POLICE OFFICERS' PERCEPTIONS OF FACTORS CONTRIBUTING TO CORRUPTION IN THE POLICE FORCE: A CASE OF NAKURU COUNTY, KENYA

SUMARE LETURA KISIPAN

A thesis submitted to the Graduate School in partial fulfillment for the requirements for the award of Master of Research and Public Policy degree of Egerton University

EGERTON UNIVERSITY

MAY, 2019

DECLARATION AND RECOMMENDATION

Declaration

This thesis is my original work and has not been presented for the award of a degree in this or any other institution.

Signature: _____ Date_____

Sumare Letura Kisipan

Reg No: EM22/04016/14

Recommendation

This thesis has been submitted for examination with our approval as the university supervisors.

Signature: _____ Date_____

Prof. Mark Okere

Department Curriculum, Instruction, and Education Management,

Egerton University

Signature: _____ Date_____

Prof. Dolphine Wanga- Odero

Department of Curriculum, Instruction, and Education Management,

Egerton University

COPYRIGHT

DEDICATION

This thesis is dedicated to my late Dad David Letura Kisipan who taught me that integrity pays.

ACKNOWLEDGEMENT

ABSTRACT

Corruption is a vice which has been tried to be eradicated in the Republic of Kenya but to no avail. Corruption is evident in almost every public sector in our country. Successive governments have cried foul of this menace but no single regime was able to control it. The police are ranked as the most corrupt public officers in the country. The police are expected to provide very crucial services to the people. They are mandated to keep law and order in the country. Corruption can stand out as a very serious impediment to them in providing their services to the public. This study attempted to investigate police officers' perceptions of factors contributing to corruption in the police force. The study focused on three objectives: to determine institutional factors which are contributing to persistence of corruption among members of the police service in Kenya, to establish the influence of the public's corruption culture to corruption in the police force and to identify possible solutions from the police themselves. The study looked at the problem from the police point of view. The study used qualitative methods of research. The study was guided by theory of social disorganization. The researcher gathered data using focus group discussion and the research design used was grounded theory research design through a typical case of Nakuru County. Samples were gathered through purposive sampling technique. The research held focus group discussions with police officers from the five selected police stations within Nakuru County. The five police stations selected are; Nakuru Central Police Station, Bondeni Police Station, Nakuru Railway Police Station, Njoro Police Station and Bahati Police station. Two focus groups discussions were conducted in Njoro and Bondeni to determine the public's views on police corruption. Trustworthiness was ensured by testing the focus group interview guide through a pilot study. Adherence to the focus group guide was used as a means of ensuring objectivity. Credibility was ensued by frequent debriefing with the research supervisors and peers scrutiny of research project. Triangulation of the five police stations being studied was also employed as a means of ensuring credibility. The data analysis was done through thematic content analysis with the help of Nvivo software where themes and concepts were analyzed. The findings from the study showed that the police officers perceived themselves to be corrupt and that the police corruption culture is just but a true reflection of the nature of the society. The study also found that bribery is mostly given to the police by the law breaking citizens who want their dirty and corrupt lives covered by the police. The study recommends a multi sectoral approach to curb corruption. The study gave out a recommendation that intensive civic education should be done to enlighten the public on the negative effects of corruption.

TABLE OF CONTENTS

LIST OF TABLES

LIST OF FIGURES

ABBREVIATIONS AND ACRONYMS

ACB   Anti-Corruption Bureau

APS   Administration Police Service

BBC   British Broadcasting Corporation

CGD   Centre for Governance and Development

CLARION   Centre for Law Research International

CPI   Corruption Perception Index

KPS   Kenya Police Service

NARC   National Rainbow Coalition

NIV   New International Version

NPS   National Police Service

NSCE   National Survey on Corruption and Ethics

TI   Transparency International

UN   United Nations

UNCAC   United Nations Convection against Corruption

UNODC   United Nations Office on Drugs and Crime

CHAPTER ONE
INTRODUCTION

1.1 Background to the Study

Various authors define corruption differently, For example; some define it as the misuse of public office for private gain by elected politician or appointed civil servant (Daniel, 2000; Jacob, 2005). While Petrus van Duyne (2001) defines corruption as an improbity or degeneration in the decision-making practise where a decision-maker assents to digress from the principle which should guide his or her decision-making, in return for an incentive or for the assurance or anticipation of a reward, while these intentions swaying his or her decision. Corruption refers to the dishonest or partial exercise of official functions by the public official (Independent Commission Against Corruption, 1998). Transparency International (2003) defines corruption as the misuse of public power for private benefit. Misuse involves applying illegal and unethical standards. Some researchers define corruption from a behavioural perspective as the abuse of public power for private benefit (Park, 2003). Svensson (2005) indicates that corruption can be a response to either beneficial or harmful rules.

Corruption appears in response to benevolent rules when individuals pay bribes to avoid penalties for harmful conduct or when monitoring of rules is incomplete. Most considerations of the causes of corruption have been conceptual rather than empirical (Getz &Volkema, 2001). Ashour (2006) classified the underpinning factors of corruption into political infrastructure of state, economic structure, institutional infrastructure, and social/cultural infrastructure. Therefore, corruption is an outcome of a country's political and legal aspects, economic and structural policies, and the role of institutions, human development, and globalization. Economists explain corruption in terms of institutional theories that suggest looking at per capita income, education, and the role of instructions that restrict market and competition as causes of corruption (Svensson, 2005).

Corruption has ravaged every civilization known to have existed in human history. Political corruption is cited by several historians as among the causes of the fall of the once great Roman Empire (Huntington, 2008). Corruption is one thing that can erode any social economic achievements of any nation. Corruption brings mistrust, laxity, laziness, greed and all sorts of evil, which by no means can bring any people down. Corruption transcends frontiers or era and is stated in religious books such as the Bible ("Do not accept a bribe, for a bribe blinds those who see and twists the words of the innocent", Exodus 23; 8 NIV), and in

Chinese dynasty of Qin Dynasty (221-207). A case in point of corruption in modern civilizations is the disintegration of the once famous and powerful Soviet Union because of grand corruption. The once dreaded empire built on communist principles was brought down by corruption, (Johnson, 2005). The regime was built on principles of equity and fairness but within no time those in places of influence started accumulating wealth through dubious ways that is, corruption.

On the global scene, countries have put forth spirited efforts against corruption by ratifying to the United Nations Convection against Corruption (UNCAC), which came into force in December 2005 with 155 states, Kenya included, of the United Nations ratifying it. It is an international legal instrument and the only one geared globally to fight corruption. The UNCAC indulges member States to thwart and criminalize corruption; to encourage international cooperation; to help in seizing and repossession of stolen properties and to advance technical help and information interchange in the public sector as well as the private sector (World Bank, 2014). The Convention introduces trailblazing measures in four specific areas: prevention, criminalization, international cooperation and asset recovery. The United Nations Office on Drugs and Crime (UNODC) helps member States of the United Nations in the implementation of the UN Convention against Corruption and offers technical support and training.

African countries are said to remain behind in development because of corruption. African countries inherited systems of governance from the western imperialist. The colonial rulers were blamed for the wanton looting of resources from the African continent to develop their own countries. Africans rose in arms to fight against this colonialist corruption. It was expected that when they get to those leadership positions they would behave differently. To the amusement of many, the new crop of African leaders who picked from the imperialists proved to have greater appetite for looting public resources than even the hated and dreaded imperialist (Klitgaard, 2008).The African leaders became the vampires of the new order. They went on a looting spree accumulating public wealth from the public coffers.

Kenya has not been exempted from the problems of corruption. A nation-wide opinion poll published in October 2014 by the International Republican Institute found that "24% of respondents say that corruption is the single most important issue facing Kenyan, followed by poverty (22%) and unemployment (15%)"(Transparency International-Kenya, 2012). This problem observed by Kenyans is reported in succeeding years up to date. In fact, levels of

corruption are said to be increasing every year and is defined by some as fundamentally widespread.

According to Mutonyi (2003) in his paper entitled. "Fighting Corruption: Is Kenya on the right tract?" Corruption can be traced back to its origins in the early years of Kenya as an independent nation until the height of the corruption in the 1990s. First, in the Early Post-Independence Culture; from the inception of independence in 1963, Kenya had already developed an elite capitalist class where ample personal wealth, notwithstanding, the means used to acquire it, seemed to be a prerequisite for victory in politics. Secondly, Lack of distinction between private and public responsibilities of officials holding public position precipitated the corruption culture. Public officials' leadership positions pivots very largely to the magnitude to which one is able to fulfill his or her own community needs. Thus, public officials come under intense pressure to offer favors, work and other economic assistances to their family and their local community. Finally, Mutonyi asserts that ethnic factions have fueled corruption in Kenya. Since ethnicity is a strong part of Kenyans' identities, distribution of resources has favored those affiliated with the ruling regime's ethnic group. Furthermore, hiring in the public sector is not meritocratic rather, nepotism and cronyism pervade it. This has led to unexceptional and mediocre delivery of services in the public sector

Kenya has been weighed down with a number of scandals among them Goldenberg scandal, Anglo leasing, Maize scandal, oil scandals, Grand/ Laico Regency among others. Kenya remains in the bottom 20 percent of Transparency International's Corruption Perception Index (CPI), (Transparency International, 2013). Kenya has had a number of commissions set up to unravel the scandals but all of them have proved to be an exercise in futility. A survey done in 2004 by the World Bank and the Kenya Institute for Public Policy Research shows that graft still oils the wheels of business in Kenya. Half of the firms surveyed said that they had been asked for a bribe in the past year. Corruption is observed to be the biggest impediment to quality and equitable service delivery in the public sector. Corruption is eroding the development efforts of the Government (Ngunjiri, 2003). It is slowing down development and service delivery in both private and public sector.

Successive Governments have tried to stamp out the corruption cycle but with little success. Corruption is said to be rampant almost in every sector of public service. Many efforts have been put forward by successive governments to stop the menace of bribe taking by the police

but to no avail. Many reforms have been initiated with aim of eradicating the vice but it is still glaring at us. The Kenyan government has adopted various strategies in fighting corruption, this includes parliament enacting legislation towards establishment of an independent Ethics and Anti-Corruption Commission (EACC) in 2011. Inclusion of Leadership and Integrity as chapter six in the constitution which obligates state officers to be objective and impartial in decision making, and ensure decisions are not influenced by nepotism, favouritism, other unsuitable motives or corrupt practices (Transparency International, 2013). Local and international Civil Societies and NGO's, have also had an effect on the fight against corruption. The civil societies have also played a critical role in this respect. For example, civil societies such as Transparency International- Kenya (TI-Kenya), Mars Group, Centre for Governance and Development (CGD), and Centre for Law Research International (CLARION) have offered intellectual leadership by continuously analyzing the impact of corruption on public coffers.

When the NARC government (2002) came into power on the platform of zero tolerance to corruption. On December 30, 2002, H. E. President Mwai Kibaki said:

> "*Corruption will now cease to be a way of life in Kenya and I call upon all those members of my government and public officers accustomed to corrupt practice to know and clearly understand that there will be no sacred cows under my government*".

With this commitment, the Kenyan citizenry had reasons to look forward to a clear break from the corrupt past and a government that would relentlessly pursue the corrupt (Njuguna & Bruce, 2003).The new constitution promulgated in 2010 under the grand coalition, judicial reforms, and the many police reforms were expected to bring up a new nation free of corrupt practices. This then calls for researchers, think tanks and all of us to do further study to determine and identify factors that motivate police to keep on taking bribes despite the concerted efforts of eradicating the vice. There is no room of giving up the fight on corruption for it is having a direct bearing on our under development in all aspects of life.

Police are not corrupt by themselves. There is an influence of the public, which is making the police corrupt. This is commonly called the public's corruption culture. The common citizenry believe that essential service, which they require from those in authority, can easily be processed if the hands are 'oiled'. The argument that it makes sense to do it makes

corruption inevitable and very hard to fight. It makes it popular and normal. The system and the public have believed corruption as a way of getting things done in the shortest time and cheapest way (Bryan, 2013).

The police service is ranked as the most corrupt public institution in Kenya, a report by Transparency International (TI) shows the Police Force in Kenya as the most corrupt government department for a sixth year running (Transparency International, 2014). The surveys done by both international and national institutions all show that the police are still the most corrupt public institution in the country (BBC News, 2014). The police service is one of the very important public institution which provides security and ensures adherence of law and maintenance of peace and order. These crucial services they are to provide are being impaired by corruption. Their service delivery is compromised by corruption and the public are left suffering and lacking the very crucial service from the police.

1.2 Statement of the Problem

Police are expected to provide their service without partiality or fear of any kind. They are also supposed to provide a corrupt free service to the public. Engagement of police to corrupt activities has great danger to the security of the nation. It has economic, social and political negative effects. There has been constant complains and lack of confidence from the public and other stakeholders towards police operations all over the country. Often, the policy discourse and researches on police corruption have taken the outsider and prescriptive approach which has had little impact so far. It is important to understand the persistence of corruption in the service from the police themselves and then understand the policy options from the insider approach. This study therefore sought to fill this gap by identifying the police officers' perceptions on factors contributing to corruption in the police force, and therefore inform the policy discourse from an insider approach.

1.3 The Purpose of the Study

The study aimed at identifying police officers' perceptions of factors contributing to corruption in the police force.

1.4 Objectives of the Study

i.   To determine the police officers perceptions on the institutional factors which are contributing to persistence of corruption among members of the police service in Kenya

ii.   To establish the perception of the publics on corruption in the police force.

iii. To establish the police officers perceptions on the influence of the public's corruption culture to corruption in the police force.

iv.   To identify possible solutions to the problem of corruption from the police themselves.

1.5 Research Questions

The study was guided by the following research questions

i.   What are the police perceptions on the institutional factors encouraging corruption in the police force?

ii. What is the perception of the publics on corruption in the police force?

iii. How does the public's corruption culture from the police perceptive influence corruption in the police force?

iv. What possible solutions to the problem of corruption can emanate from the police themselves?

1.6 Significance of the Study

The study is expected to contribute to the body of knowledge already existing on police corruption. The findings from this research may thus be useful source of information to national government in that it will help know why the police engage in corruption and how the menace can be eradicated. The research might benefit the entire police force in that it will expose their grievances to the government for appropriate action. It might by extension be of benefit to the public in that it will enlighten them on how the public is enhancing the police into corrupt activities through the public corruption culture and thus learn how to halt it. The research findings might also be useful source of information for researchers and development practitioners who need to conduct further research on the same topic in other counties and countries.

1.7 Scope of the Study

The study was carried out in Nakuru County, Kenya. The study area was selected with the identified stations having had high rates of reported cases of corruption. The study encompassed institutional (internal) factors. These were: recruitment, retention, promotion, housing, nepotism and favoritism, training, salaries and monitory allowances. The study also encompassed public's corruption culture (external forces). The research study was carried out in five police stations in Nakuru County, namely, Nakuru Central Police Station, Bondeni

Police Station, Nakuru Railway Police Station, Bahati Police Station and Njoro Police Station. The respondents comprised police officers of various cadres from the selected police stations in Nakuru that have worked together and have developed a cordial working relationship among themselves.

1.8 Limitations of the Study

i. **Data collection**. This was a very sensitive research study and getting information proved to be difficult. The research involved conducting a focus group discussion. It was feared that the police might fear confiding information which would taint their profession negatively. The researcher informed the respondents that the information gathered was for academic purposes only and that nobody was to be victimized in any way for the information given.

ii. **Bureaucracy**. Police are people who work with ranks and files. Information is passed in an orderly and very sensitive manner. The information that concerns the police is supposed to be communicated through a specified channel. The researcher sought consent allowing him to collect data from the senior authority in police force. This neutralized the fear of giving information.

iii. **Generalization**. The issue of representation and generalization stands as a limitation because the research was carried out in five police stations in Nakuru County whose level of corruption may be different from other police stations in other counties.

1.9 Assumptions of the Study

This research study was undertaken with various assumptions in mind. The sensitivity of corruption makes it hard to deduce information. Information in the disciplined forces follows a hierarchy which at times makes research work difficult.

Information gathering: The researcher assumed that the officers he identified and interviewed were knowledgeable enough and gave the required information. Focus group discussions require that the interviewee is knowledgeable about the topic and is in a position to explain issues in a manner that the researcher will understand. It should be noted that information in the discipline forces is hard to get because information is required to be given by specific people only. Questioning people on issues as sensitive as corruption might be hard but the researcher assumed that the sampled people gave honest information which helped the researcher make informed conclusions.

1.10 Operational Definition of Terms

Bribe: This is an amount of money or gift given to somebody "in our case the police" to alter the normal enforcement of the law (Macmillan, 2010). The action of giving and receiving this money or tokens is termed in this research study as bribery. In this study the word bribe means any monetary rewards given to police officers in return for a favour. The word is used interchangeably with the word corruption.

Corruption: The act of giving or obtaining an advantage through the abuse of entrusted power by means which are illegitimate, immoral, and/or inconsistent with one's duty or the rights of others (Macmillan, 2010). In this study, the word is used to mean or highlight the action or inactions of the police in abuse of their expected exercise of authority to solicit for a bribe for service delivery.

Institutional Factors: These are the systemic channels within am institution (Macmillan, 2010). In this study, institutional factors will mean the processes of recruitment, retention, promotion and dismissal within the police service. It also connotes the entire crime system from the police arresting a culprit to the judge making the judgments in the courts.

Motivating: This is an impulse which drives a person to do something. It's the general desire or willingness of someone to do something (Macmillan, 2010). In the study the word is used to describe impulses which contribute to police being corrupt. It is used interchangeably with the word contributing.

Perception: It refers to the way in which something is regarded, understood, or interpreted according to Free Dictionary (Farlex, 2003). In this study, the same meaning applies.

Police: This is a body of persons trained and empowered with the mandate and machinery of state to enforce law, protect property and maintain order (Macmillan, 2010). This study will focus on the Kenyan police service.

Policy Makers: These are people or entities in the government that make policies to address a specific problem (Macmillan, 2010). In this study policy makers will mean people who make up guidelines to be followed by the police. They are people or bodies mandated to direct the practice of the police. In this study the policy

makers are multi-sectored; they include the Independent Police Oversight Authority, Legislature, Judicial practitioners and Non-Governmental Organizations.

Police Service: Article 243 establishes the National Police Service Act which comprises of the Kenya Police Service (KPS) and Administration Police Service (APS), the directorate of criminal Investigations. The National Police Service (NPS) functions throughout Kenya and the main functions are; Strive for the highest standards of professionalism and discipline among its members; Prevent corruption, promote and practice transparency and accountability; Comply with constitutional standards of human rights and fundamental freedoms (Constitution of Kenya, 2010). In the study, the word does not distinguishing the different departments of the police but is used to denote the entire Police Service i.e. the regular police, administration police and the Directorate of Criminal Investigations.

Publics' Corruption Culture: This is a sustained behavior which views corruption as normal and assumes that there is nothing that can be done effectively, cheaply and on time if one does not give out bribes (Bayley, 2006). In this study Publics' corruption culture will mean it is an accepted norm to give out bribes to the police officers in order to be served by them.

CHAPTER TWO
LITERATURE REVIEW

2.1 Introduction

This chapter will review scholarly literature that discussed about Corruption in the world and Africa, police corruption, culture and corruption, institutional factors and corruption. The chapter also contains theoretical and conceptual frameworks which guided the study.

2.2 Corruption in the World and Africa

Interest in governmental probity and accountability has surged in African countries as in the rest of the world. Reflecting growing popular awareness and new opportunities to speak openly, corruption and abuse of office have attracted banner headlines in newspapers in African countries such as Kenya, South Africa, Ghana and Nigeria. Corruption has also become a central issue in election campaigns in Africa's new democracies (Anderson, Christopher & Yuliya, 2013). Indeed, a broad consensus has emerged among democracy scholars and advocacy groups that "corruption is corruption" no matter the form it takes. Political (or official) corruption, involving abuse of public office for private ends, has been described as democracy's hidden disease. Among other key negative impacts, corruption is presumed to corrode public trust in state institutions and processes and undermine their effectiveness (Bratton, Michael & Robert, 2001).

Based on evidence from Italy, France and Germany, Della Porta (2000) shows that corruption impedes government performance and reduces citizens' trust in government's capability to address their demands. Looking across 16 new advanced democracies in Western and Eastern Europe, Anderson and Tverdova (2003) demonstrate that citizens in corrupt countries express lower levels of trust in, and lower evaluations of, political systems. Seligson (2002) reports similar findings from four Latin American countries, showing that citizens' corruption experiences reduce their belief in regime legitimacy. Finally, Chang and Chu (2006) confirm corruption's corrosive effect on institutional trust even in East Asia, a region that has sometimes been argued to display a political culture forgiving of corruption. Corruption and trust are linked reciprocally in a vicious circle that is hard to escape (Uslaner, 2007).

The penalty system within a country also plays a crucial role in the level of corruption prevalent; the penalty imposed plays an important role in determining the probability that criminal or illegal acts would take place. In theory, ceteris paribus, corruption could be reduced by increasing the penalties on those who get caught. This analysis implies that the

penalty structure existing in a country is an important factor in determining the extent of corruption in that country. But once again, at least theoretically, higher penalties may reduce the number of acts of corruption, but that may lead to demands for higher bribes on the corrupt acts that still take place (Hofstede, 2011). In the real world relatively few people are punished for acts of corruption, in spite of the extent of the phenomenon. Furthermore, with the exception of a few countries, there seems to be a wide gap between the penalties specified in the laws and regulations and the penalties that are effectively imposed. Generally, effective penalties tend to be more latent than the statutory ones. The administrative procedures followed before a public employee is punished for acts of corruption as slow and cumbersome. Often legal, political or administrative impediments prevent the full or quick application of the penalties. Due process and the need to provide incontrovertible evidence are major hurdles(Bratton, Michael & Robert, 2001). The potential accusers are often reluctant to come forward and to spend the time and effort to go through the full process required to punish someone.

Several countries, including Singapore, Hong Kong, Uganda, Argentina and others have created anti-corruption commissions or offices expressly charged with the responsibility of following reports on corruption. To be effective these offices must have independence from the political establishment, ample resources, and personnel of the highest integrity. They must also have the power to enforce penalties. Unfortunately, in some countries these offices are required to report confidentially to the president or the prime minister of the country rather than, say, to the legislative body (Javidan & House, 2011). This goes a long way towards reducing their effectiveness and politicizing the process. In other countries, these commissions do not have power to impose penalties and their reports may not have any following by other institutions.

Corruption has direct causes and indirect causes. The direct causes include; regulations and authorizations, taxation, spending decisions in investment projects, procurement spending &extra budgetary accounts, provision for goods and services at below-market prices and other discretionary decisions, as well as financing of parties .The indirect causes include; eminence of bureaucracy, amount of pay in the public sector, penalty systems severity, institutional controls, transparency of rules, laws, and processes and examples by the leadership (Tanzi, 1998).

What causes corruption is, first, a clear prospect, such as wads of cash placed in the parking lot. This kind of opportunity in the government could be a state corporation having no challengers, or a long list of licenses and fees required for shipping goods into or out of the country. Secondly, what causes corruption is little chance of getting caught (Jacob, 2005). This lack of accountability emanates from absence of checks and balances, for example, when public officials do not inform about or expound what they are undertaking, comprising a pronouncement of their wealth, houses, and cars. Fragile enforcement, when law agencies do not enforce sanctions on the elite who have misused and contravened public duties. This is the case, for example, judicial officers being on the payroll of the ruling party or there are too few police officers to enforce the law.

Thirdly, what causes corruption is bad incentives, such as a clerk not earning adequately to live on or has no job security hence he/she appendages the income with bribes. In extreme cases, people don't have enough motivation or impetus to carry out official duties, but actually pay for their jobs with the understanding they will make money through bribes. Fourthly, what causes corruption is an attitude or circumstances that make average people disregard the law (Jonathan, Andrew, & David, 2010). People may try to circumvent existing laws of a government they consider illegitimate. Shortage or scarceness of essential goods and services may drive people to live outside the law. So, corruption is not just a about how the government is set up and managed.

Corruption is a global occurrence taking place in all countries, but evidence shows it harms poor people more than others, represses economic development and growth and deviates urgently required funds from education, healthcare and other public services (World Bank, 2012). An estimated one trillion US dollars gets siphoned off through bribes every year according to the World Bank .Corruption has diverse impacts these include political, economic and social impacts.

The impact of corruption is multi –dimensional. It affects the political, economic, social and environmental structure of any country. In political domain, corruption thwarts democracy and the adherence to the rule of law (Kameswar, 2006). While in a democratic structure, public establishments and offices may lose their legitimacy when they abuse their power for personal gains. Corruption can also lead to negative aftermaths like encoring cynicism and reducing urge of political process involvement, political uncertainty, reducing political competition, reducing the transparency and accountability of political decisions, changing

political progress and nourishing political activity based on patronage, clientelism and cash, etc. The social impacts of corruption are often exhibited through political intolerance, complications of unaccountability to the public, little level of democratic culture, principles of consultation and participation dialogue among others.

The economic impacts of corruption can be categorized as minor and major. Whether major or minor they have tremendous effects on the individual, public and the nation. First and foremost, corruption leads to reduction in the amount of national wealth. It is every so often liable for increased costs of goods and services (Transparency Ethiopia, 2014).The channelling of limited public resources to uneconomic high profile projects at the expense of the necessary projects like schools, hospitals and infrastructure or the supply of potable water, diversion and misallocation of assets. Alteration of public wealth to personal possessions, inflation, imbalanced economic development, poor work ethics and many more negativities are all caused by corruption. Corruption interferes with the improvement of fairness in market structures and morbid competition consequently emerges discouraging a healthy competition. Wide spread corruption harms the economy and weakens the entire population.

On the Social front, corruption disheartens people from collectivism of a common good in favour of individualism. Frustration and general apathy among the public culminates into a feeble civil society (Dell, 2006). Asking and paying bribes becomes the tradition. Which gives birth to social upheavals and amplified gap between the haves and have not's, civil strife, increased poverty and deficiency of basic needs like housing, food, water and sanitation, vices like drugs, societal mistrustfulness and loathing and insecurity.

According to Tony Kwok (1974), shaming the corrupt and rewarding the honest in public is seen as a clear way of curbing the vice. The Anti-Corruption agency in Hong Kong devised ways of educating the public against corruption through public broadcast's and publications. This can also work in Kenya and can arrest the public apathy on corruption. It can address the publics' corruption culture by educating the masses of the negative consequences of corruption to an individual and to the society at large.

2.3 Police Corruption in Kenya

Much has been written on corruption and in our case about corruption in the police force. Different governments and non-governmental organizations have written on this menace. The

Ministry of Planning in 2012 published a report National Survey on Corruption and Ethics (NSCE, 2012) report where they studied the scope, perceptions and the effects of corruption in Kenya. The study found out that the police are retaining their first position as the most corrupt institution followed by the Ministry of Lands. The report gave various reasons as to why people give bribes and why the police receive bribes.

Greed was found to be the major motivator of corruption. People give out bribes to get something in the cheapest way and the police receive bribes to fatten their pockets. This is greed. It is an intense desire to maximize personal gain through dubious means (Della, 2006). Rules are compromised so long as an individual gets some personal benefits. Observance of the stipulated procedures is ignored. This has captured what the report published by the Ministry of Planning (2012) observed. There is a rush to become wealthy in Kenya. People no longer value ethics over wealth. People are ready to do anything so long as it increases their wealth base. The funny thing is that the more they are "rich" the more corrupt they become. There is no evidence anywhere that when one attains a high economic status he/she ceases from corrupt activities. One would expect that corruption would drop if the police or the people who take bribes become wealthy, nevertheless, this is not the case (Johnson, 2005).

In an article written by the Pan African Voice for Freedom and Justice in 2014, it observed that greed is among the major factors abating corruption in Africa. The article observed that even at the global level, financial crisis was essentially caused by corruption and greed. This emphasizes the point that taming corruption involves changing or rather influencing people's attitudes which then will influence their behavior.

2.4 Culture and Corruption

Culture is a set of beliefs and values about what is desirable and undesirable in a community of people, and a set of formal and informal practices to support those values. Beliefs are people's perceptions of how things are done in their countries and they are the reported practices in a particular culture (House, Hanges, Javidan, Dorfman, & Gupta, 2014). Values are people's aspirations about the way things should be done; they are their reported preferred practices.

An initial survey of the literature indicates that there are many antecedents of corruption at the societal level. There is an agreement among various scholars in different fields of

research that distinctive societal cultures influence a wide variety of social phenomena (House et al., 2014). Organizational behaviour studies indicate that values and culture strongly influence personal behaviours (Hofstede, 2011). Cultural dimensions may influence the individual's perception of ethical situations therefore; national cultural differences are expected to influence corruption. Understanding cultural dimensions that may influence the level of corruption is critical for a firm's and a country's competitiveness and for conducting international business overseas (Park, 2013). Previous studies have shown that national culture is an important factor that may explain corruption, but this has not been investigated across different countries.

Husted (2012) points out that effective fighting of corruption is dependent on culture. For example, countries with high scores on power distance or high individual collectivism will require different strategies than countries with low scores on these dimensions. It will also provide guidance for international institutions such as the United Nations Development Program and The World Bank in effectively implementing their economic development and governance programs. However, studies that address the antecedents of corruption from a cultural perspective are rather limited to Hofstede's classification (Park, 2013; Davis and Ruhe, 2013). Although Hofstede (2011) distinguishes between cultural values and cultural practices, he suggests that national cultural differences consist of differences in values and, to a small extent, to differences in practices. However, House and his colleagues distinguish empirically between cultural values and practices. House et al. (2012) present an integrated framework with nine dimensions for understanding national culture.

Uncertainty avoidance is the cultural dimension related to the way that individuals in a society respond to vagueness and uncertain situations (Husted, 2012). Uncertainty avoidance refers to the extent to which a society relies on norms and procedures to cover events and situations in their daily lives. Getz and Volkema (2011) argue that in high uncertainty avoidance cultures, people prefer institutions with well-established norms, rules, policies, and procedures. However, this leads to some conditions that promote corruption. Moreover, some scholars argue that bureaucratic structures encourage managers to behave unethically. Since social and cultural rules define and limit behaviour, individuals may then perceive that it is necessary to work through informal channels to achieve personal objectives (Getz & Volkema, 2011). This would induce people to offer or pay bribes and similar dishonest dealings, and it might induce officials to demand or accept bribes. Once corrupt patterns are established, they tend to perpetuate because breaking out of the pattern would create

uncertainty (Getz & Volkema, 2011). Davis and Ruhe (2013) found a positive and significant correlation between Hofstede's uncertainty avoidance and corruption. Uncertainty avoidance may prevent deviations and unethical behaviours and control over the acts of individuals, which decrease the degree of corruption in a society. Therefore, in a society that has a high level of uncertainty avoidance; people tend to be less corrupt and more concerned about following rules and procedures.

Future orientation refers to the extent a culture focuses on the future. Cultural future orientation is the degree to which a society encourages and rewards future-oriented behaviours such as planning (Javidan & House, 2011). High future orientation cultures achieve economic success, have organizations with a longer strategic orientation, have flexible and adaptive organizations and managers, place a higher priority on long-term success, have a strong capability and willingness to imagine future contingencies, formulate future goals, and seek to achieve goals and develop strategies for meeting their future aspirations (Ashkanasy, Gupta, Mayfield, & Roberts, 2014). Conversely, a past-oriented culture might evaluate plans in terms of customs, traditions, or history, but a future-oriented culture would evaluate plans in terms of future benefits (Heals, Cockcroft, & Raduescu, 2014). Cultures with low future orientation or high present orientation show the capability to enjoy the moment, free from past worries or future anxieties, unwilling to plan a sequence to their desired goals and may not appreciate the warning signals that their current behaviour negatively influences.

Gender egalitarianism refers to societies that seek to minimize differences between the roles of females and males in homes, organizations, and communities (Emrich, Denmark, & Den, 2014). Some societies with high levels of gender egalitarianism seek to minimize gender role differences, whereas other societies seek to maximize such differences. Societies that score higher on gender egalitarianism tend to have more women in positions of authority, accord women a higher status in society, afford women a greater role in community decision-making, have a higher percentage of women participating in the labour force, and have similar levels of education for females and males (House et al., 2014).

Assertiveness refers to the extent to which a society encourages people to be tough, confrontational, assertive, and competitive versus modest and tender. Highly assertive societies tend to prefer strong and direct language (Javidan & House, 2011). Less assertive societies prefer a less direct style of communication. Societies that are characterized by

assertiveness encourage individuals to be aspiring, competitive, and to struggle for physical success. Societies that score higher on assertiveness tend to value assertiveness, dominant and tough behaviour, try to have control over the environment, and try to act opportunistically and think of others as opportunistic (Den, 2014). Such characteristics will encourage people to fight unethical values and practices. Therefore, societies with a high level of assertiveness are expected to have a lower level of corruption.

Power distance is defined as the degree to which members of a society distribute, deploy, and react to the application of power, authority, and status. Power distance reflects the relationship between those who have the power and those who do not. Countries that are high in power distance tend to expect obedience toward superiors and clearly distinguish between those with status and power and those without (House et al., 2014). Higher power distance societies tend to be differentiated into classes: power is seen as providing social order, relational harmony, and role stability; information is controlled, different groups have different involvement, public corruption is high, and only a few people have access to resources. High power distance cultures emphasize autocratic or paternalistic behaviour, while low power distance cultures prefer participative relations, equal rights, and the use of legitimate rather than coercive power. Lower power distance societies tend to be more innovative and more inventive (Davis and Ruhe, 2013).

Some scholars point out that in power distance cultures, high-level public officials may believe that it is a privilege of their class to obtain personal benefits from their official positions. On the other hand, members of the underclass who are part of the bureaucracy may try to improve their own positions through extortion. Similarly, those who are not public officials may try to find creative ways, outside of the law, for raising their living standard. Thus, they may be inclined to offer or pay a bribe to low-level officials (Getz &Volkema, 2011). Moreover, in a low power distance society, superiors and subordinates regard themselves as equal in power; titles and status are less important, which leads to harmony and cooperation (Davis & Ruhe, 2013). Subordinates can dispute the leader's actions and therefore there is potentially less corruption. Park (2013) indicated that higher power distance cultures are likely to be more corrupt than low power distance cultures.

Individual collectivism refers to the strength of ties within small groups such as family and close friends. In such countries, family members and close friends have strong expectations from each other. People in these countries can break rules and legal procedures to meet such

expectation. Moreover, it is very common to favour a close friend or family member in recruiting or in allocating rewards and promotions (Javidan & House, 2011). In societies that score high on individualism, people tend to look after themselves or their immediate families, individual goals take precedence over group goals, people emphasize rationality, individuals are likely to engage in activities alone, and individuals make fewer distinctions between in-group and out-groups (Gelfandet, Bhawuk, Nishii, & Bechtold, 2014). People in such societies tend to prefer tight social frameworks and strong belief in group decisions, and group loyalty is valued over efficiency (David & Ruhe, 2013). In collectivist cultures networks of friends and families are more oriented towards creating strong relationships that facilitate illegal transactions (Getz & Volkema, 2001). Therefore, family connections might encourage corruption. Collectivistic cultures tend to apply different standards, laws, regulations and explanations to different groups and situations. Because of the existence of a double standard in a collectivist society, the level of corruption is expected to increase. However, Davis and Ruhe (2013) found a significantly negative correlation between Hofstede's individualism and the corruption index.

Effective approaches for fighting corruption depend on societal culture and deeper analysis of its underlying causes and infrastructure (Ashour, 2006). Predicting corruptive practices using cultural differences is important for multinational and international firms. It also helps international companies adopt proper human resource management strategies with regard to recruiting, selection, compensation, performance appraisal, and training and development.

The concept known as rational irrationality was popularized by economist Bryan Caplan (2013) as to reconcile the widespread existence of irrational behavior (particularly in the realms of religion and politics) with the assumption of rationality made by mainstream economics and game theory. The concept sees the irrational corrupt activities as rational in some instances. The argument forwarded by Caplan views corruption as relative and never absolute. The bad behavior of corruption is gaining popularity and it's becoming normal and even a celebrated norm.

According to Fumiko Nagano (2009), the one reason why petty corruption is so difficult to tackle, is that it makes sense for people to engage in it than not. The system and the general public have believed corruption as a way of getting things done in the shortest time. The common citizenry believe that essential service which they require from those in authority

can easily be processed if the hands are 'oiled'. The argument that it makes sense to do it makes corruption inevitable and very hard to fight. It makes it popular and normal.

Bayley (2006), continuous his argument by depicting that at some situations the appropriate thing to do is to corrupt ones way out. Unlike measures such as smoking, drinking and driving laws where there is a clear individual benefit to those who do the "right thing," corruption bans are hard to enforce because there aren't easily discernible individual benefits to those who obey them. It is funny because in most cases those that practice corruption end up having advantages over those who refuse practicing it. The dilemma is created whether to bribe and have your easy way out or follow the rightful procedures to the end. The argument brought about in rational rationality is default in a way because it ignores the risk and dangers corruption causes to an individual and the society at large. Rational irrationality emphasized the benefits of corruption to an individual who is not caught by the corruption fighting agencies. It ignored the moral negative impact it could have to an individual and to the society at large. The argument does not highlight the social economic effect corruption brings to an individual and to the society at large.

It has been observed that the wealthier the people become, the more likely they are to endorse activities and practices which are observed by the poor as corrupt activities. Wealthier people have been found in various reports to be the ones most likely to give bribes and even engage in corrupt dealings. This shows that combating this problem is not easy for it has various dimensions. The perception of corruption by those in the lower ladder of economic position is different from those in the higher economic ladder (Gelfand et al, 2014). This makes even the most well-intentioned corruption fighting remedies and policies fail because the root causes of corruption are often poorly understood. Well-intentioned corruption busting remedies in Kenya fail because of the greed of those expected to implement and execute the government policies in fighting the vice

2.5 Institutional Factors and Corruption

In many countries and especially in developing, the role of the state is often carried out through the use of many rules or regulations. In these countries licenses, permits and authorizations of various sorts are required to engage or to continue to be engaged in many activities (Den, 2014). Opening a shop and keeping it open, borrowing money, investing, driving a car, owning a car, building a house, engaging in foreign trade, obtaining foreign exchange, getting a passport, going abroad and so on require specific documents or

authorizations. Often several government offices must authorize the activity and several government offices must authorize the activity and several public servants must be contracted.

The existence of these regulations and authorizations gives a kind of monopoly power to the officials who must authorize or inspect the activities. These officials must refuse the authorizations or may simply sit on a decision for months. Thus, they can use their public power to extract bribes from those who need the authorizations or permits (Ashour, 2006). The fact that in some cases the regulations are non-transparent or not even publicly available and that authorization can be obtained only from specific office or individual, that is, there is no competition in the granting of these authorizations, gives the bureaucrats a great amount of power and a good opportunity to extract bribes. Institutional system to rationalize and systemize mechanisms such as flexible incentive and promotion systems should be established.

Generally, the most effective controls against corruption are those that are within institutions. This is really the first line of defense. Honest and effective supervisors, good auditing offices, and clear rules on ethical behaviour should be able to discourage or discover corrupt activities. Good and transparent procedures should make it easier for these offices to exercise their controls. Supervisors should be able to monitor the activities of their subordinates. These characteristics vary from country to country (Heals, Cockcroft, & Raduescu, 2014). In some these checks are almost non-existent so that corruption is mostly discovered by chance or through the reporting by outsiders, including the media.

In many countries, the lack of transparency in rules, laws, and processes creates a fertile ground for corruption. Rules are often confusing, the document specifying them are not publicly available, and at times, the rules are changed without properly publicized announcements (Den, 2014). Laws or regulations are written in a way that only trained lawyers can understand and are often conceptually and not just linguistically opaque about important aspects thus leaving grounds for different interpretations. Processes or procedures on policy matters and other actions, as for example for competitions for public projects, are equally opaque so that, at times it is difficult to understand the process that was followed before a decision was reached. The less are recruitment and promotion based on merit, the higher is the extent of corruption.

Another contributing factor to corruption in institutions is the example provided by the leadership. When the top political leaders do not provide the right example, either because they engage in acts of corruption or, as is more often the case, because they condone such acts on the part of relatives, friends, or political associates, it cannot be expected that the employees in the public administration will behave differently (Emrich et al, 2014). The same argument applies within particular institutions such as tax administration, customs, public enterprises, and so on. These institutions cannot be expected to be corruption free if their heads do not provide the best examples of honesty.

Human capital theorists argue that human development and investment in education and human capital cause institutional stability, which is required to assuage corruptive tendencies. For example, Svensson (2005) found that corrupted countries have significantly lower levels of human capital stocks. Moreover, Lambsdorff (1999) reviewed empirical studies regarding corruption and pointed to government involvement, institutional quality, absence of competition, poverty and inequality, policy distortions, political systems, recruitment and salaries, and gender diversity as causes of corruption.

Criminal theorist suggested that corruption is caused mainly by a default behavior of an individual person. They emphasized that behavior is influenced greatly by internal factors within an individual (Nice, 2006). These studies seek the cause of corruption in the existence of a faulty people with faulty moral character – these are the so called "bad apples". According to De Graff, (2003), bad values held by individual policemen could actually be the major causes of corruption in the police force. According to William and Theoband (2000), the bad apple theory is deficient, because they argue that behavior is a product of the environment. They argued that organizational behavior influences the action of the police to take bribes. Critics of bad apple literature argue that behavior is learnt and the environment plays a role in determining behavior. The police environment would be the citizens themselves and the organizational structures of the police. The concept then can be aligned in that institutional factors and individual's moral standing can be seen as factors which should be studied when seeking ways of curbing corruption in the police force.

2.6 Theoretical Framework

There are many theories used by researchers in their endeavor to understand corruption activities. This research study shall be guided by theories which try to explain behavior. The researcher was guided by theories which can explain why the corruption behavior is still prevalent despite the many efforts put forward to curb it. At the same time, the researcher sought remedies that help in curbing corruption in the police service. It is not enough to just understand the problem; but is imperative that we also develop intervening policies which can curb the runaway corruption in the police force. The study shall look at the theory which would offer solution to the persisting problem of taking bribes by our police men.

Theory of Social Disorganization

This theory puts emphasis on the place of work and the social groupings. It says that the social environment matters a lot in determining the behavior and attitude of an individual. This social disorganization directed the researcher in determining the institutional factors which might be abetting corruption in the police force.

The Social Disorganization Theory grew out of research conducted in Chicago by Shaw and McKay (Shaw& McKay, 1942). Using spatial maps to examine the residential locations of juveniles referred to Chicago courts, Shaw and McKay discovered that rates of crime were not evenly dispersed across time and space in the city. Instead, crime tended to be concentrated in particular areas of the city, and importantly, remained relatively stable within different areas despite continual changes in the populations who lived in each area. In neighbor hoods with high crime rates, for example, the rates remained relatively high regardless of which racial or ethnic group happened to reside there at any particular time, and, as these previously "crime-prone groups" moved to lower-crime areas of the city, their rate of criminal activity decreased accordingly to correspond with the lower rates characteristic of that area. These observations led Shaw and McKay to the conclusion that crime was likely a function of neighborhood dynamics, and not necessarily a function of the individuals within neighborhoods. The question that remained was what are the characteristics of various neighborhoods which account for the stability of the crime rate? (Hayne, 2006)

The theory directly links crime rates to neighborhood ecological characteristics; a core principle of social disorganization theory is that place matters. In other words, a person's residential location is a substantial factor shaping the likelihood of the person becoming

involved in illegal activities. The theory suggests that, among determinants of a person's later illegal activity- residential location is as significant as or more significant than the person's individual characteristics (e.g., age, gender, or race).

This concept framed the researchers thinking as he unraveled reasons why corruption is persisting in the police force. This concept helped in identifies the institutional factors which are motivating the police force to keep on taking bribes.

2.7 Conceptual Framework

```
┌─────────────────────────────┐                    ┌──────────────────────────────┐
│                             │                    │ DEPENDENT VARIABLES          │
│ INDEPENDENT VARIABLES:      │                    │   ❖ Corruption.              │
│   1) Institutional Factors  │                    │     Fraud, bribery, laxity   │
│      (Internal Factors)     │ ─────────────►     │                              │
│        • Recruitment        │        ▲           │                              │
│        • Retention          │        │           │                              │
│        • Promotion          │        │           └──────────────────────────────┘
│        • Courts             │        │
│   2) Public's Corruption    │        │
│      Culture                │        │
│        • (External Factors) │        │
│                             │        │
└─────────────────────────────┘        │
                    ┌──────────────────┴───────────┐
                    │ INTERVENING VARIABLES:       │
                    │   ❖ Time and space.          │
                    └──────────────────────────────┘
```
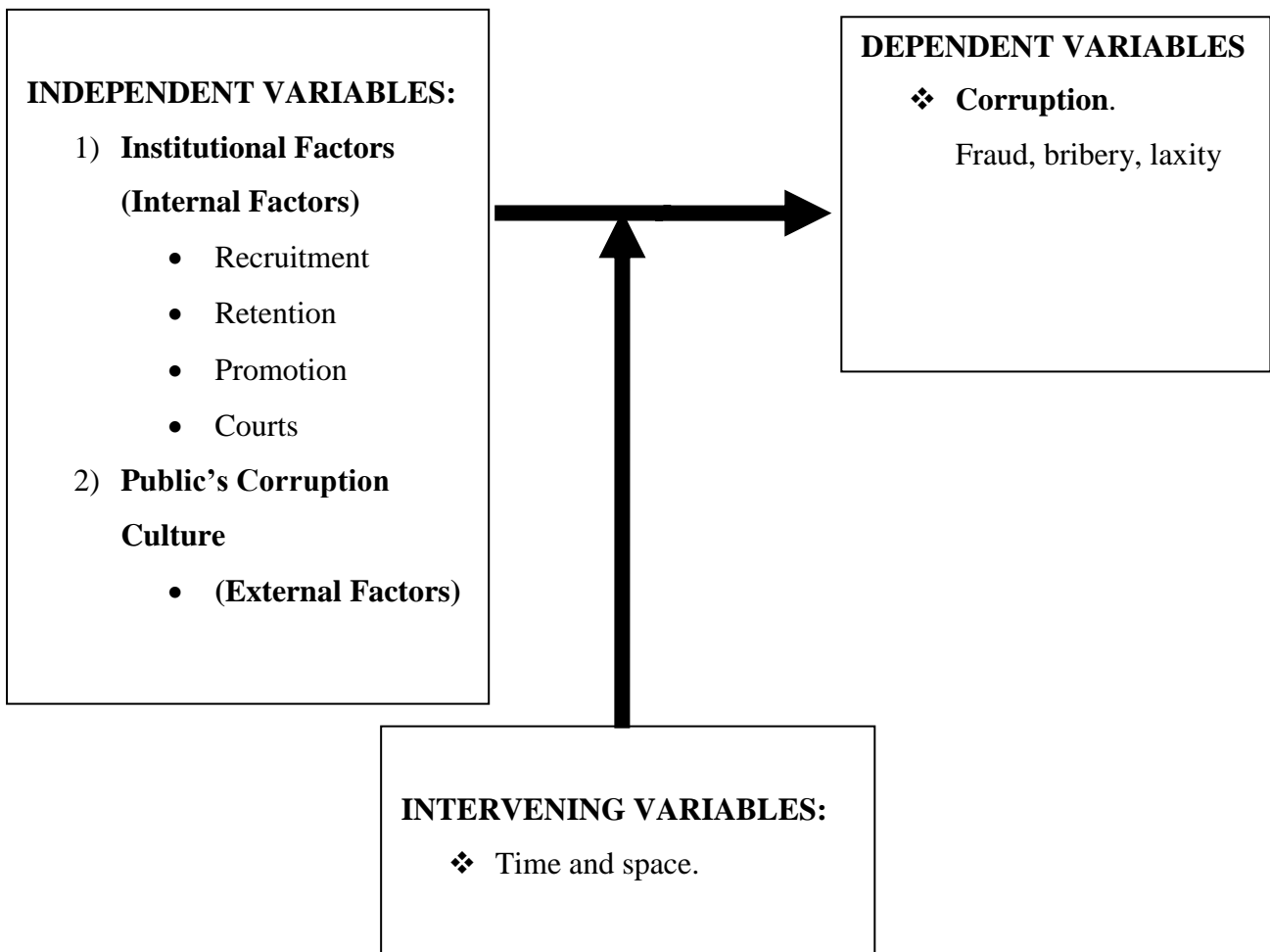
Figure 2.1: Own Conceptual Framework

The independent variables are divided into two; The Institutional Factors and Publics Corruption Culture. Institutional Factors are those factors within the police force. They are internal factors within the police system. It also involves the criminal justice system which ends at the courts. The second variable in independent variable is the Publics' Corruption culture. This is seen in this study as external factors which basically is the influence of the public corruption culture on the police. The intervening variable affects the dependent variable either positively or negatively in that the police are seen to behave differently in different hours of the day and at different locations. Corruption thrives in the dark and locations where there is no surveillance.

CHAPTER THREE
RESEARCH METHODOLOGY

3.1 Introduction

This chapter covers the research design, location of study, population of the study, sampling procedure and sample size, data collection procedure, data analysis and finally ethical consideration.

3.2 Research Design

The study used grounded theory research design method, adopting typical case selection method. The five multi cases studied are typical of any police station of the seventy police stations in Nakuru County. These cases (police stations) studied exemplify a stable cross-case relationship which can be considered as representative and typical (Kothari, 2008). The objective of selecting the cases through typical case selection was to capture the circumstances and conditions of everyday commonplace situations and views.

3.3 Location of the Study

The study was conducted in Nakuru County. The research study was conducted in five police stations in the County. Nakuru County was selected because it is among the counties that have police stations observed to have had high rates of reported cases of corruption (Transparency International, 2015).
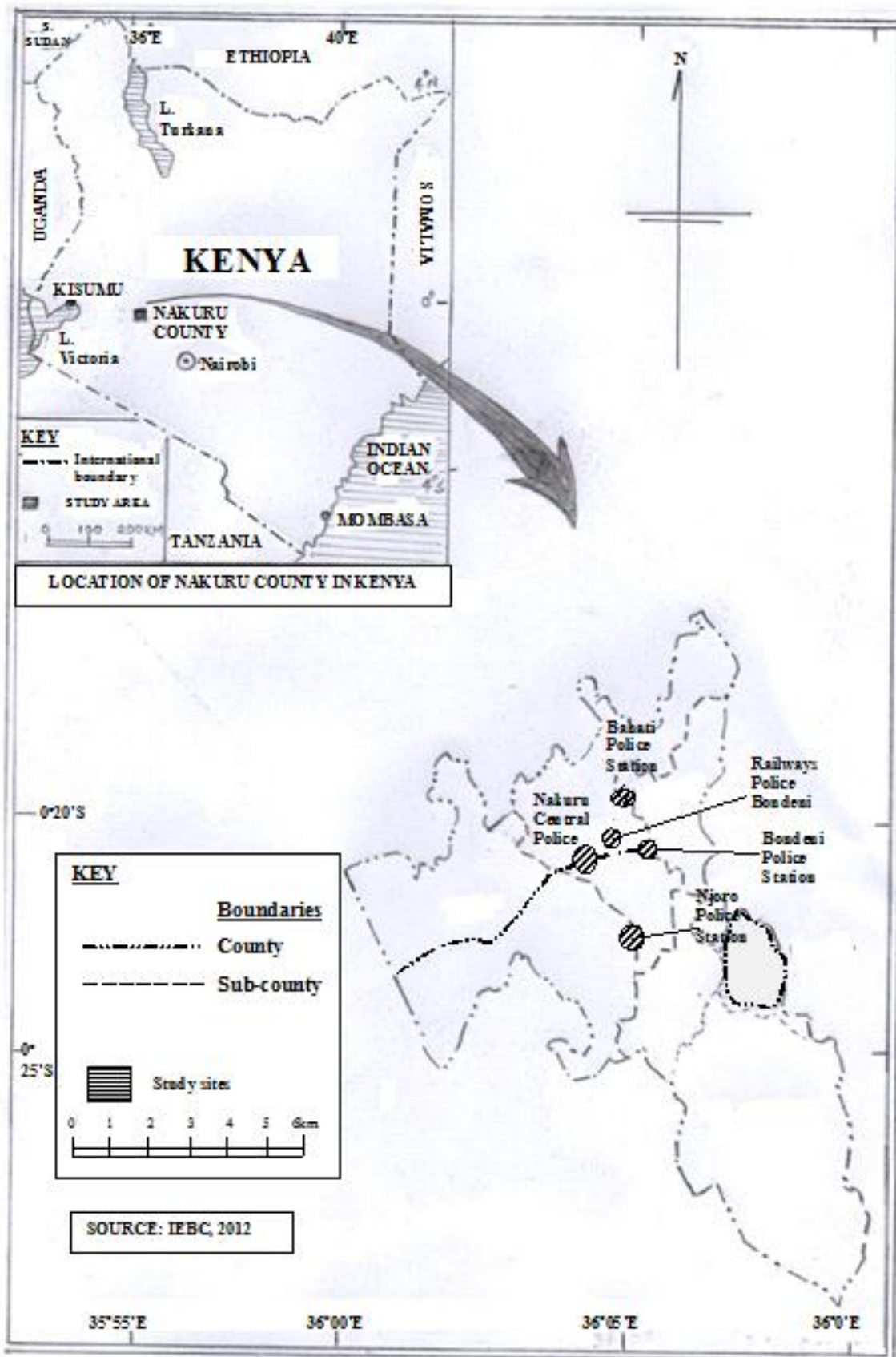
Figure 3.1: A map of Nakuru County

3.4 Population of the Study

The population of the study was the over 1000 P0lice officers working in the 70 police stations in Nakuru County. The researcher selected five police stations out of the 70 stations purposively.

3.5 Sampling Procedure and Sample Size

The study used purposive sampling technique to get the sample of the five police stations. The selected stations were purposively selected because they are the ones observed to have had high rates of reported cases of corruption.

N is therefore five (N=5).

The five police stations selected are;

 i. Nakuru Central Police Station,

 ii. Bondeni Police Station

 iii. Nakuru Railway Police Station

 iv. Njoro Police Station

 v. Bahati Police station

A focus group is typically 6-12 people. These participants are selected because they have certain characteristics in common that relate to the topic of the focus group (Andrew & Jonathan, 2006). The research engaged 6-12 police officers from each selected station. Purposive sampling allowed the researcher to use average number of police officers factoring gender and work experience. The stations selected had also been perceived to be among those exhibiting high levels of corruption.

To determine the perceptions of the public on corruption in the police and how the public influences the police into corruption, the researcher conducted two Focus Group Discussion in Bondeni Chiefs office and Njoro Chiefs office.

3.6 Instrumentation

A focus group discussion guide was used in this study. The study also used the following instruments to aid in data collection.

 i. Recording device. The study aimed to record the verbal and pictorial proceedings of the focus group discussion.

 ii. Photo camera. Snap shot camera was used to capture the unique happenings/features within the focus group discussion proceedings.

The rationale for choosing a focus group is because it allowed the researcher to get a lot of exploratory data and sensitive data.

3.7 Credibility and Dependability

Credibility means that the research findings truly represent the phenomenon the study is trying to measure or study (Leedy & Ormrod, 2010). Credibility was ensured by frequent debriefing with the research supervisors, experts at the Faculty of Education and Community studies and peers scrutiny of research instruments and process. The supervisors evaluated each instrument to establish its relevance, clarity and suitability and verify their adequacy. Based on the supervisors feedback relevant changes were made to ensure adequate construct, content and internal validity.

Dependability and Transferability was ensured by highlighting the context at which the research was being done. Conformability was ensured by creating threads through the concepts and themes developed from the data collected and linking them to the conclusions reached. Triangulation of the five police stations being studied also ensured credibility.

3.8 Data Collection Procedure

The researcher first sought approval and an introductory letter from Egerton University Graduate School. Thereafter, the researcher sought a research permit from the National Commission of Science, Technology and Innovation. The researcher then visited Nakuru County police commissioner's office to inform her / him of the intention to collect data. Five focus group discussions were conducted.

3.9 Data Analysis

The data collected was analyzed through thematic content analysis. The researcher coded the themes and concepts in the data, then analyzed, and cross analyze within and across the five cases. The qualitative data obtained from the five Focus Group Discussions were analyzed using Nvivo software. Analysis was done through code selection where there was placement of the selected texts from the raw data into 3 parent nodes. These nodes are the three objectives of the study. They are; Internal factors (institutional factors), external factors (public's corruption culture) and possible solutions from the police perspective. The child nodes were made from the parent nodes while sub child nodes were made from child nodes.

Table 3.1 presents a summary of the data analysis techniques.

Table 3.1: *Showing Data Analysis Matrix*

Objective	Independent Variable	Dependent Variable	Data Analysis
1) To determine institutional factors which are contributing to corruption among members of the police service in Kenya	Institutional Factors	Corruption	Thematic Content Analysis
2) To establish the influence of the public's corruption culture to corruption in the police force.	Public's Corruption Culture	Corruption	Thematic Content Analysis
3) To identify possible solutions from the police themselves.	Police Perception	Corruption	Thematic Content Analysis

3.10 Ethical Consideration.

Ethics are norms governing human conducts, which have a significant impact on human welfare. It involves making a judgment about right and wrong behaviour. According to Maxwell (2013) he states that it is the responsibility of the researcher to carefully assess the possibility of harm to research respondents, and to the degree that it is possible; the possibility of harm should be minimized. Therefore, there is need to protect the identity of the respondents as much as possible.The researcher obtained informed consent of the respondents to participate in the study. He also treated the respondents' views with respect and utmost confidentiality. In general, a high degree of openness regarding the purpose and the nature of the research was observed by the researcher.

CHAPTER FOUR

ANALYSIS, RESULTS AND DISCUSSION

4.1 Introduction

This chapter has addressed the results found through focus group interviews conducted in five police stations in Nakuru County, Kenya. The results has identified the police officers perception on corruption. The chapter has given and discussed interpretations from the police point of view on factors encouraging corruption to thrive within the police despite the spirited efforts to curb it. Participants were directed by the researcher through a semi structured focus group discussion guide and discussions were recorded and themes created from the discussions.

4.2 Biographical Profile of Participants

Participants were requested to provide a biographical and cadre data.

Table 4.1: *Characteristics of participants in Police Station A*

Gender	Age	Rank	Years in service
Male	32	Snr Sergeant	13
Male	30	Sergeant	6
Male	30	Constable	7
Male	28	Constable	6
Male	29	Constable	6
Female	29	Constable	8
Female	29	Constable	8
Female	28	Constable	6
Female	29	Constable	6
Male	30	Sergeant	8

Table 4.2: *Characteristics of participants in Police Station B*

Gender	Age	Rank	Years In Service
Male	29	Constable	5
Male	30	Sergeant	9
Male	32	Sergeant	10
Male	23	Constable	1
Male	23	Constable	2
Male	23	Constable	2
Male	26	Constable	4
Male	25	Constable	3
Female	32	Snr Sergeant	10

Table 4.3: *Characteristics of participants in Police Station C*

Gender	Age	Rank	Years in service
Male	30	Snr sergeant	8
Male	38	Sergeant	15
Male	28	Sergeant	6
Male	27	Constable	3
Male	23	Constable	1
Male	23	Constable	1
Male	46	Corporal	22
Female	28	Constable	2
Female	30	Constable	8

Table 4.4: *Characteristics of participants in Police Station D*

Gender	Age	Rank	Years in service
Female	35	Inspector	13
Male	30	Snr Sergeant	8
Male	24	constable	1
Male	28	Constable	5
Male	27	Constable	4
Male	26	Constable	2
Male	25	Constable	2
Male	26	Constable	2
Male	25	Constable	1

Table 4.5: *Characteristics of participants in Police Station E*

Gender	Age	Rank	Years in service
Male	30	Snr sergeant	8
Male	23	Constable	1
Male	25	Constable	1
Male	25	Constable	1
Male	25	Constable	2
Female	26	Constable	2
Male	25	Constable	1
Male	25	Constable	1
Male	24	Constable	1

4.3 Police Officer's Perception on Corruption

None of the respondent in both five focus groups had an issue with understanding corruption. A general understanding of corruption from the groups is anything done unprofessionally with a deliberate intention of gaining some favors.

They all agreed with the reports that depicted the police as the most corrupt institution in Kenya. Four groups were of the opinion that corruption is bad and should be shunned. The five focus groups agreed that corruption is bad for the social economic prosperity of the nation. It is also interesting that all the respondents agreed that corruption is tainting the police force in a negative way

Types of Police Corruption

The respondents gave different forms of corruption that commonly take place within the police service. The respondents gave the following as acts of corruption by the police officers.

- **Gifts and gratuities**: When police officers receive free drinks, meals, and other gratuities, because they are police officers, whether intentionally or unintentionally, they convey an image of corruption.

- **Extortion**: Demanding or receiving payment for criminal offenses, to overlook a crime or a possible future crime. The discussion showed that extortion is commonly used in abetting criminal activities, ticket fixing, altering testimony, destroying evidence, and selling criminal information. Bribery or extortion is one of the most common acts of corruption.

- **Theft and burglary**: Is when an officer or department steals from an arrest and crime victims or corpses. Examples are taking drugs for personal use in a drug bust, and taking personal objects from a corpse at the scene of a crime. A theft can also occur within a department. An officer can steal property from the departments' evidence room or property room for personal use.

- **Shakedowns**: Can be classified under theft and burglary. Stealing items for personal use from a crime scene or an arrest.

- **"Fixing"**: undermining criminal prosecutions by withholding evidence or failing to appear at judicial hearings, for bribery or as a personal favor.

- **Flouting:** the police code of conduct in order to secure convictions of civilians and suspects—for example, through the use of false evidence. There are also situations where law enforcement officers may deliberately and systematically participate in organized crime themselves.

- **Perjury**: Lying to protect other officers or oneself in a court of law or a department investigation.

- **Direct criminal activities:** a law enforcement officer engages in criminal activity themselves.

- **Internal payoffs**: prerogatives and prerequisites of law enforcement organizations, such as shifts and holidays, being bought and sold.

- **The "frame up"**: the planting or adding to evidence, especially in drug cases.

- Ticket fixing police officers cancelling traffic tickets as a favor to the friends and family of other police officers.

4.4. Explanations for Corruption in the Police Force

The five focus groups gave a wide range of reasons why the police are corrupt. The reasons are discussed below from the five groups.

4.4.1. Institutional factors encouraging corruption in the police force

Focus group 1 (Police Station A)

The institutional factors here are the inside forces within the police force which are seen to be contributing to the escalation of corruption in the force. The general view from all respondents is anonymous that there is a problem with the police service from the time of recruitment, retention, promotion, transfers and even to dismissal. The discussion from the Police Station A gave a picture of institutional corruption. The respondents were categorical that corruption is a culture of the entire system. They observed that a non-corrupt police officer is a non-police. They observed corruption as normal and almost official.

Recruitment

A responded in this group confided that recruitment of the police is riddled with corruption. He pointed out that many people are finding their way in to the police force, not because of the relevant requisite qualifications they may have, but because they paid to be in the service through bribes during recruitment.

Retention

Respondents in this group talked emotionally about the retention factors which are enhancing corruption within the police force. The factors are described here below.

Housing

Officers of lower ranks in the police services are required to reside in police lines for ease of mobilization. Officers in higher ranks are free to rent accommodation outside the Stations but the house allowance provided does not enable them to rent decent housing. However, many of these quarters are overcrowded with married and single police officers being forced to share single rooms. Some rooms were found to be dilapidated while a number of officers lived in tents, tin huts, timber or grass thatched mud structures. The resultant effect has been decay in values and morals, low morale, high levels of stress and strained interpersonal relations between the officers. In some police stations, civilians are occupying houses meant for police officers. This situation was supported by data which indicated that the Kenya Police, with a complement of 42,342 officers, had a shortfall of 30,000 housing Units. The budgetary provision for housing for the police services has been consistently low and moreover, it does not take into account, the rising numbers in police service.

Salary and Monetary Allowances

In Police Station A, the respondents discussed in detail the monetary challenge the police officers are facing. Their arguments were based on what a respondent called "good pay in prestigious professions". The group observed that the payment of the police officers is below the internationally requirement. Most of them claimed that work is hard and risky but the pay is meager. A responded said those working as teachers, doctors and bankers are getting reasonable pay compared to what the police are getting. On further probing the respondents lamented the lack of advocacy for the police rights. They lack a union from which they can advocate for their rights. A simple questioning or advocacy by a police officer for their right would be met with stiff penalty which might even be a total dismissal.

Transfers and promotions

At Police Station A, the issue of promotion and transfers was discussed in details. One respondent was bold enough to narrate how he was promoted at one time and even transferred from a hardship area because of kickbacks he has been giving the seniors from the bribes he collected. This was discussed as a very serious issue killing moral of most of the police officers. The respondents further said that the hard working and long serving officers are denied their rightful promotions because of the systemic corruption within the service. The junior officers seen to cooperate with the seniors by the way of giving goodies are the ones who find themselves promoted and transferred to friendly areas. They further outlined that those that fail to sing the song find themselves transferred to hardship areas and hardly get any promotion. As the discussion got heated, an officer interjected that it has not only bribes and giving of goodies that are observed in promotions and transferred. He brought the issue of nepotism and favourism.

Nepotism and favouritism

The respondents observed that there is a trend, which according to them is evil of rewarding people positions of influence because they come from certain regions in the country. A lady respondent lamented that she missed a promotion at a certain time just because she comes from a different tribe from the one of his senior who was authorized to effect the promotion. She emotionally narrated that her mistake was "nimetoka kabila mbaya" I come from the bad tribe. This was discussed further by other respondents and it was clear that there is tribalism and favourism in the police service

Recruitment and training

All the focus groups identified recruitment as the first point where the police are introduced to corruption. The discussions identified that the process of recruitment is riddled with corruption. The participant were however falling short of confessing that they corrupted their way to the police, however they were anonymously in agreement that there is corruption in the recruitment process.

It is interesting because the five focus groups all gave suggestions that the police training curriculum is clear on corruption. They all agreed that the content in the curriculum is sufficient when it comes to addressing corruption. The groups were all in agreement that the virtues that should make a police deter from corrupt activities are well articulated in the

police training curriculum. A participant in Police Station C was sarcastic when he said that the curriculum was meant for the recruits only.

Retention promotions and transfers

Another major institutional factor which the groups identified as enhancing corruption to thrive in the police force is the issues of retentions, transfers and dismissal. On this the participants were so open to even give their accounts of how they have been serving to be in stations deemed more profitable. A participant at Police Station A revealed how he at one time bribed his way to be removed from a war torn area of north eastern frontier to where he is today.

Promotion was also identified as another area enhancing corruption in the police force. The participants were categorical that merit is not the only factor observed in promotion. A participant at Police Station E informed how a colleague he knows got promoted after "coughing out something"

Dismissal and discipline

The discussions discussed how police are discipline when found on the wrong. Here the discussions were diverse. Corruption is identified as influencing discipline. In this group, participants diverged that there are instances when a known offender finds his/her way out by influencing the decisions of the seniors through corrupt means. The punishment is bailed out through bribes given to the senior officer who enforce the discipline.

Focus group 2 (Police Station B)

The institutional factors identified here are more or less the same as those identified at Police Station A.

Recruitment

At Police Station B, the respondents identified recruitment as full of flows which encourage corruption to thrive. The respondents were categorical that competition for positions in the police service is so stiff and people do anything within their means to ensure that their children secure a space in the recruitment at the police service. Poverty and high levels of unemployment are identified by the respondents as reasons why people bribe to have their children secure positions in the service. A respondent made others laugh by suggesting that everybody is bribing their way so it will be in vain not to also try ones luck by also bribing. It is like failure to give something is assurance of not getting a position in the police service.

This highlighted the levels at which corruption is embedded in the service and the society. The society seems desperate and has adopted corruption as a normal way of getting things done.

Some respondents in Police Station B interjected and suggesting that things have improved from when the courts cancelled the entire recruitment process due to identified corruption in the year 2013. The High Court cancelled the entire recruitment and ordered for a fresh one to be done. The respondents observed that this has deterred some potential corrupt individuals from engaging in the vice.

A respondent said *"wajama walistuliwa wakaogopa kuendelea na njaro zao"* translated, the guys were scared and were deterred from engaging in corruption. The group was anonymous that corruption at the recruitment stage is dangerous as it will bring unqualified people to the force. They also observed that it bolsters and enshrine the corruption culture to the members of the force.

Housing

In Police Station B, the respondents lamented of the poor housing conditions of the police. The group observed that the government is supposed to provide good and secure houses for the police but so far little is done. The group complained that at their station some police officers are renting houses outside the station exposing them to various corruption temptations. The respondents highlighted that they use their own money to rent houses. They asked sarcastically how one expects a police officer not to raise money for their housing when the employer has failed to provide the same. They observed that this money will be raised through reasonable bribes from law breakers.

Transfers

Respondents in Police Station B were emphatic that transfers of the police officers are full of corrupt tendencies. A respondent in that police station was emphatic that people compete for lucrative areas where work is less and returns are high. Urban areas are identified by the respondents as the most lucrative areas where police fight to be posted. The traffic police fight to be posted into the busy towns near the busy traffic highways.

The picture given by the group is that transfers are given to those people the seniors find to be friendly. Those who are willing to give good gifts to the seniors-bribes, find their way to good and safe havens.

Focus group 3 (Police Station C)

Recruitment

At Police Station C, the respondent dwelt less on the recruitment. They observed that from the year 2013 when the courts nullified the entire recruitment process because of corruption, corruptions have drastically reduced in recruitment process. They agreed that the action of the court to counsel the entire process and prosecution of some officers found colluding in the recruitment have send fear to those who could have abetted the practice.

Training

In Police Station B, the respondents observed training as a crucial institutional factor to be discussed. The group observed that the training curriculum is so detailed as far as deterring corruption is concerned. The respondents observed that the instructors are serious teaching the recruits about what is expected in the police service-a corruption free service. However, the respondents were clear that though the instructions are clearly written, the practice is different. They observed that a follow needs to be followed from the training to the practice of the daily life of a police man.

As the discussion progressed, a respondent highlighted the irony in the anti-corruption curriculum in the police training. He observed that the at the training oral class teachings, an instructor told the class.

"Mimi nawafunza yaliyo kwa vitabu bali nyinyi mnajua ukweli wa maisha yetu hapa Kenya"
"That he is only teaching what is found in the books, but you go find the reality and apply what you know is real life."

Discipline and Dismissals

The police officers were asked to highlight whether the police are rewarded for exemplary service or punished when found in the wrong.

The respondents were categorical that the police men are scarcely rewarded for diligence in their work. They pointed out that one risks life but nobody notice. They highlighted that it is very rare for one to get a decoration for the work done. A respondent made others laugh when he said;

Police are rewarded at a time when they are dead killed by al-shaabab and other bandits.

When asked how then they are rewarded, they pointed out corruption and favourism. They pointed out that the common yard used in measuring the reward or punishment is tribe.

Tribalism and Favouritism

In Police Station B, the respondents observed that tribalism is rampant within the service. The person's name is first scrutinized before it passes the panel to be allowed to be promoted. Those from the "right" communities have immunity. The police are rarely punished and when found in the wrong side of the law; they are helped by their tribesmen in senior police positions. Members of this police station identified that most of the senior position are like a preserve of some communities. One respondent posed a question to the researcher this way.

"kwani unathani imekuaje wakubwa wa polisiwengi wakawa wa kabila moja ama mbili?"
How did it happen that senior police officers are from one or two communities?

This group settled and emphasized tribalism as a yard used to reward or punish the officers in the police service.

Sexual favouritism

Respondents in Police Station C explained how sexual favours are used in the rewarding or punishing of the officers. A respondent said many male senior officers have soft sports for ladies in the force. They are treated leniently when found on the wrong and that they are able to be promoted easily. However, they observed that most ladies get promoted to a specific rank then they stagnate. The reasons given for women officers' stagnation when they reach certain levels are irrelevant in this study.

A respondent reiterated to the group that he was once passed a lady who had been in the service for only three years during promotion when he himself have served for more than five years which should not be the case. The debate became heated as the two ladies absolved the ladies from the sexual favourism claims.

Focus Group 4 (Police Station D)
Recruitment

Respondents in Police Station D were brief in the discussion of corruption during recruitment. They pointed a positive picture. They agreed in in unison that the nullification of the entire process by the courts in the year 2013 has helped in a great way in stemming

corruption during recruitment. They were however in agreement that in the past there was rampant corruption in the recruitment process.

Retention

Respondents in Police Station D were candid on the living conditions of the police. They pointed housing as a serious issue abetting corruption to thrive in the service. The pointed out how they are paid less and not provided with decent and safe housing. They pointed out that police are armed and live with their arms in mud or tins houses. They said this demoralizes them. They pointed out that most police officers prefer renting houses away from the station for those houses are seen to be safer and even spacious. They highlighted privacy challenges for the married police officers who live in one room two or even at times three families. A responded pointed the challenges as shameful and demoralizes the police officer. This is observed as poor living conditions by the police officers. The respondents pointed out that these living conditions make them feel ashamed of their profession. This lowers the dignity of the police occupation and deprives them of their worth to live professionally; it makes them lose the drive of insisting on ethical practices expected of the police.

Respondents in this group were mainly enthusiastic about the living condition of the police. They pointed out that police have less income compared to people working in other professions'. One respondent was categorical pointing out that he did well in his Kenya Certificate of Secondary Education but finds boys who did poorer than him who have pursued other professions having a better living standard than him. This was observed by the group as abetting corruption in the police service.

When asked whether the salary of police is an issue, they pointed out salary as a non-big issue. It is interesting, they pointed that there is no amount of salary that can deter the police from engaging in corrupt activities. They pointed that the recent increase in police salary has not helped to curb corrupt actions in any way. This group insisted that the living condition and particularly the housing and equipment would help bolster police dignity and in their opinion this would curb corrupt activities.

Rewards and punishment

Respondents in Police Station D observed that there is some improvement of corrupt dealings within the force from when the independent police oversight authority (IPOA) came into board after the promulgation of the new constitution in the year 2010.

Groups four observed that the vetting of senior police officer in the recent past have made the senior police officers to act professionally in the promotions, transfers and dismissal of the police officer. The group observed that highlighting of the senior officers in the public during the vetting process has made the senior officers to act professionally. The vetting process has scrutinizes the senior officers use of power vested on them and whether they were corrupted in any way when administering their mandate. The public and the police are asked point out any malpractices by the officers to be vetted. The respondents observed that this has made the senior police officers to act professionally unlike in the past when there was nobody they report to. The group was in agreement that the recent reforms geared to instill professionalism in the police service are bearing fruits.

Focus Group 5 (Police Station E)
Recruitment

Focus group discussants in Police Station E observed that there is rampant corruption in the police recruitment process. They pointed out that the police service is a potential employer envied by many Kenya. Jobs are scares and hard to find. The respondents observed that citizens bribe their ways to have their children get to the police service. Other than giving of bribes, the respondents also observed other corrupt ways through which people corrupt the recruitment process.

Tribalism

Respondents in Police Station E identified tribalism as favoring some regions in the recruitment. They said this is an elaborate scheme to have specific communities get to the service in big numbers than others. The slots given per district for recruitment are not even and the formula employed is never to be questioned. The respondents noted with concern that this dangerous as it is allowing the negative tribal tendencies to get their way into the police service.

Political Influence

Focus group five discussants identified that politicians and other senior and influential citizen for the employment of their relatives and supporters. The group observed that politician is given slots to fill in the recruitment. A respondent pointed that there were people who don't even attend the recruitment at the village level but get letters of admission at their comfort of their homes.

Respondents observed this as serious corruption as it is bringing people who were not subjected to critical examination to the police service. A respondent pointed that most of those people who fail to finish the training are those who are brought to the force through back door.

4.5 Public's Corruption Culture

These are outside forces which influence police to be corrupt. The Kenyan publics have been found and observed as corrupt. The respondents were categorical that they are as corrupt as the people corrupting them. They were using a mantra that "the receiver and the giver of bribe are equally guilty."

4.5.1 Police Station A

In Police Station A, the perception was the same. The participants agreed that the community is the one inducing police to corruption. One participant was categorical that "corruption in the police service is a reflection of corruption in the homes". The discussion in this group degenerated to the breakdown of social and moral values of the society.

4.5.2 Police Station B

In Police Station B, the participant observed that the public is equally guilty. A participant in the group posed a question this way.

"kwani polisi amewai lazimisha mtu kutoa hongo?" which means, "Has the police ever forced someone to give bribes"

Has a police ever forced someone to give bribe? This opened a discussion which exonerated the police from the blame. The participants laughed at this and were of the opinion that it is society that is corrupting the police.

4.5.3 Police Station C

An outstanding observation at Police Station C Police station is the bitterness of the police when they were asked how the public corruption culture is affecting the police in doing corrupt dealing. The group was categorical that the police only reflect the nature of the society. The group observed that bribery is most of the times induced to the police by the law breaking citizens who want their dirty and corrupt lives covered by the police.

4.5.4 Police Station D

In Police Station D, a participant narrated how he believes corruption in the police force is the reflection of the entire society. He narrated how at one point a log cutter "forced money through my throat". The group laughed at it and was/were in an agreed opinion that none can resist money when given in darkness. They posed a challenged to the researcher on what he would do if he was the one in such a position.

4.5.5 Police Station E

In Police Station E, the participants were more objective. The opinion of the senior Sergeant in the group that "there is no room of shifting blame to the public", cooled down the heated discussion of the influence of the public to the police taking bribes. Otherwise the discussion was heading where all the other discussion ended to, that, the public corruption culture is influencing police to take bribes.

4.6 Possible Solution to Corruption from Police Perspective

4.6.1 Vetting and re-training

The participants at Police Station C said vetting of police is facing major setbacks as compared to the vetting process of judges, which was also part of the institutional reforms proposed by the National Accord and Reconciliation Agreement, (2008) and as such there is a need to reconstitute it with the right mix of stakeholders in order to introduce new opinions and ideas in the process. One officer in the Police Station E focus group discussion agreed with this adding that "the National Police Service Commission needs to be restructured, there should be a mix of expertise in the vetting panel including some external commissioners as seen in the judges and magistrates vetting board in order to avoid victimization and conflict of interest which may arise during the vetting process."

In addition to the vetting process, according to the participants from Police Station A focus group, police officers should be retrained: "the police should be retrained to the highest possible standards of ethics and integrity to respect human rights and fundamental freedoms and dignity of the Kenyan citizens". They argued that this retraining can also help to weed out rogue police from the service.

For the police reform process to move forward and curb corruption in the force, there should be strict adherence to the new constitution, which requires "police to be professional, competent and accountable, respecting human rights and fundamental freedoms at all times".

Further there is need for increased political will and less interference in the police reform process. This will ensure that there is true engagement in the process and the entire exercise is not an act in futility. A police officer at Police Station B group stated that "for reforms geared to end corruption to be successful in the country, the police should be allowed to operate as an independent body" and noted that "political interference and the old guards who are still in the police service are the ones derailing the reforms process because they know (the old guards) they will be the first to be rooted out if they embrace reforms."

4.6.2 Institutional Reforms

Respondents at Police Station E and Police Station A informed the researcher that there are ongoing institutional reforms which to them are geared to reform the police service and curb corruption and malpractices within the force.

They informed the researcher that the following Institutions and offices are at various stages of being operationalized:-The Chairperson and the Commissioners of The National Police Service Commission are already operational. The office of the inspector general and the two deputies has already been filled through a rigorous vetting process by the National Police Service Commission. The Independent Policing Oversight Authority Board has been appointed and has hit the ground running. Directorate of Criminal Investigations has also been filled and is also in the process of streamlining their operations. The restructuring of the National Police Service ranks has been implemented. The county commanders are already in office though questions are arising from the way they were appointed. Other Institutions awaiting operationalization of the National Police Service Act are the County Policing Authorities, County Policing Forums, Committees and the Police Service Associations.

4.6.3 Terms of service

Respondents at Police Station A were in agreement that the promulgation of the new constitution has opened a raft of reforms to the police service. However the participants were in agreement that much still has to be done. The respondents were of the opinion that the improvement of the terms of service will help in a big way reduce corruption in the police service. They suggested an increase in salaries and other monetary factors.

4.6.4 Police Salaries and Allowances

Respondents at Police Station C and Police Station A pointed out that ongoing police reforms are underpinned by initiatives that seek to address the welfare of police officers. One of the

initiatives is to improve remuneration and benefits for police officers commensurate with the demands placed on them in provision of security in the country. At Police Station C, a police officer emotionally pointed out that 'the Government has implemented 42% of the salary level recommended by the Ransely Task force'. However, the recommended increases in police allowances are yet to be implemented. The groups pointed out that the Task Force recommendation was that the increases be implemented in two phases so as to maintain the value of the increases. The respondents pointed out that the delay in implementation of these awards has demoralized and de-motivated police officers. This has impacted negatively on the pace of implementation of the reform agenda and to a larger extent increase in rates of corruption.

4.6.5 Tooling and Equipment

Police Station D and Police Station E respondents viewed tooling and equipment as possible solution to fight corruption. They pointed out that logistical and technological capacity of the Police Services should be enhanced to make the police work to be easier and effective. The Police Station D group suggested that poor equipment demoralizes the group and puts them at risk when engaged with well-equipped groups of robbers and other terrorist groups.

The groups were in agreement that the police service is poorly equipped. To achieve this, they suggested that Police Services needed technical assistance to develop criteria to determine the tooling and equipment requirements. The police lack appropriate communication equipment, basic ICT knowledge and skills, equipment and infrastructure. Further, the Services lacked an effective electronic network and communication system (National Computer system) which connects police Stations, Local Access Network (LAN) connecting headquarters offices and allows preservation of crucial information and data. The use of closed circuit television (CCTV) cameras by police in detection of crime was inadequate. The Police Station E group further suggested that there is also need for legislation to make electronic, audio-visual and computer data evidence admissible in court. It was further observed that there was need to strengthen use of ICT in the Directorate of Criminal Investigation specifically the DNA database and Forensic investigations (Nikon, June 2012).

4.6.6 Housing

Respondents at Police Station B, D and E identified Housing as a serious issue that needs urgent attention to improve the police motivation. The respondents observed that poor housing demoralizes the police making them less professional in their daily activities. The

respondents noted that the housing allowance of the police requires up scaling. Those that rent houses outside the police station are paying more than they are being paid for housing. This opens a door for corruption.

4.6.7 Political Will

All the five groups identified political will as an important factor in dealing with corruption. It was observed that whenever political good will was demonstrated, corruption seems to take a lower profile. A case is given of the inception of NARK Government in the year 2003 that rode to power with a political narrative of zero tolerance to corruption. The respondents observed that if government had maintained that political momentum, the problem would have been reduced drastically.

4.6.8 Education

At Police Station A, B and C, it was observed that changing the attitudes of the police and that of the citizen is crucial in fight against corruption. The discussions observed that education of the masses though a massive civic education would help in fighting corruption. It was observed that most people are not aware of the negative effects corruption has on the wellbeing of our nation. Corruption has severe economic – social repercussion in any society in the world. It tarnishes the reputation of the police force and portrays the country in bad image before the potential investors.

The discussions also observed that the formal education system should entail in their curriculums corruption fighting lessons. The discussions observed that the nation would change in a great way if the young people are made to believe that corruption is evil and should be shunned by all means

4.7 Effects of Police Corruption

The groups were clear that corruption has negative effects to the wellbeing of any nation. They all agreed that corruption was affecting the service delivery of the police to the nation in a very negative way.

Police corruption affects society politically, economically and sociologically. The social aspect is perhaps easiest to define, because even one corrupt officer in a department can generate an overall distrust of the department. This negative attitude on policing by civilians helps maintain an "us versus them" mentality among police, which only serves to further the rift between police officers and civilians.

4.7.1 Political Effects

Civilian involvement

At Police Stations A, B, C and D respondents observed that because of corruption political moral of the police in enforcing the law was low. Civilians within the jurisdiction look up to lawmakers and justice officials to initiate justice against the officers involved. If the instance of corruption happens to fall on an election year, their re-election campaign may be lost.

Top-down discipline

Respondents at Police Station D observed indiscipline of one officer as affecting the whole department. Some respondents narrated how they were affected by reports of corruption by some officers within their former stations. Disciplinary bodies like the state executives or legislature may be compelled to demand that the department be scrutinized and its policies corrected. This can involve replacing individual officers, mid-level leadership, or asking for a resignation by the department chief. Disciplinary actions depend on the severity of the act, but typically result in disciplinary actions by the department and negative media coverage for the department.

4.7.2 Social Effects

General Mistrust of the Police by the Public

Police Station C and Police Station E observed mistrust as a social effect of corruption in the police force. They observed that while political issues can easily be worked through, the social effect of police corruption is much harder to overcome. Civilians, especially those who know someone who has been victimized by certain types of corruption, tend to see police officers as enemy forces. Similarly, police officers view civilians in the same light. Both issues have only been exacerbated by the War on Crime and war on drug and media coverage the police receiving bribe.

A participant at Police Station E was candid and highlighted how she was 'embarrassed and ashamed in the eyes of the public;. Though this is observed as a way of taming corruption, it leaves behind a bad social wound in the victims and their close friends and family.

"Rotten Apple" Theory

This theory suggests that one bad cop ruins the entire department. A single officer can not only cause leadership to initiate investigations over entire sections or the department as a whole, but that one corrupt officer/the rotten apple can bring a generally appreciated

department to its knees in terms of public relations. People look at that one bad cop and assume, sometimes correctly (especially in this case, where several other officers were found to be committing similar violations) the entire department is corrupt and committing similar or worse acts.

Reduced Effectiveness

Respondents at Police Station A pointed out that corruption not only generates distrust among the public, but also undermines the crimin"al justice system as a whole. Judges and prosecutors may develop a negative opinion of officers who come to testify in cases, especially those who have a history of disciplinary action related to corrupt acts. The trustworthiness of officers who work in departments where corruption has been discovered is severely diminished, and even if the testimony they provide in court is an exact recollection of the events in question, a prosecutor or judge may choose to simply ignore these facts because of their association with a seemingly corrupt department.

4.7.3 Economic Effects

Officer's Training

This was observed in Police Station B and D. Retraining and counseling officers found to have corrupt tendencies is proven to be expensive. This could be inside or outside the department, and it becomes another red mark on the already strapped budget of most departments. The cost of this remedial training pales in comparison to the cost of having to train new officers to replace those who are relieved of their duties, since these new hires will need to undergo initial academy training as well as whatever additional training the officer would require as they advanced in their career.

Investigations

Police Station C and Police Station E identified Investigation and litigation costs as economic effects of corruption. These investigators are either part of their own department or taken from other squads, or can be private entities. The department must also invest in retaining attorneys for both themselves and the officers involved.

4.8 Qualitative Analysis of the Focus Group Discussions conducted in Five Police Stations using Nvivo Software

Five focus group discussions were conducted in five police stations in Nakuru Town. The five focus group discussions were conducted with the police officers at the respective stations (Bahati, Bondeni, Njoro, Nakuru Railways and Nakuru Central Police Station). The qualitative data obtained from the five focus group discussions were analyzed using Nvivo software. Analysis was done through code selection where there was placement of the selected texts from the raw data into 3 parent nodes. These nodes include; Internal factors (institutional factors), external factors (public's corruption culture) and possible solutions from the police perspective. The child nodes were made from the parent nodes while sub child nodes were made from child nodes. The following child nodes were created from the first parent node named NODE 1. They include: dismissal and discipline, housing, recruitment, rewards and punishment, training, transfers and promotions. From the child node *recruitment*, sub child nodes named political influence and tribalism were created. Similarly, from the second child node named transfers and promotions, sub child nodes named sexual favouritism and tribalism, nepotism and favouritism were created**.** From the second parent node named NODE 2, the one child node was made. It includes; public's corruption culture. In the third parent node named NODE 3, the following child nodes were created. They include; education, housing, political will, terms of service, tools and equipment as well as vetting and re-training. From the sub-child node *terms of service*, a sub child node named police salaries and allowances was created. After the analysis, the following output was obtained:

NODE 1: Internal Factors

Dismissal and Discipline

<u>\<Internals\\ POLICE STATION C></u> - § 3 references coded [2.62% Coverage]
Reference 1 - 0.88% Coverage

The police men are scarcely rewarded for diligence in their work.

Reference 2 - 0.83% Coverage

It is very rare for one to get a decoration for the work done.

Reference 3 - 0.92% Coverage

The common yard used in measuring the reward or punishment is tribe.

Housing

<Internals\\ POLICE STATION B> - § 2 references coded [5.06% Coverage]

Reference 1 - 2.42% Coverage

Some police officers are renting houses outside the station exposing them to various corruption temptations.

Reference 2 - 2.64% Coverage

How one expects a police officer not to raise money for their housing when the employer has failed to provide the same.

<Internals\\ POLICE STATION A> - § 2 references coded [2.55% Coverage]

Reference 1 - 0.62% Coverage

The house allowance provided does not enable them to rent decent housing.

Reference 2 - 1.93% Coverage

The resultant effect has been decay in values and morals, low morale, high levels of stress and strained interpersonal relations between the officers. In some Stations, civilians are occupying houses meant for police officers.

<Internals\\ POLICE STATION E> - § 4 references coded [6.85% Coverage]

Reference 1 - 1.34% Coverage

Housing as a serious issue abetting corruption to thrive in the service.

Reference 2 - 2.91% Coverage

Most police officers prefer renting houses away from the station for those houses are seen to be safer and even spacious hence raise rent through corruption.

Reference 3 - 1.25% Coverage

These living conditions make them feel ashamed of their profession.

Reference 4 - 1.34% Coverage

Police have less income compared to people working in other professions'.

Recruitment

<Internals\\ POLICE STATION D> - § 2 references coded [6.02% Coverage]

Reference 1 - 2.42% Coverage

This group observed that there is rampant corruption in the police recruitment process.

Reference 2 - 3.60% Coverage

Other than giving of bribes, the respondents also observed other corrupt ways through which people corrupt the recruitment process.

<Internals\\ POLICE STATION B> - § 3 references coded [7.98% Coverage]

Reference 1 - 1.49% Coverage

Recruitment as full of flows which encourage corruption to thrive.

Reference 2 - 4.35% Coverage

Everybody is bribing their way so it will be in vain not to also try ones luck by also bribing. It is like failure to give something is assurance of not getting a position in the police service.

Reference 3 - 2.15% Coverage

The society seems desperate and has adopted corruption as a normal way of getting things done.

<Internals\\ POLICE STATION A> - § 4 references coded [2.28% Coverage]

Reference 1 - 0.46% Coverage

Recruitment of the police is riddled with corruption.

Reference 2 - 0.93% Coverage

Relevant requisite qualification but because they paid to be in the service through bribes during recruitment.

Reference 3 - 0.47% Coverage

The process of recruitment is riddled with corruption.

Reference 4 - 0.42% Coverage

There is corruption in the recruitment process.

<Internals\\ POLICE STATION C> - § 1 reference coded [2.40% Coverage]

Reference 1 - 2.40% Coverage

Observation was that from the year 2013 when the courts nullified the entire recruitment process because of corruption, corruptions have drastically reduced in recruitment process.

<Internals\\ POLICE STATION E> - § 2 references coded [3.52% Coverage]

Reference 1 - 2.23% Coverage

The entire process by the courts in the year 2013 has helped in a great way in stemming corruption during recruitment.

Reference 2 - 1.29% Coverage

In the past there was rampant corruption in the recruitment process.

Political Influence

<Internals\\ POLICE STATION D> - § 2 references coded [7.91% Coverage]

Reference 1 - 5.11% Coverage

Politicians and other senior and influential citizen for the employment of their relatives and supporters. The group observed that politician is given slots to fill in the recruitment.

Reference 2 - 2.80% Coverage

Those people who fail to finish the training are those who are brought to the force through back door

Tribalism

<Internals\\POLICE STATION D> - § 3 references coded [5.88% Coverage]

Reference 1 - 1.57% Coverage

Tribalism is favoring some regions in the recruitment.

Reference 2 - 1.87% Coverage

Specific communities get to the service in big numbers than others.

It is allowing the negative tribal tendencies to get their way into the police service.

Rewards and Punishment

<Internals\ POLICE STATION A> - § 2 references coded [4.26% Coverage]

Reference 1 - 2.50% Coverage

The hard working and long serving officers are denied their rightful promotions because of the systemic corruption within the service. The junior officers seen to cooperate with the seniors by the way of giving goodies are the ones who find themselves promoted and transferred to friendly areas.

Reference 2 - 1.76% Coverage

A known offender finds his/her way out by influencing the decisions of the seniors through corrupt means. The punishment is bailed out through bribes given to the senior officer who enforce the discipline.

<Internals\\POLICE STATION E> - § 2 references coded [5.05% Coverage]

Reference 1 - 3.31% Coverage

The vetting of senior police officer in the recent past has made the senior police officers to act professionally in the promotions, transfers and dismissal of the police officer.

Reference 2 - 1.73% Coverage

Police officers to act professionally unlike in the past when there was nobody they report to.

Salaries and Monitory Allowances

<Internals\\POLICE STATION A> - § 1 reference coded [0.92% Coverage]

Reference 1 - 0.92% Coverage

The payment of the police officers is below the internationally requirement hence an avenue for corruption.

Training

<Internals\\POLICE STATION A> - § 1 reference coded [0.65% Coverage]

Reference 1 - 0.65% Coverage

Recruitment as the first point where the police are introduced to corruption.

<Internals\\POLICE STATION C> - § 4 references coded [8.06% Coverage]

Reference 1 - 3.53% Coverage

The respondents observed that the instructors are serious teaching the recruits about what is expected in the police service-a corruption free service. However, the respondents were clear that though the instructions are clearly written, the practice is different.

Reference 2 - 1.58% Coverage

"That he is only teaching what is found in the books, but you go find the reality and apply what you know is real life"

Reference 3 - 1.92% Coverage

They make the recruits sign the codes of conduct and professional ethical standards of the police but make them feel that that is mere paper work.

Reference 4 - 1.04% Coverage

How did it happen that senior police officers are from one or two communities?

Transfers and Promotions

<Internals\\POLICE STATION B> - § 2 references coded [3.44% Coverage]

Reference 1 - 1.44% Coverage

Transfers of the police officers are full of corrupt tendencies.

Reference 2 - 2.00% Coverage

The traffic police fight to be posted into the busy towns near the busy traffic highways.

<Internals\\POLICE STATION B> - § 3 references coded [3.46% Coverage]

Reference 1 - 2.51% Coverage

The hard working and long serving officers are denied their rightful promotions because of the systemic corruption within the service. The junior officers seen to cooperate with the seniors by the way of giving goodies are the ones who find themselves promoted and transferred to friendly areas.

Reference 2 - 0.47% Coverage

Promotion was enhancing corruption in the police force.

Reference 3 - 0.48% Coverage

That merit is not the only factor observed in promotion.

Sexual Favouritism

<Internals\\POLICE STATION C> - § 1 reference coded [3.49% Coverage]

Reference 1 - 3.49% Coverage

Sexual favours are used in the rewarding or punishing of the officers. A respondent said many male senior officers have soft sports for ladies in the force. They are treated leniently when found in the wrong and that they find the way up the ladder easily.

Tribalism, Nepotism and Favouritism

<Internals\\POLICE STATION A> - § 2 references coded [1.71% Coverage]

Reference 1 - 1.24% Coverage

There is a trend which according to them is evil of rewarding people positions of influence because they come from certain regions in the country.

Reference 2 - 0.48% Coverage

There is tribalism and favours in the police service

<Internals\\POLICE STATION C> - § 4 references coded [4.96% Coverage]

Reference 1 - 0.60% Coverage

That tribalism is rampant within the service.

Reference 2 - 2.26% Coverage

Some police officers from some particular communities are rarely punished and when found in the wrong they have their way through their tribe mates in senior positions.

Reference 3 - 1.04% Coverage

How did it happen that senior police officers are from one or two communities?

Reference 4 - 1.06% Coverage

> Tribalism as a yard used to reward or punish the officers in the police service.

NODE 2: External Factors

Public's Corruption Culture

<u>\<Internals\\POLICE STATION D\></u> - § 6 references coded [13.19% Coverage]
Reference 1 - 1.65% Coverage

The Kenyan publics have been found and observed as corrupt.

Reference 2 - 1.40% Coverage

They are as corrupt as the people corrupting them.

Reference 3 - 1.62% Coverage

"The receiver and the giver of bribe are equally guilty."

Reference 4 - 1.98% Coverage

Corruption in the police force is the reflection of the entire society.

Reference 5 - 3.90% Coverage

Bribery is most of the times induced to the police by the law breaking citizens who want their dirty and corrupt lives covered by the police.

Reference 6 - 2.64% Coverage

The media depicting the police as corrupt but they let go the public who are bribing the police.

<u>\<Internals\\POLICE STATION B\></u> - § 4 references coded [6.41% Coverage]
Reference 1 - 1.40% Coverage

The community is the one encouraging the police to take bribe.

Reference 2 - 1.57% Coverage

The society forces bribes 'through the throats' of the police officers.

Reference 3 - 1.93% Coverage

It is hard to resist bribes given freely even when one is not found to be in any wrong.

Corruption in the police is a reflection of the society corruption.

<Internals\\POLICE STATION A> - § 4 references coded [2.15% Coverage]

Reference 1 - 0.77% Coverage

Community corruption culture is encouraging the corruption in the police service to thrive.

Reference 2 - 0.47% Coverage

The community is the one inducing police to corruption.

Reference 3 - 0.66% Coverage

"Corruption in the police service is a reflection of corruption in the homes".

Reference 4 - 0.25% Coverage

The public is equally guilty.

<Internals\\POLICE STATION C> - § 3 references coded [6.45% Coverage]

Reference 1 - 0.67% Coverage

The police only reflect the nature of the society.

Reference 2 - 1.88% Coverage

Bribery is most of the times induced to the police by the law breaking citizens who want their dirty and corrupt lives covered by the police.

Reference 3 - 3.91% Coverage

The public believe that they will have their things will be done easily when they bribe. They believe that bribes lessen the time and cost of their transactions to go through. It was observed that those seeking licenses like driving license bribe their way not to go through the normal process.

<Internals\\POLICE STATION E> - § 3 references coded [4.38% Coverage]

Reference 1 - 1.25% Coverage

The public **c**orruption culture is influencing police to take bribes.

Reference 2 - 1.60% Coverage

It is obvious in everyone's mind that the police are only a reflection of the society.

The police never force anyone to bribe but the society force them to take bribes.

NODE 3: Possible Solutions from the Police

Education

<Internals\\POLICE STATION E> - § 7 references coded [10.99% Coverage]

It is crucial to change people's attitudes through an elaborate education system.

The education curriculums we have in the country are not addressing the corruption problem in details.

The society seems to have learnt informally that corruption is ok in our country.

Education against corruption should be a concerted effort by all.

Churches and the media as crucial players who can educate the massed against corruption.

Kenyans are informed by the media and the religious organizations in a big way.

Churches should point out corruption as sin like the many other sins condemned in the church.

Housing

<Internals\\POLICE STATION B> - § 2 references coded [3.26% Coverage]

Housing as a serious issue that needs urgent attention to improve the police motivation.

The housing allowance of the police requires up scaling.

<Internals\\POLICE STATION A> - § 1 reference coded [0.49% Coverage]

Reference 1 - 0.49% Coverage

 The housing allowance of the police requires up scaling.

Political Will

<Internals\\POLICE STATION D> - § 3 references coded [7.61% Coverage]

Reference 1 - 1.81% Coverage

Political will from the policy makers like politicians is crucial.

Reference 2 - 2.80% Coverage

Whenever there is a political good will to fight corruption, corruption seems to take a lower profile.

Reference 3 - 2.99% Coverage

If that government had maintained that political momentum, the problem would have been reduced drastically.

Terms of Service

<Internals\\POLICE STATION A> - § 3 references coded [1.78% Coverage]

Reference 1 - 0.71% Coverage

The terms of service will help in a big way reduce corruption in the police service?

Reference 2 - 0.43% Coverage

An increase in salaries and other monetary factors.

Reference 3 - 0.64% Coverage

Salaries and monetary benefits as crucial in curbing the police corruption

Police Salaries and Allowances

<Internals\\POLICE STATION A> - § 2 references coded [2.85% Coverage]

Reference 1 - 0.90% Coverage

Ongoing police reforms are underpinned by initiatives that seek to address the welfare of police officers.

The delay in implementation of these awards has demoralized and de-motivated police officers. This has impacted negatively on the pace of implementation of the reform agenda and to a larger extent increase in rates of corruption

Tools and Equipment

<Internals\\POLICE STATION A> - § 5 references coded [4.80% Coverage]

Logistical and technological capacity of the Police Services should be enhanced to make the police work to be easier and effective.

Poor equipment demoralizes the group and puts them at risk when engaged with well-equipped groups of robbers and other terrorist groups.

Technical assistance to develop criteria to determine the tooling and equipment requirements.

Lack appropriate communication equipment, basic ICT knowledge and skills, equipment and infrastructure.

Need for legislation to make electronic, audio-visual and computer data evidence admissible in court.

Vetting and Re-training

<Internals\\POLICE STATION C> - § 6 references coded [18.15% Coverage]

There is a need to reconstitute it with the right mix of stakeholders in order to introduce new opinions and ideas in the process.

"The NPSC needs to be restructured; there should be a mix of expertise in the vetting panel including some external commissioners as seen in the judges and magistrates vetting board in order to avoid victimization and conflict of interest which may arise during the vetting process."

"The police should be retrained to the highest possible standards of ethics and integrity to respect human rights and fundamental freedoms and dignity of the Kenyan citizens".

There should be strict adherence to the new constitution, which requires "police to be professional, competent and accountable, respecting human rights and fundamental freedoms at all times".

There is need for increased political will and less interference in the police reform process. This will ensure that there is true engagement in the process and the entire exercise is not an act in futility.

"for reforms geared to end corruption to be successful in the country, the police should be allowed to operate as an independent body" and noted that "political interference and the old guards who are still in the police service are the ones derailing the reforms process because they know (the old guards) they will be the first to be rooted out if they embrace reforms".

Table 4.6:*Nvivo Analysis*

Parent Nodes	Child nodes	Sub child Nodes	Sources	References	Created On	Modified By	Modified On	Modified By
Internal Factors			5	50	03/10/2017 11:16	M.I.O	03/10/2017 12:23	M.I.O
	Dismissal and Discipline		1	3	03/10/2017 11:32	M.I.O	03/10/2017 15:10	M.I.O
	Housing		3	8	03/10/2017 11:30	M.I.O	04/10/2017 10:08	M.I.O
	Recruitment		5	12	03/10/2017 11:24	M.I.O	04/10/2017 10:07	M.I.O
		Political Influence	1	2	03/10/2017 14:30	M.I.O	03/10/2017 14:31	M.I.O
		Tribalism	1	3	03/10/2017 11:33	M.I.O	03/10/2017 14:29	M.I.O
	Rewards and Punishment		2	4	03/10/2017 11:32	M.I.O	04/10/2017 10:09	M.I.O
	Salaries and Monitory Allowances		1	1	03/10/2017 11:31	M.I.O	03/10/2017 14:52	M.I.O
	Training		2	5	03/10/2017 11:31	M.I.O	03/10/2017 15:13	M.I.O
	Transfers and Promotions		2	5	03/10/2017 11:31	M.I.O	03/10/2017 15:00	M.I.O
		Sexual Favouritism	1	1	03/10/2017 15:15	M.I.O	03/10/2017 15:15	M.I.O
		Tribalism, Nepotism and Favouritism	2	6	03/10/2017 14:55	M.I.O	03/10/2017 15:14	M.I.O
External Factors			5	20	03/10/2017 11:17	M.I.O	03/10/2017 12:05	M.I.O

	Public's Corruption Culture		5	20	03/10/2017 11:56	M.I.O	04/10/2017 10:10	M.I.O
Possible Solutions from the Police			5	29	03/10/2017 11:18	M.I.O	03/10/2017 11:18	M.I.O
	Education		1	7	03/10/2017 12:11	M.I.O	04/10/2017 10:12	M.I.O
	Housing		2	3	03/10/2017 12:09	M.I.O	03/10/2017 15:06	M.I.O
	Political Will		1	3	03/10/2017 12:08	M.I.O	03/10/2017 14:36	M.I.O
	Terms of Service		1	3	03/10/2017 12:09	M.I.O	03/10/2017 15:03	M.I.O
		Police Salaries and Allowances	1	2	03/10/2017 12:10	M.I.O	03/10/2017 15:04	M.I.O
	Tools and Equipment		1	5	03/10/2017 12:10	M.I.O	03/10/2017 15:06	M.I.O
	Vetting and Re-training		1	6	03/10/2017 12:11	M.I.O	04/10/2017 10:05	M.I.O

Table 4.6 gives a summary of the Nodes created. The discussants majored around the three critical areas (classified as parent nodes). In the first parent node, 5 sources (focus group discussions) gave 50 reasons (classified as references in Table 7) as being internal factors encouraging corruption in the police force. 5 sources (focus group discussions) gave 20 reasons as external factors (public's corruption culture) encouraging corruption to thrive in the police force (classified as references in Table 7) while 5 sources (focus group discussions) gave 29 reasons (classified as references in Table 7) as possible solutions from the police perspective that can curb corruption in the police force.

Interpretation of the Nodes

NODE 1: Internal Factors (Parent Node)

In Table 4.6, 5 sources gave 50 internal factors encouraging corruption in the police force. These reasons were classified based on the content of what was said (7 child nodes and four sub child nodes were created). In the first child node named *Dismissal and Discipline,* one source gave three reasons which were; the police men are scarcely rewarded for diligence in their work, it is very rare for one to get a decoration for the work done and the common yard used in measuring the reward or punishment is tribe.

In the second child node named *Housing,* three sources gave eight reasons which were; Some police officers are renting houses outside the station exposing them to various corruption temptations, How one expects a police officer not to raise money for their housing when the employer has failed to provide the same? The house allowance provided does not enable them to rent decent housing, officers. In some Stations, civilians are occupying houses meant for police officers; the resultant effect has been decay in values and morals, low morale, high levels of stress and strained interpersonal relations between the officers. In some Stations, civilians are occupying houses meant for police officers, housing as a serious issue abetting corruption to thrive in the service, most police officers prefer renting houses away from the station for those houses are seen to be safer and even spacious hence raise rent through corruption, these living conditions make them feel ashamed of their profession and police have less income compared to people working in other professions'.

In another child node named *recruitment*, five sources gave twelve reasons which were that; this group observed that there is rampant corruption in the police recruitment process, other than giving of bribes, the respondents also observed other corrupt ways through which people corrupt the recruitment process, recruitment as full of flows which encourage corruption to

thrive, everybody is bribing their way so it will be in vain not to also try ones luck by also bribing. It is like failure to give something is assurance of not getting a position in the police service, the society seems desperate and has adopted corruption as a normal way of getting things done; recruitment of the police is riddled with corruption, relevant requisite qualification but because they paid to be in the service through bribes during recruitment, the process of recruitment is riddled with corruption, there is corruption in the recruitment process, observation was that from the year 2013 when the courts nullified the entire recruitment process because of corruption, corruptions have drastically reduced in recruitment process, the entire process by the courts in the year 2013 has helped in a great way in stemming corruption during recruitment and that in the past there was rampant corruption in the recruitment process. This showed that recruitment process was an internal factor encouraging corruption within the police force. From the same child node *recruitment*, two sub child nodes named *political influence and tribalism* were created.

In the first sub-child node named political influence, one source gave two reasons as political factors encouraging corruption in the recruitment process. The reasons include; politicians and other senior and influential citizen for the employment of their relatives and supporters and the fact that the politicians are given slots to fill in the recruitment. In the second sub-child node named tribalism, one source gave three reasons as to why tribalism is a factor which encourage corruption during the recruitment of constables in the police force. The reasons include; tribalism is favoring some regions in the recruitment, specific communities get to the service in big numbers than others and it is allowing the negative tribal tendencies to get their way into the police service.

Other subsequent parent nodes and child nodes may be interpreted in a similar manner as the above NODE. After the discussions, a tree map (Graphical Representation Showing Nodes Compared by Number of Items Coded) representing the selected nodes as nested rectangular boxes was drawn was drawn (See Figure 4.1 on page 68).

In Figure 4.1 the size and color of each box represents selected information about the node. The size of each box represents how many of the selected scope items are coded by the display item. From the first node named *internal factors* (colored maroon), the following child nodes were created. They include: Dismissal and discipline, housing, recruitment, rewards and punishment, training, transfers and promotions. From child node *recruitment*, two sub-child nodes named political influence and tribalism (colored maroon) were created. Other child nodes were created from the remaining parent nodes as seen from Figure 4.1.

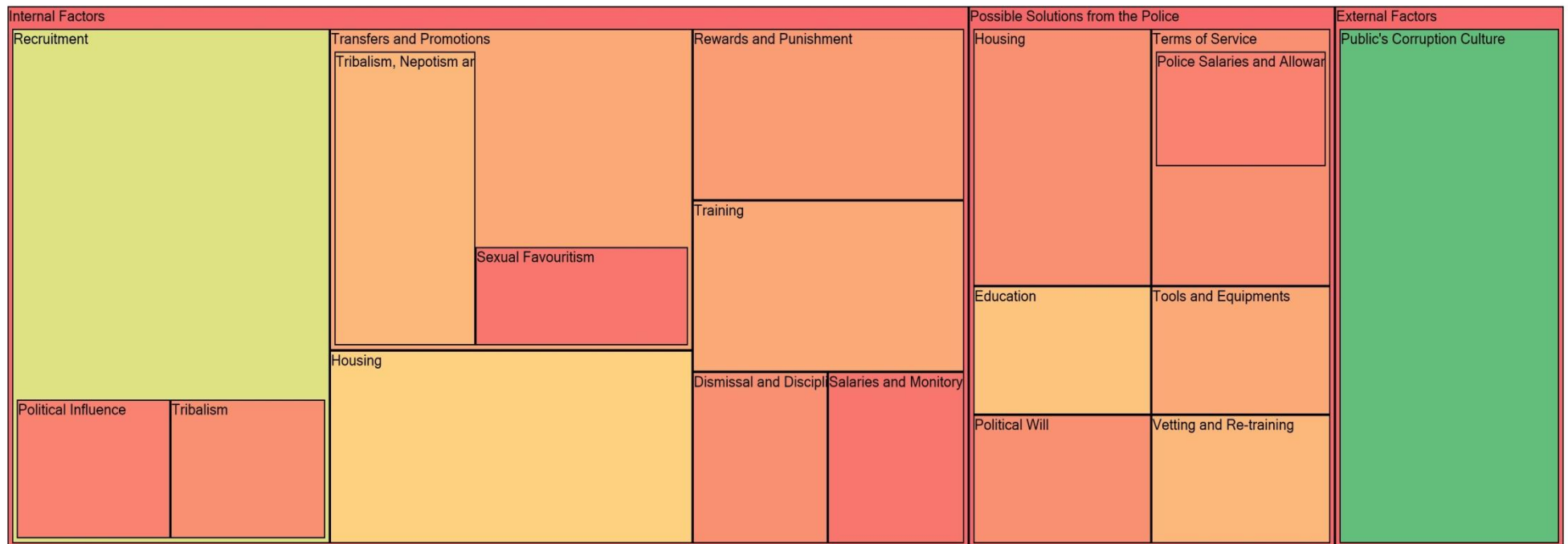Nodes compared by number of items coded

Figure 4.1: Nodes Compared by Number of Items Coded

4.9 Mechanisms of Corruption in the Police Service

Some factors are observed as mechanisms of corruption. They are interrelated with one another and one leads to the happening of the other.
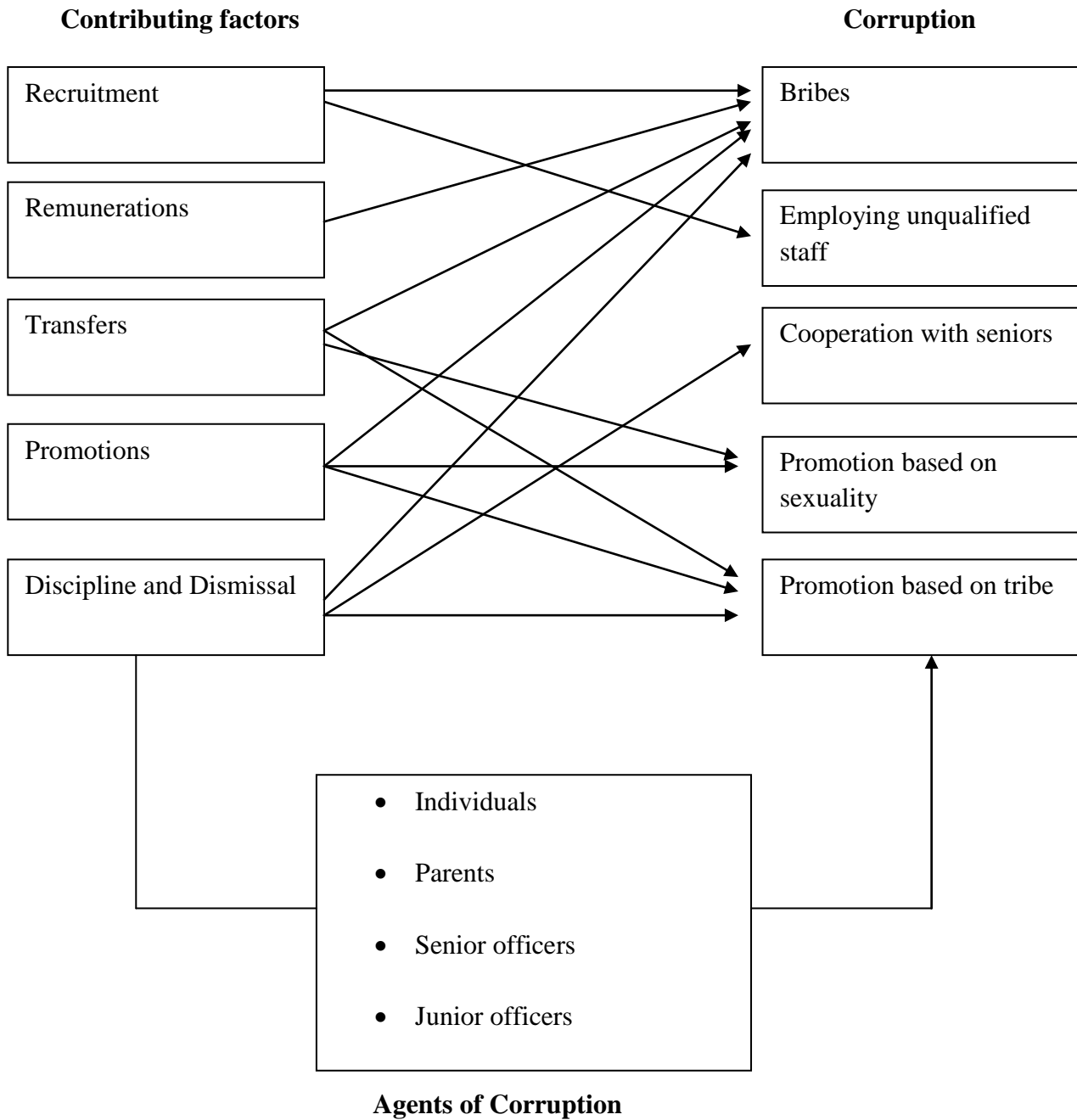
Contributing factors   **Corruption**

Agents of Corruption

Figure 4.2: Mechanisms of Corruption in the Police Service

It was noted from the analysis of the discussions with the police officers that there are various types of corruption that takes place in the police service; and is contribute by various factors.

Figure 4.2 shows how corruption takes place in the police service. For example, citizens pay bribes to be recruited into the police service. This is done by applicants through their parents or relatives that lead to employment of unqualified staff. Low remunerations enable both junior and senior officers to take bribes in order to compensate for their little income. With regards to transfers, most officers bribe their seniors to be accorded transfers to places deemed friendly. Other officers mostly females are transferred based on sexual favoritism. Similarly, some officers are transferred due to tribal orientation similar to the seniors offering the transfers. With respect to discipline and dismissal, police officers both senior and junior officers have been able to pay bribes in order to avoid being disciplined or being dismissed from the service.

4.10 Publics Views on Corruption in the Police Service

4.10.1 Introduction

The problem of corruption has remained a serious challenge to the police service. The police are expected to offer their service to the public without partiality or influence of any kind. The police on their part blame the public for initiating corruption deals, whenever the latter are on the wrong side of the law. The public thinks otherwise. To determine the effects of the influence of the public to police corrupt behavior, the researcher collected views of the public on corruption in the police service by conducting two Focus Groups Discussions. Njoro chief's office and Bondeni chief's office were purposively identified as focal points from which to collect views from the members of the public on the subject matter. Focus Group Discussion was the preferred approach for collecting these views. Table 4.7 provides a profile of the participants in the FDG.

Table 4.7: Profile of the FGDs participants

Area of Study	Sex		Age range	Occupation	Education Background
	Male	Female			
Bondeni	5	3	25-55 years	• 2 males, civil servants • 1 Businessman • 2 males, farmers • 2 females, civil servants • 1 female farmer	• 3 males, secondary education level • 1 male, college education level • 1 male, undergraduate education level • 2 females, college education level • 1 female, primary education level
Njoro	6	4	35-60 years	• 2 businessmen • 1 male, driver • 1 male, administrator • 2 males, farmers • 1 female, civil servant • 3 business ladies	• 2 males, primary education level • 2 males, secondary education level • 2 males, college education level • 2 females, primary education level • 1 female, secondary education level • 1 female, college education level

Nakuru Bondeni Focus Group

The Area Chief who also participated in the discussions invited the participants to the Focus Group. He introduced the researcher to the members of the group and asked the group members to feel at ease. The researcher took the participant through the purpose of the focus group discussion and assured them that nobody will be incriminated in anyway because of their views. He assured them of confidentially of the information given. He further informed them that the research is purely for academic purposes.

The FDG was guided by one main aim; to determine the public's views on corruption in the police service and how the public on their part influence the police to take bribes and engage in other corrupt related activities.

The researcher moderated the Focus Group by asking open-ended question (Appendix II), which allowed broad answers that trigger discussions.

The participants were in unison that there is corruption in the police force. They agreed with the polls results which showed that the police was the most corrupt public institution in Kenya.

When asked what they understand by the word "corruption," the respondents gave diverse definitions. One pointed out that,

> *"Corruption is anything done by a law breaker to divert the law enforcement agencies from carrying their mandate of punishing the offender."* Another responded pointed out that, *"It is simply anything done that can be considered as breaking the law."* Another responded pointed out that, *"Corruption is an unlawful behaviour by both citizens and the police to cover their evils."*

When asked if they have ever engaged in corrupt deals with the police or witnessed a police engaging in a corrupt deal with the public, the respondents gave a positive answer that they had participated in corrupt deals with the police. A responded highlighted that,

> *"It is an occurrence which we all witness on a daily basis in our roads and streets, not all people are participating in it but at least everyone is a witness to its occurrence."*

Another participant said, *"Corruption is a daily activity in Kenya'.* According to him corruption is a must do activity. He said,

> *"I corrupt my ways daily. I operate a second hand clothes stall and I interact with the police and other law enforcement agents like the County askaris. I give bribes to the law enforcer to be exempted from paying the normal rates for my stall."*

The group was divided on who gives out the bribe first. Some participants were of the opinion that the police initiate the deal. Those of this view hold the position that the police come to you and shows the body language that suggest that you give out a bribe. A responded narrated,

"The police points a problem to you and in a clever way use a language commonly understood to mean that you give out something. The commonly used words were toa kitu kidogo {give out something small), fanya jambo {do something}."

The other side of the Focus Group held a view that bribing is prompted by members of the public who are keen at breaking the law for their individual gains or benefits. A participant pointed out that,

"Many people are choosing to oil police officers hands to facilitate their corrupt deals."

A participant pointed out,

"The rot in the transport sector is caused by rogue drivers who give out monies to police officers in the road blocks to pervert the police from inspecting their cars. These drivers are pointed by the participants as those notorious in over speeding, drug trafficking, over loading and load music.

The participants were in agreement that corruption is unethical and it's a factor that has a potential of derailing our social economic development. They pointed out clearly that corruption has negative impact in the development of any country. The participants also addressed the problem of corruption and its link to insecurity. One participant pointed that,

"Corruption is an avenue for security threat to our country."

However, the area chief, also a participant, pointed to member of the public, stating;

"The giver and the receiver of a bribe are equally wrong." He advised the group to take the lead in stopping the vice.

The participants pointed out several possible explanations for corruption. A participant pointed out the following,

"Greed is the major cause of corruption. The insatiable appetite for wealth is propelling the police to be corrupt. The police lifestyle of drinking and living beyond their means is what is propelling corruption in the police force."

Another participant pointed out,

> *"The police deplorable living conditions and their small salary is the reason why they engage in corruption. The cost of living has gone so high and the police take bribes to cope up with the ever rising cost of life."*

Another participant pointed out the public's corruption culture as a major factor enhancing corruption in the police. He pointed out that the public are the ones pushing bribes to the police to cover their evil deeds

When asked what should be done to deter the public from participating in corrupting the police, the participants pointed out the following:

- Punitive measures should be taken against those found bribing the police. They pointed that this will send a serious signal to the citizenry that those found bribing are equally guilty as the police who receive the bribe. This signal brings fear which can deter the public from pushing bribes to the police. A responded pointed out that police are harassed when seen receiving bribes from the public but little condemnation goes to the public who gives our bribes to the police

- Civic education is another strong point pointed out as possible solutions that can deter the public from influencing the police into taking bribes and engaging into other corrupt activities. The participants pointed out that there is no campaign being done to inform the public of the dangers of corruption to our nation. They advised out strongly that deliberate efforts should be taken to educate the public on the dangers of corruption. They compared it with civic education undertaken to educate the society about HIV/Aids. They pointed out that corruption should be given the same attention and deliberate campaigns be made to educate the society of its negative impact.

- Reduction of fines and time of settling the minor traffic offences. The group observed that some minor offence attract punitive fines which make the public bribe the police than face the fine. A participant pointed out a fine of five thousand when one is found without fastening a safety belt. They pointed out that it forces the passengers or the driver to give out a hundred shillings to avoid the punitive punishment.

The time taken to adjudicate the cases was also pointed out as crucial in curbing corruption. A participant pointed that sometimes a car is grounded and its case takes months to

adjudicate. They pointed out that if justices can be expedited, some law-abiding citizen would shun giving out bribes and would follow the due process of the law.

When asked what they think should be done to deter the police from engaging in corruption, they pointed out three areas of concern: remuneration, transfers and education of the police

A respondent pointed out that the police need to be remunerated well and their well being taken care of by the government. He voiced out that it is crucial that,

> *"The police be provided with decent housing that befits the title of a police officer."* The group lauded the efforts being taken by the government to improve the police service.

Another responded reiterated the need of good pay and proper equipping of the police. He pointed out that,

> *"At times you find a police officer with worn out uniform. This demoralises the officer and would be a conduit that opens a door for a police officer to engage in corruption."* He pointed out the cut line is motivation. When the police are motivated, the group thinks the police would be less corrupt.

The group also pointed out the need for officers to be rotated through work places often. This makes him/her connect with the people of the locality and loose the main focus of his/her duty. A respondent suggested the following,

> *"Police should be transferred before the cartels in the specified area master him/her in their box"*.

The respondent suggested that this would help reduce the chance of the police joining the organized cartels that perpetuate corruption and crime.

The group also pointed out the need of retraining the police. They suggested refresher courses to advice the police repeatedly of the need of shunning corruption. They pointed out that the police need information on the effects of corruption to the nation to deter them from the practice. They also need to be reminded repeatedly of their expectations as stipulated in their codes and other professional documents.

A responded lamented, *"I doubt if there are refresher courses for the police after the pass out parade."*

Njoro Fous Group Discussions

The participants were taken through the purpose of the focus group discussion and were assured that nobody will be criminalised because of the views they will give. Confidentiality was assured and they were further informed that the research is purely for educational purpose. The discussions main aim was to determine the public's views on corruption in the police service and how the public influence the police to take bribes and engage in other corrupt related activities.

Participants were led by the researcher and moderated through open ended questions that provoked discussion

The participants pointed out that it is true corruption is rampant in the police force. They agreed with the reports from poll bodies, which ranked the police as the most corrupt public institution in Kenya. When asked what they understand by corruption, they gave different definitions. A responded said that corruption is simply bribing. Another responded pointed out the following,

> *"Any act that influences the law enforcer not to take action against the offender is what is called corruption."* Another responded defined corruption as, *"Embezzlement of public funds for personal good at the expense of the populace. Another termed it as any misuse of powers and privileges by those in authority."*

When asked whether they have ever participated in corrupt deals or witnessed the police engaging in corruption with the public, they all agreed that they have on several occasions bribed the police and they witness the police on a daily basis engaging in corruption with the public. They pointed traffic roadblocks as the main places where bribery takes place. A participant pointed out,

> *"I engage the police on a daily basis and I bribe them daily. I am a driver of a car plying Nakuru Egerton route. I do this because everybody else is doing it. The consequences of not giving out bribes are dire. Giving out bribes saves me a lot of money and time."* The group seemed to cheer this idea. It became clear in further discussions that corruption is becoming a norm.

When asked why the police accept or solicit for bribes, they pointed out the deplorable working conditions of the police. A respondent pointed out that,

"The police take bribes to supplement what the employer can't offer. The salary of the police is too small compared with the work they do. Further, they risk their life for the public but are paid a salary which does not commensurate with the work they do."

Another respondent blamed Corruption in the files and ranks of the police as a reason fueling corruption in the police. A participant who looks informed and is privy to the operations of the police told the group that,

"All constables assigned duties in the road blocks are demanded that they remit a certain amount of money to their bosses who also in turn remit to the seniors in the police headquarters."

When asked who initiates the bribery, they pointed out that it is the public. The group pointed clearly that it is the public who are pushing bribes through the police officers throats. A participant pointed out sarcastically that;

"The police are hopeless when it comes to fighting corruption…the police are human beings and no one would refuse to take money given freely."

The group pointed out that the public is inducing the police to take bribes. Another participant pointed out that;

"The public is compelled to bribe the police to have his/her easy way out. The law breaking citizens initiates the giving of bribe to turn the eye of the police from his dirty dealings."

When asked further why the public give out bribes when it is clear to all that bribe giving is morally wrong and also against the law, the participants pointed out three reasons.

- A respondent pointed out that lawbreakers would give the bribes to pervert the law enforcers from exerting the necessary punishment to the offender. He pointed out bribe giving to be cheaper than punishment the offence would attract.

- Time factor. A respondent pointed out that there are bottlenecks in bureaucracies, which waste time and money. They pointed out that people bribe the police to avoid

long queues in inspections. The group pointed out that members of the public bribe the police to expedite service provision.

- Creation of good rapport. The group pointed out that giving out bribes to police creates a good working relationship. The group pointed out that the publics do not only give out bribes when they are on the wrong. They give out bribes even when they have not committed any crime. The group pointed out that this creates a good relationship with the police to pacify them when one is on the wrong.

FDG members were also in agreement that corruption is bad and should be shunned by all. They were able to show how corruption is affecting the nation's development both socially and economically. A respondent pointed out that,

> *"The reason why we lag behind in development is because of corruption. Corruption is the number one killer of our development endeavour. Developed countries have managed their economies so well because they discourage corruption completely."*

A respondent was categorical that,

> *"All people are corrupt and there is nothing we can do about it."* Another one lamented that, *"Even if the ordinary people try to shun the practise, public money will still be stolen by the senior government official'.* They seem to have resigned and given up on possibility of having a corrupt free society.

When this group was asked about the possible solutions which can help to deter the police from corruption and deter the public from influencing the police into taking bribes, they pointed out the factor of civic education. A respondent pointed out that,

> *"The ordinary people are less informed on the effects of corruption in their daily lives. It would be good if the government and other stake holders do elaborate campaigns of informing the masses of the effects of corruption in our nation."*

Discussants pointed out that majority of people are convinced that corruption is aiding their economic and social activities in a positive way. A respondent pointed out the names of who are living happy and wealthy today accrued their wealth through corruption. He pointed out that this makes corruption look good and okay. He further suggested that deliberate efforts of

civic education should be undertaken to sensitise the masses on the dangers of corruption in our nation's development.

FDG members also pointed out the need to improve the police remuneration and living conditions. A respondent pointed out that,

> *"The economic conditions in our country require that civil servant like the police be paid adequately to discourage them from seeking bribes to fill the gaps caused by the hard economic conditions."*

The group observed that good pay to the police by the government could curb the menace of corruption in the police force. Another suggestion floated as a possible solution of curbing corruption in the police is performance contracts. A responded suggested that,

> *"Police should be given performance contracts and their upward mobility be pegged on their past performance. Corruption should be an indicator that denies a police officer the privileges enjoyed by those who refused to embrace corruption.*

4.10.2 Comparisons of Njoro and Bondeni FGDs

The FGDs had the same view on many issues/themes arising from the discussions. The two FGDs agreed that corruption is bad and should be stopped by all means. Both groups pointed out that education of the masses and the police was an alternative means for curbing the problem of corruption in the police. Both groups also pointed out that police welfare issues needs to be addressed to curb corruption in the police force. These include; salaries, housing, medical allowances among others. These issues are seen by both groups as prompting the police to be corrupt. However, the two FGD groups differed on who initiates corruption between the public and the police.

The Focus Group Discussion at Bondeni were of the view that the police demand for bribes from citizen even when one has not committed any crime. But they also pointed that at times the law-breaking citizen initiates corruption to divert the police from punishing their evil. Their views as to who to blame for initiating and maintaining corruption was fairly mixed

The Njoro Focus Group were in unison that it is the public who initiate corruption to the police. The group was emphatic that the police are forced by the public's corruption culture

to be corrupt. They pointed out that it is the public who force bribes through the police throats.

4.10.3 Comparison of Police FGDs and the public FGDs

There are commonalities between what the police and the public had to say on corruption in the police service. The two groups agree that corruption is unethical and has negative impact on the economic and social development of the country. There is therefore an agreement that corruption derails the national economic and social agenda and should be stopped.

Nevertheless, both groups agree that there are structural challenges facing the police, which may be responsible for enhancing corruption in the police force. On their part, the police identified recruitment, retention, promotions, transfers and dismissal as the internal factors where corruption thrives in the police service. Both groups are of the view that the public influence the police involvement in corrupt deals. Both groups pointed that the police behavior is a reflection in the society. In other words, corruption culture has permeated into the police. The police pointed that the police are as corrupt as members of the public who also offer bribes many times unsolicited.

Both groups pointed out that increased awareness and education on the ills of corruption of both the public and the police are the best possible ways of curbing the immoral practice. The police suggested that civic education ought to be done to inform the public on the dangers of corruption. They suggested that educational curriculums should have corruption taught from the lowest to the highest level of education. The FGDs conducted among members of the public also pointed out on the importance of education of the police and the public in curbing corruption.

4.10.4 Public Perception of Corruption in the Police Service

Members of the public agree that there is corruption in the police force. They perceive corruption in the police service as immoral. They feel that it should be stopped by all possible means. They feel that corruption is hindering the police from discharging their duties effectively as they are expected. This they said is risking the lives of many and is hindering the economic and social development of our nation.

However, members of the public also see the influence of the citizenry in maintaining corruption of the police force. The discussions pointed out the public as equally guilty as the police in the corruption found in the police. The groups feel that citizens who are keen on

breaking the law for their individual gains or benefits, prompt the police to engage in corrupt deals.

The public view corruption in the police to be caused by other factors like law payment, poor housing, and systemic corruption within the ranks of the police force as among other factors. These enhance corruption in the police force.

4.11 Discussions of the present study in Relations with other research findings

This section discusses the findings in relation to other research findings on the subject of corruption in the police force.

Corruption is rampant within Kenya's police. The Kenya National Police Service is ranked as the most corrupt institution in the country, and bribery is reported to be the only way to access the police and expedite services. Three out of four Kenyans consider most or all police officers as corrupt. Half of all Kenyans who have come into contact with the police report having paid a bribe (Global Corruption Report, 2017). The police also struggle with a lack of oversight and organizational and technical deficiencies. Kenya's police relentlessly engage in false imprisonment, abuse of human rights and fabrication of charges to extort bribes. Corrupt police officers are rarely arrested or prosecuted for corruption crimes. Companies report the business costs of crime in Kenya to be high and police reliability is rated as poor (Global Corruption Report, 2017). The findings of various authors above are in agreement with the findings of the present study in that the discussants also agreed that they were involved in corruption but with a number of reasons some of which include; lack of proper housing and inadequate salaries among others.

In this present study, it was found that one of the possible solutions to curbing corruption was through introduction of more punitive measures such as expulsion of such officers from the National Police Service. In December 2016, Kenya's National Police Service Commission fired 127 traffic police officers after they found evidence of large suspicious money transfers between officers that could not be explained. This report agrees with the research findings that punitive actions need to be taken against that rogue police officer.

Corruption represents a governance ill. It is a characteristic of bad governance. It persists in Kenya primarily because there are people in power who benefit from it and the existing governance institutions lack both the will and capacity to stop them from doing so. Despite the existence of an anti-corruption commission formerly the Kenya Anti-Corruption Commission (KACC) established in 2003 and reframed in 2011 as the Ethics and Anti-Corruption Commission (EACC) and several other measures that have been put in place to try to tackle the corruption problem, Kenya is still classified as one of the most corrupt States in the world (Hope, 2012). Tackling the corruption epidemic in Kenya: Toward a policy of more effective control. This work takes a governance and development perspective to examine the causes and consequences of corruption in Kenya (Transparency International,

2014). It identifies the key factors and synthesizes and analyses available data, indicators, and other information in that regard. Corruption in Kenya has become a matter of great concern, domestically and internationally, primarily because 'it can hardly be said that corruption in the country is limited to a few rogue officials at the top. The culture of corruption has grown roots in society at large and become endemic' (Mogeni, 2009) noted from comments of Kenyans, everyone is corrupt in Kenya, even grandmothers. This explains the consistent narrative found in the research finding that the public corruption culture is enhancing corruption in the police force. This entrenchment of corruption in Kenya points to the fact that something has gone wrong in the governance of the country. Institutions, which were designed for the regulation of the relationships between citizens and the State, are being used instead for the personal enrichment of public officials (politicians and bureaucrats) and other corrupt private agents (individuals, groups, and businesses). In particular, opportunistic bureaucrats and politicians have been successfully maximizing their take without regard for such perdition on the size of the overall pie and thereby accounting for the growth of corrupt activities and the particularly adverse impact that corruption has in the country.

Kenya ratified its commitment in the fight against corruption by becoming the first country in the world to ratify the UN Convention against Corruption in December 2003 in Merida, Mexico. This was after becoming a signatory to the AU Convention on Preventing and combating Corruption in 2003 Kenya later ratified the AU Convention in 2007. In 2004, a National Anti-corruption Steering Committee was established to complement KACC in the fight against corruption Kenya's competitiveness is held back by high corruption levels that penetrate every sector of the economy. A weak judicial system and frequent demands for bribes by public officials lead to increased business costs for foreign investors. Wide spread tax evasion hinders Kenya's long-term economic growth, and fraud in public procurement is rampant. Corruption, active and passive bribery, abuse of office and bribing a foreign public official are criminalized under the Anti-Corruption and Economic Crimes Act 2003, in addition to the Bribery Act of 2016 which strengthens the fight against the supply-side of corruption. Facilitation payments are criminalized and there are rules for what types of gifts public officials are allowed to accept. Adequate enforcement of Kenya's anti-corruption framework is an issue as a result of weak and corrupt public institutions.

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter presents a summary of the key findings for each study objective. The conclusion for the study has been made in accordance to the research questions. Further, the chapter has offered policy recommendations as well as suggestions for further research on the subject of corruption.

5.2 Summary of the Findings

 i. The study established that indeed the police officers perceive themselves to be corrupt. Majority of the respondents agreed with the reports that depicted the police as the most corrupt institution in Kenya. Four groups were of the opinion that corruption is bad and should be shunned.

 ii. The study established categorically that the police only reflect the nature of the society. The study established that bribery is most of the times induced to the police by the law breaking citizens who want their dirty and corrupt lives covered by the police.

 iii. The study found out that members of the public contribute towards corruption in the police force.

 iv. The following solutions were suggested: Vetting and re training of police officers, implementing institutional reforms as suggested by the Kriegler Report (2008), improving terms of service of the police, scaling salaries and allowances upwards, better tools and equipment and better and habitable housing.

5.3 Conclusions of the Study

The study aimed at identifying police officers and publics' perceptions of factors contributing to corruption in the police force. The following conclusions were arrived at:

 i. The general view from all respondents is unanimous that there is a problem (corruption) in the police service ranging from the time of recruitment, retention, promotion, transfers and even to dismissal.

 ii. The perceptions of the police are that corruption in the police force is a reflection of the corruption in the society.

iii. There should be continuous improvement in police housing and provision of basic services including insurance to the police. Remuneration packages for the police should be reconsidered in order for them to enjoy better standards of living at par with their colleagues in the military and civil service.

5.4 Recommendations of the Study

This section presents the study's recommendations to the national government, county government, police and to the members of the public. These recommendations include:

i. The Independent Policing Oversight Authority should investigate serious complaints of police misconduct and recommend appropriate action. This should be done publicly to send a message that corruption is not condoned.

ii. The Government should adopt a sector-wide approach to implementation of Police reforms that embrace partnerships as a key strategy. This approach is evidence in the composition of past Police reforms task forces and committees where membership is drawn from line Ministries, Departments and Government agencies, development partners, Private sector and consultant advisors.

iii. The government should ensure that work-related challenges such as poor housing, lack of insurance, inadequate remuneration in the police force are addressed in order to improve their living standards and thus boost morale of the police officers.

iv. The government should adopt an extensive, elaborate and deliberate civic education with the aim of inculcating a national culture that shuns corruption both within the police force and to the whole society as a whole.

5.5 Suggestions for Further Research

i. This study was limited to corruption in the police force in selected parts of Nakuru County. There is need to carry out comparative studies on the same subject in other counties. This would help to provide a comprehensive picture of the problem across the country. It may also be useful to undertake similar study in our neighboring countries to gauge the magnitude of the problem.

ii. The role played by members of the public towards sustaining corruption among members of the police force too requires a countrywide study.

REFFERENCES

Anderson, C. & Yuliya, T. (2013). Corruption, Political Allegiances and Attitudes toward Government in Contemporary Democracies. *American Journal of Political Science*, 47, 1: 91-109.

Andrew, P., & Jonathan, T. (2006). Focus group method and methodology: Current practice and recent debate. *International Journal of Research & Method in Education.*

Ashkanasy, N., Gupta, V., Mayfield, M. & Roberts, E. (2014). Future orientation, in House, R., Hanges, P., Javidan, M., Dorfman, P. and Gupta, V. (Eds), Culture, Leadership, and Organizations: The GLOBE Study of 62 Societies, Sage Publications, Thousand Oaks, CA.

Ashour, A. (2006).Combating corruption: systemic and strategic perspectives, UNDP POGAR concept paper, United Nations Development Programme, Beirut.

Bayley, D.H. (2006). The Effects of Corruption in a Developing Nation. *The Western Political Science Quarterly*, 19(4), 719-732.

BBC (2014). *Ranking of most corrupt public institutions in Kenya*. Retrieved from http://news.bbc.co.uk/2/hi/africa/6957391.stm June, 2017.

Bratton, M.& Robert, M. (2001).Support for Democracy in Africa: Intrinsic or Instrumental? *British Journal of Political Science*, 31 (3) 447-474.

Bryan,C. (2013).*Original paper on rational irrationality*. Retrieved 2012-02-13
.
Chang, E.&Yunhan, C. (2006). Corruption and Trust: Exceptionalism in Asian Democracies? *The Journal of Politics*. 68, 2: 259-271.

Cho, W.& Matthew, K. (2007). A Vicious Circle of Corruption and Mistrust in Institutions in Sub-Saharan Africa: A Micro-Level Analysis. *Afro barometer Working Paper* No. 71, http://www.afrobarometer.org/abseries.html# June, 2017.

Collier, M.W. (2000). *Explaining Political Corruption: The Case of Jamaica.* Unpublished Article. Florida International University: Miami.

Cooper, D. R., & Schindler, P. S. (2008). *Business Research Methods*. Boston: McGraw-Hill

Creswell, J. W. (2007). *Qualitative inquiry and research design: Choosing among five traditions (2nd Ed).* Thousand Oaks, CA: Sage.

Daniel, T. (2000). The causes of corruption: a cross-national study. *Journal of Public Economics,* 76 (2000): 399–457.

Davidson, D.N. (1981). *Crime and Environment.* New York: St. Martin's Press

Davis, J.H. and Ruhe, J. (2013), Perceptions of country corruption: antecedents and outcomes, *Journal of Business Ethics*, Vol. 43 No. 4, pp. 275-88.

Dell, G. (2006) *Anti-corruption Conventions In Africa: What Civil Society Can Do To Make them Work: A Civil Society Advocacy Guide.* Transparency International, Nairobi.

Della, P. (2006). *Democracy and Corruption in Europe.* Sage Publishing, London

Della, P., Donatella. (2010). Social Capital, Beliefs in Government, and Political Corruption. In Susan Pharr and Robert Putnam (eds.), *Disaffected Democracies: What's troubling the Trilateral Countries?* Princeton: Princeton University Press.

Den Hartog, D. (2014).Assertiveness, in House, R., Hanges, P., Javidan, M., Dorfman, P. and Gupta, V. (Eds), Culture, Leadership, and Organizations: The GLOBE Study of 62 Societies, Sage Publications, and Thousand Oaks, CA.

Emrich, C., Denmark, F. & Den Hartog, D. (2014), Cross-culture difference in gender egalitarianism: implications for societies, organizations, and leaders, in House, R., Hanges, P., Javidan, M., Dorfman, P. and Gupta, V. (Eds), Culture, Leadership, and Organizations: The GLOBE Study of 62 Societies, Sage Publications, Thousand Oaks, CA.

Gelfand, M., Bhawuk, D., Nishii, L. & Bechtold, D. (2014). Individualism and collectivism, in House, R., Hanges, P., Javidan, M., Dorfman, P. and Gupta, V. (Eds), Culture, Leadership, and Organizations: The GLOBE Study of 62 Societies, Sage Publications, Thousand Oaks, CA.

Getz, K. & Volkema, J. (2011). Culture, perceived corruption, and economics, *Business & Society*, Vol. 40 No. 1, pp. 7-30.

Global Corruption Report. (2017). *Corruption in the Police System.* Transparency International Press, Nairobi.

Harriott, A. (2010). *Police and crime control in Jamaica: Problems of reformingex-colonial constabularies*. Kingston: The University of the West Indies Press.

Haynie, D. L. (2006). Neighborhoods characteristics, peer networks, and adolescent violence. *Journal of Quantitative Criminology*.

Heals, J., Cockcroft, S. & Raduescu, C. (2014). The influence of national culture on the level and outcome of IS development decisions, *Journal of Global Information Technology*, Vol. 7, pp. 3-28.

Hofstede, G. (2011). Culture's Consequences: Comparing Values, Behaviours, Institutions, and Organizations across Nations, Sage Publications, Beverly Hills, CA.

Hope K.R (2012). *Corruption and impunity in Africa.* Haundsmills, Basingstoke; Palgrave Macmillan.

House, R., Hanges, P., Javidan, M., Dorfman, P. & Gupta, V. (Eds) (2014). Culture, Leadership, and Organizations: The GLOBE Study of 62 Societies, Sage Publications, Thousand Oaks, CA.

Huntington, S. P. (2008). *Political Order in Changing Societies*. Yale University Press: New Haven

Husted, B. (2012). Culture and international anti-corruption agreements in Latin America, *Journal of Business Ethics*, Vol. 37, pp. 403-12.

Independent Commission against Corruption (1998). "A major investigation into corruption in the former State Rail Authority of New South Wales", Independent Commission against Corruption, Sydney.

Jakob Svensson (2005). Eight Questions about Corruption, *The Journal of Economic Perspectives*, Vol. 19, No. 3, pp. 19-42

Jasper Johnson. (October 2012). *Theories of change in anti-corruption work*: A tool for program design and evaluation. U4 Issue at Cambridge University Press.

Javidan, M. & House, R. (2011), "Culture acumen for the GLOBE manager: lessons from Project GLOBE", *Organizational Dynamics*, Vol. 29, pp. 289-305.

Javidan, M. (2014). Performance orientation, in House, R., Hanges, P., Javidan, M., Dorfman, P. and Gupta, V. (Eds), Culture, Leadership, and Organizations: The GLOBE Study of 62 Societies, Sage Publications, Thousand Oaks, CA.

Johnson, M. (2005). *Syndromes of Corruption: Wealth, Power and Democracy*. Cambridge University Press: New York.

Jonathan, B., Andrew, B. & David, E. (2010) *Public Policy: Why ethics matters. Canberra:* ANU Press. Chapters 1 & 3 retrieved fromhttp://press. anu.edu.au/apps/bookworm /view/Public+Policy%3A+Why+ethics+matters/5251/ch03.xhtml#toc-anchor, June, 2017.

Kameswar, G. (2006) *Anti-corruption Strategies: Global and Indian Socio-legal Perspectives,* Nagarjuna, India: The ICAI University Press.

Klitgaard, R. (2008). *Controlling Corruption*. University of California Press: Berkeley.

Leedy, P.D. & Ormrod, J.E. (2010) *Practical Research planning and Design*. 9th edition. New Jersey: PeansonMerill Prentice Hall.

Lipset (2000). *Corruption, Culture, and Markets*. In L. E. Harrison, & Huntington, S.P. (Ed.), *Culture Matters: How Values Shape Human Progress*. New York: Basic Books.

Macmillan (2010). *Macmillan English dictionary*, Macmillan Publishing, London

Maxwell, J.A. (2013) *Qualitative research design: An interactive approach (3rded.)* (Sage Applied Social Research Methods Series, Vol. 41). Thousand oaks, CA: Sage.

Mogeni, D. (2009). Why corruption persists in Kenya. *Daily Nation.* 3rd June, 2015.

Mutonyi, J.P. (2003). Fighting Corruption: Is Kenya on the right track? *University of South Australia website.Retrieved in March, 2017.*

Ngechu M (2004) *Understanding the Research Process and Methods: An Introduction to Research Methods* Nairobi, Acts Press

Ngunjiri,I. (2003). Corruption and Entrepreneurship in Kenya. *The Journal of Language, Technology & Entrepreneurship in Africa,* Vol. 2. No.1. 2010, ISSN 199-1279

Nice, D. C. (2006). The Policy Consequences of Political Corruption. *Political Behavior Journal*, 8(3), 287-295.

Njuguna, N. & Bruce, L. (2003).*Corruption in Kenya: The Winds of Change?* Ethics of Development in a Global Environment E297C

Pan African Voice for Freedom and Justice (2014). Corruption and Justice in Africa. Retrieved from www.pambazuka. net/en/category/features/85443. September, 2016.

Park, H. (2013). "Determinants of corruption: a cross-national analysis", *The Multinational Business Review*, Vol. 11, fall, pp. 29-48.

Petrus C. D. (2010). Corruption in acts & Attitudes*. Forum on Crime and Society*, 2001, vol. 1, *nr. 2*, 73-98.

Seligson, M. (2012. The Impact of Corruption on Regime legitimacy: A Comparative Study of Four Latin American Countries. *Journal of Politics* 64, 2: 408-33.

Svensson, J. (2005), "Eight questions about corruption", *Journal of Economic Perspectives*, Vol. 19, pp. 19-42.

Tanzi, V. (1998). Corruption Around the World: Causes, Consequences, Scope, and Cures. *Staff Papers - International Monetary Fund*, Vol. 45, No. 4 (Dec., 1998), pp. 559-594.Vol. 30, pp. 339-60.

Transparency Ethiopia (2014).*What are the effects of corruption*. Retrieved fromhttp://transparencyethiopia.org/index.php?option=com_content&view=article&id=17:what-are-the-effects-of-corruption&catid=7:faq&Itemid=7&lang=en   April, 2016.

Transparency International (2003). "Global Corruption Report 2003", available at: www.trasparency.org.

Transparency International (2014). *Corruption Perception Index* Retrieved from www.transparency.org.

Transparency International Kenya (2015). *A national opinion poll to evaluate progress on the anti-corruption agenda in the last decade*.

Transparency International. (2009). *Global Corruption Report 2009*, Cambridge: Cambridge University Press.

Uslaner, E. (2007). Trust and the Inequality Trap in Africa. *Afrobarometer Working Paper* No. 69, http://www.afrobarometer.org/abseries.html# June, 2017.

World Bank (2014). *World Development Report*. World Bank, Washington DC.

Young, H.P. (1998). *Individual Strategy and Social Structure*. Princeton: Princeton University Press.

APPENDIX I: POLICE FOCUS GROUP DISCUSSION QUESTIONS

Introduction

Welcome to our focus group discussion session. My name is Sumare Letura Kisipan. A Graduate Student at Egerton University and interested in collecting data which would help us fight corruption in the Police Service. The information given here will be kept confidential. The information is for my academic purpose only. You will not be held accountable for any information you give here. The focus group interview will seek to get the in-depth information from the police which can help the researcher do his study on " Police Officers' Perceptions of Factors Contributing to Corruption in the Police Force". This research study is seeking to see corruption from the police point of view with an intention of coming up with recommendations which can help policy makers formulate policies of curbing corruption within the Police Service.

The questions are divided into three categories which will seek to address the objectives of the research. The categories are causes of corruption, effects of corruption and finally possible solution (policies). The categories are then divided into sub categories to probe the respondents further to get the in-depth information needed.

Research Questions Categories

1) **Causes of Corruption**
   i. **Institutional factors** such as; intake, promotion, appraisal, retention and dismissal. Do you think integrity record is observed when individuals are selected to join the police force? Does the police training entail courses which help the police disgust corruption? Are the corrupt free officers retained, rewarded and promoted – is integrity a factor observed when rewarding the police within their files and ranks.
   ii. Corruption culture from the society.
   iii. Eroded values -lack of integrity, patriotism, servitude etc.

2) **Effects of corruption**
   i. To an individual. How has corruption affected you as an individual? Please give an episode / illustration
   ii. To the police as a whole. Image/service/morale/perception
   iii. To the society as a whole. Socially/economically/politically. Security challenge

3) Possible solutions (policy intervention)

    i.   Institutional

    ii.   Legislative/legal

    iii.   Psychological

    iv.   Social/communal

Participants were requested to give their age and time they stayed in the police force.

Thank you note: Reassure confidentiality again. Here all information given is for academic purpose only and never for anything else. Ask for conducts for any future engagement.

Thank you

APPENDIX II: FOCUS GROUP DISCUSSION GUIDE

1. Do you agree that the police are the most corrupt public institution in Kenya?
2. Is corruption good or bad?
3. Have you ever witnessed the public engaging the police in corruption? Have you ever engaged in corruption with the police?
4. According to your observations, who between the public and the police initiates corruption?
5. Why are police/public corrupt?
6. What should be done to curb corruption in the police force?

Participants were requested to give their age, educational background and occupation.

APPENDIX III: RESEARCH AUTHORIZATION DOCUMENT

THIS IS TO CERTIFY THAT:
MR. SUMARE LETURA KISIPAN
of EGERTON UNIVERSITY, 536-20115
Egerton, has been permitted to conduct
research in Nakuru County

on the topic: POLICE OFFICER'S PERCEPTIONS
OF FACTORS CONTRIBUTING TO
CORRUPTION IN THE POLICE FORCE, CASE OF
NAKURU COUNTY, KENYA

for the period ending:
4th July, 2017

Permit No : NACOSTI/P/16/22104/11607
Date Of Issue : 4th July, 2016
Fee Recieved : Ksh 1000

Applicant's
Signature

Director General
National Commission for Science,
Technology & Innovation

CONDITIONS

1. You must report to the County Commissioner and the County Education Officer of the area before embarking on your research. Failure to do that may lead to the cancellation of your permit.
2. Government Officers will not be interviewed without prior appointment.
3. No questionnaire will be used unless it has been approved.
4. Excavation, filming and collection of biological specimens are subject to further permission from the relevant Government Ministries.
5. You are required to submit at least two(2) hard copies and one(1) soft copy of your final report.
6. The Government of Kenya reserves the right to modify the conditions of this permit including its cancellation without notice

REPUBLIC OF KENYA

NACOSTI

National Commission for Science,
Technology and Innovation

RESEARCH CLEARANCE
PERMIT

Serial No. A 9897
CONDITIONS: see back page

94