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*bilingual*

**20th Council of Europe Conference  
of Directors of Prison and Probation  
Services**

**20<sup>e</sup> Conférence du Conseil de l'Europe  
des Directeurs des services  
pénitentiaires et de probation**

**Radicalisation  
and  
other strategic challenges**

**Radicalisation  
et  
autres défis stratégiques**

9-10 June 2015, Bucharest, Romania

9-10 juin 2015, Bucarest, Roumanie

**CURRICULUM VITAE OF THE SPEAKERS AND MODERATORS  
SUMMARIES OF THE PRESENTATIONS**

**CURRICULUM VITAE DES ORATEURS ET DES MODERATEURS  
RESUMES DES PRESENTATIONS**

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## Robert Marius CAZANCIUC



Robert Marius Cazanciuc graduated from The Faculty of Law, University of Bucharest in 1995 as well as from the National Institute of Magistrates in Bucharest in 1996. In 1998-2004 he participated in various training courses and study visits in France, Germany and the USA. In 2009 He obtained LLM degree in "Judicial Security" at the "Lucian Blaga" University, Romania. In 1995-1998 he was prosecutor at the Prosecutor's Office attached to the Court of First Instance, Ilfov and in 1998 -2000 prosecutor at the Office for Relations with the Media, Prosecutor's Office attached to the High Court of Cassation and Justice. In 2000-2001 he was spokesperson at the Prosecutor's Office attached to the High Court of Cassation and Justice. In 2001-2004 he was General Director and then Under-State Secretary at the Control Body of the Prime-Minister. In 2004-2005 he was State Secretary at the Department for Program Implementation and Structural Adjustment. In 2005 he was Deputy General Director of the National Administration of Penitentiaries and in 2005-2009 Chief Prosecutor of the Office for Relations with the Media, Prosecutor's Office attached to the High Court of Cassation and Justice. In 2009-2013 he was Secretary General, Ministry of Foreign Affairs. Since 2013 he is Minister of Justice.

Honors and awards: *Judicial Merit Order, 5<sup>th</sup> class*, for the activity conducted in the administration; *"The Emblem the Honor of the Romanian Army"* awarded by the Ministry of Defense for the operations of evicting Romanian and foreign citizens from Libya; *Award of the Ministry of Foreign Affairs* for the coordination of the Consular Crisis Center.

## **Claudiu Cătălin BEJAN**



Claudiu Cătălin Bejan started his career in the Romanian penitentiary system in 1995 as operational support staff and then as prison instructor at Slobozia Prison. Between 1997 and 2002 he was legal advisor at the National Prison Administration. Between 2002 and 2007 he was Governor of the Poarta Alba Prison. Between 2008 and 2010 he was Director of Social Reinsertion Department. Between 2010 and 2012, he was Deputy Director for education and psychosocial assistance. Between 2012-2013 he was Deputy General Director of the Romanian Prison Administration. Since 2013 he was promoted to the post of Director General.

He has graduated from the Police Academy in 1995 with a BA in Legal Sciences and has obtained a MA at the Faculty of Law, Bucharest University in 1996. He has a number of post-graduate certificates: UN/MFA course on "Stabilization and reconstruction in the post-conflict areas" (Bucharest, 2009); COMET – Communication for European training managers" (Florence, Italy, 2011); Certificate from the Centre for professional training and regional development Association (Constanta, 2011). He has taken part in numerous international events organised by the Council of Europe, the European Union, UN, ICPA and EPEA. Since 2012 he is member of the European Committee for Juvenile Justice.

## Philippe BOILLAT



Titulaire d'un Master en Droit de l'Université de Lausanne, Philippe Boillat a débuté sa carrière juridique en 1978, à l'Office fédéral de la Justice à Berne. De 1997 à octobre 2005, il était Vice-directeur de l'Office fédéral de la justice, Chef de la division des affaires internationales, ainsi que l'agent du gouvernement suisse devant la Cour européenne des droits de l'homme et le Comité des Nations Unies contre la torture.

Il a présidé plusieurs Comités intergouvernementaux majeurs notamment au sein du Conseil de l'Europe : le Comité pour la protection des minorités nationales, le Comité qui a élaboré les « Lignes directrices sur les droits de l'homme et la lutte contre le terrorisme » et les « Lignes directrices sur la protection des victimes d'actes terroristes », le groupe d'experts qui a rédigé le Protocole n° 14 amendant la Convention européenne des droits de l'homme, ainsi que le Comité directeur pour les droits de l'homme.

En mai 2006, il a été nommé Directeur général des Droits de l'Homme au Conseil de l'Europe et depuis mai 2007, Directeur général de la Direction générale Droits de l'Homme et Etat de Droit.

Philippe Boillat a publié de nombreux articles dans les domaines juridiques et des droits de l'homme.

## **Esa VESTERBACKA**



Current position: Director General of the Finnish Prison and Probation Administration (the Criminal Sanctions Agency), March 2005 onwards.

Studies: Master of Laws 1977, Master of Laws with Court training 1983, Licentiate of Laws 1984, University of Turku.

Professional career and positions: Assistant of criminal law 1977-1984 and Assistant of procedural law 1980-1984 at the University of Turku; Associate Professor of legal science at the University College of Lapland 1980-1982; City Public Prosecutor in Helsinki 1985-1987; Prison Governor of Köyliö Open Prison 1987-1990; Prison Governor of Turku Provincial Prison 1990-1995; Deputy Head of Department of the former Prison Department in the Ministry of Justice 1995-2001; Head of Department of the Criminal Policy Department of the Ministry of Justice 2001-2004. Expert appointments and committee work: Finland's representative in a project of the Council of Europe supporting the development of prison service in the Baltic countries and Russia 1996-2004; Finland's representative of the European Committee of Crime Problems (CDPC) of the Council of Europe; and member of the Bureau of CDPC 2002-2006; The European Organisation of Prison and Correctional Services, EuroPris, Interim Board Member 2011-2012.

Publications: Articles on criminal policy and prison services in various professional publications.



Directeur fonctionnel des services pénitentiaires, DEA en Droit pénal et sciences criminelles (université de Paris 2).

Nommé élève sous-directeur en 1987, titularisé en 1989. Promu en 1995 au grade de directeur de 2<sup>ème</sup> classe. Reclassé en 1997 dans le grade de directeur de 1<sup>ère</sup> classe. Promu en 2002 au grade de directeur des services pénitentiaires hors classe. Détaché en 2002 dans le statut d'emploi de directeur des services pénitentiaires d'insertion et de probation du département du Nord. Réintégré en 2005 dans le corps des directeurs des services pénitentiaires hors classe. Reclassé en 2007 au grade de directeur des services pénitentiaires hors classe. Affecté en 1987 à l'Ecole Nationale d'Administration Pénitentiaire (ENAP) de Sainte-Geneviève des Bois en qualité d'élève sous-directeur.

Pendant sa carrière affecté à la maison d'arrêt de Lyon ; au centre pénitentiaire de Moulins en qualité de responsable du quartier maison centrale ; à la maison d'arrêt de Fresnes en qualité de directeur du centre national d'observation ; à l'hôpital de Fresnes en qualité de chef d'établissement ; à la maison d'arrêt de Loos en qualité de chef d'établissement ; à la direction régionale des services pénitentiaires de Lille en qualité de secrétaire général ; à l'ENAP en qualité d'adjoint à la directrice ; au cabinet du garde des Sceaux, ministre de la justice en qualité de conseiller pénitentiaire ; à la direction de l'administration pénitentiaire en qualité de sous-directeur de l'état-major de sécurité.

### **Résumé de la présentation**

*Peut-on lutter contre la radicalisation en prison : l'exemple français.*

La lutte contre la radicalisation violente en milieu carcéral ne date pas, contrairement à ce que l'on pourrait penser, des attentats qui ont endeuillés la France en janvier 2015. La première grille de détection du phénomène de radicalisation date de 2005. Cependant devant l'évolution du comportement des radicaux révélée notamment par les affaires Merah (2012) et Nemouche (2014) et le lien entre parcours de délinquance et radicalisation, la France s'emploie à rénover ses outils de détection. Nous sommes aussi confrontés à une croissance rapide du phénomène : 90 détenus étaient suivis en juin 2014 au titre de la radicalisation islamiste, ils sont près de 190 aujourd'hui (et il ne s'agit là que des qualifications pénales pour association de malfaiteur en vue d'entreprise terroriste dont plus de la moitié sont des retours de Syrie).

Par ailleurs, depuis maintenant un an, la France s'interroge sur la façon de mettre en œuvre des programmes de prise en charge (« déradicalisation ? » désengagement ?) dans le respect des missions qui sont les siennes, notamment au titre de prévention de la récidive. Le dispositif qui vous est présenté (évaluation, unités dédiées mais pas d'établissement spécifique, programmes différenciés, prise en charge pluridisciplinaire et rôle du renseignement) se veut souple et évolutif tant il n'existe aucune certitude sur la réussite d'une prise en charge et que semble manquer les évaluations sur ce qui se fait déjà dans nos différents pays.

## Mark HAMM



Mark S. Hamm is professor of criminology at Indiana State University and a former guard, teacher, and associate warden in the Arizona Department of Corrections. He is a Senior Research Fellow at the Centre on Terrorism, John Jay College, The City University of New York and a faculty member at the Office of Legal Education, U.S. Department of Justice. Hamm has published widely in the areas of terrorism, hate crime and prisoner subcultures. His books include *The Spectacular Few: Prisoner Radicalization and the Evolving Terrorist Threat* (2013); *Terrorism as Crime: From Oklahoma City to Al-Qaeda and Beyond* (2007); *In Bad Company: America's Terrorist Underground* (2002); *Apocalypse in Oklahoma: Waco and Ruby Ridge Revenged* (1997); *The Abandoned Ones: The Imprisonment and Uprising of the Mariel Boat People* (1995); and *American Skinheads: The Criminology and Control of Hate Crime* (1993). Dr. Hamm is a frequent consultant to national and international counterterrorism agencies. His research has been covered by such media outlets as the *New York Times*, *CNN* and National Public Radio. He is currently working on a study of lone wolf terrorism.

### **Summary of the presentation**

#### *The Spectacular Few: Prisoner Radicalization and the Evolving Terrorist Threat*

While Islam is mainly a positive influence in prison, certain forces within the prison Muslim movement are aligned with the efforts of al-Qaeda and its associates to inspire convicts in the United States and Europe to conduct terrorist attacks on their own. Professor Hamm argues that in order to understand terrorism today, we must come to terms with how prisoners are treated behind bars.



## Ivan KOEDJIKOV



After graduating *cum laude* in international law from the Moscow State Institute of International Relations, Ivan Koedjиков started a diplomatic career. He took part in negotiating several landmark international agreements: the Stockholm (1986) and the Vienna (1990) Documents on Confidence and Security-Building Measures, the Treaty on Conventional Armed Forces in Europe (1990 ) and the OSCE Charter of Paris for a New Europe. In 1987, he served in the Permanent Representation to the UN as special adviser for Bulgaria's non-permanent membership in the UN Security Council. In 1992-1994, he was counsellor in the Embassy of Bulgaria in Paris.

Ivan Koedjиков joined the Council of Europe Secretariat in 1994 as political adviser for enlargement. He followed, amongst others, the negotiations on the Gagauz autonomy in Moldova, the EU-led attempt to negotiate with President Lukashenka of Belarus the restoration of a democratic Constitution after the 1996 "referendum", and the establishment of the Council of Europe presence in the Chechen Republic in 2000.

In 2000, he became Head of Division in the Directorate General of Political Affairs, with responsibility for fifteen applicant and member States, including five "frozen" conflicts. In 2005-2009 he served as Deputy Director of the Private Office of the Secretary General. In 2010, he joined the Directorate General of Human Rights and Rule of Law as Head of Department.

At present Ivan Koedjиков is Head of Action against Crime Department, with responsibilities covering standard-setting, technical co-operation and monitoring in the fields of criminal law, prison and police reform, countering terrorism, fighting corruption and money-laundering and promoting criminal assets recovery.

Ivan Koedjиков is the Counter-terrorism coordinator of the Council of Europe.

## Shawna WILSON



Shawna Wilson is the Deputy Director in the Office of Multilateral Affairs in the Department of State's Bureau of Counterterrorism. In this position, she works with the United Nations and regional institutions regarding terrorism issues, policies, and programs. Her main areas of responsibility include foreign terrorist fighters, rule of law and countering violent extremism. Prior to joining the Office of Multilateral Affairs, Ms. Wilson served as the Justice Team Leader in the Office of Criminal Justice Assistance & Partnership Office (CAP) within the Department of State's Bureau of International Narcotics and Law Enforcement Affairs (INL). In this position, Ms. Wilson provides technical advice to INL staff on a range of criminal justice issues and programs involving defense attorneys, prosecutors and judges. Before joining INL, Ms. Wilson was a U.S. Supreme Court Fellow and worked with the International Judicial Relations Office of the Federal Judicial Center, conducting briefings for foreign judges on the U.S. legal system. Prior to starting the fellowship, Ms. Wilson was the Senior Rule of Law Advisor in the Europe and Eurasia Bureau at the United States Agency for International Development (USAID) in Washington DC. In this capacity, Ms. Wilson provided advice and assistance on a variety of legal reform issues to USAID missions in the Balkans and the former Soviet Union. Before relocating to Washington D.C., Ms. Wilson was the Senior Democracy Advisor at USAID/Bosnia-Herzegovina where she managed rule of law programs. She also served as the Democracy Office Deputy Director at USAID's Central Asia Regional Mission for three and a half years and managed human rights, rule of law, anticorruption and anti-trafficking activities. Prior to joining USAID, Ms. Wilson worked as a transactional attorney at Frost Brown Todd LLC in Cincinnati, Ohio. Before attending law school, Shawna worked for the Eurasia Foundation as the Southern Russia Regional Director in Saratov, Russia and as a Program Coordinator in the Washington, D.C. office. She has a B.A. in International Affairs and Russian Studies from George Washington University and a J.D. from the Washington College of Law at American University. She also studied Roman Law, Russian Constitutional Law and International Law at Saratov Law Faculty in Saratov, Russia.

## Terry KIDWELL



Terry Kidwell serves as Senior Corrections Advisor in the U.S. Department of State's Bureau for International Narcotics and Law Enforcement Affairs, Office of Criminal Justice Assistance and Partnerships (INL/CAP), a position he has held since the fall of 2009. Mr. Kidwell also assists other INL offices with assessments and special projects.

### **Experience:**

Mr. Kidwell retired from the Washington D.C. Department of Corrections in 2004 where he served for more than 20 years. During his career he worked as a Corrections Officer, Tactical Team Commander, Security Administrator, Emergency Preparedness Coordinator and Correctional Program Officer. After retirement in March 2004 he deployed to Iraq where he served as Deputy Director for Intelligence, Audits and Investigations with the INL Iraq Corrections program. Since joining INL Mr. Kidwell has worked in Iraq, Jordan, Yemen, Togo, Indonesia, Haiti, Brazil, Uruguay, Paraguay, Mexico, Belize, Costa Rica, Ukraine and Armenia. In 2010 he served 90 day temporary duty assignment to the United Nations Department of Peacekeeping Operations where he worked as a planner with the Haiti Disaster Cell following the earthquake.

**Expertise:** Correctional operations, including security, training, administration, audits/assessments, tactical operations, internal affairs and contract administration.

## **Summary of the presentation**

### *Good Prison Management Approaches as a Means to Detect, Prevent, Mitigate and Address Prison Radicalisation*

The presenters will provide an overview of an effort to elaborate good practices regarding sound prison management as a way to help counter prison radicalization. As part of this effort, the United States Department of State hosted a small group of correctional officials from U.S. state and federal jurisdiction. Therefore, the presenters will also discuss key issues and suggestions that were highlighted during this meeting regarding the some of the US experiences regarding prison radicalization.

## Omar ASHOUR



Dr Omar Ashour is a Senior Lecturer in Security Studies at the University of Exeter and an Associate Fellow at Royal Institute of International Affairs (Chatham House) in London. He is the author of *The De-Radicalization of Jihadists: Transforming Armed Islamist Movements*, the first book on transitions from armed to unarmed activism by several Islamist organisations in North Africa, where major parts of these radicalisation and de-radicalisation processes occurred in prisons. His most recent publications include a Brookings study entitled “Collusion to Collision: Islamist-Military Relations” and two United Nations’ studies on security sector reform and radicalisation in the aftermath of the Arab-majority uprisings. Dr. Ashour specialises in asymmetric conflict, Islamist movements, security/terrorism studies, and civil-military relations. He previously served as a consultant for the United Nations on security sector reform, counter-terrorism, and de-radicalization issues. He is a regular contributor to media outlets including the BBC, al-Jazeera, Sky News, CNN, al-Arabiya and others. His op-eds are frequently published in *Foreign Policy*, *The Washington Post*, *The Guardian*, *The Independent*, *al-Jazeera.net*, *CNN.com*, *Project Syndicate* and other media outlets.

### **Summary of the presentation**

#### *Radicalisation and De-Radicalisation in Prisons: The Middle Eastern Cases*

Prisons in the Middle East and North Africa have been major centres of radicalisation and de-radicalisation. The presentation will address the factors behind the two processes, the interactions between them, and how the prison environments and security sector reform processes affect them. Historical trajectories of prison radicalisation and de-radicalisation will also be addressed as well as lessons learned from the Middle Eastern experiences.

## Carlo CHIAROMONTE



Carlo Chiaromonte was born in Naples on June 30, 1962. He is currently the Head of the Criminal Law and Counter-Terrorism Divisions in the Action against Crime Department, Directorate General of Human Rights and Rule of Law of the Council of Europe and Secretary of both the European Committee of Crime Problems (CDPC) and the Committee of Experts on Terrorism (CODEXTER). Lawyer specialising in the defense of Human Rights, Carlo Chiaromonte began his career at the European Court of Human Rights, before moving to the Directorate of Legal Affairs of the Council of Europe.

Mr Chiaromonte became then Deputy to the Executive Secretary of the Council of Europe's Group of States against Corruption (GRECO). Secretary of numerous groups of experts responsible for the development of the legal instruments of the Council of Europe, he participated actively in the strengthening of the tools and actions necessary for the development of the international cooperation in criminal matters. He has played a leading role in the negotiations of numerous conventions of the Council of Europe in different sectors, namely the protection of children against sexual abuse, the counterfeiting of medical products, the trafficking in human organs, the violence against women, the prevention of acts of terrorism, the extradition and the mutual legal assistance. Among his most recent engagements, the participation in the drafting of the Additional Protocol to the Convention of the Council of Europe for the Prevention of Terrorism.

### **Summary of the presentation**

*Draft Guidelines for Prison and Probation Services regarding Radicalisation and Violent Extremism*

The reasons for drafting the Guidelines as well as their scope, definition and general content will be presented and the participants will be invited to share their comments and proposals related to the text.

## Francesco RAGAZZI



Francesco Ragazzi is assistant professor at the Institute of Political Science (Leiden University, Netherlands), associate fellow at the Centre de Recherches Internationales (Sciences Po Paris, France) and associate researcher at the Centre for the Study of Conflict, Liberty and Security (France). His has published on issues of migration, security and counter-terrorism. He recently co-authored the report "Preventing and Countering Youth Radicalisation in the EU" (2014) for the LIBE committee of the European Parliament.

## Harald Føsker



Harald Føsker graduated as Candidatus philologiae at the University of Oslo with subjects Political Science, Sociology and History.

He is currently holding a position as International Director at the Directorate of Norwegian Correctional Service. From 1980 until May 2010 he was the Director of Norway's Correctional Staff Academy. He has been engaged in the domains of education, training and research and has played an important role in the development of the Correctional Service. In 1998- 1999 he served as Deputy Director General at the Ministry of Justice, Department of Correctional Services.

Mr. Føsker has represented Norway/Correctional Services in several boards and committees, both at national and international level. In this connection can be mentioned that he has been for a long time Member of the Board of Norwegian Correctional Services, Member of the Committee of Experts in the Council of Europe, Board Member of the International Corrections and Prisons Association (ICPA) and President of the Association of European Staff Training Academies. He has been awarded by ICPA for his contribution to the development of correctional services internationally (President's Award 2007) and has received Medals of Honor from Latvia, Russia and Czech Republic.

Since 2012 he is member of the Working Group of the Council for Penological Co-operation, Council of Europe.

In April 2015 he was Knighted by the King of Norway.



Master of Law University of Copenhagen 1970  
Department of Prisons and Probation 1970  
Deputy Director-General, Prison and Probation Service 1980  
Director-General, Department of Private Law 1996-98  
Director-General, Prison and Probation Service 1998-2013  
Chair of the European Council for Penological Co-operation (PC-CP) (Council of Europe) 1991-1994 PC-CP member 1987)  
Member of the Greenland Penal Reform Commission 1994-2004  
President of the Association of Danish Lawyers & Economists 1997-98  
President of the Danish Society for Criminal Law and Criminology 1998-2011  
Member of the Standing Committee on Penal Law Reform 1998-2013  
Board member, Confederation and European Probation (CEP).  
Voting member of the International Penal and Penitentiary Foundation 2000 (IPPF)  
Board member, EuroPris 2011-2012  
Commander of Dannebrog 2000  
French Médaille Pénitentiaire 1986  
Estonian Prison Board Order for Distinguished Service 1999  
President's Award, the International Corrections and Prisons Association 1998 (ICPA)  
Gold Medal, the Polish Penitentiary System 2012  
Commemorative Medal, the Polish Ministry of Justice 2012

### **Summary of the presentation**

*Translating policies and standards into practice and from practice to policies – major challenges*

The question is how to transform international ideals into everyday work in our prison and probation services – and how to have everyday prison life reflected in ideals in a way that makes them realistic and useful.

The analysis, which was launched on the basis of the author's own career spanning more than 40 years in the prison and probation world, will point to a number of tools that have proved by experience to be useful for this purpose.

It goes without saying that political and socio-economic conditions also play a major role in determining the extent to which international standards can be adapted to national conditions, but in most cases there is a managerial framework that we can use in our capacity as chief executives to set priorities in order to facilitate the implementation of ideals. There is no simple and universal answer to this question, but a variety of answers, which relate to various organisational levels of our prison and probation organisations. As chief executives, we are the ones entrusted with the task of choosing the right solutions to our own issues.

## Claudiu Cătălin BEJAN



Claudiu Cătălin Bejan started his career in the Romanian penitentiary system in 1995 as operational support staff and then as prison instructor at Slobozia Prison. Between 1997 and 2002 he was legal advisor at the National Prison Administration. Between 2002 and 2007 he was Governor of the Poarta Alba Prison. Between 2008 and 2013 he was Deputy Director General of the Romanian Prison Administration. Since 2013 he was promoted to the post of Director General.

He has graduated from the Police Academy in 1995 with a BA in Legal Sciences and has obtained a MA at the Faculty of Law, Bucharest University in 1996. He has a number of post-graduate certificates: UN/MFA course on "Stabilization and reconstruction in the post-conflict areas" (Bucharest, 2009); COMET – Communication for European training managers" (Florence, Italy, 2011); Certificate from the Centre for professional training and regional development Association (Constanta, 2011). He has taken part in numerous international events organised by the Council of Europe, the European Union, UN, ICPA and EPEA.

## Iuliana Elena CĂRBUNARU



Iuliana Elena Cărbunaru is currently director general of the National Probation Directorate within the Romanian Ministry of Justice ensuring the management of the probation system at the national level.

In 2000, after graduating The Philosophy Faculty in Iași - Social Work section, she started her activity as a social worker with a local NGO which along with several NGOs from other regions of the country was piloting at that time the first probation elements in Romania. In 2001, after passing a competition, she was appointed within the newly developed probation service under the coordination of the Ministry of Justice. She continued her studies and graduated in 2002 a Master program of the Bucharest University on Community Justice Administration. As an employee of the probation service for the past 14 years Ms Cărbunaru has served as probation counsellor (2 years), seconded probation counsellor within the Ministry of Justice (3,5 years), probation inspector (1,5 years), director of probation service (8 years).

Her international experience includes working with probation services from Europe, Middle East and North America and she acted as an expert for the Council of Europe in her area of expertise.

### Summary of the presentation

*Prison and probation management in times of economic crisis*

*Key words: crisis, budgets, innovation*

No matter how well we optimize resources, how innovative and creative we are as managers or management teams, how many and various alternatives of detention exist, in the end all depends on money.

The bad news is that when the budget is reduced it has a negative impact on everything: prison, probation and the community. The contribution of the directors general of prison and probation services in Romania gathers the most innovative means identified at the levels of prison and probation in their country, in order to express the pragmatic measures and solutions in this type of scenario.

And when the creative minds meet wonderful opportunities there is no limit to their creativity and creativity is not always for free.



## **Vivian GEIRAN**



Director of the Probation Service in Ireland since August 2012. Leads the Probation Service, an agency of the Department of Justice & Equality, with 395 staff, providing rehabilitation services to 8,500 offenders in the community and 1,500 in custody every day. A registered social worker with MA in social work (UCD) and MA in social studies (TCD), as well as a diploma in leadership and management. Member of the Department of Justice and Equality Management Board and of the Parole Board. Since December 2013, elected as member of the Council for Penological Co-operation (PC-CP), Council of Europe.

## Jörg JESSE



Head of the Department of Prisons, Probation and Petitions for Clemency, Ministry of Justice of Mecklenburg-Western Pomerania, Schwerin, Germany.

Jörg Jesse, born in 1953, studied Psychology at the Christian Albrecht's University of Kiel. He has been working in prisons in the following areas since 1983: Open juvenile and young adult prisons, closed adult prisons, Prison Headquarters and Ministry of Justice. He worked in managerial positions from 1993 to 2003 as Deputy Head of the juvenile and young adult Prison of Hameln, as Head of long term and preventive detention Prison Celle-Salinenmoor and Head of Hanover Prison. Since 2003, he has been Head of the Department of Prisons, Social Services and Petitions for Clemency, Ministry of Justice of Mecklenburg-Western Pomerania, Schwerin and is Member of the Council of Penological Cooperation (PC-CP), a Council of Europe expert working group since 2011.

### **Summary of the presentation**

#### *Working with partner agencies and employers to support resettlement*

After a two years practical and theoretical training to become a prison officer the candidate has to pass a difficult examination process.

It contains the results and grades from 8 different subjects, a written exam in 4 subjects, a practical examination and (optional) an oral examination.

The movie shows the practical examination, the preparation of the candidate, the work of the examination board and the final results. The exam consists of two main tasks: The candidate has to deal with a situational and a communicational task which is common in the work of a prison officer.

## Sue McALLISTER



Sue McAllister was appointed Director General of the Northern Ireland Prison Service (NIPS) in July 2012.

She grew up in South Yorkshire and attended St Andrews University, from where she graduated with a MA in Arabic. She joined the Civil Service after university and, following three years working in GCHQ in Cheltenham, joined HMPS as an Assistant Governor trainee in 1986.

Sue worked in a variety of roles in prisons in England, including as Governor of HMP Gartree, a prison for adult male life sentenced prisoners, and of HMYOI Onley, which housed juvenile and young adult offenders aged between 15 and 21. She also worked in policy roles in the Prison Service and the Ministry of Justice and as Head of the Public Sector Bids Unit before leaving what was then the National Offender Management Service in August 2011.

As Director General of NIPS, Sue is the Accounting Officer with responsibility for an operating budget of around £149m and an estate comprising of three prison establishments, a Prison Service College and Prison Service Headquarters. She provides leadership to around 1960 staff. In 2014, Sue also assumed responsibility for the Youth Justice Agency as Director of a newly formed Reducing Offending Directorate.

### **Summary of the presentation**

#### *Working with partner agencies and employers to support resettlement*

The Northern Ireland Prison Service is at the end of a four year programme of reform. Our focus is now very clearly on reducing reoffending and supporting prisoners to return to society as good citizens.

We are working with organisations and individuals to give prisoners the skills they need and to offer them opportunities for employment, both during their sentence and on release from custody.

The presentation will include some of those individuals speaking about why they think this work is important and what it means for them, and for the wider community.

We will also show some prisoners talking about their experiences and how they have benefitted from some creative and innovative partnerships.

## **Dominik LEHNER**



Dominik Lehner studied law sciences in Zürich and in Basel (PhD in international civil law), and was promoted lawyer 1989. Lehner began work as an academic employee in the public law and penal division of the Justice Department in Basel in 1990. In 1992 he spent one year working as an independent attorney of law before returning to the Justice Department, where he was promoted to head of the Penal Administration Services in 1995. Among working for other public committees Dominik Lehner acted 10 years as president of the committee for victim support and was member of the board of a large Swiss closed prison for 15 years. 1999 – 2002 Lehner conducted the federal Swiss pilot project on electronic monitoring. He was member of the preparatory group of the CEP-Conferences on Electronic Monitoring 2003, 2005 and 2007. Since 2009 he is president of the committee for risk assessment of dangerous offenders of Northwest and Central Switzerland. 2012 he was assigned as a consultant by the PC-PC for drafting Rec(2014)4 on Electronic Monitoring. Since 2014 he is elected member of the PC-CP working group of the Council of Europe.

## **Peter LINDSTRÖM**



Dr. Peter Lindström is a criminologist at the Swedish Police service and an associate professor at Malmö University. Currently he is involved in various projects concerning the recent reformation of the Swedish Police into one national service, one specific area being enhanced collaboration between the Police and local municipalities. Recent academic publications concern the relationship between police force and crime (Police Journal) and policing in rural areas (Journal of Rural Studies). Between 2005 and 2010 he worked as a special advisor at the Swedish Ministry of Justice.

**Rob CANTON**



Rob Canton is Professor of Community and Criminal Justice at De Montfort University, Leicester, England. He worked in the Probation Service for many years in a variety of different practice, management and training roles. Rob has taught, researched and written on a number of probation and penal topics. He has been extensively involved in recent years in work on behalf of the Council of Europe and in European Union projects to help other countries to develop their penal practice, especially in eastern Europe. Rob was one of the experts appointed by the Council of Europe to contribute to framing the European Probation Rules and Commentary. He has also acted as a Specialist Adviser to the House of Commons Justice Select Committee in the UK.

**Nick FLYNN**



Dr Nick Flynn is Senior Lecturer in Criminology and Criminal Justice at De Montfort University, Leicester, England. Before pursuing an academic career, Nick worked as a researcher and freelance research consultant within the area of criminal justice including as deputy director of the English penal reform organisation, the Prison Reform Trust. Most recently, his research has focused on rehabilitation, criminal desistance, imprisonment, public punitiveness and probation in European contexts. European Union research has included the development of evaluation guidance for work with offenders and implementation of the European Probation Rules; and currently resettlement and aftercare practices informing the transfer of foreign national prisoners.

## **Summary of the presentation**

### *Putting Probation Rules into practice – findings from a recent survey*

This presentation summarises the findings of a recent project (STREAM - Strategic Targeting of Recidivism through Evaluation and Monitoring (JUST/2011/JPEN/AG/2892) to find out about the impact of the Council of Europe Probation Rules on the policies and practices of probation in the EU member states. The background to the project will be set out and some of the main findings will be presented. There will be some discussion of the implications of the findings and a summary of the main proposals that were included in the project report.

## Hans MEURISSE



Hans Meurisse is the Director General of the Belgian Prison Service. He studied Criminology at Ghent University where he graduated with distinction. He started his professional career in 1986 at the Judicial Police, Federal Public Service of Justice, where he eventually was appointed Chief Investigator. In 1999, Hans became prison governor of the Ghent prison. His work was mainly focused on developing regimes for 350 inmates. While working as prison governor, Hans also participated in several high-level projects: the Business Process Reengineering of the Belgian Prison Service, an internal audit of Electronic Monitoring and the project 'Population and Safety'. In September 2006 Hans Meurisse was appointed Director General of the Belgian Prison Service. Among his main achievements as head of the Belgian Prison Service are the introduction of an integrated offender management system, the coordination of the construction and opening of new prisons, the completion of a Business Process Reengineering of the department for prison labour, the start of the development of a Business Intelligence platform. As Director General, Hans Meurisse is a member of the Board of Directors of the International Corrections and Prisons Association (ICPA). In 2011 Hans was appointed President of the European Organisation of Prison and Correctional Services (EuroPris).

## Kristel BEYENS



Kristel Beyens is Professor of Penology and Criminology at the Vrije Universiteit Brussel (Free University Brussels), Belgium. Within the research group Crime & Society (CRiS) she coordinates the research line on Penalty and Society. Her research focuses on decision-making cultures and practices in sentencing and the implementation of prison sentences and community penalties. She has a longstanding interest in electronic monitoring and published an edited book (with Mike Nellis and Dan Kaminski) on *Electronically Monitored Punishment: International and Critical Perspectives* (2013, Routledge). Currently she is involved in a EU funded comparative study on electronic monitoring in five jurisdictions. She also conducted a research (with Miranda Boone) on the detention experiences of Dutch staff and Belgian prisoners in the Dutch Penitentiary Institution of Tilburg. Currently she supervises research projects on food in prison, the prison governor, early release trajectories of Belgian and Dutch prisoners, foreign nationals in prison and decision-making with regard to parole and recall to prison in Belgium. She is the vice-chair of a COST action on Offender Supervision in Europe, where she is involved in a comparative study of decision-making practices with regard to breach.

## Summary of the presentation

### *The use of modern technologies and the impact on prison life*

Digital media and technology are widespread in society and are affecting our lives in profound ways. The on-going digitalisation has created new divisions in society, referred to as the division between 'digital natives', and 'digital immigrants' (Prensky, 2001).

Also prisons are not immune for the digitalization revolution. With the Prison Cloud project, the Belgian Prison Service takes the lead in introducing ICT for a range of services or activities (entertainment and work) in prison. Prison Cloud is described as a 'flexible ICT platform designed for the secure distribution of content and services to inmates'. Since 2014 this platform is active in one Flemish (Beveren) and one Walloon (Leuze) prison in Belgium and it will be introduced in three more prisons in the future. Different services are or will be made available to the prisoners in their cell, ranging from e-shopping, access to legal regulations and the judicial dossier, television, telephone, agenda, educational and training activities, prison work and leisure activities, such as video on demand, and television. Prison Cloud tries to improve participation in all kind of processes by giving the inmates the opportunity to search for information, communicate with staff and other actors, and schedule his agenda (e.g. visits) and so on.

In this panel session Hans Meurisse will describe the implementation of ICT in the Belgian prisons, with special attention for the developments with regard to Prison Cloud. He will argue that Prison Cloud fits in a penitentiary policy that aims for a standard quality of life in prison and where prisoners are considered as responsible citizens. Prison Cloud is part of a policy that increases the autonomy of prisoners to develop their individualised detention trajectory. Hans Meurisse will further discuss the consequences of Prison Cloud for the job of the prison officers and the recruitment and training of staff that will work under new circumstances created by the digitalisation of prisons. This requires attention for 'change management'.

How these digital possibilities will work out in practice and what their consequences will be for prison life remains however an open question. Being deprived of access to digital communication devices can be regarded as a 'new pain of imprisonment'. To date, research on the consequences of the rapid digitalisation of prisons is almost non-existent. Kristel Beyens will further reflect upon the pro's and cons and on the intended and possible unintended consequences of the use of ICT in prison for prisoners, the work of prison staff, and staff-prisoner's relationship. The divide between 'digital native prisoners' and 'digital immigrant prison-staff' might have the potential to change the hierarchical relationships in prison. She will also point at the limits of opening up the access to digitalized functions in prison, due to security reasons and a public opinion that is resistant towards normalization in prison.

## Antanas JATKEVIČIUS



Master in criminal law and criminology at the Law Faculty of Vilnius University. In 2003 defended the doctoral thesis "Prevention of Juvenile Violent Crime".

Former scientific associate at the Children and Youth Law section of the Criminological Research Department of the Lithuanian Institute of Law; administrator of the Juvenile Justice Programme at the Centre for Crime Prevention; scientific assistant at the Criminal Law Department of the Law Faculty of the Vilnius University.

Currently – head of the Penal and Administrative Law Unit of the Legal Department of the Office of the Seimas (Parliament) of the Republic of Lithuania; research fellow at the Lithuanian Institute of Law; member of the Lithuanian Association of Criminology; elected member of the Working Group of the Council for Penological Co-operation (PC-CP) of the Council of Europe.

## Alina BARBU



■1997 – graduated from the Law Faculty, University of Bucharest, Romania;  
■1998 - graduation certificate in criminal procedure law and forensics;  
■2001 - post graduate diploma in Contemporary European studies, Sussex European Institute, U.K; ■2002 - certificate in Corruption control in criminal justice, JICA and UNAFEI, Tokyo, Japan;  
■1997 – started legal career at the Ministry of Justice as Legal adviser and then for more than 10 years - Head of Public Law Division, Directorate of drafting legislation, studies and documentation(involved in drafting laws like the new Criminal and Criminal Procedure Codes, the laws on execution of penalties, the laws on probation, the laws combating money laundering, organized crime, terrorism, corruption, trafficking in human beings, the law promoting integrity in public functions, on data protection, on classified information, etc.);  
■2003-2005: diplomat - Ministry of Foreign Affairs, responsible for justice affairs at the Permanent Representation of Romania to the EU;  
■ Since 2008 Council of Europe expert: (2008) expert on techniques of drafting legislation, comparative legislation and harmonizing national legislation; (2009) MONEYVAL evaluator; (2011) elected member of the Council for Penological Co-operation Working Group (PC-CP), (2014) member of the Drafting working committee on prison overcrowding  
■ since 2013 vice-chair of the PC-CP;  
■ published articles, studies and books on Romanian legislation related to criminal law and criminal procedure aspects



## Bas VOGELVANG

Bas Vogelvang (Amsterdam, 1959) is Professor of Probation, Parole and Safety Policy at the Expertise Center for Safety Policy and Criminal Justice, Avans (Den Bosch, the Netherlands). He is also an expert consultant community corrections, family support programs and child at the VanMontfoort Research & Development Group. At University, he supervises research (of both faculty and in field institutions such as probation services, correctional youth care facilities, and regional partnerships of criminal organizations. He regularly supervises advisory boards for research projects commissioned by the ministry of Safety and Justice. Some of his projects and publications include; The Dutch national youth and young adult offender supervision handbooks; The European probation work curriculum 'Criminal Justice Social Work' (EACEA Erasmus); Implementation and research of Circles of Support & Accountability in the Netherlands and other European countries (EU Daphne funds), and research of probation staff resilience (Strengthening Probation Officers' Resilience in Europe; SPORE) in collaboration with the probation services in Netherlands, Latvia, Estonia and Bulgaria and the University of York.



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### Summary of the presentation

*The European probation work curriculum 'Criminal Justice Social Work'*

The CJSW project (September 2011 - October 2014) aimed to develop and test a European academic curriculum for the training of criminal justice professionals. It was awarded its action grant by the European Commission (ERASMUS Life Long Learning Programme). The project partners included Avans University (applicant), the University of Applied Sciences of Utrecht, the Universities of Bucharest, Reims, De Montfort (Leicester), Glasgow, Edinburgh, Latvia, Maltepe (Istanbul), and the professional organizations of France, The Netherlands, Norway and Latvia, and the CEP. These schools and organizations worked together to develop teaching modules and a web-based *community of practice* for education in the field of criminal justice social work on a bachelor and master level. The products are now available to European schools and professionals in the criminal justice field. The presentation will include the rationale and development of the curriculum, and will give some insight in the wealth of materials that are now connected in a comprehensive state of the art teaching program.



Claudia Vogg, nonprofit specialist with more than 25 years international work experience in leading positions, joined the European-wide network Children of Prisoners Europe (formerly Eurochips) in 2006. She is responsible for development, and represents the network in various fora, including a child right consortium of 15 organisations which jointly advocates to EU policy makers. Claudia holds a Master degree in Business Administration and Socio-economy and a fundraising certificate from ESSEC Management school in Paris. She is currently Network Development Manager, Children of Prisoners in Europe (COPE).

### **Résumé de la présentation**

#### *Maintenir les relations familiales - Pourquoi et pour qui ?*

L'incarcération d'un parent n'est qu'exceptionnellement déterminante d'un trouble psychique chez l'enfant voire d'altération de son développement. Dans le but, de prévenir les risques auxquels l'enfant et son parent sont exposés dès lors que leur relation se détériore, il est nécessaire d'en identifier les signes et les causes. L'expérience en France, en Belgique, au Luxembourg, en Italie, et en Suisse a permis d'isoler deux facteurs majeurs impliqués dans les dysfonctionnements des relations entre l'enfant et son parent incarcéré.

## Marianne VOLLAN



Marianne Vollan is Director General of the Directorate of the Norwegian Correctional Service, a position she has held since 2009. Prior to that she was Head of the Penal Law Section in the Department of Legislation, Ministry of Justice. Marianne Vollan currently is Vice President of The European Organisation of Prison and Correctional Services (EuroPris). She is lawyer by profession and has also worked as judge at the Court of Appeal.

Marianne Vollan frequently lectures both nationally and internationally. She has previously been invited to speak by organisations such as EuroPris, the International Corrections and Prisons Association (ICPA) and Council of Europe. She has also participated in both national and international debates on correctional services.

Marianne Vollan is the author of a book on compensation to the victims of sexual offences, and she has also published an article on preventive detention.

### **Summary of the presentation**

#### *Preserving family relations - challenges and good practices*

The presentation will discuss how family relations are affected under the execution of sentences, both in prison and in the community. The starting point is the principle of normality - life under execution of sentences should resemble life in general as far as possible. The penalty is the deprivation/limitation of liberty, and other rights are in behold, included the right to a family life.

Various dilemmas and limitations occur when these principles are to be transformed into practice. Should all family relations be preserved - for instance, what is in the best interest of children involved? What is the role of the correctional service in such assessments?

Good practices and different ways of preserving family relations under the execution of sentences will also be presented, in terms of tailored programs, organisational means and visit facilities and regulations."

## Lucy GAMPELL



Lucy Gampell has over 25 years' experience of working in criminal justice and is recognised as a national expert on the needs of children and families of prisoners. She is the President of Children of Prisoners Europe (formerly known as EUROCHIPS) and was the Director of the UK NGO Action for Prisoners' Families (APF) from 1993-2008. During her time at APF Lucy worked closely with HM Prison Service and the Ministry of Justice to improve services and support for prisoners' families. Lucy is currently an Independent Member of the Parole Board for England and Wales – the body responsible for authorising the release of high risk prisoners; she is also a trustee of the national NGO Clinks.

In 2008 Lucy Gampell was awarded the Longford Lifetime Achievement Award and in 2010 she received the honour of Officer of the Most Excellent Order of the British Empire (**OBE**) from Her Majesty the Queen for her services to prisoners' families.

### **Summary of the presentation**

*Who is punished - the case of children of imprisoned parents*

Around two million children in Europe have a parent in prison. As a consequence these children face a unique set of challenges and many are subject to stigma, shame, anxiety and fear. Like other marginalised children, they are often at greater risk of discrimination, social exclusion, poor educational achievement, increased poverty and, arguably most worrying of all, becoming the next generation of offenders.

Their experience of separation and loss can be damaging to their emotional development and to mitigate this, contact with their imprisoned parent should be encouraged and facilitated (in the majority of cases). International research also shows that prisoners' who have strong bonds with their family and are able to return to family life have a far lower likelihood of re-offending and that access to visits and contact with family and friends contribute towards prison stability.

But maintaining contact with a parent in prison is challenging; visiting prison is not easy for families, and children in particular can find the experience frightening and unfulfilling; for some, factors like the distance they need to travel makes visiting impractical. Other forms of contact such as telephone, email and letters are also vital. Drawing on children's experiences, recent research\* and examples of good practice from across Europe this session will provide practical solutions to enable prison staff to improve the quality of the visits experience for children, strengthen prisoners' bond with their children and thereby contribute to better outcomes for children and prisoners.

\* <http://childrenofprisoners.eu/wp-content/uploads/2013/12/COPINGFinal.pdf>

<http://childrenofprisoners.eu/danish-institute-of-human-rights-children-of-prisoners-report/>



Attila Juhász graduated as a teacher of English and Physical Education and received his MA at the Hungarian University of Sports and Sport Sciences in 2007. He also completed the Open University's „Effective manager” course.

He has been working as Governor of the Heves County Penitentiary since 2002.

Some of the prison's initiatives received nationwide and international publicity:

introduced the “Storybook Mums” programme in Hungary, which won the ERSTE Award for Social Integration in 2013. Started the “Prison for the City” programme in Eger to prove the local citizens that the prison can be an integrated part of the local community. Also built up a system of long term, low cost and sustainable programmes that actively involve the local civic organisations in the reintegration process.

Worked as a Consultant in the Capacity Building of the Law Enforcement Agencies for Appropriate Treatment of Detained and Sentenced Persons in the Former Yugoslav Republic of Macedonia.

As of 2013 Attila Juhász is elected member of the Council for Penological Co-operation (PC-CP).

### **Summary of the presentation**

*... and they lived happily ever after!*

*Presentation of the Heves County Penitentiary Institute's reintegration model*

It is clear for everyone what procedures the inmates have to follow while imprisoned, also what happens to them while serving their sentence, but what is happening to the families and especially to the most vulnerable group that is involved: namely the children. The children who didn't commit anything, who didn't harm anybody, still the prison sentence is also a punishment for them. How does the prison sentence affect their life? How can they cope with the financial, social and emotional difficulties?

The Eger Prison has been working with the children of the inmates since 2010 by using a special technique. The presentation describes how the situation of children and relatives of incarcerated fathers and mothers can be transformed to provide an alternative path for such children.

The presentation introduces the method how a small prison could make a difference in the life of the participating families by using a low cost and sustainable approach. Also the social role that a prison can play in order to create a safer community is also discussed.

## **Jesper HJORTENBERG**



Jesper Hjortenbergs was appointed National Member for Denmark at Eurojust on 1 September 2010. He has been a prosecutor since 1988 and has worked at the Office of the Danish Director of Public Prosecutions (DPP) for many years. From 2002 to 2007, he was Head of the International Division of the DPP's Office, and since 2007 served as Deputy Director with responsibility for casework and international matters. He prosecuted a large number of cases before the Danish Supreme Court from 1996 to 2010. He has been Danish member of the Council of Europe Steering Committee on Crime Problems (CDPC) for many years. He is since 2013 Chair of the CDPC.

## Mauro PALMA



Mauro Palma, mathematician and doctor in law *honoris causa*, is adviser to the Italian Minister of justice on penitentiary issues. In the context of the Council of Europe he is the Chair of the Council for Penological Co-operation. During the years 2000-2011 he was member of the European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment and from 2007 to 2011 he was the President of the Committee.

Expert on criminal justice and prison systems, he founded Antigone, Italian non-governmental Association for the rights and guarantees in the context of deprivation of liberty, tasked to visit prisons and monitor detention conditions throughout the national territory. Currently he is the Honorary President of the Association.

Lecturer on fundamental rights and international obligations, invited by Italian and European Universities, he is involved in the training activity of the Italian Superior Institute for Penitentiary Studies (ISSP) and the European Police College (CEPOL) on strategic projects, prison system management and fundamental rights of persons deprived of their liberty.

He is member of the Scientific Committee of several national and international Foundations (inter alia, European Observatory on Fundamental Rights, Centre for Initiatives and Studies on the State Reform, 'Italiani-Europei' Foundation) and member of the Board of scientific reviews on prisons and penal system (inter alia, *Dei delitti e delle pene*, *Studi sulla questione criminale*, *Questione giustizia*). In this context he published a number of articles and essays.

He is member of the board of directors of the Istituto della Enciclopedia Italiana Treccani.

## Jan KLEIJSSSEN



Jan Kleijssen was born in 1958 in Almelo (The Netherlands). He studied International Law at Utrecht State University (LLM in 1981) and International Affairs at the Norman Paterson School of International Affairs, Carleton University, Ottawa (MA 1982).

He joined the Council of Europe in 1983 as a Lawyer with the European Commission of Human Rights. Having served as Director of the Secretary General's Private Office and as the Special Adviser to the President of the Parliamentary Assembly, he is currently the Director of Information Society and Action against Crime, Directorate General Human Rights and Rule of Law, of the Council of Europe.

He is the author of several publications in the field of human rights and international relations.



## **Iliana TANEVA**



Iliana TANEVA is Secretary to the Conferences of Directors of Prison Administration (since 2014 named Council of Europe Conference of Directors of Prison and Probation Services) as well as Secretary to the Council for Penological Cooperation (PC-CP), Council of Europe. She has been working for the Council of Europe since 1997 and has been secretary also to several other intergovernmental committees which elaborated standards in the field of penal and penitentiary law, prisons, probation and aftercare, crime prevention and juvenile justice. The major achievements in this area are the European Prison Rules (Committee of Ministers Rec(2006) 2); The European Rules for juvenile offenders subject to sanctions or measures (CM/Rec (2008) 11); The Council of Europe Probation Rules (CM/ Rec(2010) 1); The European Code of ethics for prison staff (CM/Rec (2012) 5); CM/Rec (2012) 12 on foreign prisoners and CM/Rec (2014) 4 on electronic monitoring.

She has MA in history, post-graduate thesis on theory and history of art and culture (1979-1984) and LLM with a post-graduate thesis on international law (1983-1988), Sofia University, Bulgaria.

She has had training courses at the US State Department (1993) and at the European University Institute, Florence, Italy (1990 and 1991).

Before joining the Council of Europe Iliana Taneva has worked first as a trainee judge at the Sofia City Court (1988-1989), then at the Bulgarian National Commission for UNESCO (1989-1992) and afterwards as diplomat at the Bulgarian Ministry of Foreign Affairs (1992- 1997).