

**UNDERSTANDING CORRUPTION PRACTICE IN POLICE FORCE: A
CASE OF ILALA MUNICIPALITY, DAR ES SALAAM**

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**A DISSERTATION SUBMITTED IN PARTIAL FULFILMENT OF THE
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CERTIFICATION

The undersigned certifies that he has read and hereby recommends for the acceptance Open University of Tanzania, research entitled “Understanding Corruption Practice in Police Force: A case of Ilala Municipality” in partial fulfillment of the requirement for the award of Master Degree of Arts in Governance and leadership (MAGL).

.....

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(Supervisor)

.....

Date

DECLARATION

I, Monica Erasto Mwanache, declare that the work presented in this research report is original. It has never been presented to any other University or Institution for a similar or any other award. Where other people's works have been used, references have been provided. It is in this regard that I declare this work as original mine. It is hereby presented in partial fulfillment of the master's degree of Arts in Governance and Leadership requirement (MAGL).

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DEDICATION

This research work is dedicated to my family, may all be blessed by our Almighty God.

ACKNOWLEDGEMENT

There are number of people who have contributed in my way to the end of this dissertation in particular; I would like to thank the following people;

First and foremost, to Almighty God for his grace, protection and love throughout the course of my study and without him, this study could not have been completed. Secondly, to my great Supervisor Dr Emmanuel Mallya for his valuable time and advice as well as intellectual support and encouragement, towards completion of this dissertation. Thirdly, I would like to thank my beloved family for their unwavering support, I also thank Mr. Michael Mwangalika for his support during the preparation of this report.

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ABSTRACT

The study explores the cause, nature and magnitude of corruption that is in the Tanzania Police Force at Ilala municipality. Specifically, assessed the social economic factors influencing Police corruption, examine public experience towards Police corruption, public's perception towards police corruption, and evaluate strategies undertaken by police and proposed new strategies to overcome corruption. It employed a case study design with a sample size of 90 participants whereby key informant interviews, focus group discussion and document review were used. Study found that factors for police corruption include weak internal control, non-compliance with anti- corruption, Indiscipline/moral decay, Lack of integrity, unclear policies on hiring and recruiting, poor law enforcement. Inefficiency external oversight mechanism, and lack of motivation such as promotion. The departments which were mostly mentioned as a lead rings in receiving corruption are traffic police, Criminal Investigation, General Duties (CRO), and Vehicle Inspectors. Public confidence towards police procedural justice is very low. The identified possible strategies to overcome corruption in the Police force in Ilala Municipal includes improving service delivery and customer cares to Police clients such as quick respond to crime incident once reported, establishing call center for easier communication and closer internal supervision to lower ranks officers. In concluding, the finding has shown that, the corruption exists in the Police force though there are few numbers of the victim/complainants. The study recommends new strategies to fight corruption includes; intolerance of misconduct, enhancing on job training, enhancing coordination with other stakeholders, strengthen the capacity of Corruption fighting Institutions, engagement of civil society on Anti- corruption

campaigning, anti-corruption awareness campaigns to ensure good governance and reform public administration and finance management.

Keywords: *Police Corruption, Corruption, Police, Petty Corruption.*

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LIST OF ACRONYMS AND ABBREVIATIONS

AMLA	Anti Money Laundering Act
CAP	Chapter
CPA	Criminal Procedure Act
CRO	Charge Room Office
CHRAGG	Commission for Human Rights and Good Governance
DCI	Director of Criminal Investigation
ESRF	Economic and Social Research Foundation
FGD	Focus Group Discussion
GD	General Duties
IGP	Inspector General of Police
LHRC	Legal and human right Centre
MACMA	Mutual Assistance in Criminal Matters Act
NACSAP	National Anti- Corruption strategy and action plan
NGACS	National Governance and Corruption Survey
OCD	Officer Commanding District
OCS	Officer Commanding Station
OUT	Open University of Tanzania
PCCA	Prevention and combating of corruption Act
PCCB	Prevention and Combating of Corruption Bureau
PCAC	Presidential Commission against Corruption
PCE	Permanent Commission of enquiry
PFA	Public Finance Act
PFASA	Police Force and Auxiliary Service Act

PFSR	Police Force Service Regulation
PGO	Police General Order
PHQ	Police Headquarter
PLCEA	Public leaderships code of ethics Act
PLES	Public Leaders Ethics Secretariat
POCA	Proceeds of Crime Act
PPA	Public Procurement Act
PSA	Public Service Act
RCO	Regional Crime Officer
RPC	Regional Police Commander
RTO	Regional Traffic Officer
SAPS	South African Police Service
SPSS	Statistical Package for Social Sciences
TIO	Transparency International Organization
TPF	Tanzania Police Force
TWLA	Tanzania Women's Lawyer's Association
UNCAC	United Nations Convention against Corruption
UNDP	United Nations Development Programme
URT	United Republic of Tanzania

CHAPTER ONE

INTRODUCTION AND BACKGROUND

1.1 Overview

Sections included in this chapter are background of the study, statement of the problem, objectives, research questions, study significances, limitations, and scope of the study.

1.2 Background to the Problem

Corruption is an evil that is considered to impoverish a country's citizens and exploit the poor in a society. Globally, Corruption is considered a serious problem enables human rights abuses, setting off a vicious and escalation spiral. As rights and freedom are eroded, democracy declines and authoritarianism takes its place, which in turns enables higher level of corruption. Damaging or harm the public policy (Transparency International Organization, 2021).

African countries experienced the problem of corruption, the survey done based on fieldwork conducted in 34 countries between 2016 and 2018 set of public opinion data on citizen's views on corruption and direct experience of bribery in Africa, 47% of people mention Police Force to be the most corruption Institution and believed that most or all police are corrupt (2015 Report global corruption barometer). Tanzania is a signatory to the United Nations Convention against Corruption (UNCAC) which was adopted by UN General Assembly in 2003 and entered into force in 2005. UNDP since 2000 supported the National Anti- Corruption strategy and action plan (NACSAP). The country has also ratified its laws by established Authorities dealt with Anti-corruption, a comprehensive body of regulations, laws,

and Units dealt with preventing, detecting, investigating, and sanction offenders of corruption, (UNDP, 2013).

In Tanzania both grand and petty corruption are serious problems though various comprehensive laws are in place to prevent corruption. Since the period of the first President (Independence), The Government of Tanzania has made strong efforts and commitments in fighting corruption in all spheres of the economy (NGACS, 2020). The current position of Tanzania is 87 least corrupt nations out of 180 countries according to 2021 Corruption Perceptions Index reported by Transparency International, (2021). Tanzania Police Force is among of the Public Institutions, under the Ministry of Home Affairs whose mandate lies on maintaining law and orders, preservation of peace, protection of life and property of his citizen, prevent, detect and investigate crime, with this core duties and responsibilities, the Force cannot escape from the scourge of corrupt practice (Police Force and Auxiliary Service Act CAP 322, section 5).

The organ responsible as the mechanism for TPF ethics and behavior is Parliamentary oversight and The Tanzania Commission for Human Rights and Good Governance, which have powers to inquire into abuse of powers. the Ethics Secretariat, under the office of the President serves as oversight for Police functioning, as well as Office of Ombudsman or Permanent Commission of enquiry (PCE) an independent body retain power of investigate incident of corruption and abuse of power by the public authorities including members of the Police (Constitution of the URT, 1977). The Office of the Attorney General and Auditor General (AGA) has been empowered to audit and examines records and accounts.

Moreover, the legal and human right Centre (LHRC) is responsible for human right promotion while Tanzania women Lawyer's Association engaged in Police oversight issues (African policing civilian oversight forum, 2008).

In many situations, public pressure and ignorance of the law allows 'mob rule' to influence police behavior, while Ministers and other Senior Officials put pressure on the Police to bypass normal procedure to satisfy their agendas. The TPF lacks specialized and independent organs that can aid their work, such as the Victims Support Unit and Public Police Complaints Authority. Foreign companies have identified petty corruption among traffic Police as an obstacle to investment, and identify Tanzania as performing insufficient in relation to the reliability of Police services to protect from crime (ICS 2016, CCR 2015-2016). The government's speech delivered by The Minister from Presidential office (Public Service Management and Good Governance) Honorable Mr George Mkuchika in 2018, admitted that Police is among the public Institutions which should be cleaned up (The citizen 23 March 2018).

Advancement of technology has transformed The Police work in 21st century by introducing new tools and techniques to fight corruption. (Online degrees Sandiego.ed.). Some amendment and reforms on laws governing the force that dealt with corruption and other offences has been revised. Beside this the PGO has been also reformed (Police Reform in Tanzania 2006-2009 which later served as the basis for 2010/2011 and 2014/2015 Police Force Reform. The evidence as shown that a high level of misconduct persists in the Tanzania Police force and weak accountability of Police structure remains a significant problem. The report

conducted by Afro Barometer led by REPOA and supported by Transparency International indicated that, still some more than one third 36% say most or all police officers are corrupt while one fifth 21% say about Judge and magistrate (Report, 2017).

Follow up Survey conducted by Economic and Social Research Foundation (ESRF) in 2020 (2020, NGACS), among the Institutions perceived to be most prone to Corruption in Tanzania is Police Force, ranking first (45.6 percent). The gathered data from PCCB Ilala revealed the rate of corruption cases within Ilala in general, Police Force being among the institution, for the past four years (2017 to 2020). The results shown in 2017 the number of corruption cases reported was “112”, in 2018 was 215, in 2019 was 340 while in 2020 were 266, with the total of 933 cases. This indicates that there is rising of corruption cases at Ilala for the past three years, but falling for the year 2020 due to the fact that Covid-19 hit the country in 2020, therefore people were very striated to health environment that hindered them to commit crimes,

The other reasons were the type of leadership of the Late President John Joseph Pombe Magufuli whose efforts appear to be paying off despite criticism from political Opponents. His anti-graft campaign has led to arrest of top State Officials and those from country’s port and Revenue Authorities and shake-up in the civil service following high level sacking. Furthermore, the role of International organizations in the country of creating awareness to citizens and empowered the Institution dealt with prevention and control of corruption such as PCCB and other stakeholder including Non-Governmental Organization necessitated the decline of

corruption incidences.

1.3 Statement of the Research Problem

Tanzania Police Force observed to be most corrupt public Institution in the region with estimated bribery like hood of 26%, where Tanzania scored 30 points out of 100 in 2015, 32 points out of 100 in 2016, and 36 points out of the 100 in 2017, 36 points out of the 100 on the 2018 and 37 points out of 100 on the 2019 Corruption Perceptions (Transparency International Organization, 2021).

Similarly, according to Twaweza Study of 2020, 39% of corruption is pervasive among traffic Police who claimed to be vulnerable in petty corruption (Twaweza, 2020, TPF, 2020), as well as Criminal Investigation Department, Charge Room Office (CRO), General Duties and vehicle Inspectors are lead rings in receiving corruption (Transparency International IT, 2021). In a study conducted by Tanzania Police Force (2019), found 44% willingly gave police corruption for their own advantage, while 55% were persuaded for corruption. The gathered data from PCCB Ilala regarding to number of Police Officer caught involved in corruption cases from 2018 to September 2022. In 2018 number of cases reported were 5, in 2019 were 17, in 2020 were 15, in 2021 were 5 and 2022 were 6 which made the total of 48 cases and out of that number 38 cases were taken to Police Force for being prosecuted.

In responding to police corruption, the fifth government several times gave different statements warning against any public employee engaging in corruption (Mwananchi News, Nov 2016), strict measures were introduced to deal with police corruption (TPF report, 2020; IGP statements with media; IGP circulars, 2006-2022). Also,

amending of the Police General Order (PGO) of 2021, established Legal Unit that dealt on receiving complaints including corruption offences originating within and outside the Force. Despite all these efforts, (PCCB Report, 2020), corruption still persists in the Police Organization, given limited research in this area and particularly in Ilala Police region, this study intended to fill this gap by explore the causes, nature and magnitude of police corruption in Tanzania in order to understand police corruption and public confidence in the Police particularly at Ilala municipal.

1.4 Study Objectives

1.4.1 General Objective

To understand corruption practices in Police Force at Ilala Municipality

1.4.2 Specific Objectives

- i. To explore social economic factors that influence police corruption at Ilala municipal
- ii. To assess Public experience towards police corruption at Ilala municipal
- iii. To explore Public's perception towards measures taken by police in combating corruption
- iv. To evaluate strategies undertaken and proposing new Strategies to overcome Corruption in the Police Force.

1.4.3 Specific Research Questions

- i. What are social economic factors that influence police corruption at Ilala municipal?
- ii. What is people's experience towards police corruption?
- iii. How does the public perceive police corruption towards measures taken by

police in combating corruption?

- iv. What are the strategies undertaken and new strategies proposed to overcome Corruption in the Police Force?

1.5 Significance of the Study

This study has significances to the Police Department in understanding magnitude and his position towards corruption resulted from Anti-Corruption survey conducted. This will assist the force to screening itself and then focus or equipped on official duties and responsibilities stipulated under their laws established the force and other procedural laws such as, The Police Force and Auxiliary service Act CAP 322, Orders (PGO), the Criminal Procedure Act, Regulations and Code of Ethics governing the Force.

The study will contribute on educating and empower the public particularly in Ilala District and other areas on better understanding and demand for Anti-corruption and hold governmental accountable. The study is beneficial to ordinary citizen on increasing knowledge and understanding on behavioral and “*Modus of operandi*” that Police department or officials deploy on soliciting corruption. The study will be advantages to other future researchers/studies as it include details Information on understanding corruption practice in Police Force. The study will awaken Police Force in making clear screening and reform toward corrupt Departments mostly mentioned by the citizens, such as Traffic, Criminal Investigation Units, Charge room office and vehicle Inspectors. The study will help Police Officials in improving service delivery to the Public and Promoting transparency and information access to Public while reporting corruption cases that involve Senior and lower rank Officers.

1.6 Limitations and Delimitation of the Study

The limitation of this study includes obstacles in collecting sensitive corruption information from the participants since most of the Police officers avoid revealing issues concerning corruption in their department. The delimitation of the study included seeking the permission from the Head of Police force department at the Ministry of Home affairs by ensuring that the research will be for the academic purpose and hence the research ethics were taken into consideration. Likewise the results will be shared to the police force as reference. This will harmonize data collection from the participants.

1.7 Organization of the Dissertation

There are five chapters that build this study. Chapter one is the introductory with historical background of the researched problem, while chapter two includes theoretical and empirical reviews and conceptual framework. Methodology is in chapter three, findings and discussion is in chapter four while chapter five includes summary, conclusion and recommendation.

CHAPTER TWO

LITERATURE REVIEW AND THEORETICAL REVIEW

2.1 Overview

This chapter includes theoretical and empirical reviews. In respect to theories, it provides perception and views of theorists in relation to the study. The empirical review, showing the existing gap in relating to the current study. The conceptual framework shows the relationship between variables.

2.2 Conceptual Definition

2.2.1 Police Corruption

At the tactical level, police corruption is a contested phrase with narrow and broad meanings. It refers to personnel in the department who use their authority for personal while excluding the public in such benefit. On the other hand, it can be defined as breach of rules even if they are benefiting (Bayley & Perito, 2011). In this current study, Police corruption will refer to all forms (bribery, embezzlement, nepotism, extortion, kickbacks, money laundering, fraud and conflicts of interest) of corruption in Tanzania's Police force and misuse of their entrusted power.

2.2.2 Corruption of Authority

When Police officers receive free drinks, meals, and other gratuities because they are police officers, whether intentionally or unintentionally, they convey an image of corruption. By "Preferential treatment to businesses that offer gratuities may lead to an environment conducive to police corruption (Chambliss,2011) Most police officers draw the line between accepting gratuities without 'strings' and taking bribes to compromise their policing duties, but gratuities can influence police to spend their

time unequally among establishments that do and do not offer them gratuities (Feldberg,1985). Corruption in the police ranges from petty corruption and small acts of bribery to criminal infiltration and political corruption (Chêne 2010). Several reports provide a more in-depth discussion of the different types of police corruption (see, for example, USAID 2007; DCAF 2012; Transparency International 2012; Council of Europe 2015). However, police corruption is generally categorized into four types

2.2.3 Petty Corruption

It is the form of corruption practice that can be seen during execution end in public service provision when executors of something direct meet the community they serve or expect to serve (Heywood, 2014). It implies provision of service in expecting to acquire something illegally in either form of money or reward (Butscher, 2012). This type of corruption cannot be easily seen (Heidenheimer & Johnston, 2011).

It is unethical (Senior, 2006) and it is considered not needed where severe punishment and reputation follow to those caught in such action (Located s/o Marian, 2017). Among existing challenges in a service provider is the petty corruption that exists in various levels such as district to the national level (Mtei, 2012). In this study, Petty corruption implies the delivery of services by the police officers in anticipation of getting something in money or reward form illegally.

2.2.4 Bureaucratic Corruption

Bureaucratic corruption or administrative is the mishandling of procedures that are internally and processes in administrative for personal achieve, such as licensing or a

lack of response to citizen's complaints against police officers. Corruption linked with criminal groups includes misconduct such as misleading investigations or tampering with evidence. In this current study corruption occurs where high level police officials abuse their power for personal gain or for the benefit of political groups to which they are formally or informally affiliated in other words, criminal infiltration of the state. Political interference may also occur in police investigations, false investigations and the "framing" of political.

2.2.5 Public Corruption

Public corruption is a breach of the public trust by government officials who use their public office to obtain personal gain. In this study public corruption referred to the breach of the public trust by police officers who use their power to obtain personal gain.

2.2.6 Grand Corruption

Grand corruption is not directly involving the Police Force but is a form of corruption that occurs at the highest level of the government in a way that requires significant subversion of the political, legal and economic system use. In this study, Grand corruption refers to the highest rank of police officers in a way that requires significant subversion of the political, legal and economic system.

2.3 Theoretical Review

Principal agent theory has been guiding the study due to its multidisciplinary in various sectors. In this case, it is applicable in studying corruption within the Police force.

2.3.1 Principal Agent Theory

Principal agent theory asserts that in any responsibility there are two actors whether individual and group such as the principal and the agent (Mooney, 1992). The two actors are interdependent (Ryan, 1993). The theory is constructive in various sector including businesses and administration. Also, it has been between the principal and the decision to seniors and juniors who are interdependent (Ryan,1994), however there are several critics to this theory specifically to the relationship between the two actors that are only linear while the true fact is that such relationship can be mutual (Kayude, 2013).

The theory is important to the study since it best address the situation on the factors contribute to corruption and its impact in Police Force service performance, that the service providers, administrator such as IGP, DCI, RPC, RCOs, OCDs RTOs, CHIEFs stand as the principal while the citizen who seeks service, protection, justices, security are the agent. However, efficiency may only take place once each actor performs all the required duties ethically with fully of integrity in that not, in an occasion where the principal in any among service providers request for corruption.

2.4 Empirical Review

2.4.1. State of Corruption in the Country

There is no doubt that corruption is rampant in all sectors of the economy, public services and politics in the country. There is evidence that even some officers of government organs vested with the responsibility of administration of Justice namely the Department of National Security, the Police, the Judiciary and the Anti-

Corruption Bureau are themselves immersed in corruption. Instead of these organs being in the forefront of combating corruption, they have become part of the problem. Consequently, the ordinary citizen who is looking for justice has no one to turn to. He is left helpless and has lost faith in the existing leadership (The Presidential Commission of Inquiry Against Corruption: Report of the Commission on Corruption, Volume 1, November 1996, p.46)

This indicates that when the Third Government came to power both types of corruption existed in a country across all sectors. Studies shows that corruption continues to flourish regardless of some measures suggested in Warioba Commission (Presidential Commission against corruption PCAC) (Heilman and Ndumbaro, 2016) and it is now evidenced even in societal level. Data on corruption from other sources including newspaper reports, editorials and letters from readers in any of the last ten years indicates very clearly how corruption is a big and distressed problem in Tanzania. This is in line with a study conducted by Transparency International (2018) who found that the police is an Institution most often reported as the recipient of bribes from accepting kickbacks to providing cover to organized crime, police corruption comes in many forms. In a worrying development, reported bribes to the police almost doubled between 2006 and 2010.

In the struggle to maintain standards of integrity, police forces everywhere face challenges, but there are tried-and-tested strategies to tackle corruption in the ranks. Today's state of corruption is very different from the state of corruption immediately after independence and the late 1970s. When people asked about their experience of police corruption in Tanzania, 18% and 16% agreed that sometimes or many times in

their life time pay money, give favor, or make a promise to a police officer to overlook their offensive behavior, 10% and 18% several times and many times used their friendship to convince a police officer from charging them, 17% admitted to witness a police officer receiving corruption, 11.5% and 14% admitted that many times or sometimes witnessed an event where a police officer stopped charging an offender because they know each other (Tanzania Human right report, 2020)

2.4.2. Factors for Corruption in the Police Force

Police corruption is a major contributing factor to internal insecurity in many countries. Enweremadu, (2019) conducted a study on "Understanding Police Corruption and its effect on Internal Security in Nigeria" found that the causes of these anomalies include inadequate or irregular welfare packages for policemen, low level of professionalism within the force and political class interference in the operations of the police. Other studies sited poor pay in the police as pushing factors for police corruption, in various places police officers demand larger bribes after the salary increase. According to the research conducted by Foltz & Opoku-Agyemang funded by International Growth Centre [IGC], (2015) on "higher salaries worsened police corruption in Ghana" found that raising police salaries increases levels of police bribery on Ghanaian roads. Also found that the value of bribes paid at each police checkpoint increased by over 25%.

In Singapore and Georgia, low salaries and poor working conditions for members of the police force were identified as a cause of corruption among lower-level police. A study by Dizard, (2015) pointed out that Police officers need better pay to live as history shows that paying officers poorly can lead to more of them attempting to

boost their incomes with bribes, or competing with criminals for dirty money. Therefore, properly paid police are an important part of improving relations between communities, politicians and law enforcement.

The cases of Hong Kong, Georgia and Singapore also highlight how determined police administrations, continuous political commitment, and an anti-corruption approach with wide alliances between the public, private and civil society sectors, can make a huge difference in anti-corruption reform efforts (Lee-Jones, 2018 cited in DCAF 2012; Hope 2015). In Tanzanian context, corruption and impunity are pervasive in the Tanzanian Police force (Transparency International, 2019; TWaweza, 2020; PCCB report, 2020 NGACS), foreign companies identified petty corruption among traffic police as an obstacle to investment (ICS 2016). Additionally, companies identify Tanzania as performing insufficiently concerning the reliability of police services to protect from crime.

According to TWaweza (2020) when presenting corruption situation in the country, identified police force as number one leading agency for corruption, main reasons identified for corruption scandals are; 67% mentioned poor payments among the police, 60% mentioned lack of working resources, 50% lack of strict enforcement mechanism to punish those caught involved in corruption. Another study conducted on May (2021) by Transparency International revealed that a petty type of corruption is mostly in the police force in Tanzania and in the public administration.

2.4.3. Measures taken by Government towards combating Police Corruption

In responding to the corruption in the country, different measures were taken in

different levels of management, at national level, there is the legal and regulatory framework specifically formulated with the aim of fighting corruption in the country including police corruption. The key institutions for fighting corruption are the President's Office, the Prevention and Combating Corruption Bureau, Director of Public Prosecution, the Ethics Secretariat, the Ethics Inspectorate Unit within Civil Service Department - CSD, the Human Rights and Good Governance Commission, all MDAs and Civil Society Organizations (Constitution of the United Republic of Tanzania of 1977, R.E 2002).

The focal point for fighting corruption in the country is the responsibility of the President's Office, which is the highest office in the country, the Ethics Secretariat reports to the President, the Ethics Inspectorate Unit of the Civil Service Department reports to the Permanent Secretary to the Civil Service Department. The Good Governance Coordinating Unit reports to the Chief Secretary (URT, 2002). At the institution level, internally, there is Ethics/Discipline and Enquiry Department whose functions is to monitor ethical issue and discipline among police officers. Also every commander in all commands level is responsible for his subordinates' behaviors (Police General Orders PGO, 2002). Also the Police Force have IGP circulars which several times insist the practice habit of a police officer (IGP circular No 1/2006, IGP Circular, No 5/2016, IGP Circular No 8/2021).

Other countries in the world have been also in the fight against police corruption, in Indonesia; Indonesia's commission prosecuted high-level officials and police officers, achieving a 100 per cent conviction rate. Also, Greater transparency and access to information allows civil society to play a larger role in ensuring that police

forces are accountable. Civil society also has a role in making sure that the legislation in place is as effective as possible in ensuring an honest, accountable police force (Transparence International, 2018). A study by Dizard, (2015) pointed out that Police officers need better pay to live as history shows that paying officers poorly can lead to more of them attempting to boost their incomes with bribes, or competing with criminals for dirty money. Therefore, properly paid police are an important part of improving relations between communities, politicians and law enforcement.

In recent years, several measures have been taken by the government in all levels to prevent worse of corruption in the government including the police force, these measures included initiation of National anti-corruption strategies and action plan (URT, 2020). Moreover, PCCB was directed to tackle corruption without a favor of anybody or any institution being a government or a private on doing this PCCB through National Audit was authorized to audit all public institutions except office of the President, Armed forces and PCCB office (Global intergrity,2019).

More measures taken by the government included the establishment of a special court of economic and organized crimes in 2016 (Xinhua, 2017) The government expanded more collaboration with other local and International organizations in fight against corruption for example the 2019 agreement on collaboration with United Nations office on drugs and Crime (UNODC), the government through financial support of Konrad Adventure stiff hung (KAS) of Germany. Several measures have been taken by Tanzania Police force against its officers who were involved in scandal of corruption, from 2017-2021 a total of 36 officials were arrested,

prosecuted and were expelled from the job

2.4.4 Strategies to overcome Corruption in the Police Force

The incumbent government came to power on a promise to root out corruption (Allison 2015). Even in the administration's five-year development plan (2016/17-2020/21), the key targets in terms of good governance are to prioritize tackling of mismanagement of public resources, corruption, poor service provision, tax evasion and bureaucratic snags (Paget 2017). The fifth president of Tanzania, the late Magufuli has spearheaded several anti-corruption drives, including but not limited to surprise visits to government offices, striking off 16,000 ghost workers from the government payroll, changing mining laws, and regulating imports and exports, and cracking down on corrupt officials (Allison 2015; Paget 2017).

There are legal mechanisms in place in Tanzania to prosecute corruption among police officers; however, these were not effectively implemented by authorities (HRR 2015). The mainland police reportedly act as prosecutors in lower courts, in nine out of the country's 30 regions (HRR 2015). A study conducted by Fernandez, (2013) on "Corruption and Its Impacts on Law Enforcement work" pointed out measures that can control the acts of corruption within the police force, are the following: accountability to the community, implementation of strategies and clear policies against corruption, strengthen a culture of transparency, Efficiency for the recruitment of police officers.

Also improving accounting and auditing standards of staff, goods and services, develop training and ability of the police officer. Implement and monitor appropriate

manuals and procedures, promote and comply with the rules of law. The prosecution based on accurate facts and pieces of evidence that are needed by law. Promote activities to encourage coordination between private sectors, punishments for corruption will be more severe, sanctions will increase for corrupt acts. Use of a special telephone number. This line will provide legal aid to people who have been exposed to corrupt behavior, specialized police section will therefore be established, promote the anticorruption campaign through a culture of integrity against corruption in the public service and enforce rule of law to fight corruption on behavior

2.4.5. Public's Perception towards Measures taken by Police in Combating Corruption

Members of the public had different perceptions towards different measures taken by the government towards corruption in the police. The study conducted by LHRC, (2019) titled Citizen's perception on the government fight against corruption revealed that majority of people interviewed were satisfied by measures taken by the government, majority were in support of 5th government under late President Magufuli, who openly announced to fire any member of the government who will be associated with any misconduct including corruption, majority of normal citizens of lower status believes a 5th rule was seriously committed to fight corruption in the country,

People went further by comparing President Magufuli with Mwalimu Nyerere, in fights against corruption, their governments resembles in efforts towards corruption. Another study conducted by PCCB (2022) revealed that the public is still cold

towards measures and efforts taken by TPF in fighting corruption, this result was in line with the study by Transparent International (2020) which interviewed a sample of 200,000 participants in 10 regions of the Tanzania main land and Zanzibar, using a qualitative research design the study revealed that less than 50% were positive with government efforts in fighting corruption, above half of participants said the government is less serious in fighting corruption. Again, the study requested to mention public institutions which are less in fighting corruption 90% mentioned police corruption.

The Tanzania police Research Unit (2019) at Police Headquarters conducted a study regarding public trust towards police with a title understanding police corruption and public confidence towards the police, using a cross section research design about 200 participants answered the questionnaires, the sample was selected using a random and multi-multistage sampling design. Results revealed that 11.5% of participants in their evaluative experience accepted the statement that somehow the police leadership is doing well to tackle the police corruption. They recommended that the government should be strictly against any person who give or receive corruption; the available instruments should be empowered.

The study conducted by TWAVEZA (2018) when assessing the corruption status in the country, their findings revealed that the public is less trustful to measures taken by the police in fight against corruption, they further revealed that majority of participants pointed fingers to criminal investigation department, traffic police, police at CRO are less trusted by the public due to their trends of asking for corruption. The study recommended that the management should enact existing laws

available for actions against all those who will be involved in corruption

2.4.6. Impacts of Police Corruption to the Public

Corruption in the Police brought or creates negative impacts to the community as they are the victim of corruption, institution as an Organ trusted by the Government and Police officials as the owners of the Force. Among the impacts witnessed or observed include the following; Create negative image of the Force to the community to whom they are serving, wastes taxes or rates that have been earmarked for important community projects, increase inequality, decreases popular accountability, discourages crime reporting (2012 Afro barometer survey), violation of legal procedures impunity and Judiciary corruption (www.ohchr.org), it devalues the quality of human life, robs, schools, agricultural sectors hospital and welfare services of fund, discourage foreign investment leading to decrease in foreign direct investment (www.researchgate.net) and decline of justice and rule of law in the community, it weaken the morale of the committed workers.

Study conducted by Bayley & Perito, (2011) on “Police corruption what past scandals teach about current challenges” reported that like other norms and values, attitudes toward corruption are bound by context and vary across cultures. Corruption victimizes people knowingly engaged in illegal activities. Hence, the public can write it off as a fringe activity, perhaps even as a righteous cost for illegal behavior. This kind of corruption does not tarnish all police officers, only the few who knowingly exploit the opportunity. Enweremadu, (2019) found that the effects of police corruption on society are the loss of lives through extrajudicial killings; arrest and illegal detention of citizens by Policemen and citizens’ unwillingness to

report suspected cases of crimes to police making such crimes difficult to curtail. However, a study conducted by Aiko, (2015) found that despite a growing perception of police corruption, 61% of Tanzanians say they trust the police “somewhat” or “a lot.” Notwithstanding concerns about corruption and stagnating trust, a growing majority of Tanzanians support the mandate of the police to enforce the law.

Study conducted by Wambua (2015) revealed that the police force in Tanzania as one among other police force in Africa is the most corrupt institution hence the public do not trust them. This led them reluctant to report any corruption cases or crimes due to its performance. In the study by Tanzania Police Force (2019) on public trust towards police, findings revealed that police corruption has led to the decrease of public trust in the police as 78% of those interviewed agreed not to trust police because of their corrupt behaviors, further findings by TWaweza (2018) reported that police corruption may result to incompetent employees hence poor police performance as an institution for a long time there have been complains regarding police

2.5 Research Gap

The current study differs from the literature contextually, methodologically and theoretically. The early studies for instance; Enweremadu, (2019); TWaweza (2020) achieved to identify various variable corresponding to the factors influencing corruption in Police force. However, based on the intention of this study it has been noted that issues of failure to inforce the law was not covered. Basing on that, this study concentrated on review of laws as well as some orders and regulation

governing the Force and its efficiency towards corruption. In filling the gap, Police Force and Auxiliary Service Act CAP 322, PGO, and Police Regulation of 1995 (legal framework) were reviewed in terms of its availability, implementation, deficiency in comparing to reality (Police Reforms Program 2016-2019). Moreover, most of studies which were conducted in Tanzania specifically indulged on the causes and factors for corruption in all public sectors (Aiko, 2015; Allison 2015; Paget 2017; NGACS, 2020; Rahman, 2019 and Wambua 2015) contrary to current study which dealt with the Police Force at Ilala Municipal.

2.6 Conceptual Framework

Independent Variables

Dependent variable

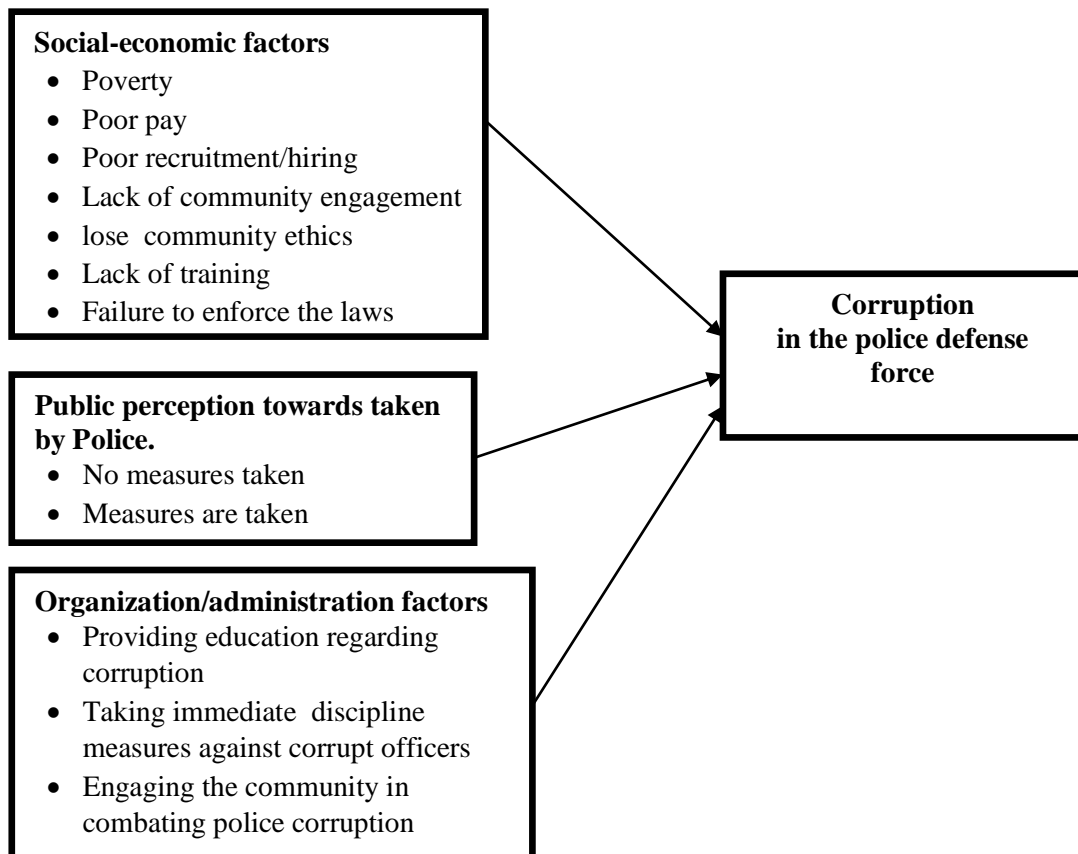


Figure 2.1: Conceptual Framework

Source: Author Construction, 2023

This framework shows the influence of independent variables on dependent variable. In this case social-economic factors such as poverty, poor pay, poor recruitment/hiring, lack of community engagement, lose community ethics, lack of training failure to enforce the laws as well as Public perception towards taken by Police and Police strategies as independent variables influence Corruption in the police defense force. These lead to the corruption in the police force. The dependent variable is a Corruption in the Police force in Tanzania.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Overview

The information on research methodology is captured in this chapter. The research design and approach as well as area of study is included. The study population, sample and sampling technique are also included. The instruments in data collection and analysis are also captured as well as research ethics in relation to this study.

3.2 Research Approach

This study used qualitative approach where interviews, focus group discussion as well as document review were part of the approach. Qualitative approach is a general way of thinking about conducting qualitative research. It describes either explicitly or implicitly, the purpose of the qualitative research, the role of the researchers, and the stages of research and the methods of data analysis. The choice of using qualitative approach basing on the fact that it helped the researcher to gather and analyze information from participants in deep so as to generate a good conclusion per each objective.

3.3 Research Design

According to Kothari (2006) research design is a plan of how the researcher plans to execute the formulated research problem. It is a set of guidelines and instructions to be followed in addressing the research. A case study design was employed in this study, according to Singh, (2006) Case study is a method of exploring and analyzing the life of a social unit, which might be that unit a person, a family, institution, culture group, or even an entire community. The design was selected so as to reveal

individual experiences of participants, in depth feelings and experiences in this case the police officers at Ilala city. This design has the advantage of providing a rich and detailed description of human views and participants opinions.

3.4 Study Area

This study was conducted at Ilala city located in Dar es Salaam. The area is 273 km² (105 sq mile). Ilala is commonly referred to as Downtown Dar es salaam, where much of the Commerce, banking, and national offices are located. The area is chosen because there is PCCB head Office (Ilala- Upanga area), numerous Police stations, including Police Headquarters, Zonal/head offices for easier data collection and number of corruption offences is highly reported due to his status of being located at the city Centre (PCCB report, 2020). The city has a population of 1,220,611, 03 divisions, 36 Wards and it has 159 avenues (<http://ilalamc.go.tz/statistics>).

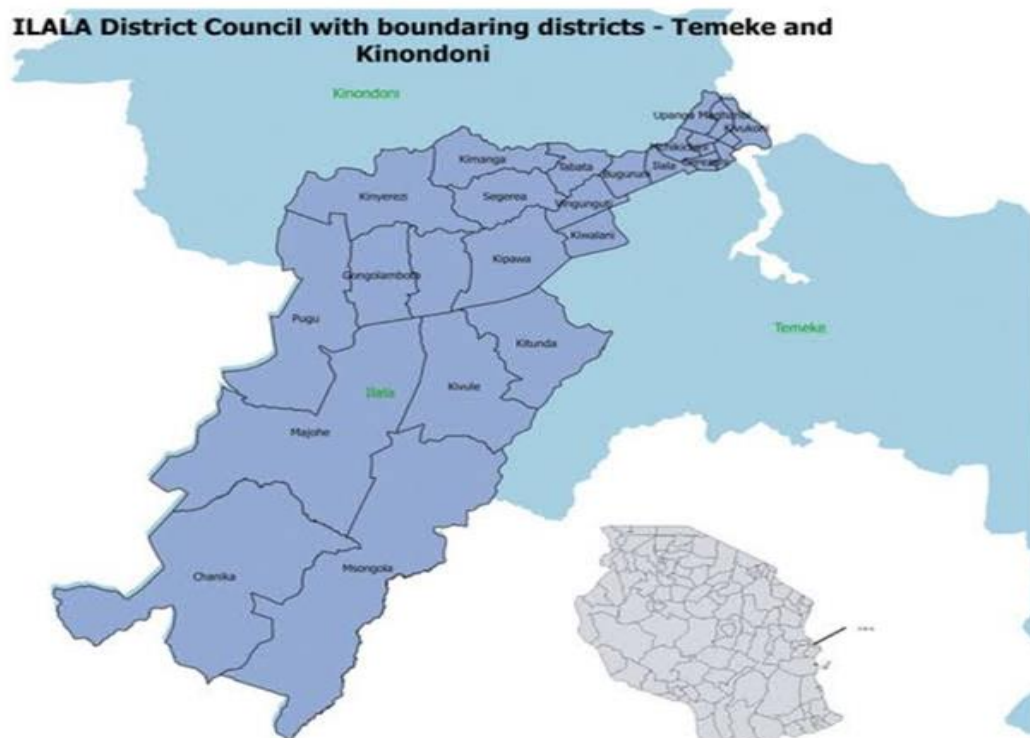


Figure 3.1: A Map of Ilala District Council

3.5 Population of the Study

A population is any group of individuals that has one or more characteristics in common and that are of interest to the researcher (Creswell, 2005). The population of this study were 100,000 which including officers from Police Force and PCCB Office at Ilala municipal, whose total numbers are not disclosed. This is due to Security reasons and confidentiality. However, there were 90 participants in the study including Senior District Officers, PCCB officers, who were interviewed. Also ordinary citizens, bodaboda, and daladala drivers and other people were included purposively from Ilala municipal to validate the findings. Ordinary citizens in this study referred to any adult with sober mind who can judge bad and good regardless of their position, education or status, they were included in the study because of their demands of police services, the researcher thought this group can give information regarding corruption status in the police.

Bodaboda and daladala drivers were included in the study due to nature of their activities having close tie with police especially traffic police, these groups are mostly interrelated with police corruption in their daily operations. Several studies have shown that police traffic are the most corrupt department in the police, boda boda and daladala drivers are commonly the victims of such corruption. PCCB is a public institution legally mandated with the responsibility to deal with corruption in the country; therefore researcher found that PCCB district officers could give rich information related to corruption. Police district officers are responsible with the supervision of police duties at the district levels; therefore know in deep strategies, and measures taken by police administration regarding corrupt scandals in the police.

3.6 Sample Size

Sample size refers to a number of items to be selected from the universe to constitute a sample. The sample must be optimum. The sample size of this study is basing on Roscoe (1975) who was cited in work of Serakan (2013) who proposed 4 rules as conditions for a good sample size, basing on rule number one: *a sample sizes larger than 30 and less than 500 are appropriate for most research*. However, this study was qualitative in nature so that saturation was reached to a number of 90 participants. This is basing on the fact that there is no formula to get a sample in a qualitative study. Even though purposively selected, 20 Key informants (10 top Police officers, and 10 PCCB officers) who were interviewed, 40 Police officers, 5 bodaboda drivers, 5 daladala drivers, 15 other people and 5 other drivers. This was done in order to get more information regarding corruption at Ilala Municipal.

Table 3.1: Participants of the Study

S/N	Participants	Sample	Technique
1	Key Informants(10 top Police officers, and 10 PCCB officers)	20	Interview
2	Police officers	40	Interview
3	Bodaboda drivers	5	Interview
4	Daladala drivers	70	Interview
5	Other people	15	Focus Group Discussion
6	Other drivers	5	Interview
	Total	90	

3.7 Sampling Technique and Procedures

A sample can be small enough for convenient data collection and large enough to be a true representative of the population from which it had been selected (Kothari, 2006). Sampling refers to the process of picking up a few or small units out of the whole population for study. Regarding this study, it used convenient sampling and

purposive sampling techniques. Convenient sampling is a non-random sample in which the researcher selects anyone he or she happens to come across (Neuman, 2014) the usefulness of this method is easy to reach, convenient, cheap and quick to obtain. Therefore, this study selected any person (ordinary citizen) who was convenient to a researcher to participate in interview and focus group discussion until the required information was gathered.

On the other hand, purposive sampling was applied to choose 20 key informants based on their positions. Purposive sampling was employed in this study so as to gather more information from participants due to the fact that such information could not be obtained from any one. The process involved purposely handpicking individuals from the population based on the authority's or the researcher's knowledge and judgment. This study selected all key informants who were the top district police officers (10), PCCB district officers (10) while 40 Police Officers were involved in an interview. The researcher through this technique was able to obtain enough information about the phenomenon under the study.

3.8. Data Collection Methods

3.8.1 Interview

Participants who were interviewed, included district Senior Police officers, and PCCB Senior Officers at (headquarters and District level) also to police officers, bodaboda drivers, daladala drivers and other drivers. There were 20 interviews to seniors and 40 to police officers, while 15 to ordinary people (bodaboda drivers, daladala drivers and other drivers). This was organized so as to gather information on contributing factors, corruption's impacts, and possible strategies to reduce levels of

corruption. This helped the researcher in gathering deep information and experiences from participants as well as their opinions and perception.

3.8.2 Focus Group Discussion

The study employed a focus group discussion which involves other people who were very crucial to provide information basing on the research questions. There were two focus group discussions where one group involves 7 while the other had 8 participants. There was a moderator in the focus group and one was there for taking note on what was discussed about. This also helped the researcher to collect deep information and experiences from participants as well as their opinions and perception.

3.8.3 Document Review

This technique was employed to review journals, reports other researches to gather information on the influence factors, impacts and strategies in reducing level of corruption. The study reviews Report from PCCB Report (NGACS 2020), Police report, (understanding Police Corruption), Journal by (Thompson, K. R. (1992)). *Journal of Management, America CEO*, s.Abdul, 2017; Aiko 2015 and Transparency International Organization 2021). These are just few among many more so as to gather more information on the influencing factors, impacts, and strategies in reducing levels of corruption. Documents such as PCCB (2020) were reviewed throughout the study because it helped to provide information that cannot be collected through questionnaires and interview. It is evident that through documents review one could get access to information that would be difficult to get in any other way or cases that might not be willing to talk in a formal interview.

3.9 Data Analysis

3.9.1 Qualitative Data

The qualitative data from the key informants' interviews and focus group discussion were analyzed through content analysis, where information was grouped into themes based on the specific objectives of the study. Data were then sorted out, according to the frequency of such points, and presented as thoughts of the interviews. In certain instances, to underscore the point raised, the researcher had to express some information in a verbatim format. There were several steps in analyzing data, first was data familiarization to the researcher, second involved coding through highlighting sections of text, phrases and sentences and came with shorthand labels or codes to describe the content. Third, themes were generated, fourth were reviewed to ensure they were useful and accurate. In the fifth step the researcher defined the themes and finally in the sixth step wrote the analysis.

3.10 Issues of Validity and Reliability

Validity refers to the quality that an instrument used in the research is accurate, correct, true, and meaningful Golafshani (2003). In this study validity was ensured in terms of credibility and believability of research data which was collected that were genuine and trustworthy. The content validity was considered by covering a broad issue in relation to police corruption. Golafshani (2003) defined reliability as the consistency with which repeated measures produce the same results across time and observers. The researcher ensured that procedures used in collecting information will be producing the same results if repeated. Therefore, in ensuring reliability any people who will re-conduct the study will be able to get the same findings.

3.11. Ethical Consideration

A number of ethical issues were considered by the researcher, including letters of authorization from the Open University of Tanzania and the Ministry of Home Affairs at the Police department. The researcher contacted participants to seek their consent. However, rights to confidentiality were also considered making sure that no name of the participants was disclosed.

CHAPTER FOUR

FINDINGS AND DISCUSSION

4.1 Introduction

This chapter is organized into two main parts: The first part shows the demographic characteristics of participants, while the second part includes the analysis, presentation and discussion of findings according to the research objectives.

4.2 Demographic Characteristics of the Participants

Demographic details are important in order to evaluate the general picture from which data was collected. The characteristics include gender, level of education and work experience.

4.2.1 Participants' Sex

Any Organization or Institution consists of among other things gender status, so the researcher saw the importance of knowing sex of participants. The findings showed that 72 participants equal to 80% were males and 18 participants 20% were females. Basing on the findings it implies that males exceeded female participants as shown in table 4.1, the reason for males to exceed women in number was due to African culture of men to leave their homes early in the morning as bread winners to look for family's earnings, where women remain at home for domestic activities, therefore it was likely majority of men would meet a researcher to participate in an interview as well as focus group. A number of male drivers in the daladala and bodaboda groups exceeded women, this is because of the nature of a job, many daladala drivers and bodaboda drivers are males.

Table 4.1: Sex of Participants

Sex	Frequent	Percent
Males	72	80%
Females	18	20%
Total	90	100%

Source: Research Data, (2022)

4.2.2 Participants' Education Level

The question was asked to understand the educational background of the participants involved in the study. The findings revealed that there were a total of 9 participants with primary education, 29 with secondary education, 31 with bachelor degree, and 21 participants with masters and above. With further analysis of demographic information; among total participants with primary education 2 were bodaboda drivers, 2 were daladala drivers, 5 were other citizens, among secondary school participants 3 were bodaboda drivers, 2 were daladala drivers, 5 were other citizens, among participants with bachelor degree there were 5 bodaboda drivers, 1 daladala driver, 4 other citizens.

Participants with masters and above education level there was no either daladala driver or bodaboda drivers, 15 other citizens but Senior officers were 10 and police officers were 10. This implies that majority of participants of this study (daladala and bodaboda drivers) had primary and secondary education as shown in table 4.2 Education level helped the researcher to understand if the levels of education can affect individual's attitude towards corruption practices among bodaboda and daladala drivers and among other citizens. The researcher hypothesized that individuals with poor education would be involved in corrupt activities with police officers.

Table 4.2: Participants' Education Level

Participants	Education Level			
	Primary	Secondary	Degree	Masters and Above
Key Informants	0	5	5	10
Police Officers	0	10	20	10
Bodaboda drivers	2	3	0	0
Daladala drivers	2	2	1	0
Other People	5	5	4	0
Other drivers	0	4	1	1
Total	9	29	31	21

Source: Research Data, (2022).

4.2.3 Respondent's Source of Income

Regarding source of income, a total number of 67 participants in table 4.3 are employed, 13 self-employed, 5 in contract and 5 has no contract. It has been revealed that all key informants 20 were employed, Police officers 40 as well as 5 other people and 2 other drivers while the rest 2 Bodaboda drivers were in contract and other 3 had no contract. In respect to daladala drivers 3 were in contract and other 2 had no contract.

A researcher thought that for bodaboda and daladala drivers having working contract helps an individual to work without stress, which can have assured of his pay, and self-disciplined, while if no contract an individual use all means to ensure he collect his own pocket money, he does this even by engaging in law breakings, in this case bodaboda and daladala drivers find themselves breaking the law frequently. You can see among the daladala and bodaboda have no working contracts, therefore it is likely they will involve in corruption scandals.

Table 4.3: Participants' Source of Income

Participants	Source of income			
	Employed	Self employed	Contract	No Contract
Key Informants	20	-	-	-
Police Officers	40	-	-	-
Bodaboda drivers	-	-	2	3
Daladala drivers	-	-	3	2
Other People	5	10	-	-
Other drivers	2	3	-	-
Total	67	13	5	5

Source: Research Data, (2022)

4.3. Presentation of Research Objectives

4.3.1. Social-Economic Factors influencing Corruption in the Police Force

The researcher assessed social economic factors that influence corruption in the Police Force in Tanzania. In understanding this variable, the researcher conducted interview and organized focus group discussion where participants varied in their views on the knowledge of corruption. Result are summarized in table 4.4 where participants revealed factors which they think contribute to police corruption at Ilala Municipal includes 34(33.3%) inadequate supervision and control; 53(59%) mentioned non-compliance with anti-corruption, 57(63.3%) mentioned indiscipline and lack of integrity; 36(40%) pointed Powers and position of the Senior Officers on in discipline matters,

Other factors mentioned were Poor salary and other benefits 45(540%), Poor resources (materially and financially) 62(69%). While 59(66%) mentioned unclear policies on hiring or recruiting as the influencing factor to corruption in the Police Force in Tanzania. Generally, it can be seen that the public have good knowledge and awareness of corruption, both police and the public are perpetrators of corruption; the giver and he receiver. This entails that strong measures have to be put

in place in order to control corrupt practices between the public and the police.

Some other studies were in agreements on factors mentioned for police corruption methuselah, (2019) in Zimbabwe found that lack of clear policies, lack of senior offices supervision, poverty among the police, and weakness in law enforcement system contribute to police corruption, but other studies showed that corruption is not a matter of supervision alone but inner traits of an individual to hate corruption, strict control system should both internal and external control measures should be put in place (Rojas, 2017; Doglas, 2019; Mkuchika, 2015).

Further results regarding factors for police corruption; 78(87%) claimed nature of the job and working environment. This finding indicates that in Tanzania context, salary structure, lack of clear and standards in staff performance appraisal or job motivation e.g. promotion which is opaque and erratically implemented, unclear policies on hiring and promotion, nature and culture of the Force, lack of resources, low moral values, favoritism and nepotism, poor administration and management of lower ranks officers, inadequate supervision and control, are the contributing factors to corruption in the organ.

The findings reveal that 22.2% disagree improper utilization of professionals as the factor, the issue of decline of police cultural morals revealed 16% while inefficiency of internal/external oversight mechanism were 33.3%. Concerning the Powers and position of the Senior Officers on indiscipline charges, the Officer with the rank of gazette officer and above has empowered by the Police Force and Auxiliary service Act CAP 322 and PGO's to conduct defaulter charge to any member of the Force

below the ranks of Inspector who accept or solicits a bribe or gratuity and such officer is empower to make inquiry and impose punishments.

Table 4.4: Factors influencing Police Corruption

Mentioned Responses	Frequency of occurrence	Percent
Inadequate supervision and control	34	33.3%
Non- compliance with anti- corruption	53	58.8%
Indiscipline and Lack of integrity	57	63.3%
Powers and position of the Senior Officers on in discipline matters	36	40%
Poor salary and other benefits	45	50%
Poor resources(materially and financially)	62	68.8%
Unclear policies on hiring or recruiting	59	65.5%
Nature of the job and working environment	78	86.6%
Improper utilization of professionals	20	22.2%
Decline of Police Cultural Morals	14	15.5%
Inefficiency of Internal/External oversight mechanism	34	33.3%

Source: Research Data, (2022)

The question comes no person shall be judge of his own case, at the same time the sense of favoritism and nepotism might be arises. (The Police Force Service Regulation of 1995, C.5 XXV) In respect to decline of Police cultural morals, since its establishment, Armed Forces including Police Force, were required by the laws, rules and regulation governing them to stay in barracks together with their families, whilst the Forces were entitled to provide areas for recreation centers, like clubs/welfares, areas for sports, shops and other necessity required by police families. All these have been initiated to avoid freely contact with criminal or client to whom they are serving; it has also done to restrict some few unethical Officers to enter on syndicate of accepting or soliciting bribe.

The modern Police Force experienced to neglect all these culture by reasons of insufficient resources, the thing that made number of Police to commit acts of

corruption such as involve taking monetary bribes, abusing their authority or concealing criminals' enterprises. Moreover, they involve in violation of human rights or ethnics when Police Organization fail to punish travesties of justice, hence fosters a culture of corruption that breeds discrimination and greed. However, this idea of "Police culture" is now challenged, Wood Commission, using the work of Chan (see Chan, 1997) rejected explanation of corruption as the product of Police culture and argued that the significant cultural changes was possible.

It was also observed that The Police Force and Auxiliary Service Act CAP 322, Police Service Regulation 1995 and PGO has providing the Senior Police Officers with discretions powers of arrest or order arrest, search, inquiry, appoint Special Police Officers to join any special National Joint Tasks, or attachment to any Ministry or special Units. Therefore, if these powers are not well controlled, the abuse of the office in terms of favoritism and nepotism behavioral might have been arising, hence resulting to corruption of Authority or maladministration.

Basing on qualitative findings, when interviewed participants provided more explanations on contributing factors for corruption at Ilala Municipal. The participants claimed that low salary, poor internal customer care, lack of resources for Police duties like fuel, spares and Greedy was one among the contributing factors. This can be justified from the quoted participants as follows;

Participants 01:

"My views about the contributing factors are low salary, poor internal customer care, and lack of resources for Police duties like fuel and spares, stationeries. Also on my view, Greedy is one among the contributing factors." (Interview)

Also lack of promotion found as motivational factor. It was revealed that the bureaucratic system operating in the police force on promotion, deprive those with lower ranks and rankles. These disappoint them and finally opt to enter in corruption practice. The 6th President of the URT on her speech delivered on 20 July 2022 during IGP sworn event at White House Chamwino Dodoma, ordered the IGP Camillus Wambura to eliminate those bureaucratic practice in the Police force and pave a way for fair promotion to his officers (Mwananchi Newspaper 20th July 2022) However, during focus group it was revealed that participant had other opinions concerning the contributing factors as it justified in his quote as follows;

Participants:

“These factors can be, nature of the job, deficiency of the law, rules, regulation, lack of integrity, ignorant of the citizen, poor supervision culture oriented or background, recruitment procedures and examinations.” (Focus Group Discussion 1)

Concerning nature of the job and working environment, the laws established the Police Force is clearly stated that the officers of Police will be on duty 24/7 hours, to mean that while officers are off duty are still binding with orders of being standby for any emergence that might have happen at any hours. The applicability of all above condition goes together with the orders for easier availability in case of any emergence. These requirements sometimes curtail them to have chances in participating on their private earning projects that will help to boost their lives, hence decide to enter on soliciting a bribe or gratuity to some of the customers they are serving , sometimes they leave their guiding posts eg on banks, vital installation, VIP resident and go to make illegal arrest with the intention of getting corruption, this behavior was claimed by local community while interviewed by the researcher in

regarding to types of Police corruption.

The researcher has also observed the bad working environment with inadequate working resources that made Police Officials to develop unofficial relationship; by seeking assistance from “Smart stakeholders” while at the same time senior officers abuse their power by benefiting with those rewards or supports. Participant also claimed that there is some sort of deficiency of the law, rules and regulation governing the Police Force and other anti- corruption Acts laws, regulation, orders such PCCB Act, and The Commission for Human rights and Good governance, Code of ethics of Civil Servants.

These laws, Orders and Regulation that provide duties, role, power to inquiry, procedure and measures to be taken for indiscipline officials/offenders, are clearly stated punishment and penalties for officials caught with offence of corruption, however the problem witnessing was the poor implementation of the said laws, order and regulation, hence rendered the citizens to believe that, are weak laws. These findings justified that this is among the factor that made the other official continuing on unethical behavior of accepting bribe and soliciting corruption. Hence remain and stand as a contributing factor for corruption.

The issues of immoral act were also revealed as the contributing factor. These immoral acts practiced by some Police Officers are like acceptance of bribe to groups of criminals and bad treatment to complainants/criminals.

Participant 03:

Police Officers accept bribes from groups of criminals who dealt in the Vices of gambling, prostitution, illegal drinks, illegal trafficking of drugs, Fixing traffic tickets, bargaining with criminals, accepting

small gratitude, Taking kickback. Also...in police cells there is bad treatment to Complainants. In some occasion there is illegal arrest and detention.” (Interview)

The study observed and detected immoral acts practiced by some Police Officers such as acceptance of bribe to groups of criminals who dealt in the vices of gambling, prostitution, illegal drinks, illegal trafficking of drugs, fixing traffic tickets, bargaining with criminals, accepting small gratitude, taking kickback and similar rewards are behavior that are practiced by Police Officers and are obvious turns to be customs and norms to number of unethical Police officers.

Concerning the treatment to complainants/criminals in police cells, the interview revealed mistreatment of the complainants and victim in most Police station to the extent that citizen volunteer unwillingly to pay bribe for reasons of being favored. Also found that, there is delay in investigation and responding to scene of crime. On the other hand, Police bail is questionable in essence that complainants pay for it. The study also revealed that, some of the cells are not in a good condition to accommodate a large number. Apart from that, no good customer's cares for the relative of the accused under Police custody. It was revealed that, illegal arrest and detention was among the factors contributing to corruption.

The result from interview revealed that, Criminal Procedure Act CAP 20 R.E 2002 under section 11 provide the clear procedure of arresting any person suspected to commit offence which is contrary to law of the land. Some Police officers were the suspect on the violation of the said Act (CPA) through fabrication of cases and made unwarranted arrest aiming at demanding money. Denial and Initiators of Corruption (service Seekers) is among a raised concern, the opinion from the participants, the

Town Bus drivers (*daladala*), bodaboda group,

Other private cars (noncommercial), revealed that the community themselves participating in soliciting Police traffic to accept a bribe by avoiding the long process of reporting the case to traffic until his execution from the court.

Participant 04:

“There is long process of reporting the case to traffic then taken to court. So in order to avoid this community participating in shorten the process by paving a way for a bribe to Police officers.”
(Interview)

By avoiding such technicalities of the requirement of the laws, voluntarily provide corruption to Police traffic and compensation to the victim. Hence such behavior develops and turns to be customs and community feels as the part and parcel of their normal life.

4.3.2. Public Experience towards Police Corruption at Ilala Municipal

The second objective of this study was to understand public experience towards police corruption, to understand this variable it was divided into three parts: personal experience, vicarious experience, and evaluative experience.

4.3.2.1 Personal Experience of Police Corruption

Results in table 4.5 revealed about 51(56.6) of participants regarding personal experience agreed that once in their life time they had given corruption or bribe to a police officer also claimed it was on their own favor bribed or make a promise to a police officer in order to overlook their unlawful behavior, this was a response to a statement which stated; *“Pay money, give favor or Make a promise to a police officer to overlook your offensive behavior”*.,

Moreover 50(56%) of participants demonstrated that sometimes a police officer may stop taking action against an offense committed by an individual just because of their personal relation with a police officer or using other friends who are connected with police so as to influence charges or prosecute against them, this was a response to statement stated ; *“Police stop taking action because he knows you” (Interview).*

Further findings revealed significant association between education level of participants with personal experience of police corruption, also significant association between rural setting, and source of income with personal experience of police corruption. Regarding association between police personal experience and education level, majority of participants who had experienced police corruption were in educated group; graduates and above, though it is believed education is a key for a free mind but this proves opposite in corruption issue, educated people were the leading ring for corrupting and bribing police officers, 51(57%)

Drivers with bachelor degree agreed to give corruption to traffic police to get favor, and they did this because they did not want to waste more time arguing with a police, they found better to give 2000 tsh to avoid such arguments and wasting of time, also among educated ordinary citizens who were not drivers agreed to corrupt police at the police station, from the qualitative responses they explained to bribe a police officer at CRO and during the investigation process. They did this in order to get a favor from police either for himself or for another. Participants living in urban areas were significantly associated with personal corruption. Urban areas are very busy environments for income generation activities, highly populated with all forms of

formal and informal business; therefore it is likely for majority to be in a risk of breaking the laws, and ending up in police hands, which force them to find negotiations with police.

Regarding source of income, majority of people with higher income were significantly associated with personal experience of police corruption, where majority claimed to give corruption to police in order to get favor, this group included people who are government employees and are in managerial positions, people who own an asset which employ more than 10 people, people who own more than two luxurious cars. The reason for this might be because of wealth possession which makes them easy to give money to a police for their favor, and another reason might be shameful perception associated with being arrested by police, and sleep in police custody.

Furthermore, a researcher during an interview probed more to understand what the most experienced corrupt department in a police is; the most mentioned police department by majority associated with police corruption is Traffic Police, Police Investigation Department, and CRO at police station especially during police bail. This finding suggests that majority of people at Ilala Municipal have personal experience of police corruption. The finding is also reflected in other studies conducted regarding police corruption, according to (Abdul, 2017) who highlighted that since police corruption in Tanzania takes many forms, due to this some police officers fail to arrest, investigate or prosecute offenders because others take bribes from suspects either to overlook their offences and not to arrest them, or to present weak cases in court.

Also (Kalape, 2017) found that other officers mount roadblocks to collect bribes from motor traffic offenders. Indeed, studies show that bribe-taking is mostly associated with the Tanzania traffic police (PCCB, 2021; Transparency International, 2019; Tanzania human rights report, 2018). A large proportion of Tanzanians, especially in urban areas, are therefore frequently exposed to this form of police misconduct (TAWLA, 2017). The study is contrary with other study conducted in Ghana by Justice Tankebe (2010) where personal experience of corruption ranged from 10.5 to 23.3 percent and educated sample had association with personal experience.

Comparing with other forms of corruption which were hypothesized to affect public confidence in police corruption at Ilala municipal, personal experience had a high number of frequencies, a possible reason for this form of corruption to have a high frequency compared with other form of corruption, possibly contributed by widespread practice among the traffic police to ask for corruption when dealing with traffic cases Mtega (2014), another reason might be public experience of corruption to police officers when an individual is looking for police bail for their relative or friend to be released, some participants in the interview mentioned that at the police station no bail if no money to bribe, also at the road-blocks where police extract money from commercial-vehicle operators who are judged to have infringed driving regulations.

As one participant on interview said:

“...Police are just corrupt individuals, at police station you cannot granted bail if no money to give, they put a lot of road blocks with aim to collect money... if you want to prove this travel at night along southern road.”
(Interview).

4.3.2.2 Vicarious Experience of Police Corruption

Regarding Vicarious experience of police corruption, a situation where an individual witnesses other person practicing corruption and in the long run copying it, the researcher was interested to understand public experience of police corruption at Ilala Municipal through vicarious experience. Findings revealed that 57(63.3%) of participants claimed that they had experienced this form of corruption; in terms of money payments to a police officer or getting favor 66(73.3%) of participants reported that they had ‘sometimes’ or ‘many times’ witnessed corrupt transactions in which other citizens used these as tools to influence police officers to their advantage (Table 4.4).

More than half of total sampled population knew situation where a police officer refused to investigate, or charge just because of their personal relationship with a suspect. This finding was in agreement with other study conducted in Ghana by Tankebe (2019) in his study found the proportion of participants who reported that they had “sometimes” or “many times” witnessed corrupt transactions between police and citizens was four times the proportions of those who personally done so. Since the most reported department in a police force associated with corruption in Tanzania is road traffic police, hence it is very likely majority of people to witness vicariously this kind of corruption because it normally happen in the public, where other passengers or people in their own private cars can witness what is going on.

In a study conducted by Tanzania Police force (TPF, 2018), found that it is a very common behavior for an individual to use tribal connection, friendly association with the police officer to avoid arrests, investigations or prosecution for unlawful

behavior. Those in relation with senior police officers or higher rank public officials are even seems untouchable, this is the same with statement given by then Dar es salaam regional Commissioner Yusup Makamba about police cases involving children of influential politicians where normally police fail to take further actions (Commissioner Makamba, 2004)

More interestingly, vicarious experience of police corruption was associated with the variable labeled other sources of income, and rural setting. The variable other source of income according to this study comprised of all non-formal sector-sources of income like farmers, “mama ntilie”, “wamachinga” etc. What does this imply; participants from non-formal sector of business when compared with other formal sources of income witnessed many times corruption given by others to police officers. This can be explained by the fact that, the operation of business in Tanzania is registered with TIN number in TRA to be legally recognized as tax payer and enjoying business operations, out of that there are varieties of disturbances from TRA officials who normally accompanied with police officers during their operations, majority of victims are those small business owners who run their business informally, they normally caught and put into custody or sometimes they tend to close their places of business and run away. In these situations, it is very obvious for them to perceive this form of corruption.

This finding is supported by other findings conducted by other researchers, Collins, (2018) found significant relationship between vicarious experiences of police corruption with small scale business owners, also in a study conducted by Tanzania police force, 2019 found significant association between vicarious experience of

police corruption with “mama ntilie”, bodaboda drivers, and daladala drivers, this implies that vicarious experience of corruption is mostly witnessed by people lower class income, and very ordinary persons, this can be due to the fact that most of corruption involving police is petty corruption which in most cases practiced by ordinary citizens with lower income, therefore its likely for them to imitate what they saw next time when they face same situation which involve police.

4.3.2.3 Evaluative Experience

Several studies pointed that public evaluative experience of police reforms undertaken by police managers may have effects on individual perception of police performance (TAWLA, 2017, New Atlas Team, 2017; Amnesty International, 2019), if the public evaluate positively its likely they will develop positive attitude towards policing duties, but if the public happen to have negative perception of efforts taken by police leadership to minimize corruption in the police, its less likely to have positive attitude towards police duties. In the current study 78(86.6) of all participants of the sample evaluated police corruption reforms negatively; that is, they thought the police leadership’s performance in controlling corruption among police officers was ‘very poor’ or ‘quite poor’. Only few of all participants thought the police’s efforts were ‘very good’ or ‘quite good’, with a further some being ‘uncertain’ in their assessments of corruption reforms.

Although, the majority had negative perception on police reforms towards police corruption, but majority appreciated the efforts and measures taken by the previous government under late President Magufuli who was in front line to fight all forms of corruption in all sectors of the government for example establishment of

“Mahakama ya mafisadi”, where former government served higher rank officials including Ministers, Public agencies, Top officials and Private owned companies top officials were charged to the court for proceedings, also the President and the house of Parliament pointed fingers to police on Said Lugumi corruption scandal as it was reported in Nipashe newspaper “ Saa zahesabika kishindo cha kashfa ya Lugumi” (IPP media, sept 18, 2016). Some measures were taken by police leadership against all police who were caught engaging in corruption, since 2010 to 2015 a total of 22 police officers of different ranks were dismissed (PHQ, 2018), and gave warning to any police who will be caught engaging in corruption.

Participants with educational level of masters and above were most likely to evaluate negatively the efforts undertaken by Tanzania Police leadership in police corruption. As discussed above, participants with higher level of education were likely to give corruption to police officers willingly, this might be explicable reason why this group evaluate negatively the efforts taken by police managers, naturally when a person is affected with corruption and become a victim he /she is less likely to evaluate positively, furthermore participants in this group are more knowledgeable on their rights, (QOG making sense of corruption perceptions, 2016) study supported this result when they found the elite group perceives negatively the state of corruption in Iceland compared with the general public, generally the educated group have information advantage.

Again people with informal source of income are likely to evaluate police reforms negatively compared with people of other sources of income, as mentioned earlier majority in this group are small scale business men who run their business

unofficially without registered with TRA, hence tend to face disturbances from the government, several times they came into fight with the government, for example on May 1, 2014 it was reported by Mwananchi newspaper with the heading “Wamachinga wapambana na polisi kariakoo” “wamachinga” Had a fight with police at kariakoo (Mwananchi, may 2, 2014).

Table 4.5: Public experience of Police Corruption

Themes and subthemes	Many times	Never n(%)
Personal experience		
1. Pay money, give favor or Make a promise to a police officer to overlook your offensive behavior	51(56.6)	39(43.3)
2. Police stop taking action because he knows you	50(55.5)	40(44.4)
3. Using your friend to convince police officer from charging you	51(56.6)	39(43.3)
Vicarious experience		
1. Witnessing a police officer receive corruption	57(63.3)	33(36.6)
2. Knowing an event where a police stopped charging an offender because they know each other	66(73.3)	24(26.6)
Evaluative experience ^a		
The police leadership is doing well to tackle police corruption	78(86.6)	12(13.3)

Source: Research data, (2023).

4.3.3. Public Confidence towards Police

Furthermore, a researcher was interested to understand Public confidence towards police force at Ilala Municipal in the error of police corruptions. In understanding this variable, assessment was done basing on three dimensions; trustworthiness, procedural justice, and effectiveness where each dimension had three parts with different item statements measuring public confidence. Trustworthiness of the police 6 items, procedural justice as practiced by police 12 items and effectiveness 10 items.

4.3.3.1 Public Confidence towards Police Trustworthiness

Although the perception of the public towards police corruption is negative as the majority in this study have shown, still the researcher was interested to know what is the public confidence in case of police trustworthiness experience, generally the public have a negative confidence towards police trustworthiness, this is because in the finding majority of participants had responded never or rarely towards the item statement given, these responses were recoded into two categories of negative confidence or positive, therefore in six item statements, all received negative responses for instance statement “The Tanzania police are trustworthy” 70(78%), also 66(73.3%) claimed that proud of the police in Tanzania. Regarding having confidence towards Tanzania Police 71(78.8) claimed had confidence towards police.

4.3.3.2. Public Confidence towards Police Procedural Justice

Procedural justice focuses on the way police and other legal authorities interact with the public, how the characteristics of those interactions shape the public’s views of the police, their willingness to obey the law, and actual crime rates, in this study the public was to identify their confidence in police towards procedural justice, the findings revealed that public confidence towards police procedural justice is very low, among the twelve items measuring public confidence on procedural justice only four items got majority of response “many times” and “sometimes”. The item “*The police follow through on their decisions and promises they make*” got the lowest number of positive responses. The other item “*The police clearly explain the reasons for their actions*” also got positive responses, this means that the public

have confidence on what the police promise to accomplish and have confidence on the explanation police give in explaining different situations.

Furthermore, the results show that public has confidence on the solutions made by the police for their problems. However, the remaining items measuring public confidence on procedural justice show public to have low confidence, for instance majority 88(98%) do not consider police to treat everyone equally, also the public do not agree that police can sincerely help people with their problems 87(97%) Also police do not respect people's rights; according to participants some did not agree when given the statement police respect people's rights.

4.3.3.3. Public Confidence towards Police Effectiveness

The researcher also measured public confidence through police effectiveness, findings revealed that public have less confidence on the effectiveness of police, this is witnessed by participant's answers to several of the item statements measuring police effectiveness, for example regarding responding to calls of crimes made by the public, 88(98%) say police do not respond promptly on time less than half were in agreement of either "many times" or "sometimes", this shows that police officers have to evaluate themselves on their response to crimes, also more than half 85(94.4%) of participants do not feel safe, as they responded to the statement *I feel safe when I walk at night in my neighborhood*, at the same time 86(96%) responded that their neighborhoods are not comfortable places to live in terms of security. Furthermore, it has been revealed that some of participants are not satisfied with the assistance given by the police when the public are in danger. Although participants agree that police are doing good job in their neighborhoods to stop crimes. Still

significant majority claimed police are performing poor in combating violent crime armed robbery.

Table 4.6: Public Confidence towards Police Trustworthiness, Procedural Justice and Effectiveness

Item	Many times n(%)	Never n(%)
Trustworthiness experience^b		
1. The Tanzania police are trustworthy	70(77.7)	20(22.2)
2. I am proud of the police in Tanzania	66(73.3)	24(26.6)
3. I have confidence in the Tanzanian police	71(78.8)	19(21.1)
4. The Tanzania police are often dishonest (reversed)	72(79)	18(20)
5. The Tanzania police are usually honest	66(73.3)	24(26.6)
6. The Tanzania police always act within the law	67(74.4)	23(25.5)
Procedural justice^b		
1.The police treat everyone with respect	87(96.6)	3(3.3)
2.The police treat everyone with dignity	83(92.2)	7(7.7)
3.The police treat everyone equally	88(97.7)	2(2.2)
4.The police respect people's rights	86(95.5)	4(4.4)
5.The police follow through on their decisions and promises they make	86(95.5)	4(4.4)
6.The Tanzania police always act within the law	85(94.4)	5(5.5)
7.The police take account of the needs and concerns of people they deal with	87(96.6)	3(3.3)
8.The police sincerely try to help people with their problems	87(96.6)	3(3.3)
9.The police clearly explain the reasons for their actions	83(92.2)	7(7.7)
10.The police try to find the best solutions for people's problems	84(93.3)	6(6.6)
11.The police provide opportunity for unfair decisions to be corrected	86(95.5)	4(4.4)
12.The police use rules and procedures that are fair to everyone	87(96.6)	3(3.3)
Effectiveness^b		
1.The police respond promptly to calls about crimes (e.g. robbery, assault)	88(97.7)	2(2.2)
2.The police are always ready to provide satisfactory assistance to victims of crime	87(96.6)	3(3.3)
3.The police are always able to provide the assistance the public need from them	87(96.6)	3(3.3)
4.The police are doing well in controlling violent crime (e.g. armed robbery)	87(96.6)	3(3.3)
5.Crime levels in my neighborhood have changed for the better in the last year	83(92.2)	7(7.7)
6.There are not many instances of crime in my neighborhood	85(94.4)	5(5.5)
7. I feel safe walking in my neighborhood at night	85(94.4)	5(5.5)
8.Overall my neighborhood is a good place to live in terms of security	86(95.5)	4(4.4)
9.Overall the police are doing a good job in my neighborhood	86(95.5)	4(4.4)
10.When the police stop people they usually handle the situation well	86(95.5)	4(4.4)

^aResponses set ranged from 1 very good to 4 very poor

^bResponses set ranged from 1 strongly agree to 5 strongly disagree

Source: Research Data, (2022).

All uncertain responses were regarded as missing items and were not included in analysis.

4.3.4. Strategies to Overcome Corruption in the Police Force

The other objective of this study was to evaluate strategies and measures undertaken by Tanzania police in combating police corruption and proposing other strategies specifically at Ilala Municipal, by so doing the researcher interviewed senior police officers and PCCB officials at Ilala, also the researcher collected information through interview from daladala, bodaboda, drivers, and the general public on perceived strategies undertaken by police. From the interview with police officers at Ilala Municipal, in one year back Police took several measures and introduced new measures to end up police corruption, at Ilala Municipal alone 6 police officers were fired from work and other 6 are under investigation for corrupt scandals. Participant 07.

“.....We have been very strictly against our subordinate who caught with corruption scandals, we fire them and taking them to the rule law.....and sometimes we take them to the civilian courts....”
(Interview).

Also police Senior officers have a formal police meetings with their subordinates on every Thursday in their commands, this is the mandatory formal meeting according to Police General Orders (PGO) on which every police officer at the command is supposed to attend, through this platform, senior police officers educate junior police officers and give warnings to those who engage in corruption issues, for example at Ilala Municipal more than 40 meetings have been conducted since January, 2022, in all these meetings corruption issue were addressed. It was also depicted that Police at Ilala municipal use carrots and sticks to control police corruption within the force, for example when a police officer is reported has refused to receive corruption will be recommended for promotion or other form of recognition, for example in 2018 three police officers who refused to receive corruption got promoted.

Further responses from qualitative findings regarding other proposed strategies to combat police corruption in the police force, it was proposed that there should be public enhancement of effective policing which is associated with modernization of working equipment, resources such as patrol vehicles, motorcycle, maintenance and improving the environment of Police station located within the city, this will reduce police culture of requesting for help from different individuals or organizations which in turn create corruption environment, as participants said..

“.....Police corruption sometimes is perpetuated by poverty existing in the police force, they have very limited budget for fuel consumption, and no budget for vehicle maintenance, this makes them unwillingly create friendship with people or companies which have bad reputation in the society because they know they will obtain money from them.....therefore the government have to improve police resource allocation and improving their budget....” (Interview)

Another strategy proposed by participants to combat police corruption is to improve service delivery and customer cares to Police clients such as quick respond to crime incident once reported, establishing call center, for easier communication, developing special desk for receiving complaint against any official misbehaving on treatment of the customers who come to seek Police assistance. Other proposed means is to strengthen communication and stakeholders' engagement, increase closer supervision on the police officers on duty, capacity building through training, seminar and workshop on sensitizing the Police Officers and community at large on signal indicators, effects and empowering them on reporting corruption incidents and sharing of the information regarding corrupt practice.

Other strategy proposed in the study was improving salary structure, allowances and other benefits, other participants proposed that encouraging sense of Police Officers to engage in entrepreneurship groups and educating the community on the effects of

corruption. Some studies established that when an employee is paid satisfactorily, it minimizes the likely of engaging in corrupt practices (Johan, 2019). Also Gary and Jackson, (2012) highlighted internal motivation, good pay, incentives and other benefits monetary or non-monetary encourage employee commitment and trustworthy.

Also a study by Dizard, (2015) pointed out that Police officers need better pay to live as history shows that paying officers poorly can lead to more of them attempting to boost their incomes with bribes, or competing with criminals for dirty money. Therefore, properly paid police are an important part of improving relations between communities, politicians and law enforcement. Further strategies proposed included provision of a good working environment (improving living standards among police officers, making all facilities looking good in the police stations), accountability to the community, implementation of strategies and clear policies against corruption, enforce rule of law to fight corruption behavior, strengthen a culture of transparency to all police activities and promote activities to encourage coordination between private sector.

In addition, other strategies to overcome police corruption proposed was to reduce working hours, close supervision to public service staff, the Police force should conduct a risk assessment and conducting monitoring and evaluation. This is also supported by a study conducted by Fernandez, (2013) on Corruption and It's impacts on Law Enforcement work” where he found accountability to the community, implementation of strategies and clear policies against corruption, strengthen a culture of transparency, Efficiency for the recruitment of police officers as measures

that can control the acts of corruption within the police force.

Also the other strategies as proposed in the study are improving accounting and auditing standards of staff, goods and services, develop training and ability of the police officer, implement and monitor appropriate manuals and procedures, promote and comply the rules of law. Other participants proposed on effective and accurate legal procedures, prosecution is based on accurate facts and evidence that are needed by law. By promoting activities that encourage coordination between private sectors and public, punishments for corruption will be more severe, sanctions will increase for corrupt acts. Again another strategy is the use of a special telephone number; this line will provide legal aid to people who have been exposed to corrupt behavior, specialized police section will therefore be established, promote the anticorruption campaign through a culture of integrity against corruption in the public service and enforce rule of law to fight corruption on behavior.

Table 4.7: Strategies to overcome Corruption in the Police Force

S/N	Strategies
1.	Close supervision on the police officers on duty
2.	Capacity building (seminars several time on dangers of receiving and giving corruption)
3.	Improving Salary structure (salary and allowances)
4.	Encouraging entrepreneurship among officers
5.	Educating the community on the effects of corruption
6.	Provision of good working environment (improving living of standard among the police officers, making all facilities to be good in the police stations)
7.	Accountability to the community
8.	Implementation of strategies and clear policies against corruption
9.	Enforce rule of law to fight corruption behavior
10.	Strengthen culture of transparency to all police activities
11.	Promote activities to encourage coordination between private sector
12.	Reducing working hours
13.	Close supervision to public service staff
14.	Police force should conduct a risk assessment
15.	Conducting monitoring and evaluation

Source: Field Data, 2021.

4.3.4. Public's Perception towards Measures taken by Police in Combating Corruption at Ilala Municipal

The final objective for this study was to examine public perception towards measures taken by police in combating police corruption at Ilala municipal. The aim of this objective was to understand if the public is satisfied by initiatives taken by Police administration on corruption. When responding to the question asking on the awareness of measures taken by police force in combating police corruption majority of participant claimed they knew about these measures; through TV news, WhatsApp, and some heard from friends. Among these participants only few participants positively perceived measures taken by police force was good.

In focus group discussion different explanations were provided on why the public is too negative towards measures taken by police in combating police corruption, as some participants were quoted:

“Police are not serious at all, senior officers pretend they don't see what is going on in outdoor, traffic police takes bribery everywhere very publicly, when you are in public transport you can openly witness this, for example at TAZARA during the traffic jam, police stop daladala because of traffic defaults especially driving along the service road to escape traffic jam, the driver will tell the conductor “malizana nae huyo” (Focus Group Discussion 2) meaning giving him money to release them.

Another respondent gave these explanations;

“It is not easy for police to end up corruption because this is a long chain, you may find even their bosses are also involved in corruption, so how do you expect such a boss to stop corruption....” (Interview)

Another respondent said,

Am not satisfied by actions taken by police towards ending police corruption because every day see with my own eyes corruption scandals of police, how can I say police are taken while every day I see corruption practices of police? (Focus Group Discussion)

These results were somehow different from study findings in Ghana and Botswana where the public are very confident with police measures taken towards police corruption, Nanao, (2022) conducted a study in Ghana police to examine measures taken by police administration to combat police corruption, he found measures have been taken, and the public rated very good measures taken by police (90%), again another study in Ghana, Koffi (2019) found that 94% of the sample taken had positive perception and are satisfied by measures taken by police to end up police corruption.

Gbadamosi (2006) concluded in his study in Botswana that the public is confident of police measures taken by Botswana police to end police corruption, further findings revealed that 443(90%) of participants in Botswana perceive positive Botswana police, in 2016 Botswana was the best-performing African country and stood at 35th out of 176 in the overall results (Transparency International, 2016). According to 2021 Transparency International Corruption Perceptions Index, Botswana scored 55, where 100 is the cleanest and 0 is the most corrupt score.

In the Eastern African countries, police corruption scenarios are almost the same, this study findings are the same with a study conducted in Uganda where the public is negative of measures taken by the police in combating corruption in the police, during a national survey majority of Ugandan believes that the country's police are very corrupt (Uganda Bureau of Statistics, 2019), and the report by National Service Delivery Survey of (2020) ranked Uganda police as the most corrupt government institution, According to the Afrobarometer study "People and corruption-African Survey 2020" over 69% of Ugandan participants said corruption was generally on

the increase.

4.4 Implications of The Findings

The findings have implication to Tanzania Police force as among the Institution of the Public established by the Government. This result will nurture the apprehension and guarding of offenders and protection of property of the citizen and other roles stipulated in their laws. Also, executing its role to make sure Officers do not abuse the code of their ethics. The research also has implications to integrity of every officer as measured by their own performance and is individually, the same as to the Institution. Beside this, the study has implication in reducing a myth or negative altitude persisting to the citizen that, corruption is inevitable within the Police Force. This study proves such mythology as wrong and should not be accepted.

CHAPTER FIVE

CONCLUSION AND RECOMMENDATION

5.1 Overview

This study deployed multiple methods and techniques which made the results that enable to conclude and provide recommendation to the Institutions, Community and future research who may research on the same field or title for the benefit and development of the Tanzania towards efforts of combating corruption (to zero tolerance).

5.2 Summary of the Findings

Tanzania Police force is among the Institution of the Public established by the Government, whose role involving in prevention and detection of crime, the apprehension and guarding of offenders and protection of property of the citizen and other roles stipulated in their laws. While on executing these role Officers abuses the code of their ethics and entered with conflict of infringe the rights of the citizen by involving in corrupt practice. The research in hand has revealed that the integrity of every officer is measured on his own performance and is individually, the same as to the Institution. The finding has shown that, the corruption exists in the Police force though few numbers of the victim/complainants report their cases before Police Station or PCCB Office.

Beside this, there is a myth or negative altitude persisting to the citizen that, corruption is inevitable within the Police Force. This mythology is wrong, and should not tolerated In addition, the study conducted at Ilala symbolizes all Police Officials in Tanzania. The study was aimed to asses factors that contributing to

corruption, public experience towards police corruption, impacts, and efficiency of the strategies adopted early as well as the efficiency of the laws regarding to indiscipline of corruption and its implementation. The study deployed multiple methods for intention of collecting reliable data and come up with clear results that are beneficial to the community, Police Force and the Government.

5.3 Conclusion

The study concluded on aforementioned factors contributing the Corruption among others were, weak internal control, non-compliance with anti-corruption, Indiscipline and Lack of integrity, unclear policies on hiring and recruiting, deficiency in law. Inefficiency external oversight mechanism, lack of motivation such as promotion, nature and cultural of the Force, lack of resources, low moral values, poor administration and management of lower ranks officers, inadequate supervision and control, wealth desire, poor pay package.

The laws and regulation governing the Police Force and other Anti-corruption laws were considered by most respondent to be adequate, but Institution entrusted with implementation were not adequate resourced both in terms of human and financial resources In assessing Public experience towards police corruption, three sub scales were used; Personal experience, vicarious experience, and Evaluative experience. The police departments which were mostly mentioned as a lead rings in receiving corruption are traffic police, at the police station (GD-CRO), Criminal Investigation and vehicle inspector. Public confidence towards police procedural justice is very low. The study revealed the impacts of corruption on Police force, including negative image on the community serving, wastes taxes or rates that have been

earmarked for important community projects, increase inequality, decreases popular accountability, discourages crime reporting, violation of legal procedures impunity and Judiciary corruption, discourage foreign investment leading to decrease in foreign direct investment and decline of justice and rule of law in the community.

The strategies to be set to overcome corruption in the Police force in Ilala city includes innovation in Police recruitment and hiring in the spirit of service, funded project that engage the community in recruiting, the close supervision to junior ranks, on job training on weekly, monthly, quarterly and annual basis, effective policing, promoting conducive environment for customers on service delivery, community and stakeholders' engagement and resources mobilization. The multiple methodology applied to collect data from the participants help the study to come up with the finding that the Corruption in Tanzania Police Force is still a communicable disease if no strong measures taken by the Leaders, Institution, Ministry or Government, the spread of the corruption will particularly devastating threatening hard gain improvement in human and economic development, International security and population health.

5.4 Recommendation

Basing on the finding on social economic factors that influence Police corruption public Confidence/ perception and the conclusion made, this study recommends the following; The Force should develop prepare a strategies and operational Plan in dealing with disciplinary matters, however the Ministry should have set some mechanisms on ensuring the corruption acts or conduct are intolerable. Cooperate and be transparency to other researchers who seek assistance on studies relating to

corruption based on reason that, results obtain from the studied will be shared, hence be fruitful to the Institution. The Force should create the situation of restoring the loss trust by standing or equip them in servicing to the community, hence establishing community policing programs. Strategies undertaken by Police force and new proposed Strategies to overcome Corruption in the Police Force should continue to be adhered as it clearly stated and can easily be implemented The study evaluations come up with the recommendation that stakeholders such as religious Institutions, Non-Governmental Organization and Activist should be involved in fighting the war against corruption.

On the other hand, the study revealed that the PCCB Authority and TPF are the organs that are interdependent therefore they should continue to cooperate in order to combat corruption and maintain good name of Tanzania. The Government is recommended to regularly review strategies to accommodate newly employed corruption tactics. The government is urged to use the developed corruption benchmark levels for further assessment of progress on corruption and anti-corruption effort. The Study Promote transformational in performing Police work and other role based on the new core values of the Force which are **“Discipline, Justice, Professionalism and Integrity”**

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APPENDICES

Appendix I: Interview Guide to Key Informants (TPF)

1. What are your views about the factors contributing to corruption in the Police force in Tanzania specifically Ilala Municipal?
2. Do the Police department as a Public Institution struggle to eradicate corruption?
Are they having Unit for internal integrity monitoring?
3. What are the possible strategies adopted in reducing levels of corruption in the Police force in Ilala Municipal?
4. In one previous year, did you take any disciplinary measures against your subordinates who involved in corruption scandals?
Yes what measures? And how many were fired?
5. Please provide any suggestions, opinions and recommendations which can help Police force in Tanzania in combating corruption?

Appendix 11: Interview Guide to Key Informants (PCCB)

1. What are your views about the factors contributing to corruption in the Police force in Tanzania specifically Ilala Municipal?
2. What are the possible strategies adopted in reducing levels of corruption in the Police force in Ilala municipal?
3. What measures taken by PCCB as an Authority entrusted in anti- corruption fighting in combating corruption in the Police Force.
4. In one previous year, did you take any disciplinary measures against police officers who involved in corruption scandals? Explain how
5. Please provide any suggestions, opinions and recommendations which can help Police force in Tanzania in combating corruption?

Appendix III: Focus Group Discussion Guide to Other People

My name is **MONICA ERASTO MWANACHE**, pursuing Masters of Arts in Governance and Leadership (MAGL) at the Open University of Tanzania. I am conducting research entitled “Understanding Corruption Practice in Police Force: A case of Ilala Municipality”. I request you to be part of the conversation and discussion in respect to questions basing on the study topic.

1. How do you understand the term corruption?
2. What do you think are pushing factors for police corruption? (Mention and explain)
3. Who do you think can involve in corruption?
4. Please what are your views on the factors contributing to the corruption in the Police force in Tanzania and specifically Ilala District.

S/N	Issue/Topic
1	Poverty
2	Lack of accountability
3	Institutional corruption
4	Nature of Police organization
5	Lack of resource
6	Low moral values
7	Deficiencies in the law 5913609
8	Illiteracy of recruits
9	The salary structure
10	Favoritism toward a single ethnicity
11	Designation of very low recruitment and selection
12	Police discretion is a double edge sword
13	Weak leadership and administration capacity

- 5 What is your experience towards police corruption at Ilala Municipal for stance in previous six months, did you ever give corruption to police?

6. How can you explain about your confidence towards police in combating corruption at Ilala police region. How do you put your trust to police? Are you satisfied by the way police work towards preventing crime?
7. What measure you think police is taking any measures against police corruption?
Are you satisfied by these measures taken by Police?
8. What are the possible strategies to reduce levels of corruption in the Police force in Ilala district?
9. Please provide any suggestions, opinions and recommendations which can help Police force in Tanzania in combating corruption?

Appendix IV: Interview guide to Bodaboda, Daladala and Other drivers

My name is **MONICA ERASTO MWANACHE**, pursuing Masters of Arts in Governance and Leadership (MAGL) at the Open University of Tanzania. I am conducting research entitled “Understanding Corruption Practice in Police Force: A case of Ilala Municipality”. I request you to provide me with the information by through this conversation which is for academic purpose only and not otherwise.

1. How do you understand the term corruption?
2. What do you think are pushing factors for police corruption? (Mention and explain)
3. Who do you think can involve in corruption?
4. Please what is your views on the factors contributing to the corruption in the Police force in Tanzania and specifically Ilala District.
5. What is your experience towards police corruption at Ilala Municipal foristance in previous six months, did you ever give corruption to police?
6. How can you explain about your confidence towards police in combating corruption at Ilala police region. How do you put your trust to police? Are you satisfied by the way police work towards preventing crime?
7. What measure you think police is taking any measures against police corruption? Are you satisfied by these measures taken by Police?
8. Please provide any suggestions, opinions and recommendations which can help Police force in Tanzania in combating corruption?



Ref. No OUT/ PG201799561

24th October, 2022

Regional Administrative Secretary,
Dar es salaam Region,
P.O Box 5429,
DAR ES SALAAM.

Dear Regional Administrative Secretary,

RE: RESEARCH CLEARANCE FOR MS MONICA ERASTO MWANACHE, REG NO: PG201799561

2. The Open University of Tanzania was established by an Act of Parliament No. 17 of 1992, which became operational on the 1st March 1993 by public notice No.55 in the official Gazette. The Act was however replaced by the Open University of Tanzania Charter of 2005, which became operational on 1st January 2007. In line with the Charter, the Open University of Tanzania mission is to generate and apply knowledge through research.

3. To facilitate and to simplify research process therefore, the act empowers the Vice Chancellor of the Open University of Tanzania to issue research clearance, on behalf of the Government of Tanzania and Tanzania Commission for Science and Technology, to both its staff and students who are doing research in Tanzania. With this brief background, the purpose of this letter is to introduce to you **Ms. Monica Erasto Mwanache, Reg. No: PG201799561** pursuing **Master of Arts in Governance and Leadership (MAGL)**. We here by grant this clearance to conduct a research titled "Corruption in the Police Force in Tanzania: The Case of Ilala District, Dar es salaam". She will collect her data at Ilala District in Dar es salaam Region from 25th October to 30th November, 2022.

4. In case you need any further information, kindly do not hesitate to contact the Deputy Vice Chancellor (Academic) of the Open University of Tanzania, P.O.Box 23409, Dar es Salaam. Tel: 022-2-2668820. We lastly thank you in advance for your assumed cooperation and facilitation of this research academic activity.

Yours sincerely,

THE OPEN UNIVERSITY OF TANZANIA

Prof. Magreth S. Bushesha

For: **VICE CHANCELLOR**

JAMHURI YA MUUNGANO WA TANZANIA
TAASISI YA KUZUIA NA KUPAMBANA NA RUSHWA

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Mtaa wa Jamhuri,
 S.L.P 1291,
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 TANZANIA.

Unapojibu tafadhali taja:

Kumb.Na. DA.82.312/02/119

4 Novemba, 2022

Bi. Monica Erasto Mwanache,
 S.L.P 9093
DAR ES SALAAM.

Yah: RUHUSA YA KUPATIWA DATA ZA UHALIFU WA MAKOSA YA
RUSHWA YANAYOHUSU IDARA YA JESHI LA POLISI TANZANIA
WILAYA YA ILALA PAMOJA NA UFAHAMU WA MAMBO
YANAYOAMBATANA NA UHALIFU HUO

Tafadhali rejea barua yako ya tarehe 24 Oktoba, 2022 kuhusu somo tajwa hapo juu.

2. Tumepokea maombi yako ya kukusanya 'data' kutoka Taasisi ya Kuzuia na Kupambana na Rushwa (TAKUKURU) Ofisi ya Ilala ili kukamilisha utafiti unaofanya.
3. Kwa barua hii unaomba kufika katika ofisi za TAKUKURU Makao Makuu zilizopo Mtaa wa Jamhuri Dodoma kabla hujaendelea na utafiti. Kama utahitaji malekezo zaidi wasiliana na Bi. Yustina Chagaka kwa simu namba 0683 117323.
4. Asante kwa ushirikiano wako.

S. Seja

Kny: MKURUGENZI MKUU