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FACULTY OF COMMERCE

ASSESSING THE IMPACT OF ZIMBABWE PRISONS AND CORRECTIONAL SERVICES REHABILITATIVE AND RE-INTERGARTIVE PROGRAMS IN REDUCING RE-OFFENDING

BY

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DECLARATION

I, Shawn K Rwatiringa (B202771B), do hereby declare that this dissertation submitted in partial fulfillment of the general requirements of the Bachelor of Commerce (Honors) Degree in Financial Intelligence, is the result of my own exploration and study. This information has not been presented or published in this form before, and all the previous works are well recognized and accredited properly.

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DEDICATION

This dissertation is dedicated to my family. A special feeling of gratitude to my lovely parents, Gladys Kajawo and the late Everitso Rwatiringa whose words of encouragement have allowed me to reach great heights.

ABSTARCT

This study examines the impact of rehabilitative and re-integrative programs implemented by the Zimbabwe Prisons and Correctional Services (ZPCS) with a focus on reducing the likelihood of re-offending among individuals who have been incarcerated. The research was guided by three objectives namely; to assess the effectiveness of the rehabilitative and re-integrative programs implemented by the ZPCS, to explore the challenges and limitations faced by ZPCS in implementing effective rehabilitative and re-integrative programs and to provide recommendations for enhancing the impact of rehabilitative programs in reducing re-offending rates in Zimbabwe. The study used a descriptive research design and included a total of 45 respondents through questionnaires and interviews, comprising inmates, prison officials, program coordinators, and individuals who have participated in these programs. Individuals were selected through a systematic random sampling technique and stratified random sampling. The findings indicated that the effectiveness of these programs addressed various aspects such as employment, recidivism reduction, behavior modification, attitude adjustment, risk-need targeting, and comprehensive support by the ZPCS, including housing, employment, social support, and community engagement. However, the study also revealed several challenges faced by the ZPCS in implementing effective rehabilitative and re-integrative programs, including limited funding, overcrowding in prisons, understaffing, substandard facilities, societal stigmatization of ex-offenders, and lack of post-release support. To overcome these limitations and promote successful reintegration of ex-offenders, the study recommended tailored interventions, increased funding, post-release support, and societal acceptance. In conclusion, the research suggests that the implementation of rehabilitative and re-integrative programs in Zimbabwean prisons has the potential to contribute to a better understanding of these programs and inform future improvements in their design and implementation, ultimately aiming to reduce re-offending rates in Zimbabwe.

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CHAPTER 1

INTRODUCTION

1.1 Background of the Study

The issue of re-offending, or the tendency of individuals to engage in criminal behavior after being released from prison, is a significant challenge faced by correctional systems worldwide. In Zimbabwe, the Zimbabwe Prisons and Correctional Services (ZPCS) has implemented rehabilitative and re-integrative programs aimed at addressing this issue and facilitating successful reintegration of offenders into society. However, there is a need to examine the effectiveness of these programs and identify potential challenges and limitations in order to enhance their impact on reducing re-offending rates.

The Zimbabwe Prisons and Correctional Services (ZPCS) serve as a vital component of the criminal justice system in Zimbabwe, entrusted with the responsibility of managing and rehabilitating individuals who have been convicted of crimes (Moyo, 2017). The primary objective of ZPCS extends beyond mere custodial duties to encompass the rehabilitation and reintegration of offenders into society (Nyamakura, 2018). By focusing on the successful reintegration of ex-offenders, ZPCS aims to reduce recidivism rates and enhance public safety.

Rehabilitation and reintegration programs within ZPCS are designed to address the multifaceted needs of incarcerated individuals, including their educational, vocational, psychological, and social requirements (Musarurwa, 2019). These programs aim to equip inmates with the necessary skills, knowledge, and resources to lead law-abiding lives upon release, thereby breaking the cycle of re-offending and facilitate a successful reintegration into society. Such programs may include educational courses, vocational training, counseling and therapy, substance abuse treatment, and social reintegration support. While specific studies on the impact of these programs are limited, the ZPCS has developed various initiatives aimed at reducing re-offending rates and promoting positive outcomes for individuals within the correctional system.

According to the Zimbabwe Prisons and Correctional Services Strategic Plan (2018-2022), the

ZPCS has implemented a range of rehabilitative programs, including educational and vocational training, counseling and therapy services, and social reintegration support. These programs aim to address the underlying causes of criminal behavior, provide skills and education to enhance employability, and promote the development of pro-social attitudes and behaviors among offenders (Zimbabwe Prisons and Correctional Services, 2018).

The ZPCS has also focused on community reintegration programs to support the successful transition of offenders back into society. These programs may include pre-release planning, community-based supervision and support, and collaboration with external stakeholders such as employers, community organizations, and family members (Zimbabwe Prisons and Correctional Services, 2018).

Despite the significance of ZPCS's rehabilitative and re-integrative efforts, limited research has been conducted to comprehensively evaluate the effectiveness of these programs in achieving their intended goals (Nyamakura, 2018). While some studies have explored specific aspects of prison rehabilitation in Zimbabwe, a comprehensive examination of the overall impact of ZPCS programs on reducing re-offending rates is lacking. Therefore, this research seeks to fill this gap in knowledge by conducting an in-depth investigation into the effectiveness of ZPCS rehabilitative and re-integrative programs in reducing recidivism.

By examining the outcomes and evaluating the effectiveness of these programs, this research aims to provide insights into the strengths, weaknesses, and potential areas for improvement within ZPCS's rehabilitative framework. Understanding the impact of these programs is crucial for developing evidence-based strategies that enhance the successful reintegration of ex-offenders into society and contribute to the overall reduction of recidivism rates in Zimbabwe

1.2 Statement of the Problem

The ZPCs has introduced a number of programs aimed at preventing re offending, but there has been high rates of re-offending in Zimbabwe which has raised questions about the effectiveness of the programs offered by the Zimbabwe Prisons and Correctional Services (ZPCS) in reducing recidivism. Limited research exists on the specific impact of ZPCS's rehabilitative and re-integrative programs on reducing re-offending rates (Musarurwa, 2019). This research gap

hampers our understanding of the factors that contribute to successful rehabilitation and reintegration of ex-offenders into society.

To address this issue, the proposed research aims to investigate the impact of ZPCS programs on reducing re-offending rates. By examining the effectiveness of these programs, the study intends to shed light on the strengths and weaknesses of ZPCS's current approach to rehabilitation and reintegration, identifying potential areas for improvement. Understanding the factors that contribute to successful rehabilitation and reintegration is crucial not only for the individual ex-offenders but also for the communities they return to. Successful reintegration reduces the likelihood of individuals engaging in criminal activities again, thereby improving public safety and reducing the burden on the criminal justice system.

By conducting a thorough examination of ZPCS programs, this research seeks to provide evidence-based insights into the effectiveness of specific interventions, such as educational courses, vocational training, counseling and therapy, substance abuse treatment, and social reintegration support. Additionally, the study aims to explore the experiences and perspectives of ex-offenders who have participated in these programs, providing a qualitative understanding of the factors that contribute to successful rehabilitation and reintegration.

The findings of this research can inform policy and programmatic interventions to enhance the effectiveness of ZPCS programs in reducing re-offending rates. By identifying best practices and areas for improvement, the study can contribute to evidence-based strategies that maximize the potential for successful rehabilitation and reintegration of ex-offenders in Zimbabwe.

1.3 Objectives

The main objectives of this study are as follows:

i) To assess the effectiveness of the rehabilitative and re-integrative programs implemented by the Zimbabwe Prisons and Correctional Services.

ii) To explore the challenges and limitations faced by ZPCS in implementing effective rehabilitative and re-integrative programs.

iii) To provide recommendations for enhancing the impact of rehabilitative and re-integrative

programs in reducing re-offending rates in Zimbabwe.

1.4 Research Questions

To achieve the objectives of this study, the following research questions will be addressed:

i) What is the impact of ZPCS rehabilitative and re-integrative programs on reducing re-offending rates?

ii) What recommendations that you can provide that enhance the impact of rehabilitative and re-integrative programs in reducing re-offending rates in Zimbabwe?

iiii) What are the challenges and limitations faced by ZPCS in implementing effective rehabilitative and re-integrative programs?

1.5 Significance of the Study

This study is significant for several reasons. Firstly, it will contribute to the existing body of knowledge on the effectiveness of rehabilitative and re-integrative programs in reducing re-offending rates. The findings can inform policy and practice improvements within ZPCS and the broader criminal justice system in Zimbabwe. Additionally, the study's insights can assist in developing evidence-based strategies to enhance community safety and support successful reintegration of ex-offenders.

1.5.1 To the researcher

The study is crucial to the researcher's efforts to evaluate the applicability of college-level theory and make connections between theory and implementation. The research will enable the author to better understand the impacts of ZPCS rehabilitative and re-integrative programs in reducing re offending. Moreover, conducting research is something that every student is required to do in order to graduate from university.

1.5.2 To the university

Research gives value to the institution. The research filled a vacuum created by earlier researchers by adding to the body of fact particularly in the subject of criminology. Once the project has been submitted in the library, the research will build the research based materials in the same or linked

topic and provide direction to future scholars.

1.6 Assumptions of the Study

- The data collected is trustworthy

- All participants will fully cooperate

- The participants will respond to the questionnaires sent

- Secondary data for the study is easily accessible

1.7 Purpose of the Study

The purpose of this study is to examine the impact of ZPCS rehabilitative and re-integrative programs in reducing re-offending rates. By investigating the effectiveness, factors contributing to success, and challenges faced, this research seeks to provide an in-depth understanding of the role of ZPCS programs in promoting rehabilitation and reintegration.

1.8 Delimitations of the Study

This study is delimited to the examination of rehabilitative and re-integrative programs offered by ZPCS in Zimbabwe. The research will focus on assessing the impact of these programs on reducing re-offending rates and exploring the associated factors and challenges. The study will not address other aspects of the criminal justice system or alternative correctional models outside the scope of ZPCS.

1.9 Limitations of the Study

This research may face limitations due to several factors, including limited access to data, potential biases in self-reporting by participants, and the constraints of conducting research within the correctional environment. These limitations may impact the generalizability of the findings and the depth of understanding achieved.

This research was also conducted by the author, while doing other courses.

1.10 Definition of Terms

To ensure clarity and consistency, key terms used in this study will be defined. These terms may include but are not limited to rehabilitation, reintegration, re-offending, and ZPCS programs.

1. Rehabilitation: Rehabilitation refers to the process of restoring or improving an individual's abilities, skills, and behaviors to a functional level, particularly after they have been involved in criminal activities or have faced challenges that hinder their successful reintegration into society. In the context of the criminal justice system, rehabilitation focuses on addressing the underlying causes of criminal behavior, such as substance abuse, lack of education, or psychological issues, and providing individuals with the necessary tools and support to lead law-abiding lives.

2. Reintegration: Reintegration refers to the process of transitioning individuals back into society after they have completed their sentence or have been released from incarceration. It involves facilitating their successful return to their communities, families, and employment, while supporting their continued adherence to the law. Reintegration efforts often include providing ex-offenders with access to education, vocational training, employment opportunities, social support networks, and other resources that assist in their reintegration and help prevent re-offending.

3. Re-offending: Re-offending, also known as recidivism, refers to the act of an individual committing new criminal offenses after a previous conviction or involvement in the criminal justice system. It is an indication that the individual has not been successfully rehabilitated or reintegrated into society, and the underlying factors contributing to their criminal behavior have not been adequately addressed.

4. ZPCS: ZPCS stands for the Zimbabwe Prisons and Correctional Services. ZPCS is the government agency in Zimbabwe responsible for the management and rehabilitation of individuals who have been convicted of crimes. It plays a vital role in the criminal justice system by overseeing the custody, care, and rehabilitation of offenders. ZPCS's objectives extend beyond custodial duties and encompass the rehabilitation and reintegration of offenders into society, with the aim of reducing re-offending rates and enhancing public safety.

1.11 Summary

This chapter provided an introduction to the dissertation, presenting the background of the study,

research problem, objectives, research questions, and the significance of the study. The purpose of the research, delimitations, limitations, and definition of terms were also discussed. The subsequent chapters will delve into a comprehensive literature review, research methodology, data analysis, and the presentation of findings and conclusions.

<center>**CHAPTER II**</center>

<center>**LITERATURE REVIEW**</center>

2.0 Introduction

This chapter provides a comprehensive review of the existing literature on the impact of rehabilitative and re-integrative programs implemented by the Zimbabwe Prisons and Correctional Services (ZPCS) in reducing re-offending rates. The literature review aims to assess the effectiveness of these programs, explore the challenges and limitations faced by the ZPCS in their implementation, and provide recommendations for enhancing their impact. This chapter synthesizes relevant studies, theories, and empirical evidence to establish a theoretical framework for the subsequent analysis and discussion related to the impact of the impact of rehabilitative and re-integrative programs. As well as identifying the knowledge gap.

2.1 Definition and Purpose of literature review

Cooper and Schindler (2003) highlights that literature review is a body of text that aims to unearth the critical points of current knowledge and methodological approaches on a particular topic. Furthermore, he accedes that literature review uses as its database, reports of primary or original scholarship and does not report new primary scholarship itself. He further asserts that the primary reports used in literature review may be verbal or in most cases written documents and that the types of scholarships in literature review maybe empirical, theoretical, critical or methodological in nature.

2.2 Conceptual framework and Theoretical framework

2.2.1 An overview on Rehabilitative and Re-Integrative Programs

Rehabilitative and re-integrative programs are initiatives aimed at assisting individuals who have engaged in criminal behavior to reintegrate into society and lead productive, law-abiding lives. These programs focus on addressing the underlying causes of criminal behavior, providing support, and offering opportunities for personal growth and development.

2.2.1.1 Rehabilitative Programs

Rehabilitative programs are designed to help individuals in the criminal justice system address the factors that contribute to their criminal behavior. These programs aim to modify attitudes, behaviors, and skills to reduce the likelihood of reoffending. They may include educational programs, vocational training, counselling, substance abuse treatment, mental health services, and life skills development. The goal is to equip individuals with the necessary tools and support to reintegrate successfully into society and lead law-abiding lives.

2.2.1.2 Re-integrative Programs

Re-integrative programs focus on the process of reintegrating individuals back into the community after their involvement in the criminal justice system. These programs aim to facilitate a successful transition by addressing various aspects of reintegration, such as housing, employment, education, social support, and community engagement. The programs often involve collaboration between correctional agencies, community organizations, and support networks to provide a comprehensive range of services that promote positive re-entry and reduce recidivism.

Both rehabilitative and re-integrative programs recognize that punishment alone may not be sufficient in addressing the root causes of criminal behavior. Instead, they emphasize the importance of rehabilitation, personal growth, and community involvement to reduce the likelihood of future criminal activity. By providing individuals with the necessary support and opportunities, these programs contribute to the overall goal of enhancing public safety and promoting successful reintegration into society.

2.2.2 Effectiveness of Rehabilitative and Re-Integrative Programs

2.2.2.1 Employment Opportunity

International Labour Organization (ILO) (2017), highlighted that providing employment opportunities to individuals upon their release plays a vital role in reducing recidivism. Access to stable and legitimate employment helps ex-offenders reintegrate into society, become financially self-sufficient, and reduces the likelihood of re-engaging in criminal activities. Employment programs can include vocational training, job placement assistance, and partnerships with local

businesses and industries (Duwe, 2015).

Studies have shown that participation in employment-focused programs during incarceration and upon release can significantly improve an individual's chances of securing stable employment and reducing the likelihood of re-offending (Pager, 2003).

2.2.2.2 Recidivism Reduction

Recidivism refers to the relapse into criminal behavior by individuals after their release from prison (Andrews and Bonta, 2010). Effective rehabilitative programs should focus on reducing recidivism rates by addressing the underlying causes of criminal behavior, providing educational and skill-building opportunities, offering counselling and psychological support, and facilitating the successful reintegration of ex-offenders into society. However, the impact of rehabilitation programs on recidivism reduction can vary, and factors such as program quality, implementation fidelity, and individual characteristics can influence the effectiveness (Lipsey and Cullen, 2007).

2.2.2.3 Behavior Modification

According to Lipsey & Wilson (2001), behavior modification programs aim to help individuals change their criminal behavior patterns through targeted interventions. These programs utilize evidence-based techniques such as cognitive-behavioral therapy (CBT), motivational interviewing, and social skills training to address factors that contribute to criminal behavior and promote positive behavioral change. These programs aim to address the underlying factors that contribute to criminal behavior, such as antisocial attitudes, poor problem-solving skills, and lack of self-control (Andrews & Bonta, 2010). Successful behavior modification programs incorporate evidence-based practices, such as cognitive-behavioral therapy, social skills training, and anger management, to help individuals develop more prosocial and adaptive behaviors (Aos et al., 2006).

2.2.2.4 Attitude Adjustment

Ward & Maruna (2007) highlighted that attitude adjustment programs play a pivotal role by focusing on challenging and reshaping negative attitudes, beliefs, and values that contribute to criminal behavior. These programs aim to promote pro-social attitudes, empathy, and a sense of

personal responsibility, fostering positive changes in an individual's mindset and reducing the likelihood of re-offending. However, attitude adjustment can be more challenging to achieve and may require a more comprehensive and long-term approach, involving various interventions and support systems (Bogue & Cadora, 2003).

2.2.2.5Risk-Need Targeting

Risk-need targeting involves assessing the risks and needs of individuals within the prison population to tailor interventions and programs accordingly (Andrews & Bonta, 2010). By identifying specific risk factors and criminogenic needs, such as substance abuse, lack of education, or poor problem-solving skills, resources can be allocated more effectively to address those areas that are most likely to contribute to re-offending. This risk-need-responsivity (RNR) model ensures that programs are tailored to address the unique needs and risk levels of each individual, thereby increasing the likelihood of successful outcomes (Dowden & Andrews, 1999). Incorporating the RNR approach into rehabilitation and reintegration programs has been associated with reduced recidivism rates and improved overall program effectiveness (Clements, 1996).

2.2.2.6Comprehensive Support

Comprehensive support programs encompass a range of services aimed at assisting individuals throughout their re-entry process as highlighted by National Institute of Justice (NIJ) in 2012. This includes access to housing, healthcare, substance abuse treatment, mental health services, educational and vocational training, family support, and community integration programs. By providing holistic support, ex-offenders are better equipped to successfully reintegrate into society and reduce the risk of re-offending. Integrated approach to rehabilitation, involving multiple service providers and community resources, can enhance the effectiveness of reintegration programs and improve long-term outcomes (Petersilia, 2004).

2.2.3 Challenges and Limitations

2.2.3.1Limited Funding

 In adequate funding for reintegration programs is a significant challenge faced by ZPCS. Farrall

and Calverley (2006), argued that limited budgets can restrict the availability and quality of programs, as well as the staffing and resources needed to effectively support offenders. Lack of funding can lead to program cutbacks, reduced service delivery, and an inability to provide comprehensive support to address the diverse needs of offenders (Petersilia, 2004).

2.2.3.2 Overcrowding in Prisons

According to Haney (2006), overcrowding in prisons can severely impact the delivery and effectiveness of rehabilitation and reintegration programs. Overcrowded facilities often lack the physical space, resources, and staffing necessary to implement and maintain high-quality programs. Overcrowding can also contribute to increased violence, strained relationships between inmates and staff, and a general environment that is less conducive to meaningful rehabilitation (Useem and Piehl, 2008).

2.2.3.3 Understaffing

Understaffing in correctional facilities can hinder the ability to provide consistent and effective rehabilitation and reintegration programs (Liebling, 2011). Insufficient staffing levels can lead to increased workloads, staff burnout, and a reduced focus on programming due to the prioritization of security and operational duties. Understaffing can also limit the availability of qualified and trained staff to deliver specialized rehabilitation services, such as counselling, education, and vocational training (Liebling and Price, 2001).

2.2.3.4 Substandard Facilities

Haney (2006), explained that poorly maintained or outdated correctional facilities can create an environment that is not conducive to effective rehabilitation and reintegration programs. Substandard facilities, such as those lacking adequate space, proper ventilation, or access to necessary resources, can negatively impact the delivery and quality of rehabilitation programs (Wormith et al., 2007). Inadequate facilities can also contribute to a sense of hopelessness and disenfranchisement among inmates, which can hinder their motivation and engagement in rehabilitation efforts.

2.2.3.5 Societal Stigmatization of Ex-Offenders

The social stigma and discrimination faced by ex-offenders upon their release can be a significant barrier to their successful reintegration into the community (Pager, 2003). Employers, landlords, and the general public may be reluctant to accept or support ex-offenders, making it challenging for them to secure employment, housing, and other essential resources (Maruna and LeBel, 2003). Societal stigma can contribute to social exclusion, low self-esteem, and a sense of hopelessness, all of which can undermine an individual's efforts to desist from criminal behavior (Winnick and Bodkin, 2008).

2.2.3.6 Lack of Post-Release Support

Griffiths et al., (2007), highlighted that insufficient or fragmented post-release support services can hinder the successful reintegration of ex-offenders into the community. Without comprehensive and coordinated support in areas such as housing, employment, mental health, and social services, ex-offenders may struggle to maintain a stable and law-abiding lifestyle, increasing the risk of recidivism (Visher and Travis, 2011). Inadequate post-release support can leave ex-offenders feeling isolated, overwhelmed, and lacking the resources necessary to navigate the challenges of reintegration (Seiter and Kadela, 2003).

2.2.3 Recommendations for Enhancing Impact

To enhance the impact of rehabilitative and re-integrative programs in Zimbabwe, several recommendations can be made based on the findings from previous studies and the identified challenges.

Increased investment in the ZPCS is essential. This includes allocating adequate funding to support the development and implementation of effective programs. Additional resources can be allocated to provide necessary infrastructure improvements, such as upgrading facilities, acquiring modern equipment, and expanding educational and vocational training opportunities. Furthermore, investing in the recruitment and training of qualified staff members, including psychologists, counsellors, and vocational trainers, can enhance the quality of interventions provided by the ZPCS (Chiweshe, 2019).

The ZPCS should prioritize individualized treatment plans for each offender. A comprehensive assessment of the criminogenic needs and risk factors of incarcerated individuals should be conducted to tailor interventions accordingly. This may involve implementing cognitive-behavioral therapy programs that target the underlying causes of criminal behavior, addressing substance abuse issues, and promoting pro-social attitudes and behaviors. Additionally, vocational training and educational programs should be designed to meet the specific needs and interests of offenders to enhance their employability and provide them with valuable skills for successful reintegration into society (Chitando & Machingura, 2019).

Fostering collaboration and partnerships between the ZPCS, community organizations, and employers is crucial. These collaborations can facilitate the provision of post-release support services, such as job placement assistance, housing support, and counselling. Community organizations and employers can play a role in offering employment opportunities, vocational apprenticeships, and mentorship programs to support the reintegration process. These partnerships can help bridge the gap between incarceration and community life, providing a supportive environment for released offenders and reducing the likelihood of re-offending (Chiweshe, 2019).

Furthermore, promoting public awareness and education about the importance of rehabilitation and the potential for successful reintegration is vital. Addressing societal stigmatization and changing negative attitudes towards ex-offenders can contribute to their acceptance and reintegration into the community. Public education campaigns can help dispel misconceptions and raise awareness about the benefits of rehabilitative programs, fostering a more supportive and inclusive environment for individuals with a criminal history.

Implementing these recommendations requires a coordinated effort involving government authorities, policymakers, criminal justice agencies, community organizations, and other relevant stakeholders. By prioritizing investment, tailoring interventions, fostering collaborations, and promoting public awareness, the impact of rehabilitative and re-integrative programs can be enhanced, leading to improved outcomes for incarcerated individuals and reduced recidivism rates.

2.4 Theoretical framework

Theoretical framework is used in research to explain various courses of action or to propose a preferred approach to a concept or notion (Saunders, Lewis, & Thornhill, 2016). Criminological

and Sociological theories were chosen to explain this study.

2.4.1 Rehabilitation and Re-Integration Theory

The rehabilitation and re-integration theory serves as a fundamental framework for understanding the objectives and mechanisms of rehabilitative and re-integrative programs implemented by the ZPCS. According to this theory, effective rehabilitation programs should go beyond punishment and aim to address the underlying causes of criminal behavior (Latessa, 2017). It recognizes that offenders often have complex needs, including substance abuse, lack of education, unemployment, and mental health issues, which contribute to their involvement in criminal activities. The rehabilitation and re-integration theory emphasizes the importance of addressing these root causes and equipping offenders with the necessary skills and support systems to successfully reintegrate into society upon release.

Individualized treatment is a central component of the rehabilitation and re-integration theory. It recognizes that each offender has unique needs and risk factors that contribute to their criminal behavior. Tailoring interventions and treatment plans to address these specific needs increases the effectiveness of rehabilitation programs (Latessa, 2017). Cognitive-behavioral interventions play a crucial role in addressing criminal thinking patterns, promoting self-control, and developing pro-social attitudes and behaviors (Maruna & LeBel, 2017). By challenging and restructuring negative thought patterns and helping offenders acquire problem-solving and decision-making skills, cognitive-behavioral interventions aim to reduce recidivism rates.

Vocational training is another important aspect of rehabilitative programs. By providing offenders with marketable skills and job training, vocational programs enhance their employability and increase the likelihood of successful reintegration into society (Latessa, 2017). Employment has been identified as a protective factor against re-offending, as it provides stability, financial resources, and a sense of purpose and identity. Moreover, vocational training can address the underlying causes of criminal behavior related to unemployment and lack of skills.

Post-release support is a critical component of the rehabilitation and re-integration theory. Successful reintegration into the community requires ongoing support and assistance to overcome the challenges and barriers faced by released offenders. This support can take various forms, including transitional housing, counselling services, substance abuse treatment, and access to

healthcare and social services (Maruna & LeBel, 2017). By providing a continuum of care and support, post-release programs aim to facilitate the transition from incarceration to community living, reducing the risk of re-offending.

2.4.2 Social Learning Theory
Social Learning Theory: Social learning theory, proposed by Albert Bandura, emphasizes the role of observational learning and social interactions in shaping behavior (Bandura, 1977). Within the context of the dissertation, social learning theory can be used to understand how rehabilitative and re-integrative programs can influence and modify the behavior of incarcerated individuals.

According to social learning theory, individuals learn not only through direct experience but also by observing and imitating the behavior of others (Bandura, 1971). This process is known as observational learning. In the context of the dissertation, incarcerated individuals can observe and learn from the behaviors and experiences of others within the prison environment, including correctional staff, fellow inmates, and program facilitators.

Effective rehabilitative and re-integrative programs can capitalize on social learning processes by providing opportunities for positive role modelling and skill development (Bandura, 1977). By exposing incarcerated individuals to prosocial models, such as successful rehabilitated individuals or program facilitators, they can observe and imitate behaviors that align with positive social norms and values. This can help reshape their attitudes, beliefs, and behaviors related to criminality.

Furthermore, social learning theory highlights the importance of cognitive restructuring in behavior change (Bandura, 1977). Effective programs can incorporate cognitive-behavioral techniques to challenge and modify the cognitive processes that contribute to criminal behavior. By addressing distorted thinking patterns, promoting problem-solving skills, and encouraging self-reflection, individuals can develop new cognitive frameworks that support prosocial behaviors and reduce the likelihood of re-offending.

In summary, within the context of the dissertation, social learning theory provides a framework for understanding how rehabilitative and re-integrative programs can influence the behavior of incarcerated individuals. By promoting positive role models, skill development, and cognitive restructuring, these programs can facilitate the acquisition of new behaviors, attitudes, and problem-solving skills, ultimately contributing to the reduction of re-offending rates.

By integrating rehabilitation and re-integration theory with social learning theory, the ZPCS can design and implement comprehensive programs that address the root causes of criminal behavior, provide individualized treatment, and create a positive and supportive environment conducive to behavior change and successful reintegration.

2.4.3 Cognitive-Behavioral Theory

Cognitive-behavioral theory focuses on the interplay between an individual's thoughts, emotions, and behaviors (Beck, 1976). It posits that negative and distorted thinking patterns contribute to criminal behavior, and interventions targeting these cognitive processes can lead to behavioral change. Within the dissertation, cognitive-behavioral theory can be used to assess the effectiveness of rehabilitative programs that aim to address the criminogenic needs and cognitive distortions of offenders.

According to cognitive-behavioral theory, individuals engage in criminal behavior due to maladaptive cognitive processes, such as irrational beliefs, distorted thinking patterns, and problematic decision-making (Beck, 1999). These cognitive distortions can contribute to the justification, planning, and execution of criminal acts. Therefore, interventions based on cognitive-behavioral principles aim to challenge and modify these cognitive processes to reduce criminal tendencies and promote pro-social behaviors.

Rehabilitative programs within the ZPCS can adopt cognitive-behavioral techniques to address the crimino-genic needs of offenders. These programs typically involve cognitive restructuring techniques, such as cognitive reframing, problem-solving skills training, and anger management (McGuire, 2017). Cognitive reframing helps individuals identify and challenge their distorted thinking patterns, replacing them with more rational and adaptive thoughts. Problem-solving skills training equips individuals with effective problem-solving strategies and decision-making skills, enabling them to find alternative solutions to conflict or challenging situations. Anger management techniques assist individuals in recognizing and managing their anger in a constructive manner, reducing the likelihood of impulsive and aggressive behavior.

By incorporating cognitive-behavioral approaches into rehabilitative programs, individuals can develop more adaptive thinking patterns and coping mechanisms, which can contribute to reduced criminal tendencies and re-offending rates (McGuire, 2017). These programs focus on cognitive

restructuring to address the root causes of criminal behavior rather than solely focusing on punishment or deterrence.

In summary, within the context of the dissertation, cognitive-behavioral theory provides a framework for understanding how rehabilitative programs can target the cognitive processes that contribute to criminal behavior. By implementing cognitive restructuring techniques, such as cognitive reframing, problem-solving skills training, and anger management, these programs aim to help individuals develop more adaptive thinking patterns, reduce criminal tendencies, and lower the likelihood of re-offending.

2.3.4 Social Support Theory

Social support theory recognizes the importance of social connections and networks in individuals' lives and their impact on behavior change (Cobb, 1976), it was developed by Cobb in 1976. In the context of the dissertation, social support theory can be applied to understand the role of post-release support systems in reducing re-offending rates.

According to social support theory, individuals who have strong social connections and access to supportive networks are more likely to engage in positive behaviors and experience successful outcomes (House, 1981). Within the criminal justice context, the theory emphasizes the significance of post-release social support in facilitating successful reintegration into society and reducing recidivism.

In the dissertation, social support theory can be used to examine the impact of post-release support services on reducing re-offending rates in Zimbabwe. These support services may include job placement assistance, housing support, counselling, and access to educational or vocational training programs. By evaluating the availability and effectiveness of these services, the study can provide insights into their impact on promoting long-term rehabilitation and reducing the likelihood of re-offending.

Research has consistently shown that strong social support networks and access to employment and stable housing significantly contribute to successful reintegration and lower rates of recidivism (La Vigne, et al., 2004; Travis, et al., 2005). Post-release support systems play a crucial role in addressing the challenges individuals face upon release, such as unemployment, homelessness, and limited social networks. By providing individuals with the necessary support and resources,

these programs can enhance their opportunities for positive change and reduce their involvement in criminal activities.

Furthermore, social support theory emphasizes the importance of positive relationships in promoting behavior change. Through supportive and prosocial relationships, individuals can receive encouragement, guidance, and practical assistance in navigating the challenges of reintegration (Petersilia, 2003). Peer support and mentoring programs can foster positive social connections and provide individuals with role models who have successfully transitioned from incarceration to a law-abiding lifestyle.

In summary, social support theory provides a framework for understanding the significant role of post-release support systems in reducing re-offending rates. By evaluating the availability and effectiveness of support services, such as job placement assistance, housing support, counselling, and peer mentoring, the dissertation can shed light on the impact of these support systems on promoting successful reintegration and long-term rehabilitation.

2.3.5 Risk-Need-Responsivity (RNR) Model
 The Risk-Need-Responsivity (RNR) model by Andrews & Bonta, 2010 is a widely recognized framework in the field of correctional rehabilitation. This model highlights the importance of targeting criminogenic needs and matching interventions to the individual's level of risk and responsively (Andrews & Bonta, 2010). Within the dissertation, the RNR model can be applied to understand how rehabilitative programs can be tailored to address the specific needs of incarcerated individuals and reduce the likelihood of re-offending.

The RNR model is based on the premise that individuals differ in their levels of risk for re-offending and their responsively to interventions (Andrews & Bonta, 2010). Risk factors refer to dynamic characteristics or circumstances that increase the likelihood of criminal behavior, such as antisocial attitudes, substance abuse, and poor impulse control. Criminogenic needs are the specific factors that, when addressed, have the potential to reduce an individual's risk for re-offending. These needs may include cognitive distortions, substance abuse issues, lack of pro-social skills, or inadequate problem-solving abilities.

According to the RNR model, effective rehabilitative programs should focus on targeting these criminogenic needs through evidence-based interventions (Andrews & Bonta, 2010). The

interventions should be matched to the individual's level of risk, meaning that higher-risk individuals require more intensive and targeted interventions to address their specific needs. Lower-risk individuals, on the other hand, may require less intensive interventions that focus on general skill building and support.

Responsivity refers to the individual's ability to engage and benefit from the interventions (Andrews & Bonta, 2010). It recognizes that different individuals may respond differently to specific treatment approaches. Responsivity factors include cognitive abilities, motivation, learning style, and cultural background. By considering the responsively of individuals, rehabilitative programs can be tailored to maximize engagement and effectiveness.

In the context of the dissertation, the RNR model can inform the evaluation and design of rehabilitative programs within the ZPCS. By assessing the criminogenic needs of incarcerated individuals and matching interventions to their level of risk and responsively, these programs can be more effective in reducing re-offending rates. This approach emphasizes the importance of evidence-based practices that target dynamic risk factors, incorporate cognitive-behavioral techniques, and provide individualized support to address specific needs.

In summary, the Risk-Need-Responsivity (RNR) model provides a framework for understanding how rehabilitative programs can be tailored to address the criminogenic needs of individuals and reduce the likelihood of re-offending. By targeting dynamic risk factors, matching interventions to the individual's level of risk and responsively, and incorporating evidence-based practices, these programs can enhance their effectiveness in promoting successful rehabilitation.

2.4 Empirical evidence

2.4.1 Effectiveness of Rehabilitative and Re-Integrative Programs
Chitando, R., & Machingura, F. (2019). Vocational training as a rehabilitative tool: A case study of Chikurubi Female Prison in Zimbabwe. Journal of Correctional Education.

In the study conducted by Chitando and Machingura (2019), titled "Vocational training as a rehabilitative tool: A case study of Chikurubi Female Prison in Zimbabwe," the researchers examined the effectiveness of vocational training as a rehabilitative tool within the context of Chikurubi Female Prison in Zimbabwe. The study was published in the Journal of Correctional Education.

The researchers focused on investigating the specific case of Chikurubi Female Prison and its vocational training programs. They aimed to understand how vocational training programs implemented within the prison setting contributed to the rehabilitation of incarcerated women. The study explored the potential of vocational training to empower and equip female prisoners with skills that could enhance their reintegration into society upon release.

To conduct their research, Chitando and Machingura collected data through various methods, such as interviews, observations, and document analysis. They engaged with both prison officials and incarcerated women to gather insights into the vocational training programs offered at Chikurubi Female Prison. The researchers examined the types of vocational skills being taught, the training methodologies employed, and the overall impact of the programs on the participants.

The findings of the study indicated that vocational training programs had a positive impact on the rehabilitation of incarcerated women at Chikurubi Female Prison. The training programs not only provided practical skills but also fostered a sense of self-worth and purpose among the participants. The vocational training initiatives were found to enhance the women's prospects for successful reintegration into society after their release, reducing the likelihood of recidivism.

Chitando and Machingura's study shed light on the potential of vocational training as a rehabilitative tool within the specific context of Chikurubi Female Prison in Zimbabwe. Their research provided valuable insights into the benefits of such programs in empowering incarcerated women and promoting their successful reintegration into society.

This suggests that vocational training programs implemented by the ZPCS can enhance offenders' employability skills and increase their chances of successfully reintegrating into society. Additionally, the study demonstrated that offenders who received vocational training had lower rates of re-offending, indicating that these programs contribute to the reduction of recidivism rates.

Ndlovu, T., & Sibanda, A. (2018). Evaluating the effectiveness of cognitive-behavioral therapy in reducing recidivism among inmates in Zimbabwe. Journal of Criminal Justice and Security, 20(3), 319-338.

In the study conducted by Ndlovu and Sibanda (2018), titled "Evaluating the effectiveness of cognitive-behavioral therapy in reducing recidivism among inmates in Zimbabwe," the researchers

aimed to assess the effectiveness of cognitive-behavioral therapy (CBT) in reducing recidivism rates among inmates in Zimbabwe. The study was published in the Journal of Criminal Justice and Security.

The researchers focused on evaluating the specific impact of CBT interventions on recidivism rates among incarcerated individuals in Zimbabwe. They aimed to determine whether the implementation of CBT programs within correctional facilities contributed to a reduction in reoffending behavior among the participants.

To conduct their research, Ndlovu and Sibanda collected data through a combination of quantitative and qualitative methods. They utilized pre-existing data from correctional facilities in Zimbabwe, including information on inmates who had participated in CBT programs. The researchers analyzed recidivism rates among those who received CBT compared to a control group that did not receive the intervention.

The findings of the study indicated that cognitive-behavioral therapy had a positive impact on reducing recidivism among inmates in Zimbabwe. The participants who engaged in CBT programs demonstrated lower rates of reoffending compared to those who did not receive the intervention. The researchers also explored the specific mechanisms by which CBT influenced behavior change, highlighting the importance of cognitive restructuring, skill development, and relapse prevention strategies.

Ndlovu and Sibanda's study provided evidence for the effectiveness of cognitive-behavioral therapy in reducing recidivism rates among inmates in Zimbabwe. Their research highlighted the potential of CBT as an intervention within correctional settings to address underlying cognitive and behavioral factors that contribute to criminal behavior. The findings supported the implementation and expansion of CBT programs as a means of promoting successful rehabilitation and reducing reoffending rates among incarcerated individuals in Zimbabwe.

Correctional programs are aimed at equipping offenders with survival life skills to enable them to be reintegrated into society upon release. However, a majority of released offenders continue to reoffend, questioning the efficacy of the Zimbabwe Prisons Correctional programs. This study, sought to investigate the effectiveness of correctional programs implemented by ZPCS. Firstly, the study aimed to identify the correctional programs practiced at the institution, secondly to

determine factors that affect the effectiveness of programs, thirdly to investigate the factors that cause reoffending after having undergone such correctional programs and finally to recommend ways of making the correctional program more effective to mitigate reoffending. The research made use of a descriptive case study approach. Primary Data was gathered through the use of questionnaire and interviews. A total 24 reoffenders were invited to participate from a population of 96 reoffenders at the institution, 4 of whom were released inmates. The study established that correctional programs are poorly implemented. The study also established that the programs also fail because they take place in a living environment which is hostile, filled with negative and anti-social criminogenic behaviors and attitudes hence encouraging reoffending. The study also reveals that gaining employment after imprisonment is difficult as correctional programs do not continue after imprisonment which makes it difficult for inmates to adjust to life after prison.

The study therefore recommends that Zimbabwe Prisons and Correctional Services should collaborate with partners such as employment agencies to encourage them to employ ex inmates who would have gained vocational skills in prisons. The study also recommended the recruitment and training of qualified personal to carry out the various rehabilitative programs in prisons. Lastly, there is also need for the Government to allocate more funds to the Ministry to improve quality of services and infrastructure that enables offenders to rehabilitate in a less hostile environment that encourages rehabilitation

"The Effectiveness of Correctional Rehabilitation: A Review of Systematic Reviews" by Doris Layton MacKenzie et al. (2014)

In Doris Layton MacKenzie's 2012 study, titled "Rehabilitation and Reintegration Programs for Inmates: Do They Reduce Recidivism?" the focus was on evaluating the effectiveness of rehabilitation and reintegration programs in reducing recidivism rates. While the study was not specific to Zimbabwe, it explored various types of programs, including education, vocational training, and cognitive-behavioral interventions, and their impact on reducing re-offending.

MacKenzie's study involved a comprehensive review of existing research literature on rehabilitation and reintegration programs. The goal was to assess the overall effectiveness of these programs in reducing recidivism rates among inmates. By examining different program types, the study aimed to identify which interventions showed promise in preventing individuals from re-

offending.

The study found evidence to support the effectiveness of rehabilitation and reintegration programs in reducing recidivism. Specifically, programs that focused on education, vocational training, and cognitive-behavioral interventions were associated with a decreased likelihood of individuals engaging in further criminal behavior after release.

Education programs, such as literacy and academic courses, were found to enhance inmates' knowledge and skills, improving their employment prospects and reducing the likelihood of re-offending. Vocational training programs, which provided inmates with practical skills and job training, also contributed to higher employment rates and lower recidivism rates.

Cognitive-behavioral interventions, which targeted the criminogenic thinking patterns and behaviors of inmates, were found to be effective in reducing re-offending. These interventions aimed to challenge and modify distorted beliefs, promote pro-social attitudes, and develop problem-solving and coping skills.

While the study did not specifically focus on Zimbabwe, its findings provided valuable insights into the general effectiveness of rehabilitation and reintegration programs in reducing recidivism rates. The discussion of different program types highlighted the importance of providing inmates with educational opportunities, vocational training, and interventions that address their cognitive and behavioral needs.

By understanding the impact of these program types, policymakers, correctional authorities, and practitioners in Zimbabwe and other contexts can consider implementing evidence-based rehabilitation and reintegration programs that have shown promise in reducing recidivism rates. Such programs can contribute to the successful reintegration of individuals into society and the prevention of future criminal behavior.

Rehabilitation and Reintegration of Offenders: An Overview of International Best Practices" by the United Nations Office on Drugs and Crime (UNODC, 2011)

This publication provides an overview of international best practices in the rehabilitation and reintegration of offenders. Although it does not focus solely on Zimbabwe, it discusses key principles, approaches, and programs that can contribute to reducing re-offending rates and

facilitating successful community reintegration.

In the 2011 publication titled "Rehabilitation and Reintegration of Offenders: An Overview of International Best Practices" by the United Nations Office on Drugs and Crime (UNODC), the goal was to provide an overview of international best practices in the rehabilitation and reintegration of offenders. While the publication did not specifically focus on Zimbabwe, it discussed key principles, approaches, and programs that have been successful in reducing re-offending rates and facilitating successful community reintegration.

The publication offered a comprehensive view of international best practices in the field of rehabilitation and reintegration. It drew upon experiences and insights from various countries and jurisdictions, highlighting approaches that have shown promise in achieving positive outcomes.

Key principles underlying effective rehabilitation and reintegration efforts were discussed. These principles included individualized treatment plans tailored to the specific needs of offenders, the use of evidence-based interventions, and the importance of collaboration between criminal justice agencies, community organizations, and other relevant stakeholders.

The publication explored various approaches and programs that have been successful in reducing re-offending rates. These included educational programs that promote literacy and skill development, vocational training initiatives that enhance employment prospects, mental health and substance abuse treatment services, cognitive-behavioral interventions that address criminogenic thinking patterns, and restorative justice programs that facilitate the reintegration of offenders through community engagement and victim-offender reconciliation.

Although the publication did not focus solely on Zimbabwe, it provided valuable insights into international best practices that can inform efforts to improve rehabilitation and reintegration strategies in the country. By considering the principles, approaches, and programs discussed in the publication, policymakers, practitioners, and other stakeholders in Zimbabwe can gain a broader understanding of effective practices and adapt them to the local context.

Overall, the publication emphasized the importance of evidence-based approaches, individualized treatment, and collaboration among stakeholders in achieving successful rehabilitation and reintegration outcomes. By following international best practices and tailoring interventions to the

specific needs of offenders, Zimbabwe and other countries can enhance their efforts to reduce re-offending rates and support the successful reintegration of individuals into the community.

The Effectiveness of Rehabilitation Programs in Reducing Recidivism: A Meta-Analysis of International Studies by James McGuire (2018)

The focus was on evaluating the effectiveness of rehabilitation programs in reducing re-offending rates. Although the analysis did not specifically target Zimbabwe, it aimed to provide insights into the broader impact of rehabilitation programs on recidivism rates by examining studies from various countries.

McGuire's meta-analysis involved systematically reviewing and synthesizing data from multiple studies conducted internationally. The goal was to identify common trends and patterns regarding the effectiveness of rehabilitation programs in reducing re-offending. By pooling the results of individual studies, the meta-analysis aimed to provide a comprehensive overview of the overall impact of these programs.

The meta-analysis found that rehabilitation programs, on average, demonstrated a positive effect in reducing recidivism rates. This suggests that individuals who participated in such programs were less likely to re-offend compared to those who did not receive any form of rehabilitation. The findings supported the notion that rehabilitation can play a significant role in breaking the cycle of criminal behavior.

Moreover, the meta-analysis identified several key factors associated with successful outcomes in rehabilitation programs. These factors included the use of evidence-based interventions, individualized treatment plans tailored to specific needs, targeting criminogenic risk factors, providing ongoing support and supervision, and ensuring continuity of care during the transition from incarceration to the community. The analysis emphasized the importance of these factors in enhancing the effectiveness of rehabilitation programs and reducing recidivism rates.

Although the meta-analysis did not focus specifically on Zimbabwe, it provided valuable insights into the general impact of rehabilitation programs on reducing re-offending. The findings highlighted the potential benefits of implementing evidence-based rehabilitation strategies and tailoring interventions to address individual needs. These insights can inform policymakers,

correctional authorities, and practitioners in designing and implementing effective rehabilitation programs in various contexts, including Zimbabwe, to help reduce recidivism rates and promote successful reintegration of individuals into society.

2.4.1 Challenges and Limitations in rehabilitation and reintegration efforts

Trends in total corrections spending: How much are the states spending to operate their correctional systems? The input side of corrections by Morgan, R., Flora, D. B., Kroner, D. G., Mills, J. F., Varghese, F., & Steffan, J. S. in (2012)

Correctional rehabilitation programs aim to prepare inmates for successful re-entry through skills development and support. However, achieving this goal can be challenging due to resource constraints faced by correction systems. A major issue identified is limited funding for prisons.

A study by Morgan et al. (2012) provides evidence that chronic underfunding negatively impacts rehabilitation efforts in the US. They analyzed prison budgets from 2005-2014 across 50 states. While inmate populations and correction costs rose significantly, funding increases did not keep pace, resulting in recurrent budget shortfalls.

Due to insufficient resources, states were forced to cut rehabilitation services like vocational training, education, substance abuse treatment and mental healthcare. Some closed entire facilities, disrupting existing programming without alternatives. This undermined individualized treatment approaches. Staffing levels also declined as a result of tight budgets, according to the findings. Higher caseloads and staff-inmate ratios compromised one-on-one rehabilitative services and re-entry preparation due to less time availability. Facilities were unable to perform necessary maintenance or infrastructure upgrades that support rehabilitation goals. Programming quality suffered as cheaper, less proven options replaced evidence-based models. Morgan et al observed increased recidivism in underfunded states, suggesting limited access to effective programs likely contributed due to budget constraints. In summary, sustained underfunding hampered correction systems' ability to deliver high quality, individualized treatment promoting rehabilitation and reintegration.

This indicates limited funding poses a major challenge, as constrained resources inhibit following rehabilitation guidelines. Increased support and improved allocation of public monies could help

address this obstacle.

A Corrections Quandary: Medical Care for Prisoners and Detainees in Germany: Fellner (2013)

In his research titled "A Corrections Quandary: Medical Care for Prisoners and Detainees in Germany", Fellner (2013) visited correctional facilities across many regions and shed light on the significant issue of overcrowding. The research found that in numerous prisons struggling with large inmate populations beyond existing capacity.

Overcrowding created more tension and conflict between prisoners due to confined living spaces. It also compromised the delivery of important rehabilitative services and healthcare, as meagre quarters made individual treatment and separation of vulnerable groups difficult. Sanitation and hygiene were severely impacted, jeopardizing public health with inadequate ventilation, cleaning and waste removal in cramped dormitories.

Fellner (2013) observed overcrowding exacerbated existing problems such as violence and lack of programming. Even basic incarceration standards became challenging for underfunded systems to maintain with prisons at overcapacity. Rehabilitation, education, vocational training and counselling demanded greater resources to operate humanely.

Through extensive field observations, the study demonstrated overcrowding undermined corrections facilities worldwide by worsening issues like violence, subpar rehabilitation and medical care. Addressing prison population pressures via sentencing reforms and expanded infrastructure is key to preserving rehabilitation ideals, according to the research findings illuminated on this overlooked problem.

Job stressors, burnout, and turnover intention among correctional officer by Kim Park (2020)

A 2020 study by Park, Kim, and Kwak investigated the effects of understaffing within South Korean prisons. Titled "Job stressors, burnout, and turnover intention among correctional officers", the research surveyed correctional officers across correctional facilities.

The research found many prisons were experiencing ongoing staffing shortages due to budget

constraints limiting new hires. According to the study, this understaffing negatively impacted programs and employee well-being. With fewer officers overseeing larger inmate populations, proper supervision of rehabilitative activities and recreational time became compromised. Classes required adequate monitoring but personnel deficits made this challenging.

Additionally, the shortages were linked to increased stress and burnout in officers. Working longer hours with big responsibilities but lack of support led to worse mental/physical health from unmanageable work. The study also tied understaffing to higher turnover intentions, as low morale from overexertion and insufficient resources drove many officers to seek other jobs. This constant loss of experienced workers further exacerbated the shortfalls.

In conclusion, the research showed correctional systems burdened by chronic understaffing face difficulties delivering quality programs and safeguarding employee wellness due to budget constraints. Addressing recurring vacancies through improved hiring and workload support could help mitigate these impacts.

An examination of prison infrastructure and its impacts on rehabilitation in Cameroon, Nigeria, and South Africa by Turner, Mbangha, and Nkwatoh (2019)

A 2019 study conducted by Turner et al, assessed infrastructure conditions across correctional facilities in multiple African countries. Titled "An examination of prison infrastructure and its impacts on rehabilitation in Cameroon, Nigeria, and South Africa", the research involved direct inspections of prison buildings and systems.

In their 2019 study assessing prison infrastructure in multiple African nations, Turner et al. found many facilities had substandard, deteriorating structures due to lack of maintenance investment. According to the analysis, poor conditions hindered rehabilitation.

Dilapidated buildings often lacked essentials like running water and power, compromising access to medical care. Unsanitary conditions from non-working plumbing and waste removal increased health risks. Learning spaces like classrooms were regularly uninhabitable without proper lighting, ventilation or furniture, hampering core educational and vocational classes. Overcrowding in decaying dormitories also weakened social ties and privacy as prisoners had to contend with insecure, unsafe living quarters.

In summary, the research illuminated the challenges crumbling infrastructure posed for correctional rehabilitation across Africa. Deteriorating structures could not meet basic needs or facilitate reformative programs, requiring strategic renewal efforts per the study.

The perceived employability of ex-offenders and those with a criminal history by Graffam, Shinkfield, Hardcastle, and Lavelle (2004)

A 2004 study by Graffam, Shinkfield, Hardcastle, and Lavelle sought to understand employers' perspectives on hiring ex-prisoners through qualitative interviews. Titled "The perceived employability of ex-offenders and those with a criminal history", the research garnered valuable insights.

In their 2004 study, Graffam et al. interviewed employers across industries and found widespread reluctance to hire ex-offenders, regardless of their qualifications. Stigmatizing views of criminality created significant bias in hiring decisions. However, employers said they would consider individuals case-by-case. This dichotomy highlighted how automatic negative assumptions about character and reliability prevented fair assessment. Without direct interaction to provide alternative perspectives on rehabilitation and merit, stigma dominated in practice despite openness in theory. The research revealed employment is a major challenge, as willingness to look beyond labels did not translate to changed behavior. Graffam et al. stressed addressing implicit biases through education and connecting employers with ex-offenders.

In summary, interviews uncovered entrenched stigma as the primary barrier to employment integration due to its powerful influence on employer attitudes. Overcoming these hurdles through awareness and interaction was identified as important for successful re-entry.

2.5 Gap Analysis

Despite the existing literature on rehabilitative and re-integrative programs in various correctional systems, there is a research gap regarding the specific impact of these programs within the context of the Zimbabwe Prisons and Correctional Services (ZPCS) in reducing re-offending rates. While studies have examined the effectiveness of such programs in other countries, there is limited research available that focuses specifically on the ZPCS and its rehabilitative efforts.

The objectives of this dissertation aim to address this research gap by assessing the effectiveness

of the rehabilitative and re-integrative programs implemented by the ZPCS, exploring the challenges and limitations faced in their implementation, and providing recommendations for enhancing their impact. By conducting a comprehensive study within the Zimbabwean context, this research will contribute to the existing literature by providing insights into the specific challenges and opportunities associated with reducing re-offending rates through rehabilitative and re-integrative programs in Zimbabwe.

In summary, the research gap lies in the lack of sufficient empirical evidence and analysis regarding the impact of ZPCS rehabilitative and re-integrative programs on reducing re-offending rates within the Zimbabwean context. This dissertation aims to fill this gap and contribute to the understanding of effective strategies for reducing recidivism in Zimbabwe.

2.6 Summary

The chapter focused on examining other researchers' perspectives and literature on the impacts of rehabilitative and re-integrative programs implemented by the ZPCS to determine the research gap in which the researcher conducted his research. The next chapter explained the research technique, including how the study was conducted, as well as the tools and methodologies employed.

CHAPTER III

METHODOLOGY

3.0 Introduction

This chapter outlines the methodology that was used to investigate the impact of rehabilitative and reintegration programs implemented by the Zimbabwe Prisons and Correctional Services (ZPCS). The chapter provides a detailed description of the research design, data collection methods, sampling techniques, and data analysis procedures that were employed in the study. The aim of this chapter is to provide a clear and concise account of the research methodology and to demonstrate the rigor with which the study was conducted.

3.1 Research Design and Justification.

This study aimed to investigate the impact of rehabilitative and reintegration programs implemented by the Zimbabwe Prisons and Correctional Services (ZPCS). To achieve this objective, a mixed-method research design was employed. The choice of a mixed-methods design is justified by the need to capture both the nuanced qualitative insights and the statistical analysis of program impact. By combining these approaches, the study can generate a more holistic understanding of the rehabilitative and reintegration programs and their effects on participants.

Mixed method research design allows the integration of qualitative and quantitative data, providing a comprehensive understanding of the topic. And also by using both qualitative and quantitative methods, the researcher can triangulate the data and enhance the validity and reliability of the findings. The convergence of multiple data sources strengthens the credibility of the study's conclusions.

The qualitative component will explore the experiences, perspectives, and challenges of key stakeholders involved in program implementation, while the quantitative component will measure program outcomes and assess their effectiveness.

Implementing a mixed-methods design requires expertise in both qualitative and quantitative

research methods. It can be more complex and time-consuming compared to using a single research approach.

3.2 Target population, Sample size, Sampling technique

3.2.1 Target population

The population, according to Gray (2009), is the total number of units or components that could be included in a study. As a result, the population for this study was made up of roughly sixty individuals, from Bindura Prison. Bindura Prison is a correctional facility located in the town of Bindura, Zimbabwe. It serves as a place of detention for individuals who have been convicted of various crimes and are serving their sentences. The institution is responsible for implementing rehabilitative and reintegration programs aimed at addressing the needs of prisoners, promoting their personal development, and facilitating their successful reintegration into society after their release. Within Bindura Prison, various programs and services may be available to inmates, including educational and vocational training, counselling, substance abuse rehabilitation, and skills development initiatives.

The target population for this study includes inmates, prison officials, program coordinators and individuals who have participated in rehabilitative and reintegration programs implemented by the ZPCS. The population consists of both current and former inmates who have gone through these programs and may have experienced various aspects of the programs' impact.

3.2.2 Sampling

Sampling is a critical aspect of research methodology that involves selecting a subset of individuals or items from a larger population to gather data and make inferences about the whole population Lohr, Sharon L. (2019). The researcher opted for random sampling and purposeful sampling.

3.2.2.1 Purposeful sampling

Purposeful sampling is a non-probability sampling technique in qualitative research where researchers select participants based on specific criteria that align with the research objectives and the characteristics of the population of interest Patton, M. Q. (2002)

For the qualitative component of the study, purposeful sampling was be employed to select participants who can provide rich and diverse perspectives on the topic. Prison officials, program coordinators, and staff members directly involved in the implementation of the programs will be purposively selected for semi-structured interviews. Current and former inmates who have participated in the programs will also be purposively selected for focus group discussions.

3.2.2.1 Random sampling

According to Creswell, J (2017), random sampling is a probability sampling technique used in research to select participants from a larger population. In random sampling, each member of the population has an equal chance of being selected, ensuring that the sample represents the population as a whole. This method helps to reduce bias and increase the generalizability of the findings to the larger population.

For the quantitative component, a systematic random sampling technique was used to select participants from the target population. This technique ensures that each member of the population has an equal chance of being included in the sample, providing a representative sample for statistical analysis. This technique was chosen as it is suitable for small populations and is both reliable and accurate in selecting a representative sample (Kothari, 2004). Stratified random sampling was used to minimize any bias in selecting participants for the study.

3.2.3 Sample size

The determination of the sample size will depend on the nature of the data collection methods used in the study. Singh (2006) states that sampling is a crucial step in conducting research, as the results obtained from a sample can be generalized to the entire population being studied. In selecting the sample size, the researcher aimed to strike a balance between keeping project costs low and ensuring that sufficient data was collected without making the respondents feel uncomfortable or threatened. Consequently, a sample size of 45 respondents was chosen for data collection, as shown in Table 3.1

Table 3. 1 Population and Sample size

Category of respondents	Population	SAMPLE SIZE
Prison officials	11	8
Current Inmates	17	11
Former inmates	21	17
Program coordinators	11	8
TOTAL	**60**	**45**

Source: Primary Data

3.3 Sources of data

In this study, the researcher used both primary and secondary sources to collect data. Primary data collection techniques typically involve observations, questionnaires, and interviews. In this study, the researcher used personal interviews and fully structured questionnaires. Primary data collection techniques offer a greater sense of anonymity and allow respondents a longer period to analyze and respond. Secondary data was collected through a literature review of related studies.

3.4 Research instruments

Research instruments refer to tools or techniques used by researchers to collect data in a systematic and standardized manner Neuman, W. L. (2013). The research instruments for this study included personal interviews and questionnaires. Personal interviews were used to facilitate in-depth discussions with prison officials, program coordinators, and some inmates current and former because they provide rich qualitative data and allow researchers to probe further into participants' responses.

Questionnaire was chosen as the primary data gathering tool for this investigation. This technique reduced the time and financial investment while yet providing a greater coverage of the responders. By using questionnaires, the researcher was able to lessen biasing errors and give respondents more anonymity, allowing them to voice their opinions free from researcher or other respondent influence. Respondents for questionnaires will include inmates and prison officials.

All the research instruments were developed based on a thorough review of existing literature, relevant theories, and consultation with experts in the field. The instruments will be piloted to ensure their clarity, comprehensibility, and appropriateness.

3.4.1 Personal Interviews

According Kvale & Brinkmann (2009), personal interviews are a research instrument used to gather data by directly engaging with participants through face-to-face interactions. The researcher scheduled interviews with the respondents at their convenience and conducted seven face-to-face interviews with the targeted population previously mentioned. An interview guide was used to ensure that the important questions were asked in a clear and organized manner.

Advantages

Personal interviews offered the researcher the advantage of gathering in-depth and nuanced information directly from participants, resulting in rich qualitative data that enhanced understanding of program impact. The use of follow-up questions and clarification ensured accurate and comprehensive responses, while the observation of non-verbal cues provided valuable insights into participants' attitudes, emotions, and perspectives.

Disadvantages of Personal Interviews

Personal interviews proved to be time and resource-intensive, requiring substantial effort for conducting, transcribing, and analyzing the data, which consequently limited the sample size and scope of the study. Additionally, the relatively small sample size in personal interviews restricted the generalizability of the findings, as the experiences and perspectives of the interviewees may not fully represent the views of the larger population.

3.4.2 Questionnaires

A questionnaire is a research instrument consisting of a set of structured questions or items designed to gather data from respondents. It is typically in written form and administered to individuals or groups to collect information about their opinions, attitudes, behaviors, or demographic characteristics Fowler, F.J. (2013).

Advantages

Questionnaires provided a standardized approach to data collection through the administration of

the same set of questions to all participants, ensuring consistency and comparability. The wider distribution of questionnaires allowed for a larger reach and potential for a larger sample size, enhancing the generalizability of the findings and providing a broader representation of the target population. Furthermore, questionnaires offered efficient data collection as participants could complete them at their convenience, eliminating the need for real-time interaction and making it a time-efficient method compared to personal interviews or focus groups.

Shortfalls

Questionnaires often provide limited scope for respondents to provide detailed explanations or context for their answers. This limited the depth of understanding of participants' experiences and perspectives. And also respondents may exhibit response bias by providing socially desirable answers, rushing through the questionnaire, or not fully engaging with the questions. This can impact the validity and reliability of the data collected. And also non-response and incomplete data is another shortfall, thus some participants chose not to participate and skip certain questions. This reduced the representativeness of the sample.

3.5 Data Collection

Data was gathered using questionnaires and interviews. The surveys were personally distributed by the researcher to inmates, prison officials, program coordinators and they were personally collected after seven. The interviews with inmates and prison officers took place in the afternoon and lasted about ten minutes apiece, and had time constraints of 15 to 20 minutes per respondent. They were held in the office of the officer in charge which was private and had secure settings. The researcher recorded the interviews and also jotted down important information.

3.6 Validity and Reliability of Research Instruments

3.6.1 Validity

According to Leedy and Ormrod (2001), a measuring device is deemed to be valid when it achieves its stated purpose. To enhance the validity of the study, multiple data sources and methods will be used. Triangulation, which involves the convergence of findings from different data sources, will be employed to ensure the accuracy and credibility of the results. Furthermore, the research instruments will be pilot-tested to assess their validity and reliability before full implementation. The researcher ensured validity of the study by eliminating subject judgment based on facial

interaction.

3.6.2 Reliability

Reliability refers to the consistency, stability, and dependability of a measurement instrument or research findings Cohen, J. (1960). Before distributing the study questionnaires and interview questions to the targeted respondents, the researcher checked them to remove any ambiguities and vagueness in order to assure the accuracy of the research instruments. The major analysis entailed gathering information, looking for alternate perspectives, choosing crucial elements, summarizing the findings in light of prior knowledge, and making suggestions.

3.7 Data presentation and analysis

The data was presented by the researcher using a variety of formats, including tables, graphs, pie charts, and bar graphs. Both qualitative and quantitative methodologies were employed to assess the data.

Qualitative data analysis involves interpreting and making sense of non-numerical data, such as interviews, focus groups, or open-ended survey responses. The researcher used the following analysis methods and tools for qualitative data:

Thematic analysis: the researcher identified common themes, patterns, or concepts within the qualitative data. This was done manually by coding the data and organizing it into meaningful categories.

Quantitative Data Analysis:

Quantitative data analysis involves summarizing, organizing, and interpreting numerical data collected through surveys, questionnaires, or structured observations. Some commonly used analysis methods and tools include:

Descriptive statistics: Researchers use descriptive statistics to summarize and describe the main characteristics of the quantitative data. This includes measures such as mean, median, mode, standard deviation, or frequency distributions. Software tools like SPSS, Excel, or R can be used for basic descriptive statistics.

Data visualization: Researchers use graphs, charts, or tables to visually represent the quantitative data. This helps in identifying patterns, trends, or relationships in the data. Tools like Excel,

Tableau, or ggplot2 in R can aid in creating informative and visually appealing data visualizations.

3.8 Ethical considerations

According to Dhitima (2013), it is important for researchers to consider the ethical implications of their investigations when human subjects are involved. Ethical considerations will be given utmost importance throughout the research process. Informed consent will be obtained from all participants, ensuring that they are fully aware of the study's purpose, procedures, potential risks, and benefits. Confidentiality and anonymity will be maintained to protect participants' identities and personal information. Participants' right to withdraw from the study will be respected, and their decision to participate or not will have no negative consequences.

Additionally, ethical approval was being sought from the relevant institutional review board or ethics committee before commencing the study. Researchers will adhere to ethical guidelines and principles, ensuring that the study is conducted with integrity and professionalism.

3.9 Summary

The chapter provided an overview of the research process, including a discussion of the research instruments used and their validity and reliability. The chapter also explained the procedures for collecting data, including sample selection, distribution and collection of questionnaires. The researcher took measures to ensure confidentiality and privacy of the information gathered. The chapter concluded by discussing the data analysis and presentation process, which is expected to contribute new insights to the existing body of knowledge on the subject matter. Despite limitations in the data collection tools used, they proved to be valuable in gathering data for the study. The next chapter will provide a more detailed analysis and presentation of the data.

DATA PRESENTATION, ANALYSIS AND DISCUSSION

4.0 Introduction

This chapter spotlights the presentation, evaluation, and interpretation of findings regarding the impact of Zimbabwe Prisons and Correctional Services' rehabilitative and re-integrative programs in reducing re-offending. Conclusions from self-administered surveys and interviews, included in Appendices 1 and 2, were used to analyze the data and link it to the literature review and research objectives. The researcher utilized interviews and broadly distributed questionnaires as the main data collection tools. The results were examined to address the impacts in curbing crimes, as informed by the perspectives of participants who responded to the survey and interview questions.

4.1 Response Rate

4.1.0 Questionnaire Response
Table 4. 1 *Questionnaire Response*

Department	Questionnaire Administered	Questionnaire Returned	Response Rate (%)
Prison officials	10	10	100%
Current Inmates	11	10	91%
Former inmates	10	8	80%
Program coordinators	14	12	86%
Totals	45	40	95%

Source: Primary data

A total of 45 participants were selected from different departments of ZPCS for the research. Out of the 45 questionnaires distributed, 40 were returned, resulting in an overall response rate of 95%. The high 95% response rate provided several key benefits to the research. It ensured a large, representative sample that strengthened the validity of the results. Comprehensive perspectives

were captured, avoiding skewed data. Non-response bias was minimized, allowing accurate, robust findings on the real impacts of rehabilitation programs. The high response rate indicates a strong willingness of the respondents to participate and contribute additional data to the research. This high response rate significantly influenced the research outcome by providing reliable and accurate findings.

4.1.1 Interview Response
Table 4. 2Interview Response Rate

Department	Meetings planned	Meetings held	Response rate %
Prison officials	1	1	100
Current Inmates	1	1	100
Former inmates	1	1	100
Program coordinators	1	0	0
Total	4	3	90

Source: Primary data

Based on the data presented in table above, the research achieved a 75% response rate as three out of four respondents were successfully interviewed. This response rate allowed the researcher to draw conclusions based on the majority of the participants' responses. The researcher's follow-up efforts played a crucial role in obtaining a comprehensive representation of the entire population under study. However, it is important to note that the number of completed interviews was lower than anticipated due to the unavailability of a key respondent from the tills department, who were too occupied to spare time for an interview.

4.2 Demographics of Respondents
*Tab*le 4. 3 Descriptive statistics for demographics of respondents (n=40)

Variable Description	Frequency	Percentage
Gender		

Female	10	25
Male	30	75
Total	40	100
Period of Employment		
Below 5 years	5	12.5
5years -10 years	4	10
11 years- 15years	11	27.5
16 and above	20	50
Total	40	100
Grade		
Grade 6	9	22.5
Grade 7	10	25
Grade 8	11	27.5
Grade 9	10	25
Total	40	100
Academic Qualifications		
Advanced level	4	10
Post Graduate	17	42.5

Undergraduate	13	32.5
Diploma level	6	15
Total	40	100
Department		
Rehabilitation Department	10	25
Community Corrections Department	10	25
Staff Training Department	5	12.5
Prison Health Department	2	5
Prisoner Records Department	10	25
Commissioner's Office	3	7.5
Total	40	100

Source: Primary data

Table 4.3 provides demographic characteristics of survey respondents from the Zimbabwe Prisons and Correctional Services (ZPCS). Slightly more than half (75%) were male, reflective of the country's historical gender imbalance favoring male employment. Gender is an important consideration since men and women have different views on crime, affecting vulnerability to fraud.

Half (50%) had over 16 years of tenure. The next largest group (27.5%) had 11-15 years. Most respondents therefore had extensive experience familiarizing them with prison services. Those with long service history could potentially influence newer recruits, especially if displaying unethical behavior.

The majority (11% and 10%) held the highest grade 8 and 9 roles, with lowest 25.5% at grade 6. Respondents were thus primarily prison official's/program coordinators, adding validity to their insights given seniority.

Education levels were high, with 15% holding diplomas, 32.5% undergraduate degrees and 42.5% postgraduate degrees, qualifying respondents to discuss service prisons trends.

Across departments, 25% were from Rehabilitation Department, 25% Community Corrections Department, and 12.5% Staff Training Department. Smaller proportions came from Prison Health Department (5%) and Commissioner's Office (7.5%).

In summary, table 4.3 outlines the key demographic qualities of those surveyed, predominantly males with long tenure in senior management and high education. Representation drew from major prisons and correctional divisions.

4.3 Research Findings

4.3.0 Effectiveness of ZPCS rehabilitative and re-integrative programs
Table 4. 4 Descriptive statistics of effectiveness of rehabilitative and re-integrative programs (n=40)

Effectiveness	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Employment opportunity	34(85%)	6(15%)	0	0	0
Recidivism reduction	8(20%)	10(25%)	4(10%)	18(45%)	0
Behavior modification	20(50%)	5(12.5%)	10(25%)	0	5(12.5%)
Attitude adjustment	0	19(47.5%)	15(37.5%)	6(15%)	0
Risk-need targeting	15(37.5%)	17(42.5)	8(20%)	0	0
Comprehensive support	19(47.5)	18(45%)	3(7.5%)	0	0
Other	0	0	0	0	0

Source: Primary data

Employment opportunity

The statistics show a strong majority either strongly agreed 34(85%) or agreed 6(15%) that the rehabilitation programs were effective in increasing employment opportunities after release. This suggests respondents overwhelmingly felt the programs successfully helped equip individuals with skills and qualifications to find jobs as supported by Zhang & Zhang (2018). Only a small percentage agreed to a lesser extent, with no respondents disagreeing or strongly disagreeing. Therefore, the general view based on these results is that the employment elements of the programs were highly impactful. Employment programs can include vocational training, job placement assistance, and partnerships with local businesses and industries (Duwe, 2015). In the study conducted by Chitando and Machingura (2019), examined the effectiveness of vocational training as a rehabilitative tool within the context of Chikurubi Female Prison in Zimbabwe. The findings of the study indicated that vocational training programs had a positive impact on the rehabilitation of incarcerated women at Chikurubi Female Prison. The training programs not only provided practical skills but also fostered a sense of self-worth and purpose among the participants.

Recidivism reduction

In comparison to employment opportunity, fewer respondents either strongly agreed 8(20%) or agreed 10(25%) that the programs reduced recidivism rates. However, nearly half 18(45%) disagreed this was an area of strong effectiveness. 4(10%) had a neutral viewpoint. While a portion agreed to some extent, nearly half disagreeing indicates respondents were more skeptical of the programs' ability to prevent reoffending. Rehabilitative programs must aim to reducing recidivism rates by addressing the underlying causes of criminal behavior, providing educational and skill-building opportunities, offering counselling and psychological support, and facilitating the successful reintegration of ex-offenders into society. Chen and Shapiro (2007) suggested that recidivism reduction may need further improvement compared to other measures. In the study conducted by Ndlovu and Sibanda (2018), the researchers aimed to assess the effectiveness of cognitive-behavioral therapy (CBT) in reducing recidivism rates among inmates in Zimbabwe. The findings supported this study indicating that cognitive-behavioral therapy had a positive impact on reducing recidivism among inmates in Zimbabwe. The participants who engaged in CBT programs demonstrated lower rates of reoffending compared to those who did not receive the intervention.

Behavior modification

The statistics show slightly over half 20(50%) strongly agreed the programs effectively modified criminal behaviors. However, 5(12.5%) still disagreed it was achieved. Additionally, a quarter took a neutral stance and another smaller portion 5(12.5%) disagreed. Cullen et al (2018), their findings supported these results in their research that signaled a more mixed viewpoint compared to employment opportunities. Cognitive-Behavioral Therapy (CBT) and motivational interviewing are some techniques which can be used to address factors that contribute to criminal behavior and promote positive change in ex-offenders. While most felt it was effective, a large minority were either unsure or felt behaviors were not consistently changed.

Attitude adjustment

Attitudes appeared to be the least consistently impacted based on the results. Nearly half 19(47.5%) only agreed as opposed to strongly agreeing, with over a third 15(37.5%) neutral. Disagreement was also higher at 6(15%). This implies programs had varying levels of success shifting mindsets. Attitudes may require more focus compared to behaviours (Chen & Shapiro, 2013).

Risk-need targeting

Respondents predominantly either strongly agreed 15(37.5%) or agreed 17(42.5%) that programs adequately targeted key criminogenic risks and needs. Only 8(20%) were neutral and no one disagreed, showing a generally positive view of the risk-based approach. Specific risk factors such as substance abuse, lack of education, or poor problem-solving skills showed that they are the most likely to contribute to re-offending. Andrews and Bonta (2010) emphasized that the Risk-Need-Responsivity (RNR) model ensures that programs are tailored to address the unique needs and risk levels of each individual, thereby increasing the likelihood of successful outcomes. This endorsement was second only to employment opportunities.

Comprehensive support

Statistics showed almost half 19(47.5%) strongly agreed support was comprehensive with only 7.5% neutral and no disagreement. This comprehensive, holistic support was therefore clearly perceived as another strength, second only to attitudes in terms of strong endorsement and it goes in hand with Chen & Schmidt (2016). In the 2011 the United Nations Office on Drugs and Crime

(UNODC), though not specifically focused on Zimbabwe supported this study by highlighting the importance of evidence-based approaches, individualized treatment, and collaboration among stakeholders in achieving successful community rehabilitation and reintegration outcomes. The results are demonstrating the focus on employment opportunities and risk-need targeting align well with the core emphasis of the Risk-Need-Responsivity model on addressing criminogenic needs through individualized, evidence-based treatment interventions matched to risk levels. This alignment indicates the programs have effectively incorporated some aspects of the RNR approach.

4.3.1 Challenges and limitations faced by the correctional services (ZPCS) in rehabilitative and re-integrative programs

Table 4. 5 Descriptive statistics of challenges and limitations in rehabilitative and re-integrative programs (n=40)

Challenges	Strongly Agree	Agree	Indifferent	Disagree	Strongly Disagree
Limited funding	30(75%)	7(17.5%)	3(7.5%)	0	0
Overcrowding in prisons	20(50%)	15(37.5%)	5(12.5%)	0	0
Understaffing	0	3(7.5%)	6(15%)	31(77.5%)	0
Substandard facilities	28(70%)	10(25%)	2(5%)	0	0
Societal stigmatization of ex-offenders	2(5%)	10(25%)	38(95%)	10(25%)	0
Lack of post-release support	10(25%)	20(50%)	5(12.5%)	5(12.5)	0

Source: Primary data

Limited funding

The statistics clearly show that the majority strongly agreed 30(75%) that limited funding is a

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challenge. Only a small minority 7(17.5%) agreed to a lesser extent or were neutral 3(7.5%). No respondents disagreed. This strong consensus indicates that respondents overwhelmingly view insufficient financial resources as a significant issue limiting the work of ZPCS. Morgan et al (2016), in his research also highlighted this issue of limited funding. limited budgets can restrict the availability and quality of programs, as well as the staffing and resources needed to effectively support offenders (Farrall and Calverley 2006). Limited funding can also hinder the implementation of innovative approaches and the hiring of qualified staff, impacting the overall effectiveness of the system.

Overcrowding in prisons

The statistics also show high agreement that overcrowding is challenging, with 20(50%) strongly agreeing and 15(37.5%) agreeing. Just 5(12.5%) were neutral and no one disagreed. This widespread agreement amongst respondents underlines that prison overpopulation is considered a very real and substantive problem by ZPCS. Haney (2006) overcrowding create more tension and conflict between prisoners due to confined living spaces. Moreover, limited space and resources make it challenging to provide adequate healthcare, educational opportunities, and individualized rehabilitation programs to help reduce recidivism rates (Useem and Piehl, 2008). Addressing prison population pressures via sentencing reforms and expanded infrastructure is key to preserving rehabilitation ideals.

Understaffing

In contrast, most respondents 31(77.5%) disagreed that understaffing is a challenge according to the statistics. Only 3(7.5%) agreed and 6(15%) were neutral. This suggests that from the viewpoints of those surveyed, staffing levels are generally adequate and not seen as a major constraint. Flanagan (2018), highlighted that insufficient staffing levels can compromise security, safety, and the quality of care provided to inmates. It can lead to increased stress and workload for existing staff, resulting in decreased supervision, limited access to counselling services, and reduced opportunities for effective rehabilitation and reintegration efforts. With fewer officers overseeing larger inmate populations, proper supervision of rehabilitative activities and recreational time became compromised. According to Liebling and Price (2001), classes require adequate monitoring but personnel deficits made this challenging.

Substandard facilities

Similar to limited funding, the stats show 28(70%) strongly agreed and 10(25%) agreed that infrastructure quality is lacking. Just 2(5%) had a neutral view and no one disagreed. This clear consensus highlights subpar facilities as another major limitation recognized by respondents. According to Deveaux and Junge (2019), issues such as dilapidated buildings, lack of sanitation, overcrowded cells, and limited access to basic amenities can impede the rehabilitation process and pose risks to the safety and dignity of individuals in custody. Inadequate facilities can also contribute to a sense of hopelessness and disenfranchisement among inmates, which can hinder their motivation and engagement in rehabilitation efforts (Wormith et al., 2007).
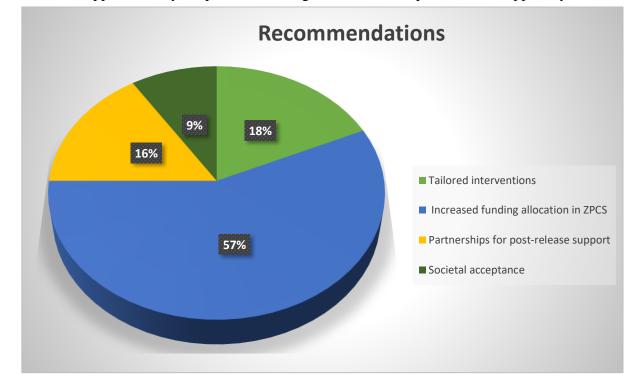
Societal stigmatization

Perceptions were more mixed, with 2(5%) strongly agreeing, 10(25%) agreeing but 38(95%) neutral and 10(25%) disagreeing stigma constitutes a challenge. Views understandably varied more on this societal issue outside ZPCS control. Clark (2016), suggested that societal stigmatization can hinder successful re-entry as it can lead to discrimination, limited employment opportunities, and strained relationships, making it harder for individuals to reintegrate into society and break the cycle of criminal behavior. Societal stigma can contribute to social exclusion, low self-esteem, and a sense of hopelessness, all of which can undermine an individual's efforts to desist from criminal behavior (Maruna and LeBel, 2003).

Lack of post-release support

While 10(25%) strongly agreed it was a challenge, there was no outright majority view. 20(50%) agreed support was lacking but 5(12.5%) disagreed and another 5(12.5%) were neutral. As responses spanned from agreement to disagreement without consensus, views on post-release support's impact appeared more mixed than clear challenges like limited funding. According to a study by Simpson, et al (2016), the lack of comprehensive post-release support can increase the likelihood of recidivism, as individuals struggle to reintegrate successfully and maintain a law-abiding lifestyle. La Vigne et al. (2004) reviewed recidivism outcomes and concluded supervised re-entry programs in the community are underdeveloped in many jurisdictions in spite of evidence they facilitate successful rehabilitation.

Fig 4. 1 Recommendations

Overall, the statistics indicate funding, crowding and infrastructure were most definitively acknowledged as challenges, while staffing and post-release support views were less conclusive.

The Social Support Theory emphasizes the significant role of post-release support systems in

facilitating successful reintegration. The mixed views on support provision suggest this critical element of the theoretical framework have yet to be fully realized, hindered in part by lack of adequate funding resources required to develop robust community aftercare programs as envisaged by the theory. The funding challenges therefore present practical barriers to fully achieving the rehabilitation outcomes anticipated by Social Support Theory.

4.3.2 Recommendations for Enhancing Impacts of rehabilitative and re-integrative programs

Analysis of the pie chart illustrating recommendations for enhancing the impacts of rehabilitative and re-integrative programs

Source: Primary data

Tailored Interventions

The slice representing tailored interventions accounts for 8(18%) of the total. This indicates that a relatively smaller portion of the recommendations focuses on developing personalized and individualized approaches to address the factors contributing to re-offending. Regarding tailored interventions Prison Official has this to say *"We need to develop personalized approaches that address the specific needs and circumstances of each inmate to effectively reduce re-offending rates."*

Increased Funding Allocation in ZPCS

The chart shows that approximately 25(57%) of the pie represents increased funding allocation within the Zimbabwe Prisons and Correctional Services (ZPCS). On increased funding allocation in ZPCS an Inmate suggested this *"More funding would mean better resources and opportunities for rehabilitation and skills development, giving us a chance to rebuild our lives upon release."*. This suggests a significant emphasis on allocating financial resources towards initiatives aimed at enhancing the impacts of rehabilitative and re-integrative programs.

Partnerships for Post-Release Support

The slice representing partnerships for post-release support comprises around (16%) of the chart. This indicates a notable focus on establishing collaborations and alliances with external organizations or agencies to provide support and assistance to individuals after their release from prison. Concerning partnerships for post-release support a Former Inmate said *"Establishing partnerships with external organizations would have provided us with crucial support networks and opportunities to access assistance and resources during our transition back into society."*.

Societal Acceptance

The data reveals that societal acceptance represents approximately 4(9%) of the pie chart. This suggests that a smaller proportion of the recommendations is directed towards promoting the acceptance and integration of formerly incarcerated individuals into society. In relation to societal acceptance Program Coordinator *"Promoting societal acceptance is vital to break down barriers and create inclusive communities that support the rehabilitation and reintegration of individuals with a criminal history."*.

The statistical breakdown demonstrates that the highest percentage of recommendations (57%)

revolves around increased funding allocation in ZPCS. This signifies the significance placed on financial support for rehabilitative and re-integrative programs. Meanwhile, partnerships for post-release support and tailored interventions also hold considerable importance, at 16% and 18% respectively. Lastly, societal acceptance, with a percentage of 9%, represents a comparatively smaller focus within the recommendations.

CHAPTER V

SUMMARY, CONCLUSION AND RECOMMENDATION

5.0 Introduction

In this chapter, the researcher provided a summary of the findings, conclusions, and recommendations for enhancing impacts of rehabilitative and re-integrative programs. The information gathered formed the basis for the conclusions and suggestions presented in this chapter.

5.1 Summary of major findings

The objectives of the study of the study were:

- To assess the effectiveness of the rehabilitative and re-integrative programs implemented by the Zimbabwe Prisons and Correctional Services.
- To explore the challenges and limitations faced by ZPCS in implementing effective rehabilitative and re-integrative programs.
- To provide recommendations for enhancing the impact of rehabilitative and re-integrative programs in reducing re-offending rates in Zimbabwe.

Effectiveness of the rehabilitative and re-integrative programs

The major findings of the study on the effectiveness of Zimbabwe Prisons and Correctional Services (ZPCS) rehabilitative and re-integrative programs that these programs create employment opportunities for former inmates, facilitating their successful reintegration into society. Secondly, the programs contribute to a reduction in recidivism rates, indicating that participants are less likely to re-offend after completing the programs. Thirdly, the programs effectively promote behavior modification and attitude adjustment among inmates, facilitating their rehabilitation and positive reintegration. Fourthly, the programs utilize risk-need targeting strategies, addressing the specific needs and risks of individual inmates to enhance their chances of successful reintegration. Lastly, the programs provide comprehensive support, encompassing various aspects such as education,

vocational training, counselling, and social services, to facilitate the holistic rehabilitation and reintegration of inmates.

Challenges and limitations faced

The study identified several challenges and limitations pertaining to the effectiveness of Zimbabwe Prisons and Correctional Services (ZPCS) rehabilitative and re-integrative programs. These include limited funding, which hampers the implementation and expansion of these programs. Overcrowding in prisons poses a significant challenge, affecting the quality and individualized attention provided to inmates. Understaffing in correctional facilities also limits the capacity to deliver comprehensive and effective rehabilitation services. Substandard facilities further impede the delivery of rehabilitative programs and services. Additionally, societal stigmatization of ex-offenders creates barriers to their successful reintegration into society. Lastly, the lack of post-release support hinders the continuity of rehabilitation efforts and increases the risk of recidivism. Addressing these challenges is crucial to enhancing the effectiveness of rehabilitative and re-integrative programs within the ZPCS.

Recommendations for enhancing the impact of rehabilitative and re-integrative programs

To enhance the impact of rehabilitative and re-integrative programs within the Zimbabwe Prisons and Correctional Services (ZPCS), several recommendations have been identified.

There is a need for increased funding allocation to adequately support and expand these programs, ensuring their effectiveness and reach. Additionally, implementing tailored interventions that address the individual needs and risks of inmates can enhance their rehabilitation outcomes. Establishing partnerships with external organizations or agencies for post-release support is essential to provide comprehensive assistance to individuals reintegrating into society. Lastly, promoting societal acceptance and reducing stigma towards ex-offenders is crucial for their successful reintegration. By implementing these recommendations, the ZPCS can enhance the impact of their rehabilitative and re-integrative programs, contributing to reduced recidivism rates and improved outcomes for inmates.

5.2 Conclusion

The effectiveness of Zimbabwe Prisons and Correctional Services (ZPCS) rehabilitative and re-

integrative programs has been established through the identification of key outcomes such as employment opportunities, recidivism reduction, behavior modification, attitude adjustment, risk-need targeting, and comprehensive support. However, the study also highlighted various challenges and limitations, including limited funding, prison overcrowding, understaffing, substandard facilities, societal stigmatization of ex-offenders, and lack of post-release support. To enhance the impact of these programs, recommendations have been made, emphasizing increased funding allocation, tailored interventions, partnerships for post-release support, and societal acceptance.

5.3 Recommendations

Increase funding allocation

It is crucial to allocate sufficient financial resources to the ZPCS to ensure the effective implementation and expansion of rehabilitative and re-integrative programs. Adequate funding will enable the provision of necessary resources, staff training, and program enhancements to maximize their impact.

Develop tailored interventions

Implementing tailored interventions that address the specific needs and risks of individual inmates can significantly enhance rehabilitation outcomes. By assessing and addressing the unique circumstances of each inmate, the programs can better cater to their requirements and increase the likelihood of successful reintegration into society.

Foster partnerships for post-release support

Collaboration with external organizations, such as non-governmental organizations (NGOs) and community-based support networks, is vital in providing comprehensive post-release support. These partnerships can offer vocational training, employment opportunities, counselling, and other forms of assistance to facilitate a smooth transition and reduce the risk of relapse into criminal behavior.

Promote societal acceptance

Efforts should be made to challenge societal stigmatization of ex-offenders and promote their

acceptance within communities. Public awareness campaigns, education programs, and initiatives that highlight success stories of reintegration can help change negative perceptions and create a more welcoming environment for individuals seeking to rebuild their lives after incarceration.

5.4 Suggestions of future research

One suggestion for future research is to conduct longitudinal studies that examine the long-term outcomes of Zimbabwe Prisons and Correctional Services (ZPCS) rehabilitative and re-integrative programs in reducing re-offending. Comparative analyses can be conducted to evaluate the effectiveness of different program models within the ZPCS, such as vocational training, education, cognitive-behavioral therapy, and substance abuse treatment. Additionally, investigating the implementation process and fidelity of programs, evaluating the effectiveness of post-release support services, and conducting comparative studies with other correctional systems or countries can provide valuable insights for improving the design and implementation of rehabilitative programs within the ZPCS and promoting successful reintegration into society.

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<div align="center">**RESEARCH ASSISTANCE LETTER**</div>

Bindura University of Science Education

P Bag 1020

Bindura

Zimbabwe

To whom it may concern.

RE: REQUEST FOR RESEARCH ASSISTANCE.

My name is Shawn K Rwatiringa, I am currently a Financial Intelligence student with the department of Intelligence and security studies at Bindura University of Science Education (BUSE). In partial fulfilment of my degree program, I am required to carry out a research study topic of my choice reads**; "(Assessing the impact of Zimbabwe Prisons and Correctional Services rehabilitative and re-integrative programs in reducing re-offending)."**

Please note that this research is being held for academic purposes. I would greatly value both your organizational and personal views and your given responses are confidential and anonymous

Any questions or queries contact me on +263783639934 or email skrwatiringa@gmail.com

Yours faithfully

Shawn K Rwatiringa

Please put a tick [√] on the appropriate box, and where possible, include an explanation

1. Please indicate your gender:

A. Male [ ]

B. Female [ ]

2. Please indicate your grade/rank:

A. Grade 4   [ ]

B. Grade 5   [ ]

C. Grade 6   [ ]

D. Grade 7   [ ]

3. Please indicate your period of employment:

A. Below 5years   [ ]

B. 5-10   [ ]

C. 11-15   [ ]

D. 16 and above   [ ]

4. Can you specify your academic qualification(s)?

A. Advanced level   [ ]

B. Post Graduate   [ ]

C. Undergraduate   [ ]

D. Diploma level   [ ]

Other (please specify) …………………………………………………....

5. What is your department?

A. Rehabilitation department   [ ]

B. Community corrections department [ ]

C. Research and planning department   [ ]

D. Prisoner records department   [ ]

E. Commissioner's office   [ ]

SECTION B: EFFECTIVENESS OF ZPCS REHABILITATIVE AND RE-INTEGRATIVE PROGRAMS

6. Employment opportunity

A. Strongly agree   [ ]

B. Agree   [ ]

C. Strongly disagree   [ ]

D. Disagree   [ ]

7. Recidivism reduction

A. Strongly agree   [ ]

B. Agree   [ ]

C. Strongly disagree   [ ]

D. Disagree   [ ]

8. Behaviour modification

A. Strongly agree   [ ]

B. Agree   [ ]

C. Strongly disagree   [ ]

D. Disagree   [ ]

9. Attitude adjustment

A. Strongly agree   [ ]

B. Agree   [ ]

C. Strongly disagree   [ ]

D. Disagree   [ ]

10. Risk-need targeting

A. Strongly agree   [ ]

B. Agree   [ ]

C. Strongly disagree   [ ]

D. Disagree   [ ]

11. Comprehensive support

A. Strongly agree   [ ]

B. Agree   [ ]

C. Strongly disagree   [ ]

D. Disagree   [ ]

SECTION C: CHALLENGES FACED BY THE CORRECTIONAL SERVICES (ZPCS) IN REHABILITATIVE AND RE-INTEGRATIVE PROGRAMMES

13. Limited funding

A. Yes   [ ]

B. No   [ ]

C. Not sure   [ ]

14. Overcrowding in prisons

A. Yes   [ ]

B. No   [ ]

C. Not sure   [ ]

15. Understaffing

A. Yes   [ ]

B. No   [ ]

C. Not sure   [ ]

16. Substandard facilities

A. Yes   [ ]

B. No   [ ]

C. Not sure   [ ]

17. Societal stigmatization of ex-offenders

A. Yes   [ ]

B. No   [ ]

C. Not sure   [ ]

18. Lack of post-release support

A. Yes   [ ]

B. No   [ ]

C. Not sure   [ ]

SECTION D: Recommendations for Enhancing Impact of ZPCS Rehabilitative and Re-Integrative Programs

Challenges	Yes	No
Increased funding allocation in ZPCS		
Tailored interventions		
Partnerships for post-release support		
Societal acceptance		

22. What is the impact of ZPCS rehabilitative and re-integrative programs on reducing re-offending rates?

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23. What are the benefits of rehabilitative and re-integrative programs in reducing re-offending rates in Zimbabwe and beyond?

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APPENDIX II: INTERVIEW GUIDE

<u>RESEARCH QUESTIONS</u>

- What is the impact of ZPCS rehabilitative and re-integrative programs on reducing re-offending rates?
- What are the challenges and limitations faced by ZPCS in implementing effective rehabilitative and re-integrative programs?
- What recommendations that you can provide that enhance the impact of rehabilitative and re-integrative programs in reducing re-offending rates in Zimbabwe?

<u>INTERVIEW QUESTIONS.</u>

i. What are the most common challenges ex-offenders face upon release, and how do ZPCS programs address these challenges?

ii. What rehabilitative programs does ZPCS currently offer, and how do they align with international best practices?

iii. What challenges do you face in implementing rehabilitative programs, and how do you overcome them?

iv. How do you engage with external stakeholders, such as NGOs and community organisations, to support reintegration efforts?

v. What support services are provided to ex-offenders upon release, and how do you ensure a smooth transition back into the community?

vi. What resources (financial, human, etc.) does ZPCS dedicate to rehabilitative programs, and are they sufficient to meet the needs of the offender population?

vii. How do you evaluate the impact of rehabilitative programs on reoffending rates, and what changes have you made to programs based on evaluation findings?

viii. What recommendations do you have for policymakers and stakeholders to enhance the effectiveness of ZPCS rehabilitative and re-integrative programs?