

VIP

SWOT of practices daily performed with users

Turkish Prisons

2013

Step 0. Description of the practice

Name, context of intervention, group/individual, cost, financers, place, actors involved, numbers, since when, feedback, duration...

During the Project, Project team of our association have many visits to realted prisons, institutions and prisoners and interwived and observed them.

Professionals of the prisoners have their salaries from the government. By the way some of services and trainings comes by private organisations. Especially public education centers organize many different kind of social and vocational trainings. According to the needs of prisoners the teachers, trainers comes from public education center at local. There is a training plan to show the prison training department. There can be some products and exhibitions after some of the trainings.

Visitings done by with different Project groups. We have still contacts with the prison professionals to have a good communication and common activities with the CSO and NGO's.

Step 1. Team brainstorming

Strengths	Weakness
<ul style="list-style-type: none"> -Well established institutional culture -The understanding of strategic management is developing -Penal system is open to development - The staff are committed 	<ul style="list-style-type: none"> - Staff shortage - Weak public relations - Physical capacity and technical infrastructure are not at a satisfactory level - The lack of awareness of communication, participation and commitment
Opportunities	Threats
<ul style="list-style-type: none"> - Technological developments and facilitation of access to information - Public faith in the necessity of a judicial reform - The European Union membership process - Cooperation opportunities with national and international institutions - Scientific studies regarding judicial services are increasing - Opportunities for cooperation with civil society organizations are increasing 	<ul style="list-style-type: none"> - The personnel employment policy is restrictive policy in terms of quality and quantity - Organized crimes are increasing - There are problems in the effectiveness of mechanisms for protecting the rights of women and children - Policies concerning law education are unsatisfactory

Step 2. Identification of consequences, actions to undertake and prioritising

Strengths	Consequences	Action	Priority
-Well established institutional culture	At same parts its needed to develop	New development and future planning to have better	High
-The understanding of strategic management is developing	Staff have necessary strategic management and its planning.	Increase of staff and professionals abilities at working field	High
-Penal system is open to development	New implementations is applied very good	Improve to laws	High
- The staff are committed	That is a good point for prisons and prisoners	Support to staff and get them more new training activities	Medium
Weaknesses	Consequences	Action	Priority
- Staff shortage	The lack of qualified services to the prisoners	Requests from the related institutions	High
- Weak public relations	Communication problems and it causes to does not fulfill its function	Trainings and awareness activities for public relations	High
- Physical capacity and technical infrastructure are not at a satisfactory level	It effects to number of participants to some kind of activities	Fund request to capacity developments	High
- The lack of awareness of communication, participation and commitment	Public, prisoners, related organisations needs to learn more and have a good communication	Carry out activities to raise awareness with seminars, books, brochures, etc)	Medium

Opportunities	Consequences	Action	Priority
- Technological developments and facilitation of access to information	It reduce to the number of processing and it takes more time	Set up a working group in order to identify common problems	High
- Public faith in the necessity of a judicial reform	It creates a common working area together	Creating public videos to present of judicial reforms for TV's or local media channels	High
- The European Union membership process	This process accelerated to the reforms and its qualities	Related organisations have to work on the news on judicial system in Turkey and EU	High
- Cooperation opportunities with national and international institutions	Cooperation level doesnt have at a good degree	Organising communication platforms, meetings to sharing experiences	High
- Scientific studies regarding judicial services are increasing	This studies will create a knowledge database	Encourage to work on scientific studies in judicial services	High
- Opportunities for cooperation with civil society organizations are increasing	It is not have a high degree	There can be more study visits and workshops to increase communications	Medium
Threats	Consequences	Action	Priority
- The personnel employment policy is restrictive policy in terms of quality and quantity	That threat effects to personnels and candidate staff and personnels	Job policy and necessities have to control again by the authorities	High

- Organized crimes are increasing	That is not easy to control as natural.	Create awareness of people and related security offices	Medium
- There are problems in the effectiveness of mechanisms for protecting the rights of women and children	That problem is getting reduced by new laws and corrections	Organising campaigns, increasing legal status, using the new laws as effective	High
- Policies concerning law education are unsatisfactory	People needs to learn more and policies concerning law education have to be compulsory	New lessons or training topics&activities can add and adapt to the curriculms	High

Step 3. Assessment of Strengths and Weaknesses against Opportunities and Threats

	Strengths	Weakness
Opportunities	<p>There are so many opportunities and strength things at the systems. With the technological developments and facilitation of access to information many problem can reduce. Not only this and also cooperation opportunities with national and international institutions can be a good accelerator to do best.</p> <p>That is a good thing “penal system is open to development” and we can add more value by the participation of civil society organisations and non governmental organisation and their activities and projects for the judicial system and its improvement</p> <p>The European Union membership process may create new solutions and shows some hints to have a better system for future.</p>	<p>The personnel employment policy is restrictive policy in terms of quality and quantity. If the related authorities can solve it will join a new balance and new energy for the prison to do more and have a good quality.</p> <p>With the strengths ways can reduce to the problems in the effectiveness of mechanisms for protecting the rights of women and children. Because nowadays many organisation and institution work on it.</p>
Threats	<p>In order to minimize technical problems and lackness for the prisons and prison system in Turkey, public authorities and non governmental organisations have to work together and search for the new solutions and systems. The observations and study visits and workshop may effect the process as positive.</p>	<p>According to the swot analyse, it seems that if we coordinates the new law system as very good, many of the problem will solve easily. In this new law there are more trainings, cooperations, penalties and legal corrections.</p> <p>In order to reduce problems on the systems main actor is people and we have to create big awareness about laws, rules and social problems which effects all of the people and the families.</p>

Step 4. Main operational conclusion

Three items that works well and that you would like to transfer

1.	Vocational trainings and updated topics of curriculums fort he prisoners
2.	Improving the quality of personnels and their rights
3.	Cooperations between related institutions and education centers will add solutions for the future

Three points that you commit to improve in the 2-year VIP Project

1.	Improving the communication level and degree with the prison staff and personnels
2.	Creating 1 effective training to the prisoners by the public education center. The topic will determine with the prisoners, staff and personnels and with our organisation
3.	Organising a public campaign for families of prisoners and prisoners who are out of prisons