

EXECUTIVE SUMMARY

PRISON SURVEY REPORT

(VOLUME 3)

A Perception Survey
of Prison Officers
in Nigeria



NIGERIAN
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PRISON SURVEY: NIGERIA
NPS & PRAWA

Graphic Design - Edward Okeke, eoakeke@prawa.org / Published By - Control Prints

A Perception Survey of Prison Officers in Nigeria

SUMMARY



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The specific objective of this research is to provide information on the socio demographic characteristics and perception of prison officers on prison administration and the criminal justice process.

The findings:

Many of the prison officers are males, in their middle career level and with a high educational level

More than half the prison staff population will retire within the next twenty years. What is the implication of this for long term strategy of the Prison Service and their mandate to the nation? This suggests the need for recruitment for more young and energetic youth into the prison service system. 85% of the prison officers that participated in the survey were males while 15% were females. An overwhelming majority 77% of the respondents have tertiary education. About a tenth each had secondary and other education respectively. Less than a percent had primary education or none.

Figure 3: Age of Respondent

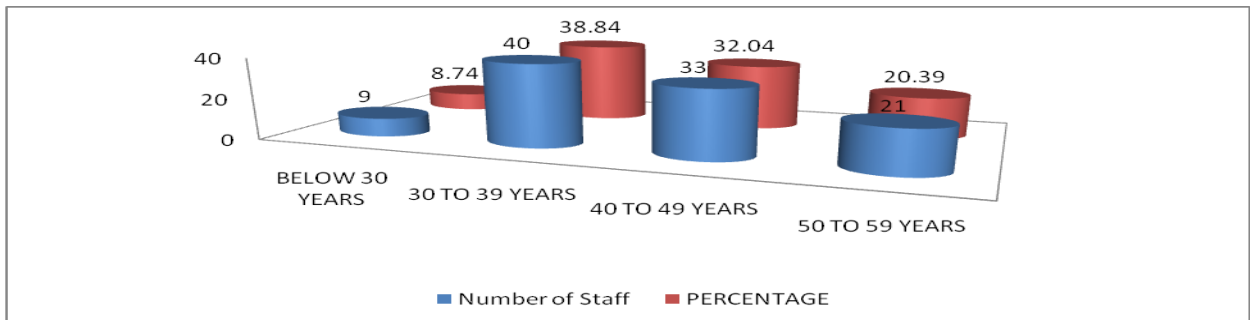
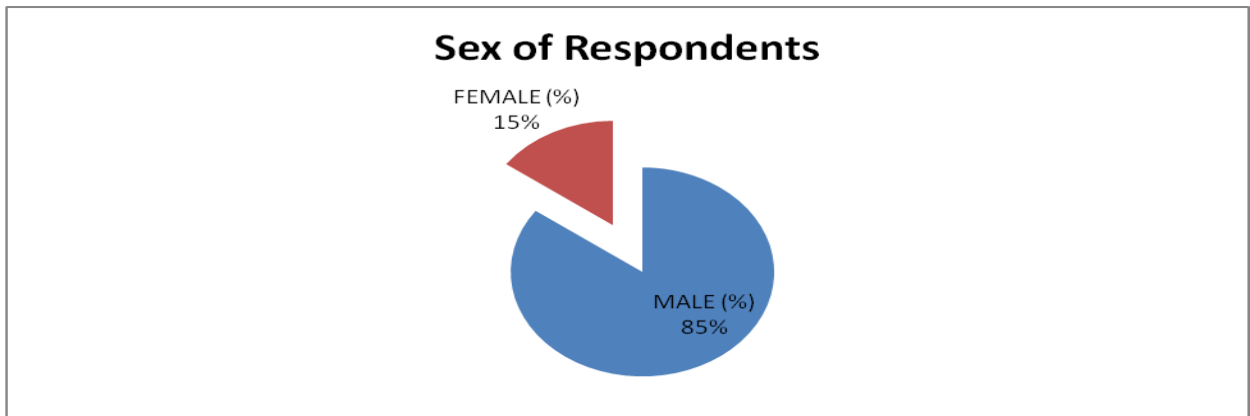
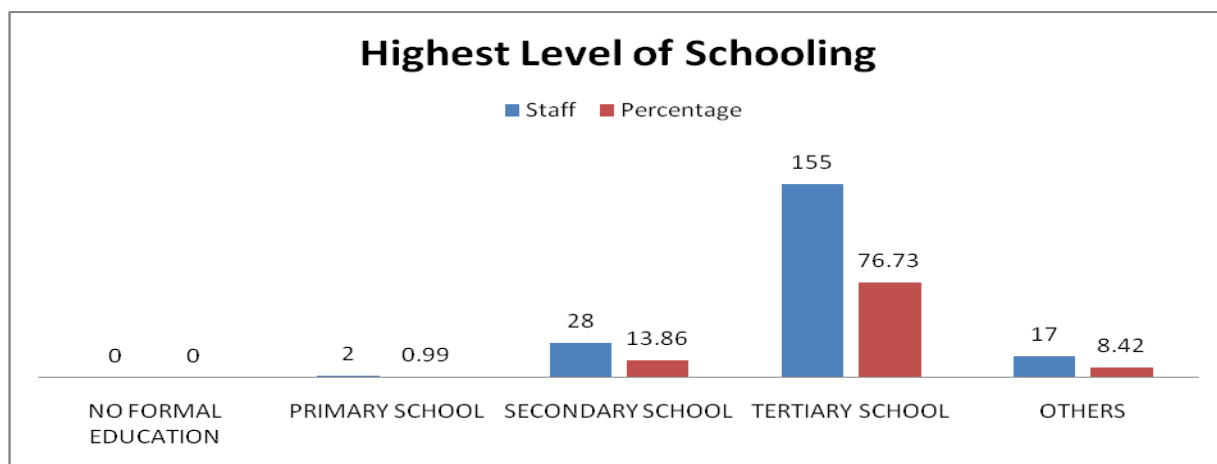


Figure 4: Sex of Respondents



Source: Prison Staff Self Report Questionnaires (March 2017)

Figure 5: Highest Educational Level of Respondents



Source: Prison Staff Self Report Questionnaires (March 2017)

Many of the prison officers have working experience both from the current and past prisons they have served in. Most work in the administration and operation unit of the prison.

21.05% had worked less than 1 year in the prison, 23.68% between 1 to 5 years, 31.58% between 6 to 10 years, 15.79% between 11 to 20 years, 5.26% from 21 years to less than 30years, and 2.63% above 30 years.

Table 2: Working Experience of Respondents

LENGTH OF TIME IN CURRENT PRISON	FREQUENCY	PERCENTAGE
<1 YEAR	8	21.05
>1 TO 5 YEARS	9	23.68
>6 TO 10 YEARS	12	31.58
>11 TO 20 YEARS	6	15.79
21 > 30 YEARS	2	5.26

> 30 YEARS	1	2.63
TOTAL	38	100

Source: Prison Staff Self Report Questionnaires (March 2017)

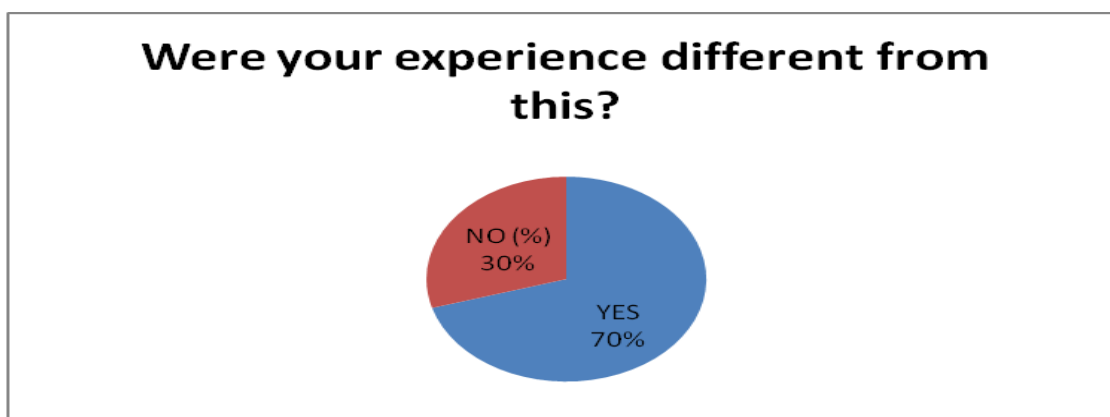
Two thirds (67%) of the respondents had worked in another prison before. About seventy per cent of these reported that their experience was different when compared to the present prison and the remaining thirty per cent claimed that it was the same. About a third (31%) of the respondents was working in the Administration section, while another forty one per cent worked in the Operation. Together these two departments accounted for three quarters of the work force.

Table 3: Ever Worked in another Prison Other than this

EVER WORKED IN ANOTHER PRISON			
	YES (%)	NO (%)	TOTAL
FREQUENCY	128 (67.01)	63 (32.99)	191

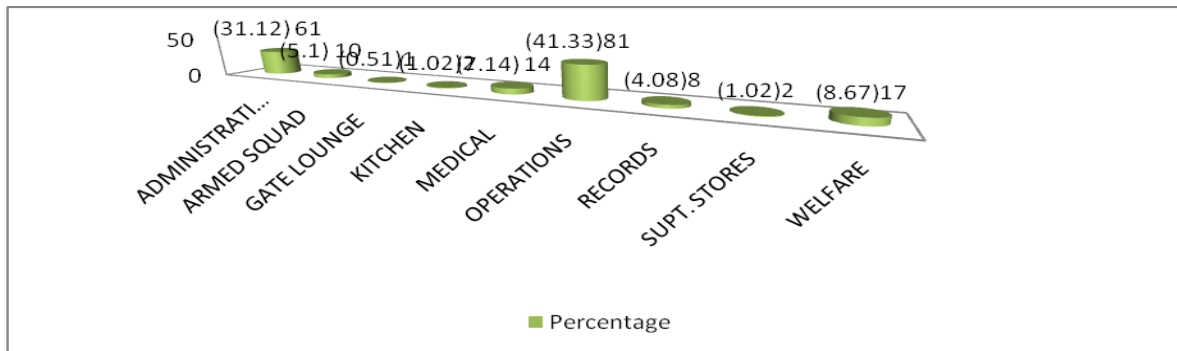
Source: Prison Staff Self Report Questionnaires (March 2017)

Figure 8: Were your experience different from this?



Source: Prison Staff Self Report Questionnaires (March 2017)

Figure 9: Distribution of Respondents in Various Department of the Prison

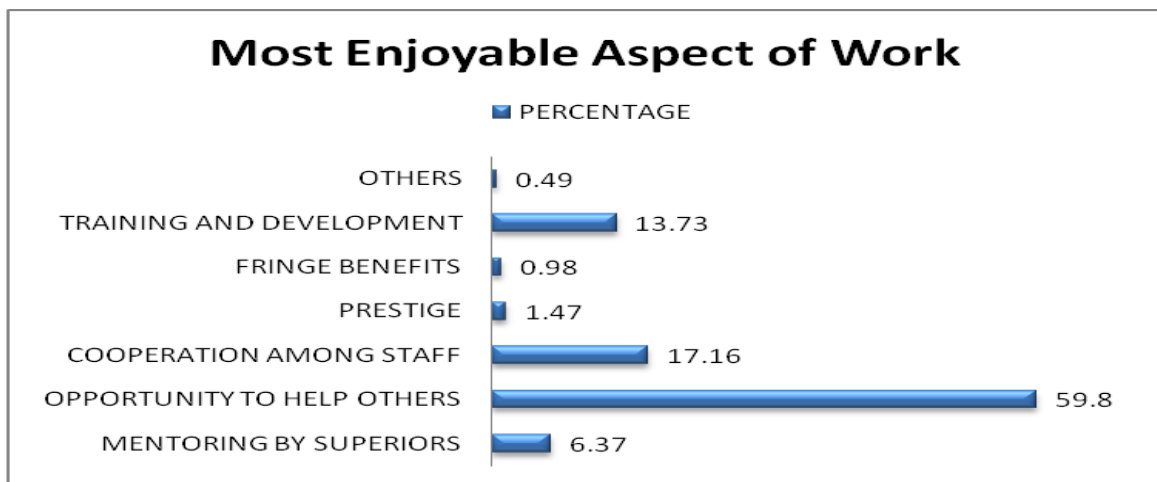


Source: Prison Staff Self Report Questionnaires (March 2017)

Most prison officers reported that the most enjoyable aspect of their work were helping others, cooperation amongst staff and training and development

Many of the prison officers indicated that the most enjoyable aspect of their work is the opportunity to help others (60%), followed by cooperation amongst staff (17.2%), and Training and Development (14%). It is recommended that interventions be put in place to further enhance these aspects to increase job satisfaction of the prison officer which will consequently impact on the service by reducing prison staff stress level and increasing the productivity level of the staff.

Figure 10: Responses on Most Enjoyable Aspect of the Work



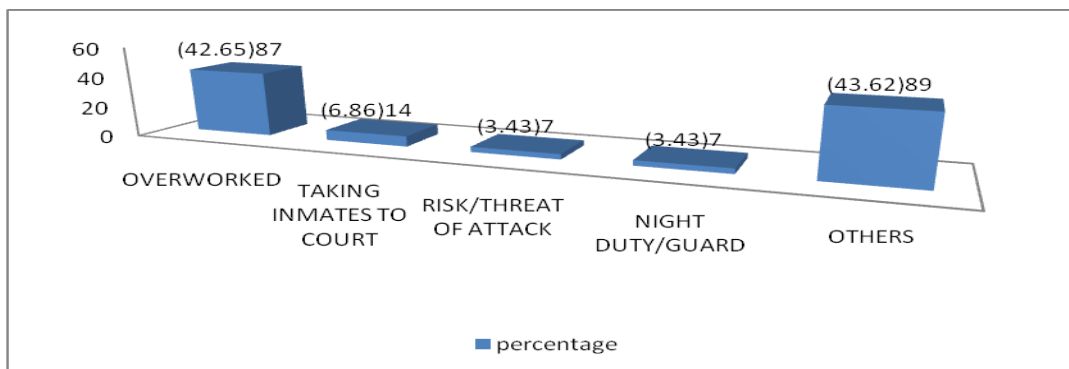
Source: Prison Staff Self Report Questionnaires (March 2017)

More than half (59%) of the respondents enjoy helping others. No wonder they are in a profession where this attitude/motivation would be needed in their bid to reform and rehabilitate the inmates. Whether this was what motivated them to join the Prison Service or whether they acquired it on the job was not assessed in the course of the research.

The prison officers indicated that the most difficult aspect of their work were the long hours they spend at their work and taking inmates to court

An overwhelming majority of them were dissatisfied with the long hours they spend at work. Their concern was that they now work 7 a.m. to 7 p.m. shifts instead of the statutory three 8 hour shifts featured prominently.

Figure 11: Distribution of Respondents based on Work Difficulty



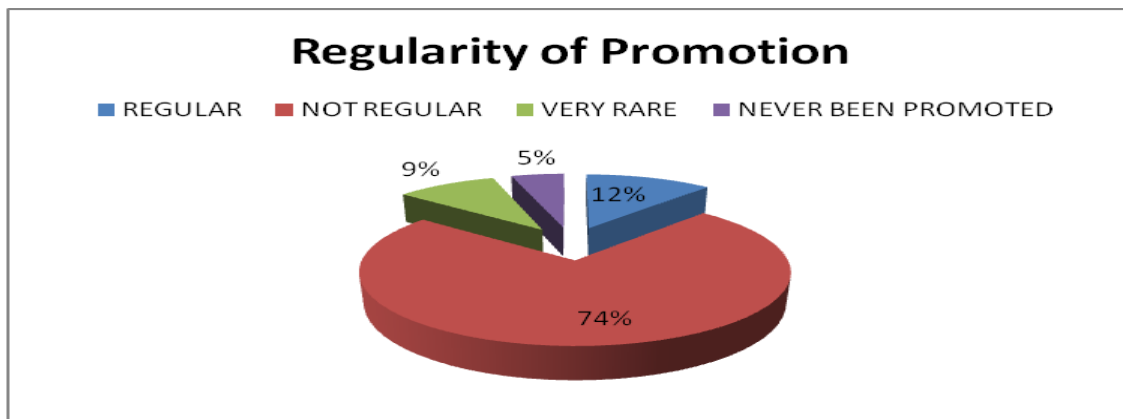
The next difficult but very important part of their work was taking inmates to court. They claimed that the logistics were old and antiquated and that if one were not careful the inmate would escape and put their own job at risk. A lot of problems come under the others category. For example working with antiquated tools; congestion in the prison, rioting and escape of prisoners, manual classification of prisoners, etc.

The prison officers indicated that they had concerns with the irregularity of their promotion and long hours of work.

Prison Officers indicated the following as key problems they face: ‘Staff Overwork’ (70%),

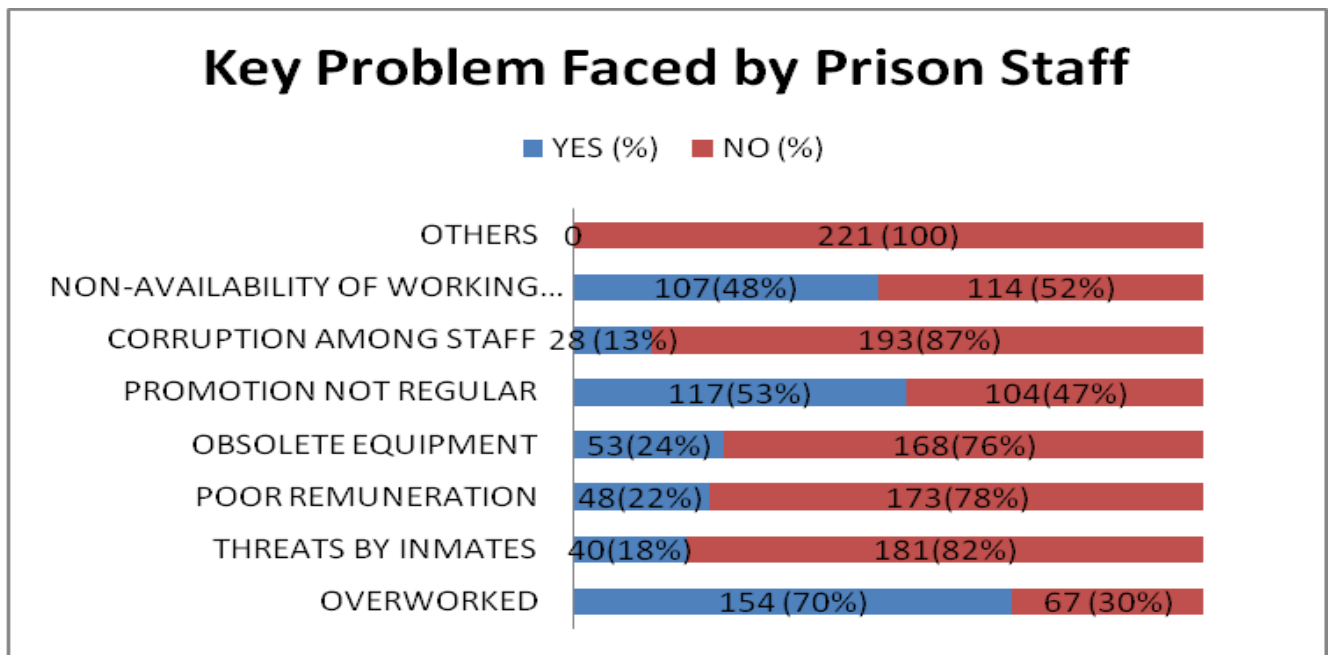
'Promotion not Regular' (53%), 'Non availability of Work Tools' (48%), 'Obsolete Equipment' (24%), 'Poor Remuneration' (22%), 'Threats by Inmates' (18%), and 'Corruption' (13%). These need to urgently be addressed. It is important to note that when the respondents were asked about issues on 'Work Difficulties' 87% reported that they were overworked. Again, this ranked the highest response

Figure 12: Regularity of Promotion



Source: Prison Staff Self Report Questionnaires (March 2017)

Figure 15: Responses on Key Problems Faced by Prison Staff

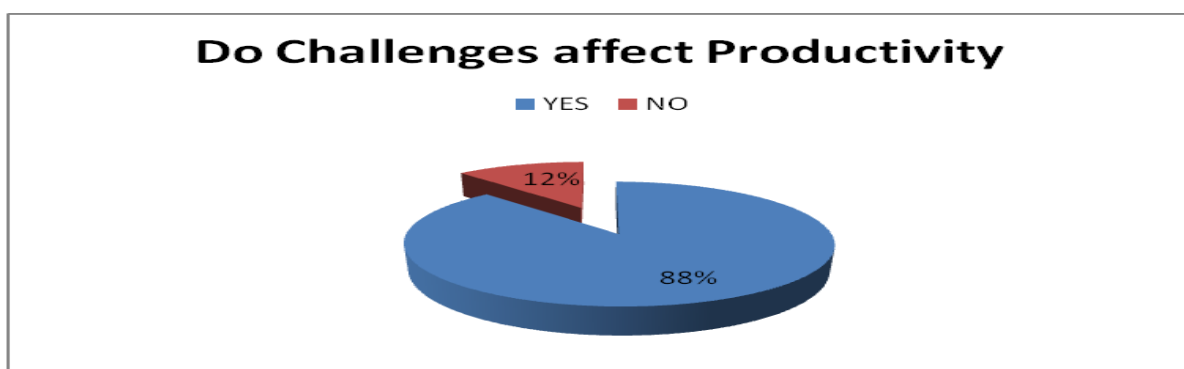


Source: Prison Staff Self Report Questionnaires (March 2017)

The findings of the research points to the need for a closer look on critical issues raised by the prison officers' relating to work arrangement and facilities, remuneration and promotion, and training and capacity building.

Consequently, this posed a challenge on whether the key problems and challenges that staff faces affect their productivity at work. An overwhelming majority (88%) of respondents claimed that it affected productivity at work.

Figure 16: Responses of Whether Challenges affect Productivity

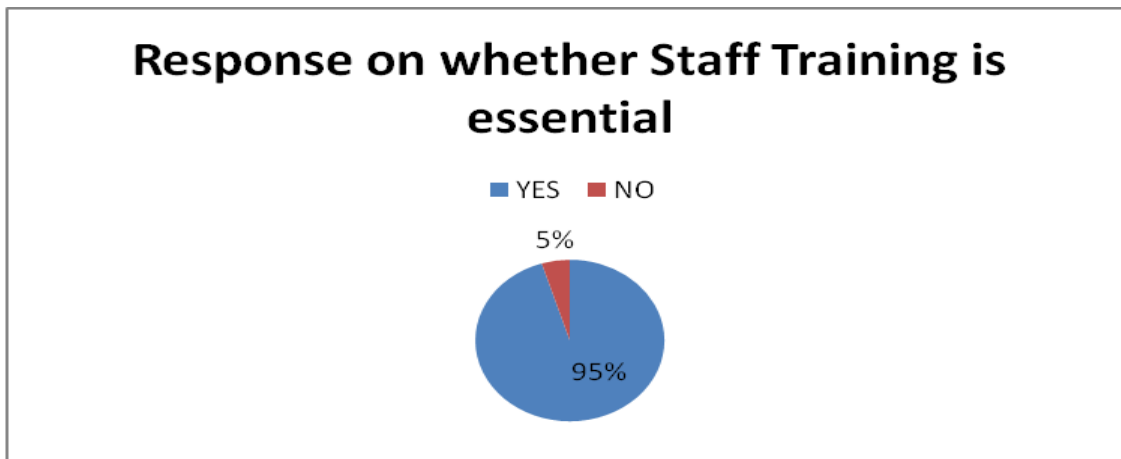


Source: Prison Staff Self Report Questionnaires (March 2017)

Majority of the prison staff indicated the staff training is essential to their work.

An overwhelming majority (95%) of respondents reported that staff training is essential. About 32.9 percent of the respondents reported that training on performance improvement will enhance efficiency in the prison services.

Figure 13: Responses of Essentiality of Staff Training

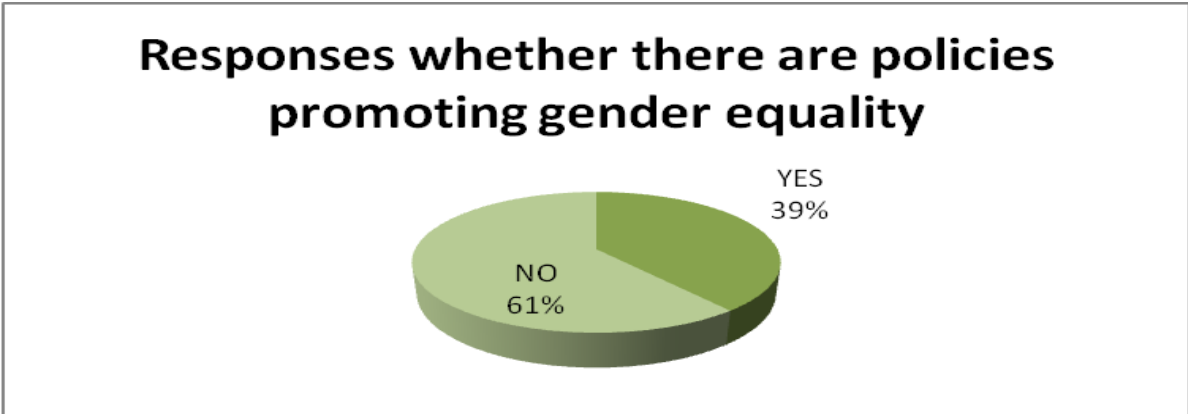


Source: Prison Staff Self Report Questionnaires (March 2017)

Many of the prison officers have not undertaken gender sensitivity training.

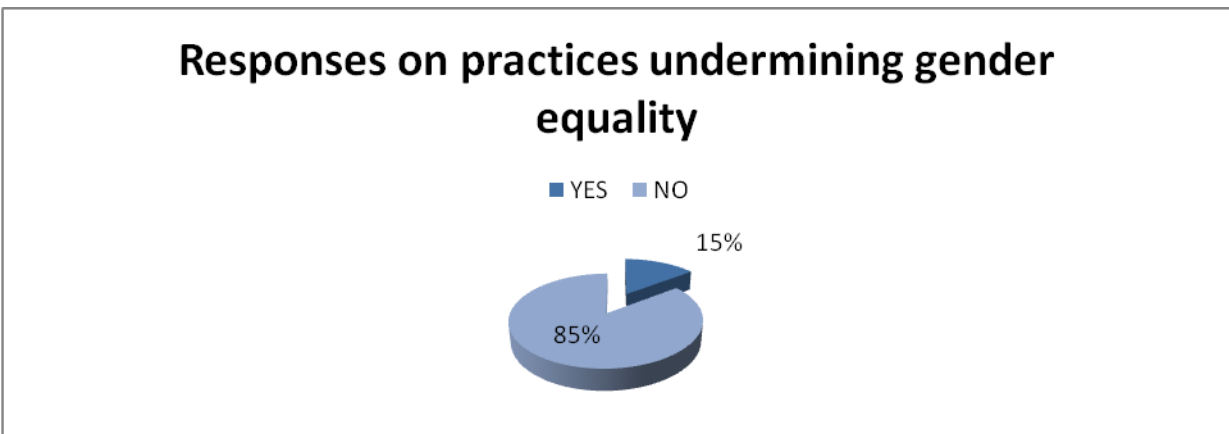
Only about fifteen per cent reported that they have had gender sensitivity training, while eighty five per cent reported that they have not attended any such training. 85% of these indicating that there are practices in the service undermining gender equality, this flags the need to address this issue. A quarter of respondents were of the opinion that gender issues are included, but a majority of seventy five per cent answered in the negative. 74.3% of the respondents indicating that gender issues are not included in the prison staff training curricula this needs to be addressed.

Figure 20: Responses of Existence of Policies Promoting Gender Equality



Source: Prison Staff Self Report Questionnaires (March 2017)

Figure 19: Responses on Practices undermining Gender Equality



Source: Prison Staff Self Report Questionnaires (March 2017)

Table 6: Are Gender Issues Included In Training Curricula?

ARE GENDER ISSUES INCLUDED IN CURRICULA			
	YES (%)	NO (%)	TOTAL
FREQUENCY	43 (25.75)	124 (74.25)	167

Source: Prison Staff Self Report Questionnaires (March 2017)

Some prison officers reported that the Career Path of Male and Female Officers are

the same?

An overwhelming majority (84%) claimed that the career path was the same, while a minority of sixteen per cent said that it was different. The low number of females as respondents, may explain the reason for this findings.

Table 8: Is the Career path for both Male and Female Officers?

IS THE CAREER PATH OF MALE AND FEMALE OFFICERS THE SAME			
	YES (%)	NO (%)	TOTAL
FREQUENCY	151 (83.89)	29 (16.11)	180

Source: Prison Staff Self Report Questionnaires (March 2017)

Table 9: Cross-Classification by Sex on Whether Career Path of Male and Female Officers is the same.

Responses	Male (%)	Female (%)	Total
Yes	122 (81.88)	23 (95.83)	145
No	27 (18.12)	1 (4.17)	28
Total	149 (100)	24 (100)	173

Source: Prison Staff Self Report Questionnaires (March 2017)

Out of 149 male officers who responded to the question, 122 male officers representing about 82% said the career paths were the same while 27 male officers (18%) said no. In the case of the responses of the female officers, 23 out of 24 female officers who responded to this question representing 96% responded yes to the question while only 1 female officer disagreed to the question.

The representation of female in the total prison staff population and indeed in the research population is minimal so general caution needs to be applied in accepting some of the

results that relates to gender issues. For example, the result indicated that a higher percentage of the respondents stated that there is no career difference between male and female prison officers 84% as against 16%. It may be argued that even though the career path of male and female prison officers may be same but both may not have equal access to attaining to the peak of their career path.

It is a known fact that there has never been a female Controller General of Prisons in Nigeria. Females are almost rarely assigned as officers in charge of male prisons. Given that all the 242 prisons (with the exception of two prisons) in Nigeria are male prisons or mixed prisons, this narrows the opportunity for upward career mobility for female prison officers in Nigeria. Interestingly 85% of the respondent indicated that there are practices undermining gender equality in their work.

Recommendations

The following specific recommendations are made:

1. There should be zero tolerance in relation to gender based violence issues.
2. Mainstream gender training in the prison service training and operations as well as a career support and mentorship for women in correctional service.
3. Establish mechanisms to enhance sustainable prison-based as well as independent human rights compliance and oversight.
4. The leadership of the prison service to effectively engage with relevant agencies to review the welfare package of prison staff as well as establish an enhanced performance based appraisal process with performance tracking and regular promotion built into it.
5. Institutionalization of Advancing Correctional Programmes including training and capacity building, mentorship, and exchange programmes aimed at promoting incentives for good prisons/correctional practices.
6. Strategic engagement of the leadership of the prison service and where necessary with relevant agencies including the executive and the legislators to articulate clear strategies to effectively address the issues identified by the prison staff as their key problems namely: Staff Overwork, Delayed Promotion, Non availability of Work Tools, Obsolete Equipment, Poor Remuneration, Threats by Inmates, and

Corruption.