

Training Infrastructure and Training Needs of Prison Personnel

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1. INTRODUCTION

The The jail administration in India is regulated by the Indian Prison Act of 1894 and the Jail Manuals of various States. The States have the primary role, responsibility and authority to change the current prison laws, rules and regulations. Day-to-day administration of prisoners rests on principles incorporated in the Prisons Act of 1894, the Prisoners Act of 1900, and the Transfer of Prisoners Act of 1950. An Inspector General of Prisons administers prison affairs in each state and territory. The Central Government provides assistance to the states to improve security in prisons, for the repair and renovation of old prisons, medical facilities, development of borstal schools, facilities to women offenders, vocational training, modernization of prison industries, training to prison personnel, and for the creation of high security enclosures.

The present prison system frightens the inmate, not refines; it wounds, not heals, it embitters him, not binds him to others; it burns the skin but not awakens the soul. It works on the animal in man but neglects the spirit within. And penal torture hardens the criminal while our objective is to socialize and redeem the individual. Radical humanism and progressive penology must gravitate towards the therapeutic processes, which heal and humanize, restore and socialize, reconcile punishment with dignity of personhood.¹

Though there are various provisions and guidelines for the general well-being and rights of prisoners, however, there is a wide gap between the theory and practice. As Mulla committee has also pointed out that;

*"Over-crowded prisons, prolonged detention of undertrial prisoners, unsatisfactory living conditions, lack of treatment programs and allegations of an indifferent and even inhuman approach of prison staff have repeatedly attracted the attention of critics over the years"*².

Restructuring of prisons in India and training infrastructure needs prime attention. The success of any system depends less on the governing rules than on the manner and spirit in which those rules are interpreted and applied by the staff in prisons. A prisoner despite his deeds

and wrongs is a human being, the jail staff is required to be sensitized and adequately trained that they have to deal with human beings. Some adequate training programmes to awaken a response in them they must be made to feel that they are in the care of fellow humans. The purely mechanical functioning of a soulless administration will leave them untouched. A staff suited to the needs of the establishment becomes, therefore, the foremost task of a prison administration.³

For the purpose of establishment, the penal institutions in the States are mainly divided into two main classes – Central prisons and District jails and Subsidiary/Sub jails. The establishment of a central prison ordinarily consists of one superintendent, one deputy superintendent, two to three jailors, five to seven deputy-jailors, five to seven assistant jailors, one matron, reserve warders and intramural warders according to sanctioned strength, one female warder, two assistance medical officers and one compounder.

The Government usually accepts the recommendation of the Public Service Commission nominates the candidate for training and appoints him after he completes the training at the Jail Training School, relating to that area. The names for promotion to whole-time superintendents of district jails are recommended by the Inspector-General of prisons from among the jailors and confirmed by the Public Service Commission. The Civil Surgeon is the part-time superintendent in second, third fourth and fifth class district jails.⁴

Thus, the manner in which prison management and control is achieved, is largely in the hands of the administrator and his staff. For the administrator, this becomes a matter of applying philosophies and techniques to personnel management, the formulation of policies and operating procedures, and the improvement of correctional programs.⁵

The deficiencies of prison service have been clearly brought out by **Dr. Reckless** in his following observation contained in his report to the Government of India:

"The expert has the distinct feeling that the jail department of India, as is true elsewhere, is a disadvantaged department. No secretary is really interested in jails. The police get the lion's share of Government consideration, because of internal security. Government and public many times look upon jail

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¹ *A Case for National Prison Policy* by **Justice V.R.Krishna Iyer**, cited in Halsbury's Law, Lexis Nexis, Vol.3, Issue 04, monthly review on Criminal Justice System in India, April 2009.

² **All India Committee on Jail Reforms 1983.**

³ **Vidya Bhushan**, *Prison Administration in India*, forwarded by **Dr. Jyotsana H.Shah**, (Director Central Bureau of Correctional Service), Government of India, New Delhi, 1970, p.43.

⁴ **Vidya Bhushan**, *Prison Administration in India*, forward by **Dr. Jyotsana H.Shah**, p.44.

⁵ **Paul F. Cromwell**, *Jails and Justice*, Charles C. Thomas Publishers, USA, 1975, p. 70.

administration as corrupt and brutal. The department is likely to get bottom consideration in the priority list. The jail officials feel that they are definitely disadvantaged in conditions of service as against the police, especially in pay scale. The Conference of Inspectors-General of prisons asked for equalization of related pay scale and cadres of service. Even though, the expert is naturally biased towards the development of a fine jail department. There is much truth in the assertion that jail department should have higher status in Government than police department, because jails can do, if given the opportunity a constructive job of rehabilitation".

Whatever disruption prisoners may cause, the more important to remember is that the real power always lies in the hands of authorities, and it is the authorities who must have set standards. The persons who manage prisons and who work in them are public servants and they should be conscious that they have to carry out the difficult tasks as part of the complex structure of civil society. They should not be places where profit is the motivating factor, and where the main aim is the monetary gain.

1.1 RECRUITMENTS AND PROMOTIONS OF PERSONNEL

The successful implementation of correctional programme for the prisoners mainly depends on the quality of the prison staff at various levels. Staff matters, in general, include three important elements: recruitment, salary and promotion.

"Recruitment", to quote **professor Bhambri**;

*'means the efforts to find out and induce suitable candidates to compete for appointment to the public service... A bad policy of recruitment can wreck the entire personnel programme. Any country which wants to have efficient personnel for public service must have a sound and scientific policy of recruitment.'*⁷

Proper man power planning is *sine qua non* for a sound and scientific policy of recruitment. While the work load and the strength of various cadres in the prison service may differ from state to state according to their size and crime situation. As per prison statistics of *National Crime Record Bureau 2012* regarding analysis of the sanctioned and actual staff strength in jails shows that the actual strength of the jail staff posted against the sanctioned strength in most of the States / UTs barring Punjab (65.8%), Haryana (58.7%), Rajasthan (56.0%), Gujarat (47.1%), Chhattisgarh (44.6%), Uttarakhand (40.0%), Jharkhand (36.8%) and Bihar (21.1%); where the percentage of the actual strength against the sanctioned strength are below the national average percentage (66.3%). Nagaland had reported 99.1% personnel in position against the sanctioned strength during 2012⁸.

The prison institutions are managed by three categories of personnel viz., jail cadre staff, correctional staff and the

medical staff. The number of inmates per official is a real indicator of how well inmates are looked after in the prisons. The number of inmates per jail officials (like DG/IG, SP, Jailor, Warder, etc.), correctional staff and the medical staff as per NCRB figures 2012 concluded that a total number of jail inmates as per Prison statistics of NCRB is 385135 by the end of 2012. 9 number of jail inmates per jail official were there over 41798 number of jail officials throughout India. In case of correctional staff, there were 699 inmates per officials over 551 correctional staff personnel and, for medical staff, there were 238 jail inmates per official over 1619 medical officials throughout India. The total prison staff in all over India was 50358 by the end of 2012 and there were 8 total number of inmates per prison staff⁹.

Thus, manpower planning for the future organization of prison department in each state/union territory has to be done keeping in view the multi- dimensional role of this department in respect of institutional treatment, probation and after care of adult and young offenders.¹⁰

We cannot attract qualified staff until we can offer adequate pay scales, promotion, and career patterns. NCRB figures 2012 showed that a total of 3,216 (against sanctioned 5,837) and 24,669 (against sanctioned 61,702) quarters were available to the officers & the staff of Indian jails respectively.¹¹ But we cannot offer these things unless and until we upgrade the quality of personnel and that cannot be upgraded without providing adequate training and infrastructure to prison personnel.

The **All India Jail Manual Committee** observed, *"Correctional work is now recognized as a special work. The principal job of the correctional personnel is social re-education of the prisoners. An untrained and uninstructed personnel is not only ineffective but quite often becomes a hindrance to the proper implementation of correction policies. The training of correctional programme is, therefore, of vital importance"*¹².

⁶ **Jay Tilak Guha Roy**, "Prison and Society- A Study of Indian Jail System", Gian Publishing House, New Delhi, India, 1989, p.193

⁷ **Jay Tilak Guha Roy**, "Prison and Society- A Study of Indian Jail System", Gian Publishing House, New Delhi, India, 1989, p.188.

⁸ Prison Statistics, NCRB 2012, Chapter – 11, Strength and Training of jail officials, p.140.

⁹ Prison Statistics, NCRB 2012, Chapter – 11, Strength and Training of jail officials, p.141.

¹⁰ **Jay Tilak Guha Roy**, "Prison and Society- A Study of Indian Jail System", p.189.

¹¹ Prison Statistics, NCRB 2012, Chapter – 11, Strength and Training of jail officials, p.140.

¹² Report of All India Jail Manual Committee, p.31, cited in **Vidya Bhushan**, *Prison administration in India*, forward by Dr. **Jyotsana H. Shah**, Director Central Bureau of Correctional Service, Govt. of India, S. Chand and Co., New Delhi, 1970, p.55.

2. TRAINING NEED AND NEED OF TRAINING INFRASTRUCTURE OF PERSONNEL

Training infrastructure generally includes various aspects as physical infrastructure refers to the building where training is given, class rooms for delivering the lectures for training, library consisting of books and relevant literature relating to training, its importance, and relevance etc. and financial resources for running a training institution etc. Training equipments consisted of arms and ammunition, further the P.T parade, yoga, meditation, the different ways to reformatory or correctional behaviour/attitude as how to march past, how to salute, prison security, probation system according to the changing profile of crime and criminals. Whereas the training officers include the staff or persons who are appointed to give that specific training to those prison personnel.¹³

Training of jail personnel on various aspects of correctional administration is of vital importance and the available statistics shows that only a few States/UTs have made use of such facilities available in the various National and State level institutions. Basic training courses, Prison management courses, Good governance, Computer and On-line prison management information system, AIDS awareness, Personality development of jail officers, The RTI Act, Human rights, In-service refresher courses and Re-orientation courses were the areas in which various categories of jail personnel in the States & UTs were trained during the year 2012 as per NCRB figures¹⁴.

The ultimate object of staff training programmes should be to reflect the social realities surrounding the administration. According to *Model Prison Manual*, training programmes for correctional personnel should aim at:

- (i) Acquainting correctional personnel with scientific and progressive methods of correctional Administration;
- (ii) Making them conscious of their responsibilities and also of the role they have to play in a welfare state;
- (iii) Broadening of their cultural and professional interests; experience; refining their abilities and skills; improving their performance of administrative duties; providing with experience to meet future needs of the department in positions of higher responsibilities and
- (iv) Inculcating an *esprit-de-corps* amongst the correctional personnel.¹⁵

National Institute of Criminology and Forensic Science, National Institute of Social Defence, RICAX (Regional Institute of Correctional Administration), National Human Rights Commission, BPR&D (Bureau of Police Research and Development), etc. organise training courses periodically for prison officials to sensitize them and give them a better understanding of correctional administration. As per prison statistics 2012, 25 States/UTs provided training to their personnel during the year 2012. The highest number of

officials (1,121) were trained in Andhra Pradesh during the year 2012 followed by Madhya Pradesh (713), Maharashtra (582), West Bengal (558), Delhi (487), Gujarat (274) and Kerala (269)¹⁶.

Training and training infrastructure involves specific techniques and skills that are used in an occupation. Training is oriented toward job goals. **Walter Buckingham** made clear in the *Journal of the National Education Association*;

".....The purpose of training is to develop certain automatic facilities as in language, bookkeeping, and the operation of machines.....In the training program formula and techniques are learned, rules are memorized, and mental or physical skills are developed through practice and repetition".¹⁷

Skilled training and the training infrastructure are the two therapeutic factors, necessary for neutralize any functioning body especially in penological institutions like prison personnel/police personnel. A staff suited to the needs of the establishment is the foremost task of a prison administration. Training programmes for personnel in most of the States in India have not yet developed in accordance with the objectives of modern correctional administration. It is disheartening to note that much emphasis is still now being given on the security based training of the prison personnel rather than on training in correctional work. In view of continuous failure of our prison system in reformation of offenders, there is a growing need for redesigning the training programmes for prison personnel with the objects of preparing them for their specialized job which is not merely custodial but also correctional in future.¹⁸

In the recent passing years, the government of India spent huge amount of money in the Indian states to improve the infrastructure and conditions in prisons. But there is still much need of escalation for the appalling conditions of Indian jails. The Government of India cannot hang limp but must lash out to restore order, correct deviance and stabilize the status of prison personnel in Indian Prisons.

Training programmes, however, cannot be organized effectively without a compact training school. The functions of compact training institute, according to *Model Prison Manual*, should be: (i) training, (ii) research (iii) methods and organization work, and; (iv) publication of pamphlets, papers, handbooks, correctional journal, etc.¹⁹

Surprisingly, in India there are now only three training institutions that are at Lucknow, Pune and Villore for the training of officers of the prison department and only 11 for the training of lower staff, while the number of prisons in the country is 1276 and that of prison personnel 4,00,000

¹³ Institute of Correctional Administration (ICA), Chandigarh.

¹⁴ Prison Statistics, NCRB 2012, Chapter – 11, Strength and Training of jail officials, p.140.

¹⁵ Model Prison Manual 1960, Government of India, p.57.

¹⁶ Prison Statistics, NCRB 2012, Chapter – 11, Strength and Training of jail officials, p.140.

¹⁷ **Dwight C. Jarvis**, "Institutional Treatment of the Offender, Corrections Consultant", North Carolina Department, Gregarian Division, Mc Graw Hill Book Company, 1978, p.236.

¹⁸ **Jay Tilak Guha Roy**, "Prison and Society- A Study of Indian Jail System", Gian Publishing House, New Delhi, India, 1989, pp.192-193.

¹⁹ Model Prison Manual 1960, Government of India, p.58.

approximately of North Indian region. Even these few institutions are not properly equipped to cater to the training needs to prison personnel.

Justice Mulla committee has, therefore, emphasized the need for setting up proper training instructions at State, Regional and the National level. While training to the security staff should be imparted at State level, training institutes for officers at the executive level should be established at the regional level, catering to the needs of a group of states and union territories. The committee has also suggested that the Central Government should establish a training institute at the national level to meet the training needs of senior officers. Apart from imparting training in policy formulation, planning and various aspects of management, this institute is also expected to play a useful role in imparting a correctional service of these officers. Curriculum for these training programmes should be carefully drawn up keeping in view the broad objectives of modern correctional administration and the training needs of each particular group of participants.²⁰

On the basis of recommendations of the *All India Jail Reforms Committee (1980-83)* emphasis has been laid on training of prison personnel and the *Cabinet Committee on Political Affairs* while considering the scheme on Modernization of Prison Administration decided that the Regional Training Centres for Prison Personnel should be established by the Central Government, preferably in Union Territories. In pursuance to this decision, Institute of Correctional Administration has been set up and developed as a Regional Institute on lines with the existing Institute at Vellore. This institute is running with the full financial assistance from the Centre. The Institute is a society registered under the *Societies Registration Act* with its own Board of Management.²¹

Finally, the existing condition of prison service in respect of work load and duty hours of the personal should necessarily be improved. The prison executives and their assistants and other guarding staff are now to spend the better part of their duty hours not in 'intensive personal work with the prisoner' for whose welfare they are recruited and paid from the public exchequer, but in 'just administrative and clerical work on the one hand and policing work in the yards of the prison on the other.' To quote **Dr. Reckless**, "It would be just as if the sisters or nurses or a hospital and the doctors had no time for patients but merely kept books and saw to it that they stayed in bed."²²

2.1 Draft of a National Policy on Prisons formulated by the all India committee on Jail Reforms of 1980-83

The Government of India has constituted an *All India Committee on Jail Reforms* under the chairmanship of Mr

Justice A. N. Mulla in 1980. The committee submitted its report in 1983. This committee examined all aspects of prison administration and made suitable recommendation respecting various issues involved. A total of 658 recommendations made by this committee on various issues on prison management were circulated to all States and UTs for its implementation, because the responsibility of managing the prisons is that of the State Governments as '*Prisons*' is a '*State*' subject under the **List II—State List of the Seventh Schedule (Entry 4)** of the Constitution of India. The Committee has also suggested that there is an immediate need to have a national policy on prisons and proposed a draft National Policy on Prisons. The State shall endeavor to bring about basic uniformity in the minimum standards of management of prisons and treatment of offenders in the country. Among those long listed, some are like prisons service shall be developed as a professional career service. Proper training facilities for prison personnel shall be developed at the national, regional and state levels. In view of the importance of uniform development of prisons in the country, the Central Government shall set up a high status National Commission on Prisons on a permanent basis. This shall be a specialized body to advice the Government of India, the State Governments and the Union Territory Administrations on all matters, relating to prisons and allied services. Adequate funds shall be placed at the disposal of the commission. The commission shall prepare an annual national report on the administration of prisons and allied services, which shall be placed before the parliament for discussion²³.

It is now fully recognized that however high the ideals or an administration, however admirable its rules, it is on their application by the men in daily contact with the prisoners that the success of the institution must depend. The treatment of prisoners is a specialized task and great effort must be put forth to train prison officials in the technique and theory of reformatory work.

*"Special training, as well as high qualities of head and heart, is required to make a good reformatory officer. Then only will the administration of public punishment become scientific, uniform and successful when it is raised to the dignity of a profession, and men are specially trained for it, as they are for other pursuits"*²⁴.

Although each part of the criminal justice system should be able to establish employment standards that are designed to upgrade the quality of staff, training needs and infrastructure has not been done. Society has not realized what progress could be made with quality personnel. Administrators have been too concerned with keeping the budget for personnel low. And the dead hand of the past has left the criminal justice system with no effective standards for employment. As a result, police, prison personnel, corrections personnel, and probation and parole officers have been poorly qualified and poorly trained, leading to failure in the line of duty.

²⁰ Model Prison Manual 1960, Government of India, note 6, pp. 285-286.

²¹ Institute of Correctional Administration (ICA), Chandigarh.

²² **D.Reckless**, "Jail Administration in India", cited in note 10, Model Prison Manual 1960, Government of India,

²³ All India Jail Reforms Committee, 1980-1983, cited in **Jay Tilak Guha Roy**, "Prison and Society- A Study of Indian Jail System", Gian Publishing House, New Delhi, India, 1989, p.19.

²⁴ **J.O.Statusman**, "The Prison Staff in the Annals of American Academy of Political and Social Sciences", 1931, p.68.

Some professions have a long tradition of high standards for entry into them. Law, medicine, social work, and teaching are only a few that demand high standards of education and personal behaviour before entry. Since few agencies have been able to set adequate entry standards for employees, it has been necessary to establish regulating agencies, such as the Criminal Justice Training and Standards Council, to do so. When such an agency has the support of the legislature and the authority of law, the process of upgrading personnel is set into motion. Then it is possible to increase the standards and quality of employment, along with pay levels.

3. EVALUATION OF TRAINING

In an effective program of staff development, **evaluation** is a continuous and self-correcting process. First, we must measure the effectiveness of personnel in terms of job function and goal achievement, since the training program, training infrastructure and the value of individual employees will be affected by this evaluation. Second, we must measure the effectiveness of the training program itself in terms of specific behavioral changes both among personnel and among offenders.

There is an ongoing need to evaluate the effectiveness of training within the program itself. An outside evaluation is made when the entire correctional program is rated by the Research and Evaluation Unit, but the training program must be evaluated at every step²⁵. The **first step** is to find out the **needs of the personnel**. A questionnaire should administer annually to get insight into the attitudes of staff and how the new programs and training were affecting those attitudes. Eventually, this questionnaire should be given to social workers and psychologists as well.

The long-range evaluation of all training programs is not yet a possibility. At the end of first year of training, the attitudinal evaluation will be administrated. This will gave a new base line view of each school, reflecting the impact of both basic and in-service training. There has been some behavioral change on the part of those involved in the in-service training, but the cumulative ongoing effect has yet to be measured. On the positive side has been the change in attitude towards training. Initially, there is a fairly high level of hostility toward mandatory training, both in-service and basic, then a general acceptance of both trainers and training.

The **second step in evaluation** involves a **pretest and a posttest**. Before training begins, an objective test is given to all participants. This tells the trainers how much knowledge the trainees have, and it keeps the training from being too easy or too difficult. After the training, a second test is given. This tells the training staff how much the trainees have learned. It also helps to evaluate the training program and to determine how effective each segment of training was.

A **third step** in evaluation is **accomplished by asking the trainees to rate each trainer**. At the ends of the training cycle, trainees to rate each trainees fill out an evaluation sheet that is based on a five-point scale and has twenty objective questions. Training personnel are evaluated in terms of preparation, delivery, interest of subjects, relevance, and a wide range of other aspects. This allows trainers to evaluate themselves regularly, and it quickly points to developing problems. It also serves to check on the individual trainer's "emotional reactions" to a given training exercise – reactions that are difficult to measure.

A **fourth step** asks trainees to **evaluate their current training experience**. Evaluation forms are used following all training. The results of this evaluation of in-service training are significant. These forms are filled in anonymously and consist of both objective and subjective questions²⁶.

An adequate training program must be based on an effective philosophy of behavioral change, as well as on sound social science theory and knowledge. Pre-entry or basic training is the most effective way to prepare personnel for their role as change agents. It must be based on sound philosophy and theory and must be useful in managing the resocialization of offenders.

As in every major program in corrections, an evaluation element must be built into training from the start. Effective evaluation will enable the training unit to adjust the content, techniques, and direction of training program to fit ever-changing needs. Evaluation of the training program should focus on content and techniques, presentation of material, validity of material, and attitudinal and behavioural change among trained personnel²⁷.

In pursuance to the directions given by the Hon'ble Supreme Court in a case of *Ramamurthy Vs. State of Karnataka*, 1996, the Government of India has constituted *All India Model Prison Manual Committee* in November, 2000 under the chairmanship of Director General of **BPR&D** to prepare a *Model Prison Manual* for the Superintendence and Management of Prisons in India in order to maintain uniformity in the working of prisons throughout the country. This manual has been circulated to all States/UTs for adoption after the acceptance by Government of India in January, 2004. It would not be out of place to mention here that the draft national policy on prisons as proposed by the All India Committee on Jail Reforms which is enumerated in the preceding account was given due consideration by this committee while preparing the Model Prison Manual under reference²⁸.

4. CONCLUSION

²⁵ Dwight C. Jarvis, "Corrections consultant, Institutional Treatment of the Offender", North Carolina Department of Correction, Gregerian Division, Mc Graw-Hill Book Company, 1978, p.254.

²⁶ Dwight C. Jarvis, "Adult Basic and In- Service Training in Youthful Offender Programme", Adult Leadership, June 1975, p.370.

²⁷ Dwight C. Jarvis, "Corrections consultant, Institutional Treatment of the Offender", North Carolina Department of Correction, Gregerian Division, Mc Graw-Hill Book Company, 1978, pp.254-255.

²⁸ www.bprd.gov.in, 23rd July, 2013.

In summing up, confinement is a stressful experience under the best of circumstances. Under the worst it can become intolerable. There are many sources of stress for the prisoners. The closing of the front gate behind him is a denial of his freedom, a frustration of his accustomed ways of life, a humiliation, and a label of being an undesirable member of society²⁹.

The real purpose of sending criminals to prison is to transform them into honest and law abiding citizens, by inculcating in them a distaste of crime and criminality. But in actual practice, the prison authorities try to bring out rethreading of inmates by use of force and compulsive methods. Consequently, the change in inmates is temporary and lasts only till the period they are in prisons, and as soon as they are released, they quite often return to the criminal world. It is for this reason that modern trend is to lay greater emphasis on psychiatric conditions of the prisoners so that they can be rehabilitated to normal life in the community. This objective can be successfully achieved through the sincerity, devotion and tactfulness of the prison officials that helps considerably in the process of offenders' rehabilitation³⁰.

Crime is eternal - as eternal as society. Crime cannot be abolished except in a non-existent *Utopia*. No way of drawing the scheme of the good life has yet been discovered which will fulfill the needs of all human beings at all times. In the modern state system opportunities for crime abound and impunity is assured at a time when humanity having lost its moorings, is still groping for some new methods of social control.³¹

Ironically, while the number of inmates far outstrips capacity, jailers are in short supply. In Indian prisons, the posts filled are less than the sanctioned strength. In effect, there is almost strength of four times the inmates against the odd staff strength. "We work seven days a week, without a single day off, because there are too few of us, a jailer told". The absence of holidays for a high-stress job like guarding prisons only adds to the pressure-cooker like situation inside the jail. "The British understood the importance of jail guards, and paid them more than any other government employee. But now, we get paid less than the police, for working without weekly offs, said a jailer. If I want to take a day or two off in a few months, I need to send in a written leave application to my superior"³².

Therefore, a reformatory philosophy, rehabilitative strategy, therapeutic prison treatment and enlivening of prisoner's personality through a technology of fostering the fullness of being such a creative art of social defense and correctional process activating fundamental guarantees of prisoner's rights, is hopeful not of national prison policy struck by the

Constitution and the Court. Tersely put, the State must discover and engineer the highway to human rehabilitation and put it into practice in the prison system³³.

²⁹ **Paul F. Cromewell**, "Jail and Justice", Charles C. Thomas Publisher, Springfield, U.S.A., 1975, p. 66.

³⁰ **N. V. Paranjape**, "Criminology and Penology", Central Law Publications, Allahabad, India, 2001, p. 284.

³¹ **Madhavarao Mahaworker**, "Prison Management, Problems and Solutions", Kalpaz Publications, Delhi, 2006, p.203

³² **The Times of India**, India, entitled Behind High Walls, Metal Bars These Prisoners Lead a Miserable Life, Nov.24, 2011.

³³ A Case for National Prison Policy by **Justice V.R.Krishna Iyer**, cited in Halsbury's Law, Lexis Nexis, Vol.3, Issue 04, monthly review on Criminal Justice System in India, April 2009.