sentences. The vast majority of those who serve time in prison or Correctional facility will be released basically; into mainstream society depending on the inmates' behavior whilst incarcerated. On the other hand, a commonly held view is that, Correctional time is comparable to a course of higher education for crime through interacting with other criminals. Some more inexperienced juvenile offenders learn the trials of the trade that they may use after their discharge (Coetzee, 2003).

There is also behavior and experiences in communities which can cause discharged juvenile re-offend. The criminogenic needs experienced in the community before or after custody, such as insecure accommodation, employment needs and substance misuse are identified as good predictors, even after controlling for criminal history, reinforcing the importance of interventions to address these issues in order to reduce recidivism.

Recidivism or prisoner re-entry has emerged as one of the foremost social problems of the twenty-first century and for that reason, it has gained considerable attention from scholars interested in developing and testing theories of crime and social change, understanding the process and experience of re-entry, and identifying and evaluating ways to improve successful

inmate transitions back into society (Bushway et al., 2007). However, as Lattimore et al. (2010), has recently emphasized, “Despite some promising advances over the last two decades, it is clear that juvenile re-entry remains an important and unresolved national issue.

This situation constitutes a particular concern given that re-entry likely will remain a prominent problem. Prison populations, for example, have continued to grow; inmate programming and services have declined relative to prison growth; and ex-prisoners face increasingly more barriers to civic engagement, housing, employment, and welfare benefits (Gideon and Sung, 2010; Lynch and Sabol, 2001; Petersilia, 2003; Travis, 2005; Weisberg and Petersilia, 2010). Such factors assume greater importance at a time when national and state economies have declined substantially (Gottschalk, 2010; Inman, 2010; Johnson, Collins and Singham, 2010). and when the profile of most inmates; poverty, limited education, health problems, histories of drug abuse and addiction, poor employment histories (Petersilia, 2005).

Precisely because of this situation, a large body of scholarship has turned to examining programmes, policies, and practices that can reduce recidivism. This work has identified a large array of efforts that have demonstrated effectiveness or show promise of effectiveness (Cullen and Gendreau, 2000; Gaes, Flanagan, Motiuk, and Stewart, 1999; Gideon and Sung, 2010; Lipsey and Cullen, 2007; MacKenzie, 2006; Travis, 2005; Farabee, 2005). Alongside of such research has been an emerging literature aimed at describing juveniles experiences during and after incarceration and how these experiences, as well as services, programs, and supervision, may affect recidivism.

The 1992 federal Serious and Violent Offender Re-entry Initiative, for example, involved the allocation of over \$100 million in grants to states, with the goal of fostering greater policymaking and scholarly attention to understanding and improving the re-entry process (Lattimore et al., 2010). There nonetheless remains a considerable need for studies that can provide greater insight into how incarceration experiences may affect re-entry and more broadly, how ex-prisoner recidivism can be reduced (Clear, 2010). Such studies have the potential not only to further efforts to reduce recidivism, but also to inform theoretical efforts aimed at understanding why some individuals turn away from or continue a life of crime.

Recidivism is therefore one of the most fundamental concepts in criminal justice which refers to a person's relapse into criminal behavior, often after the person receives sanctions or undergoes intervention for a previous crime. Recidivism is measured by criminal acts that resulted in re-arrest, reconviction or return to correctional facility with or without a new sentence during a three-year period following the prisoner's release (Freeman, 1992). According to Petersilia (2003), the difficulties of juveniles returning home are well-documented in the literature. Released juveniles typically face obstacles in obtaining employment and stable housing often due to lack of work skills, stigma, and low levels of educational attainment (Petersilia, 2003).

1.2 STATEMENT OF PROBLEM

Correctional Service has a moral and legal obligation to rehabilitate or modify behavior for juveniles in conflict with law and reduce the risk of re-offending after release. Whilst saving their sentences, juveniles in correctional facilities, undergo intensive long term therapy rehabilitation and other correctional programs as part of social reintegration (Kampala declaration, 1996). In correctional facilities, these juveniles benefit from mentorship and skills training for job placement once reintegrated into the society. Government and society's intention is to give each of these juveniles a second chance in life. Despite all these efforts, rehabilitation has not yielded any positive results for juvenile offenders especially in Africa (WHO, 2001). Literature indicates that, juvenile recidivism is a large problem, and the question is why this specific problem is not yet solved and why it is actually becoming worse (Murry, 2007). Little is known why Juveniles recidivism is still high in Mukobeko Medium Correctional facility. Therefore, the study seeks to fill this gap of what is happening and why the real problem is not dealt with in depth.

1.3 GENERAL OBJECTIVE

The objective is to establish the effect of rehabilitation on juveniles' recidivism.

1.3.1 RESEARCH OBJECTIVES

The objectives of this study are;

1. To establish the influence of rehabilitation on juveniles' recidivism.
2. To determine the reliability of rehabilitation towards juveniles' recidivism.

3. To identify challenges faced by Correctional Service on juveniles' rehabilitation to reduce recidivism.
4. To suggest strategies on rehabilitation to improving service delivery for juveniles.

1.4 RESEARCH QUESTIONS

1. What influence does rehabilitation has on juveniles' recidivism?
2. How reliable are the rehabilitation services on juvenile recidivism?
3. What challenges does the correctional service face on the rehabilitation service delivery for juveniles?
4. Are there strategies for rehabilitation to improve service delivery for juveniles?

1.5 SIGNIFICANCE OF THE STUDY

The study is necessary as it may benefit all the stakeholders participating in vocational rehabilitation programs at Mukobeko Medium Correctional facility. Lessons learnt from this study may answer the fundamental questions regarding the way rehabilitation can contribute towards successful awareness of the effect of their offending behavior and learn acceptable behavior as alternatives to criminal behavior.

On the other hand, Correctional educators may be motivated to improve their training methods and strategies that they apply to improve and deliver more relevant curriculum that suits juvenile rehabilitation program for better lives after release.

1.6 LIMITATION OF THE STUDY

The limitations of this study was the high level of bureaucracy when obtaining permits to undertake the research due to the sensitivity of the nature of the research, low literacy levels among the offenders, and time constraint for the researcher as a student and a worker at the same time. The high levels of bureaucracy when obtaining permits affected the time period in which the research was supposed to be conducted and low levels of literacy affected the quality of information obtained which both resulted in quick analysis of the information which might have affected the generalization of the study.

1.7 DELIMINATION OF THE STUDY

The site of the research study was Mukobeko Medium security Correctional facility located about 15 kilometers from Kabwe town. The research will target respondents such as administrators, correctional officers and juvenile offenders.

1.8 THEORETICAL FRAMEWORK

1.8.1 THE CORRECTIONAL THEORY

The correctional theory by Cullen and Jonson (2011) analysed crime as a psychological and physiological disorder. The authors highlighted that infrastructure is very cardinal in transforming the inmates behaviour or rehabilitating them. For example, an in a retribution model, inmates were subjected to solitary confinement which is done to control criminal behaviour. Under the correctional model, adjustment centers are used instead of confinement cells because the free environment an inmate experiences helps to adjust on their behaviours.

1.9 DEFINATION OF TERMS/ OPERATIONAL DEFINATIONS

Juvenile ó is a young person who is not yet old enough to be considered an adult (10 to 18 years).

Prisoner/Offender ó According to the Correction Service and Prisons act Cap 97 of the laws of Zambia is any person, whether convicted or not, who is detained in custody in any Prison, or who is being transferred in custody, or who is en-route from one prison or Correctional facility to another.

Rehabilitation ó can be described as change. Offenders must realize that their previous behavior was wrong and if they can show remorse there is a possibility that they can change. It can also be described as treatment, intervention, correction, development and reform ó Edgar and Newell (2006).

Behaviors Modification ó refers to the techniques used to try and decrease or increase a particular type of behavior or reaction.

Correctional Service ó is an arm of the state and wants to ensure that the vision of correction contributes to nation building.

Corrections ó This includes any facilities programs procedures, personnel and techniques concerned with the intake, custody, supervision and treatment of offenders.

Correctional Centre/Prisons ó This is any place established under the Prisons and Correctional Service article 194 as a place of reception, detention, confinement, training or treatment of persons under protective custody to which any such person has been sent for the purpose of improvement, protection, detention, labor or treatment.

Correctional Officer ó every Correctional officer is a potential rehabilitator and every person in the care of the department of Correctional Service may become a law abiding citizen through Correction.

Recidivism óIs the act of a person repeating an undesirable behavior after they have either experienced negative consequences of that behavior, or have been trained to extinguish that behavior or it is also used to refer to the percentage of former prisoner who are rearrested for a similar offence

CHAPTER TWO

LITERATURE REVIEW

2.0 Overview

In this chapter relevant literature on the effect of rehabilitation on juveniles' recidivism was reviewed. The literature review was presented according to the following subheadings: What influence does rehabilitation have on juveniles' recidivism? How reliable are the rehabilitations on juveniles' recidivism? What challenges do correctional service providers face on the rehabilitation for juveniles? Are there strategies for rehabilitation to improve service delivery for juveniles?

2.1 What influence does rehabilitation have on juvenile recidivism?

The Juvenile Act Cap 53 outlined rehabilitation behavior modification education and vocational program that would try to correct juveniles under detention. According to Cilliers (2007), rehabilitation or behavior modification is received through correctional education such as academic, psychological, sociological, vocational skills training and religious education whilst incarcerated which reduces on individuals' risk of recidivating after release. The academic unit in the correctional facility enforces that each juvenile incarcerated has access to education and vocational training including religious knowledge. These programs are designed in such a way that Basic Literacy Classes, Grade 1 to 7 English and Mathematics, Computing skills, reading and writing and those drop out from school are also prepared to sit for GCE level exams.

Mukobeko Medium correctional facility is involved in vocational training for example, welding, tailoring, shoe making, brick-laying, mechanical engineering, and carpentry and joinery skills. The juveniles also benefit from information technology I.T classes, keeping them abreast with some developments in technology which will boost their marketability for employment once released from Prison or correctional facility

The facility collaborates with Technical Education Vocational Training Authority (TEVETA) and Ministry of Education to administer the various tests associated with the program. The major objective of the facilities is to get certification for these programs. Correctional staff officers have been trained as trade instructors in various fields such as electricians, plumbers, carpenters,

bricklayers and mechanics to ensure that juveniles are properly trained and leave the system with certificates in hand. Although some juveniles are very receptive to courses, Correctional officers try their best to make it interesting attractive enough to get them in.

Ouagadougou Declaration and plan of action (2000) explained that, accelerating prisons and penal reforms should include rehabilitation through basic agriculture practices. This does not exclude juvenile offenders who should also participate in crop production. Mukobeko Medium correctional facility also is involved in crop production at basic levels. Juveniles are involved in gardening activities and learn the agriculture skills in order to sustain themselves once released from the facility. Juvenile are encouraged to engage themselves in such programs and services provided which addresses criminogenic needs based on best practice.

American Therapeutic Recreation Association (1987) indicated that, sports and recreation unit in correctional facility are established to promote and develop the skills needed to enhance functional; independence for the juveniles. Talents usually are discovered among juveniles and links are made to promote individuals with such talents. Outdoor sports activities such as football, basketball and indoor sports activities such as chess and aerobics classes are encouraged.

Braukmann (1975) indicated that, behavioral modification and psychological unit in correctional facility carries out several behavior modification activities. This exercise is mainly conducted by the offender management officers, social welfare officers, psychologists and correctional facility Chaplains who address the social, spiritual and mental processes of juveniles respectively. These activities involve observations in behavior control in terms of anger control, stress management and group or individual counseling. This plays a big role in rehabilitation of juveniles to make their stay in the correctional facility and eventually live a law abiding life and harmony with the general public after their release from the facility.

Religious and spirituality services and chaplain services in Mukobeko Medium Correctional facility are conducted on daily basis. Non-denominational chaplain services may provide religious and spiritual counseling, praying, and worship to individuals and groups. In addition, religious leaders from local churches and cultural groups may provide services on a regular or as

needed for clients and their families. Personal visits must be welcomed from individual's own spiritual advisor or clergy.

Comer (2013) explained that, Cognitive & behavioral groups for substance abuse treatment programs in Correctional settings were organized according to empirically supported approaches that is those based on social learning cognitive & behavioral models, skill training and family systems. Cognitive programs include such strategies as problem solving, negotiation, skill training, interpersonal skills training, rational emotive therapy REBT, role playing and modeling or cognitively mediated behavioral modification.

Murray (2007) lamented that, cognitive behavioral, social learning models emphasize interventions that assist the offender in changing criminal beliefs and values. Such interactions concentrate on the effects of thoughts and emotions on behaviors and include strategies for example, behavior and accountability through a system of incentives and sanctions.

According to Bandura (1986), Rational Emotive Behaviors Therapy (REBT) the clients' thinking patterns are also the focus of attention. Individuals who abuse substances tend to think automatically, in rigid terms and with over generalizations. Rationalizations are also used by offenders to justify maladaptive behaviors, including substance abuse and a range of other criminal behaviors. Juveniles are taught to be aware of their thinking patterns and to challenge their assumptions. Once this error in clients thinking are pointed out, they can be changed. Correcting the clients' thought can lead to exploration of alternative behavior and attitudes that do not involve substances.

Family counseling or therapy is a system approach that often focuses on large family networks. Family and friends can play critical roles in motivating individuals with drug problems to enter and stay in treatment, when possible; involvement of a family member in an individual's treatment programs can help prepare the individual for parole.

2.2 How reliable are the rehabilitations on juveniles' recidivism?

Zambia Prison Service Standing Orders (2007) mandates Mukobeko Medium Correctional facility to administer a system of effective correctional programs that would provide juveniles

with opportunity to utilize their time in correctional facility in a constructive and beneficial manner.

Fakude (2012) explained that, correctional services involves individual case management which will enable the assessment, planning, development, coordination, monitoring and evaluation of options and services to meet the individual needs.

Prisons act parole rules, statutory instrument No. 101 of 2008 indicated that, case plans include classification and placement plans for juveniles which were regularly reviewed allowing for the juveniles and staff to provide updated information concerning individual's development. These plans contained measurable and achievable short term and long term goals. Appropriate case management records assist to establish progress of individual and how that individual is coping up with strategies of rehabilitation. Therefore, all sentenced juveniles other than those serving a very short term had a sentence plan. (or case plan) developed as soon as practical receipt into custody.

All programs were periodically be evaluated in relation to the achievement of their objectives and the views and experiences of juveniles. The administering department makes use of community resources for the assessment, treatment, counseling, education and training of juveniles. Some departments regularly assess and monitor the services provided by such agencies to ensure that the quality is adequate and consistent.

Prisons act (Amendment) No. 16 of (2004) recommended the involvement of the community in assisting the correctional facility workforce in the development and maintenance of programs for juveniles particularly long-term shall be provided with programs and services that were assisted to make a successful transition from custody to community life. These addressed such matters as housing, employment and community support and shall be developed in conjunction with community corrections appropriately.

Mermis (2005) explained that, parental involvement in the training of juveniles is important which included parenting workshops and staff capacity building through training exercises. These were also to help juveniles to be able to access news of the outside world on daily basis and keep themselves informed through a variety of media approved by the correctional

management. Contact between juveniles and the community encourage recognition of the important role families have in assisting the reintegration and help maintain family ties.

While these programs were conducted in all penal institutions, much of the emphasis is placed on juveniles who were closer to release and who most likely to return to society. Usually, these programs were done with a mix of trained teachers that they have as staff and also if an inmate comes in who was a teacher in his or her previous life, then the skill is used.

American psychologist Association (2000) indicated that, the reception board and offender managers usually follow the history of substance use in order to make interventions. Treatment of substance use disorders can so easily be introduced and applied without (or even contrary to) evidence. Juveniles with substance abuse in Mukobeko Medium Correctional facility seek help from mental health practitioners and referral mechanisms are put in place to ensure smooth rehabilitation processes.

Arnett (2007) explained psychotherapy and recovery theories that can be used as key psychotherapies in counseling substance use disorders such as psychodynamic, psychotherapy, transpersonal psychology and family therapy. Counselors usually use psychodynamic psychotherapy as a form of depth psychology as it focuses on revealing the unconscious contents of a substance development's psyche in an effort to alleviate psychic tension. Psychodynamic approaches are centered on the idea that some maladaptive functioning is in play, and that this maladaptation is at least in part unconscious.

2.3 What challenge does correctional facility face on the rehabilitation for juveniles?

Livelihood

According to Freeman (1992), many juveniles have limited education and work experience, which makes it difficult for them to secure employment after they are released. According to several studies, about 70 percent of juvenile offenders and ex-offenders are high school dropouts, Freeman (1992). As a result of incarceration and involvement in the criminal justice system, many former juveniles are viewed negatively by former employers or by individuals within their former professional networks, if they previously had one. The combination of a

limited professional network and a conspicuous résumé gap can make it very difficult for ex-convicts to get an interview with a prospective employer.

As already highlighted above, the difficulties of juveniles returning home are well-documented in the literature. Released juveniles typically face obstacles in obtaining employment and stable housing often due to lack of work skills, stigma, and low levels of educational attainment (Petersilia, 2003). Many also experience difficulties in returning to a problematic family and social environment, unresolved substance abuse and mental health problems, and numerous other challenges in establishing a conventional pro-social lifestyle (Mallik-Kane and Visser, 2008; National Research Council, 2007; Petersilia, 2003; Visser and Travis, 2003). A typical situation for released offenders is arriving home with very little money, resources, or social capital, and because of their felony record they are unable to obtain employment or find housing. Petersilia, (2003) argues that because of these deficits, successful reentry for many juveniles is both difficult and unlikely.

Besides, research has shown that juvenile offenders who are released from correctional facility re-enter their communities with a considerable likelihood of re-offending and eventual re-incarceration. The most recent large-scale national study on recidivism found that two thirds of juveniles released in 1994 were re-arrested within 3 years and about one quarter were re-incarcerated within that period (Langan and Levin, 2002). More recent studies at the state level suggest that recidivism rates are still high, including one study reporting that 22% of a sample of released offenders were re-incarcerated within a year of release (Visser, Yahner, and La Vigne, 2010) and other studies showing rates as high as 80% (The Sentencing Project, 2011). On the other hand, for those who do not reoffend within 3 years of release, the likelihood of re-incarceration at a later time is greatly diminished (Greenfeld, 1985). Within 3 years, about 95% of released juveniles with drug use histories return to drug use (W. L. White, 1998, as cited in Martin, Butzin, Saum, and Inciardi, 1999), 67% of drug offenders are re-arrested (41% for a new drug offense), 47% are reconvicted, and 25% are sentenced to prison for a new crime (Langan and Levin, 2002). The time to recidivism is shorter for drug-involved offenders than other types of offenders (Holleran, 2002).

According to Sampson (2002), some have argued and demonstrated that criminal behavior is influenced not only by individual characteristics but also by the neighborhood characteristics (for example, concentrated disadvantage and lack of collective efficacy) in which individuals live. The neighborhood environmental context has been found to influence behavior above and beyond individual explanatory variables and may provide an important additional independent level of explanation for examining the likelihood of re-incarceration for offenders released back to the community (Kirk, 2009). Perhaps one of the more important community influences on criminal behavior is the offender's social networks in the neighborhood. Interactions with criminally involved peer networks in the community may increase the likelihood of reoffending (Andrews et al., 2006) and these networks have a spatial expression. That is, one would expect to see a "spatial contagion" effect living in proximity to others who are reoffending will increase the likelihood of an individual also reoffending (Mennis and Harris, 2011).

While data on post-incarceration employment in relation to recidivism is famously limited (Holzer, 2003), it seems clear that it is much less likely for ex-inmates to find employment than a member of the general population. A 2002 study of more than 200 employers in the Milwaukee area found that formerly incarcerated candidates with nearly identical professional experience as non-offenders were less than half as likely to receive job offers (Holzer, 2003). According to the Bureau of Justice, only 12.5 percent of employers said they would accept an application from an ex-convict (Lovoy, 2014). Ironically, getting back to work decreases recidivism, but there are barriers for ex-convicts finding work.

Many juveniles/offenders have limited education and work experience, which makes it difficult for them to secure employment after they are released. According to several studies, "about 70 percent of offenders and ex-offenders are high school dropouts." (Richard 1992) As a result of incarceration and involvement in the criminal justice system, many former juvenile offenders are viewed negatively by former employers or by individuals within their former professional networks, if they previously had one. The combination of a limited professional network and a conspicuous résumé gap can make it very difficult for ex-convicts to get an interview with a prospective employer.

According to the Urban Institute, around 75 percent of formerly incarcerated juvenile have a history of substance abuse, and a significant percentage suffer from physical and mental health issues (that is; 15 percent to 20 percent report emotional disorders). That limits their employability in that employers may not view them as "job ready" (Holzer, 2003).

Many employers worry about being sued for damages resulting from "negligent hiring." An employer can be held liable for exposing the public to a potentially dangerous individual, so many balk at the idea of hiring someone with a criminal record. Holzer (2003) adds that in 72 percent of negligent hiring cases, employers have lost and faced an average settlement of \$1.6 million, powerful disincentive to hire potentially "risky" individuals.

Apart from that, race is also a factor, particularly when combined with a history of incarceration. In the 2002 study of Milwaukee employers mentioned above, African-American offenders were two-thirds less likely to receive offers and African-American non-offenders were half as likely as white non-offenders to receive an offer (Holzer, 2003).

Fortunately for many former inmates, employer interest in an ex-offender rises when they find out that the crime was nonviolent or drug-related. Holzer (2003) argues that; so long as the individual remains drug-free and has gained relevant work experience (either inside or outside of prison); there is more employer interest in hiring.

Family

Studies have shown that prisoners who maintain consistent contact and connection with their families during their sentences have a lower recidivism rate than those who do not (Women Prison Association 1996). Some of incarcerated juveniles are parents of minor children, which mean they may miss out on many of their children's critical and formative years (Harrison and Beck 2002). Unfortunately, there are obstacles to maintaining consistent contact with family, and challenges for ex-offenders once released.

Adams (1992) has emphasized, the "loss of contact with the outside world, especially with regard to family members and other persons with whom significant relationships have been established, is a burden some experience for the majority of inmates" that may have

consequences for reentry. A focus on family visitation thus is responsive to calls for prisoner re-entry scholarship that identifies ways in which in-prison experiences and social ties influence recidivism (Travis, 2003). Also, many theoretical arguments have been advanced that persuasively argue that family visitation should reduce recidivism.

Visitation has long been a feature of prison systems (Adams and Fischer, 1976). However, it has not always been enthusiastically embraced by corrections officials despite arguments that inmate ties to communities may improve prisoner adjustment and reduce recidivism (Jiang and Winfree, 2006). Bales and Mears, 2008 state that with the growth in prison populations and the concomitant concern about ex-prisoners and their transition back into society, there is renewed interest in efforts, such as family visitation that may improve re-entry outcomes.

Despite the arguments for viewing family visitation as an effective tool for reducing recidivism, the evidence to date is in fact limited. Indeed, as one recent study found, the evidence remains scant and is mixed (Bales and Mears, 2008). A few empirical studies were found that examined how being visited affects prisoner reentry and the studies that investigated visitation and recidivism typically did not employ multivariate models or other approaches to controlling for selection bias. Other problems were identified as well. For example, extant work, dating back to Ohlin (1951) and Glaser (1954, 1964) pioneering work typically has focused only on inmates from one facility, on a special program such as furlough or home visitation, on just one type of visitation, such as visits from spouses or family, or on recidivism in general rather than on different types. Bales and Mears (2008) research overcame several of these problems and found that visitation indeed appeared to reduce recidivism. They did not, however, have complete visitation histories for the inmates in their sample and they did not employ a matching methodology for visitation in general or for types of visitation specifically; they also did not examine how visitation may influence different types of recidivism. Other recent work suggests that inmate social ties to the outside world may contribute to reduced recidivism (Berg and Huebner, 2010; Visher, Kachnowski, La Vigne and Travis, 2004), but these studies have not directly measured in-prison visitation or in turn, whether, net of a range of factors, it is associated with less recidivism.

According to Hairston, 1988; Hirschi, 1969; Laub and Sampson, 2003; Maruna and Toch, 2005, visitation may sustain or strengthen an inmate's social bond and by extension, insulate or constrain him or her from an impulsion to engage in crime. The continuation or activation of social ties to the outside world while residing in a prison setting may assume particular importance because the theory anticipates that the bond must be sustained to exert an effect (Gottfredson, 2006) has observed. "Visitations offer inmates the only face-to-face opportunities they have to preserve or restore relationships that have been severed by imprisonment". Visits do appear to improve inmates' post-release family relationships (La Vigne, Naser, Brooks, and Castro, 2005). These relationships in turn provide a vehicle through which informal social control, *vis-a-vis* social bond, can be exerted during and after incarceration. They also may affect the extent to which incarceration serves as a harmful turning point in the life course of crime. By this logic, greater numbers of family visits should cause greater reductions in recidivism because each additional visit should further strengthen an inmate's social bond.

Also, visitation may temper the strain that inmates feel during and after incarceration. The premise for anticipating such an effect flows from the observation that prison entails many deprivations (Sykes, 1958), not least of which is the potential loss of social ties that inmates had prior to imprisonment (Adams, 1992). As inmate accounts and reviews of the prison adjustment, literature suggests one of the central concerns that inmates express is the isolation from the social networks in which they previously belonged and participated (Adams, 1992). Accordingly, from a general strain theory (Agnew, 2006) perspective, visitation may reduce the feelings of loss, frustration, and hopelessness associated with having one's ties to family, friends, and community severed (Adams, 1992). At the same time, it may provide, as Hairston (1988) has argued, a source of support for coping with and surviving prison, especially those aspects; the "variety of negative stimuli" (Agnew, 2006) that are strain-inducing and that create a criminalgenic effect (Jiang and Winfree, 2006). In addition, family visitation may sustain or create social networks that, upon release, enable ex-prisoners to negotiate challenges and barriers to successful reentry and so reduce the strains that confront released inmates (Berg and Huebner, 2010; Travis, 2005). This perspective, too, anticipates additive beneficial effects of multiple family visits on recidivism, because a single visit may be an insufficient buffer against the strains of imprisonment.

Additionally, family visitation may temper potential labeling effects associated with incarceration. The experience of imprisonment can lead an inmate to develop or cement an identity as “offender,” and incarceration itself can result in society labeling him or her as “offender” (Nagin et al., 2009) recent work illustrates how these processes can unfold and how social support can help ex-prisoners to view themselves less as “offenders,” despite the myriad social forces that serve to reinforce an ex-prisoner’s status as, first and foremost, a criminal (Petersilia, 2003; Travis, 2005) and more as pro-social individuals who have something different than crime to offer the world. Viewed in this way, visits by the family during incarceration can enable prisoners, upon release, to avoid labeling influences and in turn, recidivism. Here, again, a labeling approach suggests that there may be an additive effect of visitation on recidivism.

Further, family visitation may, as noted above, sustain or create social relationships that provide ex-prisoners with access to resources and support, including assistance with obtaining housing, employment, and social services (Hairston, 1988). For instance, ex-inmates who received family visits are more likely to report having relatives who can help them find jobs, battle addictions, and make ends meet (La Vigne et al., 2005). Such assistance may reduce the likelihood of offending through a range of mechanisms, including increasing social bonds, reducing strain, and allowing for changes in self-identity and self- and other-labeling. Regardless of the intervening mechanism specified, the central notion highlighted by both social support theory (Cullen, 1994) and social capital theory (Sampson and Laub, 1993; Wright, Cullen and Miller, 2001) is that relationships are central to how individuals think about themselves and negotiate the social world. Activities such as visitation that facilitate continued contact with or upon release from prison, access to social networks provide a critical platform from which to avoid criminogenic influences and to become exposed to, or enmeshed in, pro social influences. To the extent that visits strengthen inmates’ ties to people who later provide instrumental support (Berg and Huebner, 2010), we can anticipate that visitation by the family members may have the greatest effect on property offending among others.

Society has several hurdles to successful reintegration of the discharged prisoners. The following are seven major obstacles to parent-child visitation in prison, which unfortunately largely remain obstacles and result in recidivism (Hagan and Petty, 2002):

- Insufficient information about visiting procedures
- Proximity of prison facilities; incarcerated prisoners are, on average, few miles away from their children; incarcerated female juveniles are, on average, several miles away from their parents
- Family inability to afford transportation to the prison
- Difficulty scheduling visits
- Visiting procedures are humiliating or uncomfortable
- Visiting areas are inhospitable for children
- Foster parents are unwilling to aid in visits

Hagan and Petty, 2002 further adds that once ex-offenders return home, they are dependent on family members and must overcome years of limited contact, potential resentment, and a change in the household dynamic. According to the Urban Institute Justice Policy Center, just before release, 82 percent of ex-offenders thought it would be easy to renew family relationships; after returning home, over half reported it was more difficult than expected. Family members often assume a new financial and emotional burden when ex-offenders return home, having to support a dependent adult.

To ease reconnecting with family and lost years of parenting experience, some prisons have programs to improve parenting skills. Although there is evidence that such prison-based programs are effective and beneficial for prisoners and their families, participation in such programs has declined in recent years (Berg and Huebner, 2010).

Individual-level predictors of recidivism

Given the high rates of persistent criminal activity and re-incarceration among released prisoners and the resulting economic and human toll on communities, victims, offenders, and their families, it is understandable that there is such a substantial body of research and much theoretical discussion on how best to predict recidivism, as well as how to design strategies, interventions, and programs to reduce the likelihood of reoffending (Andrews and Bonta, 2010a; Andrews and Dowden, 2007; Makarios et al., 2010; Siddiqi, 2010; Singh and Fazel, 2010). Andrews et al. developed the Risk-Needs-Responsivity (R-N-R) model (Andrews et al., 1990; Andrews et al., 2006), which has had considerable impact within justice and corrections in

different regions (Andrews and Bonta, 2010b). The risk factors described in this model were identified from a meta-analysis of prior research and include criminogenic factors that appear to increase the likelihood for reoffending: antisocial personality, pro-criminal attitudes, association with antisocial peers, social support for crime, substance abuse, poor family/marital relationships, school/work problems, lack of pro-social recreational activities, and past criminal history (Andrews et al., 2006). This R-N-R model has been widely used in assessing offender treatment needs and in planning individual programmatic interventions based on the principles of *risk* (providing the most intensive treatment for those at highest levels of risk), *need* (matching services to specific criminogenic needs), and *responsivity* (matching the mode of services to the individual learning styles and abilities of the offender).

Aside from criminal history, these risk factors are all *dynamic* in the sense that they can change over time, and therefore, interventions can be developed to address these criminogenic domains of need (Andrews and Bonta, 1994). *Static* factors such as criminal history, age, gender, and race may also be predictive of recidivism, but these are not amenable to change and therefore cannot be targeted for interventions on an individual level. There has been extensive research examining the relationship between both kinds of these factors and recidivism. Indeed, Singh and Fazel (2010) identified 40 review articles and meta-analyses that examined the findings from 2,232 studies investigating various predictors of recidivism. Among the static factors that have been identified as predictors of recidivism are recent release, with the risk for reoffending declining over time (Huebner and Berg, 2011), prior arrests and prison sentences (Gendreau et al., 1996; Langan and Levin, 2002), being African American (Gendreau et al., 1996; Steen and Opsal, 2007; Wehrman, 2010), male gender (Langan and Levin, 2002), and younger age (Huebner and Berg, 2011; Langan and Levin, 2002). Although statistically African Americans may have a greater likelihood of recidivism, this may reflect other factors that differentially affect blacks compared to other racial groups (poverty, unemployment, or racial bias). There is some evidence to suggest that predictors of recidivism are similar for both men and women (Makarios et al., 2010). Finally, type of offense appears to be related to recidivism, with property and drug offenses associated with greater risk (Langan and Levin, 2002).

Research on dynamic risk factors can potentially lead to the development of prison or community-based programs and interventions that can address offender needs and potentially

lower the probability of re-incarceration after release (Andrews and Bonta, 2010a, 2010b). The stigma of a prison record, low educational attainment, and lack of job skills among released offenders can create substantial barriers for finding employment and stable housing after release (Petersilia, 2003). For instance, lack of stable housing upon release (Makarios et al., 2010) and low educational attainment (National Research Council, 2007), have been shown to increase the risk of recidivism. Stable employment reduces reoffending (Laub and Sampson, 2003), although Bucklen and Zajac (2009) did not find that job acquisition predicted successful parole.

Marriage and reconnecting with the family can act as buffers to increase the likelihood of successful re-entry because family members often provide a considerable amount of the tangible as well as emotional support for offenders initially after release (Huebner & Berg, 2011; Mallik-Kane & Visser, 2008; Sampson & Laub, 1993; Sullivan, Mino, Nelson, & Pope, 2002; Visser & Travis, 2003; Visser, Knight, Chalfin, & Roman, 2009). However, some research suggests that returning home can also increase the likelihood of recidivism (Huebner & Berg, 2011; Yahner & Visser, 2008), possibly because they may return to the same criminogenic social networks.

One of the strongest dynamic predictors of recidivism is drug involvement and continued drug use (Belenko, 2006), and the connections between the abuse of illegal drugs and crime have been well-documented (Belenko and Peugh, 2005). Histories of illegal drug use are common among inmates and other offenders, and more than 80% have indications of serious drug or alcohol involvement (Belenko and Peugh, 2005). National surveys of state prison inmates indicate that 82% of state prison inmates reported a lifetime use of an illegal drug and more than two thirds (68%) report having ever used illegal drugs regularly (Mumola and Karberg, 2006). In addition, 32% were under the influence of drugs at the time of the offense, and 16.5% reported committing their crime to get money to buy drugs.

Substance abuse may affect the likelihood of re-offending in multiple ways: by increasing financial needs at the same time as reducing the likelihood of obtaining and maintaining employment and family support, increasing the likelihood of reconnecting with negative peer social networks, committing other offenses while under the influence (Belenko, 2006).

Society, social connections, and expectations upon release

When ex-offenders are released from prison, they tend to find that their expectations for returning to normal life are not always realistic (Kubrin and Stewart, 2006). This is especially true for prisoners who serve lengthy incarcerations because they are likely to face advances in technologies that are essential in new job markets and lack training that makes them viable candidates

Most of the prior empirical and theoretical literature focuses on individual and social factors associated with recidivism. Only recently have empirical studies begun to investigate the role of the neighborhood environment on reentry outcomes. The focus on individual characteristics has occurred because the risk of reoffending has traditionally been viewed as individually determined (Kubrin and Stewart, 2006). This perspective, however, ignores the body of evidence concerning the strong independent influence of neighborhood contextual factors that have been found to affect various other behavioral and health risk factors and outcomes, in such diverse domains as coronary heart disease and adult physical health (Diez-Roux, 2001), mental health disorders (Boardman et al., 2001), as well as criminal behavior (Bursik and Grasmick, 1993). As Sampson et al. (2002) conclude in their review of the "neighborhood effects" research that investigates the relationship between crime and the neighborhood context, "the weight of evidence suggests that there are geographic "hot spots" for crime and problem-related behaviors and that such hot spots are characterized by the concentration of multiple forms of disadvantage."

If there is a relationship between neighborhood characteristics and crime, then it seems logical that there should also be a relationship between neighborhood context and recidivism for released inmates. Where ex-offenders live greatly affects their accessibility to both opportunities for institutional resources as well as personal networks that affect reentry outcomes (Kubrin and Stewart, 2006; Rose and Clear, 1998). As Kubrin and Stewart (2006) conclude, the "neighborhood context is fundamental to our understanding of why individuals offend, and potentially even more important for understanding why former offenders offend again, yet we know very little about how the ecological characteristics of communities influence the recidivism rates of this population"

Only a few studies have actually examined the influence of the neighborhood context on recidivism empirically, and the findings have been mixed. One of the earliest studies to examine the effect of neighborhood context on recidivism found some small interaction effects between offender characteristics and neighborhood environmental context but no direct neighborhood influences (Gottfredson and Taylor, 1988). In contrast, Kubrin and Stewart (2006) found strong neighborhood effects on rates of recidivism. Using data from different regions, they found that, controlling for individual characteristics; offenders returning to neighborhoods with higher levels of concentrated disadvantage were far more likely to be rearrested within 1 year than those returning to more affluent and resource-rich neighborhoods. The natural experiment that occurred as a result of Hurricane Katrina found evidence that ex-prisoners who relocated from devastated portions of New Orleans had reduced rates of recidivism compared to other former prisoners who could return to their old neighborhoods, suggesting some benefit deriving from a change in venue (Kirk, 2009). However, other recent studies did not find a similar relationship between neighborhood disadvantage and either timing of reconviction (Huebner, Varano, and Bynum, 2007) or risk of felony reconviction (Wehrman, 2010).

Recent research on the relationship between neighborhood context and recidivism among juvenile offenders is also informative. Grunwald, Lockwood, Harris, and Mennis (2010) suggest that concentrated disadvantage and social capital influence drug offense recidivism, but not other types of offenses. Ennis observed that not only did certain individual factors such as ethnicity, parental criminality, and juvenile justice history predict recidivism but also a variable they termed spatial contagion. The concept of spatial contagion is derived from the notion of "peer contagion" in the youth criminal justice literature that posits that the likelihood of deviant behavior is increased through association with other deviant youth (Andrews et al., 2006).

Some have argued and demonstrated that criminal behavior is influenced not only by individual characteristics but also by the neighborhood characteristics (concentrated disadvantage, lack of collective efficacy) in which individuals live (Sampson, Morenoff, and Gannon-Rowley, 2002). The neighborhood environmental context has been found to influence behavior above and beyond individual explanatory variables and may provide an important additional independent level of explanation for examining the likelihood of re-incarceration for offenders released back to the community (Kirk, 2009). Perhaps one of the more important community influences on

criminal behavior is the offender's social networks in the neighborhood. Interactions with criminally involved peer networks in the community may increase the likelihood of reoffending (Andrews et al., 2006), and these networks have a spatial expression. That is, one would expect to see a "spatial contagion" effect—living in proximity to others who are reoffending will increase the likelihood of an individual also reoffending (Mennis and Harris, 2011).

According to Mennis and Harris (2011), offenders who re-enter the prison system tend to come from a concentrated set of communities, which have "above-average rates for unemployment, percent female-headed households, and percent of families living below the poverty level." Mennis and Harris, (2011) further adds that ex-offenders face massive obstacles when searching for employment anywhere, so to return with this disadvantage to an area that likely has low job prospects increases the likelihood of unemployment.

According to the one study, it revealed that it is not clear why prison officers were not considered helpful post-release (they were often given high marks for professionalism and accuracy of shared information, but still not considered "useful"). The information suggests that many prisoners who received after care help by officers did not expect it and may have entered the relationship with their officers with pre-engendered negative feelings toward them (Yeager, 2012).

Further, David Yeager, a social worker who works with older inmates who have served long sentences and have been out of society for an extended period (Yeager, 2012) and stated that the two biggest adjustment challenges are living with less structure and having fewer social contacts. Prison life is extremely structured, and prisoners with long sentences become accustomed to it, resulting in feelings of shock and deep distress by its absence in the outside world. While they may return to their home communities or families, their social networks may no longer exist or have changed. This means released inmates must rebuild or create new social networks.

They also may need to learn new ways of living. One of the most unexpected adjustments can be learning new technologies that replaced traditional systems. For example, prisoners with medium- or long-term sentences may have never used a smart phone (Mennis and Harris, 2011)

or metro card (Ferner, 2015). These may seem like minor adjustments to most of us since we experienced these changes gradually, but to learn them all at once, and to have them replace old routines, can be both difficult and disorienting.

Another obstacle facing released offenders who want to start a new life is the stigma of being an ex-convict (Mennis and Harris, 2011). The stigma exists everywhere in their community: friends, workplace, even in the home, and follows the released wherever they go and obstructs a new way of life. Furthermore, most released prisoners don't know how to follow the rapid changes in society following a long period in prison. This leads to frustration and often contributes to them giving up in their struggle for a new life.

Mennis and Harris (2011) revealed that the two or three month period just after release, ex-prisoners can easily become vulnerable, socially and psychologically. Therefore, people refer to this period as the crime incubation period. If there is not enough support and care for released persons during this time it's very difficult to expect offenders to start a new life. Unfortunately it is not easy to meet those support and care needs at this moment.

A particular problem is that many released offenders don't have functional families and are exposed to the temptation of the criminal world (Mennis and Harris, 2011). Even though people agree with the concept "welcome them for a new life," still they distrust and try to keep away from the released. Being unable to find a way to live as a member of the community creates negative results in the fight against recidivism

Further, in terms of behavior and experiences in the community criminogenic needs practiced before or after custody, such as insecure accommodation, employment needs and substance misuse are identified as good predictors, even after controlling for criminal history, reinforcing the importance of interventions to address these issues in order to reduce re-offending. Specifically:

- Offenders who were homeless or living in temporary accommodation prior to their prison sentence were more likely to re-offend on release than those with more stable accommodation.
- Offenders who reported Class A drug use after custody were more likely to re-offend than those who did not.

- Prisoners who reported being employed at some point in the 12 months before custody were less likely to re-offend than those who had not been employed during the same period. (Copas and Marshall, 1998)

Collateral Consequences

Collateral consequences are legal restrictions unrelated to the original crime that apply to ex-offenders after their release from prison (Mennis and Harris, 2011). This includes things like inability to access employment in the public sector.

The statistics highlight the tens of thousands of legal restrictions imposed on ex-offenders that they didn't face before their convictions. Some are explicit and permanent, such as an inability to apply for grants. Others are vaguely worded, and administrators often assume the strictest interpretation. For example, ex-offenders are not banned from public housing; Many housing administrators incorrectly think that they are required to turn down applicants with a criminal record, creating a widespread de facto ban on public housing.

Systemic Changes

The government should not use criminal history to screen out applicants before we even look at their qualifications. It is relevant to find out whether somebody has a criminal record.

There are a lot of legal barriers which the ex-prisoners face which become obstacles to assume productive and constructive roles in society after being discharged from prisons. Holzer et al., (1996) states that in certain circumstances, ex-offenders are permanently banned from public employment, and most states have restrictions on the work of returning inmates in certain fields, such as jobs requiring contact with children, certain health services occupations, and employment with firms providing security services. Many ex-offenders in both private and public institutions routinely face employment discrimination based solely on having a criminal record, regardless of whether the former offense would affect their job performance or the safety of others.

Several states have laws that explicitly protect ex-offenders from discrimination based solely on having a criminal record when the offense does not relate to the job or pose a public safety threat

(Fishman 2002). Wisconsin, in particular, has significant safeguards to enable ex-offenders to obtain gainful employment. There is need to formulate laws to bar discrimination against ex-offenders in the private and public sectors, but specifically it should require that ex-offenders be excluded from jobs when their convicted crimes are "substantially related" to the circumstances of the position they seek.

Further, in many areas, an employer may be held legally liable for the criminal actions of its employees. Under the theory of negligent hiring, if an employer knows, or should have known, that an employee has a criminal past, that employer may be liable for criminal acts committed by the employee (Bushway, 1996).

Early life factors

Research has found that offenders who reported regularly playing truant from school as a child were more likely to go on to re-offend on release than those who did not.

Theoretical support for this concept comes from the mechanism of differential association theory and differential reinforcement theories (Akers, 1985) found that the spatial manifestation of peer contagion strongly influenced the likelihood of recidivism among delinquent youth. The likelihood of recidivism was enhanced by proximity to others who reoffended. Although the relationship between spatial contagion and recidivism has not yet been examined among adult offender populations, it is conceivable that the same mechanisms may also occur with adult ex-offenders. That is, living in proximity to ex-offenders who become re-incarcerated may increase the likelihood of recidivism, consistent with differential association theory (Akers, 1985). This may reflect the influence of negative peer associations within the neighborhood; more generally, association with deviant peers has been cited as a key risk factor for criminal behavior within the R-N-R framework (Andrews and Bonta, 2010a).

Besides, adverse childhood events have high rates of prevalence amongst the prison population (such as witnessing violence in the home, experiencing abuse, and being taken into care) and different levels of re-offending can be observed in the many offenders who experience imprisonment (Mennis and Harris, 2011). It is likely that these factors are associated with the

commencement of a criminal career (rather than re-offending specifically), emphasizing the importance of preventative interventions, such as early childhood and familial interventions.

Reconviction in the year after release from prison can be linked to the prisoners' backgrounds, with a higher risk of reconviction amongst prisoners who report of having suffered abuse or witnessed violence in the home as a child; having been taken into care as a child; having been permanently excluded from school; having no academic qualifications; and having family members who had been convicted of a non-motoring criminal offence, amongst other factors (Williams et al, 2012a and Hopkins, 2012). Associations between prisoners' criminal histories (using self-reported and PNC variables) and re-offending on release are also reported (Boorman and Hopkins, 2012). Dynamic factors relating to prisoners' immediate pre-custody situation can also be found to be important, with higher risk of reconviction amongst regular drug and alcohol users, those who were homeless or living in temporary accommodation prior to their sentence, and those who had not been in employment in the year prior to their sentence (Light et al. 2013).

In-custody behaviors and experiences

According to Copas and Marshall(1998), the offenders who are less willing to follow prison rules (that is, those who received additional punishment while in prison) are more likely to re-offend, after controlling for other factors; this suggests that there may be opportunity to identify and target a group of offenders for further engagement to reduce re-offending among the ex-prisoners

Copas and Marshall (1998), further adds that Offenders who reported in their first interview in prison that they felt worried about spending time in prison are less likely to re-offend on release, compared with those who do not report feeling worried (after controlling for other factors, including previous offending).

Differences are observed in re-offending levels according to participation in activities during custody such as paid work, interventions and family visits, however these do not remain significant once they enter into the model; this means that these factors are not independently associated with re-offending after release (Mennis and Harris, 2011). These results may reflect study design limitations and in particular sample sizes.

Also, In-custody activities may be associated with offenders achieving other intermediate outcomes that support desistance. Prison-based activities such as family visits, paid work and other interventions are important for engaging with offenders' attitudes, increasing their skills before release, keeping them occupied and strengthening and maintaining family ties.

Employment and recidivism

Most research regarding recidivism indicates that those ex-inmates that obtain employment after release from prison tend to have lower rates of recidivism. However, if employment opportunities become limited after release from prison, the ex-offender may relapse and find themselves back into prison.

To enhance the employment of ex-offenders in the society, there need for stakeholders to liaise with employers and union representatives suggest that the following strategies could help alleviate some employer concerns and foster better connections between employers seeking to hire and ex-offenders seeking to work Holzer (2003):

- Provide structured transitional employment opportunities so that ex-offenders can build positive work experience and references upon release from prison;
- Increase and strengthen training in both soft and hard skills, and create more partnerships with employers to match technical training with their industry needs; and
- Create a marketing campaign to educate employers about how and where to hire qualified ex-offenders, available government incentives, and successes experienced by employers that have hired ex-offenders.

According to Holzer (2003), a great number of employers are reluctant to hire individuals with a criminal past, citing lack of skills and work history, untrustworthiness, and fear of liability for negligent hiring, among other things. Studies of employer attitudes and behavior have found the following themes with regard to hiring ex-offenders:

- Employers' use of criminal history background checks has increased over the past decade but is still not pervasive (Holzer, 2003)
- Employers are less willing to hire ex-offenders than any other disadvantaged

groups.

- Employers' willingness to hire ex-offenders varies according to the industry and position, the type and severity of offense committed by the applicant, and work experience since release
- Employers are not always consistent in what they say versus what they do when it comes to hiring ex-offenders
- Black applicants are more stigmatized by a criminal record than white applicants

In a 1996 study by Holzer (2003), almost two-thirds of employers surveyed in several major metropolitan areas, including Boston, revealed that they would not knowingly hire an ex-offender. Holzer, (1996) states that employers show how the type and severity of crime also influences employers' willingness to hire. When employers are asked whether they would consider hiring someone who had been convicted of a misdemeanor offense, most of them respond in the affirmative (Employers Group Research Services, 2002). However, these numbers drop dramatically for felony convictions among ex-inmates.

A 2002 study by Devah Pager found that employers' attitude toward hiring may be inconsistent with their actual hiring behavior. The Pager study looked at inconsistencies in hiring practices, including racial disparities. In the first stage of the study, pairs of young men were sent to apply, in person, for a total of 350 entry-level jobs (one member of the pair with a fictional criminal record and one without). Employer preference was measured by the number of return calls received by each applicant. Return calls were received by 34 percent of white applicants without a criminal record, 17 percent of white applicants with a criminal record, 14 percent of black applicants without a criminal record, and 5 percent of black applicants with a criminal record. When these same employers were surveyed by telephone several months later, in contrast to their actual behavior, 60 percent responded that they were somewhat or very likely to hire a drug offender regardless of the applicant's race (Holzer, 2003).

Survey research by Holzer in California (2003) found that industries most willing to hire ex-offenders are those that require little customer contact, including manufacturing, construction, and transportation, while service industries represented those most unwilling to hire ex-offenders. Holzer et al. 1996, Organizations most willing to hire ex-offenders are those that hired

more than 20 workers in the last year and those that have a significant proportion of unskilled positions. Even when formal skills are not required, virtually all employers expect employees to have basic job readiness skills, including the ability to show up every day on time, work hard, and be trustworthy.

On the other hand, inadequate counseling of juveniles characterizes the Correctional Service facility. The facilities do not subject the juveniles to psychological counseling or therapy. In addition, there is also shortage of offender management officers to conduct social counseling and did not have qualified psychologists to conduct psychological therapy and they did not maintain records for individual or group social psychological or spiritual counseling. Additionally, family therapy system approach that focuses on large family networks in motivating individuals with drug problems to enter and stay in treatment is not highly practiced.

In correctional facilities, there is lack of chaplaincy unit work plans. Chaplaincy programs were hampered by other activities that are regarded to be more important hence little time is allocated to these programs instead these programs are only carried out on Sundays with limited hours.

Kampala declaration on prison conditions in Africa (1996) narrated skill training and educational courses are carried out to a limited extension in Correctional facility. In some Correctional skills training and educational courses were not carried out at all. Correctional facility lacked teachers, trade instructors, workshop materials and equipment to offer meaningful education and skills training. In additions, not all Correctional facility that undergoes education and skills training courses complete their respective courses. Furthermore, there was no education and a skill training for Juveniles sentences less than six months while in some Correctional facility there were no education and skills training for female juveniles.

Risk assessment not efficiently carried out. Coetzee, (2003) revealed the audit for risk assessment of juveniles is not prioritized. The reception and discharge boards did not meet regularly to carry out risk assessment and there were no minutes of meetings held by the reception and discharge committee. There was also no evidence to show that the boards had allocated rehabilitation programs to juveniles. The Correctional facility had not set any target of the number of juveniles they intended to reach annually with rehabilitation and reintegration programs. The Correctional facility had inadequate number of staff to carry out risk assessment

in that the reception and discharge board officers were also required to carry out other custodial duties.

Needs of special needs juveniles not addressed. His Excellency pleasure (H.E.P) is detained in Correctional facility instead of mental health institutions. Therefore, there is a lack of the rapeutic treatment programs due to lack of psychologists and psychiatrist employed by the Correctional Service. Juveniles were detailed in Correctional facility for long periods ranging from sixteen (16) days to over three (03) years without being transferred to reformatory school. They lacked transport to transfer juveniles to reformatory school. In addition, the Correctional Service has only one reformatory school which had limited capacity to accommodate the growing number of juveniles in Correctional facility.

Inadequate provision of reintegration programs, the Correctional Service has failed to implement reintegration programs for juveniles. For instance, Correctional facility has not effectively conducted restorative justice, family ties up and job placement programs. The correctional Service has not established half way homes. The Correctional Service has not also provided adequate transport man power and infrastructure to carry out reintegration programs for juveniles. Lack of job placement has been further compounded by government's policy of not employing ex-convicts into the civil service.

Parole objectives are not being achieved. Almost all the Correctional facilities were congested. Despite the Correctional Service putting in place the parole system with a view of decongesting the Correctional Facilities, the parole system has not worked effectively. All juveniles that applied for parole were not granted parole. Some of the reasons for failure to grant parole were that, sentences of some applicants expired before their release. This was due to delayed parole hearings, failure to pay allowances to the board members, which in turn resulted into apathy and lack of offices in the provinces for the national parole board.

In addition, the parole officers were not trained in the administration of parole. Training for parole staff was not evidence to show that the juveniles released on parole were monitored. Finally, as a result of parole system failing to decongest the Correctional facility, rehabilitation and reintegration programs were also hampered as more resources were spent on custodial services.

Failure to develop tools to facilitate implementation of rehabilitation and reintegration programs, the Ministry of Home Affairs and Zambia Correctional Service has not developed the requisite tools to facilitate for the implementation of rehabilitation and reintegration programs by Correctional Service. For instance, there was no comprehensive national policy on internal security to give government policy directives on how to manage the juveniles and address their rehabilitation and reintegration needs. In addition, prison act 16 of 2004 and the Correctional Act Correctional rues statutory not been reviewed by Zambia Correctional Service, the Ministry of Home Affairs and Ministry of Justice as of March 2013. The out dated act hampered the Zambia Correctional Service and the Correctional facilities to carry out rehabilitation and reintegration programs effectively.

It was noted that, Zambia Correctional Service operated without a strategic plan from 2008 ó 2012 after the expiration of the 2003 to 2007 strategic plan. A further review of the expired strategic plan for the period 2003 ó 2007 reviewed that there were no strategic incorporated on rehabilitation and reintegration of inmates because Zambia Correctional Service did not place much emphasis on Correctional Services but focused on custodial services.

2.4 Are there strategies for rehabilitation to improve service delivery for juveniles?

Correctional rehabilitation of offenders is a process where Correctional interventions are rendered to juveniles. Whether the interventions that are rendered assist in the reduction of recidivism depends largely with quality of the assessment and rehabilitation and development programs that are rendered to offenders.

Coetzee, (2003) explained that, assessment within the Correctional Service environment refers to the admission risk assessment which determine the offender's risks and the comprehensive needs assessment which focus on the rehabilitation and development needs of the offender.

The outcomes of assessments on admission, an offender must be informed promptly of his or her rights. Appropriate measures are taken to ensure that offender's sentences are administrated accordingly. Every sentenced juvenile is subjected to a proper risk assessment as soon as possible after admission to determine his needs in the following areas; security, educational, social and health risks. Every sentenced offender is subjected to a proper orientation and induction as soon as possible after admission to ensure that, they are fully aware about the rules

and regulations of the Centre or Correctional facility. Juvenile offender with a sentence of longer than 24 months is assessed within 21 days after admission to determine his or her rehabilitation needs.

Cilliers, (2007) indicated that, rehabilitation is the result of a process that combines the correction of offending behavior, human development and the promotion of social responsibility and values. It is a desired outcome of processes that involves both the department responsibility of the nation. Rehabilitation programs should be available to offenders to address their offending behavior and to enhance them to be self-sufficient. Whilst rehabilitating, offenders should have access to visitation letters to stay in contact with their families.

There unique behavior characteristic of some juvenile offenders, especially those with substance abuse. There are guidelines for treatment of such characters in Correctional facilities. Such offenders shall be screened and assessed there after diagnosis of chemical dependency by a physician and determination of whether that individual requires pharmacologically supported care.

Case Management

Case management is important as it impacts on the service delivery method, juvenile act Cap 53 indicated that, case management is important as it impacts on the service delivery methods. This is defined as a way of organizing the movement of inmates through the Correctional system. It is a link to the support network or helping network for management staff and managers to ensure that interventions are rendered timorously. Case management also examine whether there are sufficient monitoring tools available to ensure that these needs based interventions are rendered within the required time frame to ensure service delivery. To ensure that offenders have access to an effective internal complaints and requests procedure, dynamic security measures are complied with, the facility has sufficient staff available to render rehabilitation programs to offenders and restriction of amenities as a result of a disciplinary process or otherwise is administered in a fair and equitable manner that does not adversely affect the dignity of offenders.

Placement / Integration

The placement and integration of an offender start when the offender has served the stipulated minimum sentence period. The case management committee C.M.C. is responsible for the preparation and consideration process of the offender for possible placement. The C.M.C recommends functions on placement of offenders. Decision making functions of placement of offenders is the responsibility of the delegations depending on the length and severity of the crime.

The delegates are the head of Correctional facility for cases sentenced less than 21 months. The objective of this preparation for release and reintegration can be to ensure that offenders are successfully reintegrated into the community after release. Also to involve society in community based. Correction matters by encouraging them to provide employment and accommodation to needy offenders upon their release, to reduce the high rate of recidivism that is relapsing into crime, to obtain the co-operation of employers with regards to employment of released offenders.

Human Resources

It is essential for the department to optimally develop and align its organizational structures, organizational culture, human resource requirements, and partnerships with other relevant government departments, with its rehabilitation objectives. This will enable the department to make a fundamental contribution to a new system of Corrections together with other government imitative. It will contribute to the ultimate goal of a crime ó free and morally regenerated country. The transformation of corrections into a recognized and respected profession will require a commitment to education and training of personnel combined with career path. The effective implementation of the offender rehabilitation path depends on various competences.

CHAPTER THREE

RESEARCH METHODOLOGY

3.0 Introduction

The chapter presents the methodology which was used in the study. It describes the study location, target population, research design, the sample size and sampling procedure, research instruments, data collection procedure and data analysis and presentation.

3.1 Research design

The research adopted a descriptive research design. Ryman (2008) defines research design as “the procedures through which one can gather information that addresses the research purpose in a simple, elegant and systematic way. Hence, the research approach chosen was suitable for this project, since the researcher planned on collecting comprehensive data through descriptive techniques.

3.2 Study Area

The study was carried out at Mukobeko Medium Correctional facility located 15KM from Kabwe Central town. Medium Correctional facility was chosen as a study area because it is the only institution from Mukobeko Group of facilities which has a responsibility of looking after Juveniles.

3.3 Population

According to Best and Khan (2006), a population is any group of individuals with at least one common characteristic which distinguishes that group from other individuals. The study targeted a population of two hundred respondents from Mukobeko Medium Correctional Facility. The population of the study included the Administrators, counselor, offender management and juveniles. It is from this population where the sample was drawn.

3.4 Sample size

According to Best and Khan (2006), a sample is a small proportion of the population selected for observation. The sample comprised of hundred (100) participants of whom 35 were Correctional instructors, 25 Administrators 15 counselors, 15 offender management and 10 juvenile offenders. Below is a table showing the sample size of the research:

Table 1

Respondents	Instructors	Administrators	Counselors	Offender managers	Juveniles	Sub Totals
Males	25	20	12	09	10	76
Females	10	05	03	06	00	24
Grand Total	35	25	15	15	10	100

3.5 Sampling procedure

The sample size selected was 100 respondents from trade instructors, offender management, administrators, counselors and juveniles indicating 50% of the entire population. A good sample should be adequate and representative of the underlying population. Mugenda & Mugenda(2003) defines a sample as a smaller group obtained from the accessible population. This process was carried out in such a way that the selected members of the population had characteristics representative of the entire population.

The researcher used both purposive and random sampling techniques to select the sample of 90 administrators and correctional officers by identifying the groups required and then applied a random sampling because all the respondents had an equal chance of being included in the sample in order to generalize the findings. Purposive sampling was also used to select the sample of 10 juveniles because the researcher needed to identify those who had recidivate so that they could give the right information.

3.6 Research instruments

Data was collected using self-administered questionnaires and interviews for administrators, instructors, offender managers and counselors. The researcher used self-administered questionnaires because the sample for the administrators, offender management, instructors and counselors was very large to employ an interview guide and also for easy analysis of data. Interview guide was used to collect data from juveniles due to their low literacy levels.

3.7 Data collection procedure

Questionnaires were administered to administrators, instructors, counselors and offender Managers. On the other hand, interview guide was conducted with juveniles as beneficiaries of rehabilitation.

3.8 Data analysis

The data collected was analysed through the use of descriptive method and with the help of Microsoft Office Excel. The analysis was based on the 100 questionnaires administered and returned. Data analysis means to organise, provide structure and elicit meaning. Descriptive statistics was employed to analyze the data. Tables and other graphical presentations as appropriate were used to present the data collected for ease of understanding and analysis.

3.9 Ethical considerations

The researcher was mindful of the respondent's rights as such no psychological or emotional harm were caused during the study. Besides, the respondents did not identify themselves and the information obtained was used for academic purposes only. Therefore, high levels of confidentiality were upheld throughout the study.

CHAPTER FOUR

DATA ANALYSIS AND PRESENTATION OF RESULTS

Introduction

This chapter presents the findings of the study, analysis of data and presentations of major findings. For the purpose of demonstrating the relationship among the objectives, the data was presented in the form of tables, frequencies and percentages where applicable

Table 2 Response Rate

Response	Frequency	Percentage
Administrators	90	90%
Juveniles	10	10%
Total	100	100%

The information in table 2 above shows that, from the total sample of 100 respondents, 90 were officers working at the institution in various capacities as administrators, offender managers, and trade instructors. All the 10 juveniles were males as the institution only comprised of male inmates. This meant that the response rate was 100%.

4.1 Descriptive data for officers (Questionnaires)

4.1.1 Gender

Figure 1 below shows the distribution on gender of the respondents. The findings revealed that most of the respondents 75 (83%) were males as already explained above the reason being the institution is comprised of male inmates and a few female officers representing 15 (17%). Most of the female officers do administrative work since it is not advisable for female officers to work with male inmates without being accompanied by a male officer. This shows that majority of respondents were males.

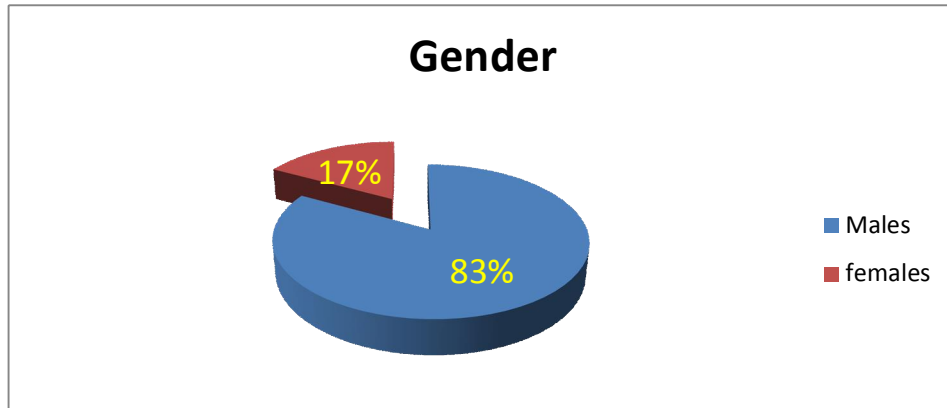


Figure 1

4.1.2 Marital status

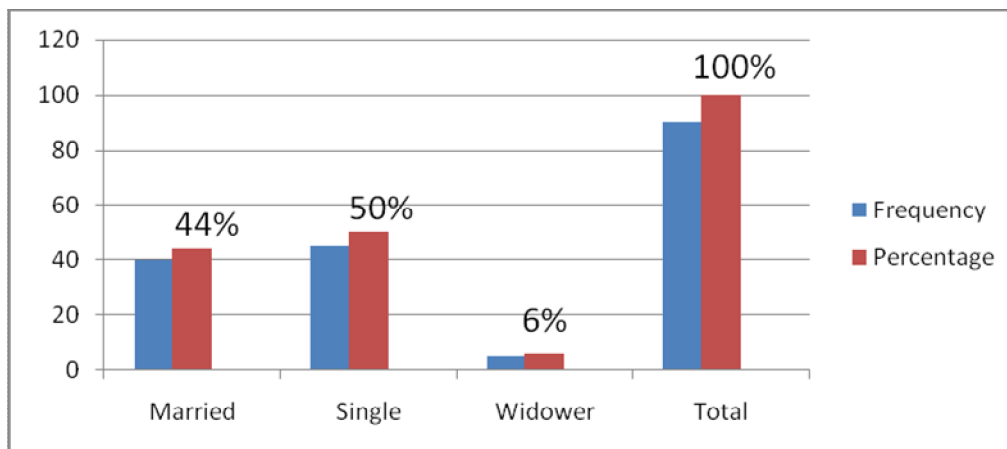


Figure 2

From figure 2 above, the information shows that the majority of the respondents were single representing 50%, followed by married ones representing 44% and lastly widowers with 6% representation.

4.1.3 Age of the Respondents

From figure 3 below, the findings revealed that 10 (11%) of the respondents were below 30 years, those between 30 and 40 years were 30 (33%), and 50 (56%) respondents were above 40 years of age. This implies that those aged over 40 years were in majority an indication that they had more experience about the topic under study.

Age of the Respondents

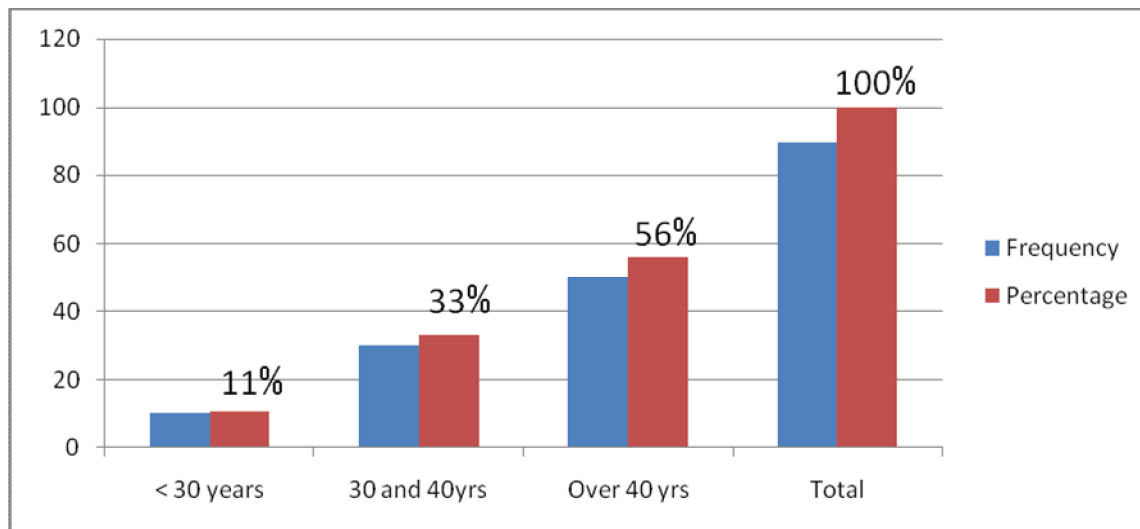


Figure 3

4.1.4 Level of Education

Table 3 below shows the distribution of the respondents' level of education. The findings show that out of the total sample of 90 officers (54) representing 60% had certificates in various fields such as mechanics, bricklaying, metal fabrication, human resource and information technology. While (30) represented by 33% of the respondents had diplomas in education, nursing and environmental health and (6) represented by 7% had bachelor's degrees in education, management and law. From the findings, the data shows clearly that most of the respondents were educated although the majority had certificates followed by those with diplomas and a few with bachelor's degrees.

Level of Education

Response	Frequency	Percentage
Certificate	54	60%
Diploma	30	33%
Degree	6	7%
Others	-	-
Total	90	100%

Table 3

4.2.0 Section B

4.2.1 Work Experience

Respondents were asked how long they had worked in the service and figure 4 below shows the distribution in years. Figure 4 shows that most respondents had worked for more than 10 years, followed by 5 to 10 years, and lastly those who had worked for less than 5 years. This means that, the data obtained was very reliable because majority of the respondents had served for many years an indication that they were more familiar with the subject under consideration.

Work Experience

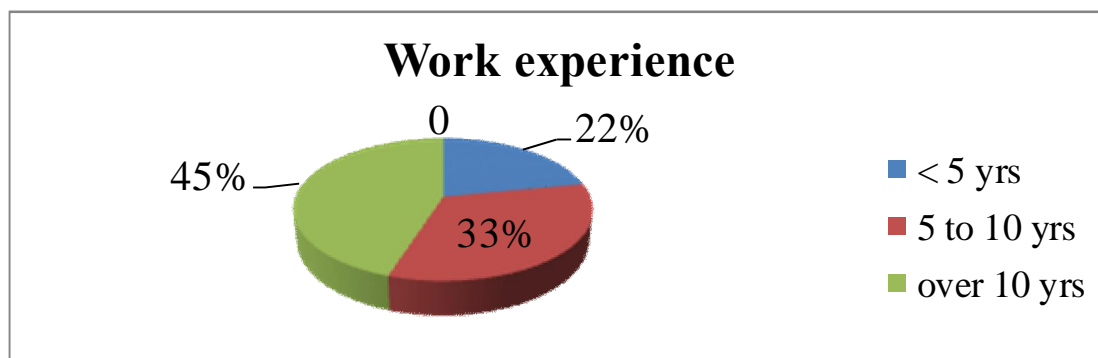


Figure 4

4.2.2 Do Juveniles discharged from medium correctional facility recidivate?

Respondents were asked if juveniles who had been discharged before recidivate and the table below shows the distribution of respondents responses.

Juveniles Discharge who Recidivate

Response	Frequency	Percentage
Strongly agree	60	67%
Agree	20	22%
Disagree	-	-
Strongly Disagree	-	-
Not Sure	10	11%
Total	90	100%

Table 4

The findings from table 4 above show that, the majority of respondents strongly agreed that Juveniles recidivate as indicated by 67%. Most of the respondents said that some juveniles come

back with almost similar offences and having second offenders, their sentences were a bit longer than the previous sentences to subject them to long time therapy in the institution. While 22% of the respondents were not sure whether juveniles at the institution recidivate. This clearly shows that juveniles at the institution recidivate after discharge.

4.2.3 How reliable are rehabilitation services at Medium correctional facility?

Respondents were asked how effective and reliable the rehabilitation was. Figure 4 below shows the distribution of the results.

Services Rehabilitation

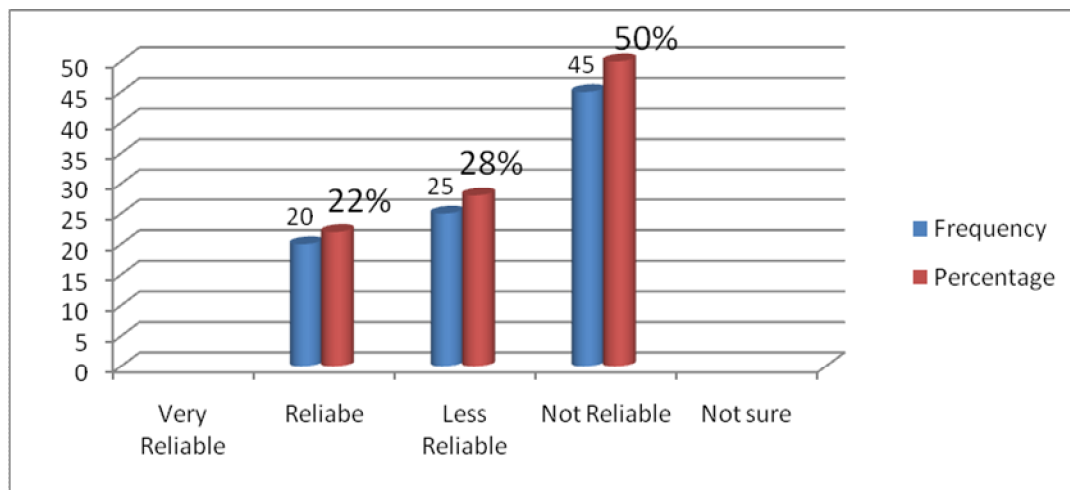


Figure 5

From the findings in figure 5 above, the data shows that 50% of the 100 respondents said the rehabilitation services offered at the facility were not reliable in that, most of the services did not target behaviour change, but more of punishment and skills training approaches. This however, did not change their behaviours especially when they failed to find jobs in the community which makes them more likely to commit other offences for survival. While 28% of the respondents said the rehabilitation services were less reliable and 22% said rehabilitation services were reliable such as skills training in mechanics, bricklaying, metal fabrication, and tailoring and designing. Furthermore, they indicated that, spiritual programmes were also available that had changed most the juveniles through the chaplain's office which offers guidance and counseling services.

4.2.4 Are there challenges faced with rehabilitation services for juveniles?

In trying to find out challenges faced by service givers to the Juveniles, the researcher asked the respondents about the challenges they faced when inculcating rehabilitation services to the juveniles. The figure below shows the distribution of responses.

Challenges Faced with Rehabilitation Services

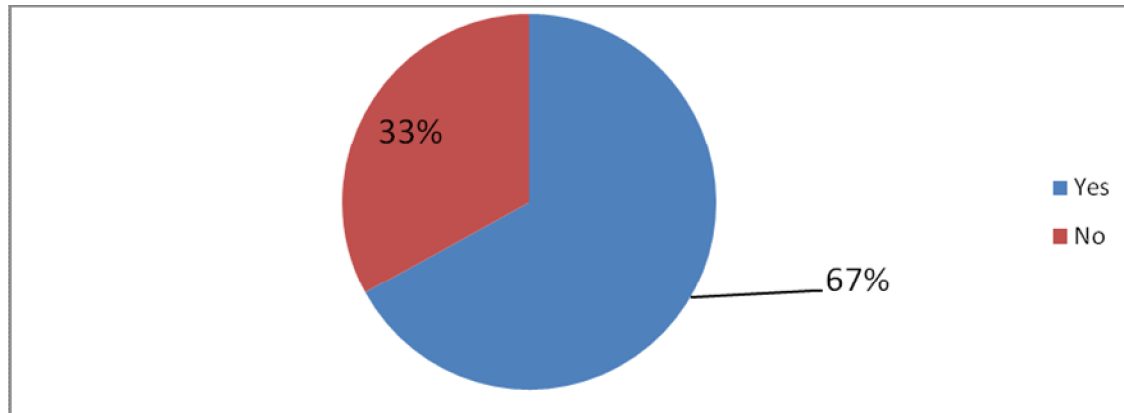


Figure 6

The figure above shows that 67% of respondents acknowledged that they were faced with challenges when trying to rehabilitate the Juveniles. The most critical challenges highlighted were mixing of Juveniles with adult inmates who had previous criminal records, lack of proper infrastructure, and inadequate reintegration programs with their families. Other challenges included lack of capacity building in areas of psychological training of officers in order to help understand the inmates' behaviours. Lack of policy formulation by the government on employment opportunities for released qualified Juveniles in vocational skills and difficulties in working with non-governmental organisations to support the reintegration programmes were other challenges. While 33% said they did not face challenges in the effort to offer rehabilitation services to the juveniles.

4.2.5 Are there strategies to improve on rehabilitation strategies for Juveniles?

Respondents were asked whether they know any strategies to help improve on rehabilitation services for Juveniles. The figure below shows the distribution of responses from the respondents.

Strategies to Improve on Rehabilitation Services

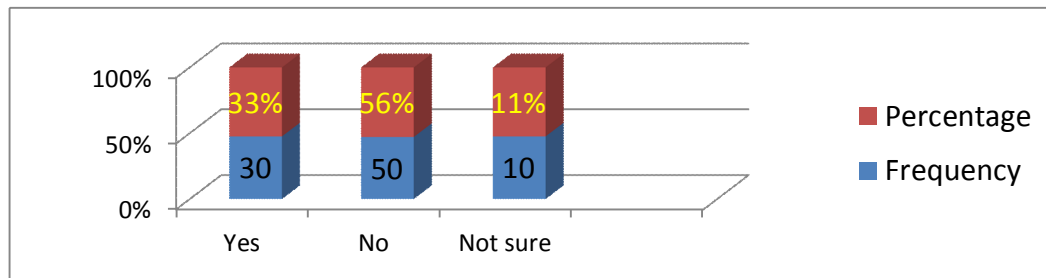


Figure 7

From the findings in figure 7 above, 50 respondents represented by 56% said there were no strategies available for improving rehabilitation services for Juveniles at the correctional facility. This was due to lack of serious assessment and evaluation of the rehabilitation services and come up with interventions and modification of the services to suit the current trends of rehabilitation suitable for the youth. Besides the correctional facility operated without a curriculum that was going to serve as a guide to correct Juveniles. Whereas 30 representing 33% of the respondents said there were strategies for rehabilitating juveniles in order to help reduce recidivism. The respondents cited the Parole reforms yet to be enacted to allow juveniles released early and put on observation and more follow ups with the family on how he or she is coping up may reduce re-offending behaviour. Furthermore, Juveniles were being supported with free education whilst in custody that reduces the ignorance levels. The 10 representing 11% of respondents said they were not sure of such strategies. However, from the data above it clearly shows that there were no strategies in place for improving rehabilitation services for Juveniles as indicated by 56% majority of respondents.

4.2.6 Are there successful reintegration programs with the community?

Respondents were asked whether there were successful reintegration programs with the community and table 5 below shows the distribution of the responses.

Successful reintegration programs with the community

Response	Frequency	Percentage
Strongly agree	-	-
Agree	15	17%

Disagree	40	44%
Strongly disagree	-	-
Not sure	35	39%
Total	90	100%

Table 5

The data from table 5 above indicate that 44% of the respondents disagreed that there were no successful reintegration programs with the community. This was alluded to the fact that, transport cost was a challenge to often meet with the family of the juveniles. Besides, time factor to counsel the families to the juveniles in order to accept and love the offender as remedy to re-offending behaviours was so difficult due to lack of qualified staff and also unwillingness to corporate with families. 35% of respondents were not sure while 15% acknowledged that there were successful reintegration programs with the community. The respondents cited partial reintegration programmes and counseling when families make visitations as a sign of love for the relative.

4.2.7 Are there in-custody behaviors which make discharged Juveniles to re-offend?

Respondents were asked if there were in-custody behaviors which made discharged Juveniles to re-offend. Figure 8 below shows the distribution of the responses by the respondents.

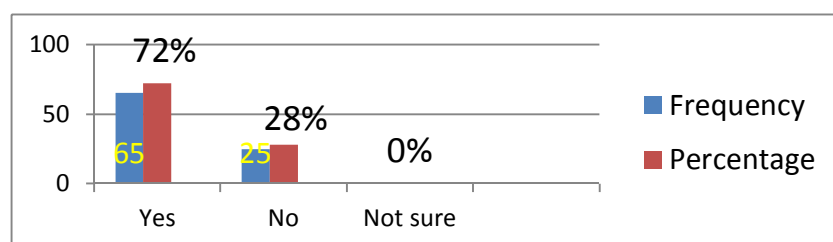


Figure 8

The findings from figure 8 above shows that 65 representing 72% majority of the respondents acknowledged that there were in-custody behaviors which made discharged Juveniles to re-offend. Respondents cited fiction stories narrated by elderly inmates on how to commit a crime and become successful. However, this may be taken by juveniles as gospel truth and when discharged may want to practice it. Other in-custody behaviors highlighted were resistance to

follow correction rules, failure to review offences committed during the first interview in the facility. While 25 represented by 28% of respondents said there were no in-custody behaviours due constant observation by officers.

4.2.8 Do discharged Juveniles possess relevant and marketable skills required on the labor market?

Respondents were asked whether discharged Juveniles possessed relevant and marketable skills required on the labor market. The table below shows the distribution of the responses.

Possession of Relevant and Marketable Skills

Response	Frequency	Percentage
Strongly agree	10	11%
Agree	20	22%
Disagree	50	56%
Strongly Disagree	-	-
Not sure	10	11%
Total	90	100%

Table 6

From the findings in table 6 above, the data shows that 50 represented by 56% majority of the respondents disagreed that discharged Juveniles do not possess relevant and marketable skills required on the labour market. Respondents indicated that, vocational skills such as mechanics, metal fabrications, bricklaying carpentry and joinery, and tailoring which are offered at the first level and not at the craft level hence did not compete with others in the community. Employers classified such skills as basics and hence, employers did not want job on training as their focus was on profit making. 20 of the respondents represented by 22% agreed that discharged juveniles possess relevant and marketable skills. The respondents narrated that such skills were needed in work environment such as industries and mines. While the other 10 represented by 11% also strongly agreed that discharged juveniles possessed relevant skills as some of them were already in employment. Lastly, the other 10 represented by 11% said they were not sure whether discharged juveniles possessed relevant and marketable skills needed on the labour market as there were no proper follow ups.

4.3 Descriptive data for Juveniles (Interview Guide)

4.3.1 Gender and Age

The figure below shows the distribution of the respondents according to age. The findings revealed that all the respondents were male Juveniles as the facility does not accommodate females.

Age

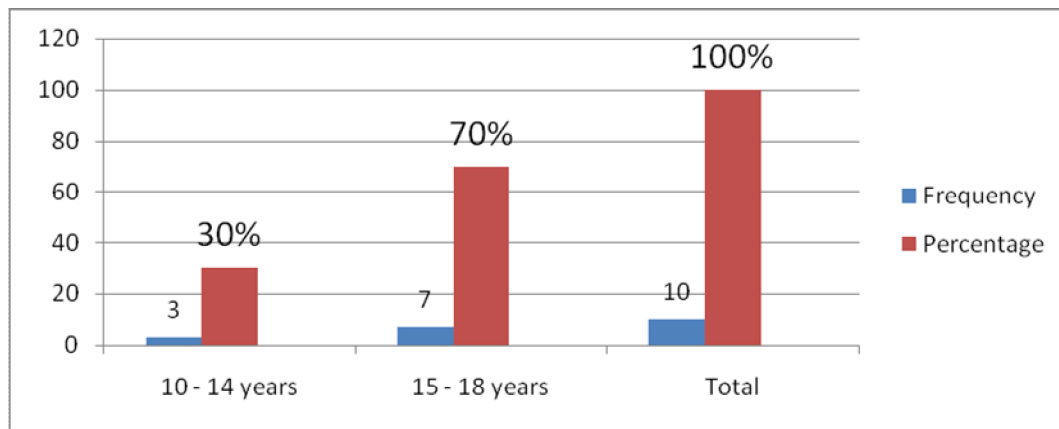


Figure 9

The findings from figure 9 revealed that out of a total sample of 10 respondents, 3(30%) were between the age of 10 to 14 while 7(70%) were between 15 to 18 years of age. This shows that most Juveniles who re-offend were between 15 to 18 years.

4.3.2 Are rehabilitation services offered to you at the facility adequate enough?

Respondents were asked whether the services offered at the facility in terms of rehabilitation were adequate enough. The table below tabulates the data according to responses.

Rehabilitation Services

Response	Frequency	Percentage
Enough	-	-
Not enough	100	100%
Total	10	100%

Table 7

The findings from table 7 above shows that 100% of the respondents found the rehabilitation services offered at the facility were not adequate enough.

One of the juveniles narrated that *“most rehabilitation services offered were not correctional oriented as they were engaged in similar activities such as gardening and farming”*.

Another juvenile said that *“very little time was located to behaviour modification and education which were offered during spare time in the afternoons. He further said that, most of the time meant for such programmes always came when almost everyone was already tired with work.”*

Another juvenile also said that, *“there was lack of proper link between the correctional facilities and the labour market so that immediately they were released they could find employment to avoid reoffending.”*

4.3.3 How have these rehabilitation services changed your life?

Respondents were asked how rehabilitation services offered at the facility had changed their lives such as educational programmes, vocational skills programmes, and re-integration programmes. The figure below indicates the distribution of the responses.

Change of life due to Rehabilitation Services

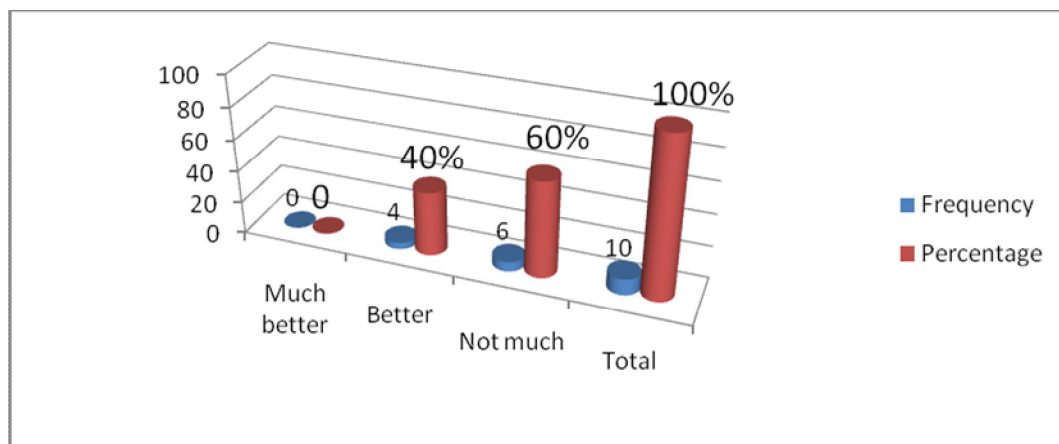


Figure 10

The findings from the figure above indicate that majority of the respondents about 6 represented by 60% said, *“their lives did not change much due to psychological fear about stigmatization by the community because of the tag of an ex-convict and this generalize them or attach them to criminals. On the other hand, they also said that, “they usually had fear of uncertainties about their future stay with the community since they had no parents to look after them”*.

While 4 respondents represented by 40% indicated that, *“their lives had become better after undergoing rehabilitation”*. They also said that, *“the skills training in tailoring was going to help them to be independent as they wished the correctional facilities to link them to some non-governmental organisations to empower them with sewing machine for a start.”*

4.3.4 Are the skills you learn in the facility adequate for you to make a living?

The researcher asked the respondents whether the skills they learnt in the facility were adequate for them to make a living. The figure below shows the distribution of response.

Adequacy of Learnt Skills

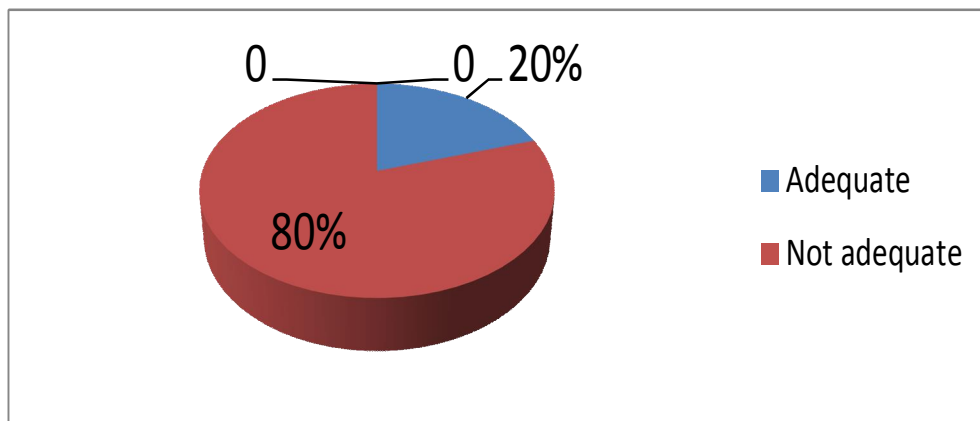


Figure 11

The findings from figure 10 above shows that 20% of respondents said the skills were adequate. One of the juveniles pointed out that, *“it was upon the individual’s effort to try and fit in the community with what they had other than looking to the parents again but use their skills such as mechanics, metal fabrications, bricklaying carpentry and joinery, and tailoring for survival.”*

While 80% of the respondents said they were not adequate. Two of them said that, *“vocational skills were just basics of which it was difficult to find employment.”*

The rest said that, *“employment opportunity was the first priority because it acted as a source of capital before they could venture in their respective life endeavours.”*

This implies that the skills learnt by the respondents at the facility were not adequate for them to make a living after discharge.

4.3.5 Is the family or community important in reintegrating discharged juveniles in society?

Respondents were asked whether the family or community was important in reintegrating discharged juveniles in society. Table 8 below shows the distribution of the responses.

Importance of both community and family in Re-integration of Juveniles

Response	Frequency	Percentage
Yes	10	100%
No	-	-
Total	10	100%

Table 8

The findings from table 8 indicate that 100% of respondents acknowledged that the family or the community was important in reintegrating discharged juveniles in the society.

One of the respondents said that, *“when loved by the families, it was also easy to be loved by the community as the family may speak well about their change of behaviour. This was going to bring trust by the community which might later offer him a job or any other responsibilities.”*

4.3.6 What are the in-custody behaviors and experiences which make discharged Juveniles to re-offend while serving their sentences?

Respondents were asked whether there were in-custody behaviors and experiences which made discharged Juveniles to re-offend and some of the responses included:

- resistance to follow correction rules,
- failure to review offences committed during the first interview in the facility,
- the desire to assimilate criminal fiction stories narrated to them by adult inmates and
- lack of visitations by their families.

4.3.7 What behaviors cause discharged juveniles to re-offend in the social environment?

According to the respondents, some of the behaviors that cause discharged Juveniles to re-offend include:

- abuse of illegal drugs,
- alcohol abuse,
- stigmatization by the community,
- expectations for returning to normal life are not always realistic,
- geographic -hot spotsø concentrated set of communities,
- high unemployment rates,
- high percentage of female-headed households, and
- percent of families living below the poverty level.

4.3.8 In your own opinion, how can correctional authorities improve on rehabilitation services?

Respondents were asked to suggest how correctional authorities could improve on rehabilitation services according to their opinions.

Majority of the respondents said that, *“there was need to build infrastructure that fit Juveniles in correctional facilities. They also highlighted that there was need to reintegration programs and increase more qualified personnel.”*

4.3.9 What do you feel are the main challenges faced by correctional authorities in their effort to offer rehabilitation programs?

Respondents were asked the main challenges faced by correctional authorities in their effort to offer rehabilitation programs. Majority of the respondents said the main challenges included:

- inadequate infrastructure,
- misplacement of staff,
- overcrowding, and
- lack of capacity building in the fields of rehabilitation.

CHAPTER FIVE

DISCUSSION OF FINDINGS

5.0 INTRODUCTION

This chapter discusses the findings of the study carried out at Mukobeko medium correction facility in central province Kabwe district of Zambia. The study carried out was on the effect of rehabilitation on juvenile recidivism. Correction offices were administered with questionnaires while juveniles were interviewed in order to get their views on various perceptions under this study. The section discusses the responses according to what the respondents advanced. The discussion of findings was according to the sub-heading which includes:

What influence does rehabilitation have on juvenile recidivism, how reliable are the rehabilitation services at medium correction facility, what challenges does the correctional facility face on rehabilitation services for juveniles and are there strategies to improve on service delivery for juveniles.

5.1 WHAT INFLUENCE DOES REHABILITATION HAVE ON JUVENILE RECIDIVISM?

From the findings, the majority of the respondents did not agree that rehabilitation hold influence on the juvenile recidivism. Most respondents said that *“juveniles come back with almost similar offences hence they are slapped with a bit longer sentences to subject them to long time therapy in the correction facility”* This shows that juveniles at the institution did not receive the required rehabilitation services.

This however, was not in line with Cillers (2007) who narrated that, rehabilitation involves behavior modification through correction education such as academic, psychological, sociological, vocational skills training and religious education and counseling which reduces risks of recidivating after release. These activities or services were not actively practiced at the correctional facility as one of the juvenile offenders said that,

“Most of the time was allocated to other programmes such as agriculture than such issues of counseling, religious education and skills training.”

5.2 HOW RELIABLE ARE THE REHABILITATION SERVICES AT MUKOBEKO MEDIUM CORRECTIONAL FACILITY?

From the findings, the respondent said the rehabilitation services offered at the facility were not reliable in that most of the services did not target the individual needs but more of punishment. This, however, did not change their behavior more especially when they failed to find jobs in the community which made them more likely to commit other offences for survival. Although a few said rehabilitation services were less reliable to sustain them after release. They cited skill training in mechanics, bricklaying, metal fabrication and tailoring and designing. However, one of the juveniles said that despite acquiring such skills, it was difficult to stand on their own as such skills are saturated on the market but required some assistance in terms of equipment ownership so that one can begin operating individually than depending on the employment prospects.

However, this was not in line with Fakude (2012) who narrated that correction rehabilitation services needed individual care management to enable the smooth assessment, planning, development, coordination, monitoring and evaluation of options and services to meet the individuals' need for rehabilitation.

Whereas Memis (2005) explained that parental involvement in the training of juveniles was important such as parenting workshops, and staff capacity building in the areas of psychotherapy were important to change the mind set of juveniles' criminological behaviors.

5.3 WHAT CHALLENGES DOES THE CORRECTIONAL FACILITY FACE ON REHABILITATION?

From the findings, most of the correctional officers agreed that they were facing a lot of challenges as they tried to rehabilitate the juveniles. This was also the same with the 10 juveniles interviewed and indulged similar challenges such as:

- Mixing of juveniles with adult inmates who had previous criminal records.
- Lack of proper infrastructure which causes congestion and diseases
- inadequate reintegration programs with families

- capacity building in areas of psychological training of officers in order to understand the inmates inner behavior
- lack of policy formation by the government on employment opportunities and equality for released juveniles
- Misplacement of qualified staff in areas of operations.

However, this was in line with freeman (1992) who arruded to livelihood as many juveniles had limited education and work experiences which makes them difficult to secure employment after they are released.

Petersilia (2003) also indicated that many juveniles experienced difficulties in returning to a problematic family and social environment unresolved substances abuse and mental health problem. This factors which needed a lot of attention in the rehabilitation service in order to reduce on the levels of recidivism for juveniles.

This was also added on by Sampson (2002) who narrated that behavior for juveniles was mainly influenced not only by individual character but also by neighbourhood characteristics especially the congested compounds and communities.

In line with challenges faced, women prison association (1996) narrated that, juveniles who maintained consistent contact and connections with their families during their sentences hold lower recidivism rate than those who did not. The correctional facility faced some obstacles to parental child visitation which resulted in recidivism such as:

- Insufficient information about visiting procedures.
- Proximity of correctional facility as most incarcerated juveniles was on average several miles away from their parents. This makes it difficult for family mobility to correctional centre.
- Visiting hours are humiliating to parents with strict measures

On the other hand, one juvenile clearly said that,

“Society, social and expectation upon release when ex-offenders were released from correctional facility tend to find their expectations for returning to normal life were not always realistic due to various problems of family acceptance as many were orphans.”

This meant that possibility of returning or re-offending was high as he thought correctional facility was the best place to keep him.

5.4 ARE THERE STRATEGIES FOR REHABILITATION TO IMPROVE SERVICE DELIVERY FOR JUVENILES

The findings indicates that 56% of the respondents said they were no strategies available for improving rehabilitation services for juveniles at the correctional facility .This was attributed to lack of serious assessment and evaluation of the rehabilitation services to come up with interventions and modifications of the service to suit current correctional trends of rehabilitation suitable for the juveniles .

This was in line with Coetzee (2003) who explained that assessment within the correctional facility environment referred to the admission risk assessment which determine the offenders risk and the comprehensive needs assessment which focus on the rehabilitation and development needs of the offender.

Cilliers (2007) added that rehabilitation is the result of a process that combine the correction of offending behavior ,human development and the promotion of social responsibility and values.

He also indicated that, human resource is essential for the department of correctional service to optimally develop and align its organization structures, cultures, human resources requirement and partnership with other relevant governmental department with its rehabilitation objectives .this facility makes a fundamental contribution to a new system of corrections together with other government initiative.

CHAPTER SIX

CONCLUSION, RECOMMENDATION AND FURTHER STUDIES

6.0 INTRODUCTION

This chapter discusses the recommendations and suggestions for further studies on the effect of rehabilitation on juveniles' recidivism.

6.1 CONCLUSION

The study sought to establish the effect of rehabilitation on juveniles' recidivism at medium correctional facility with a special focus on Correctional Instructors, Administrators, Counselors, Offender management and Juvenile offenders. Based on the study findings, the study concluded that rehabilitation services at the facility did not help much in reducing recidivism because the level of recidivism was high. The study also concluded that rehabilitation services at Medium correctional facility were not reliable as acknowledged by majority of the respondents. The Correctional Service is also faced with numerous challenges in trying to rehabilitate the Juveniles under their custody. Some of the challenges include inadequate infrastructure, shortage of correctional staff which leads to misplacement of staff, overcrowding, and lack of capacity building in the field behaviour modification. Inadequate provision of reintegration programmes, the Correctional Service has failed to implement reintegration programmes for juveniles

6.2 RECOMMENDATIONS

Based on the findings,

- The study recommends that in order to improve on the rehabilitation services, there is need for the government to improve on infrastructure. This will create favorable environment for learning and reformation by the juveniles because a good environment always creates a good atmosphere for change.
- The study also recommends that there is need for the Zambia Correctional service to employ or train more trade instructors who will help the Juveniles to acquire vocational training and experience during their period in custody. This can be achieved by treating

the training program as an all-inclusive treatment program, and maintaining contact with the employers or relevant organizations which may assist their integration into the work force even before their release from the correctional facility.

- Rehabilitation programmes in correctional institutions should be relevant to offenders to address their offending behaviour and to enhance them to be self-sufficient. Whilst rehabilitating, offenders should have access to visitation letters to stay in contact with their families.
- Furthermore, while there are training programs that operate within the walls of the facility, the Zambia correctional service needs to create vocational training programs where Juvenile offenders work under the supervision of institutions and organizations outside the correctional facility. All these are expected to reduce the risk that ex Juvenile offenders will return to crime after their release from correctional facilities.

6.3 SUGGESTIONS FOR FURTHER STUDIES

The study suggests that further studies should be conducted on the same topic by covering all the correctional facilities in order to draw comprehensive conclusions. Further studies should also be conducted on the importance of community participation in reducing juveniles' recidivism.

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10/10

6. Do Juveniles discharged from Medium Correctional Facility recidivate?

11/11/2016

7. How reliable are the rehabilitation services at Mukobeko Medium Correctional Facility?

10/10

11/11

10/10

□

8. If your answer is very reliable or reliable in Q 7 above. Then list some of the successful rehabilitation services that are reliable at Medium Correctional facility (if your option was c, d, or e in Q 7 above, skip Q 8.)

[illegible]

9. Are there challenges faced with the rehabilitation services for Juveniles?

10/10

10/10

10. If your answer is yes in Q 9 above briefly indicate some of the challenges faced with rehabilitation services for juveniles. (If your option was b or c in Q.9 above, skip this question.)

[illegible]

11. Are there strategies to improve on rehabilitation services for juveniles?

- a) Yes ☐
- b) No ☐
- c) Not sure ☐

[illegible]

a) Strongly agree

b) Agree

c) Disagree

d) Strongly disagree

e) Not Sure

[illegible]

a) Yes ☐

b) No ☐

- d) Not Sure

question)í í í í í í í í í í í í í í í í í í í í í í í í í í í í
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17. Do discharged juveniles posses relevant and marketable skills required on the labour market?

- a) Strongly agree
- b) Agree
- c) Disagree
- d) Strongly disagree
- e) Not sure

Thank you for your corporation.

APPENDIX II

INTERVIEW GUIDE FOR THE JUVENILES

THE UNIVERSITY OF ZAMBIA

INSTITUTE OF DISTANCE EDUCATION (IDE)

Social & demographic section (to be completed by the interviewer with the consent of the participant)

1. Gender: Male/Female .. Age ..
2. Are the rehabilitations services offered to you in this facility adequate enough?
3. How have these rehabilitation services changed your life? Are the skills you learn in the facility adequate for you to earn a living?
4. Is the family or community important in reintegrating discharged juveniles in society?
5. What are the in-custody behaviour and experiences which make discharged juveniles to re-offend while serving their sentences?
6. What behaviours cause discharged juveniles to re-offend in the Social environment?
7. In your own opinion, how can correctional authorities improve on rehabilitation services?
8. What do you feel are the main challenges faced with correctional authorities in their effort to offer quality rehabilitation service programmes?
9. According to your opinion, do you feel some challenges can be resolved by correctional authorities alone without Government involvement?
10. Are the levels of recidivism high or low among juveniles?

Thank you for your corporation.