

The effect of education and training in rehabilitation of inmates and its probable curbing of recidivism: A case of community reintegration at Rooigrond Management Area.

By

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DECLARATION

I, Kgosietsile Christopher Rantsome, declare that the dissertation for the Degree of Master Of Business Administration at the University of the North West hereby submitted, has not previously been submitted by me for a Degree at this or any other University that it is my own work in design and execution and that all material contained herein has been fully dully acknowledged.



Signed: Mr K.C Rantsome.

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Inspiration for this project came from many people, Dr Maaga my supervisor/promoter who demonstrated his commitment & encouraged me to continue the journey; in memory of my father, Paradise Thabo Rantsome whom I've never seen, who's been called home to the heaven's above; my mother, "Tshidi", who managed to play two roles at a time, as a father and a mother, a jack of all trades; the apple of my eye, my wife, when she said best when she said nothing at all "Thembi" oh! God I love this woman; Raymond Modau who proved working together could really make a difference; Kamogelo my son, to take this as an inspiration that nothing is impossible with God; Department of Correctional Services for giving me access into Prison Premises: Officials and Inmates; Mr. Abner Mogapi my enthusiastic typist; Congregation of church of Nazarene, Seweding for their prayers & understanding when I'm not present at the church; and of course the MBA office and all who contributed towards the success of this project.

Above all, I would like to thank God for granted me the serenity to accept the things I cannot change.

The courage to change those I can, and wisdom to know the difference.

For I shall pass this way but once and if there is anything good that I can do let me do it now, for I shall never pass this way again.

ABSTRACT

The aim of this study was to investigate the effect of education and training in the rehabilitation of inmates and its probable curbing of recidivism at Rooigrond Management Area. The study determined the impact the community and other stakeholders has in placing back law abiding citizens into the community.

Due to the complexity of the research two methods were adopted, viz. qualitative and quantitative methods. The research comprised of two types of respondents, sixty inmates and forty officials all from Rooigrond Management Area. The primary instrument in the study was a structured questionnaire.

Instruments such as frequency distribution, cross-tabulation were utilised to analyse the data collected to this study. The chi-square was also employed to assess the statistical significance of the variables.

The results of the study revealed that training facilities were inadequate and also the curbing of recidivism through rehabilitation programmes that are offered at the prison were investigated. Maintenance and sustainable

policies of rehabilitation programmes as mandated by Department of Correctional Services were seen as a valuable instrument for curbing recidivism and it has also shown that it has what it takes to place back law-abiding citizens when applied correctly.

The significant finding of the study is that correctional officials need to change their attitude towards inmates and to have access to the policy on Education and Training. Furthermore, it needs to be realised that rehabilitation is not the sole responsibility of the DCS but the Department of Labour, the community and other stakeholders. Inmates should also be enlightened and oriented with Education and Training programmes.

Based on the study in meeting the DCS to be one of the best in the world, every member of the DCS need to know his/her duties and/or responsibilities, core values and to know exactly where the Department is heading. Therefore, every member of the DCS need to align himself or herself with the vision of the DCS that state, "To be the best in the world in delivering correctional services with integrity and commitment to excellence.

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CHAPTER ONE

1. INTRODUCTION

This research focused primarily on the enhancement or enlightenment of rehabilitation in curbing recidivism for community reintegration at Rooigrond Management Area. The reintegration model by Kalis (1998:15) refers to O'Leary and Duffy's (1998:15) classification system of corrective institutions, which differentiate between reformation, rehabilitation, coercion and reintegration models. This model will emphasise the offender's change in attitude and behaviour and to what extent the community supports institutional treatment in the reintegration process of former inmates as law-abiding citizens.

Most ex-prisoners who return to crime do so shortly after their release. This indicates that several adjustment problems are experienced during this period. The prison jargon notion of "gate fever" occurs frequently and it affects a prisoner's state of mind when he/she approaches his/her date of release. The 'symptoms' present themselves in the form of euphoria, feeling of anxiety, as well as irrational thoughts. A fear of the unknown and desperation to be free go hand in hand (Cobden and Steward, 1984:505).

In preventing this anxiety, rehabilitation must by all means incorporate all aspects of an inmate life, intellectual, physical, social, psychological and spiritual aspects. It is therefore necessary to introduce programmes such as

education and training, learning a trade, morale and spiritual alignment, personal development and preparations for release. These programmes are of the outmost vital in curbing recidivism.

Nationally, the Department of Correctional Services (DCS) is progressively positioning itself in line with the view of national legislation and policies, in order to provide services that meet the needs of offenders. The Department as a whole is obliged to focus and to align itself with the mechanism of the strategies identified in the role and responsibility of prisoners into the community. It also attempts to assist in generalising policy indicators, identifying gaps in existing policies and development of new policy. The primary role of the DCS is to keep prisoner in custody and to rehabilitate him. This as mandated by the Correctional Services Act (111 of 1998), also emphasises aspects such as:

Children or Juvenile offenders.

Every prisoner who is a child and is subject to compulsory education must attend and have access to such educational programmes. Where practicable, all children who are prisoners not subject to compulsory education must be allowed access to educational programmes.

The DCS must provide or give access to as full a range of programmes and activities as is practicable to meet the educational and training needs of sentenced prisoners. Sentenced prisoners who are illiterate or children may be compelled to take part in the educational programmes offered (Skosana 2001).

Programmes that has been implemented, has resulted in improved service delivery and laid a solid foundation for the enhancement of rehabilitation of inmates in curbing recidivism at Rooigrond prison. The programmes are meant to transform prisons from the so-called universities of criminology or criminal headquarters into effective rehabilitation centres that produce skilled and reformed individuals who are capable of successfully reintegrating into communities as law-abiding citizens.

2. STATEMENT OF THE PROBLEM

The study focused on the enhancement of rehabilitation and the role the Department of Correctional Services is playing in preventing recidivism.

3. OBJECTIVES OF THE STUDY

The objectives of the study were:

- 3.1 To reposition the role of education and training within the concept of rehabilitation and development of prisoners in curbing recidivism.
- 3.2 To determine whether the training facilities for the development of inmates were adequate.
- 3.3 To identify gaps in existing policies and development of new policies with regard to the establishment of formal partnership with the community to strengthen the rehabilitation programmes and to create a common understanding.

The study aimed at revealing the following with regard to effectiveness of rehabilitation programmes for community reintegration in curbing recidivism at Rooigrond has the following to expose:

- The impediment and obstacle faced by those involved (trainers, educators and psychologists) on rendering services and programmes to prisoners.
- Personal development
- Spiritual enlightenment
- Providing Adult Basic Education and Training (ABET)
- Promotion of restorative approach to justice to create a platform for dialogue for the victim offender and community facilitating the healing process.
- The establishment of formal partnership with the community to strengthen the rehabilitation programmes and a common understanding.
- Involvement of Unit management (Skosana 2001).
- Work release programmes
- Development of insight
- Emotional acceptance of the offence, being found guilty and sentence.
- Skills training
- Rewards for satisfactory progress by means of a series of irregular, short and supervised process into the community.
- Educational preparation for career training.
- Engagement in enlightenment of rehabilitation.

The study examined the role of education and training within the concept of rehabilitation and development of prisoners. The study focused on the establishment of skilled and reformed individuals who are capable to successfully reintegrating into their communities, as law-abiding citizens.

4. SIGNIFICANCE OF THE STUDY

The study promotes the restorative approach to justice in order to create a platform for dialogue for the victim of offender and community facilitating the healing process. This study will enable the community in general as well as the Correctional Services Authorities to recognise contributing factors and warning signs exhibited by inmates and also help to implement appropriate strategies to prevent recidivism. Strategically, the research will serve as to strengthen the search for durable, sustainable and long-term solution to the problems of rehabilitation and recidivism.

5. RESEARCH QUESTIONS

- 5.1 Are inmates aware that rehabilitation process can enhance their vocational ability skills?
- 5.2 Are prisons a proper place for rehabilitation?
- 5.3 Are prisons universities of criminology?
- 5.4 Does lack of community support impede the smooth operation of the rehabilitation?
- 5.5 Are inmates aware that the department can assist them with obtaining employment?

6. METHODOLOGY

The study used both qualitative and quantitative methods.

6.1 Quantitative Method

Quantitative methods were used because of the complexity of the research. The study involves fieldwork for prolonged periods as well as reaching audiences receptive to qualitative approaches. The prolonged time spent in the research field also contributes to the validity of the research and the verification methods used influence its accuracy.

Cresswell (1998:24) state that quantitative research involve collecting words and pictures, inductively analysing these while focusing on participants views and writing about a process using expressive and persuasive language.

Numerical data generally come in two kinds that can be designated as measures and categorical data. Measurement data (quantitative data) refers to the result of any sort of measurement for example, a grade on test, a person's weight, and the speed at which a person can read two pages, an individual's score on a scale of authoritarianism. In all cases some sort of instrument (in its broadest sense) has been used to measure an aspects (Howell 1969).

6.1.2 Qualitative Method

This research contains charts, graphs and tables that provide a condensed picture of the data. The study has data that can be analysed in terms of numbers that can be qualified or summarised.

6.3 Population

The total number of inmates at Rooigrond Management Area is 1424 only 60 inmates will be interviewed. The population of this study includes male inmates and correctional officials (educators, trainers, psychologists) at Rooigrond Management Area. The inmates that were interviewed were those that had been found guilty by the court in a variety of offences ranging from robbery, assault, rape, car hijackings and intimidation.

6.4 Sampling Size

For inmates a lottery method was used in selecting inmates. The sample consisted of 60 inmates aged between eighteen and sixty. The sample was heterogeneous.

In terms of age, socio-economic status criminal history and type of offences, eighty per cent of blacks were interviewed and twenty per cent were whites and coloured. This is because the ratio of African and White and Coloured

inmates was 8:2 at Rooigrond Management Area. Participants were interviewed in both Setswana and English by the researcher. Some of the inmates were illiterate, therefore the researcher read the questionnaires in Setswana and explained. Since officials such as educators, nurses, social workers and correctional officials offer rehabilitation programmes, they too were interviewed. A random selection was also administered through lottery method.

7. GEOGRAPHICAL LOCATION

Rooigrond Management Area.

8. INSTRUMENTS

The questionnaires consisted of structured or close-ended questions. The participants were interviewed. The format of the questionnaires consisted of two sections, demographic data and contents of the study. Respondents were to cross "agree", "strongly agree", "not sure", "disagree" and or "strongly disagree" to the response.

9. PROCEDURE

An application was made to the DCS National Head Office in Pretoria asking for permission to conduct research and to gain access to prison premises at Rooigrond Management Area.

A focus group session was administered. Inmates were interviewed and they were fully informed about the study. Each participant was given a copy of interview schedule. During the interview each question (which was in Setswana and English) was read aloud by the interviewer while the respondents read along and wrote their responses next to the questions. The interview schedule comprised of fifteen (15) and ten (10) questions for inmates and officials respectively. The participants were motivated to fill in relevant questions appropriately. Confidentiality was maintained in all interviews with respondents.

10. LIMITATIONS

- The study was restricted to only one prison in one province.
- The study was to some extent inadequate because of some unwillingness of respondents to fill in the questionnaire.
- Some of the respondents were unable to identify their self-concepts.

CHAPTER TWO

2. LITERATURE REVIEW

Crime prevention and prisoner rehabilitation are not the responsibility of the government alone, but the community should be equally involved in ensuring that the criminal element is rooted out and that those who are rehabilitating become law abiding citizens who should be welcomed and accepted back into society. Lekola (2000) states that the welcoming of the rehabilitated inmates must be an alliance that will ensure that community corrections are delivered with integrity. Rev. Lekola (2000).

The ultimate aim of rehabilitation or being "corrected" should be to help the individual to return to family and community and make a functional and constructive contribution to those systems. The purpose of correction is not different from that of the other component of the criminal justice system, that is, to protect the public against crime.

2.1 Development of offenders

Rehabilitation is a new form of developing offenders. Department of Correctional Services urge all specialized staff to tackle this challenge with great enthusiasm for they owe it to the community to place back better citizens amongst them. The management of DCS with rehabilitation programmes will do all to assist in this regard.

The prison environment has become so challenging that it is so critical that all facets of rehabilitation have to be enhanced so that offenders can benefit from rehabilitation programmes. This includes that psychological wellness of offenders, more so to assist them to adjust to the unique environment that they find themselves in and to be successfully reintegrated in the community after their release (DCS 2001).

Skosana (2000) states the hub of the criminal justice system remain traditions, values and strengths focused outwards towards a complex web of corrections with the local communities, local authorities and the independent sectors. The Environmental Justice System has a major responsibility to prevent crime but this dependent on communities taking some responsibility of remedying the conditions that cause crime and that the aftermath of crime cannot be fully resolved for the parties themselves without facilitating their personal development be their victims, offenders, their families or mediators, or the independent sector. The common understanding of prison has been a place of meting out punishment to those people who make the lives of others difficult. A prisoner had to be treated as shabbily as possible so that he/she would not contemplate committing a crime again in future. The current DCS was then known as the Department of Prisons probably to emphasise the punishment aspect of a prisoner.

Government functionaries, particularly after the 1994 democratic elections, had a rethink on how prisoners are to be treated. As an indicator of this

rethink the Department of Prisons was renamed Department of Correctional Services. This name is indicative of the fact that the ministry of this department intended to impart skills to prisoners so that when they emerged from prisons they would have skills to create jobs for themselves so that they did not return to crime.

Community stress is greed for possessions we do not need. This greed makes us feel lacking a lot of things due to comparing ourselves with others who can afford more possessions that we can. Some of our community members are influenced by glamorous western lifestyles, which are conveyed to us by television and the print media. People then tend to adopt this lifestyle and forget their origin. When they realize they do not have the means to lease these glamorous lifestyle they resorts to crime. King Goodwill Zwelithini (2000)

In South Africa, as in the rest of the world, there is great concern regarding the continual growth of the prison population. In the absence of alternatives to imprisonment, prison sentences alone have been relied upon to serve the penal functions of deterrence, retribution, protection of the community and rehabilitation. There is however little doubt that imprisonment per-se is no longer the only effective solution to the problem. The country is currently faced with a vicious cycle: the more prisoners, the more inadequate the facilities, the greater the shortage of skilled personnel, the greater the influence of the prison subculture, the less the chance of rehabilitation and the greater the chance of institutional and recidivism, which in turn means yet more prisoners. This cycle has to be broken.

The move away from rehabilitative ideals is commonly thought to have been prompted by Robert Martinson's review of 231 controlled outcome studies constituted between 1945 and 1967, concluding that "with few and isolated exceptions, the rehabilitative efforts that have been reported so far have had no appreciable effect on recidivism". Martinson's work was taken by many as proof that "nothing works" in offender rehabilitation and was influential in correctional policy and service planning across the world. A re-analysis by Thornton (1987) of the data used in the original review indicated that it was possible to conclude either that psychological treatment has a positive effect on recidivism, or that no conclusions could be drawn from the data.

The one conclusion that was not acceptable to the reviewer was that it had been shown that "nothing works". Since 1967 new outcome studies have also provided evidence that some rehabilitation programmes do indeed work. Borowski (1986) described a number of North American programmes for juvenile offenders, concluding that the "foundation of the nothing works" myth is progressively beginning to crumble. There are now more than 1500 published studies in the area of offenders' rehabilitation (Lipton et al., 1997), enabling researchers to use the statistical techniques of meta-analysis to aggregate data across a number of comparable studies. In Europe, Redondo and colleagues (1998) completed a meta-analysis of 32 studies involving 5715 offenders in European countries. They reported an overall effect size of +0.15 for programmes over a two-year follow-up period (which translates into a reduction in recidivism of 15 percent for those attending the programmes).

A comparable finding in Europe was reported by Losel (1996) who argue that on average offenders who attend rehabilitation programmes have a 10 per cent lower re-arrest, reconviction and re-incarceration rate. These studies, when taken together, offer consistent evidence that offender rehabilitation programmes can have a positive effect in reducing recidivism enough evidence to safely reject Martinson's 1974 conclusion that "nothing works". It must be borne in mind that such analysis includes a range of types of rehabilitative programmes, conclusions thus relate to the general effectiveness of programmes. More recently, attention has been given to differential outcomes for different programme types that are to the question: "What works best?"

Canadian researchers on rehabilitation of prisoners have presented evidence suggesting that appropriately designed services (according to their criteria) produce an average reduction in recidivism of over 50 per cent, compared with "inappropriate services" which lead to increased recidivism. Of the 35 studies of "appropriate services" reviewed by Andrews et al., (1990), all but two found reduced recidivism. Whilst there have been few published attempts to audit rehabilitation programs, one study in North America by Gendreau and Hoggin (1996) reported that only about 10 per cent of existing rehabilitation programmes could be regarded as satisfactory. The Home Office in the UK reports a lack of appropriate selection for service and evaluation for services and evaluation (Vennard, et al 1997) Indermour (1996) has called for a clear understanding of the links between sentencing and rehabilitation.

Indermour quotes the Australian Law Reform Commission on sentencing that, in 188, described a "general agreement that rehabilitation programmes employed to date have been unsuccessful if the incidence of recidivism is taken as the indicator of success". Pease (1998) suggest that criminology knowledge about attending careers (such as length, frequency and seriousness of offending) should be integrated with rehabilitation programming.

2.2 Theory of change

The cognitive theory for changing criminals developed by Gupta and association (Gupta 1988, Gupta and Mueller (1984) is based on the premises that people have as much capacity for doing good as for doing bad. Using this theory requires helping inmates through five stages. The first stage involves helping inmates to quit making excuses for their actions and accepting responsibility for their own actions. Although alcohol, drugs, lack of love or too much love and socio-economic conditions are contributing factors, they do not cause people to commit crimes. Criminals commit crimes because they choose to.

The second stage involves helping criminals to become aware of the unfairness of the crime's effect on others. This includes teaching them to see how much their crime has cost them and how much it has hurt their families. Inmates have reached stage three when they start experiencing appropriate

feelings of self-disgust and true guilt for the harm they have done. Stage four involves using those feelings to motivate the inmates to make a commitment to change. Stage five involves helping the inmates to develop a plan to build a new and productive life.

Using education to produce change Mace (1981) claims that several steps must be taken before people change in response to education. First the information must be given and the material must be understood. People must select the pieces of that newly learned knowledge that might apply to their own lives and experiment with the new concepts. Then as they make commitments to use the new knowledge as a basis for growth, change can occur.

The interpretation of the treatment and training function of the Department of Correctional Services tresses difficulties which go beyond to complexities of the relationship between treatment and "safe custody". Since the prison reforms which Montagu introduces in the mid-nineteenth century, there have been statutory commitments to treatment and training in South Africa, but the legal art policy implications of these commitments have not been considered fully. Nevertheless, the existence of the treatment and training provision in the form of Section 2(2)(B) of CSACT, coupled with the essence of statutory duty on the DCS to punish sentenced prisoners, is highly significant, for once the requirement of safe custody have been met, it provides the basis for the general orientation of the DCS towards all sentenced prisoners. This

orientation towards treatment and training reflects the spirit of the United Nations Standard Rules for Treatment of Prisoners.

Steyn has commented that Section 2(2)(b) specifies, from a purely penological point of view, the most important function of the DCS and places a clear duty on the prison activities to attempt to treat and train sentenced prisoners.

The unambiguous commitment of the Correctional Service Act to treatment and training places South African prisons law firmly in the camp of those countries in which the prison system is duty bound to seek to provide for the improvement of sentenced prisoners. This position is not controversial for, in some Western European countries in particular, the re-socialisation of prisoners should not be set as a goal for the prison system.

The primary arguments have been that the setting of reformation and rehabilitation as goals raises expectations, which the prison authorities cannot meet. Also, the treatment programmes may have unintended consequences which may increase substantially the pains of incarceration and thus add a further and unjustifiable dimension of punishment to the already negative experience of serving a term of imprisonment. The former argument is supported by strong empirical evidence from a wide variety of jurisdictions. Some have gone as far as to argue that in the sphere of treatment and training in prison "nothing works": The issue is not settled and newer research would suggest that the case for the failure of all rehabilitative programmes

may have been overstated. At the very least, the debate has led to a wide spread recognition by prison authorities both abroad and in South Africa that earlier claims about the efficiency of treatment and training programmes may have been overstated.

According to Lotter and Schurik (1984:64) the prison code is a normative structure in respect of accepted behaviour prescribed for the prisoner. This code is largely responsible for the negative attitude towards personnel and prison authority, which impairs rehabilitation efforts. For example, the code determines that prisoners must not take the initiative to make contact with personnel members. If a prisoner does not have a complaint he may not involve other prisoners. For example, he may only request assistance with family problems and problems regarding his discharge.

Since the appearance of the so-called Martinson report in 1974, certain circles have become pessimistic with regard to the success that is being achieved with the treatment of prisoners. If the influence of the group, gang or prison subculture is taken into account, rehabilitation attempts are to a large extent thwarted. This includes the manner in which the prisoner's needs, whether individually or as a group, are addressed.

Kalis (1988:13) refers to O'heary and Duffy's classification system of corrective institutions, which differentiates between the reformation rehabilitation, correction and re-integration models. The re-integration model emphasises the following: the offender's attitude and behaviour, to what

extent the community supports institutional treatment in the re-integration process. According to the medical model, the isolation and treatment of prisoners does not solve the problem of criminality. Any form of institutional treatment should be implemented in conjunction with the integration into the community to a secondary function. The re-integration model places primary importance on a prisoner's preparation for new roles, commitment and accepted social participation in community life. The importance of re-integration is therefore justified.

Most ex-prisoners who return to crime do so shortly after their release. This indicates that several adjustment problems are experimental during this period. In prison jargon the action of "gate fever" occurs frequently and it affects the prisoner's state of mind when he approaches his date of release. The "symptoms" present themselves in the form of euphoria, feeling of anxiety as well as irrational thoughts. A fear of the unknown and desperation to be free go hand in hand (Cobden and Steward, 1984:505).

A variety of problems confront the prisoner after his release, although the nature and intensity of these vary from person to person. The most general and urgent problems are those regarding accommodation employment and finances as well as personal problems including those involving family, relatives and friends. Waller (in Kalis 1987:4) states that: employment, family and friends are among the most important aspects of life on the outside for the ex-prisoner. If maintained, they significantly lower the likelihood of re-arrest and conviction for further crimes. The released prisoner is often unable

to rely on the financial and emotional support of relatives and friends. He also lacks the social aptitude necessary to function successfully. He also often lacks knowledge of the community resources available. In *Waller's* study of released male prisoners in Canada, 64% of the 305 indicated that their greatest pre-release anxiety concerned their families. Obtaining employment and the ability to manage financially were indicated as the other most important pre-release anxieties (Different sources from Waller, 1987:68)

In a study conducted by the Human Sciences Research Council on aspects regarding the release and community integration of a group of white male ex-prisoners, the respondents were questioned on their greatest anxieties before release. Obtaining employment and their ability to manage financially, were revealed by 59,8% of respondents as the greatest source of anxiety before release. A slightly smaller percentage (58.0%) were primarily concerned about their acceptance by others. (Urbani, 1987:13-14) From an investigation done at the pre-release stage, Duffee and Barbara (1981:245-246) differentiate 28 problems that prisoners experience and categorise these problems as hard, soft and centre-related problems. The importance of the concrete needs such as obtaining employment, money, transport, training and clothing cannot be under-estimated.

Employment offers access to economic stability and if it is stable, it offers meaningful alternatives to lapsing into crime. Employment also holds a broader personal and social value as it can contribute to recognition and acceptance of the released prisoner by the community. This promotes his

experience of self-worth (Greenwood et al., 1980:70). Everything done during imprisonment that meant to improve the prisoner's quality of life forms part of the pre-release process. These improvements are directed at successful community integration after release. Reid (1981:308) quotes Chief Justice Warren E. Burger (1970), who stated that:

"To put a man behind walls to protect society and not trying to change him is to win a battle and lose a war...we take on a burden when we put a man behind walls and that burden is to give him a chance to change". If we deny him that we deny him status as humanity and plant the seeds of future anguish for ourselves.

Carney (1974:349) states that any programme, including various forms of work release, that provide for visits to the community before the officially scheduled release date, can be broadly regarded as pre-release programme. More strictly, a pre-release programme is characterised by preparing the prisoner for community integration and within this definition employment only covers one aspect of interest, although it is a very important one.

Various authors (Reid, 1981; Carter and Wilkins, 1976; Carne, 1974 and Priesths, 1984) contributed to describing the components of a pre-release preparation programme. Corresponding components are emphasized differently in different countries. Most of these components are unique to the re-integration model with the focus being placed on the learning of skills needed to live in the free communities and not skills needed to survive in

prison. Callison (1983:18) puts it as follows: "The best place to learn how to live in the normal world is in the normal world itself".

2.3 Prison Leave

One of the corrective developments aimed at reducing the trauma of the prisoner's return to the community is the granting of prison leave.

Prison leave is especially directed at supporting the prisoner to help him overcome problems of acceptance and rejection, feeling of anxiety about family, relationships, loneliness and the necessity of earning a living. The concept of prison leave includes temporary community release, also known as emergency leave or in South Africa as temporary release. It is usually granted for a purpose other than working or studying, although temporary employment is also included under this term (Carney, 1974:342, Reid, 1981:310).

2.4 Temporary release

According to Reid (1981:310) the first prison leave programme was established in 1918 in Mississippi, United States of America. This usually means that the prisoner is allowed to leave the prison once only or occasionally for a purpose other than work or study. It may be considered for special humanitarian reasons, attending and development of therapeutic programmes, the building of family ties, preparation for release or any other

reason related to successful integration into the community. The release is always granted for a temporary, prescribed part and is subject to strict conditions and prescriptions.

2.5 Work release programmes

According to Reid (1989:310) the work release programme is also referred to as day parole out-mate programme, day work, day light parole, free labour, intermittent jailing and work furlough. The primary purpose of the programme is to allow selected prisoners to occupy normal salaried positions in the community, returning to the prison after work hours.

According to Carney (1974:343) prisoners who are released in terms of this system already have a pending release date or parole date, so it serves as an intermediate phase of integration into the community.

2.6 Education, training and study release programmes

The South Carolina Prison Authority runs on a project in which prisoner attend classes in the community that are not available in the prison. It also includes attendance of university classes and career and vocational training. Unlike in the case of a day parole system, the emphasis in this case is not placed on the performance of salaried work, but rather on training (Carney, 1974:352). A similar project has been run by the DCS since 1986, which enables prisoners to attend crash-training courses in a variety of work spheres at

training centres in communities. Under certain conditions the selected prisoners are released on their own responsibility while at the centre. The certificate, which the prisoner obtains, makes it easier for him to find suitable employment upon release. The department also assists him in finding this employment.

The spirit of optimism with which the medical model was accepted in penitentiary circles is enclosed in the following quotation of Kaysman (Sutherland and Cressy, 1973:605). "We have to treat (inmates) as sick people, which in every respect they are. It is the hope of the more progressive elements in psychopathology and criminology that the guard and the jailer will be replaced by the nurse, the judge and the psychiatrist, whose sole attempt will be to treat and cure the individual instead of merely to punish him. Then, and only then, can we hope to lessen, even if not entirely to abolish, crime, the most costly burden that society has today".

Von Hirsch (1976:12) argues that the aim of the modern rehabilitation philosophy, namely to change the attitude, character and perceivable behaviour of the prisoner to reduce his criminal tendencies and to support him. This aims to make him a socially acceptable adjustment to the society. To enjoy a wide support in this view is justified on the grounds that, during the 1970s new meaning and content was given to the rehabilitation concept and programmes respectively, rehabilitation is still an important aim of punishment and remains a prominent objective in the correctional system, the

rehabilitation philosophy protects both the offender and the community against sharpened critics from a conservative punishment perspective.

The initial supporters of the establishment of the medical model in prison were only concerned with diagnosis of illness and classification of prisoners. Rehabilitation programmes only developed between 1930 and 1940, when psychologists, social workers, educationist and religious workers became involved in the treatment team. Various reasons can be advanced for the acceptability of the medical model to penologists. The underlying philosophy of the framework was that immune treatment, through professional intervention, held the promise of transforming the failure of society into acceptable law – abiding persons.

The medical model appeared to maintain modern and scientific decision-making processes concerning the disposal of offenders in contrast with retribution based on pure punishment. Society's conscience was soothed by the idea that rehabilitation was directed at individual problem, at prisoners as people, rather than at vaguely defined social evils such as poverty and social injustice.

Towards the end of the 1960s the popularity of this theoretical framework started showing a downward trend and fell into disrepute. The principles could no longer withstand the findings of empirical investigations, which indicated that recidivism could not be kept in check by institutional treatment (Bailey, 1966:153-160; Robinson and Smith, 1971:67-80, Serril 1974:4). The

accusation was that the assumption of the medical model was based on a simplistic study of human nature with a resulting overestimation of the abilities of social scientists to change the attitudes and behaviour of prisoners. It was gradually realised that the prison, with its artificial environment and negative subculture was not the most suitable place to practise the principles of treatment with a view to successful adjustment in the community. Commonly treatment and community integration programmes gave new status to the treatment ideal but during the middle of the 1970s even this theoretical framework met with apposition. In 1974, Martinson (Hahn, 1984:220) brought to light the so-called 'nothing works' viewpoint with his assertion that rehabilitation efforts and treatment, with few exceptions, have no important influence and resulted in renewed empirical research on the efficiency of rehabilitation.

Favour shown towards the ideals of community involvement, as argued in the President's Commission and embodied in the re-integration model, had to make way quickly for a less sympathetic and callous 'get-tough-with-criminals' approach with the public (Hahn, 1984:227). Reaction was growing against the erection of community facilities and pressure was exerted in the Republic of South African legislature to make the criteria for selection and work release, educational release and furloughs stricter. For the supporters of this theoretical framework, the fact the rehabilitation efforts did not succeed in reducing recidivism was considered a closed case. They also felt that it contributed to the pampering of offenders and created opportunities for the victimization of society. According to the neo-utilisation supporters of the

modern punishment models, the primary aim of punishment is based on deterrence and the protection of community interests. The maintenance of law and order requires strict methods of crime control, such as the implementation and better use of incapacitation, the death penalty, compulsory and determinate sentences and a strict policy towards juvenile offenders guilty of serious crimes.

The full contribution, which South African prisons can make towards a permanent reduction in the country's crime rate, lies also in the way in which they treat prisoners. The importance of both professionalism and respect for human rights cannot be over-emphasised. These are a need for a climate that is conducive to prisoners becoming law-abiding citizens. DCS will not find lasting solutions if prisoners are treated the old way, denying them their human rights. If South African prisons are to become places of rehabilitation, men and women who work in prisons need to be equipped to do the job professionally and effectively. DCS need to ensure that prisoners as well as correctional officials have understanding of human rights and of their respective responsibilities. The measure of programmes will be the extent to which they create secure prisons with an environment that helps inmates realize their potential and assume their responsibility to become valued members of the society (Mandela 1998).

In order to understand the offender better and to undertake need-based rehabilitation process and intervention, it is necessary to have an understanding of the casual factors of crime in South Africa. This information

will provide a foundation and place the rendering of rehabilitation services to the offender in context of crime in South Africa. Research has identified certain at risk factors situated in both individual and the community of origin that could lead to a predisposition for crime in a person's life.

Research undertaken in both South Africa and the United Kingdom (Boswell, et al) into the background factors of youth committing violent offences in both South Africa and the United Kingdom, found that there is a relationship between the following factors in the individuals life and predisposition of crimes, such factors include: problems experienced in childhood, neglect by parents and others caring for the child, sexual abuse, physical abuse e.g. regular biting and beatings, emotional abuse e.g. swearing, belittling, organised and ritual abuse e.g. child pornography, paedophile rings and groups, death of someone important to the child e.g. parent grandparent, loss of contact with someone important e.g. relative or friend.

Indeed there seems little doubt that child abuse and childhood loss, when no effective opportunity is provided for the child to make sense of these experiences, constitutes unresolved trauma which is likely to manifest itself in some way at a later stage. The study is concurrent with earlier studies of children who were beaten, buggered locked in dark places, tortured and humiliated, who then became depressed, disturbed, violent or all three (Boswell, 1995). In a recently published study (Segal et. al 1999) with young people in prison (15) and outside (18), who were involved in crime it became

clear that broken homes and poverty were the two issues mentioned most as having influenced the decision to commit crime.

The youngsters were very often kicked out of their homes, or abandoned. Many experienced their parents getting divorced at an early age and having to live with a stepfather or mother who rejected them. At least half of the respondents described their family life as needled with tensions and conflict. (Segal et. al. 1972:24)

Delinquency is a community problem. In the final analysis, the means for its prevention must be built into the fabric of the community. This can only happen if the community accepts its share of responsibility for having generated and perpetuated paths of socialisation that lead to sporadic criminal episodes for some and careers in crime for others (Miller and Ohlin: 1985).

Studies of the causes of crime point that social pathology may find behaviour of the individual (Caulton, 1986. A.D Miller and Ohlin, 1985). Research conducted by Holtzhausen (1998) predicates the effect of environmental and community-based at risk factors on the functioning of the family, which in turn effects human development. Thus the family and individuals interaction with community, the neighbourhood, social factors and stresses are all deemed to affect the family and individuals within it. (Coulton, 1996)

In recent research (Holtzhausen, 1998) certain community-based factors that lead to a predisposing for juvenile delinquency were identified through a qualitative study. For the sake of clarity, these factors are referred to as at-risk-factors.

Mc Whirte and Mc Whieter (1993. 6) define at-risk as a set of presumed cause /effect dynamics that place the individual in danger of negative future events. Thus a specific behaviour, attitude, or deficiency provides an initial marker of later problem behaviour conduct disorders, aggression or delinquency. The qualities study conducted amongst urban young people aged between the ages of 16-21, identified certain at-risk factors situated in the community that lead to a predisposition for crime and delinquency (Holtzhausen, 1998).

It is incumbent upon members in correctional services to regularly update themselves with the update requirements since knowledge and skills do not remain static. Accompanied with these expectations, it behoves to subscribe to professional values such as justice, democracy and equity. All South Africans have the right to protection and those rights are intrinsic to the Bill of Rights in the Constitution of the Republic of South Africa. These beacons will enable us to challenge situations, which are unjust and inhumane. Offenders are dehumanised, isolated and marginalized at a personal level through prejudice and at a structural level from society because they are often denied entry into making a contribution to the economy.

Since the offenders being processed by the courts outnumber the persons available to provide services to them, The White Paper for Social Welfare, 1997:83), the requirements may be to concentrate one's efforts in a different way. Gray (1998:56) suggests that community development, as a strategy was the most appropriate intervention to combat crime.

CHAPTER THREE

1. DATA COLLECTION INSTRUMENT

The primary instrument of data collection in this study was the questionnaire. Two different questionnaires were administered to inmates and correctional officials. The two primary instruments of the study consist of demographic data and contents of the study. The second part, which is Section B, consists of structured questions. Section A for both participants consisted of similar information. This section meant to reveal demographic information such as age, marital status religious affiliation and race.

Section B (inmates)

Rehabilitation programmes are indicative of the fact that the Department Correctional Services intends to impart skills to inmates so that when they emerge from prisons they will have skills to create jobs for themselves so that they will not return to crime. The programmes should be able to curb recidivism.

The questions in this section (B) reflected aspect such as:

- Trustworthy
- Place back better citizens to community.
- Change in inmates attitude and behaviour

- Development of offenders.
- Curbing recidivism.
- The effectiveness of rehabilitation programmes.

Section B (correctional officials)

This section was meant to elicit information regarding the relationship between officials and inmates. Whether officials contribute in pursuing corruption with inmates, whether officials are approachable and can be trusted, whether officials want to see inmates as law abiding citizens after their release.

2. DATA CAPTURING/CODING

The data was captured using Statistical Package for Social Science (SPSS). This application was used to capture data in order to supply with feasible results and or solutions. This instrument assisted in formulating frequency table, cross tabulation chi-square and graph.

3. LIMITATIONS OF THE STUDY

- The study was limited to some extent, as results or solutions were not feasible as expected. This was because of the way in which respondents respond to fill in questionnaire. The unwillingness of some

respondents who were not fully partakes or supplies adequate information.

- Some respondents failed to identify their self-concept, not knowing exactly the purpose of being there as an official or as inmate to be rehabilitated.
- Hence the result of the study was not reliable and feasible as expected.

4. DEMOGRAPHIC INFORMATION

4.1 Officials/Respondents [Who took part in the study]

Forty officials participated in this study.

Table 1 Age Frequency Table

	Frequency	Percent	Valid percent	Cumulative percent
25 – 29	9	22.5	22.5	22.5
30 - 34	6	15.0	15.0	37.0
35 - 39	14	35.0	35.0	72.5
40 - 44	8	20.0	20.0	92.5
45 – 49	3	7.5	7.5	
TOTAL	40	100.0	100.0	

Table 1 reveals that 35 per cent of the participants were officials between 35-39 years. There were only three participants between 45-49 years.

Table 2 Marital Status: Frequency table

	Frequency	Percent	Valid percent	Cumulative percent
Married	29	72.5	72.5	72.5
Single	9	22.5	22.5	95.0
Widow	1	2.5	2.5	97.5
Divorced	1	2.5	2.5	
Total	40	100.0	100.5	

According to the above frequency table 73 per cent, the majority of officials who participated were married. Widow/Widower and divorced are both represented by 3%.

Table 3 Religious Affiliation: Frequency table

	Frequency	Percent	Valid percent	Cumulative percent
Roman Catholic church	8	20.0	20.0	20.0
Methodist/AME	6	15.0	15.0	35.0
Zion Christian Church	2	5.0	5.0	40.0
NG Church	4	10.0	10.0	50.0
Anglican	4	10.0	10.0	60.0
Presbyterian Church	3	7.5	7.5	67.0
Lutheran church	1	2.5	2.5	70.0
Other	12	30.0	30.0	
Total	40	100.0	100.0	100.0

The level of officials with a high percentage of 12% represents a non-affiliation (those who did not indicate which church they affiliate with). The table above reflects that 2.5 per cent of participants were Lutheran Church and 20 per cent were affiliating with Roman Catholic Church.

Table 4 Race: Frequency table

	Frequency	Percent	Valid percent	Cumulative percent
Black	32	80.0	80.0	80.0
White	5	12.5	12.5	92.5
Coloured	3	7.5	7.5	100.0
Total	40	100.0	100.0	

Table 4 shows that 80 per cent of the respondents were black and 13 per cent were white. Therefore most participants who were interviewed were black as the table above indicates.

4.2 Inmates/ Respondents

The total number of all respondents was sixty.

Table 5 Age: Frequency Table

	Frequency	Percent	Valid percent	Cumulative percent
20 - 24	5	8.3	8.3	8.3
25 - 29	13	21.7	21.7	30.0
30 - 34	18	30.0	30.0	60.0
35 - 39	13	21.7	21.7	81.7
40 - 44	6	10.0	10.0	91.7
45 - 49	1	1.7	1.7	93.3
50 - 54	3	5.0	5.0	98.3
55 and more	1	1.7	1.7	100.0
Total	60	100.0	100.0	

Table 5 shows that 30 per cent of participants were interviewed and their age ranges between 30 and 34 years. Ages between 45-49 and 55 and more shows were the lowest.

Table 6 Marital status: Frequency Table

	Valid percent	Frequency	Percent	Cumulative percent
Married	6.7	4	6.7	6.7
Single	66.7	40	66.7	73.3
Separated	16.7	10	16.7	90.0
Widow/Widower	3.3	2	3.3	93.3
Divorced	6.7	4	6.7	100.0
Total	100.0	60	100.0	

Table 6 reflect that 30 per cent of participants who are between 30 and 34 years took part in the study. Participants that are between 45 and 49 were represented by a low percentage.

Table 7 Religions Affiliation: Frequency Table

	Frequency	Percent	Valid percent	Cumulative percent
Roman Catholic	10	16.7	16.7	16.7
Church	6	10.0	10.0	26.7
Methodist/AME	5	8.3	8.3	35.0
Zion-Christian	3	5.0	5.0	40.0
Church	4	6.7	6.7	46.7
NG Church	1	1.7	1.7	48.3
Presbyterian Church	31	51.7	51.7	100.0
Lutheran church	60	100.0	100.0	
Other				
Total				

Table 7 above indicates that 63.4 per cent of participants were affiliating with Lutheran Church and 5 per cent were NG participants.

Table 8 Race: Frequency Table

	Frequency	Percent	Valid percent	Cumulative percent
Black	46	76.7	76.7	76.7
White	5	8.3	8.3	85.5
Indian	1	1.7	1.7	86.7
Coloured	8	13.3	13.3	100.0
Total	60	100.0	100.0	

Since Rooigrond Management Area is situated in the North West Province where majority of the people are black most of the inmates who participated in the study were black with a percentage of 77 while coloured are rated second. As reflected from Table 8.

CHAPTER FOUR

RESULTS AND FINDINGS

1. INMANTES/ RESPONDENTS

Cross-Tabulation: Training Facilities are adequate enough, e.g. tools at building section, art educational centre. Skills acquired from a trade learned would enable me to be in a better position to get employment.

Table 9: Training facilities and trade learned.

Training facilities are adequate enough.	Skills acquired from a trade learned will enable me to be in a better position in getting employed.					
	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	Total
Strongly agree		3.3%				3.3%
Agree	11.7%	3.3%	1.7%			16.7%
Not sure	3.3%	11.7%	1.7%		3.3%	20%
Disagree	8.3%	13.3%	3.3%	1.7%		26.7%
Strongly disagree	10%	15%	6.7%	1.7%		33.3%

The cross-tabulation table above shows that, of all the respondents 3.3 per cent said that they strongly agreed that the training facilities at prison were adequate. 3.3 per cent also agreed that the skills they would acquire from a trade learned would enable them to be in a better position to get employment when released.

As indicated above in Table 9, 16.7 per cent of respondents agreed that training facilities were adequate enough, this is referring to the availability of

tools at building and art section. Out of 16.7 per cent respondents only 11.7 per cent strongly agreed with the fact that skills acquired would enable them to get employment while 11.7 per cent agreed and 1.7 per cent was not sure about the latter.

The data represented in Table 9 shows that 20 per cent respondents were not sure whether there were adequate training facilities. They were also not sure about the actual skills and whether they would have access to jobs after their release. In the same instance the study determined that only 3.3 per cent strongly agreed and 11.7 per cent agreed that the trade learned would place them in a better position to be employed. Of all the participants who were interviewed 26.7 per cent disagreed as far as training facilities are concerned. Only 8.3 per cent respondents strongly agreed that the skills that would be acquired would prepare them in getting employment, and 13.3 per cent agreed.

Thirty-three per cent respondents strongly disagreed with availability of training facilities. Some of the respondents that constitute 33.3 per cent of the study strongly agreed, 15 per cent agreed, 6.7 per cent were not sure and 1.7 per cent disagreed that he would not get employment with skills acquired from a trade learned from a state prison centre.

Table 10: Training facilities and attitude of correctional officers.

Training facilities are adequate enough.	Attitude of educationists, trainers, psychologists, and correctional officials is good.					
	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	Total
Strongly agree	1.7%		1.7%			3.3%
Agree		3.3%	10%	3.3%		16.7%
Not sure	1.7%		11.7%	5%	1.7%	20%
Disagree		5%	6.7%	13.3%	1.7%	26.7%
Strongly disagree		3.3%	3.3%	8.3%	18.3%	33.3%

Table 10 reflects that 3.3 per cent respondents strongly agreed that the training facilities were adequate enough. Still on the Table 10, 1.7 per cent respondent strongly agreed and 1.7 per cent was not sure whether the attitude of educators, trainers, psychologists and correctional officials were good or not.

In response to the question about training facilities 16.7 per cent agreed with the adequacy of training facilities. In determining the attitude of educators, psychologists, trainers and correctional officials to be good, only 3.3 per cent agreed, ten per cent were not sure and 3.3 per cent disagreed.

Twenty per cent of participants were not sure if there were enough training facilities available at Rooigrond Management Area. With the help of this instrument the findings revealed that 1.7 per cent strongly agreed that the attitude of officials was acceptable. Whereas 1.7 per cent, 11.7 per cent, five

per cent and 1.7 per cent strongly agreed, not sure, disagreed and strongly disagreed respectively. This is from Table 10.

Main aspects that were considered in formulating questionnaires, was rehabilitation programmes and curbing recidivism so that feasible solution can be attained. Bearing this in mind 26.7 per cent disagreed as far as the adequacies of training facilities were concerned. Attitude of those who were offering educational programmes were also considered and it, was phrased to be good. Five per cent agreed, four were not sure, 13.3 per cent disagreed and 1.7 per cent strongly disagreed.

Information taken from Table 10 reflects that 33.3 per cent participants strongly disagreed that there were no enough training facilities available. This ran concurrently with the attitude of educators and it was found that only 33.3 per cent agreed and 8.3 per cent disagreed sure. Only 1.7 per cent was not sure about the official's attitude.

Table 11: Training facilities and educational programmes.

Training facilities are enough.	Educational programmes are provided in your mother tongue.					
	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	Total
Strongly agree	1.7%	1.7%				3.3%
Agree	1.7%	10%	3.3%		1.7%	16.7%
Not sure	3.3%	13.3%		1.7%	1.7%	20%
Disagree	6.7%	8.3%		6.7%	5%	26.7%
Strongly disagree	3.3%	15%	1.7%	6.7%	6.7%	33.3%

The following information emanates from Table 3

Table 11 to revealed that 1.7 per cent participants strongly agreed that training facilities are adequate enough. The Table also reflects 1.7 per cent agreed that educational programmes were offered in one's mother tongue and that another 1.7 per cent strongly agreed.

During the study, 16.7 per cent respondents strongly agreed that training facilities were adequate enough to be utilised by inmates. As observed from Table 11, 1.7 per cent strongly agreed and ten per cent agreed that they received programmes that were offered in their mother tongue. Three point three per cent of respondents were not sure only 1.7 per cent strongly disagreed.

Findings reflect that 20 per cent respondents were not sure about training facilities. The utilisations of cross-tabulation in which educational programmes were provided in one's mother tongue were taken and the following were considered. 3.3 per cent and 13.3 per cent strongly agreed and agreed that educational programmes were expressed in their mother tongue respectively. 1.7 per cent disagreed and another 1.7 per cent strongly disagreed that programmes are not offered in their tongue.

The application of cross-tabulation was between the adequacy of training families and educational programmes that are offered in one's mother tongue were considered. 26.7 per cent respondents disagreed with the adequacy of

training facilities wherein 6.7 per cent of participants agreed that educational programmes were offered in their mother tongue. While still in the same scene another 6.7 per cent strongly agreed, 8.3 per cent agreed, and lastly five per cent disagree that educational programmes are not provided in their mother tongue. This is a reflection of Table 11.

33.3 per cent of respondents strongly disagreed that training facilitator were adequate enough, aspects, which were considered, were tools at building section, art materials, and educational centres. Another detailed examination performed by respondents responding to questionnaires in terms of educational programmes offered in mother tongue were 3.3 per cent strongly agreed, 15 pre cent agreed, 1.7 per cent were not sure, 6.7 per cent disagreed and again 6.7 per cent strongly disagreed were attended to.

Table 12: Training facilities and proper place for rehabilitation.

Training facilities are adequate enough.	Prison is a proper place for rehabilitation.					
	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	Total
Strongly agree			1.7%		1.7%	3.3%
Agree		5%	6.7%	1.7%	3.3%	16.7%
Not sure		3.3%	13.3%	1.7%	1.7%	20%
Disagree	3.3%	5%	6.7%	3.3%	8.3%	26.7%
Strongly disagree	3.3%	3.3%	1.7%	11.7%	13.3%	33.3%

The summary of table 12

This question was meant to elicit information through about the adequacy of training facilities, 3.3 per cent strongly agreed. Table 12 also gave rise to the effect were one respondent disagreed and 1.7 per cent not sure if prison was a proper place for rehabilitation.

Furthermore, evidence appeared that 16.7 per cent respondents agreed, that there were enough training facilities at prison. It also testifies that three respondents agreed to prison being a proper centre for rehabilitation. Table 12 attest that 6.7 per cent of respondents were not sure if prison was a proper place for rehabilitation. 1.7 and 3.3 per cent respondents respectively disagreed and strongly disagreed to prison being a proper centre for rehabilitation.

Twenty per cent of participants articulated and disclosed that they were not sure whether there were enough training facilities and if prison was a proper place for rehabilitation. 3.3 per cent, 1.7 per cent and 1.7 per cent ascertained themselves to prison being a proper place for rehabilitation and their response were agreed, disagreed and strongly disagreed respectively.

Table 12 reflects that 26.7 per cent respondents disagreed to training facilities. 3.3 per cent respondents strongly agreed with the statement: Prison is a proper place for rehabilitation and five per cent agreed with the above

statement. 3.3 per cent of the respondents disagreed and 13.3 per cent 8.3 per cent strongly disagreed to prison being appropriate centre.

33.3 per cent of participants strongly disagreed that Rooigrond Management Area does not have adequate training facilities. The following participants responded to prison being a proper place for rehabilitation and this was their response: 3.3% - strongly agreed; 3.3% –agreed; 1.7% –not sure; 11.7% – disagreed; 13.3% -strongly disagreed. This is the reflection of table 12.

Table 13: Training facilities and lack of community support.

Training facilities are enough.	Lack of community support and participation serve as stumbling block for the smooth operation of the rehabilitation process.					
	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	Total
Strongly agree	1.7%		1.7%			3.3%
Agree	6.7%	8.3%			1.7%	16.7%
Not sure	6.7%	10%		1.7%	1.7%	20%
Disagree	18.3%	6.7%	1.7%			26.7%
Strongly disagree	23.3%	6.7%	1.7%	1.7%		33.3%

The discussion of Table13 is interpreted as follows:

Table 13 revealed that only two respondents strongly disagreed that training facilities were adequate enough at the prison. As indicated from Table 13 one respondent strongly agreed that lack of community support and participation serve as a stumbling block for the smooth operation of the rehabilitation process. One was not sure if community does take part or not.

The implementation of cross-tabulation as reflected from Table 13 shows that ten participants agreed that training facilities were enough at Rooigrond Management Area. It has been found that four strongly agreed and five agreed that lack of community support and participation serve as a stumbling block and one disagreed.

Twelve respondents determined that they were not sure if there were enough training facilities at the prison. There was enough evidence as data were taken from Table 13 in which four and five respondents strongly agreed and agreed respectively that lack of community support does have a negative impact of rehabilitation programmes. One participant disagreed.

A table 13 show that sixteen respondents disagreed that training facilities are adequate enough at prison were one is not sure about the support of the community. Eleven and four respondents strongly agreed and agreed respectively that the lack of community support serve as a stumbling block for the smooth operation of the rehabilitation process.

As shown from Table 13 twenty participants strongly disagreed with the availability of training facilities at Rooigrond Management Area. Since the support of the community had a major impact on the rehabilitation process, fourteen participants strongly agreed and four agreed with the above-mentioned statement. From the data supplied by Table 13 one respondent was not sure whether positive or negative impact could be seen. Again one

respondent strongly disagreed that the support of community could not be the result of smooth operation of the rehabilitation process.

RESULTS AND FINDINGS

OFFICIALS/RESPONDENTS

TABLE 14: A former schoolmate and inmate's request.

A former schoolmate/co-worker has become an inmate assigned to the institution where you are a custodian officer; you treat him as you are supposed to.	An inmate asks you for a cigarette pencil or part of your lunch, would you give him?					
	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	Total
Strongly agree	2.5%	7.5%	2.5%	17.5%	20%	50%
Agree		7.5%	5%	10%	15%	37.5%
Not sure				2.5%		2.5%
Disagree	2.5%			2.5%		5%
Strongly disagree				2.5%	2.5%	5%

The following data is from table 14:

A cross-tabulation Table 14 above indicate that twenty respondents strongly agreed that they would treat a former schoolmate or co-worker who has become an inmate as they are supposed to. From the same Table one participant strongly agreed and eight strongly disagreed that they would not share part of their bunch, or cigarette with an inmate.

As reflected from the Table 14 fifteen respondents agreed that they would treat a former schoolmate or co-worker who has become inmates, as they should. Four disagreed and six strongly disagreed that they would under no circumstances share any of their lunch or with an inmate. Two were not sure whether or not to share with an inmate. Three participants agreed to share with an inmate.

Table 14 shows that one respondent was not sure as to treat a former schoolmates co-worker accordingly. One respondent disagreed to share part of his/her lunch or give a cigarette to an inmate.

Two respondents (officials) disagreed that they would not treat them former worker or schoolmate as expected. Data from Table 14 shows that one participant strongly agreed to share his or her lunch with an inmate and one participant disagreed.

The information from Table 14 reflects that two respondents strongly disagreed that they would not treat inmates as expected. It was reflected from the same table that one respondent disagreed and one strongly disagreed that they would not share anything that belongs to them with an inmate be it a cigarette or lunch.

Table 15: Inmates' request and total confidentiality.

An inmate tells you he has had a death in his family, he has no money to buy stamps, he has used his quota for free letter, and wants you to drop a sympathy card into the mail box near your home	Respect inmate request for total confidentiality					
	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	Total
Strongly agree	2.5%			2.5%		5%
Agree	2.5%	5%				7.5%
Not sure	2.5%	2.5%	5%		2.5%	12.5%
Disagree	10%	12.5%	2.5%	7.5%	5%	37.5%
Strongly disagree	5%	15%	2.5%	2.5%	12.5%	37.5%

Summary of Table 15

Only two respondents strongly agreed that they would under normal circumstances help an inmate when requested to do so. Reflecting from Table 15 one respondent strongly agreed that they would respect inmates request for total confidentiality.

Some respondents agreed that they would be kind to inmate if such situation occur and would defiantly post the sympathy card for such an inmate. Two participants agreed to respect inmate's request for total confidentiality.

Table 15 gave information that five respondents were not sure if they would assist an inmate to buy stamps and drop a sympathy card or not and also not

sure whether or not they would respect inmates request for total confidentiality. Table 15 also reflect that one respondent and one respondent strongly agreed to respect inmate's total confidentiality and one disagreed.

As shown on Table 15 were fifteen respondents disagreed to drop a sympathy card into the mailbox for an inmate and three disagreed in respecting inmate's request for total confidentiality. From Table 15 were five respondents agreed that they would respect inmate's request for total confidentiality and one not sure whether to respect or not.

In a rare tell-all interview were structured questionnaire were formulated for participants fifteen strongly disagreed to a sympathy card for an inmate. Six agreed and one was not sure to respect inmates request.

Table 16: Control the troublemakers and keeping information strictly confidential.

Control by giving the trouble makers the best job	An inmate says he has something extremely important to tell you, he mentions that you are the only officer he can trust, and that you must keep information strictly confidential.					
	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	Total
Strongly agree	5%					5%
Agree			2.5%			2.5%
Not sure disagree			2.5%		2.5%	10%
Disagree	5%	7.5%	7.5%	15%	7.5%	40%
Strongly disagree	5%	7.5%	7.5%	10%	17.5%	47.5%
						19%

The following information was from Table 16:

Tables 16 presented that two respondents strongly agreed that they controlled by giving the troublemakers the best job. Another two respondents strongly agreed to keep information strictly confidential in order to be trusted by an inmate.

Table 16 revealed that one respondent agreed to give the troublemakers the best job in order to control them. Only one participant if requested by an inmate one respondent is not sure if he/she will keep that information confidential.

Sixteen participants disagreed that they would not control by giving the troublemaker the best job. Six respondents disagreed and three strongly disagreed any information from an inmate whether extremely or not extremely important they would not keep such information strictly confidential. Two and three respondents strongly agreed and agreed respectively to keep inmate's information strictly confidential.

In what has been seen in Table 16 were nineteen respondent strongly disagreed that they would not control by giving the trouble makers the best job, they do the work as expected and seven also strongly disagreed that they would align themselves with inmates who said he has something extremely important and mentions they are only ones that can be trusted. Two strongly agreed to keep such information strictly confidential were three were not sure.

Table 16 reflects that two respondents were not sure as to control by giving the troublemakers the best job, and also not sure whether to keep any information be it extremely important or not.

Table 17: No charge for officers and inmates who volunteers to clean up.

You will feel comfortable (as a custodian officer) you have just placed an order in the employee snack-bar and the inmate orderly whispers "no charge for officers who treat prisoners as nice as you do"	An inmate who is not your orderly volunteers to clean up your area					Total
	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	
Strongly agree	2.5%					2.5%
Agree		2.5%			2.5%	5%
Not sure			2.5%		2.5%	10% ²
Disagree		2.5%	5%	22.5%	5%	35%
Strongly disagree		10%	12.5%	5%	25%	52.5%

Table 17 is summarised as follows:

All the respondents strongly agreed to pay for anything they would buy from the snack bar except for one whom strongly agreed that he would accept that offer. Table 17 revealed that one participant is not sure whether or not to accept an inmate who does not fall under his supervision.

Reflected in Table 17 two participants agreed that they would accept anything free that comes with an inmate from the snack bar. One participant agreed to accept inmate who does not fall under his supervision. One participant strongly disagreed.

Two participants said were not sure whether to accept anything free from the snack bar. One official were not sure whether to accept inmate who does not fall under his supervision and one strongly disagreed.

Table 17 reflect that fourteen respondents disagreed and would not feel comfortable to receive anything at the snack bar. Inmates like to place themselves were they would feel comfortable and with an officer they feel comfortable with. Nine participants strongly disagreed with that. One participant agreed to let them choose were they would like to be placed.

Table 17 presented that twenty one participants strongly disagreed to receive anything free which they are suppose to pay for. Ten participants disagreed that they would not accept any inmate who is not their orderly. Five participants were not sure whether to accept such an inmate or not and four agreed to accept.

INTERPRETATION OF GRAPHS

INMATES

- Skills acquired from a trade learnt would enable me to be in a better position to get employment.

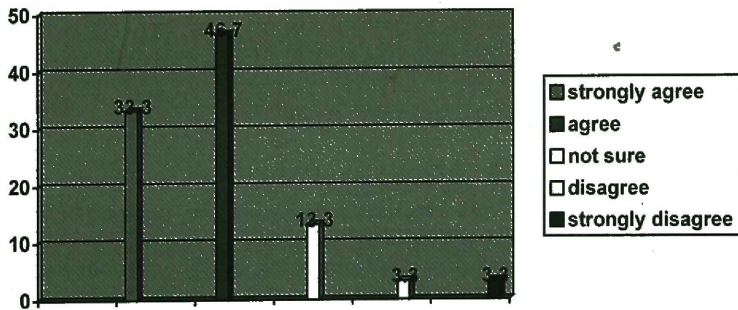


Fig 3.1

The graph indicates high percentage of 47% in which inmates agreed that they would get employment soon after they are released. A low percentage of 3 is shown where inmates disagreed that they would not get employment. This data reflected from Fig 3.1.

- I see myself coming back to prison to serve another sentence.

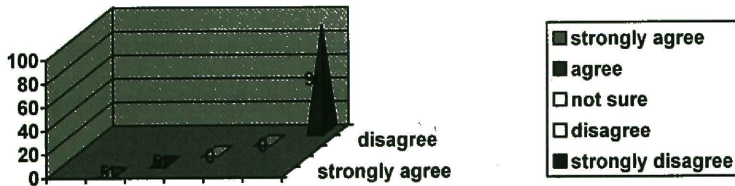


Fig. 3.2

A high percentage of ninety reflected from Fig 3.2 were inmate strongly disagreed that they would not come back to prison again and five per cent agreed coming back to prison.

- Education and training of inmates play a pivotal role on the empowerment of inmates for meaningful economic and sustainable life after imprisonment.

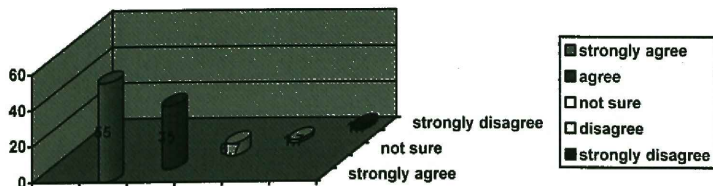


Fig. 3.3

Fig 3.3 presented that educational programmes and facilities that were delivered at Rooigrond Management Area are meaningful, economic and

sustain the life of a prisoner after imprisonment, a majority of 6% strongly agreed with the statement. Few, consisting of two per cent were not sure and two per cent of participants strongly disagreed.

- The successful re-integration of prisoners into the community is a very important link in attempt to break the circle of crime.

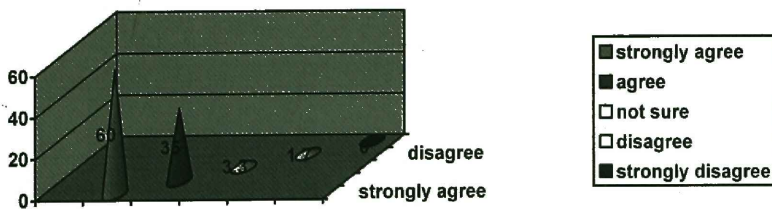


Fig. 3.4

As indicated in Fig. 3.4 were 60 per cent of participants strongly agreed that the successful reintegration of prisoners into the community is a very important link in attempting to break the circle of crime.

INTERPRETATION OF GRAPHS

OFFICIALS

- A former school-mate/co-worker has become an inmate assigned to the institution where you are a custodian officer; you treat him as you are supposed to.



Fig. 3.5

Fifty per cent of participants as presented in Fig 3.5 strongly disagreed that they would loyally serve the department as expected and would not give any inmate be it a co-worker, former school mate special treatment. Those who were in dilemma who were not sure whether to treat inmates as they are supposed to or not were represented by 3 per cent.

- An inmate asks you to step into a nearby equipment room because he has information regarding a cache of hidden weapons, he is afraid to discuss the matter openly because inmates may think he is a snitch. It could mean death. He feels you are the only fair and trustworthy officer so he will not share with anyone else. Finding the weapons would that make you look good in the eyes of supervisor, who recently criticized your performance?

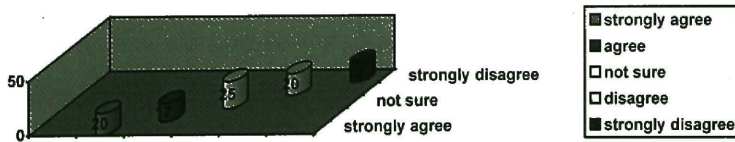


Fig. 3.6

25 per cent of participants were not sure whether or not they would look good in the eyes of their supervisors. Seventeen per cent presented participants who agreed. This information is from Fig 3.6.

- Control by giving troublemakers the best job.

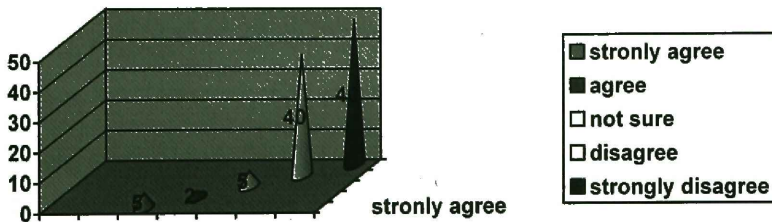


Fig. 3.7

Fig 3.7 reveals forty eight per cent of participants strongly disagreed that they would not control by giving the troublemakers the best job. Two per cent agreed that they would give the troublemakers the best job.

2. DISCUSSION

Questionnaires were formulated to address the effect of education and training on the rehabilitation of inmates and also the probable curbing of recidivism. The questionnaires played a pivotal role in giving rise to sustainable, consolidated and valuable information in terms of enlightenment of rehabilitation in curbing recidivism for community reintegration at Rooigrond Management Area.

The questionnaires were disseminated to inmates and correctional officials and to those who are offering education and training inmates in various disciplines.

Research Findings:

SOURCE	PERCENTAGE
Obtaining Employment	48
Adequate Facilities/Resources	46
Recidivism (not coming back to prison)	90
Reintegration into the community	60
Empowerment of Inmates	55

2.1 Obtaining Employment

It is imperative for someone who has just been released from prison to get employment. The study reveals that forty eight per cent of inmates are convinced that they will get employment when released from prison due to skills acquired from a trade learned. A lot still need to be done with regard to the possibility of employment for former inmates. The study revealed that Rooigrond inmates do not have some resources. Resources such as training centres are only available outside Rooigrond Maximum Prison, wherein inmates that are residing at Medium B have access to these facilities. A lot still needs to be done and the Skill Department Act should also be applied as a measure of intervention.

2.2 Adequate Facilities

Achieving change is difficult, but maintaining change and empowering inmates to acquire various techniques or skills is difficult without adequate resources. Building in skills on inmates can be sustained with adequacy of resources. Adequate facilities and resources are crucial for empowering inmates with skills and the foundation for how inmates respond to challenges and changes.

2.3 Recidivism

Recidivism refers to a process where former inmates do not return to prison. There is a need to provide special rehabilitation programmes to reduce if not to eliminate recidivism inmates consider. Having stayed in prison serving a sentence is seen as a heavy punishment. This study revealed that 90 per cent of the participants will never come back to prison to serve another sentence. This is encouraging and motivating if all inmates can read in the same line hence the circle of crime can be demolished.

Compares finding in Europe was reported by Losel (1996) who argued that, on average offenders who attend rehabilitation programmes have ten per cent lower re-arrest, reconviction and re-incarceration rate. These studies, when taken together after consistent evidence that offender rehabilitation programmes can have a positive effect in reducing recidivism enough evidence to safely reject Martison's (1974) conclusion that "nothing works".

These findings by Losel (1996) reveal the impact rehabilitation has on curbing recidivism.

2.4 Reintegration into the communities

As the Department of Correctional Services struggles to sustain its policies of rehabilitation recovery from the former government, there is a growing concern that up ticks in education and training does not always translate into substantial reintegration of inmates in the community. An average of 60% of integration into the community came into effect and is reflected at research findings.

The reintegration model by Kalis (1998:15) refers to O'Leary and Duff's classification system of corrective institutions, which differentiated between the reformation, rehabilitation coercion and emphasise the offender's change in attitude and behaviour and to what extent the community supports institutional treatment in the reintegration process as law-abiding citizens.

The DCS is doing the best it can, which they believe they owe it to the society, to place back law-abiding citizens. For this process to bear fruit, DCS must, by all means incorporate all aspects of an inmate's life; correctional officers, psychologists, educators, etc to involve in all the legitimate activities inmates engage in.

2.5 Empowerment of inmates

For the first time in South African history, a government has the mandate to plan the development of the education and training system for the benefit of the country as a whole and its entire people, inmates included. The challenge the government faces is to create a system that will fulfil the vision "open the door of learning and culture to all". The paramount task of DCS is to build a just and equitable system, which provides good quality education and training to learners young and old throughout the country.

Programmes that are offered or provided by the DCS to inmates are:

- ABET (adult basic education and training)
- Personal development.
- Work release programmes
- Skills training
- Educational preparation for career training.

Much still need to be done with regard to the provision of rehabilitation programmes offered at prison. The current provision is not effective as only fifty per cent of the respondents in the study indicate structures aiming to reposition the role of education and training for the concept of rehabilitation and development of inmates. Inmates are unlocked around eight o' clock and are locked at two o'clock in the afternoon. What is surprising is that immediately after breakfast those who are not engaged in any activities are locked into their cells until lunch and supertime.

3. OVERALL DISCUSSION

The action taken by the DCS to lock up inmates who are not partaking in any activity may appear excessive, even foolish, to someone who has not experienced the prison environment. This action is from actual occurrences, and "the unintentional, inappropriate responses of correctional officers laid the groundwork for a set-up".

Various researchers in RSA found out that the DCS cannot curb recidivism and place back law-abiding citizens alone. Communities and other stakeholders should also play a role. At Rooigrond Management Area the community plays a pivotal role on daily basis. The Independent Prison Volunteers (IPV) assists in recording prisoners complaints and find out if their concerns and/or requests are being considered. The IPV monitor this process and consult with the Head of Prison on weekly basis to discuss issues related to prisoners and to see if there are any developments with regard to their complaints.

Congregants of various churches also visit the prison in order to give spiritual support and other related services to inmates. The Department of Labour also participate in rehabilitation programmes by providing employment for inmates upon their release.

The rehabilitation programmes at Rooigrond Management Area, which in turn will result in curbing recidivism, will not achieve its objectives with three educators. The prison needs at least twenty-three educators.

The study revealed a valuable process and the results and findings from this study were able to determine the opinions and perceptions of all respondents, inmates, educators and correctional officers. What can be concluded from this study is that DCS and community should play a role in the rehabilitating programmes for inmates.

CHAPTER FIVE

RECOMMENDATIONS A

The International Standard Minimum Rules (SMR 64) state the main aims of after-care as follows:

The duty of society does not end with a prisoner's release. There should therefore be governmental or private agencies capable of lending the released prisoner efficient after-care directed towards lessening of prejudice against him and towards his social rehabilitation.

RECOMMENDATION B

The participation and support of the community is not visible enough, hence: -

- The enlightening and orientating the community in order to reduce prejudice towards the prisoner and his family.
- Visibility of Restorative Justice e.g. family day at least once or twice a year.
- Exploitation of community resources to expand and maintain community support systems with regard to the general integration of prisoners into the community.

RECOMMENDATION C

Education and training programmes or facilities should be provided for into picture.

Support: At Rooigrond Management Area there is a need to increase the number of teachers as well as the resources. The majority of inmate participated in the study stated that resources and facilities are inadequate. The appointment of new staff should be attended to as a matter of urgency.

RECOMMENDATION D

Correctional Services officials should be all conversant with their duties, the vision of DCS, core values and rehabilitation programmes. The study revealed that some officials are not sure whether or not to treat a former-core worker or schoolmate, as they should.

The re-evaluation or retraining especially of correctional officers should be restrained to wage and their attitude towards prisoners. The former government official used to describe prisoner as a "pantit" and his job is "eet 'n lee" (eat and sleep), personnel as warder or wadress.

Community should also be informed that rehabilitation is not the responsibility of educators, trainers, psychologists, etc, only but every member of DCS.

"To keep inmate in custody and to rehabilitate him/her", it should be known that this is a primary role of a member of DCS.

RECOMMENDATION E

Every member of the DCS should have access to the policy on Education and Training and the following –

- Constitution of RSA (1996)
- Correctional Services Act (111 of 1998)
- Skills Development Act (97 of 1998)
- Education White Paper
- Occupation Health and Safety Act 55 of 1993
- Adult General Education and Training Act
- Further Education and Training Act
- Higher Education and Training Act
- SAQA standards
- Policy directives and guidelines of SETA.

RECOMMENDATION F

Using Education to Produce Change

Even if a low percentage was depicted from the study wherein several inmates said they were not sure if they would come back to prison or not, this should be addressed fully as the idea is to curb recidivism and to eliminate it in all respects.

Support or Back-up

Several steps must be taken before prisoners change in response to education. First the information must be given and the material understood. Prisoners must select the pieces of that newly learned knowledge that might apply to their own lives and experiment with new concepts. Then, as they make commitments to the knowledge as a basis for growth, change can occur.

RECOMMENDATION G

Rehabilitation programmes exist at Rooigrond Management Area

A little can be seen due to few resources availability. The work-study office was able to download this data and indicated a high shortage of twenty educators. Finance is available, posts need only to be advertised and filled.

RECOMMENDATION H

The Department of Labour must participate fully.

Rehabilitation is not the sole responsibility of the DCS. The Department of Labour must also play a role in giving inmates training e.g., hair dressing,

dress making, cooking, baking and carpentry. Provincial Head Educator, through the office of the Provincial Commissioner should communicate and request the assistance from Labour department for above-mentioned disciplines.

CONCLUSION

The vision of the DCS is "To be one of the best in the world in delivering correctional services with integrity and commitment through excellence". This vision should be reflective in the activities of members of the DCS when delivering services.

With policies governing the rehabilitation process in curbing recidivism, the DCS can and is able to deliver services to the best of its ability. A lot still needs to be done to re-evaluate and train some correctional services officials so that quality services can be rendered and also to place back law-abiding citizens.

A solid network should be formulated with the community and other stakeholders. Incorporating these will be seen as a promising experiment to becoming the wave of the future. This will establish a holistic approach and will promote an integrated multi-disciplinary teamwork.

Despite the great variety of circumstances, all those who are hurt by crime experience brokenness. A whole range of possible responses attempts to address this brokenness and make things better. Some of the responses lead to healing and some do not. Therefore, the implementation of Restorative Justice will be seen as a bridge to address this brokenness.

In other countries such as Colombia and Australia a division where inmates are assisted in getting employment is implemented. This should also be employed within the DCS South Africa. It must not, however be seen as a stepping-stone towards one's success because the idea is to curb and eliminate the rate of crime in South Africa.

Therefore, the solidity of the policies of rehabilitation process or programmes can lay a solid foundation for the enhancement of rehabilitation of inmates in curbing recidivism.

A

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D

DEFINITION OF CONCEPTS

1. **Rehabilitate** : to make a criminal able to live a normal life again
2. **Enhancement** : to all value or to intensify.
3. **Recidivism** : the habit of relapsing into crime.
4. **Curb** : to keep under control
5. **Coercion** : to force a person to be obedient.
6. **Abiding** : to obey a rule, continuing for a very long time.
7. **Attitude** : a way of thinking, feeling or behaving.
8. **Anxiety** : fear and uncertainty about the future.
9. **Incorporate** : to combine into one mass.
10. **Jargon** : a style of language full of technical or special words.
11. **Alignment** : arrange in a straight line.
12. **Inmate** : one who lodges in the same house with another.
13. **Prisoner** : a person who kept in prison for crime or until tried in a law court.
14. **Prison** : a building in which a person who commit a crime is kept locked up.
15. **Crime** : offence for which one may be punished.
16. **Institution** : for the purpose of the study it refers to Prison.
17. **Reintegration** : integrate back into society.
18. **DCS** : Department of Corrections Services

F

- 39. **Qualitative** : concerning, relating to quality.
- 40. **Quantitative** : concerning, relating to quantity
- 41. **Symptoms** : a change in the body's condition that is a sign.
- 42. **Euphoria** : the state of feeling pleasantly excited and happy.

G

IDENTITY NUMBER : _____

DEMOGRAPHIC DATA

1. AGE: _____
2. MARITAL STATUS:
 - MARRIED
 - SINGLE
 - SEPARATED
 - WIDOW
 - DIVORCED
3. RELIGIONS AFFILIATION: _____
4. RACE:
 - BLACK
 - WHITE
 - INDIAN
 - COLOURED

In the following section I would like to know the extend you feel about issues stated below. You should indicate by circling "AGREE", "STRONGLY AGREE", "NOT SURE", "DISAGREE", "STRONGLY DISAGREE".

e.g.

A=Agree, SA= Strongly Agree, NS=Not Sure, DA= Disagree, SD=Strongly Disagree.

H

QUESTIONNAIRES FOR INMATES

1. Skills acquired from a trade learnt would enable me to be in a better position in getting employment.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
--------------	-----------------------	-----------------	-----------------	--------------------------

2. Training facilities are adequate enough, e.g. tools at building, art, education center.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
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3. Attitude of educators, trainers, psychologists and correctional officials is good.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
--------------	-----------------------	-----------------	-----------------	--------------------------

4. Educational programmes are provided in your mother tongue.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
--------------	-----------------------	-----------------	-----------------	--------------------------

5. Prison is proper place for rehabilitation.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
--------------	-----------------------	-----------------	-----------------	--------------------------

6. Prison is a university of criminality.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
--------------	-----------------------	-----------------	-----------------	--------------------------

7. Lack of community support and participation serve as stumbling blocks for the smooth operation of the rehabilitation process.

AGREE	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
--------------	-----------------------	-----------------	-----------------	--------------------------

8. I see myself coming back to prison to serve another sentence.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
--------------	-----------------------	-----------------	-----------------	--------------------------

9. Rehabilitation programmes can enhance your vocational abilities and skills.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
--------------	-----------------------	-----------------	-----------------	--------------------------

10. I anticipate being economically productive withinmonths after my release.

<i>2 Months</i>	<i>3 Months</i>	<i>4 Months</i>	<i>5 Months</i>
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11. Education and Training of inmates are concentrating extensively on the empowerment of inmate for meaningful, economically and sustainable life after imprisonment.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
--------------	-----------------------	-----------------	-----------------	--------------------------

12. The successful re-integration of prisoners into the community is a very important link in attempt to break the circle of crime.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
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13. The rate of crime is reducing due to rehabilitation programmes.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
--------------	-----------------------	-----------------	-----------------	--------------------------

14. I am still not OK that my complaint(s) testified against me.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
--------------	-----------------------	-----------------	-----------------	--------------------------

15. I contribute in assisting my fellow inmates by participating in their rehabilitation and development objectives.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
--------------	-----------------------	-----------------	-----------------	--------------------------

J

**FOR EDUCATIONIST, TRAINER AND
CORRECTIONAL OFFICERS**

1. A former schoolmate / co-worker has become an inmate assigned to the institution where you are a custodial officer; you treat him as you are supposed to.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
--------------	-----------------------	-----------------	-----------------	--------------------------

2. You will feel comfortable (as a custodial officer) you have just placed an order in the employee snack bar and the inmate orderly whispers "No charge for officers who treat prisoners as nice as you do".

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
--------------	-----------------------	-----------------	-----------------	--------------------------

3. An inmate who is not your orderly volunteers to clean up your area.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
--------------	-----------------------	-----------------	-----------------	--------------------------

4. An inmate asks you for a cigarette, pencils or part of your lunch would you give him?

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
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5. An inmate tells you he has had a death in his family. He has no money to buy stamps. He has used his quota for free letters and wants you to drop a sympathy card into the mailbox near your home. Would you.....?

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
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6. An inmate says he has something extremely important to tell you, he mentions that you are the only officer he can trust, and that you must keep the information strictly confidential.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
--------------	-----------------------	-----------------	-----------------	--------------------------

K

7. An inmate asks you to step into a nearby equipment room because he has information regarding a cache of hidden weapons. He is afraid to discuss the matter openly because inmates may think he is a snitch. It could mean his death. He feels you are the only fair and trustworthy officer so he will not share with anyone else. Finding the weapons would make you look good in the eyes of supervisors who recently criticized your performance?

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
--------------	-----------------------	-----------------	-----------------	--------------------------

7. Control by giving troublemakers the best job.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
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8. Respect inmate request for total confidentiality.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
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10. I am inconsistent with rule enforcement – O.K for inmates I like, but not for others.

<i>Agree</i>	<i>Strongly Agree</i>	<i>Not Sure</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
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LIST OF FIGURES

skills acquired from a trade learned enable me to be in
a better position in getting employment

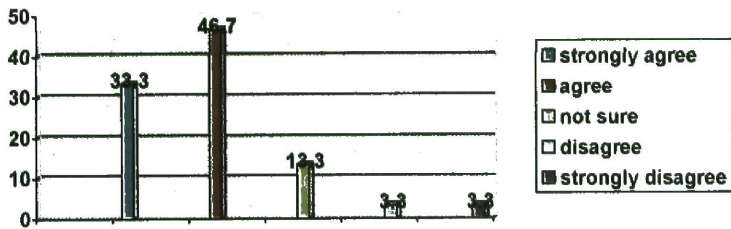


FIG 1

i see myself cming back to prison to serve another
sentence



FIG 2.

M

education and training of inmates are concentrating extensively on the empowerment of inmate for meaningful, economic and sustainable life after imprisonment



FIG 3

the successful reintegration of prisoners into the community is very important link in attempt to break the circle of crime

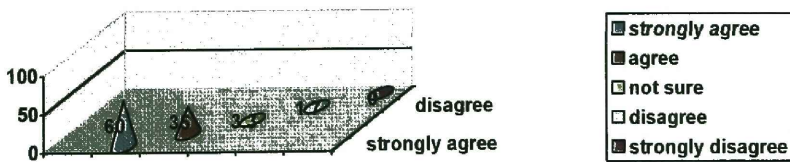


FIG 4

a former school mate/ co-owoker has become an inmate assigned to the institution where you are a costodian officer, you treat him as you are supposed to

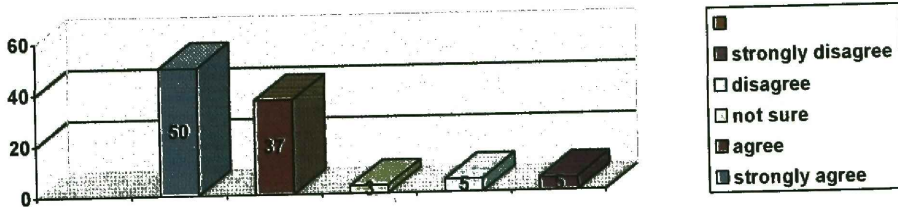


FIG 5

an inmate asks you to step into a neaby equipment room because he has information regarding a cache of hidden weapons, he is afraid to discuss th matter openly

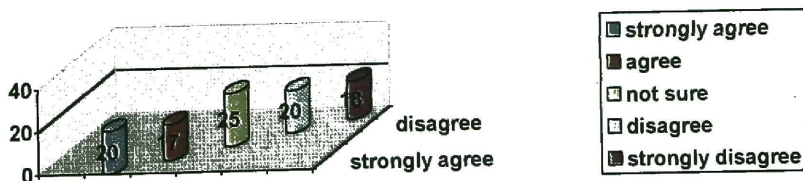


FIG 6

control by giving trouble-makers the best job

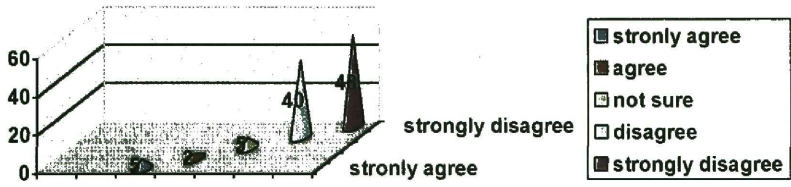


FIG 7

