



ICA Newsletter

INSTITUTE OF CORRECTIONAL ADMINISTRATION, CHANDIGARH

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Message

It is a matter of great privilege to lead the Institute of Correctional Administration (ICA), Chandigarh, a premier institution dedicated to the professional development of correctional officers. Our mandate extends beyond security, emphasizing the critical roles of reformation, rehabilitation and successful reintegration.

ICA is committed to advancing evidence-based training, implementing contemporary correctional strategies, and leveraging technological advancements to enhance the efficacy of our correctional systems. Through various training programs, workshops, and academic discussions, we strive to equip correctional officers and administrators with the necessary skills and knowledge to manage the evolving challenges of the system.

Through this newsletter, we invite ideas, innovations and collaborations to shape progressive prison administration. I hope you find this edition insightful and engaging. We encourage you to engage with the content, share your thoughts, and contribute to the ongoing dialogue. Let us work together to create safe, humane and rehabilitative correctional systems, ensuring a just society. I look forward to a future of continuous learning, policy evolution and impactful change.

Mandip Singh Brar, IAS
Home Secretary-cum-
Director, ICA, Chandigarh

Editorial

In this edition of our newsletter, we reflect on an inspiring six-month period from October 2024 to March 2025, during which the Institute of Correctional Administration, Chandigarh, conducted 14 dynamic training courses. These programs were meticulously designed to empower correctional officers and administrators with up-to-date legal, ethical, and operational knowledge crucial for today's challenging correctional environments.

One of the highlights was the comprehensive training on new criminal laws. Participants gained valuable insights into recent legislative changes, helping them navigate the evolving legal landscape and ensure that correctional practices remain aligned with contemporary judicial standards. These courses not only clarified legal provisions but also emphasized the need for consistent legal literacy among those responsible for managing prisons.

Equally impactful was the course on counselling skills—a vital area for both police and correctional staff who engage directly with crime victims and offenders. This module focused on effective communication strategies, empathy development, and conflict resolution techniques, all of which are essential in fostering conducive victim support services and also inmates. Training on mental health issues in prisons further complemented these efforts, highlighting best practices for identifying and managing mental health challenges among inmates. These sessions underscored that addressing mental health is not just a matter of care but also a cornerstone of successful correctional administration.

The Institute also addressed sensitive social issues within the prison system. A dedicated course on eliminating caste-based discrimination in prisons brought to the fore discussions on ensuring equality and dignity for all inmates, regardless of their social background. In a similar vein, a focused module on human rights and the custody management of under trials emphasized that every individual in custody is entitled to fair treatment, basic human rights, and a path to rehabilitation.

As we celebrate these training activities, we are reminded of the transformative power of education and reform in correctional settings. As one of our esteemed speakers wisely stated, "A prison should not be a place solely of confinement, but a crucible for change—where every individual is given the opportunity to transform their life." This quote encapsulates our commitment to creating correctional environments that not only secure society but also nurture the potential for personal rehabilitation and societal reintegration.

Through these courses, ICA has made significant strides in building a more informed, empathetic, and equitable correctional administration. Our ongoing commitment is to equip prison personnel with the skills and insights required to drive positive change within the prison system, thereby fostering a culture of respect, reform, and human dignity.

Dr. Upneet Lalli
(ICA, Chandigarh)

**Training Programs/Workshops organised by ICA, Chandigarh
from October 2024 to March 2025**

Sr. No.	Theme of the programmes	Course for	Dates	No. of Officers
October, 2024				
1.	Five Days Course on ' Counselling Skills and Victim Support Services '	Punjab Police Officers	07 th to 11 th October, 2024	27
November, 2024				
2.	Four days Course on ' Financial Investigation in Narcotics Cases '	H.P. Police Officers	26 th to 29 th November, 2024	18
DECEMBER 2024				
3.	Three days Training Programme on ' Sensitization of Prison Officials Regarding New Criminal Laws-2023 ' in collaboration with BPR&D, New Delhi	Prison Officers / Officials	09 th to 11 th December, 2024	20
4.	Three days Training Programme on ' Sensitization of Police Officials Regarding New Criminal Laws-2023 '	H.P. Police Officers	16 th to 18 th December, 2024	16
JANUARY, 2025				
5.	One-day Workshop on ' Eliminating Caste Based Discrimination in Prisons '	Prison Officers	16 th January, 2025	40
6.	One-day Workshop on ' Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 '	Prison Officers	17 th January, 2025	40
7.	Five days Course on ' Human Rights and Custodial Deaths & Custody Management in respect of Under trial / Prisoners '	H.P. Police Officers	27 th to 31 th January, 2025	17
FEBRUARY, 2025				
8.	One Day Workshop on ' New Criminal Laws-2023 ' for Prison Officers of Model Jail, Chandigarh	Chandigarh Prison Officials	17 th February, 2025	35
9.	One Day Workshop on ' New Criminal Laws-2023 ' for Prison Officers of Model Jail, Chandigarh	Chandigarh Prison Officials	18 th February, 2025	35

10.	One Day Workshop on ' Model Prison Act, 2023 with Model Prison Manual ' for Prison Officers of Model Jail, Chandigarh	Chandigarh Prison Officials	19 th February, 2025	34
11.	Two-day Workshop on ' Mental Health Issues and Suicide Prevention in Prisons ' for Prison Officers	Prison Officers	24 th to 25 th February, 2025	35
MARCH, 2025				
12.	Four days Course on ' Counselling Techniques for Correction ' for Prison Officers	Prison Officers	03 rd to 06 th March, 2025	20
13.	Two-days Workshop on ' New Criminal Laws-2023 ' for Chandigarh Prison Staff.	Chandigarh Prison Staff	17 th to 18 th March, 2025	19
14.	Two-days Workshop on ' New Criminal Laws-2023 ' for Chandigarh Prison Staff.	Chandigarh Prison Staff	19 th to 20 th March, 2025	19

Number of Courses conducted and Officers trained in the Training Programs / Workshops during the period from 01.10.2024 to 31.03.2025

Total Prison Officers Trained	: 288	Total No. of Courses for Prison Officers	: 02
Total Police Officers Trained	: 72	No. of Workshops for Prison Officers	: 08
NGOs/Others officers trained	: 15	Total No. of Courses for Police Officers	: 04
Total officers trained	: 375	Total courses organised	: 14

TRIBUTE TO PROF. (DR.) SAGAR SHARMA

We are deeply saddened by the sudden demise of our beloved Dr. Sagar Sharma, Prof. Emeritus, Panjab University, Chandigarh, who passed away on 29.11.2024 at Chandigarh. A brilliant scholar Prof. Sagar Sharma, was an academic pillar of the Institute (ICA) and remained associated with it for almost two decades. He was also one of the members of the Advisory Committee of the ICA. He also served as Dean Faculty of Arts



and Faculty of Social Sciences of Himachal Pradesh University. He became University Grants Commission national Professor in 1991. He was UGC emeritus Professor in Psychology at Punjab University, Chandigarh from 2000 to 2002. His primary research focused on stress, emotions, health and well-being within the educational, clinical, organizational and cross-cultural

perspectives. He published two books, besides contributing 24 book chapters, and 114 journal papers. He remained a source of inspiration for many.

Prof. Sagar Sharma will always be remembered for his wisdom, wit and generosity. The Institute cannot forget his efforts and contribution in the training and research activities of the Institute. Our heartfelt condolences to the bereaved family and we all pray to the Almighty to give peace to the departed soul. ★★★★★

Activities in the Institute from October 2024 to March 2025

One-Week Training Programme on 'Counselling Skills and Victim Support Services' for newly recruited Probationer Sub Inspectors of Punjab Police from 07.10.2024 to 11.10.2024.

On the special request of the Punjab Police Department, the ICA, Chandigarh conducted a one-week training program on 'Counselling Skills and Victim Support Services' for newly recruited Probationer Sub Inspectors of Punjab Police from 07.10.2024 to 11.10.2024 wherein 27 officers participated. The main objectives of the training program were to : (i) Sensitize the participants on the needs of victims and Victim Support Services; (ii) Develop better communication skills; and (iii) Develop counselling skills. Sh. Ishwar Singh , IPS, Special D.G.P. (HRD) Punjab inaugurated this training programme.

Four days Training Programme on 'Financial Investigation in Narcotics Cases' for H.P. Police Officers from 26.11.2024 to 29.11.2024.

On the request of the H.P. Police Department, the ICA, Chandigarh conducted a training program on



Sh. Ishwar Singh, IPS, Special D.G.P. (HRD) and Sh. Gautam Singal, PPS, A.I.G. Police (Trg.) with the Police Officers of Punjab in the training course on 'Counselling Skills and Victim Support Services'

'Financial Investigation in Narcotics Cases' for middle and senior level police officers from 26.11.2024 to 29.11.2024 wherein 18 officers participated. The main objective of this training program was to make the participants aware of the legal provisions of NDPS Act and how to investigate the cases.

BPR&D Sponsored Training programmes on 'Sensitization of Prison Officers Regarding New Criminal Laws, 2023' for Prison Officers.

The Institute of Correctional Administration, Chandigarh in collaboration with the Bureau of Police Research and Development (BPR&D), New Delhi conducted a three day training programme on 'Sensitization of Prison Officers Regarding New Criminal Laws, 2023' for Prison Officers / officials from 9th to 11th December, 2024. The main objective of this training program was to sensitize the prison officers/ officials on 'New Criminal Major Laws, 2023 with a particular focus Prison Administration. Dr. K.P. Singh, IPS (Retd.), was the Chief Guest for the Inaugural function and Sh. Roop Kumar Arora, I.G. Prisons, Punjab was the Chief Guest for the Valedictory function.

Three days Training programmes on 'Sensitization of Police Officers of Himachal Pradesh Regarding New Criminal Laws, 2023'.

The Institute of Correctional Administration, Chandigarh organized a three day training programme on 'Sensitization of H.P. Police Officers Regarding New Criminal Laws, 2023' from 16th to



Sh. Paramjit Kundu, Intelligence Officer, NCB Mohali, distributing the certificate in the course on Financial Investigation in Narcotics Cases'

18th December, 2024. The main objective of this training program was to sensitize the police officers on 'New Criminal Major Laws, 2023 particularly in the context of BNS : Crimes Against Women and Children; Reforms in Crime Affecting the Human Body: Murder, CH, Hit & Run, Organized Crime, Provisions related to Digital Evidence and Investigation under the New Laws, Provisions related to Arrest & Custody and Reforms in Investigation Process under BNSS, etc.

One day Workshop on 'Eliminating Caste Based Discrimination in Prisons' for Prison Officers on 16th January, 2025.

The Institute of Correctional Administration (ICA), Chandigarh organized a one day Workshop on 'Eliminating Caste Based Discrimination in Prisons' for Prison Officers on 16th January, 2025 in which 40 prison officers from the States of Punjab, Haryana, Himachal Pradesh and Uttar Pradesh participated. During this workshop, the latest directions following Supreme Court Judgment on Eliminating Caste-Based Discrimination in Prisons (Sukanya Shantha vs. UOI, 2023) and also the Scheduled Caste and Scheduled Tribe (Prevention of Atrocities) Act, 1989 were broadly discussed'.



Dr. Upneet Lalli along with the Prison Officers and Interns during their visit to PEC Campus, Chandigarh during the course on New Criminal Laws-2023

One day Workshop on 'Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013' on 17th January, 2025 for Prison Officers.

The Institute of Correctional Administration (ICA), Chandigarh organized a one day Workshop on 'Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013' on 17th January, 2025 for Prison Officers at ICA, Chandigarh. That aim of this Workshop was to sensitize the participants about the various provisions of the Sexual Harassment of Women at Workplace Act, 2013 and also Procedure & Mechanisms for dealing with cases of Sexual Harassment of Women at workplace.

The course was attended by 40 prison officers of the rank of Assistant Superintendent of Jails to Superintendent of Jails.

Five days Training programmes on 'Human Rights and Custodial Deaths & Custody Management in respect of Under trial / Prisoners' for Police Officers of Himachal Pradesh from 27th to 31st January, 2025 in ICA, Chandigarh

The Institute of Correctional Administration, Chandigarh organized a five day training programme on 'Human Rights and Custodial Deaths & Custody Management in respect of Under trial / Prisoners' for Police Officers of Himachal Pradesh from 27th to 31st January, 2025 in ICA, Chandigarh. 17 participants (11 Police officers of the rank of Inspector to Assistant Sub Inspector of Police of H.P. Police Department) and 06 interns participated in this training programme. This course was designed to generate awareness among the police officers about the human rights legislation; sensitize the participants to the human rights of the under-privileged and weaker sections of society including the rights of women; make them aware of the human rights in custody and the working of Human Rights Commissions, media and other



Professor (Dr.) Jyoti Seth, Former Principal, Government College, Chandigarh addressing the trainees in the Workshop on SHW Act held on 17.01.2025



Dr. A.K. Attri, Director, Government Medical College and Hospital, Chandigarh and Dr. K.P. Singh, IPS, Former D.G. Police, Haryana with the HP Police Officers

civilian oversights; to identify and sort out the problems in the implementation of human rights, particularly in the course of investigation and indicate ways and means to overcome them. Dr. A.K. Attri, Director, Government Medical College and Hospital, Sector 32, Chandigarh was the Chief Guest and Dr. K.P. Singh, IPS, Former D.G. Police, Haryana was the Guest of Honor during the Valedictory Function.

Workshops (Three) on the theme of 'New Criminal Laws-2023' and 'Model Prison Act, 2023 with Model Prison Manual' exclusively for Prison Officers of Model Jail, Chandigarh

On the request of the Model Jail, UT, Chandigarh, the Institute of Correctional Administration, Chandigarh conducted three workshops of one day duration each i.e. two on New Criminal Laws and one on Model Prison Act, 2023 with Model Prison Manual) from 17th to 19th February, 2025 for Prison Staff of Model Jail, Chandigarh in which 104 prison staff of Model Jail participated.

Two-day Workshop on 'Mental Health Issues and Suicide Prevention in Prisons' for Prison Officers

The Institute (ICA) also conducted two-days Workshop on the theme of

'Mental Health Issues and Suicide Prevention in Prisons' for prison officers Punjab, Haryana and Himachal Pradesh. Total 35 prison officers from these States participated. The aim of this Workshop was to provide introduction to mental health problems in prisons like stress, anxiety and depression and to raise awareness of suicide and to promote preventative measures with the aim to reduce the number of suicides in prisons.

Four days Course on 'Counselling Techniques for Correction' for Prison Officers

The Institute of Correctional Administration (ICA), Chandigarh conducted four days training

programme on 'Counselling Techniques for Correction' from 3rd to 6th March, 2025 for Prison Officers at ICA, Chandigarh. Correction implies individualized treatment and counseling skills are particularly important for prison officers to deal with mental health issues of prisoners. The course content included Imprisonization Effect and Emotional Reactions, Building Trust, Counselling Techniques for Correction, Positive thinking, Counselling for Drug Addicts, Counselling for Female Offenders, Listening Skills, etc. Prison officers from the States of Punjab, Haryana and Rajasthan attended this training programme.

02 Workshops of each of two-days duration on 'New Criminal Laws-2023' for Chandigarh Prison Staff from 17 – 18 March and from 19 – 20 March, 2025 at ICA, Chandigarh.

At the request of the Model Jail, the ICA, Chandigarh conducted two workshops each of two days duration on the theme of 'New Criminal Laws-2023' for Model Jail Staff were conducted from 17 – 18 March and from 19 – 20 March, 2025 at ICA, Chandigarh. A total of 19 prison officers in each Workshop attended these two workshops.

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Sh. Jagjit Singh, Former IG Prisons Haryana addressing the participants in the course held from 3-6 March, 2025

BEST PRISON PRACTICES IN INDIA

In recent years, various correctional facilities worldwide have implemented innovative, evidence-based practices focusing on technology integration, reintegration strategies, and educational programs to enhance prisoner rehabilitation. One notable example is the State Correctional Institution (SCI) Chester in Pennsylvania, USA, which has adopted the “Little Scandinavia” model inspired by Nordic prison systems.

Little Scandinavia at SCI Chester, USA

The “Little Scandinavia” initiative at SCI Chester transforms traditional prison environments by incorporating elements that promote normalization and rehabilitation. The facility features amenities such as a Zen garden, cappuccino machine, therapy rooms, and communal areas equipped with gym equipment and games. Inmates reside in individual cells and have access to communal

kitchens with appliances like air fryers, fostering a sense of normalcy and responsibility. This approach aims to create a therapeutic environment that addresses underlying issues such as addiction and trauma, ultimately facilitating smoother reintegration into society. Research comparing this unit with traditional prison settings has shown significant reductions in violence, self-harm, and staff burnout. ★★★

4TH NATIONAL CONFERENCE ON UNIFORMED WOMEN IN PRISON ADMINISTRATION FROM 26TH TO 27TH SEPTEMBER, 2024 AT CDTI, JAIPUR

The Bureau of Police Research and Development, a Nodal Agency of Ministry of Home Affairs, Government of India, New Delhi organized the 4th National Conference on '*Uniformed Women in Prison Administration*' on 26th – 27th September, 2024 at Central Detective Training Institute (CDTI), Jaipur in Rajasthan. The aim of this prestigious National Conference was to generate and disseminate innovative ideas and information on gender perspectives in police and prison administration and develop new horizons for gender equality and equity.

Dr. Upneet Lalli, Head Coordinator,

ICA, Chandigarh spoke on the topic "*Training and Development Opportunities for Uniformed*

Women in Prison Leadership Roles" at this National Conference. ★★★



Dr. Upneet Lalli at the 4th National Conference held at CDTI, Jaipur on 26th-27th September, 2024

Supreme Court Judgement

SUHAS CHAKMA VERSUS UNION OF INDIA & ORS. 2024

Citation: 2024 Law Text (SC) (10) 230

Case Number: WRIT PETITION NO. 1082 OF 2020

Judge: BR Gavai (J),
K.V. Viswanathan, (J)

Judgment on: 23rd October, 2024

Brief Facts:

The petitioner filed a writ petition under Article 32 of the Constitution, seeking the Supreme Court's intervention to address inhumane conditions in Indian prisons caused by over crowding and lack of hygiene, arguing that this violated prisoners' rights under Article 21. The petition also highlighted the absence of adequate legal aid for indigent prisoners, emphasizing the need for free legal services as per Article 39-A.

The Court, with assistance from Amicus Curiae and the National Legal Services Authority (NALSA), examined ways to improve legal aid access for prisoners and considered the establishment of mechanisms to decongest prisons while ensuring that prisoners' dignity and constitutional rights are upheld.

Issues:

- **Whether overcrowded and unhygienic prison conditions violate Article 21** of the Constitution, which guarantees the dignity and right to humane treatment of prisoners, as overcrowding leads to inhumane and degrading conditions.
- **Whether prisoners have adequate access to legal aid**, particularly for those unable to afford private counsel, and whether the state is fulfilling its obligation to provide free legal services under Article 39-A, which promotes equal justice for all.
- **Whether the existing legal aid mechanisms are effective** in

ensuring timely and sufficient legal representation for prisoners, particularly undertrial inmates, or if there is a need for a more streamlined and functional system to prevent prolonged detention.

- **Whether the establishment of open correctional institutions can serve** as a feasible solution to alleviate overcrowding in prisons, addressing both humanitarian and legal concerns for prison reform.

Judgment:

The Supreme Court issued several significant directions to address the issues raised:

- ◆ **Recognition of Overcrowding in Prisons:** The Court acknowledged the dire conditions in prisons across India and reiterated the need for humane treatment of prisoners.
- ◆ **Free Legal Aid as a Fundamental Right:** The Court reinforced that legal aid is not merely a statutory provision but a fundamental right under Article 21. Legal aid must be made available to indigent prisoners without their asking.
- ◆ **Role of Legal Services Authorities (NALSA):** The judgment extensively discussed the role of the National Legal Services Authority (NALSA) in providing free legal aid to prisoners. The Court appreciated NALSA's efforts and directed it to strengthen the legal aid mechanism.
- ◆ **Standard Operating Procedures (SOPs):** NALSA's 2022 SOP on providing prisoners legal aid was highlighted. The Court endorsed the SOPs to ensure legal representation at every stage of criminal proceedings and directed their efficient implementation.
- ◆ **Role of Jail Visiting Lawyers (JVLs) and Para legal Volunteers (PLVs):** The Court directed the active involvement of JVLs and PLVs in

ensuring that prisoners receive timely legal representation and are informed of their rights.

- ◆ **Strengthening Legal Aid Defense Counsel System:** The Court praised the Legal Aid Defense Counsel System, which provides dedicated, full-time legal representation to indigent prisoners, and emphasized the need for its effective implementation in all districts.
- ◆ **Monitoring and Awareness:** The Court mandated regular monitoring of prison legal aid clinics and directed the legal services authorities to spread awareness of free legal aid schemes in local languages and through innovative methods.

To create awareness about legal aid, the Court suggested the following measures:

1. Display boards with contact details of the nearest legal aid office in public places like police stations, post offices, and railway stations, in both local languages and English.
2. Launch promotional campaigns in local languages via Radio, All India Radio, and Doordarshan, alongside digital initiatives such as prominently featuring legal aid information on websites.
3. Use creative methods like street plays (nukkad natak) in rural areas to raise awareness, ensuring these activities inform both the accused and victims about legal aid without disrupting daily life.

The Supreme Court suggested that High Courts consider directing all courts to include a cover sheet with judgments related to conviction, dismissal, acquittal reversal, or bail rejection. This cover sheet would inform convicts about the availability of free legal aid for appeals and provide contact details of the legal aid committee for assistance.

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