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Examining the effectiveness of retribution and rehabilitation on offenders behavioral change: A case study of mukobeko correctional facilities in Kabwe

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Abstract

This study examined the effectiveness of retribution and rehabilitation on offenders' behavioral change, focusing on the Mukobeko Correctional Facilities in Kabwe, Zambia. The criminal justice system's roles of retribution (punishing wrongdoing) and rehabilitation (reforming offenders for societal reintegration) are essential in addressing criminal behavior and promoting public safety. This research explored how these contrasting approaches influence offender behavior, recidivism rates, and the effectiveness of correctional practices within Zambia.

Employing a mixed-methods approach, the study collected quantitative and qualitative data through surveys, interviews, and content analysis. Data from inmates, correctional staff, and program administrators provided insights into the experiences and outcomes associated with retributive and rehabilitative practices. Results indicated that rehabilitation programs hold substantial potential for transforming offender behavior and lowering recidivism rates, with 77.14% of inmates reporting positive attitude or behavioral changes after participating. However, challenges such as overcrowding, limited resources, and inconsistent program availability hindered the full benefits, with 57.86% of inmates facing difficulties in accessing programs and 66.42% noting an insufficient number of programs offered.

The study concluded that retribution alone does not effectively foster behavioral change among offenders. Instead, combining retributive and rehabilitative strategies is necessary to improve the correctional system's efficacy in Zambia. The findings underscore the need for better rehabilitation program design, fairer sentencing, and improved resource allocation to reduce recidivism and support successful reintegration.

Keywords: Mukobeko correctional Facilities in Kabwe, Zambia, retribution, rehabilitation, offender behavior, recidivism, criminal justice system

1. Introduction

This chapter will focus on the background of the study, problem identification, purpose, rationale, objectives identification, and stating the significance of the study. In addition, the research will outline the theoretical framework.

Background

A Correctional Facility, as an institution, does not attract a great deal of public attention in the normal course of events. Politicians, the media, and the public generally become aware of the facility only when something goes wrong; for example, when a high-profile prisoner escapes or when there is a major incident such as a riot. Similarly, discussion about the appropriate use of imprisonment usually only occurs in the aftermath of a high-profile crime or when the release of a notorious prisoner is being considered. Traditionally, prison systems have been regarded, particularly by the staff who work within them, as static and hierarchical organizations. They are seen as static in that their objectives are clear and unchanging. According to this perspective, prisons exist to execute the sentence of the court, which is that the offender should be deprived of his or her liberty.

Based on the report by Jarrett (2018) ^[14], institutionalizing offenders often increases crime because the conversion into the secluded environment creates a prison culture, making it a challenge to function in the outside world upon release.

Since they become more familiar with how to survive in prison, released criminals tend to commit more crimes so they can go back to jail (Kumba HL, 2021) ^[6]. Therefore, criminal rehabilitation was created to help offenders avoid environmental risk factors that lead to crime and readjust to society. However, over the last decades, countries have registered a significant number of former prisoners being rearrested for similar offenses, questioning if rehabilitation programs are effective (Byrne, 2020) ^[1]. Remarkably, rehabilitation can transform prisoners into good society members, while a combination of other factors and elements within the criminal justice system can make former offenders engage in criminal behaviors.

Retribution is giving people what they deserve, hitting them back with equal force to a blow they have struck, and treating someone as they have treated others. The human society is a community of human beings whose activities and relationships are coordinated by the law and norms of morality. There is a principle that states, "Wherever a community exists, law is necessary to establish, protect, and promote an ethico-judicial order" (Uduigwomen AF, 2003) ^[16]. The term punishment is customarily defined as the infliction of suffering upon an offender, on the grounds of a particular offense administered by a legitimate authority (Ferguson and Wright, 1988) ^[15].

Statement of the problem

The criminal justice system's balance between retribution and rehabilitation is central to debates about their effectiveness and ethical implications. The Mukobeko Correctional Facilities in Kabwe, Zambia, provides a key setting to examine how these approaches affect offender behavior and recidivism. While rehabilitation programs, when well-implemented, can reduce reoffending by 10-30% (UNODC, 2020) ^[9], their success depends on effective implementation and cultural context. In contrast, retribution, though addressing societal demands for justice, may increase recidivism when lacking rehabilitative support, with some prisons reporting recidivism rates of up to 60% within three years (World Prison Brief, 2021) ^[10].

Traditionally, Zambia's correctional system has leaned towards retribution, but recent reforms have introduced rehabilitative elements. However, Mukobeko Facilities face significant challenges, such as overcrowding and resource constraints, limiting the effectiveness of these programs. Recidivism remains high, with 30% of released offenders re-incarcerated within three years (Zambia Department of Corrections, 2021) ^[11], underscoring gaps in program effectiveness. This study assessed the impact of both retributive and rehabilitative measures at Mukobeko, aiming to identify improvements for Zambian correctional policies to better support rehabilitation and societal safety.

General Objective

The general objective is to examine the effectiveness of retribution and rehabilitation on offenders' behavioral change in their various correctional programs.

Specific Objectives

- To examine the effectiveness of retribution on offender's behavioral change in Correctional Facilities in Zambia

- To evaluate the effectiveness of rehabilitation on offenders' behavioral change in Correctional Facilities in Zambia.
- To investigate the perception of correctional staff on the effectiveness of rehabilitative correctional programs in bringing about behavioral change in Correctional Facilities in Zambia.
- To investigate the perceptions of correctional staff on the effectiveness of retribution programs in bringing about behavioral change in Correctional Facilities in Zambia.

Research Questions

- How effective is retribution on offenders' behavioral change in Correctional Facilities in Zambia?
- How effective is rehabilitation on offenders' behavioral change in Correctional Facilities in Zambia?
- How do correctional staff perceive the effectiveness of rehabilitative correctional programs in bringing about behavioral change in Correctional Facilities in Zambia?
- How do correctional staff perceive the effectiveness of retribution programs in bringing about behavioral change in Correctional Facilities in Zambia?

Significance of the study

This study is significant for understanding the effectiveness of retribution and rehabilitation within Zambia's correctional system, focusing on Mukobeko Correctional Facilities. It examines how these approaches impact offender behavior, recidivism, and rehabilitation outcomes, providing insights that can guide policymakers in creating more balanced correctional strategies. As Zambia's system transitions from retributive to more rehabilitative practices, this research aims to highlight effective methods that promote positive behavioral change and successful reintegration into society.

The study will address gaps in current knowledge, offering evidence-based findings to inform correctional reforms and resource allocation. By identifying strengths and challenges within existing programs, it can help prioritize improvements, addressing issues like overcrowding and limited resources. Ultimately, this research supports the development of a humane, effective correctional system that reduces recidivism, enhances public safety, and lowers societal costs associated with repeat offending, with broader applications for similar contexts globally.

Theoretical Framework

This study is grounded in Deterrence Theory and Social Learning Theory, two key perspectives from criminology and rehabilitation psychology, to analyze the dynamics of retribution and rehabilitation in correctional facilities. Deterrence Theory posits that the threat of punishment deters individuals from committing crimes, assuming people make rational choices based on perceived costs and benefits. In correctional settings, retribution aligns with this theory, using punitive measures to discourage future criminal conduct. Research by Nagin and Pogarsky (2004) ^[5] highlights that while deterrence can reduce recidivism, its success depends on the fair and consistent application of punishment.

Social Learning Theory, proposed by Bandura (1977) ^[2], emphasizes learning through observation and reinforcement. In rehabilitation contexts, this theory suggests that positive

modeling and reinforcement can modify criminal attitudes and behaviors. Demonstrate that rehabilitation programs incorporating social learning principles, such as mentorship and cognitive restructuring, can produce significant behavioral changes.

The integrated model combines these theories to analyze how punitive (Deterrence) and rehabilitative (Social Learning) approaches affect recidivism and reintegration in Mukobeko Correctional Facilities, Zambia.

2. Literature Review

2. Overview

Paternoster (2010) ^[4] conducted an extensive examination of how this theory translates into practice, emphasizing three critical components for the effective implementation of retributive justice. First, the severity of the punishment must be substantial enough to outweigh the perceived benefits of committing the crime. Second, the certainty of punishment must be high, ensuring that potential offenders view it as a credible threat. Third, the punishment must be administered swiftly, creating a strong psychological association between the crime and its consequences.

However, Paternoster's study also delves into the complexities and challenges that arise when these theoretical principles are applied in real-world settings. Factors such as the efficiency of the criminal justice system, societal attitudes towards punishment, and the varying degrees of rationality among potential offenders can all influence the effectiveness of deterrence-based retributive justice. This highlights the need for a nuanced approach to policy-making that considers these variables.

Hodgkinson *et al.* (2020) ^[12] undertook a comprehensive study to evaluate the impact of psychological interventions on reducing recidivism among offenders. The research focused on interventions that target the psychological underpinnings of criminal behavior, such as improving emotional recognition, enhancing coherence in decision-making, and fostering a more optimistic outlook on life. The study utilized a combination of longitudinal data analysis and controlled experiments to measure the effectiveness of these interventions over time. The findings were significant, revealing that psychological interventions not only reduce immediate reoffending rates but also contribute to long-term behavioral changes by addressing the root causes of criminality. These changes include better emotional regulation, reduced defiance towards authority, and improved coping mechanisms.

In contrast, Mack (2020) conducted a parallel study on the role of incarceration as a deterrent. While Mack's research confirmed that incarceration can effectively prevent criminal behavior in the short term, it found that without accompanying pre-release and reentry programs, incarceration does little to reduce recidivism. These programs, which often include job training, counseling, and community support, are crucial for helping former inmates reintegrate into society and avoid returning to criminal activities. The comparative analysis of these studies underscores the importance of a holistic approach to criminal justice, where psychological interventions and supportive re-entry programs work in tandem to reduce recidivism.

Conducted a detailed analysis of court-ordered rehabilitation programs, focusing on their effectiveness in facilitating recovery for convicted individuals as an alternative to

traditional incarceration. The study examined drug courts, where rehabilitation is mandated as part of the sentencing process. Nenn's research found that while these programs are effective for some offenders, a small percentage are likely to relapse because they are compelled to undergo treatment against their will. The study highlighted a critical issue: offenders forced into rehabilitation without genuine motivation may struggle with low self-consciousness, leading to a sense of pride and confidence in their criminal lifestyle, which undermines the rehabilitation process. Furthermore, Nenn identified that these court-ordered programs often lack components such as educational training and job preparation, which are essential for helping offenders adjust to life outside prison. Without these supports, released offenders face significant challenges in integrating into the ethical labor market, making it more difficult for them to sustain a crime-free life. The findings suggest that rehabilitation is most effective when offenders are willing participants, as voluntary engagement is crucial for genuine recovery and reform.

Kalunga (2019) ^[13] explored the effectiveness of comprehensive rehabilitation programs at Mukobeko Maximum Correctional Facility. The facility offers a combination of vocational training, educational programs, and psychological counseling. The study found that inmates who engaged in multiple rehabilitation programs had the lowest recidivism rates. Kalunga's research emphasized the importance of a holistic approach that addresses various aspects of an inmate's life, from skills development to mental health support.

Lungu (2018) ^[7] conducted a study on the impact of rehabilitation programs for pre-trial detainees at Ndola Remand Prison. The facility provides legal education, vocational training, and psychological support. The study found that detainees who participated in these programs were better prepared for their trials and had lower rates of reoffending if acquitted. Lungu argued that providing support and rehabilitation during the remand period can significantly influence future behavior and reduce recidivism.

Chisanga (2017) ^[8] explored the effects of retributive punishment on female inmates at Mongu Facility. The study revealed that the punitive measures, including hard labor and limited access to healthcare, had a disproportionately negative impact on women, many of whom were primary caregivers. The harsh conditions exacerbated their trauma and did not contribute to reducing recidivism. Chisanga recommended gender-sensitive approaches that combine retribution with rehabilitation to better support female offenders.

2.1 Personal Critique of the Literature Review

The current literature on retribution and rehabilitation in correctional settings offers valuable insights but also reveals notable limitations. One major gap is the limited diversity in the contexts examined. Much of the research focuses on correctional practices in Western contexts, which may not adequately capture the unique challenges faced by prison systems in non-Western settings, including Zambia. A more diverse examination of correctional practices could provide a broader understanding of how social, cultural, and economic factors impact the effectiveness of retributive and rehabilitative approaches in correctional facilities worldwide.

While studies on punishment’s deterrent effect offer important perspectives, they fail to fully address the resource and infrastructural limitations that can undermine the success of rehabilitation programs in prisons like Mukobeko Correctional Facilities in Zambia. Expanding the literature to include more balanced, context-specific research on rehabilitation would enrich the discourse and support the development of effective correctional policies adaptable to diverse settings.

3. Research Methodology

This section highlights the research methodology, including the approach, design, data collection tools, sampling methods, and analysis techniques employed in the study. It answers the critical question of how data addressing the research questions were gathered and from whom, ensuring that readers could understand the methods used to interpret the study findings.

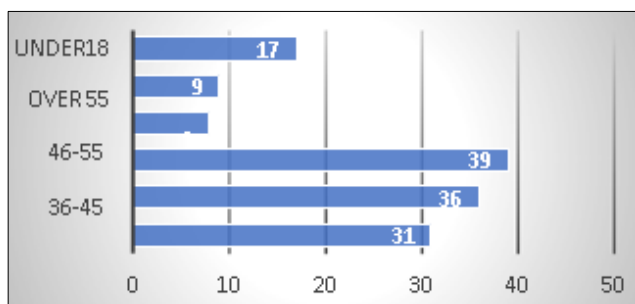
The study employed a mixed-methods research design, combining qualitative and quantitative approaches for a comprehensive analysis of the effectiveness of retribution and rehabilitation. This integration allowed for data triangulation, enhancing the validity of results. A content analysis research strategy was used to organize information from credible sources into relevant categories. Sampling methods included Simple Random Sampling (SRS) and snowball sampling, with assistance from Human Resource Officers in selecting staff and offenders across various correctional units. A sample size of 140 inmates and 30 officers was calculated to ensure representativeness.

Data were collected using structured questionnaires and semi-structured interviews, targeting inmates, correctional officers, and the public. Questionnaires captured quantitative data on program perceptions and outcomes, while interviews provided qualitative insights. For analysis, thematic analysis was applied to organize qualitative data into core themes, and descriptive and inferential statistics were used to summarize quantitative findings. Triangulation improved the validity of results by integrating multiple data sources. Ethical considerations included obtaining informed consent and maintaining confidentiality, following guidelines to minimize harm and respect participants' rights.

4. Research Findings and Discussions

4.1 Presentations of results based on the demographic information of results based on the inmates

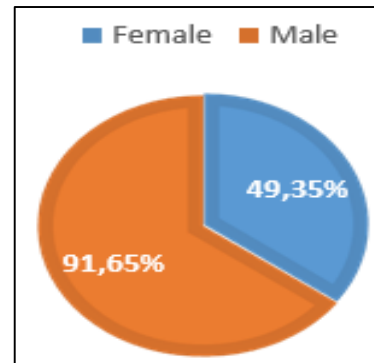
Table 1: Age



According to Table 1, the age distribution of inmates at Mukobeko Correctional Facilities reveals that the majority fall within the 36-45 years age group, representing 27.86% of the population (39 inmates). This is followed by those in the 26-35 years category, comprising 25.71% (36 inmates).

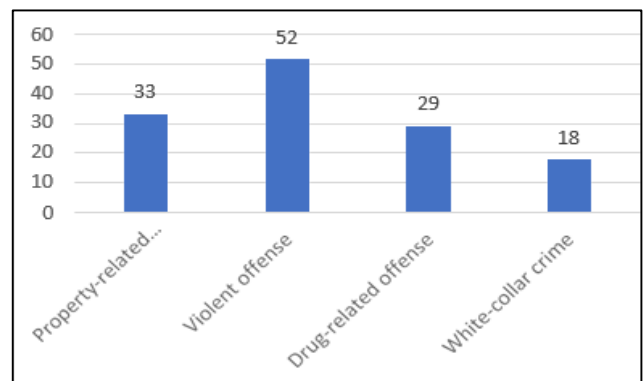
Notably, 12.14% of the inmates (17 individuals) are under 18 years of age, while 6.43% (9 inmates) are over 55 years. The cumulative percentage indicates that 81.43% of the inmate population is 45 years or younger, signifying a relatively young demographic.

Table 2: Gender



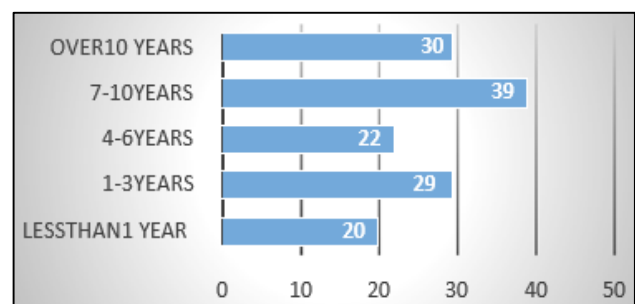
The gender breakdown (Table 2) shows a male-dominated inmate population, with 65% (91 inmates) being male and 35% (49 inmates) being female. This is consistent with general trends observed in correctional facilities, where male inmates typically outnumber female inmates by a significant margin.

Table 3: Type of Offense



The type of offense committed by inmates (Table 4.3) indicates that violent offenses are the most common, accounting for 37.14% (52 inmates). Property-related offenses make up 16.43% (23 inmates), followed by drug-related offenses at 13.57% (19 inmates), and white-collar crimes at 12.86% (18 inmates). Additionally, 20% of the offenses (28 inmates) fall into the "other" category. The prevalence of violent offenses highlights a significant portion of the inmate population serving time for serious crimes.

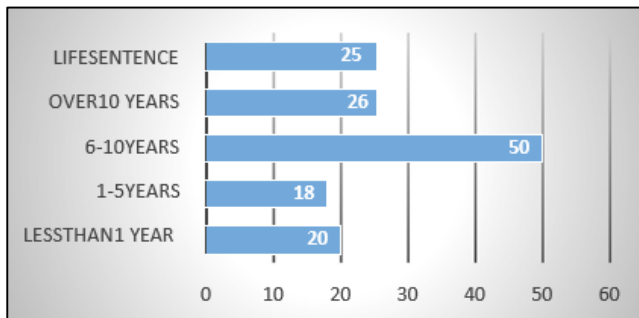
Table 4: Time Served



According to Table 4, a considerable portion of inmates (27.86%, 39 individuals) have served 7-10 years in prison, while 21.43% (30 individuals) have served over 10 years. Additionally, 20.71% (29 individuals) have been incarcerated for 1-3 years, and 15.71% (22 inmates) have served 4-6 years. A smaller group (14.29%, 20 individuals) has been in prison for less than 1 year. This distribution indicates a mix of both short-term and long-term inmates within the prison population.

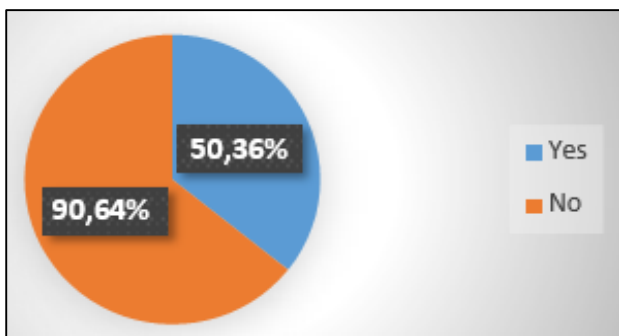
4.2 Presentations of results based on the effectiveness of retribution on offenders in correctional facilities in Zambia

Table 5: Length of Sentences



In Table 5, we observe the distribution of the length of sentences among inmates. The largest portion of the population (35.97%, 50 inmates) are serving sentences of 6-10 years, while 18.71% (26 inmates) are serving sentences of over 10 years. A significant group (17.99%, 25 inmates) is serving life sentences, reflecting the severity of offenses committed. Additionally, 14.39% (20 inmates) have been sentenced to less than 1 year, and 12.95% (18 inmates) have sentences ranging from 1-5 years.

Table 6: Sentence Fairness



In terms of sentence fairness, Table 4.6 reveals that a majority of the inmates (64.29%, 90 inmates) believe their sentence is not fair in relation to their offense, while only 35.71% (50 inmates) feel that their sentence is fair. This indicates a potential dissatisfaction with the retributive aspect of justice, where many inmates may perceive their punishment as disproportionate to their crime. This dissatisfaction could affect how effectively the punishment influences behavioral change.

As seen in Table 7, 37.86% of inmates (53 individuals) agree that their punishment has made them reconsider committing offenses in the future, with an additional 20.00% (28 inmates) strongly agreeing. However, a significant portion of the population either disagrees

(19.29%, 27 inmates) or is neutral (14.29%, 20 inmates) about whether their punishment has influenced their behavior. A smaller group (8.57%, 12 inmates) strongly disagrees with the idea that their punishment has made them reconsider future offenses. The distribution here suggests that while punishment has had a positive impact on some offenders, it has not been universally effective.

Table 7: Committing offenses in the future

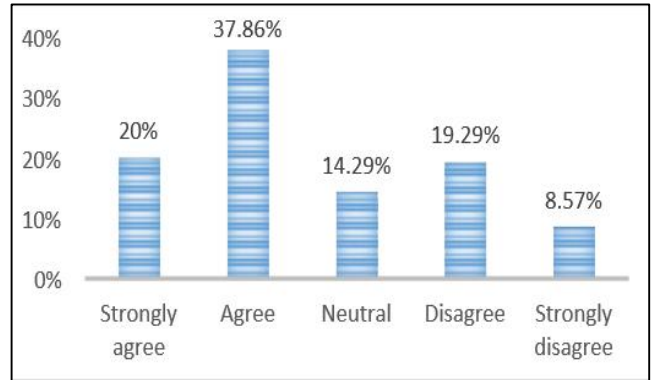
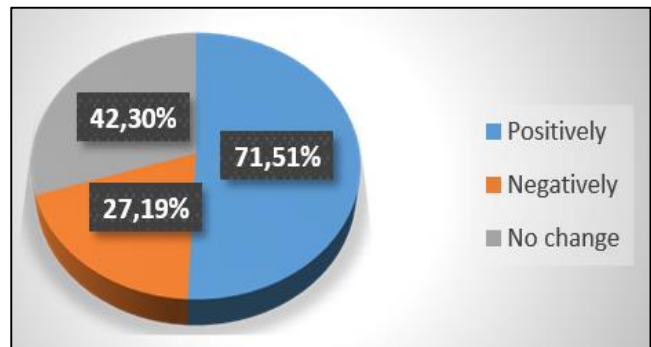


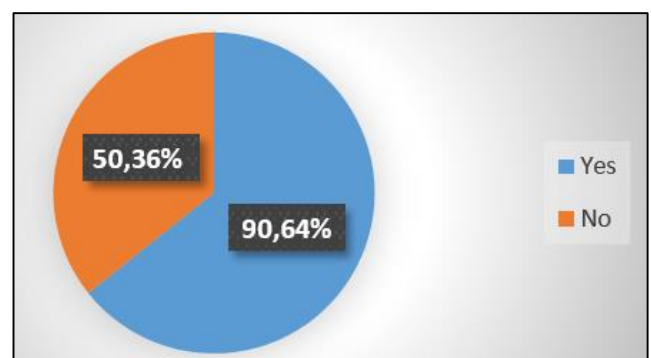
Table 8: Views on Crime and Justice



According to Table 4.8, 50.71% of inmates (71 individuals) report that their experience of punishment has positively affected their views on crime and justice. However, 30.00% (42 inmates) state that their views have seen no change, while 19.29% (27 inmates) feel that their views have been affected negatively. This suggests that while punishment has a positive impact on a significant portion of the inmate population, for some, it either reinforces negative perceptions or does not lead to any change in their views on crime and justice.

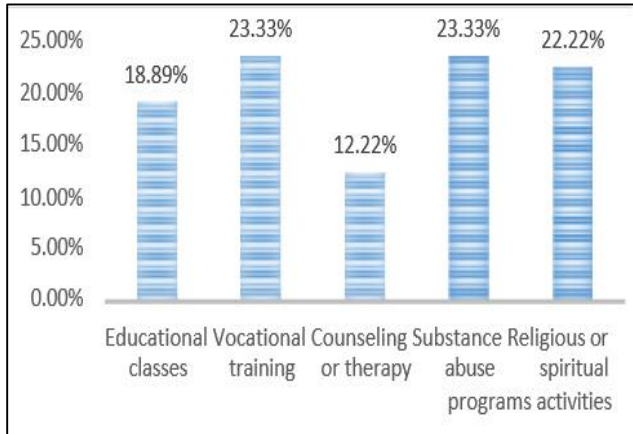
4.3 Presentation of the results based on the effectiveness of rehabilitation on offenders in correctional facilities in Zambia

Table 9: Participating in rehabilitation programs



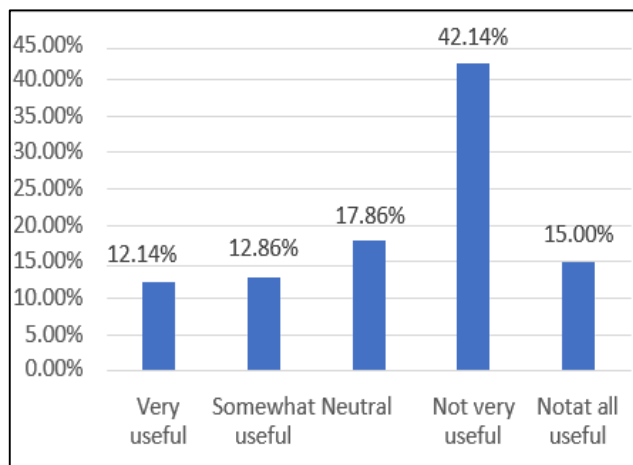
In Table 9, 64.29% (90 inmates) reported that they are currently participating in rehabilitation programs, while 35.71% (50 inmates) indicated they are not involved in any programs. This suggests that a significant majority of inmates are engaged in some form of rehabilitation, which is a positive sign for the implementation of rehabilitative efforts in the facility.

Table 10: Programs you are involved



Among the inmates participating in rehabilitation programs (Table 4.10), the most common activities include vocational training (23.33%, 21 inmates) and substance abuse programs (23.33%, 21 inmates), followed by religious or spiritual activities (22.22%, 20 inmates). Educational classes are attended by 18.89% (17 inmates), and counseling or therapy is part of the program for 12.22% (11 inmates). This distribution reflects a focus on both practical skills and personal development, with a significant emphasis on addressing issues such as substance abuse and offering vocational skills.

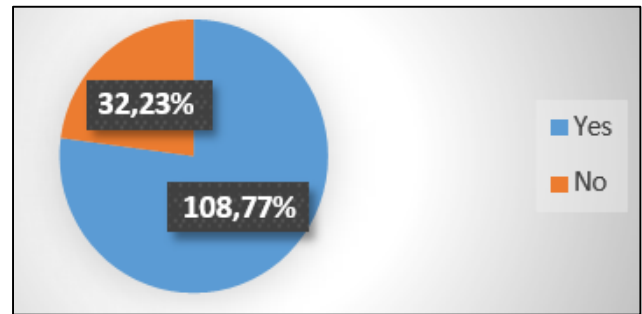
Table 11: Usefulness of the programs



In Table 11, inmates were asked to rate the usefulness of the programs in helping them reintegrate into society after release. The responses indicate that 42.14% (59 inmates) find the programs not very useful, while 15.00% (21 inmates) rate them as not at all useful. However, 12.86% (18 inmates) find the programs somewhat useful, and 12.14% (17 inmates) consider them very useful. A neutral stance was taken by 17.86% (25 inmates). When asked whether the rehabilitation programs have changed their attitudes or behaviors in a positive way (Table

4.12), a substantial 77.14% (108 inmates) responded yes, while 22.86% (32 inmates) said no. This indicates that despite mixed feelings about the usefulness of these programs for societal reintegration, a majority of inmates do feel that the programs have positively impacted their attitudes and behaviors while in prison.

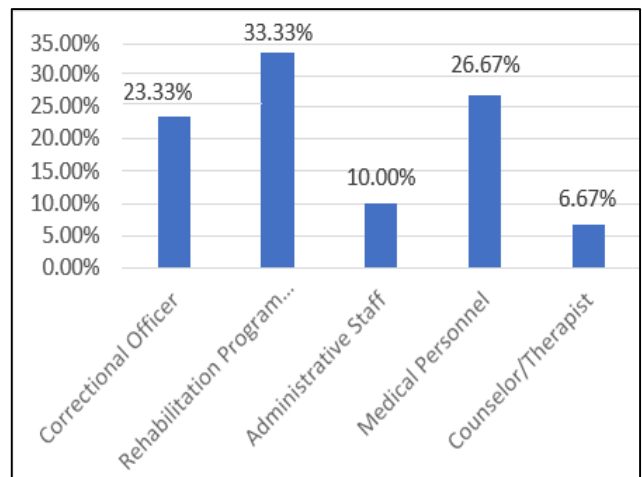
Table 12: Attitudes or behaviors in a positive way



4.4 Findings on the correctional facility staff

4.5 Presentations of results based on demographic information of the correctional staff

Table 13: Position/Role



As shown in Table 13, the staff's roles within the correctional facility are varied. The largest group consists of Rehabilitation Program Coordinators, making up 33.33% (10 staff members). This is followed by Medical Personnel, who account for 26.67% (8 staff members). Correctional Officers represent 23.33% (7 staff members), while Administrative Staff make up 10.00% (3 staff members). Counselors/Therapists form the smallest group, with 6.67% (2 staff members). This distribution shows a strong presence of staff directly involved in rehabilitation and medical care, which reflects the facility's focus on addressing both the medical and rehabilitative needs of the inmates.

4.6 Presentations of results based on correctional facility perception on the effectiveness of retribution on offenders in bringing behavioral change in correctional facilities in Zambia

According to Table 4.14, a significant portion of staff members believe that retribution plays an important role in deterring future crimes. Specifically, 40.00% of the staff (12 individuals) view retribution as effective, and an additional 23.33% (7 staff members) consider it very effective. However, 16.67% (5 individuals) find retribution to be

ineffective, and the same percentage regard it as very ineffective. A small portion (3.33%, 1 staff member) remained neutral.

Table 14: Deterring Offenders from Future Crimes

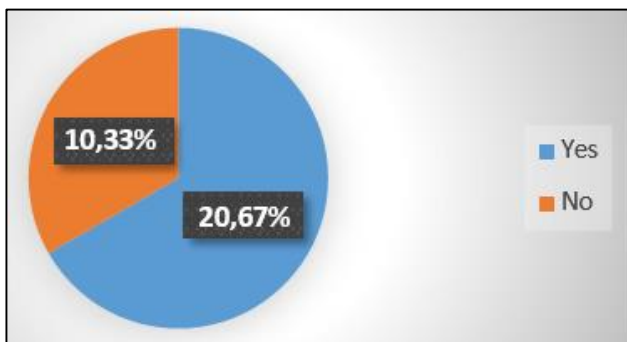
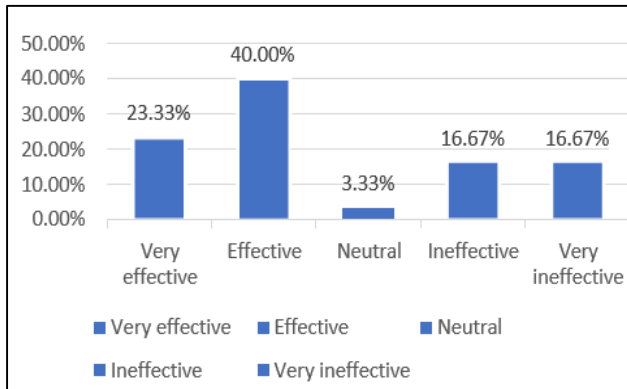
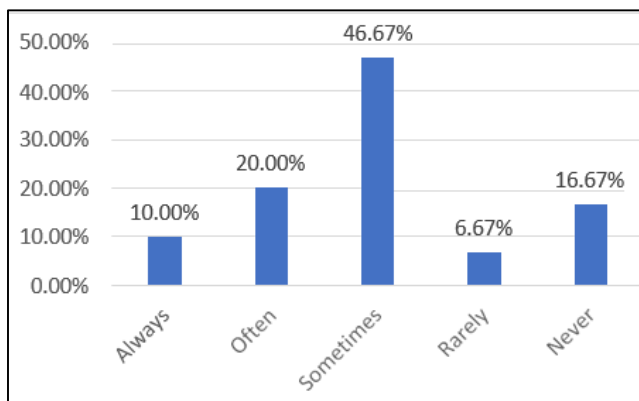


Table 15: Adequately Address Offender Behavior

In Table 15, the majority of staff members (66.67%, 20 individuals) believe that current punitive measures adequately address offender behavior, while 33.33% (10 staff members) feel that these measures do not. This suggests that although most staff view retributive measures as capable of managing offender behavior, there is still a significant portion who feel that existing approaches may not be fully addressing the behavioral change required.

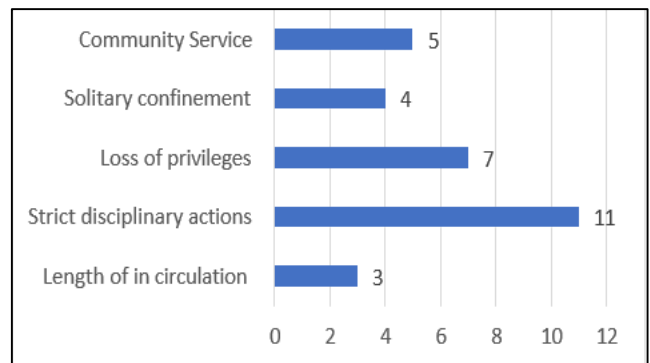
Table 16: Behavioral Improvements in Offenders



When asked about observing behavioral improvements among offenders as a result of retributive measures (Table 4.16), 46.67% of staff (14 individuals) said they observe such improvements sometimes, while 20.00% (6 individuals) noted improvements often. However, 16.67% (5 staff members) reported that they never observe improvements, and 6.67% (2 individuals) said they observe

them rarely. Only 10.00% (3 staff members) reported seeing improvements always.

Table 17: Most effective in correcting offender behavior



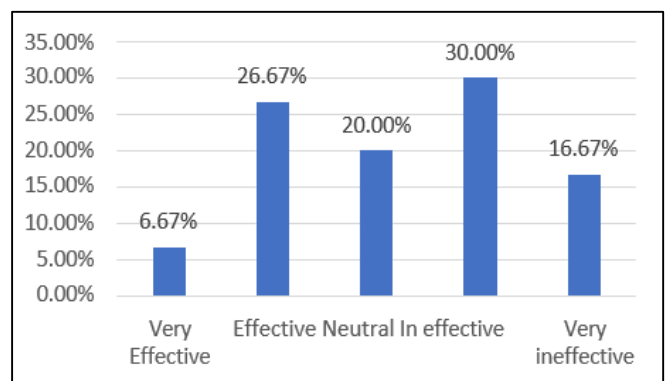
When asked which aspects of retribution are most effective in correcting offender behavior (Table 17), the most commonly selected aspect was strict disciplinary actions, chosen by 36.67% (11 staff members). Loss of privileges was identified by 23.33% (7 staff members) as an effective tool, while community service was selected by 16.67% (5 individuals). Solitary confinement was cited by 13.33% (4 staff members), and length of incarceration was identified by 10.00% (3 staff members).

Table 18: Rehabilitation programs that are available



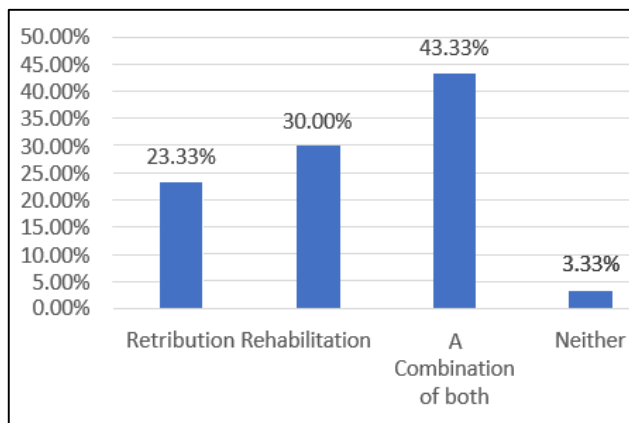
As shown in Table 18, the rehabilitation programs that are available include religious or spiritual services (chosen by 30.00% of staff), life skills workshops (20.00%), and vocational training and substance abuse treatment (both at 16.67%). Educational programs and psychological counselling were mentioned less frequently, with 6.67% and 10.00% of staff, respectively, identifying them as available.

Table 19: How effective are these programs



In terms of how effective these programs are in preparing offenders for reintegration into society (Table 19), 26.67% (8 staff members) find the programs to be effective, while 6.67% (2 staff members) believe they are very effective. However, a larger portion (30.00%, 9 staff members) consider them ineffective, and 16.67% (5 individuals) believe they are very ineffective. 20.00% (6 staff members) are neutral. These mixed responses suggest that while some staff believe rehabilitation efforts are making a positive impact, a considerable portion is skeptical about the effectiveness of these programs in fully preparing inmates for life after incarceration.

Table 20: Better Outcomes for Offenders



In Table 20, when asked which approach yields better outcomes for offender reform, the largest portion of staff members (43.33%, 13 individuals) favored a combination of both retribution and rehabilitation. This suggests that many staff members believe an integrated approach is most effective for addressing offender behavior. 30.00% (9 individuals) preferred rehabilitation alone, while 23.33% (7 staff members) saw retribution as more effective. Only 3.33% (1 staff member) believed that neither approach is successful in achieving offender reform. This indicates that most staff recognize the importance of incorporating rehabilitative efforts alongside punitive measures to achieve better outcomes.

4.7 Discussion of Research Findings

The demographic analysis of inmates and staff at Mukobeko Correctional Facilities provided insights into factors influencing retribution and rehabilitation. Findings from Mukobeko indicated mixed perceptions of retribution's effectiveness. Rehabilitation programs at Mukobeko were accessible to 64.29% of inmates, with vocational training, counselling, and religious activities being the most attended. However, perceptions of their usefulness varied, with 57.14% of inmates finding them only slightly or not at all effective. Staff highlighted the positive impact of these programs on inmate conduct and morale but identified issues like insufficient funding and overcrowding as barriers to success. These challenges limited the scope and individualized support necessary for lasting behavioral change (Lopez, 2022) ^[17].

The implementation of rehabilitation programs faced significant challenges. Over half of the inmates reported difficulties in accessing programs due to limited resources, scheduling conflicts, and staff shortages. Additionally, 66.42% felt the range of programs was inadequate. Staff

cited overcrowding and funding constraints as critical barriers, which restricted the availability of materials and space for meaningful interventions. Insufficient training among staff further hindered program delivery, reflecting broader systemic issues affecting rehabilitation efficacy (Green & Taylor, 2021) ^[19].

Challenges in retribution-focused programs included inmates' perceptions of unfair sentencing, with 64.29% reporting disproportionate punishment, which undermined retributive goals. Inconsistencies in sentencing and perceived biases weakened the legitimacy of retribution, fostering resistance rather than reform (Blackwell & Martin, 2021) ^[18].

Overcrowding, staff shortages, and insufficient training further complicated the effective implementation of punitive measures. Staff noted that training gaps hindered their ability to balance enforcement with fairness, reducing the deterrent effect of retribution. These findings emphasized the need for a balanced approach integrating retribution with rehabilitation for better outcomes.

5. Conclusion and Recommendation

5.1 Conclusion

The study at Mukobeko Correctional Facilities highlighted the contrasting impacts of retribution and rehabilitation on offender behavior. While retribution plays a role in holding offenders accountable and deterring crime, its effectiveness in fostering long-term behavioral change was limited. Many inmates viewed their sentences as unfair or disproportionate, which undermined the intended deterrent effect. This perceived injustice, coupled with the limited ability of punitive measures to address root causes of criminal behavior, diminished retribution's role as a catalyst for reform.

In contrast, rehabilitation programs, including vocational training, counselling, and educational initiatives, demonstrated a more significant influence on promoting positive attitudes and reducing recidivism. The findings emphasize the need for a more balanced approach within Zambia's correctional system, prioritizing rehabilitation alongside retributive measures. Rehabilitation programs showed tangible benefits in preparing inmates for reintegration into society, underscoring their potential to reduce repeat offenses and contribute to public safety.

Addressing systemic barriers, such as resource limitations and accessibility issues, is essential to maximizing the effectiveness of rehabilitation efforts. Ultimately, the study calls for strategic reforms that enhance rehabilitation while maintaining justice, ensuring a more holistic and impactful correctional framework.

5.2 Recommendation

To improve the effectiveness of correctional programs in Zambia, particularly at Mukobeko Correctional Facilities, authorities should prioritize expanding and diversifying rehabilitation efforts. The prison authorities should introduce advanced educational courses, specialized vocational training, and comprehensive counseling services to address the varied needs of inmates and enhance their readiness for societal reintegration.

Investing in staff training and professional development is equally vital. Training prison staff in modern correctional practices, psychological counseling, and educational

methodologies would enhance program delivery and foster a supportive rehabilitative environment.

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