
CONSULTATIVE GROUP OF THE DIRECTOR OF DEPARTMENT OF PENITENCIARY INSTITUTIONS FOR INCREASING EFFICIENCY OF RESOCIALISATION OF THE JUVENILES DETAINED IN PRISON NR. 10 - GOIAN

Group created by Department of Penitentiary Institutions Order no. 444 of 17 December 2015
The 11th Meeting of 23rd of June 2016 (*to be confirmed*)
Venue: Department of Penitentiary Institutions (DIP)
Topic: Development of Goian Prison for better resocialization of juveniles

RESOLUTION

The Consultative Group,

Recalling that the mandate of the Consultative Group was to: 1) analyze the identified problems in Goian Prison; 2) identify the possibilities of institutional development in and transformation of Goian Prison, 3) draft an Action Plan or Roadmap for achieving the desired long-term goal, 4) come with proposals for adjusting the relevant legal framework to the European standards,

Guided by the United Nations Guidelines for the Prevention of Juvenile Delinquency (The Riyadh Guidelines), the Declaration of the Rights of the Child, the Convention on the Rights of the Child, and the United Nations Standard Minimum Rules for the Administration of Juvenile Justice (The Beijing Rules),

Fully aware that minors shall not be in prison, as a general rule,

Taking into consideration the Justice Sector Reform Strategy and its Action Plan, and namely the Action 6.3.4 Ensure respect for the rights of children in detention,

Noting the vision with creating Goian Prison in 2013, which is to fully change the current model of detention of the juveniles in conflict with the law from one based on punitive principles and passive re-socializing into a re-education system through pro-active methods, based on the principle of participation, intervention and life skills development,

Deeply concerned with the problems identified during visits to Goian by the experts of the Norwegian Mission of Rule of Law Advisers to Moldova in August – September 2015, and the repeated riots and crises in Goian Prison, and by the consequences of such incidents on the staff and juveniles,

Viewing with appreciation the active cooperation with the civil society, international partners and governmental agencies,

Keeping in mind the solutions identified during previous meetings on 26 January, 2 February, 1 March, 15 March, 5 April, 12 April, 19 April, 26 April, 5 May and 13 May 2016,

1. *Welcomes* the efforts of DIP to develop a model prison for juveniles according to European standards and the initiative of creating a Consultative Group to assist in this process;
2. *Encourages* the Minister of Justice to approve the attached suggested Action Plan and appoint a responsible person for monitoring the implementation;
3. *Emphasizes* that the system of sentence enforcement by juveniles has to respond to their needs and shall be implemented in a way that empowers youngsters for a law-abiding life,

4. *Notes* the need of daily meaningful activities for imprisoned juveniles and youngsters and for positive relationships between staff and inmates,
5. *Requests* the Ministry of Justice to promote legal amendments in line with the suggestions of the Consultative Group;
6. *Supports* DIP in the initiative to give Goian prison a special status (for example centre for juveniles and youngsters);
7. *Calls upon* management at different levels, Ministry of Justice, DIP, Goian Prison, to initiate a change in institutional culture and move from a management based on sanctions to a management by objectives and performance;
8. *Recommends* the Ministry of Justice and DIP to revise the recruitment policy, introduce specific qualification requirements for the prison staff working with juveniles, revise the organizational structure, ensure gender balance among staff, adopt new internal regulation of Goian Prison;
9. *Seeks* a change in attitudes towards juvenile offenders, an increase of knowledge about their specific needs and specially adapted working tools,
10. *Encourages* Goian management and staff to apply the given recommendations and implement the action plan in their area of responsibility;
11. *Stresses* the continuing need for transparency and cooperation with actors from community;
12. *Confirms* the availability of Consultative Group to guide and support Goian in fulfilling concrete measures from the action plan.

SIGNATORY MEMBERS:

1. Iuliana Curea, head of psychology and social work section, DIP
2. Anotolie Clipa, Goian Prison Governor
3. Oleg Pantea, head of educative, pshychological and social work activities Division, DIP
4. Siri Fjørtoft, prison governor in Norway, NORLAM
5. Alexandru Crudu, jurist, P. 10 Goian
6. Postica Zinaida, teacher in Lyceum Balcescu, Ciorescru
7. Vlad Busmachi, international cooperation and programs, DIP
8. Nadia Burciu, prison consultant, NORLAM
9. Mihai Fusu, director, Art Centre COLISEUM
10. Ana Zaharcenco, social worker, Goian Prison
11. Ilie Zabica, director, Foundation Regina Pacis
12. Edward Lucaci, key expert, EUTAP4
13. Cristina Melnic, Ministry of Justice.

**SUGESTION
ACTION PLAN
GOIAN 2016-2017**

Vision: Change of the current system of detention of juveniles from one based on punitive principle into one based on humanism principle and crime prevention

OBJECTIVE:	TARGET:	ACTIONS /INITIATIVES	RESPONSIBLE	RESOURCES
1. Development of the institutional capacity	<p>All employees know and apply dynamic and organisational security</p> <p>All employees interact positively with inmates</p>	<p>1.1. Management</p> <ul style="list-style-type: none"> a. Rules of procedure (internal regulation) that shall have a separate chapter about juveniles; b. Transition from a management based on sanctions into a management based on motivation (objectives); c. The Leadership (DIP, Goian) has a clear vision of the role of the institutions, the role and the potential of staff, the institutional needs; d. Reorganization of staff, adopting new organisational chart; e. Excluding the possibilities of secondments to/from Goian P.; f. All employees understand their role in re-education of juveniles; g. Monthly meetings employees-inmates; h. Weekly interdisciplinary staff meetings (case management). <p>1.2. Professional qualification</p> <ul style="list-style-type: none"> a. Developing an occupational standard for the Prison for juveniles; b. Revision of the job descriptions (70% of staff have the duty to perform joint activities together with inmates); c. Identifying minimum needed skills for working with juveniles, include them in the selection criteria; d. Recruitment of staff by the prison in a transparent way; e. Initial training specialized in the work with juveniles; f. Continuous training (in cooperation with other institutions etc) 	MOJ, DIP, P.10-Goian, Training Centre	Trainers, Experts, Consultancy

		<p>g. Improvement of the working methodology with juveniles; h. Motivation mechanisms for the staff that interacts daily with the inmates (those that apply dynamic security).</p> <p>1.3. Organisational climate</p> <p>a. Identifying the material needs (work conditions, transport); b. Identify the social needs (communication with colleagues, with inmates, with civil society); c. Professional and personal development (trainings, development plan, team-building); d. Equal number of women and men in the work with juveniles; e. Programs for reducing stress and preventing conflicts; f. Efforts for keeping the prison staff; g. Regular meetings between employees for sharing the gained experience, exchange information, support each other (include this practice in the work routines); h. Handbook for inmates (rights, obligations, samples of requests/letters, rules, procedures, in an accessible language).</p>		
<p>2. Improving the legal framework according to the specifics of the juveniles and the international standards</p>	<p>Majority of proposals approved</p>	<p>2.1. Changing the system of prison sentence enforcement for juveniles</p> <p>a. Assessment of different options of organisation of the institution and changing its statute; b. Creating sectors with differentiated regime (open, therapeutic, etc); c. Enlarging the powers of the prison administration (for example, transfer from one regime to another, transfer in open regime, etc); d. The decision of conditional release and replacement of the remaining term with a minor shall be taken by a specialized multidisciplinary committee; e. Excluding the transfer of youngsters to prisons for adults, except for cases of new crime.</p> <p>2.2. Improving the motivation mechanism</p> <p>a. Changing the normative framework for applying motivation measures for juvenile prisoners;</p>	<p>DIP, MOJ, Goian</p>	

		<ul style="list-style-type: none"> b. Piloting a new system of motivation; c. Humanising the sanctions for juveniles; d. Compensation for attending school by reducing the punishment term. 		
<p>3. Developing the offer of activities that would respond to the specific needs of the juveniles and youngsters</p>	<p>All juveniles involved in activities</p>	<p>3.1. Expanding the school activities</p> <ul style="list-style-type: none"> a. Arranging hours of support with home-work; b. Creating the possibility for education in the schools outside the prison; c. Distance learning. <p>3.2. Vocational training courses</p> <ul style="list-style-type: none"> a. Support to the pottery courses, creating partnerships for selling the products; b. Courses in the IT field for the juvenile inmates; c. Continuation of the cooking classes, pizza-maker, hair-dresser, shoe-making; d. Introducing courses for new specialities, such as: barmen/waiter, electrician, bricklayer, plasterer, stone-cutter, carpenter etc. <p>3.3. Program of education through communication and art</p> <ul style="list-style-type: none"> a. Developing and approving a program of art therapy, which could include for example: theatre, diction, artistic movement, dance, oratory etc.); b. Cooperation with the art school Ciorescu (painting, drawing, sculpture, music), so that they provide services to Goian children also; c. Using the artistic potential of the employees and of the talented inmates; d. Training the staff in implementing talking groups: thematic discussions, watching and discussing movies, discussions with culture personalities, philosophical discussions; 	<p>3.1. P. Goian, L.T. Bălcescu</p> <p>3.2. Goian, NGOs, Partners</p> <p>3.3. DIP in cooperation with the Ministry of Culture, Ministry of Education, Goian</p>	<p>3.1. bureatics</p> <p>3.2. teachers, materials, sale market, software, special tools</p> <p>3.3. Training experts, specialized teachers/staff, mechanism of financing through state budget</p>

		<p>3.4. Adapting the library to the juveniles interests</p> <ul style="list-style-type: none"> a. Purchasing books and magazines for children and youngsters (encyclopaedias, magazines about technology, cars, animals etc); b. Organizing campaigns of collecting books; c. Organizing a reading club, debates in the library, once a week; d. Re-designing the library for being able to run activities. 	3.4. P. Goian, Public Libraries	3.4. specialized literature, partnerships
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