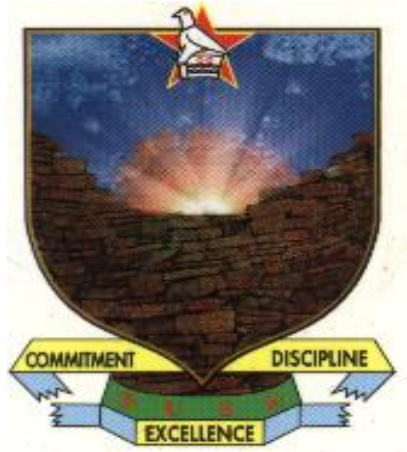


BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE

DEPARTMENT OF INTELLIGENCE AND SECURITY STUDIES



Topic

**An Assessment On The Effectiveness Of Rehabilitation Programs In Reducing
Recidivism Rates Among Offenders In Zimbabwe. A Case Study Of Kariba Prison
(2024-2025).**

BY

IGNATIUS CHIHURI

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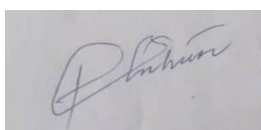
SUPERVISOR: MRS GWANZURA

**A DISSERTATION SUBMITTED IN PARTIAL FULFILMENT OF THE
REQUIREMENTS FOR THE BACHELOR OF BUSINESS ADMINISTRATION
(HONOURS) DEGREE IN POLICE AND SECURITY STUDIES (BBA.PSS) OF
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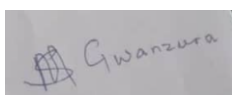
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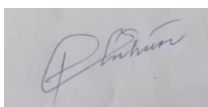
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DEDICATION

This research study is dedicated to the Almighty God, my dearly wife Yvonne Seremwe, my daughter Moreblessing, my son Jnr Ignatius and the entire Chihuri family for their support. My dedication also extends to all my friends who have provided for me the strength, wisdom and intelligence for this accomplishment. Unto thy name Oh Lord be all the glory.

ABSTRACT

The aim of the study was to assess the effectiveness of the various rehabilitation programs in reducing recidivism rates among offenders in Zimbabwe using a case study of Kariba Prison. The primary objective of the study was to assess the effectiveness of rehabilitation programs in reducing recidivism rates among offenders. The secondary objectives were to establish the rehabilitation programs offered by ZPCS at Kariba Prison, to establish the effectiveness and challenges facing the implementation of rehabilitation programmes, to provide alternative solutions to the improvement of current Rehabilitation Programmes at Kariba Prison. The study was carried out under the background that the recidivism rates remain alarmingly high, with approximately 60% of released offenders reoffending within two years. Due to the problem there is limited availability of rehabilitation programs, resulting in only 30% of offenders participating. Literature review was discussed in three distinctive phases as postulated by the research onion by Saunders (2011) the conceptual framework where the key concepts of the study were articulated, theoretical framework providing the key theories governing the study and the empirical framework where previous studies related to current study were articulated and a gap analysis outlined. The study was guided by three theories namely Social Learning Theory, Routine Activity Theory, and Desistance Theory. The population under study were 300 ZPCS officers drawn from Kariba Prison and the researcher adopted probability sampling namely stratified random sampling. . The researcher took necessary measures to ensure that respondents never suffered any prejudice as a result of the study. The researcher ensured that all the participants are safe from physical harm, discomfort, pain, embarrassment, or loss of privacy. The data collected was analysed, interpreted and discussed in line with the research objectives and literature reviewed in Chapter 2. Quantitative data collected using questionnaires was presented in form of tables, graphs and pie charts all extracted from SPSS Software and excel. The study found that the various rehabilitation programs in reducing recidivism rates among offenders in Zimbabwe using a case of Kariba Prison are effective as evidenced by decline in the rate of recidivism.

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Firstly I want to thank the Almighty God for his grace that kept me going. I do also acknowledge all my Lecturers at Bindura University who helped in putting this document. Special mention also goes to my supervisor (Lecturer Bindura University of Science Education) who supervised me and for her academic mentorship advice throughout my project. Her supervision during the time I spent under her direction is extraordinarily appreciated. I also extend my gratitude to my fellow classmates who were assisting me throughout the whole academic journey from year one up to this date. May the Good Lord Continue to bless you in all your future endeavours.

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CHAPTER ONE

THE PROBLEM AND ITS SETTING

1.1 Introduction

The criminal justice system in Zimbabwe, as in many countries, faces a critical challenge reducing recidivism rates among offenders. Recidivism, the tendency of released prisoners to reoffend, undermines the effectiveness of corrections and perpetuates cycles of crime. In response, the Zimbabwe Prison and Correctional Service (ZPCS) has implemented various rehabilitation programs aimed at equipping offenders with skills and values necessary for successful reintegration into society. This study investigates the effectiveness of rehabilitation programs in reducing recidivism rates among offenders in Zimbabwe, using Kariba Prison as a case study. This chapter was aimed at providing the background to the study, statement of the problem, research aim, research objectives, research questions, significance of the study, assumptions, delimitations of the study, limitations of the study, definition of terms and chapter summary.

1.2 Background to the Problem

From a global perspective, in USA as postulated by Dawlish et al. (2021) rehabilitation Programs in US Prisons includes cognitive-behavioural therapy (CBT) Substance abuse treatment Education and vocational training restorative justice programs, mental health

services, faith-based programs, work release programs, life skills training. As postulated by Andrews & Bonta (2020) USA offered several types of Rehabilitation Programs namely institutional programs within prisons, community-based programs post-release, residential re-entry centres (RRCs). These Rehabilitation Programs as offered by the USA government are effective. Studies in the USA have shown that CBT reduces recidivism by 20-30% (Landenberger & Lipsey, 2015), Substance abuse treatment reduces recidivism by 10-20% (NIDA, 2019) Education and vocational training reduce recidivism by 10-15% (Steurer et al., 2010). Restorative justice programs reduce recidivism by 5-10% (Latimer et al., 2005). The factors Influencing Program Effectiveness are program quality and intensity, offender motivation and engagement, staff training and expertise, community support and aftercare. According to the Bureau of Justice Statistics (BJS), approximately 76.6% of prisoners released in 30 states were rearrested within five years (Durose et al., 2014). The recidivism rate for federal prisoners is around 49.3% within eight years (BJS, 2020).

In the UK, rehabilitation programs are increasingly recognized as vital components of the criminal justice system, particularly in their potential to reduce recidivism rates among offenders in the UK. As postulated by Beaudry (2019) in the UK psychological interventions within prison settings have shown mixed results while some programs initially demonstrated a small reduction in reoffending rates, these effects diminished when smaller studies were excluded. Notably, therapeutic communities emerged as a promising intervention, highlighting the need for further research focusing on modifiable risk factors and continuity of care post-release. Additionally, restorative justice programs have gained attention for their impact on recidivism in the United Kingdom. Yu's (2019) reveals that while these programs yield a small but significant reduction in general recidivism, they do not effectively address violent reoffending. However, restorative justice significantly enhances victim satisfaction and accountability among offenders compared to traditional legal approaches. These findings underscore the importance of contextual factors influencing program effectiveness and suggest that tailored interventions may be necessary for optimal outcomes. Thus various rehabilitation initiatives show promise in reducing recidivism rates among UK offenders, ongoing evaluation and adaptation are crucial. Dixon's (2013) reinforces this perspective by advocating for comprehensive assessments of incarceration-based rehabilitation programs to refine strategies aimed at curbing reoffending behaviour effectively.

In Brazil, the effectiveness of rehabilitation programs in reducing recidivism rates among offenders is a pressing issue, particularly given the country's staggering incarceration statistics. With over 811,000 inmates and projections suggesting a rise to 1.5 million by 2025, the current mass incarceration policy has proven insufficient in curbing crime (Farouki, 2019). Rehabilitation programs aimed at re-socializing inmates must contend with systemic challenges that influence recidivism rates. Ngana (2022) emphasizes the importance of understanding these complexities through Soft Systems Methods (SSM), which reveal how economic pressures and social responsibilities intertwine to affect outcomes for released individuals.

In Brazil, rehabilitation initiatives are tailored to address specific types of offenses while considering societal dynamics. By focusing on targeted interventions rather than relying solely on punitive measures, Brazil can potentially reduce recidivism and improve public safety outcomes significantly.

From a regional perspective, In South Africa, the effectiveness of rehabilitation programs in reducing recidivism rates among offenders has become a focal point for criminologists and policymakers. Research indicates that existing programs often fail to meet their objectives due to inadequate implementation and oversight. For instance, Magoso (2021) highlights the challenges faced at the Kgosi Mampuru II correctional facility, where a lack of adherence to established rehabilitation principles undermines program efficacy. This study underscores the necessity for multi-dimensional training for correctional officials to enhance offender assessment and treatment.

Moreover, Schoeman (2020) emphasizes that effective management of recidivism requires robust inter-departmental collaboration within the Department of Correctional Services (DCS). Socioeconomic factors such as unemployment and substance abuse that exacerbate recidivism rates, suggesting that rehabilitation efforts must extend beyond institutional boundaries to address these underlying issues adequately.

In South Africa alternative approaches, such as Restorative Justice and the Good Lives Model, have been proposed as more effective frameworks for rehabilitation (Mtetwa, 2022). These models prioritize understanding the root causes of criminal behaviour and facilitating positive social reintegration. Implementing these strategies could align with South Africa's

constitutional commitment to human rights while fostering a more effective rehabilitation system capable of significantly reducing recidivism rates.

In Nigeria, like many countries in the region rehabilitation programs are essential components of the criminal justice system, particularly in addressing recidivism rates among offenders. In Nigeria, various rehabilitation initiatives have been implemented within the prison system; however, their effectiveness remains contentious. In a study conducted by USER (2029) focused on inmates in Enugu Prison and revealed that these programs have largely failed to rehabilitate convicts due to inadequate funding and resources. This lack of investment significantly undermines the potential success of rehabilitation efforts.

Moreover, another research effort highlighted a paradox where despite a positive perception of existing rehabilitation programs among inmates, their actual impact on reducing recidivism is questionable (Onida, 2018). The study emphasizes that while various types of programs exist, an effective support system post-release is crucial for sustaining change and preventing re-offending. The institutionalization of modern rehabilitation strategies, including vocational training and work programs, is recommended to enhance outcomes for released individuals.

Comparatively, studies indicate that countries like China demonstrate more effective correctional policies that successfully reintegrate prisoners into society. This suggests that Nigeria could benefit from adopting similar strategies focused on skills development and education as means to reduce recidivism rates. Overall, enhancing the effectiveness of rehabilitation programs in Nigeria necessitates comprehensive reforms aimed at resource allocation and systemic support for offenders post-incarceration.

Rehabilitation programs play a crucial role in addressing recidivism rates among offenders, particularly in settings like Kariba Prison in Zimbabwe. Effective rehabilitation strategies are essential for reducing the likelihood of reoffending and promoting successful reintegration into society. Research indicates that psychological interventions can yield modest reductions in recidivism; however, the effectiveness may vary significantly depending on study size and design (Beaudry, 2017). This highlights the necessity for comprehensive evaluation of rehabilitation initiatives to identify those that genuinely foster behavioural change.

The impact of rehabilitation programs within Kariba Prison, it is imperative to consider contextual factors unique to Zimbabwe's criminal justice system. The success of these programs often hinges on their ability to address underlying risk factors associated with reoffending, such as socio-economic challenges and mental health issues (Yu, 2024). A focus on continuity of care post-release is also critical, as evidenced by studies suggesting that therapeutic communities can provide essential support for reintegrating individuals (Beaudry, 2017). Ultimately, a multi-faceted approach combining various rehabilitative strategies may be most effective in reducing recidivism rates among offenders at Kariba Prison. By implementing evidence-based practices tailored to the needs of individuals within this context, stakeholders can work towards creating a more rehabilitative environment that enhances public safety and promotes positive outcomes for former inmates.

1.3 Statement of the Problem

Despite the implementation of various rehabilitation programs in Kariba Prison, Zimbabwe, recidivism rates remain alarmingly high, with approximately 60% of released offenders reoffending within two years. This perpetuates cycles of crime, undermines community safety, and places significant strain on the criminal justice system. At Kariba Prison there is inadequate program accessibility. There is limited availability of rehabilitation programs, resulting in only 30% of offenders participating. There is ineffective Program Design and Current programs fail to address specific offender needs, leading to inadequate skill development and behavioural change. Like many organisation operating in Zimbabwe insufficient Funding, inadequate resources hinder program implementation, staff training, and offender support are problems affecting successful implementation of rehabilitation programs in Kariba Prison. There is also lack of Community Reintegration Support: Inadequate post-release support leads to difficulties in securing employment, housing, and social reintegration. Thus this study is placed to assess the rehabilitation programs for ZPCS and recidivism analysing the effectiveness of the various habitation programs in reducing recidivism rates among offenders in Zimbabwe at Kariba Prison.

1.4 Research Aim

The aim of the study was to assess rehabilitation programs for ZPCS and recidivism analysing the effectiveness of the various rehabilitation programs in reducing recidivism rates among offenders in Zimbabwe using a case of Kariba prison.

1.5 Research Objectives

1.5.1 Primary Research objective

To assess the effectiveness of rehabilitation programs in reducing recidivism rates among Offenders at Kariba Prison.

1.5.2 Secondary Research Objectives

- a) To establish the rehabilitation programs offered by ZPCS at Kariba Prison.
- b) To establish the effectiveness and challenges facing the implementation of rehabilitation programmes at Kariba Prison.
- c) To provide alternative solutions to the improvement of current Rehabilitation Programmes at Kariba Prison.

1.6 Research questions

1.6.1 Primary Research Questions

How effective are the rehabilitation programs in reducing recidivism rates among Offenders at Kariba Prison.

1.6.2 Secondary Research Questions

- a) What are the rehabilitation programs offered by ZPCS at Kariba Prison.
- b) How effective are the programs in reducing recidivism rates among offenders.
- c) What are the challenges facing the implementation of rehabilitation programs at Kariba Prison.
- d) What are the solutions to improve Rehabilitation Programmes at Kariba Prison?

1.7 Significance of the Study

The study was important to various parties as highlighted below;

1.7.1 The researcher

The researcher gained substantial research skills and a greater understanding on the effectiveness of rehabilitation programs in reducing recidivism rates among offenders at Kariba Prison. The researcher as a senior officer in the ZPCS gained valuable knowledge through this research as the variables rehabilitation programs and reducing recidivism falls in her domain

field of correctional services. The researcher gained knowledge on establishment of the rehabilitation programs offered by ZPCS at Kariba Prison outlining their challenges and strength. The study was significant to the researcher as it analysed the effectiveness of the rehabilitation programs in reducing recidivism rates among offenders. The study was also significant to the researcher as it identified the challenges facing the implementation of rehabilitation programs at Kariba Prison.

1.7.2 The ZPCS Organisation

The organisation would have an opportunity to formulate internal control strategies in the establishment of the rehabilitation programs offered by ZPCS at Kariba Prison outlining their challenges and strength. The study was significant to the organisation as it analysed the effectiveness of the rehabilitation programs in reducing recidivism rates among offenders. The study was also significant to the organisation as it identified the challenges facing the implementation of rehabilitation programs at Kariba Prison. The Zimbabwe Prison and Correctional Services commanders gained an insight on the various challenges facing the implementation of rehabilitation programs at Kariba Prison.

1.7.3 The government

The government of Zimbabwe through legislators will be in a position to identify the various challenges facing the implementation of rehabilitation programs at Kariba Prison.

The government would gain information relevant in formulating policies relevant in mitigating the challenges of the establishment of the rehabilitation programs offered by ZPCS at Kariba Prison outlining their challenges and strength. The government will acquire new knowledge on the need to have legislative framework governing rehabilitation and recidivism in Zimbabwe Prison.

1.7.4 Body of Knowledge

The study contributed immensely in providing additional literature on various forms of internal controls used in the management of procurement fraud. The study provided additional literature on the effectiveness of rehabilitation programs in reducing recidivism rates among offenders. The study also added literature on establishment of the rehabilitation programs outlining their

challenges and strength. The study was is also additional literature on the effectiveness of the rehabilitation programs in reducing recidivism rates among offenders.

1.8 Assumptions of the study

It is assumed that rehabilitation programs are effective in reducing recidivism rates among Offenders at Kariba Prison. It is also assumed that the rehabilitation programs offered by ZPCS at Kariba Prison reduces recidivism rates. It is also assumed that the rehabilitation programs offered to incarcerated inmates' helps them when they finish serving their sentences thus reducing recidivism rates among the offenders. It is also assumed that there are several challenges facing the implementation of rehabilitation programs at Kariba Prison.

1.9 Delimitations of the study

The study provided geographical, participants, literature, time, methodological and data period delimitation.

1.9.1 Geographical delimitations

The study was carried out focusing on Kariba Prison in Mashonaland West Province. The researcher opted for Kariba in Mashonaland West province because the researcher is a permanent residence in Kariba thus studying entities in Kariba was very convenient and cost effective when collecting data. This was a possible delimitation which encourages future researchers to widen the scope to other ZPCS officers in other Provinces where the business environment is different from Harare.

1.9.2 Participants delimitations.

The researcher solely considered research participants who are Prison officers stationed at Kariba Prison all situated in Mashonaland West Province. The researcher opted for these participants because the researcher has served in that community for more than 20 years as such the researcher has inside information pertinent to the study. This was a delimitation which can foster other researchers to carry out similar research with different participants from other government departments who are not prison officers.

1.9.3 Data period delimitations

The researcher considered the data for the period extending from January 2018 to December 2023 only. This created room for other researchers to consider other periods or periods from 2017 going backwards. This period was strategic because it is the period when the new dispensation was ushered in Zimbabwe, the formation of the Anti-Corruption Unit and the Corporate Governance law was crafted and the Public Procurement Act also came into law within this period thus there was an increase in inmates incarcerated at Kariba Prison.

1.9.4 Literature boundary

The literature for this research was limited to primary and secondary data on the effectiveness of rehabilitation programs in reducing recidivism rates among Offenders at Kariba Prison. The study was also limited to literature on the rehabilitation programs offered by ZPCS at Kariba Prison. Literature was also limited to the effectiveness of these programs in reducing recidivism rates among offenders and the challenges facing the implementation of rehabilitation programs at Kariba Prison.

1.10 Limitations of the Study

Saunders, Lewis and Thornhill (2012) hypothesized that limitations are potential weaknesses of a study and are out of the researcher's control. Based on the above view, the researcher was constrained by the following elements:-

1.10.1 Restriction on access to information

The researcher encountered challenges in obtaining information for the study. The information that was required by the researcher was considered confidential and restricted in terms of the Official Secrecy Act [Chapter 11:09] as the respondents are duly attested ZPCS officers. To counter this limitation, the researcher requested authority to carry out the study from the Commissioner-General of Prisons and Correctional Service and Bindura University officials which the researcher showed to all research participants and they all gave information to the best of their abilities.

1.10.2 Credibility of information

The researcher thought that he might obtain unauthentic information from the respondents. To overcome this challenge, the researcher took time to explain to the respondents that the information was required for academic purposes only. A clearance letter was obtained from Bindura University authorising me to carry out the study and all the participants were given same questionnaire to increase credibility of the information gathered

1.10.3 The political and social environment remain stable

The researcher assumed that the political and social environment remains stable. The researcher was going to be affected if the political situation was unstable. The respondents were difficult to reach for administering the questionnaire. The researcher was going to be affected if the political situation became unstable as the researcher a senior officer will be called to participate in suppressing the political instabilities thus affecting the researcher in carrying out the study. To counter this, the researcher had planned an online platform and telephone interviews if the political situation was to become unstable.

1.11 Definition of Terms

1.11.1 Rehabilitation Programs

According to National Institute of Justice. (2020) rehabilitation programs refer to a range of structured interventions, services, and activities designed to help offenders overcome destructive behaviours, acquire life skills, and prepare for reintegration into society upon release from prison or correctional facilities. These programs aim to address the root causes of criminal behaviour, promote positive change, and reduce the likelihood of recidivism.

1.11.2 ZPCS (Zimbabwe Prisons and Correctional Service)

The governmental body responsible for managing prisons and correctional facilities in Zimbabwe, focusing on the rehabilitation and reintegration of offenders (Chengeta, 2017).

1.11.3 Recidivism

Recidivism refers to the tendency of offenders to reoffend or relapse into criminal behaviour after release from prison or correctional facilities (Latesa, et al., 2015; National Institute of Justice, 2020). It is a significant concern in criminal justice, as it indicates the failure of rehabilitation efforts and the potential threat to public safety.

1.11.4 Reintegration

Reintegration refers to the process of offenders reintegrating into society upon release from prison or correctional facilities, focusing on maintaining a crime-free lifestyle and achieving social, economic, and emotional stability (Visher et al., 2004; National Institute of Justice, 2020). The process of offenders reintegrating into society upon release from prison, focusing on maintaining a crime-free lifestyle.

1.12 Chapter Summary

This chapter was aimed at providing the background to the study, statement of the problem, research aim, research objectives, research questions, significance of the study, assumptions, delimitations of the study, limitations of the study, definition of terms and chapter summary. The next chapter is aimed at providing the literature review for the study.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

This chapter discussed the review of related literature on the effectiveness of rehabilitation programs in reducing recidivism rates among offenders in Zimbabwe using ZPCS as case study. The related literature review was discussed in three distinctive phases as postulated by the research onion by Saunders (2011) the conceptual framework where the key concepts of the study were articulated, theoretical framework providing the key theories governing the study and the empirical framework where previous studies related to current study were articulated and a gap analysis outlined. The chapter concluded with a chapter summary.

2.1 Definition of literature review and purpose

According to Randolph (2019), literature review is a compilation, classification and evaluation of what other researchers have written on a particular topic. This definition is supported by Gray (2013) who posits that review of related literature surveys books, scholarly articles and any other sources relevant to a particular issue, area of research or theory. Mok *et al.*, (2015) sums it up all and posits that a literature review is a useful methodology to gain in-depth understanding of a research topic.

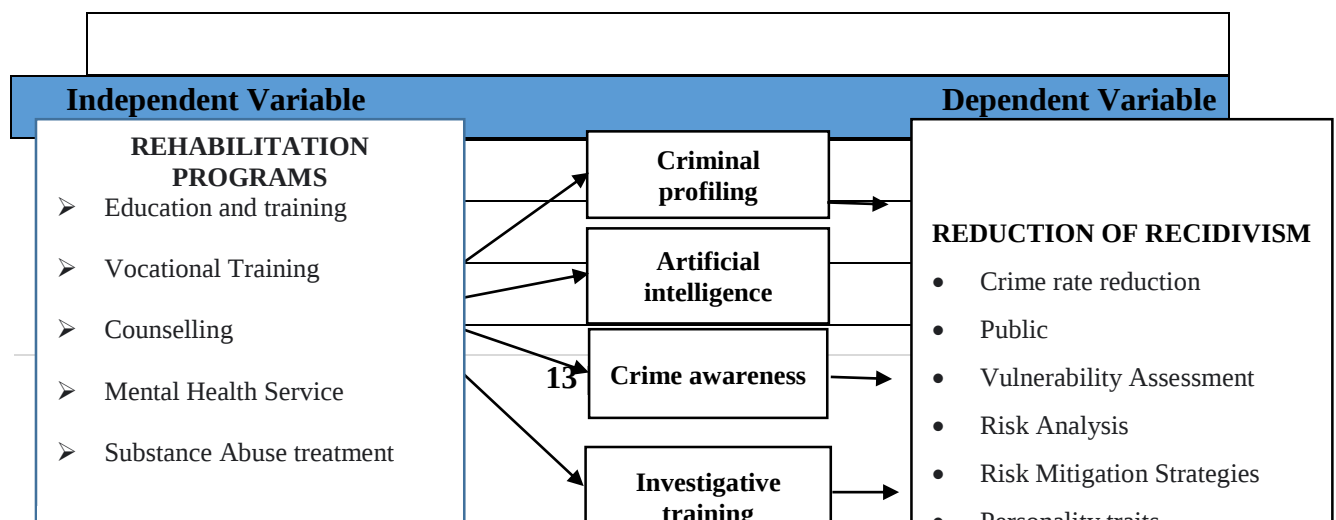
2.1.1 Purpose literature review

Machi and McEvoy (2016) aver that the purpose of a literature review is to gain an understanding of the existing literature and to present that knowledge in the form of a written report. Conducting a literature review helps in building knowledge as postulated by Dooley (2004). The prime motive of literature review is to obtain a detailed knowledge of the topic being studied and to obtain enough general knowledge and insight to recognize the problem in the selected area. David *et-al* (2010) outlines that literature review discloses appropriate theoretical structure of the study.

2.2 Conceptual Framework

Imenda (2014) noted that a conceptual framework represents the researcher's synthesis of literature on how to explain a phenomenon. It maps out the actions required in the course of the study given previous knowledge of other researchers' point of view and observations on the subject of research. At the core of this framework lies the recognition that ZPCS has implored several rehabilitation programs aimed at reducing recidivism rates among incarcerated offenders in Zimbabwe.

Figure 2.1 Conceptual framework for the study





Source: Researcher's understanding of the variables of the study.

2.2.1 Rehabilitation programs aimed at reduction of recidivism

2.2.1.1 Educational and Vocational Training Programs

As postulated by Davis, Bozick, Steele, Saunders & Miles (2013) educational and vocational training programs in context to recidivism are initiatives aimed at providing incarcerated individuals with the skills and knowledge they need to reintegrate into society successfully upon their release from prison. These programs offer a pathway for individuals with criminal backgrounds to acquire job skills, educational credentials, and personal development opportunities that can reduce the likelihood of reoffending and improve their chances of leading law-abiding lives.

Research indicates that educational and vocational training significantly reduces recidivism rates. For example, a study by Davis et al. (2013) found that inmates who participated in vocational training programs had a 28% lower rate of recidivism compared to those who did not. The acquisition of job skills not only fosters a sense of purpose but also enhances employability post-release.

2.2.1.2 Substance Abuse Treatment

As postulated by McLellan, Lewis, O'Brien & Kleber (2020) substance abuse treatment refers to a structured and evidence-based approach to helping individuals overcome addiction to drugs or alcohol. These treatment programs are designed to address the physical, psychological, and social aspects of substance use disorders and provide support to individuals seeking recovery.

There are various types of substance abuse treatment programs, including detoxification, counselling, therapy, medication-assisted treatment, and support groups. The goal of these programs is to help individuals manage their cravings, address underlying issues contributing to their substance abuse, develop coping strategies, and build a support network to maintain sobriety (McLellan *et al* ,2020).

Substance abuse is a significant factor in criminal behaviour. A study by Prendergast et al. (2022) demonstrated that participation in drug treatment programs led to a 14% reduction in recidivism among participants. Effective substance abuse treatments utilize cognitive-behavioural techniques to help offenders address their addiction and its relation to their criminal activities.

2.2.1.3 Cognitive Behavioural Therapy (CBT)

Cognitive Behavioural Therapy (CBT) has emerged as a pivotal intervention in the criminal justice system, particularly in reducing recidivism among offenders. Research indicates that CBT's structured approach effectively modifies maladaptive thought patterns and behaviours associated with criminality. Lipsey's comprehensive analysis of 548 studies highlights that CBT significantly lowers recidivism rates across diverse settings such as prisons, probation, and parole (Clark, 2019). This therapeutic modality fosters skills such as problem-solving and self-control, which are often deficient in individuals with criminal backgrounds.

Moreover, various specialized CBT programs like Reasoning and Rehabilitation Therapy and Moral Recognition Therapy have demonstrated efficacy in addressing criminogenic thinking patterns (Miller, 2022). These interventions tailor their focus to specific offender populations such as those involved in drug offenses or domestic violence thereby enhancing their effectiveness. The positive outcomes observed within community-based settings suggest that integrating CBT into rehabilitation efforts can lead to meaningful reductions in re-offense rates.

CBT has been shown to be particularly effective in reducing recidivism among offenders. As postulated by Lipsey et al. (2007) cognitive-behavioural interventions reduced recidivism rates by 25%. These programs focus on changing offenders' thought patterns and decision-making processes, which contribute to criminal behaviour.

2.2.1.4 Community-Based Programs

Community-based programs play a pivotal role in the reduction of recidivism among formerly incarcerated individuals. These initiatives offer comprehensive support systems that address various challenges faced by ex-offenders, including housing, employment, and mental health issues (Zefferys, 2023). By providing tailored resources and fostering social connections, these programs facilitate successful reintegration into society. The efficacy of community-based corrections is further supported by Cullen's social support theory, which emphasizes the importance of community involvement in reducing reoffending rates (Schmidt, 2023).

According to Ivery (2021) the Community-Based Programs plays a crucial role for improved follow-up services and extended program durations to better accommodate ex-offenders' reintegration needs. Such changes could lead to positive social transformations and contribute to lower recidivism rates. As prison populations continue to rise, implementing cost-effective alternatives like community-based corrections becomes increasingly vital for promoting public safety and fostering stronger communities (Zefferys, 2023).

Programs that facilitate reintegration into the community have been shown to be effective as well. A study by Lobel et al. (2020) highlighted that community-based interventions focusing on support networks and life skills led to a decrease in recidivism, as they provide ongoing support post-release, which is crucial for maintaining stability and avoiding reoffending.

2.3 Theoretical Framework

The study on the effectiveness of rehabilitation programs in reducing recidivism rates among offenders in Zimbabwe was guided by three theories namely Social Learning Theory, Routine Activity Theory, and Desistance Theory. The theories provides a comprehensive framework for examining how rehabilitation programs in Zimbabwe impact recidivism. Each theory highlights different aspects of behaviour change and integration, allowing for a robust analysis of the underlying mechanisms that influence recidivism.

2.3.1 Social Learning Theory

Developed by Albert Bandura, Social Learning Theory posits that people learn behaviours through observation, imitation, and modelling. In the context of rehabilitation, this theory can be used to understand how offenders may adopt pro-social behaviours and attitudes by interacting with counsellors, peers, or mentors within rehabilitation programs. The effectiveness of these programs can be analysed based on the extent to which they promote positive role models and create an environment conducive to learning new behaviours (Bandura, 1977).

The Social Learning Theory (SLT), developed by Albert Bandura, emphasizes the role of observation, imitation, and modelling in learning behaviours. This theoretical framework is particularly relevant to the study on the effectiveness of Rehabilitation Programs in Reducing Recidivism Rates among Offenders in Zimbabwe. By examining how offenders learn from their environments and peers, SLT can elucidate mechanisms through which rehabilitation programs may effectively reduce recidivism rates. For instance, Vandala's (2019) study highlights that correctional education not only enhances literacy but also fosters self-esteem and skills essential for reintegration into society. Such outcomes align with SLT's assertion that improved self-efficacy can lead to positive behavioural changes.

Moreover, Astray-Caneda's research underscores the necessity of integrating pro-social behaviour education within rehabilitation frameworks. The incorporation of mentoring and role models can facilitate observational learning among inmates (Astray-Caneda). This approach resonates with findings from McNeeley's (2023) analysis of vocational training's impact on employment outcomes post-release. By combining educational initiatives with social learning principles, rehabilitation programs in Zimbabwe could potentially enhance their effectiveness in curbing recidivism rates.

2.3.2 Routine Activity Theory

Routine Activity Theory, proposed by Cohen and Felson (1979), suggests that crime occurs when a motivated offender encounters a suitable target with a lack of capable guardianship. This theory can help you explore how the restructuring of an offender's daily routines through rehabilitation programs influences their likelihood of reoffending. If rehabilitation programs assist offenders in developing constructive daily habits and social supports, it may decrease opportunities for criminal activity and thereby reduce recidivism.

The Routine Activity Theory (RAT) serves as a pivotal framework in analysing the effectiveness of rehabilitation programs in reducing recidivism rates among offenders in Zimbabwe. RAT posits that criminal behaviour occurs when three elements converge: motivated offenders, suitable targets, and the absence of capable guardianship (Cohen & Felson, 1979). Understanding this theory is essential for evaluating how rehabilitation programs can reshape offenders' daily routines and social environments to mitigate their likelihood of reoffending.

Research indicates that effective rehabilitation must address not only skill development but also broader socio-environmental factors such as stable housing and community support (Lebbie, 2022). By applying RAT, one can examine how rehabilitative efforts change an offender's routine activities providing them with access to opportunities and enhancing guardianship through community engagement. Such investigations could reveal critical insights into program design, indicating that successful interventions are those that transform both individual behaviours and environmental contexts (Magadzire, 2018).

Ultimately, integrating RAT within the context of rehabilitation programs in Zimbabwe could lead to more effective strategies aimed at reducing recidivism. By focusing on altering routine activities surrounding former offenders, stakeholders can foster environments conducive to sustained reintegration into society. This approach underscores the importance of comprehensive programming that addresses both individual needs and systemic barriers to successful rehabilitation.

2.3.3 Desistance Theory

Desistance Theory focuses on the processes by which individuals stop offending and reintegrate into society. This theory emphasizes the importance of personal narrative, identity change, and social ties in the desistance process (Maruna, 2001). The desistance theory is crucial to understanding the effectiveness of rehabilitation programs in reducing recidivism rates among offenders, particularly within the context of Zimbabwe. This theory posits that individuals can cease engaging in criminal behaviour through various social, psychological, and environmental changes (Wildeman, 2021). By exploring how rehabilitation programs impact these changes, researchers can assess their efficacy beyond mere participation rates.

The relevance of this theory lies in its ability to highlight the multifaceted nature of desistance, suggesting that successful rehabilitation must address not only the skills and resources necessary for reintegration but also the broader societal factors influencing offender behaviour.

Moreover, recent studies underscore the importance of evaluating program outcomes while controlling for external variables such as employment opportunities and family dynamics (McNeeley, 2023). In Zimbabwe's unique socio-economic landscape, understanding these contextual factors is essential for designing effective interventions. Therefore, integrating desistance theory into research on rehabilitation programs will provide a comprehensive framework for identifying strategies that foster long-term behavioural change among offenders

2.4 Empirical Review

2.4.1 The rehabilitation programs in reducing recidivism rates among offenders

Several studies have been conducted with the aim of establishing the rehabilitation programs in reducing recidivism rates among offenders by correctional services organisation around the world. Rehabilitation programs aim to transform offenders into productive members of society, focusing on reducing recidivism rates. Numerous studies indicate that well-designed rehabilitation programs can significantly decrease the likelihood of reoffending. In study conducted by Lipsey and Landenberger (2016) in Australia he found that cognitive-behavioural therapy (CBT) is particularly effective in reducing recidivism among offenders. In their study they found that CBT programs address the thought patterns that lead to criminal behaviour, equipping offenders with better coping strategies. The study also found that these programs can reduce recidivism rates by 25-30% and this was also confirmed by Smith (2019). Smith in his study found that CBT Improves emotional regulation by teaching prisoners to manage their emotions effectively, helps reduce the likelihood of impulsive and aggressive behaviour and it enhances problem-solving skills. Smith in his study found that CBT enables prisoners to develop better problem-solving skills, reducing the likelihood of resorting to criminal behaviour and it promotes positive behavioural change by identifying and challenging negative thought patterns, prisoners can adopt more positive and prosocial behaviours.

Another study conducted by Wilson, Gallagher, and Farrer (2015) on the rehabilitation programs in reducing recidivism rates among offenders showed that correctional activities like

vocational training were incarcerated prisoners engage in life skills like metal working, farming, sewing , building carpentry were less likely to reoffend, as they developed marketable skills that enhanced their employability upon release. The study also found that programs that involve community support and mentoring can facilitate successful reintegration into society as postulated by Hawkins et al., (1992). The study by Wilson, Gallagher, and Farrer (2015) further found that incarcerated prisoners who participate in life skills programs tend to have lower recidivism rates. These programs provide numerous benefits among them practical skills, vocational training were prisoners acquire marketable skills, increasing their employability upon release. These programs fosters self-sufficiency among the prisoners as they learn to be self-sufficient, reducing reliance on others and promoting independence. The study further noted that these rehabilitation programs enables personal development amongst the prisoners and this boosts self-esteem. Mastering new skills enhances prisoners' confidence and self-worth. These programs further develops problem-solving skills. Participants learn to approach challenges in a constructive and creative manner. The programmes also fosters responsibility. Prisoners take ownership of their work and develop a sense of accountability. Furthermore the study found that these programs assist in creation of good socialisation programs that assist in the interaction with peers and instructors, improving social skills and reducing isolation. The interaction assist the prisoners to receive guidance from experienced instructors, providing positive role models. Prisoners with vocational skills are more likely to secure employment upon release, reducing the likelihood of reoffending.

A study by the National Institute of Justice (NIJ) (2020) also found that prisoners who participated in vocational training programs had a 28% lower recidivism rate. While this was also confirmed in a study by the Rand Corporation which found that prisoners who participated in education and job training programs had a 43% lower recidivism rate. The study also found that by providing prisoners with practical skills, promoting personal development, and fostering social benefits, life skills programs can play a critical role in reducing recidivism rates and promoting successful reintegration into society. A supportive environment can alleviate the stressors associated with re-entry, further reducing the chances of recidivism.

The effectiveness of rehabilitation programs in reducing recidivism rates among offenders has garnered significant attention in recent years. Research indicates that various rehabilitation initiatives, particularly those focusing on education and vocational training, lead to a notable decrease in reoffending rates. For instance, the Federal Bureau of Prisons has implemented

evidence-based reforms that identify individual criminogenic needs upon an inmate's arrival, tailoring re-entry plans accordingly. Such targeted approaches have been shown to reduce recidivism by as much as 43% (Federal Bureau of Prisons, 2016).

Another study was conducted by Author et al., (2024) and found that restorative justice programs such as victim-offender mediation have demonstrated efficacy in promoting positive outcomes for both victims and offenders. These programs not only facilitate accountability but also foster community ties that can deter future offenses. However, it is imperative to recognize the variability in program effectiveness based on implementation quality and offender characteristics.

2.4.2 The challenges in the implementation of rehabilitation programs to reduce recidivism.

A study by the California State Auditor (2018) found that CDCR's in-prison rehabilitation programs had several shortcomings, including a lack of adherence to evidence-based principles, ineffective use of program slots, and a flawed approach to measuring program performance. The study recommended that CDCR should prioritize evidence-based programs, improve program evaluation, and enhance oversight.

A study by WSIPP (2017) found that in-prison rehabilitation programs can be effective in reducing recidivism, but only if they are evidence-based and targeted towards high-risk, high-need offenders. The study recommended that programs should be evaluated for cost-effectiveness and that policymakers should prioritize funding for programs with proven track records.

In a study conducted by Mitchell and Magadzire (2020) in Zimbabwe at Harare Central Prison highlighted several challenges in implementing rehabilitation programs aimed at reducing recidivism. The study focusing on the Central Prison in Zimbabwe found that recidivism is linked to a combination of demographic, psychological, and socio-economic factors. The study found that the challenges in the implementation of rehabilitation programs to reduce recidivism are unemployment and lack of family support. The study found that many prisoners struggle to find employment after release, and lack of family support exacerbates this challenge. There is also a challenge on limited access to education and vocational training. Prisoners often have low levels of education, making it difficult for them to secure employment or engage in meaningful activities after release. There is also a problem on mental health issues among the

incarcerated prisoners. A significant proportion of prisoners have mental health issues, such as anger management problems, which can contribute to recidivism.

The study also found that social stigma and rejection is a challenge facing prisoners at Harare Central Prisons. Prisoners often face rejection from their families and communities, making it difficult for them to reintegrate into society. The study also recommended that collaboration between prisons and community organizations provide support and resources for prisoners after release. The study also recommended that vocational training and education programs equip prisoners with skills and knowledge to secure employment. The study concluded that addressing recidivism in Zimbabwe requires a comprehensive approach that involves collaboration between prisons, community organizations, and government agencies. Implementing rehabilitation programs to reduce recidivism faces several challenges that can impact their effectiveness. Understanding these challenges is crucial for improving program design and delivery.

2.4.3 Solutions to improve rehabilitation programmes to reduce recidivism.

A study conducted by Nigerian Correctional Facilities (2020) found that solutions to improve rehabilitation programmes to reduce recidivism include the application of Cognitive Behavioural Therapy (CBT) within Nigerian correctional facilities. It found that CBT significantly reduced recidivism rates among participants by helping them address underlying thought patterns and develop coping strategies.

A study conducted by Balestrino (2023) in Mali emphasized the importance of support and training opportunities during and after incarceration, highlighting that inadequate preparation for reintegration often leads to high recidivism rates. Specifically, employment discrimination against felons and limited housing options are significant barriers that need to be addressed in rehabilitation programs. The study found five key solutions to improve rehabilitation programmes to reduce recidivism. The study found that effective rehabilitation programs are crucial in reducing recidivism rates among offenders. Some of the solutions to improve rehabilitation programs are individualized treatment plans. Assessing each offender's unique needs, risks, and strengths is critical and developing tailored treatment plans addressing specific criminogenic needs is critical.

The study also found that Cognitive-Behavioural Therapy (CBT) is a solution to improve rehabilitation programmes. There is need for collective effort to implement evidence-based

CBT programs focusing on problem-solving skills, emotional regulation, pro-social behaviour, addressing distorted thinking patterns, education and vocational training, provide access to basic education (literacy, numeracy), vocational training (job skills, certification) and higher education (degree programs, online courses).

The study also found that substance abuse treatment is a solution to improve rehabilitation programmes. There is need for collective effort by all key stakeholders to implement comprehensive substance abuse treatment programs, including detoxification, counselling (individual and group), medication-assisted treatment (MAT).

The study also found that Mental Health Services is a possible solution to improve rehabilitation programmes. There is need to provide access to mental health professionals for assessment and diagnosis, individual and group therapy and medication management. In a study that was conducted by Elderbroom (2022) argues that while rehabilitation aims to enhance job skills and behavioural health, the effectiveness of such programs is frequently compromised by poor quality and lack of stable housing. This suggests that a holistic approach, which includes stable living conditions alongside skill development, is essential for reducing recidivism.

The study found that to effectively reduce recidivism rates, rehabilitation programs must be strategically improved by focusing on targeted interventions that address the specific needs of inmates. Research indicates that programs emphasizing education and employment have a significant impact on decreasing incarceration this was also confirmed in a study that was conducted by Arbour (2023). By equipping individuals with relevant job skills and educational qualifications, these programs can enhance their employability upon release, thereby reducing the likelihood of reoffending. Furthermore, integrating vocational training into rehabilitation initiatives can provide inmates with practical tools necessary for successful reintegration into society.

Moreover, a study was conducted by King (2014) discussing the necessity of redefining recidivism as a performance measure. By focusing on systematic data collection and analysis regarding recidivism rates, stakeholders can better understand program efficacy and make informed improvements. These studies collectively highlight the multifaceted nature of rehabilitation efforts needed to effectively reduce recidivism. It also found that another critical factor in improving rehabilitation outcomes is the provision of stable housing post-release. The

views were also confirmed in a study by Lebbie (2022) who emphasizes that without stable housing, even the most effective behavioural health interventions may fail. Thus, policies should prioritize access to affordable housing options for former inmates to facilitate their transition back into society. Additionally, addressing mental health and substance abuse issues through comprehensive support services can further aid in reducing recidivism rates (Garcia, 2022).

2.5 Gap Analysis

From the literature reviewed and empirical review the researcher observed several methodological gaps which the current study sort to address. The researcher observed that most of the studies on the effectiveness of rehabilitation programs in reducing recidivism rates among offenders adopted interpretivism philosophy and qualitative methodologies were adopted. Thus this study will adopted pragmatism philosophy adopting quantitative methodologies applying statistical tools and packages to analyse data quantitatively. Thus this is the major gap this study sought to fill.

2.6 Chapter Summary

This chapter discussed the review of related literature on the effectiveness of rehabilitation programs in reducing recidivism rates among offenders in Zimbabwe using ZPCS as case study. The related literature review was discussed in three distinctive phases as namely the conceptual framework where the key concepts of the study were articulated, theoretical framework providing the key theories governing the study and the empirical framework where previous studies related to current study were articulated and a gap analysis outlined. The next chapter was aimed at providing the research methodology adopted in carrying out the study.

CHAPTER THREE

RESEARCH METHODOLOGY

2 Introduction

The chapter is aimed at providing the research methodology adopted by the researcher in carrying out the study. The methodology covered the research philosophy and research design that underpinned the current study. The methodology presented how data was gathered, presented, analysed, interpreted and discussed. It also highlighted the target population as well as the sampling techniques that the researcher used in carrying out the study. The methodology also spelt out the research instruments the researcher used in collecting data.

3.1 Research philosophy

There are several paradigms to research philosophy which are positivism, interpretivism, pragmatism, realism and critical realism (Bryman, 2012). This study adopted the pragmatism philosophy using quantitative methods. Pragmatism entails thinking of or dealing with problem in a practical way rather than using theory or abstract principles. The researcher used pragmatism philosophy because it allowed the researcher to adopt quantitative research methods in order to gain a deeper understanding of casual relationship between the variables being researched (Bryman and Bell, 2011). The researcher adopted pragmatism philosophy as it is very useful when unexpected results arise from a prior study. It is helpful in generalizing data. Pragmatism is helpful in designing and validating an instrument used to collect data. It also helps in enabling the researcher to develop a holistic analysis to fully incorporate numerous relevant factors into the study.

3.2 Research design

Research design is the complete strategy for tackling a research problem. It provides the overall structure for the procedures that the researcher follows, the data that the researcher collects, and the data analysis methods that the researcher employs (De lisle, 2011). Bryman, (2012)

describes the research design as a direction toward testing the hypotheses. Research design is the specification of the most adequate operations to be performed to test a specific hypothesis in given conditions. Guided by the above authors, the nature of this research supported the adoption of a survey research design.

Survey research design tends to be used in quantitative research projects, and involves sampling a representative proportion of the population (Bryman and Bell, 2011). It is an inexpensive method of conducting research. The researcher adopted survey design because they are one of the most inexpensive methods of gathering quantitative data that is currently available. Some questionnaires can be self-administered, making it a possibility to avoid in-person interviews. Survey was also adopted because it provides a platform to access massive level of information from a large demographic in a relatively short time. Using survey research design researchers can place required data on website, email it to individuals, or post it on social media profile and collect data. Surveys have no financial cost at all, relying on personal efforts to post and collect the information. Robust targeting is necessary to ensure that the highest possible response rate becomes available to create a more accurate result.

Survey design was adopted because it is a fast way to get the results that is needed by the researcher. Surveys provide fast and comfortable results because of today's mobile and online tools. It is not unusual for this method of data collection to generate results in as little as one day, and sometimes it can be even less than that depending on the scale and reach of your questions. Surveys allows making decisions in the shortest amount of time possible. Thus, for this study the researcher adopted survey research design.

3.3 Research strategies

According to Saunders (2011) a research strategy is a framework for conducting a study. It includes a set of assumptions, beliefs, and values that guide the researcher in planning and conducting the study. Research strategies are the methods used to collect data for research. There are three main research strategies namely qualitative, quantitative and mixed research strategies (Mukoka, 2017). The quantitative strategy was therefore employed.

Since the researcher adopted the quantitative strategy, it follows that the deductive approach was adopted. The deductive approach means moving from generalizing to a specific

conclusion. The deductive approach or deductive reasoning can be referred to as the process of concluding studies based on premises which are generally considered as true. It develops the hypothesis upon a pre-existing theory and then formulates the research approach to test it (Bryman and Bell, 2011).

The justification for using a quantitative method is that the whole study can be done anonymously. Unlike qualitative research questions which often ask participants to divulge personal and sometimes sensitive information quantitative research does not require participants to be named or identified. Quantitative research processes don't need to be directly observed whereas qualitative research demands close attention be paid to the process of data collection, quantitative research data can be collected passively. Quantitative research is faster than other methods. Quantitative research can capture vast amounts of data far quicker than other research activities. Quantitative research is verifiable and can be used to duplicate results.

3.3.1 Population of the study

Population in research is a group of people, objects, houses or records that meet the designated set criteria established by the researcher (Smith, 2013). Tripathy and Tripathy (2017), defines population as the totality of people under an enquiry covering those who participate and those who did not participate in the study. Gerrish and Lacey (2010) noted that there are two types of populations which are, target population and study population. In view of the above definitions, a population can be defined as a group of all the units from which a study population is drawn. The population under study were 300 ZPCS officers drawn from Kariba Prison seized with management and administration of incarcerated prisoners within ZPCS Organisation in Kariba.

3.3.2 Sampling

Sampling is the process of selecting a group of people, events, behaviour or other elements with which to conduct a study (Saunders et al, 2016). There is probability and non-probability sampling methods. Probability sampling is where every element of the population has a probability of being selected for a sample (Bell, 2014). Examples are simple random, stratified random, cluster random and systematic random sampling. Non-probability sampling is where not every element of the population has the opportunity for selection in the sample (Creswell, 2016). Examples are convenience, quota, judgmental and snowball sampling. Based on these scholars the researcher adopted probability sampling namely stratified random sampling.

Justification for the technique is based on the view that my research was quantitative as such stratified random technique was justified.

3.3.2.1 Sample size

White (2005) states that sampling means to make a selection from the sampling frame in order to identify the people or issues to be included in the research. The sample in this study were ZPCS officers attached to Kariba Prison in situated in Mashonaland Central Province. To come up with the sample size the researcher adopted Krejcie and Morgan (1970) and Slovin's (1960) formula using sample size formula for finite population. (*N is the population, S is the sample size*) the sample for the study will be chosen as shown below.

Krejcie and Morgan (1970) is expressed below.

$$S = \frac{X^2 NP [1-P]}{d^2 [N-1] X^2 P [1-P] [3.1]}$$

This calculation is based on $p=0.05$ where the probability of committing type 1 error is less than 5% or $p<0.05$.

Where,

S-is the required sample size

X^2 -are the table value of chi-square for 1 degree of freedom at the desired confidence level [0,05 = 3.841]

N-is the population size

P-is the population proportion [assumed to be 0.50 since this would provide the maximum sample size.

d-is the degree of accuracy expressed as proportion [0, 05]

Following this a rule of thumb proposed by Nunally (1978) is that the subject to item ratio should be at least 10.1 and this was also supported by Everritt (1980).

The other formula proposed by Slovin (1960) is such that $n = N/1+Ne^2$

Where,

n is the minimum sample size

N is survey population

e is error at 95% confidence interval

For simplicity and comparative purposes, the researcher adopted Slovin's (1960) formula

hence the sample size for ZPCS commissioned officers was calculated as follows,

$$\begin{aligned}n &= N/1+Ne^2 \\&= 33/1+33(0.05)^2 \\&= 33/1+33 \times 0.0025 \\&= 33+0.0825 \\&= 33.0825\end{aligned}$$

Hence, following a rule of thumb proposed by Nunally (1978) that the subject to item ratio should be at least 10:1 and this was also supported by Everitt (1980) the final sample came down to 3 commissioned officers.

This means 3 commissioned officers were sampled representing a total population of 33 officers at Kariba Prison in Mashonaland West.

The sample size for Non –Commissioned officers was calculated as follows,

$$\begin{aligned}n &= N/1+Ne^2 \\&= 277/1+47(0.05)^2 \\&= 277/1+47 \times 0.0025 \\&= 277+0.1175 \\&= 277.1175\end{aligned}$$

Hence, following a rule of thumb proposed by Nunally (1978) that the subject to item ratio should be at least 10:1 and this was also supported by Everitt (1980) the final sample came down to 28 Non-Commissioned officers.

This means 28 Non Commissioned ZPCS officer were sampled representing a total population of 277 Non Commissioned ZPCS at Kariba Prison.

The sample size for Prisoners was calculated as follows,

$$\begin{aligned}
n &= N/1+N e^2 \\
&= 61/1+61(0.05)^2 \\
&= 61/1+61 \times 0.0025 \\
&= 61+0.1525 \\
&= 61.1525
\end{aligned}$$

Hence, following a rule of thumb proposed by Nunally (1978) that the subject to item ratio should be at least 10:1 and this was also supported by Everitt (1980) the final sample came down to 6 prisoners as the study sample representing incarcerated prisoners at Kariba Prison.

Table 3.2 Sample Size

Respondents	Total population	Sample size
Commissioned officers	33	3
Non-commissioned officers	277	28
Incarcerated Prisoners	61	6
Totals	361	37

3.3.3 Data collection

Research instrument is the generic term that researchers use for a device to collect data and these can be interviews, questionnaires and tests (Creswell, 2016). The researcher used questionnaires to obtain data from the targeted population for quantitative analysis. A questionnaire is a common instrument for collecting data beyond the physical reach of the observer (Wyse, 2012). It is a formalized schedule which contains an assembly of carefully formulated questions for gathering information and it is effective when it is designed to suit research aims and also to elicit cooperation from the respondents. Ganguil (2013) noted that questionnaires are designed using dichotomous (yes/no) type of answers and Likert scale, be it 5-point Likert scale or 7-point Likert scale. Ganguil (2013) further noted that questionnaires might be designed as open-ended questions or closed ended questions where the respondents can pen their answers without guidance.

In this study, the researcher used both closed and open-ended questionnaires because of their flexibility in allowing respondents to respond on their own time. Justification of using the questionnaire is that it is easy to administer as compared to other research instruments and also have wide geographical coverage. Questionnaires gather large amounts of information from a large number of people in a short period and in a relative cost-effective way. Since the time frame of research was limited but accurate results are required, questionnaires covered up by collecting some of the required information at a small-time frame given. However there are setbacks for questionnaire which are that there is no time to clarify or clear ambiguities, no time to follow up inadequate answers and bring in bias on responses and respondents may deliberately give socially accepted answers. To counter the above-mentioned weaknesses of questionnaires, the researcher incorporated simple questions crafted in very simple English that can be understood by an average educated person the researcher also used triangulation compliment weaknesses of questionnaires with the strengths of interviews.

3.3.4 Data analysis

Data analysis is the process of developing answers to questions through the examination and interpretation of data. Data was coded and entered into the computer by the researcher who will make use of excel and word art to generate tables and graphs.

3.4 Reliability

Reliability is the degree to which an assessment tool produces stable and consistent results (Wyse, 2012). There are three types of consistency which include internal consistency, test-retest reliability and inter-rater reliability (Wyse, 2012). All respondents were given the same questionnaire so as to improve reliability of the research and their responses had consistent (internal consistency). The questionnaire was tested for consistency using SPSS version 21 and the Cronbach Alpha lied above 0.500. Ganguil (2013) noted that if the Cronbach Alpha is more than 0.6 it means that the questionnaire is reliable, therefore the researcher tested the questionnaire and ensure that it lies on the required region of the Cronbach Alpha.

3.5 Validity

Validity refers to how well a test measures what it is supposed to measure (Wyse, 2012). A careful attention to validity issues ensures that the research produces accurate results and solves the identified problem. The researcher to ensure validity of the research instrument designed the questionnaire using the research questions which were formulated on the bases of the

research objectives. This ensured that the responses from the field answers the research questions formulated to address the research problems. In addition, a pilot test was conducted on a limited number of respondents to ascertain whether the research instrument was gathering relevant data for the study.

3.6 Ethical considerations

Wyse (2012) defines ethics as moral principles that govern a person's behaviour or the conducting of an activity. The researcher took necessary measures to ensure that respondents never suffered any prejudice as a result of the study. The researcher ensured that all the participants are safe from physical harm, discomfort, pain, embarrassment, or loss of privacy. The participants were advised not to write their names or works number on their questionnaires. The researcher acquired informed consent from the targeted population where participation was voluntary and respondents willingly participate and were given green light to withdraw at any stage of the study should they feel so. Aims and objectives of the study were explained to participants before the study was conducted. The researcher ensured that information collected remained confidential.

3.7 Chapter Summary

The chapter covered the methodology for the study covering the research philosophy, research approach, research design, population of the study, sampling techniques, sample size, selection of the research instrument, validity and reliability of the data and ethical considerations observed when carrying out the study. The next chapter covered the data presentation, analysis, interpretation and discussion.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS, INTERPRETATION AND DISCUSSION

4.1 Introduction

This chapter presented the outcome of the study. Empirical evidence compounded with primary data collected through the use of questionnaire was presented in order to answer research questions. The chapter provided the response of the questionnaire and the demographic data. The data collected was analysed, interpreted and discussed in line with the research objectives and literature reviewed in Chapter 2. Quantitative data collected using questionnaires was presented in form of tables, graphs and pie charts all extracted from SPSS Software and excel. A chapter summary was provided signalling the end of the chapter.

4.2 Response Rate

The researcher targeted 37 respondents' who were drawn from Zimbabwe Prison and Correctional Services in Kariba District. From the distributed 37 questionnaires, 35 were returned thus giving a response rate of 95%. A total of 1 questionnaire was spoiled and 1 was never returned for analysis. Saunders, et al. (2007) consider a response rate of more than 50% as good enough to ensure validity of research findings.

Figure 4.1.1 Questionnaire Response Rate

Number Distributed	Number Returned	% Response Rate
37	35	95

4.3 Demographic information

This section covered the different characteristics of respondents. The demographics covered included participants' age, gender/sex, number of years served in the organisation, department currently attached, marital status and highest level of education.

4.3.1 Gender

Table 4.3.1. Participant's Gender n=35

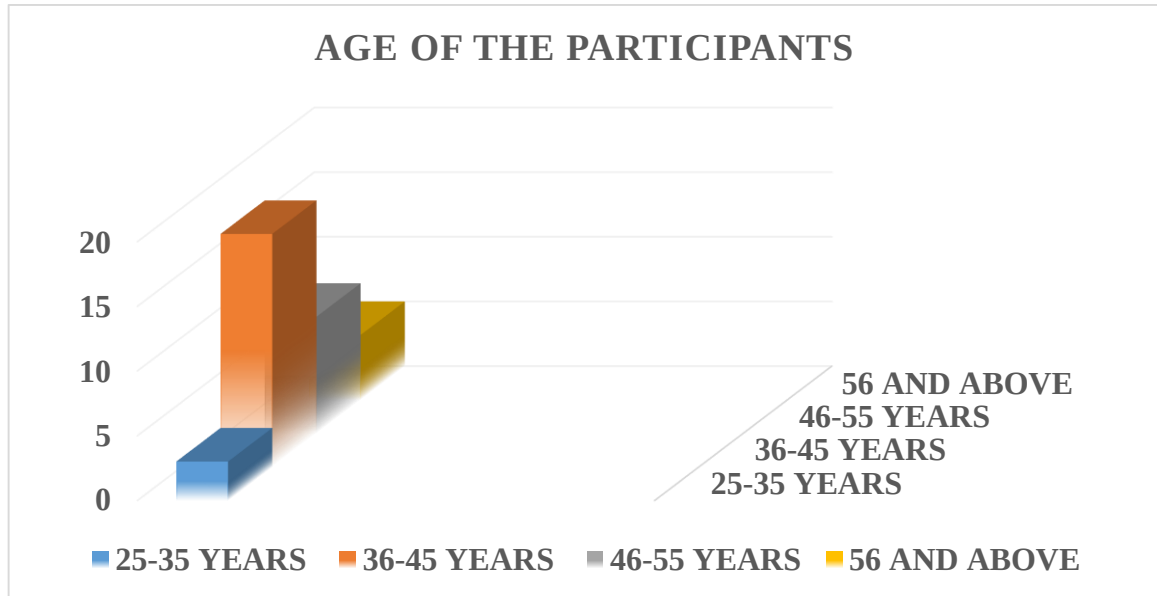
GENDER					
		Frequency	Percent	Valid percent	Cumulative
Valid	Male	25	71	71	73
	Female	10	29	29	29
	Totals	35	100	100	100

Source: Questionnaire

The first question was meant to find the gender of the respondents (25) 71% were males and 10 (29%) were females. This implies that at ZPCS Kariba it is dominated by male employees however the sample frame was gender sensitive for it included a remarkable percentage of females. The majority of the respondents who participated in this research are males. There is a strong relationship between the demographic data on gender and Maluleke, Mokwena and Motsepa (2016) who noted that the ratio of male to female at work place is always higher on the side of males especially in military and enforcement organisations where the nature of work is dangerous as it deal with criminals. There was a fair representation of both sex in the study and this ensured that the views of both males and females are well represented.

4.3.2 Age of Participants

Age of participants: n=35



From the results above on figure 4.3.2 it shows that (3) 9% of respondents are aged between 25 to 35 years, (18) 51% of the respondents are aged between 36-45 years and (9)26 % are between the ages of 46 to 55 years. Those that are 55 years and above are (5) 14%. The results showed that respondents for the current research are mature and well grown up as such there reasoning and thinking is assumed to be fair and they will contribute objectively to the study as majority of the respondents for the research were aged 36 to 45 years.

4.3.3 Level of Education

Figure 4.3.3 level of Education

Level of Education				
	Frequency	Percent	Valid Percent	Cumulative Percent
Certificate	9	25.7	25.7	25.7
Diploma	15	42.9	42.9	68.6
Valid Degree	7	20.0	20.0	88.6
Masters	2	5.7	5.7	94.3
Other	2	5.7	5.7	100.0

Total	35	100.0	100.0
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The data presented on figure 4.3.3 above indicates varying levels of educational attainment among respondents, with the majority holding a diploma (42.9%) and a significant portion possessing certificates (25.7%). This distribution aligns with broader trends in education where diplomas represent a common achievement among individuals seeking to enhance their employability without committing to longer degree programs (Wirt, 1998). The relatively lower percentages for degrees (20.0%) and advanced degrees such as master's (5.7%) suggest that while higher education is valued, many individuals may prioritize immediate job readiness over extended academic pursuits. Thus the results therefore reflect that majority of ZPCS members who participated in this study have acquired professional qualifications. Therefore, the researcher conclude that the respondents were able to understand and apply reasoning in responding to the research questions as such the data gathered will be a true reflection of ZPCS in Kariba.

4.3.4 Rank in the organization

Figure 4.3.4 Rank in the organization

Rank in the ZPCS				
	Frequency	Percent	Valid Percent	Cumulative Percent
Correctional officer Grade 1	12	34.3	34.3	34.3
Correctional officer Grade 2	9	25.7	25.7	60.0
Correctional officer Grade 3	7	20.0	20.0	80.0
Valid Assistant Principal Correctional Officer	3	8.6	8.6	88.6
Principal Correctional Officer	2	5.7	5.7	94.3
Superintendent and Above	2	5.7	5.7	100.0
Total	35	100.0	100.0	

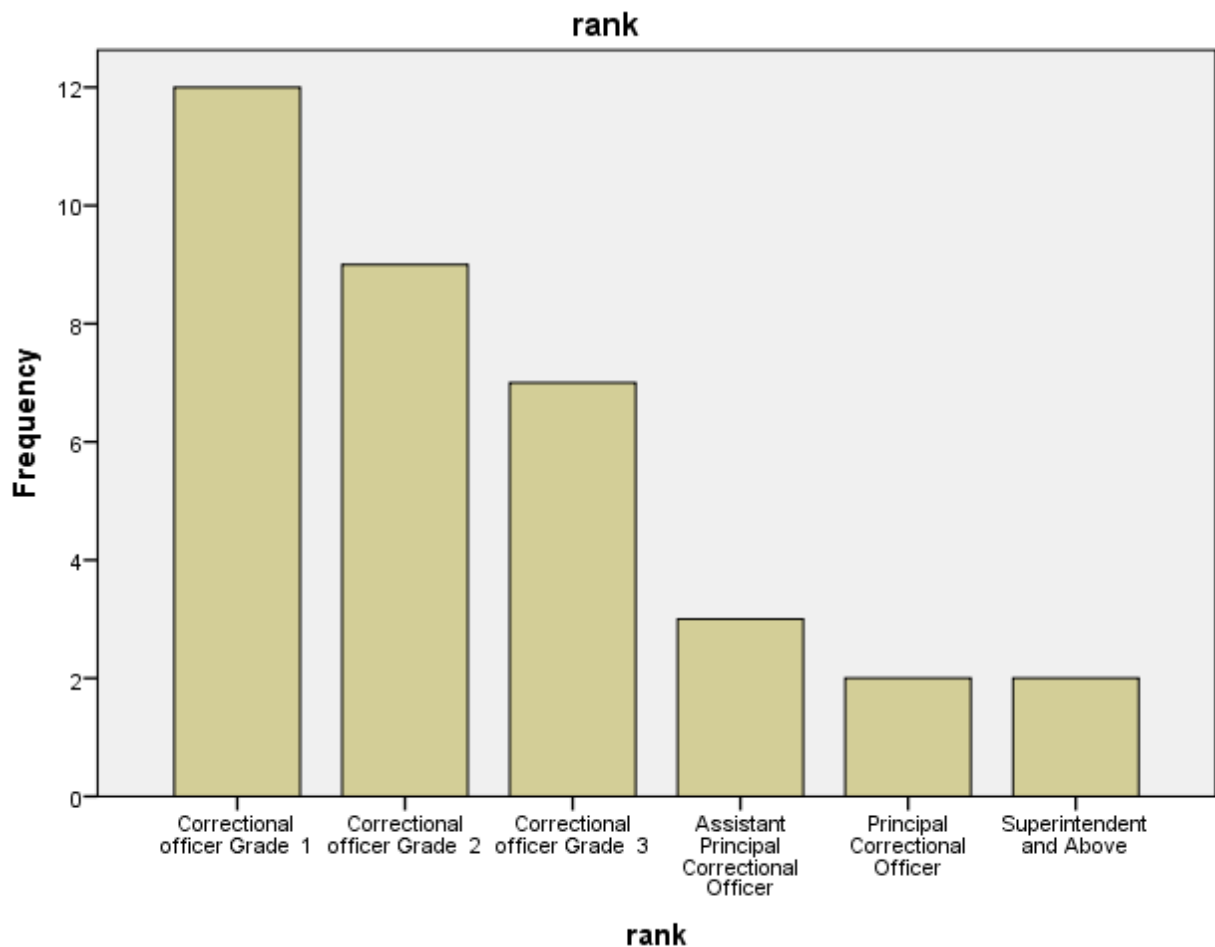


Figure 4.3.4 above shows the various rank for the study participants. The data indicates that Correctional Officer Grade 1 holds the highest frequency at 34.3%, suggesting that this position is the most prevalent within the organization (Chigudu, 2013). This prevalence may reflect a foundational role in managing day-to-day operations and maintaining security protocols in correctional environments. Such a significant representation underscores the importance of entry-level positions in ensuring effective institutional functioning.

As we move up the ranks, a notable decrease in frequency is observed, with Correctional Officer Grade 2 at 25.7% and Grade 3 at 20%. The diminishing numbers may indicate both increased specialization required for higher ranks and potentially greater challenges associated with these roles. The lower representation of positions such as Assistant Principal Correctional Officer and above further emphasizes this trend, where only a combined total of approximately

14.3% occupy these senior roles, highlighting their critical yet less frequent presence within correctional facilities at Kariba

4.3.5 Lengthy of service

Figure 4.3.5 Participants length of service in the organisation

Length of service in the organisation				
	Frequency	Percent	Valid Percent	Cumulative Percent
0-5 Years	3	8.6	8.6	8.6
6-10 Years	9	25.7	25.7	34.3
11-15 Years	11	31.4	31.4	65.7
Valid 16-20Years	10	28.6	28.6	94.3
21 Years and above	2	5.7	5.7	100.0
Total	35	100.0	100.0	

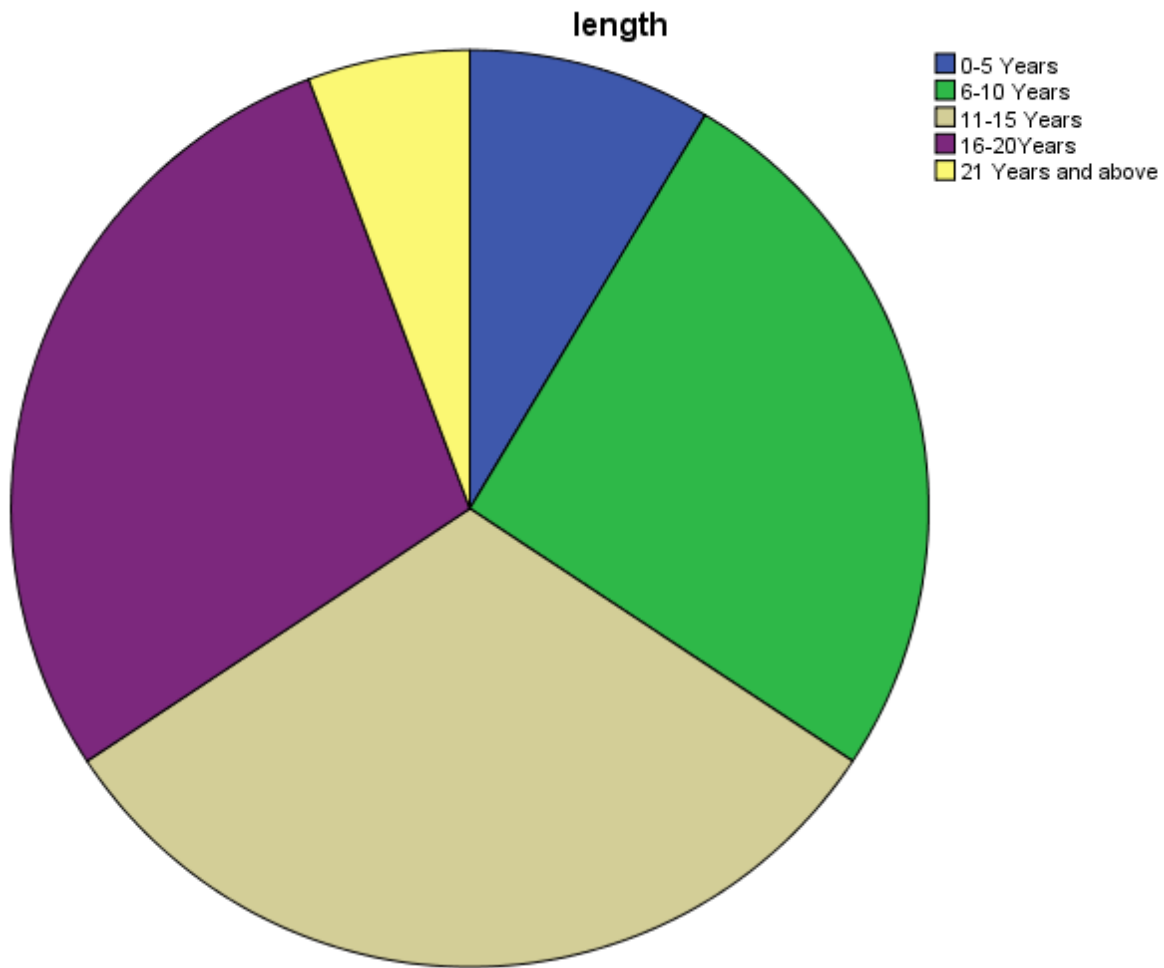


Figure 4.3.5 above provided the years of services by the respondents. The data indicates that a significant majority 65.7%, of the study participants have served between 0 to 15 years, with the largest segment (31.4%) falling within the 11-15 year bracket. This suggests that many employees reach mid-career levels before potentially transitioning out of the organization (Doering, 1982). The presence of a substantial cohort in this range may indicate adequate job satisfaction and job security or opportunities for professional development that encourage longer tenure.

Furthermore, nearly 28.6% of employees have served between 16-20 years, highlighting a trend where individuals remain committed to their roles for extended periods (Doering, 1982). However, only a small fraction—5.7%—has surpassed the two-decade mark in service, suggesting challenges related to retention at advanced career stages. Overall, this distribution illustrates not only employee loyalty but also raises questions about how organizations can

better support long-term staff and address potential attrition as they approach retirement age. The long service helped the researcher to gather pertinent information from these well experienced members of ZPCS.

4.4 Effectiveness of rehabilitation programs in reducing recidivism

The research established from the respondents facts about the effectiveness of the rehabilitation programs in reducing recidivism rates among offenders at Kariba Prison. The respondents rated as very effective, effective, not effective and not effective at all.

Figure 4.4.1 Effectiveness of rehabilitation programs in reducing recidivism

Effectiveness of rehabilitation programs in reducing recidivism				
	Frequency	Percent	Valid Percent	Cumulative Percent
Very effective	15	42.9	42.9	42.9
Effective	11	31.4	31.4	74.3
Not Effective	7	20.0	20.0	94.3
Not effective at all	2	5.7	5.7	100.0
Total	35	100.0	100.0	

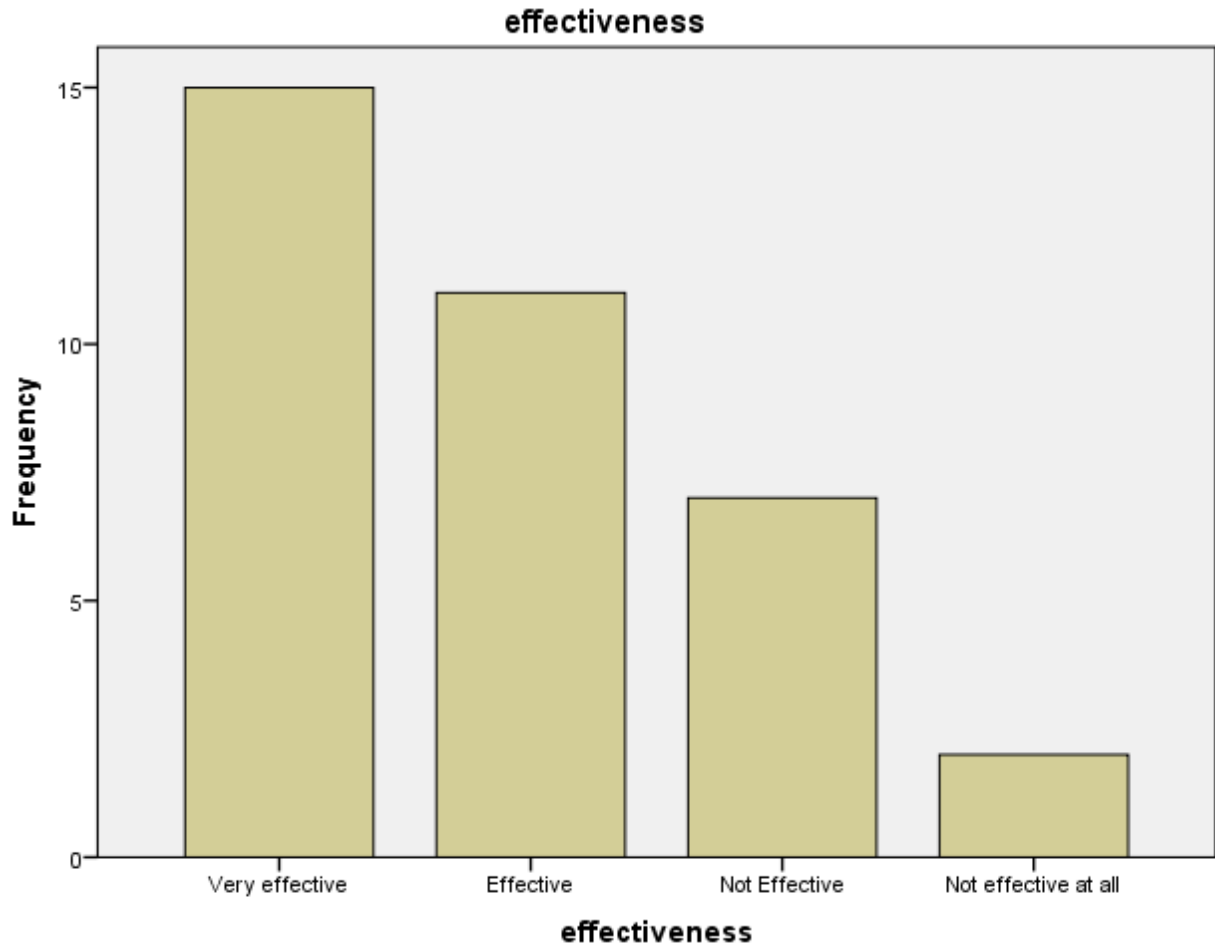


Figure 4.4.1 above provided insight on the respondent's views on the effectiveness of rehabilitation programs at Kariba Prison. The data presented reveals that 42.9% rated them as "Very Effective," while an additional 31.4% deemed them "Effective" The views of the respondents concurs with that of Lattimore & Steffey (2019). The data also shows that 25.7% of respondents considered the programs either "Not Effective" or "Not Effective At All." This mixed response underscores the necessity for a more nuanced understanding of rehabilitation outcomes as postulated by King & Elderbroom (2018). As emphasized by King and Elderbroom (2018), relying solely on aggregate recidivism rates can obscure important variations in program effectiveness across different populations and contexts. However the results as presented above indicates a predominantly positive perception among participants, suggesting that these programs may fulfil their intended purpose of reintegrating individuals into society and preventing reoffending.

4.4.1 Rehabilitation programs implemented in reducing recidivism rates among Offenders at Kariba Prison

As part of the objective of the study the researcher established from the respondents the rehabilitation programs implemented in reducing recidivism rates among offenders at Kariba Prison and the results are shown on figure 4.4.1.1 below

Figure 4.4.1.1 Rehabilitation programs implemented in reducing recidivism rates among Offenders at Kariba Prison.

Statistics						
		Cognitive Behavioral Therapy	Substance Abuse Treatment	Educational and Vocational Training	Mentoring Programs	Family Support Programs
N	Valid	35	35	35	35	35
	Missing	0	0	0	0	0

Figure 4.4.2 Cognitive Behavioural Therapy

Cognitive Behavioural Therapy					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	9	25.7	25.7	25.7
	Agree	14	40.0	40.0	65.7
	Neutral	4	11.4	11.4	77.1
	Disagree	4	11.4	11.4	88.6
	Strongly Disagree	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

Figure 4.4.2 above showed participant's views regarding Cognitive Behavioural Therapy (CBT) as a rehabilitation program at Kariba Prison indicates a predominantly positive

perception of its effectiveness in reducing recidivism rates. Notably, 25.7% of respondents strongly agree with the efficacy of CBT, while an additional 40% express their agreement. This culminates in a total of 65.7% of participants affirming that they believe CBT plays a beneficial role in rehabilitation efforts. Such findings underscore the potential for CBT to serve as a critical intervention strategy within correctional facilities.

Conversely, the data also reveals that 11.4% of respondents remain neutral on the subject, indicating some ambivalence about CBT's effectiveness. Furthermore, an equal percentage 11.4% of participants disagree or strongly disagree with the assertion that CBT is beneficial for rehabilitation. Although this dissenting viewpoint exists, it represents a minority perspective among the overall sample size. The survey data from Kariba Prison indicates a significant consensus regarding CBT's potential effectiveness, with 65.7% of respondents either agreeing or strongly agreeing with its benefits in reducing reoffending.

Therefore, Cognitive Behavioural Therapy (CBT) has emerged as a pivotal rehabilitation program in the context of reducing recidivism rates among offenders, including those at Kariba Prison. The effectiveness of CBT is underscored by a comprehensive analysis conducted by Feucht and Holt (2016), which reveals that rigorously evaluated CBT programs significantly reduce recidivism rates. Furthermore, Miller (2017) emphasizes the structured nature of Cognitive Behavioural Interventions (CBI), which help offenders identify triggers for their behaviour and develop coping strategies.

Figure 4.4.3 Educational and Vocational Training

Educational and Vocational Training				
	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	12	34.3	34.3	34.3
Agree	10	28.6	28.6	62.9
Neutral	3	8.6	8.6	71.4
Valid Disagree	3	8.6	8.6	80.0
Strongly Disagree	7	20.0	20.0	100.0
Total	35	100.0	100.0	

The data presented above on figure 4.4.3 on educational and vocational training at Kariba Prison reveals a significant correlation between such programs and reduced recidivism rates among offenders. With 34.3% of respondents strongly agreeing that these initiatives are beneficial, it suggests a substantial recognition of their positive impact. Additionally, 28.6% agreed, bringing the total support to over 62%, indicating a consensus on the importance of education and vocational training in rehabilitation.

The views of the respondents concurs with views of Davis et al. (2013) who highlights that participation in educational programs can reduce recidivism by up to 43%. This underscores the potential for structured learning environments to equip offenders with skills necessary for employment post-release.

Conversely, the combined percentage of those who disagreed or strongly disagreed (28.6%) signals a minority perspective that may stem from scepticism about program efficacy or personal experiences within the prison system. However, these dissenting voices do not overshadow the prevailing evidence supporting education as a pivotal factor in mitigating reoffending behaviours.

Figure 4.4.4 Mentoring Programs

Mentoring Programs					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	11	31.4	31.4	31.4
	Agree	11	31.4	31.4	62.9
	Neutral	5	14.3	14.3	77.1
	Disagree	3	8.6	8.6	85.7
	Strongly Disagree	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

The data presented above on figure 4.4.4 reveals a significant inclination towards the effectiveness of mentoring programs in reducing recidivism rates among offenders at Kariba Prison. 62.8% of participants either strongly agreed or agreed that these programs are beneficial, indicating a strong positive perception. Conversely, 14.3% of respondents remained neutral, while 23% disagreed to varying extents regarding the efficacy of mentoring programs.

This suggests that while a majority recognizes their value, there is still a notable portion of the population that may not fully endorse their impact on recidivism reduction. There is a positive relationship between the views of the respondents and Pieterse (2018) who postulated that the success of mentoring can vary greatly depending on individual circumstances and program structure. The researcher concludes that mentoring programs play a significant role as a rehabilitative strategy within correctional facilities like Kariba Prison.

Figure 4.4.5 Family Support Programs

Family Support Programs				
	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	13	37.1	37.1	37.1
Agree	12	34.3	34.3	71.4
Neutral	4	11.4	11.4	82.9
Valid Disagree	2	5.7	5.7	88.6
Strongly Disagree	4	11.4	11.4	100.0
Total	35	100.0	100.0	

Data presented on figure 4.4.5 above showed that family support programs at Kariba Prison play a significant consensus on their perceived effectiveness in reducing recidivism rates among offenders. A notable 37.1% of respondents strongly agree that these programs are beneficial, while an additional 34.3% agree, bringing the total of positive responses to a substantial 71.4%. This overwhelming support suggests that many inmates recognize the potential for familial connections to contribute positively to their rehabilitation process.

A smaller percentage of respondents express neutrality (11.4%) or disagreement regarding the efficacy of family support programs, with only 5.7% disagreeing and another 11.4% strongly disagreeing. These figures indicate that while there is some scepticism, it is far less prevalent than the endorsement of these programs. The cumulative data underscores the importance of family ties in fostering reintegration into society post-incarceration.

Figure 4.4.6 Substance Abuse Treatment

Substance Abuse Treatment				
	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	16	45.7	45.7	45.7
Agree	9	25.7	25.7	71.4
Neutral	1	2.9	2.9	74.3
Valid Disagree	4	11.4	11.4	85.7
Strongly Disagree	5	14.3	14.3	100.0
Total	35	100.0	100.0	

According to data presented on figure 4.4.6 a considerable 45.7% of participants strongly agree that such treatment is beneficial, while an additional 25.7% agree with this assertion. Collectively, these two groups account for over 71% of the responses, indicating a strong belief in the positive impact of substance abuse programs on offenders' rehabilitation.

Whilst, only a small fraction of participants expressed uncertainty regarding the efficacy of these treatments. The combined percentages for those who disagreed (11.4%) and strongly disagreed (14.3%) total 25.7%, suggesting that doubts about treatment's effectiveness are relatively marginal within this population. Furthermore, just one individual remained neutral on the subject, highlighting a general trend towards acceptance and support for substance abuse interventions.

Thus the views of the respondents positively correlates with that of Philips (2020) who hypothesised the critical role that substance abuse treatment can play in fostering recovery and reducing repeat offenses among inmates and at Kariba Prison it can also positively impact. The researcher thus conclude that by addressing underlying addiction issues, these programs not only aid individual rehabilitation but also contribute to broader community safety by potentially lowering recidivism rates.

4.5 The challenges facing the implementation of rehabilitation programs at Kariba Prison

The researcher established from the respondents on facts about the challenges facing the implementation of rehabilitation programs and the challenges are presented as funding and

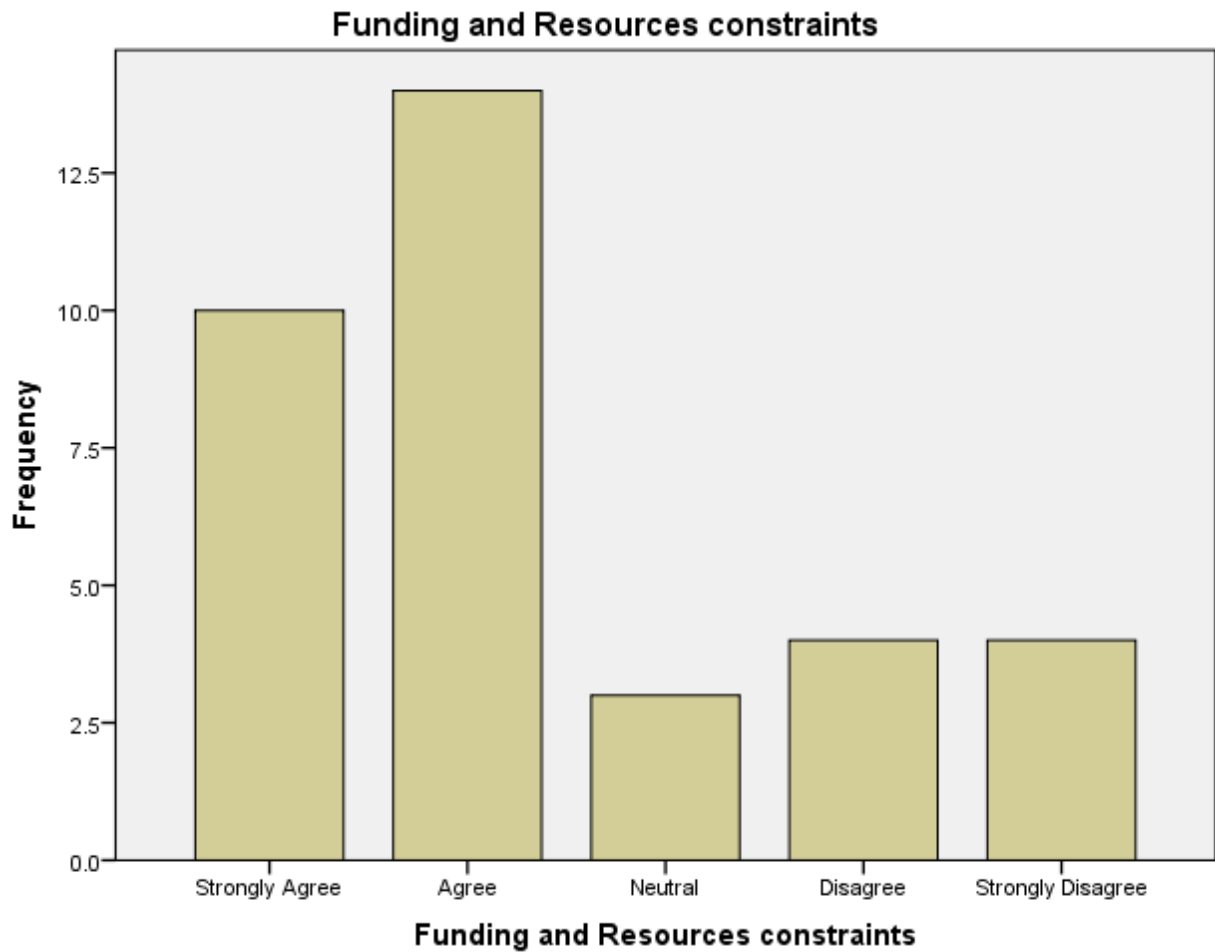
resources, stigma and public perception, inconsistent program quality, access to services, motivation and engagement and recidivism triggers

Figure 4.5 challenges facing the implementation of rehabilitation programs at Kariba Prison

Statistics						
		Funding and Resources constraints	Stigma and Public Perception	Lack of adequate awareness campaigns	Lack of community engagement	Motivation and Engagement of prison officers
N	Valid	35	35	35	35	35
	Missing	0	0	0	0	0

Figure 4.5.1 Funding and Resources

Funding and Resources constraints					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	10	28.6	28.6	28.6
	Agree	14	40.0	40.0	68.6
	Neutral	3	8.6	8.6	77.1
	Disagree	4	11.4	11.4	88.6
	Strongly Disagree	4	11.4	11.4	100.0
	Total	35	100.0	100.0	



The data presented on figure 45.1 above regarding funding and resource constraints impacting the implementation of rehabilitation programs at Kariba Prison showed that a total of 35 respondents contributed to the survey, with 40% agreeing and 28.6% strongly agreeing that financial limitations hinder effective rehabilitation efforts. Together, these figures indicate that a substantial majority (68.6%) acknowledge the critical role that adequate funding plays in facilitating successful rehabilitation initiatives. A total of 11.4% of respondents disagreed or strongly disagreed with this assertion, suggesting a minimal level of dissent regarding the influence of financial resources on program efficacy. The presence of neutral responses (8.6%) may reflect uncertainty or a lack of information among certain stakeholders about how funding specifically affects rehabilitation outcomes.

Figure 4.5.2 Stigma and Public Perception

Stigma and Public Perception				
	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	14	40.0	40.0	40.0
Agree	10	28.6	28.6	68.6
Neutral	2	5.7	5.7	74.3
Strongly Disagree	4	11.4	11.4	85.7
Disagree	5	14.3	14.3	100.0
Total	35	100.0	100.0	

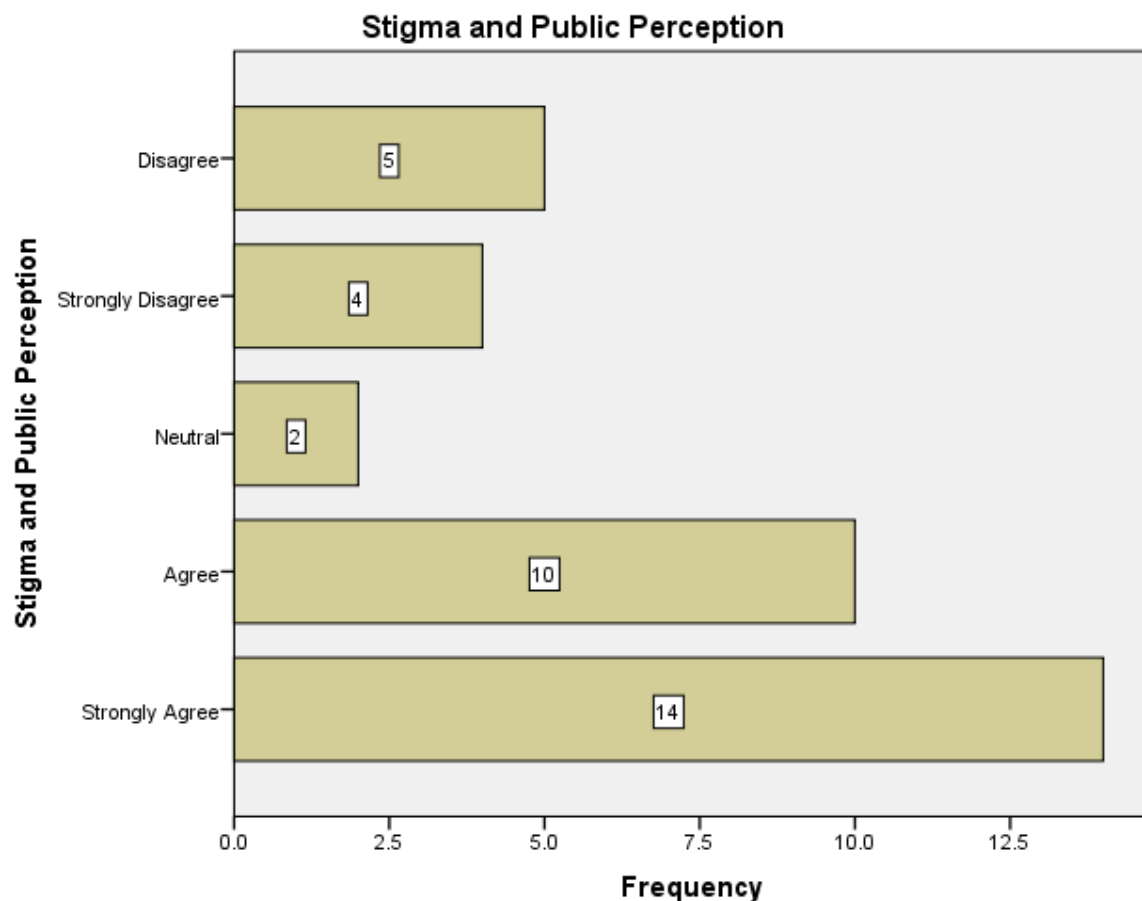
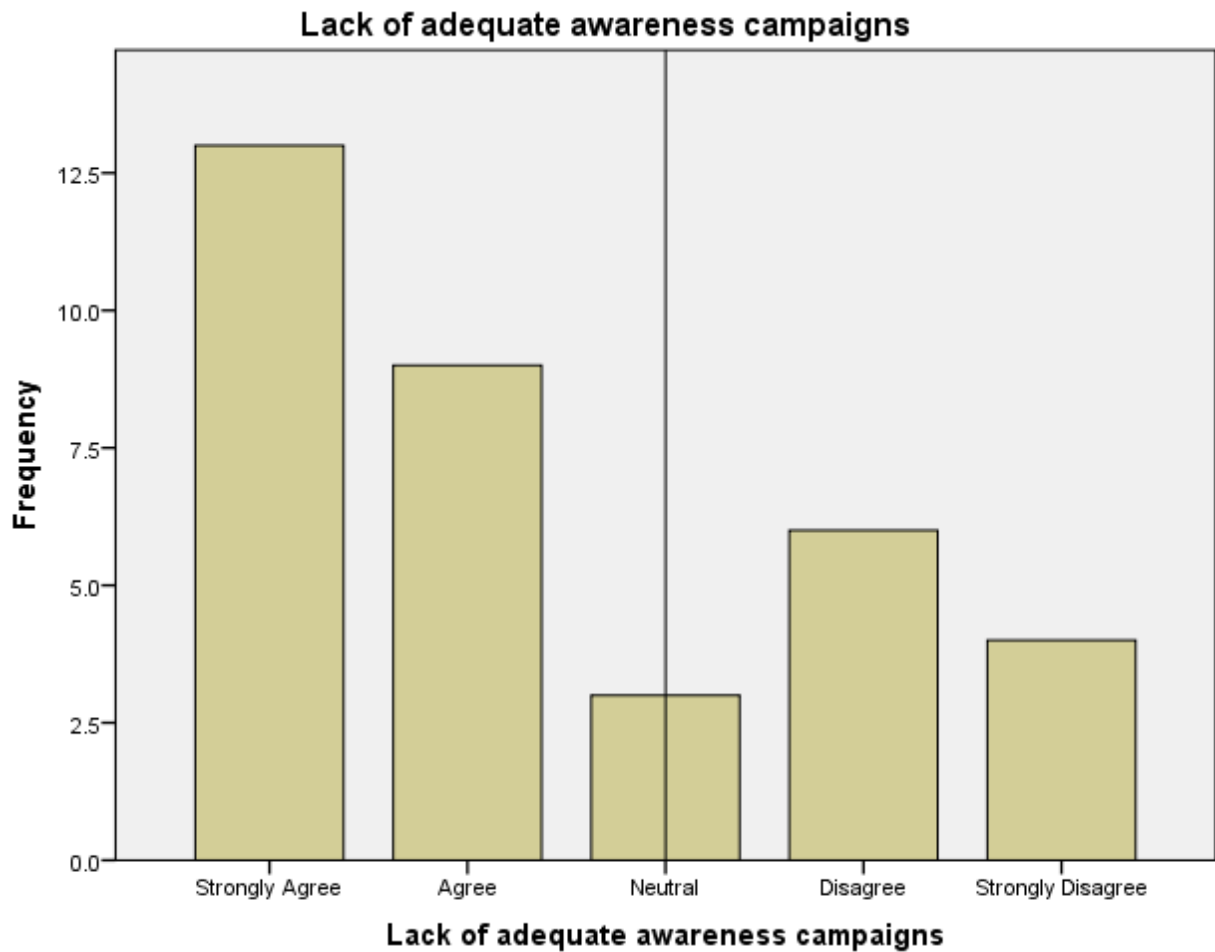


Figure 4.5.2 above presented the data regarding stigma and public perception as challenges to rehabilitation programs at Kariba Prison. A total of 40% of respondents strongly agree that stigma affects these initiatives, while an additional 28.6% agree, cumulatively reflecting a significant acknowledgment (68.6%) of this issue among participants. Only 5.7% expressed neutrality, while the remaining respondents (25.7%) disagreed or strongly disagreed with the

notion that stigma poses a challenge. The views of the participants are hand and glove with that of Riedl (2019) who emphasized how stigma can hinder rehabilitation efforts through the perpetuation of negative stereotypes. The researcher thus conclude that public perception significantly influences policy decisions and resource allocation for rehabilitation programs, often resulting in inadequate community support crucial for successful reintegration.

Figure 4.5.3 Lack of adequate awareness campaigns

Lack of adequate awareness campaigns				
	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	13	37.1	37.1	37.1
Agree	9	25.7	25.7	62.9
Neutral	3	8.6	8.6	71.4
Valid Disagree	6	17.1	17.1	88.6
Strongly Disagree	4	11.4	11.4	100.0
Total	35	100.0	100.0	



The data presented on figure 4.5.3 regarding the lack of adequate awareness campaigns at Kariba Prison reveals insights into the challenges facing rehabilitation programs. Respondents constituting 62.8%, either strongly agree or agree that insufficient awareness initiatives hinder the effectiveness of these programs. Furthermore, only 8.6% of respondents remained neutral, while a combined total of 28.5% disagreed or strongly disagreed with the statement, indicating a consensus around the necessity for enhanced advocacy efforts.

This suggests a critical gap in communication and outreach efforts, which can lead to diminished engagement from both inmates and the community. Smith et al., (2020) supports this finding, indicating that awareness campaigns are essential for fostering understanding and support for rehabilitation initiatives. The researcher thus conclude that without proper dissemination of information, potential participants may remain uninformed about available resources and opportunities for personal growth. By prioritizing educational outreach,

stakeholders can enhance program participation and ultimately contribute to successful inmate reintegration into society.

Figure 4.5.4 Lack of community engagement

Lack of community engagement				
	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	16	45.7	45.7	45.7
Agree	10	28.6	28.6	74.3
Neutral	2	5.7	5.7	80.0
Disagree	3	8.6	8.6	88.6
Strongly Disagree	4	11.4	11.4	100.0
Total	35	100.0	100.0	

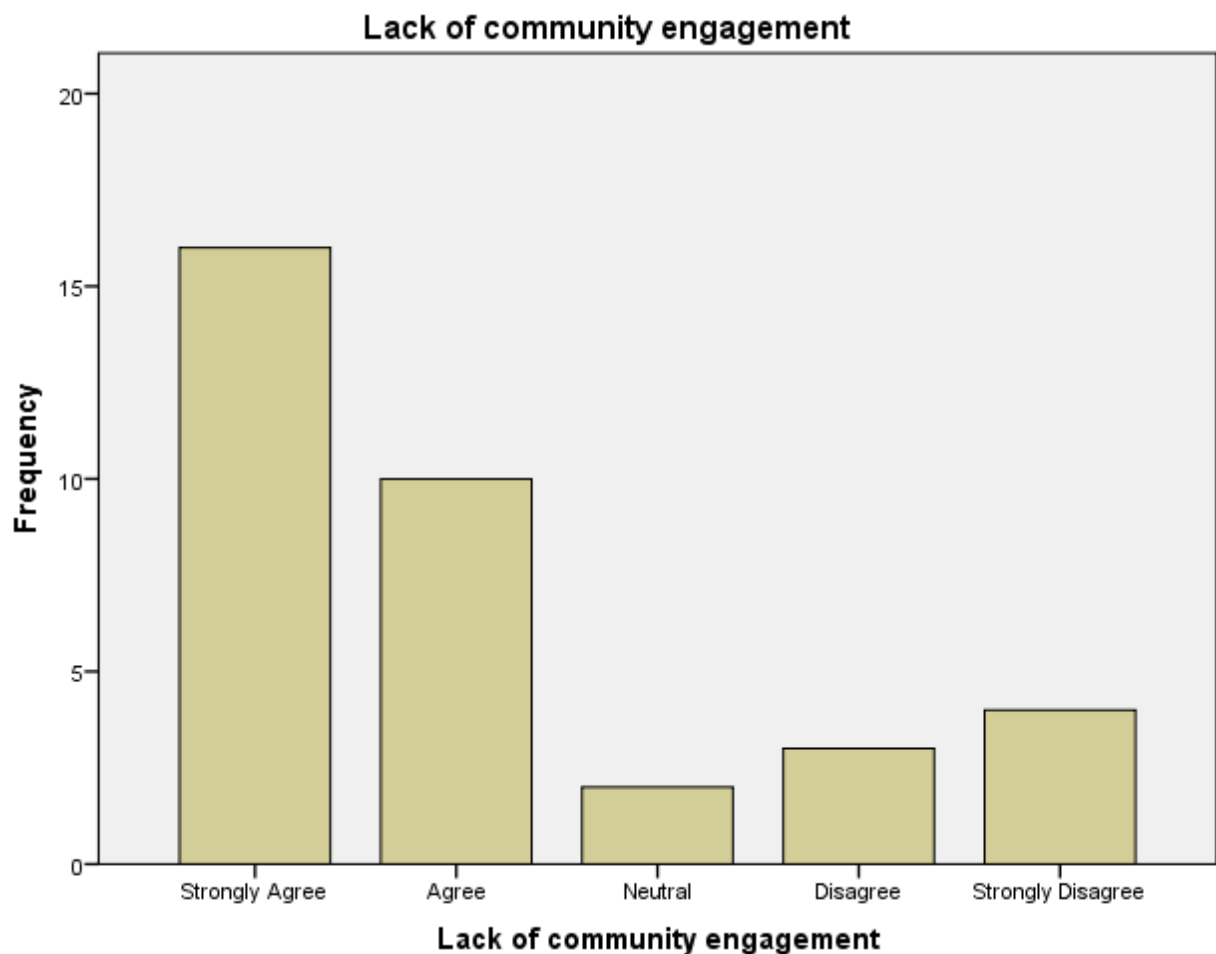


Figure 4.5.4 above shows that 45.7% of participants strongly agree that a lack of community engagement hinders these initiatives, while an additional 28.6% agree with this assertion. This combined total of 74.3% underscores a prevailing consensus among respondents regarding the detrimental impact of insufficient community involvement. Only 8.6% disagreed and 11.4% strongly disagreed with the notion that lack of community engagement is problematic, suggesting a minority perspective that may overlook critical social dynamics influencing rehabilitation efforts.

Smith & Jones (2021) have long emphasized the importance of community support in successful rehabilitation programs, arguing that active engagement fosters social reintegration and reduces recidivism rates. The stark agreement among respondents at Kariba Prison aligns with these findings, indicating that without robust community partnerships, rehabilitation programs are likely to falter in their effectiveness.

Figure 4.5.5 Motivation and Engagement

Motivation and Engagement of prison officers				
	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	10	28.6	28.6	28.6
Agree	13	37.1	37.1	65.7
Neutral	2	5.7	5.7	71.4
Valid Disagree	4	11.4	11.4	82.9
Strongly Disagree	6	17.1	17.1	100.0
Total	35	100.0	100.0	

The data on the motivation and engagement of prison officers at Kariba Prison reveals significant challenges in the implementation of rehabilitation programs. Data presented on figure 4.5.5 above showed that 37.1% of respondents agreeing and 28.6% strongly agreeing that they feel motivated, a combined total of 65.7% indicate some level of support for rehabilitation efforts. However, this leaves a notable percentage 17.1% strongly disagreeing and 11.4% disagreeing suggesting a lack of enthusiasm among officers that could impede effective program execution.

According to research by Gendreau et al. (2016), motivated officers are more likely to engage positively with inmates, fostering an environment conducive to reformative practices. Conversely, low engagement levels can lead to negative attitudes towards inmates and diminish program effectiveness, as noted by McNeill (2012). Therefore, addressing these motivational challenges is essential for enhancing the efficacy of rehabilitation programs at Kariba Prison.

4.6 Correlation between Educational and Vocational Training and age of participants

Correlations		Educational and Vocational Training	Age of participants
Educational and Vocational Training	Pearson Correlation	1	.874**
	Sig. (2-tailed)		.000
	N	35	35
Age of participants	Pearson Correlation	.874**	1
	Sig. (2-tailed)	.000	
	N	35	35

**. Correlation is significant at the 0.01 level (2-tailed).

The data analysis reveals a significant positive correlation ($r = 0.874$, $p < 0.01$) between educational and vocational training and the age of participants at Kariba Prison. This suggests that as offenders engage in educational and vocational programs, older inmates may be more inclined to participate in such rehabilitative initiatives. This trend could imply that older offenders recognize the potential benefits of education and skills training for reintegration into society.

Educational and vocational training serve as vital rehabilitation programs aimed at reducing recidivism rates among incarcerated individuals. By equipping participants with essential skills, these programs enhance employability post-release, addressing one of the primary factors contributing to reoffending: lack of job opportunities. Furthermore, fostering an environment conducive to learning can instil a sense of purpose and self-worth among inmates, ultimately leading to lower recidivism rates.

4.6.1 Correlations Family Support Programs and gender of inmates

Correlations		Family Support Programs	Gender
Family Support Programs	Pearson Correlation	1	.862**
	Sig. (2-tailed)		.000
	N	35	35
Gender	Pearson Correlation	.862**	1
	Sig. (2-tailed)	.000	
	N	35	35

**. Correlation is significant at the 0.01 level (2-tailed).

The analysis of the data regarding family support programs and the gender of inmates at Kariba Prison reveals a significant correlation between these two variables. The Pearson correlation coefficient of 0.862 indicates a strong positive relationship, suggesting that as participation in family support programs increases, there is a corresponding increase in the representation of different genders within these programs. This correlation is statistically significant at the 0.01 level, which underscores the reliability of this finding.

This data prompts an examination of how gender dynamics may influence access to or engagement with family support initiatives within prison settings. It raises questions about whether male and female inmates experience different levels of familial engagement and support, potentially impacting their rehabilitation processes. Understanding these correlations can inform policy decisions aimed at enhancing program effectiveness and addressing the unique needs of both male and female inmates.

4.6.3 Regression analysis

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.962 ^a	.925	.922	.390

a. Predictors: (Constant), Stigma and Public Perception

The analysis of the model summary for stigma and public perception regarding inmates at Kariba Prison reveals significant insights into the relationship between these variables. The correlation coefficient (R) of 0.962 indicates a very strong positive relationship, suggesting that as stigma increases, public perception negatively aligns with inmates' experiences. This high correlation is critical in understanding the dynamics within the prison environment and how societal attitudes influence inmate rehabilitation.

Furthermore, the R Square value of 0.925 implies that approximately 92.5% of the variance in public perception can be explained by stigma alone. This statistic underscores the profound impact that societal stigmas have on how inmates are perceived by the public, highlighting a crucial area for intervention and policy development aimed at reducing stigma to improve reintegration outcomes.

Lastly, an adjusted R Square value of 0.922 further confirms this finding while accounting for potential over fitting in a model with multiple predictors. The standard error of estimate (0.390) indicates a relatively low level of prediction error, reinforcing confidence in these results as indicative of broader trends affecting inmate perceptions within Kariba Prison.

4.6.4 Anova analysis Dependent Variable: Mentoring Programs and Predictors: (Constant), Stigma and Public Perception

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	61.561	1	61.561	405.452	.000 ^b
	Residual	5.010	33	.152		
	Total	66.571	34			

a. Dependent Variable: Mentoring Programs

b. Predictors: (Constant), Stigma and Public Perception

The analysis of variance (ANOVA) conducted on the relationship between mentoring programs and predictors such as stigma and public perception for inmates at Kariba Prison reveals

significant insights. The results indicate a robust regression model with a sum of squares for regression at 61.561, which underscores the substantial impact that stigma and public perception have on the efficacy of mentoring initiatives within this correctional facility. The F-statistic of 405.452, coupled with a p-value of .000, suggests that the predictors account for a remarkable portion of variability in mentoring program outcomes, making it highly statistically significant.

Furthermore, the residual sum of squares at 5.010 implies that while there is some unexplained variance, it is minimal compared to the explained variance attributed to the predictors. This finding emphasizes the critical role that societal perceptions play in shaping inmates' access to supportive resources like mentoring programs. Therefore, addressing stigma and enhancing public perception could be essential steps in improving rehabilitation efforts within Kariba Prison.

4.6.5 Coefficients Unstandardized Coefficients Standardized Coefficients on (Constant) Stigma and Public Perception

Figure 4.6.5 (Constant) Stigma and Public Perception

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.311	.124		2.508	.017
1 Stigma and Public Perception	.915	.045	.962	20.136	.000

a. Dependent Variable: Mentoring Programs

The analysis of the coefficients in the context of stigma and public perception for inmates at Kariba Prison reveals significant insights regarding mentoring programs. The unstandardized coefficient for stigma and public perception is 0.915, indicating that for every unit increase in

stigma, there is a corresponding increase of 0.915 units in the dependent variable, which is mentoring programs. This strong relationship underscores the influence that societal attitudes towards inmates have on the availability and implementation of such rehabilitative initiatives.

Furthermore, the standardized coefficient (Beta) of 0.962 suggests an even more pronounced effect when considering variability across different scales. This high Beta value indicates that stigma and public perception are critical factors affecting mentoring programs, reinforcing their importance in shaping correctional strategies. The statistical significance (Sig.) value of 0.000 further validates these findings, as it denotes a highly reliable correlation between these variables.

Thus, interpreting these coefficients elucidates the profound impact that stigma and public perception exert on mentoring programs within Kariba Prison. Addressing these perceptions could be pivotal in enhancing rehabilitation efforts and fostering reintegration into society for inmates.

4.6.6 Regression on Qualification, Motivation and Engagement of prison officers

Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	Qualification , Motivation and Engagement of prison officers ^b	.	Enter

a. Dependent Variable: Funding and Resources constraints

b. All requested variables entered.

Figure 4.6.6 ANOVA

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	57.993	2	28.997	426.044	.000 ^b
	Residual	2.178	32	.068		
	Total	60.171	34			

a. Dependent Variable: Funding and Resources constraints

b. Predictors: (Constant), Qualification , Motivation and Engagement of prison officers

Reducing recidivism rates remains a critical challenge within the criminal justice system, necessitating a thorough analysis of the factors that contribute to successful rehabilitation. The data presented in the regression analysis highlights the significant impact of variables such as qualification and motivation of prison officers on reducing recidivism. With an F-value of 426.044 and a significance level (p-value) of .000, it is evident that these predictors explain a substantial portion of variations in funding and resource constraints, which are vital for effective rehabilitation programs.

The regression model indicates that enhancing the qualifications and engagement levels of prison officers can lead to improved outcomes for incarcerated individuals. This suggests that investing in training programs for correctional staff could foster an environment conducive to rehabilitation, ultimately leading to lower recidivism rates. By aligning resources towards developing skilled personnel who are motivated to engage with inmates positively, correctional facilities can significantly influence inmates' reintegration into society.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.021	.098		-.216	.830
	Motivation and Engagement of prison officers	.482	.103	.530	4.661	.000
	Qualification	.511	.125	.463	4.077	.000

a. Dependent Variable: Funding and Resources constraints

Understanding the coefficients in a regression model aimed at reducing recidivism rates is essential for effective policy development. The unstandardized coefficient for "Motivation and Engagement of Prison Officers" is 0.482, indicating that for every unit increase in officer engagement, there is a corresponding increase of 0.482 units in the dependent variable, which represents funding and resource constraints. This strong positive relationship, supported by a t-value of 4.661 and a significance level of $p < 0.001$, suggests that enhancing officer motivation can significantly alleviate resource limitations.

Similarly, the "Qualification" variable exhibits an unstandardized coefficient of 0.511, suggesting that higher qualifications among prison officers also contribute positively to addressing funding constraints. With a t-value of 4.077 and a significance level below 0.001, it reinforces the notion that educational advancements among staff are pivotal in creating an environment conducive to rehabilitation efforts.

Thus, both coefficients indicate that investing in officer motivation and qualifications can substantially mitigate resource challenges within correctional facilities, ultimately aiding efforts to reduce recidivism rate

4.7 Chapter Summary

This chapter provided the data presentation, analysis, interpretation and discussion in line with the topic assessing the effectiveness of various rehabilitation programs in reducing recidivism rates among offenders in Zimbabwe using a case of Kariba Prison. Major themes were extracted from the respondents presented, analysed interpreted and discussed. Data was presented inform of tables, graphs and pie charts. The next chapter provided the research findings and conclusion.

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

The researcher gave summary of the research findings, overall conclusion of the study and recommendations on the areas for further research. The thrust of the study was to assess the effectiveness of various rehabilitation programs in reducing recidivism rates among offenders in Zimbabwe using a case of Kariba Prison. The findings of this study provided answers to the research questions which were aimed at establishing the effectiveness of the rehabilitation programs in reducing recidivism rates among offenders at Kariba Prison. The researcher proposed recommendations and areas suggested by the researcher for future research study.

5.2 Summary of the study

The aim of the study was to assess the effectiveness of the various rehabilitation programs in reducing recidivism rates among offenders in Zimbabwe using a case of Kariba Prison. The primary objective of the study was to assess the effectiveness of rehabilitation programs in reducing recidivism rates among offenders. The secondary objectives were to establish the rehabilitation programs offered by ZPCS at Kariba Prison, to establish the effectiveness and challenges facing the implementation of rehabilitation programmes, to provide alternative solutions to the improvement of current Rehabilitation Programmes at Kariba Prison. The study was carried out under the background that the recidivism rates remain alarmingly high, with approximately 60% of released offenders reoffending within two years. This perpetuates cycles of crime, undermines community safety, and places significant strain on the criminal justice system. Due to the problem there is limited availability of rehabilitation programs, resulting in only 30% of offenders participating. Literature review was discussed in three distinctive phases as postulated by the research onion by Saunders (2011) the conceptual framework where the key concepts of the study were articulated, theoretical framework providing the key theories governing the study and the empirical framework were previous studies related to current study were articulated and a gap analysis outlined. The study on the effectiveness of rehabilitation programs in reducing recidivism rates among offenders in Zimbabwe was guided by three theories namely Social Learning Theory, Routine Activity Theory, and Desistance Theory. The theories provides a comprehensive framework for examining how rehabilitation programs in Zimbabwe impact recidivism. Each theory highlights different aspects of behaviour change and integration, allowing for a robust analysis of the underlying mechanisms that influence recidivism. This study adopted the pragmatism philosophy using quantitative methods. The

population under study were 300 ZPCS officers drawn from Kariba Prison seized with management and administration of incarcerated prisoners within ZPCS Organisation in Kariba. Based on these scholars the researcher adopted probability sampling namely stratified random sampling. Justification for the technique is based on the view that my research was quantitative as such stratified random technique was justified. In this study, the researcher used both closed and open-ended questionnaires because of their flexibility in allowing respondents to respond on their own time. The researcher took necessary measures to ensure that respondents never suffered any prejudice as a result of the study. The researcher ensured that all the participants are safe from physical harm, discomfort, pain, embarrassment, or loss of privacy. The data collected was analysed, interpreted and discussed in line with the research objectives and literature reviewed in Chapter 2. Quantitative data collected using questionnaires was presented in form of tables, graphs and pie charts all extracted from SPSS Software and excel.

5.3 Conclusion

Based on the study findings, the researcher concluded that:

- The rehabilitation programs in reducing recidivism rates among Offenders at Kariba Prison are effective as provided by the respondents.

The researcher also concludes that the common rehabilitation programs implemented in reducing recidivism rates at Kariba Prison are

- Cognitive Behavioural Therapy
- Substance Abuse Treatment
- Educational and Vocational Training
- Mentoring Programs
- Family Support Programs

The researcher based on the third objective conclude that the challenges facing the implementation of rehabilitation programs are:

- Funding and Resources constraints
- Stigma and Public Perception
- Lack of adequate awareness campaigns
- Lack of community engagement
- Motivation and Engagement of prison officers

Thus the overall conclusion is that the implementation of rehabilitation programs faces significant challenges that hinder their effectiveness and sustainability. One primary obstacle is the constraint of funding and resources, which limits the quality and availability of necessary services. There is also insufficient financial support leading to inadequate programming, resulting in high recidivism rates among formerly incarcerated individuals. As highlighted by Moreover, stigma and public perception significantly undermine rehabilitation efforts. Society often views formerly incarcerated individuals with suspicion, leading to barriers in employment and housing. This stigma perpetuates a cycle of poverty and isolation that exacerbates recidivism rates. Additionally, a lack of adequate awareness campaigns regarding the benefits of rehabilitation contributes to public misunderstanding. Without proper education initiatives aimed at dispelling myths about offenders, community support remains limited. Furthermore, community engagement plays a crucial role in fostering successful rehabilitation outcomes. A lack of involvement from local communities can lead to insufficient support networks for individuals re-entering society. Lastly, the motivation and engagement of prison officers are vital in facilitating effective programming within correctional facilities. Officers who are not adequately trained or motivated may struggle to implement rehabilitative practices effectively. Addressing these multifaceted challenges is essential for enhancing the success rates of rehabilitation programs.

5.3 Recommendations

The study made the following commendations,

5.3.1 Recommendations based on the first objective aimed at assessing the effectiveness of rehabilitation programs in reducing recidivism rates among Offenders at Kariba Prison.

- Establish clear metrics for evaluating program success, including recidivism rates, participant feedback, and behavioural changes.
- Conduct longitudinal studies to track participant's post-release, assessing recidivism rates over time to determine long-term effectiveness.
- Use control groups of non-participants to compare recidivism rates and gain insights into the impact of rehabilitation programs.

- Implement interviews and focus groups with participants to gather qualitative data on their experiences and perceived benefits of the programs.
- Customize programs to meet the specific needs of different offender populations (e.g., substance abuse issues, mental health support).
- Focus on vocational training, life skills, and educational opportunities that may enhance employability and social reintegration.
- Engage community organizations to facilitate support networks for offenders upon release, aiding in their reintegration.
- Provide ongoing training for staff involved in rehabilitation to ensure they are equipped with the latest techniques and approaches.

5.3.2 Recommendations based on the second objective namely to establish the rehabilitation programs offered by ZPCS at Kariba Prison.

- Conduct a thorough assessment to identify the specific needs and challenges faced by the inmate population, ensuring programs are relevant and effective.
- Develop a variety of rehabilitation programs, including vocational training, educational courses, mental health support, and substance abuse treatment, to cater to different offender needs.
- Collaborate with non-governmental organizations and rehabilitation experts to enhance program content and delivery, leveraging external resources and expertise.
- Implement a system for ongoing evaluation of programs to assess their effectiveness and make necessary adjustments based on participant feedback and outcomes.
- Involve inmates in the design and planning of rehabilitation programs to ensure they are engaging and meet the interests and needs of the participants.

5.3.3 Recommendations based on the third objective namely to establish the effectiveness and challenges facing the implementation of rehabilitation programmes at Kariba Prison.

- Implement a systematic data collection process to evaluate program outcomes, including recidivism rates, inmate progress, and completion rates, to inform future improvements.
- Establish regular feedback channels for inmates and staff to voice their experiences and suggestions regarding the rehabilitation programs, ensuring continuous improvement.
- Advocate for increased funding and resource allocation to support program infrastructure, training materials, and staff development, addressing current limitations.
- Develop a holistic approach by integrating mental health, addiction treatment, and vocational training into rehabilitation programs, addressing multiple needs of inmates.
- Partner with external organizations and experts in rehabilitation to share best practices, provide training, and introduce innovative program elements that enhance effectiveness.

5.3.4 Recommendations based on the fourth objective aimed at establishing alternative solutions to the improvement of current Rehabilitation Programmes at Kariba Prison.

- Introduce peer mentorship programs where former inmates who successfully reintegrated can guide current inmates, fostering hope and practical advice.
- Develop partnerships with local community organizations to create pre- and post-release support programs that facilitate smoother transitions and reintegration.
- Utilize online learning platforms and virtual workshops to provide educational resources and skills training, expanding access to knowledge and skills development.
- Implement restorative justice programs that encourage offenders to engage in dialogue with victims and the community, promoting accountability and healing.
- Create adaptable program schedules that accommodate the diverse needs of inmates, allowing for personalized paths through rehabilitation based on individual circumstances.

5.4 Areas for future studies

- Examine the long-term effects of rehabilitation programs on recidivism rates by tracking former inmates over several years to assess sustained behavioural changes.
- Conduct comparative studies on different types of rehabilitation programs, vocational training vs. psychological counselling to identify which are most effective in reducing recidivism.

- Investigate how demographic factors age, educational background, type of offense influence the effectiveness of rehabilitation programs and recidivism rates.
- Explore the impact of family involvement and community support on the success of rehabilitation programs and the likelihood of recidivism following release.
- Study the barriers that prevent inmates from fully participating in rehabilitation programs, including psychological, social, and institutional challenges.

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APPENDIX A

QUESTIONNAIRE

Introduction

Greetings! My name is **IGNATIUS CHIHURI**. I am a student at Bindura University pursuing a Bachelor of Business Administration in Police and Security Studies. In partial fulfilment of my Degree program, I am carrying out a research project on the topic:

**ASSESSING THE EFFECTIVENESS OF THE VARIOUS REHABILITATION
PROGRAMS IN REDUCING RECIDIVISM RATES AMONG OFFENDERS IN
ZIMBABWE .A CASE OF KARIBA PRISON.**

This is an academic research project and I promise to treat your responses with all the confidentiality they deserve. I kindly request you to respond to the questions in this questionnaire by either ticking on the appropriate answer or giving a comment on the answer spaces provided. Do not write your name on any part of the questionnaire.

No names or information about any individual will be published. Should you require to get more details about the researcher, you are free to contact me 0773176711

INSTRUCTIONS

1. *Answer all questions truthfully and honestly.*
2. *Where boxes are provided, please indicate your answer by putting an ☒ in the box which corresponds to the answer you want to give.*
3. *In other questions, please write your answers along the dotted lines or space provided.*
4. *Do not indicate any of your personal details on this questionnaire.*

Thank you in advance.

SECTION A

BACKGROUND INFORMATION

This section is asking for your background information. Please indicate your answer by ticking in the appropriate box ☒

Demographic information

A1. Please indicate your gender.

Male	
Female	

A2. Please indicate your age group.

18-25	
26-35	
36-45	
46 and above	

A.3 Please indicate your Rank in the organization

Correctional officer Grade 1	
Correctional officer Grade 2	
Correctional officer Grade 3	
Assistant Principal Correctional Officer	
Principal Correctional Officer	
Superintendent and Above	

A4 Please indicate your participation group in the following

Commissioned officers	
Non-commissioned officers	
Incarcerated Prisoners	

A.5 Please indicate your length of service in your organization.

0-5	
6-10	
11-20	
21 and above	

A6. Please indicate your highest level of education.

Certificate	
Diploma	
Degree	
Master's Degree	
Other	

SECTION B

Q2. Do you know about the rehabilitation programs in reducing recidivism rates among Offenders at Kariba Prison.?

Yes	NO
-----	-----------

If answer is yes, explain your understanding

.....

Q3 How effective are the rehabilitation programs in reducing recidivism rates among Offenders at Kariba Prison?

Please indicate the extent to which you agree or disagree with statements listed on the 5-point scale below. Tick under the number that closely corresponds with your answer. Do the same also on Section C, Section D and Section E.

1=Strongly Disagree	2=Disagree	3=Neutral	4=Agree	5=Strongly Agree
----------------------------	-------------------	------------------	----------------	-------------------------

Facts about the effectiveness of the rehabilitation programs in reducing recidivism rates among Offenders at Kariba Prison..	1	2	3	4	5
---	----------	----------	----------	----------	----------

B1	Very effective					
B2	Effective					
B3	Not effective					
B4	Not effective at all					

Q3. What are the rehabilitation programs implemented in reducing recidivism rates among Offenders at Kariba Prison?

1=Strongly Disagree	2=Disagree	3=Neutral	4=Agree	5=Strongly Agree
----------------------------	-------------------	------------------	----------------	-------------------------

	Facts about the rehabilitation programs implemented in reducing recidivism rates	1	2	3	4	5
C1	Cognitive Behavioral Therapy					
C2	Substance Abuse Treatment					
C3	Educational and Vocational Training					
C4	Mentoring Programs					
C5	Family Support Programs					

SECTION C

Q4. What are the challenges facing the implementation of rehabilitation programs at Kariba Prison.?

Please indicate the extent to which you agree or disagree with statements listed on the 5-point scale below. Tick under the number that closely corresponds with your answer. Do the same also on Section C, Section D and Section E.

KEY

1=Strongly Disagree	2=Disagree	3=Neutral	4=Agree	5=Strongly Agree
----------------------------	-------------------	------------------	----------------	-------------------------

	Facts about the challenges facing the implementation of rehabilitation programs	1	2	3	4	5
D1	Funding and Resources constraints					
D2	Stigma and Public Perception					
D3	Lack of adequate awareness campaigns					
D4	Lack of community engagement					
D5	Motivation and Engagement of prison officers					
D6	Recidivism Triggers					

Q5 Do you think the challenges can be controlled.

Yes	NO
-----	-----------

If answer is yes, explain your understanding

.....
.....

Thank you so much for your cooperation and commitment.

THE END

APPENDIX B

LETTER OF AUTHORITY TO CARRYOUT THE STUDY

IGNATIUS CHIHURI TURNITIN REPORT 2025

ORIGINALITY REPORT

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SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

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