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RURAL WOMEN'S EXTENSION SERVICE

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LIST OF ABBREVIATIONS

- AA -- Authorized Agent
- AAO -- Assistant Agricultural Officer (MOA, division level)
- ASSP -- Agricultural Sector Support Program
- CDSS -- Country Development Strategy
- DAO -- District Agricultural Officer (MOA, district level)
- FTC -- Farmer Training Center
- GOK -- Government of Kenya
- IADP -- Integrated Agricultural Development Program (MOA)
- IDS -- Institute for Development Studies, University of Nairobi
- JTA -- Junior Technical Assistant
- LOP -- Life of the Project
- MOA -- Ministry of Agriculture
- PCVs -- Peace Corps Volunteers
- PIL -- Project Implementation Letter
- POL -- Petrol, Oil, and Lubricants
- TA -- Technical Assistant (MOA, location level)
- TO -- Technical Officer (MOA staff, division level)

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A. SUMMARY

Virtually all rural Kenyan women are involved in food production, processing, and preparation as well as in meeting family basic human needs. Women farmers and farm wives have limited access to existing extension services, and home economics staff coverage of women is constrained by continual staff shortages, untrained staff at the lowest level, and geographic dispersion. The U.S. Peace Corps, USAID, and MOA will cooperate over the next five years in a project designed to enhance the quality and quantity of rural extension services available to women. The project will provide 21 PCV-Kenya counterpart teams with their own transportation, in-service training, technical materials, and technical assistance in monitoring and evaluation to make extension more responsive to the needs of rural women and smallholder farm families.

B. BACKGROUND

The Government of Kenya (GOK) has recently reoriented its agricultural strategy towards the needs of the smallholder farmer, requiring the effective delivery of appropriate technology, inputs, credit, and other services to the smallholder population. The GOK is also planning more emphasis on arid and semi arid lands, as well as on areas historically underserved by government such as the Western, Northeast, and Eastern Provinces.* The Kenya Country Development Strategy Statement (CDSS) emphasis on smallholder and marginal lands matches the GOK focus (see later section).

(1) Women Farmers and Farm Wives

Approximately 87% of Kenya's population is rural, with more than half that population being female. According to the Kenya Bureau of Central Statistics, "nearly all adult women engage in farming activities on their own small holdings and produce much of the food that their families consume."** Thus, women in Kenya are an important part of the smallholder population--to which government attention is increasingly stressed--in their role as major agricultural producers. As food producers and processors, women are extensively involved in meeting nutrition

*GOK, Development Plan, 1979-1983, Parts I and II.

**Central Bureau of Statistics, Ministry of Finance and Planning, GOK, "Women in Kenya," p. 10. For a thorough review of literature on women and agriculture in Kenya, see Elsie Garfield, "The Impact of Technological Change on the Rural Kenyan Household: Evidence from the Integrated Agricultural Development Program," Institute for Development Studies (IDS) Working Paper No. 358, University of Nairobi, 1979.

needs of families. Finally, women's domestic work also consists of such arduous and time consuming tasks as firewood collection and hauling water, as well as meal preparation and child care. Both growth oriented and basic human needs policies would be enhanced if women were to be integrated into the development service and extension network. Fuller integration into this network would address the other constraints women face in increasing their productivity, including: (a) limited access to wages and thus capital for investment; (b) limited access to productive resources, such as land, to secure credit; and (c) labor-intensive and extensive work burdens. The extension package in Kenya, particularly its emphases on labor-saving technology and group information dissemination and income-generating activities, would address the constraints here considered.

(2) Women's Access to Extension

Kenya has extensive male out migration from rural areas, leaving approximately a quarter to a third of all rural households headed (and farms managed) by women.* Research in Kenya documents the limited access which women farm managers have to the regular agricultural extension staff service. In a western Kenya sample, farms managed by women always had less access to a variety of agricultural services (visits from extension officers, training opportunities, credit information and credit receipt) when compared to farms with a man present. Moreover, gaps between the sexes increased as the value of the service increased. Over time, limited access and systematic exclusion from agricultural inputs and credit can be expected to take their toll on women's productivity relative to men's.**

Historically, agricultural extension services in Kenya have been aimed at men, and the staff has been largely male. In a number of

*Women in Kenya, op.cit, reports that a quarter of households are headed by women, p. 9. The ILO-UNDP Employment, Incomes and Equality, Geneva: ILO, 1972, estimated a third were female headed.

**Kathleen A. Staudt, "Agricultural Policy, Political Power, and Women Farmers in Western Kenya," (University of Wisconsin PhD Dissertation, 1976) and "Agricultural Productivity Gaps: A Case Study of Male Preference in Agricultural Policy Implementation," Development and Change, July, 1978.

ethnic groups, separate-sex communication networks parallel the sex division of labor. Male staff tend to speak with men, and the barazas (local community meetings) they address are attended primarily by men. Some staff believe that women are to be targeted only in their housewife, not farming, role. Also, some male staff avoid contacting individual, lone women where husbands are working elsewhere because of cultural constraints against the interaction of unrelated males and females. Although short (one-to two-week) courses are available to both sexes at Farmer Training Centers, few women can take advantage of them because of farm and family responsibilities. Male agricultural agents, in their interaction with men, often assume technical information will be communicated to wives or that information will diffuse to female headed households. However, research addressed to such matters in Tanzania casts doubt on the validity of this assumption.* Furthermore, until recently, agricultural extension has focused on cash crop production, such as tea and coffee, in which men predominate. This focus has further limited the potential access of women farmers to extension, because women are predominantly in food crop production. Finally, the exclusion of women producers makes little economic sense in light of government efforts to increase productivity and output. In a sample of "progressive farmers," an agricultural economist found that when women farm manager's access to education and extension was similar to men's, their maize yield per acre surpassed men's.**

Women face special constraints in other access to productive resources, such as land and capital. Women farm managers and traders are hampered in their attempts to secure credit, because land title deeds are generally required as collateral, and most land reforms result in legal control of land held by men.*** Finally, the Kenya Central Bureau of Statistics

*Louise Fortmann, "Women's Work in a Communal Setting: The Tanzania Policy of Ujamaa," Paper Prepared for the Conference on Women and Work in Africa, April 29-May 1, 1979, University of Illinois, Champaign-Urbana, Illinois. Similar ethnic backgrounds and a common British colonial heritage in agricultural policy make this comparison valid.

**Peter Moock, "The Efficiency of Women as Farm Managers: Kenya," American Journal of Agricultural Economics 58:5 (November, 1976).

***Achola Pala, in "Women's Access to Land and their Role in Agricultural Decision Making on the Farm: Experiences of the Joluo of Kenya," IDS Discussion Paper No. 263, University of Nairobi, 1978, reports that in only 6% of cases was land registered in women's names, (p. 9).

reports that most women have no employment apart from agricultural production on holdings. Less than 5% of women in smallholder households engaged in wage (including casual) employment, compared to 29% of men.*

(3) Home Economics and Rural Youth Section

The Home Economics section of the Ministry of Agriculture (MOA) was initiated in 1963 with fourteen home economics graduates who received scholarships to the U.S. under USAID sponsorship. The focus of home economics extension is broad: it includes agriculture, nutrition, income-generating activities, labor-saving technology, and domestic skills. Yet only in 1968, and gradually thereafter, were women admitted to the Kenya agricultural training institutions, including a three-year diploma course at Egerton College and two-year certificate level courses in Embu and Bukura Agricultural Institutes. The curriculum of home economics training is devoted 60% to agriculture and 40% to home economics, and home economists receive the same diploma and certificate as their male colleagues.** However, as women were not admitted until the late 1960's and thereafter, there are still shortages in home economics staff and limited coverage for women farmers and farm wives. Furthermore, only 2 of the 3 contact-level staff receive formal training, as developed below.

Now the Home Economics and Rural Youth Section under the Deputy Director, Agriculture, MOA, home economists in Kenya number a

*CBS, op. cit., pp. 9-11.

**Egerton College is considered a high level vocational education program, Form VI (13 school years) is required for entry; Embu and Bukura Agricultural Institutes are considered low level vocational education programs; Form IV (11 school years) is required for entry.

A new policy has been approved within the MOA to broaden the training of regular agricultural extension personnel to include "Family Life Training," in the agricultural colleges and institutes (personal communication, Head, Home Economics and Rural Youth Section, October 17, 1979).

total of 326 in teaching, management, and contact staff in Kenya.* Though numerical growth and acceptance has been substantial, home economics coverage of women farmers and farm wives is necessarily limited due to staff shortages and geographical dispersion. The several hundred home economists are only a minute proportion of MOA contact agents, who number over 10,000 staff. The 1977 ratio of farm households to agricultural contact agents was approximately 126:1.** As documented previously, male agricultural staff focus primarily on men and households with a man present. Further, those staff do not cover the content of home economics rural extension. In great contrast to the agricultural agent-farmer household ratio, the 1977 ratio of farm households to home economics contact agents was 6,000:1.

In addition to numbers of clients, home economists cover larger territorial units*** than is true of agricultural extension staff, and a substantial proportion of contact staff receive no formal training. A survey of the agricultural extension staff found low levels of technical information.**** The home economics contact staff, their tier of operation, and level of training are listed below (based on 1977 figures):

- 81 TOs (Technical Officers), division level, diplomas
- 96 TAs (Technical Assistants), division or location level, certificate
- 149 JTAs (Junior Technical Assistants), location, sometimes sublocation level, no formal training (Primary {7-year} Education)

Only rarely are home economics staff detailed to the sublocation level. Yet sublocation assignment is quite typical for male agricultural agents. For those male agents in high population density areas, farm coverage on foot is possible. Nevertheless, even for regular agricultural extension staff, shortage of transportation has been identified as a major constraint in a

*Figures on home economics are drawn from "Home Economics Section Establishment and Upgrading for Future Development," 1977, and Head, "Home Economics Staffing Pattern, 1977," Annual Review Preparation for 1978, MOA.

**American Technical Assistance Corporation (ATAC), "Professional and Subprofessional Agricultural Manpower in Kenya," AID AFR C 1142, 1978. ATAC figures the ratio on the basis of 1.3 million farm households in Kenya. Conceptualization for the Agricultural Systems Support Program (ASSP-615-0169), discussed later, comes from the ATAC report in part.

***Territorial units in Kenya, from the smallest to the largest, include: sublocation, location, division, district, and province.

****David Leonard, "Organizational Structures for Productivity in Agricultural Extension," in his Rural Administration in Kenya, (Nairobi: EALB, 1973).

recent USAID Manpower study.*

For home economists, consequently, both assignment to larger territorial units and continuing shortages of staff suggest extreme mobility constraints. This mobility problem is further compounded in low population density areas, a characteristic of arid and semi-arid lands, where the GOK aims to extend more agricultural services, and where sites for this project are concentrated. Furthermore, the number of contact agents without formal training suggest the need for upgrading the technical information of staff.

Since its inception, the Home Economics staff has worked with Farmer Training Centers, individual rural families, and rural women's groups. The scope of home economics extension ranges from nutrition education, to food storage and preservation, gardening, appropriate technology, labor-saving devices, income-generating activities, and domestic skills. Group approaches have been found to be effective for the dissemination of information and skills, and viable groups enhance the capability of rural people to sustain development along locally defined lines as well. Due to resource and staff scarcities even greater than those faced by agricultural extension staff, the group strategy is a useful focus, yet one limited to groups that can be reached by foot.

Group extension approaches have also been advocated by extension theorists and recently by the GOK as a way of addressing the general problem of inequity in access to extension.** The review of women's activities and constraints in extension outreach to women suggests that combined strategies of (1) strengthening home economics outreach to women through mobile units and technical skills upgrading, and (2) encouraging other extension outreach through the group approach are appropriate. Such strategies would increase female agricultural productivity through the provision of information, inputs, contacts and services, as well as reduce the time constraints of home and farm tasks through local, low cost, labor-saving technology. Moreover, such assistance would enhance women's ability to meet family basic human needs through increased knowledge of nutrition, food preparation, storage and preservation, and enhanced income-earning capabilities.

*From the previously cited ATAC study. Also discussed in ASSP project Paper Supplement, Component Description and Implementation, p. 21, 1978.

**David Leonard, Reaching Peasant Farmers: Organization Theory and Practice in Kenya (Chicago: University of Chicago Press, 1977); ASSP Supplement, p. 9; Staudt, op. cit., found that disparities between the sexes were smallest in "demonstration plot attendance," (a group approach) compared to other forms of extension.

C. PROJECT PURPOSES AND GOALS

In recognition of the limited access women farmers and farm wives have to rural service delivery structures and the mobility and training constraints of home economics staff, the U.S. Peace Corps, USAID, and MOA will cooperate over the next five years in a project designed to enhance the quality and quantity of rural extension services available for women. The broad project objectives and outputs are as follows:

- Upgrading and improving the technical and agricultural knowledge of home economics agents in the field through technical knowledge transfer between Peace Corps Volunteers (PCVs) and Kenyan counterparts and through in-service training in village technology.
- Expanding the availability of extension to larger numbers of women and farm families through more effective outreach and through coordinated agricultural, credit, cooperative, livestock, and community development staff contact with women and women's groups.
- Broadening coverage of agents through transport in the form of mobile units, allowing also for more frequent follow up.
- Developing a baseline survey and monitoring system to improve management, increase community participation, and allow assessment of project activities.

AID will provide the following inputs, as detailed in the Implementation Narrative and Implementation Plan (Appendix A): 10 four-wheel drive vehicles, 22 motorbikes and helmets, one-year supply spare parts and maintenance, petrol, oil, and lubricants (POL), rural technology materials, in-service training for GOK personnel, and technical assistance for information collection and evaluation. The U.S. Peace Corps will supply international travel, in-country training, and housing costs for 21 PCVs. The MOA will supply living allowances for the 21 PCVs as well as spare parts, maintenance, petrol, oil, and lubricants for four of the five years of the project.

D. SOCIAL ANALYSES

As set forth earlier in the background section, women farmers and farm wives are involved in a variety of productive activities in agriculture as well as in domestic tasks that contribute to meeting family basic human needs. Yet they have limited access to rural extension services, including home economics extension.

(1) Site Selection

Prior to the arrival of PCVs, a Peace Corps agricultural consultant conducted site visits, in early- to mid-1979. The 21 sites selected for the first cycle of volunteers were chosen according to the existence of the following:

- medium potential land* (many sites are located in semi-arid, low population density areas);
- viable women's groups; and
- district and division staff (agricultural and home economics) receptivity to a PCV-Home Economist counterpart team.

As part of the site selection process, the Peace Corps agricultural consultant engaged in dialogue with women's groups and home economics extension staff about their needs. The problems that group members identified fall into the following categories: farm production, organizational capacity, and individual household. The agricultural constraints include poorly developed markets, distance to markets, land scarcity, a division of labor which results in women being overworked, women's group activities which compete with farm activities, and the failure of poultry and pig projects due to poor management and non-coordinated inputs.

Organizational constraints include inexperienced leadership and management, lack of material support and capital for projects, and low member attendance. For individual households, women identified a lack of sewing machines, inefficient money management, and limited nutritional information as the constraints they face. Home economists identified their key constraints as an inability to follow up on contacts, inadequate transport and houses, and inefficient management of TA and JTA staff.

(2) Variation Among Sites

This project will be implemented in twenty-one locations, which all differ on the basis of ethnic, regional, and ecological factors. Little variation among women exists for household responsibilities, and considerable variation for animal care. Women's activities also vary within ethnic and regional groupings, based on age, economic status, and the presence or absence of husbands. It is important to note that the adult sex division of labor described below parallels that of children, to a large extent. Children in Kenya play an active role in household and farm work. However, this role is gradually declining as more children enter schools.

*The MOA divides land in Kenya into three types: High, Medium, and Low potential, depending on rainfall and soil quality.

(2a) Household Tasks

Women's activities in household and child care are similar all over Kenya. Women are responsible for water hauling, fuel collection, and the storing, processing and cooking of food. Child care is the responsibility of women, although children help in the care of their siblings.

(2b) Agriculture

In virtually all settled agricultural societies, women participate in agricultural production, particularly in planting, weeding, harvesting, and processing crops. Women tend to be responsible for food crops, even those grown for cash such as maize and beans. In many societies, informal women's groups work on each member's fields or work for cash, on a contract labor basis.

Men almost universally are responsible for clearing land (relevant primarily in nondensely settled areas) and for plowing fields with oxen. For areas characterized by "permanent" and/or cash crops, such as coffee, men's participation in agricultural production is higher, in terms of labor inputs. As documented in the background section, most parts of Kenya are characterized by high rates of male out-migration. For men who work for wage labor elsewhere, their participation in agricultural production tends to take the form of cash remittances, to permit women to hire labor for the usually male tasks.

Time allocation studies of settled smallholder farm populations in Africa usually indicate that women invest equal to greater time in farming than is true of men.* This finding is reinforced by Kenya-specific data as well.** Agricultural decision making is divided between husbands and wives, and the person who makes decisions depends on the task and crop at hand, as well as age,

*Ester Boserup, *WOMAN'S ROLE IN ECONOMIC DEVELOPMENT* (New York: St. Martin's Press, 1970) and UN/ECA, "The Data Base for Discussion on the Interrelationships between the Integration of Women in Development, their Situation, and Population Factors in Africa," Addis Ababa, June, 1974.

**Achola Pala, "A Preliminary Survey of the Avenues for and the Constraints on Women in the Development Process in Kenya," IDS Discussion Paper No. 218, University of Nairobi, 1975; GOK, Ministry of Economic Planning and Development, "A Report on Economic Studies of Farming in Nyanza Province: 1963," Farm Economic Report No. 26, Nairobi: Government Printer, 1969; Garfield, op.cit.

economic status, and absence/presence of men. As might be expected, women farm managers make more agricultural decisions than is true of women in farms with both a man and woman present. Further, women make decisions on the day-to-day implementation practices with which they are involved, such as spacing, thinning, and weeding practices.*

In many parts of Kenya, husbands and wives have separate incomes and separate responsibilities in, for example, paying children's school fees and household expenses. Once responsibilities are met, there is little or no obligation to pool additional incomes. This intra-household division of income becomes problematic if crop marketing arrangements channel proceeds to husbands alone, despite wives' labor contributions and continuing responsibilities. Several studies in central Kenya identify the lack of return for women's labor and the consequent disincentive for women as a key constraint to increasing agricultural productivity and marketed output.** However, one Kenyan study suggests that among the "well off" farmers, there may be a growing tendency to pool family income.*** Yet the well off usually represent a minority of residents.

(2c) Animal Care

In most societies, men (and young boys) tend to be responsible for animals, such as goats and cattle, while women, for poultry. Among pastoral people, who are found in greater numbers in the semi-arid lands of Kenya, more time tends to be spent on animal care compared to agricultural production. Yet a recently conducted time-allocation study among the Nandi found considerable agricultural labor inputs. Women spent more time in animal care than did men. Milking tends to be a female activity, as do other tasks usually associated with men. This same study suggests that the early

*Elizabeth Hanger, "Social and Economic Aspects of the Contribution of Women to the Farm Household Economy: Two East African Case Studies," Unpublished Thesis, University of East Africa, 1973; Staudt, "Agricultural Policy..," Chapter 4, op.cit.

**John deWilde, EXPERIENCES WITH AGRICULTURAL DEVELOPMENT IN TROPICAL AFRICA, I and II (Baltimore: Johns Hopkins, 1967); Jale Hanger and Jon Moris, "Women and the Household Economy," MWEA: AN IRRIGATED RICE SETTLEMENT IN KENYA, Robert Chambers and Jon Moris (Munich: Welforum Verlag, Afrikan Studien, 1973).

***Mette Monsted, c.f. Garfield, op.cit.

ethnographic labeling of the Nandi as pastoral people was misconceived. Substantial time is devoted to agricultural production, and among these people men contribute more time to agriculture than do women.*

(2d) Implications for the PCV-Counterpart Team

The variation above suggests some change in the sex division of labor not only across societies, but also over time. Such change is also discussed in the recent Kenya Development Plan. The sex division of labor in Kenya is responsive to the changing workforce in rural areas--most notably the out-migration--and to the changing incentives in agricultural prices, markets, and demands.

One task of the PCV-counterpart team will be to assess the sex division of labor and returns for labor in the location-specific contexts where they are situated. Such an assessment, which will be augmented by the Information Collection and Monitoring System (outlined in a later section), will form the framework of each team's workplan.

(3) Primary and Secondary Beneficiaries

The primary beneficiaries of this project are farm families whose income, quality of life, and productivity will be enhanced through the provision of technical agricultural advice, more efficient labor, improved income-generating capability, and labor-saving technology. Transportation will facilitate such activities, by substantially broadening the geographic and timely coverage of families, particularly in the semi-arid, less densely populated areas. Project benefits, particularly the labor-saving elements, are expected to extend to children. Increased contact with other MOA extension staff, and with field staff from other ministries is assumed to lay the groundwork for more effective responsiveness to the female farm clientele. A minimum of 8,400 women are expected to be reached by the end of the first cycle

*Regina Smith Oboler, "Work and Leisure in Modern Nandi: Preliminary Results of a Study of Time Allocation," IDS Working Paper No. 324, University of Nairobi, 1979.

of PCVs, and 14,400 by the end of the project.*

The secondary beneficiaries are Kenyan counterparts, whose technical knowledge will be augmented by Peace Corps Volunteers with whom they will work for two years. Information will flow from secondary to primary beneficiaries on a continuing basis as well.

Beneficiaries are located in the semi-arid, low density areas, part of the site selection criteria (see later section). In those areas, the primary beneficiaries are among the more difficult to reach, compared to other, more densely populated areas of Kenya with better rural road infrastructure. In these mixed agricultural-pastoral areas, residents typically lack access to a variety of services.

(4) Spread Effects

The effects of this project are expected to spread from farm families directly contacted to other community members. This effect is expected to be facilitated by the group extension approach, as well as the extensive, informal group participation of women in many Kenyan societies. Even if women are not directly contacted by the PCV-counterpart team, they may belong to groups that direct contacts are part of.

E. IMPLEMENTATION

The Peace Corps agricultural consultant coordinated the fourteen-week Peace Corps in-country training program. The training program for the 21 volunteers, all B.A.s and B.Sc.s. with

*Figures are based on the following: contact agents work 25 days per month; Leonard, op.cit., calculates about a half week is spent by agricultural officers contacting farmers, or rounded, approximately 13 days per month. Home economics staff divide their work time into individual farm visits and group activities. Figuring an average of 10 contacts per contact day (MOA estimate) which averages individual plus group outreach, (the latter of which is normally 20 or more women per group), a home economist would have 130 contacts per month, with continual monthly follow up for each contact (13 days x 10 contacts). Mobile units are assumed here to increase contact work days to 20 per month as well as to double the numbers visited, to 20, making 400 contacts per month. Twenty-one teams the first year will mean 8,400 women (21 x 400) will be reached. Thirty six sites are anticipated by the end of the project, making 14,400 the number of women reached. (See later sections on new PCV intakes.)

agricultural and home economics experience and/or interest, consisted of skill training in horticulture (vegetable crops), appropriate technology, Kiswahili, site visits and Bukura-certified curriculum training. PCVs also had some training in communication and group dynamics.

Each PCV will work directly with a Kenyan counterpart at the division and/or Farmer Training Center level, depending on assignments. (See Appendix D for assignment list.) Each PCV counterpart team will in turn work with home economics staff at lower levels of the extension hierarchy, and with women in a variety of settings, including Farmer Training Centers, women's groups, and individual farm visits. The team will also work with 4K clubs, similar to 4H clubs. It is in the 4K clubs where rural youth relate most to this project. Each PCV-counterpart team will work with women to promote improved farming practices, better food storage and preservation, enhanced nutrition, and labor-saving devices and techniques. Emphases will vary according to ecological zones and the sex division of labor, to be determined by initial work plans and assessments.

(1) Extension Activities

The PCV, supervised by a Kenyan agricultural officer, will be a member of a larger team of extension officers at divisional level agricultural offices or at Farmer Training Centers. Each PCV-counterpart team will develop a plan of extension activities. Such activities will build on existing extension activities, examples of which include nutrition classes, plots to demonstrate improved vegetable growing and fertilizer application and the like, and skill-training for group income-generating activities. Group cooperation in the marketing of farm surplus is a focus as well. This project also reorients home extension activities toward heavier agricultural and appropriate technology emphases. Rural women will be taught to build, use, and apply low-cost, labor-saving technology to field, home, and storage activities. Additionally, in selected pilot areas, the team will develop a systematic program to draw women into other agricultural, live-stock, and non-home economics extension (see later section).

PCVs will work with Technical Officers, who have a three-year diploma from Egerton College, a curriculum devoting 60% of training to agriculture and 40% to home economics, as specified earlier. They, in turn, will work with Technical Assistants (2 year course) and Junior Technical Assistants (no formal training) if available (this varies with the sites). At the division level, the Assistant Agricultural Officer (AAO) has authority over and coordinates a team of technical staff

(including livestock, farm management, and home economics officers, among others). Agricultural staff offices at the division level are located at one site, further facilitating interaction among members of the entire agricultural team.

(2) Mobile Units: Transport

Much PCV-counterpart work will be strenuous and out of doors, involving travel to remote areas accessible only by poor roads. Critical to the success of the project will be vehicles and motorbikes to facilitate the poorly staffed and geographically dispersed home economics extension unit. Transportation in the form of four-wheel drive vehicles and motorcycles will permit these mobile teams to expand territorial coverage and provide more frequent follow-up. Each of ten PCV-counterpart teams will be issued a four-wheel drive vehicle to share. Such vehicles are necessary in areas where vast distances are involved and where road conditions make motorcycles unsafe. Eleven PCV-counterpart teams will have a motorcycle issued to each member of the team and will work as a pair or separately, as the need dictates.

The Peace Corps will assume responsibility for procuring motorbikes and vehicles and for spare parts, maintenance and petrol-oil-lubricants (POL) the first year. The MOA will retain title to the vehicles and will assume costs of petrol and maintenance beginning the second year and thereafter. Money will be allotted to USAID/Kenya, and a PIO/C will be developed between USAID and an authorized GOK representative. Certification of funds will be stamped on the PIO/C. Peace Corps/Kenya will be the Authorized Agent for transport-related commodities in this project, and will assume responsibility for ordering, following up, and assuring delivery.

Payment provisions are as follows: Invoices will be submitted to USAID/Kenya Comptroller and arrangements will be made to preposition checks made out to the supplier which will be delivered by the Authorized Agent to the supplier at the time of delivery.

To cover local costs of spare parts, maintenance, and POL, a project implementation letter (PIL) will be written to GOK for concurrence, proposing that USAID funds will be earmarked for the Authorized Agent to regularly (every 30 days or less) submit reports of expenditures for credit and/or reimbursement. Parts (such as tune-up kits) can be ordered at the same time as vehicles. Some critical spare parts can be stored by the Authorized Agent. The Authorized Agent should talk carefully to the supplier who can advise on spare part purchase, based on areas to which transport will operate within. For maintenance, the Authorized Agent should rely on local dealers of commodities if available or independent repair facilities.

Peace Corps is responsible for the medical safety of PCVs who will be driving the vehicles and bikes. Peace Corps will also insure vehicles for third party claims (which covers GOK staff riding in vehicles). The Project Agreement will contain a statement to the following effect: GOK agrees that if there is an accident, theft or fire, damaging or demolishing the vehicle, neither the PCV operator (nor US Government, USAID, PC) will be held liable unless GOK can prove personal negligence.

Peace Corps coordination of vehicle procurement and use the first year will ensure that transport will be utilized by PCVs and their counterparts for extension work within the scope of project intent, and that vehicles will not be usurped by other district level officers higher in rank. Furthermore, the label, MOA-Home Economics and Rural Youth Section, will be painted on the sides of each vehicle to further ensure transport for the purpose intended. Peace Corps will assume responsibility for painting the vehicles or will contact the appropriate MOA Office for painting.

A covenant should be included in the Grant Agreement that the vehicles and motorbikes be operated by PCVs and their Kenyan home economist counterparts and used exclusively for project purposes during the first year. After that (years 2-5), the Head, Crops Division, MOA, will undertake a process to ensure that vehicles (with GOK drivers) and motorbikes be used exclusively by the PCV-counterpart teams. To implement this process, a letter will be sent to District Agricultural Officers (DAOs) with copies to the PCVs and home economist extension agents involved, that the vehicles are to be reserved for exclusive use of PCVs, except under extenuating circumstances. Normally, letters of this type are honored by DAOs, according to the Head, Crops Division, MOA.

To further ensure that vehicles be used for project purposes, it will be the responsibility of the PCV-counterpart team to develop a schedule of visits, to be posted in the agricultural office area, on or around the time of vehicle arrival. Other agricultural officers can then schedule their field visits around the work plan of the PCV-counterpart team. It is important that the scheduled activity be developed immediately, to set a tone for orderly, planned vehicle usage throughout the course of the project. Reports of scheduled work activities will be submitted to the Home Economics and Rural Youth Section, MOA.

(3) Waiver Requested

Project vehicles will be used primarily outside of Nairobi and other major urban centers in Kenya for the purpose of providing

transport in connection with conducting site visits, field seminars, follow-up, and other activities. This project plans to provide lightweight, 4 cylinder (1000 cc), 4-wheel drive utility vehicle (with cab) for passenger-carrying and demonstration materials and 100 cc, 2-wheel motorbikes which can be maintained and repaired in rural areas, with existing facilities, equipment, and skills. Since the project vehicles will be used primarily for travel in remote areas between divisional offices and/or Farmer Training Centers and sites, it is extremely important to utilize vehicles which can be repaired in rural areas. All extension activities will be in rural areas, off main roads. Consequently, breakdowns will probably occur in areas where repair facilities and spare parts are suitable primarily for non-U.S. vehicles, such as Suzuki, Model LJ80 and Honda or Suzuki (or similar products) 100 cc (125 cc) motorbikes. Speed and long-distance travel are not required for transport on this project. Furthermore, the lightweight vehicles are better suited for the type of road conditions found in the north and northeast areas to which they will be assigned. Such vehicles better withstand the occasional muddy road conditions in which heavier weight vehicles are stuck.

Section 636(i) of the FAA of 1961, as amended, provides that none of the funds made available to carry out the Act shall be used to purchase motor vehicles unless such motor vehicles are manufactured in the U.S. Section 636(i) does, however, provide that when special circumstances exist, the President is authorized to waive the provisions of this section in order to carry out the provisions of the Act. This authority has been delegated by Delegation of Authority No. 40.

Handbook 1, Supplement B describes circumstances which may merit waiving the requirement for procuring U.S. manufactured vehicles as (a) inability of U.S. manufacturers to provide a particular type of needed vehicle, e.g. lightweight motorcycles or right-hand drive vehicles, and (b) present or projected lack of adequate service facilities and supply of spare parts for U.S.-manufactured vehicles. For purposes of safety, it is extremely important that the vehicles financed under this project be right-hand drive, since by law all traffic in Kenya moves on the left side of the road. The types of vehicles required for the project are not manufactured in the U.S. with right-hand drive.

Recommendation: Based on the justification set forth above, it is recommended that you (1) conclude that special circumstances exist to justify waiving the requirement of procurement of

U.S.-manufactured vehicles under FAA section 636(i) and (2) certify that exclusion of procurement of the project vehicles from countries included in AID geographic code 935 would seriously impede attainment of U.S. foreign policy objectives and the objectives of the foreign assistance program.

(4) In-Service Training

Within the first six months of site postings, the PCV-counterpart teams will undergo a two-week training period in village technology and vehicle safety. The location is to be determined by the Peace Corps and MOA, but is anticipated to be held at the UNICEF Appropriate Technology Training Center in Karen, Kenya. The exact time and coordination of such training will be determined by Peace Corps. MOA vehicles will supply transport to training sites. The Authorized Agent (PC) will reimburse participants and submit a report to the USAID Comptroller who will credit the Authorized Agent.

(5) Agriculture and Appropriate Technology Materials

USAID will provide agriculture and appropriate technology materials for each of the 21 sites. The project will authorize Peace Corps to reimburse materials purchased by the PCV-counterpart teams for use in demonstrating and building appropriate technology projects and agricultural demonstrations in communities. Examples of such projects include smokeless stoves, storage coolers, water cement jars, and solar dryers. Projects developed will meet the following criteria: low cost, labor-saving, replicable, and constructed from locally derived/available material. The kinds of materials authorized for purchase through this fund include cement, cloth material, paper, wood, and tools such as saws, hammers, nails, hoes, and the like. Peace Corps/Kenya Administrative Section will manage the accounting process of verifying reimbursable claims and disbursing claims. The PCV-counterpart teams will learn how to construct village technology projects during the in-service training program, discussed above. The Authorized Agent (PC) will reimburse participants and submit a report to the USAID Comptroller who will credit the Authorized Agent.

(6) Information Collection and Monitoring System

In order that the effects of the project can be assessed, technical assistance will be provided to build a baseline study into initial project activities. Such an instrument will improve management through an objective-oriented information

collection system, increase community involvement in a question, answer, and dialogue process, and provide periodic assessment of project activities for redesign and evaluation purposes.

A locally recruited social scientist at near-dissertation level or above will be recruited by the MOA, in coordination with Peace Corps, to develop a simple survey instrument which can be adapted to PCV-counterpart team work activities. The survey instrument would, for example, permit information collection on family income (levels, who controls income within families, income use); nutrition (information levels, family food intake patterns, sex differences in nutrition levels); women's time use, as well as tool and technology use, sex division of labor, energy uses and sources, women's organizational participation, agricultural tasks and crop patterns, women's access to resources, quality and quantity of contact with various field staff, and women's group projects.

The technical assistant who coordinates this task will develop an instrument compatible and complementary to current information collection systems developed by the MOA in the Integrated Agricultural Development Program (IADP) Monitoring and Evaluation Unit. The instrument will be developed in collaboration with the Home Economics and Rural Youth Section, Crops Division (MOA), and Peace Corps. Given existing social science capability in the PCV group and staff capability in the Home Economics Section, Peace Corps will undertake to structure maximum interaction between such staff/PCV capability and the technical assistant. An objective will be to institutionalize relevant information collection within the Section to improve program and project management and to enhance responsiveness to rural women's needs and interests.

Once developed, the survey instrument will be explained to PCV-counterpart teams in one or both of two settings: individual site visits by Peace Corps staff and/or during in-service training--a choice to be determined by Peace Corps. To the greatest extent possible, the Peace Corps and Home Economics Section, facilitated by vehicles, will schedule meetings for idea exchange on the survey measurement and management tool. The survey will be mimeographed/xeroxed by Peace Corps.

The PCV-counterpart team will select communities in which activities will be developed or strengthened, and will conduct surveys in those communities in a design to be determined under the technical assistant's coordination. The resulting community dialogue will, besides improving management, community participation, and evaluation, allow the PCV-counterpart team to be

introduced to women and women's needs at the local level, and publicize the activities of home economics extension to persons heretofore not included or aware of activities. Careful records will be kept of PCV/counterpart-initiated project activities so that when the survey is taken once again near the end of the project, there will be a reasonable basis for assessing the extent to which specific activities had impacts on broad objectives.

(7) Evaluation Plan

An objective-oriented information collection and monitoring system is essential to evaluate the impact of USAID inputs in conjunction with Peace Corps/USAID inputs in this five-year project. The effects of USAID inputs will not be known until well after vehicles, in-service training, and technology materials are in place and utilized. The time lag between initial USAID inputs and the five-year life of this project makes it an opportune occasion to assess longer-term project impacts. An interim evaluation at the end of the first Peace Corps cycle and a final evaluation at the end of the project will be conducted.

The interim evaluation will allow Peace Corps and the MOA to assess whether recruitment, training, PCV-counterpart interaction, and work activities should be revised for another Peace Corps cycle. Both the interim and final evaluation will provide AID with a set of measurement tools and indicators for potential use in evaluating other agricultural and nutrition projects. The MOA, in coordination with the Peace Corps, will recruit locally hired evaluators for the interim and final evaluations, unless assistance is available from REDSO staff. Peace Corps, MOA, and USAID will undertake a search of personnel related to the Egerton-Bukura-Embu training institutions who may be suited to evaluate projects. These local contractors will gather surveys and reports of project activities. Based on analyses of these materials, interviews with Peace Corps and MOA staff, and selected PCV-counterpart teams, an assessment will be made of the kinds of project activities most effective in meeting planned objectives in particular project settings. For the interim evaluation, an assessment will be made of the effectiveness of various extension techniques (such as motorcycles vs vehicles vs "on foot" follow through; pilot activities discussed in later section; group vs individual) in realizing objectives laid out in work plans and hypothesized in baseline surveys.

Recruitment will be coordinated by the MOA, Peace Corps, and USAID Agricultural Project Management staff and/or WID Officer within the Program Office. The PIL will contain proposed payment procedures as follows: upon satisfactory delivery of report(s), GOK will approve and USAID Comptroller will act as the paying agent.

Technical assistance will be provided for the MOA, in coordination with Peace Corps, to recruit a social scientist at the near-dissertation level or above for the interim evaluation (due on or before March 1, 1981) and final evaluation (due one month before the second cycle of PCVs leave country). Ten days prior to due dates, evaluators are to submit draft reports to Head, Home Economics and Rural Youth Section, MOA, Head, Crops Division, MOA, Peace Corps/Kenya Director, and USAID Program Officer for review and comments. If no comments are received, draft reports shall be considered the final reports. If comments are made, the evaluator will take into consideration comments and revise reports to the extent appropriate with existing information. Final reports are to be sent to the same four (4) officers who receive drafts.

(8) Pilot Activities: Integrating Female Clientele into Existing Extension Services

As previously discussed, women farmers have limited access to existing agricultural extension services due to male agent avoidance of these farmers or to misconceptions that women are to be targeted only in their housewife role.

In recent years, the GOK has attempted to modify existing extension practices, which have tended to concentrate on the well off and what the GOK calls "progressive farmers." Examples of such modification are (a) the promotion of increased group contacts (an equity-oriented strategy relevant to differential access based both on economic status and sex), (b) conscious efforts to work with "less progressive farmers," and (c) efforts to make loans available to farmers currently excluded from institutional credit sources because they have no clear real estate collateral.* This recent policy reorientation, combined with the PCV-counterpart team work within the larger divisional agricultural team, should make efforts to integrate women into other existing rural extension networks opportune during this project.

*ASSP Project Paper Supplement, op.cit., pp. 9, 69.

A pilot activity within this project will be to systematically explore, plan, and implement a divisional level strategy to increase contacts, interaction, and service delivery between women farmers and agricultural field staff other than home economists. Approximately six sites will be chosen, based on consultation between the Peace Corps, PCV-counterpart teams, and agricultural supervisors. Building on this activity, efforts will then move to enhancing contact between women and field staff from other ministries, such as the Ministry of Cooperative Development, Ministry of Water, and Ministry of Housing and Social Services community development staff. The ultimate aim will be to enhance women's contacts with and information about other services available to them as part of the rural farm clientele.

Possible activities include: field days (half or full day courses) with credit, livestock, and cooperative staff (the latter from the Ministry of Cooperative Development) about ways and means to secure credit or register as a cooperative society, and field days on soil conservation and community-based forestry projects, appropriate for fuel scarce and eroded areas. The PCV-Kenya counterpart team would also develop women's capability to extract resources from local, regional and national institutions through viable group projects for which funds can be obtained through the Ministry of Housing and Social Services, Ministry of Water, and District Development Committees. In all of these activities, a group approach to extension would be stressed, both conforming to recent GOK initiatives and addressing the cultural constraint of male-female individual contacts discussed earlier. Such activities build on an already existing extension practice, as it is not uncommon for extension staff to work with groups. Sporadic, though not systematic interaction between staff and women's groups has been a practice from the colonial era onward.

Progress made in enhancing women's contact with other extension staff and in securing resources from local, district, and national institutions will be assessed periodically in the on-going monitoring and evaluation system. These pilot subactivities will match efforts developed earlier in the Information Collection and Monitoring system in, for example, testing the effectiveness of different approaches (group vs. individual; vehicle vs. no vehicle, etc.) It is expected that this pilot activity will offer replicable techniques and lessons to USAID efforts to incorporate women into agricultural programs. To the extent that pilot activities are successful, they will be incorporated into some or all of the next stage PCV-counterpart work plans. Reports of the results of these pilot

activities will be made available to the MOA Information and Monitoring Unit, to heads of the certificate and diploma level institutes, and to USAID ASSP project officers.

(9) In-Service Training: ASSP Resources

Through the ASSP project, funds are available for in-service training programs, as well as long-term training. The procedure followed is for MOA sections and units to develop and submit training program proposals for funding to the Manpower and Training Officer, MOA, whose job it is to coordinate all training. One objective of this project will be for the Home Economics and Rural Youth Section to secure at least one in-service training program through ASSP funding made available via MOA channels. If the Section fails to procure funding through these sources, Peace Corps or the MOA will undertake to secure funding elsewhere or will forego this in-service training subactivity.

(10) Peace Corps-MOA Subactivities

The Peace Corps and MOA have developed several project subactivities which complement and strengthen initial USAID, Peace Corps, and MOA inputs. The following activities, to be initiated and coordinated by Peace Corps and the MOA, are illustrative of subactivity possibilities.

Model Rural Technology Houses

During the first two-year period of the program, seven houses will be built using the Cinva ram building block technology. Home improvement features will be incorporated into each house, including cement water jars, solar dryers, improved grain storage facilities, and improved cooking stoves. Such houses will be for demonstration purposes and will be lived in by one or more Home Economics staff/Peace Corps Volunteers. Thus, the houses will be in constant daily use and can be available for inspection by residents of the location in which the houses are built. Responsibility for securing financial and in-kind input rests with Peace Corps and the MOA. The Peace Corps will report to USAID ASSP project officers the success of this project, given the similar activity at agricultural institutes supported by ASSP, as well as to the USAID Housing Office.

Training Manuals and Pamphlets

During the first two years of the project, training manuals will be developed for use and dissemination through the home economics staff. In the first Peace Corps cycle, one PCV with media expertise has been assigned to a Farmer Training Center

where such materials will be developed. All inputs for this activity are to be provided by the MOA and Peace Corps. Peace Corps will make available materials developed to heads, certificate and diploma level institutions and to ASSP project officers, USAID, in order to use results in teaching and curriculum development.

(11) New Intakes: PCVs

Based on preliminary evaluation, additional PCVs will be recruited, the numbers of which are determined by Peace Corps in conjunction with the MOA. Another cycle of PCVs will arrive on or about March, 1981, and will at field sites by July, 1981. The Information Collection and Monitoring system has been designed to include this group and to incorporate interim evaluation results into this group's training. Though exact numbers of recruits have not yet been set, the Peace Corps anticipates that project coverage will be expanded to 36 locations. Training and local housing are to be provided with Peace Corps and MOA inputs. Maintenance and petrol for vehicles from Year Two of the project and beyond will be the responsibility of the MOA, and vehicles will be reallocated to different locations, as the need arises and in conjunction with evaluations and discussions between Peace Corps and the MOA.

F. COSTS: RECURRENT AND OTHER DONOR

The cost breakdown of this project is specified in the Financial Plan, Appendix C. Over the five-year life of project, Peace Corps (other donor) will contribute 34% of funds, and MOA 39% of funds.

The recurrent costs borne by the GOK for vehicles and motorbikes will over the life of the project be \$86,920 for Petrol, Oil and Lubricants (POL)* and \$35,292 for spare parts** (The life of the project (LOP) is 5 years, but USAID is assuming cost of POL and spare parts for Year 1.) In addition, driver costs for vehicles are calculated at the rate of \$150 per month (a formula which includes salary, housing and other allowances). The cost of drivers for the LOP (4 years; 1 year PCV drivers will be \$72,000 (\$1,800/year, for 10 vehicles).

*POL calculations: See financial plan.

**Spare parts and maintenance burden calculated on the basis of 10% of total new cost per year.

G. RELATION TO USAID AGRICULTURAL SYSTEM SUPPORT PROGRAM (ASSP)

The ASSP is a multi-faceted project addressed to constraints identified by the GOK for meeting their agricultural development goals, including the need for trained agricultural manpower, smallholder access to agricultural credit institutions, services, and infrastructure, and adaptive research. Specific ASSP components are as follows: (1) support for agricultural manpower training systems at the diploma (Egerton), certificate (Embu, Bukura, AHITI, and newly established Coastal Agricultural Institute), and university (University of Nairobi Faculty of Agriculture) levels; (2) flexible in-service training funds for MOA staff; (3) range research; (4) credit systems support; (5) cooperative systems support; and (6) storage and marketing support systems, including participant training and adaptive studies. Also supported are research and manpower needs in semi-arid and arid areas, an increasing concern to the GOK.

The Rural Women's Extension Project complements and reinforces the overall agricultural system support strengthening which ASSP addresses. The extension project, however, concentrates more heavily on the techniques of delivering effective and expanded coverage to the farm family clientele, while ASSP concentrates more on the supply of trained manpower and adaptive research. The impact of ASSP-supported institutional expansion on smallholder beneficiaries is expected to be gradual and long-term, while the Rural Women's Extension Project impact is direct and more immediate. Finally, this project emphasizes skill-upgrading for trained staff in the field and for untrained staff.

Given the extension project's focus on technique and direct beneficiary impact, useful lessons can be drawn from project activities for newly trained staff and curriculum development under the ASSP. Several components of ASSP relate to the specific objectives of Rural Women's Extension, including:

- Recruiting more women to diploma and certificate level courses through set-aside recruitment targets and female dormitory support. (The explicit assumption here is that services to women farmers will be enhanced with more female staff).
- Building home economics department buildings, as well as one model rural and one model rural house (a direct tie in to the Peace Corps Model Rural Technology Houses sub-activity).

- Developing research on storage (a long-standing focus of home economics).
- Strengthening the financial and management capability of credit institutions to appraise loans on bases other than real estate collateral. (The land title deed requirement has excluded women from loan access).
- Strengthening cooperative development support through assistance to heretofore noncommercial smallholder farmers. (Women farmers tend to fall within this target category. As specified in ASSP, previous USAID support for cooperative development involved collaboration with Peace Corps, including transport assistance for PCVs. This established a model and precedent for this activity.)
- Focusing on semi-arid and arid lands (on which the Rural Women's extension project is also focused).
- In-service training for MOA staff. (Home economics staff are part of the MOA, through which training funds are available).
- Changing curriculum at agricultural institutes which support reorientation to smallholder farmers. (Rural Women's Extension materials and reports from the interim and final evaluation (which include pilot activities on integrating women farmers into other extension systems) will be available for utilization in ASSP).

The Implementation Narrative and Implementation Plan detail how the Rural Women's Extension Project relates to the specific components above.

H. RELATION TO KENYA CDSS

The Rural Women's Extension Project addresses the constraints analyzed in the Kenya CDSS with respect to women's agricultural activities. According to the Kenya CDSS, about 85% of women play a primary role in agricultural production, and head approximately a quarter of all rural households. Women's limited access to agricultural extension services and credit is recognized by the CDSS and is alleged to affect women's productivity. The CDSS also makes reference to the MOA acknowledgement of women in the new 1979-1983 Development Plan which calls for an extension service related to the needs of women in agriculture. Moreover, the mission sees GOK goals and objectives as compatible with USAID strategy, including those objectives in agriculture and nutrition--both addressed in this project.

APPENDIX A
IMPLEMENTATION PLAN

	<u>Project Months</u>												Dec. 1980	Jan. 1981	Mar. 1981	July 1981	Oct. 1981	Jan. 1982	July 1983	End
	(Dec. 1979)	1	2	3	4	5	6	7	8	9	10	11								
Volunteers Arrive, July 14, 1979																				
Volunteers Arrive in posts, October 24, 1979																				
Project Agreement Signed	x																			
PC Orders Commodities	x																			
PC/MOA recruit local hire technical assistant for baseline survey instrument	x																			
Survey instrument completed		x--																		
PCV-Kenya counterpart in-service training				x-----																
Baseline collection begins				x																
PC Site Visits; Pilot Selection Sites for integrating women into extension					x															
Vehicles motorbikes arrive; schedules in place				---x																
PC Site Visits - assessment of whether vehicles used for project purpose								x-----												
MOA letter to DAOs re: vehicular usage											x									
Second application:survey instrument												x--								
Recruit evaluator												x--								
Interim evaluation													x							
Home Ec Section Proposal to MOA Training													x-----							
Media Materials Completed															x					
Second PCV cycle arrives; training															x					
Second PCV cycle arrives at Sites																x				
First Cycle Complete Tour																				
PCV-counterpart in-service training																	x			
Baseline data collection begins:2nd cycle																	x---			
Second application: survey instrument																		x---		
Recruit evaluator																		x		
																		x		

APPENDIX B

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS
<p>Goal: To increase productivity, income and welfare of rural women and families.</p>	<p>Increased incomes, information levels, and project activities by rural women.</p>	<p>MOA records Evaluations conducted.</p>	<p>GOK will continue support programs designed to improve rural life.</p>
<p>Purpose: To upgrade the technical skills of home economics to rural women. To expand the number of rural women reached by high quality extension. To develop an information collection and monitoring system.</p>	<p>High quality technical extension service. Kenyan counterpart capability to function at a higher technical level. In-service training programs for team members (one secured through MOA channels with ASSP funds). Information collected for improved project planning. Expanded geographic coverage and intensive follow up through transport At minimum, tripling the number of women reached on a monthly basis, with agriculture, nutrition, labor saving technology, income-generating projects Pilot models with techniques to integrate women farmers into all field extension services. Home Economics pamphlets designed.</p>	<p>PCV-Kenya counterpart reports of activities. PC site visits Comparison of base-line information on nutrition, labor, income-generating and agricultural activities with interim and final evaluations.</p>	<p>PCV-Kenya counterpart relationship mutually supportive and growth enhancing. MOA realizes obligation to utilize vehicles for project purposes. Communities receptive to extension. Relevant ministries provide support to pilot activities. Women have sufficient time and incentive to interact with extension.</p>
<p>Outputs: Enlarged and intensive territorial coverage of rural women. Increased numbers of women reached with high quality extension on agriculture, nutrition, technology and income-generating activities. Techniques developed to integrate women into all rural extension systems. Upgraded knowledge levels and effective delivery techniques for extension personnel through in-service training. Survey instrument to improve management, increase community participation and improve assessment of project activities. Home economics pamphlets designed.</p>	<p>Two in-service training programs. Six pilot models on integrating women into field extension. 21 mobile extension units by Year 3. At minimum: 8,400 women reached by Year 3. Baseline survey and periodic evaluations.</p>	<p>On going monitoring and evaluation. PC staff site visits.</p>	<p>Women will use time to participate in extension plans. Income-generating plans feasible.</p>
<p>Inputs: AID:(1) 10 four-wheel drive vehicles; (2) 22 motorbikes and helmets; (3) one-year supply spare parts and POL; (4) rural technology materials; (5) in-service training for GOK personnel; (6) technical assistance for information collection and evaluation. PC: travel, training, housing costs for PCVs. MOA: living costs for 21 PCVs; re-current vehicle costs</p>	<p>See implementation plan and budget.</p>	<p>AID records. Peace Corps records.</p>	<p>Spare parts and material to be replaced when required.</p>

APPENDIX C
FINANCIAL PLAN

	<u>Peace Corps</u>	<u>MOA</u>	<u>AID</u>
International Travel (21 PCVs)	\$ 33,600		
Training (\$37/day) (21 PCVs)	78,200		
Housing (21 PCVs) (shs 900/-mo)		\$ 60,480	
Living Allowance (21 PCVs @ \$5,134/yr.)	107,820		
<u>Vehicles</u>			
10, 4 wheel-drive, 1000 cc @ shs. 43,411/-			\$ 59,500
22, 2 wheel motorbikes, 100 cc @ 10,000/-			28,770
Spare Parts and Maintenance (10% 64,411/-)			8,823
Helmets (22 @ 450/-)			1,340
Petrol-Oil-Lubricants (POL) vehicles* motorbikes** one year			14,700 7,730
Recurrent Costs (yrs. 2-5)			
POL		86,920	
Spare Parts		35,292	
Drivers (10 vehicles)		72,000	
Training GOK personnel (294 person days-2 wks) @ shs 150/-day			6,041
Village Technology Materials (21 @ shs 10,000/-)			28,324

*200/-wk x 52 x 10

**50/-wk x 52 x 22

FINANCIAL PLAN

	<u>Peace Corps</u>	<u>MOA</u>	<u>AID</u>
Technical Assistance			
Baseline Instrument (30 days @ \$75/day)			\$ 2,250
Evaluators			
Interim 20 days @ \$75/day			1,500
Final 20 days @ \$75/day			1,500
Contingency Funds (10% of AID \$159,778)			15,978
	<u>\$219,620</u>	<u>\$254,692</u>	<u>\$175,756</u>

COST: TOTAL PROJECT - \$650,068

AID = 27%
MOA = 39%
PC = 34%

APPENDIX D

SITESCoast Province

Kilifi District
Lamu District, Lake Kenyatta
Kwale District, Kubo
Taita District

Eastern Province

Machakos District, Yatta
Kitui District, Central
Kitui District, Southern
Meru District, South Imenti
Marsabit District
Embu District, Siakago
Isiolo District, Garba Tula

Rift Valley Province

Baringo District, Eldama Ravine
Mogotio Town
Nandi District, Aldai
West Pokot District, Kapenguria
Narok District

Nyanza Province

Siaya District, Boro

Western Province

Bungoma District, Kimilili
Kakamega District, Hamisi
Kakamega District, Vihiga

Central Province

Nyandarua District, Njabini FTC

Northern Province

Wajir District, Griftu Pastoral

APPENDIX E

INITIAL ENVIRONMENTAL EXAMINATION

1. IEE Subject Project as follows:

2. Facesheet:

Project Location	KENYA
Project Title	RURAL WOMEN'S EXTENSION
Funding	FY 79 Dols
Life of Project	60 months
IEE Prepared by	Kathleen A. Staudt

Environmental action recommended: We recommend a negative threshold decision in accordance with AID Regulation 16.

Concurrence:

Assistant Administrator's Decision

Approved:

Date:

Disapproved:

Date:

3. Examination of nature, scope and magnitude of environmental inputs.

A. Description of Project

A Peace Corps Volunteer-Kenya Counterpart team will work in 21 areas of Kenya (later expanded to 36 areas mid-way through the project) with rural women. The project is designed to accomplish a number of goals. First, home economics staff skills will be upgraded and improved through the transference of technical knowledge from PCVs and through in-service training programs. Second, more effective outreach to rural women will be developed in the areas of agricultural technical information transfer, nutrition education, low-cost, labor saving technology for home and farm improvement, and income-generating women's projects. Third, extension territorial coverage will be expanded and follow up to individual women farmers and women's groups will increase through transportation (vehicles and motorbikes) inputs. Fourth, an objective-oriented information collection system will be instituted so that the effects of the project can be monitored and evaluated. Fifth, the Home Economic and Rural Youth Section of the MOA will develop capabilities to secure in-service training funds from ASSP-assisted funds to the Manpower and Training Officer of the MOA. Finally, women farmer access to non-home economics extension staff will be expanded through systematic pilot activities to integrate women into the rural service delivery structure.

Virtually all rural Kenyan women are involved in food production, processing, and preparation as well as in meeting family basic human needs. Women farmers and farm wives have limited access to existing extension services, and home economics staff coverage of women is constrained by continual staff shortages and geographic dispersion. The project will provide each PCV-Kenya counterpart team with transportation, in-service training, technical materials, and technical assistance in monitoring and evaluation to make extension more responsive to rural women's needs. The project is being implemented by the MOA, in conjunction with Peace Corps and USAID. The life of the project is five years, during which time two cycles of PCVs will be recruited and trained, at least two PC-Kenya counterpart in-service training programs will be conducted, and a minimum of 14,400 rural women will be reached.

B. Impact Identification and Evaluation Form: Impact Areas and Sub-Areas

- N: No environmental impact
- L: Little impact
- M: Moderate Impact
- H: High impact
- U: Unknown impact

1. Land Use
 - a. Changing character of land through
 - (i) Increasing the population N
 - (ii) Extracting natural resources L
 - (iii) Land clearing L
 - (iv) Changing soil character L
 - b. Altering natural defenses N
 - c. Foreclosing important uses N
 - d. Jeopardizing man or his works N
2. Water Quality
 - a. Physical state of water N
 - b. Chemical and biological states N
 - c. Ecological balance N
3. Atmospheric
 - a. Air additives L
 - b. Air pollution L
 - c. Noise pollution L
4. Natural Resources
 - a. Diversion, altered use of water N
 - b. Irreversible, inefficient commitments N
5. Cultural
 - a. Altering physical symbols N
 - b. Dilution of cultural traditions N
6. Socio-Economic
 - a. Changes in economic employment patterns M
 - b. Changes in population N
 - c. Changes in cultural patterns N
7. Health
 - a. Changing a natural environment M
 - b. Eliminating an element in an ecosystem N
8. General
 - a. International impacts N
 - b. Controversial impacts N
 - c. Larger Program impacts M

C. Narrative Evaluation of Impacts

1. Land Use

Land use patterns are not expected to change significantly as a result of the project, as traditional crops will continue to be grown and animals will continue to be grazed in project sites. More effective agricultural extension outreach to women farmers is, however, expected to result in increased productivity per unit of land and increased use of tools and technology (such as improved hoes, animal-drawn plows) which enhance labor productivity. To the extent new or improved crop varieties are adopted, crop husbandry practices will change. Pilot activities to integrate women farmers into the agricultural extension network, such as soil conservation and forestry field staff, will improve soil and cropping patterns and sensitivity to wood fuel scarcity in appropriate areas. The Peace Corps-MOA subactivity, Model Rural Technology Houses in seven areas, will result in land being set aside for construction. The benefits which are expected to accrue from model rural technology houses will offset the small amount of land which might otherwise be used for cultivation. In selected areas, small demonstration gardens will be initiated for the nutrition and agricultural extension aspects of the project. Demonstration plots constitute an already existing part of agricultural extension in Kenya. The use of pesticides is not presently contemplated in the project, but if introduced, it would follow AID regulations. The Project Agreement will contain the provision that any pesticides used by the implementing agent on the project must conform with the AID pesticide regulations in effect at the time of such use, except as AID may otherwise agree in writing.

2. Water Quality

The project will have no effect on water quality outside the home. However, as part of nutrition education extension, women farmers and farm wives will learn techniques to enhance safe water usage (for example, boiling water).

3. Atmospheric

The use of motor vehicles and motorbikes is expected to have limited impact on air quality. Such impact is expected to be insignificant because vehicles and bikes will be used in rural areas without much vehicular traffic and vehicle pollution will disperse in an environment uncluttered by vehicular traffic. Noise from vehicles is expected to be slight.

4. Natural Resources

No impacts are anticipated in this project.