

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

BY

MARY MAKENA MUTABARI

**A Research Project Report Submitted in Partial Fulfilment of the Requirements for The
Award of the Degree of Master of Arts in Project Planning and Management of The
University of Nairobi**

2017

DECLARATION

I declare that this Research project report is my original work and has not been submitted for a degree in any other university or college for examination or academic purposes.

Signature:

Date:.....

Mutabari Mary Makena

L50/83719/2015

This research projectreport has been submitted for examination with my approval as the University Supervisor.

Signed..... Date

Dr., John M Wanjohi

School of Physical Sciences

University of Nairobi

DEDICATION

I dedicate this project to God Almighty my creator, my strong pillar, my source of inspiration, wisdom, knowledge and understanding. He has been the source of my strength throughout this program and on His wings only have I soared.

I also dedicate this work to my husband; Mathew Karauriwho has encouraged me all the way and whose encouragement has made sure that I give it all it takes to finish that which I have started. To my child Princess Mwendwa who has been affected in every way possible by this quest. Thank you. My love for you all can never be quantified.

ACKNOWLEDGEMENT

I cannot express enough thanks to my supervisor DR. John Wanjohi for his continued support and encouragement. I offer my sincere appreciation for the learning opportunities provided by my lectures.

My completion of this project could not have been accomplished without the support of my Boss, The Commissioner General of prison Isaya M. Osugo, CBS, Regional Commander Eastern Region The deputy commissioner of Prison DancanOgore, The county Commander Meru Region, Assistance Commissioner of Prison Benson Mbogori and my officer in-charge, Senior Superintendent of Prison RoseMaryNjenga. Thank you for allowing me time to research and write.

Finally, to my caring, loving, and supportive husband, Mathew: my deepest gratitude. Your encouragement when the times got rough are much appreciated and duly noted. It was a great comfort and relief to know that you were willing to provide management of our household activities while I completed my work. My heartfelt thanks.

TABLE OF CONTENTS

DECLARATION	ii
DEDICATION	iii
ACKNOWLEDGEMENT	iv
TABLE OF CONTENTS.....	v
LIST OF TABLES	viii
LIST OF FIGURES	ix
ABBREVIATIONS AND ACRONYMS	x
ABSTRACT.....	xi
CHAPTER ONE:INTRODUCTION.....	1
1.1 Background of the Study	1
1.2 Statement of the Problem.....	3
1.3 Purpose of the Study	5
1.4 Objectives of the Study.....	5
1.5 Research Questions.....	5
1.6 Significance of the Study.....	6
1.7 Delimitation of the Study.....	6
1.8 Limitations of the Study.....	6
1.9 Basic Assumptions of the Study	7
1.10 Definition of Significant Terms	7
1.11 Organization of the Study	8
CHAPTER TWO:LITERATURE REVIEW	9
2.1 Introduction.....	9
2.2 Capacity of Prison Officers and Performance of Prisoner’s Reintegration Programmes....	9
2.3 Employment Opportunities and Performance of Prisoner’s Reintegration Programmes ..	10
2.4 Substance Abuse and Performance ofPrisoner’s Reintegration Programmes	12
2.5 Education Programmes and Performance of Prisoner’s Reintegration Programmes	14
2.7 Theoretical Orientation	16
2.7.1 Relapse Prevention Theory	16
2.7.2 Ecological Theory	17
2.7.3 Empowerment Theory.....	18

2.7.4	Rehabilitation Theory.....	19
2.8	Conceptual Framework.....	19
2.9	Summary and Research Gaps	20
CHAPTER THREE:RESEARCH METHODOLOGY		22
3.1	Introduction.....	22
3.2	Research Design.....	22
3.3	Target population.....	22
3.4	Sample size and Sampling Procedures	23
3.4.1	Sampling Size.....	23
3.4.2	Sampling Procedures.....	23
3.5	Research Instruments.....	24
3.5.1	Pilot Testing.....	24
3.5.2	Validity of Research Instruments.....	24
3.5.3	Reliability of Research Instruments.....	25
3.6	Data Collection Procedures.....	25
3.7	Data Analysis Techniques.....	26
3.8	Ethical Considerations	27
3.9	Operational Definition of Variables.....	27
CHAPTER FOUR:DATA ANALYSIS, PRESENTATION AND INTERPRETATION		31
4.1	Introduction.....	31
4.2	Response Rate.....	31
4.3	Reliability Analysis.....	31
4.4	Background Information of Respondents (Demographic characteristics).....	32
4.4.1	Designation of the Respondent	32
4.4.2	Highest Level of Education of the Respondent.....	32
4.4.3	Time in Prison	33
4.5	Variables of the study	33
4.5.1	Capacity of Prison Officers.....	33
4.5.2	Employment Opportunities	34
4.5.3	Substance Abuse	36
4.5.4	Prison Education Programmes	37

4.5.5	Performance of Prisoner’s Reintegration Programmes.....	38
4.8	Regression Analysis.....	38
CHAPTER FIVE:SUMMARY, DISCUSSION, CONCLUSIONS AND RECOMMENDATIONS		
	41
5.2.1	Capacity of Prison Officers.....	41
5.2.2	Employment Opportunities.....	41
5.2.3	Substance Abuse.....	41
5.2.4	Prison Education Programmes.....	42
5.3	Discussion.....	42
5.3.1	Capacity of Prison Officers.....	42
5.3.2	Employment Opportunities.....	43
5.3.3	Substance Abuse.....	43
5.3.4	Prison Education Programmes.....	44
5.4	Conclusion.....	44
5.5	Recommendations.....	45
5.6	Recommendations for Further Studies.....	47
REFERENCES.....		48
APPENDICES.....		55
Appendix I:	Letter of Transmittal.....	55
Appendix II:	Research Questionnaire.....	56

LIST OF TABLES

Table 3. 1: Target Population.....	22
Table 3. 2: Sampling Frame and sample size	23
Table 3. 3: Operationalization of variables.....	28
Table 4.1: Response Rate.....	31
Table 4.2: Reliability Analysis.....	31
Table 4. 3: Designation of the Respondent	32
Table 4. 4: Highest Level of Education of the Respondent.....	32
Table 4. 5: Period Worked/Been in the Prison	33
Table 4. 6: Extent of Capacity of Prison Officers Influence	33
Table 4. 7: Extent Capacity of Prison Officers.....	34
Table 4. 8: Extent of Employment Opportunities Influence	35
Table 4. 9: Extent of Influence of Employment Opportunities	35
Table 4. 10: Extent of Substance Abuse Influence.....	36
Table 4. 11: Extent of Influence of Substance Abuse Aspects.....	36
Table 4. 12: Extent of Prison Education Programmes Influence	37
Table 4. 13: Extent of Influence of Prison Education Programmes Aspects	37
Table 4. 14: Performance of Prisoner’s Reintegration Programmes.....	38
Table 4. 15: Model Summary.....	38
Table 4. 16: Analysis of Variance (ANOVA).....	38
Table 4. 17: Regression Coefficients.....	39

LIST OF FIGURES

Figure 1: Conceptual Framework	20
--------------------------------------	----

ABBREVIATIONS AND ACRONYMS

AIDS:	Acquired immunodeficiency syndrome
Gk:	Government of Kenya
HIV:	Human Immunodeficiency Virus
NACOSTI:	National Commission for Science, Technology and Innovation
NICRO:	National Institute for Crime Prevention and Reintegration of Offenders
SPSS:	Statistical Package for Social Sciences
TC:	Therapeutic Community
UN:	United Nations

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 were analyzed using conceptual content analysis and presented in prose form. The findings show that capacity of prison officers greatly influences performance of prisoner's reintegration programmes. The findings reveal that the employment opportunities greatly influence performance of prisoner's reintegration programmes. The results show that substance abuse greatly influences performance of prisoner's reintegration programmes. Therefore from the above shows that prison education programmes greatly influence performance of prisoner's reintegration programme. The study concluded that capacity of prison officers greatly and significantly influences performance of prisoner's reintegration programme. The study further concluded that employment opportunities greatly influence performance of prisoner's reintegration programme. The study also concluded that that substance abuse greatly and significantly influences performance of prisoner's reintegration programmes. Finally the study concluded that prison education programmes greatly influence performance of prisoner's reintegration programme. The study recommended adequate budgetary allocation of resources to various GK prisons which will in turn lead to efficient reintegration programmes. The study recommended adequate budgetary allocation of resources to various GK prisons which will in turn 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.

CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

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.

1.2 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.

1.3 Purpose of the Study

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

1.4 Objectives of the Study

The study sought to achieve the following objectives;

- i. To find out the influence of capacity of prison officers on performance of prisoner's reintegration programmes among women prisoners in Meru Gk prison.
- ii. To evaluate the influence of employment opportunities on performance of prisoner's reintegration programmes among women prisoners in Meru Gk prison.
- iii. To determine the influence of substance abuse on performance of prisoner's reintegration programmes among women prisoners in Meru Gk prison.
- iv. To establish the influence of education programmes on performance of prisoner's reintegration programmes among women prisoners in Meru Gk prison.

1.5 Research Questions

The study sought answers to the following questions;

- i. What is the influence of capacity of prison officers on performance of prisoner's reintegration programmes among women prisoners in Meru Gk prison?
- ii. To what extent do employment opportunities influence of performance of prisoner's reintegration programmes among women prisoners in Meru Gk prison?
- iii. In what ways does substance abuse influence performance of prisoner's reintegration programmes among women prisoners in Meru Gk prison?
- iv. What is the influence of education programmes on performance of prisoner's reintegration programmes among women prisoners in Meru Gk prison?

1.6 Significance of the Study

There is no doubt that offender reintegration, as a strategy for crime prevention and reduction should be regarded as priority in Kenya. Apart from reducing crime rate and recidivism, the study will advocate for Practical and conscientious positive actions towards enhancing the conditions of the discharged prisoners in Meru County. In practical terms, the findings of this study could bring to the fore the inadequacies, deficiencies, flaws and other problems inherent in the process of reformation and rehabilitation of prisoners. The findings of this study will bring to the fore various cultural sentiments that inform the various ways people perceive discharged prisoners as well as emphasize the negative effects of cultural beliefs and practices on the reintegration needs of the discharged prisoners.

The government and its agencies might find the results of this study relevant in designing effective intervention programmes that will promote the smooth reintegration of discharged prisoners into the society in addition to helping to re-orientate family and societal members towards changing their views and attitude towards discharged prisoners. The study will make significant input in the body of knowledge on the factors that militate against the smooth reintegration of discharged prisoners in Meru County. Finally, the findings of this study may serve as a veritable source of reference for students and researchers who are interested to embark on further studies in the area of correctional studies.

1.7 Delimitation of the Study

Meru Gk prison was chosen as the study area since it is one of the women prisons where most released women prisoners have been rearrested. The respondents for the study were drawn from the personnel at Meru Gk prison and the rearrested convicts themselves. The study utilized primary data for a period of ten years from 2007 to 2016. The data was collected within the month of January 2017.

1.8 Limitations of the Study

The respondents comprised of management staff and convicts at Meru GK prison who are generally rather unavailable due to the nature of their work and tight security at the prison. This could lead to low response rate. To counter this challenge prison management was contacted in advance and arrangements on how data would be collected organized. Further, questionnaires were

dropped and picked later to give respondents adequate time to fill them up. Prior arrangements to deliver and pick questionnaire were made to ensure the respondents were met at their convenience.

Finally, the information sought by the study is rather confidential and personal at the same time. The respondents could thus shy away from providing accurate information for fear of victimization. This was addressed by first convincing the respondents that the information provided would be treated with utmost confidentiality. Secondly, the introduction letter from the university was used to prove that the information provided would be used for academic purpose only. In addition, a research permit from the National Commission for Science, Technology and Innovation (NACOSTI) was carried all alone

1.9 Basic Assumptions of the Study

The study assumes that there would be no significant changes in the composition of the target population that might affect the effectiveness of the study sample. This study also assumed that the respondents would be honest, cooperative and objective in the response to the research instruments and would be available to respond to the research instruments in time. Finally, the study assumed that the authorities in the prison would grant the required permission to collect data from the prison staff and convicts.

1.10 Definition of Significant Terms

Capacity: The ability to do something. This is the a mental, emotional, or physical ability of Prison Officers to rehabilitate inmates.

Education Programmes is a program written by the institution or ministry of education which determines the learning progress of each subject in all the stages of formal education.

Employment Opportunities: A contract in which one person, the employee, agrees to perform work for another, the employer.

Performance: The accomplishment of a given task measured against preset known standards of accuracy, completeness, cost, and speed.

Prisoner: a person legally committed to prison as a punishment for a crime or while awaiting trial.

Reintegration Programmes programs aimed at transitioning an individual who was not a functioning member of society into a state where the individual controls and directs their own life.

Reintegration: The process of transitioning from a state in which an individual was not a functioning member of society into a state where the individual controls and directs their own life.

Substance Abuse: A patterned use of a drug in which the user consumes the substance in amounts or with methods which are harmful to themselves or others, and is a form of substance-related disorder.

1.11 Organization of the Study

The study is organized into five chapters. Chapter one contains the introduction to the study. It presents background of the study, statement of the problem, purpose of the study, objectives of the study, research questions, significance of the Study, delimitations of the study, limitations of the Study and the definition of significant terms. On the other hand, chapter two reviews the literature based on the objectives of the study. It further looked at the conceptual framework and finally the summary. Chapter three covers the research methodology of the study. The chapter describes the research design, target population, sampling procedure, tools and techniques of data collection, pre-testing, data analysis, ethical considerations and finally, the operational definition of variables. Chapter four presents analysis and findings of the study as set out in the research methodology. The study closes with chapter five, which presents the discussion, conclusion, and recommendations for action and further research.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter consists of the empirical review and theoretical framework that support the variables under investigation for the study, review of the literature on variables, the conceptual framework, critique of the existing literature summary and finally the research gap.

2.2 Capacity of Prison Officers and Performance of Prisoner's Reintegration Programmes

A major cause of prisons failure in rehabilitation rest on the people entrusted with the responsibility to reform the prisoners (Mbugua, 2011). 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 requires an in-depth understanding of human behaviour, human motivation, human worth and human dignity. If this is missing then it is impossible for them to rehabilitate the offenders (Ostermann&Matejkowski, 2014).

In terms of training for the job, the core function of reformation and rehabilitation require that prison officers must first accept that prisoners are incarcerated as a punishment and not for punishment, and they must have the ability to facilitate behaviour and attitude change (Hunter, Lanza, Lawlor, Dyson & Gordon, 2015). This requires that professionals such as psychiatrists, psychologists, pastors, professional counsellors, social workers, sociologists, criminologists and other social scientists should serve as uniformed officers who come into contact with the prisoners daily because only such experts have what it takes to make positive changes in the human mind: where criminality is fostered. This is not the case as studies show that a good number of prisoners have attained university and college education as compared to the prison officers (Omboto, 2010).

On the integrity of the prison officers, it is worth to point out that prisons department like any other organization has some dishonest employees, for example, the report titled "Warder seized over bang smuggling" and another "Prison Officer is seized over robbery" confirm the existence

of such prison officers(Omboto, 2013). These dishonest officers have shamelessly enabled some prisoners to continue with illegal activities such as drug abuse right inside jails as mentioned earlier, therefore making rehabilitation of such offenders impossible. The use of mobile phones by prisoners also is illegal but such officers have smuggled them into prison institutions thus enabling prisoners to communicate freely with the outside world in the end maintaining criminal links and carrying out criminal acts such as defrauding.

Another reason why our prisons cannot reform inmates established by Omboto (2010) is related to the poor working conditions of the prisons staff. Morale of the lower cadre officers is at the lowest ebb for the delicate work. Though the government slightly improved the salary, housing is a serious problem while for security reasons, prison warders cannot rent houses outside the prisons compound. In some rural prisons there are grass thatched mud walled houses, these very structures are in most cases shared by at least two families (Musili&Mbatia, 2016). The new recruits leave college to prison institutions to be housed in unpartitioned halls where privacy is unaffordable luxury even without electricity provision.

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 (Musili&Mbatia, 2016). For instance, it is not surprising to find an A level with two principles, Division Three or a Kenya Certificate of Secondary Education D+ mean grade holders, all with 10 years working experience who were employed as warders in all ranks namely: warders (the lowest rank) , chief officers (five ranks up) and even other ranks above. For example, some warders at the Youth Corrective Training Centre had served the prisons department for over twenty years in that lowest rank (Otiato, 2014). This situation de-motivates and demoralises, it is worst when one realises that his/her senior is of lower qualifications (academic and professional experience) therefore it a positive step that the prison administration from the year 2008 has made efforts to steam line promotions.

2.3 Employment Opportunities and Performance of Prisoner's Reintegration Programmes

Employment provides more than the income necessary to support adequate material conditions. It also provides structure and routine, while filling time. It provides opportunities to expand one's

social network to include other productive members of society. In addition to all this, employment can contribute to enhanced self-esteem and other psychological health (Graffam, Shinkfield, Lavelle & McPherson, 2014). 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 recidivate than those ex-prisoners without legitimate job opportunities.

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 (Sampson & Laub, 2014). The utility of legal employment in reducing the risk of re-offending is supported by research conducted in the UK where an analysis of data gathered in the 2001. 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 (Niven & Olagundoye, 2012). Similar results have been achieved in the U.S. with employment programs sponsored by the Safer Foundation.

In Canada, approximately 75 percent of offenders who enter the federal correctional institutions are identified as having employment needs (Gillis and Andrews, 2015). Offenders released from confinement encounter a myriad of challenges with respect to securing employment. These include personal factors such as low self-esteem, low motivation, skills deficit, lack of training, mental illness, and substance abuse; a lack of stable accommodation; social factors such as negative peer influence, an absence of family support and a poor employment record (Rakis, 2015). Obtaining legal employment is one of the best predictors of the post-release success of ex-prisoners. More importantly, offenders have identified employment as a key factor in post-release success.

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 (Webster, Hedderman, Turnbull & May, 2011). One analysis of the impact of community-based employment interventions that used random assignment of participants to the programs on re-offending, however, found no statistically significant effect on the likelihood that program participants would be re-arrested (Visher, 2016). Similarly, quasi-experimental studies of community

employment programs have also failed to find significant reductions in recidivism for participants in employment service interventions.

It has been suggested however, that the gains of employment with respect to reducing re-offending may be linked to the quality of the job, rather than merely being employed (Niven & Olagundoye, 2012). Furthermore, the relationship between legal employment and reduced recidivism may be heavily influenced by the interaction of the following factors: stable accommodation, having employment-related qualifications, not having substance abuse-related problems, and being proactive in asking for help with job searches (Sampson & Laub, 2014). Researchers have noted that it is vital that the individual needs of ex-prisoners be identified and matched with specific services. Among the more important employment interventions are job readiness classes, vocational education, certification, job training, job placement, and job monitoring (Visher, 2016).

Although the empirical evidence does not demonstrate significant decreases in recidivism rates for offenders participating in employment service interventions, there is little doubt that legitimate employment is vitally important in the seamless reintegration of offenders back into their communities (Rakis, 2015). It is important that employment-related services be provided on a continuum from the time an offender enters prison until their release into the community. Vocational assessment should occur early in an offender's sentence and should guide the future employment-related services that are offered to the offender. The vocational assessment would provide a series of benchmarks to assess the progress of an offender's employment-readiness plan. The success of this continuum may be contingent upon the development of policies and procedures that are developed among institutional corrections, community corrections, the private sector, and community organizations (Naidoo & Mkize, 2012).

2.4 Substance Abuse and Performance of Prisoner's Reintegration Programmes

Drug dependent offenders are caught in a vicious circle. Unless the treatment they receive in prison for their addiction is maintained on their return to the community, the chances are that they will relapse and begin offending again to support their drug use. 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 (Burrows, Clarke, Davidson Tarling &

Webb, 2011). In Canada offenders in correctional institutions often share the common attributes of high rates of drug use both prior to, and during, incarceration. 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 (Kinner, 2016).

In the UK, data gathered through the Prison Criminology Survey of self-reported drug and alcohol use found one-half of the offenders surveyed reported that they had used heroin, crack, or cocaine in the year prior to their incarceration. Further, over one-half of the offenders reported that their criminal behaviour was linked to their drug use, in particular, to finance their habit (Harper and Chitty, 2014). In comparison, a quarter of offenders who experienced alcohol abuse problems reported a link between their drinking and criminal behaviour, which, they reported, resulted from lapses in judgment as a consequence of drinking.

While numerous studies have found that substance abuse is associated with criminal offending, less is known about the patterns of drug and alcohol use by offenders following release into the community. 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 (Niven and Olagundoye, 2012). There is some evidence to suggest that severely addicted persons are often perennial offenders and this has led policy-makers to focus on drug-related rather than alcohol-related offending (Harper and Chitty, 2004). This attention is also supported by evidence, which suggests that drug offenders are the most likely to recidivate and that they also present the greatest risk to fail to reintegrate (Belenko, 2008).

Research studies have found that the most successful approach in reducing recidivism among offenders, both immediately upon release into the community and over the long-term, are prison-based and community-based therapeutic community (TC) models (MacKenzie, 1997). One of the most important recommendations from the literature describing the link between substance abuse and criminal behaviour is that the gains made during in-prison treatment programs can only be maintained if an offender is provided with sufficient aftercare support upon release (Harper and Chitty, 2014). Further, recidivism outcomes are most favourable for offenders who participate in both in-prison treatment programming as well as aftercare programming.

Prendergast, Hall, Wexler, Melnick & Cao, (2014) found that prisoners who participated in in-prison and community aftercare programming had a three-year re-imprisonment rate of 27 percent. In comparison, prisoners who had failed to participate in aftercare treatment services, and prisoners in the no treatment control group, had three-year re-imprisonment rates of 82, 79, and 75 percent respectively. The findings from the five-year follow-up of these same offenders indicated that prisoners who participated in aftercare programming had lower rates of re-imprisonment, had higher levels of post-release employment, and were in the community for longer periods of time before re-imprisonment (Visher, 2016). Similar findings have been reported for programs that target probationers. A study of 134,000 'drug-involved' probationers sentenced in Florida which examined the effects of non-residential substance abuse treatment on arrest found a positive impact on recidivism rates. The number of individuals expected to recidivate and the number of expected arrests was reduced for those involved in non-residential treatment programming, as evaluated at the 24-month follow-up (Rakis, 2015).

Usher and Stewart (2014) compared women offenders who were substance abusers to those who were not on a number of different criteria: risk and need variables, demographic characteristics, and recidivism data. They found that almost 60% of those had successfully completed a substance abuse treatment program at some point during their incarceration. There was a trend for substance abusers to recidivate at a higher rate than non-abusers; however, this was not statistically significant. Next, the released substance abusers that completed relevant institutional programming were compared to their untreated counterparts on post-release outcome (Kelly & Bogue, 2014). Although the recidivism rates for both groups were relatively low, those who had participated in substance abuse programming were significantly less likely to return to custody than their untreated counterparts.

2.5 Education Programmes and Performance of Prisoner's Reintegration Programmes

Prisoners released without any education, employment and cognitive restructuring addressing anti-social behaviour has a negative impact on the communities they are released in. Williams and Rosenfeld (2016) points out that, in spite of their 'get tough on campaign' over recent years, violent imprisonment and re-imprisonment of offenders, prisoners released, without the proper preparation breeds recidivism. The available research indicate that certain carefully designed and administered prison education programs can improve inmate behaviour and reduce recidivism.

For example, a recent study sponsored by the Virginia Department of Correctional Education tracked reincarceration rates among offenders in Virginia over a fifteen-year period and found that recidivism rates were 59 percent lower for those inmates who had participated in and completed prison educational programs versus those who had not participated (Muntingh, 2011). Preliminary results from the largest and most comprehensive correctional education and recidivism study to date also show lower rates of recidivism among inmates who participated in these programs, although the findings are not as dramatic as the Virginia study. In this study of over 3,000 inmates, rates of reincarceration for offenders who participated in education programs were 20 percent lower than inmates who did not. Moreover, certain studies that have attempted to measure the effect prison education programs have on post-release employment also show positive results (Joseph, 2010).

Gottschalk (2016) indicated that in three of the four studies under investigation prison education programs significantly increased chances of securing employment following release from prison. Despite these promising findings, evidence suggests that funding for these programs has not kept pace with the recent expansion of the prison population. During the “get tough on crime” environment that dominated the 1990s, many states cut existing prison educational programs, often to fund new prisons (Joseph, 2010). In California, for example, the number of prison teachers has dropped by 200 over the last 15 years, as the prison population grew from 30,000 to 160,000. Also, in 1994 inmates were declared ineligible for college Pell grants, leaving many prisoners unable to pursue college degrees during their incarceration.

US Federal Bureau of prisons study found that, successfully completed educational programs for six months confined, the lower the recidivism (Kelly & Bogue, 2014). In Nigeria, many prisoners are illiterates and those literate with basic normal education do not have access to information regarding to daily activities responsibilities. Thus, criminal behaviours and delinquency are common occurrences in Nigeria. The recent cases experienced were; Rape, drug trafficking, murder, armed robbery, fraud, traffic offences and theft have become more serious to tackle as they have manifested with new methods and techniques. South Africa has estimated recidivism

at 66 percent and 94 percent (Muntingh, 2011). This shows recidivism figures are very high, indicates rehabilitation has not been the main focus in the prisons.

Today, most Kenyan prison systems offer a wide range of educational programs, from vocational training to post-secondary education courses. These diverse programs all aim to improve prisoners' behaviour while 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 (Omboto, 2013). Programs within Kenya prison setting are categorized into formal and vocational training; education is the acquisition of knowledge and ability through intellectual, moral and physical training. Inmates get certificates after sitting various National examinations like Kenya certificate of primary Education. The first candidate in Kisii prison scored 335 marks (Papa, 2015).

2.7 Theoretical Orientation

This section discusses the theoretical foundation on which the study is anchored. The study is grounded on relapse prevention theory, supported by the empowerment theory and the public participation theory.

2.7.1 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). RP treatment procedures include specific intervention techniques designed to teach the individual to effectively anticipate and cope with potential relapse situations. 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). Then above theory is related to this study in such a way that rehabilitation programmes aims at changing the habits and characters of the prisoners so that they become constructive persons in the community. 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.

2.7.2 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 individuals post 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). It would also be very beneficial to supply inmates with resources and education, provided by family educators that empower them to create healthier family and

community environment. Ecological Theory supports the idea that resource availability would create a positive environmental support structure for post-incarcerated individuals and would be very effective in reducing recidivism rates (Usher, 2013).

2.7.3 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). 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. An empowering intervention is that which builds capacity of individuals to positively influence their wellbeing outcomes. 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). Typically, therefore, an empowering development process might begin with an environmental assessment of the opportunities to participate and develop strategies to include participants in the design, implementation, monitoring and evaluation of interventions.

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.

2.7.4 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 reformatory. The ultimate objective of punishment, in this view, is to bring about social tranquillity. 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.

2.8 Conceptual Framework

The relationship between the variables is presented schematically in Figure 1.

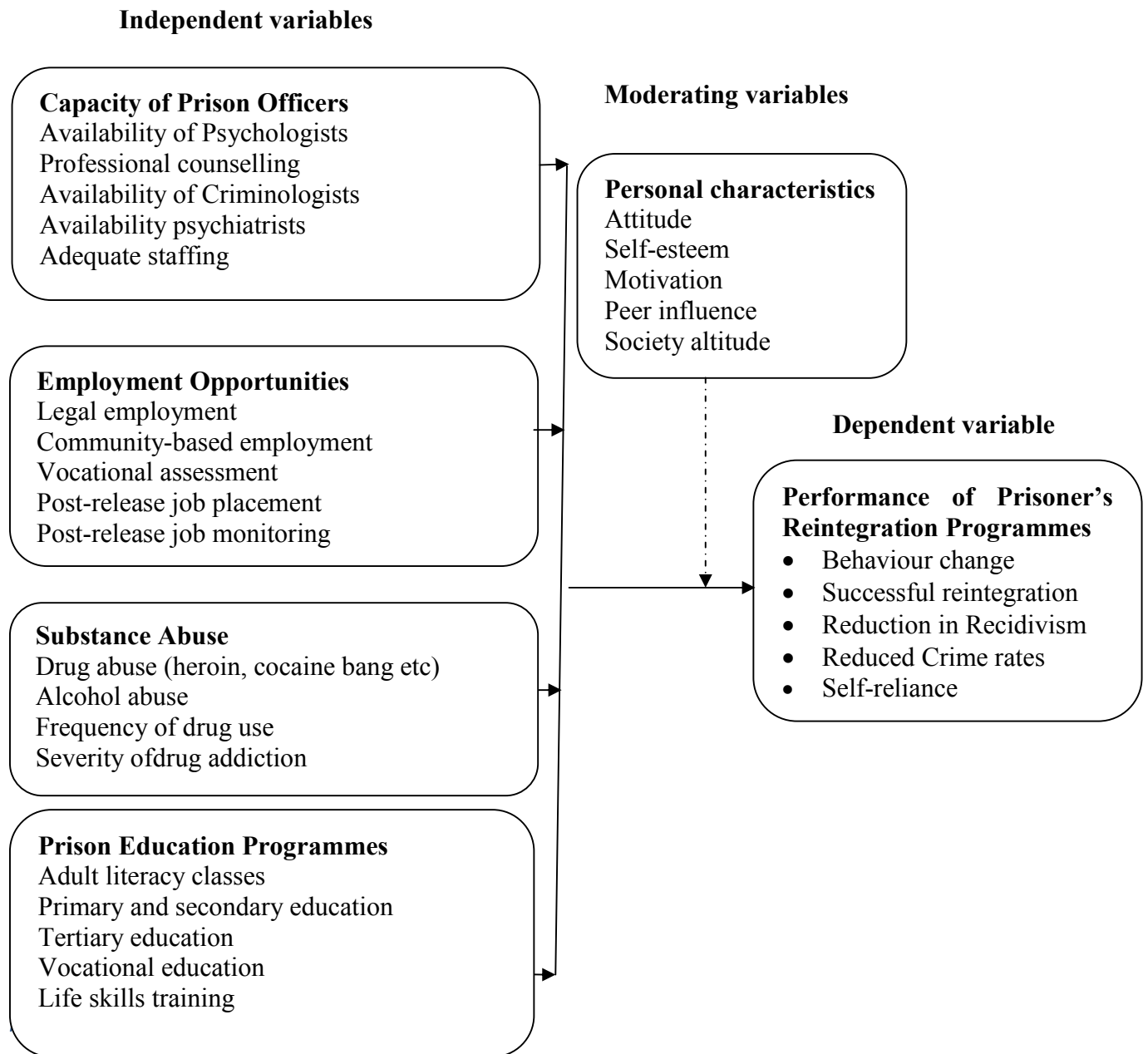


Figure 1 Conceptual Framework

2.9 Summary and 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 recidivate 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 shows 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 solutions 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.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter explains the methodology that was used by the researcher to find answers to the research questions. In this chapter, the research methodology is presented in the following order, research design, target population, sampling procedure, data collection methods, instruments of data collection and the pilot study. The section also explains how data was analyzed to produce the required information necessary for the study. Finally, the chapter provides the ethical issues and operationalization of the variables.

3.2 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. This design is very useful in studying the inter-relations between the variables already mentioned in the conceptual framework Mugenda and Mugenda, (2003).

3.3 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. Based on the recommendations of Churchill and Iacobucci (2010) in defining the unit of analysis for a study, the target population for this study the target population was all the 1259 inmates and 317 officers in the prison according to prison records as shown in table 3.1 below.

Table 3. 1: Target Population

	Frequency	Percentage
Officers	317	20.1
Prisoners released	752	47.7
Prisoners re-arrested again	507	32.2
Total	1576	100.0

Source: Prison Department (2016)

3.4 Sample size and Sampling Procedures

Sampling is a deliberate choice of a number of people who are to provide the data from which a study will draw conclusions about some larger group whom these people represent. The section focuses on the sampling size and sampling procedures.

3.4.1 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).

$$n = \frac{z^2 \cdot N \cdot \hat{p}^2}{(N - 1)e^2 + z^2 \hat{p}^2}$$

Where; n = Size of the sample,

N = Size of the population and given as 1576,

e = Acceptable error and given as 0.05,

\hat{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).

Table 3. 2: Sampling Frame and sample size

Management level	Population	Ratio	Sample
Officers	317	0.20	62
Prisoners released	752	0.20	147
Prisoners re-arrested again	507	0.20	99
Total	1576		309

3.4.2 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).

3.5 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.

3.5.1 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.

3.5.2 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).

3.5.3 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 (α) which is computed as follows:

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

Where:

α = 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.

3.6 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.

3.7 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;

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

Where:-

Y= Performance of Prisoner's Reintegration Programmes

β_0 =constant

$\beta_1, \beta_2, \beta_3$ and β_4 = regression coefficients

X_1 = Capacity of Prison Officers

X_2 = Employment Opportunities

X_3 = Substance Abuse

X_4 = Prison Education Programmes

ε = 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.

3.8 Ethical Considerations

The researcher collected sensitive information and therefore has a moral obligation to treat the information with utmost care. The researcher assured the respondents confidentiality of the information given to ensure that the respondents are not reluctant to give the information as sought by the study. This was done by using the transmittal letter indicating that the data collected was only for academic purposes.

3.9 Operational Definition of Variables

The operationalization of variables is shown in Table 3.3.

Table 3.3: Operationalization of variables

Objectives	Type of Variable	Indicator	Measuring Indicators of	Scale	Tools of analysis	Type of analysis
To find out the influence of capacity of prison officers on performance of prisoner's reintegration programmes among women prisoners in Meru Gk prison.	Independent	Capacity of Prison Officers	Availability of Psychologists Professional counselling Availability of Criminologists Availability psychiatrists Adequate staffing	Interval Ordinal Interval Interval Interval	Percentages Mean score	Descriptive statistics Regression analysis
To evaluate the influence of employment opportunities on performance of prisoner's reintegration	Independent	Employment Opportunities	Legal employment Community-based employment Vocational assessment Post-release job placement Post-release job	Interval Interval Ordinal Ordinal	Percentages Mean score	Descriptive statistics Regression analysis

programmes among women prisoners in Meru Gk prison.			monitoring			
To determine the influence of substance abuse on performance of prisoner's reintegration programmes among women prisoners in Meru Gk prison.	Independent	Substance Abuse	Drug abuse (heroin, cocaine bang etc) Alcohol abuse Frequency of drug use Severity of drug addiction	Interval Interval Interval Interval	Percentages Mean score	Descriptive statistics Regression analysis
To establish the influence of education programmes on performance of prisoner's reintegration programmes	Independent	Education programmes	Adult literacy classes Primary and secondary education Tertiary education Vocational education Life skills training	Nominal Nominal Ordinal Interval Nominal	Percentages Mean score	Descriptive statistics Regression analysis

among women prisoners in Meru Gk prison.						
	Dependent	performance of prisoner's reintegration programmes	Behaviour change Successful reintegration Reduction in Recidivism Reduced Crime rates Self-reliance	Interval Ordinal	Mean score	Descriptive statistics Regression analysis

CHAPTER FOUR
DATA ANALYSIS, PRESENTATION AND INTERPRETATION

4.1 Introduction

This chapter begins by considering the response rate of questionnaires administered by the researcher as well as the response of interviewees who were subjected to interview using a written schedule. The background information of the respondents is also discussed in detail. Data that was collected was analysed, presented and interpreted as guided by the research questions.

4.2 Response Rate

Out of 309 questionnaires administered the researcher managed to obtain 212 fully completed questionnaires representing a 68.6% response rate which is within what Flick (2015) prescribed as a significant response rate for statistical analysis and established at a minimal value of 50%.

Table 4.1: Response Rate

	Questionnaires	Response Rate
Response	212	68.6%
Non- Response	97	31.4%
Total	309	100

4.3 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 4.2: 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.

4.4 Background Information of Respondents (Demographic characteristics)

In this part general information of respondents was analyzed by use of frequencies and percentages.

4.4.1 Designation of the Respondent

Table 4.3 summarizes the designation of the Respondents who responded to the questionnaires administered.

Table 4. 3: Designation of the Respondent

Designation	Frequency	Percentage
Officers	44	20.8
Prisoners released	109	51.4
Prisoners re-arrested again	59	27.8
Total	212	100.0

Table 4.3 shows that majority of respondents who participated in the study, prisoners released were 51.4%, 27.8% were prisoners re-arrested again while out of 212 participating respondents, there were only 44 officers. The respondents had a clue on the subject under study.

4.4.2 Highest Level of Education of the Respondent

Table 4.4 gives a summary of the highest level of education of both officers and inmates who responded to the questionnaires administered.

Table 4. 4: Highest Level of Education of the Respondent

	Frequency	Percentage
Certificate	172	81.1
Diploma	37	17.5
Undergraduate	3	1.4
	212	100

Out of 212 respondents involved in this study only 1.4% had an undergraduate level of education. Other 17.5% of the total respondents had diploma while the majority as shown by 81.1% were certificate holders. This means that respondents who responded to the questionnaires were aware of the information being sought.

4.4.3 Time in Prison

The research sought to know the time for which the respondent had either worked in the prison or been in the prison as an inmate and the table 4.5 gives the results.

Table 4. 5: Period Worked/Been in the Prison

	Frequency	Percent
1-4 years	24	11.3
5-8 years	63	29.7
9-12 years	86	40.6
13- 16 years	27	12.7
17 years and above	12	5.7
Total	212	100.0

The results show that those who had worked or been in the prison for 1-4 years were 24, for 5-8 years were 63, for 9-12 years were 86, for 13- 16 years were 27 while those who had worked or been in the prison for 17 years and above were 12. This implies that the respondents could understand and give the information the respondent sought.

4.5 Variables of the study

The study focused on four factors derived from the objectives of the study. They are guided by the research questions which were designed to address the statement of the problem and the objectives.

4.5.1 Capacity of Prison Officers

The extent to which the capacity of prison officers influence performance of prisoner's reintegration programmes focusing on women prisoners was sought and the respondents opinions were presented in the table 4.6.

Table 4. 6: Extent of Capacity of Prison Officers Influence

	Frequency	Percent
Low extent	26	12.4
Moderate extent	63	29.9
Great extent	73	34.2
Very great extent	50	23.5
Total	212	100

The results reveal that majority of the respondents indicated that the capacity of prison officers influence performance of prisoner's reintegration programmes in a great extent as shown by 34.2% (73). Further with 29.9% (63) indicated that in a moderate extent capacity of prison officers influence performance of prisoner's reintegration programmes. Again, 23.5% (50) indicated that capacity of prison officers influence performance of prisoner's reintegration programmes in a very great extent, 12.4% (26) showed that capacity of prison officers influence performance of prisoner's reintegration programmes in in a little extent. Therefore from the above findings it's true that capacity of prison officers greatly influence performance of prisoner's reintegration programmes.

The influence of various aspects of capacity of prison officers on performance of prisoner's reintegration programmes focusing on women prisoners was also sought and the respondents' opinions were presented in Table 4.7.

Table 4. 7: Extent Capacity of Prison Officers

	Mean	Std. Dev.
Availability of Psychologists	2.460	0.499
Professional counselling	4.048	0.658
Availability of Criminologists	3.952	0.215
Availability psychiatrists	3.733	0.607
Adequate staffing	4.049	1.039

Adequate staffing (Mean=4.049) and professional counselling (Mean=4.048) were found to influence performance of prisoner's reintegration programmes in a great extent.

Availability of criminologists (Mean=3.952) and availability of psychiatrists (Mean=3.733) were also revealed to influence performance of prisoner's reintegration programmes in a great extent. Finally availability of psychologists (Mean=2.460) influenced performance of prisoner's reintegration programmes in a little extent.

4.5.2 Employment Opportunities

The extent to which employment opportunities influence performance of prisoner's reintegration programmes focusing on women prisoners was sought and the opinions of the respondents were used to come up with the findings in the Table 4.8.

Table 4. 8: Extent of Employment Opportunities Influence

	Frequency	Percent
Low extent	26	12.3
Moderate extent	52	24.6
great extent	84	39.6
Very great extent	50	23.5
Total	212	100

From the above results majority of the respondents indicated that the employment opportunities influence performance of prisoner’s reintegration programmes focusing on women prisoners in a great extent as shown by 39.6% (84). Further with 24.6% (52) indicated that in a moderate extent employment opportunities influence performance of prisoner’s reintegration programmes focusing on women prisoners. Again, 23.5% (50) indicated that employment opportunities influence performance of prisoner’s reintegration programmes focusing on women prisoners in a very great extent, 12.3% (26) showed that employment opportunities influence performance of prisoner’s reintegration programmes focusing on women prisoners in a little extent. Therefore from the above findings it’s true that the employment opportunities greatly influence performance of prisoner’s reintegration programmes.

The respondents were also requested to rate various aspects of employment opportunities influence performance of prisoner’s reintegration programmes focusing on women prisoners using the likert scale 1- 5. Their responses were as shown in Table 4.9.

Table 4. 9: Extent of Influence of Employment Opportunities

	Mean	Std. Dev.
Legal employment	3.845	1.271
Community-based employment	4.021	0.703
Vocational assessment	3.690	0.605
Post-release job placement	2.910	0.619
Post-release job monitoring	4.197	0.749

Post-release job monitoring (Mean=4.197) and community-based employment (Mean=4.021) were revealed to influence performance of prisoner’s reintegration programmes. Further legal employment (Mean=3.845) and vocational assessment (Mean=3.690) were also found to greatly influence performance of prisoner’s reintegration programmes. Post-release job placement (Mean=2.910) again was revealed to moderately influence performance of prisoner’s reintegration programmes.

4.5.3 Substance Abuse

The extent to which substance abuse influence performance of prisoner's reintegration programmes focusing on women prisoners was sought and the responses of the respondents were presented in table 4.10.

Table 4. 10: Extent of Substance Abuse Influence

	Frequency	Percent
Low extent	22	10.2
Moderate extent	60	28.3
great extent	81	38
Very great extent	50	23.5
Total	212	100

From the above results majority of the respondents indicated that the substance abuse influence performance of prisoner's reintegration programmes in a great extend as shown by 38% (81). Further with 28.3% (60) indicated that in a moderate extent substance abuse influence performance of prisoner's reintegration programmes. Again, 23.5% (50) indicated that substance abuse influence performance of prisoner's reintegration programmes in a very great extent, 10.2% (22) showed substance abuse influence performance of prisoner's reintegration programmes in a little extent. Therefore from the above shows that substance abuse greatly influence performance of prisoner's reintegration programmes.

The respondents were again requested to rate the influence of various aspects of substance abuse on performance of prisoner's reintegration programmes using the likert scale 1- 5. Their responses were as shown in table 4.11.

Table 4. 11: Extent of Influence of Substance Abuse Aspects

	Mean	Std. Deviation
Drug abuse (heroin, cocaine bang etc)	4.251	0.723
Alcohol abuse	4.021	0.950
Frequency of drug use	3.888	1.039
Severity of drug addiction	2.770	0.573

According to the results majority of the respondents indicated that drug abuse (heroin, cocaine bang etc) (Mean=4.251), that alcohol abuse (Mean=4.021) and that frequency of drug use (Mean=3.888) influence performance of prisoner's reintegration programmes greatly. They also indicated that severity of drug addiction (Mean=2.770) moderately influence performance of prisoner's reintegration programmes.

4.5.4 Prison Education Programmes

The extent to which prison education programmes influence performance of prisoner's reintegration programmes focusing on women prisoners was sought and the responses of the respondents were presented in table 4.12.

Table 4. 12: Extent of Prison Education Programmes Influence

	Frequency	Percent
Low extent	24	11.2
Moderate extent	39	18.3
great extent	102	48
Very great extent	48	22.5
Total	212	100

From the above results majority of the respondents indicated that the prison education programmes influence performance of prisoner's reintegration programmes in a great extent as shown by 48% (102). Further with 22.5% (48) indicated that in a very great extent prison education programmes influence performance of prisoner's reintegration programmes. Again, 18.3% (39) indicated that prison education programmes influence performance of prisoner's reintegration programmes in a moderate extent, 11.2% (24) showed substance abuse influence performance of prisoner's reintegration programmes in a little extent. Therefore from the above shows that prison education programmes greatly influence performance of prisoner's reintegration programmes.

The respondents were again requested to rate the influence of various aspects of prison education programmes on performance of prisoner's reintegration programmes using the likert scale 1- 5. Their responses were as shown in table 4.13.

Table 4. 13: Extent of Influence of Prison Education Programmes Aspects

	Mean	Std. Deviation
Adult literacy classes	4.161	0.713
Primary and secondary education	4.221	0.940
Tertiary education	2.388	0.439
Vocational education	3.770	0.673
Life skills training	3.525	1.349

The results showed that primary and secondary education (Mean=4.221) and adult literacy classes (Mean=4.161) greatly influence performance of prisoner's reintegration programmes. Vocational education (Mean=3.770) as well as life skills training (Mean=3.525) were found to

greatly influence performance of prisoner's reintegration programmes. Tertiary education (Mean=2.388) however was found to lightly influence performance of prisoner's reintegration programmes.

4.5.5 Performance of Prisoner's Reintegration Programmes

The findings on the extent of various aspects ratings on the performance of prisoner's reintegration programme were presented in table 4.14.

Table 4. 14: Performance of Prisoner's Reintegration Programmes

	Mean	Std. Dev.
Behaviour change	4.021	0.933
Successful reintegration	3.675	0.712
Reduction in Recidivism	4.323	0.765
Reduced Crime rates	3.909	0.937
Self-reliance	2.562	0.880

The findings expressed that reduction in recidivism (Mean=4.323), that behaviour change (Mean=4.021) and that reduced crime rates (Mean=3.909) were found to have improved. Successful reintegration (Mean=3.675) was also found to have improved while self-reliance (Mean=2.562) was found to have been constant.

4.8 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 4. 15: Model Summary

Model	R	R Square	Adjusted R Square	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 4.15.

Table 4. 16: Analysis of Variance (ANOVA)

Model	Sum of Squares	Df	Mean Square	F	Significance.
1 Regression	1.946	4	0.487	36.762	3.64E-17

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. The F-critical was 3.92 while the F-calculated was 37.762 as shown in Table 4.16. 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. 17: Regression Coefficients

	Un standardized Coefficients		Standardiz ed Coefficients	t	Significa nce.
	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	0.07	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:

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

Y= Performance of Prisoner's Reintegration Programmes

β_0 =constant

$\beta_1, \beta_2, \beta_3$ and β_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 regression equation below 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.

CHAPTER FIVE

SUMMARY, DISCUSSION, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter provides a summary of the findings of the research, discussion of the findings, the conclusions and the study recommendations on the factors influencing performance of prisoner's reintegration programme.

5.2 Summary of Findings

The results obtained in this study are summarized here

5.2.1 Capacity of Prison Officers

The findings show that capacity of prison officers greatly influences performance of prisoner's reintegration programmes. Adequate staffing and professional counselling were found to influence performance of prisoner's reintegration programmes in a great. Availability of criminologists and availability of psychiatrists were also revealed to influence performance of prisoner's reintegration programmes in a great extent. Finally availability of psychologists influenced performance of prisoner's reintegration programmes in a little extent.

5.2.2 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. Further legal employment and vocational assessment were also found to greatly influence performance of prisoner's reintegration programmes. Post-release job placement again was revealed to moderately influence performance of prisoner's reintegration programmes.

5.2.3 Substance Abuse

The results show that substance abuse greatly influences performance of prisoner's reintegration programmes. 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. They also indicated that severity of drug addiction moderately influence performance of prisoner's reintegration programmes.

5.2.4 Prison Education Programmes

Therefore from the above shows that prison education programmes greatly influence performance of prisoner's reintegration programmes. The results showed that primary and secondary education and adult literacy classes greatly influence performance of prisoner's reintegration programmes. Vocational education as well as life skills' training was found to greatly influence performance of prisoner's reintegration programmes. Tertiary education however was found to lightly influence performance of prisoner's reintegration programmes.

5.3 Discussion

The results in the study are discussed here.

5.3.1 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.

5.3.2 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.

5.3.3 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.

5.3.4 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, violent 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.

5.4 Conclusion

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.

5.5 Recommendations

The following are some of the recommendations as pertains to the study;

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.

5.6 Recommendations for Further Studies

The researcher's point of departure was that future researchers should investigate the relationship between capacity of prison personnel and rehabilitation programme. A similar study should be conducted to identify the factors influencing reintegration programmes performance on in all GK prisons in Kenya.

REFERENCES

- Bailey, T. (2009). Challenge and opportunity: Rethinking the role and function of developmental education in community college. *New Directions for Community Colleges*, 2009(145), 11-30.
- Baliga, S. (2013). Shaping the success of social impact bonds in the United States: Lessons learned from the privatization of US prisons. *Duke LJ*, 63, 437.
- Bandura, A. (1977). Self-efficacy: toward a unifying theory of behavioral change. *Psychological review*, 84 (2), 191.
- Belenko, S. (2008). Research on Drug Courts: A Critical Review. *National Drug Court Institute Review*, 1(1), 1-42.
- Bell, M. (2010). Institutional accountability In E. Ferlie,; L.E. Lynn, and C. Pollitt (ed.s), *The Oxford Handbook of Public Management*, Oxford, Oxford University Press.
- Best, J. W. & Kahn, J. V. (2003). *Research in Education*. Boston: Library of congress cataloguing in publication data.
- Burrows, K., Clarke, A., Davidson, T., Tarling, R. & Webb, S. (2011). Research into the Nature and Effectiveness of Drug Throughcare (PDF Version), Occasional paper, no. 68. London: Research, Development and Statistics Directorate, Home Office.
- Chamberlain, A. (2015). Rethinking Rehabilitation; Theory and Practice. *Journal of Rehabilitation Medicine*, 47(9), 880-880.
- Churchill, G. A., Iacobucci, D., & Israel, D. (2010). *Marketing research: A south Asian perspective*. Cengage Learning, New Delhi.
- Feig, L. (2015). *Breaking the Cycle: A Family-Focused Approach to Criminal Sentencing in Illinois*.

- Flick, U. (2015). *Introducing research methodology: A beginner's guide to doing a research project*. Sage.
- Gillis, C. A. & Andrews, D. A. (2015). *Predicting Community Employment for Federal Offenders on Conditional Release*. Ottawa: Correctional Service of Canada.
- Golafshani, A. A. S. (2012). The relationship between spiritual well-being and quality of life in nurses]. *J North Khorasan Univ Med Sci*, 3(4), 10.
- Gottschalk, M. (2016). *Caught: The prison state and the lockdown of American politics*. Princeton University Press.
- Graffam, J., A. Shinkfield, B., Lavelle, B. & McPherson, W. (2014). Variables Affecting Successful Reintegration as Perceived by Offenders and Professionals. *Journal of Offender Rehabilitation*.40 (1/2), 147-171.
- Harper, G. & Chitty, C. (2014). *The Impact of Corrections on Re-offending: A Review of 'What Works'*. (PDF Version) Third edition. London, UK: Research, Development, and Statistics Directorate, Home Office.
- Henrichson, C., & Delaney, R. (2012). The price of prisons: What incarceration costs taxpayers. *Federal Sentencing Reporter*, 25(1), 68-80.
- Hunter, B. A., Lanza, A. S., Lawlor, M., Dyson, W., & Gordon, D. M. (2015). A Strengths-Based Approach to Prisoner ReentryThe Fresh Start Prisoner Reentry Program. *International journal of offender therapy and comparative criminology*, 0306624X15576501.
- Hur, J. W., & Suh, S. (2012). Making learning active with interactive whiteboards, podcasts, and digital storytelling in ELL classrooms. *Computers in the Schools*, 29(4), 320-338.
- Joseph, T. D. (2010). Counselling for productive employment of prisons inmate. *European journal of educational studies*, 2(3).

- Kaburu, J. M. (2013). Factors influencing individuals to commit robbery: a case study of convicted robbers at Kamiti and Langata prisons (Doctoral dissertation, University of Nairobi).
- Kayes, N. M., Mudge, S., & Bright, F. (2015). Rethinking rehabilitation theory and practice.
- Kelly, J., & Bogue, J. (2014). Gender differences in criminogenic needs among Irish offenders. *Irish Probation Journal*, 11, 87-102.
- Kinner, S. A. (2016). Post-Release Experience of Prisoners in Queensland. *Trends and Issues in Crime and Criminal Justice*, 325, 1-6.
- Kiraly, D. (2014). A social constructivist approach to translator education: Empowerment from theory to practice. Routledge.
- Kothari, C. R. (2004). *Research Methodology: Methods and Techniques*. New Delhi: New Age Publications.
- Link, T. C. (2016). Breaking down barriers: Review of an Inside/Out prison exchange program in a jail setting, Part 1. *Journal of Prison Education and Reentry*, 3(1), 50-55.
- MacKenzie, D. L. (1997). Criminal Justice and Crime Prevention, in L. Sherman, D. Gottfredson, D. MacKenzie, J. Eck, P. Reuter, and S. Bushway (Eds.), *Preventing Crime: What Works, What Doesn't, What's Promising*. Report to the United States Congress. Washington, DC: US Department of Justice.
- Maton, K. I. (2008). Empowering community settings: Agents of individual development, community betterment, and positive social change. *American journal of community psychology*, 41(1-2), 4-21.
- Mbugua J. M. (2011). The Effects of Prisons reforms on inmates Discipline in Kenya.

- Mealings, M. (2015). Rethinking social-relational perspectives in rehabilitation: traumatic brain injury as a case study. In K. McPherson, B. E. Gibson, & A. Lepage (Eds.), *Rethinking Rehabilitation: Theory and Practice* (pp. 137-162). CRC Press.
- Miller, W. R., & Heather, N. (Eds.). (2013). *Treating addictive behaviours: Processes of change* (Vol. 13). Springer Science & Business Media.
- Mugenda, O., & Mugenda, A. (2003). *Research Methods: Quantitative and Qualitative methods*. Nairobi, Rev editions.
- Muhlhausen, D. (2010). The second chance act: More evaluations of effectiveness needed. Before the Committee on the Judiciary of the United States Senate delivered July 21.
- Muntingh, L. M. (2011). *After prison: the case for offender reintegration* (No. 52). Institute for Security Studies.
- Musili, L. W., & Mbatia, P. N. (2016). The Status of Hiv/Aids Management Strategies In Correctional Settings In Kenya: A Case Study of Lang'ata Women and Kamiti Maximum Prisons.
- Naidoo, S., & Mkize, D. L. (2012). Prevalence of mental disorders in a prison population in Durban, South Africa. *African Journal of Psychiatry*, 15(1), 30-35.
- Niven, S. & Olagundoye, J. (2012). *Jobs and Homes: A Survey of Prisoners Nearing Release* (PDF Version). Home Office Research Findings 173. London: Home Office.
- Nyaura, J. E., & Ngugi, M. N. (2014). A Critical Overview of the Kenyan Prisons System: Understanding the Challenges of Correctional Practice. *International Journal of Innovation and Scientific Research*, 12(1), 6-12.
- Omboto, J. O. (2010). *Challenges facing the control of drugs and substance use and abuse in prison institutions in Kenya: the case of Kamiti Prison* (Doctoral dissertation, University of Nairobi, Kenya).

- Omboto, J. O. (2013). The challenges facing rehabilitation of prisoners in Kenya and the mitigation strategies. *International Journal of Research in Social Sciences*, 2(2), 39-43.
- Osayi, K. K. (2013). Socio-Cultural Factors Affecting Reintegration of Discharged Prisoners in Anambra State, South East, Nigeria. *Mediterranean Journal of Social Sciences*, 4(10), 775.
- Ostermann, M., & Matejkowski, J. (2014). Exploring the intersection of mental health and release status with recidivism. *Justice Quarterly*, 31(4), 746-766.
- Otiato, F. (2014). Effective re-integration of ex-offenders: Kenya policy analysis. *International Journal of Physical and Social Sciences*, 4(4), 11-23.
- Papa, E. (2015). Factors influencing rehabilitation programmes performance and recidivism of male inmates. A case of GK prison in Kisiicounty, Kenya (Doctoral dissertation, University of Nairobi).
- Phillips, L. A., & Spencer, W. M. (2013). The Challenges of Reentry From Prison To Society. *Journal of Current Issues in Crime, Law & Law Enforcement*, 6(2).
- Prendergast, M. L., E. A. Hall, H. K. Wexler, G. Melnick, & Cao, Y. (2014). Amity Prison-Based Therapeutic Community: 5-Year Outcomes. *The Prison Journal*, 84(1), 36-60.
- Rakis, J. (2015). Improving the Employment Rates of Ex-Prisoners Under Parole. *Federal Probation*, 69(1), 7-12.
- Sampson, R. J., & Laub, J. H. (2014). A Life-Course Theory of Cumulative Disadvantage and the Stability of Delinquency. In T.P. Thornberry, (ed.), *Developmental Theories of Crime and Delinquency* New Brunswick, N.J.: Transaction.
- Saunders, M. (2011). Choosing Research Participants. *Qualitative organizational research: Core methods and current challenges*, 35-52.

- Saunders, M., Lewis, P. & Thornhill, A. (2012). *Research Methods for Business Students*. 6th edition, Pearson Education Limited.
- Silverman, D. (Ed.). (2016). *Qualitative research*. Sage.
- Travis, J., Solomon, A. L., & Waul, M. (2011). From prison to home: The dimensions and consequences of prisoner reentry.
- Turner, S. G., & Maschi, T. M. (2015). Feminist and empowerment theory and social work practice. *Journal of Social Work Practice*, 29(2), 151-162.
- Ugwuoke, C. U. (2010). *Criminology: Explaining Crime in the Nigerian Context*. Nsukka: Great AP Publishers LTD
- Usher, A. M., & Stewart, L. A. (2014). Effectiveness of Correctional Programs With Ethnically Diverse Offenders A Meta-Analytic Study. *International journal of offender therapy and comparative criminology*, 58(2), 209-230.
- Usher, M. B. (2013). *Biological management and conservation: ecological theory, application and planning*. Springer.
- Vengeliene, V., Bilbao, A., & Spanagel, R. (2014). The alcohol deprivation effect model for studying relapse behavior: a comparison between rats and mice. *Alcohol*, 48(3), 313-320.
- Visher, C. A. (2016). Effective Re-entry Programs. *Criminology and Public Policy*, 5(2), 299-302.
- Visher, C. A., & Travis, J. (2003). Transitions from prison to community: Understanding individual pathways. *Annual review of sociology*, 89-113.
- Webster, R., C. Hedderman, P. J. Turnbull, & May, T. (2011). *Building Bridges to Employment for Prisoners (PDF Version)*. London, UK: Research, Development and Statistics Directorate, Home Office.

Williams, J. H., & Rosenfeld, R. (2016). The Impact of Neighborhood Status on Imprisonment for Firearm Offenses. *Journal of Contemporary Criminal Justice*, 32(4), 383-400.

Witkiewitz, K., Bowen, S., Douglas, H., & Hsu, S. H. (2013). Mindfulness-based relapse prevention for substance craving. *Addictive behaviors*, 38(2), 1563-1571.

Zimmerman, R. D., & Darnold, T. C. (2009). The impact of job performance on employee turnover intentions and the voluntary turnover process: A meta-analysis and path model. *Personnel Review*, 38(2), 142-158.

APPENDICES

Appendix I: Letter of Transmittal

Mary Makena
P.O Box 5848-00200.
NAIROBI.

Dear Sir/Madam,

REF: Invitation to Participate in a Research

I am a Master of Arts in Project Planning and Management student at University Of Nairobi conducting a research on **FACTORS INFLUENCING PERFORMANCE OF PRISONER'S REINTEGRATION PROGRAMMES: A CASE OF WOMEN PRISONERS IN MERU GK PRISON**. I humbly request that you spare a few minutes off your schedule to complete the attached questionnaire. The questions seek your opinions regarding your organizationrelationship marketing and customer satisfaction. There is no right or wrong answers; I just need your honest opinion. Your anonymity is assured and the information you provide will remain confidential.

Thank you for participating in this study. Your cooperation and contribution in this research is appreciated.

Yours faithfully,

Mary Makena

Appendix II: Research Questionnaire

Kindly answer the following questions by writing a brief answer or ticking in the boxes provided.

PART A: BACKGROUND INFORMATION

1. What is your designation?

Officer []

Prisoners released [] Prisoners re-arrested again []

2. Which is your highest level of education?

Post Graduate []

Undergraduate []

Diploma []

Certificate []

Any other (specify).....

3. How long have you worked/ been in this prison?

1-4 years []

5-8 years []

9-12 years []

13- 16 years []

17 years and above []

PART B: Capacity of Prison Officers

4. To what extent do you think capacity of prison officers influence performance of prisoner’s reintegration programmes focusing on women prisoners in Meru Gk prison?

Very great extent [5] Moderate extent [3] Very low extent [1]

Great extent [4] Low extent [2]

5. To what extent do the following aspects of capacity of prison officers influence performance of prisoner’s reintegration programmes focusing on women prisoners in Meru Gk prison?

	Very great extent	Great extent	Moderate extent	Low extent	Very low extent
Availability of Psychologists					

Professional counselling					
Availability of Criminologists					
Availability psychiatrists					
Adequate staffing					

6. In your opinion, how does capacity of prison officers influence performance of prisoner’s reintegration programmes focusing on women prisoners in Meru Gk prison?

.....

PART C: Employment Opportunities

7. To what extent does employment opportunities influence performance of prisoner’s reintegration programmes focusing on women prisoners in Meru Gk prison?

Very great extent [5] Moderate extent [3] Very low extent [1]

Great extent [4] Low extent [2]

8. To what extent do the following aspects of employment opportunities influence performance of prisoner’s reintegration programmes focusing on women prisoners in Meru Gk prison?

	Very great extent	Great extent	Moderate extent	Low extent	Very low extent
Legal employment					
Community-based employment					
Vocational assessment					
Post-release job placement					
Post-release job monitoring					

9. In your own opinion, how does employment opportunities influence performance of prisoner’s reintegration programmes focusing on women prisoners in Meru Gk prison?

.....

PART D: Substance Abuse

10. To what extent does substance abuse influence performance of prisoner’s reintegration programmes focusing on women prisoners in Meru Gk prison?

Very great extent [5] Moderate extent [3] Very low extent [1]
 Great extent [4] Low extent [2]

11. To what extent do the following substance abuse influence performance of prisoner’s reintegration programmes focusing on women prisoners in Meru Gk prison?

	Very great extent	Great extent	Moderate extent	Low extent	Very low extent
Drug abuse (heroin, cocaine bang etc)					
Alcohol abuse					
Frequency of drug use					
Severity of drug addiction					
Severity of drug addiction					

12. In your own opinion, how do the facets of substance abuse above influence performance of prisoner’s reintegration programmes focusing on women prisoners in Meru Gk prison?

.....

PART E: Prison Education Programmes

13. To what extent does prison education programmes influence performance of prisoner’s reintegration programmes focusing on women prisoners in Meru Gk prison?

Very great extent [5] Moderate extent [3] Very low extent [1]
 Great extent [4] Low extent [2]

14. To what extent do the following influence performance of prisoner’s reintegration programmes focusing on women prisoners in Meru Gk prison?

	Very great extent	Great extent	Moderate extent	Low extent	Very low extent
Adult literacy classes					
Primary and secondary education					
Tertiary education					
Vocational education					
Life skills training					

15. In your own opinion, how do the facets of prison education programmes above influence performance of prisoner’s reintegration programmes focusing on women prisoners in Meru Gk prison?

.....

.....

.....

PART F: Performance of Prisoner’s Reintegration Programmes

16. To what extent is your organization rated in the following aspects of performance of prisoner’s reintegration programmes focusing on women prisoners in Meru Gk prison?

	Greatly Improved	Improved	Constant	Decreased	Greatly decreased
Behaviour change					
Successful reintegration					
Reduction in Recidivism					
Reduced Crime rates					
Self-reliance					

THANK YOU FOR YOUR PARTICIPATION