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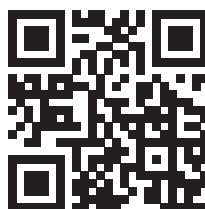
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JOURNAL POLICY

Journal mission

International penitentiary cooperation can and should help States to coordinate criminal and penal policy, practice of sentencing and execution of penalties, means, methods of treatment with convicts according to universally recognized principles and norms of international law, as well as standards developed over the years of cooperation in this field. International penitentiary journal is a dialogue platform for describing and discussing penitentiary systems' problems in all countries of the world. The publication is focused on the expansion of contacts between penitentiary systems of Russia and other States in scientific and practical fields. Such cooperation is important due to the need for mutual consideration of positive and other experience in the penitentiary sphere, joint efforts in ensuring human and social security, crime prevention, execution of criminal penalties, etc. The journal is not limited by only one direction of Penitentiary systems' activity. According to the Editorial Board's opinion, none of them can be considered secondary. For this reason, the journal focuses on any issues of penitentiary practice: the history of penitentiary bodies and institutions, problems of international standards application for treatment with prisoners, inter-sectoral research in the field of criminal penalties sentencing and execution, legal, psychological, pedagogical and economic foundations of penitentiary systems' development, ensuring the rule of law in their activities, personnel training for correctional institutions, etc.

Publication Frequency

Triannually

Principles of editorial work

scientifically proven approach to selection, review and publication placement;
free and open access to research results, used data, which contributes to increasing of global knowledge exchange;
compliance with international ethical editorial rules.

Publication fee

Publication in the journal is free. The editors do not charge authors for preparation, placement and printing of materials.

Copyright

Authors who publish articles in the journal retain copyright and grant the journal the right to publish the material for the first time, which is automatically licensed after publication on the terms of [Creative Commons Attribution-NonCommercial-ShareAlike 4.0](#). It allows others to distribute this work with the obligatory preservation of references to the authors of the original work and the original publication in the journal.

Free access policy

The journal provides direct open access to its content based on the following principle: free open access to research results contributes to increasing of global knowledge exchange.

ПОЛИТИКА ЖУРНАЛА

Миссия журнала

Международное пенитенциарное сотрудничество может и должно способствовать государствам координировать уголовную, уголовно-исполнительную политику, практику назначения и исполнения наказаний, средства, методы обращения с осужденными с общепризнанными принципами и нормами международного права, а также стандартами, наработанными за годы взаимодействия в данной сфере. Международный пенитенциарный журнал – это диалоговая площадка для описания и обсуждения проблем пенитенциарных систем всех стран мира. Издание ориентировано на расширение контактов между пенитенциарными системами России и других государств в научной и практической областях, необходимость взаимного учета положительного и иного опыта в пенитенциарной сфере, объединение совместных усилий в обеспечении безопасности человека и общества, предупреждении преступлений, исполнении уголовных наказаний и пр. Журнал не ограничен каким-либо одним направлением деятельности пенитенциарных систем. По мнению редакции, ни одно из них не может быть признано второстепенным. В силу этого в журнале внимание уделяется любым вопросам пенитенциарной практики: истории пенитенциарных органов и учреждений, проблемам применения международных стандартов по обращению с заключенными, межотраслевым исследованиям в области назначения и исполнения уголовных наказаний, правовым, психолого-педагогическим и экономическим основам пенитенциарных систем, обеспечению законности в их деятельности, подготовке кадров для исправительных учреждений и т. п.

Периодичность

3 выпуска в год.

Принципы работы редакции

научно обоснованный подход к отбору, рецензированию и размещению публикаций;

свободный открытый доступ к результатам исследований, использованным данным, который способствует увеличению глобального обмена знаниями;

соблюдение международных этических редакционных правил.

Плата за публикацию

Публикация в журнале бесплатна. Редакция не взимает плату с авторов за подготовку, размещение и печать материалов.

Авторские права

Авторы, публикующие статьи в журнале, сохраняют за собой авторские права и предоставляют журналу право первой публикации работы, которая после публикации автоматически лицензируется на условиях [Creative Commons Attribution-NonCommercial-ShareAlike 4.0](https://creativecommons.org/licenses/by-nc-sa/4.0/), позволяющей другим распространять данную работу с обязательным сохранением ссылок на авторов оригинальной работы и оригинальную публикацию в журнале.

Политика свободного доступа

Журнал предоставляет непосредственный открытый доступ к своему контенту, исходя из следующего принципа: свободный открытый доступ к результатам исследований способствует увеличению глобального обмена знаниями.

ARTICLE REQUIREMENTS

The Editorial Board accepts articles by e-mail editor62@yandex.ru in Russian or English, with the observance of the following requirements.

Title

Up to 10–12 words. Abbreviations and formulas in the title of an article are not allowed.

Information about authors

Names are given in full, without abbreviations. The editorial office recommends the uniform spelling of names' transliteration in all articles of the author. The editors transliterate names according to the standard BSI from website <http://translit.net>.

Affiliation. Author's full affiliation (including position, name of the department, faculty and university, address and e-mail address). If the author affiliates him/herself with a public organization or institution, please, supply adequate information on the organization's full title and address.

The position is indicated in full, without abbreviations. Adjuncts, graduate students, doctoral students and applicants must indicate their status and the department to which they are attached, in full, without abbreviations.

Academic title and degree are indicated in full, without abbreviations.

Individual numbers of authors in the following database systems: ORCID, ResearcherID, Scopus Author ID.

An abstract

250–400 words, determined by the content of the article. It includes the characteristics of the researched problem, objectives, research methods and materials of the study, as well as the results and main conclusions of the study. It is advisable to point out the main scientific result of the work. Unencrypted abbreviations, for the first time entered terms (including neologisms) are not allowed. For articles in Russian language it is recommended to use the Interstate standard 7.9–95 «Summary and abstract. General requirements».

Keywords

5–10 words or phrases. The list of basic concepts and categories used to describe the problem under study.

Main body of the article

Structure. The body of the text should be divided into meaningful sections with individual headings (1–5 words) to disclose the essence of this section. Every article should contain Conclusions, where the author(s) are expected to ground meaningful inferences. Implications for a future research might also find their place in Conclusions. The Editorial Board recommends using the IMRAD structure for the article. This structure is reference and can be adapted (expanded and (or) more detailed) depending on the characteristics and logic of the research.

Text of the article (design)

The text may contain tables and figures, which should have separate numbering (one numbering system for tables; another – for figures). They should be placed in the text at the appropriate paragraph (just after its reference).

References in text

References must be in Harvard style. References should be clearly cited in the body of the text, e.g. (Smith, 2006) or (Smith, 2006, p. 45), if an exact quotation is being used.

Excessive and unreasonable quoting is not allowed. Self-citations are not recommended.

Bibliographic list

At the end of the paper the author(s) should present full References in the alphabetical order as follows:

Sources are given in the order of their citation in the text (not alphabetically) and are not repeated. Interval of pages of scientific articles and parts of books must be indicated (pp. 54–59), and in monographs, textbooks, etc. – the total number of pages in the publication (p. 542).

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Редакция принимает статьи по электронной почте (editor62@yandex.ru) на русском или английском языке при соблюдении следующих требований.

Заглавие

Не более 10–12 слов. Не допускается использование аббревиатур и формул.

Сведения об авторах

Фамилия, имя, отчество приводятся полностью, без сокращений. Редакция рекомендует единообразное написание транслитерации ФИО. Редакция использует при транслитерации ФИО стандарт BSI с интернет-сайта <http://translit.net>.

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Должность указывается полностью, без сокращений. Адъюнктам, аспирантам, докторантам и соискателям необходимо указывать свой статус и кафедру, к которой они прикреплены, полностью, без сокращений.

Ученые звание и степень указываются полностью, без сокращений.

Индивидуальные номера авторов в системах ORCID, Scopus Author ID.

Контактная информация – e-mail (публикуется в журнале).

Аннотация

Объем: от 250 до 400 слов, определяется содержанием статьи. Включает в себя характеристику темы, объекта, целей, методов и материалов исследования, а также результаты и главные выводы исследования. Целесообразно указать, что нового несет в себе научная статья. Не допускаются аббревиатуры, впервые вводимые термины (в том числе неологизмы). Для статей на русском языке рекомендуется пользоваться ГОСТ 7.9–95 «Реферат и аннотация. Общие требования».

Ключевые слова

5–10 слов и (или) словосочетаний. Должны отражать тему, цель и объект исследования.

Текст статьи (объем, структура)

Объем от 40 000 до 60 000 печатных знаков с пробелами. Редакция рекомендует использовать структуру IMRAD для оформления статьи с выделением следующих частей: введение (Introduction); методы (Materials and Methods); результаты (Results); обсуждение (Discussion). Каждая часть должна иметь заголовок (примерно до 5 слов). Данная структура является опорной и может быть адаптирована (расширена и (или) более детализирована) в зависимости от особенностей и логики проведенной исследовательской работы.

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Dear colleagues!

We are glad to welcome You on our periodical's pages. International penitentiary journal is a specialized information resource aimed at creating conditions for dynamic exchange of opinions, testing new ideas and presenting new views on the most pressing problems in the field of penitentiary theory and practice. The editorial Board sees its main task to create a high-quality scientific product, relevant and useful from the point of view of scientists, practitioners, public-spirited persons, students and post-graduates.

Modern science is largely based on network international interactions. In our opinion, a specialized periodical devoted to the theory and practice of penitentiary systems' functioning can become a platform that will mobilize professional community and create conditions for effective collaboration of all interested specialists from different countries. It is important to combine the experience and best practices of state officials and representatives of human rights organizations, public associations and research teams. It is important to spread the ideas, developments, advances that were obtained in countries with different legal systems, forms of government, national and cultural characteristics.

The journal is not limited by topics connected with legal sciences. We believe that interdisciplinary research in the development of national penitentiary systems is an important area of development. Therefore, we invite to cooperation representatives of other branches of science, as well as groups of authors with broad competencies for original scientific articles' publication. In our opinion, the international and interdisciplinary format is a distinctive feature of modern professional periodical.

In order to simplify the possibilities of international communication, the editorial Board of our journal decided to move to the release of the bilingual version. Starting from the first issue of 2019, International penitentiary journal will be published in Russian and English. We hope that the new stage of development of our journal will create conditions for the formation of a new information agenda in the field of penitentiary science and practice.

Alexey Vladimirovich Rodionov
Editor-in-Chief of International penitentiary journal,
ScD (Economy)

Уважаемые коллеги!

Мы рады приветствовать Вас на страницах нашего издания. Международный пенитенциарный журнал – специализированный информационный ресурс, направленный на создание условий для энергичного обмена мнениями, апробации новых идей и представления новых взглядов на наиболее актуальные проблемы в сфере исполнения уголовных наказаний. Редакция видит своей основной задачей создать высококачественный научный продукт, актуальный и полезный с точки зрения ученых-пенитенциаристов, практических работников, общественных деятелей, студентов (курсантов) и аспирантов (адъюнктов).

Современная наука в значительной мере основывается на сетевых международных взаимодействиях. На наш взгляд, специализированное издание, посвященное тематике теории и практике функционирования пенитенциарных систем, может стать той площадкой, которая мобилизует профессиональное сообщество и создаст условия для эффективной коллаборации всех заинтересованных специалистов из разных стран. Важно объединить опыт и передовые практики представителей государственных органов, правозащитных организаций, общественных объединений, научных коллективов. Актуальным является распространение идей, наработок, успехов, которые были получены в странах с различными правовыми системами, формами государственного устройства, национальными и культурными особенностями.

Журнал не ограничивается юридической тематикой. Мы считаем, что актуальным направлением развития являются междисциплинарные исследования в сфере развития национальных пенитенциарных систем. Поэтому, мы приглашаем к сотрудничеству представителей других отраслей наук, а также коллективы авторов с широкими компетенциями для публикации оригинальных научных статей. На наш взгляд, именно международный и междисциплинарный формат – отличительная черта современного профессионального периодического издания.

Для того чтобы упростить возможности международных коммуникаций, редакция нашего журнала приняла решение перейти к выпуску двуязычной версии. Начиная с первого выпуска 2019 г. Международный пенитенциарный журнал будет издаваться на русском и английском языках. Мы надеемся, что новый этап развития нашего журнала создаст условия для формирования новой информационной повестки в сфере пенитенциарной науки и практики.

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Buryj V. E., Stepanenko V. I.**Бурый В. Е., Степаненко В. И.****SOCIO-LEGAL INDICATORS OF RESOCIALIZATION
OF CONVICTS TO DEPRIVATION OF LIBERTY
IN THE REPUBLIC OF BELARUS****СОЦИАЛЬНО-ПРАВОВЫЕ ПОКАЗАТЕЛИ
РЕСОЦИАЛИЗАЦИИ ОСУЖДЕННЫХ К ЛИШЕНИЮ СВОБОДЫ
В РЕСПУБЛИКЕ БЕЛАРУСЬ**

Abstract. Changes in the political, socio-economic, legal and cultural sphere of Belarusian society over the past decade have significantly affected the conditions of functioning and objectives of the bodies and institutions of the Penal system, and therefore the course was taken on improvement of the execution of punishment in the form of imprisonment, primarily in terms of the organization of the correctional process in places of deprivation of liberty. At the same time, in the Penal code of the Republic of Belarus adopted in 2000, the regulations on the organization of the correctional process of convicts in places of deprivation of liberty are of the most general nature and do not fully take into account modern (including international), social and legal requirements and trends in the re-socialization of persons serving sentences in correctional institutions and their subsequent social adaptation in conditions of liberty. Until the necessary unity of the legal, social and psychological aspects is ensured in the organization of the correctional process of persons serving sentences in the form of imprisonment, new approaches to the legal regulation of resocialization and social adaptation of convicts are not worked out. This is reflected in the lack of an adequate typology of persons, sentenced to deprivation of liberty, and both theoretical and methodological basis for their resocialization and social adaptation. In addition, there are no standardized requirements for the definition of indicators and degrees of convicts' correction, regarding their respective criminological typology, as well as correctional programs, specifically and functionally oriented to their resocialization and social adaptation, which led to the presence of legal, organizational and methodological gaps in the social adaptation of released persons (post-penitentiary period). The purpose of this article on the basis of the proposed criminological typology of convicts (criminals) is to offer a solution to this problem and to introduce specific legal (criminal law, criminology, penal law) and social indicators of correction during the sentences of imprisonment. The use of this typology of convicts (criminals) and socio-

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legal indicators of their correction in places of deprivation of liberty will affect not only the qualitative (and not formal) application of the institutions of early release, but also, as the Belarusian law enforcement practice shows, the gradual decrease in the high level of criminal recidivism, the structural component of which in Belarus recognizes an unreasonably high level of penitentiary recidivism.

Keywords: convicts, deprivation of liberty, legal indicators, social indicators, criteria of correction, resocialization, places of deprivation of liberty.

Аннотация. Изменения в политической, социально-экономической, правовой и культурной сфере жизни белорусского общества за последнее десятилетие существенно повлияли на условия функционирования и цели деятельности органов и учреждений уголовно-исполнительной системы, в связи с чем взят курс на совершенствование исполнения наказания в виде лишения свободы, прежде всего в части организации исправительного процесса в местах лишения свободы. Вместе с тем в принятом в 2000 г. Уголовно-исполнительном кодексе Республики Беларусь положения об организации исправительного процесса осужденных в местах лишения свободы имеют самый общий характер и не учитывают в полной мере современные (в том числе, международные) социально-правовые требования и тенденции в области ресоциализации лиц, отбывающих наказание в исправительных учреждениях, и их последующую социальную адаптацию в условиях свободы. Пока не обеспечивается необходимое единство юридического, социального и психологического аспектов в организации исправительного процесса лиц, отбывающих наказание в виде лишения свободы, не отрабатываются новые подходы к правовому регулированию ресоциализации и социальной адаптации осужденных. Это выражается в отсутствии адекватной типологии лиц, отбывающих наказание в виде лишения свободы, как теоретической, так и методологической основы их ресоциализации и социальной адаптации. Кроме того, отсутствуют стандартизированные требования к определению показателей и степеней исправления осужденных с учетом соответствующей их криминологической типологии, а также исправительные программы, определенно и функционально ориентированные на их ресоциализацию и социальную адаптацию, что привело к наличию пробелов правового, организационного и методического характера в части социальной адаптации освобождаемых лиц (постепенитенциарный период). Цель настоящей статьи – на основе рассматриваемой криминологической типологии осужденных (преступников) предложить решение данной проблемы, ввести конкретные правовые (уголовно-правовые, криминологические, уголовно-исполнительные) и социальные показатели исправления отбывающих наказание в виде лишения свободы. Использование указанной типологии осужденных (преступников) и социально-правовых показателей их исправления в местах лишения свободы повлияет не только на качественное (а не формальное) применение институтов досрочного освобождения, но и, как показывает белорусская правоприменительная практика, на постепенное снижение высокого уровня уголовно-правового рецидива, структурным компонентом которого в Беларуси признается неоправданно высокий уровень пенитенциарного рецидива.

Ключевые слова: осужденные, лишение свободы, правовые показатели, социальные показатели, критерии исправления, ресоциализация, места лишения свободы.

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Correction of convicted persons is defined in the Belarusian penal legislation (as well as in the legislation of other countries) as one of the main tasks of sentences' execution. The formulation of such a task, according to the logic of legal regulation, should provide criteria of assessing the success of its solution. This assessment, in turn, is based on the progressive system of punishment – mitigating the isolation and improvement of conditions of detention, replacement of the appointed punishment on a more lenient one or on parole exemption from penitentiary measures. In general, the essence of the correction of convicts is defined in article 7 of the Penal code of Belarus (hereinafter – the PC of Belarus), as the formation of their readiness to lead a law-abiding lifestyle.

Article 116 of the Penal code establishes three degrees of correction and establishes formal behavioral criteria for their evaluation and determination. However, these criteria relate only to the behavior of the convicted person during the period of serving the sentence and include: 1) the degree of convicted persons' compliance with the obligations established by law, in terms of keeping with the requirements of the regime, the attitude to labor, including the performance of cleaning and self-service; 2) the officially expressed position on the commitment to law-abiding behavior; 3) the manifestation of activity in the participation of the work of self-regulating organizations.

This approach is traditional in the Belarusian penal system. It was actually used even before the introduction of the Penal code of Belarus, although such criteria for assessing the degree of convicts' correction were not enshrined in the early edition of legal documents.

However, according to A. N. Pastushenya (2008, pp. 79–80) the lawful behavior of the convicted person during the period of serving the sentence although is an important argument in assessing the degree of his correction, it does not itself determine the readiness to lead a law-abiding life in freedom. There are many examples when a convict, who complies with the established regime requirements, after

release (including early release) during a short time recommit the crime. Because of this, behavioral criteria should be considered as the initial requirement for assessing the degree of correction, but not as fully characterizing the readiness for a law-abiding lifestyle. In this regard, article 116 of the PC of Belarus states that the assessment of the degree of correction is based on a comprehensive study of his personality. However, the legislation does not specify what and how it is necessary to study and evaluate the convict's personality, since this issue is the subject of scientific theory and methodology of studying the convict's personality and its controlled confirmation after release.

As a consequence, V. M. Homich (2015, pp. 9–11) rightly recognizes (when summarizing the study of the quality of the organization and the state of the correctional process in the colonies) that by 2016 the level of criminal law recidivism was prohibitively high (more than 47 %), and the criminological recidivism exceeded 50 %. In the structure of recidivism, about 50 % refers to the so-called penitentiary recidivism. This phenomenon is connected with persons serving a sentence of imprisonment and having a criminal record at the time of committing a repeat crime. In such a situation both imprisonment and parole are difficult to consider as serious factors even for the prevention of crimes. There is no need to speak about the corrective effect of such punitive practices on criminals.

This position was previously shared by I. V. Kuchval'skaya (2008, pp. 156–157), who claimed the authors of the article 116 of the Penal code for the usage of scientific justification, theoretical work of Soviet times and the Soviet experience of correctional institutions... the Consolidation of such criteria for the correction of convicts, indicates a serious lag from the current trends in the development of criminology. The same conclusion was formulated by the participants of the college penitentiary department of the Ministry of internal Affairs of the Republic of Belarus in February 2010: "Practice shows that the criteria of correction are already unacceptable" (Strigalev A. 2016).

It should be noted that the problem of generalization and systematization of the regulations concerning the criteria of criminals, sentenced correction to deprivation of liberty is one of the key issues in penal law. Unfortunately, many of its theoretical and practical issues remained undeveloped and require further scientific study. At the same time, attention is drawn to the fact that most of these works are related to the previous criminal and penal codes.

Conventionally, the problem of misunderstandings on this issue can be summarized to two points of view. In the issue of determining objectively perceived signs (indicators) of convicts' correction, the first group of scientists stands on the position that the final evaluation of the degree of correction should be based on social and legal criteria. The second group of scientists insists on psychological and pedagogical criteria. The first position from different sides and in various aspects was covered by legal scholars and practitioners from Belarus (A. V. Barkov, I. I. Gorelik, P. A. Dubovec, L. M. Gladkih, O. V. Moroz, V. M. Homich, V. B. Shabanov), Kazakhstan (P. N. Posmakov, A. Skakov), Russia (V. A. Avdeev, Z. A. Astemirov, I. D. Badamshin, S. G. Barsukova, A. V. Brilliantov, A. I. Vasil'ev, I. M. Gal'perin, A. A. Gorshenin, R. A. D'yachenko, I. I. Evtushenko, A. I. Zubkov, P. M. Malin, M. F. Nesterec, I. S. Noj, N. I. Titov, A. A. Tihonov, A. S. Sevryugin, A. A. Sinichkin, A. F. Sizyj, V. A. Fefelov, E. V. Chernyshenko, S. A. Levitin, A. M. Potapov, A. E. Shevchenko, I. V. Shmarov), Ukraine (N. M. Pisot'ko, O. B. Ptashinskij, A. H. Stepanyuk, S. V. Tsaryuk).

At the same time, the growth of penitentiary recidivism among released convicts shows that simplified (or only polar) understanding of the criteria of correction of the convict should be avoided. As a rule, convicts are judged by external signs: high productivity, lack of discipline, commitment to law-abiding behavior, non-conflict, sociability, flexibility in communication, etc. But the fulfillment of all the requirements that serve as the basis for determining the degree of convicts' readiness for early release often

indicates not about their correction, but about their adaptability to the conditions of detention centers. It has the aim of maximizing the benefits for themselves, obtaining additional benefits from the staff of the colony.

Modern criminological research in the sphere of penal law suggests that educational and preventive work in the colony would be more substantive and effective if it will be based on the typological characteristics of each convicted person. On this issue Yu. M. Antonyan and E. A. Antonyan (2009, p. 81) argue that the organization of the correctional process in places of deprivation of liberty should be based "...on the typology (not classification), which involves the division of people into groups on more significant features. The typology of convicts can be carried out on different reasons. But... the main, distinctive factor is the motives of actions". The same conclusions were drawn by A. I. Mokrecov, V. P. Golubev, A. V. Shamis, Yu. N. Kudryakov (1998, p. 97): "...a typological approach based on criminologically relevant features available for study and correction is essential. It allows to reveal characteristic features of separate groups of criminals, to show their specific features and to offer differentiated and individual methods of correction. The typology of convicts serves the purpose of their correction, i.e. it has a specific practical orientation".

In this regard, we can conclude that the development of criteria for convicts' correction on the basis of the proposed typology is relevant and important for the penitentiary system. This was proved by the results of empirical research that was carried out in the form of anonymous survey, conducted in October–November, 2017. Among the respondents were employees of correctional institutions (officers and civilian) and more than 1,500 persons sentenced to imprisonment to correctional colonies for persons who have not previously served a sentence in places of deprivation of liberty. The Penitentiary Department of the Ministry of internal Affairs of the Republic of Belarus notes that 76 % of employees and 59 % of convicts

consider that for an objective assessment of the degree of convicts' correction, the criteria specified in article 116 of the PC of Belarus are not enough. At the same time, it is confirmed by answers of employees on other questions of the worksheet: only 21 % of respondents consider "the list of criteria and degrees of convicts' correction specified in article 116 of the PC of Belarus to be exhaustive", and 91,2 % claim that the process of determination of degree of convicts' correction is need to be based not on the general (for all) criteria of correction, but according to character of crime (convicted for violent crimes, mercenary, recidivists, minors must have concrete criteria of correction).

According to criminal law, penal law, criminology, legal psychology and pedagogy, a typology of convicts should be distinguish due to their individual predisposition to crime: selfish (1st type), violent (2nd type), selfish and violent (3rd type), unintended (4th type), 5-th type convicts, addicted to recidivism (selfish or violent recidivism, selfish and violent), 6th type – minor (selfish, violent, selfish and violent). The main objective signs of their correction are summarized to three groups of criteria: legal, social, psychological and pedagogical. In the article we consider only the socio-legal indicators of resocialization of persons sentenced to deprivation of liberty.

1. Legal (penal and criminological law) criteria for the correction of convicts to deprivation of liberty are the legal grounds that allow, taking into account the level of resocialization by social, psychological and pedagogical criteria, to consider in relation to convicts the issues of changing the type of correctional institution and the conditions of the regime, early release, the application of Amnesty laws, the application of incentives and penalties.

The most important criteria is penal law criteria.

1.1. Penal law criteria are applied:

a) the aim is to obligate more effective and integrated approach to maintain the necessary punitive and preventive potential of deprivation of liberty in the institution of early release.

Thus, for the parole of adults it is necessary to serve at least 75 % of the sentence in all cases (for minors – at least 67 %), and to replace the punishment with a milder one – at least 67 % (for minors – at least 50 %). Thus, the punitive-preventive potential of serving the sentence is enhanced;

b) as additional measures of criminal responsibility at the final stages of its implementation; after serving the sentence of deprivation of liberty, but within the period of conviction (after serving early release), through the establishment and implementation of social adaptation and preventive control over convicts (preventive monitoring, preventive supervision). It should be noted that preventive monitoring and preventive supervision can and should be used more effectively to ensure the controlled behavior of convicted persons after serving (release from) punishment, and not only in the performance of alternative to punishment criminal liability measures; it should be filled with specific rehabilitation programs, and not be limited only to the accounting and registration activities of the relevant penal bodies.

1.2. Penal and criminological criteria involve such parameters of convicts' assessment, which is based on compliance with the requirements of the regime and measures of correction and are applied in the period of serving of punishment: a) a commitment to obeying the law and, as an indicator of its fulfillment, the presence / absence of violations and penalties; the nature of the violated order of serving sentences; b) reception (at the written request of the convict) in the section of civil organizations and meaningful involvement in their work; c) participation in the conduct of educational activities; d) in case of civil liability of convict, measures for reimbursement of damages caused by the crime, according to court orders for child maintenance; for prisoners sentenced for selfish and violent crimes, and recidivism – 100 % reimbursement; e) surrender; f) a useful initiative of site improvement and offices of the colony; g) intention to education and self-education: studying at schools of colonies/

absence of education (according to some reasons); h) conclusions about the degree of convicts' correction in personal files; i) whether it was submitted to conditional early release, replacement of unserved part of punishment by softer punishment, transfer to correctional colony-settlements, pardon, reduction of term of punishment (under Amnesty), results of consideration; k) date of convicts' release; l) criminal records in the past (if such exist): court, date of sentence, article of the Criminal Code) level of public danger (high/medium/low), as a forecast of possible recidivism (table 1).

2. Social criteria for the correction of convicts, sentenced to deprivation of liberty are specific signs showing the elimination of deviations in the social sphere of their life. The level (degree) of asocial or antisocial actions and habits is set, the dynamics of their expression and changes (subject to the availability, conservation of destructive factors that determined the Commission of a crime), including the level and condition of the systems of interpersonal relations "a convict – his family, relatives", "a convict – another convict", "a convict – his friends, acquaintances", etc.

Social criteria include the following characteristics:

2.1) presence/absence of socially useful links: accounting for long or short-term visits (With whom? How often?); correspondence with relatives/friends (With whom? How often?); money transfer activity of the convict (When? From whom or to whom?); receiving/sending parcels, transfers by the convict (When? From whom or to whom?); telephone conversations of the convict (When? With whom?);

2.2) the level and condition of the systems of interpersonal relations: the presence/absence of family: relationships with parents, a spouse, children, relatives and friends; social connections with other convicts, taking into account their interprison hierarchy; relationships with friends/acquaintances (including previous convictions, if available);

2.3) the presence/absence of destructive factors that determined the Commission of the

crime: the decision on the labor and household device after release from the colony (positive, negative or not resolved); in the presence of the court's sentence of article 106 or 107 of the Penal code of the Republic of Belarus, passed/not passed a full course of treatment (what results); reasoned attitude to the use of alcohol, drugs, psychotropic substances and precursors;

2.4) indicators of the usefulness of socialization in the conditions of freedom: education: higher, incomplete higher, secondary, incomplete secondary education, illiteracy; following the rules of self-care and neat appearance; plans after release (recreation and Hobbies); attitudes to work and other activities: if a convict worked/did not work (why), the performance standard was fulfilled/not fulfilled (why); the intention to support financially their living;

2.5) religious and spiritual level of social development of personality: attitude to religion-believer (what confession) or non-believer (why); who supports (performs) or does not support (does not perform) the culture, traditions and customs of his nation (table 1).

Thus, the allocation of legal and social (as well as psychological and pedagogical) indicators of correction of convicts to imprisonment will allow to solve qualitatively the following tasks of criminal, penal policy and penitentiary system of the Republic of Belarus:

- to fully comply with the requirement of the President of the Republic of Belarus in the sphere of improving the efficiency of institutions of the penitentiary system (Reforms for the sake of improvement 2016);

- to fully implement not only the principle of differentiation and individualization of execution of punishments and other measures of criminal responsibility, but also the principle of rational use of corrective measures of convicts, stimulation of their law-abiding behavior (article 6 of the PC of Belarus);

- to reduce the level of penitentiary recidivism among released (on various grounds) citizens, and this, in turn, is a qualitative aspect of the purpose of the penal law "correction of convicted persons and prevention of commit-

Table 1

Degrees of correction of persons sentenced to deprivation of liberty

No. p/n	Correction criteria	Degrees of correction				
		basic		intermediate		
		The convicted person took the path of correction 1	The convicted person who firmly took the path of correction 2	The convicted person who proved the correction 3	The convicted person is on the path of correction 4	The convicted person who didn't take the path of correction 5
1	Legal (criminal law, criminology, penal and criminological)	Basic	Basic + expanded list	Basic + expanded list	The convicted person tries to comply with the basic criteria (has an unstable but positive orientation)	The convicted person has penalties, started to follow the rules of the criminal world, shows careless relation to labor, dissatisfies with the regime, etc.
2	Social	Basic	Basic + expanded list	Basic + expanded list	The convicted person tries to follow basic criteria (has an unstable, but positive orientation)	Discrepancy with basic criteria
3	General characteristics of the criteria	All criteria must be followed for at least 1/3 of term of punishment	The convicted person steadily follows the basic criteria for at least 2/3 of the term of punishment, and the criteria of the extended list at least 1/2 term of punishment	The convicted person steadily follows the basic criteria for at least 3/4 of the term of punishment, and the criteria of the extended list of at least 2/3 of the term	Positive orientation should be observed continuously for three months	The convicted person makes no effort to correct himself. Acts stealthily. Behavior is situational-unstable
4	Notes	The legal status of the convicted person does not change	The legal status of the convicted person changes, the replacement of a more lenient punishment is possible	The legal status of the convicted person changes, it is possible to submit to parole	The legal status of the convicted person does not change	The legal status of the convicted person does not change

ting new crimes by both convicted and other persons” (article 7 of the PC of Belarus).

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Chernyshov I. N., Terentiev A. S., Tokubaev Z. S.**Чернышов И. Н., Терентьев А. С., Токубаев З. С.****ORGANIZATION OF JOBS
FOR CONVICTED DISABLED PEOPLE
AND PEOPLE WITH LIMITED PHYSICAL ABILITIES****ОРГАНИЗАЦИЯ РАБОЧИХ МЕСТ
ДЛЯ ОСУЖДЕННЫХ ИНВАЛИДОВ
И ЛИЦ С ОГРАНИЧЕННОЙ ТРУДОСПОСОБНОСТЬЮ**

Abstract. The problem of this research work is to improve the efficiency of convicts' social adaptation through the process of effective employment, training and re-training in correctional institutions, as well as a complex of actions for post-penitentiary support. The object of the study is the existing system of organization of convicts' work in correctional institutions. The subject of the study is the social and labour relations within the organization of jobs for a specific category of convicted disabled people and people with limited physical abilities. The aim of the study is to create an approximate mechanism for increasing the availability of correctional institutions' production facilities for the employment of convicted disabled people. This goal predetermined the solution of the following tasks: analysis of the current state of employment of convicted disabled people at correctional facilities; analysis of international, national and departmental legal acts affecting the work organization of people with limited physical abilities; study of the main regulatory and technical requirements for the work organization of convicted disabled people; development of approximate variants of workplaces' organization and production sites for employment of disabled people on the basis of the existing requirements.

The method of research involves the study of general theoretical questions of work organization, the domestic theoretical literature on the problem of convicts' work organization, normative-legal and normative-technical documents, and analysis of statistical data of the Federal penitentiary service of Russia.

The structure of the work is typical. The first part contains a brief theoretical and statistical analysis of the problem. In the second – were covered general questions of convicted disabled people's workplace organization on the basis of technical, ergonomic, sanitary and hygienic basic requirements. In the third – the requirements for the planning of workplaces and production facilities are analyzed in detail; the approximate options for convicted disabled people's organization of work are given.

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The theoretical significance of the study consists in the formation of a systematic view of employment and socio-labour relations in prisons, taking into account the specifics of convicts as a social group. This formation can contribute to the improvement of state policy in the field of convicts' employment at the federal and regional levels.

The practical significance of the work is that the recommendations can be used in the preparation of specific projects of production sites for convicted disabled people's work organization, in the development of monitoring programs of the existing state of convicts' work organization, analytical and forecast materials on the employment of convicted disabled people in places of detention, for development of effective measures in the field of regulation of social and labour relations in places of imprisonment and improvement of production and economic activity by authorized bodies of the state power of Penal system, and also streamlining of normative legal and methodical base in the field of convicts' work organization.

Keywords: organization of convicts' labour employment, convicted disabled people, convicts with limited capacity for work, production facilities of correctional institutions, Penal system.

Аннотация. Проблема, на решение которой направлено данное исследование, заключается в повышении эффективности социальной адаптации лиц, отбывающих наказание в местах лишения свободы и освобождающихся из них, в процессе эффективной занятости, профессиональной подготовки и переподготовки в исправительных учреждениях, а также комплекса мероприятий по постпенитенциарному сопровождению. Объектом исследования выступает существующая система организации труда осужденных в исправительных учреждениях. Предметом исследования являются социально-трудовые отношения в рамках организации рабочих мест для специфической категории осужденных инвалидов и лиц с ограниченной трудоспособностью. Целью исследования является создание примерного механизма повышения доступности производственных объектов исправительных учреждений для занятости осужденных инвалидов. Постановка указанной цели предопределила решение следующих задач:

анализ существующего состояния занятости осужденных инвалидов на объектах исправительных учреждений;

анализ международных, национальных и ведомственных правовых актов, затрагивающих проблему организации труда инвалидов;

изучение основных нормативно-технических требований к организации труда осужденных инвалидов;

разработка примерных вариантов организации рабочих мест и производственных участков для трудоустройства инвалидов на основе действующих требований.

Методика исследования предполагала изучение общетеоретических вопросов организации труда, отечественных теоретических источников по проблематике организации труда осужденных, нормативно-правовых и нормативно-технических документов, анализ статистических данных Федеральной службы исполнения наказаний.

Структура работы является типовой. В первой части проведен краткий теоретический и статистический анализ поставленной проблемы. Во второй – освещены общие вопросы организации рабочих мест для осужденных инвалидов на базе основных требований технического, эргономического и санитарно-гигиени-

ческого характера. В третьей – подробно проанализированы требования к планировке рабочих мест и производственных объектов, даны примерные варианты организации производственных помещений для организации труда осужденных инвалидов.

Теоретическая значимость исследования заключается в формировании системного взгляда на занятость и социально-трудовые отношения в местах лишения свободы, учитывающего специфику осужденных как социальной группы, что может способствовать совершенствованию государственной политики в сфере занятости осужденных на федеральном и региональном уровнях.

Практическая значимость работы состоит в том, что сформулированные рекомендации могут быть использованы при подготовке конкретных проектов производственных участков для организации труда осужденных инвалидов, при разработке программ мониторинга существующего состояния организации труда осужденных инвалидов, аналитических и прогнозных материалов по вопросам занятости осужденных инвалидов в местах лишения свободы, для выработки уполномоченными органами государственной власти эффективных мер в сфере регулирования социально-трудовых отношений в местах лишения свободы и совершенствования производственно-хозяйственной деятельности уголовно-исполнительной системы, а также упорядочения нормативно-правовой и методической базы в области организации труда осужденных к лишению свободы.

Ключевые слова: организация трудовой занятости осужденных, осужденные инвалиды, осужденные с ограниченной трудоспособностью, производственные объекты исправительных учреждений, уголовно-исполнительная система.

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1. Analysis of the current state of convicted disabled people's employment

The ratification by the Russian Federation of the Convention on the rights of people with limited physical abilities (hereinafter – Convention) in 2012 confirmed the high status of Russia as a social state and defined the key directions of the state policy in the field of social protection of people with limited physical abilities, the purpose of which is to ensure equal opportunities for such people with other citizens in the implementation of civil, economic, political and other rights and freedoms provided for by the Constitution of the Russian Federation, as well as in accordance with generally recognized principles and norms of international law and international treaties.

The purpose of the Convention is to promote, protect and ensure the full and equal usage by people with limited physical abilities of all human rights and fundamental freedoms as well as promoting respect for their inherent dignity. The key principles of the Convention, shared throughout the civilized world, were: respect for human dignity, personal autonomy, including freedom to make own choices, and independence; non-discrimination; full and effective participation and inclusion in society; respect for people with limited physical abilities and their acceptance as a component of human diversity and part of humanity; equality of opportunity; availability; the equality of men and women; respect for developing abilities of disabled children and their right to preserve individuality.

Federal law No. 181 “About Social protection of people with limited physical abilities in the Russian Federation” (adopted on 24.12.1995), which came into force after the ratification of the Convention, is currently the basic document defining the state policy in the field of social protection of people with limited physical abilities in the Russian Federation, as well as measures for their social protection. One of the main tasks at all levels of management was to increase accessibility for the disabled people of all spheres of life, as well as the entire range of services.

Federal law No. 419 “About amendments to certain legislative acts of the Russian Federation on social protection of people with limited physical abilities according to the ratification of the Convention on the rights of people with limited physical abilities” (adopted on 01.12.2014) established a transitional period, during which the Federal executive authorities, local governments approve and realize measure activities to increase the value of service opportunity (social, engineering, transport infrastructure etc.) for people with limited physical abilities. The order and terms of development of these activities are defined by the Government of the Russian Federation.

Increasing the value of basic indicators of Federal penitentiary service (hereinafter – the FPS of Russia) objects accessibility for people with limited physical abilities is established by the Regulation of the FPS of Russia No. 128 “About the plan of measures (road map) for increasing values of indicators of accessibility for people with limited physical abilities in the institutions of the FPS” (adopted on 30.09.2015). Four of sixteen indicators covering the full range of tasks to improve the accessibility of institutions of the FPS of Russia for convicted disabled people are assigned to the management of the organization of industrial activity and labour adaptation of convicts (table 1). They reflect the issue of participation of convicted disabled people in the educational process, as well as in social and labour relations.

Special attention is paid to the creation of special jobs for the disabled people, equipped with the existing persistent disorders of the body, leading to restriction of life. The basic requirements for equipping these workplaces were approved by the order of the Ministry of labour and social protection of the Russian Federation No. 685 “About approval of basic requirements for equipping special jobs for the employment of disabled people, taking into account the impaired functions and limitations of their life” (adopted on 13.11.2013). Besides, the question of passing by the staff of Penal

Table 1

**The indicators increasing values of accessibility
for people with limited physical abilities in the institutions of the FPS of Russia (extraction)**

No. p/n	Name of the indicator's accessibility for disabled people in institutions	Measure unit	Indicator value				
			2016	2017	2018	2019	2020
11	The proportion of employed people with disabilities (out of the total number of disabled people to be employed in correctional institutions)	%	19	19.5	20	20.5	21
12	The proportion of people with disabilities who have completed or continue basic educational programs of secondary vocational education or vocational training (out of the total number of disabled people obliged to basic secondary vocational education or vocational training programs in correctional institutions)	%	55	60	65	70	75
13	The proportion of disabled people in correctional institutions, working in specially equipped workplaces, taking into account the existing persistent disorders of the body, leading to restriction of life (from the total number of disabled people involved in work in correctional institutions)	%	50	52	54	56	58
14	The proportion of special workplaces for disabled people which were equipped taking into account the available persistent disorders of body functions, leading to restriction of vital activity (from total number of workplaces)	%	0.64	0.66	0.68	0.70	0.72

Note: the numbering of the indicators stored in accordance with the Regulation of FPS of Russia from 30.09.2015 No. 128.

system organizations for the purpose of ensuring observance of the rights, freedoms and legitimate interests of suspects, accused and convicted people (being disabled) is updated. It found reflection in the Order of the Ministry of justice of the Russian Federation No. 221 "About Approval of the training program for employees of institutions of Penal system in order to ensure respect for the rights, freedoms and legitimate interests of suspects, accused and convicted people with disabilities, and the procedure for training by employees of institutions of Penal system in order to ensure respect for the rights, freedoms and legitimate interests of suspects, accused and convicted people with disabilities" (adopted on 22.09.2015).

A brief statistical analysis of disabled convicts' employment on correctional institutions' objects (table 2) allows us to formulate the following conclusions.

The number of disabled convicts during 2013–2016 decreases (–1.7 thousand people). At the same time, there are no significant changes in the structure of disabled convicted people: 55 % of disabled convicts are of group III, while 45 % of such convicts are of I and II groups of disability. The proportion of disabled convicts, detained in correctional institutions in relation to the total number of convicted people also shows slight changes at the level of 3.4–3.9 %.

The number of employed convicts with disabilities during 2013–2016 changed quite un-

Table 2

**Main indicators of disabled convicts' employment
in the correctional institutions of the FPS of Russia in 2013–2016**

No. p/n	Indicator	Indicator value				Deviations		
		2013	2014	2015	2016	2014/13	2015/14	2016/15
1	The number of disabled convicts, detained in correctional institutions, thousand people.	21.2	19.9	18.9	19.5	-1.3	-1	0.6
	among them:							
	convicts of the I group of disability	0.5	0.5	0.5	0.5	0	0	0
	convicts of the II group of disability	9.2	8.5	8.3	8.3	-0.7	-0.2	0
	convicts of the III group of disability	11.5	10.9	10.1	10.7	-0.6	-0.8	0.6
2	The number of disabled convicts, detained in correctional institutions, % of the total number of convicted people	3.9	3.5	3.4	3.7	-0.4	-0.1	0.3
3	The number of the employed condemned disabled people, detained in correctional institutions, thousand people.	2.2	2.1	1.8	2.3	-0.1	-0.3	0.5
	among them:							
	convicts of the I and II group of disability	0.8	0.7	0.4	0.5	-0.1	-0.3	0.1
	convicts of the III group of disability	1.6	1.5	1.4	1.8	-0.1	-0.1	0.4
4	The number of employed people with disabilities to the total number of disabled convicts, detained in correctional institutions, %	10.4	10.6	9.5	11.8	0.2	-1.1	2.3
	among them:							
	convicts of the I and II group of disability	8.2	7.8	8	5.7	-0.4	0.2	-2.3
	convicts of the III group of disability	13.9	13.8	13.9	16.8	-0.1	0.1	2.9

Source: statistical reports of the FPS of Russia.

stable: the minimum value for 2015 is 1.8 thousand people, but in 2016 the maximum value was fixed on the level of 2.3 thousand people, which can be associated with the intensification of work in this direction in connection with the approved Plan of measures (Regulation of the FPS of Russia No. 128, adopted on 30.09.2015).

Positive dynamics is also observed in the proportion of employed people with disabilities from the total number of convicted people with disabilities detained in correctional institutions. The growth in the category of disabled people (group III) is particularly noticeable (figure 1).

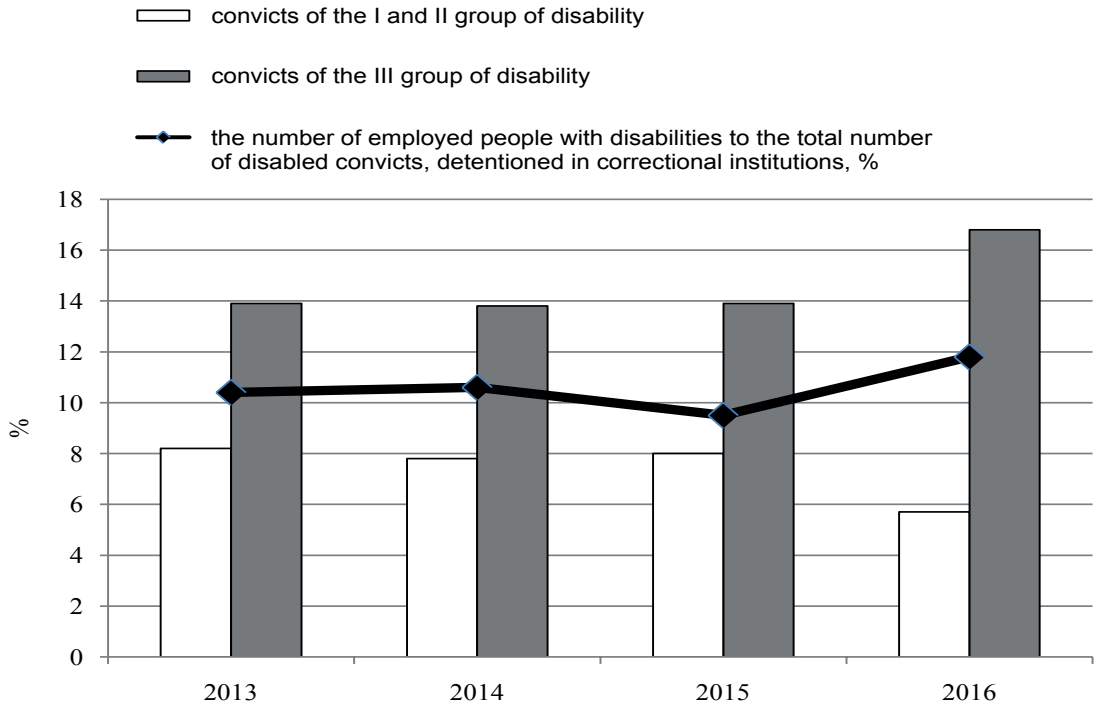


Figure 1. Dynamics of the number of employed people with disabilities (from the total number of disabled convicts detained in correctional institutions) in 2013–2016, %
Source: statistical reports of the FPS of Russia

2. Procedure and requirements for the organization of disabled convicts' workplaces

The organization of labour in its social and economic content is a certain order of construction and implementation of the labour process, as well as specific forms and methods of interaction of workers with each other and with the means of production, in which synchronization of technological and labour operations is achieved. It is a complex, multi-faceted process that includes the following activities: division and cooperation of labour; labour regulation; organization and maintenance of workplaces; organization of selection of workers and their development; improve working conditions; efficient use of working time; rationalization of labour processes, introduction of best techniques and practices; strengthening the discipline of work; organization of the system of employee

motivation and remuneration (employment, labour market, social and labour relations).

Within the framework of this research, more attention is paid to the element of workplace organization, but it is necessary to realize that only the whole range of activities in the above areas can lead to the construction of an effective system of labour organization at a particular correctional facility. In the theory of the production organization the workplace is understood as the link of manufacturing process serviced by one or several workers intended for performance of a certain product or service operation (or their group), outfitted with the corresponding equipment and organizational and technical means. The organization of the workplace is the system of actions for its planning, equipment with means and objects of activity, their placement in a certain order, service of the workspace and creation of ne-

cessary manufacturing conditions. This stage of the research is connected with consideration of this issue in the specific plane of disabled convicts' work organization.

The legal framework conditions for realization by people with disabilities of their rights on education and participation in work are established in articles 19–24 of the Federal law No. 181 "About social protection of people with disabilities in the Russian Federation" (adopted on 24.11.1995). At the enterprises of many industries, in various institutions and organizations, there are professions and specialties corresponding to the psycho-physiological characteristics of people with disabilities of different categories. Individual programs for the rehabilitation of disabled people are developed on the basis of the list of such professions in the institutions of the state service of medical and social expertise. They provide recommendations for vocational adaptation and employment. Employment of people with disabilities, based on these recommendations, can be carried out in two ways.

The first direction assumes creation of specialized enterprises, production buildings, shops, workshops for those categories of disabled people which physiological features impose a difficult complex of specific sanitary and hygienic, architectural-building and ergonomic requirements to the production environment. This direction is appropriate primarily for people with disabilities: blind, deaf, and deaf-mutes, disabled convicts with reduced intelligence and people with disabilities who use wheelchairs. Though, they may be offered jobs in private workshops and premises at enterprises of the general type, as well as in institutions.

The second direction is selection at the enterprises of the General type and in institutions of premises, shops, production areas, support services, in which there are no production (technological and sanitary-hygienic) factors contraindicated for disabled people, or they are easily eliminated by means of simple measures. At the same time there are professions and specialties corresponding to psy-

cho-physiological features of disabled people of one or another category. In these cases, relatively simple architectural, ergonomic and organizational measures can be sufficient to ensure optimal working conditions for the disabled person (Code of rules for design and construction 35-104-2001).

It is obvious that the second direction of employment for disabled convicts and people with limited physical abilities is the most acceptable for correctional institutions in the current socio-economic situation.

The basic requirements for the equipment of special workplaces for disabled people's employment, taking into account impaired functions and limitations of their activity, approved by the Order of the Ministry of labour of Russia No. 685 "About approval of the basic requirements to the equipment of special workplaces for disabled people's employment taking into account impaired functions and limitations of their activity" (adopted on 19.11.2013). Thus, the equipment of special jobs for the employment of people with disabilities includes the selection, installation and operation of basic technological and organizational equipment, tools, support means, the use of which allows to create conditions for the performance of the disabled person's work functions in their workplaces. This process includes the following steps:

- 1) analysis of needs of a disabled person (group of disabled people) in equipping a special workplace in accordance with work functions;

- 2) formation of the list of actions for equipment of special workplaces for disabled people's employment;

- 3) implementation of measures aimed at equipping special jobs for disabled people's employment (purchase, installation and commissioning of technological equipment and tools).

The Order establishes that "the provision of special jobs for disabled people's employment shall not interfere with the performance of labour functions of other employees". With

regard to the specifics of the organization of convicts' work at correctional institutions, we give some excerpts from the standard requirements for the equipment of workplaces in various categories.

The requirements for equipping special workplaces for *visually impaired people*, taking into account work functions, provide with general and local lighting, provide the usage of video magnifiers and loupes that help to find their workplaces and perform their work functions.

The requirements for equipping special workplaces for *visually impaired and blind people*, taking into account work functions, include vehicle specific workplace devices with the ability to use large boldly-contrasting font and Braille, blind aid and acoustic navigation. These devices help to find their workplaces and perform their work functions. Insonation of visual information, using additional peripherals and electronic means of functional purpose, provide the ability to perform work without visual control.

The requirements for equipping special workplaces for *hearing impaired people*, taking into account work functions, provide the usage of sound amplifying equipment and loud-speaking telephones.

The requirements for equipping special workplaces for *hearing impaired and deaf people*, taking into account work functions, provide visual indicators that convert sound signals into light, voice signals into scrolling text. These devices help to find their workplaces and perform their work functions.

The requirements for equipping special workplaces for *disabled people with concurrent impaired vision and hearing*, taking into account work functions, provide the usage of tactile devices, electronic means of functional purpose, giving the ability to perform work without visual and auditory control. These devices help to find their workplaces and perform their work functions.

The requirements for equipping special workplaces for *disabled people with impaired*

functions of the musculoskeletal system, taking into account work functions, provide the usage of special workplace equipment, ensuring the implementation of ergonomic principles which are most convenient for a disabled person (the location of the elements of the workplace). These are mechanisms and devices changing the height and tilt of the work surface, the position of working chairs, the angle of inclination of working chair backrest, special seat equipment that compensates standing effort, special devices for control and maintenance of this equipment, as well as devices for capturing and holding objects and parts, compensating violations of functions or structures of the body, as well as disabled people's life restrictions.

The requirements for equipping special workplaces for disabled people moving on wheelchairs, taking into account the performed work function, provide the ability to access the workplace and turn the wheelchair. The space under the equipment elements should create conditions for entrance and work on a wheelchair

In addition to the requirements of technical equipment, special attention should be paid to the provision of sanitary and hygienic rules for working conditions in the organization of jobs for disabled convicts. In general, these requirements are approved by the resolution of the chief sanitary doctor No. 30 "About approval of sanitary rules 2.2.9.2510-09 "Hygienic requirements for working conditions of disabled people" (adopted on 18.05.2009).

Working conditions of disabled people should be corresponding to the individual rehabilitation program developed by the office of medico-social assessment. The recommended working conditions for disabled people are the following: optimal and acceptable sanitary and hygienic conditions of the production environment for physical (noise, vibration, infrasound, electromagnetic radiation, dust, microclimate), chemical (harmful substances, allergens, aerosols, etc.) and biological (microorganisms, including pathogenic, protein preparations) factors; work with insignificant or moderate physi-

cal, dynamic and static loading; work mainly in a free position, sitting, with the possibility of changing the position of the body, in some cases – standing or walking; workplace that appropriates ergonomic requirements; work that is not associated with significant movements.

3. Regulatory requirements for production facilities in workplaces of disabled convicts

3.1. Normative-legal framework

One of the main normative and technical documents regulating measures to adapt the existing working environment to the needs of disabled people is the set of rules for the design and construction No. 35-104-2001 “Buildings and premises with workplaces for disabled people”, which is included in the 35th set of normative documents in the field of design and construction. The main document of the Federal level for this complex is the building code No. 35-01-2001 “Accessibility of buildings for people with limited mobility”.

In each case, depending on the characteristics of convicts, tasks for the design of production facilities can be set by requirements for jobs on certain nosologies. A set of measures to ensure the availability of jobs for people with disabilities at a particular production facility is developed jointly by rehabilitation doctors, technologists and architects. They make a project of a whole production facility, which are supposed to accommodate jobs for people with disabilities. To develop a set of measures to ensure the availability of jobs, it is recommended to carry out pre-project work, which includes:

- preliminary definition of work points for disabled people in the technological scheme of the production process;

- comparison of the existing conditions in the working areas which are intended for disabled people, taking into account: the size of the working area, the quality of the air, the presence of adverse factors, as well as building barriers within the working area;

- identification of building barriers on ways of disabled person’s movement from the work-

place to the premises of social and household purpose, daily or periodically visited by them (bathrooms, dressing rooms, recreation and eating facilities, medical center, etc.);

- preliminary preparation of a set measures to ensure the availability of all workplaces intended for disabled people’s;

- economic assessment of the complex of these measures, identification of mandatory measures, as well as workplaces intended for disabled people, measures to ensure accessibility that are economically impractical;

- preparation of the optimal set of measures to ensure the availability of workplaces.

Starting points for the design of the production facility, taking into account the interests of workers with disabilities, are:

- initial availability of jobs suitable for disabled people;

- their location in space-planning structure of the correctional institution’s production unit;

- accessibility of workplaces for disabled people;

- safety and comfort of workplaces, including acceptable sanitary and hygienic conditions in workplaces for disabled people.

Workplaces for disabled people at each specific facility of the correctional institution may be single, dispersed or concentrated in specialized production areas or in workshops. The principle of work placement depends on the peculiarities of technological processes and organization of production, as well as on the number of disabled people.

Workplaces, depending on the specialty for which they are provided, and disability group can be ordinary, that is, with equipment designed for a healthy worker, or specialized for a particular disability group, which is set in the design assignment.

The professions inherent in this production process and suitable for the disabled people are determined by the territorial bodies of social protection in accordance with the recommendations of the medical and social expertise. These recommendations are set in the approved individual program of disabled person’s rehabilitation.

Accessibility of workplaces for disabled people should be provided by:

- complex principles' definition of their placement, including in structure of correctional institution; in volume and planning structure of the building (production, administrative, in some cases inhabited);

- elimination or transformation of living environmental elements, which may be barriers between disabled people and their workplaces;

- informational way equipment for disabled people.

A set of measures to ensure the accessibility of workplaces for disabled people should be rational. Expensive equipment (if there is only one workplace for disabled people who use wheelchairs a device of elevator in low-rise building, or a device of an underpass with a ramp on the small production facility) should be excluded. In such cases, the accessibility of workplaces and the safety of movement to them can be ensured by other architectural or organizational measures. The comfort of the workplace is provided by a well-chosen set of equipment in accordance with the physiological characteristics of the disabled person, various accessories and furniture, as well as the creation of the necessary sanitary conditions in the work area. The workplace safety is provided by special protective devices included in the set of its equipment, as well as the creation of conditions for the timely evacuation of a disabled person in extreme cases, for example, in case of fire danger. The territory planning of the correctional institution's production zone and its equipment shall ensure the minimum length of pedestrian ways, the safety of movement in the territory, as well as the absence of elements that create barriers to the movement of disabled people.

Space-planning solutions of industrial buildings, which provide workplaces for disabled convicts, are recommended to design taking into account the following requirements:

- equipping the building with an information system that provides orientation and the shortest ways for the movement of disabled people;

- providing the shortest ways of movement due to the local grouping of premises for various purposes, daily visited by disabled people;

- organization of ways of movement in the building, equipped with elements that provide sufficient information and safety of movement;

- provision of evacuation of disabled people in accordance with fire regulations and their physical abilities;

- providing with the sanitary and hygienic and household equipment specially adapted in relation to physiological features of disabled people.

3.2. *Distribution of workplaces*

Industrial buildings and specialized workshops on production sites for the blind and visually impaired people should be placed near the entrance to the building, not above the third floor. The layout of this part of the building should be very simple, symmetrical, and easy to remember. The block of social premises should be on the same level with specialized shops.

In buildings, which rooms are located above the first floor, are intended for work organization of disabled people, who are affected by musculoskeletal and cardiovascular systems. It is advisable to provide passenger elevators regardless of the building floor number. If in some cases this solution is not economically impractical, workplaces and rooms of daily service of disabled people, who are unable to move up stairs, should be located at the ground floor level.

Workplaces and rooms of daily service of disabled people (who has cardiovascular diseases, hypertension, motor disorders, disabled people with reduced intelligence and others) in the buildings which are not equipped with elevators, are desirable to be placed not above the second floor (with the height of the floor 4,2–4,5 meters).

Specialized workshops or production sites for disabled people with musculoskeletal disorders should be located at ground level. With the aim of reducing the ways of movement areas, daily visited by disabled people (domestic

facilities, meal rooms, block with the specified specialized shops) should be excluded from these parts of the premises not visited by the disabled (warehouse, office, commercial and others).

An example of redevelopment of the production premises is shown in figures 4, 5 (section 4). The initial layout of the production facility, which involves the employment of disabled convicts with musculoskeletal disorders, shown in figure 6 (section 4), has been adjusted to reduce the movement of the disabled within the production facility and to increase the availability of basic production and social premises (section 4, figure 7).

Specialized shops or production sites for disabled people with reduced intelligence should be placed not higher than the second floor, in the block with rooms of social service. The layout of this block should be clear with minimal length of travel ways, without duplication of premises (wardrobes, bathrooms, storage rooms, etc.).

In case of planning buildings, it should be borne in mind that the area of premises for disabled people's workplaces should be enlarged according to disability group (people with disabilities due to tuberculosis, lung diseases with respiratory failure, cardiovascular diseases, motor disorders of the lower extremities, amputation of the lower extremities, for people with high myopia, blind, moving with wheelchairs, or with emotional instability). The expansion of the area is due to increase in the width of the aisles between the equipment and the working areas for these disabled people.

Premises with workplaces for the disabled with reduced intelligence and emotional instability, as well as disabled hypertensive people should have small size.

Premises with workplaces for disabled people with tuberculosis should be placed on the sunny side, and for disabled people with diseases of the cardiovascular system on the shadow side. If it is impossible to comply with these requirements, it is necessary to use sun protection devices. These rooms should be

provided with increased frequency of air exchange, thus air recirculation is not allowed.

Finishing materials of a floor and walls in rooms for work of disabled people with tuberculosis diseases should be chosen taking into account ensuring wet cleaning and disinfection.

3.3. *Orientation and movement on the territory of the production facility*

Ways of movement of deaf and deaf-mute disabled people on the production building to the production site intended for their work, to rooms of social service and others shall be equipped with visual information. At the intersections of the ways of movement of the blind and visually impaired people and outdoor transport, protective fences in the form of removable barriers, railings, chains should be arranged.

In order to ensure orientation, reduce unnecessary movement in buildings and ensure safe movement, a system of visual, audible and tactile information should be developed in the interior design. This system should be aimed primarily at the safety of movement and orientation in the space of visually impaired people. Such a well-designed system will allow the disabled easily to navigate (Building Code for design and construction No. 35-104-2001).

Tactile orientation points: the guide rails in the corridors, the relief symbols on the handrails, tables with raised lettering or Braille at entrances to premises, raised floor plans in stairwells, lobbies and elevators, the modified type of floor coverings (texture, color) in front of obstacles and changes of direction (entrances, lifts, staircases, corners of hallways, etc.).

Sound orientation points: sound sensors at the entrances, at the intersections of traffic routes with intra-transport passages; a radio transmission in buildings, workplaces for the disabled, elevator cabs, and in rooms of social service.

Visual orientation points: various specially illuminated signs in the form of symbols and icons using a bright color, contrasting with the background surface; contrasting color designation at the entrances. Text information should be as brief as possible. Direction indicators should be

the same for the entire building and buildings of the same complex.

3.4. *Finishing of the production facility*

Finishing materials of premises for workplaces of disabled people should be chosen, taking into account the specific requirements for noise absorption and color scheme, depending on the disability group, established by the social protection bodies. In case of workplace organization for disabled people in premises where the noise or vibration level exceeds the permissible levels established in sanitary norms 2.2.4/2.1.8.562 and 2.2.4/2.1.8.566, control measures should be taken to protect workplaces of the disabled from noise and vibration.

Protective measures against noise and vibration are especially important for disabled people with hypertension, diseases of the organs of hearing, of nervous and mental diseases and disabilities with visual impairments (for whom it is difficult to navigate in space because of the noise).

It should be taken into account that in order to achieve the maximum effect, the area of sound-absorbing cladding of the ceiling and walls should be at least 60 % of the total area of the surfaces limiting the room where the workplaces of disabled people are located.

To reduce the level of noise and vibration it is necessary to arrange sound-absorbing facing of ceilings and walls in the area of noisy equipment. It is possible to install separate sound absorbers, soundproof enclosures, acoustic screens or partitions that do not reach the ceiling. In some cases, it is necessary to use sound-insulating coatings on the surface of workplaces of the disabled.

The colour decoration of interiors in industrial premises shall be performed in accordance with the requirements of guidance on the design color finishing of interiors of industrial buildings in industrial enterprises, taking into account psycho-physiological characteristics of perception of the environment by certain categories of the disabled.

To improve the illumination of the premises, the colors of the finishing, used in the upper

zone of the interiors, should have the highest reflection coefficient, and should be light with a minimum amount of color or white.

Choosing a color for finishing the middle zone of interiors (walls, partitions, columns, doors, etc.), it is necessary to take into account the peculiarities of perception of the surrounding space by disabled people due to neuropsychiatric diseases, eye diseases, as well as taking into account the need to provide orientation in the space of disabled people with residual vision.

The color of the lower zone should provide safety conditions of movement in the workplaces and other premises for people with visual impairments and diseases of the organs of hearing. The color scheme of the lower zone should be developed in complex with the system of visual information, including the warning color of dangerous areas of the premises and equipment elements, the identification color of communications, guidance signs and other types of color alarm.

The warning color should be applied to the following elements of the premises:

- elements, fixing dangerous sections and areas of the premises, including: the boundary of the inner passages in work areas and floor areas of transport (conveyors), zones of raw storage materials, semi-finished or finished products, as well as barriers, railings and other types of fences;

- elements of building constructions in the premise and equipment, such as gate flaps, columns, dimensions of openings and equipment, door frames, and projections in the floor plane.

The first and last stage of each flight of stairs should be painted in contrasting colors to warn the visually impaired about the beginning and end of the flight of stairs. On the floor or walls of various communication rooms: corridors, passages, lobbies, halls it is possible to use orienting and guiding colors. For persons with disabilities due to diseases of the nervous system and mental illness colors of premises should be of calm tones.

3.5. *Designing of workplaces*

The design and equipping of special jobs for the disabled should be realized taking into account the profession, the type of the performed work, the severity of disability, the degree of functional disorders and limitation of the ability to work, the level of specialization of the workplace, mechanization and automation of the production process. The design, reconstruction and operation of special jobs for the disabled should be guided with:

- the uniform sanitary rules for the enterprises and work areas intended for usage by the disabled and old-age pensioners;
- occupational safety standards;
- sanitary rules, norms, hygienic standards;
- hygienic criteria for assessment and classification of work conditions in terms of dangerous and harmful factors of work environment, severity and intensity of the labour process;
- regulations of public associations of disabled people (Russian society of the disabled, Russian society of the deaf, Russian society of the blind), the Ministry of labour and social development of the Russian Federation regulating work of disabled people.

The special workplace of disabled convicts shall ensure safety of work, work with insignificant or moderate physical, dynamic and static, intellectual, sensory and emotional workload (1 and 2 classes according to Hygienic criteria), exclude possibility of deterioration of health or traumatism of the disabled.

Contraindicated work conditions for the employment of disabled people are work conditions characterized by the presence of harmful production factors that exceed hygienic standards and have an adverse effect on the body of the worker or his offspring (3d class according to «Hygienic criteria»), and work conditions, the impact of which during the work shift (or part of it) poses a threat to life, a high risk of severe forms of acute occupational injuries (4th class according to «Hygienic criteria»).

The working conditions contraindicated for employment of disabled people are characterized by the raised (lowered) levels of:

- physical factors (noise, vibration, air temperature, humidity and air mobility, electromagnetic radiation, static electricity, illumination, etc.);
- chemical factors (dust, gas contamination of the working area air);
- biological factors (pathogenic microorganisms and products of their activity);
- physical, dynamic and static loads during lifting, moving and holding weights, working in uncomfortable forced poses, long walking;
- neuropsychiatric loads (sensory, emotional, intellectual load, monotony, work in the night shift with an extended work day).

Working conditions of disabled people shall correspond to the individual rehabilitation program of the disabled person, developed by the State Expertise Committee. The recommended working conditions for the employment of the disabled are:

- optimal and acceptable sanitary and hygienic conditions of the production environment (1st and 2d classes) according to physical (noise, vibration, infrasound, electromagnetic radiation, dust, microclimate), chemical (harmful substances, allergens, aerosols, etc.) and biological (microorganisms, including pathogenic, protein preparations) factors;
- work with minimal (1 class) or medium (2 class) physical, dynamic and static activity, in some cases with high level of physical load;
- work mainly in a free position, sitting, with the possibility of changing the position of the body, in some cases standing or walking;
- the workplace corresponding to ergonomic requirements;
- work related to minor movements.

Placement of equipment and furniture in workplaces of disabled people should ensure safety and comfort of work (approximate layouts of production sites are shown in figures 2–5).

Placement of machines, equipment and furniture at the workplace intended for disabled person's work, using for movement a wheelchair, shall provide opportunity of an entrance and a turn of the wheelchair. The workplace of blind and visually impaired person is intended

Table 3

The main organizational parameters and technical equipment of workplaces

The parameters and the work position, mm	The height of a man		
	low	medium	high
Height of the desktop during normal sitting	700	725	750
Table height for very precise work while sitting	900	950	1000
Height of working surfaces during work on machines while sitting	800	825	850
Height of the working surface during work on machines while standing	1000	1050	1100
Height of the working surface during work, where it is possible to change the working position (sitting or standing)	950	1000	1050

Note: the height for the feet from the floor to the bottom of the table is 600–625 mm, the width of the leg area is 400 mm.

Source: Code of design and construction rules 35-104-2001 “Buildings and premises for disabled people” (approved and recommended for use by resolution No. 69 of the Russian Federation State Committee for Construction, adopted on 16.07.2001).

to have the ability to work without interference from the movement of other workers in the room. For convenient finding of the workplace by blind workers machines, equipment or furniture shall be supplied with tactile orientation points. Organizational and technical equipment of workplaces for disabled convicts (desktops, workbenches, racks, cases) shall correspond to their anthropometric characteristics (table 3).

Individual items of equipment and furniture for the workplace of the disabled people with lesions of the musculoskeletal system needs to be transformed. As a rule, the working table should have a variable height and tilt of the working surface, as well as an adjustable footrest. Desk chair for the disabled of this category shall be equipped with a device for changing the seat height and tilt, adjustable footrest, in some cases, a special seat that compensates the effort during rising, a device for working tools, a device for moving along the work plane, as well as by means of electromechanical autonomous devices.

The special workplace of the disabled person shall have the main and auxiliary equipment, technical and organizational devices providing implementation of ergonomic principles and considering individual opportunities and restrictions of specific people. It is advisable to use specially designed workplaces for disabled

people, including a desktop, a chair, technological equipment and stands for raw materials, tools and finished products. Designing the workplace for a disabled person with injuries of the musculoskeletal system, it is necessary to consider operational field parameters available to the upper extremities (under condition of fixed position of a body).

The organization of the workplace and the design of all elements of furniture of the production equipment shall correspond to anthropometric, physiological and psychological features and limited opportunities of disabled people taking into account:

- anatomical and morphological characteristics of the motor system;
- ability to recognize the bodies controlling equipment, objects of labour, tools;
- accuracy, speed and amplitude of movements in the implementation of control actions;
- possibilities of capture and movement of tools, objects of work (by fingers, a brush, all hand, a foot, including the use of artificial limbs and working nozzles on them);
- quantities of effort developed in the implementation of management actions.

The design and organization of special jobs for persons with disabilities should be provided with:

- usage of special devices for the management and maintenance of equipment, compensating anatomical, morphological and physiological deficiencies and limitations of the disabled;

- usage of specially designed hand tools, the shape, size and resistance of the drive elements which provide a reliable grip and efficient work;

- location of bodies controlling equipment, technological or organizational equipment, machined parts in workplaces within the reach of the motor field (in horizontal and vertical planes), taking into account the anthropometric and physical dimensions and physical limitations of the disabled;

- height regulation of working tables and the elements of working chairs, easily accessible and controlled mechanisms with a secure fit;

- allocation of additional areas that provide the possibility of entrance, turn in the workplace and work in a wheelchair;

- equipment and furniture in workplaces with indicators (visual, acoustic, tactile), taking into account the possibilities and limitations of certain groups of disabled people (blind, visually impaired, deaf) in the perception of information for unhindered presence at the workplace and performance of work.

All items of stationary equipment intended for use by the disabled must be firmly and securely fastened. Fasteners of equipment, regulators, and electrical switches should not protrude beyond the plane of the fixed element.

Placing the work zones for the disabled person in the room, where in some areas there are processes that are contraindicated for their health. It is necessary to adjust the parameters of the working environment of the disabled.

Workplace lighting

Requirements of safe and favorable working conditions, as well as modern requirements for energy saving should be taken into account in the organization of artificial lighting in workplaces for the disabled. Choosing rational light sources workers should take into account the

light output of the source, the color of the light; light distribution, providing the formation of contrasts on the object of visual observation and weakening the reflected brilliance. It should be noted that the best color rendering is provided by incandescent lamps, but they have the lowest light output. Fluorescent lamps have a light output four times higher than incandescent lamps, their service life is five times longer.

Installation of lamps should provide a more rational light distribution. It should be taken into account that the best direction of light, increasing contrasts and weakening brilliance, is achieved when the light falls on the workplace, mainly from the side, obliquely and behind. It is recommended to increase the illumination in the area of desktops by lowering the lamps, but not below 240 cm, as the lamps suspended below will interfere with their proximity, especially when part of the work at the table is done standing. Artificial lighting of the working area and workplaces of persons with residual vision should be developed most carefully. It can be general and local lighting. Local lighting should be provided by incandescent lamps. Cabinets or racks included in the equipment of the workplace of the disabled convicts with residual vision should be mounted with lamps which automatically switch on.

Local lighting should be stable, controlled in brightness and spectrum depending on the eye disease. The level of illumination on the working plane is set depending on the work type and features of disability.

4. The approximate layout of production areas for disabled convicts and people with limited physical abilities

This section presents the approximate layout of production sites intended for employment of disabled convicts and people with limited physical abilities (figures 3–5). In addition, an example of redevelopment of the floor in the production building for employment purpose of disabled convicts with the defeat of the musculoskeletal system (figures 6–7).

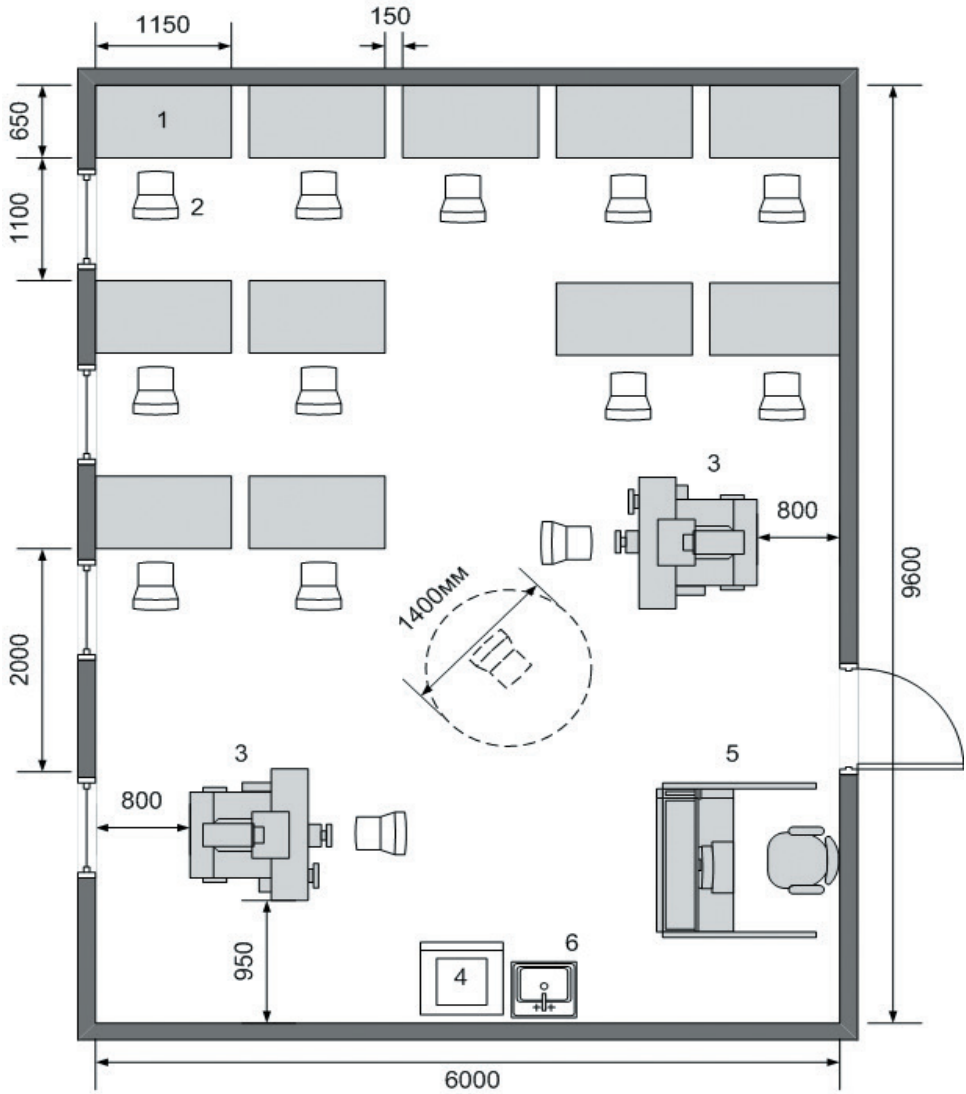


Figure 2. Cardboard layout of the site, adapted for the labour of disabled convicts
 Conventional signs: 1 – work table; 2 – chair with adjustable seat;
 3 – a wire sewing machine; 4 – glue pot; 5 – master; 6 – wash basin.
 It is developed on the basis of the Code of rules on design and construction 35-104-2001
 “Buildings and rooms with workplaces for disabled people”
 (approved and recommended for use by the resolution
 of Russian Federation construction committee adopted on 16.07.2001 No. 69)

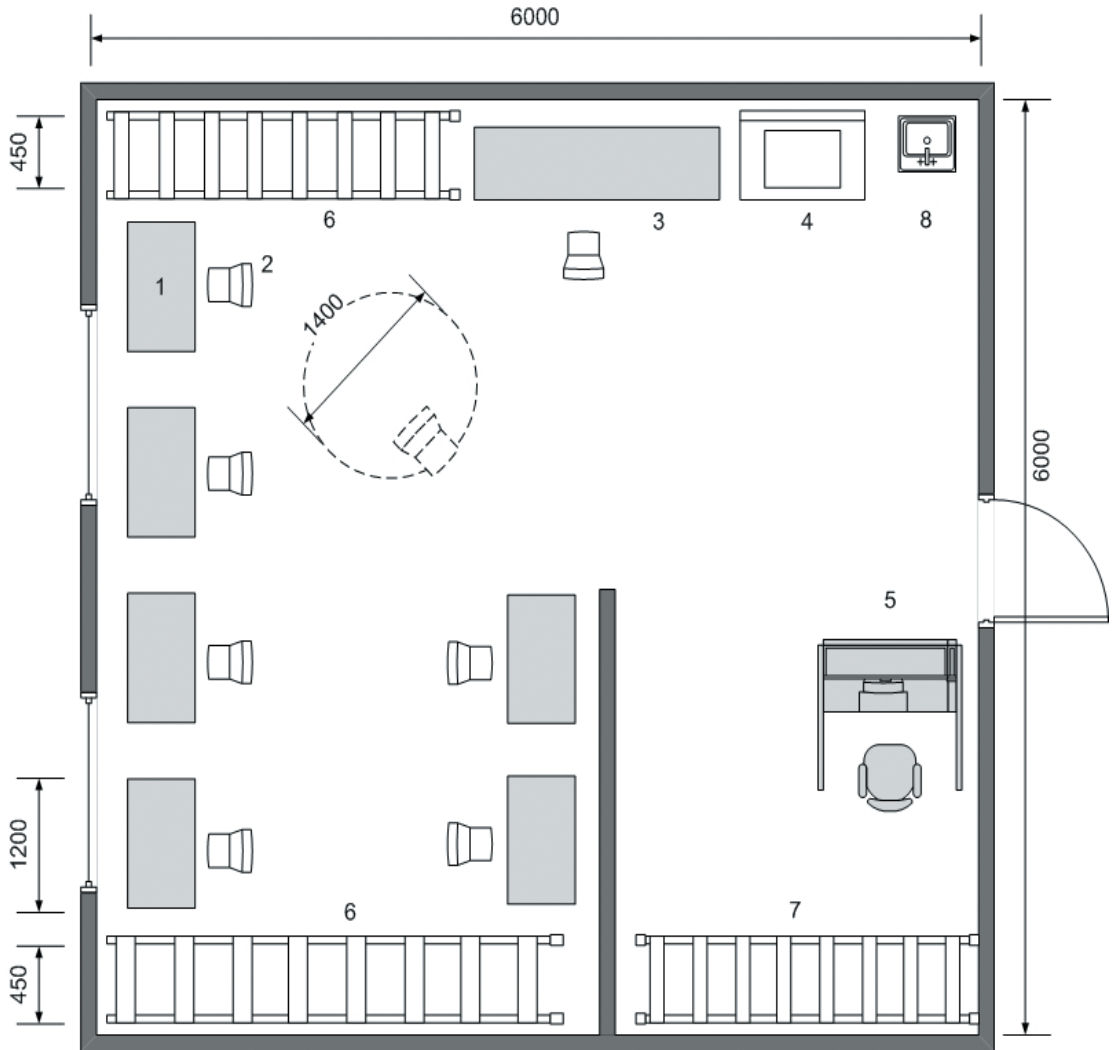


Figure 3. The layout of the workshop for the repair of household appliances adapted to the work of disabled convicts
Conventional signs: 1 – work table; 2 – chair with adjustable seat; 3 – testing stand;
 4 – table with hood; 5 – workplace master inspector; 6 – rack for materials;
 7 –inspector’s rack; 8 – wash basin.

It is developed on the basis of the Code of rules on design and construction 35-104-2001
 “Buildings and rooms with workplaces for disabled people”
 (approved and recommended for use by the resolution
 of Russian Federation construction committee adopted on 16.07.2001 No. 69)

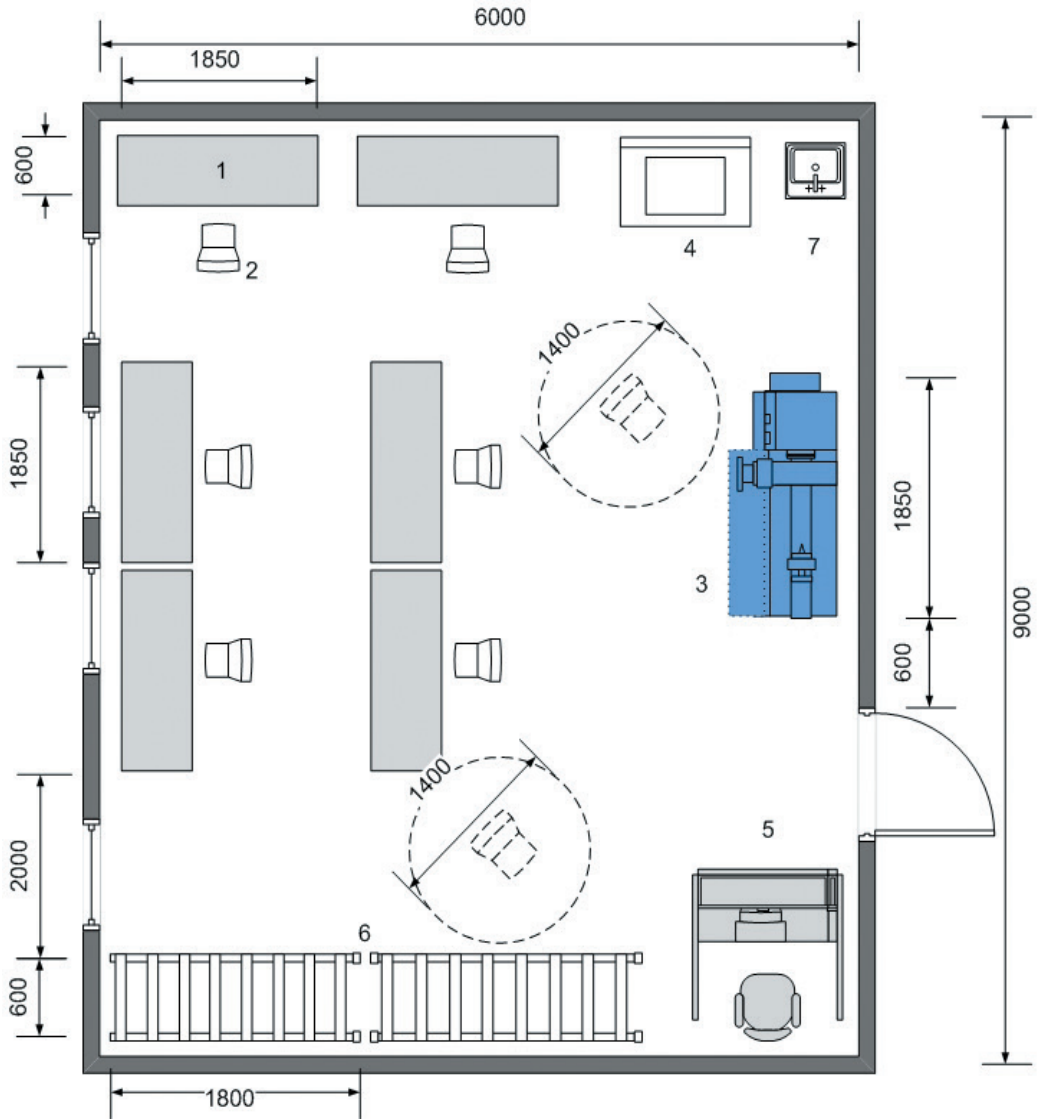


Figure 4. The layout of the carpentry workshop, adapted for the work of disabled convicts
Conventional signs: 1 – joinery workbench; 2 – chair with adjustable seat;
 3 – workbench with woodworking machine and a circular saw; 4 – table with hood;
 5 – master’s workplace; 6 – rack for production materials; 7 – wash basin.

It is developed on the basis of the Code of rules on design and construction 35-104-2001
 “Buildings and rooms with workplaces for disabled people”
 (approved and recommended for use by the resolution
 of Russian Federation construction committee adopted on 16.07.2001 No. 69)

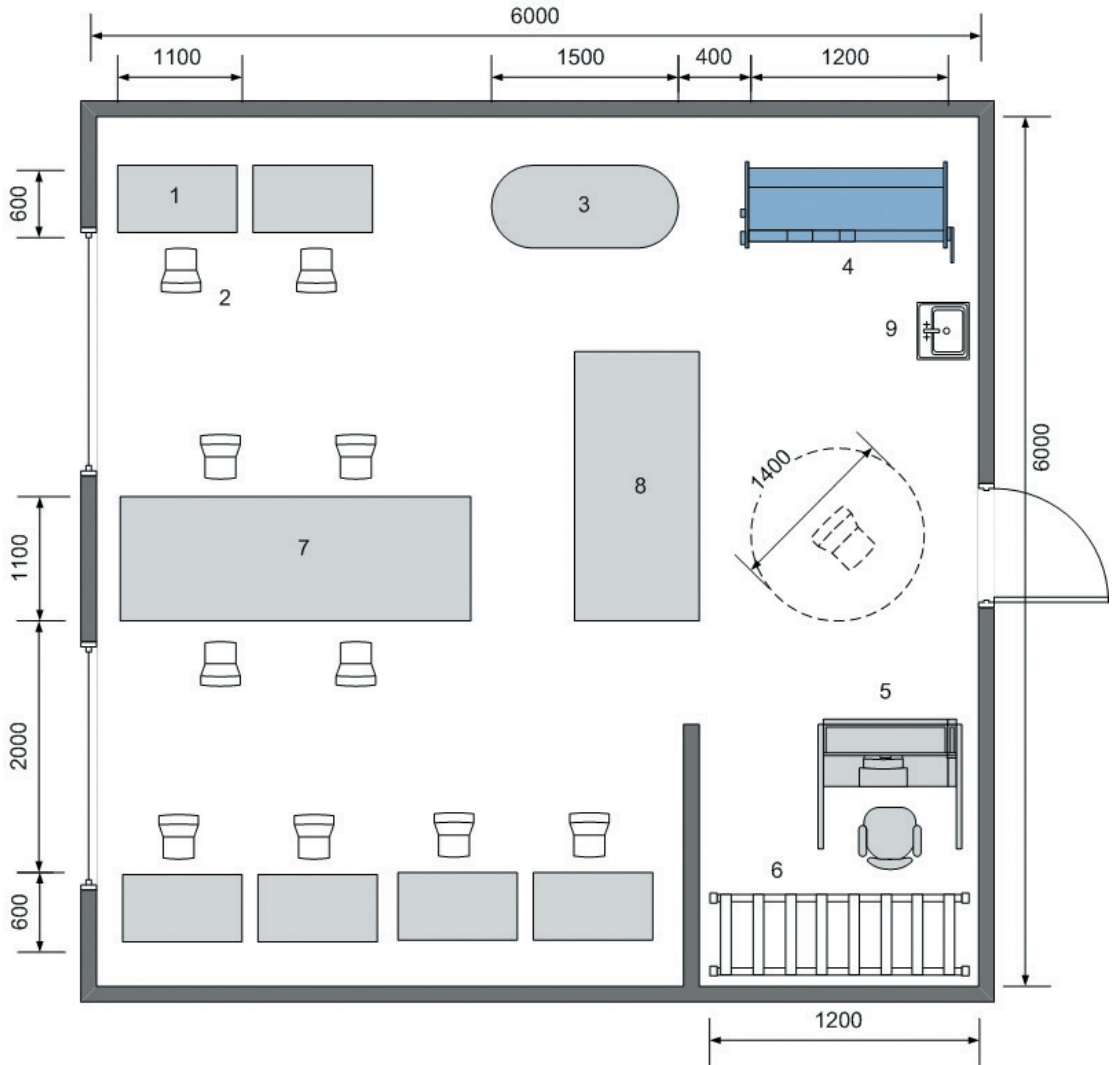


Figure 5. Layout of a sewing workshop adapted to the work of convicts
Conventional signs: 1 – work desk with sewing machine; 2 – chair with adjustable seat;
 3 – ironing table; 4 – ironing press; 5 – master's workplace;
 6 – rack for production materials; 7 – assembling table; 8 – cutting table; 9 – wash basin.
 It is developed on the basis of the Code of rules on design and construction 35-104-2001
 “Buildings and rooms with workplaces for disabled people”
 (approved and recommended for use by the resolution
 of Russian Federation construction committee adopted on 16.07.2001 No. 69)

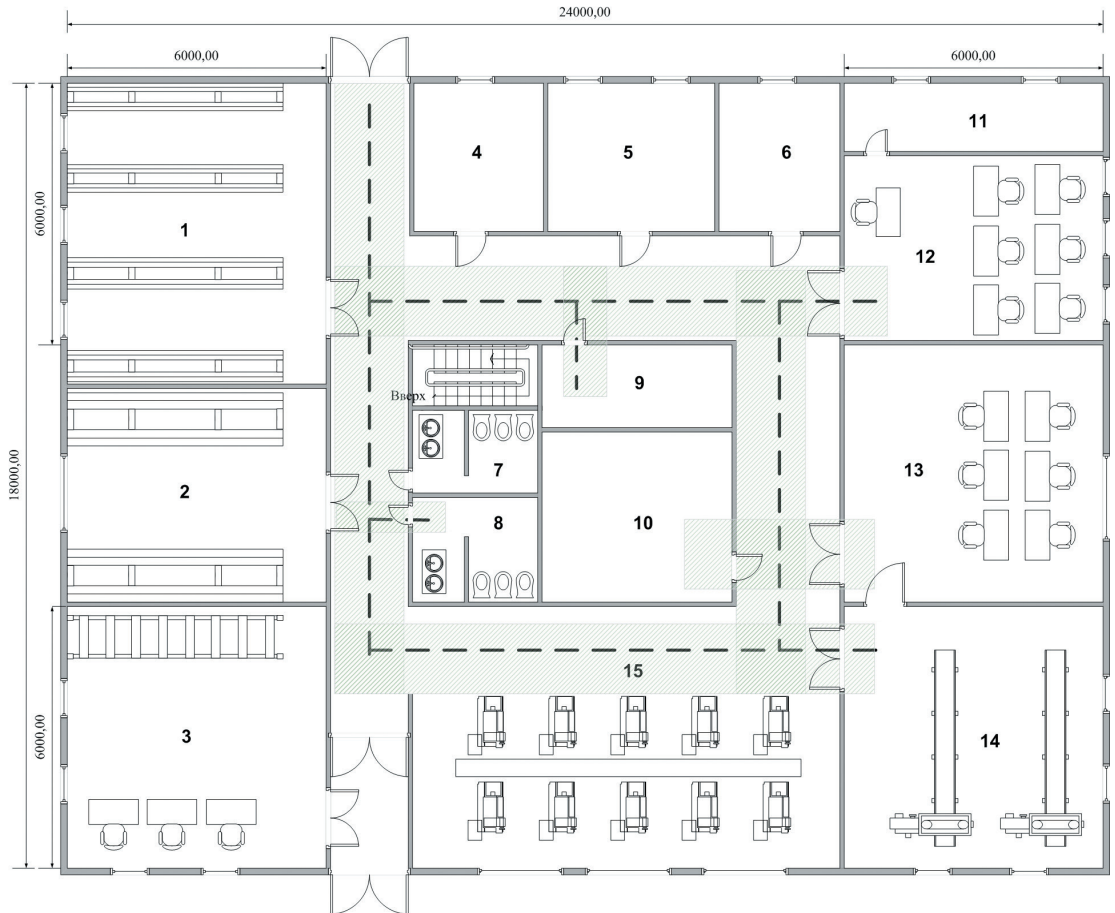


Figure 6. The original layout of production premises for disabled convicts with lesions of the musculoskeletal system

Conventional signs: 1 – warehouse for raw materials; 2 – warehouse for finished products; 3 – acceptance area; 4–6 – administrative premises; 7–8 – bathrooms; 9 – wardrobe; 10 – locker room; 11 – utility room; 12 – labour protection office; 13 – preparatory area; 14 – cutting area; 15 – sewing area.

Premises of daily service for the disabled are shaded;
dotted line indicates the route of movement of the disabled.

It is developed on the basis of the Code of rules on design and construction 35-104-2001 “Buildings and rooms with workplaces for disabled people” (approved and recommended for use by the resolution of Russian Federation construction committee adopted on 16.07.2001 No. 69)



Figure 7. Redevelopment of production premises, involving employment of disabled convicts with lesions of the musculoskeletal system

Conventional signs: 1 – warehouse for raw materials; 2 – warehouse for finished products; 3 – acceptance area; 4–6 – administrative premises; 7–8 – bathrooms; 9 – wardrobe; 10 – locker room; 11 – utility room; 12 – labour protection office; 13 – preparatory area; 14 – cutting area; 15 – sewing area.

Premises of daily service for the disabled are shaded;
dotted line indicates the route of movement of the disabled.

It is developed on the basis of the Code of rules on design and construction 35-104-2001
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of Russian Federation construction committee adopted on 16.07.2001 No. 69)

Conclusions

The problem of job organization for disabled convicts has certainly social importance. The ratification by the Russian Federation of the Convention on the rights of disabled people indicated the state's readiness to implement the national policy in the field of social protection of the disabled in accordance with high international standards. A significant number of disabled convicts in correctional institutions (19.5 thousand people or 3.7 % of the total number of convicts) indicates a significant amount of work required to implement the planned goals to improve the accessibility of facilities of the FPS for disabled convicts. This problem reflects only one of the many problematic fields of functioning of the FPS as one of the key elements in ensuring of law order and national security. However, its implementation directly affects other urgent tasks of the FPS development.

Prospects for further development of this problem are associated with a more detailed study of job organization for disabled convicts (in particular the problems of labour regulation, the creation of necessary working conditions, the development of effective systems of motivation of this category of convicts). In addition, it is necessary to develop an objective mechanism of disabled convicts' labour adaptation (including programs of professional, psychophysiological and social adaptation), a mechanism for assessing the effectiveness of employment of disabled convicts, as well as to increase the role of employees of industrial and technical services of correctional institutions in achieving the social goals of convicts' work.

These and other problems require extensive research from the standpoint of the theory and practice of economics and sociology of labour and, of course, should attract interested professionals.

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Müller Thomas**Мюллер Томас**TREATMENT OF PRISONERS
AND PRISON PERSONNEL TRAINING
IN GERMANYПРАКТИКА ОБРАЩЕНИЯ С ЗАКЛЮЧЕННЫМИ
И ПОДГОТОВКА ПЕРСОНАЛА
ДЛЯ ПЕНИТЕНЦИАРНЫХ УЧРЕЖДЕНИЙ ГЕРМАНИИ

Abstract. The article devoted to one of the topical problems of penitentiary institutions – the return to society of a prisoner who has served a sentence, provided that he or she will never commit crimes. This is the most difficult problem that arises in the course of the implementation by the penitentiary system of its main function – to ensure the safety of society. In many countries, the degree of prisoners' isolation is determined by their categorization. German practice is based on a risk assessment of illegal conduct in relation to a particular person. The risk of violent acts is not necessarily related to the nature of the committed crime or the length of the sentence. The prison administration makes its own decision on the choice of the regime of detention. The penitentiary system (not the court) develops flexible security measures that can be changed in relation to the prisoner's personality. All measures taken against prisoners should be based on the proportionality principle. The analysis of various rehabilitation programs for prisoners, used in Western Europe, leads the author to the conclusion that the most effective of them is individual therapy, which reduces the risk of recidivism by almost half. As a standard used in Germany, the author specifies the principle of "risk – need – quick response". The higher the risk of recidivism, the more intense the impact on the prisoner's behavior should be. However, the application of this principle will be effective only when the selected cognitive techniques and practical training technologies coincide with the individual characteristics and the prisoner's ability to learn. In addition, the results achieved by the prison administration must be supported by post-penitentiary rehabilitation programs. The article also describes the system of selection and training of prison personnel in Germany.

Keywords: international standards for treatment of prisoners, prevention of recidivism, training of prison personnel, German penal system.

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Аннотация. В статье рассматривается одна из актуальных проблем деятельности пенитенциарных учреждений – возвращение в общество заключенного, отбывшего срок наказания, при условии, что он или она более не совершит преступлений. Это наиболее сложная проблема, возникающая в ходе реализации пенитенциарной системой своей главной функции – обеспечения безопасности общества. Во многих странах степень изоляции заключенных определяется их категоризацией. Практика Германии основана на оценке риска противоправного поведения в отношении конкретной личности. При этом риск насильственных деяний необязательно связывается с характером совершенного преступления или продолжительностью срока наказания. Администрация тюрем самостоятельно принимает решение о выборе режима содержания. Именно пенитенциарная система, а не суд разрабатывает гибкие меры безопасности, которые могут быть изменены применительно к личности заключенного. Все меры, предпринимаемые в отношении заключенных, должны строиться на базе принципа пропорциональности. Анализ различных программ реабилитации заключенных, применяемых в государствах Западной Европы, приводит автора к выводу о том, что наиболее эффективной из них является индивидуальная терапия, которая позволяет снизить риск рецидива почти наполовину. В качестве стандарта, используемого в Германии, автор указывает на принцип «риск – потребность – быстрое реагирование». Чем выше риск рецидива, тем более интенсивным должно быть воздействие на поведение заключенного. Однако применение данного принципа будет эффективным только в случае, когда выбранные когнитивные методики и практические технологии обучения совпадут с особенностями личности и способностью заключенного к обучению. Кроме того, достигнутые результаты работы администрации пенитенциарного учреждения обязательно должны подкрепляться программами постпенитенциарной реабилитации. В статье также описана система набора и подготовки тюремного персонала Германии.

Ключевые слова: международные стандарты обращения с заключенными, профилактика рецидива, подготовка тюремного персонала, пенитенциарная система Германии.

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1. Challenges for Prison Work Regarding International Human Rights Standards

I would like to draw your attention to general guiding principles and ideas behind international rules like SMR of the United Nations or European Prison Rules as basic papers for prison work.

Though people in institutions are taken out of society they do not lose their rights, they should not be excluded from society and social relations. Their individual needs should be taken care of. Imprisonment is not a revenge society takes on a criminal but a measure to achieve goals under a humanistic approach namely resocialization. Thus the rules emphasise efforts to be taken for rehabilitation programmes within the institutions as well as post-release aftercare programmes. So the rules give us the aims to follow for a good prison work.

When is this work well done? Answering this question we have to see that prison service fulfils an important task and service to society. We provide security which is most important in our complicated world. Security not only by keeping up safe custody but also by releasing a prisoner after the term into society in a condition that he or she does not commit any further crimes. And this seems to be the even more difficult part for providing security.

Concerning safe custody the question arises whether all inmates have to be secured on the same high or low level. In many countries there is a differentiation into categories of prisoners, in my country risk assessment is done regarding personality of the inmate. The risk for violent activities not necessarily is connected to crime or duration of the sentence, a prognosis is done concerning the risk for violent attempts due to individual criteria and out of that the prison institutions decide about transfers into higher or lower secured institutions, prison system and not court also decide flexible security measures which also can be changed and adapted to changes of personality or acts of the inmate.

We should have in mind that the higher security level is kept up to the outside the higher the risk might be for dangerous activities inside namely hostagetaking or attacks against others or staff.

We put an emphasis on what we call social security. This means that all measures taken against the inmate should take place under the principle of proportionality, inmates should find acceptance and respect.

Social Security concerns the way of interaction and the atmosphere within the institution. Experienced prison workers can feel the culture of interaction often after a short visit in a prison. We need a good communication with inmates and among the staff, prisoners should have regular conversations with staff members what reduces the risk for attacks among each others and against the staff. Especially with long-term inmates we try to avoid a lack of perspectives which might lead to aggressive behaviour and uncertainty. Sentence planning may give a suchlike perspective, our philosophy is to grant the inmates' possibilities and freedoms within the system which they will lose in cases of misbehaving. In our experience this leads to a more responsible behaviour within the institution.

So we are good and successful when during imprisonment neither prisoners nor staff colleagues suffer any harm and when leaving the institution that released inmate is equipped with what he or she needs to lead a life as a fruitful member of society without committing crimes again. I am no dreamer so I say at least we should take efforts to reach this goal as close as possible.

This leads to the question what good and effective rehabilitation programmes are and how they can be implemented.

For many years in Western Europe there was the discussion if anything works at all (there was nothing works theory claiming that all treatment efforts in institutions were nothing but a waste of money) with which approach what should be changed in the prisoners.

We now know that we cannot change characters or entire personalities, and disturbances like alcoholism or pedophilia we cannot heal but we can train different attitudes and behavior. We also know that there is not only one type of sexual or violent offender but there is a bigger variety in sources for criminality. As to the approach until late into the 1990s psychoanalysis was prevalent with long-lasting procedures where often the term was a not lasting long enough to bring it to an end. Though the discussion never formally was closed (I sometimes still have it among my psychologists) it seems that the more modern approach of behaviourist therapy gained most of the ground with flexible intervention and standardized programmes which can be implemented in shorter periods of time.

We now have several testing tools to measure the efficiency of changes and the lasting of effects as well as researches on efficiency of programmes.

From researches we know that the very fashionable American scared-straight programmes and Boot Camp programmes with military drill are not efficient and do have negative effects.

Individual treatment in a good prison atmosphere can reduce recidivism rates to at least half of the rate for untreated inmates – for sexual offenders from about 24 % to 12 %. We cannot reduce to zero but actually this is the best what is on the market in the moment. Maybe in some years there will be further progress but this is also depending on the question how much money a state wants to spend on prisons and their treatment programmes - but this could be a topic for another conference.

One standard in my country is to follow the risk – need – responsivity principle. This means the higher the risk of recidivism is the more intensive intervention should be. This risk we measure by standardized testing tools. Criteria for example are violent lifestyle, peer groups, emotional self-control, personality disturbances, social surroundings, empathy and compliance, substance abuse, development

in school and work and leisure time activities.

As to the needs of the criminal we have to analyze the criminogenic factors which lead into criminality. Though most of us have the same needs not every one of us becomes a criminal and not all having committed the same crime show the same criminogenic factors. So treatment goals and measures should meet the individual needs of the inmate.

Responsivity we only can achieve when chosen measures are matching to the inmate his learning styles and capacity in a mixture of cognitive and practical training approaches.

We do that in a sentence planning process and conferences which are regularly updated in a pluridisciplinary team of jurists, psychologists, social workers, prison officers and workmen masters. This conference discusses the diagnosis and chooses out of the different available programmes (often also in specialized other prisons) which ones should be applied. In the same way they measure and discuss the effect after a certain period of time to see whether the programmes can be continued or should be changed. These conferences also decide about preparation of release programmes, leaves and recommendations for conditional release and they give recommendations for security measures. By cooperation in all this thus the inmate can influence his situation which also regularly causes motivation as well as the above mentioned social security.

Besides individual and group talks as well as social and life practical training courses we are using a standardized behaviourist therapy programme in a modular design which lasts about two years for sexual and one year for violent offenders. It contains modules like self-realization and self assurance, life patterns and goals, background and scenario of criminal activities, empathy as well as self management. This programme was developed in New Zealand, modified in Canada and England and then adopted to the needs in my country. This also means it cannot just be copied but it should be modified and developed according to the mentality differences in the country applied.

Another important aspect for the efficiency of such programmes is that gained effects may vanish after the release which is also proved by several researches especially when post-release life conditions are suboptimal. Our responsibility ends at the prison gate. Therefore good after-care programmes offered by probation service as well as civil society organizations to continue and support the started processes and effects are needed. Most valuable after-care work is according to researches when there is a close network with prison system and procedures already are started within the release preparation programme of the prison so that there is no gap when the prison door opens.

Speaking about treatment I also want to touch the topic of ambulant sanctions. Undoubtedly implementation of ambulant sanctions like electronic monitoring are a good measure to reduce prison population. In Germany only 5.4 % of court sentences are for unconditional imprisonment, 71.7 % are fines. I know that in Eastern countries the imprisonment rate is higher and so there is a market to think about ambulant alternatives as we should only have those people within the prisons for whom it is absolutely necessary to avoid negative effects of imprisonment. Applying these alternative measures we should also have in mind not just to leave the sentenced persons with house arrest or electronic monitoring but also have treatment measures for them to achieve a change within the criminogenic needs and not to increase recidivism rates so these programmes should not only stick to control.

I am well aware that there are a lot of problems how to deal with difficult inmates and how to organize an effective prison system but having worked for almost 30 years in prison system I am still sure that with well-trained staff and well-equipped prison institutions it will be possible to provide good and effective prison work regarding human rights as long as governments are willing to spend appropriate budgets on that system.

2. Status, recruitment and training of staff in German practice

As Germany has a federal structure prison legislation is a federal task but each federal land has to execute prison law under own authority as well as to finance prison system out of the own budget. Thus nearly all of the federal lands run their own training centres some small federal lands cooperate with others due to financial reasons. So there are local differences in training concepts within the federal lands but general goals are the same.

Some federal lands run central boards for staff recruitment so that this work has not to be done in every prison for possibly only a few applicants with the consequence that the new staff member can be allocated in the prison where is need also far away from the place he is living.

In other federal lands recruitment is individually done by each prison and the chosen applicants are to the ministry to be employed for the very prison.

Both systems have advantages and disadvantages. Though it means more work for the prison I am in favour of the second system because people can apply for the work in the prison nearby which leads to more identification with the place of work, the governor can decide whether an applicant is matching to the prison team and the special philosophy of the prison. Often employees are in the second or third generation in the prison or proposed by some reliable staff.

Differences in concepts of the training centres especially are on staff philosophy. Some centres work with own permanent staff to lecture which provides professional teaching qualities, others nearly exclusively recruit lecturers from staff out of the prisons having the all day working experience in the subjects they represent but not always pedagogical qualities.

Again both systems show advantages and disadvantages. Still I consider the solution with the practitioners as preferable as these lecturers know about the needs of future staff and this system can avoid being trained by per-

sons who have not been inside a prison since several years.

Prison governors and high administrative staff usually are not trained within prison system but at public university or special institutions for higher education for all jurisdictional personnel. Governors usually are jurists, psychologists or sociologists. After studies they join prison system as deputy governors or high level administration staff. For them it is not common to start a career as prison officer and then get promoted to governor at least.

In some federal lands a changing of career within justice system is possible so many governors or deputy prison governors have been judges or prosecutors before or quit prison system to become chief judges or senior prosecutors.

In the following I will refer to the Baden-Württemberg practice which is comparable to that in other federal lands.

Applicants for work in prison have to be between 18 and 32 years of age. Reason for the maximum is the possibility to reach the maximum pension, retirement age is 60. They have to apply in written form giving additional informations about development, school and professional career up to this time. They have to have a completed apprenticeship in another profession or higher education.

Training

Initial training lasts for 2 years including 3 months in the training centre in the beginning followed by practical training in at least two prisons of different types. It is ending with a final 6 months course in the training centre with a final examination on practical and theoretical subjects. There is written and oral examination.

Main subjects lectured during these courses are criminal law, prison law, law of criminal procedure, psychology, communication, conflict management, criminology, administrative subjects, sports and shooting more or less under the aspect of self defence not as military drill; but also practical subjects are included as controls, monitoring of visits or letters etc.

For the practical training within the prisons usually one staff member is responsible as

trainer accompanying the trainees but also conducting theoretical and practical lessons. For each trainee a curriculum is done to get acquainted with and work in all different departments of the prison. In each department one person is responsible for the training programme and has to evaluate work and progress of the trainee and report this to the governor. The governor also has to sign the curriculum. In some prisons additionally a “godfather-system” has been installed and proved to be successful as there is a young and qualified staff member taking care of a trainee guiding and giving advice.

The training centres usually also offer on the job training for skill improvement of all staff in seminars on special topics which are published in an annual programme so staff of all prisons of the federal land can apply for.

Nearly all prisons themselves offer additional staff training courses or seminars for skill improvement. All staff of the prison is invited to these courses organized and managed by pluridisciplinary staff teams. Usual topics are solving of certain problems development of new structures or measures, taking over responsibility, development of teams, leadership courses. Having passed such courses or seminars in some prisons is necessary to be promoted to certain leading tasks.

Main ideas of this training system are that all staff should be qualified for all possible tasks within the prison so no differentiation in apprenticeship takes place between security or perimeter guards and work with prisoners. In our philosophy all staff is responsible for treatment as well as for security. Good treatment in prisons also causes security and security as such is undividable. If staff is well trained and have a high and broad qualification they feel more self assured in their work and more responsibility for their task in public interest. Staff needs this qualification as our programme is to involve all those staff members into decision processes who deal with or have knowledge about the concerned prisoner (such as sentence planning, allocation, security and disciplinary measures).

Recruitment

Finding applicants takes place by newspaper advertisement, information on home page in internet or often by personal recommendation.

The recruitment procedures last for two days including check of the formal criteria as education, medical checks, writing of an essay to see how the applicant can express him/herself, standardized psychological tests to find out about intelligence and personality.

Main part of the procedures is an assessment centre to give informations about social competences of the applicant. A group of applicants is given a common task (to solve a case) are they are monitored by the recruitment team (psychologist, teacher, trainer) in what way they deal with the task, how they present themselves, how able they are to communicate and to cooperate.

Recruitment criteria are:

- motivation for work in prison system;
- being likely to take over loads physically and psychologically;
- intelligence, being ready to take responsibility;
- showing friendly and correct manners;
- understand necessities of security;
- being capable for contacts and work in teams;
- capability to solve conflicts and accept criticism;
- ability to keep the necessary distance but also near to prisoners;
- ability to react properly in critical situations;
- being ready to use force or weapons;
- dealing with given power in a responsible way;
- ability for subordination but also to express own points of view and follow them.

Finally after the results of all the tests are prepared there is an interview with the prison governor and the head of personnel where the final decision about the application is taken.

Important is to gain self assured, professional staff who are ready to take over responsibility as our idea is to delegate as many as possible tasks away from governor level into

pluridisciplinary conferences where we can make use of different professional skills. We want to achieve as much transparency as possible so good communication between staff and prisoners but also among staff is needed. Our philosophy is to have many specialists in prison work on a common way, they should all feel responsible for treatment and not only for locking doors. Since this communicative approach towards inmates was introduced there was a significant reduction of self injuries and suicides among the prisoners. We need qualified staff as we established fixed teams in wards and other departments to feel responsibility for the work they execute and they are given a frame of discretion for own decisions which leads to higher acceptance among the prisoners but also to more reflected and efficient work and finally to more satisfaction with the daily tasks and the job.

Status

Within the last 20–30 years in our country a change was noticeable in public opinion that acceptance and estimation is not any more connected with just wearing an uniform. On the other hand with the present economical decrease it becomes more valuable to have a safe job which only can be lost when making severe mistakes or committing crimes. Thus working for prison system became more prestigious again. Without any doubt an acceptable salary and social security are valuable but in longer terms there are better and more stable and lasting factors to create motivation and satisfaction for a good status and the feeling of estimation. This we create by delegation of responsibility, frames of discretion, involvement of staff in decisions and several processes to evoke identification with work and the prison they work in. We try to build up corporate identity also by taking part in sports tournaments with staff teams and try our best to transport to the media that our staff is not doing some stupid work but a responsible and important one for the society. Our idea is to improve status as inner and emotional factor in a more effective way by these measures.

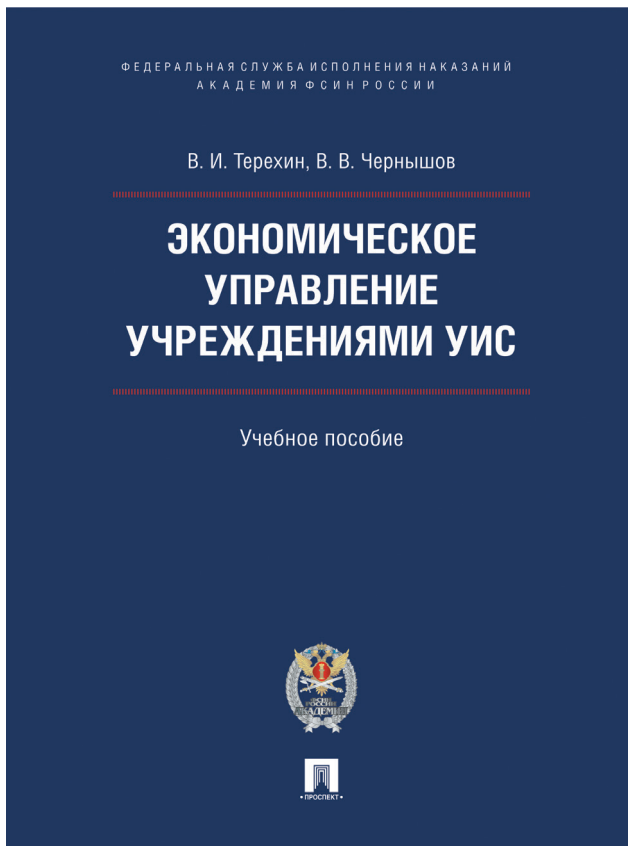
STUDY BOOK OF TEREKHIN V. I., CHERNYSHOV V. V.
“ECONOMIC MANAGEMENT
OF THE PENAL SYSTEM INSTITUTIONS”

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«ЭКОНОМИЧЕСКОЕ УПРАВЛЕНИЕ УЧРЕЖДЕНИЯМИ УИС»

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The negative impact of crime on society is multidimensional. Firstly, it is the formation of anti-social motives and actions of population that leads to a decline of the social quality of life, the growth of which is the most important goal of the state. Secondly, crime is always associated with significant direct and indirect economic losses of society (losses of organizations and individuals). Thirdly, there are significant economic losses due to the decline in the labor resources which are effectively used in the economic and social spheres of life. The loss of labor resources refers to the part of the able-bodied population serving sentences in the form of imprisonment. Non-productive losses should also include the labor of persons employed in law enforcement agencies. Fourthly, the material and financial resources provided from the state budget for law enforcement. Fifthly, high rate of crime reduces the economic attractiveness of the country as an object of foreign and domestic investments, and leads to the “leak” of capital from the country and similar consequences.

Improvement of law enforcement has a high social importance, and a significant impact on the current state and prospects of socio-economic development of society. In reality, crime is incurable, and while crime exists the state is forced to fight it, by means of punishing, including isolation of criminals from society. The general objective of law enforcement is to protect and defend the rights and legitimate interests of citizens, organizations, society and the state, and the function of the execution of punishment for criminal offenses is objectively necessary in any modern state.

In the students' manual the authors consider a set of theoretical problems and practical issues of improving the penal system economic management as a socio-economic subsystem of modern Russia. The manual does not contain an analysis of the problems of the legal framework development and the improvement of certain specific functions of management institutions (security, operational activities, etc.). Its purpose is to expand and enlarge the know-

ledge of modern theory and concepts of socio-economic system management which are not being used at present in the penal system, but can improve the quality of management. Analysis of management problems in the penal system is considered on the basis of the preliminary study of the theory and experience gained in business and public administration. Along with this the manual summarizes the experience of the authors' research published in scientific articles and monographs, and considers the possibility of its use in management practice.

Structurally, the manual is divided into two sections (chapters 1–4 – the first section, chapters 5–8 – the second), with different content and level of presentation, which can be used both collectively and separately.

The main content of Chapter 1 allows persons studying or improving their skills in the field of penal institutions management to systematize their understanding of the economic situation in Russia, the causes of economic crises and ways to overcome them, the role and place of the penal system in this process. The authors set out the view on the problems of domestic economy innovative development and competitiveness on the basis of its analysis by domestic and foreign experts. Along with this the authors give a brief analysis of the market principles and laws and its development in Russia, as well as the main economic characteristics of business development.

The necessity to consider these issues is determined by the fact that many specialists of the criminal investigation department, having profound knowledge and wide experience of working with convicts, do not fully understand the market problems. The Chapter also provides a brief description and analysis of the state and problems of penal system development as a socio-economic subsystem of the country which is used further in the analysis of the of economic management features in the penal system in comparison with business and public administration in general. The most significant differences between the penal in-

stitutions and business organizations are the following:

- the main purpose of the penal institutions is social, economic purposes are secondary having just ensuring nature;
- the main method of state institutions management of the penal system is administrative, and economic methods are auxiliary;
- the specifics of a significant part of the staff in institutions is concerned with criminals whose incentives, qualifications, and attitude to work are mostly negative;
- the technical level of production in penal institutions is low which does not ensure the achievement of the required level of products and production competitiveness.

In general, Chapter 1 is aimed at improving the competence of specialists in the analysis of the external and internal situation in the country and abroad and understanding of the problems described in the following chapters.

Chapters 2–4 contain the understudied problems of economic management of the penal institutions, and the authors' proposals for their solution. These problems are primarily related to innovations in the sphere of bodies' and institutions management discussed in chapters 2 and 3. In the form of classification the possibilities of adjustment of separate theories and concepts to the conditions of institutions are considered for the first time. In addition to management innovations Chapter 4 emphasizes the issues of technical innovations efficiency consisting in improvement of their development and implementation organization.

Chapter 2 is devoted to the theory of goal-setting in the socio-economic management of systems and its adaptation to the penal bodies and institutions management. Goal-setting is the first stage of management of any objects which consists in substantiating the system of goals and their priorities. The goals of social and economic systems are shaped by the needs of people. The diversity of the needs of individuals are included in the needs of groups interested in the organization activities (owners, managers, employees, govern-

ment, business partners). They form the motives that determine the set of goals by setting execution time (strategic, operational and tactical), and the level of priority (the highest level of priority, intermediate and specific action goals). The highest priority of the goal (criterion) as a management tool is the most effective in its quantitative evaluation. Socio-economic systems have many goals the effective way of which is the goal tree. Each of the goals of the lower level is a condition (factor) to achieve the goal of a higher level.

The study manual considers a variety of economic goals and their corresponding criteria used by business structures, criteria development corresponding to changes in organization and production management nature. Modern criteria of economic goals reflect the ratio of resources, profit and risk of its receipt. It is much more difficult to develop the objectives of social systems which include law enforcement agencies of the penal system.

The authors prove that the objectives of the penal system defined in the theory of law, in legislation according to their cascading to penal bodies and institutions level lose their orientation on solving the goals of the state and society, turning into goals for solving internal problems. The main inconsistency of the objectives of the penal system as a subsystem with state-oriented objectives (super-system) is that the goals and results of penal bodies and institutions activities do not reflect their impact on the reduction of post-penitentiary crime recidivism. The generally accepted reason for this situation is that the causes of post-penitentiary recidivism depend not only on the activities results during the imprisonment period, but also on the combination of factors independent from the penal system.

The authors prove the insufficiency of reducing of the penal system role in law enforcement in punishment execution. The socio-economic results of the penal system activities referred to correction and education of convicted persons during the period of sentence serving should be considered as the main objectives

and results. The goals and results should be determined, first of all, by the behavior of convicted persons after their release. The explanation of failure in assessments of the penal system impact on the reduction of crime by the inability to identify and measure this impact is insufficient. The possibility to measure the results by changing the criminal potential (social danger) of each individual convicted person during the period of imprisonment is substantiated. The methodological and methodical approaches to such assessment and the basic instruments for its practical implementation are proposed.

Justification of real and vital purposes, their confirmation, bringing to the individual processors, and the availability of the instruments of their evaluation are the conditions of management system development of socio-economic targets for the objectives (results). The principal advantage of the goals (results) management is the specificity and measurability of goals and results of their achievement. Measurability is achieved by clearly defined criteria – the most significant results that the organization seeks to achieve and has already achieved. Management by means of goals has been effectively used for several decades in business and a number of non-profit government agencies in Russia and abroad. Theoretically and practically it is proved that the management of the goals is effective only in its complex application. The manual has justified objective restrictions concerning the integrated use of management goals in the penal system at present. At the same time, it is shown that the use as a criterion for reducing recidivism probability and (or) expected losses from post-penitentiary crimes reduces these restrictions.

Chapter 3 deals with the management under conditions of uncertainty and risk. Three groups of uncertainty are identified: uncertainty of internal environment of the object under control at the time of development goals determination; uncertainty of the external environment at the time of management decision development; uncertainty of the dynamics of the envi-

ronment during the period of its implementation plan (project). The latter group of uncertainty factors is the most difficult to assess, therefore it forms the greatest risks.

In assessing the level of uncertainty, the authors used the approach of N. N. Taleb emphasizing the level of unpredictability of separate events that can bring significant negative or positive results (Taleb, 2015). This approach which is not currently used in risk management and adjusted to the risks of achieving the aims of the penal system makes it possible to assess the prospects of correction and re-socialization of convicted persons serving sentences.

Particular attention in the manual is given to the theories of changes and limitations of the systems used for the analysis of governance processes and its effectiveness improvement. The theory of change is considered as environment risk factor and reducing risk losses factor or even as a positive result due to adequate time, content and resources changes in the internal environment. The theory of restraint is simple and clear by its nature. Any system can be represented as a complex weave of connection chains. The risk of not achieving the goal (or the need for additional costs) is determined by the weakest link. Identifying the weakest links and their strengthening under continuous sequential analysis is the most efficient way to reduce costs on enhancing the sustainability of systems because resources are target-focused.

The manual describes the basic theory of risk management, the practice of its use in business, the method of certain principles implementation in the penal system and the possibilities of its integrated use in economic management. The author's risk understanding, risk identification and quantitative losses measurement instruments from the implementation of post-penitentiary recidivism risks are given. Special attention is paid to the specifics of risk management in the penal system institutions. Risks in this case are understood as the probability of post-penitentiary recidivism and (or) economic losses of the company.

It is shown that the probability and time of post-penitentiary recidivism, as well as the economic losses of society can be determined on the basis of effective instruments for forecasting the dynamics of socio-economic characteristics of convicted persons and committed crimes. The author's method of predicting the probability and timing of post-penitentiary recidivism of a convicted person based on the analysis of the dynamics of risk factors when he / she enters a penal institution and their change after release is presented. The results of its testing showed the possibility of its use and the conditions for forecasts reliability improving.

In Chapter 4 the authors discuss the organization of the penal bodies and institutions innovation. Due to its specific nature and limited resources, innovation of the penal system is not active enough. But it is a necessary condition for improving the staff efficiency in conditions of the optimization of staff quantity. Its main focus is the design and use of territory protection systems, contingent monitoring and control, etc. This type of innovation is specific as innovation effectiveness is determined by the ratio of the monetary equivalent of the social results of their application with the cost for use of technical control and monitoring systems.

Along with this direction technical innovations are viewed as necessary condition for improving the socio-economic efficiency of the convicts' production activities of. But the significant public investments required for technical production upgrading don't practically exist at present and were insufficient in the past. Because of this Chapter 4 investigates mainly the issues of innovation works organization. Less attention is paid to the economic criteria of efficiency (only the main ones are given) which are widely described in numerous textbooks and manuals on financial management.

Based on the recommendations on the innovation activities organization in the penal system this manual adopted a globally recognized reference guide-book "Guide for project management knowledge" developed by the

Project Management Institute. The authors of the present manual have attempted to adapt this Guide in some way to the innovation activities of the penal system. In particular, the participants of innovation activities of the penal system, the specific effect sources and the risks of obtaining of expected results are specified. The authors think it vital to include technical training functions into innovation activities of the institutions (Guide relates these activities to operational one), etc.

Thus, the first section of the manual provides not only familiarization of penal system managers and specialists with modern methods and models of management, but also contributes to the effectiveness of their use.

Section 2 (chapters 5–8) contains the foundations of the theory of economic management of production sphere of the penal system as a business economy. It develops the problems of economic management of the production sectors of the penal system institutions contained in the first edition of the similar work (Terekhin, 2011).

Chapter 5 deals with property management problems that are the key problems in market economy.

The economic and legal essence of various forms of ownership, the rights and powers of organizations' owners, the conditions for the formation of state and municipal property and their effective use in the market economy are described. In the manual the main differences in organization management of different forms of ownership, the factors that determine the state penal system institutions, the advantages and limitations in the economic development of penal institutions associated with this type of management are described.

The main attention is paid to the issues of explanation of property management methods (non-current assets and current assets) providing the opportunity to reduce the production costs of penal system institutions and increase the employment of convicts in production activities. For non-current assets such methods are rent and leasing in the case of the validi-

ty of rent or lease payment. The tools of their justification are given. The issues of material inventory management, including the principles of inventory optimization, are determined as a part of current assets. The questions of receivable debts regulation are considered, in particular, the principle of coordination of economic interests of products suppliers and consumers is described. A brief description of land plots management, the principles of land cadastre formation, the formation of cadastral and market value of land plots are given. The principles of evaluation and modern methods of property accounting are presented.

In 6–8 chapters the authors discuss the microeconomic issues of production management in brief.

Chapter 6 contains the main provisions of supply and demand law and tools for their use in management. The mechanism of determining the demand elasticity concerning the price of the analyzed goods and related products, income and individual requirements of consumers is used as the tools for their use in management. The determination of elasticity in the current period and the forecast of its changes in the near future increase the validity of production volume plans and sales prices.

Chapter 7 describes the accounting approach to determining production costs and the patterns of their changes depending on changes in production volumes. The authors review the versions of the planning tool and actual costing based on estimated charges and output cost pricing including the method used in industrial divisions of penal system production establishments. Special attention is paid to the profit from production. The universal scheme of formation and use of profit of the organizations is given.

Chapter 8 is devoted to the key issues of tactics and strategy of justification and regulation of market prices. The book shows the shortcomings of pricing based on the cost approach, the principles of value approach, first of all, orientation on the current and future needs of the consumer.

Each chapter contains brief conclusions, recommended questions (tests, situations) for self-examination of knowledge level and a short list of literature for profound study of questions.

The manual is recommended for advanced training of senior staff of specialists in the field of management of economic and socio-economic processes. It expands and enlarges the understanding of economic management of the penal system bodies and institutions by taking into account the specific features of this system. The authors' recommendations are based on the study of the penal system development as a subsystem of the Russian Federation, the theoretical scientific research results, practical experience of heads of institutions who study at Master's degree program of the Academy of Federal Penal Service of Russia, and the study of the theory and experience gained in business and public administration.

The book as a whole and its individual chapters can be useful to specialists of law enforcement agencies for self-study of certain issues of management theory and practice.

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Ропомарев С. В., Lehmann Marc**Пономарев С. Б., Лехманн Марк****THE OUTCOME OF RUSSIA'S MEMBERSHIP
IN THE NORTHERN DIMENSION PARTNERSHIP
PRISON HEALTH EXPERT GROUP****РЕЗУЛЬТАТЫ УЧАСТИЯ РОССИИ
В РАБОТЕ ЭКСПЕРТНОЙ ГРУППЫ
ПО ТЮРЕМНОМУ ЗДРАВООХРАНЕНИЮ
ПАРТНЕРСТВА «СЕВЕРНОЕ ИЗМЕРЕНИЕ»**

Abstract. The International partnership «Northern Dimension» includes states located in the northern region of the earth planet: Finland, Sweden, Norway, Iceland, Russia, Denmark, Germany, Poland and the Baltic countries. The work of the partnership «Northern Dimension (ND)» covers a wide range of areas: education, culture, nuclear and environmental safety, the development of gas condensate and oil fields, health, transport, energy, science, etc. In particular, joint projects relate to the cooperation between the Northern Dimension countries in the Arctic, in the Baltic and Barents Seas, in developing of Northern Sea commercial use, the Baltic oil pipeline creation and other projects. Under the umbrella of the partnership of health and social wellbeing an independent group of experts of prison health is working since 2015. The work of this EG is headed by the elected national representative of Germany and his deputy the national representative of Latvia. The main goal of the prison health expert group work is to reduce the spread of typical diseases in prison (HIV/AIDS, tuberculosis, sexually transmitted infections, cardiovascular diseases, malignoma et cetera). In 2016–2018 five meetings of the group were performed (Berlin – two meetings, Riga, Moscow, Warsaw), in four of which Russian representative made reports about the Russian prison medical care status. In these reports it has been shown that the penitentiary medicine of the Russian Federation steadily and methodically demonstrates positive changes that are reflected in the dynamics of the main intensive and extensive indicators. There is notable positive outcome of the group meetings with Russian membership. Representatives of the north European countries prison systems have received firsthand reliable information about the Russian penitentiary healthcare system status. In high level expert discussions the presented data are evaluated and responced suggested. This will undoubtedly contribute to the process of further improvement of international relations with benefits for Russian system.

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Key words: international partnership, «Northern Dimension», group of experts, prison health, penal system.

Аннотация. Международное партнерство «Северное измерение» включает в себя страны, расположенные в Северном полушарии планеты Земля: Финляндию, Швецию, Норвегию, Россию, Исландию, Данию, Германию, Польшу и государства Прибалтики. Деятельность «Северного измерения» охватывает широкий круг вопросов: образование, культуру, экологическую и ядерную безопасность, разработку газовых и нефтяных месторождений, здравоохранение, транспорт, энергетику, науку и т. д. Совместные проекты касаются взаимодействия стран «Северного измерения» в Арктике, Баренцевом и Балтийском морях, коммерческом использовании Северного морского пути, проектирования Балтийской нефтепроводной системы и пр. В составе партнерства в области общественного здравоохранения и социального благополучия с 2015 г. работает независимая экспертная группа по пенитенциарному здравоохранению. Работой группы руководит представитель Германии, его заместителем является представитель Латвии. Главная цель работы экспертной группы по пенитенциарному здравоохранению – сокращение уровня заболеваний, присущих местам лишения свободы (ВИЧ-СПИД, туберкулез, инфекции, передающиеся половым путем, сердечно-сосудистые, онкологические заболевания и т. д.). В 2016–2018 гг. состоялось 5 встреч группы экспертов, на которых представитель Российской Федерации выступил с докладами о состоянии пенитенциарной медицины в России. В этих докладах было показано, что в России система медицинского обеспечения в местах лишения свободы неуклонно и методично демонстрирует позитивные сдвиги, которые находят отражение в динамике основных интенсивных и экстенсивных показателей. Следует отметить положительный итог состоявшихся совещаний с участием представителя Российской Федерации. Представители тюремных систем стран Северной Европы получили достоверные сведения о положении дел в российской пенитенциарной медицине. В ходе обсуждения представленные данные были высоко оценены международными экспертами. Это, несомненно, будет способствовать процессу дальнейшего улучшения международных отношений с пользой для российской пенитенциарной системы.

Ключевые слова: международное сотрудничество, «Северное измерение», группа экспертов, тюремное здравоохранение, пенитенциарная система.

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The international partnership “Northern Dimension” includes states located in the northern region of the earth planet: Finland, Sweden, Norway, Iceland, Russia, Denmark, Germany, Poland and the Baltic countries. The United States and Canada are observers in the “Northern Dimension”. The Republic of Belarus participates in some projects of the partnership. The aim of the Northern Dimension is the prosperity support and sustainable development in northern Europe countries by practical cooperation.

The work of the partnership “Northern Dimension” (ND) covers a wide range of areas: education, culture, nuclear and environmental safety, the development of gas condensate and oil fields, health, transport, energy, science, etc. In particular, joint projects relate to the cooperation between the Northern Dimension countries in the Arctic, in the Baltic and Barents Seas, in developing of Northern Sea commercial use, the Baltic oil pipeline creation and other projects. The activities of the ND are covered by financial structures, e. g. the Northern Investment Bank, the European Bank for Reconstruction and Development, the Nordic Environmental Finance Corporation, and the European Investment Bank.

The international cooperation ND includes four main bodies: the environmental partnership, the partnership in transport and logistics, the partnership in the field of culture and a partnership in public health and social well-being NDPHS. Their mission is to promote the sustainable development of the northern European countries by improving the health of citizens and increasing the level of social welfare. These can be achieved by improving the political and administrative cooperation between countries, reducing socio-economic imbalances and improving the life quality of the people of the northern region.

Under the umbrella of the partnership of health and social wellbeing NDPHS, an independent group of experts of prison health is working since 2015. The work of this EG is headed by the elected national representative

of Germany and his deputy the national representative of Latvia.

The purpose of the article is to analyze activities of Russia in the prison health group of the Northern Dimension Partnership.

The work of the prison health expert group is based on the implementation of a strategy that closely interconnects the medical prison structures of participating countries.

The main goal of the prison health expert group (EGPH) work is to reduce the spread of typical diseases in prison (HIV/AIDS, tuberculosis, sexually transmitted infections, cardiovascular diseases, malignoma et cetera). Another significant goal is to increase the level of social welfare of people released from imprisonment, to promote their socially useful way of life (Lehmann, M. 2016, p. 8–12). To achieve best results prison health experts work in close collaboration to other NDPHS Expert Groups like HIV Group, substance misuse Group and others.

According to these goals, the EGP tasks are:

1. Improving the interaction between national health care systems and penitentiary systems.
2. Development of integration between the partner countries of the Northern Dimension on issues related to prison medicine by the exchange of experience and necessary resources.
3. Minimization of the negative penal factors common to partner countries, such as the overpopulation of prisons, which is the serious risk of the infectious diseases spreading.
4. Reducing disparities in the level of medical care, and approaching compliance with the principle of medical care equivalence between the penitentiary system and civil health care system. Applying the standards of treatment (part of the national health systems standards) in the penal system.
5. Control the quality of work and the level of professional skills, training and education of medical staff in the prison system.
6. Strengthening of ethical and public responses to HIV/AIDS, tuberculosis and other

infectious diseases characteristic of the penal system.

7. Ensure the access of all HIV-infected prisoners in the Northern Dimension partner countries to antiretroviral therapy and other necessary treatment methods according to the national recommendations.

8. Promotion of all necessary measures to reduce the cases of tuberculosis in the penitentiary system.

9. Ensure prisoners' access to the same drug treatment and counseling programs that are available to the general population.

10. Strengthening the treatment of people with mental diseases in the prison systems of the countries participating in the "Northern Dimension" partnership.

11. Developing policies, practices and programs for women in prisons. Particular attention is paid to the joint living of mothers and small children, as well as adolescent girls.

12. Monitoring the vocational training to provide the integration into society after prisoners release from places of deprivation of liberty.

13. Ensuring the development of social connections between prisoners and their families.

14. Ensuring the adherence of prisoners to a healthy lifestyle, the refusal of smoking and alcohol, monitoring the nutrition of prisoners, providing physical education, improving mental health.

15. Solving the problem of treatment after the sick prisoners release from places of deprivation of liberty.

Notably that these areas of work of a group of prison health international experts are based on the principles outlined in the Northern Dimension Partnership Development Strategy until 2020. In the field of prisoner's health this strategy includes reducing of the HIV infection, tuberculosis and other infectious diseases spread among prisoners, by preventive and curative efforts, which includes exchanging the experience of the participating countries in the organization of prevention, treatment, health education, counseling and monitoring. It is notorious that prisoners all over the world are socially marginalized contingents with an

increased risk for HIV infection, tuberculosis, sexually transmitted diseases, drug pathology, and mental diseases, which makes medical issues in prisons especially relevant.

In 2016–2018 five meetings of a PHEG group were performed (Berlin – two meetings, Riga, Moscow, Warsaw), in four of which Russian representative made reports about the Russian prison medical care status. In these reports it has been shown that the penitentiary medicine of the Russian Federation steadily and methodically demonstrates positive changes that are reflected in the dynamics of the main intensive and extensive indicators. The indicators characterize some aspects of the medical service: morbidity, mortality, prevalence of diseases (Abramova, M. A., Romanov, K. A. & Ponomarev, S. B. 2012, pp. 342–345; Djuzheva, E. V. & Ponomarev, S. B. 2016, p. 32–37). The positive changes in departmental medicine and in the penal system in general have been demonstrated. The work of all expert groups is documented in protocols which are available on the NDPHS Website in Chapter Meetings: www.ndphs.org.

For example, it was reported that the number of prisoners in Russia has been decreasing year by year – from more than one million people in 1999 to 602,200 in 2018. The numbers reflected the positive changes that are taking place in the life of society: the stabilization of the economic situation, the intensification of the struggle against crime and crime prevention. Especially the number of juvenile convicts has significantly decreased (10 times compared to 2005) (Ponomarev, S. B., Pustovalov, A. R. & Burt, A. A. 2016, p. 118–119). The number of female prisoners is also decreasing. This is due to the humanization of the penal system and the decriminalization in Russian legislation.

For the Russian penitentiary system, the challenges caused by tuberculosis, HIV infection, viral hepatitis, alcoholism and drug addiction, as well as cardiovascular and mental diseases remain relevant. The Department of Prison Health Service is constantly taking measures monitoring combating these dis-

eases (Abramova, M. A., Romanov, K. A. & Ponomarev, S. B. 2012, p. 342–343). Especially notable is the positive development of the indicators for tuberculosis (Ponomarev, S. B. 2016, p. 87–89). The constant reducing tendency of newly detected tuberculosis cases in the penal system is registered. And the number of deaths caused by tuberculosis decreased by 10 times in the last 8 years.

At the same time, the negative trends in Russian society, such as the spread of drug addiction, prostitution and the reality of homosexuality increase the spread of HIV in the general population. This results in increase of number of HIV positive prisoners. The incidence of co-infection of tuberculosis + HIV has increased dramatically. The majority of HIV-carriers in places of deprivation of liberty are inmates, whose infections was first diagnosed by prison doctors. Beside this we have to accept that HIV infection often goes hand in hand with drug addiction and viral hepatitis. It was shown that HIV-positive convicts become the best access to preventive care and treatment including highly active antiretroviral therapy.

International experts of “Northern Dimension” partnership has been informed that the increase of the number of patients with HIV infection and viral hepatitis in Russia’s prison system is primarily caused by the intensification of criminal gangs engaged in drug trafficking. Identification of these patients in the penal system is necessary and the situation can be improved by the strengthening of the fight against organized crime and by improving the social and economic situation in Russia. The convicts mortality data were also reported. It was presented that the dynamics of mortality in the penitentiary system follows a significant downward trend.

EG was also informed that one of the reasons for the reported incidence of HIV infections, viral hepatitis, tuberculosis among the prison population is the high rate of diagnostic examinations. A rate of nearly 100 % of persons admitted to the institutions of the correctional system is a big success and currently not

achieved in the “civilian” population. The lower rate in the outside community might be caused by the limited adherence to the medical system of persons without lack of registered place of residence. It was emphasized that in Russian Prisons a process has been implemented to improve the medical and social care to mothers-prisoners and their children who are living in prisons children’s homes.

In conclusion, there is notable positive outcome of the PHEG meetings with Russian membership. Representatives of the north European countries prison systems have received firsthand reliable information about the Russian penitentiary healthcare system status. In high level expert discussions the presented data are evaluated and responded suggested. This will undoubtedly contribute to the process of further improvement of international relations with benefits for Russian system.

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МЕЖДУНАРОДНАЯ
НАУЧНО-ПРАКТИЧЕСКАЯ КОНФЕРЕНЦИЯ
«ПЕНИТЕНЦИАРНАЯ БЕЗОПАСНОСТЬ:
НАЦИОНАЛЬНЫЕ ТРАДИЦИИ И ЗАРУБЕЖНЫЙ ОПЫТ»

Abstract. The article is devoted to the main events that took place as part of the International scientific-practical conference “Penitentiary security: national traditions and foreign experience”, which took place on 11–12 October, 2018 at Samara Law Institute of Federal Penal Service of Russia. Participants’ recommendations on the improvement of the criminal and penal legislation, practice of appointment and execution of criminal penalties, ensuring penitentiary security, personnel, psychological and pedagogical support of the FPS of Russia were among the considered group of problematic issues.

Keywords: International scientific and practical conference, penitentiary security, penal system, scientific-practical seminar.

Аннотация. В статье освещаются основные мероприятия, прошедшие в рамках работы Международной научно-практической конференции «Пенитенциарная безопасность: национальные традиции и зарубежный опыт», которая состоялась 11–12 октября 2018 г. на базе Самарского юридического института ФСИН России. Рассматриваются обсуждаемые вопросы и выработанные участниками рекомендации, направленные на совершенствование уголовного и уголовно-исполнительного законодательства, практики назначения и исполнения уголовных наказаний, обеспечения пенитенциарной безопасности, кадрового, психолого-педагогического сопровождения деятельности уголовно-исполнительной системы.

Ключевые слова: Международная научно-практическая конференция, пенитенциарная безопасность, уголовно-исполнительная система, научно-практический семинар.

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Annual International scientific and practical conference “Penitentiary security: national traditions and foreign experience” took place on 11–12 October, 2018 at Samara Law Institute of the FPS of Russia. The conference was attended by over 350 participants from 5 countries (Russia, Belarus, Germany, Kazakhstan, Tajikistan): penitentiary scientists from research and educational institutions, including Scientific research Institute of the FPS of Russia, Scientific research Institute of information technologies of the FPS of Russia, Russian Scientific research Institute of the Ministry of internal Affairs; institutions of the FPS of Russia from Ryazan, Vladimir, Vologda, Voronezh, Novokuznetsk, Perm, Academy of the Ministry of Internal Affairs of the Belarus Republic, Kostanay Academy of the Ministry of Internal Affairs of the Kazakhstan Republic named after Shyrakbek Kabylbayev, Academy of the Ministry of internal Affairs of the Tajikistan Republic, University of the Prosecutor’s office of the Russian Federation, Kazan Law Institute of the Ministry of internal Affairs of Russia, Nizhny Novgorod Academy of the Ministry of internal Affairs of Russia, Saratov military Institute of the national guard of the Russian Federation; representatives of the Central office of the FPS of Russia, law enforcement agencies of the Samara region and other regions, human rights organizations and religious denominations.

The conference was opened by the chief of Samara Law Institute of the FPS of Russia, PhD (Pedagogy), Associate Professor, colonel of the internal service A. A. Votinov, noting that the annual holding of scientific events on the basis of the Institute, devoted to the problems of penitentiary security, demonstrates the close attention of the scientific community to the issues of functioning and improvement of the Penal system’s activity.

A. A. Votinov stressed the importance of participation in the scientific event by representatives of the Central office and territorial bodies of the FPS of Russia for a comprehensive study of problematic issues in the context

of prevention and counteraction to the factors of intra- and inter-systemic nature, destabilizing the process of criminal penalties execution and violating effective interaction with civil society institutions. The deputy chief of the personnel department of the FPS of Russia, colonel of the internal service A. A. Pirogov, made a welcoming speech during the opening session of the conference, having wished all participants a successful and productive work, vibrant discussions, as well as new scientific achievements.

The participants of the conference were welcomed by foreign colleagues: associate professor of operational-search activity department of Kostanay Academy of the Ministry of Internal Affairs of the Kazakhstan Republic named after Shyrakbek Kabylbayev police Lieutenant Colonel A. A. Boyko, vice-rector for scientific work of Academy of the Ministry of Internal Affairs of the Belarus Republic, PhD (Law), Associate Professor A. V. Yaskevich, deputy head for scientific work of Academy of the Ministry of internal Affairs of the Tajikistan Republic, PhD (Law), police Colonel Saidzoda Zikrullo Ali, who paid attention to the importance of the scientific event. This is a discussion platform where representatives of Russian and foreign penitentiary systems along with scientific community can discuss current problems in the work of penitentiary institutions and exchange with experience.

At the plenary session, well-known scientists, human rights defenders, representatives of law enforcement agencies of Russia and foreign countries discussed the issues of improving the system of criminal sanctions’ execution in Russia and in foreign countries, especially the development of Penitentiary systems, topical problems in correctional institutions’ operation, etc. The following participants presented their reports:

– S. I. Gir’ko, DSc (Law), Professor (Scientific research institute of the FPS of Russia) on the topic “Provision of security in correctional institutions and problems of criminal-procedural powers of Penal system at the pre-trial stage of legal proceedings”;

– S. V. Rastoropov, DSc (Law), Professor (University of Prosecutor's office of the Russian Federation) on the topic "On the issue of legality and efficiency of Prosecutor's supervision, positive experience and problems in the sphere of execution of criminal penalties";

– N. V. Gerasimov (office of the Human Rights Ombudsman in the Samara region) on the topic "Public monitoring commissions in ensuring social control over observance of human rights in places of detention of FPS of Russia on the example of the Samara region";

– V. S. Shabal', PhD (Law) (Academy of the Ministry of Internal Affairs of the Belarus Republic) on the topic "Supervisory Commission as the subject of social influence on convicts sentenced to imprisonment?";

– R. Z. Useev, PhD (Law), Associate Professor (Samara Law Institute of the FPS of Russia) on the topic "Service in Penitentiary system: employee status, microsocial conditions, personnel issue";

– Aziz Abumansur Abdurashidzoda, PhD (Law) (Academy of the Ministry of internal Affairs of the Tajikistan Republic) on the topic "Problems of Tajikistan Penal system at present stage";

– S. I. Kuz'min, DSc (Law), Professor (Scientific research institute of the FPS of Russia) on the topic "Activation of prosecutorial supervision over correctional- labor camps in the late 30s";

– A. V. Kalach, DSc (Chemistry), Professor (Voronezh Institute of the FPS of Russia) on the topic "Improving efficiency of divisions work of the FPS of Russia in conditions of emergency situation";

– V. V. Polyanskiy, PhD (Law), Professor (Samara National Research University named after S. P. Korolev) on the topic "Rights protection of persons sentenced to imprisonment as a condition of penitentiary security";

– K. S. Liseckiy, DSc (Psychology), Associate Professor (Samara National Research University named after S. P. Korolev) on the topic "Psychological safety provision of penitentiary institutions' employees";

– S. B. Ponomarev, MD, Professor (Scientific research institute of the FPS of Russia) on the topic "Penitentiary stress as a specific type of distress";

– G. V. Shcherbakov, PhD (Psychology), Associate Professor (Academy of the FPS of Russia) on the topic "The possibility of using innovative psychological technologies in Penal system".

The work of the conference continued in four sections: "Problems of organization, supervision, operational-investigative and criminal-procedural activities in penal system"; "Problems of appointment and execution of criminal penalties: history and modernity"; "Problems of educational, social and psychological work in penal system"; "Actual aspects of management and legal regulation of penal system activities".

During the work of sections the following problematic questions were discussed: the problems of legal regulation of penal system of Russia and foreign countries; tendencies of modern penal policy; implementation of the control mechanism and identification of protected information users in penal system; topical issues of improving the efficiency of the regime and protection, prevention of extremism in correctional institutions and detention centers; the influence of the subcultural environment on convicts' education and Correctional Institutions' functioning; features of public formations interaction with penitentiary institutions, training of scientific and pedagogical personnel for the FPS of Russia, normative-legal provision of psychologists activity, etc.

The work of sections was controlled by leading Russian scientists, human rights defenders and practitioners: chief researcher of Scientific research institute of the FPS of Russia DSc (Law), Professor, retired police Major-General S. I. Gir'ko; head of 4th "F" department of General operational management of the FPS of Russia Colonel of the internal service A. V. Kuvshinov; head of information security and protection of information constituting a state secret department of Voronezh Institute of the FPS of Russia, DSc (Chemistry), Pro-

fessor, Colonel of internal service A. V. Kalach; adviser of office of the Human Rights Ombudsman in the Samara region N. V. Gerasimov; chief researcher of Scientific research Institute branch of the FPS of Russia, MD, Professor, Honored doctor of the Russian Federation S. B. Ponomarev; dean of the psychology faculty of Samara National Research University named after S. P. Korolev DSc (Psychology), Associate Professor K. S. Liseckiy; deputy chief in scientific work of Academy of the FPS of Russia, PhD (Psychology), Associate Professor, Colonel of internal service G. V. Shcherbakov etc.

The second day of the Conference was devoted to the problem of personnel safety in correctional institutions and detention centers, the discussion of which was arranged in the format of scientific and practical seminar.

The seminar was attended by the deputy chief of the personnel department of the FPS of Russia, colonel of the internal service A. A. Pirogov; head of 4th "F" department of General operational management of the FPS of Russia Colonel of the internal service A. V. Kuvshinov; scientists of Russia and Kazakhstan; representatives of territorial bodies of the FPS of Russia, in particular, O. B. Belevitin, deputy chief of the FPS of Russia in the Samara region, Colonel of internal service; A. I. Apanasik, chief of the regional Office for guard (Federal state institution of the FPS of Russia in the Samara region), Colonel of internal service; N. N. Nesterov, chief of Medical and correctional institution of the FPS of Russia in the Samara region, Colonel of internal service; I. E. Tret'yakov, chief of Correctional facility-4 of the FPS of Russia in the Samara region, Colonel of internal service; assistant chiefs for the organization of work with religious people of the FPS of Russia in Samara, Penza, Orenburg regions, etc.

The following issues were discussed during the discussion:

interaction of science and practice to ensure regime and supervision in correctional institutions; criminal-procedural aspects of human rights in penal system activities;

usage of forensic tools and security techniques in institutions and bodies of Penal system on the adjacent regime territories;

investigation of criminal cases about disorganization of institutions' activities providing isolation from society;

usage of biometric technologies to ensure employees' safety of institutions providing isolation from society;

features of violent crimes qualification committed against employees of Penal system;

criminal law qualification of honor and dignity violation of employees of Penal system;

prevention of employees of Penal system non-service relations as a factor of ensuring staff safety of correctional institutions and pre-trial detention centers, etc.

The report of DCs (Law), Professor S. I. Gir'ko on criminal procedural means of protection of personnel working in penitentiary institutions and other persons who are in the location of correctional institutions, in cases of obviously false accusations, aroused special interest.

Summing up the results of the International conference sections' moderators announced the developed recommendations by participants to improve the criminal and penal legislation, practice of appointment and execution of criminal penalties, ensuring penitentiary security, personnel, psychological and pedagogical support of the FPS of Russia.

Thus, in order to improve the efficiency of the regime and supervision of convicts and persons in detention, it seems necessary to ensure normative regulation, including the procedural component, of certain aspects of the activities of officers for the prevention, suppression, detection and disclosure of crimes committed in Correctional Institutions. This need is due to the peculiarities of crimes investigation committed in institutions executing punishment in the form of imprisonment, the specifics of the stage of initiation of criminal proceedings. During the period of proceedings in criminal matters to persons among prisoners not only measures of criminal procedural actions are applied, but also measures of penal influence. In addition,

the results of operational-regime work, carried out by the administration of the correctional institution within the existing powers, can be used not only for preliminary examination or serve as a pretext for initiating a criminal case, but also for the preparation and implementation of investigative and judicial actions.

In order to solve organizational problems associated with supervision of persons prone to suicide and self-harm, it is proposed to involve persons, who have committed self-harm, not only to disciplinary responsibility for storage, production and use of prohibited items, but also to material (causing material damage). Besides to exclude detention of suspects, accused and convicts sentenced to imprisonment, prone to suicidal behavior and auto-aggression, in punishment cells and detention centers without video control.

It was suggested to include in the Federal Law a new Standard "About the detention of suspects and accused in committing crimes". This Standard supplements the second paragraph of article 34, where it is set that the administration of detention centers have a right to inspect persons, their belongings, vehicles, as well as to seize prohibited things and documents on the territories adjacent to the Correctional institutions, in which regime requirements are established (by analogy with article 82 of Penal Code).

Participants of the conference paid attention to the need to develop and standardize the concept of "security in penal system", including the personnel safety of Penal system bodies and institutions; the safety of suspects, accused and convicts sentenced to imprisonment.

It was suggested to include in Chapter 17 of Criminal Code of the Russian Federation "Crimes against freedom, honor and dignity of the person" a new component of crime that does not require the use of the sign of "publicity"— article 128.2 of Criminal Code "Insult by a person previously subjected to administrative punishment" in following words:

"Insult, that is, humiliation of another person honor and dignity, expressed in an inde-

cent form, committed by a person subjected to administrative punishment for a similar act, is punished by a fine up to forty thousand rubles or in the amount of wages or other income for a period up to three months, or compulsory work for a period up to two hundred and forty hours, or correctional labor for a period up to six months, or arrest for a period up to three months".

The inclusion of the specified formulation in the number of criminal acts will lead to the need for amendments to Administrative Offense Code of the Russian Federation in the part concerning the powers of authorities and institutions of Penal system to examine administrative offences cases. In this regard, it is proposed to change paragraph 5 of part 5 of article 28.3 of Administrative Offense Code of the Russian Federation, including the list of administrative offences for which officials of the bodies and institutions of Penal system have the right to make protocols, the composition of article 5.61 of Administrative Offense Code of the Russian Federation ("Insult").

During the discussion of legal regulation of convict's labor activities, strengthening their interest in employment, increasing of labor efficiency, participants suggested a method of convict's work evaluation based on their stimulation. Stimulation of convict's labor activity is supposed to be carried out on the basis of an assessment of their positive or negative attitude to work, which is determined by the indicators and coefficients of the labor contribution scale (LCS). Formation of the resulting indicator, characterizing the relation of the concrete convict sentenced to work, is carried out by summation of indicators values according to LCS.

The necessity of destructive manifestations prevention on the part of employees by strengthening the block of psychological and pedagogical disciplines (in particular, the introduction of a course on self-regulation of mental state) in the preparation (training) of employees engaged in direct interaction with convicts is also discussed.

In conclusion, the deputy chief of the personnel department of the FPS of Russia, colonel of the internal service A. A Pirogov highly valued the presented reports, noted the scientific and practical significance of such events,

which serve as a basis for a comprehensive and creative analysis of the complex problems arising in the practice of criminal penalties and contribute to the development of a constructive approach to their solution.

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