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# Performing Own Work Outside the Prison in the Perception of Female Inmates

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**Abstract:** The Article presented overview research about women serving a sentence of imprisonment as also performed at work by women – prisoner outside prison. Research regarding women is definitely less than research considering a men serving sentence of imprisonment. Therefore, the article indicates the causes of female crime women and methods of interaction, such as work, education, programs, sports, religion, interactions between the convict and the convict, convict and the officer, and the development of interests affecting personal development, which contribute to a better social rehabilitation of women staying in penal institution. Relative of methods of impact using in prison pointing attention on functioning of women in professional environment as well as the need for women serving a sentence of imprisonment in other areas prison and social life. Described of deprivation needs and the reasons for the intensification of negative traits were listed psychophysical degradation and psychophysical of ailments point among women serving a sentence of imprisonment obtained thanks to conducted scientific research by various scientists. In article were showed relative actually the statistic date concerning to temporary arrested, sentenced, punished women also, juvenile, adults, punished for the first time and recidivists penitentiary. Presented date statistic of women relative length of the imprisonment sentence and professional activity. Presented own research result are only part of a larger undertaking regarding prisoners women working outside prison. Described also actually legal act considering prisoner women and women in pregnant whom serving a sentence of imprisonment.

**Keywords:** Work, Qualification, Professional Skills, Ailments, Overview Research

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## 1. Introduction

Women constitute a negligible part of Polish prisoners. Serving the sentence of imprisonment is the result of the actions of individuals units and court judgments, which are definitely more lenient towards women than towards men. Authors of numerous scientific works on female crime see the causes mainly in two areas of scientific theory: biopsychological and sociological [1]. Wojciech Andraszcyk analyzed a various scientific theory of delinquency a women pointing a mainly two scientific trends derived from criminological theories. The first is derived the from idea of biological essentialism to look for causes delinquency in the nature of femininity and their behaviours, natural understood is as patterns fulfilling the role of a wife / mother and a different page looking for criminal behaviours and misdemeanours as deviation from the norm. While,

alternative theories concentrate on causes, processes, and social manipulations. The above – mentioned author interchange a mainly four trends derived from criminological theories: emancipation theory, theory of possibility, marginalization theory and feminist theory. Theory emancipation a mainly refuse to equality law a terms of freedom, freedom individual and independent a women, equality law between women and man, minority racial and ethical. Emancipation is perceived as a manifestation positive intercultural development which striving for equality between people in social, cultural and economical life every individual person. In this theoretical aspect is understood as negative willingness become similar to the female sex to the male sex through lost female characteristic and educate a man features demonstrate in various area social a life. In a

negative aspect is understood as shaping one's own personality traits and behaviours to socially maladjusted a man. A mainly understood concerning this both genders. Theory of possibility looking for cause offence a woman recognizing the low standard of social life, lack of work, performing a low - ranking occupation in the hierarchy of professional prestige, lack of possibility performing occupational because of on lack education and suitable education. Theory feminist differentiates experience women and man perceived, as offenders and victims violence. The followers this theory approve, that women which committing crimes are double deviation, as women and as citizen, because the correct citizen not doing a delinquency, much less women, whose natural innate qualities predicates behaviour, care, family and professional [2]. In the literature on the subject you can find views that women who knowingly committing crimes do it in a more planned and perfidious way. Often these women themselves become victims of stronger criminal units, while they are less likely to assume the role of a dominant person and motivating to committing crimes in a specific group of people, as well as they themselves knowingly interact with person which will prone to committing crimes. In Polish penitentiary institutions, women mainly have imprisonment for murder, extortion, economic fraud (illegal enrichment), drug offenses, robbery, theft, fencing - cully, road offenses, crimes against life and health, credibility of documents [3] as well as abuse helplessness or disability of another person, sexual abuse against children and adolescents, and the abuse of dependence and sexual intercourse with minors in using a violence. In notion Zygmunt Freuda women which manifest social maladaptation actively participate in criminal acts, thus creating a professional future with crimes above this women have symptom of deprivation interesting a marriage, motherhood and proper family functioning [4]. Peter Blos recognizes, that offenses women are more self - destructive than offenses man, because violates caring feature maternity and the same all structure and functional a women, what influence also on social stigmatization influence offspring [5]. Mieczysława Bramska a pointing views various authors relative women offenses indicating, that prostitution in women often replacement different to function criminal activity which is cause of economic situation. Behaviors and activity offenses in women is also dependent to age, marital status, social and professional position. Analyzed various case considering a crimes committed by women found, that majority of delinquency were committed on the basis on conflicts and terms social and material conditions of the family. In the period after the II World War 3 /4 women are criminal to sentences for theft, offense against property, vagabondage, didn't have a family or in relation to the family and child they didn't expression in good aspect interested [6]. Statistic research result the present, that women prisoner (women which serving a sentence of imprisonment) often derived with from the lower social and this women are less educate than man serving a sentence of imprisonment. Impact

penitentiary such as educational and rehabilitation programs directed to women must be completely different in nature than programs intended for men [7]. In total as of December 31 2019, there were 74130 male inmates, among whom 8520 were temporarily arrested, 64811 sentenced, 799 punished, including women whom on December 31 2019, there were 3200 of whose 503 temporarily arrested, convicted 2646, and 51 punished. Among the total number of temporarily arrested detainees there were 450 persons with the status of juveniles, 8070 adults, in group of people convicted with a final court judgment there were 772 people with the status of adolescents and 64 039 adults, and among the punished people there were 26 juveniles and 773 adults. In the population of women serving a sentence of imprisonment of 3200 people, among those temporarily arrested with the status of minors there were 19 and 484 adults. Whereas among women convicted by a final judgment there were 29 adolescents and 2617 adults, and in the punished group of juvenile delinquents there were 1 person and 50 adults. In the group of all women serving the penalty of imprisonment with the status of juveniles there were 30 women, 1754 were the first time punished and 861 recidivists in the unidentified group there were 52 people. Basically 629 women were sentenced to imprisonment for December 31 2019 adjudicated by a final court judgment, 733 women from 1 to 3 years, from 3 years to 15 – 716 women, 63 people on a penalty of 25 years imprisonment and 14 for a life sentence of imprisonment. In total, the average employment at the end of 2019 was 17 055, while external contractors of the total population of prisoners were 7925 people [8]. On area this country are mainly four The Penitentiary Units for women and women with children, including The Prison in Krzywaniac, The Prison in Czersku, The Prison in Lubliniec and The Prison in Grudziądz. Moreover, many prisons have special units for women: The Custody in Opole, The Extremal Branch in Turawa, The Extremal Branch in Katowice, The Custody in Białymstoku, The Custody in Bydgoszcz, The Penal Institution no 1 in Grudziądz, The Custody in Bytom, The Penal Institution in Kraków – Nowa Huta, The Custody in Kielce, The Custody in Kraków, The Custody in Lublin, The Penal Institution no 1 in Łódź, The Custody in Olsztyn, The Extremal Branch in Środa Wielkopolska, The Extremal Branch in Pobiedziskach, The Custody in Poznań, The Penal Institution in Rzeszów, The Penal Instytution in Goleniowe, The Custody Warszawa – Grochotów, The Penal Instytution no 1 in Wrocław [9]. In Poland are mainly two penal institutions designed for mother and children, the first in The Penal Institution no 1 in Grudziądz, where is branch of the gynecology and obstetrics hospital in Bydgoszcz is located, in which destiny is 13 places for women in pregnant, second home allocation is for mother and children is located at The Penal Instytution in Krzywaniac. To quote note with a point 34.4 from The European Prison Rules “*Women prisoner must have guaranteed the law to give birth outside The Prison, in case of birth children in The Prison government must a provide every necessary support and amenities*” [10].

## 2. Women in Penal Institution

In a historical perspective the penal system was created for men, women much more difficult to tolerate prison isolation. It depends on the type of the penal institution, they assimilate the terminology commonly using in prison conditions, which may result in defective creation of their own female image. Gender – specific diversity causes, than men are a less malady way adaptation adaptive to prison isolation than women. Women are more conflicting, disconnection, jealous and envious, they often using various techniques of manipulation, interactions that occur in a penal institution between imprisoned women and officers of the prison service are related to the satisfaction of individual needs. Commonly approve, that in the prison don't have positive relationship, every interact which are between individual a members of the collectively prison are result satisfaction own needs and so a profit units. Women definitely often are dangerous on sexual abuse from the site prison staff and vary inmates. Therefore, every effort should be made to ensure that the prison staff of the various departments follows the rules to the moral and ethical principles of their profession. Not have a good skill making desired relationship with people is causes a feeling of loneliness, the lack of adequate internal resources as well as adequate social support causes the possibility of morbidity, what causes to emotional and behaviours problems. In the literature of many authors of numerous works, analyses the high level of loneliness, as determinate self – mutilation among female and male inmates [11]. Magdalena Teleszewska in her research project, in which participated 181 inmates women in this 14 serving a sentence of imprisonment women with children conducted file and survey research on area the penal institution in Krzywaniec. In the entire research group on file research there had 15 people with in complete primary education, 70 women had primary education, 70 women had primary education, 14 women had junior high school, 2 people had incomplete secondary education, 25 people had secondary education, 3 people had higher bachelor's degrees, 1 person had Master of Science. In survey research 6 people had incomplete primary education, 57 had people primary education, 34 people had junior high school education, 35 people had incomplete secondary education, 37 people had secondary education, 2 people had secondary education, 22 people had Master of Science. Marital status women prisoner is often variable on considering to situation, in which this women are. In file research this researcher determined, than 43 off all women with children had single, married had 15 women, 31 lived in cohabitation, 6 women prisoner had widows and 25 had divorced. Among participations survey research, in which 181 studies participated, 68 had single with their children, 45 women had married, 34 lived in cohabitation, 14 people had widow and 32 had divorce. Among that numerous a group women, occur the participants in the survey research 16 women had permanent gainful employment, 32 people also this, which had children to have odd job, 67 people had a dole, 1 person had retired, 43 have

various source of income. While, among participate in survey research 40 people have, permanent stable employment, 93 people worked by odd job, 16 people had a dole, 13 people had retired, 33 various source of income. Analysis of the result file research allows you to set, that 85 people worked, among which 14 out of 85 had a paid job on basis a contract or referral to work. Prisoner worked inside prison and outside the penal institution, a women which have children were unpay employment. In survey research on 181 – 61 people to expressed a positive attitude to towards taking up a job, 58 person replied: *Yes, buy only for a paid*, only 14 people replied: *Not, express positive attitude to towards talking up a job*. In the analyses a file research, 40 person undertook education or its continuation, of which only 13 (on 40) were obliged to start education. Mainly 103 women and 13 women which have offspring admitted to committing a crime, among participates this project research prisoners were punishment for: crimes against peace, humanity and war, murder, against universal security, against environment, against freedom, against family and care, against the activities of state institutions, against the administration of justice, against public order, against the credibility of the documents, against economic activity [12].

Kamil Mieszawski analysis ailments, dependencies and functioning women serving long – term sentences indicates occurrence of egocentric traits, these women focus in special on themselves and on small unimportant things, which become of great importance to them. The interest in various prisoners initially demonstrates caring features often to acquire pragmatic properties, resulting from the need to satisfy their own needs. Provoking ambiguous and even embarrassing and conflicting situations, which can be larger psychological conflicts and even degradation in individual units and inside the institutions. Homosexual relationships according to this author are results unmet needs for closeness, intimacy and long – term sentence. While, officers perceive their work with women serving a sentence of imprisonment as a task, within which they are to maintain internal discipline inside the institution penitentiary, keeping an appropriate distance and isolation in a way that ensures safety, proper care and treatment when necessity and material support from unnecessary interference in individual problems and a criminal life, shaping a new behaviors inmates through individual influence and various interactions which have on aimed social rehabilitation prisoner [13]. Bartosz Kwitkowski conducted research on 40 women serving a sentences of imprisonment in the Custody in Opole in 2017-2018, the author point out, that women are less prone to self-mutilation than men in prison isolation. The main auto - aggressive behaviours in a prison belongs: arson, scratches, jamming up, scratching wounds, punctures with needles, pulling hair and swallows. Among the mainly determinants of such behaviours, the author shows: impulsiveness, addiction, depression and anxiety, generally bad psycho – physical condition, feeling embed, feeling lonely, personality disorder, various situations related to the stay in a penal institution, attempts to manipulate by drawing attention [14]. The most

distressing deprivation among female inmates is biological deprivation not only related to the small space, in Polish conditions prison on one women is 4 meters, but mainly biological deprivation, which is related to with maintaining proper hygiene among other inmates who have the same problem [15]. Jagoda Chmielewska based on her own research on a research group of 99 female prisoners showed, that the greatest felling disease by women is loneliness, lost relationship with children and family, not skilling with different people in collectively, abuse and reproaches by other inmates of various situations related to staying in a penal institution or private life and depriving them of autonomy [16]. While, Kamil Mieszawski analysis research which was made Mieczysława Rudnika, who studied perceptible ailments in prison isolation showed the difference in perceptible ailments between a woman and a man. Overall result research showed that adolescents a woman in less ailments a way than adolescents a man filling ailments, which is resulting from the stay in the penal institution. Especially in the first months of serving a sentence of imprisonment, ailments occur in women they intensify at the end of imprisonment. While, in man both youthful and adults persons, all ailments occur at different stages of imprisonment. Adult female recidivism to a lesser extent feel discomfort that adult women punished for the first time. Inmates in adolescence age both the first time punishment and recidivism, do not differ in terms of the resulting discomfort from serving a sentence of imprisonment. For the greatest felt ailments a woman recognize: shame, boredom, anxiety, afraid about children, longing for children, longing for home, longing for individual people in the family, unmet sexual needs, lack of appropriate conditions, bad food, sadness, problems with sleeping, stay in prison conditions, fatigue and exhaustion, positive affirmations about everyday life after leaving the prison [17]. Many authors of numerous scientific works indicate, that female prisoners (like as a man) feel: high level of stress caused by separation from loved ones (members family), feeling lonely, a feeling of hopelessness and helplessness, a feeling lack of a safe, lack of satisfaction causes the practice of lesbian relationships, lack of freedom of action, ill - treatment by fellow prisoners and officers, indifference, no contact with the outside world, disciplinary prison environment [18]. Magdalena Bolek conducted researches on a trial 99 women, which are on aimed at recognizes intensification of psychopathic features in conditions of prison isolation. A psychopath is a person who exhibits syndromes of emotional, interpersonal and social disaster characterized by sudden attacks of aggression, emotional lability, suspicion, ambivalence comparatively in relation to their own behaviors and other people, lack in feeling fear and anxiety, which causes tendency risk and criminal activities. Every inmates which take contribution in research were convicted by a final court judgment for offenses against property 61% respondents, crimes against life and health 19%, a crimes against safety in communication 6% people surveyed and various crimes 9% in total. Qualified for groups people punishment for the first

time (57% in total) and penitentiary recidivists (42% respondents), research this authors showed, that only 3% respondents diagnosed with psychopathic traits that define a psychopathic personality, at 15% respondents was diagnosed moderate psychopathy, 31% respondents there were slight symptoms of psychopath, while at 50% no psychopathic features. Among all respondents 44% of the respondents qualified for the group of characterizing persons by moderate psychopathy and person who definitely had psychopathic personality traits were former proteges care and educational center or care center [19]. Rebuilding and keeping proper family bond in special with children by inmates women is one of the fundamental activities of rehabilitation conducted by prison staff. The development of family bond gives opportunity women which will be leaving the penal institution for easier readaptation also with various social groups. Anna Majchrowska for components bond accepted: spatial contact, spatial and psychic connectivity, interaction, patterns social activity, social relationship, social control and social organization [20]. It should be noted, than not every individuals should come back to family environment or environment, which stay before serving a sentence of imprisonment, because this units have old and new experience life. Due to this activity, therefore also activities that which are starting of during serving a sentence of imprisonment (among other things: treatment programs, assertive programs, drug addiction programs, educational programs to establish proper bonds and relationship with people, increasing the qualifications and competences of employee, which allow them to find themselves on the labor market) they should also provide a professional opportunity to start a new live in different social environment.

Krzysztof Biel described various models of social rehabilitation considered many ideas of various authors or change relative in hierarchic values overlapping with the influence of personality, which the individuals is subject. It has been prove, that some elements of personality are more susceptible to change, such as: attitudes, behaviors, idea. During as self-esteem and social – professional fulfilling the role are elements modification of personality, which, need significance more time than on differ elements of personality. Barrier of resulting with self – esteem, intellectual and personality, about which writing a more authors are resistant on changes, than barrier relative considering to attitude, which easily modification. Attitudes regard approve also on stable of elements personality is subject to also changes longer sickness or bad psychophysical condition occurring in longer part time, what can cause to defective not rational family, social, and professional functional in concrete stage of live. Each change requires the reconstructions of one's professed values, priorities, self-assessment, fulfilling social and professional role, what give possibility enhance improvement potential or expansion a new. Multivariate models readiness pointed to internal factors (personality) and external factors (context, situation) contribute to increase effectively participants in programs. People demonstrate willingness and readiness resulting with inside needs better

engage in process own social rehabilitation by undertaking various development activities. Multivariate models change offensive denote, that readiness to undertake change is contingent upon occurrence and influence internal factors and external factors. Similarly as in multivariate models considering only development personality on which also impact internal factors and external factors. Development personalities permanently contribute in every area in live. This model have on purpose identification this factors for enable proper implementation in process social rehabilitation, that is, participation in activity such as work, school, education, expansion positively interesting, programs. Krzysztof Biel conducted research on group 100 people using a questionnaire to test the readiness for change CVRTQ analyzed readiness to undertake change among a women and man serving a sentence of imprisonment. In research participation 74 a man and 26 a women, the average age was 37,5 years old. Questionnaire, in with using 4 scale considering such area as: attitude and motivation, emotional reaction, criminal thinking and effectiveness of activity. Scale this point out to on areas, in which should reduce deficits or distortions. In questionnaire applied 20 questions, in which using Likert scale and measured readiness prisoners to participation in programs. Investigator and author acquire the results research venture, in which showed, than in group women at 19 people diagnosed readiness, while at 7 lack readiness. At a man 46 person manifested willingness to undertook participations in programs, while 28 her a lack [21]. Robert Opora established on the basis of yours own research, that women during imprisonment to varied way spend free time. Time off during imprisonment is understood as time off from work and school activities. The research conducted by this author shows that the most common forms of activity during imprisonment among women is: in perception some women job is the best activity form spend leisure, getting ready for work, doing thinks which are related with professional e.g. hairdressing, developing interests about horticulture, preparation for work after leaving the penal institution by obtaining an appropriate education it concerns people, which don't heve professional, participation in courses and training, participation in cultural and educational activities. Allowing for the proper mental condition and formation goods social roles through for example active participation in theatrical classes, arrangement of prison cells to improve the decorate and climate between the individual inmates, playing card and strategy games, using sports, write letters, crosswords solving [22]. The forms of spending free time by inmates depend on the personality and interesting of individual women. In penal institution for women created work in prison workplaces. Such production company are located at such penal' institution as Czersk, production factory "Sara" in which embedded can getting new experience and prefect skills related with tailoring [23], penal institution in Krzywaniec in the production of upholstered furniture [24], Custody in Warszawa – Grochotów sewing company [25] and at many different penal institution whose area and architecture allow for the creation of prison

company workplace, whose inmates have an opportunity getting new employee skills and perfecting these whose this people have. Additionally in every penal institution are special designed programs for women, which have to aimed at eliminating negative criminogenic effects. Among this program can extract "Delaware Mentor Program". Most of the participation this program have an unfavourable prognosis for the future, because on the basis of a criminological and social opinion often results, that this women haven't finished school, they have got a problem with a permanent place of residence, permanent unemployment, this women don't have a family or contact with individual family members are so disturbed, that they don't enable proper functioning, and therefore a return to the criminal word can be predicted with greater probability, thus the phenomenon of recidivism. Under this program, a number of activities are carried out to increase social competences, build social support, training professional skills, developing communicate skills building positive relationships with family members and stimulating the motivation for pragmatic education and continuous personal and professional development to enable return to the community in an approved manner, thus reducing recidivism among participants of this program [26].

### **3. Legal Regulations in Poland Concerning Female Prisoners**

Every legal acts related to imprisonment by women are aimed at minimizing the negative effects of serving a sentence. The impacts regulated by applicable law are aimed at shaping or strengthening the proper fulfilment of social roles after leaving the penal institution. In Polish legislation the legislative footnotes on serving a sentence of imprisonment are mainly contained in kkw. Legislative footnotes which concern to women to mainly an article 81 determining which system this women are covered as common, programmatic impact, therapeutic. For the proper proceedings taking into account a various factors e.g. sex, age, previously serving a sentence of imprisonment, intentional or unintentional act, time remaining until the end of the imprisonment, physical and mental health including the effect of alcohol, drugs or psychotropic drugs, the level of demoralization and social endangered, the type of crime committed shall apply accordingly article 82. Due to that women more feeling ailments of staying in a penitentiary institution applied article 87 kkw which provides guidelines for dealing with women as isolation from the male part of inmates, specialist care among women in pregnant or nursing care as well as looking after yourself offspring. According to article 87a regard parent's children prisoners "Execution of the penalty against prisoner who exercise permanent custody of a child up to 15 years of age, the need to initiate, maintain and tighten their emotional ties with children, to fulfill their maintenance obligations and provide material assistance to children, as well as to cooperate with care and educational

institutions, is taken into account in particular, whose children are staying [27]". Compatible with in force Executive Penal Code women are leniently treated that man consistent with 150 § 1 "Execution of the penalty of deprivation of liberty in case of mental illness or other severe disease preventing the execution of this penalty the court adjourns until the obstacle has ceased to exist [27]" and in special "in relation to a convicted pregnant woman and a convicted person looking after a child alone, the court may postpone the execution of the sentence for a period of up to 3 years after the birth of the child [27]". Against temporarily arrested women in pregnant and lactating women in accordance to the Ordinance of the Minister of Justice of 25 August 2003 year on the rules of organization for the proper execution of pre – trial detention director the director the penal institution at the doctors request or after obtaining his opinion can make the necessary exceptions guidelines included in regulation concerning to temporarily arrested due to this on mental and physical health prisoners of pregnant [28]. According to the record Regulation of the Minister of Justice with 25.08.2021 on the organizational for the execution of the penalty of deprivation of liberty. Prisoner in pregnant transferring on two month before the expected date of born to hospital which is at the penal institution. Temporarily arrested women have law once a day to hot water and twice a week to hot shower [29]. Nutritional standards in prison designation to inmates are divided into 5 subgroups: primary, for adolescent, medical hospital, general medical treatment, treatment liquid. In addition, therapeutic meals are divided into: easy to digest, diabetic, individual. Prisoner which is ill or women of pregnant receive food according to the one of the treatment standards: hospital, general or liquid, determined by the doctor. For basic meals are considered to meals designed to people performing work especially in strenuous conditions. At the same time are preparing meals for especially prisoners because of religions and culture. The basic caloric dose (all day) to 2800 kcal for nutritional standards to adolescent, 2600 kcal in food items for other convicted no more than 3200 kcal, form additional nutritional standards – not more than 1000 kcal [30]. Addition norm is granted also women in pregnant or lactating women, as directed by yours doctor. According to article 87 Executive Penal Code relative serving a sentence of imprisonment women serve it separately from men. Convicted women mainly serving a sentence of imprisonment in half open prison surely, that degree of demoralization or safety consideration speak for serving a sentence in a penitentiary unit of a different type. Locating women or which are in pregnant provided care in particular specialist. On basic article 87 § 4 in aim a possible mother ensure children stable care in organized at selected prison a house for kids and mother, in which children may stay if the mother of these children agrees to 3 years of age, surely that relive educational and health to good children confirmation opinion by specialist speak for separately of the children from the mother or shortening or extending this period. Mode of admission children with mother by means of a appropriate

regulation to the mother's house with her baby have a mainly at purpose ensuring proper safety while ensuring the proper development of children. Relative women in pregnant, locating women and caring for their own offspring does not apply disciplinary penalties of the type: reprimand, deprivation of the possibility of receiving food parcels for a period of 3 months or placing women in an isolation cell for 28 days [30]. In addition considering women which are in pregnant officers under direct coercion cannot use the footnotes included in article 19 passage 1 point 6-15 as if: technical means in the from of masks, aqueous incapacitating agents, chemical disabling agents or various dazzling devices, firecrackers or other flash bangs, means for incapacitating by means of an electric charge, restraint belts or a straitjacket, service batons, non – penetrating missiles, missiles thrown from firearm or other devices [27]. Legislative provisions in force concerning to educational in Poland it do not differ in terms of gender. Regulation of the Minister of Justice of November 28, 2016 on the method and mode of teaching in prison and remand prison treats all convicted the same specifying the method and mode of teaching in prison educational institutions, ensuring the acquisition of education, at least education primary school and high junior school or gaining general knowledge or relevant qualifications through participation in relevant training courses and vocational qualification courses, appropriately selecting the form of teaching for the duration serving a sentence of imprisonment, giftedness, interests, personality predispositions of an inmates or inmates women. Training courses (commissioned by directors of penitentiary units) and vocational qualifications courses are conducted by centers or external legal and natural personal (just as a task). Obligatory is teaching inmates, who are not finished 18 years of age, on proposal of the penitentiary department as part of the individual influence program and convicted, which agree willingness participations in start or continuations education as also willingness participation in vocational qualification courses [31]. According to article 176 Lador Code "Pregnant women and women who are breastfeeding a child may not perform burdensome, dangerous or harmful work that may have an adverse effect of their health, the course of pregnancy or breastfeeding a child [32]".

Barbara Stańko - Kawecka analyzed Recommendation 1257 (1995) and Resolution 1663 (2009) pointing out, than Parliamentary assembly of the council of Europe draw attention to the European Member States towards mothers and pregnant women of the need to: ensuring the most favorable conditions during pre - trial detention, even when restrictions have been imposed, resulting from the situation and stay in pre - trial detention, these restrictions are to be implemented in the least painful way possible; the obligation to inform female inmates about the whereabouts of their children and quarantine them proper care for the child and return to their families after the end of imprisonment, organization adjustments, management and infrastructure of facilities specifically for the need of women; in the event of the need to separate the children from the mother during

serving a sentence of imprisonment do it in stages and in the least painful and painful way possible, guaranteeing access to nurseries for the children of inmates, thus ensuring contact with peers supporting proper development, take into account and ensure that the needs of women serving prison sentences who are not nationals of a given country in accordance with their cultural and linguistic traditions; ensuring that women serving a sentence of imprisonment as far as possible from their family. In terms of meeting the hygiene and health needs: individual medical examinations without the presence of prison guards, unless the doctor considers their presence necessary without the possibility of observation, during medical consultations there is no restriction by handcuffs, which allows the prisoners to move more freely and making a proper diagnostic by a doctor in relation to not only motor coordination (motor perception), ensuring that children are born in hospitals outside the penitentiary units and not in a prison, provide special care and treatment to women serving a sentence of imprisonment with HIV or AIDS, ensuring medical observation of female prisoners suspected of having mental illnesses, ensuring of made adjustments programs among women, including addiction programs made by prison staff. In terms of women's educational needs: raising the level of qualification and educational, guaranteeing the appropriate classification on female prisoners on the basis of inter alia age, the type of crime committed, length of the imprisonment sentence etc., which prevents mutual demoralization and degradation. In terms of organizing intimate and family visits: ensuring appropriate rooms for visits in penitentiary units, which can also be used by children, allow children inmates to visit their mothers, providing supervised play areas for children while mothers enjoy intimate visits or other visitors, ensuring all convicted women possibility of using intimate visits and contraceptives, allowing female prisoners with children under 18 years of age to see visits outside the penitentiary units [33].

#### 4. Study Research Analysis – Results

In this article has presented a fragment of a larger research project carried out in 2017 -2018 in whom participated 501 men and 16 women in work places outside penal institution designated by the prison service in voivodeship opolskim, dolnośląskim and śląskim. This research project was realized in terms Phd studies in University of Opole, on topic dissertation is “The importance of social rehabilitation of employing people deprived of their liberty outside the prison [34]“. For the purposes of this article has presented only the opinions women whom working in privative and public company outside prison also in companies and institutions. Convicts who completed the questionnaire had the opportunity to formulate yourself opinion about attitude to work, involved, relationship in workplace, express your own opinion of yourself, express one's opinion on the profession itself in imprisonment.

The aim research was demonstration on values rehabilitation on work in factor and institution outside prison,

that's mean not related with prison. The main problem was formulated as follows: How employment outside the prison contribute to the rehabilitation of imprisonment? The method used in this research was a diagnostic survey. A diagnostic survey is a method that is considered to “a way of gathering knowledge about structural and functional attributes and the dynamics of social phenomena, opinions and view of selected communities, the intensification and directions of development of specific phenomena and any other institutionally not located phenomena – based on a specially selected group representing the general population in which the phenomenon under study occurs [35]”. Survey research is used in quantitative research, therefore the technique used was a self – authored questionnaire addressed to convicts, while the tool was a standardized questionnaire [36]. Survey research is mainly used for descriptive, explanatory and exploratory purposes [37]. Therefore, for the purpose of this article, I decided to discuss selected questions from the questionnaire without presenting and analysing all the detailed problems related to the overall research project. The women were asked: Do you think that thinks to the work you do you gaining new professional skills? They replied: *New experience in the poultry industry* (Q no 5, age: 41-45, married, education: high school, two child, punishment: 1-3, punished for the first time); *Learns new positions* (Q no 6, age: 22-30, single, education: vocational school, one child, punishment: 3-15, punished for the first time); *Machine operation skills* (Q no 7, age: 22-30, single, education: bachelor or master degree, no children, punishment: 1-3, punished for the first time); *I can work in production and food* (Q no 10, age: 31-35, single, education: secondary school, one child, punishment: 1-3, recidivist); *Yes* (Q no 11, age: 56 and more, divorcee, education: vocational school, three children, punishment: 3-15); *New experience* (Q no 279, age: 46-55, divorcee, education: secondary school, two children, punishment: 1-3, punished for the first time); *Patience, forbearance, repentance* (Q no 480, age: 46-55, single, education: secondary school, one child, punishment: 3-15, recidivist); *Patience, caring for the elderly* (Q no 481, age: 22-30, single, education: junior high school, one child, punishment: 1-3, punished for the first time); *Care for disabled people* (Q no 482, age: 46-55, divorcee, education: vocational school, two children, punishment: 3-15, punished for the first time); *New experience with the sick* (Q no 483, age: 46-55, divorcee, education: vocational school, two children, punishment: 3-15, punished for the first time). Professional skills which are acquired during imprisonment often are dependent to age, mental and physical condition inmates and previous work experience before imprisonment. On attention deserves the fact, that only two person don't have professional experience. The rest of the participants were many years of experience professional before imprisonment.

It should be distinguish that these sixteen women, which took on part in the research were employed in paid work (8 people) and not for a paid (8 people). The respondents were declared that they have got formal financial obligations to

various state institutions (9 people) and not formal of family and acquaintance (3 people). While, only six respondents women on this reaches group have family on yourself maintenance, what definitely doesn't increase the well – being of inmates families. Respondents were asked about what they enjoy the most in their work outside the prison during imprisonment, replied: *Contact with people, gaining new experience* (Q no 5, age: 41-45, single, education: secondary school, two children, punishment: 3-15, punished for the first time); *Work itself, learning new skills, time flows faster very useful* (Q no 6, age: 22-30, single, education: vocational school, one child, punishment: 3-15, punished for the first time); *The possibility of being outside the prison* (Q no 7, age: 22-30, single, education: bachelor or master degree, no children, punishment: 1-3, punished for the first time); *Working with people* (Q no 9, age: 41-45, single, education: secondary school, two children, punishment: 1-3, punished for the first time); *Contact with people, of gains new experience* (Q no 10, age: 31-35, single, education: secondary school, one children, punishment: 1-3, recidivist); *Being appreciate* (Q no 12, age: 41-45, widow, education: vocational school, punishment: 3-15, punished for the first time); *Helping various people* (Q no 279, age: 46-55, divorcee, education: bachelor or master degree, two children, punishment: 3-15, punished for the first time); *The skill and joy of my pupils at the sight of me* (Q no 480, age: 46-55, single, education: secondary school, one child, punishment: 3-15, recidivist); *Brewing coffee, caring for the sick* (Q no 483, age: 46-55, divorcee, education: vocational school, two children, punishment: 3-15, recidivist); *I feeling that sick people needed me* (Q no 484, age: 31-35, divorcee, education: secondary school, no children, punishment: 3-15, punished for the first time); *Helping various people / pupils and the disabled* (Q no 485, age: 36-40, married, education: bachelor or master degree, three and more children, punishment: 1-3, punished for the first time). While, respondents were asked what you like in yourself job, replied: *The possibility of achieving your own small successes and gaining new experience* (Q no 5, age: 41-45, single, education: secondary school, two children, punishment: 3-15, punished for the first time); *I like it, usually I can change place in works more times a day, I like variety* (Q no 6, age: 22-30, single, education: vocational school, one child, punishment: 3-15, recidivist); *Possibility variety of time* (Q no 7, age: 22-30, single, education: bachelor or master degree, punishment: 1-3, punished for the first time); *People, I do it with passion* (Q no 8, age: 46-55, single, education: primary school, no child, punishment: 1-3, punished for the first time); *Lack of monotony* (Q no 9, age: 41-45, married, education: secondary school, two children, punishment: 1-3, punished for the first time); *I'm a few hours outside penial institution* (Q no 10, age: 31-35, single, education: secondary school, one child, punishment: 1-3, recidivist); *Performing yours job* (Q no 12, age: 41-45, widow, education: vocational school, two children, punishment: 3-15, punished for the first time); *Helping the sick with bath, dressing* (Q no 483, age: 46-55, divorcee,

education: vocational school, two children, punishment: 3-15, punished for the first time); *Helping* (Q no 485, age: 36-40, married, education: bachelor or master degree, three and more children, punishment: 1-3, punished for the first time). Positive values of the performed professional tasks during imprisonment are depends mental attitude and personality inmates, the advantages that are noticeable may not always be the recognized advantages of the profession performed in freedom. Subsequently, the respondent were asked about what they dislike about their work while serving a prison sentence, they replied: *Incidental attitudes of some people* (Q no 5, age: 41-45, single, education: secondary school, two children, punishment: 3-15, punished for the first time); *Low temperature* (Q no 7, age: 22-30, single, education: bachelor or master degree, punishment: 1-3, punished for the first time); *Cold* (Q no 11, age: 56 and more, divorcee, education: vocational school, three children, punishment: 3-15); *There is no such thing as* (Q no 12, age: 41-45, widow, education: vocational school, punishment: 3-15, punished for the first time); *Looking at their hurt and pain* (Q no 480, age: 46-55, single, education: secondary school, one child, punishment: 3-15, recidivist); *Disease view* (Q no 482, age: 46-55, divorcee, education: vocational school, two children, punishment: 3-15, punished for the first time); *Nervous situation* (Q no 485, age: 36-40, married, education: bachelor or master degree, three and more children, punishment: 1-3, punished for the first time); *Aggression and rudeness* (Q no 486, age: 41-45, widow, education: secondary school, three and more, punishment: 1-3, punished for the first time).

The next women were asked about not economic advantages, whose this women have got when working: *New experience, contact with people, financial independent or environment of penal institution* (Q no 5, age: 41-45, single, education: secondary school, two children, punishment: 3-15, punished for the first time); *I try not to make problems and prove myself on the good side because it links the future with this work* (Q no 6, age: 22-30, single, education: vocational school, one child, punishment: 3-15, punished for the first time); *Breaking out of idleness* (Q no 7, age: 22-30, single, education: bachelor or master degree, no children, punishment: 1-3, punished for the first time); *New skills* (Q no 9, age: 41-45, married, education: secondary school, two children, punishment: 1-3, punished for the first time); *Favour and positive outlook of officers* (Q no 10, age: 31-35, single, education: secondary school, one child, punishment: 1-3, recidivist); *Contact with people* (Q no 11, age: 56 and more, divorcee, education: vocational school, three children, punishment: 3-15); *Viewing type privileges* (Q no 279, age: 46-55, divorcee, education: bachelor or master degree, two children, punishment: 3-15, punished for the first time); *I raise my qualifications and get to know each of the individually* (Q no 480, age: 46-55, single, education: secondary school, one child, punishment: 1-3, recidivist); *The possibility of getting a pass as a reward* (Q no 482, age: 46-55, divorcee, education: vocational school, two children, punishment: 3-15, punished for the first time); *Working in the freedom give me contact with people other than with prison* (Q no 484, age: 31-35, divorcee,

education: secondary school, no children, punishment: 3-15, punished for the first time); *Passes* (Q no 486, age: 41-45, widow, education: secondary school, three and more, punishment: 1-3, punished for the first time).

Women were asked about how they are treated at work by other co – workers whom are not inmates, replied: *Very well, virtually without difference from to people of freedom* (Q no 5, age: 41-45, single, education: secondary school, two children, punishment: 3-15, punished for the first time); *Normally, how co - workers* (Q no 7, age: 22-30, single, education: bachelor or master degree, no children, punishment: 1-3, punished for the first time); *Like a prisoner* (Q no 8, age: 46-55, single, education: vocational school, no children, punishment: 1-3, punished for the first time); *Well, they understand the situation in which I find myself, they are ready to help* (Q no 9, age: 41-45, single, education: secondary school, two children, punishment: 1-3, punished for the first time); *Overall it's fine, but sometimes can see that I'm worse than the ladies by freedom* (Q no 10, age: 31-35, single, education: vocational school, one child, punishment: 1-3, recidivist); *Very well* (Q no 279, age: 46-55, divorce, education: bachelor or master degree, two children, punished: 1-3, recidivist); *There are no borders, I am treated like any other employee equally* (Q no 480, age: 46-55, single, education: secondary school, one child, punishment: 3-15, recidivist); *Well* (Q no 481, age: 22-30, single, education: junior height school, one child, punishment: 1-3, punished for the first time); *People very like me, all staff show it to me through praise* (Q no 484, age: 31-35, divorce, education: secondary school, no child, punishment: 3-15, punished for the first time).

All respondents asked whether it is worth doing the activity, they unanimously that yes. Activities that women undertake to maintain permanent and stable employment in one work place while serving prison sentence depend on the personality of individuals. Inmates, when asked about what actions they take to maintain their work in a give workplace while serving the sentence, replied: *Reliably and conscientiously performing yourself job* (Q no 5, age: 41-45, single, education: secondary school, two children, punishment: 3-15, punished for the first time); *I try to work well, to do my best* (Q no 6, age: 22-30, single, education: vocational school, one child, punishment: 3-15, punished for the first time); *I listening to my supervisor and I trying to fulfil responsibility and conscientiously my duty* (Q no 9, age: 41-45, single, education: secondary school, two children, punishment: 1-3, punished for the first time); *I try to do my chores and make sure everything is fine* (Q no 10, age: 31-35, single, education: vocational school, one child, punishment: 1-3, recidivist); *I trying very good doing my duty* (Q no 279, age: 46-55, divorce, education: bachelor or master degree, two children, punishment: 1-3, punished for the first time); *I do my job very carefully and I give my best* (Q no 480, age: 46-55, single, education: secondary school, one child, punishment: 3-15, recidivist); *I doing what I must* (Q no 481, age: 22-30, single, education: junior height school, one child, punished: 1-3, punished for the first time); *I working so as*

*not to offend anyone* (Q no 484, age: 31-35, divorce, education: secondary school, no children, punished: 3-15, punished for the first time); *I'm conscientiously, I don't lying and I'm responsibly* (Q no 486, age: 41-45, widow, education: secondary school, three and more, punishment: 1-3, punished for the first time).

The job during imprisonment is fundamental activity conducive to maintaining a proper psycho – physical condition. Also, helps in controlling yourself behaviours and eliminating negative effect being in prison. The inmates were asked about change they notice in their behaviour by taking up job, replied: *Calm, different environment* (Q no 5, age: 41-45, single, education: secondary school, two children, punishment: 3-15, punished for the first time); *Appreciate a lot, I'm to more serious* (Q no 6, age: 22-30, single, education: vocational school, one child, punishment: 3-15, punished for the first time); *I'm more talkative and calm* (Q no 11, age: 56 and more, divorce, education: vocational school, three and more, punished: 3-15, punished for the first time). Simultaneously, six respondents declared that they had been offered employment in a given workplace, which is a positive prognosis for the future.

## 5. Conclusion

Convicted women on imprisonment are more likely to experience greater social stigma. Women who have got family and this who don't have family, but serving sentence on imprisonment have fewer possibilities that allow normal functioning after leaving prison that men. Therefore, programs and activities introduced by the service staff in whose other inmates also participate, should be adapted not only to development opportunities, but most of all, to eliminate previously acquired bad habits of thought and behaviour. That give new created identity and so change in privative and social live which give opportunities new live or often a regenerative of the current life, which have before the commencement serving a sentence of imprisonment.

In this article showed results, which constitute a negligible part a fragment of a larger research project. This group is not representative, therefore this analysis is a substitute for further exploitation to relative to the female gender serving a sentence of imprisonment not only about work, but activity understood as supporting development and creativity in various areas of life such as: religiousness of inmates and their families, care and educational activities, citizenly – socially – livelihood, health that enable to proper functioning, preventive measures to has on aim a maintain mental and psychical condition or recognition of negative changes as well as taking any action in relation to them and any professional, artistic and entrepreneurial activity enabling creative and normally functioning. The inmates during their stay a penitentiary institution less frequently working in production companies in which can learning to performing professional task to work, while more often in care thus in the care industry for example social welfare homes and other care and educational institutions, which enables the

development of empathy, patience and understanding not only in improving family relations, but also in interpersonal relations with people from the closest environment, including professional environment.

## Abbreviations Used in the Work

KKW – Executive Penal Code

KP – Labour code

Kcal – calories

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