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Rehabilitation and reintegration of released prisoners: A study on the perception of voluntary organisations working in Delhi prisons

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Abstract

The non-governmental organisations working in Delhi Prisons provide services in the field of correction, as well as rehabilitation and reintegration of prisoners among others. The services of a vast majority of these organisations are confined to exclusively working within the four walls of prisons. They basically focus on the correctional and reformatory process and making a conducive environment for correction within the prisons. Though the services rendered inside the prison are of utmost importance in the context of correctional and reformatory efforts, the support services for ex-prisoners are also equally or even more important, taking into consideration the rehabilitation and re-integration of the offenders back to the society as productive citizens. The present study is conducted among the organisations working with Delhi prisons, and tries to get their perspectives on the rehabilitation and reintegration of prisoners.

Keywords: Rehabilitation, reintegration, voluntary organisations, correctional administration

Introduction

It is a common perception that prison is a place where criminals are kept confined to the walls of prisons, and their freedom gets restricted for the protection of society during the sentenced period. However, the concept of reformation and rehabilitation has also been incorporated in the prison system as per the correctional philosophy.

As per the correctional philosophy, the prison is being considered as therapeutic centres, where prisoners are espoused to correct themselves. The prison system doesn't want the prisoners to relapse and come back to the prison again and again. Only incarceration of the inmates doesn't successfully help to achieve the objective. However, during their incarceration, even the petty offenders get in contact with hard-core criminals and get oriented and accustomed to ways of committing more heinous crimes. Thus, in contradiction to the perceived objectives, many of the offenders recidivise and come back to the prisons. It is in the above said context that the prison administration gives more focus towards the reformatory and rehabilitative measures.

The Changing Face of Reformatory Services in Indian Prisons

There are total 1,306 Jails of different kinds in India, with the sanctioned capacity of 4,14,033 inmates. The total number of inmates in India on 31-12-2020 were 4,88,511 with the occupancy rate of 118.0% in the year 2020. The occupancy rate is increasing year by year. It was 112.1% in 2011 and 112.2% in 2012. Uttar Pradesh is reported the highest crowded prison with 177.0% occupancy followed by Sikkim, Uttaranchal and then Delhi 159.5% as occupancy rate (Annual Report of NCRB, 2021) ^[1]. Which shows that the occupancy rate in Delhi Prisons are much higher than its sanctioned capacity.

Dr. N.V. Paranjape (2006) ^[1] explains the philosophy behind the correctional services that the inmates who would be lodged in prisons would be reformed through various kinds of trainings to enable them to ultimately get reintegrated successfully in the larger society after their release from the prisons.

There are many services made available inside the prisons for this purpose which include various welfare measures, vocational training, family contacts, discipline incentives, etc. However, the support and follow-up services for the discharged prisoners did not get its due attention for a long.

In 1980, The Mulla Committee Report had recommended that the after care of discharged prisoners and allied institutions should be the statutory function of the Department of Prisons and Correctional Services.

The committee had also recommended that there should be at least one voluntary organisation in each district to which the work of extending help to released prisoners could be entrusted.

The Delhi Prison's Act (2000) ^[16], says that the Government shall endeavour to undertake measures towards the rehabilitation of prisoners.

The Model Prison Manual was framed by Bureau of Police Research and Development (BPR&D) in the year 2003 ^[5]. This manual also talked about the aftercare work for the released prisoners. In the manual it was suggested that assistance has to be provided in the process of individual's physical, mental, vocational, economic, social and attitudinal post-release readjustment and rehabilitation.

Role of NGOs in Prison Reforms

The Non-Government Organisation, Voluntary Organisation and Community Based Organisations work in the sector of social services, to serve the deprived, destitute, un-served, marginalized and various kinds of needy population. They rather supplement than substitute the services provided by the government, taking into consideration the gravity, complexity and vastness of the issue. These organisations many a times become a beacon of hope for the hopeless.

As per a story published in the Indian Express newspaper on the first-ever exercise by the Central Bureau of Investigation (CBI) to map registered NGOs in India, there are almost 31 lakhs NGOs - more than double the number of schools in the country, 250 times the number of government hospitals in the country. There is one NGO per 400 people as against one policeman per 709 people (The Indian Express, 2015).

The service areas of these NGOs varies from education, health, employment, poverty alleviation, community development, to conflict resolution, prison reforms and correctional services. In the field of correctional services, they work in collaboration and cooperation with the prisons department, both inside as well as outside the prisons and other correctional institutions.

There are more than 30 voluntary organisations working in Delhi prisons. This is in addition to the services of governmental agencies like Department of Social Welfare. The major focus of these NGOs include vocational training, counselling and guidance, religious preaching, family support, legal aid, resource mobilisation, yoga and physical health etc. These are basically meant for the reformation of the prisoners. There are very few, rendering their services for the rehabilitation of released prisoners.

In the correctional sector, the role of non-government sector is vital. In the current scenario the voluntary sector is working in prisons throughout the country and has become a very prominent part of change and development in correctional settings. In the history of Delhi Prisons, the work by voluntary sector started in the early 1990s. Undoubtedly their presence in this sector has largely helped improving the prison environment and ensuring community participation and better transparency in the system.

Model Prison Manual-2016 ^[17] explains the significance of voluntary sector in the correctional settings and encourages their role in the setting stating that, if Voluntary Organisations want to work in prison they should be promoted, appreciated by IG prisons and also be given financial assistance in connection to their efforts. A liaising should be maintained for the placement of released

prisoners as well. The funds from CSR should also be encouraged for voluntary work in Prisons.

Rationale of the Study

The participation of NGOs in the correctional field is largely confined to the welfare and reformation of prisoners. Their involvement in the aftercare services is very limited. Dr. Deepti Shrivastava, BPR&D, 2010 ^[2] says that "there is an immediate need to identify devoted and dedicated NGOs who can be motivated and promoted to actively participate in after care services including mobilisation of public awareness to reduce social stigma attached to the released offenders. Most of the NGOs are interested only in the correctional programmes inside the prisons rather than the after care of prisoners".

Every year thousands of people are imprisoned and released in the country. The National Crime Records Bureau (NCRB) latest report for the year December 2017 and published in 2019, shows that in India, the total admissions in prisons in 2017 were 16,55,658 and in Delhi it was 59,229. Similarly, many of the inmates get released every year as well.

The following table gives an overview of the numbers of inmates released from prisons in the year 2017:

	India	Delhi
Convicts released	1,94,367	5,639
Under Trial Released	14,45,023	51,947
Incidence of recidivism	3,3%	20%

Source: Crime in India 2017, by NCRB

Out of these released prisoners, a large number of them faced challenges to get themselves readjusted to their normal social life. Many of them need proper support and guidance during their post release phase, to help them to readjust in the society and prevent them to reoffending. This emphasises on the requirement of their training for proper rehabilitation and reintegration, prior to their release itself.

In the process of rehabilitation and reintegration of the prison inmates, the voluntary organisations are a significant stakeholder. They play a pivotal role both inside the prisons as well as outside for the rehabilitation and reintegration of the inmates. In comparison to the literature available on the role of NGOs in the correctional efforts inside the prisons, there are very limited studies on the perception and role of NGOs in the process of reformation and reintegration in the post-release phase.

Therefore, a study was conducted on the perception of the voluntary organisation working in Delhi Prisons on their status, interventions and perceptions on the rehabilitation of released prisoners.

Literature Review

There is a dearth of literature on the specific area of study under consideration. However, an examination of the studies on the related topic is done for the purpose of the research.

The NCRB's report (2014) of Prison Statistical Index observed that most of the support by the NGOs working with prisons, were given in the field of yoga meditation and spiritual classes. Other areas of contribution by NGOs include conducting workshops, skill training programmes, book distribution programmes, medical camps, educational facility to the needy, etc.

Clement I. Imhabekhai explained In Nigeria, there are a number of non-governmental organizations (NGOs) involved in the provision of support services to prison inmates. Such services are rendered to complement government efforts in providing prison welfare services which are quite poor. The Justice, Development and Peace Commission (JDPC) of the Catholic Archdiocese of Benin-City in relation to prison support services It shows that JDPC provides free medical clinic, Counselling services, Clothing materials, legal aid, Vocational skills training, resettlement and rehabilitation, liaison services, and has planned to commence library service in the prison. The paper noted the insufficiency of resources at the disposal of JDPC and recommended that it should explore the possibility of networking with other NGOs with similar interest within and outside Nigeria. It advises private and public agencies to donate funds and materials to the Commission to enable it to effectively provide prison support services in Nigeria.

Williams, JE Hall (1975) [3] discussed that to support and the survival of the ex-prisoners in the community there should be like half way houses, lodging, sheltered workshops, supervision measures and support by the after care agencies, and develop the better understanding on the part of public to keep the ex-prisoners out of trouble. He supported that to accept the necessity of respect for human dignity at all times there should be a mechanism to cope-up with challenges. It would be the important implication for the way the prisoner is treated while in custody, and the manner of his release. He also suggested that the public attitude should change and there must be greater willingness to forgive and to help the ex-prisoner to live a good and useful life in the community.

Daniel J. Bayse, Scot M. Allgood and Paul H. Van Wyk 1991 [14] explained that Inmates frequently enter prison with their family relationships in distress and rapidly deteriorating. These distressed relationships are characterized by a lack of empathy, poor communication, and dysfunctional ideas of family functioning (Brodsky, 1975) [17]. Prison reform literature has consistently found that inmates who learn how to repair and maintain their family relationships have lower recidivism rates and reduced disciplinary problems within the prison system (Brodsky, 1975; Fishman, 1983; Homer, 1979) [17, 18, 19]. Inmates with strong family relationships are also less likely to accept the norms and behaviour patterns of hardened criminals (Brodsky, 1975; Homant, 1984; Swan, 1981) [17, 20, 21]. Since this nation's burgeoning prison population requires that most prison programs be conducted in a group setting, family life educators can play a leading role in prisoner rehabilitation by creating programs that change these dysfunctional patterns.

The family relationships do not have to stagnate while an inmate is in prison. Instead, they can actually grow more cohesive during the incarceration. Family life educators are uniquely qualified to create programs that can accomplish this goal. If the recidivism rate is to be lowered, inmates need strong families waiting for them when they are released. This program provides a start, but other programs are needed that will offer additional instruction in family issues.

The literature indicates that family life education programs designed to teach healthy family functioning should assist

inmates and their families both during incarceration and after release from the prison.

John Ducksworth briefed that The Prisoner Re-entry Industry found its beginnings in the recognition that men and women who were being released from prison continued to need assistance in their transition process. Depending upon the individual needs of each person, this determined the extent of what type of assistance needed. Within a short period of time it was determined that the greatest assistance was needed in the area of housing and employment.

Broad Objectives of the study

The purpose of the study was to assess the perception and involvement of voluntary organisations working in Delhi Prisons in the field of reformation of the prison inmates as well as the rehabilitation of released prisoners. Through the study, the researcher tried to identify the role of voluntary organisations in the rehabilitation and reintegration of the released prisoners and to understand the perception of the VOs on the rehabilitation of the released prisoners. The specific objectives of the study were: -

- To study the profile of Voluntary Organisations working with Delhi Prisons.
- To identify the role of Voluntary Organisations and challenges they face while working with prisoners.
- To Study the strategies they used in the prisons towards the reformation of prison inmates.
- To study the perception of Voluntary Organisations regarding the rehabilitation and reintegration of Prisoners.
- To suggest feasible measures for improvement in the rehabilitation and reintegration of released prisoners.

Methodology

The study was primarily qualitative in nature. Exploratory method of research design was found to be most appropriate for the study in hand, as the main emphasis of the study was to explore the perception of the voluntary organisations in the Delhi Prisons on the rehabilitation and reintegration of the released prisoners. The universe consisted of all the Voluntary Organisations working in Delhi Prisons. Census Method was used for data collection, i.e, all the 40 voluntary organisations engaged in Delhi Prisons at the time of the data collection (2016 February) were interviewed for the purpose of the study. Interview schedule, consisting of both open-ended as well as close-ended questions, was used for the functionaries of the voluntary organisations. The interviews were conducted in person, with the organizational functionaries who had a say in the decision making of the organization. The collected data was coded, classified and analysed to infer the findings.

Key Observations

The following were the main observations from the present study:

Focused Activities by Voluntary Organisations

The activities conducted by the voluntary organizations are divided into 11 different fields. The fields are as religious, vocational training, counselling, educational, music & cultural Activities, Yoga, Meditation, Legal Aid, Health and Welfare, Prisoner's children education, and last but not the least assistance to the families of the prisoners. The organizations working in Tihar Jail are engaged in one or

more activities. As per activities wise the religious activities are focused by 15 organizations (22.3%), Vocational Training focused by 8 organizations (11.9%), Counselling by 5 organizations (7.5%), educational activities by 4 organisation (6%), Music and cultural activities by 5 organizations (7.5%), Yoga by 5 Organisations (7.5%), Meditation by 8 organizations (11.9%), Legal Aid by 4 organizations (6%), Health and Welfare by 3 organizations (4.4%), Prisoner's children's education by 6 organizations (9%), and assistance to the prisoners' families are focused by 4 organizations (6%).

The Voluntary organisations are working on behaviour change, vocational training, skill development of prisoners. it should start small scale industrial project. Some religious organisations says only spiritual transformation can bring about reformation and the voluntary organisations can do this. The voluntary organisations must take up cases before the release and prepare career plan for adjustment in the society with regular pre and post counselling of the prisoner. The VOs should also undertake post release follow up of these cases. The VOs should not only work in the prisons, but they must help them in their rehabilitation and reintegration. Otherwise the reformation activities may be less effective. Educational, yoga, sports, and cultural activities may be extended to engage them. Counselling sessions like family counselling, career counselling, legal awareness etc. should be taken with them which could help them to reintegrate in the society. The realization of calibre of oneself must be introduced and counselling for dignity of labour should be organize. Some shelter homes should be there where the homeless go out. Or if they don't have any support, many a times shelter home don't take them because of their prison history. VOs should have tie ups with more recruitment and placement agencies in order to employ inmates coming out of the prison. They can train them in the various trades and teach them how to adjust later. The voluntary organisation must be in contact after their release also to help them to adjust outside.

Work with Ex-Prisoners

It was found that only 15 % of the organisations are working with the ex-prisoners. Other 15 % work with ex prisoners whenever any case come to them and it is rare. Rest 70 % organisations are not working with any of the ex-prisoners. Those organisations which are working with the ex-prisoners are mostly working with one or two prisoners. That is for the sake of help only.

Work with Families

There are some organisations engaged with the families either they are providing assistance to the inmates's children education or they are helping them with the basic amenities. At some cases the organisations are helping the left unemployed family members in getting job/work but it happens rarely. Total 31 (77.5%) organisation do not work with families in any way and 7 organisation (17.5%) work with families of the incarcerated persons. Only two organisation (5%) out of all work rarely as per the demand came to them on very personal level.

It reveals that only very few organisations work with the families of the organisation. It was also found that there is no coordination among the organisations working with the families of the incarcerated people.

Effects of imprisonment

The imprisonment makes prisoner aggressive, depressive and the habitual offenders while only reformatory and rehabilitative activities could save them. The Imprisonment affects the inmates specially innocent people. It was observed that there are equal chance of reformation and becoming a habitual offender. It was also observed that the inmates come in the prison are of two types mostly, the first one are habitual offenders and other one come by incident (any reason could be there). The treatment may be given differently to both types of inmates. It is very hard to transform the habitual criminals. Most of the inmates are under trial and they put their maximum time and energy to take the ways to go out of the prison rather to use their time to plan to reform themselves. Only their transformation from undertrial to convict helps them to move towards their planning for rehabilitation in future.

Chances of reformation

During the study it was revealed that with the help of reformatory activities repentance comes and they reform themselves and the reformed ones can rehabilitate in society easily. Organisations by moral and spiritual preaching try to make them able to reform themselves. When they start doing good things then the other people have positive perception towards them and their attitude changes towards them. The organisations are helping to learn the process to change their thoughts in a positive way and revitalize their body & soul that is called Yoga for Body and *Dhyan* (Meditation) for heart. It was assessed that Change from inside is required. Will power and inner self may be made strong through meditation. It follows the transformational work. Prisoner can be transformed but the all activities should be planed as per the individual's requirement. The help to the families will also affect the inmates to release their tension towards their family and children. Only through the skilled development activities the change may be not be seen. This requires engagement in dhayan and then skill development programme, which are market based. Every organisation is focusing on the reformation of the prisoners who need help especially when they go out at their home. As per the opinion, it is easy to reform a prisoner then a normal man. "*pareshani me parivartan aata hai*". Voluntary Organisations are helping the prisoners to find out their hidden talent and then reframe that talent. Yoga creates scientific change among the inmates. It will also help them to earn money outside as the yoga teacher are in very high demand and it is a reputed job also. The motivation should be given to them especially for education enhancement.

Perception regarding Government's role

Some organisations feel that the government policies and programmes are sufficient for the rehabilitation of the prisoners and other 50% organisations feel that these policies programmes are not sufficient and there must be much more intervention of the government for the reformation and rehabilitation of the prisoners. People also recommend that the government policies should be implemented properly. The awareness for the schemes should be generated to provide better results. Organizations feel that there should be rehabilitation centres for man and women after their release. Especially for women, when

family disown them then there is no place for them to go. People also feels that there was a scheme of state government for financial assistance for the family members, which has been discontinued but it should start again. Government should focus on more vocational training for the prisoners. The number of welfare officer should be improved. The central level planning may be used to provide rehabilitation grant to the released prisoners of other states also. The government should coordinate the programme and give funds to the nongovernmental organisations also to conduct the programmes. There should be some more programmes for the family support and follow up of the released prisoners. The facility of free legal assistance should also increase.

Adequacy of Government Policies

It was asked about the opinion of the voluntary organisations for existed government policies for the reformation, rehabilitation and reintegration for the inmates. It was found that out of 40 organisations 16 (40 %) believed that the policies and programmes of government are adequate and 20 (50%) organisation gave their opinion that the government policies and programmes are not adequate. There is a need of more intervention of the government for the reformation, rehabilitation, and reintegration of the inmates. 4 organisations didn't share their opinion about the programmes but it was observed that they are not aware about these programmes as these organisations are basically religious organisations who simply comes to prison to deliver their preaching. One organisation which provides training specially in music didn't share its opinion about the government schemes.

Family/Neighbourhood/Society relations after release

The society could help them by accepting and providing them the opportunity of employment. Society can help them by accepting them as the reformed human being. If the family does not accept them then there is possibility the person may become frustrated and it may lead him in wrong direction and then there would be no use of any kind of reformatory activities. The society should avoid attaching the stigma on the inmates.

Thus the organisations are required to take up the activities on the sensitization of the society, neighbourhood and family for the better rehabilitation and reintegration.

Opinion about PPP Model

Some organisations say that the Public Private Partnership Model is more effective. On the contrary others says that it is not that effective of it is partially effective. VOs have suggested that the model may be improved as per the circumstances of the Prison. They should not only provide employment opportunities inside the prison but also ensure opportunities outside for which they are trained. The training imparted to them should be related to the small scale industry type activities so that they could start any start-up after their release.

Effectiveness of Public Private Partnership (PPP) Model

It is an emerging model in Indian Prisons. Therefore the opinion about the existed PPP model programmes in Delhi Prisons were gathered from the voluntary organisations those are engaged in the reformation and rehabilitation work in Delhi Prisons.

It was found that 21 organisations (52.5%) were saying that the PPP model is effective in the reformation and rehabilitation of the organisations. 6 organisations said it is not giving any good results for the rehabilitation and reformation. 9 organisations (22.5%) share no opinion about this model and 4 organisation (10%) said that it is partially effective and say for the complete results there should be some more additions in the PPP model while implementing in the Prison setup.

Opinion About the other stakeholders

The individuals, Corporate Social Responsibility Sector, hospitals, doctors, and other experts should also be incorporated whereas the services of the current stakeholders should be strengthened.

Summary

It was found that the prisoners are in need of various incorporations for their better rehabilitation and reintegration. Because this was an exploratory study so the main phenomena of the rehabilitation of the prisoners came out. The Voluntary Sector focused on the behavioural modification, skill development, career placement, and family support for the better rehabilitation and reintegration of the prisoners.

Recommendations

The recommendations are on the basis of the findings of the study and the recommendations by the voluntary organisations, which emphasised the further developments in the rehabilitation and reintegration of the prisoners living in Delhi Prisons. They focused that:-

- The correctional measures must be taken as the primary measures not the secondary measures in prison administration.
- Improvement must be there in legal assistance schemes. Many people don't know why they come to prison. Legal aid provider should also talk about the rehabilitation activities. Most of the time prisoner trust on them.
- **State shifting:** The prisoners may be transferred to their state, especially those who don't have family, relatives. This will help the prisoners and the family to meet each other. It will also help them in reintegration in the society.
- **Welfare staff:** The number of welfare officers should be increased and the posts of aftercare officer should be incorporated for better reintegration. The posts of counsellors/psychologists should be created with the welfare officer. There should be a separate unit of welfare work. In Delhi Prisons there is a lot of work with welfare officers. They should have assistance with them to implement the activities. Number of welfare officers may be increased. Ideally one to one counselling is required specially for under trial inmates.
- **Spirituality:** NGOs should work on no religion policy. They should treat all prisoners as human being only. Spiritual organisation may be restricted. The more number of spiritual organisations create confusion in mind of inmates regarding what to follow.
- **Coordination:** NGOs and jail authorities may meet regularly through which they can know each other and understand the resources and requirements. The Voluntary organisations have lot of scope to do other

programmes, if they are asked to do these activities. The challenges of the NGOs may be tackled through proper coordination. Awareness of activities and coordination in activities should be there among the voluntary organisations and the Govt.

- **Reformation and Rehabilitation:** Prisoners are living very comfortable life inside prison without any work which makes them indolent. It creates challenge to make them readjust in their society. They start skipping from their responsibilities and also reluctant in work. They should be engaged in some work to keep them busy. The exercises like PT, Drill, Jumping must be there to decrease their laziness. Specific yoga programme may be planned for the specific kind of persons as per their requirement. It is a place of brahmacharya and it could give much better results. Behavioural modification is highly required for the inmates in prison. Interest may be developed before engaging them in activities.

Compulsory Education to the illiterate inmates as well as Moral education may also be provided to inculcate good values and culture within small offenders like the snatchers who reoffend regularly.

Skill development for job purpose will help to reduce the recidivism. Training programmes on skill based activities like mobile repairing, washing machine repairing, mason etc. must be organised. Training may be imparted of the various trades, which are in demand or prevalence.

There is a sufficient land and manpower available in the prison where medicinal plants may be planted which are in demand in the market and the organisations can facilitate their marketing. Biogas plant may be developed in the prison which can produce a lot of gas for domestic uses. It will save the resources and money of prison which may be utilized in the welfare of the inmates.

Corporate sector may be involved in the rehabilitation services with a plan which give them training as well as job opportunities in the factories/companies after release.

Trainers may be arranged from inside the prison. There are enough resource person available in the Delhi Jails. All the inmates should be involved in the activities and no one should sit idly.

Financial assistance may be given to all poor inmates to start their business. To start small scale industries the facilities of loan should be available to the released prisoners. Big industries may employ them. Work can be given to released prisoners on ppp model also to start their own business.

Families may be incorporated in the progress of the inmates during the reformation process.

- **Release plans:** There should be at least 6 months pre-release plan. Family and prisoner's personal counselling is required before release. Voluntary Sector should also make aware the society in general for acceptance of the prisoners. Each organisation may maintain a data of the fully trained inmates and then their career counselling may be organised. Group counselling for families may be organised. The activities should be highlighted in general through which the society may become aware that these inmates shall come out as reformed citizens. Society's vision and perception has to be changed towards inmates and they must understand and accept that they are the part of the society.

- **After care:** We must empathise the situation at individual level and then plan activity according to them. There should be some more plans for placement of the released inmates and follow up thereon. The required support may be extended to them when the prisoners are released. More reformatory and rehabilitative efforts are required for the youngsters. Someone should do resource mobilisation for placement. A common website for the placement purpose may be developed and who-so-ever is in need of work could contact and register for job or to start business after their release. After release the NGOs could follow up the released prisoners.
- **Monitoring:** There should be a committee which can assess and evaluate the progress and implementation of the activities. Representatives of experienced NGO and people from the social field may be involved in the committee. After the positive results the reformed inmates may be presented in front of the prisoners as a precedent. It will help them for better improvement. It would be motivational to them.
- **Woman Inmates:** The women prisoners may be trained in tiffin system, catering and other activities as per their interest. Their skill & confidence may be developed for marketing. Their mind-set may also be changed and can be guided to start a family business where their kin and kiths may also participate.
- **Staff:** Orientation towards humanity and social work may also be given to the staffs of the prison. The Principle of individualisation should teach the staff mandatorily. Every prisoner should be treated as an individual not an object in prison. The jail staff's responsibility and liability may be accounted. The subordinate staffs may be checked with more strictness. Staff salary and emoluments may be enhanced to depreciate the corrupt activities. Superintendents who come from the only administrative backgrounds should get orientation and training for the rehabilitation activities and services.
- The work may be taken up with high risk people also. They are also human being and can be reformed.

Though it is revealed that after the focus on reformation part in prison the rehabilitation part may also be focused equally. It will help to curb recidivism rate which is increasing year by year.

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