

Training Manual for Specialised Course for Prison Officers
(Asst. Jailor to Superintendent of Prisons)
on Rehabilitation of Prison Inmates- A Relook
(One Week)
2022



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महानिदेशक

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Capacity Building of the prison staff is one of the key components of Prison Reforms. This equips the Prison Officers and Staff with the essential knowledge, skills and attitude to diligently discharge their duties in varied and complex areas related to Prisons and Correctional Administration. The MHA has mandated the BPR&D to prepare Training Manuals which can be circulated to all States and UTs for training purposes.

Services of 11 Individual Consultants with subject matter expertise were hired in 2021 to prepare the 50 Prison Training Manuals for various categories of Staff in Prisons. Numerous rounds of stakeholder consultations were held to finalize the drafts. The Manuals have adopted the contemporary principles of training and learning for indoor and outdoor classes, field visits and practical sessions and these have been prepared in compliance with the national and international best practices, the laws of the land, and the technological advancements in Prisons & Correctional Administration. The drafts were also uploaded on the BPR&D website for inviting suggestions/feedback from the stakeholders and citizens.

I extend my special appreciation to the 11 Individual Consultants, the Special Consultant (Master Trainer, DoPT) and the members of the Monitoring Committee who were instrumental in the preparation of these 50 Prison Training Manuals.

I am sanguine that these Manuals will bring about standardization of the training procedures and contents to a large extent and also facilitate capacity building of the Officers and Staff of the Prisons and Correctional Administration in the country.

(Balaji Srivastava)

"Promoting Good Practices and Standards"

"Promoting Good Practices and Standards"

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DAY-1

Learning Unit (LUs)

LU-1	Rehabilitation – Mandela Rules and Important Concepts and Terms
LU-2	Prison and Penal Philosophy
LU-3	Process of Reintegration
LU-4	Prison Based Rehabilitation Framework

DAY-2

LU-5	Psycho-Social Interventions for Prisoners
LU-6	Reintegration Issues of Women Prisoners - Bangkok Rules
LU-7	Overcoming challenges in the process of Rehabilitation
LU-8	Social Reintegration Programmes : International Best Practices of Prisoner Reintegration

DAY-3

- LU-9 Temporary Release Mechanisms and Reintegration
- LU-10 After-Care and Follow-up
- LU-11 The Role of Social Worker in Prison
- LU-12 Action Plan on Prisoner Rehabilitation

DAY-4

- LU-13 Non-Custodial Community Based Programs: Open Prisons in India
- LU-14 Challenges faced by Released Prisoners
- LU-15 Field Visit to Open Prisons

DAY-5

- LU-16 Prisoner's Contact with Family
- LU-17 Coordination Among Various Agencies for Reintegration of Prisoners

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Emergence of the Course

The BPR&D has prepared 50 Prison Training Manuals for various ranks of Staff and Officers in Prison Administration under the categories viz., 05 Basic Courses, 08 In-Service Courses, 30 Specialized Courses, 02 Vertical Interaction Courses and 05 Handbooks for improving the quality and standardizing training of all Prison Officers and Staff across the country and to augment professional competency and capacity building of Prison Officers and Staff.

These Prison Training Manuals are objective oriented, learner centric and are outcome of several brainstorming sessions, consultative meetings (Online and Offline) and workshops for conceptualizing the drafts. Comments of the Monitoring Committee, Reports of Training Needs Analysis (TNA) for Prisons & Correctional Administration, National Training Policy (2012) have also been taken into account. In addition, various national and international practices, MHA Advisories, Landmark Judgements of the Apex Court and the High Courts, Statutory Acts/Rules have also been referred to in course of preparation of these training manuals. The design perspective of the Department of Personnel & Training, Government of India, has been adopted.

Introduction

There has been a shift in penal philosophy from punishment to reformation and rehabilitation. The rehabilitation of offenders and their successful social reintegration into society is one of the basic objectives of the criminal justice system. The rehabilitation process begins from the time of imprisonment and continues much after release.

The objective of this one-week course on ‘Rehabilitation of Prison Inmates for Prison Officers’ for the rank of Assistant Superintendent to Superintendent of Prisons which has seventeen Learning Units is to sensitize Prison officers about their role in rehabilitation and reintegration of prisoners and impart knowledge and skills for the process of rehabilitation and reintegration of prisoners.

(FOR TRAINERS AND PARTICIPANTS)



COURSE GUIDE

**Specialised Course for Prison Officers
(Asst. Jailor to Superintendent of Prisons)
on Rehabilitation of Prison Inmates- A Relook
(One Week)**

INTRODUCTION

Organizations need to continuously grow, develop and must be prepared to face the ever-emerging challenges. The Prison Department and the role of Prison Officers is no exception to this. Training is an instrument to help the Prison Administration in meeting the twin challenges of continuous improvement and demands of change.

AIM

To equip participants for their role for rehabilitation and reintegration of prisoners.

DESIGNED FOR

Assistant Jailor to Superintendent of Prisons

FACILITATORS

In-House Faculty and Guest Faculty. The Guest Faculty can include serving / retired Senior Police / Prison Officers, Legal experts, Psychologists, Researcher, Social Worker / Probation Officer, NGOs., etc.

STYLE OF THE COURSE

This course encompasses a series of practical learning activities. The Course is delivered through multiple media, styles and activities with a ‘self-directed learning approach’ simulated by the use of field-based situations and sharing of best practices in prison management. Therefore, participants are acquainted to take responsibility, both for their own learning and in helping the development of other participants. Participants shall be encouraged to share their learning experience with others, and to give and received support and feedback.

OBJECTIVES

At the end of training, participants will be able to -

Unit – 1

Training Objective Explain Mandela Rules related to rehabilitation of Prisoners

Enabling Objectives

1. Explain the meaning of ‘rehabilitation’
2. Explain UN Mandela Rules, Model Prison Manual Rules and Prison Rules that relate to rehabilitation and reintegration of prisoners

Unit – 2

Training Objective Explain the Theories of Punishment

Enabling Objective

1. Explain the Theories of Punishment

Unit – 3

Training Objective Explain the process of Reintegration of Prisoners

Enabling Objectives

1. State the Process of Reintegration
2. Explain the components of rehabilitation programs
3. Explain the need for rehabilitation and reintegration

Unit – 4

Training Objective Explain types of prison based rehabilitation programmes

Enabling Objectives

1. Explain rehabilitation programmes currently in use and effective development of new programmes
2. State the importance of educational and vocational training and work programmes in prisons
3. Explain the educational and vocational training and work programs

Unit – 5

Training Objective Explain the mental health and psycho-social intervention for inmates in prisons

- Enabling Objectives
1. Explain mental health needs of inmates in prisons
 2. Explain the Psycho-Social Interventions for prisoners in Prisons
 3. Describe the de-addiction process
 4. Explain mental health interventions for inmates in prison.

Unit – 6

Training Objective Explain the UN Rules (Bangkok Rules, 2010) for the Treatment of Women Prisoners.

- Enabling Objectives
1. Explain the challenges faced by released women prisoners
 2. Explain the implementation of Judgement of R.D. Upadhyaya on Women Prisoners with children inside prisons
 3. Explain the Bangkok Rules and the gender specific needs of women prisoners.

Unit – 7

Training Objective Discuss strategies to overcome challenges in the process of prisoner rehabilitation

- Enabling Objectives
1. State the Challenges in the process of prisoner rehabilitation
 2. Explain best Prison practices for prisoner rehabilitation
 3. Make a Road-Map to implement best practices

Unit – 8

Training Objective Explain best international practices in prisoner reintegration

- Enabling Objectives
1. State best international practices of reintegration.
 2. Explain best international practices in prisoner reintegration

Unit – 9

Training Objective Identify Temporary Release Mechanisms and Reintegration

- Enabling Objectives
1. Explain the pre-release mechanisms
 2. Identify the statutory / Manual Provisions of Parole, Furlough and Remission.
 3. Demonstrate the process of calculating the Term of Sentence

Unit – 10

Training Objective Explain the key role of after-care services for released prisoners

- Enabling Objectives
1. Explain the importance of after-care services
 2. List the agencies working to provide assistance for released prisoners

Unit – 11

Training Objective Explain significance of social work professionals in prisons

- Enabling Objectives
1. Explain the significance of social work in prisons
 2. Explain the Role of NGOs in Rehabilitation of Prisoners

Unit – 12

Training Objective Prepare an Action Plan for Rehabilitation of Prisoners

- Enabling Objective
1. Explain the gaps in the Prison Regime related to Rehabilitation programs.
 2. Develop Goals for Reintegration of Prisoners
 3. Prepare an Action Plan

Unit – 13

Training Objective Explain the role and utility of open prisons for prisoner reintegration

Enabling Objectives

1. Explain the concept of ‘open jails’
2. Explain the role and utility of open prisons for prisoner reintegration.

Unit – 14

Training Objective Explain the challenges faced by released prisoners

Enabling Objectives

1. Explain challenges faced by released prisoners
2. Define the role of prison staff in overcoming the challenges faced by released prisoners

Unit – 15

Training Objective Evaluate the efficacy of Open Prisons for Prisoner Reintegration

Enabling Objectives

1. Observe the system of open prisons
2. Explain the effectiveness of open prisons for prisoner reintegration

Unit – 16

Training Objective Describe the practices related to Prisoners Maintaining Contact with their family

Enabling Objectives

1. Describe the need and importance of prisoners maintaining contact with the family
2. Explain the practices related to maintaining of prisoner’s contact with the family

Unit – 17

Training Objective Coordination among various agencies for reintegration of prisoners.

Enabling Objectives

1. State the Agencies associated with reintegration of Prisoners
2. Explain the importance of Coordination among Agencies for Reintegration of Prisoners
3. Formulate methods of ensuring effective coordination with Agencies associated with reintegration of prisoners.

ASSESSMENT

The priority during the Course is to assist participants to develop their skills. Assessment is, therefore, concerned with informal feedback and advice to individual participants.

TIME TABLE

DAY/TIME	CONTENT	OBJECTIVES
0915-1030	Registration Inauguration of the Course	
DAY-1 1045-1200	-Meaning and Framework of Rehabilitation - Important concepts (Recidivism, Desistance Re-entry Plan) - Rehabilitation, Reintegration provisions under Mandela Rules - Model Prison Manual, 2016	1.1 1.2
1215 -1330	- Theories of Punishment - Deterrence - Incapacitation - Reformation - Rehabilitation - Restorative	2.1
1430 - 1530	- Reintegration Process - Prison based rehabilitation - Social reintegration programs	3.1 3.2
1545 - 1645	- Classification of prisoners - Types of Prisoners, RNR Framework - Types of Prison Based Rehabilitation Programs - Good Lives Model - Types of educational programmes in prisons - Types of vocational Skills and Work programs in Prisons	4.1 4.2 4.3

	- State Practices	
DAY/TIME	CONTENT	OBJECTIVES
DAY-2	- Mental health needs in prisons	5.1
0915 –1030	- Types of Psycho-social interventions-CBT, suicide awareness ,victim awareness, anger management	5.2
	- Types of Drugs and their harmful effects,	5.3
	- De-addiction process	5.4
	-Counselling in Prison Set-up.	
1045 - 1200	- Understand the gender specific needs of women prisoners related to reintegration.	6.1
	-Bangkok Rules and women reintegration issues.	6.2
	- Challenges faced by Women Prisoners	6.3
	- R.D. Upadhyaya Judgement on women prisoners with children inside prisons and its implementation in prisons	
1215 - 1330	- Challenges faced by Prisoner and Prison Administration	7.1
	- Movie on Prisons and Discussion	
	- Innovative Prison Practices,	
1430 -1645	- International Best Practices of Prisoner Reintegration	8.1
	-Singapore Yellow Ribbon Project	8.2
	- Norway-Humane prisons	
	- NACRO in UK-Role of agencies in prisoner reintegration	

DAY/TIME	CONTENT	OBJECTIVES
DAY – 3 0915 – 1200	- Discuss various pre-release mechanisms, - Role of pre-release programmes for facilitating prisoner re-entry - Different provisions of Parole, Furlough and Remission - Calculation of Sentence	9.1 9.2 9.3
1215 -1330	- Process of After Care - Objectives of after Care - Need and importance of After-Care services for released prisoners - Identify agencies and schemes of assistance for released prisoners.	10.1 10.2
1430 – 1530	- Concept, Role of Social work in prisons-Scope - Fields of social work practice - Example of Social workers in prisons from Maharashtra Prisons –PRAYAS Project - Examples of NGOs working in prisons - like India Vision Foundation, Varhad,	11.1 11.2
1545 –1645	- Action Plan on Prisoner Rehabilitation - Current Practices and Gaps - Set Goals - Action Plan	12.1 12.2 12.3

DAY/TIME	CONTENT	OBJECTIVES
DAY – 4	- Community Based Programs	13.1
0915 – 1030	- Types of Open Jails - Sanganer Model, Semi –open, Open jail for women. - Advantages of Open Prisons	13.2
1045– 1200	-Challenges faced by Released Prisoners - Major challenges faced by released prisoners-employment, social acceptance - Discuss the role of prison staff in meeting these challenges	14.1 14.2
1215 – 1645	Field Visit to Open Prison	15.1
DAY – 5	- Importance of contact with family.	16.1
0915 – 1030	- Provisions in Manuals - Frequency, Duration - Types of Contact – Family visit, Letter, Telephone, Video Conference, Parole, -Best State Practices e.g. Maharashtra : Galabhet	16.2
1045– 1330	- Role of agencies and prisoner reintegration - Prison, Police, Judiciary Health, Social Welfare Dept., SLSA, DLSA, Industries Dept. - Areas of collaboration and coordination -Best Practices	17.1 17.2
1430 – 1530	Feedback Session	
1545 - 1645	Valediction	

Note :

Session I	0915 - 1030
Session II	1045 - 1200
Session III	1215 - 1330
Session IV	1430 - 1530
Session V	1545 - 1645
Yoga	0630 - 0730
Library	1700 - 1730
Sports	1730 - 1830
Tea Break	1030 - 1045 1200 – 1215 (Break) 1530 - 1545
Breakfast	0800 - 0845
Lunch	1330 - 1430
Dinner	1930 – 2100

Indoor : 5.45 Hours (3.45 Hrs. in morning + 2 Hrs. in evening)

Outdoor : 1 Hr.

Library : ½ Hour

Tea : 45 Minutes

Breakfast : 45 Minutes

Lunch : 1 Hr.

Dinner : 1 ½ Hr.

(FOR TRAINERS ONLY)



TRAINER GUIDE

Specialised Course for Prison Officers
(Asst. Jailor to Superintendent of Prisons)
on Rehabilitation of Prison Inmates- A Relook
(One Week)

INTRODUCTION

The ‘Trainer Guide’ is a comprehensive overview of the content and process of the Course. It is designed in a structured format that presents the assembled information and the planned activities with learning outcomes. Trainer Guide serves as a “Map” for sequential implementation of various content segments.

The Trainer Guide also:-

- Helps continuous recall;
- Provides scope for storing illustrations, faculty questions, anticipated participants questions and appropriate responses ;
- Contains details of points for briefing & debriefing of case study, exercises, Films, etc.;
- Serves as a reminder to administer exercises; and
- Guide on the use of media.

Pre-Course Preparation :

1. Get an idea on number and list of participants from the course coordinator
2. Resource Kit, Name plates, Name badges of participants
3. Photocopies of Handout, exercises for participants should be kept separately and distributed before the session.
4. Brief introduction about Resource Persons / Guest Speakers
5. Permissions for field visit to prison

For Trainer :

- a. Trainer Guide
- b. Glossary of Terms
- c. References

For Participants

- Course Guide
- Handouts, Exercise, Case Study, Worksheet
- MCQs and Assessment Questions

DAY-WISE TIMETABLE

DAY – 1		
Time	Content	Remarks
0915 - 0930	Registration	Registration form-1 and Distribute Course Guide to participants
0930 - 1000	Inauguration	
1000-1030	Session -I : Ice–Breaking Session and Course Objectives Detailed Introduction Name, Designation, Years of Service, Place of Posting	Ice-Breaking Activity (FIND) Name Tags and Name Plates of Participants. They should get to know each other.
1030-1045	Tea Break	
1045-1200	Session- II : Rehabilitation : Framework for Rehabilitation - International and National	Refer to Mandela Rules and Prison Manual Distribute HO – 01
1200 - 1215	Break – Stretch exercise	
1215 - 1330	Session-III : Prison and Penal Philosophy	
1330 - 1430	Lunch	

Time	Content	Remarks
1430 - 1530	Session- IV : Process of Reintegration	Distribute HO - 02
1530 - 1545	Tea Break	
1545 – 1645	Session-V : Prison Based Rehabilitation Framework (Types of prison-based rehabilitation programs. Education and Vocational Training, Work Programs)	Ask participants to share programs in their prisons CS – 01

DAY – 2

Time	Content	Remarks
0900 – 0915	Recap	Ask Participants to Recap and Note on Flip Chart the learning points
0915 – 1030	Session -I : Psycho-Social Interventions for Prisoners (Substance Abuse / Mental Health Care)	Invite Clinical Psychologist / Psychiatrist as Resource person
1030– 1045	Tea Break	
1045 – 1200	Session- II : Reintegration Issues of Women Prisoners	Women are a minority in the prison system and their issues are neglected. Handout – 03
1200 - 1215	Break – Stretch Exercise	
1215 -1330	Session-III : Movie on Prisons and Discussion e.g. Rajasthan / Tihar / West Bengal (Divide the participants into three teams to discuss the challenges and solutions to prisoners' rehabilitation)	Link of movie https://youtu.be/gXOCrqEKUtM Handout - 04
1330 - 1430	Lunch	
1430 - 1530	Session- IV : Social reintegration programs -International Best Practices (Contd.)	Link of the clips on Norway Prisons, Singapore Prisons ps://youtube/kUEGHdQO7WA
1530 - 1545	Tea Break	
1545 - 1645	Session-V : Social reintegration programs– Best Practices	Participants should reflect on the practices that can be adapted in India

DAY – 3

Time	Content	Remarks
0900 - 0915	Recap	
0915 - 1030	Session -I : Importance of Temporary Release of Offenders in the Reintegration of offenders – Parole, Furlough and Remission of Sentence (Contd.)	Handout – 05
1030 – 1045	Tea Break	
1045- 1200	Session – II : Importance of Temporary Release of Offenders in the Reintegration of offenders – Parole, Furlough and Remission of Sentence	Exercise – 01
1200 – 1215	Break	MCQs Ans. : 1(c) 2 (a) 3 (b & c) 4 (a & c)
1215 – 1330	Session-III : After Care Services and Follow-up	Handout–06 & 07
1330 -1430	Lunch	
1430 - 1530	Session- IV : Role of Social worker and NGOs in Rehabilitation of Prisoners	
1530 -1545	Tea Break	
1545 – 1645	Session-V : Action Plan on Prisoner Rehabilitation (Group Work - Participants to be divided into groups of 5-6)	Distribute Worksheet on Action Plan Flip Charts, Sketch pens

DAY – 4

Time	Content	Remarks
0900- 0915	Recap	
0915 - 1030	Session - I -: Non-custodial community based programs. Open prisons and their impact on reintegrationRajasthan, H.P. Work release Program	Handout - 08
1030 - 1045	Tea	
1045 - 1200	Session – II : Challenges faced by Released Prisoners	Invite a released prisoner as a Speaker if possible.
1200 – 1215	Break	
1215 - 1330	Session-III : Field Visit to Open Prison	Form for field Visit
1330 - 1430	Lunch	
1430 – 1645	Session- IV : Field visit to Open Prison	

DAY – 5

Time	Content	Remarks
0900 - 0915	Recap	
0915 - 1030	Session - I : Prisoner's Contact with Family	
1030 - 1045	Tea Break	
1045 – 1330	Session- II : Panel Discussion on ‘Coordination amongst various agencies for reintegration of prisoners.	Note for Coordinator
1330 -1430	Post Lunch	
1430 - 1530	Session-III : Feedback Session	Distribute and collect feedback forms
1545 - 1645	Session- IV : Valedictory Address & Distribution of Certificates	

The course co-ordinator should compile the feedback of the participant and submit to the head of the Training Institute

End of Course

DAY-WISE TASKS

5-DAY COURSE

Day – 1

- Registration
- Inauguration
- Detailed Introduction
- Expectations of the course
- Course Overview
- Ground Rules
- Distribution of the training kit (Training material, Name badges, Note pads, Course Guide, etc.)
- Training

Day – 2

- Recap of Day-1
- Training
- Movie on Prisons – Rajasthan / Tihar / West Bengal and Discussions
Post Lunch
- International Best Practices (playing of YouTube clips or videos)

Day – 3

- Recap of Day-2
- Training
Post Lunch
- Group Work on Action Plan

Day – 4

- Recap of Day-3
- Discussion on open prisons
- Invite a released prisoner as a resource person, if possible
- Field Visit to open prison and Prison shops outside the prison
- Report on Field Visit and Debriefing

Day – 5

- Recap of Day-4
- Learning points of all sessions
- Training
- Panel Discussion on Coordination
- Feedback session

Post Lunch

- Valediction
- Certificate
- Group Photo with Chief Guest.

The Course coordinator should compile the feedback of the participants and submit to the Head of the Training Institute.

End of Course

PART – B

- 1. Course Grid**
- 2. Learning Units**

COURSE GRID

COURSE GRID

01 Rehabilitation Framework– Mandela Rules and Important Concepts and Terms	02 Prison and Penal Philosophy	03 Process of Reintegration
04 Prison Based Rehabilitation Framework	05 Psycho-Social Interventions for Prisoners	06 Reintegration Issues of Women Prisoners - Bangkok Rules
07 Overcoming challenges in the process of Rehabilitation	08 Social Reintegration Programmes :International Best Practices of Prisoner Reintegration	09 Temporary Release Mechanisms and Reintegration
10 After-Care Services and Follow-up	11 The Role of Social Worker in Prison	12 Action Plan on Reintegration
13 Non-Custodial Community Based Programs: Open Prisons in India	14 Challenges faced by Released Prisoners	15 Field Visit to Open Prison
16 Prisoner’s Contact with Family	17 Coordination Amongst Various Agencies for Reintegration of Prisoners	

LEARNING EVENT

SPECIALISED COURSE FOR PRISON OFFICERS
(ASST. JAILOR TO SUPERINTENDENT OF PRISONS)
ON REHABILITATION OF PRISON INMATES- A RELOOK
(ONE WEEK
LEARNING EVENT

Unit		1						
Learning Unit		Rehabilitation – Mandela Rules and Important Concepts and Terms						
Training Objective		At the end of training, participants will be able to explain Mandela Rules related to rehabilitation of Prisoners						
Enabling Objectives At the end of training, participants will be able to-		Content	Method	Media	Time (Mins.)	Trainer	Performance Aid	Assessment
1	Explain the meaning of ‘rehabilitation’	-Meaning and Framework of Rehabilitation	Lecture-cum-Discussion	White Board, Marker, Projection System	75	In-House/ Guest Faculty		Formative Q/A
2	Explain UN Mandela Rules, Model Prison Manual Rules and Prison Rules that relate to rehabilitation and reintegration of prisoners	- Important concepts - recidivism, Desistance Re-entry Plan			(25)	Expert on Correction		
		- Rehabilitation Reintegration provisions under Mandela Rules			(30)			
		- Model Prison Manual			(30)			

LEARNING EVENT

Unit	2							
Learning Unit	Prison and Penal Philosophy							
Training Objective	At the end of training, participants will be able to explain the Theories of Punishment							
Enabling Objectives At the end of training, participants will be able to-		Content	Method	Media	Time (Mins.)	Trainer	Performance Aid	Assessment
1	Explain the Theories of Punishment	- Theories of Punishment - Deterrence - Incapacitation - Reformation - Rehabilitation - Restorative	Lecture-cum-Discussion	White Board, Marker, Projection System	75	In-House/ Guest Faculty Criminologist		Q/A MCQs

LEARNING EVENT

Unit	3							
Learning Unit	Process of Reintegration							
Training Objective	At the end of training, participants will be able to explain the process of Reintegration of Prisoners							
Enabling Objectives At the end of training, participants will be able to-		Content	Method	Media	Time (Mins.)	Trainer	Performance Aid	Assessment
1	State the Process of Reintegration	- Reintegration Process - Prison based rehabilitation - Social reintegration programs	Lecture-cum-Discussion	White Board, Marker Projection System	60	In-House/ Guest Faculty		Q/A
2	Explain the components of rehabilitation programs.							
3.	Explain the need for rehabilitation and reintegration							

LEARNING EVENT

Unit	4							
Learning Unit	Prison Based Rehabilitation Framework							
Training Objective	At the end of training, participants will be able to explain types of prison based rehabilitation programmes							
Enabling Objectives- At the end of training, participants will be able to-		Content	Method	Media	Time (Mins.)	Trainer	Performance Aid	Assessment
1	Explain rehabilitation programmes currently in use and effective development of new programmes	- Classification of prisoners - Types of Prisoners, Risk-Need Responsibility (RNR) Framework	Lecture-cum-Discussion	White Board, Marker, Projection System	75 (10) (35)	In-House/ Guest Faculty		Q/A
2.	State the importance of educational and vocational training and work programmes in prisons	- Types of Prison Based Rehabilitation Programs - Good Lives Model - Types of educational programmes in prisons			(30)			
3.	Explain the educational and vocational training and work programs	- Types of vocational Skills programs - Types of Work Programs - Best Prison Practices						

LEARNING EVENT

Unit	5							
Learning Unit	Psycho-Social Interventions for Prisoners							
Training Objective	At the end of training, participants will be able to explain the mental health and psycho-social intervention for inmates in prisons							
Enabling Objectives At the end of training, participants will be able to-		Content	Method	Media	Time (Mins.)	Trainer	Performance Aid	Assessment
1.	Explain mental health needs of inmates in prisons	- Mental health needs in prisons - Types of Psycho-social interventions-CBT, suicide awareness, victim awareness, anger management - Types of Drugs and harmful effects, - De-addiction process - Counselling in Prison Set-up. - Dealing with depression and anxiety.	Lecture-cum-Discussion	White Board, Marker, Projection System	75	In-House/ Guest Faculty		Q/A
2.	Explain the Psycho-Social Interventions for prisoners in Prisons							
3.	Describe the de-addiction process							
4.	Explain mental health interventions for inmates in prison							

LEARNING EVENT

Unit	6							
Learning Unit	Reintegration Issues of Women Prisoners - Bangkok Rules							
Training Objective	At the end of training, participants will be able to explain the UN Rules ('Bangkok Rules') for the Treatment of Women Prisoners							
Enabling Objectives At the end of training, participants will be able to-		Content	Method	Media	Time (Mins.)	Trainer	Performance Aid	Assessment
1	Explain the challenges faced by released women prisoners	- Gender specific needs of women prisoners related to reintegration. - Bangkok Rules and women reintegration issues. - R.D. Upadhyaya Judgment on women prisoners with children inside prisons and its implementation in prisons	Lecture-cum-Discussion	White Board, Marker, Projection System	75	In-House/ Guest Faculty		Q/A
2	Explain the implementation of Judgement of R.D. Upadhyaya on Women Prisoners with children inside prisons							
3	Explain the Bangkok Rules and the gender specific needs of women prisoners.							

LEARNING EVENT

Unit	7							
Learning Unit	Overcoming challenges in the process of Rehabilitation							
Training Objective	At the end of training, participants will be able to discuss strategies to overcome challenges in the process of prisoner rehabilitation							
Enabling Objectives At the end of training, participants will be able to-		Content	Method	Media	Time (Mins.)	Trainer	Performance Aid	Assessment
1.	State the Challenges in the process of prisoner rehabilitation	- Best Prison Practices, - Challenges faced by Prison Administration - Movie and Discussion	Movie and Discussion	Projection System Movies on Rajasthan/Tihar/ West Bengal Prisons Movie Clips	75	In-House/ Guest Faculty		Q/A
2.	Explain best Prison practices for prisoner rehabilitation							
3.	Make a Road-Map to implement best practices							

LEARNING EVENT

Unit	8							
Learning Unit	Social Reintegration Programmes :International Best Practices of Prisoner Reintegration							
Training Objective	At the end of training, participants will be able to explain best international practices in prisoner reintegration							
Enabling Objectives- At the end of training, participants will be able to-		Content	Method	Media	Time (Mins.)	Trainer	Performance Aid	Assessment
1	State best international practices of reintegration.	- Singapore Yellow Ribbon Project	Lecture-cum-discussions	White Board, Marker, Projection System Video No. 2 Yellow Ribbon Project (Singapore Prisons)	120	In-House/ Guest Faculty		Q/A
2.	Explain best international practices in prisoner reintegration	- Norway-Humane prisons			(60)			
		- National Association for Care and Rehabilitation of Offenders (NACRO) in UK-Role of agencies in prisoner reintegration			(30) (30)			

LEARNING EVENT

Unit	9							
Learning Unit	Temporary Release Mechanisms and Reintegration							
Training Objective	At the end of training, participants will be able to identify temporary release mechanisms for reintegration							
Enabling Objectives- At the end of training, participants will be able to		Content	Method	Media	Time (Mins.)	Trainer	Performance Aid	Assessment
1.	Explain the pre-release mechanisms	- Discuss various pre-release mechanisms, - Role of pre-release programmes for facilitating prisoner re-entry - Different provisions of Parole, Furlough and Remission - Judgements on Parole, Remission - Calculation of Sentence	Lecture-cum-Discussion	White Board, Marker Projection System	150	In-House/ Guest Faculty	Check List	Q/A
2.	Identify the statutory/Manual Provisions of Parole, Furlough and Remission.				(30)			
					(45)			
					(45)			
3.	Demonstrate the process of calculating the Term of Sentence				(30)			

LEARNING EVENT

Unit	10							
Learning Unit	After-Care and Follow-up							
Training Objective	At the end of training, participants will be able to explain the key role of after-care services for released prisoners							
Enabling Objectives At the end of training, participants will be able to-		Content	Method	Media	Time (Mins.)	Trainer	Performance Aid	Assessment
1.	Explain the importance of after-care services	- Process of After Care - Objectives of After Care - Need and importance of after-care services for released prisoners - Identify various services/agencies and schemes of assistance for released prisoners.	Lecture-cum-Discussion	White Board, Marker, Projection System	75	In-House/ Guest Faculty		Q/A
2.	List the agencies working to provide assistance for released prisoners							

LEARNING EVENT

Unit	11							
Learning Unit	The Role of Social Worker in Prison							
Training Objective	At the end of training, participants will be able to explain significance of social work professionals in prisons							
Enabling Objectives At the end of training, participants will be able to-		Content	Method	Media	Time (Mins.)	Trainer	Performance Aid	Assessment
1	Explain the significance of social work in prisons	- Concept, Role of Social work in prisons-Scope - Fields of social work practice - Example of Social workers in prisons from Maharashtra Prisons – PRAYAS Project - Examples of NGOs working in prisons - like India Vision Foundation, Varhad	Lecture-cum-Discussion	White Board, Marker, Projection System	60	In-House/ Guest Faculty		Q/A
2	Explain the Role of NGOs in Rehabilitation of Prisoners							

LEARNING EVENT

Unit		12						
Learning Unit		Action Plan on Prisoner Rehabilitation						
Training Objective		At the end of training, participants will be able to prepare an Action Plan for Rehabilitation of Prisoners						
Enabling Objectives At the end of training, participants will be able to-		Content	Method	Media	Time (Mins.)	Trainer	Performance Aid	Assessment
1	Explain the gaps in the Prison Regime related to Rehabilitation programs.	- Current practices and gaps that exist for Rehabilitation (e.g. Work Programs, wages, etc.)	Lecture-cum-Discussion	White Board, Marker, Projection System	75	In-House/ Guest Faculty	Work sheet - 01	Q/A
2.	Develop Goals for Reintegration of Prisoners	- Set Goals	Group Exercise					
3	Prepare an Action Plan	- Draft Action Plan						

LEARNING EVENT

Unit	13							
Learning Unit	Non-Custodial Community Based Programs: Open Prisons in India							
Training Objective	At the end of training, participants will be able to explain the role and utility of open prisons for prisoner reintegration							
Enabling Objectives At the end of training, participants will be able to-		Content	Method	Media	Time (Mins.)	Trainer	Performance Aid	Assessment
1	Explain the concept of 'open jails'	- Community- Based Programs - Types of open Jails Sangner Model, Semi – open, Open jail for women. - Advantages of Open Prisons - Best Prison Practices	Lecture-cum-Discussion	White Board, Marker, Projection System	75	In-House		Q/A
2	Explain the role and utility of open prisons for prisoner reintegration.							

LEARNING EVENT

Unit	14							
Learning Unit	Challenges faced by Released Prisoners							
Training Objective	At the end of training, participants will be able to explain the challenges faced by released prisoners							
Enabling Objectives At the end of training, participants will be able to-		Content	Method	Media	Time (Mins.)	Trainer	Performance Aid	Assessment
1	Explain challenges faced by released prisoners	- Major challenges faced by released prisoners- employment, social acceptance	Lecture-cum-Discussion	White Board, Marker, Projection System	75	In-House and released and rehabilitated prisoner (if available)		Q/A
2.	Define the role of prison staff in overcoming the challenges faced by released prisoners	- Discuss the role of prison staff in meeting these challenges - Providing Assistance to Released Prisoners						

LEARNING EVENT

Unit		15						
Learning Unit		Field Visit to Open Prison						
Training Objective		At the end of training, participants will be able to evaluate the effectiveness of open prisons for prisoner reintegration						
Enabling Objectives At the end of training, participants will be able to-		Content	Method	Media	Time (Mins.)	Trainer	Performance Aid	Assessment
1	Observe the system of open prisons	- Rules of Open Prisons - Best Practices and Measures for Prisoner Reintegration	Field Visit		180	In-House	Check list Field Visit Format	Q/A
2.	Explain the effectiveness of open prisons for prisoner reintegration							

LEARNING EVENT

Unit	16							
Learning Unit	Prisoner's Contact with Family							
Training Objective	At the end of training, participants will be able to explain the practices related to prisoners maintaining contact with their family							
Enabling Objectives At the end of training, participants will be able to-		Content	Method	Media	Time (Mins.)	Trainer	Performance Aid	Assessment
1	Describe the need and importance of prisoners maintaining contact with the family	- Importance of contact with family. - Provisions in Manuals - Frequency, Duration	Lecture-cum-Discussion	White Board, Marker, Projection System	75	In-House / Guest Faculty		Q/A
2.	Explain the practices related to maintaining of prisoner's contact with the family	- Types of Contact – Visit by Family, Letter, Telephone, Video Conference, Parole - Best State Practices e.g. Maharashtra Galabhet						

LEARNING EVENT

Unit	17							
Learning Unit	Coordination among various Agencies for Reintegration of Prisoners							
Training Objective	At the end of training, participants will be able to explain the importance of Coordination among Agencies for Reintegration of Prisoners							
Enabling Objectives At the end of training, participants will be able to-		Content	Method	Media	Time (Mins.)	Trainer	Performance Aid	Assessment
1	State the Agencies associated with reintegration of Prisoners	- Role of various agencies and prisoner reintegration - Prison, Police, Judiciary Health, Social Welfare Department., State Legal Services Authority (SLSA) / District Legal Services Authority (DLSA), Industries Department. - Areas of collaboration and coordination - Best Practices	Panel Discussion	White Board, Marker, Projection System	120	In-House/ Guest Faculty (Experts from various departments)		Q/A
2.	Explain the importance of Coordination among Agencies for Reintegration of Prisoners				(30)			
3.	Formulate methods of ensuring effective coordination with Agencies associated with reintegration of prisoners				(60)			
					(30)			

Part - C

RESOURCE MATERIAL

Section - 1 Handouts

Section -2 Checklist

Section -3 Case Study

Section - 4 Exercises

Section - 5 Videos & Films

HANDOUTS

Section-1 : Handouts

HO - 1	International Framework
HO - 2	Process of Rehabilitation
HO - 3	Incarceration and Its Impact on Mental Health
HO - 4	Bangkok Rules and Women Prisoners
HO - 5	International Best Practices for Prisoner Reintegration
HO-6	Temporary Release Mechanism and Reintegration
HO - 7	After Care Services
HO - 8	Types of Open Prisons in India

INTERNATIONAL FRAMEWORK

MANDELA RULES

- The UN General Assembly, in December, 2015 adopted the revised Standard Minimum Rules for Treatment of Prisoners, which are now called the Nelson Mandela Rules.
- The Mandela Rules are composed of 122 ‘rules’. Not all are rules, but some are principles such as institutional equality and the philosophy of confinement

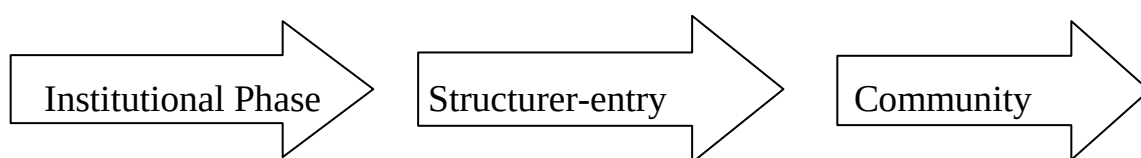
PROCESS OF REHABILITATION

- Process of Rehabilitation begins with individualized treatment
- System of Scientific Classification of Prisoners
- Classification – Treatment Work programs, training
- Needs – Housing, family, job, community ties

PRISON BASED REHABILITATION FRAMEWORK

Risk-Needs Responsivity (RNR) is a framework to identify the risk factors associated with recidivism. These risk factors are not necessarily causal but relate to issues (or “criminogenic needs”) that must be addressed by treatment in order to prevent recidivism, including various cognitive-behavioural intervention techniques.

Re-entry and reintegration of prisoners



Phases of Reintegration

- Institutional Phase— Preparing for release through-Education and Vocational training
- Structured Re-entry, Strength based, and Skill building Participative Management
- Community Phase-Open Prisons, Work Programmes outside prison

- All are interlinked.

HO – 3

INCARCERATION AND ITS IMPACT ON MENTAL HEALTH

- Prisons as a Total institution and closed world
- Imprisonment is stressful
- Pains of Imprisonment-Loss of liberty, privacy, relations
- Emotional Reactions to imprisonment-Shock, Denial, Anger, Bargaining, Acceptance, Vengeance
- Prisons have an adverse effect on mental health
- Factors : overcrowding, various forms of violence, enforced solitude or conversely, lack of privacy, lack of meaningful activity, isolation from social networks, insecurity about future prospects (work, relationships, etc.), and inadequate health services.(WHO)

BANGKOK RULES

- The Bangkok Rules, or formally, “The United Nations Rules for the Treatment of Women Prisoners and Non-custodial Measures for Women Offenders”, is a set of 70 rules focussed on the treatment of female offenders and prisoners adopted by the United Nations General Assembly on 22 December, 2010.

Women Prisoners in India :

Women prisoners are about 5% of the total prison population in India. They deserve to be handled differently in jails. The Model Prison Manual, 2016 prescribes detailed guidelines to deal with women prisoners. These are based on Bangkok Rules.

The Apex Court has also issued guidelines to deal with women prisoners in R.D. Upadhyaya vs. State of Andhra Pradesh (1998) 5 SCC 696, AIR 1999 SC 2183. These guidelines include following observations :

- (i) When a woman prisoner is found, or suspected, to be pregnant at the time of admission or later, the lady Medical Officer shall report the fact to the Superintendent. Gynaecological examination of the female prisoner shall be performed in the District Government Hospital. Proper pre-natal and ante-natal care shall be provided.

- (ii) Adequate and timely food including supplemental nutrients, a healthy environment and opportunities for regular exercise shall be provided to pregnant women, babies, children and breast-feeding mothers.
- (iii) Births in prison shall be registered at the local birth registration office. The fact that the child has been born in prison shall not be recorded as the place of birth.
- (iv) Female prisoners shall be allowed to retain, in moderation, certain ornaments of small value such as Mangal sutras, bangles and toe rings.

INTERNATIONAL BEST PRACTICES FOR PRISONER REINTEGRATION

Singapore : **The Yellow Ribbon Project** involves public, private and non-governmental bodies all working together to help former offenders find employment and housing, reconnect with families and friends, learn new skills and feel welcomed back into society. Prisoners engage in work that connects them to the outside world. For instance, they are trained in website development and work on real projects for businesses. They also work in a prison-based bakery that produces bread and all kinds of other baked goods for various retail outlets in Singapore. Once they are released from prison, they are offered vocational training and work programmes through an agency called the Singapore Corporation of Rehabilitative Enterprises to help them find jobs.

Check the website of Yellow ribbon project -

<https://www.yellowribbon.gov.sg/community-engagement/yellow-ribbon-project>

Uganda: The project of the Uganda Prisons Service called “From Prison Back Home” (also known as the Social Rehabilitation and Reintegration of Offenders project) is based on a restorative justice approach that emphasizes mediation and healing between offenders, victims and local communities for the purpose of repairing the harm caused by crime. The programme has consistently involved local council leaders, clan leaders, religious leaders, police, individual members of the community and civil society organizations doing work in the rehabilitation and reintegration of offenders. One such organization is the Uganda Discharged Prisoners’ Aid Society, specializing in aftercare. Communities have been sensitized and informed about the project and have been willing to participate in it. The Prisons Service has partnered with the police through the community

policing programme, community liaison offices and child and family protection units. (Source-UNODC Introductory Handbook on The Prevention of Recidivism and the Social Reintegration of Offenders)

Norway :In order to create a “safe and predictable release”, the Government of Norway declared in 2005 that it would establish a “reintegration guarantee”. This involves ensuring that, upon release, a former prisoner is offered a range of services, including a place to live, work or educational opportunities, debt counselling and so on. Despite being faced with capacity constraints in both the correctional service and the municipalities, the criminal justice system, supported by the Government, hopes to return the responsibility for social problems back where it belongs—within the social welfare system. The efforts of the Correctional Services Department have so far resulted in the social, health and labour authorities acknowledging that, except for those limitations which are demonstrably necessitated by the fact of incarceration, prisoners have the same rights as all other citizens.

*Source: Norwegian Ministry of Justice and Public Security,
Correctional Services Department, February 2012.*

United Kingdom :NACRO,(National Association for the Care and Rehabilitation of Offenders) is a national social justice and “crime reduction charity” in the United Kingdom, which delivers programmes to equip offenders with the skills, advice, attitude and support they need to move on with their lives and to move away from crime. NACRO has an online service that provides up-to-date information on housing, employment, training and education, benefits and money advice and counselling services. The services help people to find somewhere to live and to develop independent living skills. They provide pre-vocational and vocational programmes, problem solving courses and employment preparation

programmes for people who cannot find a way to move forward. Source:
www.nacro.org.uk/

TEMPORARY RELEASE MECHANISM AND REINTEGRATION

Parole

Parole and furlough to inmates are progressive measures of correctional services. The release of a prisoner on parole not only saves him from the evils of incarceration but also enables him to maintain social relations with his family and the community. It also helps him maintain and develop a sense of self-confidence. Continued contacts with family and the community sustain in him a hope for life. The release of prisoner on furlough motivates him to maintain good conduct and remain disciplined in the prison. The provisions relating to release of the prisoner on parole and furlough should be liberalised to help a prisoner maintain a harmonious relationship with his family and the society and to be of good conduct during the period of incarceration. The privilege of release on parole and furlough should, of course, be allowed to selective prisoners on the basis of well-defined norms of eligibility and propriety.

The objectives of releasing a prisoner on parole and furlough are:

- i) To enable the inmate to maintain continuity with his family life and deal with familial and social matters,
- ii) To save him from the evil effects of continuous long prison life,
- iii) To enable him to maintain and develop his self-confidence,
- iv) To enable him to develop constructive hope and active interest in life,
- v) To help him remain in touch with the developments in the outside world,
- vi) To help him remain physiologically and psychologically healthy,
- vii) To enable him to overcome/ recover from the stress and evil effects of incarceration, and
- viii) To motivate him to maintain good behaviour and discipline in the prison.

Legal Provisions regarding parole and furlough

The provisions relating to parole and furlough are found at two places in the Indian Laws (i) Jail Manuals of the States concerned and (ii) The special law on the subject enacted by the States concerned e.g. Punjab Good Conduct Prisoners (Temporary Release Act, 1926).

Temporary Release of prisoners can be of following three types :

1. Emergency parole
2. Parole
3. Furlough

Parole :Parole means temporary release of a prisoner for short period so that he may maintain social relations with his family and the community in order to fulfil his familial and social obligations and responsibilities. It is an opportunity for a prisoner to maintain regular contact with outside world so that he may keep himself updated with the latest developments in the society. It is however clarified that the period spent by a prisoner outside the Jail while on parole in no way a concession so far as his sentence is concerned. The prisoner has to spend extra time in prison for the period spent by him outside the Jail on parole.

Depending upon its purpose, parole may be of following two types :

- i) Emergency parole under police protection: to cater to the familial and social responsibilities of emergent nature like death/ serious illness/ marriage of a family member or other close relative.
- ii) Regular parole: to take care of the familial and social obligations and responsibilities of regular nature as well as for the psychological and other needs of the prisoner to maintain contact with the outside world like house repair, admission of children to school/ college, delivery of wife, sowing and harvesting of crops, etc.

Furlough

Furlough means release of a prisoner for a short period of time after incarceration for a specified number of years, by way of motivation for maintaining good conduct and discipline in the prison. This is purely an incentive for good conduct in the prison. Therefore the period spent by the prisoner outside the prison on furlough shall be counted towards his sentence.

Source :Singh, K.P. &Chaudhry, P. (2021). 'An Introduction to Prison Administration in India'. Published by Sri Ram Law House, Chandigarh

AFTER CARE SERVICES

ALL INDIA COMMITTEE ON JAIL REFORMS 1980 – 1983 (MULLA COMMITTEE REPORT)

- After care and Rehabilitation was recommended as an integral part of Process of Institutional Care and Treatment.
- Statutory function of Department of Prisons and Correctional Services.
- Pre-release preparation, aftercare, rehabilitation, follow-up.
- Recommendations – After care unit at Headquarters.
- District Probation Officers In charge of after care, follow-up.
- Regional Probation Officers
- Institutional Level-Officers in charge of Welfare and Classification Committee.
- After Care unit – evolve objective method to assess post release needs – identify who needs aftercare, follow-up.
- Work Programs, skills suited to local industry
- Self-employment work programs
- Prisoners – tools, loans, funds
- Community participation

Objectives of After Care Services : (as specified in the Model Prison Manual 2016)-

The objectives of the After Care Services are as follows :

- (i) Extending help, guidance, counselling, support and protection to all released prisoners, whenever necessary;

- (ii) Helping a released person to overcome his / her mental, social and economic difficulties;
- (iii) Helping in the removal of any social stigma that may have been attached to the inmate or his / her family because of his incarceration;
- (iv) Impressing upon the individual the need to adjust his / her habits, attitudes, approaches and values to a rational appreciation of social responsibilities and obligations and the requirements of community living;
- (v) Helping the individual in making satisfactory readjustment with his / her family, neighbourhood, work group, and the community;
- (vi) Assisting in the process of the individual's physical, mental, vocational, economic, social and attitudinal post release readjustment and ultimate rehabilitation.

Process of After Care

After care work should broadly be phased as follows :-

- (i) While the individual is under institutional care and treatment;
- (ii) Immediately after release from the institution; and
- (iii) Post release period.

The After Care Agency should be closely associated with the planning of the after-care programme for the inmates.

Desirable Actions : Following action on part of prison authorities is desirable :-
After release from the institution, the case of a released person should be followed up for a period ranging from one to five years according to the requirements of each case;

- (i) The Probation / Welfare / Rehabilitation Officer shall establish follow-up study mechanism through interviewers or correspondence. A six monthly

report evaluating the released person's adjustments and resettlement should be prepared;

- (ii) The record branch in the headquarters should maintain all the case files and follow-up reports according to the central indexing system;
- (iii) The Industries Department of the Government should formulate schemes for the employments of released convicts in small scale industrial units;
- (iv) Big industrial houses should be motivated at the level of the Prisons Headquarters to give preference in jobs to released prisoners; and
- (v) Government authorities at appropriate level may be approached to ensure availability of finances and loans etc. to the prisoners so that they may start their trade / business / employment related activities.
- (vi) Mechanisms need to be worked out to collaborate with NGOs to work inside prison and after release. For this purpose, a chapter may be introduced in the Prison Manual or separate rules may be introduced as outlined in the Justice Dr. Radhakrishnan Committee Report on Prison Reforms in Maharashtra, 2018.

(Suggestions based on TISS Report)

After Care Services and Follow-up
• Guidance and Counselling – psychological problems. • Educating prisoners about their role. • Legal Assistance • Counselling prisoners and their families • Information dissemination about after care services and programmes of Govt. Agencies and NGOs • Financial Assistance • Housing Assistance

- Job / Self employment
- Public Awareness

HO – 8

TYPES OF OPEN PRISONS IN INDIA

Open farms where the prisoner does farming and agricultural work assigned to him and lives in open areas with others like him who are eligible (but not with his family).	Open farms where the prisoner does farming and agricultural work assigned to him and lives in an open farm area with his family and the families of others eligible like him.	Open camps where prisoners work their own trades and occupation build their own homes and live with their families., e.g., Sanganer Camp, Rajasthan
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Semi Open Prisons is a new category where prisoners in any central or district prison are able to go outside to work and come back before lock up time in the evening (A practice in H.P.).

Some Advantages of open jails :

- Help in prisoner reintegration
- Less Costly
- Less damaging to prisoners
- Make prisoners self-reliant and prepared for life after release.
- Reduce prison overcrowding
- Easy to establish and maintain

In some states like West Bengal, Rajasthan, Prisoners are allowed to leave the Open Prison at 6 a.m. as long as they return by 8 p.m., and that enables them to work in the community and thus gain work experience prior to the end of their sentence. They are free to find jobs anywhere in the community; there are non-governmental organizations to assist in the process. In some cases, prisoners have

saved enough money to buy goats and cows. They are then allowed to sell the milk from these animals to the public and to keep their earnings.

CHECKLIST

Temporary Release

Shortening of Sentence under Section 59 of the Prisons Act, 1894

Remission

Commutation

Pardon

Ordinary Remission

Special Remission and

Remission by State Government under Section 432 Cr.P.C.

Constitution – Article 161 by Governor

Temporary Release of prisoners can be of following three types :

1. Emergency parole
2. Parole
3. Furlough

DIFFERENCE BETWEEN PAROLE AND FURLOUGH

Parole	Furlough
• For Specific Purpose and Police verification is done before prisoner is released on parole. • Two types : Emergency Parole and Regular Parole. • Emergency parole under Police escort in cases like death, illness, etc. • Regular parole to take care of family and social responsibilities e.g. house repair, agriculture purpose delivery of wife. • Period not counted towards sentence • Prisoner has to spend extra time in prisons for the period spent outside the jail.	• Release for short period after a gap of certain years • Incentive for good conduct • Period of furlough is counted towards the sentence.

CASE STUDY

CASE STUDY ON PROGRAMS FOR UNDERTRIALS

While Prison X, has a well-developed scheme to help convict prisoners who have been in custody for many years to prepare for release. However, the majority of prisoners are undertrials. They are not given any preparation for release because they are not in prison long enough. Many of them are likely to be repeat offenders who return to prison many times.

What can be done during the short time that they are in prison to prepare them to lead law-abiding lives?

EXERCISES

Section – 4 :Exercises

EX-1

ON CALCULATE TOTAL SENTENCE UNDERGONE

	Sentence – 10 years		
Date of Sentence	27	08	18
	Y	M	D
UTP	01	10	00
CTP	03	01	29
BAIL (IF ANY)	00	00	00
(-) PAROLE	00	06	00
ABSCOND PERIOD	00	00	00
ACTUAL SENTENCE UNDERGONE	04	05	29
(+) REMISSION	03	06	00
Calculate total sentence undergone			

WORK SHEET ON ACTION PLAN

AS PER THE THEME OF REINTEGRATION OF PRISONERS

Formulation of rehabilitation schemes for indigent persons released from the jails including care of their dependants.

1. Various Indian principles are _____
2. Today's U.N. manual sections are _____ (See U.N. Standard Minimum Rules)
3. Detailed 'presentation' of one section including some participative work to encourage people to think about their situation.
4. The **Standards** we want to achieve is....
5. **Gap analysis** :
 - Where are we now ?
 - What do we do well?
 - What is the gap between the standard and where are we now?
 - What do we need to improve to reach the standard?
6. What are the **problems** that prevent implementation... ?
 What we do to solve those problems... ?
 If there is a problem, do not leave it to the others, ask:
 - Where does it lie?
 - Which parts can we influence ?
 - What ideas do we have for a solution
7. What are the solutions and action to take to achieve the UN and Indian Standards ?

8. (a) Write on **Action Plan using these headings** :

For us	Within one year (state start and finish dates)		In next two or three years (state start and finish dates)	
	For us	For others	For us	For others
↓	↓	↓	↓	↓

8. (b) Check the Action plan is measurable :

For each item of Action, provide an ‘Evaluation measure’

Gap Analysis and Action Plan for Preparation for Release

Sample :

1. Preparing prisoners for re-integration into society

- Gaps
- No systematic approach
- No community linkages
- Lack of coordination
- No rehabilitation grant

Solution – Action Plan

For us now

For others now

NGO coordination
criminal

Coordination Committees with other components of
justice system.

Long term solution for us and others

VIDEOS AND FILMS

1. **Road to Reform** – A film by Rajasthan Prisons Department
<https://youtu.be/gXOCrqEKUtM>
2. **Go Inside One of The Most Humane Prisons In The World : Norway Prison**
Sunday TODAY <https://youtu.be/sCZt2YipiIs>
3. **Violence prevention in USA Prison** :A Violence Prevention and Emotional Intelligence Life Skills Program <https://youtube/kUEGHdQO7WA>
4. **Tihar Prisons** –Doing Time Doing Vipassana – English (One hour)
5. **The Jail documentary** | Indian Documentary | 2009 | Award Winning Documentaries on(West Bengal Prisons) 30 minutes -
https://www.youtube.com/watch?v=nFn_X2bRB_g
6. “Bikhare Rishte – Prayas Youtube
- 7.

NOTE FOR THE FACILITATOR FOR THE PANEL DISCUSSION

Instructions to Course Coordinator

Invite a member from each of the agencies to have a panel discussion

While conducting the panel discussion, faculty should act as a Moderator

The Moderator should introduce the theme and then the panellists. Each panellist can be given around 15 minutes time to speak and discuss the role of their agencies and areas where coordination is required. After all panellists have spoken, the panel should be open for discussion with question from the participants. The key points of each speaker should be summed up by the moderator and the discussion should be concluded by the moderator well within time. The participants should be instructed to ask specific questions to the panellists.

Group Discussion :

Each Participant should be encouraged to participate. Establish Ground Rules first. Cull out the important points that emerge from the discussion

Action Plan :Group Work Activity

Prison based Rehabilitation programs

Participants should be divided into groups of 5-6 members of all ranks (warder, to Superintendent)and all should brainstorm and discuss what goals to set for prisoner rehabilitation programs in a particular prison. Action Plan should be time bound and can be short term, medium term and long term. Work Sheets, Flip chart sheets and sketch pen should be distributed to all the groups and facilitator should ensure that all contribute their ideas. Each goal should make clear the responsibility-what you can do at your level (e.g. at Deputy Superintendent level),what can be done by others (e.g. at headquarters).Further review of action is essential. Make clear that there is a start and end date to the action, so the Plan is time bound.

GLOSSARY OF TERMS

“Desistance” refers to the process by which, with or without external intervention, offenders cease to engage in criminal conduct and maintain crime-free lives. When an offender ceased to commit crimes (crime cessation), it refers to the process by which, with or without the intervention of criminal justice agencies, offenders stop their offending behaviour and maintain crime free lives.

Early Release : All forms of discharge from prison before the prison sentence has been fully served, including parole, conditional release or conditional pardon.

Re-entry typically occurs at the end of a period of imprisonment, but it can also occur earlier as part of a conditional release programme, with or without formal supervision.

Human capital includes individual skills and knowledge.

Social capital - such as employment, family, social connections and ties, and engagement in civil society.

Post – release intervention : Intervention aimed at preventing recidivism and facilitating the social reintegration of offenders after their release from custody. The length of the post-release period may vary subject to the social reintegration needs of the individual offender. It may include supervision during the period of early or conditional release.

Probation : Relates to the implementation in the community of sanctions and measures, defined by law and imposed on an offender. Probation may be under supervision of Probation Officer or without supervision. It is aimed at social integration of an offender and can contribute to community safety.

Recidivism (Reoffending) : Refers to whether or not a person who is the object of a criminal justice intervention (sanction) commits a new criminal offence. Recidivism is therefore a key indicator for the performance of social reintegration programmes and initiatives.

Rehabilitation

Refers to a wide variety of interventions aimed at promoting desistance from crime and the restoration of an offender to the status of a law-abiding person.

Re-entry planning

The process whereby offenders plan for their re-entry and take effective steps to prepare for life in the community after their release from custody, including communications with the community and, as applicable, their family.

Supervision

Refers both to assistance activities conducted by or on behalf of an implementing authority or agency and to action taken to ensure that the offender fulfils the conditions or obligations imposed, including control where necessary.

Source : Introductory Handbook on the Prevention of Recidivism and the Social Reintegration of Offenders (2018): <https://www.unodc.org>

The “good lives” model- The “good lives” model is based on the assumption that people inevitably seek certain goals or primary human goods, such as knowledge, autonomy, friendship, social recognition or happiness. Secondary goods, such as relationships, employment or education, provide means of obtaining the primary goods. From that perspective, interventions should not only manage or reduce the risk of recidivism, but also help individuals achieve their primary goals without harming others. The model directs the attention of assessment methods to the offenders’ goals, motivation and legitimate frustration.

Risk Factor :

Negative influence. Factor that places offenders at risk and renders it difficult for them to desist from crime. Risk Factors can be grouped under as static or dynamic. Static factor do not change over time e.g. (a) family environment; offenders' criminal history.

Some risk factors are dynamic—meaning that they are amenable to change. E.g. psychological-cognitive factors; social behaviour and interpersonal relationships. These factors can be addressed through interventions within or outside the criminal justice system. The motivation, characteristics and situation of the offenders themselves, come under a third dimension, namely responsivity.

(Source :UNODC – Introductory Handbook on the Prevention of Recidivism and the Social Reintegration of Offenders).

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REFERENCE MATERIAL

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5. Resource Material Series No. 82 (Tokyo, Asia and Far East Institute for the Prevention of Crime and the Treatment of Offenders, 2010), Work Product of the 145th International Training Course, “The Effective Resettlement of Offenders by Strengthening ‘Community Reintegration Factors’, ‘Visiting Experts’ Papers, S. Pitts.
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13. A Handbook on Government Schemes and Programmes for Prison Officers published by TISS, Mumbai and ICA, Chandigarh (2019)
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17. U.N. Mandela Rules <https://www.ohchr.org/en/professionalinterest/pages/basicprincipletreatmentofprisoners.aspx>
18. Galabhet Program Impact Assessment, Tata Trusts and Prayas, TISS, https://www.tiss.edu/uploads/files/Galabhet_Program.pdf
19. Prisoners' Contact with their Families: Procedures, Practices and Experiences, Prayas, TISS, (https://www.tiss.edu/uploads/files/Prisoners_Contact_with_their_Families_-_Final.pdf)
20. State Prison Manuals

Websites :

www.bprd.nic.in/

www.nhrc.nic.in/

www.mha.nic.in/

www.ncw.nic.in/

<https://www.unodc.org>

https://www.unodc.org/documents/justice-and-prison-reform/18-02303_ebook.pdf

https://youtu.be/W_GOcIBIXKA

https://www.unodc.org/documents/justice-and-prison-reform/UNODC_Handbook_for_Prison_Leaders.pdf

State Prison Department websites –e.g. Tihar, Telangana, H.P, Tamil Nadu etc.

APPENDICES

- 1. REGISTRATION FORM**
- 2. PRE-COURSE ASSESSMENT**
- 3. POST-COURSE ASSESSMENT**
- 4. FEEDBACK FORM**
- 5. COURSE COORDINATOR’S REPORT**
- 6. FIELD-VISIT FORMAT**
- 7. ASSESSMENT – MCQ**
- 8. NOTE FOR THE FACILITATOR ON PANEL DISCUSSION**
- 9. PRISON STATISTICS, 2021 (IN BRIEF)**

(Name of the Training Institute)

(Name of the Course)

(Dates)

REGISTRATION FORM

PARTICIPANT DETAILS

1. Name :
2. Date of birth :
3. Male/Female
- 4.. Qualifications :
(a) Academic
(b) Professional
5. Designation :

ORGANIZATION DETAILS

6. Department/Organization :
7. Address
8. Telephone No.
9. E-mail id :

RESIDENTIAL DETAILS

10. Address
11. Telephone No.
12. Mobile No.
13. Emergency contact details:

Signature
Name
Date

PRE-COURSE ASSESSMENT EXERCISE

Answer the following –

S. No.	Name of Unit (As given in the Course Grid)	Pre-Assessment (Knowledge-level before training)		
		Absolutely Yes	Not Sure	No knowledge
_____	_____	_____	_____	_____
1.	Are you aware of.....			
2.	Do you have an understanding of.....			
.....				

POST-COURSE ASSESSMENT EXERCISE

Answer the following –

S. No.	Name of Unit (As given in the Course Grid)	Post-Assessment (Knowledge-level after-training)		
		Absolutely Yes	Not Sure	No knowledge
_____	_____	_____	_____	_____
1.	Are you aware of.....			
2.	Do you have an understanding of.....			
.....				

(Name of the Training Institute)
(Title of the Course)
(Dates of the Course)

FEEDBACK FORM

(To be filled-in by individual participants at the end of the Course)

1. To what extent the Objectives of the Course were met

To a great extent 4	To some extent 3	To a limited extent 2	Not at all 1

2. Did you receive advance intimation from the Institution about the Course. if so, did you respond to the Institution?

Yes

No

3. What do you think about the structure and organization of the Course to meet the objectives?

Very well Structured 4	Well Structured 3	Some-what structured 2	Un-structured 1

4. How useful this training would be to you immediately in your job?

Very Useful 4	Quite Useful 3	Of limited Use 2	Not at all Useful 1

5. How useful this training is likely to be for the future jobs you may handle?

Very Useful 4	Quite Useful 3	Of limited use 2	Not at all Useful 1

6. Practical Orientation of the course.

Highly	Practically	Practically	Not
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Practical Oriented 4	Oriented to a Great extent 3	Oriented to a Limited extent 2	Practically Oriented 1

7. How far have you been benefited from interaction with the other participants in the Course?

Substantially 4	Considerably 3	Fairly 2	Not at all 1

8. How far was the Course Material supplied relevant and related to the Course Contents?

Extremely Relevant 4	Considerably Relevant 3	Fairly Relevant 2	Not at all relevant 1

9. To what extent are you satisfied with the following:
(The Training Institution may please block the parameters not applicable)

Satisfied fully 4	Satisfied to a large extent 3	Satisfied to a limited extent 2	Not satisfied 1
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- a) Reception & Transport
- b) Residential Accommodation
- c) Food Quality & Service
- d) Classroom facilities
- e) Library facilities
- f) Computer facilities
- g) Interaction with the staff of the Institute

10. Feedback on the Training/Faculty:

(Kindly fill up the Annexure)

11. Which parts of the Course did you find most helpful?

12. Which parts of the Course did you find least helpful?

13. Your overall impression of the course:

Excellent 4	Very Good 3	Good 2	Fair 1

14. Did the Course give you any specific ideas about improvements in your working situation when you get back. Yes/No

15. If yes, kindly spell them out briefly?

16. Any other comments/observations you wish to make about the Course

Date:

Place:

Name
Designation
Organisation

COURSE COORDINATOR’S REPORT
on
(Name of the Training Course)
(Duration)

1. Name of the Training Institution :
2. Whether the Course was conducted :
In the Institute’s Campus or elsewhere
3. Title of the Course :
4. Duration of the Course :
5. Number of participants :
(Attach final list of participants)
6. Details of Training Facilitators :
(Name/Designation/Organization)
(In-House/Guest)
7. States/UTs represented :
8. Details of Sessions with working hours :
9. List of Training Material distributed :
10. Details of Methods/Methodology used:
11. Feedback of participants :
(Attach copies of Feedback Forms)
12. Summary of the Feedback :
13. Summary of the Pre/Post Assessments :
14. Any areas of improvement noticed :
15. Overall impression of the Course :
Coordinator

Signature
(Name of the Course Coordinator)
Designation
Date
(Mobile Number/E-mail)

FIELD VISIT REPORT FORMAT

Format of Field Visit Report

Name of the trainee officer :

Batch No. :

Officer in charge of the visit :

Name of the Institute/organization visited :

Time and Date of visit :

Subject for which visit is made :

Signature of the trainee

Signature of the officer in charge of the visit

Structure of the Report

- Introduction about the institute
- Origin and history of the institute
- Primary duties and functions of the institute
- Officer with whom interacted
- Report of the Visit [write summary of learnings from the visit] \
- Any other Comments/ remarks about the visit and the learnings from the visit.

QUESTIONS FOR ASSESSING TRAINEES

1. What do you understand by the reintegration process of prisoners?
2. Briefly describe any international good practice related to Prisoner reintegration ?
3. What are the non -custodial measure for corrections ? What are advantages of open prisons?
4. Briefly describe any good practices related to prisoner reintegration in India.
5. What are the objectives of After Care Services? Critically examine its status in India.
6. What do you understand about correctional philosophy?

MCQs

1. Tick the correct statement from the following:
 - (a) Parole is a constitutional right
 - (b) Parole is a fundamental right
 - (c) Parole is a statutory right
 - (d) Parole is a Directive Principle
2. Which of the following statements is not correct?
 - (a) Furlough is the right of every under -trial prisoner
 - (b) Furlough can be refused in certain situations
 - (c) Furlough is counted towards sentence
 - (d) None of the above

3. Which of the following statement is correct

- (a) Open Prisons are more costly
- (b) Open Prisons are less damaging
- (c) Open Prisons are underutilized in India

4. Tick the correct Statements :

- (a) Deterrence is different than incapacitation
- (b) Good Lives model is a Model for Prisoners' classification :
- (c) Risk Factors can be static and dynamic
- (d) Prisoners feel social exclusion the most at the time entry into prison.

NOTE FOR THE FACILITATOR ON THE PANEL DISCUSSION

Instructions to Course Coordinator

Invite a member from each of the agencies to have a panel discussion

While conducting the panel discussion, faculty should act as a Moderator

The Moderator should introduce the theme and then the panelists. Each panelist can be given around 15 minutes time to speak and discuss the role of their agencies and areas where coordination is required. After all panelists have spoken, the panel should be open for discussion with question from the participants. The key points of each speaker should be summed up by the moderator and the discussion should be concluded by the moderator well within time. The participants should be instructed to ask specific questions to the panelists.

Group Discussion :

Each Participant should be encouraged to participate. Establish Ground Rules first.

Cull out the important points that emerge from the discussion

Action Plan : Group Work Activity

Prison based Rehabilitation programs

Participants should be divided into groups of 5-6 members of all ranks (warder, to Superintendent) and all should brainstorm and discuss what goals to set for prisoner rehabilitation programs in a particular prison. Action Plan should be time bound and can be short term, medium term and long term. Work Sheets, Flip chart sheets and sketch pen should be distributed to all the groups and facilitator should ensure that all contribute their ideas. Each goal should make clear the responsibility-what you can do at your level (e.g. at Deputy Superintendent level), what can be done by others (e.g. at headquarters). Further review of action is essential. Make clear that there is a start and end date to the action, so the Plan is time bound.

APPENDIX - 9

PRISON STATISTICS INDIA – 2021

Total Number of Prison Inmates as on 31.12.2021		
Male	:	5,31,025
Female	:	22,918
Transgender	:	91
Prison Population	:	5,54,034

Prisoner Types and Demography

Convicts		Undertrials		Detenues		Others	
Male	117846	Male	409346	Male	3381	Male	452
Female	4990	Female	17745	Female	88	Female	95
Transgender	16	Transgender	74	Transgender	01	Transgender	00
Total	122852	Total	427165	Total	3470	Total	547

Number of Jails, Capacity, Population and Occupancy Rate in India at the end of 2021

Type of Jail	Number	Authorized Capacity	Population of Inmates	Occupancy Rate (%)
Central Jail	148	193536	239311	123.7
District Jail	424	163606	254214	155.4
Sub Jail	564	45436	46736	102.9
Special Jail	41	7473	6582	88.1
Open Jail	88	5953	2178	36.6
Women Jail	32	6767	3808	56.3
Borstal School	19	1775	745	42.0
Others	03	1063	460	43.3
Total	1319	425609	554034	130.2

Source : NCRB, MHA (2021)<https://ncrb.gov.in/en/prison-statistics-india-2021>