

University of Nairobi
Institute of Diplomacy and International Studies

Transition from Active Military Service to Civilian Life in Kenya.

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R50/7541/2009

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**Research project presented in partial fulfilment of the degree of Master of
Arts in International Conflict Management, Institute of Diplomacy and
International Studies, University of Nairobi.**

October, 2011

Declaration

This project is my original work and has not been submitted for a degree in any other University.

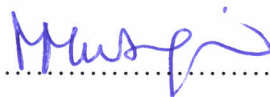
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This project has been submitted for examination with my approval as University supervisor.

Signed 



Prof. Makumi Mwagiru

Date

Dedication

This research project is dedicated to my dear parents; late Mr. and Mrs. Leonard Waithaka, my wife Jane and the children especially Margaret for her endless encouragement and also to my former comrades at- arms who spent their entire time and life in serving and securing peace for our great nation. It also goes to the fallen comrades who died in the process.

Acknowledgement

I acknowledge words of encouragement and critical objective thinking from my supervisor Mr. Makumi Mwangi and his gift of humor. His devoted effort has seen this research project through.

Acknowledgement to the entire management of University of Nairobi particularly the Library, Defence Staff College, Defence headquarters. Acknowledgement to United State International University (USIU) for allowing me use of their ultra modern library. My editing team of Mercy and Ciru, research assistants Alice and Ann, Njeri who did the typing of the project, to you all I say thank you.

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Abbreviations

| | | |
|--------|---|--|
| AFA | : | Armed Forced Act |
| AFCO | : | Armed Forces Canteen Organization |
| AMODEG | : | Association Mozambique |
| ASP | : | Appropriate Superior Authority |
| ATP | : | Civil Aviation Publication |
| AU | : | African Union |
| BCD | : | Bad Conduct Discharge |
| CDS | : | Chief of Defence Staff |
| CO | : | Commanding Officer |
| DD | : | Dishonourable Discharge |
| DDR | : | Disarmament Demobilisation Reintegration |
| DOD | : | Department of Defence |
| DSC | : | Defence Staff College |
| EAC | : | East Africa Community |
| GOC | : | General Officer Commanding |
| IGAD | : | Inter Governmental |
| IRSEM | : | Institute de |
| JKML | : | Jomo Kenyatta Memorial Library |
| KA | : | Kenya Army |
| KAF | : | Kenya Air Force |
| KAFOCA | : | Kenya Armed Forces Comrade Association |
| KN | : | Kenya Navy |

| | | |
|-------|---|--|
| KNLS | : | Kenya National Library Services |
| NGO | : | Non-Governmental Organization |
| NOC | : | National Operational Centre |
| NSAC | : | National Security Advisory Committee |
| OAU | : | Organization of Africa Union |
| OSI | : | Operational Stress Injury |
| OSISS | : | Operational Stress Injury Social Support |
| OTH | : | Other Than Honourable |
| PRO | : | Public Relations Officer |
| PS | : | Permanent Secretary |
| PSTC | : | Police School Training College |
| TOR | : | Terms of Reference |
| UHC | : | Under Honorable Conditions |
| VA | : | Veteran Assistance |
| PMCs | : | Private Military Companies |

Abstract

The study examined the problems associated with transition of armed forces personnel into civilian life. The study made use of extensive interviews with retired military personnel diverse in both rank and age and covered several counties. This study covers retirees who left service between 1990 and 2003.

The research recognises the excellent role played by the defence forces and the exposure not only at the local scene but at both regional and international level. However, despite the many years of training and exposure these officers and men transition to a civilian life without due preparation and find themselves in a murky world. They remain dejected and jobless. The question is, can the defence forces or government develop a friendly exist strategy? The author further recognizes that a continuum of conflict theories come to play during this study. However, the researcher settled on the conflict theory espoused by Karl Max.

It is thus emerging that, retired military personnel indeed go through traumatising moments in their retirement and are indeed a potential source of both danger and conflict in the society. It is also noted that their comrades in the barracks exhibit lukewarm relationship. It is therefore argued that the defects that exist in the institutional structures be addressed. The researcher also recommends the downsizing (demobilisation) of the present defence forces to a reasonable and effective levels.

Chapter One

Introduction to the Study

1.0 Introduction

This chapter sets the stage for the study. It gives an over-view of the sequence of events that must be followed to reach an academic conclusion. Essentially this chapter gives the synopsis by introducing the topic of retiring military personnel and the challenges faced during the transition processes. The chapter argues that there is merit and justification in researching on this topic, provides a conceptual framework, peeks at the literature review, identifying gaps in the process and to a greater extent gives the methodology in which the research was conducted and finally the arrangement of subsequent chapters as provided in the document.

1.1 Background to the Problem

One may be right to assert that Kenya's military is more famous regionally and internationally than is locally, under the auspices of the United Nations and the (African Union), Kenya has made a significant contribution in Peace Support Operations and Missions in the world in the last 24 years. During this period, Kenya has contributed over 12,000 officers (including military observers) and troops in 28 missions that also include the civilian police.¹ Kenya is the fourth largest African Contributor to United Nations operations and the eleventh largest in the world. The countries in which Kenyan troops have served include Chad (1981), Mozambique (1992-1995), Zimbabwe (1980),

¹ "Kenya's Role in Peacekeeping and Peace Support Operation Missions", Working Paper – KPSTC, 2005), pp 1-5.

Namibia (1989-1990), Sierra Leona (2000 to date) and Ethiopia/Eritrea (2001-2005). Currently it is involved in Eritrea and Burundi. It is also been involved in Darfur and Sudan signing of the Comprehensive Peace Agreement.²

Kenya's military service is highly professional and disciplined. It is an example per excellence of a modern military establishment. The general remuneration and terms of service for officers and servicemen are comparatively standard. The senior cadre of Generals in the various services (Army, Air Force and Navy) are well remunerated. Despite all this training and exposure, many ex-military officers and soldiers (retirees) seem to be poorly paid, dejected and lead miserable lives.

1.2 Statement of the Research Problem

Every year several hundred military officers and servicemen retire from active service. The transition from military to civilian life is marked by an abrupt change from one lifestyle to another. These are men and women with immense training and capabilities in their area of specialization. This change brings with it many challenges of the economic, social and psychological kind. Reports from media quarters claim that some of these retirees and other ex-military personnel have been recruited as mercenaries abroad by private military companies or are engaged in illicit activities locally. The problem here is that transition from military service seems to be a challenging process that seems to be a growing source of conflicts in Kenyan society- this is what this study seeks to address.

² For a Detailed Account of the Nature and Dynamics of UN Peace Support Operations, See "*Basic Facts about the United Nations*" (New York; United Nations Department of Public Information, 1995).

1.3 Objectives of the Study

The study is guided the following objectives:

- i) To analyse the transition from active military service to civilian life as a source of Social Conflict in Kenya.
- ii) To examine the challenges in the transition from active military service to civilian life.
- iii) To critically assess the relations between serving and retired military personnel in Kenya.
- iv) To suggest viable solutions to the problems facing military officers as they transit into civilian life.

1.4 Justification of the Study

The academic justification for this study is that there seems to be a lot of literature on the subject of 'life after military service as a source of social conflict' especially in the United States and Europe but very little on the same in the case of Africa and other parts of the developing world. There is hence the need to address these issues from an African context with specific reference to Kenya. It is thus, crucial that these issues be put under scientific investigation.

From a policy point of view, the study is worth undertaking because there seems to be many grey areas and unanswered questions about the plight of ex-military personnel in Kenya and how the challenges facing them are a likely source of conflict. It will not only be beneficial to the military establishment, but it will inform future policy-making

and implementation as far as civil-military relations are concerned, and the wider issues of management and/or prevention of conflicts within the country.

1.5 Hypotheses

The research investigated the following hypotheses:

- (i) Transition from active military service to civilian life as a likely source of Social Conflict in Kenya.
- (ii) The challenges in the transition from active military service to civilian life poses serious socio-economic challenges.
- (iii) Problems facing ex-military personnel can be source of conflict between with their counterparts in active service.

1.6 Literature Review

Classical political thinkers such as Plato were of the idea that the military had no business in the running of state matters. Plato's conception of justice for instance depicted the military as an institution solely charged with the duty of national defense. He stressed that military personnel would be catered for by the state and they ought to be kept away from commercial activity.³

Nevertheless contemporary world history has witnessed numerous military-run governments. Political scientists classified such government as authoritarian. Western democracies such as the United States and Great Britain present examples of political

³ George, H. Sabine *A History of Political Theory* (New York; Holt, Reinhart and Winston, 1961), pp. 35-67; See also Ernest Barker *The Political Thought of Plato and Aristotle* (New York, Dover Publications (1995), pp. 84-92

systems in which the military's role in politics is minimal.⁴ But this is not to say that the military has been "locked out" from any form of interaction with the civilian population and other civil bodies. Such countries have had what would be referred to as "healthy civil-military relations" over the years.⁵

However, the African experience has been unfavorable as far as civil-military relations is concerned. Since independence (in the early 1960), civilian government have been supplanted by the military in over half of Africa's states. Several other states experienced serious coup attempts, including Gabon in 1964, Angola in 1977 and Kenya in 1982. Such statistics underline the basic instability of most African governments, irrespective of whether the former colonial power was Britain or France, Belgium, Italy, Portugal or Spain.⁶

It is perhaps due to this state of affairs that the founding fathers of the Organization of African Unity (OAU) pointed out as one of its principles; that it wasn't in favour of takeover of power through unconstitutional (Coups) means.⁷ This also explains why in most African countries the political elite detest interaction between the civilian population on one hand, and the military on the other; in the fear of the military being "adulterated by politics". But this might be misconception of the noble aspects behind the idea of civil-military relations.

Even in countries run by military juntas civil-military relations need not be sour. Libya and Ghana are examples of states in which military regimes enjoyed wide support

⁴ Lineberry et al *Government in America: People, Politics and Policy* (New York, Harper Collins Publishers, 1990), pp 722-762; and F.N.Forman and N.D.J. Baldwin *Mastering British Politics* (London, Macmillan 1996).

⁵ Kay Lawson: *The Human Polity: An introduction to Political Science* (Boston; Houghton Mifflin Company, (1985), pp. 445-455.

⁶ William Turdoff *Government and Politics in Africa* (New York, Palgrave Macmillan, 2002), pp. 168

⁷ Gino Naldi *The Organization of African Unity: An Analysis of its Role* (London, New York: Mansell, 2000), p.5.

from as well as healthy relations with civilian populations. But with this exceptions most military interventions were not successful in the long run. Uganda under Amin Dada, Ethiopia under Mengistu Haile Mariam and Somalia under Siad Barre just to mention but a few- suffered years of misrule, internal oppression, and civil war, insurgencies and counter insurgencies.⁸

Kenya has enjoyed a great deal of peace compared to many of its African neighbors. Except on a few remote incidences, the country has enjoyed healthy and worthwhile civil-military relations both within and without.⁹ Kenya can be referred to as a good example of a country where the military has enjoyed good working relations with civil bodies just as is the case in most western democracies.

A Study by Ray and Heaslip¹⁰ explored the existing literature from Canada on transitioning from military to civilian life for veterans of recent deployments. A number of topics relating to the transition experience emerged: interpersonal readjustment, emotional including mental health needs, school needs, and social needs. Implications for nursing will be discussed in terms of veterans as a cultural group and culturally competent nursing care¹¹. Recommendations for future nursing research included how well current services are meeting the needs of the younger, more recent veterans transitioning to civilian life; conducting longitudinal studies on the impact of

⁸ Ibid, pp 168-97: In the case of Uganda, see Gingera Pincywa “The Militarization of Politics in an African State: The Case of Uganda” in Walter O. Oyugi *Politics and Administration in East Africa* (Nairobi, East African Educational Publishers, 1994), pp. 193-214.

⁹ To have a broader picture of Kenya’s History and political culture, see Bethwel Ogot and William R. Ochieng *Decolonization and Independence in Kenya 1940-1993* (Athens, Ohio University Press, 1995); and James Waore Dianga *Kenya 1982; The Attempted Coup. The Consequence of A One party Dictatorship*, (London; Pen Press Ltd, 2002).

¹⁰ Ray and Heaslip: *Canadian Military Transitioning to Civilian Life: a Discussion Paper. Journal of Psychiatric and Mental Health Nursing*, (2011) 18, 198-204.

¹¹ Gowan M.A., Craft S.L. & Zimmerman R.A. (2000) *Response to Work Transitions by United States Army Personnel: Effects of Self-Esteem, Self-Efficacy, and Career Resilience*. *Psychological Reports* 86, 911-921.

transitioning to civilian life for veterans and their families; comparing the transition experience at an international level; developing a transition model that situates the veteran culture as the overarching framework for testing and understanding the experience of transitioning to civilian life.¹²

World Bank Paper, by Markus Kostner and Edith H. Bowles¹³, November (2004) “Veterans: Pensions and Other Compensation in Post-Conflict Countries” reveals that; in many developing countries one of the many challenges post-conflict countries face is how to reduce the size of armies once the fighting stops, and how to sustainably assist former fighters, or veterans, once they are no longer part of the army. Fiscal, social, or political pressures may all play a role in this process, including in peace-time.¹⁴

Large-scale demobilization is commonly the process through which countries achieve a reduction in force and may be accompanied by short-term reintegration assistance. By contrast, veterans policies provide for long-term assistance from the state to veterans and may include a variety of benefits designed to provide material assistance as well as social recognition.¹⁵ Veterans policy should credibly and transparently provide for equitable and sustainable assistance and may be developed as part of a demobilization program, or separately.¹⁶

¹² McLean H. (2006) A narrative study of the spouses of traumatized Canadian soldiers. Unpublished doctoral dissertation. University of British Columbia, Canada.

¹³ Markus Kostner and Edith H. Bowles, November (2004) “Veterans: Pensions and Other Compensation in Post-Conflict Countries” (World Bank, New York, 2004).

¹⁴ Deykin E.Y., Keane T.M., Kaloupek D., et al. (2001) “Posttraumatic Stress Disorder and the Use of Health Services”. *Psychosomatic Medicine* 63, 835–841.

¹⁵ Black T.R. (2007) Canada’s vets face tough transition to civilian life. Available at:<http://communications.uvic.ca/releases/release.php?display=release&id=865> (accessed 15 March 2009).

¹⁶ Ibid

The term “veteran” is used here to refer to anyone who has been a member of a military. Over time, extensive experience has been gained regarding the design and implementation of Disarmament, Demobilization and Reintegration (DDR) programs. Less attention has been paid to the development of veterans policies¹⁷. This is due to several factors, not least because in post-conflict settings, the international community tends to focus on an immediate peace dividend through the implementation of a DDR program, which it usually finances¹⁸.

However, DDR requires that states formulate veterans’ policy to accommodate those who have been demobilized, and those who have not. Further experience has demonstrated the importance of developing sound veterans policies in peace time forces and in post-conflict settings, and the pitfalls of inequitable, unsustainable, and non-transparent systems of benefits.¹⁹ The article attempts to provide the reader with an overview of the different dimensions of veterans’ policy development, with particular reference to countries emerging from protracted conflict and those not in conflict as well. Special attention is given to the common problems of definition, including, financial sustainability and implementation of the veterans policy.²⁰

¹⁷ Campinha-Bacote J. (2002) The Process of Cultural Competence in the Delivery of Healthcare Services: A Model of Care. *Journal of Transcultural Nursing* 13, 181–184.

¹⁸ Hotopf M., Hull L., Fear N.T., et al. (2006) *The health of UK military personnel who deployed to the 2003 Iraq war: a cohort study*. *The Lancet* 367, 1731–1741.

¹⁹ Papile C. (2005) Factors that help and hinder the relationship between veterans and their partners: the partners’ perspective.

²⁰ Hobbs K. (2008) Reflections on the culture of veterans. *American Association of Occupational Health Nurses Journal* 56, 337–241.

1.6.1 Theoretical Framework

Marxist Theory

The theoretical framework of this study is based on conflict theory by Karl Marx.²¹ He writes that society does not consist of individuals, but expresses the sum, of interrelations, the relations within which these individuals stand: an understanding of human history therefore involves an examination of these relationships, the most important of which are the relations of production. All societies are divided into social groups known as classes. The relationship between classes is one of antagonism and conflict.²²

Class divisions results from the differing relations of members of society to the means of production. The structures of all societies may be represented in terms of a two-class model, consisting of a ruling and a subject class. The ruling class owes its dominance and power to its ownership and control of the means of production (the bourgeoisie).²³ The subjection and relative powerlessness of the subject class are due to its lack of means of production (the proletariat).²⁴ As a result Marx puts the state analytically in the context of class conflict: it is there to protect the economic interest of the ruling class and cannot be an objective neutral body.²⁵

²¹ Mohammed Ayoob *Third World Security Predicament: State Making Regional Conflict and the International system* (Boulder, Lynne Rienner, 1995)

²² Bill McSweeney *A Sociology of International Relations* (Cambridge, Cambridge University Press, 1999).

²³ Gaetano Mosca and Arthur Livingstone, *The Ruling Class*, (New York, London, McGraw-Hill, 1939).

²⁴ Haralambos and Holbon *Sociology. Themes and Perspectives* 5th edition (London, Harper Collins Publishers Limited, 2000).

²⁵ Barry Norman. *Introduction to Modern Political Theory* 4th Edition (New York, Palgrave, 2000).

Mitullah and Mboya²⁶, states that, Marxist schools have argued that the state is more an instrument of coercion at the disposal of the ruling elite. The state has been used to perpetuate the interest of the ruling class and to suppress and exploit the ruled²⁷. According to Lenin, colonial state power existed in order to guarantee and facilitate the exploitation of the colony and its people²⁸. An irreconcilable conflict existed between the economic interest of the colonizers and the interest of the exploited and colonized people. Such features of the colonial state and its instrument of coercion were inherited at independence by the new Kenyan leaders from the British colonial state and have persisted in the post-colonial period.²⁹

The colonial legacy of the state has resulted in the interpretation and manipulation of law and order or security by the ruling elite in a manner that perpetuates insecurity.³⁰ The neo-colonial state is not responsive to citizens interest, and is largely disposed to the formulation and application of rules which are inimical to human security consequently; the state's concern with order has the potential of being directed towards overt and covert destabilization of the legitimate activities. This may attract criticism from the press, political parties and civil society organizations, which are in turn viewed as anti-state³¹.

²⁶ Makumi Mwangi ed, *African Regional Security in the Age of Globalization* (Nairobi, Heinrich Boll Foundation, 2004).

²⁷ Mute Murugu Lawrence, Wanza Kioko, Kichamu Akiraga. Building an Open Society, *The Politics of Transition in Kenya* (Nairobi, Kenya, Calipress Limited, 2002).

²⁸ Naomi Chazan et al, *Politics and Society in Contemporary Africa* (Boulder, Lynne Rienner Publishers, 1988).

²⁹ Green December and Luchermann *Comparative Politics of the Third World* (London, Lynne Rienner Publishers, 2003).

³⁰ Danziger N. James (2007). *Understanding the Political World a Comparative Introduction to Political Sciences* 8th edition (New York, Pearson Longman, 2007).

³¹ Rick Fawn and Jeremy larkins eds, *International Society after the Cold War* (London, Macmillan, 1996).

Democratic Theory of Civil-Military Relations

According to Thomson³² The range of military involvement in African politics and society is best characterized as a spectrum of civil-military relations, ranging from little if any military involvement in the civilian realm at one extreme end of the spectrum to complete military domination of the civilian realm at the other end of the spectrum³³. At one extreme is the civilian supremacy model, in which the military is firmly under the control of civilian politicians. “Essentially”, explains Liebenow, “the civilian supremacy model requires that civilians, rather than the military, control decision making with respect to the issue of war and peace, the determination of the size and general shape of the military establishment, the basic methods of recruiting both officers and enlisted personnel, the allocation of major privileges and rewards within the service, and, most important, the allocation of governance revenues for the funding of all military and paramilitary activities.”³⁴ This is the model adhered to and promoted by the northern industrialized democracies. This is the model that Kenya follows and is useful in addressing the challenges of life as after the military as a source of conflict in Kenya.

The Liberal School: The Human Security Argument

The idea of human security encompasses a range of concerns that take the concept of security into almost any area of human life.³⁵ The origin of the idea can be traced to the 1960s and was reflected in the new security literature that began to emerge in the

³²Alex Thomson *African Politics: An Introduction* (London, Lynne Rienner, 2004).

³³ Institute of Economic Affairs Society for International Development. *Kenya at the Crossroads, Research Compendium* (Nairobi, Kenya Institute of Economic Affairs, 2001).

³⁴ J. Gus Liebenow, *African Politics: Crises and Challenges* (Bloomington: Indiana University Press, 1986), pp. 237-66.

³⁵ Ibid

1980s and 1990s. It has been given much of its recent currency by the United Nations “Human Development Report of 1994” which provided a major statement on the new security concept.³⁶

The report argued that traditional definitions had been far too narrow, with the concept being largely confined to “security of territory from external aggression, or as the protection of national interests in foreign policy or as global security from the threat of nuclear holocaust”.³⁷ Forgotten in all this were the more basic concerns of ordinary people. Human security was defined generally in terms of safety from chronic threats such as hunger, disease and repression as well as ‘protection from sudden and hurtful discretions in the patterns of daily life whether in homes, in jobs or in communities’³⁸.

A more specific list of seven security concerns was thus provided. These include: freedom from poverty; food security- access to basic sustenance; healthy security – access to health care and protection from disease; environmental security – protection against pollution and depletion; personal security – including domestic violence; community security – referring to the integrity and survival of traditional cultures and minorities; and political security – the protection of civil and political rights³⁹. In the human security context therefore, ex-military and retired personnel in Kenya should be enabled to lead normal and productive lives after active military service. As such they are entitled to security in the holistic sense. Behavioral violence involves the deliberate use of physical force to injure or kill another human being. Structural violence is a type of

³⁶ Royal Institute of International Affairs *Journal of International Affairs*_Vol.82 No.4, July 2006 (London, Blackwell Publishing).

³⁷ Institute for Education in Democracy. *Understanding Elections in Kenya a Constituency Profile Approach* (Nairobi, Kenya, Institute for Education in Democracy, Adams Arcade, 1998).

³⁸ Abdal-Fatau Musah and kadoye Feyemi eds, *Mercenaries: An African Security Dilemma* (London, Pluto Press, 2000).

³⁹ Ibid

conflict, which is embedded in the structure of relationships and interactions⁴⁰. Again, military personnel are exposed to this phenomenal all times.

Gaps in Literature

Literature reviewed seems to reveal many gaps as far as the question of “transition from active military service and social conflict in Kenya is concerned”. There also seems to be lack of a clear theoretical guideline as far as the theory of conflict is concerned. The structural violence situation on the ground however poses pertinent challenges that merit investigation.

1.7 Methodology

The study population will be retired military personnel (officers and servicemen alike) from the Kenya Armed Forces; these are people who are leading a civilian life. This is the group that the researcher is targeting in order to meet the objectives of the study. It is from this frame that the researcher seeks to interview 45 retirees and ex-military personnel- ranging from junior to senior ranks. This sample for the study will be selected purposively and will involve snow-balling; where an interviewee will lead a the researcher to yet others. Singleton et al (1988) defines unit of analysis as “what or who is to be analysed’. In this study, the Unit of analysis will be the ex-military personnel.

The researcher purposive sampling will be employed in the selection of the study site, mainly major town in the eight provincial areas in Kenya: Nairobi, Embu, Nyeri, Mombasa, Kisumu, Kakamega, Nakuru and Garissa. The researcher aims to purposively

⁴⁰ Makumi Mwangi, *Conflict Theory Process and Institutions of Management*, Nairobi 2000 pp. 14-15

select a sample of 30 ex-military officers who left the armed forces not before 1990. Case studies are an extremely popular form of research design they are widely used in social sciences.

The Research Design

Case studies enable the researcher to focus on a single individual group community, an event, a policy area or an institution, and study it in-depth perhaps over an extended period of time. The researcher will normally have a number of research questions or hypothesis to give focus to this research and organize the data collection, analysis and presentation of findings.⁴¹ While both quantitative and qualitative can be generated by case study design the approach has more of a qualitative character and this is because it generates a wealth of data relating to one specific case such data cannot be used to generalize about the population as a whole because the case study is unique in that it is normally not a representative sample of the wide political grouping, institution or policy area.⁴² The study will therefore utilize the case study design.

Data Collection and Analysis

Because of the nature of the topic under investigation; the research for this work is mainly through the analysis of secondary data. The methods of collecting primary data include: conducting interviews with key informants including officials in Department of

⁴¹ Ian Shapiro, Rogers M. Smith and Tarek E. Masoud *Problems and Methods in the Study of Politics* (Cambridge, Cambridge University Press, 2004).

⁴² John W. Creswell (2007) *Qualitative Inquiry & Research Design: "Choosing among five Approaches"* University of Nebraska, Lincoln. Thousand Oaks.

Defense and Retired Military Officers. In addition, published books, papers, journals, internet and unpublished works will be used as secondary data sources. Other secondary sources will include the various Reports concerning the topic under investigation. Apart from the Jomo Kenyatta Memorial Library (JKML), other libraries such as the Kenya National Library Service (KNLS) and the National Defence College (NDC) will be visited during this research. Finally, conclusions and recommendations will be made and future areas of further study will be outlined. The research will utilize mainly qualitative methods data analysis in addition to reporting interview findings.

1.8 Chapter Outline

The thesis is divided into five main chapters. *Chapter one* makes up the introduction. Here, the researcher makes a conceptual framework of the issues to be addressed and particularly, what is to be investigated, why and how. Key components of this section are the problem statement, objectives and methodology of the study. *Chapter two* examines the various experiences of military personnel as they transit from active military service to civilian life. Here, the researcher is interested in a general survey of the situation in different countries and how governments have sought to address them.

Chapter three is an in-depth examination of the Kenya experience. Here the researcher will seek to address the issues raised in the hypotheses guiding the study in addition to the study objectives.

Chapter Four is the core of the study. It is a Critical analysis of transition from active military service to civilian life as a source of social conflict in Kenya. It further forms the summary of findings and conclusions. Further, it sums up the major findings in

line with the objectives and hypotheses of the study. It acts as the final and ultimate verdict on the issues addressed in the research. It also makes several key conclusions on the topic under investigation. Finally chapter five gives the researcher's reflections on the topic under review.

Chapter Two

Transit from Active Military Service to Civilian Life: an Assessment of Experiences from Different Countries

2.0 Introduction

Chapter one gives the bird's eye view of the topic under investigation. This chapter examines the manner in which America, Canada and the developing countries Africa included approach transition processes of their military personnel into civilian life. Very interesting lessons are due to emerge in these comparisons though. A conclusion is made after these comparisons. Some reasons why the US military discharges its personnel are in the subsequent literature.

2.1 Forms of Discharge from the Military

When one decides to leave or retire from the military he can be discharged in the following ways¹; honorable, general, other than honourable, bad conduct and dishonourable discharge; To receive an honorable discharge, a service member must have received a rating from good to excellent for their service. Service members who meet or exceed the required standards of duty performance and personal conduct, and who complete their tours of duty, normally receive honorable discharges. However, one need not complete a term of service to receive an honorable discharge, provided the reason for involuntary discharge is not due to misconduct.

¹ Interview with Ex – Marine Mike Peter on 15th June, 2011 at G4S Office, Nairobi, Kenya.

General discharges are given to service members whose performance is satisfactory but is marked by a considerable departure in duty performance and conduct expected of military members. Reasons for such a characterization of service vary, but are always preceded by some form of non judicial punishment utilized by the unit commander as a means to correct unacceptable behaviour prior to initiating discharge action (unless the reason is drug abuse, in which case discharge is mandatory). A commander must disclose the reasons for the discharge action in writing to the service member, and must explain reasons for recommending the service be characterized as General (Under Honourable Conditions).

Other than Honourable (OTH); is the most severe form of administrative discharge. This type of discharge represents a serious departure from the conduct and performance expected of all military members. OTH discharges are typically given to service members convicted by a civilian court in which a sentence of confinement has been adjudged or in which the conduct leading to the conviction brings discredit upon the service. It can also be given as the result of certain civil hearings, like divorce for adultery. OTH discharges can be accepted in-lieu of court-martial proceedings at the service-member's request. Persons facing OTH are guaranteed, by the Uniform Code of Military Justice, the right to have their discharge heard by an administrative discharge board, which is similar to a court-martial but is not a public forum.

Unlike an administrative discharge, a Bad Conduct Discharge (BCD) is a punitive discharge that can only be given by a court-martial (either special or general) as punishment to an enlisted service-member. Bad conduct discharges are often preceded by a period of confinement in a military prison. The discharge itself is not executed until

completion of both confinement and the appellate review process. It is colloquially referred to as the "Big Chicken Dinner" by military personnel.²

A dishonourable discharge (DD), like a BCD, is a punitive discharge rather than an administrative discharge. It can only be handed down to an enlisted member by a general court-martial. Dishonourable discharges are handed down for what the military considers the most reprehensible conduct. This type of discharge may be rendered only by conviction at a general court-martial for serious offenses for example desertion, sexual assault and murder, call for dishonourable discharge as part of the sentence. It is colloquially known as a "duck dinner".³

With this characterization of service, all veterans' benefits are lost, regardless of any past honourable service. This type of discharge is regarded as shameful in the military. In many states a dishonourable discharge is deemed the equivalent of a felony conviction, with attendant loss of civil rights. To serve ones country is an honour unmatched by any other. To serve ones country through military service is the highest of this honour. As the world faces various conflicts around the world, soldiers and the defence of their country and values has become ever more important.

2.2 The US Experience of Life after Active Military Service

One major challenge not often considered is how frequent relocation while serving in the military might make it difficult to establish or to maintain civilian professional and social networks. Research has indicated that military personnel and their families move nearly twice as often as other Americans move. They also make

² Ibid

³ Ibid

international moves at 4 times the rate of civilian families. This somewhat nomadic tendency can sometimes make it hard to obtain the help necessary to establish a healthy and successful life once your time in the military has ended⁴. Professional and social networks are often developed simply over the time spent in one location and are frequently used as a method of locating jobs. Therefore the frequent moves associated with military service might decrease the likelihood of an individual learning about specific career opportunities.

Life after the military can be difficult but, some veterans manage to eventually lead successful civilian lives.⁵ Military experience is an asset and should be marketed as such. Many employers realize the value of bringing veterans on board. Attributes honed in the military include dedication, leadership, teamwork, positive work ethic and cross-functional skills. As a matter of fact many have become exceptional leaders after their military service. For example in the United States John F Kennedy, Dwight D Eisenhower, George Bush Sr. George W Bush George Washington, Zachary Taylor, Teddy Roosevelt are all examples of ex-military men who later on became United States Presidents. The famous comedian Bill Cosby and heavyweight boxing champion Rocky Marciano are all examples of ex- military men who later become very successful in their life as civilians.

⁴ Hotopf M., Hull L., Fear N.T., et al. (2006) "The Health of UK Military Personnel who Deployed to the 2003 Iraq War": A Cohort Study. *The Lancet* 367, 1731–1741.

⁵ Maher H.K. (2008) "The Returning Veteran: A Lesson In Reintegration". *American Association of Occupational Health Nurses Journal* 56, 364.

For this reason, even those who most fear military influences on the civil society may see a stake in the occupational accommodation of retirees. Even with miraculous peace and instant disarmament, the question can no longer be one of excluding retired military men from major participation in civil institutions, but only one of the nature of the participation they are to have.⁹

The nature of such employment also poses problems for public policy: potential conflicts of interests, the infusion of militaristic outlooks into institutions and localities in which retirees concentrate, and some opposition to job-competition from retirees. Although there may be legitimate qualms about jobs taken by ex-military, there are equal if not greater grounds for concern if many of them fail to get jobs. Second-career employment in the past has depended heavily on a thriving economy with substantial defense and aerospace sectors in the military industrial complex and growing opportunities for public service employment. Whether the military retirement system can remain viable under markedly altered economic conditions remains untested.¹⁰

According to Biderman and Sharp¹¹ Much of the writing on the sociology of the military profession has sought to characterize its distinctive features. Recent writings, however, have dealt with various signs of the convergence of military and civilian institutions. Here we have examined evidence from studies of the employment experiences of retired military men for its bearing on four particular aspects of this

⁹ Maher H.K. (2008) The returning veteran: a lesson in reintegration. *American Association of Occupational Health Nurses Journal* 56, 364.

¹⁰ Ibid.

¹¹ Albert D. Biderman and Laure M. Sharp "The Convergence of Military and Civilian Occupational Structures: Evidence from Studies of Military Retired Employment" *The American Journal of Sociology*, Vol. 73, No. 4 (Jan., 1968), pp. 381-399.

convergence: structural similarities, dynamic similarities, interpenetrability, and attitudinal and ideological similarities.

The military personnel structure depends upon the majority of its members being forced to leave the service at ages ordinarily regarded as the middle of working life. Economic and psychological factors require almost all of these men to continue working until conventional retirement age. The implicit assumption is that the retirees will be able to achieve civilian employment comparable to their military status. Evidence from studies indicates that, generally, these assumptions have operated satisfactorily: the majority of the men leaving the service have obtained jobs. Immediately prior to retirement, the large majority of subjects voiced high confidence about their prospects for a ready and successful transition to civilian employment. Very few doubted that they possessed the skills needed to gain jobs at least equally rewarding in pay and satisfaction to those they had in the armed forces.¹²

Their sanguinity may also be inferred from the failure of all but a few to make concrete plans for employment even so much as a few months in advance of retirement. While the outcomes of their job hunts usually fell considerably short of highly optimistic expectations, only a small minority failed to find work of some kind within a fairly short time after their retirement. Similarly, incomes and use of abilities failed to accord with their expectations, especially for those who had succeeded in their military careers despite formal educational deficiencies. Experience on the job tended to elevate rather than deflate self-estimated abilities relative to those of civilians performing the same kinds of work, and to increase their long-term prospects.¹³

¹² Ibid

¹³ Ibid

While employment covered a broad spectrum of industries and occupations, it was disproportionately high in governmental and institutional areas. There was a high degree of regional concentration in areas of high military activity, but these areas were also among those of rapid population and economic growth. Employment generally tended to be heaviest in institutions and occupations also characterized by growth— notably, bureaucratic and service fields. The transfer from military to civilian occupations took place without much formal retraining, although those who did undergo training fared better and a substantial number expressed a need for further training. Apparently, general qualifications— education, in particular— rather than highly specific technical skills were the most frequent bases for obtaining work. Success in the civilian job market was positively related to various indexes of success and integration with the military, rather than with military marginality.¹⁴

Significant minorities of retired military personnel do experience job-finding problems, however. Furthermore, longitudinal data indicate a possibility that job finding is becoming somewhat more difficult. This may reflect respects in which military-civilian convergence has not occurred. And, many of them may be accommodated in atypical, interstitial jobs in the economy for which their military background uniquely suits them. Yet the number of these jobs is limited. Such problems may also reflect the victimization of those who fit poorly the common evolving structures— those with little formal education or those not adept at the interpersonal manipulations and symbol usage characteristic of contemporary bureaucratic life. Certain structural convergences, more-

¹⁴ Black T.G., Westwood M.J. & Sorsdahl M.N. (2007) From Then Front of the Line to the Front of the Class: Counselling Students who are Military Veterans. In: *Special Populations in College Student Counselling: a Handbook for Mental Health Professionals*.

over, decrease the ease of interpenetrability; for example, civilian institutions which develop rigid seniority systems and graded steps of advancement similar to those of the military that are barriers to the lateral entry of individuals.¹⁵

Many civilian institutions are initiating systems of early retirement and force-out. They experienced a period of rapid growth followed by relative stabilization of size during the same time span as did the military. Prosperity, full employment, and rapid technological change shape the environment in which both must function, meeting similar problems of skill obsolescence, of providing intra-institutional mobility opportunities, and of being able to select and cull while simultaneously cementing the essential loyalties of personnel¹⁶. Various other possible consequences of the second-career pattern that may operate toward "militarizing" civilian institutions or "civilianizing" military ones have been examined. Convergences in either direction may be desirable or undesirable, depending upon their particular substance.¹⁷

2.3 The Canadian Experience of Life after Active Military Service

With recent and continued deployments to war zones worldwide, particularly Afghanistan, many Canadian military veterans are returning home and must face the challenge of transitioning back into civilian life.¹⁸ There are no commonly accepted definitions for the transition period; however, for the majority of veterans, it begins as soon as the personnel started contemplating leaving the military or understood that an

¹⁵ Lindsey Cameron: *New Standards for and by Private military companies?* In *Non-state Actors as Standard Setters* (2009).

¹⁶ Dan Assaf: *Conceptualizing the use of Public- Private Partnerships as a regulatory arrangement in critical information infrastructure Proliferation in Non-state* (2009).

¹⁷ Lippincott, J. et al (2007) *Journal of American Counselling Association, Alexandria, VA.* pp.8–12.

¹⁸ Hobbs K. (2008) *Reflections on the Culture of Veterans. American Association of Occupational Health Nurses Journal* 56, 337– 241.

involuntary release may be coming. Soldiers come home, just days out of deployment, and enter the dual cultures of the veteran and the civilian. Transitioning from the primary identity of being a soldier in a military deployment to multiple intersecting identities of being a veteran, parent, spouse, son, daughter or sister at home is a complicated life event.¹⁹

These multiple intersecting identities are sometimes in stark contrast to each other and this can pose many potential problems with transitioning to civilian life. The transition from military to civilian life has been referred to as ‘reverse culture shock’, as personnel unexpectedly face difficulties with adjustment after returning home; this shock is experienced not only by the veterans themselves but also by other key people in their lives.²⁰

Similarly, transition to civilian life can also be compared with a ‘cross-cultural transition’ experience, as such a transition may require the development of new cultural skills and understanding in order to adapt to civilian life (Black *et al.* 2007). This represents a challenge not only for the soldiers, and other military personnel themselves, but also for their families, healthcare professionals, career counsellors and the general public.²¹

A survey Black (2007) of 200 Canadian veterans found that almost 53 per cent described the transition to civilian life as ‘difficult or fairly difficult’. Over 21 per cent found the transition ‘very difficult’. Over 32 per cent of veterans reported struggling with

¹⁹ Westwood et al (2007) From then front of the line to the front of the class: counselling students who are military veterans. In: *Special Populations in College Student Counselling: a Handbook for Mental Health Professionals*.

²⁰ Ibid.

²¹ *Journal of Psychiatric and Mental Health Nursing*, 2011, 18, 198–204 198 © 2010 Blackwell Publishing.

friendships as one of the tougher issues they faced – a condition that persisted for months and years after they left the military. A peer support program exists for Canadian veterans, called Operational Stress Injury Social Support (OSISS), which represents joint efforts by the DND and VAC. The success of OSISS is due in part to establishing gathering places for veterans as a cultural group to support each other while healing from the trauma of deployments. The culture of returning veterans is informed by a shared experience, often traumatic and rooted in the work of soldiers.²²

Trauma is just part of what underlies the shared system of beliefs among those who have served in the military.²³ Veterans must give some expression to the extreme experience of war and peacekeeping deployments, in order to find meaning in all else he or she does afterward in civilian life. With the establishment of the OSISS program, peers suffering from an operational stress injury (OSI) are healing from the trauma of their deployments by reaching out to support each other. In addition, OSI groups promote growth and understanding in both their military community and the civilian community, which in turn will ease their transition to civilian life within the culture of veterans. Those attending OSI groups expressed a shared understanding of their traumatic experiences which enhanced their ability to heal while transitioning to civilian life. Although it is important to support such initiatives to ease the transition to civilian life, further research is needed to ascertain the acceptability, utility and effectiveness of OSI groups among the culture of veterans.²⁴

²² Hobbs K. (2008) Reflections on the Culture of Veterans. *American Association of Occupational Health Nurses Journal* 56, 337– 241.

²³ Deykin E.Y., Keane T.M., Kaloupek D., et al. (2001) Posttraumatic Stress Disorder and the use of Health Services. *Psychosomatic Medicine* 63, 835–841.

²⁴ Ontario Ombudsman (2007) *Backgrounder – the Children’s Mental Health Crisis in Petawawa*. Available at: http://www.ombudsman.on.ca/media/11354/20070413_ombudsmanbackgrounder.pdf (accessed 10 November 2009).

2.4 Developing Countries' Experiences of Life after Active Military

Service

2.4.1 Veterans Policy and Demobilization

In most countries in peace-time, veterans policies largely revolve around the benefits accruing to service men and women following retirement from the military.²⁵ These benefits are generally described by law and laid out in the terms of service, as are the retirement benefits of public servants in general. In peace-time, such benefits are routinely administered as individuals retire from the military through natural attrition. In some countries, the provisions for military retirement are applicable also to members of other branches of the security sector, such as the police, border guards, and the gendarmerie. However, following a war, the development of veterans policy can assume great economic and political significance.²⁶ A new government, or, in the case of liberation struggles, an entirely new state needs to develop a policy toward veterans. The economic implications of providing for a large number of veterans may also pose a significant fiscal problem for a new or post-conflict state.

Demobilization can be used to downsize an overly large professional force, but can also refer to efforts to take out of active duty mobilized but non-professional combatants, including reservists, militias, or other paramilitaries. One of the common post-war options is to integrate non-statutory forces into a country's armed forces with or without any immediate reduction in force. This might be the preferred option to help reconcile the

²⁵ Gowan M.A., Craft S.L. & Zimmerman R.A. (2000) Response to Work Transitions By United States Army Personnel: Effects Of Self-Esteem, Self-Efficacy, And Career Resilience. *Psychological Reports* 86, 911–921.

²⁶ Ibid

Erstwhile warring factions. With the stabilization of the socio-political situation, the demands of such an enlarged armed forces on a government's budget will usually lead to a reduction in force through a DDR program in the medium- to longterm. This has been the case in Cambodia, Rwanda, South Africa, and Uganda, for instance. Such peacetime DDR programs allow for more thorough preparation and frequently require less external oversight or involvement, but are otherwise similar in nature to post-conflict operations. A reduction in force can also be achieved through a combination of retirement and demobilization, as for instance in the case of Chad.²⁷

In other countries, such as El Salvador, Mozambique and Nicaragua, combatants of both statutory and non-statutory forces were demobilized after the conflict at the same time. In Congo-Brazzaville, Guatemala and Sierra Leone, only combatants of non-statutory forces were demobilized immediately following the conflict. Whatever the context, a reduction in force should be accompanied by a reform of the security sector. For instance, in Timor-Leste, after the withdrawal of the statutory (Indonesian occupying) forces, all members of the non-statutory forces (Falintil) were discharged and a new national defense force was established into which some of the Falintil members were recruited.²⁸

2.4.2 Identification and Registration

The terms used to refer to those who are retrenched from military service depend largely on the political and historical context of the country and the conflict. In South Africa, any person who joined voluntarily or was called up under conscription in any of

²⁷ Multi-Country Demobilization and Reintegration Program. 2003. "Linkages between Disarmament, Demobilization and Reintegration of Ex- Combatants and Security Sector Reform", World Bank.

²⁸ Ibid

South Africa's official wars, members of the South African Defense Force, and members of anti-apartheid military movements are considered "military veterans". However, in some countries the term "veteran" has specific political connotations. In Zimbabwe, a "war veteran" is any person who underwent military training and participated, consistently and persistently, in the liberation struggle. In Mozambique, a "veteran of the national liberation struggle" includes any citizen who actively participated in the liberation struggle, be it as combatant in the non-statutory forces, in the clandestine movement, in the support work for Frelimo militants, or in the diplomatic, information and propaganda struggle.²⁹

In Chad, the term "*retraité*" refers to soldiers retired from service according to one of the criteria established by law (such as age limit or disability) as opposed to "*deflaté*" who is a soldier discharged as part of a DDR program. In Central America, there is a rather indiscriminate use of terms such as "demobilized", "reincorporated", and "ex-combatant", which are usually applied to members of non-statutory forces as compared to "retired" which applies to former members of statutory forces. One of the most common problems associated with veterans policy development is that while regular, armed combatants from non-statutory forces may be prescribed beneficiaries, often members of irregular forces are not. In many conflicts, there are numerous armed or non-armed groups mobilized, including militias, paramilitaries, reservists, or underground political operatives, who are not professional soldiers in the statutory forces or even regulars in non-statutory forces. For example, in Nicaragua, El Salvador, and

²⁹ Mozambique. Decree No. 3/86, Regulamento de Previdencia Social e Reforma nas Forças Armadas de Moçambique, July 1986. Rwanda. Ministerial Order No. 001/2002,

Guatemala, the core military was demobilized but this was followed by substantial agitation by former paramilitaries for recognition and benefits.

By contrast, South Africa has addressed underground members through the 1996 Special Pensions Act which stipulated that pensions were to be paid for “persons who made sacrifices or served the public interest in establishing a nonracial, democratic constitutional order...” In the development and implementation of veterans’ benefits, corruption, political manipulation, and exclusion, leading to future grievances, are prominent risks, particularly in post-conflict contexts where participatory political institutions and practice remain under-developed.³⁰

The thorough, transparent, and timely identification and registration of military personnel are critically important for laying the ground work for policies and programs which are inclusive and non-partisan. The importance of timely and accurate registration is evidenced in the cases of Guinea-Bissau and Zimbabwe, where the number of registered liberation fighters and veterans decades after independence was significantly higher than at independence. Non-statutory forces commonly do not invest much effort into registering their members, a noteworthy exception being the Rwandan Patriotic Army in the early 1990s. Even statutory forces, however, often lack personnel management systems, especially after a unification of forces in the post-conflict period³¹.

In Cambodia and Uganda, the authorities carried out a full registration of the entire armed forces to determine the baseline from which planning for the reduction in force would commence. In Guinea-Bissau, a complex process was launched in 2001 to register all those who had fought during the war of independence. Contrary to Decree

³⁰ South Africa Military Veterans’ Affairs Act, (1999)- Special Pensions Act, Republic of 1996. Uganda Veterans Assistance Board Statute, November, 1992. Zimbabwe. War Veterans’ Act, 1992.

³¹ Ibid

5/75 of 1975, this registration purposefully included not just members of the leading political movement but also members of other pro-independence movements, as well as Bissau-Guineans who had fought with the Portuguese army. In Timor-Leste, ex-combatants and veterans of the liberation struggle were registered through a carefully crafted process which included community verification and consultation. It should be noted that the success of any registration process is a function of the transparency of the system which carries out this exercise.³²

2.4.3 Assistance to Veterans

There is great variation in veterans' benefits across countries and categories of veterans. These benefits by and large follow certain patterns that depend mainly on the type of reduction in force, the type of retirement, and the type of force of which an individual was a member. Benefits may include entitlements which are written into law, such as pensions, or other forms of monetary or in-kind assistance. Countries also usually attempt to provide benefits to the disabled, particularly those who cannot work, as a result of military service.³³

National pension schemes exist in most countries. These commonly include provisions for members of statutory forces. Thus, whether for individual retirement or as part of a demobilization, a soldier retiring from statutory forces is eligible to receive a pension. Although there is a variety of systems, there is generally a contribution from the state as employer and the future beneficiary, the soldier, to some form of pensions fund.

³² Special Pension Act, Republic of Uganda.

³³ Markus Kostner and Edith H. Bowles, November (2004) "Veterans: Pensions and Other Compensation in Post-Conflict Countries" (World Bank, New York, 2004).

A common problem is that pension schemes often do not function. For example in the cases of Burundi and Guinea- Bissau, the state is unable to meet its payment obligations.

There may be other benefits per terms and conditions of service, such as a disability pension, medical assistance for the disabled and benefits for survivors either of those killed in action or those subsequently dying while receiving veterans' benefits. The Korean Veterans' Pension Act, for example, specifies 17 different benefits for veterans or their family members. Similar provisions exist, for example, in Angola, Bosnia and Herzegovina, Cambodia and Guinea-Bissau. Members of non-statutory forces generally do not contribute to a pension fund and are, thus, normally not eligible by law to receive a pension or related benefits. However, a post-war government may decide on the eligibility for these military personnel, as in the case of South Africa.³⁴

Furthermore, provisions for benefits for members of non-statutory forces can be written into peace agreements, such as in Angola, Burundi and Guatemala. There is a general agreement that those demobilized may not be prepared to face the challenges of civilian life and that, therefore, targeted assistance is required. Such assistance commonly consists of two parts. First, reinsertion (severance) payments are designed to compensate for the loss of formal or informal income received while in military service. Such a transitional safety net is usually calculated to cover the basic needs of the demobilized and his/her family for a limited period of time, generally between 6-12 months. Second, for those returning to the labor force, reintegration assistance is provided to help the demobilized establish a new livelihood through, for instance, access to land, the provision of skills training, employment referral, or the implementation of micro-projects.

³⁴ Ibid

As with pensions, demobilization benefits may differ by rank, years of service, and/or disability. However, if demobilization takes place from a unified army, benefits are usually not differentiated by former affiliation with statutory or nonstatutory forces. This has been the case in Cambodia, Chad and Uganda, for instance. The provision of demobilization-related benefits to retrenched members of statutory forces does not preclude the administration of service-related payments as per their terms and conditions of service. This is being envisaged in Burundi, for instance. In Uganda, reinsertion payments under the DDR program were unitary but the demobilized later received an additional gratuity, the amount of which was dependent on rank. From a financial perspective, entitlements to pensions and other service-related benefits should be taken into account when calculating demobilization-related assistance as the former reduce the vulnerability of the demobilized, which is the key rationale of the latter.³⁵

Veterans of national liberation struggles are generally seen as a special category of veterans and many countries have accorded them a particular socio-political status. In many cases the victorious post-war governments have felt obliged to provide special compensation for the services and sacrifices they rendered to the nation. These are often distinct from the normal pension systems or benefits put in place for military personnel following the establishment of a post-liberation national army. The type and amount of compensation provided to such veterans tend to bear little relation either to long-term financial sustainability or proportionality *vis-à-vis* other population groups. Assistance sometimes includes family members who are considered to have shared the sacrifice.

³⁵ Bendaña, Alejandro, 2002. "War Veterans Policies— A Comparative Study", World Bank,

In Guinea-Bissau, liberation fighters (who were not limited to those actually bearing arms) who were members of the ruling party were eligible to receive the highest pension irrespective of years of service. Senior officers were entitled to a furnished house and a car. Upon death, certain benefits were transferable to the spouse, children under 18 years of age, and parents. In the case of Bosnia and Herzegovina, benefits included privatization vouchers, housing preferences, free and discounted transportation, and exemptions from customs and taxes for veterans and survivor families for car imports, equipment for self-employment, and other taxes (for instance, land tax). Survivor families were defined as spouses and children, parents and grandparents, and in some cases, siblings.³⁶

In Angola, spouses of national heroes and their children under age 18 are eligible to receive a car every five years, an annual subsidy, a monthly pension, and free travel abroad for medical reasons. South Africa constitutes a case where an attempt has been made to provide financially sustainable benefits. The Special Pensions Act of 1996 states that a person who made sacrifices or served the public interest in establishing a non-racial, democratic constitutional order and who is a citizen, or entitled to be a citizen, of the Republic of South Africa, is entitled to receive a means tested monthly pension, after age 55 for women and 60 for men. Years of service are taken into account. A person has the right to a survivor's lump sum benefit if that person is a surviving spouse, or if there is no surviving spouse, the surviving dependant. Veterans may also be eligible for a range

³⁶ O'Keefe, Philip and Kendra Gregson. 2003. "Bosnia and Herzegovina: Veterans Benefits and Programs", World Bank, Unpublished Report.

of other benefits, including, for example, government grants, insurance benefits, burial benefits, and accommodation assistance.³⁷

Further, South Africa's most recent veterans' legislation, the Military Veterans' Affairs Act of 1999, lays as a fundamental principle that assistance to veterans of the struggle constitutes reparation, not welfare. Whether veterans stem from wars of liberation or other wars, financial compensation, uncertain as it commonly is, does not necessarily of itself do justice to the sacrifices made. For example, the South African Defense Review suggests that the role played by military veterans in democratizing South Africa should be recognized through national commemorations. Military heritage matters should be viewed as a national issue and be dealt with inclusively, lest military heritage be used to bolster the political legitimacy and privileges of a particular party or group.³⁸

As noted in the South Africa Defense Review, war graves, cemeteries, memorials, museums and rolls of honor should be dealt with in an integrated way to promote the country's military heritage.

2.4.4 Administration of Benefits

Benefits are usually administered by a dedicated government body. In some cases, benefits, in particular pensions, are paid through the social security system. In Angola, for instance, pensions and disability pensions are paid through the "*Caixa de Segurança das Forças Armadas Angolanas*" and the "*Instituto Nacional de Segurança Social*". In other countries, the Ministry of Defense or the armed forces themselves may be

³⁷ Colletta, Nat J., Markus Kostner and Ingo Wiederhofer. 1996. *The Transition from War to Peace in Sub-Saharan Africa*. Directions in Development. World Bank.

³⁸ South Africa. Military Veterans' Affairs Act, 1999. —. Special Pensions Act, Republic of 1996. Uganda. Uganda Veterans Assistance Board Statute, November, 1992. Zimbabwe. War Veterans' Act, 1992.

responsible for paying pensions, but a dedicated veterans' affairs office may coordinate other forms of benefits and act as advocate for veterans' interests generally. Uganda has set up a Veterans Assistance Board and South Africa an Advisory Board for Military Veterans' Affairs.

In some countries veterans' affairs offices administer pension payments directly. In the Federation of Bosnia-Herzegovina and the Republika Srpska, benefits for veterans and survivors are the responsibility of the Ministry of Veterans and Disabled Soldiers' Affairs and the Ministry of Veterans, War Casualties and Labor, respectively. Countries implementing DDR programs have usually established special offices, such as the "*Instituto de Reintegração Sócio-Profissional dos ex- Militares*" (IRSEM) in Angola, the "*Oficina Nacional de Reincorporación*" in Colombia, the "*Comisión Nacional de Reincorporación*" in Guatemala, and the Rwanda Demobilization and Reintegration Commission, set up for a specific, short-term task, i.e., the administration of DDR-related benefits, these offices are usually slated for closure upon completion of the task. Offices dealing with veterans' affairs do not have such a sunset clause.³⁹

Highlighting this distinction between longer-term benefits and a short-term DDR program, a special Council for the Demobilization of Armed Forces with an Executive Secretariat was created in Cambodia for the administration of the demobilization and reintegration program. By contrast, the Ministry of Women and Veteran Affairs assumes the responsibility of paying retirement and disability benefits, though the first payment after retirement is made by the Ministry of National Defense.

³⁹ Multi-Country Demobilization and Reintegration Program. 2003. "Linkages between Disarmament, Demobilization and Reintegration of Ex- Combatants and Security Sector Reform", World Bank.

2.4.5 Veterans Associations

In many countries, associations of veterans, liberation fighters or ex-combatants have been established at the national level. In Colombia, there is an association of retired military personnel and an association of reservists, each legally constituted, including articles of association, structure, purpose and participation mechanisms. In Guatemala, members of the former nonstatutory forces established the “*Fundación Toriello*”. In Mozambique, the “*Associação Moçambicana dos Desmobilizados de Guerra*” (AMODEG) and the “*Associação dos Deficientes Militares de Moçambique*” (ADEMINO) are open for members of both statutory and non-statutory forces⁴⁰. The Zimbabwe National Liberation War Veterans Association developed as a platform and pressure group for disaffected demobilized combatants. Further, in many countries, such as Rwanda, Timor-Leste, and Uganda, former military personnel have formed self-help groups to address the immediate needs of their members.⁴¹

Such organizations or associations are commonly recognized by the authorities as lawful representatives of the interests of their members. While generally pursuing their legitimate objectives, they are also susceptible to manipulation by political groupings to further interests unrelated to veterans’ interests and can become a source of political instability. This has been the case in Zimbabwe, where veterans groups have been involved in political violence. Timor- Leste also witnessed attempts at manipulation of veterans organizations for political ends, albeit without violence. A related risk is that veterans groups may become private paramilitary or security groups. In some cases,

⁴⁰ Mozambique. Decree No. 3/86, Regulamento de Previdencia Social e Reforma nas Forças Armadas de Mozambique, July 1986. Rwanda. Ministerial Order No. 001/2002,

⁴¹ Lloyd Pettiford and Melisa Curey *Changing Security Agendas and the Third World* (New York, Pinter, 1999).

veterans associations exercise considerable political influence, as in Bosnia and Herzegovina, where these organizations even receive funds directly from the national budgets for their activities.⁴²

2.4.6 Legal basis for benefits

Without fail, governments have put in place a legal basis, sometimes elaborate, for veterans' benefits. It is worth highlighting, that veterans' policies are sometimes defined or amended only a long time after the end of conflict. By that time, it may be difficult to ascertain who was a combatant. In Guinea-Bissau, a decree identifying who is considered a liberation fighter was issued shortly after independence in 1975 but benefits were defined only 11 years later. The Mozambican decree on pensions and other benefits was also approved 11 years after independence. In Zimbabwe, the War Veterans' Act was enacted in 1992, twelve years after independence. By contrast, the government of Eritrea issued a special proclamation in 1993, two years after assuming power, establishing benefits for former liberation fighters as compensation for services rendered during the independence struggle.⁴³ DDR programs require a different legal basis. In the case of the Rwanda Demobilization and Reintegration Program, for instance, the government issued a decree establishing the institutional structure in charge of the program, a ministerial order for the demobilization criteria, and a ministerial order determining eligibility criteria for the demobilization of members of ex-armed groups. Equally, a ministerial order defined the amounts and payment modalities of reinsertion payments in Chad.

⁴² O'Keefe, Philip and Kendra Gregson. 2003. *"Bosnia and Herzegovina: Veterans Benefits and Programs"*, World Bank, Unpublished Report.

⁴³ Meldrum, Andrew. 1997. *"Zimbabwe's Cabinet Loots Pensions."* April 25.

Peace accords often provide a framework for legal regulations dealing with large scale reductions in force, for instance in Burundi, El Salvador, Guatemala, and Sierra Leone.⁴⁴

In conclusion, we note that most of the countries examined here are mainly those with both statutory and non-statutory forces and this is largely because most of third world countries are only emerging from a cycle of conflicts which started soon after the 'cold war'. Most of the African countries have suffered from endogenous conflicts and are grappling with fundamental issues of peace building.

⁴⁴ Abdal-Fatau Musah and kadoye Feyemi eds, *Mercenaries: An African Security Dilemma* (London, Pluto Press, 2000).

Chapter Three

Challenges in the Transition from Active Military Service to Civilian Life in Kenya

3.0 Introduction

Chapter two gave a fair analysis and comparisons of the way the US, Canada and developing countries approach transition process of their armed forces personnel from military service to civilian life. The lessons drawn here show haphazard patterns in the manner in which these personnel are treated variously. Chapter three however has two distinct parts examined. The first part dwells largely with the civil – military interactions and therefore speaks volumes of the goodwill enjoyed by both parties of the same organ. The second part highlights the tragedies that suddenly appear in the horizon making a mockery of this relationship. It provides a bird’s eye view of the sticking issues that beset retirees despite the civil-military relations they enjoy. It is this dichotomy that forms the nexus. The structures are dysfunctional and lead to structural violence in their twilight days of the former military personnel. They become frustrated and withdrawn and actually blame it on the authority. A conclusion is drawn from this discourse.

3.1 Background: Civil-Military Relations in Kenya

The Constitution of the Republic of Kenya bestows upon the President the authority to oversee military affairs. The President (who is a politician) once democratically and sworn-in to power automatically becomes commander in chief of the armed forces and also chairperson of the defense council. At the same time members of the armed forces are all Kenyan citizens. The recruitment into the armed forces is a

nationwide exercise that is all representative in terms of region.¹ The recruitment into the military has a strong representation of civilians through commissioning board with civil representation from department of personnel management, ministry of education and office of the president.

The permanent secretary defense is a civilian, accounting officer in charge of defense. He heads a strong civilian workforce in charge of finance, procurement, auditing at defense HQs and the three services, Army, Airforce and Navy. The CGS is a member of National Security Advisory Committee (NSAC) headed by the Head of Public Service. The Army has General Officer Commanding (GOCs) as members of Provincial Security Committees headed by Civil Provincial Commissioner. The Brigade Commanders and Commanding officers are members of District and Divisional Security Committees headed by District and Divisional officers respectively. This is the old constitution dispensation, however, the new constitution is addressing these issues. The Navy is represented at Coast Provincial Security Committee, while the Airforce is represented in areas of their deployment, the Airforce is a member of Civil Aviation Publication (AIP). The National Operation Center (NOC), the National Disaster Center, and the National Counter Terrorism Center have Military and civilian counterparts working together on daily basis.

The department of defense has been free and open to security by the various Parliamentary Committees in particular the Public Accounts Committee and Parliamentary Committee in charge of security and international Relations among others.

¹“The Constitution of Kenya” Chapter II (4) as discussed by Tudor Jackson *the Law of Kenya: An Introduction, Cares and Statutes* (Nairobi, Kenya Literature Bureau, (1986) P 43. It is notable that some African Armies are composed of hired mercenaries.

This has provided accountability and transparency of Defense programs and strategy to the Civil Authority.

The strategic level, the National Defense College (NDC) has provision for civilian senior directing staff, an ambassador from the Ministry of Foreign Affairs and he is also the deputy commandant. The college has been open to senior public officers and has plans to consider private sector and civil society in the future subject to availability of funds for future expansion of facilities. The NDC and Defense Staff College (DSC) are both accredited to Nairobi University.²

Kenya is proudly a clear leader in civil-military relations in the continent. Defense attaches deployed in missions abroad work under civilian Head of Missions in respective countries. Regional organizations like Inter-governmental Authority Development (IGAD) and East Africa Community (EAC) enjoy a good representation of highly qualified and experienced retired military personnel. The private sector too has not been left out in exploitation of potentiality from military personnel. This goes to say that Kenya has formed a political culture since its independence that acknowledges and respect the place of military. Over the years Kenya's military apparatus has created channels of interaction with the civilians population and other civil bodies, which have acted to foster development and general well in the country.³

3.1.1 Fostering Nationalism

During national holidays and other national events, members of the armed forces join the rest of the country to celebrate the occasion. Military personnel in full regalia

² Interview with Directing staff at NDC, Karen, Nairobi on 10th July 2011.

³ Ibid.

march past the presidential dais not only as away of entertainment but more so as proof of allegiance to duty and to defend the nation in case of external attack.⁴

In the same vein, on such occasions, as the agricultural show. Various units of the Kenya Army, Kenya Air force and Kenya Navy stage shows and concerts that are meant to entertain and educate the public on the role of the military and how the military conducts its business. A good example is the much celebrated air force show. The armed forces have also produced some of the best sportsmen and women in the world. Such personalities have interacted both locally and internationally with civilians thereby helping the military to be positively involved in civilian matters. All these are examples of the way in which the military has interacted with civilians, thereby fostering national cohesion, peace and national pride.⁵

3.1.2 Civilians working for the military

There are quite a number of departments in Kenya's military structure in which hundreds of civilians are employed. The military has sought to ensure that transparency and accountability is maintained by hiring professionals and technical staff that manage affairs to do with finance, procurement of goods and services; general services and maintenance. A good example is the Armed Forces Canteen Organization (AFCO). Although in some cases, this has exposed the military to corruption, it has proved to be a channel of interaction and a source of employment for many civilians.⁶

² Department of Defense (D.O.D.) Defense Headquarters, Nairobi.

³ Ibid

⁶ Procurement and Tendering have been singled-out as channels for corruption in Kenya. See also "Kenya State of Corruption Report; Issue No.7" (Nairobi, Centre for law and Research International, 2002). P.4

Most military supplies such as food, clothing and motor vehicle parts are mostly made by Kenyan, private firms, through an open/public tendering procedure. This provides a window of positive interaction between the civilian population and the military in the light of national development.

3.1.3 On Environmental Management and Relief Assistance

The Kenya Army conducts regular military exercises and operations in various parts of the country. In many other instances such operations are carried out jointly with allied forces from friendly countries such as United States, Great Britain and Germany. Sometimes, unfortunately, such operations may accidentally leave behind explosive materials such as landmines, which end up harming and/or endangering the lives of local population.⁷ Nevertheless the military has acknowledged this fact and has acted to prevent such incidences from occurring in future. The Kenya Army in particular has acted to foster good relations with communities where it carries out such exercise operations. For example, local pastoralist communities have benefited from boreholes sunk by the Kenya Army as well as free medical services. Military personnel have also worked together with local communities as far as the environmental conservation issues are concerned throughout the country. The military has also been a major donor to the National Blood Bank.⁸

⁷Ibid.

⁸ Ibid

3.1.4 Research and Exchange of Information

Perhaps this has been the most significant and valuable area of civil military relations in Kenya. Apart from providing general philanthropic services to disadvantaged populations, the military has opened its gates to joint education and research ventures with various civil bodies. More than ever before, the military has encouraged its members to take-up courses in various institutions of higher learning.⁹ Most recently, The National Defence College instituted joint programmes with the Institute of Diplomacy and International Studies of the University of Nairobi, in which diploma and degree programmes in diplomacy and international studies have been offered. This kind of interaction has enabled learning and exchange of information on issues to do with international conflict analysis, humanitarian intervention and emergency relief, conflict prevention resolution as well as peace building and peace enforcements. It is also important to note that the Kenyan military apparatus has been (behind the scenes) monitoring, conducting research and offered training and logistical support to the National Security Intelligence Service and the Kenya Police as far as global war on terror is concerned.¹⁰

3.1.5 Internal Security Assistance

Kenya has its share of internal conflicts. These may not take the form of large-scale outbreaks of civil war, as has been the case in other African countries. However, general internal security matters in the number of instances have called for the military

⁹ Information obtained following interviews with Directing Staff: National Defense College, Karen on 25th July 2011.

¹⁰ Ibid

support and/or guidance. Such issues include cross-border cattle rustling and banditry, the trading of small arms and light weapons and the rise of armed formations.¹¹

Despite its capacity to deal with such armed formations and bandit groups, the military's involvement in these conflicts has been limited due to the extent to which the Constitution allows for such action. The Armed forces Act (AFA) defines the framework in which the military would engage itself in internal matters. According to this Act:

“The Kenya Army, the Kenya Air Force and the Kenya Navy are charged with the defense of the Republic and the support of, the civil powers in the maintenance of order and with such duties as may from time to time be designed by the Minister after consultation with the Defense Council”.

The primary role of the armed forces is thus defense of the republic against external aggression while the secondary role entails the provision of support or assistance to civil powers in the maintenance of order. Notably then, the military's role is basically supportive and only in the context within the civilian wing of the government calls upon it to provide the support will the military get involved in areas directly concerned with internal security.¹²

It is under such circumstances that in 2004, the president appointed a military officer Major Gen. Hussein Ali to head the Kenya Police as a way of helping streamline the administration and execution of duty within the Police Force. In July 2005, following the Marsabit clashes the minister for defense directed that the Kenya Army undertake “a

¹¹ “*Examining the Social-Economic and Political Factors Underlying the Militarization of the Mungiki and Pochon formations*” unpublished Diploma Project Paper, (National Defense College/Institute for Diplomacy and International Studies, UON, 2003), pp 100-102

¹² Ibid

show of force” exercise in the area in order to assist the police and provincial administration in restoring law and order in the area.¹³

3.2 Some of the challenges identified in the transition processes

3.2.1 Legal Instruments

The Armed Forces Pension Regulations are made by the Defence Council under powers granted to it by Section 227 (f) of the Armed Forces Act, Chapter 199 of the Laws of Kenya.¹⁴ In exercising these powers the defence council has, over the years, improved the armed forces pension.

The power to grant and the assessment of pension, gratuities and allowances is exercised by the defence council with the concurrence of the Treasury in accordance with these regulations, to officers and servicemen of the armed forces, and shall, pursuant to section 112(4) of the Constitution, be a charge on the consolidated fund¹⁵. In accordance with the said legal authority, the defence council determines retirement ages for eligibility to earn pensions, computation formulae, commutation criteria, conditions for disability and death benefits, and the rates for awarding monthly pension paid to the widow(s) and the children left behind by, deceased member of the armed forces.

In the current arrangement, all public service pensions including that of the military persons are managed and administered by the directorate of pensions in the Treasury. While there is in existence of armed forces personnel team in the pensions Department, there still exists a serious pension administrative problem related to its

¹³ The Marsabit attacks caused the deaths of more than 80 Kenyans. Media reports revealed that such clashes/conflicts are caused by ethnicity and political interferences.

¹⁴ Ibid

¹⁵ See section 112(A) of The Constitution of Kenya

effectiveness. It is envisaged that the defence council may set in motion the necessary legal machinery through the attorney general and treasury to facilitate the amendments of the pensions (Increase)¹⁶ to affect the necessary charges and place the increases under the Armed Forces Act. This Legal maze requires urgent attention.

3.2.2 Armed Force Medical Insurance Scheme

Under Section (h) of the Employment Act¹⁷, every employer is required to ensure the provision of proper medical attention to the employee during illness. This commitment was predicated on the government having an efficient health care system for all Kenyans. As things stand at the moment, non-governmental health care providers offer better services than those offered in government health institutions.

This is due to the governments inability to meet the ever-increasing cost of quality health services throughout the country. You only need to visit the counties to appreciate this shame. The public servant is, therefore, placed In a predicament because, on the one hand he/she may not afford quality health care offered in nongovernmental health institutions and by private medical practitioners; while on the other hand, services government delivery points are seriously wanting.

The government liberalized the insurance market and continues to mandate health insurance providers to offer affordable coverage to Kenyans. In that effort Kenyans will be accorded the right to choose between the National Hospital Insurance Fund (NHIF) amid other medical care insurance providers who offer insurance schemes within the means and easy reach of ordinary Kenyans. It is, therefore, in keeping with the

¹⁶ See section Chapter 190 Laws of Kenya

¹⁷ See Chapter 226 of the Constitution of Kenya.

Government's pronounced policies that the Kenya armed forces envisaged establishing a medical insurance scheme to cater for the medical requirements of their personnel not only while in service but also after retirement.¹⁸

Members enjoy 100% if hospitalized and 75% covers as out patients. Members of the Armed Forces enjoy comprehensive and good medical care while in service. During that period they do not prescribe to any particular medical scheme which can afford them equivalent Medicare upon retirement; which in essence leaves them vulnerable and helpless on retirement due to excessive and unaffordable medical care.¹⁹

3.2.3 Retirement Benefits

The Armed Forces Pay Review Board was constituted by the President and Commander-in chief of the armed forces of the Republic of Kenya as a permanent and independent board on the 14th December 1978 and gazetted vide Notice No. 3497 of 7th December 1979. The purpose of the board is to examine the pay, allowances retiring benefits and other terms and conditions of service for all ranks of the Armed Forces and of other forces administered by the defence council. Pension or superannuation to an employee constitutes an important element in the terms and conditions of service. While it provides the necessary incentive to the employee to continue in service it also guarantees social security, stability and comfort on retirement.

¹⁸ Interview with Brig RTd J. Mweu Incharge of medical cover programme, Nairobi, Kenya on 3rd August 2011.

¹⁹ Ibid.

In the case where employment terms and conditions of service offer attractive pension benefits, organizations²⁰ are bound to attract and retain more qualified, experienced and hence quality personnel. Consequently, the employees make the organization efficient and stable to contribute towards the achievement of the set objectives and better results for the organization. In consideration of this cardinal principle it is even more prudent and desirable for the armed forces to put in place a good pension scheme in order to attract and retain qualified, experienced and quality Military personnel for the forces to be able to achieve their primary and secondary objectives. This unfortunately is not the case in Kenya.²¹

In South Africa²² and the United Kingdom²³, the armed forces personnel of the two countries have, over the years, enjoyed optimum pension benefits accruing from contributory pension fund schemes. In the pension schemes for the armed forces personnel of the two countries the contributions that are made by both the employed and the employer are invested by a professional fund manager on behalf of the scheme.

3.2.4 Interpersonal readjustment and emotional needs

The interpersonal relationships of couples are important, as are factors associated with them such as understanding, support and collaboration. However, lack of understanding, inconsiderate acts from the veterans' partners' perspective and other negative factors can have a detrimental effect on individuals and their relationships. The military experience has had an impact on the children to personnel. Children engaged

²⁰ Abdal – Fatau Musah, *Mercenaries: An African Security dilemma* London, Pluto Press 2000.

²¹ Interview with Major General Rtd G. Mbau – former Deputy Army Commander in-charge of Personnel and Administration.

²² Bendana, Alejandro, 2002. “*War Veteran Policies- A Comparative Study*” World Bank, unpublished

²³ Ibid

more not only in substance abuse and crime, but also in self-injury and suicidal behaviours. The military experience also affected marriages, as evidenced by the significantly high number of couples filling for a divorce.

The most significant effect on marriages among the military was multiple deployments which necessitated long absences from home. 'These long absences made it difficult for veterans to readjust to being a full-time spouse at home'²⁴ while transitioning to civilian life. Symptoms particularly of emotional numbness and anger in veterans with Post Trauma Syndrome Deficiency (PTSD) and the impact of these symptoms on their family relationships should receive careful attention.

The department of defence is responsible for monitoring the health of personnel after their release from service According to Department of Defence, 'this system of monitoring identified health problems as minimal'²⁵. Military personnel may resort to coping mechanisms, such as denial and emotional numbness which are aspects of Post Trauma Syndrome Deficiency (PTSD) and substance abuse and often lead to negative consequences including decreased quality of life when transitioning of civilian life.

In regard to the future, there is need to pay attention to counseling programs for veterans, their spouses and their children, as it may be beneficial for easing the transition experience to civilian life.

²⁴ Luttwak E. and Horowitz 1983. D. *The Israel Army*. NATRAJ Publishers 17, RAJPUR Road DEHRA DUN – 248001 (India)

²⁵ *Determining the mobilization criteria for Rwanda Defence Forces and Ex-forces Armes Rwandaises soldiers*, Ministry of Defence, September 2002.

3.2.5 Re-integration

‘The culture of returning veterans is informed by a shared experience, often, traumatic and “rooted in the work of soldier”²⁶. Trauma is just part of what underlies the shared system of beliefs among those who have served in the military. Although it is important to support and ease the transition of civilian life, further research is needed in this area.

Military organizations like ours by virtue of characteristics that tend to separate them from the remainder of the society and therefore to insulate them from dominant processes of change have a tendency to reflect archaic elements of the social order and to evolve forms of deviant from those predominant in other institutions. But the resistance of our military institutions to change is the bane of the woes that beset those transitioning to civilian life. Setting policies and creating laws dealing with retirees are the prerogative of the state. However, history of such policies and regulations as already elucidated without proper planning, administration and financing, to apply the laws transparently, can create more problems than resolve.

Mass media attention to retirees on the other hand has been restricted almost exclusively to alarm about illicit and dangerously influential employment of former officers. While public attention is sporadically drawn to these concerns about the jobs retired military personnel are getting, official attention is paid increasingly to concern about jobs retirees fail to get. Unemployment, underemployment, low- income employment, and ill- suited employment affect large proportions of the retirees. There are some indications that, with the increase in the retiree population, conditions may be becoming worse rather than better. The dangers to the retirees are not only that they may

²⁶ Ibid.

be competing increasingly with each other for the same kinds of jobs in the same kinds of localities in ever-tightening special labour markets, but also that political pressures against their employment will mount. The unpopularity of the military doubtless facilitates such reactions. Some indicate their wariness towards hiring retirees because of public relations problems. The Sunday Standard newspaper makes a mockery of the fat generals and the over-indulgence of the military personnel in drinking and feasting binges.²⁷ Infact the bold headlines read “Disband the military, they just grow fat and waste money”. Another writer in the Daily Nation newspaper complains of the budgetary implications of a huge army and categorically asks the question, “What is the use of this vast military hardware?”²⁸

The traditional solution to the problem of civil control of the military was to have a very small professional military establishment and to keep military professionals sharply separated from the civil society. Further, education needs have been identified important to veterans transitioning to civilian life. Many veterans return to institutions of higher learning in order to develop marketable employment skills for the civilian workplace, thus easing their transition to civilian life. The current position is that little attention has been given in this direction and it does complicate the transition process. The job market requires standard academic qualifications. Military certificates do not compare.

However, there are many aspects of schools life that can pose a difficulty for military veterans with Post Trauma Syndrome Deficiency (PTSD). These include flashbacks from military deployments, insomnia, anger (towards an authority figure),

²⁷ The Sunday Standard Newspaper on 9th October 2011.

²⁸ Daily Nation Newspaper on 10th October 2011

emotional numbness, anxiety, guilt and impulsive behaviours which may result in secondary issues, such as abuse of alcohol and or other substances. There are many factors that make the transition to civilian life difficult for these retirees particularly the differences that exist between military culture and civilian society. For instance, the military culture does not value individualism or materialism.

It is apparent that spouses, partners, children, peers and school counselors are all important factors in veteran's transition to civilian life. There is a need to emphasize that veterans are a unique cultural group within the civilian population. An understanding of veteran culture would help to ease their transition through education and ultimately the civilian workforce while maintaining their identity as a particular culture group.

3.2.6 Human Resource Issues

Central to the problems of transition are matters of human resources development. The armed forces has the responsibility of the developing its personnel in a holistic manner. Word is that military personnel who proceed on retirement can only utilize skills obtained during their military career. It is significant to acknowledge that the job market requires more than career specialities. It becomes therefore extremely important to expose officers and service men to other forms of human resource development for them to land favourable second careers and this has not been the case thus far. This may be done through working closely with various government ministries or private institutions. Capacity building entails much more than providing career training and should generally target job markets.

Chapter Four

Analysis on Challenges Affecting Transitioning Process from the Military to Civilian Life

4.0 Introduction

By way of introduction this chapter continues from where Chapter three which dwells on challenges as they do affect the retiring military personnel in Kenya. Bad laws and subsequent lack of friendly exit policies fail to secure comfort zone for the retirees. Overall conclusions are drawn after this discourse. In the preceding chapter, the researcher made a case of Kenya veterans' transition process. It has been observed that at the heart of these challenges are structural functionalism issues. This chapter on the other hand makes an analysis of the data collected in the previous chapter in light of the hypothesis already stated. It critically looks at the respondents' concerns in respect of both the Terms of Reference (TOR) and scheme of service. A conclusion is drawn from this discourse.

4.1 Establishment of the Armed Forces

The establishment of the armed forces is provided in the laws of Kenya chapter 199 Part II Section 3 (1-5).¹ The constitution provides command structure, discipline and persons who are subject to the Act. It is through the establishment of the Armed Forces that nation state defines its policies, national interest and objectives. Further, the defence council which is established under section 5 of AFA is granted the overall responsibility for the control and direction of the armed forces subject to the power of command of the

¹ Constitution of Kenya 2010.

President as the commander in chief. It is the supreme organ in the Armed forces and comprises the minister of defence, his permanent secretary, the chief of general staff and the three service commanders. This organ has the duty given to it by Section 227 of AFA which include 'promulgation of subsidiary legislation'.

These become policies and regulations and are therefore meant to be useful tools of managing the armed forces. But to most respondents, this council has very little to show for. The peace meal policies effected have not been greatly felt and not even positive. For example, officers and servicemen who reside outside the barracks is cited as ambitious. Those interviewed said that a lot of them particularly the servicemen were suddenly exposed to a litany of social decadency with the attendant consequences such as criminal activities and indiscipline in general. Their meager resources could only afford them cheap social standards and an exposure of compromise on discipline. The officers on the other hand have benefited from this experience due to 'civilianization' and socialization. The examples are abound. The key areas that were pointed out are thus discussed in the subsequent pages but are mainly in the arm bit of scheme of service and TOR.

4.1.1 Disciplinary Matters

Majority of respondents opine that most of the commanding officers and appropriate superior authority are field commanders who have not had legal training and they are expected to a great extent, rely on the legal officer who play both the role of prosecutors and advisors on legal matters. It is a general practice for these legal officers to be consulted on legal matters by these officers including the accused persons. It thus

becomes difficult to realize justice in such environment. There is no separation of powers and conflict of interest definitely arises whether expressed or implied. The independence of the bench and the bar is compromised throughout the trial process. The principle of neutrality in dispensation of justice also suffers where one body exercises two or more roles in trial process, which seems to be the position of the AFA today.²

Those who have left the service on disciplinary grounds feel the due process of law was not followed due to lack of competence on the part of their commanders. In their opinion, they think the defence council should do more to propagate policies that are user friendly. In their view, the armed forces Act in its present form is near obsolete and does not serve the intended purposes. It is a colonial relic that requires total overhaul.

4.1.2 Health Care

More than 50 per cent of the respondents indicated that they currently suffer from some form of chronic injury as a result of their careers. Most of these are related to the spine (such as neck, back and hips), joints (such as knee, wrist, elbow and ankle) and the ears. These injuries have probably resulted from the heavy weights (such as back-packs) they had carried over long distances, having performed parachute landings with heavy packs and having been exposed to the noise of live fire and explosions during combat³. Some of the respondents indicated that they had also sustained serious injuries in their post-military careers. For example, one respondent recently sustained serious injury to his ears and eyes while performing demining work in Eritrea while few respondents

² Interview with Col Rtd. S. Amandi in Nairobi on 20th July 2011

³ Interview with Major Rtd Cherise S. former Officer Commanding 3KR in Eldama Ravine, on 24th July 2011.

indicated that they might be suffering from some form of serious psychological trauma⁴ as a result of military actions they had been involved in.

The majority of respondents, however, indicated that they did not suffer from any type of psychological problems. Many retirees indicated that they had contracted serious illnesses and diseases while serving in the military such as malaria, cerebral malaria, tick-bite fever, hepatitis A, bilharzia, pneumonia, typhoid and various stomach disorders. Satisfactory medical treatment (including psychological counseling), was given when required during their careers in the forces. However, a few respondents disagreed, particularly with respect to the provision of psychological support.

From interviews with medical staff⁵ and retired officers and men, it appears that many of the physical injuries, such as spinal, leg and ear complaints, only manifest after retire. Many respondents indicated that these injuries are “normal wear and tear” and an acceptable trade-off for the enormous personal benefits they had accrued from serving. However, respondents with serious medical conditions sustained during their military service tended to disagree and felt that the Force should provide them with some form of medical support.⁶ The armed forces medical insurance cover is silent on most of the matters raised by respondents. Most of those interviewed do not enjoy free medical cover and suffer in silence. Defence Headquarters cannot run away from this responsibility where some are beneficiaries and others are not. The policy must be synchronized to meet the needs of all serving and retired personnel.

⁴ Interview with Dr. C.O Rakwach COL Rtd in Nakuru, on 5th August 2011.

⁵ Interview with Col Ikenye (Commandant Aired Forces Memorial Hospital) Nairobi, Kenya

⁶ Sgt (Rtd) Kipchumba (formerly of 3Kr and now in a wheel chair after a fatal accident in the 90s)

4.1.3 Implications for families

There were mixed feelings among the respondents as to the effect of their forces careers on their families. There are essentially two schools of thought on this issue.⁷ Forty per cent of respondents belong to the first school and perceive their lives had no negative effects on their families. These individuals claim that they have patient and understanding spouses and children who had been fully supportive of their choice of career, and that consequently there had been relatively minimal stress in their family emanating from their lives. The remaining 60 per cent, belonging to the second school of thought, suggested that the long periods of time they had spent away from home and the dangerous environments in which they had operated had contributed to significant tensions in the home, and had resulted in a number of divorces⁸. They were submitted to unreasonable stress and uncertainty.

Interviews were conducted with two wives of retired officers who subscribed to the second school of thought. However, they also indicated that they had seen how the changing relationship of authority in the family had contributed to stress in the family. An interview with the wife of an experienced major currently serving indicated similar views in this regard. Despite the possible existence of family stress, there is a surprisingly low incidence of divorce among retirees. The above-mentioned interviews with the wives revealed that this is likely due to three factors. Firstly; many -wives had lived in the barracks and informal support networks had been established among the women. Secondly, others had provided support to their colleagues' families when the latter were

⁷ Center for Law and Research International (2002) Kenya State of Corruption Report (Nairobi. CLAI PRESS).

⁸ Dainga W. James (2002) Kenya 1982, *The Attempt Coup: The Consequences of a One Party Dictatorship* (London, Pen Press Ltd).

deployed in operations. Thirdly, general support had been provided to families by church organizations. This also appears to be the case currently, according to the wife of serving non-commissioned officer. In most developed countries, a family unit is considered very important. However, Department of defence does not have a policy in place to cater for the spouses and children of their officers and men. This is not just necessary but urgent and while the rate of divorce is low in this institution, many children are known to engage in illicit activities.

4.1.4 Integration into civilian life

The process by which retirees made the transition from a military to a civilian lifestyle differs in the manner in which most retirees moved into the civilian sector, made the transition to civilian life while still economically active. The vast majority close to 40 per cent of respondents indicated that they had resigned from the military. A significant minority 20 per cent had been able to secure a voluntary severance package at the time of termination of their military service.

All the respondents indicated that they had not received any form of assistance from either the government or the department of defence with respect to facilitating their transition from military to civilian life.⁹ However, it must be noted that a significant number of the respondents left at short notice, many in the 1980s to mid-1990s. This outflow had stemmed from the termination.¹⁰ In addition, there had been the lure of seemingly lucrative contracts with security companies. There had also been personal reasons for leaving at the time. A small number of respondents indicated that the

⁹ Training Center, "Kenya's Role in Peacekeeping and Peace support operation Mission" Working paper, 2004.

¹⁰ Peter Paret Makers of Modern Strategy: From Machiavelli and Nuclear Age (Oxford, Calarendon, 1986.

department of defence may have actually hindered their transition into civilian life due to various reasons such as the disbursement of their pension savings and severance packages being either prolonged or miscalculated. One retired officer indicated that he had even sought legal advice on this issue.

Currently, staff at headquarters provide some basic integration advice in the form of workshops on financial management. Processes have also been implemented to have some Forces qualifications converted to the appropriate, corresponding civilian qualifications. The department of defence does not provide the option of limited support and reintegration training to its members who are planning to leave the military.¹¹ Very little attention is paid to those transitioning to civilian life. Respondents suggested that military should sensitize them close to 1 year and start the process of ‘civilianization’ as is the case in most of the developing countries.

4.1.5 Post - Military Employment

Respondents have had different experiences in securing employment after leaving the military. Respondents indicated that they had found it difficult to find employment in the civilian sector, while the remaining suggested that they had struggled to secure work. All respondents indicated that they were not employed or are self-employed for most of their post-military careers. Some indicated that they have also received income from investment, as well as from family and friends to supplement. Infact nearly all of them are shocked at how ill prepared they are as they re-join the civilian world.

¹¹ Department of Defence (D.o.D) Personnel Branch

This is unhealthy state of affairs, as the unemployment rate is estimated to be 70% countrywide. Many respondents suggested that they experience significant problems securing civilian employment because of their training, expertise and experiences. Sixty percent of respondents indicated that at some point in their careers they had been denied employment because of their careers, mainly due to perceptions that they are unstable or volatile people.¹²

The Assumptions on which military retirement policies are based - the ready transfer of military skills -and credentials to the civilian environment have not operated in most cases. Immediately prior to retirement, they did not perceive the civilian occupational world as an alien one in which they would have great difficulty making their way. An overwhelming majority of the retirees-80 per cent-planned to enter the labor market immediately upon retirement; another 10 per cent planned to join the job hunt after a period of relaxation. Only 40 per cent of the officers and 20 per cent of the enlisted men thought that even the first year of post-retirement life would involve a struggle and decline in their economic well-being. Further evidence of high optimism about ease of transition is seen in the finding that most men expected to be able to find appropriate civilian jobs without extensive retraining. Only 40 per cent of the officers and 30 per cent of the enlisted men had made any plans for post-retirement education or training at the time they were about to retire. While about two-thirds of the officers and half of the enlisted men thought that they might need some additional training to qualify

¹²Ontario Ombudsman (2007) Backgrounder – The Children’s Mental Health Crisis in Petawawa.

Available at: http://www.mbudsmen.on.ca/media/11354/20070413_ombudsmanbackgrounder.pdf (accessed 10 November 2009).

themselves for the civilian jobs they hoped to get, this was largely visualized as training on the job. Many officers, however, did intend to do further academic work.¹³

However, the employment picture of the retirees on the whole supports the assumptions of the feasibility of reliance on a second-career pattern. The majority of them did achieve civilian employment fairly readily and if that happened, it would be at lower levels of skill utilization and remuneration than they anticipated. Among enlisted personnel, skilled craftsmen, clerks, and service workers predominated. Typically, then, these are non-technical occupations—only 20 per cent of the officers and 15 per cent of the enlisted men who were interviewed reported that they were working in engineering and technical jobs. Among the most recent retirees, the proportion of enlisted men in technical work was even lower.¹⁴ This may be so because technically trained personnel are under-represented among retirees; possibly such men either tend to leave the service earlier for attractive civilian opportunities or, in some instances, are retained by the armed forces. Doctors, engineers, architects, pilots fall under the specialized category and their services are on demand in both military and civilian institutions. It is the general duty officers and enlisted men who struggle to obtain a second career.

4.1.6 Social – Economic Integration

In terms of social economic integration, it appears that the vast majority of the respondents have been relatively successful in integrating into civilian life. Two thirds of the respondents experienced difficulty in securing civilian employment following their departure from the military. Only 60 per cent indicated that they have experienced

¹³ Department of Defence

¹⁴ Information obtained following interviews with Directing Staff: National Defence College Karen.

discrimination in the job market because of their backgrounds. Most of the respondents work in the security and/or private military sector, most of this group, a significant number perform similar work to what they had done previously and the only change being that they now work in the private sector.¹⁵ Some of the security companies in which they work even have military style command and control structures. However, whether or not one finds the security industry desirable, most of its activities are considered to be legitimate.

A superficial analysis of the data thus far suggests that respondents have had mixed experiences with regard to integrating into civilian life. On the positive side, respondents appear to participate in both political and social activities within the civilian communities in which they reside. One of the main reasons for this is that many of the respondents had been able to maintain ties with the civilian sector while serving. For example during the 1980s and 1990s had been able to vote, and when not deployed on operations, had opportunities for interaction with civilians, such as attending social functions and meetings of a non-political nature. In fact, a number of respondents had wives and children residing in the same estates. On the negative side, it seems that respondents perceive public opinion of the retirees as jaded and even hostile.

However, if one critically interrogates the data from the interviews, more realistic results are obtained, which reflect a more demanding trend towards civilian integration. Even though a large number of respondents perceive public opinion of the retirees to be fairly negative, this does not appear to have impacted negatively on them in their journeys to civilian life. It is possible that a retiree may not be able to completely assume

¹⁵ Center for Law and Research International (2002) *Kenya State of Corruption Report* (Nairobi)

the mantle of a civilian. They however feel that the department of defence in collaboration with government ministries and the private sector have the capacity to coordinate in terms of securing a second career opportunity for most of the retirees. Majority of respondents feel that government is not doing enough to accommodate them having spent their lives in defence of their country and putting their lives on the line. They need recognition and help to adjust accordingly. There is nothing new in this line of thinking since it is happening all the times in other parts of the world as already mentioned in the earlier chapters.

4.2 Military specialty, rank, level of education

Military specialty and, more significantly, rank and level of education are closely related to several indicators of civilian job adjustment¹⁶ such as employment status, salary, and perceived job-finding difficulties. As one might expect, men whose military job specialties were in high demand fields where there are currently shortages found themselves placed most easily. But the relationships are not so automatic and clear-cut as one might expect. Among officers considering only those speciality groups represented by sizable numbers of men with specialties in had exceptionally high employment rates (over 85 per cent employed full time within six months).

It is difficult to make a valid assessment of actual skill transfer, given the necessarily broad job categories, military and civilian, to which complex job descriptions have to be reduced. Judging from job titles alone, close relationships between military and civilian occupational specialties apparently occur only in a minority of cases. Such

¹⁶ Dainga W. James (2002) Kenya 1982, *The Attempted Coup: The Consequences of a One Party Dictatorship* (London, Pen Press Ltd).

relationships obtain more often for enlisted men than for officers, probably because the military duties of many officers are of an administrative-managerial rather than technical-skilled nature. But, even among enlisted men, close correspondence between military specialty and civilian job is far from universal. Even in the military specialties, where transfer appears most likely (such as medical and dental specialties; electronic, electrical, and mechanical repairmen and craftsmen), judgments on the basis of broad job categories indicate that no more than one-third to one-half moved into directly comparable civilian jobs.¹⁷

In terms of civilian income, men in these specialties tended to be at the bottom of the scale. This is particularly the case among those who retired as enlisted men. Thus, there undoubtedly are very real transfer problems in certain specialties, including some which the military literature claims have high transferability¹⁸ (aviation and *engineering*, for example).

Additional analyses suggest that in most instances the specific skill component, important as it may be in some high-level, technical shortage fields, is not the dominant element in “successful” transfer. Judging from data collected, the retired serviceman seems to be evaluated in common denominator civilian terms rather than on the basis of his specific military-acquired skills. This means primarily education, plus personality type qualifications, for which rank achieved is one indicator.¹⁹ However, in the military context too, the uneducated, self-made man is becoming increasingly rare. Turnover analyses show that officers and enlisted men “across the board” experienced

¹⁷ Department of Defence (DoD) Camp Administration Unit on 25th August 2011

¹⁸ Patrick Chabal and Jean-Pascal Daloz (Eds) *Africa Works: Disorder as a Political Instrument* (London, James Currey Publishers, 1999), pp. 121-122.

¹⁹ Ibid

disappointment with the utilization of their skills in their civilian jobs. This was true despite the perceptions of the large majority of being at least as well qualified as civilians doing the same work. Experience on the job more often than not raised the retiree's evaluation of his skills relative to civilian colleagues. Majority of respondents believed that department of defence need to harmonize their terms of engagements with those of civilian institutions to encourage matching of their academic credentials. There is also a weakness in relation to rank and specialty. It is necessary these are harmonized to encourage military – civilian relations.

4.3 Key Role of Education in the Defence Forces

The relationships between educational achievement and job status as well as job success early in the second career are by far the strongest of all examined²⁰. Example, a steady progression between educational level and gainful employment. That reported civilian use of skills by officers and enlisted men is greatest among those with some college or a college degree. Particularly handicapped are the officers who do not have. Clearly, in spite of a twenty-year career and demonstrated work aptitude, they suffer the rejection which the non-graduate almost universal encounters in our present society.

Equally impressive is the “carry over” effect of military rank. Of course, rank and education are intercorrelated. For example, in the DOD data, there is a strong relationship between grade and number of jobs held since retirement, suggesting either that the higher ranks more often landed satisfactory first jobs or characteristics which led to promotion in the service were also conducive to success on the first civilian job. These relationships

²⁰ Interview with Rtd Col. R. Kavili (Former Head of Military Education Corps), In Kitui, on 10th August, 2011

obtain for both officers and enlisted men although, proportionally, fewer enlisted men hold only one job following retirement.

Officers who stayed in the service longer, beyond the twenty year mark, tended to find better civilian jobs than those who retired earlier²¹, despite the expectation that age would be a handicap in getting a job. The data analyzed on recently retired officers who responded shown no relationship between age and unemployment. For enlisted men, however, there are greater proportions of unemployed in the age intervals above 46 from 10 percent for those 44 - 46 years of age, 16 per cent for those aged 47 — 49 and 18 per cent for those between 50 and 52.

Observations regarding other segments of the labour force, as well as the data on military retirees, suggest that age operates only selectively in conjunction with skill level and occupational specialty as an obstacle to employment. The lesser success of some recently retired enlisted men in being placed in primarily in relation to their relatively low educational level²². This in turn is often associated with a naïve and short-sighted approach to job seeking. For example, prior to retirement, 27 percent of the officers and 39 percent of the enlisted men had made no specific plans in regard to type of activity after retirement. Similarly, 45 per cent of the officers but only 27 percent of the enlisted men had plans for enrolling in educational or technical training course following retirement.

The educational attainment of younger enlisted men may be as much a factor in their more frequent success in finding a job as is their youth. A similar lack of know-how in dealing with the complex modern employment structure has been identified in current

²¹ Interview with Brigadier Rtd Githiora (former Head of Legal Department of Defence (DoD) Defence Headquarters, Nairobi) on 14th September 2011.

²² Ibid

studies of employed and underemployed workers as a handicap of comparably educated groups of civilians.

4.4 Conclusions

The study adopts the conflict theory which was developed by Karl Max and his colleagues. However, this research acknowledges a continuum of theories as they emerged to support this study. For example, the Aggression – frustration theory as developed by John Dollard and his colleagues.²³ This is in relation to interference with set goals. Equally important is that all aggression is the result of frustration and all frustration is aggression and significantly we note that aggression is ordinarily directed to the source of one's frustration²⁴. These frustrations include poverty, lack of employment and deprivation. According to Frustration Aggression Hypothesis, human being as goal oriented organisms become aggravated when prevented from achieving their desires. Dollard et al. examines that a natural build up of blocked energy seeks realise and aggressive action is directed to the source of one's frustration²⁵. For example people might be seeking food or union with others who practice the same customs and not successfully obtaining them. Due to frustration they become aggressive and lead to violent behaviour and hence conflict arises. Aggression is not innate in human beings, the potential for aggression is and activated by certain kinds of levels of frustration. Other responses to frustration are however possible and they are submission, resignation,

²³ J. Dollanard et al. (1980) *Frustration and Aggression* (London and Westport), CT: GreenWood Press.

²⁴ Ibid

²⁵ M. Mwagiru, (2000) *Conflict: Theory Process and Institutions of Management* (Watermark Publications: Nairobi) P. 20

withdrawal, and avoidance or acceptance²⁶. The frustration aggression theory can not therefore be ignored and adds great value to this study.

Further, the study also explains that structural violence exists in those conditions in which human beings are influenced so that their actual somatic and mental realizations are below their potential realizations. It can arise from anomalous legal, social, or economic structures in society. Exponents of structural violence led by Galtung reject the dichotomy of peace and war and argue that the society can be in either a state of peace nor war. In this state, there is no physical violence yet there is no peace. A society in this condition experiences negative peace or 'unpeaceful'. A society experiencing neither structural violence nor physical violence is said to be in a state of positive peace.

In the case of retired personnel of armed forces, structural violence is rooted in a social economic, injustice, joblessness and poverty. Peace research paradigm calls for the elimination of structures responsible for causing conflict. The study however concludes that chapters one and two have succeeded in laying the foundation to this study in respect of transition processes in civilian life. Chapter three examines the functional-structuralism in some of the defence policies which are perhaps envisaged to be at the core of structural violence experienced in the defence forces. Chapter four opens by analyzing specific challenges espoused by those in retirement at the same time articulating the views of the respondents during this study and chapter five finally encapsulates the researchers views of the topic under review. It is also argued that it is the primary responsibility of any government to provide security to all its citizens. Because failure to do so may lead people to fend for themselves. They seek to secure their future in the face of their survival.

²⁶ J. Dollard Et al, *Frustration and Aggression* (London and Westport, CT: Green wood Press 1980), p. 82

On the basis of available data pertaining to the first hypothesis (Transition from active military service to civilian life as a likely source of social conflict in Kenya) the study has found out that most of the retirees lead miserable lives. On the second hypothesis (The challenges in the transition from active military service to civilian life poses serious socio-economic challenges) the study found out that there is a positive correlation between the existing armed forces Act and the misery being experienced. The study found out that the extent to which the AFA is used by officers other than legal minds, the perennial problems of injustice to the accused persons in the Armed Forces will persists with the attendant consequences of unnecessary retirements. On the third hypothesis (problems facing ex-military personnel can be a source of conflict between or with their counterparts in active service), the study found out that low satisfaction of individual's human needs the greater the potential to deviance. It further found out that low satisfaction of individuals human needs, physical and psychological, leaves individuals to manipulation as was the case in 1982 and this sets a stage for clash. The armed forces legitimacy is challenged when those in authority fail to meet inherent needs of its retired comrades.

Chapter Five

Conclusions

5.0 Introduction

Much of the writing on transition to civilian life by the military profession has sought to characterize its distinctive features. The military personnel structure which is pyramidal by design depends upon the majority of its members being forced to leave the service at ages ordinarily regarded as the middle of working life. Economic and psychological factors required almost all of these men to continue working until conventional retirement age. The implicit assumption is that these retirees will be able to achieve civilian employment comparable to their military status.

Evidence from studies indicates that, generally, these assumptions have operated satisfactorily i.e. the majority of the men leaving the service have obtained jobs. Immediately prior to retirement, large majority of respondents voiced high confidence and enthusiasm about their prospects for a ready and successful transition to civilian employment. Very few doubted that they possessed the skills needed to gain jobs at least equally rewarding in pay and satisfaction to those they had in the armed forces. Their sanguinity may also be due to some or even most of them making concrete plans for employment even so much as a few months in advance of retirement.

Kenya defence forces does not make such plans for them either. While the outcomes of their job hunts usually fell considerably short of highly optimistic expectations, only a small minority would find work. Similarly, the use of abilities fail to accord them with their expectations especially for those who had succeeded in their military careers despite formal education deficiencies. At this stage though, it is

important to acknowledge the Kenya Defence Force has since independence remained deficient in this area. One hopes some meaningful changes are going to be effected in the education sector sooner than later.

The transfer from military to civilian occupations continues to take place without much formal retraining, although those who undergo training fared better. There is a yearning for this sort of training before transition takes place. The onus is on the defence forces to identify and recommend to their subjects the best available training in consonant to market demands. It is not just good enough to be in a hurry to get retirees leave. In Britain for example, those transitioning to civilian life are prepared psychologically, physically and even materially close to two years before departure. Their second career is usually readily available. These retirees compared to our own, pursue a dignified and comfortable life in their retirement and their life expectancy is high. They are robust and offer a human resource reservoir and Britain has on occasions tapped into this vast vault.

Indeed the argument here is that it is possible for the forces to prepare their personnel for transition processes and even tap their skills when necessary. Noting how the world is conflictual and hence the need for peace-making and peace-building, Kenya defence forces could easily organize its retirees to provide these services. Instead of sending the serving personnel. Countries like Austria and Slovak Republics use their retired military for peace-keeping duties. At least those who are in good physical condition. The AFA has a clear provision for a reserve force and indeed what it entails. The defence council needs to look at this provision and actualize it.

Apparently general qualifications – education, in particular rather than highly specific technical skills are the most frequent bases for obtaining work. Success in the

civilian job market is positively related to various indexes of success and integration with the military rather than with military marginality. We notice that our forces are gravitating towards that. However, the commonly voiced concern as a result of employment, is that the entry of military professionals into civilian pursuits will lead to the militarization of civilian institutions. The effects in my view appear to move in the opposite direction. That the influence flows in one direction, however, it is not necessarily desirable because what is critical is the kind of influence rather than the amount. Both the military and civilian often benefit by the inevitable inter-penetration.

There is indeed no hope of evading endemic tensions created by unemployed military retirees. Nor can we avoid the problems that will arise with more and more of retirees re-joining the civilian life. How the government responds to these issues in the long run is the question, considering retirees from the government and other institutions are all competing for the limited job opportunities available. But to counter these tensions, government is encouraged to meet them head on because to sit back and rely on divine providence or to ignore or remain unaware of them can only court disaster. More rhetoric by government or even the defence force organs can not ensure that we will find appropriate solutions to the issues since raised. The government itself can however provide a better sense of what has to be done and what (in terms of available resources) can not be done. Anita Kiamba argues that security architecture in the Horn of Africa can offer a near panacea to conflicts in the region²⁷.

That being the case therefore and just as it is practised in Israel and a host of other countries, this country can downsize its military forces, to a bear minimum and leave a nuclear force. It brings down the budgetary costs of running the armed forces

²⁷ M. Mwangiru: *Human Security: Setting The Agenda for the Horn of Africa* pp. 63-99 (2008). Nairobi.

significantly. From a strategic point of view, military strength is for all purposes and intent directly proportional to threat. Just now, the existing threat is not from our neighbours but from terrorist groups. The point Anita is making is very valid in the sense that with regional security apparatus in place individual nation-states would not require massive standing military forces. However, the point this study is making is that, retirees are a useful lot. They are well trained and disciplined. Kenya for example is a good recruitment ground by the Private Military Companies (PMCs). These retirees are now in nearly all hot-spots world wide. The government can use them here at home as 'home-guards' to compliment security services in the country. With their training and knowledge, these veterans can assist the government in a raft of activities such as collection of intelligence, training of officers and recruits both in defence forces and other para-military outfits. The present state of affairs establishes a ready made group of well trained personnel who are disillusioned and with capacity to destabilize the government. Veterans associations which are essentially welfare organizations should get assistance from both government and defence forces.

This chapter began by asking whether these retirees will be able to achieve civilian employment comparable to their military status. The answer is no because evidence from studies vindicate them due to poor human resources development aspects by the defence forces and these are in the realm of structure functionalism. The AFA and the subsidiary legislation is crying out for change. And change be it. The change will address most issues pertaining to retirees' waterloo.

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List of Those Interviewed

Major General (Rtd) G. Mbau

Brig (Rtd) J. Mweu

Brig (Rtd) F. Githiora

Col (Rt) P. Rakwach

Col (Rtd) R. Kavili

Lt Col (Rtd) P. Gakuu

Lt Col (Rtd) S. Cheruiyot

Major (Rtd) S. Cheraisi

Major (Rtd) T. Lekorere

Major (Rtd) A. Mamanyi

Major (Rtd) P. Mwinga

Capt. (Rtd) A. Magogo

Capt (Rtd) Y. Abddalla

Ssgt (Rtd) P. Kipchumba

Sgt (Rtd) R. Mumo

Sgt (Rtd) K. Kiplimo

Sgt (Rtd) R. Ahmed

Cpl (Rtd) A. Aziz

Cpl (Rtd) R. Lesootia

Cpl (Rtd) T. Lepuyapui

Cpl (Rtd) S. Ewoi

Appendix I: Sample Questions for Interviews

Transition from Military Service to Civilian Life

My name is Mjr. (Rtd) Edward Waithaka. I am enrolled in the Graduate Programme at the Institute of Diplomacy and International Studies, University of Nairobi. I am carrying out a study on challenges facing ex-military officers as they transit from active military service. The information from this interview will be used confidentially and for academic purposes only.

1. When did you retire from active military service?
2. Why did you leave military service?
3. What was your specialty in the military?
4. What skills did you gain from your years of service?
5. Do you feel that you were adequately prepared for civilian life?
6. What challenges did you face immediately you joined civilian life?
7. What is your take on the relationship between now serving and ex-military personnel?
8. Are you on any Medical, Pension, Housing or other scheme specially tailored for ex-military personnel?
9. Do you agree that ex-military personnel have serious problems as they transit into civilian life?
10. Do you think these problems could lead to conflicts between ex-military officers and serving officers?
11. Do you think this would affect civil-military relations in the county?

Thanks for your contributions.

APPENDIX II: QUESTIONNAIRE

TRANSITION FROM MILITARY SERVICE TO CIVILIAN LIFE

Introduction

Good day. My name isI am from Institute of Diplomacy and International Studies, University of Nairobi. I am studying the views of citizens in Kenya about the Kenya Defence Forces. Every person above 18 years has an equal chance of being included in the survey. **NOTE:** all information will be kept confidential.

Interviewer: Circle the correct code

1. Gender of respondent

Male Female

2. What is your age group?

18-25 years

26-33 years

34-41 years

42-49 years

50 and above

RA

3. What year did you join the Defence Forces? _____

4. Do you know the role of the Kenya Defence Forces?

Yes No

5. If yes, please state up to three roles..

| | 1 st mention | 2 nd mention | 3 rd mention |
|----------------------------------|-------------------------|-------------------------|-------------------------|
| Defence of country's borders | | | |
| Disaster management | | | |
| Maintenance of internal security | | | |
| Others | | | |

6. What was your speciality _____

7. Are you on a medicare scheme if Yes how would you rate it

| | |
|-------------------|--|
| Very dissatisfied | |
| Dissatisfied | |
| Neutral | |
| Satisfied | |
| Very satisfied | |

8. From your own experience, what are some the challenges faced by retirees in Kenya.

| | 1 st mention | 2 nd mention | 3 rd mention |
|---------------------------|-------------------------|-------------------------|-------------------------|
| Health care | | | |
| Poor pension remuneration | | | |
| Integration | | | |
| Others | | | |

9. How often do you frequent the barracks. And do you experience any form of difficulties in accessing>

Yes No

DK RA

10. What improvements do you think should be carried out in the Military to make it more friendly to retirees _____

11. Do you think KAFOCA is a good idea?

11. If yes, to what extent? Should it be to a.... (READ OUT)

| | |
|----------------|----|
| Greater extent | 1 |
| Not at all | 2 |
| smaller extent | 3 |
| DK | -8 |
| RA | -9 |

12. Looking at the threats associated with security both internally, regionally and internationally, do you think retirees can come handy?

Yes No

DK RA

13. What challenges do you think the Kenya military faces in the discharge of its mandate?

| | 1 st mention | 2 nd mention | 3 rd mention |
|------------------|-------------------------|-------------------------|-------------------------|
| Lack of funds | | | |
| Public Relations | | | |
| Professionalism | | | |
| Defective laws | | | |
| Other negative | | | |
| DK | | | |

Thank you very much for your time and cooperation, I greatly appreciate your assistance in advancing this research endeavour.

End
