



**POST-RELEASE FACTORS AND RECIDIVISM IN UGANDA PRISONS: A
CASE STUDY OF JINJA MAIN PRISON.**

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DECLARATION

I, Hannington Humura, declare that this dissertation is my original work and has not been submitted to any University or Institution of higher learning for any award.

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APPROVAL

This proposal has been submitted with our approval as the Institute supervisors.

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DEDICATION

This work is dedicated to my parents, Eng. Eliphaz Kafureeka and Mrs. Peresca Kokundeka, for the initial foundation of education they laid down for me. I also dedicate this work to my children Henrick Katukundane and Hywel Ampumuza.

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May the Almighty God reward all of you in abundance.

TABLE OF CONTENTS

Declaration	I
Approval	II
Dedication	III
Acknowledgement	IV
Table Of Contents	V
List Of Tables And Figure	IX
Acronyms & Abbreviations	XII
Abstract	XIII
Chapter One	1
Introduction.....	1
1.0 INTRODUCTION.....	1
1.1 BACKGROUND TO THE STUDY	1
1.1.1 HISTORICAL BACKGROUND.....	1
1.1.2 THEORETICAL BACKGROUND	3
Social Cognitive Theory	3
1.1.3 CONCEPTUAL BACKGROUND.....	5
1.1.4 CONTEXTUAL BACKGROUND.....	6
1.2 STATEMENT OF THE PROBLEM	8
1.3 GENERAL OBJECTIVE	9
1.4 SPECIFIC OBJECTIVES	9
1.5 RESEARCH QUESTIONS	9
1.6 RESEARCH HYPOTHESES	10
1.7 CONCEPTUAL FRAME WORK	10
1.8 SCOPE OF THE STUDY	12
1.8.1 Content Scope.....	12
1.8.2 Geographical Scope.....	12
1.8.3 Time Scope.....	12
1.9 SIGNIFICANCE OF THE STUDY	12
1.9.1 Problem Solving And Curbing Of Recidivism.....	12
1.9.2 Policy Formulation	13
1.9.3 Adding To Body Of Knowledge	13
1.10 JUSTIFICATION OF THE STUDY	13
1.11 OPERATIONAL DEFINITIONS	14
Chapter Two.....	15
Literature Review.....	15

2.1	INTRODUCTION.....	15
2.2.1	The Effect Of Availability Employment Opportunities On Recidivism	16
2.2.2	The Effect Of Peer Groups On Recidivism	16
2.2.3	Personal Motivation On Recidivism.....	17
2.3	Summary Of Literature Review	19
Chapter Three.....		20
Methodology.....		20
3.1	INTRODUCTION.....	20
3.2	RESEARCH DESIGN.....	20
3.3	STUDY POPULATION.....	21
3.3.1	Target Population	21
3.3.2	Accessible Population.....	21
3.4	DETERMINATION OF THE SAMPLE SIZE	22
3.5	SAMPLING TECHNIQUES AND PROCEDURES	23
3.6	DATA COLLECTION METHODS	23
3.6.1	Questionnaire Survey	23
3.6.2	Interviews	24
3.6.3	Document Review	24
3.7	DATA COLLECTION INSTRUMENTS	24
3.7.1	Questionnaire.....	25
3.7.2	Interview Guide	25
3.7.3	Documentation Checklist	25
3.8	VALIDITY AND RELIABILITY.....	26
3.8.1	Validity.....	26
3.8.2	Reliability	27
3.9	PROCEDURE OF DATA COLLECTION.....	27
3.10	DATA ANALYSIS	28
3.10.1	Quantitative Data Analysis	28
3.10.2	Qualitative Data Analysis	28
3.11	MEASUREMENTS OF VARIABLES.....	29
3.12	ETHICAL CONSIDERATIONS	29
3.12.1	Privacy	29
3.12.2	Confidentiality	29
Chapter Four		30
Presentation, Analysis And Interpretation Of Results		30
4.1	INTRODUCTION.....	30
4.2	RESPONSE RATE.....	30
4.3	BACKGROUND CHARACTERISTICS OF RESPONDENTS.....	31

4.3.1 Category Of The Respondents.....	31
4.3.2 Gender Of The Respondents.....	31
4.3.3 Age Of Respondents	32
4.4.4 Education Of The Respondents	32
4.4. DURATION OF SERVICE/SENTENCE IN UPS.....	34
4.4.6 The State Of The Respondents (Re-Offenders).....	35
4.5 Empirical Findings.....	35
4.5.1 OBJECTIVE ONE: TO ASSESS HOW THE AVAILABILITY OF EMPLOYMENT OPPORTUNITIES CONTRIBUTE TO RECIDIVISM IN JINJA MAIN PRISON.....	36
4.5.1.1 The Frequency And Percentage Analysis Of The Availability Of Employment Opportunities On Recidivism In Jinja Main Prison.....	36
Both The Qualitative And Quantitative Results Are In Agreement In A Sense That They All Present A Challenge Of Skill Development Within The Prisons.....	42
4.5.1.2 Testing Hypothesis One: Availability Of Employment Opportunities Significantly Reduces Recidivism In Jinja Main Prison.....	42
4.5.1.3 Regression Analysis Showing Availability Of Employment Opportunities And Recidivism.....	43
4.5.2 OBJECTIVE TWO: TO FIND OUT HOW PEER GROUPS CONTRIBUTE TO RECIDIVISM IN JINJA MAIN PRISON.....	45
4.5.2.1 The Frequency And Percentage Table Showing The Contribution Of Peer Groups On Recidivism In Jinja Main Prison.....	46
4.5.2.2 Testing Hypothesis Two: Bad Peer Groups Positively Contribute To Recidivism In Jinja Main Prison.....	51
4.5.2.3 Regression Analysis Showing The Effect Of Peer Groups And Recidivism.....	52
4.5.3 OBJECTIVE THREE: TO ESTABLISH HOW PERSONAL MOTIVATION CONTRIBUTES TO RECIDIVISM IN JINJA MAIN PRISON.....	54
4.5.3.1 The Frequency And Percentage Analysis Of Personal Motivation And Recidivism In Jinja Main Prison.....	55
4.5.3.2 TESTING HYPOTHESIS THREE: PERSONAL MOTIVATION HAS A SIGNIFICANT EFFECT ON RECIDIVISM IN JINJA MAIN PRISON.....	60
4.5.3.3 Regression Analysis Showing The Effect Of Personal Motivation On Recidivism.....	61
4.5.3.4 The Summary Of Correlations Of Availability Of Employment Opportunities, Peer Groups, Personal Motivation And Recidivism.....	63
4.3.5.4 The Summary Of Regressions Of Availability Of Employment Opportunities, Peer Groups, Personal Motivation And Recidivism.....	64
4.5.4 RECIDIVISM (DEPENDENT VARIABLE).....	66
4.5.4.1 The Frequency And Percentage Analysis On Recidivism.....	66
Chapter Five.....	72
Summary, Discussions, Conclusions And Recommendations	72

5.1 INTRODUCTION.....	72
5.2 SUMMARY OF FINDINGS.....	72
5.2.1 The Contribution Of Availability Of Employment Opportunities On Recidivism In Ups.....	72
5.2.2 The Contribution Of Peer Groups On Recidivism In Ups.....	72
5.2.3 The Effect Of Personal Motivation On Recidivism In Ups.....	73
5.3 DISCUSSIONS.....	73
5.3.1 The Contribution Of Availability Of Employment Opportunities On Recidivism In Ups.....	73
5.3.2 The Contribution Of Peer Groups On Recidivism In Ups.....	74
5.3.3 The Effect Of Personal Motivation On Recidivism In Ups.....	76
5.4 CONCLUSIONS.....	77
5.4.1 CONCLUSIONS ON AVAILABILITY OF EMPLOYMENT OPPORTUNITIES AND RECIDIVISM.....	77
5.4.2 Conclusions On Peer Groups And Recidivism.....	78
5.4.3 Conclusions On Personal Motivation And Recidivism.....	79
5.5 RECOMMENDATIONS.....	80
5.5.1 Recommendations Availability Of Employment Opportunities And Recidivism.....	80
5.5.2 Recommendations On Peer Groups And Recidivism.....	81
5.5.3 Recommendations On Personal Motivation And Recidivism.....	81
5.6 AREAS FOR FURTHER STUDY.....	82
5.7 LIMITATIONS OF THE STUDY AND HOW THEY WERE ADDRESSED.....	82
References.....	83
Appendix I.....	I
INMATES' QUESTIONNAIRE.....	I
Appendix II.....	I
SOCIAL WORKERS', SENIOR AND JUNIOR OFFICERS' QUESTIONNAIRE.....	I
Appendix III.....	I
INTERVIEW GUIDE FOR KEY INFORMANTS.....	I
Appendix IV.....	I
Appendix V.....	I
UMI INTRODUCTORY LETTER.....	I
Appendix VI.....	I
PERMISION FROM UGANDA PRISONS SERVICE.....	II

LIST OF TABLES AND FIGURE

Table 1 Showing Prison Convict Population And Recidivism Rates From 2001 To 2009	7
Table 2: Research Respondents By Category And Sample	22
Table 3: The Content Validity Index	26
Table 4: The Cronbach's Alpha Reliability Statistics.....	27
Table 5: The Category Of Respondents.....	31
Table 6: The Gender Distribution Of Respondents	31
Table 7: Age Groups Of The Respondents	32
Table 8: Education Level.....	33
Table 9: Time Spent In Prison By The Respondents	34
Table 10: The Re-Offenders Among Respondents.....	35
Table 11: The Frequency And Percentage Of Availability Of Employment Opportunities.....	36
Table 12: The Correlations Between Availability Of Employment Opportunities And Recidivism	42
Table 13: Regression Of Availability Of Employment Opportunities And Recidivism	43
TABLE 14: REGRESSION ANALYSIS OF AVAILABILITY OF EMPLOYMENT OPPORTUNITIES ON RECIDIVISM	44
Table 15: Regression Analysis Showing The Effect Of Availability Of Employment Opportunities On Recidivism	44
Table 16: The Frequency And Percentage Table Showing The Contribution Of Peer Groups On Recidivism In Jinja Main Prison.....	46
Table 17: Correlation Between Bad Peer Groups And Recidivism.....	51
Table 18: Regression Analysis Showing The Effect Of Peer Groups On Recidivism	52
Table 19: Regression Analysis Showing The Effect Of Peer Groups On Recidivism	53
Table 20: Regression Analysis Showing The Effect Of Peer Groups On Recidivism	53
Table 21: The Frequency And Percentage Of Motivation Contributes Jmp	55
Table 22: The Correlation Between Personal Motivation And Recidivism	60
Table 23: The Regression Analysis Showing The Effect Of Personal Motivation On Recidivism	61
Table 25: The Regression Analysis Showing The Effect Of Personal Motivation On Recidivism	62

Table 26: Summary Of Correlations Between Availability Of Employment Opportunities, Peer Groups, Personal Motivation And Recidivism 64

Table 27: Summary Of Regressions Of Availability Of Employment Opportunities, Peer Groups, Personal Motivation And Recidivism..... 65

Table 28: The Frequency And Percentage Of Recidivism 66

LIST OF FIGURES

Fig. 1: The Conceptual Framework	10
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ACRONYMS & ABBREVIATIONS

APA : American Psychological Association

BJS : Bureau of Justice Statistics

CVI : Content Validity Index

FHRI : Foundation For Human Rights Initiative

JMP : Jinja Main Prison

LUP : Luzira Upper Prison

SCT : Social cognitive theory

SPSS : Statistical Package for Social Scientists

UMI : Uganda Management Institute

UPs : Uganda Prisons

UPS : Uganda Prisons Service

USA : United States of America

ABSTRACT

This study investigated post-release factors that contribute to recidivism in Jinja Main Prison. The objectives of the study were: To assess how the availability of employment opportunities contribute to recidivism in Jinja Main Prison, to find out how peer groups contribute to recidivism in Jinja Main Prison, and to establish how personal motivation contributes to recidivism in Jinja Main Prison. The study used a cross sectional survey design and collected data was from 84 respondents. Both qualitative and quantitative techniques were used. The study revealed a negative relationship between availability of employment opportunities and recidivism with a standardized coefficient (B) of -0.037, implying contribution in recidivism by 3.7%. Nevertheless, peer groups were found to contribute to recidivism as there is no follow-up upon one's release from prison. It was found to have an Adjusted R square of -0.005, implying that it contributes to recidivism by 0.5%. It was established that lack of availability of employment opportunities contributes to recidivism. It was also found out that peer groups have a contribution on recidivism in JMP. It is recommended that the employers and the general public be sensitized on the role of the prisons service in Uganda in order to change a negative perception towards ex-inmates. It is also recommended that as an inmate's time to be released is approaching, measures be put in place to ensure a closer monitoring of that person's interaction to limit getting in contact with the bad elements that are responsible for influencing their behaviors.

CHAPTER ONE

INTRODUCTION

1.0 Introduction

The study was an investigation of the effect of post-release factors on recidivism in Uganda Prisons, using Jinja Main Prison as a case study. Post-release factors were conceived as the independent variable while recidivism in Uganda Prisons will be the dependent variable. This chapter presents the background to the study, theoretical background, conceptual background, contextual background, statement of the problem, research objectives, research questions, hypotheses, conceptual framework, purpose of the study, scope of the study, significance of the study, and operational definitions of terms.

1.1 Background to the study

1.1.1 Historical background

Baine (2013) states that by 16th Century prisons systems existed and it was not until during the 19th century that Prisons became part of government systems with a primary objective to partly punish the offender and generally protect society from crime. The 21st Century ushered in the second role of correctional incarceration and reintegration of offenders. Thus, heavy investment in Prisons correctional programs became a strategy to minimize incarceration cost (Walch, 2006).

Barnes (1952), Fox (1965) and Garner (1989), as cited by Mwanje (1996), clearly show that recidivism was a global problem right from the 20th century. For instance recidivism in Canada was said to be 57% in 1952, America was at 65 % by 1965; and England's recidivism rate stood at 66% in 1989.

Studies like Bureau of Justice Statistics (2005) that released the National Statistics on Recidivism in United States of America (USA) still prove that the recidivism problem is global and has persistently increased despite several reforms introduced in the prison systems. In United States of America, overall, 67.8% of the 404,638 state prisoners released in 2005 in 30 states were arrested within 3 years of release, and 76.6% were arrested within 5 years of release (Mathew et al, 2014).

Among prisoners released in 2005 in 23 states of USA with available data on inmates returned to prison, 49.7% had either a parole or probation violation or an arrest for a new offense within 3 years that led to imprisonment, and 55.1% had a parole or probation violation or an arrest that led to imprisonment within 5 years. While prior Bureau of Justice Statistics (BJS) prisoner recidivism reports tracked inmates for 3 years following release, this report used a 5-year follow-up period (Mathew et al, 2014).

The longer window provides supplementary information for policymakers and practitioners on the officially recognized criminal behavior of released prisoners. While 20.5% of released prisoners not arrested within 2 years of release were arrested in the third year, the percentage fell to 13.3% among those who had not been arrested within 4 years. The longer recidivism period also provides a more complete assessment of the number and types of crimes committed by released persons in the years following their release (Mathew et al, 2014).

According to Mwandamena (2012), Zambia has seen a tremendous rise in crime, and consequently the government has been preoccupied with how the rising crime rate could be reduced. There have been different strategies adopted by the government in order to curb the rising crime rate and rehabilitation of prison inmates is one of them. But even though it is one of the purposes of imprisonment in general and rehabilitation programs in particular (which in Zambia mainly consist of teaching a skill to the prison inmates) to convert “criminals” into law abiding citizens, the high

rate of recidivism shows that rehabilitation does not have the intended effect on a large percentage of prisoners. The recidivism rate is currently at 65% in Zambia. The percentage of recidivism does not seem to decline, it is high, and the question arises: why is this so? Could it be that the causes of crime cannot be found in the individual who violated the law?

Baine (2013) asserts that in Uganda, Prisons as state Institution started during the colonial days around 1896 with the first major prison built in Luzira in 1907. Currently Uganda prisons service has 225 prisons with a recidivism rate of about 35%. Uganda, like other countries, uses the approach of custody, rehabilitation and integration of offenders to ensure public safety and protect society from crime. Interestingly like others, the challenge of recidivism rates of over and above 30% stand in its way of social order and development. The situation is not improved either by increased population and or economic stability (Magezi 2003).

1.1.2 Theoretical Background

Social Cognitive Theory

Social cognitive theory (SCT) refers to a psychological model of behavior that emerged primarily from the work of Albert Bandura (1977; 1986). Initially developed with an emphasis on the acquisition of social behaviors, SCT continues to emphasize that learning occurs in a social context and that much of what is learned is gained through observation. SCT has been applied broadly to such diverse areas of human functioning as career choice, organizational behavior, athletics, and mental and physical health. SCT also has been applied extensively by those interested in understanding classroom motivation, learning, and achievement (Pajares, 1996; Schunk & Zimmerman, 1994; 1998). In the Social Cognitive Theory, we are considering three variables: behavioral factors, environmental factors (extrinsic) and personal factors (intrinsic). These three

variables in Social Cognitive Theory are said to be interrelated with each other, causing learning to occur. In the person-environment interaction, human beliefs, ideas and cognitive competencies are modified by external factors such as a supportive parent, stressful environment or a hot climate. In the person-behavior interaction, the cognitive processes of a person affect his behavior; likewise, performance of such behavior can modify the way he thinks. Lastly, the environment-behavior interaction, external factors can alter the way you display the behavior. Also, one's behavior can affect and modify his/her environment (Pajares, 2002).

SCT rests on several basic assumptions about learning and behavior. One assumption concerns the view that personal, behavioral, and environmental factors influence one another in a bidirectional, reciprocal fashion. That is, a person's on-going functioning is a product of a continuous interaction between cognitive, behavioral, and contextual factors. For instance, classroom learning is shaped by factors within the academic environment, especially the reinforcements experienced by oneself and by others. At the same time, learning is affected by students' own thoughts and self-beliefs and their interpretation of the classroom context.

A closely related assumption within SCT is that people have an agency or ability to influence their own behavior and the environment in a purposeful, goal-directed fashion (Bandura, 2001). This belief conflicts with earlier forms of behaviorism that advocated a more rigorous form of environmental determinism. SCT does not deny the importance of the environment in determining behavior, but it does argue that people can also, through forethought, self-reflection, and self-regulatory processes, exert substantial influence over their own outcomes and the environment more broadly.

A third assumption within SCT is that learning can occur without an immediate change in behavior or more broadly that learning and the demonstration of what has been learned are distinct processes. One reason for this separation is that SCT also assumes that learning involves not just the acquisition of new behaviors, but also of knowledge, cognitive skills, concepts, abstract rules, values, and other cognitive constructs. This division of learning and behavior is a shift from the position advocated by behavioral theories that defined learning stridently as a change in the form or frequency of behavior. It also means that students can learn but not demonstrate that learning until motivated to do so.

Based on its assumptions and descriptions, the Social Cognitive Theory informed the study about the variables to be considered which stems from the environment in which an individual interacts with that is responsible for shaping one's behavior. These variables will include: achievement/motivation, employment opportunities and learning from peer groups.

1.1.3 Conceptual background

The major concepts that emerged from the study included post-release factors, employment opportunities, peer groups, personal motivation and recidivism.

Employment means a specific sustained activity one gets engaged in especially in earning one's living (Merriam, 2015).

Peer group means a group of people, usually of similar age, background, and social status, with whom a person associates and who are likely to influence the person's beliefs and behavior (Mifflin, 2015).

Personal motivation is what pushes one to achieve one's goals, feel more fulfilled and improve overall quality of life (Mifflin, 2015).

According to Henslin (2008), recidivism is the act of a person repeating an undesirable behavior after he/she has either experienced negative consequences of that behavior, or has been treated or trained to extinguish that behavior. It is also used to refer to the percentage of former prisoners who are rearrested for a similar offense.

Recidivism is one of the most fundamental concepts in criminal justice. For the purpose of this study, it refers to a person's relapse into criminal behavior, often after the person receives sanctions or undergoes intervention for a previous crime. Post-release factors in the study will refer to the environment which an ex-inmate interacts with outside the prison in the process of reintegration. These will include: employment opportunities, peer groups and personal achievement.

1.1.4 Contextual background

Jinja Main Prison is one of the 225 prison units in Uganda. It has a prison population of about 41616 inmates of which 1814 are convicts. Rehabilitation/correctional programs are designed for the convicted inmates. As such, workshops, halls, and classes are built within the prison. Rehabilitation programs for prisoners in Uganda date as far back as 1969 when the Prisons welfare and Rehabilitation section was created by the first black Commissioner of Prisons Mr. Lawrence P. Okware. They include Farming, Vocational Education and Functional Literacy (Omita 2009).

The first workshops were established in Luzira Prisons by 1970, but it was not until 2000 that formal Education was introduced. According to Prisons Act 2006, Prisons service obtained enabling Laws, Rules and Regulations to transform the service from a purely penal into a correctional service. Uganda Prisons has from time to time defined its policy approach to treatment

and rehabilitation of prisoners under its custody with a belief that offenders are responsible for their own behavior and have the potential to live as law abiding citizens. However, the effectiveness of corrections depends on the degree to which correctional systems are capable of responding to change and shaping the future (Etima 2001).

Correctional programs form part of the core responsibilities of Uganda Prisons as stipulated in its mission statement. Rehabilitation activities conducted in Prisons more especially Jinja Main Prison range from Education skills, Vocational skills to Religious and spiritual empowerment of the prisoners (Nsalasatta 2003). The table below shows recidivism rates at a national level between the years 2001-2009; steadily increasing from 21% in 2001 to 35% in 2014.

Table 1 showing prison convict population and recidivism rates from 2001 to 2009

Year	Convicts Population	Convicts population percentage increase	Recidivists	%age recidivists
2001	5380	3.1	1130	21

2002	5551	24.4	1332	24
2003	6908	5.5	1658	24
2004	7291	5.5	1969	27
2005	7529	3.7	2183	27
2006	7547	0.23	2264	30
2007	8005	6.1	2642	33
2008	10709	33.8	3748	35
2009	12010	12.14	4204	35

Source: Prisons planning Unit (2010 Report)

1.2 Statement of the problem

According to Uganda Prisons (2009), the situation in Uganda prisons showed that the reoffending rate is over 30%. This implies that about 4000 prisoners of the 14000 convicts are re-offenders .This has put pressure on Uganda Prisons in form of congestion, feeding, health and provision of appropriate correctional programs.

This is so in spite of the fact that a holistic approach has been used to address the recidivism problem. For instance, Education and Vocational skills plus religious and spiritual empowerment consume a lot of government money allocated through the prison budget in a hope to combat crime (Nsalasatta 2003). However, given the fact that the government allocates a lot of money to cater for the correctional programs in order to curb recidivism, the problem is still emerging. This causes an economic expense at the side of government yet recidivism remains in place.

If this challenge is not addressed, there is going to be a problem of increased congestion in the prison cells which leads to high costs of feeding and maintaining inmates and increased crime in the society by the ex-convicts. Recidivism will create a phenomenon of crime cycle which will be in form of committing crime, to jail, back in society and back to jail. This will make ex-convicts hard core criminals who will create other criminals from the members of the public who interact with them. Some studies have been conducted like one of Baine (2013) but it was basically focusing on correctional programs for recidivism. This proposed study will go beyond correctional programs in that it will consider or explore the post release factors that may be lead causes of recidivism in Uganda.

1.3 General Objective

The objective of the study was to assess the effect of post-release factors on recidivism in Uganda Prisons using Jinja Main Prison as a case study.

1.4 Specific objectives

- I. To assess how employment opportunities contribute to recidivism in Jinja Main Prison.
- II. To find out how peer groups contribute to recidivism in Jinja Main Prison.
- III. To establish how personal motivation contributes to recidivism in Jinja Main Prison.

1.5 Research questions

- I. How do employment opportunities contribute to recidivism in Jinja Main Prison?
- II. How do peer groups contribute to recidivism in Jinja Main Prison?
- III. What is the effect of personal motivation on recidivism in Jinja Main Prison?

1.6 Research Hypotheses

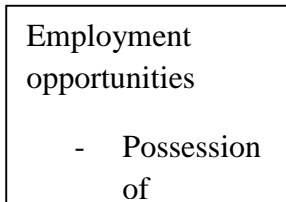
- I. Availability of employment opportunities significantly reduces recidivism in Jinja Main Prison.
- II. Peer groups positively contribute to recidivism in Jinja Main Prison.
- III. Personal motivation has a significant effect on recidivism in Jinja Main Prison.

1.7 Conceptual Frame Work

Fig. 1: The Conceptual Framework

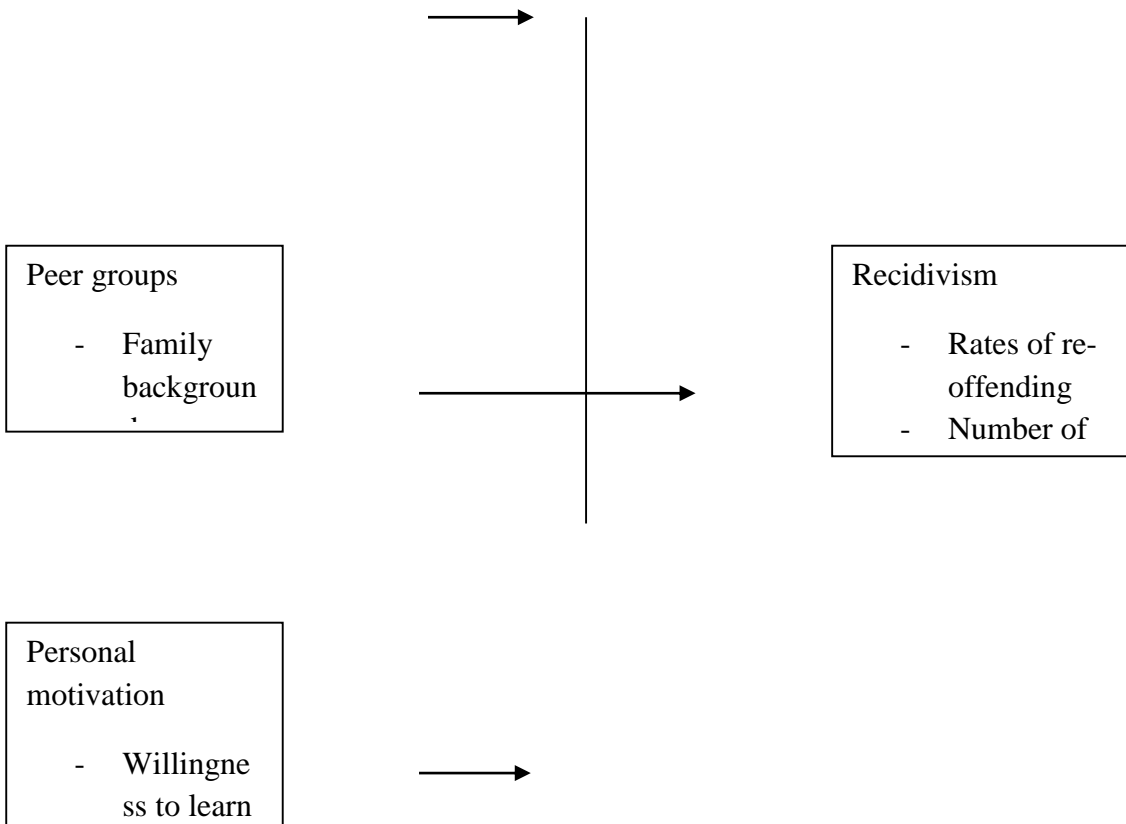
Independent Variables (IV)

Post-release Factors



Dependent Variable (DV)

Recidivism



Source: Adapted from the Social Cognitive Theory (Bandura 2001 & Pajares, 2002) and modified by the researcher.

The conceptual framework shows the relationship between variables and adopts an approach of many to one. The independent variable is post release factors as what ex-inmates are exposed to after being released from prison. The dependent variable on the other hand is the trends of recidivism in JMP. The study found out whether the post-release factors: availability of employment opportunities and peer groups alongside personal motivation had an effect on the rate of recidivism in JMP.

1.8 Scope of the study

1.8.1 Content scope

The study focused on post-release factors that an ex-inmate faces or is likely to get exposed to upon being released from prison. These will include availability of employment opportunities, peer groups and personal motivation. These will be studied to find out how they influence recidivism in JMP which involves number of re-offenders.

1.8.2 Geographical Scope

The study covered Uganda Prisons Service and specifically one prison out of 225 prison units, which is JMP. JMP was chosen among other prisons because it is the one with a higher number of documented re-offenders. JMP is found in Jinja Municipality, Jinja district. JMP has an average of convicts' population of about 1800 prisoners and exclusively male.

1.8.3 Time Scope

The study covered the period 2005-2013. This was chosen because it is within these years that the rate of recidivism was recorded to have increased and still increasing hence the call for this study.

1.9 Significance of the study

Recidivism is a very important study because re-offending is a big cause to worry. The study availed data on the magnitude of recidivism in Uganda prisons. Also, analysis was made as whether the post-release factors after prison are the correct path to address the recidivism problem.

1.9.1 Problem solving and curbing of recidivism

The study accordingly makes recommendations on the best way possible to totally transform the offenders and curb the recidivism problem.

1.9.2 Policy formulation

The recommendations is not be limited to Uganda Prisons Service, but to other stakeholders, like policy makers so that the findings could help in designing policies that can limit recidivism.

1.9.3 Adding to body of knowledge

To academicians, the study adds on the already existing knowledge about re-offending and to other researchers, new areas of study will be discovered in the similar field. This may help them make collective efforts to reduce crime incidences in the entire country.

1.10 Justification of the study

Uganda prisons Service is faced with the challenges of ever increasing number of prisoners vis-à-vis the unchanging infrastructure. Whereas studies have been carried out in the fields like alternatives to incarceration community service, and parole system together with strategies of reforming the former prisoners recidivism issue has remained on the rise, and little is still known on its drivers on information gaps still exist in the causative factors of recidivism congestions and more specifically the role of re-offending on the general population of prisons. Furthermore, as Uganda Prisons Service is progressing towards a correctional service from a punitive system, it is imperative to underscore the relevance, adequacy and importance the administered correctional programs to match with international standards. However, it may not be effective in this unless post-release factors associated with recidivism are also explored as a basis for the way forward. This background is a justification for this timely proposed study in the Ugandan context.

1.11 Operational Definitions

Correctional programs: Arrangements put in place by Uganda prisons authorities to rehabilitate offenders.

Crime : An acts or behavior that is perceived not to be in agreement with the community's norms.

Ex-convict : A person who was previously condemned and imprisoned but is now released after serving his/her sentence.

- Employment** : What keeps a person busy and productive to the society and gets pay from after executing duties and is acceptable to the society/community.
- Incarceration** : Putting one into custody or confinement to control his/her freedom of movement.
- Offenders** : People whose acts are deemed unacceptable to the society.
- Peer groups** : People who interact and associate with an individual.
- Post-release** : After one has been released from prison.
- Prison** : A designated place where offenders are kept and rehabilitated from.
- Recidivism** : A situation where by one re-commits crime/crimes after being released from prison and is expected to have been rehabilitated.
- Reprimand** : Being cautioned and corrected or pardoned after committing an offence.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter presents a review of literature on different aspects of post release factors and recidivism. The researcher will review a selection of literature as presented in the text books, journals, magazines, internet and articles on post release factors and recidivism with focus to Jinja Main Prison (JMP). This Chapter will be arranged under theoretical review, conceptual review, actual literature review done on objective by objective and a summary of the literature.

2.2.1 The effect of availability employment opportunities on recidivism

According to Petersilia, (2003); Travis, (2005) people in a more disadvantaged neighborhood is associated with higher risks of returning to prison for a technical violation, a lower risk of being arrested, and less employment and lower wages. Cumulative exposure to disadvantaged neighborhoods is associated with lower employment and wages. Being employed substantially reduces the risk of all recidivism outcomes. It was further suggested that the neighborhoods parolees experience during parole were strong predictors of recidivism and labor market outcomes.

Most employers are reluctant to hire applicants with criminal records. A criminal record reduces the likelihood of a callback or job offer by nearly (Pager & Bruce2009).

In Uganda, prisons are looked at as places of skills development especially for the unskilled workers. Skills development is an important aspect of reformation of offenders and fighting recidivism (Kasiko, 1998). However there are no mechanisms put in place to ensure that prisons have necessary facilities for skill development or that would enable the use of existing facilities to develop skills for offenders and enable them acquire skills that would change their life, be able to access employment or employ themselves thereby helping them abandon criminality (FHRI, 2000).

2.2.2 The effect of peer groups on recidivism

According to KidsHealth (2015), a child is always learning from a parent and seeking to model his/her behaviors. If one wants one's child to behave respectfully, kindly and politely, the best thing one can do is model these traits for him. One should be friendly and speak well of others, say "Please" and "Thank you" and show consideration for one's child's thoughts and feelings.

According to the American Psychological Association (APA, 2014), the way one parents one's

child and one's resulting attachment with him will also affect his social skills and ability to focus in school. KidsHealth (2014) further states that a child is always watching and hence one needs to put forth a perfect image for her to emulate and also acknowledges the importance of letting a child know that it's okay to fail, and in doing so, teaching her coping skills. If your child sees you handling stress by yelling at those around you, your child may behave similarly when faced with her own stressful situations. Scully, peers have the ability to influence a child's social behavior- especially as children spend less time at home and more time at school. Kids observe their peer groups and learn how to cooperate and navigate social situations. Peer groups also influence the way a child dresses, eats and what he knows and values (Barbour & Barbour, 1996).

In Uganda, the society has a negative perception of former inmates. Former inmates claim that they re-offend because the society doesn't welcome them. There are cases of stigmatization and are often discriminated against on the basis of their past criminal record (UPS, 2011).

2.2.3 Personal motivation on recidivism

The influence of an individual's needs and desires both have a strong impact on the direction of their behavior. Motivation is based on one's emotions and achievement-related goals. Achievement goals can affect the way a person performs a task and represent a desire to show competence (Harackiewicz, et al, 1997). Achievement behavior is an interaction between situational variables and the individual subject's motivation to achieve. Two motives are directly involved in the prediction of behavior, implicit and explicit. Implicit motives are spontaneous impulses to act and are aroused through incentives inherent to the task. Explicit motives are expressed through deliberate choices and more often stimulated for extrinsic reasons. Also, individuals with strong implicit needs to achieve goals set higher internal standards, whereas others

tend to adhere to the societal norms. These two motives often work together to determine the behavior of the individual in direction and passion (Brunstein & Maier, 2005). Explicit and implicit motivations have a compelling impact on behavior. Task behaviors are accelerated in the face of a challenge through implicit motivation, making performing a task in the most effective manner the primary goal. A person with a strong implicit drive will feel pleasure from achieving a goal in the most efficient way. The increase in effort and overcoming the challenge by mastering the task satisfies the individual (Brunstein & Maier, 2005).

Achievement motivation has been conceptualized in many different ways. Our understanding of achievement-relevant effects, cognition, and behavior has improved. Achievement motives include the need for achievement and the fear of failure. These are the more predominant motives that direct our behavior toward positive and negative outcomes (Elliot & McGregor, 1999).

When people are more ego-involved, they tend to take on a different conception of their ability, where differences in ability limit the effectiveness of effort. Ego-involved individuals are driven to succeed by outperforming others, and their feelings of success depend on maintaining self-worth and avoiding failure. On the other hand, task-involved individuals tend to adopt their conception of ability as learning through applied effort (Butler, 1999).

In everyday life, individuals strive to be competent in their activities. An achievement goal is commonly defined as the purpose for engaging in a task, and the specific type of goal taken on creates a framework for how individuals experience their achievement pursuits (Elliot & Church, 1997).

According to UPS (2011), inmates hold irrational beliefs, values, feelings and perhaps things that one learnt when a small child that lead to unrealistic expectations or maladaptive behavior. The

goal of cognitive therapies is to make such beliefs and expectations conscious so that one can choose to change them or not.

2.3 Summary of literature review

It is generally agreeable that through various learning processes, individuals adopt given behaviors. Henceforth learning through the different environmental settings keep recidivism at a high rate and distinctly crime is increased. The aforementioned availability of employment opportunities, peer influence and personal achievement are all dependent on the environment in which one is brought up in. Global extensive studies have been done into recidivism causes and consequences to society. However, several studies show that the relevance of post release factors of prisoners; at the national and local levels remain a virgin area.

It is equally true that gaps exist on whether the post-release factors are relevant and reliable to solve the existing problem of recidivism which is seemingly on the increase. To note, no significant research has been made to the existing post-release factors in face of increased recidivism.

CHAPTER THREE

METHODOLOGY

3.1 Introduction

This chapter provides the information concerning the methodology used in this study. It presents among others the research design, study population, area of study, sample size determination and sampling techniques, data collection methods and instruments, data collection procedures, data analysis and measurement of variables.

3.2 Research Design

This study was undertaken using a cross sectional survey design. The researcher used this design because it is relatively inexpensive, takes a short period of time to conduct and data can be collected only once (Sekaran, 2003). It can also be conducted on representative samples of a population and there are seldom ethical issues (Schmidt, 2008; Mann, 2003). The researcher employed both qualitative and quantitative approaches to investigate the effect of post-release factors and recidivism in Jinja Main Prison.

According to Denscombe (1998) a triangulation of methods of data collection enhances the reliability of the data for investigation of research problems. This study will therefore use a triangulation of methods including questionnaires, interviews and documentary review. Interviews will assist to provide rich data and help explore, dig deep and understand complex issues raised by respondents. The questionnaire will be helpful in reaching out to a large group of respondents. It will also allow for confidentiality and anonymity on the part of respondents. Documentation review will further assist to obtain rich data. The researcher will be able to access secondary information and obtain data by studying corporate documents like plans, reports and journals.

3.3 Study Population

3.3.1 Target Population

This study was carried out in Jinja Main Prison with a population of 102 people comprising of 90 inmates (those with a record of recidivism), five top managers of prisons service (bases at UPS Headquarters), three junior prisons staff, one prisons middle manager (senior officer at the stations) and three social workers.

3.3.2 Accessible Population

Jensen and Rogers (2001) define accessible population as the number of potential respondents that the researcher is able to reach in a specified period of time using available resources without the intended outcome of the research being affected. The accessible population of this study was 85 as according to Krejcie and Morgan, (1970). The researcher estimated to obtain feedback from at least 84 respondents.

3.4 Determination of the Sample size

The sample size for this study was determined using the Krejcie and Morgan (1970) sample size determination table. The sample used was drawn using stratified random sampling to ensure that the interests of the population are represented. The strata included inmates, top managers of prisons service, junior prisons staff, prisons middle managers and social workers. Purposive sampling was used for the selection of top prisons managers and social workers. These are key respondents who are knowledgeable and believed to have authority to provide any relevant information needed in this study. Simple random sampling will be used to select the rest of the respondents from middle prisons staff, junior officers and inmates. This is due to the larger size of the respondents and it helped to avoid possible biases of the researcher in selecting the respondents.

Table 2: Research respondents by category and sample

Category	Population	Sample	Sampling technique
Top Managers of Uganda Prisons Service	5	5	Purposive
Station Manager of Jinja Main Prison Service(senior officer)	1	1	Census
Social Workers	3	3	Census
Junior Officers	3	3	Census
Inmates (with a record of recidivism)	90	73	Simple random sampling
Total	102	85	

Source: UPS Structure (2014) and Krejcie & Morgan (1970)

3.5 Sampling Techniques and procedures

The sample used for the study was derived using stratified random sampling for the respondents to ensure that the interests of the population are represented in the sample to enable valid generalizations (Amin 2005). The different strata will include Top Managers of Uganda prisons, Station managers, Social workers, Junior Officers and inmates. Top Managers of Uganda prisons, Station managers, Social workers and Junior Officers were selected purposively subject to availability. The inmates were chosen using simple random sampling to allow for equal opportunities for any member to participate hence making generalizations of findings possible. A list of all inmates with a record of re-offending was obtained from the station manager's office which will constitute the sampling framework. Then each member was assigned a number which was written on a small piece of paper, put into a container, shaken and a second party was requested to pick a paper without replacing it until the sample size quota has been constituted.

3.6 Data Collection Methods

The researcher used multiple data collection methods so that validity of findings is assured. Primary data was collected using the questionnaire survey and interview methods and secondary data through documentary review method.

3.6.1 Questionnaire Survey

This method was used to collect primary data from 79 respondents comprising of Station managers, Social workers, Junior Officers and inmates. This method was selected because it allowed the researcher to collect data systematically and address the research issues in a standardized and economical way. The method was also be used because it is easy to administer to such a large number of respondents in a short period of time. It is also flexible and can be used to collect data within a short time (Sekaran, 2003). Questions are also helpful in collecting sensitive

information from respondents. There is also an assurance of achieving honesty and confidentiality using this method.

3.6.2 Interviews

Face to face interviews were used to supplement the questions. This method was used on five Top managers of Uganda Prisons. These were key respondents in this study because they were expected to be more knowledgeable and provide insight on the variables. Mugenda and Mugenda (1999) states that interviews provide in depth data which is not possible to get using questions and the beauty about it is that interviews can take advantage of the interactive situation to get further information or clarification on responses given thereby enriching the findings. This method allowed for an in-depth assessment and critical analysis of the subject. Interviews were carried out by the researcher himself to save on time and costs, but also allowed for an in-depth study and clarification on issues hence enriching the findings.

3.6.3 Document Review

This method involved the researcher looking at written sources of data such as books, reports, plans, journals and other official company records like statistics (Denscombe, 2000). The researcher will review documents and extract data to supplement questions and interviews hence enriching the findings. As other academicians have found out, the advantage with documentary review is that data can be verified by other scholars; saves time and costs of acquiring information (Sekaran, 2003) and is flexible since data can be accessed at any suitable times (Oso & Onen, 2009). The documents reviewed are reflected in the documents checklist attached in the appendices.

3.7 Data Collection Instruments

3.7.1 Questionnaire

The first research instrument that was used in this study is a structured questionnaire. The instrument was developed based on the constructs identified in the literature review. The questionnaire allowed the researcher to collect data systematically and address the research issues in the standardized and economical way as it is easier, cheaper to collect data from a large group of respondents in a limited time. According to Mugenda and Mugenda (1999) structured or close ended questions are easier to analyze since they are in an immediate usable form. They are easier to administer as possible answers follow each item. Also this was useful due to limited time and resources. Questions were scored on a five point likert scale ranging from 5-1 i.e. strongly agree-5, agree-4, not sure-3, disagree-2 and strongly disagree-1. The researcher administered some of the questionnaires by himself while the assistants administered to others especially those who are very far geographically. The questionnaire was pre-tested in order to ensure reliability and validity and to be able to build confidence that the instruments yielded good results.

3.7.2 Interview Guide

The researcher used interview guide especially in collecting data from UPS senior management staff. The researcher developed the interview guide based on the constructs identified in the literature review. The guide assisted the researcher to remain on track while conducting the interviews. Interviews with UPS senior management staff were conducted by the researcher himself to allow the respondent a free associative environment.

3.7.3 Documentation Checklist

The researcher used a documentary review checklist to guide the extraction of data that is relevant to this study. The researcher obtained data from reviewing records of the organization like

corporate plans, reports, journals, work plans. These helped to give the vivid picture of the situation on the ground and help to cross check data collected through the primary sources.

3.8 Validity and Reliability

3.8.1 Validity

Validity refers to the appropriateness of the research instruments (Amin 2005). In this study, validity tests were carried out prior to the administration of these instruments. This was done to find out whether the questions will be capable of capturing the intended responses. The researcher consulted expert judgment in order to assess the content validity index (CVI) for each item. For the instrument to be acceptable as valid, CVI of at least 0.7 or above will be considered (Amin, 2005). The CVI was delivered from running the statistics with a data package- SPSS and the following results were realized:

Table 3: The Content Validity Index

		Validity	
		N	%
	Valid	67	84.8
Cases	Excluded ^a	12	15.2
	Total	79	100.0

The statistics showed that the CVI was at 84.8% hence the tool was valid since it was above the required 70%.

3.8.2 Reliability

Sekaran (2003) defines reliability as the measure of the degree to which a research instrument yields consistent results. It is an indicator of the suitability, repeatability and consistency with which the instrument measures concepts. The researcher conducted a pre-test of the instruments with 10 respondents within UPS to help uncover and identify the inconsistencies that will in turn be corrected. The Cronbach Alpha coefficient was computed using SPSS and got is 0.741 which is always required (Amin, 2005).

Table 4: The Cronbach's Alpha Reliability Statistics

Reliability Statistics	
Cronbach's Alpha	N of Items
.741	10

In the above table, the Cronbach Alpha coefficient is 0.741 which is over and above the recommended 0.7 hence the tools that were used for the study were reliable to provide the study with reliable data.

3.9 Procedure of Data Collection

Upon approval of the proposal by Uganda Management Institute (UMI), the researcher obtained a letter of introduction. This was used to get permission from Uganda Prisons Service to carry out research in Uganda Prisons Service. The researcher proceeded to fine tune the instruments and test run them before administering them to the respondents.

The researcher went to the field to collect data on the study subject with the help of research assistants. Questionnaires were administered to respondents who were given a timeframe within which to complete and return them. The data collected was sorted, coded for analysis using SPSS computer package. The researcher held face to face interviews himself with senior management of UPS based on their conveniences. Appointment dates were set before proceeding to hold the interviews as agreed. After collecting data, the researcher then edited, analyzed and interpreted it for the findings.

3.10 Data Analysis

3.10.1 Quantitative Data Analysis

Upon completion of the data collection from the field the researcher proceeded to data analysis. All data was checked, edited, coded and entered into the computer for processing and analysis in order to make meaning out of it. All quantitative data consisting of numeric values was analyzed using descriptive statistics and inferential statistics such as regression analysis especially when testing hypotheses and the relationship between variables. Data was also exported to SPSS for final analysis and interpretation and was presented using figures and tables.

3.10.2 Qualitative Data Analysis

Qualitative data was analyzed systematically and thematically based on objective by objective of the study. The researcher categorized and summarized all the data collected for ease of analysis. During and after, the researcher recorded observations, made general summaries, coded the data where applicable and summarized data. Analysis involved identifying patterns, inconsistencies and reasons for their occurrences with the aim of explaining how post-release factors affect recidivism

in UPS. Using content analysis, data was critically studied, analyzed and interpreted to generate meaning and conclusions made thereafter in line with the objectives of the study.

3.11 Measurements of Variables

For qualitative data, codes and labels were assigned to emerging themes, while for quantitative data; a likert scale was used to measure the variables. The variables were measured by a five point likert scale of 5-1 (i.e. strongly agree-5, agree-4, not sure-3, disagree-2, strongly disagree-1). For any response given by the respondents, it was marked under the assigned code. After data collections, the codes (from 1 to 5) were entered into the statistical computer package that enabled to generate statistics of frequencies and correlations.

3.12 Ethical Considerations

3.12.1 Privacy

The respondents were not forced to give responses to the questions that were asked in the study as recommended by Mugenda and Mugenda (2003). To ensure more privacy, the respondents were informed that the information sought was for academic purposes and the data obtained was to be treated in privacy as recommended by Amin (2005).

3.12.2 Confidentiality

Carrying out a study on inmates was a sensitive issue. This required privacy and confidentiality of the information given by the respondents. To ensure confidentiality, the respondents were informed that their names were not required and it was optional for them to answer the asked questions or not. By not giving out their names, it created a situation where by one's responses could not be traced back to a particular respondent/responsible person.

CHAPTER FOUR

PRESENTATION, ANALYSIS AND INTERPRETATION OF RESULTS

4.1 Introduction

This chapter presents analyses and interprets the study findings arising from the field information collected from respondents on Post-Release Factors and Recidivism in Uganda Prisons. The findings are arranged as per the study objectives that include; to assess how employment opportunities contribute to recidivism in Jinja Main Prison, to find out how peer groups contribute to recidivism in Jinja Main Prison and to establish how personal motivation contributes to recidivism in Jinja Main Prison.

4.2 Response rate

A total of 80 questionnaires were distributed and 79 were returned giving a response rate of 99% suggesting that the results contain substantial information and the survey results were representative of the population. Five interviews were set to be conducted from five top managers of Uganda Prisons were conducted putting them at 100% response rate. The higher response rates also suggested a more accurate survey results (Weller & Romney, 1988).

4.3 Background characteristics of respondents

This section presents the characteristics of the respondents in relation to gender, education level, duration of service/sentence with UPS, and positions of the respondents.

4.3.1 Category of the respondents.

The researcher was interested in the categories of the respondents and table five below presents their categories as reflected below.

Table 5: The category of respondents

Category		
Category	Frequency	Percent
Inmate	72	91.1
Social Worker	3	3.8
Station Managers	1	1.3
Junior officers	3	3.8
Total	79	100

Source: Primary Data

Table five above indicates the categories of the respondents. The inmates were the majority as per the statistics of the visited prisons' facility and the station manager was one since he was the overall head.

4.3.2 Gender of the respondents

The researcher was interested in the gender of the respondents and the result of that question is as shown in table 6 below.

Table 6: The gender distribution of respondents

Gender		
	Frequency	Percent

Valid	Male	79	100.0
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Source: Primary data

In table 6 above, 79 (100%) of the respondents were all males. This was so because the selected prison unit (Jinja Main Prison) is exclusively males.

4.3.3 Age of respondents

The researcher was interested in the age of the respondents and table 7 below reflects the findings.

Table 7: Age groups of the respondents

	Frequency	Percent
Below 20 years	1	1.3
20 - 29 years	12	15.2
30 - 39 years	32	40.5
40 - 49 years	25	31.6
50 - 59 years	9	11.4
Total	79	100.0

Source: Primary data

From table 7 below, the middle aged of the bracket between 30-39 was the majority and the minority was one below the age of 20 year. This implies that the information which was give was of quality as majority of the respondents were of mature age as only one respondent was below 20 years.

4.4.4 Education of the respondents

The researcher was interested in the level of education of the respondents and table 8 reflects the education levels of the respondents.

Table 8: Education level

	Frequency	Percent
Valid Primary level	5	6.3
Secondary level	39	49.4
Tertiary level	23	29.1
Bachelors degree	8	10.1
Postgraduate degree	2	2.5
Total	77	97.5
Missing Non-response	2	2.5
Total	79	100.0

Source: Primary data

From the table above, majority of the respondents had at least a secondary level of education and above. With the majority of the respondents of (91.2%) in possession of a relatively high level of education i.e. secondary level and above provided good responses on the understanding of the post-release factors and recidivism in UPs.

4.4. Duration of service/sentence in UPS

The researcher was interested in the time the respondents had spent serving in UPS as inmates or employees. The data was collected and is reflected in table 9 below.

Table 9: Time spent in prison by the respondents

Time spent in prison so far

	Frequency	Percent	Valid Percent	Cumulative Percent
Less than one year	10	12.7	12.7	12.7
1 - 4 years	24	30.4	30.4	43.0
Valid 5 - 9 years	26	32.9	32.9	75.9
Over 9 years	19	24.1	24.1	100.0
Total	79	100.0	100.0	

Source: Primary data

From the table above, majority of the respondents (75.9%) had spent more than five year with UPS as either inmates or serving Prisons' staff implying that the data that was collected came from experienced people hence giving vital information regarding recidivism which was good for the study findings.

4.4.6 The state of the respondents (re-offenders)

The researcher was interested in the re-offenders among the respondents. Table 10 below reflects the number of re-offenders interviewed.

Table 10: The re-offenders among respondents

	Frequency	Percent
Valid Yes	72	91.1
No	7	8.9
Total	79	100.0

Source: Primary data

From the table above, 72(91.1%) of the respondents had a record of re-offending while 7(8.9%) of the respondents were not. This is so because the 7 respondents that said “no” were non inmates. This implies that all the inmates who were interviewed had a record of recidivism and therefore had an experience regarding the factors that one could meet and lead to recidivism which was relevant for the study.

4.5 Empirical findings

The overall objective was to assess the effect of post-release factors on recidivism in Uganda Prisons using Jinja Main Prison as a case study. The findings were obtained from questionnaires, interviews and documentary reviews. They were discussed as follows:-

4.5.1 Objective one: To assess how the availability of employment opportunities contribute to recidivism in Jinja Main Prison.

To assess how the availability of employment opportunities contribute to recidivism in Jinja Main Prison. The responses derived from the questionnaires are presented in a percentage table, Pearson Correlation and regression analysis as follows:-

4.5.1.1 The frequency and percentage analysis of the availability of employment opportunities on recidivism in Jinja Main Prison

The frequency and percentage analysis was used to assess the availability of employment opportunities contribution to recidivism in Jinja Main Prison as a study objective whose data is analyzed under the frequency and percentage in table 11 presented below:

Table 11: The frequency and percentage of availability of employment opportunities

SN	Opinions/ Statements	Responses				
		SA (%)	A (%)	N (%)	D (%)	SD (%)
1	There is availability of employment opportunities for ex-inmates	22(27.8)	17(21.5)	19(24.1)	9(11.4)	12(15.2)
2	Ex-inmates lack skills to enable them get employed	15(19.0)	22(27.8)	9(11.4)	17(21.5)	16(20.3)
3	You think prison services offer skills that help one get employment after being released from prison.	31(39.2)	22(27.8)	14(17.7)	7(8.9)	5(6.3)
4	If one gets skills from prison while serving a sentence, you think that will help one get employed upon being released from prison.	29(36.7)	33(41.8)	7(8.9)	2(2.5)	8(10.1)
5	An employer can employ one with required skills even if he/she is known to have been released from prison.	11(13.9)	22(27.8)	28(35.4)	4(5.1)	14(17.7)

6	An employer can deny one a job basing on the community one comes from	19(24.1)	29(36.7)	7(8.9)	14(17.7)	10(12.7)
7	Inmates lack skill development while in prison	23(29.1)	19(24.1)	9(11.4)	16(20.3)	11(13.9)

Source: Primary data

Key:

SA (%)	A	NS	D	SD	(%)
Strongly Agree	Agree	Not sure	Disagree	Strongly disagree	Percent

The availability of employment opportunities for ex-inmates

On whether there is availability of employment opportunities for ex-inmates; 39(49.3%) of the respondents agreed, 19(24.1%) remained neutral and 21(26.6%) of the respondents disagreed. This implies that there is availability of employment opportunities for ex-inmates basing on the response of the majority 49.3% that agreed.

For those that remained undecided and in disagreement, they were reflecting on the fact that the outside environment is unpredictable to tell the availability of employment opportunities and the fact that there is a general challenge of employment opportunities in the entire country so just like those who are not in prison, the ex-inmates are on exposure of failing to get employed after being released from prison.

In an interview with one of the top managers in UPS, it was noted that.....

“In the main/regional prisons units, inmates are empowered with skills like craft making, carpentry and tailoring. These are the skills that don’t require one seek for employment rather enabling one to start one’s business/employment. While inmates are still under incarceration, they are allowed to do hand-work like making of crafts and there are exhibitions in the prisons’ units whereby any visitor comes and gets interested in the display, one is allowed to buy the item of interest and the money goes on to the account of the inmate that made that craft. By the time such an inmate gets

out of prison, he/she already has some good amount on account. This justifies the fact that as one is earning while under incarceration, one's opportunities will widen upon release".

The findings in both the qualitative and quantitative findings concur with the fact that the environment outside the prison has what to offer in regard to provision of employment opportunities. This however goes in line with the skills one possesses in order to be employed. Once one has the necessary skills, one can get employed in a relevant field in line with the possessed skills.

Skills of ex-inmates to enable them get employed

On whether ex-inmates lack skills to enable them get employed; 37(46.8%) of the respondents agreed, 9(11.4%) remained undecided while 33(41.8%) of the respondents disagreed. This implies that ex-inmates lack skills to enable them get employed basing on the response of the majority.

In an interview with one of the key respondents, it was noted that...

"The prison's programs cater for skill empowerment of the inmates. These skills are known as correctional programs and they include: formal education and vocational skills like craft making and carpentry. However, there is a challenge of choice among inmates whereby they are allowed to pursue a skill basing on their choice. There is a situation whereby one is interested in formal education, but UPS doesn't employ teachers to handle that program. This is mainly got from well wishers and volunteers to assist in the rehabilitation of the inmates. Therefore, the issue of choice by the inmates to select a skill empowerment program creates a gap in empowering former inmates with required skills that would enable them get employed after release from the prison."

Both quantitative and qualitative findings are in agreement whereby while in prison, the inmates are being rehabilitated through being trained in different skills like carpentry, tailoring and craft making. However, when one's time for serving a sentence elapses, one is released and cannot stay in prison so that he/she first finishes the training he/she was undertaking. This leaves those that

are released before completing a course “half-baked”. Never the less, those that disagreed based on the fact that inmates are empowered with different skills and therefore are in position to get employed as they poses necessary skills.

Skills offered by the prison services and helping ex-inmates to get employment after being released

On whether prison services offer skills that help one get employment after being released from prison; 53(67.0%) of the respondents agreed, 14(17.7%) remained neutral while 12(15.2%) of the respondents disagreed. This is an implication that the skills that are offered by UPS can help ex-inmates to get employment after being released from prison hence reducing to recidivism as stated by majority 67.0% of the respondents.

In an exclusive interview with a key respondent, it was established that...

“However much the skills can help one attain the necessary skills to enable one live a productive and positive life after prison, there is challenge of choice that lies in the hands of the inmates. There is a difference between attaining the skills and putting the attained skills into practice. If one is trained in carpentry, and is interested in mechanics, that person’s attitude towards carpentry will not help one transform even if trained.”

Among the revised documents, Baine (2013) stated that it is optional for one to undergo any of the correctional programs. This justifies the reason as to why the importance of the skills that are offered in the prisons is not being attained by some of the prisoners as they may choose to learn or not.

Both the qualitative and quantitative results concur with the fact that UPS in its programs provide skills to the inmates that would empower them to live a productive life after prison.

Skills got from prison and enabling one get employed upon being released from prison.

On whether one gets skills from prison while serving a sentence and helping one get employed upon being released from prison; 62(78.5%) of the respondents agreed, 7(8.9%) remained neutral while 10(12.6%) of the respondents disagreed. This implies that the skills that one gets from the prison may actually help one get employed after serving a sentence.

In an interview with one of the Prisons' manager, it was presented that...

“There is a difference between getting skills that will enable one be in position of getting employed and change of behavior. This takes place as employment is not what makes one fit in the society.”

There is a point of contrary between the quantitative results and the qualitative findings whereby the qualitative findings disagreed with the fact that it is the skills that enable one fit in the society after serving a sentence.

Employers and employing ex-inmates

On whether an employer can employ one with required skills even if he/she is known to have been released from prison; 33(41.7%) of the respondents agreed, 28(35.4%) remained undecided while 18(22.8%) of the respondents disagreed that an employer can employ one with required skills even if he/she is known to have been released from prison. This implies that there is a likelihood of an employer being in position of employing an ex-inmate basing on the majority of the respondents. However, the strength of the percentage of the majority (41.7%) is not too convincing to come up with a conclusion that most employers are willing to take on an ex-inmate as an employee meaning that there are limited chances of ex-inmates being absorbed into organizations once their status is known to the employers.

This was further emphasized by the key respondent who stated that....

“Some companies publish details of expelled workers in the media and the offences they committed like theft of funds even before the establishment of their guilt. These expelled employees; when

found guilty, are charged in courts and later incarcerated. While in incarceration, they are rehabilitated and released after serving their sentences. There is usually an information gap between rehabilitation in the prisons and the employers. They usually have a negative attitude towards people with a criminal record. Even in some organizations; both private and government, usually inquire about one's criminal record before employing that person. This is an indication that once a person has a criminal or jail record, one finds it hard to get employed hence being left with an option of crime again.”

Both findings in the qualitative and quantitative approaches are in agreement with the fact that there is a likelihood of an employer being in position of denying employing to an ex-inmate once his status is established or known by the employer.

An employer's perception on the community while offering opportunities

On whether an employer can deny one a job basing on the community one comes from; 48(60.8%) of the respondents agreed, 7(8.9%) remained neutral while 24(30.4%) of the respondents disagreed. This implies that the community in which one comes from can determine one's likelihood of getting employed basing on the responses of the majority of the respondents at 60.8%. If one comes from a community that is usually associated with crime, then an employer can deny that person a chance to be employed.

Inmates' skill development while in prison

On whether inmates lack skill development while in prison; 42(53.2%) of the respondents agreed, 9(11.4%) remained neutral while 27(34.2%) disagreed. This implies that there is limited skill development for inmates while in prison basing on the response of the majority (53.2%) of the respondents that agreed with the statement.

In an exclusive interview with a key informant, it was noted that....

“The prison’s capacity is too limited to impart advanced skill development for the inmates. What the prison can actually afford is the basic skills that are imparted to the less or none skilled inmates to enable them get at least some skills to change their life style. However, there are different categories of inmate that are brought in the prison. They all possess different levels of education. Those that are less educated are the ones that benefit more unlike their educated counterparts.”

Both the qualitative and quantitative results are in agreement in a sense that they all present a challenge of skill development within the prisons.

4.5.1.2 Testing hypothesis one: Availability of employment opportunities significantly reduces recidivism in Jinja Main Prison.

To provide more substantiated analysis on relationship between availability of employment opportunities and recidivism, Pearson correlation analysis was also used. The study revealed that there is a negative correlation between availability of employment and recidivism at -0.037 with a significance level of 0.748 at the level of 0.01. The implication is that with the availability of employment in place taking a positive direction, recidivism takes a negative direction hence a negative relationship. This implies that in presence of employment opportunities, recidivism is affected negatively hence reducing as shown in table12 below.

Table 12: The correlations between availability of employment opportunities and recidivism

Correlations

	Availability of Employment Opportunities	Recidivism
Pearson Correlation	1	-.037

Availability of Employment Opportunities	Sig. (2-tailed)		.748
	N	79	79

** . Correlation is significant at the 0.01 level (2-tailed).

4.5.1.3 Regression analysis showing availability of employment opportunities and recidivism

Regression analysis was also used to analyze the data on the contribution availability of employment opportunities and recidivism and table 13 below presents the findings:

Table 13: Regression of availability of employment opportunities and recidivism

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.037 ^a	.001	-.012	.54332	.001	.104	1	77	.748

a. Predictors: (Constant), Availability of Employment Opportunities

b. Dependent Variable: Recidivism

From the above table, the Adjusted R Square, (which tells how a set of independent variables explains variations in the dependent variable) was -0.12. This means that availability of employment opportunities as a dimension of the independent variable accounts for -1.2% of the variations in contribution to recidivism. The finding suggests that currently, availability of employment opportunities reduces the rates of recidivism at 1.2%. The hypothesis that availability of employment opportunities significantly reduces recidivism in Jinja Main Prison is therefore accepted.

Table 14: Regression analysis of availability of employment opportunities on recidivism

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.031	1	.031	.104	.748 ^b
	Residual	22.730	77	.295		
	Total	22.761	78			

a. Dependent Variable: Recidivism

b. Predictors: (Constant), Availability of Employment Opportunities

The analysis of variance “F” as shown in table 14 is 0.104 with a significance of 0.748. This shows that “F” is statistically significant and implies that availability of employment opportunities as a dimension of the independent variable- post-release factors has a statistically significant effect on recidivism.

Table 15: Regression analysis showing the effect of availability of employment opportunities on recidivism

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	3.274	.378		8.665	.000	2.522	4.027

Availability of Employment Opportunities	-.035	.108	-.037	-.323	.748	-.251	.181
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a. Dependent Variable: Recidivism

The table 15 above shows the effect of availability employment opportunities as measured by a standardized regression (B). This was used to find out the contribution of availability employment opportunities on the dependent variable- recidivism. The results show that statistically, availability employment opportunities has a standardized coefficient (B) of -0.037, meaning that availability employment opportunities as a dimension of the independent variable explains the variations of the dependent variable by 3.7%. Therefore, this implies that an availability employment opportunity is negatively related to recidivism in UPS. Hence, if there is an improvement in availability employment opportunities, there would be a negative effect/reduction in recidivism. This is in agreement with the results from correlation and regression analyses which indicated a positive relationship between the availability of employment opportunities and recidivism with correlation co-efficiency of -0.037 implying that as an independent dimension explained reduction by 3.7%. Thus improving on the availability of employment opportunities would reduce recidivism.

4.5.2 Objective two: To find out how peer groups contribute to recidivism in Jinja Main Prison.

To find out how peer groups contribute to recidivism in Jinja Main Prison, the responses derived from the questionnaires are presented in a percentage table, Pearson Correlation and regression analysis as follows:-

4.5.2.1 The frequency and percentage table showing the contribution of peer groups on recidivism in Jinja Main Prison.

Table 16: The frequency and percentage table showing the contribution of peer groups on recidivism in Jinja Main Prison.

SN	Concerns/statements	Responses				
		SA (%)	A (%)	N (%)	D (%)	SD (%)
1	One's parents' criminal behavior may lead one be a re-offender.	27(34.2)	24(30.4)	12(15.2)	6(7.6)	8(10.1)
2	It is hard to change one's behavior that was learnt from parents.	16(20.3)	18(22.8)	8(10.1)	25(31.6)	10(12.7)
3	One's parents/family members can help change one's behavior after being released from prison.	27(34.2)	36(45.6)	10(12.7)	-	6(7.6)
4	One's friends'/community members' behavior have an impact on one's behavior after being released from prison	27(34.2)	19(24.1)	21(26.6)	7(8.9)	5(6.3)
5	One's behavior that was learnt from friend/community members can be changed.	46(58.2)	27(34.2)	5(6.3)	1(1.3)	
6	One's friends/community members can help one avoid crime after being released from prison.	42(53.2)	24(30.4)	8(10.1)	3 (3.8)	2(2.5)
7	Community members discriminate people released from prison.	23(29.1)	19(24.1)	18(22.8)	13(16.5)	5(6.3)

Source: Primary data

Key:

SA (%)	A	NS	D	SD	(%)
Strongly Agree	Agree	Not sure	Disagree	Strongly disagree	Percent

Parents' criminal behavior and recidivism

On whether one's parents' criminal behavior may lead one be a re-offender; 51(64.6%) of the respondents 12(15.2%) of the respondents remained neutral, while 14(17.7%) of the respondents disagreed. This is an implication that one can relapse back into re-offending when one interacts

with parents that get involved into crime basing on the response of 64.6% majority. This is because these ex-inmates will most likely forget what they were trained while undergoing rehabilitation.

According to one of the key respondents, it was discovered that.....

“There is a provision within the prison’s structures that spell out a ‘back-home’ process whereby an inmate is prepared to be accepted back in the society. However, the prison’s authority is in most cases constrained with resources (both financial and human) to execute that role to interact with one’s society in order to enable the entire community accept and guide one to be fit in the society. Because of such a challenge, the parents who are not supportive will let one relapse back into crime. More to that, there is no way one can be denied to stay with the people one wants to be with.”

Both quantitative and qualitative results are in agreement whereby they all indicate the fact that one (an ex-inmate) is in a situation whereby he is most likely to relapse into crime as a result of lack of reinforcement of the desired behavior out of him.

Changing one’s behavior that was learnt from parents

On whether it is hard to change one’s behavior that was learnt from parents; 34(43.1%) of the respondents agreed, 8(10.1%) remained neutral while 35(44.3%) disagreed. This implies that there is likelihood for one to change the behavior that was learnt from parents. However, the gap between the majority that agreed and those that disagreed is too small (at 1.2%) to help the study take a strong position.

This was justified by a key respondent who said that....

“Due to the fact that the present correctional programs are left to b undertaken by choice, those who choose to undergo correctional programs change the behavior that they had before coming to prison and those that don’t want to undergo any of the correctional programs are just incarcerated and therefore have a chance of remaining in a picture that they came to prison with. This is further

emphasized by the fact that there is less implementation of the ‘back-home’ program which would help change the negative behaviors that one learnt from parents because once one interacts with one’s parents again after prison, that person’s character will resume again.”

The agreement between the quantitative results and the qualitative results is that they both bring out a fact that one can change the behavior one learnt from the parents. This is as a fact that when one is exposed to a different environment and learning, one can adapt to new ways of behaving.

Parents/family members’ change on one’s behavior after being released from prison

On whether one’s parents/family members can help change one’s behavior after being released from prison; 63(79.8%) of the respondents agreed, 10(12.7%) remained neutral while 6(7.6%) disagreed. This implies that one’s parents/family members can help change one’s behavior after being released from prison basing on the majority 79.8% of the respondents that agreed. Some of the parents and community members have a leading role in rehabilitating their people who were once imprisoned. They give supportive advice and counseling. In case one lacks such parents and family members, one has chances of relapsing back into re-offending.

One’s friends’/community members’ behavior on one’s behavior after being released from prison

On whether one’s friends’/community members’ behavior have an impact on one’s behavior after being released from prison; 46(58.3%) agreed, 21(26.6%) remained neutral while 12(15.2%) of the respondents disagreed. This implies that one’s friends’/community members’ behaviors have an impact on one’s behavior after being released from prison basing on the response of majority of the respondents at 58.3%. This is so because these peers have a social “norm pressure” which have an influence of making one be in position of perceiving things differently. If the society one

goes back into is prone to committing crime, then that ex-inmate is most likely to associate him/herself with these bad elements and end up into recidivism.

Change of one's behavior that was learnt from friends/community members

On whether one's behavior that was learnt from friends/community members can be changed; majority 73(92.4%) of the respondents agreed, 5(6.3%) of the respondents remained undecided while 1(1.3%) disagreed. This implies that one's behavior that was learnt from friends/community members can be changed basing on the response of the majority 92.4% that agreed.

In accordance with a key informant, it was said that....

“People (inmates) that come to prison come with a bad background basing on where they were brought up from. Some grow without proper up-bringing and learn bad habits from the peers they used to associate with. However, when these people are incarcerated and rehabilitated, they (some of them) change and become totally different persons. Not only do they stop there, they develop a tendency of becoming chance agents to change those that are likely to get involved in crime.”

Both findings; qualitative and quantitative have a similarity in a fact that one's acquired behavior from friends and community members can be changed through rehabilitation.

One's friends/community members' helping one to avoid re-offending

On whether one's friends/community members can help one avoid crime after being released from prison; 66(83.6%) of the respondents agreed, 8(10.1%) remained neutral while 5(6.3%) disagreed. This implies that one's friends/community members can help one avoid crime after being released from prison. The societal norms can easily have an influence on an individual's conduct and therefore, if one re-unites with peers that are supportive in a manner that tries to help one avoid crime, it can reinforce the instilled conduct while in prison.

Community members' discrimination of ex-inmates

On whether community members discriminate people released from prison; 42(53.2%) of the respondents agreed, 18(22.8%) remained neutral while 18(22.8%) of the respondents disagreed. Basing on the majority of the respondents at 53.2%, it implies that some community members tend to discriminate people that are released from prison.

In an interview with a key informant, it was noted that....

“In some cultures, when one is released from prison, that person is not supposed to have a direct contact with the rest members of the family. There are rituals that are supposed to be performed on them like washing their bodies with certain herbs, splashing blood of certain animals on them and other fetish acts. However, in the rehabilitation process, inmates are spiritually empowered and they leave prison with a different perception. So, such ex-inmates try to resist such practices and as an end result, they are discriminated against. Even if some accept to undergo such rituals, some members of the community upon seeing such practices being done on them, they use such as an opportunity to talk ill of them.”

Another key respondent observed that....

“Sometimes the crime one committed before being jailed matters. Those that commit crimes like rape and theft that are seen as against societal norms tend to be still associated with those ex-inmates. So when certain labels are associated with ex-inmates, they sometimes tend to relocate from their original places to other place.”

Both qualitative and quantitative findings indicate that the community members have an element of discriminating against ex-inmates that committed crime that is rather seen as an act that is against social norms.

4.5.2.2 Testing Hypothesis two: Bad peer groups positively contribute to recidivism in Jinja

Main Prison.

To provide more substantiated analysis on the contribution of bad peer groups on recidivism in Jinja Main Prison, Pearson correlation analysis was also used as shown in the table below:

Table 17: Correlation between bad peer groups and recidivism

Correlations

		Recidivism
Peer Group	Pearson Correlation	.091
	Sig. (2-tailed)	.427
	N	79
	Sig. (2-tailed)	
	N	79

** . Correlation is significant at the 0.01 level (2-tailed).

The results in table 17 indicate that there is a significant positive correlation between peer groups and recidivism at 0.091 with a significance of 0.427 at the level of 0.01. This implies that the peer groups have significant affect recidivism. Positive direction means as one variable increases, the other also increases. From the above results, it indicates that as bad peer groups increase, recidivism also increases.

4.5.2.3 Regression analysis showing the effect of peer groups and recidivism

Regression analysis showing the effect of peer groups on recidivism was used as shown in the tables below:-

Table 18: Regression analysis showing the effect of peer groups on recidivism

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.091 ^a	.008	-.005	.54145	.008	.637	1	77	.427

a. Predictors: (Constant), Peer Group

b. Dependent Variable: Recidivism

From the model summary, peer groups as a dimension of the dependent variable- recidivism has the Adjusted R square of -0.005. This means that the independent variable peer groups accounts for 0.5% increase on recidivism at Jinja Main Prison. The hypothesis that Bad peer groups positively contribute to recidivism in Jinja Main Prison is therefore rejected, an alternative is accepted.

Table 19: Regression analysis showing the effect of peer groups on recidivism

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	.187	1	.187	.637	.427 ^b
Residual	22.574	77	.293		
Total	22.761	78			

a. Dependent Variable: Recidivism

b. Predictors: (Constant), Peer Group

The analysis of variance “F” as shown in the table 19 is 0.637 with a significance of 0.427. This shows that “F” is statistically significant and implies that peer groups as a dimension of independent variable- post-release factors has an effect on recidivism.

Table 20: Regression analysis showing the effect of peer groups on recidivism

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
1 (Constant)	2.778	.475		5.846	.000	1.832	3.724
Peer Group	.098	.123	.091	.798	.427	-.146	.343

a. Dependent Variable: Recidivism

The table 20 above shows the effect of peer groups as measured by a standardized regression (B). This was used to find out the effect of peer groups on the dependent variable- recidivism. The results show that statistically, peer groups has a standardized coefficient (B) of 0.091, meaning that peer group as a dimension of the independent variable explains the variations of the dependent variable by 9.1%. Therefore, this implies that peer groups are positively related to recidivism at JMP. Hence, if there is any alteration in peer groups, there would be a corresponding effect in recidivism. Furthermore, peer groups was also found to have a positive relationship with recidivism whereby from the percentage and frequency analysis, the majority of the respondents (67.9%) agreed on the overall issues of peer groups as raised by the researcher. This is in agreement with the results from correlation and regression analyses which indicated a positive relationship between the effects of peer groups on recidivism with correlation co-efficiency of 0.091 implying that as an independent dimension explained variations in recidivism by 9.1%. Thus an ex-inmate associating with good/positive peer group members will improve on recidivism.

4.5.3 Objective three: To establish how personal motivation contributes to recidivism in Jinja Main Prison.

To establish how personal motivation contributes to recidivism in Jinja Main Prison, the responses derived from the questionnaires are presented in a percentage table, Pearson Correlation and regression analysis as follows:-

4.5.3.1 The frequency and percentage analysis of personal motivation and recidivism in Jinja

Main Prison.

The frequency and percentage analysis was used to establish how personal motivation contributes to recidivism in Jinja Main Prison as a study objective whose data is analyzed under the frequency and percentage in table 21 presented below:

Table 21: The frequency and percentage of motivation contributes JMP

SN	Statements/raised issues	Responses				
		SA (%)	A (%)	N (%)	D (%)	SA (%)
1	It is upon one's willingness to change after prison	51(64.6)	19(24.1)	4(5.1)	2(2.5)	2(2.5)
2	One's individual needs and desires determine one's behavior	24(30.4)	37(46.8)	12(15.2)	3(3.8)	2(2.5)
3	One's goal to achieve in life determines one's behavior before achieving it	36(45.6)	27(34.2)	7(8.9)	4(5.1)	4(5.1)
4	One might change one's goals in life he had before entering a prison and think of other goals upon being released from prison.	33(41.8)	31(39.2)	3(3.8)	3(3.8)	9(11.4)
5	One can be controlled by emotions after being released from prison.	26(32.9)	28(35.4)	11(13.9)	9(11.4)	3(3.8)
6	The situation one finds in the community after being released from prison may lead one to develop goals	38(48.1)	30(38.0)	8(10.1)	2(2.5)	1(1.3)
7	One may set higher standards for him/herself after being released from prison.	36(45.6)	25(31.6)	10(12.7)	6(7.6)	2(2.5)
8	Ex-inmates fear of being perceived as failures after prison.	27(34.2)	23(29.1)	8(10.1)	12(15.2)	9(11.4)

Source: Primary data

Key:

SA (%)	A	NS	D	SD	(%)
Strongly Agree	Agree	Not sure	Disagree	Strongly disagree	Percent

One's willingness to change after prison

On whether it is upon one's willingness to change after prison; 70(88.7%) of the respondents agreed, 4(5.1%) remained undecided while 4(5.1%) disagreed. Basing on the response of the majority 88.7%, it implies that it is upon one's willingness to change after prison. When one is serving a sentence, one is rehabilitated and this rehabilitation aims at changing one from undesired behavior into the desired behavior. However, after rehabilitating and releasing people from jail, there is a tendency for some of them to relapse into re-offending. This is as a result of these rehabilitated people to decide on whether to change or not.

An individual needs, desires and behavior

On whether one's individual needs and desires determine one's behavior; 61(77.2%) of the respondents agreed, 12(15.2%) remained neutral while 5(6.3%) of the respondents disagreed. This implies that one's individual needs and desires determine one's behavior after being released from prison and hence these needs and desires are most likely lead one into acts of re-offending.

One of the key informants pointed out that.....

“In certain cases like theft, some people before being incarcerated had made it more of a job and when they are released from jail, they relapse back because it was more of a job rather than a behavior. It sometimes takes one a while to adjust in case one takes a long time behaving in a certain way to adjust in a shorter period that one spends in rehabilitation.”

Both quantitative and qualitative results are in agreement in a sense that people who reoffend rather perceive crime as an activity rather than a behavior.

One's goal to achieve in life and one's behavior

On whether one's goal to achieve in life determines one's behavior before achieving it; 63(79.8%) of the respondents agreed, 7(8.9%) remained neutral while 8(10.2%) of the respondents disagreed. This implies that one's goal to achieve in life determines one's behavior before achieving it basing on the response of the majority of the respondents at 79.8%.

In an interview with a key respondent, it was pointed out that.....

“Sometimes people have certain dreams to achieve in life. But what matters is how these dreams are reached at. Some of these dreams come at a cost and which cost is usually crime. Therefore, one can easily relapse into re-offending as a result of achieving a dream in life and really has too much attachment to that dream. Sometimes these people are brought up in a religious/spiritual way that really attaches too much passion to certain acts that are criminal in nature hence leading one into crime again.”

There is an agreement between the quantitative and qualitative results whereby they both point out a fact that one's personal goals condition one's behavior which results into recidivism for some cases.

Change of one's goals before entering a prison and after prison

On whether one might change one's goals in life he had before entering a prison and think of other goals upon being released from prison; 64(81.2%) of the respondents agreed, 3(3.8%) remained neutral while 12(15.2%) of the respondents disagreed. This implies that one might change one's goals in life he had before entering a prison and think of other goals upon being released from prison. This is as a result of the correctional programs that are run in the prisons with an aim of rehabilitating inmates. For the inmates that accept to undergo rehabilitation, they change their

lifestyles hence shifting the way they were thinking before being jailed and establish new ways of living.

Emotions after being released from prison

On whether one can be controlled by emotions after being released from prison; 54(68.3%) of the respondents agreed, 11(13.9%) remained undecided while 12(15.2%) of the respondents disagreed. This implies that there is a likelihood of one being emotional controlled after leaving prison as stated by the majority 68.3% of the respondents. This is usually associated with anger that resulted from the dispute one had with another party that could have lead to one's incarceration. As a result of the anger one develops, one may end up in arms to take a revenge on the person with whom one had a dispute with whose end result is recidivism.

The situation after prison and developing goals

On whether the situation one finds in the community after being released from prison may lead one to develop goals; 68(86.1%) of the respondents agreed, 8(10.1%) remained neutral while 3(3.8%) of the respondents disagreed. This is an implication that the situation one finds in the community after being released from prison may lead one to develop goals as agreed by the majority 86.1%.

In an interview with a key informant, it was noted that.....

“Some people before being imprisoned, they have some work they were doing and meeting life in a normal way. But after leaving prison, they find themselves in a relatively different world which is in most cases so stressful. They feel like they should compensate for the time lost while serving their sentences so that they get back on track with the rest members of the community or even be at the level of development they think they would be at in case they never went to prison. So, this

may lead one develop goals basing on the situation one finds in the community after being released from prison which may most likely lead one into re-offending.”

The findings in both qualitative and quantitative present the fact that the rather undesired situation one finds outside the prison upon release in terms of economic status may lead one into criminal acts again.

Setting standards after being released from prison

On whether one may set higher standards for him/her self after being released from prison; 61(77.2%) of the respondents agreed, 10(12.7%) remained neutral while 8(10.1%) of the respondents disagreed. This implies that there are chances of one setting higher standards for him/her self after being released from prison. This is justified by the fact that one seems to compensate for the time one spent in prison and therefore feels like catching up with the trend one thinks is supposed to be at. In the process of setting and achieving the set standards, one is likely to meet setbacks which need to be overcome leading into re-offending.

Ex-inmates' fear of being perceived as failures after prison

On whether ex-inmates fear of being perceived as failures after prison; 50(63.3%) of the respondents agreed, 8(10.1%) remained undecided while 21(26.6%) of the respondents disagreed. Basing on the response of the majority 63.3%, it implies that ex-inmates fear being perceived as failures after prison.

In an interview with a key respondent, it was noted that.....

“This comes as a result of people thinking that one being imprisoned is something that is rather embarrassing. For those that cannot escape going to jail are seen as cowards, poor or less creative

to avoid being imprisoned. This kind of perception sometimes creates an emotional bit whereby in instances of two parties having had a dispute that resulted into imprisoning one of them. If the one that was jailed doesn't take an action against the other party, other community members brand the ex-inmate as a failure. More to that, those that loose the rather productive life in jail take long without earning and by the time they come from prison, they are equally like people who have little or nothing in terms of finances. This kind of situation makes one perceived as a failure. Given the above situations that are deemed failure, ex-inmates are sometimes exposed to pressure to avoid such instances whose result is re-engaging them into crime again.”

Both quantitative and qualitative results indicate the fact that one's fear of being perceived as a failure leads one to relapse into crime again.

4.5.3.2 Testing Hypothesis three: Personal motivation has a significant effect on recidivism in Jinja Main Prison

To provide more substantiated analysis on the effect of personal motivation on recidivism in JMP, Pearson correlation analysis was also used as shown in table 22 below:

Table 22: The correlation between personal motivation and recidivism

Correlations

	Personal Motivation	Recidivism
N	79	79
Pearson Correlation	1	-.002
Personal Motivation Sig. (2-tailed)		.985
N	79	79

**. Correlation is significant at the 0.01 level (2-tailed).

The results in table 22 indicate that there is a significant negative correlation between personal motivation and recidivism at -0.002 with a significance of 0.985 at the level of 0.01. This implies that personal motivation of ex-inmates affects recidivism at JMP. With the increase of personal motivation, the undesired recidivism increases. Negative direction means as one variable increases, the other decreases. From the above results, it indicates that as personal motivation increases, the required picture of recidivism decreases. This implies that currently, personal motivation affects the decrease of recidivism at JMP.

4.5.3.3 Regression analysis showing the effect of personal motivation on recidivism

To get more substantial information on personal motivation and recidivism, a regression analysis was used and the results are reflected in tables below:-

Table 23: The regression analysis showing the effect of personal motivation on recidivism

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.002 ^a	.000	-.013	.54368	.000	.000	1	77	.985

a. Predictors: (Constant), Personal Motivation

b. Dependent Variable: Recidivism

From the model summary, personal motivation as a dimension of the dependent variable-recidivism has an Adjusted R square of -0.013. This means that the independent variable personal motivation accounts for 1.3% on recidivism. The finding suggests that personal motivation affects the decrease of recidivism by 1.3%. The hypothesis that personal motivation has a significant

effect on recidivism in JMP is therefore accepted.

Table 24: The regression analysis showing the effect of personal motivation on recidivism

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.000	1	.000	.000	.985 ^b
	Residual	22.761	77	.296		
	Total	22.761	78			

a. Dependent Variable: Recidivism

b. Predictors: (Constant), Personal Motivation

The analysis of variance “F” as shown in the table 24 is 0.000 with a significance of 0.985. This shows that “F” is statistically significant and implies that personal motivation as a dimension of independent variable- post-release factors has a significant effect on recidivism.

Table 25: The regression analysis showing the effect of personal motivation on recidivism

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	3.163	.475		6.663	.000	2.218	4.108
	Personal Motivation	-.002	.116	-.002	-.018	.985	-.234	.230

a. Dependent Variable: Recidivism

4.5.3.4 The summary of correlations of availability of employment opportunities, peer groups, personal motivation and recidivism.

The table 26 below shows the effect of personal motivation as measured by a standardized regression (B). This was used to find out the effect of personal motivation on the dependent variable- recidivism. The results show that statistically, personal motivation has a standardized coefficient (B) of -0.002, meaning that personal motivation as a dimension of the independent variable explains the variations of the dependent variable by 2%. Therefore, this implies that personal motivation is negatively related to recidivism in JMP. Hence, if there is any alteration in personal motivation, there would be a corresponding effect in recidivism. This is in agreement with the results from correlation and regression analyses which indicated a negative relationship between personal motivation and recidivism with correlation co-efficiency of -0.002 implying that as an independent dimension explained effects in recidivism at 2%.

It was established that the three dimensions of independent variables: - availability of employment opportunities, peer groups and personal motivation if improved would greatly improve on recidivism. The data collection methods used enabled the researcher collect adequate data on attitudes and feelings of inmates, Top managers of UPS, Senior officers, Junior Officers, Social workers and inmates in respective of recidivism. Some areas that have an impact on recidivism have been pointed out and appear in chapter five (5). In table 26 above, it was revealed that there is a negative correlation between availability of employment opportunities and recidivism at -0.037 with a significance level of 0.748 at the level of 0.01, there is a significant positive correlation between peer groups and recidivism at 0.091 with a significance of 0.427 at the level of 0.01, and personal motivation with recidivism having a negative correlation at -0.002 with a significance of 0.985 at the level of 0.01.

Table 26: Summary of correlations between availability of employment opportunities, peer groups, personal motivation and recidivism

		Correlations			
		Availability of Employment Opportunities	Peer Group	Personal Motivation	Recidivism
Availability of Employment Opportunities	Pearson Correlation	1	.341**	.426**	-.037
	Sig. (2-tailed)		.002	.000	.748
	N	79	79	79	79
Peer Group	Pearson Correlation	.341**	1	.359**	.091
	Sig. (2-tailed)	.002		.001	.427
	N	79	79	79	79
Personal Motivation	Pearson Correlation	.426**	.359**	1	-.002
	Sig. (2-tailed)	.000	.001		.985
	N	79	79	79	79
Recidivism	Pearson Correlation	-.037	.091	-.002	1
	Sig. (2-tailed)	.748	.427	.985	
	N	79	79	79	79

** . Correlation is significant at the 0.01 level (2-tailed).

4.3.5.4 The summary of regressions of availability of employment opportunities, peer groups, personal motivation and recidivism

It was established that the three dimensions of independent variables:- availability of employment opportunities, peer groups and personal motivation have an impact on recidivism. The data collection methods used enabled the researcher collect adequate data on attitudes and feelings of Top managers of UPS, Station Manager, Junior officers, Social Workers and Inmates in respect of

recidivism. In the findings, availability of employment opportunities as measured by a standardized regression (B), have a standardized coefficient (B) of -0.071, meaning that availability of employment opportunities as a dimension of the independent variable explains the variations of the dependent variable by 7.1%. Peer groups as measured by a standardized regression (B), has a standardized coefficient (B) of 0.120, meaning that peer groups as a dimension of the independent variable explains the variations of the dependent variable by 12%. Personal motivation has a standardized coefficient (B) of -0.015, meaning that personal motivation as a dimension of the independent variable explains the variation of the dependent variable by 1.5%.

Table 27: Summary of regressions of availability of employment opportunities, peer groups, personal motivation and recidivism

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
(Constant)	2.950	.592		4.981	.000	1.770	4.130
1 Availability of Employment Opportunities	-.068	.124	-.071	-.550	.584	-.315	.179
Peer Group	.130	.136	.120	.954	.343	-.141	.402
Personal Motivation	-.015	.134	-.015	-.113	.910	-.281	.251

a. Dependent Variable: Recidivism

4.5.4 Recidivism (Dependent Variable)

To determine recidivism, the responses derived from the questionnaires are presented in a percentage table, Pearson Correlation and regression analysis as presented hereunder:-

4.5.4.1 The frequency and percentage analysis on recidivism

The frequency and percentage analysis was used to determine recidivism as a dependent variable and findings are analyzed under the frequency and percentage tables as in table 28 below:-

Table 28: The frequency and percentage of recidivism

SN	Opinions/statements	Responses				
		SA (%)	A (%)	N (%)	D (%)	SD (%)
1	The number of re-offenders is high in this prison	14(17.7)	22(27.8)	13(16.5)	21(26.6)	8(10.1)
2	Re-offenders were at one time rehabilitated while serving previous sentences	15(19.0)	28(35.4)	12(15.2)	7(8.9)	17(21.5)
3	The family/society can help reduce on re-offending	28(35.4)	36(45.6)	5(6.3)	6(7.6)	3(3.8)
4	It is an in-born character for one to re-commit crime even if rehabilitated	13(16.5)	8(10.1)	9(11.4)	24(30.4)	24(30.4)
5	One may re-offend immediately after being released from prison	19(24.1)	16(20.3)	19(24.1)	9(11.4)	15(19.0)
6	The length of a sentence one serves determines the rates of re-offending	10(12.7)	18(22.8)	12(15.2)	15(19.0)	22(27.8)
7	The period one spends in prison determines re-offending	8(10.1)	13(16.5)	13(16.5)	11(13.9)	33(41.8)
8	The conditions one finds in life after prison may lead one to re-offend	22(27.8)	24(30.4)	6(7.6)	11(13.9)	14(17.7)
9	There is a likelihood that a re-offender may commit a same type of crime one had committed before being jailed for the first time	25(31.6)	33(41.8)	5(6.3)	10(12.7)	6(7.6)

Source: Primary data

Key:

SA (%)	A	NS	D	SD	(%)
Strongly Agree	Agree	Not sure	Disagree	Strongly disagree	Percent

The number of re-offenders

On whether the number of re-offenders is high in this prison; 36(45.5%) of the respondents agreed, 13(16.5%) remained neutral while 29(36.7%) of the respondents disagreed. This implies that there is a relatively high number of re-offenders in JMP. This situation is like that because it is not easy for one to openly declare to others that one is a re-offender. Therefore majority of the respondents could not easily tell the actual ratio and number of re-offenders present in the prison.

Re-offenders' previous rehabilitation

Re-offenders were at one time rehabilitated while serving previous sentences; 43(54.4%) of the respondents agreed, 12(15.2%) remained undecided while 24(30.4%) of the respondents disagreed. This implies that in the prisons, rehabilitation of offenders takes place as majority 54.4% agreed. However, due to the fact that there are numerous factors as to why there is less effectiveness of rehabilitation like undergoing through correctional program being optional, these inmates may choose avoiding them whose result is recidivism.

The family's/society's role on re-offending

On whether the family/society can help reduce on re-offending, 64(81%) of the respondents agreed, 5(6.3%) remained neutral while 9(11.4%) of the respondents disagreed. This implies that one's society or family members can help one avoid crime after serving a sentence. One's family and society can help in fostering the rehabilitation that one received while serving a sentence. In case the family and society doesn't implement that role, then recidivism keeps in place.

One's in-born character to re-offend

On whether it is an in-born character for one to re-commit crime even if rehabilitated; 21(26.6%) agreed, 9(11.4%) remained neutral while 48(60.8%) of the respondents disagreed. This implies that there is no one who is born a criminal rather the environment one is shaped in matters in determining one's behavior. Basing on the response of the majority at 60.8%, it is an indication that if one undergoes proper rehabilitation and receives guidance after prison, one can actually leave criminal acts and live a positive life.

Re-offending after being released from prison

On whether one may re-offend immediately after being released from prison; 35(44.4%) of the respondents agreed, 19(24.1%) remained neutral while 24(30.4%) of the respondents disagreed. This is an implication that there is a chance of one re-offending immediately after being released from prison. However, these chances have some limitation as the percentage of the majority that agreed (44.4%) cannot fully convince the study that such a situation occurs with an immediate effect. Nevertheless, the situation of recidivism stands as people re-offend after being incarcerated and rehabilitated.

In an exclusive interview with key respondents, it was noted that...

“There are cases whereby ex-inmates upon release immediately get involved in crime and brought back to prison. Such re-offenders are known as hard-core criminals. These are the ones that bring about a situation of having recycling of crime thus worsening the situation of recidivism.”

Both quantitative and qualitative findings present the fact that one can re-offend immediately after being released from prison.

The length of a sentence on recidivism

On whether the length of a sentence one serves determines the rates of re-offending; 28(35.5%) of the respondents agreed, 12(15.2%) remained neutral while 37(46.8%) disagreed. This implies that the length of a sentence one serves doesn't determine the rates of recidivism basing on the response of the majority of the respondents at 46.8% that disagreed.

In an interview with a prisons manager, it was discovered that...

“There are no sentences; longer or shorter that determine the rate of recidivism. There are those inmates that spend years and relapse back into crime after being released and others spending months in prison and don't relapse back into crime. What matters most is the environment that one goes back into that determines the rate of recidivism.”

Both quantitative and qualitative findings indicate that the length of a sentence doesn't determine one's ability to reoffend.

The period one spends in prison and re-offending

On whether the period one spends in prison determines re-offending; 21(26.6%) of the respondents agreed, 13(16.5%) of the respondents remained neutral while 44(55.7%) disagreed. This implies that the period one spends in the prison may not determine the rates of re-offending basing on the response of the majority that disagreed. Those that spend a long time in prison have longer time undergoing correction and the time being long that they spend in prison, they get used to the correctional programs and end up being compelled to accept their fate and thus taking on correctional programs whose impact on them is change of behavior. However, one may be led back into crime regardless of the time he/she spent in prison.

The conditions in life after prison and recidivism

On whether the conditions one finds in life after prison may lead one to re-offend; 46(58.2%) of the respondents agreed, 6(7.6%) remained undecided while 25(31.6%) of the respondents disagreed that the conditions one finds in life may lead one into re-offending. This implies that the environment one interacts with after prison may influence one relapsing back into recidivism basing on the majority 58.2% of the respondents that agreed.

According to a prisons manager....

“When one gets out of prison and fails to get employed, if that person was serving a sentence after being convicted of theft, there is a likelihood that that person will most likely go back to stealing in order to survive. Other people find that the environment in which they re-interact with is full of negative element and these wrong elements are most likely to arouse the behavior that this former inmate will have forgotten while serving a sentence hence relapsing back into crime.”

Both findings concur with the fact that the environment one finds outside the prison can lead one into criminal acts again.

The likelihood that a re-offender may commit a same type of crime

On whether there is likelihood that a re-offender may commit the same type of crime one had committed before being jailed for the previous time; 58(73.8%) of the respondents agreed, 5(6.3%) remained undecided while 16(20.3%) of the respondents disagreed. This implies a re-offender commits the same type of crime he/she had committed before being jailed for the first time as stated by majority 73.8% of the respondents hence attaching more meaning and justification of recidivism being a person repeating an undesirable behavior after he/she has either experienced

negative consequences of that behavior, or has been treated or trained to extinguish that behavior as stated by Henslin (2008).

CHAPTER FIVE

SUMMARY, DISCUSSIONS, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter presents the summary of the findings generated from the study, discussions, conclusions and recommendations to recidivism in UPS.

Under this chapter, the areas for further research have been highlighted.

5.2 Summary of findings

The summary of the findings is presented with respect to the study objectives as follows:

5.2.1 The contribution of availability of employment opportunities on recidivism in UPS.

To assess how the availability of employment opportunities contributes to recidivism in UPS, questionnaires, interview guides and documentary reviews were used to gather data. It was realized that the availability of employment opportunities contributes to recidivism. This was because the inmates don't attain fully the skills that are required to get employed, the employers' negative attitude towards ex-inmates that makes them unable to employ them and lack of skill development while serving their sentences. From the correlations, it was established that there is a negative correlation between availability of employment opportunities and recidivism implying that with reduction of employment opportunities, recidivism increases.

5.2.2 The contribution of peer groups on recidivism in UPS.

To find out how peer groups contribute on recidivism in UPS, questionnaires, interview guides and documentary review were used. It was discovered that peer groups have an effect on recidivism in UPS. The study found out that in UPS, when inmates are released, they re-interact with family

members and other community members whose negative behavior can influence the rather rehabilitated person into criminal acts again. Furthermore, the correlations indicated that there is a significant positive correlation between peer groups and recidivism.

5.2.3 The effect of personal motivation on recidivism in UPS.

To establish how personal motivation on recidivism in UPS, data was collected using questionnaires, interview guides and documentary review. The data was analyzed and it was established that personal motivation contributes to recidivism in UPS. It was discovered that it is up to an individual to change in behavior, setting up of personal goals that are not easy to attain and avoiding being perceived as a failure that may lure one into recidivism. The correlation analysis revealed that there is a significant negative correlation between personal motivation and recidivism implying that negative personal motivational thoughts increases recidivism.

5.3 Discussions

5.3.1 The contribution of availability of employment opportunities on recidivism in UPS.

The findings realized that that the availability of employment opportunities contributes to recidivism. This was due to lack of skills that are required to get employed, the employers' negative attitude towards ex-inmates that makes them unable to employ them and lack of skill development while serving their sentences.

In the qualitative data from the frequency and percentages, it was realized that there are limited chances of an employer being in position to employ one that is known to have been in prison as the majority 41.7% could not convince the study that an employer can actually employ an ex-inmate. In qualitative interviews, it was found out that employers; both government and private usually try to find out one's criminal while vetting one for a vacancy. This was further supported

by the revised document of the Ugandan Public service application form- Public Service Form 3 (2008) section 13 which inquires whether one has ever been convicted on a criminal charge on top of establishing the details. This one alone is enough to inform former inmates to know that they are not supposed to seek for formal employment even after being rehabilitated.

On the issue of the community in which an ex-inmate comes from, 60.8%) majority of the respondents agreed that employers may deny an ex-inmate a chance to be employed basing on the community he/she comes from. This is in agreement with Petersilia, (2003); Travis, (2005) that stated that people in a more disadvantaged neighborhood is associated with higher risks of returning to prison for a technical violation, a lower risk of being arrested, and less employment and lower wages. Furthermore, Travis (2005) pointed out that one being in an environment that has a cumulative exposure to crime can be associated with crime too which makes it impossible for one to be employed and further suggested that the neighborhoods parolees experience during parole were strong predictors of recidivism and labor market outcomes.

The findings stated that there is a challenge of skill development in prisons and this lets the former inmates in an external environment without skills whose end result is crime again. This is also in agreement with FHRI (2000) that stated that there are no mechanisms put in place to ensure that prisons have necessary facilities for skill development or that would enable the use of existing facilities to develop skills for offenders and enable them acquire skills that would change their life, be able to access employment or employ themselves thereby helping them abandon criminality.

5.3.2 The contribution of peer groups on recidivism in UPS.

The findings found out that peer groups contribute to recidivism in UPS. The study realized that peer groups have an effect on recidivism in UPS.

The study found out that in UPS, when inmates are released, they re-interact with family members and other community members whose negative behavior can influence the rather rehabilitated person into criminal acts again. This is because one's parents' criminal behavior may lead one be a re-offender as agreed by the majority 64.6% of the respondents in the frequency and percentage analysis. This is in agreement with KidsHealth (2015) that studied the child's behavior attainment and found out that it is always learning from a parent and seeking to model his/her behaviors.

The American Psychological Association (APA, 2014), that also agreed that children's behaviors learnt from their parents. The way one parents one's child and one's resulting attachment with him will also affect his social skills and ability to focus. They further stated that a child is always watching and hence one needs to put forth a perfect image for her to emulate and also acknowledges the importance of letting a child know that it's okay to fail, and in doing so, teaching her coping skills. APA (2014) further states that a child observing an elder handling stress by yelling at those around them, the child may behave similarly when faced with her own stressful situations. Scully, peers have the ability to influence a child's social behavior- especially as children spend less time at home and more time at school. Kids observe their peer groups and learn how to cooperate and navigate social situations. Peer groups also influence the way a child dresses, eats and what he knows and values as Barbour & Barbour, (1996) are also in agreement with the study findings. Furthermore, the study found out that people who have a criminal and a jail sentence record are discriminated against.

Rescorla (1976) stated that the basis of the change in behavior results from the change in procedure, whether that understanding is achieved at a conceptual or a neural level. This explains the fact that as one changes the environment, what is found in the new environment will have an impact on the behavior. So, while in prison, one is rehabilitated in order to extinct the undesired behavior. But with the process of spontaneous recovery, as one re-interacts with parents and other peers, the environment now changes again thus resurrecting the rather undesired behavior.

Furthermore, 53.2% agreed that there is a tendency of some community members discriminating the former inmates. In the qualitative data, it was found out that there are some cultural practices that are done on the former inmates which makes them feel embarrassed at times. This is in agreement with UPS, (2011) which put it across that the society has a negative perception of former inmates. Former inmates claim that they re-offend because the society doesn't welcome them. There are cases of stigmatization and are often discriminated against on the basis of their past criminal record.

5.3.3 The effect of personal motivation on recidivism in UPS.

The study findings realized that personal motivation has an effect on recidivism in UPS.

This was so as it is up to an individual to change in behavior, setting up of personal goals that are not easy to attain and avoiding being perceived as a failure that may lure one into recidivism. This is in agreement with Harackiewicz, et al, (1997) who stated that motivation is based on one's emotions and achievement-related goals. Achievement goals can affect the way a person performs a task and represent a desire to show competence Achievement behavior is an interaction between situational variables and the individual subject's motivation to achieve.

Also, individuals with strong implicit needs to achieve goals set higher internal standards, whereas others tend to adhere to the societal norms. These two motives often work together to determine the behavior of the individual in direction and passion (Brunstein & Maier, 2005). More in agreement is Brunstein and Maier (2005) who stated that behaviors are accelerated in the face of a challenge through implicit motivation, making performing a task in the most effective manner the primary goal. A person with a strong implicit drive will feel pleasure from achieving a goal in the most efficient way.

The study also discovered that there is a tendency of former inmates fearing being perceived as failures in life. This was earlier pointed out by Elliot and McGregor (1999); Butler, (1999) while emphasizing that achievement motives the need for achievement and the fear of failure. These are the more predominant motives that direct our behavior toward positive and negative outcomes. When people are more ego-involved, they tend to take on a different conception of their ability, where differences in ability limit the effectiveness of effort. Ego-involved individuals are driven to succeed by outperforming others, and their feelings of success depend on maintaining self-worth and avoiding failure. On the other hand, task-involved individuals tend to adopt their conception of ability as learning through applied effort.

According to UPS (2011), inmates hold irrational beliefs, values, feelings and perhaps things that one learnt when a small child that lead to unrealistic expectations or maladaptive behavior. The goal of cognitive therapies is to make such beliefs and expectations conscious so that one can choose to change them or not. This kind of scenario was also discovered under personal motivation in the study.

5.4 Conclusions

5.4.1 Conclusions on availability of employment opportunities and recidivism

The study found out that availability of employment opportunities contributes on recidivism in UPS. From the gathered opinions of the respondents, majority were in agreement with the laid down concepts identified by the researcher under availability of employment opportunities.

It was found out that when one is released, one is not allowed to stay in prison and therefore cannot complete the training he/she was undertaking. This leaves those that are released before completing a course “half-baked” thus under skilled. Undertaking the skills is also based on the choice of inmates whereby so one may not be interested in any of the available skills empowerment program. The prisons’ authority also relies on well wishers and volunteers to assist in the rehabilitation of the inmates. All these create a gap in empowering inmates with required skills that would enable them get employed after release from the prison.

It was also established that employers make it hard for former inmates through assessing their criminal record. This already creates a situation whereby a former inmate will be biased hence ending up abandoning seeking for employment. Employers were also found to be biased when providing opportunities to former inmates as they are first judged by the kind of communities they (ex-inmates) come from.

Furthermore, the correlations between availability of employment opportunities and recidivism are at -0.037 with a significance level of 0.748 at the level of 0.01. This negative relationship drives implies that without availability of employment opportunities increases recidivism in UPS.

All the above therefore drive the study to a conclusion that the availability of employment opportunities as stated above has an impact on bringing about recidivism in Uganda Prisons.

5.4.2 Conclusions on peer groups and recidivism

The study among other objectives was to find out how peer groups contribute to recidivism in JMP.

The study found out that an ex-inmate's parents/family members' criminal behavior can lead one relapse into criminal acts as it will resurrect the rather extinct behavior in the process of spontaneous recovery. This can be complemented by the friends'/community members' behavior that is criminal in nature hence bringing about recidivism.

In the quantitative results, the correlation between peer groups and recidivism was found to be at 0.091 with a significance of 0.427 at the level of 0.01. The regression analysis indicated that peer groups have the Adjusted R square of -0.005, which means that peer groups account for 0.5% contribution on recidivism.

Having all the above in place as discovered by the study, they therefore bring to a conclusion that peer groups contribute on recidivism in UPS.

5.4.3 Conclusions on personal motivation and recidivism

It was realized that personal motivation significantly contributes on recidivism in UPS.

In the frequency and percentage analysis, it was discovered that it was up to one to change or not as agreed by 88.7% majority of the respondents. The study further revealed that one's individual needs and desires determines one's choice of behavior. Sometimes one might be emotional controlled after leaving prison that result into anger in cases where there are disputes among different parties that led to one's incarceration. When anger arises, one ends up in revenging a person with whom one had a dispute.

This was supported by the fact that personal motivation and recidivism have a positive correlation at -0.002 with a significance of 0.985 at the level of 0.01.

Furthermore, peer groups have a standardized coefficient (B) of -0.002, meaning that peer groups as a dimension of the independent variable explains the variations of the recidivism by 0.2%.

This implies that peer groups are negatively related to recidivism in UPS which brings the study to the conclusion that personal motivation significantly affects recidivism in UPS.

5.5 Recommendations

5.5.1 Recommendations availability of employment opportunities and recidivism

The study findings realized that the availability of employment opportunities contributes to recidivism in a sense that inmates don't attain fully the skills that are required to get employed, the employers' negative attitude towards ex-inmates that makes them unable to employ them and lack of skill development while serving their sentences.

It is therefore recommended that the correctional programs that are available in the prison (i.e. formal education, vocational skills and spiritual empowerment) are optional to the inmates and should be compulsory so that there are an increased number of inmates that gets trained in the available skill programs.

Employers and the general public should be sensitized on the role of the prisons service in Uganda. The prison is still perceived as a punishment and custodial facility yet it transformed from custodial services to correctional and rehabilitation services. This sensitization should inform the general public about rehabilitation that takes place there so that employers can understand that a person going to prison can be rehabilitated and has the potential to fit back in the society again.

In order to encourage former inmates to apply for vacancies in both government and private organizations, it is recommended that employers should limit establishing criminal and jail sentence records of job applicants as this discourages ex-inmates to apply hence becoming hesitant to seek employment whose result is recidivism. In addition, where people with a criminal/jail sentence record are employed, they need to be published and express the good results from them as an indication that they are accepted back in the society both at home and at work place. This

will reduce on the negative picture the rest of the community has on ex-inmates and also bring about hope to former inmates that they can also apply for jobs and compete favorably with other members of the community without a criminal record.

5.5.2 Recommendations on peer groups and recidivism

The study found out when inmates are released, they re-interact with family members and other community members whose negative behavior can influence the rather rehabilitated person into criminal acts again.

It is therefore recommended that while an inmate's time to be released is approaching, measures are put in place to ensure a closer monitoring of that person's interaction to limit getting in contact with the bad elements. This can be done in conjunction with the existing leadership structures in the community and the religious organizations so that the reinforcement of the instilled correction that is attained from prison can be sustained even after being released from prison.

It is further recommended that the UPS should prioritize the re-integration process whereby a follow-up of ex-inmates is done. Due to resource constraints, the follow-up is not done. Therefore, prioritization of this process can make the prisons' role more effective to avoid a waste of efforts that are injected in the rehabilitation programs.

5.5.3 Recommendations on personal motivation and recidivism

It was realized that it is up to an individual to change in behavior, setting up of personal goals that are not easy to attain and avoiding being perceived as a failure that may lure one into recidivism. It is therefore recommended that structures are laid down to link the prisons and societies where

inmates come from; so that in case of interpersonal conflict that resulted into one's incarceration, a platform for reconciliation and peacemaking is established to avoid future confrontations. This should also be done alongside monitoring of ex-inmates so that measures are in place to limit their chances of not adhering to change which is a set back to the required behavior that the rehabilitation aims at.

5.6 Areas for further study

In the process of undertaking the study, some gaps were identified by the researcher. These gaps are therefore recommended by the researcher to be undertaken by other researchers/scholars in order to be filled up. The identified gaps that should work as areas for further studies include:

- The knowledge gap between the prisons services and the public and recidivism
- Assessment of the inmates' rehabilitation needs and recidivism
- The extent of effectiveness of the correctional programs
- The coverage of correctional services in Uganda Prisons and recidivism

5.7 Limitations of the Study and how they were addressed

In the process of data collection, a lot of challenges were encountered by the researcher and these included the following:

- Due to security concerns at Luzira Upper Prison, the case study was shifted to Jinja Main Prison.
- The shift from LUP to JMP dragged the study for time longer than the budgeted time.
- Some inmates were hesitant to disclose their status in regard to recidivism and these were the ones the study was aiming at.

- Being a male prison facility, female researcher assistants were not allowed to enter the facility.

However, these were overcome as the researcher was in consultation with the supervisors who advised to continue and change the study area from LUP to JMP. Obtaining an introductory letter from UMI helped introduce the researcher who went ahead and sought another written authority from the CG which eased work through accessing different offices and the respondents were assured that the information thought was strictly confidential and were not bound to mention their names. This helped them to feel free in giving the required information.

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APPENDIX I

INMATES' QUESTIONNAIRE

Dear respondent, my name is Hannington Humura. I am a Masters student at Uganda Management Institute pursuing a Masters Degree in Management Studies. I am gathering information about post-release factors and recidivism in Uganda. This is to request for your contribution towards my study by participating in being a respondent. The information you will give is confidential and is not binding. Your participation is highly appreciated.

A. Background information

1. Gender: Male Female

2. Age: Below 20 20-29 30-39 40-49 50-59 Above 60

3. Education level: Primary level Secondary level Tertiary Bachelors Post graduate

4. Time spent in prison so far < Year 1-4 Years 5-9 Years 10 >

5. Have you ever been in prison before the current sentence? Yes No

Section B Post-Release Factors (Independent Variables)

In the following sections, you are required to give your response by ticking Strongly Agree- 5, Agree- 4 Neutral- 3, Disagree-2, and Strongly Disagree-1

Availability of employment opportunities

		5	4	3	2	1
6	There is availability of employment opportunities for ex-inmates					
7	Ex-inmates lack skills to enable them get employed					
8	You think prison services offer skills that help one get employment after being released from prison.					
9	If one gets skills from prison while serving a sentence, you think that will help one get employed upon being released from prison.					

10	An employer can employ one with required skills even if he/she is known to have been released from prison.					
11	An employer can deny one a job basing on the community one comes from					
12	Inmates lack skill development while in prison					

Peer groups

Give your response by ticking Strongly Agree- 5, Agree- 4 Neutral- 3, Disagree-2, and Strongly Disagree-1

		5	4	3	2	1
13	One's parents' criminal behavior may lead one be a re-offender.					
14	It is hard to change one's behavior that was learnt from parents.					
15	One's parents/family members can help change one's behavior after being released from prison.					
16	One's friends'/community members' behavior have an impact on one's behavior after being released from prison					
17	One's behavior that was learnt from friend/community members can be changed.					
18	One's friends/community members can help one avoid crime after being released from prison.					
19	Community members discriminate people released from prison.					

Personal Motivation

Give your response by ticking Strongly Agree- 5, Agree- 4 Neutral- 3, Disagree-2, and Strongly Disagree-1

		5	4	3	2	1
20	It is upon one's willingness to change after prison					
21	One's individual needs and desires determine one's behavior					
22	One's goal to achieve in life determines one's behavior before achieving it					
23	One might change one's goals in life he had before entering a prison and think of other goals upon being released from prison.					
24	One can be controlled by emotions after being released from prison.					
25	The situation one finds in the community after being released from prison may lead one to develop goals					
26	One may set higher standards for him/herself after being released from prison.					
27	Ex-inmates fear of being perceived as failures after prison.					

Recidivism (Dependent Variable)

Give your response by ticking Strongly Agree- 5, Agree- 4 Neutral- 3, Disagree-2, and Strongly Disagree-1

		5	4	3	2	1
28	The number of re-offenders is high in this prison					
29	Re-offenders were at one time rehabilitated while serving previous sentences					
30	The family/society can help reduce on re-offending					
31	It is an in-born character for one to re-commit crime even if rehabilitated					
32	One may re-offend immediately after being released from prison					
33	The length of a sentence one serves determines the rates of re-offending					
34	The period one spends in prison determines re-offending					
35	The conditions one finds in life after prison may lead one to re-offend					
36	There is a likelihood that a re-offender may commit the same type of crime one had committed before being jailed for the first time					

THANK YOU FOR YOUR TIME AND PARTICIPATION

APPENDIX II

SOCIAL WORKERS', SENIOR AND JUNIOR OFFICERS' QUESTIONNAIRE

Dear respondent, my name is Hannington Humura. I am a Masters student at Uganda Management Institute pursuing a Masters Degree in Management Studies. I am gathering information about post-release factors and recidivism in Uganda. This is to request for your contribution towards my study by participating in being a respondent. The information you will give is confidential and is not binding. Your participation is highly appreciated.

A. Background information

1. Gender: Male Female

2. Age: Below 20 20-29 30-39 40-49 50-59 Above 60

3. Education level: Primary level Secondary level Tertiary Bachelors Post graduate

4. Time spent in prison service so far < Year 1-4 Years 5-9 Years 10 >

5. Have you ever been in prison before to serve a sentence? Yes No

Section B Post-Release Factors (Independent Variables)

In the following sections, you are required to give your response by ticking Strongly Agree- 5, Agree- 4 Neutral- 3, Disagree-2, and Strongly Disagree-1

Availability of employment opportunities

		5	4	3	2	1
6	There is availability of employment opportunities for ex-inmates					
7	Ex-inmates lack skills to enable them get employed					
8	You think prison services offer skills that help one get employment after being released from prison.					
9	If one gets skills from prison while serving a sentence, you think that will help one get employed upon being released from prison.					

10	An employer can employ one with required skills even if he/she is known to have been released from prison.					
11	An employer can deny one a job basing on the community one comes from					
12	Inmates lack skill development while in prison					

Peer groups

Give your response by ticking Strongly Agree- 5, Agree- 4 Neutral- 3, Disagree-2, and Strongly Disagree-1

		5	4	3	2	1
13	One's parents' criminal behavior may lead one be a re-offender.					
14	It is hard to change one's behavior that was learnt from parents.					
15	One's parents/family members can help change one's behavior after being released from prison.					
16	One's friends'/community members' behavior have an impact on one's behavior after being released from prison					
17	One's behavior that was learnt from friend/community members can be changed.					
18	One's friends/community members can help one avoid crime after being released from prison.					
19	Community members discriminate people released from prison.					

Personal Motivation

Give your response by ticking Strongly Agree- 5, Agree- 4 Neutral- 3, Disagree-2, and Strongly Disagree-1

		5	4	3	2	1
20	It is upon one's willingness to change after prison					
21	One's individual needs and desires determine one's behavior					
22	One's goal to achieve in life determines one's behavior before achieving it					
23	One might change one's goals in life he had before entering a prison and think of other goals upon being released from prison.					
24	One can be controlled by emotions after being released from prison.					
25	The situation one finds in the community after being released from prison may lead one to develop goals					
26	One may set higher standards for him/herself after being released from prison.					
27	Ex-inmates fear of being perceived as failures after prison.					

Recidivism (Dependent Variable)

Give your response by ticking Strongly Agree- 5, Agree- 4 Neutral- 3, Disagree-2, and Strongly Disagree-1

		5	4	3	2	1
28	The number of re-offenders is high in this prison					
29	Re-offenders were at one time rehabilitated while serving previous sentences					
30	The family/society can help reduce on re-offending					
31	It is an in-born character for one to re-commit crime even if rehabilitated					
32	One may re-offend immediately after being released from prison					
33	The length of a sentence one serves determines the rates of re-offending					
34	The period one spends in prison determines re-offending					
35	The conditions one finds in life after prison may lead one to re-offend					
36	There is a likelihood that a re-offender may commit the same type of crime one had committed before being jailed for the first time					

THANK YOU FOR YOUR TIME AND PARTICIPATION

APPENDIX III

INTERVIEW GUIDE FOR KEY INFORMANTS

Dear respondent, my name is Hannington Humura. I am a Masters student at Uganda Management Institute pursuing a Masters Degree in Management Studies. I am gathering information about post-release factors and recidivism in Uganda. This is to request for your contribution towards my study by participating in being a respondent. The information you will give is confidential and is not binding. Your participation is highly appreciated.

A. Background information

1. Gender: Male Female

2. Age: Below 20 20-29 30-39 40-49 50-59 Above 60

3. Education level: Primary level Secondary level Tertiary Bachelors Post graduate

4. Time spent in prison service so far < Year 1-4 Years 5-9 Years 10 >

5. Current position in the Prisons Service

Section B Post-Release factors

1. How would you comment on the availability of employment opportunities and recidivism?

(Please focus on the skills an ex-inmate has, where he got the skills and the contribution of the skills to recidivism)

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2. In case an ex-convict has the necessary skills to do a given job, what will lead that person relapse back into re-offending? (Look at the possibility of being employed, a wish by the individual to get employed and the availability of opportunities)

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3. What role do the following play in bringing about recidivism?

Family of the ex-inmate

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Social settings/community of the ex-convict

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.....

The perception of the general public on ex-convicts

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4. What personal factors that may lead one to relapse into re-offending? (focus on one's willingness to change and one's personal goals to achieve)

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5. In your opinion, how would you explain the recidivism situation in Uganda? (Reflect on the rates of recidivism and the effect of the current rehabilitation of inmates)

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THANK YOU VERY MUCH

APPENDIX IV

DOCUMENTARY CHECKLIST.

Albrecht, H.,(2013). *Prison Overcrowding - Finding Effective Solutions. Strategies and Best Practices Against Overcrowding in Correctional Facilities*

Asimwe, G. (2011). *Role of libraries and information in the empowerment of women prisoners in Uganda.* African Prisons Project Libraries Kampala, Uganda

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APPENDIX V

UMI INTRODUCTORY LETTER

UMI **UGANDA MANAGEMENT INSTITUTE**

Telephones: 256-41-4259722 /4223748 /4346620
256-31-2265138 /39 /40
256-75-2259722

Telefax: 256-41-4259581 /314

E-mail: admin@umi.ac.ug

Plot 44-52, Jinja Road
P.O. Box 20131
Kampala, Uganda
Website: <http://www.umi.ac.ug>

Your Ref:

Our Ref: G/35

23 June 2015

TO WHOM IT MAY CONCERN

INTRODUCTORY LETTER FOR MR. HUMURA HANNINGTON

Mr. Humura Hannington, Registration Number – 14/MMSPAM/33/114, is a student of Masters in Management Studies, specializing in Public Administration and Management at Uganda Management Institute.

In partial fulfillment for award of the Masters, he is conducting a research study titled "Post-release factors and Recidivism in Uganda Prisons: A case of Luzira Upper Prison".

The purpose of this letter is to formally request you to allow this participant to access any information in your custody/organisation, which is relevant to his research.


Yours faithfully,


Dr. Rose B. Namara (PHD)
CHIEF, INSTITUTE RESEARCH CENTRE

APPENDIX VI

PERMISION FROM UGANDA PRISONS SERVICE

WEBSITE : www.prisons.go.ug
TELEPHONE : 256-414-256751
FAX : 256-414-344104
EMAIL : compris@utlonline.co.ug
info@prisons.go.ug



**UGANDA PRISONS SERVICE
PRISONS HEADQUARTERS
P.O. Box 7182,
KAMPALA, UGANDA**

A REPLY TO THIS LETTER SHOULD BE ADDRESSED TO
THIS COMMISSIONER GENERAL OF PRISONS AND THE FOLLOWING
ADM 136/140/02

REFERENCE NO. QUOTED: PHQ

22nd July 2015

The Officers-in-charge
Jinja Main Prison

**RE: AUTHORITY TO ACCESS THE PRISON AND CONDUCT A RESEARCH STUDY
BY Mr. HANNINGTON HUMURA**


The above subject matter here refers;

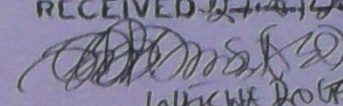
Mr. Hannington Humura is a Masters' student at Uganda Management Institute Kampala Branch specialising in Public Administration and Management. He wishes to conduct a research study titled, "Post-release factors and recidivism in Uganda Prisons Service".

He has been granted permission to access your prison and conduct data collection among both prisoners and staff between Wednesday 27th -31st July 2015 during official working hours and according to the Prisons schedule.

By copy of this letter, the O/C Uganda Prisons Jinja Main is requested to accord him necessary assistance to enable him conduct the research and also to make sure that he obliges with the Prisons rules and regulations during his interactions with the Prison and the Prisoners.

NB: No cameras are allowed inside the prisons premises.


OCHEN TOMMY - DIR/CS
FOR: COMMISSIONER GENERAL OF PRISONS

UGANDA GOVT PRISON JINJA (M)
P.O. Box 477 JINJA
RECEIVED-27th July 2015

WAKWAK PROCEEDS (ASP)
pp. etc.