

# THE PROBLEMS OF INTEGRATION INTO LABOUR MARKET OF EX-PRISONERS AND EXAMPLES OF GOOD PRACTICE

Socialization and Vocational Training Centre  
Danguole Boguseviciene  
Lithuania

SANSZ – Esélyegyenlőségi kísérleti program Baranya megyében

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„Börtönből szabadulók/szabadultak és pártfogoltak társadalmi reintegrációs esélyei” **SZAKMAI NAP**  
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# The Inclusion of Ex-prisoners Into the Labor Market and Social Life

- 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 observed and described as the category of marginalization.

# Convicts in imprisonment institutions by age group and sex

As of January 1	Total		males		females		Age groups, years
	2009	2010	2009	2010	2009	2010	
					Adults		
	455	668	444	653	11	15	18–20
	2817	2833	2736	2747	81	86	21–29
	2043	2147	1956	2069	87	78	30–39
	1051	1118	978	1054	73	64	40–49
	407	449	360	403	47	46	50–59
	106	107	97	98	9	9	60 years and older
Juveniles							
	143	125	140	122	3	3	14–17

# Average time of Imprisonment in Imprisonment Institutions

<b>As of January 1 2009</b>		<b>2010</b>	
<b>Visi nuteistieji</b>		<b>All convicts</b>	
vidutinė baismės vykdymo trukmė pagal nuosprendį	5 m. 4 mėn. 20 d.	5 m. 7 mėn. 8 d.	<i>average time of the execution of imprisonment by sentence</i>
vidutinė reali baismės atlikimo trukmė	1 m. 11 mėn. 1 d.	2 m. 7 d.	<i>average real time of imprisonment</i>
<b>Nepilnamečiai</b>		<b>Juveniles</b>	
vidutinė baismės vykdymo trukmė pagal nuosprendį	3 m.	3 m. 19 d.	<i>average time of the execution of imprisonment by sentence</i>
vidutinė reali baismės atlikimo trukmė	1 m. 1 mėn. 23 d.	1 m. 26 d.	<i>average real time of imprisonment</i>

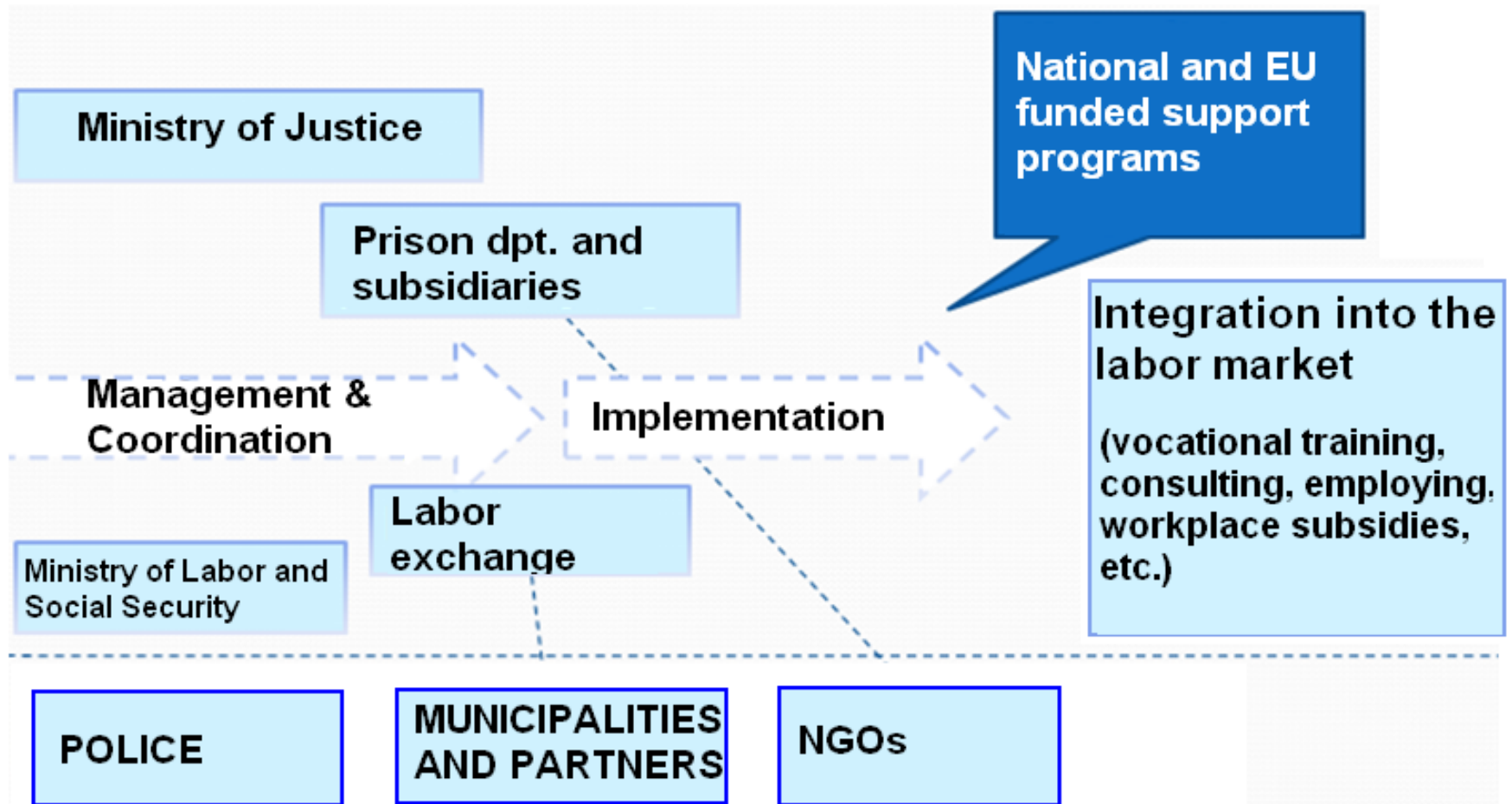
# The problems of integration into labour market

- Lithuanian labour Exchange data shows that people released from places of imprisonment face much more problems while trying to reintegrate into labour market than other groups of socially supported unemployed people. Often people released from places of imprisonment do not have profession, or have gained little education and previous conviction even more reduces their possibilities to get a job. The conclusion follows that people released from places of imprisonment integration into labour market is limited by complex issues. Very often previous convicts face such problems as finding residential location, health problems (different kinds of addictions), miss some personal documents etc. Sometimes it is not enough to find for people released from places of imprisonment only a job – there are other problems, which should be solved.

# Problem and its Solutions

- In Lithuania there are no effective long-term models of social support and integration into labor market that could unite all the resources available in the system.
- Is it possible to implement one?

# Institutional Support System For Individuals Released from Prison



# Employment of Convicts In Imprisonment Institutions

2009	2010	
<b>Adults</b>		
1744	2081	<b><i>were studying</i></b>
1929	1860	<b><i>were working</i></b>
266	271	<b><i>average gross monthly earnings, LTL</i></b>
<b>Juveniles</b>		
140	123	<b><i>were studying</i></b>



# Released From Imprisonment

<b><i>Total</i></b>		<b><i>adults</i></b>		<b><i>juveniles</i></b>		
<b>2008</b>	<b>2009</b>	<b>2008</b>	<b>2009</b>	<b>2008</b>	<b>2009</b>	
<b>4536</b>	<b>4401</b>	<b>4329</b>	<b>4214</b>	<b>207</b>	<b>187</b>	<b><i>Total convicts released</i></b>
2705	2838	2601	2740	104	98	<b><i>after the execution of punishment</i></b>
6	10	6	10	-	-	<b><i>released from a custodial sentence on parole</i></b>
1788	1535	1691	1450	97	85	<b><i>released from the place of confinement on parole</i></b>
-	2	-	2	-	-	<b><i>having been granted pardon</i></b>
9	5	9	5	-	-	<b><i>due to illness</i></b>
28	9	22	7	6	2	<b><i>having amended the judgement by way of appeal or cassation procedure</i></b>
-	2	x	x	-	2	<b><i>suspended sentence for juveniles</i></b>
19	29	19	29	-	-	<b><i>Convicts' deaths</i></b>
6	10	6	10	-	-	<b><i>of which suicides</i></b>

# Legal Base

# Assistance to convicts and persons returning from imprisonment

- To improve qualification or re-qualify social workers of municipalities and non-governmental organizations;
- To provide psychological and professional counseling and vocational training to convicts. The Training Service of the Lithuanian Labor Exchange provided psychological and professional counseling for convicts.
- To provide vocational training for persons returning from imprisonment and to find jobs for persons returning from imprisonment.
- To support projects of organizations aimed at social rehabilitation and integration into the society of convicts and persons returning from imprisonment.
- To collect information from municipalities about their social assistance provided to persons returning from imprisonment.

# Law on Social Undertakings

Social undertakings defined:

- It shall be an independent small or medium company meeting the requirements set in the Law on Small and Medium Businesses
- A company with no less than 40 % of employees from target groups and no less than 4 employees.
- A company is involved in the development of working and social skills of employees as well as social integration.
- Income from non-supported activities of social enterprises is not higher than 20 %.

# NGO Support

- Caritas of Lithuania, Caritas of Vilnius;
- Charity and culture society of Evangelical Lutheran parish “Sandora”;
- Christian charity fund “Samarija”;
- Lithuanian Society for Prisoner Care;
- Others

# **“Integration of the persons released from prison into society and the labour market”**

- 150 persons released from places of detention;
- They was collected in collaboration with the Prison Chaplain's Association, Prison Department of district, social welfare departments.
- Projet period: 2009.03.06- 2011.07.06
- Budget: 834.433 LT

# Problem

- Persons released from prison have lost working skills and acquired negative social experiences.
- These persons meet also negative stereotypes in society, employers' mistrust the former convicted;
- The largest group of prisoners are working-age people. These people can apply *effective re-socialization* programs;
- The main idea of the project is to create *Innovative Phasing Practical Model of social integration* (the IPPM model) with a help of foreign experts;

# Innovative Phasing Practical Model of social integration (the IPPM model)

- Model involves applying of short-term work system for persons released from prison, learning and working motivation courses (improving of the working skills) in the employer's organizations;
- Model improved the working skills of the target group;
- The former convicts was motivated to work, was nurtured their social responsibilities;
- The target group was enabled to identify their positive characteristics and to develop its value added;
- The model was implemented in three phases.



# The implementation of the model

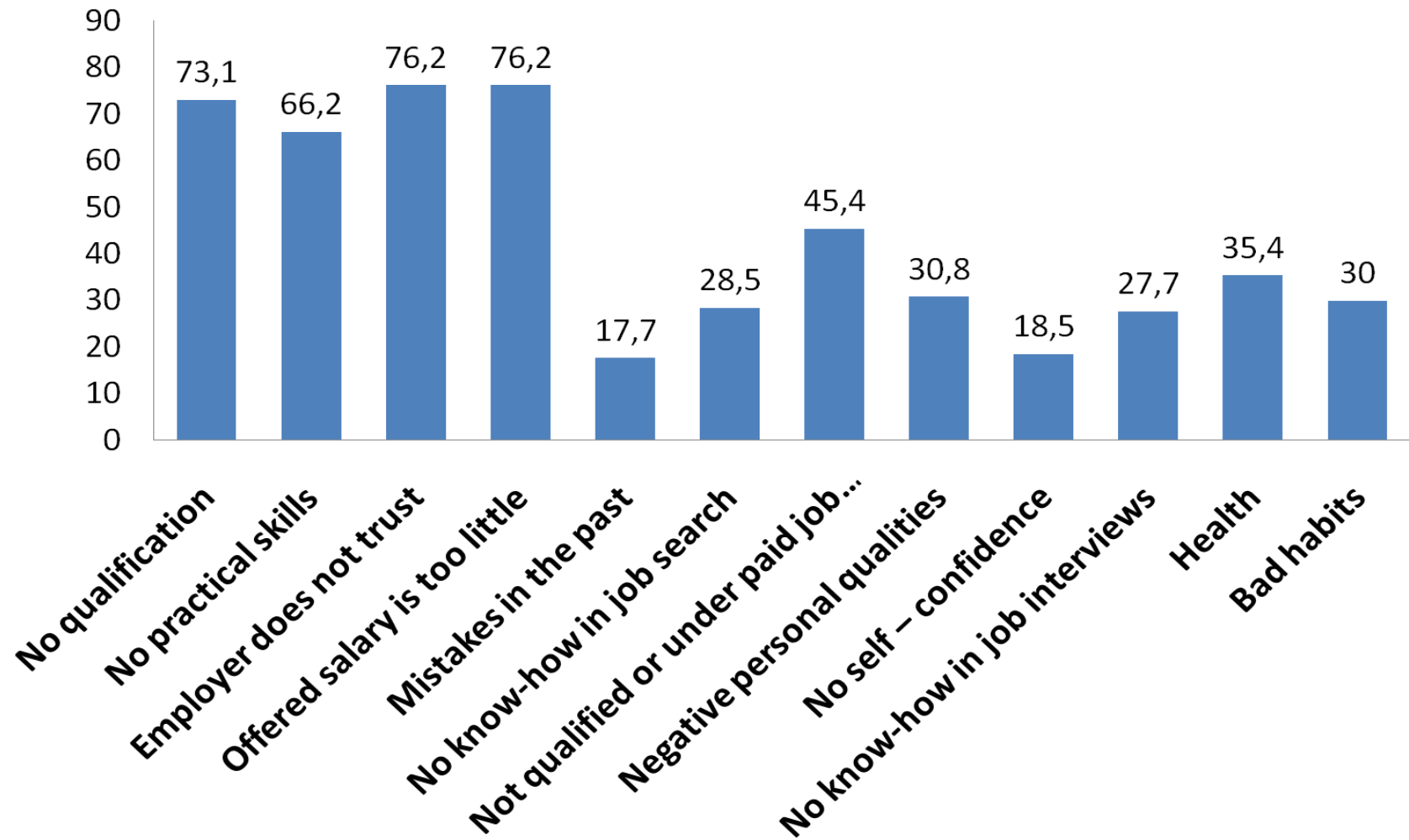
- I phase - the target group 150 participants was introduced to the opportunity to participate in short-term work system;
- II phase – 60 participants continued to work;
- III phase – for 56 participants was formed working and social skills, also for these persons was provided recommendations for future employers.

# Expected outcomes

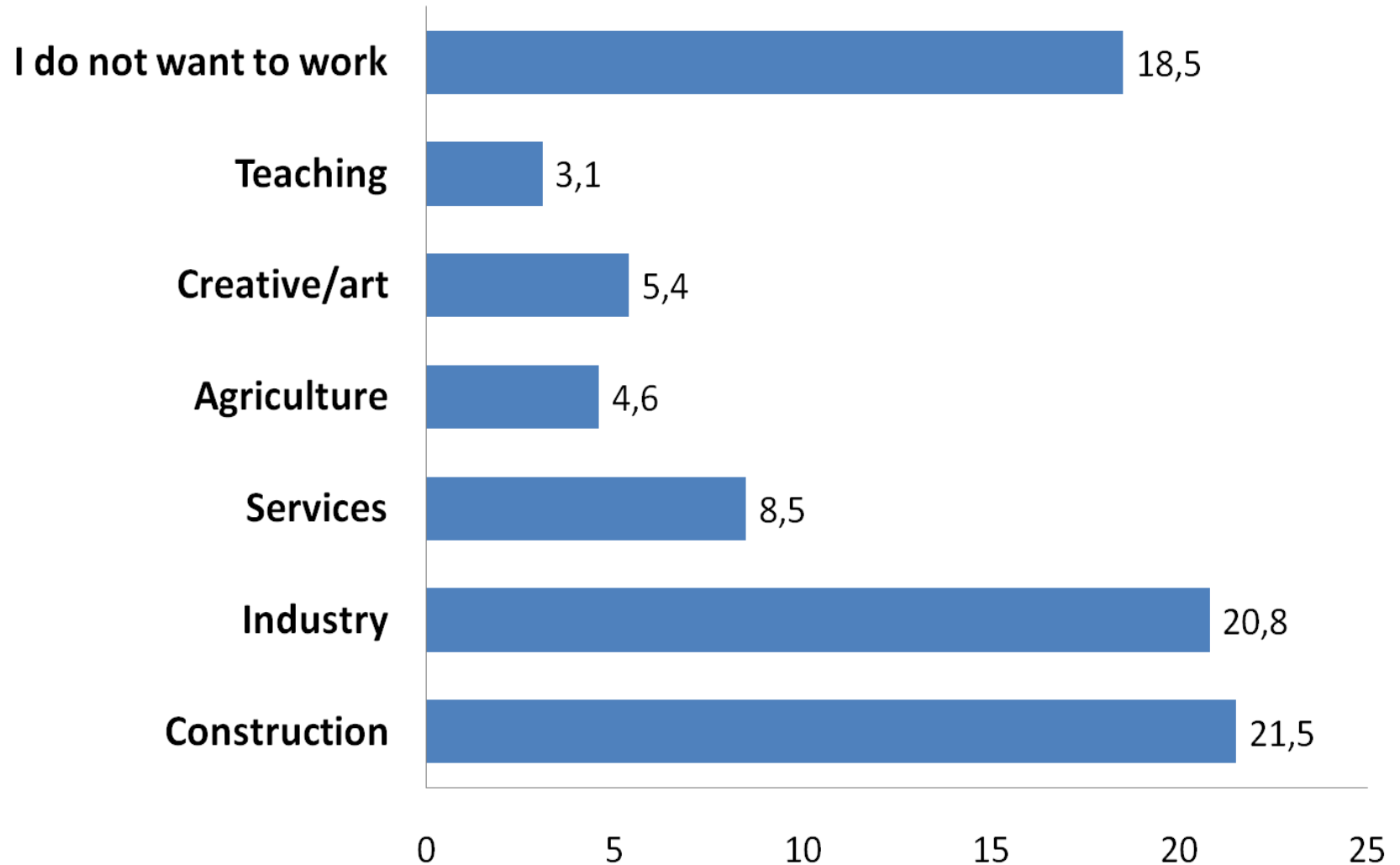
- Project increased awareness of society and employers about persons released from places of detention;
- The added value of the target group - was increased motivation of persons released from prison to participate in the labour market and increased sense of the social responsibility;
- IPPM model enabled integration into the labour market and this model and may be widely adopted in various areas of the labour market within the different social excluded groups.

- The data of interview of persons realised from imprisonment about the problems they meet by integration into labour market
- 110 person realised from imprisonment was interviewed

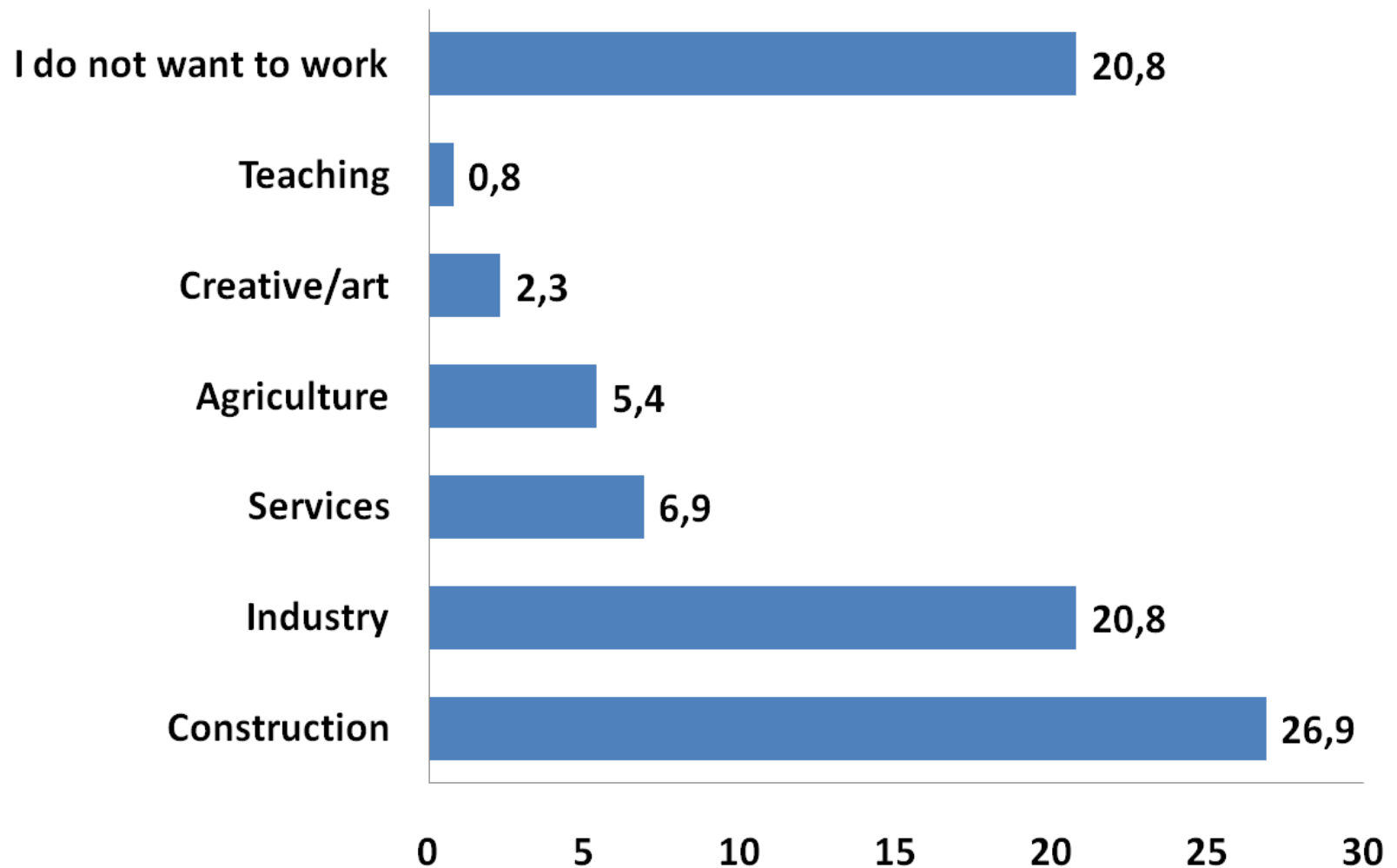
What kind of major problems people released from places of imprisonment face during employment process?”



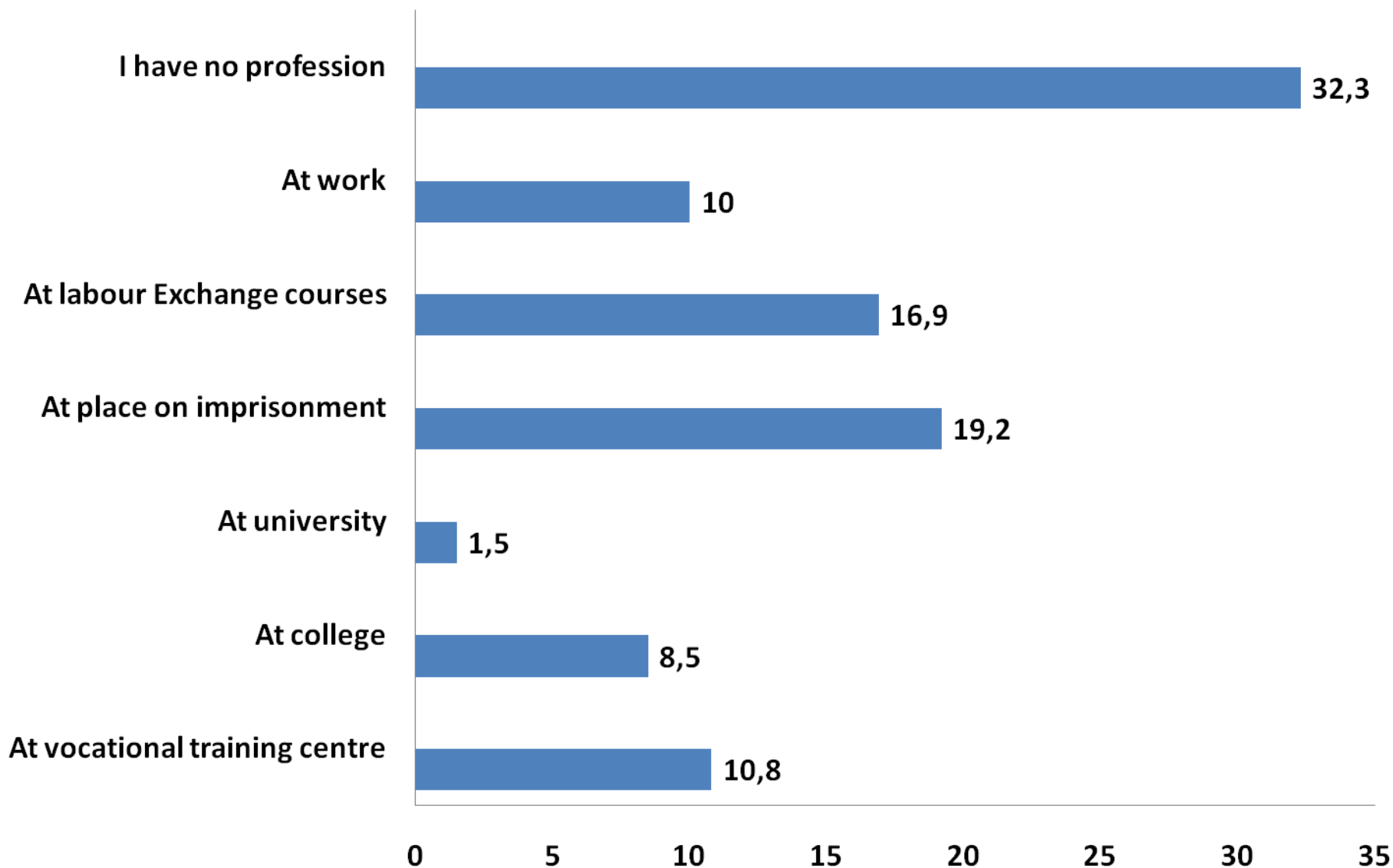
# What working area interests you the most?



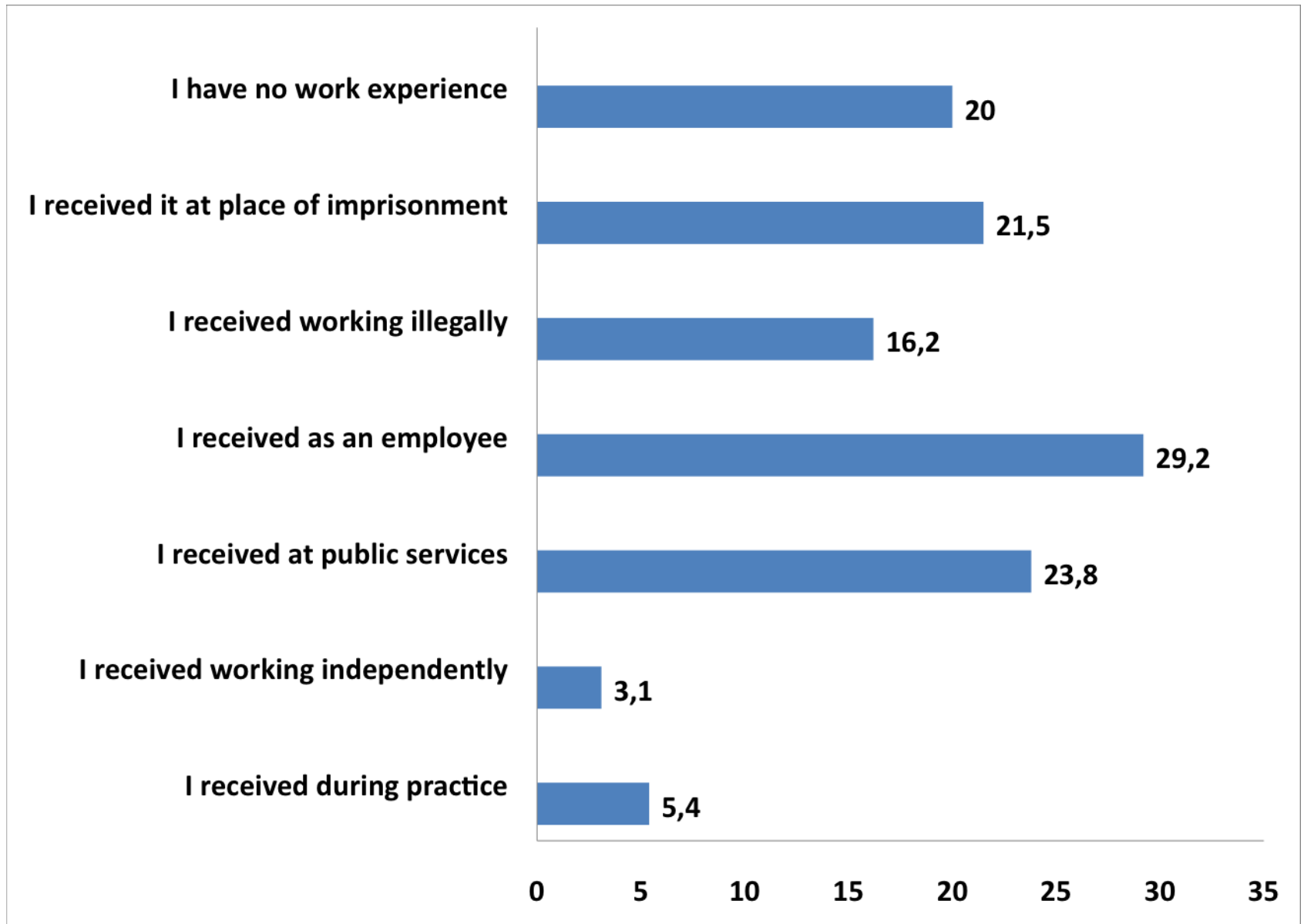
# Which working area you are working in or considering to start working in?



# How did you acquire your profession?"

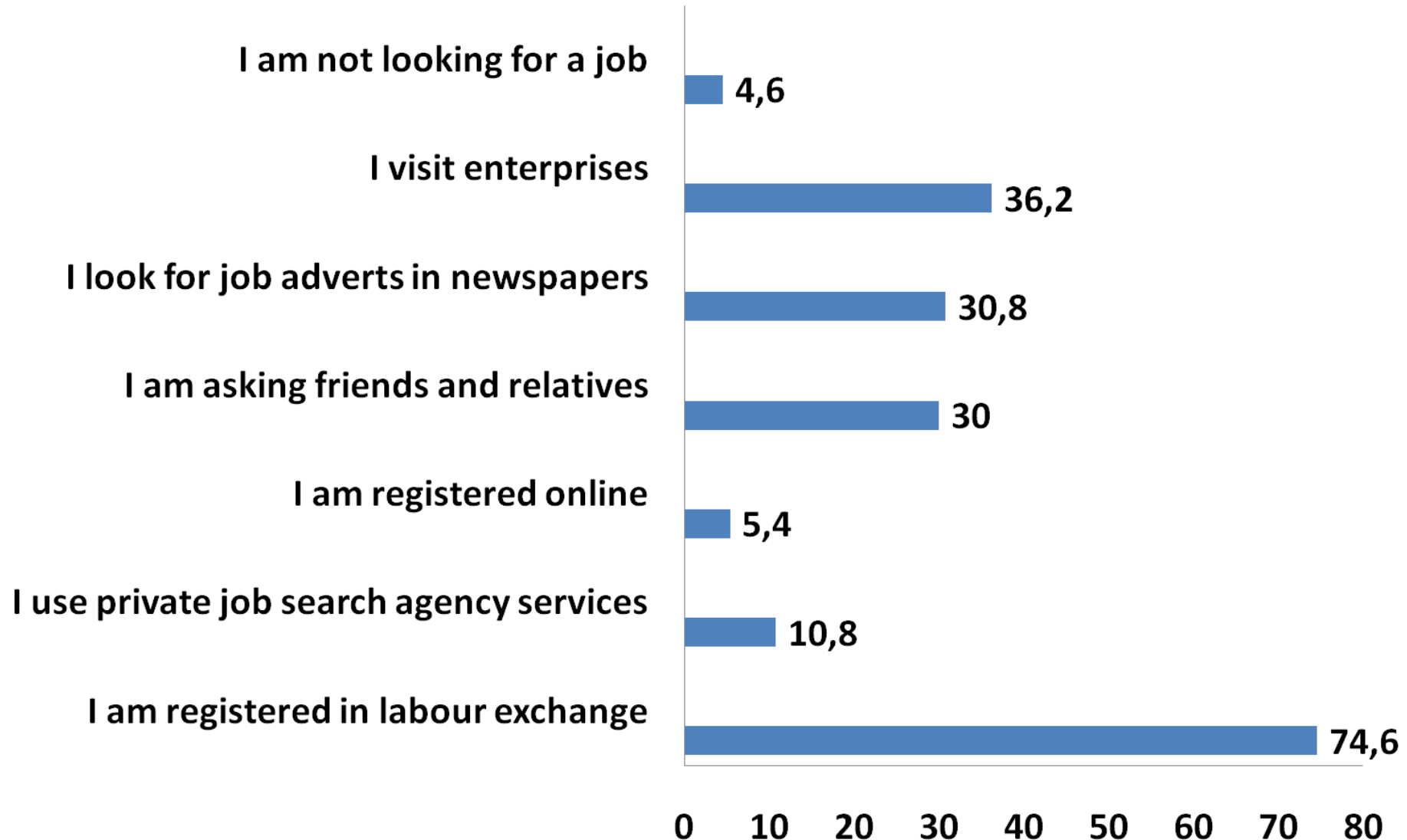


# Do you have working experience?

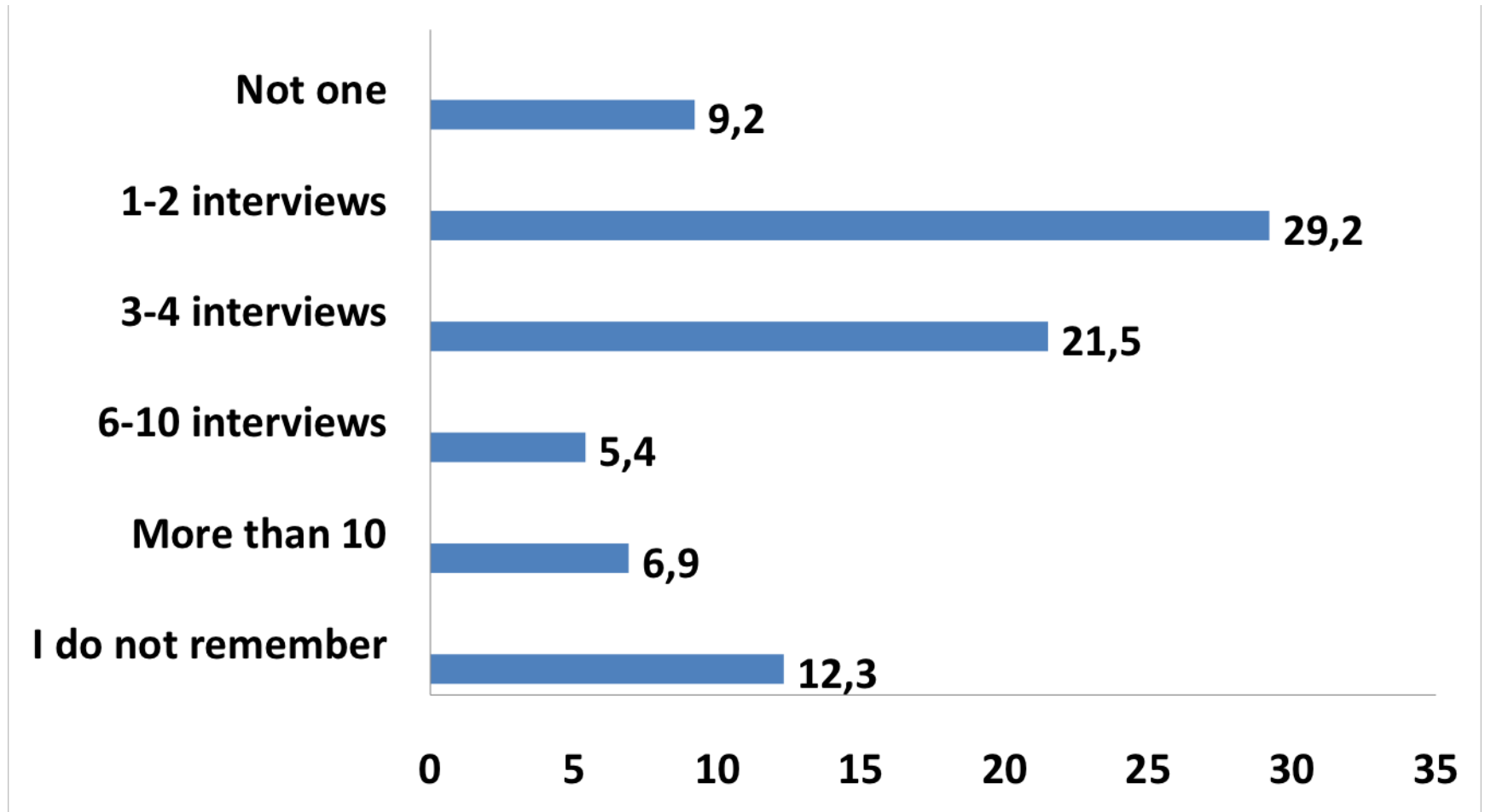




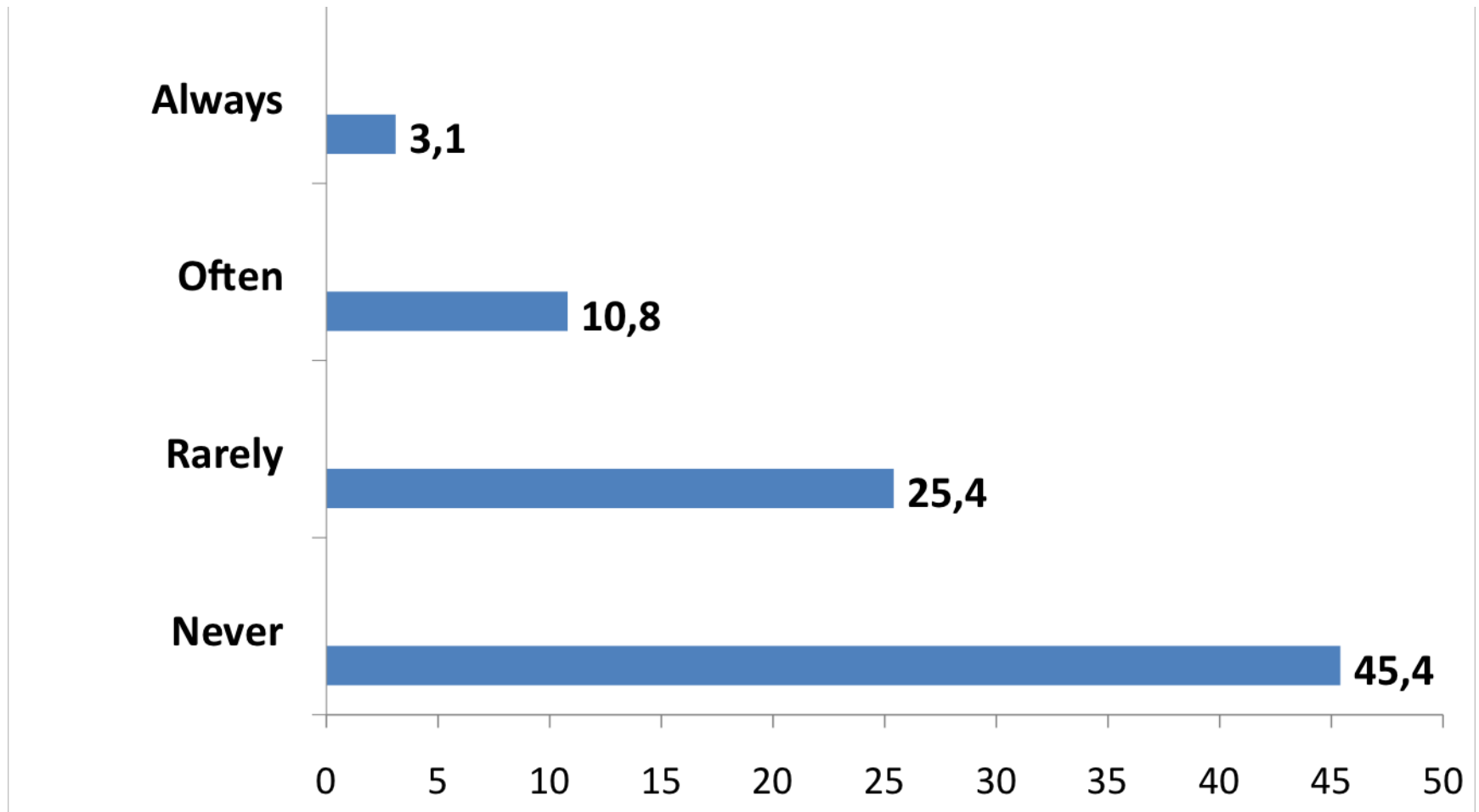
# How were you looking for a job after you were released from place of imprisonment?



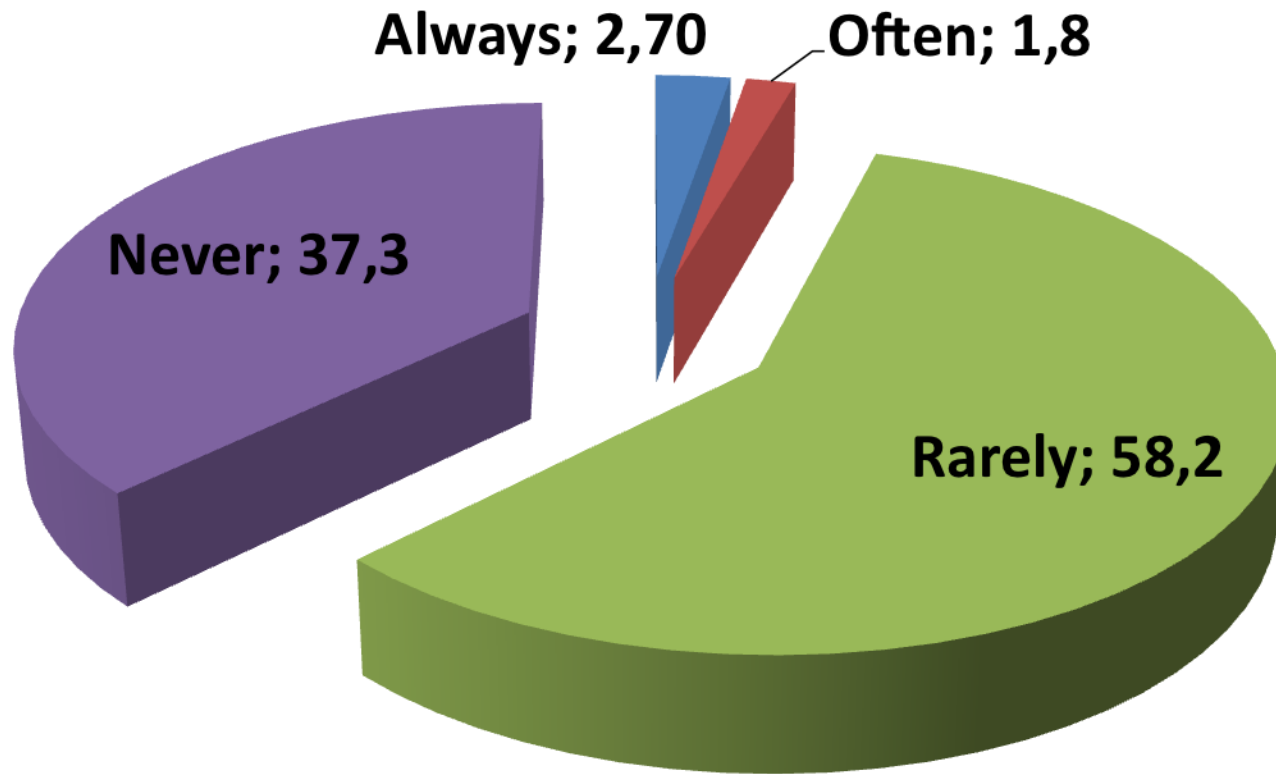
# How many job interviews you had in the last year?



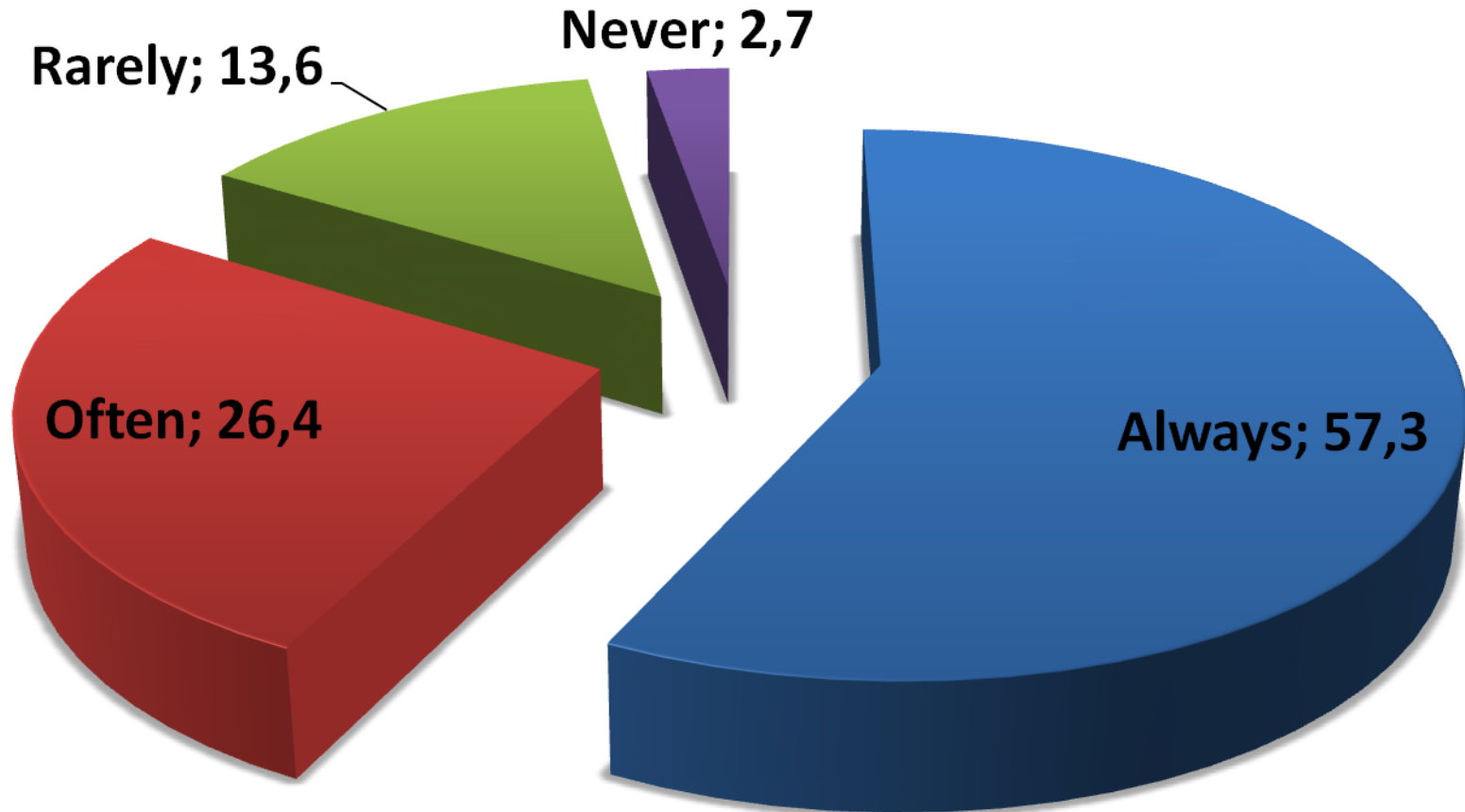
# Did the employer ask about your previous conviction during job interview?



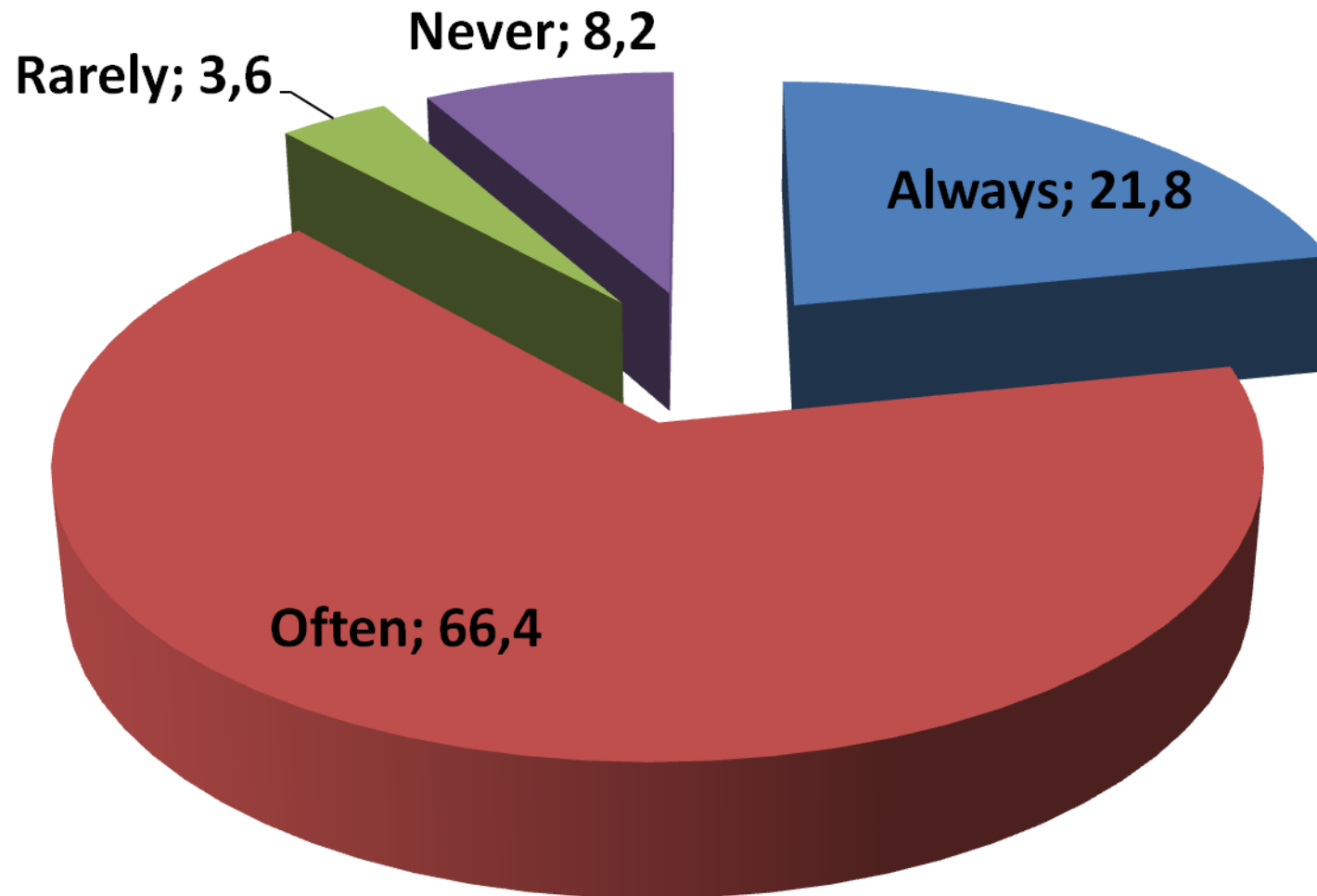
**During the job interview have you felt that you have the same possibilities to be employed as other candidates?**



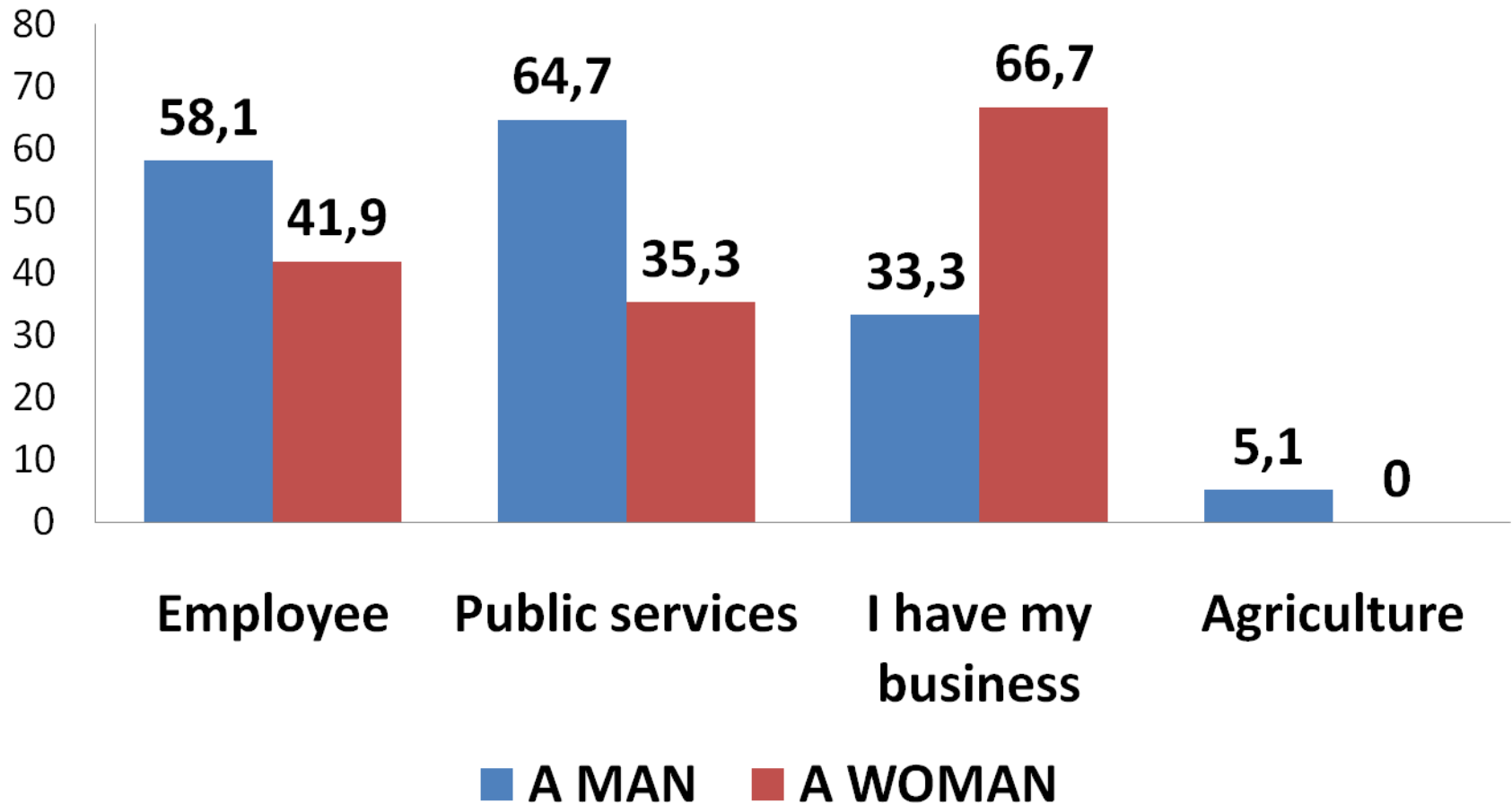
# Did you try not mentioning your previous conviction during the job interview?



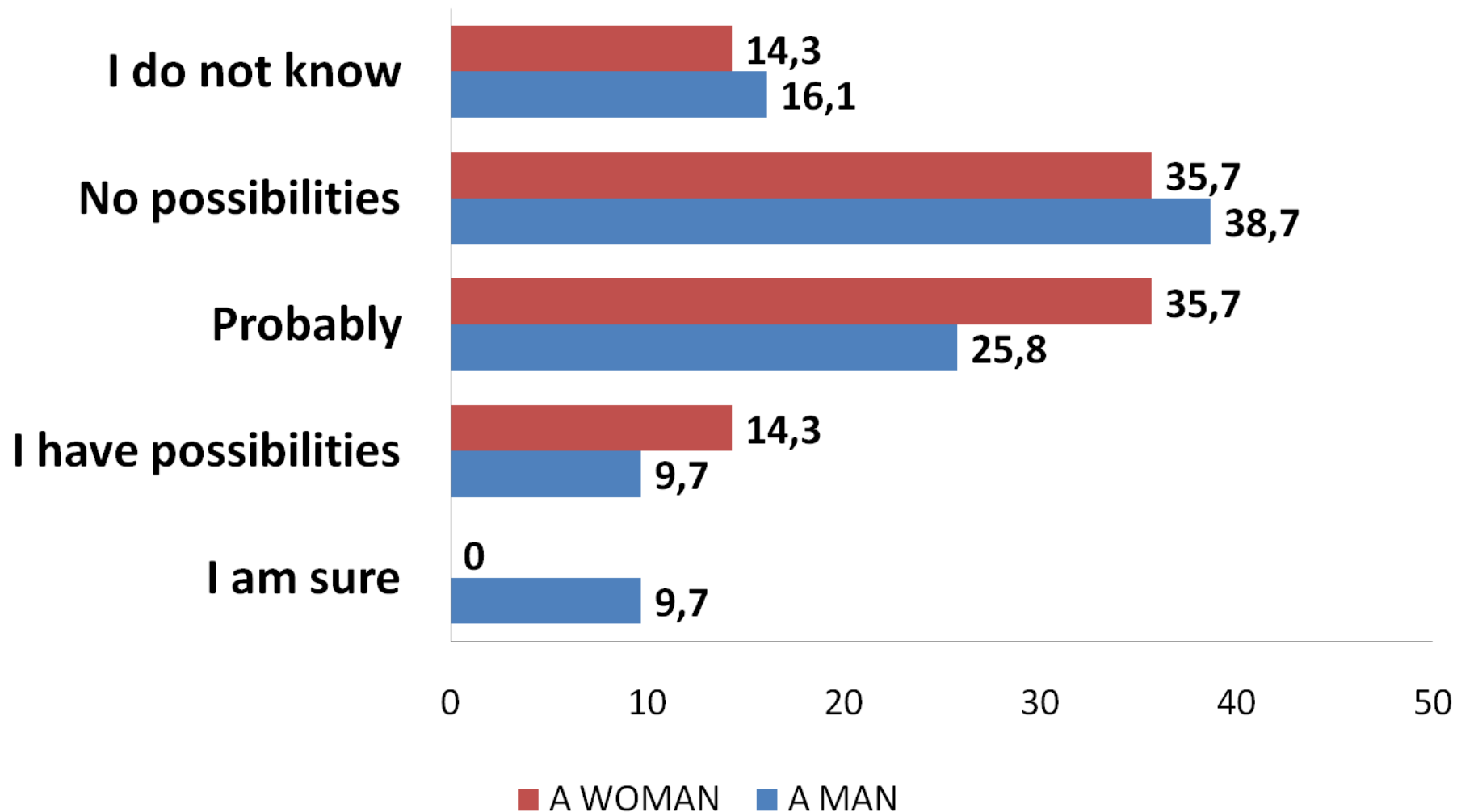
**Did you feel self-confident during the job interview?**



# If you are employed, what do you do?



# If you are not employed what are your possibilities to get a job in next 6 months





# Are you employed? According to received education (percent)

What education did you receive?	Are you employed?	
	YES	NO
Primary	4,6%	6,7%
Unfinished basic	1,5%	4,4%
Basic	18,5%	15,6%
Unfinished secondary school	24,6%	17,8%
Secondary school	36,9%	42,2%
Unfinished college	4,6%	0%
College	7,7%	11,1%
University degree	1,5%	2,2%

# Conclusion

- Negative society's attitude is one of cultural and psychological factors which influence persons released from places of imprisonment exclusion. Previous convicts face stereotypes and are added to the same group as, for example, homeless people.
- The data analysis shows that the majority of respondents evaluate their possibility to get employed in modern changing society as very low due to their low qualifications and a lack of education.

# How to Chose the Best Tool?



- Mentoring;
- Involvement of relatives;
- Social services (temporary housing, welfare, food supply, etc.);
- Workplace subsidies, public works;
- Consulting;
- Others

Thank you!