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Title of the intervention: *Sustainable Reintegration of former inmates in Zambia - methodologies, synergies and partnerships*

1. Objective and relevance

1.1. MAIN PURPOSE WITH THE INTERVENTION, INCLUDING CHALLENGES THAT NEED TO BE ADDRESSED

This intervention draws on the solid expertise gained by Ubumi Prisons Initiative Denmark (*Ubumi DK*) from 15 years working in the Zambian prisons, including empowerment and capacity building of inmates and vegetable garden projects – components that have been part of previous CISU proposals 2307 and 2405. Through these CISU interventions and other projects funded through private foundations, Ubumi DK has worked with various local civil society organisations in Zambia, including Ubumi Prisons Initiative Zambia (*Ubumi ZM*). The work of Ubumi DK and Ubumi ZM in the prisons has showed important results, including reduced mortality and morbidity, empowerment of inmates and corrections staff, development of local networks and partnerships as well as an on-going constructive dialogue with Zambia Correctional Service (ZCS). However, the work of the two organisations have also highlighted the pertinent need to address reintegration of former inmates. This project centres on reintegration through documentation for cost-effective methodologies for reintegration, which gives former inmates possibilities for sustainable livelihoods and a new life without crime. Furthermore, building on Ubumi's experience, the project entails building new strategic alliances, which hold the potential for placing reintegration of former inmates on the agenda of decision makers.

Although it is well-known that many former inmates face major challenges in terms of reintegration, the government of Zambia is yet to develop a reintegration policy. To be able to demonstrate a successful case for reintegration, Ubumi DK and ZM will in this intervention further develop, strengthen, and document a reintegration method, which will build capacity and resilience of both ex-inmates and other vulnerable community members, and thereby strengthen their chances of a normal life. Specifically, the method will build on an existing community-based farming project with focuses on capacity building within agriculture to support active citizenship. Ubumi DK and ZM will use this method to document positive and replicable cases of reintegration to local stakeholders in Chipata and to initiate collaboration with Southern African Network Of Prisons (SANOP) for advocacy for reintegration. SANOP is a network of Zambia-based NGOs which works to serve the prison and ex-prison community and promote amongst other issues health and reintegration.

Ubumi ZM will be the primary partner organization for this intervention as they possess important capacity and experience from previous interventions in prison settings and due to their strong and professional networks with other Zambian prison organisations and actors. Furthermore, Ubumi ZM has a key interest in building capacity and strengthen their advocacy work within reintegration. Together, Ubumi ZM and Ubumi DK have the capacity, knowledge, and experience to implement this intervention and promote sustainable change for vulnerable populations. The objectives for this intervention are:

Long-term objective of the intervention:

To support and promote active citizen participation and livelihoods of ex-inmates and vulnerable community members as well as to exercise advocacy for a Zambian reintegration policy, using the reintegration farming method as showcase.

Immediate objectives of the intervention:

1) Develop and document a new method for reintegration of ex-inmates and vulnerable community members to promote successful reintegration back into society.

- 2) Further strengthen the skills of Ubumi Zambia to develop and implement methods for reintegration and promotion of active citizen participation by ex-inmates and vulnerable community members.
- 3) Support the existing process for advocacy for reintegration towards stakeholders in Chipata District and establish a foundation for future collaboration with the network of civil society organisations SANOP

1.2. THE CONTEXT OF THE INTERVENTION

The project activities will take place in Chipata Male Correctional Facility (hereinafter referred to as CMCF) and at the farming project site in Mazimoyo on the outskirts of Chipata, Eastern Province.

1.2.1. Reintegration

Social reintegration can be understood as the support given to offenders during re-entry into society following imprisonment. Successful reintegration often requires access to opportunities such as start-up capital, employment or land, which for former inmates is a challenge around the world, Zambia included. Most ex-inmates often face many challenges when they leave prison, such as unemployment, low self-esteem, and substance abuse. Some obstacles result from the prison experience itself, including anxiety, trauma, stigma from the community, and poor support networks to return to. This has a negative impact on their ability to build (or re-build) their lives. Unless they receive help to overcome these issues, they risk getting caught up in a vicious cycle of failed social integration, reoffending and new convictions. Legally binding international and regional human rights conventions, as well as the United Nations standards and norms in crime prevention and criminal justice, clearly acknowledge this point and emphasize the importance of interventions to support the social reintegration of ex-inmates as a means of preventing further crime and protecting society. Vulnerable community members (defined here as people living in extreme poverty, unemployed and of whom many live with HIV/AIDS), often face many of the same challenges as ex-inmates including low self-esteem, poor health status, and discrimination and thus also need help to integrate successfully.

1.2.2. Zambia context

On 24 October 1964 Zambia was born. Zambia is a multiparty democracy and has had different parties and presidents rule the country. The political situation in Zambia is increasingly fragile, and many people are food insecure and live near or below the poverty line. On a national level, Zambia's malnutrition rates are among the highest in the world, with over half of the population living below the poverty line (World Food Programme, 2020). The most common reasons for poverty in Zambia are inability to afford agricultural input as well as lack of capital to establish own farming land.

Chipata context

The project activities related to immediate objective 1 will take place in the Chipata area in CMCF and at the farming project site in Madzimoyo. Chipata is situated in a valley surrounded by a fertile agricultural region, with the main crop being maize. With no industries and few companies available, many people are involved in agriculture, with small local farmers or with their own farming land. There is a high unemployment rate.

Civil society context

Civil society in Zambia is generally weak, and there are stories of NGOs being closed down or even critical voices going missing. Recently, we have also seen more politically motivated arrests, complicating the work of correction officers and NGOs, when the political inmates are high level (the opposition leader was imprisoned in 2017). Civil society is generally viewed as a threat to state power. Mostly, NGOs who deliver social services are still treated well and the legitimacy, which comes with delivering services allows for freer space to hold government accountable and to criticize decision-making. Generally, civil society actors does not have a tradition of being outspoken and most are afraid to challenge authorities. Ubumi ZM however are known for being outspoken advocates in especially the direct dialogue with ZCS, but also in PHAC, a committee of civil society, government and other stakeholders working to coordinate health in Zambian prisons.

1.2.3. Chipata Male Correctional Facility (CMCF) and the farming project

The CMCF holds approximately 1,300 adult males and 50 juveniles. It is a medium security facility with sentences less than 15 years, and 3 years on average. Most inmates are convicted of poverty-related petty crime, but they risk a life inside prison for years. The prison is characterized by poor health and hygiene, overcrowding and lack of food. Ubumi ZM has worked in this prison since 2017 focusing on empowerment and health.

In 2018, Ubumi ZM decided to purchase local land establish income generating activities to support both inmate nutrition inside prisons and a reintegration project. Today, the project has a small piggery with 24 pigs as well most of the land cultivated. 15 community members/ex-prisoners work on the farm in exchange for a token volunteer allowance, agriculture trainings and the possibility to farm on a small piece of land. The experiences gained from this project are form the background information for this intervention.

1.2.4. COVID-19 considerations

As of 23 February 2021, Zambia has reported 75,582 lab-confirmed COVID-19 cases and 1040 deaths, with cases being reported throughout the country. 14% of the tests are positive and the relative scarcity of testing suggests that these numbers are a severe underestimate of the true disease burden. Despite resistance to testing by ZCS command, 188 inmates and 62 officers have tested positive for COVID-19, and 3 COVID-19 related deaths have been recorded amongst inmates. The high levels of overcrowding means that staff, inmates/ex-inmates may unknowingly act as vectors for community transmission. As a response to the COVID-19 situation, this intervention will include trainings on COVID-19 and precautions to limit infections.

1.3. HOW THIS INTERVENTION WILL STRENGTHEN CIVIL SOCIETY ORGANISING

The networking and synergies established in this project will benefit the civil society organisations committed to working to advocate for reintegrating former inmates and specifically the work towards the development of a reintegration policy. Furthermore, as SANOP is a relatively recently established network of civil society organisations, it will strengthen a much-needed alliance. On a smaller and more practical scale, the intervention will also create a foundation for the participants involved at the farm to organise themselves in self-established 'working groups' during and/or after the farming project in which they can support each other throughout the project and collaborate on establishment of future small-holder farming activities. This will increase their chances of successful integration in society and spark a stronger sense of active citizenship. The farm and its participants will at the end of the project period present their case to members from SANOP Zambia Chapter and to the mayor of Chipata, and in this way get an opportunity to get important recognition of their basic human rights following a typically marginalising and traumatic period of incarceration.

1.4. CLIMATE- AND ENVIRONMENTAL CONDITIONS

Ubumi DK and our partner organizations have a strong focus on sustainability; we establish vegetable gardens for sustainable food production and focus on empowerment, capacity building and existing resources, physical as well as human, to promote long-term development. The farming project will also produce vegetables and fruits to be sold locally and for sustainable food supply for vulnerable inmates in the Chipata Prisons. Ubumi ZM will monitor the project on a regular basis, and the intervention will include one monitoring visit by Ubumi DK Director. Other visits will be covered through other projects.

2. The partnership/collaborators

Forming an important foundation for this intervention is the seven years professional collaboration between Ubumi DK and Ubumi ZM for improved conditions in the Zambian prisons. The intervention will also include continued collaboration with ZCS as well as networking and collaboration with new actors, including SANOP, the local business community in Chipata, and Chipata Government.

2.1. EXPERIENCES, CAPACITIES AND RESOURCES OF PARTICIPANT PARTNERS AND OTHER ACTORS

2.1.1. The Danish partner: Ubumi Prisons Initiative Denmark

Ubumi DK has worked in the Zambian prisons for 15 years, focusing on health, nutrition, education, capacity building, and reintegration. Since 2013, Ubumi DK has run large scale projects in the prison context, and since 2016, Ubumi DK has worked with committed and skilled local partner organisations within the field of prisons and/or health. Ubumi DK sees a key role in collaborating, supporting, and strengthening the local NGOs, and now works with five formal partners, and several more or less formal partners. For the 5 past years, Ubumi DK has worked consistently to build capacity of the local partners to implement the Ubumi Model, which is a model that aims to work holistically and strategically with the relevant parties in the prisons to foster long-term changes and improvements within health. Ubumi DK has provided partners with trainings and mentoring on for instance general health, mental health, hygiene, and project management, as well as worked actively to support and foster new partnerships and networks between organisations.

Ubumi DK employs a director, a nutrition expert/project manager, an admin officer/accountant, and consultants as needed. The director has a PhD within prison studies, and she is responsible for the overall strategic direction of the organisation, of course in collaboration with all staff and volunteers. She works with monitoring and evaluation and with various fact-finding missions/research. In this intervention, she will be responsible for the overall planning of the intervention, train Ubumi ZM on CISU guidelines and grant management, as well as general ongoing correspondence with Ubumi ZM as well as monitoring the intervention.

2.1.2. The Zambian implementing partner: Ubumi Prisons Initiative Zambia

Ubumi ZM is a registered NGO and has worked in the Zambian prisons since 2014. The projects of Ubumi Prisons Initiative were initially started by a small group of volunteers working in female prisons in Zambia in 2006. At the time, the initiative worked under the name ‘Children in Prison Initiative’, but it quickly outgrew its name, as vulnerable adult women were included, and in 2011/12 the initiative started in male prisons, where the main model (the Ubumi model) that Ubumi works with was designed by inmates in collaboration with a Danish volunteer (now director of Ubumi DK). Ubumi has a long-standing relationship with ZCS which means that the organisation can navigate with integrity in a challenging prison environment. In 2012, Children in Prisons Initiative changed its name to Ubumi Prisons Initiative to reflect its mission. The word ‘Ubumi’ means ‘Life – care for everyone’s life’ in one of the Zambian languages and it reflects the fundamental values of the organization: Everyone’s life matters and everyone deserves inclusion. In this way, the organization was formed from the grassroots level in the Zambian prisons supported by both Zambian and Danish ‘external’ volunteers. Inmates in Zambia’s prisons are by law not allowed to form civil society organizations, but Ubumi’s essential values centre on including and addressing inmates’ perspectives, concerns and needs, as well as work to empower the inmates under the very real constrictions that prison life entails.

From 2012, the project grew in numbers and ambition and groups of volunteers formed both inside and outside the prisons. In order to expand the project portfolio and to start making a difference at a more structural level, it was decided to register the organization in both Denmark and Zambia. By end of 2013, Ubumi Prisons Initiative registered in Denmark, and in 2014, the organization registered as a chapter of an international organization with the Zambian authorities. Currently, Ubumi ZM has five ‘office bearers’ which are legally responsible for the organisation in Zambia. The partnership agreement 2021-2024 between Ubumi DK and Ubumi ZM, which has been approved by the CISU secretariat, can be found here: https://ubumi.net/onewebmedia/Partnership_agreement_FINAL.pdf

Ubumi ZM possesses great legitimacy with strong networks among partner organisations and duty bearers, specifically a long-standing relationship with ZCS. Ubumi ZM has since 2015 been part of the Prisons Health Advisory Committee, a network of civil society organisations, bilateral, multilateral and government partners working with health in the prisons. Ubumi’s Country Coordinator serves as treasurer on the board of SANOP, which is a network of NGOs working to support issues in relation to Zambian prisons, including reintegration.

Ubumi ZM has 5 paid staff members in the project office in Lusaka and 1 paid staff member located in Chipata, who is supported by several dedicated volunteers. Located in Lusaka is a sociologist (country coordinator), a mental health advisor (clinical officer), an accountant, and two project officers. All staff members have several years prison experience. They are supported by a number of volunteers and high-level professionals (at consultancy level). Several staff members and volunteers are former inmates. For details on the staff and volunteers of the Ubumi, please visit <https://ubumi.net/team.html>. In this intervention the Country Coordinator will be project manager supported by a project officer, a farm manager, an accountant and a dedicated team of volunteers, who have worked on the Chipata farm and/or in the prisons for the past 3-4 years.

In this intervention, Ubumi ZM will further strengthen their knowledge about and experience with working with ex-inmates and vulnerable community members. They will draw on their experience from the agriculture project in Chipata, funded partly by the United States President's Emergency Plan for AIDS Relief (hereinafter referred to as *PEPFAR*), Merkur Foundation, the Obel Family Foundation, as well as notably CISU under project 2405. Furthermore, they will use their long-term experience from working with inmates, and particularly build on the success of implementing agriculture projects to empower and build capacity of inmates. During this intervention, the two volunteers located in Chipata will attend *Technical Education, Vocational and Entrepreneurship Training Authority* courses (see more under partners) to further strengthen their capacity within farming and entrepreneurship.

2.1.2. Other stakeholders

Zambia Correctional Service (ZCS) – institutional duty bearer

ZCS is the government body in charge of the running of the prisons, and they are a key partner for all NGOs working in the prisons. In 2016 ZCS took a principle move from a punitive approach towards prisoner reform and human rights approach to corrections work. There is therefore an increased focus on the need for reintegration programmes. Ubumi DK and Ubumi ZM have in-depth experience working with ZCS and corrections staff, primarily collaborating with HQ departments and health focal points at the individual facility level. In this intervention, Ubumi DK and Ubumi ZM will initiate a proactive approach towards leadership, as well as a closer collaboration with the Offender Management Unit at ZCS, both at HQ and facility level on the issue of reintegration. Offender managers are responsible for implementing reintegration programmes for all inmates upon release, including family tie-up programmes, and identifying work opportunities. Advocacy for reintegration programmes builds on the existing relationships and holds the potential for change.

Southern African Network Of Prisons (SANOP) – Zambia Chapter

SANOP is a membership-based organisation of civil society organisations, networks and individuals founded in 2019 that exists to serve the prison and ex-prison community and promote human health and dignity in Southern Africa. Board members of SANOP include amongst others Ubumi ZM as well as Ubumi DK partners Prisoners Future Foundation (PFF). The SANOP mission is to coordinate efforts to build resilience and promote the rights of inmates, ex-inmates and their families for community reintegration. In this intervention, 2 members of SANOP will be invited to a mini-conference in Chipata together with Local Government representatives to initiate future collaboration on reintegration. The remaining 7 board members will be kept included throughout the project period through information-sharing at board meetings.

Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) – technical partner

TEVETA offers government approved technical education and vocational training such as nursing, agriculture, and community development and links it to the requirements of the employment sector. In this intervention, TEVETA will be responsible for agriculture and entrepreneurship courses offered to selected participants and facilitate contact to the local business community relevant for this intervention. TEVETA is routinely used within the correctional setting to promote skills-building, but rarely, if ever linked to reintegration activities.

City Government and local business community of Chipata

To exercise advocacy towards local stakeholders as well as to create awareness of the farming project, Ubumi ZM will engage the City Government of Chipata and a consultant from the local business community in this intervention. The organisations will invite the mayor of Chipata City and District, Sinoya Mwale, and other relevant Government staff to a mini-conference of the farming project. Sinoya Mwale has previously shown great interest in the work of Ubumi DK and Ubumi ZM. The local consultant will also provide support to strengthening the business plan for the farming project.

2.2. ANY PREVIOUS ACQUAINTANCE OR COOPERATION BETWEEN THE PARTNERS

Please refer to section 2.1.2.

2.3. THE CONTRIBUTIONS, ROLES, AND RESPONSIBILITIES OF THE PARTNERS AND OTHER ACTORS

Ubumi ZM and Ubumi DK have had several meetings to develop this intervention and to discuss roles and responsibilities among the two organisations and other stakeholders. As the lead applicant, Ubumi DK will be responsible for overall monitoring of the intervention as well as for developing the final evaluation and report to CISU in collaboration with Ubumi ZM. Ubumi DK will also support the communication and collaboration with ZCS, Chipata Government, SANOP and the local business community. Ubumi DK will also hold two capacity building workshops for Ubumi ZM on the CISU principles, including the development triangle. Ubumi's monitoring will take the shape of online meetings, videos of the project site, as well as WhatsApp communication, as well as hopefully two physical visits midway and end-project (Covid19-situation pending).

Ubumi ZM will have the primary responsibility of implementing the intervention, with Ubumi ZM country coordinator as the project manager. This includes development and implementation of project activities, contact to CMCF staff and inmate coordinator, collaboration and meetings with local consultant, as well as responsibility for communication with and mini-conference for local stakeholders and SANOP. Ubumi ZM will monitor the intervention on a regular basis and make quarterly reports to Ubumi DK.

ZCS will be responsible for supporting activities in the CMCF. This includes granting access for Ubumi ZM and Ubumi DK, designating time for selected corrections staff to attend the reintegration workshop and for assisting in appointing inmates for the farming project. Their role is also to support participation of ZCS staff in the awareness raising event (see activities) and to share information with and advocate towards Ministry of Home Affairs during the intervention period. TEVETA will be responsible for planning theoretical and practical courses for selected participants in the farming project, in collaboration with Ubumi ZM.

The role of Chipata local Government and SANOP is to take part in the awareness raising event where SANOP also will contribute with experience sharing on reintegration. SANOP will, furthermore, use the farming project as a case in the process of advocating for development of a reintegration policy. The role of the consultant from the local business community is primarily to contribute to further development and quality assurance of the business plan for the farming project. The consultant will also contribute with information about the local business community, including identification of job possibilities for participants.

2.4. DEVELOPMENT OF RELATIONSHIP AND COLLABORATION BETWEEN THE PARTNERS

Ubumi ZM and Ubumi DK both bring important knowledge base to this intervention, in this way complementing as well as strengthening each other's competencies and experiences. The two organizations already collaborate to support health and reintegration of inmates from the CMCF. With this CISU proposal Ubumi ZM and Ubumi DK wish to extend and strengthen their work on reintegration to make a thread of consistency and coherence between the reintegration activities inside and beyond prison walls. By building on the organisations' collective strengths, the intervention will also contribute to a stronger common 'voice' (advocacy) for the support to and rights of ex-inmates as well as pave the way for establishing reintegration interventions in other prisons and communities in Zambia, based on the method developed in this intervention.

3. Target groups, objectives, and expected results

3.1. TARGET GROUPS

Primary target group

- 25 adult males from CMCF participating in the reintegration workshop and the farming project.
- 25 vulnerable adult males from the community participating in the farming project.
- 6 staff members and 2 volunteers from Ubumi ZM.
- 3 staff members from CMCF (Officer in Charge, Deputy Officer in Charge and Offender Management Unit).
- 3 staff members from ZCS headquarters.
- 3 members of Chipata Local Government including the Mayor of Chipata (Sinoya Mwale)
- 9 from SANOP (The board of SANOP Zambia Chapter)

The primary target groups include both ex-inmates and vulnerable community members to establish a secure transition and environment for ex-inmates, and to empower vulnerable community members. Furthermore, the aim is to promote collaboration and establish positive close relationships, which has been proven to support ex-inmates in making positive changes, as they rarely change by themselves. Including community members will also create legitimacy in the local community and avoid expected accusations of special treatment of ex-inmates. Most inmates involved in and reached by this intervention are males (18 to 50 years of age), as approximately 98% of adult inmates in Zambia are males. However, in general, we always have a strong focus on including both male and female inmates to the largest extent possible.

Secondary target group

This includes the inmate coordinator and his deputy in CMCF and Ubumi ZM. Ubumi ZM can be defined as both a primary and secondary target group, as they will participate in courses at TEVETA as well as taking a leading role in implementing the intervention. Another secondary target group is 60 patients, 10-15 small children, and 100 juveniles annually on Ubumi ZM/DK projects in the Chipata prisons, who will receive vegetables and fruits from the farming project 2-3 times per week during the intervention period.

3.2. HOW THE TARGET GROUP WILL PARTICIPATE IN AND BENEFIT FROM THE INTERVENTION

This intervention will empower and build capacity of ex-inmates and vulnerable community members within practical and theoretical farming skills as well as social skills training, which will prepare them for future agricultural employment opportunities and participation as active citizens. The reintegration workshop in CMCF and mentorship in the farming project will also train participants about their fundamental rights, including rights to employment and active citizenship despite imprisonment and/or marginalisation, which will promote resilience and self-esteem.

3.3. OBJECTIVES AND EXPECTED RESULTS

The long-term and immediate objectives of the intervention are listed in section 1.1 (*Main purpose with the intervention*). The expected outputs of the intervention are:

- A cost-effective sustainable method for reintegration has been further developed and documented, as well as integrated into the Ubumi Model Guidelines.
- 25 inmates from CMCF have attended a 1-day reintegration workshop.
- 50 ex-inmates and community members have participated in agriculture skills training.
- 20 ex-inmates and community members have completed a course at TEVETA.
- 2 Ubumi Zambia staff members have been trained through TEVETA courses.
- Ubumi Zambia has increased capacity to implement farming reintegration projects.

- A strengthened collaboration on reintegration between Ubumi ZM and Ubumi DK.
- Staff from CMCF and ZCS HQ as well as members of Chipata Government and SANOP Zambia Chapter have participated in an awareness raising event.
- Synthesis of experiences/reintegration model to be included in Ubumi Model and a business plan for the farm

3.4. THE STRATEGY OF THE INTERVENTION, INCLUDING PLANNED ACTIVITIES

This intervention will work to support and promote reintegration of ex-inmates and vulnerable community members. This will be achieved through further development and documentation of a new method for reintegration, and through strengthening the local partner organisation Ubumi ZM to further develop this new method and to address local key stakeholders. The new method for reintegration is a community-based initiative implemented as a farming project focusing on agriculture and social skills training (more details in section 3.4.1.), and with a strong emphasis on a Rights Based Approach and the Sustainable Development Goals, including goal 1, 2, 3, 8, 10, 16, and 17. The method is inspired by agriculture projects which Ubumi ZM and Ubumi DK have implemented since 2012 in prisons in collaboration with inmate volunteers. These projects have proved successful for vulnerable inmates through empowerment, skills building within farming and collaboration, and through improved self-esteem. As described in the context analysis, there is currently no support to reintegration. The aim with the new method for reintegration is therefore to use it as case for exercising advocacy towards key stakeholders to promote support for reintegration, including advocating for the development of a reintegration policy. In this intervention, the advocacy work will focus on local stakeholders including Chipata Government, CMCF leadership, and the local business community as well as ZCS HQ and SANOP. The strategy of the intervention is guided by The Change Triangle and its three elements that support each other in the form of capacity building, strategic service, and advocacy. This will be further elaborated in the description of project activities in the following sections.

3.4.1. The farming project for ex-inmates and vulnerable community members

The activities in the farming project include both *capacity building* and *strategic service*. The capacity building consists of activities in relation to courses for participants and Ubumi ZM at TEVETA, mentorship of participants, farming skills training, as well as capacity building of civil society, specifically Ubumi ZM. The strategic service are activities in relation to training and supervising Ubumi ZM and Ubumi DK staff in strengthening a business plan for the farming project, and input for establishing and running vegetable gardens and the piggery. The farming project has already been established in Chipata by Ubumi ZM. The participants will stay 6-9 months in the farming project, which will include practical training and supervision within agriculture, mentorship, and courses at TEVETA. The aim is to empower participants, to increase possibilities of finding employment, and to establish a future sustainable livelihood. On completion of the project, participants will be supported by Ubumi ZM staff and volunteers in Chipata, who will use their professional network to explore employment opportunities. The participants will also receive small allowances during the project as a saving for their new life as well as a certificate to document competencies. If possible, Ubumi ZM staff and volunteers will also support participants in establishing contact to their families. The farming project will also benefit the most vulnerable in the Chipata prisons who will receive extra nutritious food. This will be distributed and prepared by inmates involved as volunteers on the Ubumi Model.

Practical farming skills training

This activity will equip participants with competencies within agriculture (vegetable produce and pig rearing). Some participants will also learn about entrepreneurship. Ubumi ZM staff and community volunteers have already cultivated the farming land with different vegetables and fruits, which have been chosen considering sales price, resistance to drought and nutritional value. We have included a solar pump and basic irrigation as part of investments to secure the ability to cultivate effectively during dry season. The piggery with 24 pigs is not big enough to allow for breeding or to promote economic sustainability to make new investments. An

expansion of the piggery is therefore also included as an investment in this intervention. The plan is by the end of the 14-month project period to have at least 50 pigs. It is expected that the farm is independent from external financial input within the project period or soon thereafter through sales of produce.

TEVETA courses and mentorship

Twenty participants will enroll in TEVETA agriculture, pig rearing and/or entrepreneurship courses with the aim of strengthening both theoretical knowledge and practical skills of the participants. The courses will be taught over a period of 4-5 months. Participants will take part in the farming work while taking the course. Most of the participants will be transitioned out into society, but a 3-6 are expected to stay on as mentors and trainers. Through mentorship activities, we want to empower and support participants in defining own resources and believing in a future for themselves, as well as support active citizenship and participation in the project. Two of the volunteers attached to the project will facilitate mentorship activities, which will include meetings in a support group fashion as well as individualized support.

Business plan for the farming project

A local consultant will be involved to support Ubumi ZM in doing quality assurance of the business plan that is already developed for the project through the PEPFAR funding. In this way, the consultant will build capacity of Ubumi ZM to implement this reintegration method and the knowledge will be incorporated in the organization. The role of the consultant is also to share experiences from other agricultural projects, to create awareness of the farming project in Chipata, to provide local insight relating to identifying possible costumers for the farming project produce, and to identify employment opportunities for the participants. The consultant will meet with Ubumi ZM staff for 3-4 visits/workshops during the intervention period.

3.4.2. Reintegration workshop for inmates in the Chipata Male Correctional Facility

This activity focuses on *capacity building* of vulnerable inmates from the CMCF. The workshop will form a foundation for preparing inmates for a successful reintegration as well as prepare them specifically for participation in the farming project (new method for reintegration). The 1-day workshop will focus on coping strategies as an ex-inmate (stigma and discrimination, self-esteem, attitudes) and guidance on being an active citizen, collaboration, commitment to the project etc. The workshop will be developed and taught in collaboration between Ubumi ZM and Offender Management Unit. Experience from this workshop can be used in other prisons and contribute to advocacy for increasing awareness on reintegration in ZCS. Ubumi ZM will be responsible for selection of inmates from CMCF (who have served their sentence) for the reintegration workshop and for the farming project through a transparent process. Selection will be based on inmates' prior record of conduct, skills and motivation. The vulnerable community members will primarily be recruited by Ubumi ZM staff and volunteers in Chipata. Completion of primary school will be a prerequisite for participants to attend a TEVETA course but not to attend the farming skills training.

3.4.3. Mini-Conference on reintegration, which includes a presentation of the farming project

This activity focuses on *advocacy* towards local key stakeholders as well as *capacity building/experience sharing* with SANOP. The farming project and the workshop inside CMCF will enable initial advocacy activities towards local duty bearers and key stakeholders. The workshop in CMCF will create awareness about the importance for preparation for reintegration among CMCF staff and leadership. The Mayor of Chipata, other Government staff, CMCF leadership, ZCS HQ staff, a consultant from the local business community as well as members of SANOP Zambia Chapter will be invited to a mini-conference of the farming project, facilitated by Ubumi ZM. The purpose is to create awareness of the international standards and recommendations around reintegration and to raise awareness about the farming project as a useful method, which can be used as a case in future advocacy activities, locally as well as nationally. TEVETA courses are often used in prisons and ZCS as well as local government has plenty of land. The hope is to spark fruitful conversation on collaboration and effective, sustainable reintegration interventions. The aim is also to initiate a collaboration with SANOP, which can form the foundation for future joint advocacy work for support to reintegration, including creating

alliances in the process to push for development of a national policy for reintegration. The conference will also contribute to increased capacity by SANOP to advocate for reintegration and harmonized strategies in their networks and towards duty bearers nationally.

3.4.4 Time plan for the intervention

Month 1: Start-up/meeting between Ubumi ZM, Ubumi DK, and ZCS; Identify inmates for workshop; Identify community members Develop reintegration workshop; Meeting between Ubumi ZM and TEVETA

Month 2: Reintegration workshop; Prepare participation in farming activities; Identify community members and inmates for the farming project. Workshops with consultant + business plan consolidation

Month 3: Farming project start up; 10 participants begin at TEVETA courses, mentorship activities

Month 4-6: Farming activities continue. Workshops with consultant, mentorship activities

Month 7-8: Farming activities continue; TEVETA courses continue until month 8; Transition of participants into society. Mid-term evaluation

Month 9: 10 New participants begin at TEVETA courses; Farming activities continues. Reintegration Model draft developed, mentorship activities

Month 10-13: TEVETA courses continue until month 13; Farming activities continues. Mentorship activities, Month 13/14: Mini-conference

Month 14: Final evaluation by Ubumi DK and Ubumi ZM together with ZCS and other relevant stakeholders. Throughout the project the mentioned meetings and workshops between Ubumi DK and ZM will take place. Every three months experiences and lessons learnt will be noted down. At project end, a description of the reintegration model will be included in the Ubumi Model Guidelines.

3.4.5. Risks related to the intervention

- Covid19: Ubumi ZM could be denied access to CMCF. This may prevent implementation of the reintegration workshop and selection of inmates for the farming project. However, circumstances need to be critical for this to happen. In the farming project, it is possible to keep social distancing, and the primary risk is temporary lock-down of TEVETA.
- Theft of vegetables, fruits, and pigs. Anti-theft measures have been implemented
- Lack of adherence and commitment of participants to the farming project and/or disappearance without warning. To mitigate this risk, a trial period of one month will be introduced.

3.5. PLANS FOR SYSTEMATISING EXPERIENCES ALONG THE WAY AND AT THE END OF THE INTERVENTION

Systematisation of experiences will include minutes from the monthly online-meetings between Ubumi ZM and Ubumi DK, as well as a midterm and end-evaluation. Here experiences and learning points will be discussed and documented. The main principles of the reintegration model will be documented by the project end, which can be used in future advocacy and capacity building. Ubumi ZM will provide quarterly reports with information on attendance and adherence of inmates, ex-inmates, and community members to the activities in the intervention which Ubumi ZM will register on a continual basis. Ubumi DK will, as the lead applicant, observe and monitor the intervention on a continual basis and develop the final report.

4. Intervention-related information work in Denmark

We will produce stories for our website, SoMe and newsletter for the benefit of members and the public.

5. Supplementary financing

Ubumi ZM has received supplementary financing amounting DKK 125,000 for this project through a PEPFAR grant. The PEPFAR funding will support attendance at TEVETA courses for additional 5 participants as well as partially support the farming and piggy activities (October 2020 – September 2021). This will support the financial sustainability component of the project. Ubumi ZM has also received DKK 15,000 from Merkur Foundation to support small individual gardens where participants can grow vegetables to sustain themselves.