

ORGANISATION OF OCCUPATIONAL ACTIVATION OF CONVICTS IN POLAND: LEGAL REGULATIONS AND PRACTICAL SOLUTIONS

Daria Becker-Pestka

Ph.D., WSB University in Gdańsk, Poland, dabepe@op.pl

Abstract

The article refers to the organisation of occupational activation of convicts in Poland. It presents legal regulations and applied practical solutions. The presented material has been collected on the basis of empirical research carried out at some penitentiary units in Poland. The research method which has been applied is a diagnostic survey; the research techniques have involved a questionnaire form, a query of documents and an interview with members of prison staff. The aim of the research has been to establish the way in which occupational activation of convicts is organised at prisons in Poland. At the end of 2017 there were as many as 73 822 convicts at Polish prisons. Activities in the field of occupational activation of convicts are implemented by prison officers of the Prison Guard. The Polish law obliges prison staff to implement activities in the field of social rehabilitation of convicts, including occupational activation. Occupational activation is financed mainly with the EU funds. At present, the POWER programme is being implemented in Poland. Another programme currently operated in Poland is *Work for Prisoners* and the *Crime Victims and Post-Penitentiary Aid Fund*. Members of prison staff develop and implement their own original solutions which are aimed at the preparation of convicts to the functioning in the labour market after they leave prison. It is also important to develop self-discipline and a need of systematic work in convicts, to implement the sense of responsibility and to encourage them to improve their education. Convicts can acquire new qualifications, they can enhance or acquire knowledge referring to the functioning of the labour market; they can learn a number of useful skills which are indispensable for searching or retaining employment. The organisation of occupational activation of convicts provides them with a chance to find work after they leave prison, and in this way, to enable them to pay their financial liabilities and to perform their social roles. Professional work comes as a significant factor which prevents convicts from recidivism.

Keywords: occupational activation, prison, convicts, legal regulations, labour, job

1. INTRODUCTION

It is difficult to imagine a society functioning without the institution of prison. Imprisonment implies certain affliction onto people who serve this kind of punishment sentences. It also comes as an efficient protection of order and life of individuals and groups living in the society. Isolation of crime perpetrators guarantees – at least in a temporary way – social peace and security. However, one day convicts will leave their prisons.

Considering the perspective of efficiency and social functioning, it is advisable to pose a question about the efficiency of processes preparing convicts to live in freedom, after they leave prison.

It should be remembered that while being in prison, convicts participate neither in their family life nor in their professional and social life. Prison is a structure which isolates convicts from the society and vice versa. There have been very dynamic changes taking place in the labour market. Employers' expectations towards employees have been undergoing transformation too, along with the demand for some particular specialists and forms of employment. The availability of means of transport or fast flow of information are also significant. Therefore, occupational activation of convicts becomes even more important and valuable. Due to the projects which have been implemented, convicts spend their time in a beneficial way: they acquire new skills, and they are able to pay their financial liabilities. For many convicts, their imprisonment is also related to an opportunity to complete their education. In the time of intensive changes taking place in the field of new technologies and market transformations, occupational activation of convicts becomes their chance to maintain their relations with the reality outside the prison walls. It is also a way to prevent them from committing crime again, it allows them to work on their discipline, to develop work habits and to focus on professional development. For many convicts, the participation in undertakings in the field of occupational activation is related to a possibility of meeting a career counsellor – very often for the first time in their life. While providing their assistance, career counsellors not only present the specificity of the labour market, but they also provide an evaluation of capabilities and potential of convicts, emphasizing their strengths and weaknesses.

The article presents the problem referring to the organisation of occupational activation of convicts in Poland. It discusses legal basis and practical solutions which are applied. The presented material has been collected on the basis of empirical research carried out in Polish prisons. The aim of the research has been to determine the way in which occupational activation of convicts in Polish prisons is organised. In the research the diagnostic survey has been applied. After the consent of the Prison Guard authorities, a questionnaire form has been sent to some penitentiary units. After the return of the completed forms, the interviews with the prison staff have been carried out.

Activities carried out in the discussed field result in numerous benefits for convicts, their families and the whole society. It should be noticed that the implementation of undertakings related to occupational activation of convicts entails a number of problems. They refer to limitations in the availability of financial means required for the implementation of occupational activation of convicts, as well as to convicts' attitudes, their own individual limitations and their lack of motivation. The EU funds have improved possibilities of implementing activities in the field of occupational activation of convicts by penitentiary institutions. Such activities run by prison staff are not only a response to the current legal regulations, but they also result from the actual belief in their beneficial influence.

2. LEGAL AND STATISTICAL ASPECTS OF IMPRISONMENT PUNISHMENT IN POLAND

Offences which result in criminal punishment include *activities which contradict the current legal standards and are characterised with a certain observable level of social harmfulness* (Ciosek, 1995, p. 107). Criminal punishment should cause some specific affliction to a person who has deserved it. The level of oppressiveness varies depending on criminal sanctions. In one case the oppressiveness may exclusively affect the physical sphere or the social sphere, whereas in some other cases it can also affect psychical sphere. Most frequently, however, it affects all these spheres simultaneously. Hence, it is possible to distinguish three types of criminal punishment. All three kinds of affliction are related to impossibility or significant limitation of satisfying some particular needs by convicts. The oppressiveness of criminal punishments is related to the question of their diversification. In Poland the punishment most frequently applied to fight against crime is unconditional imprisonment. According to M. Ciosek (1995, pp. 108-109), it is also the most overused kind of punishment.

The oppressiveness of criminal punishment involves:

- physical oppressiveness – ultimate in the case of capital punishment;
- social oppressiveness – observable in a situation when the punishment involves the loss of the right to practise one's profession;
- psychical oppressiveness – appears when the punishment is aimed at the psychical sphere of a perpetrator (Ciosek, 1995, pp. 108-109).

In Poland some institutional attempts at social rehabilitation of adults can be traced as early as in the 14th century. At ducal courts, procedures ranging from the capital punishment to imprisonment used to be applied, also referred to as the upper and lower tower. The first prisons in Poland appeared in the 17th century, and they were dedicated to representatives of lower social classes. Convicts were forced to hard work, and they were shackled in chains. A reform of the prison system in Poland took place in the 18th century. During the Partitions period, the resolution of the Polish state was followed by a complete resolution of its prison system. In 1809 in the territory of the Polish Kingdom some attempts were made to modernise penitentiary policy, based on the French reforms of 1791. The organisation of the prison system started in 1918 after Poland regained its independence. Then, a Ministry of Justice was established. During the Interwar period, a lot of attention was drawn to the necessity of cooperation with the society, and the health care and sanitary systems were developed. A struggle against illiteracy among young people was commenced. The main problem, however, was the shortage of qualified and competent staff. It was not until 1966 when the rigours of imprisonment sentence execution and types of penitentiary institutions were defined in separate legal acts. The turning point, however, occurred in 1969 when the Executive Penal Code was established, in which social rehabilitation issues were emphasized along with the purposes of imprisonment sentences. Nevertheless, the abovementioned regulations had only a slight influence on penitentiary reality. In 1989 another turning point took place – since then tendencies to treat convicts in a humanitarian way and to respect human rights have been observed. The search for new, more efficient methods and forms of social rehabilitation has become very important. It is possible to assume that the current changes in the Polish criminal policy are indicated by the Penalty Code and the Executive Penalty Code (Jaworska, 2012, pp. 61-69; Dukaczewski, 2007, pp. 49-73).

At the end of April 2018, there were as many as 75 101 convicts at Polish prisons, including 3 046 women. Residential units at penitentiary institutions could provide accommodation to 79 249 people. The occupancy rate of residential units at penitentiary institutions and custody suites reached the level of 92.4%. Convicts and punished employees were sentenced to unpaid community service (1 393 people) and work for charity (418 people). The prevalence coefficient referring to employment of convicts and penalized people was 52.5% in April. In comparison to March 2018, it indicates an increase by 0.4%. An average length of legally and finally adjudicated imprisonment punishment (excluding life imprisonment) was 13.11 months, as stated on 31st March 2018. In the structure of the Prison Guard there were 27 224 staff members employed, including 5 130 women and 1 874,060 civil workers. The maintenance of one convict cost approximately EUR 10 000 annually, that is PLN 41 198,08 (Prison Guard [PG], 2018a).

In Poland the current legal regulations which define all the issues related to the functioning of the Prison Guard and execution of imprisonment punishment must be followed. The most important legal solutions include:

- Act on the Executive Penalty Code – it is a normative act which regulates principles of executing sentences adjudicated in criminal and offence cases, including fiscal crimes and offences, disciplinary sanctions and coercive means resulting in imprisonment. The general provisions of the act provide a list of bodies authorised to execute punishment, penal and compensation means and any other types of solutions; it states the rights and obligations of convicts; it defines basic principles of sentence enforcement common for all types of solutions. The specific provisions of the act provide detailed principles of executing particular types of decisions made by the court (Act 1997).
- Act on the Prison Guard – it provides regulations to such issues as the tasks and organisation of the Prison Guard, the scope of its authority, questions referring to officers and employees, remuneration, positions, employment terms, suspension and others (Act, 2010).

In the light of the current Polish law, the aim of imprisonment punishment is to make convicts cooperate willingly in the process of forming their socially desirable attitudes, particularly, developing their sense of responsibility and the need to follow legal regulations, and thus to refrain from recidivism. In order to achieve such aims of executing sentences of imprisonment punishment, convicts are provided with individually customised activity programmes which are implemented within the systems of punishment execution at different types of penitentiary institutions defined by the Act.

The implemented activities pertain mainly to work and education, and they are performed with all due respect for convicts' rights and with execution of their duties (Act, 1997).

In Poland there are four types of penitentiary institutions where imprisonment punishment is executed. These are namely: penitentiary institutions for juveniles, penitentiary institutions for convicts who have been punished for the first time, penitentiary institutions for recidivists and penitentiary institutions for convicts who

serve their sentences under military arrest (Act, 1997, Art. 69). The abovementioned types of penitentiary units may be organised as closed penitentiary institutions, semi-open penitentiary institutions and open penitentiary institutions. Penitentiary institutions differ in the degree of their protection, isolation of convicts, their obligations and authorisation they have to move inside and outside the facilities (Act, 1997, Art. 70).

3. THE RESULTS OF SCIENTIFIC ANALYSIS

Conducted in 2015 and 2016 by the Author of the article, the preliminary research studies (preliminary survey on-line, interviews) indicate the functioning and implementation of various activities in the field of occupational activation of convicts. They include projects implemented in cooperation with such institutions as employment agencies, self-governments and the social sector as well as individual programmes and projects developed by the prison staff. The preliminary results of the research indicate that convicts are provided with assistance of career counsellors. They participate in career fairs and vocational training courses. The undertaken activities result in individual and social benefits because convicts who leave prison are – to some extent – prepared to face the challenges of the labour market in their life in freedom. The benefits of occupational activation of convicts refer both to short-term and long-term perspectives. Therefore, the discussed problems are significant, considering their value for pedagogical theory and practice. It is also important when social consequences resulting from the organisation of occupational activation of convicts are concerned.

It should be also emphasized that the framework of this article does not provide space for considerations referring to solutions applied in other countries. The research studies in this field will be the subject of further research and publications.

The results of the research indicate that operations in the field of occupational activation of convicts are initiated by the legislator who has provided relevant legal regulations and directives – which are to be found mainly in the Executive Penal Code – referring to the procedures in this respect. The Polish law imposes an obligation to implement activities in the field of occupational activation of convicts on prison staff members. The Executive Penalty Code states that one of the main elements in such an operation is work. The element which leads convicts to start work is their occupational activation. It is important for them to find employment to acquire self-presentation skills and capabilities to stay employed. Activities which have been implemented in the field of occupational activation so far come as a starting point for full operations aimed at occupational activation of convicts.

Activities in the field of occupational activation of convicts are implemented by prison staff members who are employees of the Prison Guard. They are educators employed at the particular penitentiary units, educators specialised in post-penitentiary assistance, prison wardens, cultural and educational instructors.

It is possible to assume that the organisation of occupational activation of convicts in Poland is implemented in the form of:

- EU projects;
- Work for Prisoners – a government programme
- originally developed solutions applied by prison staff members at their institutions.

At present, employees of the Polish Prison Guard have been implementing a project entitled *Improvement of occupational qualifications of convicts to enable them to return to the labour market after the end of imprisonment punishment*. The activities are implemented under the Operational Programme *Knowledge – Education – Development 2014-2020*. The fundamental aim of the project is to increase occupational and social activities of convicts and to increase their chances for employment. Acquiring new occupational skills by convicts will increase their chances to leave the areas which are particularly threatened with social exclusion, and it will facilitate their entering the labour market after they have left prison. In accordance with the assumptions of the programme, within 5 years' time in 130 prisons and custody suites there will be 46 thousand convicts trained. Training courses will be dedicated to men and women, providing them with qualifications which will allow them to find employment during their imprisonment period as well as after they leave their penitentiary institution. The project comes as a response to the local demands of the labour market and to the shortage of particular professions, and it is dynamically adjusted to such demands. It also comes as a supplement to the Work for Prisoners government programme. Convicts will be trained for professions in the following fields: general construction, gastronomy, landscape development services, assistance to the disabled, hair styling, sewing, welding, floristics and fork lift operation. The project assumes that 56% of convicts who will complete their courses will find employment during their imprisonment punishment. It will refer to paid work e.g. tasks performed for external contractors, as well as to unpaid work

e.g. tasks performed for self-governments. The implementation of the project will prepare convicts to find employment in assembly halls which will be built at penitentiary institutions (SW, 2014).

In Poland, a government programme, *Work for Prisoners*, has been implemented since 2016, when it was initiated. The programme fosters broadly understood social rehabilitation of convicts in prisons and custody suites, particularly, in the field of their occupational activation. The programme is based on three main pillars which determine implemented activities. The pillars of the project include the construction of assembly halls at penitentiary institutions, extension of the scope of possibilities related to unpaid work performed by convicts for self-governments and concessions for entrepreneurs who employ convicts (SW, 2018b).

In Poland the Fund for Occupational Activation of Convicts and Development of Prison Industrial Workshops is operated. It is a state earmarked fund which functions as a dedicated bank account the administrator of which is General Director of the Prison Guard. The financial support from the Fund for Occupational Activation of Convicts and Development of Prison Industrial Workshops is provided in order to foster broadly understood social rehabilitation of people who are based in social rehabilitation units, especially through financing activities which are performed to protect and to provide jobs for those people (SW, 2018c).

Education is an important element in occupational activation of convicts. Convicts who continue their education and participate in training courses have a chance to return to the labour market which has been changing in a very dynamic way. Convicts learn not only to receive a diploma or a certificate confirming the qualifications they acquire, but also to become responsible, to form systematic work habits and to perform their duties. Apart from formal education, they are also given a chance to acquire some other skills which may become an important factor in their social and professional rehabilitation. All convicts in prisons and custody suites are provided with an opportunity to exercise their right for education which is guaranteed and organised in accordance with the regulations of the Executive Penalty Code (Act, 1997, Art. 102 and Art.130-134). Schools and education centres operating at prisons and custody suites are organised at all the levels of education, except for the higher education level. The regulations also provide a possibility to continue one's education outside the prison walls. The network of prison schools provides an opportunity to continue education also to juvenile convicts who undergo the obligation of education and to convicts who voluntarily wish to participate in their education process. Averagely, school education is organised for approximately 3500 convicts each year. They undergo educational procedures which come as the most efficient elements of social rehabilitation. Convicts attending schools come as 4.5% of all convicts who serve their sentences at prisons and custody suites. While planning the network of prison schools, the most important is to provide convicts with a possibility of graduating from the primary and junior high schools, because convicts' further education will be impossible without such graduation certificates. The abovementioned schools provide education for all the convicts who require courses at the discussed levels. Each year, some convicts start their education at schools outside the prison walls. Vocational training courses organised at prisons come as supplementation to the education offer addressed to convicts. Such courses are dedicated mostly to adult convicts who do not have any professional skills or who need vocational re-qualification. Vocational courses are organised mainly for convicts who are about to leave prison, in order to improve their chances for employment and to prevent them from going back to crime.

Vocational training courses are organised in cooperation with employment agencies, and their scope is usually adjusted to the requirements of the local labour market. The advantage of vocational training courses is their relatively short duration and their considerable variety (SW, 2018d).

In accordance with the data provided by the Prison Guard as for 1st February 2017, schools operated by penitentiary institutions provide convicts with a possibility to acquire knowledge and qualifications in the following occupations: a cook, a tailor, a confectioner, an installer of finishing and furnishing work in construction, a bricklayer, a plasterer, a construction installer, an electrician, a locksmith, a carpenter, a steel fixer, a concrete placer, an electromechanical technician, a hairstylist, an electronics installer, an IT specialist, an assistant to the disabled, a road machine and equipment mechanic, an upholsterer, an IT technician, a machine tool operator, a book-binder, a machine and equipment installer and mechanic (SW, 2017).

For the sake of comparison, let us consider the fact that since 1st February 2018, convicts have been allowed to acquire occupational skills in the following professions: a cook, a tailor, a confectioner, an installer of finishing and furnishing work in construction, a bricklayer, a plasterer, a construction installer, an electrician, a locksmith, a carpenter, an upholsterer, an IT technician, a machine tool operator, a steel fixer, a concrete placer (SW, 2018e).

Prison and custody suite schools are public schools, operated on the basis of the Act on Education System. They implement the same core curricula and syllabi as schools which operate in freedom. Teachers employed there must meet the same requirements, and they must follow the same regulations as teachers who work in schools outside penitentiary institutions. The equipment at prison schools must meet the criteria indispensable for proper implementation of education processes (SW, 2018d).

Staff members of penitentiary units develop and implement their original solutions. In accordance with the Polish law, social rehabilitation programmes developed by officers or employers of penitentiary institutions include such elements as theoretical models (which come as a justification explaining in what way a particular programme will affect the factors associated with criminal behaviour), identified risk factors (their change will result in a decrease in risk of recidivism), the range of intended objectives, methods, descriptions of the programme sessions (providing information and auxiliary materials required for the implementation), principles of convict recruitment to the programme, levels of intensity, sequence and duration of the programme, detailed price lists, specification of funding sources for the implemented programme, specification of tasks to be implemented by the particular organisational units of a penitentiary institution for the proper completion of the programme and the evaluation method for the outcomes of the programme (Directive, 2016, Art 5.1.).

The applied programmes come not only as the fulfilment of professional duties performed by staff members of penitentiary institutions, but also as a proof of their determination, creativity and understanding for the significance of occupational activation of convicts. The solutions applied in Poland include convicts' work at hospices (Prisoners at a Hospice), assistance to the disabled (the Duet Programme), courses in active search for employment (the Job Club), education (Prison University), development of interests and creativity in convicts in order to find their place in the labour market (Lex Media) and many others (Marczak, 2009, pp. 51-106).

The objective of the tasks which have been organised in the abovementioned way is to prepare convicts for the functioning in the labour market after they leave prison. It is also important to develop work habits and self-discipline in convicts, to make them aware of the necessity of proper performance of their duties and completion of their education. Convicts may acquire new qualifications, they may complete or acquire knowledge referring to the functioning of the labour market, they may learn a number of useful skills which are indispensable to find employment or to stay employed. Due to the organisation of activities in the field of occupational activation of convicts, they win a chance to become employed after they leave prison, a chance to pay their financial liabilities and to perform their social roles. Occupational activation of convicts is also a significant factor which prevents them from recidivism.

It is difficult to determine the number of convicts who participate in the activities undertaken in the field of their occupational activation. The number of participants in the particular activities depends on the specificity of the implemented programmes. Furthermore, in accordance with the Polish law, participation of convicts in their occupational activation programmes takes place on voluntary basis. It is possible to assume that on average there are several dozen convicts at each penitentiary institution annually. The results of the research indicate that it is possible to observe some problems in work with convicts, which are related to some convicts' low intellectual level, unwillingness to undertake any actions, convicts' insufficient motivation to change things, the lack of work habits in convicts, a short-term way of thinking limited to leaving the cell and meeting an acquaintance. Problems appear also in social rehabilitation institutions. The shortage of staff or deficiencies in financial means leads to limitations in the field of implemented activities. At some penitentiary units, deficiency of infrastructure can be also observed. Furthermore, among staff members there are no people who could exclusively run individual activities focused on occupational activation of convicts. Despite all the above mentioned insufficiencies, the functioning and organisation of occupational activation of convicts is indeed implemented.

The research indicates that staff members of penitentiary units present a lot of creativity in the field of occupational activation of convicts. One of their ideas is a visit at an employment agency to let convicts experience its specific character and to acquire skills required to cope efficiently with official situations. Another idea involves active participation in local career fairs which allows convicts to establish some relations with potential employers. These are only some examples of activities implemented by staff members of penitentiary units. In most Polish prisons the focus has been set on implementation of occupational activation activities which do not involve high financial expenses. It should be remembered that the Polish labour market is difficult, changeable and demanding. Requirements towards employees grow higher in terms of competences, qualifications, knowledge but also in terms of personal qualities. Considering the situation of convicts, it should be emphasized that they do not have any chances to achieve

the level of most skills required by employers. Moreover, employers themselves express their concerns about employing convicts (Jaworska, 2016, pp. 91-94). In such a context, activities implemented at penitentiary units in the field of occupational activation of convicts become even more valuable. Occupational activation does not involve only an economic dimension, but it also allows convicts to improve their relations with the society, to develop work habits and to become employed by external entities. The attitude of prison staff members also deserves attention. Prison staff members know what kinds of crime have been committed by the particular convicts who serve their imprisonment sentences, they are familiar with convicts' life situation. Prison staff members believe that they do not work with criminals but with people. As one of the respondents has observed: *there are no criminals, there are people*. Hence, convicts are given individual recognition, and they are not perceived through the prism of the offence they have committed.

In the implementation of activities in the field of occupational activation of convicts, prison staff members receive assistance of career counsellors from state offices and non-government organisations. The first group includes employment agencies, vocational information centres, voluntary labour corps, social welfare centres. Non-government structures include foundations and associations which work in the field of social rehabilitation of ex-convicts, including their occupational activation.

Having served their sentences, ex-convicts return to the environment of free people. It is completely different from what they were used to in prison isolation. Hence, while leaving prison, ex-convicts experience a variety of emotions. On one hand, the end of imprisonment sparks joy and enthusiasm, on the other hand, however, it brings anxiety and a number of concerns. Ex-convicts start asking themselves questions how to cope with life in freedom, how people from their environment will perceive them and many other questions. All those concerns experienced by ex-convicts have their rational explanation. Having left prison, ex-convicts meet numerous difficulties and, as a result, a necessity of providing them with some professional support appears. Such assistance comes as a condition which must be met to allow ex-convicts to return to the society (Deka, 2017, p. 136).

Organisation of occupational activation of convicts in Poland allows those who leave prison to return to the society, considering material, family and social dimensions. Convicts' motivation to change their life, to find employment and to complete their education is increased. Their self-esteem, skills and capabilities become improved. Benefits which result from such a situation are translated onto convicts' families, local community and the whole society.

The results of the research indicate that occupational activation of convicts involves career counselling and vocational guidance. Most frequently, it takes a form of group meetings run by career counsellors who are employed at employment agencies. The meetings usually include lectures, multimedia presentations, documentary films about various professions, exercises such as an interview with a potential employer, self-presentation. Career counselling implemented at penitentiary units allows convicts to recognise their capabilities, to determine their limitations and to prepare a development plan.

Undoubtedly, organisation of occupational activation of convicts in Poland is not perfect. There is a lot of possibilities to provide modification and improvement. Very few penitentiary units implement activities in cooperation with other prisons in Poland in order to share experience. It is difficult to evaluate the outcomes of activities which have been implemented, because their verification takes place outside the prison walls. However, there is no doubt about the fact that occupational activation is needed. Most convicts have never been active in their profession, they have never been employed. Some convicts have some scarce experience in professional work; very often they do not have any knowledge about the rules of the functioning in the labour market. Prison is a place where they should have – and they do have - a chance to learn that.

4. CONCLUSIONS

Convicts are a very specific group of recipients as far as occupational activation is concerned. Their life situation is very complex, many of them have not developed any work habits or any need to perform duties, and they have not got any sense of responsibility for other people. At the same time, in many cases, there is a problem of burdens resulting from family conditions, such as domestic violence, alcohol abuse, negligence, hereditary unemployment. Convicts have often numerous deficiencies in the field of formal education and qualifications, they do not know how to function in the labour market, how to find and retain employment. Their chance comes with the activities in the field of social rehabilitation, including occupational activation, which are implemented at penitentiary units.

The results of the research indicate the functioning of a structure involving activities in the field of occupational activation of convicts. Undertaken and implemented in any available forms by competent professionals with the use of national and EU funds, activities are based on the recognition of convicts' needs. The professionals who carry out the programmes discussed above have updated knowledge about the situation on the labour market, and they stay in touch with employers and specialists in the field of career counselling in order to prepare adequate activities. Such activities come as both: a response to the demand of the labour market, including local labour markets, and as a response to the needs of convicts and their families. The system organised in Poland allows convicts to re-adapt socially, and it comes as a factor which prevents marginalisation and recidivism. Occupational activation allows convicts to acquire skills indispensable for life after the end of their imprisonment punishment.

REFERENCE LIST

- Ciosek, M. (1995). Człowiek w obliczu izolacji więziennej. (*Facing Imprisonment*). Gdańsk: Wydawnictwo Stella Maris.
- Deka, R. (2017). Readaptacja społeczna skazanych jako jeden z warunków bezpieczeństwa społeczności lokalnych (*Social Rehabilitation of Convicts as a Condition for Security of Local Communities*). [in]: P. Frąckowiak, M. Szykut (eds), Wielowymiarowość profilaktyki, resocjalizacji i readaptacji społecznej. Tradycja, współczesność i perspektywy inicjatyw probacyjnych (*Multi-dimensional Character of Prevention, Social Rehabilitation and Re-adaptation. Tradition, Contemporary Times and Prospects for Probation Initiatives*). Toruń: Wydawnictwo UMK.
- Dukaczewski, E. J. (2007). Historia rozwoju praktyki resocjalizacyjnej w Polsce i na świecie. (*History of social rehabilitation practice in Poland and in the World*) [in]: B. Urban, J. M. Stanik (ed.), Resocjalizacja. Teoria i praktyka pedagogiczna. (*Social Rehabilitation – Theory and Pedagogical Practice*). Warszawa: PWN.
- Jaworska, A. (2012). Leksykon resocjalizacji. (*Social Rehabilitation Thesaurus*) Kraków: OW Impuls.
- Jaworska, A. (2016). Zasoby osobiste i społeczne skazanych w procesie oddziaływań penitencjarnych. (*Personal and Social Resources of Convicts in the Process of Penitentiary Correction Activities*). Kraków: OW Impuls.
- Marczak, M. (2009). Resocjalizacyjne programy penitencjarne realizowane przez Służbę Więzienną w Polsce. (*Penitentiary Programmes of Social Rehabilitation Implemented by the Prison Guard in Poland*). Kraków: OW Impuls.
- Służba Więzienna. Prison Guard (2014). Power 2014-2020. <https://www.sw.gov.pl/strona/power-2014-2020>
- Służba więzienna. Prison Guard (2017). Wykaz kierunków kształcenia i semestrów nauki w szkołach prowadzonych przy zakładach karnych i aresztach śledczych wg stanu na dzień 1 września 2017 r. (*The List of Vocational Training Courses and Semesters Run at Penitentiary Institutions as for 1st September 2017*). <http://www.sw.gov.pl/assets/87/76/55/d5f2cf6806373df1b8d46caae154f9dad7aca9c.pdf>
- Służba więzienna. Prison Guard (2018a). Statystyki – kwiecień 2018 r. (*Statistics April 2018*). <https://www.sw.gov.pl/assets/19/62/86/2485517802a98e2f3d460148dd01351d08b500c1.pdf>
- Służba Więzienna. Prison Guard (2018b). Program „Praca dla więźniów”. (*The Work for Prisoners Programme*). <https://www.sw.gov.pl/strona/ministerialny-program-pracy-wiezniow>
- Służba Więzienna. Prison Guard (2018c). Fundusz Aktywizacji Zawodowej Skazanych oraz Rozwoju Przywięziennych Zakładów Pracy. (*Fund for Occupational Activation of Convicts and Development of Prison Industrial Workshops*). <http://www.bip.sw.gov.pl/Strony/FunduszeAktyw.aspx>
- Służba więzienna. Prison Guard (2018d). Nauczanie skazanych w zakładach karnych i aresztach śledczych. (*Education of Convicts at Penitentiary Institutions*). <http://www.sw.gov.pl/strona/Nauczanie-skazanych-w-zakladach-karnych-i-aresztach-sledczych>.
- Służba więzienna. Prison Guard (2018e). Wykaz kierunków kształcenia i semestrów nauki w szkołach prowadzonych przy zakładach karnych i aresztach śledczych wg stanu na dzień 1 lutego 2018 r. (*The List of Vocational Training Courses and Semesters Run at Penitentiary Institutions as for 1st February 2018*). <http://sw.gov.pl/assets/49/45/73/e3a737d1dc5dddbb0afb8b80ab6926fd5fa0c5d.pdf>

Ustawa (1997). Ustawa z dnia 6 czerwca 1997 r. Kodeks karny wykonawczy. Dz. U. 1997, poz. 665. (*Act on Executive Penalty Code of 6th June 1997; Journal of Laws 1997, item 665*).

Ustawa (2010). Ustawa z dnia 9 kwietnia 2010 r. o Służbie Więziennej. Dz. U. 2010, nr 79, poz. 523 z późn. zm. (*Act on the Prison Guard of 9th April 2010; Journal of Laws 2010, no.79, item 523 with later amendments*).

Zarządzenie Nr /S /1 6 Dyrektora Generalnego Służby Więziennej z dnia 14 kwietnia 2016 r. w sprawie szczegółowych zasad prowadzenia i organizacji pracy penitencjarnej oraz zakresów czynności funkcjonariuszy i pracowników działów penitencjarnych i terapeutycznych oraz oddziałów penitencjarnych. (*Ordinance No./S/16 of 14th April 2016, issued by General Director of the Prison Guard on specified principles of running and organising penitentiary work and the scope of tasks for officers and employees of penitentiary and therapeutic units*).

<http://www.bip.sw.gov.pl/SiteCollectionDocuments/CZSW/aktyprawne/zarz%C4%85dzenie%20nr%2019%20w%20sprawie%20szczeg%C3%B3w%C5%82owych%20zasad%20prowadzenia%20i%20organizacji%20pracy%20penitencjarnej.pdf>