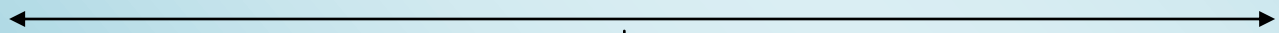


North Asian International Research Journal Consortium

*North Asian International Research Journal of
Social Science & Humanities*

Chief Editor

Dr Rama Singh



Publisher

Dr. Bilal Ahmad Malik

Associate Editor

Dr. Nagendra Mani Trapathi

Honorary

Dr. Ashak Hussain Malik

NAIRJC JOURNAL PUBLICATION

North Asian
International
Research Journal Consortium



Welcome to NAIRJC

ISSN NO: 2454 - 9827

North Asian International Research Journal Social Science and Humanities is a research journal, published monthly in English, Hindi, Urdu all research papers submitted to the journal will be double-blind peer reviewed referred by members of the editorial board. Readers will include investigator in Universities, Research Institutes Government and Industry with research interest in the general subjects

Editorial Board

J.Anil Kumar Head Geography University of Thirvanathpuram	Sanjuket Das Head Economics Samplpur University	Adgaonkar Ganesh Dept. of Commerce B.S.A.U, Aruganbad
Kiran Mishra Dept. of English,Ranchi University, Jharkhand	Somanath Reddy Dept. of Social Work, Gulbarga University.	Rajpal Choudhary Dept. Govt. Engg. College Bikaner Rajasthan
R.D. Sharma Head Commerce & Management Jammu University	R.P. Pandday Head Education Dr. C.V.Raman University	Moinuddin Khan Dept. of Botany SinghaniyaUniversity Rajasthan.
Manish Mishra Dept. of Engg, United College Ald.UPTU Lucknow	K.M Bhandarkar Praful Patel College of Education, Gondia	Ravi Kumar Pandey Director, H.I.M.T, Allahabad
Tihar Pandit Dept. of Environmental Science, University of Kashmir.	Simnani Dept. of Political Science, Govt. Degree College Pulwama, University of Kashmir.	Ashok D. Wagh Head PG. Dept. of Accountancy, B.N.N.College, Bhiwandi, Thane, Maharashtra.
Neelam Yaday Head Exam. Mat.K..M .Patel College Thakurli (E), Thane, Maharashtra	Nisar Hussain Dept. of Medicine A.I. Medical College (U.P) Kanpur University	M.C.P. Singh Head Information Technology Dr C.V. Rama University
Ashak Hussain Head Pol-Science G.B, PG College Ald. Kanpur University	Khagendra Nath Sethi Head Dept. of History Sambalpur University.	Rama Singh Dept. of Political Science A.K.D College, Ald.University of Allahabad

Address: - Dr. Ashak Hussain Malik House No. 221 Gangoo, Pulwama, Jammu and Kashmir, India - 192301, Cell: 09086405302, 09906662570, Ph. No: 01933-212815, Email: nairjc5@gmail.com , nairjc@nairjc.com , info@nairjc.com Website: www.nairjc.com

An Evaluation of the Nature and Effectiveness of Counselling Services Offered to Prison Inmates at Kadoma Prison in Zimbabwe

NGONIDZASHE MUTANANA ¹ & DOUGLAS GASVA ²

¹ Part-time Lecturer: Department of Counselling: Faculty of Applied Sciences, Zimbabwe Open University, Mashonaland West Region P O Box 285, Chinhoyi, Zimbabwe.

² Quality Assurance Coordinator/Senior Lecturer, Quality Assurance Unit, Zimbabwe Open University

ABSTRACT

The purpose of this study was to evaluate the counselling services offered to prison inmates at Kadoma Prison in Zimbabwe. The study used both qualitative and quantitative methods to gather information from 70 participants who comprised 65 prison inmates and 5 prison officers (N=70) on the counselling services offered to prison inmates at Kadoma Prison. A stratified random sampling technique and a purposive sampling technique were used to obtain the sample study. Findings revealed that the following are some of the reasons that lead prison inmates to find themselves behind bars; poor educational support, poor parental support, poor self-esteem and peer pressure. In turn, the following are some of the services offered to prison inmates; education on good behaviour, individual and group counselling, training in music career and self-help projects. The researchers discovered that these counselling activities or services are quite useful and effective in the rehabilitation and change of the behaviour of prisoners. However, there are some challenges noted during the prison inmate-prison officers' counselling relationship. These included a negative attitude from both participants, an environment that is not conducive for counselling and limited resources to ensure professional counselling. The researchers recommended that prison officers should be trained counsellors to enable them to effectively execute counselling and rehabilitation services. The study further recommended that the government should change its policy on the employment of ex-prisoners, as they also need to be considered on employment. In addition, prisons must have more space for prison inmates to practice self-help projects skills considering that prisons are meant to be correctional centres.

Keywords: Counselling, Prison, Prison Inmates, Prison Officers, Rehabilitation.

1.0 INTRODUCTION

Prison inmates, like any other human being, are subject to psychological, sociological, legal and other challenges. They, therefore, need counselling services in order to have stable minds and also to improve their inter-personal relationship with the outside world. Counselling also benefits prison inmates as it enhances their social and educational skills. Thus, counselling should not only be offered to these prison inmates, but the community also needs to be guided accordingly in as much as these 'born again' societal members (ex-prisoners) are concerned.

An important factor within the rehabilitation concept of prison inmates is that they need to be accepted back in the community once they are released. Some people have, however, argued that mingling with fellow offenders may be an incentive for prison inmates to commit further offences. It is believed that prison inmates often discuss strategies to commit other offences as they are locked in. With counselling, these discussions may be overtaken if counselling is well implemented. Like any other counselling profession, counsellors at prisons must be trained and competent. They need to have the necessary qualifications to ensure that counselling is properly done. In this study, the researchers carried out an evaluation of the counselling services offered to prison inmates at Kadoma Prison in Zimbabwe.

2.0 BACKGROUND TO THE STUDY

Pietrofesa (1993) in Mutanana and Gasva state that counselling is a professional service offered by a competent counsellor who has the expertise to generate alternatives, help the client in loosening and breaking old patterns, facilitate the decision making process as well as to find viable solutions to problems. Tenibiaje (2010) argues that counselling is an important and practical tool for empowering prison inmates through attitudinal and behavioural changes which are consciously and concisely moderated to lower crime and recidivism. Upon receiving proper counselling, one would expect a decline in re-offending among prisoners and a change in the attitude as well as the behaviour of offenders. The American Correctional Association (1994) is of the view that crime and criminal behaviour result from many variables; including psychological, sociological and legal factors. As such, the developments of alternative based punishments for offenders both before and after incarceration have become a necessity rather than a luxury.

Ipaye (2004) argues that, generally, counselling is a moulding reconstruction and rehabilitation process. There are several reasons why prison inmates in Zimbabwe may find themselves behind bars. It could be because of poor economic background, parental support, educational support just to mention but a few. Prison inmates in Zimbabwe are not an exception to the current economic challenges being experienced in the country. Some of these inmates are orphans who have not received the much needed parental love and guidance. It is against this background that counselling is needed to change their attitude and behaviour in the community upon release from custody.

As highlighted by Szumski (1988), prison inmates are some of the most maladjusted people in any society. Similarly, it would seem that prison inmates in Zimbabwe find themselves behind bars essentially because they are maladjusted in the community. They find themselves behind bars because they do not have other means of surviving in the community. It would also appear the majority of these prison inmates have had too little discipline or too much of it. It would also seem they have come from broken homes and undisciplined communities. Some of them have no self-esteem and self confidence; which makes them feel insecure and consequently they are at war with themselves as well with their respective societies. What it then shows is that effective counselling should be offered to the prison inmates before they return to their respective societies.

Law breakers are labelled criminals, thus, they enter the phase of secondary deviance where they admit they are criminals or believe the position of their criminality wherein violence is perpetrated in the community (Dobb,

1994). Counselling then helps them to appreciate that they can reform, and the community can accept them as normal functioning human beings. Counselling should also not only be offered to prisoners, but the community also need to be educated about these 'born again' community members (ex-prisoners) so that they can accept them when they return home and to their communities.

However, there are some challenges faced in the counsellor-prison inmate counselling relationships. Larivieri (2001) posit that prison officers who are the correctional officers' attitude towards inmates would be associated with better work adjustment. The main challenge has to do with the attitude of prison officers towards counselling of prison inmates. Some prison officers have negative perceptions about prison inmates, and believe in the hard and tight rules when dealing with offenders, which contracts with the fundamental principle of having positive regard when conducting counselling. This could be as a result of poor counselling skills and the researchers, based on their professional background in counselling, have been wondering if prison officials are aware of the various approaches that are used in counselling prison inmates. To this end, Frakas (1999) believes that the orientation of correctional officers towards prison inmates must be examined. Reising and Lovrich (1998) also argue that individual attitudes, positional characteristics and managerial practices have an effect on correctional officers' approach in handling prison inmates. With these challenges, the relationship between the counsellor and the prison inmates is at risk.

Kadoma Prison, like any other prison in Zimbabwe, has been known for supporting prisoners with counselling services. The commonly practised forms of counselling are individual and group counselling, self-help projects in which prisoners are educated so that they can look after themselves after they have been released, and training in careers such as music. Pastoral counselling is also done within the prison institution, with the prison inmates also being given an opportunity to worship God. It is against this backdrop that the current study, therefore, sought to evaluate the counselling services offered to prison inmates at Kadoma Prison in Zimbabwe.

3.0 ABOUT THE STUDY

The main purpose of the study was to evaluate the effectiveness of counselling services in promoting behavioural change amongst prison inmates at Kadoma Prison. The following were the specific objectives of the study:

- i. To identify the counselling services offered to prison inmates at Kadoma Prison
- ii. To establish the effectiveness of counselling as a tool of behaviour change among prison inmates
- iii. To identify the challenges faced by both the prison inmates and the prison officials during the counselling process, and
- iv. To come up with strategies that can be used to enhance the effectiveness of counselling prison inmates in Zimbabwe.

4.0 METHODOLOGY

4.1 Research Setting

Kadoma Prison is located in the town of Kadoma, in Mashonaland West Province of Zimbabwe. The area is very popular for gold mining and panning, which could be the reason why the crime rate is high and continues to be on the increase. The common crimes of concern in the area under study are theft of property and stock, assaults, robberies and murder. Crimes of passion like rape and domestic violence also continue to be on the increase in this town. According to the available prison statistics, Kadoma Prison has a population of 652 prisoners, and some of them are not first time offenders.

4.2 Research design, Population, Sample and Instruments

In this study, the researchers utilised a mixed research approach described by Tashakkori and Teddlie (2003) as one that involves mixing qualitative and quantitative research methods. The two methodological approaches can compensate each other's weaknesses and complement each other's strengths. In essence, the shortcomings of quantitative methods are the strengths of qualitative research methods and the reverse is true, hence, qualitative methods will fill in the gaps in information that could not be filled by quantitative methods. In this study, in-depth data was needed on the effectiveness of counselling as a tool of changing the behaviour of prisoners; obtained as a follow up to quantitative approach used to gather a general understanding.

The researcher's targeted a population comprised 652 prisoners and from this population, 637 were male prisoners whereas 15 were female prisoners. The prison currently has only 2 juvenile prisoners who are serving their prison term. From this population, the researchers' sample comprised of 65 prisoners who were a true representation of the 652 prisoners at Kadoma Prison. The researchers also identified 5 key informants, who were apparently Prison Officers involved in the counselling of prisoners. To this end, a total of 70 people (N=70) comprised the total sample which effectively participated in this study.

The researchers used the stratified random sampling design in choosing the elements of the sample; respondents were selected on a purely random (on chance) basis from the population. The technique was used on prison inmates as it made the sample more representative of the population. The researchers also used purposive sampling in identifying the 5 key informants and this sampling approach allowed researchers to purposefully identify key informants by virtue of their characteristics, exposures and experiences (Mutanana and Mutara, 2015). The main goal of the sampling technique was to focus on a particular characteristic of the population that are of interest in this case those with two or more years working at Kadoma Prison as Prison Officer-Counsellors. In this study, Questionnaires and interviews were used as instruments to collect research data.

4.3 Delimitation and Limitation of the Study

The study focused on only one prison, namely, Kadoma Prison, hence, findings from the study were, therefore, typical of a single case in Zimbabwe. However, the number of respondents for the study was large enough to ensure a representative distribution of the population and to be considered representative of groups of people to whom results will be generalized or transferred.

4.4 Data Collection and Analysis

The questionnaire was used to collect quantitative data and in-depth interviews were conducted in order to collect qualitative data. Questionnaires were distributed to the prison inmates to get views on the counselling services offered to them at the study site. Prison officers were interviewed to compliment questionnaire findings from the prison inmates. Accordingly, the researchers distributed 65 questionnaires which were all returned. A structured interview guideline was also prepared and 5 key informants were awarded a minimum of 30 minutes for the interview.

Logical content analysis of obtained data was used. As such, the content of data was simplified. Data were presented into graphs, tables and charts to simplify the findings and for easy analysis as well as the evaluation of the counselling services offered to prison inmates at Kadoma Prison in Zimbabwe.

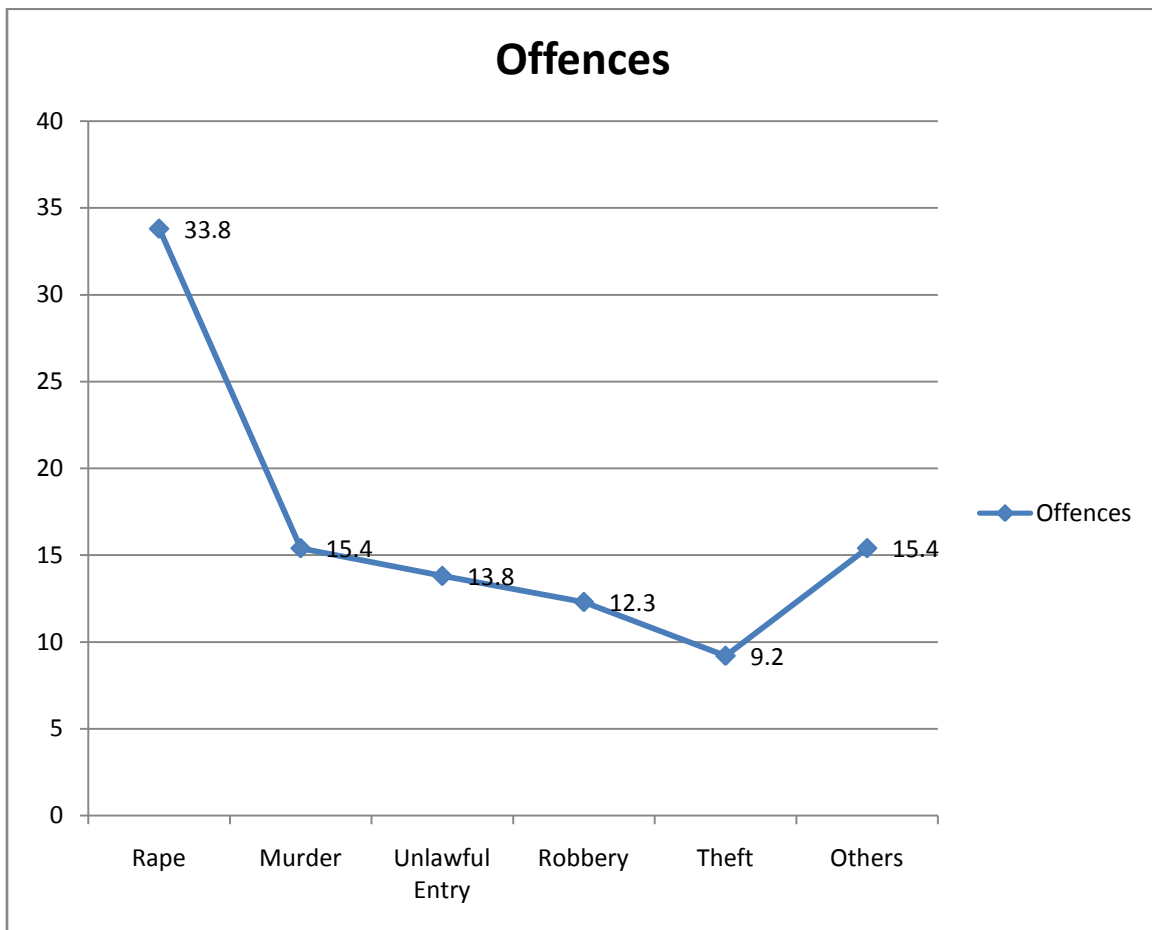
5.0 DATA PRESENTATION AND ANALYSIS

The researchers presented and analysed the data obtained from the prison inmates and Prison officers through questionnaires and face to face interviews. The researchers' major objective was to carry out an evaluation of the counselling services offered to prison inmates at Kadoma Prison in Zimbabwe.

5.1 An evaluation of Crimes and different views of Prison Inmates

The researchers first collected and presented data on the different offences faced by prison inmates at Kadoma Prison.

Figure 5.1: Crimes Committed by prison inmates at Kadoma Prison (N=65)



Source: Study Results at Kadoma Prison in February 2016

Figure 5.1 above shows that the majority of respondents at Kadoma Prison were convicted of crimes which are not only serious, but of concern to the Zimbabwean community. The majority were offenders in crimes of rape (38.4%), followed by murder (15.4%). Crimes involving an element of dishonesty and violence; unlawful entry (13.8%), robbery (12.3%) and theft (9.2%) also constitute the multitude of prison inmates at Kadoma Prisoners. Some other crimes (15.4%) such as assaults, malicious damage to property, domestic violence just to mention but a few were also perpetrated by some prisoners at Kadoma Prison. From these statistics, it can be deduced that prison inmates at Kadoma Prison committed different crimes, and hence, counselling is of paramount importance in helping the offenders.

Table 5.1 Participants' Age, Number of Years at Kadoma Prison and Sentence Imposed (N=65).

Age	Rape	Murder	Unlawful Entry	Robbery	Theft	Others	% Total
Below 20 Years	02	00	01	00	00	00	4.6
21-30 Years	10	03	04	01	04	03	38.4
31-40 Years	03	02	03	05	00	05	27.6
41-50 Years	04	04	01	01	02	01	20
Above 50 Years	03	01	00	01	00	01	9.2
Total	22	10	09	08	06	10	100
No. of Years at Kadoma Prison							
Below 5 Years	17	09	08	05	02	08	75.3
5-9 Years	05	01	01	03	02	02	21.5
10-19 Years	00	00	00	00	02	00	3
Above 20 Years	00	00	00	00	00	00	00
Total	22	10	09	08	06	10	100
Sentence Imposed							
Less than 5 Years	00	00	04	02	02	01	13.8
Between 5-9 Years	02	02	02	02	02	09	29.2
Between 10-19 Years	20	07	03	04	02	00	55.4
Above 20 years	00	01	00	00	00	00	1.5
Total	22	10	09	08	06	10	100

Source: Study Results at Kadoma Prison in February 2016

Table 5:1 above shows the ages of the prison inmates, number of years in prison and the sentences imposed; all reflected in line with specific criminal offences. As can be seen from the table, the majority of prison inmates are in the 21-30 years age group (38.4%), followed by the 31-40 years age group (27.6%). The 41-50 years age group has 20 % and above 50 years age group (9.2%) while the below 5 years age group (4.6%) has the least number of prison inmates. What it shows is that the 21-30 years age group constitute a multitude of prison inmates at Kadoma Prison. Be that as it may, the 31-40 years and the 41-50 years age groups' representation are not justifiable. Counselling through awareness campaigns is needed to help the would be offenders in these age groups from committing crimes.

The below 20 years and the above 50 years age groups were also found wanting, though with the least figures. It is disturbing to note that some of the prison inmates identified in these age groups were convicted for rape and unlawful entry. Rape is a crime for passion and unlawful entry is a crime that has an element of violence and dishonesty. The psychological, social and economical background of the prisoner participants could have influenced the commission of these offences.

The study also revealed that the majority of the prison inmates (75.3%) have been at the study site, which is Kadoma Prison, for less than 5 years. A total of 21.5% have been at Kadoma Prison between 5-9 years while only 3% of the prison inmates have been in prison for 10-19 years. Be that as it may, the participants were able to account for all the events that happen at Kadoma Prison. On the other hand, the study also shows that the majority of participants (55.4%) were serving sentences ranging from 10-19 years, and the majority of the prison inmates

were sentenced for the crime of rape, a serious offence for which some have been calling for the 'castration' or beheading of offenders. About 29.2% are serving for sentences ranging from 5-9 years while 13.8% are serving below five years jail sentences. Hopefully one day, these inmates will be out of custody and as counsellors; the researchers expect them to be 'born again' individuals, which justify the need for counselling not only to the prison inmates, but to their relatives and community.

The researchers also investigated the major causal factors behind the incarceration of the prison inmates.

Table 5:2 Responses on the reasons that have led the participants to be arrested, convicted and sentenced (N=65)

Question	Reason	Rape	Murd	U/E	Rob	Theft	Others	Total
		Freq	Freq	Freq	Freq	Freq	Freq	%
What could be the reason that led you to find yourself behind bars?	Poor Background	04	04	05	04	04	04	38.5
	Poor Parental Support	01	01	02	00	02	02	12.3
	Poor Educational Support	07	01	01	01	00	00	15.4
	Low Self Esteem	04	02	02	03	00	02	20
	Peer Pressure	08	03	01	00	01	02	23.1

Source: Study Results at Kadoma Prison in February 2016.

Table 5.2 shows that a multitude of people are finding themselves behind bars because of poor background. As shown in the table, 38.5% indicated that they are coming from poor backgrounds. A fairly significant number (23.1%) indicated that they found themselves in Kadoma Prison because of peer pressure. Perhaps this explains why the majority of the participants are in the 21-30 years age group. The researchers also observed that low self-esteem (20%), poor educational support (15.4%) and poor parental support (12.3%) are also contributory factors.

Table 5.3: Responses on the counselling activities offered to prisoners at Kadoma Prison

(N=65)

Question	Activity	Rape	Mur	U/E	Rob	Theft	Others	Total
		Freq	Freq	Freq	Freq	Freq	Freq	%
Which activities have you been involved in at Kadoma Prison?	Education on Good Behaviour Practices	17	07	05	04	04	04	63.1
	Education on Self-Help Projects	06	02	04	05	04	01	33.8
	Training on Music Career	06	02	03	01	00	00	61.5
	Church Services and Pastoral Counselling	11	08	05	06	02	08	26.2
	Individual Counselling	06	03	03	04	01	00	
	Group Counselling Services	06	07	03	03	01	02	33.8

Source: Study Results at Kadoma Prison in February 2016

Table 5.3 shows that there are a lot of activities that is taking place at Kadoma Prison. These include education on good behaviour (63.1%), education on self-help projects (33.8%), training on music career (18.1%), church services and pastoral counselling (61.5%), individual counselling (26.2%) and group counselling (33.8%). Findings revealed that the majority of prison inmates have received guidance on good behaviour and are now born again Christians. The Prison is also doing justice given the economic emancipation to prisoners through education on self-help projects while counselling services are considered critical in the rehabilitation of prison inmates at Kadoma Prison.

In an interview, some key informants also added that prisoners are offered recreational activities. A key informant had this to say,

“Recreational activities are very helpful psychologically. For example, sporting acts as a stress management tool.”

Another key informant explained that prisoners are offered pastoral counselling upon admission and upon discharge. Pastoral counselling includes church services and findings showed that it contributed significantly to

the entire counselling services offered to prison inmates. Another key informant explained that counselling gives light to inmates to foresee other avenues of life. He also added that counselling upon admission is done to find the causes of committing the crime and finding ways of helping the inmates. The informant also indicated that education is provided to prisoners to upgrade their mental reasoning capacity. Prisoners are developed in skills like welding, agriculture and building while Music is also offered at the study site to manage some stressful conditions.

Table 5.4 Responses on whether counselling is helping in transforming the participants’ life or not

(N=65)

Question	Variable	Rape	Murd	U/E	Rob	Theft	Others	Total
		Freq	Freq	Freq	Freq	Freq	Freq	%
Counselling and related activities have helped in transforming my life?	Agree	08	05	02	02	03	05	38.5
	Strongly Agree	14	05	07	06	03	04	60
	Not Sure	00	00	00	00	00	00	00
	Disagree	00	00	00	00	00	01	1.5
	Strongly Disagree	00	00	00	00	00	00	00

Source: Study Results at Kadoma Prison in February 2016

The researchers were now anxious on the effectiveness of counselling services offered by Rehabilitation officers at Kadoma Prison. A multitude of prison inmates (60%) strongly agreed with the fact that counselling is helping in transforming their lives. A sizeable number (38.5%) agreed with only 1.5% disagreeing.

As evidence that counselling services are helping in transforming the lives of inmates, a key informant indicated that recently, an ex-prisoner (name withheld for ethical reasons) from Kadoma Prison won a star bright price while a choir of prison inmates from Kadoma Prison has produced two albums which are on the market. Kadoma Prison also has prisoners who are building houses in surrounding locations demonstrating the skills obtained from qualified artisans. It also brings healing and gives hope for life to other inmates/prisoners. These counselling services are offered by rehabilitation officers at the prison site. The key informant also observed that counselling

upon admission helps clients to accept the new environment and to re-integrate the offender. He also noted that counselling helps in the offender-victim reconciliation especially where the inmate has offended his/her relative or neighbour or community member.

Table 5.5 responses on the plans of inmates after leaving Kadoma Prison

(N=65)

Question	Plan	Rape	Mur	U/E	Rob	Theft	Others	Total
		Freq	Freq	Freq	Freq	Freq	Freq	%
What are your plans after leaving Kadoma Prison?	To further my academic knowledge	08	05	03	01	05	03	38.5
	To look for a job	06	03	05	02	03	01	30.8
	To start my self-help project	15	04	04	03	03	04	50.8
	To start a music career	02	01	01	01	00	00	7.8
	To go to church	09	03	04	03	02	02	35.4
	To educate the community not to engage in criminal activities	07	04	05	04	03	04	41.5

Source: Study Results at Kadoma Prison in February 2016

As evidence that counselling especially in skills development is proving to be effective, the majority (50.8%) have indicated that they want to begin their self help-projects upon release from the prison while 41.5% have indicated that they want to educate the community not to engage in criminal activities. Some 38.5% have shown that they want to further their academic knowledge with about 30.8% stating that they want to look for jobs. Only a few (7,8%) indicated that they want to begin a music career.

Table 5.6: Responses on whether some Prison officers are too harsh towards prison inmates (N=65)

Question	Variable	Rape	Mur	U/E	Rob	Theft	Others	Total
		Freq	Freq	Freq	Freq	Freq	Freq	%
Some Prison officers are too harsh towards prisoners?	Agree	07	04	01	04	03	01	30.8
	Strongly Agree	11	01	08	03	03	06	49.2
	Not Sure	00	00	00	00	00	00	00
	Disagree	03	02	01	00	00	01	10.8
	Strongly Disagree	01	03	00	00	00	02	9.2

Source: Study Results at Kadoma Prison in February 2016

Table 4.5 above shows that the highest number of participants (49.2%) strongly agree with the perception that some Prison officers are too harsh towards prison. Another sizeable number (30.8%) agrees with this view with only 10.8% and 9.2% disagreeing and strongly disagreeing respectively. The findings, therefore, imply that the relationship between some Prison officers and the prisoners is not conducive for counselling.

Table 5.7: Responses on whether some prisoners have a negative attitude towards Prison officers (N=65)

Question	Variable	Rape	Mur	U/E	Rob	Theft	Others	Total
		Freq	Freq	Freq	Freq	Freq	Freq	%
Some prisoners have a negative attitude towards Prison officers?	Agree	11	06	03	03	04	04	47.7
	Strongly Agree	07	04	05	04	02	04	40
	Not Sure	00	00	00	00	00	00	00
	Disagree	03	00	01	00	00	02	9.2
	Strongly Disagree	01	00	00	00	00	00	1.5

Source: Study Results at Kadoma Prison in February 2016

Results from table 5.7 show that 47.7% of the prison inmates agree while 40% strongly agree with view that some prisoners have a negative attitude towards Prison officers. A total of 9.2% and 1.5% disagree and strongly

disagree respectively. What it shows is that counselling relationship between the prison officers and inmates may not be ideal for proper counselling and the effective rehabilitation of prison inmates with negative views.

5.2. Challenges faced at Kadoma Prison which also impede effective Counselling

Both prison inmates and Prison officers were asked to state challenges which they face at Kadoma Prison and also impede effective counselling. The first group of respondents were prison inmates. As this was an open ended question, several challenges were noted and these included lack of basic needs, such as Colgate, poor sanitation and bathing soap among some other things. Inmates also complained of poor food supply and shortage of water. Some claimed that there was not enough space to practice their own projects. Others bemoaned that there was a poor system to promote their educational rights and that there were poor health facilities too. Some further complained that there were no reliable visitors and lack of communication network. Inmates also want to meet with their relatives and this is not possible given the fact that there may be no resources to allow for that interaction. Harassment by other inmates is also a big challenge at Kadoma Prison while separation from family is another issue that came up and what it shows is that these inmates suffer from anxiety and loss of social cohesion.

With regards Prison officers, there are various challenges which were noted by the researchers, chief among them is the environment which does not allow effective counselling principles to be applied. A good example is the physical structures which are not ideal for a counselling relationship. In this regard, Murgatroyd (2002) stresses that an ideal and conducive environment is necessary and critical for effective counselling. Counselling is also difficult given the fact that there will be a lot of noise at the prison site. Counselling rooms are not well ventilated making it difficult for a counselling session to take place. The office space does not allow for the principle of confidentiality to be applied. Inmates cannot open up because when the counselling session takes place; normally there will be a number of Prison officers in the room. There is also a challenge of financial resources which hinders a viable working relationship between the Prison officers and prisoners. Due to financial constraints, counsellors cannot carry out home visits as a way of helping inmates. The outside community is not involved and as such, it becomes difficult for the community to accept ex-prisoners.

6.0 DISCUSSION OF FINDINGS

6.1 What are the factors that caused prison inmates to find themselves behind bars?

Findings revealed that the majority of inmates found themselves in bars because of poor background. Some indicated that peer pressure was the causal factor with others claiming that it was because of poor educational support and poor parental support. It was established that poor self-esteem may cause people in the community to commit various crimes. What it shows is that different factors can cause individuals to commit crimes and find themselves behind bars; and these include poor background, poor parental support, poor educational support, low self-esteem and peer pressure.

In a similar research, Ipaye (2004) also claimed that individuals commit various offences because of poor economic background, poor parental and educational support. Szumski (1998) has a different observation though. He believes prison inmates are some of the maladjusted people in the community and they find themselves behind bars because they have no other means of survival. Dobb (1994) on the other hand, claims that law breakers are labelled criminals, thus, they enter the phase of secondary deviance where they admit they are criminals or believe the position of their criminality wherein violence is perpetrated in the community. To this end, Tenbiaje (2010) believes that counselling is an important and practical tool for empowering prison inmates through attitudinal and behavioural changes which are consciously moderated to lower crime and recidivism.

6.2 What are the counselling activities offered to prison inmates at Kadoma Prison?

Findings revealed the following as the counselling activities at Kadoma Prison; education on good behaviour, education on self-help projects, training in music career, church services and pastoral counselling, individual counselling and group counselling. In an interview, some key informants identified recreational and pastoral counselling as key activities done at Kadoma Prison to boost the morale of prison inmates.

According to the Singapore Association of Counsellors (2011) personal, vocational and educational matters are all areas of concern in counselling and what it shows is that Kadoma Prison is managing to cover all the essential areas. Omini and Ijeh (2009) observe that ex-prisoners have the strong incentive to commit crimes and they are threats to the peace of the society. Counselling, therefore, becomes a good incentive to help them adopt useful life skills like building and singing among some other things. Rodhe (2004) also makes an interesting observation when he states that counselling is the education given to prisoners to enable them to leave the prison with more skills and to be in a position to find meaningful and long term means of survival including employment. Similarly, Kadoma Prison is trying to educate prison inmates and to enhance their skills. But one would want to know; how effective these counselling activities are in transforming the lives of the prison inmates?

6.3 How effective are Counselling services in changing the behaviour of prisoners?

The researchers went on to ask prison inmates if counselling was helping to transform their lives. A multitude of the respondents indicated that indeed, counselling is helpful. The researchers also discovered that some ex-prisoners have begun to use the skills which they obtained at Kadoma Prison. The researchers further asked the participants what they intend to do after leaving Kadoma Prison, just to test if indeed counselling was being of help as they claimed. They indicated they want to look for jobs, to further their academic knowledge, start self-help projects, start a music career, go to church and as well educate the community not to engage in criminal activities. What it shows is that indeed counselling is helping in changing the behaviour of prison inmates.

Similarly, Ipaye (2004) argues that counselling is a moulding reconstruction and rehabilitation process. Accordingly, prison inmates at Kadoma Prison are being rehabilitated as explained by Ipaye (ibid). Ayu (2004) also states that the prison must be a centre for information and rehabilitation and not for punishment while the primary task of prison education should be to increase the chances of employment, whether formal or informal by ex-offenders and, hence, reduce recidivism. Kadoma Prison's objective is to transform the lives of prisoners as

shown by a change of attitude in the majority of the prisoners. In the same vein, Kardish et al (1999) have claimed that counselling is an effective tool for changing the behaviour of prison inmates.

6.4 What are the challenges faced by prison officers and the inmates during the counselling relationship?

It was observed that some Prison officers are too harsh towards prison inmates and that some prison inmates have a negative attitude towards the Prison officers. This affects the counselling relationship between the prison inmates and the Prison officers who are counsellors (rehabilitation officers). Some of the challenges identified from the participants are lack of basic needs, space to do projects, poor communication network between prison inmates and relatives and separation from family members and community. Some of the challenges identified by key informants included poor environment which does not allow counselling principles to be applied and poor financial resources to enhance a good working relationship between Prison officials and prison inmates.

Gatotoh (2011) raises the question as to whether Prison officers have the requisite qualifications and attitudes to match the paradigm shift in correctional services meant to be implemented in prisons. It would seem that some prison officials at Kadoma Prison do lack the requisite qualifications and attitudes that can help in changing the behaviour of prison inmates. Larivere (2001) claims that Correctional officers' predispositions and attitudes towards inmates would be associated with better work adjustment. On the contrary, in a study that was carried out by Farkas (1999), it was observed that Correctional officers usually do not express punitive attitudes towards inmates and generally support rehabilitation programmes for prison inmates. This has assisted in transforming the prison inmates' lives and similarly, Prison officers at Kadoma Prison in Zimbabwe essentially need to possess positive regard and attitudes towards prison inmates.

7.0 CONCLUSION AND RECOMMENDATIONS

Based on the above findings, the researchers concluded that;

- The following are some of the factors that may cause individuals to commit offences; poor background, poor parental support, poor educational support, low self-esteem and peer pressure.
- The following are some of the counselling activities offered to prisoners at Kadoma Prison; education on good behaviour, education on self-help projects, training in music career, church services and pastoral counselling, individual counselling and group counselling.
- Counselling services and related activities are quite effective in changing the behaviour of prison inmates at Kadoma Prison.
- Some Prison officers are too harsh towards prison inmates and that some prison inmates have a negative attitude towards the Prison officers which consequently affects the counselling relationship between them.

Basing on the above conclusions, the researchers recommend that;

- The government should change its policy on the employment of ex-prisoners considering that they would have undergone a rehabilitation and correctional programme. Hence, they also need to be considered for employment.

- Prisons must have conducive infrastructure for counselling services and must have more space for prison inmates to practice self-help projects skills.
- All Prison officers must have a bit of counselling training, in particular behavioural counselling, so that they possess positive regard and attitudes towards prison inmates. In this regard, Ncube and Chikutuma (2013) advise that behavioural counselling should recognise that it is possible to change or recondition a client's thoughts or behaviours to overcome specific problems.
- Prison inmates must be counselled to develop positive attitudes towards Prison officers in order to benefit from their interaction with them
- More resources should be channelled towards counselling services and related activities in order to empower the inmates psychologically, socially and economically when they leave the prison.

REFERENCES

- ❖ American Correctional Association (1994). ACA Code of Ethics. Retrieved on June 7, 2006 from <http://www.aca.org/pastpresentfutureethics.asp>
- ❖ Ayu.I. (2004). *Human Rights: Afro News*. <http://www.afro.com/articles/1336>.
- ❖ Dobb. C., (1994). *Sociology: An Introduction*. U.S.A. Harcourt Bruce & Company United States of America.
- ❖ Farkas A, M. (1999) Correctional officer attitudes toward inmates and working with inmates in a “get tough” era *Journal of Criminal Justice Volume 27, Issue 6, November-December 1999, Pages 495-506*
- ❖ Gatotoh A.M, Omulema,B.E.E, Massiuma, D (2011). *Correctional Attitudes: An Impetus for a Paradigm Shift in Inmate Rehabilitation*. International Journal of Humanities and Social Sciences. Vol. (4) 5.
- ❖ Ipaye.J (2004). *Fowarding to Guidance and Counselling in Education*. Lorin: Indenac Publishers Nigeria Ltd. Nigeria.
- ❖ Kardish, T.E., Glaser, B.A., Calhoun, G.B., & Risler, B.A (1999). Counselling Juvenile Offenders: A Program Evaluation. *Journal of Addictions and Offender Counselling*. Vol 19 pp 88-94
- ❖ Lariviere,M.(2001) *Antecedents and outcomes of correctional officer attitudes towards federal inmates: An exploration of person –Organization fit*. (Unpublished doctoral thesis).Ottawa,On:Carleton University.
- ❖ Murgatroyd, S. (2002). *Counselling and Helping*. London. Routledge.
- ❖ Mutanana, N. & Gasva, D. (2015). *The Impact of Women Empowerment to Rural Women and the Community. A Case of Chundu Women Self-Help Project in Zimbabwe*. Greener Journal of Social Sciences. Vol. 5 (4). PP 72-88.
- ❖ Mutanana, N. & Mutara, G. (2015). *Health Seeking Behaviours of People with Epilepsy in a Rural Community of Zimbabwe*. International Journal of Research in Humanities and Social Studies. Volume 2, Issue 2 February 2015, PP 87-99.
- ❖ Ncube, A.C. and Chikutuma, T. (2013). *Guidance, Counselling and Life Skills Programme in ECD*. Harare. Zimbabwe Open University.
- ❖ Omoni G.E. & Ijeh S.U (2009). *Qualitative Education for Prisoners: A Panacea to Effective Rehabilitation and Integration into Society*. Institute of Education. Delta State University. Abraka.
- ❖ Rhode.L. (2004).*What's Wrong With Prisoners: Heart and Minds Network*,. www.employeradvisornetwork.com/documents

- ❖ Reising, M., and Lovrich, N. (1998). Job attitudes Among Higher – Custody State Prison Management Personnel; A Cross – Sectional Comparative Assessment, *Journal of Criminal Justice*, **Vol. 26**, No 3, pp213-226.
- ❖ Tashakkori, A., & Teddlie, C. (2003). *Mixed Methodology: Combining Qualitative and Quantitative Approaches*. Thousand Oaks, CA; Sage.
- ❖ Tenibiaje, D.J. (2010). *Counselling For Productive Employment of Prisons Inmate*. European Journal of Educational Studies 2(3), 2010 ISSN 1946-6331
- ❖ Szumski. B. (1985). *America's Prison Opposing Viewpoints*. U.S.A. Greenhaven Press. Inc.
- ❖ Singapore Association for Counselling (2011). *The Singapore Handbook of Professional Counselling in Singapore*.

Publish Research Article

Dear Sir/Mam,

We invite unpublished Research Paper, Summary of Research Project, Theses, Books and Book Review for publication.

Address:- Dr. Ashak Hussain Malik House No-221, Gangoo Pulwama - 192301

Jammu & Kashmir, India

Cell: 09086405302, 09906662570,

Ph No: 01933212815

Email: nairjc5@gmail.com, nairjc@nairjc.com, info@nairjc.com

Website: www.nairjc.com

