



**CIRE- Social  
and labour inclusion  
- Sofia 2016**

*CIRE. Department of Justice of the Government of Catalonia.*

# Who are we?

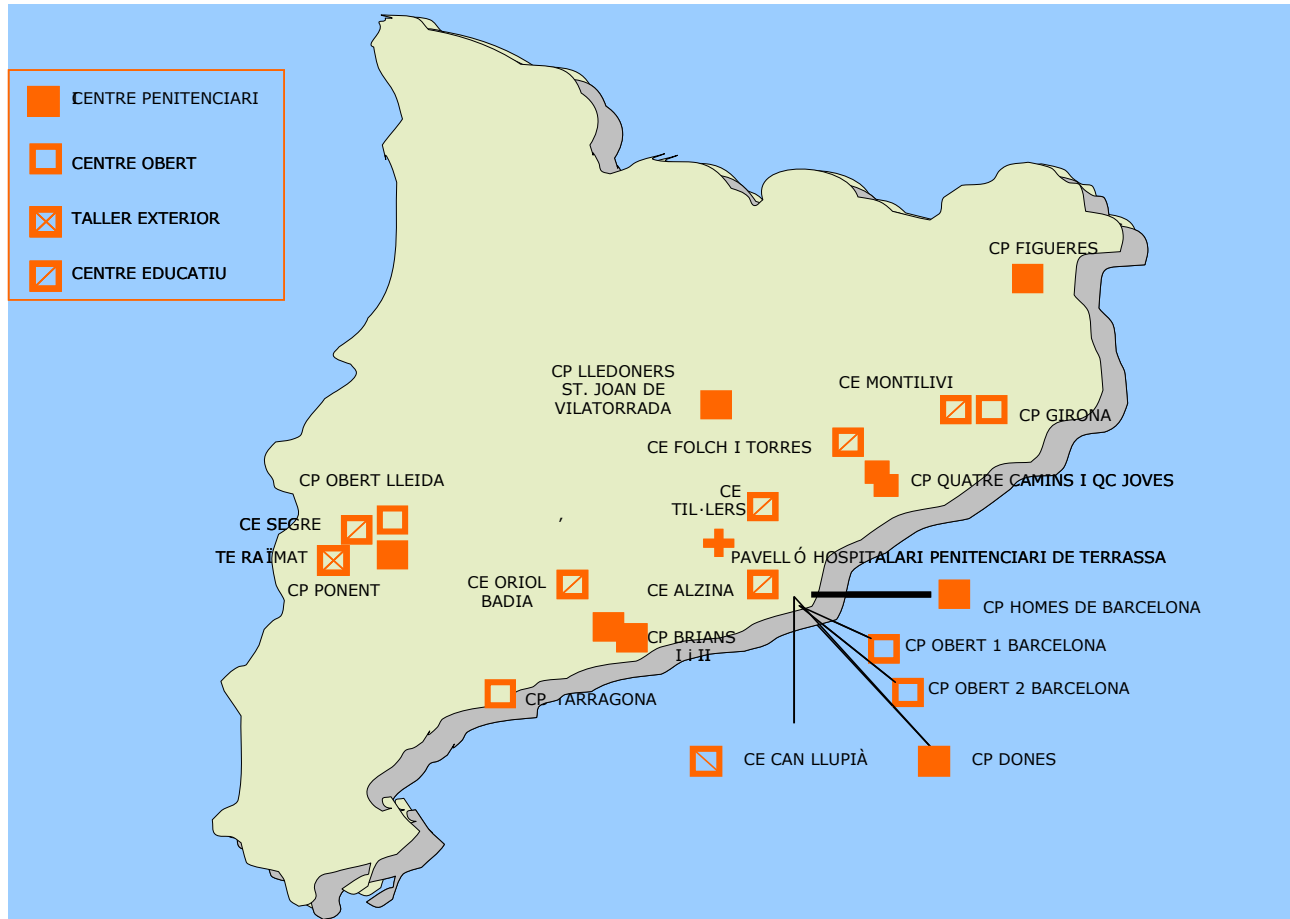


The **Centre d'Iniciatives per a la Reinserció (CIRE)** is a public body that depends on the Department of Justice of the Government of Catalonia, the only territory of the state with devolved matters in penitentiary.

CIRE's mission: eases **social and labor inclusion** of inmates serving a sentence by offering them **vocational training projects and paid productive work in prison** (through internal and external services). All of this accompanied with personal assessment and an employment bureau.

## Presence in all the Catalan territory

Currently we develop our mission through productive work distributed all over the Catalan territory, to prisons and juvenile justice education centers with a team of 330 people distributed in 17 prisons and in cooperation with more than 150 private sector companies that already trust us.



# Economic and social benefits

CIRE contributes also in part to **the economic and social country's growth**. CIRE promotes training and jobs for the inmates and also is a way for the collaborating companies to incorporate elements of **Corporate Social responsibility** in its management.



# What do we do?



**Vocational training**



## **Employment Prison work**

- Services workshops
- Industrial workshops
- External services



**Social and labour inclusion**

# Our FOI Model

- Our three main areas of work are: vocational training, prison work and social and labour inclusion; we design individual reintegration pathways for inmates.



**PRISON  
INDUSTRIES**

## **SOCIAL & LABOUR INCLUSION**

The most important business associations, chambers of commerce and trade unions do collaborate with CIRE and work together to break away from the stereotype of prison and to connect it to the working world.

## **LABOUR INCLUSION**

**VOCATIONAL  
TRAINING**

# Training

CIRE promotes training programs which are **professional, practical and useful, certified by the public employment Service of Catalonia (SOC) and according to labor market needs** to improve the chances of reintegrating the offenders.

Financed by European funds, the CIRE implements a project of **certificates of professionalism** in prisons and juvenile justice education centers.

It aims to **certify and accredit the professional skills** that students acquire through the training courses.



# Our Vocational Trainings

- Health and Safety at work
- Food Handling, kitchen helper,
- Tailoring, dressmaking, clothing
- Warehouse handler-manager
- Gas installer
- HVAC installer
- Shop assistant
- Welding
- Informatics
- Carpentry

- Hairdress and aesthetics
- Forklift
- Bakery
- Electrician and plumbing
- Laundry
- Plasterboard
- Geriatric nursing
- Forestry works
- Painting
- Gardening

# Employment – Services workshops



In addition to the conventional productive workshops, CIRE has created a new way to occupy inmates in services that are fundamental to enable the prisons to operate well, such as working in the **kitchen, laundry and shop**.

In prisons, inmates also work as shopkeepers (service of shop), launderers (service of laundry) or cooks (service of feeding).

# Employment – Industrial workshops



The work is closely related to education, training, treatment and, consequently, this must be a part of a comprehensive **process of social reinsertion** and adapted to the limitations and capabilities of inmates.

CIRE has more than 70 industrial workshops specialized in **assembly, manipulated elaboration, carpentry, or confection**, among others.

# Employment – External services



On the other hand, inmates in more open penitentiary situations have the opportunity to develop a work in the exterior as a stage of transition towards the work world.

**External groups** carry out works of maintenance, removals and conditioning of natural spaces, among others.

# Insertion – Employment bureau



**Inclusion Department** is the last step in the reintegration process of CIRE'S policy; it's aimed to people about to finish their serving sentences; global monitoring for active research of job offers in order to multiply the possibilities of reintegration. Inclusion professionals tailored training, legal advice on foreign matters and development of employability according to ordinary market needs. Inmates acquire labour habits, skills and professional competences.

**CIRE's employment bureau** is a bridge between penitentiary world and entrepreneurial one. It is the first public entity of these characteristics to give this service. CIRE's employment bureau makes most qualified professionals to better adapt to the requested profiles.

To complete the reintegration process, in CIRE we need also the collaboration of public bodies, third sector enterprises and entrepreneurial industry.

Annually we establish multiple agreements with the objective of adding up efforts and multiplying inmates' insertion possibilities.

# Insertion – Employment bureau



## Reincorpora

One of the most outstanding projects is the program Reincorpora in cooperation with the La Fundació La Caixa, which allows the participants to be educated in professional skills and values, combining processes of learning and on duty to the society.



Obra Social "la Caixa"



# What can we offer?

CIRE offers a service that complements and **adds value** to the business network and eases reintegration of inmates serving a sentence

- **Social added values:** CIRE encourages FOI process: training, occupation and social and labour inclusion of people serving a sentence. CIRE also gives companies the chance of enrolling on this reintegration process to give inmates a second opportunity.
- **Qualified employees:** we train inmates to turn into qualified employees. CIRE's prison industries employ more than 4.000 inmates in several industrial areas
- **Technical resources:** we have industrial quality and space solutions to develop industrial activity, ability to adapt spaces, employees and locations. We try to meet our clients' needs and we are open to start new services
- Competitive prices, low and controlled costs
- **Quality:** CIRE's Quality Area is an strategic tool that help us improve our activities and to adapt to the changes of the industry (ISO 9001,ISO 22000)

# Made in CIRE

**Made in CIRE** is an own brand that shows the market design products completely created inside the Catalan penitentiary centres.

Our aim:

- 1.- Give **visibility and prestige** to the work that inmates carry out
- 2.- **Disseminate and enhance** prison labor
- 3.- Receive **recognition** from society to get a **second chance**

The brand Made in CIRE joins tradition and modernity and has converted the Catalan fabric for excellence into its emblem: the scarf of making bundles.

This piece, popular among generations, returns in the form of current and versatile accessories.



# Made in CIRE

## BEFORE

- Catalan bag
- Renowned designers
- To prestige penitentiary work

## PRESENT

- Alternative/diversified products (90)
- One manager-designer
- Visibility + prestige
- Training-Occupation-Insertion

## TOMORROW

- Extend it to more petitionary centre
- Expand the brand: more industrial?  
Production line?

# Made in CIRE

## *THE PRODUCT*

- Comfort and practicality
- Craftsmanship versus assembly line
- Adapted to inmates skills without losing the appeal

## *WHERE?*

- Quatre Camins penitentiary centre (1.500 inmates, 400 m2)
- FOI (Training- Occupation – Insertion)

## *WHO PRODUCES?*

- 1 manager, 1 head/technical, 4 inmates

# Made in CIRE

## *MAIN CHALLENGES?*

- Training
- Mobility-Internal rotation
- The profile of inmates
- Increase creativity

## *DISSEMINATION TOOLS*

- Facebook and Instagram
- Trade fair, exhibitions, congresses and meetings
- Online shop

El CIRE, l'alternativa responsable

"El futur depèn de mi i de ningú més. Al CIRE m'estic construint el meu futur. Això és, en definitiva, iniciativa per a la reinserció."

Yassine, usuari del CIRE



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