THE DEVELOPMENT OF EX-PRISONERS' INTEGRATION INTO THE LABOUR MARKET - DEPILM

GRUNDTVIG LEARNING PARTNERSHIPS

REPORT 2010 – 2012

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Table of Contents

Foreword 5

Keywords and Terms 7

- Vocabulary – key words 7
- Pedagogic work, psychological work 9
- Requalification of a released prisoner 10
- Evaluation of the postpenitentiary care 10
- Entry into the criminal record 10

Introduction 11

Adaptation 13

- Adaptation Problem 13
- Types of adaptation 14
- Stigmatization 15
- Social Exclusion 16

Social Integration of Prisoners 17

Assistance to Convicts and Persons Returning From Imprisonment 18

Prison Employment Programmes 19

- Case Management 21

Statistics 22

Legal Systems, Legislation and Penitentiary Systems 24

- Lithuania 24
  - The Effectiveness of Rehabilitation Programs 25
  - Legislation. Law on Social Undertakings 26
- Czech Republic 27
  - Basic legislation 27
  - State bodies 27
- Cyprus 29
  - Basic Legislation 29
  - Cyprus Prisons Department 29
  - Prisoners 29
  - Prison Programs and Services 30
  - The Prison Board 31
- Restorative Justice in Cyprus 31
  - I. Introduction 31
  - II. Mediation 31
  - III. Victim support mechanisms or programmes that exist in Cyprus 33
  - IV. Restorative Justice in prisons 35
  - V. Restorative Justice for juvenile offenders 38

VI. Other measures of Restorative Justice in Criminal Law....40
VII. Systematically training of the judges and prosecutors in order to create an awareness of the role of the courts in restorative justice. 43
VIII. Current evaluation and future direction....43
The Employment of Ex-Prisoners....45
Former Prisoners as Problematic Employees....50
The guidelines for establishing an appropriate working environment....51
Activities focused on results and productivity issues....52
Workplace Training....54
The Variety of workplace training methods....55
Workplace training methods....57
Strengths and weaknesses of the group training....58
Mentoring....59
Strengths and weaknesses of the individual training....61
The efficiency of the workplace training methods....62
Workplace training: practical recommendations....63
Workplace training for persons who left places of imprisonment: roles and interaction....64
Good Practice Examples....65
NGO Support in Lithuania....65
Related NGO Activities in Czech Republic....66
Sweden....69
Exit....69
Summary of a socio-economic report on gang violence and engagement in white power movement....73
Czech Republic....75
Project “Šance” (Opportunity) in the years 2005 - 2008....75
Complexed Reintegration programme for persons releasing the Prison Příbram....78
Hungary....80
Project „TOOLBOOK” - Handbook for employers who are willing to accept ex-prisoners....80
Project „Park gardener training in Állampuszta Penal Institution”....82
„CHANGING PROGRAME” project - Increasing the chances of reintegration to the society and the labour market for released young former prisoners....84
Project “Recycling domestic and industrial second-hand textiles”....87
Project “Host Village Tarnabod - waste handling plant”....89

Foreword

The partners believe that present Methodology comes at an opportune moment as means of systematic and comprehensive attention to the needs of the people released from penal facilities. It identifies very innovative and often locally-based and cost-effective examples of successful reintegration that take place in the participating EU countries. Application of such methods and the transfer of common European expertise is seen by the partners as the best means for supporting the re-entry of these individuals into the labour market, reducing their social exclusion, and improving their social integration.

The focus of the Methodology is a process of successful rehabilitation and reintegration in terms of both of the individual prisoner and European society as a whole through unification of society and informal learning. Penal institutions are responsible for reintegration process during the time of imprisonment but upon release the challenge is transmitted upon all of the population – policy makers, employers, trade unions, large number of voluntary sector organisations, and also on private members of society that play an important role in reintegration of former prisoners.

The crime and prison population statistics in the participating EU states varies greatly so do the laws and the policies. Some countries, such as Lithuania, due to current economic downturn, need to tackle such risks of poverty as high levels of unemployment as more and more economically vulnerable people turn to the government for social benefits. Thereby the situation is even more disadvantageous to such risk groups as convicts and persons released from places of imprisonment. The background of the majority of prisoners EU society is seen as the most disadvantaged. This is clearly evident in the fields of daily operation of participant organisations such as employment consultation, education,

social projects, human resource development, social studies and services, social development. Individuals often leave prison lacking skills and resources to find a job and place of residence. Consequently, they immediately risk returning to crime thus causing negative effect on the rest of society. Ex-prisoners usually have significantly more mental and health problems compared to general population because of harsh living conditions, economical disadvantages and high rate of substance abuse, including alcohol and drugs.

Keywords and Terms

Vocabulary – key words

Crime is an illegal activity or action, a dangerous act; it is forbidden by the Criminal Code (action or omission) and incurs punishment, incarceration (imprisonment).

Serious crime – a crime that by the Criminal Code incurs incarceration for more than 6 but not more than 10 years (in Lithuania).

Grave crime – a crime that by the Criminal Code incurs incarceration for more than 10 years (in Lithuania).

Misdemeanour - a dangerous act that is forbidden by the Criminal Code (action or omission) and incurs penalty not related with incarceration, except arrest.

Distinguishing of crimes according to a degree of danger to society: (in the Czech rep.)

Grave crime – the highest degree of danger to society (life imprisonment)

Serious crime – very high degree of danger to society (15-25 years of imprisonment)

Crime – lesser degree or low degree of danger to society (it may be refrained from punishing)

Administrative offence = misdemeanor

Criminal offences investigated – crimes and misdemeanours recorded and investigated

within the reference period as well as crimes and misdemeanours pending the reference period though investigated within the reference period.

Share of criminal offences investigated is a ratio of criminal offences investigated to criminal offences recorded during the reference period, expressed in per cent.

Suspected (the accused) is a person who is detained having suspected him/her of committing a criminal action or a person who is questioned as a suspect as well as a person who is indicted criminally by a prosecutor's denunciation or by a prosecutor's statement of charge to punish the person according to the order of penal justice or a person against whom a suit is initiated in the court by way of civil procedure or speeded up procedure.

Detainee is a person against whom according to the judicial order a preliminary detention, i.e. custody, is applied. Such persons are kept in investigation blocks and are subject to the general valid order of keeping detained persons.

Criminal is a person who has committed a crime.

Offender is a person who has committed a crime:

Child offender;

Juvenile offender;

Adult offender.

Convict is a person who is in prison because he/she committed a crime. Pursuant to the punishment awarded, convicts serve a term of imprisonment or a capital punishment.

Condemned is a person who committed a crime and was sentenced to imprisonment (old meaning: prisoner waiting to be killed for the crime).

Prisoner is a person who is in prison.

Former prisoner (ex-prisoner) is a person who was in his/her history in the prison.

Released prisoner is a person who was just set at liberty from the prison after fulfilling the whole period of imprisonment.

Conditionally released prisoner is a person who was just set at liberty after fulfilling a part of imprisonment period under legal conditions or who was just set at liberty from special extraordinary reasons or on the basis of the amnesty or a pardon granted by the president.

Conditionally released under supervision is a released ex-prisoner who is subjected to a control or is obliged to uphold further restriction or duties ("probation program").

Client is a person who uses social services.

Prison is an institution where people are kept as punishment for committing a crime.

Open prison is a prison where prisoners can move independently in and out, there is not a strict watch.

Close prison is a prison with a strict watch, prisoners can´t move independently, according to the external contacts of the prisoners and further duties and obligations the close prisons differs (- prison with supervision /less strict / -prison with surveillance /more strict / -prison with watch /more strict / -prison with strict watch /most strict /).

Social work with prisoners is a special work dealing with social problem of prisoners e.g. prisoner´s contact with his/her family, work conditions in prison, daily regime

Pedagogic work, psychological work

Prison staff is the employers of a prison who are in charge of prisoners – e.g. guard, social worker, pedagogue, psychologist, tutor

"Exit department" is a part of prison where prisoners usually spend some time before leaving a prison (3-6 months) where they have more privacy and more contacts with a "freedom" world.

Probation is a system by which someone who has committed a crime is not sent to a prison but has to agree not to break the law again and be watched for a specific period of time.

Probation officer is someone whose job is to give help and advice to people on probation after committing a crime and to check that they are behaving well.

Probation and mediation service is a state institution which employs mediators who mediates between a criminal and his victim.

Mentor is an experienced person who helps a prisoner

Post-penitentiary care (continuous care) is a care given to people released from prison

Requalification of a released prisoner

Employment agency is a business or a state institution that helps people find jobs or companies find workers.

Social benefits are money or other help that the government through its agencies gives people who need a help.

Unemployment benefit is the financial support for someone who is unemployed.

Fostered employment (protected employment) is an employment supported by the state to help someone to develop employee´s, worker´s skill over a period of time. The employers are supported by means of tax-releases, financial prompts, etc.

Foster house is a protected house for ex-prisoners.

Evaluation of the postpenitentiary care

Discrimination is unfair treatment of someone because of their personal features, disadvantage groups of people – ethnic minorities, handicapped, ex-prisoners are facing discrimination in employment

Criminal offences record is an official list of crimes that someone has committed

Entry into the criminal record

Expunge is a removal of an entry from a written record

Expunging convictions

Recorded victims are natural persons included in the Departmental Register of Criminal Offences (in Lithuania).

Recidivism – recidivist is a person who continues to commit crimes even after being punished.

Introduction

Usually when talking about integration of ex-prisoners, the most often used concepts are social adaptation and reintegration. While these terms mean different aspects, they are both based on complexity and conceptual approach towards the problem. Putting differently, these terms include not only individual characteristics but also the factors of wider social context such society. Provisions of society and family members, social instruments and other factors of one's environment determine his/her integration. Both terms usually also include the aspect of employment as one of critical elements of integration.

Firstly, we can note that ex-prisoners reintegration and social adaptation is not to be related only to success stories. The result of the „post-jail" adaptation is not conclusive and stagnant fact. It also can't be unified or idealized while presenting it as an example.

Ex prisoner, the member of prison population can experience different forms of adaptation. It is important in aspect of public interest that adaptation is successful (and integration did not become disintegration). Those are frequently encountered. Academics and practitioners usually describe the form of adaptation as successful, when an individual reaches such social status that satisfies his preliminary expectations. Moreover, the fact of past imprisonment becomes secondary to the individual and the society. So the reintegration of ex-prisoners is depending on a few principal factors: the motivation of an individual and the attitude of the society.

In the process of ex-prisoners' adaptation social-psychological problems are also observed and described as the category of marginalization. This term shows the gap between preliminary expectations for social status and satisfactory state. Therefore, an individual that finds his/her self in a

similar situation becomes a marginal accepting the traditions of similar group and creating own values and norms. One of many feature of marginality is uncertainty of one's personal identity while trying to adapt to the norms of society.

The fact that the problem of ex-prisoners adaptation was overlooked for a long period of time should be stressed. The position of governmental structures and society concerning the matter was somewhat limited. The understanding that ex-prisoners should be not only supervised and controlled but also socialised and integrated into the society is a relatively new concept. Looking from academic standpoint, this social group looks especially vulnerable and in need of attention.

Adaptation

Adaptation Problem

In order to properly address the problem it must be clearly identified. Upon leaving a penal institution, a person becomes a burden on society for both reasons objective and subjective. He or she very often has no job, no accommodation, no proper education the ties with relatives are broken. The state of mind of such a person is unstable therefore the conditions tend to get even worse. Unfortunately, the society is bended towards ignoring an ex-prisoner. Upon receiving no assistance, an ex prisoner is likely to commit further crimes against the same society. Experience shows that imprisonment does not contribute to the liquidation of exclusion processes and mechanisms - on the contrary, it intensifies them by reproducing social and individual conditions that lead to the rebirth of the conditions of a criminal lifestyle. In order for this not to happen, successful adaptation of such individuals is a requirement. Successful adaptation is adaptation that is already over. Unsuccessful adaptation is disintegration that results in a following return to penal institution. Intermediate state of adaptation of ex-prisoner, as a member of social group, is marginality that is mainly caused by the tendency of society to stigmatize former convicts, and leads to further social exclusion.

The role of the media is also noticeable factor for the successful adaptation of ex-prisoners, since the media is seen as a middleman among vulnerable social groups and the rest of society, including governmental institutions and NGOs. The duty of the press is to debunk and publicize the problems and look for possible solutions. The media can also have an influence on changing the mindsets of people and government representatives towards the solution of the problem.

At this point main problem should be stated: before committing a crime and before prosecution an individual is seen as a common citizen with all of his/her rights and duties. The persons rights are strictly diminished upon committing a crime and being prosecuted by the court. The person who already served a sentence therefore theoretically should return to society having the same status he/she had before the judge has sentenced him. But in practice, the ex-prisoner's psychological, social, cultural, and economic status very often differs from the one the person used to have prior to the imprisonment. There are multiple reasons for difficult adaptation.

Types of adaptation

Adaptation is often referred as a combination of individual's goals and expectations with the possibilities and requirements of society. The difficulties of ex-prisoners adaptation is not always the problem of an individual, social context is also very important.

The process of adaptation can end successfully or unsuccessfully. Typically, the results of integration are described as integration, marginalization, and disintegration. However, like any other social phenomenon, neither the result of integration, nor type is the ultimate fact: an individual can undergo several types of integration. It is preferred that there is no transition from integration to disintegration but in case of ex-prisoners this is a common occurrence. A successful form of adaptation can be seen as integration: integration is achieved if an individual reaches such social status when the fact of criminal record becomes "invisible" to the society. Successful integration depends upon two factors: the motivation of individual and the attitude of the society; for integration to become successful the society must create the most appropriate conditions.

Marginalization is widely understood as dissatisfaction regarding ones social status: desired status is unachievable and current status is undesirable. This term is used by sociologists to describe ones status in society determined by lack of social activity. Marginal groups usually tend to create their own standards as an opposition to traditional values.

Stigmatization

Since prisoners are considered a social group, they inevitably become subject for social problems. The source of adaptation begins as early as crime has been made. Offenders are usually sent to penal institutions to serve their sentence. So called stigmatization can be viewed as precondition for ones marginality. Convicted person is eventually exposed to the prison environment. Unfortunately, there is a specific prison subculture composed of behaviour, slang, looks, and attitudes. Once in the penal facility one must adapt, otherwise the life could get unbearable very quickly. This involuntary adaptation makes a prisoner into the member of prison subculture. The members of such subcultures later are looked upon as exceptional. The phenomenon is called stigma by sociologists. Stigmatized individual attracts negative feelings and often even disgust in the society. Stigmas can differ according to their shocking factor and their personal importance.

Stigmas can be of physical, psychological, and social nature. Ex-prisoners can be viewed as a group of stigmatized people as they are often recognizable and judged accordingly. Most often ex-prisoners are being recognised because of their looks: tattoos, physical appearance, clothing, etc. There is also a factor of behaviour such as language or likings. The group of stigmatized individuals is usually characterized stereotypically and often negatively by the members of society. It is expected of stigmatized people to act accordingly; and circumstances are usually such that stigmatized person is unable to behave in any other

way. This process is called stigmatization. The reason for ex-prisoner's stigmatization can become an intention to fight ones fear or tension in this way trying to raise self value.

Despite the fact that stigmatization is viewed as negative and undesirable phenomenon in mature societies it exists everywhere in one form or another.

Social Exclusion

There are 3 main factors that determine the existence of social exclusion: political, socioeconomic and cultural-psychological. In case of ex-prisoners, social exclusion is often evident from cultural-psychological standpoint. Economic factors also influence the syndrome of social exclusion among ex-prisoners: often they have no economic background: accommodation, income, profession. The existence of social classes and social exclusion in post-Soviet countries, such as Lithuania, became much more evident after the collapse of Soviet Union.

Social exclusion is an expression of uneven distribution of civil rights (including economic, social, and cultural) among the society members and is categorized by its volume and intensity. The policies of the nation can cause social exclusion because of shortfalls in its social security measures, which prevent specific segments of society from exercising the right for social assistance. The main goal of state policy should be a proper implementation, administration, and supervision of civil rights. In brief, it must be stated that stigmatization of ex-prisoners is precondition and social exclusion is the result expressed through transitioning from one economic system to another: those are critical factors that determine prisoner's marginal position in the society.

Social Integration of Prisoners

In the last two decades all European societies have been experiencing a significant growth in their prison populations. Many countries (especially new members of EU) face common problems in the fields of re-offending and difficulties in the re-integration of former prisoners into labour market and society. In spite of attracting international funds and undergoing various problems to soften the problem, most prisons represent a way of management and control of offenders. Individuals living in such institutions are marginalized, often considered dysfunctional in relation to normal societal rules, and experience many other serious needs that require extensive support. The condition of ex-prisoners is considered the most complicate regarding social inclusion and labour market integration. In Europe education and lifelong learning environment is seen as an instrument for supporting process of transition, especially for those individuals, who have difficulties in accessing learning, vocational education and training.

The majority of ex-prisoners are unable to integrate socially – and even if they manage to avoid re-imprisonment, most of them find themselves in an extremely marginal position. This, in turn, reproduces the underprivileged situation they experienced before their imprisonment, or creates even less favourable circumstances. Upon leaving prison, these people are again in a certain kind of "sentenced status", since they may further lose their family roots and experience several other cracks in family life as a consequence of imprisonment.

The problems of adaptation of ex-prisoners are best known by ex-prisoners themselves and social workers, who work with them. Moreover, the situation of former prisoners is rather complicated, because their status affects more than one „benefit systems", i.e. legal, social,

education, healthcare and employment benefit networks. The client group faces rather complex problems that would, in the long run, mean great challenges for the benefit systems and require significant financial efforts and solutions from them. It is therefore apparent that a complex, synergic intervention is needed. According to present initiatives, the task should ideally be divided between several professions and experts; solution should be based on a harmonic cooperation between the educators and the psychologists of the penal institutions, as well as other teachers, trainers, and workers of various secular and religious organisations, including social workers, mentors and employment consultants.

Assistance to Convicts and Persons Returning From Imprisonment

In implementing a programme for the ex-prisoners on providing vocational training and assistance in finding employment, it should be noted, that specialists can often not fully avoid problems in dealing with the ex-prisoners. A part of the ex-prisoners, who conclude training agreements, do not acquire vocational qualification due to delayed arrival to the training institution or are eliminated from the training institution because of violations or drop out voluntarily. The majority of the ex-prisoners have no permanent residence, and therefore it is not easy to find them, if they choose not to attend training or if they do not show up for exams. The reason for non-employment is not only the negative opinion of employers, but also the lack of individual initiative in job search activities leading to better employment possibilities, or simply inaptitude to communicate with employers.

One of the most relevant problems of social integration of such persons is employment. The majority of them are in the most active age for employment, however, they have lost vocational skills and working

capacities, as well as orientation on the labour market and encounter with psychological difficulties in adapting themselves in the society. Therefore, apart from complex social assistance, they need additional programmes on stimulating motivation and adaptation on the labour market, as well as individual psychological assistance and counselling. It would be reasonable to start adaptation of ex-prisoners into the labour market in the places of imprisonment already and continue until practical employment outside, applying vocational guidance, training and special employment programmes. In any case, it is advisable to regularly provide the information to the convicts in the places of imprisonment about the situation on the labour market, the supply and demand for certain professions, active labour market policy programmes, and etc., seeking to help those, who are getting ready to leave the place of imprisonment.

Prison Employment Programmes

Programs designed to increase sound job prospects for returning prisoners approach this task from both supply and demand perspectives (Bushway and Reuter 1999). Supply-side issues revolve around increasing the attractiveness of former prisoners to potential employers by (1) improving former prisoners' self-presentation skills through interview rehearsals and resume preparation, (2) enhancing their potential productivity through specific-skill building programs or job training, (3) increasing their reliability through job readiness programs and apprenticeship arrangements, and (4) alleviating some of the logistical challenges that interfere with the ability to hold a job through the provision of concrete supports such as transportation, child care, and housing assistance. Demand-side issues revolve around reducing the costs, both tangible and intangible, absorbed by employers hiring former prisoners. These can include screening potential employees to ensure

suitability, providing supervision and case management of employees, and leveraging wage supplements or subsidized bonds.

Effective programs in this area typically provide intensive job placement services combined with ongoing monitoring to intervene and assist with problems that could jeopardize former prisoner's placement. In addition, these programs rely on an extensive network of employers who have demonstrated their willingness to hire former prisoners. It is important to note that employment programs for former prisoners are few and far in between.

Researchers and practitioners agree that a necessary first step in the process of desistance is a conscious decision to refrain from criminal activity. Once this decision is made, the individual then must learn new skills and must be open to taking on new roles and self-concepts, such as that of an employee. This suggests that employment programs will be helpful only to those former prisoners who are motivated to turn their lives around. In this way, employment indicates a fundamental change, but is not the agent of that change. Therefore, the positive results demonstrated by successful programs may be due to the voluntary nature of program participation by individuals who have already harnessed the motivation to end their criminal careers. If this is true, the real potential of employment programs for former prisoners lies in their ability to work with those ready to change, and, importantly, to motivate individuals to change their lives, using training, new skills, and jobs as tools toward this end. Employment may do this by giving former prisoners new self-images rather than offenders, they are breadwinners, valued employees, and contributors to the local and national economies. Regardless, the personal motivations of former prisoners play a noteworthy role in individual outcomes and program evaluations.

Case Management

Case management plays a central role among successful employment programs for former prisoners—from pre-placement guidance, support during placement, and continuing supervision for a substantial period after the client obtains a job. Whether by phone, in-person, or during the course of a home visit, case managers and employment specialists monitor their clients' progress and offer assistance with issues such as the need for transportation or child care, substance abuse treatment, adjustment to imposed schedules, conflict management, and resolution of scheduling conflicts between job responsibilities and conditions of parole or post-prison supervision. All of these issues potentially distract former prisoners from their commitments to their jobs, and if left unattended will likely disrupt the stability gained from obtaining employment.

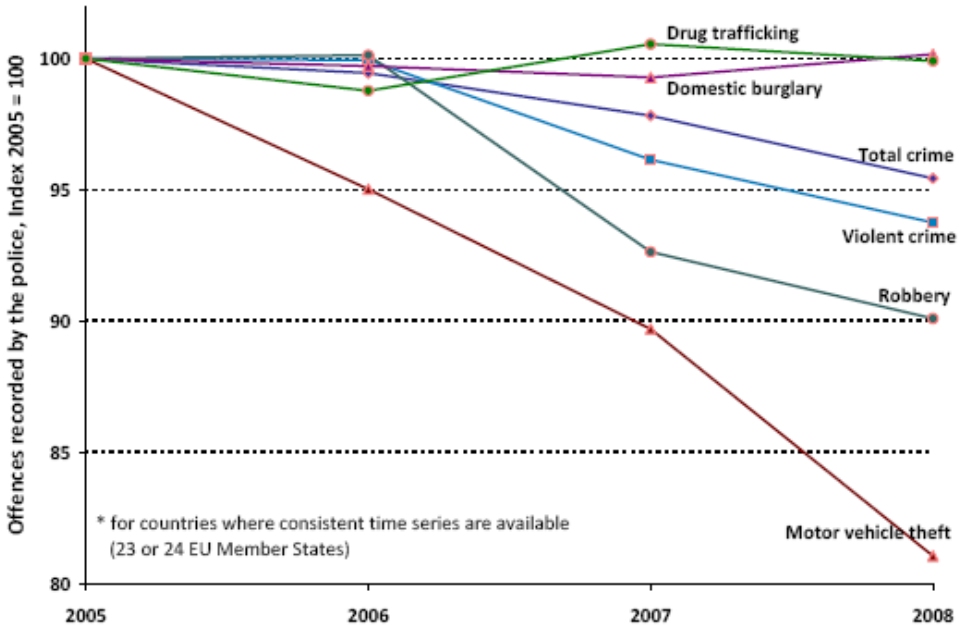
Case management also benefits former prisoners because it increases the pool of participating employers. Not only does pre-employment interaction provide an opportunity to screen clients for job readiness, it also increases the likelihood for a successful match between the individual and the demands of a particular job. The connection of intermediary agencies, like CEO, RIO, and the Safer Foundation, to local criminal justice agencies means that while the employers do not have to concern themselves with these issues, they have direct access to intermediaries when concerns arise. Finally, because a satisfied employer will be more likely to hire future program clients, efforts to ensure their comfort with the arrangement, responsiveness to their concerns and the ability to mediate and resolve logistical or interpersonal conflicts is essential to the ongoing success of the program.

Statistics

The size is relatively large in terms of prison population per 100 000 (especially in countries like Lithuania (229,6), Czech Republic (185,8), Hungary (146,5)). According to Eurostat, crime statistics on crime and criminal justice in reflect the diversity of legal systems, police recording practices, reporting rates, and a range of other issues within European Union (EU) and systems that could enable. Systems that could allow a comparable insight are yet to be developed. Thus direct comparison between countries should be exercised with caution. The elimination of border controls within EU has also made criminal operations easier, since the scope of law enforcement authorities and criminal justice systems is generally limited to the boundaries of national borders. As part of the work to harmonize and develop crime and criminal justice systems, EU Member States agreed to approximate the definitions of offences and the level of sanctions for certain type of offences. Furthermore, mutual recognition of decisions taken by national judges is set to become the cornerstone of judicial cooperation in criminal matters, with a range of tools having been developed to facilitate practical cooperation across borders, according to the Eurostat.

				Index (base year 2005 = 100)			Rate per 100 000 population average per year,
Country	2006	2007	2008	2006	2007	2008	2006-2008
Czech Republic	18 904	19 110	20 471	99	101	108	189
Cyprus	599	646	646	112	121	121	81
Lithuania	7 982	7 770	7 736	100	98	97	231
Hungary	14 740	14 743	14 626	94	94	93	146
Sweden	7 151	6 740	6 806	102	96	97	76

Table shows the total number of adult and juvenile prisoners (including pre-trial detainees) at 1 September in participating countries. Including offenders held in Prison Administration facilities, other facilities, juvenile offenders institutions, drug addicts institutions and psychiatric or other hospitals. Excluding non-criminal prisoners held for administrative purposes (for example, people held pending investigation into their immigration status). Eurostat.



Analysis of trends in crime and criminal justice. Eurostat.

Legal Systems, Legislation and Penitentiary Systems

Lithuania

For about 12-15 years In Lithuania there a convict support system for financing and institutional activities. Previously the system was in the process of forming under Prison department and its subsidiaries. It can be named as specific public policy. The system formed on the basis of this system was inter-institutional. Some responsibilities were shared between Ministry of Social Affairs, Ministry of Home Affairs, The Ministry of Justice and their subsidiaries. Neither sharing of responsibilities, nor managing and control were effective.

The main functions in the system belong to Prison department's subsidiaries. It is foreseen that the main function of these institutions is to help individuals to integrate into social life and according to their competence provide social support to current prisoners. Upon releasing the prisoners the municipalities become responsible for providing the support. But since specialized system of organizations is not yet established therefore more and more municipalities cannot fulfil their duties and ensure effective social support and social integration. In many areas there are no specialized facilities (such as common lodging-housing, charity diners, etc.) and social assistance is being provided only by social departments (centres). Under described circumstances talking about employment assistance makes far less sense. Therefore in fact social assistance provided is usually meant to deal with current basic needs but not with future problems. Services provided also do not correspond to the real goals of social integration. Municipalities almost fully satisfy the needs for social support of those released from penitentiary institutions with the exception of providing employment or a temporary residence. Single payouts is the most common method of

immediate social aid, not social services. Lastly, it is clear that system is based upon many laws that define not only institutional role, but also sets certain rules for providing the services.

Employment services (establishment of subsidiary workplaces, public work, etc.) are provided by territorial labour exchange. But by far not all members of prison population get “lucky” enough.

The Effectiveness of Rehabilitation Programs

Facts and statistics show that there problems of social integration and rehabilitation for current and ex-prisoners receive fair amount of attention. The activities of social reintegration are carried out by many NGOs. There also can be critical view that challenges the adequacy of vocational competencies provided in prison to the actual needs of labor market. Such an insight can be easily validated. Studies show that ex-prisoners usually find it difficult to find jobs (about 90% are unemployed). About 66% of respondents of the study confirmed that information is the main form of aid inside the correctional facilities and is considered rather ineffective approach. Also integration into the labor market is greatly limited by the characteristics of labor force: low levels of education, vocational unpreparedness, lack of motivation, age, health, place of living. The negative attitude of employers towards people that served a sentence in prison is also a problem but apparently not the largest one. The main obstacle is usually showing no initiative whatsoever.

Rehabilitation is one of many ways to improve one’s character or attitude towards crime and life in society. It is linked to bringing back good health and ability to work. Therefore methods such as: medical and vocational are used. There are usually two stages of rehabilitation: primary – inside jail facility; and secondary – upon regaining freedom and starting reintegration into the society.

Legislation. Law on Social Undertakings

In 2004, the Seimas adopted the Law on Social Undertakings drafted by the Ministry of Social Security and Labour aimed at supporting employment, especially among people who have difficulties adapting to changes of the labour market. These include the disabled, long-term unemployed, pre-retirement age individuals, people returning from imprisonment and single parents raising minor children. One of the key goals of social undertakings is to support the return of these individuals to the labour market and their social integration and reduce their social exclusion.

The Law on Social Undertakings defines a social undertaking as a legal entity of any legal form granted the status of social undertaking and meeting the following requirements:
It shall be an independent small or medium company meeting the requirements set in the **Law on Small and Medium Businesses:**

a) A company with no less than 40 % of employees from target groups and no less than 4 employees.
b) A company is involved in the development of working and social skills of employees as well as social integration.
c) Income from non-supported activities of social enterprises is not higher than 20 %.

The target groups of social enterprises are the following:

a) Disabled with the recognized 30-55 % working capacity,
b) Individuals with medium level handicap or individuals of the I, II or III disability group,
c) Long-term unemployed,
d) Persons in pre- retirement age (no more than 5 years before the retirement age),
e) Single mother or father bringing up a child under 8,
f) Ex-prisoners (who were imprisoned for no less than 6 months).

Czech Republic

Basic legislation

- Act No. 140/1961 Coll., Criminal Law,
- Act No. 141/1961 Coll., Criminal Procedure,
- Act No. 218/2003 Coll. Juvenile Criminal Procedure,
- Act No. 169/1999 Coll., Imprisonment Law,
- Decree No. 345/1999 Coll., The Imprisonment Procedure,
- Regulation No. 365/1999 Coll., on Remuneration of employed Condemned,
- Decree No. 10/2000 Coll., on Deductions from the remuneration of Condemned,
- Act No. 257/2000 Coll., on Probation and Mediation Service,
- Act No. 435/2004 Coll., on Employment,
- Act No. 262/2006 Coll., Labour Code.

An important legal source of the basic principles in the treatment of prisoners for the European states is the Recommendation of the Council of Europe from 2006 "European Prison Rules". This document is not directly binding however unify the basic standards of punishment performance in Europe.

State bodies

a) **The Prison Service of the Ministry of Justice**
is a state institution responsible for operating custodial and prison facilities. Its main aim is to provide the pre-trial detention, the imprisonment and to ensure the security and order at judicial premises. It manages and guards prisons and detention facilities, secures the escort of prisoners and develops conditions for employment, education

and requalification of convicts. It is also involved in the penology research.

b) **Probation and Mediation Service**
is a state institution specialized on releasing prisoners (above all on those on conditional release) and on continuing care for them, in conjunction with social service providers and labour market offices and organizations. It supervises conditionally condemned and conditionally released, gives reports to the court about the fulfilment of their obligations (obligatory treatment, payment of life support and maintenance to children, etc.) and sentences (community works, etc.)

c) **Social Workers**
A social worker helps people who have been socially excluded or who are experiencing crisis. His role is to support them to be able to help themselves. They maintain professional relationships with service users, acting as guides, advocates or critical friends.
Social workers work in a variety of settings within a framework of relevant legislation and procedures, supporting individuals, families and groups within the community. Over 50 % of social workers work with young people and their families. They may also work with the following social groups: young offenders, people with mental health conditions, drug and alcohol abusers, people with mental and physical disabilities, the elderly

d) **Labour Office**
is a state agency to monitor and evaluate the situation in the labour market and is taking measures to influence demands and offers for jobs. It cooperates with public authorities (local, regional), social security bodies, public health authorities, employers and other stakeholders in the employment. It arranges jobs to job seekers maintain a register of employment vacancies and the register of job seekers, registration of

foreigners and work permits and provides counselling. It controls employers including the imposing of fines.

Cyprus

Basic Legislation

The Prisons Law No 62(I)/96 and No 12(I)/1997
The Prisons Regulations (general) 121/97 and 74/98

Cyprus Prisons Department

In Cyprus there is only one correctional institution, the Prisons in Nicosia, which operates under a new and comprehensive legislative and regulatory frame, put in place in 1996 and 1997. This legislation incorporates the European Prison Rules and is consonant to the standards contained in the Council of Europe relevant instruments. The prison in Nicosia caters for all categories of convicted and non convicted prisoners of both sexes and of all age groups from 16 years and over.

Prisoners

Every prisoner has the same right to participate in the various programs of work, physical exercise, vocational training, education, creative recreation, etc. According to the Prison Regulations, with the exception of lifers, all other prisoners who have served part of their sentence, ranging from 3/12 of the term for sentences up to 2 years, to ½ of the terms for sentences over 12 years, are sent to the Open Prison if they have shown excellent conduct and proved trustworthy and industrious and there are no security, disciplinary of other special reasons making it inappropriate. The decision rests with the Classification Committee of the Prisons, which is also entrusted with assigning to the prisoners the appropriate

work, providing exit permits and generally assisting the Director of Prisons in the formulation and application of the mode of treatment in prison under the regulations. The last step towards reintegration into the social environment is the emplacement of inmates from the Open Prison, where conditions of reduced security exist, to the Guidance Centre for out of Prison Employment and Rehabilitation of Prisoners, where prisoners serve the rest of their sentence in conditions of controlled freedom.

Prison Programs and Services

All prisoners are given the opportunity to work, as far as possible, in a type of work of their choosing. To this direction, fully equipped workshops are operated in the prison, where prisoners are encouraged, under the supervision and instructions of trainers, to improve the level of their vocational training by working as cooks, tailors, carpenters, electricians, bookbinders, barbers, gardeners, mechanics and also at the prison farm. There is cooperation between the Prisons Department, the Cyprus Productivity Center and the Ministry of Education in order to improve vocational training.

Prisoners are also encouraged to improve the level of their education and vocational training by attending classes in or outside the prisons or by correspondence courses. Psychological and psychiatric services and support are offered to all prisoners in need on a regular basis, with personal meetings, group discussions and meetings in the presence of the prisoner'As family. Welfare service and support is also given to all prisoners, with regular visits/contacts with their families and home leave, in order to facilitate their social integration with free society. Recreational activities include sports, theatre, musical performances and chess games, among others. The prisons are equipped with a theatre hall and grounds for football, volleyball and basketball. The theatrical team of prisoners has staged from 1997 onwards several plays and gave

numerous performances in and outside the Prisons. Also the football team meets regularly with students´ and other teams.

The Prison Board

A prisoner may file a complaint with the Prison Board if he/she feels that the prison administration has overlooked or deliberately ignored him/her. This board has access to the institutions and is empowered to talk with inmates in private. It can also evaluate the inmates´ vocational and work programs. It can hold a hearing about an inmate who has been disciplined in order to determine whether the sentence was just. The board has the authority to overrule in whole or in part any punishment imposed by the prison director.

Restorative Justice in Cyprus

I. Introduction

The justice system of Cyprus may be understood in a variety of ways, including the protection of society, the general prevention and deterrence, the punishment of the offender, the compensation of the victim, the imposition of a sentence other than the imprisonment and institutions for rehabilitation of convicted persons in the society.

Brief information concerning the situation in Cyprus and some key elements of our National Restorative Justice are followed:

II. Mediation

There is no legislation regarding mediation on civil, family or criminal proceedings.

However, a bill concerning Mediation in Family Law Matters is pending before the Parliament of Representatives since 2004 and is been discussed before the relevant Parliamentary Committee.

Furthermore, the Ministry of Justice and Public Order, in collaboration

with the Law Office of the Republic, are currently examining the possibility to introduce in our domestic legislation, of a bill concerning Mediation in Penal Law Matters, according to the provisions of the Framework-Decision of the Council of the 21st March 2001, concerning the status of victims in penal procedures.

In 1999, Cyprus Mediation Association, a non-profit organization, established in Cyprus, by a group of Cypriot mediators and among others, it trains mediators and continuously upgrade knowledge and techniques through seminars, conferences and workshops.

On 19-20 October 2007, the Technical Assistance Information and Exchange Office (TAIEX) with the financial support of the European Commission and in collaboration with the Ministry of Justice and Public Order, the Law Office of the Republic, the Supreme Court and the Cyprus Bar Association organized a Seminar on Mediation in Family and Penal Law Matters.

If mediation is to be understood strictly as practices and attitudes coming under the general approach entitled restorative justice, which takes into account the interests and needs of victims in the criminal justice process, the following may be noted:

At police level, the way the victims should be treated is part of the general training of all police officers and is also governed by relevant internal directions which provide inter alia that they should be informed of their rights and the outcome of the investigations. All police reports to the prosecuting authorities include detailed statements about the injuries and losses suffered by the victims.

At the stage of prosecution, the prosecuting authority always takes into consideration whether the victim has been compensated or the offender has made a serious effort for this purpose, when exercising its discretion whether to prosecute. Victims, if they so wish, are informed about the final decision of the prosecuting authority and may request the review of a decision not to prosecute.

As regards Court proceedings, the interests of the victim and in particular the need for his protection in future are relevant to the determination of

the proper sentence. This does not always militate for longer sentences and at times the converse may be true, if by the release of the accused their interests are likely to be best served.

III. Victim support mechanisms or programmes that exist in Cyprus

Cyprus has ratified the European Convention on Compensation of Victims of Violent Crimes, by Law no. 2(III) of 1997.

For its implementation, Law 51(I) of 1997 was enacted (further amended by Law 126(I)/2006) introducing a compensation scheme for persons who have sustained serious bodily injury or impairment of health, directly attributable to an intentional crime of violence committed in the Republic, and for the dependants of persons who have died as a result of such crime. The scheme makes provision for the basic elements of compensation set out in the Convention and covers medical and hospitalization expenses in public institutions, loss of earnings, disability pension, dependants pension and funeral expenses.

Addressing violence against women has been a priority area for the Government.

The Violence in the Family (Prevention and Protection of Victims) Law, 2000 [L. 119(I)/2000, as amended by Law 212(I)/2004] condemns any act of violence within the family and provides protection to victims.

Inter alia, the above law provides for:

- the taking of testimony of victims of violence by electronic means. Statements obtained by the use of these means may be produced in evidence without any need to re-examine the witness in chief, which, however, is available for the other side for cross examination. The use of screens, close circuit television links and other means producing the same effect may achieve this;
- the protection of victims and witnesses;
- the setting up of a fund to meet certain immediate needs of victims;
- the establishment of a shelter for victims;
- the appointment of Family Counsellors.

Welfare Department/Family Counsellors

The role of Family Counsellors is undertaken by the Department´s Welfare Officers and is considered extremely important for the guidance and support of family members experiencing family violence. Ten Family Counsellors (trained Welfare Officers) were appointed in 2001 with competence to:

- receive complaints of violence and carry out investigations;
- advise, counsel, and mediate any problems in the family that are likely to lead to, or have led to, the use of violence;
- make arrangements for an immediate medical examination of the complainant;
- take all necessary steps for the commencement of criminal proceedings against the perpetrator;
- carry out investigations into the accommodation/financial affairs of the family and the perpetrator, if an inhibition order is being considered;
- carry out any other function assigned.

Family counsellors may seek the protection of the police and the assistance of any government officer in carrying out their duties. In carrying out investigations, family counsellors have the same powers as investigating police officers. The family counsellor may take advice from a multidisciplinary group when an act of violence against a person under 18 is reported.

Police

Since December 2002 the Police operate a Central Bureau for Handling Issues of Prevention and Combating of Violence in the Family and of Child Abuse. The personnel of this Bureau include a staff lawyer and a staff psychologist. Furthermore, they operate the 24 hour Police Headquarters Help Line for victims.

Advisory Committee on Family Violence

The Advisory committee on Family Violence, established under Law 119(1)2000 has competence, inter alia to:

- monitor the problem of violence in the family in Cyprus;

- inform and educate the public and professionals using the media, conferences, seminars and re-education programmes;
- promote research;
- promote services necessary to deal with all aspects of violence in the family;
- monitor the effectiveness of related services and the application and enforcement of the relevant legislation.

The Committee members have knowledge and experience in matters relating to violence in the family and are selected from public and private sectors.

Non-Governmental Organisations

Non-Governmental Organisations (NGOs) play a very significant role in making the problem of domestic violence visible in the society, especially through their sensitization programmes and public campaigns. NGOS run also shelters for the protection of violence victims.

Such organisations are: (i) the Association for the Prevention of Family Violence, (ii) APANEMI Centre of Information and support to women and (iii) Cyprus Centre Equality Observatory.

The Government supports and subsidizes their programmes and activities.

IV. Restorative Justice in prisons

There is only one Prison in Cyprus which is divided into three sections:

- The Closed Prison, which includes the areas within the walls, where detainees live, work and move about and where security measures are stricter.
- The Open Prison, which includes the areas outside the walls but within the broader area of Prison, where detainees live, work and move and where security measures are more relaxed.
- The Centre of Guidance and Out of Prison Employment, which includes specific areas for detainees who, during daytime, work outside Prison in the free society and after their work return to the prison where they stay for the night. Semi freedom conditions prevail in these areas.

The aim of the Open Prison and the Centre of Guidance and Out of Prison Employment is to help the social rehabilitation and resettlement of detainees.

Prison programmes and services

Young offenders sentenced to imprisonment are held separately and do not associate with adult prisoners.

Young people in detention are encouraged to improve the level of their education and vocational training by attending classes in or outside the prisons or by correspondence courses.

All young offenders have the opportunity to participate in recreational activities and programmes such as sports, athletics, theatre, music, chess etc, which keep them mentally and physically active.

All prisoners are given the opportunity to work as far as possible at a type of work they wish to perform, in order to increase their ability to earn their living after release.

To this direction fully equipped workshops are operated in the prison, where prisoners are encouraged, under the supervision and instructions of educators, to improve the level of their vocational training by working as cooks, carpenters, blacksmiths, plumbers, welders, painters, builders, electricians, bookbinders, barbers, gardeners, mechanics and also at the prison farm.

Prisoners are also encouraged to improve the level of their education and vocational training by attending classes in or outside the prisons or by correspondence courses. The most preferred lessons include computers, English, French, Greek for foreigners, painting, design, theatre and handicraft.

Psychological and psychiatric services and support are offered to all prisoners in need on a regular basis with personal meetings, group discussions and meetings in the presence on the prisoner´s family.

Welfare service and support is also given to all prisoners with regular visits/contacts with their families and home leave, in order to facilitate the social integration with their families and free society.

Recreational activities include sports, theatre, musical performances,

chess games a.o. The prisons are equipped with a theatre hall and grounds for foot-ball, volley-all and basket ball. The theatrical team of prisoners has staged numerous plays and gave performances in and outside the Prisons. Also the football team meets regularly with out of prison teams.

The process of rehabilitation of a prisoner passes through various phases and, depending on the case, includes:

- Visits to prisoners by members of their family and their social and professional entourage;
- The granting to a detainee, after he has served 1/3 of his sentence, of exit permits for the solution of family problems, strengthening of family ties, re-establishment of relations with his friends, for preliminary contacts to secure employment etc;
- The emplacement of a detainee in the Open Prison, which makes it possible for him to receive visitors, to get more exit permits and to live in conditions of reduced security;
- The emplacement of a detainee in the Out of Prisons Employment Centre which allows him to work in the free market outside Prison, to receive remuneration like any other working person and generally to live in conditions of semi-freedom.

By virtue of Article 53 of the Constitution of Cyprus, the President of the Republic may on the recommendation of the Attorney General remit, suspend or commute any sentence passed by a court in the Republic.

Prison Regulations also provide for the remission of sentences for good conduct and industry.

In 2004, the Law of the Rehabilitation of Convicted Persons was amended, the main amendments being those which regulated more leniently the conditions under which previous convictions are struck off in the case of young persons up to the age of 21.

Another law with a child-rights oriented approach, in the domain of criminal justice, was enacted in 2005, whereby the deprivation of liberty of pregnant women or mothers of children up to 3 years of age, either during the investigation of an offence against them or after

conviction, was limited to very serious offences and under prescribed conditions (Law No.33(I)/2005).

It should be noted that, with the aim of developing a Nationwide Crime Prevention Policy, the Ministry of Justice and Public Order has established an Anti-Crime Council for the Prevention of Criminality and the Treatment of Offenders.

This Council - which is composed of qualified members both from governmental and private sector - has been assigned as the responsible Body for the strategic design, development and implementation of the National Strategy and the National Action Plan for Crime Prevention and Treatment of Offenders. Its ultimate goal is to implement all the necessary measures and programmes aiming at primary, secondary and tertiary levels of crime prevention.

The National Action Plan has been focused, among others, on the social rehabilitation and re-integration of detainees into society, on the evaluation of the existing institutions for the treatment of offenders and the introduction of new ones, and on the implementation of various therapeutic programmes for detainees.

V. Restorative Justice for juvenile offenders

The most frequently used measure of dealing with young offenders is the *probation order*, as an alternative to imprisonment, placing the convict under the supervision of a probation officer of the Welfare Office.

The Probation of Offenders Law [Law 46(I) of 1996, Article 5] provides that a Court before which a person is convicted of an offence, if it so considers appropriate, taking into consideration the nature of the offence and the character of the offender, may, instead of dealing in any other way with him, make a probation order for a period of not less than one year and not more than three years, placing the offender under the supervision of a probation officer in accordance with the provisions of the Law.

The choice of the conditions is left to the discretion of the court, as the conditions are bound to vary with the habits of the offender, his

environment and proclivities and the assessment of the help needed for reform. The law specifically regulates the offering of community service or the undergoing of vocational or other training, as conditions that the Court may impose with the consent of the offender, during the probation period.

Supervision in entrusted to probation officers of the Welfare Services (a department of the Ministry of Labour and Social Insurance). Besides advice, counselling and assistance, it is a duty of the probation officer to see that the probationer observes the conditions of the probation order and report regularly to the supervising Court.

In case of violation of any of the conditions of the probation order, the probationer is brought before the supervising Court (the District Court of the district named in the probation order) and the Court may, without prejudice to the continuance of the probation order, impose a fine as regards such violation, or cancel the probation order and deal with the probationer for the offence for which the probation order was issued, in any manner in which the Court could deal with him if it had just convicted him of that offence.

Similar provisions as regards the cancellation of the probation order apply, where the probationer is convicted for the commission of other offences during the probation period.

Also, according to section 12 of the Juvenile Offenders Law Cap. 157, the Court may deal with young offenders, instead of the sentence of imprisonment, in any of the following ways:

- by committing the offender to the care of a relative or other fit person
- by sending the offender to a reform school (It should be noted that within the framework of the policy towards abolition of institutional/custodial treatment of juvenile offenders was also the closing down in 1987 of the only Reform School in Cyprus which had no inmates at the time).
- by ordering the offender or the parents/guardian to pay a fine, damages or costs to which the offender is liable.

In 1996 (Law 46(I) of 1996, Articles 5(5) and 6), community service was introduced as an alternative non- custodial sanction which may be combined, with the consent of the offender, to the probation order. This aims at increasing the rehabilitation chances, especially of young offenders, as they will avoid interruption of the links with society and the stigma of having been sent to prison which, in a small country like Cyprus, cannot be easily erased.

In cases of crimes other than trivial ones involving young persons up to 21 years of age it is an established practice to obtain a social inquiry report before passing sentence, in order to secure information from a reliable source about the character, upbringing and environment of the offender so as to evaluate in an informed way the accused´s prospects of rehabilitation.

As regards offenders - drug addicts, the Treatment of and Dealing with Drug Dependents Law no 57 of 1992, provides for the treatment of such offenders in detoxification and rehabilitation centres on a Court order, which is issued as an alternative, in lieu of imposing imprisonment sentence.

In fact it can safely be stated that it has been and still is a goal of national criminal policy in Cyprus to extend the use of non-custodial sanctions in substitution of custodial ones. A series of judicial decisions over the last 35 years suggest that imprisonment ought to be a measure of last resort and, in the case of young offenders a measure to be avoided, unless considered inevitable in view of the gravity of the offence or persistent recidivism.

VI. Other measures of Restorative Justice in Criminal Law

The Courts of Justice Law [(Law 14/1960), Articles 20(2) and 24(1)] and the Criminal Code - Cap 154 [Article 26(d)] refer to *Reparation Order*: The offender may be ordered to pay a compensation for loss and injuries resulting from his criminal conduct. The amount of the reparation must not exceed the CYP 3.000. This is customary when the sum involved is relatively small and the parties are in agreement about the amount. This

sentence is ordered in addition to or in substitution for any other punishment.

According to the Criminal Code - Cap 154 (Articles 26(e)(f)(g), 32, 33 and 34), the *Attendance Order* is not a separate sanction. The attendance of the offender, in regular times as defined (usually to a police station), may be a condition of other non custodial sanctions.

According to the Criminal Code - Cap 154 (Articles 26(f) and 34), the offender may be placed under the *supervision* of a probation officer aiming at reforming the accused and guarding against the likelihood of repetition of criminal acts. The attendance order lasts for a period of up to 5 years after the expiration of his prison sentence. This Supervision Order is ordered in addition of any other punishment for any offence punishable with imprisonment for 2 years or upwards and the offender must have been convicted at least twice for an offence punishable with imprisonment for 2 years or upwards. The Court has the power at any time to discharge the Supervision Order if it appears that the conduct of the accused makes supervision unnecessary.

According to the Criminal Code - Cap. 154 (Articles 26(c) and 31), the Court may impose on the offender any *fine* up to the maximum named in the relevant statutory enactment. If no amount is mentioned in the law, the financial penalty is left to the discretion of the Court, except that it should not be excessive. Where power is bestowed to impose imprisonment and a fine it is a matter of discretion whether one or the other form of punishment will be made use of, or both.

According to the Criminal Code - Cap. 154 (Articles 26(e) and 32), for any offence, with the exception of the premeditated murder, the high treason and the instigating invasion, the offender may be ordered to enter into a recognizance with or without sureties for a sum named in the order of the court to *keep the peace and be of good behaviour* for a fixed period of time indicated therein. It is used to bind over persons who have committed relatively minor crimes and have a proclivity to disturb the peace.

According to the Criminal Code - Cap. 154 (Articles 26(e) and 33), for any

offence, with the exception of the premeditated murder, the high treason and the instigating invasion, the Court has the power to order the discharge of the offender instead of giving him a sentence, subject to entering into a personal recognizance or a recognizance with sureties, as the Court may see fit, and for such amount as the Court may deem appropriate, undertaking thereby to *appear before the Court at a future date or when called for this*.

According to the Probation of Offenders Law [Law 46(I) of 1996), Article 10], the offender is *discharged absolutely or on condition* that he will commit no offence for a period of up to twelve months. In case of breach of the conditions of his discharge, the order for discharge lapses and the offender is liable to be punished for the offence in respect of which he was conditionally discharged.

According to the Sentence of imprisonment (Conditional Suspension in Certain Cases) Law 95 of 1972, for any offence for which the Court passes a sentence of imprisonment for a term not exceeding 3 years, the Court taking into account the circumstances of the case as a whole and the personal circumstances of the offender, may order the *suspension of the execution of a prison sentence*, on condition that within a period of 3 years the offender commits no other offence punishable with imprisonment.

According to the Law concerning the imposition and the service of a sentence of a *periodic imprisonment* (Law 94(I)/2006), for any offence for which the Court passes a sentence of imprisonment for a term not exceeding 3 years, the Court may impose to the offender a number of rotative week terms of sentencing, as the Court may decide. The Court will also determine the duration of the continuous sentence of imprisonment.

A bill concerning electronic surveillance of convicted persons has been recommended by the Council of

Ministers and is currently pending before the Parliament of Representatives.

VII. Systematically training of the judges and prosecutors in order to create an awareness of the role of the courts in restorative justice.

In December 1999 the Supreme Court established a programme for the training of first instance judges on a regular basis, targeted in various fields of law and matters relevant from a broader perspective to the administration of justice. The subjects of training include:

1. Human Rights with particular reference to Cyprus case law and European Court of Human Rights case law;
2. European Community law with particular reference to International Conventions;
3. Civil Procedure;
4. Criminal Procedure with special emphasis on arrest and detention;
5. Evidence Law;
6. Sentencing;
7. Constitutionality of Laws;
8. Conduct of Judges with emphasis on psychology of witnesses and advocates, rules of etiquette, behaviour towards the public and advocates and study of various social phenomena;
9. Seminars on basic Laws which were drastically amended;
10. Family Court Judges' training on matters relating to dealing with children and social matters relating to personal status;

Within the framework of this training programme, several seminars on European Law have been attended by Cypriot judges. Some of these seminars were organized in EU Member States with the participation of a significant number of judges each time. Seminars were also organized in Cyprus with wide participation of judges and law professionals.

VIII. Current evaluation and future direction

Restorative Justice in Cyprus is moving in a very promising and positive direction. During the last years, the competent authorities of Cyprus understood the potential it has for helping victims, reforming offenders and strengthening society as a whole and believe that restorative justice can help us build a criminal Justice system which

places the needs of victims and offenders at its heart.

The Government of Cyprus is determined to improve the way the justice systems serve victims and offenders. We are also keen to see restorative justice develop.

After Prison

i. Incentives to enterprises for employment of prisoners (Scheme and Guide-EL)

ii. Unemployment subsidy (Ombudsman report EL)

iii. Ministry of Justice (Reintegration Guidance and Training)

1. Promoted the publication "Guide for Social induction and rehabilitation of the released from prison" which is expected to assist in the re-induction of the ex prisoners in the society. Furthermore, in cooperating with the Psychological Health Services, promoted three publications of the Department of Prisons: "Keeping contact", "Preparation for release", and "Talking it with children" which constitute guidance for the prisoners families.

2. Within the framework of prisoners training the following programmes were materialized:

- Training for technicians of freezers and air-conditioning units, duration 180 hours, participating 12 prisoners.
- Skill Certification of builders and cooks, in cooperation with The Cyprus Productivity Centre and the Human Resources Development Authority, and
- Intensive vocational training in plumbing, in cooperation with the Vocational Training Centres of the Ministry of Education and Culture. Ταχύρρυθμη επαγγελματική κατάρτιση στα υδραυλικά σε συνεργασία με τα Επιμορφωτικά Κέντρα του Υπουργείου Παιδείας και Πολιτισμού.

iv. Social Welfare Services (Spontaneous support)

The Employment of Ex-Prisoners

Studies and surveys reveal the still existent lack of trust and negative stereotypical attitudes regarding the candidates who are returning from the places of imprisonment. This section will provide explanations of the dominating arguments that may offset such fears in a question – answer form. The list of the issues may not be complete but the main goal of the authors is merely to present a framework on the basis of which many employers and social consultants should seek additional information and ways of deepening their knowledge.

1. Why should I employ an ex-convict?

Answer:

Among ex-convicts there are many persons who already have or are perfectly able to develop high professional achievements and who are highly motivated. In regard to public interest it can be showed, that the society cannot afford to alienate a group of individuals whose skills and abilities can be successfully used in raising the productivity of the society itself, thus setting off a number of related negative consequences. In this case employer becomes a public service provider, who contributes to the creation of common good. Additionally, the implementation of prison rehabilitation programs prepares people for re-entering labour market, helps to develop new forms of socialization skills and inspires psychological and behavioural changes.

2. Can I trust the candidate?

Are there going to be no occurrences of theft from the organisation, its clients or colleagues?

Will person be able to not use illegal substances at the workplace?

Will he/she be able to obey the rules and regulations adopted by the employer organization?

Answer:

In this case, the employer will be dealing with a phenomenon where the information received (usually through special projects and various social

initiatives) about such a person is more comprehensive, in terms of detail, than he or she would be able to obtain regarding 90 percent of the remaining candidates. Since the selection process does not always reveal the full set of characteristics and full employment history of the average person, this does not mean that the person does always have a clean reputation.

Of course, there is no guarantee that a former criminal offender will gain and will be able to maintain employer's trust, though the possibility of the opposite is not great either. Nevertheless, it is necessary to take into account the fact that the candidate has to undergo the selection and attestation procedures. Moreover, a candidate may be tested by means of a trial period. Meanwhile, the government-subsidized temporary employment, in the context of labour market integration, could provide the means of understanding the aspects of trust-promoting behaviours.

3. How to maintain a balance between an open and socially just goal to recruit a former prisoner and potential threats to the employees and customers?

Answer:

It is important to rely on common sense when making the decisions. It is also necessary to perform a risk evaluation embodying the comparison of applicant's skills, experience and the facts of the criminal history against the potential risks directly associated with the workplace.

During selection procedure, the party responsible for the assessment of the candidate should be willing to consider:

• the employer's obligations, as defined by law;

• the nature of the workplace itself;

• the nature of the offense (does it pose a threat to other employees, customers, etc.?)

• how much time since the crime or misdemeanour. How much time did a person spend after leaving the place of imprisonment? It should be taken into account the other possible changes in circumstances and the facts relevant to the history of the candidate;

• the efforts made by the candidate in order to prevent the repetition of the act of offensive behaviour;

• the likely reactions of other workers; the assessment can be performed by the colleagues themselves;

• risk-reducing factors, e.g. the monitoring of personnel and enterprise-level control, supporting the adaptation, etc.

4. What kind of information can I get as an employer? How do I deal with this kind of sensitive information?

Answer:

To encourage applicants to disclose the history of their crime history, a climate of trust and confidence can be created. This should allow providing the candidate with the understanding of the reasons and ways such information will be used. Employers must make sure that the candidates will undergo the evaluation process under the requirements of law. Also, the evaluation process must not violate the principles of equal opportunities.

Thereby, choosing the questions regarding the criminal record must be considered in the context of general criteria.

In this case, acting as a data controller, the employer must comply with the legal obligations of personal data processing principles. Also, the candidate may be not legally obliged to disclose his or her work experience (job history), and especially to disclose a criminal record (of course, if it is not required by legislation).

5. Should I, in the name of team confidence and openness, disclose the information about the presence of previously convicted persons to other workers of my organisation?

Answer:

There have been countless discussions among theorists and practitioners, should the staff members be aware of the conviction or imprisonment history of their colleagues. Indeed, this question is complicated. On the one hand, transparent solutions, open working climate and democratic leadership approach are considered as the values of modern businesses. On the other hand, such a decision may lead to unnecessary tensions within the working team and may also negatively

affect the newly hired employee and the rest of the staff. Still, the risk of accidental resurfacing of information regarding the criminal past of a new employee can produce even worse result in terms of negative consequences. Thereby, the management should take into account all possible circumstances.

It should be noted, that smaller companies, that are basing their work practice on teamwork environment, should benefit from the clear message about the newly accepted employee(s). Moreover, if such an approach was planned in advance, the applicant should be informed during the interview or while rendering the job offer.

6. What principles of employment should apply when employing the persons with a recent criminal record?

Answer:

Companies should rely on the standard principles and procedures. In other words, the recruitment process should be just for all the candidates. It should have respect for the principle of equal rights and should guarantee equal treatment and fair selection procedure for all the candidates.

7. If I decided to hire an ex-offender, what steps should I take in order to quicken his or her adaptation?

Answer:

In this case, a newcomer, while being an ex-convict, should be also treated like any other staff member. He or she should not receive special treatment. In fact, many ex-convicts have low self-esteem and often become subjected to stigmatization. Thereby, it is important to create a positive climate within a collective and provide clear information regarding instructions and future expectations.

Not all companies can appoint a mentor or personnel for supervision, because it requires additional time and staff resources. Still, such an employee should receive at least some extra attention. The management should appoint an associate that in terms of representation, values and attitude would be a desirable example to follow by the newcomer. Perhaps the work can be organized in such manner that a new employee

would be able to observe a “desirable” associate, follow his example. The possibility for a more frequent contact and information exchange should be made.

8. What should I do if I discover that one of the members of my staff is a former prisoner?

Answer:

The disclosure of the criminal record is complicated and stigmatizing thing for the persons released from the places of detention. The continuous need for explanations regarding the “blank spots” in the history of professional activity and frequently received negative answers while looking for a job result in low self-esteem and negative psychological perceptions. So many ex-prisoners try not to disclose the details of their negative past, unless they are being asked directly during an interview or in applications. Upon discovering the facts about previous crime record such a person may experience anxiety and concern. This can lead to inadequate behaviours and should be considered during the interview.

Former Prisoners as Problematic Employees

The title of this section sounds like a stereotypical attitude, which is often misguiding employers who evaluate former prisoners as candidates for a position in their businesses. Indeed, previously convicted persons for the lack of adequate behaviour and professional competences may often raise doubts to the potential employees. However, in the ideal case, the selection criteria should not rely solely on the negative prejudice but on individual facts. It is true that an employer who employs former convicts should understand that a former convict deserves slightly more attention than the rest of the workers. This does not have to be based solely upon the allocation of excessive human or time resources. It should be understood that using the appropriate measures some of the former convicts as well as the rest of so-called problematic employees can be directed in the right way. Thereby, in this section practical measures will be discussed that help to address specific problems of workers while developing an appropriate working climate within the organisations. The application of the measures in question should create an environment suitable for cooperation and friendly to the worker. Also, these measures should help to raise morale, increase levels of loyalty and mutual understanding.

When facing the problems created by former convicts as the employees of an organisation, the strategic steps for resolving these problems should be taken, that could include communication (such as conflict resolution, anger management, etc.), organizational (changes in task distribution, working schedules, etc.), or even resorting to legal means. However, defining the problem itself should be considered as the first step.

The guidelines for establishing an appropriate working environment

Effective practices of human resource management, business reputation and the confidence in business community is determined not only by success. The ability to take advantage of positive relationships between employees and management while resolving problems often becomes a basis for good practices. It is identified by the practical abilities to maintain positive relations with employees, while avoiding major problems. These abilities may be developed without even applying conceptually based, complex and expensive models offered by experts. The application of more general principles may also provide sufficient results to this effect.

These are a few examples of good practice related to creation of positive working environment:

- Communicate with employees. Make sure that they know your expectations. Explain which tasks are performed properly and which are not.
- Listen carefully to your employees. They can often provide significant insights related to the workplace that could offer solutions to staff management problems.
- Take consecutive decisions. Apply the same standards of assessment for all employees when evaluating performance and behaviour. That way you avoid favoritism. Most employees discover very quickly which one of their colleagues is "the chosen one" and take defensive positions. Therefore, if possible, tasks should be distributed regardless of the subjective sympathies.
- Implement your stated policies. Why should your employees have to follow the rules, if you're inconsistent in your own policies and base your decisions on mood and other subjective considerations.

- Treat your employees with respect. The feedback will be like-wise and employees will respect you. Employees will feel the satisfaction of knowing that they are respected and treated fairly. Delinquencies should be also dealt with the appropriate disciplinary actions and inadequate behaviour should be thoroughly examined. These procedures must be carried out properly otherwise the actions only add to the complexity of a problem.
- Take the appropriate decisions regarding the task allocation. Task allocation criteria must be based on the ability of the employee to perform that task, rather than on his or her characteristics, such as former conviction, physical disability, sex, etc.
- Take action when it is necessary. The sooner the problem of the employee is addressed, the more likely it is solved during the initial stage.
- Keep records of the facts. Good employers make regular and comprehensive records describing their decisions related to employees and their activities. Typically, this involves the evaluation of performance, discipline, etc.

Activities focused on results and productivity issues

Naturally, performance and productivity issues are a critical factor in every business. Very often they are associated with the staff of company or institution. Thus performance problems are often the main concern for the companies or the heads of their lower departments. Types of performance measurement greatly vary across businesses. It can sometimes be limited to direct observation or, as in other cases, performance indicators may be applied. It should be noted that some dishonest employees, particularly in post-Soviet culture, tend to "bypass" these indicators thus trying to avoid direct responsibility. Even the best control and monitoring systems fail in helping to avoid such resistance. Specifically, even the known issues in production or service are seldom identified by the managing staff (generally, it is only known that

something somewhere has gone wrong). In fact means, such as staff performance evaluation and standardization of processes help solving these kinds of problems. In this case, if the performance of the employee does not meet expectations, the evaluation system usually signals about it.

Upon identification of the individual task fulfilment issues it is advisable to discuss their features and possible solutions with the employee. Another aspect is the motivation of an employee and his or her desire to perform the tasks properly. The performance of an employee can be also affected by the environment and personal factors. Often, simple things can be very helpful. The problem can be solved simply by mentioning observation results to the employee in conversation. This would suggest that the problem is related to supervision. Sometimes the management should resort to evaluating employees insufficient skills.

Try answering the further questions if you encounter problems related to lack of performance of the newly recruited staff member:

1. Has the employee had sufficient training?
2. Does he or she have the necessary skills?
3. Does the employee fully understand his or her tasks and the manager's expectations?
4. Does the employee have the right tools for his work?
5. Did the newcomer for some reason have encountered a performance problem before? It can be used as a basis for ascertaining new problems.
6. Did any personal issues have had an effect on his or her performance (e.g. childbirth, divorce, etc.)?
7. Problems associated with abuse (alcohol, drugs, gambling).

Workplace Training

Upon re-entry into the labour market after a period of institutionalization a fair amount of persons do have some sort of professional competences. Unfortunately, those competences seldom satisfy labour market needs. Moreover, a situation frequently arises where the qualification of such persons is under no compliance with the most current rules and regulations of public labour and labour subsidy programmes. Furthermore, very often the skills gained in penitentiary institution are very basic and the majority of possessed professional competences prior to imprisonment are frequently a subject to gradual deterioration due to the long periods of institutionalization. Such situation can be addressed by the means of workplace training that is also relevant throughout the programmes of pro-social skill development. In this section the concepts of workplace training and its characteristic will be briefly discussed later followed by a number of practical recommendations.

Working and learning are the concepts that belonged in two different categories in the past. The concept of working was understood as a means for providing a living for oneself and learning was seen as a process that should take place prior to starting ones participation in the labour market. It can be stated now that such a mindset was truly lacking consistency primarily because the bulk of knowledge related to specific positions (for example, working with industrial machinery and equipment) is mostly passed on from senior staff members to novices to this day.

In the current ever changing world, where knowledge-based economy and knowledge-based society is becoming increasingly important, the perception of learning as a concept has undergone major changes. It is now understood that educational institutions preparing future workforce

are not able to fully satisfy all the requirements of current labour market rising from the vast numbers of different branches of public and economic sectors.

The birth of knowledge-based economy and society concepts allowed the changes in the perception of work processes themselves. Knowledge became the main force behind ones professional occupation. The pursuit of knowledge changed the structure of labour – it became more flexible. Moreover, professional development became mandatory, determining the ability of staying in the market for both the organizations and their employees. The majority of developed economies are constantly seeking new ways of adapting to volatile political, economic and social environments. The present day situation where existing environment of knowledge and practices obtained in educational institutions do not guarantee successful adaptation to ever changing environment dictates the need for applying theoretical knowledge and practical skill in an "unusual manner" (e.g. being able to combine theoretical models with practical assignments that are not always clear beforehand).

Considering stated reasons the need for flexibility, teamwork, and communication skills arises. The mentioned means are the main directions the current training discourse should be oriented on. The concepts concerning workplace training are needed at all levels of organizational structure: management and employee. Timely investment into workplace training for organization members guarantees success in the future performance of the organization itself.

The Variety of workplace training methods

Workplace training is important for two reasons. Firstly, it contributes to building work efficiency within the organization, helps to introduce innovations and perform internal assessments. Second important reason

is the development of personal skills of individuals working in the organization which helps not only the organization but also provides benefits for the society itself.

The following are the main types of workplace training:

Learning for profit maximisation:

-Skill building for employees;

-The practice of teamwork methods;

-The improvement of management skills;

The improvement of personal skills:

-Acquiring new skills;

-The adoption of lifelong learning concepts;

Applying training processes as a social investing:

-Developing citizenship;

-Building values;

-Future investment.

Workplace training improves the wellbeing of the organization and very often is associated with the investment into in-service training and the deployment of managerial methods. In order to remain competitive and able to cope with the market challenges, organizations invest in staff training, allowing their employees to develop or acquire new vocational skills for overcoming new employment challenges. This area of workplace training is associated with the development of technical skills and the application of information technologies. As an addition to technical skills training at the workplace, there is also development of value elements, associated with the third group known as a social investment.

While looking trivial but often seen as the most important type of workplace training is the development of personal qualities. It is associated with both the technical skill development and learning values. The mentioned skills are acquired in a particular place and are usually associated with specific tasks performed by a member of certain level in

the organization (e.g. technical staff). Changes in the employee's responsibilities result in changes to the requirements for a needed set of skills for task performance. For these reasons learning may be necessary. Training is usually done in two ways: through direct working practice when it comes to either finding new ways of implementing assignments or through educational institutions and other means of which there are lots of to choose from.

Workplace training methods

Learning at the workplace is not a homogeneous phenomenon. Organizations generally use several methods of the workplace training, often combining and modifying them. Some methods are more appropriate when seeking professional development of staff, and the others, on the other hand, are used for innovation and enhancing organizational spirit. There are three distinguishable methods workplace training:

- Studying in groups;
- Individual training;
- Personal learning.

Although considered to be quite obsolete in nowadays, the group learning continues to be one of the most commonly applied methods. Most of the larger companies and public institutions have their own training departments or divisions, where basic skills necessary for the work are taught. Often the new staff members are directed to these departments upon joining the organization.

Studying in groups as one of the oldest and most widely applicable methods of training has undergone major changes. Currently, education is no longer a lecture or a group lesson where the tutor is talking and the learners take notes. In nowadays, a good instructor (teacher) is sensitive to the needs of the group. This means that the duration of instruction (lesson) is relatively short, while the larger portion of the time is used for

group interaction, discussions and problem solving, enabling learners to track what they have already learned.

The group approach saves time that is used for the general training of employees because one teacher can teach a few students at once, whereas working individually the teacher should devote his or her time to each student separately significantly increasing not only the time consumption but also the costs.

As one of the drawbacks associated with the group training is that this method is considered to be quite strict and formally binding. This happens because the learning in the classroom is often based on written sources, books or other means. However, that disadvantage is could be associated with the technical learning where the obtaining of specific knowledge is more important.

Workplace training based on work in groups has its flaws and edges.

Strengths and weaknesses of the group training

Advantages	**Disadvantages**
Cost-effective way (more students per teacher).	Inappropriate for the people who learn at different speeds.
All those involved contribute more than the teacher him/herself.	Potential for distraction by the people around.
Possibility to learn alongside other participants.	Possibility for negative interference by the "difficult" learners or those who are not concerned.
Opportunity to hear different opinions and experiences.	Possibility for avoiding studying and passivity.
The benefit of applying group-teaching and team-developing methods.	Some people may encounter fear of public speaking.
The main method for training a team of employees.	The group antagonism towards the individual activities.

Individual learning is the one method that gains popularity the most quickly in comparison with all the other methods. The core of this approach is individual work with the learner, who can be either a new employee or even the head of organization. Individual approach has many advantages. In particular, the curriculum could be designed that would meet the most important needs of the learner. Moreover, learner gets all the needed attention, he or she can always consult with the teacher whose role in this model of training crucial.

Mentoring

The results of research carried out in western countries show that properly structured mentoring programs could provide satisfactory results when integrating ex-prisoners into the labour market. In USA, UK and Hungary mentoring-based measures reduced drop-out numbers from ongoing rehabilitation programs. It was observed that around 60 percent of participants of mentoring programs received employment opportunities.

Mentor. Traditionally mentor is a professional teacher of occupation/profession, who can apply his/her special knowledge and is properly prepared for his pedagogic activity. He organizes the training. His/her main function is directing the improving the quality of organization‘s activities and developing career.

There is also another conception of mentor that includes social work mentoring, mentoring of advisory consulting. The first one describes the social worker leading learners vocational training or training at the workplace. Advisory consulting is understood as the way of promoting self confidence for the process of employment.

Ex-prisoners mentoring programs can be synchronized with temporary employment. Their main advantage us that private and public businesses

participating in such employment programs are obliged to provide assistance. As practices show, strong partnerships are often made between the organizations carrying out such programmes, their consultants, and participating companies. Thus the executor of the project and a business can usually both be interested in mentoring project. This interest can be further stimulated by the factors of: saving time and human resources (no need for additional consulting); reducing risk for "problematic workers" adaptation; aid in solving the problems. Mentors can reduce overall negative attitude of the employer and staff.

There are two models of integration related to temporary employment: 1) mentor can be the employee of the company 2) social worker undertakes the activity of mentoring (psychologist or other specialist). The first one called Master method has some advantages. It can be more acceptable to the participant of the project. Secondly, it can be related to learning at a workplace and vocational consulting. The main disadvantage would be the social, psychological competencies of the mentor.

Usually a mentor is chosen from those members of staff who are either older or have the most experience. However, currently such practice is becoming popular where mentor is recruited from the outside of the organization, usually a professional hired to implement innovations. This kind of training is usually meant for the education of the management. This type of mentoring is usually chosen for improving managerial skills and values. According to good practices, mentoring can be effective tool for integrating ex-prisoners into labour market and developing their pro-social skills.

Despite the differences between the kinds of mentoring the common factors exist:

- They both seek personal development, growth and adaptability;
- Both perform more effectively in working environments.

Strengths and weaknesses of the individual training

Advantages	**Disadvantages**
Training is adopted to suit the needs of the learner	It is not possible to hear other opinions
High training effectiveness	It is not possible to participate in group tasks and discussions
Flexible training schedule and location	Expensive, since the mentor only has one student
Learner feels more comfortable, is not afraid of mentors criticism	Time-consuming method for the mentor
Training can be done through the means of modern communication (e.g. internet)	

In addition to the above-mentioned methods there is a method of self-training. Although this is not entirely suitable for the ex-prisoners as a training method, however, it can be very useful for motivated individuals. It is problematic to define this method because it is not fully clear whether any process in which a person acquires new information can be considered as workplace training. Nevertheless, self-training has one major advantage - motivated employees are willing to learn a lot more than any other learner.

Advantages	**Disadvantages**
It is an inexpensive way of learning	No control mechanism
A motivated learner tends to make do better in terms of gaining knowledge	A learner may rely upon false or inaccurate information
The learner can freely share his or her knowledge with the other members of the organization	

Each one of the methods discussed above has its advantages and disadvantages and not all of them can be applied universally. Some of these methods are more suitable for improving the technical skills and others help to develop organizational values.

The effectiveness of the training is usually based on the learner's ability to apply (attend) the chosen method. The outcomes of learning are mainly determined by the learners attitude.

The efficiency of the workplace training methods

Training Method	Applicability for knowledge gaining	Skill development	Education of values
Group training	Moderate-low – watching presentations is one of the least effective ways of learning	High - the group training provides many opportunities for learning, skill development and increasing ones competences	Low - mentors tend to rely on their own example thus the training tends to lose its efficiency, especially in short courses
Individual training	Low - often an individual mentor is not willing to do presentations so the quality is quite poor and the positive impact is usually quite small	Moderate-high – developing skills with the help of individual mentor is a great way of training, especially when it comes to the technical skills	High – teacher's influence to the values of the learner grows in proportion to the time spent together
Self-training	High - reading, writing, thinking are great ways to gain knowledge	Small - skills such as computer literacy are easily acquired, but, for example, learning about the art of the interviewing can be problematic in terms of increased competences	Medium – information which is acquired by reading usually has moderate influence on human thinking and values (however, there can be exceptions)

The effectiveness of methods analyzed in the table above applies only to the motivated members of the organization. Unmotivated learner would show opposite results, therefore, his or her need for training would also be very low. To conclude it can be said that the majority of people learn by using different methods throughout their careers. Wise teachers working with a group will always find the time for the weaker learners and will be their mentors. Teachers should also distribute handouts and reading lists to encourage self-training.

Workplace training: practical recommendations

An approach combined from group and individual training is recommended for the persons who re-enter labour market after leaving places of imprisonment.
Group training is more applicable when hiring a larger group of employees.
Group training can be combined with the development of pro-social skills.
Group training could be applied:
When introducing an employee to the rules and regulations of the company (duties, rights, responsibilities, etc.), working climate (company's values, holidays, social connections within the collective), salary, bonuses. It can also be looked upon as an introductory training.
When introducing to main tasks (number of tasks; quality standards, supervision, consulting); tools and facilities and their safe use.
When familiarising with safety and ergonomics requirements and their application; first aid.
Group training should take no more than 2-5 hours with breaks. It is advisable that at least a part of training should take place at the workplace visually explaining the tasks and the use of working equipment. Some of the topics also require so called "theoretical" approach. Still, the learning course should be articulate, captivating and encouraging people to actively participate.

Workplace training for persons who left places of imprisonment: roles and interaction

Group training could be led by a specialist within the organisation, who is equipped not only with professional and team leadership skills but also has some pedagogic knowledge. Of course finding such an employee who has all of these competencies can be difficult. One of the solutions to this problem could be the involvement of mentors who teach the development of pro-social skills (e.g. social workers, psychologists). They would not only help to offset the skill gaps of senior staff members, but also to reduce the potential for psychologically aggressive postures, mockery, etc. They could also help with conflict resolution. It should be noted that the group training could also help to save time and organizational resources. However, it does have some significant drawbacks.

One of the major drawbacks is that this form of training is often applied in penitential institutions. It can often be associated with an unfavourable collective socialization. Therefore, the purpose of training event could change into a scene for resolving personal issues, relationships, rather than studying. In other words, such form of training may reduce the motivation of participants and the quality of learning. As already mentioned, this problem could be solves by applying the methods of individual training. After the initial training, while working with employees who have a recent criminal past, the so-called "professional mentors" could present the nuances of various work procedures, while visually describing their nature. Naturally, the selection of a mentor may not be compatible with a candidacy of the newly hired employee (e.g. for working in pair) in terms of the lack of motivation and goodwill of the former as well as possible negative attitude and fear toward former prisoner. Therefore it is advised to prepare mentors in advance and even to provide them with small incentives (not necessarily financial). The individual counselling should include social workers and psychologists.

Good Practice Examples

NGO Support in Lithuania

There are no models of social aid or integration into labor market that could unify all the resources that are available within the system and could control arising challenges. In 2006-2008 the project „Living free in freedom“ (main applicant **Caritas**) showed that lone endeavors of rather strong NGOs are weak and expensive in terms of achieved results. Correctional inspectorate officials share similar experience.

Caritas of Lithuania (especially the project of prisoners' care), the charity and culture society of Evangelical Lutheran parish **"Sandora",** Christian charity fund **"Samarija",** and the other organizations help ex-prisoners to reintegrate into the society through direct or indirect participation in specific projects. The goal of these organizations is to represent the interests of its members, defend their rights, and to promote the activity and skill improvement of prisoners.

"Care and reintegration". Visitations of inmates in Lithuanian prison are organized along with pastoral, legal and social care for ex-prisoners and their relatives. The workers of Caritas Dioceses are constantly consulted on the subject of ex-prisoner's assistance. Two educational seminars were held with up to 60 participants. The aid was provided to 150 ex-prisoners; 50 of them were received care in the community established by Caritas of Lithuania. Project financed by Renovabio and Communicantes (Dutch catholic foundation .)
Volunteers are trained by Caritas of Lithuania through the project of „Prisoner's care and reintegration“, regular visitations of prisoners in Praveniskiu penitentiary are also organized. Seminars for workers and

volunteers are organized in local penitentiaries and in the penitentiaries of neighboring countries during which improvements over working techniques are being made, experience and knowledge is shared. During individual and group meetings psychological and social matters are being discussed with the prisoners. The available charity items are distributed through jail facility personnel or given directly to prisoners. Caritas' goals and the necessity of humanistic attitude towards inmates is also explained to the prison staff members. Upon leaving jail facility convicted persons and/or their relatives are provided with consultations, temporary accommodation, job, necessary social skills.

In 2001 support organization Laikas (time) has been established in Praveniskes' correctional work penitentiary. The members of Laikas are mainly ex-prisoners. The main set of goals of the organization Laikas consists of representing interests of its members, defending their rights, promoting learning and employment, creating workplaces inside the prison, helping to better integrate into society after the sentence is served.

Related NGO Activities in Czech Republic

One of the most important role of an NGO is to prepare convicts for release and support them after the release of a prison. According to the Czech legislation the reintegration process of convicts is provided by several subjects:

- state bodies belonging to the imprisonment state system
- external subjects - state officers (Labour offices, social workers)
- NGOs
- Churches

The participation of external subjects in prison system is a very important aspect in dealing with the condemned and their preparation

for release as well as maintaining their contacts with (extramural) outside world.

The legislation also regulates the participation of specialized NGO´s in the prisons´ system.

a) **The Association for Probation and Mediation in Justice**
is a non-profit civil association founded for the purpose of supporting new and alternative forms of resolving criminal issues. It supports constructive conflict resolution inside the community as a tool for crime prevention and control. It develops methods for resolving criminal disputes which address the interests and needs of the victim, the offender and their social environment.

b) **The Czech Helsinki Committee**
is a non-profit civil organization for human rights. It monitors legislative activities concerning human and civil rights, with special emphasis on selected areas, i.e. Prison Service and criminal justice, the rights of prisoners and detainees, equal opportunities for women and men, labour market, litigation, refugees, police.

c) **Mosty (Bridges)**
is a non-profit civil organization – a psychological centre

d) **Česká katolická charita (Caritas)**
is a non-profit humanitarian catholic organization which helps the needy through health and social services.

e) **Diakonie**
is a non-profit humanitarian organization of the Czech Evangelical Church. It provides social, health, educational and pastoral services to those who came into unfavorable situations because of age, disability, social exclusion or other threat.

f) **Armáda spásy (The Salvation Army)**

is a non-profit humanitarian organization with Czech and foreign professionals. It provides help for homeless, old and ill citizens and social disadvantages persons

d) **Za branou (Behind the Gate)**

is a non-profit organization which provides professional help to prisoners, people released from prison and their relatives and intermediates contacts on suitable employers, asylum facilities, hostels, etc., and gives advice in difficult social situations.

e) **Podané ruce (Helping Hands)**

is a non-profit organization focused on prevention, treatment and other assistance to people using drugs. It provides social and therapeutic aid to drug addicted prisoners.

f) **Občanské sdružení Lighthouse**

is a non-profit organization which deals with the problems of individual prisoners. It helps them to return to normal life and serves as a link between the prison and normal life.

g) **Kongregace milosrdných sester sv. Karla Boromejského (Congregation of Mercy Sisters of St. Charles Borromeo)**

In the premises belonging to the Congregation in 1865 the state set up a women´s prison. The prison had been led by the nuns who re-educated women prisoners by work in workshops, garden, kitchen and laundry room. In 1948 the prison was closed and in 1950 the building was taken by the state. After the Velvet revolution in 1989 based on the cooperation of the State Prison Service and the Congregation the old tradition has been renewed and the building has been renovated to be used for comprehensive nursing and social care for long-term sick and elderly. Under the supervision and the help of nuns – nurses the women prisoners are working there as careers for sick and elderly and also in the kitchen, garden and laundry.

The members of religious groups help NGOs to maintain the contact with prisoners by celebrating the Mass inside the prison by helping to solve their emotional and material problems. Still the cooperation among NGOs and governmental organizations is not yet sufficient. Thus the creation the interrelated social support network is very important, because the prisoner is not the only party participating in the implementation of processes of social integration, there is also a number of various public and communal institutions that add through their activities to the success of social reintegration. It is important to involve as much volunteers as possible into the activities of NGOs, who could contribute in providing social and psychological aid to the prisoners, would help to improve their communication skills, and help to improve public attitude towards ex-prisoners in general.

NGOs are important in the field of social integration of prisoners, but cooperation with public authorities is necessary in order to provide effective and qualified services.

Sweden

Exit

Exit is a Swedish organisation working nationally with helping individuals to leave White supremacy environments and to lay a foundation for a new social belonging. The project was launched in 1998 and has since operated successfully with rehabilitation and preventive work. We also coach relatives of active Neo- Nazis, give consultation and educate professionals who come in contact with these individuals (in schools, social services, police force etc) and method development in this area.

The rehabilitation is based on a long-term cognitive treatment. We provide a sense of participation and an environment where the individuals is given the opportunity to grow into an ordinary existence, make peace with the past, work through hatred and aggression, take responsibility for their actions, break the social solitude, train their collabouration skills and social abilities, learn how to cope with set-backs and trials, solve conflicts without violence and trust others.
The majority of the EXIT staff has background in the White supremacy environment. Additional employees; a welfare officer and a coordinator. A physician and a number of psychotherapists are also tied to the project.
During the years we have built an organisation with comprehensive knowledge of the white supremacy movement as a youth culture in Sweden and the problematic surrounding it. We possess competence as well as routines to manage individuals and relatives of activists. The goal is to continue this work but also to share our knowledge and reach more individuals drawn to or involved in these environments.

Social reasons for engagements When individuals are drawn to extreme, destructive environments it is primary not because of ideology, but for social reasons. An engagement offers social advantages like status, identity, support and power. And the possibility to be someone on other premises than the ordinary society offers. Like aggression, fighting, devotion and engagement. Out of our ten years of experience, we can se that the common factor for entering white power milieu are the experienced feeling of be out of it (ber unaccepted) and / or a experience of insult. The white power environment offers a feeling and experience of strength and agent. The individual leaves the feeling of being a victim.

Individual support The process around the individual are strictly classified, a necessity since many need to seek shelter because of threats from former friends. Most part of those who leave become solitary, they often loose contact with relatives, siblings and non-political friends during their involvement. The individual may need help with gathering

their family network and be supported while re-establishing these contacts. During some time the contact from EXIT might be the only person to turn to; this is why EXIT staff are available 24 hours a day during the first urgent period. A majority of the drop out individuals has an extensive problematical background, a long time as an activist, criminality and/or individual difficulties. The climate in the white power environment is harsher today; the exposed are pursued both psychologically and physically. A individual has been a tormentor but also a victim of the white power movement organisations manipulation and suggestion, peer pressure and constraint.

The rehabilitation process is extensive. We have access to a youth psychiatric to which we can refer those who are in need of additional qualified care. We have great confidence in the doctor who has insight in this problematic, and there for motivating the client to seek help becomes easier. Furthermore, we have established contact with other psychotherapists that do not hesitate to work with individuals dropping out of these extreme and violent milieus. This kind of involvement stir up a lot of difficult feelings and our society's not equipped to handle or support these youths, mainly because of the detestable nature of these organisations. We can aid by consulting and guiding these relations and methods.

Activities Many dropouts need to break their social solitude, almost everyone are in need of training their collaboration and social skills and to learn how to manage set-backs and trials as well as trusting others. To be able to solve a conflict in a non-violent way is of great weight. A good way of training these abilities are through our activities. We regularly arrange short activities, both individual and in small groups. They can contain of having a coffee or talking over a dinner, attending a movie, work-out, bowling, indoors climbing or fishing. Clients from different parts of Sweden participate during Fryshusets 1 annual conference

topping current theme concerning children and youths out of social perspective.

Safe-housing Dropouts sometimes means leaving the home district because of threatening from former comrades. We can provide a safe house for a period of time. In addition to earlier mentioned measures we also assist with re-establishing in a new district, finding somewhere to live, support when looking for a practice, a job, or education and social contacts.

Parent support We take on parents with children drawn to or active in the white power environment. The youngest are around the age of 12. The goal is to stop the youth's career in the white power milieu by mobilizing the parental force, which sometimes means supporting a re-establishment of the parenthood through consultation. Personnel with background may also meet with the youth for a consequence description of a engagement in the white power environment. Parents often need help to work through what the family has experienced. We can aid by contacting others in networking, like schools or authorities. We offer to assemble school, social services and the district police for a meeting concerning active young individuals if the parents wish to. In a few cases whole families has been threatened by a organisation that wants to keep their member, or member to be, and in these scenarios we have assisted in creating routines and intermediating police with special knowledge of these matters.

Education and counselling for professionals We also arrange education and courses for teachers, social services, police and others that work in the field. The education is on how the neo-nazi movement in Sweden is organised, how to reach and influence individuals in extremists´ environments. We also offer counselling in casework.

Conclusions Since EXIT believe that young people are more motivated by emotional and social factors - identity, solidarity, belonging -- instead of some intellectual commitment to political ideologies, we believe that attending to their social environments - providing support, therapy, and safety -- will enable many of them to leave the movement.

Summary of a socio-economic report on gang violence and engagement in white power movement

Based on stories of people who has been engaged in violent subcultures during many years the economists Ingvar Nilsson and Eva Lundmark-Nilsson has carried out a study to make the costs for society visible as an argument for government and organizations to model a common agenda, general guidelines and invest in preventative actions and support for those who want to leave a criminal lifestyle.

Here you will find a short summary of how this study was carried out, what similarities you find amongst those individuals who engage in a criminal lifestyle and what costs society is facing connected to criminality and violent sub cultures.

The socio-economic effects of destructive subcultures affects a wide range of actors such as perpetrators, victims, witnesses, family and the general public. There are many different destructive subcultures, often involved in one another. This study is based on analysis of members in organized gangs and the white-power movement. The work behind the results show us that, even though every life story in unique, there are remarkable similarities in life experiences and the effects of marginalization between the individuals interviewed, regardless what group they´ve belonged to.

Some of the striking similarities include the following. The individuals were active (overactive) as children and lived under more or less challenging family circumstances. There were also early signs of learning

difficulties and/or some stage of alienation caused by early social ejectors. Not least does school play an important role as passive or active contributor in the process of ejection. Fights, graffiti and thefts are early signs, as well as the use of alcohol (and in some cases other drugs) frequently at an early age. Criminal actions are carried out during early teens and violence becomes a common feature early in life, as well as the feeling of alienation and an established outsider identity.

The first cost you can identify tied to a life in alienation is society's costs to provide for these individuals and also the loss of production value as a consequence of a life in alienation. These costs can, for one individual, rise to a total of ten million SEK* or more. The violence within these subcultures is another parameter that results in massive costs for society, due to the important role and function of violent capital in this environment. For example, a seemingly simple depth collection affects a lot of people in different perspectives and can cost 100 000 SEK. A violent assault is another example that can have numerous affect and cause tremendous costs for society. An average assault where the damages results in long-lasting cognitive damages can result in societal costs of fem to six million SEK. Different kinds of robberies are another important business within criminal contexts, and can vary from mugging to transportation robbery. The cost of a robbery can vary between 200 000 SEK and 2 million SEK. Needed to considerate are also the expensive sanctions which follow from criminal activity, for example police investigations, trials, sentences and correctional treatment. **One single imprisonment that leads to long-lasting alienation from the labour market results in a societal cost of five to six million SEK. Repeated imprisonments of life style criminals can lead to extended costs of up to ten million SEK.**

On an average, one individual engaged in organized gangs for 15 years, will result in costs for society up to 23 million SEK. An individual

engaged in the white power movement under the same amount of time will cost about 30 million SEK, and this is lowly counted.

With this as a background it is easy to see that, from an economical point of view, organizations working with preventative actions and support for those who want to disengage, is a social investment with high profitability that could save society huge amounts of money and suffering and contribute to a substantial socio-economic win.

Czech Republic

Project "Šance" (Opportunity) in the years 2005 - 2008

(http://www.equal.spj.cz/)

The project entitled *Opportunity*, which focuses on the employment of former prisoners following their release, was launched in September 2005 with support from the EU's European Social Fund and the Czech state. It was implemented within the framework of the EQUAL Community Initiative and its Priority 1, Improving Employability: Improving access and return to the labour market for those who have difficulty in being integrated.

The Project was implemented by the Opportunity Coalition development partnership, which consisted of 10 organisations, most of which were experienced in working with the main target group. The organisations were united by a common interest – to create conditions for the responsible and independent return to society of released prisoners, and to minimise the risk of reoffending. In addition to the main implementing organisation, the Association for Probation and Mediation in the Justice System, they were the Salvation Army, the Czech Helsinki Committee, the Nymburk Citizens' Advice Bureau, Mosty (Bridges) – social and psychological centre, the Probation and Mediation Service of the Czech

Republic, the Regional Centre for Training and Education, the Secondary Technical School, the Most Labour Office and the Prison Service of the Czech Republic.

The goals of the Project

The main goal of the Opportunity project was to improve access to employment and stimulate the interest of the chief target group in working. It also aimed to influence the situation regarding the employment of released prisoners on a regional, national and European scale.

The outcomes of the Project

- Reintegration Programme for prisoners on their release – a key outcome of the Project
- "Steps After Release" leaflet – information about labour offices, accommodation, immediate financial help, dealing with debts
- Prison News – information for other prisoners about the Project´s activities
- A Brief Guide for Employers
- Stories in Digital Form – digital presentation of a client (prisoner) to potential employers
- Film "Josef" - informational film about the first step after leaving prison

Cooperation with the Women's Prison

in Světlá nad Sázavou was launched, although not originally planned. The idea was to introduce the Project to part of the female prison population and to implement certain activities for women. A lecture on legal basics and a round table on the subject of the shadow labour market and gender issues with regard to prisoners was held in the prison. Clients were offered the possibility of using the services of a mentor, and six women took up the offer.

Reintegration Programme for prisoners on their release

Includes services and programmes to prepare the main target group for release from prison, their life outside prison and their search for employment. The content of the Reintegration Programme has been tested in the Bělušice, Jiřice and Vinařice prisons, and in the North-West and Central Bohemia regions. On the basis of this experience a resultant model was created, and in March 2008 was evaluated by experts as part of the validation procedure[1]. The validation participants judged the Reintegration Programme to be a highly suitable product for rehabilitation, and it was recommended that it be systematically expanded and anchored in the system of work with the target group.

Its uniqueness lies in continuous work with the client before and after release, and the integration of work with the client and the involvement of potential employers.

The part of the Reintegration Programme (hereinafter the Programme) which takes place before release aims to develop the skills required on release from prison into society and on entrance on to the labour market, and in motivating clients.

The post-release part of the programme focuses on individual help to clients in finding work in line with their abilities and the labour market opportunities available in the region.

The programme aims to minimise the period for which a released prisoner has no job or social support, because this tends to deepen their uncertainty and increase their sense of hopelessness, leading to possible social failure and reoffending.

The activities organised help to increase clients' awareness of their good qualities, shortcomings and suitability for particular types of work, and

[1] A method of gaining an evaluation of product quality from a group of experts on the given issue, with the aim of increasing the product's quality and reliability and improving its distribution strategy. Validation takes place in accordance with the rules of the methodology of CIP Equal. In addition to the project authors, those involved in validation were representatives of the Prison Service of the Czech Republic, the Interior Ministry and the Ministry of Labour and Social Affairs, as well as social prevention methodology employees from the Ústí and Central Bohemia regional authorities and representatives of the Institute of Criminology and Social Prevention.

their subsequent adoption of different approaches in specific situations. At the same time, they support and develop clients' effective communication skills in various social situations.

The programme's clients are prisoners serving unconditional sentences, before and after their release.

The Reintegration Programme consists of activities that aim to ensure a client's successful return to society and the labour market. They include:

1. A motivation programme – individual and group work.
2. Programmes that aim to develop clients' knowledge and skills.
3. Preparation of clients for a successful job search.
4. Complementary development activities.
5. Mentoring.

Complexed Reintegration programme for persons releasing the Prison Příbram

(http://www.cppp.cz/pribram.html)

o n g o i n g p r o j e c t

Project Goals

The main objective is to minimize the social disadvantage of persons leaving the prison environment, and improve their position in the labour market. The project is intended for motivated people who prepare for their release from prison, and are interested in full participation in the society. They will be prepared through vocational education, which respects the requirements of employers praxis, motivational-counselling program which helps them acquire key skills and individual assistance and counselling services during the first months after release. For creating the project jobs the employers will receive contributions to the wages from the project.

The project is implemented under the Operational Programme Human Resources and Employment. It is financed by the European Social Fund and the Czech Republic state budget.

Partners of the Project

Prison Service in Prison Příbram, Center for supporting of employment, non-profit organisation, Czech Chamber of Commerce which has close contacts to entrepreneurs in the region of Central Bohemia and in Prague.

Target group

From about one thousand people who are now placed in the prison Pribram, about 100 people who will be released during the implementation of the Project are eligible for the project participation because they will have chance to go through the entire program. The capacity of the project allows to support 60 people which will be chosen among the candidates by individual interviews. It is expected that 55 persons will successfully complete the program and obtain a certificate of completion of a training program and a certificate of professional practice. 30 people from this group (program graduates) will be placed to a suitable job.

Stages of implementation

The project started in mid-November 2010. In the first phase of implementation a quantitative survey among potential employers will be organised. This will help to shape the curriculum and also to identify the fundamental problems, which complicates the subsequent placement of target group on the labour market. In the next stage the representatives of the target group will be chosen, who will be subjected to a working diagnosis. These clients will gradually run through steps of a training program ending by an examination and then will be involved in the individual motivating program and until their release they will be participating in the activities of follow-up employment. After release they will be assisted by the reintegration service providers to facilitate their transition to normal life in freedom.

Hungary

Many actors of society can play an important role in this process. In this chapter we present some organisations and their projects that are involved or related to the reintegration of former prisoners (or other underprivileged group) to the society and especially to the labour market, or whose activities help this field in present-day Hungary. These presented projects can serve as a source to exploit techniques, ideas and measures to tackle the task of development of the Gradual Social Integration Model.

Project „TOOLBOOK" - Handbook for employers who are willing to accept ex-prisoners

Organisation:	Project team consisting of: Sopronkőhidai Fegyház és Börtön (penal institution) FKFSZ - Fővárosi Közhasznú Foglalkoztatási Szolgálat Kht. (employment service of Budapest) MENEDÉK Migránsokat Segítő Egyesület (NGO supporting migrants) Békéscsabai Regionális Képző Központ (regional training centre)
Organisation type:	Project team with different organisations (state institutions, NGO, training centre)
Short description:	a project team
Contact info:	Handbook - project product downloadable from the Internet[i].
Project title:	Project „TOOLBOOK" - Handbook for employers who are willing to accept ex-prisoners
Project duration:	n.d.
Project summary:	The project product is a 100-page handbook for employers, containing definitions, tips, examples of best practice, training outlines, case studies, legal and practical advice for the establishment and development of anti-discriminative workplaces for special employees (women, members of large families, older employees, immigrants and asylum seekers, employees starting their career, ex-prisoners, employees with different ethnicity, religious or sexual orientation, handicap). The chapter dealing with ex-prisoners lists some "myths and stereotypes" concerning the employment of ex-prisoners and on the other hand, the facts related to these issues, e.g. how the employer can receive state subsidies when employing ex-prisoners to cover their wages.
Indicators:	target group: employers and future employers of workers with changed abilities and special needs, e.g. ex-prisoners no. of clients: national level

budget: n.d. (the project product is freely downloadable and available as a free print-out)
financing body: EQUAL Hungary – EU Structural Funds + Hungarian Government

Detailed description:



"Toolbook" for open employers

details from the book:

"Human resources should be respected by members of organisations and companies, especially so because this respect evokes added values. The greater feeling of responsibility towards a colleague needing more attention can play an important role in the motivation of the colleagues. Not only the hardest working and best performing workers are important in a team – imagine that you yourself can also get in a difficult situation. The reliable colleague also relies on the company. The human resource manager not only concentrates on the presently excellent work-force, but on past and future employment "hidden values".

In a company, the HR policy cares about the workers who need more attention and doesn't let them down. May they be colleagues with a large family or many children, elderly workers, handicapped or with a different sexual attitude. It is a part of corporate culture to empower these colleagues to be able to perform well at work."

In the project product "TOOLBOOK" the project team has gathered arguments in favour of respecting a multi-coloured human resource environment. The usual prejudice and stereotypes are discussed and opposed with facts, and possible solutions are recommended. Tips are listed for the employers to introduce and apply practical measures aiming to support the vulnerable groups of workers who need more attention. Outlines are given to make this human resource policy part of the corporate culture and how to make equal opportunity plans for workplaces.

Project „Park gardener training in Állampuszta Penal Institution"

Organisation: Kecskeméti Regionális Képző Központ
The Regional Training Centre of Kecskemét

Organisation type: regional training and educational centre

Short description: Kecskeméti Regionális Képző Központ (Regional Training Centre of Kecskemét) is the adult training centre and the official examination centre of the Central Hungarian Region. It was founded in 1993 by the Ministry of Labour and the municipality government of Kecskemét city. Since then it has become one of the most modern centres for adult education and human resources development in Central Hungary. Its working area covers Bács-Kiskun and Pest counties – the two biggest counties of Hungary both in territory and in the number of inhabitants – and it also implements training activities in the South Plain Region consisting of Bács-Kiskun, Csongrád and Békés counties.

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Project title: „Park gardener training in Állampuszta Penal Institution"

Project duration: 2005. 10. 03 - 2006. 04. 28.

Project summary: „Park gardener training in Állampuszta Penal Institution" project is aimed to assist the reintegration of former prisoners to the community. The project comprises vocational training and the implementation of a nationally accepted qualification to help prisoners and those under Probation Service. The training is taking place in the penal institution and in the village where the prison is.

Indicators: target group: prisoners and released prisoners under Probation Service, mostly Roma ethnic origin, with basic (8 classes) or less education
no. of clients: 18
budget: 3.402.000,- HUF (43.000 LTL)
financing body: Országos Bűnmegelőzési Bizottság - National Crime Prevention Board (NCPB), Ministry of Justice and Law Enforcement

Detailed description: **The facts that make the programme necessary**
The target group members (the prisoners in the Állampuszta Penal Institution) are mostly of Roma ethnicity (62,8%) and/or coming from Eastern Hungary (counties Szabolcs-

Szatmár-Bereg (18%), Hajdú-Bihar (15,5%), Borsod-Abaúj-Zemplén (1,8%) and Jász-Nagykun-Szolnok (27,5%)). These counties are characterised by high rates of unemployment (national average: 7,2%, in Eastern Hungary: 15,4%). Because of the unfavourable social and economical circumstances, crime is also higher here. The Roma ethnicity is the highest ratio in this part of the country. The target group is underprivileged concerning social and employment chances (even before entering a penal institution), and they are faced by social exclusion. Their income consists of social benefits from the state and crime (theft, burglary).

After the project their possibilities of inclusion and integration to the labour market will increase significantly, and they have a chance to stop with their criminal career.

Key elements of the programme

Aim is the social and labour market integration of low educated Roma and non-Roma prisoners, when released. Acquiring a nationally recognised qualification increases their chances to have a job when released. Additional courses provided during the programme: personality development, job seeking techniques, employment counselling.

Programme elements

1. Selection of participants (assessing health status)
2. Signing of contracts for the training
3. Personality development training (90 hours course)
    a. Group building
    b. Self-knowledge
    c. Personal SWOT analysis
    d. Labour market training
    e. Criteria of successful vocation and employment
    f. Personal long term activity plan
4. Park gardener training (500 hour course)
    a. Basics of gardening
    b. Economy
    c. Environment and safety at work
    d. Technical skills
    e. European studies
    f. Practical work
    g. Examination

Results

15 prisoners completed the training and acquired the nationally accredited profession of Park Gardener.

„CHANGING PROGRAME" project - Increasing the chances of reintegration to the society and the labour market for released young former prisoners

Organisation: Váltó-sáv Alapítvány
The Change Lanes Foundation

Organisation type: private foundation (NGO)

Short description: The Change Lanes Foundation is dedicated to the assistance of prisoners, released offenders and those with a criminal record in their reintegration to the society and the labour market, as well as increasing their chances of life. In their programme and projects, they primarily deal with young people between sixteen and thirty-five years of age. The core of their activity lies in continuous (after)care and the operation of a civil helping system. According to their belief and experiences, building of secure human/helping/civil relationships in the penal institution, gaining of confidence, the establishment of continuous emotional security and the assistance of an accepting community are vital issues in the reduction of the crisis of release and in the prevention of re-offence.

Activities:

- Assisting in the preparation for the secondary school leaving exam, improving the chances of re-integration;
- Organising, operating and maintaining a special, personality-based learning -teaching programme for first-offenders and young people with a criminal lifestyle
- Recognizing, realizing and reinforcing individual abilities;
- Psycho-social treatment of personal problems; mental-hygienic care;
- Lifestyle assistance;
- Organising, operating and maintaining special helping-problem solving groups supporting the re-integration in the society
- Crime prevention; organising and managing informative discussions on prevention;
- Operating a civil support system;
- Providing continuous after-care
- Preventing the process of prison socialization;
- Involving ex-offenders in caring work - as far as possible - and supporting their training in helping work;
- Family care;
- Organising professional meetings, coordinating

methodology exchange;

- Methodological and research work concerning deviance and its possible treatments, with special respect to criminal lifestyle;
- Organising spare time and community activities.

Currently, the organisation is dealing with 15 people in the educational/re-integration programme, while their other training/re-integration program involves about 80 young people.

The staff of the Change Lanes Foundation consists of six people at the moment. Breakdown by qualification: secondary school teacher, social worker, social teacher, expert in social politics, public educator, qualified narcology assistant.

In consequence of its national activity, the Foundation has a Coordination Agreement with the National Headquarters of the Prison Administration.

Projects of the Change Lanes Foundation:

Within penal institutions and after release

- Changing Program - helping work and providing secondary education for detained and released youth
- Social work in prison administration and aftercare

Within penal institutions:

- Preparation for release for young people in penal institutions
- Peer/social support training for young people in penal institutions

After release:

- Change Lanes Information Basis Project
- Family Group
- Crime prevention with the involvement of ex-offenders
- "Job coaching"–employment of ex-criminal youth and support reintegration in the labour market.

"In what ways can we help?"

According to the experiences, release from prison is a pleasant but also a difficult moment and process. Therefore, it should be "pre"-prepared carefully while in the penal institution and free life should be pre-planned. It is vital to think about housing, possibilities of finding a job and workplace, plans referring to managing money, family issues and other human relationships, possibilities of training and education. The gathering of the necessary documents (identity card, address card, health insurance card, tax card etc.) takes a lot of administration. The

Change Lanes Foundation provides help in:

- housing problems
- work and job issues
- gathering of documents
- money handling issues
- providing information concerning individual situations and questions

"What we cannot provide"

- Financial resources

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1. Project title: „CHANGING PROGRAME" project - Increasing the chances of reintegration to the society and the labour market for released young former prisoners

1. Project duration: 18 months (2006. 05. 01. – 2007. 10. 31.)

1. Project summary: Aim: to create and increase the possibilities and chances of reintegration to the society and the labour market of ex-prisoners and/or deviant/criminal young people.
Method: operating a continuous (after)care model with several elements, and a civil helping system.
Based on the synergy of supportive and educative elements, such as psychosocial care and the aimed delivery of the target group to the training institutions and the labour market.

1. Indicators: Target group: ex-prisoners and/or deviant/criminal young people
no. of clients:
Involved in consultation: 210 (60 in the project proposal)
Entered vocational training: 28 (24 in the project proposal)
Got employed: 12 (12 in the project proposal)
budget: 39.225.000,- HUF (497.000 LTL)
financing body: National Development Plan Humane Resource Operative Programme HEFOP 2.3.2. (co-financed by EU Structural Funds)

1. Detailed description: The former prisoners are in a very disadvantaged situation after release, concerning finding their way back to society and the labour market. Several research papers[ii] prove that

they are excluded from virtually all social and employment benefits. They would need a complex, integrated and synergic programme of social and employment support. The answer to this problem was the establishment of the "Changing Programme" project. The basis of the project lies on the indispensable competences needed for reintegration to the society and the world of labour. The project elements were the following:

- During and after prison:
  supportive care,
  consultations,
  competence programmes,
  job seeking training,
  language courses,
  „Family Group"
- During prison:
  „Focusing on Freedom" – special training preparing for life after release
- After release:
  „Job Coaching"

The „Job Coaching" element uses the method of employing a „coach" who follows the career development of the ex-prisoner. During their regular meetings they talk the topic over – the coach gives an analysis and evaluation of the situation of the participant.
Supportive care is also given on an informal basis.
Mediation between employee and employer is also done by the coach, to find solutions if any problems occur.

Project "Recycling domestic and industrial second-hand textiles"

Organisation:	Retextil Alapítvány Retextil Foundation
Organisation type:	Private foundation NGO
Short description:	Retextil Foundation's aim is to promote an original know-how of recycling domestic and industrial second-hand textiles. Using a traditional, manual textile technique, the common human ability of creativeness can be developed and at same time textile waste be reduced. To create Retextil products – bags, puffs, swings – there is no need for any other sources except human energy and it also enhances the cooperation of groups and individuals.

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Project title: „Retextil is a language where we can learn about the organic order in the world around us."

Project duration: continuous: "company" / workshop / workplace

Project summary: Retextil is a method to manufacture domestic items (bags, clothes, rags, lampshades, sculptures, swings etc.) from textile waste. In the work process, workers with changed abilities take part (handicapped, having psychological problems, long-term unemployed, lacking education, former prisoners seeking a job), especially women.

Indicators: target group: handicapped, underprivileged, workers with special needs
no. of clients: 24 workers (at present)
budget: n.d.
financing body: -

Detailed description: 100% manual work – community rehabilitation.
100% recycled – environmentally friendly.
Unique "ecodesign" + artistic value
The products are sold in a shop + webshop: the revenues go for the costs of the foundation.
The products are well-known and represent an "iconic" and easily recognisable image: whoever sees it knows instantly that with the purchase of these (not very cheap) items a good aim is served and underprivileged people are being supported. So ther products represent a high esteem: hotels, prosperous companies buy murals, larger installations, furniture, whereas if you see a retextil handbag or necklace among the public, you recognise it right away.

Project "Host Village Tarnabod - waste handling plant"

Organisation: consortium of
Magyar Máltai Szeretetszolgálat Egyesület / Hungarian Maltese Charity Service, and
Tutor Alapítvány /Tutor Foundation

Organisation type: Association NGO, and
private foundation NGO

Short description: **The Hungarian Maltese Charity Service (MMSz)**

The Hungarian relief organisation of the 900 years old Sovereign Order of Malta with a Christian spirituality – was founded on 4th February 1989; the date of its legal registration was 10th February 1989. Since 1st January 1998, it has been a prominently public benefit organisation.

Its motto is: *"Tuitio fidei et obsequium pauperum"* – Defence of faith, and service to the poor". Its symbol is an eight-pointed Maltese cross symbolising the Eight Beatitudes.

Since its 20 years of operation a national network of the organisation has been established gradually, with which the Hungarian Maltese Charity Service provides safety and refuge to many people. By organising the gratuitous work of its members and other volunteers and by collecting and distributing donations, the Hungarian Maltese Charity Service helps the poor and needy to satisfy their needs according to their basic human rights which are also recognized by Hungarian law. The Hungarian Maltese Charity Service provides support through the reasonable use of the resources available - regardless to race, sex, nationality, religious, political or any other convictions - exclusively on the basis and to the extent of indigence.

The charity work also comprises:

- The establishment of a homeless-care network,
- The establishment of institutions for the ill, and the tired, left-alone elderly
- The initiation of programs that help improve the living conditions of people living with physical and mental disabilities,
- The institutional care of families, family fragments living in constantly hopeless situations,
- The establishment of homes and services for the raising, care and education of the abandoned, orphan, and severely endangered children, and the youth.

The many-sided activities of the Hungarian Maltese

Charity Service are most effectively symbolized by the expression of donation - that is a gift we receive to pass it on.

Because a donation can be food, clothing, medical equipment, given to the needy, but a donation also is bathing, legal advice, a word in time of spiritual crisis. Donation is a safe shelter, loving care, nursing, consolation of incurable patients living their last days, the attentive and understanding care for the disabled. Behind the donations there is a serving, organising and collecting work of thousands and thousands of good-willed people.

The nearly 8000 volunteers of the Hungarian Maltese Charity Service, - actively working in 7 regional organisations and 150 local groups – represent solidarity rooted in brotherly love. It regards faith as a driving force for activity in favour of life.

Tutor Foundation

The foundation is active on the field of helping homeless people and families. It has participated in model programmes (Mobile Pneumonia Screening Station, Legal Advice Service, Host Village Programme) which helped to open the way to innovative methods in social care in Hungary.

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Project title: "Host Village Tarnabod - waste handling plant"

Project duration: 2006 – present

Project summary: The "Host Village Tarnabod - waste handling plant" (Host Village – Host Workplace) Programme is realised by the consortium members, with financing from Public Foundation for the Homeless in two villages (Tarnabod and Erk) in Heves County, Northern Hungary. Within the scope of the project they provide long-term housing possibilities for homeless persons and families, in order to help their reintegration into the society. An important element of the programme is to develop the local community, to strengthen the existing social services, social networks and to establish new employment possibilities.

The project started in 2006 with the training of 15 women (residents of Tarnabod) who obtained the nationally recognised qualification of Child Carer. 6 of them were able to find employment soon in the new local Day Care Kindergarten for Children, which started operation in the building of the former pub.

In the article "The Host Village – Host Workplace Program: Societal Reintegration of Homeless Families in Rural Environments (Initial Experience in the Village of Tarnabod, 2004–2006) alternative methods of social care are presented, which started as a model experiment. The method is effective both for homeless families or those threatened by housing problems (former prisoners, long-term unemployed citizens etc.), and for the reviving of deprived rural settlements. This model experiment was twofold in nature: it may alleviate the homelessness problem on the one hand, and contribute to community social work on the other.

The background and the evolvement of the model experiment is embedded in the history of the homelessness problem in Hungary in the period after the collapse of communism (since 1990). The 'Host Village', Tarnabod in Heves County, and its inhabitants are representing a typical 'social diagnosis' of Hungary, so the applied solutions may prove to be usable elsewhere.

The main milestones of the practical work were the acquiring of a village bus, the (re-)launch of household farming (that has been always an important way of making a living, but in the

communist times in some places “it was forgotten”), and the opening of a waste handling plant in the village providing employment for 30 people, accompanied by such social elements as starting a cinema club and a new football team.

The main pillars of the Host Village Model Experiment are social work, settlement development, employment policy, and, to some extent, rural development and agriculture as a result of the cooperation of several civil organisations and a local village government.

The model is being adapted in another village with 900 inhabitants, Erk, but the process is slowed down by the economical crisis (2008-2009).

Indicators:

target group: homeless and unemployed citizens and families, Roma (Gipsies)

no. of clients: 690 inhabitants in Tarnabod, 36 new employees (30 in the plant, 6 in the Kindergarten)

budget: n.d.

financing body: Public Foundation for the Homeless, state subsidies, own revenues (waste handling plant), Labour Centres, St. Stephen Foundation (Holland), HEFOP 1.3.1

Detailed description:

The waste handling plant is. situated in the village. Its motto is: **“What means waste to you - means employment to someone else!”**

The Hungarian Maltese Charity Service “Host” Nonprofit Ltd. company provides the treatment and handling of electrical and electronic (hazardous) waste, within the scope of its employment and social programme, fulfilling important national and EU environmental goals.

With the support of the National Employment Public Foundation, the waste handling plant was opened in the village of Tarnabod, dealing with electrical and electronic waste. It’s present capacity is 600 tonnes per annum. In the treatment technology the waste is gathered and stored in the premises of the plant, then dismantled by manual work (physical processing) into smaller parts, and selected into fractions according to material: copper, iron, various plastics, glass etc. The fractions are stored in a temporary storeplace, then sold and transported to retail partners (secondary raw material market). All movement of waste and materials is documented (amount, type, date etc.) to and from the plant.

The plant possesses the required permits for waste treatment from the authorities. They can accept the following waste for treatment are: office appliances (printers, computers, photocopiers), entertainment electronics (radios, CD-players, VCR’s, DVD-players etc.), household appliances (electronic kitchen utensils, electric tools, vacuum cleaners, refrigerators), industrial electric waste and by-

products etc.

They also accept used and operating electrical appliances, both in their Budapest site and at Tarnabod, and are also collecting the waste upon request with their own vehicles.

The situation of employees with difficulties (e.g. long-term unemployed, ex-prisoners) in adapting to normal working conditions is made easier by the applying of a special employee attendance-data collecting system. This means that the working hours of each worker are recorded and their salary is based on this - if someone wants to work for 2 or 4 hours a day instead of normal 8-hour shifts, he can do that, with the only consequence of earning less.

An argument: the procesing of 20 tonnes of electrical waste yearly helps to maintain one workplace.

Further elements in the programme are:

- From December 2008. a Retextil project has also been started for the inhabitants (see description at **Retextil**).
- They introduced “card-operated electricity meters”, which operates by inserting a card in the meter, representing a certain ammount of money paid for the card, that is used up in proportion to the used electricity.
- debt handling and management for the families done by experts
- renovation of the school and the kindergarten

