

The Influence of Community Leaders' Remuneration on Neighbourhood Watch Effectiveness: An Empirical Study in Isinya Sub-County, Kenya

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Abstract: *Security is a key pillar to socio - economic development and prosperity in every society. Kenya has made significant achievements in the efforts to prevent crime within the communities, by utilizing community policing and NWI. This study investigates the impact of remunerating the community leaders on the effectiveness of Neighbourhood Watch Initiative NWI in crime management in Isinya Sub County, Kenya. Employing descriptive statistical analysis of data collected from 105 respondents, the study reveals that inadequate remuneration negatively affects community engagement in NWI activities. It suggests that structured and adequate remuneration can enhance participation and information sharing, contributing to the initiatives success. The study underscores the importance of financial incentives in community - based crime management strategies.*

Keywords: Neighbourhood Watch Initiative, Community Policing, Crime Management, Remuneration, Community Engagement

1. Introduction

Security is a key pillar to socio - economic development and prosperity in every society. The police have been entrusted with the duty of providing security but this has not been fully realized due to continued occurrence of insecurity and crimes ranging from cases of terrorist attacks, cattle rustling, emergence of criminal gangs and many others. If insecurity continues unabated, Kenya's economic development is at risk of declination. Overall, insecurity hinders achievement of sustainable development goals and Kenya's Vision 2030, because the role of police in Kenya's Vision 2030 is to create a conducive environment for economic development.

Over the past decades, there have been significant reforms in security sector leading to the introduction of proactive policing approaches such as community policing to deal with the ever - changing threats and security risks in different nations. Amidst challenges in responding to insecurity through the traditional police strategies which are usually reactive, initiatives such as NWI which are proactive have been explored to improve the security at the community level by involving the community in the security management. In the US partnerships between the law enforcement agency and the individuals and organizations are being encouraged in order to develop solutions to problems and increase trust in police. Community security watches, recognizing that police rarely can solve public safety problems alone, encourages interactive partnerships with relevant stakeholders (US Department, of Justice, 2020). In Malaysia, the concept of community - oriented policing emerged in 2014 as an important strategy to control and prevent crime, as well as improve community security. In Uganda the door - to - door visits, and the formation of Community Watch Teams that includes groups of residents who better understand the police, report crimes, and improve police - citizen communication (CEGA, 2020).

Kenya has made significant achievements in the efforts to prevent crime within the communities, by utilizing community policing neighborhood Watch Initiative (NWI). If properly implemented, the present author argues that NWI

may be an effective way of improving police - community collaboration in managing crime at the neighborhood levels. However, there are several challenges such as mistrust between police and members of public, that have hampered the successful implementation of security strategies and cooperation of different stakeholders towards improving security in Kajiado County. The concept of *Nyumba Kumi* was adopted from Tanzania where it has been successful in dealing with crime. *Nyumba Kumi* is a Kiswahili word for "Ten Households". NWI like other Neighborhood Watch Initiative is therefore a strategy that anchors policing at the household level. The concept aims at bringing local community together in order to achieve common ideals such as neighbourhood which are free from crime or fear of crime. In the present study therefore, the term NWI has been replaced by NWI to mean the same concept. There is a need for increased funding and collaborative framework to ensure that community members are motivated to partner with the law enforcers to end crime and resolve urgent security concerns within the community (Leting, 2017). NWI Though Community policing was introduced in Kenya from as early as 2005, it is yet to yield if any, the desired results of ultimately reducing crime. One major hindrance to the successful implementation of community policing, by extension NWI is financial constraints.

Neighborhood Watch Initiative in Kenya was supposed to introduce partnership and problem - solving approaches that are aimed at improving relations between the security agencies and community in order to improve quality of life, police services and reduce crime levels (Munyao, 2017). Proponents of NWI argue that crime takes place within communities thus members of community should be involved in identifying criminals by providing police with relevant information that can lead to arrest or successful crime investigation. With regards with crime reduction, the present study sought to investigate the effects of NWI on petty crimes NWI in Isinya Sub - County.

2. Statement of the Problem

NWINWI was meant to give impetus to popularize the idea of community policing up to family levels within the community (Ronoh and Hamasi, 2021). The initiative required the community members to form groups of ten households to deal collectively with matters concerning security within their localities in partnership with security agencies. This initiative was meant to enhance the activities of previous community policing strategy in order to achieve the set objectives.

While the NWI was meant to foster cooperation between the community and the security agencies at community level, the initiative has not achieved the desired outcomes as crime continue to go unreported at community level with blamed being levied against lack of remuneration to motivate participants NWI participation. Therefore, it is imperative to evaluate the extent to which remuneration continue to be a hindrance to the initiative as a strategy of managing crime at community level. This article therefore investigates the effects of remuneration of community leaders on the implementation of NWI in crime management in Isinya Sub County, Kajiado County.

3. Purpose of the Study

The article aims to explore the effects of remunerating community leaders on the implementation and success of the Neighbourhood Watch Initiative in Isinya Sub County, with an emphasis on improving crime management and community engagement.

4. Objective of the Study

- a) To establish the nature of remuneration of community leaders NWI in Isinya Sub County, Kajiado County.
- b) To assess the effects of remuneration of community leaders on the implementation of NWI in crime management in Isinya Sub County, Kajiado County.

5. Significance of the study

The study's significance lies in its contribution to understanding how financial incentives for community leaders can enhance the effectiveness of community - based crime prevention strategies, thereby aiding in the formulation of more effective crime management policies.

6. Literature Review

Remuneration of community leaders remain critical in the implementation of NWI. Giwa (2018) observed that in NWI people have the opportunity to decide how police services are to be carried out in the community and that allows them to have greater voice in addressing their concerns and enhances the overall quality of life in their neighborhoods and have gone to the extent of paying the people that lead these initiatives. While Friedmann (2013) contents that the initiative recognizes the people's participation as it is not possible for the police alone to reduce crime and disorder

that threaten a society, lack of remuneration for participants is critical in the implementation of such initiatives.

Fighting crime can not only be complicated but costly both for the government and security agencies as huge amount of resources is required to coordinate and facilitate activities that are geared towards fighting crime. Rukus. Warner & Zhang (2018) on the other hand observed that unlike other models that require huge spending on remuneration of the persons involved, neighborhood crime management initiative sometimes offers cost effective and participative crime preventive approaches.

Amuya (2017) pointed out that although National task force recommended the implementation of community policing in all the counties in Kenya, the Government of Kenya has failed to allocate funds for remunerating whistle blowers and community leaders to share daily occurrences and security threats with county and national law enforcement officers. Noticeably, as much Kangaria (2019) demonstrated how NWI had decreased cases of petty crime while increasing reporting to law enforcement authorities, but cited that remuneration of community leaders' participation NWI. Lastly, evidence from Lid and Okwany (2020) indicated that in addition to limited funds and resources to support community initiatives as security management strategy in Kenya, poor remuneration and lack of facilitation for the local leaders and citizens to identify, report and respond to crimes in local communities has also limited the effectiveness in the implementation of community - based policing

7. Theoretical Approach

The study was anchored on the Community Policing philosophy. This is a philosophy and practice that treats police-community interaction and communication as a main basis for reductions in crime and fear of crime. The roots of community policing are outraced back to Kelling and Wilson's broken windows theory from the early 1980s, which argues that crime thrives in communities where disorderly behavior is ignored. Kelling and Wilson proposed that crime and the fear of crime could be prevented, by "managing "street life, to achieve public order. What such management and order would look like to be denied by each community. Yet, the broken windows theory and associated practices grew in popularity in the United States during an era of heightened incarceration for drug - related offenses sparked by the War on Drugs. In relation to NWI, where the initiative has been applied effectively, is that closer alliances between the police and the community will help reduce citizen fear of crime, improve police - community relations, and facilitate more effective responses to community problems

8. Study Methodology

The study employed descriptive research method and targeted members involved in NWI committee, at village level police officers, local administrators and general public in Kenya. Purposive sampling method was used by the researcher in this study to select 105 respondents from each stratum the study used Yamane formula to coming up with

the sample size of respondents. Data was collected through structured questionnaires. Descriptive analysis was used to analyze the collected data and the results were presented through table and narrations.

9. Results

The results indicated that out of 105 sampled by the study, 94 participated in the registering a response rate of 86%. Response rate above 70% rated as very good (Mugenda and Mugenda, 2003).

Table 1: Nature of Remuneration of NWI

Statements	N	Min	Max	Mean
The remuneration in not structured in a tiered system based on the level of participation	94	1	5	3.926
The distribution of remuneration for NWI activities is not carried out on a monthly basis	94	1	5	4.329
There is no proper remuneration of NWI community members	94	1	5	4.404
Lack of proper remuneration has led to lack of community members contribution to NWI activities	94	1	5	4.362

The respondents agreed that remuneration in not structured in a tiered system based on the level of participation and contributions of each community member and therefore the participants are not actively engaged in NWI activities neither do they attend meetings or collaborate with fellow members which registered a mean of 3.926. There was also an agreement among the respondents that distribution of remuneration for NWI activities is typically not carried out

on a monthly basis, with transparent criteria to ensure fairness and accountability that registered a mean of 4.329. Additionally, the respondents felt that there is no proper remuneration of NWI community members that registered a mean of 4.404. Lastly, there was agreement that the lack of proper remuneration has led to lack of community members' contribution to NWI activities.

Table 2: Effect of remuneration of community leader actively participating in NWI

Statements	N	Min	Max	Mean
Provision of remuneration to NWI volunteers will positively influence their commitment to the initiative	94	1	5	4.351
Adequate remuneration encourages more individuals to actively participate in the NWI.	94	1	5	4.309
Higher remuneration would lead to better performance and effectiveness among NWI volunteers	94	1	5	4.585
Adequate remuneration facilitates better reporting and sharing of information among NWI volunteers and community members	94	1	5	4.340
The provision of remuneration is essential for the sustainability and long - term success of the NWI Initiative.	94	1	5	4.532
Remuneration enhances the ability of NWI volunteers to build strong relationships and networks within their communities.	94	1	5	4.329
The NWI Initiative has contributed to a noticeable reduction in crime rates within Kajiado County.	94	1	5	4.446
Increased community engagement through the NWI Initiative has positively impacted the overall safety and well - being of residents.	94	1	5	4.123

From the analysis in Table 3.2, the respondents with a mean of 4.351 agreed that if remuneration is provided to NWI leaders, then it positively influences their commitment to the initiative. The respondents stated that adequate remuneration will encourage more individuals to actively participate in the NWI with mean 4.309. The respondents agreed that higher remuneration would lead to better performance and effectiveness among NWI volunteers with mean of 4.585. Further, the respondents agreed that adequate remuneration can facilitates better reporting and sharing of information among NWI volunteers and community members with a mean of 4.340. The respondents agreed that the provision of remuneration can be essential for the sustainability and long - term success of the NWI Initiative with a mean of 4.532. The respondents agreed that remuneration enhances the ability of NWI volunteers to build strong relationships and networks within their communities with a mean of 4.329. The respondents agreed that the NWI Initiative has contributed to a noticeable reduction in crime rates within Kajiado County with a mean of 4.446. Finally, the respondents agreed that community engagement through the NWI Initiative has positively impacted the overall safety and well - being of residents with a mean of 4.123.

10. Discussions

The results indicated that participants are not actively engaged in NWI activities neither do they attend meetings or collaborate with fellow members due to lack of remuneration and even where there is little remuneration they are distribution of remuneration for NWI activities is typically not carried out on a monthly basis, with transparent criteria to ensure fairness and accountability. The results also indicated that lack of proper remuneration of NWI community members among others has led to lack of community members' contribution to NWI activities indicating that lack of has negatively impacted the community members willingness to engage in NWI activities. It has made them less eager to contribute their time and efforts, knowing that their commitment will not be acknowledged and rewarded. Additionally, this has led to decrease participation and lack vibrancy in participating in NWI activities. The findings support findings by Lid and Okwany (2020) that cited that poor remuneration and lack of facilitation for the local leaders and citizens to identify, report and respond to crimes in local communities has also limited the effectiveness in the implementation of community - based policing while Kangaria (2019) demonstrated how NWI had decreased cases of petty crime while increasing reporting to law enforcement authorities,

although cited that remuneration of community leaders' participation NWI.

The study established that if remuneration is provided to NWI leaders, then the community members will be committed to the initiative and that adequate remuneration will encourage more individuals to actively participate in the NWI. Additionally, higher remuneration would lead to better performance and effectiveness among NWI volunteers. Results further indicated that adequate remuneration can facilitate better reporting and sharing of information among NWI volunteers and community members. While remuneration would lead to better performance of NWI, Rukus, Warner & Zhang (2018) pointed out that unlike other models that require huge spending on remuneration of the persons involved, neighborhood crime management initiative sometimes offers cost effective and participative crime preventive solutions.

11. Conclusion

The study concludes that the lack of adequate remuneration significantly hinders participation in the NWI in Isinya Sub County. It emphasizes the need for structured and fair remuneration to enhance community leader involvement and the overall effectiveness of the NWI in crime management.

12. Recommendation

There is need for proper structure for remuneration of NWI members which will positively influence their commitment to the initiative, there need for adequate remuneration in order to encourage more individuals to actively participate in the NWI and also facilitates better reporting and sharing of information among NWI volunteers and community members. Lastly, there is need for proper remuneration as this essential in the long - term success and sustainability of NWI Initiative.

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