

## WORKSHOPS BOOKLET

### of 3rd international partner meeting in Warsaw

(15/KA2AE/13563)

28-29.09.2016

Prison, Reintegration, Education. Trainings to support social and labour market (re)integration of people in or after detention



## TABLE OF CONTENTS

<b>General informations .....</b>	<b>3</b>
1st day, 28 <sup>th</sup> September 2016 .....	3
2nd day, 29 <sup>th</sup> September 2016 .....	4
<b>RUBIKON Centrum.....</b>	<b>6</b>
Environment in the Czech Republic .....	6
What the RUBIKON Centrum does in our work with Employers .....	6
The Recruitment Agency RUBIKON.....	7
Practical Interviews Day (PID).....	7
International Conference .....	8
Our Websites.....	8
Materials for public and employers.....	8
<b>EDUKOS .....</b>	<b>10</b>
Convicts and their social network .....	10
Professional public and institutions (e.g. helping professions, state administration, public administration and local administration, NGO) .....	11
Employers (in the framework of penitentiary and post-penitentiary care) .....	11
Lay public in the region (in the place of residence or in the locality of the prison). .....	11
What are the future perspectives in the area of Social Sensitization? .....	12
<b>Váltó-sáv Alapítvány .....</b>	<b>13</b>
Criminal roadshow/crime prevention discussions.....	13
Organization, implementation, processing of prison visit .....	14
Researches .....	14
Short movies, flashes, making of other media event.....	15
Tender and exhibition regarding the creations of prisoners .....	15
Charity Shop.....	15
Trainings.....	16
<b>Sławek Foundation.....</b>	<b>17</b>
Examples of social Sensitization .....	18
<b>CSF "Garstyčios grūdas" .....</b>	<b>21</b>
Social sensitization – tolerance improving.....	21
CSF "Garstyčios grūdas" contribution to public social sensitivity .....	22
Trainings.....	23

## GENERAL INFORMATIONS

**Location:** Sławek Foundation (Warsaw office, Gen. Andersa str. 13; Rehabilitation Centre in Mienia village, Mienia 132 – gm. Cegłów)

**Present:** Sigute Sapiegaite, Jaunius Mincevičius (Garstyčios grūdas - LT); Miroslav Spaník, Michál Cipka (KIC Educos - SK); Krzysztof Łagodzinski, Żaneta Łagodzinska, Marek Lagodzinski, Krystyna Żołynia, Józef Grzyb (Fundacja Sławek – PL); Katerína Mikulastíková, Lucie Streichsbierová (RUBIKON Centrum, CZ), András Giba (Váltó-sáv Alapítvány – HU).

All participants were present by all parts of the program.

### 1ST DAY, 28<sup>TH</sup> SEPTEMBER 2016

1. All participants arrived to Sławek Foundation office in Warsaw at 09:00. We started with presentation of Sławek Foundation daily activities, office and stuff.
2. At 10:00 Michal Cipka started Edukos presentation about social sensitization - current situation in Slovakia and Edukos ideas for future actions.
3. At 10:30 all partners had opportunity to listen 30 minutes presentation of "testimonies" program. President of Sławek Foundation Marek Łagodziński and ex-prisoner Józef Grzyb presented how testimonies program is runned in prison. Specially ex-prisoner live story was very interesting for participants who asked many direct questions about his previous live and reasons of change.
4. At 12:30 we left Sławek Foundation Warsaw office and get transfer to Sławek Foundation Rehabilitation Centre in Mienia village. Travel took 1,5 hour.
5. At 14:00 all partners had lunch that was prepared by inhabitants of our Rehabilitation Centre.
6. After lunch Krystyna Żołynia – head director of Mienia Center - presented the Rehabilitation Centre. Participants were visiting our facility. Next they had opportunity to have free talk to Krystyna Żołynia about the methods, history, philosophy, services, operation, future, plans, etc.
7. After facility presentation we continued with partners presentations about social sensitizations programs and future ideas in each participated countries. Presentations were made by representatives of Rubikon, Sławek Foundation, Váltó-sáv Alapítvány and Garstyčios grūdas. Processing method: presentations.
8. We finished our meeting at 19:00 and all participants were transferred to hotel in Warsaw.

2ND DAY, 29<sup>TH</sup> SEPTEMBER 2016

1. We started second day of partners visit at 9:00. According to the program we started with discussing the points of the basic curriculum in social sensitization (developed VSA). We had open discussion about training methods. After analysing VSA proposition there was many question marks about what future actions we should take, and how the training development should be proceeded. To get answers for participants questions we connected by Skype with Lidia Lindner (from VSA), who explained us how VSA see future development of O5.
2. According to VSA advises we started with description of potential target groups such as: Employers, Probation, Mediation Officers, Social Workers, Students, Teachers, Prison Service, Public in General, Media.

We described as well the actions that should be taken to change social sensitization of this groups such as:

- Interviews – employer is meeting ex-prisoner etc. on the job interview,
- Modified assessment center and development – employers and social workers are invited and they with the clients how they are making specific tasks – make basket from wood or other material,
- Visits with employers in Prisons,
- Meetings of ex-prisoners with other groups,
- Storytelling, good practice examples of successful jobs done by prisons,
- Exhibitions,
- Sharing the experience among employers who employ prisoners or ex-prisoners and those who do not employ them yet,
- Ethical code for CSR involved companies,
- Live library ,
- Peer mentoring – experienced person who can help with social work.

3. We decided that we will summarize propositions of all Partners in to one common training program that will be described in O5 in the future.
4. At 13:00 we had Lunch Brake.
5. We continued work with Common Curriculum – Social Sensitization Training. There are still questions about its final shape that we would like to explain during next Video Conference. We agreed that every organization will prepare own propositions of how to deal with social sensitization and we will try to combine it into one common curriculum.
6. At the end all partners filled Evaluation Sheets.
7. At 15:30 we had official closing of the meeting.

## RUBIKON CENTRUM

### ENVIRONMENT IN THE CZECH REPUBLIC

76 000 people are yearly sentenced in the Czech Republic. The Prison Index (the number of prisoners on 100 thousand inhabitants) in the Czech Republic continues to be very high. The costs on incarceration of one prisoner make about 50 EUR a day, which comes on over 18 thousand EUR a year. The Institute of Criminology and Social Prevention declares the recidivism rate in the Czech Republic over 60 % (each sixth ex-offender commits another crime and goes back to prison). The most common reasons of recidivism is the absence of work and debts (ICSP 2008).

People with criminal record constitute a relatively huge group of people who are very disadvantaged on the labour market and there are not many who would like to help them and give them second chance for the prejudices and fear on one side and for the general conviction that they do not deserve compassion because in the eyes of public they are guilty even after they served their deserved sentence. The greatest and most difficult barrier on the labour market is the very criminal record. The statistics show that 68 % of employer on the Czech labour market required clean criminal record and 49 % of them even for the less qualified positions, thus regardless the type of position and seriousness of committed crime.

An unemployed person costs the state a lot of money on the social benefits and for a person without a useful and legal job it is very difficult or even impossible to integrate back to a normal and full-bodied social life and so are debt repayment options. The recidivism is much higher by an unemployed person than by someone with legal and stable job and income.

From our 20 years long practice we know that in order to achieve some positive changes, it is needed to work not only with our clients (ex-offenders) but also with the environment, in which they return (or at least they should) after getting out of prison – the labour market.

### WHAT THE RUBIKON CENTRUM DOES IN OUR WORK WITH EMPLOYERS

Considering the whole situation described above we designed the key activities in such way, which would best decrease the barriers of ex-offenders on labour market.

We did so by the services of our Recruitment Agency RUBIKON focusing on both – the clients and employers too. From our 20 years long practice we know that in order to achieve some positive changes, it is needed to work not only with our clients (ex-offenders) but also with the environment, in



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which they return (or at least should return) after getting out of prison – the labour market. Thus we decided to cultivate the labour market through communication and cooperation with the employers.

## THE RECRUITMENT AGENCY RUBIKON

The Recruitment Agency RUBIKON became a fundamental part of RUBIKON Centre's services, thanks to which we established cooperation also with state administrative (especially the Probation and Mediation Service and the Employment Agency of the Czech Republic), and with the non-govern sector too. Thanks to its overlap into the business sphere it became a unique service making it for the ex-offenders easier by entering the labour market.

## PRACTICAL INTERVIEWS DAY (PID)

In order to cultivate the outer environment we had to involve the employers too. We did so by a special activity called Practical Interviews Day – another know-how transferred from London. Practical interview is a trial working interview between employer – candidate (as a potential employee). It has a format of speed dating, each interview lasts 15 minutes then there is a short break and then another interview follows. We usually did up to 5 – 6 interviews in a row, so candidates were able to try 5 – 6 different employers. The activity had a great success and after a while became very popular for both – the candidates and employers too.

Here are some quotes from the employers:

- „It is useful for them and for us too. Of course it opened our eyes and helped us to even consider to employ someone with criminal record.“ Milena (manager from IBM Czech Republic),
- “I got aware of my prejudices. I thought if you get on the other side of the Law you must be bad, ugly and silly. After experiencing PID and seeing the candidates face to face I cancelled these convictions and I am leaving with the idea that they are just normal people, who don't need to be isolated and scared of. I would like to employ one candidate I met here if I had a job for her.” Radek (director of finances, IBM Czech Republic).

PID is one of the great tools of spreading information and examples of good practices. It helps to eliminate prejudices and fear of ex-offenders and motivate employers to give second chance to people with criminal record and employ them. Moreover, as the Practical Interviews Day has become very popular among business companies, we have been getting offers to realize the PID in their offices and the costs connected with realization of PID go to their account.



## INTERNATIONAL CONFERENCE

International Conference was another way how to inform about the issues of employing ex-offenders and how to spread examples of good practices. International Conference was held in the Palace of Justice in Prague and 78 participants took part. The international conference was formed by 4 parts. The first one was dedicated to the inspiration from abroad. We had the founder and director of Working Chance - Jocelyn Hillman speaking and the co-founder of a business company Summit Media in London, which employs ex-offenders. The second part was dedicated to the voice of candidates who presented their stories with good ends. The third part was a moderated discussion between representatives from business, from non-profit sector and from the state administrative. The main theme of the discussion was of course about employing ex-offenders, why yes, what is the risk, the obstacles, what is needed on the part of employers and how the state can help in this kind of matter. The fruit made up from this dialogue is presented in the Anthology Working Chance mentioned in 7.1. in the section about innovative products.

Through this dialogue we managed to connect all three key sectors in the realm of employing and integrating ex-offenders. Representatives from these three worlds also had the chance to meet during some of the PID.

## OUR WEBSITES

We use our Websites ([www.rubikoncentrum.cz](http://www.rubikoncentrum.cz)) as another way how to spared information about. On our websites we have part focused on the employers and public. There are tabs focused on information for employers, references from cooperating employers, stories of our successful clients, there is also placed electronic guide which is pointed for the employers and public. We placed there also short movies and documents, for example documentary film - Good deed, a good investment.

## MATERIALS FOR PUBLIC AND EMPLOYERS

We distribute many of materials focused on public and employers. One of our materials is guide named Good deed - good investment. The chapters in included in guide are: Make a mistake is not difficult, harder is to fix it. What is fear of employers? Good reasons why not excluded people with criminal record from recruitment. Criminal record and recruitment practice. Four tips for recruitment, in which are candidates with criminal record not excluded. Practise interview days: activity which surprises. And others.



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Our spot which will be introduced also in public television in the Czech Republic (you can find it on the websites [www.rubikoncentrum.cz](http://www.rubikoncentrum.cz)):

I HAVE NO HALO. I HAVE A JOB.



The criminal record may not be in contradiction with the ability to work.

## EDUKOS

In working with convicts we encounter marginalization most often in the process of resocialization. In order to monitor the overall situation in our region in this regard we implement analyses of the attitudes of the public towards this group. The latest research was implemented in the year 2016. Its objective was to identify the attitudes of the public towards marginalized groups as such, since our target clients can belong to more marginalized groups at a time (drug addicts, disabled people, the Roma, the unemployed). From the research resulted the following conclusions: the most common associations showed negative attitudes towards the convicts expressed by adjectives such as unsuccessful, dangerous, amoral, poor, aggressive, passive, unpleasant, bad, complicated, irresponsible. Other adjectives were neutral with no positive ones.

The results correspond with the results of the research implemented by the organization EDUKOS in the years 2005 and 2008 with a sample of 1012 respondents in the region of Orava in the framework of the project „EQUAL - the Chance for the Convicts”.

The potential of the organization EDUKOS in the area of social sensitization today is in the portfolio of activities and projects focused on changing attitudes towards convicts which we implemented with the following target groups:

### CONVICTS AND THEIR SOCIAL NETWORK

- social work with the convicts/their families and the implementation of social-psychological trainings during the imprisonment sentence in the framework of penitentiary care as well as the following probation supervision,
- the provision of educational activities (formal and non-formal education) with the objective to keep and extend the working skills of the convicts and the possibility to access labor market,
- the provision of social guarantee for convicts in cases of conditional release,
- the implementation of complex services in the context of post-penitentiary care for the convicts and their families,
- the involvement of the ex-convicts into everyday activities of the organization (work with children, the youth and adults at risk) and into the cooperation with other organizations in the area of education and social affairs.



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## PROFESSIONAL PUBLIC AND INSTITUTIONS (E.G. HELPING PROFESSIONS, STATE ADMINISTRATION, PUBLIC ADMINISTRATION AND LOCAL ADMINISTRATION, NGO)

- cooperation with NGOs, interest associations and scientific institutions on the national as well as international level (projects, regular activities of providing penitentiary and post-penitentiary care for the convicts),
- cooperation with institutions of state power and state administration, public administration and local administration in the framework of providing continual social care, development of the system of penitentiary and post-penitentiary care (application of alternative punishments, development of further education for the professions "in the flow" in the context of working with the convicts during their imprisonment sentence and after release, work with institutions which enable the implementation of the research results into practice, the valid legislation and the involvement of the interested groups including the public...).

## EMPLOYERS (IN THE FRAMEWORK OF PENITENTIARY AND POST-PENITENTIARY CARE)

- cooperation with employers, institutions of public administration and local administration in the framework of searching and securing jobs for the convicts, specifying qualification requirements for job applications, etc.,
- communication with employers in the framework of the acclimatization process in the labor environment,
- cooperation with social enterprises in the framework of the re-socialization of the convicts with insufficient work habits,
- involvement of employers into activities of the organization in the system of penitentiary and post-penitentiary care (e.g. donorship).

## LAY PUBLIC IN THE REGION (IN THE PLACE OF RESIDENCE OR IN THE LOCALITY OF THE PRISON).

- discussions with convicts in the framework of the regular activities of the organization (work with children, the youth and adults at risk) and the cooperation with other organization in the area of education and social affairs,

- implementation of research focused on the monitoring of the attitudes of the public towards the convicts,
- involvement of volunteers into working with convicts,
- internships of students of helping professions in the organization and consultation of their final thesis.

### WHAT ARE THE FUTURE PERSPECTIVES IN THE AREA OF SOCIAL SENSITIZATION?

In accordance with current situation in Slovak Republic and the potential of our organization we focus our activities on the following areas:

- exhibitions for the public presenting the works of ex-convict and thereby creating a more complex image of the perpetrators of criminal acts. They are not just villains who break the law but also people who create art and work and have talents hidden in them,
- seminars for professional audience focused on mediating/transferring the experience of those who work with this target group first-hand to those who have limited contact with this group and thereby view them through the prism of prejudice (e.g. social protection workers),
- professional internships for students of social work and medical care in prisons and after release.  
According to research these groups have a very high level of prejudice against ex-convicts.

In the process of implementation of the above mentioned activities we will use our usual methods, strategies and trainings activities as well as the methods and trainings activities which our partners provided us in the context of this project. In this respect the feedback from the implementation of our methods in working with convicts in the partner countries is also of great value to us.

## VÁLTÓ-SÁV ALAPÍTVÁNY

"Most of the people have never thought about this as an issue. We think the story has its end after the person is convicted, but no one thinks about what will happen with that person later? What happens with people after they get out?"

(Excerpt from an interview made with an employer)

In the start of the operation of Váltó-sáv Alapítvány our target group members were exclusively prisoners/released/convicts, since we are in a 'contractual' relationship with them. However, we shortly realised that our clients can't be torn out from their narrow-broader environment, they were/are/will be living their everyday life as a part of the social system, so our organization has to care about and work with the narrow environment, such as family, relatives, friends, and with other supporters as well (such as pastor, doctor, priest, residential community, etc. – in all: natural social environment). Our clients are usually in contact with the representatives of helping professions (social workers, family supporters, people training for helper work, volunteers, etc.). Moreover, obviously employers and members of the majority society play an important role in the relationship systems.

Criminality, delinquency, crime, 'criminal terms' whose meanings are obviously negative. World of the subculture is closed, members of the majority society have little knowledge regarding it, and these knowledge are from the media. In these 'programs' offenders are 'killer machines' lacking of motivation: they almost have no personality (they are embodying pure evil at most), and we don't get any information about the motivations for their actions. This is not only the characteristic of the creation of mainstream culture, but also of the informative programs (e.g. News). To sum it up their task is the modification and authentication of the negative picture. So our organization's task is the social sensitization towards the target group and its problems.

Our organization's significant events in this topic:

### CRIMINAL ROADSHOW/CRIME PREVENTION DISCUSSIONS

- Target group: juveniles, youngsters, professionals working with young people,
- Background: Allport's contact hypothesis (under certain circumstances direct connection between different target group's members can decrease or even cancels stereotypes, prejudices and discrimination),



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- Professional parallel: addicts in drug prevention (healing or sober addicts talk about themselves, about their addictions, motivations, changing, life, start of the discussion is often: 'I am XY, alcoholic...'),
- Event: discussion with released, ex-criminal youngsters ('I am XY, has released from 10 years in prison...'),
- Several dilemmas were arisen concerning this discussion. It often happened that participants of the discussion made a sub-group ('exception proves the rule'), so we don't achieve the original goal. So the participants still have prejudices against offenders, the likable offender who is there is got out from the offender group by them ('because XY is different'). In the case of young participants it can be also a problem that we achieve a 'reversed affect', since ex-criminals talk about their life very honestly and genuinely, and about the changing, they can be also very likeable with a 'adventurous' life way.

## ORGANIZATION, IMPLEMENTATION, PROCESSING OF PRISON VISIT

- Target group: training of helper professionals, interested people, employees, anyone (working in for-profit),
- Background: totally closed world, there is no/incorrect (transmitted by media) information about it,
- Professional parallel: conscious prejudice reduction (consciousness), gaining personal experiences, relationships, getting out/making them get out of the comfort zone,
- Event: preparation talk ('world of prisons', 'people under detention', practical knowledge for the visit, etc.), implementation (the visit itself), processing (talking, ventilation),
- Dilemma: Do they really get authentic and relevant information, since obviously they can only see a certain part of prison, because of security rules, the best cells will be introduced, and they can't or just partly get into connection with inmates ('prison tourism').

## RESEARCHES

- Target group: employees, HRs,
- Background: opportunities of labor market chances of people released from detention: does criminal record discriminate?
- Events:
  - a) examination of job portals (job advertisement: is criminal record needed? circa 1400 job searching, data from 700),

b) interviews with HRs.

Research summary (published: Prison Affairs Review, moreover

[http://www.valtosav.hu/pdf/bortonugyi\\_szemle\\_2012\\_4.pdf](http://www.valtosav.hu/pdf/bortonugyi_szemle_2012_4.pdf).

- Useful and practical knowledge:

a) criminal records are needed less in which sectors (catering industry)?

b) needed for physical and low status work (pre-filter),

c) digital competency is indispensable for job searching.

## SHORT MOVIES, FLASHES, MAKING OF OTHER MEDIA EVENT

- Target group: members of majority society,
- Background: reaching as much people as possible with info-communicational tools, generating news,
- Events:
  - a) <http://www.valtosav.hu/diszkriminacio.html>,
  - b) misconceptions: <http://www.valtosav.hu/tevhitek.html>,
  - c) interview with a released: [http://www.valtosav.hu/szabadulas\\_utan.html](http://www.valtosav.hu/szabadulas_utan.html),
  - d) press monitoring and articles about us,
  - e) letter for the Ombudsman and the reply: <http://www.valtosav.hu/pdf/Ombudsman.pdf>.
- In general: webpage appearances.

## TENDER AND EXHIBITION REGARDING THE CREATIONS OF PRISONERS

- Target group: members of majority society,
- Background: thoughts and feelings/emotions from the totally closed world, initiative of a dialogue, humanity – through art,
- Events: competition for inmates in several categories (literature, arts: painting, sculpturing, others) – money prize for the winners,
- Exhibition: and anthology (/Drótposta/:<http://www.valtosav.hu/drotposta.html>).
- Media appearances, news generating as a result.

## CHARITY SHOP

- Target group: members of majority society,
- Background: bringing closer/meeting with different social groups,



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- Fundraising, marketing/selling, handing out the fundraising which was implemented by released/organizations along the lines of classical Charity Shop. Some of the collected things were handed out to needy people, or used in the framework of crafting groups/occasions with re-use techniques (with inmates in prisons or/and with released in community space).

## TRAININGS

- Target group: professionals, employers, people training for helper work, interested people,
- Background: allowed (with certificate) training (included in the register),
- Our relevant trainings in this subject: Peer counseling training, Tolerance strengthening, anti-discrimination training. Curriculum was also elaborated for them. Csáki-Mészáros: Peer counseling. Theoretical basics of communicational and conflict- and crisis-managing training. Made with the support of EMMI. Bp., 2013). The theoretical part is completed with personal and own experiences (prison visiting, talking with target group members, Change-Fever: Board game for preparation for release).

**Summary:** According to our experience the helping work for target group members and social sensitization is a parallel activity. Difficult and slow process, more and several methods are needed together to start the changing.

## SŁAWEK FOUNDATION

The beneficiaries of our organization is quite narrow environment. In order to plan the impact of changing the negative image we have examined what the public thinks about them. We ask about 300 people. Our research shows that Poles:

- A. Declare a tendency to render selfless help to others (92.1%);
- B. They believe in social rehabilitation (75.1%);
- C. They see the sense of helping to socially misfit people (90.3%);
- D. Accept convicted as a member of the family (42.6%) or friends (44%), tolerate as a work colleague (33%) and agree to be their boss / employer (36%).
- E. When we ask about the association with "prisoner" appear terms such as: prisoner, criminal, criminal, guilty, punished, embedded, prison, jail, the thief, closed bars, insulation, excluded judgment on the blues, for success, recidivist, murderer, abandoned, lonely, deprived of rights, fate, marked, rehabilitation, bad decisions, different, angry, repelled, parasite, stigmatization;
- F. Who should help people leaving prison?
  - a. Public institutions - 61.4%
  - b. NGO's - 65.9%
  - c. Local society - 37.9%
  - d. Family- 79.3%;
- G. Whether prison „redeems” guilt?
  - a. Yes - 27.1%
  - b. I do not know - 12.5%
  - c. No - 35.8%
  - d. It depends - 24.7%

Justify:

- For the most serious crimes should be the death penalty,
- Should be the death penalty,
- It should be, but not always,
- Not always,
- It depends on the type of crime / offense,
- Insulation is not always good form (retaliation)
- It depends on the prisoner,
- It depends on the time of the sentence,



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- Somewhat, but should be reparation,
- Should be a time of reflection
- Isolation deepens problems
- An eye for an eye, a tooth for a tooth.

## EXAMPLES OF SOCIAL SENSITIZATION

### # NIESKEŚLAM

The aim is to change the image of the socially excluded. We want to show that anyone can achieve a lot in life and be successful. Success in private and professional life. We want to positively change the image of persons who have been in prison. We know that only a change of image in the society can help them change their lives. Public attitude to detainees in a very significant impact on the social position of the next - family and children. They are marginalized and alone. When closest person staying in a prison to their husband, wife, father or mother attitude of the environment it is of paramount importance.

Part of the promotional campaign is action #selfie. All those who support our campaign, we encourage you to take a photo and place them on a social networking type FB, Instagram. We highly encourage you to take pictures of themselves, closest, friends, and friends.

We recorded spots showing people marginalized in a good light. We show that everyone, regardless of the past can achieve success in various areas of their lives.

### MIENIA ART

It is an artistic event organised cyclically by Slawek Foundation. It takes place in our rehabilitation centre in Mienia. This year (10.09.) took place the 6th arts festival. The acquired funds could plan a multi-day workshops for people of different groups of socially excluded (eg. Department of Social Welfare) and arrange the final, which brought convicts from across the Polish (eg. Sztum Prison, Przytuły Stare Prison).

The event brings together mostly local community. Due to the location of the rehabilitation centre in the small village we feel the need organize such events. Every year we get more applications, which means that we reach further. Convicts send to us their works, even if they know that because the penalties they can't come in person.

During this year's finals we hosted TVP Magnet TV and Radio TOK FM. Presence of media gives us possibility to show people that convicts are normal people – same like us.

#### E.U.R.O.P.E. (EUROPEAN UNION RAPPROCHEMENT FOR OFFENDERS AND PUPILS EDUCATION, EUROPE FOR CITIZENS)

It's a European Project which aim is Strengthening European identity among the prisoners, ex-convicts and youth threatened with and increasing their engagement in the European civil society issues. This will be achieved through specialized training and creative workshops for various stakeholders involved in the penitentiary sector. They will develop and exchange the techniques, instruments and practises at European level, then use their expertise while working (multiplier effect).

Results for the prisoners, ex-convicts and youth threatened with crime: increased knowledge and understanding of EU project among prisoners, increase in positive attitudes towards EU, strengthened European identity and civic engagement, better life quality, "experience of inclusion", better control of life.

We organise workshops for volunteers, NGO's and Prison Service. We fight against discrimination together.

#### "WŁĄCZ SIĘ" ("INCORPORATES")

It's a social activity of Spanish Foundation La Caixa. It based on innovation cooperate between Employers and NGO's which helps disadvantaged peoples. First aim is vocational activation of our clients because having a job is the most important step to change - reduce poverty and marginalization.

How it works? Program based on cooperation business sector with NGO's. NGO is connector between employer and convicted. We simulate interview, create application documents (CV, cover letter etc.). Representative of Foundation talks with employers and persuade them that it's worth. Among employers, who join in the project every year are awarded prizes program. This takes place on a large ceremony, it is a prestigious and publicized by the media.

#### CONFERENCES, RECORDINGS FOR RADIO AND TELEVISION PROGRAMS

Sławek Foundation is one of the few organizations which work with the convicts and ex-convicts. We have been working for almost 20 years, which makes us experts in this field. Everywhere is talk about prisons we are there. We always present our beneficiaries in a good light and emphasize

their valence. If it possible we take them with us to give testimony. We do everything to show that everyone deserves a second chance and encourage everyone to give this a chance.

Examples:

[https://moje.ngo.pl/x/1919493?filter\\_states=false](https://moje.ngo.pl/x/1919493?filter_states=false)

[http://www.radioplus.pl/program-czytaj/1214/100323/wieznowie\\_do\\_pracy](http://www.radioplus.pl/program-czytaj/1214/100323/wieznowie_do_pracy)

[http://magnes.tv/video/34-godne\\_uwagi/lukow\\_powiat/420-festiwal-sztuki-mieniaart-2016-video](http://magnes.tv/video/34-godne_uwagi/lukow_powiat/420-festiwal-sztuki-mieniaart-2016-video)

<http://www.sw.gov.pl/pl/okregowy-inspektorat-sluzby-wieziennej-opole/zaklad-karny-strzelce-opolskie-nr-2/news,42461,projekt-czytam-dotykiem.html>

<http://pytanienasniadanie.tvp.pl/13510226/wieznowie-odbudowuja-relacje-rodzinne>

<https://www.youtube.com/watch?v=HAK3D0jlo6w>

## CSF "GARSTYČIOS GRŪDAS"

## SOCIAL SENSITIZATION – TOLERANCE IMPROVING

## Distolerance

Lack of respect for human dignity, his behavior and (or) illegal activity, derived from non-recognition of right to have different views, opinion, religion, belief or behavior, restriction of another's person rights or different moral and ethical standards.

## Tolerance

Recognition and respect of the right to have different views, opinion, religion, belief or behavior, comply the same laws, the moral and ethical norms to another person, despite the differences' of views, opinions, beliefs and behaviors.

## Council of Europe's Commission against Racism and Intolerance Third report

About Lithuania (adopted on June 24, 2005) states that it is necessary to properly implement existing laws against racism, including incitement to racial hatred; adjust the criminal law against racist crime; take other measures, including the Lithuanian public awareness of discrimination and the need to fight with it.

## United Nations special rapporteur on contemporary forms of racism, racial discrimination, xenophobia and intolerance, Doudou Diène 2008. 19 March. in his report

Recommends strengthening activities of fight with racism and discrimination, and to promote democratic multiculturalism, covering the new Lithuanian society minorities.

## The purpose of Lithuania Republic Law on Equal Opportunities

To ensure the implementation of the Lithuanian Constitution provisions of Article 29, establishing the equality of persons and the prohibition to restrict human rights and to provide him with benefits on basis of sex, race, nationality, language, origin, social status, religion, beliefs, or opinions, as well as European Union legislation and international law.

According to data of sociological research "Possible discrimination, and public tolerance for different social group's evaluation" carried out in 2012 by the Equal Opportunities controller, most residents would not want to live next to:

- Romani (59 percent of respondents),
- former prisoners (57 percent of respondents).

### Lithuanian public awareness is still too low

- Only a small part of the population knows where to go for discrimination,
- Lack of measures for educational promotion of non-discrimination and consolidation of equal opportunities reducing discrimination in society.

### Preparation of annual national equality and diversity awards

Activities of this measure:

- there was organized a national contest "Let's be together" for schools in different languages, cooperation projects to promote knowledge of other cultures, financing,
- financing the qualification training seminars.

### To inform society about equal opportunities and non-discrimination issues

Activities of the measure:

- preparing articles about equal opportunities, non-discrimination promotion and respect for human,
- preparing relevant information about the equality legislation,
- distribution of publications,
- leaflets, posters, designed to develop respect for human beings and to reduce discrimination.

## CSF "GARSTYČIOS GRŪDAS" CONTRIBUTION TO PUBLIC SOCIAL SENSITIVITY

CSF "Garstyčios grūdas" regularly informs the public about the fund's activities and projects. There preparing articles about equal opportunities, non-discrimination and the promotion of respect for human subjects. In seven articles are described various rehabilitation and reintegration aspects and manifestations of discrimination in society and the labor market. Implementing social sensitization and reducing discrimination is not easy to change the public opinion about the convicts, because only few of those who have left the prison turn their lives in the right direction. Most of the public has a negative experience, and are reluctant to believe that someone could so radically change how we write or tell.

Therefore, during the major festive occasions in Alytus correctional facility rehabilitation center "Oasis" we organize open days for convicts relatives. During this event 1-2 relatives can come to visit a

convict to a rehabilitation center, to see where and how he lives. To get acquainted not only with the staff of the Foundation, but also with the prison administration staff and talk to them about problems and concerns. During "Open days" event inmates and their relatives are sitting to the common supper table. Convicts always have to tell how and how much they have changed during the time that they had spent in rehabilitation center. Rehabilitation staff members usually say public opinion about each convict, trying to change the opinion of relatives and heal broken relationships and restore lost trust.

In CSF "Garstyčios grūdas" website is a lot of information and photos about the activities, methods and results. Web site design and high-quality content were used lot of resources and funds, to make sure that the site visiting persons would not hurry to leave, but stay there and want to get know better about everything. This way we are trying to build respect for each person and public awareness, increasing tolerance and reducing discrimination.

## TRAININGS

According to the fact, that in the Lithuanian labor market society tolerates discrimination and justifies it the most toward persons who are not speak Lithuanian language - 66 percent of the Lithuanian population and those who were imprisoned - 61 percent of Lithuanian population. Therefore, the CSF "Garstyčios grūdas" organizes publicity seminars for potential employers and other members of the public. Publicity workshops aim - to reduce discrimination in the Republic of Lithuania Law on Equal Opportunities established grounds by raising public awareness and fostering respect for the human being.

Since ex-convicts discrimination is most felt in the labor market, so we try to invite to seminars more and more business representatives for:

- show them in what excellent conditions convicts are implementing rehabilitation program and how live people who come out of prison to reintegration center "EXIT",
- show them the changes in the lives of the convicts,
- employers could hear testimonies from straight from rehabilitants,
- be able to ask questions,
- hear what methods and tools are used in providing psychosocial help to convicts and person who have come out from the prison,
- make sure that they need to change their mind about ex-convicts and change public opinion,



- inform them about situation differences in the field of labor relations of the convicts and persons released from detention facilities,
- some people who have come out of prison can be competitive in the labor market,
- to provide for ex-convicts equal opportunities like to all other potential or current employees,
- provide relevant information on the equality legislation.