National Human Rights Commission (Research Division/ Unit – 4)

Sub- Recommendations based on the visit report of Dr. Ish Kumar IPS (Retd.), the then Special Rapporteur, NHRC to Gurugram Jail in the state of Haryana on 1st October, 2019 to understand the living conditions of the prisoners and also the problems faced by the jail staff.

The visit report has been scrutinized and approved by the Commission along with the observations and recommendations.

The observations emanated out of the said visit are as follows:

- The jail is spread over 87 acres and is located near Bhondsi village, 20 km away from Gurugram. The prison has 23 barracks for male prisoners and 2 barracks for female prisoners. There are 2113 under trial prisoners including 59 females and 3 transgender along with 13 male civil prisoners and 2 condemned prisoners. There are security wards for detaining prison offenders, mentally challenged and high risk inmates.
- 2. There is surveillance by warders, day and night visits by supervisory officers and inspection teams to control smuggling of contraband and mobile phones etc. CCTVs, DFMDs, HHMDs, Wireless sets, search lights along with 7 watch towers have been provided to secure the jail.
- 3. There is video conferencing facility for remand extension. There are also 8 PICS (prison inmate calling system/phones) installed for inmates to call their parents/relatives. The prison has Information Kiosks with Phoenix software installed for inmates to know about their time spent in jail, purchases made from jail, dates of court attendance and so on,
- 4. There is an AC mulakat (meeting) room with AC waiting hall wherein inmates and visitor meet. However, they cannot see each other but can talk on phone across mesh and glass. Convicts can meet once and under trails twice a week for 15 minutes. Lawyers can meet inmates on all working days on specified timings for legal aid.
- 5. Numberdars (convicts) play an important role in managing kitchen, barracks and various aspects of jail administration on daily basis.
- 6. In the last 3 years, 483 inmates were enrolled for IGNOU courses (UG/PG). Similarly, 163 inmates were enrolled in NIOS study circle while another 164 inmates have enrolled for various vocational courses.
- In March 2018, jail commenced Dhun project in collaboration with NGO India Vision Foundation to train inmates in music. The said NGO has also

been providing training for crèche with the help of mobile crèche, beauty parlour course, tailoring, and manufacturing sanitary napkins.

- 8. In June 2019, a plumber training center has been established with help of Jaquar Foundation. A computer center has also been established in partnership with Jamuna Auto Industry. In December 2018, a spinning & weaving center has been established and 50 spinning wheels were donated by Khadi & village industry.
- 9. There is an activity center in the prison wherein cloth bags are being manufactured, paintings are being taught, clay modeling and carpentry is been done.
- 10. Female convicts assist the jail administration in managing the various activities of ladies ward including kitchen, crèche etc.
- 11. There are 96 vacancies for male warders while 7 for female warders. Even in supervisory ranks, there are 30% vacancies. There are also many vacancies for the post of medical officers and sweepers. There is only one cook assigned for 2412 inmates.
- 12. The special rapporteur observed overcrowding in jail for male inmates.

Recommendations emanated from the above said visit are:

- Overcrowding: There is overcrowding for male inmates as there is capacity of 2220 for 2811 inmates. Superintendent may look into the matter. Superintendent may also ask the jail management to segregate the convicts based on the gravity of the crime they committed.
- 2. **Booking of false cases** There have been false cases reported in the jail. Superintendent may look into all the complaints regarding booking of false cases and forward it to concerned SP for re- investigation, and intimation to the District & Session judge or get appeals filed in higher courts.
- 3. **Increase in Remission** It was informed by the Superintendent that the maximum remission for the sentence and use of Probation of Offenders Act for senior citizens is 33%. It is suggested that the jail authorities could increased the remission to 50%.
- 4. **Shortage of staff** It was observed that in the jail, there was no recruitment since 2003. It has increased the work load of existing staff. The superintendent is suggested to create posts of welfare officer for inmate's welfare and probation officer to monitor inmates released on parole.
- 5. **Increase in wages -** The wages paid to convicts in the jail is very low and NHRC is requested to issue suitable instructions in this regard.
- 6. **Providing more jobs opportunities -** It was reported that only 35-40% convicts are given daily job/task. Jail authorities could encourage

commercial up scaling of various products manufactured including furniture, dresses, paintings, pottery etc. to employ more inmates.

- Expenditure per prisoner The expenditure per person per day on food, medicines, clothing etc. is only Rs.30 to 35 in Haryana while average expenditure in the country is Rs. 55 to 60 per day and in some states it is Rs. 100 per day. NHRC is requested to ask the jail authority to increase the expenditure per prisoner.
- 8. Improving prisoner's diet The diet menu of the said prison is average as observed by the special rapporteur. DG Prisons Haryana is requested to examine Model Jail manual (2016) released by BPRD/MHA & Delhi Prison Rules 2018 to improve the prisoners diet and other entitlements. NHRC is requested to intervene in this matter.
- 9. **Rehabilitation of Prisoners -** There is no monitoring of the prisoners for rehabilitation after they are released from the jail. The Superintendent could tie up with various government and private agencies for their employment.
- 10. **Jail administration-** The jail management and the superintendent could build semi open and open prison wards for the inmates. They could also create 3 to 4 jail ranges each consisting of 4 to 5 jails headed by DIG level officer in the prison. A computerized system for fixing the dates of hearing (e-courts) could be initiated. Prison Development Board on the lines of Telangana and Andhra Pradesh can be established for improving the jail conditions.
- 11. **De addiction Ward** A de addiction ward for alcohol and drug addicts could be started. The services of psychologists may be hired on regular basis for inmates.

https://mail.gov.in/iwc_static/layout/shell.html?lang=en&3.0.1.2.0_15121607

t: Visit note to Guru gram Jail o: sgnhrc@nic.in, js-nhrc@nic.in Date: \05/31/20 11:31 AM From: Dr Ish Kumar <drish1958@gmail.com>

1/1

to District Jail-Gurugram Haryana.docx (2.1MB)

** This email has been sent from an external source. Treat hyperlinks and attachments in this email with caution**

Please find my visit note to Gurugram Jail including photographs. I visited the jail on 1/10/2019 as I was not feeling well on 29/09/2019 as orignally planned. I have highlighted the areas for NHRC interventions and issuing suitable instructions to the Chief Secretary Haryana Government.

Regards

Dr Ish Kumar Special Rapporteur, North Zone

> How (b. CHER) JS(ABR)

Ms. Saawiya, SRC

VISIT TO DISTRICT JAIL GURUGRAM, HARYANA

I visited the District Jail Guru gram on 01/10/2019. The Superintendent Sh. Jai Kishan Chhillar was available along with the staff. The front sentry (warder) at the main entrance presented a smart salute (present arms) being an ex service man. Jail gate has been beautified with some good artistic works (photos enclosed).

From 11 am to 7 pm, I visited the ladies ward, crèche, tailoring unit, beauty parlor, kitchen, sanitary pad making unit and interacted with some lady inmates and India Vision Foundation coordinator. I also visited mukakat (meeting) room and activity centre. I participated in Senior Citizens day celebrations, distributed shawls to them and interacted with senior inmates. I also spoke to jail staff about their problems and future vision. I also interacted with a psychologist. I could not visit remaining barracks (visit to all the barracks and interaction with all inmates will require almost a week).

Jail capacity & Inmates strength

1

Jail is spread over 87 acres and is located near Bhondsi village, 20 km away from Gurugram. The prison has 23 barracks for male prisoners and 2 barracks for female prisoners. On the day of visit, there are 761 convicts (739 RI and 22 SI), including 18 females. There are 2113 UT prisoners including 59 females and 3 transgender. There are 13 male civil prisoners and 2 condemned prisoners. The capacity of jail is 2412 inmates (2220 males and 192 females). Hence there is **overcrowding for male inmates** (total 2811 against capacity of 2220) to the extent of 27 percent extra inmates. 7 children are staying with their mothers. There

are security wards for detaining prison offenders, mentally challenged and high risk inmates.

Jail premises are maintained neat and clean.

Security

- 1. There is surveillance by warders, day and night visits by supervisory officers and inspection teams to control smuggling of contrabands and mobile phones etc.
- 2. CCTVs, DFMDs, HHMDs, Wireless sets and Search lights have been provided to secure the jail. There are 7 watch towers.
- 3. No police guard is provided outside the jail unlike Tihar jail Delhi where security is managed outside by Delhi police & CRPF and inside by Tamil Nadu Armed Police.Only armed escorts for going to courts or hospital are provided by local police.
- 4. Govt. of Haryana should think of deploying Haryana police for the security of all central and district jails to prevent any untoward incidents like escapes of prisoners, rioting, smuggling of contrabands etc.

Amenities & Administration in jail:

- 1. There is **video conferencing** facility for remand extension (not sufficient for all).
- 2. 8 **PICS (prison inmate calling system**/phones) are installed for facilitating inmates to call their parents/relatives (5 minutes daily on 2 verified numbers).
- 3. Information kiosks with Phoenix software(prison management system) for inmates to know various details like time spent in jail,

treatments undertaken, purchases made from jail canteen, visitors received, dates of courts attendance including next date of hearing. *This practice must be adopted by all jails in other States*.

÷, ,

4. **AC mulakat (meeting) room** with AC waiting hall are kept neat and clean (photo enclosed). This is the best mulakat room I saw among the jails I visited including Tihar jail Delhi.

However in mulakat, they (inmate and visitor) cannot see each other and only talk on phone across mesh and glass. Meeting hours are from 9.30 am to 1 pm daily (except on Saturday, Sunday & public holidays). Convicts can meet once and under trials twice a week for 15 minutes.

- 5. Lawyers can meet inmates on all working days between 3.30 to 5.30 pm for legal aid.
- 6. Canteen facilities are provided on cashless basis (linking to the accounts and biometric identifications). Rs 8000/- per month can be deposited in the account of each inmate by his family.
- 7. **Numberdars** (convicts) play an important role in managing kitchen, barracks and various aspects of jail administration on daily basis.
- 8. Daily routine has not been displayed.

Education & Vocational activities

- 1. Education
 - a) 483 inmates enrolled themselves for IGNOU courses (UG/PG) in last 3 years. 88 have passed (out of 330) and examinations for 143 who enrolled in 2019 July session, are yet to be conducted. As pass percentage is only 27, Superintendent should engage extra teachers and establish e library for on line classes.

- b) Similarly 163 inmates enrolled themselves in NIOS study centre in last 3 years (secondary and senior secondary) and 52 inmates passed out of 119(44 percent). For 54 inmates who enrolled from July 2019 session, exams will be conducted later. Although enrollments in 2019 have increased but there is scope for further improvement.
- c) Similarly 164 inmates have enrolled for various vocational courses in last 3 years. (details are enclosed in annexure).

2. Vocational training

- a. Jail commenced Dhun project in March 2018 in collaboration with NGO India Vision Foundation to train inmates in music (both for treatment and livelihood after release from the jail).
- b. NGO India Vision Foundation is active and running
 - crèche and the schedule & training for the crèche is given by the NGO <u>Mobile crèche</u>, (one convict Priya is assisting)
 - beautician parlor as well as training course,
 - tailoring unit (dresses being made, exhibited & supplied)
 - sanitary napkins manufacturing unit (for supply to all jails in Haryana).

I also interacted with IVF coordinator Pavan Katna.

- c. With help from Jaquar Foundation, a **plumber training centre** has been established in June 2019 (30 inmates under training at present)
- d. A **computer centre** has been established in partnership with Jamuna Auto industry.

e. In December 2018, a *spinning & weaving centre* has been established. 50 Amber charkhas (spinning wheels) were donated by Khadi & Village Industry Commission.

.

ż

- f. In the jail *activity centre*,
 - Cloth bags are being manufactured,

- Paintings is being taught,
- *Clay modeling* is being done,
- Carpentry centre
- g. Superintendent himself is a trained yoga teacher.

Interaction with senior citizens inmates

After the senior citizen day celebrations, during interaction, following issues were raised by some inmates:

- Booking of False cases under Prevention of Atrocities against SC/ST Act, section 376 (rape) and 354 IPC (outraging the modesty of women) have become common and he is also a victim (Virender s/o Mahtab U/T number 109/2019, u/s 354/365/386/506/120 IPC r/w Arms act of Model Town Police Station, Rewari).
- 2. Yousf s/o Mauj Khan, U/T number 185/2019, u/s 148/149/323/324 IPC of Firojpur Jhirka police station complained that his brother in collusion with local police has booked a false case against him.

I told Superintendent to take applications in all cases of complaints regarding booking of false cases and forward it to concerned SP for re-investigation, under intimation to the District & Session judge or get appeals filed in higher courts.

- 3. Om Prakash s/o Amar Singh, convict number 820/2011, u/s 302 IPC of Civil Lines Jind police station requested that as his son was also undergoing imprisonment for the same offence in Sirsa jail, hence requested that both may be lodged in the same jail.
- One inmate number 49/2010, Rajbir s/o Ramphal, convicted u/s 395/397 IPC of Kalyat police station, requested for transfer to Jind jail as he belonged to the Jind district.
- 5. Another inmate who is native of Tamil Nadu (booked u/s 138 of Negotiations of Instruments Act) complained that no relative/friend had come to meet him.
- 6. A suggestion was made for providing 50% remission of the sentence and use of Probation of Offenders Act for senior citizens. (Convict number 209/2010 Rajpal s/o Chotu Ram, u/s 420/406/120 IPC of Guru gram city police station. Superintendent informed that maximum remission possible as per the existing rules is 33 percent. Issue may be examined at higher level.
- 7. Some seniors complained about blocking of two toilets in the barrack.

The Superintendent is requested to take necessary action wherever possible at his level (requests 1, 2 & 7) and forward the remaining to DG Prisons, Haryana for necessary action.

Interaction with lady inmates

Following complaints were made:

1. Madhu, convict number 575/2019, u/s 384/389 r/w 34 IPC of Guru gram, sector 29 police station, told that she had not

committed any crime but police trapped her & her friends in a *false case* by accepting bribe from the other party.

• . • •

2. Neelam & Rekha convicts also complained about booking of false case of extortion against them by local police.

. . .

Superintendent may take applications from them and forward it to the concerned CP/SP as well as District & Session Judge, for re investigation/appeal in the higher court.

- 3. Symmaiah Khan d/o Sadique, convict number 238/2016, u/s 302/120/34 IPC, represented about her child custody to her (child in custody of her father in law). Superintendent informed that the child custody case is under adjudication at Nuh court and a lawyer from legal aid authority is representing her.
- 4. Meenu d/o Balwant (transgender), convict number 39/2018, u/s 302/120 IPC r/w Arms Act of Khirki Dhaula police station said that as there was no male member in her family (and she is in jail), there is none to look after her old mother.

The Superintendent told me about a Haryana Govt. order by which Rs.2000/- can be paid to the convicts' family every month. Superintendent is requested to process the cases of all eligible convicts for above monthly payment to their families.

5. One lady inmate (under trial) complained that no lawyer was made available to her for the case.

I asked Superintendent to examine all such cases and take action with help from legal service authority.

6. Two lady inmates from Gujarat complained that they are not able to talk to their family members for last 6 months. The Superintendent

explained that the verification of telephone numbers given by inmates was not received from Gujarat police.

7. Convict Puja & others are assisting the jail administration in managing the various activities of ladies ward including kitchen, crèche etc.

Staff strength & vacancies

There are 37 percent vacancies at present (233 present against the sanctioned strength of 372). There are 96 vacancies of male warders (164 present against sanctioned strength of 260). Similarly there are 7 vacancies of female warders (5 present against sanctioned strength of 12). Even in supervisory ranks there are 30 percent vacancies. (9 present out of 13). Another major chunk of vacancies is in ranks of medical officers (2 out of 3, no sanction of lady medical officer) and sweepers (21 vacant out 30). Surprisingly there is only one post of cook sanctioned for inmates strength of 2412(annexure enclosed)

Interaction with Jail staff

During my interaction with supervisory and subordinate jail staff, following issues were brought to my notice:

1. Lower pay scales compared to police officers of equivalent ranks. Pay scale of three different ranks--Deputy Superintendent, Assistant Superintendent and Sub Assistant Superintendent are same @ 9300-34800 with grade pay of 4000. Even Superintendent (in charge jail) has grade pay of 5400 which in the police department is equal to that of DSP. Female Head Warders and Warders have same pay scale -1900. (annexure enclosed). These pay anomalies are major de motivators and intervention by NHRC will help in improving the conditions. 2. Shortage of staff as no recruitment has been done since 2003. It also increases the work load of existing staff (12-13 hours daily).

. -'.

- 3. There are no time scale **promotions** and are delayed
- 4. Warders are transferrable anywhere in the State (recently 1000 warders transferred resulting in them going 200 to 300 km away from their native places)
- 5. Equipments like x ray and ultra sound machines in jail hospital will allow these checkups in jail itself and the inmates need not visit district hospital Guru gram frequently, also a security risk.
- 6. Another suggestion was to organize regular games including intra jail sports meets for inmates as well as jail staff.
- 7. A suggestion was made to create posts of Welfare officer (for inmate's welfare on daily basis) and Probation officer (to monitor inmates released on parole / furlough & under Probation of Offenders act).
- 8. There is sufficient accommodation for all jail staff.

<u>Matters of concern:</u>

- 1. There is no **segregation of inmates** based on the gravity of the offence. Same must be done otherwise jail will become a training school for committing crime.
- 2. Overcrowding in the jail for male inmates (27 percent extra)
- 3. Jail must develop a **protocol for informing the family of a prisoner** within 24 hours of a admission in jail both telephonically and in writing (not being done at present). If required, DG Prisons may issue an order in this regard.
- 4. Some inmates not available to speak to their relatives as verification for telephone numbers is pending for months together.

This must be reviewed whether **phone verifications** are required in routine and minor cases (Chandigarh model jail does it only for high risk prisoners). Meanwhile, the Superintendent should talk to the concerned police stations for expediting the verifications.

5. Wages paid to convicts are low- Rs.40/-, 50/- and 60/ per day for skilled, semi skilled and unskilled work. Inmates in Tihar jail, Delhi are being paid almost 5 times more at the minimum wages rate (Rs.194/-, 248/- and 308/- per day after deducting Rs 344/for maintenance as per Delhi Prison Rules, 2018). Amendments to Punjab Jail Manual must be done accordingly.

NHRC may like to issue suitable instructions in this regard.

- 5. Only 35 to 40% convicts are given daily job/task (as envisaged in RI sentence). Jail must plan to use the services of remaining convicts and willing SI convicts & under trials. Models & practices in other jails in the country may be studied. Commercial up scaling of the various products manufactured including furniture, dresses, bags, paintings, pottery etc. will employ more inmates and funds generated can be used for their welfare.
- 6. Diet menu is average and has not been displayed. DG Prisons Haryana should examine Model Jail manual (2016) released by BPRD/MHA & Delhi Prison Rules 2018 and get Punjab Jail Manual amended to improve the prisoners diet and other entitlements. (daily milk and curd, meat/eggs twice a week, daily pulses 100 gram as compared to 70 gm now, daily vegetables 250 gm compared to 230 gm now etc).

_NHRC intervention in this regard will be very useful.

7. The expenditure per prisoner per day on food, medicines, clothing etc. is only Rs.30 to 35 in Haryana (lowest in the country)

Average expenditure in country is Rs.55 to 60 per day and in some states it is up to Rs.100 per day. Haryana jail department spends only 11.7 percent of its annual budget on inmates compared to other States which spend almost 40-45 percent, (national average being 26.1 percent) (NCRB-Prison Statistics India 2016). NHRC may like to intervene and issue instructions in this regard.

- 8. The monitoring by jail administration of **legal aid** to the inmates needs improvement.
- 9. There is **no monitoring of the prisoners (for rehabilitation) after their release** from jail. Jail department should tie up with various government and private agencies for their employment or the department should create jobs (petrol pumps in Telangana and AP).
- 10. Although Superintendent jail Sh. Jai Kishan Chhillar is very committed and motivated, the remaining staff does not appear so.

Other Suggestions:

- Foisting of false cases is a consistent complaint against police across the jails and observation homes in Delhi, Haryana & Chandigarh.
 NHRC may like to intervene and issue guidelines.
- 2. The DG (Prison) must take up with Government for recruitment of warders and fill up the vacancies.
- 3. Jails have no *tie-up with the universities/other institutions* for undertaking research on the criminogenic factors leading to crime, jail conditions, rehabilitation etc. Same should be done.
- 4. Concept of **semi open and open prison wards** should be tried as being done in Tihar jail, Delhi.
- 5. Create 3 to 4 **jail ranges** (each consisting of 4 to 5 jails and headed by DIG level officer) in the jail department and transfers of warders

and head warders are confined within a range. It will also improve the supervision of jails by regular visits by DIG.

- By adopting computerized system for fixing the dates of hearing (e-courts), multiple hearings on the same date for same inmate could be avoided.
- 7. **De addiction ward** for Alcohol and Drug Addicts should be started (as in Delhi and Chandigarh jails)
- 8. Services of **Psychologists** should be hired on regular basis for counseling of inmates. (I met one Dr. Pinky Goswamy, psychologist, coming on pro bono basis, not regularly.)
- 9. Various competitions and sports should be organized both for inmates and staff.
- 10. **Prison Development Board** on the lines of Telangana and Andhra Pradesh can be established for improving the jail conditions.

29/05/2020

Dr Ish Kumar

Special Rapporteur NHRC, North Zone

Enclosures

- 1. Jail inmates strength
- 2. Sanctioned strength & vacancies in jail
- 3. Pay anomalies
- 4. Inmates enrolled for NIOS & IGNOU study centers
- 5. My comments in Visitor book
- 6. Photographs during the jail visit

Jail Inmates Strength Guru gram

• •

				و میں اور میں اور میں			中でない。
THE SOUTATION (F)	THURNT OF DI				M AS	0 4	
PARITOULARS	CAPACITY'	MALE	ГЕНАТС	KIRR	器行	DTAL	\$ 1.5
CONNET RUS		:721	ं छ ः			7.53	
	TOTAL \$2412	22	1.00	v ti za		22	
CIVIL PRISONER		13-7	÷ 00	南氏。 受け		₩13 (- بالمرحق
CONDEMNED-	MALE = 2220	02	. 00			02	State of the second sec
UNDER-TRIAL PRISONERS	FEMALE =	2051 .	¹ ,59	oź	01	2113,	ALL
		2809	77	0Ž	01	2889	1.000
ILDREN ARE ALSO STAYI		S. A SAN					
						-	Č
·利用的。14.14、14.44、16.18	18448-13		(ang ang ang ang ang ang ang ang ang ang	6. 2		MAN	1940

-

Sr No Designation	Sanction	Filled	Vacant	Rema	183
Superintendent Jall	01	<u>, 'oʻ</u>	00	- 38 88 4	a Santing Park
Deputy Superintendent	03	03	00		
Assistant Superintentient		- 04	01 - 01		the second second
4 Subjassii Super	· 05 2	02	.03		بالارد. مهر منه استرو ستهمین
5 Medical Offices	03'-	-01	02		
5, Deutal Surgeon		01	00		باری سرا تولید سند کرد. کهروی در است
- Zi Phermaciete Wet		02	00		
E.C. O. Technikager	1-	-00	01	<u></u>	3 Y = 15
9 Lati Technician	1		-00	1	
10 J.R T. Jeacher	01		1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 -		
and the second		.00	01		
	015 mg	.00	. 01 ,		
	00	03	0L		
a list licad Warter at a star	1.1.1.	- 29	,04		
Warder 2 Start Sa	250	161	96		
1. 16 Peinale Head Wardes	704	- 0 (. 00		
A PARTY A	1. 1. S. M.	; 6	$t \in \mathbb{N}_{\frac{1}{2}}$		
14 I Female Warpers		05	07		
17 Pron	.02	02	00		
		4 -	1. 1. 1. 1. 1. 1.		يەتلەر بىلىكى يېلىكى يېلىك يېلىكى يېلىكى يېلىكى يېلىكى يېلىكى
1.18 Supennerndens Orderiv	100	ា ព័រ ាំង ក	00		
10 Driver	i 201 yer.	, 00	-201-		man a state
20 Shreper		r 09.5			a bian in a single state of the second state of the second state of the second state of the second state of the
Cost		1.1	1.5.1.5.0		
	- 01-1 d	* (A)	:	的 成于""。	
TOTAL	Filme	(Fe ¹ eF)	- 夜迎		
	2. TL - 2000 17		يوني وريوني مريد روني وريوني مريد وريوني		
				1. 200	時に
	en in Litter of the second s	1 1			and the second s
				ં પ્રસંક્ષે	1. 1 . 1
		NAC ST			No. de S
				a contractor and	uter de
		<i>.</i>	1. K. K. M 5	Sec. And and	
τ. σ. β. Ι					
Ţ					
· · · ·	· •				

•

.

,

-

Pay Anomalies

Name & No. of the post Commission Initial Pay as per 7 th Pay Commission Name of the Post Commission Initial Commission Pay scale should at provide the Constable (constable) Warder/Female Warder 19900/- Constable/Female 21700/- Pay scale should at provide the Constable/ (constable) Yead Warder/ Matron 303 posts 125500/- Head Constable/Female 25500/- No.change require Head Constable Sub Asstt: Supdt Jail: 52 35400/- Asstt; Sub Inspector 35400/- No.change require with Inspector Asstt: Supdt Jail: 52 35400/- Sub Inspector 35400/- No.change require with Inspector Asstt: Supdt Jail: 03 35400/- Sub Inspector 35400/- Pay scale should with Inspector posts 35400/- Deputy Supdt: Of Police 53100/- Pay scale should with DSP posts serior Asstt. Supdt: Jail: 22 posts :53100/- Equal to S.P. 57700/- (With Time: Scale)' Should be at pay posts serintendent Jail: 22 posts :53100/- 88400/- .D.I.G 118500/- Should be at pay police	Pay Scale.	States and the second	V PAY SCALE OF THE PRISON	an a	Remarks
Warder/Female Warder 19900/- Constable/ constable/ posts with the change require No.change require Head Constable/ Bead Warder/ Matron-303 with the change require No.change require Head Constable/ Head Constable/ Bead Constable		epartment		Initial Pay as per / Hay	of 03
Warder/Female Warder 19900/- Constable/ constable/ posts with the change require No.change require Head Constable/ Bead Warder/ Matron-303 with the change require No.change require Head Constable/ Head Constable/ Bead Constable	Name & No. of the post	Commission	【·吴晓秋》:"阿根夏"的"黄帝",了苏联 和		Pay scale should anstable.
Head (Warder/ Matron: 303 posts 25500/. Head constable Head constable Head constable Head constable Sub Asstt: Supdt: Jail: 52 35400/. Asstt: Sub Inspector 35400/. No change require Sub Asstt: Supdt: Jail: 52 35400/. Sub Inspector 35400/. No change require Asstt: Supdt: Jail: 75 posts 35400/. Sub Inspector 35400/. No change require Asstt: Supdt: Jail: 75 posts 35400/. Sub Inspector 35400/. No change require Asstt: Supdt: Jail: 03 35400/. Deputy Supdt: Of Police 53100/. Pay scale should with Inspector of Scale) posts 53100/. Deputy Supdt: Of Police 53100/. With DSp or Scale) Should be at part with DSp or Scale) posts 53100/. Equal to S.P. 67700/. (With Time Scale) Should be at part or D.I.G. 118500/. Should be at part or D.I.G. ddi.!.G. Prisons: 01 post 123600/. 123600/. Should be at part or D.I.G. 128900/ Should be at part or D.I.G.	Warder/Female Warder		Constable/Female		with the Conservequire
Head Warder/ Marron 303 17 25500/. Interaction of the sector 35400/. No change required to the sector Sub Asstt. Supdt. Jail: 52 35400/. Asstt; Sub Inspector 35400/. No change required to the sector Asstt. Supdt. Jail: 52 35400/. Sub Inspector 35400/. No change required to the sector Asstt. Supdt. Jail: 03 35400/. Sub Inspector 35400/. No change required to the sector Asstt. Supdt. Jail: 03 35400/. Sub Inspector 35400/. Inspector A4900/. posts 35400/. Deputy Supdt: Of Police 53100/. (With Time: 'Pay scale should sector of sector posts 53100/. Deputy Supdt: Of Police 53100/. (With Time: 'Pay scale should be at par serintendent Jail: 22 posts 53100/. Equal to S.P. 67700/. (With Time Scale) Should be at par idil:/G. Prisons: 01 post 88400/. . D.I.G 128900/. Should be at par I.G. Police 128900/. Should be at par	2506 posts	1	Constable/Female	25500/-	NO.CHOUL
posts Asst: Sub Inspector 35400/- No change requirement Sub Asst: Supdt. Jail: 52 35400/- Asst: Sub Inspector 35400/- No change requirement Asst: Supdt. Jail: 75 posts 35400/- Sub Inspector 35400/- No change requirement Asst: Supdt. Jail: 75 posts 35400/- Sub Inspector 35400/- No change requirement Asst: Supdt. Jail: 75 posts 35400/- Sub Inspector 44900/- No change requirement Senior Asst: Supdt. Jail: 03 35400/- Deputy Supdt: Of Police 53100/- With Inspector of posts 35400/- Deputy Supdt: Of Police 53100/- With DSP posts 53100/- Equal to S.P. 67700/-(With Time Scale) Should be at particular to Should be at particular to S.P. berintendent Jail: 22 posts 53100/- 88400/- r.D.I.G 128900/- Should be at particular to S.P. ddi.I.G. Prisons: 01 post 123600/- 128900/- Should be at particular to S.P. Should be at particular to S.P. Should be at particular to S.P.	Head Warder/ Matron- 303	25500/-	Head constable		من المراجع الم
Sub Asstr. Supdr. Jail: 52 35400/- Asstr: Sub Inspector 35400/- No change-requirement Asstr. Supdr. Jail: 75 posts 35400/- Sub Inspector 44900/- Pary scale should with Inspector of with Inspector of with Inspector of solution asstr. Supdr. Jail: 03 35400/- Pary scale should with Inspector of with Inspector of Solution asstr. Supdr. Jail: 03 35400/- Pary scale should with Inspector of with Inspector of Solution asstr. Supdr. Of Police 53100/- With Inspector of with Inspector of Solution asstr. Supdr. Of Police 53100/- Pary scale should with DSP posts 53100/- Equal to S.P. 67700/-(With Time Scale) Should be at part of DSP posts 53100/- 88400/- - D.I.G. 128900/- Should be at part of D.I.G. tde Piecens: 01 post 123600/- 123600/- - Should be at part of D.I.G. Should be at part of D.I.G.				aF400(4	No change requir
Asstt. Supdt. Jail - 75 posts 35400/. Sub Inspector 44900/. Pay scale should with Inspector of with Inspector of with Inspector of post. Senior Asstt. Supdt. Jail - 03 35400/. Inspector 44900/. Pay scale should with Inspector of with Inspector of with Inspector of post. Jost 35400/. Deputy Supdt. Of Police 53100/. (With Time ' 'Pay scale should scale)' Jost 35400/. Deputy Supdt. Of Police 53100/. (With Time ' 'Pay scale should scale)' Spots 53100/. Equal to S.P. 57700/. (With Time Scale)' Serintendent Jail - 22 posts 53100/. Equal to S.P. 57700/. (With Time Scale)' Serintendent Jail - 22 posts 53100/. B8400/. D.I.G. 118500/. Jdul G. Prisons- 01 post 123600/. L.G./Police 128900/. Should be at par G. Should be at pa	Lo La Chadt Init 52	35400/-	Asstt. Sub Inspector		
Senior Asst. Sundt. Jall_03 35400/ Inspector with Inspector post 35400/ Deputy Supdt. Of Police 53100/- (With Time: Line) Pay scienting posts				35400/-	
post Pay scale should be at par posts posts 35400/; Deputy Supdt. Of Police 53100/- (With Time	Asstt. Supdt. Jail- 75 posts			44900/	
puty Supdi: Of Prisons-47 35400/- Deputy Supdi: Of Prisons-47 Scale) with US posts 53100/- Equal to S.P. 67700/-(With Time Scale) Should be at particular to S.P. 128900/- Should be at particular to S.P	Senior Asstt. Supdt. Jall-03	35400/-	A A A A A A A A A A A A A A A A A A A		with inspector
Bit Supervise Equal to S.P. 67700/-(With Time Scale) Should be at particle serintendent Jall - 22 posts -53100/- Equal to S.P. 67700/-(With Time Scale) Should be at particle serintendent Jall - 22 posts -53100/- D.I.G 118500/- Should be at particle ddl.I.G. Prisons- 01 post	DOST		Deputy Supdt. Of Police	53100/- (With Time'	。 志国にもしゃ さみみばれ ワントニ
posts 67700/- (With Time Scale) Should be at p Should be at p D.I.G ddil:G.Prisons-01.post 88400/- 5.0.0.0 0.1.G ddil:G.Prisons-01.post 128900/- 5.00.0 0.1.G LG.Prisons-01.post 123600/- 128900/- 5.00.0	Deputy Supdt, Of Prisons-47	10 			Lawler Fund be at Dar V
Bernetic Revisions - 01 post B8400/- D.I.G. ddi.I.G. Prisons - 01 post G.(Police	posts	·63100/-	Equal to S.P.		he is should be at pa
ddill G. Frisons Of Joss L.G. Police 128900/- Should be at D	uperintendent Jail - 22 posts		, Dil G	118500/ ~	D.I.G
G. Police	Addill.G. Prisons-O1 post				should be at pa
「お店はPriconSeluteDOSE」が必要したが、「お店店の「「「お店店の」を、金田店の「お」」」」となったのです。 しょう にんかんがい 「お」ないないないない。 ひょう ビー・コーパー・コーパー・コーパー・コーパー・コーパー・コーパー・コーパー・コー	Princes Andrew College and Antonia	123600/-	G. Pólice - M	128900/-	G. Polic
And the second	I.G. Prisons- U1 Post		The life way a go , 200 - 200		
the second se		nth will be 57.31;800/-(Fifty	Seven Lacs Thirty One Th	ousand Eight Hundred Of	

Enrollment in NIOS and IGNOU Study centers- Guru gram Jail

Year	Total Admiss	ion in the second	Pass Out	1
2017	120	and the state of the	30	
2018	56	الان المراجع ا المراجع المراجع	14	
2019 January	154	这一个小小小小小小小小小小小小小小小小小小小小小小小小小小小小小小小小小小小小		\$ 2.5
(Session) 2019 July (Session	n) 143 - Arabis	the second second	Pending	
Total	483	104 - C. A. A. A. A.	88	\mathbb{Z}_{2}
<u>Report of</u>	<u>f Admission in l</u> Total Admiss		t Jail Gurugram Pass Out	े जिस् - प्रकृत हेन्द्र जीव
2017	24		<u>.</u> 05	
2018	49. '		23	891 - A
2019 January (Session)	46		24、"""	
2019 July (Session)	54			្តាល
Total	163		52	$r \in \mathbb{Z}$
	i a si ka sa			
Report of Admiss Year 2017 2018 2019 January Session)	tion in NIOS V Total Admiss 10 30 78	Mar of Grand Inde	District Jail Gu Pass Out 08 20 15	14 A
Year 2017 2018 2019 January	Total Admiss 10 30 78	Mar of Grand Inde	Pass Out 08 20	

Visitor Book ALC: NO Remarks Conlect No. pleasure visiting this Name & Altreis ۵ ولمان Diff 1.18 Я. -ANIST - Dr. Je Biden CRIM DR. Ish Kun M. Spe Palledown meeting. re 110/219 Mulabed opplier LAIC wathin have is the best I have feel date O JUE is winny sevil andre, checked barry prior civilies in lates work Yere in Nantay post marhie monthly -abio J spoke to bay consuch a UTS -A few stated - false able to contact their relatives etc SIC or da his not romig -A 1. 200 - allennon must be Lowy et DRIVEL One losy said het comes to meet line <u>(</u>4) Actuity Hall 15 V. good (com Wer. andre chej medely having we by). I interacted wh bening () 60 -15 provisioners : we refer in how (5 Ship Hur gnevances

Remarks in Visitor Book- Guru gram jail

1

رم تماريخي . مرتبع مي ال

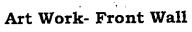
 $\tau_{\rm eff}^{\rm opt}$

Photographs during the visit



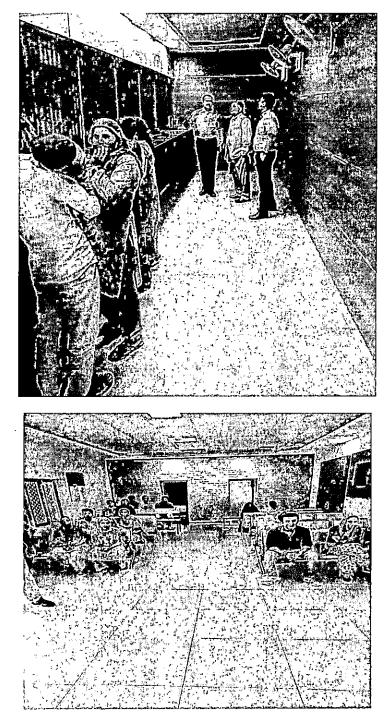
Entrance Gate







Mulakat Room



Waiting Hall

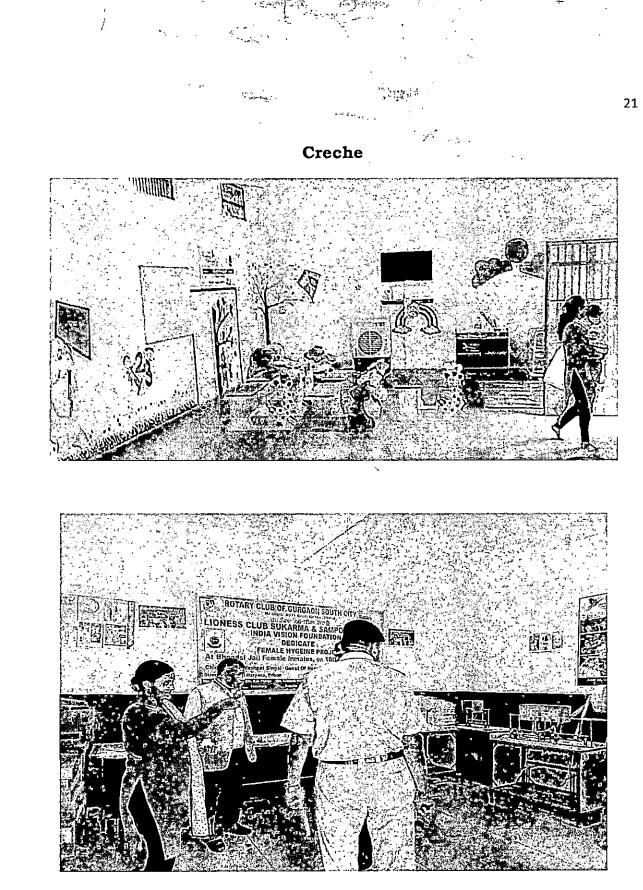
Interaction with Inmates



LELEBRRITINI SENTOR CUTTZENS DRI

Senior Citizens day

,



۷

Sanitary Pad manufacturing unit