

**AN ANALYSIS OF THE EFFECTIVENESS AND EFFICIENCY OF POLICE
WORKFORCE: EMPIRICAL EVIDENCE FROM GENDER AND
CHILDREN'S DESK SECTION IN KATAVI REGION**

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REQUAMENTS FOR THE DEGREE OF MASTER OF HUMAN RESOURCE
MANAGEMENT OF THE OPEN UNIVERSITY OF TANZANIA**

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CERTIFICATION

The undersigned certifies that he has read and hereby is recommends for acceptance by the Open University of Tanzania a dissertation entitled; “**An Analysis of the Effectiveness and Efficiency of Police Workforce: Empirical Evidence from Gender and Children’s Desk Section in the Katavi Region**” in partial fulfillment of the requirements for award of the Degree of Master of Human Resource Management of the Open University of Tanzania.

.....

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.....

Date

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DECLARATION

I, **Clara Ndyamukama**, do hereby declare that this research report titled “**An Analysis of the Effectiveness and Efficiency of Police Workforce: Empirical Evidence from Gender and Children’s Desk Section in the Katavi Region**” is an independent work carried out by me. It has not been previously submitted for award of any Master’s.

.....

Signature

.....

Date

DEDICATION

This work is dedicated first to God and second to my lovely parents Mr. and Mrs. Bartholomeo A. Ndyamukama for their prayers and support. They are truly my role models in all aspects and they were always a source of encouragement throughout my life. Lastly, I dedicate this work to my younger sisters Emilia Ndyamukama and Anastazia Ndyamukama for their support during this research.

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ABSTRACT

The main purpose of this study was to analyze the effectiveness and efficiency of Police workforce basing on the gender and children's desk. The study was carried out in Mpanda and Mlele districts of Katavi region. The study has specific objectives which include, drives behind establishing a gender desk in the Police force, the qualitative size of the Police gender desk and the skills involved, gender desk qualitative awareness, trending issues in gender desk operation. Both qualitative and quantitative methods of data collection and analysis were used, whereby questionnaires, unstructured interviews and observation were employed. A sample size of 50 respondents participated in the study in which 5 of them consisted of head Police officers, 8 respondents include Police gender desk officers, 22 were the non Police gender desk officers and 15 respondents were the gender desk stakeholders. The study findings reveal that, the drives for establishing the gender desk was to deal with all cases based on Gender Based Violence and Child Abuse and the reasons for establishing a police gender desk was to ensure that the society is free from all forms of Gender based Violence and Child abuse. Most respondents also said the causes of Gender based Violence was the superiority complex of men caused by alcohol use, which cause wife beating, child abuse, divorce and marital conflict. Besides the participants reveal that the number of the workforce is not enough and the skills were not appropriate. Police gender desk is not well known to the majority, especially in rural areas. In addition to that respondents said that the Police gender desk succeeds in its operation, but they lack materials like confidential room and its associates and transport.

TABLE OF CONTENTS

CERTIFICATION	ii
COPYRIGHT	iii
DECLARATION	iv
DEDICATION	v
ACKNOWLEDGEMENT	vi
ABSTRACT	vii
LIST OF TABLES	xii
LIST OF FIGURES	xiii
LIST OF ABBREVIATIONS	xiv
CHAPTER ONE	1
1.0 INTRODUCTION	1
1.1 Introduction and Background of the Study	1
1.1.1 Establishment and Historical Context of Gender and Children’s Desk in Tanzania Police Force	1
1.2 Statement of the Problem	5
1.3 Objectives.....	6
1.3.1 Main Objective	6
1.3.2 Specific Objectives.....	6
1.4 Research Questions	7
1.5 Significant of the Study	7
CHAPTER TWO	8
2.0 LITERATURE REVIEW	8
2.1 Introduction	8

2.2	Definition of Key Concepts.....	8
2.2.1	Gender	8
2.2.2	Children.....	8
2.3	Theoretical Frame of the Study	9
2.3.1	Conceptualization of Gender Based Violence	9
2.3.2	Types of Gender based Violence	10
2.3.3	Source of Gender Based Violence and Child Abuse in the Society.....	11
2.3.4	Acts Identifying Gender Based Violence.....	16
2.4	Objectives and Functions of Police Gender Based Violence and Child Abuse	17
2.5	Benefits of Police Gender and Children’s desk in Combating Gender Based Violence (GBV) and Child Abuse (CA) in the society	20
2.6	The Tanzania Government Response towards Elimination of Gender Based Violence.....	21
2.7	Empirical Literature Review	23
2.8	Research Gap.....	24
	CHAPTER THREE	26
3.0	RESEARCH METHODOLOGY.....	26
3.1	Introduction	26
3.2	Research Design	26
3.3	The Area of the Study	26
3.4	Population of the Study	27
3.5	Sample Size and Sampling Procedure.....	27
3.6	Data Types.....	28

3.7	Data Collection Methods.....	29
3.7.1	Documentary Review	29
3.7.2	Questionnaire	29
3.7.3	Key informant Interview	30
3.7.4	Direct Observation	30
3.8	Data Processing and Analysis	30
3.9	Validity and Reliability of Methods and Data	31
3.9.1	Validity.....	31
3.9.2	Reliability.....	31
3.9.3	Data Presentation.....	32
3.10	Ethical Consideration	32
	CHAPTER FOUR.....	33
4.0	DATA PRESENTATION, ANALYSIS AND DISCUSSION.....	33
4.1	Introduction	33
4.2	Characteristics of the Respondents	33
4.2.1	Age	33
4.2.2	Gender	34
4.2.3	Educational Levels	36
4.3	Efficiency and Effectiveness of Police Gender Desk in Katavi Region	36
4.3.1	Drives behind Establishing a Gender Desk in Police Force.....	37
4.3.2	The Qualitative Size of the Gender Desk and the Skills Involved.....	42
4.3.3	Gender Desk Qualitative Awareness.....	47
4.3.4	Trending issues in Police Gender Desk operation	49

CHAPTER FIVE	54
5.0 SUMMARY, CONCLUSION AND RECOMMENDATION	54
5.1 Summary	54
5.2 Conclusion.....	57
5.3 Recommendations	60
5.3.1 Area for Further Study	62
REFERENCES	64
APPENDICES	68

LIST OF TABLES

Table 3.1: Composition of Respondents	28
Table 4.1: Sample Size and Actual Number of Respondents	34
Table 4.2: Age Distribution.....	34
Table 4.3: Gender Distribution.....	35
Table 4.4: Level of Education	36
Table 4.5: The Reasons for Establishing Police Gender Desk.....	40
Table 4.6: Causes of Gender Based Violence	42
Table 4.7: The Number of Police Gender Desk Workforce is Enough or Not Enough	43
Table 4.8: Police Gender Desk Has Well and Trained Officers.....	60
Table 4.9: Police Gender Desk is Well Known to the Majority.....	48
Table 4.10: Police Gender Desk succeeds in Its Operation	51
Table 4.11: Challenges Face Police Gender Desk in Katavi Region.....	52

LIST OF FIGURES

Figure 1.1: Tanzania Police Force Police Regional Command Organization
Structure 4

Figure 2.1: The Vicious Circle of Gender Roles and Division of Work..... 15

LIST OF ABBREVIATIONS

CA	Child Abuse
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
FGC	Female Genital Cutting
GBV AND CA	Gender Based Violence and Child Abuse
GD	Gender Desk
IGP	Inspector General of Police
LHRC	Legal and Human Rights Centre
MoCDGC	Ministry of Community Development, Gender and Children's Affairs
MoJ	Ministry of Justice and Constitutional Affairs
NGO'S	Non-Governmental Organizations
PGCD	Police Gender and Children Desk
SOSPA	Sexual Offenses Special Provision Act
TAMWA	Tanzania Media Women's Association
TAWLA	Tanzania Women Lawyers Association
TPF	Tanzania Police Force
TPF-Net	Tanzania Police Female Network
TPF-RP	Tanzania Police Force Reform Program
UNDP	United Nations Development Program
UNIFEM	United Nations Development Fund for Women
VAC	Violence Against Children
VAW	Violence Against Women

WHO World Health Organization

WLAC Women's Legal Aid Centre

CHAPTER ONE

1.0 INTRODUCTION

1.1 Introduction and Background of the Study

This is an introductory chapter. It gave out background information about the study, the statement of the problem, research questions, research objectives and significance of the study.

1.1.1 Establishment and Historical Context of Gender and Children's Desk in Tanzania Police Force

The gender and Children's desk were among the programs established under the Community policing. Community Policing was in the Constitution of the United Republic of Tanzania Article 146(2)(b) which provides for community involvement in Policing aim in preventing and reducing crime, reducing disorder and anti-social behaviors, increasing feeling of safety, improving community accountability, reducing corruption in the Police services, enhancing respect in human rights but came into practice during the period of IGP Said Mwema in 2006 after establishing Tanzania Police Force - Police Reform Program (TPF – RP). The basis of this reform was after political elections in 2005 were levels of crime and fear of crime rose throughout the country.

At the same time levels of public trust and confidence in the Police Force continued to drop. Areas that have been noted to be of immediate concern include road accidents, corruption, fraud, gender violence, terrorism and drug trafficking. The public complains about Police inaction in the face of crime and victimization. There

were also complaints of malicious charges, corruption, Police brutality, torture, illegitimate arrest, harassment, inactivity and disregard for human rights.

The vision of TPF – RP is to have a professional, modernized and community centered force that supports maintenance of public safety and security in the country and its mission is to establish a more dispersed, visible, accessible and service oriented Police force which interacts freely and gently with its community in protection of both life and property of all people all the time. Community Policing practiced from national level, regional level and district level and within it there were different programs established to simplify its operation and among those programs there was a program of community policing which involve the section of Police gender and children's desk. Police Gender and children's desk came into fully practice in the year 2008 after the establishment of the Tanzania Police Female Network (TPF Net). It is the network of Women Police in Tanzania and respond to cases of gender based violence. Gender and Children's desk were derived from the overall mandate of the force to safeguard the fundamental rights of people, ensuring security of people and their property, ensuring compliance with the law and maintenance of public order.

The occurrence of Gender Based Violence and Child Abuse is a violation of human rights, national law and security. It is created to ensure that all cases based in gender violence and child abuse were eliminated in the societies, even though the victims, especially women and girls are blamed for not reporting Gender Based Violence incidents because they did not know who to report to, fear of not being

believed, fear of being disowned or kicked out of their home, fear of getting father or other perpetrator into trouble, fear of breaking up the family, the shame, the matter is dealt informally with the parents.

Also mother will not report sexual abuse because she is frequently cognizant of the sexual abuse, but consciously or subconsciously denies it, may hesitate reporting for fear of destroying the marriage and being left on her own, may see sexual activity within the family as preferable to extramarital affairs, often feels a mixture of guilt and jealousy towards the child.

There are several Non-Government Organisation (NGO's) and Law Institutes that were also deal with Anti Gender Base violence within Tanzania societies and works hand to hand with the Tanzania Police Force Gender and Children's desk to combat gender violence by giving education about gender violence in the societies, give legal assistance to the victims of gender based violence and material support like buildings to the Police post so as to provide confidential spaces in Police stations where victims of gender violence can tell their complaints to the Police officers deal with the gender and children's desk. Those NGO's and Associations were The Tanzania Media Women Association (TAMWA), United Nations Development Program (UNDP), Legal and Human Rights Centre (LHRC), Tanzania Women Lawyers Association (TAWLA), Tanzania Women Judges Association (TAWJA).

It thus proposed to conduct research on this important issue with view on things to be considered by the Police Force towards its workforce on the gender and children's desk in order to help it performed its duties efficiently and effectively.

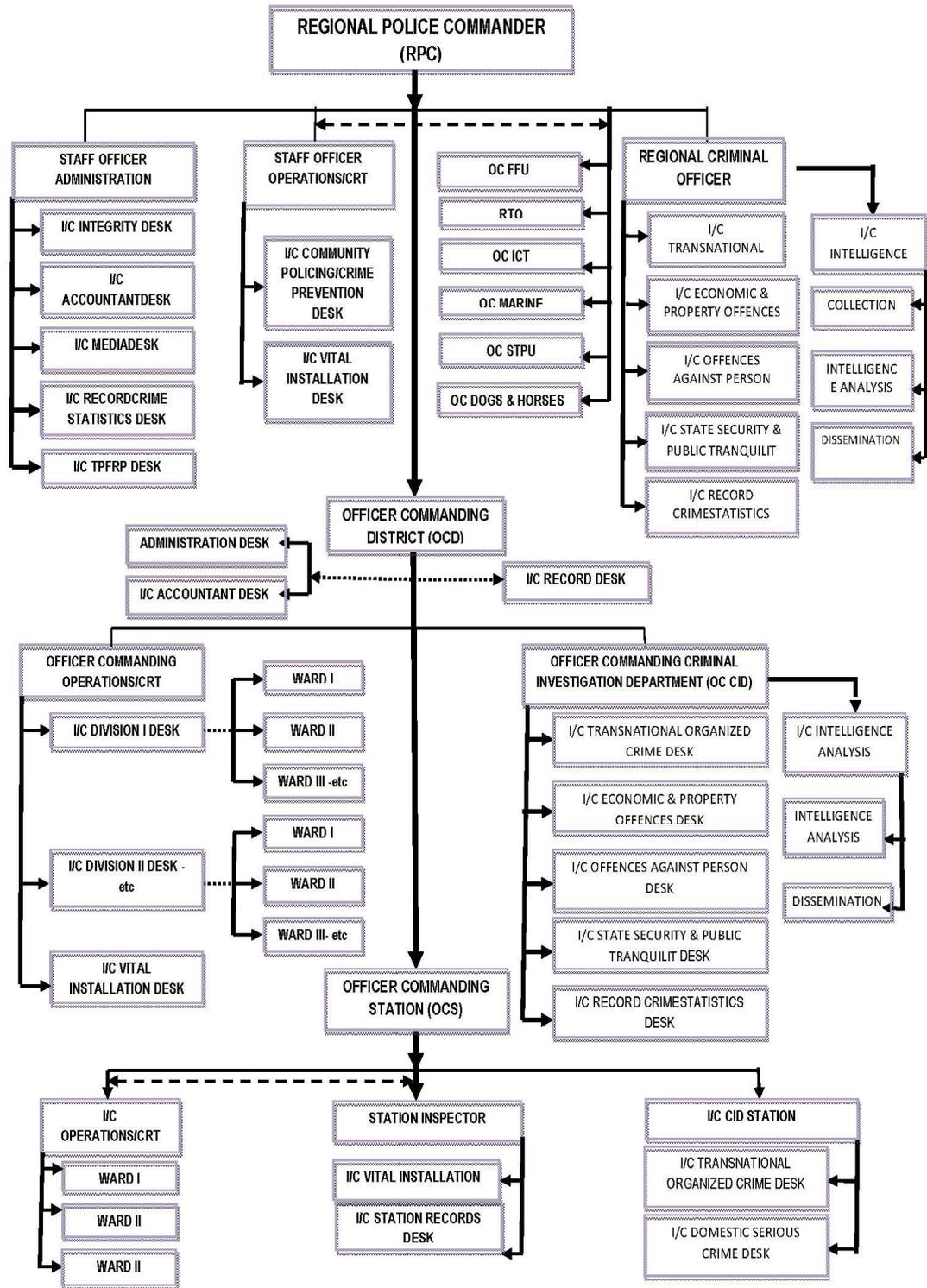


Figure 1.1: Tanzania Police Force Police Regional Command Organization Structure

Source: TPF, 2012.

Statement of the Problem

Crimes based on violence against women and children are tragic within the societies. There were a lot of cases of gender based violence and child abuse basing on marital and relationship conflict which result in physical, sexual or mental harm or suffering. In 2005 the World Health Organization (WHO) ranked Tanzania fourth highest in terms of domestic violence prevalence. The MKUKUTA status report of 2006 indicated that 60% of women believe that wife beating is acceptable. In 2007, The Guardian, a newspaper in Dar Es Salaam, reported that over 50% of women were beaten daily by their partners. In 2009, 56% of women surveyed by Kivulini (2009) agreed it was important for a man to “show his wife who was the boss” and 61% believed that a “good wife” obeys her husband regardless of the situation.

In order to deal with the gender based violence the Police force established the Tanzania Police Female Network (TPF Net) which later led to the establishment of the Police gender desk. Even though the workforce of gender desk met with different challenges as it involve a few numbers of Police officers with a lot of customers of Gender Based Violence and Child Abuse. They lack offices where they can meet with their customers because the nature of the work always needs privacy, there must be a confidential space in which the victim of gender violence can freely explain the complaints and feel safe, comfortable and supported. The reasons for establishing a Gender desk as TAWLA 2014 elaborated was to make the Police station environment less intimidating to female victims of sexual violence.

Professionalism is the biggest problem in the workforce because Gender desk needs a person with a variety of knowledge like a sociologist, a psychologist, a teacher so as to perform its duties efficiently and effectively. As Multi Sector National Plan of Action to Prevent and Respond to Violence against Children (2013), currently a few Police are trained in child abuse and domestic violence and do not have the facilities and materials needed to take care of the children. They also often lack the means to deal with perpetrators. Hence, these problems need to be investigated in order to get a solution which will help a better performance of the Gender and Children's desk within Katavi region and other regions in Tanzania.

1.2 Objectives

1.2.1 Main Objective

To investigate the efficiency and effectiveness of workforce basing in gender and children's desk of Police force in Katavi region.

1.3.2 Specific Objectives

The specific objectives of the intended research are as follows:

- i) To analyze drives behind establishing a gender desk.
- ii) To investigate the qualitative size of gender desk and the skills involved.
- iii) To examine gender desk qualitative awareness.
- iv) To explore trending issues in gender desk operation.

1.3 Research Questions

The intended research will be guided by the following questions:

- i) What are the drives behind establishing a gender desk in the Police force?
- ii) What is the qualitative size of a Police Gender desk in Katavi region and the skills involved?
- iii) What is the Gender desk qualitative awareness?
- iv) What are the trending issues in Police Gender Desk operation?

1.4 Significant of the Study

The proposal is written in factual terms, hence will broaden the understanding of how efficient and effective of the workforce dealing with gender and children's desk in Katavi region and its impact in the prevention of crimes based in gender violence. The research findings from this study will be useful to the Ministry of Home Affairs, Regional Police officers and District Police officers in developing Gender and Children's desk activities and help it to perform its duties with a high quality and quantity.

CHAPTER TWO

2.0 LITERATURE REVIEW

2.1 Introduction

This chapter presents the literature review on the efficiency and effectiveness of Police gender and children's desk work force. It begins with conceptual definitions as used in this study, Activities done by the Police Gender and Children's desk, Actors work with Police Gender and Children's desk, Sources and Constraints of Police Gender and Children's desk, Contribution of Gender and Children's desk in combating Gender Based Violence, Review on empirical studies and research gap which this study intended to fill.

2.2 Definition of Key Concepts

2.2.1 Gender

It refers to the attitudes, feelings and behaviors that a given culture associate with a person's biological sex. Behavior that is compatible with a cultural expectation is referred to as gender normative, behaviors that are viewed as incompatible with these expectations constitute gender nonconformity. "Gender is not something we are born with, and not something we have, but something we do and something we perform". (West and Zimmerman 1987, Butler 1990).

2.2.2 Children

The Convention on the rights of the child (1989) in Article 1 defines a child as a person below the age of 18, unless the laws of a particular country set the legal age for adulthood younger. On Article 2 the Convention applies to all children,

whatever their race, religion or abilities, whatever they think or say, whatever type of family they come from. It doesn't matter where children live, what language they speak, what their parents do, whether they are boys or girls, whatever their culture is, whether they have a disability or whether they are rich or poor. No child should be treated unfairly on any basis.

2.3 Theoretical Frame of the Study

This study uses Durkheim's Structural Functionalism theory by Emile Durkheim's 1917. It emphasizes a society's equilibrium. If something happens to disrupt the order and the flow of the system, society must adjust to achieve a stable state. He envisioned society as an organism, and just like within an organism, each component plays a necessary part but none can function alone. If one part changes, it has an impact on society as a whole. For example, the state provides public security to the society through Police force. The society reports criminals and crimes from their societies to the Police force. The Police force adjusts in order to improve attempts to rehabilitate (through jail and other means) the criminals in order for them to become law abiding and taxpaying citizens. If the state through Police force reduce its performance, then the crimes must increase and if members of the societies reduce the rate of reporting the crimes and criminals then the occurrences of crimes within the societies will increase.

2.3.1 Conceptualization of Gender Based Violence

Gender based violence is any harmful act that is perpetrated against a person's will and that is based on socially ascribed (gender) differences between males and

females is reported by the IASC (2005). Gender Based Violence has a greater impact on women and girls, as they are most often the survivors and suffer greater physical damage than men when victimized as described by WHO (2005). Hence Gender Based Violence is any harmful act that results in, or is likely to result in, physical, sexual or mental harm or suffering.

In fact the term Gender Based Violence (GBV) is often used interchangeably with the term Violence against Women (VAW). The term is also used to point to the dimensions within which violence against women takes place; women subordinate status both economic and social makes them more vulnerable to violence and contribute to an environment that accepts, excuses and even expects violence against women as portrayed by Heise *et al.* (2002).

Also men and boys are survivors of GBV, such as rape as a method to de-masculine men or sexual abuse of boys. Gender roles also contribute to the fact that men and boys not only feel pressured by their male peers to express their masculinity through acts of violence against women but also against other boys and or men, as is often the case with gang violence. Given the overwhelming evidence that Gender Based Violence disproportionately affects women, however, this assessment focuses primarily on Gender Based Violence against women as represented by Berton and Doggett (2006).

2.3.2 Types of Gender based Violence

There are several types of violence as Intimate partner violence which is any behavior with an intimate relationship that causes physical, psychological or sexual

harm to those in the relationship as elaborated by Betron and Dogget (2006). Such behaviors include acts of physical aggression like slapping, hitting, kicking and biting. Another behavior is psychological abuse such as intimidation, constant belittling and humiliating, also forced intercourse and other forms of sexual coercion. Various controlling behaviors such as isolating a person from his or her family and friends, monitoring his or her movements and restricting his or her access to information or assistance as pointed out by *Krug et al.* (2002) and economic abuse such as withholding funds, controlling survivors' access to health care, employment and so on as shown by WHO (2005).

Hence there are four types of violence which were physical violence, sexual violence, economic violence and psychological violence which at the end lead to the occurrences of the following crimes like school pregnancy, child marriage, rape, abandonment of women and children, widow inheritance and Female Genital Mutilation and those acts caused by excessive alcohol consumption, jealousy, lack of husband's tolerance and patience and economic conditions such as lack of food and other needs. The effects of gender violence range from physical injury example constant headache, sleep disturbances, psychosocial problems, i.e. excessive fear, suicidal ideation and hatred of men, the destruction of the family unit.

2.3.3 Source of Gender Based Violence and Child Abuse in the Society

2.3.3.1 Gender Roles

Gender roles are learned behaviors in a given society conditioning, which activities, tasks and responsibilities are considered feminine and masculine. Unlike sex roles

which are constant, gender roles change from time to time and can vary between and within cultures, for instance child care, cooking and fetching firewood. Literally gender roles refer to the rights, responsibilities, expectations and relationships of men and women. In other words gender roles are socially perceived differences between men and women that define how men and women should think, act and feel (Ruble and Martin, 1998).

Gender roles are affected by age, class, religion, ethnicity, regional origin and history. They can also be profoundly affected by the changes brought on through development efforts. The gender roles of women and men are closely interrelated and may be similar, different, complementary and conflicting. Gender roles are not uniform throughout the world; they are constantly changing and vary between and within cultures. That means every society has certain expectations for both women and men.

Gender roles were reflected in the different activities, attitudes and behavior of men and women. They are socially constructed – that means they are shaped by society influenced by religion, economy, cultural norms values and political system. It is learned through a process of socialization, change over time (dynamic), they differ within and between cultures. Gender roles influenced by class, age, caste and ethnicity, religion (they vary within each society, according to age, class, caste, ethnicity, and religion).

Families are primary agents of socialization and to have the greatest impact, make the deepest impression on the personality because they provide first training. These

trainings are accidental or intentional. Boys and girls are exposed to different activities. In African societies girls are particularly encouraged to participate in domestic tasks. The types of gifts parents or other members in society give to children, encourage them to rehearse their expected adult roles as mothers and wives or fathers. Example girls are given dolls and soft toys to play with. Boys, on the other hand, are given guns and cars to encourage their aggressive behavior. Weapons symbolically induces in the mind of young boys that they are rulers of the world. Rubin, Provenzano and Luria (1974) observed that parents described their newborn son and daughters differently within 24hrs after child birth. For example, they described their daughters as softer and more delicate than their sons, and their sons as better coordinated and harder (despite the fact that male newborn have been found in some studies to be more irritable and in any case are more physically vulnerable than females).

The school is responsible for socializing groups of people with particular skills and values in society. It is where a conscious socialization is happening. Looking through the school books, gender stereotypes are present and reinforced from the very beginning. The images that small kids receive from these books like women with babies in their hands or women cooking etc. perpetuate gender roles. On the other hands men usually portrayed doing office work, executing heavy jobs, playing prestigious sports. Ruble and Martin, 1998 described that schools also provide children with models of sex differentiated behavior. For example, women are more likely to be teachers, especially in early grades, whereas men hold a disproportionate number of administrative positions.

Mass media play a part in shaping and reshaping individuals. Mass media includes newspapers, radio and television, etc. Mass media perpetuates traditional gender stereotypes because it reflects dominant social values. For example music in our television tend to portray gender stereotype behavior, looking at these music majority of stage shows (twisting waist) are women and the type of costumes women wears (half naked) aimed at impressing male audiences. Men tend to wear decent clothes. In the movies there are a lot of supermen and few women play a heroic role in movies. Men portrayed violent and more powerful than women. Dietz, (1998) in his survey, over 40% of games with characters contained no females. When they appeared, females were frequently portrayed as victims. Only 15% portrayed women in hero or action roles, and even then, they were typically dressed in stereotypical colors of clothing. In nearly 30% of the video games, women were portrayed as sex objects; many other women were portrayed in villain, spectator or supportive roles. In general games contained a high level of aggression, with more than 20%, including violence directed specifically at women.

2.3.3.2 Gender Division of Labor

It is a different social allocation of work within a given context. The people stereotype that the gender division of work is natural, rigid and universal. The truth is gender division of labor is not natural rather socially constructed. It is different across culture and change over time.

There are three major gender divisions of work/ role which were reproductive work/role which comprises the child bearing responsibilities and domestic tasks

commonly undertaken by women, and also includes care for the whole family including husband e.g. women's reproductive tasks include pregnancy, childbirth and breastfeeding. As Momsen, (1995) define the term reproduction to biological as well as social reproduction, which encompasses child bearing and early nurturing of infants which only women are physiologically capable of performing productive work. It comprises work done by both men and women for payment in cash or kind. It includes both market productions with an exchange value, e.g. fishing, marketing wage/formal sector employment.

Community managing and community politics; It is undertaken at the community level around the allocation, provision and managing of items of collective consumption. It comprises activities undertaken primarily by women at the community level as an extension of their reproductive role.

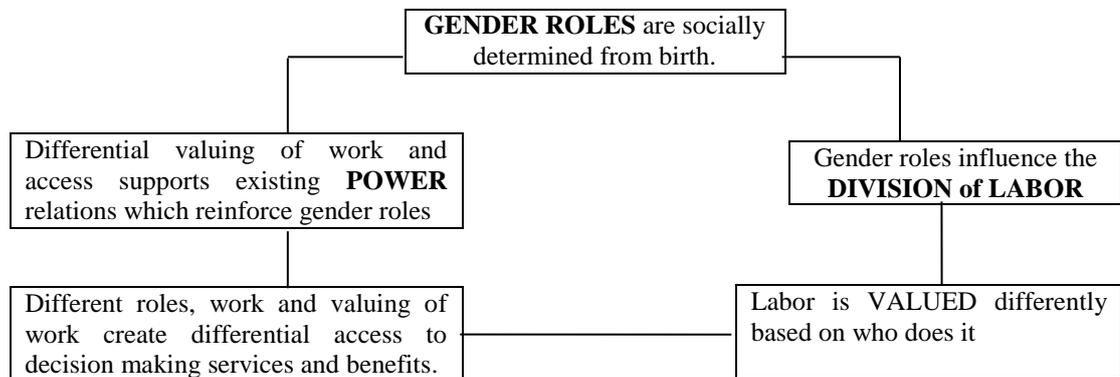


Figure 2.1: The Vicious Circle of Gender Roles and Division of Work

Source: Parker (1993).

This is to ensure the provision and maintenance of scarce resources of collective consumption, such as water, health care and education. It is a voluntary unpaid work, undertaken in free time e.g. digging well. While women commonly work is

unpaid and voluntary work (community managing) men are involved in community politics. The community politics role in contract comprised activities undertaken by men at the community level. (It is usually paid work, either directly or indirectly through wages or increases in status and power).

2.3.4 Acts Identifying Gender Based Violence

There are several acts which show or identify gender based violence. Those acts are like sexual violence which is any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic, or otherwise directed, against a person's sexuality using coercion, by any person, regardless of their relationship to the survivor, in any setting, including but not limited to home and work as described by Krug *et al.* (2002). Female genital cutting (FGC) full or partial removal of girls external genitals often performed under dangerous, unsanitary conditions and without anesthesia for cultural or non-therapeutic reasons as elaborated by Garcia-Moreno, C. and Watts, C. (2000).

Early child marriage, which is a marriage of a person at an age at which she/he is not fully able to consent to the marriage and/or marriage at an age which results in vulnerability to reproductive health problems, psychosocial damage or denial of education. Many married children and adolescents have been forced into marriage or may be "too young to make an informed decision about their marriage partner, or of the implications of the marriage itself" as shown by UNICEF (2001).

Human trafficking "the recruitment, transportation, transfer, harboring or receipt of persons, by means of threat or use of force or other forms of coercion of abduction,

of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum the exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude or the removal of organs” (United States Department, 2005).

Women in Tanzania have limited access to property and inheritance rights. The Tanzanian constitution, CEDAW, the Land Acts and the Law of Marriage Act, stipulate that women and men in Tanzania have equal property rights, but customary legal provisions and common cultural practice tend to undermine women’s ability to acquire, inherit, maintain, and dispose of property (TAWLA, 2004).

2.4 Objectives and Functions of Police Gender Based Violence and Child Abuse

The work forces on the gender and children’s desk have the main object of ensuring that all the cases and complaints about Gender Based Violence and Child Abuse solve within a respective time and the criminals were taken to the court. The activities done by Police officers dealing with

Gender Based Violence and Child Abuse so as to combat gender violence were as follows:-

To encourage survivors and victims’ to speak out: All survivors and victims of Gender Based Violence have to feel safe, comfortable and supported in order to

Speak out the truth. This goes hand to hand with the privacy area, especially a private room where a victim of Gender Based Violence will be comfortable to speak about the violence done to him or her without hesitation. In order to do this there must be a confidential room where the survivors of gender based violence and child abuse could be taken.

To ensure that all cases based on gender violence were eliminated in the societies: Those cases based on gender violence are like rape, to impregnate a student, child labor as the LCA, 2009 prohibit employing or engaging a child in any kind of exploitative labor. Exploitative labor is defined to be any kind of work which deprives the child of his or her health or development, exceeds six hours a day, and is inappropriate to his or her age or the child receives inadequate remuneration. Any person who violates this prohibition shall be liable, on conviction, to a fine of not less than one hundred thousand shillings or to imprisonment for a term of three months or to both. The LCA, 2009 furthermore prohibits a child to be employed or engaged in any hazardous work. Under the Act at work is considered as hazardous when it poses a danger to the health, safety or morals of a child.

Respond accordingly to all Gender Based Violence and Child Abuse cases and complaints brought to the Police stations: The Police force through Gender Based Violence and Child Abuse desk has the responsibility of ensuring that all Gender Based Violence and Child Abuse cases and complaints brought to the Police stations were responded quickly and accordingly. The victims must satisfy

with the service they get from the gender desk work force so as to be the best ambassadors to others who face gender violence and child abuse in their societies. This will help to minimize the occurrences of Gender Based Violence and Child Abuse crimes.

Record the number of Gender Based Violence and Child Abuse (GBV and CA) handled by the Police station and submit a quarterly report on all cases of Gender Based Violence and Child Abuse to the Local government authorities, social welfare offices as well as other recognized collaborating partners in the area: This recording was done in order to keep the records of Gender Based Violence and Child Abuse cases so as to measure if there is the rise or the decline of the occurrences of Gender Based Violence and Child Abuse. This will help to make the action plans, according to the situation to ensure the occurrences of Gender Based Violence and Child Abuse cases were reduced. If the crimes were not reduced, the workforce must detect out the reasons which lead to the failure. Those reasons must be worked on to ensure the success of the gender desk.

Keep Gender Based Violence and Child Abuse case records confidential and secured and ensure that only authoritarian personnel can access them: This was done in order to ensure that the confidentiality and security of the records kept so as encouraging many victims of Gender Based Violence and Child Abuse to continue reporting the acts of Gender Based Violence and Child Abuse done to them and their neighbours. This was done so as to build the trust to the societies so that to make the victims of Gender Based Violence and Child Abuse feel safe and

secured. This will be achieved only by the Police force keeping case records confidential and secured.

Collaborating with other actors to assist, secure and protect survivors of Gender Based Violence and Child Abuse by giving them appropriate areas to stay: This was made especially to the victims of gender based violence and child abuse who have nowhere to go and to those who escape at their homes so as to report the violence done to them like the children. This was done by collaborating with Community development, TAMWA, TAWLA and other actors. Those actors help to give the temporary settlement to the victims of Gender Based Violence and Child Abuse and food. Also health sector, which gives health services to the survivors of Gender Based Violence and Child Abuse.

2.5 Benefits of Police Gender and Children's desk in Combating Gender Based Violence (GBV) and Child Abuse (CA) in the society

There are several benefits that accrue from investing in Police Gender and Children's desk as follows; growing awareness of Gender Based Violence which help the victims of Gender Based Violence to understand their right of living free of violence, help the survivors of Gender Based Violence to seek justice in cases of violence so that the criminals to be taken to the court, minimize the occurrences of all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation including sexual abuse to the children due to education given to the community, parents and children. Also an awareness creation, sensitization and training of the public conducted in order to reduce

violence, promote community support in reducing exploitation of women and children and in handling cases at the grass root level.

2.6 The Tanzania Government Response towards Elimination of Gender Based Violence

Establishment of different laws as Tanzania's Sexual Offenses Special Provisions Act (SOSPA) so as to criminalize various forms of Gender Based Violence (GBV) including rape, sexual assault and harassment, female genital cutting and sex trafficking. However Gender Based Violence advocates point to the many weaknesses of this act, the exclusion of marital rape, except for separated couples, the need to prove penetration for rape, which can be nearly impossible to prove in many cases where forensic evidence is lacking, the failure to address other forms of sexual assault besides rape and punishment 30 years imprisonment that survivors may consider too extreme in rape cases were in typically, the perpetrator is the survivors relative (USAID, 2008). Also the government ensures a conducive environment for the Non-Government Organizations so that they can effectively and the adaptation of human rights instruments to help in reducing gender based violence.

In 2005, TAWLA advocated for the Ministry of Justice and Constitutional Affairs (MoJ) to add gender units to Police stations for GBV and other gender related cases. While the direct causes of this advocacy are difficult to determine this 2008 assessment found that these gender units are indeed being established. The Tanzania Police Female Network (TPF Net), a network of female Police officers

has been leading an effort to institute gender units that attend to GBV survivors. In Sept 2008, units began operating in 18 Police stations throughout Dar Es Salaam. As part of this effort, TPF Net is supported NGOs to train Police on how to handle Gender Based Violence cases. Thus far, the network has collaborated with WLAC and the United Nations Development Fund for women (UNIFEM) to train 180 Police officers on what constitutes Gender Based Violence, International treaties and national laws pertaining to Gender Based Violence, the proper response to Gender Based Violence survivors who are filling a Police report and counseling for Gender Based Violence. The MoCDGC and UNIFEM, with the help of WLAC are planning to develop a Gender Based Violence Training manual for the Police. The Ministry also hopes to design similar curricular for judges and local leaders.

Despite of all those efforts done by the government to ensure the society was free of all gender based violence still there is unaware of the acts of gender based violence and the existence of the Police gender desk. In 2005 the World Health Organization (WHO) ranked Tanzania fourth highest in terms of domestic violence prevalence. The MKUKUTA status report of 2006 indicated that 60% of women believe that wife beating is acceptable. In 2007, The Guardian, a newspaper in Dar Es Salaam, reported that over 50% of women were beaten daily by their partners. In 2009, 56% of women surveyed by Kivulini (2009) agreed it was important for a man to “show his wife who was the boss” and 61% believed that a “good wife” obeys her husband regardless of the situation. Action Aid (2012) revealed that lack of understanding of VAW was compounded by a shortage of research, community discussion and policy development specifically on the needs of adult women

experiencing violence. Moreover, there was a culture of shame and silence surrounding Violence against Women (VAW) in communities in North Unguja and Pemba. This, according to the report makes it extremely difficult to determine the prevalence of VAW and also leads to the problem of under reporting. The vast majority of abused women did not seek help from the Police or other support services meaning that data from formal institutes and service-based surveys are likely to be a severe underestimation of the real extent of the problem. WHO (2005) reveals that 41% of women in Dar Es Salaam and 56% in Mbeya district who had been married or lived in a relationship with a man or who had a regular sexual partner, had ever experienced physical or sexual violence at the hands of the partner.

2.7 Empirical Literature Review

This part of the chapter review some of the studies that have been done which are related to this study to see what they revealed on the efficiency and effectiveness of Police gender and children's desk and gaps to be filled by a current researcher if any.

A study by Betron (2008) examine that, despite the high prevalence of violence, formal support services for survivors are inadequate. Although there is a growing awareness of GBV and increased efforts at a policy level to address the issue, survivors' access to health, psychosocial and legal services remains limited. For example, there are few known shelters for survivors in Tanzania and these are predominantly located in Dar Es Salaam. Moreover, an overall shortage of trained

medical professionals in the country has implications for the availability of Gender Based Violence specific care. Formal support services for survivors are limited outside Dar Es Salaam particularly in rural areas.

According to the review done by TAWLA (2014), examine that due to lack of effective referral and coordination mechanisms between the Police force (investigators); DPP office (prosecutors); and other criminal justice service providers, a lot of Gender Based Violence cases are lost along the way. TAWLA suggest that in order to achieve a conviction the investigating and prosecutorial organs mentioned above need to be able appreciate the circumstances and appraise the evidence competent to the required standard of proof, help to procure the prosecution witness to be available and if necessary arrange for their protection, this is still offered in outstanding public profile cases.

Moreover, the VAC survey showed that only about 1 out of 5 girls and 1 out of 10 boys seek the services after their experience of sexual abuse. Of those, only 1 in 10 girls and 1 in 25 boys who experienced sexual violence received services. About 16% of girls and boys would like additional services, including counseling and Police or welfare support.

2.8 Research Gap

The literature and studies done to efficiency and effectiveness of Police gender and children's desk show some few reasons of inefficiency and ineffectiveness of Police Gender and Children's Desk like shortage of shelters to survivors of Gender

Based Violence (GBV) and limited formal support services for survivors in rural areas. This made the workforce to fail to do its work efficiently and effectively because many survivors of Gender Based Violence need help of the place to live while there is nowhere to go. But there is no specific research or studies that go directly and into deep analysis of the analysis of efficiency and effectiveness of Police Gender and Children's Desk workforce. Also the studies are outdated in the current environment so has motivated the researcher to conduct a detailed study on factors that limit the efficiency and effectiveness of Police Gender and Children's Desk (PGCD) workforce.

CHAPTER THREE

3.0 RESEARCH METHODOLOGY

3.1 Introduction

This chapter presents research methodology. Research methodology refers to a systematic way applied to solve research problems (Kothari, 2004). It gives an overview of the research design, area of study, target population, the sample and sampling techniques, methods of data collection and data analysis techniques.

3.2 Research Design

This study used a case study design of the Police Gender and Children's Desk (PGCD) workforce to get a deeper insight and understand the challenges faced by PGCD workforce. A case study entails studying a phenomenon in general, a specific example, within time and space is chosen for study. This allows a particular issue to be studied in depth and from a variety of perspectives (Kitchin and Nicholaus, 2000). Also, Saunders *et al*, 2007 pointed out that; the case study has considerable ability to generate answers to the question 'why?', as well as 'what?' and 'how?' questions. The case study design was chosen due to its ability to provide in-depth explanation of the phenomenon under the studies. It is appropriate for gathering data from various sources, including documentary reading, questionnaires and interviews.

3.3 The Area of the Study

The study is on the case study of the Katavi Police Gender and Children's Desk (PGCD) workforce. It was carried out in Mpanda and Mlele districts of the Katavi

region as there were only two regions in the region¹, where Police Gender and Children's Desk experienced in Police posts as other Police posts in Tanzania. This region was selected to ensure significant representation of the rural areas was Police Gender and Children's Desk (PGCD) was practiced.

3.4 Population of the Study

A population of the study refers to people that the researcher has in mind from which information can be obtained (Busha and Harder, 1980). The target population comprised senior officials in the hierarchy of Katavi Police force structure, Police Gender and Children's Desk workforce of Police Katavi office, Mpanda Central Police station, Mlele Police station and Nsimbo Police post workforce, Public Prosecutor (PP), member of Community development, a lawyer engaged in the cases of Gender Based Violence and Child Abuse (GBV and CA), Police Gender Desk stakeholders (PGD stakeholders), victims of violence also included in the study as stakeholders so as to assess their satisfaction and to get their views over the services they get.

3.5 Sample Size and Sampling Procedure

Sampling is the act, process or technique of selecting a suitable sample, or a representative part of the population. A sample is the finite part of a statistical population whose properties are studied to gain information about whole (Webster, 1985). When dealing with people, it can be defined as a set of respondents selected from a large population for the purpose of the survey. Research conclusions and generalizations are only as good as the sample they based on. The sample of this

study comprises a sample of 50 respondents, including 5 head Police officers, 8 Police Gender Desk officers, 22 non Police Gender Desk officers and 15 gender desk stakeholders.

Katavi region had two districts at the time of this study; currently it has three districts after including Tanganyika district which did occupy the Mpanda rural areas.

Provide the relevant information in assessing the efficiency and effectiveness of Police Gender and Children's Desk workforce. The composition of respondents of the study is summarized below in table 3.1.

Table 3.1: Composition of Respondents

S/No	Employees Category	Number of Respondents
1.	Head Police officers	5
2.	Police Gender Desk officers	8
3.	Non Police Gender Desk officers	22
4.	Gender Desk stakeholders	15
5.	Total	50

Source: Field data (2016)

3.6 Data Types

This study uses both two sources of data collection to collect data that is primary and secondary sources. Primary data obtained directly from respondents in the study area while secondary data obtained from both published and unpublished documents such as reports, newspapers, books, pamphlets, and other electronic sources. Largely these documents obtained from Police offices and NGO's engaged in Gender Based Violence and Child Abuse.

3.7 Data Collection Methods

According to Fontana and Frey (2005), the use of different methods known as “triangulation” minimizes the possibility of making erroneous conclusion and increases the credibility of the findings. This study combines different methods of collecting data so as to ensure the accuracy of the work and to minimize the occurrence of the weaknesses that may happen due to the use of one method. Several techniques: interviews, direct field observation, questionnaires and documentary reviews used in data collection.

3.7.1 Documentary Review

Documentary analysis involves the study of existing documents (Kothari, 2004). This involves reviewing of the documents that relate to the study. It involves secondary data collection in which the researcher was able to understand the past, present and predict the future trends of efficiency and effectiveness of Police Gender and Children’s Desk across the study Police posts. The aim was to help the researcher of this study to fill the information gap that could not be easily obtained using other data collection. Documentary sources of data include: various national policies, Police report book, and other documents guiding the Police Gender and Children’s Desk.

3.7.2 Questionnaire

According Kothari (2006), a questionnaire is a method of collecting data which uses a set of questions for collecting data. The semi-structured questionnaire (having both open and close ended questions) designed and pre-tested prior to its

administration for the purpose of checking its reliability and validity and making necessary rectifications. This enables to determine the efficiency and effectiveness of Police Gender and Children's Desk.

3.7.3 Key informant Interview

Interviewing is a research tool for data collection that involves the collection of data through direct verbal interaction between researcher and respondents (Cohen, 2000). This study use semi-structured interview as it enables not to repeat asking the questions already answered by the respondent when explaining issues asked. The interview conducted to police officers who work in Police Gender and Children's Desk and the higher ranked Police officers who were their leaders. Some statements provided to respondents in the form of Likert Scale in order for them to agree or disagree with the statement. The interview is chosen due to its strength of capturing empirical data in both formal and informal settings.

3.7.4 Direct Observation

The study uses an observation technique in order to supplement information to be collected through other data collection methods. Observation checklist used in observing issues, things which inform the research objectives.

3.8 Data Processing and Analysis

According to Kothari (1980), data analysis means the computation of certain measures along with searching for patterns of relationships that exists among the data group. Thus, in the process of analysis, relationship or differences supporting

or conflicting with original or new hypothesis subjected to statistically test of significance to determine with valid data can say indicate any conclusion. The data collected from interviews, document reviews and focus group discussions are analyzed according to the research questions. The qualitative data subjected to content analysis while quantitative data was quantified, tabulated in the form of frequencies as derived from the responses and the percentages calculated. Findings have been presented by using tables and percentages. The researcher uses Microsoft word in analyzing both primary and secondary data. The analysis was guided by research objectives and research questions.

3.9 Validity and Reliability of Methods and Data

3.9.1 Validity

Validity relates to the quality of a study which measures what it claims to measure Moyoux (1999). In order to ensure validity of the data, triangulation method used in sampling and effective data collected. This means that different methods of sampling and data collection like questionnaires, documentary review, interview and direct field observation used. The use of triangulation help to demonstrate the validity and open up a new perspective about the topic investigated.

3.9.2 Reliability

A study was reliable if same or similar results are obtained when a study is carried out by others using the same tools Moyoux (1999). To ensure reliability of methods for data collection and analysis, pre-testing was conducted with thirty (30) respondents across the study area before actual data collection. A reminder was

made to respondents that the study is not for the purpose of achieving any type of answers that was, there were no wrong or correct answers. This helps the researcher to collect more data.

3.9.3 Data Presentation

The results of data analysis presented in descriptive forms such as tables so as to simplify interpretation of the findings.

3.10 Ethical Consideration

The respondents briefed about the research objectives before being involved in the research so that they can freely choose either to participate in the research or not to participate in the research. The information, especially for the victims of violence and other participants collected in high confidentiality that is in the place where nobody listens to the conversation. Any respondent who feels uneasy and want to withdraw from the research granted the chance to withdraw and the vacancy be replaced by another person.

CHAPTER FOUR

4.0 DATA PRESENTATION, ANALYSIS AND DISCUSSION

4.1 Introduction

This chapter presents the findings, analysis and discusses the findings as per the objectives of the study by the means of Microsoft word. The chapter begins by providing the profile of the respondents, the findings and finally discusses the findings. It will give out the characteristics of respondents which include sample size and the actual number of respondents, age, gender distribution, educational levels and presentation of the specific findings.

4.2 Characteristics of the Respondents

This includes age, gender and level of education as shown in Table 4.1 below, questionnaires were distributed in three categories of employees and one group of stakeholders. These were head Police officers, gender desk Police officers and non-gender desk Police officers. 50 questionnaires were distributed to the respondents and all those 50 questionnaires were returned from 22 non gender desk Police officers, 8 gender desk Police officers, 15 stakeholders and 5 head Police officers as shown in the table where head Police officers and gender desk Police officers were few due to their number and non-gender desk Police officers and stakeholders were many.

4.2.1 Age

Age refers to the amount of time during which a person has lived. The research findings as the table below show the 44 percentage of respondents which equals to

22 respondents out of the 50 respondents in a sample had the age ranging 18-30 years, while 28 percent of respondents which equals to 14 respondents out of the 50 respondents in a sample had the age ranging 31-40 years.

Table 4.1: Sample Size and Actual Number of Respondents

Employees Category	Sample size	Respondents	Percent
Head Police officers	5	5	10
Police Gender Desk officers	8	8	16
Non Police Gender Desk officers	22	22	44
Gender Desk stakeholders	15	15	30
Total	50	50	100

Source: Field data (2016)

26 percent of respondents which equals to 13 respondents out of the 50 respondents in a sample had the age ranging 41-50 and 2 percent of respondents which equal to one respondent out of the 50 respondents in a sample had the age ranging 51 and above. The majority of the respondents had the age ranging 18-30 and 31-40 yrs which are the age group facing the risk of Gender Based Violence because many women in these age groups were in a relationship with men or in marriage.

Table 4.2: Age Distribution

Age	Frequency	Percent
18-30yrs	22	44
31-40yrs	14	28
41-50yrs	13	26
51 and above	1	2
Total	50	100

Source: Field data (2016)

4.2.2 Gender

Gender refers to the distribution of tasks. Gender distribution in this study shows

that many women were involved than men because they are much affected by Gender Based Violence hence information from them will help this study. Table 4.2 shows that 56% of respondents which equals to 28 respondents out of 50 respondents in a sample were female. In a sample the number of females surpasses the number of males, which will help the researcher to get comprehensive data from the women.

As the UNIFEM report of 2010 stated that globally up to 70% of women murder victims are killed by their male intimate partners. Wife beating alone occurs regularly in 85% of all cultures. This indicates that globally, the home is the most dangerous place for women to be.

Moreover The Tanzania Demographic Health Survey (TDHS) report of 2010 shows intimate partner violence to be the most prevalent form of Gender Based Violence and women and children are the most frequent victims. The presence of some of the community traditions, customs and culture are some of the attributing factors to this situation. The Gender Based Violence occur on a vast scale and takes different forms throughout women's and children's lives, ranging from early marriage, Female Genital Mutilation, rape, wife beating to abuse of elderly.

Table 2.3: Gender Distribution

Gender	Frequency	Percent
Male	22	44
Female	28	56
Total	50	100

Source: Field data (2016)

4.2.3 Educational Levels

In order to know the level of understanding of respondents the researcher scrutinizes the respondent's level of education. Table 4.3 below specify that most of the respondents about 46%, which equals to 23 respondents out of 50 respondents had a secondary level of education followed by the 28%, which equals to 14 respondents out of 50 respondents had a college education and 24%, which equals to 12 respondents out of 50 respondents had a university education and lastly 2% which equals to 1 out of 50 respondents had a primary education. Because many of the respondents are women and their level of education was a secondary education, hence they lack enough knowledge about their rights and became the victims of Gender Based Violence.

Table 4.4: Level of Education

Education level	Frequency	Percent
Primary education	1	2
Secondary education	23	46
College	14	28
University	12	24
Total	50	100

Source: Field data 2016

4.3 Efficiency and Effectiveness of Police Gender Desk in Katavi Region

This part presented the main objective of the dissertation, which is to explore the efficiency and effectiveness of the Police gender desk in Katavi region. The part is built on specific objectives which are: to analyze drives behind establishing a gender desk in the Police force; to investigate the qualitative size of gender desk and the skills involved; to examine gender desk qualitative awareness; and to explore trending issues in gender desk operation.

4.3.1 Drives behind Establishing a Gender Desk in Police Force

These were the things that force the Police Gender Desk (PGD) to be established by the Police force. It will include the meaning of the Police gender desk, reasons for establishing the Police gender desk and the causes of gender based violence (GBV) in Katavi region. Elaborations of all those things will give the answers on the drives behind establishing the Police gender desk.

4.3.1.1 The meaning of Police Gender Desk (PGD)

Contributors were asked about the meaning of the Police Gender desk so as to understand their knowledge about gender desk. All 50 contributors which is equal to 100% shows that they have the knowledge about a Gender and Children's desk in which 48 respondents out of 50 respondents, which is equal to 96% define it as a desk, which deals with all crimes based on women and children's violence and others said that it is a desk which deals with all cases based on men, women and children's violence. Those 48 respondents definitions give out the drives for establishing the gender desk while another 2 respondents which is equal to 4% define it differently and give out the modes for establishing Police Gender Desk which were; a desk in which a victim was taken to the secrecy place so as to be free to give out his complaints about the violence done to him or her or another person and another respondent said that it is a dedicated unit in each Police station consisting of a reception area, interview and counseling room, resting area and an office. Hence, all those participants think that Gender Based Violence consist with the crimes of rape, wife beating, child abuse only and leave other acts which cause Gender Based Violence and Child abuse like a superiority complex of men, deny

women, their rights and needs like better sanitation such as access to clean water at homes and schools which made them to travel into distant areas to fetch water and girls students to miss classroom periods during menstruation cycle. Those periods missed have no way to be recovered, hence the victim turned to be a girl who missed class periods.

Hence, in order of those definitions of police Gender Desk to work its important for the gender desk to prepare a friendly environment for the victims of Gender Based Violence so that they can be motivated to report their cases as TAWLA, (2014) in which the author elaborated that Police Gender Desk introduced in order to make the Police station environment less intimidating to female victims of sexual violence.

4.3.1.2 Reasons for establishing a Police Gender Desk

Respondents were also asked about the reasons for establishing a Police Gender Desk. Responses were revealed in figure 4.5 in which 50% of them which equals to 25 respondents out of 50 respondents said the aim for establishing a Gender Desk was to reduce Gender Based Violence and Child Abuse so as to ensure the society is free from all forms of Gender Based Violence and Child Abuse, 6% of them which equals to 3 respondents out of 50 respondents said the aim for establishing a gender desk was to encourage survivors of Gender Based Violence and Child Abuse to speak out or express their internal problems and to maintain secrecy/humanity of affected persons, 10% of them which equals to 5 respondents out of 50 respondents said the aim for establishing a gender desk was to arrest and take to the

court of law the criminals of Gender Based Violence and Child Abuse, 24% of them which equals to 12 respondents out of 50 respondents said the aim was to ensure girls, women and children know their rights and all the victims of Gender Based Violence and Child Abuse get the lawful help, health services and psychosocial support services, 4% of them which equals to 2 respondents out of 50 respondent said the aim was to collect data and information on Gender Based Violence and Child Abuse and to increase Police capacity in counseling survivors and investigating Gender Based Violence and 6% of them which equals to 3 respondents out of 50 respondents said the aim was to increase public awareness on Gender Based Violence and Child Abuse and the role of Police in assisting survivors.

Therefore it can be concluded that the reasons for establishing a Police Gender Desk was to encourage survivors of Gender Based Violence and Child Abuse to speak out or express their internal problems and to maintain secrecy/ humanity of affected persons, to arrest and take to the court of law the criminals of Gender Based Violence and Child Abuse, to ensure the girls, women and children know their rights and all the victims of Gender Based Violence and Child Abuse get the lawful help, health services and psychosocial support services, to collect data and information on Gender Based Violence and Child Abuse and to increase Police capacity in counseling survivors and investigating Gender Based Violence and to increase public awareness on Gender Based Violence and the role of Police in assisting survivors, but most respondents recommended on reducing Gender Based

Violence and Child Abuse so as to ensure the society is free from all forms of Gender Based Violence and Child Abuse.

This is also shown on the TAWLA, (2014) in which the author elaborated that Police Gender Desk introduced in order to make the Police station environment less intimidating to female victims of sexual violence. The desks are successfully integrated into the structures of the Police force with top level leadership commitment and involvement. It has also formulated the Standard Operation Procedure (SOPs) and Guidelines for proper handling of Gender Based Violence claims reported to its stations.

Table 4.5: The Reasons for Establishing Police Gender Desk

Responses	Frequency	Percent
1. To reduce Gender Based Violence and Child Abuse so as to ensure the society is free from all forms of Gender Based Violence and Child Abuse.	25	50
2. To encourage survivors of Gender Based Violence and Child Abuse to speak out or express their internal problems and to maintain secrecy/ humanity of affected persons.	3	6
3. To arrest and take to the court of law the criminals of Gender Based Violence and Child Abuse.	5	10
4. To ensure girls, women and children know their rights and all the victims of Gender Based Violence and Child Abuse get the lawful help, health services and psychosocial support services.	12	24
5. To collect data and information on Gender Based Violence and Child Abuse and to increase Police capacity in counseling survivors and investigating Gender Based Violence cases.	2	4
6. To increase public awareness on Gender Based Violence and Child Abuse and the role of Police in assisting survivors.	3	6
Total	50	100

Source: Field data 2016

4.3.1.3 Causes of Gender Based Violence in Katavi region

Research findings as shown in the table 4.6 below show that when 42 respondents were asked on the reasons or causes for the women gender based violence, 7.1% of respondents which is equal to 3 respondents said increases of violence against humanity, insecurity, gender discrimination and child abuse, 19% of them which equals to 08 respondents said bad cultural practices and traditions like Female Genital Mutilation and habit of not educating girls with rigid gender roles, 31% of them which equals to 13 respondents said superiority complex of men caused by alcohol use and greedy which lead to wife beating, child abuse, divorce and marital conflict, 23.8% of them which equals to 10 respondents said low knowledge about parenting, lack of education and awareness about Police Gender Desk to the community which lead to an acceptance of violence as a way to resolve conflict, 16.7% of respondents which equals to 7 of them said unemployment which lead to poverty and 2.4% of respondents which equals to 1 respondent said associating with peers who condoned violence.

Different literatures detailed the reasons for Gender Based Violence and Child Abuse as USAID, (2008) “Some focus group participants mentioned other harmful traditional practices, such as widow inheritance, in which a woman is “inherited” by her husband’s family upon his death; widow cleansing, wherein a widow is urged to have sex with a man to cleanse herself of evil spirits, harmful nutritional practices whereby, for example, women may not be allowed to eat eggs while pregnant; and so called same sex marriage, wherein infertile or older women pay bride wealth for a girl and force her to be a surrogate mother.”

Table 4.6: Causes of Gender Based Violence

Responses	Frequency	Percent
1. Increases of violence against humanity, insecurity, gender discrimination and child abuse.	3	7.1
2. Bad cultural practices and traditions like Female Genital Mutilation and habit of not educating girls with rigid gender roles.	8	19
3. The superiority complex of men caused by alcohol use and greedy, which lead to wife beating, child abuse, divorce and marital conflict.	13	31
4. Low knowledge about parenting, lack of education and awareness about Police Gender Desk to the community which lead to an acceptance of violence as a way to resolve conflict.	10	23.8
5. Unemployment which leads to poverty.	7	16.7
6. Associating with peers who condoned violence.	1	2.4
Total	42	100

Source: Field data (2016)

4.3.2 The Qualitative Size of the Gender Desk and the Skills Involved

This part of the research will show the qualitative size of the Police gender desk workforce and the skills involved. The researcher will ask respondents three questions which were the first question was about the number of Police Gender Desk in Katavi region if it was enough or not enough, and the second question asked if Police Gender Desk has well and trained officers with the reasons for their answers and the third question was if Police Gender Desk perform its work effectively.

4.3.2.1 The number of Police Gender Desk workforce in Katavi Region

Besides the researcher asked respondents different kind of questions in order to know their understanding about the size of the Gender Desk workforces and the skills involved. Appendix 1 and 3 which involve 13 respondents asked about the

number of Police Gender Desk workforce if it was enough or not enough. Responses were revealed in figure 4.7 in which 38.5% of them which equals to 5 respondents out of 13 respondents said the number of Police Gender Desk workforce is enough, while 61.5% of them which equals to 8 respondents out of 13 respondents said the number of Police Gender Desk workforce is not enough. According to those results, hence it means a high number of respondents which is 61.5% of respondents, said the number of Police Gender Desk workforce is not enough to deal with all the cases and claims of Gender Based Violence and Child Abuse due to the high number of cases reported to the desk. Multi Sector National Plan of Action to Prevent and Respond to Violence Against Children, (2013) elaborated that ' Currently, few Police are trained in child abuse and domestic violence and do not have the facilities and materials needed to take care of the children.

Table 4.7: The Number of Police Gender Desk Workforce is enough or not enough

Responses	Frequency	Percent
Yes	5	38.5
No	8	61.5
Total	13	100

Source: Field data 2016

4.3.2.2 The skills of Police Gender Desk Workforce in Katavi Region

The respondents were also asked about the skills if Police Gender Desk has well and trained officers and the responses where 48% of respondents which equals to 24 respondents out of 50 respondents said the Police Gender Desk have well and

trained officers while 52% of respondents which equals to 26 respondents out of 50 respondents said the Police Gender Desk didn't have well and trained officers. Hence the number of respondents who said the Police Gender Desk didn't have well and trained officers exceed the number of the ones who agrees for 4%. The reasons for the answers in that question were elaborated in Figure 4.8 in which a large number of respondents who said No which is 36% of them which equals to 18 respondents out of 50 respondents said there is no special training given to the workforce and the workforce use experience in its work while the respondents who said Yes 20% of them which equals to 10 respondents out of 50 respondents said there is no complaints from those who get services because they were attended well and 16% of respondents which equals to 8 of them said because some of the members from the gender desk get training and know what to do.

Hence it can be concluded that some of the members from the Police Gender Desk got special training on Gender Based Violence and Child Abuse so as to deal with all cases of Gender Based Violence and Child Abuse effectively as 24 respondents said while another Police Gender Desk workforce didn't get any training of Gender Based Violence and Child Abuse and they just work by using experiences acquired during attending the victims of Gender Based Violence and Child Abuse. Those experiences include decision making skills, team work spirit and cooperation, communication skills like listening skills for example while listening to the victim of rape you can't ask a victim to repeat to what she already said, you need to be attentive because the way the victim repeats the same words it hurts her and she will even start to cry which is very bad and letter writing skills are also needed

because official letters must be written and sent to another organizations and social welfare to receive the victims who have nowhere to go like orphans, also letters to the village councilors to call for the complainant and witnesses.

This was emphasized by Multi Sector National Plan of Action to Prevent and Respond to Violence against Children, (2013) Currently, few Police are trained in child abuse and domestic violence and do not have the facilities and materials needed to take care of the children. A small number of Police coordinate with health services to make sure that children receive the needed medical care and social services to ensure they are protected. They also often lack the means to deal with perpetrators.

Table 4.8: Police Gender Desk Has Well and Trained Officers

Responses	Frequency	Percent	
Yes	1. Some of the members from the Gender Desk get training and know what to do.	8	16
	2. No complaints from those who get the service because they were well attended.	10	20
	3. The rise of conviction rate for cases related to Gender Based Violence and Child Abuse.	4	8
	4. Education has given to the students and the public in general about gender based violence and child abuse.	2	4
No	5. No special training given to the workforce. They work by using experience.	18	36
	6. Members from the desk were just selected from any department without any criteria.	3	6
	7. The workforce was busy with other Police duties rather than dealing with only one kind of responsibility which is Gender Desk issues.	2	4
	8. They lack decision making authority and capacity to investigate cases of violence.	3	6
Total	50	100	

Source: Field data 2016

4.3.2.3 Police Gender Desk Performance

Respondents also were asked if gender desk performs its work effectively in order to know the gender desk performance and 80% of respondents which equals to 40 respondents out of 50 respondents said yes and 20% of respondents which equals to 10 respondents out of 50 respondents said No. Hence it can be concluded that gender desk perform its work effectively as the answers shows.

These findings imply that the existing Police Gender Desk in Katavi region did work effectively and the customers are satisfied with the services they get from the desk. Even though other respondents said the Police Gender Desk didn't work effectively due to different challenges met with the desk like the absence of transport to reach rural areas where the occurrences of Gender Based Violence and Child Abuse is very high, lack of fund and special training, lack of awareness about Police Gender Desk activities.

According to the study conducted by Kipobota by June 2012 TPF Net had already established a total of 417 Police Gender and Children's Desk (PGCD). These desks are operational in all Police stations at district levels of all 148 governments (and 162 Police's) districts of Tanzania. The desks are successfully integrated into the structures of the Police force with top level leadership commitment and involvement. It has also formulated the Standard Operation procedure (SOPs) and Guidelines for proper handling of Gender Based Violence claims reported to its stations.

But also PGD didn't perform its work effectively due to different challenges as shown in USAID, (2008) "In general, the Police receive only general training for dealing with survivors of violence, not training related specifically to Gender Based Violence. This means that women's experience in seeking help from Police varies. Women who report to Police stations to obtain PF3 forms are likely to be questioned to the point of harassment."

4.3.3 Gender Desk Qualitative Awareness

This part of the research will give the answers to questions in objective three which were; the majority awareness on the existence of the Police Gender desk in Katavi region. The second question will be on the reasons for the first question and the third question will be about the satisfaction of the victims of Gender based violence and child abuse of the service they get.

4.3.3.1 Majority Awareness on the Existence of Police Gender Desk in Katavi Region

The researcher asked respondents if Police Gender Desk is well known to the majority in order to know the number of people who understand the existence of Police Gender Desk and its activities. Among those 50 respondents, 22 respondents which are equal to 44% of them said Yes while 28 respondents which is equal to 56% of them said No. Also there were different reasons given by respondents to defend their answers as shown in figure 4.9 in which most respondents who said Yes which are 34% of them which equals to 17 respondents out of 50 respondents said Police Gender Desk is well known to the majority because many victims ask

for the desk while arriving to the Police posts and many cases were filed and some were taken to the court of law. Most respondents who said No which are 52% of them which equals to 26 respondents said it was due to many victims, especially from rural areas are not aware of the gender desk due to the distance and absence of publication around the surrounding societies.

If Police gender desk was not well known to the majority of people, then it will be difficult to address the problem of gender based violence. The victims of gender based violence will not get the required services from the gender desk due to their unawareness on the existence of the gender desk. This was supported by the arguments done by UNFPA (1999) which specify that poor awareness on the existing Police gender desk and general public resistance to improving Gender based violence are some of the obstacles to address the problem in Kenya.

Table 3: Police Gender Desk is Well Known to the Majority

Responses		Frequency	Percent
Yes	1. Many victims ask for the desk while arriving to the Police post and many cases were filed.	17	34
	2. Many people in the society spoke of the gender desk due to education given to them.	3	6
	3. The desk already helps many children, women and men.	1	2
	4. Crimes of Gender Based Violence and Child Abuse were minimized.	1	2
No	5. Officers were few to train the whole region with poor communication network.	1	2
	6. Crimes based on Gender Based Violence and Child Abuse still existed.	1	2
	7. Many victims, especially from rural areas are not aware of the desk due to the distance and absence of publication around the surrounding societies.	26	52
Total		50	100

Source: Field data 2016

4.3.3.2 Satisfaction of the Victims of Gender Based Violence and Child Abuse of the Service They Get

The researcher also asked respondents if the victims of Gender based violence satisfy with the services they get from the desk. Among 50 respondents 41 of them, which is equal to 82% said Yes, the victims of Gender based violence satisfy with the services they get from the gender desk while 9 respondents which is equal to 18% said No, the victims of Gender based violence and child abuse didn't satisfy with the services they get. This shows that the Police gender desk in Katavi region performs well their activities to the victims of gender based violence which lead to the satisfaction of the victims. This shows that the ones who, attended by the members of the Police gender desk workforce were the best ambassadors to their communities, hence the community have faith to the Police gender desk.

4.3.4 Trending issues in Police Gender Desk operation

Different issues face Police gender desk will be discussed here and among those there will be the question about the succession of the Police Gender desk in its operation and the challenges facing the Police gender desk in the Katavi region during its operation. The answers to those questions will give out the trending issues in police gender desk operation within Katavi region.

4.3.4.1 Succession of Police Gender desk in Its Operation

The researcher asked respondents if Police Gender Desk succeeds in its operation in order to know the efficiency of the desk 56% of respondents which equals to 28 respondents said yes, while 44% of respondents which equals to 22 respondents

said no. This means Police Gender Desk in Katavi region succeed during its operation.

In addition the researcher asked respondents the reasons for their answers as shown in Figure 4.10 in which most respondents who said Yes which are 22% which equals to 11 respondents said Police Gender Desk succeed in its operation due to many victims use the Police Gender Desk satisfy with the service and the cases investigated well, hence minimize the complaints to the Police Gender Desk and 20%, which equals to 10 respondents said the Police Gender Desk succeed in its operation due to the presence of good cooperation with the people in the society due to education given which help in arresting the criminals and take them to the court of law. Also, most respondents who said No defend their answer by giving their reasons. 24% of respondents which equals to 12 respondents said the Police Gender Desk didn't succeed in its operation due to financial problem, absence of transport and special office to deal with Gender Based Violence and Child Abuse cases with less number of personnel.

TAWLA, (2014) show the reasons for the Gender Desk failure in its operation despite of many efforts to strengthen it as follows; while the government has, in collaboration with civil society, made effort to create public awareness, sensitize the Police, the media on the ramifications of Gender Based Violence its consequences to women, children, their families and society as a whole through campaigns such as the '16 days of Activism,' the legal framework remains inadequate to support effective program addressing Gender Based Violence.

Table 4.4: Police Gender Desk succeeds in Its Operation

Responses		Frequency	Percent
Yes	1. Many victims use Police Gender Desk and satisfy with the service they get hence the cases were investigated well and minimize complaints to the Police Gender Desk.	11	22
	2. Presence of good cooperation with the people in the society due to education given which help in arresting the criminals and take them to the court.	10	20
	3. Many cases taken to the court get a conviction; hence the number of Gender Based Violence crimes was minimized.	5	10
	4. Assist survivors in assessing appropriate health, legal and psychosocial support services.	1	2
No	5. 1. Financial problem, absence of transport and special office to deal with Gender Based Violence and Child Abuse cases with a few numbers of personnel dealing with Gender Desk cases.	12	24
	6. Lack of cooperation between the victims and the work done. After getting the service they didn't appear to the court of law to witness, hence the cases were withdrawn.	6	12
	7. There is still the occurrence of Gender Based Violence and Child Abuse within the societies due to lack of knowledge and fear of Police officers.	5	10
Total		50	100

Source: Field data 2016

4.3.4.2 The Challenges Facing Police Gender Desk Workforce in Katavi Region

The researcher asked 13 respondents about the challenges facing Police Gender Desk in Katavi region as shown in figure 4.11 in which 8 respondents which is equal to 61.5% said lack of materials which includes confidential room and its associates and transport, 1 respondent which is equal to 7.7% said many people feel

shameful to report the crimes concerning Gender Based Violence and Child Abuse and others didn't know where to report or afraid to report, 2 respondents which is equal to 15.4% said lack of enough cooperation from the society with the bad culture of the surrounding societies which cause many witnesses to fail to go the court of law due to distance and fear to break their families, 2 respondents which is equal to 15.4 respondents said there is no special fund allocated to the desk with few well and trained personnel. Other literatures also show the challenges faced by Police Gender Desk in its operation as USAID, (2008) "Survivors may not want their spouses to go to jail, as survivors are often dependent on their husbands for their and their children's livelihoods."

Table 4.5: Challenges Face Police Gender Desk in Katavi Region

Responses	Frequency	Percent
1. Lack of materials which includes confidential room and its associates and transport	8	61.5
2. Many people feel ashamed to report the crimes concerning Gender Based Violence and Child Abuse and others didn't know where to report or afraid to report	1	7.7
3. Lack of enough cooperation from the society with the bad culture of the surrounding societies which cause many witnesses to fail to go the court of law due to distance and fear to break with their families	2	15.4
4. No special fund allocated to the desk with few well and trained personnel.	2	15.4
Total	13	100

Source: Field data (2016)

Therefore, it can be concluded that, due to the above findings obtained from 50 respondents it is obvious that many people within Katavi region, especially those from rural areas are not aware of the existence of the Police gender desk. This cause

the acts of gender based violence and child abuse to continue to happen. Hence, women, girls and children have a serious threat to their health and well being. They will continue to be denied their civic engagement and role in development due to unawareness of the rights of women and girls and of the existence of the Police gender desk. The following chapter will give the summary of the whole study, conclusion and recommendations of the researcher.

CHAPTER FIVE

5.0 SUMMARY, CONCLUSION AND RECOMMENDATION

5.1 Summary

From the particular research results it can be concluded that the drives for establishing a gender desk were well elaborated by respondents in which most respondents said a Police gender desk were established for the purpose of reducing Gender Based Violence and Child Abuse so as to ensure the society is free from all forms of Gender Based Violence and Child Abuse. Apart from giving the meaning of Police gender desk the respondents fail to go into deep during defining the Police gender desk in which they fail to analyze on how women denied their rights and needs like better sanitation such as access to clean water at homes and schools which made them to travel into distant areas to fetch water and sometimes raped on the way to the water source and other girls students do miss classroom periods during menstruation cycle. Apart from missing those class periods there is no any alternative made so as to recover the class periods missed, hence the victim turned to be a girl who missed class periods.

In addition, it's hard for the community to separate between the good cultures and bad cultural practices performed within the societies which lead to the occurrences of gender based violence. Bride price and other harmful traditional practices like widow inheritance in which a woman is inherited by her husband's family upon his death, widow cleansing, where in a widow is urged to have sex with a man to cleanse herself of evil spirits, harmful nutritional practices whereby, for example,

women may not be allowed to eat eggs while pregnant, and so called same sex marriage, wherein infertile or older women pay pride wealth for a girl and force her to be a surrogate mother (USAID, 2008). All those traditional practices performed by the community were the part of traditions or cultures of a certain society and the communities believe that they were good according to their knowledge; hence they need more education to stop practicing them.

Moreover Police gender desk seems not to have well and trained officers to deal with a variety of cases based on Gender based violence and child abuse due to the lack of special training about the gender desk. Also the workforce of the gender desk was just selected randomly without considering any special criteria's like a good personality of the person. This may lead to the big impact during the operation of the desk because a person may have a better level of education like degree of Gender but he or she may lack a good personality like a Canadian Judge who is reported by Willingham and Hassan C on CNN in September 13, 2016, the Federal Court Judge Robin Camp in judicial council hearing asked a woman in a rape case, why she didn't skew her pelvis or push her bottom into the sink to avoid penetration. He openly wondered, why couldn't you just keep your knees together? This shows that the judge has a professional and a better level of education, but he lacks a good personality and that's why he abuses the victim of rape. Apart from knowing the case based on Gender based violence and it is a tragic issue around the world as UNFPA, 2013 explain that "Globally, one among three women has been beaten, coerced into sex or abused in some other way most often by someone she knows. One woman in four has been abused during pregnancy. One in five women

worldwide will become a victim of rape or attempted rape in her lifetime and the majority of sexual assault victims are young girls.”

In addition the number of the workforce dealing with a gender desk in Katavi region is not enough, while there were a lot of cases of Gender based violence reported to the desk which needs the high number of the workforce to deal with. There is a need of many members from the gender desk so as to give education within the societies so that the community to stop using bad cultural practices and other acts of gender based violence. Gender desk must establish a good content to train the community. The content must be kept on the basis of the same level of age, so that it could be easy to teach the members of the community.

Police gender desk in Katavi region is not well known to the majority due to the few number of the workforce dealing with gender desk. They are few to train the whole region due to the geographical reasons as the region places were scattered. Unawareness of the Police gender desk will cause the violation of women and girls fundamental rights, an affront to human dignity and a serious threat to their health and well-being. It impedes their civic engagement and role in development; it generates instability and makes peace harder to achieve (UNFPA, 1999). But the victims of the Police gender desk in Katavi region seem to satisfy with the services they get from the desk because there is no complaints to the desk accountability from the customers.

Furthermore, there were several challenges facing the Police gender desk in Katavi region. The main challenge in the study was the lack of materials like offices for the

gender desk, which will ensure confidentiality during attending the victims of gender based violence. Also, there is a lack of transport for the gender desk, which will help the gender desk workforce to reach in different rural areas where many victims of Gender based violence reside. In addition, it seems that Police Gender Desk succeeds in its operation as the researcher asked respondents if Police Gender Desk succeed in its operation and many respondents said yes. Ingolo (2002) elaborated that some men suffer violence in their families, in silence and in fear of intimidation by other men. This shows the desk has to increase its capacity in giving education to the public so that even men who, faced with gender violence to report their complaints.

5.2 Conclusion

From the data findings and responses of respondents in this study, the researcher has come up with the following conclusion on the research questions tested. There are different modes or drives for establishing a Gender Desk as the respondents answer the question of the aims or reasons for establishing a Police Gender Desk was to encourage survivors of Gender Based Violence and Child Abuse to speak out or express their internal problems and to maintain secrecy/ humanity of affected persons, to arrest and take to the court of law the criminals of Gender Based Violence and Child Abuse, to ensure the girls, women and children know their rights and all the victims of Gender Based Violence and Child Abuse get the lawful help, health services and psychosocial support services, to collect data and information on Gender Based Violence and Child Abuse and to increase Police capacity in counseling survivors and investigating Gender Based Violence and to

increase public awareness on Gender Based Violence and the role of Police in assisting survivors, but most of respondents which is 50% recommended in reducing Gender Based Violence and Child Abuse so as to ensure the society is free from all forms of Gender Based Violence and Child Abuse.

A little number of Police officers with limited skills on Gender Based Violence and Child Abuse lead to inefficiency and ineffectiveness of the workforce during its duties. 13 respondents were asked about the number of Police Gender Desk workforce if it was enough or not enough. Most of the respondents which are 61.5% said the number of the workforce is not enough to deal with all the cases and claims of Gender Based Violence and Child Abuse due to the high number of cases reported to the desk. Respondents also were asked if Police Gender Desk has well and trained officers and the majority of respondents which is 52% of respondents said the Police Gender Desk in Katavi region didn't have well and trained officers. This will hinder their efficiency and effectiveness.

Gender desk qualitative awareness, it shows that Police Gender Desk in Katavi region was not well known to the majority as many respondents not agreeing with the fact of knowing the gender desk, after being asked if Gender Based Violence is well known to the majority, 56% of respondents said no. The reasons behind their answer was due to many victims especially from rural areas are not aware of the desk due to the distance and absence of publication around the surrounding societies. Other reasons were officers were few to train the whole region with poor

communication network, crimes based on Gender Based Violence and Child Abuse still existed.

The trending issues in Police Gender Desk operation. Police Gender Desk succeeds in its operation as respondents asked either Police Gender Desk succeed in its operation or not and 56% of respondents said yes with the main reasons that; many victims use the Police Gender Desk satisfy with the service and the cases investigated well, hence minimize the complaints to the Police Gender Desk, presence of good cooperation with the people in the society due to education given which help in arresting the criminals and take them to the court of law.

There are different challenges facing Police Gender Desk in Katavi region as respondents elaborated them; lack of materials which includes confidential room and its associates and transport, many people feel shameful to report the crimes concerning Gender Based Violence and Child Abuse and others didn't know where to report or afraid to report, lack of enough cooperation from the society with the bad culture of the surrounding societies which cause many witnesses to fail to go the court of law due to distance and fear to break their families, there is no special fund allocated to the desk with few well and trained personnel. This is also supported by the study done by WHO, 2005 in which 20 – 66 percent of women didn't tell anybody about the violence they underwent before the interview. It also shows that between 55 – 80 percent of the women didn't seek help from anybody due to the limited availability of formal services, financial constraints, empowerment and fear of stigma.

5.3 Recommendations

Therefore the following recommendations were directed to government institutions, private institution, and an individual person in order to strengthen the Police Gender Desk and to minimize or emanate the Gender Based Violence and Child Abuse within the Tanzanian societies.

- i) **Police Gender Desk institution:** Police Gender Desk should have a special office so as to ensure confidentiality of the victims of Gender Based Violence and Child Abuse and the workforce should increase the ability of giving more education to the community so as to create public awareness on Gender Based Violence and Child Abuse which will help the victims to report the cases of Gender Based Violence and Child Abuse on time and understand the existence of the Police Gender Desk in Police Stations. Also the workforce should work on the basis of good customer care to the victims and other reporters and use polite language to all customers, the workforce should treat the customers reporting Gender Based Violence and Child Abuse with high dignity and ensure their safety. The Police force should give education to the Police Gender Desk workforce so as to ensure accountability in their duties.

- ii) **The government institutions:** The government institutions like education institutions, law and legal systems, Police forces, mass media and other government institutions must increase their efforts by giving education to the community through mass media like radio, television and newspapers so as to ensure public awareness on Gender Based Violence and Child Abuse. The

schools should teach the students about Gender Based Violence and Child Abuse because many victims were the younger ones aged 10 to 20 years and during this time they were at school. If education will not be given proper then education sector will be affected because education will be given free from standard one to secondary schools, but the problem will be who going to sit in the classrooms and desks made by the government while many girls drop out from schools after pregnancy. Members of the societies also must be given special training so as to be aware of the laws criminalizes the acts of gender violence and child abuse and the laws protect children. That education must be given to the guardians, parents and children.

Besides, the government should allocate a special budget to the Gender Based Violence and Child abuse desk so as to help them work efficiently and effectively. There must be a car to help them transfer to rural areas where the acts of Gender Based Violence and Child Abuse happen daily and the victims fail to report their complaints due to distance and others fail to witness before the court of law because they didn't have the means to reach to the court of law and sometimes it is difficult for the investigator to go to the scene of crime due to distance hence the cases were withdrawn.

Furthermore, the government must organize the content of the curriculum with the package of gender related matters. Within the school curriculum, there must be the topics based on gender based violence and child abuse. This content must relate to the cultural practices of the given community so as to ensure the

minimization of the occurrence of the acts of gender based violence.

iii) Non-Government Organizations and social welfare institutions: These are like TAMWA, TAWLA, WLAC, and CEDAW; they must give education to the community, especially to women and girls about their rights, to build confidence to the victims so that they can be able to report their cases to the Gender Based Violence and Child Abuse desk. The education given by them will bring awareness to the members of the societies; especially in rural areas where people are ignorant about the laws prohibit gender based violence and child abuse.

Furthermore, cultural and religious leaders must pay much attention on how to address the problem of gender based violence. Early marriages practiced by different tribes like Sukuma reside in the Katavi region in which a girl child who is 9 to 10 years old with a white skin must marry so that the family to get more cows. This sometimes emphasized by poverty or unawareness of the laws denied (early) child marriages of the members of the society. Cultural and religious leaders must work to change people's perception on early marriages because the young ladies who marry at 9 years old will get pregnant and during delivering a child, her body will get shocked hence the young lady will get fistula or maternal death.

5.3.1 Area for Further Study

During the time of collecting data the researcher observes that members of the

societies believe that the ones who undergo gender based violence were only women, girls and children and isolate men. Men themselves segregate their rights in the community and the ones who undergo gender based violence like being beaten by their wives, denied their right of having sex in their marriages. It needs a special study to be conducted in order to know why members from the community perceive gender based violence as the acts of violated only women, girls and children and leave men who suffer from the violence in dilemma.

Furthermore, there must be a research which will examine the laws (acts) addressing gender based violence like Tanzania's Sexual Offenses Special Provision Act (SOSPA) if they relate to the real situation of the acts of gender based violence. As it was seen in SOSPA 1985 there is the exclusion of marital rape, except for the separated couples, the need to prove penetration for rape, failure to address other forms of sexual assault. The law also didn't protect unmarried couples from domestic violence.

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APPENDICES

APPENDIX 1: Interview Schedule to the GBV and CA Desk Police Officers

Part A

General particulars:

Gender: Male () female ()

Age:

Occupation:

Level of Education:

Part B

Answer the following questions by putting the correct answer in the appropriate box according to your choice or space provided.

1. What is a Police Gender desk?

.....
.....

2. What are the aims of establishing GBV and CA desk?

.....
.....

3. What are the contributions for the establishment of the Police Gender desk to the elimination of GBV and CA?

.....
.....

4. Do you think that PGD has well and trained officers who are able to address the problem of GBV effectively in Mpanda Municipality and Mlele district?

- a. Yes b. No ()

5. What are the reasons for your answer in question 4?

.....
.....

6. Did the number of Police officers dealing with Gender desk reasonable?

- a. Yes b. No ()

7. Do you think that PGD in Katavi region is well known to the majority of people?

- a. Yes b. No ()

8. What are the reasons for your answer in question 7?

.....
.....

9. Did the victims of GBV and CA satisfy with the services they get?

- a. Yes b. No ()

10. What are the challenges facing the Police Gender desk in protecting the victims of GBV and CA?

.....
.....

11. Do you think that PGD succeeds in its operation?

a. Yes b. No ()

12. What are the reasons for your answer in question 11?

.....

.....

APPENDIX 2: Interview Schedule to the Non Gender Desk Police Officers

Part A

General particulars:

Gender: Male () female ()

Age:

Occupation:

Level of Education:

Part B

Answer the following questions by putting the correct answer in the appropriate box according to your choice or space provided.

1. What is a Police gender desk?

.....
.....

2. What are the reasons for establishing Police Gender desk?

.....

3. What are the causes for the establishment of the Police Gender desk?

.....
.....

4. Do you think that Police Gender Desk has well and trained officers who are able to address the problem of Gender Based Violence and Child abuse effectively in Mpanda municipality and Mlele districts?

- a. Yes
- b. No ()

APPENDIX 3: Interview Schedule to the Head Police Officers

Part A

General particulars:

Gender: Male () female ()

Age:

Occupation:

Level of Education:

Part B

Answer the following questions by putting the correct answer in the appropriate box according to your choice or space provided.

1. What is a Police Gender desk?

.....

2. What are the reasons for establishing Police Gender desk?

.....

3. What are the causes of GBV and CA?

.....

4. Do you think that Police Gender desk has well and trained officers who are able to address the problem of GBV and CA effectively in Mpanda municipality and Mlele district?

a. Yes b. No ()

5. What are the reasons for your answer in question 4?

.....

6. Did you think that the number of police officers dealing with Gender desk is enough?

- a. Yes b. No ()

7. Does the Police Gender Desk in Katavi region well known to the majority of people?

- a. Yes b. No ()

8. What are the reasons for your answer in question 7?

.....

9. Did the victims of GBV and CA satisfy with the service they get?

- a. Yes b. No ()

10. What are challenges met with a Police gender desk in its operation?

.....

11. Do you think Police gender desk achieve in its operation?

- a. Yes b. No ()

12. What are the reasons for your answer in question 11?

.....

.....

THANKS FOR YOUR COOPERATION

**APPENDIX 4: Interview Schedule to the Police Gender and Children’s Desk
Stake Holders**

Part A

General particulars:

Gender: Male () female ()

Age:

Occupation:

Level of Education:

Part B

Answer the following questions by putting the correct answer in the appropriate box according to your choice or space provided.

1. What is a Police gender desk?

.....

2. What are the reasons for establishing Police Gender desk?

.....

3. What are the causes for the establishment of the Police Gender desk?

.....

4. Do you think that Police Gender Desk has well and trained officers who are able to address the problem of Gender Based Violence and Child abuse effectively in Mpanda municipality and Mlele districts?

b. Yes

b. No ()

5. What are the reasons for your answer in question 4?

.....

