AN EVALUATION OF THE HISTORY AND DEVELOPMENT OF SOCIAL WORKS IN NIGERIAN CORRECTIONAL SETTINGS

BY

DR ALFRED ABHULIMHEN-IYOHA

EDO STATE JUDICIARY, BENIN CITY, NIGERIA.

PhD LAW, PhD INTERNATIONAL RELATIONS , MSC POLITICAL SCIENCE (INTERNATIONAL RELATIONS), MPA PUBLIC ADMINISTRATION, LLM LAW, PGDE EDUCATION, PGD LAW, LLB HONS, MSW SOCIAL WORK (IN-VIEW)
+2348055968440

JUNE 2024.

ABSTRACT

Nigerian's prisons conditions are in very sordid, pathetic, fearful and terrible state unfit for rehabilitation of inmates. There exists infrastructural decays, obnoxious policies, and corruption in the system. Given this context, the main thrust of this paper was to examine the role of social worker in the prison/correctional settings. Research materials such as books, journal publications and available sources on the internet library were utilized. The essence was to obtain a better understanding of the issues that surround social workers in Nigerian prisons with a view of improving the inmate's life. It was the findings of this paper that: lack of qualified social workers affect the rehabilitation programs intended at reforming the inmates. Furthermore, poor founding and bad governance are responsible for the shortage staff in the prison, bureaucratic bottle necks, corruption, poor infrastructure, nepotism, and ethic sentiments were the problems responsible for the bad performance of skilled/unskilled social workers in Nigerian prisons service.

Keywords: social worker, specialization, rehabilitation, prison

INTRODUCTION

Social Work is a developing profession. Its focus is on the interaction between individuals and systems in the social situation. Individuals are dependent on systems that help them in obtaining material or emotional resources, services and opportunities they require to actualize their aspirations and to help them cope with their life tasks. It has been asked by many whether principles of social work are applicable in correctional settings. The answer is in the affirmative, so different methods of social work, like casework and group work are applicable in correctional institutions besides probation and parole 1.

Therefore, social work principles, based upon an understanding of the dynamics of the helping process, hold great promise for useful service in correctional settings. Human beings in any society are expected to follow certain rules and regulations in order to maintain peace, law and order. Restrictions and limits are placed on human behaviour in the form of formal rules, legislations, written laws and institutional structure. People who violate these formal means are identified, charged and sentenced according to procedure laid down by law. This formal mechanism to control crime is called criminal justice system. The Criminal Justice System is designed to control crime and contribute towards a safe and orderly society. Criminal Justice System in Nigeria consists of four primary components: the police,
Prosecutions, the courts and corrections 2 .

Social work is an educational and practice-based professional discipline that seeks to facilitate the welfare of communities, groups, families and individuals. Underpinned by theories of social science and guided by principles of social justice, right, collective responsibility, and respect for diversity, social work engages people and structures to address life challenges and enhance well-being . Social work endeavors to promote social change and grassroots empowerment of people and aids in socioeconomic development, social cohesion, and liberation from abuse and oppression. A practicing professional with a degree in social work is called a social worker. It is highly challenging to be a social worker, but it is a rewarding career. Social workers are responsible for assisting individuals, families, and groups of people to cope with problems they are fronting to improve their patients' lives. One of the aspects of this is teaching skills and developing apparatuses for patients to rely on to better their lives and experiences. Social workers will

often serve as liaisons between different institutions to assist patients and collaborate with other health professionals to ensure patient wellness and recovery.

They will become acquainted with, and refer clients to, community resources. Social workers address legal issues, such as assisting with hearings and providing testimony relating to their patients in either court of law or where the clients need assistance. They also engage in research, policy development and advocacy for services. Moreover, social workers must maintain case history records and prepare reports on every case handled by them. Social work can be the kind of job that requires a great deal of overtime, and separating the emotional aspects of the job from the duties required can be a difficult undertaking. Social workers are very important change agents who also ensure that the prisoners are well care for and made them to understand their challenges and are ready to solve the problems for them .

In dealing with the assembly of challenges that social workers address, they must employ a variety of specialization depending on the job that needed to be done. While some of these skills may be natural, some of them are improved while a social worker earns his or her bachelor's, master's or PhD degrees. Some of the qualities are enumerated below; . Social work can be the kind of job that requires a great deal of overtime, and separating the emotional aspects of the job from the duties required can be a difficult undertaking. The qualities of a social worker are: Critical Thinking, Active Listening, Speaking or Writing, Complex Problem Solving, Judgment and Decision Making, Coordination and Service Orientation.3

The Correctional services have existed from time immemorial with varying purpose and use. The philosophy behind correctional service lies in the fact that the inmates who would be lodged there wouldbe reformed through various kinds of training so that the inmate is ultimately able to reintegrate successfully in the larger society after her/his release from the correctionalsetting. Social Work plays a vital role in this aspect. Social work is an educational and practice-based professional discipline that seeks to Social work endeavors to promote social change and grassroots empowerment of people and aids in socioeconomic development, social cohesion, and liberation from abuse and oppression. A practicing professional with a degree in social work is called a social worker. In this paper, We shall also discuss the role of social worker in correctional settings in Nigeria.4

METHODOLOGY

The research work made use of content analysis through the use of books, journal

publications and available sources on the internet library. This is to give a deeper understanding of the issues on specialization of social worker on the impact of prison rehabilitation programmes on the welfare of the inmates in Nigerian prison services with a view of proffering solutions.

DEFINITION OF TERMS

Arrest: To deprive a person of his liberty with ultimate aim of bringing him to trial for a criminal offence.

Bail: When granted bail, a person charged with offence and held in custody, may be released, while awaiting or during committal proceedings or trial.

Behaviour Modification: Behaviour modification techniques are based on the assumption that the likelihood of occurrence of a behavior depends on its consequence. If a behavior is followed by a reward, it becomes more likely to occur in future, while if it is followed by a punishment, it becomes less likely.

Community Homes: This is a general term covering residential accommodations available to local authorities in exercising discretion as to the placement of child in custody.

Conviction: The formal judicial determination of a case on a finding of guilt or the acceptance of a plea of guilt, though the word is sometimes used simply to refer to a finding of guilt.

Corrective Training: This is intended for offenders who, while apparently committed to a criminal career, were not so far advanced in criminal sophistication that a period of intensive and constructive training might succeed in rehabilitating them.

Crime: In simple terms, it is known as lawbreaking.

Criminal: A person who has broken the law.

Delinquent: A delinquent is a person, who is a child and who has broken the law.

Imprisonment: A term of judicial sentence available for a convicted offender who is a major.

Incapacitation: As a penal measure, the aim of incapacitation is to ensure that an offender will not offend again.

Juvenile Court: Established as an alternative to the seemingly criminogenic, stigmatizing process of the adult court, the Juvenile Court first developed in the USA

in the late 19th century for the trial of juveniles.

Prison: A place for incarceration.

Social work in correction: From a criminological point of view, the importance of social work lies in its provision of an alternative framework for dealing with juvenile and adult offenders from the rationale developed by the criminal justice system.

Suspended Sentence: This is penal measure used in many countries. It is essentially a sentence of imprisonment, which is held in abeyance during the so-called operation period fixed by the court when imposing the sentence. A offender receiving a suspended sentence is initially set at liberty. If he then commits no offence during the operational period, he does not go to prison.

Truancy: A child's absence from school without excuse, with or without parental knowledge or connivance. Educational issues aside, truants have a substantial involvement with juvenile delinquency.6

HISTORY OF NIGERIAN CORRECTIONAL SERVICE.

☑

☐

The **Nigerian Correctional Service (NCoS)**, formerly known as **Nigerian Prison Service (NPS)**, is a government agency of Nigeria which operates prisons. The agency is headquartered in Abuja and it is under the supervision of the Ministry of the Interior and the Civil Defence Immigration and Correctional Service.[1] The name was changed from the Nigerian Prisons Service to the Nigerian Correctional Service by President Muhammadu Buhari on the 15th of August 2019 after signing the Nigerian Correctional Service Act of 2019 into law. The bill was passed by the 8th Assembly of the House of Representatives but the signing was done two months after their tenure had expired. The law divides the Correctional Service into two main areas which are The Custodial Service and Non-custodial Service.The Nigerian Correctional Service is an arm of the Criminal Justice System domiciled in the Ministry of Interior. The Nigerian Correctional Service is a federal phenomenon. There are no State Correctional Services in the Nigeria. Every Custodial Centre is a Federal Facility. The operation of the Service is supervised by the Ministry of Interior and the Civil Defence, Fire, Immigration and Corrections Board. The Controller General is the head of Nigerian correctional Service.7.

ORIGIN

The origin of modern Correctional Service in Nigeria is 1861. That was the year when conceptually, Western-type prison was established in Nigeria. The declaration of Lagos as a colony in 1861 marked the beginning of the institution of formal machinery of governance. At this stage the preoccupation of the colonial government

was to protect legitimate trade, guarantee the profit of British merchants as well as guarantee the activities of the missionaries. To this end, by 1861, the acting governor of the Lagos colony and who was then a prominent British merchant in Lagos, formed a Police Force of about 25 constables. This was followed in 1863 by the establishment in Lagos of four courts: a Police court to resolve petty disputes, a criminal court to try the more serious cases, a slave court to try cases arising from the efforts to abolish the trade in slaves and a commercial court to resolve disputes among merchants and traders8.

The functioning of these courts and the police in that colonial setting necessarily meant that prison was needed to complete the system. And it was not long in coming for in 1872, the Broad Street prison was established with an initial inmate capacity of 300.In the Niger Delta, the relationship between the local people and the British merchants had before then been moderated by special courts of merchants backed by the British Navy especially with the appointment of John Beecroft as a consul in 1849. The need for a merchant court was underscored by the fact that most conflicts between the merchants and the local people were in the main commercial. Although there was evidence of prison in Bonny at this time, not much is known about its size and content. But those who were later to oppose British rule were usually deported as happened in the case of Jaja of Opobo and King Dappa of Bonny.

However, the progressive incursion of the British into the hinterland and the establishment of British protectorate towards the end of the 19th century necessitated the establishment of the prisons as the last link in the Criminal Justice System. Thus by 1910, there already were prisons in Degema, Calabar, Onitsha, Benin, Ibadan, Sapele, Jebba and Lokoja. The declaration of protectorates over the East, West and North by 1906 effectively brought the entire Nigeria area under British rule. However, that did not mark the beginning of a unified Nigerian Prisons 9.

Even so, the colonial prison at this stage was not designed to reform anyone. There was no systematic penal policy from which direction could be sought for penal administration. Instead, prisoners were in the main used for public works and other jobs for the colonial administration. For this reason, there was no need for the recruitment of trained officers of the prisons. Hence colonial prisons had no trained and developed staff of their own and instead the police also performed prison duties. As time went on ex-servicemen were recruited to do the job.They were also very poorly run, and the local prison conditions varied from one place to another in their disorganization, callousness and exploitation. But so long as they served the colonial interests of ensuring law and order, collecting taxes, and providing labour for public works, they were generally left alone. The result was that the prisons served the purpose of punishing those who had the guts to oppose colonial administration in one form or the other while at the same time cowing those who might want to stir up trouble for the colonial set up10.

The Prison regulation was published in 1917 to prescribe admission, custody, treatment and classification procedures as well as staffing, dieting and clothing regimes for the prisons. These processes were limited in one very general sense. They were not geared towards any particular type of treatment of inmates. Instead, they represent just policies of containment of those who were already in prison. Besides, they were limited in application to those who were convicted or remanded in custody by criminal courts of the British-inspired supreme or provincial types.

Those remanded or convicted by the Native courts were sent to the Native Authority prisons. The prison regulation also distinguished between Awaiting Trial and convicted inmates and even stipulated the convict – category to be found in each type of prison. But the limited application of this general rule to the national Prison while the native Authority Prison went their own way effectively stultified the appearance of a national Prison goal-orientation in terms of inmate treatment.11

It was not until 1934 that any meaningful attempt was made to introduce relative modernization into the Prison Service. It was at this time that Colonel V. L. Mabb was appointed Director of Prisons by the then Governor Sir Donald Cameron. Although a military officer, Mabb had an understanding of what prisons should be. And he went on to do his best. What he seemed to have focused his attention on was the formation of a unified Prison structure for the whole country, but he failed. Yet he succeeded in extending the substantive Director of Prisons' supervisory and inspectoral powers over the Native Authority Prisons by this time dominant in the North. It was also during his tenure that the Prisons Warders Welfare Board was formed.His efforts were to be continued by his successor R. H. Dolan (1946 – 55). Mr. Dolan was a trained prison officer and when he assumed duties in Nigeria he already had a wealth of experience in prison administration in both Britain and the colonies. Although a scheme for the introduction of vocational training in the National Prisons had been introduced in 1917 and it failed except in Kaduna and Lokoja prisons where it was functioning in 1926, Mr. Dolan reintroduced it in 1949 as a cardinal part of a penal treatment in Nigeria. He also made classification of prisoners mandatory in all prisons and went on to introduce visits by relations to inmates. He also introduced progressive earning schemes for long term first offenders.12

He also transferred the Prisons Headquarters formerly in Enugu to Lagos to facilitate close cooperation with other Department of State. He also introduced moral and adult education classes to be handled by competent Ministers and teachers for both Christian and Islamic education. Programmes for recreation and relaxation of prisoners were introduced during his tenure as well as the formation of an association for the care and rehabilitation of discharged prisoners. But above all, he initiated a programme for the construction and expansion of even bigger convict prisons to enhance the proper classification and accommodation of prisoners.

On manpower development, he was instrumental to the founding of the Prison Training School, Enugu in 1947. He also saw to the appointment of educated wardresses to take charge of the female wings of the prisons and he generally tried to improve the service conditions of the prison staff. In addition, he took classification a step further when in 1948 he opened four reformatories in Lagos and converted part of the Port-Harcourt prisons for the housing and treatment of juveniles. Five years later he was to build an open prison in Kakuri - Kaduna to take care of first offenders who had committed such crimes as murder and manslaughter, and who are serving terms of 15 years or more. The idea was to train them with minimum supervision in agriculture so that on discharge they could employ themselves gainfully. In fact, Dolan's tenure represented a very high point in the evolution of Nigeria Prisons Service. Some of the prisons include Adamawa State:Yola Prison, Ebonyi State:Abakiliki Prison,Federal Capital Territory:Kuje Medium Prison,Lagos State:Ikoyi Prison,Kirikiri Maximum Security Prison,Kirikiri Medium Security Prison,,Kirikiri Women's Prison 13-

NIGERIA CORRECTIONAL SERVICE TODAY::

There have been massive transformations in the Service since 1972. It has undergone some reorganization from its modest three Directorates in 1980 to six Directorates in 1993 and now 8 with the introduction of Staff Training and Development and the Non-Custodial Directorates. There was the 1986 reorganization of the Prisons consequent upon the creation of the Customs, Immigrations and Prisons Board and centralization of the administrations of these paramilitary Services in the Board. There was also the removal of the Services from the Civil Service in 1992.At the level of manpower the Service now boasts of more men of the professions than at any other time in its history. There are among the officers, medical, environmental health officers, sociologists/psychologists, lawyers, general administrators, engineers etc.In its efforts to comply with international best practice the Service pursued to a logical conclusion the passage of the Nigerian Correctional Service Act, 2019 and the eventual assenting by the President. It is believed that the Act with its far reaching provisions, will place the Nigerian Correctional Service in a better position to achieve the aim of imprisonment more than ever before. The Act, among other things, seeks to provide a Correctional Service that is in tune with the rest of the world as far as Corrections is concerned. Among such is the introduction of the Non-Custodial Services into the Nigerian Penal System14.

THE NATURE OF CORRECTIONAL SETTINGS

Correction is one segment of the Criminal Justice System. A person who is accusedof any crime is either convicted or acquitted by the court. Persons who are convictedby court are lodged in a correctional setting. A person who is undergoing trial in the court may also be lodged in a correctional setting by order of the court. Thus a correctional institution or setting is a place where a person accused of or convictedof a crime is lodged for a specified period of time.

Traditionally, the approach towards crime control was guided by the concepts ofdeterrence, retribution and offender incapacitation. Deterrence refers to the various measures taken to prevent crime. Retribution means punishing someone for the wrongdoing. Offender incapacitation refers to the act of making an individual incapable of committing a crime. These ideologies of crime control have been gradually replaced by a diversified framework of ***reintegrative*** correctional strategies. These strategiesintend to assist the release inmates in their transition back into the mainstream society.The whole focus is on reshaping the behaviours of the convicted offenders with thefollowing goals:

i) Protection of society against crime;

i) Develop a sense of discipline and security;

iii) Reform and rehabilitate them in the given social milieu through appropriate correctional interventions; and

iv) Equip with skills and abilities in order to help them lead a normal life as a citizen,once they get out of the correctional institution.15

To fulfil the above objectives, various kinds of reintegrative services are offered within a correctional setting. These services include inmate care and welfare, vocational training programmes, inmate-family contact, self-discipline incentives (such as remissions, leaves, transfer to open institutions, parole etc). Thus, the inmate withina correctional setting would be involved in various kinds of productive activities. Further, certain categories of inmates who endanger public safety are segregatedfrom the mainstream society by way of imprisonment. Thus, putting a person in a correctional setting deprives him/her of liberty and self determination. However, allpossible efforts are taken to ensure that the person come out as better individuals than that they were at the time of their admission. With this objective, the Supreme Court of Nigeria in its various judgements has reiterated the following principles:

i) A person in a correctional setting does not become a non-person;

ii) A person in prison is entitled to all human rights within the limitations of imprisonment; and

iii) There is no justification in aggravating the suffering already inherent in the process 16.

AN EVALUATION OF SOCIAL WORK IN THE CONTEXT OF CORRECTIONAL SETTINGS

Social Work seeks to enhance the social functioning of individuals, singly and in groups, by activities focused upon their social relationships, which constitute the interaction between man and his environment. The activities can be grouped into three functions: restoration of impaired capacity, provision of individual and social resources and prevention of social dysfunction." Hence, social work is a discipline, which takes preventive and remedial action on problems in several areas of society. It helps families in economic or emotional difficulty. It works in medical and school situations. It seeks to correct the causes underlying delinquency and crime. The three functions of social work, restoration of impaired capacity, provision of individual and social resources and prevention of social dysfunction, are intertwined and interdependent.17

Restoration can be curative or rehabilitative. Its curative aspects are to eliminate factors, which have caused breakdown of functioning, and its rehabilitative aspects are to organise and rebuild interactional patterns. Provision of resources can be developmental and

educational. The developmental aspects are designed to further the effectiveness of existing social resources or to bring to full use the personal abilities for more effective social interaction. The educational aspect is structured to make familiar the public with specific conditions and needs for now or with changing social resources.

Prevention of social dysfunction involves early discovery, control, and elimination of conditions and situations, such as delinquency and crime, which potentially could hamper effective social functioning. The two main divisions of prevention of social dysfunction are- prevention of problems in the area of interaction between individuals and groups and secondly, the prevention of social ills.

The underlying assumptions of social work in the context of corrections are:

1) Social work, like all other professions, has problem solving functions and hence, it can help offenders in their treatment and rehabilitation.
2) Social work practice is an art with a scientific and value foundation and, hence, correctional work is professional in nature.
3) Social work as a profession came into being and continues to develop because it meets human needs and aspirations recognized by society.
4) Social work practice takes its values from those upheld by the society of which it is a part.
5) The scientific base of social work consists of three types of knowledge:
    a) tested knowledge,
    a. hypothetical knowledge which through validation gets transformed into tested knowledge and
    b) assumptive knowledge (or “Practice wisdom”) that requires transformation into hypothetical and then into tested knowledge.
6) The knowledge needed for social work practice is determined by its goals and functions and the problems it seeks to solve and, hence, they are applicable in the administration of correction.
7) The internalization of professional knowledge and values is a vital characteristic of

the professional social worker, since he facilitates to bring about the desired change in the behavior of the offender.

8) Professional skill is expressed in the activities of the social worker. It constitutes his artistic creation, resulting from three internal processes: first, conscious selection of knowledge pertinent to the professional task at hand in order to help the offender, second, fusion of this knowledge with social work and correctional values; and third, the expression of this synthesis in professionally relevant activity to administer correction and to modify offending behaviour18.

These assumptions constitute commitments for the social worker. It also means that the functions assigned to social work by society represent a two-fold responsibility. The first is to determine the professional activities through which it seeks to reach its socially approved goals and modify them as necessary in the light of changing social needs. The second is to exercise discipline and control over practice that would keep its professional accountability. A problem developed in the area of social interaction, whether raised as a problem by the individual or by a group in the community, calls for the professional services of the social worker.

In correction, social work not only helps individuals, groups and community to solve problems, but also assists them to prevent offending behaviour and enrich daily living. So, the main focus of the social worker is upon helping people to prevent and control crime. The social worker usually works with clients on a conscious level, helping them to face realities and solve problems in preventing and controlling offending behaviours.

In correction, social work is an art because it requires great skills to understand delinquent and criminal behaviour. It is a science because of its problem-solving method and its attempt to be objective in determining delinquent and criminal activities and in developing principles and operational concepts to deal with delinquency and crime. It is a profession because it encompasses the attributes of a profession in dealing with offending behavior.19

VALUES OF SOCIAL WORK IN CORRECTION

Social work values are basically the values of democratic societies, which are mainly the worth of the individual, the inherent dignity of the human person, society's responsibility for contributing to the common good, etc. The following six values to the practice of

social work are:

1) The individual is the primary concern of this society.
2) There is interdependence between individuals in this society.
3) They have social responsibility towards one another.
4) There are human needs common to each person, yet each person is essentially unique and different from others.
5) An essential attribute of a democratic society is the realization of the full potential of each individual and the assumption of his social responsibility through active participation in society.
6) Society has a responsibility to provide ways in which obstacles to this self-realization can be overcome or prevented.

The primary values of social work are:

1) Society has an obligation to ensure that people have access to the resources, services and opportunities they need to meet various life tasks, alleviate distress and realise their aspirations and values.
2) In providing societal resources, the dignity and individuality of people should be respected. All other values in social work originate from these primary values and contribute to the achievement of goals based on the primary values.

Knowledge of social work may be enhanced by consideration of some of its distinguishing characteristics. Social work stresses on the total person in the total environment. Its emphasis is on the importance of the family in molding and influencing behaviour. Utilization of community resources in helping people to prevent and control criminality is another important dimension.

Social work uses six basic methods. Among them casework, group work and community organisation are known as the primary methods. Social welfare administration, social work research and social action are the secondary methods. All these methods are applied in correction in varying degrees. Casework involves a close face-to-face relationship, mainly on an individual basis in working with people and their problems.The worker-client relationship is the key in the social work process in correction. The social worker attempts

to make it possible for the client to face and change his offending behaviour through this warm, accepting and understanding relationship.

In social work, there are four fundamental activities: assessing the problem, planning for solution of the problem, implementing the plan and evaluating the outcome. Assessment of the problem, such as delinquency and criminal behaviour, requires various evaluative steps, logically consecutive, but in practice, synchronized. In the light of this assessment, a plan of action must be structured. Implementing the plan involves rendering all the specific and interrelated services appropriate to the given problem situation in the light of the assessment and planning. Finally, evaluation determines the effectiveness of service in the light of the expected outcome formulated as part of the planning activity.20

THE ROLE OF SOCIAL WORKER IN CORRECTIONAL SETTINGS.

To deal with officially identified delinquents and criminals, every democratic society has created a system of correctional agencies. These agencies have been given the task of administering the penalties assigned to delinquents and criminals. These agencies are expected to protect the community during the offender's period of supervised status by controlling his behaviour. Furthermore, they are expected to help the offender, so that he can return to normal status, better able to be a constructive member of the community. Different kinds of correctional institutions are as follows:

- Prisons
- Borstal Schools/Institutions.
- Schools for Juvenile Delinquents
- Remand/Observation Homes
- Beggar Homes
- Reception Centres, Protective Homes
- State Homes, Probation Hostels

The nature of the penalties, which these agencies administer, is essentially that of restricted activities, maintaining strict disciple and regulated interaction. This period of down-graded status is spent under supervision either in an institution or in the community under the guidance of a correctional social worker. The handicaps inherent in this status

include:

- Loss of certain civil rights, such as voting, rights to enter into certain contracts, etc.
- Loss of liberty
- Restrictions on mobility
- Restrictions on privacy i.e., the offender must keep in contact with the supervising officer and must discuss most aspects of his basic social adjustment.

In correctional agencies, social workers may be known by such titles as classification officer, treatment worker, caseworker, group worker, diagnostic clinic worker, house master, etc. Among these, in the social treatment point of view, caseworker and group worker stand out prominently. It is characteristic of the social work task in the correctional setting that the worker may need to engage the administration in identifying the required services and in reformulating job description, so that the correctional setting may benefit from a fuller use of social work skills.21

The role of professional social worker will be highlighted in each of these correctionalsettings.

1) **Case work with individuals**: Social work practitioners should acknowledge and respond to the real environmental and emotional crises that can be created by incarceration. Each offender has the capacity to grow and develop to be aconstructive member of the family, community and society. Prisoners are responsible for their behavioural change. A central component of valuing the individual is recognizing the individual in relation to their family and community. Social Workers challenge attitudes and behaviours, which result in crime and cause distress, or harm to victims and others. Casework treatment in institutional settings relies heavily upon efforts toward role-adaptation in the client and role-adjustment in the primary groups, of which both the client and the persons who referred him are his members. In the correctional field, the probation officer interprets the delinquent's behaviour to the judge and to the police officers. The caseworker studies and assesses the combination of internal and external forcesthat directed the prisoner into criminal mode of behaviour

2) **Probation**: Probation is derived from Latin word which means "to test or toprove". It is developed as custodial alternative which is used where guilt is established but it is considered that imposing of a prison sentence would do nogood. The Court may order the release on probation of good conduct if it isconvinced that no previous conviction is

proved against him, and with regards to age, sex, and antecedents of the offender. The offender is required to enter into a bond with or without sureties to appear and receive sentence when called up and in the meantime to keep the peace and be of good behaviour. Imprisonment decreases his capacity to readjust to the normal society after release and association with professional delinquents often has undesired effects. During probation the probationer lives in the community. He regulates his own life under conditions imposed by court or other constituted authority and is subjected to supervision by a probation officer. Compensation, release on admonition probation, imposition of fines, community services are a few such techniques used. Probation officers provide case management and supportive services to individuals who have been offered a suspended sentence or probation as an alternative to incarceration; parole officers provide case management and other social services to offenders who have been granted early release from prison. Social workers in these positions may provide crisis intervention services and referral for education, vocational, counseling, and substance abuse services

3) **Aftercare:** The term after care refers to the programme and services organized for the rehabilitation of inmates from correctional institution. It can be used to refer to the programme and services organized to complete the process of rehabilitation of socially and physically handicapped individual or group which have been begun and carried up to a particular stage in an institution.

The social worker can play an important role in identifying post release employment opportunities and network with other organizations in order to help the inmate reintegrate into the society. A number of after care programmes are being run by the government with the help of non-governmental organizations (NGOs) which are acting as a bridge between the prisoners and the community.

4) **Group work among the substance abusers**: A large number of prison inmates end up in the prison as a result of drug trafficking. Many times they themselves are addicted to drugs and find it difficult to cope with the sudden abstinence within the prison walls. Social workers can play a major role in helping the drug addicts' deal with the situation through group work. The social worker emphasizes on abstinence from the substance/ alcohol and tries to motivate the inmate regarding the benefits of de-addiction. The social worker can also monitor the treatment drugs prescribed by the medical doctor in the prison.22

Social worker's specific main roles in correction are as follows:

1) Act as the officer of the court or other quasi-judicial body to investigate and report about the offender and his social situation, contributing the results of such social observations in an appropriate and meaningful way to the making of legal decisions.

2) Supervise the client's social activities in such a way that violations of the conditions of his status and his success in meeting conditions are perceived and can be reported.

3) Help the involuntary client to handle the stress caused due to the law enforcement and correctional process constructively. Become motivated to ask for and use help in the modification of delinquent and criminal behaviour.

4) As the formal authority person in the delinquent or criminal's life, work with either authorities associated with the client (parents, teachers, employees, social agencies, institutional personnel) in such a way that:

    - The problems of these authorities with the delinquent or criminal are alleviated.

    - The activities of the authorities support the delinquent or criminal's efforts towards satisfactory behaviour.

    - The delinquent or criminal is more soundly linked with the resources of his groups and his community.

5) Administer a case load or group load in such a way that:

    - The social worker's decisions are appropriate and responsible.

    - The decisions of other personnel in the administration of criminal justice are respected, implemented, and appropriately influenced by the social worker's knowledge.

    - The necessities of legal and administrative deadlines are observed.

6) Enact a role in a multidiscipline agency involving shared decisions and teamwork

obligations in partnership with:

- Personnel from other professions,
- Personnel in the same role as his, but with other educational backgrounds,
- Personnel with sub-professional assignments and backgrounds,
- Personnel from other agencies in the administration of criminal justice,
- Personnel in other agencies who have served the delinquent/criminal or will do so in the future.

7) Take a responsible part in the social change of the correctional institution and in the development of the field of service of the correctional institution, contributing from his professional knowledge and experience to the determination of policy.

8) Contribute to developing professional knowledge of social work in corrections.23

The social worker helps the offender to change his offending behaviour, so that he can relate constructively to others and become socially acceptable. This is done through working with the individual to help him to change through better understanding of himself and by tapping his own strengths and resources; and through modification of his environment to bring about a more healthy social climate in which he has to live. From the above.The tasks of the social worker in corrections include four particular aspects:

- Investigation for the purpose of securing information about the client's failure or success in meeting the obligations of his legal status.
- The use of controls to modify client's behaviour.
- Acting as a legal authority in the client's life with responsibility for value change.
- Correctional decision making.

The correctional social worker's most important task is to change the values and behaviour of the offenders, so that they begin to accept the values of the particular community. Therefore, social worker's aim is to help the offender, not to punish him.24

ROLE OF PROFESSIONAL SOCIAL WORKERIN CORRECTIONAL SETTING

Social work education is designed to train practitioners to perform a variety of functions in human services settings, including clinical practice, administration, policy practice, supervision,

organizing, advocacy, and research and evaluation. Foundation-level education in social work includes content on work with individuals, families, couples, and small groups; human behaviour; community and organizational dynamics;social policy; research and evaluation; social, cultural, and ethnic diversity; and valuesand ethics. Inprinciple, social workers with advanced training are educated to be able to provide clinical and case management assistance to individual offenders and their families; design, administer, and evaluate programs; supervise staff; and advocate and lobby for legislative and other social change. Broadly, the role of social worker in the correctional settingsmay take many forms as described below.

1) **Due process**: In criminal justice settings, due process involves protection of clients' legal rights. The broader subject of clients' rights–for example, related to privacy and confidentiality, protection from harm and exploitation, andparticipation in the development of intervention plans–has always been centralto social work.

2) **Diversion, Decriminalization, and deinstitutionalization**: Social workers must strive towards diversion from the correctional settings to the less formal community based programmes wherever available and appropriate.

3) **Alternatives to the Penal System**: Development of creative alternatives such as early childhood education, job, vocational training. Mediation and restorative justice programs must be facilitated. Mediation programs are often based on the concept of restorative justice. Restorative justice is a framework that provides offenders with an opportunity to "right" the "wrongs" for which they are responsible and a mechanism to empower victims who wishto confront the offenders responsible for their injuries.

4) **Evaluation**: The social worker should be aware of the dynamics of the complex factors affecting the offender and influencing his/ her action. The full range of background information, including family system, support systems, community support should be reviewed.

5) **Direct Service Providers**: Social workers should also be active participants in mediation, alternative dispute resolution, restitution, and conciliation programs. Social workers have both the clinical skills to assume these roles and the valuesand ideological commitment required to be effective. Social work and socialworkers should be central to the restorative justice movement.

6) **Advocates and Reformers**: Social work has always embraced and been committed to

social justice issues. Social workers are trained to identify and confront injustices, through the policy process, protest, and lobbying.

7) **Administrators and Supervisors**: Social work education programs typically include an administrative track for those students who wish to pursue this career path. Curriculum content ordinarily includes instruction on program planning, budgeting and financial management, grant writing, personnel issues and staff management, employee evaluation, supervision, leadership, staff development, community relations, and organizational dynamics.

8) **Researchers and Program Evaluators**: Every accredited social work education program provides students with at least foundation-level knowledge and skills related to formulating research and evaluation questions, research and evaluation design, sampling methods, data collection techniques, measurement issues (validity and reliability), research and evaluation ethics (especially protection of human subjects), data analysis, and report preparation

9) **Provide Background Information**, finding a balance between the rehabilitative potential and issues of public safety

10) **Identifying the Client**: is an important aspect of the social worker's overall education and training. Who the client is.

11) **Legal Aid**: Legal aid and assistance to the weak and downtrodden is a task best suited to the professional social workers in the light of their professional goals, which are committed to the welfare of the poor and needyA social worker can give the following inputs among others:

- Make the person aware of legal and constitutional rights and understand the social-legal norms and the consequences of their violation.
- Give proper guidance, suggestions, information to chart the future course of action
- Help in getting quality legal experts
- Give emotional support, most needed in such situations
- Build a strong supportive casework relationship and create an atmosphere wherein the person feels free to discuss his problems, frustrations, fears and anxieties

- Have a non-judgmental attitude

12) **Instruments of Social Change**: The social worker can focus on range of programmes in education, vocational training, and family support because theyare likely to be far more effective than the court system. A significant role of thesocial worker can be as a watch dog and promoter of human rights.25

The duties which the social worker perform on any occasion depends on a range of factors at a given situation, but most importantly on how it can help inmates to go through prison programme well rehabilitated.

1. **Social workers as an organiser**

In the initial stages of helping a group to set up, the social worker might adopt the rather directive role of organiser, taking on responsibility for getting things started by arranging meetings, sending out publicity the type of rehabilitation programme, organising positive action measures, such as Medicare and interpreting arrangements on how inmates conduct themselves either in class setting or vocational. They must often interpret, suggest, and analyze alternatives, and enter fully as a dynamic partner into a creative group process by which goals will be chosen, decisions will be hammered into shape and translated into action.

2. **Social workers as an advocate**

This should be a rare role for social workers, whose aim is usually to enable people to speak for themselves and develop a collective voice in negotiating situations.

In this role, social workers fight for the rights of others and work to obtain needed resources by convincing others of the legitimate needs and rights of members of society or inmate in the prison. Social workers are particularly concerned for those who are vulnerable or are unable to speak up for themselves. Advocacy can occur on the local, county, state or national level. Some social workers are involved in international human rights and advocacy for those in need. With this if the specialization is engaged by the authority the inmates will tends to listen and follow the lay down rules.

Social workers as a challenger

One of the chief purposes of social worker is to change things, particularly to question and combat current inequalities in the distribution in the prison. The social worker therefore

sometimes has a role to play in challenging prejudices, practices or policies that affect the inmate welfare and safety in discriminating against some inmates in the prison. In adopting this role, the worker must also be prepared to deal with any conflicts, resentment or feelings of disempowerment that result and to recognise that the role of challenger can be both uncomfortable and controversial. The key aspect to this role is that the social worker is enabling the inmate he/she is working with to acquire new capabilities and to enhance their existing skills, knowledge and understanding of the general public safety.26

THE SKILLS REQUIRED BY SOCIAL WORKERS IN CORRECTIONAL SETTINGS

The professional worker, who would be effective in work with delinquents and criminals in the correctional caseload, will require:

Knowledge of:

- Delinquent and criminal behaviour as one form of deviance.
- The psychological and social strains, which, in various constellations, compel individuals towards such behaviour.
- The body of techniques, which is learned by the offender in order to commit offences and to protect himself in dealing with community authorities.
- The diagnostic approaches now in use and the problems inherent in applying them to the correctional caseload.

Skills in:

- Identifying the social as well as psychological strains effective in the causation of offending behaviour.
- Modifying the offender's environment, so that factors which cause criminal deviance are eliminated.

Attitudes of:

- Acceptance of delinquent and criminal deviants without condoning anti-social behavior. Scientific interest in the contributions of social structure to causation and treatment as well as in psychological determinants.
- Readiness to work experimentally and without undue discouragement in a field where present knowledge is limited, prognosis is uncertain, and failures

frequent27.

Next is the specific functions of the correctional social worker. He helps to strengthen motivation of delinquents and criminals for constructive correction. Through talking with them sympathetically and understandingly, the social worker aids them. The correctional social worker allows the offenders to ventilate their feelings. The social worker provides needed information to offenders in correctional settings. By giving information, the probation and parole officer can help offenders to make decisions. The probation officer does not make decisions for the probationers, but he helps them to consider rationally, their problems and the alternatives which they have28.

By defining situations and problems, the social worker helps the offender. He assists the offender not only in thinking about a problem, but also in feeling about the situation. The social worker also assists the offender in modifying his environment. With his knowledge of community resources, the social worker is able to help the offender and his family to tap different kinds of financial and social resources to meet their needs .Referral may be made to a clinical psychologist, psychiatrist, school teacher, physician, lawyer or other professionals, who may help the offender with a particular problem. The social worker's comprehensive knowledge of the community resources is used to advantage in making referrals29.

TECHNIQUES USED IN CORRECTIONAL SOCIAL WORK

Social work approach in correctional setting implies a philosophy as well as application of techniques for problem solving. Operational philosophy of social work rests onthree specific premises.

1) Function of intervention is to target on a problem in social function.

2) Social work conceives problem solving as a partnership activity between social worker and client.

3) Response to the client means most and equilibrium is best restored at the pointof crisis so crisis, related social work should be emphasized.

Some of the important skills and techniques of social work with the clients are:

Counselling

It is a relationship in which one endeavour to help another understand and solve hisproblem of

adjustment. It is distinguished from advice or admonition in that it impliesmutual consent. It has as its goal the immediate solution of a personal problem orlong range effort to develop self understanding and maturity.

Insight and empathy

Perceptive understanding is required on the part of the social worker who develops insight into the problem of the client/offender by empathy. Empathy is a critical ingredient in the therapeutic process.

Interviewing

Interviewing is a professional conversation with a purpose. Effective communication is at the heart of positive human interaction. Interviewing is different from intensepsychotherapy and counseling. Interview is basic while counselling is the epitome ofpositive guided interaction.

The captive client

Here the client because of the constrained setting is captive. Presence during thesessions is not voluntary and somewhat imposed. Hence it is a very responsible process and the whole environment should be lighthearted. There is needed a structured permissive relationship between the client and interviewer.

Stigma and self esteem

Stigma as a mark of disgrace. It should be kept in mind that becoming an offender and coming in conflict with law has a deeper impacton the self esteem of the client, as the society treats them as marginalized and stigmatized. Hence the social worker has to keep these factors inmind before entering into any kind of intervention with them.30

SOCIAL CASEWORK IN CORRECTIONAL SETTINGS

In correctional settings, improvement of social functioning is achieved by means of mobilizing the capacities within the offender. The mobilization of inner capacities and environmental resources is accomplished primarily through the relationship between the caseworker and the client. The relationship, which is established during the period of treatment process, enables the client to work towards a constructive solution of his problems. Social casework is an art in which knowledge of the science of human relations and skill in relationship are used to mobilize capacities in the individual and resources in the community, appropriate for better adjustment between the client and all or any part of

his total environments.

A professional casework relationship is the one that enables the client to express facts, attitudes and feelings with a guarantee that the worker's response will be geared to the client's need, not to the worker's need. The caseworker is responsible for facilitating communication, both verbal and non- verbal, without which no relationship can be established and developed. This relationship is connected with the treatment process. The two types of casework treatment currently used in correctional settings are the supportive treatment method and curative treatment method. The former requires the use of a number of techniques that help the client to improve his functioning within the framework of his established ego mechanisms of defence.31

In correctional institutions, caseworker keeps the relationship a realistic one, using the possible elements in the relationship to motivate and influence the client towards a maximal solution of his problems. Thus, in the correctional settings, the caseworker's activity in respect to motivation is directed towards reducing the strength of factors inhibiting the client's use of help, towards identifying and utilizing the constructive motivating forces that the client has already developed. In correctional settings, the social caseworker attempts to establish a relationship which, over a period of time, frees the client to express his feelings, muster his ego strength, change his anti-social values and become law-abiding citizen. It means that the caseworker accepts the client, understands and respects him. The client gradually develops feelings towards the caseworker, and shares his ideas, emotions, and worries.

The helping process depends upon a relationship between worker and client within which the client may, if he is able and willing, be encouraged to ask, receive, and use help in clarifying his own wants and purposes, in relation to the resources available to him and in mustering his own powers to achieve his chosen ends. In many instances, the offender is likely to express his needs about concrete situations, such as the way he left things at home, or the job he left behind, or some details of institutional life, such as change of work assignments, or living quarters, or a suspected discrimination against him in privileges. The basis of the client's complaints may be real and may furnish a specific issue upon which the caseworker and the inmate of a correctional institution can work together.

There are five basic assumptions underlying casework, which are applicable in helping the

offender:

1) Every individual must be seen as a person of dignity and worth.

2) Behaviour, whether acceptable or unacceptable to the community, expresses a need of the individual.

3) An individual can and will change his behaviour if the right help is given at the right time and in the right amount.

4) If the offer of help is given before the problem becomes seriously aggravated, the response is likely to be better.

5) The family is the most influential force in the development of personality in the crucial early years. The emphasis in casework varies from case to case, since the cause of maladjustment may lie primarily with the individual, or with the environment, or in some cases a combination of these personal and social factors. The casework may be directed at strengthening the personality, in order to increase the capacity and understand the offender..

In attaining both immediate and ultimate goals, three fundamental processes are seen interplaying at every point, the use of the resources, assisting the offender to understand his needs and possibilities; and helping him to develop the ability to work out his own social programme through the use of available resources. In correctional settings, casework has been in use over a considerable period of time, especially in relation to probation. In other correctional settings, especially in institutions, not only is casework a later development, but it is very difficult to apply.32

SOCIAL GROUP WORK IN CORRECTIONAL SETTINGS

Group work with delinquents and criminals is often seen as a powerful technique for modifying behaviour and attitudes. In social group work, the worker helps members and group to use their abilities and strengths. The worker uses himself in different ways in relation to specific objectives. The group member and the group are inextricably interrelated and the condition of each is bound to affect the other.There can be three main reasons for the use of the group work in treatment of the delinquent and the criminal:

- First, the dynamics of the offender himself.
- Second, the specific correctional setting in which he finds himself.

- Thirdly, the specific purpose for which society has put him into the correctional setting.

There is a phenomenon appearing in the delinquent, which shows that one of his outstanding identification as well as support is the group. He must be approached in his own group where the other delinquents are around and he feels secured. The purpose and goals of the group related to this understanding are many:

1) The strengthening of the feeling of security of the offender in the framework of the group, so that he does not feel alone and helpless, but also moves towards not being wholly dependent on it.
2) The strengthening of the offender's independence by helping him to actually participate in group discussions, not to submit to a gang leader or a powerful sub-group.
3) The introduction of an adult who represents the values of a society they often reject, but who, because of his accepting attitude, represents adult security and love. The delinquent can meet this adult in a group, while still feeling the support of his contemporaries and relating in different degrees of intensity.
4) An opportunity to gain inner resilience and status within the group through accomplishment in activities accepted by the society.

In group work in correctional settings, the programme media should be varied. The group members must allow for outlet of hostility, and not reduce the group to unacceptable behaviour. Besides the help with outlet of feelings, a programme should include the opportunity for real achievement. It should strike a balance between more individual and more cooperative projects, according to the readiness of the group members. It must also allow for pure enjoyment and aesthetic satisfaction. clinical and case management assistance to individual offenders and their families; design, administer, and evaluate programs; supervise staff; and advocate and lobbyfor legislative and other social change.33

CONCLUSION

Juvenile delinquency and crime are major problems of modern society. Social work has an important role to play in the control, correction and prevention of delinquency and crime. Social work attempts to help the individual, his family and the community to face and solve delinquency and crime through the utilization of individual, family and community

resources. Casework, group work, and community organisation are the basic processes utilized by the social worker in correctional settings. The correctional social worker is given authority in order to change the way offenders (clients) express values in action. All social workers work with offenders in terms of values.

The social worker helps, particularly the police departments, courts, probation, institutions, parole and prevention. Therefore, professional social work in correctional settings is a comprehensive, constructive social attitude, therapeutic in some instances, restraining in some instances, but preventive in its overall social impact. Social work has an important role to play in the correctional settings. It attempts to help the individual, his family and the community to face and solve delinquency and crime through utilization of individual, family and community resources. All social workers work with offenders in terms of values. It is obvious that most of Nigerian prisons are becoming criminal breeding center in the hands of untrained Nigerian prison staffs. Tragedies associated with the lives of inmates are difficult to assess in monetary terms. The intensive and continuous introduction of social work education, with its promising features, into our schools and society system in which social worker is highly needed, deserves serious consideration by the Nigerian governments at the three levels.

RECOMMENDATIONS

1. There should great advocacy for inmates to resolve crises and improved the standards of living and working in the prison;
2. Social worker should help inmates to fabricate and reestablish their self-regard and professional capacities. Offenders need one to three years' provisional managements to effectively dissuade their lives far from criminality.
3. Collaborate with other professionals to evaluate inmates' medical or physical condition and to assess their needs or refer patient, client, or family to authority to assist in recovery from mental or physical illness and to provide access to services such as financial assistance, legal aid, housing, job placement or education.
4. Counsel clients and patients in individual and group sessions to help them overcome dependencies, recover from illness, and adjust to life and investigate child abuse or neglect cases and take authorized protective action when necessary.
5. Monitor, evaluate, and record inmate's progress according to measurable goals described in treatment and care plan.

REFERENCES

1. Dhaor, S (2008). Correctional Services in MSW- 005, Social Work Practicum, Unit 4, Block4, Indira Gandhi National Open University, New Delhi

2. Reamer, Frederic G. (2004) 'Social Work and Criminal Justice', Journal of Religion & Spirituality in Social Work: Social Thought, 23: 1, 213 — 231.

3. Reamer, Frederic G. (2004) 'Social Work and Criminal Justice', Journal of Religion & Spirituality in Social Work: Social Thought, 23: 1, 213 — 231

4. Sehgal, R (2008). Legal Aid, Social Advocacy and role of social worker in MSW- 004, Social Work and Social Development, Unit 4, Block 4, Indira Gandhi National Open University, New Delhi

5. Sehgal, R (2008). Legal Provision for children in MSW- 004, Social Work and Social Devemmm '|AAAAAAAAAAQ1lopment, Unit 3, Block 4, Indira Gandhi National Open University, NewDelhi.

6^ "Invitation to Tender for the Supply of Cooking Gas to Nigerian Prisons, for the Period 1st January to 31st December, 2015 Archived 3 December 2019 at the Wayback Machine." Nigerian Prisons Service. Retrieved on 22 June 2024. "National Headquarters, Bill Clinton Drive, Airport Road, Abuja."

7^ Jump up to:[a] [b] "About The Service Archived 3 December 2019 at the Wayback Machine." Nigerian Prisons Service. Retrieved on 22 June 2024

8^ *"Buhari changes Nigeria Prisons to Correctional Service". Punch Newspapers. 15 August 2019. Archived from the original on 6 June 2021. Retrieved 25 June 2024.*

9^ *"10 things to know about Nigeria's new law on prisons". 16 August 2019. Archived from the original on 4 July 2022. Retrieved 15 June 2024.*

10^ *Aliyu, Habib. "About Nigerian Corrections Service". corrections.gov.ng. Archived from the original on 27 December 2021. Retrieved 25 June 2024..*

11^ "Nigerian Prisons Service Prisons and Capacities Archived 3 April 2016 at the Wayback Machine." Nigerian Prisons Service. Retrieved on 22 June 2024.

12^ Chiama, Paul. "Nigeria's Famous Prisons" (Archive). *Leadership*. 7 August 2015. Retrieved on 22 June 2024.

13. *"Buhari extends tenure of prisons chief, promotes 10 other officers -- FULL LIST". 12 July 2019. Archived from the original on 16 September 2021. Retrieved 22 June 2024.*

14. Nigerian Correctional Service Portal :https://www.corrections.gov.ng accessed on 21

June 2024 at 12:37pm.

15. Sehgal, R (2008). Legal Provision for women in MSW- 004, Social Work and Social Development, Unit 1, Block 4, Indira Gandhi National Open University, NewDelhi

16. Tiwari, A. (2002). Medical facilities in Indian prisons: Role of prison doctors and para-medical staff to uphold the right to health of prisoners. Mumbai: Centre for Health Studies, Tata Institute of Social Sciences.

17. Varghese, J (2009). Group work in community settings in MSW- 008, Social Group Work: Working with groups, Unit 2, Block 4, Indira Gandhi National Open University,New Delhi

18. Sehgal, R (2008). Legal Aid, Social Advocacy and role of social worker in MSW- 004, Social Work and Social Development, Unit 4, Block 4, Indira Gandhi National Open University, New Delhi

19. Sehgal, R (2008). Legal Provision for children in MSW- 004, Social Work and Social Development, Unit 3, Block 4, Indira Gandhi National Open University, NewDelhi

20. Tiwari, A. (2002). Medical facilities in Indian prisons: Role of prison doctors and para-medical staff to uphold the right to health of prisoners. Mumbai: Centre for Health Studies, Tata Institute of Social Sciences.

21. Cipolle, S. B. (2010). *Service-learning and social justice: Engaging students in social change*.Rowman & Littlefield Publishers

22. Cowles, L. A. (2012). *Social work in the health field: A care perspective*. Routledge.

Crawley, E. M. (2013). *Doing prison work*. Routledge.

23. .Donahue, J. D., & Zeckhauser, R. J. (2011). *Collaborative governance: Private roles for public goalsin turbulent times*. Princeton University Press.

24. Dziegielewski, S. F. (2013). *The changing face of health care social work: Opportunities andchallenges for professional practice*. Springer Publishing Company.

25.Forde, C., & Lynch, D. (2013). Critical practice for challenging times: social workers' engagement withcommunity work. *The British Journal of Social Work, 44*(8), 2078-2094.

26. Guo, C., & Saxton, G. D. (2014). Tweeting social change: How social media are changing nonprofitadvocacy. *Nonprofit and Voluntary Sector Quarterly*, *43*(1), 57-79.

27.Hoffman, K. (2015). *Development of a framework to improve rehabilitation and health outcome in major trauma patients and trauma systems* (Doctoral dissertation, Queen Mary University of London).

28. Holt, S. (2011). Domestic abuse and child contact: positioning children in the decision-making process.*Child Care in Practice*, *17*(4), 327-346.

29. Kim, D. H. (2010). *An effective strategy for leadership development in the cell church*. LibertyUniversity.

30. Malekoff, A. (2015). *Group work with adolescents: Principles and practice*. Guilford Publications.

31. Mathieu, J. E., Tannenbaum, S. I., Kukenberger, M. R., Donsbach, J. S., &Alliger, G. M. (2015). Team role experience and orientation: A measure and tests of construct validity. *Group & Organization Management*, *40*(1), 6-34.

32.Schlanger, M. (2017). Prisoners with Disabilities: Individualization and Integration.

Van Voorhis, P., & Salisbury, E. (2013). *Correctional counseling and rehabilitation*. Routledge.

33. Zanca, J. M., & Dijkers, M. P. (2014). Describing what we do: a qualitative study of clinicians' perspectives on classifying rehabilitation interventions. *Archives of physical medicine and rehabilitation*, *95*(1), S55-S65.

□
□