

**CHALLENGES FACING GENDER MAINSTREAMING IN THE KENYA PRISONS
SERVICE**

**ANNE WANGARI GATIMU
REG.NO.N69/65375/2013**

**A RESEARCH PROJECT SUBMITTED TO THE INSTITUTE OF ANTHROPOLOGY,
GENDER AND AFRICAN STUDIES IN PARTIAL FULFILMENT OF THE
REQUIREMENTS FOR THE DEGREE OF MASTER OF ARTS IN GENDER AND
DEVELOPMENT STUDIES OF THE UNIVERSITY OF NAIROBI.**

2015

DECLARATION

This Research Project is my original work and it has not been submitted for examination in any other university.

SIGN.....DATE.....

ANNE WANGARI GATIMU

REG.NO.N69/65375/2013

This Research Project has been submitted for examination with my approval as the university supervisor.

SIGN.....DATE.....

ISAAC WERE

UNIVERSITY OF NAIROBI

ACKNOWLEDGEMENT

This work would be incomplete and unfulfilling without acknowledging the enormous guidance I received from my supervisor, Isaac Were who challenged my thinking to delving even deeper into research. I will be forever grateful for the support.

I would like to appreciate the Commissioner General of Prisons Isaya M.Osugo, Commandant of Prisons Staff Training College SDCP Daniel Mutua, Deputy Commandant SACP Rahab Thangate, Director of Studies ACP George Maina, Adjutant ACP, Omusula for the support and the time to study.

I express my gratitude for the profound support and encouragement I received from my children Jane and Milka, my nephew Jimmy. Now I can tell you that this is what made me push myself further so as not to let you down, and to make the time spent in class instead of being at home cooking for you worth the great sacrifice you made.

I would like to single out my husband, Mr.Symon Nderitu for believing in my potential and for supportively and consistently urging me forward towards my dreams.

I also wish to appreciate my father and mother in-law Mr. and Mrs. James Wachira for their prayers, moral support, encouragement and motivation which was very revitalizing.

Last but not least, I wish to most sincerely thank my parents, Mr and Mrs Peter Gatimu for taking care of me , taking me to school and above all for planting a seed in me of working hard and smart . Thank you for urging me on and on even when I felt low, exhausted and giving up.

To all the great people above and to everyone else who encouraged me along the way in this academic journey, I say thank you very much and may God bless you

DEDICATION

This work is dedicated to my children Jane, Milka and their father my husband Symon, my friends and relatives without whose unfailing support this research project would not have been completed.

ABSTRACT

The study was carried out in the prisons department in the Central Region of Kenya. Central region has got 15 prisons; 4 women prisons and 11 male prisons (KPS 2015). All prisons in the Central Region of Kenya were covered. All the top and middle level management employees of these prisons were used as the respondents. This study was conducted through a descriptive research design. The study population consisted of all prisoners and prison personnel in Central Region Prisons. The unit of analysis was 129 senior and middle level managers of the Central Region Prisons. Questionnaires and interview schedules were the methods used to collect data. The study indicated that HRM policies in Kenya prisons service hinder gender mainstreaming. It has also revealed that there is a need for more budgetary allocation in order to educate officers on the issues of gender mainstreaming. An interview was conducted to Key informants who are aware of Kenya prisons service gender mainstreaming. These key informants are part of the criminal justice system where Kenya Prisons Service is a partner. From the interview, it was found that 6 respondents were from judiciary department, 2 from probation department and 4 from Police department. The interview revealed that all the key informants were aware of gender mainstreaming in prisons. It further revealed that the Police department, Probation department and Judiciary are not actively involved in gender mainstreaming in the Kenya Prisons Service. However, it was noted that all the key informants are aware that gender mainstreaming in the Kenya Prisons Service is not effective. The Kenya Prisons Service should take measures to ensure that HRM policies on gender mainstreaming are gender sensitive as stipulated in the gender policy 2011. The Kenya Prisons Service should avail adequate and timely finances in their budget and also review their budgeting policies that affect gender mainstreaming. This will enhance the mainstreaming of gender through trainings and avail material resources for creating awareness on gender mainstreaming in the whole department. Advocacy and education should also be conducted to all prison officers to integrate gender issues in their work so as to address all known cultural issues that hinder effective gender mainstreaming.

LIST OF ABBREVIATIONS

AU:	African Union
CEDAW:	Convention on the Elimination of All Forms of Discrimination against Women
HRM:	Human Resource Management
ICRC:	International Committee of the Red Cross
KAIPTC:	Kofi Annan International Peacekeeping Training Centre
KPS:	Kenya Prisons Service
PRT:	Prison Reform Trust
SDGEA:	Solemn Declaration on Gender Equality in Africa
UK:	United Kingdom
UN:	United Nations
UNODC:	United Nations Office on Drugs and Crime
UNSMRTP:	United Nations Standard Minimum Rules for the Treatment of Prisoners
UNSCR:	United Nations Security Council Resolutions
YCTC:	Youth Corrective Training Centre
WHO:	World Health Organisation
ZRP:	Zimbabwe Republic Police
ZPS:	Zimbabwe Prisons Services

TABLE OF CONTENT

DECLARATION	ii
ACKNOWLEDGEMENT	iii
DEDICATION	iv
ABSTRACT	v
LIST OF ABBREVIATIONS.....	vi
TABLE OF CONTENT	vii
LIST OF TABLES	x
LIST OF FIGURES	xi
CHAPTER ONE	1
1.0 Background of the study.....	1
1.1 Introduction	1
1.2 Statement of the Problem	3
1.3 Objectives of the study.....	4
1.3.1 General objective.....	4
1.3.2 Specific Objectives.....	4
1.4 Assumptions of the study	5
1.5 Significance of the study	5
1.6 Scope and limitations of the study	5
1.7 Definitions of Terms	6
CHAPTER TWO	7
2.0 LITERATURE REVIEW	7
2.1 Introduction	7
2.2 International commitment to gender mainstreaming.....	7
2.2.1 Regional commitment to gender mainstreaming in prisons.....	9
2.2.2 National level gender mainstreaming commitments and efforts.....	14
2.3 Theoretical framework	15
CHAPTER THREE	17
METHODOLOGY	17
3.1 Introduction	17
3.2 Research design.....	17

3.3	Research Site	17
3.4	Study Population and unit of analysis	18
3.5	Sample population and Sampling Procedure.....	18
3.6	Data collection methods	18
	Questionnaire and Interview Schedule.....	18
3.7	Data processing and analysis.....	19
3.8	Ethical considerations.....	19
	CHAPTER FOUR.....	20
4.0	DATA ANALYSIS, PRESENTATION AND INTERPRETATION.....	20
4.1	Introduction	20
4.2	Demographic information	20
4.2.1	Gender distribution	20
4.2.2	Age distribution	21
4.3.2.	Is there training of staff in gender awareness and sensitization?.....	24
4.3.3	Do you receive training in institutionalizing gender into the management of the institution.....	24
4.3.4.	There is commitment on promoting female representation at all levels, including Boards.....	25
4.3.5.	There has been a gradual increase of gender expertise among staff members in the institution.....	26
4.3.6	Good performance, both in the Headquarters and the Field is rewarded in the organization.....	27
4.4	Budgeting policies	28
4.4.1	Does the institution have any practice of obtaining resources or grant needed for gender mainstreaming from other bodies?	28
4.5	Patriarchy systems	33
4.5.1	Does culture determines the role played by women and men in the institution	33
4.5.2	Do you think masculinity or feminism gives more hierarchical value	33
4.5.3:	Is men’s work more recognized and valued as compared to women	34
4.5.4	Does the institutional programme for gender allow gender issues to be openly discussed.....	35

4.6	Qualitative analysis	36
4.7	Interview Schedule Analysis	36
CHAPTER FIVE		37
5.0	SUMMARY OF FINDINGS CONCLUSION AND RECOMMENDATIONS	37
5.1	Introduction	37
5.2	Summary of the Findings	37
5.3	Conclusion.....	40
5.4	Recommendations	41
5.5	Recommendation for Further Study	41
REFERENCES		42
APPENDICES		44
QUESTIONNAIRE FOR PRISON OFFICERS.....		44
INTERVIEW SCHEDULE FOR THE KEY INFORMANTS.....		49

LIST OF TABLES

Table 4.1	Gender Distribution.....	21
Table 4.2	Respondents by Age.....	21
Table 4.3	Respondents Level of Education.....	22
Table 4.4	Respondents years worked in Kenya prisons.....	23
Table 4.5	Is gender awareness included in job performance contracts?.....	23
Table 4.6	Is there training of staff in gender awareness and sensitization.....	24
Table 4.7	Do you receive training in institutionalizing gender into the management of the institution.....	25
Table 4.8	There is commitment on promoting female representation at all levels, including Boards.....	26
Table 4.9	There has been a gradual increase of gender expertise among staff members in the institution.....	27
Table 4.10	Good performance, both in the Headquarters and the Field is rewarded in the organization.....	28
Table 4.11	Does the institution have any practice of obtaining resources or grant needed for gender mainstreaming from other bodies?.....	29
Table 4.12	Internal monitoring capacity.....	29
Table 4.13	Do you make use of external expertise concerning gender in terms of gender consultations or technical support in your organization?.....	30
Table 4.14	Are resource materials on gender available to staff?.....	31
Table 4.15	Do you think resource mobilization for gender mainstreaming has been fully achieved?.....	32
Table 4.16	Does culture determines the role played by women and men in the institution.....	33
Table 4.17	Do you think masculinity or feminism gives more hierarchical value.....	34
Table 4.18.	Is men’s work more recognized and valued as compared to women.....	34
Table 4.19	Does the institutional programme for gender allow gender issues to be openly discussed:.....	35

LIST OF FIGURES

Figure 1 – Conceptual Model of the Study	16
--	----

CHAPTER ONE

1.0 Background of the study

1.1 Introduction

Gender mainstreaming was agreed on as a major global strategy for the promotion of gender equality in the Beijing Platform for Action during the Fourth United Nations World Conference on Women in Beijing in 1995. That same year, the General Assembly adopted a resolution establishing gender mainstreaming as a United Nations system-wide policy. The term gender mainstreaming was defined in 1997, by the United Nations Economic and Social Council (United Nations Office on Drugs and Crime, 2013). This is clearly essential for securing human rights and social justice for women as well as men. It also increasingly recognized that incorporating gender perspectives in different areas of development ensures the effective achievement of other social and economic goals. Mainstreaming can reveal a need for changes in goals, strategies and actions to ensure that both women and men can influence, participate in and benefit from development processes. This may lead to changes in organizations – structures, procedures and cultures – to create organizational environments which are conducive to the promotion of gender equality (<http://www.un.org/womenwatch/osagi>. Accessed on 29/10/2015)

According to a report from the UN Office of the Adviser on Gender Issues and Advancement of Women (UN 2002) the understanding of, and commitment to, gender mainstreaming has increased significantly within the United Nations. Across the United Nations system, policies, strategies and instruments for implementing gender mainstreaming have been developed. Treaties and conventions have also been passed. However, a number of persistent constraints remain to be addressed, including conceptual confusion, inadequate understanding of the linkages between gender perspectives and different areas of the work of the United Nations and gaps in capacity to address gender perspectives once identified (UN 2002).

The international Committee of the Red Cross has acknowledged that prisons faces challenges in gender mainstreaming. In its report for 2009 the committee observed that prison is basically a man's world. Female prisoners constitute a vulnerable group; they find themselves in a system essentially run by men for men. Frequently, their specific health-care and hygiene needs are not taken into account, nor are those of their children. Prisons are single sex, coercive institutions

designed to hold men in a secure environment. Women's prisons are a poor adaptation of this model. Given that men make up the majority of prison populations, the common standard when developing correctional policies and measures is that of a male standard (www.un.org/womenwatch/directory/docs/UNODC-Guidance. Accessed on 29/10/2015).

In addition Penal Reform International (2008) has established that women's experience of the criminal justice system, including prison, is significantly different from men's so it is important that the regimes under which women are held respond to women's specific needs. Although women are a minority of the prison population, they should have equal access to services and facilities.

At regional level the AU's approach to the advancement of women's rights and gender equality has been informed by the UN framework and instruments. The AU has encouraged its member states to adopt, ratify, implement and domesticate treaties, conventions and decisions. It has also established consensus on gender equality issues among member states and plays an important role in supporting research on gender issues and collecting regional data and statistics (<http://www.un.org/en/africa/osaa>. Accessed on 29/10/2015)

A stakeholders forum on "The Impact of and persisting challenges to effective Gender mainstreaming in African Security Institutions held on 2-3 October, 2012 at the Kofi Annan International Peacekeeping Training Centre (KAIPTC) in Accra Ghana, which brought together 30 participants from military, police and corrections, revealed that there are challenges facing gender mainstreaming in security institutions in Africa. It is against this background that the researcher will endeavour to investigate the challenges facing gender mainstreaming in Kenya Prisons service (www.africansecuritynetwork.org. Accessed on 29/10/2015).

The Kenya Prisons Service has grown gradually since its inception on 1st April, 1911. At inception the prisoners' population stood at 6,559 with a staff strength of 319. Since then, there has been a gradual increase in both staff and prisoner populations. There are 113 penal institutions for both female and male prisoners, two borstal institutions for boys and one youth

corrective training centre for boys, with the inmate population averaging 52,000 and a staff population of 21,218 both male and female officers (KPS, 2015).

In executing its mandate, the Kenya Prisons Service is guided by the Kenyan constitution, Criminal Procedure Code, Children's Act and Probation act. More importantly are the Prison Act (Cap 90) and Borstal Act (Cap 92) which empower the service to perform the following functions: Containment and safe custody of inmates, rehabilitation and reformation of offenders, facilitation of administration of justice through production of inmates to courts, treatment of young offenders in Borstal institutions, Youth Corrective Training Centre, and Provision of facilities for children aged 4 years and below accompanying their mothers to prisons (KPS,2015).

The organisation structure of the Kenya Prisons service indicates that many of the women prisons are still subordinate to male prisons. A part from Langata Women Prisons which is completely independent, all other women prisons are constructed near a male prison where the male officer in charge assume the overall command in terms of control of the land, vehicles, health facilities, medical personnel and the housing of female officers(KPS,2015)

1.2 Statement of the Problem

Recently, various efforts have been made to mainstream gender within the correctional institutions. At the global level the most notable and frequently referred to instruments are the United Nations Security Council Resolution (UNSCR) 1325 of 2000 on women peace and security and the United Nations Rules for the treatment of women prisoners and non-custodial measures for women offenders (UN, 2010). According to UNODC (2013) the percentage of women in prison worldwide, including pre-trial detention is very small (between 2% and 9% exceptionally above 10%). Since the vast majority of prisoners are men, the special needs of women are usually not taken into account, resulting in discrimination towards women prisoners. Because of the comparatively small number, there are generally few female prison facilities and accompanying services.

The Kenya Prisons Service has made various efforts in gender mainstreaming, for instance, the percentage of women personnel has increased from 16% in 2010 to 18% in 2015 (KPS,2015).

However, there is still a big gap between women personnel compared to men personnel where the minimum requirement of 30% of women personnel is yet to be achieved.

There are efforts to construct facilities for the children accompanying their mothers in prisons including daycare centres but so far only two women prisons out of 28 women prisons in Kenya have benefited. In many of the women prisons nursing mothers and children accompanying their mothers still share limited space in cells and wards with other adult prisoners. The situation is worse in women wings where female prisoners who have committed different offences, convicted and unconvicted and children accompanying their mothers share the same wards.

The department has constructed new prisons for both women and men in an effort to address overcrowding and to facilitate proper separation of prisoners. However, the congestion is estimated at over 80 % (KPS, 2015). This shows that a gap exists and there is need for a study to be conducted in order to identify the challenges facing gender mainstreaming in the Kenya Prisons Service.

This study sought to answer the following questions:

- i) Do human resource management policies affect gender mainstreaming in the Kenya Prisons Service?
- ii) Do the budgeting policies affect gender mainstreaming in the Kenya Prisons Service?
- iii) What is the influence of patriarchal systems in gender mainstreaming in the Kenya Prisons Service?

1.3 Objectives of the study

1.3.1 General objective

To explore the challenges facing gender mainstreaming in the Kenya Prisons Service.

1.3.2 Specific Objectives

- i) To determine the influence of HRM policies on gender mainstreaming in the Kenya Prisons Service.

- ii) To determine how budgeting policies affect gender mainstreaming in the Kenya Prisons Service.
- iii) To determine the influence of patriarchal systems on gender mainstreaming in the Kenya Prisons Service

1.4 Assumptions of the study

- i) HRM policies affect gender mainstreaming in the Kenya Prisons Service.
- ii) Budgeting policies affect gender mainstreaming in the Kenya Prisons Service.
- iii) Patriarchal structures affect gender mainstreaming in the Kenya Prisons Service

1.5 Significance of the study

This study is expected to provide information on the challenges facing gender mainstreaming in the Kenya Prisons Service. The recommendations derived from this study may provide a platform for policy makers and relevant stakeholders to address gender issues and concerns in the Kenya Prisons Service. The study is a resource to other researchers who may venture into similar studies.

1.6 Scope and limitations of the study

The study was carried out in the prisons department in the Central Region of Kenya. Central region has got 15 prisons; 4 women prisons and 11 male prisons (KPS 2015). All prisons in the Central Region of Kenya were covered. Many of the top and middle level management employees of these prisons were used as the respondents. Key informants from the Judiciary, Police and the probation department were also interviewed. The study was guided by the social construction feminism theory (Lorber 1994) and focused on the human resource management policies, budgeting policies and patriarchal systems that may be affecting gender mainstreaming in the Kenya Prisons Service.

Given that the study is conducted in Kenya Prisons Service, some respondents were reluctant in responding honestly to the questions in fear of victimization. To counter this limitation, researcher sought for authority to conduct the study from the Commissioner General of Prisons and the intention of the study was clearly explained.

1.7 Definitions of Terms

Prisoner: A female or a male in prison custody above the age of 18 years either serving a sentence or awaiting trial.

Prison officer: Any member of the Kenya Prison Service employed to take care of prisoners.

Officer in charge: A prison officer, or an administrative officer appointed by the Commissioner General of prisons to be in charge of a prison.

Borstal institution: A prison institution established to keep juveniles who have attained the age of 15 years but are below 18 years for a period of 3 years.

Youth Corrective Training Centre: A prison institution established to keep youthful offenders who have attained the age of 18 years but are below 21 years for a period of 4 months.

Children accompanying their mothers in prison: Children aged 4 years and below who stay with their mothers in prison as their mothers serve sentences.

Juvenile: Any person below the age of 18 years who is in prison custody/borstal Institution.

Inmate: Dignified name for a prisoner

CHAPTER TWO

2.0 LITERATURE REVIEW

2.1 Introduction

This section contains a literature review and the theory that guided the study. The literature is reviewed using the following sub- headings:

- International commitment to gender mainstreaming
- Regional commitment to gender mainstreaming in prisons
- National level gender mainstreaming commitment and efforts

2.2 International commitment to gender mainstreaming

The UN Charter, establishing the United Nations, enshrines equal rights for men and women in recognition of the dignity and worth of the human person. As outlined by the Charter, the UN is mandated to maintain international peace and security and to that end to take effective collective measures for the prevention and removal of threats to peace and to bring about, by peaceful means, the settlement of international disputes and conflict prevention. The Universal Declaration of Human Rights calls on Member States to achieve the promotion of universal respect for and observance of human rights and fundamental freedoms. In particular, Article 25(1) guarantees the right to an adequate standard of living and the right to security in the event of unemployment, sickness, widowhood, old age or other lack of livelihood. Similarly, article 3 guarantees the equal right to life, liberty and security of the person (UN, 1948).

According to the United Nations Standard Minimum Rules For the treatment of Prisoners (UN, 1955), prisoners should be treated without any discrimination on the ground of race, colour, sex, language, and religion, political, national or social origin. The rules require women and men to be detained in separate institutions; it also requires young prisoners to be kept separate from adult prisoners and to keep all prisoners in a safe and humane environment. These rules provide guidelines on the minimum standards in terms of provision of food, accommodation, clothing, medical services, and exercise to all prisoners. At the core of human security for women, girls, men and boys, are the elimination of unequal and oppressive gender relations. Article 26 of the International Covenant on Civil and Political Rights guarantee that all persons are equal before the law and have equal protection of the law. Laws must prohibit any discrimination and

guarantee to all persons equal and effective protection against discrimination on any ground, including gender (UN, 1966).

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) aims to eliminate gender discrimination, and is premised on guaranteeing fundamental human rights to men and women. The Convention calls for the protection of women against all forms of violence, gender mainstreaming, and for the equal and full participation of women in all fields. The participation of women is recognized as a necessary component of the complete development of a country, the welfare of the world, and the cause of peace. A highly participatory process is crucial if there is to be an accountable, equitable, effective and transparent prison system that responds to the particular needs of women, girls, men and boys (UN, 1979)

The United Nations Declaration on the Elimination of Violence against Women (UN, 1993) imposes an obligation on States parties to take all steps to condemn violence against women, including the implementation of dedicated policies. The Declaration recognizes that violence against women is an obstacle to the achievement of equality, development and peace; it entitles women to equal enjoyment and protection of human rights and fundamental freedoms in all fields. These rights include the right to liberty and security of the person, equal protection under the law, freedom from all forms of discrimination, and the right to the highest standard attainable of physical and mental health (UN, 1993).

The Beijing Platform for Action (UN, 1995) is an agenda for women's empowerment. It reiterates that equality between women and men is a matter of human rights and is a condition for social justice, development and peace. The Platform recognizes that the full participation of women in decision-making, conflict prevention and all other peace initiatives is essential to the realization of lasting peace. In 1997, the United Nations adopted the first resolution on gender main-streaming to guide the implementation of global commitments on gender equality and the empowerment of women. In doing so, UN Member States agreed that specific concerns and experiences related to gender equality and women's empowerment need to be incorporated into

all policies and programmes, in all sectors, so that women and men benefit equally from development, and inequalities are not perpetuated (UN,1995).

The United Nations Security Council Resolution 1325 of 31 October 2000 was adopted unanimously. Resolution 1325 was the first formal and legal document from the United Nations Security Council that required member states to prevent violations of women's rights, to support women's participation in peace negotiations and in post-conflict reconstruction, and to protect women and girls from sexual and gender-based violence in armed conflict. The resolution has since become an organizing framework for the women, peace and security agenda (UN, 2000).

According to the United Nations Rules for the treatment of women prisoners and non-custodial measures for women offenders (UN, 2010), these rules emphasize on women prisoners personal hygiene including sanitary towels to be provided free of charge; medical screening on entry to determine presence of sexually transmitted diseases, post-traumatic stress disorder and risk of suicidal and self-harm; and reproductive health history of the woman prisoner, sexual abuse and drug dependency. The rules require juvenile female prisoners to have equal access to education and vocational training that are available to juvenile male prisoners and to have access to age and gender-specific programmes and services (UN, 2010).

2.2.1 Regional commitment to gender mainstreaming in prisons

The AU's commitment to gender mainstreaming is rooted in the African Charter on Human and Peoples Rights (1986). This commitment is reinforced by the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, the Solemn Declaration on Gender Equality in Africa (SDGEGA) and the Post Conflict Reconstruction and Development adopted by the Heads of State and Government in 2006,

(http://www.un.org/en/africa/osaa/pdf/au/gender_policy_2009. Accessed on 29/10/2015)

On 2 June, 2014 a major five-year (2015-2020) Gender, Peace and Security Programme was launched at the AU'S headquarters in Addis Ababa by the AU Commission. The Programme is designed to serve as a framework for the development of effective strategies and mechanisms for women's increased participation in the promotion of peace and security. It is also designed to

enhance protection of women in conflict and post-conflict situations in the continent (<http://www.peaceau.org>. Accessed 25/09/2015).

In 2009 during the launching of the Liberia National Action Plan for the implementation of the United Nations Resolution 1325 of 2000, it was stressed that women play multiple roles in conflict situations that extend well beyond the roles of caregivers and victims. For this reason, it was found of crucial importance to build on women's potential in peace-building. It was acknowledged that in Liberia, women played a significant role in ensuring a sustainable Peace Accord that has laid the basis for the current post-conflict recovery phase. It was further noted that more than eight years had passed since Resolution 1325 of 2000 was unanimously adopted and yet women were still under-represented in peace and security initiatives (<http://www.peacewomen.org>. Accessed 25/09/2015).

A workshop attended by 22 members from the Zimbabwe Republic Police (ZRP) and Zimbabwe Prisons Services (ZPS) on 23 February, 2011, which had been organized by the Southern Africa Gender Protocol Alliance Peace and Security Cluster, revealed that there were gender-related challenges in the service that included:-lack of resources for women empowerment and to support gender training in the sector; negative cultural beliefs on the role of women, resistance to female leadership by male officers; and marginalization of women. It was further established that many women and men were not fully informed of the international, regional and national frameworks that guide on gender equal participation in peace and security issues (<http://www.genderlinks.org.za>. Accessed 25/09/2015).

Some countries have tried to identify challenges facing gender mainstreaming in their prisons. Rwanda's Correctional Service Strategic Plan for 2013-2018, has highlighted some of the challenges facing gender mainstreaming in their prisons facilities as: lack of budget for children under-three years accompanying their mothers in prison; insufficient infrastructures; lack of access to lawyers by juveniles before trial; inadequate nursery schools for children accompanying their mothers in prisons; low understanding of gender issues and gender imbalance in leadership ([http:// www.rcs.gov.rw](http://www.rcs.gov.rw). Accessed 25/09/2015).

Melossi (1998: 411) acknowledged that custodial units for women in south and west states of America were more masculine in character than feminine because men replicated cellblocks rather than cottages in architecture. He further noted that female prisons fall well below men's prisons in the quality of care. They provide fewer programmes, and what programmes are offered often function to reinforce traditional roles. Women prisoners have less access to lawyers, families and friends. The problems are also rooted in the training programmes, women prisons offer courses in cosmetology not only because these are cheap but also it is assumed that women more than men need to pay attention to appearances. Moreover, correctional bureaucracies are staffed mainly by men; these officials are less sympathetic to the needs of female than male prisoners, and they tend to fund women's institution last (Melossi, 1998).

Because there are few women's prisons, women convicted of a wide range of offences are often imprisoned together. The overall regime is then determined by the maximum-security requirements of a very few high-risk prisoners. Overall security requirements are designed for the male prison population and so discriminate against women in prison, who are mostly imprisoned for non-violent offences and do not need a high security level (<http://www.penalreform.org>. Accessed 30/10/2015).

The European Parliament (2008) acknowledges that a large number of women prisoners were victims of violence, sexual abuse or mistreatment by their family or partner and suffered a state of economic and psychological dependence, and that this had contributed directly to their criminal record and brought physical and psychological consequences, such as post-traumatic stress. In connection to this, some resolutions were passed that included; adequate training of the prison staff to have sufficient awareness regarding equal opportunities and the specific needs and circumstances of women prisoners; maintaining of family ties as an essential means of preventing repeat offences and aiding social reintegration as a right to all prisoners, their children and other family members, and recognizing that the exercise of this right was complicated for women in particular by the scarceness and, therefore, potential geographical remoteness of women's detention centres (<http://www.europarl.europa.eu>. Accessed 25/10/2015).

Carlen (2013: 10) has argued that "A coherent and effective policy towards women in the criminal justice and penal systems will only be developed when it is recognized that women's crimes are committed in different circumstances to men's; and that therefore the response to both men and women lawbreakers should be in part, gender-specific rather than merely crime and sentence specific." Deprivation of liberty remains a very difficult, controversial and sensitive subject because it involves many parameters which affect the physical, mental and social health of a detainee; when pregnant women or mothers with young children are deprived of liberty the situation becomes even more complex, because the interests of the mother and of the child may diverge (as may those of the father, which are very rarely taken into account). National legislation is usually very circumspect or even silent about this point. Although there may be agreement on the special care that a pregnant woman must receive while in prison, the situation of the mother imprisoned with a newborn or young child raises more complicated issues and no international standard is clear on this point (Alejos, 2005).

According to the proceedings of a conference convened by the Australian Institute of Criminology in conjunction with the Department for Correctional Services, female prisoners suffer disproportionately from sexual, physical and emotional abuse, self-harm, poor employment histories poor educational histories, victimization and stigmatization than male offenders. It was observed that managing female prisoners may be difficult for prison officer given the traumatic background and abuse disclosure and that special skill should be given to female officers (<http://www.aic.gov.au>. Accessed 30/10/2015).

A study that was done in the UK by Holmes and MacInnes (2003) revealed that lack of training for the prison staff contributed significantly to the development of stress and in reducing confidence in dealing with the many traumatic situations encountered, however, interpersonal relationships provided mutual support during crises. General working conditions, including workload and staff redeployment, were also important contributors to high levels of sickness-absence which, in turn, exacerbated stress. Poor management practices, combined with a perceived lack of support, further aggravated stress.

According to the World Health Organisation (2009) the health status of prisoners is generally much poorer than that of the general population, and women's health needs can be seriously neglected in a male-dominated prison system. Many women in prison have a background of physical and sexual abuse and of alcohol and drug dependence. Many did not receive adequate health care before incarceration. Women in prison generally have more mental health problems than women in the general population. This frequently stems from prior victimization. Mental illness is often both a cause and a consequence of imprisonment and the rates of self-harm and suicide are noticeably higher among female than among male prisoners. Both rates are higher than in the outside community (http://www.euro.who.int/data/assets/pdf_file/0009/99018/E90174.pdf. Accessed on 25/10/2015).

In many countries, the number of women held in pre-trial detention is equivalent to or even larger than the number of convicted female prisoners (United Nations Office on Drugs and Crime, 2008). Pre-trial detainees may have limited contact with other prisoners, fewer opportunities for health care and vocational or job programmes and restrictions on family contact, including visits, which disproportionately affect women with children and these children (Penal Reform International, 2007).

A survey of women on death row in the US found that much of their experience mirrored that of male death row prisoners, such as inadequate defense counsel, poverty, alcoholism, drug abuse and mental illness. However, the survey established that many women were victims of domestic abuse – a fact often withheld in court, even where it could have been a mitigating factor in their defense. In prison they were subjected to mistreatment and denied access to medical and other services normally available to their male counterparts. Particularly where they were the only death-sentenced women, they were held effectively in isolation (Penal Reform International, 2008).

Outside prison men are more likely to commit suicide than women but the position is reversed inside prison and the number of women taking their own lives in prison has increased in recent years, from one in 1993 to 13 in 2004. In 2003 women represented only 6 per cent of the prison population but accounted for 15 per cent of suicides. The statistics for 2005 and 2006 are more

proportionate. Motherhood is a factor that appears to protect women in the community against suicide but this protection does not apply in prison where mothers are separated from their children and those serving long sentences may lose their opportunity to have children (Penal Reform International, 2008).

According to Prison Reform Trust (2006) 66% of women in prisons have dependent children under 18, 34% had children under five and a further 40% had children aged from five to ten. Each year it is estimated that more than 17,700 children are separated from their mothers by imprisonment (PRT, 2006)

Article 10(3) of the International Covenant on Civil and Political Rights states that the ‘penitentiary system shall comprise treatment of prisoners, the essential aim of which shall be their reformation and social rehabilitation’. The provision of education and training are therefore central to the successful reintegration of prisoners on release. However, the characteristics of women’s imprisonment – that there are fewer women in prison than men who are mostly serving shorter sentences – impact on their access to education and training. This is the case even where government policies encourage the provision of education and training (Penal Reform International, 2008).

2.2.2 National level gender mainstreaming commitments and efforts

Kenya is a signatory to the Beijing Platform for Action (UN, 1995) the Convention on the Elimination of all forms of Discrimination against Women (UN, 1955, 1979, 2010), and the Millennium Development Goals.

At the national level Kenya has taken concrete steps to ensure systematic gender mainstreaming in the entire development process. The promulgation of the Constitution of Kenya on 27th of August 2010 entrenched a value system that recognizes human dignity, equality, non-discrimination, equity and social justice as the guiding principles for state policy, legislation and the citizens’ own behavior and attitudes towards each other. Further, the constitution provides for both affirmative action and gender equality as directive principles of state, which the state and all public institutions must ensure they are respected and promoted at all levels of the society.

A study by Wambui, (2013: 43) in Kenya Prisons Service focusing on children accompanying their incarcerated mothers found that there is no provision detailing the need for the wellbeing of the children behind bars. Their stay in prison is based on the directives of the officer in charge. If she fails to direct that the child should be provided with meals, then the mother has to share her meals with her baby.

2.3 Theoretical framework

2.3.1 Social construction feminism theory

This study was guided by the social construction feminism theory (Lorber, 1994), a theory which sees gender as a society-wide institution that is built into all the major social organizations of the society. As a social institution, gender determines the distribution of power, privileges, and economic resources. The theory argues that inequality is the core of gender itself: women and men are socially differentiated in order to justify treating them unequally. It looks at gender as being very pervasive and that it is this pervasiveness that leads very many people to believe that gender is biological and therefore “natural”(Lorber,1994).

The theory further addresses the processes that create gender differences and also render the construction of gender invisible, some of the common social processes are the gendered division of labour in the home that allocates child care and housework to women and gender stereotyping of occupations, so that women and men do not do the same kind of work. This is justified both ways by “natural “(masculine and feminine characteristics), selective comparisons that ignore similarities. In the social construction feminist view, long-lasting change of this deeply gendered social order would have to mean a conscious reordering of the gendered division of labour in the family and at work and, at the same time undermining the taken for granted assumptions about the capabilities of women and men that justify the status quo (Lorber,1994).

2.3.2 Conceptual Model of the Study

The conceptual model of the study contains independent variables and the dependant variable. The model shows that gender mainstreaming in the Kenya Prisons Service is influenced by the budgeting policies, Human resource management policies and the patriarchy systems.

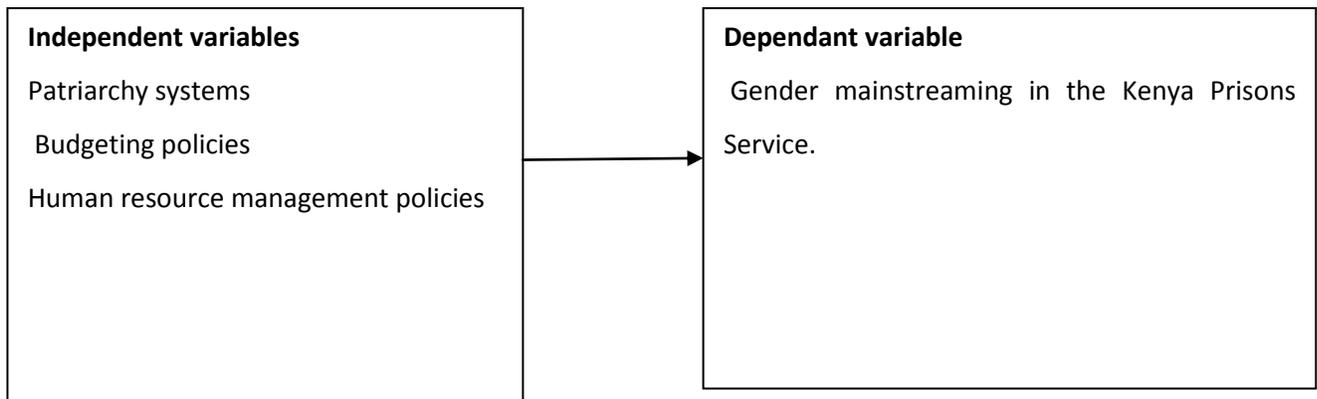


Figure 1 – Conceptual Model of the Study

The social construction feminism theory gives an insight on the factors hindering gender mainstreaming in the society. These factors are pointed out as; gender stereotyping of occupations and unequal distribution of power, privileges and resources. In the Kenya Prisons Service, these factors may be embedded in the human resource management policies which define recruitment guidelines, appointments and training of personnel. HRM policies also define the terms and conditions of the service. Secondly, are the budgeting policies which define the distribution of resources. Thirdly, is the male dominance (patriarchy systems) at the policy formulation and implementation levels resulting in underrepresentation of female concerns, needs, interests and experiences.

CHAPTER THREE

METHODOLOGY

3.1 Introduction

This section describes the research design, research site, the study population and unit of analysis, sample population and sampling procedure, data collection methods, data processing and analysis and the ethical considerations.

3.2 Research design

This study was conducted through a descriptive research design. This method was appropriate for the study because the study seeks to analyze and describe the challenges facing gender mainstreaming in the Kenya Prisons Service. This design was used in the study to guide the questions for the study in the questionnaire and the interview schedules basing on the objectives of the study, selecting the sample, collection of data, coding and analysis of the results using statistical computations as frequencies, percentages.

The study used both quantitative and qualitative data collection and analysis. Data was obtained from both primary and secondary sources. There was administration of questionnaires and key informant interviews where by the data was collected, recorded, preserved, coded and analyzed.

3.3 Research Site

The study was conducted in Central Region prisons. There are 15 prisons in Central Region Prisons namely, Thika Prison, Thika Women Prison, Kiambu Prison, Maranjau Prison, Muranga Prison, Muranga Women Prison, Kerugoya Prison, Ruiru Prison, Nyeri Main Prison, Nyeri Women Prison, Nyeri Medium Prison, T/Fall Prison, T/Falls Women Prison, Nyandarua Prison and Mwea Prison. These prisons were chosen because of their accessibility and that there are male prisons and female prisons in this region. Key informants from Judiciary, Police and Probation department were also interviewed.

3.4 Study Population and unit of analysis

The study population consisted of all prisoners and prison personnel in Central Region Prisons. The unit of analysis were 129 senior and middle level managers of the Central Region Prisons.

3.5 Sample population and Sampling Procedure

The staff register (nominal roll) at the Central Region Prisons headquarters was used as the sample frame. The study adopted a census sample design, the enumeration of the entire management, since the study population is manageable and the respondents are within systems they can be accessed easily (Bryman 2012:187). It is presumed that in a census inquiry, all the respondents are covered and there is no element of chance which is left and the highest accuracy is obtained especially when the population is small as it is evident in this study hence the sample population consisted of 129 respondents.

3.6 Data collection methods

Questionnaire and Interview Schedule

This study collected data by the use of questionnaire and interview schedules. Structured questions and interview schedules were used to collect information or data. The questionnaires were administered to the selected sample population who completed the questionnaires by filling the spaces provided. Face to face interviews was conducted with the key informants for the purpose of in-depth information on the study.

The questionnaires were self-administered. The questionnaires among other aspects capture the following, the demographic or background information of the respondents such as gender/ sex, age, and the research objectives as outlined by the researcher. Questionnaires were used because of their confidentiality, their ability to be pretested before and also post tested after the study thus allowed the researcher make meaningful observations.

This study also used interview schedule. Interviews were conducted with the aid of interview schedules. The researcher conducted interviews with the key informants such as, magistrates, senior police officers and probation officers while being guided by the questions already formulated on the interview schedules.

3.7 Data processing and analysis

The data obtained from the field was cleaned, and coded, entered then analyzed. The process of the data analysis was done by pre-analysis of the data where by the mass of the raw data collected was systematically organized to facilitate the analysis. The open and closed responses was categorized. Numerical numbers representing responses from the questionnaires were transferred to the code sheet and then keyed into a computer for analysis using SPSS for windows (Bryman, 2012). The data was analyzed both qualitatively and quantitatively. Qualitatively, the data was analyzed by organizing them into thematic areas according to the research questions and responses.

Quantitatively, the data was described using descriptive statistics. Results from the quantitative analysis was presented in form of tables in frequencies and percentages.

3.8 Ethical considerations

Ethical research practices were observed throughout the study. The researcher sought for consent to carry out the research from the Commissioner General of Prisons. Secondly, the purpose of the study was clearly explained to the respondents. This enabled the respondents to make informed decisions on whether to participate or not. It was also made clear that the findings from the study were to be treated with great confidentiality and the identity of individuals was protected by using numbers instead of names on the questionnaires. Finally, participation was on a voluntary basis.

CHAPTER FOUR

4.0 DATA ANALYSIS, PRESENTATION AND INTERPRETATION

4.1 Introduction

This chapter discusses the presentation, analysis and interpretation of the findings as per the data collected from the respondents. The questionnaires contained five sections in which section A required the demographic data, section B, C, D and E had structured questionnaires with both closed and open ended questions on HRM policies, budgeting policies and patriarchal systems. Data was analyzed in relation to the study objectives. The general objective of the study was to explore the challenges facing gender mainstreaming in the Kenya Prisons Service. A profile of data from each of the respondents was compiled and analyzed. The data was presented and classified in form of frequency tables and numerical values and percentages generated through statistical package of social science version 17.

Only 108 questionnaires were returned out of the 129 issued to the respondents, which accounted for 83.7% return rate. The reasons for this response rate was attributed to the fact that some of the respondents who were issued with the instruments returned questionnaires whose most items were not filled, some the questionnaires contained data which was deemed not useful or irrelevant and some of the subjects did not return the questionnaires at all.

4.2 Demographic information

This section sought to gather information relating to or concerning demography among the respondents targeted in the study.

4.2.1 Gender distribution

Respondents were required to state their gender. Data collected indicated that out of 108 respondents, majority (87%) of them were men while (13%) of them were female. The table below represents the distribution of the gender of the respondents. This show that there is no gender equality in the Kenya prisons service.

Table 4.1 Gender Distribution

Respondents Gender Distribution

Gender	Frequency	Per cent
Male	94	87
Female	14	13
Total	108	100.0

4.2.2 Age distribution

The respondents for the study were asked to state their age category. Data collected indicated that majority (26.1%) of the respondents were of age category 41-45 years, 20.4% of the respondents were between 36-40 years, 17.2% were between 25-30 years, 11.5% were between 31-35 years, 9.6% were over 51 years of age, 8.9% were between 46-50 years while the remaining 6.4% were those below 25 years of age. The table below represents the distribution of the ages of the respondents. It can be concluded that majority of the respondents were between 41-45 years.

Table 4.2 Respondents by Age

Age	Frequency	Per cent
Below 25 years	7	6.4
25-30 years	19	17.2
31-35 years	12	11.5
36-40 years	22	20.4
41-45 years	29	26.1
46-50 years	9	8.9
Over 51 years	10	9.6
Total	108	100.0

4.2.3 Level of education

The respondents level of education was considered to be significant for the study as it would help to generally establish the literacy levels of the respondents. They were therefore asked to indicate their highest level of education.

Data collected indicated that majority (57.4%) of the respondents had a secondary education, 19.4 % had a diploma education, 12.1 % had a degree education,6.5% had primary education while 4.6% had masters and above .This shows that majority of the Kenya prisons officers are secondary leavers.

Table 4.3 Respondents Level of Education

	Frequency	Per cent
Primary education	7	6.5
Secondary education	62	57.4
Diploma	21	19.4
Degree	13	12.1
Masters and above	5	4.6
Total	108	100.0

4.2.4 Years worked in Kenya prisons

Respondents' length of service was considered significant for the study as it would help establish the level of experience in their places of work. They were therefore asked to indicate the period they had worked in Kenya prisons. Data collected indicated that majority (39.5%) of the respondents had worked in Kenya prisons for a period of over 10 years, 21.7% had served for a period between 3-5 years, and 20.4% had served for a period between 6-10 years while 18.5% had served for a period below 3 years. This shows that majority of the respondents are in the service for a long period hence they have experience in the work of Kenya prisons service.

Table 4.4: Respondents years worked in Kenya prisons

	Frequency	Percent
Below 3 years	12	18.5
3-5 years	15	21.7
6-10 years	13	20.4
Above 10 years	26	39.5
Total	108	100.0

4.3 Human resources policies

This section focuses on human resources policies and the level and extent of gender considerations in treatment of personnel. The respondents were asked to express their opinion by placing a tick in an appropriate column that expresses what you feel.

4.3.1. (a): Is gender awareness included in job performance contracts?

Respondents were asked to express their opinion on whether gender awareness is included in job performance contract. The table 4.5 presents respondents responses to the item.

Table 4.5: Is gender awareness included in job performance contracts?

	Frequency	Percent
Not at all	13	12
To a limited extent	56	51.9
To a moderate extent	23	21.3
To a greater extent	11	10.2
I don't know	5	4.6
Total	108	100.0

Majority (51.9%) of the respondents indicated that gender awareness is included in job performance contract to a limited extent ,21.3% indicated is included to a moderate extent,12% indicated that gender awareness is not included at all,10.2% indicated it is included to a greater

extent while 4.6% of respondents were not aware whether gender awareness is included or not. This can be concluded that gender awareness is not fully included in job performance contract in Kenya prisons.

4.3.2. (b): Is there training of staff in gender awareness and sensitization?

Respondents were asked to express their opinion on whether there is training of staff in gender awareness and sensitization

Table 4.6: Is there training of staff in gender awareness and sensitization

	Frequency	Per cent
Not at all	72	67.5
To a limited extent	28	24.8
To a moderate extent	2	2.1
To a greater extent	2	2.2
I don't know	4	3.4
Total	108	100.0

Majority of the respondents (67.5%) agreed that there is no training of staff in gender awareness and sensitization, 24.8% indicated that training of staff in gender awareness and sensitization is to a limited extent, 3.4% of the respondents were not aware whether training of staff in gender awareness and sensitization is carried or not, 2.2% indicated it is to a greater extents while 2.1% of the respondents indicated it is to a moderate extent. This can be concluded that there is a need to carry out training of staff on gender awareness and sensitization.

4.3.3 (c) Do you receive training in institutionalizing gender into the management of the institution

Respondents were asked to indicate whether they receive training in institutionalizing gender into the management of the institution .The table 4.7 presents respondents responses to the item.

Table 4.7 Do you receive training in institutionalizing gender into the management of the institution

	Frequency	Per cent
Not at all	77	72.7
To a limited extent	17	15.3
To a moderate extent	6	5.1
To a greater extent	3	2.6
I don't know	5	4.3
Total	108	100.0

Majority of the respondents (72.7%) indicated that they do not receive training on institutionalizing gender into management, 15.3% indicated they receive training in a limited extent, 5.1% of the respondents indicated they received training on moderate extent, 2.6% on greater extent while 4.3% of the respondents could not make a decision as to whether or not there is training received. This can be concluded that there is a need to conduct training in institutionalizing gender into the management.

4.3.4. There is commitment on promoting female representation at all levels, including Boards.

Respondents were asked to express their opinion on whether there is commitment to promoting female representation at all levels, including Boards. The table 4.8 presents respondents responses to the item.

Table 4.8 There is commitment on promoting female representation at all levels, including Boards.

	Frequency	Percent
Strongly Agree	64	59.2
Agree	29	27
No opinion	0	0
Disagree	6	5.5
Strongly Disagree	9	8.3
Total	108	100.0

Majority of the respondents (59.2%) strongly agreed that there is commitment on promoting women in all levels, 27% agreed ,8.3% of the respondents strongly disagreed while 5.5% disagreed that there is commitment on promoting women at a levels. There were no respondents who could not make a decision as to whether or not there is commitment .This can be concluded that there is commitment towards promoting women in all levels .

4.3.5. There has been a gradual increase of gender expertise among staff members in the institution

Respondents were asked to express their opinion on whether there has been a gradual increase of gender expertise among staff members in the institution .The table 4.9 presents respondents responses to the item.

Table 4.9 There has been a gradual increase of gender expertise among staff members in the institution

	Frequency	Percent
Strongly Agree	16	14.8
Agree	12	11
Neutral	1	1
Disagree	31	29.2
Strongly Disagree	48	44
Total	108	100.0

Majority of the respondents (44%) strongly disagreed that there has been a gradual increase of gender expertise among staff members in the institution, 29% of the respondents disagreed that there has been a gradual increase of gender expertise among staff members in the institution, 14.8% of the respondents strongly agreed while 11% agreed and 1% could not make decision on whether there is gradual increase of gender expertise among staff members in the institution. This can be concluded that there is a need for more sensitization on gender in Kenya prisons.

4.3.6 Good performance, both in the Headquarters and the Field is rewarded in the organization.

The respondents were asked to indicate whether there is Good performance, both in the Headquarters and the Field is rewarded in the organization.

Table 4.10 Good performance, both in the Headquarters and the Field is rewarded in the organization

	Frequency	Per cent
Strongly Agree	17	15.3
Agree	54	50.3
Neutral	21	19.2
Disagree	8	7.6
Strongly Disagree	8	7.6
Total	108	100.0

The Data collected from the respondents indicated that majority (50.3%) of the respondents agreed that there is reward in good performance both in headquarters, 15.3% strongly agreed while 7.6% disagreed and 7.6% strongly disagreed that there is reward on good performances in the headquarters and in the field .there is lack of modern sewer system equipment's. However, 19.1% neither agreed nor disagreed at all.

4.4 Budgeting policies

4.4.1. (a) Does the institution have any practice of obtaining resources or grant needed for gender mainstreaming from other bodies?

The respondents were required to indicate on whether their institutions have any practice of obtaining resources or grant needed for gender mainstreaming from other bodies. The table 4.11 presents respondents responses to the item.

Table 4.11 Does the institution have any practice of obtaining resources or grant needed for gender mainstreaming from other bodies?

	Frequency	Per cent
Not at all	66	61.1
To a limited extent	24	22.2
To a moderate extent	12	11.1
To a great extent	4	3.7
Do not know	2	1.8
Total	108	100.0

Majority of the respondents (61.1%) indicated that there is no practices to obtain resources or grant need for gender mainstreaming 22.2 % of the respondents indicated it is to a limited extent,11.1% indicated it is to a moderate extent while 3.7% indicated to a great extent while 1.8% could not decided whether resources are obtained or not.

4.4.2. Does the institution have an internal tracking (monitoring) capacity in case of budgetary allocation?

The respondents were asked to indicate whether the institution have an internal tracking (monitoring) capacity in case of budgetary allocation. The table below presents respondents responses to the item.

Table 4.12 – Internal monitoring capacity

	Frequency	Per cent
Yes	27	25
No	81	75
Total	108	100.0

Majority of the respondents 75% indicated that there is no internal tracking capacity for budgetary allocation while 25% of the respondents indicated that there is internal tracking

capacity on budgetary allocation. It can be concluded that there is a need to implement a monitoring systems for budgetary allocations.

4.4.3 Do you make use of external expertise concerning gender in terms of gender consultations or technical support in your organization?

The respondents were required to indicate whether they make use of external expertise concerning gender in terms of gender consultations or technical support in your organization. The table 4.13 presents respondents responses to the item.

Table 4.13 Do you make use of external expertise concerning gender in terms of gender consultations or technical support in your organization?

	Frequency	Percent
Always	8	7.6
Sometimes	26	24.2
Rarely	23	21.0
I don't know	20	18.5
Not at all	31	28.7
Total	108	100.0

Majority of the respondents 28.7% indicated that they do not use external expertise concerning gender mainstreaming, 24.2 % indicated sometimes, 21% indicated that they use external expertise rarely while 18.5% indicated they were not aware whether they make use of external expertise or not.

4.4.4. Are resource materials on gender available to staff?

The respondents were asked to indicate whether resource materials for gender are available to staff. The table 4.14 presents respondents responses to the item.

Table 4.14 Are resource materials on gender available to staff?

	Frequency	Percent
Strongly Agree	48	45.0
Agree	25	22.7
Neutral	3	3.0
Disagree	24	22.3
Strongly Disagree	8	7.0
Total	108	100.0

Majority of the respondents 45% strongly agreed that there is availability of resource materials on gender , 22.7% of the respondents agreed while 22.3% disagreed with the proposition that there is availability of resource materials ,7% strongly disagreed. However only 3% who neither agreed nor disagreed with the construct that there is an available of resource material on gender. It can be concluded that there is availability of resource material on gender.

4.4.5 Do you think resource mobilization for gender mainstreaming has been fully achieved?

The study sought to establish whether resource mobilization for gender mainstreaming has been fully achieved. The table 4.15 presents respondents responses to the item.

Table 4.15 Do you think resource mobilization for gender mainstreaming has been fully achieved?

	Frequency	Percent
Not at all	34	31.4
To a limited extent	31	28.7
To a moderate	14	12.9
To a great extent	8	7.4
I don't know	21	19.4
Total	108	100.0

From the table above, it was established that majority(31.8%) of the respondents indicated that resource mobilization for gender mainstreaming is not fully achieved,28.7% indicated it is to limited extent,12.9% indicated is to a moderate extent ,7.4% is to a great extent while 19.4% could not make decision on whether resource mobilization for gender mainstreaming is fully achieved or not.

4.5 Patriarchy systems

4.5.1 Does culture determines the role played by women and men in the institution

The study sought to establish whether culture determines the role played by women and men in the institution. The table 4.18 presents respondents responses to the item.

Table 4.16 Does culture determines the role played by women and men in the institution

	Frequency	Percent
Not at all	13	12
To a limited extent	56	51.9
To a moderate extent	23	21.3
To a greater extent	11	10.2
I don't know	5	4.6
Total	108	100.0

Majority (51.9%) of the respondents indicated that culture determines the role played women and men in the institution to a limited extent, 21.3% indicated that it determines to a moderate to extent, 12% indicated that culture does not determine role played by women and men at all, 10.2% indicated it determines to a greater extent while 4.6% of respondents were not aware whether culture determines the role played or not.

4.5.2 Do you think masculinity or feminism gives more hierarchical value

The respondents were asked to indicate whether masculinity or feminism gives more hierarchical value. The table below presents respondents responses to the item.

Table 4.17 Do you think masculinity or feminism gives more hierarchical value

	Frequency	Percent
Not at all	46	42.7
To a limited extent	26	24.2
To a moderate extent	22	20.4
To a great extent	6	5.1
I don't know	8	7.6
Total	108	100.0

Data obtained revealed that majority (42.7%) of the respondents indicated that masculinity or feminism does not give hierarchical value,24.2% indicate it gives to a limited extent,20.4% indicated it gives to a moderate extent ,5.1% to a great extent while 7.6% were neutral about it. This can be concluded that masculinity or feminism does not give hierarchical value .

4.5.3: Is men's work more recognized and valued as compared to women

The respondents were asked to indicate whether men's work is more recognized and valued as compared to women. The following table 4.18 presents the respondents responses to the item.

Table 4.18. Is men's work more recognized and valued as compared to women

	Frequency	Per cent
Not at all	66	61.1
To a limited extent	24	22.2
To a moderate extent	12	11.1
To a great extent	4	3.7
Do not know	2	1.8
Total	108	100.0

Majority of the respondents (61.1%) indicated that there is no recognition and valuing of men work compared to women 22.2 % of the respondents indicated it is to a limited extent,11.1% indicated it is to a moderate extent while 3.7% indicated to a great extent while 1.8% could not decided whether men’s work is recognized or valued compared to women.

4.5.4 Does the institutional programme for gender allow gender issues to be openly discussed

The respondents were required to indicate whether Does the institutional programme for gender allow gender issues to be openly discussed. The table 4.15 presents respondents responses to the item.

Table 4.19 Does the institutional programme for gender allow gender issues to be openly discussed:

	Frequency	Percent
Always	31	28.7
Sometimes	26	24.2
Rarely	23	21.0
I don’t know	20	18.5
Not at all	6	7.6
Total	108	100.0

Majority of the respondents 28.7% indicated that the institution programmes allows gender issues to be openly discussed, 24.2 % indicated sometimes, 21% indicated that allow rarely while 18.5% indicated they were not aware whether they make use of external expertise or not. However 7.6% indicated that the institution programmes does not allow gender issues be discussed openly.

4.6 Qualitative analysis

The respondents were asked to give suggestions on the following questions. Majority of the respondents indicated that they understand gender mainstreaming as a way in which people are treated based on their sex. However on the issue of how men and women are treated in Kenya prisons service, respondents indicated that women are more favored than male counterparts. The study also indicated that majority of the HRM policies in Kenya prisons service are not gender sensitive and this influence gender mainstreaming. Also the study has revealed that there is a need to review budgetary policies in order to achieve gender mainstreaming. Many of the respondents recommended that there is a need for gender mainstreaming training.

4.7 Interview Schedule Analysis

An interview was conducted to Key informants who are aware of Kenya prisons service gender mainstreaming. These key informants are in the criminal justice system where Kenya prisons service is a partner. From the interview, it was found that 6 respondents were from judiciary department, 2 from probation department and 4 from Police department. The interview revealed that all the key informants were aware of gender mainstreaming in prisons.

All the key informants argued that they don't play any role in gender mainstreaming in the Kenya prisons service. However, it was noted that all the key informants are aware that gender mainstreaming in the Kenya Prisons Service is not effective. The study revealed that there are challenges facing gender mainstreaming in the Kenya Prisons Service, some respondent felt that many of the prison policies were not gender sensitive and there was a need to review these policies to be in line with the constitution. The key informants recommended that to improve the effectiveness of gender mainstreaming in the Kenya Prisons Service, the department needs to involve fully the whole criminal justice system.

CHAPTER FIVE

5.0 SUMMARY OF FINDINGS CONCLUSION AND RECOMMENDATIONS

5.1 Introduction

This chapter contains the summary of findings, conclusion, and recommendations. The findings are presented as a summary of the achievement of the objectives of the study and the research questions set in chapter one.

5.2 Summary of the Findings

Respondents were required to state their gender. Data collected indicated that out of 108 respondents, majority (87%) of them were men while (13%) of them were female. This shows that there is no gender balancing in the Kenya prisons service. The respondents for the study were asked to state their age category. Data collected indicated that majority (26.1%) of the respondents were of age category 41-45 years, 20.4% of the respondents were between 36-40 years, 17.2% were between 25-30 years, 11.5% were between 31-35 years, 9.6% were over 51 years of age, 8.9% were between 46-50 years while the remaining 6.4% were those below 25 years of age.

Data collected indicated that majority (57.4%) of the respondents had a secondary education, 19.4% had a diploma education, 12.1% had a degree education, 6.5% had primary education while 4.6% had masters and above. This shows that majority of the Kenya prisons officers are secondary leavers. Data collected indicated that majority (39.5%) of the respondents had worked in Kenya prisons for a period of over 10 years, 21.7% had served for a period between 3-5 years, and 20.4% had served for a period between 6-10 years while 18.5% had served for a period below 3 years. This shows that majority of the respondents are in the service for a long period hence they have experience in the work of Kenya Prisons Service.

Majority (51.9%) of the respondents indicated that gender awareness is included in job performance contract to a limited extent, 21.3% indicated it is included to a moderate extent, 12%

indicated that gender awareness is not included at all, 10.2% indicated it is included to a greater extent while 4.6% of respondents were not aware whether gender awareness is included or not. This can be concluded that gender awareness is not fully included in job performance contract in Kenya prisons. Majority of the respondents (67.5%) agreed that there is no training of staff in gender awareness and sensitization, 24.8% indicated that training of staff in gender awareness and sensitization is to a limited extent, 3.4% of the respondents were not aware whether training of staff in gender awareness and sensitization is carried or not, 2.2% indicated it is to a greater extent while 2.1% of the respondents indicated it is to a moderate extent. This can be concluded that there is a need to carry out training of staff on gender awareness and sensitization.

Majority of the respondents (72.7%) indicated that they do not receive training on institutionalizing gender into management, 15.3% indicated they receive training in a limited extent, 5.1% of the respondents indicated they received training on moderate extent, 2.6% on greater extent while 4.3% of the respondents could not make a decision as to whether or not there is training received. This can be concluded that there is a need to conduct training in institutionalizing gender into the management. Majority of the respondents (59.2%) strongly agreed that there is commitment on promoting women in all levels, 27% agreed, 8.3% of the respondents strongly disagreed while 5.5% disagreed that there is commitment on promoting women at all levels. There were no respondents who could not make a decision as to whether or not there is commitment. This can be concluded that there is commitment towards promoting women in all levels.

Majority of the respondents (44%) strongly disagreed that there has been a gradual increase of gender expertise among staff members in the institution, 29% of the respondents disagreed that there has been a gradual increase of gender expertise among staff members in the institution, 14.8% of the respondents strongly agreed while 11% agreed and 1% could not make decision on whether there is gradual increase of gender expertise among staff members in the institution. This can be concluded that there is a need for more sensitization on gender in Kenya prisons. The data collected from the respondents indicated that majority (50.3%) of the respondents agreed that there is reward in good performance both in headquarters, 15.3% strongly agreed while 7.6% disagreed and 7.6% strongly disagreed that there is reward on good performances in the headquarters and in the field. There is lack of modern sewer system equipment's. However,

19.1% neither agreed nor disagreed at all. Majority of the respondents (61.1%) indicated that there is no practices to obtain resources or grant need for gender mainstreaming 22.2 % of the respondents indicated it is to a limited extent,11.1% indicated it is to a moderate extent while 3.7% indicated to a great extent while 1.8% could not decide whether resources are obtained or not.

Majority of the respondents 75% indicated that there is no internal tracking capacity for budgetary allocation while 25% of the respondents indicated that there is internal tracking capacity on budgetary allocation. It can be concluded that there is a need to implement a monitoring systems for budgetary allocations. Majority of the respondents 28.7% indicated that they do not use external expertise concerning gender mainstreaming, 24.2 % indicated sometimes, 21% indicated that they use external expertise rarely while 18.5% indicated they were not aware whether they make use of external expertise or not. Majority of the respondents 45% strongly agreed that there is availability of resource materials on gender , 22.7% of the respondents agreed while 22.3% disagreed with the proposition that there is availability of resource materials ,7% strongly disagreed. However only 3% who neither agreed nor disagreed with the construct that there is an available of resource material on gender. It can be concluded that there is availability of resource material on gender.

Majority (51.9%) of the respondents indicated that culture determines the role played women and men in the institution to a limited extent, 21.3% indicated that it determines to a moderate to extent, 12% indicated that culture does not determine role played by women and men at all, 10.2% indicated it determines to a greater extent while 4.6% of respondents were not aware whether culture determines the role played or not. Data obtained revealed that majority (42.7%) of the respondents indicated that masculinity or feminism does not give hierarchical value,24.2% indicate it gives to a limited extent,20.4% indicated it gives to a moderate extent ,5.1% to a great extent while 7.6% were neutral about it. This can be concluded that masculinity or feminism does not give hierarchical value. Majority of the respondents (61.1%) indicated that there is no recognition and valuing of men work compared to women 22.2 % of the respondents indicated it is to a limited extent, 11.1% indicated it is to a moderate extent while 3.7% indicated to a great extent while 1.8% could not decide whether men's work is recognized or valued compared to women. Majority of the respondents 28.7% indicated that the institution programmes allows

gender issues to be openly discussed, 24.2 % indicated sometimes, 21% indicated that allow rarely while 18.5% indicated they were not aware whether they make use of external expertise or not. However 7.6% indicated that the institution programmes does not allow gender issues be discussed openly.

5.3 Conclusion

Although the Kenya Prisons Service has made various efforts in gender mainstreaming, the demographic characteristics of the respondents, shows that the lack of gender balance is a contributing factor to some of the challenges facing gender mainstreaming in the Kenya Prisons service it is also concluded that many of the respondents have a reasonable education and enough experience of prison work.

In reference to objective one the study concluded that HRM policies challenges gender mainstreaming in the Kenya Prisons Service. Many of the respondents had an opinion that there is no training of staff in gender awareness and sensitization and managers are not trained in institutionalizing gender in to the management of the institutions.

Based on the objective two the study concluded that budgeting policies are still a major challenge to gender mainstreaming in the Kenya Prisons Service. Majority of the respondent felt that there is no practice of obtaining resources or grant from other bodies for gender mainstreaming; no budgeting for external expertise and that resource mobilization for gender mainstreaming has not been fully achieved.

Regarding objective three, the study concluded that patriarchy systems interfered with the gender mainstreaming in the Kenya Prisons Service . This was linked to the fact that majority if the respondent were of the opinion that culture determined the role played by men and women in the institutions to a limited extent.

On the key informants, the study concluded that the whole criminal justice system has not been actively involved in gender mainstreaming in the Kenya Prisons Service.

5.4 Recommendations

The study recommends that;

1. The Kenya prisons service should take measures to ensure that HRM policies are reviewed to be more gender sensitive and to be in line with gender policy 2011 and the Kenya constitution 2010.
2. The Kenya Prisons Service should review the budgeting policies; establish a mechanism of obtaining resources or grants from other bodies in order to facilitate effective gender mainstreaming. The institution should also establish an internal monitoring body for check and balance on budgetary allocation. Those in budgetary chain should be educated to ensure gender sensitivity.
3. Kenya Police, Judiciary and the Probation department are key in achieving effective gender mainstreaming in the Kenya Prisons Service. The department should involve them during gender policies formulation and implementation.
4. Advocacy and education should be conducted to all prison officers to integrate gender issues in their work so as to address all known cultural issues that hinder the effectiveness of gender mainstreaming.

5.5 Recommendation for Further Study

This study covered only prisons in central region of Kenya. Similar study can be conducted in prisons in other regions across the country and expand the scope by including the directors at prisons headquarters.

REFERENCES

- Alejos, M. (2005). *Babies and small children residing in prisons*. Geneva, Quaker United Nations Office.
- Bryman, A. (2012). *Social research methods*. Oxford University press.
- Carlen, P. (2013). *women and punishment*. New York. Routledge.
- European Parliament (2008). *Resolution on the particular situation of women in prison and the impact of the imprisonment of parents on social and family life*.
- Herbert, W. (2000). *Security Sector Reform in Developing Countries*. Washington DC, USA.
- Holmes, S. and MacInnes, D. L. (2003) *Contributors to stress among prison service staff*. *British Journal of Forensic Practice*, 5 (2). pp. 16-24. ISSN 1463-6646
- Lorber, Judith (1994). *Paradoxes of Gender*. New Haven, CT: Yale University Press
- Kenya Prisons Strategic Plan (2013-2017)*. Kenya: KPS
- Kenya Prisons Act (Cap 90) Laws of Kenya*. Kenya: GOK
- Melossi, D. (1998). *The sociology of Punishment*. Dartmouth, UK.
- Penal Reform International (2008). *Women in prison: incarcerated in a man's world*. Penal Reform Briefing 3
- Prison Reform Trust (2006). *Bromley briefings prison factfile*. London: Prison Reform Trust.
- Rwanda Correctional Service Strategic Plan-(2013-2018). Rwanda.
- The constitution of Kenya 2010. Kenya: GOK
- The Borstal Institutions Act (Cap 92) Kenya: GOK
- UN (2010). *Integrating Gender perspectives in to the work of the United Nations*.
- United Nation (1979) the Convention of the Elimination of All Forms of Discrimination against Women; New York; UN
- United Nations (2000) Security Council, ' Resolution 1325; New York; UN
- United Nations (2010), *Rules for the Treatment of Women Prisoners and Non-custodial Measures for Women Offenders*; New York; UN
- United Nations (1995) *Beijing Declaration and Platform for Action*; Beijing; China; UN
- United Nation (1993) the Declaration on the Elimination of Violence Against Women; New York; UN
- United Nations (1948) *Universal Declaration of Human Rights*; New York: Geneva; UN

United Nations (1955) Standard Minimum Rules For the treatment of Prisoners;
New York: Geneva; UN

United Nations (1966) International Covenant on Civil and Political Rights; New York: Geneva; UN

Wambui, A. (2013). *Analysis of the Rights of Children Accompanying their Mothers in Kenya Prisons*. Nairobi, Wambui.

http://www.un.org/en/africa/osaa/pdf/au/gender_policy_2009. Accessed on 29/10/2015

http://www.africansecuritynetwork.org/site/index.php?option=com_content&view=article&id=189:stakeholders-dialogue. Accessed on 30/10/2015

<Http://Www.Genderlinks.Org.Za/Article/Empowering-Women-In-The-Security-Sector-In-Zimbabwe>. Accessed on 25/10/2015

<http://www.peaceau.org/en/article/african-union-launches-five-year-gender-peace-and-security-programme-2015-2020>. Accessed on 30/10/2015

<http://www.peacewomen.org/nap-liberia>. Accessed on 25/10/2015

<http://www.penalreform.org/wp-content/uploads/2013/06/brf-03-2008-women-in-prison-en.pdf>.
Accessed on 25/10/2015

<http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//TEXT+TA+P6-TA-2008-0102+0+DOC+XML+V0//EN>. Accessed on 25/10/2015

<http://www.un.org/womenwatch/osagi>. Accessed on 29/10/2015

http://www.euro.who.int/__data/assets/pdf_file/0009/99018/E90174.pdf. Accessed on 25/10/2015

<http://www.un.org/womenwatch/directory/docs/UNODC-Guidance>. Accessed on 29/10/2015

http://www.rcs.gov.rw/fileadmin/documents/RCS_STRATEGIC_PLAN_2013-2018. Accessed on 25/10/2015

<https://www.unodc.org/documents/justice-and-prison-reform/women-and-imprisonment>.
Accessed on 25/10/2015

APPENDICES

QUESTIONNAIRE FOR PRISON OFFICERS

GENERAL INSTRUCTIONS

The purpose of this questionnaire is to collect data on the Challenges facing gender mainstreaming in the Kenya Prisons Service. It is divided into two sections: Section A contains Background information and section B which is structured in order to establish the objectives of the study.

By means of a tick (✓) kindly indicate your option for the answer.

SECTION A: BACKGROUND INFORMATION

1. Gender:

Male [] Female []

2. Age:

Below 18 year []

19 – 25 years []

26– 30 years []

31 – 40 years []

41-45 years []

Above 45 years []

3. Marital status:

Married []

Single []

Divorced []

Separated []

4. Level of education:

Primary education []

Secondary education []

College []

University []

5. Years of service in the organization

Less than 3 years

3– 5 years

6 – 10 years

Over 10 years

SECTION B

HUMAN RESOURCES POLICIES

This section focuses on human resources policies and the level and extent of gender considerations in treatment of personnel.

1. Is gender awareness included in job performance contracts?

Not at all To a limited extent To a moderate extent To a great extent

To the fullest extent Do not know

2. Is there training of staff in gender awareness and sensitization?

Not at all To a limited extent To a moderate extent To a great extent To the fullest extent Do not know

3. Do you receive training in institutionalizing gender into the management of the institution?

Not at all To a limited extent To a moderate extent To a great extent

To the fullest extent Do not know

4. There is commitment to promoting female representation at all levels, including Boards.

Strongly agree Agree No opinion Disagree Strongly disagree

5. There has been a gradual increase of gender expertise among staff members in the institution

Strongly agree Agree No opinion

Disagree Strongly disagree

6. Good performance, both in the Headquarters and the Field is rewarded in the organization.

Strongly agree Agree No opinion

Disagree Strongly disagree

SECTION C

BUDGETING POLICIES

7. Does the institution have any practice of obtaining resources or grant needed for gender mainstreaming from other bodies?

Not at all To a limited extent To a moderate extent To a great extent

Do not know

8. Does the institution have an internal tracking (monitoring) capacity in case of budgetary allocation?

Yes No Not sure

9. Do you make use of external expertise concerning gender in terms of gender consultations or technical support in your organization?

Always Sometimes Rarely Never

10. Are resource materials on gender available to staff?

Not at all To a limited extent To a moderate extent To a great extent

Do not know

11. Do you think resource mobilization for gender mainstreaming has been fully achieved?

Not at all To a limited extent To a moderate extent To a great extent

Do not know

SECTION D

PATRIARCHY SYSTEMS

12. Does culture determines the role played by women and men in the institution

Not at all To a limited extent To a moderate extent To a great extent

Do not know

13. Do you think masculinity or feminism gives more hierarchical value?

Not at all To a limited extent To a moderate extent To a great extent

Do not know

14. Is men's work more recognized and valued as compared to women?

Not at all To a limited extent To a moderate extent To a great extent

Do not know

15. Does the institutional programme for gender allow gender issues to be openly discussed?

Always Sometimes Rarely Never

1. What is your understanding of gender mainstreaming in the prisons?.....
2. Are men and women in the Kenya Prisons Service treated differently? Explain your answer.....
3. Does HRM policies influence gender mainstreaming in the Kenya Prisons Service? Explain your answer.....
4. What is the influence of patriarchal systems on gender mainstreaming in the Kenya Prisons Service?.....
5. Does budgeting policies affect gender mainstreaming in the Kenya Prisons Service? Explain your answer.....
6. What ways of improving the implementation of gender mainstreaming would you recommend?

INTERVIEW SCHEDULE FOR THE KEY INFORMANTS

Hallo, my name is Anne Wangari Gatimu, I am an MA student at University of Nairobi currently undertaking a research on the Challenges facing gender mainstreaming in the Kenya Prisons Service. You are part of my respondents to be interviewed on this study. Note that any information given will be treated with utmost confidentiality.

Questions to be asked during the interview

1. What is your occupation?
2. Which department do you work with?
3. What do you know about gender mainstreaming in prisons?
4. What role does your department play in gender mainstreaming in the Kenya Prisons Service?
5. Do you think gender mainstreaming is effective in the Kenya Prisons Service? Explain your reason.
6. What do you think are the challenges facing gender mainstreaming in the Kenya Prisons Service?
7. In your own view, what can you recommend to improve the effectiveness of gender mainstreaming in the Kenya Prisons Service?

Thank you for your time and cooperation