

# **FACTORS INFLUENCING PERFORMANCE OF PRISONERS' REINTEGRATION PROGRAMMES: A CASE OF WOMEN PRISONERS IN MERU GOVERNMENT OF KENYA PRISON, MERU COUNTY, KENYA**

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## **ABSTRACT**

Offenders released from confinement face a variety of challenges that may hinder their ability to become law-abiding citizens. A key feature of successful reintegration is the attention to the reintegration programmes for ex-prisoners into the community and the development of interventions designed to reduce the levels of recidivism. The purpose of this study was to establish factors influencing performance of prisoner's reintegration programmes focusing on women prisoners in Meru Gk prison. The study sought to determine the influence of capacity of prison officers, employment opportunities, substance abuse, and education programmes on performance of prisoner's reintegration programmes among women prisoners in Meru Women Gk prison. The study is grounded on relapse prevention theory, supported by the empowerment theory and the public participation theory. The study adopted descriptive survey research design. The target population for this study comprised of all the 1259 inmates and 317 officers in the prison according to prison records. The sample size for the study was 309. Primary data was obtained using self-administered questionnaires. Further, the study used simple random sampling to pick the

respondents in each stratum. Data was analyzed using Statistical Package for Social Sciences (SPSS Version 22.0). Descriptive statistics such as frequencies, percentages, mean score and standard deviation were estimated for all the quantitative variables and information presented in form of tables. The qualitative data from the open-ended questions was analyzed using conceptual content analysis and presented in prose form. The findings show that capacity of prison officers, employment opportunities, substance abuse and prison education programmes greatly influence performance of prisoner's reintegration programme. The study recommended there should be adequate budgetary allocation of resources to various GK prisons which will in turn lead to efficient reintegration programmes. This should also lead to efficient reintegration programmes. An improved Scheme of Service and Establishment Structure for the Prisons Department needs to be put in place to facilitate the recruitment, promotion and retention of adequate and relevantly trained/skilled personnel.

**Key Words:** *performance, prisoners' reintegration programmes, women prisoners, Meru government, Kenya prison, Meru County, Kenya*

## **INTRODUCTION**

Throughout the world, many countries have been affected by the plague of crime. It is common expectation and practice that those who commit transgressions against fellow citizens should be punished for their transgressions (Usher, 2013). The Judiciary normally performs the task of punishing. Different strategies and methods have been employed in trying to eradicate crime. However, imprisonment remains one of the most popular sanctions. Though aimed at inflicting

punishment by curtailing the movement and freedom of the suspect or offender as well as deterring others from offending, imprisonment has not met the objective. In fact, it only seems to have achieved the first objective. This form of punishment, however, has over time been proven to be ineffective as it is more retributive than reconciliatory (Phillips & Spencer, 2013).

Punishment, at the least, should accord the offender an opportunity to change and amend the wrong done. Successful crime prevention strategies must address factors contributing to the large number of crimes that are committed by individuals who have served a term of incarceration and failed, upon their release, to integrate the community as law-abiding citizens (Rakis, 2015). In the absence of material, psychological, and social support at the time of their release, offenders may have a very difficult time breaking the cycle of release and re-arrest. Short-term prison terms and extended terms of remand in custody provide limited opportunities for successful treatment and interventions to prevent future recidivism (Feig, 2015). The costs of this cycle of incarceration and reintegration are high from several perspectives. First and foremost is the public safety dimension. Nearly two thirds of released prisoners are expected to be rearrested for a felony or serious misdemeanour within three years of their release. Such high recidivism rates translate into thousands of new victimizations each year. Second, there are fiscal implications. Significant portions of state budgets are now invested in the criminal justice system. Increasingly there continues to be a public outcry to 'lock offenders up and throw away the keys'. The calls are for tougher action, but without careful consideration of what the impact of that may be (Vengeliene, Bilbao & Spanagel, 2014).

According to Muhlhausen (2010), releasing criminals back into society increases crime. Former prisoners have high arrest rates after returning to society. Research indicates that two-thirds of released prisoners are rearrested within three years. Therefore, Policymakers need to understand the complicated nature of the reintegration process. In addition to reintegration public policies, other factors that influence successful transition of offenders from prison to community are individual characteristics, family and peer relationships, and community circumstances. Establishing a law-abiding lifestyle after prison involves locating living quarters, obtaining official identification, reconnecting with family, and finding legitimate employment. The individual characteristics that influence recidivism include demographic characteristics, prison experience, employment history, education level, criminal record, and substance abuse dependence (Link, 2016). Family and peer support is also important to the reintegration process. The same long-term longitudinal study also found that marriage was associated with reduced recidivism. Muhlhausen (2010) also noted that former prisoners living with their families are less likely to drop out of reintegration programs compared to their counterparts who do not live with their families. However, family conflict can also harm the reintegration process, especially in the case of juvenile offenders returning to poor family environments. Just like the family, the influence of peers can influence the reintegration process. Association with criminal peers can disrupt positive influences of the family.

In the United Nations (UN) area of prison reform, the principle objective is to contribute to the successful reintegration of prisoners into society following their release (Baliga, 2013). Social reintegration initiatives should start as early as possible within the criminal justice process in order to have maximum effect. This means that diversion from the criminal justice process (especially of vulnerable groups) to appropriate treatment programmes, non-custodial sanctions, instead of isolation from society and purposeful activities and programmes in prisons, can all be considered as elements of a comprehensive social reintegration policy (Henrichson & Delaney, 2012). Interventions to support former prisoners following release from prison, continuum of care in the community for those in need, will all be more effective if the period in prison is used to prepare a prisoner for re-entry to society. This policy requires close coordination between criminal justice institutions and social protection and health services in the community and probation services where they exist.

In South Africa, according to National Institute for Crime Prevention and Reintegration of Offenders (NICRO), between 7 000 and 9 000 prisoners are released from prison every (Naidoo & Mkize, 2012). Despite this, there remains very little public or government interest about what happens to these people when they come out and get back to society. NICRO often points out that however long a person is sentenced for, unless they effectively serve a life term, they will come out. When they come out, they are likely to be more damaged not only from having been removed from society for so long but from the imprisonment itself (Naidoo & Mkize, 2012). Managing reintegration to achieve long-term reintegration would have far-reaching benefits for the families and communities most affected by reintegration, as well as for former prisoners. These interrelated opportunities bring the stakes of reintegration into view (Omboto, 2010). There is much to be gained. The costs and opportunities also raise important questions about what we can do to prepare both ex-prisoners and their communities for their inevitable return home. Research shows that a majority of convicted offenders in Meru County have at least one prior conviction, either in juvenile or adult court and, among serial convicts, nearly one-third have a prior conviction and nearly 75 percent have multiple prior convictions. Community safety makes it imperative that government and community develop effective interventions that will assist ex-prisoners to successfully reintegrate into the community and avoid further criminality (Kaburu, 2013). Managed offender reintegration processes and programs are gaining acceptance and may offer a cost effective way of preventing crime. There is therefore an increasing focus among policy-makers and practitioners on identifying factors affecting performance of programs and strategies put in place to help prisoners successfully reintegrate back into their communities without re-offending.

## **STATEMENT OF THE PROBLEM**

Offenders released from confinement face a variety of challenges that may hinder their ability to become law-abiding citizens. Of particular concern are high-risk offenders with lengthy records of criminality. Travis, Solomon and Waul (2011) observed that, having spent longer terms behind bars, less prepared for life on the outside and with less assistance in their reintegration,

these prisoners would often have difficulties reconnecting with jobs, housing, and perhaps their families when they return home. This exposes them to substance abuse and health problems. Most will be rearrested, and many will be returned to prison for new crimes (Ostermann & Matejkowski, 2014). This cycle of removal and return of large numbers of individuals, mostly men, is increasingly concentrated in a relatively small number of communities that already encounter enormous social and economic disadvantages (Clear, 2009). The reintegration of released prisoners is unfortunately not a matter of national priority as a legitimate crime reduction intervention. The emphasis is rather placed on the prison construction programme and how to deal with high risk prisoners (Otiato, 2014). A key feature of successful reintegration is the attention to the reintegration programmes for ex-prisoners into the community and the development of interventions designed to reduce the levels of recidivism (Hunter, Lanza, Lawlor, Dyson & Gordon, 2015). The role of communities within punishment is significant as they stand to benefit in the reduction of crime. In our society, this role is taken over by the judiciary, which exerts retributive justice. The punishment is imposed on the offender and the offender will experience the punishment without ever being challenged to take responsibility for the crime that was committed (Zehr, 2015).

Several studies have been conducted on prisoner reintegration including Visher and Travis (2003) who conducted a study on transitions from prison to community: understanding individual pathways. Phillips and Spencer (2013) carried out a study on the challenges of reentry from prison to society. Osayi (2013) evaluated socio-cultural factors affecting reintegration of discharged prisoners in Anambra state, southeast, Nigeria. Ostermann and Matejkowski (2014) explored the intersection of mental health and release status with recidivism. Feig (2015) assessed a family-focused approach to criminal sentencing in Illinois. Hunter, Lanza, Lawlor, Dyson and Gordon (2015) Proposed a Strengths-Based Approach to Prisoner Reentry Program while Link (2016) reviewed an inside/out prison exchange program in a jail setting. Locally, Omboto (2013) assessed the challenges facing rehabilitation of prisoners in Kenya and the mitigation strategies. Kaburu (2013) studied factors influencing individuals to commit robbery with a focus on convicted robbers at Kamiti and Langata prisons. Nyaura and Ngugi (2014) carried out a critical overview of the Kenyan Prisons System focusing on understanding the challenges of correctional practice. Otiato (2014) studied effective re-integration of ex-offenders targeting Kenya policy analysis. Musili and Mbatia (2016) evaluated the Status of HIV/AIDS Management Strategies in Correctional Settings in Kenya in Lang'ata Women and Kamiti Maximum Prisons. However, none of the scholars has established factors influencing performance of prisoner's reintegration programmes among women prisoners in Meru Gk prison. This study will therefore seek to fill this gap.

## **GENERAL OBJECTIVE**

The purpose of this study was to establish factors influencing performance of prisoner's reintegration programmes focusing on women prisoners in Meru GK prison.

## **SPECIFIC OBJECTIVES**

1. To find out the influence of capacity of prison officers on performance of prisoner's reintegration programmes among women prisoners in Meru GK prison.
2. To evaluate the influence of employment opportunities on performance of prisoner's reintegration programmes among women prisoners in Meru GK prison.
3. To determine the influence of substance abuse on performance of prisoner's reintegration programmes among women prisoners in Meru GK prison.
4. To establish the influence of education programmes on performance of prisoner's reintegration programmes among women prisoners in Meru GK prison.

## **THEORETICAL ORIENTATION**

The study is grounded on relapse prevention theory, supported by the empowerment theory and the public participation theory.

### **Relapse Prevention Theory**

The goal of the theory is to address the problem of lapse and to generate techniques of prevention and managing its recurrence (Miller & Heather, 2013). This theory provides a mechanism to assess the performances of rehabilitation programs on clients. Relapse prevention is a cognitive behaviour model with origin in Banduras (1977) self-efficacy theory, which presents a comprehensive and integrated framework for explaining the change process in psychotherapy. This theory argues that techniques producing initial behaviour change may be ineffective at maintaining that change over time and avoid relapse. Relapse prevention treatment provides individuals with the behavioural and cognitive skills necessary to cope effectively with high situations (temptations both intrapersonal and interpersonal situations (Witkiewitz, Bowen, Douglas & Hsu, 2013). The strengths of the theory include good support system, good treatment team, good insight, motivation to get better drawing upon a wide range of skills.

In contrast with traditional approaches that overemphasize initial habit change, RP focuses more on the maintenance phase of the habit change process. From this perspective, relapse is not viewed merely as an indicator of treatment failure. Instead, potential and actual episodes are key targets for both proactive and reactive intervention strategies (Vengeliene, Bilbao & Spanagel, 2014). Also included are more global lifestyle interventions aimed at improving overall coping skills and promoting health and well-being. Important questions raised by this relatively recent alternative to traditional approaches are discussed (Miller & Heather, 2013).

Despite the strength of the theory, there are also weaknesses like Perfectionism, putting insight into action, dealing with changes. Strength and weakness will provide a framework for relapse prevention plan (Witkiewitz, Bowen, Douglas & Hsu, 2013). In addition, the study tries to look at the influence of the rehabilitation program on reducing the incidences of re conviction of the prisoner after release (Miller & Heather, 2013). Hence all the above aims at changing the

prisoners from being social misfits to people of great value in the community and also to make them change from the bad habits to useful people in the community.

### **Ecological Theory**

The Ecological Theory supports the idea, that changes in social environment have a notable influence on individuals. It is important to construct environments that support individual spots incarceration, so that we as a society can prevent multiple offenses and reduce recidivism rates and crime (Ugwuoke, 2010). By inference, assumption can be made that availability of resources; treatment, and support services, societal attitudinal change etc, post-incarceration may indeed have a significant impact in declining the current rates of recidivism.

Providing discharged prisoners with resources such as regular, stable employment will keep them out of informal economies and secondary labour markets, where they are more vulnerable to re-offend (Usher, 2013). Ecological Theory supports the idea that resource availability would create positive environmental support structure for post-incarcerated individuals and would be very effective in reducing recidivism rates (Usher, 2013).

### **Empowerment Theory**

The origin of empowerment as a form of theory is traced back to the Brazilian humanitarian and educator, Paulo Freire (Hur & Suh, 2012). The Paulo Freire's, 'The pedagogy of the oppressed' (1970) provided the conceptual base for the debates on empowerment. However, according to Bailey (2009), Ernst Friedrich Schumacher's 'Small is Beautiful', which came into circulation at a similar time with Freire's piece, is also known to have influenced the debate on empowerment. Empowerment theory postulates that participation in decision-making may enhance individual's sense of empowerment and that empowered individuals are likely to be active in community organisations and community activities.

Empowerment as a construct is multifaceted. Theories of empowerment touch on different dimensions of life. Hur and Suh(2012) argues that empowerment theories are not only concerned with the process of empowerment, but also with results that can produce greater access to resources and power for the disadvantaged. Just like social capital, empowerment is operative at various levels: personal or individual, interpersonal, organizational, community, and collective (Hur & Suh, 2012). Zimmerman and Darnold (2009) observed that the focus of both empowerment theory and practice is to understand and strengthen processes and context where individuals gain mastery and control over decisions that affect their lives. Thus, interventions that provide genuine opportunities for individuals to participate may help them develop a sense of psychological empowerment (Maton, 2008).

Empowerment, however, is not a panacea for all individual and social illness. It has been criticized as overly individualistic and conflict-oriented, resulting in an emphasis on mastery and control rather than cooperation and community (Kiraly, 2014). According to Turner & Maschi

(2015), although the practice of empowerment is effective for the removal of powerlessness, certain factors still exist that may inhibit the manifestation of empowerment. He cites organizational aspects, such as an impersonal bureaucratic climate, supervisory styles described as authoritarianism and negativism as well as arbitrary reward systems as hindrances to empowerment. The other argument against the empowerment theory is the 'loose' manner in which empowerment as a concept is framed.

### **Rehabilitation Theory**

Rehabilitation theory tries to justify essence of Rehabilitation theory by emphasizing treatment of discharged offenders for smoother and more profitable reintegration for their benefit and that of the society at large (Mealings, 2015). This theory has the prevailing modern view that punishment should be reformative. This theory argues that people are self-determinate beings whose ability to freely choose is frequently obstructed by various social conditions such as unequal access to social resources, poverty, unemployment, corrupt political system etc, which might lead to alcoholism, drug addiction, psychosis and crime etc. Therefore, the theory emphasizes treatment programmes that have the goals of making offenders law-abiding self-dependent member of the society (Kayes, Mudge & Bright, 2015).

Treatment in this context is be defined as any and all efforts aimed at the remission of criminal behaviour and the social reintegration of the offender within the community. Thus, rehabilitation theory is all about the treatment and subsequent reintegration of the offender. It is motivated by humanitarian's belief in the worth and dignity of human person and the willingness to expand the effort to re-claim the criminal for his own sake and not merely to protect the society, (Chamberlain, 2015). The humanitarians fostered the belief that punishment should be therapeutic rather than punitive in the interest of the offender and the society.

### **RESEARCH GAPS**

It is important to appreciate that officers who come in contact with prisoners on a daily basis, both junior and senior officers, need to be people of integrity who are well educated and specifically trained for this job. This is informed by the fact that the job require an in-depth understanding of human behaviour, human motivation, human worth and human dignity. Research has found that ex-prisoners who are able to secure a legitimate job, particularly higher-quality positions with higher wages are less likely to recidivist than those ex-prisoners without legitimate job opportunities are.

However, although in theory it is believed that employment will decrease the likelihood that an offender will re-offend, the link between employment and re-offending is unclear. There appear to be high rates of alcohol and drug use among ex-prisoners and this may hinder their ability to secure legal employment and stable accommodation. Evidence show that severely addicted persons are perennial offenders. Prisoners released without any education, employment and cognitive restructuring addressing anti-social behaviour has a negative impact on the

communities they are released in. Research indicates that certain carefully designed and administered prison education programs can improve inmate behaviour and reduce recidivism.

In spite of the literature available on attempts by researchers to provide solution to the menace of prisoner re-imprisonment less has been studied in Kenya on factors that influence the success of prisoner's reintegration programmes. Omboto (2013) assessed the challenges facing rehabilitation of prisoners in Kenya and the mitigation strategies. Nyaura and Ngugi (2014) carried out a critical overview of the Kenyan Prisons System focusing on understanding the challenges of correctional practice. Otiato (2014) studied effective re-integration of ex-offenders targeting Kenya policy analysis. This study will therefore seek to fill this gap by focusing on women prisoners in Meru GK prison.

## **RESEARCH METHODOLOGY**

### **Research Design**

The study adopted a descriptive survey research design. This design was adopted because it describes the state of affairs, as it exists at present in the study (Kothari, 2004). The researcher intends to apply this design is to establish factors influencing performance of prisoner's reintegration programmes focusing on women prisoners in Meru Gk prison.

### **Target population**

Target population is a well-defined or specified set of people, group of things, households, firms, services that are being investigated. This study was based in Meru Gk prison. The target population for this study the target population was all the 1259 inmates and 317 officers in the prison according to prison records.

### **Sampling Size**

The sample size is a subset of the population that is taken to be representatives of the entire population (Flick, 2015). A sample population of 309 was arrived at by calculating the target population of 1576 with a 95% confidence level and an error of 0.05 using the below formula taken from Kothari (2004).

$$n = \frac{Z^2 N \partial_p^2}{(N - 1)e^2 + Z^2 \partial_p^2}$$
$$= \frac{1.96^2 \times 1576 \times 0.5^2}{[(1576 - 1) \times 0.05^2] + [1.96^2 \times 0.5^2]} = 309$$

Where: n = Size of the sample,

N = Size of the population and given as 1576,

e = Acceptable error and given as 0.05,

$\hat{\sigma}_p$  = The standard deviation of the population and given as 0.5 where not known,

Z = Standard variation at a confidence level given as 1.96 at 95% confidence level.

The sample size fits within the minimum of 30 proposed by Saunders, Lewis and Thornhill (2012).

### **Sampling Procedures**

The study used stratified sampling technique to select 20% (62) officers and 20% (247) of inmates in the prison. Further, the study used simple random sampling to pick the respondents in each stratum. Stratified random sampling is unbiased sampling method of grouping heterogeneous population into homogenous subsets then making a selection within the individual subset to ensure representativeness. The goal of stratified random sampling is to achieve the desired representation from various sub-groups in the population. In stratified random sampling subjects are selected in such a way that the existing sub-groups in the population are more or less represented in the sample (Kothari, 2004).

### **Research Instruments**

Primary data was obtained using self-administered questionnaires. The questionnaire was made up of both open ended and closed ended questions. The open ended questions were used so as to encourage the respondent to give an in-depth and felt response without feeling held back in illuminating of any information and the closed ended questions allowed respondent to respond from limited options that had been stated. According to Saunders (2011), the open ended or unstructured questions allow profound response from the respondents while the closed or structured questions are generally easier to evaluate. The questionnaires were used in an effort to conserve time and money as well as to facilitate an easier analysis as they are in immediate usable form.

### **Pilot Testing**

Pilot testing refers to putting of the research questions into test to a different study population with similar characteristics as the study population to be studied (Flick, 2015). Pilot testing of the research instruments was conducted using staff in the prison that will have been left out of the final sample. 30 questionnaires were administered to the pilot survey respondents who were chosen at random. This is very important in the research process because it assists the researcher in identification and correction of vague questions and unclear instructions. It is also a great opportunity to capture the important comments and suggestions from the participants. This helped to improve on the efficiency of the instrument (Saunders, 2011). This process was repeated until the researcher is satisfied that the instrument does not have variations or vagueness.

## **Validity of Research Instruments**

Validity is the accuracy and meaningfulness of inferences, based on the research results. One of the main reasons for conducting the pilot study is to ascertain the validity of the questionnaire (Golafshani, 2012). The study used content validity, which draws an inference from test scores to a large domain of items similar to those on the test. Content validity is concerned with sample-population representativeness. Silverman (2016) stated that the knowledge and skills covered by the test items should be representative to the larger domain of knowledge and skills. Expert opinion was requested to comment on the representativeness and suitability of questions and give suggestions of corrections to be made to the structure of the research tools. This helped to improve the content validity of the data that was collected. Content validity was obtained by asking for the opinion of the supervisor, lecturers and other professionals on whether the questionnaire was adequate (Golafshani, 2012).

## **Reliability of Research Instruments**

Reliability of the research instrument is the extent to which a research instrument produces similar results on different occasions under similar conditions. It is the degree of consistency with which it measures whatever it is meant to measure (Bell, 2010). Reliability is concerned with the question of whether the results of a study are repeatable. The questionnaires were administered to the pilot group of 25 randomly selected respondents from the target population and their responses used to check the reliability of the tool. A reliability co-efficient (Cronbach alpha) of 0.6 or above, is acceptable (Silverman, 2016). Reliability coefficient of the research instrument was assessed using Cronbach's alpha ( $\alpha$ ) which is computed as follows:

$$A = k/k-1 \times [1 - \sum (S^2) / \sum S^2 \text{sum}]$$

Where:

$\alpha$  = Cronbach's alpha

k = Number of responses

$\sum (S^2)$  = Variance of individual items summed up

$\sum S^2 \text{sum}$  = Variance of summed up scores

A construct composite reliability co-efficient (Cronbach alpha) of 0.7 or above, for all the constructs, was considered adequate for this study.

## **Data Collection Procedures**

The researcher obtained an introduction letter from the university, which was presented to the prison officials so as to be allowed to collect the necessary data from the respondents. Drop and pick method was preferred for questionnaire administration so as to give respondents enough time to give well thought out responses. The researcher booked appointment with prison officials at least two days before visiting to administer questionnaires. The researcher personally administered the research instruments to the respondents. This enabled the researcher to establish

rapport, explain the purpose of the study and the meaning of items that may not be clear as observed by Best and Khan (2003). Where the prison officials restrict the researcher to personally administer the research instruments, prison wardens themselves will administer them.

### **Data Analysis Techniques**

Data was analyzed using Statistical Package for Social Sciences (SPSS Version 22.0). Descriptive statistics such as frequencies, percentages, mean score and standard deviation was estimated for all the quantitative variables and information presented in form of tables. The qualitative data from the open-ended questions was analyzed using conceptual content analysis and presented in prose form.

Inferential data analysis was done using multiple regression analysis to establish the relations between the independent and dependent variables. Multiple regression was used because it uses two or more independent variables to predict a single dependent variable. Since there are four independent variables in this study the multiple regression model generally assumes the following equation;

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \epsilon$$

Where:

Y= Performance of Prisoner's Reintegration Programmes

$\beta_0$ =constant,  $\beta_1, \beta_2, \beta_3$  and  $\beta_4$  = regression coefficients

$X_1$ = Capacity of Prison Officers;  $X_2$ = Employment Opportunities;  $X_3$ = Substance Abuse

$X_4$ = Prison Education Programmes;  $\epsilon$ =Error Term

In testing the significance of the model, the coefficient of determination ( $R^2$ ) was used. F-statistic was also computed at 95% confidence level to test whether there is any significant relationship between performance of prisoner's reintegration programmes and the factors influencing it.

## **RESEARCH RESULTS**

### **Reliability Analysis**

A pilot study was carried out to determine reliability of the questionnaires. Reliability analysis was subsequently done using Cronbach's Alpha which measures the internal consistency by establishing if certain items within a scale measure the same construct. Saunders (2011) established the Alpha value threshold at 0.7, thus forming the study's benchmark.

**Table 1: Reliability Analysis**

	Cronbach's Alpha	Decision
Capacity of Prison Officers	.815	Accepted
Employment Opportunities	.826	Accepted
Substance Abuse	.713	Accepted
Prison Education Programmes	.732	Accepted

Cronbach Alpha was established for every objective which formed a scale and the results showed that employment opportunities was more reliable with a coefficient of 0.826 followed by capacity of prison officers with 0.815 the prison education programmes with 0.732 while substance abuse was least with .713. This illustrates that all the four variables were reliable as their reliability values exceeded the prescribed threshold of 0.7 (Saunders, 2011). This, therefore, depicts that the research instrument was reliable and therefore required no amendments.

### Regression Analysis

The research study sought to establish factors influencing performance of prisoner’s reintegration programmes focusing on women prisoners in Meru Gk prison.

**Table 2: Model Summary**

Model	R	R <sup>2</sup>	Adjusted R <sup>2</sup>	Std. Error of the Estimate
1	0.810	0.656	0.638	0.113

The findings reveal that there was a strong positive relationship (R= 0.810) between the variables. The study also revealed that 63.8% of the performance of prisoner’s reintegration programmes could be explained by the independent variables under study as shown in Table 3.

**Table 3: Analysis of Variance (ANOVA)**

Model	Sum of Squares	D <sub>f</sub>	Mean Square	F	Significance.
Regression	1.946	4	0.487	36.762	3.64E-17
1 Residual	1.019	77	0.013		
Total	2.965	81			

The Analysis of Variance (ANOVA) findings reveal that, at 95% confidence level, the variables produce statistically significant values and can be relied on to explain performance of prisoner’s reintegration programmes. This shows that F-calculated was greater than the F-critical and hence there is a linear relationship between the independent variables and the dependent variable. In addition, the p-value was 0.000, which is less than the significance level (0.05). Therefore, the

model can be considered to be a good fit for the data and hence it is appropriate in predicting the influence of the independent variables on performance of prisoner’s reintegration programmes.

**Table 4: Regression Coefficients**

	Unstandardized		Standardized	t	Significance.
	Coefficients		Coefficients		
	B	Std. Error	Beta		
(Constant)	0.854	0.253		3.38	0.001
Capacity of Prison Officers	0.778	0.063	0.261	12.34	0.017
Employment Opportunities	0.677	0.070	0.152	9.67	0.001
Substance Abuse	0.614	0.054	0.014	11.37	0.008
Prison Education Programmes	0.883	0.072	0.457	12.26	0.016

The equation for the regression model is expressed as:

$$Y = 0.854 + 0.778X_1 + 0.677X_2 + 0.614X_3 + 0.883X_4$$

Where:

Y= Performance of Prisoner’s Reintegration Programmes

$\beta_0$ =constant;  $\beta_1, \beta_2, \beta_3$  and  $\beta_4$  = regression coefficients

X1= Capacity of Prison Officers; X2= Employment Opportunities; X3= Substance Abuse

X4= Prison Education Programmes

From this analysis it was evident that at 95% confidence level, the variables produce statistically significant values for this study (high t-values,  $p < 0.05$ ). A positive effect is reported for all the factors under study hence influencing performance of prisoner’s reintegration programmes. The results of the equation shows that for a 1- point increase in the independent variables, performance of prisoner’s reintegration programmes is predicted to increase by 0.854, if all the other factors are held constant. Again a unit increase in the scores of capacity of prison officers would lead to 0.778 increases in the performance of prisoner’s reintegration programmes. Further a unit increase in the scores of employment opportunities would lead to 0.677 increases in the performance of prisoner’s reintegration programmes.

Again unit increase in the scores of substance abuse would lead to 0.614 increases in the performance of prisoner’s reintegration programmes. Finally a unit increase in the scores of prison education programmes would lead to 0.883 increases in the performance of prisoner’s reintegration programmes. Overall prison education programmes had the greatest effect followed by capacity of prison officers then employment opportunities while substance abuse had the least effect on Performance of prisoner’s reintegration programmes.

## **DISCUSSION**

### **Capacity of Prison Officers**

The findings show that capacity of prison officers greatly influences performance of prisoner's reintegration programmes. This correspond to Mbugua (2011) who claim that major cause of prisons failure in rehabilitation rest on the people entrusted with the responsibility to reform the prisoners.

Adequate staffing and professional counselling were found to influence performance of prisoner's reintegration programmes in a great extent. This concurs with Musili and Mbatia (2016) who claim that in some rural prisons there are grass thatched mud walled houses; these very structures are in most cases shared by at least two families.

Availability of criminologists and availability of psychiatrists were also revealed to influence performance of prisoner's reintegration programmes in a great extent. This is related to Omboto (2010) who said that the reason why our prisons cannot reform inmates is related to the poor working conditions of the prisons staff.

Finally availability of psychologists influenced performance of prisoner's reintegration programmes in a little extent. This concur with Musili and Mbatia (2016) who on promotions officers complain that, in the prisons department, uniformed staff with similar academic qualifications, experience and personal file records (i.e. whether they have breached prisons" regulations or not) scatter in all ranks.

### **Employment Opportunities**

The findings reveal that the employment opportunities greatly influence performance of prisoner's reintegration programmes. Post-release job monitoring and community-based employment were revealed to influence performance of prisoner's reintegration programmes. This concurs with Sampson and Laub (2014) who claim that the utility of holding legitimate jobs has been explained with the application of social control theory, which posits that work operates as an informal mechanism of social control.

Further legal employment and vocational assessment were also found to greatly influence performance of prisoner's reintegration programmes. This was in line with Niven and Olagundoye (2012) who said that resettlement survey found that offenders nearing release, who had secured paying, post-release jobs, believed that they were less likely to re-offend than offenders nearing release without post-incarceration secured jobs.

Post-release job placement again was revealed to moderately influence performance of prisoner's reintegration programmes. This was in accordance to Visser (2016) who argue that among the more important employment interventions are job readiness classes, vocational education, certification, job training, job placement, and job monitoring.

## **Substance Abuse**

The results show that substance abuse greatly influences performance of prisoner's reintegration programmes. This correlate with Burrows, Clarke, Davidson Tarling and Webb (2011) who argue that failure to access appropriate support services in the community can result in offenders returning to prison time and time again, as the cycle of offending is perpetuated.

According to the results majority of the respondents indicated that drug abuse (heroin, cocaine bang etc), that alcohol abuse and that frequency of drug use influence performance of prisoner's reintegration programmes greatly. This similar to Kinner (2016) who said that approximately 80% of offenders admitted to Canadian federal penitentiaries are identified as having a substance abuse problem that is associated with their criminal behaviour on admission to prison.

They also indicated that severity of drug addiction moderately influence performance of prisoner's reintegration programmes. This concurs with Niven and Olagundoye (2012) who claimed that there appear to be high rates of alcohol and drug use among ex-prisoners and this may hinder their ability to secure legal employment and stable accommodation.

## **Prison Education Programmes**

Therefore from the above shows that prison education programmes greatly influence performance of prisoner's reintegration programmes. This was similar to Williams and Rosenfeld (2016) who points out that, in spite of their 'get tough on campaign' over recent years, violet imprisonment and re-imprisonment of offenders, prisoners released, without the proper preparation breeds recidivism.

The results showed that primary and secondary education and adult literacy classes greatly influence performance of prisoner's reintegration programmes. Joseph (2010) corresponds to this finding by saying that certain studies that have attempted to measure the effect prison education programs have on post-release employment also show positive results.

Vocational education as well as life skills' training was found to greatly influence performance of prisoner's reintegration programmes. This was similar to Gottschalk (2016) who indicated that in three of the four studies under investigation prison education programs significantly increased chances of securing employment following release from prison.

Tertiary education however was found to lightly influence performance of prisoner's reintegration programmes. This conforms to Omboto (2013) who claim that diverse programs all aim to improve prisoners' behaviour while in incarcerated, by facilitating the maturation and conscientiousness of the inmate, and to reduce recidivism, by improving employment prospects and by providing a broader frame of reference within which to make important decisions.

## **CONCLUSIONS**

The study concluded that capacity of prison officers greatly and significantly influences performance of prisoner's reintegration programmes. In this case, it was deduced that adequate staffing and professional counselling influence performance of prisoner's reintegration programmes in a great extent. The study also deduced that availability of psychiatrists greatly influence performance of prisoner's reintegration programmes while availability of psychologists influenced performance of prisoner's reintegration programmes in a little extent.

The study further concluded that employment opportunities greatly influence performance of prisoner's reintegration programmes. It was deduced that post-release job monitoring and community-based employment greatly influence performance of prisoner's reintegration programmes. Further legal employment and vocational assessment were also found to greatly influence performance of prisoner's reintegration programmes.

The study also concluded that show that substance abuse greatly and significantly influences performance of prisoner's reintegration programmes. The study deduced that drug abuse (heroin, cocaine, bang etc)and that frequency of drug use influence performance of prisoner's reintegration programmes greatly. It was also indicated that severity of drug addiction moderately influence performance of prisoner's reintegration programmes.

Finally the study concluded that prison education programmes greatly influence performance of prisoner's reintegration programmes. The study deduced that primary and secondary education and adult literacy classes greatly influence performance of prisoner's reintegration programmes. It was also found that vocational education greatly influence performance of prisoner's reintegration programmes. Tertiary education however was found to lightly influence performance of prisoner's reintegration programmes.

## **RECOMMENDATIONS**

1. The study recommended adequate budgetary allocation of resources to various GK prisons which will in turn lead to efficient reintegration programmes. The prison personnel should be well capacitated by being taken for special training with an aim of satisfying the prisoners' needs and wants. Hence prison officers should be taken to trainings and workshops and even short courses in order to enhance effective rehabilitation programme hence reduced incidences of recidivism.
2. Technology advancement should be used positively with an aim of improving the effectiveness of the reintegration programmes and reduced incidences of recidivism. The GK prisons should also acquire new modernized equipment's and machines in order to provide adequate skills which will lead to efficient reintegration programmes and reduced incidences of recidivism. 48 The micro-environment of the GK prisons should be improved with an aim of motivating the prison officers and also foster good learning environment for the prisoners.

3. An improved Scheme of Service and Establishment Structure for the Prisons Department needs to be put in place to facilitate the recruitment, promotion and retention of adequate and relevantly trained/skilled personnel. The two working tools should ensure that the promotions of prison officers are not guided by tribalism and nepotism but by merit and they should not be delayed for long periods. They should also ensure that more vacancies are created for recruitment of more expert prison officers to reduce the current heavy workload on prison officers.
4. The Scheme of Service should provide for further professional training and refresher courses and for retraining of prison officers in relevant skills and disciplines such as counseling, psychology, psychiatry, sociology, penology, law, investigation, human rights, criminology and the technical subjects for the industries and farms. The training would enable the officers to handle and/or cope with the dynamic criminal behaviour of modern offenders. The majority of our present prison staff does not have proper ideas of how to go about with the proper reintegration programmes of offenders.
5. There is need to deploy a resident doctor in every prison and equip the prisons with sufficient medical supplies in order to cater for the medical needs of prisoners and prison officers. The present scenario in most prisons is that of First Aid Kits and Sick Bays which are manned by unqualified personnel. The result of this shortcoming has been the rampant disease outbreaks and unwarranted deaths of prison officers and prisoners which could otherwise have been avoided.
6. The section would need to be manned by a special team of well-trained probation officers to attend to ex-prisoners' population needs such as intervening with employers to ensure that rehabilitated offenders who were formally employed before imprisonment reclaim their jobs. With relevant stakeholders, the team could facilitate the formation of Ex-prisoners Welfare Associations. Further, prisoners released on Presidential Amnesty or remission of sentences before they take their Trade Tests could be assisted by the proposed After-Care probation officers to continue with training and take the tests in order to save on resources already utilized on the ex-prisoners while they were in prison.

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