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PERSONNEL

THE SELECTION, TRAINING AND STATUS

OF CORRECTIONAL PERSONNEL IN UTTAR PRADESH

(INDIA)

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UNITED NATIONS

Statements of fact in this report are the responsibility of the author, and opinions expressed are not necessarily those of organs or Members of the United Nations.

In accordance with the tradition of past Congresses, it has been possible to secure the co-operation of certain national prison administrations for the printing of documentation for the First United Nations Congress on the prevention of crime and the treatment of offenders, which is from an historical point of view the Thirteenth International Penal and Penitentiary Congress. Thus the present report has been generously printed by the Federal Bureau of Prisons of the United States of America, in the prison printing plant at Leavenworth, Kansas.

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EMOTIONAL CHANGES

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During the last sixty years the prison administration of Uttar Pradesh has been conducted under the Prisons Act, 1894. The head of the Department of Jails, the Inspector General of Prisons, was appointed from the Indian Medical Service, as were the other officers in the Department, the six full-time superintendents of the central jails, Uttar Pradesh had then forty-eight district jails with civil surgeons as part-time superintendents. The jailors virtually carried on the administration which was merely custodial. For officials, no specific standard of education was required. They learned their routine duties by observation and practice. The public was apathetic and rehabilitation of prisoners had no place in our penal policy. The prisons in Uttar Pradesh received their first attention in 1937 and Jail Reforms Committees were set up in 1938, 1939 and 1946. Their recommendations which were mainly in the way of amenities, have been generally accepted by the government and are being implemented.

Since 1947, Uttar Pradesh has made rapid strides in the treatment of prisoners and some of the experiments undertaken have revealed the possibility of carrying on important correctional work even with the limited resources available. Uttar Pradesh is the State which has the largest number of prisons and prisoners. It has a daily average jail population of 30,000 prisoners. There are five central prisons, a model jail, fifty-one district jails, a juvenile jail, a reformatory school and a jail training school.

I. CATEGORIES OF PERSONNEL

1. Warders

There is roughly one warder for every ten prisoners. The warder comes in close contact with the prisoners for about ten to twelve hours daily. His duties have hitherto been largely custodial; he keeps a constant count of his prisoners, is expected to search them from time to time, and notes any trans-

gression of rules which he reports to the superintendent or the jailor. Warders and head warders are in charge of workshops and it is their duty to see that the work turned out by the prisoners is satisfactory. They also escort the prisoners outside the jail for extra-mural labour. The pay scale of warders, which has been revised several times, is now three times what it was in 1938, i.e., Rs. 30-1-45, plus a cost-of-living allowance of Rs. 20/-. Since 1947 the minimum educational qualification is vernacular middle standard (eight years' schooling), but most of the older hands are illiterate. A minimum standard of physical fitness has been laid down. Recruitment of warders is made by the superintendent of the central jail for the whole circle (consisting of the central jail and several district jails). The age limit for recruitment is 21 to 26 years, but exemptions are granted. In one of the circles, warders are recruited on the basis of intelligence and aptitude tests conducted by the Director of the Bureau of Psychology.

Head warders are promoted from amongst the warders on the basis of seniority and written and oral tests. They get a special pay of Rs. 10/-, in addition to their grade pay. Head warders perform the same duties as the warders. In some cases, head warders supervise the work of warders. One head warden in every jail is also responsible for agricultural operations.

Every central jail has a chief head warden in the pay scale of Rs. 60-1-65. He is selected on the basis of seniority and a written and oral test. The chief head warden is an executive officer whose duty it is to post warders and supervise their work. He explains to each warden the duties and responsibilities of his post and assists the deputy superintendent in disciplinary matters. These duties are performed in the district by the day head warden.

This supervisory staff are in closest contact with the prisoners. The training given to the warders lays the greatest emphasis on humane and sympathetic treatment, and marked change is gradually becoming noticeable in their behavior in that they are now showing more and more understanding of their charges. The significance of imprisonment in reducing the prisoners' world to the four walls of a prison is explained to them in their training, and many of them now listen patient-

ly and sympathetically to the complaints and grievances of prisoners and pass them on to their superior officers, instead of just ignoring them as heretofore. This little attention has reduced the mental conflict of prisoners considerably.

2. Jailors

The Uttar Pradesh jails have both deputy jailors and assistant jailors; the latter were formerly called clerks and performed only clerical duties. Since 1949 assistant jailors perform both clerical and executive duties. They are in charge of the admission and of release of persons held pending trial and prisoners, godowns (warehouses), factory work, factory stores, correspondence and office work. They are also responsible for supervising the education of prisoners, their parades and other disciplinary activities. Today the duties of assistant jailors and deputy jailors are inter-changeable. The pay of an assistant jailor is Rs. 85 to 200 as compared to Rs. 60 to 100 in 1948. The minimum educational qualification since 1948 is Intermediate (2 years of secondary education), and many graduates are appointed; the age of recruitment is 21 to 25 years. They are appointed by the Inspector General of Prisons. Until 1948 their selection took place in the head office but now they are selected by a board of senior prison officers on the basis of a written and an oral test. The number of assistant jailors who do not know English is decreasing and younger and better qualified men are gradually taking their place.

Deputy jailors are recruited through two channels: Fifty per cent are recruited direct through the Public Service Commission from candidates of between 21 and 25 years of age. Intermediate is the minimum educational qualification but a majority of selected candidates are graduates. Their pay scale is Rs. 120 to 300 as compared to a maximum of Rs. 125 in 1948. The other fifty per cent of the deputy jailors are selected from amongst the assistant jailors by a departmental board on the basis of merit and seniority, subject to confirmation by the Public Service Commission. The duties of assistant jailors and deputy jailors being the same, the assistant jailors frequently claim equality of status with the latter. A separation of duties is clearly indicated both from the point of view of efficiency as well as the rehabilitation of prisoners. The superintendent of the jail is responsible for allotting the duties of these offi-

cial. In most of the jails trained deputy jailors are working as head clerks although assistant jailors can do this work as efficiently. A common complaint of the trained staff is that the routine duties of the jail keep them busy with godowns, registers, warrants, office work and returns, and they do not have much time left to devote to the improvement of prisoners.

District jails receive many types of prisoners, such as persons held pending trial, civil prisoners, cases for mental observation, juveniles and female prisoners. A first class district jail has two deputy jailors, two to three assistant jailors and one jailor. The jailor is responsible to the superintendent for the entire clerical, supervisory and executive work of the jail, and is also in charge of the garden. He is the chief executive officer of the prison and controls the whole administration of the jail under the supervision of the superintendent. He is personally responsible for the correct submission of all returns and statements of the jail, correct maintenance of its accounts and supervision of all the office work. The pay scale of the jailor is Rs. 200 to 400. Formerly a jailor was gazetted when he reached the grade of Rs. 300, but since January 1954 all jailors have been made gazetted officers. There is no direct recruitment for the post of jailor; promotion is made from amongst deputy jailors on the basis of merit and seniority. On account of his many duties, the jailor has absolutely no time for any rehabilitative work.

Central jails which each accommodate 2500 prisoners under long-term sentences, are more compact units and have a much larger staff which includes one deputy superintendent, three to four jailors, five to seven deputy jailors, five to seven assistant jailors and one matron. There is one jailor for each unit of the jail and one office jailor who is in charge of the godowns, stores and office work managed by deputy jailors and assistant jailors. The deputy superintendent is responsible for the executive work of the jail, the maintenance of discipline, supervision of factory work, garden and jail buildings, and posting of warders. He has always been a gazetted officer. So there is now no difference in the status of a jailor and a deputy superintendent. As a rule, no jailor likes to be posted to a central jail as deputy superintendent, however, the deputy superintendent in the central jail has considerable time at his

disposal to devote to the improvement of the prisoners. Other staff can also be engaged in such work; it will only necessitate the separation of clerical and executive duties and this can be done without much difficulty.

3. Superintendents of Jails

The superintendent of a central or district jail is responsible to the Inspector General of Prisons for the proper management of his jail in all matters relating to discipline, labour, expenditure, punishment and control. He guides and co-ordinates all the activities of his jail and keeps in constant touch with the Inspector General to make sure that he is following the departmental policies. In order to convert his jail into a correctional institution, he should have more discretion in organizing the programme of the jail. Superintendents of jails try to follow the instructions received from time to time, but reform and rehabilitation of prisoners have not so far been included in the programme of the jails, except in certain institutions for which rules have clearly been laid down.

In 1942, the first group of full-time superintendents of district jails was appointed and there are now fifteen such officers. In other jails the jailor carries on the administration under a part-time superintendent, the civil surgeon of the district, but it is only a matter of time until all our district jails will have full-time superintendents. The scale of pay of the superintendent of a district jail is Rs. 250 to 850, the same as for the other class II services. In addition, the jail superintendents are entitled to free quarters. Recruitment is through two channels, direct and through promotion from subordinate service. All jailors are considered, and promotion is made on the basis of seniority and merit. This would be a very good procedure but unfortunately the posts of assistant jailors and deputy jailors do not always attract the best men available. For direct recruitments, the age limit is 22 to 27 years; a university degree is the minimum educational qualification; preference is given to persons holding a degree in sociology or psychology.

The State has five central jails and one model jail. The pay scale of the post of the superintendent of a central jail now is Rs. 500-50-1200, with rent free residence, the same as for other class I services of the State. Recruitment is direct as

well as by promotion; direct recruitment is made through the Public Service Commission, and the approval of the Commission is necessary in the case of departmental promotions. A university degree is the minimum educational qualification. In 1947 one superintendent was recruited direct while three were promoted from amongst the full-time superintendents of district jails. The latter method of recruitment is likely to be followed in the future.

4. Female Personnel

Women prisoners, of whom there are less than 300 in Uttar Pradesh, are confined in separate wings of central prisons and district jails. A Women Prisoners' Home has been opened this year in a wing of the Model Jail, Lucknow. Women who are sentenced to more than four months and who are considered capable of reform are lodged here. Special arrangements have been made for the children of the inmates. Provision has also been made for adult schooling and training in feminine crafts and useful occupations. In central prisons, they are assisted by matrons whose pay scale is Rs. 75 to 100. Every jail in which female prisoners are confined has female warders.

5. Medical Officers

Central jails have two to three medical officers while every district jail has one. These medical officers are on loan from the Medical Department for a period of three years. In 1947 six full-time medical officers with a pay scale of Rs. 300 to 850 were appointed for the six central jails. The medical officers are favourably situated for helping in the rehabilitation of prisoners and some of them are even now able to assist the prisoners in developing worthwhile attitudes toward jail programmes, but if the Jail Department had its own medical officers they would prove more helpful to the prisoners. Every district jail has one compounder (pharmacist), while central jails have two. The pay scale of trained compounders is Rs. 45 to 100 while that of untrained ones is Rs. 45 to 65.

6. Educational Staff

All the central jails and the Model Jail, the Juvenile Jail and the Reformatory School have regular schools under paid teachers recruited by the Jail Department; each of these institutions has three paid teachers. One paid teacher is attached to

the first and second class district jails; these teachers go round to the workshops of the institutions, giving instruction to those prisoners who are willing to learn. An experiment in adult education through social education is being made in some of the jails; if successful, it will be made applicable to all jails. There are 62 paid teachers employed in the jails of Uttar Pradesh with a pay scale of Rs. 35 to 60. Regular schools have headmasters whose scale of pay is Rs. 50 to 75. All paid teachers are assisted by teachers recruited from among the prisoners. As an incentive to literacy, time spent on education is counted as labour.

7. Vocational Training Staff

In all central jails there are instructors for training prisoners in weaving, leather work, dyeing, carpentry, blacksmithing, polishing, blanket weaving, tailoring, paper, cane and lacquer work. These work masters are recruited on a contract basis for a period of five years with a pay scale of Rs. 60 to 100 and Rs. 80 to 120. Each central jail has four masonry instructors some of whom also provide training in district jails. There are also some work masters who periodically visit all the jails of the State to give instruction in various other industries. Some of our superintendents are endeavoring to give an orientational training to the work masters so that they may pay more importance to the correctional aspect of work. A proposal for such training at the Jail Training School is also under consideration. Though accurate statistics are not available, it has been noticed that, in general, released prisoners do not engage in the occupation they have learned in jail, although all the industries taught in our jails are cottage industries which can be practiced in the community. It is perhaps because a stigma is attached to the work learned in ordinary jails. In the Model Jail and the two juvenile institutions, prisoners are taught agriculture and other industries from among which they may choose the one they prefer. There is a regular training course for each industry and inmates receive wages for work done. In these institutions the trained personnel impresses upon them the significance of vocational training, and it has been noticed that many of the prisoners after release are practising the vocations they have learned while serving their sentences.

8. Welfare Services

Considerable importance is attached to religious and moral instruction in our jails, but no paid instructors are employed. Those interested in welfare work are requested to visit the jails and give talks to the prisoners.

9. Central Administration Staff

The Inspector General of Prisons is responsible to the Government for the administration of all the jails in the State. The present Inspector General belongs to the Indian Administrative Service. He draws his grade pay, plus an allowance of Rs. 250/- per month. The appointment of the Inspector General is made by the Government; no specific qualifications have so far been laid down for the post. There is a Deputy Inspector General of Prisons to assist the Inspector General of Prisons. He gets his grade pay plus an allowance of Rs. 150/-. Besides performing routine duties and doing inspection work, he looks after correctional work in the various institutions of the State. Both the Inspector General of Prisons and his deputy have considerable administrative work, and are unable to devote much time to correctional work. Co-ordination of all the phases of a correction programme is one of the most immediate needs.

The Director of Jail Industries is a gazetted officer with a pay scale of Rs. 465 to 525. He is experienced in the operation of cottage industries and in the manufacturing and the marketing of the products. He advises the Inspector General in matters relating to jail industries and is responsible for supervision of such work in the prisons. He has no training in correctional work.

Uttar Pradesh is the only State in which the Jail Department is responsible for doing its own repair and maintenance work and undertaking construction of new buildings. An Inspector of Jail Buildings attached to the head office visits all the jail and assists the jail staff in such matters. His pay scale is Rs. 120 to 300. Unfortunately most of the buildings are very old but in the institutions that are being built, considerable importance is being attached to architecture; the newly built Femal Prison at Lucknow and the District Jail at Deoria do not look like prisons.

An Agriculture Inspector on loan from the Agriculture De-

partment is attached to the head office to supervise the agriculture operations in jails. His pay scale is Rs. 200 to 350; and he receives a special pay of Rs. 50. Every jail in Uttar Pradesh has some land where vegetables are produced for the consumption of the inmates and thirteen jails have farms where systematic training in agriculture is given to the inmates by jail officials. Seventy-five per cent of our prison population is agricultural, but only about twenty-five per cent of the prisoners can be employed in agriculture.

The existing system of classification of prisoners is on the basis of the nature of the offence and prisoners are classified by the convicting court. The Government of Uttar Pradesh is, however, introducing a system of scientific classification. Two officials who are graduates in psychology are being sent to the Bureau of Psychology for intensive training in vocational guidance and in the application of psychological tests and aptitude tests. After training, they will assist in the classification and welfare work.

The Department of Probation in Uttar Pradesh is headed by a Chief Probation Officer who works directly under the Home Secretary. His scale of pay is Rs. 250 to 850. There are 26 probation officers with pay scales of Rs. 120 to 300 and Rs. 200 to 400. Probation measures are applied in sixteen districts. All the probation officers have received specialized training. The Department of Probation is the authority responsible for the application of the Probation and First Offenders Acts. The Uttar Pradesh Crime Prevention Society assists in the rehabilitation of discharged prisoners. Released Prisoners' Homes have been opened in five districts under the management of the local Crime Prevention Societies. Full advantage of the probation system has not yet been taken in this State, but the services of the Department are expanding gradually.

II. EMPLOYMENT CONDITIONS

The entire staff, except the work masters who are employed on a contract basis, enjoy civil service status. Their posts are pensionable, entitling an employee to half his pay as pension after thirty years of service. The age of retirement is fifty-five. Twelve months of sick leave on full pay is permissible during the whole period of service. One month's annual leave

is earned for every eleven months of service, and up to four months of leave can be accumulated. Under the compulsory pension and insurance scheme, the Government makes a contribution of 6¼ per cent of the pay of every employee, which matches the amount contributed by him. The scheme is applicable to all new entrants after 1950.

All jail officials are provided with free accommodations. Vegetables are provided free of charge to warders and at a nominal payment to other officials. Warders are supplied with uniforms free of charge. All jail officials, except the superintendent have a prescribed uniform.

The appointing authority is the dismissing authority. A superintendent can warn a jailor and can fine other officials up to a quarter month's pay. The superintendent of a district jail can demote a warder to the lowest grade and can also withhold his increments. He can remove or dismiss a warder only with the concurrence of the superintendent of the central jail. Clear instructions have been laid down in the Civil Service Regulations regarding the procedure to be followed in departmental proceedings against an official. He is not allowed to engage a counsel, but he is allowed other reasonable facilities to defend himself, and may produce witnesses for his defence. In cases of demotion and removal, a copy of the findings is given to the accused to show cause within thirty days why the punishment should not be imposed. There is provision for appeal to a higher authority against an order of punishment. No officer who is competent to pass an order against a subordinate official is obliged to consult any committee of the staff. There is general satisfaction in the state with the disciplinary rules.

All subordinate officials including warders are members of the Jail Association. There is a Superintendents' Association also. These associations are recognized by the Government. They have proved effective in the matter of securing increase in pay. Periodic meetings of superintendents, though not very frequent, are held under the auspices of the Superintendents' Association to discuss administrative problems and penal policies.

III. TRAINING OF PERSONNEL

The Jail Training School was established in 1940. It has

the following aims:

- 1) To develop a scientific attitude toward delinquency and related social problems.
- 2) To provide training in crime prevention and prison administration for the officials of the jail departments and scientific training in social work for officials of other related departments.
- 3) To train cadets in the methodology of social research and, in the fields of criminology, penology, criminal psychology and juvenile delinquency.

So far, the Jail Training School is the only institution in India for the training of prison officers, and students are received from most of the States in the country. It is a specialized institution where both theoretical and practical training are given in correctional work as well as in prison administration. There is a regular course of nine months' duration in correctional work and prison management for superintendents, deputy superintendents and deputy jailors. A newly recruited person is first attached to a jail for a short period to get a general idea of the prison system, and is then sent to the School for training. The course of training is very intensive. The subjects taught for the diploma course are sociology, criminology, penology, juvenile delinquency, social case work, psychology, social psychiatry, prison administration, law, agriculture, industries, building construction and maintenance, audit and accounts, hygiene and finger printing. Physical training, military drill and games are compulsory. Cadets are given practical training in field work, case history work, prison administration and agriculture.

Probation officers also receive training here. A four months' course has recently been started for assistant jailors of the State. The School is in a position to give training to all kinds of correctional officers. Short term refresher courses are arranged for jailors and head warders. These officials have shown great keenness in learning how to solve the problems which affect their relationship with prisoners, and have shown considerable desire to learn the latest methods in the treatment of prisoners.

Warders of the State are given training in two groups of forty each every year. The duration of the course is four

months. They are taught prison administration, criminology, psychology, elementary social case work, first aid, hygiene, building construction and maintenance, and agriculture. Physical training, military drill, training in agriculture and games are compulsory.

Four groups of sub-inspectors of police come to the School every year for short-term training. This gives them an idea of the activities of the Jail Department.

There are three correctional institutions at Lucknow. The Model Jail and the District Jail are utilized for providing practical training in prison administration. Cadets learn the work of each branch and manage it independently, thus learning jail routine in all its aspects. Individual studies of juvenile and adolescent offenders are undertaken by the cadets at the Reformatory School, at the local jail and in collaboration with the Probation Department.

All trainees live on the premises. They are taken out on educational tours and visit social centres and correctional institutions. In field work, each officer makes independent studies of social problems under the guidance of his teachers. A scheme of project planning encourages participation of all the trainees in discussions in which everyone tries to contribute his best. Each officer works as commander of his group for a week. During this period, he is in charge of discipline and social activities of the hostels and the messes, and observes individual behaviour in the lecture room, on the playground and in the hostel. At the end of the week, he submits his personality assessment form. This method is designed to help the cadets to understand human behaviour, to make social adjustments and to develop qualities of leadership and willing compliance to orders. On admission to the school, each officer submits an autobiographical sketch, to facilitate proper understanding by the authorities.

Organized recreation for the young boys of the neighbourhood is conducted under the guidance of the cadets and the staff of the School. About seventy boys participate. They play games and receive training in citizenship while the trainees learn how to conduct group work. Attention is also being paid to the education of the subordinate staff of the School, all of whom have now become literate.

Progress of training is evaluated on the basis of constant observation, day-to-day work, class tests, a mid-term test and the final examination.

The monographs on social problems submitted by the cadets have led to the publication of a Journal of Correctional Work issued by this institution which will be an annual feature. In addition to monographs and articles, it is intended to include in the Journal full information about the institutions of the Jail Department of one of the States every year.

IV. EVALUATION

A new penal policy is gradually taking shape in Uttar Pradesh. The institutions are passing through a period of transition from a system of mere detention of prisoners to a rehabilitation programme, and it is recognized that the art of handling prisoners and developing human relations can generally be learned only by scientific training. During the last fourteen years, almost all our superintendents have been scientifically trained and seventy-five per cent of our jailors and deputy jailors and thirty-seven per cent of our warders have received training. Since the introduction of the scheme of training of jail personnel, the administration in the jails has improved tremendously and a large number of correctional schemes have been successfully introduced with the co-operation of the trained staff. The trained officer today is not only trying to carry out his programmes inside the jail, but also he goes out and tries to take the public into confidence by presenting the cultural efforts of the inmates of his institution to the community. Films depicting the life of prisoners in jails and how they are reformed and dramatic performances in which the prisoners participate are shown to the public. The Crime Prevention Societies and the probation officers frequently come into contact with the public in connection with the rehabilitation of probationers and released prisoners, and the ignorance of the public is being gradually dispelled and they are becoming more sympathetic. A sudden change in the attitude of the entire staff overnight is impossible, but the understanding of our trained personnel has certainly brought about a change for the better in the relationship between the staff and the prisoners. There is still much to be desired, but

generally, the staff have now become much more sympathetic in their treatment of prisoners.

The most important problem from the correctional point of view is to avoid that hardened criminals exert a bad influence on those capable of rehabilitation. Heretofore, prisoners were classified as habitual or casual, but the casual prisoners have now been further classified as ordinary or star class. Male and female, casual and habitual, juvenile and adults, have been kept separate for a long time. There are also separate prisons for prisoners suffering from tuberculosis, leprosy and mental deficiency. Some jails specialize in certain industries and prisoners who were engaged in a particular occupation before imprisonment are usually sent to institutions which specialize in that trade.

In 1949 a Model Prison was set up in this State to which star class prisoners sentenced to long terms are committed. This institution is operating as a self-sufficient colony with working conditions as similar to the outside world as possible. The inmates choose their own occupation after observing other inmates at work and with the assistance of the prison staff. In this institution, persuasion and guidance are the methods of reform and rehabilitation and in the course of successive adjustments, the inmates gradually secure the privilege of working and earning their living outside the jail without any watch and ward.

The reception centre of this institution is a place for orientation. A competent trained staff makes a detailed scientific study of all newcomers. Case histories of each prisoner are written up by experienced officials. There is a compulsory programme of schooling, vocational training and physical training and games. Members of the staff participate in games where they observe the inmates at close quarters and endeavor to assist in their adjustment. A classification board decides after a period of observation whether a particular prisoner is fit for the Model Jail or not. The Prisoners' Panchayat (Council) attends to all matters connected with food and internal discipline. The organization of the Panchayat demands considerable patience and tact on the part of the administration and it is a credit to both the prisoners and to the staff that normally the Panchayat functions smoothly. The Model

Prison has a co-operative canteen which is organized by the prisoners under the guidance of the staff. In every activity of this institution, the co-operative hand of the trained official is visible.

Uttar Pradesh has two juvenile institutions, the Juvenile Jail and the Reformatory School. Both these institutions are managed by trained and experienced officials and are conducted on similar lines. The Reformatory School admits boys between the ages of 9 and 15 for a minimum of three years and a maximum of seven years; it receives habitual offenders direct from the court. The Juvenile Jail undertakes the work of reforming casual offenders between the ages of 15 and 22. The plan is gradually to create in the boy a desire to appreciate and participate in the activities of the institution. Vocational training is given according to aptitude and inclination of the individual inmate and regular education is provided for all the boys in the school of the institution, which is recognized by the Board of Education. Boys who want to continue further studies and are considered suited are allowed to go to outside schools. Trained officials observe the boys at every stage and step in where necessary to guide them. There is a two years' vocational training course, upon completion of which an inmate is allowed to engage in outside work. Agricultural training on modern lines is one of the most important occupations taught at this institution. As the boy shows signs of adjustment, there is a gradual relaxation of control and supervision, and the boys are allowed to go on ten days' home-leave. One of the superintendents has introduced welcome parties for the newly admitted boys and farewell parties to the boys upon release. It is no small credit to the officials of this institution that many of the released boys travel long distances to attend the annual functions of this institution. The Panchayat has wider powers in this institution than in any other institution of the State, and it is doing commendable work. The scout troop of the Juvenile Jail is one of the best in the State; one of the officials is an Assistant Scout Commissioner.

An open camp for two thousand prisoners was started at Chakia in 1952, where prisoners were employed on the construction of a dam under minimum watch and ward. Another

Camp has been opened for three thousand prisoners. Deputy jailors, who are all trained, are called welfare officers in this camp; each welfare officer looks after the educational, recreational, occupational and all other needs of his charge.

Since 1940 there has been great progress in the prisons but there is still a great deal to be done, as there are only a few specialized institutions where correctional work is being done scientifically while officials in other institutions are faced with certain difficulties. The treatment is still largely institutional treatment and not individual treatment, and it is only in the specialized institutions that some of the officers are able to give individual treatment to a few inmates. The system of probation has not been fully implemented and there is no after-care service. In some institutions, group treatment has been introduced, each member of the staff acting as guide, philosopher and friend; such treatment has proved useful in evoking in the inmates desirable patterns of life.

The staff is trying to introduce a system of positive discipline in our jails in which the Panchayat is one of the important instruments. In the open camp, the Model Jail and the juvenile institutions, self-discipline is inculcated among the inmates through gradually increasing freedom and responsibility. The officers organize games and sports and celebrate religious festivals explaining their significance to the inmates, and prison weeks, exhibitions, tournament and work competitions are common features of many jails. All this helps to mould the character of prisoners for the better. Group responsibility is now encouraged in many of our institutions.

As has been noted, the progress achieved by Uttar Pradesh since the introduction of the scheme of training of the prison officers has been considerable.

RESUME

Le Service pénitentiaire est placé sous la direction d'un Inspecteur général qui rend compte de son administration au Gouvernement et qui est assisté par un Inspecteur général-adjoint. Le Service de probation est dirigé par un agent de probation principal et dispose de 26 agents de probation.

Les directeurs des prisons centrales et des prisons de district sont responsables devant l'Inspecteur général de leur gestion. Les prisons centrales et quinze des prisons de district ont des directeurs employés à temps complet; les autres prisons sont gérées par des médecins civils qui ne consacrent à ces fonctions qu'une partie de leur temps. Les directeurs des prisons centrales sont choisis par les directeurs des prisons de district; ceux des prisons de district sont choisis ou recrutés, à raison de cinquante pour cent respectivement, parmi les surveillants des prisons et des personnes de l'extérieur. Un diplôme universitaire est le titre minimum requis des candidats.

La gestion quotidienne des prisons est assurée par des directeurs-adjoints et des surveillants, qui en rendent compte aux directeurs; ces fonctionnaires sont d'anciens surveillants-adjoints promus à ces postes. Ils sont assistés dans l'accomplissement de leurs fonctions administratives par des surveillants-adjoints et des surveillants auxiliaires, qui s'acquittent de tâches à peu près analogues. Cinquante pour cent des surveillants-adjoints sont recrutés directement par la Commission de la fonction publique; les autres sont choisis parmi les surveillants auxiliaires; quant à ceux-ci, leur recrutement est confié à un Conseil composé de fonctionnaires supérieurs du Service pénitentiaire. Des surveillants, des surveillants-chefs et des surveillants principaux assurent la surveillance des prisonniers et le respect de la discipline. Les directeurs des prisons centrales recrutent eux-mêmes les surveillants des établissements de leur ressort. Le niveau minimum d'instruction exigé des candidats est celui de la classe moyenne dans la langue vernaculaire.

Le Service pénitentiaire emploie 42 professeurs et 53 moniteurs pour l'instruction et la formation professionnelle des prisonniers, qui bénéficient en outre de soins médicaux et d'une assistance morale.

Les directeurs des prisons sont bien rémunérés mais les émoluments des autres membres du personnel pénitentiaire ne sont pas

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