

**GENDER MAINSTREAMING AND MONITORING OF CRIME PREVENTION  
PROJECTS BY POLICE OFFICERS IN LONDIANI SUB-COUNTY, KERICHO,  
KENYA**

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**A RESEARCH PROJECT REPORT SUBMITTED IN PARTIAL FULFILLMENT  
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**DECLARATION**

This research project report is my original work and has never been presented for the award of any degree in any other University.

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**Declaration by the Supervisor**

This research Project Report has been submitted for examination with my approval as the University supervisor.

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## **DEDICATION**

I dedicated this project to my husband Joseph Tuiya who encouraged me and supported materially while pursuing my studies. My family, who encouraged, prayed and gave me moral support during my studies. They have been a pillar of strength and understanding while I was away undertaking my studies.

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## **ABBREVIATIONS AND ACCRONYMS**

<b>ACPOS:</b>	Association of Chief Police Officers in Scotland
<b>ANOVA:</b>	Analysis of Variance
<b>BAWP:</b>	British Association for Women Police
<b>GED:</b>	Gender Equality Duty
<b>GM:</b>	Gender Mainstreaming
<b>GSPR:</b>	Gender Sensitive Police Reform
<b>KPF:</b>	Kenya Police Force
<b>LAPD :</b>	Los Angeles Police Department
<b>MGSCSS:</b>	Ministry of Gender, Sports, Culture and Social Services
<b>NACOSTI:</b>	National Council for Science, Technology and Innovation
<b>NCWP:</b>	National Centre for Women and Policing
<b>NPF:</b>	Nigerian Police Force
<b>NPS:</b>	National Police Service
<b>PSNI:</b>	Police Service of Northern Ireland
<b>SAPS:</b>	South African Police Service
<b>SPSS:</b>	Statistical Package of Social Sciences
<b>UN:</b>	United Nations
<b>UNDP :</b>	United Nations Development Programme
<b>GAP:</b>	Gender Action Plan
<b>REC:</b>	Regional Economic Communities

## ABSTRACT

Gender mainstreaming has been a subject of contention in all organizations globally. It has been met with a lot of difficulties and has been unsuccessful or achieved very little success in its implementation. As a result of this, the composition of male and female employees has never been equal in number in the work place. This study looked into gender mainstreaming and monitoring of crime prevention projects by police officers in Londiani sub-county. The study adopted the following four objectives; to determine the extent to which gender equality influences monitoring crime prevention projects in Londiani sub-county; to determine the extent to which gender responsiveness influence monitoring of crime prevention projects in Londiani sub-county; to determine how working environment influence monitoring of crime prevention projects in Londiani sub-county and to determine the extent to which training influence monitoring of crime prevention projects in Londiani Sub-County. The research design that was used is descriptive research design which utilizes both qualitative and quantitative research. Self-administered questionnaires were used to collect data from randomly selected respondents who were a total of 210 police officers and a sample of 136 respondents from three different police stations where 117 questionnaires were returned translating to 86% response rate. Pilot testing was done for pretesting of instruments on the study among 25 police officers from Kipkelion sub-county where Cronbach's Alpha coefficient achieved 0.936 thus showed the reliability of research instrument. Both descriptive and inferential statistics was used to analyze data using statistical package for social scientists (SPSS) version 21. The theories used were transformation model and general deterrence theory. Stratified random sampling procedure was used to draw samples from the total population for the study. Gender mainstreaming had significance on monitoring of crime and prevention of crime in Londiani Sub-County as shown by R value of 0.948. The R squared value of 0.898 shows that the independent variables accounted for 89.8% of the variance on monitoring of crimes prevention projects while 10.2% are explained by other variables not in the study. There was a positive significant relationship between monitoring crime prevention and gender equality  $r(177) = 0.756$ ,  $p < 0.01$ , monitoring crime prevention and gender responsiveness  $r(177) = 0.854$ ,  $p < 0.01$ , monitoring crime prevention and working environment  $r(177) = 0.784$ ,  $p < 0.01$  and monitoring crime prevention and training  $r(177) = 0.916$ ,  $p < 0.01$ . There is need to harmonize the number of women police officers to those of men officers at different levels in senior positions and in various department. Lucrative assignments should be equally assigned to both gender and where necessary female officer be paired with male officers.

## **CHAPTER ONE**

### **INTRODUCTION**

#### **1.1 Background of the Study**

The journey of gender mainstreaming in the workplace took Centre stage in governments across the globe with member countries mandating the United Nations Organizations (UN) in a meeting in Beijing in 1995 to champion its course through its agendas but its strategies has not been implemented because of the different cultures/customs, different socio-economic conditions approaches that are used by countries globally (Mahapatro,2014). This was borne out of the realization that past strategies were not delivering the desired results and new ones had to be developed. The objective of gender mainstreaming is to attain gender parity or equity. It is on the premise and realization by all governments that giving an opportunity to women to contribute in the economic development is harnessing the potential of half of the population of the world which women constitute. Peterson and Scala (2017), points out that gender mainstreaming has never been implemented regularly as required even though most Governments have adopted its strategies which can help them improve the social wellbeing of women economically, politically since the 1990s and help them achieve gender equality. It is also believed that an all-inclusive society will lead to a peaceful society.

There has been notable achievement in different parts globally towards gender equity goal, starting from the UN. UN has made gender equality its fifth sustainable development goal. It further created in 2010 an entity named UN Women who were dedicated to allow women their freedom and equal opportunity with a mandate to accelerate the Organization's objective on gender equity and giving women freedom. The UN also in 2009 launched efforts aimed at giving more chances to female police officers deployed with by UN. This led to the increase from 7 per cent (of 12,000) to 10 per cent (of 13,000) in 2016. Following this achievement, another target was set through resolution 2242 in 2015 that seeks to double the number of female police representation by 2020.

In a report, the Malaysia Ministry of Women, Family and Community Development (MWFCD) noted there had been a fall in the gender gap of 1.9 percent per annum

between 1980 and 1990. The report continues to document a fall of 0.5 per cent between 1990 and 2000 noting that the fall was complemented by continued economic growth of about 7% per annum between period 1980 and 2004 (MWFC, 2007). A survey to examine the relationship existing in the discriminatory culture and gender disparities in the workplace, pregnancy and motherhood stereotypes by Kaur, Jahaur and Mohaidin (2017), concluded that all these must be done away with if inequalities in gender have to be eradicated.

In England and Wales, statistics collected of the police service by Home Office showed that it had done considerable improvement in the enrolment, representation and advancement of women officers for many years (Home Office, 2010). It also concludes that female officers and staff have increased in number, there is strong female recruitment and chances of women officers being promoted are similar to those of male colleagues. Another report by the Nigeria Police Force (NPF) notes that in the year 2010 out of an entire workforce of 291,094 officers, 36,128 were female which translate to 12.4%. Women were 5.0% of high-ranking officers with less or no representation at the higher cadre. The article continued to identify impediments on progression of female officers which include biased language in documents, ban of married females in recruitment, confinement to secretarial and social employment roles in deployment, and the absence of statistics which are based on gender that directs impartial control. (NPF/UNWOMEN/UNFPA, 2010).

Kenya has accepted the international instruments on gender which includes the Beijing Platform for Action and the Millennium Development Goal 3, Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Sustainable Development Goal 5 (ADB, 2007). The National Policy on Gender and Development was adopted in 2002 with a goal of mainstreaming the needs of male and female during growth processes (GOK, 2000). Other initiatives are the development of a term of five years plan between 2013 to 2017 for the implementation of Vision 2030, established through an act of parliament in 2011 of the National Gender and Equality Commission among others. An address to a meeting in London by the chair of the National Gender and Equality Commission of Kenya noted there were many areas in the

security sector in Kenya and Africa with gender parity problems in national and at community levels. Among the challenges are the few number of women in leadership pranks, with the National Security Council having only one woman in a membership of nine and discrimination at recruitment where the average ratio was fifteen men to one woman in 2015.

Gender mainstreaming in crime prevention programs attempts to achieve effective service delivery to all citizens on the issues that directly affect men, women, boys and girls in Kenya. The United Nations and many Governments are committed on gender parity which remains an important component in achieving inclusivity plus sustainable peace. According to Ndiwimana (2006), the important roles that women are acknowledged of at all levels are sustainable development and peace building. Specific skills and strengths are normally brought about by women in police work through employing good communication skills to diffuse violent situations which minimize the use of force and reduce crime occurrence. Female officers are normally necessary to perform some duties like intelligence gathering, execute the cordon and searching of women and assisting victims of sexual abuse, this reduces crime rate and increases effectiveness of police work. Jacob (2008), affirms that women are always taken as performers to their disadvantage of being beneficiaries

In all the societies in the world, Crime and violence is constantly a threat to the development, prosperity and wellbeing of the people. The police service takes a course of action to identify programs to prevent crime and to protect, support and empower victims of crime and focuses specifically on children and women. Monitoring of crime prevention projects is done using crime data that is comparable across localities and the trends of crime over time. Identification on the impact of police on crime and changes in the crime rate is done through collection of information from the community policing programes and Nyumba Kumi initiatives which was established to combat crime within the local communities.

Another crime prevention aspect that will be looked into while monitoring of crime is Gender based violence (GBV) intervention enhances safety, satisfaction and confidence among girls and women and it ensures that there isa transparent and reliable policing



service. Neighborhood watch is a crime prevention program which was used in the informal policing before the start of modern long procedural policing in the first world or industrialized countries (Lawday, 2000).

Although female are a small percentage compared to men in Londiani Sub-County, all the police stations have tried to have a mix of both sexes of officers, all carrying out the same duties as stated in their job description. Intergrading gender in the police helps in monitoring and controlling of crime. This study aims at determining how gender mainstreaming influences monitoring crime prevention projects of police officers in Londiani Sub-County.

### **1.1.1 Gender equality**

Equality means to give different treatment to persons based on their sexual roles. This include the manner in which males and females are dealt with in terms of payment for same amount of work done, equivalent access to promotion opportunities, flexibility in working arrangements and equal composition of employees in the workplace. Equality also implies the promotion of equal rights, opportunities and services. Promoting equality identifies that also men and women have do not have similar needs, and ensures these in development planning and programs. Policy makers must protect the ÷gender necessityø while supporting women police work (Valenius, 2007), the same chances ought to continue to be underlying principle in support of police professions to female.

### **1.1.2 Gender responsiveness**

Gender responsiveness is planned actions that will overcome historical gender biases and discrimination which existed which will enable women to engage and benefit from the min order to do better. These actions include; decision making, organization norms and culture and opportunity to solve problems. As stated by Gul (2014), gender responsiveness is the process which is used to solve matters that are encountered by women in a manner that will come to common understanding by use of gender responsive strategies.

### **1.1.3 Working environment**

Working environment in this study refers to the working set up in which a person works which is influenced by aspects such as good cleanliness, lighting, tools paid overtime, outfits and easy access to facilities. These parameters influence satisfaction of the workers in their work place which contributes to self-realization and fulfillment of the work. In a study by Tetteh, Asieda, Odei, Bright-Afful and Akwaboah, (2012) it suggests that performance of employees depends on the improvement of the working conditions in the organization in which the staff are subjected to. The more the conditions e.g relationship between employees and management are favorable, the more production hence a good name and profitability.

### **1.1.4 Training**

The government ensures that there is a peaceful environment that enables economic, social and political growth for successful co-existence of citizens. The enabling factor to these is that the government ensures the provision of a well-trained security system in place. Thus, Training refers to a method of growing know how with expertise of an employees for undertaking a specific job which is structured intended to generate varied attitude, gaining more knowledge, concepts, behavior of a person and it enables an individual to enhance performance in the job and do it efficiently since it motivates staff to work. A study by Bernardin (2007), reasons that training impacts on employee participating on assignments in an organization. Effective training involves a careful needs assessment, firm program design and thorough assessment of results. Bernardin's study advocates that, training programs should not be designed as has solutions for every organizational problem but should intended to meet specific requirements of the organization plus its personnel. Off-the job training or external training should also take into account the needs of the job market in order for the training to be effective and responsive to the job market (Bernardin, 2007).

### **1.1.5 Monitoring of crime prevention projects**

This is the continuous assessment and tracking of the programs/projects that are concerned with measures related to elimination or reduction of crime and criminals through anticipation, recognition and appraisal of a crime for it to reduce the risk of it

happening again and its effects on individuals and society by mainstreaming gender. This is through tracking of systems, how processes are handled, policies and structures affect men and women plus boys and girls being beneficiaries to services of police officers.

### **1.2 Statement of the problem**

Over the previous years, crime is evidently seen as escalating in an alarming rate in Kenya. In response to the high level occurrence of violence and crime and the challenges imposed by it, the Kenya police initiated crime prevention projects to curb the vice. However, gender has never been considered in the police work in all societies and it has been seen as male's job. This is manifested through very low number of women amongst police personnel in most countries of the world. In this view, the work that women police officers in many fields of crime prevention has been left out. In the National Police Service (Kenya) men constitute a higher percentage than female and this makes the service to be perceived as a masculine or manly institution (Louw-Vaudran, 2015). Even though there is a significant improvement in Gender Mainstreaming, the discernment of Kenyans on the National Police Service describes a hostile set of uniformed men. Dominating number in service by men can be likely to slow the process of gender mainstreaming since the number in the higher ranks who are the supervisors responsible for implementation could be the same males who feel threatened by the presence of women in the service. The unequal employment of male and female in police service means that there is still a large gap in terms of monitoring crime prevention as some of the skills that could be contributed by the female officers are still lacking. Additionally, some local norms could be barriers to implementation of gender mainstreaming.

### **1.3 Purpose of the study**

This study was intended to examine influence of gender mainstreaming on monitoring crime prevention projects of police officers in Londiani Sub-County.

#### **1.4 Objectives of the Study**

This study was guided by the following objectives:

- i. To determine the extent to which gender equality influences monitoring crime prevention projects in Londiani sub-county
- ii. To determine the extent to which gender responsiveness influence monitoring crime prevention projects in Londiani sub-county
- iii. To determine the extent to which working condition influence monitoring of crime prevention projects Londiani sub-county.
- iv. To determine the extent to which training influence monitoring crime prevention projects in Londiani Sub-County.

#### **1.5 Research Questions**

This study aimed at answering the following questions;

- i. To what extent does implementation of gender equality in the police service influence monitoring crime prevention projects in Londiani sub-county?
- ii. To what extent does gender responsiveness influence monitoring crime prevention projects in Londiani sub-county?
- iii. To what extent does working environment of police officers influence monitoring of crime prevention projects in Londiani sub-county?
- iv. To what extent does training of police officers influence monitoring crime prevention projects in Londiani sub-county?

#### **1.6 Significance of the Study**

The study intended to find out influence that gender mainstreaming has on crime prevention projects of police officers in Londiani Sub-County. Findings thus will offer great significance to the police administration as they will come up with policies governing how police body should be constituted and how duties and responsibilities should be assigned to the officers. Future researchers will also find the study to be of great importance as they can borrow literature from it as they try to locate a gap. It is also anticipated that the finding will be of great importance in provision of crucial information that can be used by commanders of the Kenya police in understanding how gender mainstreaming affects crime prevention and help them come up with ways of ensuring

both male and female enjoy equal opportunities in the place of work. The students of project planning and management, public administration, sociology and anthropology will also benefit from this study.

### **1.7 Delimitations of the Study**

It concentrated on administrative boundaries in Londiani sub-county for ease of management. The responses obtained from officers based here was applicable everywhere in Kericho County because members of the service are drawn from different and have at one time or another served in different counties or regions. The study laid emphasis on the following areas of gender mainstreaming; gender equality among police officers, gender responsiveness, working condition of police officers and training opportunities in the service. The targeted population was police officer working within the boundaries of Londiani sub-County and this number is 95 men and 41 women.

### **1.8 Limitations of the Study**

Undertaking of the study was within administrative boundaries of Londiani sub-county in Kericho County. Transfer of personnel from one region to another is frequent in the police service and this may have an effect on the structural composition of studied population which somehow affected the research.

The study was therefore restricted to the sex mix when while collecting and the sample size used limits the study because it represented only a fraction of the number of police officers population in Kenya. Collected data related to experiences encountered over a short period of time. This has the limitation since such experiences could be temporary. The study could have been limited by lack of cooperation from the respondents who might have negative thoughts about the research. Due to busy schedules of police officers and the nature of their duties on secrecy on evidences on cases, they may not have had time to answer questions immediately.

### **1.9 Basic assumptions of the Study**

It was anticipated that the boundaries referred would not change during the collection of data and that the sampled participants were honest while filling the questionnaires put forward to them. Data collection was successful because there was peace and calm in the

study area or in the country as a whole with respondents returning questionnaires in time for analysis. This means that, police officers were available to respond to interview questions and questionnaires without interruptions.

#### **1.10 Definition of significance of terms in the study**

**Gender Mainstreaming:** Is defined in the study to refer to the focusing on socially expected behavior and relationships with an intention of men and women getting their right to the use of resources and services equally, in relation to their actual responsibilities.

**Gender Equality:** Refers to equal treatment on both male and female. It involves remuneration for equal amount of job done, flexibility in working arrangement, equal composition of employees in the workplace and equal access to promotion opportunities.

**Working environment:** Is used in the study to refer to the working environment in which a person works which is influenced by elements such as hygiene, lighting, tools, paid overtime, outfits and access to facilities.

**Training:** Refers in the study to a method of growing knowledge and abilities of a worker, for doing certain task through a change of attitude and behavior of a person.

**Gender responsiveness:** It refers to the planned actions that overcome historical gender biases that existed which will enable women to engage and benefit from the actions in order to do better. These actions include; decision making, organization norms and culture and opportunity to solve problems.

**Monitoring crime prevention projects:** Is the continuous assessment and tracking of Monitoring is a continuous process or task in which an organized collection of data which is related to a certain phenomenon is carried out on specific indicators (Jones 2010). This is through tracking of systems, how different processes are handled, policies and structures on that affect men and women also boys and girls being the beneficiaries on the service police officers.

### **1.11 Organization of the Study**

The research study is organized to give an overview of the research project in five chapters; First chapter introduces topic and provides the definition of the research problem. Summarizes subjects related to gender mainstreaming and monitoring of crime prevention projects by officers by looking at previous studies that have been conducted globally. It outlines the purpose of the study, statement of the problem and research objectives. The section also provides the significance of the study, delimitations of the study and its limitations, basic assumptions, definition of significant terms in the study and again shows how it is organized.

Second chapter provides related literature on the subjects of study. This is intended to provide a background of past development in this field of gender mainstreaming and monitoring of crime prevention projects. First it explores the concept of gender mainstreaming and how it influences crime prevention projects, it then examines how gender equality and gender responsiveness influence monitoring crime prevention projects. Further, gives an insight on how working condition and training influences crime prevention projects. Theoretical and conceptual outlines are dealt with in this chapter. Chapter three mainly outlines the research methodologies used that included; the research design, the target population and sample size of the study and the research instruments. Chapter four provides collection of data and analysis, interpretation of findings on how it influenced monitoring crime prevention projects. The fifth Chapter outlines summary of findings, concludes and recommends what should be done.

## **CHAPTER TWO**

### **LITERATURE REVIEW**

#### **2.1 Introduction**

This chapter outlines a review of related literature based on the issue under study as presented by different researchers, scholars, authors and those who analyze on gender mainstreaming and monitoring crime prevention projects by police officers in Londiani sub-county in Kenya. The literature reviewed under gender mainstreaming covered; gender equality, gender responsiveness, working condition and training perspective in the police service.

#### **2.2 The concept of gender mainstreaming**

Gender mainstreaming means integration of all concerns of men and women when planning of the guidelines, regulations, organizational procedures which include budget execution and tracking the progress and assessment of programs. Main objective of integration is to ensure male and female benefiting in the same way moreover, unfairness is done away with. Gender mainstreaming aim to improve the performance of police officers and it includes; gender equality, working conditions, training opportunities, and compensation.

The Kenyan government has been in the forefront in pushing for reforms on the policies in the area of gender parity and women empowerment. However, Gender equality has been a major obstacle to meeting millennium Development Goals (MDG) due to failure to balance the numbers of male and female in chances in employment, use of resources, probability of women being affected by violence and disagreements adversely had an effect on the development of gender mainstreaming (Walby, 2015).

These national efforts of gender equality are still to be adopted across all areas of the Kenyan governmental institutions as well as the national police service (NPS).Kenya is among the signatories to a number of international and regional conventions on gender. The country has also established a national policy framework to guide implementation of gender mainstreaming. All these efforts are supposed to promote performance of female police officers in their place of work when fully implemented. In the resent times police service has been depicted negatively in the press. The insights on the amount of effort



used and any probable consistencies that are there between males and females can be observed as a leading factor that requires additional assessment. According to (schulz, 1995) women have brought different qualities of police work than their male counterparts on police roles and responsibilities. It is suggested that female police officer employ soft skills to reduce a potentially violent situation. Despite the fact that the usage of more effort remains an integral part of the work of police (Ross, 2002), the use of extreme force has been seen to result in controversy and associated costs (Spillar& Harrington, 2000). This study only focused its conclusion on areas where violence and conflicts exist and it did not also focus on areas where there is no conflict or where people are working in partnerships Systems should be fully implemented on how to handle situations amicably so as to bring mutual understanding between the citizens and the police officers.

Women police officers are perceived to be gentle and slower than their male counterparts when applying force. In an article which was published by the National Center for Women and Policing, it was observed that female officers were unlikely to be involved in unwarranted use of force as men (Harrington et al. 1998). A study which was done by the Feminist Majority Foundation and the National Center for Women and Policing (NCWP, 2003), it observed that there is a major difference in gender on the expenditure incurred through police cruelty (Lonsway, Moore, Harrington, Smeal, and Spillar, 2003). According to Longsway et al. (2002) male officers are normally found to be liable for most of the payouts charged at a ratio of 23:1, due to police brutality and misconduct, responded to the LAPD studied by the Christopher Commission. The Christopher Commission did an investigation on use more effort in the LAPD due to the captured whipping of Rodney King in 1991. Report showed that female officers were in far much prepared to determine issues on violent circumstances in a peaceful way. The proof was apparent that officers, who are male in LAPD, participated mainly the habit of use of too much force on litigations at charges which are much higher than the female counterpart in LAPD officers. It is evident that the research acknowledges and encourages the inclusion and the advantage of presence of female police officers and it can be used as a factor for gender mainstreaming.

The African union (AU) has worked for gender mainstreaming in the member countries and it has been an extensive continuous method. Both Femmes Africa solidariteø (FAS) and the African womenø committee on peace and development (AWCPD), collaborated to have the gender approach on the continentø program from the year 2000 which aimed at raising the number of male at higher management level. The solemn declaration on gender equality in Africa (SDGEA) acted as breakthrough on events as well as an instrument that made member states of AU responsible for what they committed themselves to do in including women in provision of peace and safety of the continent. African union thus established a gender guiding principle which offers Regional Economic communities (RECs) and member countries responsibility of making gender parity more functional by effecting Gender Action Plans (GAPs).

In another study by Jacob and Bendix (2008) shared the view that women have been assumed that they are rather actors on the disadvantage of them being the beneficiaries. The Kenya police service has not yet met the target of meeting the requirement of including women in the service. Bendix, (2008), noted the absence of masculine personnel in the organizations that deals with safety of people, the organizations beliefs on violence that can worsen security of people. This only focuses the police service as a masculine and physical institution which is only associated with a manø role rather than womenø thus gender mainstreaming is not considered.

As stated by Katherine Spillar in September 2000 who was coordinating national Feminist Majority Foundation, the unequal representation of male and female gap in police cruelty on complaints was so high. In the City of Los Angeles a total of \$63.4 million was paid out as litigations which resulted from too much coercion of people, cases of sexual assault and domestic violence between the year 1990 and 1999 by its male officers (Spillar & Harrington, 2000). However, \$2.8 million in the same period was the cost incurred by male officers on lawsuits due to unnecessary use of force since there were no female officers accused for cases on assaults resulting from sexual intercourse or domestic violence (Spillar, 2000). Litigation cost was astonishingly at a ratio of 30:1of male to female, officers in patrol units in Los Angeles had a ratio of 4:1for that 4:1 (Spillar, 2000). According to the study, an increase on female police officers will bring

down costs on lawsuits since female officers are softer in solving issues than their male counterparts thus not resulting to violence.

In the USA female police from Portland and Oregon in 1908 were first employed in sparse localities in the early twentieth century, in 1910 and 1913 they were from Los Angeles and Toronto respectively. First female police were commonly restricted to minimal number of women police units, who work mainly as subordinates to male investigators. Inequalities experienced in recruiting very few female officers ceased between 1950s to 60s and saw women entered traffic and juvenile aid units and school squads, finally working together with mixed patrol teams in the 1970s Heidensohn, (1992). In the 1990s, the number women police was over 10% in the democratic countries but women could not be found in smaller units like units of police who deal with water or squads dealing with dogs. studies done very recently in many first world countries showed the proportion of police women who are sworn remains at one quarter or below, having very few women at the top executive positions, female who came out of ethnic minority groups and certain race are more marginalized (Cordner and Cordner, 2011); (Moses, 2010); (Stroshine and Brandl, 2011). Women continue to be completely underrepresented in many developing countries; Gultekin et al., (2010); Natarajan, (2000). There should be a balance on gender so that cases of brutality reduce and good relationship between the police and the citizens improves.

### **2.3 Gender Equality and monitoring crime prevention projects of Police officers**

Women's presence in law enforcement agencies in the recent past has been steadily rising and the public expects that there should be harmonious working relationship amongst the law enforcement, people and good communication (Gould, 2000). It can be argued that it is time that the perception consistencies between women and men are evaluated for financial, practical and political benefits. The hiring of women police comprises of a range of gains normally that have been deprived of, or underrated. Equality in police work assists the international mission to generate sincere fairness as well as freedom for women in service and enhanced transfer of social services (United Nations, 2009).

The accomplishment of gender equality in many organizations has been slow and remains a fantasy regardless of the implementation of the programs in the workplaces with the

diversity and inclusion of gender. Therefore, the influencing of diversity and optimization of female talents is critical towards the realization of gender equality and sustainable development, (Kaur, Jauhar and Mohadin, 2017). Vokic, Coric and Obadic, (2017), did a study in Croatia to determine if lower levels of gender inequality in the workplace are experienced by the highly educated women. Their findings established existence of minimal levels of gender isolation among the highly schooled women. Another study done among 675 women and 177 men who are highly educated and it was found that, the highly educated women do not believe that other related factors impact on their careers negatively. This study was not done in a police organization and it is important to conduct a similar one in Kenya for establishing gender equality factors that affect the National police service.

Women feel more secure in policing work and are more motivated, it offers various career opportunities, and growing chances for changeable occupation. Existing women in police offers another chance of interaction for those who fall victims of an offense faced with the well-informed in sensitive police who are men (National Center for Women and Policing, 2002). Those who make guiding principles need to protect gender necessity by championing for women policing (Valenius, 2007), equivalent chances be the underlying principle in support of police professions of female.

In United States of America, enrollment of quotas through lawful process and consent declaration became essential in progressing status in women police (Martin and Jurik, 2007). Gravity of police opposition to gender parity showed the necessity for a solid equal employment opportunity in the rule of law to deal with discrimination and for confirmatory action in some instances. In other areas, enhanced statistical representation realized in a number of plans that support the actions which includes specific recruitment promotions, pre-request sessions, professional growth classes and guiding plans (Prenzler, 2002). Gender fairness push in police work has been questioned by research signifying that a step by step method might become more effective where the number of male is more in communities (Macdowell Santos, 2005; Natarajan, 2008). It includes formation of female's police entities working mostly with groups like female and young children. In this way, traditional approval of female police work can be a breakthrough to

a steady integration into mainstream police work. Such research as above could also be carried out in Kenya in the Kenya police service.

Including women in enrollment and promotional boards is an equivalent chance on the plans to establish impartial entities plus information which are against harassment in training. Compensated parental leave of absence was a most important invention introduced into sectors of the public that has been given out to fathers. This allowed female police to remain in service, go back to work and carry on their professions at the same time fulfilling baby care duties. Part-time or duties that are flexible are longed-for invention, largely intended for mothers and also available to all police personnel. It is indicated in research that superiors in the police have a strategic mandatory part either to neither assist nor sabotage changeable occupation alternatives (Charlesworth et al., 2009).

Malaysia has been very slow in the progress of attaining gender equality at the workplace despite the efforts put in place to for implementation of inclusion programs and gender diversity in the workplace. Kaur et al., (2017), observed the connection between discriminatory beliefs, motherhood pregnancy stereotypes and gender inequalities when at the workplace, that for the gender inequalities to be done away with these must be eliminated. This study was not done in the police service and it will be conducted in Kenya police service by use of cross-sectional design.

Australia's construction industry is dominated by male despite the long struggle by the government and other actors in ensuring gender equality in organizations. Salignac, Galea and Powell, (2018), conducted a study through surveys and interviews and established that, discrepancies exists between the reality perceptions as well as the level of readiness among people even though gender equality is a critical aspect of both companies this makes it difficult to eliminate inequalities in gender. Macneil and Liu, (2017), conducted a study in a steel processing company where male makes the largest in number, supply and extraction enterprises with an aim of assessing progress in attaining gender fairness in the place through by using of organizational learning and soft regulation. It was established that in cases where there is failure on the regulations that is aimed at generating a change in gender equality, there are a number of aspects that are

liable for failure. Research was not done in the National police service thus a similar one will be conducted in NPS.

#### **2.4 Gender responsiveness and monitoring crime prevention projects of police officers**

Gender responsiveness is planned actions that will overcome historical gender biases and discrimination that existed which will enable women to engage and benefit from them in order to do better. These actions include; decision making, organization norms and culture and opportunity to solve problems. As stated by Gul (2014), gender responsiveness is the process which is used to solve matters that are encountered by women in a manner that will come to common understanding by use of gender responsive strategies. In Malaysia, a study was conducted among 250 male and female students from different Nationalities to ascertain on how nationality and gender of an individual in private universities will affect the quality of service offered by Ansary and Jayashree (2014), based on gender and nationality, it was found out that to some extent, nationality affected the responsiveness aspect of quality of service offered in the tertiary institutions. The proposed study will be done to ascertain how gender responsiveness affects service delivery in Kenya police service.

In Australia, the 2009 and 2012 Acts of Fair work and Workplace Gender Equality equal pay laws respectively was amended. In relation to this, Charles worth and Macdonald (2015) did a research study to establish the efficiency of the country's legislative method on giving out equitable pay. The study observed that under the amended act, the country's new organizational- based system in the detection of and rectifying the inequalities that are present in the remuneration may not be successful. As opposed to this, the study is of the view that the Fair Work Act is in a position of improving pay equity in all the organization. The policy integration and inadequate legislation between various aspects of the workplace coupled with indecisive political commitment to legislation on equality point to the fact that inequities in gender pay will persistently feature in Australian employment. This study was done in Australia and it would be important to do a similar one in Kenya.

In New Zealand, Parker and Arrowsmith (2012) did an investigation on how gender responsiveness in the service sector improved the state of women which are designed to look into their affairs. The following were established in the study; there were reduced gaps in the gender pay, due to development of the service sector the women have benefited and that there is an increase of penetration of managerial and professional work. In the study it concluded that even though the initiatives that concerns equity have been put in place, there is insufficiency in the part of regulation and policy structures.

Research done in Ghana to examine if financial sector performance could be affected by motivation (Ibrahim and Brobbey, 2005), In the findings, it was established that giving an opportunity for leadership to employees, meeting their expectations, employee recognition and interacting with them motivated the employees. Also, performance can be influenced by other factors like; provision of incentives, motivation, managerial standards, a good work environment, evaluation of employees, technological advancement and managerial standards. The researchers further found out that efficiency in an organization is enhanced by motivation and enables employees attain the organizational goals and meet their personal needs at the same time relate well amongst themselves in the organization (Ibrahim and Brobbey, 2015).

A research was done in South Africa by Steyn and Jackson (2015) to determine if salaries and job rating varied on the basis of gender, as opposed to measurable variables. They found out that male employees held higher positions and big salaries in comparison with their female colleagues. In view of this, Mincer and polachek, (1974) confirms that women were discriminated in recruitment and promotion to senior positions on the basis of lack of the required qualities for successful top management careers. Furthermore, it was ascertained that, according to gender, the membership of professional bodies, job grading, and the type of qualification did not affect job grading. Moreover, Stayn and Jackson (2015), argues that remuneration or post grading for males or females is not influence by the technique of measuring to determine work experience. The study only found out that there is a difference in the unfair treatment on the most qualified males. This study was done in South Africa. The same study should be done by Kenya police service.

A study conducted in South Africa analyzed the different divisions of employees' wages across different categories of jobs and gender in small to medium-sized firms. It observed that different categories of job functions and a considerable allocation of employees' wages across gender occur in large organizations vis-a-vis smaller ones. A study done by Maloa (2015), found that due to the distinctive contributing factor of employee salaries in diverse firms, magnitude and fairness on existing gaps in employee salaries are easy to verify.

Findings from a study in Kenya to ascertain the quality of care accessed by women who resides in slum areas and other concerns established that the available maternity homes located near their communities which were privately owned, normally unlicensed and are substandard offers good attention to reviews in respect to access to quality health care provided Fotso and Mukiira (2012). Further, Fotso and Mukiira (2012) established that, regardless the inferior services provided by the maternity health facilities, women were perceived to have been responsive to their economic and socio-cultural sensitivities which in turn resulted in high level of use of the facilities as well as good perceptions. This study was conducted in Kenya police service to establish if responsiveness to factors of socio-cultural and economic can enhance monitoring of prime prevention projects.

### **2.5 Working environment and monitoring crime prevention projects of police officers**

In every organization, workplace environment is critical and contributes a vital aspect in the performance of staff and their productivity. Asieda, Tetteh, Odei, Akwaboah, and Bright-Afful (2012), investigated the connection concerning personnel and surroundings they work in at produce Buying Company whether positively or negatively. Their findings indicated that there was a poor connection between the managers and the employees. Their conclusion suggested that the environment in which the employees are subjected to affects their performance largely at the company positively. Concerning these findings, (Asieda, Tetter, Odei, Akwaboah and Bright-Afful 2012), reiterated that the working conditions in organizations could be improved by the organizations in order to enhance staff performance.



Awan and Tahir (2015), did a study at banks as well as insurance companies which are in Pakistan on the effect of working surroundings on workers' output concluded that, workplace environs provides a very important role on production and execution of their duties of the staffs saying that in order for financial institutions to maintain and retain their employees, they should take care of their work environment. The study was not carried out in a police sector. This study was done in the Kenya NPS.

Oshwald, (2012) did a study in Tanzania to evaluate working conditions of health providers and how it affects their performance putting into consideration four performance indicators; productivity, responsiveness, competence, and availability. The study concluded that the performance of health providers is adversely affected and that the presence of drugs, availability of equipment and good buildings used for work enhances task accomplishments of employees as well as lack of indicators entails substandard tasks by personnel (Oswald, 2012).

In a study done by Leblebici (2012), suggests that both the space being used and a healthy, safe place to work in are good environment conditions for employees. Also, work schedules and the number of hours worked are critical to the employees and in case of overtime jobs, employees should be paid accordingly. In this case of change of working environment, it causes stress and burn out of employees hence retaining them is a hard task. When employees feel their worth and importance they tend to feel satisfied and happy with their work. Employees are social beings who can feel, think and are affected by the environment but not machines who run on physical power. Therefore, for the interest of the organization, employers should be very sensitive of their employees on motivating them under any circumstances (Celtek, 2004). In this regard, employees will feel valued and inspired in their work when well understood and they can work harder on production of quality work.

## **2.6 Training and monitoring crime prevention projects police officers**

In every organization, training is key to enhancing service delivery and professionalism and to bringing officers at par with other professionals in other fields. The Directorate of Human Capital Development whose functions include selection of employees, training, employee management, performance management, career management, sports and

welfare is supposed to ensure that the employees (police officers) are well selected, trained, appraised, managed and compensated. However, in the NPS, junior and middle level officers feel that the training they undergo is not sufficient for the knowledge and abilities needed to discharge their duties successfully.

For the performance of the employee to be boosted at work, most organizations have introduced on the job training and development strategies to increase service delivery and productivity. However, in the NPS, efforts of meeting the planned strategies have been met with a lot of barriers which have resulted to poor service delivery and failure to meet organizational objectives. In the Ransley report (2009), it found that some police managers and supervisors were posted with limited training in different fields. The strategic plan of Kenya police service (2013-2017) emphasizes on training and aptitude growth, managing performance, monitoring as well as evaluation purposely for improving police task accomplishments. 2014/2015 financial year performance agreement of the police service singled out improvement on accomplishment of duties through training needs assessment (performance contract 2013-2014).

Kinicki (2008) observed that the difference in the pools of skills and experiences helps an organization to offer global quality services to customers and gave diverse languages as an example. He says a large number of well trained and qualified staff with a required experiences and skills benefits an organization in meeting the needs, desires and expectations of its customers. According to Batchman, McMullen and Davidman (1998), there are a number of studies that demonstrate that training of employees have positive effect on corporate functions. He suggests improving training of employees enhances their perceptions and their work competencies which are reflected in improvement of firm's performance. He goes on to say there are differences on how professionals and beginners can handle certain issues like; adaptability, roles that they are expected to perform while solving clients' problems, acceptance of ambiguity, interest to suitable details, expectation on the roles they play on finding solutions to their clients and the organizational stress management Fortney and Yamagata-Lynch, (2013). Another study done in two organizational borders investigating on how complications are undertaken by designers and problems that are vague found that the employees with employment

experience exhibited adaptability in the communications and procedures unlike to the beginners, (Fortney and Yamagata-Lynch, 2013). Even though this study was not done in NPS it will also be important to assess if differences exist between experienced female police officers and beginners when handling assignments.

In a study involving the prisons department in the UK by Holmes and MacInnes (2003) it was observed that lack of training of the prison staff reduces the confidence when handling traumatic cases and contributes considerably to the development of stress. The study also noted that good relationships provided mutual support during emergencies and that training is very vital in all professions. There is a need to find out if the same applies to NPS.

In many cases, employees need to be highly professional in order to sell themselves to attain personal or professional objectives (Moses, 1999). This could be achieved through the introduction of employee growth activities. A greater employee fulfillment with a comparatively lesser income is experienced in an organization which utilizes employee development programs (Wagner, 2000). According to (Garger, 1999) employees find it hard to care for a company if they know that the company does not care about them. In a company willing to commit their resources in the employees, the workers tend to appreciate the value of working for the same company regardless of the final beneficiary (Wilson, 2000). In most cases, an organization trains and develops its employees to better or improve the efficiency and effectiveness in their work, this however is an expense and at the same time it is a benefit as stated by (Raja et al., 2011) that an organization benefits directly as the end user of the training of its employees which is normally directed to them and the final impact is felt and goes always to the organization. Stacy Wagner, a director with the American Society for Training observed that an organization's loyalty is built through training of employees because the employees know that the company is improving their futures (Rosenwald, 2000).

The achievement or lack of success of any association depends on competence, hence functioning of personnel. A study done by Heathfield (2012) asserts that when there is an increase in knowledge, productivity, loyalty and contribution due to the appropriate

employee training, offering of education at the best timing usually bring more revenue to an organization.

A study which was carried out in Ghana and Nigeria to identify the capabilities and technical skills in a construction industries required by potential employees, a concern was expressed by employers over lack of graduates with sufficient training and that the learning institutions do not produce graduates that match industry needs (Acheampong, 2013). Another research steered to examine how nurses' abilities in their competence is related to their clinical experience by Takase(2013), it was established that during the early stages of the nurses' career, the level of competence increases rapidly and it latter stagnate on their careers. In essence the quality of services provided to patients directly is affected by the competence level of nurses.

### **2.7 Monitoring of crime prevention projects**

Monitoring is a continuous process or task in which an organized collection of data which is related to a certain phenomenon is carried out on specific indicators (Jones 2010). Decisions are made by the implementers concerning the operations of the project, how effective the program is and delivery of service by use of the unbiased evidence provided from the monitoring process Ballard et al (2010). Pressure has been put for the Kenya police service from all sides to work efficiently and effectively and in that context, there is an increasing need for the service to evaluate on the measures to take in order to assess how well they can operate. Therefore, crime prevention projects, infrastructural or social are started to solve specific problems, to satisfy the needs of the community or when there is an existing problem which needs to be solved in the business world (Ashley and Barney, 2010).

Williams and Rodgers (2009), affirms that, the main stakeholders and management are provided with indicators and development involvements on the extent to which the achievement and the progress deliver the expected results with respect to allocated funds through monitoring. According to Mackay (2007), Monitoring should be designed in such a way that it is an exercise that links all those involved and that all stakeholders are involved. Further, Ochieng and Tubey (2013), argues on developments which are carried out on the local communities solely rely on how successful the projects are which are

funded by the government. Ochieng and Tubey (2013) added that crucial emphasis should be put on how the projects are monitored and assessed well throughout the country. The main aim of starting of different projects in a particular region is to change positively the economic and socio-political status of a community (Kenya Human Rights Commission, 2010).

In the United States of America (USA), a study was done by Thayer and Fine (2001) which involved 140 non-profit making organizations and found out that there is very minimal uncertainty on the benefits achieved by the participants and the value of the results when organizations selected monitoring as the most popular purpose used in conducting of the current and newly completed evaluations. In the National level, many developed Governments, such as Canada, USA and Srilanka have engaged in specific stages in order to support result oriented monitoring (Meridith et al 2011). The countries have implemented far much more effective monitoring practices and have taken the initiatives of extending the efforts of institutionalizing Managing for Development Results (MfDR).

In Ghana, improvement has been considerably done on the execution of monitoring and evaluation method after trying for several years (Clear, 2012). The challenges which were encountered included severe financial constraints, uncoordinated and uneven information, and technical capacity, institutional and operational constraints. For the government to address this constraints, an effective and sustainable monitoring and evaluation will have to be reinforced by the current institutional arrangements with sufficient support and the monitoring and evaluation instruments which are existing should be, effectively organized, supported and harmonized.

In Kenya, a study by Kusek (2014), states that, since the 1980s, despite the fact that tasks and programs that are based on observation and assessment, have highlighted that, incorporated monitoring not more than 10 years. In the Kenyan market, monitoring and evaluation framework on the procedures followed while spending it has played a very important role. Government of Kenya (2012), states that, the most recent important support to achieving better incentive for the open duties of Kenya is the data drawn from line services of monitoring and evaluation. According to Kariungi (2014), on the usage of

monitoring framework Kenya is deceptive still on tasks and have challenges such as financial related, infrastructural and human capital, despite the accomplishments made under NIMES.

## **2.8 Theoretical framework**

This study was anchored on the following theories;

### **2.8.1 Transformation model**

The structures and systems are addressed in the transformation model and it puts emphasis on the desire for positive transformation. Rees, Daly and Walby (2005) states that, the main agenda is transformation and this is where gender mainstreaming is ideally found. Gender mainstreaming tries to address the established sexism, redistribute and criticize power. It identifies individually the variances and similarities of the male and female genders (Rees, 2005). Transformation should solely remain as a concern of the leaders and they ought to understand well their organizations. Apart from the structural barriers, the change also tackles culture, gender norms and values which are embedded in the organizations (Rees, 1998).

The four dimensions in an organization that should be integrated into gender are the accountability, political will, technical capacity and organizational capacity. According to Harvey (2010), when the four organizational scopes are ready for gender integration, change can occur. There is the external and internal and dimensions of incorporating gender into an organizations undertakings and structures. Internal integration promotes equality of women and leadership inside the organization's structures plus the policies and it is important for both male and female. Externally, incorporating gender promotes the including those men and women affected or who take part in organization's services, initiatives or projects and also gives benefits for both.

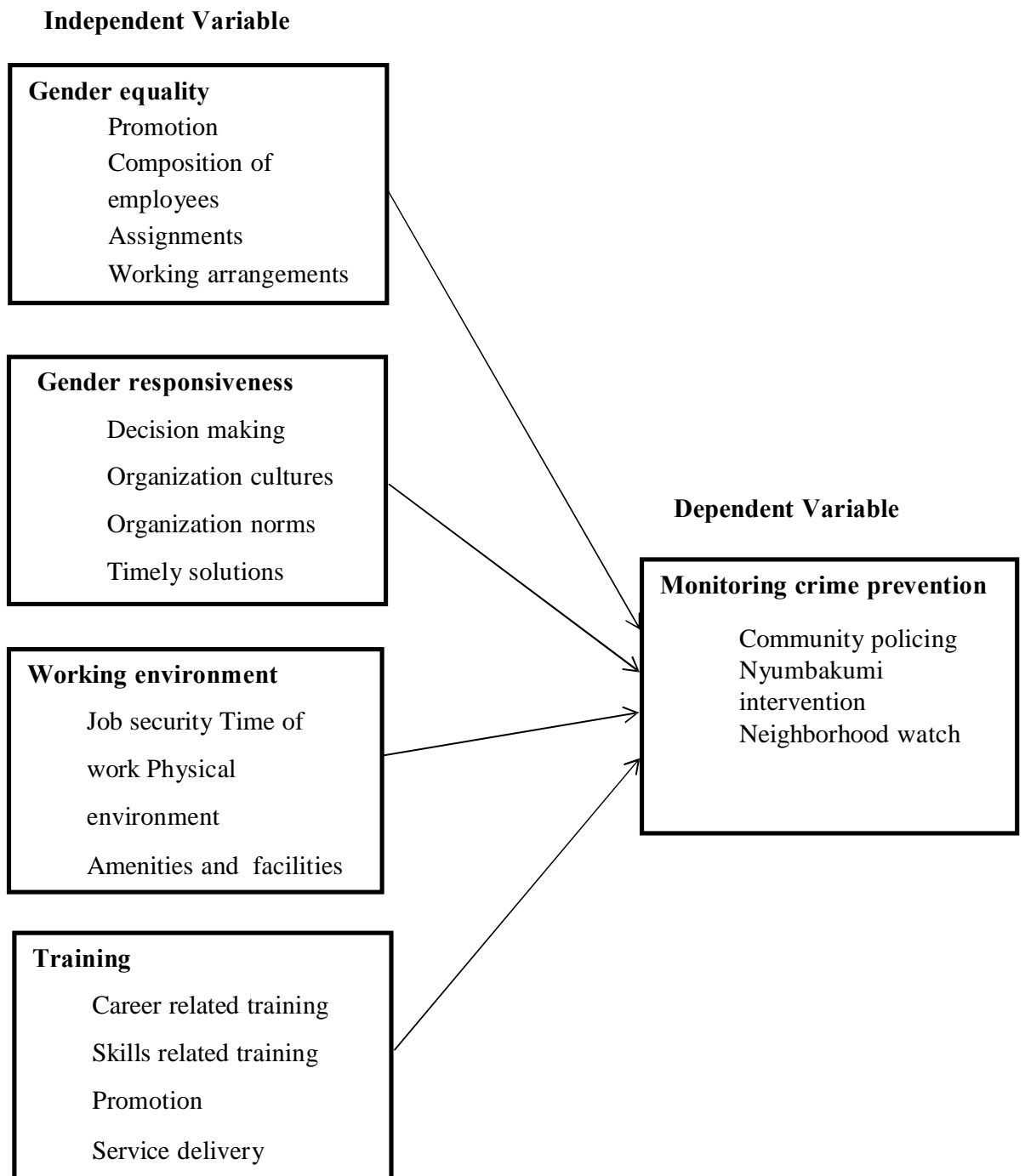
### **2.8.2 General deterrence Theory**

The general deterrence theory was formulated by Cesare Beccaria and Jeremy Bentham. It explains all about crime and the methods that can be used in reducing it. The theory observes why particular individuals involve themselves in bad criminal behaviors which are anti-social and they choose freely the non-standard behaviors which come with a cost.

Due to people choosing deviant behaviors and choices that bring about the sexual characteristics for personal advantage or desires, counter measures can be applied. The behaviors can be controlled through increasing the costs associated with them by introducing severe punishments. Probability of being apprehended when one is guilty of an offence should be increased and there should be certainty of being punished and swiftness on severity.

### **2.9 Conceptual framework**

This study aims at determining influence of gender mainstreaming and monitoring of crime prevention projects by police officers in Londiani Sub-County. Dependent variable is monitoring crime prevention projects while the independent variable is gender mainstreaming; it constitutes the women involvement in police service, gender equality and gender roles. This relationship is moderated by government laws and regulations.



**Figure 2.1 Conceptual framework**

*Source: Research Data (2019)*



## 2.10 Knowledge Gap

**Table 2.1 Knowledge gap**

<b>Variable</b>	<b>Author/year</b>	<b>Findings of study</b>	<b>Knowledge gap</b>
Gender mainstreaming	Walby,2015	Failure to balance access to resources has led to susceptibility to violence and conflict.	The study only focused on conflict and violence and did not consider other factors
	Bendix,2008	Lack of masculinity encourages violence and worsen human security	The study focused only on masculinity as a requirement in the police
Gender equality	Kaur, Jahur and Mohadin 2017	In the Malaysian organizations, inequalities on female are propagated by motherhood, pregnancy and workplace discriminatory culture.	The study was conducted in Malaysia
	Martin and Jurik (2007)	The increased status of women advance through the imposition of enrollment quotas through a legal process	The research was done in the US and not in a police sector
	Mackneil and Liu 2017	Failure is found on the regulations aimed at generating change in gender inequality.	The study was conducted in a steel manufacturing industry but not a police sector
	Awan,andTahir 2015	Financial institutions should take care of their environment so as to retain and maintain the workforce	Proposed study was conducted in a Bank in Pakistan not a police sector
	Oshwald 2012	Good working conditions enhances the performance of employees	The study was conducted in Tanzania and in a health sector.

Gender Responsiveness	Ansary, and Jayashree (2014)	Nationality to some extent affects the responsiveness of quality of service offered	The study only focused on nationality and not any other aspects
	Fotso and Mukiira (2012)	Regardless of the inferior services provided by the maternity health facilities, women's economy and socio-cultural sensitivities resulted in high level of use of the facilities and good perceptions	The study was done in a health sector. it will be conducted in the Kenya police service.
Working environment	Asieda, Tetteh, Odei, Akwaboah and Afful 2012	There was poor relationship between the managers and the employees	The study only focused on relationship but not other factors that affect performance
	Awan, and Tahir 2015	Financial institutions should take care of their environment	The research was done in a Bank in
		in order to retain and maintain employees	Pakistan not a police sector
	Oshwald 2012	Good working conditions enhances the performance of employees	The study was conducted in Tanzania and in a health sector.
Training	Holmes and Machinnes 2003	Lack of training reduces the confidence while dealing with traumatic situations	It only focused on traumatic situations but not any other normal circumstance
	Forney and Yamagata-Lynch 2013	There are differences in handling issues between professionals and beginners	The study was not done in the Kenya police service
	Acheopong 2013	Lack of learning institutions and sufficient training do not produce graduates that match industry needs.	This research was conducted in Ghana and Nigeria and not in Kenya
	Takase (2013)	The level of confidence in the early stages of nurses affected the quality of service directly to the patients	The research was done in a health sector and should be done in Kenya police service

**Source: Research Data (2019)**

## **2.11 Summary of Literature review**

Literature on gender mainstreaming and monitoring crime prevention projects of police officers in Londiani sub-county was reviewed. Theories adopted in the study were; transformation model and general deterrence theory. The literature reviewed tried to ascertain if there is a connection concerning gender mainstreaming and monitoring crime prevention projects by police officers. The gender mainstreaming includes; gender equality, gender responsiveness, working condition, and training. Research indicates that, although organizations try hard to balance men and women and include gender perspectives in their policies many women from ethnic and minority groups are still left out and failure to access resources has led to vulnerability to violence and conflict. Walby, (2017); Bendix, (2008).

Gender equality means treating individuals differently on the grounds of their gender in a just manner. The reviewed literature established that, inequalities on female are propagated by motherhood, pregnancy and workplace discriminatory culture, increased status of women is through the imposition of recruitment quarters through litigation and failure is found in regulations aimed at generating change in gender inequality. Williamson and Baird (2014); Vokic, et al., 2017; Kaur, et al; Salignag et al Martin and Jurik (2007); Charles Worth (2009); Macnail and Liu (2017). Gender responsiveness are planned actions that will overcome historical gender biases and discrimination that existed which will enable women to engage and benefit from them in order to do better. The gaps in the literature showed that there was a connection between gender responsiveness and monitoring of crime prevention projects in the police service. Ansary and Jayshree (2014); Fotsoand Mukiira (2012). Working environment in this study referred to the working environment in which a person works which is influenced by aspects like cleanliness, lighting, tools, paid overtime, uniforms and access to services. Gaps that was in the literature indicated there was an existing relationship between the working environment of police officers and monitoring crime prevention projects. The gaps showed that there was a poor connection between the managers and the workers, financial institutions should take care of their environment in order to retain and maintain employees and that good working condition enhances the performance of employees. Asiede, Tetteh, Odei, Akwaboah and Bright-Afful (2012); Awan and Tahir (2015);

Oshwald (2012); Celtek (2004). Training is a technique of increasing understanding and capabilities of a person in undertaking a particular job. Empirical literature on training and monitoring of crime prevention projects found out that training is fundamental in performance of police officers and there is a link between crime prevention and training of police officers. The gaps in literature indicates that ethnic minority groups are more marginalized, lack of training reduces confidence while dealing with traumatic situations, lack of learning institutions and the quality of training do not produce graduates that match industry needs and level of confidence in early stages of nurses affected the quality of service directly. Forney and Yamagata-Lynch (2013); Holmes and Machinness (2003); Acheapong (2003); Takase (2013).

## **CHAPTER THREE**

### **RESEARCH METHODOLOGY**

#### **3.1 Introduction**

This section presented the research methodology that guided the study. This chapter focused on research design, population under consideration, sample size and sampling technique, instruments used in research, pilot testing, procedures in data collection, procedures in analyzing data and ethical considerations used in the study.

#### **3.2 Research Design**

Descriptive survey research design which utilized qualitative and quantitative data was applied in answering research questions provided to the respondents. Oso and Onen (2009) stated that this research design focused on methodology used in investigating populations under consideration through selection of samples to examine as well as ascertain incidences. The methodology gives detailed account of occasions the way they are and facilitate swift way of collecting data and the capability of having knowledge on a sample size from a population under consideration. This design allowed researcher to have description of the records, examined and make a report on implementation of gender mainstreaming and monitoring of crime prevention projects by police officers.

#### **3.3 Target Population**

Targeted population of this study was 210 police officers who are working within Londiani sub-county. The study targeted all police officers working under the National police service and is all spread across three police stations.

#### **3.4 Sample Size and Sample technique**

Description of the sample size and the procedures in sampling employed in the research are shown below.

##### **3.4.1 Sample size**

Sample size of used in the study was 136 police officers who were drawn from a total population of 210 police officers under consideration.

According to Krijcie and Morgan (1970), there is estimation table used to determine a sample size of specified population to be referred easily. However, to come up with the table, the following formula was used;

$$s = \frac{X^2 NP(1-P)}{d^2 (N-1) + X^2 p(1-p)},$$

S= required sample size

$X^2$  = the table value of chi-square for 1 degree of freedom at the desired confidence level (3.841)

N = the population size.

P = the population proportion (assumed to be .50 since this would provide the maximum sample size).

D = the degree of accuracy expressed as a proportion (.05).

**Table 3.1 : Sample size**

<b>Rank</b>	<b>Male</b>	<b>Female</b>
Superintendent	1	0
Chief Inspector	2	0
Inspector	2	1
Sergeant	3	2
Corporal	7	5
Constable	80	33
<b>TOTAL</b>	<b>95</b>	<b>41</b>

*Source: Research Data (2019)*

### 3.4.2 Sampling Procedure

Stratified random sampling procedure was used in the study. According to Kothari (1985), stratified random sampling method involves dividing the population into lesser sets called strata or stratification. According to Kothari, in stratification random sampling, strata are created according to the member-s collective characteristics. A total of 136 male and female police officers were sampled who were selected from 3 different police stations. During sampling, the researcher will make sure the samples represented

different features including education levels, marital status, age, area of operation and years in service.

### **3.5 Research Instruments**

According to Kothari (1985) tools used to collect data are called research instruments. Self-administered police Questionnaires was used for collection of data from participants. Questionnaires had two sections; Section A and B. From the headquarters, the researcher requested for a register of officers from the sub-county office. The register was used to randomly pick the 136 respondents. The questionnaires had two (2) sections; section A, which had demographic information including; sex, age, salary, years of service and level of education and section B contained questions on gender perspectives consisting of; gender equality, gender responsiveness, working condition and training.

#### **3.5.1 Pilot Testing of Instruments**

Questionnaires pre-tested 25 police officers who work under Kipkelion sub-county. The sub-county had a total of 250 police officers. Kothari (1985) advises that 10% of the population sample size is sufficient for pre-testing of a survey instrument. The proximity of the sub-county is not far from where the study actually took place and in terms of transport it is convenient and less costly. The number of police officers in the sub-county was also approximately equal to that of actual area of study. Because the two sub-counties are situated in the same county it was assumed that the officers had the same work experiences.

#### **3.5.2 Validity of Instruments**

The research experts ensured content validity of this research study putting into consideration the accuracy, correctness, truth and meaningfulness was ensured (Kasomo, 2006). The validation exercise will check whether the instruments might have any ambiguous/unclear or confusing terms in order to make better the face and instrument's content validity. The validation was done through pretesting of questionnaires in order to capture any ambiguity.

### 3.5.3 Reliability of Instruments

Healy and Perry (2000), describes reliability of instruments results from consistency and exact representation of the total population being studied over time. Cronbach's Alpha was applied to measure reliability coefficient which indicated how objects in a set are interrelated. The acceptable measure is 0.7 to 0.9 and 1 is higher in relation to reliability and internal consistency. The research instruments were pre-tested among police officers in Kipkelion sub-county and the data from the police headquarters had a total of 250 police officers. Kothari (1985) recommends that 10 percent of the total population is sufficient for pre-test sample. Therefore based on this recommendation, the pre-test was conducted on 25 police officers. The pilot study aimed at identifying problems that respondents encountered and to ascertain as to whether the various items in the instrument accurately yield the data that was required.

**Table 3.2: Cronbach's Alpha Reliability**

<b>Item</b>	<b>No.</b>	<b>Cronbach's Alpha</b>
Gender equality	4	0.924
Gender responsiveness	4	0.895
Working condition	4	0.944
training	4	0.962
Overall Reliability	26	0.936

***Source: Research Data (2019)***

Cronbach's alpha values for all the constructs' measurement scales were above 0.7 as recommended by Kurpius and Stafford (2006) as illustrated; gender equality (0.924), gender responsiveness (0.895), working condition (0.944), training (0.964) and the overall reliability of the research instrument was (0.936). All the items tested for reliability posted a score above the recommended 0.7, an indication that there was internal consistency in the questions.

### 3.6 Data Collection Procedure

The project presented to University of Nairobi examination panel for approval. Upon approval, the researcher sought for a research permit from the National police service. The researcher then contacted the commander of Kenya police service in Londiani sub-



county and shared with him /her the purpose of the study, then made a request to allow for the study to be carried on to the commander, the researcher requested for the list of names and contacts of all the police officers to enable the researcher randomly select participants for the study. Thereafter, the researcher requested the commanders of the police stations to introduce the sampled police officers to the researcher and at the same time requested them to participate in filling the questionnaires. With support of a research assistant, self-administered questionnaire was distributed to the sampled officers and requests them to give their responses and feedback by use of questionnaire. The researcher collected answered questionnaires and started data entry process followed by data analysis.

### **3.7 Data Analysis Techniques**

Data was analyzed using the Statistical Package for Social Scientists (SPSS) Version 21. Software was used in analyzing descriptive and inferential statistics for data collected and this descriptive statistics includes means, standard deviations, and frequency percentages. In analyzing inferential statistics computation of; simple linear regression which includes analysis of variance (ANOVA), computation of correlation and regression to determine the relationship between the dependent and the independent variable was done.

### **3.8 Ethical Consideration**

Requests was made by the researcher for authority to collect data from Kericho County Police commander by writing an official letter in which the purpose and scope of the study was stated. The researcher requested for consent to collect data from individual officers selected who will participate in the study and explained to each respondent that taking part in the study was purely voluntary.

A filled questionnaire from participants was considered as highly confidential and was kept in a secure place and was destroyed at the completion of the study. There was no request for names or phone numbers from the respondents and also no inducements to participate whether monetary or otherwise.

### 3.9 Operationalization of the variables

**Table: 3.3 Operationalization of variables**

<b>Objectives</b>	<b>Variable</b>	<b>Indicators</b>	<b>Measuring scale</b>	<b>Research Approach</b>	<b>Tools</b>
To determine the extent to which gender equality influences monitoring crime prevention projects of police officers in Londiani sub-county	Gender equality perspective	Promotion	Nominal	Quantitative and qualitative	Percentage and frequency Standard deviation regression
		Composition of employees	Ordinal		
To determine the extent to which gender responsiveness influence monitoring crime prevention projects in Londiani sub-county	Gender responsiveness	Assignments	Nominal	Quantitative and qualitative	Frequency and percentage Standard deviation Regression
		Working arrangements			
		Organization norms	Nominal		
To determine how working environment influence monitoring of crime prevention projects Londiani sub-county.	Working environment	Decision making	Nominal	Quantitative and qualitative	Frequency and percentage Standard deviation Regression
		Organization cultures	Nominal		
		Job security	Nominal		
To determine extent to which training influence monitoring of crime prevention of police officers in Londiani sub-county	Training perspective	Time of work	Ordinal	Quantitative and qualitative	Frequency and percentage Standard deviation regression
		Physical environment	Nominal		
		Amenities and facilities	Ordinal		
		Career training	Interval		
Monitoring crime prevention projects of police officers in Londiani sub-county	Monitoring crime prevention	Promotion	Nominal	Quantitative and qualitative	Percentage and frequency Multiple linear regression (R)(r)
		Skills training	Nominal		
		Community policing	Nominal		
		Nyumba Kumi intervention	Nominal		
		Neighborhood watch	Nominal		

## CHAPTER FOUR

### DATA ANALYSIS, PRESENTATION AND INTERPRETATION OF FINDINGS

#### 4.1 Introduction

This chapter presents data collected from the field its interpretation of the study. Findings relate to responses generated from questionnaires survey on gender mainstreaming and monitoring of crime prevention projects by police officers in Londiani sub-county, Kericho, Kenya. The study sought to answer four research questions: Does implementation of gender equality in the police service having any positive influence on monitoring crime prevention projects in Londiani sub-county? To what extent does gender responsiveness influence monitoring crime prevention projects in Londiani sub-county? To what extent does working environment of police officers influence monitoring of crime prevention projects in Londiani sub-county? How does training of police officers influence monitoring crime prevention projects in Londiani sub-county? Response rate, preliminary data of the respondents based on gender, level of education, working experience, age and departments. Results of the aspects of independent variables were presented in form of frequency tables, tables, percentages and inferential statistics. The discussions made reference to the relevant past research findings.

#### 4.2 Response Rate

According to Fowler, (2004), response rate refers to the extent to which the collected set of data consisting of all sampled members of the population under consideration. The sampled respondents in the study were 136, out of which 117 returned the questionnaires, representing a response rate of 86% depicted in Table 4.1.

**Table 4.1: Response Rate**

<b>Response rate</b>	<b>Frequency</b>	<b>Percent %</b>
Questionnaires returned	117	86
Questionnaires not returned	19	14
<b>Total Questionnaires issued</b>	<b>136</b>	<b>100</b>

*Source: Research Data (2019)*

Kothari (2014), Babbie (2002), Mugenda and Mugenda (2009) response rate indicated 50% is considered average, 60-70% being adequate, while anything above 70% considered excellent. 86% rate of response of the study was thus considered excellent analysis.

### 4.3 Background Information

The study in this section sought demographic information including; the gender, level of education, working experience and their ages. Table 4.2 shows the response based on gender.

**Table 4.2: Gender of Respondents**

<b>Gender</b>	<b>Frequency</b>	<b>Percent</b>
Male	75	64.1
Female	42	35.9
<b>Total</b>	<b>117</b>	<b>100.0</b>

*Source: Research Data (2019)*

Table 4.2 reveals that male were majority sampled respondents who were 75 (64.1%) while the female respondents were 42 (35.9%). This reveals that there are more male than female officers in the police service in Londiani Sub-County. The response however shows that the two thirds gender rule has been met as required by the Kenyan Constitution of 2010.

**Table 4.3: Age of Respondents**

<b>Age</b>	<b>Frequency</b>	<b>Percent (%)</b>
26 - 30 Years	52	44.4
31 - 35 Years	39	33.3
36 - 40 Years	26	22.3
<b>Total</b>	<b>117</b>	<b>100.0</b>

*Source: Research data (2019)*

Table 4.3 shows that respondents who were the majority 52 (44.4%) were falling in the range of 26 ó 30 years, in the age range of between 31 ó 35 years was 39 (33.3%) and those who fell between 36 to 40 years were 26 (22.3%).

**Table 4.4: Education Level**

<b>Education level</b>	<b>Frequency</b>	<b>Percent</b>
Bachelors	4	3.4
Diploma	25	21.4
Certificate	39	33.3
KCSE Certificate	49	41.9
<b>Total</b>	<b>117</b>	<b>100.0</b>

*Source: Research Data (2019)*

Table 4.4 reveals that slightly less than half of the respondents, 49 (41.9%) had KCSE certificate, holders of various certificates in other academic fields were 39 (33.3%), those with diploma certificate were 25 (21.4%) and those with Bachelor's degree were 4 (3.4%).

**Table 4.5: Salary Range**

<b>Salary Range</b>	<b>Frequency</b>	<b>Percent</b>
15,000 - 30,000	64	54.7
31,000 - 45,000	49	41.9
46,000 - 60,000	4	3.4
<b>Total</b>	<b>117</b>	<b>100.0</b>

*Source: Research Data (2019)*

Table 4.5 reveals that most of the staff were slightly above have of 64 (54.7%) were earning salary of between 15,000 and 30,000, those who were earning salary of between 31,000 and 45,000 were 49 (41.9%) and those who were earning salary of between 46,000 and 60,000 were 4 (3.4%).

This reveals that all the respondents were on government payroll thus earning some salary at the end of the month thus were motivated to manage crime in Londiani Sub County.

**Table 4.6: Work Experience**

<b>Work experience</b>	<b>Frequency</b>	<b>Percent</b>
Below 5 years	34	29.1
6 - 10 years	40	34.2
11 - 15 Years	24	20.5
16 - 20 Years	13	11.1
Above 21 Years	6	5.1
<b>Total</b>	<b>117</b>	<b>100.0</b>

*Source: Research Data (2019)*

Table 4.6 reveals that most respondents who had 40yrs (34.2%) had worked in the police service between 6 to 10 years, 5 years work experience 34 (29.1%), those with 11 to 15 years experience were 24 (20.5%), 16 and 20 years experience were 13 (11.1%) and those who had worked for more than 21 years were 6 (5.1%).

It shows that all respondents had work experience in the police service for quite sometimes and thus were qualified to respond on gender mainstreaming and monitoring of crimes prevention projects by police officers in Londiani Sub-County.

#### **4.4 Gender Equality and monitoring crime prevention projects by police officers**

The first objective was to examine the extent to which gender equality influences monitoring crime prevention projects in Londiani sub-county as shown in table 4.7

##### **4.4.1 Descriptive Analysis of Gender Equality and monitoring crime prevention projects of police officers**

Descriptive analysis was conducted to assess the relationship between gender equality and monitoring crime prevention by police officers. Table 4.7 presents the results of the analysis.

**Table 4.7: Gender Equality and monitoring crime prevention projects**

<b>Statements on gender equality</b>	<b>SA</b>	<b>A</b>	<b>NS</b>	<b>D</b>	<b>SD</b>	<b>Mean</b>	<b>Sd</b>
Male officers at my workplace get preferential consideration in promotion	5(4.3%)	25(21.4%)	4(3.4%)	67(57.7%)	16(13.7%)	2.4530	1.10247
The number of female police officers at different levels at my workplace is acceptable	30 (25.6%)	50 (42.7%)	4 (3.4%)	5 (4.3%)	28 (23.9%)	3.44188	1.51566
Male officers are always the only ones allocated lucrative assignments	5 (4.3%)	13 (11.1%)	4 (3.4%)	66 (56.4%)	29 (24.8%)	2.1368	1.04968
Female officers are prefer to be paired with male officers	18 (15.5%)	62 (53.0%)	4 (3.4%)	5 (4.3%)	28 (23.9%)	2.1368	1.43629
<b>Composite mean and composite standard deviation</b>						<b>2.54212</b>	<b>1.25658</b>

**Source: Research Data (2019)**

Able 4.7 indicates that most respondents who were 67 (57.7%) disagreed as well as 16 (13.7%) respondents who strongly disagreed that male officers at workplace get preferential consideration in promotion. The respondents who agreed that male officers

get preferential consideration in promotion at workplace were 25 (21.4%) and 5 (4.3%) respondents who strongly agreed while 4 (3.4%) respondents were undecided.

Majority of the respondents who were 50 (42.7%) agreed together with 30 (25.6%) respondents who strongly agreed that the number of female police officers at different levels at workplace was acceptable. The respondents who strongly disagreed that the number of female police officers at different levels at workplace was acceptable were 28 (23.9%) and those who disagreed were 5 (4.3%) and those who were undecided were 4 (3.4%).

Male officers were always the only ones allocated lucrative assignments was not true since majority of the respondents who were 66 (56.4%) disagreed together with 29 (24.8%) respondents who strongly agreed. The respondents who agreed that male officers were always the only ones allocated lucrative assignments were 13 (11.1%) together with 5 (4.3%) respondents who strongly agreed while the respondents who were undecided were 4 (3.4%).

Female officers preferred to be paired with male officers was true since majority of the respondents who were 62 (53.0%) agreed together with 18 (15.5%) respondents who strongly agreed. The respondents who strongly disagreed that female officers preferred to be paired with male officers were 28 (23.9%) as well as 5 (5.3%) respondents who disagreed. The respondents who were undecided were 4 (3.4%).

#### **4.4.2 Correlation of Gender Equality and monitoring crime prevention by police officers**

Correlation analysis was conducted to assess the relationship between gender equality and monitoring crime prevention projects by police officers



**Table 4.8: Correlation of gender Equality and monitoring of crime prevention by police officers**

		male officers at my workplace get preferential consideration in promotion	the number of female police officers at different level at my workplace is acceptable	male officers are always the only ones allocated lucrative assignment
male officers at my workplace get preferential consideration in promotion	Pearson Correlation	1	.597**	.237*
	Sig. (2-tailed)		.000	.010
	N	117	117	117
the number of female police officers at different level at my workplace is acceptable	Pearson Correlation	.597**	1	.300**
	Sig. (2-tailed)	.000		.001
	N	117	117	117
male officers are always the only ones allocated lucrative assignment	Pearson Correlation	.237*	.300**	1
	Sig. (2-tailed)	.010	.001	
	N	117	117	117
female officers are preferred to be paired with male officers	Pearson Correlation	.660**	.410**	.326**
	Sig. (2-tailed)	.000	.000	.000
	N	117	117	117

The analysis in table 4.8 shows that there is a strong correlation between variable male officers at my work place get preferential consideration in promotion, the number of female officers at different levels at my workplace, male officers are always the only ones allocated lucrative assignments and female officers preferred to be paired with male officers with  $r=0.660$   $p<0.01$ ,  $r=0.410$   $p<0.326$  respectively.

#### **4.4.3: Regression analysis of gender equality and monitoring of crime prevention by police officers**

Regression analysis was conducted to establish the relationship between gender equality and monitoring crime prevention by police officers

**Table 4.9: Model Summary of Gender equality and monitoring crime prevention by police officers.**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.917 <sup>a</sup>	.840	.835	.19583

a. Predictors: (constant), gender equality.

Table 4.9 shows a model summary of regression analysis between gender equality and monitoring crime prevention and there is significant relationship that existed between the two that yielded an r-square value of 0.840. This means 84% is the proportion gender equality influences monitoring crime prevention.

#### **4.4.4: Analysis of variance of Gender Equality and monitoring crime prevention projects by police officers**

Analysis of variance was conducted to assess the relationship between gender equality and monitoring of crime prevention projects by police officers. The following table presents the results of the analysis of variance.

**Table 4.10: Analysis of variance (ANOVA)**

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	22.628	4	5.657	147.516	.000 <sup>b</sup>
	Residual	4.295	112	.038		
	Total	26.923	116			

a. Dependent variable : monitoring crime,

b. Predictors: (constant), gender equality

Table 4.10 shows the ANOVA analysis conducted on influence of gender equality against dependent variable monitoring crime prevention project at 95% confidence level, P-value 0.000 which is less than 0.05 significance level indicating that there is statistical significance between the two.

#### 4.4.5: Coefficient analysis of gender equality

Table 4.11 below presents the coefficient analysis which examines the relationship between gender equality and monitoring crime prevention projects by police officers.

**Table 4.11: Coefficients of Gender Equality and monitoring crime prevention projects by police officers**

Model	Coefficients <sup>a</sup>				T	Sig.
	Unstandardized Coefficients		Standardized Coefficients			
	B	Std. Error	Beta			
(Constant)	2.076	.057		36.603	.000	
male officers at my workplace get preferential condition in promotion	.246	.025	.563	9.820	.000	
the number of female police officers at different level at my workplace is acceptable	-.341	.015	-1.073	-22.321	.000	
male officers are always the only ones allocated lucrative assignment	.120	.019	.262	6.422	.000	
female officers are preferred to be paired with male officers	-.124	.017	-.369	-7.147	.000	

The study found out that an increase in gender equality will increase monitoring of crime prevention, there was a positive significant relationship between monitoring and gender equality since it had a Pearson Correlation of 0.756 and significance of 0.000 from a response of 117 respondents.

#### 4.5. Influence of Gender Responsiveness on monitoring crime prevention by police officers

The second objective was to assess the extent to which gender responsiveness influence monitoring crime prevention projects in Londiani sub-county. The responses are presented in Table 4.12.

**Table 4.12: Gender Responsiveness and monitoring crime prevention projects**

<b>Statements on gender responsiveness</b>	<b>SA</b>	<b>A</b>	<b>NS</b>	<b>D</b>	<b>SD</b>	<b>Mean</b>	<b>Sd</b>
Female at my workplace are more privileged than male	17 (14.5%)	12 (10.3%)	4 (3.4%)	43 (36.8%)	41 (35%)	2.3248	1.4193
At my workplace inequalities generated from rules and regulation from unequal norms are addressed accordingly	5 (4.3%)	41 (35.0%)	4 (3.4%)	62 (53.0%)	5 (4.3%)	2.8718	1.4653
At my workplace there is no intentional target to specific group of male and female to benefit from particular policies or programs or to meet certain needs.	5 (4.3%)	18 (15.4%)	4 (3.4%)	74 (63.2%)	16 (13.7%)	3.2906	1.1967
At my work place female staffs are considered on specific needs.	17 (14.5%)	51 (43.6%)	4 (3.4%)	29 (24.8%)	16 (13.7%)	3.2051	1.3361
<b>Composite mean and composite standard deviation</b>						<b>2.1218</b>	<b>1.354</b>

Table 4.12 reveals that majority of the respondents who were 43 (36.8%) disagreed together with 41 (35.0%) respondents who strongly disagreed that females were more

privileged than male at workplace. Respondents who strongly agreed that females were more privileged than male at workplace were 17 (14.5%) and 12 (10.3%) respondents who disagreed while 4 (3.4%) respondents were undecided.

Majority of the respondents who were 62 (53.0%) disagreed and 5 (4.3%) respondents strongly disagreed that workplace inequalities generated from rules and regulation from unequal norms were addressed accordingly. The respondents who agreed that workplace inequalities generated from rules and regulation from unequal norms were addressed accordingly were 41 (35.0%) together with 5 (4.3%) respondents who strongly agreed while 4 (3.4%) were undecided.

Majority of the respondents who were 74 (63.2%) disagreed together with 16 (13.7%) respondents who strongly disagreed that there was no intentional target to specific group of male and female to benefit from particular policies or programs or to meet certain needs at workplace. The respondents who agreed that there was no intentional target to specific group of male and female to benefit from particular policies or programs or to meet certain needs at workplace were 18 (15.6%) and 5 (4.3%) respondents who strongly agreed while 4 (3.4%) respondents were undecided.

Female staffs were considered on specific needs at workplace since majority of the respondents who were 51 (43.6%) agreed together with 17 (14.5%) respondents who strongly agreed. The respondents who disagreed that female staffs were considered on specific needs at workplace were 29 (24.8%) together with 16 (13.7%) respondents who strongly disagreed while 4 (3.4%) respondents were undecided.

The findings imply that female employees at workplace had same privileges as those of male employees. Workplace inequalities generated from rules and regulation from unequal norms were not addressed accordingly. There was intentional target to specific group of male and female to benefit from particular policies or programs or to meet certain needs and that female staffs were considered on specific needs.

#### 4.5.1 Inferential analysis of Gender responsiveness on monitoring crime prevention projects by police officers

Correlation analysis was conducted to assess the relationship between gender responsiveness and monitoring crime prevention by police officers. Table 4.8.1 presents the results of the correlation analysis.

**Table 4.13: Correlation Analysis of Gender responsiveness on monitoring crime prevention projects by police officers**

		female at my work place are more privileged than male	at my work place inequalities generated from rules and regulations from unequal norms are discussed accordingly	at my workplace there is no intentional target to specific group of male and female to be benefit from particular policies or programs to meet certain needs
female at my work place are more privileged than male	Pearson Correlation	1	.124	.436**
	Sig. (2-tailed)		.183	.000
	N	117	117	117
at my work place inequalities generated from rules and regulations from unequal norms are discussed accordingly	Pearson Correlation	.124	1	.774**
	Sig. (2-tailed)	.183		.000
	N	117	117	117
at my workplace there is no intentional target to specific group of male and female to be benefit from particular policies or programs of to meet certain needs	Pearson Correlation	.436**	.774**	1
	Sig. (2-tailed)	.000	.000	
	N	117	117	117
at my workplace female staff are considered on specific needs	Pearson Correlation	.624**	.141	.577**
	Sig. (2-tailed)	.000	.129	.000
	N	117	117	117

Table 4.13 above shows there was a strong relationship between gender responsiveness and monitoring crime prevention by police officers. It has a Pearson Correlation of  $r=0.624$   $p<0.01$ ,  $r=0.141$   $p=0.01$ ,  $r=0.577$  and  $p<0.01$  significance is 0.000 from a response of 117 respondents.

#### 4.5.2 Regression Analysis of Gender responsiveness on monitoring crime prevention by performance of police officers

Regression analysis was conducted to assess the relationship between gender responsiveness and monitoring crime prevention by police officers

**Table 4.14:Regression analysis of Gender responsiveness on monitoring crime prevention by police officers.**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.658 <sup>a</sup>	.433	.413	.36908

a. Predictors: (Constant), Gender Responsiveness.

Table 4.14 shows a model summary of regression analysis between gender responsiveness and monitoring crime prevention and there is significant relationship that existed between the two that yielded an r-square value of 0.433. This means 43.3% is the proportion gender responsiveness influences monitoring crime prevention.

#### 4.5.3 Analysis of Variance between gender responsiveness and monitoring crime prevention by police officers.

**Table 4.15 Analysis of Variance (ANOVA)**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	11.666	4	2.917	21.411	.000 <sup>b</sup>
	Residual	15.257	112	.136		
	Total	26.923	116			

a. Dependent variable: gender

b. Predictors:(constant), gender responsiveness.

Table 4.15 shows the ANOVA analysis conducted on influence of gender responsiveness against dependent variable monitoring crime prevention project at 95% confidence level. P-value 0.000 which is less than 0.05 significant level indicates statistical significance between the two.

#### 4.5.4 Coefficients of Gender Responsiveness and monitoring of crime prevention by police officers.

Coefficient analysis was conducted to establish between gender responsiveness and monitoring crime prevention by police officers. Table 4.8.4 presents the analysis of data.

**Table 4.16: Coefficients of Gender Responsiveness and Monitoring Crime Prevention by police officers.**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	2.128	.107		19.933	.000
	female at my work place are more privileged than male at my work place inequalities generated from rules and regulations from unequal norms are discussed accordingly at my workplace there is no intentional target to specific group of male and female to be benefit from particular policies or programs of to meet certain needs at my workplace female staff are considered on specific needs	.068	.031	.200	2.167	.032
		.027	.046	.083	.590	.556
		-.067	.069	-.167	-.978	.330
		-.244	.042	-.678	-5.812	.000



Results in table 4.16 indicate that some variables negatively affect the independent variable and it influences gender that is; at my workplace there is no intentional target to specific groups of male and female to benefit from particular policies or programs to meet certain needs and at my workplace female staff are considered on specific needs however the following influence the variable; at my workplace inequalities generated from rules and regulations from unequal norms are discussed accordingly, female at my work place are more privileged than male. R-square is 0.433 which means that gender responsiveness accounts for 43.3% of the variation in the dependent variable.

#### 4.6 Working Environment on monitoring of crime prevention by police officers.

The third objective was to evaluate how working condition influence monitoring of crime prevention projects Londiani sub-county. The responses are presented in table 4.17.

**Table 4.17: Working Environment and monitoring crime prevention projects**

<b>Statement on working environment</b>	<b>SA</b>	<b>A</b>	<b>NS</b>	<b>D</b>	<b>SD</b>	<b>Mean</b>	<b>Sd</b>
I would leave employment in the police service if an opportunity with equivalent pay was available in other government sectors or elsewhere	43 (36.8%)	37 (31.6%)	4 (3.4%)	17 (14.5%)	16 (13.7%)	2.9658	1.3515
Working hours in the police service are flexible to individual's health or physical needs	5 (4.3%)	25 (21.4%)	4 (3.4%)	55 (47.0%)	28 (23.9%)	2.3504	1.1841
My work environment is adequate for delivery of quality service	5 (4.3%)	42 (35.9%)	4 (3.4%)	50 (42.7%)	16 (13.7%)	2.8803	1.2259
Facilities and officers are adequately equipped and maintained	9 (7.7%)	28 (23.9%)	5 (4.3%)	47 (40.2%)	28 (23.9%)	2.7692	1.3156
<b>Composite mean and standard deviation</b>						<b>2.7414</b>	<b>1.269</b>

**Source: Research Data (2019)**

Table 4.17 reveals that majority of the respondents who were 43 (36.8%) strongly agreed and 37 (31.6%) respondents who agreed that they would leave employment in the police

service if an opportunity with equivalent pay was available in other government sectors or elsewhere.

Respondents who disagreed that that they would leave employment in the police service if an opportunity with equivalent pay was available in other government sectors or elsewhere were 17 (14.5%) and 16 (13.7%) respondents who strongly agreed while 4 (3.4%) respondents were undecided.

Working hours in the police service were not flexible to individual's health or physical needs since majority of the respondents who were 55 (47.0%) disagreed and 28 (23.9%) respondents strongly disagreed. The respondents who agreed that working hours in the police service were flexible to individual's health or physical needs were 25 (21.4%) together with 5 (4.3%) respondent who strongly agreed while 4 (3.4%) respondents were undecided.

Work environment was not adequate for delivery of quality service since majority of the respondents who were 50 (42.7%) disagreed and 16 (13.7%) respondents strongly disagreed. The respondents who agreed that work environment was not adequate for delivery of quality service were 42 (35.9%) and 5 (4.3%) respondents who strongly agreed while 4 (3.4%) respondents were undecided.

Majority of the respondents who were 47 (40.2%) disagreed together with 28 (23.9%) respondents who strongly disagreed that, facilities and officers were adequately equipped and maintained. The respondents who agreed that facilities and officers were adequately equipped and maintained were 47 (40.2%) together with 9 (7.7%) respondents who strongly agreed while 5 (4.3%) respondents were undecided.

The findings imply that the respondents would leave employment in the police service if an opportunity with equivalent pay was available in other government sectors or elsewhere. The working hours in the police service were not flexible to individual's health or physical needs. The work environment was inadequate for delivery of quality service since facilities and officers were not adequately equipped and maintained.

#### 4.6.1: Correlation analysis of work environment on monitoring crime prevention by police officers

Correlation analysis was conducted to determine the relationship between work environment and monitoring crime prevention by police officers.

**Table 4.18: Correlation analysis of work environment and monitoring crime prevention by police officers.**

		I would leave employment in the police service if an opportunity with equivalent pay was available in other government sector of elsewhere	working hours in the police service are flexible to individual's health or physical needs	my work environment is adequate for delivery of quality service
I would leave employment in the police service if an opportunity with equivalent pay was available in other government sector of elsewhere	Pearson Correlation Sig. (2-tailed)	1	.201* .029	.320** .000
	N	117	117	117
working hours in the police service are flexible to individual's health or physical needs	Pearson Correlation Sig. (2-tailed)	.201* .029	1	.766** .000
	N	117	117	117
my work environment is adequate for delivery of quality service	Pearson Correlation Sig. (2-tailed)	.320** .000	.766** .000	1
	N	117	117	117
facilities and offices are adequately equipped and maintained	Pearson Correlation Sig. (2-tailed)	.029 .759	.506** .000	.694** .000
	N	117	117	117

Analysis in table 4.18 above indicates positive correlation between the independent variables: I would leave employment in the police service if an opportunity with equivalent pay was available in other government sectors or elsewhere, working hours in the police service are flexible to individuals health or physical needs, my work environment is adequate for delivery of quality service, facilities and officers are adequately equipped and maintained.  $r=0.29$   $p<0.01$   $r=0.506$   $p<0.01$   $r=0.694$   $p<0.01$  respectively. This shows that correlation is statistically significant.

#### **4.6.2 Regression Analysis of Work Environment and Monitoring Crime Prevention by police officers.**

Regression analysis was conducted to assess the relationship between work environment and monitoring crime prevention by police officers.

**Table 4.19: Regression analysis of Work Environment on monitoring crime prevention by police officers.**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.729 <sup>a</sup>	.531	.514	.33583

a. Predictors: (Constant), working environment.

From the table above, R-value is 0.729 which shows a strong correlation. R-square is 0.531 which means that gender responsiveness accounts for 53.1% of the variation in the dependent variable.

#### **4.6.3: Analysis of variance of work environment and monitoring crime prevention by police officers**

Analysis of variance was conducted to determine the relationship between work environment and monitoring crime prevention by police officers.

**Table 4.20: Analysis of variance (ANOVA)**

Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	4	3.573	31.681	.000 <sup>b</sup>
	Residual	112	.113		
	Total	116			

Predictors: (Constant), working environment

Table 4.20 shows the ANOVA analysis conducted on influence of working environment against the dependent variable monitoring crime prevention project at 95% confidence level and P-value of 0.000 which is less than 0.05 significance level indicating that there is statistical significance between the two.

#### **4.6.4 Coefficients of working environment and monitoring of crime prevention by police officers.**

Coefficient analysis was conducted to establish between working environment and monitoring crime prevention by police officers. Table 4.21 presents the analysis

**Table 4.21: Coefficients of working environment and Monitoring Crime**

**Prevention by police officers.**

Model	Unstandardized		Standardized		T	Sig.
	B	Std. Error	Beta			
(Constant)	1.951	.103		19.027		.000
I would leave employment in the police service if an opportunity with equivalent pay was available in other government sector of elsewhere	-.086	.026	-.240	-3.257		.001
working hours in the police service are flexible to individual's health or physical needs	.199	.041	.488	4.825		.000
my work environment is adequate for delivery of quality service	-.422	.052	-1.074	-8.065		.000
facilities and offices are adequately equipped and maintained	.148	.036	.405	4.175		.000

Results in table 4.21 indicate that some variables negatively affect the independent variable influences gender facilities and offices are adequately equipped and maintained, i would leave employment in the police service if an opportunity with equivalent pay was available in other government sector of elsewhere, working hours in the police service are flexible to individual's health or physical needs, my work environment is adequate for delivery of quality service. The R-value is 0.729 which shows a strong correlation. R-square is 0.531 which means that gender responsiveness accounts for 53.1% of the variation in the dependent variable.

**4.7 Training and monitoring crime prevention by police officers**

The fourth objective was to determine the extent to which training influence monitoring crime prevention projects in Londiani Sub-County. The responses are presented in table 4.22.

**Table 4.22: Training and monitoring crime prevention projects**

Statements on training						Mean	Sd
	SA	A	NS	D	SD		
There is a specific criteria for selection for training at my workplace	28 (23.9%)	47 (40.1%)	5 (4.3%)	21 (17.9%)	16 (13.7%)	3.3932	1.34522
Selection for training at my workplace automatically leads to promotion	5 (4.3%)	9 (7.7%)	5 (4.3%)	70 (58.8%)	28 (23.9%)	1.9658	1.84007
Selection for training in the police service always leads to one acquiring new skills	28 (23.9%)	61 (52.1%)	3 (2.6%)	9 (7.7%)	16 (13.7%)	3.7009	1.25441
Female officers are sometimes unavailable for training on the basis of family commitments	9 (7.7%)	59 (50.4%)	5 (4.3%)	28 (23.9%)	16 (13.7%)	3.0769	1.21168
<b>Composite mean and standard deviation</b>						<b>3.034</b>	<b>1.40300</b>

*Source: Research Data (2019)*

Table 4.22 reveals that majority of respondents who were 47 (40.1%) agreed and 28 (23.9%) respondents strongly agreed that there was a specific criterion for selection for training at workplace. The respondents who disagreed that there were specific criterion for selection for training at workplace were 21 (17.9%) and 16 (13.7%) respondents who strongly disagreed while 5 (4.3%) respondents were undecided.

Selection for training does not automatically leads to promotion at workplace since majority of the respondents who were 70 (58.8%) disagreed and 28 (23.9%) respondents who strongly disagreed. The respondents who agreed that selection for training

automatically leads to promotion at workplace were 9 (7.7%) together with 5 (4.3%) respondents who strongly agreed while 5 (4.3%) respondents were undecided.

Selection for training in the police service always leads to one acquiring new skills was true since majority of the respondents who were 61 (52.1%) agreed and 28 (23.9%) respondents who strongly agreed. The respondents who strongly disagreed that selection for training in the police service always leads to one acquiring new skills were 16 (13.7%) and 9 (7.7%) respondents who strongly disagreed while 5 (4.3%) respondents were undecided.

Majority of the respondents who were 59 (50.4%) agreed and 9 (7.7%) respondents strongly agreed that female officers were sometimes unavailable for training on the basis of family commitments. The respondents who disagreed that female officers were sometimes unavailable for training on the basis of family commitments were 28 (23.9%) together with 16 (13.7%) respondents who strongly disagreed. The respondents who were undecided were 5 (4.3%).

The findings implies that there were specific criteria for selection for training at my workplace and that selection for training did not automatically leads to promotion but would always leads to one acquiring new skills. The female officers were sometimes unavailable for training on the basis of family commitments.

#### **4.7.1: Correlation Analysis of Training and Monitoring Crime Prevention by police officers.**

Correlation analysis was conducted to determine the relationship between training and monitoring crime prevention by police officers. Table below shows the correlated data analysis of training.



**Table 4.23: Correlation Analysis of Training and Monitoring Crime Prevention by police officers.**

		there is a specific criteria for selection for training and development at my workplace	selection for training and development at my work place automatically leads to promotion	selection of training in the police service always leads to one acquiring new skills
there is a specific criterion for selection for training and development at my workplace	Pearson Correlation Sig. (2-tailed) N	1 .302** .001 117	.302** .001 117	.816** .000 117
selection for training and development at my work place automatically leads to promotion	Pearson Correlation Sig. (2-tailed) N	.302** .001 117	1 .432** .000 117	.432** .000 117
selection of training in the police service always leads to one acquiring new skills	Pearson Correlation Sig. (2-tailed) N	.816** .000 117	.432** .000 117	1 .000 117
female officers are sometimes unavailable for training on the basis of family commitments	Pearson Correlation Sig. (2-tailed) N	.552** .000 117	.426** .000 117	.781** .000 117

In the results it indicates that some variables negatively affect the independent variable. Selection of training in the police service always leads to one acquiring new skills and female officers are sometimes unavailable for training on the basis of family commitments where  $r = 0.432$   $p < 0.01$   $r = 0.781$   $p < 0.01$  respectively. Selection for training at my workplace automatically leads to promotion is positively correlated.  $r = 0.816$   $p < 0.01$ . This shows that correlation is statistically significant.

#### 4.7.2 Regression Analysis of training and Monitoring Crime Prevention by police officers.

Regression analysis was conducted to assess the relationship between training and monitoring crime prevention by police officers.

**Table 4.24: Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.582 <sup>a</sup>	.339	.315	.39872

Predictions: (constant) training

Table 4.24 shows The R-value is 0.729 which shows a strong correlation. R-square is 3.39 which mean that training accounts for 33.9% of the variation in the dependent variable.

#### 4.7.3 Analysis of variance of work training and monitoring crime prevention by police officers

Analysis of variance was conducted to determine the relationship between training and monitoring crime prevention by police officers.

**Table 4.25: Analysis of variance (ANOVA)**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	9.118	4	2.279	14.338	.000 <sup>b</sup>
	Residual	17.805	112	.159		
	Total	26.923	116			

a. Dependent variable: gender

b. predictions: (constant), training

Table 4.25 shows the ANOVA analysis conducted on influence of training against the dependent variable monitoring crime prevention project at 95% confidence level. P-value 0.000 which is less than 0.05 significance level indicates statistical significance between the two.

#### 4.7.4 Coefficients of training and monitoring of crime prevention by police officers.

Coefficient analysis was conducted to establish between training and monitoring crime prevention by police officers. Table 4.8.8 presents the analysis

**Table 4.26: Coefficients of training and Monitoring Crime Prevention by police officers.**

Model	Unstandardized Coefficients		Standardized Coefficients		T	Sig.
	B	Std. Error	Beta			
(Constant)	1.740	.124		14.008		.000
there is a specific criteria for selection for training and development at my workplace	.181	.049	.505	3.684		.000
selection for training and development at my work place automatically leads to promotion	.186	.050	.324	3.749		.000
selection of training in the police service always leads to one acquiring new skills	-.429	.071	-1.118	-6.039		.000
female officers are sometimes unavailable for training on the basis of family commitments	.074	.051	.187	1.461		.147

In the results it indicates that some variables negatively affect the independent variable like; selection in police always leads to one acquiring new skills, female officers are

sometimes unavailable for training on the basis of family commitments and those which affect positively: selection for training at my workplace automatically leads to promotion, there is specific criteria for selection for training and at my workplace, The R-value is 0.582 which shows a strong correlation. R-square is 0.39 which means that gender responsiveness accounts for 39% of the variation in the dependent variable.

#### 4.8 Monitoring Crime Prevention

The response on monitoring of crimes is presented in Table 4.28

**Table 4.27: Monitoring of Crime**

Statements on SA	A	NS	D	SD	Mean	Sd
<b>monitoring of crime prevention projects</b>						
Community policing is the main preventive measure in criminal activities.	17 (14.5%)	59 (50.4%)	9 (7.7%)	16 (13.7%)	16 (13.7%)	3.3846 1.27878
Close collaboration between police officers and community members contributes to reduction in incidents of crime in the Sub - County.	52 (44.4%)	37 (31.6%)	3 (2.6%)	9 (7.7%)	16 (13.7%)	3.9060 1.36447
Community policing has been accepted in the community as the means of preventing crime in the Sub-County	17 (14.5%)	60 (51.3%)	9 (7.7%)	15 (12.8%)	16 (13.7%)	3.4017 1.27347
Crime prevention strategies should be gender sensitive	5 (4.3%)	84 (71.8%)	3 (2.6%)	9 (7.7%)	16 (13.7%)	3.5043 1.10347
NyumbaKumi has been effective strategy for fighting crime in the Sub-County	30 (25.6%)	35 (29.9%)	9 (7.7%)	27 (23.1%)	16 (13.7%)	3.3077 1.42309
<b>Composite mean and standard deviation</b>					<b>3.52993</b>	<b>1.29113</b>

*Source: Research Data (2019)*

Majority of the respondents who were 59 (50.4%) agreed and 17 (14.5%) strongly agreed that community policing was the main preventive measure in criminal activities. The respondents who disagreed and those who strongly disagreed that community policing was the main preventive measure in criminal activities were 16 (13.7%) while 9 (7.7%) respondents were undecided.

Close collaboration between police officers and community members contributed to reduction in incidents of crime in the Sub ó County since majority of the respondents who were 52 (44.4%) strongly agreed and 37 (31.6%) respondents agreed. The respondents who strongly disagreed that Close collaboration between police officers and community members contributed to reduction in incidents of crime in the Sub ó County were 16 (13.7%) and 9 (7.7%) respondents disagreed while 3 (2.6%) respondents were undecided.

Majority of the respondents who were 60 (51.3%) agreed and 17 (14.5%) respondents strongly agreed that community policing had been accepted in the community as the means of preventing crime in the Sub-County. Respondents who strongly disagreed that community policing had been accepted in the community as the means of preventing crime in the Sub-County were 16 (13.7%) together with 15 (12.8%) respondents who disagreed while 9 (7.7%) respondents were undecided.

Majority of the respondents who were 84 (71.8%) agreed and 5 (4.3%) respondents strongly agreed that crime interventions strategies should be gender sensitive. The respondents who strongly disagreed that crime interventions strategies should be gender sensitive were 16 (13.7%) and 9 (7.7%) respondents who disagreed while 3 (2.6%) respondent were undecided.

Nyumba Kumi had been effective strategy for fighting crime in the Sub-County since majority of the respondents who were 35 (29.9%) agreed and 30 (25.6%) respondents strongly agreed. The respondents who disagreed that Nyumba Kumi had been effective strategy for fighting crime in the Sub-County were 27 (23.1%) and 16 (13.7%) respondents who strongly disagreed while 9 (7.7%) were undecided.

#### 4.8.1 Inferential Statistics on monitoring crime prevention by police officers

This study applied correlations and multiple regressions to determine the predictive power of and monitoring of crime prevention project by police officers in Londiani Sub County.

The analysis is shown in the table 4.29.

**Table 4.28: Correlation analysis on monitoring crime prevention by police officers**

		community policing is the main preventive measures in criminal activities	close collaboration between police and community members contribute to reduction in incidents of crime in the sub-county	community policing has been accepted in the community as a means of preventing crime in the sub-county
community policing is the main preventive measures in criminal activities	Pearson Correlation Sig. (2-tailed) N	1 117	.866** .000 117	.735** .000 117
close collaboration between police and community members contribute to reduction in incidence of crime in the sub-county	Pearson Correlation Sig. (2-tailed) N	.866** .000 117	1 .000 117	.870** .000 117
community policing has been accepted in the community as a means of preventing crime in the sub-county	Pearson Correlation Sig. (2-tailed) N	.735** .000 117	.870** .000 117	1 .000 117
crime intervention strategies should be gender sensitive	Pearson Correlation Sig. (2-tailed) N	.821** .000 117	.942** .000 117	.830** .000 117
Nyumbakumi has been effective strategy for fighting crime in the sub- county	Pearson Correlation Sig. (2-tailed) N	.446** .000 117	.668** .000 117	.806** .000 117

Analysis in the table above indicates positive correlation between monitoring crime prevention and the independent variables: community policing is the main preventive measure in criminal activities, close collaboration between police and community members contribute to reduction in incidents of crime in the sub-county, community policing has been accepted in the community as a means of preventing crime in the sub-county, crime intervention strategies should be gender sensitive, Nyumbakumi has been an effective strategy for fighting crime.  $r=0.446$   $p<0.01$   $r=0.668$   $p<0.01$   $r=0.806$   $p<0.01$  respectively. This shows that correlation is statistically significant.

#### **4.8.2: Regression Analysis of training and Monitoring Crime Prevention by police officers.**

Regression analysis was conducted to assess the relationship between training and monitoring crime prevention by police officers

**Table 4.29: Regression Analysis on Monitoring Crime Prevention by police officers**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.548 <sup>a</sup>	.300	.268	.41204

a. Predictors: (Constant),Monitoring

Table 4.29 shows The R-value is 0.548 which shows a strong correlation. R-square is 0.300 which mean that training accounts for 30% of the variation in the dependent variable.

#### **4.8.3 Analysis of variance of work training and monitoring crime prevention by police officers**

Analysis of variance was conducted to determine the relationship between monitoring crime prevention by police officers and the independent variable.

**Table 4.30: Analysis of Variance (ANOVA)**

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Model		Sum of Squares	Df	Mean Square	F	Sig.
	Regression	8.078	5	1.616	9.515	.000 <sup>b</sup>
1	Residual	18.845	111	.170		
	Total	26.923	116			

a. Independent variable; Gender mainstreaming

b. Predictors: (Constant), monitoring

Table 4.30 shows analysis of variance for monitoring crime prevention projects and gender mainstreaming. The p-value is 0.000 with a significance level of 0.01. The analysis highlights the presence of a significant relationship between gender mainstreaming and monitoring crime prevention projects.

#### **4.8.4 Coefficients or monitoring of crime prevention by police officers.**

Coefficient analysis was conducted to establish monitoring crime prevention by police officers. Table 4.31 presents the analysis



**Table 4.31: Coefficients of Monitoring Crime Prevention by police officers.**

Model	Unstandardized		Standardized	T	Sig.
	Coefficients		Coefficients		
	B	Std. Error	Beta		
(Constant)	2.135	.129		16.530	.000
community policing is the main preventive measures in criminal activities	.091	.067	.242	1.367	.174
close collaboration between police and community members contribute to reduction in incidents of crime in the sub-county	-.057	.109	-.161	-.525	.601
1 community policing has been accepted in the community as a means of preventing crime in the sub-county	.010	.081	.026	.121	.904
crime intervention strategies should be gender sensitive	-.328	.115	-.751	-2.861	.005
Nyumbakumi has been effective strategy for fighting crime in the sub-county	.076	.055	.226	1.389	.168

Table 4.31 shows that that there was a positive significant relationship between monitoring and In the results it indicates that some variables negatively affect the independent variable like; crime intervention strategies should be gender sensitive others affects positively; Nyumba kumi has been effective strategy for fighting crime in the sub-county, community policing is the main preventive measures in criminal activities, community policing has been accepted in the community as a means of preventing crime in the sub-county, close collaboration between police and community members contribute to reduction in incidents of crime in the sub-county. The R-value is 0.548 which shows a strong correlation. R-square is 0.300 which means that gender responsiveness accounts for 30% of the variation in the dependent variable.

## CHAPTER FIVE

### SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

#### 5.1 Introduction

This chapter summarizes the research findings regarding the research objectives, draws conclusions and makes recommendations for further study.

#### 5.2 Summary of Findings

The purpose of the study was to establish the effect of gender mainstreaming and monitoring of crime prevention projects by police officers in Londiani Sub-County, Kericho, Kenya. The study sought to examine the extent to which gender equality influences monitoring crime prevention projects in Londiani sub-county; assess the extent to which gender responsiveness influence monitoring crime prevention projects in Londiani sub-county; evaluate how working condition influence monitoring of crime prevention projects Londiani sub-county and assess the extent to which training influence monitoring crime prevention projects in Londiani Sub-County. Primary data collected from self-administered questionnaires was distributed to 136 sampled respondents where 117 questionnaires were returned.

Both genders participated in the study where male respondents were more than the female respondents but according to the Constitution of Kenya 2010 two third gender rule was adhered to. Majority of respondents had the basic qualification and the necessary skills and experience hence were qualified to respond to the study. The ages of the respondents were distributed and balanced across the working age groups. The reliability of the research instrument was tested using Cronbach's Alpha where a coefficient of 0.936 was achieved thus the research instrument was reliable. Gender mainstreaming had significance on monitoring of crime and prevention of crime in Londiani Sub-County as shown by R value of 0.948. The R squared value of 0.898 shows that the independent variables accounted for 89.8% of the variance on monitoring of crimes and prevention project while 10.2% are explained by other variables not in the study.

### **5.2.1 Gender equality and monitoring crime prevention by police officers**

The first objective of the study was to assess the extent to which gender equality influence monitoring crime prevention projects in Londiani sub-county. The findings revealed that male officers at the workplace were not getting preferential consideration in promotion thus all gender of staffs was considered equally for promotion. The numbers of female police officers at different levels in the workplace was not acceptable since majority of staff in senior positions and in various departments were male. Male officers are always the only ones allocated lucrative assignments due to their muscularity and that female officer were prefer to be paired with male officers.

### **5.2.2 Gender responsiveness and monitoring of crime prevention by police officers**

The second objective of the study was to assess the extent to which gender responsiveness influence monitoring crime prevention projects in Londiani sub-county. The findings revealed that female employees at workplace had same privileges as those of male employees. Workplace inequalities generated from rules and regulation from unequal norms were not addressed accordingly. There was intentional target to specific group of male and female to benefit from particular policies or programs or to meet certain needs and that female staffs were considered on specific needs.

### **5.2.3 Working condition and monitoring of crime prevention by police officers**

The third objective was to evaluate how working condition influence monitoring of crime prevention projects Londiani sub-county. The findings showed that the respondents would leave employment in the police service if an opportunity with equivalent pay was available in other government sectors or elsewhere. The working hours in the police service were not flexible to individual's health or physical needs. The work environment was inadequate for delivery of quality service since facilities and officers were not adequately equipped and maintained.

### **5.2.4 Training and monitoring of crime prevention projects by police officers**

The fourth objective was to assess the extent to which training influence monitoring crime prevention projects in Londiani Sub-County. The findings reveal that there were specific criteria for selection for training at my workplace and that selection for training

did not automatically leads to promotion but would always leads to one acquiring new skills. The female officers were sometimes unavailable for training on the basis of family commitments.

### **5.3 Conclusion**

The study makes the following conclusion;

All officers should equally be considered for promotion when they have served well in the current position they are in and when they undergo relevant training. There is need to harmonize the number of female police officers to those of male officers at different levels in senior position and in various department. Lucrative assignments should be equally assigned to both gender and where necessary female officer be paired with male officers.

The privileges for all employees in the police service need to be the same. Inequalities generated from rules and regulation from unequal norms needs to be addressed accordingly. Policies or programs should be developed to meet the needs of all staff. The working conditions and environment in the police service should be made flexible to individual's health or physical needs and be adequate for delivery of quality service. Criteria for selection for training should be harmonized and when one undergoes relevant training the staff should be to promoted or given salary increments since the staff had acquired new skills.

#### **5.4 Recommendations**

The study makes the following recommendations;

That all police officers are entitled to promotion after serving for the required number of years in the current position or when they undergo relevant training. Equal number of male and female officers should be at the senior position and lucrative assignments should be equally assigned to both gender.

All police officers should enjoy same privileges and these privileges should be documented in policies or in programs schedules. There is need to improve on the working conditions and environment in the police service so as to motivate staff to deliver quality service. Training needs should be developed and criteria for training availed to all staff.

#### **5.5 Suggestion for Further Studies**

The study looked at the effect of gender mainstreaming and monitoring of crime prevention projects by police officers in Londiani Sub-County, Kericho, Kenya. The study recommends that further studies be done by replicating the study in major towns so as to compare and contrast the findings. Study can also be done to determine the performance of staff by comparing their performance.

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## APPENDICES

### **Appendix I: Introduction Letter**

BEATRICE CHELANGAT,

P.O.BOX, 1548,

KERICHO.

Dear Respondent,

RE: REQUEST TO PARTICIPATE IN THE SURVEY

I am Beatrice Chelangat, a student at the University of Nairobi undertaking master of Project Planning and management. The purpose of this letter is to request you fill the attached questionnaire. The data collected from police officers will be used to determine the influence of gender mainstreaming on crime prevention projects of police officers in Londiani sub-county. The data you supply in the questionnaire will be handled with utmost confidentiality and the final report will bear no reference to individuals. Kindly be as honest as possible in your response.

Thank you very much for accepting to participate in this exercise.

Yours sincerely,

Beatrice Chelangat.

## Appendix II: Research Questionnaire

### Section A

1. Kindly indicate your sex by marking the appropriate box with an X.

Male                      Female

2. Kindly choose the age bracket you fit in by ticking the appropriate box:

Below 25 Years        ( )

26- 30years            ( )

31-35years            ( )

36-40 years            ( )

Above 40years        ( )

3. Kindly indicate your level of education by ticking the appropriate box

PhD                      ( )

Masters                ( )

Bachelors              ( )

Diploma                ( )

Certificate             ( )

KCSE Certificate      ( )

4. Please indicate the number of year of service in the police service

Below 5 years        ( )

6 - 10 Years        ( )

11 ó 15 years        ( )

16 ó 20 years        ( )

Above 21 years      ( )

5. Kindly indicate by a cross sign on the left column your monthly gross salary in the ranges given below

15,000 ó 30,000     ( )

31,000 ó 45,000 ( )

46,000 ó 60,000 ( )

Above 60,000 ( )

7. Using a rating scale of Strongly Agree (SA), Agree (A), Not Sure (NS), Disagree (D) and Strongly Disagree (SD), please indicate your opinion on the following statements

<b>Statements on gender equality</b>	<b>SA(5)</b>	<b>A(4)</b>	<b>NS(3)</b>	<b>D(2)</b>	<b>SD(1)</b>
Male officers at my workplace get preferential consideration in promotion					
The number of female police officers at different levels at my workplace is acceptable					
Male officers are always the only ones allocated lucrative assignments					
Female officers are prefer to be paired with male officers					

Gender responsiveness and monitoring of crime prevention projects of police officers

<b>Statements on gender responsiveness</b>	<b>SA(5)</b>	<b>A(4)</b>	<b>NS(3)</b>	<b>D(2)</b>	<b>SD(1)</b>
Female at my workplace are more privileged than male					
At my workplace inequalities generated from rules and regulation from unequal norms are addressed accordingly					
At my workplace there is no intentional target to specific group of male and female to benefit from particular policies or programs or to meet certain needs.					
At my work place female staffs are considered on specific needs.					



Working environment and monitoring crime prevention projects of police officers

Statement on working environment	SA(5)	A(4)	NS(3)	D(2)	SD(1)
I would leave employment in the police service if an opportunity with equivalent pay was available in other government sectors or elsewhere					
Working hours in the police service are flexible to individual's health or physical needs					
My work environment is adequate for delivery of quality service					
Facilities and officers are adequately equipped and maintained					

Training and monitoring crime prevention projects of police officers

Statements on training	SA(5)	A(4)	NS(3)	D(2)	SD(1)
There is a specific criteria for selection for training at my workplace					
Selection for training at my workplace automatically leads to promotion					
Selection for training in the police service always leads to one acquiring new skills					
Female officers are sometimes unavailable for training on the basis of family commitments					

Monitoring crime prevention projects of police officers

Statements on monitoring crime prevention projects	SA(5)	A(4)	NS(3)	D(2)	SD(1)
Community policing is the main preventive measure in criminal activities					
Police officers work hand in hand with the community on reducing crime.					
Nyumbakumi initiative shares information with the police concerning the safety of residents.					
Police officers are not aware of neighborhood watch as an intervention that exist to curb crime					
Crime has reduced due to quick response by the police officers					

**Thank you for agreeing to take part in this study.**