

Working Conditions, Training and Development, Legal Framework, and Management of Gender-Based Violence Cases in Dagoreti Kenya

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Abstract:- Gender-based violence (GBV) is a widespread worldwide problem that has negative effects on one's physical, mental, and financial well-being. Effective management of GBV cases by police officers is critical in ensuring justice, protection, and support for survivors. This study explores the factors that influence police officers' management of GBV cases in the context of Dagoretti North Sub-County, Nairobi County, Kenya. Police officers' duties entails preventing GBV from happening and from happening again, recording cases of GBV, gathering and storing evidence, looking into cases of GBV, catching offenders, and safeguarding survivors and witnesses, referring survivors, and collaborating with the DPP's Office to ensure the expeditious prosecution of perpetrators. The primary goal of the study was to find out what influences how Dagoretti North Sub-County police officers handle situations involving gender-based violence. The study's particular goals are to examine how working conditions, legal framework, training, and development on management of GBV cases in Dagoretti North Sub-County police stations in Nairobi. Institutional and contingency theories served as the study's theoretical pillars. The study used a descriptive research design, with the police officers serving as the units of analysis. Sample size of 77 respondents, were used and selected through the stratified random sample. a questionnaire served as the study's main method for gathering data that was analyzed with SPSS-26. The data was analyzed using descriptive statistics, and presented in tables. The findings showed that working conditions, legal framework and training and development account for the variation in management of GBV cases. According to the results, legal framework was the predictor objective that most significantly influenced the management of GBV cases, followed by working conditions, and then training and development, which had the least influence on the management of GBV cases.

Keywords:- Gender-Based Violence, Management of Gender Based Violence Cases, Working Conditions, Legal Framework, Training and Development.

I. INTRODUCTION

The administration of gender matters by the police was anticipated to stop and address GBV, according to the NGECE (2014). The police are required to conduct patrols, educate the neighbourhood through community policing efforts, and implement additional security measures that might deter and stop sexual attacks from occurring. Additionally, they are supposed to gather and distribute information on SGBV to support programs, legislation, and policy. They were expected to support the government's efforts to provide survivors of sexual violence with a variety of services, including health, psychosocial, security, and legal support, Reintegrating victims of sexual assault, fighting for their rights to justice, treating sexual abusers as criminals, providing expert testimony in court, and promoting community action against GBV in reaction to GBV (Myhill, 2018).

The case management is also expected to keep track of police statements, create all necessary case records, gather all forensic evidence, and preserve the chain of custody. The framework's implementation was intended to successfully handle SGBV and GBV. Contrarily, GBV instances are rising in the twenty-first century. This created a research hole to determine if the police's handling of GBV cases was successful in addressing the GBV, resulting to a rise in reporting, or unsuccessful, leading to an increase in cases (Githugo & Gichobe, 2016). The gender police station on Shiprapath, which has three rooms (for interviews, offices, and paperwork) and is furnished with computers, stationary, and seats, is one example of the Government of India's accommodating environment in the management of cases, according to research by the Institute of Economic Affairs

(2009). Women might speak confidentially to a trained officer in the interview room at the gender office. When it comes to cases of GBV, particularly femicide, property theft, battering spouses, and sexual abuse of young girls, Bwalya (2010) demonstrated that the Zambian police handle GBV cases through a unit known as the Zambia Victim Support Unit (ZVSU). Its mission was to take the lead on and address issues including crimes against girls, poverty, property theft, child abuse, and sex assaults (Bwalya, 2010).

According to the Institute of Economic Affairs (2009) research, the police in Nairobi encounter a number of obstacles while dealing with GBV incidents. They didn't have an office or a space where they could be private. As a result, they handled GBV cases exactly like any other. The GBV desks were underfunded. The majority of survivors contacted for the research indicated that it was common practice for police officers to seek money in order to arrest detainees. Due to their failure to pay the money sought by the authorities, the culprits were not pursued and apprehended. Inadequate training and development was provided to and from courts and police stations. Due to this, the investigations went over the 24-hour period that is required by law to hold a suspect before they are charged in court. Given that a licensed doctor required to submit an official medical examination report, the 24-hour window did not permit the conclusion of the report's conclusions. The people's access to services was severely constrained by this scenario, which also had an impact on how well the police handled the cases (Ayiera, 2017).

Examining the factors that affect Dagoretti police officers' management of GBV cases is the aim of this study. Given the rise in cases of gender-based violence in Nairobi's informal settlements, particularly in Kwangware, the Gender Violence Recovery Centre (GVRC) in Nairobi reported a 60% increase in gender-based violence incidents in Nairobi's slums in 2020 from the start of the COVID-19 epidemic. In 2020, the African Population and Health Research Center (APHRC) performed a study which revealed that 53% of women residing in Nairobi's slums had experienced some form of gender-based violence. The aim is to ascertain the effectiveness of GBV management. In order to increase the effectiveness of gender-based violence management, the study also looks for problems, the best solutions, and other contributing factors.

➤ *Gender Based Violence*

Damage done to an individual because of their gender is referred to as gender-based violence (Osirim, 2021). This includes injury done to someone physically, mentally, sexually, or financially. In Kenya, one in three girls has suffered sexual violence before the age of 18, according to the Gender-Based Violence Recovery Center (2017). According to Ayiera, (2017) between 39% and 47% of Kenyan women was exposed to GBV during their lives and one in every 5 Kenyan boys has suffered sexual violence before the age 18 in their lifetime, 4% of married men have encountered sexual

violence, whereas 11% of males have experienced domestic or sexual abuse from their partners (Sylvanus, Sorbello, & Jacobson, 2018).

According to KNBS (2021), informal settlements of Nairobi had the greatest rate of sexual violence, with 18.5% of women reporting having experienced sexual abuse in 2021. According to a UNFPA report (2022), majority of occurrences of GBV in Kenya's slums go unreported, with survivors frequently lacking access to legal, medical, and psychological care. These data highlight the critical need for effective efforts to prevent and address GBV in Kenya's slums, such as providing survivors with support services, raising awareness and education about the issue, and addressing the core causes of GBV (UNFPA, 2022).

In the long run, exposure to violence negatively affects girls and women, including an increased risk of not using contraception, unwanted pregnancies, unsafe abortions, STDs, low birth weight babies, alcohol and substance abuse, self-harm, and future victimization. Discussions regarding global health and development are now more frequently bringing up the subject of violence against women and girls (Issahaku, 2016). However, there are data gaps, making it difficult to determine the prevalence of, the types of violence committed against, and the identities of those responsible for such crimes against adolescent girls and young women. Teenage girls and young women do not make up a cohesive group. Higher-risk behaviors like transactional sex or sex work make some people more vulnerable than others, and they frequently encounter various sorts of violence from various types of perpetrators (Onyemelukwe, 2018).

For victims of gender-based violence, the police are their initial point of contact in the criminal justice system (Muni, 2012). The duty bearers' guidebook outlines the role of the police. It comprises stopping GBV from occurring and from happening again, documenting GBV cases, obtaining and preserving evidence, investigating GBV cases, apprehending offenders, protecting witnesses and survivors, referring survivors, and working with the DPP's Office to guarantee the prompt prosecution of offenders. In order to address gender-based violence, police gender desks are crucial (Barasa, 2017). They have made it possible for victims to seek justice in a dignified manner while maintaining a high level of confidentiality. Consider the situation at Dagoretti North Sub-County police station, where GBV cases were openly reported.

According to the Gender-Based Violence Rehabilitation Centre (2017), "one in every three Kenyan females has experienced an episode of sexual violence before the age of 18," while GBV affects 39% to 47% of Kenyan women at some point in their lives. Statistics from Nairobi 1195 based on real reporting suggest that GBV occurrences decreased considerably between October 2020 and March 2021. The

greatest reporting was in October 2020, when 200 GBV cases were reported, followed by 89 GBV cases in February 2021 and 124 in March 2021. Over the same time period, there was less violence against males than females. COVID-19 containment precautions were relaxed (UNFPA, 2022).

From a global scale several studies define generally accepted guidelines and criteria for handling GBV, as well as several others that Kenya has ratified and supported, such as the Beijing Platform, the Convention on the Elimination of All Forms of Discrimination Against Women, the Convention against Torture and Other Cruel, Inhuman, or Degrading Treatment or Punishment (1984), the International Covenant on Civil and Political Rights, and the Universal Declaration of Human Rights. Together with ILO Convention 182, which addresses the worst forms of child labor, there is also the Optional Protocol to the Convention on the Rights of the Child regarding child trafficking, child prostitution, and child pornography. The Solemn Declaration on Gender Equality in Africa (2004), the Protocol of the International Conference of the Great Lakes Region, and the Protocol to the Africa Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol, 2003) are among the documents that comprise the regional normative framework. The African Charter on the Rights and Welfare of Children is an additional resource (Kabeer, 2010).

Extending the national police service's coordinated response to GBV and creating Gender-Based Violence Rehabilitation Centers and Shelters in all 47 counties by 2026 (Policare), establishing a co-financing fund for GBV survivors in partnership with business, civil society, and other stakeholders to support their economic empowerment. Emergency situations involving GBV response and prevention, such as the COVID-19 pandemic response, humanitarian settings, and GBV in relation to elections. In order to improve collaboration with non-state actors including girl-led organizations for women's rights, male champions, and the private sector, coordinating structures such as the Gender Sector working groups at the national and county level should be utilized. approving and establishing the multi-sectoral GEF Leadership framework, which includes the National Steering Committee, National Advisory Committee, and county leadership structure, in order to supervise the GBV Action Coalition's implementation of Kenya's GEF Commitments until 2026.

➤ *Statement of the problem*

Police officers have no or little training on the management and handling of GBV incidents during their training prior to joining the force. According to Barasa (2017) the police handling GBV cases make irrelevant inquiries and treat the victims rudely and insensitively. Additionally, most police officers don't document the victim's statement or go to the crime scene after these conversations. Additionally, because some stations lack private rooms, GBV sufferers are

not given privacy. The combination of this and shame has deterred survivors from coming forward. Finally, some cases are reported to the police, but the records in the Occurrence Book vanish. As a result, the victim never receives justice, and the offenders get away with it while going after the next victim or even the same one. Without the work of the police, the campaign against GBV is unlikely to be successful. The goal, "Utumishi Kwa Wote," must be accomplished before everything is said and done. Despite the government's implementation of legal and legislative measures, GBV remains endemic in Kenya. Police officials have come under fire for rejecting cases before conducting a thorough investigation and demeaning incidents of GBV by characterizing them as personal disputes. GBV victims frequently decide not to report their experiences to law enforcement, even when they could, for fear of social disgrace. The fact that aggressive behavior from spouses or romantic partners usually occurs throughout relationships exacerbates the problem. It not only emphasized the difficulties that the police face but also their ineffectiveness. According to data from 1195 based on actual reporting by the police in Nairobi, the Dagoretti North Sub-County had a high reporting rate of GBV cases between June and September 2020. It has been stated that before suspects are taken into custody and P3 paperwork are obtained, victims are always requested to bribe the police. Furthermore, GBV instances are inadequately documented in the occurrence book. Regardless of whether it was rape or defilement, the majority are classified as assault or indecent assault. This is the reason the study must look at the variables affecting the police officer's handling of GBV cases in Nairobi's Dagoretti North Sub-County.

➤ *Objectives*

- To determine the influence of working conditions of police officers on management of GBV cases in Dagoretti North Sub-County police stations in Nairobi.
- To determine the influence of legal framework on police officer's management of GBV cases in Dagoretti North Sub-County police stations in Nairobi.
- To determine the influence of training and development on police officer's management of GBV cases in Dagoretti North Sub-County police stations in Nairobi

➤ *Justification of the Study*

The study's findings can be useful in enhancing current and future organizations' understanding of gender-based violence. Due to its emphasis on the importance of frequently employed by police in managing gender-based violence and the challenges they confront, this study may also benefit the public and business sectors. It will increase awareness of GBV. In their efforts to develop work schedules that would enhance the management of gender-based violence cases, academics, and government stakeholders may find the results to be a useful reference tool. The information was crucial for

the Kenyan police and other government agencies in coming up with policies that will address the management of GBV.

By investigating study gaps in gender-based violence that are not covered in this study, the study will present vital information that served as a reference source for academics, students, and researchers can refer to this study as the foundation for future research. The findings served as a theoretical framework for GBV case management and its fundamental ideas, providing students and scholars with a topic to discuss regarding the role of GBV case management in Kenyan police stations generally. Last, the Kenya police leadership, and uniformed forces have a better understanding of the Kenya police's role in managing GBV in Kenya and be able to spot effective management strategies that can stop gender-based violence in Kenya.

➤ *Limitations*

The study would be limited to the geographical location of police stations in the Dagoretti North Sub-County of Nairobi City County. A report has revealed that GBV is still on the rise in Nairobi's low-income areas. The researcher made sure the information they provided was private and that the study was only being used for academic purposes.

II. THEORETICAL AND EMPIRICAL LITERATURE REVIEW

➤ *Global Perspective of Gender Violence Case Management*

Myhill (2018) discussed the problem of police response to gender-based violence in the United Kingdom. The study advances the theory on this topic by using the concept of coercive control to better understand the risk profile of gender-based violence that is brought to the attention of the police and police officers' use of discretion when identifying, recording, and responding to gender-based violence incidents. Myhill (2018) concluded that legislation to make coercive control illegal gives a chance to alter how officers view gender-based violence and what constitutes a threat and a risk. To better understand the objectives influencing police reaction, the study offered a new perspective on the gender-based violence research agenda to start with an observational study (Myhill, 2018). Coercive control is highlighted as a significant concept in this study of the English and Welsh police forces' response to domestic abuse. This idea influences the experiences of victims as well as the perceptions and behaviors of officers. The discussion above has also proposed a revised normative framework that may be used to analyze the officers' responses (Myhill, 2018). Yet, additional research is necessary to develop theory and practice surrounding the study has filled up a contextual gap about the police response to domestic abuse by examine how working conditions, training and development, and legal framework on the management of gender-based violence by Kenyan police.

Myhill (2018) findings showed that the coercive control law's application in the partner force region and shed light on several important problems with the legislation and its implementation. In other situations, call-handlers who were frequently in charge of the first criminal recording of the cases in the sample were able to identify a crime of coercive control only by the victim's use of the word "controlling" to characterize her relationship. This prompted a objective policing reaction. There are instances where call-handlers registered a crime of coercive control but failed to assign a scheduled response. There were additional instances where coercive control was noted yet a completely separate offence was under investigation. This was especially clear in situations when the first police complaint featured a physical attack and/or the possession of weapons (like knives). This shows that there were issues with the criminal recording of such incidents and the following policing reaction, in addition to the lost possibilities for recognizing coercive control as stated above.

In the US, a Muni (2012) study in New Jersey looked at policing gender-based violence; the study revealed that departments periodically give priority to preventing crimes such as drug offenses, gun crimes, and street violence because they are evident and urgently needed. Due to the numerous gender-based violence calls they receive and the value of new information, police officers argue that gender-based violence studies are valuable. Using an organizational change theoretical framework and a case study design, the paper outlined the steps the Trenton, New Jersey Police Department took to modify GBV practices and put these policies into place. The study concentrated on four issues: the perceived usefulness of GBV strategies in aiding victims of GBV; the impact of police department dynamics on the development of a process for policy changes and ensuring policy compliance; and the organizational factors that are critical in facilitating policy implementation.

Muni (2012) sheds light on how organizations decide to change and how they carry out transformation. This research demonstrates that the need must be present to implement new GBV policies, which is consistent with organizational literature. Study generally suggested that the motivation for altering gender-based violence techniques came from outside forces, such as homicides caused by gender-based violence. Also crucial throughout the implementation phases are a change agent, committed supervisors, detectives, and interagency cooperation. Participants suggested boosting victim support through interagency cooperation and compliance and accountability improvements. According to the study, organizations setting up gender-based violence units pay close attention to a change agent, police, and public training and education, compliance, and accountability. Additionally, agencies should examine their current policies and scan data to identify issues and assure compliance (Muni, 2012).

The validity of the research by Muni (2012) presented in this work raises several difficulties that, like all research, need to be addressed. Although certain time limitations did develop and restrict a few small parts of the research, these problems are mostly caused by data availability. The fact that the State Police of New Jersey did not submit the Force Report with sufficient data detail is the major drawback to this research article. The State Police patrol numerous municipalities since they are too tiny to support their police forces. Although it is obvious which 80 municipalities the State Police patrols, their use of force data was provided in The Force Report as a single number rather than being broken down by municipality (Muni, 2012). It provides an empirical gap that requires local examination, and current study supports this.

The theoretical connection between procedural fairness and this study approach cannot be tested. However, future studies might wish to look at how procedural fairness may impact the efficacy and execution of organizational policies. It is conceivable that police policies won't work in the long run if victims don't report crimes and aren't told about victim services. Gaining acceptance from influential external organisations is less of a worry than building public trust that police would take complaints seriously. It is difficult to persuade victims of extremely private crimes to come forward and provide information before the situation gets worse. "Knowing the public's expectations and perceptions shapes citizens' willingness to report violent incidents and influences their assessments of the legitimacy and effectiveness of the criminal justice system and its agents, making it essential to understand public opinion toward domestic violence in order to develop informed criminal justice policy."

Wu, Lin, Li, and Wang (2020) examined the widespread support among Chinese police officers for the use of arrests as a means of dealing with offenders of gender-based violence, with a particular focus on the officers' support for effective victim protection. In June and July of 2019, 1,064 police officers who worked in two Chinese provinces at various locations provided the study data used in this analysis. The effectiveness of organizational factors as essential determinants of officer attitudes toward gender-based violence intervention were examined using OLS models. The results demonstrated that officers' positive attitudes toward police involvement in gender-based violence cases and using arrests to deal with offenders are positively correlated with agency endorsement and supervisory support. The amount of training officers receive from the agency on the recently published Anti-GBV Law, however, has no bearing on their attitudes regarding arrests and their support for general action in cases of gender-based violence (Wu, Lin, Li, & Wang, 2020).

The study by Wu, Lin, Li, and Wang (2020) was done to empirically analyze the following: the effects of training and awareness of the anti-DV legislation on police officers' attitudes regarding police engagement in DV, net of demographic and organizational characteristics, and the potential mediation mechanisms of training and legal knowledge in tying demographic and organizational factors with officers' viewpoints. While the current study focuses on the working environment, police training, and their perception of the management of GBV from a local perspective.

Statistics gathered from China's major cities showed that the police hardly ever use these warnings. According to official records, only a small percentage of domestic abuse victims had requested and been granted protection orders. Two years after the new DV legislation went into force in Beijing, the courts only authored 145 protection orders. In Shanghai, the court granted 45 petitions out of 142 applications for protection orders that were submitted between March 2016 and April 2017. 52 of the 14 requests for protective orders in Guangzhou that were submitted and approved during the first two years following the DV Law's enactment. As of December 2018, the courts countrywide had received 5,860 requests for protection orders; of those, 3,718 had been granted. Prior to the implementation of China's Domestic Violence Law, the All-China Women's Federation and Jiangsu's criminal justice agencies jointly issued a notice on "The Implementation Plan of Issuing Warnings in Domestic Violence" to encourage the police to actively use written warnings and protective orders in handling domestic violence incidents. The government of Changsha, the provincial capital of Hunan, announced a similar plan in November 2015, advising police officers to actively utilize warnings while responding to domestic abuse.

➤ *Regional and Local Perspective of Gender Violence Case Management*

Onyemelukwe (2018) examined how successfully gender-based violence laws protect women. a review of GBV laws in Nigeria. This study's objective is to assess the new gender-based violence legislation. To ascertain whether these laws have the potential to prevent gender-based violence, dissuade perpetrators from future instances, punish perpetrators, recompense survivors, and provide them with the required treatments for their rehabilitation, this article analyzes the content of these laws. While there have been substantial efforts to guarantee the safety of women in domestic settings, the author concludes that there are still gaps in the law. Additionally, different states have different levels of protection. The ability of Nigeria's current legal framework to give women the appropriate safeguards is also hampered by structural and contextual issues. The study examines some of the laws that are currently in place to safeguard people against gender-based violence. These laws' effect, potential effect, and overall usefulness still need to be investigated (Onyemelukwe, 2018).

Navigating the legal and policy environment pertaining to GBV is challenging in Nigeria. Due to the vast number of laws, the three-tiered legal system, and the requirement to domesticate national-level legislation, it is complicated and difficult to apply because of cultural norms. Nigerian organization Momentum Country and Global Leadership is working to. These issues will unavoidably arise throughout the project as it sought to promote local leader involvement in preventing and mitigating various forms of GBV. The following suggestions may help local leaders better grasp this challenging environment, use and adapt available legal tools and methods, and collaborate with other important players in the battle against GBV.

The study is limited to address the intimate partner abuse is increasingly threatening the safety of women in Nigerian culture. Because of the gender-based structures of Nigerian culture, women have little or no influence on how males are governed. Women are viewed as a subordinate and inferior gender, whereas men are the dominant group and hence have access to significant material resources. Particularly in Nigeria, a country with a multiethnic community, domestic violence in Africa is greatly impacted by culture and religion. However, women are still at a disadvantage due to these significant ethnic groups' and other minority groups' cultural traditions. Like many other African countries, Nigerian society has traditionally accepted beating spouses and children as a form of discipline. This suggests that parents who physically abuse their children do so with the intention of instilling discipline in them. They are destined for the same fate since their husbands see their wives as prone to indiscipline and think that beating them is the best way to stop this.

Issahaku (2016) investigated potential legislative solutions to end gender-based violence in West Africa. This essay's goal is to evaluate the GBV policies of West African nations to pinpoint shortcomings and provide legislative solutions. The paper addresses the limitations of current methods for addressing gender-based violence in West Africa and possible future directions by placing it within the perspective of international literature. The attempts to address gender-based violence in West Africa are highlighted in the article, with a particular focus on Ghana. Ghana is one of the first few West African nations to build a legal and policy framework to combat gender-based violence.

A critique of Ghana's strategy offers insightful insights into the future of West African policy against gender-based violence. The results demonstrated that gender-based violence, especially against women, is highly prevalent in West Africa, albeit it also affects men. Some nations in the subregion, like Ghana, have chosen to tackle the issue through legislation. Gender-based violence is criminalized under this strategy, and anyone who is a victim or a witness must call the police. Victims are given protection and support, while perpetrators may be detained, tried in court, fined, or imprisoned if proven

guilty. Although it is not culturally practical to require reporting of violence, the legislative approach is cold and reactionary. The method's inconveniences and expense irritate victims who are eager to disclose. Last, the strategy is not based on any noteworthy theory of gender-based violence. Secondary data support the conclusions presented in this research. The analysis and conclusions are therefore limited to what can be deduced from the documents that have been read and the author's own experiences (Issahaku, 2016). The conclusions in this research are based on secondary data. As a result, the analysis and conclusions are limited to what can be deduced from the reviewed documents and the author's personal experience.

The Covid-19 pandemic and South Africa's efforts to lower GBV were studied by Ince-Yenilmez (2020). This study aims to examine measures for women's safety during pandemics while considering gender and feminist objectives seriously. In these dangerous times, where many people live in terror and strive to survive in a world full of traumatizing occurrences like wars, global pandemics, tragedies caused by humans, natural disasters, overwhelming stress, and stress-related disorders are prevalent. The Covid-19 epidemic is now ravaging several parts of the world. The data demonstrated that the Covid-19 pandemic generated problems, including the stigma and trauma women experience globally and at home. A major issue is gender-based violence. Therefore, the government needs to take action by designating gender-based violence as "critical services" and putting in place procedures for providing immediate help to women in such suffering. Furthermore, a variety of interpretations of the phrase "lockdowns" are expected. One such widely held belief is that people are slaves to their collective imaginations, which can follow the same routes as gender stereotypes or lockdowns, or they can be employed to reject patriarchal notions and seek a more equitable way of living (Ince-Yenilmez, 2020).

The COVID-19 pandemic is negatively impacting these women's lives. Thus it is essential to put their health and safety first. that some women are also left financially dependent on their abusers. They temporarily lost their employment due to the shutdown and are now compelled to perform unpaid domestic work in their houses. Great working environments and higher incomes are required to persuade these women to leave their homes. However, given that some women are carving out time to undertake charitable deeds, especially by crafting necessities like facemasks, such opportunities could provide cash for such women and further enhance their financial situations throughout the epidemic. Such initiatives to improve these women's socioeconomic circumstances will significantly lessen the pandemic's effects on their lives and further slow the increase of gender-based violence. Moreover, community services need to be implemented, particularly those offering refuge and psychological assistance for abuse victims. Nonetheless, despite the chaos in the world today, we must innovate by

successfully putting out methods to address the current problem. By doing so, we can address the current crisis, make great strides against gender-based violence, and prepare for another pandemic in the future.

During the innovative Covid-19 lockdown in Uganda, Nabukeera (2021) investigated the prevention and reaction to GBV. In light of the deadly new coronavirus Covid-19 pandemic, this article aims to identify the difficulties in assisting victims of GBV during the lockdown in Uganda and make recommendations for prevention and assistance to those affected. The results demonstrated that the typical reporting channels for victims are reduced. Lockdown and quarantine situations gave the abusers the perfect environment in which to continue abusing their victims because everyone had to follow the directives to remain indoors, which provided an ideal environment for isolating and controlling the victims (Nabukeera, 2021). Such initiatives aimed at improving these women's socioeconomic circumstances will significantly lessen the pandemic's effects on their lives and further slow the increase of gender-based violence. Moreover, community services need to be implemented, particularly those offering refuge and psychological assistance for abuse victims. Nonetheless, despite the chaos in the world today, we must innovate by successfully putting out methods to address the current problem. By doing so, we can address the current crisis, make great strides against gender-based violence, and prepare for another pandemic in the future.

There is no emphasis in the research on There are several issues that individuals are currently dealing with as a result of the new coronavirus's proliferation. Governments are compelled to implement quarantines in order to stop the sickness from spreading because there is no vaccine for this virus and no viable therapy for it. But this has led to a paradox of social alienation, which encompasses difficulties like monetary instability, mental health challenges, and loneliness. Although research on the effects of COVID-19 has been conducted, there is a dearth of academically sound literature emphasizing these problems from a gender viewpoint. This also touches on the problem of increasing GBV throughout the epidemic. Gender-based assault cases have risen as a result of COVID-19, which has also cut victims off from their social networks. Recognizing the scope of gender-based violence, rethinking public policies, creating victim-friendly support networks, and raising awareness of the problem and the resources available to address it are all essential steps in reducing its prevalence.

Ngutu (2019) in Kenya analyzes state intervention tactics for managing GBV. Due to recurrent domestic violence violations, state intervention techniques implemented to control GBV, continue to be difficult. Despite the state's enforcement of the law against domestic abuse, there are gaps in the court system's ability to uphold it in Vihiga County. Gross human rights abuses, acts of aggression against

household members, and expressions of physical, sexual, psychological, and emotional abuse were all documented by the study. study found widespread domestic violence against men, women, and kids in Vihiga County homes. It is difficult for Vihiga's current law enforcement institutions and techniques to provide justice to victims of domestic abuse and successfully prosecute their offenders. Law enforcement and the community used legal and Techniques for resolving disputes without violence to stop domestic abuse.

The results demonstrate that domestic violence legislation faces difficulties because of a lack of institutional records, ineffective forensic study due to a lack of tools and trained staff, corruption, missing witness statements, criminals' flight, and law enforcement's and the community's elders' compromise during the arbitration. Family violence was identified as being influenced by technology, illiteracy, poverty, hostility, and patriarchal norms in the study location. To prevent and address domestic violence in Kenya, the study advocated efficient intervention measures involving people, community leaders, public servants, and non-governmental organizations (Ngutu, 2019).

Okallo (2017) investigated how community policing helped Kenya address sexual and GBV. An investigation was conducted into the prevalence of sexual and GBV in Kenya. The efficacy of community policing in combating GBV and sexual violence has not been thoroughly investigated, despite its integration into the criminal justice system. The purpose of the study was to determine whether community policing and sexual and GBV are related, to elucidate how community policing affects such incidents in Kibera, to outline the challenges that community policing encounters in addressing such incidents, and to implement specific measures to bolster community policing in Kibera in order to effectively address sexual and GBV. Although community policing is helpful in preventing sexual and GBV, the study found that its application is not well documented, especially in Kibera (Okallo, 2017).

As it is everywhere else, violence is a complicated and delicate topic in Kenya. Therefore, there is always a chance that key informants, FGD participants, and quantitative study respondents would provide false or misleading information. While this constraint cannot be entirely solved, the study made an effort to do so by employing a large enough sample size (for both the quantitative study and the key informant interviews) as well as numerous data collection techniques to enhance the likelihood of receiving reliable data. The findings and analysis of the report were produced using triangulation of all the data obtained from key, FGDs, and quantitative studies to increase the accuracy of the information. The research team addressed the key informants' concerns regarding confidentiality since they were aware of the security sensitivities surrounding the topic of violence in general. This

was done to guarantee that their involvement in the study would not put them at risk for security threats

Domestic violence: why people get away with it: was addressed in Wa Teresia (2021). The study data used in this study makes it difficult to identify trends since observed increases may. This represents being inside the range of data sampling variability. The researcher offers two methods for this study: comparing the two most recent years or using a method that examines a lengthier trend. The study's overall research design was taken from the Demographic and Health Study (DHS) investigation. The DHS findings are forecasts that apply to the whole country of Kenya. The research determined It is necessary to teach law enforcement personnel, such as the police and local government officials, how to assist victims of domestic abuse effectively and to provide them with instructions for enforcing the relevant laws. This will be really helpful in helping the police and local authorities in deciding if an arrest is necessary for a certain situation or whether there are other options for resolving the issue or providing assistance to the victims. Community intervention is essential to helping victims, thus community workers must receive paralegal training on domestic abuse cases. This will help them identify victims of domestic abuse and support them in obtaining justice, as well as increase awareness of the vice in their communities (wa Teresia, 2021).

In a case study of Kenya's Kitui District's central division, Kaluyu (2007) looked into the causes, impacts, and methods of managing GBV. The investigation sought to see if any management solutions had been employed to deal with the issue. The findings indicated that drinking alcohol was a significant contributor to domestic violence. Some effects of gender violence were mental stress, decreased family income, and low-income family health. The degree of education, wealth, and rate of alcohol intake are all significantly correlated with the amount of violence. The results of the study also revealed a marginally different rate of violence against women and men who are married. Consequently, it was proposed that direction is required and counseling services for the affected population, education on how to have a harmonious family, and the creation of laws that will allow for the legal resolution of family disputes (Kaluyu, 2007).

It is crucial to keep in mind that many of these problems, which are cited as major sources of violence in Kenya, only partially account for the reasons of violence in underdeveloped urban areas. In other words, the respondents place a lot of emphasis on the structural causes of violence, including poverty and unemployment. Some of the triggers, such drug and alcohol misuse, are also mentioned, but there is little consideration given to the agency of those committing the violence or those who are the victims. It is crucial to stress that this study should be seen in context with other dynamics of violence that have been identified. Last but not least, the county administration has also created its own systems to

assist in addressing the issues associated to SGBV. Most significantly, a whole wing for addressing SGBV cases has been created and furnished at the provincial hospital to provide treatment and counselling for SGBV victims. In order to further investigate strategies to address SGBV, the county administration has also formed sexual violence committees at the sub-county level. These groups bring together representatives from several government departments. The creation of a gender desk inside the police department is another noteworthy initiative. This desk not only investigates and follows up on cases until they are resolved, but it also participates in community awareness events.

➤ *Working Conditions*

Physical working circumstances include things like a pleasant workspace, larger, better, and cleaner work places and office spaces as well as improved lighting, ventilation, and temperature. These elements have an impact on satisfaction, and when more physically comfortable working conditions are desired by police officers addressing gender-based violence, their satisfaction rises (Elnaga & Imran, 2014). According to several studies, the physical aspects of the workplace are primarily responsible for determining worker satisfaction levels. The standard of the physical environment in which officers operate can impact job satisfaction. Work is performed in an environment that combines social and physical components, whether cognitive or physical. A comfortable workstation, appropriate lighting, a reasonable temperature, issues with usability, and office supplies are all aspects of a working environment. Office workspace ergonomics improve organizational performance (Barasa, 2017).

Additionally, teamwork and communication between officers and police station departments are improved in a well-designed workplace. Task analysis and work measurement make up the second prerequisite of the working condition construct. Measuring work is an essential task for effectively managing public organizations. Task analysis describes the exact interplay between an individual and their physical equipment. Task analysis can be used to set staffing and job organization levels, assess the resources needed to complete a given task and its delivery, and decide how best to divide labor and employ equipment in work-related operational systems. It can also assist in measuring work performance, system safety, and dependability, as well as ensuring that system users can complete their given responsibilities (Pongsettakul, 2013).

The work environment significantly impacts employee (dis)satisfaction. Over time, academics have discovered several crucial environmental elements that may impact job satisfaction (Barasa, 2017). These include pay scale, management style, chances for advancement, the fairness of evaluation procedures, and contentment with coworkers, even though current studies contend that the workplace

environment is a more accurate predictor of job satisfaction (Elnaga & Imran, 2014).

The results demonstrate that, according to Barasa (2017), job satisfaction necessitates satisfaction with a range of components of the work, such as the physical work environment, diversity in the skills and activities needed to complete the duties, and autonomy in carrying out the work. The two most important environmental factors that positively affect performance and work happiness are salary and incentives. This is so that workers can broaden their knowledge and take on new responsibilities while still having opportunities for creativity and task variety (Pongsettakul, 2013). According to the position taken, investing in new technology, equipment, human resources, and work structure can improve the management of gender-based situations (Elnaga & Imran, 2014).

➤ *Legal Framework*

The government is dedicated to ending GBV in all of its manifestations and to effectively delivering high-quality services to all survivors. With the Kenyan Constitution, Kenya's legal system forbids various forms of gender-based violence since 2006, thanks to the Sexual Offense Act (2006), the Penal Code and its many amendments, the Prohibition of Female Genital Mutilation Act (2011), the Children's Act (2001), the Counter Trafficking in Persons Act (2010), and the HIV Prevention and Control Act. Vision 2030 outlines several tactics to lower the prevalence of GBV and expressly acknowledges the rise in instances. However, GBV continues to be detrimental to our culture and poses significant, complex issues (Republic of Kenya, 2014).

Bravely deciding to stop GBV, including sexual assault, by the year 2026, government made this commitment in 2021. Kenya made several 12 ambitious commitments to remove the structural barriers that enable GBV when it announced that it would increase its efforts to halt these infractions (UNFPA, 2022). The Kenyan government pledged that: By incorporating a GBV indicator in the framework for government performance contracts, it was possible to monitor duty-bearers compliance with and GBV legislation and policies must be put into effect by 2022. By 2022, USD 23 million will be invested in GBV prevention and response; by 2026, the resource commitment will rise to USD 50 million through the use of a co-financing mechanism. The Government of Kenya pledges explicitly to maintain the USD 2.79 million budget commitment for GBV and FGM for FY2020/2021. Also, the Kenyan government promised to implement a platform for tracking expenses. By 2026, ratify and put into practice ILO Convention 190 on eradicating GBV and harassment at work in close collaboration with the private sector (UNFPA, 2022)

Due to the complicated dynamics of gender-based violence, prevention methods must be multifaceted and involve a range of institutions and social groups. Strict rules against violence against women won't be enough to stop it until efficient law enforcement agencies are in place. As a result, the police station, which serves as the opening to the criminal justice system, is a crucial organization for preventing GBV (Human Rights Watch, 2017). An essential step in the prosecution of sexual assault cases is the initial police complaint. The police are the primary provider of aid for GBV victims from the perspective. As a result, how the police respond to crimes can significantly affect how the case develops, how the victim is protected, and how similar crimes are avoided in the future. Women seeking justice and protection from abuse must feel secure and satisfied with the police's response to gender-based violence (Shakti, 2017).

The victim's ability to file a complaint promptly and their reaction to the event may both be impacted by the police's unfavourable attitude. This creates a bad impression of the police, which may deter the victims from pressing the matter further. There have been reports of insufficient police reaction to gender-based violence. Police responses to cases of GBV have included According to a report on the need for gender sensitization in the police, the victim's allegation was first met with initial incredulity, which discouraged her from following up. She also experienced aggressive and sexist questioning, delays in medical examinations, and trivialization of domestic abuse incidents. As per the "Barriers to Accessing Justice" study published by the Association for Advocacy and Legal Initiatives and the Commonwealth Human Rights Initiative, it is challenging to file a First Information Report (FIR) in rape cases (Sahay, 2021).

Along with other factors, misconceptions regarding sexual crimes are to blame for the police's subpar response to violence against women. The poor reporting of GBV in India is due to several objectives, including the victim's perception of the perpetrator being unreliable and social stigma (Tripathi, 2020). GBV victims are terrified of being shunned by the police and the larger community, so they do not submit their concerns to the police. Police personnel' patriarchal attitudes deter GBV victims from seeking assistance from them (Human Rights Watch, 2017). When survivors go to record a case in an Indian police station, they frequently experience humiliation, especially if they are members of underprivileged communities.

Additionally, domestic violence is frequently seen as family issues that need to be resolved between partners (Sahay, 2021). Domestic violence tolerance and victim-blaming have also become accepted norms. In patriarchal social institutions, of which they are a part, stereotypes about women are frequently absorbed by police, and this has a negative impact on their response to GBV situations. 90% of

the policemen in the 90% male police force are unsympathetic to incidents involving women (Kapoor, 2017).

Public trust in law enforcement and the criminal justice system is impacted by police officers' patriarchal beliefs and expectations based on gender stereotypes (Tripathi, 2020). The underreporting of sexual violence incidents has been strongly influenced by the belief held by law enforcement officials and the public at large that fraudulent reports of sexual assault are filed. False reporting rates, however, are not common in police-investigated GBV instances. According to Sahay (2021), fake cases make up between 5% and 20% of all police investigations that have been successfully concluded in developing nations.

➤ *Training and Development*

In response to the growing worry that not enough police officers have the knowledge and abilities to handle these phenomena, several training initiatives have been put into place during the past 20 years to address the requirements of victims of GBV. According to Baker et al. (2012), training is a way to instil knowledge and abilities in new hires as well as give refresher courses to more seasoned workers. Training, as defined by Armstrong (2013), is the deliberate, methodical modification of behavior brought about by education, training, development, and intentional experience.

The process of providing the workers with the knowledge, skills, and attitude they need to handle their job responsibilities is known as training. On the other hand, staff development aims to increase a worker's competencies and flexibility to changing environmental demands. To effectively transmit knowledge on how to manage the difficulties, police employees must be trained in the administration of the Domestic Violence Act. When a victim alleges domestic abuse, it typically means that there have been numerous prior instances of abuse. For law enforcement, training is a moral and legal requirement (Dixit & Sinha, 2020).

If for no other reason than victims who have protection orders are more likely to notify authorities of subsequent victimization instances than victims who do not have such orders, law enforcement officers should be instructed in how to assist victims and urge them to obtain protective orders. Protective orders increase the body of evidence available for potential prosecution. Research foundation Numerous local studies and national studies both conclude that victim reporting is neither standard nor reliable. Although it might be argued that protective orders lead to violations by criminalizing otherwise lawful activities, numerous local and national studies have indicated that victims of domestic violence who have protection orders report more of a range of offences at greater rates than those who do not (Olaniyan & Ojo, 2008)

Mignon and Holmes' (2015) research revealed that "police would not successfully administer domestic violence laws without comprehensive, adequate training." Most people would probably concur that a 12-hour course on domestic violence would not be the best way to teach cops how to apply pertinent laws, comprehend the cycle of violence, and gather evidence for successful prosecution. Implementing thorough training of the kind required for responding to calls of domestic abuse presents difficulties. The time allotted for a police school to provide this kind of instruction is the main obstacle. Organizational learning strategically focuses on the acquisition of comprehension, know-how, methodologies, and practices, and employs development and training as one of the many solutions.

Armstrong (2013) suggests that organizational resources can be created by those who obtain, deduce, and use these intellectual intangibles to accomplish training and development for the entire organization. Workers who receive development and training programs can improve their job performance both now and down the road. Development prepares individuals for possible future careers, whereas training focuses on existing jobs, according to Sims (2012). Therefore, training and development initiatives must be designed to give staff members the necessary technical, management, and personality qualities so they can reach and maintain a high level of performance.

➤ *Theoretical Framework*

Theory of Coercive Control, and Institutional Theory served as the study's theoretical foundations. Working conditions, legal framework, training and development are among the specific factors being sought in the study and they are supported by the contingency theory and institutional theory support the Dependent variable of management of GBV cases. The conceptual framework, which explains and defines these ideologies, served as the study's main direction.

➤ *Contingency Theory*

Fred Edward Fiedler introduced the theory in 1964. Traditionally, The field of organizational behavior and organizational management gave rise to the methodology known as contingency theory. It is predicated on the notion that institutions may continue to function well and efficiently provided they adjust to environmental changes. The first study in the field of strategic management to advocate for the use of contingency-based research was Hofer's 1975 study, which sparked the application of contingency theory methods to management (Ginsberg & Venkatraman, 1985). Because of the efforts of writers such as Hofer, the usage of contingency theory has acquired the widespread application in the management of various institutions. And for this it was adopted in relation to management of GBV cases.

Ginsberg and Venkatraman (1985) have two perspectives on institutional management: as a response to the outside world or as a component that directly affects performance in a range of contexts (internal and external). It's well known that contingency theory backs up the position that "there is no best way of organizing an institution, the appropriate form depends on the nature of the institution's environment" by not endorsing an emphasis on the external environment or internal resources as the primary driver of improved management. As a result, the contingency theory has been called an intermediate theory, requiring the identification and matching of institutional settings with context settings (Volberda, Weerdt, Verwaal, Stienstra, & Verdu, 2004).

One finds that contingent linkages are produced as a result of the interaction between the impact of external factors and internal institutional resources when examining how well police officers handle GBV situations under different conditions. Therefore, both the internal and external environments must be considered for a strategy to control gender-based violence to be successful. Pearce and Robinson, who believe that a strategy's effectiveness depends on how Institutions successfully combine the needs of utilizing current resources with those of adapting to changing environmental conditions, support this approach (Kruger & Synman, 2012). An "institutions strategy must be founded on establishing a proper "fit" between the' mission, changes in internal resources and external environments, and quality and quantity of institutions' core capabilities and competencies," according to Pearce and Robinson (2012).

The research aims of this study are informed by the contingency theory, which makes it beneficial (working conditions, legal framework and training and development). It supports that the basis of management of gender-based violence is determined and influenced by internal resources and response to external environmental factors that why the theory is the study anchor theory.

➤ *Institutional Theory*

Goguen and Burstall (1984) developed the theory in 1989. The approach emphasizes the environment as a key factor in defining its structure and behaviour (Osinubi, 2020). The theory has emphasized how the working environment, training, and legal framework shape the management of GBV cases and the actions required. According to theory, decisions are influenced by social and cultural elements that are regarded as appropriate given the institution's structure rather than being simply directed by well-organized and rational aims. According to the theory, institutions such as police stations become similar as a result of pressure for authenticity, which implies that institutions that deal with similar issues are more likely to adapt to the constantly changing needs of the end-users (Gauthier, 2013).

Furthermore, the theory emphasizes social behaviour by defining formations, practices, and protocols as strategies that can be adopted to manage GBV cases (Aksom & Tymchenko, 2020). It provides a framework for investigating how institutions interact with case management as well as how technology can aid in making that interaction more entrenched over time. In some cutthroat and unstable contexts, organizations' relationships with various stakeholders in their environment have an impact on how they decide how police officers' careers will grow. Police decisions, according to this theory, are not primarily motivated by rational objectives such as daily routine (Osinubi, 2020).

The theory is applied to explain how laws that influence working conditions, the legal framework, training and development, and technologies can affect the management of GBV cases within the police force. This study applied this theory to relevant areas that influence handling and managing GBV cases, strategies used in managing gender-based violence cases, and procedures in the institution, demonstrating how they are ingrained as the institution interacts with its surroundings, which affects how they manage gender-based violence cases. The theory also supports GBV case management.

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manage gender-based violence cases. The theory supports GBV case management.

➤ *Conceptual Framework*

The theoretical framework directed the investigation. The conceptual framework, which places a strong emphasis on the particular goals being pursued in the study, offers and describes the philosophies that make an effort to explain the research problem under investigation (Cooper & Schindler, 2018).

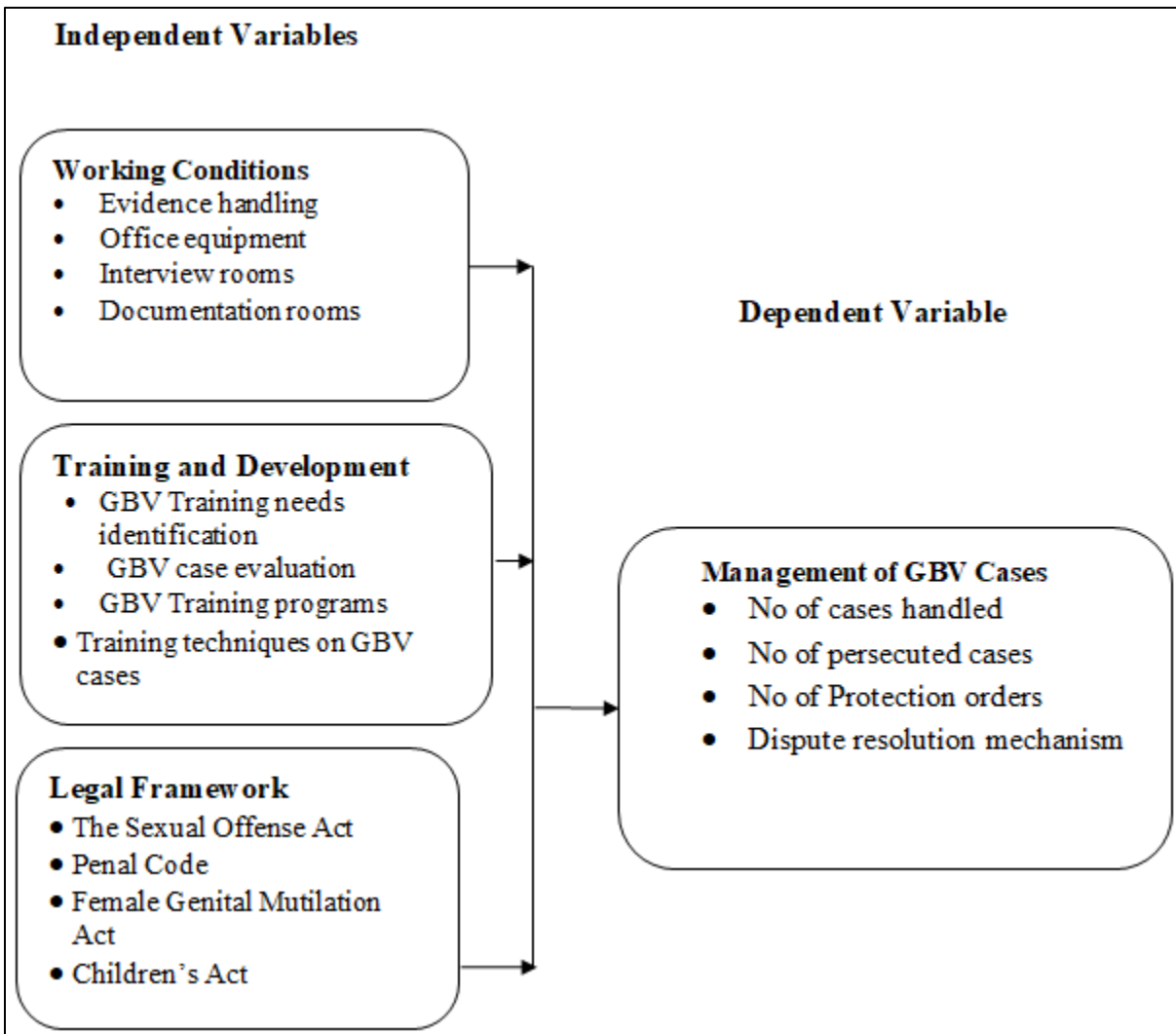


Fig 1: Conceptual Framework

III. METHODOLOGY

➤ *Research Design*

Kothari and Garg (2015) define a research design as the conceptual framework used to conduct the research investigation. It arranges the methodology and goal of the investigation. One benefit of this method is that it helps researchers organize and execute investigations that offer comprehensive information about the subjects, locations, or

specific phenomena they are studying (Bickman & Rog, 2018). The research design used in the study was descriptive. The objective of the descriptive study design was to describe behavior in an unaltered manner. Descriptive research designs aim to characterize behavior without modifying it in any way (Bordens & Abbott, 2017).

➤ Study Area

There are over 4 million people residing in Nairobi City County, and 40% of them are considered to be poor. Despite having the highest attentiveness of NGO, community-based, and faith-based groups, it has the highest recorded number of GBV cases in the nation. According to the Gender Violence Rehabilitation Centre (2017), physical or sexual abuse has been experienced by 45% of women between the ages of 15 and 49, and the rate of violence is rising in Dagoretti North Sub-County. Also, it is stated that before the age of 18, One in three females and one in five males experience sexual assault, defilement, or violence at least once in their lives. The research was done in the Dagoretti North Sub-County situated about 15 kilometres west of Nairobi City Central Business District, Kenya. There are hundreds of thousands of people living in a vast, sprawling city of improvised dwellings and straining to get by on less than a dollar a day. GBV is still on the rise in Nairobi's low-income areas, a report has revealed. The location is located at 1.2827° S and 36.7523° W. It is 1,805 meters above sea level where it is situated. It is situated in an area that spans roughly 16 square kilometres. There are approximately 291,565 people living in Dagoretti North Sub-County e, and about 65% of them are children and young adults (Kenya Population and Housing Census, 2019). Gender-based violence is still on the rise in Nairobi's areas, a report has revealed. The majority of households in the heavily populated area make around \$1 per day. SMEs make up the majority of the local economy, and Dagoretti North Sub-

County has been noted in the media as one of the Nairobi County regions with the highest rates of GBV.

➤ Population and Sampling Procedure

Sample frames include identifying information on individual features to facilitate data analysis and allow frame division. The 8 police stations in Dagoretti North Sub-County was used to choose the target demographic. Sampling is the process of selecting individuals from a larger population. The police station and police posts in Kawangware include Kawangware Sokoni Police Post, Administration Police Kawangware, Gatina police, Riruta Police Station, Muthangari police Station, Waithaka police station, Dagoretti Police Station, Martini Police Base, and Jamhuri Police Station tabulated in table 1 below. The population is divided into smaller groups, or strata, based on shared traits, using a stratified random sampling (Bordens & Abbott, 2017). The sampling was conducted through stratified random sample, where the four police station was the strata. The sample size was 30%, resulting in a sample size of 93 respondents. sample size should be between 10% and 30% of population as recommended by Saunders, Lewis, and Thornhill (2016). However, the justification for targeting 30% of the population is at any given time it's not possible to have 310 police officer at the same time because they work on shifts and others are probably on leave or sent on mission in other parts of the country. From each police station the study targets 30% as shown below.

Table 1: Sample Size

Police station/ post	Target Population	Sample Size	%
Kawangware Sokoni Police Post	24	7	8%
Gatina Police	52	16	17%
Administration Police Kawangware	38	11	12%
Riruta Police Station	44	13	14%
Muthangari police	28	8	9%
Waithaka police station,	48	14	15%
Dagoretti Police Station	34	10	11%
Jamhuri Police Station	42	13	14%
Total	310	93	100

➤ *Methods of Data Collection*

The questionnaire served as the study's main method for gathering data. Due to the nature of the job and working on shifts the researcher dropped the questionnaires and pick them after one week and since, questionnaires have been deployed in such types of research by the researcher as they are thought to be time-saving, effective, and easy to administer. Although it should be noted that the questionnaire's primary drawback is that it can't be given to respondents who are illiterate and unable to read or write, questionnaires are seen to be less expensive ways to collect data, and the researcher can obtain large amounts of data (Creswell & Creswell, 2018). Primary information was gathered through the use of questionnaires. Police records, including incident reports and the Occurrence Book, frequently include recorded details regarding the date, time, place, situational context, financial loss, and physical harm, and personal details of the victim, such as domicile, name, and sex, was used to gather secondary data.

➤ *Validity of Research Instruments*

The study tested the reliability of the research instruments to be able to spot flaws and put the researcher in a better position to fix them before giving the response. The researcher utilized content validity to determine whether the question is pertinent to achieving study objectives (Saunders, Lewis, & Thornhill, 2018). A crucial part in this portion was played by the supervisor. The consistency in evaluating the correctness of a research question is how Kothari and Garg (2015) define the reliability of research instruments. For this investigation, a co-efficient of more than 0.6 was adopted and used. According to Creswell and Creswell (2018), Cronbach Alpha was used as the construct multiple, and a reliability coefficient of 0.6 is considered to be appropriate. If evaluated against the actual sample size in a pilot study, research questions should be trustworthy. The questions in the questionnaires were distributed during the pilot research and, in the event of inconsistency, the procedure was repeated after one week. If a data collecting instrument is consistent, it should be in a better position to produce similar findings every time it is utilized.

IV. DATA ANALYSIS

SPSS version 26 was used for the analysis of the study's quantitative data. Prior to making any generalizations, the unprocessed data collected on the spot was categorized. Descriptive statistics were used to analyze the results, and presented in tables. Relationship strength and direction between the objectives were predicted and explained with the help of Pearson correlation. A 2-tailed, 5% level of

significance correlation test was conducted. ANOVA determined the overall model's significance. Computed and tabulated f statistics were contrasted. It was determined whether the entire model adopted p-value 0.05. To determine how significant the influence of the independent variable was on the dependent variable, a multiple linear regression model was applied. A regression constant, also known as an intercept, is used to estimate the model of the management of Gender based cases composite index

➤ *Ethical Considerations*

No subject was coerced into participating in the study; rather, their consent was obtained prior to participation. Only after getting the respondents' approval and an Egerton University and NACOSTI study authorization permit. By ensuring that the answers to the questionnaire cannot be used to identify any individuals, the privacy of respondents was respected. Nobody, not even the researcher, should be able to identify the study participants. Additionally, rather than offering incentives like financial payments, the researcher only selected respondents who were prepared and eager to assist with the data required. Additionally, voluntary participation guarantees that no respondent was forced to take part in the study. Within the framework of this study, confidentiality also pertains to the researcher's understanding with subjects, when applicable (i.e., through consent from subjects), on the handling, upkeep, and distribution of their personally identifiable data. Only after it has been established that the data will not be shared with uninvited parties or outside of the study setting.

V. RESULT, FINDINGS AND RECOMMENDATIONS

To ascertain the current association between research objectives, a linear multiple regression analysis was used. Using the coefficient of determination, the study assessed the strength of the association between predictors and response objectives. Mean scores were used to build the composite index for a number of objectives, including the legal framework, training and development, and working conditions.

➤ *Multi Collinearity*

The objective's tolerance and the VIF value were both employed in a multi-collinearity test. There is no multi-collinearity if tolerance and VIF values are both larger than 0.2 and lower than 10 respectively. Table 2 displays the outcomes for multi-collinearity.

Table 2 Multicollinearity Test Using Tolerance and VIF

Objective	Collinearity Statistics	
	Tolerance	VIF
Working conditions	0.920	1.084
Training and development	0.872	1.147
Legal framework	0.694	1.441

Table 2's findings show that Each objective had a tolerance value higher than 0.2 and a VIF value under 10. The $VIF > 10$ suggests the presence of multi-collinearity, according to Alin (2010). It may be reasonably inferred because the independent and Dependent variable s are not multiple correlated in this study because there is no objective with a VIF of 10 presents.

➤ *Correlation Matrix*

Table 3: Correlation Matrix

Objectives		Management of GBV Cases	Working conditions	Training and development	Legal framework
Management of GBV Cases	Pearson Correlation	1			
	Sig. (2-tailed)				
Working conditions	Pearson Correlation	.785**	1		
	Sig. (2-tailed)	0.000			
Training and development	Pearson Correlation	.622**	.314**	1	
	Sig. (2-tailed)	0.000	0.000		
Legal framework	Pearson Correlation	.810**	.648**	.235**	1
	Sig. (2-tailed)	0.000	0.000	0.000	

Table 3 demonstrates how working conditions was associated with and shown a strong correlation with management ($r = .785$, $p = .000$). This suggested that a development would to better management of GBV Cases since working conditions had a good and substantial influence. Training and development have a positive relationship with management of GBV Cases in are related as shown by ($r = .622$, $P = .000$). Additionally, this implied that since training and development has a moderate impact, improving it will result in better management of GBV Cases. Finding indicate management of GBV Cases was highly significant and linked with legal framework ($r = .810$, $p = .000$). This also suggested that improving legal framework will result in better management of GBV Cases. Furthermore, this shows a high correlation between the management of GBV Cases and working conditions, training and development, legal framework.

Table 4 Model Summary Multivariate Analysis

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.684 ^a	.468	.449	.58089

a. Predictors: (Constant), training and development, legal framework, working conditions

The regression was conducted with data from 77 respondents that was tested. Results show a positive association of $R = .684$ and $R^2 = .468$, management of GBV Cases can be explained by training and development, legal framework, working conditions as in table 4 accounting for 46.8 %, However, other objectives not examined in this study can account for 53.3% of the difference.

Table 5 ANOVA^a Results for Model Summary

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	32.678	3	8.169	24.210	.000 ^b
1 Residual	37.118	74	.337		
Total	69.786	77			

a. Dependent variable : Management of GBV Cases

b. Predictors: (Constant) training and development, legal framework, and working conditions

The model provides a strong fit to the data since the values of $F = 24.210$ demonstrate that all of the predictor parameters statistically and substantially impact management of GBV Cases. Table 5 demonstrates that, at the level of significance of 0.000, or less than 0.05, the total regression model strongly predicts the Dependent variable .

Table 6 Regression Coefficients^a for Multivariate Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
(Constant)	.1580	.367		1.504	.001	.876	2.281
Working conditions	.358	.118	.329	3.027	.003	.123	.592
Training & dev.	.307	.114	.274	2.697	.000	.081	.532
Legal framework	.529	.106	.233	2.323	.002	.036	.455

a. Dependent variable: Management of GBV Cases

As a result, the regression model for the study is: $Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3$

Management of GBV Cases = .1580 + .358 (working conditions) + .307 (training and development) + .529 (legal framework)

The results of the study showed that the predictor targets significantly improve GBV Case Management. The results show a substantial association between legal framework, with working conditions, training, and development and management of GBV cases $p < 0.05$ ($P = 0.00$). Raising the mean index of the predictor aims should improve the treatment of GBV cases, as the values of the predictor factors are statistically significant with a p-value of 0.05. The results are summarized in Table 6. The model indicated that the predictive aim that had the biggest impact on the management of GBV cases was the legal framework, with working conditions, training, and development having the least impact.

Working conditions as the objective number on it was established that working conditions significantly influence the management of GBV cases, which accounts for the variation in management of GBV cases. The study established that the management of GBV cases is greatly determined by working conditions. Working conditions were connected to the management of GBV cases and significantly correlated with the management of GBV cases. This suggested that a development would result in better management of GBV cases since working conditions had a good and substantial influence.

When assessing statements on the function of training and development it was established that management of GBV cases is dependent on training and development, and when evaluating claims about how training and development influence the management of GBV cases, variance across police stations, the findings, which point to the major effect of training on the management of GBV cases. A substantial positive linear association between training, development, and management of GBV cases. According to the study, findings shows that GBV case management is influenced by training and development.

VI. CONCLUSION

The study concludes that the legal framework significantly influences the management of GBV cases, which accounts for the variation in GBV cases. Legal framework has a positive relationship with the management of GBV cases in a substantial way. This also suggested that legal framework have a significant impact, improving them will result in better management of GBV cases. Theoretically, the findings are embedded in institution theory, which emphasizes social behaviour by defining formations, practices, and protocols as strategies that can be adopted to manage GBV cases. An

analytical framework for examining the relationship between institutions and case management is offered by the institutional theory.

It can be concluded that the management of GBV cases has a statistically significant association, which means that the predictor factor values, suggesting that raising the mean index of the predictor objectives should enhance the management of GBV cases, legal framework was the predictor objective that most significantly influenced the management of GBV cases, followed by working conditions, and then training and development, which had the least influence on the management of GBV cases. Researcher concludes that working conditions, training and development, and legal framework, have a great influence management of GBV cases in Dagoretti North Sub-County police stations. The working environment impacts police officer productivity and in the management of GBV cases, the study recommends that the police commissioner and police service commission create work effectiveness by establishing a welcoming and comfortable work atmosphere that enables police officers to carry out their responsibilities with efficiency and effectiveness. The police service commission needs to make sure that the work station is made in a way that doesn't interfere with management, gender-based violence, or other documented incidents. A beautiful work space improves working conditions and boosts employee satisfaction. Therefore, the police service commission should guarantee that workstations are adequate, adaptable, and adjustable and should periodically inspect the facilities that police personnel use in order to improve performance.

RECOMMENDATIONS

Police service commission should invest in human capital and A full unit on GBV case management should be required in police training, and senior management should provide the funding and support required to make this happen in order to improve proper management of GBV cases. GBV training and workshops are essential for developing human capital that is needed to handle GBV cases. HRM initiatives play a major part in this, but they lack the funding and motivation to be successful if senior police management is not actively in favor of them. Additionally, the report suggests that all police officers take refresher courses every two years.

Kenyan laws forbid violence against either gender (Kenyan 2010 Constitution, Penal Code of 2009, Cap. 28, Sexual Offence Act 2006, and 2008 Matrimonial Cause Act, Cap. 29). However, it appears that these rules are ineffective because many people continue to experience GBV without much help. The study recommends that legislation to make coercive control illegal gives a chance to alter how officers view gender-based violence and what constitutes a threat and a risk. To better understand the objectives influencing police reaction, the study trained on the legal framework to alter

gender-based violence techniques, implement these policies, and ensure compliance with GBV acts, treaties, and laws. How valuable do gender-based violence tactics seem to be in helping victims of gender-based violence, and what organizational elements are essential to making policy implementation easier?

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