

## Internal Security and National Development in Nigeria: Challenges of Manpower in Nigeria Police

GABRIEL IZOKPU OIKHALA

Olabisi Onabanjo University, Ago-Iwoye, Nigeria

**Abstract.** Safeguarding citizens and providing their welfare needs are functions of government across the globe. When citizens are faced with dwindling security, they lose confidence and hope in such government. In Nigeria, the 1999 Constitution recognised the police as the lead agency for internal security architecture. However, the narrative in recent time has been on the staggering manpower shortage of the police causing its inability to curb the flurry incidence of kidnapping, armed robbery, herdsmen carnage, and terrorism among other security challenges threatening the people and proper functioning of the country. The paper examined the implication of the police manpower shortage on security and national development. Data were obtained from relevant journals, textbooks, newspapers, and other publications. Analysis of the data gathered was done through descriptive method. Using the structural functionalism theory as the theoretical framework, the federal government is identified as principal agent of the state with functions to superintend and maintain the police system for proper functioning. The paper found a strong correlation between police manpower shortage and development challenges of Nigeria especially in the fourth republic. It argued among others that failure of the federal government to equip the police with adequate manpower is responsible for decline of development in Nigeria. The paper concluded that there will be no hope of security and progress for a country that is operating a defective police system. Therefore, there should be a reform of the police to improve on the manpower strength.

**Keywords:** Internal Security, Police, Manpower, National Development, Government

### 1. Introduction

Security is an essential instrument for socio-cultural, economic, and political development of a society.

Thus, it can be seen as the key to future peace, order, development, and survival of all organised societies. In this regards, countries across the world often emplaced reliable process for ensuring the safety and wellbeing of its citizens. For Nigeria, the 1999 Constitution of the Federal Republic of Nigeria empowers the Federal Government to provide security and welfare for the citizens. Besides, the same Constitution recognised the Nigeria Police Force as the vanguard for providing the country's internal security. In doing this, the Constitution also granted the Federal Government with exclusive powers to maintain and superintend the Nigeria police force. Therefore, the police perform the herculean task of making Nigeria comfortable, habitable, and a safer place for all. Towards this, the police involves in the maintenance of public order, securing of public safety, upholding the law, safeguarding peace, protecting lives, properties, rights, and dignity of the citizens and its visitors. In line with the above, section 4 of the 2004 Police Act and Regulations articulated the police general duties as preventing and detecting crime; apprehending and prosecuting offenders; preserving law and order; protecting of life and property; and thorough enforcement of all laws and regulations among others.

Despite the existence of the police, the Nigerians bleeding their hearts to death and crying, in the face of their experience and suffering from atrocious kidnapping, political killing, ethno-religious brutality, herdsmen banditry, boko haram terrorism, and armed robbery onslaught among other fierce security threats across the country have continued to deteriorate on daily basis. The agonies of such security threats have not only been causing impoverishment to people, but the progress of Nigeria is being daunted and disturbed. This is in tandem with Soyombo (2004) who said that "a secure and safe environment is essential for socio-economic and national development".

Consequently, there are increasing resorts by wealthy individuals and ethnic organisations for private security in Nigeria as an alternative to neighbourhood police network. Besides the ethnic militias like the O'dua People's Congress (OPC) of the Southwest; Arewa People's Congress (APC) in the Northern Nigeria; Egbesu and Bakassi Boys (BB) from the Southeast with the Niger Delta Avenger Group of the South-South among others have been desperately formed to suppress the increasing insecurity across Nigeria especially in this fourth republic. Worthy of note, is the recently jointly launched "Operation Amotekun" by the Southwest nationality to fight crimes and restore the security breakdown within its milieu. This somehow, portrayed a symptom of people revolution against the rains of insecurity drenching them. This stance, is in line with the Speaker of House of Representatives, Femi Ggajabiamila that "Amotekun is a desperate response to manifestation of insecurity in the country" (Amodu, Olatunji, Usigbe, Osadebamwen, and Akintolam 2020).

As observed, the police have neither hesitated in showing concern of its inability to provide the needed security for Nigerians nor relaxed in reassuring the people of its determination to deal with the internal security threats in the country. Besides other police leaders, the erstwhile IGP M. D. Abubakar said he was dismayed that the Nigerian community continue to suffer enormous personal, social, and financial loss as a result of increased sophistication in security challenge in Nigeria and reassured citizens of the police vision for Nigeria to be a safer and more secured place where everyone can cohabit peacefully (the Nigeria Police Annual Report, 2012).

Disturbed about the persistence inability of the police to perform its statutory obligations with the awful effect of invasive internal insecurity threat in the country, Odekunle (2014) suggested that intellectuals should not exert their energies to debate on the non-performance issue of the police in Nigeria. But, scholarly efforts should be geared towards identification of the major inadequacies and problems responsible for its abysmal performance. Prominent among the observable challenges include the inadequate logistics, unattractive conditions of service, mismanagement, professionalism questions, and the acute shortage of manpower in the Nigeria police in the face of scary unemployment in this country deserves a scholarly attention. Hence, this paper is designed to examine the implication of manpower challenges in the Nigeria police on Nigeria's internal security band development with focus on the Fourth Republic. The choice "the police and the fourth republic" were based on the escalating

state of internal insecurity in the contemporary Nigeria ranging from the present politically and ethno-religiously motivated killings, kidnapping, banditry, and terrorism, to beheading of people, money and ritual killings, which have been drawing both local and international attentions. The arrangement of the paper includes introduction, theoretical and conceptual narratives, analysis of manpower challenges in the Nigeria police and national development, the way-forward, and conclusion.

## 2. Theoretical Framework

The challenge of uncommon role and crime administration strategy of police in every nation makes adoption of one-best-fit definition difficult in policing. This attracts personal interest and perspective of scholars in dealing with the subject issue. The Structural Functionalism Theory is adopted as the theoretical framework. Talcott Parsons, David Easton, Herbert Spencer, and Robert Merton include top advocates of the theory that covers wide perspective. One of the assumptions that suit this paper is that society is a structural whole designed to be maintained with its unit parts. It also assumed that a structure can be healthy or sick (Talcott, 1937; and Durkheim, 1933). Thus, the Federal Government is recognised as principal agent of Nigeria with functions to staff and maintain the police to function well for the nation's development. In this sense, Nigeria can be healthy, grow and flourish if the structural units like the Government, police, Health, and Education sectors among other are functioning well. It will be otherwise sick when the unit structures are dysfunctional. In other words, the police and the Federal Government would function together to accomplish the expected good order in Nigeria. Any lapse of the Federal Government in maintaining the police will invoke disorder making development in the country to become a castle in the air.

## 3. Conceptual Issues

Extant police literature showed that many aspects of police issues are yet to be well covered. In tandem with the goal of this paper, some key issues such as the Nigeria police force, Government, internal security, police manpower, and national development are clarified in order to facilitate better understanding of this article.

### 3.1 The Nigeria Police Force

The police have myriad of definitions. This difficulty is associated with the different ways in which

different nations adopt and perceived the police. For instance, Ghana has a Police Service while Canada has a Royal Canadian Mounted Police. For South Africa, it is called South African Police Service. In Egypt, it is known as the Egyptian National Police and Nigeria recognised it as the Nigeria Police Force.

Dawodu (2007) defined the Nigeria police force as one of the most visible and ubiquitous agents of Nigeria. This clarification borrowed credence from the Nigeria Police Act and Regulations (2004) that “the police are employed to maintain law and order; protect life and property; prevent and detect crime; enforce laws and regulations; apprehend and prosecute offenders among others”. To do this, the police must be in every nook and cranny. This is supported by the fact that section 214 (1) of the 1999 Constitution of the Federal Republic of Nigeria, recognised the Nigeria police force and prohibited every unit of the federation in having a parallel police force. The definition offered by Ezeife (1994) described the Nigeria police as a civil force of the state which is not different from that of Dawodu (2007). The Nigeria police force is clarified as a lead internal security agency that maintains and enforces laws to guarantee safety and proper functioning of Nigeria.

### 3.2 Government

The concept of government is also defined differently. At the level of secondary education, government is viewed as a teaching subject. Adopted in this sense, government is concerned with the rulers and the ruled affairs. It is about how powers and functions are shared in the governing of a political system. This informed Aderibigbe (1990) to define government as a body of persons and institutions that makes and enforces laws for a particular society. This implies that without government, society will be characterised by insecurity, oppression, anarchy and lack of progress.

Drawing from the knowledge of the structural functionalism theory, the government as an agent of the state are: the legislature that makes law; the executive saddle with implementation of the law; and the judiciary responsible for interpretation of the law; all these are for the proper functioning of the state. This conformed to section 14 (2) (b) of the 1999 Constitution of the Federal Republic of Nigeria that government is meant to provide security and welfare for citizens. However, the spate of insecurity and disorder that have snowballed fear and tension across Nigeria does not signify the proper functioning of government and the Nigeria police.

### 3.3 Internal Security

Internal security is also short of one-best-fit definition. As noted by Bodunde, Ola, and Afolabi (2014), paucity of literature on internal security; complexities in its scope and different applications are some factors. For instance, Imobighe (1990) saw internal security as a concept that has to do with freedom from threat of a nation and its citizens. It guarantees the safety of citizens and their values of a country. In line with this paper, it means the work that is carried out by the Police. This conform to section 214 of the 1999 Constitution of the Federal Republic of Nigeria that recognised the Nigeria police Force for protecting and maintaining law and order within Nigeria. Gaskill (2002) said that internal security is traced to the Police that guarantee safety and public order for proper functioning of things within a nation. Therefore, internal security is the freedom from threats to lives and properties in all areas of human, political, nature, physical, economic, and social among others within a country. As documented in Oikhala (2019), it is free from threats of all kinds and descriptions inside a country. This includes freedom from hunger, poverty, unemployment, underemployment, poor income, food inadequacy, kidnapper, armed robber, assassin, ritual killing, boko haram terrorist, herdsmen genocide, banditry and many others. It is not limited to freedom from bad governance, poor leadership, or gullible followership. Aiya (2018) saw it as the ability of the citizens to access basic facilities with sustainable values in promoting national progress.

### 3.4 Police Manpower

The extant literatures on police manpower are still few. This has posed a challenge in defining the subject, which compelled discussion of the concept to start from the angle of planning. As Adekunle and Lucent-Iwhiwhi (2014) posited, fundamental issue that relates to manpower is planning. However, Anyanwu, Oyefusi, Oaikhenan, and Dimowo (1997) defined manpower as the totality of the energies, skills, knowledge, and experience available to get things done in a country. Related to the above is the definition proffered by Agabi and Ogah (2010) that manpower is the bulk of labour available for any particular kind of work.

The paper chooses to clarify police manpower as a process through which the right numbers of police officers who are to perform the various police tasks are made. This is also referred to as establishment and strength. This was well buttressed in the paper presentation at the Police Service Commission Retreat on “Understanding the Mandate and

Operations of the Police Service Commission” by Professor Etannibi E. O. Alemika who outlined the critical areas in which the Nigeria police force is expected to dispense manpower as:

- Prevention and detection of crime
  - Apprehension and prosecution of offenders
  - Preservation of law and order
  - Protection of life and property
  - Enforcement of all laws and regulations
  - Military duties within or outside Nigeria as may be directed
- (The Police Act and Regulations, 2004)

Also, other laws such as the Criminal Procedure Act 1968, Criminal Procedure Code 1968, Crime Prevention Act 1976, Road Traffic Acts 1976, and Human Trafficking Acts, 2004 among others granted the Nigeria police wide powers to:

- Take measures to prevent crime (conduct raids, maintain guards, patrol duties, etc)
- Investigate crime; interrogate suspects; serve summons; prosecute cases
- Search suspects, properties; collect evidence for prosecution; intelligence gathering
- Detain suspects; arraign suspects in Courts; grant bail; guards suspects in custody
- Regulate processions and assemblies; disperse illegal processions and assemblies
- Take finger print, maintain criminal records; prevent illegal aliens; human trafficking
- Regulate traffics; clear obstructions; investigate and prosecute accident cases
- Records complain/suspect statements; compile/duplicate case-file; prepare charge etc.

### 3.5 National Development

The term ‘national development’ has a broad idea. This makes it difficult for intellectuals to adopt one-best-fit definition. Imoh (2009) defined it as ‘process of social change within a country’. Adopted in this sense, national development has to do with the aspect of change related to behaviour patterns, cultural values and custom resulting into philosophical effects. In the opinion of Onosu (2009), national development is any process that brings changes for improvement that is well beneficial to majority of people that participate in the process. Adopted in this sense, national development is every course of action in which bulk of people benefit and takes part.

Aisedion and Edoghogho (2018) viewed national development from the angle formulation and implementation of public policies. To them, it is only national if public policies are made and executed to

bring improvement to the rich, poor, or the ruled and the ruler without alienation of any class within the country. In either case, there will be substantial and constant advancement in the lives of individuals and the country.

Adebowale (2018) maintained that national development has to do with proper functioning of affairs of a nation. In case of Nigeria, it denotes effective governance in which political, economic, social, and cultural facets of the country are doing well. This stance is critical to Adalemo (2004:125) that earlier posited that in Nigeria, development challenge is reflected by the great and growing disparity of life that has left a large proportion of the populace entrapped in extreme poverty. However, it is sad that the level of poverty and threat to life, property, and Nigeria generally has presently grown into an endemic proportion.

### 4. National Development and Manpower Challenges in the Nigeria Police

The narrative that: “No country develops without internal security” has not been doubtful. However, the challenge of internal security and how it is slowing down the development potential of Nigeria has been worrisome. The flurry of intellectual energies focused on the detection of factors depleting the police performance in Nigeria have fingered at corruption, poor funding, poor training, unattractive conditions of service among others while much not much efforts has been devoted on the aspect of manpower. In fact, there seemed to be divided opinion on the police manpower issue. While many police practitioners saw manpower shortage in the Nigeria police as a serious challenge for their effectiveness; some scholars shared a contrary view. As documented by Ezeobi and Nweze (2019), Rita Abrahamsen and Michael Williams of the University of Wales were of the view that the staff strength of the Nigeria police force met more than the United Nations’ recommendation of one policeman to 400 citizens. They believe that Nigeria is over-policed and under-secured. However, they saw the Nigeria police force as poorly funded among others and suggested improvement.

In the contrary, the present and past Inspectors General of Police have lamented the shortage of manpower in the police. Adepegba and Baiyewu (2020:5) documented that at a public hearing organised by the House of Representatives Committee on Police Affairs, tagged, ‘Repositioning the Nigeria Police for an Enhanced Service Delivery, on Tuesday February 25, the Inspector General of Police, said:

*“Apart from inadequate personnel, the Nigeria police force needed 1,000 armoured personnel carriers, 250,000 assault rifles with corresponding ammunition, 2,000,000 tear gas canisters and smoke grenades, 200,000 riot gunners and smoke pistols, 1,000 tracking devices, and 774 operational drones among others”*

As noted in Meya (2017), the former Inspector General of Police, Ibrahim Idris expressed unhappiness on the staggering manpower while addressing officers and men in Sokoto, Zone 10 Headquarters. Similarly, the work of Karimu (2015) titled: “Effects of the Nigeria Police Force Personnel Welfare Condition” showed that the police have not been effective in their duties because of inadequate logistics, poor conditions of service, and manpower shortage.

To understand the manpower issues in the Nigeria police and its effects on the development of Nigeria, 3 tables were used for analysis. Table 1, was used to

present the Nigeria projected population from 2011 to 2018 with the corresponding police strengths. The choice of this approach is predicated on the need to know how Nigerians are being protected and the extent in which the benchmark of ratio one police officer to 400 citizens recommended by the United Nations is observed.

Tables 2 and 3 captured State Police Command. It was done to know how Nigerians across the federation are being protected as the country operates a national police system. In doing this, Osun State was selected on the basis of its crime history. Table 2 presented the establishment and strength of Osun State Police Command. This helped to determine status of police manpower in the state.

Table 3 presented the Osun State projected population from 2011 to 2018 alongside with the available to police manpower. This was done to have idea about the police manpower utilisation at the grassroots. The choice of the period was based on crime incidence.

**Table 1:** The Nigeria Projected Population from 2011 to 2018

S/N	Year	Population	Police Strength	Number of Citizen to One Police Officer
1	2011	162,805,077	325,600	500
2	2012	170,157,060	332,000	513
3	2013	175,690,143	355,000	495
4	2014	181,403,148	361,956	501
5	2015	187,301,926	305,588	613
6	2016	193,392,517	371,483	520
7	2017	196,873,244	352,570	558
8	2018	198,874,683	334,000	595

**Source:** National Bureau of Statistics Demographic Statistics Bulletin, 2017; Police Annual Reports (2011, 2012, 2013, and 2014); National Population Commission Population Projection 2017-2018; Arase (2015); Idris (2018); and Adepegba and Baiyewu (2020).

Data presented in table 1 showed serious manpower challenge in Nigeria police. It showed that Nigerians are now well protected. It also revealed that development will be a daydream if the situation is not addressed. This supported Karimu (2015:32) claim that the police have not been able to perform their duties effectively because they lacked working tools including manpower. Idris (2018) also lamented the manpower shortage in Nigeria police. It showed from the data that the United Nations’ benchmark of one police officer to 400 citizens has not been adhered to.

**Table 2:** Establishment and Strength of Osun State Police Command

S/N	Rank	Establishment As At 27 <sup>th</sup> Aug. 1991	Strength As At 31 <sup>st</sup> Dec. 2018	Male	Female
1	Commissioner of Police	1	1	1	-
2	Deputy Commr. of Police	3	3	3	-
3	Assist. Commr. of Police	11	11	11	-
4	Chief Supt. Of Police	15	26	26	-
5	Superintendent of Police	23	59	53	6
6	Deputy Supt. of Police	48	62	50	12
7	Assist. Supt. of Police	92	214	198	16
8	Inspector of Police	500	1,020	814	206
9	Police Sergeant	950	1,758	1,319	439
10	Police Corporal	3,000	149	116	33
11	Police Constable	2,500	454	341	113
<b>Total</b>		<b>7,143</b>	<b>3,757</b>	<b>2,932</b>	<b>825</b>

**Source:** Staff Disposition Records of Osun State Police Command 31st Dec, 2018

Table 2 showed that manpower management in Osun Police Command is on establishment of 1991. It revealed poor manpower management in the Nigeria police. Even with such outdated structure, out of the 7,143 police estimated, 3,757 police were posted to Osun State, and these include supporting staff such as cobbler, mechanic, electrician, tailor, band, signal, medical, and traffic warden among others. Worst still, the data showed that the staff strength of senior officer in Osun State is more than the rank and file. It has 1,396 out of the 693 required senior staff and 2,361 junior officers are available out of the expected 6,450. This gap will hinder effective police performance as a senior police officer is not expected to be posted to the beat of a police constable or a corporal; and hence, it will make police response to crime incidences difficult and confusing.

**Table 3: Police Manpower Utilisation in Osun State By Local Government in 2018**

Local Govt Area	2006 National Census	2018 Population Projection	No of Police Required	Area Command And Division	Police Strength	One Police to Citizens
				<b>Ilesha Area Command</b>		
				Area Comdr. Ilesha Office	38	
Ilesha West	106,809	155,508	388	'A' Division, Ayeso, Ilesha	103	1,510
Ilesha East	105,416	153,480	384	'B' Division, Ijamo, Ilesha	95	1,616
Atakunmosa East	76,105	110,805	277	Iperinde Division	46	2,409
Atakunmosa West	68,350	99,514	249	Osu Division	77	1,292
<b>Total Per Area</b>	<b>Command</b>	<b>519,307</b>	<b>1,299</b>	<b>Total</b>	<b>359</b>	<b>1,447</b>
				<b>Ikire Area Command</b>		
				Area Comdr. Ikire Office	06	
Irewole	142,806	207,918	520	Ikire Division	74	2,810
Isokan	102,060	148,594	371	Apomu Division	54	2,752
Aiyedade	149,569	217,765	544	Gbongan Division	67	3,250
<b>Total Per Area</b>	<b>Command</b>	<b>574,277</b>	<b>1,435</b>	<b>Total</b>	<b>201</b>	<b>2,857</b>
				<b>Iwo Area Command</b>		
				Area Comdr. Iwo Office	42	
Iwo	191,348	278,593	696	Iwo Division	77	3,618
Ola-Oluwa	76,227	110,983	277	Bode-Osi Division	34	3,264
Ejigbo	132,515	192,935	482	Ejigbo Division	55	3,508
Egbedore	73,969	107,695	269	Awo Division	50	2,154
Aiyedire	76,309	111,102	278	Ile-Ogbo Division	42	2,645
Ede North	83,818	122,035	305	'A' Division, Ipere	55	2,219
Ede South	75,489	109,908	275	'B' Division, Oke-Iresi	59	1,863
<b>Total Per Area</b>	<b>Command</b>	<b>1,033,251</b>	<b>2,582</b>	<b>Total</b>	<b>414</b>	<b>2,496</b>
				<b>Ife Area Command</b>		
				Area Comdr. Ife Office	53	
Ife Central	167,204	243,441	609	'A' Division, Moore	105	2,318
Ife East	188,614	274,612	687	'B' Division, Oke-Tubu	64	1,907
				'C' Division Agaun	80	
Ife South	134,490	195,811	490	Ifetedo Division	80	2,448
Ife North	153,274	223,159	558	Ipetumodu Division	53	2,975
				Edunabon Divison	22	
<b>Total Per Area</b>	<b>Command</b>	<b>937,023</b>	<b>2,344</b>	<b>Total</b>	<b>457</b>	<b>2,200</b>
				<b>Ibokun Area Command</b>		
				Area Comdr. Ibokun Office	12	
Obokun	116,850	170,128	425	Ibokun Division	56	1,810
				Esa-Oke Division	38	
Oriade	148,379	216,032	540	Ijebu-Ijesha Division	52	2,038
				Ipetu-Ijesha Division	54	
<b>Total Per Area</b>	<b>Command</b>	<b>386,160</b>	<b>965</b>	<b>Total</b>	<b>212</b>	<b>1,822</b>
				<b>Ikirun Area Command</b>		
				Area Comdr. Ikirun Office	34	
Ifelodun	96,444	140,418	351	Ikirun Division	75	1,872
Odo-Otin	132,078	192,299	481	Okuku Division	66	2,914
Ifedayo	37,508	54,610	137	Oke-Ila Division	28	1,950
Boluwaduro	70,954	103,305	258	Otan-Aye Gbaju Division	29	3,562
Boripe	138,742	202,001	505	Iragbeji Division	41	2,928
				Iree Division	28	
Ila	62,954	90,347	226	'A' Division Ila-Oregun	42	1,158
				'B' Division Ila-Oregun	36	
<b>Total Per Area</b>	<b>Command</b>	<b>782,980</b>	<b>1,958</b>	<b>Total</b>	<b>379</b>	<b>2,066</b>

Local Govt Area	2006 National Census	2018 Population Projection	No of Police Required	Area Command And Division	Police Strength	One Police to Citizens
				<b>Osogbo Area Command</b>		
				Area Comdr. Osogbo Office	49	
Irepodun	119,590	174,117	435	Ilobu Division	49	3,553
Orolu	102,832	149,718	374	Ifon Division	43	3,482
Osogbo	155,507	226,410	566	Dugbe Division	105	794
				Oja-Oba Division	99	
				Oke-Odo Division	81	
Olorunda	131,649	191,674	479	Ata-Oja Division	70	1,121
				Dada Estate Division	80	
				Ido-Osun Division	21	
<b>Total Per Area</b>	<b>Command</b>	<b>741,919</b>	<b>1,854</b>	<b>Total</b>	<b>597</b>	<b>1,243</b>
<b>Total</b>	<b>140,431,790</b>	<b>204,461,581</b>	<b>12,436</b>			<b>2,588</b>

Source: NPC (2006) National Bureau of Statistics Demographic, 2018 and Nominal Roll of Osun State for Area Commander and Division, December, 2018

Data presented in table 3 showed that 40 Police Divisions covering 30 Local Government Areas of Osun State are grouped into seven Area Commands. It also showed shortage of manpower in all the divisions. In Ilesha Area Command, Ayeso division has 103 out of 388 needed to protect 155,508 people of Ilesha West. Ijamo division has 95 out of 384 police required for 153,480 people in Ilesha East. Iperindo division has 46 out of 277 police expected for 110,805 people of Atakunmosa East. For Ikire Area Command, Ikire division has 74 out of 520 police needed for 207,918 people of Irewole. Apomu division has 54 out of 371 police needed to secure 148,594 citizens of Isokan. Gbongan division has 67 out of 544 police required for 217,765 people of Aiyedade.

Under Iwo Area Command, Iwo division has 77 out of 696 police required to secure 278,593 people of Iwo. Bode-Osi division has 34 police out of 277 needed for to 110,983 citizens of Ola-Oluwa. Ejigbo division has 55 out of 482 police needed for 192,935 people of Ejigbo. Awo division has 50 out of 269 police required for 107,695 citizens of Egbedore. Ile-Ogbo division has 42 out of 278 police needed for 111,102 people of Aiyedire. Ipere division has 55 instead of 305 police required for 122,035 citizens of Ede North. Oke-Iresi division has 59 out of 275 police required for 109,908 people of Ede South.

In Ife Area Command, Moore division has 105 out of 609 police needed for 243,441 citizens of Ife Central. Oke-Tubu and Agaun divisions have 144 out of 687 police needed for 274,612 citizens of Ife East. Ifetedo division has 49 out of 490 police required for 195,811 people of Ife South. Ipetumodu and Edunabon divisions have 75 out of 558 police required for 223,159 citizens of Ife North. For Ibokun Area Command, Ibokun and Esa-Oke divisions have 94 out of 425 police required for 170,128 people of

Obokun. Ijebu-Ijesha and Ipetu-Ijesha divisions have 106 out of 540 police needed for 216,032 citizens of Oriade.

Under Ikirun Area Command, Ikirun division has 75 out of 351 police needed for 140,418 people of Ifelodun. Okuku division has 66 out of 481 police required for 192,299 citizens of Odo-Otin. Oke-Ila division has 28 out of 137 police required for 54,610 people of Ifedayo. Otan-Aye Gbaju division has 29 out of 258 police needed for 103,305 people of Boluwaduro. Iragbeji and Iree divisions have 69 out of 505 police needed for 202,001 citizens of Boripe. 'A' and 'B' divisions, Ila-Oregun have 78 out of 226 police required for 90,347 citizens of Ila. For Osogbo Area Command, Ilobu division has 49 out of 435 police needed for 174,117 citizens of Irepodun. Ifon division has 43 out of 374 police required for 149,718 people of Orolu. Dugbe, Oja-Oba, and Oke-Odo divisions have 285 out of 566 police needed for 226,410 citizens of Osogbo. Ata-Oja, Dada-Estate, and Ido-Osun divisions have 171 out of 479 police required for 191,674 people of Olorunda.

The situation showed in table 3 is not peculiar to Osun State. It merely exposed poor staffing of the police in Nigeria. It well explained the abysmal performance of the Nigeria police overtime. Similarly, it exposed the guts of incessant attacks on police station and killing of police personnel by miscreants. Among other cases, Iwo Area Commander Office and Iwo division were set ablaze on 24<sup>th</sup> August, 2018 by fraction of youths (Omofoye, 2018). Kusada division, police quarters, and exhibits properties including vehicles and motorcycles in the police premises were set ablaze on Saturday 28<sup>th</sup> March 2020 by only few irate Muslim youths (Wahab, 2020). In addition, the lukewarm attentions paid by quite numbers of police in

response to victims of crimes are implicated. Put it differently, it showed that attempt to pursue violent criminals in large numbers by one or two policemen is a deliberate suicide attempt, reduce police workforce and give out more weapons to criminals. The above claim supported the stance of Idris (2018:7) that “the increasing cases of armed robberies, cultism, ritual killings, kidnapping for ransom, and internet fraud among others have overstretched the power of the police. There is no way the Nigeria police with scanty manpower can provide adequate protection for Nigerians.”

Relying on the preceding, the issue of manpower challenges in the Nigeria police should not be doubted. This is in tandem with the saying, “a fact already known does not needs further evidence.” If a country’s police system is allowed to be starved with workforce, what level of outcome should the citizens expect? In other words, how realistic is it for Nigerians to rely on protection of an outfit that has no manpower to function? Specifically, how feasible is it for 34 policemen to protect 110,983 citizens of Ola-Oluwa local government area? Or what miracle of protection should the 54,610 people of Ifedayo local government area expects from the 28 policemen available in Oke-Ila division. Of course, this explains absence of banks in many of these local government areas. How can Nigeria develop without banks? Borrowing leaf from Adekunle (2014) that scholars should stop debate on knowing if the Nigeria police is performing; rather, scholars should tailor their discussions on challenges responsible for the non-performance of the police in Nigeria. Similarly, the frontiers are encouraged to focus their intellectual energies on factors responsible for maintaining a national police system with inadequate manpower in Nigeria.

## **5. The Causes of Manpower Challenges in Nigeria Police**

Discussion of factors responsible for manpower shortage in Nigeria police is directed to three aspects. One aspect is concerned with bad leadership and character of a failed state. Second aspect is on bad attitudes of Nigerians. The final aspect focuses on police narrative.

### **5.1 Bad Leadership and Character of State Failure**

Leadership crisis and elements of state failure have been traced to manpower shortage in the Nigeria police. As pointed out in Oikhala (2019), when leadership is visionless, the fiscal structures and other

resources a nation would lack maintenance culture. Worst still, is when a leadership has a charisma of alienating citizens and manipulating their resources to enrich its ruling cartel and cronies is still allowed to govern people. This is where bastardisation of internal security, socio-economic and distortion of national values have a base, which is a symptom of failing state. The chorus that bad leadership has been a brain behind the ravaging poverty, insecurity, and general disorder leading Nigeria into total collapse has never been argued. This supported the claim of Agbobu (2009) that those ruling Nigeria are dealers and not leaders. Despite the vast population of citizens screaming for job, the police are still allowed to be starved with manpower. Is this the character of good leadership? Even, when the fact is glaring that the Nigeria police have been handicapped with manpower among other inadequate resources to fight crimes and criminalities thumping Nigerians to such extent that the South-west people have to come up with ‘Amotekun’ to protect themselves. All this, corroborated with the viewpoint of Achebe (193) that the trouble with Nigeria is simply and squarely a failure of leadership. It is because Nigerian leaders have preoccupied themselves with greed and personal gains that distort their instincts for maintaining a functional police system that will serve the common good of Nigerians.

### **5.2 The Gullible and Docile Characters of Nigerians**

It has also been alleged that many Nigerians have hands in challenge of manpower in the Nigeria police. Today, many Nigerians are not mindful of those they select as leaders. It is a known fact that when a head is sick, all parts of the body will be affected. Section 14 (2) (c) of the 1999 Constitution empowered the citizens to participate in their government. This is done through participation in election to vote for their leaders. In doing this, bad leaders are expected to be voted out. Yet, many people rally support to elect leaders who are uninterested about people safety and welfare. This prompted Okotoni (2017) who said that citizens have absolute powers to determine and get any kind of leader they deserve. In Nigeria, the citizens have being living in fear of boko haram terrorist, herdsmen carnage, kidnapping, armed banditry, cultism, political killings, ritual killings, child-stealing, and human trafficking among others. All of this is only at the instance bad leaders. With all of this happening, many Nigerians are still killing themselves in support of leaders who are not ready to guarantee their protection and welfare.

### 5.3 The Police Narrative

The police have been alleged as being parts of the dearth manpower in the Nigeria police. Recently, senior police officers who participated in selection exercise of Inspector General of Police are prematurely retired. As observed in Omonobi (2012), the appointment of M. D. Abubakar as Inspector General of Police saw over 40 senior police officers retired from the force prematurely. Such action was viewed strange in the history of the force as it created confusion that was later settled with much money from the police. Yet, such premature retirement of senior police resurfaced at the instance of the immediate past Inspector General of Police Mr. Ibrahim Idris (Uwerunonye and Utulu, 2017). Apart from losing experienced seniors at this time when there is high demand of them in the police, it reduced the much needed manpower in the Nigeria police.

### 6. Conclusion and Solutions

The paper examined the effect of the police manpower shortage on security and national development in Nigeria. Section 214 (1) of the 1999 Constitution of the Federal Republic of Nigeria recognised a national police system for the country and the Federal Government is vested with its control and maintenance. Also, the constitution prohibited any parallel police force in any part of the federation. As the nation's lead internal security outfit, the Nigeria police protect the lives and properties of every Nigerian and guarantee the proper functioning of things in the country. Osun State Police Command was used to analyse how police are dispensed to protect Nigerians within the unit of the federation. The paper concluded that the police manpower shortage has adverse effect on security and national development in Nigeria due to inability of the Federal Government to maintain the police, governance crisis, poor leadership, and support for bad leaders from many Nigerians, and professionalism issues in Nigeria police.

Based on the challenges discussed in this paper, the workable solutions to the shortage of police manpower in Nigeria are suggested below:

Firstly, Nigerians should urgently maintain social distancing from bad leaders and elect leaders with good conscience and aspiration for good governance. This will activate good leaders with the mindset to improve the security and welfare of citizens. Importantly, it will assist to maintain a functional police for Nigerians, reduce crime, and development disorder in Nigeria.

Secondly, deceitful and aspiring leaders with suspicious characters should not be voted for. Also, there should be a reliable character attestation that must be properly obtained from the relevant bodies and certified by superior court. Law should be enacted to sanction anyone that gives false information or aid misrepresentation of the fact. A term of ten imprisonment year with hard labour should be prescribed for such offence. This will instil fear and discourage compromise in selecting Nigerian leadership.

Thirdly, the constitution should be amended to give autonomy to the Nigeria police. This will be handy to remove dependency on the Federal Government which encourage delay in release of fund and refusal to disburse the actual budgeted fund; politicisation of police leadership appointment; poor police manpower with all operational logistics. With this, the police will be privileged to receive direct allocation from the federation account and improve their manpower shortage. This will weaken the invisible hands political sentiment of the Federal Government. Beyond this, political interference or meddling into police functions by some government functionaries and the police will be at liberty to question any law breaker including those in the ruling party and principal government functionaries. Importantly, the Inspector General of Police will not be subjected to political selection but in accordance with the spirit of professionalism. Hence, it will be difficult to hope for security and progress for a country that is operating a defective police system. Thus, this constitutional review will assist the police to improve on its manpower strength.

Finally, the police leadership should demonstrate professionalism and stop contributing to manpower problems in the Nigeria police. To do this, premature retirement of senior police officers that has become a fairly routine at the instance of new Inspector General of Police should stop. Also, the police should stop being economical with the truth and always eschew partisan politicking. To achieve this, the police must be bold to always say the truth. There is need to let Nigerians know the truth. At the moment, many Nigerians are yet to understand the magnitudes of police wrangling and other challenges including manpower. How is it possible to support a police leader clamouring for manpower increase when such leader came into office and allowed for premature retirement of large numbers of his experienced senior officers who were not alleged to have committed any error? Or, how can a police leader who allegedly chanted for the abrupt exit his colleagues from the force because they expressed interests in the office of

Inspector General of Police and participated in the process; but were not selected be taken serious as has meant well for the proper functioning of the police force? It is dangerous to substitute national interests to personal interests. With all these, there is urgent need for the Federal Government and the Police Leadership to wake-up from their slumbering and reposition the Nigeria police force to be effective.

## References

- Achebe, C. (1983). *The Trouble with Nigeria*: Enugu Fourth Dimension Publishing Co. Ltd.
- Adekunle, S. A. and Lucent-Iwhiwhu, H. E. O. (2014). Conceptual Approach to Manpower Planning in Organisations. *Journal of Management and Corporate Governance*. Vol. 6 No. 1 [www.cenresinpub.org](http://www.cenresinpub.org) ISSN: 2277-0089
- Aderibigbe, S. (1990). *A Basic Approach to Government*. Lagos: Joja Educational Research and Publishers Limited
- Adepegba, A., and Baiyequ, L. (2020). Police need 250,000 rifles, 1,000, APCs, 774 drones – IG. *Punch Newspaper Wednesday, February, 26*
- Alemika, E. E. O. (2008). Human Resources Management in the Nigeria Police Force: Challenges and Imperatives. A Paper Presentation at the Police Service Commission Retreat on *Understanding the Mandate and Operations of the Police Service Commission*. August 18-20
- Amodu, T., Olatunji, J. S., Usigbe, L., Osadebamwen, O., and Akintola, K. (2020). Amotekun desperate response to manifestation of insecurity-Gbajabiamila. *Nigerian Tribune Newspaper, Thursday January 3*
- Anyanwu, J. C., Oyefusi, A., Oaikhenan, H., and Dimowo, F. A. (1997). *The Structure of Nigerian Economy (1960-1997)*. Onitsha: Joanee Educational Publishers Limited
- Arase, S. E. (2015). Our Task is to make Nigeria Habitable. *The New Dawn Africa First Security Newspaper, Monday-Sunday, July 6-19*.
- Askew, M. (2013). Inadequate Funding Can Hamper Police Efforts in Nigeria. *National Daily Newspaper*, August 27. P.29
- Bodunde, D. O. Ola, A. A. and Afolabi, M. B. (2014). Internal Security in Nigeria: The Irony of Multiplicity of Security Outfits and Security Challenges. *International Journal of Research in Humanities, Arts, and Literature*, Vol. 2, Issue 5,113-220
- Dawodu, C. C. A. (2007). *The Nigeria Police and the Challenges of Democratic Consolidation*. Lagos: Silmak Associates
- Durkheim, E. (1933). *The Division of Labour in Society*. New-York: Free Press
- Ezeife, C. O. (1994). Police and Society. A Paper Presented at the Farm House Dialogue on Police and Society held at Obasanjo Farms, Ota Ogun State November, 4 Friday to 6 Sunday
- Ezeobi, C., and Nweze, K. (2019). Policing 21<sup>st</sup> Century Nigeria, Police's Daunting Challenges. Special Report: "Rising violent crimes, including Kidnapping for ransom, cattle rustling, herdsmen attacks on farmers, inter-ethnic and religious strife and armed robbery have combined to beam the searchlight on the Police, raising the question of the capacity of the Police to serve Nigerians." *This-Day Newspaper Thursday, November 26*
- Idris, I., (2018) Addressing manpower shortage in the Police. *The Sun Newspaper Monday, November 26*
- Karimu, O. O., (2015). Effects of the Nigeria Police Force Personnel Welfare Condition on Performance. *European Journal of Research and Reflection in Arts and Humanities*. Vol. 3, No. 1, 26-38
- Meya, E. (2017). IGP laments shortage of officers. *The Guardian Newspaper, Saturday, February 25*
- Odekunle, F. (2014). Overview of Policing in Nigeria: Problems and Suggestions in Alemika, E. E. O. And Chuckuma, I. C. Crime and Policing in Nigeria: Challenges and Options. Network on Police Reform in Nigeria/Cleen Foundation
- Oikhala, G.I. (2019) Internal Security Architecture Management and Quest for State Police in Nigeria's Fourth Republic: A Critical Perspective. *Review of Public Administration and Management*, Vol. 8 (15),39-49
- Omonobi, K. (2012). Confusion as 40 Police top shots rejects voluntary retirement. *Vanguard Newspaper, Thursday, March 8*
- Okotoni, M. O. (2017). *Governance Crisis and State Failure in Nigeria. Are we all Guilty Ile-Ife*: Obafemi Awolowo University Press
- Omofoye, T. (2018). Irate youths set Osun Police area command on fire. *The Guardian Newspaper, Saturday, 25 August*
- Talcott, P. (1937). *Social theory and Social Structure*. New York; Free Press

- The Federal Government of Nigeria (1960). *Independence Constitution*. Lagos: Govt. Press
- The Federal Republic of Nigeria (1999) *Constitution*. Lagos: Government Press
- The Nigeria Police Act and Regulations (2004). *General Duties*. Lagos: Police Printing Press
- The Criminal Procedure Acts/Code, Laws of the Federation of Nigeria, 1968
- The National Population Commission, 2006 Census
- The National Bureau of Statistics Demographic Statistics Bulletin, 2017
- The Police Force, Annual Reports, 2012, 2013, and 2014
- The Osun State Police Command Manpower Disposition, 2018
- The National Bureau of Statistics Demographic 2018
- The Road Traffic Acts, Laws of the Federal of Nigeria, 1976
- The Crime Prevention Act, Laws of the Federation of Nigeria, 1976
- The Human Trafficking Act, Laws of the Federation of Nigeria, 2004
- Uwerunonye, N. and Utulu, A. (2017) 30 AIGs Sue Buhari, Police Over Retirement. *Independent Newspaper, Tuesday, January 17*
- Wahab, B. (2020) Coronavirus: 1 killed as protesters in Katsina set Police station on fire over Jumat ban. *The Punch Newspaper, Sunday, March 29*