

**UNIVERSITY OF EDUCATION, WINNEBA**

**ACCESS TO REHABILITATION PROGRAMMES FOR INMATES OF  
NSAWAM SECURITY PRISONS IN THE EASTERN REGION OF GHANA**



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## DECLARATION

### STUDENT'S DECLARATION

I, **Emmanuel Ohene**, declare that this thesis, with the exception of quotations and references contained in published works which have been identified and duly acknowledged, is entirely my own original work, and it has not been submitted, either in part or whole, for another degree elsewhere.

Signature:.....

Date:.....

### SUPERVISOR'S DECLARATION

I hereby declare that the preparation and presentation of this work was supervised in accordance with the guidelines for supervision of thesis as laid down by the University of Education, Winneba.

Supervisor's Name: Yaw Nyadu Offei, Ph.D.

Signature .....

Date: .....

## **DEDICATION**

I dedicate this work to all my loved ones.



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## ABSTRACT

Although prison inmates are often seen as burdens on society, as their criminal activity has made them unproductive citizens, rehabilitation programmes within prisons give inmates the ability to become productive citizens upon their release. Such programmes, which focus on providing inmates with skills and knowledge, have the potential to greatly affect their integration back into society post-release, thus decreasing the likelihood that they will commit similar crimes in the future. However, because of the increasing number of recidivism in our various prisons, the feasibility of the rehabilitation programmes in our prisons is been questioned. This study examines prisoner's access to the rehabilitation programmes at the Nsawam Medium Security Prisons. The nature of rehabilitation programmes available at the nsawam Medium Security prisons, the policies underpinning prisoner rehabilitation and the benefits of prisoner rehabilitation. The key findings from the study were presented in themes. Based on an analysis of qualitative interviews, the study concludes with recommendations for policy makers and stakeholders, which focused on enhancing existing prisoner rehabilitation programming and networking to sustain their success.



## CHAPTER ONE

### INTRODUCTION

#### 1.1 Background to the Study

The United Nations Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules) and other international instruments, emphasize that prisoners should be assisted in their social reintegration in order to be better equipped to live law-abiding and self-supporting lives after release. In fact, adopting measures to ensure the effective reintegration of prisoners into the community is arguably one of the best and most cost-effective ways of preventing their re-offending. The provision of purposeful activities in prisons, including education and vocational training programmes, physical exercise facilities, therapy and treatment for problems such as drug addiction, as well as the possibility to work, is therefore key in achieving the overall purposes of a sentence of imprisonment namely, the protection of society against crime and the prevention of recidivism.

To provide tangible support to Member States in applying a rehabilitative approach to prison management, UNODC, under its Global Programme for the Implementation of the Doha Declaration has published a practice-oriented tool, namely the “*Roadmap on the Development of Prison-based Rehabilitation Programmes*” which focuses on educational, vocational training and work programmes in prisons (2017). Additionally, UNODC provides technical and material support to assist national prison administrations in initiating or enhancing such programmes, in line with international standards, with a view to foster prisoners’ reintegration into society and thus reducing their recidivism. Following numerous countries’ requests, UNODC has decided, under the Global Programme for the Implementation of the Doha

Declaration, to support countries in creating their brand of prison products aimed at enhancing prisoners' work and products in full compliance with prisoners' rights and work standards applicable in prisons, with a view to support their social reintegration prospects and raise awareness in the general public that prisoners are a continuous part of society. While work programmes should contribute to generating income for prisoners and their families, increasing prisoners' qualifications, and thus fostering their employability upon release, the creation of a brand of prison products can contribute to increasing their self-esteem and to reducing the stigma by giving a positive image of prisoners within society.

Rehabilitation means to restore to useful life as through therapy and education, or to restore to good condition, operation, or capacity (The American Heritage Dictionary of the English Language, 2014). Elsewhere, and in more sociological terms, it is defined as the process of helping a person adapt to society (Campbell, 2005), or a punishment intended to reform a convict so that he or she can lead a 'productive' life free of crime (Smith, n.d.). Rehabilitation seeks to reduce criminal propensity by changing attitudes, cognitive patterns, social relationships, and/or resources of offenders (Cullen & Applegate, 1997).

Citing Irwin (1980), Campbell (2005) reports that ideas of rehabilitation through punishment were first embodied in the United States' penitentiaries of the 19th century when it was hoped that felons, if kept in solitude, would reflect penitently on their sins in order that they might cleanse and transform themselves. This later transformed into a system of labour performed in silence. Campbell (2005) explains that prisoners were expected to meditate over why they chose a criminal path in order to amend their ways. At this time, prisoners were effectively responsible for their own

rehabilitation since the causes of crime were thought to result from individuals' inability to lead orderly and God-fearing lives. In the latter part of the 19th century, the penitentiary gave way to the reformatory, which attempted to rehabilitate offenders through more deliberate forms of intervention such as educational and vocational training. Reformatories, because they promoted physical punishment, quickly regressed from their rehabilitative ideal to regimes that were more punitive.

Campbell (2005) adds that the medical model of rehabilitation emerged at the turn of the 19th to the 20th century in response to perceived ineffectiveness of earlier means of rehabilitation. New scientific disciplines like psychiatry, psychology, and criminology viewed offenders as by-products of socioeconomic or psychological forces beyond their control. Professionals saw crime as a socially generated sickness, and the objective of corrections was to cure the offender. The medical model soon fell out of favour due to some of its inhumane and often illegal procedures that violated rights of prisoners, to the extent that some prisoners could be incarcerated indefinitely if it was determined that they had not been sufficiently rehabilitated ( Lin, 2000).

In his discussion on penal modernism and post-modernism, Garland (2003) observed that contemporary penalty has undergone significant transformation, to emphasize and refine the rehabilitative ideal. He noted that the culture of modern penalty is one of utility, rationality, the rights of man and the rule of law. Under this approach, punishments are to be carefully calibrated to ensure maximum effect from the minimum pain, they must be put to good use, rather than striking out destructively, and should be made positive in their results; corrective measures should be individualized and adapted to a specific case or particular problem.

Writing more specifically on the African context, Munakukaama (2005) noted that one of the values of imprisonment in crime control is reformation, which assumes that punishment is a strong means of influencing human behaviour, and therefore has a corrective value when used properly. Accordingly, offenders are imprisoned to be reformed or rehabilitated. During the time they are in prison, they are supposed to be helped to realise that committing a crime is wrong. In this regard, Munakukaama (2005) adds, measures employed to treat offenders essentially serve therapeutic functions designed to bring about changes in behaviour in the interest of their own happiness, and in the interest of social welfare. He avers that the reformatory ideal of imprisonment is humane and in line with the spirit of human rights standards; and argues that the underlying views on the purpose of imprisonment have a bearing on the treatment of prisoners. If prisoners are viewed as beyond redemption and prisons as a source of punishment, then penal policies pay no attention to the need for treating them decently or respect their rights while in prison. Contrary to this is what he defines as the philanthropic view, which he says is humanistic, and characterized by a more sympathetic understanding of the prisoners' situation. He cited Lord Wilberforce of the United Kingdom who, in the case of *Raymond v Honey* decided on 4 March 1981, held that "a convicted prisoner, in spite of his imprisonment, retains all civil rights, which are not taken away expressly, or by necessary implication" ("*Raymond v Honey*," 4 March, 1981). Munakukaama opines that the purpose and justification of imprisonment or a similar measure deprivative of liberty, is ultimately to protect society.

According to Andrew Von Hirsh (2003) prison based rehabilitation is expected to satisfy multiple interests: the citizenry would benefit through reduced recidivism, and the offender would gain through programs aimed at his or her needs. Von Hirsh

(2003) recognizes that much of the rehabilitation ideal's attractiveness lies in its commitment to doing good. However, he doubts that rehabilitative programs are in fact designed to achieve these intentions because, in his view, their criterion for success is whether recidivism is reduced. He postulates that such a reduction helps society but not necessarily the offender.

Abotchie (2008) ascertain that the prison rule or the mandate or reason for rehabilitating as the effort to establish in the prisoner the will to lead a good and peaceable life upon discharge and equip them with the necessary skills that will empower them socioeconomically. This is the main aim of rehabilitating inmates in our correctional centres. "Most people agree that crime is a serious problem, that one of the functions of prisons should be to minimize crime, and that released prisoners should be able to live decently in community after release" (Gehring, 2000, p. 197). Obviously, one of the ways of empowering ex-convicts is the provision of rehabilitation programmes with the hope that inmates who get enrolled in such programmes would desist from crime. As such vocational training and educational programmes are among the various rehabilitation programmes offered in the Nsawam Prison. The availability of such rehabilitation programmes in the prison is a step in the right direction as some scholars have noted a positive relationship between unemployment and crime in particular. Thus, a higher crime rate in any society is closely associated with high rates of unemployment (Freeman, 1995; McCall, 1998; Uggen, 1999). Gainsborough and Mauer (2004), ascertain that the provision of employment alone would not be adequate enough to keep ex-convicts out of crime, but employment with sustainable incomes keeps ex-convicts out of crimes.

However, some inmates who are enrolled in these rehabilitation programmes are not able to fend for themselves after release. This compels some to engage in criminal activities which eventually land them in the same prisons where they probably learnt some vocations or enrolled in educational programmes with the hope of staying away from crime. Report from the Ghana Prisons Service (2008) indicates that 88.7% of the prisoners' population is between the ages of 18 and 45. This clearly indicates that the majority of prisoners fall within the working class of the general population of Ghana, and this situation is caused by the lack of vocational and educational programmes in the larger society. As a result, there are serious implications on human resource development and to a very large extent the economic growth of Ghana. Cullen and Jonson (2012) ascertain that effective correction is equal to public safety. Thus, when inmates go through the rehabilitation programmes and they desist from a life of crime, then the safety of any society or country is enhanced or maintained. It is pretty obvious that less crime means more safety and security for the people who live in any nation. In a nutshell, reducing or curbing the phenomenon of recidivism promotes safety or security. On the other hand, a high rate of recidivism is a threat to public safety (McKean & Ransford, 2004). They also comment that if inmates are not rehabilitated, they will return to a life of crime upon discharge into society. McKean and Ransford (2004) also review that the extent to which inmates have been rehabilitated and the extent to which correctional programmes are effective in reintegrating prisoner are reflected in the rates of recidivism. The picture of the extent of recidivism in Ghana is clearly appreciated when one takes a look at the official statistics of the Ghana Prisons Service. In 2007, out of the total 9,895 inmates across the nation, 2,038 representing 20.6% were recidivists. For the year 2008, out of the total 9,377 admitted, 1,806 representing 19.3% had had previous convictions and in

2010, out of 7,942 inmates that were convicted 1,847 representing 23.6% were recidivists (Ghana Prisons Service, 2010). Many of the Ghanaian prisoners leave prisons and return to society largely uneducated, unskilled, often without family, community and state support and with the stigma of prison records hanging over them. It is not surprising that the majority of ex-convicts are rearrested after their release (cited in Ansre, 2010). These indicate that most of the inmates within our prison walls leave the prison without being rehabilitated. Thus most inmates who find themselves in our prisons in Ghana do not get access to the rehabilitation programmes available before they are released.

The Nsawam Medium Prisons, built in 1960 by the Nkrumah government, was chosen as the site for this research due to its ability to produce large numbers of inmates and recidivists in particular. As at the end of March, 2020, the male section of the prison had an inmate population of about three thousand four hundred and sixteen (3,416) inmates. The female section also housed about one hundred and twenty (120) inmates. Prisoners found in the male and female prisons include Ghanaians and other nationals like Nigerians and Togolese. The medium security prisons are noted for providing rehabilitation programmes such as tailoring, carpentry, blacksmithing, welding, masonry, basketry for male inmates, and soap-making, crocheting, hairdressing, bakery, tie and dye and batik, and sewing for female inmates as well as educational programmes such non-formal education, Junior High School, Senior High School and Information Communication Technology.

My interest in studying prisons in Ghana generally and rehabilitation of prisoners specifically was anchored in my previous visit to the Nsawam Medium Security prisons, during which time I found that prisoners had many needs that they claimed were not being met by the prison system through one on one interactions with some



inmates. A visit to the Nsawam Medium Security Prison revealed that out of every ten inmates, seven were recidivists (thus 70%), and a block has been assigned to them even though they went through the rehabilitation programme in their earlier convictions. 65% of those interacted with shows no interest in any of the intervention programmes because of little or no knowledge about the available rehabilitation programmes, its processes and benefits to the inmates. This study tackles the question of how inmates' access rehabilitation programmes and the nature of rehabilitation and its importance to prisoners. The main way by which Ghanaian prisons tend to achieve the rehabilitation of inmates is by the provision of vocational training and skills with the assumption that when they are freed, they would be able to take care of themselves legitimately. An inmate upon release from prison starts life as a new person "cured" of his old ways and contributes productively to the society. The possibility of a relapse to crime after prison rehabilitation will reduce and prison population will be less as a result of the reduction in prison incarceration. My curiosity was further aroused by the statistical report on the high rate of recidivism (Ghana Prison Service, 2007).

This study focuses on how inmates access the rehabilitation programme in the Nsawam Security Prisons. The study evaluates the nature of the rehabilitation programmes, the policies underpinnings to prisoner rehabilitation in Ghana and the benefits of prisoner rehabilitation.

## **1.2 Statement of the Problem**

Although inmates of Ghanaian prisons are trained to acquire employable skills, some of them usually return to their various homes without practicing the vocational skills they learned. Instead, they live idle lives and eventually, some of them go back to

prison for committing the same or similar offences that sent them there. Finding a way of earning a decent living is the most important part of a prisoner's ability to reintegrate into society on release from prison. According to the National Human Rights Report of Ghana (2008), the Ghana Prison Service is changing its focus and becoming more of a correctional service with a focus on reformation and rehabilitation of inmates. The Service is therefore under-going a restructuring process to ensure that prisoners come out of jail as totally reformed citizens who can integrate into society as useful citizens. As a result, the Government of Ghana has imported \$3,000,000 worth of equipment for vocational training of prison inmates (GTV News 17th September, 2008).

However, report from the Ghana Prisons Service (2007), indicates that out of the total 9,895 inmates across the nation, 2,038 representing 20.6% were recidivists. For the year 2008, out of the total 9,377 admitted, 1,806 representing 19.3% had had previous convictions and in 2010, out of 7,942 inmates that were convicted 1,847 representing 23.6% were recidivists (Ghana Prisons Service, 2010). Many of the Ghanaian prisoners leave prisons and return to society largely uneducated, unskilled, often without family, community and state support and with the stigma of prison records hanging over them. It is not surprising that the majority of ex-convicts are rearrested after their release (cited in Ansre, 2010). Due to this notion, Ghanaian prisons have introduced vocational training courses such as carpentry, masonry, weaving, shoe making and metal works.

Despite the effort by the Ghana government in ensuring successful prisoner rehabilitation, Ansre (2010) avers that inmates in the Nsawam Medium Security prisons seems not to get access to the rehabilitation programmes because inmates show no interest in any of the intervention programmes because of little or no

knowledge about the available rehabilitation programmes, its processes and benefits to the inmates. He indicated that most inmates are ignorant about the nature of the rehabilitation programmes in the Nsawam prisons. Hagan (2013) revealed that there is no policy and theoretical underpinnings to prisoner rehabilitation in Ghana. Finally, it appears that inmates are ignorant about the benefits of prisoner rehabilitation, hence the topic “Access to rehabilitation programmes for inmates of Nsawam security prisons in the Eastern Region of Ghana”.

### **1.3 Purpose of the Study**

The purpose of the study is to determine how inmates access rehabilitation programmes at the Nsawam Security Prisons in the Eastern region of Ghana.

### **1.4 Objectives of the Study**

The study was guided by the following objectives:

- a. To establish how inmates, get access to rehabilitation programmes in the Nsawam Security prisons.
- b. To investigate the nature of the rehabilitation programmes in the Nsawam Medium Security prisons.
- c. To ascertain the policy and theoretical underpinnings to prisoner rehabilitation in Ghana.
- d. To identify the benefits of inmates’ rehabilitation.

### **1.5 Research Questions**

The study sought to answer the following research questions:

1. How do inmates get access to rehabilitation programmes in the Nsawam Security prisons?
2. What is the nature of the rehabilitation programmes in the Nsawam Medium Security prisons?
3. What are the policy and theoretical underpinnings to prisoner rehabilitation in Ghana?
4. What are the benefits of rehabilitation for the inmates?

### **1.6 Significance of the Study**

This study would be useful in making public awareness on how inmates in Ghanaian prisons can access the rehabilitation programme. Also, the study would inform policy makers, state agencies and the general public about the nature of rehabilitation programmes for inmates in the Nsawam Medium Security prisons. In addition, the study would unravel the various policies underpinning prisoner rehabilitation in Ghana. Lastly, the study would highlight the numerous benefits of prisoner rehabilitation such as; equipping prisoners with the needed skills and knowledge to be self reliance and re-integrate fully into the society upon their release, hence reduction in recidivism in the society.

### **1.7 Delimitation**

The study was precisely centered on inmates at the Nsawam Security Prisons in the Eastern Region. Some selected officers of the prison facility also formed part of the study. The Nsawam Medium Prisons, built in 1960 by the Nkrumah government, was chosen as the site for this research due to its ability to produce large numbers of

inmates and recidivists in particular. As at the end of March, 2019, the male section of the prison had an inmate population of about three thousand four hundred and sixteen (3,416) inmates. The female section also housed about one hundred and twenty (120) inmates. Prisoners found in the male and female prisons include Ghanaians and other nationals like Nigerians and Togolese (Ghana Prisons Service, 2019). Also, the medium security prisons are noted for providing rehabilitation programmes such as tailoring, carpentry, blacksmithing, welding, masonry, basketry for male inmates, and soap-making, crocheting, hairdressing, bakery, tie and dye and batik, and sewing for female inmates as well as educational programmes such non-formal education, Junior High School, Senior High School and Information Communication Technology.

### **1.8 Limitation of the Study**

Considering the higher security nature of the project setting, the researcher was allowed to interview only a hand full of inmates who were directly on the rehabilitation programmes. Also, participant observation was not satisfactory since the researcher was not given enough time due to the strict adherence to the security rules governing the prisons service.

### **1.9 Operational Definition of Terms**

**Access:** this means processes inmates go through before they are placed on the programme.

**Rehabilitation:** The treatment plan for the inmates.

**Programmes:** The interventions available for the inmates.

**Inmates:** The offenders in the Nsawam prison.

### **1.10 Organization of the Study**

This study on rehabilitation programmes for inmates at the Nsawam prison was divided into Six (6) chapters. Chapter one (1) dealt with the background to the study, statement of the problem, purpose of the study, objectives of the study, research questions, significance of the study, limitation, delimitation, operational definition of terms and organization of the study. Chapter two (2) dealt with literature review and the theoretical framework. Chapter three (3) highlighted methodology used for the study. Chapter four (4) talked about the Presentation and Analysis of Findings. Chapter five (5) talked about the Discussions of Findings and Chapter six (6) dealt with Summary, Conclusion and Recommendation.



## **CHAPTER TWO**

### **REVIEW OF RELATED LITERATURE**

#### **2.0 Introduction**

The review which involves both theoretical framework and empirical approaches is intended to present a broad overview about literature related to the study. It serves as a secondary source of data and helps shape the direction of the research. The literature of the study was reviewed under the following strands:

The theoretical framework;

Access of inmates to rehabilitation programmes;

The nature of rehabilitation programmes for inmates;

The policies underpinning the rehabilitation of prisoners; and

The benefits of rehabilitation for inmates.

#### **2.1 Theoretical Framework**

Two main theories were relevant for this study: the social control theory and the strength-based perspective theory. The social control explains the need for rehabilitation programmes in prisons and how it makes people conform to societal norms when they are discharged. The strengths-based perspective enables the researcher to understand prisoners further by focusing on their innate and inherent strengths, irrespective of the challenges they are facing in the prison setting.

##### **2.1.1 The social control theory**

In a study conducted by Abotchie (2008, p. 1), social control is “the broad mechanism within which society ensures that its members do not deviate from the norms.” This simply means that since every individual behaves differently because of the

differences in taste and preference, appetite, passions and organic drives, some individuals are likely to act contrary to the norms of society. The mechanism which society uses to ensure that individual conforms to society's norms is called social control. Similarly, Young (1942) explains that the main objective of social control is to ensure the conformity to norms by members of a society so that society would continue to endure. This means that social control is vital and perhaps a pre-requisite for the survival and existence of any society. Young adds that social control also ensures solidarity and continuity of a particular group. Thus, rehabilitation programmes can be seen as mechanisms through which society ensures its members conform to societal norms thereby bringing about solidarity and continuity. This is because the prison rule states that the purpose of the training and treatment of prisoners would be to establish in them the will to lead good lives and to fit them to do so upon discharge. Put, differently, it is assumed that after prisoners have been trained and treated, they will desist from crimes thereby leading to conformity to societal norms.

Roucek (1947) gives an analytical definition of social control. He defines social control as mechanisms, whether planned and unplanned, by which individuals are taught, persuaded and coerced to conform to norms of a group. Teaching has to do with socializing the individual about basic skills, social roles, social aspirations and the ideal self. By persuasion, Roucek meant the positive and negative sanctions attached to behaviour. Put differently, persuasion has to do with the rewards and punishments that are stipulated for certain actions in society. Rewards and punishment are there to convince the individual to conform to societal norms. Coercion has to do with the use of force to bring about conforming behaviour. Through the rehabilitation programmes inmates are taught the expectation that society has of them. Inmates are



socialized about their social roles and social aspirations which are meant to discourage them from a life of crime. Further, they are taught some vocational skills. Moreover, inmates are motivated (persuaded) when they get to know that they can make a living out of the trades learnt in prison. They are also coerced, one way or the other, during their enrolment in the rehabilitation programmes. The teaching, persuasion and coercion evident in the rehabilitation programmes are aimed at discouraging inmates from recidivating when they are discharged into society.

Akers and Sellers (2004, p. 31) define social control as “a normative system with rules concerning the way people should and should not behave. This is combined with a formal and informal system to encourage and promote conformity, while at the same time discouraging and punishing deviance.” These definitions by Roucek and Akers and Sellers make one to understand that there are two types of social controls: the planned or formal, and the unplanned or informal. The Ghana Prisons Service’s reformatory and rehabilitative role is a planned or formal way of controlling criminals. Thus, the Ghana Prison Service is seen as having the authority to punish members of a society who deviate from societal norms. In fact, the Prison Service is a formal organization with a bureaucracy. On the other hand, when members of a society try to correct or rebuke another for not conforming to societal values and norms, informal social control is evident. A key factor about social control is that it is meant to make members of society to conform to society’s norms. Thus, the Ghana Prisons Service is to ensure that inmates who leave the walls of any prison should lead good and peaceable lives. They are to ensure that the inmates in their custody upon release do not break the law by committing crimes again. They do this mainly through coercion. However, one cannot rule out the fact that in reforming inmates some form of teaching and persuasion is resorted to. In fact, the vehicles of teaching,

persuasion and coercion of social control are not independent of each other; they mutually reinforce each other. Simply put, social control fits as the theoretical framework of the study since through the rehabilitation programmes, inmates are taught some vocational skills like carpentry, masonry, electrical, welding, basketry, bakery, soap-making, crocheting, among others. Those who pursue these trades and earn a living out of it may become economically independent. Their economic independence may discourage them from committing economic crimes. Hence prison rehabilitation leads to conformity as suggested by Roucek and Young. Further, inmates are exposed to moral teachings through the educational programmes like the Junior and Senior High Schools run in the Nsawam Medium Security Prisons. Through these moral teachings, inmates learn or internalize what is good and bad. Inmates who uphold the values inculcated while in prison may desist from breaking the law again when discharged. Indirectly, by teaching inmates skills and morals, persuasion of inmates to lead a good life upon discharge also takes place. In fact, inmates who enroll in the rehabilitation programmes are motivated through the giving of certain incentives like bread, sugar and favours from some prison official. All these are meant to discourage them from committing crimes again. In a nutshell, the teachings, persuasion and coercion associated with the rehabilitation programmes and the prison as a whole compel inmates to conform to the norms of society whether in or outside the prison. This is how social control is seen as an imperative theory for this study.

### **Strength-based perspective**

Zastrow (2010:52) indicates the importance of understanding people not from the perspective of their weaknesses but their strength. The strength perspective is related to the concept of empowerment, which is about helping individuals, families, groups and communities to increase their intrapersonal, interpersonal, socioeconomic, and political strength. This means that whatever people engage in, they ought to own and control the process and participate in decisions that ultimately affect them. This perspective is a shift from the pathological approach which focuses on people's weaknesses and deficits. Focus on deficits leads to an inability to discern people's potential for growth and also tends to reinforce people's poor self-image, manifesting in a loss of independence. With the deficit perspective possibilities for choice, commitment and personal development are limited (Saleebey, 2006: 29). The following serve as guiding principles of the strengths-based perspective as highlighted by the proponent of the theoretical perspective, Saleebey (2006: 16-19):

- i. Every individual, group, family, and community have strengths:

In social work each and every individual, including people who have committed crimes, have strengths and it is very much important to help people realise, know and use those strengths.

- ii. Challenges and problems may also be a sources opportunity

There is dignity to be drawn in having prevailed over obstacles including those of having been convicted. People often grow more from crises that they have handled effectively than from contented and comfortable periods of life.

iii. Connect with people's hopes and dreams

When workers (in the present study these are the correctional officials) connect with people's hopes and dreams, people develop greater faith in themselves and then put forth the kinds of efforts that can make their hopes and dreams become fulfilled.

iv. Social workers best serve clients by collaborating with them:

A worker is more effective when seen as a collaborator to people than when seen as an expert or professional who is distant from the people he/she is supposed to work with.

v. Every environment is full of resources:

In every environment (no matter how harsh such as in a prison setting), there are individuals, groups, associations and institutions that have something to give and something that others may desperately need (both within and external to the prison situation). The strengths perspective seeks to identify these resources and make them available to benefit the people involved. It is clear from the brief account of the strength based perspective provided above that the perspective looks beyond visible defects to more innate potentials, capabilities and abilities latent or developed.

Practically the strengths perspective will be about attending not to problems, but to transactional patterns that may be made possible in the process of reshaping an offender's reality. In other words, it will practically draw away from an emphasis on procedures, techniques and knowledge as the keys to change. In addition, the strengths perspective will be about directing attention also to the many resources available in the transactional field that may support positive actions. For instance, this can be about offenders participating fully in a rehabilitation programmes that will enable him or her to realize their strengths and potentials for change (Hammond, 2010:4).

## **2.2 How Inmates Access Rehabilitation Programmes**

International law stipulates that imprisonment should not be limited to the deprivation of liberty alone. Rather, it should include opportunities for prisoners to obtain knowledge and skills that can assist them in their successful reintegration upon release, with a view to avoiding future offending. As imprisonment, in itself, is incapable of addressing prisoners' social reintegration issues, the International Covenant for Civil and Political Rights (ICCPR) requires that "the penitentiary system shall comprise treatment of prisoners the essential aim of which shall be their reformation and social rehabilitation". While such treatment should be provided for all sentenced prisoners, pre-trial detainees should equally be offered opportunities for purposeful activity. In many countries, pre-trial detainees comprise a large part of the prison population, but are excluded from rehabilitation activities.

The United Nations Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules) are the single most important set of international standards that "set out what is generally accepted as being good principles and practice in the treatment of prisoners and prison management". Following an extensive intergovernmental review process of the original version, approved back in 1957, the revised rules were adopted by the United Nations General Assembly in December 2015, thereby constituting a truly updated blueprint for prison management in the twenty-first century. In its basic principles, these rules very clearly establish that the provision of rehabilitation programmes in prisons, which foster the willingness and ability of prisoners to lead a law-abiding and self-supporting life upon release, are crucial to reduce recidivism and to improve public safety the ultimate objective of any sentence of imprisonment.

This fundamental principle is backed by empirical studies and evidence. For example, a recent large-scale study conducted in the United States of America found that prisoners who receive general education and vocational training are significantly less likely to return to prison after release and are more likely to find employment than peers who do not receive such opportunities in the course of imprisonment. The United Nations Special Rapporteur on the Right to Education has equally reported that learning in prison is generally considered to have a positive impact on recidivism, reintegration and employment outcomes. More specifically, he recommended that comprehensive education programmes should be arranged, aimed at the development of the full potential of each prisoner: “These should aim also to minimize the negative impact of incarceration, and improve prospects of reintegration, self-esteem and morale.”

The above notwithstanding, in many prison systems, few prisoners have the opportunity to learn or work. Even in many high-income countries, prison systems struggle with providing education, vocational training and work on a scale that would be required to benefit the prison population at large. A review of education in Europe, for example, found that while among the 640,000 prison population in the European Union (EU) there is a significant proportion of low-skilled individuals, less than a quarter of prisoners participate in education and training in most of the EU Member States.<sup>4</sup> In lower income countries, the extent of prisoners’ involvement in constructive activities is often much smaller.

There is, however, a growing recognition of the importance of rehabilitation programmes in prisons across the globe. When Member States, policy-makers and experts gathered at the thirteenth United Nations Congress on Crime Prevention and Criminal Justice in Doha, Qatar, from 12 to 19 April 2015, discussions were held

about the most important priorities for action over the following five years. The Doha Declaration resulting from this Congress reaffirmed the commitment of Member States to implement and enhance policies for prisoners that focus on education, work, medical care, rehabilitation, social reintegration and the prevention of recidivism. As the guardian of the Nelson Mandela Rules, the United Nations Office on Drugs and Crime (UNODC) has published a number of guidance documents in the field of prison management and reform. Among those, UNODC published in 2012 an “Introductory Handbook on the Prevention of Recidivism and the Social Reintegration of Offenders”, which elaborates on promising practices and programmes for reducing criminal recidivism by addressing the social reintegration challenges faced by all offenders, and in particular by those who are or have been incarcerated. This document seeks to build on that handbook by proposing practical steps and considerations to national prison administrations through which promising programmes can be put into practice or be enhanced. The purpose of this document is to provide a practical roadmap for prison administrations in order to assist them in developing (a greater number and variety of) high-quality and sustainable rehabilitation programmes and initiatives within their penal establishments. The term “roadmap” implies that this document is intended to provide a series of practical steps which need to be taken in order to arrive at a particular destination – in this case a prison system which meets, or makes progress towards meeting international standards and norms with regard to prison-based education, vocational training and work programmes. Although each of the steps outlined in this document may not be equally relevant to all Member States, the document is intended to provide suggestions which will be of value to a wide variety of prison systems, and which can be adapted for use in different regions of the world. The actual starting point for each

prison system will obviously be different, as will the level of resources available to invest in prisoner rehabilitation and social reintegration. Prison systems which fall under the Ministry of Justice may be more oriented towards rehabilitation than those which are under the responsibility of the Ministry of Interior or Security. Different models of imprisonment may afford differing priorities to rehabilitation.

### **2.2.1 Diagnostic centre**

The actual starting point of prisoner rehabilitation in Ghana, for that matter the Nsawam prisons is the diagnostic centre. The diagnostic center is the first place that inmates go upon their imprisonment. The center acts as a temporary cell, where inmates are diagnosed, counseled, and taught about what they should expect during their sentence. In the beginning of their sentence, inmates receive introductory counseling at the center. According to Daniel Duah Sowah, the head of the Diagnostic Centre for Ghana Prison Service, inmate counseling is a way to guide prisoners on what to expect during their sentence. This is essential so that the individual is prepared for the journey ahead (Ghana Prison Service, 2014). The Diagnostic Center views crime as a disease that an inmate is struggling with (Ghana Prison Service, 2014), and therefore counseling acts as a basis for the subsequent intervention programmes to develop positive change. Prison Counselors play a significant role in rehabilitation for inmates. These criminal justice and mental health professionals provide guidance to inmates throughout the duration of their sentence.

### **2.2.2 Counseling and placement**

Admission/Reception Board offer one on one counseling sessions for newly admitted inmates prior to their placements on a vocation of their choice. Occasionally, religious organizations also conduct counseling sessions for inmates. After the inmate has



received intensive counseling: but have no interest in the available interventions, he is transferred to another prison facility where the inmate can access a programmes that would help him developed fully (Ghana Prison Service 2019). The Discharge board also holds counseling sessions for inmates who are due for discharge. Before an inmate is placed on any intervention programmes, he must first pass through the counseling session in order to determine his interest and the intervention that would help the inmate to developed and equipped with the needed skills that would enable him reintegrate fully into the society after released (Ghana Prison Service, 2019).

The support a Prison Counselor provides will range by inmate. Most counselors can offer hands on counseling covering the following topics: vocational, academic, social, personal. The goal is to provide rehabilitation for inmates that will help them consider new skills and new insight into their goals and motivations. The intention of the counseling at the diagnostic center is to discover where the inmate left off, as it were, prior to his incarceration, because would be needed to assist him with the building of skills he needs to catch up. Also in assessing his fund of knowledge, level of education, work skills, personal traits, interpersonal relationships, emotional maturity, morality and ability to access and use community resources in order the to place them on the right intervention programmes. Additionally, inmates can seek counseling on issues like depression, stress or substance abuse. Sometimes this may come in a group form, or one on one. In addition to the support provided by the staff, counseling for inmates can be obtained through many non-profit organizations. For example, The Lion heart Foundation program offers prison inmates “encouragement and the necessary support to take stock of the life experiences that have propelled them into criminal activity, take responsibility for their criminal behavior, change lifelong patterns of violence and addiction, and build productive lives.” This organization

trains counselors, chaplains, volunteers and others to visit prisons and provide counseling services. Their work extends into youth prisons and the community as well. Taking advantage of the counseling offered during prison is a positive step towards rehabilitation.

### **2.3 Nature of Rehabilitation Programmes for Inmates**

Rehabilitation means to restore to useful life as through therapy and education, or to restore to good condition, operation, or capacity (The American Heritage Dictionary of the English Language, 2014). Elsewhere, and in more sociological terms, it is defined as the process of helping a person adapt to society (Campbell, 2005), or a punishment intended to reform a convict so that he or she can lead a 'productive' life free of crime (Smith, n.d.). Rehabilitation seeks to reduce criminal propensity by changing attitudes, cognitive patterns, social relationships, and/or resources of offenders (Cullen & Applegate, 1997).

Citing Irwin (1980), Campbell (2005) reports that ideas of rehabilitation through punishment were first embodied in the United States' penitentiaries of the 19th century when it was hoped that felons, if kept in solitude, would reflect penitently on their sins in order that they might cleanse and transform themselves. This later transformed into a system of labour performed in silence. Campbell (2005) explains that prisoners were expected to meditate over why they chose a criminal path in order to amend their ways. At this time, prisoners were effectively responsible for their own rehabilitation since the causes of crime were thought to result from individuals' inability to lead orderly and God-fearing lives. In the latter part of the 19th century, the penitentiary gave way to the reformatory, which attempted to rehabilitate offenders through more deliberate forms of intervention such as educational and

vocational training. Reformatories, because they promoted physical punishment, quickly regressed from their rehabilitative ideal to regimes that were more punitive.

Campbell (2005) adds that the medical model of rehabilitation emerged at the turn of the 19th to the 20th century in response to perceived ineffectiveness of earlier means of rehabilitation. New scientific disciplines like psychiatry, psychology, and criminology viewed offenders as by-products of socioeconomic or psychological forces beyond their control. Professionals saw crime as a socially generated sickness, and the objective of corrections was to cure the offender. The medical model soon fell out of favour due to some of its inhumane and often illegal procedures that violated rights of prisoners, to the extent that some prisoners could be incarcerated indefinitely if it was determined that they had not been sufficiently rehabilitated (Lin, 2000).

In his discussion on penal modernism and post-modernism, Garland (2003) observed that contemporary penalty has undergone significant transformation, to emphasize and refine the rehabilitative ideal. He notes that the culture of modern penalty is one of utility, rationality, the rights of man and the rule of law. Under this approach, punishments are to be carefully calibrated to ensure maximum effect from the minimum pain, they must be put to good use, rather than striking out destructively, and should be made positive in their results; corrective measures should be individualized and adapted to a specific case or particular problem. Writing more specifically on the African context, Munakukaama (2005) notes that one of the values of imprisonment in crime control is reformation, which assumes that punishment is a strong means of influencing human behaviour, and therefore has a corrective value when used properly. Accordingly, offenders are imprisoned to be reformed or rehabilitated. During the time they are in prison, they are supposed to be helped to

realize that committing a crime is wrong. In this regard, Munakukaama (2005) adds, measures employed to treat offenders essentially serve therapeutic functions designed to bring about changes in behaviour in the interest of their own happiness, and in the interest of social welfare.

He avers that the reformatory ideal of imprisonment is humane and in line with the spirit of human rights standards; and argues that the underlying views on the purpose of imprisonment have a bearing on the treatment of prisoners. If prisoners are viewed as beyond redemption and prisons as a source of punishment, then penal policies pay no attention to the need for treating them decently or respect their rights while in prison. Contrary to this is what he defines as the philanthropic view, which he says is humanistic, and characterized by a more sympathetic understanding of the prisoners' situation. He cites Lord Wilberforce of the United Kingdom who, in the case of *Raymond v Honey* decided on 4 March 1981, held that "*a convicted prisoner, in spite of his imprisonment, retains all civil rights, which are not taken away expressly, or by necessary implication*" ("*Raymond v Honey*," 4 March 1981). Munakukaama opines that the purpose and justification of imprisonment or a similar measure deprivative of liberty, is ultimately to protect society.

According to Von Hirsh (2003) prison based rehabilitation is expected to satisfy multiple interests: the citizenry would benefit through reduced recidivism, and the offender would gain through programs aimed at his or her needs. Von Hirsh (2003) recognises that much of the rehabilitation ideal's attractiveness lies in its commitment to doing good. However, he doubts that rehabilitative programs are in fact designed to achieve these intentions because, in his view, their criterion for success is whether

recidivism is reduced. He postulates that such a reduction helps society but not necessarily the offender.

The literature in this section draws heavily on the United States experiences because, as indicated earlier, there is paucity of information on this subject in Ghana, and indeed the African context. While I acknowledge that the US correctional system differs greatly from that in Africa, I use these examples to expose some general principles of prisoner rehabilitation that are acceptable across jurisdictions. Indeed, as my study found, the rehabilitation programs in the Ghanaian settings are broadly similar to those in the western world, only with varying degrees in design and efficiency.

### **2.3.1 Rehabilitation through academic education**

The academic component of prison-based rehabilitation includes adult basic, secondary, and literacy programs, and in some facilities may include access to college coursework. According to Stephan (1997), in the United States, prison academic programs are mandatory in the majority of states. Where they are not, states use incentives like daily stipends, extra privileges, and promotion to a higher paying or better class job, to encourage educational participation. In a 1995 survey of all state and federal correctional facilities, Stephan (1997) found that 87% had educational programs, more than 75% offered basic adult and secondary education, while a third provided access to college coursework. MacKenzie (2006) avers that one of the reasons for the continuing emphasis on educational programs is a rehabilitative model is the strong correlation between educational level and criminal activity internationally. Prison inmates are generally less educated, have fewer marketable skills than the general population, and higher rates of illiteracy. She adds that

educational programs seem to be effective because they improve inmate cognitive skills. This is important as deficiencies in social cognition, executive cognitive functioning, problem solving abilities, and the sense of self-efficacy are all cognitive deficits associated with criminal activity (MacKenzie, 2006). Meta-analysis studies by Wilson, Gallagher and MacKenzie (2000) confirmed that educational programs that solve these deficiencies have been found to reduce future offending and improve offenders' ability to use and process information; and may provide a basis for reconstruction of law-abiding lifestyles following release from prison. Moreover, economic theorists like Gerber and Fritsch (1995) assert that educational programs reduce offending more directly via increased skills and employability. Educational models thus embody the values of rationality and utility that are denoted by Garland (2003) in his commentary on modern approaches to penal correction.

The Nsawam Medium Security Prison and the Nsawam Female Prison offer rehabilitation programmes in formal education and vocational training. Formal education is provided so that inmates can continue their education while incarcerated, or begin learning if they have not had the opportunity prior to imprisonment. Vocational training interventions are available for inmates that do not want to participate in formal education but would still benefit from gaining additional knowledge. These programmes include training in sewing, carpentry, shoemaking and welding. According to Borzycki, research indicates that in general, prisoner's low levels of literacy and numeracy are highly linked to low levels of educational instruction (Borzycki, 2005). Therefore, education is an essential aspect to prisoner rehabilitation. Prisoners who attend educational programmes are much less likely to reoffend (Vacca, 2004).

According to the Director General of Ghana Prison Services, Matilda Baffour-Awuah, Ghana prison service has introduced vocational training and formal education to support this belief. It is proven that these interventions will equip the prisoners with adequate means to be a productive citizen outside of the prison walls. These various types of education will also provide a foundation to create and sustain livelihood that in turn will prevent inmates from committing further crimes. (Ghana Prison Services,2014). Although in the past prison has been for punishment only, research all over the world indicates that education is the most important tool needed to transform prisoners and help them from relapsing into crime again. Supt. Peter Afari Mintah, the head of formal education ensures that offering this type of learning allows for inmates to catch up to their brothers and sisters. In the year 2008, the prison services added its center for collaboration with distance learning, this was to help bring educational programmes into the prison. After the first batch of inmates sat for examination in 2010, their scores were computer selected to continue on with further education. However, due to their sentences and judicial laws, their education was unable to be completed. Currently, Ghana Prison Service is working in collaboration with many tertiary education institutions, and is appealing to all stakeholders involved to help inmates gain further education.

### **Formal education**

The station has the Center for Distant Learning and Open School (CENDLOS), which currently has a student population of thirty (30). This includes students of the Junior High and NVTI (that is ICT, Tie and Dye, Soap making, Catering and Hairdressing). The students' population is made up of 25 inmates and 5 officers. The center has registered 16 candidates who will be taking examinations in ICT (NVTI Levels I and II), Catering, Textile, Hairdressing and Soap Making in May-June, 2015.

### **Non-formal education**

In the non-formal division, inmates with no literacy skills acquire knowledge in reading and writing of English and Twi languages. The class has a current population of four (30) inmates.

### **ICT programme**

The ICT center was opened in January, 2012 by GIFEC to train inmates and officers in ICT. The center since its inception is effectively managed by an officer trainer who is in charge of the center. Students of the school are trained in software packages like MS Word, Excel, PowerPoint, Access and Networking. Different time tables have been drawn for both officers and inmates. Students at the end of the course will sit for the NVTI examination levels I & II.

### **2.3.2 Rehabilitation via vocational education**

Cullen and Santana (2002) report that work has been an important part of the daily activities of inmates since the inception of penitentiaries. The reformatory era in the late 1800s and early 1900s brought in the perspective of work with vocational training to contribute to prisoner rehabilitation. The objective at the time was to prepare prisoners for employment after release. A study by Stephan (1997) found that 94% of correctional facilities in the United States offered work programs. A third of the facilities employed inmates in a prison industry and a half provided vocational training, while two thirds of the inmates participated in a work programs. He concluded that the strong association between employment and crime has led to the assumption that if employment opportunities or work skills of offenders can be enhanced through programming, their future criminal activities will decline. It is this correlation that underpins the rehabilitative ideal of vocational education and work



programs, which again demonstrates the influence of modernist ideas of rationality and calculability in modern prison reform (Garland, 2003).

Vocational education is one of the most widely implemented programs in correctional settings internationally because it addresses the high incidence of academic and employment failure among offenders. According to MacKenzie (2012), programs generally include classroom-based education, job training, and apprenticeships, as well as life skills components such as time management and work ethics. Some programs offer accreditation to offenders who complete vocational education programs, enabling them to obtain a necessary trade license. Other programs create partnerships between correctional institutions and local trades-people that focus on post-release employment opportunities, where offenders gain actual work experience in the community under supervision. Evaluation reviews conducted by Lattimore, Witte, and Baker and (1990) in the North Carolina Department of Corrections assessed effectiveness of programs that included vocational interest and aptitude, specific skills training, and post-release employment assistance. They found that offenders who participated in programs had significantly lower arrest rates in the twenty-four months following release from prison than those who did not attend programs, and concluded that vocational education programs are effective in reducing recidivism.

Correctional industries in the US typically offer work experience to inmates, with the aim to keep prisoners busy, provide goods and services, and alleviate the costs of corrections. These goals appear more important than rehabilitation. Studies conducted in New York (Maguire, Flanagan, & Thornberry, 1988) and in the Federal Bureau of Prisons (Saylor & Gaes, 1997) found that the participants in prison industrial work

had lower recidivism rates. However, further analysis of the aforementioned studies by Mackenzie (2006) concluded that overall, there was insufficient evidence to show that correctional industries are promising as effective rehabilitation programs. Also, as mentioned above, prisoner intervention programmes focus on vocational training. Here, inmates learn anything from carpentry, to jewelry making. This is an indispensable aspect of the intervention programmes, because it provides inmates with the basic skills to work in the informal sector (Ghana Prison Services, 2014). In Ghana, the informal sector makes up 80% of the workforce and therefore this type of education provides extraordinary benefits (Osei-Boateng & Ampratwum, 2011).

All the central prisons in Ghana have vocational skills or trades that are designed to equip inmates with skill that will make them earn income when they engage in those trades after discharge or that will make them employable. Just like the other central prisons in Ghana, workshops which serve as places for teaching and learning of the various trades were incorporated when the prisons were built. However, not all the trades began with the inception of the prisons. As more trades became available spaces were also created to accommodate those trades. For example, a space has been created for the hair-cut shop and the shoemaking (Cobbling) shop in the Nsawam Male Prison. An important thing to note is that the trades or vocation present or operative in the prisons are contingent on the availability of raw materials in the geographical location of the prisons. The same can be said of the female prison. Within the female prison a block houses the various workshops for soap-making, batik tie and dye, sewing, crocheting among others. However, one of the relatively new trades, the hairdressing salon, is outside the precincts of the female prison. The bakery trade was not originally considered as a possible trade during the inception of the prison. The bakery shop or trade came into being when the Presbyterian Church of

Ghana Prisons Ministry advocated for baking in the prison as a way of providing inmates with skills that they can rely on for employment. Somewhere in the late 1980s the Prison Ministry bought an oven for the female prison. However, upon agreement with the Ghana Prisons Service, the service had to pay back the money in installment. Some of the trades or vocations that began with the inception of the Nsawam Medium Security Prisons have completely phased out. Others, on the other hand, are existent but inoperative. For the male prison, vocations or trades like draughtmanship, cane weaving, soap-making, painting and decoration were fully operative with high enrollment levels. Nevertheless, these trades are no more. Despite these happenings, certain trades which were not existent before 2005 were introduced. Vocations like doormat making and shoemaking (cobbling), plumbing, barbering and masonry were introduced after 2004 and were fully functional at the time. Now, even though these trades are existent in the male prison, they are not fully functional because of the lack of raw materials and tools that will keep such trades in constant operation (Ghana Prisons Service, 2005).

Similarly, vocations for the female prison which were not existent in the year the year 2004 were introduced in the ensuing years. Such trades for the female include soap-making and hairdressing (Ghana Prisons Service, 2005). A look at the annual report of the Ghana Prisons Service from 2004 onwards shows that the main trades with the highest number of enrolment for male prisoners nationwide were the tailoring and carpentry trade. This is also evident in the Nsawam Prison. As at April, 2012, the tailoring shop had the highest number of trainee-inmates. Similarly, the trade with the highest number of enrolment for the females nationwide is bakery. This is also true in the female prison. The highest enrolment level by trainee inmates is in the bakery shop. However, the crocheting shop in the early 2000s was highly patronized by

inmates (Ghana Prisons Service, 2004, 2005). Currently, it is one of the trades with the lowest enrolment level. The situation with the crocheting shop is not different with the sewing trade in the female prison. Enrolment level in the sewing vocation is low because now inmates only make uniforms for the prison staff and do no longer make dresses for people. Since the male prison receives the majority of the task of sewing uniforms for the prison officials, the sewing at the female prison is not as vibrant as it used to. Comparatively, over the years, the Nsawam Prisons has had the highest enrolment in vocational or trade programmes designed for inmates nationwide (Ghana Prisons Service, 2004, 2005). This is probably because it has the highest number of convicts in the whole of Ghana and it also houses inmates with long sentences who qualify for enrolment in rehabilitation programmes.

### **2.3.3 Rehabilitation through cognitive behavioural therapy programmes**

Based on cognitive behavioural theory, these therapies focus on human change through demonstrated behavioural outcomes. Changes in behaviour are achieved through changes in the way an individual perceives, reflects, and thinks about their life (Dobson & Khatri, 2000), and 'dysfunctional' behaviours are altered through changes in attitudes, beliefs, and thought processes (Fabiano, Porporino, & Robinson, 1991). Some research from the US shows that cognitive therapies used with correctional populations result in changes described as cognitive restructuring, coping skills, problem solving, cognitive skills, moral development, and reasoning (Henning & Frueh, 1996).

Cognitive behavioural treatment programs, which are common in many correctional institutions in Canada, for example, are relatively short term, highly structured, and provided to groups in classroom-type settings. The people trained to deliver the

programs come from a variety of backgrounds and do not necessarily have training in counseling or psychology. indeed, they often follow a detailed manual or prescribed curriculum intended for the purpose (Lambert, Hogan, Barton, & Stevenson, 2007).

One such program is the Moral Resonance Therapy (MRT). It is based on a moral development model of offending, drawing on the connection between thought process and behaviour. The goal of the program is to improve the social, moral, and behavioural deficits of juveniles and adult offenders who are believed to have lower levels of moral reasoning. Treatment is highly structured and provided in a group setting in biweekly two-hour sessions that last 12 to 15 weeks (Arbuthnot & Gordon, 1988). Similarly, the Reasoning and Rehabilitation (R&R) program is premised on the belief that offenders have experienced developmental delays in certain cognitive skills essential for social adaptation resulting into difficulties with interpersonal problem-solving, coping skills, social perspective taking, and critical reasoning. The goal of treatment is to modify this defective thinking so that delinquents and offenders become more reflective and deliberate in their thinking. The program is delivered to groups of 6-8 participants in duration of 35 sessions that run for 8-12 weeks (Joy-Tong & Farrington, 2006). There is also the Cognitive Restructuring (CR) the program, which focuses on deficits in moral reasoning, social skills, and problem solving that are characteristic of delays in normal development as well as faulty thinking patterns. Treatment is directed towards restructuring offenders' thinking involving principles of self-change and changing lifestyle.

The positive effects of cognitive behavioural approaches have been consistent in reviews of rehabilitation research. For example, meta-analysis of cognitive behavioural programs by Wilson, Gallagher, and MacKenzie (2000) concluded that

cognitive behavioural programs appear to be effective for adult offenders in a variety of settings. The studies showed that those receiving any of the three types of cognitive behavioural therapies described above had lower recidivism rates than those who did not receive therapy, although the effectiveness of R & R was not as strong as that of MRT programs. At the same time, however, as alluded to by the UK Ministry of Justice (2013) and Heseltine, Sarre and Day (2011), these programs are resource intensive and dependent on significant allocations of space and personnel and a commitment to individualized rehabilitation models.

In the African context, Tapscott (2008) notes that many prisons, if not the majority, provide few or no such rehabilitation programs for their inmates. This, he argues, is in part due to official and public perceptions of prisons as places of punishment rather than rehabilitation; but also has to do with a lack of innovation and motivation on the part of prison staff. He further observes that budgetary constraints, prisoner overcrowding, and sometimes a lack of interest on the part of the state mean limited program implementation in the few cases where there have been efforts to rehabilitation. Consequently, initiatives have been stratified according to a hierarchy of needs, dealing first with basic physical needs and more distantly with rehabilitation and other measures to promote reintegration of offenders into society (Tapscott, 2008).

In Ghana, most of the morale resonating therapy programmes within the prison walls are being inculcated into the inmates through the religious activities. Religious intervention is imperative, particularly in a country where faith has a dominant impact on society. At the Nsawam Medium Security Prison, and the Nsawam Female Prison religious interventions offer inmates the ability to freely practice any religion of their

choice. Inmates who practice Islam or Christianity are allowed to attend Church or Mosque daily. In addition, there are Prison Officers who are in charge of overseeing the various religions, and they are available for counseling and support. This is extremely important in Ghana, because according to the Ghanaian Embassy, the Christian Population accounts for 71.2% of the total population in the country, where as the Muslim population accounts for 17.6%. The remaining percentage of the population is generally influenced by traditional or customary practices (Global Scope Inc., 2012). Therefore, Ghana Prison Service has used religion as an integral section for rehabilitating prisoners.

The intention of religious affiliation is to remove criminal's minds from deviant behavior, and instead bring religious figures closer to them so that they follow the positive lessons learned through religion (Ghana Prison Service, 2014). The Christianity aspect of religious intervention is to rehabilitate prisoners by altering their attitudes and their behaviors. The goal is to correct their social conduct, so that upon their release into society they will be more easily accepted by other citizens (Ghana Prison Service, 2014). Prisoners themselves have attested that this form of rehabilitation has deepened their Christian ways and fortified their relationships with Christ. The Ghana Prison Service claims that this endeavor reduces the anxiety and potential tribulations associated with reintroduction into the civilian life style, and is therefore extraordinarily beneficial (Ghana Prison Service, 2014). The Muslim religion is also supported through intervention programmes. According to one of the inmates at the Nsawam Prisons, himself and his brothers are able to have two basic prayers a day. This has allowed them to ask for forgiveness of their sins, and for the harm they have caused themselves and others (Ghana Prison Services, 2014).

### **Religious activities**

The station has a chaplaincy that drafts a time table in collaboration with the Eastern Regional Chaplain for Padre Hour, which takes place every Thursday. Preachers of different denominations are invited to preach to officers. This year, 17 religious groups have been granted permission to preach to inmates. Such religious groups take the opportunity to offer spiritual counseling to inmates. Raboni Bible School also offers Certificate and Diploma courses for inmates free of charge. The preaching programs for inmates are educative, inspirational and life transforming, thus enabling some inmates to receive Jesus Christ as their Lord and Personal Savior. Quarterly revivals are held for both inmates and officers to boost their moral and spiritual lives. Most of the religious bodies and NGOs have been of tremendous assistance and notable among them is the prison ministry who provide the station with used clothing, soaps, detergent, pharmaceuticals, etc. The International Christian Cooperative Ministry and the Angel Zoe Foundation have also been of great help with regards to the rehabilitation of inmates. They assist inmates who are due for discharge in getting them connected to job opportunities of their choice and also provide financial assistance for some inmates to start their own businesses when discharged.

### **Healthcare**

The station has a nurse who caters for the health needs of inmates. Those who need specialist attention are referred to the Nsawam Government Hospital, Korle-bu Teaching Hospital, Police Hospital or Pantang Psychiatric Hospital for further treatment. Donation of drugs from NGOs and individuals are received periodically. This boosts health care delivery in the prisons' infirmary. All newly admitted inmates are registered under the National Health Insurance Scheme and renewal of expired NHIS cards are done for existing inmates. Planned Parenthood Association of Ghana



(PPAG) organizes periodic free HIV/AIDS education and screening for all inmates. All positive cases are registered at Nsawam Government Hospital for Anti-Retroviral Therapy (ART).

### **Agriculture knowledge**

Both the Nsawam Medium Security Prison and the Nsawam Female Prison offer agricultural interventions. This is implemented through training inmates about farming, and how to keep livestock. Agricultural training is not only beneficial to the prisoner rehabilitation, but it is also beneficial to the prisons livelihood. The prison service has large tracks of land, and a surplus of labor. It is an undisputed fact that the prisons could become the agricultural hub for Ghana (Ghana Prison Services, 2014). The major factor standing in their way, is the lack of machinery. Instead prison service is focused on low level cut grass agriculture. To advance prison services needs tractors, warehouses, harvesters and driers. An increase in agricultural production has the possibility of creating enough revenue to be able to sustain the prisons, and provide a small sum of money to inmates being released to ease the difficulty of resettling into society. As these advancements have been thwarted, currently agricultural training is the tool by which inmates are corrected. They gain skills and experiences working on the farms that can be carried with them outside of prison walls. These skills will help them to gain livelihood as they can create their own farms with crop or animal production (Ghana Prison Services, 2014).

### **Justice for all programme**

Essentially the portion of the Justice For All Programme that will be examined throughout this research serves as an intervention for remand prisoners. The objective of this intervention is to bringing the court setting into the prison itself. Therefore

inmates who have not seen lawful justice are able to undergo trials at a faster pace. According to a report by Amnesty International, the African Commission on Human and Peoples' Rights assures that individuals on remand are to be tried, or given a projective trial date within two years. This is to assure people on remand are tried within reasonable time. However, Amnesty International found that there are prisoners who claim to have been on remand for up to seven years (Amnesty International, 2012). As stated by Amnesty International(2012), the justification of his human rights abuse is accompanied by Article 14 of the International Covenant on Civil and Political Rights, stating that prisoners on remand have the following right:

The right to be informed of the charges promptly and in a language the accused understands; the right to a fair and prompt hearing before a competent, independent and impartial tribunal; presumption of innocence; the right to defend oneself or have counsel of one's choosing and for the counsel to be provided free of charge if you cannot afford to pay; and the right to appeal (p.12). Even more substantially, the Ghana Constitution states in Article 14 that a detainee who is suspected of committing a crime, should be brought before a court within forty-eight hours after the original arrest. If this fails to occur, then the suspected criminal should be released to be recalled for a court hearing at a later date (Amnesty International, 2012).

Considering these human rights abuses were brought to the attention of Ghana Prison Service through the Amnesty International Report, the prisoner intervention programmes have accompanied the Justice for All Programme. According to Justice Ajet Nassam, a high court judge, the Justice for All Programme is comprised of judges going into the prisons to try the cases for inmates. In some instances, prisoners on remand have already been in incarcerated for an amount of time exceeding their offense, and in these cases, the high court judges have the ability to release them. In

other situations, individuals face charges of murder or robbery, and can be granted bail, on the condition that they will return for their court date. This is a crucial aspect of rehabilitation, because prisoners need to be made aware of the offense that they have committed. If they are unable to afford lawyers, then the Justice For All Programme does its best to provide professionals (Ghana Prison Services, 2014). Although the Justice For All Programme is expensive to fund, it provides inmates with outlets and guidance concerning legalities. The introduction of this programme has helped to create enormous advancements in the reduction of human rights abuses, and in turn the rehabilitation of prisoners who have been legally tried and proven guilty of criminal deviance.

#### **2.4 Policies Underpinning the Rehabilitation of Prisoners**

Imprisonment as a form of punishment did not exist in many places in Africa and was rarely used in others until pre-colonial times. Criminals were usually detained by being chained in the open, or given other public forms of punishment. Imprisonment was not regarded as a suitable form of punishment for ordinary offenders (Sarkin-Hughes, 2008), physical restraint was rarely used, and detention does not appear to have been regarded as a punishment in itself (Read, 1969). In pre-colonial Africa, in the rare situations involving detention, offenders would be held for the purposes of attending their trial or awaiting the imposition of some other form of punishment. For example, offenders in the kingdom of Ankole and Buganda were detained in a form of stocks usually pending their execution. Prisons in East Africa were introduced only after the advent of the British rule (Read, 1969). Corporal punishment and the death penalty were rarely used in traditional societies in East Africa, the former only used as a punishment of last resort. Common punishments included ostracising the offender,

which took the form of isolation within the community or total banishment by means of a formal ritual (Bernault, 2003; Read, 1969).

During colonial administration, colonial powers began using incarceration as a means of subjugating indigenous populations for economic, political, and social purposes. Sarkin-Hughes (2008) noted that politically and socially, colonialists used incarceration as a method of controlling political dissidents and maintaining colonial control over occupied territories and their indigenous populations. Kamugisha (n.d.) observed that colonialists incarcerated natives for minor offences like tax defaulting and civil felonies that would not have warranted hard punishment in the pre-colonial era. As such, Sarkin-Hughes (2008) argues, the aim of these systems was hardly to rehabilitate criminals or reintegrate them into society. In fact, these prisons successfully created a subclass of humans who were available as cheap labour, subjecting them to inhumane living conditions. Citing Pet. and Devenish (2005), Sarkin-Hughes (2008) noted the use of various methods of torture and cruel punishment during the colonial period in Africa at a time when Europeans were ostensibly abandoning torture as a means of punishment in Europe. African colonial prisons thus revived and sustained horrific methods of torture for natives who colonial masters deemed to be uncivilized, childlike, and savage; and European colonialists viewed corporal punishment as a cost effective means of dealing with colonial subjects in a manner suitable to their status (Sarkin-Hughes, 2008).

However, the United Nations Standard Minimum Rules for the Treatment of Prisoners (“the Nelson Mandela Rules”) and other international instruments, emphasize that prisoners should be assisted in their social reintegration in order to be better equipped to live law-abiding and self-supporting lives after release. In fact, adopting measures

to ensure the effective reintegration of prisoners into the community is arguably one of the best and most cost-effective ways of preventing their re-offending. The provision of purposeful activities in prisons, including education and vocational training programmes, physical exercise facilities, therapy and treatment for problems such as drug addiction, as well as the possibility to work, is therefore key in achieving the overall purposes of a sentence of imprisonment namely, the protection of society against crime and the prevention of recidivism.

To provide tangible support to Member States in applying a rehabilitative approach to prison management, UNODC, under its Global Programme for the Implementation of the Doha Declaration has published a practice-oriented tool, namely the “*Roadmap on the Development of Prison-based Rehabilitation Programmes*” (2017) which focuses on educational, vocational training and work programmes in prisons. Additionally, UNODC provides technical and material support to assist national prison administrations in initiating or enhancing such programmes, in line with international standards, with a view to foster prisoners’ reintegration into society and thus reducing their recidivism. Following numerous countries’ requests, UNODC has decided, under the Global Programme for the Implementation of the Doha Declaration, to support countries in creating their brand of prison products aimed at enhancing prisoners’ work and products in full compliance with prisoners’ rights and work standards applicable in prisons, with a view to support their social reintegration prospects and raise awareness in the general public that prisoners are a continuous part of society.

At the thirteenth United Nations Congress on Crime Prevention and Criminal Justice in Doha, Qatar, from 12 to 19 April 2015, discussions were held about the most important priorities for action over the following five years. The Doha Declaration

resulting from this Congress reaffirmed the commitment of Member States to implement and enhance policies for prisoners that focus on education, work, medical care, rehabilitation, social reintegration and the prevention of recidivism. As the guardian of the Nelson Mandela Rules, the United Nations Office on Drugs and Crime (UNODC) has published a number of guidance documents in the field of prison management and reform. Among those, UNODC published in 2012 an “Introductory Handbook on the Prevention of Recidivism and the Social Reintegration of Offenders”, which elaborates on promising practices and programmes for reducing criminal recidivism by addressing the social reintegration challenges faced by all offenders, and in particular by those who are or have been incarcerated. This document seeks to build on that handbook by proposing practical steps and considerations to national prison administrations through which promising programmes can be put into practice or be enhanced. The purpose of this document is to provide a practical roadmap for prison administrations in order to assist them in developing (a greater number and variety of) high-quality and sustainable rehabilitation programmes and initiatives within their penal establishments. The term “roadmap” implies that this document is intended to provide a series of practical steps which need to be taken in order to arrive at a particular destination – in this case a prison system which meets, or makes progress towards meeting international standards and norms with regard to prison-based education, vocational training and work programmes. While work programmes should contribute to generating income for prisoners and their families, increasing prisoners’ qualifications, and thus fostering their employability upon release, the creation of a brand of prison products can contribute to increasing their self-esteem and to reducing the stigma by giving a positive image of prisoners within society.

#### **2.4.1 The prisoner in the One-District, One Factory Policy**

The Ghana Prisons service, as part of its reformation and rehabilitation programs, has introduced trade modules in selected prison establishments. Notably among them are the soap-making factory at the Ankaful Camp and Nsawam Medium Security Prisons, block factory at the James Camp Prison, and Kente-weaving workshops at the Kumasi Central and Manhyia Local Prisons. The remaining are palm plantation and animal husbandry, as well as carpentry, tailoring, shoemaking and blacksmithing workshops in most prisons across the country (Wilkinson, 2018). He asserted that a conscious effort to expand these workshops and equip them for mass production under the President's One-District One-Factory module will see a lot more prisoners acquiring trade skills while contributing to the national economy, thereby making the prisoner a national asset.

#### **2.4.2 The importance of prisons**

According to a research in the US, prison labor is a billion-dollar industry. The Nsawam Medium Security Prison houses about 3500 inmates, Kumasi Central 2000. Not once in a regular factory setting can one find a total workforce of 5000 plus with skilled and semi-skilled men at your beck and call. There is ready and cheap labor in the prisons. Studies have proven that given the right incentives, prisoners are more than willing to engage themselves in useful enterprises. The principle of imprisonment today appears to skew more towards reformation and rehabilitation rather than mere punishment. "Imprisonment is not for punishment, since imprisonment in itself is punishment."

I am convinced that we, as a nation, have what it takes to transform the prisons into production centers. This is a clarion call to kill two birds with a stone. To maximize the potential of prisoners and make them economically beneficial to the state. It

therefore, behooves the Prison Administration to identify areas of interest in readiness for consideration in the One-District One-Factory module as promised by the government of Ghana. One school of thought has it that imprisonment should profit society and the state. A renowned philosopher, Voltaire, envisaged this in the 17<sup>th</sup> century when he admonished that: “Let the punishment of criminals be useful. A hanged man is good for nothing; a man condemned to public works still serves the country, and is a living lesson”.

## **2.5 Benefits of Rehabilitation Programmes for Inmates**

The relationship between employment or vocational training and crime (recidivism) cannot be overemphasized. Kreinert and Fleisher (2001), skeptical about the relationship between employment and crime, compared the pre-imprisonment educational, employment and income data about inmates and that of the general population of the United States of America (USA). They found that inmates in their sample obtained more money legally than the rest of the population of USA. Another interesting finding was that at the time of their arrest, the majority of their respondents were employed in good paid jobs. Their finding questions the need for rehabilitating inmates by providing them vocational skills programmes with the hope of getting employed and earning good income. Kreinert and Fleisher (2001) explain that some crimes do not have any economic motive. For example, crimes such as domestic violence, assault, drunk driving, rape, do not correlate with poor education or unemployment. This again questions the need for rehabilitation programmes in the prison. In view of this, these scholars assert that the prison is not the place for economic rehabilitation. McCall (1998) has cautioned that providing inmates with employment skills might not help prevent recidivism. This is because the offender, aside economic reasons, has several factors like alcohol, drug abuse, family problems



among others, which make or propel him/her to commit crimes. Witte and Witt (2000) explain employment in itself does not deter people from committing crime. They assert that some individuals can commit crime while they are employed since their employment can serve as a means of committing more crime. Additionally, Witte and Witt (2000) argue that some criminals may supplement the income from their work in order to satisfy their needs by committing crimes.

Despite these opinions of these scholars, there are others who believe that employment and vocational training have a positive impact on crime or recidivism. According to Freeman (1991) crime, in this age, is not as a result of any deviant predispositions of the youth but rather it is as a result of unemployment and poverty. Wilson (as quoted in Harrison and Schehr, 2004) believes that there is some kind of relationship between low quality jobs, unemployment and criminal behavior. RahillBeuler and Kretzer (as cited in Harrison and Schehr, 2004) explain that making inmates employable is critical if inmates are desired to be self-sufficient. Gainsborough and Mauer (2004) have argued that it is not just employment that might reduce recidivism but that the issue of consistent salary for the ex-offender is crucial. In a review of several studies, Finn (as cited in Harrison and Schehr, 2004) has concluded that unemployment and low-wage temporary jobs contribute to recidivism. He adds that, on the contrary, full-time jobs do go a long way to reduce recidivism for ex-offenders. Uggen (1999) supports the view of Finn and asserts that getting a stable job may even have the potential of reducing the criminal behaviour in the offender. He, unlike Wilson (as quoted in Harrison and Schehr, 2004), believes that there is some kind of relationship between low quality jobs, unemployment and criminal behavior. He adds that vocational skills acquired before being released increases the chance of living a meaningful live upon release. Thus, to him higher

paid quality jobs reduce recidivism and even substance abuse. Rauman and Berk (as quoted in Harrison and Schehr, 2004) in their article entitled “Remuneration and Recidivism” have noted that in addition to the rehabilitation programmes offered, offenders who have been released should be given some funds to fend for themselves while they look for employment. They believe that such unemployment funds will keep ex-convicts from trouble and hence reduce recidivism. Freeman’s (as quoted in Harrison and Schehr, 2004) meta-analysis of several studies concurs with Uggen’s (1999) findings that there is indeed a positive correlation between unemployment and criminal activity. The more people are unemployed, the more criminal activities increase. McCall (1998) have agreed with Uggen (1999) and has noted that indeed there is a relationship between joblessness and recidivism. Thus, joblessness contributes to recidivism. He adds that helping ex-offenders get job through training programmes is both beneficial to both the offender and the government that carries a huge cost of taking care of prisoners while in custody. Ross (2002) explains that one of the main reasons for the rehabilitation of inmates is for them to acquire skills that will help them to find jobs. Another reason is for inmates to behave well while in prison. Freeman (as cited in Borland and Hunter, 1999) explains an interesting relationship between crime and employment. He asserts that a person’s employment status or even income may influence the likelihood of being arrested. If a person finds his or her income to be too low, the person may resort to a life of drinking which can also influence the person in committing crimes which are perpetrated under the influence of alcohol. Freeman (1991) asserts that because of more income from crime, some young men will reject employment. Also, others will have a problem of getting employed because of their criminal record (Freeman, 1991; Borland and Hunter, 1991). In a study conducted by Craig and Rogers (2010) a major goal of vocational

training programmes to instill in the inmates some productive roles in society. These productive roles translate into having jobs or working in society. Vocational programmes are mainly designed to empower the participants to earn income. As a result of this, Wilson and his associates (2000) assert that educational programmes may be more advantageous than vocational training programmes. Nevertheless, it is hoped that money or income obtained from engaging in a trade learnt in prison would keep the offender away from crime.

Danso (as cited in Ansre, 2010) in a post-release study of the inmates observed that most inmates do not want to indicate that they had some form of vocational training in prison while they are employed. This is because they were worried that if their employers found out they will be fired. A study conducted by Danso (as cited in Ansre, 2010) at the James Camp Prison in 1985 indicates that most prisoners upon release were jobless and had no skill. Consequently, such inmates had the tendency to go back to prison for committing other crimes. This perhaps explains why imparting vocational skills training is imperative in prison.

### **Vocational programmes**

Vocational programmes in prisons take numerous forms, from building trades, motor mechanics, fitting and turning, carpentry and upholstery, manufacturing of furniture and clothing to computer training. The premise of vocational programmes is that inmates who actively participate in these programmes have a significantly lower likelihood of being reincarcerated and the acquisition of vocational skills increases offenders' legitimate employment opportunities after release. Generally, the available research on vocational education indicates that these programmes are effective in reducing recidivism. Gerber and Fritsch examined 13 studies and found in nine of the studies that vocational education programmes are effective and reduce the recidivism

of offenders. As an example, Saylor and Gaes (1992, in Gerber & Fritsch, 1994, p.8) investigated vocational-technical training in the Federal Bureau of Prisons and found that inmates who received vocational training while in prison: Adjusted better (fewer disciplinary violations) than those who did not receive such training.

Were more likely to complete stays in a halfway house;

Were less likely to have their release on parole revoked;

Were more likely to be employed after release.

MacKenzie's research (2000) has shown that programmes that begin job search assistance and preparation for employment prior to leaving prison and that continue assistance after release hold promise for reducing recidivism. Harer (1994), Sampson and Laub (1997) and Uggen (1999) indicate that offenders released from prison who have a legitimate job (with higher wages or higher quality jobs) are less likely to recidivate. Seiter and Kadela (2003, pp.373-374) evaluated two studies done by Saylor and Gaes (1992, 1997) and one study by Turner and Petersilia (1996) and concluded from the results of the studies that vocational training and/or work release programmes are effective in reducing recidivism as well as improving job readiness skills. The study by Turner and Petersilia (1996) indicates that the work release programme achieved its primary goal of preparing inmates for final release and facilitating their adjustment to the community. Although there are indications that those who participated in work release programmes were somewhat less likely to be rearrested, the results were not statistically significant. Saylor and Gaes (1992, 1997), who compared offenders participating in training and work programmes with similar offenders who did not take part, demonstrated significant training effects on both in-prison (misconduct reports) and post- prison (employment and arrest rates) outcome measures. While the period of imprisonment could be viewed as an opportunity to

build skills and prepare inmates for job placement, the literature provides mixed to negative support for the effectiveness of in-prison job training programmes (Bushway & Reuter, 1997; Gaes et al., 1999; Wilson et al., 1999a, 1999b). In addition, long periods of imprisonment may weaken social contacts that lead to slighter employment opportunities upon release (Hagan & Dinovitzer, 1999; Western, Kling, & Welman, 2001). There is also evidence that suggests that being labelled as a criminal (e.g. being arrested or imprisoned) may adversely affect subsequent employment stability (Bushway, 1998). Gardner (2002, p.8) indicates that certificates issued by a correctional institution bear little weight on the outside, and that they are often considered detrimental to an offender's ability to obtain a job. It has been shown to be more beneficial when certificates are endorsed or provided by organisations or trade associations that are directly related to the vocational skill required.

### **2.5.1 Prison labour and inmate behavior**

Like the findings of research on corrections-based education programmes, research on prison labour is also encouraging. It appears that prison work experience operates through several mechanisms to produce better behaved inmates, lower recidivism rates and higher rates of involvement in constructive employment after release. Just as offenders present deficient educational records upon entry to prison, their work histories also reflect vague or non-existent employment records, few marketable skills and an inadequate work ethic. Thus, the purpose of prison labour has always been multifaceted, and includes instilling positive work attitudes and the development of self-discipline and marketable skills. In addition to these offender-focused goals, work programmes have sought to be economically self-sufficient (if not profitable), and to keep inmates occupied in productive activities that reduce the risks associated with inmate idleness. The administration of prison labour programmes and the question of

whether such programmes assist in reducing recidivism are complicated by the multiple goals and objectives that are sought through prison labour (Flanagan, 1989). As a research issue, prison labour also suffers from definitional ambiguity; the definition of “prison work assignment” may range from innocuous and trivial institutional maintenance assignments to 40 hours per week in workshops that approximate real-world work practices. Moreover, as prison populations have grown rapidly during the past two decades, correctional agencies have not kept pace in providing industry related jobs for inmates. All these factors have a direct influence on the outcomes of research. The lack of empirical evaluation of the effect of prison work is indicated by the fact that Lipton, Martinson and Wilks (1975) did not consider the area of institutional employment at all in their study. The approach followed in later studies has been to compare recidivism rates of inmates released after having worked in prison workshops with rates for a comparison group of non-employed inmates. In all but one comparison (State of Utah, 1984) there were no significant differences between employed and non-employed inmates (Johnson, 1984; Basinger, 1985; Flanagan et al., 1988). The State of Utah (1984) found that the one-year-return-to-prison rate for all inmates released in 1983 was 29%, compared to 13% for correctional industry participants released during the same period. In terms of in-prison behaviour, however, participation in prison industry was consistently associated with lower rates of disciplinary problems. Saylor and Gaes (1997) point out that male offenders who participate in institutional employment are 24% less likely to recidivate and those who participate in either apprenticeship or vocational training are 33% less likely to recidivate during the follow-up period of eight to twelve years post-release.

## CHAPTER THREE

### METHODOLOGY

#### 3.0 Introduction

This chapter captures the following strands of the methodology;

Research Design

Population for the Study

Sample and Sampling Technique

Data Collection instrument

Trustworthiness

Procedure for Data Collection

Data Analysis

#### 3.1 Research Design

“A research design is a strategy which moves from the underlying philosophical assumptions to specifying the selection of participants, the data gathering techniques to be used and the data analysis to be done”(Nieuwenhuis, 2013: 70). Phenomenology was used as a research design. Delpont and Fouché(2009:264) state that phenomenology is a general description of the phenomena as seen through the eyes of people who have experienced it firsthand. In the case of this study the phenomenon of rehabilitation was examined through the lived experiences in rehabilitation matters of the offenders and correctional officials. This helped the researcher to enter the life world and life setting of participants, in order to get real first-hand information about their situation and experiences (Delpont & Fouché, 2009:264).

### **3.2 Population for the Study**

Population in research refers to the totality of objects or individuals regarding which inferences are to be made in a sampling study (Sidhu, 2003). The population studied was made up of all prisoners who were incarcerated at the time the researcher was conducting the interview and the officials of the Nsawam Prison and the Department of Social Welfare/who virtually supervise rehabilitation training activities in the Prison.

### **3.3 Sample Size and Sampling Technique**

The purposive sampling technique was employed for this study. The Nsawam Prisons were purposively selected as the study area based on their implementation of a broad number of interventions, including having the only Diagnostic Center in the country. There were both a male and female prison located on the grounds at Nsawam, thus allowing for a gendered dynamic. Moreover, the selection of the Nsawam Prisons was greatly due to its closeness to Greater Accra. This was so because the researcher only captured information on inmates/instructors who were undertaking the rehabilitation training programmes in the Nsawam Medium Security Prisons. Sampling involved forty(40) inmates who were on the programmes, five(5) correctional staff officers and three(3) directors of prison officers at the headquarters and two(2) Social Welfare Department officers who supervised the rehabilitation programmes at the Nsawam Security Prisons. Persons interviewed were purposely selected and responded to different interview guides.

Fifty(50) respondents were selected using purposive sampling and convenience sampling methods (non-probability methods). The sample selected for the study included the following:



- a. Forty offenders which was made up of thirty males and ten females who are accessing the rehabilitation programmes.
- b. Five correctional staff training officers at the Nsawam Medium Security Prisons.
- c. Three directors of prisons officers at the headquarters
- d. Two social welfare officers who are directly related to the rehabilitation programmes at the Nsawam prisons.

Purposive sampling was used with the intention of specifically selecting inmates that have engaged in prison intervention programmes and had been imprisoned three months prior to interviews (an exception was made for the Diagnostic Center due to the purpose behind this intervention). Convenience sampling method was based on the regulations of prison structure and the rules of authority. This meant the researcher had no decision aside from the aforementioned qualification in the choice of sample. The Ghana Prison Service selected the inmates that the research was allowed to interview. This prior selection made probability sampling difficult. The directors of the prison intervention programmes located at Nsawam and at the Prison Headquarters in Cantonments were also purposively selected to be interviewed. This is because they held indispensable information regarding the challenges of prison intervention programmes from the perspective of implementation.

Also, as the study is qualitative in nature, it was necessary for the researcher to select a sample that would enable the phenomenon under study to be explored for a better understanding. Creswell (2005) avers that selecting a large number of interviewees will “result in superficial perspectives... the overall ability of a researcher to provide an in-depth picture diminishes with the addition of each new individual or site”. Again, a massive amount of data was expected to be generated by the interview

schedule because the interviewees were given an opportunity to express their views on issues. To do the transcription, coding and analyzing of such data manually was extremely difficult within the duration of the study, especially if many interviewees were involved.

### **3.4 Data Collection Instrument**

To realize the purpose of this research study semi-structured interviews in the form of in-depth interviews, focus groups, and key informant interviews and participants observation were used. Documentation was also employed as a source of secondary data for the study.

#### **3.4.1 In-depth interview**

According to Nieuwenhuis (2013: 87) in-depth interviews which are semi structured, was used to corroborate data emerging from other data sources which in this research were books, research papers, and other official documents which served as secondary data. In-depth interview was used for the following advantages: they enable face to face discussion, they allow an opportunity for clarity seeking to unclear questions, and also allow for follow- up on interesting answers (Rubin & Babbie, 2007:125).

The in-depth interviewees were the ten female inmates sampled for the study and they responded to the research question two(2) and research question four(4). They were coded as in-depth interviewee 1, 2, 3, 4, 5, 6, 7, 8, 9 and 10.

#### **3.4.2 Focus group discussions**

According to Nieuwenhuis (2013: 90) “the focus group interview strategy is based on the assumption that group interaction can be productive in widening responses”. Participants engaged in discussion with each other rather than directing their

comments to the researcher (Nieuwenhuis, 2013: 90). The focus group discussions were used for the following advantages: they are inexpensive, generate speedy results for a group of people and offer flexibility for probing (Rubin & Babbie, 2010:221). Focus group interview can also help the researcher identify the conditions that encourage interaction and open discussion.

The focus Group A&B were the male inmates who were sampled for the study and they responded to the research question two(2) and research question Four(4).

### **3.4.3 Key informants interview**

Key informant interviews was used as another data gathering technique. The use of key informants means asking the opinion of a small number of people that are in contact with the target population and have special knowledge of its problems, needs as well as about the current gaps in service delivery to that population (Rubin & Babbie, 2007:127). Key informants or respected and knowledgeable people in a setting under study are valuable for a number of reasons: First, informants can provide crucial knowledge that can lead to a better understanding of a setting under study. In other words, they can facilitate entrance into an area of operation (the prison setting for instance), as well as into an organisation. In addition, key informants can also be used to identify emerging themes in the interview process, based on their expertise and insight of the subject matter (Schurink, 2002: 285). With regards to the confidentiality and trustworthiness, the respondents were coded as follows.

The key informants 1, 2, 3, 4 & 5 were the officials of the Nsawam Prisons in-charge of prisoner rehabilitation who were sampled for the study and they responded to the research question one(1). Key informants A, B & C were the officers at the prison headquarters who were sampled for the study and they responded to the research

question three(3). Also, the key informants 6 & 7 were the social welfare officers sampled for the study and they responded to research question four(4).

### **Documentation**

The documents used for this research were considered as sources of secondary data and they include: books, institutional documents, government White Paper, annual reports and journals.

### **Participant Observation**

Kusi(2012), participant observation allows the researcher to enter into the world of the target participants. This provided the researcher the opportunity to explore issues for a better understanding of the phenomenon under study.

### **3.5 Trustworthiness**

Guba (1992) avers that one of the most popular criteria for judging the quality of a study located within the interpretive-qualitative framework is the trustworthiness criteria. Credibility of this study was ensured through respondent triangulation. In a study conducted by Bush (2002), respondent triangulation involves employing the same instrument to collect data from different participants (as cited in Kusi 2012). By using only semi-structured interview schedule to collect data from prison officers and inmates, respondent triangulation was achieved. Only those eligible participants were included in the investigation. The researcher paid strict adherence to ethical requirements. Participants were diverse and comprised In-depth interviewees, focus group discussants, and key informants.

### **3.6 Procedure for Data Collection**

An introductory letter and sample of the questionnaire were sent to the prisons headquarters by the researcher to be permitted for the data collection. The director in-charge of prisoner rehabilitation purposively selected the officers and inmates who were directly linked to the programmes to respond to the interview guide.

Data was collected by face to face interview from selected prisoners, prison officers and social welfare officials. The researcher also did participant observation with the help of training instructors in the prison workshop of the Nsawam Medium Security Prisons yard. The actual collection of data was carried out within the months of January and February for two weeks within the confines of the prison and the office of the officer's in-charge. The data for the study was collected from both primary and secondary sources. Semi-structured interviews were conducted with all categories of respondents. The interview had questions, to cover respondents' socio-demographic background, and their viewpoints on the prisoner intervention programmes. The researcher conducted the interviews, with support from assistants to help with transcribing and translation. Translation was used only in circumstances where the inmate was unable to communicate in English. The languages spoken that had to be translated were Twi or Pidgin English. The translation occurred immediately and was written in English and then transcribed at a later date.

The secondary data was obtained from the documentary from Ghana Prison Service, annual reports and government White Paper. The documentary gave additional information about the usefulness of prisoner intervention programmes from both director and inmate perspectives. The secondary data was used to enhance and support the interpretation of the findings from the research.

### **3.7 Data Analysis**

Content analysis was used in the study to analyse data. Content analysis is a research technique for making replicable and valid inferences from texts (or other meaningful matter) to the contexts of their use (Krippendorff, 2004: 18). For the purpose of the study qualitative data was practically used following the given steps as outlined by Creswell (2009; 189).

Step 1: Organise and prepare the data for analysis. The filed notes gathered was first transcribed into text before it was analysed.

Step 2: Read through all the data

The researcher read through all the data available and arranged for analysis in order to get the general sense of the information and to reflect on its overall meaning. This process involved checking the general idea of the participants and the meaning they attached to the phenomena under study. According to Marshall and Rossman (2006), reading, reading and reading through the data one more forces the researcher to become intimately familiar with those data.

Step 3: Analysis process was used to generate a description of the people as well as categories.

## CHAPTER FOUR

### PRESENTATION AND ANALYSIS OF FINDINGS

#### 4.0 Introduction

This chapter provides the research findings emerging from data collected. The data was obtained from ten participants through in-depth interviews, with five participants constituting one focus group, and from ten key informant interviews on the perceptions of correctional officials and offenders on the rehabilitation programmes in maximum correctional centres. In presenting, interpreting, and analysing the research findings reference will be made from time to time to literature review and theoretical framework as provided in chapter 2. This section of the study is also about providing answers to the objectives of the study which were to:

Establish how inmates get access to rehabilitation programmes in the Nsawam Security prisons.

Investigate the nature of the rehabilitation programmes in the Nsawam Medium Security prisons.

Ascertain the policy and theoretical underpinnings to prisoner rehabilitation in Ghana.

Identify the benefits of inmate's rehabilitation.

The chapter was divided into the following: biographical data of in-depth interviewees and focus group discussants on aspects of gender, age, and educational level, number of years in custody and religious affiliation of participants. Thereafter, the biographical data of the key informants was presented. Narrative presentation then followed under pre-set themes: how inmates access rehabilitation programmes at the Nsawam Medium Security prisons, the nature of the rehabilitation programmes at the

Nsawam Medium Security prisons, the policies and theoretical underpinnings to prisoner rehabilitation and the benefits of prisoner rehabilitation:

## **4.2 Demographic Data of the Respondents (inmates)**

### **4.2.1 Gender of participants**

From the total number of participants sampled from the inmates, ten were females and thirty were males. Much as the inclusion of both genders was in line with sample requirements, this also dispels the myth that crime is only committed by men and that offenders are only men. The study by Lee (2007: 46) found both genders in custody as offenders. It was further revealed in that study that much as policy makers were inclined to even want to target them separately in prison settings based on assumptions and perceptions that they had completely different responses, the study revealed that both genders tended to respond the same way towards rehabilitation and punishment.

### **4.2.2 Age of participants**

From the total number of in-depth interviewees, twenty-four from a total of forty of those participants fell within the age range 26-35 years. The age category of participants is indicative of the fact that, the most heinous and serious crimes in Ghana communities are committed by young people still in their prime years. This can be linked to the findings by the Department of Correctional Services (2005: 50-51) which revealed that “the youth of Africa have over the years been marginalized. This, combined with the slow growth in the job market, has contributed to the creation of a large pool of young people who are at risk”. All these provided factors, the findings further revealed contributed towards a profile of the actual and potential offenders in Africa which constitute of: predominantly: black young males, from very



disadvantaged communities. Thus, out of the total of forty inmates interviewed, twelve were between the ages of 26-30; also another twelve fell between the age category of 31-35. Eight were in the age bracket of 36-40, four in the ages of 41-45 and another four fell within the age bracket of 46-50.

#### **4.2.3 Religion of participants**

Religion is another important demographic variable. It permeates through every facet of the life of the individual. It may have varying impact on the rate of re-offending on the parts of inmates who adhere to any religion in general. This variable was looked at in order to know the religious orientation of recidivists.

As acclaimed by the inmates interviewed, twenty-eight (28) of the respondents asserted to be Christians while ten of the offenders of the Nsawam Medium Security Prisons indicated that they were Moslems. Two (2) respondents were adherents of the African Traditional Religion and Buddhism, respectively. Clearly, the information above is a true picture of the religious backgrounds of Ghanaians. More Ghanaians like to be identified with the Christian religion followed by Islamic religion and then African Tradition Religion. Put differently, there are more Christians than any other religious group with Moslems being the second largest group of religious folks in Ghana. Other Eastern religions like Budhism are recent phenomena in the country.

#### **4.2.4 Educational level of participants**

Investigating the educational background of respondents is important. This is because there seems to be some kind of relationship between a persons' educational background and the commission of crime. The majority of the respondents twenty-four had only basic education. On the other hand, six had education up to the secondary level, and only two had education up to the tertiary level. Yet about eight

of the respondents had no form of formal education at all. To some extent, the information depicts some kind of relationship between education, employment and crime. People with low level of education may not be able to get good jobs that would earn them enough money for their living. They had to supplement their meagre incomes with other activities and such activities could be illegal leading to their arrest, prosecution and incarceration. The fact that about eight of the inmates had no education is not surprising. The likelihood of them being unemployed and hence not having any income is high. Making reference to the research conducted by McKean and Ransford (2004) who observed that lack of high school degree positively correlates with criminal activity.

#### **4.2.5 Nationality of inmates**

The study showed the various countries from which the offenders came from. This was asked to ascertain the kind of nationals who made up the Nsawam Medium Security Prisons. It was not surprising that thirty-two of the respondents were Ghanaians. Nigerians and Togolese made up eight of the offenders.

#### **4.2.6 Marital status of inmates**

For the purpose of this study, the marital status of the recidivists was grouped into single, married, and divorced. The study indicated that fifteen were married. Offenders who were single made up twenty whilst five were divorced.

#### **4.2.7 Employment status of recidivists before arrest**

The link between crime and occupational status is well established. A person's employment status may determine whether or not a person commits crime. All things being equal a person without employment is more likely to commit crime due to lack of income. On the other hand, a person who is employed is less likely to commit

crime (Abola, 2012). This is due to the fact that a person's income may be able to cater for his or her needs thereby deterring him/her from committing crimes.

The research reviewed that twenty-nine (29) of the offenders were employed one way or the other. Only a small proportion of the offenders was unemployed. This revealing information is quite surprising. This is because one would have expected that a larger proportion of the recidivists would have been unemployed. Clearly this is not so. Rather a larger proportion of the recidivists were employed. This means that apart from economic reasons other reasons may be compelling people to commit crimes. In a study by McCall (1998) he explains that aside economic reasons, several factors like alcohol, drug abuse, and family problems, among others make people to commit crimes.

#### **4.2.8 Length of current sentence**

Invariably the number of years given to recidivists is dependent on the type or kind of crime committed. The length of the sentence was asked in order to know the amount of time offenders were made to spend in the prison in relation to the kind of rehabilitation programmes to enrolled in. The research indicates that the majority of the inmates (28 out of 40) sentence was between 0-9 years. This was closely followed by those whose sentence was between 10-19 years. They were 11 of the total respondents. Only one of the inmates on the programmes was to spend the whole life time in prison.

#### **4.2.9 Key informant interviewees**

In a practical setting they are termed correctional officers and are the most significant individuals in the life of the inmate. They have an influence in either improving or lessening the success of the different types of rehabilitation programmes that a

prisoner is expected to attend (Matetoa, 2012: 136). A study by Grieneder (2013:24) indicates that correctional officers worldwide are trained in two separate methods that fluctuate between punitive and promoting rehabilitation. They are expected to make sure that security is maintained and at the same time be in a position to be responsible for changing behaviour of offenders constructively through rehabilitation. In this study the following key informants were included:

**Key informant 1:** He was a middle aged male who had passed grade 12 (matric), was legally married and he termed himself a staunch Christian who lived by bible principles. He had been in the service of DCS for twenty-seven years and six months.

**Key informant 2:** Was a young female, who had attained a Master's degree and currently studying towards her Doctoral degree. She was married and affiliated to the Christian religion. She had been in full time service with DCS for six years.

**Key informant 3:** Was a middle aged male, who had passed grade 12 (matric) and currently studying towards a degree in theology. He was married and a Christian. He had experience of 5 years in the field of corrections.

**Key informant 4:** Was a male in his prime years, He had a degree in his field of study and also obtained an honours degree in a different related field to the one he was functioning in. He was married and a Christian. He had ten years of experience to his credit in the field of corrections.

**Key informant 5:** He was a middle aged male, who had degree in his field of practice. He was married and affiliated to the Christian religion. He had been in the field of corrections for a period of ten years.

**Key informant 6:** Was a female in her middle aged years, and had degree in her field of functioning. Is married and an active affiliate of the Christian faith. She had experience of 16 years in the field of corrections.

**Key informant 7:** She was a middle aged female, with a diploma qualification, and currently studying towards a degree in her field of functioning. She was married and an affiliate of the Christian faith. She had been working in the field of corrections for 15 years

**Key informant A:** He was married male and middle aged. The highest qualification he obtained was grade 12 (matric). He was a Christian. He had been working in the field of corrections for eight years.

**Key informant B:** Was a young female, in had a degree. She was single and of the Christian faith. She had been working for seven years in corrections.

**Key informant C:** He was a middle aged male, who attended school up to high school and had passed grade 12 (matric). He was single and a Christian. He had attained work experience of 17 years in the field of corrections.

The key informants were those currently serving in the fields of: Social Work, Custodial, Religion, Education, Psychology, and Sports, Recreation, Arts and Culture. The majority of the key informants - 6 participants out of a total of 10 were men as opposed to only 4 females. The main contributing factor could be that there were fewer females in maximum security centres than males. A total of 8 participants were middle aged, with work experience in the rehabilitation of offenders of over 5 years to their credit. The implication is that they started working for DCS in their prime years an indication of steadiness, commitment, and love for what they are doing. A total of

five participants had tertiary qualifications commensurate with their professional demands, with the remaining five having passed their grade 12. On top of their high qualification levels all of the participants also indicated to be actively involved in workshops, seminars and training camps related to the nature of their jobs in order to constantly improve their performance at work.

These formal qualifications acquired by the selected key informants can be indicative of their professional acumen of wanting to keep abreast with developments in their area of service, in line with the changes presented by the different profiles of offenders they serve. All the participants indicated to being active and participating Christians. Much as they indicated not to be imposing their beliefs to the offenders they render services to, they did emphasise however that through their acquired principles from their Christian doctrine their values help them especially on the aspect of being compassionate even when presenting circumstances do not warrant such. Literature confirms that a correctional official needs to also exemplify the values of the Department as he or she will be the one to facilitate the rehabilitation process of offenders and also have an attitude of serving with quality, a principled way of relating to others and above all a just and caring attitude (Ghana Prisons Service, 2005).

#### **4.3 How Inmates Access Rehabilitation Programmes at the Nsawam Medium Security Prisons?**

With respect to the research question one, the researcher gathered information regarding the processes/stages inmates go through in order to access the available programmes. The following were the responds from the key informants 1 to 5.

**Key Informant 1** revealed, *“during the first few days of incarceration of the inmates, all are expected to participate in the orientation programme at the diagnostic centre which does provide them with information regarding what is on offer in programmes, including available services which can benefit them. To tell the honest truth very few do attend the orientation programme. Some do not attend the orientation programme and the reason for not having attended the orientation programme is mainly because they felt hopeless with the prison term behind them and did not see the need then of participating, until they were motivated by correctional officers”*. Research conducted by Herbig and Hesselink (2013) indicates that the orientation programme serves as a foundation of the “Offender Rehabilitation Path (ORP)” which was introduced in the DCS in order to specify the path to be followed from the admission of offenders into a correctional centre, through to other stages, ultimately involving the preparation to release an offender which comes after serving one’s time in prison. Missing the orientation programme, can mean missing foundational aspects of rehabilitation which can include: a comprehensive health assessment, orientation of how the rehabilitation programme ought to unfold, holistic needs assessment of outcomes, classification, and development of a sentence plan.

**Key Informants 2, 3 and 4** indicated that after inmates had gone through successful orientation, the admission board offer one-on-one counseling on a vocation of a choice before the offender is placed on that programme.

**Key Informant 5** said, *“before an inmate was placed on any intervention programme, he must first pass through the counseling session in order to determine his interest and the intervention that would help the inmate to develop and equip with the needed skills that would enable him reintegrate fully into the society after released”*.

**Key informant 3** also said, *“after the inmate had received intensive counseling; but had no interest in the available interventions, he was then transferred to another prison facility where the inmate could access a programme that would help him develop fully”*.

**Key Informant 5** indicated, *“the discharge board also held counseling session for inmates who were due for discharge on the need to utilize the skills acquired judiciously in order to avoid re-offending”*.

The above responses from the key informants indicated that inmates were taken through orientation programme at the diagnostic centre, followed by behavioural and vocational counseling, before the inmates were placed on the actual programme that addresses their need.

#### **4.4 Nature of Rehabilitation Programmes in the Nsawam Medium Security Prisons**

In a quest to search for data by the researcher with regards to research question two(2), the responses that gave accurate data for the research were selected hence the following responses were uncovered from the participants(**in-depth interviewees & focus group A&B**):

All the participants (**In-depth interviewees**) indicated, *“we have been exposed to rehabilitation programmes which range from social work programmes, religious programmes (often rendered by both external and internal stakeholders), recreational programmes, vocational programmes, educational programmes, prerelease programme and HIV and AIDS programmes”*.



Participants (**in-depth interview participants 4 & 6**) indicated, *“the programmes they attended were Agricultural and Vocational skills training as part of their sentence plan which they developed together with their case managers (Custodial workers)”*. Yet others (**in-depth interview participants 3 & 8**) further indicated that even though programmes were not part of their sentence plan, if an opportunity presents itself they embraced those programmes and at the end they find these useful for survival purposes in the correctional centre and hopefully also when they are released. As one offender participant indicated:

**In-depth interview participant 3** *“During the first few days of our incarceration we participated in the orientation and counseling programmes which provided us with information regarding what were the available programmes, including available services which could benefit us. To tell the honest truth very few do attend the orientation programme, including myself. My personal reason for not having attended the orientation programme is mainly because I felt hopeless with a twenty-year prison term behind me and did not see the need then of participating, until I was motivated by one correctional officer. This made me want to try it out”* Herbig and Hesselink (2013: 31&32) indicates that the orientation programme serves as a foundation of the “Offender Rehabilitation Path (ORP)” which was introduced in the DCS in order to specify the path to be followed from the admission of offenders into a correctional centre, through to other stages, ultimately involving the preparation to release an offender which comes after serving one’s time in prison. “Missing the orientation programme, can mean missing foundational aspects of rehabilitation which can include: a comprehensive health assessment, orientation of how the rehabilitation programme ought to unfold, holistic needs assessment of outcomes, classification, and development of a sentence plan (**All in-depth interview participants**):”

*“We are furthering our studies(formal education) regardless of the heavy sentenced imposed on us with the hope that one day we would be released and with the qualifications acquired we would be in a position to start our own business”*(**Focus Group A**). The Focus Group A indicated that they have been exposed to some form of rehabilitation programmes and that their different needs dictated the type of programme they have engaged in. **Focus Group B indicated;** *“we are working at the Brompton Portfolio Ltd, a company under one-district-one-factory at Nsawam prisons as part of our reformation plan”*.

In summary, the data gathered above indicated that orientation, counseling, formal education, agriculture and vocational skills training programmes were the rehabilitation programmes available for inmates of the Nsawam Medium Security Prisons.

#### **4.4 Policies Underpinning Prisoner Rehabilitation**

With regards to the research question three(3) which sought to address the policies underpinning prisoner rehabilitation, the respondents highlighted the following:

All the participants (**key informants**) said, *“we are knowledgeable of the pieces of legislation that guides the implementation of their rehabilitation programmes”*. Some participants (**Key informants A&B**) specifically mentioned their knowledge of the pieces of legislation that guides their implementation of the rehabilitation. They made mention of the United Nations Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules).

**(Key informant C).** *“With me I am aware of the Roadmap on the Development of Prison-based Rehabilitation”* published in 2017 in Doha.

**(Key informants A, B&C)** mentioned that they know and always refer in their work to the Prisons Service Decree (1972, NRCD 46), Prisons Standing Orders, 1960 and to the Standard minimum rules. Over and above those policies the common thread that ran through all their responses was the mentioning of the 1992 Constitution of the Republic Ghana

**Key informant A:** *“Yes not only am I knowledgeable of what our Constitution says, I equally tries to implement that day by day. I however have a serious problem with some offenders who tend to abuse these rights. They sometimes out rightly refuse to participate in some sessions during scheduled times based on the rights not to”*

**Key informant C:** *“In respecting the rights of offenders, I always emphasise to them the importance of responsibilities as well. To instill this in their minds during my small group sessions I reward through praises all those offenders who conduct themselves responsibly”*

**Key informant B:** *“With me I have come to discover that if you treat offenders with dignity and respecting their rights, they will also respect you in return. Also, if you treat them as animals, they do behave like animals”.*

Literature shows that in a practical situation there are other two very important policy documents that guide the rehabilitation process. These policy documents are: The Prisons (Amendment) Regulation, 1970(LI). It spells out clearly the role played by prison officers which, among others, is to offer custody to all offenders under humane conditions that are safe, whilst also promoting social responsibility and human development. The implication is that in all the correctional centres, various programmes are offered and aim at addressing the problems of offenders holistically (socially, morally, spiritually, physically, educationally and mentally). These rehabilitation programmes compare favourably to correctional

centres in Ghana. It can be concluded that key informants are knowledgeable of their fields of practice which also include the main policy governing implementation and factors that enhance service delivery.

In conclusion, policy documents such as: the United Nations Standard Minimum Rules for treatment of Offenders, the Prison Standing Orders, The 1992 Constitution of Ghana and the Roadmap of the Development of Prison Based Rehabilitation were used as a guide to prisoner rehabilitation in Ghana

#### **4.5 Benefits of Offender Rehabilitation Programmes**

All the key informants indicated that there are uncountable benefits of prisoner rehabilitation and they alluded to the following:

**Key-informant: 6** *“Offenders are provided with skills and guidelines for life in general if they choose to implement a programme”*

**Key informant 7:** *“Programmes on the whole are also needs-based and they address reasons for incarceration both social and psychological”*

**Key informant 6&7:** *“There is integration of services among different officials rendering such rehabilitation programmes accounting for their holistic approach”*

**Key informant 6** *“There is support from management regarding also the logistics in putting the rehabilitation programmes in operation.”* All the sentiments echoed by the 4 key informants on their perceptions with regard to benefits of rehabilitation were equally confirmed by in-depth interviewees when asked about their perception of rehabilitation.

All participants (**In-depth interviewees**) unanimously agreed that rehabilitation as a process and goal has value for them, and had positive perceptions of the rehabilitation process. They explained that these values even replicate to and are experienced by significant others such as friends, family members, communities of origin and domicile of offenders which in the past suffered the consequences of crimes committed by the offender in question, including the victims that the offenders committed crimes against. These sentiments were echoed as follows:

**All Focus Group A&B** indicated, *“Rehabilitation is valuable as it brought attitudinal changes in us and we gained insight into lots of things that we used to take for granted, such as respecting others. Through rehabilitation we have realised that we had been provided with a second chance in life to change our lives around and never commit further crimes against people and property. These days after completing the anger management programme coupled with the information we had been equipped with we are able to control our anger and live peacefully with others”*. Horst (2005: 30) confirms this point of behavioural change, pointing out that real rehabilitation is when the offender starts realizing that their behaviour and deeds were wrong.

**In-depth interview participant 5:** *“With me it is more of a behavioural change. My family and friends never use to trust me with anything as I was a professional thief. I would steal other people’s possessions including stealing from my family and would even get away with it. One of the principles that I learned from some of my rehabilitation sessions is honesty and its value”*

**In-depth interview participant 10:** *“I am presently convicted for two counts of murder. I and my two friends were trying to rob security guards transiting cash. As a woman my task was to distract them. The robbery went drastically wrong with both of my friends being brutally gunned down. I managed to get away alive but after gunning down two of the guards. After being convicted I refused to attend any rehabilitation session until out of curiosity I attended a church service where the sermon was about love. I got tempted to attend every Sunday, until I started becoming a member of a small bible group. Today, I sometimes lead discussion groups which prepare me to preach one day. This change has instilled confidence in me. I am thinking of going back to school and at least get a grade 12 certificate as I want to be a full time preacher. My next immediate goal is to ask for forgiveness from the family members of the innocent men that I murdered; I am praying for the courage”.*

**In-depth interview participant: 3** *“With me the life skills sessions that I have been attending are helping me on how to control my sexual desires, instead of releasing these inappropriately as I used to. I am convicted for rape and now living with the HI virus I have come realise that there is more to life than engaging in non-consensual sex that is reckless, and can last only a few minutes with life-long negative results”. The social worker during our group sessions always remind us that we are not our mistakes and I believe”*

**In-depth interview participant 2:** *“I have learned to be patient while at the centre, because outside of the centre I wanted quick things in life and I was very impatient. I am glad that I received guidance through the rehabilitation sessions I attended, which to change in my attitude and behaviour. Rehabilitation to me is like bringing a car for panel beating so that it can be the best”*

**In-depth interview participant 10** *“My life was hectic and I did not even have time to go to church but now I acknowledge the presence of God in my life. Through rehabilitation I have gained information on how to live better with others, and the importance of giving over and above taking from others end”*

#### **4.6.1 How secure and conducive is the prison environment for rehabilitation**

All the participants (**All key informants**) offender participants indicated that the prison environment is not secure and conducive for rehabilitation. To support their views, they alluded to the following:

They asserted that *“Newly admitted inmates are bringing instability in the centre, they are still aggressive and they have the mentality that correctional centres are dangerous”*

They further indicated *“If there is a fight among offenders at night it takes long for officials to resolve the matter due to shortage of staff. They need to wait for backup and this might pose a risk. As a result of not relaxing enough after such episodes you feel tired to attend a rehabilitation programme”*.

**Key informant 1** *“Inmates who are suffering from infectious diseases are housed in the same cells as those that are well because of overcrowding and as a result they do pose as a health hazard to others”*.

Literature has confirmed that the lack of staff to supervise the growing number of prisoners in many South African correctional centres has often led to selected prisoners being given supervisory and disciplinary roles illegally to keep order and maintain security. This type of practice it has been demonstrated increases the risk of

abuse of vulnerable prisoners by those who are stronger. This also exacerbates corrupt practices (UNODC, 2011: 12).

It can be concluded that structurally the prison environment is non-conducive to rehabilitation generally based on lack of safety and does pose as a health hazard. Literature has shown that this situation can even be further compromised when offenders are granted supervisory roles illegally

#### **4.6.2 How implementable are the rehabilitation programmes?**

Most participants (**All Key informants**) indicated that the programmes on offer are indeed implementable, based on their expertise, commitment, knowledge especially pertaining to policy issues and love for what they are doing which is to restore the functioning of people they are serving.

**Key informant 3:** *“Yes because I am conversant with the content and on how to impart the information. The programmes are also user friendly for both the inmates and us rendering the programme. Most programmes are simple and the language is understandable. An in-depth need assessment is conducted prior to including an offender in the programme to identify the level of understanding of the offender which then informs the approach to be applied”*

**Key informant 7** added this: *“The programme is implementable though written in English. Now since most inmates are Setswana speaking time and again I have to translate so that they can follow what is said or implied. I usually ask the inmates to recap on what the lesson was all about in order to check on their comprehension and understanding. I take my time when conducting the programme there is no need to rush it, I sometimes take two hours for one session.”*



**Key informant 2:** *“The programmes are implementable as I am the one that designs and offers it, in line with the specific needs identified and articulated by the participants of that very programme on offer. There are no standardised programmes for my field”*

**Key informant 5:** *“Programmes are implementable because there are budgets for most of the activities internally and externally and there are sites identified for the programmes to be offered and implemented”.*

**Key informant 4:** *“There are different versions of the same programme. About 70% of the old versions are implementable and the revised programmes are not easily implementable taking into consideration the quality of the content and the fact that they are not practical”* The implication is that indeed rehabilitation programmes are implementable based on the fact there are both financial resources set aside for such, and commitment on the part of correctional officials.

#### **4.6.3 How offenders are monitored during and after the rehabilitation process**

All the key informants indicated that offenders are monitored differently based on the frequency and the types of tools used:

**Key informant 6** *“They are monitored continuously as the programmes are used. The progress is recorded by case officers in the offender’s file and progress reports are compiled for the parole board after completion of the programme. I also use an attendance register, evaluation form and group evaluation form.”*

**Key informant 7** *“I use the impact measurement tool during and after completion. There is a questionnaire completed by case officers and a seating is held with all relevant parties before the formal case review session to check on the progress made*

*and about 60% success rate has been reported over the last three years. Those not progressing well are put again in the programme with a different facilitator.”*

**Key informant 7** *“A questionnaire is used prior to engagement in the programme, tasks are given during the programme and an evaluation form is used at the end of the programme in order to determine among others its success rate.”* It can be concluded that there is constant monitoring of offenders during and after the rehabilitation process. Different monitoring tools are used such as: attendance registers, individual and group evaluation forms, including impact measurement

#### **4.6.4 Recommendations on how the culture of rehabilitation can be enhanced**

Participants (**Focus group discussants**) had different suggestions: **Focus group discussant A:** *“we would want more external stakeholder to be involved in the rehabilitation to help inmates to adjust in the centre”*

**Focus group discussant B:** *“With us more awareness to be carried in communities in order to teach them about the dangers of crime and its repercussions as a preventive mechanism. This will stop prisons from being so overcrowded”.*

**Focus group discussant A&B:** *“we would suggest that should be continuous inspection on offenders preparing food, to check their neatness and that the nutritious of food should also be determined by the very inspectors on a continuous basis”.*

Recommendations on how to enhance and establish the culture of rehabilitation were made and these ranged from: more involvement of stakeholders, to awareness campaigns to be carried out in communities on crime prevention.

On the question involving stakeholders in the rehabilitation programmes, literature does confirm that very well-known NGOs such as faith home organizations assist

prisons with counseling, programmes delivery, offender rehabilitation and reintegration services. These organisations focus on spiritual guidance and support, education, prevention of crime, diversion of youth, personal development, community-based support for children before/after release from awaiting trial or places of safety, behaviour change, including crime awareness” (Herbig & Hesselink, 2012: 34-35). It can be concluded that recommendations are more preventive than treatment based. These recommendations also show that rehabilitation ought not to be the sole responsibility of the correctional officers, and offenders.



## **CHAPTER FIVE**

### **DISCUSSION OF RESEARCH FINDINGS**

#### **5.0 Introduction**

This study set out to explore how inmates access the rehabilitation programme at the Nsawam Medium Security Prisons in the Eastern Region of Ghana. In this chapter, discussions of the findings were presented on the demographic data of interviewees and the pre-set themes developed from the Literature review.

#### **5.1 Demographic Data of the Respondents (inmates)**

##### **5.1.1 Age of offenders and period of conviction**

The study revealed that young people of both genders, within the age range 26-35 years are incarcerated in the area of study. In addition, the study found that these young offenders committed aggressive crimes in their youth, suggesting possibilities of having been marginalized, unemployed, and from disadvantaged communities. As demonstrated in the social control perspective in chapter 2 it can be deduced that there was no mechanism within which society ensures that its members do not deviate from the norm (especially the school dropout, the unemployed and so on). Not only has their environment had negative impact on them leaving them as victims, the offenders in question equally negatively impacted their environment as perpetrators of these crimes – a transactional relationship. These results substantiate previous findings. The study by Pelsers (2008) found that crime in South Africa is a function of the development and replication over 30 years of a “culture of violence” among the so called “under class” of poorly socialized youth. In Pelsers’ own words “the children of yesterday” lost generation have not, as yet been found and given relief. Rather they are now learning to be lost” (2008: 1). DuToit (2003) also revealed that

unemployment among the youth in South Africa has indeed been a serious cause of concern. This situation has over the years affected these young people in all spheres of their lives.

The study further revealed that the sampled offenders were serving sentences from six months to life imprisonment, suggesting the possibilities of re-offending after having been released without complete rehabilitation. The study by January (2007) extends the current findings by revealing from their findings that young offenders could not accurately identify the factors leading to their re-arrests. They cited the family and community circumstances under which they lived. The factors they mentioned ranged from unstable family life to community conditions not being conducive to their adjustment. The study also found that there was lack of support from outside NGOs in assisting these young people with their adjustment once they left prison.

### **5.1.2 Credentials of the sampled correctional officials**

There is evidence of high credentials from the sampled correctional officials involved in rehabilitation programmes. For instance, they reported having acquired work experience of over 5 years, with formal qualifications commensurate with their fields of practice. There is evidence that much as these correctional officials displayed commitment in their job it is evident that these jobs are stressful and performed under demanding and sometimes stressful conditions. A previous study (Mohoje, 2006) confirmed the issue of pending stress. According to this study correctional officers were likely to be victims of burnout and consequently suffer ill health when an increase in job demand is not matched with an increase in job resources. The study also found that the availability of job resources and job satisfaction lead to work-related wellbeing, which will turn into organisational commitment.

## 5.2 Access to Rehabilitation Programmes by Inmates

All the key informants interviewed revealed that all the inmates on the intervention programme had passed through all the stages at the diagnostic centre ranging from orientation, counseling to placement. The study indicates that after inmates had gone through successful orientation, the admission board offer one on one counseling on a vocation of a choice before the offender is placed on that programme. It was said before an inmate is placed on any intervention programme, he must first pass through the counseling session in order to determine his interest and the intervention that would help the inmate to developed and equipped with the needed skills that would enable him reintegrate fully into the society after released. It was also said after the inmate has received intensive counseling; but have no interest in the available interventions, he is then transferred to another prison facility where the inmate can access a programme that would help him developed fully. It was further indicated that the discharge board also holds counseling session for inmates who are due for discharge on the need to utilize the skills acquired judiciously in order to avoid re-offending.

The study found that they had each attended a rehabilitation session as part of their sentence plan, with Social work programme as the most attended programme. The implication is that “when people feel competent, autonomous, and related to others with whom they have opportunities to share knowledge, it is expected they will value and enjoy the process of sharing their knowledge more (that is, they will adopt identified and/or intrinsic motivation toward sharing, a process which in turn can motivate the receiver of that knowledge” (Gagne, 2009: 575). The big attendance of the social work programme can also point to how uneven rehabilitation programmes are, in most South African correctional settings. The officials suggested that there

should be a recruitment drive concentrating on professionals from programmes in their short supply such as professional psychologists. Also the prison should be allowed to train their own staff in these scarce fields by awarding bursaries and recommending sabbatical leave, equal to the period of full-time study

### **5.3 Nature of Rehabilitation Programmes in the Nsawam Medium Security**

#### **Prisons**

All the participants (In-depth interviewees and Focus Group) indicated that they have been exposed to rehabilitation programmes which range from social work programmes, religious programmes (often rendered by both external and internal stakeholders), recreational programmes, vocational programmes, educational programmes, prerelease programme and HIV and AIDS programmes.

Participants indicated that the programmes they attended are part of their sentence plan which they developed together with their case managers (Custodial workers). Yet others further indicated that even though programmes are not part of their sentence plan, if an opportunity presents itself they attend those programmes and at the end they find these useful for survival purposes in the correctional centre and hopefully also when they are released. As one offender participant indicated:

Participants alluded that during the first few days of their incarceration they all participated in the orientation and counseling programmes which provided them with information regarding the available programmes, including available services which can benefit us. Herbig and Hesselink (2013: 31&32) indicates that the orientation programme serves as a foundation of the “Offender Rehabilitation Path (ORP)” which was introduced in the DCS in order to specify the path to be followed from the admission of offenders into a correctional centre, through to other stages, ultimately

involving the preparation to release an offender which comes after serving one's time in prison. Missing the orientation programme, can mean missing foundational aspects of rehabilitation which can include: a comprehensive health assessment, orientation of how the rehabilitation programme ought to unfold, holistic needs assessment of outcomes, classification, and development of a sentence plan.

Some of the respondents asserted that they were furthering their studies regardless of the heavy sentenced imposed on them with the hope that one day they would be released and with the qualifications acquired, they would be in a position to start their own business. All the in-depth interviewees indicated that they have been exposed to some form of rehabilitation programmes and that their different needs dictated the type of programme they have engaged in. Six in-depth interview participants made it explicitly clear that the programme they have actively participated in is social work. The reason cited is that it is need based, and aims at addressing the risk factors that led to their incarceration, and also, that it even spelled out the value of all other rehabilitation programmes. Jules-Macquet (2014) in his work showed the core function of social work sessions in a correctional centre as being: to assess the offender in order to determine their needs and challenges for the ultimate provision of needs-based services. Such services would then be used to mainly enhance offenders' social functioning, with the ultimate aim of integrating them back to their communities of domicile. The implication is that participants have been exposed to rehabilitation programmes in one way or the other based on their provided sentence plan even when most have missed the orientation phase. The key motivating factor the findings showed was linked to the knowledge displayed by the key informants of their fields of practice. The Social Work programme is the most used programme in that it



aims at addressing the risk factors that led to their incarceration, and also, that it does spell out the value of all other rehabilitation programmes.

#### **5.4 Policies Underpinning Prisoner Rehabilitation**

All the participants (**key informants**) said that they are knowledgeable of the pieces of legislation that guides the implementation of their rehabilitation programmes. Some participants specifically mentioned their knowledge of the pieces of legislation that guides their implementation of the rehabilitation. They made mention of the United Nations Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules), Roadmap on the Development of Prison-based Rehabilitation” published in 2017 in Doha.

Other officials mentioned that they know and always refer in their work to the Prisons Service Decree (1972, NRCD46), Prisons Standing Orders, 1960 and to the Standard minimum rules. Over and above those policies the common thread that ran through all their responses was the mentioning of the 1992 Constitution of the Republic Ghana. It was revealed that the Prisons (Amendment) Regulation, 1970 (LI) spells out clearly the role played by prison officers which, among others, is to offer custody to all offenders under humane conditions that are safe, whilst also promoting social responsibility and human development. The implication is that in all the correctional centres, various programmes are offered and aim at addressing the problems of offenders holistically (socially, morally, spiritually, physically, educationally and mentally). These rehabilitation programmes compare favourably to correctional centres in Ghana. It can be concluded that key informants are knowledgeable of their fields of practice which also include the main policy governing implementation and factors that enhance service delivery.

### 5.5 Benefits of Offender Rehabilitation Programmes

All the key informants indicated that there are uncountable benefits of prisoner rehabilitation and they alluded to the following:

- a. Offenders are provided with skills and guidelines for life in general if they choose to implement a programme.
- b. Programmes on the whole are also needs-based and they address reasons for incarceration both social and psychological.
- c. There is integration of services among different officials rendering such rehabilitation programmes accounting for their holistic approach.
- d. There is support from management regarding also the logistics in putting the rehabilitation programmes in operation. All the sentiments echoed by the key informants on their perceptions with regard to benefits of rehabilitation were equally confirmed by in-depth interviewees when asked about their perception of rehabilitation.

All participants (**In-depth interviewees**) unanimously agreed that rehabilitation as a process and goal has value for them, and had positive perceptions of the rehabilitation process. They explained that these values even replicate to and are experienced by significant others such as friends, family members, communities of origin and domicile of offenders which in the past suffered the consequences of crimes committed by the offender in question, including the victims that the offenders committed crimes against. These sentiments were echoed as follows:

Rehabilitation is valuable as it brought attitudinal changes in us and we gained insight into lots of things that we used to take for granted, such as respecting ourselves, let alone others. Through rehabilitation they have realized that they have been provided

with a second chance in life to change their lives around and never commit further crimes against people and property. Horst (2005: 30) confirms this point of behavioural change, pointing out that real rehabilitation is when the offender starts realizing that their behaviour and deeds were wrong. It can also be the first step towards making offenders accountable for their crimes and responsible for their actions. The second step of rehabilitation is to try and turn former prisoners into productive citizens so that they become functional members of society and at the same time reduce the crime rate. Saleebey (2006: 16-19) from the literature, demonstrated also, that involvement in a rehabilitation programme and personally realizing one's capacities and capabilities, is a strength in itself as indicated by the strength based perspective. This theoretical framework purports that when the correctional officials connect with the offenders' hopes and dreams during rehabilitation, offenders' develop greater faith in themselves and then put forth the kinds of efforts that can make their hopes and dreams become fulfilled.

To buttress this, Saleebey(2006), showed that in the South African context also, restorative justice is an important component of rehabilitation within DCS. It is a response to crime that tends to lay emphasis on restoring psychologically the losses suffered by victims, by holding offenders accountable for their criminal actions. The main aim is to build peace in the victimized communities. In a research conducted by (Herbig & Hesselink, 2013: 32) pointed out that offenders, especially those having committed economic, sexual assault and aggressive crimes are encouraged to engage with their victims and their communities of domicile in order to make it right. This process of restorative justice can be beneficial to both the offender and victim, in that the offender identifies his or her responsibilities that of promoting healing from both sides. The process equally seeks to restore personal responsibility for criminal

behaviour and its results. It attempts to correct, and restore a belief that the justice process with its outcomes is fair and just.

Literature demonstrated that every environment is full of resources, no matter how harsh it is, such as a prison setting. There are individuals, groups, associations that have something to give and something that others may desperately need (in this case it can be love and acceptance). The strengths perspective seeks to identify such resources and make them available to benefit offenders. By engaging in a rehabilitation programme come to realize that they have strengths and it is very much important to be helped to realize, know and use those strengths (Saleebey, 2006: 298).

The benefits alluded to by some of the key informants are in line the information as provided in the White Paper on Corrections (2005:20) about rehabilitation programmes. “Strength-based theory views rehabilitation as a process with three important objectives, namely: the correction of offending behaviour; human development; and the promotion of social responsibility and positive social values. In achieving its core objective of rehabilitation within a humane and secure environment. The Social Control also uses needs-based interventions. The aim of needs-based rehabilitation is to influence the offender to adopt a positive and appropriate norms and value system, alternative social interaction options, to develop life-skills, social and employment-related skills, in order to equip him or her holistically - thus eliminate the tendency to return to life of crime.

Both correctional officials and offenders alluded to the strength of rehabilitation as a process in corrections. Correctional officers reported: skills provision and transfer, the need-based and integrated nature of rehabilitation. Offenders reported the values of: behavioural and attitudinal changes, confidence that is acquired, together with

patience through mastering of life skills. These values are confirmed by the White Paper on Corrections (2005: 20) which views “rehabilitation as a process with three important objectives, namely: the correction of offending behaviour; human development; and the promotion of social responsibility and positive social values”. The study further revealed that through the involvement of offenders in these rehabilitation programmes they come to realize their innate strengths and potentials for change by engaging fully in a rehabilitation programme. Correctional officials in this study also reported some practice related problems that interfere with the process of rehabilitation. These range from contradictions in practice. This is where programmes are not supposed to be compulsory, yet failure to attend might jeopardize recommendation for parole; No shared vision among officials; Shortage of personnel which account for some programmes not fully offered and daily activities not well structured in order to accommodate all functional programmes. Offenders confirmed this practice weakness which they reported would include: some correctional officials bearing grudges against offenders, and officials distributing training material which is in most cases in English to offenders, disregarding those who are not literate processes.

The rehabilitation programmes such as orientation, counseling, vocational training programmes, ICT training and formal education served as the broad mechanism used by the prison service to reform its inmates as alluded by the Social Control theory, hence its positive impacts in this study.

The findings also revealed that inmates are placed on the programmes that were of greatest interest to the offenders, thereby placing a higher premium on the strength and the capabilities of the inmates: hence the Strength-based perspective theory coming into play in this study.

## CHAPTER SIX

### SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS

#### 6.1 Summary of Findings

The findings revealed the following;

##### **How Inmates access rehabilitation programmes**

This study examined how inmates access rehabilitation programmes at the Nsawam Medium Security Prison. Inmates upon their arrival at the prison were taken through Orientation, Counseling before they were placed on the appropriate programme.

##### **Nature of rehabilitation programmes**

At the Nsawam Medium Security Prison there were five programmes that were available for inmates. These programmes include, the Diagnostic Center, Educational Service (formal and vocational) Agricultural Training, Religious Interventions and the Justice For All Programme. The Nsawam Female Prison currently had three of the above programmes underway. This includes Educational Services (formal and informal), Agricultural Training and Religious Interventions.

The Diagnostic Centre provided inmates with a safe environment for their adjustment period into prison by counseling and housing new offenders. Educational services gave inmates the opportunity to gain skills and knowledge that have the potential to provide them with an income upon their release. Agricultural training teaches inmates how to farm and keep livestock, which had the prospect of contributing to economic productivity. Religious interventions were used to mentally rehabilitate inmates and transform their mindset away from deviant behavior.

Lastly, the Justice for All programme provided remand prisoners with an opportunity to have quicker trials and thus to be released from prison or to officially be convicted of a crime.

### **Policies Underpinning prisoner rehabilitation**

Policies such as the United Nations Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rule), Roadmap on the Development of Prison-Based Rehabilitation, the 1992 Constitution of Ghana, the Prison Standing Orders were some of the policies underpinning Prisoner Rehabilitation in Ghana.

### **Benefits of prisoner rehabilitation**

The study revealed that inmates benefit from holistic reformation. That is inmates are provided with knowledge and skills that will help them to be fully reintegrate back into the society.

### **Conclusion**

It is clear from the findings that the inmates were not motivated to access the intervention programmes. The findings revealed the feasibility of existing prison rehabilitation programmes that better prepare inmates for social and economic wellness outside of the prison walls. However, sports as a mechanism of rehabilitation of offenders was not part of the intervention programmes.

The researcher observed that the various workshops meant for the training of inmates only existed when the correctional officers come with an offer. Also, inmates who successfully completed the vocational training programme were not given any certificate.

It was evidently clear from the findings that there was no prisoner rehabilitation module that guides offender rehabilitation in Ghana. Also, there were no support

services for inmates who had completed the reformation plan and exited the prison walls.

### **6.3 Recommendation**

Based on the findings of the study, the researcher made the following recommendations:

- The prison authorities should liaise with the Social Welfare, the Interior Ministry and other NGOs to set award scheme for inmates who complete the reformation plan successfully.
- The Ghana Prison Service should also include Sports as part of the rehabilitation programmes.
- Government should set up National Rehabilitation Authority which would have prisoner rehabilitation as one of its core mandate. Ghana Prison Service should develop prisoner rehabilitation module which would be a policy document to guide prisoner rehabilitation in Ghana. More logistics should be provided by stakeholders to engage more inmates in the programme.
- Ghana Prison service should liaise with other stakeholders to provide support services for inmates who had successfully completed the reformation plan when exiting the prison walls in order to put to practice the acquired skills. Last but not least, certificates should be provided for the inmates who had successfully completed the vocational skills training programme.

### **Suggestions for Further Research**

Since the study was carried out in a small area, the researcher suggest that further studies should be carried out on the impact of rehabilitation programmes on ex-



convicts in a wider scope in order to ascertain the importance of prison-based rehabilitation.

The researcher therefore recommends any further studies on support services available for successful re-integration of recidivists into the society.

Finally, the researcher suggest that further studies should be made on educational provisions for physically disabled inmates in the Nsawam Security Prisons.



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## **APPENDIX A**

### **INTERVIEW GUIDE FOR PRISON STAFF AND INSTRUCTORS**

#### **How Inmates Access Rehabilitation Programmes**

1. Describe your roles in respect to prisoner rehabilitation
2. Comment on your:
  - Qualifications you need in order to perform the above roles.
  - Skills you need to perform the above roles.
3. What specialized training have you received to help you perform your roles better?
4. What specific rehabilitation programmes are implemented in this prison – give type and general description of each of the rehabilitation programmes:
  - Goals
  - Objectives
  - Rehabilitative ideal of programme
5. What problem is the programme intends to respond to (correlation between program and criminal activity)?
6. Components of the programme
7. Is the program compulsory or optional?
8. How do you ensure prisoner interest and participation (if optional)?
9. How is program delivered (process, content, scheduling, organization)?
10. Who delivers the programme
11. Qualifications of those who deliver the programme
12. What have been the successes of the programmes (numbers attending, qualitative benefit to those who attend? Benefit to society outside prison?)

- 13.** What have been the challenges and how have you overcome these?
- 14.** Comment on the following;
- Processes involve in delivering the programme.
  - Content of the programme.
  - Do you follow any official document (manuals, curriculum, and guidelines)?
- 15.** Do prisoners exercise choice or not regarding what programs to participate in or whether to participate at all?
- 16. a.** What successes have you registered in implementing your program?
- b.** What challenges have you registered in implementing your programme?
- 17.** What do you think needs to be done differently to improve prisoner rehabilitation?
- 18.** What measures are you putting in place in improving the program (what can you do to improve the program)?

## **APPENDIX B**

### **INTERVIEW GUIDE FOR PRISON INMATES/ MANAGEMENT**

#### **Nature of Rehabilitation Programmes**

1. Give a brief background of this prison:
  - When was it started?
  - Why was it started?
  - How has it changed overtime?
  - What is the prisoner population per category (committed, remanded etc)
2. What is your understanding of prisoner rehabilitation?
3. What is the basis for prisoner rehabilitation in this prison (policy, guidelines, directives, project design)?
4. At what level is prisoner rehabilitation in this prison determined:
  - Do you design your own programs or do you follow a centralised design that is determined at headquarters for all prisons?
  - What is your level of autonomy in deciding what rehabilitation models to use in this prison?
5. Who decides (determines) which prisoner participates in which programme?  
In other words, do prisoners exercise choice regarding what programmes to participate in or whether to participate at all? Do they have this choice?
6. Do you participate in rehabilitation and development programmes?
  - prisoners participate? If no, why?
  - Prisoners participate? If yes mention the said programme
7. In your opinion, to what extent are the said programs rehabilitative? Give examples/evidence.

8. What happens with long-sentenced prisoners who have completed their preferred rehabilitation programme(s) much earlier than the expiry of their sentence?
9. What improvements need to be made to prisoner rehabilitation?
10. What is your role in realizing these improvements?

## APPENDIX C

### INTERVIEW GUIDE FOR PRISONS HEADQUARTERS STAFF

#### Policy Development and Supervision

- a. What are the objectives of imprisonment in the Ghana Prison Service(GPS)?
- b. How does the GPS understand the concept of prisoner rehabilitation?
  - How does this understanding resonate with the overall objectives of the service?
  - Meaning
  - Rehabilitative ideal / rationale of the GPS
  - Ultimate aim of rehabilitation
- c. How has prisoner rehabilitation in Ghana evolved over time?
  - What was being done in the past?
  - What is being done now?
  - What has changed?
  - What prompted the changes?
  - What plans for the future?
- d. What models of rehabilitation are used in Ghana's prisons (the type of rehabilitation programmes)?
- e. To what extent do you think these models have achieved the rehabilitative objectives of the GPS? Explain.
- f. What challenges have you faced in pursuing prisoner rehabilitation at the policy development and supervision level?
- g. How do you intend to overcome these challenges?
- h. How do you think prisoner rehabilitation can be improved in Ghana?

## **APPENDIX D**

### **INTERVIEW GUIDE FOR INMATES/OFFICERS**

#### **Program Experience and Benefits**

1. What kind of activities do you participate in?
2. Do you know why these programmes exist (what is the purpose of these programs / activities)?
3. How are the programmes delivered by the staff (process, content, scheduling, and organization)?
4. To what extent do you think you benefit from these programs (mention a particular program and how it benefits you or not).
5. Who decides your participation in a given programme?
6. If programs are optional, how are participants opted / recruited into the programmes?
7. As prisoners, do you exercise choice regarding what programmes to participate in, or whether to participate at all? Do you have this choice?
8. Have you ever had an opportunity to suggest improvements to the rehabilitation programmes?
9. If you had such an opportunity, what recommendations would you make to improve prisoner rehabilitation?
10. How would the programme intend to help you after your release?



## APPENDIX E



UNIVERSITY OF EDUCATION, WINNEBA

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7<sup>th</sup> February, 2020

The Director General  
Ghana Prisons Service  
Accra.

Dear Sir/Madam,

**LETTER OF INTRODUCTION: MR. EMMANUEL OHENE**

I write to introduce to you, Mr. Emmanuel Ohene an M.Phil. student of the Department of Special Education with index number 8180150006.


He is currently working on his thesis on the topic: "*Access to Rehabilitation Programme for Inmates of the Nsawam Security Prisons in the Eastern Region of Ghana*". He needs to interview some of the prison officers at the headquarters and the prison officers in charge of inmate rehabilitation at the Nsawam Medium Security Prisons outside the prison's wall due to the Novel Covid-19 pandemic and its safety measures.

I would be grateful if you could give him the needed assistance to enable him do the interview.

Thank you for the consideration and assistance

Yours faithfully,

DEPARTMENT OF SPECIAL EDUCATION  
UNIVERSITY OF EDUCATION

8 FEB 25  
  
JOYCE O. M. TSAISU (MRS.)  
for: (Ag. Head of Department)



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