



### Third FEFI-work seminar in Trapani, Italy 24.-26.6.2015

#### Minutes

**Participants:** Turkey (2), France (2); Malta (2), Italy (5); Finland (2), Belgium - 1 Partner (2); Germany - 2 Partners (3 +4), Cyprus (2); 1 Belgium partner **can't be represented anymore**

**Commentaire [D1]:** I would write that WEBROS as Belgian partner n° 10 left FEFI and I will attach their letter.

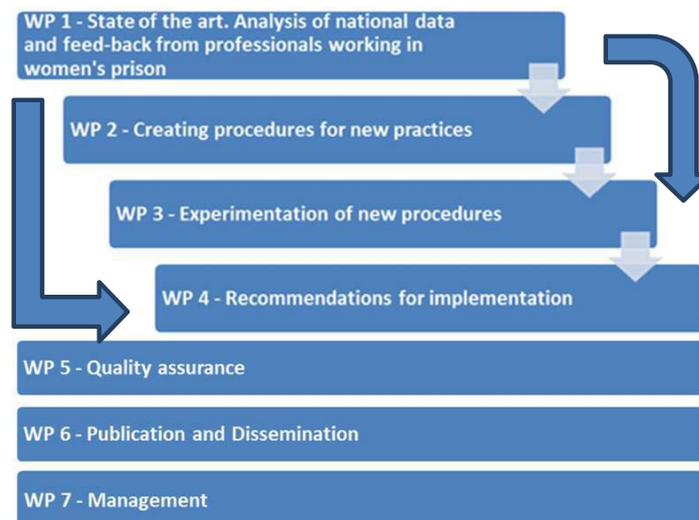
**Wednesday, 24.06.15**

**Welcome, Start and Agenda (Iris Thimm, Germany)**

**Commentaire [D2]:** I would believe that this is a tittle, isn't it ?

- I.
  - WP 3: Experimentation of new procedures
  - Visit of Trapani Prison
- II.
  - WP 4: Recommendations for Implementation
  - Preparation of National Conferences with Videoconference
- III.
  - Meeting Project Steering Group
  - WP 7 Management
  - WP 6 Publication and Dissemination
  - WP 5: Quality Assurance

#### FEFI Project Outline



#### IV. Next FEFI steps – Overview

- **WP3: Experimentation of new procedures**

Presentation of each partner of their country measures, evaluation of their measure, feedback from the FEFI-Group – every partner has an attached presentation:

**Commentaire [D3]:** Je ne sais pas trop comment l'écrire mais j'ai plutôt l'impression d'avoir assisté aux présentations des « avancées/étapes » dans les expérimentations, et non à la présentation des mesures qui, elles, avaient été faites à Izmir en janvier dernier.

- a) **Press – photo for “Giornale di Sicilia” (regional journal)**

- b) **Finland** (Ulla Sundholm) (2 Presentations)

- **A Mentor Program** (in Monikko) for former Inmates (advertised through press tenders) will support imprisoned female inmates in a new more open activity centre. Here NGOs arrange many programs and events like markets, bands, meet friends and society. 5-6 inmates were selected for this program; they must be in a release unit 6 months before release, drug consuming was tested.

3 Meetings with different activities were arranged to get to know each other and get familiar together, with other former inmates and the society institutions.

The Mentors may get a supervising support by a finish program.

(+ prison conditions -) - Conference

- **Silence Retreat Program:** spend in silence 8 days with 45 min with professional instructors (pastors from outside) (8 inmates; selected); concentrating on themselves, no social communications. Write diary, making their individual life plan. Lived in family department. (The measure end 7th of June) – Start processing things, more help in the next time (Swedish prison will take this program). The religious input is not so problematic because of Muslims and other religion: Positive peaceful atmosphere; students will evaluate some months later. (+ high proportion of drug edicts or mental health)

- c) **Cyprus – (Tasos Trattonikolas) (Presentation )**

Background: Change of prison director brought general changes in management and organization even for staffs:

Increasing number of inmates as well from abroad

**Commentaire [D4]:** I do not understand what you mean

**Short term plans:**

- increase of visits , introducing Skype communication
- **Group activities** (mix female and male): cooking, theatre
- **New school education programs (film analysis, social debates and interaction)**
- **Celebrate the Mother’s Day**
- **Cooperation with University** who offer to female inmates the following programs (illiteracy, preparation of a CV and job interview conduct).
- First Aid lessons
- Events

**Long term plan: - Female Inmates** (48 inmates)

- **Design of sentence plan**
- **Distance learning studies**
- **Cyprus Sport Organization (questionnaire)**

- **Start – motivation for inmate**
- **Cooperate with Antidrug council**
- **Increase of Social Workers**

**Short Term Plan – Staff Members**

- Distance Learning
- Attend Workshops

**Problems:**

- **Change of procedures**
- Change in number of female detainees
- Some female inmates started the **expiration**
- To organize vocational work for employment

**Commentaire [D5]:** I do not understand what this means

**Others**

- Summer school
- Opportunity to attend examinations
- Music concert
- **Workshop with prison guards**

**Contributions to all aspects and problems**

**d) Italy (Angela Maria Buscaino)**  
**(2 Presentations about women rights and measure, CD)**

**Flying Women**

- Problems: **Organizational changes necessary** (Management shows their willingness to change, but.....)

**Measures implanted**

- Realization of a CD about the realized activities.....
- Group meeting of “Women and Society”.....
- Cooking in women sections .....
- Establishing one day of cooking and eating together....

**e) Belgium (Lieve Decaesstecker)**

**“Ladies on the move”:** Program made by Dimitri **from WEBROS (the organization which just left FEFI)**

**Summery will come for all. Accompanied by photographer**

Background of inmates from Q: lack of self-esteem, not concentrated on others things, more sports, more individual support.

- 5 Weeks program of 2 h, individual moments, classroom, sports: Learned: more self-esteem; social skill, combined with sports (Problems: regional and federal level are responsible for the program). Started with 8 inmates, ended with 5. Altogether 35 inmates are trained. Preparation for the staffs towards aims.

Evaluation with inmates was positive. Widened on other partners, networking on organizing level;

**Problems:** drugs; work with little groups or organize together with men, only short term program; more preparation for the staff

**f) Malta (Sandra Scicluna)**

(Presentation)

- Results of the questionnaires indicted that the problems in female educational services when far beyond a problem of staff of inmates.
- The staff needed help, especially from policy makers, to deliver a sound educational program.
- We conducted a seminar on the results of the questionnaires **to raise the management's awareness.**
- **They conducted a seminar on the results to raise awareness of the managements.**

Results:

- More courses are being introduced
- New Personal , psychology, social workers
- Planning a long-term proposal document .....
- More seminars for staff to motivate female inmate
- Combining with training programs: to get the administration with these programs in prison for better work situations (technical and sewing and textile courses)  
Informal learning is better than formal learning: Certificates.

Problems: Fluctuation in Management

**Holistic method**

**g) Turkey (Berfu Altay)**

(Presentation)

**"Handmade toys "** (Goals- presentations)

Modules of 64-112h – Numbers of inmates and rate of success.

Target group; Procedure, Advantages; - They will develop the next courses.

**Problems discussion:** Hygienic; Danger

**Skill for inmates, learning offers**

**h) Germany**

**JVA Zweibrücken (Anja Rohr) –(Presentation)**

- Problems with female inmates: low number; length of sentences; multifactorial disturbance emotional stress
- Do not know their skills (iceberg)
- Aim of detention - rehabilitation

Measures:

- **Ressourcenfinder** (Mentorprogram)
  - o Preparation for the Job - Trainings
  - o Instruments
  - o A lifelong process

- State of the art: Selection, Trainings, instruments for diagnostics; Questionnaire, personal development documents
- Still to do: 39
- **New educational offers:** industrial cleaning – facility management
- Cook -October 2015 (53)
- Make up artist – summer 2015
- Fashion seamstress(
- ZWW (Meike Coldewe)**
- Organisational level – bringing person together, meetings, counselling the process, Networking, stakeholders

- **JVA Rohrbach (Daniela Bergmann)**

Needs for inmates but as well for staff.

**Measure:** staff must be motivated for education, must know the programs in Zweibrücken, they must motivate the female inmates. **“Education counselling”**

i) **France (Michel Febrer)**

**Presentation**

From Questionnaire: Female inmates claim for more teaching on professional areas.

- **The Implementation of vocational training to get certified in a “short sentences” prison**
- “Cleaning and hygienic” - validation not sufficient
- “Economy and sales techniques” next year in another prison

The schedule in the school year was not the good one to find teachers and trainers (February/March). It could be done for next school year starting September 2015.

- **The start of prior learning’ valorization in another prison**

Implement at the prison of Limoges (with one wing for female inmates) VAE is the « 4th way to pass exams » (skills’ validation of prior experiential learning).

- a. From March to May : Develop service and complete booklet n° 1
- b. Since May : Inside/outside - finishing booklet n° 2 to go to Diploma

j) **Conclusion (Malta): State of the art**

**WP3: Experimentation of new procedures**

**Malta (Sandra Scicluna) gives Summary on questionnaires:**

Sandra looked at various Qs, created a 39 pages Report: She is giving a short summary of country specific aspects:

It’s important to note, that Turkey had a quarter of all Qs so the results of the whole Questionnaires is influenced a lot by the answers from Turkey.

There is a North/South device.

Here are some of the characteristic/specifics, which became visible in the Questionnaires:

- A lot of the questions about domestic violence in southern countries did not get answered which leads to the assumption that the women did not want to admit their domestic abuse
- Northern countries (incl. Belgium) have rather short sentences compared to the southern countries

- Southern countries have longer sentences: wait longer until women who committed crime have to go to prison, but then hard “punishment” plus a lot of drug sentences
- “Raising children” of majority of women as best “hobby” (except Malta)
- Answers from Sicily and Turkey said “don’t know anybody with criminal backgrounds” which leads to the thought that they are scared of getting into trouble for telling about other criminals and the consequences
- Turkey: a lot admitted learning and writing difficulties; other countries didn’t admit
- Question: Do you get educational counselling? Only two people answered this in Turkey -> Data on this question is strange in the countries
- Security staff is seen as a source of information in mainly all countries except for Germany: Here the blackboard is the most important source for information
- Education very important in all countries, but staff in Finland doesn’t see it as priority
- Children are always mentioned, social problems and social skills are seen as important

**Task for all partners: Everybody should get through report and give Sandra a feedback on what they think why there are differences in the countries**

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**Thursday, 25.06.2015:**

- **WP 4: Recommendations for Implementation (Gisela Zwigart- Hayer)**  
Conclusions per country, check problems, what is important;  
Questions for national working groups:
- **What is the impact of the measures concerning female inmates, prison staff, prison as institution (structure), ministry, politics, and society?**  
**(Focus of the impact and the three levels)**

**Malta:**

Vocational training, staff support and training, prisoners staff more aware of special needs of female prisoners, as well as on policy for human aspects of female prisoners,

**France:**

Inmates: Learning needs from inmates

Staff: teachers start of new pedagogical goals, how to work, sense of their learning,...

All staff realizes they are part of the detention plan,

Differences between the partners in regard of measures (female prisons/female wings in male prisons- mixing male and females)

Policy level: Conferences messages

**Cyprus:**

Inmate: Motivation, self-esteem and self-knowledge,

Staff: facing the procedures and the changes,

Society: more near, more acceptance, positive impact of the ministry

**Italy:**

Inmates talk of feeling to staff, block stereotype ideas,

Staff: increase motivation,

Manager: common mission supporting, increase by conference

**Commentaire [D6]:** If understandable, I would prefer this presentation like for other partners

**Turkey:**

Inmates: increase self-esteem,...  
Ministry more resources for the sustainable implementation

**Finland:**

Inmates: More support needed, increase of self- esteem, new programs to get growing  
Staff: reducing securities in departments,  
Institutions: new positive atmosphere, give more of positive feeling, hope, funding's necessary, cooperating with community,

**Belgium:**

Individual approach for inmates, own needs, more motivated to do, experiences - they feel involved, lots of attention, self- esteem  
Staff: measures are more visible for all staff, sports meets education  
Policy level: network of sports and education responsibilities; Press, Videoconference, Awareness of more prisons, mix of female and male inmates programs,

**Germany:**

Inmates: more clarity of their life and own needs, better qualifications,  
Staff: give the job more content, raised the image and their role in prison, better chance of reintegration for inmates  
Prison: better qualities, whole institution is involved, public: necessity of qualification, need of financial support. Increase the whole: matching needs and offers!!



• What kind of obstacles and barriers do you face?

**DE:** ministry: importance of a project for female inmates  
Lack of resources: not enough personal resources to implement the measures sustainable;  
Low number of Q2: no statistic signification

**CY:** How to get the female inmates involved; heterogeneity of nationalities  
Staff: why we do have to do those things (attitude);

**MT:** small motivation of female inmates; small number of female inmates,

**IT:** Structural lack, lack of financial support, personal deficits; heterogeneities of law sentences,

**BE:** Different topics and other political priorities

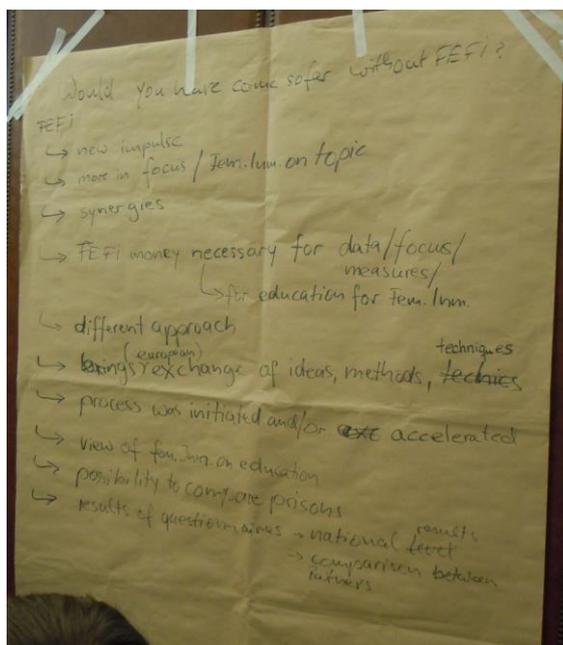
**FR:**

- Structural: timing and recruiting teachers, time table, schedule between prison and education
- Some questions of the questionnaire had been too private, must be adapted by the different cultures, not statistic significant; scientific, academic -
- Very few numbers of female inmates, heterogeneity of needs,
- Competition between education, behavioural treatment and vocational training (payment) because of responsibilities of the Ministry. (not DE, in sentence plan)
- Difficulties to follow education outside (institutional coordination and bridges inside-outside).

**Commentaire [D7]:** I do not understand what this means

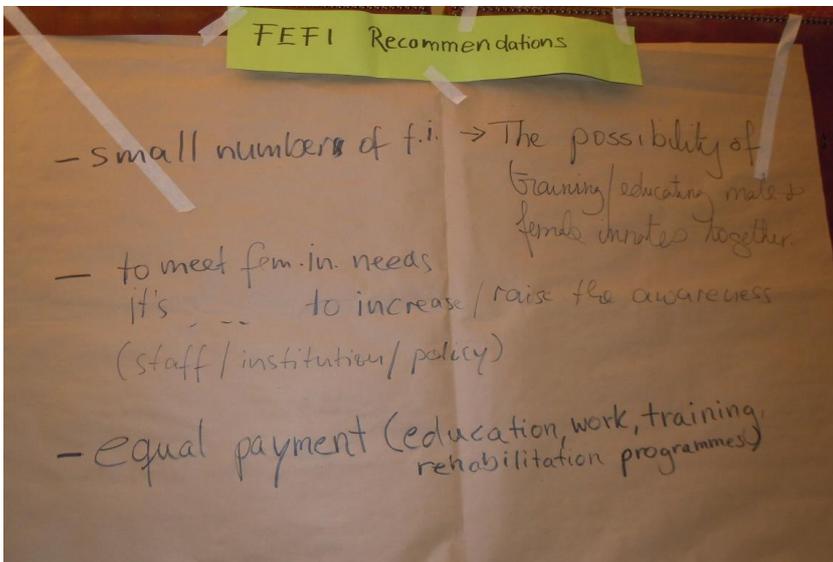
• **Would you have come so far without FEFI?**

- Difficult to imagine, synergies, many things already develop , new impulse,
- Budget was necessary for the measures,
- Different approaches for female inmates necessary
- European exchange of ideas, methods, technics,
- Deadlines, we worked more intensive; the process was accelerated, initiated
- Inmates feel the importance – visibility by a project , more serious
- Possibility to compare the different prison systems towards female inmates,
- More comparison of research situations by the bigger number of countries



- **What are our common recommendations from FEFI (the most important aspects)**

- Facing the small number of female inmates, the possibility of training, educating of female and male should be realized together.
- To meet the needs of female inmates: to raise awareness of staff and institutions-ministry.
- No differences between all activities (education, therapy, vocational training), all has to be treated in the same way (equal payment).
- Good practices – see FI, is still running somewhere, what is possible because it is already there
- And the recommendation on table and next report



- **WP4- First ideas towards Sustainability (Synopsis) (DE)**

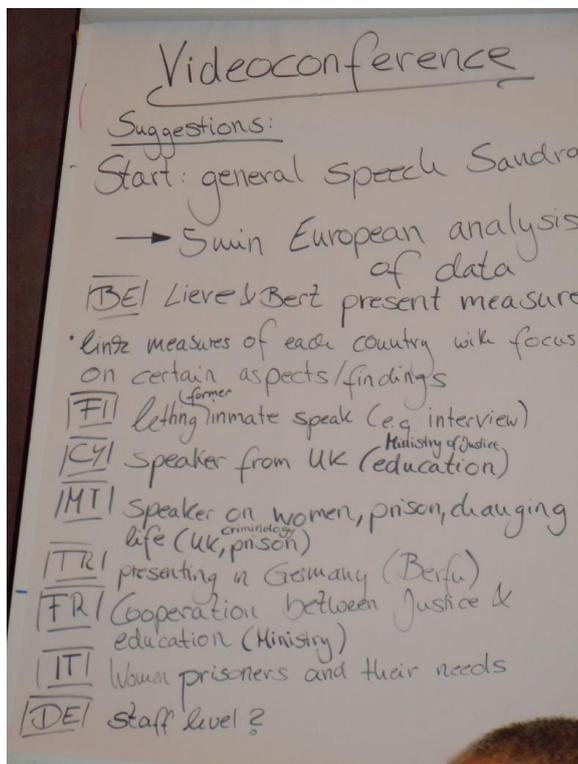
See the recommendations of the

"International Study on Women's Imprisonment Current situation, demand analysis and "best practice" [http://www.rsf.uni-greifswald.de/fileadmin/mediapool/lehrstuehle/duenkel/Reader\\_womeninprison.pdf](http://www.rsf.uni-greifswald.de/fileadmin/mediapool/lehrstuehle/duenkel/Reader_womeninprison.pdf) page 41, from 06.05.2015

And reflect and specify them by the experiences made in this project.

- **Preparation of National conferences with Videoconference (Leader Germany)**

*Content, Speakers, Program, Presentable Results*



o **I. National part from 10:00 – 12:00:**

**(country (visiting partners))**

**Cyprus (MT/BE): Theme still open:** 10.00 h-11.00 Stakeholders, some general results of the Questionnaire and measures, debate

**Finland (FR/CY): “Let former inmates speak- Mentor- program”- (Retreat Program)**

morning Coffee 09.30 – 11.00, Stakeholders, Introduction, panel discussion, national part, 15.30-16.00h finished. Problems: budgets

**Belgium (IT/FI): “Ladies on the move”** 09.30 h 12- / 13 h minister of justice, **Press conference**(speaker: future, recommendations, panel discussion with prison director, University, journalist)

**Malta (CY/DE): “Raise of Management awareness”** 08.30 Registration, 9.00 – director, 10-12-VC Penal-discussion, after 13.00 Lunch-End

**Italy (FR/DE): “Flying Women”** 09.30 Introduction, President of the Courts, VD speaker: female Director in Pension, Journalists, female Ministry, finish at 13.00h

**France (FI/MT):** 8.30 Welcome coffee, 9.00 **Rector** opens, present for FEFI, **10.00-12.00 VC 12.00 – feed-back on national data then debate and feed-back from VC, 13.00 Lunch**

**Germany (TR/IT): “Ressourcenfinder “;** Welcome (Press) – Turkey presenting in DE “Handmade Toys”

Iris will send the German Draft to refill it from every country.

- **II. Videoconference: (pictures, video need to come to Malta)**
  - **Ideas towards speakers**
  - 10 h Introduction of Alan **Smith** – European Analysis
  - **Sandra** (5 min): General Introduction European Analysis
  - Belgium (Lieve and Bert) Measures in Belgium / Evaluations
  - Finland: needs by an ex-inmate
  - Cyprus: stakeholders from UK (education)
  - Malta: “Women, prison and changing Life” (UK) Criminality
  - Berfu in Germany
  - France: Stakeholders - Necessity of Cooperation between Justice **and** Education
  - Italy: Female Prisoner and their Needs – Director of prison
  - Germany: Staff Level (Film about education counselling)

Confirmation for the speaker, order, made by ZWW, France, Malta.

- **Organization National Conference with Videoconference (France)**

Overview and Deadlines about conference; Presentation of supports of communication (see List of Dominique):

- Test of Video-Conference: **2 weeks before: Beginning of September**
- Plan B for each country – if there will be break for the two hours- Send to Iris: **End of July (Draft)**
- Text of the speakers (**everyone** speaks in English – **except** France – translation, if possible, exchange till **??????**)
- Guest-lists: Safe a date, **Beginning of July; Reminder Call in September**  
National Contact – “**Na-Bibb**” send to Finland and Belgium
- **Participants on sites in FEFI national conferences**: Name, professional Profile, Location to book, - Deadline: **End of July**
- Budget – **Are transfers of expenses possible from one line to another one?** (Iris)
- Poster (Dominique); Questions towards image
- Bookmarks  
**CD made by France?????**
- Invitation
- Evaluation - script – perhaps only in France
- Circular message – made before or afterwards by Dominique.
- **Brochure** – (Meike, Saviour) – Discussion
  - Conference: **Brochure** from Saviour, Iris will send the form and everyone will contribute to it. Deadline: **End of July**.
  - if Prolongation perhaps a larger one
- **Journalistic view/pictures**

**Commentaire [D8]:** I do not understand

Friday, 26.06.2015:

– Meeting of Steering Group (s. extra)

- **WP7: Management (Germany Mainz)**

- **Next FEFI Steps-**  
Get an information about the Prolongation from Germany
- **Communication/Reporting – Deadlines**  
s. minutes PSG
- **Holidays – Absence in the summer months:**

**July:**

BE: Bert 02.07 – 15.07.

BE: Lieve - 15.07.- 07.08.

CY: 15.07.- 27.07.

TR: 20.07.-03.08.

FI: 20.07-03.08.

**August:**

MT: all of August

DE:

Iris: all of August

Anja: 27.07. - 23.08.

Dieter: 17.08.-07.09.

FR:

Dominique: 2<sup>nd</sup> half of August

Michel: 13.07.- 30.08.

IT: Angela 15.07. - 26.08.

- **Future Cooperation PROFILE further Dissemination of FEFI**

- **WP6: Publication and Dissemination (Leader: Malta / France)**

- **WP5 : Quality assurance (Leader: France) –**

**Task Overview:** Dominique is revising the still open subjects and fixes deadlines for every country:

Glossary is finished;

Missing Critical friends : Cyprus; Zweibrücken (Anja);

Women Rights and **Ombudsmen**: Turkey, Cyprus

FEFI-platform : going on platform !!!!

Feedback **from** Project assistant: ZWW, Zweibrücken open

Self-Evaluation after Sicily

FEFI Guest: external persons: Zweibrücken

Works to do after Italy:

All agreed to Dominique's list, what is done and has still to be done. Every country accepted the points in detail and agreed toward the proposal of changes in time.

Post seminar report: **Next week picture; End of July,**

Conference - List of participants and Culture Certificate (send by Iris).

Presentation of the Homepage by Dominique and facebook by Angela.

- **Outlook (Iris)**