RESEARCH METHODOLOGY

The needful and useful data will be collected from various primary and secondary sources, that are important for the improvement of the environment of the Correctional Institutions and necessary for the planning of Manpower for convicts.

METHODOLOGY FOR THE OBJECTIVES 1& 5

Secondary sources of information will be the base of the methodology adopted for objectives 1 & 5. To meet out these objectives of the study the published and unpublished Data/ Books/ Journals/ Reports/ Studies referring to the national and international policies relating to the utilization and skill development of the Convict Manpower etc. will be collected. This phase of study will consist of an exhaustive study of the present literature, analysis of the present available data and the previous efforts to sort out the problem of Manpower Planning of Convicts with an emphasis to find out the gaps between theory, implementation and practice. For this purpose some sampled Welfare Departments and organizations, other government/ non-government departments will also be visited, who are indulge in any manner either as welfare agencies or as punishment authorities and collect their views and experiences. There data will be collected in the light of our objectives and with an emphasis on finding out the ways for increasing their productivity and that can be helpful to them after release.

On the basis of all collected data, views and experiences of the persons at different levels and the literature available on this particular problem the study will suggest recommendations for improving the manpower planning of convicts in terms of policies, strategies, plans, organizational framework, support systems and lay down methods of monitoring and evaluation.
RESEARCH METHODOLOGY FOR OBJECTIVES 2, 3 & 4

To meet out objectives 2, 3 & 4 extensive field work and survey of the data sources is required. This phase of study is very important for the collection of the qualitative as well as quantitative data. The data will be collected from primary sources for objectives 2, 3 & 4. The data will be collected from prisoners, prison officials, different government and non-government organization's professionals. The method of observation, interview and the structured questionnaires will be adopted for the collection of data.

PARA METERS TO BE USED

The different parameters to be used in the questionnaires can be finalize only after the reviewing of the literature and find out the areas of data requirements, data availability and data gaps pertaining to the utilization of convict manpower. Some parameters for different types of questionnaires are like:

- Socio-economic status of the prisoner before sentence
- Present manpower practices related to the convicts in the correctional institutions.
- Approaches to the planning of convict manpower in the sample jails.
- Determination and motivation of convicts towards manpower planning.
- Acceptability of training and education for their skill improvements.
- Implementation and identification of plans and policies of manpower planning
- Relevance of manpower planning of convicts in getting employment after release.
- New programmes for convicts related to manpower planning etc.