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THE DIFFICULTIES OF STAFF WELFARE IN THE ORGANIZATION OF NIGERIAN PRISONSERVICE (NPS) AN INVESTIGATION OF OKE KURA PRISON, KWARA STATE NIGERIA

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ABSTRACT:This paper looks at the "Nigerian Prison Service (NPS) and the difficulties of staff welfare organization: An investigation of Oke Kura prison, went for determining the degree to which welfare administrations were being managed in Oke Kura prison and the elements influencing it. Overview outline through organized poll was utilized to remove applicable information for the study. Speculation was tried utilizing chi-square (X^2) measurable device. The study found that Oke Kura prison has been not able meet least U.N standard in welfare administrations on account of blockage. There is a constant utilization of pail lavatories which open inmates to wellbeing dangers. Aside from lacking assets, it was found that bungle of welfare assets has presented detainees to unfortunate circumstance, which can result to scourges and less than ideal passing of the inmates. We in this manner prescribed that administration ought to assemble more structures in the prison to oblige the perpetually expanding number of detainees, states governments ought to be permitted to make state confinement focuses as other option to penitentiaries, consistent preparing and retraining of prison staff in accordance with current worldwide best practices for prisons gets to be essential.

KEYWORDS: Prison, Staff Welfare, Difficulties, Organization, Investigation

1.1 INTRODUCTION

A prison or correctional facility as indicated by Wikipedia (2014) is an office in which people are persuasively kept and precluded an assortment from claiming flexibilities under the power of the state as a type of discipline. The most well-known utilization of prison is as a feature of a criminal equity framework, in which people formally accused of or indicted wrongdoings are kept to imprison until they are either conveyed to trial to decide their blame or finish the time of detainment they were sentenced to in the wake of being discovered liable at their trial. A prison is a foundation outline to safely house individuals who have been sentenced or are on anticipating trial.

These people known as detainees or inmates are kept in persistent care on a short or long haul premise. People who carry out deplorable violations are sent to prison for more years. The more genuine the offense, the more drawn out the prison term forced, (Ayo, 2008). Generally, detainment as a kind of discipline for wrongdoing had been dictated by monetary and political relationship, instead of by the general population police. In early English and German law, an arrangement of modifying wrongs and wounds existed whereby,

the guilty party could purchase off the retribution against him and his family by remuneration, fines, mutilation, expulsion, oppression and passing thus long haul detainment was basically obscure until present day times.

Detainment as a type of discipline of wrongdoers was known in various approaches to numerous pre-frontier groups in Africa (Aboki, 2007). In Nigeria for occurrence, there were conventional foundations that served as prisons before British control, similar to the Ewedo of Edo gathering and Ogboni of Yoruba, and numerous others in the pre-pioneer Nigeria (Aboki, 2007).

The cause of cutting edge prison in Nigeria goes back to 1861 when Lagos was made the crown province by the British colonialists. The respectable objective of the prison administrations is the change of the individuals who go through the prison doors and to shield the general public from indicted criminals. Numerous detainment facilities have been built up prior and then afterward freedom in Nigeria. The prison has the obligation to guard in authority people legitimately sentenced to imprison and recognize the reasons for their characteristic hostile to staff conduct and treat and change them to wind up honest natives. The prison has additionally the obligation to prepare detainees in exchanges that will make them helpful to themselves and the general public.

The announcement 9 of 1972 prison act stipulated the significance of welfare division to the detainees, as it was to see to inmates' treatment, preparing and recovery. It additionally manages the therapeutic needs of the penitentiaries notwithstanding liaising between the prison and intentional and helpful associations that help with the treatment and restoration of detainees. The division likewise observes to the support of appropriate environment in the detainment facilities through the ecological wellbeing area by fumigation of cells, arrangement of convenient water, upkeep of sewage, frameworks and general natural organization. These are supplemented by abilities procurement programs in different livelihoods like carpentry, fitting, painting, building et cetera, over the span of serving their terms of detainment.

Welfare administrations or staff welfare organization as indicated by reference book (2004) is seen as projects that individuals with fundamental needs, wellbeing, conduct and family issue and endeavors at profession advancement and independent work. Basically, they are the administrations that are rendered to defenseless gatherings like detainees that are firmly, financially, physically or rationally debilitated. Throughout the years, the arrangement of welfare administrations to detainees in Nigerian prisons have been a long way from agreeable, numerous penitentiaries don't get together to the standard least guidelines for the treatment of detainees while others abuse the privilege to least sustaining, designation, settlement, security, sufficient lighting, restorative administrations and the preferences as stipulated by control thirty one (31) of the base benchmarks of prison. (Agozino, 2001).

Chukwumerije (2012) deplored that the issues of welfare administrations in Nigerian prisons are not a long way from that of non-express proclamation on recovery, non-renewal, insufficient subsidizing, deficient structure and the preferences. To this end, the degree to which staff welfare administrations are given in Oke Kura prison should be explored.

1.2 STATEMENT OF THE PROBLEM

There is a developing worry among Nigerian open that detainment facilities are quick losing its esteem to the way that the state of most organization of welfare administrations in Nigerian penitentiaries particularly among detainees in Oke Kura prison are a long way from standard and subsequently unfavorable for the acknowledgment of the reasons for which penitentiaries are set up. These insufficiencies in the organization of welfare administrations in detainment facilities particularly Oke Kura was the significant issue of this exploration.

1.3 OBJECTIVES OF THE STUDY

The objective of the study was to investigate the difficulties of organization of welfare administrations in Oke Kura penitentiaries and methods for enhancing the welfare administrations.

1.4 HYPOTHESES

The accompanying theory was tried over the span of the exploration;

HA1: Welfare administrations arrangement to Oke Kura prison have been far beneath the endorsed least UN standard throughout the years.

2.1 REVIEW OF RELATED LITERATURE AND THEORETICAL FRAMEWORK PRISON

Oxford word references (1995) just characterize prison as a working to which individuals are legitimately carried out as a discipline for a wrongdoing or while anticipating trial. Certain in the definition is the legitimacy or legality of prison. That is the reason all inclusive, government make arrangement for restoration focus where the individuals who damage the rules that everyone must follow will be kept for at some point or forever and given remedial measures to empower them turn out to be better subjects.

Aboki (2007) said that in the triangular relationship of criminal equity framework, the third leg conveys the prison. To him, prison is in charge of the guardianship of the last item in the criminal equity handle through upkeep of authority via completing measures to anticipate evade including raising high dividers or steel, fence, putting watches, consistent keeps an eye on cell edge dividers, reconnaissance every now and then. One can say that a prison is not anticipated that would be precisely a luxurious situation as the detainees are there for reformatory purposes. Be that as it may, nor is it additionally expected to be a bed of thistles and thorns intended to stuff life out of the inhabitants. Infact, detainment facilities are in a perfect world reformatory foundations (Suleman, 2011).

For Omagbemi and Odunewu (2008), detainment facilities are built up control for the protected keeping of those legitimately interned for anticipating trials. He kept up that with the exception of the individuals who are to be executed upon the proclamation of capital punishment on them, prisons are relied upon to change and change the interned towards the re-coordination of the influenced people into the bigger society on fruition of their terms. It consequently takes after from their clarification that for detainment facilities to accomplish the destinations of renewal and restoration, there is the requirement for preparing and retraining of detainees including presenting them to sufficient and auspicious data. In this manner, penitentiaries separated from serving as a caretaker for sentenced individuals, serves as a reconstruction and recoveries focuses. Yet, once an individual is bound in a remedial organization, he/she loses his/her opportunity (Okwor, 2010). A prison is a restorative foundation where wrongdoers or wrongdoing committers or those anticipating trials, are safely housed and given some kind of preparing while in imprisonment to set them up for re-mix into the bigger society on discharge.

2.2 Nigerian Prisons Administration

Organization whether open or private alludes to execution of capacities through an aggregate endeavors. This implies organization exists at whatever point individuals collaborate to accomplish a given target (Ezeali and

Edeh, 2007). The Nigerian Prison Service (NPS) operation under prison Act (1990) CAP 366, laws of the Federal Republic of Nigeria segment 15 and 16 of the demonstration accommodate control to accomplish its objective (Aboki 2007). These divisions are specialized, inspectorate and welfare units. The thought was that in consonance with the stipulation of announcement no 9 of 1972, there was have to acquaint particular units with take particular ranges of the prison administrations. While specialized division assumes responsibility of general organization, the inspectorate sees to staff enlistment, arrangement, preparing, teach, advancement, discipline and release. The welfare division carters for detainees' treatment, preparing and restoration.

All prison in Nigeria is overseen by the Nigerian detainment facilities administrations (NPS), a parastatal under the Ministry of inside, headed by a specialist of penitentiaries. The Nigerian prison had been by and large managed under one chief, yet now, it has notwithstanding the executive three primary offices or divisions performing diverse parts to empower the penitentiaries executed its projects quickly. There has been gigantic change in the administration since 1972. From three directorates in 1980 to six in 1993. There was the 1986 re-association of detainment facilities subsequent upon the formation of the traditions, movement and prison (NPS yearly report, 2009). Nweze (2012) composed on the vision and mission of Nigerian Prison Service (NPS). The vision is the development and sustenance of sheltered and secure Nigeria society where people, families and gathering will be allowed to seek after their true blue interests with full certification of their wellbeing and security at all times. The mission is to assurance of people in general by following that people focused on prisons by courts are held in sheltered and solid conditions with their basic rights regarded aside from those rights evacuated by the reality of their detainments.

Nigerian prison Services (NPS) (2009) plot the accompanying as the elements of penitentiaries:

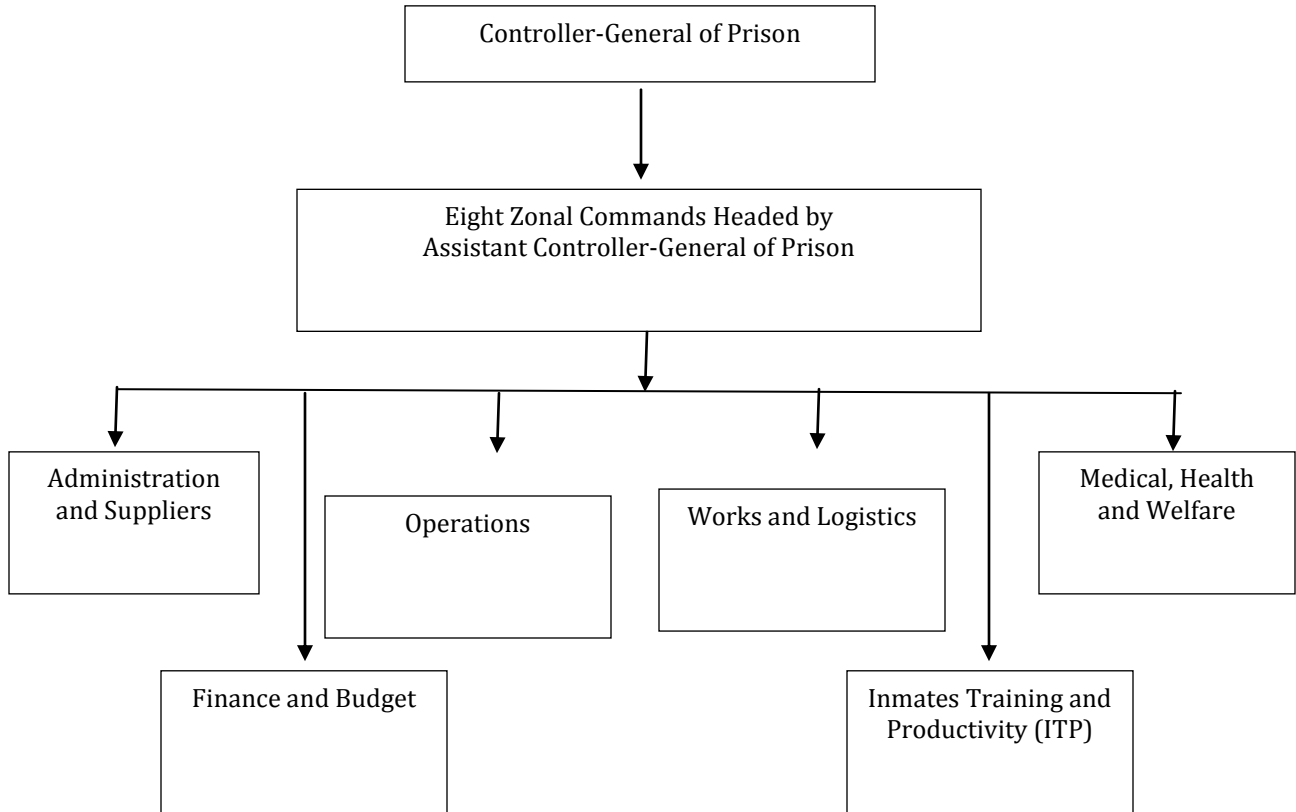
1. Taking into legitimate authority those guaranteed to be so kept by courts of skillful ward.
2. Delivering suspects in courts as and when due.
3. Recognizing the reasons for their hostile to staff conduct
4. Getting under way, components for their treatment and preparing for inevitable reintegration into the general public as should be expected and well behaved natives on release.
5. Directing prison ranches and enterprises for this reason and in the process create income for government.

2.3 Nigerian Prison Service, Administrative and Organizational Structure

The Nigeria prison service as presently constituted has six directorates each headed by a Deputy Controller-General of prisons. Eight zonal commands were also established, each having an Assistant Controller-General of prisons heading each. The six directorates were created in order to decentralize the functions of the prisons service with a view to ensure productivity, capacity building, speed and efficiency. The six directorates are:

1. Administration and Suppliers
2. Operations
3. Works and Logistics
4. Medical, Health and Welfare
5. Finance and Budget
6. Inmates Training and Productivity (ITP)

ORGANISATIONAL CHAT OF NIGERIA PRISON



2.4 United Nations Standard Minimum Rules for the Treatment of Inmates

The first thoughts for all-inclusive gauges identified with the treatment of detainees was brought about by the global reformatory and prison commission which arranged an arrangement of standards supported by the association of countries in 1934, the commission was disintegrated in 1951 when the United Nations expected authority (Agozino, 2001). Before changing its duties to the United Nations, be that as it may, the commission modified the content of the guidelines, for accommodation to the initially joined countries congress on the aversion of wrongdoing and the treatment of guilty parties in Genem 1955 (Agozino, 2001). The congress consistently embraced the new principles on 30th August, and suggested their endorsement by the monetary and staff board. As per the UN (2009), one of the essential standards for the treatment of detainees is arrangement for further instruction for detainees so they can be incorporated into the instructive framework and get to be employable in the wake of serving sentence. Instruction underpins security, open wellbeing and recovery that is the whole scope of restorative administrations. The arrangement of training for prisoners has been upheld with a few decent reasons. The estimation of training in the restorative framework has for some time been comprehended by criminologists and which has gone up against another significance. Remedial training is "a standout amongst the most profitable and essential reentry administrations," (Gaes, 2008, p. 12)The board endorsed the standard least principles for the treatment of

detainees as embraced by the main congress. The guidelines set out what is acknowledged to be great standard and practice in the treatment of detainees as takes after:

1. There might be no separation on grounds of race, shading, sex, dialect, religion, political or other conclusion, national or staff birthplace, property, birth or different status.
2. There should be an enrollment book with numbered pages forgot detainees and all data concerning the character, purpose behind his dedication, hour of confirmation and discharge.
3. Inmates should be isolated by, age criminal record, legitimate purpose behind confinement and the necessities of their treatment.
4. Inmates should be given with great convenience to their resting and the clean establishments to empower each detainee to agree to the need of nature when important in a good way.
5. Every detainee should be given at common hour's nourishment of wholesome qualities.
6. Drinking water should be all accessible to each detainee at whatever point he/she needs it.
7. There should be sufficient medicinal administrations for the detainees' mental and physical wellbeing.
8. On garments and bedding; each detainee who is not permitted to wear his own particular apparel, might be furnished with an outfit of garments appropriate for the atmosphere, not in a corrupting or embarrassing way.

2.5 Problems of Nigeria Prison Service

Suleman (2011) distinguished the accompanying as the issues of Nigeria Prison Service (NPS):

1. Intense lack of medications, ambulances in prison centers prompting high frequency of pestilences, high death rates among detainees.
2. Intense lack of staff coming about because of retirement, releases, renunciations, passing.
3. Deserting of capital venture prompting prison blockage.
4. Deficient subsidizing for the support of existing frameworks.
5. Deficient office settlement for staff
6. Absence of vehicles to pass on staff and detainees to ranges of need.
7. Absence of advancement to qualified staff with the resultant law confidence, disappointments and by expansion, low efficiency.

Defilement in the Nigerian prison benefit, essentially, Ibeabuchi (2008) recognized the variables influencing staff welfare administrations/organization in Nigeria penitentiaries to include: Stuffing/blockage: for example, Oke Kura prison with genuine limit of 112 now has 364 detainees; Professional competition prompting avoidable battles; Inadequate store to carter for the inmates; Politicization of prison welfare programs/bundles; Lack of clear targets; Lack of train among inmates and staff; Frequent escapes prompting security dangers.

2.6 Theoretical Framework

With the end goal of this work, we received the compassionate hypothesis of discipline as propounded by Ayatollah (1970). As indicated by this hypothesis, discipline ought to be restorative, that is, to rebuff a man since he merits it, and as much as he merit is unimportant requital, and consequently, boorish and unethical. It is kept up that the main rationale in rebuffing is to patch the criminal and the need to prevent others by illustration. The teaching acknowledges the view that all wrongdoing is pretty much neurotic and criminal

should be recuperated and cured. The pertinence of the hypothesis to this study is predicated on the way that any significant change of the prisons welfare administrations, will be founded on this logic and suppositions that a prison is a recovery focus and not a cell. Detainees are not those sentenced to death rather, they should be seen as nationals who require remedial measures which oblige them to be isolated from the bigger group.

3.1 METHODOLOGY

This study made utilization of graphic study outline by overseeing research poll to the chose respondents drawn from the staff and detainees of Oke Kura prison. The scientists consolidated straightforward arbitrary examining and stratified testing systems. The decision of straightforward irregular testing was to guarantee that each individual from the populace had an equivalent and free shot of being chosen in the example examined while the stratified inspecting permit the scientists to sort and characterized information in their separate gatherings. Straightforward measurable apparatuses like tables, recurrence dispersion and rates were utilized as a part of examination of information while the theory was tried by the utilization of chi-square (X^2) factual instrument.

$$\text{That is; } X^2 = \frac{(O-E)^2}{E}$$

E

Where; X^2 = chi-square, O= observed frequency and E = Expected frequency.

4.1 DATA PRESENTATION AND ANALYSIS

Table 1: Oke Kura prison

Actual capacity	112
Current capacity	364

Source: Field survey, 2015

Table 2: Oke Kura prison

Subject matter	Male	(%)	Female	(%)	Total	(%)
Awaiting trial	300	92.48	15	75	315	93.50
Convicts	44	7.52	5	25	49	6.50
Grand total	344	100	20	100	364	100

Source: Field survey, 2015.

From the above, 300 speaking to 92.48% of male detainees in Oke Kura prisons are anticipating trial while 44 speaking to 7.52% of male inmates are convicts. Likewise 15 speaking to 75% of female detainees are anticipating trial while just 5 female prisoner speaking to 25%, is a convict. Out and out, 300 detainees speaking to 92.48% are guys in Oke Kura prison while 44 speaking to 7.52% are females. This demonstrates guys carry out a greater number of wrongdoings than females. There are 364 detainees in Oke Kura prison as at the season of completing the examination.

4.2 TEST OF HYPOTHESIS

The speculation that was tried states that: welfare administrations arrangement in Oke Kura prison have been far beneath the endorsed least UN standard. 98 respondents from the aggregate populace were

inspected at 10% level of hugeness and 90% level of certainty. The choice decide was that if the computed chi-square (X²) esteem is more noteworthy than the basic esteem that is, the level of opportunity at 3, the invalid theory might be rejected while interchange speculation acknowledged.

Contingency Table

Responses	Frequency	Percentages (%)
Strongly agree	60	60
Agree	24	24
Disagree	5	5
Strongly disagree	10	10
Total	99	100

Source: Field work, 2015

Chi-square calculation

Responses	O	E	O-e	(O-E) ²	$\frac{(O-e)^2}{e}$
Strongly agree	60	25.5	34.5	1124.25	46.80
Agree	24	24.5	0.5	0.25	0.01
Disagree	5	24.5	-19.5	380.25	-15.52
Strongly disagree	10	24.5	-14.5	210.25	-8.58
Total	99	99	0	534	22.78

Source: Field work, 2014

The degree of freedom at 3 = 7.81

Chi - square value = 22.78

Note***

The other theory which expresses that welfare administrations arrangement in Oke Kura prison are far underneath the base UN standard is valid and along these lines acknowledged.

4.3 FINDINGS

The field overview uncovered that exclusive 49 detainees of the 364 have been attempted and indicted. The offense supposedly dedicated ran from assault, taking, theft, collective conflicts and few murder cases. A portion of the anticipating trial detainees have spent at the very least 2-5 years in prison not attempted. This advancement has come about to blockage in the prison with the once in a while gave staff administrations not achieving every one of them. We additionally found that there is a proceeded with utilization of can toilets which constitute genuine wellbeing perils with pretty much nothing/or useful restorative offices on ground. There is deferral in assurance of convicts' bids prompting convicts spending a considerable piece of their term of sentence before the assurance of their allure. These individuals are failing to be presented to any sort of expertise or preparing, making them ceaselessly impeded even after their discharge. Discoveries likewise uncovered that most supports and welfare bundles implied for the detainees are as a rule commandeered by the authorities. The structures in the prison are deficient with the vast majority of them broken down. The detainees are malnourished and no bedding spaces for the greater part of them.

Recommendations

In perspective of the prior discoveries, the scientists made the accompanying suggestions:

Government ought to as a matter of urgency, build more houses to oblige the steadily expanding number of detainees in Oke Kura prison.

The Nigeria prison administration ought to request for direct store from donor offices to alleviate them from the predicament.

Limit building-Training of top and senior administration staff on international benchmarks and change technique ought to be consistently done.

Consistent classes, authoritative research workshop ought to be completed to familiarize the staff and inmates with the vital abilities.

Holy places ought to be empowered the routinely give alleviation materials to prisoninmates.

Training of detainees through honor of grants to meriting ones ought to be taken foremost.

Detainees ought to be presented to different agrarian practices to support sustenance creation.

Fast assurance of cases ought not to be dealt with commonly.

Nigeria government ought to permit state government mediation by making state detainment focuses as other option to penitentiaries.

Reorganization of criminal equity framework that will involve quicker legal methodology, decentralizing the prison framework from selective to simultaneous authoritative rundown, discouragement and empowering societal positive outlook to ex-convicts.

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