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**PRIMER CONGRESO DE LAS NACIONES UNIDAS EN MATERIA
DE PREVENCION DEL DELITO Y TRATAMIENTO DEL DELINCUENTE
GINEBRA 1955**

P E R S O N A L

**SELECCION Y FORMACION DEL PERSONAL PENITENCIARIO
EN CUBA**

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NACIONES UNIDAS

labor de selección del personal que, en buena parte todavía, no ha sido superado, siendo nombrados muchas veces personas que no han cursado estudios penitenciarios.

En nuestro régimen penitenciario cooperan Médicos-Antropólogos, Psiquiatras, Letrados, Capellanes y otros. Las tareas de asistencia social penitenciaria, sin embargo, no se encuentran reguladas perfectamente, ni se realizan en la práctica.

En nuestros establecimientos penitenciarios de Cuba hay además de los Consejos de Dirección (Médicos-Antropólogos, Pedagogos, Supervisores de Trabajo y Letrados), Profesores de enseñanza común y especial, personal administrativo y cuerpos de seguridad. Aunque es difícil precisar la proporción entre unos y otros es posible señalar la siguiente proporción total: un funcionario o empleado de cualquier orden, por cada diez reclusos. La indicada mejor disciplina se desprende del hecho de que para una población fluctuante en seis mil reclusos, los miembros de los Cuerpos de Seguridad no llegan a uno por cada quince reclusos.

Los resultados prácticos obtenidos en el desarrollo de nuestro actual régimen penitenciario son, fundamentalmente:

1. Un tratamiento individualizado.
2. Un creciente desarrollo de los regímenes de trabajo y educacionales.
3. Una mejor disciplina.
4. Un adecuado tratamiento y mejor rehabilitación.
5. Un proceso de capacitación de funcionarios y empleados de prisiones.
6. aportación de nuevas regulaciones a nuestro régimen progresivo de prisiones.

SUMMARY

I. DESCRIPTIVE PART

Presidential Decree No. 3688 of 6 November 1950, which entered into force on 2 January 1951 and Chapter 9 of which articles 134 to 141 contains the Regulations for Penal Institutions in the Republic, established the National Prison School for the training of prison officers and employees in penitentiary science.

These prison officials and employees, in common with the entire Cuban penitentiary system, are under the jurisdiction of the Directorate General of Penal Establishments, a department of the Ministry of the Interior.

The conditions governing eligibility and appointment to the staff are the same as those for our Civil Service: ability, integrity, age, citizenship and so forth.

The penitentiary staff is divided into two categories, technical and administrative. The form and development of our penitentiary system require technical staff, particularly since that system is progressive and gives special attention to the individualized treatment of prisoners.

Courses for prison officers are held at the National Prison School, and arrangements are being made to hold courses for prison assistants. It also offers summer courses, lectures and other forms of advanced penitentiary training; the teaching staff is selected on the basis of specialized knowledge and penitentiary experience, and the courses cover every biological, psychological and sociological aspect of the penitentiary system.

Thirty-six prison officers have completed their training in Cuba, and a further group is about to do so.

II. ANALYTICAL PART

There must be proper organization, recruitment and training of penitentiary staff, a fact which is fully recognized in Cuba.

Because this is realized and because efforts are made to apply the idea in practice, the results obtained in the various kinds of relationships - relations between the prison and the prisoner; between the prison and other organizations; between one prisoner and another; and between the prisoner and society - can be regarded as encouraging.

The ultimate purpose of these relationships is to ensure that the prisoner, on his return to society, occupies his proper place in society.

The practical results are many and take the form of the increased use of work and study, the solving of the sexual problem of prison life and the intensification and improvement of prison discipline.

The work of the School and of those who complete their training there is designed to produce ever better practical results and to adapt the system ever more closely to scientific progress. Our technical agencies (The Higher Council of Social Defence and the prison boards) and the officials and employees at every level of our system including professional officers, teaching staff, miscellaneous employees and members of the security staffs, all combine their efforts to that end.

In conclusion, what is needed is individualized treatment, development through work and instruction, more intense and improved discipline and a process of training which will adapt the system more closely to the realities of penitentiary life.

This archiving project is a collaborative effort between United Nations Office on Drugs and Crime and American Society of Criminology, Division of International Criminology. Any comments or questions should be directed to Cindy J. Smith at CJSmithphd@comcast.net or Emil Wandzilak at emil.wandzilak@unodc.org.