



National Human Rights Commission

Proceedings of the National Consultation On Implementation of the Probation of Offenders Act, 1958

A One-Day National Consultation on the **Implementation of the Probation of Offenders Act, 1958** was convened on 1 December 2025 at the Tata Institute of Social Sciences (TISS), Mumbai, by the Centre for Criminology and Justice (CCJ), School of Social Work, TISS, in collaboration with the National Human Rights Commission (NHRC), New Delhi and in partnership with the TISS Field Action Projects—Prayas and Resource Centre for Juvenile Justice (RCJJ). The consultation aimed to advance discourse on probation practices in India, foster collaboration among key stakeholders, and generate policy-oriented recommendations to strengthen the effective implementation of the Probation of Offenders Act, 1958. The consultation was focused on three main agendas, namely:

- i.) Research Driven Insights to Strengthen Probation of Offenders Act Practice and Outcomes;
- ii.) Field Realities and Operational Challenges under the Probation of Offenders Act; and
- iii.) Charting the Way Forward through Group Derived Recommendations on Implementing the Probation of Offenders Act.

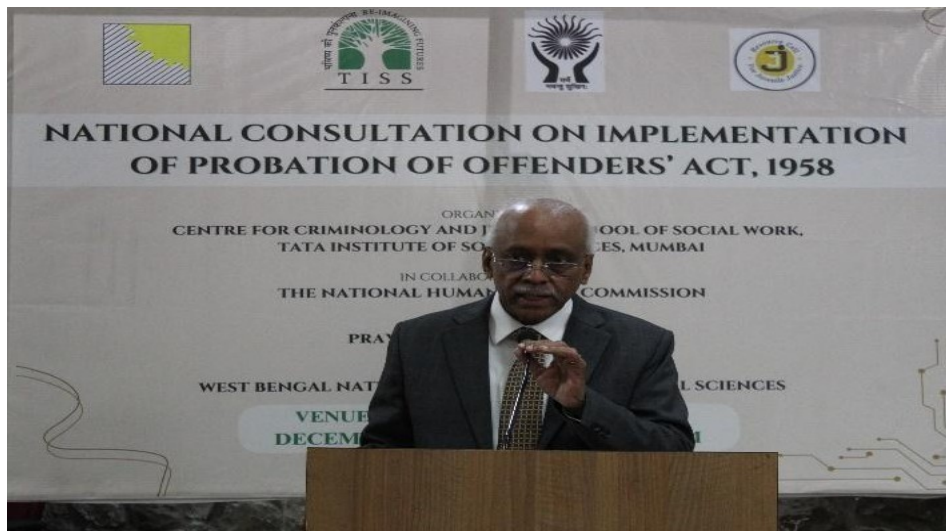
2.) The inaugural session was graced by **Hon'ble Justice V. Ramasubramanian**, Chairperson, NHRC, as the Chief Guest, and was attended by distinguished dignitaries from TISS, including Professor Sunil Santha, Acting Vice-Chancellor and Dean, Academic Affairs and Dr. Asha Mukundan, Chairperson, CCJ, TISS.

3.) Delivering the inaugural address as Chief Guest, Justice V. Ramasubramanian reflected on the historical evolution of probation as a reformative approach within criminal justice systems, tracing its origins to the work of John Augustus, whose efforts in the nineteenth century demonstrated the potential of supervised release as an alternative to incarceration. He further outlined the development of probation-related legal provisions in India, beginning with the Code of Criminal Procedure 1898, which enabled courts to release certain offenders on probation of good conduct, and noted that various committees and legislative initiatives during the colonial period examined probation as a reformative measure.

4.) He observed that several provinces enacted their own probation laws prior to independence, culminating in the enactment of the Probation of Offenders Act 1958 by the Parliament of India. Referring to international debates on the effectiveness of rehabilitation programmes and probation systems, he acknowledged that while probation has faced criticism in certain contexts, subsequent criminological research has underscored the value of structured supervision and well-designed rehabilitation programmes in reducing recidivism.

5.) Emphasising the purpose of the consultation, Justice Ramasubramanian stated that it should move beyond a retrospective assessment of the Act to identifying practical strategies for strengthening its implementation in the present context, particularly in light of persistent prison overcrowding and the rising costs of incarceration, which necessitate greater reliance on community-based alternatives such as probation.

6.) He further assured participants that the National Human Rights Commission has the mandate to issue advisories to State Governments on matters concerning human rights and prison reforms, and encouraged participants to develop concrete, actionable recommendations that could inform future policy measures and advisory interventions by the Commission.



Inaugural Address by Chief Guest, Justice V. Ramasubramanian, Chairperson, NHRC

7.) The consultation brought together probation officers deputed by various State Governments, representatives of civil society organisations, members of TISS Field Action Projects, researchers, and student volunteers, thereby facilitating a comprehensive and multi-stakeholder engagement on issues relating to probation systems in India. The list of officials & other participants is **annexed**.



Hon'ble Justice V. Ramasubramanian, NHRC; Dr. K.P. Asha Mukundan, Chairperson- CCJ, TISS & Acting Vice Chancellor, Prof. Sunil Santha, TISS

8.) The three sessions that were conducted collectively highlighted research-driven insights, including mapping studies and state-specific analyses, which revealed gaps in institutional capacity, uneven utilisation of probation, and the need to reposition probation within correctional and community-based justice frameworks. Field-based presentations from states such as Bihar, Kerala, and West Bengal underscored real-world challenges such as limited infrastructure, inadequate staffing, weak aftercare systems, and lack of awareness among stakeholders, while also sharing promising practices in rehabilitation and reintegration. The open house discussion served as a crucial deliberative platform where participants engaged in collaborative dialogue to synthesise these insights into actionable, group-derived recommendations—focusing on strengthening institutional mechanisms, enhancing coordination between judiciary and probation services, expanding non-custodial measures, and ensuring a more rehabilitative, rights-based approach to offender management—thereby charting a forward-looking roadmap for more effective and humane implementation of the Act. The particular debates around each panel session are as follows:

Session I: Research-Driven Insights to Strengthen Probation of Offenders Act Practice and Outcomes

9.) The first session was chaired by Prof. Vijay Raghavan, TISS and the panel comprised Dr. Asha Mukundan from the Centre for Criminology and Justice, Dr. Jenu C. S. from the

Department of Social Work, Little Flower Institute of Social Sciences and Health, Kerala, and Shri Abhinav Kumar. **Professor Vijay Raghavan**, while chairing the first session, set the tone for a research-driven discussion on strengthening the implementation of the Probation of Offenders Act, 1958. He steered the dialogue towards examining systemic, administrative, and structural gaps affecting probation practice across states, while facilitating reflections on improving outcomes through evidence-based policy and institutional coordination.



10.) **Dr. Asha Mukundan** presented findings from a national mapping study (2022) conducted by the Centre for Criminology and Justice. Using RTI-based data from fourteen states, she highlighted major issues such as administrative fragmentation (probation housed under multiple departments), high vacancy rates, low utilisation of probation by courts, and weak monitoring systems. She also noted variations in recruitment qualifications and cited Maharashtra’s structured point-based monitoring as a promising practice.

11.) **Dr. Jenu C. S.** shared insights from his doctoral research on Kerala’s probation system from a social defence perspective, focusing on reintegration and recidivism prevention. He emphasised the absence of a central nodal agency for probation in India, leading to fragmented governance. While noting strengths such as qualified personnel and innovative initiatives like the Nervazhi project employing MSW graduates as Probation Assistants, he also highlighted gaps including lack of clerical support and infrastructural limitations.

12.) Shri Abhinav Kumar discussed the relevance of probation in reducing prison overcrowding, particularly during the COVID-19 period when courts encouraged non-custodial measures. He stressed the continued overrepresentation of undertrial prisoners and advocated for greater use of community-based alternatives. He also underscored the need to integrate probation officers into institutional mechanisms like Under Trial Review Committees and digital platforms such as the Integrated Criminal Justice System.

13.) Key suggestions emanating from the session included a consensus on the need for uniform national guidelines to reduce inter-state disparities, the establishment of a central coordinating mechanism for probation services, and stronger institutional convergence between courts and probation systems. It also emphasised improving staffing and infrastructure, strengthening professional training, developing robust data and monitoring systems, and enhancing judicial awareness to promote probation as a viable alternative to incarceration.

Session II: Field Realities and Operational Challenges under the Probation of Offenders Act

14.) The second session was chaired by **Dr. Beulah Emmanuel**, Professor, Academy of Prisons and Correctional Administration, Vellore, who highlighted the Academy's critical role in strengthening probation services through induction and refresher training programmes for probation personnel across India. The panel comprised **Shri. Narottam Kumar, Shri. Abhinav Kumar, Shri. Vishnu Vinod, Smt. Sheeba Mumtaz, and Shri. Manoj Kumar Roy**, who brought diverse field-level experiences from Bihar, Kerala, and West Bengal.

15.) Shri. Abhinav Kumar and **Shri. Narottam Kumar** provided a detailed account of Bihar's probation system, noting the establishment of a dedicated probation cadre in 2014 through the Bihar Public Service Commission, marking a significant institutional step towards professionalising probation services. They outlined the hierarchical structure ranging from Probation Officers to the Director of Probation and highlighted staffing gaps, with 142 officers in position against a sanctioned strength of 194.

16.) They emphasised that probation officers handle responsibilities under both the Probation of Offenders Act, 1958 and the Juvenile Justice (Care and Protection of Children) Act, 2015, including preparation of Social Investigation Reports and Individual Care Plans,

thereby placing considerable functional demands on the existing workforce. A key operational concern raised was the overlap and ambiguity between Probation Officers and Legal cum Probation Officers introduced under the JJ framework, leading to inconsistencies in court-directed reporting and underutilisation of trained probation personnel. They further highlighted systemic gaps such as the absence of robust mechanisms to measure outcomes like recidivism reduction, and the lack of centralised or reliable data on individuals released under Sections 3 and 4 of the Act, forcing reliance on fragmented sources such as the e-Courts system.



17.) **Shri. Vishnu Vinod and Smt. Sheeba Mumtaz** presented Kerala’s comparatively progressive model, grounded in a social defence approach that prioritises rehabilitation and reintegration. They elaborated on systemic innovations such as the Nervazhi project, under which trained MSW graduates are engaged as Probation Assistants to support probation officers in casework, thereby partially addressing human resource gaps and enhancing the quality of supervision. A notable feature of Kerala’s model is its proactive approach—since 2014, probation officers have not waited for court referrals but have actively identified eligible cases in coordination with police, prosecutors, and the judiciary. This has led to increased utilisation of probation provisions. The preparation of Individual Care Plans tailored to the psychosocial, educational, and livelihood needs of probationers was highlighted as a key practice that strengthens rehabilitation outcomes and reduces the likelihood of reoffending.

18.) **Shri. Manoj Kumar Roy** discussed the integrated framework of probation and aftercare services in West Bengal, where officers function as Probation cum After Care Officers under the Department of Correctional Administration. He pointed out that despite severe prison overcrowding—exceeding 134 percent occupancy—and a high proportion of undertrial prisoners, the use of probation as a non-custodial alternative remains limited. This, he noted, is partly due to the heavy and diverse responsibilities assigned to PACOs under multiple laws, coupled with administrative burdens that constrain their ability to focus on core probation functions. At the same time, he highlighted West Bengal’s strong aftercare ecosystem, which includes livelihood support, financial assistance, and structured rehabilitation programmes aimed at ensuring sustainable reintegration of released individuals into society.

19.) **The key suggestions** emanated from this session highlighted the urgent need for strengthening institutional clarity and coordination, particularly in delineating roles between Probation Officers and Legal cum Probation Officers to avoid duplication and inefficiencies. It emphasised the development of robust data systems for tracking probationers, including records of releases under the Act and measurable indicators such as recidivism and rehabilitation outcomes. Addressing human resource gaps through increased recruitment and support staff, along with reducing administrative overload, was identified as critical to improving field-level effectiveness. The discussions also underscored the importance of capacity building through continuous training, scaling up innovative practices such as Kerala’s proactive case identification and assisted case management models, and strengthening aftercare frameworks to ensure long-term reintegration. Finally, enhancing coordination with courts, police, and prosecution, and promoting greater judicial awareness on the use of probation as an alternative to incarceration, were seen as essential for improving the utilisation and impact of probation services in India.

Session III:Charting the Way Forward through Group Derived Recommendations on Implementing the Probation of Offenders Act

20.) The final third session was chaired by **Shri Anjani Anuj**, Presenting Officer from the National Human Rights Commission, New Delhi. The session was facilitated by **Professor Vijay Raghavan** from TISS, who guided the consolidation of recommendations emerging

from prior deliberations. The panel brought together practitioners, probation officers, legal experts, and representatives from correctional and academic institutions, enabling a multidisciplinary discussion on strengthening probation systems in India.



21.) The Chair opened the session by highlighting the need to critically examine structural and legal barriers affecting the implementation of the Probation of Offenders Act. Discussions led by both the Chair and panelists underscored how statutory provisions are often narrowly interpreted in judicial practice, limiting the effective use of probation as a reformative measure. Particular emphasis was placed on jurisdictional constraints and the underutilisation of supervision-based probation orders, which are central to ensuring continued engagement with offenders post-release.

22.) Panelists further deliberated on the proviso under Section 4 of the Act, which requires courts to ensure that the offender has a fixed place of residence or occupation within the jurisdiction. It was collectively observed that this requirement disproportionately affects individuals from economically vulnerable backgrounds, especially those engaged in informal or migratory labour, thereby restricting equitable access to probation.

23.) Another key issue discussed by the Chair and panelists was the lack of uniform procedures governing the transfer of supervision when probationers relocate outside the jurisdiction of the original court. While courts may informally request District Probation

Officers in the new jurisdiction to assume responsibility, the absence of standardised protocols across states creates administrative gaps and weakens continuity in supervision.

24.) The session also examined the limited use of supervision orders under Section 4(3), with panelists noting that courts more frequently rely on release on bond for good behaviour under Section 4(2). The Chair emphasised that this practice dilutes the rehabilitative potential of probation, as supervision orders are essential for structured monitoring, counselling, and reintegration support.

25.) Further, both the Chair and panelists highlighted the underutilisation of the victim compensation provision under Section 5 of the Act. It was discussed that greater invocation of this provision could help balance the rights of victims and offenders, while also promoting restorative justice principles within the probation framework.

26.) The session concluded with a set of **key suggestions** emerging from the deliberations: the need to revisit and clarify statutory provisions relating to jurisdiction to make them more inclusive of mobile and economically vulnerable populations; the development of uniform, standardised procedures for inter-state and inter-district transfer of probation supervision; strengthening judicial awareness and training to encourage the use of supervision orders; institutionalising mechanisms to promote the use of victim compensation provisions; and enhancing coordination between courts, probation officers, and community-based institutions to ensure a more effective, rehabilitative, and rights-based implementation of the Probation of Offenders Act.

Key Highlights of Open House Discussion

- i.) Limited utilisation of probation provisions persists despite ongoing concerns of prison overcrowding.
- ii.) Absence of uniform national guidelines has led to significant variation in probation practices across different states.
- iii.) Need for greater judicial awareness to promote probation as a viable alternative to incarceration.
- iv.) Importance of clearer policy guidance and directions from High Courts to encourage wider use of probation.

- v.) Lack of effective coordination between courts, probation departments, and other criminal justice institutions.
- vi.) Proposal for development of an **All India Model Probation Manual** to standardise practices and provide uniform guidance.
- vii.) Suggestion for the Government of India to constitute a committee (potentially upon recommendation of NHRC) to develop a national framework.
- viii.) Weak data management and absence of systematic data sharing between courts and probation departments.
- ix.) Gap in communication where probation officers submit pre-sentence reports but do not consistently receive information on final court orders.
- x.) Variation in institutional placement of probation services across states (e.g., under Social Justice, Women & Child Development, or Prison Departments), affecting consistency and functioning.
- xi.) Shortage of trained personnel and inadequate operational resources within probation services.
- xii.) Need to significantly expand the workforce of probation officers for effective nationwide implementation.
- xiii.) Importance of strengthening professional training and capacity-building mechanisms.
- xiv.) Need to enhance collaboration with community organisations and voluntary groups to support rehabilitation and supervision.

Valedictory Session

27.) In his concluding remarks, Professor Vijay Raghavan, who organised the National Consultation on the Implementation of the Probation of Offenders Act, 1958, delivered the vote of thanks. He acknowledged the support of the Dean, School of Social Work, Tata Institute of Social Sciences (TISS), for facilitating the organisation of the consultation. He also expressed his gratitude to Professor Arvind Tiwari and Professor Madhava Somasundaran, along with the Indian Society of Criminology, for supporting the initiative to undertake a national mapping study on the implementation of the Act. Special appreciation was extended to Professor N. K. Chakrabarti, former Vice Chancellor of the West Bengal National University of Juridical Sciences, Kolkata, for his encouragement and guidance.

28.) Professor Raghavan further thanked the TISS administration and facilities teams for their logistical support in ensuring the smooth conduct of the consultation. He also acknowledged the valuable contributions of the Field Action Project teams of Prayas and Resource for Juvenile Justice (RCJJ), colleagues from the Centre for Criminology and Justice, and the student volunteers, whose efforts were instrumental in the successful organisation of the event.

Outcome of the Consultation

Session I: Research-Driven Insights to Strengthen Probation of Offenders Act Practice and Outcomes

- i.) Establish a dedicated Directorate of Probation and Correctional Services in all States and UTs to ensure focused governance of probation and community-based corrections.
- ii.) Develop uniform national guidelines to reduce inter-state disparities and standardise probation practices across the country.
- iii.) Create a central nodal/coordinating mechanism to guide, monitor, and support probation services nationally.
- iv.) Ensure uniform institutional placement and streamline administrative structures to address fragmentation across departments.
- v.) Clearly define and safeguard the core functions of probation officers, preventing diversion to unrelated duties.
- vi.) Develop a structured career progression framework with clear promotional hierarchies and improved service conditions.
- vii.) Standardise recruitment qualifications for probation personnel across states to ensure professional consistency.
- viii.) Address staff shortages by filling vacancies promptly and ensuring adequate staffing, including supervisory roles.
- ix.) Improve infrastructure and administrative support, including provision of clerical staff for probation offices.
- x.) Strengthen training, capacity-building, and continuous professional development aligned with rehabilitation and social defence approaches.
- xi.) Enhance coordination between courts, probation services, and other criminal justice institutions for effective case management.

- xii.) Integrate probation officers into Under Trial Review Committees (UTRCs) to support non-custodial decision-making.
- xiii.) Link probation services with digital platforms such as the Integrated Criminal Justice System (ICJS) for better data sharing and tracking.
- xiv.) Develop robust data management, monitoring, and evidence-based evaluation systems for probation outcomes.
- xv.) Promote judicial awareness and sensitisation on probation as a non-custodial alternative.
- xvi.) Encourage greater utilisation of probation by courts to reduce unnecessary incarceration.
- xvii.) Strengthen community-based alternatives to imprisonment to address prison overcrowding.
- xviii.) Enhance focus on offender rehabilitation, reintegration, and recidivism prevention through structured probation practices.
- xix.) Revise the Probation of Offenders Act, 1958 to address implementation gaps
- xx.) Strengthen victim compensation provisions
- xxi.) Require MSW or related postgraduate qualifications for Probation Officers
- xxii.) Develop standardised training programmes for probation and judicial officers
- xxiii.) Create clear career progression pathways for probation personnel

Session II: Field Realities and Operational Challenges under the Probation of Offenders Act

- i.) Amend the Probation of Offenders Act, 1958, to address ambiguities and strengthen its implementation framework.
- ii.) Clarify the applicability of Section 6 by explicitly stating that the age criterion (below 21 years) should be determined at the time of commission of the offence, not at the time of conviction.
- iii.) Strengthen Section 5 (victim compensation) by bringing it under the purview of the District Legal Services Authority (DLSA) to ensure consistency and effective disbursement of compensation.
- iv.) Address exclusionary barriers in Section 4(1) of the PO Act by:
 - Expanding the definition of “regular occupation” to include informal sector work.

- Recognising persons living in slum settlements or without fixed employment as eligible for probation.
 - Encouraging State/UT governments to frame inclusive rules under the Act.
- v.) Introduce community service as a sentencing option within probation:
- Allow courts to impose community service as an additional condition under Section 4(3).
 - Ensure such service is supervised by probation officers.
 - Promote community service as a restorative justice measure to reduce reliance on incarceration.
- vi.) Direct State and UT governments to issue clear guidelines and rules under the Act to operationalize these reforms effectively.
- vii.) Conduct regular recruitment to address staffing shortages
- viii.) Provide adequate operational and administrative support to probation officers
- ix.) Appoint Probation Assistants (on contract) to support probation work
- x.) Strengthen Probation Review Boards and improve coordination with the judiciary
- xi.) Ensure functional Probation and Aftercare Committees at state and district levels

Session III: Charting the Way Forward through Group-Derived Recommendations on Implementing the Probation of Offenders Act

- i.) Integrate probation services into the Integrated Criminal Justice System (ICJS) to enhance coordination between courts, prisons, and probation departments
- ii.) Develop digital reporting and case management systems for probation officers to improve monitoring, documentation, and efficiency
- iii.) Expand the scope of Prison Statistics India to include:
- Implementation status of Sections 3, 4, and 6 of the Probation of Offenders Act, 1958
 - Number of Pre-Sentence Investigation Reports submitted
 - Number of individuals released on probation of good conduct or under supervision

- iv.) Institutionalise the preparation and maintenance of Individual Care Plans (ICPs) to support personalised rehabilitation, including employment, counselling, and reintegration
- v.) Introduce a Probation Completion Certificate to facilitate smoother employment verification and passport background checks for probationers
- vi.) Establish a Directorate of Probation and Correctional Services at the state level
- vii.) Introduce community service as a formal condition of probation
- viii.) Integrate probation services into the Integrated Criminal Justice System (ICJS)
- ix.) Develop digital case management systems linked with e-Courts
- x.) Mandate national-level data collection on probation by the National Crime Records Bureau

**List of Officials & Other Participants Participated in National Consultation on
Implementation of Probation of Offenders Act, 1958**

Annex

List of Officials from the National Human Rights Commission, New Delhi

- i.) Justice V. Ramasubramanian, Hon'ble Chairperson
- ii.) Shri. Anjane Anuj, Presenting Officer

List of Session Chairs & Panelists

- i.) Prof. Vijay Raghavan, Faculty, CCJ, SSW, TISS & Project Director, Prayas
- ii.) Dr. Beulah Emmanuel, Professor, Academy of Prisons and Correctional Administration, Vellore
- iii.) Dr. Asha Mukundan, Chairperson, Centre for Criminology and Justice, School of Social Work, Tata Institute of Social Sciences
- iv.) Prof. Sunil Santha, Dean Academics, Tata Institute of Social Sciences
- v.) Prof. Vijay Raghavan, Professor and Project Director (Prayas), Centre for Criminology and Justice, School of Social Work, Tata Institute of Social Sciences
- vi.) Dr. Jenu Varghese, Assistant Professor, Department of Social Work, Little Flower Institute of Social Sciences and Health, Kozhikode, Kerala
- vii.) Mr. Abhinav Kumar, Principal Probation Officer, Arwal, Bihar, Prisons and Correctional Services, Home Department, Bihar
- viii.) Dr. Beulah Emmanuel, Professor, Academy of Prisons and Correctional Administration, Vellore
- ix.) Mr. Narottam Kumar, Principal Probation Officer, Bihar, Prisons and Correctional Services, Home Department, Bihar
- x.) Mr. Vishnu Vinod, Probation Assistant, Social Justice Department, Government of Kerala
- xi.) Ms. Sheeba Mumtaz, Assistant Director, Kerala, Social Justice Department, Government of Kerala
- xii.) Mr. Manoj Kumar Roy, District Probation-cum-Aftercare Officer, West Bengal, Department of Correctional Administration, West Bengal

List of State/UT Government Representatives & Other Officials

- i.) Ms. H.N. Vala, Deputy Director, Department of Social Justice and Empowerment, Government of Gujarat
- ii.) Ms. Hetal Ben, District Social Welfare Officer, Department of Social Justice and Empowerment, Government of Gujarat
- iii.) Ms. Anjana Gupta, Chief Probation Officer, Directorate of Women Welfare, Dehradun, Uttarakhand
- iv.) Ms. Meena Bisht, Chief Probation Officer, District Probation Office, Dehradun, Uttarakhand
- v.) Ms. Neena Pandey, Professor, Delhi School of Social Work, University of Delhi
- vi.) Ms. Saranga Ugalmugle, Programme Coordinator, Access to Justice Project, NALSAR University of Law, Hyderabad

- vii.) Ms. Apurva Vivek, Founder, Hashiya Socio-Legal Centre for Women, Ranchi
- viii.) Ms. Cecilia Davies, Founder & Executive Director, Justice Initiative Foundation, Bengaluru
- ix.) Mr. Praveen Kumar, Founder and Director, Law Foundation, Patna
- x.) Mr. Kumar Abhinav, Chief Probation Officer, Arwal, Bihar, Prisons and Correctional Services, Home Department, Bihar
- xi.) Mr. Vishnu Vinod, Probation Assistant, Social Justice Department, Kerala
- xii.) Dr. Jenu Varghese, Assistant Professor, Department of Social Work, Little Flower Institute of Social Sciences and Health, Kozhikode
- xiii.) Mr. Sangameswar Devanuri, Regional Probation Inspector, Hyderabad District, Telangana
- xiv.) Mr. Bijaya Chandrarath, District Probation Officer, Puri, Prisons and Correctional Services, Home Department, Odisha
- xv.) Mr. Jitendra Narain, Principal Probation Officer, District Probation Office, Dhanbad, Jharkhand
- xvi.) Mr. Asokan N, Regional Probation Officer, Research Cell, Chennai, Tamil Nadu
- xvii.) Mr. Manoj Kumar Roy, Probation-cum-Aftercare Officer, South 24 Parganas, West Bengal, Department of Correctional Administration, West Bengal
- xviii.) Mr. Kanwar V.P. Singh, SP-cum-Probation Officer, Home Department, Punjab
- xix.) Mr. J.P. Sulya, Chief Probation Officer, Home Department, Madhya Pradesh
- xx.) Mr. P. Bala Prabhakar, Probation Officer Grade-I, Guntur, Women Development and Child Welfare Department, Andhra Pradesh
- xxi.) Mr. Jinto Moni Phukan, District Social Welfare Officer, Department of Social Welfare and Development, Assam
- xxii.) Mr. N.S. Khaikho, District Child Protection Officer, Kiphire, Department of Social Welfare, Nagaland
- xxiii.) Mr. Narottam Kumar, Chief Probation Officer, Prisons and Correctional Services, Home Department, Bihar
- xxiv.) Mr. Pradeep Nadagera, Probation Officer-II, Dharwad District, Department of Women and Child Development, Karnataka
- xxv.) Mr. Nilesh Kumar Pandey, Senior Probation and Welfare Officer, Central Jail, Raipur, Chhattisgarh
- xxvi.) Mr. R.K.M. Sangma, DIG Prisons and Correctional Services, Department of Prisons and Correctional Services, Meghalaya
- xxvii.) Ms. Manisha Biraris, Probation Superintendent, Women and Child Development Department, Maharashtra
- xxviii.) Ms. Yogita Patil, Probation Officer, Mumbai, Women and Child Development Department, Maharashtra
- xxix.) Dr. Beulah Emmanuel, Professor-cum-Project Director (Research), Academy of Prisons and Correctional Administration, Vellore
- xxx.) Mr. K.R. Raja, Advocate and Executive Director, Global Network for Equality, Madurai
- xxxi.) Ms. Sumedha Belokar, District Probation Officer, Goa, Apna Ghar, Mercedes, Goa
- xxxii.) Ms. Vaishali A. Bombale, Head Clerk, Mumbai, Women and Child Development Department, Maharashtra
- xxxiii.) Dr. Roshni Nair-Shaikh, Assistant Professor, Centre for Criminology and Justice, School of Social Work, TISS

- xxxiv.) Ms. Rashmi Divekar, Programme Manager, TISS-Balaji Foundation Criminal Justice Fellowship Programme, Centre for Criminology and Justice, School of Social Work, TISS
- xxxv.) Adv. Deepak Pawar, Legal Fellow, Prayas, Centre for Criminology and Justice, School of Social Work, TISS
- xxxvi.) Ms. Aastha Sharma, Project Coordinator and Documentation Officer, Resource Cell for Juvenile Justice, Centre for Criminology and Justice, School of Social Work, TISS
- xxxvii.) Mr. Sagar Ingawale, Programme Manager, Resource Cell for Juvenile Justice, Centre for Criminology and Justice, School of Social Work, TISS
- xxxviii.) Ms. Anuva Ahluwalia, Research and Documentation Officer, Prayas, Centre for Criminology and Justice, School of Social Work, TISS
- xxxix.) Mr. Saugata Hazara, Senior Legal Fellow, Prayas, Centre for Criminology and Justice, School of Social Work, TISS
- xl.) Ms. Komal A. Tawde, Senior Social Worker, Prayas, Centre for Criminology and Justice, School of Social Work, TISS
- xli.) Mr. Vikas Kadam, Senior Social Worker, Prayas, Centre for Criminology and Justice, School of Social Work, TISS
- xlii.) Mr. Chandrakant Shinde, Legal Aid Coordinator, Prayas, Centre for Criminology and Justice, School of Social Work, TISS
- xliii.) Ms. Riddhi Gurav, Legal Fellow, Prayas, Centre for Criminology and Justice, School of Social Work, TISS
- xliv.) Ms. Sujata Jagtap, Senior Social Worker, Prayas, Centre for Criminology and Justice, School of Social Work, TISS
- xlv.) Ms. Priyanka Talegaonkar, Senior Social Worker, Prayas, Centre for Criminology and Justice, School of Social Work, TISS
- xlvi.) Mr. Rama Kale, Senior Social Work Fellow, Prayas, Centre for Criminology and Justice, School of Social Work, TISS
- xlvii.) Ms. Meenal P., Senior Social Worker, Prayas, Centre for Criminology and Justice, School of Social Work, TISS
- xlviii.) Mr. Sudhakar Marupuri, Assistant Director, Prayas, Centre for Criminology and Justice, School of Social Work, TISS
- xlix.) Mr. Shahnawaz Pathan, Senior Social Worker, Prayas, Centre for Criminology and Justice, School of Social Work, TISS