



**WEBINAR ON**  
**PROBATION OF OFFENDER'S ACT, 1958**

**Organized by**

**Prayas**  
**Centre for Criminology and Justice,**  
**School of Social Work,**  
**Tata Institute of Social Sciences**

**In collaboration with**

**Probation Wing**  
**Department of Women & Child Development,**  
**Government of Maharashtra**

**Date: 14<sup>th</sup> July 2020**

## **Introduction to the Webinar**

**Shri Vikas Kadam, Sr. Social Worker, Prayas**

Prayas, a field action project of Tata Institute of Social Sciences is a social work demonstration project of the Centre for Criminology & Justice, School of Social Work, Tata Institute of Social Sciences, established in 1990. Since the last 30 years, it has been engaging with persons affected by crime, commercial sexual exploitation or destitution, using a comprehensive approach combining legal services, counseling, crisis support (rations, shelter, medical, financial support, and emergency services), supports educational and vocational training needs of affected persons and their families (especially children), networking, training, research & documentation, and policy change with the objective to help people reconstruct their lives so they are free of exploitation and victimization.

Prayas works towards countering stigma and its services focus on rehabilitation as it is the most important aspect while dealing with clients (beneficiaries) as well as their families.

He explained the objective of organizing this webinar. In the wake of the COVID-19 pandemic following the imposition of the lockdown, the whole country is facing a unique problem. The immediate solution to this problem is to stop the spread of the virus through maintaining social distancing and other precautions. Presently, there is no medicine available for this disease due to which there is tremendous fear and anxiety among the citizens. And in all this, little thought is being given to the mindset of the persons housed in prisons and other institutions.

Initially, the environment inside the prisons was quite safe and secure. Gradually, news related to spread of the virus in the prisons is also being known. And presently, the situation inside the prisons is quite serious. As per the Supreme Court orders, a High Powered Committee (HPC) has been set up in all the states and some guidelines have been issued to reduce the overcrowding inside the prisons by releasing some under trial prisoners on interim bail and convict prisoners on parole.

Information related to the general public and the problems faced by them is being published through the media regularly. But there was not much information related to the families of the prisoners or released prisoners. In the midst of all this, the Prayas social workers were receiving calls from our clients and thus the picture of the dire conditions of the clients and their families was visible. And a need was felt to have a discussion in this regard. Simultaneously, we were pondering whether the under trial prisoners arrested for minor offences could be given the benefit of probation and thus released from prison. And what types of requests for help were received by the Probation Officers from the probationers being supervised by them during the lockdown period and the efforts put in by the Probation Officers to help the probationers. A need was felt to have a discussion in this regard whereby we thought of organizing this webinar.

Thereafter, Shri Vikas Kadam introduced Shri Rahul More, Divisional Dy. Commissioner, Konkarn Division, Department of Women & Child Development (DWCD), Maharashtra and requested him to be the Chairperson of the webinar. He also welcomed and introduced Smt.

Ujwala Jadhav, Superintendent, Probation Wing, DWCD. Then he went on to welcome Dr. Vijay Raghavan, Director, Prayas and all the officers and staff of the DWCD and Prayas.

**Shri Rahul More, Divisional Dy. Commissioner, Konkan Division, DWCD, Maharashtra**

Shri Rahul More shared that since the lockdown; he has come across several webinars on children and women, but did not come across any webinar or any discussion held on Probation of Offenders Act, 1958. He expressed good wishes to see everyone present for the webinar safe in the present situation of the crisis.

He informed the field realities, explaining the challenges of human resources, especially the problem of vacant posts of Probation Officers (POs) and District Probation Officers (DPOs). At present, District Probation Officers are given additional work and they are unable to focus on the probation cases. For instance, the DPO of Palghar district has to undertake the duties of the Probation Officer since there is no Probation Officer appointed for the district. He further reiterated that along with the present work, the work related to probation is equally important.

And a few issues are important to understand from the government perspective, namely

- Has the team worked upon cases related to Probation of Offenders Act, 1958 or any other Act?
- Are cases referred for probation during lockdown? If not, what is the reason for non-referrals of cases?
- Has closure of court affected the case referrals?
- Work done in regard to the supervision cases.

Thereafter, **Smt. Ujwala Jadhav, Probation Superintendent, Probation Wing, DWCD** spoke about how important this webinar is for her as she has taken additional charge as Superintendent of the Probation Wing only 2 days back. Due to this webinar, she will be able to meet her staff and Prayas social workers and get to know their work in the field. She would gain more clarity related to the Probation of Offenders Act, 1958 whereby it would be helpful for her to handle the responsibility as Probation Superintendent more effectively. She was thankful to Prayas for organizing the webinar and inviting her to be the Chief Guest.

**Dr Vijay Raghavan, Professor, Centre for Criminology and Justice, Prayas Project Director, TISS, Mumbai**

Dr. Vijay Raghavan was in agreement with Shri Rahul More in regard to no webinar having been organized on this topic prior to this.

He gave a brief background to the COVID-19 crisis and its impact on Prayas clients. Many of the Prayas clients belong to low socio-economic backgrounds, having weak support systems and survive on daily wages doing casual labour, housekeeping work, canteen workers, or engaged in informal sector businesses like *gajra* making, shoe repairs, vending or selling sundry items, or working as auto or taxi drivers. The lockdown announced by the government due to the COVID-19 crisis, needless to say, has impacted their daily earnings. After 2-3 days of the lockdown,

clients began to contact their respective social workers for help and assistance especially for rations, medical support, etc.

Some of the women clients rescued from commercial sexual exploitation lost shelter along with employment. Due to lack of savings and the current pandemic, which affected their earnings, women rescued from prostitution are left with no choice but to return back to prostitution to earn and manage the household expenses.

### ***Contacting people for rations or cash donations***

Some individual workers on receiving distress calls from their clients initially contacted some individual donors who regularly help in our work. They also contacted students who were placed for fieldwork in Prayas and volunteers who in turn connected them with people who could help out. Through a colleague, the workers got to know about a few other donors.

Due to the total lockdown in Mumbai, workers were unable to move out and provide rations to clients. So it was decided that initially some amount of money could be transferred to the bank accounts of clients, or in absence of their own bank accounts, the money could be transferred to the bank accounts of the clients' relatives, friends or acquaintances who can be trusted and will hand over the money to the clients.

Some individual workers through their contacts were able to help out clients located in the respective areas by providing them either money or rations. Later they contacted some NGOs and individual donors who helped out with rations which were distributed to clients area-wise by hiring vehicles and this is continuing till date.

Prayas responded immediately to the needs of the client group as soon as the lockdown was announced and has reached out to *more than 1621 families (1469 in Maharashtra and 152 in Gujarat)* providing them with ration kits while financial support was provided to *832 families* (till July 2020).

Besides this, Prayas plans to raise more money to further help clients in the following days as it will not be easy for them even after the lockdown period is over.

### ***Appeal for funds to help clients***

In the midst of the options being sought to help clients and their families, a video was uploaded on the Facebook account of Prayas where the Project Director, Dr Vijay Raghavan appealed to individuals to donate money to provide financial help to our clients and their families.

He further informed about the challenges faced by prisoners released on interim bail during the lockdown period. They could not reach home due to lack of public transportation. He cited the case of a female Jailor of Byculla District Prison who contacted one of the Prayas social workers to arrange shelter for a released woman prisoner with little family support, who could not reach her home in a far district. Since Prayas was unable to get her admitted to the government women's institution, she was provided temporary shelter by another released woman prisoner in her own house. Since the other woman prisoner's family consisted of more than 10 members, Prayas reached out to them and provided rations and financial support.

According to Dr. Raghavan, the objective of this webinar is to share and understand social workers' experiences and best practices used by them during the past 3 months of the lockdown period.

As the lockdown has extended, some of the clients have started self initiatives in the face of adversity. For instance, a few female clients of Prayas have tried to become self-sufficient economically through the financial assistance provided to them (from the cash transfers made by Prayas during the lockdown period) by setting up small ventures like selling eggs, vegetables, making masks, etc.

He highlighted the need of how the Grant-in-Aid scheme for released prisoners of the DWCD could be helpful in such times whereby Probation Officers and the Probation Wing can be helpful in the rehabilitation of the prisoners.

### **Work with youth during COVID-19 situation** **Shri Chandrakant Shinde, Coordinator, Prayas**

- Prayas works in prisons focusing upon imparting legal aid and the rehabilitation of prisoners and their families.
- Services provided to the released prisoners include emergency medical assistance, referral for de-addiction, education, vocational training, placement, help with behavioural problems, employment, etc.
- Through the Thane District Legal Services Authority (DLSA), Prayas is trying to help out released prisoners from Talaja Central Prison.
- Since many clients were unable to face the crisis situation (COVID-19) they contacted Prayas social workers for help.
- Amid lockdown, Prayas intervened in a case, where a released prisoner's 5-year-old child could not be taken to the doctor for medical assistance. Prayas networked with the government hospital and the doctor provided online counselling support to the child.
- Prayas has provided sanitization kits and thermometers to the prisons of Mumbai, Thane, Latur and Bharuch.
- With the courts closed due to the lockdown, the Prayas Legal Fellows prepared a format for interim bail application and with the help of the Talaja Central Prison staff, they circulated it among the prisoners and the applications were sent to Belapur court which proved helpful in the release of some under trials.
- The social workers communicated to the families the release of under trial prisoners who were released on interim bail as per the criteria of the High Powered Committee.
- Prayas provided assistance in arranging temporary shelter for the released prisoners who had no families in the city or could not reach their hometowns. Some shelters refused admission on grounds of the COVID-19 situation and insisted on the COVID test of the new admissions.
- A prisoner released from Talaja Central Prison walked for 2 days to reach his village in Raigad district, but was not welcomed by the villagers and hence had no place to go. He took some money and mobile phone from his mother and left for Mumbai as another released prisoner had promised to shelter him. However, when he reached Mumbai, there

was no shelter provided to him as promised by the other released prisoner. Later, he contacted Prayas who conducted his medical tests and arranged shelter for him.

- Similar was the case of another released youth hailing from Bihar who was unable to get a ticket on the special train arranged by the government whereby we had to conduct medical tests and arrange shelter for him as well.

### **Sharing of experiences by District Probation Officers (DPOs) of Mumbai City, Mumbai Suburban, Thane, Sindhudurg, Ratnagiri and Palghar**

- Most of the positions of District Probation Officer and Probation Officer are vacant in the department. Due to this, the District Probation Officers are given additional charges whereby in the process work related to probation gets neglected.
- The DPOs of Mumbai City and Mumbai Suburban are handling 8 supervision cases of prisoners released on probation. While 13 cases are with the Thane DPO, 3 supervision cases with the Ratnagiri DPO, 6 cases with the Sindhudurg DPO and 18 cases with the Palghar DPO.
- And with regard to the Bal Sangopan Yojana, it was informed that Mumbai City DPO could help out 4 children of prisoners with the scheme while the Mumbai Suburban DPO reached out to more than 10 children, Ratnagiri DPO to 3 children while the Palghar DPO to 10 children.
- As the courts are closed, supervision of the inmates is being done telephonically. All the DPOs are in contact with their respective probationers and providing them online counselling and assistance as per the requirements of the case.
- The Sindhudurg DPO is in touch with the probationers through video calls.
- One probationer of the Mumbai City DPO had been arrested by the police during the lockdown period for having violated the rules related to lockdown. On being contacted, the DPO intervened and explained to the police after which the probationer was released and she counselled him to adhere by the lockdown rules.
- A few DPOs are attending office whereby some of the probationers are visiting them there.
- In collaboration with the government, the Mumbai City DPO provided sanitary napkins and ration kits to the sex workers in the red light area of Kamatipura.
- The DPO also conducted a meeting with some NGOs and the District Collector with regard to provision of rations to the probationers who have no ration cards. And through the Rationing Officers based on the probationers' Aadhar Card they have been able to get rations.
- And with regard to self-employment for sex workers, during a meeting with the District Collector, the Mumbai City DPO was instructed to take the help of NGOs in connecting the sex workers to the various government schemes.
- The Mumbai Suburban DPO reported that a probationer referred by the Kurla Court is presently doing online work and earning Rs.30-35,000/- p.m. While another probationer earns Rs.20,000/-p.m. by working with an orchestra group.
- Based on the Social Investigation Report of the Mumbai Suburban DPO, the court had granted probation to an elderly person whose supervision period is presently completed.

- The DPO informed that there is a lot of workload on her because many cases are referred by the court from the 57 police stations which fall under the jurisdiction and there are no Probation Officers also to assist her.
- The Thane DPO informed that based on a letter sent by him to the District Collector, 200 food packets were distributed to the sex workers of the red light areas as they could not avail of the government rations due to lack of ration cards.
- He has requested Prayas to refer cases or approach him for any assistance in their cases.
- The Sindhurg DPO informed that she has been able to give the benefit of the Grant-in-Aid scheme to 5 released convict prisoners for businesses like vegetable selling, barber shop, etc.
- She also helped one beneficiary in acquiring an order of Rs.15,000/- for carpentry work from the government.
- The Palghar DPO informed about 3 released prisoners being benefited by the Grant-in-Aid scheme for trades like motorcycle garage, tailor, carpentry. Since some of the machines used in the garage are expensive he suggested that the Grant-in-Aid scheme amount should range between Rs.5000/- to Rs.50,000/-.

### **Helping imprisoned women and their children during COVID-19**

**Smt. Reena Jaiswar, Social Worker, Prayas**

- She works with Children of Prisoners (COP) and a major challenge during the lockdown is to reach out to the Children of Prisoners.
- Before lockdown, physical mulakat (meeting) was possible between the COP left outside and the imprisoned parent. But due to the lockdown, the mulakats are not possible as children cannot go out because of being housed in institutions or staying with relatives/guardians. Thus, there is a very high possibility of the children going into depression.
- The DWCD, Government of Maharashtra, has issued a circular to all District Women & Child Development Officers (DWCDO) that children in institutions should be allowed to make video calls to their imprisoned parents. This circular is based on a request by Prayas to give effect to the circular issued by ADG Prisons permitting video calls between prisoners and their family members. The circular states that the DWCDOs should ensure that children in institutions have been able to interact with their imprisoned parents and a compliance report in this regard should be submitted to the DWCD Commissionerate.
- Prayas is helping with ration support, and networking to escort released prisoners to their hometowns.
- While the District Probation Officers have informed about the Grant-in-Aid scheme cases who have benefitted from the scheme. Simultaneously, the current status of the beneficiaries under the Bal Sangopan Yojana also needs to be looked into. She suggested the need for Probation Officers to reach out to children of prisoners to assist them in availing the benefit of the scheme.
- She requested officials to look into the suggestions made by Prayas with regard to the Bal Sangopan Yojana as there is a need to reach out to children of prisoners who face many problems related to their education, health, etc.
- The issue of 'Right to Education' for children of prisoners was also raised whereby there should be a reduction in the school fees or free education for these children.

## **Work in Latur during COVID-19**

### **Shri Murlidhar Jagtap, Sr. Social Worker, Prayas:**

- Prayas workers coordinated between the DLSA and prison authorities to provide rations to the families of prisoners and released under trials.
- The workers assisted 24 released prisoners to reach home safely.
- A family member from Beed district was helped by the workers to meet his ailing father (in prison) who is in a critical condition in the hospital in Latur district, Maharashtra.
- Conducted 35 home visits for needs assessment and later for providing door to door ration delivery, and taking care of any emergency needs.
- Assisted in the last rites of an aged prisoner who expired during hospitalization.

## **Open Discussion**

- Shri Rahul More further informed that rules related to the submission of quotations needs to be abided as per the legal procedures.
- One of the District Probation Officers suggested as to whether the beneficiary amount of the Grant-in-Aid scheme could be further increased to Rs.50,000/- because in some trades the expenses of the required machinery is very high. This could be considered if the same request comes from other districts as well.
- The paperwork process to avail the benefit of the Grant-in-Aid scheme is sometimes time-consuming whereby the interest and motivation of the client is affected. At times, it takes 1-2 years to avail the benefit which results in discouraging the clients. Thus, the Probation Officers also find it difficult to help the clients avail the benefits of the scheme for their rehabilitation.
- Shri Rahul More raised an issue that the applications of the Grant-in-Aid scheme are processed through the District offices and the concerned regional Dy. Commissioners are not informed about it. So he suggested that henceforth, a copy of all the applications of the Grant-in-Aid scheme should be submitted to the regional office as well. This can help keep a track of the cases and also in coordination between the regional office and the concerned district offices.
- There is a need to create new supervisory posts at the divisional level. As per the earlier staffing pattern, there were posts of Regional Probation Inspectors for each division. Such posts can be made available at the divisional level as these officers can then monitor the work done under the Probation Wing.
- One of the Probation Officers informed that the beneficiary amount of the Grant-in-Aid scheme has increased from Rs.1000/- to Rs.5000/- to Rs.25,000/- and the budget for the scheme was Rs.2crore which has now been reduced to Rs.1crore. Until the Utilization Certificate is submitted to the government, the next instalment of the grant is not released. And there is a time limit for the submission of the Utilization Certificate. Follow-up of the scheme is also not done regularly. Recently, the Commissioner had informed to impart training to the probationers based on their qualifications and then issue the grant.
- Many probationers are not interested in availing the benefit of the Grant-in-Aid scheme.

- In regard to the Grant-in-Aid scheme also, until all the required documents are submitted, they cannot avail its benefit.
- One of the Prayas Fellows raised a query as to whether in the present crisis situation, the convicted prisoners who are being released on parole could be instead released on probation.

To this, Shri Rahul More clarified that the DWCD does not have the authority to grant probation to any prisoner as it is the court which grants probation and refers cases to the Probation Officers, but Prayas could intervene in these cases.

Dr. Vijay Raghavan stated that Prayas cannot intervene in such cases as only the courts are authorized to grant probation. Since the final order has been passed in the cases of the convicted prisoners, unless the prisoners go in appeal, the courts will not intervene.

- Sometimes the District Probation Officers do not have the resources to assist in rehabilitation of the probationers under them. So it was suggested that they could take the help of Prayas in such cases as besides Ratnagiri and Sindhudurg, Prayas is working in the other districts coming under the Konkan division.
- In this regard, the Mumbai City District Probation Officer informed that some of the probationers being handled by her hail from English medium background while a few are even graduates. Since she has been unable to provide them the appropriate rehabilitation, she would approach Prayas for help in the future for such cases.
- Another Probation Officer presented the case of a young boy who was a witness to the rape of his disabled sister due to which he has been mentally affected and has taken to addiction due to secluding himself from others. The required counselling was provided by the Probation Officer who with the help of the police has helped the client in securing back his sealed house and the concerned documents of the house. But the house is in a dilapidated state due to which the client is unable to reside there. So the Probation Officer requested Prayas if it could help in the repairs of the house. To this, Dr. Vijay Raghavan replied that they could help find a donor for the house repairs.
- It was requested that migrant clients who do not have shelter facilities should be provided night shelters by the government.
- A question was raised if probation can be granted to prisoners hailing from other districts or states, if they do not have stable residence in the jurisdiction of the court. To this, there was a suggestion that in such cases, NGOs could come forward to stand as surety and the person could be released on probation.
- It has been observed that majority of the probationers are those who have shelter. To this, Shri Rahul More informed that presently there are no cases of probationers residing in the Aftercare Hostel. There is a need to consider cases of persons without shelter for release on probation, by allowing night shelter or aftercare hostel facilities.
- Collaboration between Probation Officers and NGOs is very important. To highlight this importance, one Probation Officer informed about a spousal murder case where the mother had murdered the father and was imprisoned. Two children were left alone at home and thus one of them took to stealing, and he would urinate inside the house only. The Probation Officer with the help of an NGO provided counselling and other help to the boy due to which a good rapport developed whereby he shared his troubles and thus the NGO and Probation Officer were able to resolve his problems.

- Can the benefit of Probation of Offenders Act, 1958 be extended to adult women especially those who have minor children outside? Can guidelines be issued by the DWCD in such cases?
- Can cases identified by Prayas as eligible for probation be referred to the District Probation Officers? Because referring cases to the Probation Officers and through him to the court is very helpful. To this, one of the District Probation Officers stated that Prayas could as well refer cases of Children in Conflict with Law for release on probation.
- Can the benefit of probation be extended to the prisoners who plead guilty before the Jail Courts?
- The District Inter-Departmental Committee (IDC) meeting has not been held due to lockdown. Is there a possibility to conduct an online meeting or a physical meeting seeking assistance from the District Judge to organize the meeting which could be used as a platform to discuss issues related to the lockdown. A list of young offenders arrested for minor offences could be prepared and discussed as to whether they could be released on probation.
- Since the Secretary of the IDC is the prison Superintendent, cases of Children in Conflict with Law referred by them should be immediately taken up. And there is a need to sensitize the prison officials in this regard.
- There is a need to impart special training to the aanganwadi sevikas who are working with the Children of Prisoners housed inside the prisons to help them understand the problems of these children and handle them likewise.
- To avail the benefit of the Bal Sangopan Yojana it is essential to submit all the required documents along with the application to the District DWCD office.

## **Recommendations**

- There is need for regular visits to the prisons and courts by the Probation Officers.
- Probation Officers can take help of NGOs with regard to the rehabilitation of the probationers' cases. A list of such NGOs database may be created by the DWCD in each district.
- The additional responsibilities given to the District Probation Officers needs to be reduced whereby their work related to probation would be more effective.
- There is a need for regular discussion between the District Probation Officers and the respective judicial officers related to the probation cases. The forum of District Inter-Departmental Sub Committee meetings should be used to discuss this issue.
- The required documents to avail the benefit of the Grant-in-Aid scheme may be relaxed in the cases requiring smaller beneficiary amounts.
- Prayas and the Probation Officers could work together in the supervision cases of the Konkan division. Collaboration is important as Probation Officers have to work in challenging circumstances with less manpower and difficulty in coordination. A circular could be issued in this regard which could be valid for the Konkan division with a copy marked to Prayas.
- There is need for coordination between the social workers of Prayas and the District Probation Officers with regard to arranging the mulakat between the Children of Prisoners and their imprisoned parents either of the state or from other states.

- When social workers of Prayas produce the Children of Prisoners before the Child Welfare Committees (CWC), they are informed by the CWC to find out about the institutions where there is a vacancy. This practice should be done away with and a circular may be issued by the Office of the Divisional Commissioner, DWCD, to convey this to members of the Child Welfare Committees.
- Many times, due to the imprisonment of the parent/s, the school fees are not paid and thus the children are not permitted to appear for exams or they are not given the Report Card. In such cases, there is a need for the intervention of the Probation Officers and the Child Welfare Committee.
- A State-level webinar on probation could be organized to bring a policy into implementation.

### **Vote of Thanks**

Vote of thanks was given by Shri Vikas Kadam who thanked Shri Rahul More for consenting to organize this webinar and all the Probation Officers for participating in the webinar,

## Annexure I

### Webinar Schedule

<b>Time</b>	<b>Session</b>	<b>Speaker</b>
11.15 am to 11.30am	Welcome and introduction of speakers	Vikas Kadam Sr. Social Worker, Prayas
11.30am to 11.45 am	Perspective of the webinar	Dr. Vijay Raghavan, Project Director, Prayas
11.45am to 12.00 am	Inaugural address by Divisional deputy commissioner	Shri Rahul More – Divisional Dy. Commissioner – Konkan Division, DWCD
12.00 pm to 12.15pm	Address by chief Guest, Probation Superintendent	Smt. Ujwala Jadhav, Probation Superintendent, DWCD
12.15pm to 12.25pm	Work with youth during COVID -19 Situation, a case study in Mumbai	Shri. Chandrakant Shinde, Coordinator, Prayas
12.25 pm to 12.35 pm	Helping imprisoned women and their children during COVID -19 Situation	Smt. Rina Jaiswar Social Worker, Prayas
12.35 pm to 12.45 pm	Work with youth during COVID -19 Situation experience in Latur	Shri Murlidhar Jagtap Sr. Social Worker, Prayas
12.45 pm to 01.00 pm	Sharing of experiences by Probation officers if any	Chaired by Shri. Rahul More, Divisional Dy. Commissioner- Konkan Division, DWCD and Shri. Vijay Raghavan, Project Director, Prayas
01.00 pm to 01.10 pm	Open house and Concluding	
01.10 pm to 01.15 pm	Vote of Thanks	Vikas Kadam, Sr. Social Worker, Prayas

## Annexure II

### List of Participants

Sr. No.	Name of the participant	Designation
1	Shri Rahul More	Divisional Dy. Commissioner - Konkan Division, DWCD
2	Smt. Ujwala Jadhav	Superintendent, Probation Department, DWCD Commissionerate, Pune
3	Smt. Shobha Shelar	District Women & Child Development Officer, Mumbai Suburban
4	Shri Mahendra Gaikwad	District Women & Child Development Officer, Thane & Raigad
5	Smt. Maya Joshi	District Probation Officer, Mumbai City
6	Smt. Vivian Silver	District Probation Officer, Mumbai Suburban
7	Shri Saitwal	District Probation Officer, Palghar
8	Shri Pardeshi	District Probation Officer, Palghar
9	Shri Amar Bhosale	District Probation Officer, Ratnagiri
10	Smt. Reshma Pathan	District Probation Officer, Sindhudurg
11	Shri Amar Bhosale	District Probation Officer, Ratnagiri
12	Shri Nilkanthrao Kale	Probation Officer, Regional Commissionerate, Konkan
13	Smt Sapna Yande	Probation Officer, Mumbai Suburban
14	Smt. Archana Kathale	Probation Officer, Probation Department, DWCD Commissionerate, Pune
15	Shri Ramesh Katkar	Probation Officer, Ratnagiri
16	Smt. Lata Thorat	Clerk, Probation Department, DWCD Commissionerate, Pune
17	Smt. Vaishali Parulekar	Clerk, Regional Commissionerate, Konkan Division
18	Dr. Vijay Raghavan	Professor, Centre for Criminology & Justice, TISS & Project Director, Prayas
19	Shri Babasaheb Kadve	Consultant, Prayas
20	Shri Sunil Mhaske	Coordinator, Prayas
21	Shri Chandrakant Shinde	Coordinator, Prayas
22	Shri Sudhakar Marupuri	Coordinator, Prayas
23	Shri Murlidhar Jagtap	Sr. Social Worker, Prayas
24	Ms. Surekha Kale	Sr. Social Worker, Prayas
25	Shri Vikas Kadam	Sr. Social Worker, Prayas
26	Smt. Devayani Tumma	Sr. Social Worker, Prayas
27	Ms. Kalpana Katare	Sr. Social Worker, Prayas
28	Shri Vijay More	Social Worker, Prayas
29	Ms. Rina Jaiswar	Social Worker, Prayas
30	Ms. Meenakshi Karoth	Administrative Officer, Prayas

31	Ms. Sharli Mudaliyar	Research & Documentation Officer, Prayas
32	Shri Bhujang More	Legal Fellow, Prayas
33	Ms. Maitrayee Kamal	Legal Fellow, Prayas
34	Ms. Jyotsna Banale	Legal Fellow, Prayas