

**REPORT
ON
ALL INDIA
TRAINING
PROGRAMME FOR
PRISON OFFICERS
ON PERSONALITY
DEVELOPMENT
17th - 25th May, 2008**

Sponsored by :

Bureau of Police Research & Development
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New Delhi

Organized By :

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डा० राम मनोहर लोहिया राष्ट्रीय विधि विश्वविद्यालय
DR. Ram Manohar Lohia National Law University, Lucknow

Prof. Balraj Chauhan
DIRECTOR

Message



"Each moment is a golden opportunity. An opportunity to learn, to create, to help, to love, to fully live".

- Ralph Marston

With the increasing awareness about human rights, the prison are, of late, getting the attention they deserve. There has been a change in the perception of the society towards prisoners but it is not changing towards prison officials. Most of the training programmes organized before for the prison officers were focused on the human rights issues or on other aspects of prison. No serious efforts for the skill development of the officers have been taken so far. If the officers who are running the jails are all the time under pressure and living a stressful life then the effect of this will certainly be on the system.

They have to sustain in the system which need a deep surgery and the challenge for the prison officials is to make a balance between the personal and professional life. This is perhaps a true situation for every Prison Officer. These prison officers have to deal with very difficult hardcore criminals and most of the time they are busy in managing the day to day routine for smooth running of the prisons. They are more concerned about the security of prison.

I am very happy to host "All India Training Programme on Personality Development for Prison Officers" from 17th - 25th May, 2008 and it was the first occasion for the prison officers when a training programme was organized for their own personality development. In fact Personality is the image of one self and how we cut across others in society. Personality is what we perceive in our mind. What is inside, the thoughts or the conflict inside contributes greatly to our physical appearance too. There is a certain image that we hold of ourselves and that is what is projected outside. Personality therefore is what you are and it's your identity.

I hope that this Training programme on Personality Development for Prison officers will certainly bring some positive change in their personal and Professional life. I am thankful to Bureau of Police research and Development, Ministry of Home Affairs, Government of India to give us opportunity to organize such a wonderful unique programme for the prison officers. I am indebted to all the Director Generals of all 10 states who nominated their senior officials for attending this programmes. Last, but not least I would like to thank all the participants, resource persons, my staff for their valuable support for making this event a success. I'll end my note with these words that this is a start of journey not destination.

(Prof. Balraj Chauhan)

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BACKGROUND

The Draft National Policy on Prisons and Correctional Administration prepared by the Bureau of Police Research and Development, Ministry of Home Affairs, Government of India, New Delhi, 2007, provides for training of prison personnel so as to build up a cadre of officers who possess appropriate professional and attitudinal orientation. The Draft National Policy enumerates areas like physical fitness, development of communication skills, effective working with individuals and groups and government, knowledge the of rule of law, etc. This training programme was organized on the guidelines of the Draft National Policy on Prison Reforms and Correctional Administration which contains the provisions for Staff Training on Personality Development based on the findings and recommendations of the research studies conducted by the Bureau of Police Research and Development.

BACKGROUND



PURPOSE

Prison occupies a unique position in society, as it is the final repository for the society's failures, of those persons who are labeled as losers and temporarily or semi permanently or permanently irredeemable. One cannot imagine this society without this institution. In recent times, there is an inherent need to focus our attention towards the Prison



Administration and with this motive Dr. Ram Manohar Lohiya National Law University organized a training programme for training of prison officials for personality development. The purpose to hold this training programme was to identify the lacunae present in the policies and programmes of the prisons and to find the probable solutions. As the aim was to pave the way for these officials to develop their personality in such a way so as to resolve their stresses and better manage the resources available to them, the stress was more on holding interactive sessions of the participants.

PURPOSE



OBJECTIVES

The Personality Development Programme for the Prison Officials organized by the Dr. Ram Manohar Lohiya National Law University (sponsored by the Bureau of Police Research and Development) had formulated certain objectives which go as follows:

- + *To check and carry out sensitization of Prison Officials*
- + *To identify the problem areas and deal with it efficiently*
- + *To encourage effective communication*
- + *To build up a positive attitude and deal with the work pressure*
- + *To manage time and stress effectively*
- + *To broaden their vision and increase their sensibility to humane aspect of prison administration, including human rights of prisoners and prison staff.*
- + *To develop their faith in the contemporary canons of correctional philosophy.*



OBJECTIVES

PLAN OF THE TRAINING PROGRAMME



Three training programme of each of these of three day duration were organized by Dr. Ram Manohar Lohiya National Law University, Lucknow from 17th May to 25th May, 2008 for the training of senior prison official from different states.

The main emphasis was on the personality development of the participants rather than the usual training programmes which are conducted all over the country. It was an experiment of its own kind with a view to introduce certain innovative changes in the methodology and orientation of the other training programmes organized at the instance of the Bureau of Police Research & Development, New Delhi training and we hope it would pave the way for future trainings on the same lines. In this connection support and advice given by Dr. B.V.Trevedi, Deputy

PLAN

Director, Bureau of Police Research, Prof. Purnima Agarwal, Professor of Psychology Lucknow University, Prof. S.P.Srivastava, President Indian Society of Criminology and Member Advisory Committee on Prison Reforms, BPR &D and inputs given by the faculty and students during



discussions proved beneficial in structuring the whole programme.

The schedule of each of these three Training Programmes was as follows:

- Ice- Breaking Session by Mr. A.P.Singh and Mr. K.A.Pandey

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- **Change and challenges for Prisons by Prof. S.P.Srivastava, Prof. Balraj Chauhan and Dr. Mridul Srivastava.**
- **Interpersonal Effectiveness by Dr. P. K. Khatri**
- **Building positive attitude by Mr. N. K. Agarwal**
- **Yoga and Meditation by Dr. Satyendra Mishra**
- **Revisiting Self: Self Analysis and Self Awareness by Prof. Purnima Agarwal**
- **Stress Management by Dr. Deepali Kacker**
- **Time Management by Mr. N. K. Agarwal**
- **Communication Skills by Prof. Purnima Agarwal**
- **Team Building and Mentorship by Dr. Jaya Chitranshi**
- **Integrating self and system by Dr. Mridul Srivastava**
- **Action Plan for Self by Prof. Balraj Chauhan and Dr. Mridul Srivastava and Prof Purnima Agarwal.**



TARGET GROUPS OF THE TRAINING PROGRAMME



The target group of these three training programmes comprises of Prison Officials from various States of the country. 44 officials of different ranks ranging from Deputy Jailor to DIG from various states like Andhra Pradesh, Haryana, Karnataka, Kerala, Madhya Pradesh, Rajasthan, Uttar Pradesh and West Bengal attended the Programme scheduled from 17th May- 25th

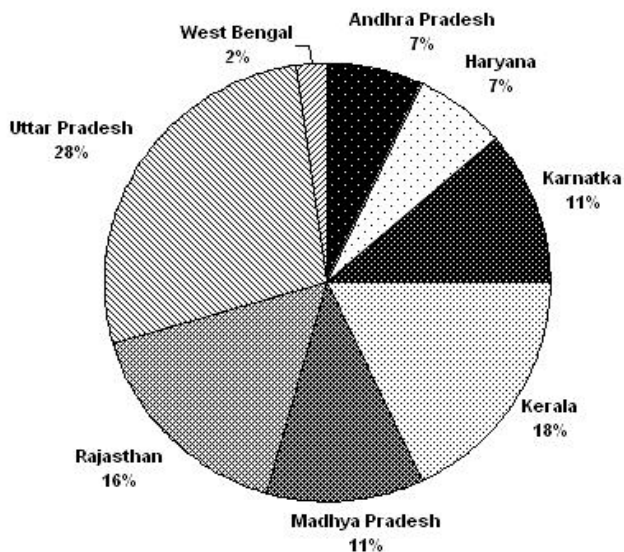
May 2008. The intention for choosing such a target group was to enable a vertical interaction between the officials.

TABLE - 1 State & Designation wise no. of Participants

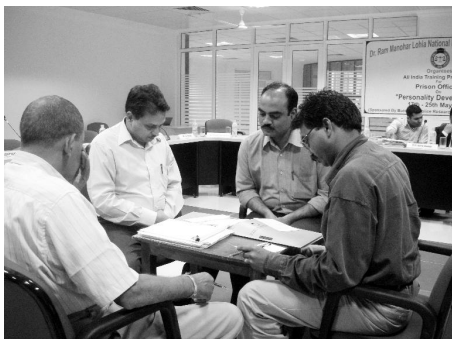
TARGET

S.No.	State	DIG	Sr. Supdt	Supdt	Asstt. Supdt	Dy. Supdt.	Jailor	Dy. Jailor	Total
1	Andhra Pradesh	-	-	-	-	2	-	1	3
2	Haryana	-	-	-	3	-	-	-	3
3	Karnataka	-	-	-	5	-	-	-	5
4	Kerala	-	-	3	-	1	2	2	8
5	Madhya Pradesh	-	-	-	-	-	-	5	5
6	Rajasthan	-	-	-	-	-	5	2	7
7	Uttar Pradesh	1	2	-	-	-	1	7	12
8	West Bengal	1	-	1	-	-	-	-	1
	TOTAL	2	2	4	8	3	8	17	44

CHART 1 : State-wise no. of participation in percent



METHODOLOGY



The methodology adopted for writing this report focuses on the outcomes of different interactive group discussions held during the proceedings of the training programme. These were open house discussions and included personal experiences of Prison officials during their job tenure. Another aspect was the 'exercises' and 'game

METHODOLOGY

techniques' conducted by various resource persons during the training programme. All these indeed made the participants to freely express their ideas, problems, difficulties and suggestions. In addition, a select group of students of the University were attached to have informal interacts with participants to familiarize themselves with the matters connected to the prisons and prison officials and own perceptions about them. For that purpose one student each was attached to all the participants. The student's input has been a vital part of the methodology adopted for writing this report. Care has been taken to portray the realistic picture of the participant's perceptions of the problems, the predicament they face and the solutions they think are desired to be implemented.



Approximately 45 Prison Officials from various parts of the country were engaged into discussions and this report is a true depiction of facts and experiences of the Prison Officials.

OUTCOME OF THE TRAINING PROGRAMME

The most significant outcome of the programme was the free and frank discussion of the key problems of prison administration in the country. Some of the problems mentioned by them were as follows:

1. Overcrowding

The biggest problem faced by officials all over India was that of Overcrowding. Position in Prisons due to large number of undertrials is worse. The participants opined that Plea Bargaining mentioned in Section 265 A-L, chapter 21 A, Cr.P.C hold promise to reduce the number of undertrials. Another approach is



Section 436A, Cr.P.C relates to bail bonds for under trails. Another alternative is to strengthen probation services in country and thereby make liberal use of Probation of Offender Act, 1958. Moreover, the draft National Policy on Prison Reforms and Correctional Administration suggests another alternative of expediting the construction of New Prisons under the scheme for the Modernization of Prisons with effect from 2002-2003. The participants regretting that while we have adequate policies, but they are not being implemented or followed in proper manner. The participants were of the view that joint efforts have to be made by Prison Administration, Government and Judiciary to deal with the critical issues.



2. Reformation and Rehabilitation
Reformation and Rehabilitation of prisoners is another important issue

OUTCOME



and adequate emphasis on this can be the most appropriate solution in dealing number of managerial problems. E.g. Vocational training Programmes are being run within prisons but still they have to be carried out in such a way so as to effect rehabilitation of prisoners. Prisons are mainly termed as unproductive and therefore it should be the responsibility of

Prison Administration to make the Prison self- sustained. States should also change their approach towards the prisons and prisoners, vis-à-vis the stated goal of prison management. Moreover, one of the suggestions floated was that proper counseling of the prisoners should be carried out within Prisons and certificates testifying their skills acquired after their vocational training in prisons should be given to them which can be useful to them after release. For dealing with these suggestions adequate vocational staff needs to be recruited.

3. Threats from the Mafia

Threats from the Mafia and hardcore criminals are a general problem faced by all the prison officers in all the states. During the Programme, it was felt that this problem is more acute in northern states like Uttar Pradesh and Rajasthan in particular and all the states in general. The participants feel that security of prison officials and their family members needs to be focused and necessary arrangements have to be made. Some senior officials, participating in the Programme, alleged about the political interference and the nexus which is existing between the hardcore prisoners and the politicians. This is general source of insecurity and a causative factor of high stress within the prison officers. While sharing their experiences they confessed that under such a situation, which is often extended to their family members also. The participant also opined that if they do not buckle up under the pressure, they face the threats

in their day to day discharge of duties. The nature of problem is such that no effective and practical solution can be found easily. Some of the solutions which came from the participants are as follows:

- ❑ The threat facing officials should be provided special security on priority basis.
- ❑ Formalization of Prison intelligence system was also thought upon and suggested by the participant.
- ❑ Effective communication between the prison official, different law enforcement agencies and between the prison administrations.

4. Lack of Adequate Political Will

Lack of adequate Political Will in prison administration was also discussed and it was felt by the participants that there is inadequate political will to bring about radical changes in a present prison scenario. From the policy level to the implementation level the prison administration feels the lack of political



will. Some official also felt that they are given a step-motherly treatment compared to other departments as regards their pay scales and facilities, and promotional arrears for career growth.



5. Budgetary Constraints

The participants were unanimous in their view that due to severe budgetary constraints, many desirable developments are not taking place in many of the prisons throughout the country. Further, the funds allocated for the department are not channelised in the right

direction. Many times budget is also not sufficient to maintain the infrastructure. Low salary leads to corruption. Prison department is the most neglected department of the Criminal Justice System of the country. The department is often considered as a burden. The participants suggested that:

- ❑ For proper allocation of Budget Central and State Government should work in unison
- ❑ Judicious use of allocated funds by the states
- ❑ Salary structure to be re-considered
- ❑ Officers should take the help of regional NGOs and Civil Society in maintaining infrastructure

6. Working Hours of Prison Officers



Prison Officers have a very tight schedule since morning to night. A Prisoner or deputy Jailor and warders get very little time for himself/herself or for his/her family. During training session many officials said that there is very little difference between us and the prisoners in the Prison. Such hectic work schedule hampers the whole personality of the prison functionaries..

They have very little social life. Apart from this another sensitive issue that emerged was Effect on Social life of the prison officials. Due to long working hours and busy schedule these people are not able to provide proper attention to their families and friends. Almost each and every official from various states attending the training programme faced and complained of this problem. In order to improve the prison conditions it is very essential that the interests of both i.e. prisoners and officers should be taken into consideration. The most probable solution of this solution could be

- Working shifts of officers should be fixed
- Staff should be increased

7. Induction of Drugs in Prisons

The problem Supply of Drugs in prisons needs special attention. There is whole racket which operates in the prisons for supply of drugs. This is basically controlled by the mafias or organized criminals and resourceful prisoners. It was rightly quoted by one of the Jail Officer, "Prison is a place where you can get several prohibited



articles depending on the payment of Money." This was the reality which we came across during interaction with the officers in the training. Basically, the supply of drugs takes place via food articles or through the prisoners who hide it in their body parts. The officers narrated several ingenious ways adopted by prisoners to smuggle contraband articles in prisons

- Segregate the drug addict prisoners from others
- Start Drugs de-addiction programs in the affected prisons.

8. Political Interference

Political Interference is one of the major problems faced by prison officers. They have to provide unavoidable security to the ministers and VIPs. Due to much political interference, prison officials are forced to make several compromises with the enforcement of rules and regulations.

9. Lack of Staff

Another major issue raised during the programme was Lack of Staff. There are many reasons for the problem like poor conditions of prison officials, lack of motivation in the general public towards joining the jail service and higher

officials are not paying much heed to the plight of the staff, etc. The solution in their view lies in

- ❑ More recruitments every year.
- ❑ Proper survey of the actual number of recruitments should be done by a competent authority in every state.
- ❑ A separate cadre of prison service must be formed and prison services be treated by public like the service of police and judiciary
- ❑ Judiciary, IPS, prison officials should be involved in framing policies and programmes of prison administration at both Central and State levels.



10. Security of Prisons

Security of Prisons is affected by the entry of mobiles, blades etc. There is a need of tight security in prison during checking of every article entering into the jail. One of the major causes of this issue is the loophole in the system of the persons who come to meet the inmates. Thus, during programme, it was found

- ❑ Categorization of prisons as existing in Western countries, e.g. USA has 3 types of prisons i.e. High security prisons, Medium security prisons and Low security prisons.
- ❑ Watch towers should also be constructed in every jail for better security
- ❑ Jammers should be installed in the prisons affected by the mobile menace.
- ❑ Security staff must be increased.
- ❑ For effective communication between warders and high officers within the

prisons, a walkie-talkie system should be enforced. Upgradation of the old weapons is also required.

- To keep a check on it scanners, metal detectors and even X-ray technique can be used.**

11. Record Keeping

Another big challenge faced by the prison officers is Record Keeping. During the programme, many jail officials admitted that there is a poor upkeep of records.

So, for proper management, use of latest technology like computerization of records should be done. Jail officials should be technically trained.



12. Lack of Technical Training and Staff

With the latest developments in the technology and its usage in different areas, there is an utter need for the upgradation of the prison administration also.



- There should be regular training programmes for prison officials.**
- Training standards should be increased.**
- Participants also emphasized that there should be separate correctional staff, social workers and psychologists in every jail.**

13. Attitude of Judiciary towards Prison Officers

The most debatable issue raised in the training programme was the role played by Judiciary in Prison Administration. Officers told various incidents about the insensitive attitude of judiciary. One officer commented that "Prisoner is

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actually treated as the victim and the jail officers as the accused." I.B Singh, Advocate at Allahabad High Court, Lucknow Bench in his address to the participants suggested that the officers should enter a weekly report in the remission diary on the conduct of the apprehended prisoner to the government. In case of over detention he suggested that an Executive Magistrate should be appointed who should only sign the warrants. If there are false accusations by the prisoners on the officers, then Sec. 21 of the Indian Evidence Act, 1872 which provides for the mode of testing veracity of evidences, should be taken into account.



It is suggested that a balanced approach has to be followed. Both the institutions, be it Jail Administration or Judiciary have to work in harmony and co-ordination.



CRITICAL ISSUES

Some of the critical issues deserving attention are mentioned below:

- **Overcrowding:** - This is basically due to lack of physical infrastructure and large number of undertrials as compared to the convicts.

- **Lack of Staff:** - The prison staff is not sufficient to control the affairs in the prisons. This creates many problems in managing various situations like fight among the prisoners, keeping the prisoners in control, etc.

- **Usage of Drugs:** - This is due to lack of appropriate screening technologies and proper checking. The drugs are generally supplied inside the prison from outside, which indicates that there are no proper arrangements to check this menace. Moreover there are very few de-addiction programmes being currently made operative in prisons.

- **Use of Mobiles in the prison:** - Mobiles menace prevails in almost all the prisons and this problem can be seen in most parts of India. Jammers installed in certain prisons do not function properly. They are unable to jam each and every network of phone line.

- **Lack of Information:** - Prison officers are not well acquainted with recent developments of case laws and amended provisions. This is due to lack of proper legal information being provided to prison officers.

- **Security of Prison Officials:** - The very nature of the job of the prison officials exposes them to many threats by the criminals, which serves as a hindrance in carrying out their duties, as the security arrangements of the prison officials are not proper.

CRITICAL ISSUES

- **Wastage of Food :-** A couple of participants raised the issue of wastage of food which amounts to national waste as the fixed amount of food per head is more than that which is needed, and the same amount has to be cooked which leads to only wastage of food. Preparation of food by unskilled prisoners is one of the causes of wastage of food. This is due to the unavailability of trained prison cooks.
- **No Separation of the undertrials from the other Prisoners:** - The undertrials are not separated from the other criminals i.e. the habitual offenders, the convicts, hard-core criminals, etc. As a result the undertrials are influenced by such criminals and form groups with them.
- **Lack of Budget and also its proper utilization:** - The budget allocated for the prisons is not sufficient in dealing various monetary problems in the prison. Also the budget is not judiciously used due to lack of proper communication as to its usage.
- **Political Interference in the Prison Administration:** - There are prisoners who have political contacts, which lead to political interference in the jail administration i.e. quite often the prison rules are flouted when there is a political figure involved. In such kind of situation the different power games and the consequences of dealing with the prisoners as an ordinary prisoner and makes the officials to think twice before dealing with these "high profile" prisoners. Sometimes the political pressure is so much that it becomes difficult to deal with such prisoners and to keep them under control.
- **No Identification of the Victims for payment of Compensation:** - This problem arises when the funds are collected for the victim and his family from the wages of the convict but there are no records about the victim

such as information related to him and his family. Because of this, there is a large accumulation of such money and thus the money is not utilized in a proper way. In many jails this money lies unused.

- **Rehabilitation of Prisoners:** - Rehabilitation of prisoners is a serious issue which needs attention. The rehabilitation programmes are not planned properly in the sense that problems faced by the prisoners in carrying out the work taught, once he is released from the jail, is not taken into consideration. They are taught to work on hi-tech machines in the jail, but once they are released it becomes a problem for them to carry out such work due to lack of hi-tech machines. Moreover no certificates are given to them for that training which again makes it difficult for them to find jobs.

- **No psychologist and correctional staff:** - In most jails there are no psychologists and categories of correctional staffs. There should be psychologists attached to every prison to mould their psychology and help them to move towards improving themselves and keeping them away from crime. There should also be correctional staff to help in improvising the mentality of criminals.

- **Insensitivity on the part of the Judiciary :-** This is experienced in certain situations like the following :-
 - ◆ There are times when the prisoners falsely accuse the jail officials of hurting them grievously, though in truth it is the prisoners who themselves make wound marks etc. The judiciary without looking into the matter often takes cognizance against the official.
 - ◆ The writs and the applications which are sent by the prisoners to different institutions like NHRC are considered very seriously and steps have been taken against the officials without proper and

complete investigation. In most cases there is no Investigating Agency for proper investigation into such matter.

- ◆ **In cases where the prisoner is not presented in the court on the due date, the summons is issued to the jail officials for furnishing reason for the same. This duty is of the police and the jail officials should not be involved.**

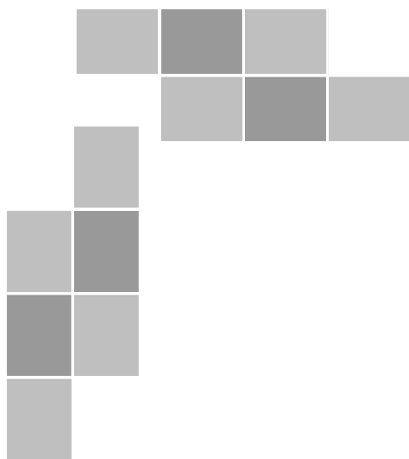
- **Lack of Incentive to Work: - There are very few promotions given to the jail officials. There are no rewards or any kind of recognition given to the jail officials for their work. The salary is also very meagre as compared to the nature of the job. The working hours of the jail officials are also long which in turn becomes very stressful for them.**

- **Neglecting the Basic needs of the Prisoners: - The common grouse of the jail officials was that the human rights rhetoric focuses on the so-called cruelty and torture within the four walls of the prison, overlooking more practical issues like denial of basic human needs in the prison.**



IMPACT ASSESSMENT

The training programme conducted was a success as it was gathered from the feedbacks of the participants. Prison and prisoners are linked with the Prison Officials thus there is a need to develop and enhance their personality for better administration. The participants who attended the programme promised to discharge their work in a more efficient manner without much stress. There was a switch over from problem oriented approach to solution seeking approach. They devised an action plan for their future and promised to work with a positive attitude and build a healthy relation with their seniors and junior officers. The training programme offered a platform for them to develop mutual relationship with the prison officials of other states and follow success examples of each other. This programme was able to find solutions to some of the problems identified by the officers.



IMPACT ASSESSMENT

FEED BACK DATA ANALYSIS

Sr. No.	Item	Response		Total
		Very Good	Excellent	
1	Resource Persons	22 (50.00%)	22 (50.00%)	44 (100.00%)
2	Stay Arrangement	19 (43.18%)	25 (56.82%)	44 (100.00%)
3	Food Arrangement	32 (72.73%)	12 (27.27%)	44 (100.00%)
4	Training Material	21 (47.73%)	23 (52.27%)	44 (100.00%)
5	Quality of Lectures/ Presentations	22 (50.00%)	22 (50.00%)	44 (100.00%)
6	Subjects included in the training programme	21 (47.73%)	23 (52.73%)	44 (100.00%)

Impact of the Programme

Beneficial - 16 (36.36%)

Highly beneficial - 28 (63.64%)

**FEED
BACK**

Suggestions given by the respondents

- The schedule should be extended to four to five days.
- Continue such training programmes in future also.
- Course should also include administrative training of young officials.
- Involve judiciary and police officials in such type of training programmes.
- The schedule of the training programme is very tight.

ANNEXURE III

LIST OF STUDENT VOLUNTEERS

(B.A., LL.B IV SEMESTER, 2008)

Dr. Ram Manohar Lohiya National Law University, Lucknow, U.P.

1. Akansha Mehrotra
2. Dhawal Singh
3. Jyotima Nagvanshi
4. Neha Gangwar
5. Neetu Chaurasia
6. Pooja Gautam
7. Prashant
8. Raj Nandini Singh
9. Rudresh Pratap Singh
10. Seema Singh
11. Shashank Singh
12. Shipra Chauhan
13. Shruti Singh Shailly
14. Shubham Tripathi
15. Shweta Kaushal
16. Swati Kaushal



ANNEXURE IV

DR. Ram Manohar Lohia National Law University, Lucknow

ADMINISTRATIVE OFFICERS

S.No.	Name	Designation
1.	Prof. Balraj Chauhan	Director
2.	Mr. P.N. Batham	Registrar
3.	Mr. J.D. Gangwar	Deputy Registrar
4.	Mr. B.D. Joshi	OSD
5.	Mr. V.K. Srivastava	F.O.
6.	Mr. Manish Bajpai	Asstt. Librarian

ADMINISTRATIVE STAFF

S.No.	Name
1.	Virendra
2.	Nalin Asthana
3.	Manoj Singh
4.	Shyam Srivastava
5.	Sandeep
6.	Devendra Mani Mishra
7.	Sanjay
8.	Ehsaan
9.	Subash
10.	Dinesh
11.	Shailendra
12.	Sudha



अमर उजाला ब्यूरो
 लखनऊ, 27 अक्टूबर (अमर उजाला) - डॉ. राम मनोहर लोहिया राष्ट्रीय विश्वविद्यालय में व्यक्तित्व विकास गुण में सात राज्यों के जेल अधिकारियों को देश की एकमात्र आदर्श गार का भ्रमण किया। नौ दिवसीय गुण कार्यक्रम के प्रथम चरण के अंतिम अधिकारियों ने कार्यक्रम के अनुभवों बांटे। विवि के निदेशक प्रो बलराज न और डा. एसपी श्रीवास्तव ने रुम के सभी प्रतिभागियों को प्रमाणपत्र दिए। प्रथम चरण के अंतिम दिन मनोवैज्ञानिक

सेवानिवृत्त आईपीएस कि... के बारे में बताया कि कैसे... जीवन को बेहतर बनाने के लिए... किए। इसके बाद दूसरे राज्यों से अधिकारियों ने कार्यक्रम से मिले को अपने जीवन में लागू करने का पहल नौ दिवसीय प्रशिक्षण कार्यक्रम का प्रथम चरण समाप्त किया। कार्यक्रम की समाप्ति के बाद सभी अधिकारियों ने मोह व्याम है। इस संबंध में

SUNDAY TIMES OF INDIA, LUCKNOW
MAY 18, 2008

TIMES CITY

'Hapless' jail officials seek reforms to improve condition

● In Tihar jail, Delhi, the capacity is around 4,000 but number of prisoners is over 12,000, of which 4,500-odd are convict and around 9,000 under-trials.

● In UP number of jails are 62 with capacity of 36,739, but prison population is over 68,000. Against the required ratio of one man per 60 inmates, the jail staff-prisoner ratio here is 1:300.

● The Lucknow district jail has the capacity of 700 but prison population is over 2,500.

● Bangalore jail has 4,800 prisoners against a 2,100 capacity and the staff strength is nearly half against sanctioned posts of 800.

● The district jail in Thiruvananthapuram, Kerala, also has 1,700-odd prisoners against a 950 capacity.

● In Rajasthan, jails are short of 60 per cent staff but the prisons are overcrowded by 40 per cent.



QUEUING UP FOR REFORMS: Candidates at a training programme for prison officers organised at Dr Ram Manohar Lohia National Law University on Saturday.

TIMES NEWS NETWORK

Lucknow: With prisons increasingly becoming overpopulated and the system crippled by corruption, political interference, criminal-politician nexus and lack of staff, a sense of "helplessness" has gripped the prison officers across India.

Though they did not go on record as it would have gone against their service rules, during the inaugural session of the three-day personality development programme, organised by the RML National Law University (RMLNLU) on Saturday, participating prison officers from all over the coun-

try talked freely about how idealism fizzles out within couple of months of joining service and majority compromise with the prevailing situation.

Over 60 prison officers from different states are taking part in the programme in which they will be taught how to tackle stress, manage time and maintain positive attitude. They will also get lessons in yoga and meditation as well. The experiences shared by the officers will be used by the university's criminal justice administration centre to conduct research and recommend prison reforms.

The training module of the programme has been specially designed keeping in mind the adversities faced by prison officers. The most severe prob-

lem is of overpopulated jails and shortage of staff. Sample this: against the capacity of 2.14 lakh in 1,305 prisons in India, the total prison population is around 3.58 lakh, of which 30.3% are convicts and 66.2% are under trials. The staff is nearly half of the sanctioned post.

Talking about the tough working conditions, a participant from Karnataka pointed out towards the rise in number of murderous attacks on jailors and prison riots across India. "There is always a risk of being attacked by a criminal after he gets out of the jail, if you are tough with him inside prison. Though prison personnel have to tackle hardcore criminals, we are not allowed to carry arms for our

protection because of restrictions put by the authorities in the name of human rights of prisoners," he complained.

Another participant from south India lamented about the shortage of police escorts to take prisoners for trials. "The trials are often delayed because we do not have sufficient number of escorts," said a participant. Further, he said, lot of energy is wasted on managing VIP prisoners such as Abdul Rahim Telgi.

Another officer said that though non-government organisations are involved for counselling of prisoners, the incidents of sexual and drug abuse are rampant. "We are not able to pay attention of these ills because of the hectic routine work," he said.

High profile criminals lodged in jails manipulate rules every where, but political interference in jail administration is high in North. "Phones and drugs inside jails are also common in South, but criminal-turned-politicians and criminals enjoying political patronage are a big menace in UP and Bihar," admitted an officer from North India.

An officer from Rajasthan drew attention towards the frequent transfer posting in the services. "Corruption is the main cause of these transfers. Officers like to have postings in jails where they can extort more money from prisoners," he said. Prof Balraj Chauhan, vice-chancellor, RMLNLU, said that prisons reforms are the need of the hour. "Here we are making an attempt to empower prison officers with techniques which they can use individually to plan their growth and work efficiently against all odds," he said.

Officers also gave suggestions of improvement. "Speedy trials can help reduce the strength of under-trials in jails," said Anand Reddy, assistant superintendent, Central prison, Bangalore. J Chenchanna, deputy superintendent, Central prison, Warangal, felt that things can be improved by implementing laws in letter and spirit. D Sathyaraj, deputy jailor, district jail, Thiruvananthapuram, suggested a separate policy for prisoners suffering from physical ailments and drug abuse. Chandra Prakash, inspector, office of DG prisons, Rajasthan, laid emphasis on correctional measures.

AMAR UJALA, KANPUR

May 18, 2008, Sunday

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यूपी की पहल, राजस्थान में सफल

अंकुर तिवारी

लखनऊ। कैदियों के तनाव को कम करने के मकसद से जिस आदर्श व्यवस्था को यूपी की जेलों में देशभर में सबसे पहले शुरू किया गया, वह यूपी में दम तोड़ चुकी है। गनीमत यह कि इस सीख पर राजस्थान का सरकारी महकमा बखूबी बदस्तूर आज भी

राजस्थान, हरियाणा-केरल में वीडियो कॉन्फ्रेंसिंग की है व्यवस्था

तिहाड़ के बाद केरल की जेल हैं आदर्श

अमल कर रहा है। जो हां, प्रदेश की कारागारों की कुछ ऐसी ही विडंबना शनिवार को सामने आई। यह बात दीगर है कि देश में केरल के जेल सबसे आदर्श हैं और तिहाड़ जेल कैदियों और कर्मचारियों की तैनाती को लेकर सबसे आधुनिक।

प्रशिक्षण कार्यक्रम में शिरकत करने आए जयपुर जेल के जेलर चंद्र प्रकाश शर्मा कहते हैं-जयपुर में कैदियों के लिए ओपन एयर कैप लगाए जाते हैं। 1/3 सजा पूरी होने पर

अच्छे आचरण के कैदियों को राज्यपाल की अनुमति पर इस कैप में भेजा जाता है। हेरत तो यह कि इस कैप की शुरुआत सबसे पहले उत्तर प्रदेश की जेलों में की गई थी, लेकिन यूपी में दम तोड़ चुकी इस व्यवस्था पर राजस्थान में प्रभावी ढंग से अमल हो रहा है। कैप में कैदियों को एक

निश्चित समय अवधि तक परिजनों के साथ रहने और रोजगार का मौका दिया जाता है। इससे उनमें न केवल तनाव कम होता है, वरन आचरण में सुधार लाकर समाज की मुख्यधारा में शामिल होने की ललक पैदा होती है। त्रिवेन्द्रम केन्द्रीय कारागार के अधीक्षक वी. प्रदीप कहते हैं-केरल की जेलों में बंदियों को सभी सहूलियतें जैसे डाक्टर, बैरक की सफाई, बंदियों के लिए टीवी और स्वच्छ पेयजल और स्वादिष्ट भोजन उपलब्ध रहता है। उनको कम्प्यूटर प्रशिक्षण दिया जाता है और समय-समय पर परीक्षाएं भी होती हैं। आंध्र प्रदेश के खारगल केन्द्रीय कारागार के उप अधीक्षक जे. चैनचन्ना ने



मंथन : कार्यक्रम को संबोधित करते आईजी पुलिस सुलखान सिंह।

अमर उजाला

कहा कि आंध्र में कैदियों को गाड़ी चलाना सिखाया जाता है और ड्राइविंग लाइसेंस दिलाए जाते हैं, ताकि जेल से छूटने के बाद जीविकोपार्जन कर सकें।

अंबाला केन्द्रीय कारागार, से आए सहायक अधीक्षक विशाल छिस्मर कहते हैं-उनकी जेल मुगल काल की जेल है। इसी जेल में नाथूराम गोडसे को फांसी दी गई थी। अंबाला जेल 1950 में केन्द्रीय कारागार बनाई गई। वहां बंदियों को भागने से रोकने के लिए वीडियो कॉन्फ्रेंसिंग के जरिए सुनवाई शुरू की गई है। कैदियों को रोजगार देने के लिए जेलों में मत्स्य पालन केंद्र और सुअरबाड़े चलाए जा रहे हैं।

HINDUSTAN TIMES, LUCKNOW
May 18, 2008, Sunday

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Jail officers feel insecure without adequate firearms

HT Live Correspondent

PRISON OFFICERS across the country regretted that they are entrusted with the gigantic task of handling prisoners, even the hardcore criminals, without any arms inside the prison. Overcrowding of the prisoners, paucity of prison staff and lack of infrastructure were some of the common problems, which confronted prison officers and compound their problems.

These were the common use of concern of prison officers who converged at Ram Manohar Lohia National Law University at a training programme on personality development for prison officers on Thursday.

They lamented that people inside prison are 'criminals' but the jail staff on duty is forced to look after their wellbeing without using any arms. Prison discipline is the only tool to tackle with the prisoners, said the jail officers.

In the interaction it came to light that due to shortage of police, it is getting difficult to produce under trials in the court on time, which is leading to overcrowding of prisons. For instance, Central Prison at Bangalore houses 65 to 70 people under trials. Most prisons have nearly double the capacity of prisoners and there aren't enough staff to manage them. Condition of Central Prison Warrangal too is no different. The jail officers said that many times situation becomes unmanageable yet they cannot carry weapon to tame the criminals.

Often criminal gangs quarrel inside jail and at times it becomes difficult to manage

DOUBLE CAPACITY

THE CENTRAL prison in Bangalore has a capacity to accommodate 2,100 prisoners. But, there are 4,800 prisoners in that jail. Initially for the 2,100 prisoners, the sanctioned jail staff was 800. But, presently there are only 400 jail staffs to manage such large number of prisoners. Those posted on duty are not allowed to carry weapon inside jail. One can thus very well articulate the problems a jail officer had to confront while managing the jail officers.

them. VIP prisoners need special protections, and for their safety it is apparent that special force be deployed for them, they argued in the workshop.

The prison officers face a tough task of stopping smuggling of contrabands and 'ganja'. Political patronage of criminals leaves the officers in a tizzy. Prof Balraj Chauhan, director of the University said the idea of this workshop is to address the problems that jail officers are facing. In the workshop, efforts would be aimed at personality development of prison officers.

He said that this was the first time a workshop of this nature was held to give a right perspective to prison officials. IG (prison) Sulkhan Singh addressed the officers too. The participants, however, exuded confidence that such workshops would help them to perform duty in a more effective manner.

HINDUSTAN TIMES, LUCKNOW
May 19, 2008, Monday

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Prison officers practise yog

HT Live Correspondent

THE SECOND day of the all-India training programme for prison officers on personality development started with a session on yoga and meditation. It was conducted by Dr Satyendra Mishra, who said it was a prerequisite for their physical and mental well-being.

In the next session feedback from the officials regarding the programme was reviewed. PV Anand Reddy, assistant superintendent, Central Prison, Bangalore, said, "This programme has managed to instill optimism among officer. Positive mental attitude towards various things has developed," he said.

Another session was presided by Prof Purnima Agrawal on 'Self Analysis.' In this session there were various exercises

based on the famous saying of Socrates "Know Thyself". Participants was engaged in self analysis through question answer session.

Thereafter, Prof Deepali Kacher took over. She deliberated on stress management. Various aspects of stress and its effects on the performance of individuals were discussed threadbare. It was followed by a brief discussion on "Different Stressers" encountered in life.

Through a questionnaire the participants had to rate the intensity of stress encountered in the daily life of prison officers. The concluding session was by NK Agrawal on time management. In this session the officials were briefed on the ways of managing effectively their time and giving maximum output in minimum time.

THE TIMES OF INDIA, LUCKNOW
May 19, 2008, Monday

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Yoga and meditation classes for prison officers

TIMES NEWS NETWORK

Lucknow: Prison officers from all over the country were imparted lessons on yoga and meditation besides self analysis for personality development at the second day of the three day training programme being organised by the RML National Law University (RMLNLU).

Over 60 officers from various states of the country are participating in the programme. They were told about importance of mental wellness required for physical competency by yoga guru Satyendra Mishra. Reacting to yoga session, PV Anand Reddy, an officer from Bangalore, said "This programme has helped us develop optimism and positive mental attitude towards various problems.

This was followed by the session on self analysis presided by Prof Purnima Agarwal. Thereafter, Prof Deepali Kacher dealt with stress management, focussing on various aspects of stress and its effect on performance of the individuals. Participants were also asked to rate the intensity of stress encountered in daily life. This was followed by a talk by NK Agarwal on time management.

The training programme was inaugurated by Sulkhan Singh, IG Prisons, UP, on Saturday. Prof Balraj Chauhan, vice-chancellor, RMLNLU, said that the personality development training programme was first of its kind endeavour for the prison officers.

AMAR UJALA, LUCKNOW

May 19, 2008, Monday

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जेल अफसरों ने सीखे तनाव और समय प्रबंधन के गुर

अमर उजाला ब्यूरो

लखनऊ। डा. राम मनोहर लोहिया राष्ट्रीय विधि विश्वविद्यालय में आयोजित नौ दिवसीय व्यक्तित्व विकास कार्यक्रम के तहत रविवार को सात राज्यों से आए जेल अधिकारियों ने तनाव और समय प्रबंधन के गुर सीखे। कार्यक्रम का आयोजन पुलिस अनुसंधान एवं विकास ब्यूरो नई दिल्ली की ओर से किया जा रहा है।

कार्यक्रम की शुरुआत योग विशेषज्ञ डा. सत्येन्द्र मिश्रा के प्रशिक्षण से हुई। इस दौरान उन्होंने व्यक्तित्व विकास में योग की भूमिका के बारे में बताया। मनोवैज्ञानिक डा. पूर्णिमा अग्रवाल ने अफसरों को आत्म

जानकारी

विशेषज्ञ ने बताई व्यक्तित्व विकास में योग की भूमिका

व्यक्तित्व विकास में योग की भूमिका के बारे में बताया

विश्लेषण के विभिन्न पहलुओं के बारे में जानकारी दी। उन्होंने कहा कि जब व्यक्ति अपनी कमजोरियों और क्षमताओं का स्वयं विश्लेषण करता है तभी उसके व्यक्तित्व

का विकास होता है। डा. दीपाली कोचर ने अफसरों को तनाव के विभिन्न आयामों और उसे नियंत्रित करने का गुर सिखाया।

एन के अग्रवाल ने व्यक्तित्व विकास में समय

प्रबंधन के महत्व को बताया। प्रशिक्षण कार्यक्रम में उत्तर प्रदेश के अलावा राजस्थान, केरल, मध्य प्रदेश, हरियाणा, आंध्र प्रदेश और कर्नाटक के कुल 15 जेल अधिकारियों ने हिस्सा लिया। उक्त सभी अधिकारी सोमवार को देश की एकमात्र आदर्श कारागार का भ्रमण करेंगे।

AMAR UJALA, LUCKNOW

May 20, 2008, Tuesday

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अधिकारियों ने किया कारागार का भ्रमण

अमर उजाला ब्यूरो

लखनऊ। डा. राम मनोहर लोहिया राष्ट्रीय विधि विश्वविद्यालय में व्यक्तित्व विकास प्रशिक्षण में सात राज्यों के जेल अधिकारियों ने सोमवार को देश की एकमात्र आदर्श कारागार का भ्रमण किया। नौ दिवसीय प्रशिक्षण कार्यक्रम के प्रथम चरण के अंतिम दिन अधिकारियों ने कार्यक्रम के अनुभवों को बांटा। विधि के निदेशक प्रो बलराज चौहान और डा. एसपी श्रीवास्तव ने कार्यक्रम के सभी प्रतिभागियों को प्रमाणपत्र प्रदान किए।

प्रथम चरण के अंतिम दिन मनोवैज्ञानिक डा. पूर्णिमा अग्रवाल ने जेल अधिकारियों को भाषाप्रवाह के पहलुओं पर प्रकाश डाला। जयपुरिया इंस्टीट्यूट आफ मैनेजमेंट की साइकोलॉजी प्रोफेसर डा. जया चित्रांशी ने

सेवानिवृत्त आईपीएस किरण बेदी के जीवन के बारे में बताया कि कैसे उन्होंने कैदियों के जीवन को बेहतर बनाने के लिए सतत प्रयास किए। इसके बाद दूसरे राज्यों से आए जेल अधिकारियों ने कार्यक्रम से मिले अनुभवों को अपने जीवन में उतारने का संकल्प

पहल

नौ दिवसीय प्रशिक्षण कार्यक्रम का प्रथम चरण समाप्त

लिया। कार्यक्रम की समाप्ति के बाद सभी 15 जेल अधिकारी जेल रोड स्थित आदर्श कारागार का भ्रमण करने गए।

अधिकारी देश की एकमात्र आदर्श कारागार की कार्यप्रणाली और माहौल देखकर

काफी गदगद दिखे। जेल अधिकारियों ने कहा कि आदर्श कारागार की कार्यप्रणाली को अपनी जेलों में अपनाने का प्रयास करेंगे।

आयुक्त से मिले व्यापारी

लखनऊ। इनपुट टैक्स क्रेडिट प्रकरण को लेकर व्यापारियों का एक शिष्ट मंडल वाणिज्य कर आयुक्त दीपक कुमार से मिला। लखनऊ इलेक्ट्रिक मर्चेन्ट एण्ड कांटेक्टर्स एसोसिएशन के महामंत्री पराग गर्ग ने बताया कि राज्य सरकार इनपुट टैक्स क्रेडिट देना नहीं चाहती है। उन्होंने बताया कि विभाग ने समय-समय पर वैट अधिनियम में किये संशोधनों तथा विभाग की कार्य प्रणाली से व्यापारियों में रोष व्याप्त है। इस संबंध में आयुक्त को अठ सूत्रीय ज्ञापन सौंपा गया। शिष्ट मंडल में सुभाष चन्द्र विज. सुधीर टंडन, अलकेस चन्द्र सोती, अरुण कुमार अग्रवाल, इशहान्क अली शामिल थे।

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Prison officers' training concludes

HT Live Correspondent

THE ALL India training programme for prison officers on personality development held under the aegis of Dr Ram Manohar Lohia National Law University, Lucknow concluded on Sunday. On the concluding day, the programme started with the participants' observations regarding this programme.

In his observation DIG Kolkata SR Hussian who was also a participant, found the programme a novel and successful effort to train prison officers in their attitudinal growth and solving the problems judiciously.

Another senior officer DIG Gorakhpur range DD Mishra found the programme beneficial for the prison officials. "It is because prisons are always stressful place and the sessions conducted helped the officials to know how to cope up with the stress," he said. He found the sessions very good and useful not only in the service field but also in the personal life. All the participants appreciated the Yoga session conducted by Dr Satyendra Mishra that proved to be helpful to the participants. The programme started on May 17.

At the concluding ceremony secretary Parliamentary Affairs PK Dubey was the chief guest. Dubey gave away certificates to the participants. At the end Director of Dr Ram Manohar Lohiya National Law University, Lucknow Prof Balraj Chauhan thanked the participants

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LOCAL BEAT

Training for prison officers concludes

The all-India training programme for prison officers on personality development organised at Dr Ram Manohar Lohia National Law University, came to an end on Sunday.

SR Hussian, DIG, Kolkata, West Bengal, who was also a participant, found the programme a novel and successful effort to train prison officers in their attitudinal growth and solving the problems judiciously.

Another senior officer DD Mishra, DIG, Gorakhpur range, who was also a part of this programme found it highly beneficial for the prison officials as prisons were always stressful place and the sessions conducted helped the officials to know how to cope up with that. He found the sessions very good and useful not only in the service field but also in personal life.

All the participants appreciated yoga sessions by Satyendra Mishra which proved to be very helpful to them.

PK Dubey, secretary, parliamentary affairs, was the chief guest for the valedictory ceremony. Prof Balraj Chauhan, director, Dr Ram Manohar Lohiya National Law University, tendered the vote of thanks.

