

**GENDER MAINSTREAMING IN THE KENYA NATIONAL POLICE
SERVICE AND PROMOTION OF NATIONAL SECURITY IN STAREHE
SUB-COUNTY, NAIROBI CITY COUNTY**

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DEDICATION

I would like to dedicate this work to my family and to my parents who have supported me throughout my studies.

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First and foremost, I acknowledge the Almighty God for His grace to me and all the people He brought my way through out the period of my study. I most sincerely wish to acknowledge my supervisors Dr. Simon Muthomi and Dr. Charles Nyaranga for moulding me through their guidance and unwavering support through the various stages of the study development. His compelling influence and thinking have been my greatest motivation. I extend my gratitude to my friends, course mates and colleagues for their encouragement and support in one way or another to make this achievement a reality.

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ABSTRACT

Failure to undertake gender mainstreaming within the police service can lead to ineffective policies for ensuring national security is enhanced in Kenya. Without gender mainstreaming in Kenya, promotion or enhancement of national security is not taken as a collective responsibility. The purpose of the study was to examine gender mainstreaming in the Kenya National Police Service and promotion of national security in Starehe Sub-County, Nairobi City County. Specifically, the study sought to: explore the factors that have precipitated the need for gender mainstreaming in the sphere of National security within National Police service, determine gender mainstreaming strategies that have been adopted in order to promote national security within national police service, examine the gender mainstreaming effectiveness in promoting National Security within the National Police service and assess the efficacy of existing gender mainstreaming policies and legal provision in promoting National security within the National Police Service. This study adopted descriptive survey research design. The target population was 490 including Kenya police service officials, administrative police service officials and directorate criminal investigation officials in Starehe Sub-County. The sample size was 221 who included were drawn from Starehe Sub-County selected using random and stratified sampling technique. The study purposively sampled all administrative and DCI officials for interviews. Primary data was obtained using self-administered questionnaires and key informant interviews. Key informant interviews had structured questions addressing the objectives of the study. The key informants for the interviews included sub-county police commander, sub-county criminal investigation officer, critical infrastructure protection unit (CIPU) officer in Starehe Sub-County. The researcher obtained an introduction letter from the university and a research permit. The questionnaires were administered to the sampled Kenya police service officials, administrative police service officials and directorate criminal investigation officials in Nairobi City County using a drop and pick in administering the questionnaire. Data analysis was done with assistance of Statistical Package for Social Sciences (SPSS Version 25.0). Descriptive statistics was used for Quantitative data where frequencies, percentages, mean scores and standard deviations were estimated. The findings for quantitative data were presented in Tables. The study found that factors that have precipitated the need for gender mainstreaming in national police service including frequent gender-based violence, implementation of the gender rule, sexual harassment, and sexism and increase in gender-based discriminations. The study established that gender mainstreaming strategies promote national security within national police service. The study also found that equal treatment is integrated into steering processes of national police service. The study established that gender mainstreaming strategies promote national security within national police service (76%). Gender mainstreaming strategies ensures there is no preferential consideration in promotion based on gender (72.8%). The study concluded that existing gender mainstreaming policies and legal provision have been efficient in promoting national security in Kenya (73.5%). The study recommends that there is need for officers need to ensure gender mainstreaming addresses all the factors that precipitate its implementation. There is need for central government to come up with appropriate gender mainstreaming strategies in order to promote national security.

OPERATIONAL DEFINITION OF TERMS

Gender mainstreaming policy: This a course or principle of action adopted or proposed by an organization for ensuring gender equity in all sectors

Gender mainstreaming strategy: This is a plan of action designed to ensure a gender equality perspective is incorporated in all policies at all levels by actors normally involved in policy-making.

Gender Mainstreaming: This is the (re)organization, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels by actors normally involved in policy-making.

Gender: Refers to the characteristics of women, men, girls and boys that are socially constructed.

National Police Service: Refers to a state department committed towards achieving the highest standards of professionalism and discipline among police officers by always complying with constitutional standards of human rights and fundamental freedoms.

National security: This is the protection against internal and external threats to country's territorial integrity and sovereignty, its people, their rights, freedoms, property, peace, stability and prosperity, and other national interests.

Security: Refers to the state of being free from danger or threat.

ABBREVIATIONS AND ACRONYMS

BPA:	Beijing Platform of Action
CDF:	Community Development Fund
ECOSOC:	United Nations Economic and Social Council
KRA:	Kenya Revenue Authority
NACOSTI:	National Commission for Science, Technology and Innovation.
NPS:	National Police Service
SPSS:	Statistical Package for Social Sciences
SSR:	Security Sector Reform
UN:	United Nations
UNDP:	United Nations Development Programme
UNFPA:	United Nations Population Fund

CHAPTER ONE

INTRODUCTION

1.1 Introduction

This study sought to examine contribution of gender mainstreaming in promoting national security in Kenya national police service. Therefore, the chapter covers various sections including background of the study, statement of the problem, purpose of the study, objectives of the study, research questions, and significance, scope, delimitation, limitations and assumptions of the study. Also contained in this chapter are theoretical and conceptual frameworks.

1.2 Background of the Study

National security is the requirement to maintain the survival of the state through the use of economic power, diplomacy, power projection and political power (Atoyan, 2014). The goal of promoting national security strategy is to ensure the protection of nation's fundamental and enduring needs, protect the lives and safety of the people, ensure border security, maintain the sovereignty of the nation and provide for the prosperity of the nation (Trump, 2017). National security promotes peace and security in the nation. Peace and security are important in promoting the development of individuals in particular and the society at large (Callaway, & Matthews, 2016). Security and peace are viewed as public goods that must be given by the state for the benefit of the society and its individual members. One of the primary obstacles to achieving long-term peace and security is transforming the country's security sector. One of the major approaches to transform the security sector is through gender mainstreaming (Trump, 2017).

Gender mainstreaming is to integrate the gender perspective into every phase of policy, from design to implementation, monitoring and assessment in order to promote equality between men and women (Hubert & Stratigaki, 2016). It is thus a process of evaluating the impact of all planned actions, including legislation, policies and programs, on women and men in all areas and efforts at all levels (ECOSOC, 2013). Gender mainstreaming makes sure that making policies and legislative work are of super quality and social relevance, as it enables national security policies to better address the needs of every citizen (men and women, boys and girls and boys). Gender mainstreaming increases the efficiency of public intervention and guarantees that inequalities do not continue (Acosta, *et al.*, 2019).

Gender mainstreaming is an assessment of the impact of all planned actions on women and men, including legislation, policies or programs in the security sector (Allwood, 2013). It is a strategy to ensure that the men and women concerns and experiences are part and parcel of policy design, implementation, monitoring and assessment in all political, economic and societal fields, with a view to attaining equal benefits for men and women and to ensuring that inequality is not continued (Yarosh, 2020). The ultimate goal of mainstreaming is to attain equality between men and women in the safety sector (Shash & Forden, 2016). To promote and enhance security in any country, there is need for everyone, male and female, to be involved, hence the need for gender mainstreaming in enhancing security. Gender mainstreaming is now widely accepted as a strategy for promoting gender equity by national and international organizations in all sectors especially in security sector where women have been marginalized (Hagen, 2016).

The gender mainstreaming concept originated in 1995 at the Fourth World Conference on Women in Beijing, China, and was cited in the document that resulted from the conference, the Beijing Platform for Action. The concept was first proposed at the 1985 Third World Conference on Women in Nairobi, Kenya and the idea has been pushed in the United Nations development community. Beijing resolution convinced that the Action Platform will only make a successful contribution to equality between women and men if governments and all bodies and institutions with political and social responsibility make similar efforts towards bringing this about in the near future (Krook & Norris, 2014).

The UN agencies such as UN Women (United Nations Entity for Gender Equality and Empowerment of Women), UNFPA, and UNDP have participated in helping UN member countries in incorporating gender policies into each of their establishments (Egnell, 2016). The execution of Resolution 1325 of the Security Council on women, peace and security of 31 October 2000, in accordance with ECOSOC's agreed conclusions 1997/2, was the hallmark for increasing the focus on the gender perspectives in the peace and security work of the UN (Olsson, & Gizelis, 2015). In negotiating and implementing peace treaties, in humanitarian action, in planning denuclearization, dismantlement and reintegration and rebuilding, the resolution calls on the inclusion of gender perspective in the peacekeeping operations (Kreft, 2017).

The resolution reiterates the essential role of women in conflict prevention, peace agreements, peace-building, peace keeping, humanitarian response and restoration after conflict and emphasizes the significance of their equal participation and their complete participation in all efforts to maintain and promote peace and

security (Yarosh, 2020). Resolution 1325 urges all players to increase female involvement and to integrate gender perspectives into all peace and security efforts by the United Nations. It also calls on all conflicting parties to take specific measures to protect women and girls from gender-based violence, particularly violation and other forms of sexual abuse in military conflict situations (Tryggestad, 2009).

In United States, the Government has made efforts to promote equality for women worldwide, underpinning the premise that countries are more stable, safe and prosperous if women are accorded similar rights as men, engaged fully in policy systems and economies of their countries, and live without violence. These efforts are as a result of a fundamental priority for national security and foreign policy (Santucci, 2017). Promoting equality among men and women around the world contributes to the growth of global GDP, reduces starvation, strengthening prospects for peace agreements and counters violent extremism (Trump, 2017). Several mainstreaming approaches in public institutions in Austria have been taken, as shown in Vienna pictographs and information charts, which features a male silhouette holding a baby in its arms to advise underground travellers to provide families with children with places to sit. Most countries in South Asia have made attempts to accomplish gender equality by enhancing women's economic status through the development of action-oriented policies (Tummers, & Wankiewicz, 2020).

Several African governments have committed a variety of instruments that empower women. As a result, the responsible governments have established a variety of mechanisms for gender mainstreaming, comprising policies, laws, and institutions (Owulu, 2011). Although there are numerous instruments articulating African governments' formal commitments to gender equality and pervasiveness, putting these

conceptual promises into activity remains a powerful challenge (Owulu, 2011). Women have a natural constitutional right to participate in institutions of justice and security. However, the argument for female participation is also more pragmatic. Women security actors can create diverse conceptions and skills. Due to their gender socialization, women security workers can have more practical experience in the listening and respect of victims. Women can be seen to be more crucial to induce victims who are reluctant to report abuses when they are working as women police, judges and prisons, and become less likely to leave offenders off the door (Peter, & Sirera, 2020).

According to UNECA (2010), significant progress has been made in nations like Tanzania, South Africa, Mozambique and Rwanda. For instance, Rwanda success in gender main streaming could be linked to continued creation and implementation of policies and programmes by the government through Gender Equality Strategy: UNDP Rwanda (2019-2022) that supports the capacity building of every citizen in Rwanda, with augmented consideration that no one is left behind. In addition, success in gender mainstreaming could be credited to the embracing constitution which promotes gender equity, establishing governmental structures and mechanisms for facilitating the execution of gender mainstreaming, and the facilitating allocation of resources for gender mainstreaming as well as gender budget allocation to development programs as observed by Africa Development Forum (ADF) (2013).

In Kenya, National security protects Kenya's territorial integrity and sovereignty, its people, its rights, freedoms, ownership, peace, stability and prosperity, and other domestic interests, against domestic and foreign threats (Achieng, 2018). The national security of Kenya is supported and assured in conformity with the

recommendations of national safety: national safety is subject to this Constitution and to the competence of this Parliament; national security is maintained in accordance with law and with maximum reverence to the law, democracy, human rights and fundamental freedoms; organs of national security should respect the Kenyan community diverse culture in carrying out their duties and exercising their power; and recruitment by national security organs shall reflect in an equitable manner the diversity of Kenyans (Peter, & Sirera, 2020). There are various aspects of gender mainstreaming that have been implemented and adopted in various organizations. One of the aspects is gender mainstreaming strategies such as gender-based promotions, gender equity in recruitment and gender inclusive decision making. Other aspects of gender mainstreaming include gender-sensitive language where texts referring to or addressing both women and men must make women and men equally visible, equal access to and utilisation of services where services and products must be assessed as to their different effects on women and men and integration of equal treatment into steering processes (Mwendwa, 2020).

To promote national security in Kenya, gender mainstreaming has been a focal issue in the Kenya context of late. The importance of the issue takes reference in the article 59 of the Constitution of Kenya 2010, which establishes the Kenya National Human Rights and Equality Commission. The commission's mandate includes promoting gender equality and equity in general, as well as coordinating and facilitating gender mainstreaming in national development (Staudt, 2018). Promoting national security enhances the prospects for political stability and peaceful conflict resolution which guarantees people safety for them to participate in development of the nation (Ebeh, 2015). Currently the Sessional Paper No. 2 of 2019 on national policy on gender and development has a special focus on building a just, fair and transmuted society free

from discriminations based on gender in every aspect of life practices. The policy identifies key thematic areas and specifies the process to be followed to make sure that gender equity and empowerment of women are incorporated into sectoral policies, planning, and programs (Njieassam, 2019).

Gender mainstreaming can effectively contribute to promotion of national security by ensuring that in security sector, there are no gender-based discriminations and gender stereotypes and sexism. In addition, gender mainstreaming strategies need to be in place to ensure gender-based promotions, gender equity in recruitment and gender inclusive decision making. As well there is need for Gender Mainstreaming Policies and Legal Provision to be adhered to in Security sector to ensure national security is promoted (Achieng, 2018). To implement the gender mainstreaming, the government has developed the State Department for Gender Affairs under the Ministry of Public Service, Youth and Gender. This shows the government commitment in mainstreaming gender in all sectors, agencies and all other government institutions at large. Security sector is one of the sectors within which the government seeks to achieve gender equality as spelt out in the Sessional Paper no. 2 of 2019 (Ponge, 2013). This therefore calls for a study to examine how effective the process of gender mainstreaming has been within the security sector with an aim of eliciting existing gaps, barriers and thereof informing policy pronouncement geared towards achieving the intended levels of gender mainstreaming in the sector. This study was anchored on gender transformative approaches in policies and laws which support national security.

1.3 Statement of the Problem

The problem that the study seeks to examine is the how gender mainstreaming promoted national security. Gender mainstreaming is believed to promote national security as it ensures men and women equally take roles in conflict prevention, peace

agreements, peace-building, peace keeping and restoration after conflict. However, failure to undertake gender mainstreaming within the security sector would lead to ineffective policies and gender biased participation in ensuring national security is enhanced in Kenya (Ponge, 2013). Without gender mainstreaming in Kenya, promotion of national security will not be taken as a collective responsibility (Njoka, 2017). Despite the huge contribution that gender mainstreaming may have national security, there is a limited literature regarding the gender mainstreaming and promotion of national security (Ocholi, 2012).

Various studies have been undertaken in regard to gender mainstreaming. For instance, Ocholi (2012) examined the gender mainstreaming policy implementation in the Public Service in Kenya but failed to explicitly illustrate the factors that have precipitated the need for gender mainstreaming. In addition, Donatien and Njambi (2016) examined the gender mainstreaming in security sector reforms in Kenya based on an assessment of the National police service and Njoka (2017) assessed the challenges facing successful execution of gender mainstreaming policies at the National Police Service. However, these studies did not explicitly assess the contribution of gender mainstreaming in promoting/enhancing national security. Hence this study seeks to bridge these gaps by examining gender mainstreaming in the Kenya National Police Service and promotion of national security in Starehe Sub-County, Nairobi City County.

1.4 Purpose of the Study

The purpose of the study was to examine gender mainstreaming in the Kenya National Police Service and promotion of national security in Starehe Sub-County, Nairobi City County.

1.5 Objectives of the Study

The study was guided by the following research specific objectives:

- i. To determine the factors that have precipitated the need for gender mainstreaming in the sphere of National security within Kenya National Police service in Starehe sub-county, Nairobi City County.
- ii. To examine gender mainstreaming strategies that have been adopted in order to promote national security within Kenya National Police Service in Starehe Sub-County, Nairobi City County.
- iii. To assess the effectiveness of gender mainstreaming in promoting National Security within the Kenya National Police service in Starehe Sub-County, Nairobi City County.
- iv. To examine the existing gender policies and legal provisions in Kenya National Police Service which promote National security in Starehe Sub-County, Nairobi City County.

1.6 Research Questions

The study sought to answer the research questions:

- i. Which factors have precipitated the need for gender mainstreaming in the sphere of National security within National Police service in Starehe sub-county, Nairobi City County?
- ii. How does gender mainstreaming strategies adopted by national police service promote national security in Starehe sub-county, Nairobi City County?
- iii. How effective has gender mainstreaming been in promoting National Security within the National Police service in Starehe sub-county, Nairobi City County?

- iv. What are the gender mainstreaming policies and legal provisions in National Police Service that promote National security in Starehe sub-county, Nairobi City County?

1.7 Significance of the Study

As per Bavdekar (2015), study significance is the importance of the research to the broader research site, the specific question as well as the targeted groups. This research could aid policymakers in the National Police Service in developing gender transformative policies in national security to guarantee gender equity in the Administrative Police Service. The research can help to guarantee non-violent co-existence amongst male and female officers by allowing them to equally share the roles and tasks with no fear of being intimidated by the other gender.

The study might improve morale and social status of the women in the community, as well as inspire more women into joining the police service. The findings of the study may shed light on whether the Kenya National Police Service gender mainstreaming policies are being executed effectively. The Kenya National police service might benefit because cases of one gender departure from the police service because of discriminatory practices based on gender will be considerably reduced, resulting in no waste of resources in the recruitment of additional police officers.

The results obtained are anticipated to add and strengthen already existing literature regarding contributions of gender mainstreaming in promoting national security. The literature will be beneficial to scholars as reference materials while conducting future studies on contribution of gender mainstreaming in promoting national security by National Police service.

The study will be significant to other scholars as who would wish to conduct study on contribution of gender mainstreaming in promoting national security. The study also fills the gaps existing in works of previous scholars by explicitly assessing the contribution of gender mainstreaming in promoting/enhancing national security based on a case of Kenya national police service.

1.8 Scope of the Study

The scope of the study explains how far the field of research was investigated and specifies the parameters within the study (Simon&Goes, 2013). The geographical scope of the study was Starehe sub county in Nairobi City County. The study focused on contribution of gender mainstreaming in promoting national security by Kenya National Police Service. The study specifically focused on factors that have precipitated the need for gender mainstreaming, gender mainstreaming strategies, gender transformative national security policies, how gender mainstreaming has been effective in promoting National Security and efficacy of existing gender mainstreaming policies and legal provision in promoting National security within the National Police Service. The study was done in six months (May to October) in 2021 and adopted a descriptive research design.

1.9 Delimitation of the Study

Delimitations refer to the limits of the research study, which is based on the verdict of the investigator as to what to include and exclude (Collins, Ogundimu & Altman, 2016). The delimited to gender mainstreaming only in National Police service and excluded other components of security sector. The study excluded Kenya police service officials, administrative police service officials and directorate criminal investigation officials in other parts of the country and focus only on those in Starehe Sub-County in Nairobi City County for data collection.

1.10 Limitations of the Study

As per Rahi (2017), study limitations are faults or deficiencies in a study that researcher have no control of and can be the consequence of resources' unavailability, small size of the sample and faulty methodology. The study expected some limitations which could impede the study's access to information. In addition, the respondents in this study refused to give information in fear of being intimidated by the information sought or of printing a negative image. The researcher handled this by having a n University letter of introduction and assuring them that the data they provide was kept private and utilized solely for purposes of academics. Furthermore, the study's findings were limited by the respondents' willingness to provide accurate, objective, and reliable data. The researcher addressed this by ensuring that the data collected is consistent and reliable. There is also limited literature on gender mainstreaming in security sector. This was dealt with by reading widely.

1.11 Assumptions of the Study

Assumptions are assertions which, although not tested scientifically, are taken for granted or considered true (Simon, & Goes, 2013). The study assumes that the target population's composition did not vary substantially, affecting the study sample's effectiveness. This study also assumes that participants responded to the research instruments honestly, cooperatively, and objectively, and that they were accessible for timely data collection. The study also assumed that the necessary permission to collect data from their institutions were granted by the authorities. Finally, the study assumes that gender mainstreaming has influence on national security.

1.12 Theoretical Framework

The study was underpinned on two theories namely: Socialist feminism theory and the human security theory. Socialist feminism theory was postulated by Friedrich

Engels in 1884 and argues that women should enjoy the same rights as men. Socialist feminism theory notes that Women's freedom must be pursued together with all people's social and economic justice. According to Gordon (2016), socialist feminism theory gives a detailed analysis of the theory of feminist safety which challenges key concepts of security, peace and war in traditional international relations. The goal of Socialist feminism is to comprehend the nature of gender disparity. In fields as diverse as security, it assesses the role of men and women as well as their experiences (McDowell, & Sharp, 2016). Socialist feminism theory is criticized for not showing how gender equity can be attained. The theory calls for theoretical moves to include how women and gender are appropriate for comprehending security and women protection by the state. Therefore, the socialist feminism theory will be applicable to this study as it offers ground upon which the proposition of entrenching female gender in matter of security is concerned hence the concept of gender mainstreaming in security issues. The theory is relevant to the study as it highlights if gender mainstreaming strategies are effectively adopted and factors precipitating the need for gender mainstreaming in the sphere of National security are addressed, then this leads to promotion of national security.

Human security theory was postulated by Andersen-Rodgers and Crawford in 1994 (Andersen-Rodgers, & Crawford, 2018). Gender equality and the realization of the human rights as well as competences of diverse women groups, according to this theory, is a fundamental necessity of a just and sustainable world. The human security theory emphasises on the centrality of the security of people over state sovereignty and the complexity of security threats and the need for multifaceted responses (Andersen-Rodgers, & Crawford, 2018). Human security theory is a new paradigm for addressing international weaknesses. Its proponents argue that the proper referent for security should be at the human level rather than at the national level, challenging the traditional

notion of national security through military security (Tanaka, 2019). Human security discloses a people-centered and multi-disciplinary comprehension of security that includes development studies, foreign diplomacy, strategic studies, and human rights, among other fields of study (Woroniuk, 1999). It has been criticized for its being open to more than one interpretation, which undermines its effectiveness; it has also been criticized for becoming little more than a vehicle for activists seeking to promote specific causes; but it does not assist the scientific community comprehend what security means or decision-makers establish good policies. This theory was applicable in highlighting the efficacy of existing gender mainstreaming policies and legal provision in promoting National security within the National Police Service.

1.13 Conceptual Framework

The conceptual framework is used to show how the research is informed and supported by a system of concepts, expectations, beliefs, presumptions, and theories, and it is an essential part of the research design (Leshem, & Trafford, 2007). In this study, the dependent variable is the promotion of national security while the independent variable was gender mainstreaming. The conceptual framework demonstrates diagrammatically how these variables relate to each other. Figure 1.1 shows that dependent and independent variables exhibit linear relationship. The conceptual framework reveals that the dependent and independent variables have a linear relationship. This implies that for national security to be promoted, factors that have precipitated the need for gender mainstreaming need to be addressed, gender mainstreaming strategies need to be in place, there is need for efficacy of existing gender mainstreaming policies and legal provision and gender mainstreaming needs to be effective.

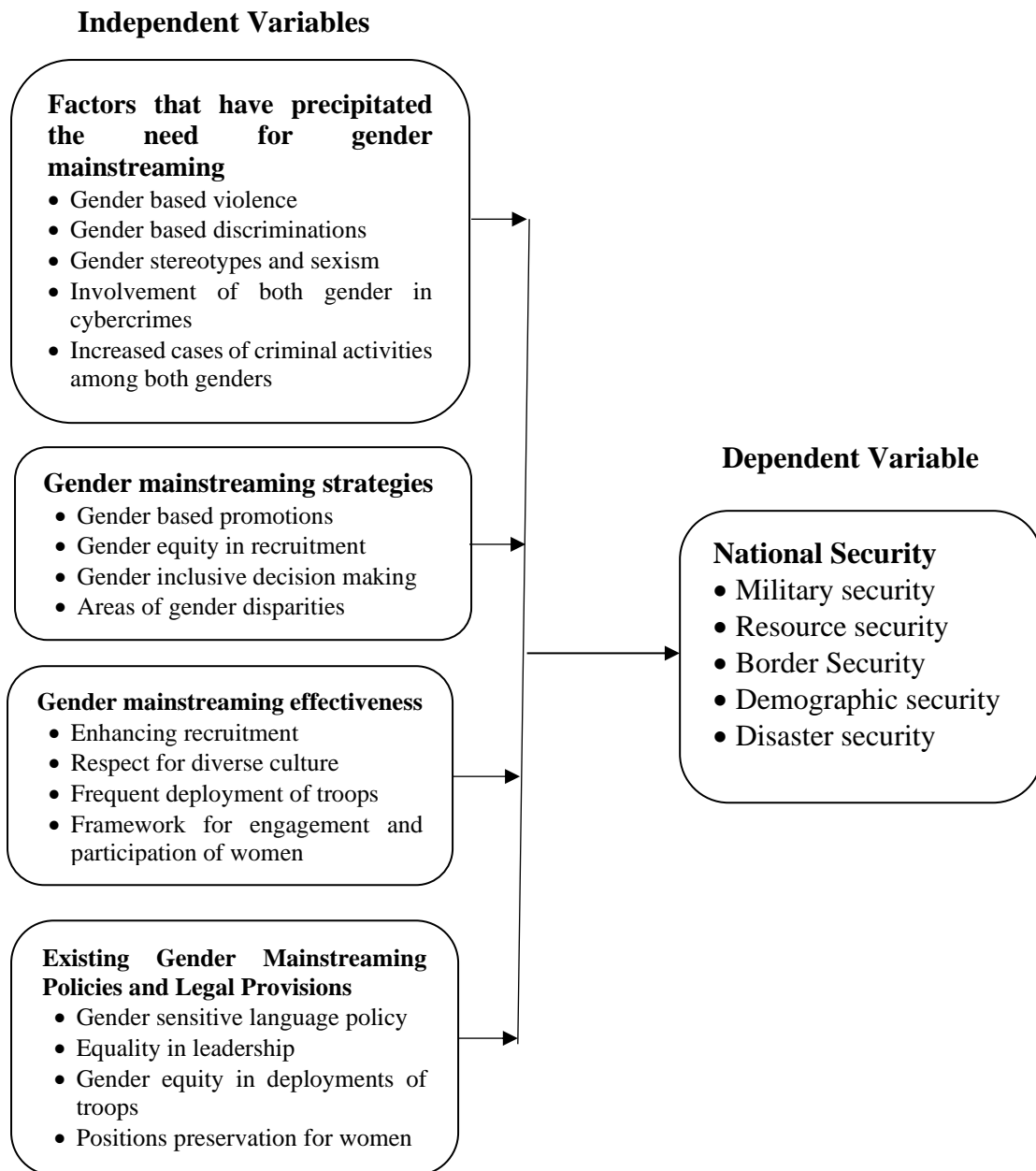


Figure 1. 1: Conceptual Framework

Source: Researcher (2021)

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

The study purpose was to examine the contribution of gender mainstreaming in enhancing national security. This chapter discusses literature review for factors that have precipitated the need for gender mainstreaming, gender mainstreaming strategies, gender mainstreaming effectiveness in promoting national security and gender mainstreaming policies and legal provision. Lastly the research gaps will be presented.

2.2 Review of Literature

The study reviews literature for factors that have precipitated the need for gender mainstreaming, gender mainstreaming strategies and gender mainstreaming policies and legal provision as well as promotion of national security.

2.2.1 Factors that have precipitated the Need for Gender Mainstreaming

Gender mainstreaming is the process of (re)organizing, improving, developing, and evaluating policy processes so that a gender equity point of view is integrated into all policies at all levels by actors who are generally engaged in making policies (Cavaghan, 2017). Furthermore, mainstreaming is not only aimed at women, but also at men. Mainstreaming entails analysing the impact of any planned action, such as legislation, policies, or programs, on women and men in any area and at all levels (Guzura, 2017). It's a strategy to integrate the concerns and experiences of both women and men in the design, implementation, monitoring and evaluation of policies and programs in every sphere of politics, the economy, in order to equally benefit women and men and to avoid inequality. Mainstreaming's objective is to attain gender equity (Palmén & Schmidt, 2019).

The need for gender mainstreaming has been precipitated by various factors among them being frequent gender-based violence, gender stereotypes and sexism and increased gender-based discriminations as well as political goodwill. Given their official and formal tasks of defining priorities of a policy and instigating usual policies, politicians play a critical role in gender mainstreaming. According to Hafner and Pollack (2012), it is critical for people to understand that women are equal to men and needs to be treated as such in terms of rights, benefits, obligations, and opportunities.

Palmén and Schmidt (2019) did an analysis of facilitating and hindering factors for implementing gender equality interventions in research and innovation. This study was focused on the assessment of 19 empirical case studies in Europe and concentrates on those structural and proceeding factors which either made the execution process of these intercessions easier or hindered. Results include how to execute governance frameworks, top-level management commitments, bottom-up involvement, synergies with other initiatives, resistance strategies; resources; sustainable actions; gender skills, experience and knowledge and openness, goals, standards and monitoring; accessible data and information contributed to successfully implementing them.

Wambeti (2017) examined factors affecting implementation of gender mainstreaming programs in Kenya Revenue Authority headquarters, Nairobi. Descriptive research design was adopted in this research. The targeted 197 KRA staff in Nairobi. The findings showed that employee awareness while implementing gender mainstreaming programs at KRA was low and therefore the method of execution of gender was hindered. Management had an appropriate internal capacity for the mobilization of resources and in addition, funds were collected from other gender mainstreaming bodies. It was also noted that women who are the core of gender mainstreaming are not keen to advance given the disparities they face over the years.

Kirima (2012) examined the contextual factors affecting gender mainstreaming in the public sector: Ministry of Education, Eastern Province, Kenya. The study used a descriptive survey research design. The population targeted was the provincial/district gender coordinator and head of the Eastern provincial public secondary schools. The findings show that education gender policy does not be effectively implemented in public secondary schools and several various factors affecting the mainstreaming of gender in education include; insufficient institutional commitment, lack of comprehension of gender concepts, insufficient awareness and training for teachers, gender imbalances and poor training for the Governor and Teachers' Boards of Directors. The report found that leaders, teachers and managers of education are poorly prepared for the policy execution, insufficient support, education and awareness, poor monitoring and assessment systems and that the policies and strategies for high schools described are appropriate and satisfying but need a balance between boys and girls.

2.2.2 Gender Mainstreaming Strategies for Promoting National Security

Gender mainstreaming is a strategy for enhancing the public policies quality, programs and projects and making the resources' allocation more effective (Mukhopadhyay, 2016). Better findings mean better welfare for men and women and the formation of a more culturally just and cohesive society. When a gender mainstreaming strategy is implemented, the gender equality issues are not only in the hands of any specific division but are present in all segments of a particular project. Hafner and Pullock (2002) observed that gender mainstreaming is an exceedingly demanding strategy that requires all key players, many of whom may have the slightest impact in the issues of gender, to include the gender perspective in the policy process.

There are various aspects of gender mainstreaming strategies that have been implemented and adopted in various organizations. Among the gender mainstreaming

strategies such as gender-based promotions, gender equity in recruitment and gender inclusive decision making. Other gender mainstreaming strategies include gender-sensitive language where texts referring to or addressing both women and men must make women and men equally visible, equal access to and utilisation of services where services and products must be assessed as to their different effects on women and men and integration of equal treatment into steering processes (Mwendwa, 2020).

Mathu (2016) examined the determinants of gender mainstreaming in constituency development fund projects in South Imenti Constituency in Kenya. The research design used was a descriptive research design. The findings indicated that only 48.7% of the projects had a gender mainstreaming document. Cultural Practices and gender mainstreaming awareness were found to be significant determinants of gender mainstreaming of a CDF project. Within the context of Meru, traditional and cultural beliefs regarding women's status and duties remain dominant in society and, unless they are ostracized, many women find it difficult to distinguish themselves from this culture and tradition. Gender mainstreaming requires that all policymakers and training processes build up the necessary gender knowledge in order to develop the ability to implement mainstreaming strategies.

Mungania and Luketero (2017) examined the determinants of gender mainstreaming in non-governmental organisations' projects in Meru County. The proposed study was premeditated as per a descriptive design. The study was aimed at the 703 people in Meru County served by Compassion International Kenya. Socio-cultural practices and historical factors in Compassion International have been identified as important determinants of gender mainstreaming. Gender mainstreaming requires gender understanding among all policy makers and learning programs to achieve the ability to implement mainstreaming strategies. The study also

recommended abolishing prejudice as a first step towards gender integration in work, education, health and various women social aspects and economic lives.

Gatimu (2015) did a study on challenges facing gender mainstreaming in the Kenya prisons service. This study was conducted through a descriptive research design. The study population included all prisoners and prison personnel in Central Region Prisons. The unit of analysis was 129 senior and middle level managers of the Central Region Prisons. The study indicated that HRM policies in Kenya prisons service hinder gender mainstreaming. It has also revealed that there is a need for more budgetary allocation in order to educate officers on the issues of gender mainstreaming. The study further revealed that the Police department, Probation department and Judiciary are not actively involved in gender mainstreaming in the Kenya Prisons Service. However, it was noted that all the key informants are aware that gender mainstreaming in the Kenya Prisons Service is not effective. The Kenya Prisons Service should take measures to ensure that HRM policies on gender mainstreaming are gender sensitive as stipulated in the gender policy 2011.

Chelangat (2019) examined gender mainstreaming and monitoring of crime prevention projects by police officers in Londiani Sub-County, Kericho, Kenya. The study adopted a descriptive research design. Self-administered interrogatories were used to gather information from a total of 210 police officers randomly selected respondents. The findings revealed that male officers at the workplace were not getting preferential consideration in promotion thus all gender of staffs was considered equally for promotion. The number of female police officers has to be harmonized with that of male officers in different senior positions and in different departments. Success assignments also need to be allocated to both gender and female officers, where indispensable, coupled with masculine officers.

2.2.3 Gender Mainstreaming Effectiveness in Promoting National Security

Gender mainstreaming contributions are initiatives meant to enhance the quality of public policies, programmes and projects, guaranteeing a more efficient resources allocation particularly in national security. Better outcomes mean greater happiness for both men and women, as well as the development of a more socially just and cohesive society. Gender mainstreaming has made a significant contribution to national security, which is defined as the protection of a country's sovereignty and territorial integrity, its people, their rights, freedoms, property, peace, reliability, and social stability, as well as other national interests, from both threats and vulnerabilities. To promote and enhance security in any country, there is need for everyone, male and female, to be involved, hence the need for gender mainstreaming in enhancing security (Allen, 2019).

According to Patel (2020), security is about protecting and securing the actors' most basic values. They are different from one community to another. The key responsibility of any government is the national security administration. Better integration of the different security bodies is central to the safety of the population. It is important to secure the country's borders at this time of globalization. Globalization's new developments pose risks to domestic security.

Achieng (2018) examined the principle of territorial integrity as a determinant of Kenya's National Security Policy 2002-2016. Secondary data have been collected for this study from unclassified government documents, journals, media reports, published books and online sources. According to this study, Kenya's hydrophobic construction has led to a large influx of refugees, leading to the proliferation of small arms and weapons and thus to fuel crime. The study found that the porous Kenya-Somalia border has contributed immensely to the insecurity facing Kenya. The Al-Shabaab attacks have been linked to the bloated Somali population illegally in Kenya

and Al-Shabaab's widening net in Kenya, luring youth and taking advantage of their vulnerability by recruiting them into the militia.

Kones (2017) examined transnational threats and national security in Kenya. The study looked at how these threats have affected Kenya and which the country has done to mitigate the effects of these heightened vigilance. The study discovered that Kenya's most usual transcontinental terrorism threats has had a significant impact on how the country's government responds to a national security threat. In addition, the study discovered that globalization trends are aggregate the transnational threats incidences in Kenya. The report also gives for a number of options for Kenya to remember in having to deal with intergovernmental relations, such as security reforms, bribery and security fluidity in Kenya's safety issues.

Donatien and Njambi (2016) examined the gender mainstreaming in security sector reforms in Kenya based on an assessment of the National police service. According to the study, there is a growing recognition that SSR needs to address various security needs of men, women, boys, and girls in order for security institutions to be more effective and accountable. Kenya's government has been conducting a comprehensive SSR process, focusing on its security institutions, particularly the police force, since 1993. The main goal was to make sure the process improved security governance, responsibility, effectiveness, and forms of power. This study examines how the National Police Service's (NPS) SSR activities have incorporated gender issues to improve security sector awareness and preparedness. The study identified barriers to implementing a gender sensitive-SSR approach in Kenya, as well as opportunities for the NPS to meet federal obligations for gender mainstreaming, particularly the integration of women at NPS decision-making levels.

2.2.4 Gender Mainstreaming Policies and Legal Provisions for Promoting National Security

Gender mainstreaming policy in policing institutions is a set of practical guidelines for how the security sector must integrate gender concerns into its structure, functions, procedures, and activities (Cavaghan, 2017). It lays out the operational processes that security personnel must follow in order to create a gender-sensitive organization that adheres to gender equality principles. While direction of policy is necessary to attain findings, it isn't sufficient in and of itself to ensure success. There are several major obstacles to overcome in order for a policy to be accepted and followed by those who will be affected by it (Ocholi, 2012).

According to Tyagi and Das (2017), gender mainstreaming policy applies to all aspects of law enforcement such as human resource management, corporate affairs, governance, and operations. The gender sensitive language use in communication both written and oral, gender awareness and police officers' education, programs for gender equity and affirmative actions on underprivileged gender, recurrent monitoring management reports, equality for women in training and development high job performance, and gender equality in transfers are among the strategies to be utilized in the execution of gender mainstreaming policies (Sauer, 2018).

Most countries have ratified gender mainstreaming-friendly international policies, treaties, and agreements. Kenya is one of the countries that has done so. The Beijing Platform for Action, signed in 1995, is one of these international treaties. As a foundation for a global Platform of Action, the Platform of Action (BPA) identified twelve critical areas of concern. According to the BPA, the full execution of women's and girl child's human rights is an inalienable, integral, and inseparable part of all human rights and fundamental freedoms (Chelimo, 2018).

According to Njoka (2017), the Constitution of Kenya is the most effective tool and method for ensuring gender mainstreaming in Kenya, as it guarantees the right of women and men to equal treatment, including equality of opportunity in political, economic, societal, and political circles. As per the new constitution of 2010, no more than two-thirds of any state institutions elected or appointed staff needs to be of the same gender, laying the groundwork for fairer gender parity in government.

Nyachieng'a (2010) examined the challenges of gender mainstreaming in the public sector of Kenya. The data were gathered using both qualitative and quantitative methods, including interviews with key informants and a survey interview. The study revealed that, while Kenya's government is taking the lead in ensuring gender mainstreaming, much more work remains to be done before the process can be efficiently executed. The results of the study show that the main institutional barriers that influence gender mainstreaming include a lack of government policy goodwill, slow progress towards the development of gender policies by various ministries, a lack of awareness of gender issues among the staff, a lack of sufficient budget and operational staff and lack of adequate gender professional development. The study also shows that the principal external obstacles to gender mainstreaming in the public sector in Kenya are cultural and social factors. Factors like patriarchy, gender stereotyping, socialization and lack of awareness about gender issues were seen as major obstacles to gender inclusion.

Ocholi (2012) examined the gender mainstreaming policy implementation in the Public Service in Kenya. The study established that due to the absence of a unified communication system, adoption of Gender Mainstreaming was slow. It therefore recommended that formulation of a communication strategy to be done as a matter of priority and to use more friendly communication approaches to ensure acceptance of

gender mainstreaming policy by staff. It was also recommended that the Government to increase the budget for gender mainstreaming to encourage more advocacies that could employ more communication approaches, including the mass media. The study further recommended that top management to be sensitised at their level for them to show more commitment as an example to those below them to follow and give support to gender mainstreaming.

Njoka (2017) studied the constraints to effective gender mainstreaming policies implementation at the national police service based on a case study of administration police training college, Nairobi City County, Kenya. Descriptive survey research design was the research design used in this study. Primary data were collected using a closed as well as open-ended questionnaire. The results indicated that while gender mainstreaming policies were present, the impact of these policies did not feel as ineffectual, major restrictions on the policies' implementation were, the inadequate structures to achieve gender equity, and the absence of an interest in gender policy implementation. They also mentioned that there was no follow-up to finding solutions to problems with gender reported issues. Other challenges cited include improper representation, communication between senior and junior employees and inadequate coordination.

2.3 Summary of Review of Literature and Research Gaps

Gender mainstreaming is the process of (re)organizing, enhancing, emerging, and assessing policy processes so that a gender equity point of view is integrated into every policy at every level by actors who are usually engaged in making policies. Furthermore, mainstreaming is not only aimed at women, but also at men. Gender mainstreaming is a strategy for enhancing the public policies' quality, programs and projects and making the resources' allocation more effective. Better results mean better

welfare for men and women and the creation of a more culturally just and cohesive society. When a gender mainstreaming strategy is implemented, the gender equality issues are not only in the hands of any specific division but are present in all segments of a particular project.

Gender mainstreaming policy in policing institutions is a set of practical guidelines for how the security sector must integrate gender concerns into its structure, functions, procedures, and activities. It lays out the operational processes that security personnel must follow in order to create a gender-sensitive organization that adheres to gender equality principles. While policy direction is necessary to attain results, it is not sufficient in and of itself to ensure success. There are several major obstacles to overcome in order for a policy to be accepted and followed by those who will be affected by it.

Various studies have been undertaken in regard to gender mainstreaming. For instance, Ocholi (2012) examined the gender mainstreaming policy implementation in the Public Service in Kenya but failed to explicitly illustrate the factors that have precipitated the need for gender mainstreaming. In addition, Donatien and Njambi (2016) examined the gender mainstreaming in security sector reforms in Kenya based on an assessment of the National police service and Njoka (2017) assessed the constraints to successful gender mainstreaming policies' implementation at the national police service. However, these studies did not explicitly assess the contribution of gender mainstreaming in promoting/enhancing national security. Hence this study seeks to bridge these gaps by examining the contribution of gender mainstreaming in promoting national security based on a case study of Kenya National Police Service.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

The methods for collecting information on the field of study are described in this chapter. The chapter provides guidance on the research methodology for the study. The chapter presents details of the research design, research site, targeted population, sample of the study, sample size of the study, procedure of sampling, collection of data, analysis of data and legal and ethical considerations.

3.2 Research Design

This study adopted descriptive survey research design. This research design allows collection of quantitative and qualitative data that the study used. Quantitative data was collected utilizing questionnaires while qualitative data was collected using key informant interviews. This certain design is ideal since the research involved the simultaneous collection and comparison of data from the phenomenon. Rahi (2017) noted that descriptive survey designs were suitable if the overall goal is to demonstrate whether there was strong relationship between different factors at some time. The design is ideal since it intends at identifying the sets of certain groups, estimating and predicting the ratio with specific characteristics. In this design, quantitative data and qualitative data are collected to describe and explain topics of behaviour discerned about the contribution of gender mainstreaming in promoting national security by Kenya National Police Service.

3.3 Research Site

The research site was Starehe Sub-County in Nairobi City County. Starehe Sub-County was selected because it has the headquarters of Kenya national police service

making an ideal place for data collection regarding gender mainstreaming in National police service. The study selected National police service officials in Starehe Sub-County in Nairobi City County. Starehe Sub-County is a Kenyan electoral constituency. It is among the seventeen constituencies in Nairobi City County. It consists of Nairobi Central, Ngara, Pangani, Landimawe and Nairobi South (South B). The entire sub county is located within Nairobi City County area (Nairobi City County, 2014). The Kenya National Police Service comprises of Kenyan police service, the administrative police service and the criminal investigation directorate according to the provisions. Starehe was selected since it hosts all the departments of national police service and this helped in obtaining adequate and credible information to examine gender mainstreaming in the Kenya National Police Service and promotion of national security.

3.4 Target Population

The target population is defined as the entire group of individuals; units or elements the researchers want to spread the results (Rahi, 2017). Hence, the population targeted in study was 490 including Kenya police service officials, administrative police service officials and directorate criminal investigation officials in Starehe Sub-County in Nairobi City County for questionnaires and interviews. However, interviews were done among the senior officials at NPS (sub-county police commander, sub-county criminal investigation officer and critical infrastructure protection unit (CIPU) officer), NPSC, NGEC, IPOA and National Security Council. These officers included as Key informants in interviews are accountable for the gender mainstreaming, making plans, supervision and review of the activities of all personnel assigned to a major unit, including operations. The target population is as illustrated in Table 3.1.

Table 3. 1: Target Population

Category	Target Population	Percentage
Kenya police service officials	300	61.2
Administrative police service officials	60	12.2
Directorate criminal investigation officials	130	26.5
Total	490	100

Source: Starehe Sub County Police Headquarters (2021)

3.5 Study Sample

A sample is a set of entities drawn from a population in order to estimate the population characteristics (Collins, Ogundimu & Altman, 2016). Sampling is a procedure or method by which a subgroup from a population is chosen in order to take part in the study, in which a number of people are selected in a study in order to represent the large group from which they were selected (Etikan & Bala, 2017).

3.5.1 Study Sample Size

Sample is a finite part of a given population which studies properties to collect insight about the whole population (Schreier, 2018). The sample size was determined at 95% level of confidence level using the Yamane (1967) formula indicated below;

$$n = \frac{N}{1 + N(e)^2}$$

Where:

n = sample size,

N = Population size

e = margin of error set at 5%

$$n = \frac{490}{(1 + 490(0.05)^2)} = 221$$

The sample size was 221 as distributed in Table 3.2.

Table 3. 2: Sampling Frame

Category	Target Population	Ratio	Sample Size
Kenya police service officials	300	0.450	135
Administrative police service officials	60	0.450	27
Directorate criminal investigation officials	130	0.450	59
Total	490		221

Source: Starehe Sub County Police Headquarters (2021)

3.5.2 Sampling Procedures

Sampling involves selecting a portion of people from a whole group to approximate the target population. The study selected the respondents using stratified proportionate random sampling technique from 3 strata formed by category of the respondents that is, Kenya police service officers, administrative police service officers and Directorate criminal investigation officers. Stratified random sampling is a non-biased method by which heterogeneous people are grouped into homogenous sub-sets and selected in each subset to provide representativeness. The goal of stratified random sampling is to attain the optimum representation of different population subgroups. In stratified random samples, the current subgroups of the population are selected more or less in the sample (Yin, 2017). The study used simple random sampling to pick the participants in every stratum. The study purposively sampled senior officials at NPS (sub-county police commander, sub-county criminal investigation officer and critical infrastructure protection unit (CIPU) officer), NPSC, NGEC, IPOA and National Security Council.

3.6 Data Collection

The data collection is a systematically accepted form of information about variables of interest for the collection and measurement of research results, suppositions and results (Flick 2017). This section covers data collection instruments and pilot testing of the research tools.

3.6.1 Data Collection Instruments

Primary data was obtained using self-administered questionnaires and key informant interviews. The questionnaire contained both open and closed ended questions. The open questions are utilized to ensure that participants to provide an in-depth and felt answer without feeling hampered in the lighting of information and the closed questions enable the participant to reply from the limited choices that have been identified. As per Hagan (2014), the open-ended questions provide a thorough answer from respondents, while it is generally easier to evaluate closed or structured questions. The study used questionnaires so as to preserve time and money and also expedite an easier analysis as they are in immediate usable form. Key informant interviews had structured questions addressing the objectives of the study. The key informants for the interviews included sub-county police commander, sub-county criminal investigation officer, critical infrastructure protection unit (CIPU) officer in Starehe Sub-County. These were selected since they make decisions that could facilitate or impede gender mainstreaming at national police service. This makes them relevant in provision of information concerning contribution of gender mainstreaming in promoting national security.

3.6.2 Pilot Testing of Research Instruments

Pilot testing is the testing the research questions of a different sample population but with characteristics similar to the study population being investigated (Dikko, 2016). The pilot study was done at DCI headquarters in Kiambu. DCI headquarters at Kiambu was selected since it is part of Kenya National police service and was also not included in the study. The researcher randomly administered 22 questionnaires to the pilot survey respondents. This conforms to Mohajan (2017) recommendations that 10% of the sample size for the study can be used for pilot testing. Pilot testing is critical to

the research process since it aids in the detection and correction of ambiguous questions and instructions. It's also a chance to record significant feedback and suggestions from the audience. This aided in increasing the instrument reliability and validity and making the appropriate amendments.

3.6.3 Instrument Reliability

Reliability of the instrument is the extent to which a research tool generates similar findings in similar conditions on different occasions. It's the extent to which it assesses what it is meant to measure continuously (Mohajan, 2017). The question of whether or not a study's findings can be replicated is called reliability. The questionnaire was given to a pilot group of 11 randomly selected respondents from the target population and their responses were used to test the reliability of the tool. A 0.6 or higher composite reliability (Cronbach alpha (α)) coefficient of construction is completely acceptable. A coefficient of 0.7 or above was considered appropriate for all constructs in this study. The reliability coefficient of the research tool was evaluated with the following calculation of the alpha (α) of Cronbach:

$$\alpha = \frac{k}{k-1} \times [1 - \frac{\sum (S^2)}{\sum S^2_{sum}}]$$

Where: A = Cronbach's alpha

k = Number of responses

$\sum (S^2)$ = Variance of individual items summed up

$\sum S^2_{sum}$ = Variance of summed up scores.

3.6.4 Instrument Validity

Validity refers to the accuracy and significance of inferences drawn from research findings. Among the major reasons for undertaking the pilot study are to check the questionnaire's validity (Zohrabi, 2013). The study employed content validity,

which involves extrapolating test results to a large set of items that are similar to those on the test. The representativeness of the sample population is a concern for content validity. According to Heale and Twycross (2015), the test items' knowledge and skills should be representative of the larger domain of knowledge and skills. Expert opinion was sought to give opinion representativeness and suitability of questions, as well as to make suggestions for changes to the research tools' structure. This helps to increase the accuracy of the collected data. content validity of the research instrument was ascertained through expert opinion from the supervisor and research experts.

3.6.5 Data Collection Procedure

The researcher obtained an introduction letter from the university and a permit from NACOSTI that was presented to commanding officers so as to be permitted to collect the essential data from the participants. The questionnaires were administered to the sampled Kenya police service officials, administrative police service officials and directorate criminal investigation officials in Nairobi City County. To offer respondents adequate time to give thoughtful responses, the researcher employed a drop and pick in administering the questionnaire. This allowed the researcher to build rapport and elaborate the study's purpose as well as the meaning of any items that may be unclear. Moreover, key informant interviews were conducted by the researcher and trained research assistants. Those who were interviewed include senior officers among Kenya police service, administrative police service and directorate criminal investigation.

3.7 Data Analysis

Data analysis is the process of systematically applying statistical and logical techniques to describe and illustrate, condense and recap, and evaluate data (Sharma, 2018). Data analysis was done with assistance of Statistical Package for Social Sciences

(SPSS Version 25.0). All the received questionnaires were referenced and questionnaire items were coded to facilitate entry of the data. The data was cleaned by checking for errors in data entry. Quantitative data was analysed using descriptive statistics which include frequencies, percentages, mean scores and standard deviations. The findings for quantitative data were presented in tables and figures. The qualitative data from open-ended questions and qualitative interviews were analysed using content analysis. The findings from qualitative data were presented in paragraphs.

3.8 Legal and Ethical Considerations

The researcher observed essential clauses in ethics of social research such as having letter of introduction from the university (Appendix III). In order to protect the rights of all those who become the subject of the study or are influenced by it, the researcher followed the following guidelines: To begin, participants were informed of the study's goal and the confidentiality of information obtained via a letter, allowing them to provide informed consent (Appendix I). Once permission is given, the respondents retain their opportunity to rescind or decline to participate in some study aspects, including the right not to answer any question or set of questions and/or not to provide requested data, as well as the right to withdraw data they have already provided. The researcher also obtained research permit from university and National Commission for Science, Technology and Innovation (NACOSTI) (Appendix IV). The findings from the study would be shared with respondent and also participate in seminars and conferences to disseminate the information and also publish the work in refereed journals.

CHAPTER FOUR

DATA ANALYSIS AND FINDINGS

4.1 Introduction

This chapter presents analysis and interpretation of the primary data collected using questionnaires and interview guides. The findings aimed to examine gender mainstreaming in the Kenya National Police Service and promotion of national security in Starehe Sub-County, Nairobi City County. It covers findings for response rate, reliability analysis, background information, factors that have precipitated the need for gender mainstreaming, gender mainstreaming strategies, efficacy of existing gender mainstreaming policies and legal provision and gender mainstreaming effectiveness. The findings were presented in tables and figures.

4.2 Response Rate

The questionnaires that the researcher administered were 221 out of which only 162 were fully filled and returned. This gave a response rate of 73.3%. The non-response of 26.7% was attained as a result of failure to receive back questionnaires from the officers and also decline by some of the officers to participate in the study. However, the response rate was within Rahi (2017) recommendations that a response rate of 50% and above is significant for statistical analysis.

Table 4. 1: Response Rate

	Frequency	Response Rate
Response	162	73.3
Non-response	59	26.7
Total	221	100.0

Source: Field Data, 2021

4.3 Reliability Analysis

Reliability analysis was subsequently done using Cronbach's Alpha which measures the internal consistency by establishing if certain items within a scale measure the same construct. Mohajan (2017) established the Alpha value threshold at 0.7, thus forming the study's benchmark. The findings established a Cronbach Alpha for every objective which formed a scale. The factors that have precipitated the need for gender mainstreaming had a coefficient of 0.731, gender mainstreaming strategies had a coefficient of 0.802, efficacy of existing gender mainstreaming policies and legal provision had a coefficient of 0.746 and gender mainstreaming effectiveness had a coefficient of 0.773. The findings in Table 4.2 illustrates that all the five variables were reliable as their reliability values exceeded the prescribed threshold of 0.7 (Malhotra, 2015). This, therefore, depicts that the research instrument was reliable and therefore required no amendments. The findings are shown Table 4.2.

Table 4. 2: Reliability Analysis

	Alpha value	Comments
Factors that have precipitated the need for gender mainstreaming	0.731	Reliable
Gender mainstreaming strategies	0.802	Reliable
Existing Gender Mainstreaming Policies and Legal Provision	0.746	Reliable
Gender mainstreaming effectiveness	0.773	Reliable

Source: Field Data, 2021

4.4 Background Information

The respondents' background information sought in this study included gender, highest academic qualifications, age bracket and how long they have worked for national police service. This information was presented in sections 4.4.1, 4.4.2, 4.4.3 and 4.4.1.

4.4.1 Respondents' Gender

The researcher requested the respondents to indicate their gender. From the findings, most of the respondents indicated they were male as shown by 67.3% while the rest were female as shown by 32.6%. This implied that the researcher considered all the respondents in data collection since collected the data was from all the respondents regardless of their gender. There is a positive relationship between gender and national security. The results are shown in Table 4.3.

Table 4. 3: Gender of the Respondents

	Frequency	Percent
Male	109	67.3
Female	53	32.7
Total	162	100

Source: Field Data, 2021

4.4.2 Highest Academic Qualifications of the Respondents

The respondents were also asked to indicate their highest academic qualifications. From Table 4.4, the findings showed that 56.2% of the respondents had attained a certificate, 27.8% had attained a diploma, 9.9% had attained a degree, and 3.7% had attained a Master 's Degree while 2.5% had reached PhD level. This implies that that all the respondents had acquired basic education that was enough to give the required information on the subject under study. Most of the officers had a certificate only because the minimum qualifications to be a police officer are a KCSE certificate and a few officers advance their education after recruitment. There is a positive relationship between level of education and national security. The findings were illustrated in Table 4.4.

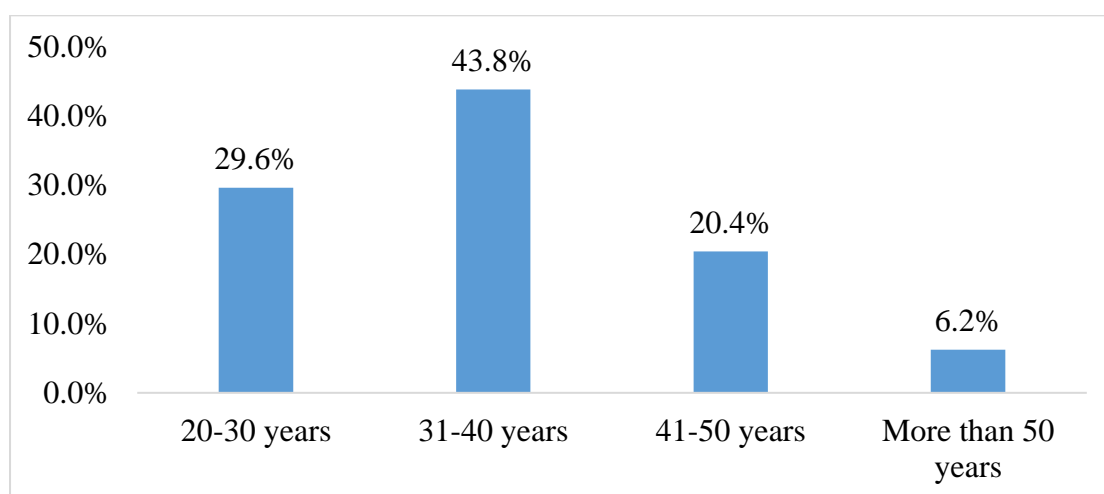
Table 4. 4: Highest Academic Qualifications

	Frequency	Percent
Certificate	91	56.2
Diploma	45	27.8
Degree	16	9.9
Masters	6	3.7
PhD	4	2.5
Total	162	100

Source: Field Data, 2021

4.4.3 Age Bracket of the Respondents

The researcher asked the respondents to indicate their age bracket. From the findings, the respondents indicated that they were aged between 31 and 40 years as shown by 43.8%, aged between 20 and 30 years as shown by 29.6%, aged between 41 and 50 years as shown by 20.4% while 6.2% of the respondents indicated to be aged more than 50 years. This shows that police force is dominated by officials aged between 31 and 40 years. This also shows that data collection cut across all the relevant age groups to obtain data on the subject under study. The results were as illustrated in Figure 4.1.

**Figure 4. 1: Age Bracket of the Respondents**

Source: Field Data, 2021

4.4.4 Period Working for National Police Service

The researcher asked the respondents to indicate how long they have worked for national police service. From the findings, the respondents indicated that they have worked for national police service for 7 to 9 years as shown by 41.4%, for 3 to 6 years as shown by 27.2%, for less than 3 years as shown by 25.9% and for more than 9 years as shown by 5.6%. This implies that most of the respondents had worked in national police service for long enough to be able to answer questions regarding contribution of gender mainstreaming in promoting national security. In addition, long working experience among police officers is attributed to more understanding concerning issues in the service like gender mainstreaming. The results were as shown in Table 4.5.

Table 4. 5: Period Working for National Police Service

	Frequency	Percent
Less than 3 years	42	25.9
3 to 6 years	44	27.2
7 to 9 years	67	41.4
More than 9 years	9	5.6
Total	162	100

Source: Field Data, 2021

4.5 Factors that have precipitated the Need for Gender Mainstreaming

The study sought to explore the factors that have precipitated the need for gender mainstreaming in the sphere of National security within Kenya National Police service in Starehe sub-county, Nairobi City County. The respondents were asked to specify if there are factors that have precipitated the need for gender mainstreaming in national police service. The findings are shown in Figure 4.2.

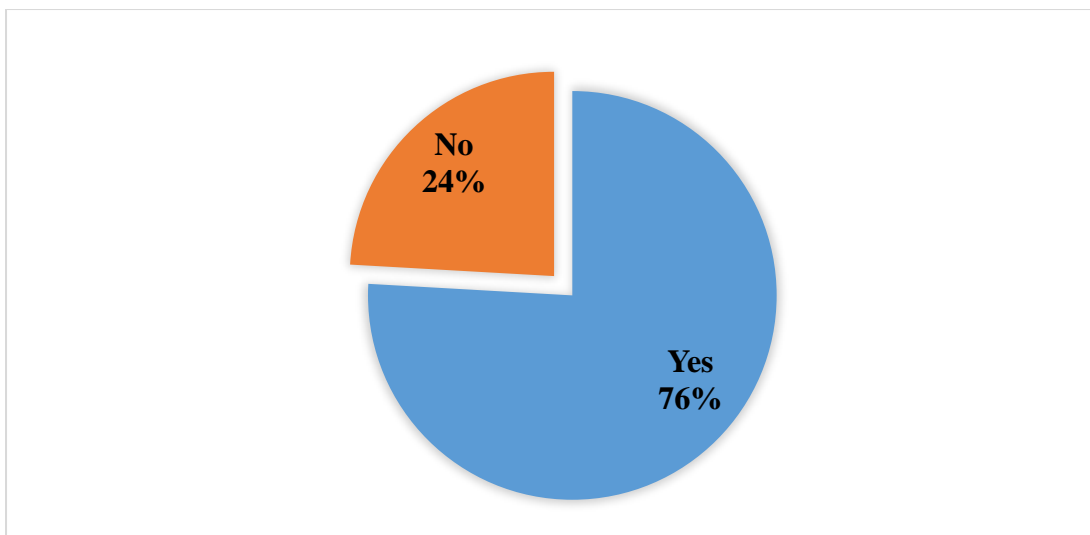


Figure 4. 2: Whether there are Factors that have precipitated the Need for Gender Mainstreaming

Source: Field Data, 2021

From the results, the respondents specified that there are factors that have precipitated the need for gender mainstreaming in national police service as shown by 76% while 24% of the respondents indicated that there are no factors that have precipitated the need for gender mainstreaming in national police service. This implies that there are factors that have precipitated the need for gender mainstreaming in national police service including frequent gender-based violence, sexual harassment, and sexism and increase in gender-based discriminations.

The respondents were also asked to indicate the level of agreement with the various statements on factors that have precipitated the need for gender mainstreaming in national police service using a 5-point Likert scale where mean less than 1.5 denotes strongly disagree (SD), $1.5 \leq \text{mean} < 2.5$ denotes disagree (D), $2.5 \leq \text{mean} < 3.5$ denotes neutral (N), $3.5 \leq \text{mean} < 4.5$ denotes agree (A) and $\text{mean} \geq 4.5$ denotes strongly agree (SA). The results are illustrated in Table 4.6.

Table 4. 6: Agreement with Statements on Factors that have Precipitated the Need for Gender Mainstreaming

	SD	D	N	A	SA	Mean	Std. Dev.
Frequent gender-based violence have led for the need for gender mainstreaming	1.9%	4.3%	3.7%	54.3%	35.8%	4.179	0.841
Gender stereotypes and sexism precipitates the need for gender mainstreaming	6.2%	56.8%	29%	6.2%	1.9%	2.407	0.777
Increase in gender-based discriminations in national police service recruitment calls for gender mainstreaming	0%	7.4%	22.2%	57.4%	13%	3.759	0.771
Political leaders advocate for gender mainstreaming for all state departments	0%	6.8%	14.2%	56.2%	22.8%	3.951	0.802

Source: Field Data, 2021

From the findings regarding the statement that frequent gender-based violence have led for the need for gender mainstreaming, 1.9% of the respondents strongly disagreed, 4.3% of the respondents disagreed, 3.7% of the respondents were neutral, 54.3% of the respondents agreed and 35.8% of the respondents strongly agreed. The mean for the statement was 4.216 and its standard deviation was 0.963. These findings imply that most of the respondents were in agreement that frequent gender-based violence having led for the need for gender mainstreaming.

Further regarding statement that gender stereotypes and sexism precipitates the need for gender mainstreaming, 6.2% of the respondents strongly disagreed, 56.8% of the respondents disagreed, 29% of the respondents were neutral, 6.2% of the respondents agreed while 1.9% of the respondents strongly agreed. The mean for the

statement was 2.407 and its standard deviation was 0.777. These findings imply that most of the respondents were in disagreement that gender stereotypes and sexism precipitate the need for gender mainstreaming.

Additionally, regarding the statement that increase in gender-based discriminations in national police service recruitment calls for gender mainstreaming, 7.4% of the respondents disagreed, 22.2% of the respondents were neutral, 57.4% of the respondents agreed and 13% of the respondents strongly agreed. The mean for the statement was 3.759 and its standard deviation was 0.771. These findings imply that most of the respondents were in agreement that increase in gender-based discriminations in national police service recruitment calls for gender mainstreaming.

Finally, regarding the statement that political leaders advocate for gender mainstreaming for all state departments, 6.8% of the respondents disagreed, 14.2% of the respondents were neutral, 56.2% of the respondents agreed and 22.8% of the respondents strongly agreed. The mean for the statement was 3.951 and its standard deviation was 0.802. These findings imply that most of the respondents were in agreement that political leaders advocate for gender mainstreaming for all state departments.

From the interviews, key informants said that factors that have precipitated the need for gender mainstreaming in the sphere of National security within National Police service include frequent gender-based violence, sexual harassment, and sexism and increase in gender-based discriminations. In support of this Sub- County police commander said:

Among the main factors that have led to need for gender mainstreaming in the sphere of National security within National Police service include the existence and continuous sexual harassment among the police officers, gender biased recruitment and promotion of officers, gender stereotypes and sexism and implementation of 33% gender rule (Source: Respondent 1)

The interviewed National Security Council officer in support said,

The need for gender mainstreaming in the sphere of National security within National Police service have been participated by the political influence where female leaders are fighting for equality, unfair recruitment into service where women are marginalized and increased gender-based violence within the police service (Source: Respondent 2).

4.6 Gender Mainstreaming Strategies

The study sought to determine gender mainstreaming strategies that have been adopted in order to promote national security within Kenya National Police Service in Starehe sub-county, Nairobi City County. The respondents were asked to indicate whether they think gender mainstreaming strategies promote national security within national police service. The findings are shown in Figure 4.3.

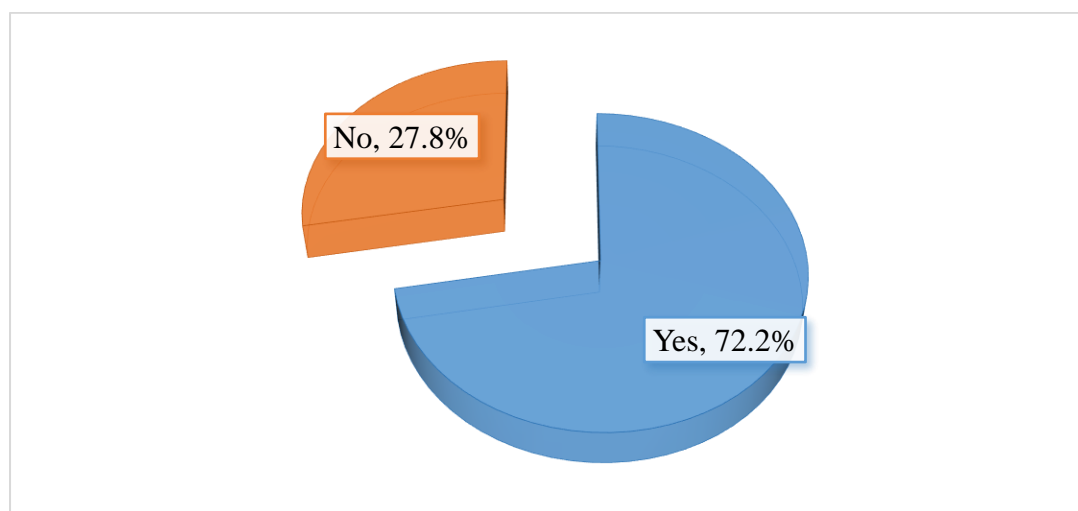


Figure 4. 3: Whether Gender Mainstreaming Strategies Promote National Security

Source: Field Data, 2021

From the findings, the respondents indicated that they think gender mainstreaming strategies promote national security within national police service as shown by 72.2% while 27.8% of the respondents indicated that they don't think gender mainstreaming strategies promote national security within national police service. The respondents also indicated that the gender mainstreaming strategies that have been

adopted by national police service include gender diverse recruitment and women integration in decision making.

The respondents were also asked to indicate the level of agreement with the various statements on gender mainstreaming strategies that have been adopted by national police service using a 5 Likert scale where mean less than 1.5 denotes strongly disagree (SD), $1.5 \leq \text{mean} < 2.5$ denotes disagree (D), $2.5 \leq \text{mean} < 3.5$ denotes neutral (N), $3.5 \leq \text{mean} < 4.5$ denotes agree (A) and $\text{mean} \geq 4.5$ denotes strongly agree (SA). The results are illustrated in Table 4.7.

Table 4. 7: Agreement with Statements on Gender Mainstreaming Strategies

	SD	D	N	A	SA	Mean	Std. Dev.
There is no preferential consideration in promotion based on gender	0%	1.2%	11.1%	72.8%	14.8%	4.012	0.557
There is gender equity in recruitment to national police service	0%	4.3%	16.7%	58.6%	20.4%	3.951	0.738
There is equal access to opportunities in national police service	2.5%	7.4%	25.3%	51.2%	13.6%	3.661	0.893
Women and men are equally involved in decision making in national police service	22.8%	57.4%	8.6%	6.2%	4.9%	2.130	0.998
Equal treatment is integrated into steering processes of national police service	2.5%	7.4%	19.1%	52.5%	18.5%	3.772	0.921

Source: Field Data, 2021

From the findings regarding the statement that there is no preferential consideration in promotion based on gender, 1.2% of the respondents disagreed, 11.1%

of the respondents were neutral, 72.8% of the respondents agreed and 14.8% of the respondents strongly agreed with statement. The mean for the statement was 4.012 and its standard deviation was 0.557. These results reveal that most of the respondents agreed that there is no preferential consideration in promotion based on gender.

Regarding the statement that there is gender equity in recruitment to national police service, 4.3% of the respondents disagreed, 16.7% of the respondents were neutral, 58.6% of the respondents agreed and 20.4% of the respondents strongly agreed. The mean for the statement was 3.951 and its standard deviation was 0.738. These findings show that most of the respondents agreed that there is gender equity in recruitment to national police service.

Additionally, on statement that equal treatment is integrated into steering processes of national police service, 2.5% of the respondents strongly disagreed, 7.4% of the respondents disagreed, 19.1% of the respondents were neutral, 52.5% of the respondents agreed and 18.5% of the respondents strongly agreed. The mean for the statement was 3.772 and its standard deviation was 0.921. These findings show that most of the respondents agreed that equal treatment is integrated into steering processes of national police service.

Further regarding the statement that there is equal access to opportunities in national police service, 2.5% of the respondents strongly disagreed, 7.4% of the respondents disagreed, 25.3% of the respondents were neutral, 51.2% of the respondents agreed and 13.6% of the respondents strongly agreed. The mean for the statement was 3.661 and its standard deviation was 0.893. These findings show that most of the respondents agreed that there is equal access to opportunities in national police service.

Finally, regarding the statement that women and men are equally involved in decision making in national police service, 22.8% of the respondents strongly disagreed, 57.4% of the respondents disagreed, 8.6% of the respondents were neutral, 6.2% of the respondents agreed and 4.9% of the respondents strongly agreed. The mean for the statement was 2.130 and its standard deviation was 0.998. These findings show that most of the respondents disagreed that women and men are equally involved in decision making in national police service.

From the interviews, the key informants said that the gender mainstreaming strategies that have been adopted by national police service include gender equity in recruitment, equal engagement of men and women in making decisions, equal opportunities of both men and women in promotions, gender impact assessment and gender equality training. In support of this, sub-county criminal investigation officer said:

In National police services, gender mainstreaming strategies which been adopted by national police service included equal opportunities of both men and women in promotions, gender-sensitive language, gender-specific data collection and analysis, gender impact assessment and gender equality training (Source: Respondent 3).

In addition, the key informants said that gender mainstreaming strategies promote national security within national police service by ensuring that there is equality in recruitment of officers and this guarantees participation of everyone (men and women) in promoting national security. In support of this, NPSC officer said:

Gender mainstreaming strategies ensures equal representation of both men and women in decision making regarding national security and gender mainstreaming strategies ensures that promotion of nation security is a responsibility of everyone since there is equal gender representation in police service (Source: Respondent 4).

4.7 Gender mainstreaming Effectiveness in Promotion of National Security

The study sought to examine the gender mainstreaming effectiveness in promoting national security in national police service in Starehe Sub-County. The respondents were also asked to indicate the agreement level with statements on gender mainstreaming effectiveness in promotion of national security using a 5 Likert scale where mean less than 1.5 denotes strongly disagree (SD), $1.5 \leq \text{mean} < 2.5$ denotes disagree (D), $2.5 \leq \text{mean} < 3.5$ denotes neutral (N), $3.5 \leq \text{mean} < 4.5$ denotes agree (A) and $\text{mean} \geq 4.5$ denotes strongly agree (SA). The results are illustrated in Table 4.8.

Table 4. 8: Agreement with Statements on Gender Mainstreaming Effectiveness

	SD	D	N	A	SA	Mean	Std. Dev.
National security recruitment reflects the diversity of the Kenyan people in equal measure	19.1%	51.9%	16%	9.3%	3.7%	2.265	0.996
Gender mainstreaming have enhanced frequent deployment of troops to maintain security across all regions in Kenya	0%	6.8%	20.4%	65.4%	7.4%	3.735	0.694
Gender mainstreaming have led to implementation of Civil defence and emergency preparedness measures in national police service	0%	3.7%	9.3%	57.4%	29.6%	4.130	0.724
Gender mainstreaming has ensured that national security is implemented in accordance with the law and in full respect of the rule of law concerning gender equity	0%	6.8%	32.7%	58.6%	1.9%	3.556	0.650
Gender mainstreaming have enhanced respect for diverse culture of the communities within Kenya	0%	5.6%	4.3%	73.5%	16.7%	4.012	0.659

Source: Field Data, 2021

From the findings regarding the statement that national security recruitment reflects the diversity of the Kenyan people in equal measure, 19.1% of the respondents strongly disagreed, 51.9% of the respondents disagreed, 16% of the respondents were neutral regarding the statement, 9.3% of the respondents agreed with statement and 3.7% of the respondents strongly agreed. The mean for the statement was 2.265 and its standard deviation was 0.996. These findings show that most of the respondents disagreed that national security recruitment reflects the diversity of the Kenyan people in equal measure.

Further regarding the statement that gender mainstreaming has enhanced frequent deployment of troops to maintain security across all regions in Kenya, 6.8% of the respondents disagreed, 20.4% of the respondents were neutral regarding the statement, 65.4% of the respondents agreed with statement and 7.4% of the respondents strongly agreed. The mean for the statement was 3.735 and its standard deviation was 0.694. These results imply that most of the respondents agreed that gender mainstreaming has enhanced frequent deployment of troops to maintain security across all regions in Kenya.

Also, regarding the statement that gender mainstreaming has led to implementation of civil defense and emergency preparedness measures in national police service, 3.7% of the respondents disagreed, 9.3% of the respondents were neutral regarding the statement, 57.4% of the respondents agreed with statement and 29.6% of the respondents strongly agreed. The mean for the statement was 4.130 and its standard deviation was 0.724. These findings show that most of the respondents agreed that gender mainstreaming has led to implementation of civil defense and emergency preparedness measures in national police service.

Further on statement that gender mainstreaming has ensured that national security is implemented in accordance with the law and in full respect of the rule of law concerning gender equity, 6.8% of the respondents disagreed, 32.7% of the respondents were neutral regarding the statement, 58.6% of the respondents agreed with statement and 1.9% of the respondents strongly agreed. The mean for the statement was 3.556 and its standard deviation was 0.650. These findings show that most of the respondents agreed that gender mainstreaming has ensured that national security is implemented in accordance with the law and in full respect of the rule of law concerning gender equity.

Finally, regarding the statement that gender mainstreaming has enhanced respect for diverse culture of the communities within Kenya, 5.6% of the respondents disagreed, 4.3% of the respondents were neutral regarding the statement, 73.5% of the respondents agreed with statement and 16.7% of the respondents strongly agreed. The mean for the statement was 4.012 and its standard deviation was 0.659. These findings show that most of the respondents agreed that gender mainstreaming has enhanced respect for diverse culture of the communities within Kenya.

From the interviews, key informant said that gender mainstreaming been effective in promoting National Security within the National Police service since National security recruitment reflects the diversity of the Kenyan people in equal measure, it has enhanced frequent deployment of troops to maintain security across all regions in Kenya and have led to implementation of Civil defence and emergency preparedness measures in national police service.

In addition, IPOA officer said,

Gender mainstreaming been effective in promoting National Security within the National Police service has ensured that national security is implemented in accordance with the law and in full respect of the rule of law concerning gender equity (Source: Respondent 5).

In addition, National Security Council officer said:

The impediments to gender mainstreaming include gender inequality, weak coordination and monitoring mechanisms at the national level, insufficient data and research, underrepresentation in decision making as well as inadequate financial resources and technology (Source: Respondent 6).

4.8 Gender Mainstreaming Transformative Policies and Legal Provision

The study sought to assess the efficacy of existing gender mainstreaming policies and legal provision in promoting National security within the Kenya National Police Service in Starehe sub-county, Nairobi City County. The respondents were asked to indicate whether gender mainstreaming policies and regulations influence treatment and opportunities of both men and women in national police service. The findings are shown in Figure 4.4.

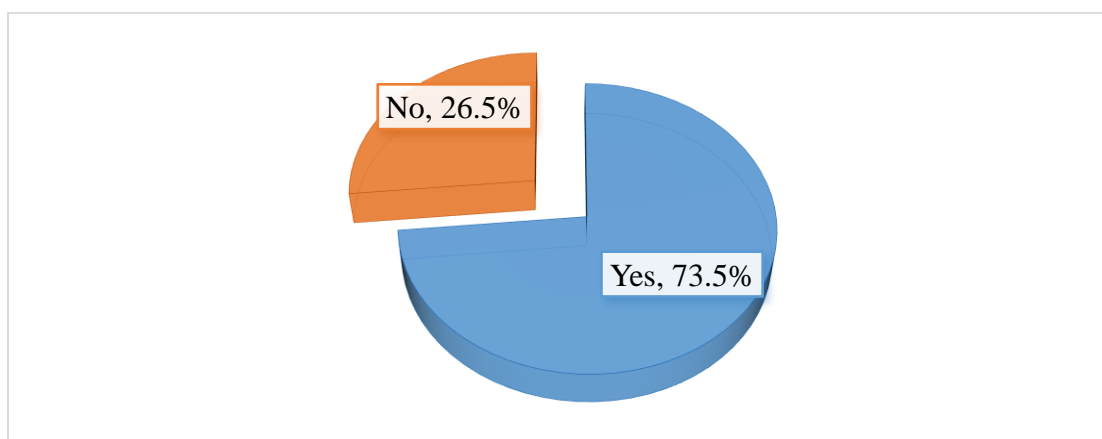


Figure 4. 4: Influence of Gender Mainstreaming Policies and Regulations

Source: Field Data, 2021

From the findings, the respondents indicated that gender mainstreaming policies and regulations have influence treatment and opportunities of both men and women in national police service as shown by 73.5%. The respondents indicated that the gender mainstreaming policies have been put in place to ensure gender equality at national police service include gender sensitive language policy.

The respondents were also asked to indicate the agreement level with statements on efficacy of existing gender mainstreaming policies and legal provision using a 5

Likert scale where mean less than 1.5 denotes strongly disagree (SD), $1.5 \leq \text{mean} < 2.5$ denotes disagree (D), $2.5 \leq \text{mean} < 3.5$ denotes neutral (N), $3.5 \leq \text{mean} < 4.5$ denotes agree (A) and $\text{mean} \geq 4.5$ denotes strongly agree (SA). The results are illustrated in Table 4.9.

Table 4. 9: Agreement with Statements on Existing Gender Mainstreaming Policies and Legal Provision

	SD	D	N	A	SA	Mean	Std. Dev.
There is a gender sensitive language policy for communication in both written and oral	4.9%	3.1%	21%	58.6%	12.3%	3.704	0.905
Leadership equality with 33% cent as the most important mass for female leaders is taken into account in national police.	18.5%	53.1%	6.2%	18.5%	3.7%	2.358	1.096
There is a framework for women's participation and motivation in resolving conflict	0%	5.6%	14.2%	50.6%	29.6%	4.043	0.814
There is a need to attract and enhance female officers in Kenya to ensure women's proper participation in security leadership.	4.9%	8.6%	14.2%	49.4%	22.8%	3.765	1.055
There are preserved positions for women in national police service	1.9%	13%	14.8%	61.1%	9.3%	3.630	0.891
Gender policy has affected a change in the responsibility for promoting national security for men and women	17.3%	51.2%	16%	12.3%	3.1%	2.327	1.002
There is gender equity in deployments of troops for promoting national security	0%	4.3%	11.7%	54.3%	29.6%	4.093	0.763

Source: Field Data, 2021

From the findings regarding the statement that there is a gender sensitive language policy for communication in both written and oral, 4.9% of the respondents strongly disagreed, 3.1% of the respondents disagreed, 21% of the respondents were neutral regarding the statement, 58.6% of the respondents agreed with statement, 12.3% of the respondents strongly agreed. The mean for the statement was 3.704 and its standard deviation was 0.905. This shows that most of the respondents agreed that there is a gender sensitive language policy for communication in both written and oral.

Regarding statement that leadership equality with 33% cent as the most important mass for female leaders is taken into account in national police, 18.5% of the respondents strongly disagreed, 53.1% of the respondents disagreed, 6.2% of the respondents were neutral regarding the statement, 18.5% of the respondents agreed with statement and 3.7% of the respondents strongly agreed. The mean for the statement was 2.358 and its standard deviation was 1.096. This shows that most of the respondents disagreed that leadership equality with 33% cent as the most important mass for female leaders is taken into account in national police.

Further on statement that there is a framework for women's participation and motivation in resolving conflict, 5.6% of the respondents disagreed, 14.2% of the respondents were neutral regarding the statement, 50.6% of the respondents agreed with statement, 29.6% of the respondents strongly agreed. The mean for the statement was 4.043 and its standard deviation was 0.814. This implies that most of the respondents agreed that there is a framework for women's participation and motivation in resolving conflict.

Additionally, on the statement that there is a need to attract and enhance female officers in Kenya to ensure women's proper participation in security leadership, 4.9%

of the respondents strongly disagreed, 8.6% of the respondents disagreed, 14.2% of the respondents were neutral regarding the statement, 49.4% of the respondents agreed with statement and 22.8% of the respondents strongly agreed. The mean for the statement was 3.765 and its standard deviation was 1.055. This shows that most of the respondents agreed that there is a framework for women's participation and motivation in resolving conflict.

Further regarding the statement that there are preserved positions for women in national police service, 1.9% of the respondents strongly disagreed, 13% of the respondents disagreed, 14.8% of the respondents were neutral regarding the statement, 61.1% of the respondents agreed with statement and 9.3% of the respondents strongly agreed. The mean for the statement was 3.630 and its standard deviation was 0.891. This implies in national police service, there are positions which are specifically preserved for women.

Regarding the statement that gender policy has affected a change in the responsibility for promoting national security for men and women, 17.3% of the respondents strongly disagreed, 51.2% of the respondents disagreed, 16% of the respondents were neutral regarding the statement, 12.3% of the respondents agreed with statement and 3.1% of the respondents strongly agreed. The mean for the statement was 2.327 and its standard deviation was 1.002. This reveals that majority of the respondents agreed that gender policy has affected a change in the responsibility for promoting national security for men and women.

Finally, regarding the statement that there is gender equity in deployments of troops for promoting national security, 4.3% of the respondents disagreed, 11.7% of the respondents were neutral regarding the statement, 54.3% of the respondents agreed

with statement and 29.6% of the respondents strongly agreed. The mean for the statement was 4.093 and its standard deviation was 0.763. This implies that there is gender equity in deployments of troops for promoting national security.

From the interview, National Police Service Commission official said:

Ways in which existing gender mainstreaming policies and legal provision have promoted national security within the national police service include ensuring equity in deployments of troops for promoting national security and attraction as well as enhancement of female officers in Kenya to ensure women's proper participation in security leadership and lays out the operational processes that security personnel must follow in order to create a gender-sensitive organization that adheres to gender equality principles (Source: Respondent 7).

Moreover, the National Security Council officer said:

To ensure effective gender mainstreaming within the national police service, there is need to ensure equality in recruitments and promotions, efficient allocation of resources for gender mainstreaming and strengthen the gender specific department through adequate funding and staffing (Source: Respondent 8).

CHAPTER FIVE

DISCUSSIONS, SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

The study sought to examine gender mainstreaming in the Kenya National Police Service and promotion of national security in Starehe Sub-County, Nairobi City County based on Starehe sub-county, Nairobi City County. The questionnaires were used for collecting data from Kenya police service officials, administrative police service officials, Directorate criminal investigation officials, senior officials at NPS (sub-county police commander, sub-county criminal investigation officer and critical infrastructure protection unit (CIPU) officer), NPSC, NGEC, IPOA and National Security Council. The findings of the study were tabulated and coded and analysed through descriptive techniques. The findings were thereafter presented using charts and tables. This chapter therefore presents summary of findings, discussions of findings, deduced conclusions, recommendations and suggestions for further research studies.

5.2 Discussions

There are various main inferences originating from this study findings. This section presents discussion of findings by comparing the current findings with past studies and scholars' arguments. From gender findings, women are in police force and this police service is making effort to bridge gender gap. In addition, the study included women since women officers are critical in responding to issues such as gender-based violence and rape cases. The findings also correlate with Koch and Fulton (2011) who noted that increases in women's legislative representation decreases conflict behaviour and defense spending, while the presence of women executives increases both.

Moreover, most officers had been in service in police force for a long time. This implies that they consider employment with the service as viable source of income and also indicate job satisfaction. Further, the fact that police service is attracting masters and PhD, it implies that the service is viewed has viable source of employment and hence gender mainstreaming is an issue of much importance. These findings concur with Skaggs (2014) who established that higher education have a positive relationship with National Security in united states.

5.2.1 Factors that have precipitated the Need for Gender Mainstreaming

The study found that factors that have precipitated the need for gender mainstreaming in national police service including frequent gender-based violence, sexual harassment, and sexism and increase in gender-based discriminations. These findings concur with Guzura (2017) who noted that gender mainstreaming is a strategy to integrate the concerns and experiences of both women and men in the design, implementation, monitoring and evaluation of policies and programs in every sphere of politics, the economy, in order to equally benefit women and men and to avoid inequality.

The study also established that frequent gender-based violence having led for the need for gender mainstreaming, that gender stereotypes and sexism precipitates the need for gender mainstreaming and that increase in gender-based discriminations in national police service recruitment calls for gender mainstreaming. The study political factors precipitate for gender mainstreaming where political leaders advocate for gender mainstreaming in police service. This concurs with Hafner and Pollack (2012) who noted that it is critical for people to understand that women are equal to men and needs to be treated as such in terms of rights, benefits, obligations, and opportunities.

The findings also showed that existence and continuous sexual harassment among the police officers, gender biased recruitment and promotion of officers, gender stereotypes and sexism and implementation of 33% gender rule have led to need for gender mainstreaming in national police service. In addition, the findings showed that the need for gender mainstreaming within national police service have been participated by the political influence where female leaders are fighting for equality and unfair recruitment into service where women are marginalized. These findings concur with Palmén and Schmidt (2019) who noted that the need for gender mainstreaming have been precipitated by various factors among them being frequent gender-based violence, gender stereotypes and sexism and increased gender-based discriminations as well as political goodwill.

5.2.2 Gender Mainstreaming Strategies

The study established that gender mainstreaming strategies promote national security within national police service. The study also found that there is no preferential consideration in promotion based on gender, that there is gender equity in recruitment to national police service and that equal treatment is integrated into steering processes of national police service. These findings concur with Hafner and Pullock (2002) who observed that gender mainstreaming is an exceedingly demanding strategy that requires all key players, many of whom may have the slightest impact in the issues of gender, to include the gender perspective in the policy process.

The study also established that there is equal access to opportunities in national police service, that women and men are not equally involved in decision making in national police service. This concurs with Mungania and Luketero (2017) who noted that gender mainstreaming requires gender understanding among all policy makers and learning programs to achieve the ability to implement mainstreaming strategies.

The study established that gender mainstreaming strategies ensures equal representation of both men and women in decision making regarding national security and ensures that promotion of nation security is a responsibility of everyone since there is equal gender representation in police service. These findings are in line with Chelangat (2019) who noted that male officers at the workplace were not getting preferential consideration in promotion thus all gender of staffs was considered equally for promotion. The number of female police officers has to be harmonized with that of male officers in different senior positions and in different departments.

5.2.3 Gender Mainstreaming Effectiveness in Promotion of National Security

The study found gender mainstreaming has enhanced frequent deployment of troops to maintain security across all regions in Kenya and that gender mainstreaming has led to implementation of civil defense and emergency preparedness measures in national police service. These findings concur with Allen (2019) who noted that to promote and enhance security in any country, there is need for everyone, male and female, to be involved, hence the need for gender mainstreaming in enhancing security.

The study revealed that gender mainstreaming has ensured that national security is implemented in accordance with the law and in full respect of the rule of law concerning gender equity and that gender mainstreaming has enhanced respect for diverse culture of the communities within Kenya. These findings are in line with Hagen (2016) who noted that gender mainstreaming is now widely accepted as a strategy for promoting gender equity by national and international organizations in all sectors especially in security sector where women have been marginalized. The findings also concur with Santucci (2017) who argues that government of US has been making efforts to promote equality for women worldwide, underpinning the premise that countries are

more stable, safe and prosperous if women are accorded similar rights as men, engaged fully in policy systems and economies of their countries, and live without violence.

Gender mainstreaming have been effective in promoting national security within the national police service since it enhanced frequent deployment of troops to maintain security across all regions in Kenya and have led to implementation of Civil defence and emergency preparedness measures in national police service. This concurs with Trump (2017) who argued that promoting equality among men and women around the world contributes to the growth of global GDP, strengthens prospects for peace agreements and counters violent extremism.

5.2.4 Gender Mainstreaming Policies and Legal Provision

The study established that gender mainstreaming policies have been put in place to ensure gender equality at national police service include gender sensitive language policy. This is in line with Cavaghan (2017) who noted that gender mainstreaming policy lays out the operational processes that security personnel must follow in order to create a gender-sensitive organization that adheres to gender equality principles. This concurs with Tyagi and Das (2017) who noted that gender mainstreaming policy applies to all aspects of law enforcement such as human resource management, corporate affairs, governance, and operations. The gender sensitive language use in communication both written and oral, gender awareness and police officers' education, programs for gender equity and affirmative actions on underprivileged gender, recurrent monitoring management reports, equality for women in training and development high job performance, and gender equality in transfers are among the strategies to be utilized in the execution of gender mainstreaming policies.

The study found that there is a gender sensitive language policy for communication in both written and oral and that leadership equality with 33% cent as the most important mass for female leaders is taken into account in national police. These findings concur with Ocholi (2012) who argues that while direction of policy is necessary to attain findings, it isn't sufficient in and of itself to ensure success. There are several major obstacles to overcome in order for a policy to be accepted and followed by those who will be affected by it.

The study established that there is a framework for women's participation and motivation in resolving conflict and that there is a framework for women's participation and motivation in resolving conflict. This concur with Njoka (2017) who noted that the constitution of Kenya is the most effective tool and method for ensuring gender mainstreaming in Kenya, as it guarantees the right of women and men to equal treatment, including equality of opportunity in political, economic, societal, and political circles.

The study established that there are preserved positions for women in national police service and that gender policy has affected a change in the responsibility for promoting national security for men and women. The study found there is gender equity in deployments of troops for promoting national security. Nyachieng'a (2010) shows that the main institutional barriers that influence gender mainstreaming include a lack of government policy goodwill, slow progress towards the development of gender policies by various ministries, a lack of awareness of gender issues among the staff, a lack of sufficient budget and operational staff and lack of adequate gender professional development.

The study found that gender mainstreaming policies and legal provision lays out the operational processes that security personnel must follow in order to create a gender-sensitive organization that adheres to gender equality principles. There is need to ensure equality in recruitments and promotions, efficient allocation of resources for gender mainstreaming and strengthen the gender specific department through adequate funding and staffing. This concurs with Ocholi (2012) who noted that government to increase the budget for gender mainstreaming to encourage more advocacies that could employ more communication approaches, including the mass media. The formulation of a communication strategy to be done as a matter of priority and to use more friendly communication approaches to ensure acceptance of gender mainstreaming policy by staff.

The study established that most of the senior officers are familiar with mainstreaming policies. In addition, the study established that though it has been challenging, men are becoming comfortable with mainstreaming policies like those that embrace promotion of women. The study established that some of policies that need to be included in gender mainstreaming is policies that advocate for equal involvement of both men and women in deployment for peace keeping missions and equal chance in recruitment. The study established that there have been trainings in national police service to sensitize officers on need for mainstreaming. The study also established that there are efforts to reward those who adhere to mainstreaming policies. This concur with Njoka (2017) who noted that the constitution of Kenya is the most effective tool and method for ensuring gender mainstreaming in Kenya, as it guarantees the right of women and men to equal treatment, including equality of opportunity in political, economic, societal, and political circles. The findings are in line with Socialist

feminism theory which notes that Women's freedom must be pursued together with all people's social and economic justice.

5.3 Summary of Main Findings

The study sought to explore the factors that have precipitated the need for gender mainstreaming in the sphere of National security within Kenya National Police service in Starehe sub-county, Nairobi City County. The study found that factors that have precipitated the need for gender mainstreaming in national police service including frequent gender-based violence, implementation of the gender rule, sexual harassment, and sexism and increase in gender-based discriminations. The study further established that political leader advocate for gender mainstreaming for all state departments. In addition, the findings showed that the need for gender mainstreaming within national police service have been participated by the political influence where female leaders are fighting for equality.

Further, the study sought to determine gender mainstreaming strategies that have been adopted in order to promote national security within Kenya National Police Service in Starehe sub-county, Nairobi City County. The study established that gender mainstreaming strategies promote national security within national police service. The study also found that equal treatment is integrated into steering processes of national police service. The study also established that there is equal access to opportunities in national police service, that women and men are not equally involved in decision making in national police service. The study established that gender mainstreaming strategies ensures equal representation of both men and women in decision making regarding national security and ensures that promotion of nation security is a responsibility of everyone since there is equal gender representation in police service.

The study also sought to examine the gender mainstreaming effectiveness in promoting National Security within the Kenya National Police service in Starehe sub-county, Nairobi City County. The study found gender mainstreaming has enhanced frequent deployment of troops to maintain security across all regions in Kenya and that gender mainstreaming has led to implementation of civil defense and emergency preparedness measures in national police service. The study revealed that gender mainstreaming has ensured that national security is implemented in accordance with the law and in full respect of the rule of law concerning gender equity and that gender mainstreaming has enhanced respect for diverse culture of the communities within Kenya. The study found that gender mainstreaming has been effective in promoting national security within the national police service since it enhanced frequent deployment of troops to maintain security across all regions in Kenya and have led to implementation of Civil defence and emergency preparedness measures in national police service.

Finally, the study sought to assess the efficacy of existing gender mainstreaming policies and legal provision in promoting National security within the Kenya National Police Service in Starehe sub-county, Nairobi City County. The study established that gender mainstreaming policies have been put in place to ensure gender equality at national police service include gender sensitive language policy. The study found that there is a gender sensitive language policy for communication in both written and oral and that leadership equality with 33% cent as the most important mass for female leaders is taken into account in national police. The study established that there is a framework for women's participation and motivation in resolving conflict and that there is a framework for women's participation and motivation in resolving conflict. The study established that there are preserved positions for women in national police service

and that gender policy has affected a change in the responsibility for promoting national security for men and women. The study found that gender mainstreaming policies and legal provision lays out the operational processes that security personnel must follow in order to create a gender-sensitive organization that adheres to gender equality principles. There is need to ensure equality in recruitments and promotions, efficient allocation of resources for gender mainstreaming and strengthen the gender specific department through adequate funding and staffing.

5.4 Conclusions

The factors that have precipitated the need for gender mainstreaming in national police service including frequent gender-based violence, sexual harassment, and sexism and increase in gender-based discriminations. Moreover, political leaders especially advocate for gender mainstreaming for all state departments. The need for gender mainstreaming within national police service has been participated by the political leaders who advocate for gender mainstreaming for all government agencies including national police service.

The study concluded that gender mainstreaming strategies promote national security within national police service. Gender mainstreaming strategies ensures there is no preferential consideration in promotion based on gender. Gender mainstreaming strategies ensures equal representation of both men and women in decision making regarding national security and ensures that promotion of nation security is a responsibility of everyone since there is equal gender representation in police service.

Gender mainstreaming have been effective in promoting national security in Kenya. Gender mainstreaming enhances frequent deployment of troops to maintain security across all regions in Kenya and ensures implementation of civil defense and emergency preparedness measures in national police service. The study revealed that

gender mainstreaming has ensured that national security is implemented in accordance with the law and in full respect of the rule of law concerning gender equity and that gender mainstreaming has enhanced respect for diverse culture of the communities within Kenya.

Finally, the study concluded that existing gender mainstreaming policies and legal provision have been efficient in promoting national security in Kenya. Gender mainstreaming policies have been put in place to ensure gender equality at national police service include gender sensitive language policy. In national police service, there is a gender sensitive language policy for communication in both written and oral and there is a framework for women's participation and motivation in resolving conflict and that there is a framework for women's participation and motivation in resolving conflict. Moreover, gender mainstreaming policies and legal provision lays out the operational processes that security personnel must follow in order to create a gender-sensitive organization that adheres to gender equality principles.

5.5 Recommendations

To address the first objective, the study recommends that there is need for central government to ensure gender mainstreaming addresses all the factors that precipitate its implementation. Gender mainstreaming at national police service should aim at reducing gender-based violence, sexual harassment and reduce unfair recruitment into service where women are marginalized.

There is also a need for policy makers in Kenya to formulation of a communication strategy to be done as a matter of priority and to use more friendly communication approaches to ensure acceptance of gender mainstreaming policy by police officers. It was also recommended that the government to increase the budget for

gender mainstreaming to encourage more advocacies that could employ more communication approaches, including the mass media.

To address the second objective, the study recommends that there is need for central government to come up with appropriate gender mainstreaming strategies in order to promote national security. This can be by looking at gender gaps like unequal promotions in national police service and coming up with initiatives to address these gaps. National Security Council officers need to ensure that there is no preferential consideration in promotion based on gender, gender equity in recruitment to national police service and involvement of both men and women in decision making in national police service.

In addition, there is need for communities in Kenya to create awareness regarding gender issues in general and gender mainstreaming in all sectors in the society. This could be done through organized workshops and seminars. There is need for attitudinal change by senior administrators regarding gender equality within the national police service.

To address the third objective, the study recommends that officials at Kenya national police service should ensure that gender mainstreaming plays its effective role in promoting national security. This can through ensuring enhanced frequent deployment of troops to maintain security across all regions in Kenya and implementation of civil defense and emergency preparedness measures in national police service.

There is also a need to strengthen the gender specific department through adequate funding and staffing. The national police service should think of establishing appropriate structures that can enhanced the implementation of gender mainstreaming

policies. The study recommended that the management of national police service should ensure they enforce capacity building, education and dissemination strategies should be adopted in government ministries. Officials at national police service should ensure that adequate financial and human resources should be allocated to all ministries for the implementation of gender mainstreaming because no activity would yield any meaningful result without resource mobilization.

To address the fourth objective, the study recommends that there is need for policy makers to ensure that all gender mainstreaming policies have been put in place to ensure gender equality at national police service such as gender sensitive language policy should be effectively adhered to. The study also recommends that the IPOA management should ensure appropriate systems of administration should be enforced in order to encourage those in leadership to have a framework of systems that promotes implementation of gender mainstreaming.

The study also recommends that central government should ensure those in the policy and budgetary chain should be educated to ensure gender sensitivity and the management should strengthen collaborations between gender mechanisms and those responsible for implementation of gender policies.

5.6 Areas of Further Research

The study was limited only to national police service in Starehe Sub-County, Nairobi City County. Hence the same study should be done in other sub counties in Nairobi and also be extended to all counties in Kenya. This will help in generalization of findings regarding gender mainstreaming in Kenya.

The study also recommends that future studies should look at contribution of gender mainstreaming in other government institutions country wide. This will also

help in generalization of findings regarding gender mainstreaming in Kenya. The study also recommends that futures studies should look at gender mainstreaming in the national security by focusing on constitution of Kenya 2010.

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APPENDICES

Appendix I: Informed Consent Form

My name is Hamdi Fathi Ali, a student at Africa Nazarene University, where I am pursuing a Master of Science Governance, Peace and Security Studies. As part of my Master's Degree requirements, I am completing a research study and I would like to include you in my study aiming to establish the contribution of gender mainstreaming in promoting national security.

Your written consent is required to participate so that I can confirm that you have been informed of the study and that you agree to participate. You are free to decline or discontinue your participation at any time during the study if you wish to do so. All "the information obtained in this study will be kept confidential. You will be asked to complete a questionnaire regarding the same. These questionnaire forms should take between 30 minutes but not longer than 45 minutes to complete in one sitting. The outcome of the information obtained during this research will be summarized and utilized in my thesis.

I have read the foregoing information. I understand and agree to the following;

1. My participation in the study is entirely voluntary.
2. I am free to withdraw from the study at any point.
3. I hereby consent to participate in this research.

Signature.....

Date.....

Appendix II: Questionnaire

This questionnaire is to collect data for purely academic purposes. The study seeks to examine **contribution of gender mainstreaming in promoting national security: A case study of Kenya National Police Service**. All information will be treated with strict confidence. Do not put any name or identification on this questionnaire. Answer all questions as indicated by either filling in the blank or ticking the option that applies.

Section A: Demographic Information

- 1) Please indicate your gender:
 - Male
 - Female
- 2) Please indicate your highest academic qualifications
 - Certificate
 - Diploma
 - Degree
 - Masters
 - PhD
- 3) Please Indicate your age bracket
 - 20-30 years
 - 31-40 years
 - 41-50 years
 - More than 50 years
- 4) How long have you worked for national police service?
 - Less than 3 years
 - 3 to 6 years
 - 6 to 9 years
 - More than 9 years

Section B: Factors Have Precipitated the Need for Gender Mainstreaming

- 5) Are there factors that have precipitated the need for gender mainstreaming in national police service?
 - Yes
 - No

6) If yes, please indicate some of the factors

.....

7) Please indicate your level of agreement with the following statements on factors that have precipitated the need for gender mainstreaming in national police service using a 5 Likert scale where 1 is strongly disagree 2 is disagree, 3 is neutral, 4 is agree and 5 is strongly agree

Statements	1	2	3	4	5
Frequent gender-based violence have led for the need for gender mainstreaming					
Gender stereotypes and sexism precipitates the need for gender mainstreaming					
Increase in gender-based discriminations in national police service recruitment calls for gender mainstreaming					
Political leaders advocate for gender mainstreaming for all state departments					

Section C: Gender Mainstreaming Strategies

8) Do you think gender mainstreaming strategies promote national security within national police service?

Yes

No

9) Please indicate some of the gender mainstreaming strategies that have been adopted by national police service

.....

10) Please indicate your level of agreement with the following statements on gender mainstreaming strategies that have been adopted by national police service using a 5 Likert scale where 1 is strongly disagree 2 is disagree, 3 is neutral, 4 is agree and 5 is strongly agree

Statements	1	2	3	4	5
There is no preferential consideration in promotion based on gender					
There is gender equity in recruitment to national police service					
There is equal access to opportunities in national police service					
Women and men are equally involved in decision making in national police service					
Equal treatment is integrated into steering processes of national police service					

Section D: Gender mainstreaming Effectiveness in Promotion of National Security

11) Please indicate your level of agreement with the following statements on gender mainstreaming effectiveness to promotion of national security within the National Police Service using a 5 Likert scale where 1 is strongly disagree 2 is disagree, 3 is neutral, 4 is agree and 5 is strongly agree

Statements	1	2	3	4	5
National security recruitment reflects the diversity of the Kenyan people in equal measure					
Gender mainstreaming have enhanced frequent deployment of troops to maintain security across all regions in Kenya					
Gender mainstreaming have led to implementation of Civil defence and emergency preparedness measures in national police service					

Gender mainstreaming has ensured that national security is implemented in accordance with the law and in full respect of the rule of law concerning gender equity					
Gender mainstreaming have enhanced respect for diverse culture of the communities within Kenya					

Section E: Existing Gender Mainstreaming Policies and Legal Provision

12) Do you have Gender Mainstreaming policies or regulations that influence treatment and opportunities of both men and women in national police service?

Yes

No

13) If yes, identify and explain the Gender Mainstreaming policies have been put in place to ensure gender equality at national police service?"

.....

14) Please indicate your level of agreement with the following statements on efficacy of existing gender mainstreaming policies and legal provision in promoting National security within the National Police Service using a 5 Likert scale where 1 is strongly disagree 2 is disagree, 3 is neutral, 4 is agree and 5 is strongly agree.

Statements	1	2	3	4	5
There is a gender sensitive language policy for communication in both written and oral					
Leadership equality with 33% cent as the most important mass for female leaders is taken into account in national police.					
There is a framework for women's participation and motivation in resolving conflict					

There is a need to attract and enhance female officers in Kenya to ensure women's proper participation in security leadership.					
There are preserved positions for women in national police service					
Gender policy has affected a change in the responsibility for promoting national security for men and women					
There is gender equity in deployments of troops for promoting national security					

Thank you for your Participation

Appendix III: Key Informant Interviews

1. What factors have precipitated the need for gender mainstreaming in the sphere of National security within National Police service?
2. Please indicate gender mainstreaming strategies that have been adopted by national police service?
3. In which ways do you think gender mainstreaming strategies promote national security within national police service?
4. How has gender mainstreaming been effective in promoting National Security within the National Police service?
5. Please list the strategies have been put in place in assignment of duties for both men and women?
6. In which ways do you think existing gender mainstreaming policies and legal provision in have promoted National security within the National Police Service?
7. What would do you think should be done to ensure effective gender mainstreaming within the National Police Service?

Appendix IV: Research Approvals and Letters



15th April, 2021

RE: TO WHOM IT MAY CONCERN

Hamdi Fathi Ali (19J03DMGP049) is a bonafide student at Africa Nazarene University, in the Governance, Peace and Conflict Studies Department. He has finished his course work and has defended his thesis proposal entitled: - *“Contribution of Gender Mainstreaming in Promoting National Security: A Case Study of Kenya National Police Service in Starehe Sub-County, Nairobi County”*.

Any assistance accorded to him to facilitate data collection and finish his thesis is highly welcomed.



Dr. Titus Mwanthi.

Ag. Deputy Vice Chancellor, Academics.

Appendix V: Research Permit


REPUBLIC OF KENYA
NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION

Ref No: **905398**

RESEARCH LICENSE

Date of Issue: **29/April/2021**

RESEARCH LICENSE




This is to Certify that Ms. HAMDI FATHI ALI of Africa Nazarene University, has been licensed to conduct research in Nairobi on the topic: CONTRIBUTION OF GENDER MAINSTREAMING IN PROMOTING NATIONAL SECURITY: A CASE STUDY OF KENYA NATIONAL POLICE SERVICE IN STAREHE SUB-COUNTY, NAIROBI COUNTY for the period ending 29/April/2022.

License No: **NACOSTIP/21/10201**

Applicant Identification Number: **905398**

Director General
NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION

Verification QR Code



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Appendix VI: Map of the Study Area

