

The Population Council

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REPORT COVERING ACTIVITIES AT THE
UNIVERSITY OF NAIROBI, POPULATION STUDIES AND RESEARCH CENTER

March 28, 1977 - December 31, 1977

Contract Number: AID/pha-c-1164

March, 1978

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I. Project Objectives

The purpose of AID contract #pha-c-1164 is to create at the University of Nairobi a Population Studies and Research Center (PSRC) capable of performing high quality population/family planning training and research required by Kenya Government ministries, public and private agencies, international organizations, and the University of Nairobi; to focus a broad range of skills and resources available at the University of Nairobi on population issues so as to provide support for the national family planning program; and to bring to bear a measure of scientific objectivity and creative thought to population issues in Kenya.

These objectives were to be achieved through the provision of the following services by the Population Council working with the University of Nairobi in consultation with AID/Nairobi over a five-year period.

- provision of three Population Council staff to the PSRC to provide teaching, research, and advisory services through the departments of economics, sociology, and community health and by membership on the Steering and Research Coordination Committees of the Center;

- creation or expansion of formal training programs at the undergraduate and postgraduate levels designed to meet immediate needs for trained personnel within the University and the Government, particularly the Research and Evaluation Division of the national family planning program;

- development of a multifaceted research program designed to serve as a vehicle for the training programs, to meet the information needs of the national family planning program in a timely and

responsive fashion, and to provide the basis for the formulation of more comprehensive population policies in Kenya;

- development of seminar programs designed to deepen and spread awareness of the significant impacts of population dynamics on Kenya's development goals among government officials and opinion leaders;

- development or support of other activities and services that may be needed in order to make these new capacities and inter-relationships self-sustaining before completion of the contract period.

In this report we will look more specifically at the program objectives and the progress made toward them during the period June 1, 1977 to December 30, 1977. We will trace a brief history of developments at the Population Studies and Research Center (PSRC) and discuss some of the problems which arose during the first seven months of the project's implementation.

We will also attempt to interpret and evaluate this brief history of developments from the perspective of the institutional development process.

In this project the establishment of a viable research and training center for population studies, designed to serve as a focal point for population activities in Kenya, has been planned over a five-year period. The fulfillment of the requirements or objectives of this project, as agreed upon by USAID and the Population Council, is a continuing process and significant progress towards many of these objectives was made during the period covered by this report.

Among the activities towards the goal of strengthening the research and training capacities of the PSRC specified in the contract are:

(a) to publish and disseminate annually by the third year of the project at least six discussion papers and/or research reports;

(b) to develop curricula and teaching materials for a post-graduate program in population studies;

(c) to teach courses in population and family planning at the Population Studies and Research Center and in University departments to undergraduates, graduates, and employees of government or other agencies;

(d) to develop more Kenya-specific population-related courses for undergraduates (curricula are to be established in at least eight departments);

(e) to begin a series of one and two week sequences for civil servants and employees of international and private agencies;

(f) to begin a series of two to three day population seminars for opinion makers;

(g) to establish a semi-annual journal of the PSRC;

(h) to establish a library;

(i) to serve as members of the PSRC and the University of Nairobi and contribute to the determination of the Center's policies and priorities in the review and selection of research proposals, and the selection of Kenyans for participant training;

(j) to supervise research and training.

The end objectives of these efforts by the project's conclusion should be a multi-disciplinary, fully operational PSRC staffed by Kenyans with

(a) a governing council;

(b) a staff of a Director and four senior researcher/lecturers;

- (c) an ongoing research program;
- (d) a research and training board;
- (e) associate researchers and lecturers from at least eight departments involved in population research activities;
- (f) an ongoing post-graduate program (under supervision);
- (g) regularly scheduled seminars for opinion leaders and civil servants.

To meet these objectives the Population Council agreed to provide (1) three full-time advisors to the Center who would serve as senior staff for the PSRC and teach, prepare materials, conduct and supervise research; (2) purchase library materials and necessary office equipment for the Center; (3) provide consultants as needed; (4) prepare a detailed work plan covering the Contract Team's activities.

II. Phase 1: April 1 - September 1, 1978

The contract was signed March 28, 1977. Following a series of regular visits to Nairobi, Dr. Henin, Head of the Council Team of Advisors for this project, arrived to take up permanent residence in Kenya on June 23, 1977. Prior to his work in Nairobi, Dr. Henin had been Head of the Demographic Unit at the University of Dar es Salaam and Population Council Representative in Eastern Africa. In the course of his work in Africa, Professor Henin had worked closely with Professor Ominde, Head of the Department of Geography at the University of Nairobi and Director Designate of the proposed PSRC, and had established professional contacts with the Central Bureau of Statistics within the Ministry of Finance and Planning and with officials of other Kenya Government agencies. Prior to his

formal arrival at the University, he was familiar with its operations and had been working in consultation with Dr. Ominde during his visits to Kenya.

In July, a three-member Team from the Population Council was sent to Nairobi for a two-week period, to work with Drs. Ominde and Henin in detailing the first year work plan for the project and establishing formal contact with members of the University departments, the Central Bureau of Statistics and the National Family Welfare Center of the Ministry of Health. These three members were Dr. David Sly, Team member-designate (sociology), Dr. Martin Gorosh, Associate Professor, Center for Population and Family Health, Columbia University (serving as family planning evaluation consultant to the Team); and Dr. Barnett Baron, Associate, International Programs, the Population Council (project backstopping).

The mission held meetings with the Deputy Vice Chancellor of the University; the Heads of the Departments of Economics, Sociology, Geography, and Community Health; the Director of the Central Bureau of Statistics, and the Director and the Evaluation and Research Advisor of the National Family Welfare Centre of the Ministry of Health. In addition, members of the mission met individually or together with a number of students and other interested faculty of the University. On July 15, Dr. Gorosh conducted a trial-run of one of the exercises to be included in the short-term in-service training program for NFWC staff planned for September.

Work Plan

As a result of the visit, the mission was able to prepare a work plan covering the period July 1, 1977 through June 30, 1978.

The plan was prepared in conformance with the requirements of the USAID/PopCouncil contract and designed to orient the work of the Team during its first year in Nairobi. The work plan covered undergraduate training, graduate training through supervision of students, graduate courses within several departments, participant training in the United States, in-service training for family planning evaluation staff of the Ministry of Health, cooperation with the Central Bureau of Statistics in ongoing and proposed research, and development of a "distinguished visitors program" consisting of seminars and short-term visitors to the Center. In addition, the work plan outlined a tentative budget (to be funded as part of the direct AID/Government of Kenya bilateral agreement in support of the Population Studies and Research Center), and included a detailed list of equipment and supplies necessary for the first year of the Center's operation (see Appendices III and IV). A copy of the work plan as presented to the USAID/Kenya Mission is attached to this report as Appendix I.

In its July tour, the mission worked to clarify the structural relation of the PSRC to the University and to formally establish contacts with the different university departments. Prior to the establishment of the PSRC, various planned or existing population-related activities within the University of Nairobi were scattered among several departments. The Center was designed to act as a facilitator of such population-related activities, rather than as a controlling superstructure. Although the Center had been under discussion for at least six years, its establishment had faced numerous difficulties within the University owing to a lack of widespread understanding about its purposes and objectives, with respect

to existing academic departments and Institutes and to a lack of clarity about how the Center would relate to Kenya Government programs and bodies outside the University. Although the mission could not resolve all these issues in a single weeks' visit it was successful in establishing contact with all interested parties and in helping to create a firmer basis for cooperation.

Within the University, the mission group met either together or individually with the Deputy Vice Chancellor of the University (Dr. Odhiambo), the Heads of the Departments of Economics (Maitha); Sociology (Mbithi); Geography (Ominde); and Community Health (Bennett). In these meetings specific examples of possible Department-Center collaboration were discussed. The presence of Dr. Henin was seen as facilitating inter-departmental cooperation, both because of the widespread respect for his research and teaching credentials and because his interests were not identified with particular departmental interests.

A problem addressed during this mission visit concerned the slowness of the University of Nairobi in formalizing academic appointments to the Center (for Henin particularly but also for Sly) and in formally designating Professor Ominde as Director. As a result of discussions with the mission, the Deputy Vice Chancellor, who had just been designated Acting Vice Chancellor owing to the illness of Dr. Karanja, agreed that it was necessary for the University administration to take prompt action. During meetings within the University a tentative list of candidates for training abroad was also drawn.

Further Research Plans Outlined in July

The Department of Geography had collected data from two surveys:

- (a) the Kisumu multi-purpose study;
- (b) the ILO fertility/employment survey.

It was agreed that the two Team members would collaborate in the analysis of these two surveys. The multi-donor External Mid-Term Review Mission had specifically recommended that an attempt be made to study some aspects of the determinants of fertility from data provided by the ILO survey.

Contacts Outside of the University: The Evaluation and Research Division of the National Family Welfare Center of the Ministry of Health.

The Mission met as a group with Dr. Kanani, Director of the National Family Welfare Center, and with Mr. R. Peterson, the UNFPA Evaluation Advisor within the NFWC and Acting Head of the Evaluation and Research Division. Dr. Gorosh also held separate meetings with Mr. Peterson and his staff. At the request of Dr. Kanani and Mr. Peterson, following the suggestion of a previous multi-donor External Mid-Term Review Mission (March-April 1977), the Council agreed to provide an in-service training course for the four newly appointed research officers of the Division. Plans were made for a program to train these staff in general evaluation approaches, specific evaluation methods, and management oriented evaluation techniques. Dr. Gorosh agreed to return to Nairobi in September 1977 to conduct this course - (a more complete description of its contents is presented later in the report).

In meetings with Parmeet Singh, Director of the Central Bureau of Statistics (CBS) areas of cooperation between the PSRC and the CBS were outlined. Both the Director of CBS and the Team Members agreed on full cooperation between CBS and PSRC in the areas of research and training. The CBS agreed to provide data collected in a number of statistical inquiries and surveys (POPLAB, Integrated Rural Survey, National Demographic Survey) and the PSRC agreed to assist in their analyses. Plans were made to provide Henin and Sly each with a Statistical Officer and engage their work on one aspect of the available data at CBS. In this way CBS staff would receive "on the job training" in research methodologies and analyses while providing policy makers with analyses of social, economic, and demographic data.

PSRC Distinguished Visitors Program

Plans for a PSRC Distinguished Visitors Program were designed to derive maximum benefit from the occasional visits of population and family planning specialists to Nairobi and to respond to the interest expressed by population/family planning professionals in spending a sabbatical term or year at the Center. (Detailed information follows later.)

Results of the Consultant Visit

As part of the Team visit the structural relationship between the PSRC and the University was discussed -- with plans made for the formal establishment of the Center and appointments of its staff. Tentative arrangements for collaboration between the Center and the CBS and NFWC were agreed upon. Training needs both

inside and outside the University were assessed and research possibilities outlined. Lists of office supplies, books, and periodicals to be ordered were compiled. Plans for a training seminar were decided upon and a course module pre-tested, while an outline of activities under a Distinguished Visitors Program was proposed.

III. Formal Establishment of the Center

During July the formal statute establishing the PSRC was ratified by the University, Dr. Ominde was confirmed as Director of the Center, and Henin and Sly were formally appointed to its staff. In the statute the aims of the Center were defined and the structure for a Governing Board of the Center and a Research and Training Board was outlined. The objectives of the Center were (1) to establish population as a discipline in the University, (2) to conduct high quality population research of direct value to the Government of Kenya in the general area of economic and social development and planning, (3) to provide consultancy services, (4) to carry out selected functions as determined by the Governing Board. These objectives would be met by: (1) providing long-term graduate training at the Ph.D. and M.A. levels for departmental staff members at the University as part of staff development (2) providing local graduate training at the M.A. and Ph.D. levels for University personnel as well as the personnel of such Ministries as: Ministry of Finance and Planning, Health, Education, Agriculture, Labour, etc. (3) to create or expand formal training programs at the undergraduate level (4) to organize workshops and seminars for senior civil servants.

The Statute anticipates that close cooperation would develop between the PSRC and the Ministries of Finance and Planning (particularly the Central Bureau of Statistics), Health, Education, and Agriculture, to identify priority research areas.

The Governing Board of the PSRC established through the Statute consists of the Permanent Secretaries from the above Ministries, the Vice Chancellor of the University of Nairobi, the staff of the PSRC, various university department heads, and the Directors of the Institute for Development Studies, the Institute of African Studies, and the Family Planning Association of Kenya. (A copy of the Statute is attached as Appendix II of this report.)

IV. IUSSP Meeting

In August, Dr. Ominde attended the International Union for the Scientific Study of Population (IUSSP) meetings in Mexico City. The IUSSP conference, held once every four years, was a major international population meeting. During the conference, Dr. Ominde met with other professionals in the population field, and shared with them information about the newly created PSRC.

V. In-Service Training Seminars

In September, Dr. Martin Gorosh, Professor of Community Health at Columbia University, returned to Nairobi with Mr. James Foreit, an evaluation specialist, to present a three-week in-service training program for the staff of the Evaluation and Research Division of the National Family Welfare Center. Although a tentative outline of topics for the training program had been outlined during

July, Mrs. Otete, Mr. Peterson and Mr. Stiernborg of the NFWC requested that the course be reoriented to facilitate achievement of some specific recommendations contained in the recent report of the External Mid-Term Review Mission to review progress of the Kenya National MCH/FP Programs FY 1975-79. The mission recommended that the program adopt intermediate operational targets to measure program progress. To facilitate the adoption of these targets they recommended: (1) the preparation of a detailed paper which refines and develops further the operational principles in target setting; and (b) the planning and carrying out of a pilot test using operational targets in two or three districts to extend the system on a nationwide basis.

The course was organized as follows:

Week One:

Monday - Demographic Rates and Measures
Tuesday - Target Setting (demographic and operational)
Wednesday - Target Setting (demographic and operational)
Thursday - Manpower Planning
Friday - Manpower Planning
Saturday - Review

Week Two:

Monday - Overview of Evaluation and Service Statistics
(tie back to targets)
Tuesday - Indicators
Wednesday - Monitoring Supervision
Thursday - Questionnaire Design
Friday - Questionnaire Design
Saturday - Review

Week Three:**Monday** - Sampling Methods**Tuesday** - CYP**Wednesday** - Life Table Methods**Thursday** - Life Table Methods**Friday** - Training for Statistical Clerks (development of a new training program)**Saturday** - Review

The unifying theme of the program was the concept of "operational targets." Following a basic grounding in demographic rates and measures, the theme was introduced and was reinforced by the material in the remainder of the program, usually by citing the ways in which particular approaches or techniques may be employed to set, and to assess the accomplishments of, operational targets

The three-week time period (full-time for 5½ days per week) was necessitated by the work schedules and prior commitments of the trainees. It was suggested that the Center consider additional in-service training programs in the future.

Participants

Mr. Dominic Mutua, Senior Key punch Operator
 Mrs. Pat Njoroge, Research Officer
 Mr. Milton Akotsi, Research Officer
 Ms. Zhila Mahboobi, Research Officer
 Mr. Nelson A. Keyonzo, Research Officer
 Duncan Konje, Statistical Clerk
 Luck Olweny, Statistical Clerk

During the first week of the training program there was extensive and highly visible involvement by Professors Ominde and Henin of the PSRC. On Monday, the first day of the program, Prof. Henin opened the program by welcoming the participants, introducing the

faculty, describing the program of the Center (particularly as it related to the NFWC Program) and presenting a two-hour lecture on Introductory Demography and Population Dynamics. On Wednesday, Professor Ominde visited the class and welcomed the participants. His remarks provided a genuine morale boost for the participants as he emphasized their roles as pioneers in the first formal training program offered by the Center. Both Professors Ominde and Henin advised the students that they were welcome at the Center to participate in its program and to seek assistance on specific problems as they arose in the course of ongoing work.

Frequent staff meetings were held between the PSRC and the NFWC during the course of the seminar. An evaluation of the seminar concluded that the trainees had responded well to the materials at the level at which they were presented. The participants worked diligently, and initiated and sustained in-depth discussion about the material presented.

VI. Teaching and Training Activities

During the fall Dr. Henin taught a course in demography within the Department of Community Health. Dr. Sly lectured in the Department of Geography's two courses on population. Both Dr. Henin and Dr. Sly advised students and served as research consultants from within their positions at the PSRC. A final selection of personnel for long-term academic training in the U.S. was made. They are:

<u>Name</u>	<u>Dept. Affiliation</u>	<u>Course of Study in U.S.</u>	<u>Academic Goal</u>
Mr. E.H.O. Ayiemba	Geography	One Year	Demography (Diploma)
Miss N. Musyoki	IDS	Social Demography (Pop. Education)	Ph.D.
Miss E. Khasiani	Sociology	Sociology	Ph.D.
Mr. Gatara			Ph.D.
Mr. J.O. Oucho	IAS	Human Geography	Ph.D.

Five established university posts were approved for the PSRC as part of the 1977/78 budget. With Ominde and Muinde filling the posts of Professor and Lecturer, and the addition of an associate professor, senior lecturer, and lecturer, the number of staff members will be brought to eight.

Curricula for the BA and MA degrees were developed and will be discussed in the next annual report. Henin produced detailed syllabi for eight courses.

VII. Equipment and Library

At the first meeting of the Training and Research Board, they approved the first installment of a booklist for the library as well as a list of office equipment (which was subsequently ordered by the Population Council and shipped to Nairobi -- see Appendix 3). Henin also prepared the Institute's building plan, with plans for student intake, accommodations for staff, administrative personnel, lecture theatres, seminar rooms, library, stores, etc. over the period 1978-1985. A second and final batch of books and journals for the library was prepared and sent to New York, and a documentalist was recruited.

VIII. Research Activities

Several meetings were held with the director and heads of sections of the Central Bureau of Statistics; Integrated Rural Survey, Demographic Studies Unit, Labour Surveys, Data Processing, Social Statistics. The Director agreed to make available the data tapes. Members of the Team have produced a master research plan for CBS data, which was submitted to the director of CBS for approval.

Henin has given advice to the CBS on tabulation programs for the 1977 and 1978 National Demographic Surveys. He is working with the CBS on the preparation of a chapter on population for the fourth five-year plan.

In addition, Henin is working on:

(a) Determinants of fertility in Kenya using data from the 1969 Census, the 1973 Baseline Survey and the ILO Study. This study is required by the Ministry of Health and the Ministry of Finance and Planning on behalf of the World Bank.

(b) Fertility trends using data from the 1969 Census and the 1973 Baseline Survey.

(c) Preparation of a "mini" book for provincial planners on

- (i) each province population profile
- (ii) dynamics of population change
- (iii) interrelation of economic, demographic and social factors
- (iv) use of population data in economic and social planning
- (v) need for population policies.

This "mini" book is to be left with the provincial planners.

Henin has submitted research proposals to UNFPA to support a project on women in development as related to fertility. He submitted a proposal to the Rockefeller Foundation for support of a field project, at the district level, examining the impact of development, particularly in the field of agriculture, on demographic variables. Henin will also be assisting the UNICEF regional office in Nairobi on the preparation of population profiles for countries in their region and is a consultant to the meeting on Nomadism in Africa.

In the period from September through December, Sly completed the document "Accomplishing Goals by Meeting Objectives." Sly also developed three research proposals which were approved by the Institute's Research and Training Board. Two of these have not been started even though funding has been available because of the lack of staff and the failure of the CBS to respond to the data requests necessary to carry out these projects. The third project is well underway. It deals with an extensive analysis of the migration data from the 1969 Census. To date most attention has been directed at obtaining data and estimating and calculating rates of "in" and "out" net migration rates for provinces and districts. In addition to this the PSRC staff have estimated and produced the first data depicting migration streams between all of the districts. Early analyses of these data are producing a number of interesting results such as migration making an extremely small contribution to the growth of Nairobi. This is a result of a surprisingly large migration out of the city. Similarly the volume of migration from rural to urban areas is considerably less than the volume of inter-rural migration.

During 1978 these data will be analyzed in detail. Sly is also in the process of developing a survey on migration expectations of youth. He has completed a paper on urbanization patterns in Africa and expects to extend this analysis. He will also assist in preparing the materials for the seminar program and the World Bank Report.

In November 1977 the drafts of five tentative research proposals from the PSRC were sent to the New York office of the Population Council. Dr. Sly (with Ominde) is developing a project on migration and population redistribution. Henin is interested in developing a

manual for integrating population data in economic and social planning at the district level. Dr. Sly is working with a proposal to study the economic value of children to small farm household heads. All research proposals will make use of the data existing in the CBS using as research assistants candidates that have been selected to go abroad for Ph.D. training. It is expected that they will gain experience working as apprentices to Drs. Sly and Henin, while increasing the contribution to the development of research relevant to national planning needs. In addition, candidates for M.A. and Ph.D. training on a local level are being recruited.

IX. Distinguished Scholars Program

The PSRC has proposed a Distinguished Scholars Program (see Appendix V) to devise maximum benefit from the occasional visits of population and family planning specialists to Nairobi and to respond to the interest expressed by population family planning professionals in spending a sabbatical term or year at the Center. The program was designed to serve several purposes: 1) it will bring individuals with great professional expertise to the PSRC where they can discuss both their research and perspectives with staff and students while offering their criticism or suggestions on the research projects being undertaken by students and staff; 2) these scholars will be able to give workshops and seminars on specific topics related to understanding and analyzing the complex interrelationships between population and development.

The first scholar to visit the Center was Dr. Charles Nam whose services were provided under a consultancy provided by the Council. The second scholar scheduled to visit Nairobi in June will be

Professor Alfred Sauvy. His visit is being arranged through the French Cultural Center in Nairobi, with the French Government meeting the cost of the visit.

X. Evaluation

During the first eight months following the project's initiation, satisfactory progress was made toward many of the project goals.

Among the accomplishments of the first year are:

Structuring of the PSRC

1. Formal establishment of the PSRC at the University:
 - a) Governing Board was set up
 - b) Research and Training Board was established and held meetings
2. Office equipped with supplies
3. First list of books and periodicals to the library was compiled, purchased and sent.

Training

1. Two groups of candidates were selected for training abroad, the first for the departments and institutes, the second for the PSRC.
2. Course offered by Henin in demography
3. Course offered by Sly in social demography
4. In-service training course in evaluation methods
5. Henin and Sly worked as student advisors

Research

1. Data and research sharing arrangements worked out between CBS and PSRC
2. Preliminary research proposals designed

Team Members

Two of three proposed project Team Members have been working at the PSRC.

XI. Discussion of Problems Encountered

Two of the major problems encountered during the year were:

1. Designation of a third member of the Project Team with skills in family planning evaluation.
2. Integration of PSRC staff into the University Departments.

1. In the period between the submission of the project proposal and its signing and preliminary implementation, one of the three designated Team members had to leave the Team. Dr. Peter Donaldson, designated as Team Sociologist in the proposal, accepted a job with the International Fertility Research Program, and was replaced by Dr. David Sly, an equally distinguished sociologist experienced in population analysis. Dr. Sly visited Nairobi in July as part of the consultant team to draw up a first year workplan and began permanent residency in Nairobi in September.

Dr. Jeremiah Sullivan, designated in the proposal as the third Team member, withdrew himself for personal reasons in late May 1977. Finding a suitable replacement proved to be a lengthy process. Despite intensive recruitment efforts on the part of the Council including direct mail solicitations, advertisements in national newspapers and through professional associations, few available candidates could be identified with the requisite expertise, academic degrees, and research and training. Specifically, an individual was sought with experience in family planning program operation management and evaluation, as well as familiarity with formal demographic and quantitative evaluation methods, someone who could

provide operational assistance in addition to possessing the necessary academic qualifications. An annotated list of candidates considered in the search is attached as Appendix VII.

As of the preparation of this report, a candidate qualified for the third Team Member position, Dr. Timothy Johnson, has been sent to Nairobi, where he was well-received in interviews at the University. Dr. Johnson will be returning to Nairobi as a consultant in May. If officially approved, it is anticipated that he would join the Council Team around mid-year. The lack of a third Team Member has delayed the development of formal ties between the PSRC and the Research and Evaluation Division (RED) of the National Family Welfare Center (NFWC). The PSRC, however, did sponsor the In-Service Training Program for the research officers of RED/NFWC in September. The presence of Dr. Martin Gorosh as a consultant in July and Workshop Leader in September provided the PSRC with the services of someone with all the requisite qualifications sought in the third Team Member.

2. Integration of PSRC staff into the University Departments.

Although it was originally proposed that members of the PSRC would hold joint appointments in regular University Departments and in the Center, institutional difficulties have thus far prevented this. The model for the development of the PSRC, as originally proposed by the Population Council, called for the Council's Team Members to share joint appointments with the PSRC and the University Departments. Previous Council experience in the development of research institutions within university settings has demonstrated that the long-term survival of such institutions is largely dependent

upon the extent to which they are linked to university departments and fully integrated within the university infrastructure. In retrospect, it was unfortunate that the contract between USAID and the Population Council for the development of the PSRC, as well as the bilateral agreements between USAID and the University of Nairobi, did not call specifically for joint appointments for staff Team Members. To date institutional opposition has prevented the realization of this important step.

The joint appointments were meant to enable the Institute senior staff to offer or update population courses in several departments. Staff members from the departments were also expected to have joint appointments with the Institute in order to conduct joint research. Such an arrangement was envisaged for a number of reasons. First, the long-term survival of the population discipline is in the departments rather than in an autonomous institution. When initial plans for the creation of a PSRC were being discussed, the Institute of Development Studies (IDS) existed in Nairobi as an autonomous research organization. The population institute was designed to play a different role in which it would be fully integrated within the University and linked to the different departments through joint teaching, training and research activities. Because of the interdisciplinary nature of the discipline, it was felt that both research and training in population would be best served by implanting it within several departments rather than creating a separate Department of Population. This was also considered the best use of the University infrastructure.

The lack of joint appointments remains a critical issue facing the PSRC. When Drs. Sly and Henin were appointed, they were given

the title of Visiting Professor. This had a number of serious implications:

1. Henin and Sly lost formal access to the departments, especially their respective departments of economics and sociology, where they might have been able to make substantial inputs.

2. It had been intended that Dr. Henin serve as Deputy Director of the PSRC. When the University made Professor Ominde full-time Director of the Institute, the University decided not to establish Henin as Deputy Director. Consequently, he lost this opportunity for formal access to the University administration.

3. The Institute has developed as a completely independent unit in the University, and has been told to work on developing a Department of Population Studies, with B.A. and M.A. programs in population studies. Outlines for such programs have been prepared and are awaiting approval by the relevant University committees. However, the long-term merits of instituting a separate program in population are questionable.

Career opportunities for graduates of this proposed department are uncertain. Their employment options would be enhanced if they could share a more established disciplinary base -- sociology, economics, geography, etc. Isolating population as a separate department may compound the difficulties of incorporating demographic considerations into development planning and policy making as the status of the population department and its graduates will not initially be apparent to policy makers.

The original model for the PSRC called for an umbrella structure to coordinate population research and training activities within the University, rather than an independent research institute. Its

survival, following the termination of the USAID/PopCouncil project, and the chances for the long-term incorporation of population concerns within training and research activities at the University have been seriously imperilled by the deformation of the model originally proposed. As the project nears the end of its first year of operations, it is imperative that these issues be addressed and decisions made on how to proceed. The following options are theoretically available:

1. That the present institutional arrangement be accepted and the PSRC staff continue to try and maintain informal collegial ties within the University departments.

2. That informal discussions with the appropriate University officials be pursued with the intent of resolving these problems.

3. That the contracts between the Population Council and USAID, or USAID and the University of Nairobi be renegotiated with explicit provisions for joint appointments.

4. That the Population Council decline to appoint new staff to the University until this issue is resolved.

5. It is hoped that in the near future discussions between USAID/Washington, USAID/Kenya, the Population Council and the PSRC will yield a strategy for future actions to resolve this issue.

Other Problems

Other problems that need to be solved include

1. Accommodation. The room that has been allocated for the library is too small. There is no room for the librarian and no room for the equipment or storage. There is also not enough room for research assistants.

2. Local Training. It has proved difficult to get the Administration to provide funds for M.A., Ph.D. students that are to be trained locally, although this item was clearly specified in the agreement between AID/Nairobi and the University.

XII. Discussion

The institutional development process, as originally described by Milton Esman and Rolf Lynton¹ consists of three phases: inception, growth and establishment, and institutionalization. The first eight months of the Nairobi project -- corresponding most directly to its inception phase -- can be characterized as successful, if we take as measures of success the extent to which the initial idea for a center has been accepted, the support for its formal establishment, and the degree to which it was able to draw up a viable workplan and operationalize its activities.

During this initial period, the idea of establishing a PSRC, under discussion for six years, was actually realized. The University of Nairobi, while delaying formally recognizing the Center, officially approved the establishment of the Center and its appointed staff in July. The work of the consultant team in meeting with heads of the different University Departments and representatives of the Ministry of Finance and Planning as well as the National Family Welfare Center, strengthened the support for the Center both within and outside the University. Supportive links between the PSRC and the University and the ministries were institutionalized through the establishment of a Governing Board for the PSRC consisting of high ranking representatives of the University administration, the academic departments and government ministries. The linkages of the Center with outside organizations, so crucial to

¹See Milton J. Esman, "Some Issues in Institution-Building Theory," in D. Woods Thomas et. al. (eds.), Institution-Building: A Model for Applied Social Change (Schenkman Publishing Co., 1972), and Rolf P. Lynton, Building Population Programs in Universities: A Brief Guide for Policy Makers (Carolina Population Center, 1974).

its long-term development, were also reinforced in frequent meetings of its staff with representatives of the Ministries of Finance and Planning, Health, Education, and the National Family Welfare Center, as well as with members of the University Departments. The provision of an in-service training program for the staff of the Research and Evaluation Division of the National Family Welfare Center, the establishment of data and research sharing arrangements with the Central Bureau of Statistics, and Dr. Henin and Sly's teaching within the Department of Community Health and Ob/Gyn were evidence of the Center's efforts to provide services to a number of audiences.

Services of the PSRC within the University included the work of staff members as advisors to students and consultants on research projects. An indication of the growing acceptance of the PSRC within the University was the approval of five established university posts at the PSRC, bringing the number of approved staff members to eight, including the three Council Team Members.

Increasing the visibility of the PSRC will be important if it is to assume a permanent role in support of policy and planning work in Kenya. International and consequent national attention was drawn to the PSRC through the attendance of Dr. Ominde at the international meetings of the IUSSP. The In-Service Training program was also evidence of the PSRC's work. The Center's visibility will be highlighted by the occasional visits of distinguished scholars to the PSRC such as the visits of Drs. Sauvy and Nam. Government officials will be invited and encouraged to attend the workshops and seminars offered by these scholars.

During its first phase of operations, the staff of the PSRC, with support from the Council, acquired the office supplies and equipment necessary to begin operations. Plans for future research and library development were begun. Candidates were identified for advanced training abroad. The continuity of leadership at the PSRC will depend upon having a trained local staff available when the Council Team withdraws from their staff positions at the PSRC. The training offered through the Center both locally and abroad is contributing to the development of its own staff capabilities, while providing the University and Government with a personnel capable of doing policy relevant population research.

XII Future Plans

The PSRC is moving beyond its inception stage into the second stage of its institutional development in which it must increase and strengthen its ties within the University and to government agencies. It must meet the needs of policy makers and planners for pertinent, accessible information on the relationship between population and development. To this end, plans have been made to offer a series of workshops for planners in Kenya to begin in the spring of 1978. Meetings have been held between the PSRC, the Ministry of Health, and the Ministry of Finance and Planning to offer a series of population seminars for national, provincial, and district planners and community leaders. A steering committee with representatives of the Ministries, the PSRC and a non-governmental organization has been meeting.

In 1967 the Government of Kenya stated its policy on improving the quality of life of mothers and children through improved

maternal and child health care and the spacing of births. Much of the health infrastructure for the improved delivery of MCH/FP services has been built up over the past five years. An important task that remains is to develop an understanding of the importance of population factors in economic and social planning and development by policy makers, planners, and opinion leaders whose assistance is of vital importance in motivating the public to utilize these services.

Plans have been made for a series of seminars (see Appendix VI) addressed to different audiences of planners to introduce them to population concepts and instruct them in the uses of population data in their planning processes. Current plans call for a series of six provincial seminars to be held April-July 1978, for a National Planning Meeting in Nairobi in August; for four specialized seminars for provincial planning officers and the district development officers; for a seminar on nomadic population, and for 41 district planning seminars.

Plans for these seminars are an indication of the PSRC's concern with making the uses of population data and research clear to the national and regional planners. In so doing it strengthens the need for national population analysts and promotes its own function as a training and research center, thereby insuring its own institutional development, while contributing to the planning of national policies.

For a further description of work plans see Appendix IX.

APPENDIX I

WORK PLAN: JULY 1, 1977-JUNE 30, 1978

Population Studies and Research Centre

University of Nairobi

Work Plan: July 1, 1977-June 30, 1978

This work plan was prepared as the result of a five-day visit to Nairobi by a Population Council mission consisting of Dr. Roushdi Henin, Contract Team Leader and Deputy Director-designate of the PSRC; Dr. David Sly, Team member-designate (sociology); Dr. Martin Gorosh, Associate Professor, Centre for Population and Family Health, Columbia University (serving as family planning evaluation consultant to the Team); and Dr. Barnett Baron, Associate, International Programs, The Population Council (project backstopping).

The mission held meetings with the Deputy Vice Chancellor of the University; the Heads of the Departments of Economics, Sociology, Geography, and Community Health, the Director of the Central Bureau of Statistics, and the Director and the Evaluation and Research Advisor of the National Family Welfare Centre of the Ministry of Health. In addition, members of the mission met individually or together with a number of students and other interested faculty of the University. On July 15, Dr. Gorosh conducted a trial-run of one of the exercises to be included in the short-term in-service training program for NFWC staff that will be given in September (see below).

Status of the Contract Team

Dr. Henin arrived in Nairobi on June 23 to take up permanent residence, following a series of regular visits from Dar es Salaam during the preceding months. The University is expected to confirm his academic appointment as Professor of Economic Demography on July 21. As a result of the delay in signing the AID-Population Council contract (March 28), and the University's delay in finalizing the academic appointments of Centre staff, the project has not been able to proceed as rapidly as hoped. Nevertheless, Dr. Henin has established contact with concerned department heads and staff and the project will get off to a good start after the academic appointments are confirmed. Dr. Henin will have to travel to Ghana and Mexico for part of the period between now and mid-August, but will return to Nairobi on August 15. Some time will have to be spent in establishing a residence in Nairobi. Progress on this matter has been almost impossible until now owing to Dr. Henin's lack of an official status at the University and consequent inability to obtain a residence permit.

Dr. Sly has been nominated to fill the sociologist/demographer position on the Team. His appointment is expected to be confirmed by the University on July 21, and he will return to Nairobi for two years beginning approximately September 1.

Recruitment of the third member of the Team, a family planning/health evaluation specialist, continues following the late (May 23) and unforeseen withdrawal of Dr. Jeremiah Sullivan. The mission's visit has been extremely useful in identifying the most appropriate mix of academic training, professional experience, and personality to be sought. We expect to identify and nominate a candidate in time for a January 1978 arrival at the PSRC. Dr. Martin Gorosh served as a consultant on the mission and provided invaluable assistance in clarifying issues, suggesting alternative possibilities for future action, and in designing the short-term in-service training program for NFWC staff described below.

Undergraduate Training

Following his arrival on September 1, the sociologist/demographer on the Team will prepare syllabi for two courses to be introduced in the Department of Sociology:

- a) a course in Social Demography for third-year students. (An introductory course in population studies is already available in the department for second-year students.)
- b) an advanced course in Techniques of Demographic Analysis for masters degree candidates.

The economist/demographer on the Team will prepare a syllabus for a course in economic demography that will be introduced in the Department of Economics.

Graduate Training

The Departments of Economics, Sociology, and Geography, the Institutes of Development Studies and of African Studies, have a number of graduate students who are working in the area of population but lack good supervision by qualified faculty. This has been a chronic problem. The two available members of the Team will carry out a thorough survey of graduate training in population in these departments, and will make necessary recommendations to the departmental or institute heads as to the most appropriate means of achieving better coordination. A seminar system will be organized by the Team in which graduate students will have the opportunity to discuss their research topics. It is anticipated that each Team member will supervise two graduate students during the first year of the project.

Graduate Courses

Over and above the graduate course in sociology referred to earlier, discussions will be held during the coming year with the Head of the Department of Economics to introduce a graduate course in economic demography and the role of population in economic planning in the second year of the project. Dr. Henin will teach the course.

Dr. Henin will also hold discussions with the Head of the Department of Community Health, at the latter's initiative, leading to the introduction of a course in demography similar to the course Dr. Henin taught in the Faculty of Medicine at the University of Dar es Salaam.

Without explicitly committing either the Department of Community Health or the as yet undesignated third member of the Team, Dr. Gorosh held discussions with the Department Head about the types of graduate courses that might be of interest. A set of course outlines and other descriptive material of the program of the Center for Population and Family Health of Columbia University was left with the Department Head to illustrate some of those possibilities.

Training Abroad

In an effort to identify candidates for training abroad, Dr. Henin has informally contacted a number of Department heads and graduate students. As a result, one post-doctoral candidate, two Ph.D. candidates, and one mid-course Ph.D. candidate were identified. The candidates are:

- Ms. R. Musyoki: M.A., sociology, University of Nairobi. Candidate for Ph.D. program in communications/sociology. (Three years.)
- Mr. T. Gatara: M.A., sociology, University of Nairobi, candidate for a Ph.D. program in population education. (Three years.)
- Mr. J. Otieno: Ph.D., mathematics, University of Nairobi (expected December 1977) candidate for post-doctoral training in demography and MCH/FP evaluation (Two years.)
- Mr. E. Ayiemba: M.A., geography, University of Nairobi, registered for a Ph.D. at Nairobi. Candidate for mid-course training in demographic analysis (One year.)

Dr. Henin and Dr. Baron met with the Deputy Vice Chancellor of the University of Nairobi on July 13. As a result of this meeting the Deputy VC decided to call a meeting of Heads of Departments to discuss the PSRC in general and also to identify candidates for training abroad. An official list of candidates will emerge from this meeting, but we anticipate that the four candidates listed above will be included.

From September to December the Team members will follow up on progress made in identifying candidates for training abroad, and will maintain good communications with the Population Council in New York regarding their placement at appropriate universities. If necessary, special courses will be provided to prepare the candidates for training abroad.

In-Service Training for NFWC Staff

During the mission's meeting with the Director of National Family Welfare Centre, it was agreed that the PSRC will sponsor an in-service training program for newly appointed research officers of the Evaluation and Research Division of the NFWC. A program has been developed to train these staff in general evaluation approaches, specific evaluation methods, and management-oriented evaluation techniques. This program will start on or about September 12 and will continue for three to four weeks. A detailed outline of the in-service course is attached as Appendix B to this work plan.

Beyond this short-term training program, the mission felt that additional training and evaluation research activities in collaboration with the NFWC could not be fully developed until:

- a) NFWC evaluation research priorities are specified.
- b) decisions are made on the recent interagency recommendation that a highly qualified evaluation specialist be assigned full-time to the NFWC to provide technical assistance over the next two years.
- c) the third member of the Contract Team is recruited and on-board; and
- d) working relationships among the PSRC, the NFWC, and the Department of Community Health are established.

Research

A meeting was held between the team members and Mr. P. Singh, Director-Central Bureau of Statistics. Both the Director-CBS- and the team members have agreed on full cooperation between CBS and PSRC in the area of Research and Training. The CBS has collected data in a number of statistical inquiries and surveys (POPLAB, Integrated Rural Survey, National Demographic Survey) and the PSRC will provide the necessary analytic skills. Henin and Sly will each be allocated a statistical officer. Both will be engaged on one aspect of the available data at the CBS. In this way, not only analysis of the social, economic and demographic data will be provided to assist policy makers, but CBS staff will get the necessary "on the job training" in research methodologies and analysis.

It is expected that between September 1st, 1977 and June 30th 1978 four studies will be completed on:-

- a) Determinants of fertility
- b) Provincial and district differentials in fertility and mortality
- c) Interrelations between economic, social and demographic factors
- d) Differential population change in rural and urban communities. In addition to providing baseline information for the continuation of CBS work these studies will provide some evaluation of data already available.

Attempts will also be made to make the data from CBS available for graduate students at the University of Nairobi. This step, however, will have to await the completion of the studies referred to above.

These students should provide important baseline information for the evaluation and research divisions at the Ministry of Health. In addition, technical assistance will be provided during the coming year to the NFWC's proposed study of family planning program drop-outs.

The Department of Geography has collected data from two surveys:

- a) the Kisumu multi-purpose study
- b) the ILO fertility/employment survey

The two team members will collaborate in the analysis of these two surveys. The interagency mid-term evaluation mission has specifically recommended that an attempt be made to study some aspects of the determinants of fertility from data provided by the ILO Survey.

PSRC Distinguished Visitors Program

The PSRC Distinguished Visitors Program is designed to derive maximum benefit from the occasional visits of population and family planning specialists to Nairobi and to respond to the interest expressed by population/family planning professionals in spending a sabbatical term or year at the Centre.

Population/family planning professionals visit Nairobi regularly in connection with the work of the National Family Planning Program, the University of Nairobi, USAID, Programs for Better Family Living, FPIA, Ford and Rockefeller Foundations, and other programs. Advance notice of such visits can be obtained from the sponsoring organization or from USAID. Students, faculty, and family planning practitioners associated with the PSRC would benefit from a regular program to bring such visitors to the Centre to present informal seminars on their current research and programmatic activities. Since the expenses of such visitors are already covered by the sponsoring organizations, funds are requested to enable the PSRC to offer token honoraria (averaging \$100-150) and to cover local expenses associated with the seminars.

One of the important roles that university research centres can play is to provide research and academic facilities to scholars on sabbatical leave from their home institutions. The visitors benefit from the local assistance and in return the host institution benefits - at modest cost - from the presence of individuals with fresh ideas, insights, and experience. Several established scholars in population/family planning have already expressed interest in the PSRC and in the possibility of spending their sabbatical leave here, conducting research and offering informal courses or seminars. Since salaries would be covered by home institutions, and research would usually be funded by grants or other means, PSRC funds are needed only for round-trip fares and assistance with local housing.

Estimated Expenditure - FY 1977

Research	\$50,000	
PSRC Distinguished Visitors	12,000	
Participant Training	100,800	(a)
Books	20,000	(b)
Equipment and Supplies	12,000.	(c)
Total	<u>\$194,800.</u>	

- (a) 9 person-years @ \$11,200
 (b) 2000 volumes @ \$10
 (c) List of items included in Appendix A.

R. Henin
 M. Gorosh
 D. Sly
 B. Baron
 Nairobi, July 15, 1977

Appendix A

Equipment and Supplies

Calculators

3	HP-67 programmable calculators, each with two battery packs	-	\$1,125.
3	HP-21 scientific calculators		240.
15	Texas Instrument SR-10 Calculators for student use		233.

Research Dissemination, Workshops, Seminars

2	IBM Selectric Typewriters, with wide carriages, sound covers, pica, headliner and mathematical heads.		1,400.
1	APECO photo copier		1,295.
100	Reams APECO photo copier paper - included with machine		
1	Electrostatic stencil machine - AB Dick, Model 588		1,045.
1	Gestetner duplicator - Model 420		1,225.
100	Reams stencils - included with machine		
1	16-MM sound projector, with 12 extra bulbs - Bell & Howell		620.
1	35-MM slide projector, with 12 extra bulbs		200.
1	Overhead projector, with 12 extra bulbs - 3M - Model 5088		350.
1.	Desk-top cassette tape recorder		150.
2	Portable cassette tape recorders		240.
2 Gross	Cassettes, 30 minutes each side		850.
1	Visual display tripod with flip chart pads		100.
1	Heavy-duty stapler with 150 boxes staples		150.
1	Heavy-duty adjustable 3-hole paper punch		25.
1	Paper-cutter (24" x 24")		55.
1	Koh-i-noor Rapidograph Kit		
2 Gross	Expandible Binders		150.
2 Gross	3-Ring Binders, 1 inch		500.

PSRC Storage Facilities

1 ~~Electric dehumidifier~~ \$ 150.

12 Units Steel Shelving, 6 ft high by 3 ft wide by 1 foot deep

6 5-drawer file cabinets, with locks

Other Equipment & Supplies

3 Electric room heaters with blower fans

~~1 Refrigerator~~

~~2 Coleman-coolers~~

~~2 Coleman-lanterns~~

Paper	8½ x 11"	
00 Reams	Lined Pads	300.
"	Bond	300.
"	Unlined Pads	300.
"	Graph Pads, ¼ inch grid	425.
"	Log Pads	250.

Index Cards

100 Reams	3" x 5"	
"	Lined	20.
"	Unlined	20.
6 3x5	File Box	35.

Miscellaneous 247.

TOTAL \$12,000.

Appendix B

Outline for an In-Service Training Program for NFWC Staff, September 1977

1. Lecture: Introduction to Population Dynamics and Demographic Rates and Methods (Professor Henin)
2. Exercise: Demographic Rates and Methods
3. Lecture: Overview of Evaluation (Consultant)
4. Exercise: Couple-Years of Protection
5. Exercise: Contraceptive Use-Effectiveness
6. Exercise: Life Table Methods
7. Exercise: Numerator Analysis
8. Exercise: Fertility Pattern Method
9. Exercise: Sampling Methods
10. Exercise: Questionnaire Design
11. Exercise: Community Baseline Surveys
12. Exercise: Client Follow-Up Surveys
13. Exercise: Standard Couple-Year of Protection
14. Lecture: Decision-Making and Management Improvement through Evaluation (Consultant)
15. Exercise: MCH and FP Risk Factor Analysis
16. Exercise: Program Target Setting
17. Exercise: Caseload Forecasting
18. Exercise: Forms Design and Service Statistics Systems
19. Exercise: Contraceptive Supply and Logistics
20. Exercise: Manpower Planning and Training
21. Exercise: Program Cost-Effectiveness
22. Exercise: Use of Indicators in Evaluating MCH and FP services
23. Exercise: Management by Exception. Supervision of Operating Units
24. Exercise: Management Decision Making: "In Baskets".

APPENDIX II

STATUTE

STATUTE

Population Studies and Research Centre

1. In this Statute:

"the Board" means the Governing Board of the Centre;

"the Director" means the Director of the Centre;

"the Centre" means the Population Studies and Research Centre of the University of Nairobi.

2. There shall be within the University of Nairobi a Population Studies and Research Centre.

3. The objects of the Centre shall be:

a) To establish "population" as a discipline in the University. This aim is met by:

- 1) providing long-term graduate training at the Ph.D. and M.A. levels for department staff members at the University as part of staff development. On their return, these staff members will introduce population orientated courses in their own disciplines, e.g. population/economic development and planning, population/rural sociology, population/health etc.;
- 2) providing local graduate training at the M.A. and Ph.D. levels for University as well as personnel of such Ministries as: Ministry of Finance and Planning, Health, Education, Agriculture and Labor, etc.
- 3) to create or expand formal training programs at the undergraduate level;
- 4) by organizing workshops and seminars for senior civil servants. The topics that will be discussed will be tailored for the particular audience that will attend these seminars and workshops. These seminars and workshops should be designed to deepen and spread awareness of the impacts of population dynamics on Kenya's development goals.

- b) To conduct high quality population related research that will be of direct value to the Government of Kenya in the general area of economic and social development and planning. In this connection, a close cooperation is expected between the Population Studies and Research Centre and the Ministries of Finance and Planning (particularly the Central Bureau of Statistics), Health, Education and Agriculture, to identify priority research areas.
- c) To provide consultancy services.
- d) To carry out such functions as may be determined by the Governing Board with the approval of the Senate,

4.

1. There shall be a Governing Board of the Centre which shall be constituted as follows:

The Vice-Chancellor, University of Nairobi
 Permanent Secretary, Ministry of Education or his designee
 Permanent Secretary, Ministry of Finance and Planning or designee
 Director, Population Studies and Research Centre
 Senior Staff, Population Studies and Research Centre
 Head, Department of Economics
 Head, Department of Geography
 Head, Department of Sociology
 Head, Department of Educational Planning and Curriculum Development
 Head, Department of Community Health
 Head, Department of Obstetrics and Gynecology
 Director, Institute for Development Studies
 Director, Institute of African Studies
 Director, Family Planning Association of Kenya

2. The Council of the University may, from time to time, increase the membership of the Board to permit representation thereon of other institutions or groups interested in the Centre's programmes.

5.

1. The appointment of members of the Board other than those appointed *virtute officii* shall be for two academic years and members shall be eligible for reappointment on the expiration of their terms. Members may be removed from office at any time by the authorities by whom they were appointed.

2. Casual vacancies under paragraph 4.1 shall be filled by the authority which appointed the representative whose place has become vacant, and the person so appointed shall be a member of the Board for the unexpired term of office of his predecessor.
6. At any meeting of the Board, the Vice-Chancellor, the Director and four other members of the Board shall form a quorum.
7. The Board may regulate its own procedure.
8. The Board shall be responsible to the Senate for carrying into effect the objects of the Centre, and subject to the authority of the Senate it shall:
 - a) formulate and establish the policies and programmes of the Centre;
 - b) approve courses of instruction leading to the award of certificates and other distinctions of the Centre authorized by the Senate, regulate the examinations and appoint examiners;
 - c) approve and administer the specialist training programmes of the Centre;
 - d) approve the annual programme of work of the Centre submitted by the Director;
 - e) consider and recommend the annual budget of the Centre for approval by the Council;
 - f) receive the Director's annual report and transmit it to the Council through the Senate;
 - g) deliberate and make recommendations on such other matters as the Council or the Senate may from time refer to it.
9. The Board shall meet at least once in every academic year, and shall have power to set up its own committees and to delegate any of its functions to such committees, except those under clauses (d), (e), (f), and (g) of paragraph 8
10. (1) There shall be a Director of the Centre, who shall be appointed by the Council on such conditions as the Council may from time to time determine. The Director shall be the Head of the Centre and shall be responsible for the day-to-day administration of the Centre.

(2) In addition to his teaching, research and other responsibilities, the Director shall be responsible for:

- a) organizing and conducting the work of the Centre and coordinating the work of the Committees of the Board;
- b) preparing in each academic year a programme of work for the Centre for the ensuing academic year;
- c) preparing an annual budget for the Centre for submission to the Board;
- d) preparing an annual report on the work of the Centre.

11. There will be a Research and Training Board which shall be constituted as follows:

Director - PSRC
Senior Staff - PSRC

Representatives of all University Departments and Institutes listed as members of the Governing Board and any additional departments approved by the Senate.

Representatives from the Ministries of Finance and Planning (particularly from the Planning Division and the Central Bureau of Statistics), the Ministry of Health (particularly the Research and Evaluation Division of the National Family Welfare Centre), and the Ministry of Education.

The Board will hold a meeting at least thrice annually to look into items brought out for discussion by the Director PSRC. The research and Training Board will review proposals for research and assess them in terms of their applied use and for scholarly input. In this sense, the Board will consider Government needs and priorities as well as training and scholarly contributions of individual research proposals.

12. Other appointments to the staff of the Centre shall be made in the same manner and on the same terms and conditions of service as in other sections of the University, so far as these are applicable.

13. (1) All grants, whether in money or in kind from the Government of the State and from other organizations or persons, for the purposes of the Centre shall be made to the Council which shall establish the procedure for the release to and use by the Centre of such grants in accordance with whatever provisions are applicable in that behalf.
(2) Grants of money to the Centre as aforementioned shall be held by the Council in an account or accounts separate from those maintained by the Council for other purposes of the University and shall be used only for the purposes of the Centre.
14. The Bursar of the University shall be the principal disbursing and accounting officer of the Centre and shall prescribe the procedures and requirements for keeping of the books of the Centre, the processing of expenditure vouchers, the rendition of financial reports, and for such other accounting matters as may be prescribed by the Bursar with the approval of the Council.
15. The accounts of the Centre shall be audited by the Auditors of the University.

APPENDIX III

FIRST ORDER OF BOOKS SENT TO LIBRARY

		<u>PRICE</u>
1.	Hawley, Amos. 1971. <u>Urban Society</u> . New York: The Ronald Press.	9.50
	Heer, David. 1975. <u>Society and Population</u> . Englewood Cliffs, N.J.: Prentice Hall. 2nd Edition.	7.50
3.	Goldscheider, Calvin. 1971. <u>Population, Modernization and Social Structure</u> . Boston: Little, Brown Co.	10.95
4.	Berry, Brian and Jack Kasarda. 1977. <u>Contemporary Urban Ecology</u> . New York: Macmillan Publishing Co.	12.00
5.	Goldstein, Sidney and David F. Sly. 1975. <u>Basic Data Needed for the Study of Urbanization</u> . Dolhain, Belgium: Ordina Editions.	15.00
6.	Goldstein, Sidney and David F. Sly. 1975. <u>The Measurement of Urbanization and Projection of the Urban Population</u> . Dolhain, Belgium: Ordina Editions.	15.00
7.	Goldstein, Sidney and David F. Sly. 1977. <u>Patterns of Urbanization: Comparative Country Studies, Vols I & II</u> . Dolhain, Belgium: Ordina Editions.	30.00
8.	Narm, Charles B. and Susan Gustavus. 1976. <u>Population: The Dynamics of Demographic Change</u> . Boston: Houghton Mifflin Co.	13.00
9.	Hanna, W.J. and J.L. Hanna. 1971. <u>Urban Dynamics in Black Africa</u> . New York: Aldine-Atherton.	14.95
10.	Spengler, Joseph. 1974. <u>Population Change, Modernization and Welfare</u> . Englewood Cliffs, N.J.: Prentice Hall.	15.00
11.	Spengler, Joseph. 1972. <u>Population Economics</u> . Durham, N.C.: Duke University Press.	19.75
12.	Freedman, Ronald. 1974. <u>Population: The Vital Revolution</u> . Garden City, N.Y.: Anchor Books-Doubleday & Co.	5.00
13.	Shaw, R. Paul. 1975. <u>Migration: Theory and Fact</u> . Philadelphia, PA: Regional Science Research Institute.	15.00
14.	Sauvy, Alfred. 1969. <u>General Theory of Population</u> . New York: Basic Books.	10.00
15.	Overbeck, J. 1974. <u>History of Population Theories</u> . Rotterdam, Netherlands: Rotterdam University Press.	15.00
16.	Musham, H.V. 1975. <u>Education and Population: Mutual Impacts</u> . Dolhain, Belgium: Ordina Editions.	15.00
17.	Matras, Judah. 1973. <u>Populations and Societies</u> . Englewood Cliffs: Prentice Hall.	13.95

18. Keyfitz, Nathan and Wilhelm Flieger. 1971. Population: Facts and Methods of Demography. San Francisco: W.H. Freeman and Co. 18.50
19. Spiegelman, Mortimer. 1969. Introduction to Demography. Cambridge: Harvard University Press. 16.50
20. Cantrelle, Pierre. 1974. Population in African Development. Dolhain, Belgium: Ordina Editions. Vols I & II. 30.00
21. Amin, Samir. 1974. Modern Migrations in Western Africa. New York: Oxford University Press. 16.00
22. Thomlinson, Ralph. 1975. Population Dynamics: Causes and Consequences of World Demographic Change. New York: Random House. 12.95
23. Scientific American. 1974. "The Human Population." San Francisco: W.H. Freeman & Co. 8.50
24. Stanford, Quentin. 1972. The World's Population. New York: Oxford University Press. 6.95
25. IUSSP. 1973. International Population Conference. Liege, Belgium: IUSSP. 3 vols. 50.00
26. Clark, John. 1971. Population Geography of the Developing Countries. New York: Pergamen Press. 10.50
27. Willis, Ken. 1974. Problems in Migration Analysis. Lexington, Mass.: Lexington Books. 10.00
28. Polgar, Steven. 1975. Population, Ecology, and Social Evolution. Paris: Mouton. 16.50
29. McGranahan, D.V. 1972. Contents and Measurement of Socio-Economic Development. New York: Praeger. 10.00
30. Carrier, Norman and John Hobcraft. 1971. Demographic Estimation for Developing Countries. London: London School of Economics. 15.00
31. Shryock, Henry and Jacob Siegel. 1975. The Methods and Materials of Demography. Washington, D.C.: Government Printing Office, 2 volumes. 15.00
32. Stockwell, Edward. 1976. The Methods and Materials of Demography. New York: Academic Press. 18.00
33. CICRED. 1975. "Proceedings of the Seminar on Infant Mortality in Relation to the Level of Fertility." Paris: CICRED. 25.00
34. Rich, William. 1973. Smaller Families Through Social and Economic Programs. Washington, D.C.: Overseas Development Council. 10.00

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APPENDIX IV

EQUIPMENT SENT TO PSRC

<u>CONSIGNEE</u>	<u>A.I.D. GRANT NO.</u>	<u>P.C. GRANT NO.</u>	<u>P.O. NO./DATE</u>	<u>VALUE</u>	<u>SUPPLIER</u>	<u>DESCRIPTION</u>	<u>STATUS/COMMENTS</u>
<u>KENYA (cont'd)</u>							
Univ. of Nairobi	840.66.73.A.817.10		6733A 12/15/77	\$898.00	Alpha	Stencil Machine	At forwarders 1/20/78
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APPENDIX V

DESCRIPTION OF DISTINGUISHED SCHOLARS PROGRAM

POPULATION STUDIES & RESEARCH CENTRE

Distinguished Scholars Programme

The Population Studies and Research Centre, University of Nairobi, would like to initiate its Distinguished Scholars Programme during this fiscal year. We view this programme as a crucial and integral part of both the research and training missions of the Centre. As part of our overall effort to institutionalize the Population Studies and Research Centre at the University, the Distinguished Scholars Programme will serve several functions. First, and most obvious, it will bring individuals with great professional expertise to the Population Studies and Research Centre where they can discuss both their research and perspectives with staff and students. Second, such individuals will, at the same time, be able to make comments, criticism and suggestions on the research projects being undertaken by students and staff.

Third, these individuals will be an invaluable instructional resource. Some will be expected to give short lectures on relatively specific topics while others will be invited in for a longer period (probably not more than 4 weeks) to offer seminars with enough depth on specific issues for students to develop a relatively thorough understanding of the complex interrelations between demographic and other phenomena.

The Distinguished Scholars Programme will also play a number of functions which will help to increase the visibility and enhance the status of the Population Studies and Research Centre with external institutions and organizations. In this sense, the Distinguished Scholars Programme will serve as a vehicle to expose the individuals visiting the Centre to its activities so that they can carry news of the Population Studies and Research Centre's development to both their organizations and respective parts of the world.

Moreover, to the extent that these individuals are drawn from institutions where our students will go for overseas training, it will help the Distinguished Scholars develop a better understanding of the specific training and research skills needed in the Kenyan situation.

Finally, distinguished scholars can also serve as external examiners to graduate students. Usually these external examiners are eminent scholars in the field of population. They can also act as advisors on the research of graduate students and staff.

In this first year we propose that provision be made for 9 individual Distinguished Scholars to visit the Population Studies and Research Centre. We expect three of these individuals to be invited for specific purposes and to spend an average of 4 weeks each working with us. The estimated cost for these people are:

3 Airfare	\$ 5,100
Honoraria @\$500 per week	6,000
Per diem @\$50 a day	4,200
Incidental expenses @\$150 for stay	450
Total for 3 -----	<u>\$15,750</u>

Three individuals who can serve as examples of the types of Distinguished Scholars we are interested in are Sidney Goldstein, Director of the Population Studies and Training Centre at Brown University; Charles B. Nam, Director of the Centre for the Study of Population, Florida State University; and Wilbur Zelinsky, Director of the Population Issues Research Office, Pennsylvania State University.

Professor Goldstein is a past President of the Population Association of America. He has published numerous monographs and professional papers, served on various international review and evaluation teams and is one of the world's leading experts on the implications and consequences of patterns of population distribution for development.

Professor Nam is President elect of the Population Association of America; he too has published numerous monographs and professional papers. He has served as a consultant to government agencies in several countries. His work on educational characteristics of populations and on developing measures of social and economic characteristics of populations is used throughout the world. In more recent years, he had developed and pioneered in both the fields of Population Socialization and Population Education.

Professor Zelinsky is a past President of the American Geographical Association. He is a cultural geographer who has specialized in population issues; he has worked in Africa where he completed his monograph on stages of economic development and migration. He has published over 70 books and professional papers, served on numerous review panels and as a consultant to many public and private organizations.

In addition to this we would like to make provision for another 6 individuals to visit the Population Studies and Research Centre for a shorter period (an average stay of 2 days apiece. These Distinguished Scholars will be drawn from the large pool of people who visit Nairobi at the invitation of foundations such as Ford and Rockefeller, Kenyan Government Ministries and International organizations, such as UNESCO, UNDP and UNEP. In this case no funds for travel will have to be requested.

Honoraria @\$100 per day	-----	\$1,200
Per diem @\$50 per day	-----	600
Incidental @\$40 for stay	-----	240
Total for 6	-----	<u>\$2,040</u>
Total for 9	-----	<u>\$17,790</u>

APPENDIX VI

POPULATION SEMINARS FOR NATIONAL, PROVINCIAL
AND DISTRICT PLANNERS AND COMMUNITY LEADERS

Population Seminars for National,
Provincial and District Planners
and Community Leaders

(Prepared for the Ministry of Health by the Population Studies and Research Institute, University of Nairobi and the Rural Services Coordination and Training Unit, Ministry of Finance and Planning).

Background and justification:

In 1967 the Government of Kenya stated its policy on improving the quality of life of mothers and children through improved maternal child health care and the spacing of births. Beginning in 1972 efforts in this direction were accelerated with the assistance of a number of international and bilateral agencies.

Much of the health infrastructure for the improved delivery of MCH/FP services has been built up over the past five years. 400 service delivery points have been established to provide full time services; additional training facilities for all levels of medical and paramedical staff have been added; a new cadre of Family Health Field Educators has been established; the information and education service has been improved and the research and evaluation sections strengthened.

An important task that remains is to develop an understanding of the importance of population factors in economic and social planning and development in the wide range of policy makers, planners and other opinion leaders whose assistance is of vital importance in motivating the public to utilise these services. These audiences, which include policy makers and planners at the national level, planners at the provincial, district, and divisional levels, community leaders at all levels and the network of 20,000 extension workers who are in contact with the people, must have a thorough understanding of population concepts so that they can utilise these concepts in their work.

The provision of improved health care and family planning services is not only the concern of health personnel. It must involve all who provide services to the general public and can provide information and create awareness of the benefits of a healthy, well spaced family to the nation, community and individual.

In addition to the audiences enumerated above specialized audiences must have a more thorough understanding of the applicability of population concepts for their work. These include Provincial Planning Officers and District Development Officers who will be provided with more intensive courses, and those concerned with nomadic populations.

Long Range Objectives

1. To develop an understanding of population concepts as they are related to social and economic planning and development, in policy makers and planners at national to community levels.
2. To assist these policy makers and planners to effectively utilize their increased understanding and awareness in their daily activities and also to involve them in informing and motivating communities families and individuals with whom they are in contact about the benefits of improved maternal and child health care and the spacing of births.

11 Immediate Objectives

1. To identify the population concepts to be conveyed and the most effective media and channels for conveying them.
2. To prepare educational materials and audio-visual aids illustrating these concepts for different levels of understanding.
3. To develop a general format for a series of seminars on the use of population concepts and data for social and economic planning and development.
4. To develop specialized courses for specific audiences such as P.P.O's and D.D.O's, officials dealing with nomadic peoples, etc.

5. To conduct seminars at the provincial level on the use of population concepts and data for social and economic planning.
6. To convene a seminar at the national level to inform national policy makers and planners of recommendations proposed at the provincial levels and to prepare a national plan of action to promote awareness of and provide information on population issues.
7. To assist participants in provincial seminars in planning, and conducting seminars at the district, division, location and sub-location levels.

Seminar Contents

Population data is of basic importance to economic and social planners. Planners need not be expert demographers, but they should have a sufficient knowledge of the uses and limitations of demographic data and concepts so that they can be effectively utilized in the planning process. Economic and social planners should be able to define clearly what they need, and understand what is potentially obtainable. Only then can they make the greatest use of the demographic data at their disposal, and receive the maximum assistance from professional demographic institutions such as the Institute.

In one way or another, nearly all aspects of rural development are related to population size, composition and spatial distribution. At the district level, planners are concerned with such matters as demand for education (school age population), health services, food, nutritional needs (total population and its composition by age and sex), agricultural production, demand and supply of labour (working population and participation rates), maternal and child health care (women in reproductive ages, expected number of births, children under 5 years), etc. In addition to helping planners determine the quantity of amenities needed such as these, demographic data can also be useful to help planners make locational decisions, determine the levels of inputs needed to achieve given qualitative standards and in

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situations of tight resources, they may even be useful to help determine the relative costs and benefits of initiating one programme over another.

Equally important is a clear understanding of the inter-relationship between demographic, economic and social factors. How does population size, and/or age structure affect development, i.e. consumption, production and capital formation? In turn, how does development affect the demographic components of change, i.e. fertility, mortality and migration?

The seminars will last for three days. Therefore, it will not be possible to discuss all these issues in detail. Rather, the purpose of the seminars will be to create an awareness among planners of the need to use and understand demographic data and concepts effectively in the planning process. In other words, their purpose will be to pave the way for more intensive seminars, where the measurement of demographic variables, the preparation of population projections and their application in the planning process are thoroughly discussed.

The seminars will open with a general overview of rural development and the provision of services to rural families. Particular attention will be paid to the structure of health services including maternal and child health and family planning. This will be followed by a discussion of the role that population size, structure and growth play in economic and social development. Next will follow specific discussions of population dynamics in Kenya (using data from the 1962 Population Census, the 1969 Population Census as well as recent data collected through the Baseline Survey and the National Demographic Surveys) and their specific implications to Kenya's programme for economic and social development. Emphasis will be given to the interrelation between demographic, economic and social factors.

The above topics will lead to a general discussion of how to use population projections at the district level for the plan period, and how to use the projections in planning social services (health, education, housing, etc.), land use,

agricultural production and employment by economic sector etc.

Finally, the important subject of the need to initiate population policies (affecting fertility, mortality, internal migration and urbanisation) as tools for development will be outlined.

Each session will be followed by a discussion. Such discussions will throw light on the following:

- a) how best to plan the subsequent and more specialised seminars.
- b) the kind of population data available at both province and district levels.
- c) the degree to which this data is currently being used.
- d) what problems are encountered in using the available data.

These suggestions are tentative, the programme and format for the presentations and discussion will be developed by a working group who will construct the final time-table. Emphasis in the seminars will be placed on fully involving the participants through group work and discussions.

WORK PLAN

a) Provincial Seminars

The first set of seminars are in the nature of getting personnel involved in economic and social planning as well as delivering services to the people together with opinion leaders, to be more aware of the importance of the population component in economic and social development and planning. District Medical Officers will be invited.

b) National Seminar

It is expected that a number of recommendations by the participants will come out from each of these seminars. These recommendations will provide the main material for a second seminar in Nairobi at the national level. Three from each province will be

invited to this seminar and they will be joined by senior persons from the relevant ministries (Finance and Planning, Agriculture, Health, Co-operatives).

c) Specialised Seminars for P.P.O's and L.D.O.'s

Economic and Social planning at the district level has been assuming increasing importance in recent years. One of the main reasons for this, is to insure equity between different parts of the country with regard, for example, social services. By October 1978 a manual (with exercises) on the application of population data to economic and social planning at the district level will have been completed by the Population Studies and Research Institute. This manual will be the focus of 4 seminars covering all districts and will be attended by the Provincial Planning Officers and the District Development Officers.

d) District Planning Seminars

The district representatives will have been subjected to a thorough training on the relation between population and economic and social development, and the use of the Manual on the application of population data in economic and social planning. They will then carry and communicate their experience and knowledge to district officials dealing with economic and social planning as well as community and opinion leaders, at individual district seminars.

e) Specialised Seminar for planning for nomadic populations

Very little is known about population dynamics amongst nomadic population not only in Kenya but also in other African countries. (For example, they are characterised by low fertility and high mortality). Further, problems of economic development for these populations require different approaches from those prescribed to settled agricultural communities. It is therefore recommended that a seminar is undertaken for districts primarily inhabited by nomadic populations. The

nature of this seminar will be different from those listed above, in that they will be in the nature of identifying problems of development and coming up with a set of recommendations on development strategies for these populations.

Time-table

<u>Activity</u>	<u>Place</u>	<u>Time</u>
1. Appoint Working Group	Nairobi	Nov. 1977
2. W/shop to develop concepts & format	"	Jan. 1978
3. W/shop to develop materials	"	Feb. 1978
4. Central Provincial Seminar	Nyeri	Apr. 1978
5. R/Valley Provincial Seminar	Nakuru	May 1978
6. Western Provincial Seminar	Kakamega	May 1978
7. Nyanza Provincial Seminar	Kisumu	June 1978
8. Eastern Provincial Seminar	Embu	June 1978
9. Coast/N.E. Provincial Seminar	Mombasa	July 1978
10. Provincial reps. Meeting and National (28)	Nairobi	Aug. 1978
11. 4 P.P.O. and D.D.O. Seminars	Nairobi	Sept. 1978
	Kisumu	Oct. 1978
	Nyeri	Nov. 1978
	Mombasa	Dec. 1978
12. Seminar in Nomadic population	Mombasa	Feb. 1979
13. 41 Districts' Seminar	Districts	March 1979 (continuing)

Budget

a) Provincial Seminar

Each seminar will last for three days and will be attended by 25 participants on the average from province headquarters and districts in province. There will be six seminars (or 7?). An estimate of the cost follows:
(Duration 3 days)

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<u>Item</u>	<u>KES</u>
Preparatory work	30,000
Resource persons (2)	1,000
per diem 15 x 3 x 200	90,000
Transport 150 x 100	15,000
Stationery and other supplies	5,000
Rental facilities in 6 centres	3,600
Secretarial services (6 man weeks)	3,000
Contingencies (approx. 10%)	16,400
	<hr/>
Total	164,000 =====

b) National Seminar
(Duration 4 days)

<u>Item</u>	<u>KES</u>
per diem 30 x 4 x 200	24,000
Transport 30 x 100	3,000
Stationery	6,000
Rental facilities	1,500
Secretarial assistance	3,000
Contingencies (approx. 10%)	4,000
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Total	41,000 =====

c) D.D.O.'s Specialised Seminars

<u>Item</u>	<u>KES.</u>
per diem 50 x 7 x 200	70,000
Transport 41 x 100	4,100
Stationery and other supplies	5,000
Rental facilities	3,000
Secretarial assistance	3,000
Contingencies	7,500
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Total	92,600 =====

d) District Planning Seminar

41 Seminars @ 16,000 KES. each

65,600

e) Seminar on planning for nomads

40,000

GRAND TOTAL 402,600
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APPENDIX VII

DRAFT TIMETABLE FOR
NYANZA PROVINCIAL SEMINAR

DRAFT TIMETABLE
for
NYANZA PROVINCIAL SEMINAR

on

The Use of Demographic Data
in Socio-Economic Planning

April 1978

<u>Time</u>	<u>Activity</u>	<u>Resource</u>
Evening	Arrival and Registration	
<u>Day 1</u>		
8:30 - 9:15	Welcome; discussion of arrangements and over- view of seminar	Dr. Kamani
9:15 - 9:45	Official Opening	Nyanza P.C.
9:45 - 10:30	Keynote Speech	The Hon. Mwai Kabaki Minister of Finance and Planning
10:30 - 11:00	Tea	
11:00 - 12:30	Discussions	
12:30 - 2:00	Lunch	
2:00 - 3:45	Dynamics of Population Change Discussion	P.S.R.I.
3:45 - 4:00	Tea	
4:00 - 5:00	Group Discussions	
<u>Day 2</u>		
8:30 - 9:45	Interrelationship between Demographic and Socio-Economic Factors	P.S.R.I.
9:45 - 10:30	Discussion	
10:30 - 10:45	Tea	
10:45 - 12:30	Sectoral Group Exercise on Education, Employment, etc.	
12:30 - 2:00	Lunch	

Day 2 (Cont.)

<u>Time</u>	<u>Activity</u>	<u>Resource</u>
2:00 - 3:30	1. Population Profile of a) Kenya b) Nyanza 2. Existing sources of Demographic and Socio-Economic Data	C.B.S.
3:30 - 3:45	Tea	
3:45 - 5:00	Group Discussion on present decision making practices of participants and problems regarding use of data	

Day 3

8:30 - 9:45	Use of Demographic Data in Socio-Economic Planning	P.S.R.I.
9:45 - 10:30	Discussion	
10:30 - 10:45	Tea	
10:45 - 12:30	Group exercise in using data to improve District Development Plans	
12:30 - 2:00	Lunch	
2:00 - 3:30	Conclusions, Recommendations and follow-up - Discussions in District groups	Kidenda
3:30 - 3:45	Official Closing	
3:45	Tea	

APPENDIX VIII

SUMMARY OF POPULATION COUNCIL RECRUITMENT
FAMILY PLANNING EVALUATION SPECIALIST, UNIVERSITY OF NAIROBI

SUMMARY OF POPULATION COUNCIL RECRUITMENT
FAMILY PLANNING EVALUATION SPECIALIST, UNIVERSITY OF NAIROBI

<u>Name</u>	<u>Degrees</u>	<u>Current Position</u>	<u>Contact*</u>	<u>Comments</u>
Peter Ames	J.D.	Counsel to the President, University Secretary, New York University	(b)	No relevant training or experience
Joe Appiah-Kusi	M.D., D.T.M.	Candidate for MPH, University of Washington	(c)	No family planning training or experience
Aremona G. Bennett	J.D., B.A.- pol. science	--	(b)	No relevant training or experience
Jordan Braverman	MPH, M.S.- business economics	Director of Legislative Policy Analysis Division - Georgetown Univ. Health Policy Center, Wash., D.C.	(b)	No relevant training or experience
Roy Brown	M.D., MPH	Associate Professor, Mt. Sinai School of Medicine, Assistant Attending Pediatrician, Mt. Sinai Hospital	(a)	Excellent community health credentials and international experience; weak formal evaluation skills
Richard Clinton	Ph.D.- pol. science	Assistant Professor, Dept. of Political Science, Oregon State Univ.	(b)	No evaluation background
H.T. Croley	Ph.D.- sociology	Private consultant; formerly Ford Foundation/Cairo	(a)	Good international experience; moderate evaluation credentials; withdrew self from consideration
Thomas E. Dow	Ph.D.- sociology	Acting Dean, Social Science Division, State Univ. of New York, College at Purchase	(a)	Excellent African experience; some family planning experience; little formal program evaluation background
James Foreit	MPH	Graduate Research Assistant, Center for Population and Family Health, Columbia University	(a)	Good training and credentials; does not have completed Ph.D.
Peter L. French	Ph.D.- pol. science	Associate Professor of Government, St. Lawrence University, New York	(c)	No evaluation background

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SUMMARY OF POPULATION COUNCIL RECRUITMENT
 FAMILY PLANNING EVALUATION SPECIALIST, UNIVERSITY OF NAIROBI (cont'd)

2.

<u>Name</u>	<u>Degrees</u>	<u>Current Position</u>	<u>Contact*</u>	<u>Comments</u>
Martin Gorosh	DPH	Assistant Director for Academic Affairs, Center for Population and Family Health, Assistant Professor, School of Public Health, Columbia University	(a)	Ideal candidate but unavailable
Carmen Acosta-Johnson	Ph.D.- sociology, demography	Assistant Professor, Dept. of Community Medicine, University of Texas Medical School	(b)	No program evaluation experience; no international experience
James N. Karioki	Ph.D.- Int. Relations	Teaching, Dept. of Black Studies and Graduate School of Public and International Affairs, Univ. of Pittsburgh	(b)	No relevant training or experience
Gottlieb Kpedepo	Ph.D.- demography	Ahmadu Bello University, Nigeria	(a)	No family planning experience
Donald Lauro	M.A.-anthropology,	Ph.D. candidate, demography Australia National University	(a)	Good international and family planning experience; does not have completed Ph.D.
Alain Marcoux	Diploma d'Expert Demographe	Professor/Researcher, Centre Demographique ONU-Roumanie(CEDOR)	(a)	Does not have completed doctorate, but excellent record with Population Council in North African family planning program evaluation
Patricia Mosena	Ph.D.- sociology	Research Staff, Community and Family Study Center, Univ. of Chicago	(a)	Good evaluation training; no international experience
Newton Rose	Ph.D.- geography	Assistant Professor of Geography, and Research Associate, Old Dominion University, New York	(b)	No relevant training or experience
Susan Rose	Ph.D.- geography	--	(b)	No relevant training or experience

SUMMARY OF POPULATION COUNCIL RECRUITMENT
 FAMILY PLANNING EVALUATION SPECIALIST, UNIVERSITY OF NAIROBI (cont'd)

<u>Name</u>	<u>Degrees</u>	<u>Current Position</u>	<u>Contact*</u>	<u>Comments</u>
Aaron Segal	Ph.D.- political science	Program Manager, International Science Studies, National Science Foundation	(b)	No evaluation background
Fredda Seidenbaum	B.A., English	Health Services Consultants Unit, Division of Family Planning, NYC Dept. of Social Services	(c)	No Ph.D. or equivalent formal training
William W. Stewart	M.D.	Chief of Staff, Physicians and Surgeons Hospital, Atlanta, Georgia	(b)	Ob-Gyn, but no evaluation experience or training
Ignazio Unzu	M.A.- sociology	Director, Spanish Promotion Program- "Nueva York Hispano" Association	(b)	No relevant training or experience, no Ph.D.
Walter Watson	Ph.D.- sociology, demography	Center for Population and Family Health, Columbia University -- formerly Population Council	(a)	Excellent credentials and experience; not available
Christos Xenos	Ph.D.- pop. studies	Candidate for M.S. in Economics, University of London (through 9/77)	(a)	Appropriate training and experience; some negative references

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- * (a) - referred or known to Population Council
 (b) - response to New York Times advertisement
 (c) - response to other advertisement

APPENDIX IX

WORK PLAN
JANUARY - JUNE 1978

WORK PLAN-JANUARY - JUNE 1978

A. Training

(a) Selection of 5 candidates for Ph.D. training against the 1978/79 fiscal year. The 4 institute candidates are:

- 1 - Mrs. Wariara Mazrui
- 2 - Mr. Mathau
- 3 - Mr. Ngumi
- 4 - Mr. G. Gatangi

(b) Continuing seminar for graduates proceeding abroad (as well as research officers of the NFWC) in formal demography and social demography (seminars started by Henin and will be followed by Sly.).

(c) Two weeks seminar for graduate students, faculty and senior staff from ministries on population education by Professor Charles Nam.

(d) Preparation for visit by Professor Alfred Sauvy.

(e) Completion of B.A. and M.A. courses in Population Studies. These will be submitted to the relevant committees of the University for approval.

(f) Several meetings (mainly by Henin and Ominde) with officials, from the Ministry of Health and Ministry of Finance and Planning in connection with workshops for 6 provincial seminars and one national seminar for provincial and national planners, to agree on:

1-logsitics; 2-format and contents; 3-timetable (copy attached).

The first seminar is scheduled to be held in Kisumu for Nyanza region. At present representatives from the Institute, Ministry of Health and Finance and Planning are visiting Provincial Commissioner Nyanza Province to arrange for the seminar.

The cost of these seminars will be shared by the two ministries and the Institute.

(g) Henin and Sly will be lecturing to OB/GYN students on Biostatistics and epidemiology in May.

B. Research

Henin is working on:

- (a) Determinants of fertility in Kenya using data from the 1969 Census, the 1973 Baseline Survey and the I.L.O. Study. Expected date: May. This study is required by the Ministry of Health and the Ministry of Finance and Planning on behalf of the World Bank. The World Bank mission is presently in Nairobi discussing with us their requirements.
- (b) Fertility Trends using data from the 1969 Census and the 1973 Baseline Survey. Expected date June/July.
- (c) Preparation of a "mini" book for provincial planners on:
 - 1-Each province population profile.
 - 2-Dynamics of population change.
 - 3-Interrelation of economic, demographic and social factors.
 - 4-Use of population data in economic and social planning.
 - 5-Need for population policies.

This "mini" book is to be left with the provincial planners. Expected date: March 30.

- (d) Preparation of districts population projections for the plan period 1978-1982 for the Ministry of Finance and Planning for the purpose of preparing district development plans.
- (e) Preparation of a chapter on population (jointly with the CBS) for the fourth Five Year Plan.

C. Relations with other donors

Henin has prepared proposals which are pending with:

- (a) UNFPA (\$90,000) for the purpose of supporting part of the cost of seminars and workshops and use of available skills in Nairobi (women) in the following areas:

1-Roles and Status of Women

2-Population Education

3-Seminars and Workshops facilitator

- (b) PBFL (Rome), to support training for B.A. and M.A. candidates in population studies for non-Kenyans.
- (c) UNFPA for the purpose of supporting a project on women in development as related to fertility. (\$70,000)
- (d) Rockefeller Foundation - to support a field project at the district level to study impact of development particularly in the field of agriculture on demographic variables (\$80,000).
- (e) Rockefeller Foundation to support M.A. training for 3 Kenyan graduate students (\$30,000).

Henin will be assisting UNICEF regional office in Nairobi on preparation of population profiles for countries in their region and is consultant on meeting on Nomadism in Africa.

E. Consultants

In March 1978, Dr. Charles Nam will be giving a two-week series of population education and socialization seminars at the PSRC. In addition, he will be available as a consultant to staff and students on research questions. Dr. Nam was originally scheduled to be the first visitor under the Distinguished Scholars Program. Pending formal approval of the program, he is being sent as a consultant to the Population Council.

Dr. Timothy Johnson will also be visiting the PSRC in March. He will be consulting on curriculum questions while interviewing for the third Team Member position. A return visit by Dr. Johnson to the PSRC is being planned for May 19 -

June 20, 1978 in which he will explore family planning evaluation research strategies and available resources with the staff of the PSRC and the Research and Evaluation Division of the Ministry of Health's National Family Welfare Center.

APPENDIX X

EXPENDITURES UNDER CONTRACT THROUGH DECEMBER 31, 1977

Expenditures Under AID Contract #pha-c-1164
Through December 31, 1977*

	<u>Spent as of 12/31/77</u>	<u>First Year Budget</u>
Salaries	\$28,277	\$61,600
Consultants	4,091	6,200
Fringe Benefits	6,217	11,600
Overhead	18,542	16,115
Travel and transportation (Storage)	27,260	39,150
Allowances	28,606	18,800
Equipment, materials and freight	<u>802</u>	<u>30,000</u>
	\$ 113,795	\$ 183,465

*Preliminary statement; invoice will be submitted by
Comptroller's Office

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